CITY OF HAYWARD
AGENDA REPORT

AGENDA DATE 09/24/02
AGENDA ITEM 5
WORK SESSION ITEM

TO: Mayor and City Council

FROM: City Manager

SUBJECT: Positions and Salaries Resolution

At the September 17 meeting, Local 790 expressed concern regarding Section 4 of the Resolution. In the meantime, staff has been able to clarify its intent with the Local. As an added measure, Section 4 has been modified to indicate that the bargaining units, in addition to the Council, will be notified in the event the provisions of this section are invoked.

Jesús Armas, City Manager

DRAFT

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION DESIGNATING POSITIONS OF EMPLOYMENT IN THE CITY GOVERNMENT OF THE CITY OF HAYWARD; PROVIDING FOR THEIR NUMBER AND SALARY RANGE; AND SUPERSEDING RESOLUTION NO. 00-109 AND ALL AMENDMENTS THERETO

BE IT RESOLVED by the City Council of the City of Hayward, as follows:

Section 1. That a revised Positions and Salaries Schedule relating to the positions of employment in the City of Hayward, and the hourly rates of pay for those positions, is hereby set forth in Exhibit "A," consisting of 18 pages, attached hereto and made a part hereof. The positions enumerated under the columns headed "Number of Positions" and "Class Title" are hereby designated as the positions of employment in the City of Hayward, and the hourly rates of pay shown in the columns under the heading "Hourly Salary Range" are the salary rates or the maximum rates of pay for such positions.

Section 2. Salaries paid to occupants of said positions shall be administered in accordance with the Personnel Rules and Memoranda of Understanding approved by the City Council and currently in effect.

Section 3. All class titles used herein refer to the specifications of the position classification plan adopted by the Personnel Board of the City of Hayward, or as set forth in the City Charter.

Section 4. The City Manager may approve in advance of an established effective date, payment to certain classifications in the Management Unit of all or a portion of a general salary increase previously approved by the City Council. Such advance payments shall be made only for those management classifications where the salary range is less than 10 percent above an immediately subordinate classification. The amount of advance payment approved by the City Manager shall not exceed the amount required to establish a 10 percent salary differential between the affected classifications. The City Manager shall advise the City Council and each bargaining unit in advance of any payments made pursuant to the provisions of this section.

Section 5. The salary ranges set forth in Exhibit "A" shall be revised to reflect salary changes provided in any Memorandum of Understanding or resolution setting forth the wages, hours, and other terms and conditions of employment for a bargaining unit or group of

unrepresented employees of the City. Any revisions made pursuant to the provisions of this section shall be incorporated into a document prepared by the Personnel Director and distributed to affected employees or their representatives that reflects the date of the revision and cites both the authority provided by this section and the provision of the memorandum or resolution being effectuated by the revision.

Section 6. This resolution supersedes Resolution No. 00-109 and all amendments thereto.

IN COUNCIL, HAYWARD, CALIFORNIA _____ , 2002

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:_____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

_____
City Attorney of the City of Hayward

CITY OF HAYWARD
AGENDA REPORT

AGENDA DATE 9/24/02 ~~09/17/02~~
AGENDA ITEM 3.5
WORK SESSION ITEM _____

TO: Mayor and City Council

FROM: Human Resources Director

SUBJECT: Adoption of Positions and Salaries Resolution for Fiscal Year 2002-2003

RECOMMENDATION:

It is recommended that the City Council approve the attached Positions and Salaries Resolution.

BACKGROUND:

The Positions and Salaries Resolution is the document that sets forth the authorized staffing for the City as well as salary ranges for City employees. This document reflects changes approved in the 2002-2003 City budget, as well as changes to salary ranges provided for in the Memoranda of Understanding with bargaining units.

Recommended by:

Beth Perrin-Scales

Beth Perrin-Scales, Human Resources Director

Approved by:

Jesús Armas

Jesús Armas, City Manager

Exhibits: Position and Salaries Resolution July 1, 2002

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
MAYOR AND COUNCIL DEPARTMENT								
	MAYOR AND CITY COUNCIL PROGRAM -1101/1101-							
1	ADMINISTRATIVE ANALYST II(UNCLASSIFIED)		27.23	28.58	29.97	31.48	33.06	1110
1	SENIOR SECRETARY (CONF)		20.79	21.59	22.47	23.28	24.19	414
1	MAYOR						19.23	1300
1	TECHNICAL INTERN	.50					15.00	908
6	CITY COUNCIL						12.02	1301
CITY MANAGER DEPARTMENT								
	OFFICE OF THE CITY MANAGER -1201/1201-							
1	CITY MANAGER						72.97	1297
1	ASSISTANT CITY MANAGER		54.66	57.37	60.27	63.27	66.24	1122
1	ASSISTANT TO THE CITY MANAGER		31.28	32.83	34.50	36.20	38.01	1126
1	EXECUTIVE ASSISTANT		24.56	25.69	26.85	27.99	29.25	418
2	SECRETARY (CONF)		18.17	18.99	19.96	20.89	21.85	413
1	ADMINISTRATIVE INTERN	.50					15.00	907
	PUBLIC INFORMATION PROGRAM -1252/1252-							
1	PUBLIC INFORMATION OFFICER		27.23	28.58	29.97	31.48	33.06	1120
	TECHNOLOGY SERVICES DIVISION -1260/1261-							
1	TECH SERVICES DIRECTOR/DEPUTY CITY MNGR		46.51	48.84	51.28	53.84	56.53	1105
1	INFORMATION SYSTEMS MANAGER		37.38	39.24	41.18	43.25	45.38	772
1	DATA & SYSTEMS COORDINATOR		33.79	35.50	37.25	39.14	41.12	728
2	NETWORK SYSTEMS SPECIALIST		30.40	31.92	33.51	35.18	36.94	755
2	PROGRAMMER ANALYST		28.70	30.11	31.65	33.22	34.86	628
1	WEB SPECIALIST		28.28	29.69	31.17	32.73	34.36	634
3	NETWORK/MICROCOMPUTER SPECIALIST		26.04	27.35	28.71	30.13	31.66	630
1	COMPUTER OPERATOR-ANALYST		24.11	25.31	26.55	27.89	29.28	629
1	INFORMATION SYSTEMS SUPPORT TECHNICIAN		21.34	22.39	23.54	24.70	25.89	633
1	DATA SYSTEMS OPERATOR		17.14	17.93	18.81	19.69	20.63	160
CITY ATTORNEY DEPARTMENT								
	LEGAL SERVICES PROGRAM -1301/1301-							
1	CITY ATTORNEY		55.85	58.64	61.58	64.66	67.88	1216
4	ASSISTANT CITY ATTORNEY		45.90	48.14	50.58	53.13	55.81	1134
OR	DEPUTY CITY ATTORNEY II		33.46	35.12	36.88	38.72	40.61	1179
OR	DEPUTY CITY ATTORNEY I		27.56	28.94	30.40	31.89	33.46	1178
2	LEGAL SECRETARY II		20.58	21.78	23.42	23.91	25.14	416
OR	LEGAL SECRETARY I		19.44	20.45	21.53	22.68	23.89	415
	RISK MANAGEMENT PROGRAM -1321/1321-							
1	ASSISTANT CITY ATTORNEY		45.90	48.14	50.58	53.13	55.81	1134
OR	DEPUTY CITY ATTORNEY II		33.46	35.12	36.88	38.72	40.61	1179
OR	DEPUTY CITY ATTORNEY I		27.56	28.94	30.40	31.89	33.46	1178

