CITY OF HAYWARD
AGENDA REPORT

AGENDA DATE 07/19/05
AGENDA ITEM 3
WORK SESSION ITEM

TO: Mayor and City Council

FROM: Acting Human Resources Director

SUBJECT: Positions and Salaries Resolution for Fiscal Year 2005-2006

RECOMMENDATION:

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

BACKGROUND:

The Positions and Salaries Resolution is the document that sets forth authorized positions for the City as well as salary ranges for those positions. This document reflects changes approved in the 2005-2006 City budget. Funded positions are as shown in the adopted 2005-2006 City budget. This update reflects salary range adjustments for IFPTE Local 21 effective October 1, 2004 as provided in the Memorandum of Understanding.

Recommended by:

Robert M. Macias, Acting Human Resources Director

Approved by:

Jesús Armas, City Manager

Attachment: Position and Salaries Resolution FY 2005-2006

DRAFT

HAYWARD CITY COUNCIL

RESOLUTION NO. 05-___

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. 04-118 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 Human Resources 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. 04-118 and all amendments thereto.

IN COUNCIL, HAYWARD, CALIFORNIA_____, 2005

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							
1	ADMINISTRATIVE ANALYST II(UNCLASSIFIED)		29.45	30.91	32.42	34.05	35.76	1110
1	ADMINISTRATIVE SECRETARY (CONF)		25.94	27.00	28.07	29.10	30.27	420
1	MAYOR						19.54	1300
1	TECHNICAL ASSISTANT	.50					15.00	906
6	CITY COUNCIL						12.21	1301
CITY MANAGER DEPARTMENT								
	OFFICE OF THE CITY MANAGER							
1	CITY MANAGER						88.76	1297
1	ASSISTANT CITY MANAGER		60.30	63.29	66.50	69.80	73.07	1122
1	ASSISTANT TO THE CITY MANAGER		36.59	38.41	40.36	42.36	44.46	1126
1	EXECUTIVE ASSISTANT		26.70	27.92	29.18	30.43	31.79	418
2	SECRETARY (CONF) *		19.75	20.64	21.69	22.71	23.74	413
1	ADMINISTRATIVE INTERN *	.50					15.00	907
	PUBLIC INFORMATION PROGRAM							
1	PUBLIC INFORMATION OFFICER *		30.34	31.84	33.38	35.07	36.83	1120
	TECHNOLOGY SERVICES DIVISION							
1	TECH SERVICES DIRECTOR/DEPUTY CITY MNGR		50.30	52.82	55.46	58.23	61.14	1105
1	INFORMATION SYSTEMS MANAGER *		40.44	42.44	44.54	46.78	49.09	772
1	DATA & SYSTEMS COORDINATOR		36.55	38.40	40.29	42.34	44.47	728
2	NETWORK SYSTEMS SPECIALIST		32.88	34.53	36.24	38.05	39.96	755
1	GEOGRAPHIC INFO SYSTEMS COORDINATOR		31.61	33.19	34.77	36.51	38.94	635
4	PROGRAMMER ANALYST *		31.04	32.56	34.24	35.93	37.70	628
1	WEB SPECIALIST		30.59	32.12	33.72	35.40	37.16	634
4	NETWORK/MICROCOMPUTER SPECIALIST		28.16	29.58	31.05	32.59	34.25	630
1	COMPUTER OPERATOR-ANALYST *		26.07	27.37	28.71	30.17	31.67	629
1	INFORMATION SYSTEMS SUPPORT TECHNICIAN		23.08	24.22	25.46	26.72	28.01	633
1	COMPUTER OPERATOR		21.98	23.06	24.24	25.44	26.67	631
1	DATA SYSTEMS OPERATOR		18.73	19.59	20.55	21.51	22.54	160
CITY ATTORNEY DEPARTMENT								
	LEGAL SERVICES PROGRAM							
1	CITY ATTORNEY		64.03	67.24	70.60	74.13	77.82	1216
3	ASSISTANT CITY ATTORNEY		51.64	54.15	56.89	59.77	62.77	1134
OR	DEPUTY CITY ATTORNEY II		36.19	37.98	39.89	41.88	43.92	1179
OR	DEPUTY CITY ATTORNEY I		29.81	31.30	32.88	34.50	36.19	1178
2	LEGAL SECRETARY II		22.37	23.67	25.46	25.99	27.33	416
OR	LEGAL SECRETARY I		21.13	22.24	23.40	24.66	25.97	415
	RISK MANAGEMENT PROGRAM							
2	ASSISTANT CITY ATTORNEY		51.64	54.15	56.89	59.77	62.77	1134
OR	DEPUTY CITY ATTORNEY II		36.19	37.98	39.89	41.88	43.92	1179
OR	DEPUTY CITY ATTORNEY I		29.81	31.30	32.88	34.50	36.19	1178
1	LEGAL SECRETARY II		22.37	23.67	25.46	25.99	27.33	416
OR	LEGAL SECRETARY I		21.13	22.24	23.40	24.66	25.97	415

