JANUARY 1, 2016

CITY OF MEMPHIS

PAY PLANS

- Prepared by Compensation/Records Administration Service Center, Human Resources Division -

City of Memphis

Division of Human Resources

Inter-office Memorandum

To: Administrative Judge, City Council Chairman, City Court Clerk, and Division Directors

From: Quintin Robinson, Director - Human Resources

Date: December 31, 2015

Subject: **January 1, 2016 Salary Policy and Pay Plan**

Please find attached the new Salary Policy and Pay Plans for your division to be effective January 1, 2016.

If you need additional information, please contact the Compensation/Records Administration Service Center at 576-6569.

Attachments

cc: A C Wharton Jr., Mayor
Jack Sammons, Chief Administrative Officer

CITY OF MEMPHIS
ADMINISTRATIVE SALARY POLICY
JANUARY 1, 2016

The following Salary Policy has been approved to be effective January 1, 2016. The policy includes information regarding the general pay increase, the categories of employees who may or may not be eligible to receive salary increases, adjustments to pay plans, and other related information.

SALARY POLICY

I. GENERAL PAY INCREASE

Eligible employees will receive a general increase effective January 1, 2016 equal to one percent (1%), with the following exceptions.

- Eligible employees in specific public safety positions in the Fire and Police Divisions will receive a general increase effective January 1, 2016 equal to two percent (2%) (see addendum attached).

- Based on separate agreements, all employees under "Communication Workers of America (Police Radio Dispatchers)" and "Operating Engineers - Animal Shelter" bargaining units are excluded from this increase.

A. ELIGIBILITY GUIDELINES

1. REGULAR, FULL-TIME NON-PROBATIONARY EMPLOYEES

   Employees (who have completed their initial probation or initial 6-month period) **will** be eligible to receive the general pay increase.

2. RECENTLY PROMOTED, DEMOTED, OR TRANSFERRED REGULAR, FULL-TIME EMPLOYEES

   Employees who have recently changed their job classification (within the last six months) **will** be eligible to receive the general pay increase.

3. NEW REGULAR, FULL-TIME EMPLOYEES

   Employees hired on or after July 1, 2015 and are due to complete their initial probation or initial 6-month period on or after January 1, 2016 **will** be eligible to receive the general pay increase, except as follows.

   All employees (represented and non-represented) whose pay plan structure provides for a specific (flat or step ladder) pay rate will be paid in accordance with their pay plan.

4. CONTINGENT EMPLOYEES

Contingent employees **will not** be eligible to receive the general pay increase with the following exceptions.

School Crossing Guard (Contingent) pay rates will be adjusted by the 1% general pay increase effective January 1, 2016. School Crossing Guards not currently working will receive the increase in their pay rate when they return to work.

Pay rates for certain grant-funded positions (such as MMI) that are coded as contingent will be determined and approved by their respective board or controlling authority and processed by individual transactions approved through the HR system.

5. APPOINTED EMPLOYEES

Employees in an appointed status prior to January 1 and remaining employed (regular, full-time) will be eligible to receive the general pay increase as determined by the Mayor and Director of Human Resources.

NOTE: Division Directors will not be included in this general increase. Their salaries will be approved by the City Council.

6. MISCELLANEOUS

Salaries for the Administrative Judge, City Judges, and City Court Clerk will be determined by the City Council through the budget process as set forth in the Memphis City Charter. Any adjustments will be processed by individual transactions approved through the HR system.

II. REVISED PAY PLANS

Pay plans have been revised for represented employees effective January 1, 2016 in accordance with their approved increase.

Pay plans have also been revised for non-represented employees effective January 1, 2016. The purpose of these revisions is to attract the best job applicants possible and to maintain internal and external equity among current employees. The decision to revise the non-represented pay plans was based primarily upon our review and analysis of current comparable market salary data and upon the City's current financial position.

A. REVISED GENERAL PAY PLAN

The salary ranges were adjusted for general and "E" grades. All general grades were increased by 1% including minimum, midpoint, 104% level, and maximum rates.

B. REVISED SPECIAL MARKET 1 PAY PLAN

This pay plan is utilized for certain supervisory positions to maintain equity above their direct subordinates. It is also used for specialized technical positions.

All special pay plans for non-represented employees have been adjusted to be consistent with the general pay increase.

C. MINIMUM RATE ADJUSTMENTS

The pay rates for regular, full-time employees that are below the minimum rates of the new salary ranges on January 1, 2016 will be adjusted to the new minimum rates.

D. PAY RATES AT OR ABOVE THE MAXIMUM RATE

Non-represented employees whose pay rates are approaching, at, or above the maximum of the rate of their salary range will be eligible to receive the general pay increase.

Should you have any questions concerning the January 1, 2016 Salary Policy, you may contact the Compensation/Records Administration Service Center at 576-6569.

APPROVED BY:

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Quintin Robinson
Director - Human Resources

January 1, 2016 Salary Policy Addendum

	Category	Increase
Fire Services		
Air Rescue Chief	Commissioned	2%
Battalion_EMS Chief	Commissioned	2%
Battalion_Fire Chief	Commissioned	2%
Division Chief	Commissioned	2%
Division_EMS Chief	Commissioned	2%
EMS Lieutenant	Commissioned	2%
Fire Chief Deputy	Commissioned	2%
Fire Driver	Commissioned	2%
Fire Insp	Commissioned	2%
Fire Investigator	Commissioned	2%
Fire Investigator Chief	Commissioned	2%
Fire Lieutenant	Commissioned	2%
Fire Marshal	Commissioned	2%
Fire Marshal Asst	Commissioned	2%
Fire Prevention Mgr	Commissioned	2%
Fire Private II	Commissioned	2%
Fire Recruit	Commissioned	2%
Fire Svcs Director	Commissioned	2%
Firefighter Paramedic	Commissioned	2%
Firefighter Paramedic Prob	Commissioned	2%
Logistical Svcs Chief Deputy	Commissioned	2%
Osha_Fire Coord	Commissioned	2%
Quality Assurance Paramedic	Commissioned	2%
Spec Oper Chief Deputy	Commissioned	2%
Communications_Fire Mgr	Dispatcher	2%
Fire Alarm Oper II	Dispatcher	2%
Fire Alarm Oper III	Dispatcher	2%
Fire Alarm Oper Sr	Dispatcher	2%
Watch Commander	Dispatcher	2%
Accounting Clerk B	Non-Commissioned	1%
Admin Support Super	Non-Commissioned	1%
Airmask_Maint Mech	Non-Commissioned	1%
Appr_Mask Mgr	Non-Commissioned	1%
Associate Accountant A	Non-Commissioned	1%
Audio Visual Prod Spec	Non-Commissioned	1%
Building Grds Mnt Super	Non-Commissioned	1%
Comm Data Spec	Non-Commissioned	1%

January 1, 2016 Salary Policy Addendum

	Category	Increase
Fire Services		
Crewperson	Non-Commissioned	1%
Data Analyst	Non-Commissioned	1%
Ema Oper Officer	Non-Commissioned	1%
Ema Secretary	Non-Commissioned	1%
Eng Project Mgr	Non-Commissioned	1%
Executive Asst	Non-Commissioned	1%
Field_Antineglect Insp	Non-Commissioned	1%
Fire Education Spec	Non-Commissioned	1%
Fire Hydrt Repairer	Non-Commissioned	1%
Fire Hydrt Repairer Lo	Non-Commissioned	1%
Fire Payroll Spec	Non-Commissioned	1%
Fire Prevention Asst	Non-Commissioned	1%
Fire_Svcs Admr	Non-Commissioned	1%
General Clerk A	Non-Commissioned	1%
General Clerk B	Non-Commissioned	1%
GIS Tech_Fire Coord	Non-Commissioned	1%
Info Sys_Cad Coord	Non-Commissioned	1%
Invent Control Clerk Sr	Non-Commissioned	1%
Investigative Proc Spec B	Non-Commissioned	1%
Logistical Svcs Mgr	Non-Commissioned	1%
Material_Fire Spec	Non-Commissioned	1%
Mnt_Fire Elect	Non-Commissioned	1%
Mnt_Fire Mech	Non-Commissioned	1%
Mnt_Fire Mech Lo	Non-Commissioned	1%
Personnel_Fire Analyst	Non-Commissioned	1%
Secretary A	Non-Commissioned	1%
Secretary B	Non-Commissioned	1%
Secretary C	Non-Commissioned	1%
USAR_Grant Mgr	Non-Commissioned	1%
Police Services		
Helicopter Pilot	Commissioned	2%
Lieutenant Colonel	Commissioned	2%
Major	Commissioned	2%
Polic Svcs Chief Deputy	Commissioned	2%
Police Colonel	Commissioned	2%
Police Info Tech Chief Deputy	Commissioned	2%

