



Office of the City Manager

CONSENT CALENDAR  
January 22, 2019

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: LaTanya Bellow, Director of Human Resources

Subject: Classification and Salary: Public Works Maintenance Superintendent and Equipment Superintendent

RECOMMENDATION

Adopt a Resolution amending Resolution No. 68,710-N.S. Classification and Salary Resolution for Public Employees Union - Local One, to increase the salary range for Public Works Maintenance Superintendent and Equipment Superintendent, 6.3% and 6.0% respectively, to an hourly salary range of \$55.7482 - \$67.3564 effective January 22, 2019.

CURRENT SITUATION AND ITS EFFECTS

The Superintendent classifications in the City have three pay ranges. The Equipment Superintendent pay range is \$52.6173-\$63.5814; the Public Works Maintenance Superintendent salary pay range is \$52.4689-\$63.3265; the Parks Superintendent and the Facilities Maintenance Superintendent classification pay ranges are \$55.7482-\$67.3564.

The current Equipment Maintenance Division is comprised of two (2) sections: Corporation Yard and Transfer Station. The Division reporting structure consists of: one (1) Equipment Superintendent, one (1) Senior Equipment Supervisor, two (2) Mechanic Supervisors, one (1) Lead Mechanic, eight (8) Mechanics, five (5) Service Technicians, and one (1) Welder Mechanic. The Division is also responsible for all fleet replacements and new-to-fleet purchases.

The current Public Works Maintenance Division is comprised of three (3) sections: Sewers/Clean Cities Operations, Parking Meter Maintenance/Collection, Street/Stormwater Maintenance, and Traffic Maintenance. The Division reporting structure consists of one (1) Superintendent, two (2) Senior Supervisors, sixteen (16) Supervisors, one (1) Equipment Operator, fifteen (15) Skilled Laborers, twenty one (21) Laborers, six (6) Parking Meter Maintenance Workers, five (5) Parking Meter Mechanics, three (3) Traffic Maintenance Worker I, two (2) Traffic Maintenance Worker II, one (1) Construction Equipment Operator, two (2) Concrete Finishers, and one (1) Concrete Equipment Operator.

The current Parks Division is comprised of three (3) sections: Urban Forestry, Landscape Operations and Building Maintenance. The Division reporting structure consists of: one (1) Superintendent, three (3) Senior Supervisors, six (6) Supervisors, one (1) Forestry Technician, three (3) Senior Forestry Climbers, four (4) Forestry Climbers, three (3) Sr. Landscape Gardeners, fifteen (15) Gardeners, four (4) Landscape Equipment Operators, one (1) Rosarian, one (1) Senior Groundskeeper, one (1) Management Analyst, nine (9) Building Maintenance Mechanics, and one (1) Office Specialist.

The current Facilities Maintenance Division is comprised of three (3) sections: Electrical, Building Maintenance and Janitorial. The Division reporting structure consists of: one (1) Superintendent, two (2) Senior Supervisors, two (2) Supervisors, three (3) Lead Electricians, seven (7) Electricians, one (1) Lead Communication Technician, three (3) Communication Technicians, five (5) Building Maintenance Mechanics, seven (7) Janitors, one (1) Electrical Parts Technician, and one (1) Warehouse Operations Specialist.

The Parks Superintendent and Facilities Maintenance Superintendent Classifications share the same pay range which is higher than the Public Works Maintenance Superintendent and Equipment Superintendent Classification ranges. **Increasing the salary range for Public Works Maintenance Superintendent and Equipment Superintendent, 6.3% and 6.0% respectively, to an hourly salary range of \$55.7482 - \$67.3564 would align pay ranges across the Superintendent classifications.**

#### BACKGROUND

The Human Resources Department contracted with Cooperative Personnel Services (CPS) to conduct a classification survey and make a recommendation on the internal equity for the following classifications: Facilities Maintenance Superintendent, Parks Superintendent, Equipment Superintendent and Public Works Maintenance Superintendent. After a thorough review of the duty focus and classification of each position, a recommendation was made to assign all Superintendent classifications to the same pay range based on essential duties and scope of responsibility.

The Personnel Board met on December 3, 2018 and approved the following actions which include aligning pay ranges across the four Superintendent Classifications:

Action Item VII. Recommendation to Amend the Classification of Facilities Superintendent, Equipment Superintendent and Parks Superintendent.

Motion Seconded and Carried by Board Members Dixon and Murray

Vote: Ayes: 7

Noes: 0

Abstains: 0

Absent: 2

Action Item VIII. Recommendation to Amend the Salary of Public Works Maintenance Superintendent.

Motion Seconded and Carried by Board Members Dixon and Murray

Vote: Ayes: 7

Noes: 0

Abstains: 0

Absent: 2

ENVIRONMENTAL SUSTAINABILITY

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

RATIONALE FOR RECOMMENDATION

It has been the policy of the City to create the necessary classification and salary schedule to accommodate new duties and responsibilities, reflect programmatic changes, maintain competitive salaries and, when applicable, comply with regulatory requirements.

ALTERNATIVE ACTIONS CONSIDERED

None

CONTACT PERSON

LaTanya Bellow, Director of Human Resources, (510) 981-6807

Attachments:

1. Class Specification: Equipment Superintendent
2. Class Specification: Public Works Maintenance Superintendent
3. Resolution and Exhibit A and B: Salary Schedules



CITY OF BERKELEY  
Established Date: Nov 1, 1988  
Revision Date: December 3, 2018

# Equipment Superintendent

Class Code:  
13480

Bargaining Unit: Public Employees Union, Local One

## SALARY RANGE

\$52.62 - \$63.58 Hourly  
\$4,209.38 - \$5,086.51 Biweekly  
\$9,120.33 - \$11,020.78 Monthly  
\$109,443.98 - \$132,249.31 Annually

## DESCRIPTION:

### DEFINITION

Under administrative direction, plans, organizes, and directs, through subordinate supervisors, the activities of the Equipment Maintenance Division; per forms related work as assigned.

