



# City of Santa Fe Springs

City Council Meeting

June 28, 2012

## **UNFINISHED BUSINESS (Supplemental Report)**

Adoption of FY 2012-2013 City Budget Including Actions and Contingencies as Set Forth in the Recommendations Contained Herein

### **RECOMMENDATION**

That the City Council adopt the Fiscal Year 2012-2013 City Budget as proposed, including the supplemental actions and contingency as set forth herein.

### **BACKGROUND**

As mentioned in the original Agenda report, it was the Council's direction at the June 20 Study Session for staff to bring back proposed budget cuts to the Council prior to June 28, to close the budget deficit gap, should one exist subsequent to reaching agreements with the labor groups. Accordingly, the City Manager and Director of Finance have met with the two Budget Sub-Committees and have recommended the following budget adjustments to the "Proposed Budget":

### **FY 2012-13 Proposed Budget Adjustments**

<b>Proposed Budget - Original Deficit</b>	<b>\$ (2,566,600)</b>
Chamber of Commerce Funding Adjustment (Total - \$57,500)	(48,500)
Graffiti Removal - Contract Area Adjustment	(48,000)
Labor Concessions/Savings (All groups combined)	2,039,000
General Equipment Replacement Fund	146,700
Capital Improvement Projects (CIPs) - Overhead Allocation	100,000
Contingency Legal Fees - Medical Marijuana Dispensaries	100,000
Public Works - Eliminate Maintenance Worker Position	84,100
Library Services - Eliminate Administrative Clerk	82,000
Finder Fees - Sales Tax Revenue	80,000
Fire Dept. Station Repairs - Move to CIP Budget	27,600
Human Resources - Correct Contributions Appropriations	11,000
<b>Revised Surplus</b>	<b>\$ 7,300</b>

If adopted, the above budget adjustment will provide for a balanced budget, inclusive of the savings yielded from the proposed labor agreements.

Accordingly, it is recommended that the Council approve the FY 2012-2013 Budget as modified above, as well as approve the supplemental actions outlined below:



SUPPLEMENTAL ACTIONS

- Approve changing title (with no additional compensation) of current Director of Finance and Administrative Services to "Assistant City Manager/Director of Finance."
- Approve the Salary Schedule as presented with the following three changes:

1) Change Director of Public Works to:

<u>Step</u>	<u>Monthly (without Fitness Pay)</u>	<u>Monthly (with Fitness Pay)</u>
A	\$10,138	\$10,696
B	\$10,696	\$11,284
C	\$11,284	\$11,905
D	\$11,905	\$12,560
E	\$12,560	\$13,251

2) Create a new Salary Range for "Director of Planning" at the same existing range of Director of Police Services.

3) In order to meet CalPERS reporting requirements, approve modification of the base salary for the Director of Technology to include current special compensation. There is no change in the overall compensation for the position.

- Appoint a Council Sub-Committee comprising two members of the Council on Economic Development, for the purpose of giving direction on developing a new Economic Development strategy in the absence of Redevelopment Tax Increment Funding.
- Appoint a Council Sub-Committee comprising two members of the Council on the Capital Improvement Plan (CIP) for the purpose of giving direction to staff in the preparation of the preliminary CIP, which will be presented to the Council in late summer.
- Direct the City Manager to bring back actions related to initiating a Local Revenue Measure that would increase the City's Per Barrel Oil Production Tax.

CONTINGENCY

As proposed, the Budget is balanced based on the proposed budget modifications, which factor in presumed cost savings that will result from the likely labor agreements. Although labor agreements have not been ratified, staff feels comfortable that the amount of projected savings will be the minimum amount realized, given the cost containment items that have been tentatively agreed upon



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as of this writing. In the event that the labor agreements are not formally agreed upon by July 9, staff will submit supplemental recommendations to the City Council in order to achieve the necessary cost savings to balance the budget. Such recommendations would likely entail further reductions in labor.

A handwritten signature in black ink, appearing to read "Thaddeus McCormack".

Thaddeus McCormack  
City Manager

Attachment  
Salary Schedule

EFFECTIVE DATE: JANUARY 2, 2012

CITY OF SANTA FE SPRINGS  
SALARY TABLES BY CLASS

CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
01000	COUNCIL MEMBER	D- 4	1174.710	542.174	6.777					2080.00
03000	DIVISION CHIEF	A- 1	8953.000	4132.154	36.894					
		B- 2	9405.000	4340.769	38.757					
		C- 3	9880.000	4560.000	40.714					2912.00
		D- 4	10360.000	4781.538	42.692					
		E- 5	10881.000	5022.000	44.839					

CITY OF SANTA FE SPRINGS  
SALARY TABLES BY CLASS

CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
12700	DEP DIR ENVIRON SVCS	A- 1	8574.000	3357.231	49.465					
		B- 2	9045.000	4174.615	52.183					2080.00
		C- 3	9541.000	4403.538	55.044					
		D- 4	10066.000	4645.846	58.073					
		E- 5	10620.000	4901.538	61.269					
12800	FIRE CAPTAIN	A- 1	7276.000	3358.154	29.173					
		B- 2	7659.000	3534.923	30.709					2992.86
		C- 3	8082.000	3730.154	32.405					
		D- 4	8501.000	3923.538	34.085					
		E- 5	8965.000	4137.692	35.946					
13000	ENVR PROTEC SPEC/CFE	A- 1	7685.000	3546.923	44.337					
		B- 2	8093.000	3735.231	46.690					2080.00
		C- 3	8521.000	3932.769	49.160					
		D- 4	8972.000	4140.923	51.762					
		E- 5	9450.000	4361.538	54.519					
13100	ENVR PROTECT SPEC	A- 1	6923.000	3195.231	39.940					
		B- 2	7291.000	3365.077	42.063					2080.00
		C- 3	7675.000	3542.308	44.279					
		D- 4	8082.000	3730.154	46.627					
		E- 5	8512.000	3928.615	49.108					
13500	FIRE PROTECT INSP II	A- 1	6590.000	3041.538	38.019					
		B- 2	6928.000	3197.538	39.969					2080.00
		C- 3	7288.000	3363.692	42.046					
		D- 4	7662.000	3536.308	44.204					
		E- 5	8060.000	3720.000	46.500					
13700	ENVR PROTECT INSP II	A- 1	6247.000	2883.231	36.040					
		B- 2	6574.000	3034.154	37.927					2080.00
		C- 3	6928.000	3197.538	39.969					
		D- 4	7276.000	3358.154	41.977					
		E- 5	7662.000	3536.308	44.204					
13810	FIRE ENGINEER	A- 1	6247.000	2883.231	25.048					
		B- 2	6574.000	3034.154	26.359					2992.86
		C- 3	6928.000	3197.538	27.778					
		D- 4	7276.000	3358.154	29.173					
		E- 5	7662.000	3536.308	30.721					

CITY OF SANTA FE SPRINGS  
SALARY TABLES BY CLASS

CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
14800 14810	FIRE PROTECT INSP I FIRE/HOUSING INSP I	A- 1	5371.000	2478.923	30.987					2080.00
		B- 2	5653.000	2609.077	32.613					
		C- 3	5949.000	2745.692	34.321					
		D- 4	6261.000	2889.692	36.121					
		E- 5	6590.000	3041.538	38.019					
15110	ENVIR PROTECT INSP I	A- 1	5371.000	2478.923	30.987					2080.00
		B- 2	5653.000	2609.077	32.613					
		C- 3	5949.000	2745.692	34.321					
		D- 4	6261.000	2889.692	36.121					
		E- 5	6590.000	3041.538	38.019					
15200	FF/PARA II	A- 1	5887.000	2717.077	23.604					2992.86
		B- 2	6092.000	2811.692	24.426					
		C- 3	6294.000	2904.923	25.236					
		D- 4	6498.000	2999.077	26.054					
		E- 5	6699.000	3091.846	26.860					
		F- 6	6901.000	3185.077	27.670					
		G- 7	7109.000	3281.077	28.504					
		H- 8	7312.000	3374.769	29.318					
		I- 9	7513.000	3467.538	30.124					
		J-10	7719.000	3562.615	30.950					
15300	FF/PARA I	A- 1	5580.000	2575.385	22.373					2992.86
		B- 2	5774.000	2664.923	23.151					
		C- 3	5965.000	2753.077	23.917					
		D- 4	6159.000	2842.615	24.695					
		E- 5	6351.000	2931.231	25.465					
		F- 6	6542.000	3019.385	26.230					
		G- 7	6739.000	3110.308	27.020					
		H- 8	6931.000	3198.923	27.790					
		I- 9	7122.000	3287.077	28.556					
		J-10	7316.000	3376.615	29.334					
15400	FF/PARA TRAINEE	A- 1	5289.000	2441.077	21.206					2992.86
		B- 2	5473.000	2526.000	21.944					
		C- 3	5655.000	2610.000	22.674					
		D- 4	5890.000	2718.462	23.616					
		E- 5	6019.000	2778.000	24.133					
		F- 6	6202.000	2862.462	24.867					
		G- 7	6387.000	2947.846	25.609					
		H- 8	6570.000	3032.308	26.343					
		I- 9	6750.000	3115.385	27.064					
		J-10	6935.000	3200.769	27.806					

