



**SALARY AND  
STAFFING  
ORDINANCE**

**SALARY SCHEDULES**

**FISCAL YEAR 2010 – 2011**

**Schedule A**

**(Adopted June 15, 2010)**

**SALARY SCHEDULE C  
FOP  
FISCALYEAR 2010-2011  
Pending Contract Negotiations**

<u>POSITION CLASSIFICATION</u>	<u>PAY GRADE</u>		<u>HOURLY</u>	<u>ANNUAL</u>
Probationary Police Officer	C-05	0-15 months	\$ 24.0864	\$ 50,099.81
Police Officer	C-15	16-36 months	\$ 26.2237	\$ 54,545.27
	C-20	37-59 months	\$ 28.3579	\$ 58,984.44
Assigned Police Officer	C-22		\$ 29.2422	\$ 60,823.75
Senior Police Officer	C-30	5-9 years	\$ 30.2257	\$ 62,869.44
		10-14 years	\$ 30.9628	\$ 64,402.60
		15-19 years	\$ 31.9950	\$ 66,549.59
		20+ years	\$ 33.0271	\$ 68,696.36
Assigned Senior Police Officer	C-35	5-9 years	\$ 31.1333	\$ 64,757.23
		10-14 years	\$ 31.8926	\$ 66,336.68
		15-19 years	\$ 32.9557	\$ 68,547.89
		20+ years	\$ 34.0188	\$ 70,759.12
Police Sergeant	C-40	16-59 months	\$ 34.9906	\$ 72,780.46
		5-9 years	\$ 35.8654	\$ 74,599.97
		10-14 years	\$ 36.7401	\$ 76,419.48
		15-18 years	\$ 37.6149	\$ 78,238.99
		18-19 years	\$ 38.1312	\$ 79,312.80
		20+ years	\$ 39.0179	\$ 81,157.28

**SALARY SCHEDULE C  
FOP  
FISCALYEAR 2010-2011  
Pending Contract Negotiations**

<u>POSITION CLASSIFICATION</u>	<u>PAY GRADE</u>		<u>HOURLY</u>	<u>ANNUAL</u>
Assigned Police Sergeant	C-45	16-59 months	\$ 35.8654	\$ 74,599.97
		5-9 years	\$ 36.7620	\$ 76,464.97
		10-14 years	\$ 37.6586	\$ 78,329.97
		15-18 years	\$ 38.5553	\$ 80,194.97
		18-19 years	\$ 39.0844	\$ 81,295.62
		20+ years	\$ 39.9934	\$ 83,186.22

**SALARY SCHEDULE D**  
**IAFF**  
**FISCAL YEAR 2010-2011**  
**Pending Contract Negotiations**

<u>POSITION</u> <u>CLASSIFICATION</u>	<u>PAY</u> <u>GRADE</u>	<u>STEP</u>	<u>24 HOURS</u>		<u>PAY</u> <u>GRADE</u>	<u>STEP</u>	<u>40 HOURS</u>	
			<u>HOURLY</u>	<u>ANNUAL</u>			<u>HOURLY</u>	<u>ANNUAL</u>
Probationary Fire Fighter	D-05		\$18.4175	\$49,801	D-16		\$22.9356	\$47,706
Fire Fighter	D-21	1	\$19.3591	\$52,347	D-25	1	\$24.0823	\$50,091
		2	\$20.3008	\$54,893		2	\$25.2291	\$52,477
		3	\$21.2424	\$57,439		3	\$26.3759	\$54,862
		4	\$22.1841	\$59,986		4	\$27.5657	\$57,337
Fire Fighter (10 years)			\$22.2950	\$60,286			\$27.7035	\$57,623
Fire Engineer	D-30		\$23.6964	\$64,075	D-35		\$29.4422	\$61,240
Fire Lieutenant	D-40		\$26.5167	\$71,701	D-45		\$32.9552	\$68,547
Fire Captain	D-50		\$31.2884	\$84,604	D-55		\$38.8698	\$80,849
Deputy Fire Marshall					D-37	A	\$28.0519	\$58,348
						B	\$29.3425	\$61,032
						C	\$30.7028	\$63,862
						D	\$32.1222	\$66,814

**SALARY SCHEDULE E**  
**AFSCME**  
**FISCAL YEAR 2010-2011**  
**3.25%**

TRAINING PAY- Telecommunicator I

In addition to the below salary schedule, Telecommunicator I's will be compensated an additional \$1.50 per hour when assigned to training Probationary Telecommunicators.