### CLASS CHARACTERISTICS

This class has division level responsibility for the administration of the City wide vehicle and equipment maintenance program within general policy guidelines. The incumbent is responsible for formulating policy, developing goals and objectives, supervising staff, administering the division budget, and directing day to day activities. It is distinguished from Senior Equipment Supervisor in that it has program planning and administration responsibilities for the entire division. It is further distinguished from Operations Manager, which is responsible for the administration of several assigned divisions or programs.

## EXAMPLES OF DUTIES:

The following list of duties is intended only to describe the various types of work that may be performed and the level of technical complexity of the assignment(s) and is not intended to be an all-inclusive list of duties. The omission of a specific duty statement does not exclude it from the position if the work is consistent with the concept of the classification, or is similar or closely related to another duty statement.

1. Plans, organizes, coordinates, administers and directs the work of the Equipment Maintenance Division; develops and directs the implementation of goals, objectives, policies, procedures and work standards for the Division;
2. Develops and implements management systems, procedures and standards for program evaluation; prepares or directs the preparation of a variety of studies and reports related to current and long range City needs and develops specific proposals to meet them;
3. Directs maintenance and repair activities, including planning, estimation, scheduling, inspection and monitoring work being performed;
4. Directs the preparation and administration of the division budget; prepares and maintains a wide variety of written records and correspondence;
5. Directs the selection, supervision, work evaluation and discipline of division staff and provides for their training and development; interprets City personnel and MOU provisions; provides technical assistance to staff;
6. Prepares or reviews reports for the City Manager, boards, commission and other organizations; works closely with public and private organizations or individuals to explain or coordinate proposed programs; responds to complaints or inquiries by phone or in person;

7. Coordinates the work of the division with other City divisions and departments, outside agencies or concerned groups;
8. Ensures compliance of division activities to pertinent codes, regulations and guidelines; monitors developments related to equipment maintenance, evaluates their impact and implements policy and procedure improvements; integrates new program activities into maintenance schedules; prepares specifications and makes recommendations on the purchase, sale, and disposal of new and used vehicles and equipment;
9. Maintains security of the Corporation Yard;
10. Performs related duties as assigned.

## **KNOWLEDGE AND ABILITIES:**

Note: The level and scope of the knowledges and skills listed below are related to job duties as defined under Class Characteristics.

Knowledge of:

1. Principles and practices of vehicle and equipment maintenance and repair as related to a large and varied fleet maintenance program;
2. Administrative principles and methods, including goal setting, program development and implementation, and employee supervision;
3. Principles and practices of budget development and administration;
4. Theories, principles, techniques and equipment used vehicle and equipment of maintenance and repair;
5. Safety regulations, safe work practices and safety equipment related to the work; codes, ordinances and guidelines pertaining to the work microcomputer applications related to the work;
6. Microcomputer applications related to the work.

Skill in:

1. Planning, assigning, directing and coordinating a variety of functional specialties with overlapping work areas;
2. Managing and directing a large vehicle and equipment program;
3. Selecting, motivating, and evaluating staff and providing for their training and development;
4. Preparing, administering and monitoring a division budget;
5. Analyzing complex operational and administrative problems, evaluating alternatives and recommending or implementing effective courses of action;
6. Developing and implementing goals, objectives, policies, procedures, work standards and management controls;
7. Preparing clear and concise records, reports, correspondence and other written materials;
8. Exercising independent judgment within general policy guidelines;
9. Establishing and maintaining effective working relationships with those encountered in the course of the work.

## **MINIMUM QUALIFICATIONS:**

A TYPICAL WAY OF GAINING THE KNOWLEDGE AND SKILLS OUTLINED ABOVE IS:

Equivalent to graduation from high school supplemented by college level coursework in automotive mechanics or a closely related field and seven (7) years of increasingly responsible equipment maintenance experience at the journey level or above which includes a minimum of three (3) years supervision at a level equivalent to or above the m class. Additional administrative experience may be substituted for the supplemental coursework.

College level coursework in public or business administration, engineering or a closely related field may be substituted for

the non supervisory experience, on a year-for-year basis.

**OTHER REQUIREMENTS**

Must possess a valid California driver's license and have a satisfactory driving record.



# Public Works Maintenance Superintendent

Class Code:  
13120

Bargaining Unit: Public Employees Union, Local One

CITY OF BERKELEY  
Established Date: Oct 1, 1988  
Revision Date: November 5, 2018

## SALARY RANGE

\$52.47-\$63.33 Hourly  
\$4,197.51 - \$5,066.12 Biweekly  
\$9,094.61 - \$10,976.60 Monthly  
\$109,135.31 - \$131,719.12 Annually

## DESCRIPTION:

### DEFINITION

Under direction, plans, organizes, and directs, through subordinate supervisors, the activities of the Street and Sanitation Division; performs related work as assigned.

### CLASS CHARACTERISTICS

This class has division level responsibility for the administration of the City wide streets and sanitation program within general policy guidelines, responsibility for formulating policy, developing goals and objectives, supervising staff, administering the division budget, and directing day to day activities. It is distinguished from Senior Public Works Supervisor in that it has program planning and administration responsibilities for both the streets and sanitation programs, whereas the latter class is responsible for the daily operations for an assigned section. It is further distinguished from Operations Manager, which is responsible for the administration of several assigned divisions or programs.