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
1	LEGAL SECRETARY II		20.58	21.78	23.42	23.91	25.14	416
OR	LEGAL SECRETARY I		19.44	20.45	21.53	22.68	23.89	415
	CITY CLERK DEPARTMENT							
	OFFICE OF THE CITY CLERK -1401/1401-							
1	CITY CLERK		38.51	40.44	42.46	44.58	46.81	1225
1	DEPUTY CITY CLERK		23.92	25.10	26.37	27.68	29.06	747
2	SENIOR SECRETARY		19.79	20.57	21.41	22.18	23.06	107
1	ADMINISTRATIVE CLERK II	.50	15.94	16.59	17.26	18.04	18.92	102
	HUMAN RESOURCES DEPARTMENT							
	HUMAN RESOURCES ADMINISTRATION -1601/1601-							
1	HUMAN RESOURCES DIRECTOR		45.38	47.66	50.07	52.58	55.21	1119
1	SR HUMAN RES ANAL/AFF. ACTION SPEC.		31.28	32.83	34.50	36.20	38.01	1155
2	HUMAN RESOURCES ANALYST II		28.58	29.97	31.48	33.06	34.70	1177
1	ADMINISTRATIVE SECRETARY (CONF)		23.87	24.84	25.83	26.77	27.86	420
1	HUMAN RESOURCES TECHNICIAN		21.76	22.92	24.11	25.38	26.73	1174
1	SECRETARY (CONF)		18.17	18.99	19.96	20.89	21.85	413
	WORKERS COMPENSATION ADMIN. -4301/4301-							
1	EMPLOYEE BENEFITS ADMINISTRATOR		31.28	32.83	34.50	36.20	38.01	1142
1	SECRETARY (CONF)		18.17	18.99	19.96	20.89	21.85	413
	FINANCE DEPARTMENT							
	FINANCE ADMINISTRATION -1710/1711,1712-							
1	DIRECTOR OF FINANCE		50.13	52.63	55.29	58.09	61.00	1118
1	AUDITOR		33.79	35.50	37.25	39.14	41.12	745
1	BUDGET ADMINISTRATOR		31.28	32.83	34.50	36.20	38.01	700
1	ADMINISTRATIVE SECRETARY		22.73	23.66	24.60	25.51	26.53	108
1	ADMINISTRATIVE CLERK II		15.94	16.59	17.26	18.04	18.92	102
1	ADMINISTRATIVE INTERN	.50					15.00	907
	ACCOUNTING DIVISION -1720/1721-							
1	ACCOUNTING MANAGER		35.85	37.66	39.51	41.52	43.63	730
1	SENIOR ACCOUNTANT		30.73	32.28	33.85	35.57	37.32	749
3	SENIOR ACCOUNTING TECHNICIAN		22.77	23.90	25.08	26.33	27.65	100
1	ACCOUNTING TECHNICIAN		20.69	21.73	22.81	23.94	25.14	140
4	SENIOR ACCOUNT CLERK		19.02	19.94	20.81	21.81	22.83	156
	REVENUE DIVISION -1730/1731,1732,1736-							
1	REVENUE MANAGER		33.47	35.12	36.89	38.72	40.65	729
1	SENIOR ACCOUNTING TECHNICIAN		22.77	23.90	25.08	26.33	27.65	100
1	COLLECTIONS OFFICER		22.13	23.25	24.43	25.66	26.94	653
1	LEAD CUSTOMER ACCOUNT CLERK		19.53	20.58	21.63	22.77	23.97	135
3	SENIOR CUSTOMER ACCOUNT CLERK		19.02	19.94	20.81	21.81	22.83	130