<b>POSITION CLASSIFICATION</b>	<b>PAY GRADE</b>	<b>MERIT STEP</b>	<b>EMPLOYMENT SENIORITY</b>				
			<b>(0) 0-5</b>	<b>(.025) 6-10</b>	<b>(.050) 11-15</b>	<b>(.075) 16-20</b>	<b>(.10) Over 20</b>
Special Services Worker	20	A	15.1807	15.5602	15.9397	16.3192	16.6988
		B	15.9391	16.3376	16.7361	17.1345	17.5330
		C	16.7500	17.1687	17.5875	18.0062	18.4250
		D	17.5812	18.0207	18.4602	18.8998	19.3393
		E	18.4694	18.9311	19.3929	19.8546	20.3163
	21	A	15.7714	16.1657	16.5600	16.9542	17.3485
		B	16.5575	16.9714	17.3854	17.7993	18.2132
		C	17.3800	17.8145	18.2490	18.6835	19.1180
		D	18.2565	18.7129	19.1693	19.6257	20.0821
		E	19.1767	19.6561	20.1355	20.6149	21.0944
Office Worker I Account Clerk I Parking Enforcement Officer I Data Entry Clerk	22	A	16.3780	16.7874	17.1969	17.6063	18.0158
		B	17.1962	17.6261	18.0560	18.4859	18.9158
		C	18.0552	18.5066	18.9579	19.4093	19.8607
		D	18.9580	19.4319	19.9059	20.3798	20.8538
		E	19.9249	20.4230	20.9211	21.4192	21.9174
	23	A	17.0109	17.4362	17.8615	18.2867	18.7120
		B	17.8598	18.3063	18.7528	19.1993	19.6458
		C	18.7655	19.2346	19.7038	20.1729	20.6420
		D	19.7062	20.1988	20.6915	21.1841	21.6768
		E	20.7081	21.2258	21.7435	22.2612	22.7789
Police Information Resource Specialist Office Worker II Account Clerk II Police Service Representative I Customer Services Representative Parking Enforcement Officer II	24	A	17.6804	18.1224	18.5644	19.0065	19.4485
		B	18.5656	19.0298	19.4939	19.9581	20.4222
		C	19.5034	19.9910	20.4786	20.9662	21.4538
		D	20.4835	20.9955	21.5076	22.0197	22.5318
		E	21.5292	22.0674	22.6056	23.1439	23.6821
Police Account Clerk Telecommunicator I	25	A	18.3892	18.8489	19.3086	19.7683	20.2281
		B	19.3079	19.7906	20.2733	20.7560	21.2387
		C	20.2676	20.7743	21.2810	21.7877	22.2944
		D	21.3090	21.8417	22.3745	22.9072	23.4399
		E	22.3939	22.9538	23.5136	24.0735	24.6333