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
CITY CLERK DEPARTMENT								
	OFFICE OF THE CITY CLERK							
1	CITY CLERK		41.65	43.74	45.93	48.21	50.63	1225
1	DEPUTY CITY CLERK		25.88	27.14	28.52	29.94	31.43	747
1	SENIOR SECRETARY		21.51	22.36	23.28	24.12	25.06	107
2	SENIOR SECRETARY *	.50	21.51	22.36	23.28	24.12	25.06	107
1	ADMINISTRATIVE CLERK II	.50	17.33	18.03	18.76	19.60	20.57	102
HUMAN RESOURCES DEPARTMENT								
	HUMAN RESOURCES ADMINISTRATION							
1	HUMAN RESOURCES DIRECTOR		53.96	56.68	59.53	62.52	65.66	1119
1	SR HUMAN RES ANAL/AFF. ACTION SPEC.		33.83	35.51	37.32	39.16	41.11	1155
2	HUMAN RESOURCES ANALYST II		30.91	32.42	34.05	35.76	37.53	1177
1	ADMINISTRATIVE SECRETARY (CONF)		25.94	27.00	28.07	29.10	30.27	420
1	HUMAN RESOURCES TECHNICIAN		23.54	24.79	26.07	27.46	28.91	1174
1	SECRETARY (CONF)		19.75	20.64	21.69	22.71	23.74	413
	WORKERS COMPENSATION ADMIN.							
1	EMPLOYEE BENEFITS ADMINISTRATOR		33.83	35.51	37.32	39.16	41.11	1142
1	SECRETARY (CONF)		19.75	20.64	21.69	22.71	23.74	413
FINANCE DEPARTMENT								
	FINANCE ADMINISTRATION							
1	DIRECTOR OF FINANCE		57.52	60.39	63.45	66.65	69.99	1118
1	AUDITOR *		36.55	38.40	40.29	42.34	44.47	745
1	BUDGET ADMINISTRATOR		33.83	35.51	37.32	39.16	41.11	700
1	ADMINISTRATIVE SECRETARY		24.71	25.72	26.74	27.73	28.84	108
1	ADMINISTRATIVE CLERK II *		17.33	18.03	18.76	19.60	20.57	102
1	ADMINISTRATIVE INTERN *	.50					15.00	907
	ACCOUNTING DIVISION							
1	ACCOUNTING MANAGER		38.77	40.74	42.73	44.91	47.20	730
2	SENIOR ACCOUNTANT		33.24	34.91	36.61	38.47	40.36	749
3	SENIOR ACCOUNTING TECHNICIAN		24.88	26.11	27.39	28.76	30.21	100
4	SENIOR ACCOUNT CLERK *		20.78	21.79	22.73	23.83	24.94	156
	REVENUE DIVISION							
1	REVENUE MANAGER		36.20	37.98	39.90	41.88	43.97	729
1	COLLECTIONS OFFICER		25.07	26.34	27.68	29.08	30.52	653
1	SENIOR ACCOUNTING TECHNICIAN		24.88	26.11	27.39	28.76	30.21	100
1	ACCOUNTING TECHNICIAN		22.61	23.74	24.92	26.16	27.47	140
3	SENIOR CUSTOMER ACCOUNT CLERK		20.78	21.79	22.73	23.83	24.94	130
5	CUSTOMER ACCOUNT CLERK		18.13	18.92	19.82	20.74	21.78	125
2	CUSTOMER ACCOUNT CLERK	.75	18.13	18.92	19.82	20.74	21.78	125
	PURCHASING DIVISION							
1	PURCHASING & SERVICES MANAGER		36.55	38.40	40.29	42.34	44.47	739
1	PURCHASING ASSISTANT		21.09	21.95	22.82	23.68	24.58	111
1	MAIL & STOCK CLERK		16.80	17.64	18.48	19.43	20.38	112

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
	FACILITIES MAINTENANCE							
1	FACILITIES & BUILDING MANAGER		36.88	38.78	40.67	42.73	44.93	760
1	FACILITIES LEADWORKER		30.30	31.51	32.74	34.11	35.55	300
2	ELECTRICIAN II		28.86	30.01	31.19	32.51	33.85	329
OR	ELECTRICIAN I		25.97	27.03	28.12	29.30	30.48	328
2	FACILITIES CARPENTER II		26.04	27.06	28.19	29.35	30.58	327
OR	FACILITIES CARPENTER I		23.45	24.40	25.41	26.43	27.53	326
2	FACILITIES PAINTER II		25.02	26.04	27.06	28.19	29.35	330
OR	FACILITIES PAINTER I		22.54	23.45	24.40	25.41	26.43	324
1	STOREKEEPER - EXPEDITER		22.46	23.39	24.27	25.19	26.17	371
1	SECRETARY *		18.81	19.68	20.65	21.62	22.65	106
	EQUIPMENT MANAGEMENT DIVISION							
1	EQUIPMENT MANAGER		36.52	38.40	40.28	42.31	44.47	738
1	EQUIP MAINTENANCE SUPERVISOR		30.83	32.39	33.98	35.69	37.43	771
5	EQUIPMENT MECHANIC II		24.40	25.54	26.83	28.24	29.64	312
3	EQUIPMENT MECHANIC I		21.43	22.51	23.65	24.81	26.03	310
1	SENIOR SECRETARY		21.51	22.36	23.28	24.12	25.06	107
1	EQUIPMENT PARTS STOREKEEPER		20.45	21.51	22.56	23.70	24.88	307
1	EQUIPMENT SERVICE ATTENDANT		19.91	20.71	21.56	22.29	23.16	308
	BLDG MGMT - CITY HALL							
1	ADMINISTRATIVE ANALYST II		30.48	31.98	33.54	35.24	37.00	724
OR	ADMINISTRATIVE ANALYST I		25.96	27.25	28.63	30.04	31.53	744
1	FACILITIES SERVICEWORKER II		19.34	20.12	20.94	21.68	22.54	320
	CENTENNIAL HALL							
1	AUDITORIUM COORDINATOR		25.67	26.73	27.78	28.80	29.96	712
1	AUDITORIUM LEADWORKER		21.46	22.25	23.15	24.08	25.06	304
3	FACILITIES SERVICEWORKER I		18.67	19.35	20.12	20.94	21.68	318
1	ADMINISTRATIVE CLERK I	.50	15.26	16.07	16.88	17.78	18.71	101

