



Office of the City Manager

REVISED AGENDA MATERIAL for Supplemental Packet 3

Meeting Date: July 29, 2021

Item Number: 5

Item Description: Unrepresented Employee Salaries and Salary Adjustments to Median for Police Chief and Assistant City Attorney

Submitted by: LaTanya Bellow, Human Resources Director

The Unrepresented Employees Salary Adjustments Report is amended to include Police Chief and Assistant City Attorney median salaries exceeds the fiscal authority and salary adjustments are effective in the first full pay period following Council adoption on July 20, 2021 and rescinding Resolution No. 68,534-N.S.



Office of the City Manager

CONSENT CALENDAR
July 29, 2021

To: Honorable Mayor and Members of the City Council
From: Dee Williams-Ridley, City Manager
Submitted by: LaTanya Bellow, Director of Human Resources
Subject: Unrepresented Employee Salaries and Salary Adjustments to Median for Police Chief and Assistant City Attorney.

RECOMMENDATION

Adopt one Resolution: 1) approving amended salary adjustment to make salary table corrections for the Unrepresented Employees in Units Z-1; Z-2; Z-3; Z-6; and Z-9, and simultaneously adopt a median salary adjustment for Police Chief and Assistant City Attorney effective upon Council adoption and rescinding Resolution No. 68,534-N.S.

FISCAL IMPACTS OF RECOMMENDATION

The City is amending the Unrepresented salary table to ensure the correct rates are paid at the end of the first full pay period after Council's initial adoption on July 20, 2021. Additionally, for equity reasons and to remain competitive in the surrounding labor market, the City is proposing that the Police Chief classification receives a median adjustment of 14.73% and the Assistant City Attorney class be adjusted to 25.62%. These classifications are included on the salary table for the Unrepresented group, though the proposed salary adjustments for these two classes are above the 8% wage increase for all Unrepresented employees. It is important to also note that these salary changes to Police Chief and Assistant City Attorney are necessary before these vacancies are advertised for recruitment.

The corrections to the Unrepresented salaries has no fiscal impact over what was adopted on July 20, 2021 by Resolution No. 68,538-N.S. The new median adjustments for Police Chief and Assistant City Attorney are expected to have a limited impact on the overall budget as these proposed salary adjustments effect only two classifications in the City service. The funding for these salary increases and adjustments come from the general fund and other funding sources.

CURRENT SITUATION AND ITS EFFECTS

Currently, the City is planning to engage in a recruitment to fill the Police Chief and Assistant City Attorney positions as they are critical for City safety and legal operations. The salaries are significantly below market for both classifications making the pending recruitments less competitive as compared to comparable jurisdictions.

BACKGROUND

The unrepresented salary table needs to be corrected as it omitted the increases from the Living Wage Ordinance applied to several classifications in June 13, 2021.

The salary adjustment for the Police Chief and Assistant City Attorney classifications is based on a salary survey of neighboring jurisdictions with the same or similar classifications. The results of the survey indicated a significant pay disparity with comparable agencies within the region as compared to the City's pay structure for Police Chief and Assistant City Attorney.

There are approximately 101 Unrepresented employees divided into seven (7) representational units: Z-1, Z-2, Z-3, Z-6, Z-9, X-1, and X-2.

ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects or opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

In a separate item on the July 20, 2021 Agenda, City Council approved salary and benefit adjustments for other labor groups. It has been a longstanding City practice that salary increases for Unrepresented employees mirror the other labor groups representing the same or similar classifications in order to maintain internal equity and external competitiveness.

The salaries for the Police Chief and Assistant City Attorney classifications are significantly below the median for comparable agencies. The salary adjustments should be adopted by Council in order to make the salaries for these two positions more competitive as the City begins recruitment for both of these classifications.

ALTERNATIVE ACTIONS CONSIDERED

None

CONTACT PERSON

LaTanya Bellow, Director of Human Resources, 981-6807

Attachments:

1: Resolution: Approving a New Salary Resolution for Unrepresented Employees and Rescinding Resolution No. 68,534 N.S.

Exhibit A: Unrepresented Employees Classification/Salary Resolution Period:
July 25, 2021 to the first full pay period in July 2022

Exhibit B: Unrepresented Employees Classification/Salary Resolution Period:
Effective the first full pay period in July 2023

Exhibit C: Unrepresented Employees Classification/Salary Resolution Period:
Effective the first full pay period July 2024

RESOLUTION NO. ##,###-N.S.

APPROVING A NEW SALARY RESOLUTION FOR UNREPRESENTED EMPLOYEES AND RESCINDING RESOLUTION NO. 68,534-N.S.

WHEREAS, under City Charter Section 32, the City Council is responsible to fix the compensation of all officers and employees of the City on recommendation of the City Manager; and

WHEREAS, in a separate agenda item on July 20, 2021, the City Council City Council considered a new Memorandum Agreement with Service Employees International Union Local 1021 Maintenance and Clerical Chapters that provides for a three-year contract and wage increases over the three-year period; and

WHEREAS, the City Manager is recommending similar changes in terms and conditions for the unrepresented employees in Units X-1 (Unrepresented Hourly Non-Career); X-2 (Retired Annuitants); Z-1 (Confidential and Executive Management Employees); Z-2 (Confidential Professional Employees); Z-3 (Confidential Clerical Employees); and Z-9 (Unrepresented at-will positions in the Rent Stabilization Program); and

WHEREAS, it is necessary for the City Council to adopt a new Salary Resolution to reflect the salary adjustments reflected in the new Unrepresented Employee Manual including the salary adjustments for Police Chief and Assistant City Attorney;

NOW THEREFORE, BE IT RESOLVED that the Council of the City of Berkeley adopts a new Salary Resolution for employees in Unrepresented Employees in Units X-1; X-2; Z-1; Z-2; Z-3; Z-6; and Z-9, for the period July 25, 2021 through June 26, 2024 to incorporate changes to the salary schedule as shown in Exhibit A (Effective July 25, 2021); Exhibit B (Effective July 2022) Exhibit C (Effective July 2023) attached hereto and made a part thereof.

BE IT FURTHER RESOLVED that Resolution No. 68,534-N.S. is hereby rescinded.

Exhibits

- A: Service Employees International Union Local 1021 Maintenance and Clerical Chapters Classification/Salary Resolution: Effective July 25, 2021
- B: Service Employees International Union Local 1021 Maintenance and Clerical Chapters Classification/Salary Resolution: Effective July 2022
- C: Service Employees International Union Local 1021 Maintenance and Clerical Chapters Classification/Salary Resolution Period: Effective July 2023

EXHIBIT A

Unrepresented Employees
Salary Ranges in Effect from July 25, 2021
(4.0% Salary Increase)

