CITY OF HAYWARD
AGENDA REPORT

AGENDA DATE 06/24/03
AGENDA ITEM 2
WORK SESSION ITEM

TO: Mayor and City Council

FROM: Human Resources Director

SUBJECT: Adoption of Positions and Salaries Resolution for Fiscal Year 2003-2004

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 2003-2004 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

Exhibit: Positions and Salaries Resolution July 1, 2003

DRAFT

HAYWARD CITY COUNCIL

RESOLUTION NO. 03-

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. 02-139 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," 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. 02-139 and all amendments thereto.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2003

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST:_____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

_____
City Attorney of the City of Hayward

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	ADMINISTRATIVE SECRETARY (CONF)		24.94	25.96	26.99	27.98	29.11	420
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						77.38	1297
1	ASSISTANT CITY MANAGER		55.75	58.52	61.48	64.54	67.56	1122
1	ASSISTANT TO THE CITY MANAGER		32.53	34.14	35.88	37.65	39.53	1126
1	EXECUTIVE ASSISTANT		25.67	26.85	28.06	29.26	30.57	418
2	SECRETARY (CONF)		18.99	19.85	20.86	21.84	22.83	413
1	ADMINISTRATIVE INTERN	.50					15.00	907
	PUBLIC INFORMATION PROGRAM -1252/1252-							
1	PUBLIC INFORMATION OFFICER		28.05	29.44	30.87	32.42	34.05	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		18.01	18.84	19.76	20.68	21.67	160
CITY ATTORNEY DEPARTMENT								
	LEGAL SERVICES PROGRAM -1301/1301-							
1	CITY ATTORNEY		59.20	62.16	65.27	68.54	71.95	1216
4	ASSISTANT CITY ATTORNEY		47.74	50.07	52.60	55.26	58.04	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		21.51	22.76	24.48	24.99	26.28	416
OR	LEGAL SECRETARY I		20.32	21.38	22.50	23.71	24.97	415
	RISK MANAGEMENT PROGRAM -1321/1321-							
1	ASSISTANT CITY ATTORNEY		47.74	50.07	52.60	55.26	58.04	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		21.51	22.76	24.48	24.99	26.28	416
OR	LEGAL SECRETARY I		20.32	21.38	22.50	23.71	24.97	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		20.68	21.50	22.38	23.19	24.10	107
1	ADMINISTRATIVE CLERK II	.50	16.66	17.34	18.04	18.85	19.78	102

HUMAN RESOURCES DEPARTMENT

	HUMAN RESOURCES ADMINISTRATION -1601/1601-							
1	HUMAN RESOURCES DIRECTOR		47.60	50.00	52.52	55.16	57.92	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)		24.94	25.96	26.99	27.98	29.11	420
1	HUMAN RESOURCES TECHNICIAN		21.76	22.92	24.11	25.38	26.73	1174
1	SECRETARY (CONF)		18.99	19.85	20.86	21.84	22.83	413
	WORKERS COMPENSATION ADMIN. -4301/4301-							
1	EMPLOYEE BENEFITS ADMINISTRATOR		31.28	32.83	34.50	36.20	38.01	1142
1	SECRETARY (CONF)		18.99	19.85	20.86	21.84	22.83	413

FINANCE DEPARTMENT

	FINANCE ADMINISTRATION -1710/1711,1712-							
1	DIRECTOR OF FINANCE		51.63	54.21	56.95	59.83	62.83	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		23.76	24.73	25.71	26.66	27.73	108
1	ADMINISTRATIVE CLERK II		16.66	17.34	18.04	18.85	19.78	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		23.92	25.11	26.34	27.65	29.05	100
1	ACCOUNTING TECHNICIAN		21.74	22.83	23.96	25.15	26.41	140
4	SENIOR ACCOUNT CLERK		19.98	20.95	21.86	22.91	23.98	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		23.92	25.11	26.34	27.65	29.05	100
1	COLLECTIONS OFFICER		22.13	23.25	24.43	25.66	26.94	653
1	LEAD CUSTOMER ACCOUNT CLERK		20.51	21.61	22.73	23.92	25.18	135
3	SENIOR CUSTOMER ACCOUNT CLERK		19.98	20.95	21.86	22.91	23.98	130