CITY OF SANTA FE SPRINGS  
SALARY TABLES BY CLASS

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16200	FIREFIGHTER	A- 1	5014.000	2314.154	20.104					
		B- 2	5187.000	2394.000	20.797					
		C- 3	5360.000	2473.846	21.491					
		D- 4	5534.000	2554.154	22.189					
		E- 5	5705.000	2633.077	22.874					
		F- 6	5879.000	2713.385	23.572					
		G- 7	6054.000	2794.154	24.274					
		H- 8	6227.000	2874.000	24.967					
		I- 9	6399.000	2953.385	25.657					
		J-10	6574.000	3034.154	26.359					
		K-11	5115.000	2360.769	20.509					2992.86

EFFECTIVE DATE: JULY 5, 2010  
 REVISED: JUNE 28, 2012

CITY OF SANTA FE SPRINGS  
 SALARY TABLES BY CLASS

CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
01200	CITY MANAGER	A-1	15569.000	7185.692	89.821	A-1	15914.000	7344.923	91.811	2080.00
		B-2	15914.000	7344.923	91.812	B-2	16257.000	7503.231	93.790	
		C-3	16257.000	7503.231	93.790	C-3	16601.000	7662.000	95.775	
		D-4	16601.000	7662.000	95.775	D-4	16944.000	7820.308	97.753	
		E-5	16944.000	7820.308	97.754	E-5	17635.000	8139.231	101.740	
		F-6				F-6	16425.000	7580.769	94.759	
		O-15				O-15	15932.000	7353.231	91.315	
01300	CITY ATTORNEY	A-1	15600.000	7200.000	90.000	A-1	15450.000	7130.769	89.134	2080.00
		W-23				W-23	14940.000	6895.385	86.192	
01400	CITY MANAGER	A-1	13500.000	6230.769	77.885	A-1	14243.000	6573.692	82.171	2080.00
		B-2	14243.000	6573.692	82.171	B-2	15026.000	6935.077	86.688	
		C-3	15026.000	6935.077	86.688	C-3	15852.000	7316.308	91.453	
		D-4	15852.000	7316.308	91.454	D-4	16724.000	7718.769	96.484	
		E-5	16724.000	7718.769	96.485	E-5	17644.000	8143.385	101.792	
01510	*ELIM* DIR PLAN CDEV	A-1	11103.000	5124.462	64.056	A-1	11713.000	5406.000	67.575	2080.00
		B-2	11713.000	5406.000	67.575	B-2	12357.000	5703.231	71.290	
		C-3	12357.000	5703.231	71.290	C-3	13037.000	6017.077	75.213	
		D-4	13037.000	6017.077	75.213	D-4	13754.000	6348.000	79.350	
		E-5	13754.000	6348.000	79.350	E-5	14511.000	6697.385	83.717	
		H-8	15051.000	6946.615	86.833	H-8	15879.000	7328.769	91.609	
		A-1	11103.000	5124.462	64.056	A-1	11713.000	5406.000	67.575	2080.00
		B-2	11713.000	5406.000	67.575	B-2	12357.000	5703.231	71.290	
01600	ASST CMGR/DIR OF FIN	A-1	11103.000	5124.462	64.056	A-1	11713.000	5406.000	67.575	2080.00
		B-2	11713.000	5406.000	67.575	B-2	12357.000	5703.231	71.290	
		C-3	12357.000	5703.231	71.290	C-3	13037.000	6017.077	75.213	
		D-4	13037.000	6017.077	75.213	D-4	13754.000	6348.000	79.350	
		E-5	13754.000	6348.000	79.350	E-5	14511.000	6697.385	83.717	
01800	FIRE CHIEF	A-1	11103.000	5124.462	64.056	A-1	11713.000	5406.000	67.575	2080.00
		B-2	11713.000	5406.000	67.575	B-2	12357.000	5703.231	71.290	
		C-3	12357.000	5703.231	71.290	C-3	13037.000	6017.077	75.213	
		D-4	13037.000	6017.077	75.213	D-4	13754.000	6348.000	79.350	
		E-5	13754.000	6348.000	79.350	E-5	14511.000	6697.385	83.717	
02500	*ELIM* DIR COMM SVCS	A-1	10782.000	4976.308	62.204	A-1	11375.000	5250.000	65.625	2080.00
		B-2	11375.000	5250.000	65.625	B-2	12001.000	5538.923	69.236	
		C-3	12001.000	5538.923	69.237	C-3	12660.000	5843.077	73.038	
		D-4	12660.000	5843.077	73.038	D-4	13357.000	6164.769	77.059	
		E-5	13357.000	6164.769	77.060	E-5	14092.000	6504.000	81.300	





EFFECTIVE DATE: JULY 5, 2010  
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CITY OF SANTA FE SPRINGS  
 SALARY TABLES BY CLASS

CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
03500	*ELIM* ASST TO D/PLN	A- 1	7945.000	3666.923	45.837	A- 1	8381.000	3668.154	48.351	2080.00
		B- 2	8381.000	3868.154	48.352	B- 2	8842.000	4080.923	51.011	
		C- 3	8842.000	4080.923	51.012	C- 3	9328.000	4305.231	53.815	
		D- 4	9328.000	4305.231	53.815	D- 4	9841.000	4542.000	56.775	
		E- 5	9841.000	4542.000	56.775	E- 5	10382.000	4791.692	59.896	
03600	*ELIM* FIRE MARSHALL	A- 1	7782.000	3591.692	44.896	A- 1	8198.000	3783.692	47.296	2080.00
		B- 2	8198.000	3783.692	47.296	B- 2	8638.000	3986.769	49.834	
		C- 3	8638.000	3986.769	49.835	C- 3	9106.000	4202.769	52.534	
		D- 4	9106.000	4202.769	52.535	D- 4	9595.000	4428.462	55.355	
		E- 5	9595.000	4428.462	55.356	E- 5	10123.000	4672.154	58.401	
03800 03820	*ELIM* REDEVELOP MGR *ELIM* PRIN CIVIL ENG	A- 1	7541.000	3480.462	43.506	A- 1	7944.000	3666.462	45.830	2080.00
		B- 2	7944.000	3666.462	45.831	B- 2	8372.000	3864.000	48.300	
		C- 3	8372.000	3864.000	48.300	C- 3	8823.000	4072.154	50.901	
		D- 4	8823.000	4072.154	50.902	D- 4	9299.000	4291.846	53.648	
		E- 5	9299.000	4291.846	53.648	E- 5	9800.000	4523.077	56.538	
P-16				P-16	9408.000	4342.154	54.276			
03900	DIR TECHNOLOGY SVC M	A- 1	7936.000	3662.769	45.785	A- 1	8372.000	3864.000	48.300	2080.00
		B- 2	8372.000	3864.000	48.300	B- 2	8832.000	4076.308	50.953	
		C- 3	8833.000	4076.769	50.960	C- 3	9319.000	4301.077	53.763	
		D- 4	9319.000	4301.077	53.763	D- 4	9830.000	4536.923	56.711	
		E- 5	9830.000	4536.923	56.712	E- 5	10371.000	4786.615	59.832	
04800 04810 04820 04830	DIR TECHNOLOGY SVCS *MOVE* DIR REC SVCS *MOVE* DIR FAM HMN S *MOVE* DIR LIB CULTR	A- 1	7523.000	3472.154	43.402	A- 1	7936.000	3662.769	45.784	2080.00
		B- 2	7936.000	3662.769	45.785	B- 2	8372.000	3864.000	48.300	
		C- 3	8372.000	3864.000	48.300	C- 3	8833.000	4076.769	50.959	
		D- 4	8833.000	4076.769	50.960	D- 4	9319.000	4301.077	53.763	
		E- 5	9319.000	4301.077	53.763	E- 5	9830.000	4536.923	56.711	
		F- 6	9830.000	4536.923	56.712	F- 6	10371.000	4786.615	59.832	
		G- 7	10371.000	4786.615	59.833	G- 7	10943.000	5050.615	63.132	
		H- 8	10953.000	5055.231	63.190	H- 8	11544.000	5328.000	66.600	
		I- 9	11282.000	5207.077	65.088	I- 9	11890.000	5487.692	68.596	
		L-12	9599.000	4430.308	55.379	L-12	10125.000	4673.077	58.413	
		N-14				N-14	9633.000	4446.000	55.575	
W-23				W-23	8111.000	3743.538	46.794			
04900	*ELIM* DIR FAM INTRV	A- 1	7334.000	3384.923	42.312	A- 1	7737.000	3570.923	44.636	2080.00
		B- 2	7737.000	3570.923	44.637	B- 2	8163.000	3767.538	47.094	
		C- 3	8163.000	3767.538	47.094	C- 3	8612.000	3974.769	49.684	
		D- 4	8612.000	3974.769	49.685	D- 4	9085.000	4193.077	52.413	
		E- 5	9085.000	4193.077	52.413	E- 5	9586.000	4424.308	55.303	

