

ORDINANCE NO. 2020-017

2020 MASTER ORDINANCE
Effective: August 23, 2020
(as approved by Council: July 21, 2020)

AN ORDINANCE

relating to City personnel; adopting a classification and compensation plan for City employees to be effective August 23, 2020; and repealing all preceding pay ordinances in the City of Yakima Municipal Code.

BE IT ORDAINED BY THE CITY OF YAKIMA:

A classification and compensation plan for city employees is hereby adopted to be effective: August 23, 2020.

Pay ranges and pay steps set out in the schedule for the classifications allocated to these pay ranges shall be in full force and effective on the date stated above. The pay rates shall constitute full compensation for those employees with a work week of forty hours as set out in other sections of this code. Employees whose work week is less than forty hours shall be paid at the rate which is in the same proportion to the rates set out herein within their applicable classification that their work week bears to forty hours. The hourly rate for those employees of the fire department whose work week exceeds forty hours shall be computed according to the provisions of Article 30 of the City of Yakima and International Association of Firefighters (IAFF) Local 469 Collective Bargaining Agreement.

The performance of employees shall be evaluated annually in accordance with a management performance evaluation plan. The result of the performance evaluations shall be used by the City Manager to determine the salary of each employee in the designated positions and shall be used by the City Council to determine the salary of the City Manager, said salaries to be no less than the minimum nor no greater than the maximum set out in the pay range applicable to the position according to the following schedule:



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
6410 9-1-1 CALLTAKER CS: FIRE Union: IAFF	590	01/01/2021 01/01/2020	20.57 20.12	21.60 21.12	22.73 22.23	23.84 23.32	25.05 24.50	26.31 25.73
10306 ACCOUNTANT I CS: CHARTER Union: TEAMSTERS	978SA	01/01/2020	28.65	30.09	31.56	33.19	34.85	
10302 ACCOUNTANT II CS: CHARTER Union: TEAMSTERS	975SA	01/01/2020	33.19	34.85	36.57	38.45	40.35	
2312 ACCOUNTING TECHNICIAN CS: CHARTER Union: AFSCME	12.5	01/01/2021 01/01/2020	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	
11610 ADMIN ASST FOR YAKIMA AIR TERMINAL CS: CHARTER Union: AFSCME	980A	01/01/2021 01/01/2020	26.32 25.80	27.63 27.09	28.98 28.41	30.46 29.86	31.92 31.29	
1331 ADMIN. ASST. TO THE CITY MANAGER CS: EXEMPT Union: NONE	972	01/01/2020	37.69	39.58	41.56	43.64	45.78	
11615 ADMINISTRATIVE ASSISTANT FOR WASTEWATER CS: CHARTER Union: TEAMSTERS	980SA	01/01/2020	26.03	27.31	28.65	30.09	31.56	
10520 ADMINISTRATIVE ASSISTANT TO FINANCE CS: CHARTER Union: TEAMSTERS	980SA	01/01/2020	26.03	27.31	28.65	30.09	31.56	
16101 ADMINISTRATIVE ASSISTANT TO FIRE CHIEF CS: FIRE Union: TEAMSTERS	980SA	01/01/2020	26.03	27.31	28.65	30.09	31.56	
11701 ADMINISTRATIVE ASSISTANT TO POLICE CHIEF CS: CHARTER Union: TEAMSTERS	980SA	01/01/2020	26.03	27.31	28.65	30.09	31.56	
10507 ADMINISTRATIVE SECRETARY CS: CHARTER Union: NONE	983	01/01/2020	22.05	23.15	24.26	25.51	26.79	
8920 AIRPORT MAINTENANCE LEAD CS: CHARTER Union: AFSCME	18.0	01/01/2021 01/01/2020	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	29.58 29.00	
8910 AIRPORT MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2021 01/01/2020	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	



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1212 AIRPORT OPERATIONS & MAINTENANCE MANAGER CS: CHARTER Union: NONE	971	01/01/2020	39.58	41.56	43.64	45.78	48.12	
6425 ALARM SUPERVISOR CS: FIRE Union: IAFF	555	01/01/2021 01/01/2020	29.83 29.17	31.23 30.54	32.63 31.91	34.11 33.36	35.64 34.86	37.41 36.59
6511 ANIMAL CONTROL LEAD CS: CHARTER Union: AFSCME	10.5	01/01/2021 01/01/2020	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	
6510 ANIMAL CONTROL OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2021 01/01/2020	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	
5267 AQUATIC LEADER CS: CHARTER Union: AFSCME	7.0	01/01/2021 01/01/2020	15.10 14.80	15.76 15.45	16.48 16.16	17.27 16.93	18.00 17.65	
8841 AQUATIC MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	16.5	01/01/2021 01/01/2020	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	
5266 AQUATIC SPECIALIST CS: CHARTER Union: AFSCME	10.5	01/01/2021 01/01/2020	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	
5260 AQUATICS CONCESSIONS/CASHIER CS: CHARTER Union: NONE	914	01/01/2020	13.50					
11502 AQUATICS PROGRAM SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2020	32.56	34.20	35.86	37.69	39.58	
2230 ASSISTANT BUYER CS: CHARTER Union: AFSCME	12.5	01/01/2021 01/01/2020	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	
1324 ASSISTANT CITY ATTORNEY I CS: EXEMPT Union: NONE	973	01/01/2020	35.86	37.69	39.58	41.56	43.64	
1323 ASSISTANT CITY ATTORNEY II CS: EXEMPT Union: NONE	971	01/01/2020	39.58	41.56	43.64	45.78	48.12	
1130 ASSISTANT CITY MANAGER CS: EXEMPT Union: NONE	963	01/01/2020	67.69	71.09	74.62	78.33	82.27	



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6212 ASSISTANT EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	12.0	01/01/2021 01/01/2020	18.76 18.39	19.76 19.37	20.51 20.11	21.53 21.11	22.52 22.08	
6344 ASSISTANT FIRE MARSHAL CS: FIRE Union: IAFF	527	01/01/2021 01/01/2020	43.86 42.79	46.04 44.92	48.21 47.03	50.69 49.45	53.24 51.94	
150 ASSISTANT MAYOR CS: EXEMPT Union: NONE	952	12/01/1999	.00					
3311 ASSISTANT PLANNER CS: CHARTER Union: AFSCME	16.5	01/01/2021 01/01/2020	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	
15101 ASSISTANT WASTEWATER MANAGER CS: CHARTER Union: NONE	971	01/01/2020	39.58	41.56	43.64	45.78	48.12	
3321 ASSOCIATE PLANNER CS: CHARTER Union: AFSCME	19.0	01/01/2021 01/01/2020	25.80 25.29	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	
5254 ATHLETIC COORDINATOR CS: CHARTER Union: AFSCME	12.5	01/01/2021 01/01/2020	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	
8215 AUTOMOTIVE SERVICES ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2021 01/01/2020	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	
8213 AUTOMOTIVE STOREKEEPER CS: CHARTER Union: AFSCME	15.5	01/01/2021 01/01/2020	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	
6328 BATTALION CHIEF (DAY) CS: FIRE Union: IAFF	968BCD	01/01/2013	38.69	39.95	42.69	44.81	47.07	49.42
6327 BATTALION CHIEF (SHIFT) CS: FIRE Union: IAFF	969	01/01/2013	30.66	32.17	33.77	35.50	37.26	39.13
2314 BUDGET ANALYST CS: CHARTER Union: AFSCME	20.0	01/01/2021 01/01/2020	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	32.39 31.75	



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5210 BUILDING ATTENDANT - HARMAN CENTER CS: CHARTER Union: NONE	914	01/01/2020	13.50					
8541 BUILDING MAINT. SPECIALIST CS: CHARTER Union: AFSCME	8.5	01/01/2021 01/01/2020	16.12 15.80	16.83 16.50	17.63 17.28	18.36 18.00	19.29 18.91	
13605 BUILDING OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2020	32.56	34.20	35.86	37.69	39.58	
13601 BUILDING SUPERINTENDENT CS: CHARTER Union: NONE	978	01/01/2020	28.07	29.53	30.95	32.56	34.20	
13601PW BUILDING SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	978SA	01/01/2020	28.65	30.09	31.56	33.19	34.85	
2280 BUSINESS APPLICATIONS SPECIALIST CS: CHARTER Union: AFSCME	20.0	01/01/2021 01/01/2020	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	32.39 31.75	
2231 BUYER I CS: CHARTER Union: AFSCME	16.5	01/01/2021 01/01/2020	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	
2234 BUYER II CS: CHARTER Union: AFSCME	19.5	01/01/2021 01/01/2020	26.42 25.90	27.65 27.11	28.90 28.33	30.31 29.72	31.69 31.07	
2251 CABLE TELEVISION COORDINATOR CS: CHARTER Union: AFSCME	18.0	01/01/2021 01/01/2020	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	29.58 29.00	
2315 CASHIER CS: CHARTER Union: AFSCME	6.5	01/01/2021 01/01/2020	14.71 14.42	15.41 15.11	16.12 15.80	16.83 16.50	17.63 17.28	
8831 CEMETERY MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	14.0	01/01/2021 01/01/2020	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	
8830 CEMETERY SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2021 01/01/2020	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	