## EXAMPLES OF DUTIES:

The following list of duties is intended only to describe the various types of work that may be performed and the level of technical complexity of the assignment(s) and is not intended to be an all-inclusive list of duties. The omission of a specific duty statement does not exclude it from the position if the work is consistent with the concept of the classification, or is similar or closely related to another duty statement.

1. Plans, organizes, coordinates, administers and directs the work of the Street and Sanitation Division; develops and directs the implementation of goals, objectives, policies, procedures and work standards for the Division;
2. Develops and implements management systems, procedures and standards for program evaluation;
3. Prepares or directs the preparation of a variety of studies and reports related to current and long range City needs and develops specific proposals to meet them;
4. Directs maintenance and construction activities, including planning, estimation, scheduling, inspection and monitoring work being performed;
5. Directs the preparation and administration of the division budget;
6. Directs the selection, supervision, work evaluation and discipline of division staff and provides for their training and

development;

7. Interprets City personnel and MOU provisions;
8. Prepares or reviews reports for the City Manager, boards, commission and other organizations;
9. Works closely with public and private organizations or individuals to explain or coordinate proposed programs;
10. Responds to citizen complaints or inquiries by phone or in person;
11. Coordinates the work of the division with other City divisions and departments, outside agencies or concerned citizen groups;
12. Ensures compliance of division activities to pertinent codes, regulations and guidelines; monitors developments related to street and sewer construction and maintenance, evaluates their impact and implements policy and procedure improvements;
13. Provides technical assistance to staff;
14. Prepares and maintains written records and correspondence;
15. Integrates new program activities into maintenance schedules;
16. Responds to hazardous waste spills on emergency basis and coordinates inter agency response;
17. Coordinates City's Emergency Operations Plan for the Department.

## **KNOWLEDGE AND ABILITIES:**

Note: The level and scope of the knowledge and skills listed below are related to job duties as defined under Class Characteristics.

Knowledge of:

1. Principles and practices of street and sewer construction, maintenance and repair;
2. Administrative principles and methods, including goal setting, program development and implementation;
3. Principles and practices of effective employee supervision, including selection, training, work evaluation and discipline;
4. Principles and practices of budget development and administration;
5. Theories, principles, techniques and equipment used in public works street and sewer maintenance and operations;
6. Safety regulations, safe work practices and safety equipment related to the work;
7. Codes, ordinances and guidelines pertaining to the work;
8. Micro computer applications related to the work.

Skill in:

1. Planning, assigning, directing and coordinating a variety of functional specialties with overlapping work areas;
2. Managing and directing a large street and sewer maintenance and construction program;
3. Selecting, motivating, and evaluating staff and providing for their training and development;
4. Preparing, administering and monitoring a division budget;
5. Analyzing complex operational and administrative problems, evaluating alternatives and recommending or implementing effective courses of action;
6. Developing and implementing goals, objectives, policies, procedures, work standards and management controls;
7. Preparing clear and concise records, reports, correspondence and other written materials;



8. Exercising independent judgment within general policy guidelines;
9. Establishing and maintaining effective working relationships with those encountered in the course of the work.

## **MINIMUM QUALIFICATIONS:**

Must possess a valid California driver's license and have a satisfactory driving record.

Equivalent to graduation from high school supplemented by college level coursework in civil engineering or a closely related field and seven (7) years of increasingly responsible street and sewer construction and maintenance experience which includes a minimum of three (3) years supervision equivalent to the level of the Public Works Supervisor class. Additional administrative experience may be substituted for the supplemental coursework.

College level coursework in public or business administration, civil engineering or a closely related field may be substituted for the non supervisory experience, on a year-for-year basis.

## **CLASSIFICATION HISTORY:**

Public Works Maintenance Superintendent  
Classification Code 13120  
Classification Established 10/01/1988  
Classification Revised 10/6/2008  
Classification Revised 11/5/2018  
FLSA Status Exempt  
Administrative Leave/Overtime Administrative Leave  
Representation Unit Local One  
Probationary Period One year  
Workers' Compensation Code 8830

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

CLASSIFICATION REVISION : PUBLIC WORKS MAINTENANCE SUPERINTENDENT  
AND PUBLIC WORKS EQUIPMENT SUPERINTENDENT

WHEREAS, the Human Resources Department maintains the Classification and Compensation plan for the City of Berkeley; and

WHEREAS, the Director of Public Works had recommended revising the Public Works Maintenance Superintendent and Equipment Superintendent classification; and

WHEREAS, the Department of Public Works and Human Resources Department have completed a classification and salary review; and

WHEREAS, the Personnel Board recommended on December 3, 2018 to revise the classifications of Public Works Maintenance Superintendent and Equipment Superintendent to an hourly salary range of \$55.7482 - \$67.3564; and

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that Resolution No. 68,710-N.S., Classification and Salary Resolution for Public Employees Union - Local One is amended to increase the salary range for Public Works Maintenance Superintendent and Equipment Superintendent to an hourly salary range of \$55.7482 - \$67.3564 effective January 22, 2019 (Exhibits A and B).