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
5	CUSTOMER ACCOUNT CLERK		17.43	18.19	19.06	19.94	20.94	125
2	CUSTOMER ACCOUNT CLERK	.75	17.43	18.19	19.06	19.94	20.94	125
	PURCHASING DIVISION -1740/1741,1742-							
1	PURCHASING & SERVICES MANAGER		33.79	35.50	37.25	39.14	41.12	739
1	PURCHASING ASSISTANT		20.28	21.11	21.94	22.77	23.63	111
1	MAIL & STOCK CLERK		16.15	16.96	17.77	18.68	19.60	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		27.75	28.86	29.99	31.26	32.55	329
OR	FACILITIES ELECTRICIAN I		24.97	25.99	27.04	28.17	29.31	328
2	FACILITIES CARPENTER II		25.04	26.02	27.11	28.22	29.40	327
OR	FACILITIES CARPENTER I		22.55	23.46	24.43	25.41	26.47	326
2	FACILITIES PAINTER II		24.06	25.04	26.02	27.11	28.22	330
OR	FACILITIES PAINTER I		21.67	22.55	23.46	24.43	25.41	324
1	FACILITIES MECHANIC II		23.61	24.55	25.48	26.52	27.61	323
OR	FACILITIES MECHANIC I		21.30	22.12	22.99	23.89	24.86	322
1	STOREKEEPER - EXPEDITER		21.60	22.49	23.34	24.22	25.16	371
1	SECRETARY		18.09	18.92	19.86	20.79	21.78	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		23.46	24.56	25.80	27.15	28.50	312
3	EQUIPMENT MECHANIC I		20.61	21.64	22.74	23.86	25.03	310
1	SENIOR SECRETARY		20.68	21.50	22.38	23.19	24.10	107
1	EQUIPMENT PARTS STOREKEEPER		19.66	20.68	21.69	22.79	23.92	307
1	EQUIPMENT SERVICE ATTENDANT		19.14	19.91	20.73	21.43	22.27	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		18.60	19.35	20.13	20.85	21.67	320
	CENTENNIAL HALL -2660/2661-							
1	AUDITORIUM COORDINATOR		23.17	24.13	25.08	26.00	27.05	712
1	AUDITORIUM LEADWORKER		20.63	21.39	22.26	23.15	24.10	304
3	FACILITIES SERVICEWORKER I		17.95	18.61	19.35	20.13	20.85	318
1	ADMINISTRATIVE CLERK I	.50	14.67	15.45	16.23	17.10	17.99	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		24.07	25.26				174
1	SENIOR SECRETARY		20.68	21.50	22.38	23.19	24.10	107
1	POLICE RECORDS CLERK II		18.13	18.86	19.62	20.49	21.49	120
	PATROL DIVISION							
	-1802/1815,1820,1823,1830,1836,1870,1888-							
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		24.07	25.26				174
8	COMMUNITY SERVICE OFFICER		18.96	19.78	20.72	21.67	22.70	169
1	SECRETARY		18.09	18.92	19.86	20.79	21.78	106
	OFFICE OF THE CHIEF							
	-1804/1810,1815,1816-							
1	CHIEF OF POLICE		55.92	58.62	61.50	64.49	67.43	1102
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		24.07	25.26				174
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		23.76	24.73	25.71	26.66	27.73	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		24.07	25.26				174
1	SENIOR CRIME PREVENTION SPECIALIST		21.90	22.84	23.92	25.03	26.22	186
1	CRIME PREVENTION SPECIALIST		19.92	20.77	21.75	22.76	23.84	188
2	COMMUNITY SERVICE OFFICER		18.96	19.78	20.72	21.67	22.70	169
	CRIME REPORTING AND 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		18.13	18.86	19.62	20.49	21.49	120
	RECORDS MANAGEMENT BUREAU							
	-1840/1840-							
1	POLICE RECORDS SUPERVISOR		23.95	25.14	26.37	27.73	29.03	751
2	SENIOR POLICE RECORDS CLERK		19.68	20.58	21.62	22.59	23.66	121
1	SECRETARY		18.09	18.92	19.86	20.79	21.78	106
15	POLICE RECORDS CLERK II		18.13	18.86	19.62	20.49	21.49	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