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13103 CEMETERY SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2020	28.07	29.53	30.95	32.56	34.20	
2232 CENTRAL STOREKEEPER CS: CHARTER Union: AFSCME	10.5	01/01/2021 01/01/2020	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	
1423 CERTIFIED COURT INTERPRETER CS: EXEMPT Union: NONE	980	01/01/2020	25.51	26.79	28.07	29.53	30.95	
11107 CHIEF ENGINEER CS: CHARTER Union: TEAMSTERS	970SA	01/01/2020	42.39	44.48	46.68	49.05	51.53	
10102 CHIEF EXAMINER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2020	36.57	38.45	40.35	42.39	44.48	
1120 CITY ATTORNEY CS: EXEMPT Union: NONE	963	01/01/2020	67.69	71.09	74.62	78.33	82.27	
1234 CITY CLERK CS: CHARTER Union: NONE	971	01/01/2020	39.58	41.56	43.64	45.78	48.12	
200 CITY COUNCIL MEMBER CS: EXEMPT Union: NONE	955	12/01/1999	.00					
1271 CITY ENGINEER CS: CHARTER Union: NONE	965	01/01/2020	50.53	53.05	55.67	58.42	61.38	
1110 CITY MANAGER CS: EXEMPT Union: NONE	960	01/01/2020	82.22	86.32	90.66	95.17	99.94	
9125 CITY WORKER (INSIDE) CS: EXEMPT Union: NONE	914	01/01/2020	13.50					
9114 CITY WORKER (OUTSIDE) CS: EXEMPT Union: NONE	914	01/01/2020	13.50					
1232 CITY/COUNTY PROCUREMENT MANAGER CS: CHARTER Union: NONE	967	01/01/2020	45.78	48.12	50.53	53.05	55.67	
1252 CODE ADMINISTRATION MANAGER CS: CHARTER Union: NONE	971	01/01/2020	39.58	41.56	43.64	45.78	48.12	



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4419 CODE COMPLIANCE OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2021 01/01/2020	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	
4410 CODE INSPECTION TRAINEE CS: CHARTER Union: AFSCME	12.0	01/01/2021 01/01/2020	18.76 18.39	19.76 19.37	20.51 20.11	21.53 21.11	22.52 22.08	
11602 CODE INSPECTIONS OFFICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2020	28.07	29.53	30.95	32.56	34.20	
4421 CODE INSPECTOR CS: CHARTER Union: AFSCME	19.5	01/01/2021 01/01/2020	26.42 25.90	27.65 27.11	28.90 28.33	30.31 29.72	31.69 31.07	
2252 COMM. PROGRAMMING COORDINATOR CS: CHARTER Union: AFSCME	13.5	01/01/2021 01/01/2020	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	
1255 COMMUNICATION & PUBLIC AFFAIRS MANAGER CS: CHARTER Union: NONE	966	01/01/2020	48.12	50.53	53.05	55.67	58.42	
1291 COMMUNICATIONS AND TECHNOLOGY MANAGER CS: CHARTER Union: NONE	967	01/01/2020	45.78	48.12	50.53	53.05	55.67	
18101 COMMUNICATIONS DIVISION OFFICE ASSISTANT CS: FIRE Union: IAFF	580	01/01/2021 01/01/2020	21.38 20.91	22.36 21.87	23.48 22.96	24.55 24.01	25.85 25.28	27.13 26.53
11601 COMMUNITY DEVELOPMENT ADMIN ASSISTANT CS: CHARTER Union: NONE	980	01/01/2020	25.51	26.79	28.07	29.53	30.95	
3320 COMMUNITY DEVELOPMENT SPECIALIST CS: CHARTER Union: AFSCME	19.0	01/01/2021 01/01/2020	25.80 25.29	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	
2253 COMMUNITY RELATIONS ASSISTANT CS: CHARTER Union: AFSCME	11.0	01/01/2021 01/01/2020	18.00 17.65	18.76 18.39	19.76 19.37	20.51 20.11	21.53 21.11	
2245 COMMUNITY RELATIONS SPECIALIST CS: CHARTER Union: AFSCME	15.5	01/01/2021 01/01/2020	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	



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4420 COMMUNITY RISK REDUCTION SPECIALIST CS: FIRE Union: IAFF	548	01/01/2021 01/01/2020	26.61 26.02	27.86 27.25	29.11 28.47	30.55 29.88	31.92 31.22	33.41 32.67
6215 COMMUNITY SERVICE OFFICER CS: CHARTER Union: AFSCME	14.0	01/01/2021 01/01/2020	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	
20110 COMMUNITY TRANSPORTATION COORDINATOR CS: CHARTER Union: AFSCME	660	01/01/2023 01/01/2022 01/01/2021 01/01/2020	20.30 19.85 19.41 18.98	21.34 20.87 20.41 19.96	22.21 21.72 21.24 20.77	23.26 22.75 22.25 21.76	24.32 23.78 23.26 22.75	
8651 CONCRETE SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2021 01/01/2020	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	
1315 CONFIDENTIAL ADMINISTRATIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2020	26.79	28.07	29.53	30.95	32.56	
4141 CONSTRUCTION INSPECTOR CS: CHARTER Union: AFSCME	17.0	01/01/2021 01/01/2020	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	
8755 CONSTRUCTION QUALITY CONTROL TECHNICIAN CS: CHARTER Union: AFSCME	17.5	01/01/2021 01/01/2020	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	28.90 28.33	
11101 CONSTRUCTION SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2020	36.57	38.45	40.35	42.39	44.48	
6235 CORRECTIONS ADMINISTRATIVE SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2021 01/01/2020	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	
1297 CORRECTIONS MANAGER CS: CHARTER Union: NONE	971	01/01/2020	39.58	41.56	43.64	45.78	48.12	
6221 CORRECTIONS OFFICER CS: CHARTER Union: AFSCME	17.5	01/01/2021 01/01/2020	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	28.90 28.33	



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11720 CORRECTIONS SERGEANT CS: CHARTER Union: TEAMSTERS	977CS	01/01/2023	31.06	32.55	34.26	35.96	37.71	
		01/01/2022	30.30	31.76	33.42	35.08	36.79	
		01/01/2021	29.56	30.99	32.60	34.22	35.89	
		01/01/2020	28.84	30.23	31.80	33.39	35.01	
6265 CRIME & INTELLIGENCE ANALYST CS: CHARTER Union: AFSCME	22.0	01/01/2021	29.58	30.96	32.39	33.92	35.52	
		01/01/2020	29.00	30.35	31.75	33.25	34.82	
11740 CRIME & INTELLIGENCE ANALYST SUPERVISOR CS: CHARTER Union: NONE	967	01/01/2020	45.78	48.12	50.53	53.05	55.67	
8511 CUSTODIAN CS: CHARTER Union: AFSCME	4.5	01/01/2021	13.77	14.46	15.18	15.94	16.74	
		01/01/2020	13.50	14.18	14.88	15.63	16.41	
7511 DATA ENTRY OPERATOR I CS: CHARTER Union: AFSCME	5.5	01/01/2021	14.11	14.71	15.41	16.12	16.83	
		01/01/2020	13.83	14.42	15.11	15.80	16.50	
7512 DATA ENTRY OPERATOR II CS: CHARTER Union: AFSCME	7.0	01/01/2021	15.10	15.76	16.48	17.27	18.00	
		01/01/2020	14.80	15.45	16.16	16.93	17.65	
7121 DEPARTMENT ASSISTANT I CS: CHARTER Union: AFSCME	5.5	01/01/2021	14.11	14.71	15.41	16.12	16.83	
		01/01/2020	13.83	14.42	15.11	15.80	16.50	
7122 DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME	6.5	01/01/2021	14.71	15.41	16.12	16.83	17.63	
		01/01/2020	14.42	15.11	15.80	16.50	17.28	
7123 DEPARTMENT ASSISTANT III CS: CHARTER Union: AFSCME	8.5	01/01/2021	16.12	16.83	17.63	18.36	19.29	
		01/01/2020	15.80	16.50	17.28	18.00	18.91	
7124 DEPARTMENT ASSISTANT IV CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
10502 DEPUTY CITY CLERK CS: CHARTER Union: TEAMSTERS	979SA	01/01/2020	27.31	28.65	30.09	31.56	33.19	