January 1, 2016 Salary Policy Addendum

	Category	Increase
Police Services		
Police Lieutenant	Commissioned	2%
Police Officer II	Commissioned	2%
Police Officer II_Prob	Commissioned	2%
Police Recruit	Commissioned	2%
Police Svcs Director	Commissioned	2%
Police Svcs Director Deputy	Commissioned	2%
Police_Tact Lieutenant	Commissioned	2%
Police_Tact Officer	Commissioned	2%
Sergeant	Commissioned	2%
Tact Major	Commissioned	2%
Communications_Police Mgr	Dispatcher	2%
Police Radio Dispatcher	Dispatcher	2%
Radio Dispatch Super	Dispatcher	2%
Police Svc Tech	Public Safety	2%
Arrest Data Entry Super	Non-Commissioned	1%
Associate Accountant A	Non-Commissioned	1%
Aviation Shop Super	Non-Commissioned	1%
Central Records Super	Non-Commissioned	1%
Clerical Oper Super	Non-Commissioned	1%
Comm_Safety Equip Installer	Non-Commissioned	1%
Composite Artist	Non-Commissioned	1%
Crime Analysis Mgr	Non-Commissioned	1%
Crime Analyst	Non-Commissioned	1%
Crime Analyst Sr	Non-Commissioned	1%
Criminalist	Non-Commissioned	1%
Database_Police Admr	Non-Commissioned	1%
Digital Press Oper	Non-Commissioned	1%
Executive Asst	Non-Commissioned	1%
Family Trouble Ctr Counselor	Non-Commissioned	1%
Financial_Police Analyst Sr	Non-Commissioned	1%
Firearms Inst Gunsmith	Non-Commissioned	1%
Fleet Maint Super	Non-Commissioned	1%
Fleet Svcs Mgr	Non-Commissioned	1%
General Clerk A	Non-Commissioned	1%
General Clerk B	Non-Commissioned	1%
Grant Admin Spec	Non-Commissioned	1%
Grants_Police Mgr	Non-Commissioned	1%

January 1, 2016 Salary Policy Addendum

	Category	Increase
Police Services		
Invent Control Clerk	Non-Commissioned	1%
Investigative Proc Spec A	Non-Commissioned	1%
Investigative Proc Spec B	Non-Commissioned	1%
Latent Print Examiner	Non-Commissioned	1%
Material_Pub Super	Non-Commissioned	1%
Occupational Health Nurse	Non-Commissioned	1%
Personnel_Payroll Spec	Non-Commissioned	1%
Personnel_Police Analyst	Non-Commissioned	1%
Personnel_Police Analyst Sr	Non-Commissioned	1%
Photo Lab Tech	Non-Commissioned	1%
Photo_Graphic Arts Super	Non-Commissioned	1%
Police Employment Analyst	Non-Commissioned	1%
Police Finance Admr	Non-Commissioned	1%
Police Payroll Spec	Non-Commissioned	1%
Police Payroll Super	Non-Commissioned	1%
Police Personnel Super	Non-Commissioned	1%
Police Radio Tech	Non-Commissioned	1%
Police Radio Tech Lo	Non-Commissioned	1%
Procurement Spec	Non-Commissioned	1%
Property Room Attendant	Non-Commissioned	1%
Property_Evid Super Shift	Non-Commissioned	1%
Radio Maint Mgr	Non-Commissioned	1%
Radio Maint Super	Non-Commissioned	1%
School Crossing Guard Coord	Non-Commissioned	1%
Secretary A	Non-Commissioned	1%
Secretary B	Non-Commissioned	1%
Secretary C	Non-Commissioned	1%
Shift_Auction Super Lead	Non-Commissioned	1%
Support Svcs_Police Mgr	Non-Commissioned	1%
System Software Analyst Ld	Non-Commissioned	1%
Training_Psych Coord	Non-Commissioned	1%
Transcriptionist	Non-Commissioned	1%
Vehicle Storage Svc Rep	Non-Commissioned	1%
Vehicle Storage Svc Super	Non-Commissioned	1%
Vehicle Support Svcs Mgr	Non-Commissioned	1%

GRADE	RATE PER:	MINIMUM	1ST QUARTILE	MIDPOINT	3RD QUARTILE	MAXIMUM
16	ANNUAL	$59,767.76	$67,989.48	$76,211.20	$84,427.20	$92,643.20
	MONTHLY	$4,980.65	$5,665.79	$6,350.93	$7,035.60	$7,720.27
	PAY PERIOD	$2,298.76	$2,614.98	$2,931.20	$3,247.20	$3,563.20
	HOURLY	$28.73	$32.69	$36.64	$40.59	$44.54
15	ANNUAL	$53,129.18	$60,302.19	$67,475.20	$74,651.20	$81,827.20
	MONTHLY	$4,427.43	$5,025.18	$5,622.93	$6,220.93	$6,818.93
	PAY PERIOD	$2,043.43	$2,319.32	$2,595.20	$2,871.20	$3,147.20
	HOURLY	$25.54	$28.99	$32.44	$35.89	$39.34
14	ANNUAL	$47,435.96	$53,721.98	$60,008.00	$66,289.60	$72,571.20
	MONTHLY	$3,953.00	$4,476.84	$5,000.67	$5,524.14	$6,047.60
	PAY PERIOD	$1,824.46	$2,066.23	$2,308.00	$2,549.60	$2,791.20
	HOURLY	$22.81	$25.83	$28.85	$31.87	$34.89
13	ANNUAL	$42,541.20	$48,071.40	$53,601.60	$59,134.40	$64,667.20
	MONTHLY	$3,545.10	$4,005.95	$4,466.80	$4,927.87	$5,388.93
	PAY PERIOD	$1,636.20	$1,848.90	$2,061.60	$2,274.40	$2,487.20
	HOURLY	$20.45	$23.11	$25.77	$28.43	$31.09
12	ANNUAL	$38,318.54	$43,204.07	$48,089.60	$52,977.60	$57,865.60
	MONTHLY	$3,193.21	$3,600.34	$4,007.47	$4,414.80	$4,822.13
	PAY PERIOD	$1,473.79	$1,661.70	$1,849.60	$2,037.60	$2,225.60
	HOURLY	$18.42	$20.77	$23.12	$25.47	$27.82
11	ANNUAL	$34,684.26	$39,015.73	$43,347.20	$47,684.00	$52,020.80
	MONTHLY	$2,890.36	$3,251.32	$3,612.27	$3,973.67	$4,335.07
	PAY PERIOD	$1,334.01	$1,500.61	$1,667.20	$1,834.00	$2,000.80
	HOURLY	$16.68	$18.76	$20.84	$22.93	$25.01
10	ANNUAL	$31,533.06	$35,401.73	$39,270.40	$43,128.80	$46,987.20
	MONTHLY	$2,627.76	$2,950.15	$3,272.53	$3,594.07	$3,915.60
	PAY PERIOD	$1,212.81	$1,361.61	$1,510.40	$1,658.80	$1,807.20
	HOURLY	$15.16	$17.02	$18.88	$20.74	$22.59

EFFECTIVE JANUARY 1, 2016 MACHINIST DESOTO LODGE 3 POLICE SERVICES CODE 003P

PAY PLAN CODE: Machinists Pol

GR	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F532MH	MECHANIC-HELICOPTER	ENTRY	$20.1993	$1,615.94	$3,501.10	$42,014.44
			8 MOS	$23.0884	$1,847.07	$4,001.86	$48,023.82
			16 MOS	$25.9774	$2,078.19	$4,502.61	$54,032.94
			24 MOS	$29.4853	$2,358.82	$5,110.62	$61,329.32
20	F531MH	MECHANIC-HELICOPTER/LD (1)		$31.2544	$2,500.35	$5,417.26	$65,009.10

NOTES

(1) Receives lead differential of 6% above base.