| Job Code | Classification Title | Unit | Grade | FLSA | AL/OT | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|----------|---------------------------|------|-------|------|-------|----------|---------|---------|---------|----------|---------|
| 42391 | ACCT OFF SPEC II UNREP | Z3 | 803 | N | OT | 0.0000 | 0.0000 | 31.9015 | 33.4866 | 35.0262 | |
| 42401 | ACCT OFF SPEC III UNREP | Z3 | 302 | N | OT | 0.0000 | 0.0000 | 36.4473 | 38.1967 | 39.9823 | |
| 42431 | ACCT OFF SPEC SUP UNREP | Z3 | 531 | N | OT | 36.8664 | 38.8614 | 40.9296 | 43.0527 | 45.0931 | |
| 14631 | ADM FIS SVS MGR UNRP | Z2 | 795 | Y | AL | 54.0728 | 56.7807 | 59.6197 | 62.6044 | 65.7347 | 68.9594 |
| 41071 | ADMIN ASSISTANT UNREP | Z3 | 732 | N | OT | 36.1957 | 38.1907 | 40.2589 | 42.3820 | 44.4225 | |
| 23180 | ADMIN HEARING EXAMINER | Z2 | 148 | Y | AL | 50.5722 | 52.9772 | 55.6194 | 58.3435 | 61.1311 | |
| 46130 | ADMIN SECRETARY | Z3 | 327 | N | OT | 36.9518 | 38.6191 | 40.4413 | 42.3454 | 44.2767 | |
| 28130 | ADMIN STAFF ASSISTANT | Z2 | 704 | N | OT | 37.9994 | 40.0957 | 42.2725 | 44.4417 | 46.6476 | |
| 65192 | AQUATICS SPEC I HRLY | X1 | 785 | | | 19.3300 | 19.3300 | 19.3300 | 19.3300 | 19.3300 | 20.4806 |
| 65540 | AQUATICS SPEC II | Z2 | 787 | N | OT | 0.0000 | 0.0000 | 0.0000 | 25.9282 | 28.1238 | |
| 27030 | ASSOC HR ANALYST | Z2 | 216 | Y | AL | 48.9594 | 51.1824 | 53.7972 | 56.2841 | 58.9535 | |
| 28101 | ASSOC MGMT ANALYST UNRP | Z2 | 229 | N | OT | 47.3286 | 49.3695 | 51.6010 | 53.8519 | 56.1839 | |
| 12130 | ASST CITY ATTORNEY | Z1 | 027 | Y | AL | 93.2368 | 0.0000 | 0.0000 | 0.0000 | 124.7442 | |
| 14610 | ASST CITY CLERK | Z2 | 099 | Y | AL | 52.3305 | 54.8265 | 57.5506 | 60.3748 | 63.2538 | |
| 11180 | ASST CITY MANAGER | Z1 | 015 | Y | AL | 83.5738 | 0.0000 | 0.0000 | 0.0000 | 114.9009 | |
| 27040 | ASST HR ANALYST | Z2 | 217 | N | OT | 39.5000 | 41.4783 | 43.5628 | 45.7534 | 48.0501 | |
| 28091 | ASST MGMT ANALYST UNREP | Z2 | 226 | N | OT | 38.1636 | 39.8035 | 41.4250 | 43.1471 | 45.0056 | |
| 18010 | ASST TO THE CITY MGR | Z1 | 112 | Y | AL | 64.3932 | 0.0000 | 0.0000 | 0.0000 | 84.6207 | |
| 28880 | ASST TO THE MAYOR | Z2 | 249 | Y | AL | 41.9866 | 0.0000 | 0.0000 | 0.0000 | 78.9782 | |
| 13010 | AUDIT MANAGER | Z1 | 583 | Y | AL | 58.3199 | 0.0000 | 0.0000 | 0.0000 | 76.3496 | |
| 27070 | BENEFITS SPECIALIST | Z2 | 596 | N | AL | 44.4772 | 46.6911 | 49.0413 | 51.4742 | 53.6147 | |
| 13230 | BUDGET MANAGER | Z1 | 597 | Y | AL | 67.9130 | 0.0000 | 0.0000 | 0.0000 | 90.8498 | |
| 41042 | CASHIER ATTENDANT HOURLY | X1 | 902 | | | 19.3300 | 19.3300 | 20.1998 | 23.8099 | 27.4030 | 27.4030 |
| 51052 | CAMP MAINTENANCE MECH HRL | X1 | 889 | | | 34.2125 | 0.0000 | 0.0000 | 0.0000 | 40.7750 | |
| 65672 | CAMP MEDICAL STAFF MEMBER | X1 | 748 | | | 68.7042 | 0.0000 | 0.0000 | 0.0000 | 103.0563 | |
| 65642 | CAMP STAFF LEADER | X1 | 747 | | | 68.7042 | 0.0000 | 0.0000 | 0.0000 | 103.0563 | |
| 65632 | CAMP STAFF MEMBER | X1 | 746 | | | 45.8028 | 0.0000 | 0.0000 | 0.0000 | 68.7042 | |
| 65682 | CAMP STAFF SUPERVISOR | X1 | 749 | | | 103.0563 | 0.0000 | 0.0000 | 0.0000 | 148.8591 | |
| 13200 | CAPITAL IMPRV PROG MGR | Z1 | 606 | Y | AL | 74.2213 | 0.0000 | 0.0000 | 0.0000 | 99.3020 | |
| 81680 | CERT INSTRUCTOR | X1 | 624 | | | 33.6031 | 0.0000 | 0.0000 | 0.0000 | 33.6031 | |
| 11070 | CITY ATTORNEY | Z1 | 010 | Y | AL | 139.2692 | 0.0000 | 0.0000 | 0.0000 | 139.2692 | |
| 11020 | CITY AUDITOR | Z1 | 006 | Y | AL | 87.7331 | 0.0000 | 0.0000 | 0.0000 | 87.7331 | |
| 11200 | CITY CLERK | Z1 | 016 | Y | AL | 81.1268 | 0.0000 | 0.0000 | 0.0000 | 111.5254 | |
| 11010 | CITY MANAGER | Z1 | 005 | Y | AL | 150.7167 | 0.0000 | 0.0000 | 0.0000 | 150.7167 | |
| 23020 | DEP CITY ATTORNEY I | Z2 | 136 | Y | AL | 51.1735 | 53.8336 | 56.6759 | 59.6824 | 62.8526 | |
| 23030 | DEP CITY ATTORNEY II | Z2 | 138 | Y | AL | 60.7120 | 64.6933 | 68.1005 | 71.7175 | 75.5164 | |
| 23110 | DEP CITY ATTORNEY III | Z2 | 141 | Y | AL | 77.1195 | 81.1648 | 83.4516 | 87.8428 | 92.4981 | |
| 13660 | DEP CITY AUD PAY MGMT | Z1 | 067 | Y | AL | 64.3932 | 0.0000 | 0.0000 | 0.0000 | 84.6207 | |
| 12190 | DEP CITY CLERK | Z1 | 028 | Y | AL | 64.3932 | 0.0000 | 0.0000 | 0.0000 | 84.6207 | |
| 11030 | DEP CITY MANAGER | Z1 | 007 | Y | AL | 88.1788 | 0.0000 | 0.0000 | 0.0000 | 129.6867 | |
| 12110 | DEP DIR OF LIB SVCS | Z1 | 026 | Y | AL | 64.3932 | 0.0000 | 0.0000 | 0.0000 | 84.6207 | |
| 12300 | DEP DIR OF PLANNING | Z1 | 038 | Y | AL | 69.9633 | 0.0000 | 0.0000 | 0.0000 | 93.5984 | |
| 12310 | DEP DIR OF RNT STB PRG | Z9 | 783 | Y | AL | 64.3870 | 0.0000 | 0.0000 | 0.0000 | 84.6175 | |
| 12280 | DEP DIR PRKS/REC/WTRFR | Z1 | 688 | Y | AL | 69.9650 | 0.0000 | 0.0000 | 0.0000 | 93.6007 | |
| 12270 | DEP DIRECTOR OF FINANCE | Z1 | 035 | Y | AL | 64.3932 | 0.0000 | 0.0000 | 0.0000 | 84.6207 | |
| 12320 | DEP DIRECTOR OF HHCS | Z1 | 801 | Y | AL | 69.9650 | 0.0000 | 0.0000 | 0.0000 | 93.6007 | |

Unrepresented Employee Salaries and Salary Adjustments
to Median for Police Chief and Assistant City Attorney