**EXHIBIT A – Salaries – 3% COLA Eff 12/16/18**

JOB CODE	REP UNIT	CLASSIFICATION TITLE	FLSA	AL OT	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
13500	M	Accounting Manager	E	AL	57.8978	60.7848	63.8284	67.0195	70.3673	
14630	M	Administrative & Fiscal Services Manager	E	AL	51.3399	53.9111	56.6067	59.4405	62.4125	65.4742
13170	M	Animal Services Manager	E	AL	57.5277	60.2906	63.2164	66.3215	69.5123	
14590	P1	Assistant Building and Safety Manager	E	AL	58.6470	61.7294	64.9779	68.3993	71.9999	
22060	P1	Assistant Civil Engineer (Reg)	E	AL	50.7011	53.0710	55.7140	58.4260	61.3171	
14720	M	Assistant Manager of Mental Health Services	E	AL	55.4254	58.2015	61.1145	64.1706	67.3815	
22070	P1	Assistant Public Works Engineer	E	OT	48.5027	50.7011	53.0710	55.7140	58.4260	
20010	P1	Assistant Traffic Engineer	E	AL	49.0681	51.2915	53.7311	56.4019	59.1398	
22050	P1	Associate Civil Engineer	E	AL	55.8425	58.5884	61.3767	64.2854	67.4763	
22030	P1	Associate Traffic Engineer	E	AL	55.8425	58.5884	61.3767	64.2854	67.4763	
22020	P1	Associate Utility Engineer	E	AL	55.8425	58.5884	61.3767	64.2854	67.4763	
13060	M	Building and Safety Manager	E	AL	70.8366	74.9173	79.4328	83.8470	88.7022	
22300	P1	Building Plans Engineer	E	AL	51.6649	54.3821	57.2452	60.2612	63.4301	
14200	M	Camp Manager	E	AL	34.2878	36.0034	37.7971	39.6928	41.6747	
37040	P1	Chief of Party	N	OT	44.5399	46.6539	48.8911	51.2928	53.6781	
14690	M	Circulation Services Manager	E	AL	48.4453	50.6960	53.1049	55.6504	58.3614	
28370	P1	Civic Arts Coordinator	E	OT	44.1326	46.2334	48.5104	50.8864	53.3349	
14270	P1	Code Enforcement Supervisor	E	AL	46.8775	49.1702	51.5737	54.0632	56.6124	
14160	M	Communications Manager	E	AL	50.4773	53.1281	55.9269	58.8739	61.9688	
28140	P1	Community Services Specialist III	E	AL	49.2214	51.5737	54.1144	56.7662	59.5122	
28050	P1	Contract Administrator	E	AL	43.4049	45.9629	48.6774	51.5477	54.5088	
28530	P1	Crime Analyst	N	OT	44.2768	45.4199	47.6881	50.0754	52.5760	
14550	P1	Crime Scene Supervisor	E	OT	44.1572	46.1164	48.4259	50.8379	53.3875	
13150	M	Customer Service Manager	E	AL	54.0119	56.6549	59.3240	62.1983	65.1834	
26160	P1	Database Administrator	E	AL	49.7192	52.3361	55.0910	57.9898	61.0447	
37020	P2	Drafting Technician	N	OT	34.6021	36.2274	37.8614	39.6407	41.5824	
29230	M	Economic Development Project Coordinator	E	AL	54.0119	56.6549	59.3240	62.2069	65.1834	
24160	P1	Emergency Medical Services Advisor	E	AL	47.9783	49.7382	52.2223	54.8379	57.5771	
28280	P1	Employment Programs Administrator	E	AL	48.6444	50.9557	53.4726	56.0964	58.7945	
14260	M	Energy Program Manager	E	AL	53.8579	56.5512	59.3789	62.3480	65.4665	
37030	P2	Engineering Inspector	N	OT	41.6529	43.5694	45.7489	47.8710	50.1331	
24570	P1	Environmental Health Supervisor	E	AL	48.8416	50.7082	52.6481	54.6610	56.7536	
<b>13480</b>	<b>M</b>	<b>Equipment Superintendent ***effective 1/21/19</b>	<b>E</b>	<b>AL</b>	<b>55.7482</b>	<b>58.4514</b>	<b>61.2572</b>	<b>64.2854</b>	<b>67.3564</b>	
13440	M	Facilities Maintenance Superintendent	E	AL	55.7482	58.4514	61.2572	64.2854	67.3564	