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CITY OF SANTA FE SPRINGS  
 SALARY TABLES BY CLASS

CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
05000	HUMAN RESOURCE MGR	A- 1	7523.000	3472.154	43.402	A- 1	7936.000	3662.769	45.784	2080.00
		B- 2	7936.000	3662.769	45.785	B- 2	8372.000	3864.000	48.300	
		C- 3	8372.000	3864.000	48.300	C- 3	8833.000	4076.769	50.959	
		D- 4	8833.000	4076.769	50.960	D- 4	9319.000	4301.077	53.763	
		E- 5	9319.000	4301.077	53.763	E- 5	9830.000	4536.923	56.711	
		N-14				N-14	9633.000	4446.000	55.575	
05100	ASST TO THE CITY MGR	A- 1	6184.000	2854.154	35.677	A- 1	6517.000	3007.846	37.598	2080.00
		B- 2	6517.000	3007.846	37.598	B- 2	6865.000	3168.462	39.605	
		C- 3	6865.000	3168.462	39.606	C- 3	7233.000	3338.308	41.728	
		D- 4	7233.000	3338.308	41.729	D- 4	7622.000	3517.846	43.973	
		E- 5	7622.000	3517.846	43.973	E- 5	8030.000	3706.154	46.326	
05200	*ELIM* PRIN PLANNER *ELIM* ACCT MANAGER	A- 1	5966.000	2753.538	34.419	A- 1	6284.000	2900.308	36.253	2080.00
		B- 2	6285.000	2900.769	36.260	B- 2	6623.000	3056.769	38.209	
		C- 3	6626.000	3058.154	38.227	C- 3	6981.000	3222.000	40.275	
		D- 4	6981.000	3222.000	40.275	D- 4	7355.000	3394.615	42.432	
		E- 5	7355.000	3394.615	42.433	E- 5	7747.000	3575.538	44.694	
		T-20	7127.000	3289.385	41.117	T-20				
05300	*ELIM* PRIN PLANNER	A- 1	6294.000	2904.923	36.312	A- 1	6630.000	3060.000	38.250	2080.00
		B- 2	6630.000	3060.000	38.250	B- 2	6987.000	3224.769	40.309	
		C- 3	6987.000	3224.769	40.310	C- 3	7365.000	3399.231	42.490	
		D- 4	7365.000	3399.231	42.490	D- 4	7760.000	3581.538	44.769	
		E- 5	7760.000	3581.538	44.769	E- 5	8174.000	3772.615	47.157	
05400	DIR/PURCHASING SVCS	A- 1	6500.000	3000.000	37.500	A- 1	6857.000	3164.769	39.559	2080.00
		B- 2	6857.000	3164.769	39.560	B- 2	7235.000	3339.231	41.740	
		C- 3	7235.000	3339.231	41.740	C- 3	7633.000	3522.923	44.036	
		D- 4	7633.000	3522.923	44.037	D- 4	8053.000	3716.769	46.459	
		E- 5	8053.000	3716.769	46.460	E- 5	8496.000	3921.231	49.015	
05500	*ELIM* ASST CITY MGR	A- 1	6509.000	3004.154	37.552	A- 1	6867.000	3169.385	39.617	2080.00
		B- 2	6867.000	3169.385	39.617	B- 2	7245.000	3343.846	41.798	
		C- 3	7245.000	3343.846	41.798	C- 3	7643.000	3527.538	44.094	
		D- 4	7643.000	3527.538	44.094	D- 4	8063.000	3721.385	46.517	
		E- 5	8063.000	3721.385	46.517	E- 5	8506.000	3925.846	49.073	
05600	ASST DIR FIN&ADM SVC	A- 1	6845.000	3159.231	39.490	A- 1	7221.000	3332.769	41.659	2080.00
		B- 2	7221.000	3332.769	41.660	B- 2	7618.000	3516.000	43.950	
		C- 3	7618.000	3516.000	43.950	C- 3	8037.000	3709.385	46.367	
		D- 4	8037.000	3709.385	46.367	D- 4	8479.000	3913.385	48.917	
		E- 5	8479.000	3913.385	48.917	E- 5	8945.000	4128.462	51.605	

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05700	*ELIM* ASTDIR POLSVC	A- 1	5945.000	2743.846	34.298	A- 1	6272.000	2894.769	36.184	2080.00
		B- 2	6272.000	2894.769	36.185	B- 2	6617.000	3054.000	38.175	
		C- 3	6617.000	3054.000	38.175	C- 3	6981.000	3222.000	40.275	
		D- 4	6981.000	3222.000	40.275	D- 4	7365.000	3399.231	42.490	
		E- 5	7365.000	3399.231	42.490	E- 5	7770.000	3586.154	44.826	
05810	*ELIM* AST TO D/POLS	A- 1	5643.000	2604.462	32.556	A- 1	5942.000	2742.462	34.280	2080.00
		B- 2	5948.000	2745.231	34.315	B- 2	6262.000	2890.154	36.126	
		C- 3	6276.000	2896.615	36.208	C- 3	6609.000	3050.308	38.128	
		D- 4	6614.000	3052.615	38.158	D- 4	6969.000	3216.462	40.205	
		E- 5	6981.000	3222.000	40.275	E- 5	7355.000	3394.615	42.432	
		W-23				5361.000	2474.308		30.928	
05900	*ELIM* PLANNING MGR	A- 1	7033.000	3246.000	40.575	A- 1	7420.000	3424.615	42.807	2080.00
		B- 2	7420.000	3424.615	42.808	B- 2	7828.000	3612.923	45.161	
		C- 3	7828.000	3612.923	45.162	C- 3	8259.000	3811.846	47.648	
		D- 4	8259.000	3811.846	47.648	D- 4	8713.000	4021.385	50.267	
		E- 5	8713.000	4021.385	50.267	E- 5	9192.000	4242.462	53.030	