CONSENT Calendar
July 29, 2021

| Job Code | Classification Title | Unit | Grade | FLSA | AL/OT | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|----------|---------------------------|------|-------|------|-------|----------|----------|---------|---------|----------|---------|
| 12260 | DEP DIRECTOR OF HR | Z1 | 033 | Y | AL | 64.3932 | 0.0000 | 0.0000 | 0.0000 | 84.6207 | |
| 12090 | DEP DIRECTOR PUB WRK REG | Z1 | 025 | Y | AL | 69.9650 | 0.0000 | 0.0000 | 0.0000 | 93.6007 | |
| 12050 | DEP DIRECTOR PUBLIC WORKS | Z1 | 023 | Y | AL | 69.9650 | 0.0000 | 0.0000 | 0.0000 | 93.6007 | |
| 12040 | DEPUTY FIRE CHIEF | Z1 | 022 | Y | AL | 93.3587 | 0.0000 | 0.0000 | 0.0000 | 113.2745 | |
| 28970 | DIGITAL COMNCATNS COORD | Z2 | 773 | Y | AL | 50.3936 | 53.0459 | 55.8378 | 58.7753 | 61.8701 | |
| 11130 | DIR OF HLTH/HSG/COM SVC | Z1 | 800 | Y | AL | 84.5469 | 0.0000 | 0.0000 | 0.0000 | 116.2598 | |
| 11080 | DIR OF HUMAN RESOURCES | Z1 | 011 | Y | AL | 81.1268 | 0.0000 | 0.0000 | 0.0000 | 111.5254 | |
| 11150 | DIR OF LIBRARY SVCS | Z1 | 014 | Y | AL | 81.1268 | 0.0000 | 0.0000 | 0.0000 | 111.5254 | |
| 11120 | DIR OF PRKS/REC/WTRFR | Z1 | 586 | Y | AL | 84.5469 | 0.0000 | 0.0000 | 0.0000 | 116.2598 | |
| 11040 | DIRECTOR OF FINANCE | Z1 | 008 | Y | AL | 81.1268 | 0.0000 | 0.0000 | 0.0000 | 111.5254 | |
| 11270 | DIRECTOR OF INFO TECH | Z1 | 648 | Y | AL | 81.1268 | 0.0000 | 0.0000 | 0.0000 | 111.5254 | |
| 11240 | DIRECTOR OF PLANNING | Z1 | 019 | Y | AL | 81.1268 | 0.0000 | 0.0000 | 0.0000 | 111.5254 | |
| 11110 | DIRECTOR OF PUBLIC WRKS | Z1 | 013 | Y | AL | 84.5469 | 0.0000 | 0.0000 | 0.0000 | 116.2598 | |
| 42920 | DRAFTING AIDE | Z2 | 311 | N | OT | 0.0000 | 0.0000 | 25.4729 | 27.0125 | 29.1717 | |
| 13740 | ECONOMIC DEV MGR | Z1 | 629 | Y | AL | 72.0539 | 0.0000 | 0.0000 | 0.0000 | 96.3898 | |
| 27180 | EEO & DIVERSITY OFFCR | Z2 | 222 | Y | AL | 52.0386 | 54.5350 | 57.2045 | 60.0104 | 62.8985 | |
| 14020 | EMPLOYEE RELATIONS MGR | Z1 | 221 | Y | AL | 62.8707 | 0.0000 | 0.0000 | 0.0000 | 81.6964 | |
| 11050 | FIRE CHIEF | Z1 | 009 | Y | AL | 85.8046 | 0.0000 | 0.0000 | 0.0000 | 117.9217 | |
| 12230 | HEALTH OFFICER | Z1 | 031 | Y | AL | 97.5372 | 0.0000 | 0.0000 | 0.0000 | 110.7999 | |
| 12240 | HEALTH OFFICER (CERT) | Z1 | 552 | Y | AL | 102.6761 | 0.0000 | 0.0000 | 0.0000 | 116.6398 | |
| 13800 | HUMAN RESOURCES MANAGER | Z1 | 735 | Y | AL | 62.8272 | 0.0000 | 0.0000 | 0.0000 | 81.6446 | |
| 47010 | HUMAN RESOURCES TECH | Z3 | 549 | N | OT | 36.9122 | 38.9520 | 41.0678 | 43.2293 | 45.3148 | |
| 12330 | INFO SECURITY MANAGER | Z1 | 764 | Y | AL | 71.9740 | 75.7619 | 79.7499 | 83.9439 | 88.3647 | |
| 12210 | INFO SYS MANAGER | Z1 | 029 | Y | AL | 67.3504 | 70.6555 | 74.0334 | 77.6803 | 81.4002 | |
| 36051 | INFO SYS SUP TECH UNREP | Z3 | 671 | N | OT | 35.7313 | 37.0431 | 38.4275 | 39.8582 | 41.3522 | |
| 99010 | INTERN | X1 | 551 | | | 0.0000 | 19.6022 | 20.9743 | 22.4425 | 24.0135 | |
| 23100 | LAW CLERK | X1 | 139 | | | 0.0000 | 0.0000 | 30.3825 | 32.9542 | 35.4661 | |
| 43010 | LEGAL OFFICE SUPERVISOR | Z3 | 643 | N | OT | 41.5983 | 43.5112 | 45.6796 | 47.6749 | 49.8887 | |
| 46330 | LEGAL SECRETARY | Z3 | 334 | N | OT | 0.0000 | 0.0000 | 36.2502 | 38.1636 | 39.1383 | |
| 26330 | LIBRARY LITERACY INSTRUCT | X1 | 712 | | | 34.8490 | 36.5886 | 38.4209 | 40.3344 | 42.3522 | |
| 24140 | OCC HEALTH&SAFETY OFF | Z2 | 157 | Y | AL | 50.5449 | 52.9316 | 55.5644 | 58.2796 | 61.0763 | |
| 24150 | OCC HEALTH&SAFETY SPEC | Z2 | 247 | N | OT | 44.4783 | 46.6912 | 49.0425 | 51.4812 | 53.6214 | |
| 47041 | OFFICE SPEC I UNREP | Z3 | 341 | N | OT | 0.0000 | 0.0000 | 26.6387 | 28.0329 | 29.3448 | |
| 47031 | OFFICE SPEC II UNREP | Z3 | 680 | N | OT | 0.0000 | 0.0000 | 31.2307 | 32.8160 | 34.3556 | |
| 47051 | OFFICE SPEC III UNREP | Z3 | 292 | N | OT | 0.0000 | 0.0000 | 35.7767 | 37.5261 | 39.3114 | |
| 47081 | OFFICE SPEC SUP UNREP | Z3 | 682 | N | OT | 36.1957 | 38.1907 | 40.2589 | 42.3820 | 44.4225 | |
| 49030 | PARALEGAL | Z2 | 792 | N | OT | 37.7374 | 39.4917 | 41.4426 | 43.2918 | 45.2209 | |
| 24290 | PHYSICIAN | X1 | 161 | | | 98.7111 | 0.0000 | 0.0000 | 0.0000 | 98.7111 | |
| 65122 | PLAYGROUND LEADER TRAINEE | X1 | 405 | | | 0.0000 | 0.0000 | 0.0000 | 19.3300 | 19.3300 | |
| 71172 | POLICE AIDE | X1 | 466 | | | 19.3300 | 19.3300 | 20.1998 | 23.8099 | 27.403 | 27.403 |
| 11100 | POLICE CHIEF | Z1 | 012 | Y | AL | 102.5144 | 0.0000 | 0.0000 | 0.0000 | 140.8796 | |
| 71140 | POLICE OFFICER RECRUIT | Z2 | 465 | N | OT | 41.9237 | 0.0000 | 0.0000 | 0.0000 | 41.9237 | |
| 28780 | POLICE RVW COMM INVEST | Z2 | 246 | N | OT | 48.6773 | 50.9546 | 53.4692 | 55.9559 | 58.6621 | |
| 14730 | POLICE RVW COMM OFFICER | Z1 | 106 | Y | AL | 62.8707 | 0.0000 | 0.0000 | 0.0000 | 81.6964 | |
| 13550 | PUBLIC HEALTH PROG PHYSI | X1 | 774 | | | 69.2457 | 72.7133 | 76.3663 | 80.1468 | 84.1479 | |
| 71082 | RESERVE POLICE OFFCR I H | X1 | 520 | | | 19.3300 | 19.3300 | 0.0000 | 0.0000 | 0.0000 | 31.9211 |
| 71092 | RESERVE POLICE OFFCR II H | X1 | 519 | | | 19.3300 | 19.3300 | 0.0000 | 0.0000 | 0.0000 | 24.2987 |
| 10000 | RETIRED ANNUITANT HOURLY | X2 | 805 | | | 19.3300 | 137.2158 | 0.0000 | 0.0000 | 142.7045 | 0.0000 |
| 71210 | SCHOOL CROSSING GUARD | X1 | 468 | | | 25.6427 | 0.0000 | 0.0000 | 0.0000 | 25.6427 | |
| 46010 | SECRETARY TO CITY MGR | Z3 | 323 | N | OT | 41.4068 | 43.3566 | 45.5248 | 47.6204 | 49.8431 | |
| 65590 | SENIOR AQUATICS SPEC | Z2 | 789 | N | OT | 0.0000 | 0.0000 | 0.0000 | 30.0737 | 32.0522 | |
| 27160 | SENIOR HR ANALYST | Z2 | 220 | Y | AL | 54.3343 | 56.9036 | 59.7280 | 62.6529 | 65.6588 | |