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
5	CUSTOMER ACCOUNT CLERK		16.60	17.32	18.14	18.98	19.93	125
2	CUSTOMER ACCOUNT CLERK	.75	16.60	17.32	18.14	18.98	19.93	125
	PURCHASING DIVISION							
	-1740/1741,1742-							
1	PURCHASING & SERVICES MANAGER		33.79	35.50	37.25	39.14	41.12	739
1	PURCHASING ASSISTANT		19.31	20.10	20.88	21.67	22.50	111
1	MAIL & STOCK CLERK		15.30	16.07	16.84	17.69	18.57	112
	FACILITIES MAINTENANCE							
	-2211/2211-							
1	FACILITIES & BUILDING MANAGER		34.10	35.86	37.61	39.51	41.54	760
1	FACILITIES MAINTENANCE SUPERVISOR		28.78	30.24	31.72	33.33	34.95	792
2	FACILITIES ELECTRICIAN II		26.68	27.75	28.84	30.06	31.30	329
OR	FACILITIES ELECTRICIAN I		24.01	24.99	26.00	27.09	28.18	328
2	FACILITIES CARPENTER II		24.08	25.02	26.07	27.13	28.27	327
OR	FACILITIES CARPENTER I		21.68	22.56	23.49	24.43	25.45	326
2	FACILITIES PAINTER II		23.13	24.08	25.02	26.07	27.13	330
OR	FACILITIES PAINTER I		20.84	21.68	22.56	23.49	24.43	324
1	FACILITIES MECHANIC II		22.70	23.61	24.50	25.50	26.55	323
OR	FACILITIES MECHANIC I		20.48	21.27	22.11	22.97	23.90	322
1	STOREKEEPER - EXPEDITER		20.57	21.41	22.22	23.06	23.95	371
1	SECRETARY		17.31	18.11	19.00	19.89	20.84	106
	EQUIPMENT MANAGEMENT DIVISION							
	-2500/2511-							
1	EQUIPMENT MANAGER		33.77	35.50	37.24	39.12	41.12	738
1	EQUIP MAINTENANCE SUPERVISOR		28.50	29.94	31.41	33.00	34.61	771
5	EQUIPMENT MECHANIC II		22.56	23.62	24.81	26.11	27.40	312
3	EQUIPMENT MECHANIC I		19.82	20.81	21.87	22.94	24.07	310
1	SENIOR SECRETARY		19.79	20.57	21.41	22.18	23.06	107
1	EQUIPMENT PARTS STOREKEEPER		18.90	19.88	20.86	21.91	23.00	307
1	EQUIPMENT SERVICE ATTENDANT		18.40	19.14	19.93	20.61	21.41	308
	BLDG MGMT - CITY HALL							
	-2658/2658-							
1	ADMINISTRATIVE ANALYST II		27.71	29.08	30.49	32.03	33.64	724
OR	ADMINISTRATIVE ANALYST I		23.60	24.77	26.03	27.31	28.66	744
1	FACILITIES SERVICEWORKER II		17.88	18.61	19.36	20.05	20.84	320
	CENTENNIAL HALL							
	-2660/2661-							
1	AUDITORIUM COORDINATOR		23.17	24.13	25.08	26.00	27.05	712
1	AUDITORIUM LEADWORKER		19.84	20.57	21.40	22.26	23.17	304
3	FACILITIES SERVICEWORKER I		17.26	17.89	18.61	19.36	20.05	318
1	ADMINISTRATIVE CLERK I	.50	14.04	14.78	15.53	16.36	17.21	101
	POLICE DEPARTMENT							
	INVESTIGATION DIVISION							
	-1801/1830-							
1	POLICE CAPTAIN		43.68	45.86	48.15	50.56	53.04	802
1	POLICE LIEUTENANT **					45.97	48.21	555
3	POLICE SERGEANT **				37.97	39.80	41.83	545

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
14	INSPECTOR **		32.61	34.24	35.91	37.61	39.46	520
9	POLICE OFFICER **		28.92	30.31	31.79	33.32	34.91	515
OR	POLICE OFFICER TRAINEE		23.14	24.29				174
1	SENIOR SECRETARY		19.79	20.57	21.41	22.18	23.06	107
1	POLICE RECORDS CLERK II		17.09	17.78	18.50	19.32	20.26	120
	PATROL DIVISION							
	-1802/1816,1820,1823,1830,1836,1870,1886-							
1	POLICE CAPTAIN		43.68	45.86	48.15	50.56	53.04	802
6	POLICE LIEUTENANT **					45.97	48.21	555
15	POLICE SERGEANT **				37.97	39.80	41.83	545
107	POLICE OFFICER **		28.92	30.31	31.79	33.32	34.91	515
OR	POLICE OFFICER TRAINEE		23.14	24.29				174
8	COMMUNITY SERVICE OFFICER		18.23	19.02	19.92	20.84	21.83	169
1	SECRETARY		17.31	18.11	19.00	19.89	20.84	106
	OFFICE OF THE CHIEF							
	-1804/1810-							
1	CHIEF OF POLICE		53.98	56.58	59.36	62.25	65.09	1102
1	POLICE SERGEANT **				37.97	39.80	41.83	545
1	ADMINISTRATIVE ANALYST II		27.71	29.08	30.49	32.03	33.64	724
OR	ADMINISTRATIVE ANALYST I		23.60	24.77	26.03	27.31	28.66	744
1	ADMINISTRATIVE SECRETARY		22.73	23.66	24.60	25.51	26.53	108
	OFFICE OF THE DEPUTY CHIEF							
	-1815/1815,1826,1828-							
1	DEPUTY CHIEF OF POLICE						55.69	803
1	POLICE LIEUTENANT **					45.97	48.21	555
4	POLICE SERGEANT **				37.97	39.80	41.83	545
13	POLICE OFFICER **		28.92	30.31	31.79	33.32	34.91	515
OR	POLICE OFFICER TRAINEE		23.14	24.29				174
1	SENIOR CRIME PREVENTION SPECIALIST		21.06	21.96	23.00	24.07	25.21	186
1	CRIME PREVENTION SPECIALIST		19.15	19.97	20.91	21.88	22.92	188
2	COMMUNITY SERVICE OFFICER		18.23	19.02	19.92	20.84	21.83	169
	CRIME ANALYSIS							
	-1832/1832-							
1	ADMINISTRATIVE ANALYST II		27.71	29.08	30.49	32.03	33.64	724
OR	ADMINISTRATIVE ANALYST I		23.60	24.77	26.03	27.31	28.66	744
1	POLICE RECORDS CLERK II		17.09	17.78	18.50	19.32	20.26	120
	RECORDS MANAGEMENT BUREAU							
	-1840/1840,1844-							
1	POLICE RECORDS SUPERVISOR		23.95	25.14	26.37	27.73	29.03	751
2	SENIOR POLICE RECORDS CLERK		18.55	19.40	20.38	21.30	22.31	121
1	SECRETARY		17.31	18.11	19.00	19.89	20.84	106
15	POLICE RECORDS CLERK II		17.09	17.78	18.50	19.32	20.26	120
	PERSONNEL AND TRAINING BUREAU							
	-1841/1841-							
1	POLICE LIEUTENANT **					45.97	48.21	555
1	POLICE OFFICER **		28.92	30.31	31.79	33.32	34.91	515
OR	POLICE OFFICER TRAINEE		23.14	24.29				174
1	ADMINISTRATIVE ANALYST II		27.71	29.08	30.49	32.03	33.64	724