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6380 DEPUTY FIRE CHIEF CS: FIRE Union: NONE	965	01/01/2020	50.53	53.05	55.67	58.42	61.38	
1281 DEPUTY POLICE CHIEF CS: EXEMPT Union: NONE	962	01/01/2020	58.42	61.38	64.46	67.69	71.09	74.64
3120 DESIGN ENGINEER CS: CHARTER Union: AFSCME	22.5	01/01/2021 01/01/2020	30.27 29.68	31.67 31.05	33.18 32.53	34.66 33.98	36.31 35.60	
3130 DEVELOPMENT ENGINEER CS: CHARTER Union: AFSCME	21.0	01/01/2021 01/01/2020	28.24 27.69	29.58 29.00	30.96 30.35	32.39 31.75	33.92 33.25	
1150 DIRECTOR OF COMMUNITY DEVELOPMENT CS: EXEMPT Union: NONE	964	01/01/2020	53.05	55.67	58.42	61.38	64.46	67.70
1140 DIRECTOR OF FINANCE & BUDGET CS: EXEMPT Union: NONE	964	01/01/2020	53.05	55.67	58.42	61.38	64.46	67.70
1135 DIRECTOR OF HUMAN RESOURCES CS: EXEMPT Union: NONE	964	01/01/2020	53.05	55.67	58.42	61.38	64.46	67.70
1160 DIRECTOR OF PUBLIC WORKS CS: EXEMPT Union: NONE	962	01/01/2020	58.42	61.38	64.46	67.69	71.09	74.64
1170 DIRECTOR OF UTILITIES & ENGINEERING CS: EXEMPT Union: NONE	964	01/01/2020	53.05	55.67	58.42	61.38	64.46	67.70
1175 DIRECTOR OF YAKIMA AIR TERMINAL CS: EXEMPT Union: NONE	964	01/01/2020	53.05	55.67	58.42	61.38	64.46	67.70
3323 ECONOMIC & COMMUNITY AFFAIRS SPECIALIST CS: CHARTER Union: AFSCME	20.0	01/01/2021 01/01/2020	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	32.39 31.75	
7181 ECONOMIC DEVELOPMENT ASST CS: CHARTER Union: AFSCME	20.0	01/01/2021 01/01/2020	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	32.39 31.75	
1275 ECONOMIC DEVELOPMENT MANAGER CS: CHARTER Union: NONE	971	01/01/2020	39.58	41.56	43.64	45.78	48.12	



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4522 ELECTRONICS SUPERVISOR CS: CHARTER Union: IAFF	545	01/01/2021 01/01/2020	33.49 32.75	35.15 34.38	36.92 36.11	38.68 37.83	40.70 39.80	42.71 41.77
4520 ELECTRONICS TECHNICIAN I CS: CHARTER Union: IAFF	547	01/01/2021 01/01/2020	25.71 25.14	26.84 26.25	28.12 27.50	29.40 28.75	30.74 30.06	32.28 31.57
4521 ELECTRONICS TECHNICIAN II CS: CHARTER Union: IAFF	550	01/01/2021 01/01/2020	29.09 28.45	30.56 29.89	32.09 31.38	33.67 32.93	35.36 34.58	37.14 36.32
6701 EMERGENCY MANAGEMENT SPECIALIST CS: CHARTER Union: AFSCME	25.0	01/01/2021 01/01/2020	33.92 33.25	35.52 34.82	37.11 36.38	38.94 38.18	40.90 40.10	
4111 ENGINEERING AID CS: CHARTER Union: AFSCME	9.5	01/01/2021 01/01/2020	16.83 16.50	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	
3112 ENGINEERING ASSOCIATE CS: CHARTER Union: AFSCME	19.0	01/01/2021 01/01/2020	25.80 25.29	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	
10601 ENGINEERING CONTRACTS SPECIALIST CS: CHARTER Union: TEAMSTERS	980SA	01/01/2020	26.03	27.31	28.65	30.09	31.56	
10602 ENGINEERING OFFICE ASSISTANT CS: CHARTER Union: NONE	982	01/01/2020	23.15	24.26	25.51	26.79	28.07	
4122 ENGINEERING TECH I - RECORDS CS: CHARTER Union: AFSCME	13.0	01/01/2021 01/01/2020	19.76 19.37	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	
4135 ENGINEERING TECH III - DEVELOPMENT CS: CHARTER Union: AFSCME	17.0	01/01/2021 01/01/2020	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	
4133 ENGINEERING TECH III SURVEY CS: CHARTER Union: AFSCME	17.0	01/01/2021 01/01/2020	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	
4121 ENGINEERING TECH. I-DESIGN CS: CHARTER Union: AFSCME	13.0	01/01/2021 01/01/2020	19.76 19.37	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	



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4134 ENGINEERING TECH. III - DESIGN CS: CHARTER Union: AFSCME	17.0	01/01/2021 01/01/2020	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	
4131 ENGINEERING TECHNICIAN I SURVEY CS: CHARTER Union: AFSCME	13.0	01/01/2021 01/01/2020	19.76 19.37	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	
4125 ENGINEERING TECHNICIAN II CS: CHARTER Union: AFSCME	16.5	01/01/2021 01/01/2020	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	
4115 ENGINEERING UTILITY SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2021 01/01/2020	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	
8324 ENVIRONMENTAL COMPLIANCE SPECIALIST CS: CHARTER Union: AFSCME	21.0	01/01/2021 01/01/2020	28.24 27.69	29.58 29.00	30.96 30.35	32.39 31.75	33.92 33.25	
12101 EQUIPMENT MAINT SUPERVISOR CS: CHARTER Union: NONE	977	01/01/2020	29.53	30.95	32.56	34.20	35.86	
8421 EQUIPMENT OPERATOR I CS: CHARTER Union: AFSCME	10.5	01/01/2021 01/01/2020	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	
8422 EQUIPMENT OPERATOR II CS: CHARTER Union: AFSCME	12.0	01/01/2021 01/01/2020	18.76 18.39	19.76 19.37	20.51 20.11	21.53 21.11	22.52 22.08	
8423 EQUIPMENT OPERATOR III CS: CHARTER Union: AFSCME	14.0	01/01/2021 01/01/2020	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	
12103 EQUIPMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2020	33.19	34.85	36.57	38.45	40.35	
6211 EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	17.0	01/01/2021 01/01/2020	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	
10506 EXECUTIVE ASSISTANT CS: CHARTER Union: NONE	980	01/01/2020	25.51	26.79	28.07	29.53	30.95	



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1311 EXECUTIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2020	26.79	28.07	29.53	30.95	32.56	
8542 FACILITY MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	11.5	01/01/2021 01/01/2020	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	
1241 FINANCIAL SERVICES MANAGER CS: CHARTER Union: NONE	968	01/01/2020	43.64	45.78	48.12	50.53	53.05	
10303 FINANCIAL SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2020	38.45	40.35	42.39	44.48	46.68	
2316 FINANCIAL SERVICES SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2021 01/01/2020	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	
10305 FINANCIAL SERVICES TECHNICIAN - PAYROLL CS: CHARTER Union: TEAMSTERS	981SA	01/01/2020	24.75	26.03	27.31	28.65	30.09	
6326 FIRE CAPTAIN (DAY) CS: FIRE Union: IAFF	510	01/01/2021 01/01/2020	44.12 43.04	46.26 45.13	48.68 47.49	51.13 49.88	53.52 52.21	
6325 FIRE CAPTAIN (SHIFT) CS: FIRE Union: IAFF	515	01/01/2021 01/01/2020	35.64 34.45	37.35 36.10	39.29 37.98	41.27 39.89	43.16 41.72	
1180 FIRE CHIEF CS: EXEMPT Union: NONE	962	01/01/2020	58.42	61.38	64.46	67.69	71.09	74.64
6411 FIRE DISPATCHER CS: FIRE Union: IAFF	575	01/01/2021 01/01/2020	23.70 23.18	24.82 24.27	26.00 25.43	27.34 26.74	30.27 29.60	31.74 31.04
6338 FIRE INVESTIGATION AND EDUCATION OFFICER CS: FIRE Union: IAFF	510	01/01/2021 01/01/2020	44.12 43.04	46.26 45.13	48.68 47.49	51.13 49.88	53.52 52.21	
6339 FIRE INVESTIGATOR CS: FIRE Union: IAFF	520	01/01/2021 01/01/2020	39.88 38.91	41.85 40.83	43.80 42.73	46.08 44.96	48.41 47.23	



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6324 FIRE LIEUTENANT (DAY) CS: FIRE Union: IAFF	526	01/01/2021 01/01/2020	39.88 38.91	41.85 40.83	43.80 42.73	46.08 44.96	48.41 47.23	
6323 FIRE LIEUTENANT (SHIFT) CS: FIRE Union: IAFF	525	01/01/2021 01/01/2020	32.19 31.12	33.80 32.67	35.37 34.19	37.22 35.98	39.05 37.75	
8225 FIRE MECHANIC I CS: FIRE Union: IAFF	550	01/01/2021 01/01/2020	29.09 28.45	30.56 29.89	32.09 31.38	33.67 32.93	35.36 34.58	37.14 36.32
8230 FIRE MECHANIC II CS: FIRE Union: IAFF	560	01/01/2021 01/01/2020	32.18 31.47	33.79 33.05	35.47 34.69	37.23 36.41	39.11 38.25	41.07 40.17
6441 FIRE OFFICE ASSISTANT CS: FIRE Union: IAFF	580	01/01/2021 01/01/2020	21.38 20.91	22.36 21.87	23.48 22.96	24.55 24.01	25.85 25.28	27.13 26.53
6330 FIRE SHIFT COMMANDER CS: FIRE Union: IAFF	513	01/01/2021 01/01/2020	40.24 38.90	42.22 40.81	44.40 42.92	46.63 45.07	48.78 47.15	
6352 FIRE TRAINING ASSISTANT CS: FIRE Union: IAFF	527	01/01/2021 01/01/2020	43.86 42.79	46.04 44.92	48.21 47.03	50.69 49.45	53.24 51.94	
6351 FIRE TRAINING SUPERVISOR CS: FIRE Union: IAFF	506	01/01/2021 01/01/2020	48.48 47.30	50.91 49.67	53.55 52.24	56.25 54.88	58.78 57.35	
6311 FIRE VOLUNTEERS - NON COMBAT CS: EXEMPT Union: NONE	500VF	12/01/2015	.00					
6321 FIREFIGHTER CS: FIRE Union: IAFF	530	01/01/2021 01/01/2020	26.07 25.20	28.12 27.19	29.76 28.77	31.03 29.99	35.35 34.17	
6310 FIREFIGHTER - COMBAT RESERVE CS: EXEMPT Union: NONE	500VF	12/01/2015	.00					
1263 FLEET AND FACILITIES MANAGER CS: CHARTER Union: TEAMSTERS	971PW	01/01/2020	40.35	42.39	44.48	46.68	49.05	