Unrepresented Employee Salaries and Salary Adjustments
to Median for Police Chief and Assistant City Attorney

CONSENT Calendar
July 29, 2021

| Job Code | Classification Title | Unit | Grade | FLSA | AL/OT | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|----------|------------------------------|------|-------|------|-------|----------|---------|---------|---------|----------|--------|
| 46050 | SENIOR LEGAL SECRETARY | Z3 | 324 | N | OT | 37.7446 | 39.4940 | 41.4346 | 43.2839 | 45.2244 | |
| 28111 | SENIOR MGMT ANLST UNREP | Z2 | 233 | Y | AL | 52.3306 | 54.8266 | 57.5506 | 60.3748 | 63.2538 | |
| 23150 | STAFF ATTORNEY I | Z2 | 145 | Y | AL | 51.1735 | 53.8336 | 56.6759 | 59.6824 | 62.8526 | |
| 23160 | STAFF ATTORNEY II | Z2 | 146 | Y | AL | 60.7120 | 64.6934 | 68.1005 | 71.7175 | 75.5165 | |
| 23170 | STAFF ATTORNEY III | Z2 | 147 | Y | AL | 77.1196 | 81.1738 | 83.4423 | 87.8428 | 92.4981 | |
| 24580 | SUPERV PSYCHIATRIST | Z1 | 180 | Y | AL | 119.0089 | 0.0000 | 0.0000 | 0.0000 | 144.6601 | |
| 65432 | SWIM CENTER MANAGER HRLY | X1 | 522 | | | 0.0000 | 0.0000 | 0.0000 | 30.1176 | 32.0425 | |
| 27120 | TRAINING OFFICER | Z2 | 219 | Y | AL | 57.1225 | 60.0470 | 62.9986 | 66.0504 | 69.1664 | |
| 67200 | VEGETATION REDUCTION SUPV | X1 | 453 | | | 38.0081 | 0.0000 | 0.0000 | 0.0000 | 38.0081 | |
| 27050 | WORKERS COMP ANALYST | Z2 | 599 | N | OT | 48.9595 | 51.1824 | 53.7972 | 56.2842 | 58.9535 | |

Unrepresented Employees
Salary Ranges in Effect First Full Pay Period in July 2022
(3.0% Salary Increase)

| Job Code | Classification Title | Unit | Grade | FLSA | AL/OT | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|----------|---------------------------|------|-------|------|-------|----------|---------|---------|---------|----------|---------|
| 42391 | ACCT OFF SPEC II UNREP | Z3 | 803 | N | OT | 0.0000 | 0.0000 | 32.8585 | 34.4912 | 36.0770 | |
| 42401 | ACCT OFF SPEC III UNREP | Z3 | 302 | N | OT | 0.0000 | 0.0000 | 37.5407 | 39.3426 | 41.1817 | |
| 42431 | ACCT OFF SPEC SUP UNREP | Z3 | 531 | N | OT | 37.9724 | 40.0272 | 42.1575 | 44.3442 | 46.4459 | |
| 14631 | ADM FIS SVS MGR UNRP | Z2 | 795 | Y | AL | 55.6949 | 58.4841 | 61.4083 | 64.4825 | 67.7067 | 71.0282 |
| 41071 | ADMIN ASSISTANT UNREP | Z3 | 732 | N | OT | 37.2816 | 39.3364 | 41.4667 | 43.6535 | 45.7552 | |
| 23180 | ADMIN HEARING EXAMINER | Z2 | 148 | Y | AL | 52.0894 | 54.5665 | 57.2880 | 60.0938 | 62.9650 | |
| 46130 | ADMIN SECRETARY | Z3 | 327 | N | OT | 38.0603 | 39.7777 | 41.6545 | 43.6158 | 45.6050 | |
| 28130 | ADMIN STAFF ASSISTANT | Z2 | 704 | N | OT | 39.1394 | 41.2986 | 43.5407 | 45.7750 | 48.0470 | |
| 65540 | AQUATICS SPEC II | Z2 | 787 | N | OT | 0.0000 | 0.0000 | 0.0000 | 26.7060 | 28.9675 | |
| 27030 | ASSOC HR ANALYST | Z2 | 216 | Y | AL | 50.4282 | 52.7179 | 55.4111 | 57.9726 | 60.7221 | |
| 28101 | ASSOC MGMT ANALYST UNRP | Z2 | 229 | N | OT | 48.7485 | 50.8505 | 53.1491 | 55.4675 | 57.8694 | |
| 12130 | ASST CITY ATTORNEY | Z1 | 027 | Y | AL | 96.0339 | 0.0000 | 0.0000 | 0.0000 | 128.4865 | |
| 14610 | ASST CITY CLERK | Z2 | 099 | Y | AL | 53.9004 | 56.4712 | 59.2771 | 62.1860 | 65.1514 | |
| 11180 | ASST CITY MANAGER | Z1 | 015 | Y | AL | 86.0810 | 0.0000 | 0.0000 | 0.0000 | 118.3479 | |
| 27040 | ASST HR ANALYST | Z2 | 217 | N | OT | 40.6850 | 42.7227 | 44.8697 | 47.1260 | 49.4916 | |