POLICE DEPARTMENT

	INVESTIGATION DIVISION							
1	POLICE CAPTAIN		52.71	55.34	58.10	61.02	64.06	802
1	POLICE LIEUTENANT					53.40	56.00	555
2	POLICE SERGEANT				44.11	46.24	48.60	545
13	INSPECTOR		37.88	39.78	41.72	43.70	45.84	520
7	POLICE OFFICER *		33.60	35.21	36.93	38.71	40.55	515
OR	POLICE OFFICER TRAINEE		25.03	26.27				174
1	ADMINISTRATIVE ANALYST II *		30.48	31.98	33.54	35.24	37.00	724
OR	ADMINISTRATIVE ANALYST I		25.96	27.25	28.63	30.04	31.53	744
1	SENIOR SECRETARY *		21.51	22.36	23.28	24.12	25.06	107
1	SECRETARY		18.81	19.68	20.65	21.62	22.65	106
2	POLICE RECORDS CLERK II *		18.86	19.61	20.40	21.31	22.35	120
	PATROL DIVISION							
1	POLICE CAPTAIN		52.71	55.34	58.10	61.02	64.06	802
6	POLICE LIEUTENANT *					53.40	56.00	555
14	POLICE SERGEANT				44.11	46.24	48.60	545
99	POLICE OFFICER *		33.60	35.21	36.93	38.71	40.55	515
OR	POLICE OFFICER TRAINEE		25.03	26.27				174
9	COMMUNITY SERVICE OFFICER *		19.72	20.57	21.55	22.54	23.61	169

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
1	SECRETARY		18.81	19.68	20.65	21.62	22.65	106
	OFFICE OF THE CHIEF							
1	CHIEF OF POLICE		60.49	63.40	66.52	69.75	72.94	1102
1	POLICE CAPTAIN		52.71	55.34	58.10	61.02	64.06	802
2	POLICE LIEUTENANT					53.40	56.00	555
5	POLICE SERGEANT *				44.11	46.24	48.60	545
1	INSPECTOR		37.88	39.78	41.72	43.70	45.84	520
1	ADMINISTRATIVE ANALYST III		33.83	35.51	37.32	39.16	41.11	723
23	POLICE OFFICER *		33.60	35.21	36.93	38.71	40.55	515
OR	POLICE OFFICER TRAINEE		25.03	26.27				174
1	ADMINISTRATIVE ANALYST II *		30.48	31.98	33.54	35.24	37.00	724
OR	ADMINISTRATIVE ANALYST I		25.96	27.25	28.63	30.04	31.53	744
1	ADMINISTRATIVE SECRETARY		24.71	25.72	26.74	27.73	28.84	108
1	SENIOR CRIME PREVENTION SPECIALIST		22.78	23.75	24.88	26.03	27.27	186
1	CRIME PREVENTION SPECIALIST		20.72	21.60	22.62	23.67	24.79	188
1	COMMUNITY SERVICE OFFICER		19.72	20.57	21.55	22.54	23.61	169
	RECORDS MANAGEMENT BUREAU							
1	POLICE RECORDS SUPERVISOR		25.91	27.20	28.52	29.99	31.40	751
2	SENIOR POLICE RECORDS CLERK		20.47	21.40	22.48	23.49	24.61	121
1	SECRETARY		18.81	19.68	20.65	21.62	22.65	106
15	POLICE RECORDS CLERK II		18.86	19.61	20.40	21.31	22.35	120
	PERSONNEL AND TRAINING BUREAU							
1	POLICE LIEUTENANT					53.40	56.00	555
1	POLICE OFFICER		33.60	35.21	36.93	38.71	40.55	515
OR	POLICE OFFICER TRAINEE		25.03	26.27				174
1	ADMINISTRATIVE ANALYST II *		30.48	31.98	33.54	35.24	37.00	724
OR	ADMINISTRATIVE ANALYST I		25.96	27.25	28.63	30.04	31.53	744
1	ADMINISTRATIVE SECRETARY		24.71	25.72	26.74	27.73	28.84	108
	JAIL BUREAU							
1	JAIL SUPERVISOR		29.82	31.35	32.91	34.52	36.28	784
4	SENIOR JAILER		23.91	24.93	26.14	27.34	28.66	168
15	COMMUNITY SERVICE OFFICER		19.72	20.57	21.55	22.54	23.61	169
	PROPERTY & EVIDENCE BUREAU							
1	PROPERTY & EVIDENCE SUPERVISOR		28.40	29.87	31.34	32.88	34.55	776
4	COMMUNITY SERVICE OFFICER *		19.72	20.57	21.55	22.54	23.61	169
1	POLICE RECORDS CLERK II		18.86	19.61	20.40	21.31	22.35	120
	CRIME SCENE UNIT							
1	POLICE IDENTIFICATION SPECIALIST		25.29	26.55	27.89	29.28	30.68	652
6	CRIME SCENE TECHNICIAN *		20.99	21.92	22.94	23.99	25.13	175
	COMMUNICATIONS							
1	OPERATIONS SUPPORT DIRECTOR		41.65	43.74	45.93	48.21	50.63	779
1	COMMUNICATIONS SUPERVISOR		29.82	31.35	32.91	34.52	36.28	773
4	SENIOR COMMUNICATIONS OPERATOR		26.12	27.44	28.81	30.24	31.76	164
13	COMMUNICATIONS OPERATOR		22.81	23.96	25.15	26.42	27.76	165
2	COMMUNICATIONS OPERATOR *	.50	22.81	23.96	25.15	26.42	27.76	165

