

CC # 201711 – Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1CX

Official Rate Biweekly

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|--|
| BOZA ADMINISTRATIVE COORDINATOR |
| BUILDING SERVICES MANAGER (1) (4) |
| EQUIPMENT INVENTORY MANAGER (1) (4) |
| FLEET OPERATIONS AND TRAINING SUPERVISOR (1) (3) (4) (6) |
| HEALTH AND SAFETY OFFICER |
| INVENTORY SERVICES MANAGER |
| LEAD PENSION SPECIALIST |
| LEGISLATIVE LIBRARY MANAGER (2) (5) |
| LICENSE COORDINATOR |
| PARKING ENFORCEMENT ASSISTANT MANAGER |
| POLICE PAYROLL SUPERVISOR |
| POLICE RECORDS ASSISTANT MANAGER |
| PUBLIC RELATIONS SUPERVISOR |
| SECURITY MANAGER |
| TOW LOT ASSISTANT MANAGER |
| WATER CUSTOMER SERVICE SUPERVISOR |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 24.74 | 34.65 |
| Biweekly | 1,979.57 | 2,771.65 |
| Annual | 51,468.82 | 72,062.90 |

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,138.00 |
| Annual | 55,588.00 |

and may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,296.40 |
| Annual | 59,706.40 |

- (3) Recruitment may be at any rate in the range with the approval of DER.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 25.49 | 35.69 |
| Biweekly | 2,038.96 | 2,854.80 |
| Annual | 53,012.96 | 74,224.80 |

(4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,202.14 |
| Annual | 57,255.64 |

and may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,365.29 |
| Annual | 61,497.54 |

(6) Recruitment may be at any rate in the range with the approval of DER.

Pay Range 1DX

Official Rate Biweekly

| |
|--|
| CITY CHANNEL MANAGER (7) (14) |
| CONSUMER ENVIRONMENTAL HEALTH SUPERVISOR (3)(4)(10)(11) |
| COURT BUSINESS MANAGER |
| CUSTOMER SERVICES MANAGER |
| DNS PERSONNEL OFFICER |
| DOCUMENT SERVICES MANAGER |
| ELECTRONIC TECHNICIAN SUPERVISOR (1) (8) |
| FAMILY AND COMMUNITY WELLNESS MANAGER |
| FIRE PERSONNEL OFFICER |
| FLEET REPAIR SUPERVISOR (2) (6) (9) (13) |
| HEALTH PROJECT COORDINATOR – EMPOWERING FAMILIES OF MILWAUKEE (4) (11) |
| HEALTH PROJECT SUPERVISOR - DADS (4)(11) |
| HEALTHCARE ACCESS PROGRAM MANAGER |
| HOUSING POLICY AND COMPLIANCE MANAGER |
| HUMAN RESOURCES SPECIALIST |
| LIBRARY BUSINESS MANAGER |
| PARKING SERVICES SUPERVISOR (2) (9) |
| PERSONNEL OFFICER |
| PLANT AND EQUIPMENT REPAIR SUPERVISOR |
| POLICE FLEET MANAGER |
| POLICE RECORDS MANAGER (3) (10) |
| PROPERTY MAINTENANCE AND COMPLIANCE MANAGER |
| PROPERTY MANAGEMENT PROGRAM COORDINATOR |
| REVENUE COLLECTION MANAGER |
| SAFETY SUPERVISOR (2) (5) (9) (12) |
| SANITATION DISTRICT MANAGER (2) (9) |
| URBAN FORESTRY MANAGER (2) (9) |

| |
|-----------------------------------|
| VITAL STATISTICS AND FIMR MANAGER |
| WATER COLLECTIONS SUPERVISOR |
| WATER SYSTEMS AND PROJECT MANAGER |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 26.38 | 36.93 |
| Biweekly | 2,110.18 | 2,954.08 |
| Annual | 54,864.68 | 76,806.08 |

(1) Recruitment may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,278.96 |
| Annual | 59,252.96 |

(2) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(3) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,384.62 |
| Annual | 62,000.12 |

(5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,248.55 |
| Annual | 58,462.30 |

(6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,543.02 |
| Annual | 66,118.52 |