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
OR	ADMINISTRATIVE ANALYST I		23.60	24.77	26.03	27.31	28.66	744
1	SENIOR SECRETARY		19.79	20.57	21.41	22.18	23.06	107
	JAIL BUREAU							
	-1842/1842-							
1	JAIL SUPERVISOR		27.11	28.50	29.91	31.38	32.98	784
4	SENIOR JAILER		22.11	23.05	24.16	25.28	26.50	168
14	COMMUNITY SERVICE OFFICER		18.23	19.02	19.92	20.84	21.83	169
	PROPERTY & EVIDENCE BUREAU							
	-1844/1844-							
1	ADMINISTRATIVE ANALYST III		31.28	32.83	34.50	36.20	38.01	723
1	PROPERTY & EVIDENCE SUPERVISOR		25.82	27.15	28.49	29.89	31.40	776
4	COMMUNITY SERVICE OFFICER		18.23	19.02	19.92	20.84	21.83	169
1	POLICE RECORDS CLERK II		17.09	17.78	18.50	19.32	20.26	120
	CRIME SCENE UNIT							
	-1845/1845-							
1	POLICE IDENTIFICATION SPECIALIST		23.38	24.55	25.79	27.07	28.37	652
6	CRIME SCENE TECHNICIAN		19.40	20.27	21.21	22.18	23.23	175
	COMMUNICATIONS							
	-1850/1850-							
1	OPERATIONS SUPPORT DIRECTOR		38.51	40.44	42.46	44.58	46.81	779
1	COMMUNICATIONS SUPERVISOR		27.11	28.50	29.91	31.38	32.98	773
4	SENIOR COMMUNICATIONS OPERATOR		24.15	25.37	26.63	27.96	29.37	164
13	COMMUNICATIONS OPERATOR		21.09	22.15	23.25	24.42	25.66	165
2	COMMUNICATIONS OPERATOR	.50	21.09	22.15	23.25	24.42	25.66	165
	PUBLIC SAFETY INFORMATION SYS							
	-1851/1851-							
1	PUBLIC SAFETY INFORMATION SYS. MGR.		32.32	33.91	35.62	37.39	39.26	708
1	PROGRAMMER ANALYST		28.70	30.11	31.65	33.22	34.86	628
1	NETWORK/MICROCOMPUTER SPECIALIST		26.04	27.35	28.71	30.13	31.66	630
1	COMPUTER OPERATOR		20.32	21.32	22.41	23.52	24.65	631
	YOUTH & FAMILY SERVICES BUREAU							
	-1860/1860,1869,1875,1882,1883,1884-							
1	YOUTH & FAMILY SERVICES MANAGER		36.15	37.95	39.84	41.77	43.90	790
1	POLICE SERGEANT **				37.97	39.80	41.83	545
2	COUNSELING SUPERVISOR		28.71	30.18	31.69	33.27	34.92	737
11	POLICE OFFICER **		28.92	30.31	31.79	33.32	34.91	515
OR	POLICE OFFICER TRAINEE		23.14	24.29				174
8	FAMILY COUNSELOR I		23.80	24.98	26.22	27.44	28.87	632
2	POLICE RECORDS CLERK II		17.09	17.78	18.50	19.32	20.26	120
	TRAFFIC ENFORCEMENT BUREAU							
	-1870/1820,1870,1871,1872,1880,1889-							
1	POLICE SERGEANT **				37.97	39.80	41.83	545
12	POLICE OFFICER **		28.92	30.31	31.79	33.32	34.91	515
OR	POLICE OFFICER TRAINEE		23.14	24.29				174
4	COMMUNITY SERVICE OFFICER		18.23	19.02	19.92	20.84	21.83	169
1	SECRETARY		17.31	18.11	19.00	19.89	20.84	106
2	TRAFFIC SAFETY ASSISTANT	.60					12.43	901

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
	ANIMAL SERVICES BUREAU							
	-1890/1890-							
1	ANIMAL SERVICES MANAGER		29.08	30.49	32.03	33.64	35.31	714
1	SENIOR ANIMAL CONTROL OFFICER		19.21	20.07	21.00	21.96	23.00	184
2	ANIMAL CONTROL OFFICER		17.59	18.49	19.33	20.23	21.17	185
3	POLICE RECORDS CLERK II		17.09	17.78	18.50	19.32	20.26	120
1	SENIOR ANIMAL CARE ATTENDANT		16.57	17.31	17.97	18.74	19.68	183
1	VOLUNTEER PROGRAM ASSISTANT		15.08	15.72	16.34	17.05	17.89	182
8	ANIMAL CARE ATTENDANT		15.08	15.72	16.34	17.05	17.89	181