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12900	MUNICIPAL SVCS MGR	A- 1	6787.000	3132.462	39.156	A- 1	7160.000	3304.615	41.307	2080.00
		B- 2	7160.000	3304.615	41.308	B- 2	7554.000	3486.462	43.580	
		C- 3	7554.000	3486.462	43.581	C- 3	7969.000	3678.000	45.975	
		D- 4	7969.000	3678.000	45.975	D- 4	8407.000	3880.154	48.501	
		E- 5	8407.000	3880.154	48.502	E- 5	8869.000	4093.385	51.167	
		F- 6	8869.000	4093.385	51.167	F- 6	9357.000	4318.615	53.982	
		G- 7				G- 7	9872.000	4556.308	56.953	
		H- 8				H- 8	10415.000	4806.923	60.086	
		I- 9				I- 9	10988.000	5071.385	63.392	
13200	ASSOC CIVIL ENGINEER	A- 1	6132.000	2830.154	35.377	A- 1	6465.000	2983.846	37.298	2080.00
		B- 2	6471.000	2986.615	37.333	B- 2	6824.000	3149.538	39.369	
		C- 3	6834.000	3154.154	39.427	C- 3	7208.000	3326.769	41.584	
		D- 4	7221.000	3332.769	41.660	D- 4	7609.000	3511.846	43.898	
		E- 5	7634.000	3523.385	44.042	E- 5	8049.000	3714.923	46.436	
		H- 8				H- 8	9473.000	4372.154	54.651	
		I- 9				I- 9	9758.000	4503.692	56.296	
		L-12	7863.000	3629.077	45.363	L-12	8290.000	3826.154	47.826	
		Q-17				Q-17	8999.000	4153.385	51.917	
13300	UTILITY SVCS MANAGER	A- 1	6443.000	2973.692	37.171	A- 1	6797.000	3137.077	39.213	2080.00
		B- 2	6797.000	3137.077	39.213	B- 2	7171.000	3309.692	41.371	
		C- 3	7171.000	3309.692	41.371	C- 3	7565.000	3491.538	43.644	
		D- 4	7565.000	3491.538	43.644	D- 4	7981.000	3683.538	46.044	
		E- 5	7981.000	3683.538	46.044	E- 5	8420.000	3886.154	48.576	
13400	MANAGEMENT ASST III	A- 1	5641.000	2603.538	32.544	A- 1	5943.000	2742.923	34.286	2080.00
		B- 2	5943.000	2742.923	34.287	B- 2	6261.000	2889.692	36.121	
		C- 3	6261.000	2889.692	36.121	C- 3	6594.000	3043.385	38.042	
		D- 4	6594.000	3043.385	38.042	D- 4	6949.000	3207.231	40.090	
		E- 5	6949.000	3207.231	40.090	E- 5	7323.000	3379.846	42.248	
13600	ASST CIVIL ENGINEER	A- 1	5504.000	2540.308	31.754	A- 1	5807.000	2680.154	33.501	2080.00
		B- 2	5807.000	2680.154	33.502	B- 2	6132.000	2830.154	35.376	
		C- 3	6132.000	2830.154	35.377	C- 3	6465.000	2983.846	37.298	
		D- 4	6465.000	2983.846	37.298	D- 4	6834.000	3154.154	39.426	
		E- 5	6834.000	3154.154	39.427	E- 5	7208.000	3326.769	41.584	
		F- 6	7208.000	3326.769	41.585	F- 6	7634.000	3523.385	44.042	
		G- 7	7634.000	3523.385	44.042	G- 7	8058.000	3719.077	46.488	
		H- 8	8058.000	3719.077	46.488	H- 8	8493.000	3919.846	48.998	
		I- 9	8300.000	3830.769	47.885	I- 9	8748.000	4037.538	50.469	
		L-12	7039.000	3248.769	40.610	L-12	7424.000	3426.462	42.830	
		Q-17				Q-17	6848.000	3160.615	39.507	
		W-23				W-23	6967.000	3215.538	40.194	

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13900	WATER UTILITY SUPT HOUSING CONST SUPT	A- 1	5805.000	2679.231	33.490	A- 1	6121.000	2825.077	35.313	2080.00
		B- 2	6121.000	2825.077	35.313	B- 2	6453.000	2978.308	37.228	
		C- 3	6453.000	2978.308	37.229	C- 3	6806.000	3141.231	39.265	
		D- 4	6806.000	3141.231	39.265	D- 4	7177.000	3312.462	41.405	
		E- 5	7177.000	3312.462	41.405	E- 5	7568.000	3492.923	43.661	
14010	CHLDREN'S SVCS ADMIN	A- 1	5539.000	2555.462	31.956	A- 1	5843.000	2696.769	33.709	2080.00
		B- 2	5843.000	2696.769	33.710	B- 2	6164.000	2844.923	35.561	
		C- 3	6164.000	2844.923	35.562	C- 3	6504.000	3001.846	37.523	
		D- 4	6504.000	3001.846	37.523	D- 4	6861.000	3166.615	39.582	
		E- 5	6861.000	3166.615	39.583	E- 5	7238.000	3340.615	41.757	
		Q-17				7021.000	3240.462	40.505		
14100	CITY CLERK	A- 1	5641.000	2603.538	32.544	A- 1	5943.000	2742.923	34.286	2080.00
		B- 2	5943.000	2742.923	34.287	B- 2	6261.000	2889.692	36.121	
		C- 3	6261.000	2889.692	36.121	C- 3	6594.000	3043.385	38.042	
		D- 4	6594.000	3043.385	38.042	D- 4	6949.000	3207.231	40.090	
		E- 5	6949.000	3207.231	40.090	E- 5	7323.000	3379.846	42.248	
14200	PUB SAF OFFCR SUPVSR	A- 1	5087.000	2347.846	29.348	A- 1	5367.000	2477.077	30.963	2080.00
		B- 2	5367.000	2477.077	30.963	B- 2	5662.000	2613.231	32.665	
		C- 3	5662.000	2613.231	32.665	C- 3	5973.000	2756.769	34.459	
		D- 4	5973.000	2756.769	34.460	D- 4	6302.000	2908.615	36.357	
		E- 5	6302.000	2908.615	36.358	E- 5	6648.000	3068.308	38.353	
14300	ACCOUNTANT	A- 1	4867.000	2246.308	28.079	A- 1	5133.000	2369.077	29.613	2080.00
		B- 2	5129.000	2367.231	29.590	B- 2	5406.000	2499.077	31.188	
		C- 3	5416.000	2499.692	31.246	C- 3	5712.000	2636.308	32.953	
		D- 4	5721.000	2640.462	33.006	D- 4	6029.000	2782.615	34.782	
		E- 5	6034.000	2784.923	34.812	E- 5	6364.000	2937.231	36.715	
14400	CIVIL ENGR ASST I	A- 1	5015.000	2314.615	28.933	A- 1	5291.000	2442.000	30.525	2080.00
		B- 2	5291.000	2442.000	30.525	B- 2	5581.000	2575.846	32.198	
		C- 3	5581.000	2575.846	32.198	C- 3	5888.000	2717.538	33.969	
		D- 4	5888.000	2717.538	33.969	D- 4	6212.000	2867.077	35.838	
		E- 5	6212.000	2867.077	35.938	E- 5	6554.000	3024.923	37.811	
14520	MANAGEMENT ASST II	A- 1	5051.000	2331.231	29.140	A- 1	5327.000	2458.615	30.732	2080.00
		B- 2	5327.000	2458.615	30.733	B- 2	5621.000	2594.308	32.428	
		C- 3	5621.000	2594.308	32.429	C- 3	5931.000	2737.385	34.217	
		D- 4	5931.000	2737.385	34.217	D- 4	6257.000	2887.846	36.098	
		E- 5	6257.000	2887.846	36.098	E- 5	6601.000	3046.615	38.082	