| 28091 | ASST MGMT ANALYST UNREP | Z2 | 226 | N | OT | 39.3085 | 40.9976 | 42.6677 | 44.4415 | 46.3558 | |
| 18010 | ASST TO THE CITY MGR | Z1 | 112 | Y | AL | 66.3250 | 0.0000 | 0.0000 | 0.0000 | 87.1593 | |
| 28880 | ASST TO THE MAYOR | Z2 | 249 | Y | AL | 43.2462 | 0.0000 | 0.0000 | 0.0000 | 81.3476 | |
| 13010 | AUDIT MANAGER | Z1 | 583 | Y | AL | 60.0695 | 0.0000 | 0.0000 | 0.0000 | 78.6401 | |
| 27070 | BENEFITS SPECIALIST | Z2 | 596 | N | AL | 45.8115 | 48.0918 | 50.5126 | 53.0184 | 55.2232 | |
| 13230 | BUDGET MANAGER | Z1 | 597 | Y | AL | 69.9504 | 0.0000 | 0.0000 | 0.0000 | 93.5753 | |
| 51052 | CAMP MAINTENANCE MECH HRL | X1 | 889 | | | 35.2388 | 0.0000 | 0.0000 | 0.0000 | 41.9982 | |
| 65672 | CAMP MEDICAL STAFF MEMBER | X1 | 748 | | | 70.7653 | 0.0000 | 0.0000 | 0.0000 | 106.1480 | |
| 65642 | CAMP STAFF LEADER | X1 | 747 | | | 70.7653 | 0.0000 | 0.0000 | 0.0000 | 106.1480 | |
| 65632 | CAMP STAFF MEMBER | X1 | 746 | | | 47.1769 | 0.0000 | 0.0000 | 0.0000 | 70.7653 | |
| 65682 | CAMP STAFF SUPERVISOR | X1 | 749 | | | 106.1480 | 0.0000 | 0.0000 | 0.0000 | 153.3249 | |
| 13200 | CAPITAL IMPRV PROG MGR | Z1 | 606 | Y | AL | 76.4479 | 0.0000 | 0.0000 | 0.0000 | 102.2811 | |
| 81680 | CERT INSTRUCTOR | X1 | 624 | | | 34.6112 | 0.0000 | 0.0000 | 0.0000 | 34.6112 | |
| 11070 | CITY ATTORNEY | Z1 | 010 | Y | AL | 139.2692 | 0.0000 | 0.0000 | 0.0000 | 139.2692 | |
| 11020 | CITY AUDITOR | Z1 | 006 | Y | AL | 90.3651 | 0.0000 | 0.0000 | 0.0000 | 90.3651 | |
| 11200 | CITY CLERK | Z1 | 016 | Y | AL | 83.5606 | 0.0000 | 0.0000 | 0.0000 | 114.8712 | |
| 11010 | CITY MANAGER | Z1 | 005 | Y | AL | 155.2382 | 0.0000 | 0.0000 | 0.0000 | 155.2382 | |
| 23020 | DEP CITY ATTORNEY I | Z2 | 136 | Y | AL | 52.7087 | 55.4486 | 58.3762 | 61.4729 | 64.7382 | |
| 23030 | DEP CITY ATTORNEY II | Z2 | 138 | Y | AL | 62.5333 | 66.6341 | 70.1435 | 73.8691 | 77.7819 | |
| 23110 | DEP CITY ATTORNEY III | Z2 | 141 | Y | AL | 79.4331 | 83.5998 | 85.9551 | 90.4781 | 95.2730 | |
| 13660 | DEP CITY AUD PAY MGMT | Z1 | 067 | Y | AL | 66.3250 | 0.0000 | 0.0000 | 0.0000 | 87.1593 | |
| 12190 | DEP CITY CLERK | Z1 | 028 | Y | AL | 66.3250 | 0.0000 | 0.0000 | 0.0000 | 87.1593 | |
| 11030 | DEP CITY MANAGER | Z1 | 007 | Y | AL | 90.8242 | 0.0000 | 0.0000 | 0.0000 | 133.5773 | |
| 12110 | DEP DIR OF LIB SVCS | Z1 | 026 | Y | AL | 66.3250 | 0.0000 | 0.0000 | 0.0000 | 87.1593 | |
| 12300 | DEP DIR OF PLANNING | Z1 | 038 | Y | AL | 72.0622 | 0.0000 | 0.0000 | 0.0000 | 96.4064 | |
| 12310 | DEP DIR OF RNT STB PRG | Z9 | 783 | Y | AL | 66.3186 | 0.0000 | 0.0000 | 0.0000 | 87.1560 | |
| 12280 | DEP DIR PRKS/REC/WTRFR | Z1 | 688 | Y | AL | 72.0639 | 0.0000 | 0.0000 | 0.0000 | 96.4087 | |
| 12270 | DEP DIRECTOR OF FINANCE | Z1 | 035 | Y | AL | 66.3250 | 0.0000 | 0.0000 | 0.0000 | 87.1593 | |
| 12320 | DEP DIRECTOR OF HHCS | Z1 | 801 | Y | AL | 72.0639 | 0.0000 | 0.0000 | 0.0000 | 96.4087 | |
| 12260 | DEP DIRECTOR OF HR | Z1 | 033 | Y | AL | 66.3250 | 0.0000 | 0.0000 | 0.0000 | 87.1593 | |
| 12090 | DEP DIRECTOR PUB WRK REG | Z1 | 025 | Y | AL | 72.0639 | 0.0000 | 0.0000 | 0.0000 | 96.4087 | |
| 12050 | DEP DIRECTOR PUBLIC WORKS | Z1 | 023 | Y | AL | 72.0639 | 0.0000 | 0.0000 | 0.0000 | 96.4087 | |
| 12040 | DEPUTY FIRE CHIEF | Z1 | 022 | Y | AL | 96.1595 | 0.0000 | 0.0000 | 0.0000 | 116.6728 | |