FIRE DEPARTMENT

	ADMINISTRATION DIVISION							
	-1910/1911-							
1	FIRE CHIEF		53.19	55.78	58.57	61.45	64.30	1101
1	ADMINISTRATIVE ANALYST II		27.71	29.08	30.49	32.03	33.64	724
OR	ADMINISTRATIVE ANALYST I		23.60	24.77	26.03	27.31	28.66	744
1	ADMINISTRATIVE SECRETARY		22.73	23.66	24.60	25.51	26.53	108
1	SECRETARY		17.31	18.11	19.00	19.89	20.84	106
	SUPPORT SERVICES DIVISION							
	-1920/1921,1922,1923-							
1	DEPUTY FIRE CHIEF (40 HR)		39.65	41.58	43.62	45.77	48.07	1006
1	FIRE MARSHALL (40 HR)		36.14	37.96	39.80	41.76	43.81	1003
3	STAFF FIRE CAPTAIN	(40 HR) **			38.55	40.41	42.43	244
1	HAZARDOUS MATERIALS PROGRAM COORDINATOR		33.10	34.80	36.50	38.37	40.31	705
4	FIRE PREVENTION INSP.	(40 HR) **	29.74	31.17	32.73	34.29	36.00	230
OR	FIRE PREVENTION INSP.	(56 HR)	21.24	22.26	23.37	24.49	25.72	231
1	ENVIRONMENTAL SPECIALIST		28.63	30.07	31.57	33.14	34.79	677
2	HAZARDOUS MATERIALS INVESTIGATOR		27.27	28.63	30.07	31.55	33.14	676
1	SENIOR SECRETARY		19.79	20.57	21.41	22.18	23.06	107
1	PERMIT TECHNICIAN		17.63	18.35	19.07	19.91	20.92	180
1	ADMINISTRATIVE CLERK II		15.94	16.59	17.26	18.04	18.92	102
	OPERATIONS DIVISION							
	-1930/1931,1932,1933-							
1	DEPUTY FIRE CHIEF (40 HR)		39.65	41.58	43.62	45.77	48.07	1006
1	BATTALION CHIEF-SPECIAL ASSIGN (40 HR)		36.14	37.96	39.80	41.76	43.81	1008
1	STAFF FIRE CAPTAIN	(40 HR) **			38.55	40.41	42.43	244
1	EMERGENCY MEDICAL SERVICES COORD.		29.66	31.15	32.71	34.34	36.05	710
3	BATTALION CHIEF	(56 HR)	23.47	24.65	25.84	27.11	28.45	1004
OR	BATTALION CHIEF	(40 HR)	32.86	34.51	36.18	37.96	39.83	1005
33	FIRE CAPTAIN	(56 HR) **			25.04	26.24	27.55	245
OR	FIRE CAPTAIN	(40 HR)			35.06	36.73	38.56	246
33	APPARATUS OPERATOR	(56 HR) **	20.08	21.06	22.12	23.17	24.36	220
OR	APPARATUS OPERATOR	(40 HR)	28.11	29.50	31.22	32.45	34.08	221
52	FIREFIGHTER	(56 HR) **	18.95	19.87	20.87	21.88	22.97	215
OR	FIREFIGHTER	(40 HR)	26.53	27.82	29.22	30.60	32.15	216
1	ADMINISTRATIVE CLERK II		15.94	16.59	17.26	18.04	18.92	102
1	MAIL CLERK				9.00	9.45	9.92	134

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
PUBLIC WORKS DEPARTMENT								
	ADMINISTRATION DIVISION -2011/2011-							
1	DIRECTOR OF PUBLIC WORKS		55.48	58.26	61.17	64.24	67.44	1111
1	ADMINISTRATIVE ANALYST II		27.71	29.08	30.49	32.03	33.64	724
OR	ADMINISTRATIVE ANALYST I		23.60	24.77	26.03	27.31	28.66	744
1	ADMINISTRATIVE SECRETARY		22.73	23.66	24.60	25.51	26.53	108
1	ADMINISTRATIVE INTERN	.75					15.00	907
	ENGINEERING/TRANSPORTATION DIV -2100/2101,2112,2113,2114,2121,2141,2811,2821-							
1	DEPUTY DIRECTOR OF PUBLIC WORKS		45.38	47.66	50.07	52.58	55.21	1112
1	TRANSPORTATION/DEVELOPMENT MGR.		41.02	43.04	45.20	47.47	49.84	757
1	DESIGN & CONSTRUCTION SERVICES MGR		41.02	43.02	45.20	47.47	49.83	787
1	SENIOR TRANSPORTATION PLANNER		33.46	35.10	36.83	38.72	40.61	770
2	ASSOC TRANSPORTATION ENGINEER		32.02	33.63	35.26	37.05	38.87	608
5	ASSOC CIVIL ENGINEER		32.02	33.63	35.26	37.05	38.87	606
1	SURVEY ENGINEER		31.28	32.83	34.50	36.20	38.01	778
1	SUPERVISING CONSTRUCTION INSPECTOR		31.17	32.77	34.35	36.06	37.87	780
1	ASSOCIATE TRANSPORTATION PLANNER		30.05	31.52	33.09	34.79	36.45	671
1	ADMINISTRATIVE ANALYST II		27.71	29.08	30.49	32.03	33.64	724
OR	ADMINISTRATIVE ANALYST I		23.60	24.77	26.03	27.31	28.66	744
1	ASSISTANT TRANSPORTATION ENGR		27.58	29.01	30.49	31.98	33.56	615
5	ASSIST CIVIL ENGINEER		27.58	29.01	30.49	31.98	33.56	602
1	REAL PROPERTY ASSOCIATE		27.20	28.62	30.07	31.52	33.08	667
2	SURVEYOR		26.30	27.60	28.97	30.41	31.94	612
8	CONSTRUCTION INSPECTOR		25.32	26.61	27.86	29.27	30.75	661
5	ENGINEERING TECHNICIAN		21.89	22.95	24.12	25.32	26.53	668
2	SENIOR SECRETARY		19.79	20.57	21.41	22.18	23.06	107
1	SECRETARY		17.31	18.11	19.00	19.89	20.84	106
1	ADMINISTRATIVE CLERK II		15.94	16.59	17.26	18.04	18.92	102
	LANDSCAPE MAINTENANCE DIVISION -2300/2311,2321-							
1	LANDSCAPE MAINTENANCE MANAGER		34.27	35.99	37.77	39.74	41.64	752
1	LANDSCAPE MAINTENANCE SUPERVISOR		28.78	30.24	31.72	33.33	34.95	761
1	GROUNDSKEEPER III		26.06	27.10	28.19	29.38	30.54	343
1	GROUNDSKEEPER II		21.48	22.33	23.25	24.07	25.00	342
OR	GROUNDSKEEPER I		19.52	20.30	21.13	21.87	22.73	338
4	TREE TRIMMER		21.48	22.33	23.25	24.07	25.00	340
1	SENIOR SECRETARY		19.79	20.57	21.41	22.18	23.06	107
16	GROUNDSKEEPER I		19.52	20.30	21.13	21.87	22.73	338
OR	LABORER		18.32	18.98	19.74	20.55	21.28	336
	LANDSCAPE - WATER CONSERVATION -2323/2323-							
2	GROUNDSKEEPER II		21.48	22.33	23.25	24.07	25.00	342
2	GROUNDSKEEPER I		19.52	20.30	21.13	21.87	22.73	338
OR	LABORER		18.32	18.98	19.74	20.55	21.28	336
	STREET MAINTENANCE DIVISION -2400/2411-							
1	STREETS MAINTENANCE MANAGER		34.27	35.99	37.77	39.74	41.64	756