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14620	CIVIL ENGR TECH II	A- 1	4941.000	2280.462	28.506	A- 1	5213.000	2406.000	30.075	2080.00
		B- 2	5213.000	2406.000	30.075	B- 2	5500.000	2538.462	31.730	
		C- 3	5500.000	2538.462	31.731	C- 3	5802.000	2677.846	33.473	
		D- 4	5802.000	2677.846	33.473	D- 4	6121.000	2825.077	35.313	
		E- 5	6121.000	2825.077	35.313	E- 5	6457.000	2980.154	37.251	
14700	CARPENTER SUPERVISOR	A- 1	4867.000	2246.308	28.079	A- 1	5129.000	2367.231	29.590	2080.00
14705	FLEET SEC SUPERVISOR	B- 2	5129.000	2367.231	29.590	B- 2	5416.000	2499.692	31.246	
14710	TRF SIG LGT TECH III	C- 3	5416.000	2499.692	31.246	C- 3	5721.000	2640.462	33.005	
14720	WATER UTILITY SEC SUPV	D- 4	5721.000	2640.462	33.006	D- 4	6029.000	2782.615	34.782	
14721	ST & GRNDS MTC SUPV	E- 5	6029.000	2782.615	34.783	E- 5	6364.000	2937.231	36.715	
14722	STREET SECTION SUPV	F- 6	6364.000	2937.231	35.715	F- 6	6726.000	3104.308	38.803	
14723	FACILITY SEC SUPV	G- 7	6726.000	3104.308	38.804	G- 7	7104.000	3278.769	40.984	
14730	HERITAGE PARK SUPRVS	H- 8	7104.000	3278.769	40.985	H- 8	7495.000	3459.231	43.240	
14740	COMPUTER SPECLST III									
14754	LIBRARIAN II									
14790	FAM HUMAN SVC SUPVSR									
14795	SENIOR SERVICES SUPV									
14910	CODE ENFORCMT INSP I	A- 1	4681.000	2160.462	27.006	A- 1	4931.000	2275.846	28.448	2080.00
14920	ELECTRICIAN	B- 2	4931.000	2275.846	28.448	B- 2	5196.000	2398.154	29.976	
14975	P/W INSPECTOR I	C- 3	5211.000	2405.077	30.063	C- 3	5504.000	2540.308	31.753	
14980	MECHANIC II	D- 4	5504.000	2540.308	31.754	D- 4	5807.000	2680.154	33.501	
		E- 5	5807.000	2680.154	33.502	E- 5	6121.000	2825.077	35.313	
		F- 6	6121.000	2825.077	35.313	F- 6	6471.000	2986.615	37.332	
		G- 7	6471.000	2986.615	37.333	G- 7	6834.000	3154.154	39.426	
		H- 8	6834.000	3154.154	39.427	H- 8	7208.000	3326.769	41.584	
		I- 9	7039.000	3248.769	40.610	I- 9	7424.000	3426.462	42.830	
		L-12	5981.000	2760.462	34.506	L-12	6305.000	2910.000	36.375	
15000	LIBRARIAN III									
15010	REC SUPV/SPORTS	A- 1	5230.000	2413.846	30.173	A- 1	5513.000	2544.462	31.805	2080.00
15020	REC SUPV/INST&SP PRO	B- 2	5513.000	2544.462	31.806	B- 2	5812.000	2682.462	33.530	
15030	CULT/LIT SVCS SPVSR	C- 3	5812.000	2682.462	33.531	C- 3	6130.000	2829.231	35.365	
		D- 4	6130.000	2829.231	35.365	D- 4	6465.000	2983.846	37.298	
		E- 5	6465.000	2983.846	37.298	E- 5	6817.000	3146.308	39.328	
15500	HUMAN RESRCE ANALYST	A- 1	4797.000	2214.000	27.675	A- 1	5061.000	2335.846	29.198	2080.00
		B- 2	5061.000	2335.846	29.198	B- 2	5340.000	2464.615	30.807	
		C- 3	5340.000	2464.615	30.808	C- 3	5633.000	2599.846	32.498	
		D- 4	5633.000	2599.846	32.498	D- 4	5943.000	2742.923	34.286	
		E- 5	5943.000	2742.923	34.287	E- 5	6269.000	2893.385	36.167	

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15610	CIVIL ENGR TECH I	A- 1	4439.000	2048.769	25.610	A- 1	4683.000	2161.385	27.017	2080.00
15620	CHILDREN'S SVC SUPVR	B- 2	4683.000	2161.385	27.017	B- 2	4941.000	2280.462	28.505	
15630	LEAD PSO	C- 3	4941.000	2280.462	28.505	C- 3	5213.000	2406.000	30.075	
15640	SUPPORT SERVICE SUPV	D- 4	5213.000	2406.000	30.075	D- 4	5500.000	2538.462	31.730	
15690	HMN SVCS CS WKR III	E- 5	5500.000	2538.462	31.731	E- 5	5802.000	2677.046	33.473	
15700	LIBRARIAN I	A- 1	4532.000	2091.692	26.146	A- 1	4781.000	2206.615	27.582	2080.00
		B- 2	4781.000	2206.615	27.583	B- 2	5044.000	2328.000	29.100	
		C- 3	5044.000	2328.000	29.100	C- 3	5321.000	2455.846	30.698	
		D- 4	5321.000	2455.846	30.698	D- 4	5614.000	2591.077	32.308	
		E- 5	5614.000	2591.077	32.388	E- 5	5922.000	2733.231	34.165	
16010	WATER WELL OPERATOR	A- 1	4373.000	2018.308	25.229	A- 1	4613.000	2129.077	26.613	2080.00
16030	COMPUTER SPECIALIST II	B- 2	4613.000	2129.077	26.613	B- 2	4866.000	2245.846	28.073	
16040	TRF SIG LGT TECH II	C- 3	4866.000	2245.846	28.073	C- 3	5129.000	2367.231	29.590	
16090	HMN SVCS CS WKR II	D- 4	5129.000	2367.231	29.590	D- 4	5417.000	2500.154	31.251	
		E- 5	5417.000	2500.154	31.252	E- 5	5712.000	2636.308	32.953	
		F- 6	5712.000	2636.308	32.954	F- 6	6029.000	2782.615	34.782	
		G- 7	6029.000	2782.615	34.783	G- 7	6362.000	2936.308	36.703	
		H- 8	6362.000	2936.308	36.704	H- 8	6711.000	3097.385	38.717	
16100	MANAGEMENT ASST I C	A- 1	4273.000	1972.154	24.652	A- 1	4507.000	2080.154	26.001	2080.00
		B- 2	4507.000	2080.154	26.002	B- 2	4755.000	2194.615	27.432	
		C- 3	4755.000	2194.615	27.433	C- 3	5016.000	2315.077	28.938	
		D- 4	5016.000	2315.077	28.938	D- 4	5293.000	2442.923	30.536	
		E- 5	5293.000	2442.923	30.537	E- 5	5583.000	2576.769	32.209	
16300	MANAGEMENT ASST I	A- 1	4273.000	1972.154	24.652	A- 1	4507.000	2080.154	26.001	2080.00
		B- 2	4507.000	2080.154	26.002	B- 2	4755.000	2194.615	27.432	
		C- 3	4755.000	2194.615	27.433	C- 3	5016.000	2315.077	28.938	
		D- 4	5016.000	2315.077	28.938	D- 4	5293.000	2442.923	30.536	
		E- 5	5293.000	2442.923	30.537	E- 5	5583.000	2576.769	32.209	
16430	EXEC SECRETARY	A- 1	4206.000	1941.231	24.255	A- 1	4437.000	2047.846	25.598	2080.00
16440	WTR UTILITY LEAD WKR	B- 2	4424.000	2041.846	25.523	B- 2	4681.000	2160.462	27.005	
		C- 3	4681.000	2160.462	27.006	C- 3	4939.000	2279.538	28.494	
		D- 4	4939.000	2279.538	28.494	D- 4	5210.000	2404.615	30.057	
		E- 5	5210.000	2404.615	30.058	E- 5	5497.000	2537.077	31.713	
16500	TRANSPORT SVCS SUPV	A- 1	4125.000	1903.846	23.798	A- 1	4351.000	2008.154	25.101	2080.00
		B- 2	4351.000	2008.154	25.102	B- 2	4591.000	2118.923	26.486	
		C- 3	4591.000	2118.923	26.487	C- 3	4843.000	2235.231	27.940	
		D- 4	4843.000	2235.231	27.940	D- 4	5109.000	2358.000	29.475	
		E- 5	5109.000	2358.000	29.475	E- 5	5392.000	2488.615	31.107	