**SALARY SCHEDULE E**  
**AFSCME**  
**FISCAL YEAR 2010-2011**  
**3.25%**

<u>POSITION</u> <u>CLASSIFICATION</u>	<u>PAY</u> <u>GRADE</u>	<u>MERIT</u> <u>STEP</u>	(0) 0-5	(.025) 6-10	(.05) 11-15	(.75) 16-20	(.10) Over 20
Account Clerk III	26	A	19.2847	19.7668	20.2490	20.7311	21.2132
Asphalt Maintenance Worker I		B	20.2486	20.7548	21.2611	21.7673	22.2735
Concrete Maintenance Worker I		C	21.2651	21.7967	22.3284	22.8600	23.3916
Police Services Representative II --		D	22.3371	22.8956	23.4540	24.0124	24.5709
Lead Worker		E	23.4820	24.0690	24.6561	25.2431	25.8302
Special Services Maintenance Worker I							
Meter Collector/Meter Repair Worker I							
Sewer Maintenance Worker I							
Sign Maintenance Worker I							
Street Maintenance Worker I							
Telecommunicator II Lead Worker	27	A	20.0488	20.5500	21.0512	21.5525	22.0537
		B	21.0523	21.5786	22.1049	22.6312	23.1575
		C	22.1285	22.6818	23.2350	23.7882	24.3414
		D	23.2413	23.8223	24.4033	24.9844	25.5654
		E	24.4256	25.0362	25.6468	26.2575	26.8681
Asphalt Maintenance Worker II	28	A	20.8641	21.3857	21.9073	22.4289	22.9505
Meter Collector/Meter Repair Worker II		B	21.9084	22.4561	23.0038	23.5515	24.0992
Concrete Maintenance Worker II		C	23.0181	23.5936	24.1690	24.7445	25.3199
Sewer Maintenance Worker II		D	24.1849	24.7896	25.3942	25.9988	26.6034
Street Maintenance Worker II		E	25.4144	26.0497	26.6851	27.3204	27.9558
Sign Maintenance Worker II							
Facility Specialist							
Arborist	29	A	21.8689	22.4156	22.9624	23.5091	24.0558
Traffic Services Officer		B	22.9628	23.5368	24.1109	24.6850	25.2590
		C	24.1397	24.7432	25.3467	25.9502	26.5537
		D	25.3677	26.0019	26.6361	27.2703	27.9045
		E	26.6628	27.3294	27.9959	28.6625	29.3291
Mechanic	30	A	22.7746	23.3440	23.9133	24.4827	25.0521
Electrical Technician		B	23.9122	24.5100	25.1078	25.7056	26.3034
		C	25.1300	25.7582	26.3865	27.0147	27.6430
		D	26.4119	27.0722	27.7325	28.3928	29.0531
		E	27.7638	28.4579	29.1520	29.8461	30.5402
Lead Mechanic	32	A	24.6312	25.2469	25.8627	26.4785	27.0943
Traffic & Lighting Technician		B	25.8636	26.5102	27.1568	27.8034	28.4499
Facility Specialist		C	27.1558	27.8347	28.5136	29.1925	29.8714
		D	28.5237	29.2368	29.9499	30.6630	31.3761
		E	30.0303	30.7811	31.5318	32.2826	33.0333

**SALARY SCHEDULE F  
PLUMBERS AND PIPEFITTERS  
FISCAL YEAR 2010-2011  
Pending Contract Negotiations**

<u>POSITION CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>MERIT STEP</u>	<u>HOURLY</u>	<u>ANNUAL SALARY</u>
Clerk Typist	F-21	A	\$ 17.1934	\$35,762
		B	\$ 17.9738	\$37,386
		C	\$ 18.8068	\$39,118
		D	\$ 19.3917	\$40,335
Environmental Inspector	F-24	A	\$ 19.2367	\$40,012
		B	\$ 20.1024	\$41,813
		C	\$ 21.0070	\$43,695
		D	\$ 21.9523	\$45,661
Engineering Technician	F-27	A	\$ 21.2816	\$44,266
		B	\$ 22.2365	\$46,252
		C	\$ 23.2497	\$48,359
		D	\$ 24.2993	\$50,542
Engineering Technician I	F-29	A	\$ 23.2497	\$48,359
		B	\$ 24.2993	\$50,542
		C	\$ 25.4060	\$52,844
		D	\$ 26.5727	\$55,271
Engineering Technician II	F-31	A	\$ 25.4060	\$52,844
		B	\$ 26.5727	\$55,271
		C	\$ 27.7816	\$57,786
		D	\$ 29.0597	\$60,444
Building Safety Inspector	F-33	A	\$ 27.7816	\$57,786
Property Maintenance Inspector		B	\$ 29.0597	\$60,444
Engineering Technician III		C	\$ 30.4069	\$63,246
Electrical Inspector		D	\$ 31.8126	\$66,170
Plumbing and Mechanical Systems Inspector				
Plan Reviewer	F-34	A	\$ 29.0597	\$60,444
		B	\$ 30.4069	\$63,246
		C	\$ 31.8126	\$66,170
		D	\$ 33.2907	\$69,245