JOB	REP	CLASSIFICATION TITLE	FLSA	AL	STEP	STEP	STEP	STEP	STEP	STEP
13210	M	General Services Manager	E	AL	55.1750	57.9297	60.8722	63.9433	67.2025	
65210	P1	Harbormaster	E	OT			43.7328	45.4067	47.2804	
13770	M	Hazardous Materials Manager	E	AL	58.8930	61.7800	64.6918	67.8422	71.0663	
16090	P1	Health Nutrition Program Coordinator	N	OT	43.6695	45.3890	47.1599	48.9733	50.9406	
24470	P1	Health Planning, Education and Promotion	E	OT	45.1439	46.8972	48.8739	50.8885	52.9998	
24730	P1	Health Services Program Specialist	E	OT	41.6081	43.2250	44.9014	46.6551	48.5027	
16100	P1	Health Services Supervisor	E	AL	54.3455	56.4499	58.7852	61.2657	63.7551	
23120	P1	Hearing Examiner	E	AL	52.6602	56.0731	59.0331	61.6594	65.4316	
14110	M	Home Energy Administrator	E	AL	45.7541	47.7633	49.9063	52.0495	54.3336	
28980	P1	Homeless Services Coordinator	E	AL	48.8488	51.1899	53.7038	56.3429	59.0652	
14580	P1	Housing Inspector Supervisor	E	AL	46.8775	49.1702	51.5737	54.0632	56.6124	
22080	P1	Junior Public Works Engineer	E	OT	40.8466	42.7286	44.7732	46.9204	49.2043	
13540	M	Land Use Planning Manager	E	AL	69.3924	72.8483	76.5010	80.3161	82.8825	
14640	M	Library Information Systems Administrator	E	AL	50.7021	55.7985	58.6103	61.5646	64.7279	
14680	M	Library Services Manager	E	AL	51.0692	53.5070	56.1160	58.6653	61.5398	
13290	M	Manager of Aging Services	E	AL	57.7964	60.2442	63.2582	66.4215	69.7414	
13730	M	Manager of Economic Development	E	AL	62.2668	65.3976	68.6651	72.0527	75.7225	
13100	M	Manager of Engineering	E	AL	70.8296	74.9184	79.2470	83.8404	88.6996	
13680	M	Manager of Environmental Health	E	AL	57.8012	60.6070	63.4815	66.5694	69.7433	
13520	M	Manager of Housing and Community Services	E	AL	60.3942	63.4301	66.5988	69.8873	73.4481	
13390	M	Manager of Mental Health Services	E	AL	65.0468	68.1436	71.4539	74.9611	78.6052	
13670	M	Manager of Public Health Services	E	AL	60.8167	64.0216	67.3934	70.9439	74.6790	
13640	M	Manager, Family Health and Nursing Services	E	AL	61.9970	65.0990	68.3488	71.7680	75.3566	
14220	P1	Mental Health Clinical Supervisor	E	AL	46.7229	49.1836	51.7755	54.4985	57.3670	
14210	P1	Mental Health Program Supervisor	E	AL	51.1942	53.5385	56.0717	58.5968	61.2538	
14280	M	Parking Enforcement Manager	E	AL	44.3970	46.4166	48.8612	51.4321	54.1427	
13270	M	Parking Services Manager	E	AL	50.9836	53.4815	56.0477	58.6994	61.5398	
13320	M	Parks Superintendent	E	AL	55.7482	58.4514	61.2572	64.2854	67.3564	
13710	P1	Permit Center Coordinator	E	AL	55.3784	58.1088	60.8922	63.8486	66.8711	
14560	P1	Principal Planner	E	AL		59.1232	61.8295	64.5355	67.4391	
13590	P1	Public Health Program Physician-Deputy Health Officer	E	AL	83.2314	87.4184	91.7365	96.3099	101.1052	
13220	M	Public Safety Business Manager	E	AL	56.4069	59.1016	62.0272	65.0812	68.1948	
<b>13120</b>	<b>M</b>	<b>Public Works Maintenance Superintendent *** effective 1/22/19</b>	<b>E</b>	<b>AL</b>	<b>55.7482</b>	<b>58.4514</b>	<b>61.2572</b>	<b>64.2854</b>	<b>67.3564</b>	
13650	M	Public Works Operations Manager	E	AL	59.5863	62.7252	66.0263	69.5014	73.1565	
14750	M	Real Property Administrator	E	AL	55.7482	58.4514	61.2572	64.2854	67.3564	
13510	M	Records Manager	E	AL	47.5788	49.8373	52.3180	54.8928	57.5104	
13330	M	Recreation and Youth Services Manager	E	AL	57.5277	60.0427	63.0451	66.1931	69.5123	

JOB	REP	CLASSIFICATION TITLE	ELSA	AL	STEP	STEP	STEP	STEP	STEP	STEP
13340	P1	Recreation Program Supervisor	E	AL	39.9514	41.9507	44.0472	46.2554	48.5682	
28900	M	Recycling Program Manager	E	AL	50.7182	53.1907	55.6885	58.4260	61.2315	
13530	M	Revenue Collection Manager	E	AL	54.0119	56.6549	59.3240	62.1983	65.1834	
21350	M	Revenue Development Supervisor	E	AL	47.7122	49.9774	52.4422	54.9998	57.6704	
21190	P1	Senior Accountant	E	AL	47.7756	50.0767	52.5320	55.1152	57.7501	
21200	P1	Senior Auditor	E	AL	47.7072	49.9742	52.4378	55.0040	57.6644	
13350	P1	Senior Building Maintenance Supervisor	E	OT	43.5071	45.5684	47.8099	50.0340	52.3951	
22010	P1	Senior Building Plans Engineer	E	AL	63.1136	66.2869	69.5891	73.0706	76.2274	
28010	P1	Senior Buyer	N	OT	40.0600	41.9590	43.8921	46.0225	48.1348	
14150	M	Senior Citizen Center Director	E	OT	39.9007	41.6691	43.3881	45.1240	47.4353	
28340	P1	Senior Community Development Project Coordinator	E	AL	54.0119	56.6549	59.3240	62.2069	65.1834	
37130	P2	Senior Drafting Technician	N	OT	37.9598	39.7117	41.5542	43.4704	45.5926	
14050	P1	Senior Electrical Supervisor	E	AL			55.5947	58.1116	60.9742	
14530	P1	Senior Equipment Supervisor	E	AL	45.4319	47.5960	49.9572	52.3863	54.9272	
14070	P1	Senior Forestry Supervisor	E	OT	48.3894	50.6758	53.1763	55.6439	58.2680	
24680	P1	Senior Health Services Program Specialist	E	AL	47.4592	49.2557	51.1717	53.3190	55.3633	
23130	P1	Senior Hearing Examiner	E	AL	59.9841	63.9116	67.2406	70.2527	74.5661	
14080	P1	Senior Landscape Gardener Supervisor	E	OT	48.3894	50.6758	53.1763	55.6439	58.2680	
28110	P1	Senior Management Analyst	E	AL	49.2214	51.5737	54.1144	56.7662	59.5122	
14060	P1	Senior Public Works Supervisor	E	OT	43.5071	45.5684	47.8099	50.0340	52.3951	
14540	P1	Senior Solid Waste Supervisor	E	OT	43.9178	45.9965	48.2631	50.5047	52.8823	
14600	P1	Senior Systems Analyst	E	AL	53.5756	56.2445	59.0930	62.0784	65.2608	
14500	M	Seniors Nutrition Program Supervisor	N	OT	41.4797	43.4642	45.4833	47.6562	50.0596	
13140	M	Solid Waste and Recycling Manager	E	AL	65.0468	68.1436	71.4539	74.9611	78.6052	
65200	P1	Solid Waste Supervisor	E	OT			42.9114	44.5315	46.3742	
13300	P1	Supervising Building Inspector	E	AL	54.7219	57.4335	60.5303	63.0964	66.1333	
14040	M	Supervising Civil Engineer	E	AL	63.2931	66.3469	69.5550	72.9168	76.4239	
12220	M	Supervising Hearing Examiner	E	AL	64.8770	68.1972	71.6514	75.2622	79.0671	
24550	P1	Supervising Public Health Nurse	E	AL	59.7071	62.0844	64.6508	67.3159	70.1041	
14760	M	Supervising Systems Analyst	E	AL	63.9433	67.0826	70.2906	73.7550	77.2881	
13400	M	Supervising Traffic Engineer	E	AL	63.7721	67.0229	70.4446	74.0374	77.8610	
37110	P2	Survey Technician	N	OT	36.3722	38.0666	39.8105	41.6856	43.7255	
21210	P1	Systems Accountant	E	AL	53.5756	56.2445	59.0930	62.0784	65.2608	
30010	P1	Traffic Engineering Assistant	N	OT			36.9973	38.8021	40.5729	
13410	M	Transportation Manager	E	AL	68.8611	72.3003	75.9186	79.7087	83.6999	
14670	M	Transportation Services Coordinator	E	AL	38.7394	40.6815	42.7129	44.8515	47.0914	
14620	M	Treasury Manager	E	AL	57.8998	60.7867	63.8296	67.0165	70.3716	
13690	M	Waterfront Manager	E	AL	55.7482	58.4514	61.2572	64.2854	67.3564	
14700	P1	Waterfront Supervisor	E	AL	45.0558	47.4325	49.9294	52.5582	55.3250	