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
OR	POLICE OFFICER TRAINEE		24.07	25.26				174
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		23.76	24.73	25.71	26.66	27.73	108
	JAIL BUREAU							
	-1842/1842-							
1	JAIL SUPERVISOR		27.11	28.50	29.91	31.38	32.98	784
4	SENIOR JAILER		22.99	23.97	25.13	26.29	27.56	168
14	COMMUNITY SERVICE OFFICER		18.96	19.78	20.72	21.67	22.70	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		18.96	19.78	20.72	21.67	22.70	169
1	POLICE RECORDS CLERK II		18.13	18.86	19.62	20.49	21.49	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		20.18	21.08	22.06	23.07	24.16	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		25.12	26.38	27.70	29.08	30.54	164
13	COMMUNICATIONS OPERATOR		21.93	23.04	24.18	25.40	26.69	165
2	COMMUNICATIONS OPERATOR	.50	21.93	23.04	24.18	25.40	26.69	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		24.07	25.26				174
8	FAMILY COUNSELOR I		23.80	24.98	26.22	27.44	28.87	632
2	POLICE RECORDS CLERK II		18.13	18.86	19.62	20.49	21.49	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		24.07	25.26				174
4	COMMUNITY SERVICE OFFICER		18.96	19.78	20.72	21.67	22.70	169

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
1	SECRETARY		18.09	18.92	19.86	20.79	21.78	106
2	TRAFFIC SAFETY ASSISTANT	.60					12.43	901
	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		19.98	20.87	21.84	22.84	23.92	184
1	SENIOR POLICE RECORDS CLERK		19.68	20.58	21.62	22.59	23.66	121
2	ANIMAL CONTROL OFFICER		18.29	19.23	20.10	21.04	22.02	185
2	POLICE RECORDS CLERK II		18.13	18.86	19.62	20.49	21.49	120
1	SENIOR ANIMAL CARE ATTENDANT		17.23	18.00	18.69	19.49	20.47	183
1	VOLUNTEER PROGRAM ASSISTANT		15.68	16.35	16.99	17.73	18.61	182
8	ANIMAL CARE ATTENDANT		15.68	16.35	16.99	17.73	18.61	181