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
	YOUTH & FAMILY SERVICES BUREAU							
2	POLICE SERGEANT				44.11	46.24	48.60	545
1	YOUTH & FAMILY SERVICES MANAGER *		39.10	41.05	43.09	45.18	47.49	790
14	POLICE OFFICER *		33.60	35.21	36.93	38.71	40.55	515
OR	POLICE OFFICER TRAINEE		25.03	26.27				174
2	COUNSELING SUPERVISOR *		31.58	33.20	34.86	36.60	38.42	737
10	FAMILY COUNSELOR I		26.11	27.41	28.78	30.11	31.68	632
2	POLICE RECORDS CLERK II *		18.86	19.61	20.40	21.31	22.35	120
	TRAFFIC ENFORCEMENT BUREAU							
1	POLICE SERGEANT				44.11	46.24	48.60	545
9	POLICE OFFICER		33.60	35.21	36.93	38.71	40.55	515
OR	POLICE OFFICER TRAINEE		25.03	26.27				174
3	COMMUNITY SERVICE OFFICER *		19.72	20.57	21.55	22.54	23.61	169
1	POLICE RECORDS CLERK II		18.86	19.61	20.40	21.31	22.35	120
2	TRAFFIC SAFETY ASSISTANT	.60					12.43	901
	ANIMAL SERVICES BUREAU							
1	ANIMAL SERVICES MANAGER		31.98	33.54	35.24	37.00	38.83	714
1	SENIOR ANIMAL CONTROL OFFICER		20.78	21.70	22.71	23.75	24.88	184
1	SENIOR POLICE RECORDS CLERK		20.47	21.40	22.48	23.49	24.61	121
2	ANIMAL CONTROL OFFICER		19.02	20.00	20.90	21.88	22.90	185
2	POLICE RECORDS CLERK II		18.86	19.61	20.40	21.31	22.35	120
1	SENIOR ANIMAL CARE ATTENDANT		17.92	18.72	19.44	20.27	21.29	183
1	VOLUNTEER PROGRAM ASSISTANT *		16.31	17.00	17.67	18.44	19.35	182
8	ANIMAL CARE ATTENDANT *		16.31	17.00	17.67	18.44	19.35	181
1	VETERINARY TECHNICIAN							103

FIRE DEPARTMENT

	ADMINISTRATION DIVISION							
1	FIRE CHIEF		61.62	64.63	67.86	71.19	74.50	1101
1	ADMINISTRATIVE ANALYST II		30.48	31.98	33.54	35.24	37.00	724
OR	ADMINISTRATIVE ANALYST I		25.96	27.25	28.63	30.04	31.53	744
1	ADMINISTRATIVE SECRETARY		24.71	25.72	26.74	27.73	28.84	108
1	SECRETARY		18.81	19.68	20.65	21.62	22.65	106
	SUPPORT SERVICES DIVISION							
1	DEPUTY FIRE CHIEF (40 HR)		52.62	55.18	57.89	60.74	63.79	1006
1	FIRE MARSHAL (40 HR)		47.87	50.28	52.72	55.32	58.03	1003
3	STAFF FIRE CAPTAIN (40 HR)				44.17	46.30	48.61	244
1	HAZARDOUS MATERIALS PROGRAM COORDINATOR		35.80	37.64	39.48	41.50	43.60	705
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	ENVIRONMENTAL SPECIALIST		30.97	32.52	34.14	35.85	37.63	677
2	HAZARDOUS MATERIALS INVESTIGATOR		29.49	30.97	32.52	34.12	35.85	676
1	SENIOR SECRETARY		21.51	22.36	23.28	24.12	25.06	107
1	PERMIT TECHNICIAN		19.17	19.95	20.73	21.64	22.74	180
1	ADMINISTRATIVE CLERK II		17.33	18.03	18.76	19.60	20.57	102
	OPERATIONS DIVISION							
1	DEPUTY FIRE CHIEF (40 HR)		52.62	55.18	57.89	60.74	63.79	1006
1	BATTALION CHIEF-SPECIAL ASSIGN (40 HR) *		47.87	50.28	52.72	55.32	58.03	1008
1	STAFF FIRE CAPTAIN (40 HR)				44.17	46.30	48.61	244

Number of Positions	Class Title		P.T.	Hourly Salary Range A	B	C	D	E	Job Code
1	EMERGENCY MEDICAL SERVICES COORD.			32.62	34.27	35.98	37.77	39.66	710
3	BATTALION CHIEF	(56 HR)		31.06	32.62	34.20	35.87	37.66	1004
OR	BATTALION CHIEF	(40 HR)		43.48	45.67	47.88	50.24	52.71	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			17.33	18.03	18.76	19.60	20.57	102
1	MAIL CLERK					9.73	10.22	10.73	134