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
1	STREETS MAINTENANCE SUPERVISOR		28.50	29.94	31.41	33.00	34.61	764
2	MAINTENANCE LEADER		21.48	22.33	23.25	24.07	25.00	360
1	SENIOR SECRETARY		19.79	20.57	21.41	22.18	23.06	107
7	MAINTENANCE WORKER		19.52	20.30	21.13	21.87	22.73	357
OR	LABORER		18.32	18.98	19.74	20.55	21.28	336
	TRAFFIC SERVICES							
	-2431/2431-							
1	SENIOR MAINTENANCE LEADER		26.06	27.10	28.19	29.38	30.54	367
1	MAINTENANCE LEADER		21.48	22.33	23.25	24.07	25.00	360
2	MAINTENANCE WORKER		19.52	20.30	21.13	21.87	22.73	357
OR	LABORER		18.32	18.98	19.74	20.55	21.28	336
	STORMWATER ADMINISTRATION-WPSC							
	-2901/2901,2904,2906,2907,2908,3106-							
1	WATER POLLUTION CONTROL ADMIN		30.93	32.49	34.11	35.83	37.63	769
1	ADMINISTRATIVE ANALYST II		27.71	29.08	30.49	32.03	33.64	724
OR	ADMINISTRATIVE ANALYST I		23.60	24.77	26.03	27.31	28.66	744
1	SR.WATER POLLUTION SOURCE CONT.INSP		27.48	28.92	30.37	31.82	33.42	680
5	WATER POLLUTION SOURCE CONT.INSP.		25.27	26.58	27.80	29.23	30.68	679
5	SWEEPER EQUIPMENT OPERATOR		20.89	21.61	22.47	23.42	24.36	362
2	MAINTENANCE WORKER		19.52	20.30	21.13	21.87	22.73	357
OR	LABORER		18.32	18.98	19.74	20.55	21.28	336
1	SECRETARY		17.31	18.11	19.00	19.89	20.84	106
1	TECHNICAL INTERN	.50					15.00	908
	WATER-UTILITIES ADMINISTRATION							
	-3000/3061-							
1	DEPUTY DIRECTOR OF PUBLIC WORKS		45.38	47.66	50.07	52.58	55.21	1112
1	UTILITIES ENGINEER		34.89	36.61	38.44	40.39	42.38	765
1	ASSOC CIVIL ENGINEER		32.02	33.63	35.26	37.05	38.87	606
1	ADMINISTRATIVE ANALYST III		31.28	32.83	34.50	36.20	38.01	723
1	SENIOR UTILITY SERVICE REP.		25.93	27.23	28.52	29.98	31.45	373
1	SENIOR SECRETARY		19.79	20.57	21.41	22.18	23.06	107
	WATER-DISTRIBUTION							
	-3001/3044,3048,3049,3052-							
1	WATER INSTALLATION & MAINT.SUPVR.		30.77	32.32	33.90	35.63	37.36	793
1	SENIOR UTILITY LEADER		26.58	27.64	28.75	29.97	31.15	377
1	SENIOR UTILITY CUSTOMER SERVICE LEADER		26.06	27.10	28.19	29.38	30.54	378
1	CROSS CONNECTION CONTROL SPECIALIST		22.06	22.83	23.72	24.69	25.68	376
3	UTILITY LEADER		21.91	22.78	23.72	24.55	25.50	374
2	EQUIPMENT OPERATOR		21.48	22.28	23.16	24.10	25.09	361
1	STOREKEEPER - EXPEDITER		20.57	21.41	22.22	23.06	23.95	371
3	WATER METER MECHANIC		20.24	21.03	21.89	22.79	23.68	375
14	UTILITY WORKER		19.91	20.71	21.55	22.31	23.18	372
OR	LABORER		18.32	18.98	19.74	20.55	21.28	336
1	UTILITY SERVICE REPRESENTATIVE		18.56	19.41	20.34	21.32	22.34	370
2	WATER METER READER		18.79	19.53	20.34	21.07	21.91	369
1	WATER METER READER	.50	18.79	19.53	20.34	21.07	21.91	369
1	SECRETARY		17.31	18.11	19.00	19.89	20.84	106