90 day probationary period

Prepared by Compensation 11/22/15

Last Adjustment: 7/1/05 - 3%; 7/1/08 - 5% increase plus 2.3% equity adjustment to top rate; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%

EFFECTIVE JANUARY 1, 2016 MACHINIST DESOTO LODGE 3 GENERAL SERVICES (CODE 003S)

PAY PLAN CODE: Machinists GS

GR	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
20	F534MH	MECHANIC	ENTRY	85.5%	$18.4496	$1,475.97	$3,197.84	$38,375.22
			8 MOS	90%	$19.4206	$1,553.65	$3,366.14	$40,394.90
			16 MOS	95%	$20.4998	$1,639.98	$3,553.18	$42,639.48
			24 MOS	100%	$21.5785	$1,726.28	$3,740.16	$44,883.28
26	F533FH	REPAIRER-FIRE HYDRANT	ENTRY	95%	$23.2538	$1,860.30	$4,030.53	$48,367.80
			6 MOS	100%	$24.5345	$1,962.76	$4,252.52	$51,031.76
28	F532FH	REPAIRER-FIRE HYDRANT/LD (1)			$26.0066	$2,080.53	$4,507.68	$54,093.78
30	F532MM	MECHANIC-MASTER	ENTRY	80%	$23.0884	$1,847.07	$4,001.86	$48,023.82
	F532RA	REPAIRER AUTO BODY	8 MOS	90%	$25.9774	$2,078.19	$4,502.61	$54,032.94
	F532WM	WELDER-MASTER	16 MOS	100%	$28.8641	$2,309.13	$5,002.96	$60,037.38
	F532WC	WELDER-COMBINATION						
	F532WR	WELDER-RADIATOR REPAIR						
32	F532MF	MECHANIC-MNT/FIRE			$28.8641	$2,309.13	$5,002.96	$60,037.38
34	F532AC	TECH-AUTOMOTIVE RESTORATION			$29.1189	$2,329.51	$5,047.12	$60,567.26
40	F531MM	MECHANIC-MASTER/LD (1)			$30.5960	$2,447.68	$5,303.14	$63,639.68
50	F531MF	MECHANIC-MNT FIRE/LD (1)			$30.5960	$2,447.68	$5,303.14	$63,639.68

NOTES

(1) Receives lead differential of 6% above base per 7/1/2000 agreement.

90 day probationary period except for Fire Hydrant Repairers who serve a six month probationary period.

Prepared by Compensation 11/22/15

Last Adjustment: 7/1/07 - Master Mech; 7/1/08 - 5% (additional 6.9% equity inc to Mech Helper and Mast Mech to 3 steps); 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 8/23/14 - Adj to Auto Rest Tech; 1/1/16-1%

EFFECTIVE JANUARY 1, 2016 AFSCME LOCAL 1733 CODE ENFORCEMENT (CODE173C)

PAY PLAN CODE: AFSCME Code Enf

GR	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F631CE	CODE ENFORCEMENT INSPECTOR	ENTRY	$15.80	$1,263.63	$2,737.78	$32,854.38
			6 MOS	$16.37	$1,309.95	$2,838.14	$34,058.70
			12 MOS	$17.10	$1,367.62	$2,963.09	$35,558.12
			18 MOS	$17.86	$1,428.79	$3,095.62	$37,148.54
			24 MOS	$18.79	$1,503.07	$3,256.55	$39,079.82
20	F630CE	SR CODE ENFORCEMENT INSPECTOR	ENTRY	$20.11	$1,608.80	$3,485.63	$41,828.80
			6 MOS	$20.77	$1,661.24	$3,599.24	$43,192.24
			12 MOS	$21.80	$1,744.25	$3,779.09	$45,350.50
			18 MOS	$22.11	$1,768.72	$3,832.11	$45,986.72
			24 MOS	$22.78	$1,822.02	$3,947.59	$47,372.52

NOTES

Employees transferring/promoting into these positions will be paid at the step rate on the schedule which is next higher than their previous rate and progress each six (6) months until the top rate is reached.

Employees are eligible to receive a first $1.00/hour pay increase and a second $1.00/hour pay increase for attaining certain certifications (see current MOU). These amounts will be added to the employees' pay as license incentives separate from base pay.

180 day initial probation period / 60 day administrative probation period

Prepared by Compensation 11/22/15

Last Adjustment: 7/1/05-5.4% and 4.8% to top rates(per Impasse);7/1/08-$500 annual equity adjustment plus 5%; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%

EFFECTIVE JANUARY 1, 2016 AFSCME LOCAL 1733 CLERICAL (CODE 173G)

PAY PLAN CODE: General

JCC #	JOB TITLE	GENERAL GRADE	ENTRY (MINIMUM) PAY RATE HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
F652SE	SECRETARY B	9	$13.85	$1,107.77	$2,400.17	$28,802.02
F651GC F653SE	GENERAL CLERK A SECRETARY C	8	$12.71	$1,016.46	$2,202.33	$26,427.96
F652GC	GENERAL CLERK B	7	$11.99	$959.15	$2,078.16	$24,937.90

NOTES

6 month probationary period

All new hires will enter at the minimum (entry) rate of their respective general pay range.

Compensation Policy will determine resulting pay rates from all promotions, transfers, and demotions.

Prepared by Compensation 11/22/15

Entry (minimum) pay rate adjusted 7/1/06 per Living Wage; 7/1/08 - per 3% general range adjustment; 7/1/09 - all jobs regraded; 7/16/11-4.6% red (exc gr 7); 7/1/13-4.6% rest; 1/1/16-1%

EFFECTIVE JANUARY 1, 2016 AFSCME LOCAL 1733 PROPERTY EVIDENCE (CODE 173P)

PAY PLAN CODE: AFSCME Prop Ev

GR	JCC #	JOB TITLE	ENTRY (MINIMUM) PAY RATE HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F641PL	PHOTO LAB TECHNICIAN	$14.97	$1,197.95	$2,595.56	$31,146.70
20	F640PR	PROPERTY ROOM ATTENDANT	$17.40	$1,392.04	$3,016.09	$36,193.04

NOTES

6 month probationary period

Prepared by Compensation 11/22/15

Entry (minimum) pay rate adjusted 7/1/06 per Living Wage; 7/1/08 - equity adjustment (39.7%- Prop Room Attendant; 30.5%- Photo Lab) Tech); 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%

EFFECTIVE JANUARY 1, 2016 AFSCME LOCAL 1733 SURVEY SVC CTR (CODE173S)

PAY PLAN CODE: AFSCME Survey

GR	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F621EA	ENGINEERING AIDE	ENTRY	18.80	$1,503.90	$3,258.35	$39,101.40
			6 MOS	20.22	$1,617.50	$3,504.48	$42,055.00
			12 MOS	21.28	$1,702.26	$3,688.12	$44,258.76
			18 MOS	23.24	$1,859.56	$4,028.92	$48,348.56
			24 MOS	24.61	$1,968.79	$4,265.58	$51,188.54
20	F620SI	SURVEY INSTRUMENT OPER	ENTRY	21.33	$1,706.64	$3,697.61	$44,372.64
			6 MOS	22.50	$1,800.13	$3,900.16	$46,803.38
			12 MOS	23.68	$1,894.51	$4,104.65	$49,257.26
			18 MOS	25.02	$2,001.99	$4,337.51	$52,051.74
			24 MOS	26.32	$2,105.98	$4,562.82	$54,755.48

NOTES

180 day probation period

Prepared by Compensation 11/22/15

Last Adjustment: 7/1/07 - 8.4% and 4.7% to top rates (per Impasse 2004); 7/1/08 - 5%; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%