**NON-EXEMPT  
SALARY SCHEDULE G  
NON-BARGAINING UNIT EMPLOYEES  
FISCAL YEAR 2010-2011  
0.00%**

<u>POSITION CLASSIFICATION</u>	<u>GRADE</u>	<u>SALARY RANGE</u>	
	G-8	\$21,877 ---	\$27,933
	G-9	\$22,966 ---	\$29,326
	G-10	\$24,115 ---	\$30,789
	G-11	\$25,316 ---	\$32,328
Clerk	G-12	\$26,607 ---	\$33,970
Coop Engineering Technician	G-13	\$27,902 ---	\$35,619
	G-14	\$29,333 ---	\$37,441
Clerk Typist I	G-15	\$30,765 ---	\$39,280
Clerk Typist II	G-17	\$33,949 ---	\$43,348
Secretary I	G-18	\$35,621 ---	\$45,483
Human Resource Technician GIS Technician	G-19	\$37,457 ---	\$47,824
Legal Secretary Secretary II Property Evidence Technician Purchasing Technician	G-20	\$39,293 ---	\$50,171
Intelligence Analyst	G-21	\$41,098 ---	\$52,481

**NON-EXEMPT  
SALARY SCHEDULE G  
NON-BARGAINING UNIT EMPLOYEES  
FISCAL YEAR 2010-2011  
0.00%**

<u>POSITION CLASSIFICATION</u>	<u>GRADE</u>	<u>SALARY RANGE</u>
Secretary to the City Manager Planner I Compliance Coordinator Paralegal Office Manager Recycling Coordinator	G-22	\$43,297 --- \$55,273
Finance Technician	G-23	\$45,282 --- \$58,220
Rehabilitation Technician	G-24	\$47,737 --- \$60,950
Network Technician Telecommunications/A-V Technician Webmaster	G-25	\$50,160 --- \$64,046

**EXEMPT  
SALARY SCHEDULE G  
NON-BARGAINING UNIT EMPLOYEES  
FISCAL YEAR 2010-2011  
0.00%**

<u>POSITION CLASSIFICATION</u>	<u>GRADE</u>	<u>SALARY RANGE</u>
	G-17	\$ 32,643 --- \$ 41,681
	G-22	\$ 43,297 --- \$ 55,273
	G-23	\$ 45,282 --- \$ 58,220
Police Records Supervisor Community Relations Specialist Crime Analyst Telecommunicator Supervisor Planner II	G-24	\$ 47,737 --- \$ 60,950
Community Development Specialist Human Resource Specialist Records Manager Zoning Administrator Police Network Administrator METCAD Computer Services Specialist METCAD Communicaton Systems Specialist Management Analyst	G-25	\$ 50,160 --- \$ 64,045
Accountant Administrative Services Supervisor Building and Grounds Supervisor Fire Education/Information Specialist Financial Analyst	G-26	\$ 52,638 --- \$ 67,211
Planner III METCAD Operations Deputy Director METCAD Technical Services Deputy Director IS Network Administrator Civil Engineer	G-27	\$ 55,263 --- \$ 70,560