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8203 FLEET MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	14.5	01/01/2021 01/01/2020	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	
11730 FORENSIC SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2020	33.19	34.85	36.57	38.45	40.35	
1236 GANG FREE INITIATIVE (GFI) PROGR MANAGER CS: CHARTER Union: NONE	970	01/01/2020	41.56	43.64	45.78	48.12	50.53	
5201 GOLF COURSE ASSISTANT CS: CHARTER Union: NONE	914	01/01/2020	13.50					
5202 GOLF COURSE ATTENDANT CS: CHARTER Union: AFSCME	8.5	01/01/2021 01/01/2020	16.12 15.80	16.83 16.50	17.63 17.28	18.36 18.00	19.29 18.91	
8825 GOLF COURSE MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2021 01/01/2020	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	
2310 GRANT COORDINATOR CS: CHARTER Union: AFSCME	15.0	01/01/2021 01/01/2020	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	
5156 GRANT FINANCIAL SPECIALIST CS: CHARTER Union: AFSCME	18.5	01/01/2021 01/01/2020	25.16 24.67	26.42 25.90	27.65 27.11	28.90 28.33	30.31 29.72	
5130 HOME REMODELING TECHNICIAN CS: CHARTER Union: AFSCME	14.5	01/01/2021 01/01/2020	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	
5151 HOUSING LOAN SPECIALIST CS: CHARTER Union: AFSCME	15.0	01/01/2021 01/01/2020	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	
5121 HOUSING REHABILITATION ASST. CS: CHARTER Union: AFSCME	10.5	01/01/2021 01/01/2020	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	
10104 HUMAN RESOURCES ASSISTANT CS: CHARTER Union: TEAMSTERS	984SA	01/01/2020	21.40	22.48	23.63	24.75	26.03	



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10103 HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	981SA	01/01/2020	24.75	26.03	27.31	28.65	30.09	
12201 INDUSTRIAL MAINT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2020	34.20	35.86	37.69	39.58	41.56	
8241 INDUSTRIAL MAINT. MECHANIC CS: CHARTER Union: AFSCME	17.0	01/01/2021 01/01/2020	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	
8302 INDUSTRIAL WASTE OPERATOR CS: CHARTER Union: AFSCME	14.5	01/01/2021 01/01/2020	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	
4240 INSTRUMENT TECHNICIAN CS: CHARTER Union: AFSCME	18.5	01/01/2021 01/01/2020	25.16 24.67	26.42 25.90	27.65 27.11	28.90 28.33	30.31 29.72	
6263 INVESTIGATIVE SUPPORT SPECIALIST CS: CHARTER Union: AFSCME	14.0	01/01/2021 01/01/2020	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	
8673 IRRIGATION CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2021 01/01/2020	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	
8671 IRRIGATION SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2021 01/01/2020	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	
8672 IRRIGATION SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2021 01/01/2020	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	
13401 IRRIGATION SUPERVISOR CS: CHARTER Union: NONE	976	01/01/2020	30.95	32.56	34.20	35.86	37.69	
7171 IT SERVICES ASSISTANT CS: CHARTER Union: AFSCME	16.5	01/01/2021 01/01/2020	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	
2107 IT SERVICE COMPUTR OPERATIONS TECHNICIAN CS: CHARTER Union: AFSCME	11.5	01/01/2021 01/01/2020	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	



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2114 IT SERVICES APPLICATION SUPPORT ANALYST CS: CHARTER Union: AFSCME	21.5	01/01/2021 01/01/2020	28.90 28.33	30.27 29.68	31.67 31.05	33.18 32.53	34.66 33.98	
2109 IT SERVICES APPLICATIONS DEVELOPER CS: CHARTER Union: AFSCME	20.5	01/01/2021 01/01/2020	27.65 27.11	28.90 28.33	30.31 29.72	31.69 31.07	33.18 32.53	
2108 IT SERVICES COMPTR CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	19.5	01/01/2021 01/01/2020	26.42 25.90	27.65 27.11	28.90 28.33	30.31 29.72	31.69 31.07	
2106 IT SERVICES COMPUTER OPERATIONS ASSISTAN CS: CHARTER Union: AFSCME	9.0	01/01/2021 01/01/2020	16.48 16.16	17.27 16.93	18.00 17.65	18.76 18.39	19.76 19.37	
2110 IT SERVICES DATABASE ADMINISTRATOR CS: CHARTER Union: AFSCME	23.0	01/01/2021 01/01/2020	30.96 30.35	32.39 31.75	33.92 33.25	35.52 34.82	37.11 36.38	
2102 IT SERVICES GIS TECHNICIAN CS: CHARTER Union: AFSCME	16.5	01/01/2021 01/01/2020	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	
10203 IT SERVICES LEAD APP SYSTEM DESIGNER CS: CHARTER Union: NONE	976	01/01/2020	30.95	32.56	34.20	35.86	37.69	
2116 IT SERVICES LEAD CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	23.0	01/01/2021 01/01/2020	30.96 30.35	32.39 31.75	33.92 33.25	35.52 34.82	37.11 36.38	
1233 IT SERVICES MANAGER CS: CHARTER Union: NONE	968	01/01/2020	43.64	45.78	48.12	50.53	53.05	
2112 IT SERVICES NETWORK SERVICES ENGINEER CS: CHARTER Union: AFSCME	25.0	01/01/2021 01/01/2020	33.92 33.25	35.52 34.82	37.11 36.38	38.94 38.18	40.90 40.10	
11902 IT SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	972	01/01/2020	37.69	39.58	41.56	43.64	45.78	
7611 IT SERVICES PRINT SHOP OPERATOR CS: CHARTER Union: AFSCME	11.5	01/01/2021 01/01/2020	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	



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10202 IT SERVICES PROJECT MANAGER CS: CHARTER Union: NONE	975	01/01/2020	32.56	34.20	35.86	37.69	39.58	
10201 IT SERVICES SENIOR ANALYST CS: CHARTER Union: NONE	974	01/01/2020	34.20	35.86	37.69	39.58	41.56	
2120 IT SERVICES SENIOR APPLICATION ANALYST CS: CHARTER Union: AFSCME	23.0	01/01/2021 01/01/2020	30.96 30.35	32.39 31.75	33.92 33.25	35.52 34.82	37.11 36.38	
2113 IT SERVICES SR CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	21.0	01/01/2021 01/01/2020	28.24 27.69	29.58 29.00	30.96 30.35	32.39 31.75	33.92 33.25	
11901 IT SERVICES SUPERVISING SENIOR ANALYST CS: CHARTER Union: NONE	972	01/01/2020	37.69	39.58	41.56	43.64	45.78	
2118 IT SERVICES SYSTEMS ADMINISTRATOR CS: CHARTER Union: AFSCME	25.0	01/01/2021 01/01/2020	33.92 33.25	35.52 34.82	37.11 36.38	38.94 38.18	40.90 40.10	
2125 IT SERVICES TELECOM NETWORK ANALYST CS: CHARTER Union: AFSCME	24.0	01/01/2021 01/01/2020	32.39 31.75	33.92 33.25	35.52 34.82	37.11 36.38	38.94 38.18	
2119 IT SERVICES TELEPHONE TECHNICIAN CS: CHARTER Union: AFSCME	19.5	01/01/2021 01/01/2020	26.42 25.90	27.65 27.11	28.90 28.33	30.31 29.72	31.69 31.07	
2117 IT SERVICES WEB APP DEVELOPER/ADMIN CS: CHARTER Union: AFSCME	24.0	01/01/2021 01/01/2020	32.39 31.75	33.92 33.25	35.52 34.82	37.11 36.38	38.94 38.18	
9151 JUDGE PRO TEM CS: EXEMPT Union: NONE	941	11/22/2009	69.00					
15301 LAB COORDINATOR CS: CHARTER Union: NONE	975	01/01/2020	32.56	34.20	35.86	37.69	39.58	
8610 LABOR HELPER CS: CHARTER Union: AFSCME	3.0	01/01/2021 01/01/2020	13.77 13.50	14.46 14.18	15.18 14.88	15.94 15.63	16.74 16.41	