(7) Recruitment is at the following rate with the recruitment at any point of the range with DER approval:

| | |
|----------|-----------|
| Biweekly | 2,278.96 |
| Annual | 59,252.96 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 27.17 | 38.03 |
| Biweekly | 2,173.49 | 3,042.70 |
| Annual | 56,510.74 | 79,110.20 |

(8) Recruitment may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,347.33 |
| Annual | 61,030.58 |

(9) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(10) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(11) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,456.16 |
| Annual | 63,860.16 |

(12) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,316.01 |
| Annual | 60,216.26 |

(13) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,619.31 |
| Annual | 68,102.06 |

(14) Recruitment is at the following rate with the recruitment at any point of the range with DER approval:

| | |
|----------|-----------|
| Biweekly | 2,347.33 |
| Annual | 61,030.58 |

Pay Range 1EX

Official Rate Biweekly

| |
|--|
| BENEFITS AND WELLNESS SUPERVISOR (3)(19) |
| BUSINESS OPERATIONS MANAGER |
| COMMERCIAL CORRIDOR MANAGER |
| COMMERCIAL PROPERTY DISPOSITION MANAGER |
| DISEASE INTERVENTION SPECIALIST SUPERVISOR (9) (25) |
| DISTRICT CODE ENFORCEMENT SUPERVISOR (2) (3) (18) (19) |
| DOULA PROGRAM MANAGER (9) (25) |
| DPW INVENTORY AND PURCHASING MANAGER |
| ELECTION SERVICES BUSINESS SYSTEMS COORDINATOR |
| ENVIRONMENTAL HEALTH SERVICES MANAGER (9) (25) |
| ERS BUSINESS OPERATIONS ANALYST |
| FACILITIES MAINTENANCE SUPERVISOR (14) (30) |
| FIRE DISPATCH ASSISTANT MANAGER (6) (22) |
| FIRE EQUIPMENT REPAIRS MANAGER (14) (30) |
| FIRE FLEET AND EQUIPMENT MANAGER (14) (30) |
| FLEET ACQUISITION MANAGER (4) (20) |
| FLEET OPERATIONS AND TRAINING MANAGER (4) (15) (20) (31) |
| GREENHOUSE AND NURSERY MANAGER |
| HOUSING REHABILITATION MANAGER (12) (28) |
| LEGISLATIVE RESEARCH SUPERVISOR |
| LIBRARY BRANCH MANAGER (13) (29) |
| LIBRARY CIRCULATION MANAGER (15) (16) (31) (32) |
| MANAGEMENT LIBRARIAN (7) (23) |
| MEN'S HEALTH MANAGER (9) (25) |
| MPD SAFETY DIVISION MANAGER |
| NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (3) (19) |
| PAY SERVICES SUPERVISOR (3) (19) |
| PENSION ACCOUNTING MANAGER |
| POLICE FACILITIES ASSISTANT MANAGER |
| PORT FACILITIES SUPERVISOR (10) (26) |
| PROCUREMENT AND COMPLIANCE MANAGER |

| |
|--|
| PROCUREMENT MANAGER (13) (29) |
| PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (1) (17) |
| PUBLIC HEALTH NURSE SUPERVISOR (8) (24) |
| STRONG BABIES PROGRAM MANAGER (8) (24) |
| TAX COLLECTION AND ENFORCEMENT COORDINATOR |
| TELECOMMUNICATIONS SUPERVISOR (5) (21) |
| TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (11) (27) |
| WATER CUSTOMER SERVICE MANAGER |
| WATER DISTRIBUTION CONSTRUCTION MANAGER |
| WATER METER SERVICES MANAGER |
| WELL WOMEN'S PROGRAM MANAGER (9) (25) |
| WIC PROGRAM MANAGER |
| WORKFORCE PLANNING AND CERTIFICATION SUPERVISOR (3) (19) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 28.11 | 39.35 |
| Biweekly | 2,248.55 | 3,147.86 |
| Annual | 58,462.30 | 81,844.36 |

- (1) Recruitment may be up to the midpoint of the range with the approval of DER.
- (2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,454.23 |
| Annual | 63,809.98 |