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16610	*ELIM* HR CLERK III	A- 1	4201.000	1938.923	24.237	A- 1	4433.000	2046.000	25.575	2080.00
		B- 2	4433.000	2046.000	25.575	B- 2	4677.000	2158.615	26.982	
		C- 3	4677.000	2158.615	26.983	C- 3	4934.000	2277.231	28.465	
		D- 4	4934.000	2277.231	28.465	D- 4	5205.000	2402.308	30.028	
		E- 5	5205.000	2402.308	30.029	E- 5	5491.000	2534.308	31.678	
16990	PUB RELATIONS SPEC	A- 1	4094.000	1889.538	23.619	A- 1	4320.000	1993.846	24.923	2080.00
		B- 2	4320.000	1993.846	24.923	B- 2	4557.000	2103.231	26.290	
		C- 3	4557.000	2103.231	26.290	C- 3	4807.000	2218.615	27.732	
		D- 4	4807.000	2218.615	27.733	D- 4	5072.000	2340.923	29.261	
		E- 5	5072.000	2340.923	29.262	E- 5	5351.000	2469.692	30.871	
17010	PROG COORD/SENIORS	A- 1	3978.000	1836.000	22.950	A- 1	4197.000	1937.077	24.213	2080.00
17020	PROG COORD/RECREATION	B- 2	4197.000	1937.077	24.213	B- 2	4426.000	2042.769	25.534	
17030	PROG COORD/HERTGE PK	C- 3	4426.000	2042.769	25.535	C- 3	4665.000	2153.077	26.913	
17035	PRG COORD/LIB OUTRCH	D- 4	4665.000	2153.077	26.913	D- 4	4931.000	2275.846	28.448	
17045	PROG COORD/SPORTS	E- 5	4931.000	2275.846	28.448	E- 5	5196.000	2398.154	29.976	
17046	PROG COORD/IGR	L-12	5079.000	2344.154	29.302	L-12				
17047	PROG COORD/COMM SVCS									
17048	PROG COORD/INTRVENTN									
17049	PROG COORD/AFTERSCHL									
17050	PUB SAF OFFCR/ADMIN									
17070	PUB SAF OFFCR/FIELD									
17075	PUBLIC RELATION TECH									
17080	YTH INTRVNTN CSE WKR									
17090	HUMAN SVCS CS WKR I									
17100	DEPUTY CITY CLERK	A- 1	4831.000	2239.692	27.871	A- 1	5097.000	2352.462	29.405	2080.00
		B- 2	5097.000	2352.462	29.406	B- 2	5377.000	2481.692	31.021	
		C- 3	5377.000	2481.692	31.021	C- 3	5673.000	2618.308	32.728	
		D- 4	5673.000	2618.308	32.729	D- 4	5985.000	2762.308	34.528	
		E- 5	5985.000	2762.308	34.529	E- 5	6314.000	2914.154	36.426	
17210	ACCOUNT CLERK III	A- 1	3851.000	1777.385	22.217	A- 1	4063.000	1875.231	23.440	2080.00
17220	MECHANIC I	B- 2	4063.000	1875.231	23.440	B- 2	4287.000	1978.615	24.732	
17230	BLDG PERMIT CLERKIII	C- 3	4287.000	1978.615	24.733	C- 3	4522.000	2087.077	26.088	
17240	BUS DRIVER III	D- 4	4522.000	2087.077	26.088	D- 4	4774.000	2203.385	27.542	
17250	FIRE PERMIT CLERKIII	E- 5	4774.000	2203.385	27.542	E- 5	5031.000	2322.000	29.025	
17270	STOREKEEPER	F- 6	5031.000	2322.000	29.025	F- 6	5311.000	2451.231	30.640	
		G- 7	5311.000	2451.231	30.640	G- 7	5603.000	2586.000	32.325	
		H- 8	5603.000	2586.000	32.325	H- 8	5911.000	2728.154	34.101	

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17300	*ELIM* ACT CLK III C	A- 1	3955.000	1825.385	22.817	A- 1	4172.000	1925.538	24.069	2080.00
17320	SEC TO CITY MANAGER	B- 2	4172.000	1925.538	24.069	B- 2	4401.000	2031.231	25.390	
17330	*ELIM* HR CLERK II	C- 3	4401.000	2031.231	25.390	C- 3	4643.000	2142.923	26.786	
		D- 4	4643.000	2142.923	26.787	D- 4	4899.000	2261.077	28.263	
		E- 5	4899.000	2261.077	28.263	E- 5	5158.000	2385.231	29.815	
		F- 6	5158.000	2385.231	29.815	F- 6	5454.000	2517.231	31.465	
		G- 7	5454.000	2517.231	31.465	G- 7	5753.000	2655.231	33.190	
		H- 8	5753.000	2655.231	33.190	H- 8	6052.000	2793.231	34.915	
		I- 9	5926.000	2735.077	34.188	I- 9	6234.000	2877.231	35.965	
		L-12	5046.000	2328.923	29.112	L-12	5323.000	2456.769	30.709	
17400	ACCOUNT CLERK III C	A- 1	3851.000	1777.385	22.217	A- 1	4063.000	1875.231	23.440	2060.00
		B- 2	4063.000	1875.231	23.440	B- 2	4287.000	1978.615	24.732	
		C- 3	4287.000	1978.615	24.733	C- 3	4522.000	2087.077	26.088	
		D- 4	4522.000	2087.077	26.088	D- 4	4774.000	2203.385	27.542	
		E- 5	4774.000	2203.385	27.542	E- 5	5031.000	2322.000	29.025	
		F- 6	5031.000	2322.000	29.025	F- 6	5311.000	2451.231	30.640	
		G- 7	5311.000	2451.231	30.640	G- 7	5603.000	2586.000	32.325	
		H- 8	5603.000	2586.000	32.325	H- 8	5911.000	2728.154	34.101	
17500	TRAF & LITE TECH I	A- 1	3794.000	1751.077	21.888	A- 1	4002.000	1847.077	23.088	2080.00
17510	FACILITY SPECIALIST	B- 2	4002.000	1847.077	23.088	B- 2	4225.000	1950.000	24.375	
17520	COMPUTER SPECIALIST I	C- 3	4225.000	1950.000	24.375	C- 3	4456.000	2056.615	25.707	
17530	CARPENTER II	D- 4	4456.000	2056.615	25.708	D- 4	4701.000	2169.692	27.121	
17540	TREE WORKER SPECIALIST	E- 5	4701.000	2169.692	27.121	E- 5	4946.000	2282.769	28.534	
		F- 6	4946.000	2282.769	28.535	F- 6	5233.000	2415.231	30.190	
		G- 7	5233.000	2415.231	30.190	G- 7	5522.000	2548.615	31.857	
		H- 8	5522.000	2548.615	31.858	H- 8	5824.000	2688.000	33.600	
17800	WATER UTILITY WORKER	A- 1	3641.000	1680.462	21.006	A- 1	3840.000	1772.308	22.153	2080.00
17810	WATER UTILITY TECH	B- 2	3840.000	1772.308	22.154	B- 2	4052.000	1870.154	23.376	
17830	BUS DRIVER II	C- 3	4052.000	1870.154	23.377	C- 3	4275.000	1973.077	24.663	
17840	COMM INTERVENT SPEC	D- 4	4275.000	1973.077	24.663	D- 4	4510.000	2081.538	26.019	
17850	COMM SVCS SPECIALIST	E- 5	4510.000	2081.538	26.019	E- 5	4754.000	2194.154	27.426	
17860	HEAD TEACHER	F- 6	4754.000	2194.154	27.427	F- 6	5019.000	2316.462	28.955	
17870	ENVR CLERK III	G- 7	5019.000	2316.462	28.956	G- 7	5296.000	2444.308	30.553	
17880	NEIGHBRHD PRES SPEC	H- 8	5296.000	2444.308	30.554	H- 8	5587.000	2578.615	32.232	
17890	AQUATICS MANAGER									
18010	ACCOUNT CLERK II	A- 1	3455.000	1594.615	19.933	A- 1	3645.000	1682.308	21.028	2060.00
18020	MAINTENANCE WORKER	B- 2	3645.000	1682.308	21.029	B- 2	3839.000	1771.846	22.148	
18030	SECRETARY	C- 3	3839.000	1771.846	22.148	C- 3	4058.000	1872.923	23.411	
18040	CARPENTER I	D- 4	4058.000	1872.923	23.412	D- 4	4278.000	1974.462	24.680	