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8320 LABORATORY ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2021 01/01/2020	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	
8326 LABORATORY CHEMIST CS: CHARTER Union: AFSCME	19.0	01/01/2021 01/01/2020	25.80 25.29	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	
8321 LABORATORY TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2021 01/01/2020	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	
12102 LEAD MECHANIC CS: CHARTER Union: TEAMSTERS	978SA	01/01/2020	28.65	30.09	31.56	33.19	34.85	
6611 LEAD PARKING ENFORCEMENT OFFICER CS: CHARTER Union: AFSCME	9.5	01/01/2021 01/01/2020	16.83 16.50	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	
11750 LEAD POLICE SUPPORT SERVICES SUPERVISOR CS: CHARTER Union: NONE	976	01/01/2020	30.95	32.56	34.20	35.86	37.69	
10512 LEGAL ASSISTANT I CS: CHARTER Union: TEAMSTERS	984SA	01/01/2020	21.40	22.48	23.63	24.75	26.03	
10511 LEGAL ASSISTANT II CS: CHARTER Union: TEAMSTERS	983SA	01/01/2020	22.48	23.63	24.75	26.03	27.31	
10510 LEGAL ASSISTANT III CS: CHARTER Union: TEAMSTERS	980SA	01/01/2020	26.03	27.31	28.65	30.09	31.56	
11810 LEGAL DEPARTMENT OFFICE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2020	32.56	34.20	35.86	37.69	39.58	
1325 LEGAL INTERN CS: EXEMPT Union: NONE	980	01/01/2020	25.51	26.79	28.07	29.53	30.95	
9130 LEGAL INTERN - 1L CS: EXEMPT Union: NONE	930	07/01/2020	15.45	16.16	16.93	17.65		
9131 LEGAL INTERN - 2L CS: EXEMPT Union: NONE	931	12/19/2010	18.11	19.99	22.02			



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5268 LIFEGUARD/INSTRUCTOR CS: CHARTER Union: AFSCME	3.0	01/01/2021 01/01/2020	13.77 13.50	14.46 14.18	15.18 14.88	15.94 15.63	16.74 16.41	
8221 MACHINIST CS: CHARTER Union: AFSCME	14.0	01/01/2021 01/01/2020	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	
20101 MARKETING & PROGRAM ADMINISTRATOR CS: CHARTER Union: AFSCME	675	01/01/2023 01/01/2022 01/01/2021 01/01/2020	28.89 28.25 27.63 27.02	30.27 29.60 28.95 28.31	31.70 31.00 30.32 29.65	33.17 32.44 31.73 31.03	34.71 33.95 33.20 32.47	
100 MAYOR CS: EXEMPT Union: NONE	950	12/01/1999	.00					
8211 MECHANIC CS: CHARTER Union: AFSCME	17.0	01/01/2021 01/01/2020	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	
8621 MONUMENT SETTER CS: CHARTER Union: AFSCME	11.5	01/01/2021 01/01/2020	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	
1425 MUNICIPAL COURT ASSISTANT CS: EXEMPT Union: NONE	984	01/01/2020	20.97	22.05	23.15	24.26	25.51	
1424 MUNICIPAL COURT CASHIER CS: EXEMPT Union: NONE	987	01/01/2020	18.39	19.37	20.11	21.11	22.08	
1412 MUNICIPAL COURT COMMISSIONER CS: EXEMPT Union: NONE	966MC	07/01/2020	55.73	58.49	61.42	64.46	67.66	
1413 MUNICIPAL COURT JUDGE CS: EXEMPT Union: NONE	1000	07/01/2020	86.84					
1422 MUNICIPAL COURT JUDICIAL SPECIALIST CS: EXEMPT Union: NONE	983	01/01/2020	22.05	23.15	24.26	25.51	26.79	
1420 MUNICIPAL COURT JUDICIAL SPECIALIST LEAD CS: EXEMPT Union: NONE	980	01/01/2020	25.51	26.79	28.07	29.53	30.95	



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1430 MUNICIPAL COURT SERVICES DEPUTY CS: EXEMPT Union: NONE	978	01/01/2020	28.07	29.53	30.95	32.56	34.20	
1421 MUNICIPAL COURT SERVICES MANAGER CS: EXEMPT Union: NONE	971	01/01/2020	39.58	41.56	43.64	45.78	48.12	
2254 MUNICIPAL PRODUCER CS: CHARTER Union: AFSCME	11.0	01/01/2021 01/01/2020	18.00 17.65	18.76 18.39	19.76 19.37	20.51 20.11	21.53 21.11	
11410 ND SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	973	01/01/2020	35.86	37.69	39.58	41.56	43.64	
5152 NEIGHBORHOOD DEV ACCOUNTING SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2021 01/01/2020	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	
5154 NEIGHBORHOOD DEVELOPMENT ASSISTANT CS: CHARTER Union: AFSCME	11.5	01/01/2021 01/01/2020	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	
1253 NEIGHBORHOOD DEVELOPMENT SERVICES MGR CS: CHARTER Union: NONE	971	01/01/2020	39.58	41.56	43.64	45.78	48.12	
5122 NEIGHBORHOOD DEVELP REHAB SPECIALIST I CS: CHARTER Union: AFSCME	14.0	01/01/2021 01/01/2020	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	
5123 NEIGHBORHOOD DEVELP REHAB SPECIALIST II CS: CHARTER Union: AFSCME	18.0	01/01/2021 01/01/2020	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	29.58 29.00	
5124 NEIGHBORHOOD DEVELP REHAB SPECIALIST III CS: CHARTER Union: AFSCME	19.0	01/01/2021 01/01/2020	25.80 25.29	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	
1267 PARK AND RECREATION MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2020	42.39	44.48	46.68	49.05	51.53	
8821 PARK SPECIALIST I CS: CHARTER Union: AFSCME	9.5	01/01/2021 01/01/2020	16.83 16.50	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	



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8822 PARK SPECIALIST II CS: CHARTER Union: AFSCME	10.5	01/01/2021 01/01/2020	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	
8823 PARK SPECIALIST III CS: CHARTER Union: AFSCME	12.5	01/01/2021 01/01/2020	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	
8111 PARK SUPERVISOR I CS: CHARTER Union: AFSCME	13.0	01/01/2021 01/01/2020	19.76 19.37	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	
6610 PARKING ENFORCEMENT OFFICER CS: CHARTER Union: AFSCME	13.0	01/01/2021 01/01/2020	19.76 19.37	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	
5271 PARKS & RECREATION ADMIN SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2021 01/01/2020	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	
11604 PARKS AND RECREATION ADMIN ASSOCIATE CS: CHARTER Union: NONE	979	01/01/2020	26.79	28.07	29.53	30.95	32.56	
5203 PARKS BALLFIELD MAINT WORKER CS: CHARTER Union: NONE	914	01/01/2020	13.50					
5204 PARKS CONCESSION STAND WORKER CS: CHARTER Union: NONE	914	01/01/2020	13.50					
5205 PARKS FACILITY PROGRAM ATTENDANT CS: CHARTER Union: NONE	914	01/01/2020	13.50					
8820 PARKS MAINTENANCE CARETAKER CS: CHARTER Union: AFSCME	6.5	01/01/2021 01/01/2020	14.71 14.42	15.41 15.11	16.12 15.80	16.83 16.50	17.63 17.28	
8824 PARKS MAINTENANCE LABORER CS: CHARTER Union: NONE	914	01/01/2020	13.50					
8818 PARKS MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2021 01/01/2020	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	



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8817 PARKS MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2021 01/01/2020	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	
8819 PARKS MAINTENANCE WORKER CS: CHARTER Union: AFSCME	9.0	01/01/2021 01/01/2020	16.48 16.16	17.27 16.93	18.00 17.65	18.76 18.39	19.76 19.37	
13101 PARKS OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	972SA	01/01/2020	38.45	40.35	42.39	44.48	46.68	
13102 PARKS SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	973SA	01/01/2020	36.57	38.45	40.35	42.39	44.48	
5207 PARKS YOUTH PROGRAM ASSISTANT CS: CHARTER Union: NONE	914	01/01/2020	13.50					
5206 PARKS YOUTH PROGRAM LEADER CS: CHARTER Union: NONE	915	01/01/2020	14.18					
10301 PAYROLL ADMINISTRATOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2020	33.19	34.85	36.57	38.45	40.35	
4430 PERMIT PROJECT COORDINATOR CS: CHARTER Union: AFSCME	15.5	01/01/2021 01/01/2020	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	
4441 PERMIT TECHNICIAN CS: CHARTER Union: AFSCME	13.0	01/01/2021 01/01/2020	19.76 19.37	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	
1254 PLANNING MANAGER CS: CHARTER Union: NONE	971	01/01/2020	39.58	41.56	43.64	45.78	48.12	
3310 PLANNING SPECIALIST CS: CHARTER Union: AFSCME	8.5	01/01/2021 01/01/2020	16.12 15.80	16.83 16.50	17.63 17.28	18.36 18.00	19.29 18.91	
3312 PLANNING TECHNICIAN CS: CHARTER Union: AFSCME	13.0	01/01/2021 01/01/2020	19.76 19.37	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	
4310 PLANS EXAMINER I (RESIDENTIAL) CS: CHARTER Union: AFSCME	16.0	01/01/2021 01/01/2020	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	