**EXEMPT  
SALARY SCHEDULE G  
NON-BARGAINING UNIT EMPLOYEES  
FISCAL YEAR 2010-2011  
0.00%**

<u>POSITION CLASSIFICATION</u>	<u>GRADE</u>	<u>SALARY RANGE</u>
Engineer I	G-28	\$ 58,028 --- \$ 74,092
Concrete Supervisor	G-29	\$ 60,941 --- \$ 77,806
Fleet Services Supervisor		
Forestry Supervisor		
Sewer Supervisor		
Operations Supervisor		
Parking Operations Supervisor		
Police Records Manager		
Network Engineer		
Assistant to the Police Chief for Community Services		
Land Development Manager		
Asst to the City Manager/City Liquor Commissioner		
Assistant Human Resource Director	G-30	\$ 63,995 --- \$ 81,711
Economic Development Manager		
Code Compliance Manager		
Neighborhood Programs Manager		
Neighborhood Services Coordinator		
Building Safety Supervisor		
Hazardous Materials & Environmental Officer		
Engineer II		
Assistant Planning Director	G-31	\$ 67,187 --- \$ 85,792
Traffic & Lighting Supervisor		
Risk Manager		
Engineer III		

**EXEMPT  
SALARY SCHEDULE G  
NON-BARGAINING UNIT EMPLOYEES  
FISCAL YEAR 2010-2011  
0.00%**

<u>POSITION CLASSIFICATION</u>	<u>GRADE</u>	<u>SALARY RANGE</u>
Assistant City Attorney Assistant City Engineer Financial Services Manager/Budget Officer Operations Manager (PW) Financial Services Manager/City Accountant Fire Training and Safety Officer Administrative Services Manager	G-32	\$ 70,647 -- \$ 90,109
Police Lieutenant Assistant IT Director for GIS	G-33	\$ 74,105 -- \$ 94,614
	G-34	\$ 77,811 -- \$ 99,345
Deputy City Attorney	G-35	\$ 81,681 -- \$ 104,294
City Engineer Deputy Chief of Police Deputy Fire Chief	G-36	\$ 85,785 -- \$ 109,529
Information Technologies Director Human Resource Director Planning Director Neighborhood Services Director METCAD Director Deputy City Manager for Development Deputy City Manager for Community Relations	G-39	\$ 95,120 -- \$ 128,413
City Attorney Police Chief Fire Chief Public Works Director Finance Director Assistant City Manager	G-40	\$ 106,096 -- \$ 143,230

**SALARY SCHEDULE G  
 TEMPORARY POSITION CLASSIFICATIONS  
 FISCAL YEAR 2010-2011  
 0.00%**

<u>POSITION CLASSIFICATION</u>	<u>HOURLY</u>
Laborer	\$ 8.25
	\$ 8.85
Data Entry Clerk I	\$ 11.05
Field Survey Worker	\$ 10.43
Laborer	
A-V Technician	
Adult Crossing Guard	\$ 11.98
Police Service Aide	
 <b>For Interns and Law Clerks hired before May 5, 2010</b>	
Engineering Intern (first year)	\$ 12.82
Law Clerk (first year)	
PLP Intern (first year)	
Research Intern (first year)	
Engineering Drafter Intern (first year)	
Grounds Maintenance Intern (first year)	
Engineering Intern (second year)	\$ 13.41
Law Clerk (second year)	
PLP Intern (second year)	
Research Intern (second year)	
Engineering Drafter Intern (second year)	
Grounds Maintenance Intern (second year)	
 <b>For Interns and Law Clerks hired on or after May 5, 2010</b>	
Intern (Level 1)	\$ 8.25
Intern (Level 2)	\$ 10.00
Law Clerk	\$ 12.00

**SALARY SCHEDULE G**  
**TEMPORARY POSITION CLASSIFICATIONS**  
**FISCAL YEAR 2010-2011**  
**0.00%**

<b><u>POSITION CLASSIFICATION</u></b>	<b><u>HOURLY</u></b>
Project Administrator Development Inspector	\$ 15.97
Data Entry Clerk II Laborer II Research Assistant	\$ 13.00
Temporary Account Clerk	\$ 15.55
Temporary Clerical	\$ 12.07
Temporary Secretary	\$ 15.55
Substitute Telecommunicator	\$ 17.13
Project Specialist	\$ 18.21
Programmer I Project Specialist II	\$ 21.54
Programmer II	\$ 26.01