- (3) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being when appropriate, regularly involved in snow and ice control operations which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,729.50 |
| Annual | 70,967.00 |

- (6) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

| | |
|----------|-----------|
| Biweekly | 2,510.03 |
| Annual | 65,260.78 |

- (7) Recruitment may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,608.27 |
| Annual | 67,815.02 |

- (8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,616.19 |
| Annual | 68,020.94 |

- (9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,454.12 |
| Annual | 63,807.12 |

- (10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,690.56 |
| Annual | 69,954.56 |

(11) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,379.86 |
| Annual | 61,876.36 |

(12) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,646.25 |
| Annual | 68,802.50 |

(13) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(14) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,612.19 |
| Annual | 67,916.94 |

(15) Recruitment may be at any rate in the range with the approval of DER.

(16) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,428.42 |
| Annual | 63,138.92 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 28.95 | 40.53 |
| Biweekly | 2,316.01 | 3,242.30 |
| Annual | 60,216.26 | 84,299.80 |

(17) Recruitment may be up to the midpoint of the range with the approval of DER.

(18) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,527.86 |
| Annual | 65,724.36 |

(19) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(20) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being when appropriate, regularly involved in snow and ice control operations which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(21) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,811.39 |
| Annual | 73,096.14 |

(22) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

| | |
|----------|-----------|
| Biweekly | 2,585.33 |
| Annual | 67,218.58 |

(23) Recruitment may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,686.52 |
| Annual | 69,849.52 |

(24) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,694.68 |
| Annual | 70,061.68 |

(25) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,527.74 |
| Annual | 65,721.24 |

(26) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,771.28 |
| Annual | 72,053.28 |

(27) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,451.26 |
| Annual | 63,732.76 |

(28) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,725.64 |
| Annual | 70,866.64 |

(29) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(30) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,690.56 |
| Annual | 69,954.56 |

(31) Recruitment may be at any rate in the range with the approval of DER.

(32) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,501.27 |
| Annual | 65,033.02 |

SECTION 2: PROFESSIONALS

Pay Range 2BN

Official Rate Biweekly

| |
|---------------------------------------|
| ADMINISTRATIVE SERVICES SPECIALIST |
| EXECUTIVE ADMINISTRATIVE ASSISTANT I |
| GRAPHIC DESIGNER II (3) (7) |
| LIBRARIAN ASSOCIATE (4) (8) |
| LIBRARY REFERENCE ASSISTANT (4) (8) |
| LIBRARY TECHNOLOGY SPECIALIST (4) (8) |
| LIBRARY YOUTH EDUCATOR (2) (6) |
| OFFICE SUPERVISOR I |
| PENSION SPECIALIST |
| PUBLIC HEALTH EDUCATOR I (2) (6) |
| REAL ESTATE COORDINATOR I (1) (5) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 17.99 | 25.19 |
| Biweekly | 1,439.44 | 2,015.04 |
| Annual | 37,425.44 | 52,391.04 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,731.26 |
| Annual | 45,012.76 |

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,577.90 |
| Annual | 41,025.40 |

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,682.03 |
| Annual | 43,732.78 |

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,554.58 |
| Annual | 40,419.08 |

and may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 1,669.70 |
| Annual | 43,412.20 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.53 | 25.94 |
| Biweekly | 1,482.62 | 2,075.49 |
| Annual | 38,548.12 | 53,962.74 |

(5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,783.20 |
| Annual | 46,363.20 |

(6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,625.24 |
| Annual | 42,256.24 |

(7) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,732.49 |
| Annual | 45,044.74 |

(8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,601.22 |
| Annual | 41,631.72 |

and may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 1,719.79 |
| Annual | 44,714.54 |