EFFECTIVE JANUARY 1, 2016 AFSCME LOCAL 1733 CODE 1733

PAY PLAN CODE: AFSCME Main

GR	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
15	F615CA	CONCESSION ATTENDANT	ENTRY		$11.99	$959.15	$2,078.09	$24,937.90
	F615CU	CUSTODIAN	60 DAYS		$13.17	$1,053.47	$2,282.45	$27,390.22
	F615SH	STOREROOM HELPER	5 MOS		$15.53	$1,242.10	$2,691.13	$32,294.60
	F615WM	WATCHMAN						
20	F614CK	COOK	ENTRY		$11.99	$959.15	$2,078.09	$24,937.90
	F614CR	CREWPERSON (1)	60 DAYS		$13.27	$1,061.87	$2,300.65	$27,608.62
	F614CS	SOLID WASTE CREWPERSON (1)	5 MOS		$15.84	$1,267.30	$2,745.73	$32,949.80
	F614LT	LOT ATTENDANT						
	F614CL	STOCK CLERK						
	F614MG	MESSENGER						
30	F613CT	CASHIER TELLER	ENTRY		$11.99	$959.15	$2,078.09	$24,937.90
	F613TD	TRUCK DRIVER	60 DAYS		$13.37	$1,069.97	$2,318.20	$27,819.22
	F613TS	SOLID WASTE TRUCK DRIVER	5 MOS		$16.15	$1,291.60	$2,798.38	$33,581.60
40	F612OE	EQUIPMENT OPERATOR	ENTRY		$11.99	$959.15	$2,078.09	$24,937.90
	F612CR	SEMI SKILLED CREWPERSON	60 DAYS		$13.48	$1,078.37	$2,336.40	$28,037.62
	F612GP	GAS PUMP OPERATOR	5 MOS		$16.46	$1,316.80	$2,852.98	$34,236.80
	F612TC	TRAFFIC COUNTER						
50	F611CC	CREW CHIEF (2)	ENTRY		$11.99	$959.15	$2,078.09	$24,937.90
	F611CS	SOLID WASTE CREW CHIEF (2)	60 DAYS		$13.58	$1,086.47	$2,353.95	$28,248.22
	F611MM	MNT MECHANIC	5 MOS		$16.76	$1,341.10	$2,905.63	$34,868.60
	F611TM	MNT MECH-TIREMAN						
	F611TC	SR TRAFFIC COUNTER						
	F611SE	SPECIAL EQUIP OPERATOR						
	F611TV	TRAFFIC INVESTIGATOR						
	F611TT	TREE TRIMMER						
	F611SV	VEHICLE SERVICEMAN						
	F611ZK	ZOOKEEPER						
	F611ZC	ZOOKEEPER/CAT COUNTRY						
	F611CR	SKILLED CREWPERSON						
	F611CW	CONCRETE WKR (SEMI-SKILLED CR PER)						
	F611AS	ASPHALT LUTE/SCREW MAN (SEMI-SKILLED CR PER)						
60	F610FL	SPEC OFFICER FLAGMAN	ENTRY		$11.99	$959.15	$2,078.09	$24,937.90
	F610PL	PIPELAYERS (SKILLED CR PER)	60 DAYS		$13.68	$1,094.57	$2,371.50	$28,458.82
			5 MOS		$17.07	$1,365.40	$2,958.28	$35,500.40
61	F610VS	VEHICLE STORAGE SVC REP	$0.33	(3)	$17.40	$1,392.04	$3,015.99	$36,193.04
62	F610VE	VEHICLE EXAMINER	$0.20	(3)	$17.27	$1,381.60	$2,993.37	$35,921.60
64	F610TT	TRACTOR TRAIL DRIVER	$2.68	(3)	$19.75	$1,579.62	$3,422.40	$41,070.12
66	F610SW	SERV TRUCK & WRECKER OPER	$3.25	(3)	$20.32	$1,625.52	$3,521.85	$42,263.52
68	F610SE	SPEC EQUIP OPER II (4)	$12.6200	(3)	$29.69	$2,374.80	$5,145.24	$61,744.80

NOTES

(1) Effective 8/21/95, Crewpersons in Public Works Division who hold a valid CDL may receive additional $0.10/hour and Crew Chiefs assigned low-entry, dual-drive, two person truck in Solid Waste Management will receive additional $0.50/hour adjustment (per 7/7/95 memo approved by Personnel Director) to be paid as a license incentive separate from base pay.

(2) Effective 5/4/04, Crew Chiefs assigned "automated" vehicles in Solid Waste Management will receive additional $1.00/hour adjustment (per 5/4/04 memo approved by Human Resources Director) to be paid as a license incentive separate from base pay.

(3) Indicates top pay for classification; entry and 60 day rate same as grade 60.

(4) Effective 10-14-95, pay adjusted to equal Heavy Equipment Operator. Effective 12-1-06, pay adjusted equal to Lead Heavy Equipment Operator (agreed to per settlement July, 2007).

Last Adjustment: 7/1/08-5% inc to top rates, VSSR received additional 2% equity adj and entry rates to new City min ($10.52); 7/1/09-3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%

Prepared by Compensation 11/22/15

PAY PLAN CODE: AFSCME Main

GR	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F602RC	COURT RECORD CLERK	ENTRY	$11.99	$959.15	$2,078.09	$24,937.90
			60 DAYS	$12.91	$1,033.06	$2,238.23	$26,859.56
			5 MOS	$14.76	$1,180.88	$2,558.49	$30,702.88
63	F600RC	SR DPTY COURT REC CLERK		$18.37	$1,469.81	$3,184.49	$38,215.06

NOTES

60 Day Probationary Period

Last Adjustment: 7/1/08-5% inc to top rates, VSSR received additional 2% equity adj and entry rates to new City min ($10.52); 7/1/09-3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%

EFFECTIVE JANUARY 1, 2016 POLICE DISPATCHERS CWA LOCAL 3806 CODE 3806

PAY PLAN CODE: Police Dispatch

GR	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F512PR	POLICE RADIO DISPATCHER	0 - 1 YR	$19.5338	$1,562.70	$3,385.75	$40,630.20
			1 - 2 YRS	$21.3538	$1,708.30	$3,701.20	$44,415.80
			2 - 3 YRS	$23.1736	$1,853.89	$4,016.64	$48,201.14
			3 YRS +	$25.1113	$2,008.90	$4,352.48	$52,231.40

NOTES

1 year probationary period

Prepared by Compensation 11/22/15

Last Adjustment: 7/1/05-3% (new bargaining unit); 7/1/08-5%; 7/1/09-3%; 7/16/11-4.6% Red; 7/1/13-4.6% Restored; 1/1/16-0% per agreement

PAY PLAN CODE: Bricklayers

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F561BM	MNT BRICKLAYER/TILESETTER	29.1189	$2,329.51	$5,047.12	$60,567.26
20	F560BM	MNT BRICKLAYER/TILESETTER LEAD (1)	30.1189	$2,409.51	$5,220.44	$62,647.26

NOTES

(1) Receives lead differential of $1.00 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional $.40 per hour and all employees who work a fixed, non-rotating graveyard shift an additional $.40 per hour.

6 month probationary period effective 7-1-96

Prepared by Compensation 11/22/15

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/01/09 - 3% increase; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%

EFFECTIVE JANUARY 1, 2016 CARPENTERS LOCAL 345 CODE 0345

PAY PLAN CODE: Carpenters

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F561CR	MAINTENANCE CARPENTER	$29.1189	$2,329.51	$5,047.12	$60,567.26
20	F560CR	MAINTENANCE CARPENTER/LD (1)	$30.1189	$2,409.51	$5,220.44	$62,647.26

NOTES

(1) Receives lead differential of $1.00 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional $.40 per hour and all employees who work a fixed, non-rotating graveyard shift an additional $.40 per hour.

6 month probationary period effective 7-1-96

Prepared by Compensation 11/22/15

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3% increase; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%

EFFECTIVE JANUARY 1, 2016 CEMENT MASONS LOCAL 521 CODE 0521

PAY PLAN CODE: Cement Masons

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F561CF	CONCRETE FINISHER	$29.1189	$2,329.51	$5,047.12	$60,567.26
20	F560CF	CONCRETE FINISHER/LD (1)	$30.1189	$2,409.51	$5,220.44	$62,647.26

NOTES

(1) Receives lead differential of $1.00 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional $.40 per hour and all employees who work a fixed, non-rotating graveyard shift an additional $.40 per hour.

6 month probationary period effective 7-1-96.