PUBLIC WORKS DEPARTMENT

	ADMINISTRATION DIVISION								
1	DIRECTOR OF PUBLIC WORKS			60.01	63.01	66.16	69.48	72.95	1111
1	ADMINISTRATIVE ANALYST II			30.48	31.98	33.54	35.24	37.00	724
OR	ADMINISTRATIVE ANALYST I			25.96	27.25	28.63	30.04	31.53	744
1	ADMINISTRATIVE SECRETARY			24.71	25.72	26.74	27.73	28.84	108
1	ADMINISTRATIVE INTERN		.75					15.00	907
	ENGINEERING/TRANSPORTATION DIV								
1	DEPUTY DIRECTOR OF PUBLIC WORKS			49.09	51.55	54.15	56.87	59.72	1112
1	TRANSPORTATION/DEVELOPMENT MGR.			44.37	46.55	48.89	51.34	53.90	757
1	DESIGN & CONSTRUCTION SERVICES MGR			44.37	46.53	48.89	51.34	53.89	787
1	SENIOR CIVIL ENGINEER *			39.81	41.77	43.82	46.06	48.33	788
1	SENIOR TRANSPORTATION PLANNER			36.19	37.96	39.83	41.88	43.92	770
2	ASSOC TRANSPORTATION ENGINEER			34.98	36.74	38.52	40.48	42.45	608
6	ASSOC CIVIL ENGINEER *			34.98	36.74	38.52	40.48	42.45	606
1	SUPERVISING CONSTRUCTION INSPECTOR			34.29	36.05	37.78	39.67	41.65	780
1	SURVEY ENGINEER			33.83	35.51	37.32	39.16	41.11	778
1	ASSOCIATE TRANSPORTATION PLANNER			32.50	34.09	35.79	37.63	39.43	671
1	ADMINISTRATIVE ANALYST II			30.48	31.98	33.54	35.24	37.00	724
OR	ADMINISTRATIVE ANALYST I			25.96	27.25	28.63	30.04	31.53	744
1	ASSISTANT TRANSPORTATION ENGR			30.13	31.69	33.31	34.93	36.66	615
5	ASSIST CIVIL ENGINEER			30.13	31.69	33.31	34.93	36.66	602
1	REAL PROPERTY ASSOCIATE			29.42	30.95	32.52	34.09	35.78	667
2	SURVEYOR			28.44	29.85	31.34	32.90	34.55	612
8	CONSTRUCTION INSPECTOR			27.65	29.07	30.43	31.97	33.59	661
5	ENGINEERING TECHNICIAN			23.92	25.07	26.34	27.65	28.98	668
2	SENIOR SECRETARY			21.51	22.36	23.28	24.12	25.06	107
1	SECRETARY			18.81	19.68	20.65	21.62	22.65	106
1	ADMINISTRATIVE CLERK II			17.33	18.03	18.76	19.60	20.57	102
	LANDSCAPE MAINTENANCE DIVISION								
1	LANDSCAPE MAINTENANCE MANAGER			37.07	38.93	40.85	42.98	45.04	752
1	LANDSCAPE MAINTENANCE SUPERVISOR			31.13	32.71	34.31	36.05	37.80	761
1	GROUNDSKEEPER III			28.18	29.31	30.49	31.78	33.03	343
1	GROUNDSKEEPER II			23.23	24.15	25.15	26.03	27.04	342
OR	GROUNDSKEEPER I			21.11	21.95	22.86	23.65	24.59	338
4	TREE TRIMMER *			23.23	24.15	25.15	26.03	27.04	340
1	SENIOR SECRETARY			21.51	22.36	23.28	24.12	25.06	107
15	GROUNDSKEEPER I *			21.11	21.95	22.86	23.65	24.59	338
OR	LABORER			19.81	20.53	21.35	22.22	23.02	336