Pay Range 2CN

Official Rate Biweekly

| |
|-----------------------------------|
| ACCOUNTANT I (1) (4) (10) (13) |
| ADMINISTRATIVE SPECIALIST |
| ARTS PROJECT COORDINATOR (5) (14) |
| BUILDING MAINTENANCE SUPERVISOR I |

| |
|--|
| BUILDING SERVICES SUPERVISOR |
| BUSINESS ANALYST |
| DISABILITY SPECIALIST |
| DISEASE INTERVENTION SPECIALIST COORDINATOR (5) (14) |
| DOCUMENT SERVICES SUPERVISOR |
| EXECUTIVE ADMINISTRATIVE ASSISTANT II |
| HEALTH INFORMATION SPECIALIST (2) (5) (11) (14) |
| GRAPHIC DESIGNER – LEAD (5) (14) |
| LEGISLATIVE ASSISTANT (3) (12) |
| LIBRARY COPY CATALOGING SPECIALIST (8) (9) (17) (18) |
| LIBRARY TECHNOLOGY TRAINING COORDINATOR (7) (16) |
| MEDIA SPECIALIST (6) (15) |
| MUNICIPAL RESEARCH LIBRARY SERVICES ASSISTANT (7) (16) |
| NETWORK COORDINATOR – ASSISTANT |
| OFFICE SUPERVISOR II |
| PUBLIC HEALTH EDUCATOR II (5) (14) |
| RECAST PROGRAM COORDINATOR (5) (14) |
| RENT ASSISTANCE INSPECTOR (6) (15) |
| RENT ASSISTANCE SPECIALIST II (6) (15) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.17 | 26.84 |
| Biweekly | 1,533.87 | 2,147.11 |
| Annual | 39,880.62 | 55,824.86 |

- (1) Diane Kronberg is authorized to be paid the following biweekly rates:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,586.35 | 2,220.57 |
| Annual | 41,245.10 | 57,734.82 |

- (2) Recruitment may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,025.15 |
| Annual | 52,653.90 |

- (3) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

- (4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,782.59 |
| Annual | 46,347.34 |

- (5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,748.96 |
| Annual | 45,472.96 |

- (6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,731.26 |
| Annual | 45,012.76 |

- (7) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,656.51 |
| Annual | 43,069.26 |

and may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 1,779.17 |
| Annual | 46,258.42 |

(8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,865.38 |
| Annual | 48,499.88 |

(9) Recruitment may be at any rate in the range with the approval of DER

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.75 | 27.64 |
| Biweekly | 1,579.89 | 2,211.52 |
| Annual | 41,077.14 | 57,499.52 |

(10) Diane Kronberg is authorized to be paid the following biweekly rates:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,633.94 | 2,287.19 |
| Annual | 42,482.44 | 59,466.94 |

(11) Recruitment may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,085.90 |
| Annual | 54,233.40 |

(12) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

(13) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,836.07 |
| Annual | 47,737.82 |

(14) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,801.43 |
| Annual | 46,837.18 |

(15) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,783.20 |
| Annual | 46,363.20 |

(16) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,706.21 |
| Annual | 44,361.46 |

and may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 1,832.55 |
| Annual | 47,646.30 |

(17) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,921.34 |
| Annual | 49,954.84 |

(18) Recruitment may be at any rate in the range with the approval of DER

Pay Range 2DN

Official Rate Biweekly

| |
|---|
| ACCOUNTANT II (6) (25) |
| ADMINISTRATIVE SUPPORT SPECIALIST |
| ANTI-GRAFFITI PROGRAM COORDINATOR |
| BUDGET AND MANAGEMENT ANALYST |
| BUSINESS SERVICES SPECIALIST (8) (27) |
| CITY PAYROLL SPECIALIST (19) (38) |
| ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (5) (24) |
| GEOGRAPHIC INFORMATION SPECIALIST (7) (26) |
| HEALTH AND SAFETY SPECIALIST |
| HUMAN RESOURCES ANALYST |
| INVENTORY SUPERVISOR |
| LABOR RELATIONS ANALYST |
| LEAD PROGRAM INFORMATION SPECIALIST (7) (26) |
| LEAD RISK ASSESSOR III (7) (26) |
| LIBRARIAN I (15) (34) |
| LIBRARY EDUCATION OUTREACH SPECIALIST (9) (28) |
| LIBRARY VOLUNTEER COORDINATOR |
| MILWAUKEE PLAYS PROGRAM COORDINATOR |
| NUTRITIONIST (18) (37) |
| PENSION SPECIALIST – SENIOR |
| PERSONNEL ANALYST |
| PROPERTY APPRAISER 1 (10) (14) (29) (33) |
| PROPERTY APPRAISER 2 (11) (14) (30) (33) |
| PROPERTY APPRAISER 3 (12) (14) (31) (33) |
| PROPERTY APPRAISER 4 (13) (14) (32) (33) |
| PROPERTY MANAGER (8) (27) |
| PUBLIC HEALTH NURSE 1 (3) (4) (22) (23) |
| PUBLIC HEALTH SOCIAL WORKER 1 (1) (20) |
| PURCHASING AGENT (17) (36) |
| REAL ESTATE COORDINATOR II (8) (27) |
| RENT ASSISTANCE SPECIALIST III (2) (8) (21) (27) |
| SAFETY SPECIALIST (16) (35) |
| TEST ADMINISTRATION COORDINATOR |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 20.43 | 28.60 |
| Biweekly | 1,634.62 | 2,288.38 |
| Annual | 42,500.12 | 59,497.88 |