Prepared by Compensation 11/22/15

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3% increase; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%

EFFECTIVE
JANUARY 1, 2016

IAFF LOCAL 1784

CODE 1784

PAY PLAN CODE: Fire

GR	JCC#	JOB TITLE	SCHED		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
02	F504CS	COMMUNICATIONS DATA SPECIALIST	40		$14.0620	$1,124.96	$2,437.34	$29,248.96
04	F503MS	FIRE MATERIAL SPECIALIST		ENTRY	$14.4235	$1,153.88	$2,500.00	$30,000.88
				6 MOS	$16.7238	$1,337.90	$2,898.69	$34,785.40
				12 MOS	$17.7625	$1,421.00	$3,078.74	$36,946.00
				24 MOS	$18.7996	$1,503.97	$3,258.50	$39,103.22
06	F503AI	ANTI-NEGLECT FIELD INSPECTOR	40		$21.8024	$1,744.19	$3,778.96	$45,348.94
10	F503AL	FIRE ALARM OPER II	40	1-2 YRS	$23.3371	$1,866.97	$4,044.98	$48,541.22
				2-3 YRS	$25.0664	$2,005.31	$4,344.70	$52,138.06
15	F502FS	FIRE PROTECTION SPECIALIST	40		$24.9326	$1,994.61	$4,321.52	$51,859.86
20	F503FP	FIRE PRIVATE II	56	1-2 YRS	$16.3205	$1,827.90	$3,960.33	$47,525.40
				2-3 YRS	$17.4964	$1,959.60	$4,245.67	$50,949.60
				3 YRS +	$18.1166	$2,029.06	$4,396.16	$52,755.56
			40	1-2 YRS	$22.8488	$1,827.90	$3,960.33	$47,525.40
				2-3 YRS	$24.4950	$1,959.60	$4,245.67	$50,949.60
				3 YRS +	$25.3633	$2,029.06	$4,396.16	$52,755.56
30	F502DR	FIRE DRIVER	56		$19.2583	$2,156.93	$4,673.20	$56,080.18
			40		$26.9616	$2,156.93	$4,673.20	$56,080.18
40	F502AL	FIRE ALARM OPER III	40		$27.3289	$2,186.31	$4,736.86	$56,844.06
50	F502FP	FIREFIGHTER/PARAMEDIC	56	1-2 YRS	$17.7896	$1,992.43	$4,316.80	$51,803.18
				2-3 YRS	$19.0711	$2,135.96	$4,627.77	$55,534.96
				3 YRS +	$19.7469	$2,211.65	$4,791.76	$57,502.90
			40	1-2 YRS	$24.9054	$1,992.43	$4,316.80	$51,803.18
				2-3 YRS	$26.6995	$2,135.96	$4,627.77	$55,534.96
				3 YRS +	$27.6456	$2,211.65	$4,791.76	$57,502.90
60	F502QP	QUALITY ASSURANCE PARAMEDIC	40		$27.6459	$2,211.67	$4,791.80	$57,503.42
65	F500AI	SR ANTI-NEGLECT FIELD INSPECTOR	40		$28.5568	$2,284.54	$4,949.68	$59,398.04
70	F502MA	MECHANIC-MNT AIRMASK	40		$28.6969	$2,295.75	$4,973.97	$59,689.50
80	F500IN	FIRE INSPECTOR	40		$30.0261	$2,402.09	$5,204.37	$62,454.34
90	F500LF	FIRE LIEUTENANT	56		$21.8643	$2,448.80	$5,305.57	$63,668.80
	F500CR	COORDINATOR - OSHA/FIRE	40		$30.6100	$2,448.80	$5,305.57	$63,668.80
100	F500FL	FIRE ALARM OPER/SR.	40		$30.8033	$2,464.26	$5,339.07	$64,070.76
110	F500FI	FIRE INVESTIGATOR	40		$33.5538	$2,684.30	$5,815.80	$69,791.80

Prepared by Compensation 11/22/2015

Last Adjustment: 7/1/07 - 1-2 YRS and 2-3 YRS steps removed from FF/Paramedic (Fall, 2007); 7/1/08 - 5% and steps restored to FF/Paramedic; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16 - 1-2%

EFFECTIVE JANUARY 1, 2016 IBEW LOCAL 474 CODE 0474

PAY PLAN CODE: Electricians

GR	JCC#	JOB TITLE				HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F524GR	GROUNDSMAN				$20.3829	$1,630.63	$3,532.92	$42,396.38
20	F525SA	SIGNAL AIDE		ENTRY	41.2%	$11.9894	$959.15	$2,078.09	$24,937.90
20	F525EI	COMMUNICATIONS & SAFETY		6 MOS	51.4%	$14.9668	$1,197.34	$2,594.16	$31,130.84
		EQUIPMENT INSTALLER		12 MOS	70.0%	$20.3835	$1,630.68	$3,533.03	$42,397.68
		(TOP IS 70% OF GRADE 40)							
40	F521EM	MNT ELECTRICIAN				$29.1189	$2,329.51	$5,047.12	$60,567.26
40	F521EF	FIRE MNT ELECTRICIAN							
40	F521EW	MNT ELECTRICIAN/WTP							
40	F521PR	POLICE RADIO TECH							
40	F521AC	AIR COND/REF SERV TECH							
40	F521ST	SIGNAL TECHNICIAN							
46	F520FC	OPER-1ST CLASS STEAM/REF				$30.2144	$2,417.15	$5,237.00	$62,845.90
50	F520EM	MNT ELECTRICIAN/LD (1)				$30.1189	$2,409.51	$5,220.44	$62,647.26
50	F520EF	FIRE MNT ELECTRICIAN/LD (1)							
50	F520EW	MNT ELECTRICIAN/WTP/LD (1)							
50	F520PR	POLICE RADIO TECH/LD (1)							
50	F520AC	AIR COND/REF SERV TECH/LD (1)							
30	F522AC	APP AC/REF SVC TECH	1ST	ENTRY	50.0%	$14.5595	$1,164.76	$2,523.57	$30,283.76
	F522PR	APP POLICE RADIO TECH	2ND	6 MOS	55.0%	$16.0153	$1,281.22	$2,775.89	$33,311.72
	F522ST	APP SIGNAL TECH	3RD	12 MOS	65.0%	$18.9276	$1,514.21	$3,280.69	$39,369.46
			4TH	18 MOS	70.0%	$20.3829	$1,630.63	$3,532.92	$42,396.38
			5TH	24 MOS	75.0%	$21.8389	$1,747.11	$3,785.29	$45,424.86
			6TH	30 MOS	80.0%	$23.2951	$1,863.61	$4,037.70	$48,453.86
			7TH	36 MOS	85.0%	$24.7510	$1,980.08	$4,290.04	$51,482.08
			8TH	42 MOS	90.0%	$26.2069	$2,096.55	$4,542.39	$54,510.30
				48 MOS	100.0%	$29.1189	$2,329.51	$5,047.12	$60,567.26
	F525CH	MAINTENANCE ASSIST/CITY HALL				GENERAL GRADE 06			

NOTES
(1) Receives lead differential of $1.00 per hour (shown above).

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional $.40 per hour and all employees who work a fixed, non-rotating graveyard shift an additional $.60 per hour.

Six (6) month probationary period effective 7-1-96.

Prepared by Compensation 11/22/15

Last Adjustment: 7/1/07 - 3%; 7/1/06 - remove Lead Signal Tech (lead pay is given as incentive pay); 7/1/08 - 5%; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%

PAY PLAN CODE: Police

GR	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F511PL	POLICE OFFICER II	1-2 YRS	$22.1509	$1,772.07	$3,839.37	$46,073.82
			2-3 YRS	$23.8221	$1,905.77	$4,129.04	$49,550.02
			3 YRS +	$26.2716	$2,101.73	$4,553.61	$54,644.98
20	F511PT	POLICE OFFICER II/TACT		$27.1231	$2,169.85	$4,701.20	$56,416.10
30	F510PH	PILOT - HELICOPTER		$28.1536	$2,252.29	$4,879.81	$58,559.54
40	F510PS	SERGEANT		$28.9458	$2,315.66	$5,017.11	$60,207.16

Prepared by Compensation 11/22/15

Last Adjustment: 7/1/05 - 3%; 7/1/08 - 5%; 7/1/09 - 3% + $40.84/mo. for 3+ years; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-2%

EFFECTIVE
JANUARY 1, 2016

OPERATING ENGINEERS LOCAL 369D ANIMAL SHELTER (CODE 036A)

PAY PLAN CODE: OE Animal Shltr

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F546AC	ANIMAL CARE TECHNICIAN	$17.67	$1,413.60	$3,062.71	$36,753.60
15	F545AC	SENIOR ANIMAL CARE TECHNICIAN	$18.55	$1,484.28	$3,215.84	$38,591.28
20	F545AF	ANIMAL SERVICES OFFICER	$18.82	$1,505.60	$3,262.03	$39,145.60
25	F544AF	SENIOR ANIMAL SERVICES OFFICER	$19.76	$1,580.88	$3,425.13	$41,102.88

NOTES

Members of this bargaining unit recieve 6% hazardous duty pay for all hours worked (not included above).

Qualified employees shall receive an additional three percent (3%) euthanasia premium paid at a minimum of four (4) hour increments (not shown above).