Unrepresented Employee Salaries and Salary Adjustments
to Median for Police Chief and Assistant City Attorney

CONSENT Calendar
July 29, 2021

| Job Code | Classification Title | Unit | Grade | FLSA | AL/OT | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|----------|---------------------------|------|-------|------|-------|----------|---------|---------|---------|----------|--------|
| 28970 | DIGITAL COMNCATNS COORD | Z2 | 773 | Y | AL | 51.9054 | 54.6372 | 57.5129 | 60.5385 | 63.7262 | |
| 11130 | DIR OF HLTH/HSG/COM SVC | Z1 | 800 | Y | AL | 87.0833 | 0.0000 | 0.0000 | 0.0000 | 119.7476 | |
| 11080 | DIR OF HUMAN RESOURCES | Z1 | 011 | Y | AL | 83.5606 | 0.0000 | 0.0000 | 0.0000 | 114.8712 | |
| 11150 | DIR OF LIBRARY SVCS | Z1 | 014 | Y | AL | 83.5606 | 0.0000 | 0.0000 | 0.0000 | 114.8712 | |
| 11120 | DIR OF PRKS/REC/WTRFR | Z1 | 586 | Y | AL | 87.0833 | 0.0000 | 0.0000 | 0.0000 | 119.7476 | |
| 11040 | DIRECTOR OF FINANCE | Z1 | 008 | Y | AL | 83.5606 | 0.0000 | 0.0000 | 0.0000 | 114.8712 | |
| 11270 | DIRECTOR OF INFO TECH | Z1 | 648 | Y | AL | 83.5606 | 0.0000 | 0.0000 | 0.0000 | 114.8712 | |
| 11240 | DIRECTOR OF PLANNING | Z1 | 019 | Y | AL | 83.5606 | 0.0000 | 0.0000 | 0.0000 | 114.8712 | |
| 11110 | DIRECTOR OF PUBLIC WRKS | Z1 | 013 | Y | AL | 87.0833 | 0.0000 | 0.0000 | 0.0000 | 119.7476 | |
| 42920 | DRAFTING AIDE | Z2 | 311 | N | OT | 0.0000 | 0.0000 | 26.2371 | 27.8229 | 30.0469 | |
| 13740 | ECONOMIC DEV MGR | Z1 | 629 | Y | AL | 74.2155 | 0.0000 | 0.0000 | 0.0000 | 99.2815 | |
| 27180 | EEO & DIVERSITY OFFCR | Z2 | 222 | Y | AL | 53.5998 | 56.1711 | 58.9207 | 61.8107 | 64.7855 | |
| 14020 | EMPLOYEE RELATIONS MGR | Z1 | 221 | Y | AL | 64.7568 | 0.0000 | 0.0000 | 0.0000 | 84.1473 | |
| 11050 | FIRE CHIEF | Z1 | 009 | Y | AL | 88.3788 | 0.0000 | 0.0000 | 0.0000 | 121.4593 | |
| 12230 | HEALTH OFFICER | Z1 | 031 | Y | AL | 100.4634 | 0.0000 | 0.0000 | 0.0000 | 114.1239 | |
| 12240 | HEALTH OFFICER (CERT) | Z1 | 552 | Y | AL | 105.7563 | 0.0000 | 0.0000 | 0.0000 | 120.1390 | |
| 13800 | HUMAN RESOURCES MANAGER | Z1 | 735 | Y | AL | 64.7120 | 0.0000 | 0.0000 | 0.0000 | 84.0939 | |
| 47010 | HUMAN RESOURCES TECH | Z3 | 549 | N | OT | 38.0196 | 40.1206 | 42.2998 | 44.5262 | 46.6743 | |
| 12330 | INFO SECURITY MANAGER | Z1 | 764 | Y | AL | 74.1332 | 78.0347 | 82.1424 | 86.4622 | 91.0156 | |
| 12210 | INFO SYS MANAGER | Z1 | 029 | Y | AL | 69.3709 | 72.7752 | 76.2544 | 80.0107 | 83.8422 | |
| 36051 | INFO SYS SUP TECH UNREP | Z3 | 671 | N | OT | 36.8033 | 38.1544 | 39.5803 | 41.0539 | 42.5928 | |
| 99010 | INTERN | X1 | 551 | | | 0.0000 | 20.1903 | 21.6036 | 23.1158 | 24.7339 | |
| 23100 | LAW CLERK | X1 | 139 | | | 0.0000 | 0.0000 | 31.2940 | 33.9428 | 36.5301 | |
| 43010 | LEGAL OFFICE SUPERVISOR | Z3 | 643 | N | OT | 42.8462 | 44.8166 | 47.0499 | 49.1051 | 51.3853 | |
| 46330 | LEGAL SECRETARY | Z3 | 334 | N | OT | 0.0000 | 0.0000 | 37.3377 | 39.3085 | 40.3125 | |
| 26330 | LIBRARY LITERACY INSTRUCT | X1 | 712 | | | 35.8945 | 37.6862 | 39.5735 | 41.5445 | 43.6227 | |
| 24140 | OCC HEALTH&SAFETY OFF | Z2 | 157 | Y | AL | 52.0612 | 54.5196 | 57.2313 | 60.0280 | 62.9085 | |
| 24150 | OCC HEALTH&SAFETY SPEC | Z2 | 247 | N | OT | 45.8127 | 48.0919 | 50.5138 | 53.0256 | 55.2300 | |
| 47041 | OFFICE SPEC I UNREP | Z3 | 341 | N | OT | 0.0000 | 0.0000 | 27.4379 | 28.8739 | 30.2252 | |
| 47031 | OFFICE SPEC II UNREP | Z3 | 680 | N | OT | 0.0000 | 0.0000 | 32.1676 | 33.8005 | 35.3863 | |
| 47051 | OFFICE SPEC III UNREP | Z3 | 292 | N | OT | 0.0000 | 0.0000 | 36.8500 | 38.6518 | 40.4908 | |
| 47081 | OFFICE SPEC SUP UNREP | Z3 | 682 | N | OT | 37.2816 | 39.3364 | 41.4667 | 43.6535 | 45.7552 | |
| 49030 | PARALEGAL | Z2 | 792 | N | OT | 38.8695 | 40.6764 | 42.6858 | 44.5906 | 46.5775 | |
| 24290 | PHYSICIAN | X1 | 161 | | | 101.6725 | 0.0000 | 0.0000 | 0.0000 | 101.6725 | |
| 65122 | PLAYGROUND LEADER TRAINEE | X1 | 405 | | | 0.0000 | 0.0000 | 0.0000 | 15.4743 | 16.1545 | |
| 11100 | POLICE CHIEF | Z1 | 012 | Y | AL | 105.5898 | 0.0000 | 0.0000 | 0.0000 | 145.1060 | |
| 71140 | POLICE OFFICER RECRUIT | Z2 | 465 | N | OT | 43.1814 | 0.0000 | 0.0000 | 0.0000 | 43.1814 | |
| 28780 | POLICE RVW COMM INVEST | Z2 | 246 | N | OT | 50.1376 | 52.4833 | 55.0733 | 57.6346 | 60.4220 | |
| 14730 | POLICE RVW COMM OFFICER | Z1 | 106 | Y | AL | 64.7568 | 0.0000 | 0.0000 | 0.0000 | 84.1473 | |
| 13550 | PUBLIC HEALTH PROG PHYSI | X1 | 774 | | | 71.3231 | 74.8947 | 78.6573 | 82.5512 | 86.6723 | |
| 71210 | SCHOOL CROSSING GUARD | X1 | 468 | | | 26.4120 | 0.0000 | 0.0000 | 0.0000 | 26.4120 | |
| 46010 | SECRETARY TO CITY MGR | Z3 | 323 | N | OT | 42.6490 | 44.6573 | 46.8906 | 49.0490 | 51.3384 | |
| 65590 | SENIOR AQUATICS SPEC | Z2 | 789 | N | OT | 0.0000 | 0.0000 | 0.0000 | 30.9759 | 33.0138 | |
| 27160 | SENIOR HR ANALYST | Z2 | 220 | Y | AL | 55.9644 | 58.6107 | 61.5198 | 64.5325 | 67.6286 | |
| 46050 | SENIOR LEGAL SECRETARY | Z3 | 324 | N | OT | 38.8769 | 40.6788 | 42.6776 | 44.5824 | 46.5811 | |
| 28111 | SENIOR MGMT ANLST UNREP | Z2 | 233 | Y | AL | 53.9005 | 56.4714 | 59.2771 | 62.1860 | 65.1514 | |
| 23150 | STAFF ATTORNEY I | Z2 | 145 | Y | AL | 52.7087 | 55.4486 | 58.3762 | 61.4729 | 64.7382 | |
| 23160 | STAFF ATTORNEY II | Z2 | 146 | Y | AL | 62.5333 | 66.6342 | 70.1435 | 73.8691 | 77.7820 | |
| 23170 | STAFF ATTORNEY III | Z2 | 147 | Y | AL | 79.4332 | 83.6090 | 85.9455 | 90.4781 | 95.2730 | |
| 24580 | SUPERV PSYCHIATRIST | Z1 | 180 | Y | AL | 122.5792 | 0.0000 | 0.0000 | 0.0000 | 148.9999 | |
| 65432 | SWIM CENTER MANAGER HRLY | X1 | 522 | | | 0.0000 | 0.0000 | 0.0000 | 31.0211 | 33.0038 | |
| 27120 | TRAINING OFFICER | Z2 | 219 | Y | AL | 58.8362 | 61.8484 | 64.8886 | 68.0319 | 71.2414 | |
| 67200 | VEGETATION REDUCTION SUPV | X1 | 453 | | | 39.1484 | 0.0000 | 0.0000 | 0.0000 | 39.1484 | |
| 27050 | WORKERS COMP ANALYST | Z2 | 599 | N | OT | 50.4283 | 52.7179 | 55.4111 | 57.9728 | 60.7221 | |