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4315 PLANS EXAMINER II (COMMERCIAL) CS: CHARTER Union: AFSCME	20.0	01/01/2021 01/01/2020	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	32.39 31.75	
6270 POLICE APPLICATION SPECIALIST CS: CHARTER Union: AFSCME	20.5	01/01/2021 01/01/2020	27.65 27.11	28.90 28.33	30.31 29.72	31.69 31.07	33.18 32.53	
6260 POLICE CADET CS: CHARTER Union: AFSCME	5.0	01/01/2021 01/01/2020	13.83 13.56	14.40 14.12	15.10 14.80	15.76 15.45	16.48 16.16	
6127 POLICE CAPTAIN CS: POLICE Union: TEAMSTERS	966P	01/01/2020	53.10	55.76	58.56	61.43	64.49	
1190 POLICE CHIEF CS: EXEMPT Union: NONE	963	01/01/2020	67.69	71.09	74.62	78.33	82.27	
6123 POLICE CORPORAL CS: POLICE Union: YPPA	425	01/01/2019	43.50	45.66				
6251 POLICE DEPARTMENT ASSISTANT I CS: CHARTER Union: AFSCME	5.5	01/01/2021 01/01/2020	14.11 13.83	14.71 14.42	15.41 15.11	16.12 15.80	16.83 16.50	
6243 POLICE DEPARTMENT ASSISTANT III CS: CHARTER Union: AFSCME	8.5	01/01/2021 01/01/2020	16.12 15.80	16.83 16.50	17.63 17.28	18.36 18.00	19.29 18.91	
8205 POLICE FLEET SPECIALIST CS: CHARTER Union: AFSCME	15.5	01/01/2021 01/01/2020	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	
6241 POLICE INFORMATION SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2021 01/01/2020	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	
6126 POLICE LIEUTENANT CS: POLICE Union: TEAMSTERS	968P	01/01/2020	48.15	50.53	53.10	55.76	58.56	
6121 POLICE OFFICER CS: POLICE Union: YPPA	400	01/01/2019	30.56	33.04	34.88	36.37	41.42	
6122 POLICE OFFICER (LATERAL) CS: POLICE Union: YPPA	400	01/01/2019	30.56	33.04	34.88	36.37	41.42	



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6124 POLICE SERGEANT CS: POLICE Union: YPPA	450	01/01/2019	45.41	47.64				
6256 POLICE SERVICES LEAD CS: CHARTER Union: AFSCME	16.0	01/01/2021 01/01/2020	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	
1295 POLICE SERVICES MANAGER CS: CHARTER Union: NONE	971	01/01/2020	39.58	41.56	43.64	45.78	48.12	
6252 POLICE SERVICES SPECIALIST I CS: CHARTER Union: AFSCME	12.0	01/01/2021 01/01/2020	18.76 18.39	19.76 19.37	20.51 20.11	21.53 21.11	22.52 22.08	
6253 POLICE SERVICES SPECIALIST II CS: CHARTER Union: AFSCME	14.0	01/01/2021 01/01/2020	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	
11710 POLICE SERVICES SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2020	28.65	30.09	31.56	33.19	34.85	
8840 POOL MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2021 01/01/2020	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	
8323 PRETREATMENT CREW LEADER CS: CHARTER Union: AFSCME	17.5	01/01/2021 01/01/2020	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	28.90 28.33	
15104 PRETREATMENT SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2020	32.56	34.20	35.86	37.69	39.58	
8322 PRETREATMENT TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2021 01/01/2020	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	
8242 PREVENTATIVE MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	15.0	01/01/2021 01/01/2020	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	
1432 PROBATION OFFICER CS: EXEMPT Union: NONE	978	01/01/2020	28.07	29.53	30.95	32.56	34.20	
1433 PROBATION SERVICES CLERK CS: EXEMPT Union: NONE	987	01/01/2020	18.39	19.37	20.11	21.11	22.08	



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1431 PROBATION SERVICES MANAGER CS: EXEMPT Union: NONE	975	01/01/2020	32.56	34.20	35.86	37.69	39.58	
3115 PROJECT ENGINEER CS: CHARTER Union: AFSCME	22.5	01/01/2021 01/01/2020	30.27 29.68	31.67 31.05	33.18 32.53	34.66 33.98	36.31 35.60	
17101 PUB SAFETY ASSIST COMMUNICATIONS MANAGER CS: FIRE Union: NONE	973	01/01/2020	35.86	37.69	39.58	41.56	43.64	
6343 PUBLIC EDUCATION CAPTAIN CS: FIRE Union: IAFF	506	01/01/2021 01/01/2020	48.48 47.30	50.91 49.67	53.55 52.24	56.25 54.88	58.78 57.35	
7161 PUBLIC RECORDS OFFICER CS: CHARTER Union: AFSCME	19.0	01/01/2021 01/01/2020	25.80 25.29	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	
6415 PUBLIC SAFETY COMM SUPERVISOR CS: FIRE Union: IAFF	558	01/01/2021 01/01/2020	28.66 28.03	30.09 29.43	31.62 30.92	33.18 32.45	34.82 34.05	36.56 35.76
1274 PUBLIC SAFETY COMMUNICATIONS MANAGER CS: CHARTER Union: NONE	968	01/01/2020	43.64	45.78	48.12	50.53	53.05	
6412 PUBLIC SAFETY DISPATCHER CS: FIRE Union: IAFF	575	01/01/2021 01/01/2020	23.70 23.18	24.82 24.27	26.00 25.43	27.34 26.74	30.27 29.60	31.74 31.04
11603 PUBLIC WORKS OFFICE ASSISTANT CS: CHARTER Union: TEAMSTERS	983SA	01/01/2020	22.48	23.63	24.75	26.03	27.31	
2115 PUBLICATIONS AND GRAPHICS SPECIALIST CS: CHARTER Union: AFSCME	9.0	01/01/2021 01/01/2020	16.48 16.16	17.27 16.93	18.00 17.65	18.76 18.39	19.76 19.37	
2233 PURCHASING ASSISTANT CS: CHARTER Union: AFSCME	12.5	01/01/2021 01/01/2020	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	
2262 PW SAFETY & TRAINING COORDINATOR CS: CHARTER Union: AFSCME	17.5	01/01/2021 01/01/2020	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	28.90 28.33	



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10501 RECORDS ADMINISTRATOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2020	36.57	38.45	40.35	42.39	44.48	
7141 RECORDS ASSISTANT CS: CHARTER Union: AFSCME	12.5	01/01/2021 01/01/2020	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	
5256 RECREATION ACTIVITIES COORDINATOR CS: CHARTER Union: AFSCME	15.5	01/01/2021 01/01/2020	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	
5235 RECREATION ACTIVITIES SPECIALIST CS: CHARTER Union: AFSCME	10.5	01/01/2021 01/01/2020	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	
5255 RECREATION COORDINATOR CS: CHARTER Union: AFSCME	12.5	01/01/2021 01/01/2020	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	
5234 RECREATION LEADER CS: CHARTER Union: AFSCME	6.5	01/01/2021 01/01/2020	14.71 14.42	15.41 15.11	16.12 15.80	16.83 16.50	17.63 17.28	
11501 RECREATION PROGRAM SUPERVISOR CS: CHARTER Union: TEAMSTERS	980SA	01/01/2020	26.03	27.31	28.65	30.09	31.56	
11503 RECREATION SUPERVISOR CS: CHARTER Union: TEAMSTERS	976SA	01/01/2020	31.56	33.19	34.85	36.57	38.45	
4128 RIGHT OF WAY AGENT CS: CHARTER Union: AFSCME	17.0	01/01/2021 01/01/2020	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	
6440 SECRETARY I CS: FIRE Union: IAFF	585	01/01/2021 01/01/2020	16.06 15.71	16.98 16.61	17.86 17.47	18.83 18.42	19.83 19.39	20.80 20.34
1322 SENIOR ASSISTANT CITY ATTY I CS: EXEMPT Union: NONE	966	01/01/2020	48.12	50.53	53.05	55.67	58.42	
1321 SENIOR ASSISTANT CITY ATTY II CS: EXEMPT Union: NONE	964	01/01/2020	53.05	55.67	58.42	61.38	64.46	67.70
11805 SENIOR BUYER CS: CHARTER Union: TEAMSTERS	976SA	01/01/2020	31.56	33.19	34.85	36.57	38.45	



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7111 SENIOR CENTER ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2021 01/01/2020	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	
7110 SENIOR CENTER CLERK CS: CHARTER Union: AFSCME	6.5	01/01/2021 01/01/2020	14.71 14.42	15.41 15.11	16.12 15.80	16.83 16.50	17.63 17.28	
2246 SENIOR COMMUNITY RELATIONS SPECIALIST CS: CHARTER Union: AFSCME	19.5	01/01/2021 01/01/2020	26.42 25.90	27.65 27.11	28.90 28.33	30.31 29.72	31.69 31.07	
11104 SENIOR ENGINEER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2020	38.45	40.35	42.39	44.48	46.68	
6210 SENIOR EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	18.0	01/01/2021 01/01/2020	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	29.58 29.00	
10105 SENIOR HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	979SA	01/01/2020	27.31	28.65	30.09	31.56	33.19	
8212 SENIOR MECHANIC CS: CHARTER Union: AFSCME	19.0	01/01/2021 01/01/2020	25.80 25.29	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	
3322 SENIOR PLANNER CS: CHARTER Union: AFSCME	20.0	01/01/2021 01/01/2020	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	32.39 31.75	
11401 SENIOR PROGRAM SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2020	28.07	29.53	30.95	32.56	34.20	
11202 SENIOR PROJECT PLANNER (TRANSIT) CS: CHARTER Union: NONE	972	01/01/2020	37.69	39.58	41.56	43.64	45.78	
8664 SENIOR TRAFFIC SIGN SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2021 01/01/2020	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	
4224 SENIOR TRAFFIC SYSTEMS TECHNICIAN CS: CHARTER Union: AFSCME	25.0	01/01/2021 01/01/2020	33.92 33.25	35.52 34.82	37.11 36.38	38.94 38.18	40.90 40.10	