6 months probationary period

Prepared by Compensation 11/21/15

Last Adjustment: 7/1/06 - senior positions added; 7/1/08 - equity adj: Tech rate 22% and Officer rate 20% (6% euth removed); 7/1/09-6.0% and 5.6% per MOU; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-0% per agreement

EFFECTIVE
JANUARY 1, 2016

OPERATING ENGINEERS LOCAL 369-D

CODE 036D

PAY PLAN CODE: OE Water Treat

GR	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F558PA	POLLUTION CONTROL AIDE	ENTRY	70%	$12.2339	$978.71	$2,120.47	$25,446.46
			6 MOS	80%	$13.9816	$1,118.53	$2,423.41	$29,081.78
			12 MOS	90%	$15.7294	$1,258.35	$2,726.34	$32,717.10
			18 MOS	100%	$17.4770	$1,398.16	$3,029.25	$36,352.16
15	F559DP	DISPATCHER	ENTRY	70%	$12.9948	$1,039.58	$2,252.35	$27,029.08
			6 MOS	80%	$14.8510	$1,188.08	$2,574.09	$30,890.08
			12 MOS	90%	$16.7074	$1,336.59	$2,895.86	$34,751.34
			18 MOS	100%	$18.5639	$1,485.11	$3,217.64	$38,612.86
20	F557LA	LAB ANALYST	ENTRY	70%	$13.4293	$1,074.34	$2,327.67	$27,932.84
			6 MOS	80%	$15.3478	$1,227.82	$2,660.19	$31,923.32
			12 MOS	90%	$17.2659	$1,381.27	$2,992.66	$35,913.02
			18 MOS	100%	$19.1845	$1,534.76	$3,325.21	$39,903.76
30	F556ME	MECHANICAL OPERATOR	ENTRY	70%	$13.4481	$1,075.85	$2,330.94	$27,972.10
			6 MOS	80%	$15.3691	$1,229.53	$2,663.90	$31,967.78
			12 MOS	90%	$17.2904	$1,383.23	$2,996.91	$35,963.98
			18 MOS	100%	$19.2111	$1,536.89	$3,329.83	$39,959.14
40	F556MH	MAINTENANCE HELPER	ENTRY	70%	$13.8035	$1,104.28	$2,392.53	$28,711.28
			6 MOS	80%	$15.7754	$1,262.03	$2,734.31	$32,812.78
			12 MOS	90%	$17.7470	$1,419.76	$3,076.05	$36,913.76
			18 MOS	100%	$19.7191	$1,577.53	$3,417.88	$41,015.78
50	F557IP	POLLUTION CONTROL INSP	ENTRY	70%	$14.7190	$1,177.52	$2,551.21	$30,615.52
			6 MOS	80%	$16.8216	$1,345.73	$2,915.66	$34,988.98
			12 MOS	90%	$18.9244	$1,513.95	$3,280.12	$39,362.70
			18 MOS	100%	$21.0271	$1,682.17	$3,644.59	$43,736.42
55	F556SO	STOPPAGE OPERATOR/SEWER	CABLE	88%	$18.7890	$1,503.12	$3,256.66	$39,081.12
			WASH	92%	$19.5718	$1,565.74	$3,392.33	$40,709.24
			VACTOR	100%	$21.2965	$1,703.72	$3,691.28	$44,296.72
60	F555SS	SLUDGE SPREADER	ENTRY	70%	$14.9078	$1,192.62	$2,583.93	$31,008.12
			6 MOS	80%	$17.0376	$1,363.01	$2,953.10	$35,438.26
			12 MOS	90%	$19.1669	$1,533.35	$3,322.16	$39,867.10
			18 MOS	100%	$21.2965	$1,703.72	$3,691.28	$44,296.72
70	F554CA	ASST CHEMIST-WTP	ENTRY	70%	$15.8433	$1,267.46	$2,746.08	$32,953.96
	F554WS	OPER-WASTE TRMT 1	6 MOS	80%	$18.1070	$1,448.56	$3,138.45	$37,662.56
			12 MOS	90%	$20.3699	$1,629.59	$3,530.67	$42,369.34
			18 MOS	100%	$22.6334	$1,810.67	$3,923.00	$47,077.42
80	F553MM	MECH-MNT WASTE TREATMENT I	ENTRY	70%	$17.8311	$1,426.49	$3,090.63	$37,088.74
	F553SE	STATIONARY ENGINEER I	6 MOS	80%	$20.3785	$1,630.28	$3,532.16	$42,387.28
			12 MOS	90%	$22.9261	$1,834.09	$3,973.74	$47,686.34
			18 MOS	100%	$25.4731	$2,037.85	$4,415.21	$52,984.10
90	F553WS	OPER-WASTE TRMT II	ENTRY	70%	$19.2874	$1,542.99	$3,343.04	$40,117.74
			6 MOS	80%	$22.0428	$1,763.42	$3,820.63	$45,848.92
			12 MOS	90%	$24.7979	$1,983.83	$4,298.17	$51,579.58
			18 MOS	100%	$27.5533	$2,204.26	$4,775.75	$57,310.76

Prepared by Compensation 11/21/15

PAY PLAN CODE: OE Water Treat

GR	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
100	F551MM	MECH-MNT WASTE TREATMENT II	ENTRY	67%	$19.6095	$1,568.76	$3,398.88	$40,787.76
	F551SE	STATIONARY ENGINEER II	6 MOS	77%	$22.4106	$1,792.85	$3,884.39	$46,614.10
			12 MOS	87%	$25.2119	$2,016.95	$4,369.92	$52,440.70
			18 MOS	100%	$29.1189	$2,329.51	$5,047.12	$60,567.26
110	F550CT	CONTROL TECH-WASTE TREAT	ENTRY	70%	$20.1863	$1,614.90	$3,498.84	$41,987.40
			6 MOS	80%	$23.0693	$1,845.54	$3,998.55	$47,984.04
			12 MOS	90%	$25.9530	$2,076.24	$4,498.38	$53,982.24
			18 MOS	100%	$28.8368	$2,306.94	$4,998.22	$59,980.44
120	F551MS	MECHANIC-SHOP			$29.1189	$2,329.51	$5,047.12	$60,567.26

NOTES

60 day probation period.

Certain positions receive incentive pay when licenses are earned and maintained and /or other requirements are met (see MOU).

For Stoppage Operater, Cable Truck Proficient rate is posting and entry rate; employee must then pass proficiency test tio move to higher rate.

Last Adjustments: 7/1/08 - 5% and 2% equity adjustment (exc Shop Mechanics (11.3%) equal to electricians and Pol Control Insp and Aide (additional 7.7% and 8.9%); 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest oration.; 7/1/15 - Mnt Mech II and Stat Eng II top rate set equal to Shop Mech and Stoppage Operator top rate set equal to Sludge Spreader; 2015 - Add Dispatcher and Stoppage Operator; 1/1/16- 1 %.

EFFECTIVE
JANUARY 1, 2016

CONSTRUCTION INSPECTION (OPER ENG - 369D)

CODE 036E

PAY PLAN CODE: OE Const Insp

GR	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F554ZC	ZONE CONSTRUCTION INSPECTOR	ENTRY	70%	$16.3848	$1,310.78	$2,839.94	$34,080.28
			6 MOS	80%	$18.7254	$1,498.03	$3,245.63	$38,948.78
			12 MOS	90%	$21.0661	$1,685.29	$3,651.35	$43,817.54
			18 MOS	100%	$23.4068	$1,872.54	$4,057.05	$48,686.04

NOTES

60 day probationary period

Prepared by Compensation 11/21/15

Last Adjustment: 7/1/05 - 3%; 7/1/08 - equity adjustment of 9.8% to top rate; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%

EFFECTIVE
JANUARY 1, 2016

OPERATING ENGINEERS LOCAL 369

CODE 0369

PAY PLAN CODE: OE Heavy Equip

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
8	F543SW	DRIVER-FUEL TRUCK	$20.9998	$1,679.98	$3,639.84	$43,679.48
10	F543SW	OPERATOR-SWEEPER	$23.3301	$1,866.41	$4,043.76	$48,526.66
20	F542HR	MECH-HELPER HEAVY EQUIPMENT	$24.3263	$1,946.10	$4,216.42	$50,598.60
30	F543AP	GREASER	$25.1749	$2,013.99	$4,363.51	$52,363.74
35	F543AP	ASPHALT PLANT OPERATOR	$26.7233	$2,137.86	$4,631.89	$55,584.36
40	F541HE F541BH	OPERATOR-HEAVY EQUIPMENT OPERATOR-BACK HOE	$28.2714	$2,261.71	$4,900.22	$58,804.46
50	F541MH	MECH-HEAVY EQUIPMENT (1) (BASE SALARY)	$28.7714 $28.2714	$2,301.71 $2,261.71	$4,986.88 $4,900.22	$59,844.46 $58,804.46
60	F540HE	OPERATOR-HEAVY EQUIPMENT/LD (3)	$29.6850	$2,374.80	$5,145.24	$61,744.80
70	F540MH	MECH-HEAVY EQUIPMENT/LD (2)	$30.2100	$2,416.80	$5,236.24	$62,836.80

NOTES

(1) Includes tool allowance of $86.67 per month (.5000/hr).

