



Office of the City Manager

05

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 a Resolution approving salary adjustment 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 Resolutions No. 68,534-N.S. and 69,538-N.S.

FISCAL IMPACTS OF RECOMMENDATION

The Unrepresented Manual provides for a 4% salary increase effective the first full pay period after Council adoption; 3% effective the first full pay period in July 2022; and 1% effective the first full pay period of July 2023, for a cumulative wage increase of 8% over three (3) years. 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 cumulative total cost of the Unrepresented salary increase is expected to have a moderate fiscal effect over from Fiscal Year 2021 - 2024, however, the cost of the first year of this term is included in the Fiscal Year 2021 – 2022 budget. 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.

The Unrepresented group salary and benefits mirror the economic settlement with other labor groups in the City in order to maintain internal equity between represented and unrepresented members of the same or similar classifications in the City service and to ensure external competitiveness in the surrounding labor market.

Council is requested to adopt a resolution to approve an amended Unrepresented Employee Manual for a three-year term that implements economic considerations for Unrepresented employees including an 8% salary increase over three years, an additional Holiday, a step up of City contributions for PEPRA members over the course of six years, a \$1,000 lump sum payment to Unrepresented employees, a 3% special pay for employees working with the new ERMA system and rescinding Resolution No. 68, 534-N.S.

BACKGROUND

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.

The City’s philosophy during negotiations with the Union was to follow City Council policies to protect the City’s short and long-range economic health. City Council policies for labor negotiations include, but are not limited to, the following:

1. Assure that labor organizations and their members are treated fairly and with respect.
2. Negotiate in good faith and within the process established by the parties including honoring the traditional confidentiality of the negotiation process.
3. Negotiate contracts based on a “Total Compensation Package” model (changes in current and future salary, and health and welfare benefits) within the City’s overall financial conditions. The City’s current overall condition included the recent declaration of a fiscal emergency on June 16, 2020.

Major provisions of the Manual are as follows:

Section	Change
Term Duration	Three-year term Agreement ending on June 26, 2024
Salary 1.15.1	Effective the first full pay period in August 2021 after Council adoption on its regular agenda, the salary ranges for those classifications covered by this Manual as listed in Exhibit A shall receive a salary increase of four percent (4.0%).

Section	Change
	<p>Effective the first full pay period in July 2022, the salary ranges for those classifications covered by this Manual as listed in Exhibit A shall be increased by three percent (3.0%)</p> <p>Effective the first full pay period in July 2023, the salary ranges for those classifications covered by this Manual as listed in Exhibit A shall be increased by one percent (1%).</p> <p>Effective the first full pay period after City Council adoption on its regular agenda, a onetime non-pensionable lump sum payment of \$1,000.00 for each career bargaining unit employee shall be conferred. Eligible employees must be current City employees in paid status for the full pay period this lump sum is conferred and shall not apply to unit members who are in unpaid status. Such payment shall be subject to required payroll tax deductions. The parties agree that this lump sum provision does not create or bind the City to any precedent or past practice.</p>
1.15 Payroll Specialty Pay	<p>NEW LANGUAGE: City shall provide (“payroll clerks”) identified by the City in Unrepresented Employees a one-time lump sum payment of \$500.00 effective the first full pay period after Council adoption of this successor agreement and a second \$500.00 one-time lump sum payment the first full pay period in January 2022 for only those employees in the Accounting Office Specialist III classification. Such payments are subject to applicable payroll taxes and will not be considered pensionable salary. At the time of each payment, employee must be still employed by the City and must still be in the Accounting Office Specialist III classification. Employees working less than full-time (40 hours per week, 2,080 hours per year) shall receive a pro rata share of the one-time lump sum payment based on the number of hours they are assigned to work. For example, an employee working 30 hours per week, shall receive 75% of the one-time lump sum payment (\$375 effective the first full pay period after Union ratification and Council adoption of this successor agreement and \$375.00 the first full pay period in January 2022) as outlined 1.15 of the Unrepresented Employees Manual.</p>