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10111 SENIOR TRAINING COORDINATOR CS: CHARTER Union: TEAMSTERS	979SA	01/01/2020	27.31	28.65	30.09	31.56	33.19	
1266 SOLID WASTE AND RECYCLING MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2020	42.39	44.48	46.68	49.05	51.53	
8434 SOLID WASTE CODE COMPLIANCE OFFICER CS: CHARTER Union: AFSCME	15.5	01/01/2021 01/01/2020	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	
8433 SOLID WASTE COLLECTOR/DRIVER CS: CHARTER Union: AFSCME	15.5	01/01/2021 01/01/2020	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	
8640 SOLID WASTE LABORER CS: CHARTER Union: NONE	915	01/01/2020	14.18					
8641 SOLID WASTE MAINTENANCE WORKER CS: CHARTER Union: AFSCME	12.5	01/01/2021 01/01/2020	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	
7155 SOLID WASTE SERVICES SPECIALIST CS: CHARTER Union: AFSCME	12.0	01/01/2021 01/01/2020	18.76 18.39	19.76 19.37	20.51 20.11	21.53 21.11	22.52 22.08	
14101 SOLID WASTE SUPERVISOR CS: CHARTER Union: TEAMSTERS	979SA	01/01/2020	27.31	28.65	30.09	31.56	33.19	
8681 STOREKEEPER CS: CHARTER Union: AFSCME	15.5	01/01/2021 01/01/2020	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	
1239 STRATEGIC PROJECT MANAGER CS: CHARTER Union: NONE	968	01/01/2020	43.64	45.78	48.12	50.53	53.05	
1261 STREET AND TRAFFIC OPS MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2020	42.39	44.48	46.68	49.05	51.53	
8721 STREET CLEANING SPECIALIST I CS: CHARTER Union: AFSCME	10.5	01/01/2021 01/01/2020	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	
8722 STREET CLEANING SPECIALIST II CS: CHARTER Union: AFSCME	12.5	01/01/2021 01/01/2020	19.29 18.91	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	



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8701 STREET INSPECTOR CS: CHARTER Union: AFSCME	17.0	01/01/2021 01/01/2020	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	
8710 STREET LABORER CS: CHARTER Union: AFSCME	9.0	01/01/2021 01/01/2020	16.48 16.16	17.27 16.93	18.00 17.65	18.76 18.39	19.76 19.37	
8713 STREET MAINT CREW LEADER CS: CHARTER Union: AFSCME	17.5	01/01/2021 01/01/2020	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	28.90 28.33	
8711 STREET MAINT. SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2021 01/01/2020	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	
13302 STREET MAINTENANCE SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2020	36.57	38.45	40.35	42.39	44.48	
8715 STREET OPERATIONS LEAD CS: CHARTER Union: AFSCME	21.5	01/01/2021 01/01/2020	28.90 28.33	30.27 29.68	31.67 31.05	33.18 32.53	34.66 33.98	
13301 STREET SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2020	32.56	34.20	35.86	37.69	39.58	
11251 SUPERVISING CODE INSPECTOR CS: CHARTER Union: NONE	973	01/01/2020	35.86	37.69	39.58	41.56	43.64	
11201 SUPERVISING PLANNER CS: CHARTER Union: NONE	973	01/01/2020	35.86	37.69	39.58	41.56	43.64	
11103 SUPERVISING TRAFFIC ENGINEER CS: CHARTER Union: NONE	973	01/01/2020	35.86	37.69	39.58	41.56	43.64	
11106 SURFACE WATER ENGINEER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2020	36.57	38.45	40.35	42.39	44.48	
4611 TRAFFIC AIDE CS: CHARTER Union: AFSCME	9.5	01/01/2021 01/01/2020	16.83 16.50	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	
4632 TRAFFIC ASSOCIATE CS: CHARTER Union: AFSCME	19.0	01/01/2021 01/01/2020	25.80 25.29	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	



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11301 TRAFFIC OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2020	36.57	38.45	40.35	42.39	44.48	
13701 TRAFFIC SIGN SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2020	32.56	34.20	35.86	37.69	39.58	
4211 TRAFFIC SIGNAL AIDE CS: CHARTER Union: AFSCME	11.0	01/01/2021 01/01/2020	18.00 17.65	18.76 18.39	19.76 19.37	20.51 20.11	21.53 21.11	
4635 TRAFFIC SIGNAL SYSTEM ANALYST CS: CHARTER Union: AFSCME	21.5	01/01/2021 01/01/2020	28.90 28.33	30.27 29.68	31.67 31.05	33.18 32.53	34.66 33.98	
8662 TRAFFIC SIGNS & MARKINGS SPECIALIST 1 CS: CHARTER Union: AFSCME	13.5	01/01/2021 01/01/2020	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	
8663 TRAFFIC SIGNS & MARKINGS SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2021 01/01/2020	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	
4222 TRAFFIC SYSTEMS TECHNICIAN 1 CS: CHARTER Union: AFSCME	16.0	01/01/2021 01/01/2020	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	
4223 TRAFFIC SYSTEMS TECHNICIAN II CS: CHARTER Union: AFSCME	20.5	01/01/2021 01/01/2020	27.65 27.11	28.90 28.33	30.31 29.72	31.69 31.07	33.18 32.53	
4621 TRAFFIC TECHNICIAN I CS: CHARTER Union: AFSCME	13.0	01/01/2021 01/01/2020	19.76 19.37	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	
4622 TRAFFIC TECHNICIAN II CS: CHARTER Union: AFSCME	16.5	01/01/2021 01/01/2020	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	
10110 TRAINING PROGRAM COORDINATOR CS: CHARTER Union: TEAMSTERS	981SA	01/01/2020	24.75	26.03	27.31	28.65	30.09	
14205 TRANSIT ASSISTANT MANAGER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2020	36.57	38.45	40.35	42.39	44.48	



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24101 TRANSIT DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME	645	01/01/2023	15.31	16.04	16.77	17.48	18.33	
		01/01/2022	14.97	15.69	16.40	17.10	17.93	
		01/01/2021	14.64	15.34	16.04	16.72	17.54	
		01/01/2020	14.32	15.00	15.69	16.35	17.15	
22102 TRANSIT DISPATCHER CS: CHARTER Union: AFSCME	665	01/01/2023	23.78	24.94	26.04	27.22	28.48	
		01/01/2022	23.02	24.15	25.21	26.36	27.58	
		01/01/2021	22.29	23.38	24.41	25.53	26.71	
		01/01/2020	21.53	22.58	23.58	24.66	25.80	
14202 TRANSIT FIELD OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2020	28.65	30.09	31.56	33.19	34.85	
23105 TRANSIT MAINTENANCE CREWLEADER CS: CHARTER Union: AFSCME	660	01/01/2023	20.30	21.34	22.21	23.26	24.32	
		01/01/2022	19.85	20.87	21.72	22.75	23.78	
		01/01/2021	19.41	20.41	21.24	22.25	23.26	
		01/01/2020	18.98	19.96	20.77	21.76	22.75	
1262 TRANSIT MANAGER CS: CHARTER Union: TEAMSTERS	971PW	01/01/2020	40.35	42.39	44.48	46.68	49.05	
24105 TRANSIT OFFICE ASSISTANT CS: CHARTER Union: AFSCME	660	01/01/2023	20.30	21.34	22.21	23.26	24.32	
		01/01/2022	19.85	20.87	21.72	22.75	23.78	
		01/01/2021	19.41	20.41	21.24	22.25	23.26	
		01/01/2020	18.98	19.96	20.77	21.76	22.75	
20103 TRANSIT OPERATIONS SPECIALIST CS: CHARTER Union: AFSCME	673	01/01/2023	27.34	28.63	29.92	31.39	32.80	
		01/01/2022	26.74	28.00	29.26	30.70	32.08	
		01/01/2021	26.15	27.38	28.62	30.02	31.37	
		01/01/2020	25.57	26.78	27.99	29.36	30.68	
14201 TRANSIT OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2020	32.56	34.20	35.86	37.69	39.58	