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
	WATER-UTILITIES MAINTENANCE							
	-3022/3022,3042,3048,3114-							
1	UTILITIES MAINTENANCE SUPERVISOR		30.46	32.00	33.58	35.28	37.01	766
2	FACILITIES ELECTRICIAN II		26.68	27.75	28.84	30.06	31.30	329
OR	FACILITIES ELECTRICIAN I		24.01	24.99	26.00	27.09	28.18	328
3	UTILITIES MAINTENANCE MECHANIC		24.08	25.02	26.00	27.04	28.13	325
2	UTILITIES SERVICE WORKER		19.91	20.71	21.55	22.31	23.18	368
	WATER-MAINTENANCE ADMIN							
	-3048/3048-							
1	UTILITIES SUPERINTENDENT		42.82	44.98	47.23	49.61	52.12	735
1	ADMINISTRATIVE SECRETARY		22.73	23.66	24.60	25.51	26.53	108
	WATER POLLUTION CNTL FACILITY							
	-3100/3101,3103,3105-							
1	WATER POLLUTION CONTROL FAC.MGR.		38.98	40.90	42.98	45.09	47.38	759
1	UTILITIES ENGINEER		34.89	36.61	38.44	40.39	42.38	765
1	WATER POLLUTION CONT.FAC.SUPERVISOR		30.93	32.49	34.11	35.83	37.63	767
1	LAB SUPERVISOR		30.93	32.49	34.11	35.83	37.63	702
1	SR.UTILITIES MAINTENANCE MECHANIC		26.68	28.00	29.40	30.90	32.40	331
1	SR.WATER POLLUTION CONT.FAC.OPER.		26.68	27.99	29.40	30.91	32.39	354
2	FACILITIES ELECTRICIAN II		26.68	27.75	28.84	30.06	31.30	329
OR	FACILITIES ELECTRICIAN I		24.01	24.99	26.00	27.09	28.18	328
6	WPCF LEAD OPERATOR		24.95	25.95	26.98	28.05	29.17	351
3	LABORATORY TECHNICIAN		24.41	25.33	26.32	27.38	28.41	637
3	UTILITIES MAINTENANCE MECHANIC		24.08	25.02	26.00	27.04	28.13	325
7	WPCF OPERATOR		22.63	23.53	24.47	25.44	26.46	350
OR	OPERATOR-IN-TRAINING		18.58	19.33	20.13	20.82	21.62	347
1	SENIOR SECRETARY		19.79	20.57	21.41	22.18	23.06	107
2	MAINTENANCE WORKER		19.52	20.30	21.13	21.87	22.73	357
OR	LABORER		18.32	18.98	19.74	20.55	21.28	336
	COLLECTION SYSTEM MAINTENANCE							
	-3120/3102-							
1	SENIOR UTILITY LEADER		26.58	27.64	28.75	29.97	31.15	377
2	UTILITY LEADER		21.91	22.78	23.72	24.55	25.50	374
4	UTILITY WORKER		19.91	20.71	21.55	22.31	23.18	372
OR	LABORER		18.32	18.98	19.74	20.55	21.28	336
	AIRPORT							
	-3201/3201-							
1	AIRPORT MANAGER		36.43	38.20	40.15	42.13	44.27	713
1	AIRPORT OPERATIONS MANAGER		29.00	30.46	31.96	33.58	35.22	732
1	ADMINISTRATIVE ANALYST II		27.71	29.08	30.49	32.03	33.64	724
OR	ADMINISTRATIVE ANALYST I		23.60	24.77	26.03	27.31	28.66	744
1	ADMINISTRATIVE SECRETARY		22.73	23.66	24.60	25.51	26.53	108
1	AIRPORT MAINTENANCE LEADER		22.54	23.37	24.30	25.30	26.32	302
3	AIRPORT MAINTENANCEWORKER		20.50	21.25	22.09	23.00	23.94	303
1	ADMINISTRATIVE CLERK II		15.94	16.59	17.26	18.04	18.92	102
1	AIRPORT ATTENDANT		15.23	15.89	16.48	17.19	18.06	301
1	ADMINISTRATIVE INTERN	.50					15.00	907

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
	RECYCLING-SOLID WASTE -4634/4634-							
1	SOLID WASTE MANAGER		31.28	32.83	34.50	36.20	38.01	727
1	RECYCLING SPECIALIST		24.11	25.31	26.55	27.89	29.28	636
1	ADMINISTRATIVE CLERK II		15.94	16.59	17.26	18.04	18.92	102
	LIBRARY DEPARTMENT							
	LIBRARY PROGRAM -3301/3301-							
1	LIBRARY DIRECTOR		41.86	43.99	46.16	48.46	50.89	1117
1	LIBRARY SYSTEMS MANAGER		26.55	27.96	29.27	30.74	32.29	762
2	SUPERVISING LIBRARIAN I		26.55	27.96	29.27	30.74	32.29	736
1	LIBRARY OPERATIONS MANAGER		24.58	25.84	27.23	28.65	30.15	768
2	LIBRARIAN II		22.91	24.06	25.22	26.52	27.76	626
1	LIBRARIAN II	.50	22.91	24.06	25.22	26.52	27.76	626
1	ADMINISTRATIVE SECRETARY		22.73	23.66	24.60	25.51	26.53	108
6	LIBRARIAN I		20.78	21.82	22.90	24.00	25.22	625
7	LIBRARIAN I	.50	20.78	21.82	22.90	24.00	25.22	625
2	LEAD LIBRARY ASSISTANT		18.23	19.16	20.09	21.07	22.17	191
1	DATA SYSTEMS OPERATOR		17.14	17.93	18.81	19.69	20.63	160
5	SENIOR LIBRARY ASSISTANT		17.09	17.86	18.68	19.50	20.43	189
4	LIBRARY ASSISTANT		15.81	16.54	17.27	18.08	18.92	187
13	LIBRARY ASSISTANT	.50	15.81	16.54	17.27	18.08	18.92	187
7	SENIOR LIBRARY PAGE	.60					11.53	199
23	LIBRARY PAGE	.30					10.40	198
	LITERACY MLC - GRANT -3305/3304-							
1	LITERACY PROGRAM COORDINATOR		20.78	21.82	22.90	24.00	25.22	623
1	ADMINISTRATIVE CLERK II		15.94	16.59	17.26	18.04	18.92	102
1	LITERACY PROGRAM INTERN	.25					9.25	909
	COMMUNITY&ECON.DEV.DEPARTMENT							
	PLANNING DIVISION -1500/1502-							
1	PLANNING MANAGER		40.61	42.65	44.80	47.04	49.42	797
1	PRINCIPAL PLANNER		36.81	38.62	40.51	42.59	44.68	720
1	DEVELOPMENT REVIEW ENGINEER		35.50	37.25	39.11	41.10	43.12	781
1	SENIOR PLANNER		33.46	35.10	36.83	38.72	40.61	796
1	LANDSCAPE ARCHITECT		33.46	35.10	36.83	38.72	40.61	753
3	ASSOC PLANNER		30.05	31.52	33.09	34.79	36.45	650
2	ASSISTANT PLANNER		24.65	25.86	27.26	28.59	30.05	624
1	DEVELOPMENT REVIEW SPECIALIST		24.65	25.86	27.26	28.59	30.05	604
2	SENIOR SECRETARY		19.79	20.57	21.41	22.18	23.06	107
1	SECRETARY		17.31	18.11	19.00	19.89	20.84	106
2	ADMINISTRATIVE CLERK II		15.94	16.59	17.26	18.04	18.92	102
	ADVANCE PLANNING -1501/1501-							
1	SENIOR PLANNER		33.46	35.10	36.83	38.72	40.61	796
1	ASSOC PLANNER		30.05	31.52	33.09	34.79	36.45	650
1	GRAPHICS/PLANNING ILLUSTRATOR		20.90	21.93	23.09	24.23	25.41	627