FIRE DEPARTMENT

	ADMINISTRATION DIVISION -1910/1911-							
1	FIRE CHIEF		55.05	57.73	60.62	63.60	66.55	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		23.76	24.73	25.71	26.66	27.73	108
1	SECRETARY		18.09	18.92	19.86	20.79	21.78	106
	SUPPORT SERVICES DIVISION -1920/1921,1922,1923-							
1	DEPUTY FIRE CHIEF (40 HR)		46.07	48.31	50.68	53.18	55.85	1006
1	FIRE MARSHALL (40 HR)		41.83	43.94	46.07	48.34	50.71	1003
3	STAFF FIRE CAPTAIN (40 HR) **				44.17	46.30	48.61	244
4	FIRE PREVENTION INSP. (40 HR) **		34.07	35.71	37.50	39.29	41.25	230
OR	FIRE PREVENTION INSP. (56 HR)		24.33	25.50	26.78	28.06	29.47	231
1	HAZARDOUS MATERIALS PROGRAM COORDINATOR		33.10	34.80	36.50	38.37	40.31	705
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		20.68	21.50	22.38	23.19	24.10	107
1	PERMIT TECHNICIAN		18.43	19.18	19.93	20.81	21.87	180
1	ADMINISTRATIVE CLERK II		16.66	17.34	18.04	18.85	19.78	102
	OPERATIONS DIVISION -1930/1931,1932,1933-							
1	DEPUTY FIRE CHIEF (40 HR)		46.07	48.31	50.68	53.18	55.85	1006
1	BATTALION CHIEF-SPECIAL ASSIGN (40 HR)		41.83	43.94	46.07	48.34	50.71	1008
1	STAFF FIRE CAPTAIN (40 HR) **				44.17	46.30	48.61	244
1	EMERGENCY MEDICAL SERVICES COORD.		29.66	31.15	32.71	34.34	36.05	710
3	BATTALION CHIEF (56 HR)		27.25	28.62	30.00	31.46	33.03	1004
OR	BATTALION CHIEF (40 HR)		38.14	40.06	42.00	44.07	46.23	1005
33	FIRE CAPTAIN (56 HR) **				28.69	30.06	31.56	245
OR	FIRE CAPTAIN (40 HR)				40.17	42.08	44.18	246
33	APPARATUS OPERATOR (56 HR) **		23.01	24.13	25.34	26.55	27.91	220
OR	APPARATUS OPERATOR (40 HR)		32.21	33.80	35.77	37.18	39.05	221
52	FIREFIGHTER (56 HR) **		21.71	22.77	23.91	25.07	26.32	215
OR	FIREFIGHTER (40 HR)		30.40	31.87	33.48	35.06	36.83	216
1	ADMINISTRATIVE CLERK II		16.66	17.34	18.04	18.85	19.78	102
1	MAIL CLERK				9.36	9.83	10.32	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		23.76	24.73	25.71	26.66	27.73	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 CIVIL ENGINEER		36.81	38.62	40.51	42.59	44.68	788
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		20.68	21.50	22.38	23.19	24.10	107
1	SECRETARY		18.09	18.92	19.86	20.79	21.78	106
1	ADMINISTRATIVE CLERK II		16.66	17.34	18.04	18.85	19.78	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		27.10	28.18	29.32	30.56	31.76	343
1	GROUNDSKEEPER II		22.34	23.22	24.18	25.03	26.00	342
OR	GROUNDSKEEPER I		20.30	21.11	21.98	22.74	23.64	338
4	TREE TRIMMER		22.34	23.22	24.18	25.03	26.00	340
1	SENIOR SECRETARY		20.68	21.50	22.38	23.19	24.10	107
14	GROUNDSKEEPER I		20.30	21.11	21.98	22.74	23.64	338
OR	LABORER		19.05	19.74	20.53	21.37	22.13	336
2	LABORER		19.05	19.74	20.53	21.37	22.13	336
OR	GROUNDSKEEPER I		20.30	21.11	21.98	22.74	23.64	338
	LANDSCAPE - WATER CONSERVATION							
	-2323/2323-							
2	GROUNDSKEEPER II		22.34	23.22	24.18	25.03	26.00	342
2	GROUNDSKEEPER I		20.30	21.11	21.98	22.74	23.64	338
OR	LABORER		19.05	19.74	20.53	21.37	22.13	336