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22101 TRANSIT OPERATOR CS: CHARTER Union: AFSCME	655	01/01/2023	20.39	21.26	22.37	23.27	24.38	
		01/01/2022	19.75	20.59	21.66	22.53	23.61	
		01/01/2021	19.12	19.94	20.98	21.82	22.87	
		01/01/2020	18.46	19.26	20.26	21.08	22.09	
20102 TRANSIT PROJECT PLANNER CS: CHARTER Union: AFSCME	675	01/01/2023	28.89	30.27	31.70	33.17	34.71	
		01/01/2022	28.25	29.60	31.00	32.44	33.95	
		01/01/2021	27.63	28.95	30.32	31.73	33.20	
		01/01/2020	27.02	28.31	29.65	31.03	32.47	
21101 TRANSIT ROUTE SUPERVISOR CS: CHARTER Union: AFSCME	665	01/01/2023	23.78	24.94	26.04	27.22	28.48	
		01/01/2022	23.02	24.15	25.21	26.36	27.58	
		01/01/2021	22.29	23.38	24.41	25.53	26.71	
		01/01/2020	21.53	22.58	23.58	24.66	25.80	
23101 TRANSIT SERVICE WORKER CS: CHARTER Union: AFSCME	650	01/01/2023	17.77	18.55	19.45	20.30	21.34	
		01/01/2022	17.38	18.14	19.02	19.85	20.87	
		01/01/2021	17.00	17.74	18.60	19.41	20.41	
		01/01/2020	16.63	17.35	18.19	18.98	19.96	
23102 TRANSIT VEHICLE CLEANER CS: CHARTER Union: AFSCME	630	01/01/2023	14.75	15.49	16.26	17.09	17.93	
		01/01/2022	14.43	15.15	15.90	16.71	17.54	
		01/01/2021	14.11	14.82	15.55	16.34	17.15	
		01/01/2020	13.80	14.49	15.21	15.98	16.77	
22103 TRANSIT VEHICLE DRIVER CS: CHARTER Union: AFSCME	645	01/01/2023	15.31	16.04	16.77	17.48	18.33	
		01/01/2022	14.97	15.69	16.40	17.10	17.93	
		01/01/2021	14.64	15.34	16.04	16.72	17.54	
		01/01/2020	14.32	15.00	15.69	16.35	17.15	
10304 TREASURY SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2020	38.45	40.35	42.39	44.48	46.68	



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8751 UTILITIES LOCATOR/SAFETY COORDINATOR CS: CHARTER Union: AFSCME	16.5	01/01/2021 01/01/2020	23.04 22.59	24.11 23.64	25.16 24.67	26.42 25.90	27.65 27.11	
1242 UTILITY CUSTOMER SERVICES MANAGER CS: CHARTER Union: NONE	970	01/01/2020	41.56	43.64	45.78	48.12	50.53	
11102 UTILITY ENGINEER CS: CHARTER Union: NONE	971	01/01/2020	39.58	41.56	43.64	45.78	48.12	
8750 UTILITY LOCATOR CS: CHARTER Union: AFSCME	14.5	01/01/2021 01/01/2020	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	
11108 UTILITY PROJECT MANAGER CS: CHARTER Union: NONE	972	01/01/2020	37.69	39.58	41.56	43.64	45.78	
7315 UTILITY SERVICE REPRESENTATIVE CS: CHARTER Union: AFSCME	12.0	01/01/2021 01/01/2020	18.76 18.39	19.76 19.37	20.51 20.11	21.53 21.11	22.52 22.08	
14301 UTILITY SERVICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2020	28.07	29.53	30.95	32.56	34.20	
7330 UTILITY SERVICES BILLING LEAD CS: CHARTER Union: AFSCME	20.0	01/01/2021 01/01/2020	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	32.39 31.75	
7320 UTILITY SERVICES BILLING SPECIALIST CS: CHARTER Union: AFSCME	14.0	01/01/2021 01/01/2020	20.51 20.11	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	
7325 UTILITY SERVICES SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2021 01/01/2020	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	
8631 UTILITY WORKER CS: CHARTER Union: AFSCME	10.5	01/01/2021 01/01/2020	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	
8204 VEHICLE MAINTENANCE ATTENDANT CS: CHARTER Union: AFSCME	10.0	01/01/2021 01/01/2020	17.27 16.93	18.00 17.65	18.76 18.39	19.76 19.37	20.51 20.11	



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10525 VICTIM ADVOCACY COORDINATOR CS: CHARTER Union: TEAMSTERS	983SA	01/01/2020	22.48	23.63	24.75	26.03	27.31	
8301 W.W. FACILITY SUPPORT WORKER CS: CHARTER Union: AFSCME	8.5	01/01/2021 01/01/2020	16.12 15.80	16.83 16.50	17.63 17.28	18.36 18.00	19.29 18.91	
8733 WASTEWATER MAINTENANCE CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2021 01/01/2020	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	
8731 WASTEWATER MAINTENANCE SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2021 01/01/2020	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	
8732 WASTEWATER MAINTENANCE SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2021 01/01/2020	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	
13201 WASTEWATER MAINTENANCE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2020	32.56	34.20	35.86	37.69	39.58	
1272 WASTEWATER MANAGER CS: CHARTER Union: NONE	968	01/01/2020	43.64	45.78	48.12	50.53	53.05	
15105 WASTEWATER OPERATIONS SUPERINTENDENT CS: CHARTER Union: NONE	972	01/01/2020	37.69	39.58	41.56	43.64	45.78	
1273 WATER AND IRRIGATION MGR CS: CHARTER Union: NONE	970	01/01/2020	41.56	43.64	45.78	48.12	50.53	
8252 WATER DEVICE CREW LEADER CS: CHARTER Union: AFSCME	18.0	01/01/2021 01/01/2020	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	29.58 29.00	
8744 WATER DISTRIBUTION CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2021 01/01/2020	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	
13501 WATER DISTRIBUTION SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2020	32.56	34.20	35.86	37.69	39.58	
8253 WATER METER INFRASTRUCTURE CREW LDR CS: CHARTER Union: AFSCME	18.5	01/01/2021 01/01/2020	25.16 24.67	26.42 25.90	27.65 27.11	28.90 28.33	30.31 29.72	



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8335 WATER QUALITY SPECIALIST CS: CHARTER Union: AFSCME	21.5	01/01/2021 01/01/2020	28.90 28.33	30.27 29.68	31.67 31.05	33.18 32.53	34.66 33.98	
7311 WATER SERVICE SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2021 01/01/2020	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	
8331 WATER TREAT PLANT OPERATOR-IN-TRAINING CS: CHARTER Union: AFSCME	14.5	01/01/2021 01/01/2020	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	25.16 24.67	
8332 WATER TREATMENT PLANT OPERATOR II CS: CHARTER Union: AFSCME	20.0	01/01/2021 01/01/2020	26.95 26.42	28.24 27.69	29.58 29.00	30.96 30.35	32.39 31.75	
8333 WATER TREATMENT PLANT OPERATOR III CS: CHARTER Union: AFSCME	20.5	01/01/2021 01/01/2020	27.65 27.11	28.90 28.33	30.31 29.72	31.69 31.07	33.18 32.53	
15201 WATER TREATMENT PLANT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2020	34.20	35.86	37.69	39.58	41.56	
7151 WATER/IRRIG DIV ADMIN SPECIALIST CS: CHARTER Union: AFSCME	12.0	01/01/2021 01/01/2020	18.76 18.39	19.76 19.37	20.51 20.11	21.53 21.11	22.52 22.08	
11105 WATER/IRRIGATION ENGINEER CS: CHARTER Union: NONE	972	01/01/2020	37.69	39.58	41.56	43.64	45.78	
8251 WATERWORKS DEVICE TECHNICIAN CS: CHARTER Union: AFSCME	16.0	01/01/2021 01/01/2020	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	
8745 WATERWORKS DRAFTING/SERVICE REP CS: CHARTER Union: AFSCME	16.0	01/01/2021 01/01/2020	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	
8741 WATERWORKS SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2021 01/01/2020	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	
8742 WATERWORKS SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2021 01/01/2020	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	



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8743 WATERWORKS SPECIALIST III CS: CHARTER Union: AFSCME	13.5	01/01/2021 01/01/2020	20.09 19.70	21.05 20.64	22.07 21.64	23.04 22.59	24.11 23.64	
15103 WWTP CHIEF OPERATOR CS: CHARTER Union: NONE	976	01/01/2020	30.95	32.56	34.20	35.86	37.69	
4260 WWTP LEAD MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	21.5	01/01/2021 01/01/2020	28.90 28.33	30.27 29.68	31.67 31.05	33.18 32.53	34.66 33.98	
12202 WWTP MAINTENANCE SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2020	34.20	35.86	37.69	39.58	41.56	
8311 WWTP OPERATOR I CS: CHARTER Union: AFSCME	15.0	01/01/2021 01/01/2020	21.53 21.11	22.52 22.08	23.50 23.04	24.63 24.15	25.80 25.29	
8312 WWTP OPERATOR II CS: CHARTER Union: AFSCME	17.0	01/01/2021 01/01/2020	23.50 23.04	24.63 24.15	25.80 25.29	26.95 26.42	28.24 27.69	
8313 WWTP OPERATOR III CS: CHARTER Union: AFSCME	21.0	01/01/2021 01/01/2020	28.24 27.69	29.58 29.00	30.96 30.35	32.39 31.75	33.92 33.25	
8310 WWTP OPERATOR-IN-TRAINING CS: CHARTER Union: AFSCME	10.5	01/01/2021 01/01/2020	17.63 17.28	18.36 18.00	19.29 18.91	20.09 19.70	21.05 20.64	
15102 WWTP PROCESS CONTROL SUPV CS: CHARTER Union: NONE	973	01/01/2020	35.86	37.69	39.58	41.56	43.64	
4250 WWTP SCADA/TELEMETRY MAINTENANCE TECH CS: CHARTER Union: AFSCME	20.5	01/01/2021 01/01/2020	27.65 27.11	28.90 28.33	30.31 29.72	31.69 31.07	33.18 32.53	