JOB	REP	CLASSIFICATION TITLE	ELSA	AL	STEP	STEP	STEP	STEP	STEP	STEP
28870	P1	Watershed Resources Specialist	E	AL	39.8990	42.0191	43.9874	46.1810	48.4937	

**EXHIBIT B – Salaries – 2% COLA Eff 10/20/19**

JOB CODE	REP UNIT	CLASSIFICATION TITLE	FLSA	AL OT	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
13500	M	Accounting Manager	E	AL	60.2369	63.2405	66.4071	69.7271	73.2101	
14630	M	Administrative & Fiscal Services Manager	E	AL	53.4140	56.0891	58.8936	61.8419	64.9340	68.1194
13170	M	Animal Services Manager	E	AL	59.8519	62.7263	65.7703	69.0009	72.3206	
14590	P1	Assistant Building and Safety Manager	E	AL	61.0163	64.2233	67.6031	71.1626	74.9087	
22060	P1	Assistant Civil Engineer (Reg)	E	AL	52.7494	55.2150	57.9649	60.7864	63.7943	
14720	M	Assistant Manager of Mental Health Services	E	AL	57.6646	60.5528	63.5835	66.7631	70.1037	
22070	P1	Assistant Public Works Engineer	E	OT	50.4623	52.7494	55.2150	57.9649	60.7864	
20010	P1	Assistant Traffic Engineer	E	AL	51.0505	53.3636	55.9018	58.6805	61.5291	
22050	P1	Associate Civil Engineer	E	AL	58.0986	60.9554	63.8563	66.8825	70.2023	
22030	P1	Associate Traffic Engineer	E	AL	58.0986	60.9554	63.8563	66.8825	70.2023	
22020	P1	Associate Utility Engineer	E	AL	58.0986	60.9554	63.8563	66.8825	70.2023	
13060	M	Building and Safety Manager	E	AL	73.6984	77.9439	82.6419	87.2344	92.2857	
22300	P1	Building Plans Engineer	E	AL	53.7522	56.5791	59.5579	62.6957	65.9927	
14200	M	Camp Manager	E	AL	35.6731	37.4580	39.3241	41.2964	43.3584	
37040	P1	Chief of Party	N	OT	46.3393	48.5387	50.8663	53.3651	55.8467	
14690	M	Circulation Services Manager	E	AL	50.4025	52.7441	55.2503	57.8987	60.7192	
28370	P1	Civic Arts Coordinator	E	OT	45.9156	48.1013	50.4702	52.9422	55.4896	
14270	P1	Code Enforcement Supervisor	E	AL	48.7714	51.1567	53.6573	56.2474	58.8995	
14160	M	Communications Manager	E	AL	52.5165	55.2745	58.1863	61.2524	64.4724	
28140	P1	Community Services Specialist III	E	AL	51.2099	53.6573	56.3006	59.0595	61.9164	
28050	P1	Contract Administrator	E	AL	45.1585	47.8198	50.6439	53.6303	56.7110	
28530	P1	Crime Analyst	N	OT	46.0655	47.2549	49.6147	52.0984	54.7001	
14550	P1	Crime Scene Supervisor	E	OT	45.9411	47.9795	50.3823	52.8918	55.5444	
13150	M	Customer Service Manager	E	AL	56.1939	58.9438	61.7207	64.7111	67.8168	
26160	P1	Database Administrator	E	AL	51.7279	54.4505	57.3167	60.3326	63.5109	
37020	P2	Drafting Technician	N	OT	36.0000	37.6909	39.3910	41.2422	43.2623	
29230	M	Economic Development Project Coordinator	E	AL	56.1939	58.9438	61.7207	64.7200	67.8168	
24160	P1	Emergency Medical Services Advisor	E	AL	49.9167	51.7477	54.3320	57.0534	59.9032	
28280	P1	Employment Programs Administrator	E	AL	50.6096	53.0143	55.6329	58.3627	61.1698	
14260	M	Energy Program Manager	E	AL	56.0338	58.8358	61.7778	64.8669	68.1113	
37030	P2	Engineering Inspector	N	OT	43.3357	45.3296	47.5972	49.8050	52.1585	
24570	P1	Environmental Health Supervisor	E	AL	50.8148	52.7568	54.7751	56.8693	59.0465	
<b>13480</b>	<b>M</b>	<b>Equipment Superintendent *** effective 1/22/19</b>	<b>E</b>	<b>AL</b>	<b>58.005</b>	<b>60.8128</b>	<b>63.7319</b>	<b>66.8825</b>	<b>70.0776</b>	