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
2	LABORER *		19.81	20.53	21.35	22.22	23.02	336
OR	GROUNDSKEEPER I		21.11	21.95	22.86	23.65	24.59	338
	LANDSCAPE - WATER CONSERVATION							
2	GROUNDSKEEPER II		23.23	24.15	25.15	26.03	27.04	342
1	GROUNDSKEEPER I		21.11	21.95	22.86	23.65	24.59	338
OR	LABORER		19.81	20.53	21.35	22.22	23.02	336
	STREET MAINTENANCE DIVISION							
1	STREETS MAINTENANCE MANAGER		37.07	38.93	40.85	42.98	45.04	756
1	STREETS MAINTENANCE SUPERVISOR		30.83	32.39	33.98	35.69	37.43	764
2	MAINTENANCE LEADER *		23.23	24.15	25.15	26.03	27.04	360
1	SENIOR SECRETARY		21.51	22.36	23.28	24.12	25.06	107
7	MAINTENANCE WORKER *		21.11	21.95	22.86	23.65	24.59	357
OR	LABORER		19.81	20.53	21.35	22.22	23.02	336
	TRAFFIC SERVICES							
1	SENIOR MAINTENANCE LEADER		28.18	29.31	30.49	31.78	33.03	367
1	MAINTENANCE LEADER		23.23	24.15	25.15	26.03	27.04	360
2	MAINTENANCE WORKER		21.11	21.95	22.86	23.65	24.59	357
OR	LABORER		19.81	20.53	21.35	22.22	23.02	336
	STORMWATER ADMINISTRATION-WPSC							
1	WATER POLLUTION CONTROL ADMIN		34.03	35.73	37.51	39.41	41.40	769
1	SR.WATER POLLUTION SOURCE CONT.INSP		30.62	32.22	33.83	35.44	37.23	680
1	ADMINISTRATIVE ANALYST II		30.48	31.98	33.54	35.24	37.00	724
OR	ADMINISTRATIVE ANALYST I		25.96	27.25	28.63	30.04	31.53	744
5	WATER POLLUTION SOURCE CONT.INSP.		27.82	29.27	30.61	32.19	33.78	679
5	SWEEPER EQUIPMENT OPERATOR		22.60	23.37	24.30	25.33	26.34	362
2	MAINTENANCE WORKER		21.11	21.95	22.86	23.65	24.59	357
OR	LABORER		19.81	20.53	21.35	22.22	23.02	336
1	SECRETARY		18.81	19.68	20.65	21.62	22.65	106
1	TECHNICAL INTERN	.50					15.00	908
	WATER-UTILITIES ADMINISTRATION							
1	DEPUTY DIRECTOR OF PUBLIC WORKS		49.09	51.55	54.15	56.87	59.72	1112
1	UTILITIES ENGINEER		38.50	40.38	42.41	44.56	46.76	765
1	ASSOC CIVIL ENGINEER		34.98	36.74	38.52	40.48	42.45	606
1	ADMINISTRATIVE ANALYST III		33.83	35.51	37.32	39.16	41.11	723
1	SENIOR UTILITY SERVICE REP.		28.05	29.45	30.85	32.43	34.02	373
1	SENIOR SECRETARY		21.51	22.36	23.28	24.12	25.06	107
	WATER-DISTRIBUTION							
1	UTILITIES OPERATIONS & MAINTENANCE MGR.		36.57	38.40	40.31	42.33	44.45	716
1	UTILITIES MAINTENANCE SUPERVISOR		32.34	33.97	35.66	37.44	39.31	766
1	SENIOR UTILITY LEADER		29.17	30.35	31.56	32.91	34.21	377
1	SENIOR UTILITY CUSTOMER SERVICE LEADER		28.18	29.31	30.49	31.78	33.03	378
3	UTILITY LEADER		24.06	25.01	26.04	26.95	28.00	374
1	CROSS CONNECTION CONTROL SPECIALIST		23.86	24.69	25.66	26.71	27.78	376
2	EQUIPMENT OPERATOR		23.59	24.46	25.43	26.46	27.54	361
1	STOREKEEPER - EXPEDITER		22.46	23.39	24.27	25.19	26.17	371
3	WATER METER MECHANIC		21.89	22.74	23.68	24.65	25.62	375
14	UTILITY WORKER		21.86	22.73	23.66	24.49	25.45	372
OR	LABORER		19.81	20.53	21.35	22.22	23.02	336