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
1	ADMINISTRATIVE INTERN	.50					15.00	907
	BUILDING DIVISION							
	-2700/2711,2717-							
1	CITY BUILDING OFFICIAL		40.61	42.65	44.80	47.04	49.42	740
1	PLAN CHECKING ENGINEER		33.92	35.57	37.37	39.30	41.31	610
1	SUPERVISING BUILDING INSPECTOR		31.31	32.88	34.53	36.25	38.06	741
1	SENIOR PLAN CHECKER		29.89	31.44	32.98	34.60	36.36	611
1	SR. BUILDING INSPECTOR/STRUCTURAL		28.64	30.08	31.51	33.10	35.30	663
1	SR. BUILDING INSPECTOR/PLUM-MECH.		28.64	30.08	31.51	33.10	35.30	659
1	SR. BUILDING INSPECTOR/ELECTRICAL		28.64	30.08	31.51	33.10	35.30	658
3	PLAN CHECKER		27.75	29.21	30.69	32.15	33.76	609
6	BUILDING INSPECTOR		26.35	27.58	28.98	30.45	32.45	656
1	SR HOUSING INSPECTOR		26.19	27.49	28.85	30.29	31.79	657
3	HOUSING INSPECTOR		24.11	25.31	26.55	27.89	29.28	660
1	SENIOR SECRETARY		19.79	20.57	21.41	22.18	23.06	107
2	PERMIT TECHNICIAN		17.63	18.35	19.07	19.91	20.92	180
1	SECRETARY		17.31	18.11	19.00	19.89	20.84	106
2	ADMINISTRATIVE CLERK II		15.94	16.59	17.26	18.04	18.92	102
	HOUSING CONSERVATION PROGRAMS							
	-4206/2712-							
1	PROPERTY REHABILITATION SPECIALIST		25.90	27.26	28.64	30.05	31.52	665
1	SECRETARY		17.31	18.11	19.00	19.89	20.84	106
	MINOR HOME REPAIR							
	-4289/4289-							
1	PROPERTY REHABILITATION SPECIALIST		25.90	27.26	28.64	30.05	31.52	665
	REDEVELOPMENT AGENCY ADMIN.							
	-4411/4411-							
1	REDEVELOPMENT DIRECTOR		39.72	41.68	43.78	45.97	48.26	795
2	REDEVELOPMENT PROJECT MANAGER		33.46	35.10	36.83	38.72	40.61	794
1	REDEVELOPMENT SPECIALIST		27.85	29.24	30.66	32.23	33.81	649
1	SENIOR SECRETARY		19.79	20.57	21.41	22.18	23.06	107
	HOMEOWNERSHIP PROGRAM							
	-4452/4452-							
1	HOME OWNERSHIP COORDINATOR		24.69	25.93	27.19	28.58	29.97	605
1	SECRETARY		17.31	18.11	19.00	19.89	20.84	106
	CED - ADMINISTRATION DIVISION							
	-4601/4601-							
1	DIR.OF COMMUNITY & ECON. DEV.		50.13	52.63	55.29	58.09	61.00	1115
1	ADMINISTRATIVE ANALYST II		27.71	29.08	30.49	32.03	33.64	724
OR	ADMINISTRATIVE ANALYST I		23.60	24.77	26.03	27.31	28.66	744
1	ADMINISTRATIVE SECRETARY		22.73	23.66	24.60	25.51	26.53	108
	NEIGHBORHD & ECONOMIC DEV DIV							
	-4610/4204,4299,4501,4602,4603,4701,4703-							
1	NEIGHBORHOOD & ECONOMIC DEVELOPMENT MNGR		40.61	42.65	44.80	47.04	49.42	799
1	SOCIAL SERVICES PLANNING MANAGER		34.60	36.31	38.11	40.05	42.02	785
1	NEIGHBORHOOD PARTNERSHIP MANAGER		33.46	35.10	36.83	38.72	40.61	715
1	HOUSING DEVELOPMENT SPECIALIST		27.85	29.24	30.66	32.23	33.81	674

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
3	ECONOMIC DEVELOPMENT SPECIALIST		27.85	29.24	30.66	32.23	33.81	669
1	COMMUNITY DEVELOPMENT SPECIALIST		27.85	29.24	30.66	32.23	33.81	647
1	SR PROPERTY REHABILITATION SPECIALIST		27.20	28.56	29.98	31.48	33.10	673
1	PARATRANSIT COORDINATOR		24.69	25.93	27.19	28.58	29.97	664
2	COMMUNITY PROGRAMS SPECIALIST		21.34	22.39	23.54	24.70	25.89	670
1	SECRETARY		17.31	18.11	19.00	19.89	20.84	106
1	SECRETARY	.50	17.31	18.11	19.00	19.89	20.84	106
1	ADMINISTRATIVE INTERN	.50					15.00	907
	COMM PRESERVATION PROGRAM -4630/4630-							
1	SR.COMMUNITY PRESERVATION INSPECTOR		26.33	27.66	28.95	30.44	33.50	620
6	COMMUNITY PRESERVATION INSPECTOR		24.56	25.79	27.09	28.46	29.90	617
1	SECRETARY		17.31	18.11	19.00	19.89	20.84	106