(2) Includes $86.67/month tool allowance plus 5% lead differential.

(3) Includes 5% lead differential.

90 day probationary period

As an incentive not included in base pay above, the City shall pay all employees working a fixed shift between 3:00 p.m. and 10:59 p.m. an hourly premium of $.25 cents per hour and those working a fixed shift between 11:00 p.m. and 6:59 a.m. an hourly premium of $.45 cents during the full term of the agreement beginning July 1, 1996. These rates shall be based on normal working hours during the shift.

Prepared by Compensation 11/21/15

Last Adjustment: 7/1/05-3%; 7/1/06-Adjustments for Greaser (7.9%) and Asphalt Plant Operator (6.15%).; 7/1/08 - 5%; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%

PAY PLAN CODE: Painters

GR	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
20	F561PA F561PE	PAINTER SIGNS & MARKING PAINTER			$29.1189	$2,329.51	$5,047.12	$60,567.26
30	F560PA F560PE	PAINTER/LD (1) SIGNS & MARKING PAINTER/LD (1)			$30.1189	$2,409.51	$5,220.44	$62,647.26
10	F562PA	PAINTER/APPRENTICE	ENTRY	45%	$13.1035	$1,048.28	$2,271.20	$27,255.28
			6 MOS	55%	$16.0155	$1,281.24	$2,775.93	$33,312.24
			12 MOS	65%	$18.9273	$1,514.18	$3,280.62	$39,368.68
			18 MOS	70%	$20.3834	$1,630.67	$3,533.01	$42,397.42
			24 MOS	75%	$21.8393	$1,747.14	$3,785.35	$45,425.64
			30 MOS	85%	$24.7510	$1,980.08	$4,290.04	$51,482.08

NOTES

(1) Receives lead differential of $1.00 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional $.40 per hour and all employees who work a fixed, non-rotating graveyard shift an additional $.40 per hour.

6 month probationary period effective 7-1-96.

Prepared by Compensation 11/22/15

Last Adjustment: 7/1/07 - 3%; 7/1/08 - 5% (apprentice rate restructured); 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%

EFFECTIVE JANUARY 1, 2016 PLUMBERS LOCAL 17 CODE 0017

PAY PLAN CODE: Plumbers

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F561PL	MNT PLUMBER	$30.8130	$2,465.04	$5,340.76	$64,091.04
20	F560PL	MNT PLUMBER/LD (1)	$31.8130	$2,545.04	$5,514.08	$66,171.04

NOTES

(1) Receives lead differential of $1.00 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional $.40 per hour and all employees who work a fixed, non-rotating graveyard shift an additional $.40 per hour.

6 month probationary period effective 7-1-96.

Prepared by Compensation 11/22/15

Last Adjustment: 7/1/07- 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3% increase; 7/16/11- 4.6% red; 7/1/13-4.6% rest; 1/1/16-1%

EFFECTIVE JANUARY 1, 2016 ROOFERS LOCAL 115 CODE 0115

PAY PLAN CODE: Roofers

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F561RF	ROOFER	$29.1189	$2,329.51	$5,047.12	$60,567.26
20	F560RF	ROOFER/LD (1)	$30.1189	$2,409.51	$5,220.44	$62,647.26

NOTES

(1) Receives lead differential of $1.00 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional $.40 per hour and all employees who work a fixed, non-rotating graveyard shift an additional $.40 per hour.

6 month probationary period effective 7-1-96.

Prepared by Compensation 11/22/15

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%

EFFECTIVE
JANUARY 1, 2016

FIRE NON-REPRESENTED BASE RATES (SM3)

PAY PLAN CODE: Spec Mkt 3

GR	JCC#	JOB TITLE	40 HOUR	56 HOUR	PAY PERIOD	MONTHLY	ANNUALLY
16	F100DC	FIRE DEPUTY CHIEF	$53.1499	$37.9642	$4,251.99	$9,212.36	$110,551.74
16	F100DE	EMS DEPUTY CHIEF					
16	F100DS	SPECIAL OPERATIONS DEPUTY CHIEF					
16	F100DL	LOGISTICS DEPUTY CHIEF					
16	F100FM	FIRE MARSHALL					
15	F101DV	FIRE DIVISION CHIEF	$44.3943	$31.7102	$3,551.54	$7,694.77	$92,340.04
15	F101DE	EMS DIVISION CHIEF					
15	F101CI	CHIEF FIRE INVESTIGATOR					
15	F101AF	ASSISTANT FIRE MARSHALL					
15	F101DL	DIVISIONAL AIRPORT LIAISON CHIEF					
15	F101PD	PLANNING & DEV CHIEF					
15B	F101DT	FIRE COMMUNICATIONS MANAGER	$42.3741	$30.2672	$3,389.93	$7,344.62	$88,138.18
15C	F101AP	APPARATUS MNT & AIRMASK MANAGER	$41.9586	$29.9704	$3,356.69	$7,272.60	$87,273.94
14B	F110SC	SAFETY CHIEF	$39.2891	$28.0637	$3,143.13	$6,809.91	$81,721.38
14B	F110BT	BATTALION CHIEF					
14B	F110BE	EMS BATTALION CHIEF					
14B	F110AR	AIR RESCUE CHIEF					
14B	F110IS	FIRE INVESTIGATIVE SVCS MANAGER					
14B	F110FP	FIRE PREVENTION MANAGER					
14D	F110QI	EMS QUALITY IMPROVEMENT COORD	$37.7546	$26.9676	$3,020.37	$6,543.93	$78,529.62
14E	F102LM	LOGISTICAL SERVICES MANAGER	$36.8131	$26.2951	$2,945.05	$6,380.75	$76,571.30
10	F121WC	WATCH COMMANDER	$34.0943	$24.3530	$2,727.54	$5,909.49	$70,916.04
12A	F112AM	FIRE APPARATUS MAINT SUPERVISOR	$33.0708	$23.6220	$2,645.66	$5,732.09	$68,787.16
10A	F242FI	FIRE ANTI-NEGLECT SUPERVISOR	$30.5558	$21.8255	$2,444.46	$5,296.17	$63,555.96
00	F502PA	FIREFIGHTER/PARAMEDIC -PROB	$23.6139	$16.8671	$1,889.11	$4,092.95	$49,116.86
00A	F504AL	FIRE ALARM OPER I	$16.1773	$11.5552	$1,294.18	$2,803.97	$33,648.68
00B	F504FP	FIRE RECRUIT	$16.0010	$11.4293	$1,280.08	$2,773.42	$33,282.08
		FR-CAPTAIN/30 YEAR (Per City Charter)	$32.2626	$23.0447	$2,581.01	$5,592.02	$67,106.26

Prepared by Compensation 11/22/15

Last Adj: 7/1/08-5% and FF/Para back to prev level, Gr 16 inc per equity rev; Gr 14B entry step removed 1/3/09; 7/1/09-3%;9/09-Prevention Mgmt Review Comp'd; 7/16/11-4.6% reduc; 7/1/13-4.6% restore; 1/1/16 - 1-2%

EFFECTIVE
JANUARY 1, 2016

POLICE NON-REPRESENTED BASE RATES (SM4)