EXHIBIT C

**Unrepresented Employees
Salary Ranges in Effect First Full Pay Period in July 2023
(1.0% Salary Increase)**

| Job Code | Classification Title | Unit | Grade | FLSA | AL/OT | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|----------|---------------------------|------|-------|------|-------|----------|---------|---------|---------|----------|---------|
| 42391 | ACCT OFF SPEC II UNREP | Z3 | 803 | N | OT | 0.0000 | 0.0000 | 33.1871 | 34.8361 | 36.4378 | |
| 42401 | ACCT OFF SPEC III UNREP | Z3 | 302 | N | OT | 0.0000 | 0.0000 | 37.9161 | 39.7360 | 41.5936 | |
| 42431 | ACCT OFF SPEC SUP UNREP | Z3 | 531 | N | OT | 38.3522 | 40.4275 | 42.5790 | 44.7877 | 46.9104 | |
| 14631 | ADM FIS SVS MGR UNRP | Z2 | 795 | Y | AL | 56.2519 | 59.0690 | 62.0224 | 65.1274 | 68.3838 | 71.7385 |
| 41071 | ADMIN ASSISTANT UNREP | Z3 | 732 | N | OT | 37.6544 | 39.7298 | 41.8814 | 44.0900 | 46.2127 | |
| 23180 | ADMIN HEARING EXAMINER | Z2 | 148 | Y | AL | 52.6103 | 55.1122 | 57.8608 | 60.6947 | 63.5947 | |
| 46130 | ADMIN SECRETARY | Z3 | 327 | N | OT | 38.4409 | 40.1755 | 42.0711 | 44.0519 | 46.0611 | |
| 28130 | ADMIN STAFF ASSISTANT | Z2 | 704 | N | OT | 39.5308 | 41.7116 | 43.9761 | 46.2327 | 48.5275 | |
| 65540 | AQUATICS SPEC II | Z2 | 787 | N | OT | 0.0000 | 0.0000 | 0.0000 | 26.9731 | 29.2572 | |
| 27030 | ASSOC HR ANALYST | Z2 | 216 | Y | AL | 50.9325 | 53.2451 | 55.9652 | 58.5524 | 61.3293 | |
| 28101 | ASSOC MGMT ANALYST UNRP | Z2 | 229 | N | OT | 49.2360 | 51.3590 | 53.6805 | 56.0222 | 58.4481 | |
| 12130 | ASST CITY ATTORNEY | Z1 | 027 | Y | AL | 96.9942 | 0.0000 | 0.0000 | 0.0000 | 129.7714 | |
| 14610 | ASST CITY CLERK | Z2 | 099 | Y | AL | 54.4394 | 57.0360 | 59.8699 | 62.8079 | 65.8029 | |
| 11180 | ASST CITY MANAGER | Z1 | 015 | Y | AL | 86.9419 | 0.0000 | 0.0000 | 0.0000 | 119.5314 | |
| 27040 | ASST HR ANALYST | Z2 | 217 | N | OT | 41.0918 | 43.1499 | 45.3184 | 47.5973 | 49.9865 | |
| 28091 | ASST MGMT ANALYST UNREP | Z2 | 226 | N | OT | 39.7016 | 41.4076 | 43.0944 | 44.8859 | 46.8193 | |
| 18010 | ASST TO THE CITY MGR | Z1 | 112 | Y | AL | 66.9883 | 0.0000 | 0.0000 | 0.0000 | 88.0309 | |
| 28880 | ASST TO THE MAYOR | Z2 | 249 | Y | AL | 43.6786 | 0.0000 | 0.0000 | 0.0000 | 82.1611 | |
| 13010 | AUDIT MANAGER | Z1 | 583 | Y | AL | 60.6702 | 0.0000 | 0.0000 | 0.0000 | 79.4265 | |
| 27070 | BENEFITS SPECIALIST | Z2 | 596 | N | AL | 46.2697 | 48.5728 | 51.0177 | 53.5486 | 55.7754 | |
| 13230 | BUDGET MANAGER | Z1 | 597 | Y | AL | 70.6499 | 0.0000 | 0.0000 | 0.0000 | 94.5111 | |
| 51052 | CAMP MAINTENANCE MECH HRL | X1 | 889 | | | 35.5912 | 0.0000 | 0.0000 | 0.0000 | 42.4182 | |
| 65672 | CAMP MEDICAL STAFF MEMBER | X1 | 748 | | | 71.4730 | 0.0000 | 0.0000 | 0.0000 | 107.2095 | |
| 65642 | CAMP STAFF LEADER | X1 | 747 | | | 71.4730 | 0.0000 | 0.0000 | 0.0000 | 107.2095 | |
| 65632 | CAMP STAFF MEMBER | X1 | 746 | | | 47.6487 | 0.0000 | 0.0000 | 0.0000 | 71.4730 | |
| 65682 | CAMP STAFF SUPERVISOR | X1 | 749 | | | 107.2095 | 0.0000 | 0.0000 | 0.0000 | 154.8581 | |
| 13200 | CAPITAL IMPRV PROG MGR | Z1 | 606 | Y | AL | 77.2124 | 0.0000 | 0.0000 | 0.0000 | 103.3039 | |
| 81680 | CERT INSTRUCTOR | X1 | 624 | | | 34.9573 | 0.0000 | 0.0000 | 0.0000 | 34.9573 | |
| 11070 | CITY ATTORNEY | Z1 | 010 | Y | AL | 139.2692 | 0.0000 | 0.0000 | 0.0000 | 139.2692 | |
| 11020 | CITY AUDITOR | Z1 | 006 | Y | AL | 91.2688 | 0.0000 | 0.0000 | 0.0000 | 91.2688 | |
| 11200 | CITY CLERK | Z1 | 016 | Y | AL | 84.3962 | 0.0000 | 0.0000 | 0.0000 | 116.0199 | |
| 11010 | CITY MANAGER | Z1 | 005 | Y | AL | 156.7905 | 0.0000 | 0.0000 | 0.0000 | 156.7905 | |
| 23020 | DEP CITY ATTORNEY I | Z2 | 136 | Y | AL | 53.2358 | 56.0031 | 58.9600 | 62.0876 | 65.3856 | |
| 23030 | DEP CITY ATTORNEY II | Z2 | 138 | Y | AL | 63.1587 | 67.3004 | 70.8450 | 74.6078 | 78.5597 | |
| 23110 | DEP CITY ATTORNEY III | Z2 | 141 | Y | AL | 80.2274 | 84.4358 | 86.8147 | 91.3829 | 96.2257 | |
| 13660 | DEP CITY AUD PAY MGMT | Z1 | 067 | Y | AL | 66.9883 | 0.0000 | 0.0000 | 0.0000 | 88.0309 | |
| 12190 | DEP CITY CLERK | Z1 | 028 | Y | AL | 66.9883 | 0.0000 | 0.0000 | 0.0000 | 88.0309 | |
| 11030 | DEP CITY MANAGER | Z1 | 007 | Y | AL | 91.7324 | 0.0000 | 0.0000 | 0.0000 | 134.9131 | |
| 12110 | DEP DIR OF LIB SVCS | Z1 | 026 | Y | AL | 66.9883 | 0.0000 | 0.0000 | 0.0000 | 88.0309 | |
| 12300 | DEP DIR OF PLANNING | Z1 | 038 | Y | AL | 72.7829 | 0.0000 | 0.0000 | 0.0000 | 97.3704 | |
| 12310 | DEP DIR OF RNT STB PRG | Z9 | 783 | Y | AL | 66.9818 | 0.0000 | 0.0000 | 0.0000 | 88.0276 | |
| 12280 | DEP DIR PRKS/REC/WTRFR | Z1 | 688 | Y | AL | 72.7846 | 0.0000 | 0.0000 | 0.0000 | 97.3728 | |
| 12270 | DEP DIRECTOR OF FINANCE | Z1 | 035 | Y | AL | 66.9883 | 0.0000 | 0.0000 | 0.0000 | 88.0309 | |
| 12320 | DEP DIRECTOR OF HHCS | Z1 | 801 | Y | AL | 72.7846 | 0.0000 | 0.0000 | 0.0000 | 97.3728 | |
| 12260 | DEP DIRECTOR OF HR | Z1 | 033 | Y | AL | 66.9883 | 0.0000 | 0.0000 | 0.0000 | 88.0309 | |
| 12090 | DEP DIRECTOR PUB WRK REG | Z1 | 025 | Y | AL | 72.7846 | 0.0000 | 0.0000 | 0.0000 | 97.3728 | |

Unrepresented Employee Salaries and Salary Adjustments
to Median for Police Chief and Assistant City Attorney