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18055	PUB SAFETY ED OFFCR	A- 1	3455.000	1594.615	19.933	A- 1	3645.000	1682.308	21.028	2080.00
18075	BUSINESS LICENSE CK	B- 2	3645.000	1682.308	21.029	B- 2	3839.000	1771.846	22.148	
18080	BUS DRIVER I	C- 3	3839.000	1771.846	22.148	C- 3	4058.000	1872.923	23.411	
18085	BLDG PERMIT CLERK II	D- 4	4058.000	1872.923	23.412	D- 4	4278.000	1974.462	24.680	
18095	ENVR PROTECT CLERKII	E- 5	4278.000	1974.462	24.681	E- 5	4508.000	2080.615	26.007	
18096	PROG ASST/CHILD CARE	F- 6	4518.000	2085.231	26.065	F- 6	4765.000	2199.231	27.490	
18097	PROG ASST/CMO	G- 7	4765.000	2199.231	27.490	G- 7	5028.000	2320.615	29.007	
18098	PROGRAM ASSIST PLAN	H- 8	5028.000	2320.615	29.008	H- 8	5302.000	2447.077	30.588	
		I- 9	5179.000	2390.308	29.879	I- 9	5461.000	2520.462	31.505	
		L-12	4406.000	2033.538	25.419	L-12	4643.000	2142.923	26.786	
18100	*ELIM* HR CLERK I	A- 1	3583.000	1653.692	20.671	A- 1	3781.000	1745.077	21.813	2080.00
		B- 2	3781.000	1745.077	21.813	B- 2	3988.000	1840.615	23.007	
		C- 3	3988.000	1840.615	23.008	C- 3	4210.000	1943.077	24.288	
		D- 4	4210.000	1943.077	24.288	D- 4	4440.000	2049.231	25.615	
		E- 5	4440.000	2049.231	25.615	E- 5	4684.000	2161.846	27.023	
18200	*ELIM* ACCT CLK II C	A- 1	3455.000	1594.615	19.933	A- 1	3645.000	1682.308	21.028	2080.00
		B- 2	3645.000	1682.308	21.029	B- 2	3839.000	1771.846	22.148	
		C- 3	3839.000	1771.846	22.148	C- 3	4058.000	1872.923	23.411	
		D- 4	4058.000	1872.923	23.412	D- 4	4278.000	1974.462	24.680	
		E- 5	4278.000	1974.462	24.681	E- 5	4508.000	2080.615	26.007	
18300	MAINTENANCE WORKER Y	A- 1	3562.000	1644.000	20.550	A- 1	3757.000	1734.000	21.675	2080.00
		B- 2	3757.000	1734.000	21.675	B- 2	3964.000	1829.538	22.869	
		C- 3	3964.000	1829.538	22.869	C- 3	4182.000	1930.154	24.126	
		D- 4	4182.000	1930.154	24.127	D- 4	4410.000	2035.385	25.442	
		E- 5	4410.000	2035.385	25.442	E- 5	4654.000	2148.000	26.850	
18500	CLARK EST EVENT ASST	A- 1	3254.000	1501.846	18.773	A- 1	3430.000	1583.077	19.788	2080.00
18510	RECREATION SPECIALIS	B- 2	3430.000	1583.077	19.788	B- 2	3615.000	1668.462	20.855	
		C- 3	3615.000	1668.462	20.856	C- 3	3811.000	1758.523	21.986	
		D- 4	3811.000	1758.523	21.987	D- 4	4018.000	1854.462	23.180	
		E- 5	4018.000	1854.462	23.181	E- 5	4235.000	1954.615	24.432	
		F- 6	4235.000	1954.615	24.433	F- 6	4465.000	2060.769	25.759	
18810	ACCOUNT CLERK I	A- 1	3109.000	1434.923	17.937	A- 1	3279.000	1513.385	18.917	2080.00
18815	ADMIN CLERK II	B- 2	3279.000	1513.385	18.917	B- 2	3461.000	1597.385	19.967	
18820	RECEPTIONIST II	C- 3	3461.000	1597.385	19.967	C- 3	3645.000	1682.308	21.028	
18830	LIBRARY CLERK II	D- 4	3645.000	1682.308	21.029	D- 4	3839.000	1771.846	22.148	
18850	BUDG PERMIT CLERK I	E- 5	3851.000	1777.385	22.217	E- 5	4058.000	1872.923	23.411	

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18860	ENVR PROTECT CLERK I	A- 1	3109.000	1434.923	17.937	A- 1	3279.000	1513.385	18.917	2080.00
		B- 2	3279.000	1513.385	18.917	B- 2	3461.000	1597.385	19.967	
		C- 3	3461.000	1597.385	19.967	C- 3	3645.000	1682.308	21.028	
		D- 4	3645.000	1682.308	21.029	D- 4	3839.000	1771.846	22.148	
		E- 5	3851.000	1777.385	22.217	E- 5	4058.000	1872.923	23.411	
19615	ADMIN CLERK I	A- 1	2794.000	1289.538	16.119	A- 1	2947.000	1360.154	17.001	2080.00
		B- 2	2947.000	1360.154	17.002	B- 2	3111.000	1435.846	17.948	
		C- 3	3111.000	1435.846	17.948	C- 3	3282.000	1514.769	18.934	
		D- 4	3282.000	1514.769	18.935	D- 4	3455.000	1594.615	19.932	
		E- 5	3455.000	1594.615	19.933	E- 5	3645.000	1682.308	21.028	
19620	LIBRARY CLERK I	A- 1	2794.000	1289.538	16.119	A- 1	2947.000	1360.154	17.001	2080.00
		B- 2	2947.000	1360.154	17.002	B- 2	3111.000	1435.846	17.948	
		C- 3	3111.000	1435.846	17.948	C- 3	3282.000	1514.769	18.934	
		D- 4	3282.000	1514.769	18.935	D- 4	3455.000	1594.615	19.932	
		E- 5	3455.000	1594.615	19.933	E- 5	3645.000	1682.308	21.028	
19640	RECEPTIONIST I	A- 1	2794.000	1289.538	16.119	A- 1	2947.000	1360.154	17.001	2080.00
		B- 2	2947.000	1360.154	17.002	B- 2	3111.000	1435.846	17.948	
		C- 3	3111.000	1435.846	17.948	C- 3	3282.000	1514.769	18.934	
		D- 4	3282.000	1514.769	18.935	D- 4	3455.000	1594.615	19.932	
		E- 5	3455.000	1594.615	19.933	E- 5	3645.000	1682.308	21.028	
19650	CARPENTER ASST.	A- 1	2794.000	1289.538	16.119	A- 1	2947.000	1360.154	17.001	2080.00
		B- 2	2947.000	1360.154	17.002	B- 2	3111.000	1435.846	17.948	
		C- 3	3111.000	1435.846	17.948	C- 3	3282.000	1514.769	18.934	
		D- 4	3282.000	1514.769	18.935	D- 4	3455.000	1594.615	19.932	
		E- 5	3455.000	1594.615	19.933	E- 5	3645.000	1682.308	21.028	

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20100	COMPUTER SPECIALIST II	A-1			23.759						
		B-2			25.051						
		C-3			26.539						
		D-4			27.977						
		E-5			29.578						
20200	SAFETY OFFICER	A-1			21.825						
		B-2			23.025						
		C-3			24.291						
		D-4			25.627						
		E-5			27.036						
20310 20320	PROG COORD/SENIORS HMN SVCS CS WKR I	A-1			21.636						
		B-2			22.835						
		C-3			24.090						
		D-4			25.519						
		E-5			26.890						
20400 20410	HEAD TEACHER BUS DRIVER II B	A-1			19.797						
		B-2			20.881						
		C-3			22.084						
		D-4			23.320						
		E-5			24.565						
20500	COMPUTER SPECIALIST I	A-1			20.578						
		B-2			21.775						
		C-3			22.993						
		D-4			24.204						
		E-5			25.569						
20600 20610	MAINTENANCE WORKER TEACHER III	A-1			18.752						
		B-2			19.797						
		C-3			20.936						
		D-4			22.108						
		E-5			23.287						
22010 22060	RECREATION LEADR III COM INTERVENTON SPEC	A-1			16.719						
		B-2			17.647						
		C-3			18.651						
		D-4			19.704						
		E-5			20.773						
		F-6			21.915						