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
1	UTILITY SERVICE REPRESENTATIVE		20.07	21.00	22.00	23.06	24.16	370
2	WATER METER READER		20.43	21.23	22.11	22.90	23.82	369
1	WATER METER READER	.50	20.43	21.23	22.11	22.90	23.82	369
1	SECRETARY		18.81	19.68	20.65	21.62	22.65	106
	WATER-UTILITIES MAINTENANCE							
2	ELECTRICIAN II		28.86	30.01	31.19	32.51	33.85	329
OR	ELECTRICIAN I		25.97	27.03	28.12	29.30	30.48	328
1	ELECTRICIAN I		25.97	27.03	28.12	29.30	30.48	328
OR	ELECTRICIAN II		28.86	30.01	31.19	32.51	33.85	329
5	UTILITIES MAINTENANCE MECHANIC		26.04	27.06	28.12	29.24	30.43	325
2	UTILITIES SERVICE WORKER		21.86	22.73	23.66	24.49	25.45	368
	WATER-MAINTENANCE ADMIN							
1	UTILITIES SUPERINTENDENT		46.31	48.65	51.08	53.65	56.37	735
1	ADMINISTRATIVE SECRETARY		24.71	25.72	26.74	27.73	28.84	108
	WATER POLLUTION CNTL FACILITY							
1	WATER POLLUTION CONTROL FAC.MGR.		42.16	44.24	46.49	48.77	51.25	759
1	UTILITIES ENGINEER		38.50	40.38	42.41	44.56	46.76	765
1	WPCF OPERATIONS & MAINTENANCE MANAGER		36.57	38.40	40.31	42.33	44.45	717
1	LAB SUPERVISOR		34.03	35.73	37.51	39.41	41.40	702
1	WPCF MAINTENANCE SUPERVISOR		32.34	33.97	35.66	37.44	39.31	719
1	WPCF OPERATIONS SUPERVISOR		32.34	33.97	35.66	37.44	39.31	718
1	SR.WATER POLLUTION CONT.FAC.OPER.		29.44	30.88	32.44	34.10	35.73	354
1	SR.UTILITIES MAINTENANCE MECHANIC		28.86	30.28	31.80	33.43	35.05	331
2	ELECTRICIAN II		28.86	30.01	31.19	32.51	33.85	329
OR	ELECTRICIAN I		25.97	27.03	28.12	29.30	30.48	328
5	WPCF LEAD OPERATOR		27.53	28.63	29.76	30.94	32.19	351
3	LABORATORY TECHNICIAN		26.78	27.78	28.86	30.04	31.16	637
2	UTILITIES MAINTENANCE MECHANIC		26.04	27.06	28.12	29.24	30.43	325
6	WPCF OPERATOR		24.97	25.96	27.00	28.07	29.19	350
OR	OPERATOR-IN-TRAINING		20.50	21.32	22.21	22.96	23.85	347
1	SENIOR SECRETARY		21.51	22.36	23.28	24.12	25.06	107
2	MAINTENANCE WORKER		21.11	21.95	22.86	23.65	24.59	357
OR	LABORER		19.81	20.53	21.35	22.22	23.02	336
	COLLECTION SYSTEM MAINTENANCE							
1	SENIOR UTILITY LEADER		29.17	30.35	31.56	32.91	34.21	377
2	UTILITY LEADER		24.06	25.01	26.04	26.95	28.00	374
4	UTILITY WORKER		21.86	22.73	23.66	24.49	25.45	372
OR	LABORER		19.81	20.53	21.35	22.22	23.02	336
	AIRPORT							
1	AIRPORT MANAGER		40.07	42.03	44.17	46.34	48.69	713
1	AIRPORT OPERATIONS MANAGER		31.90	33.51	35.16	36.93	38.74	732
1	ADMINISTRATIVE ANALYST II		30.48	31.98	33.54	35.24	37.00	724
OR	ADMINISTRATIVE ANALYST I		25.96	27.25	28.63	30.04	31.53	744
1	ADMINISTRATIVE SECRETARY		24.71	25.72	26.74	27.73	28.84	108
1	AIRPORT MAINTENANCE LEADER		24.38	25.27	26.28	27.36	28.46	302
3	AIRPORT MAINTENANCEWORKER		22.17	22.98	23.89	24.88	25.90	303
1	ADMINISTRATIVE CLERK II		17.33	18.03	18.76	19.60	20.57	102
1	AIRPORT ATTENDANT		16.47	17.19	17.83	18.60	19.53	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							
1	SOLID WASTE MANAGER		33.83	35.51	37.32	39.16	41.11	727
1	RECYCLING SPECIALIST		26.07	27.37	28.71	30.17	31.67	636
1	SECRETARY		18.81	19.68	20.65	21.62	22.65	106
	LIBRARY DEPARTMENT							
	LIBRARY PROGRAM							
1	LIBRARY DIRECTOR		53.31	56.01	58.77	61.70	64.80	1117
1	LIBRARY SYSTEMS MANAGER		28.71	30.24	31.66	33.25	34.92	762
3	SUPERVISING LIBRARIAN I		28.71	30.24	31.66	33.25	34.92	736
1	LIBRARY OPERATIONS MANAGER		27.03	28.42	29.95	31.52	33.17	768
1	LIBRARIAN II *		24.78	26.02	27.28	28.68	30.02	626
1	LIBRARIAN II	.50	24.78	26.02	27.28	28.68	30.02	626
1	ADMINISTRATIVE SECRETARY		24.71	25.72	26.74	27.73	28.84	108
1	INFORMATION SYSTEMS SUPPORT TECHNICIAN		23.08	24.22	25.46	26.72	28.01	633
6	LIBRARIAN I *		22.47	23.60	24.77	25.96	27.28	625
7	LIBRARIAN I *	.50	22.47	23.60	24.77	25.96	27.28	625
3	LEAD LIBRARY ASSISTANT		19.92	20.94	21.94	23.02	24.22	191
1	DATA SYSTEMS OPERATOR *		18.73	19.59	20.55	21.51	22.54	160
3	SENIOR LIBRARY ASSISTANT		18.67	19.51	20.40	21.30	22.32	189
4	LIBRARY ASSISTANT *		17.26	18.06	18.87	19.75	20.68	187
13	LIBRARY ASSISTANT *	.50	17.26	18.06	18.87	19.75	20.68	187
7	SENIOR LIBRARY PAGE *	.60					12.47	199
23	LIBRARY PAGE *	.30					11.25	198
	LITERACY PROGRAM							
1	LITERACY PROGRAM COORDINATOR		22.47	23.60	24.77	25.96	27.28	623
1	LIBRARY ASSISTANT		17.26	18.06	18.87	19.75	20.68	187
1	ADMINISTRATIVE CLERK I	.25	15.26	16.07	16.88	17.78	18.71	101
	COMMUNITY&ECON.DEV.DEPARTMENT							
	PLANNING DIVISION							
1	PLANNING MANAGER		43.92	46.13	48.45	50.88	53.46	797
1	PRINCIPAL PLANNER		39.81	41.77	43.82	46.06	48.33	720
1	DEVELOPMENT REVIEW ENGINEER		39.05	40.98	43.01	45.21	47.42	781
1	SENIOR PLANNER *		36.19	37.96	39.83	41.88	43.92	796
1	LANDSCAPE ARCHITECT		36.19	37.96	39.83	41.88	43.92	753
3	ASSOC PLANNER		32.50	34.09	35.79	37.63	39.43	650
2	ASSISTANT PLANNER		26.67	27.97	29.48	30.92	32.50	624
1	DEVELOPMENT REVIEW SPECIALIST		26.67	27.97	29.48	30.92	32.50	604
2	SENIOR SECRETARY		21.51	22.36	23.28	24.12	25.06	107
1	SECRETARY		18.81	19.68	20.65	21.62	22.65	106
2	ADMINISTRATIVE CLERK II		17.33	18.03	18.76	19.60	20.57	102
	ADVANCE PLANNING							
1	SENIOR PLANNER		36.19	37.96	39.83	41.88	43.92	796
1	ASSOC PLANNER *		32.50	34.09	35.79	37.63	39.43	650
2	GRAPHICS/PLANNING TECHNICIAN *	.50	22.61	23.72	24.97	26.21	27.49	627
1	ADMINISTRATIVE INTERN *	.50					15.00	907