JOB	REP	CLASSIFICATION TITLE	FLSA	AL	STEP	STEP	STEP	STEP	STEP	STEP
13440	M	Facilities Maintenance Superintendent	E	AL	58.0005	60.8128	63.7319	66.8825	70.0776	
13210	M	General Services Manager	E	AL	57.4041	60.2701	63.3314	66.5266	69.9175	
65210	P1	Harbormaster	E	OT			45.4997	47.2411	49.1905	
13770	M	Hazardous Materials Manager	E	AL	61.2723	64.2759	67.3053	70.5830	73.9374	
16090	P1	Health Nutrition Program Coordinator	N	OT	45.4338	47.2227	49.0652	50.9519	52.9986	
24470	P1	Health Planning, Education and Promotion	E	OT	46.9677	48.7918	50.8484	52.9444	55.1410	
24730	P1	Health Services Program Specialist	E	OT	43.2891	44.9713	46.7154	48.5400	50.4623	
16100	P1	Health Services Supervisor	E	AL	56.5410	58.7305	61.1601	63.7408	66.3308	
23120	P1	Hearing Examiner	E	AL	54.7877	58.3385	61.4181	64.1505	68.0750	
14110	M	Home Energy Administrator	E	AL	47.6026	49.6930	51.9225	54.1523	56.5287	
28980	P1	Homeless Services Coordinator	E	AL	50.8223	53.2580	55.8735	58.6192	61.4514	
14580	P1	Housing Inspector Supervisor	E	AL	48.7714	51.1567	53.6573	56.2474	58.8995	
22080	P1	Junior Public Works Engineer	E	OT	42.4968	44.4549	46.5821	48.8160	51.1922	
13540	M	Land Use Planning Manager	E	AL	72.1958	75.7914	79.5916	83.5608	86.2310	
14640	M	Library Information Systems Administrator	E	AL	52.7504	58.0528	60.9782	64.0518	67.3430	
14680	M	Library Services Manager	E	AL	53.1324	55.6686	58.3831	61.0354	64.0260	
13290	M	Manager of Aging Services	E	AL	60.1313	62.6781	65.8139	69.1049	72.5589	
13730	M	Manager of Economic Development	E	AL	64.7823	68.0397	71.4392	74.9637	78.7817	
13100	M	Manager of Engineering	E	AL	73.6911	77.9451	82.4485	87.2275	92.2831	
13680	M	Manager of Environmental Health	E	AL	60.1363	63.0555	66.0461	69.2588	72.5610	
13520	M	Manager of Housing and Community Services	E	AL	62.8341	65.9927	69.2894	72.7107	76.4154	
13390	M	Manager of Mental Health Services	E	AL	67.6747	70.8966	74.3407	77.9895	81.7808	
13670	M	Manager of Public Health Services	E	AL	63.2737	66.6080	70.1161	73.8101	77.6961	
13640	M	Manager, Family Health and Nursing Services	E	AL	64.5016	67.7290	71.1101	74.6675	78.4010	
14220	P1	Mental Health Clinical Supervisor	E	AL	48.6105	51.1706	53.8672	56.7003	59.6846	
14210	P1	Mental Health Program Supervisor	E	AL	53.2625	55.7015	58.3370	60.9641	63.7285	
14280	M	Parking Enforcement Manager	E	AL	46.1906	48.2918	50.8352	53.5099	56.3301	
13270	M	Parking Services Manager	E	AL	53.0434	55.6421	58.3121	61.0709	64.0260	
13320	M	Parks Superintendent	E	AL	58.0005	60.8128	63.7319	66.8825	70.0776	
13710	P1	Permit Center Coordinator	E	AL	57.6157	60.4564	63.3522	66.4281	69.5727	
14560	P1	Principal Planner	E	AL		61.5118	64.3274	67.1427	70.1637	
13590	P1	Public Health Program Physician-Deputy Health Officer	E	AL	86.5939	90.9501	95.4426	100.2008	105.1898	
13220	M	Public Safety Business Manager	E	AL	58.6857	61.4893	64.5331	67.7105	70.9499	
<b>13120</b>	<b>M</b>	<b>Public Works Maintenance Superintendent</b> <b>*** effective 1/22/19</b>	<b>E</b>	<b>AL</b>	<b>58.0005</b>	<b>60.8128</b>	<b>63.7319</b>	<b>66.8825</b>	<b>70.0776</b>	
13650	M	Public Works Operations Manager	E	AL	61.9936	65.2593	68.6937	72.3092	76.1120	