CONSENT Calendar
July 29, 2021

| Job Code | Classification Title | Unit | Grade | FLSA | AL/OT | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|--------------|---------------------------|-----------|------------|----------|-----------|-----------------|---------------|---------------|---------------|-----------------|--------|
| 12050 | DEP DIRECTOR PUBLIC WORKS | Z1 | 023 | Y | AL | 72.7846 | 0.0000 | 0.0000 | 0.0000 | 97.3728 | |
| 12040 | DEPUTY FIRE CHIEF | Z1 | 022 | Y | AL | 97.1211 | 0.0000 | 0.0000 | 0.0000 | 117.8395 | |
| 28970 | DIGITAL COMNCATNS COORD | Z2 | 773 | Y | AL | 52.4245 | 55.1836 | 58.0880 | 61.1439 | 64.3634 | |
| 11130 | DIR OF HLTH/HSG/COM SVC | Z1 | 800 | Y | AL | 87.9542 | 0.0000 | 0.0000 | 0.0000 | 120.9451 | |
| 11080 | DIR OF HUMAN RESOURCES | Z1 | 011 | Y | AL | 84.3962 | 0.0000 | 0.0000 | 0.0000 | 116.0199 | |
| 11150 | DIR OF LIBRARY SVCS | Z1 | 014 | Y | AL | 84.3962 | 0.0000 | 0.0000 | 0.0000 | 116.0199 | |
| 11120 | DIR OF PRKS/REC/WTRFR | Z1 | 586 | Y | AL | 87.9542 | 0.0000 | 0.0000 | 0.0000 | 120.9451 | |
| 11040 | DIRECTOR OF FINANCE | Z1 | 008 | Y | AL | 84.3962 | 0.0000 | 0.0000 | 0.0000 | 116.0199 | |
| 11270 | DIRECTOR OF INFO TECH | Z1 | 648 | Y | AL | 84.3962 | 0.0000 | 0.0000 | 0.0000 | 116.0199 | |
| 11240 | DIRECTOR OF PLANNING | Z1 | 019 | Y | AL | 84.3962 | 0.0000 | 0.0000 | 0.0000 | 116.0199 | |
| 11110 | DIRECTOR OF PUBLIC WRKS | Z1 | 013 | Y | AL | 87.9542 | 0.0000 | 0.0000 | 0.0000 | 120.9451 | |
| 42920 | DRAFTING AIDE | Z2 | 311 | N | OT | 0.0000 | 0.0000 | 26.4994 | 28.1011 | 30.3474 | |
| 13740 | ECONOMIC DEV MGR | Z1 | 629 | Y | AL | 74.9576 | 0.0000 | 0.0000 | 0.0000 | 100.2743 | |
| 27180 | EEO & DIVERSITY OFFCR | Z2 | 222 | Y | AL | 54.1358 | 56.7328 | 59.5099 | 62.4288 | 65.4334 | |
| 14020 | EMPLOYEE RELATIONS MGR | Z1 | 221 | Y | AL | 65.4044 | 0.0000 | 0.0000 | 0.0000 | 84.9887 | |
| 11050 | FIRE CHIEF | Z1 | 009 | Y | AL | 89.2626 | 0.0000 | 0.0000 | 0.0000 | 122.6739 | |
| 12230 | HEALTH OFFICER | Z1 | 031 | Y | AL | 101.4680 | 0.0000 | 0.0000 | 0.0000 | 115.2652 | |
| 12240 | HEALTH OFFICER (CERT) | Z1 | 552 | Y | AL | 106.8139 | 0.0000 | 0.0000 | 0.0000 | 121.3404 | |
| 13800 | HUMAN RESOURCES MANAGER | Z1 | 735 | Y | AL | 65.3591 | 0.0000 | 0.0000 | 0.0000 | 84.9349 | |
| 47010 | HUMAN RESOURCES TECH | Z3 | 549 | N | OT | 38.3998 | 40.5218 | 42.7228 | 44.9715 | 47.1410 | |
| 12330 | INFO SECURITY MANAGER | Z1 | 764 | Y | AL | 74.8745 | 78.8151 | 82.9638 | 87.3268 | 91.9258 | |
| 12210 | INFO SYS MANAGER | Z1 | 029 | Y | AL | 70.0647 | 73.5029 | 77.0169 | 80.8108 | 84.6806 | |
| 36051 | INFO SYS SUP TECH UNREP | Z3 | 671 | N | OT | 37.1713 | 38.5360 | 39.9761 | 41.4644 | 43.0187 | |
| 99010 | INTERN | X1 | 551 | | | 0.0000 | 20.3922 | 21.8196 | 23.3469 | 24.9812 | |
| 23100 | LAW CLERK | X1 | 139 | | | 0.0000 | 0.0000 | 31.6069 | 34.2822 | 36.8954 | |
| 43010 | LEGAL OFFICE SUPERVISOR | Z3 | 643 | N | OT | 43.2747 | 45.2647 | 47.5204 | 49.5962 | 51.8992 | |
| 46330 | LEGAL SECRETARY | Z3 | 334 | N | OT | 0.0000 | 0.0000 | 37.7111 | 39.7016 | 40.7156 | |
| 26330 | LIBRARY LITERACY INSTRUCT | X1 | 712 | | | 36.2534 | 38.0631 | 39.9693 | 41.9599 | 44.0590 | |
| 24140 | OCC HEALTH&SAFETY OFF | Z2 | 157 | Y | AL | 52.5819 | 55.0648 | 57.8037 | 60.6282 | 63.5376 | |
| 24150 | OCC HEALTH&SAFETY SPEC | Z2 | 247 | N | OT | 46.2708 | 48.5729 | 51.0190 | 53.5559 | 55.7823 | |
| 47041 | OFFICE SPEC I UNREP | Z3 | 341 | N | OT | 0.0000 | 0.0000 | 27.7123 | 29.1626 | 30.5274 | |
| 47031 | OFFICE SPEC II UNREP | Z3 | 680 | N | OT | 0.0000 | 0.0000 | 32.4893 | 34.1385 | 35.7401 | |
| 47051 | OFFICE SPEC III UNREP | Z3 | 292 | N | OT | 0.0000 | 0.0000 | 37.2185 | 39.0384 | 40.8957 | |
| 47081 | OFFICE SPEC SUP UNREP | Z3 | 682 | N | OT | 37.6544 | 39.7298 | 41.8814 | 44.0900 | 46.2127 | |
| 49030 | PARALEGAL | Z2 | 792 | N | OT | 39.2582 | 41.0832 | 43.1127 | 45.0365 | 47.0433 | |
| 24290 | PHYSICIAN | X1 | 161 | | | 102.6892 | 0.0000 | 0.0000 | 0.0000 | 102.6892 | |
| 65122 | PLAYGROUND LEADER TRAINEE | X1 | 405 | | | 0.0000 | 0.0000 | 0.0000 | 15.6290 | 16.3160 | |
| 11100 | POLICE CHIEF | Z1 | 012 | Y | AL | 106.6457 | 0.0000 | 0.0000 | 0.0000 | 146.5571 | |
| 71140 | POLICE OFFICER RECRUIT | Z2 | 465 | N | OT | 43.6132 | 0.0000 | 0.0000 | 0.0000 | 43.6132 | |
| 28780 | POLICE RVW COMM INVEST | Z2 | 246 | N | OT | 50.6390 | 53.0081 | 55.6240 | 58.2109 | 61.0262 | |
| 14730 | POLICE RVW COMM OFFICER | Z1 | 106 | Y | AL | 65.4044 | 0.0000 | 0.0000 | 0.0000 | 84.9887 | |
| 13550 | PUBLIC HEALTH PROG PHYSI | X1 | 774 | | | 72.0363 | 75.6436 | 79.4439 | 83.3767 | 87.5391 | |
| 71210 | SCHOOL CROSSING GUARD | X1 | 468 | | | 26.6761 | 0.0000 | 0.0000 | 0.0000 | 26.6761 | |
| 46010 | SECRETARY TO CITY MGR | Z3 | 323 | N | OT | 43.0755 | 45.1039 | 47.3595 | 49.5395 | 51.8518 | |
| 65590 | SENIOR AQUATICS SPEC | Z2 | 789 | N | OT | 0.0000 | 0.0000 | 0.0000 | 31.2857 | 33.3439 | |
| 27160 | SENIOR HR ANALYST | Z2 | 220 | Y | AL | 56.5240 | 59.1969 | 62.1350 | 65.1778 | 68.3049 | |
| 46050 | SENIOR LEGAL SECRETARY | Z3 | 324 | N | OT | 39.2657 | 41.0856 | 43.1044 | 45.0282 | 47.0469 | |
| 28111 | SENIOR MGMT ANLST UNREP | Z2 | 233 | Y | AL | 54.4395 | 57.0361 | 59.8699 | 62.8079 | 65.8029 | |
| 23150 | STAFF ATTORNEY I | Z2 | 145 | Y | AL | 53.2358 | 56.0031 | 58.9600 | 62.0876 | 65.3856 | |
| 23160 | STAFF ATTORNEY II | Z2 | 146 | Y | AL | 63.1587 | 67.3005 | 70.8450 | 74.6078 | 78.5598 | |
| 23170 | STAFF ATTORNEY III | Z2 | 147 | Y | AL | 80.2275 | 84.4451 | 86.8050 | 91.3829 | 96.2257 | |
| 24580 | SUPERV PSYCHIATRIST | Z1 | 180 | Y | AL | 123.8050 | 0.0000 | 0.0000 | 0.0000 | 150.4899 | |
| 65432 | SWIM CENTER MANAGER HRLY | X1 | 522 | | | 0.0000 | 0.0000 | 0.0000 | 31.3313 | 33.3338 | |
| 27120 | TRAINING OFFICER | Z2 | 219 | Y | AL | 59.4245 | 62.4669 | 65.5375 | 68.7123 | 71.9538 | |

Unrepresented Employee Salaries and Salary Adjustments
to Median for Police Chief and Assistant City Attorney

CONSENT Calendar
July 29, 2021

| Job Code | Classification Title | Unit | Grade | FLSA | AL/OT | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|----------|---------------------------|------|-------|------|-------|---------|---------|---------|---------|---------|--------|
| 67200 | VEGETATION REDUCTION SUPV | X1 | 453 | | | 39.5399 | 0.0000 | 0.0000 | 0.0000 | 39.5399 | |
| 27050 | WORKERS COMP ANALYST | Z2 | 599 | N | OT | 50.9326 | 53.2451 | 55.9652 | 58.5525 | 61.3293 | |