Number of Positions	Class Title	P.T.	Hourly Salary Range A	B	C	D	E	Job Code
	BUILDING DIVISION							
1	CITY BUILDING OFFICIAL		43.92	46.13	48.45	50.88	53.46	740
1	PLAN CHECKING ENGINEER		36.69	38.47	40.41	42.50	44.68	610
1	SUPERVISING BUILDING INSPECTOR		33.86	35.57	37.35	39.21	41.16	741
1	SENIOR PLAN CHECKER *		32.33	34.01	35.67	37.42	39.32	611
1	SR. BUILDING INSPECTOR/STRUCTURAL		31.61	33.19	34.77	36.51	38.94	663
1	SR. BUILDING INSPECTOR/PLUM-MECH.		31.61	33.19	34.77	36.51	38.94	659
1	SR. BUILDING INSPECTOR/ELECTRICAL		31.61	33.19	34.77	36.51	38.94	658
3	PLAN CHECKER		30.01	31.60	33.20	34.78	36.51	609
6	BUILDING INSPECTOR *		28.50	29.83	31.35	32.94	35.10	656
1	SR HOUSING INSPECTOR		28.76	30.18	31.67	33.25	34.90	657
4	HOUSING INSPECTOR		26.07	27.37	28.71	30.17	31.67	660
1	SENIOR SECRETARY		21.51	22.36	23.28	24.12	25.06	107
2	PERMIT TECHNICIAN		19.17	19.95	20.73	21.64	22.74	180
1	SECRETARY		18.81	19.68	20.65	21.62	22.65	106
2	ADMINISTRATIVE CLERK II		17.33	18.03	18.76	19.60	20.57	102
	REDEVELOPMENT AGENCY ADMIN.							
1	REDEVELOPMENT DIRECTOR		42.96	45.08	47.35	49.72	52.20	795
2	REDEVELOPMENT PROJECT MANAGER *		36.19	37.96	39.83	41.88	43.92	794
1	REDEVELOPMENT SPECIALIST		30.42	31.94	33.50	35.21	36.93	649
1	SENIOR SECRETARY		21.51	22.36	23.28	24.12	25.06	107
	HOMEOWNERSHIP PROGRAM							
1	HOME OWNERSHIP COORDINATOR		26.71	28.05	29.41	30.91	32.42	605
1	SECRETARY		18.81	19.68	20.65	21.62	22.65	106
	CED - ADMINISTRATION DIVISION							
1	DIR.OF COMMUNITY & ECON. DEV.		57.52	60.39	63.45	66.65	69.99	1115
1	ADMINISTRATIVE ANALYST II		30.48	31.98	33.54	35.24	37.00	724
OR	ADMINISTRATIVE ANALYST I		25.96	27.25	28.63	30.04	31.53	744
1	ADMINISTRATIVE SECRETARY		24.71	25.72	26.74	27.73	28.84	108
	NEIGHBORHD & ECONOMIC DEV DIV							
1	NEIGHBORHOOD & ECONOMIC DEVELOPMENT MNGR		43.92	46.13	48.45	50.88	53.46	799
1	SOCIAL SERVICES PLANNING MANAGER		37.42	39.27	41.22	43.32	45.45	785
1	HOUSING DEVELOPMENT SPECIALIST		30.42	31.94	33.50	35.21	36.93	674
2	ECONOMIC DEVELOPMENT SPECIALIST *		30.42	31.94	33.50	35.21	36.93	669
1	COMMUNITY DEVELOPMENT SPECIALIST		30.42	31.94	33.50	35.21	36.93	647
1	SR PROPERTY REHABILITATION SPECIALIST		29.42	30.89	32.43	34.05	35.80	673
2	PROPERTY REHABILITATION SPECIALIST		28.02	29.48	30.98	32.50	34.09	665
1	PARATRANSIT COORDINATOR		26.71	28.05	29.41	30.91	32.42	664
2	COMMUNITY PROGRAMS SPECIALIST		23.08	24.22	25.46	26.72	28.01	670
2	SECRETARY		18.81	19.68	20.65	21.62	22.65	106
1	SECRETARY *	.50	18.81	19.68	20.65	21.62	22.65	106
1	ADMINISTRATIVE INTERN *	.50					15.00	907
	COMM PRESERVATION PROGRAM							
1	SR.COMMUNITY PRESERVATION INSPECTOR		28.48	29.92	31.31	32.93	36.23	620
6	COMMUNITY PRESERVATION INSPECTOR *		26.56	27.89	29.30	30.78	32.34	617
1	SECRETARY		18.81	19.68	20.65	21.62	22.65	106

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

Legend:

* = Indicates classification has frozen position(s).