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
	STREET MAINTENANCE DIVISION							
	-2400/2411-							
1	STREETS MAINTENANCE MANAGER		34.27	35.99	37.77	39.74	41.64	756
1	STREETS MAINTENANCE SUPERVISOR		28.50	29.94	31.41	33.00	34.61	764
2	MAINTENANCE LEADER		22.34	23.22	24.18	25.03	26.00	360
1	SENIOR SECRETARY		20.68	21.50	22.38	23.19	24.10	107
7	MAINTENANCE WORKER		20.30	21.11	21.98	22.74	23.64	357
OR	LABORER		19.05	19.74	20.53	21.37	22.13	336
	TRAFFIC SERVICES							
	-2431/2431-							
1	SENIOR MAINTENANCE LEADER		27.10	28.18	29.32	30.56	31.76	367
1	MAINTENANCE LEADER		22.34	23.22	24.18	25.03	26.00	360
2	MAINTENANCE WORKER		20.30	21.11	21.98	22.74	23.64	357
OR	LABORER		19.05	19.74	20.53	21.37	22.13	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
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		21.73	22.47	23.37	24.36	25.33	362
2	MAINTENANCE WORKER		20.30	21.11	21.98	22.74	23.64	357
OR	LABORER		19.05	19.74	20.53	21.37	22.13	336
1	SECRETARY		18.09	18.92	19.86	20.79	21.78	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.		26.97	28.32	29.66	31.18	32.71	373
1	SENIOR SECRETARY		20.68	21.50	22.38	23.19	24.10	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		28.05	29.18	30.35	31.64	32.89	377
1	SENIOR UTILITY CUSTOMER SERVICE LEADER		27.10	28.18	29.32	30.56	31.76	378
3	UTILITY LEADER		23.13	24.05	25.04	25.91	26.92	374
1	CROSS CONNECTION CONTROL SPECIALIST		22.94	23.74	24.67	25.68	26.71	376
2	EQUIPMENT OPERATOR		22.68	23.52	24.45	25.44	26.48	361
1	STOREKEEPER - EXPEDITER		21.60	22.49	23.34	24.22	25.16	371
3	WATER METER MECHANIC		21.05	21.87	22.77	23.70	24.63	375
14	UTILITY WORKER		21.02	21.86	22.75	23.55	24.47	372
OR	LABORER		19.05	19.74	20.53	21.37	22.13	336
1	UTILITY SERVICE REPRESENTATIVE		19.30	20.19	21.15	22.17	23.23	370
2	WATER METER READER		19.64	20.41	21.26	22.02	22.90	369
1	WATER METER READER	.50	19.64	20.41	21.26	22.02	22.90	369
1	SECRETARY		18.09	18.92	19.86	20.79	21.78	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		27.75	28.86	29.99	31.26	32.55	329
OR	FACILITIES ELECTRICIAN I		24.97	25.99	27.04	28.17	29.31	328
3	UTILITIES MAINTENANCE MECHANIC		25.04	26.02	27.04	28.12	29.26	325
2	UTILITIES SERVICE WORKER		21.02	21.86	22.75	23.55	24.47	368
	WATER-MAINTENANCE ADMIN -3048/3048-							
1	UTILITIES SUPERINTENDENT		42.82	44.98	47.23	49.61	52.12	735
1	ADMINISTRATIVE SECRETARY		23.76	24.73	25.71	26.66	27.73	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.WATER POLLUTION CONT.FAC.OPER.		28.31	29.69	31.19	32.79	34.36	354
1	SR.UTILITIES MAINTENANCE MECHANIC		27.75	29.12	30.58	32.14	33.70	331
2	FACILITIES ELECTRICIAN II		27.75	28.86	29.99	31.26	32.55	329
OR	FACILITIES ELECTRICIAN I		24.97	25.99	27.04	28.17	29.31	328
6	WPCF LEAD OPERATOR		26.47	27.53	28.62	29.75	30.95	351
3	UTILITIES MAINTENANCE MECHANIC		25.04	26.02	27.04	28.12	29.26	325
3	LABORATORY TECHNICIAN		24.41	25.33	26.32	27.38	28.41	637
7	WPCF OPERATOR		24.01	24.96	25.96	26.99	28.07	350
OR	OPERATOR-IN-TRAINING		19.71	20.50	21.36	22.08	22.93	347
1	SENIOR SECRETARY		20.68	21.50	22.38	23.19	24.10	107
2	MAINTENANCE WORKER		20.30	21.11	21.98	22.74	23.64	357
OR	LABORER		19.05	19.74	20.53	21.37	22.13	336
	COLLECTION SYSTEM MAINTENANCE -3120/3102-							
1	SENIOR UTILITY LEADER		28.05	29.18	30.35	31.64	32.89	377
2	UTILITY LEADER		23.13	24.05	25.04	25.91	26.92	374
4	UTILITY WORKER		21.02	21.86	22.75	23.55	24.47	372
OR	LABORER		19.05	19.74	20.53	21.37	22.13	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		23.76	24.73	25.71	26.66	27.73	108
1	AIRPORT MAINTENANCE LEADER		23.44	24.30	25.27	26.31	27.37	302
3	AIRPORT MAINTENANCEWORKER		21.32	22.10	22.97	23.92	24.90	303
1	ADMINISTRATIVE CLERK II		16.66	17.34	18.04	18.85	19.78	102
1	AIRPORT ATTENDANT		15.84	16.53	17.14	17.88	18.78	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	SECRETARY		18.09	18.92	19.86	20.79	21.78	106
	LIBRARY DEPARTMENT							
	LIBRARY PROGRAM -3301/3301-							
1	LIBRARY DIRECTOR		45.42	47.73	50.08	52.58	55.22	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		23.76	24.73	25.71	26.66	27.73	108
1	INFORMATION SYSTEMS SUPPORT TECHNICIAN		21.34	22.39	23.54	24.70	25.89	633
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
3	LEAD LIBRARY ASSISTANT		19.15	20.13	21.10	22.13	23.29	191
1	DATA SYSTEMS OPERATOR		18.01	18.84	19.76	20.68	21.67	160
3	SENIOR LIBRARY ASSISTANT		17.95	18.76	19.62	20.48	21.46	189
4	LIBRARY ASSISTANT		16.60	17.37	18.14	18.99	19.88	187
13	LIBRARY ASSISTANT	.50	16.60	17.37	18.14	18.99	19.88	187
7	SENIOR LIBRARY PAGE	.60					11.99	199
23	LIBRARY PAGE	.30					10.82	198
	LITERACY PROGRAM -3304/3301,3304-							
1	LITERACY PROGRAM COORDINATOR		20.78	21.82	22.90	24.00	25.22	623
1	ADMINISTRATIVE CLERK II		16.66	17.34	18.04	18.85	19.78	102
1	ADMINISTRATIVE CLERK I	.25	14.67	15.45	16.23	17.10	17.99	101
	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		20.68	21.50	22.38	23.19	24.10	107
1	SECRETARY		18.09	18.92	19.86	20.79	21.78	106
2	ADMINISTRATIVE CLERK II		16.66	17.34	18.04	18.85	19.78	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