Section	Change
4.15.1 Salary Continuation (New)	New language added to incorporate the SEIU and City Workers' Compensation Salary Continuation Side Letter Settlement Agreement into the Manual.
Holidays 5.1	Eliminate Lincoln's Birthday and Add Cesar Chavez and Juneteenth Holiday if ALL OTHER GROUPS AGREE.
8.4.6 PEPRA Contributions	<p>Miscellaneous New Member contributions in Sections 8.4.6.2, 8.4.6.3, and 8.4.6.4 to the CalPERS 20516 employee contributions towards the employer rate will be amended and reduced as follows:</p> <p>8.4.6.4.a</p> <ul style="list-style-type: none"> • FY2021-22: 1% (Effective as soon as administratively possible following adoption of successor contract by the City Council) • FY2022-23: 1% effective July 1, 2022 • FY2023-24: 1% effective July 1, 2023 • FY2024-25: 2% effective July 1, 2024 • FY2025-26: 2% effective July 1, 2025 • FY2026-27: 1% effective July 1, 2026 <p>8.4.6.4.b No change to Classic members' contributions during the contract term.</p>
8.8 Biweekly Uniform Payments	To comply with CALPERS requirement, uniform allowance payments shall be paid over twenty-six (26) equal biweekly installments instead of twice a year payment.
13.4 Biweekly Health Insurance Cash-In-Lieu Payments	To comply with CALPERS requirement FLSA laws, health insurance in-lieu payments shall be paid over twenty-six (26) equal biweekly installments instead of twice a year payment once a month.
Longevity Pay 13.25	Effective the first pay period in August 2021, employees in Representation Units Z-2, Z-3 and Z-6 who complete nineteen (19) years of service shall receive a three percent (3%) differential beginning with the anniversary date of beginning the twentieth (20th) year of service and shall apply to all hours in a paid status. This Longevity Pay shall be reported to CalPERS as "Longevity Pay" under PERL Section 571.a.(1) Incentive Pay.
Longevity Pay 13.26	Effective the first pay period in August 2021, and except as noted below in Section 13.24.1 (Longevity Pay for Unit Z1 Fire Chief and Deputy Fire Chief), employees in Representation Unit Z-1 who have completed nineteen (19)

Section	Change
	years of service shall receive a three percent (3%) differential beginning with the anniversary date of beginning the twentieth (20th) year of service and shall apply to all hours in a paid status. This Longevity Pay shall be reported to CalPERS as Longevity Pay Incentive Pay.

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.

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. In 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.

Additionally, 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.

Representatives of the City worked within policies set by the City Council for guiding contract negotiations with other labor groups and staff met with the City Council in closed session to discuss and receive the policy direction and economic authority. The overall terms must be within the City’s ability to pay based on projected revenue as well as demands for services across the spectrum of programs the City provides the community. I believe these terms are in keeping with City Council’s direction to staff and is fair and equitable to the Unrepresented staff.

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. 69,538 N.S.

Exhibit A: Unrepresented Employees Classification/Salary Resolution Period:
July 20, 2021 to the first full pay period in July period in July 2022

Exhibit B: Unrepresented Employees Classification/Salary Resolution Period:
Effective the first full pay period in July, 2022 to the first full pay period in
July period in July 2023

Exhibit C: Unrepresented Employees Classification/Salary Resolution Period:
Effective the first full pay period in July, 2023 to the first full pay period in
July period in 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 August 8, 2021 through June 26, 2024 to incorporate changes to the salary schedule as shown in Exhibit A (Effective August 8, 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 August 8, 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 August 8, 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	
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	
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	
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	

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	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	15.0236	15.6840	
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	
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	
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	

Job Code	Classification Title	Unit	Grade	FLSA	AL/OT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
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	

EXHIBIT B

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	

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	

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	

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	