JOB	REP	CLASSIFICATION TITLE	FLSA	AL	STEP	STEP	STEP	STEP	STEP	STEP
14750	M	Real Property Administrator	E	AL	58.0005	60.8128	63.7319	66.8825	70.0776	
13510	M	Records Manager	E	AL	49.5010	51.8507	54.4317	57.1105	59.8338	
13330	M	Recreation and Youth Services Manager	E	AL	59.8519	62.4685	65.5921	68.8673	72.3206	
13340	P1	Recreation Program Supervisor	E	AL	41.5654	43.6455	45.8267	48.1241	50.5304	
28900	M	Recycling Program Manager	E	AL	52.7673	55.3396	57.9383	60.7864	63.7052	
13530	M	Revenue Collection Manager	E	AL	56.1939	58.9438	61.7207	64.7111	67.8168	
21350	M	Revenue Development Supervisor	E	AL	49.6397	51.9964	54.5608	57.2218	60.0003	
21190	P1	Senior Accountant	E	AL	49.7057	52.0998	54.6543	57.3419	60.0832	
21200	P1	Senior Auditor	E	AL	49.6345	51.9932	54.5563	57.2262	59.9941	
13350	P1	Senior Building Maintenance Supervisor	E	OT	45.2647	47.4094	49.7414	52.0554	54.5119	
22010	P1	Senior Building Plans Engineer	E	AL	65.6634	68.9649	72.4005	76.0226	79.3069	
28010	P1	Senior Buyer	N	OT	41.6784	43.6542	45.6653	47.8819	50.0795	
14150	M	Senior Citizen Center Director	E	OT	41.5127	43.3526	45.1410	46.9470	49.3517	
28340	P1	Senior Community Development Project Coordinator	E	AL	56.1939	58.9438	61.7207	64.7200	67.8168	
37130	P2	Senior Drafting Technician	N	OT	39.4934	41.3160	43.2330	45.2266	47.4346	
14050	P1	Senior Electrical Supervisor	E	AL			57.8407	60.4593	63.4376	
14530	P1	Senior Equipment Supervisor	E	AL	47.2673	49.5189	51.9754	54.5027	57.1462	
14070	P1	Senior Forestry Supervisor	E	OT	50.3443	52.7231	55.3246	57.8919	60.6221	
24680	P1	Senior Health Services Program Specialist	E	AL	49.3766	51.2456	53.2390	55.4731	57.6000	
23130	P1	Senior Hearing Examiner	E	AL	62.4075	66.4936	69.9571	73.0910	77.5785	
14080	P1	Senior Landscape Gardener Supervisor	E	OT	50.3443	52.7231	55.3246	57.8919	60.6221	
28110	P1	Senior Management Analyst	E	AL	51.2099	53.6573	56.3006	59.0595	61.9164	
14060	P1	Senior Public Works Supervisor	E	OT	45.2647	47.4094	49.7414	52.0554	54.5119	
14540	P1	Senior Solid Waste Supervisor	E	OT	45.6921	47.8547	50.2130	52.5451	55.0187	
14600	P1	Senior Systems Analyst	E	AL	55.7400	58.5168	61.4804	64.5864	67.8973	
14500	M	Seniors Nutrition Program Supervisor	N	OT	43.1555	45.2202	47.3209	49.5815	52.0820	
13140	M	Solid Waste and Recycling Manager	E	AL	67.6747	70.8966	74.3407	77.9895	81.7808	
65200	P1	Solid Waste Supervisor	E	OT			44.6450	46.3305	48.2477	
13300	P1	Supervising Building Inspector	E	AL	56.9326	59.7538	62.9757	65.6455	68.8051	
14040	M	Supervising Civil Engineer	E	AL	65.8502	69.0273	72.3650	75.8626	79.5114	
12220	M	Supervising Hearing Examiner	E	AL	67.4980	70.9523	74.5461	78.3027	82.2614	
24550	P1	Supervising Public Health Nurse	E	AL	62.1192	64.5926	67.2627	70.0354	72.9363	
14760	M	Supervising Systems Analyst	E	AL	66.5266	69.7928	73.1303	76.7347	80.4106	
13400	M	Supervising Traffic Engineer	E	AL	66.3485	69.7307	73.2906	77.0285	81.0066	
37110	P2	Survey Technician	N	OT	37.8416	39.6045	41.4188	43.3697	45.4920	
21210	P1	Systems Accountant	E	AL	55.7400	58.5168	61.4804	64.5864	67.8973	
30010	P1	Traffic Engineering Assistant	N	OT			38.4919	40.3697	42.2121	

JOB	REP	CLASSIFICATION TITLE	E L S A	AL	STEP	STEP	STEP	STEP	STEP	STEP
13410	M	Transportation Manager	E	AL	71.6431	75.2212	78.9857	82.9290	87.0814	
14670	M	Transportation Services Coordinator	E	AL	40.3045	42.3250	44.4385	46.6635	48.9939	
14620	M	Treasury Manager	E	AL	60.2390	63.2424	66.4083	69.7239	73.2146	
13690	M	Waterfront Manager	E	AL	58.0005	60.8128	63.7319	66.8825	70.0776	
14700	P1	Waterfront Supervisor	E	AL	46.8760	49.3488	51.9466	54.6816	57.5601	
28870	P1	Watershed Resources Specialist	E	AL	41.5109	43.7167	45.7644	48.0467	50.4529	