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52010	REC LEADER II B	A- 1			14,436					
52020	COMM SVCS ACTVTY LDR	B- 2			15,162					
		C- 3			15,918					
		D- 4			16,709					
		E- 5			17,550					
52500	CHILD CARE TEACH I B	A- 1			13,094					
		B- 2			13,751					
		C- 3			14,436					
		D- 4			15,162					
		E- 5			15,918					
53530	CLD CARE AST TEACH B	A- 1			11,889					
53560	COMM SVC FACILITY WK	B- 2			12,480					
		C- 3			13,094					
		D- 4			13,751					
		E- 5			14,436					
54500	CHLD CARE ASST TEACH	A- 1			9,544					
		B- 2			10,025					
		C- 3			10,528					
		D- 4			11,054					
		E- 5			11,597					
55540	CROSSING GUARD/REG B	A- 1			10,266					
		B- 2			10,718					
		C- 3			11,313					
		D- 4			11,861					
		E- 5			12,478					

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70000	*ELIM* BUS DRV II N	A- 1			18.926					
70010	*ELIM* REF DSK SUB N	B- 2			19.963					
70020	*ELIM* BUS DR II SUB	C- 3			21.114					
		D- 4			22.294					
		E- 5			23.484					
		H- 8			30.905					
70100	*ELIM* BUS DRV I N	A- 1			17.928					
70110	*ELIM* BUS DRV I SUB	B- 2			18.226					
70120	*ELIM* ADM CLRK II T	C- 3			20.015					
70130	*ELIM* MAINT WRK TMP	D- 4			21.136					
		E- 5			22.264					
70200	*ELIM* BUS DR III SB	A- 1			20.015					
		B- 2			21.132					
		C- 3			22.263					
		D- 4			23.507					
		E- 5			24.880					
70400	*ELIM* REC LDR III T	A- 1			14.751					
		B- 2			15.562					
		C- 3			16.419					
		D- 4			17.323					
		E- 5			18.275					
70500	PSO APPRENTICE N	A- 1			14.006					
70505	*ELIM* AV TECHNICIAN	B- 2			14.777					
70510	*ELIM* PLAN INTERN N	C- 3			15.589					
70515	POLICE SVCS CLERK	D- 4			16.446					
70520	*ELIM* ADMIN INTRN N	E- 5			17.353					
70530	*ELIM* ENVR PRO AIDE									
70540	*ELIM* ENGR INTERN N									
70545	LITERACY INTERN N									
70555	*ELIM* FHS INTERN N									
70560	COM INTRVNT INTERN N									
70570	POLICE SVC INTERN N									
70580	ADMINSTRATIVE AIDE N									
70590	COMPUTER SPEC INTERN									
70595	GRPHIC DESIGN INTERN									
71010	TRAF SIGNAL APRENT N	A- 1			13.339					
71020	SUPERVS LIFEGUARD N	B- 2			14.006					



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71030 71040	FACILITY MTC APPRENT WATER UTILITY APPRENT	A- 1			13.339						
		B- 2			14.006						
		C- 3			14.703						
		D- 4			15.441						
		E- 5			16.211						
71500 71510 71520	RECEPTIONIST (TEMP) ADMIN CLERK I (TEMP) CLD CARE TEACH IISUB	A- 1			12.905						
		B- 2			13.615						
		C- 3			14.406						
		D- 4			15.227						
		E- 5			16.041						
72200 72210	INSTR LIFE GUARD II N INSTR GUARD II SUB N	A- 1			14.000						
		B- 2			14.770						
		C- 3			15.582						
		D- 4			16.439						
		E- 5			17.344						
72300 72310	INSTR LIFE GUARD II N INSTR GUARD II SUB N	A- 1			16.741						
		B- 2			17.662						
		C- 3			18.634						
		D- 4			19.658						
		E- 5			20.738						
72400 72410	INSTR LIFE GUARD I N INSTR GUARD I SUB N	A- 1			15.871						
		B- 2			16.741						
		C- 3			17.662						
		D- 4			18.634						
		E- 5			19.658						
72520 72530 72540 72545 72550	TRAF SIG/ST LT AID N CHILD CARE TEACH I N HERITAGE PK RANGER N HERT PK RANGER SUB N CLD CARE TEACH I SUB	A- 1			11.520						
		B- 2			12.098						
		C- 3			12.701						
		D- 4			13.339						
		E- 5			14.006						
72600	LIB INFO DESK ASST	A- 1			16.596						
		B- 2			17.509						
		C- 3			18.471						
		D- 4			19.488						
		E- 5			20.560						

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72700	INSTR LIFEGUARD I N	A- 1			13.000					
72710	INSTR GUARD I SUB N	B- 2			13.715					
		C- 3			14.469					
		D- 4			15.265					
		E- 5			16.105					
73000	REC LEADER II N	A- 1			10.980					
		B- 2			11.529					
		C- 3			12.098					
		D- 4			12.713					
		E- 5			13.339					
73100	FINANCE OFFICE AIDE	A- 1			11.366					
		B- 2			11.930					
		C- 3			12.517					
		D- 4			13.148					
		E- 5			13.801					
74000	SUMMER INTERN N	A- 1			11.131					
		B- 2			11.742					
		C- 3			12.389					
		D- 4			13.070					
		E- 5			13.789					
74300	PUB WORKS AIDE II N	A- 1			10.454					
74310	WAREHOUSE ASSISTANT	B- 2			11.028					
		C- 3			11.635					
		D- 4			12.273					
		E- 5			12.948					
74560	LIBRARY SVCS AIDE N	A- 1			9.570					
74570	LIB SVCS AIDE SUB N	B- 2			10.049					
		C- 3			10.553					
		D- 4			11.088					
		E- 5			11.638					
75000	CLD CARE AST TEACH N	A- 1			9.479					
75010	C/C ASST TEACH SUB N	B- 2			9.958					
		C- 3			10.457					
		D- 4			10.981					
		E- 5			11.520					

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75500	PUBLIC WORKS AIDE N	A- 1			9.031					
75510	REC LEADER I N	B- 2			9.429					
75520	FIRE SVCS FCLTY WKR	C- 3			9.954					
75530	OFFICE AIDE N	D- 4			10.454					
75540	CARPENTER AIDE N	E- 5			10.980					
75570	MECHANIC AIDE N	G- 7			13.877					
75580	COMM SVC FACILITY WK									
75590	FOOD SERVICE AIDE N									
76010	FIRE DEPT AIDE N	A- 1			8.666					
		B- 2			9.100					
		C- 3			9.549					
		D- 4			10.033					
		E- 5			10.527					
77010	CROSSING GUARD/REG N	A- 1			8.175					
77020	CROSSING GUARD/SUB N	B- 2			8.591					
		C- 3			9.010					
		D- 4			9.470					
		E- 5			9.932					
79800	REC INSTRUCTOR	A- 1			29.682					
79810	COMM INTERVENT SPEC	B- 2			41.626					
79830	TEMPORARY APPOINTMNT	C- 3			37.704					
79870	PUB WKRS INSPECT II	D- 4			34.688					
79880	CIVIL ENG TECH III	E- 5			23.174					
79890	CIVIL ENG ASST II	F- 6			31.902					
		G- 7			22.133					
		H- 8			46.223					
		I- 9			47.901					
		J-10			30.822					
		K-11			24.976					
		L-12			49.524					
		M-13			8.630					
		N-14			20.813					
		O-15			32.748					
		P-16			18.039					
		Q-17			17.346					
		R-18			16.652					
		S-19			16.189					
		T-20			15.262					
		U-21			13.877					
		V-22			12.489					
		W-23			11.098					
		X-24			9.711					
		Y-25			8.326					
		Z-26			8.000					

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 SALARY TABLES BY CLASS

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79900	TEMP-ACCT CLERK III	A- 1			29.591					
79905	TEMP-COMPUTER SPCIII	B- 2			29.303					
79910	TEMP-DIR POLICE SVCS	C- 3			29.591					
79915	TEMP-PSO	D- 4			29.303					
79920	TEMP-ASST DIR PW	E- 5			73.269					
79924	TEMP-HEAD TEACHER	F- 6			26.084					
79925	TEMP-ASSOC CIVIL ENG	G- 7			57.147					
79930	TEMP-DIR MUNI UTIL S	H- 8			50.033					
79935	TEMP-FLEET OPER SUP	I- 9			52.607					
79940	TEMP-ACCT MANAGER	J-10			35.033					
79945	TEMP-DIR ENVIR PRTCN	K-11			36.820					
79950	TEMP-SPECIAL PROJ DI	L-12			58.121					
79955	TEMP-TRAFFIC ENGINEER	M-13			72.462					
		N-14			58.914					