PAY PLAN CODE: Spec Mkt 4

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
00	F005PD	POLICE DEPUTY CHIEF	$53.1499	$4,251.99	$9,212.36	$110,551.74
00	F100CL	POLICE COLONEL	$46.8930	$3,751.44	$8,127.87	$97,537.44
15	F101CO	POLICE LIEUTENANT COLONEL	$41.7771	$3,342.17	$7,241.15	$86,896.42
14	F110MT	POLICE MAJOR/TACT	$36.6646	$2,933.17	$6,355.01	$76,262.42
14A	F102PO	MGR-COMMUNICATIONS	$35.7564	$2,860.51	$6,197.58	$74,373.26
14A	F110PM	POLICE MAJOR				
12	F112LT	POLICE LT - TACT	$32.2559	$2,580.47	$5,590.85	$67,092.22
12A	F112LI	POLICE LIEUTENANT	$31.3610	$2,508.88	$5,435.74	$65,230.88
12A	F112RP	SUPV-POL RADIO DISPATCHERS				
12B	F112RM	SUPV-RADIO MAINTENANCE	$31.7563	$2,540.50	$5,504.25	$66,053.00
11	F260GS	GUNSMITH/FIREARMS INSTRUCTOR	$29.5749	$2,365.99	$5,126.15	$61,515.74
00B	F511LA	POLICE OFFICER II/LEP	$22.1509	$1,772.07	$3,839.37	$46,073.82
00C	F513PL	POLICE OFFICER II - PROBATIONARY	$19.9245	$1,593.96	$3,453.47	$41,442.96
00D	F515PL	POLICE RECRUIT	$18.6210	$1,489.68	$3,227.54	$38,731.68
00D	F350PI	POLICE INTERN				
00E	F516PS	POLICE SVC TECH ENTRY	$12.1080	$968.64	$2,098.72	$25,184.64
		AFTER 6 MONTHS	$12.4050	$992.40	$2,150.13	$25,802.40
00F	T350SC	SCHOOL CROSSING GUARD	$15.0513	$1,204.10	$2,608.80	$31,306.60
00F	T350TA	TRAFFIC AIDE				
		POLICE CAPTAIN (RETIRED)	$35.7564	$2,860.51	$6,197.58	$74,373.26

Prepared by Compensation 11/22/15

Last Adj: 7/1/09 - 3%; 7/16/11-4.6% reduct; 7/1/13-4.6% restore; 7/1/15 - PST entry to living wage; 1/1/16 - 1-2%

SPECIAL MARKET 1 GENERAL SERVICES - SUPERVISORY EFFECTIVE JANUARY 1, 2016

PAY PLAN CODE: Spec Mkt 1

GR	JCC #	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
13C	F061PR	GEN FOREMAN - PROPERTY MAI	$34.7013	$2,776.10	$6,014.70	$72,178.60
12B	F112CS	SUPER - PROPERTY MAINT CRAI	$33.0488	$2,643.90	$5,728.27	$68,741.40

Prepared by Compensation 11/21/15

Last Adjustment: 7/1/05 - 3%; 7/1/08 - 5% (Auto Mechanic Foreman removed); 7/1/09 - 3%; 7/16/11-4.6% reduct; 7/1/13-4.6% restore; 1/1/16 - 1%

PAY PLAN CODE: Spec Mkt 1

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
14A	F102SR	MGR-STREET MAINTENANCE	$33.7090	$2,696.72	$5,842.71	$70,114.72
14B	F102RC	MGR-COMPOST	$32.7278	$2,618.22	$5,672.64	$68,073.72
14B	F102AS	MGR-SANITATION/AREA				
13B	F111AI	SUPER-AREA IMPROVEMENT	$31.1694	$2,493.55	$5,402.53	$64,832.30
13A	F111SW	SUPER-SEWER MAINTENANCE	$32.1038	$2,568.30	$5,564.48	$66,775.80
13A	F111SM	SUPER-STREET MAINTENANCE				
13A	F111DR	SUPER-DRAIN MAINTENANCE				
12A	F112ZM	SUPER-SHIFT/PUBLIC WORKS	$30.5750	$2,446.00	$5,299.50	$63,596.00
	F062LS	GEN FOREMAN-STAT ENGINEERS				
	F111AP	SUPER-ASPHALT PLANT				
	F062WP	GEN FOREMAN-WTP MECHANIC				

NOTES

Flat rates established 4/1/2002 to maintain a minimal 5% supervisory differential resulting from 12/5/2001 case settlement regarding supervisory levels above Heavy Equipment Operators.

Prepared by Compensation 11/21/15

Last Adjustment: 7/1/07 - equity inc to Maint Mgr/Supvs and PW Shift Supv; 7/1/08 -5%, Super-Asphalt Plant moved to 12A; 7/1/09-3%; 1/10-added Area Imp Super; 7/16/11-4.6% reduct; 7/1/13-4.6% restore; 1/1/16-1%

SPECIAL MARKET 1 TECHNICIAN EFFECTIVE JANUARY 1, 2016

PAY PLAN CODE: Spec Mkt 1

GR	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
0	F350WW	Waste Water Treatment Trainee	Entry	70%	$19.2874	$1,542.99	$3,343.04	$40,117.74
		Class III License		80%	$22.0428	$1,763.42	$3,820.63	$45,848.92
		Class IV License		90%	$24.7979	$1,983.83	$4,298.17	$51,579.58
		6 months after attaining IV License		100%	$27.5533	$2,204.26	$4,775.75	$57,310.76
7B	F092BM	MECH-BLDG MAINTENANCE	ENTRY	85%	$19.9479	$1,595.83	$3,457.53	$41,491.58
	F092CH	MECH-BLDG MAINT/CITY HALL	3 MOS	90%	$21.1215	$1,689.72	$3,660.95	$43,932.72
			6 MOS	95%	$22.2945	$1,783.56	$3,864.26	$46,372.56
			12 MOS	100%	$23.4680	$1,877.44	$4,067.66	$48,813.44
7C	F092CA	CRAFTS ASSISTANT	ENTRY	80%	$13.1681	$1,053.45	$2,282.40	$27,389.70
			6 MOS	85%	$13.9913	$1,119.30	$2,425.08	$29,101.80
			12 MOS	90%	$14.8140	$1,185.12	$2,567.68	$30,813.12
			18 MOS	95%	$15.6373	$1,250.98	$2,710.37	$32,525.48
			24 MOS	100%	$16.4601	$1,316.81	$2,853.00	$34,237.06
7A	F264SK	INVENTORY CONTROL CLERK	ENTRY	80%	$12.9933	$1,039.46	$2,252.09	$27,025.96
			6 MOS	85%	$13.8051	$1,104.41	$2,392.81	$28,714.66
			12 MOS	90%	$14.6171	$1,169.37	$2,533.56	$30,403.62
			18 MOS	95%	$15.4293	$1,234.34	$2,674.32	$32,092.84
			24 MOS	100%	$16.2414	$1,299.31	$2,815.09	$33,782.06
8A	F263SK	SR. INVENTORY CONTROL CLERK	ENTRY	80%	$14.3538	$1,148.30	$2,487.91	$29,855.80
			6 MOS	85%	$15.2506	$1,220.05	$2,643.36	$31,721.30
			12 MOS	90%	$16.1479	$1,291.83	$2,798.88	$33,587.58
			18 MOS	95%	$17.0449	$1,363.59	$2,954.35	$35,453.34
			24 MOS	100%	$17.9420	$1,435.36	$3,109.85	$37,319.36
7D	F264PR	PRINTER	ENTRY	87.9%	$14.0628	$1,125.02	$2,437.47	$29,250.52
			6 MOS	94.0%	$15.0296	$1,202.37	$2,605.05	$31,261.62
			12 MOS	100%	$15.9966	$1,279.73	$2,772.66	$33,272.98
8B	F263PS	SR. PRINTER			$17.1165	$1,369.32	$2,966.77	$35,602.32
9A	F091AC	MECH-AUTOCAD MAINTENANCE			$24.6415	$1,971.32	$4,271.06	$51,254.32
7E	F092AT	AUTOMOTIVE TECHNICIAN			$17.2408	$1,379.26	$2,988.30	$35,860.76

NOTES

Current city employees entering into this position will be started at the rate next higher than their previous base pay rate and thereafter will advance one step each six (6) months until they reach the effective 100% rate. If a current city employee has a higher rate than the 100% rate, the employee's rate will be reduced to the 100% rate.

Prepared by Compensation 11/21/15

Last Adjustment: 7/1/05 - 3%; 7/1/08 - 5%; 7/1/09 - 3%; 7/16/11 - 4.6% reduct; 7/1/13 - 4.6% restore - 07/1/14- Add Auto Tech - 03/06/15 - Add Waste Water Treatment Trainee; 1/1/16-1%