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
1	GRAPHICS/PLANNING ILLUSTRATOR		20.90	21.93	23.09	24.23	25.41	627
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		20.68	21.50	22.38	23.19	24.10	107
2	PERMIT TECHNICIAN		18.43	19.18	19.93	20.81	21.87	180
1	SECRETARY		18.09	18.92	19.86	20.79	21.78	106
2	ADMINISTRATIVE CLERK II		16.66	17.34	18.04	18.85	19.78	102
	HOUSING CONSERVATION PROGRAMS							
	-4206/2712-							
1	PROPERTY REHABILITATION SPECIALIST		25.90	27.26	28.64	30.05	31.52	665
1	SECRETARY		18.09	18.92	19.86	20.79	21.78	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		20.68	21.50	22.38	23.19	24.10	107
	HOMEOWNERSHIP PROGRAM							
	-4452/4452-							
1	HOME OWNERSHIP COORDINATOR		24.69	25.93	27.19	28.58	29.97	605
1	SECRETARY		18.09	18.92	19.86	20.79	21.78	106
	CED - ADMINISTRATION DIVISION							
	-4601/4601-							
1	DIR.OF COMMUNITY & ECON. DEV.		51.63	54.21	56.95	59.83	62.83	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		23.76	24.73	25.71	26.66	27.73	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

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
1	HOUSING DEVELOPMENT SPECIALIST		27.85	29.24	30.66	32.23	33.81	674
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		18.09	18.92	19.86	20.79	21.78	106
1	SECRETARY	.50	18.09	18.92	19.86	20.79	21.78	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		18.09	18.92	19.86	20.79	21.78	106

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code

********** END OF REPORT **********

EMPLOYEE COUNT:
FULL-TIME: 907
PART-TIME: 70

FLX STAFF: 364

NOTE: ALL POSITIONS LISTED AND TOTALED ON THIS REPORT ARE ASSIGNED A BUDGET STATUS CODE OF:

60 - AUTHORIZED POSITION - INCUMBENT
71 - OVERHIRE - GRANT FUNDED

PEPS IS USED TO MAINTAIN THE POSITION CONTROL FILE.

PART-TIME - P.T. COLUMN SHOWING .30, .50, .60, .75 ETC IS POSITION FUNDED FOR AMOUNT OF TIME PER WEEK INDICATED AS PERCENT.

** INDICATES POSITIONS NON-MANAGEMENT SWORN POLICE AND FIRE DEPT. CLASSIFICATIONS PAY 9% EMPLOYEE CONTRIBUTION TO PERS.