- (1) Recruitment is at the following rate and may be at any point in the range based on experience and credentials with the approval of DER.

| | |
|----------|-----------|
| Biweekly | 2,040.46 |
| Annual | 53,051.96 |

- (2) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and

who complete at least one year of service at:

| | |
|----------|-----------|
| Biweekly | 2,183.52 |
| Annual | 56,771.52 |

shall advance to:

| | |
|----------|-----------|
| Biweekly | 2,205.35 |
| Annual | 57,339.10 |

- (3) **Career Ladder Position.** Recruitment is at the following rate and may be above minimum commensurate with experience and credentials with DER approval:

| | |
|----------|-----------|
| Biweekly | 2,040.16 |
| Annual | 53,044.16 |

- (4) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

- (5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,830.14 |
| Annual | 47,583.64 |

and may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 1,969.04 |
| Annual | 51,195.04 |

- (6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,811.34 |
| Annual | 47,094.84 |

- (7) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,837.67 |
| Annual | 47,779.42 |

- (8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,782.59 |
| Annual | 46,347.34 |

- (9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,940.44 |
| Annual | 50,451.44 |

- (10) To be paid in the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,906.46 | 2,023.15 |
| Annual | 49,567.96 | 52,601.92 |

- (11) To be paid in the following range. Property Appraiser 2 is a promotional opportunity for Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,026.10 | 2,150.11 |
| Annual | 52,678.60 | 55,902.86 |

- (12) To be paid in the following range. Property Appraiser 3 is a promotional opportunity for Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,153.25 | 2,285.05 |
| Annual | 55,984.50 | 59,411.30 |

- (13) To be paid in the following range. Property Appraiser 4 is a promotional opportunity for all Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for

this title.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,288.38 | 2,428.45 |
| Annual | 59,497.88 | 63,139.70 |

(14) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% when performing those duties.

(15) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,765.39 |
| Annual | 45,900.14 |

and may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 1,896.12 |
| Annual | 49,299.12 |

(16) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,742.53 |
| Annual | 45,305.78 |

(17) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(18) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,811.34 |
| Annual | 47,094.84 |

and may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 1,950.62 |
| Annual | 50,716.12 |

(19) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,811.34 |
| Annual | 47,094.84 |

and may be at any point in the range based on experience and credentials with approval of DER.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 21.05 | 29.46 |
| Biweekly | 1,683.66 | 2,357.03 |
| Annual | 43,775.16 | 61,282.78 |

(20) Recruitment is at the following rate and may be at any point in the range based on experience and credentials with the approval of DER.

| | |
|----------|-----------|
| Biweekly | 2,101.67 |
| Annual | 54,643.42 |

(21) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at:

| | |
|----------|-----------|
| Biweekly | 2,249.03 |
| Annual | 58,474.78 |

shall advance to:

| | |
|----------|-----------|
| Biweekly | 2,271.51 |
| Annual | 59,059.26 |

(22) **Career Ladder Position.** Recruitment is at the following rate and may be above minimum commensurate with experience and credentials with DER approval:

| | |
|----------|----------|
| Biweekly | 2,101.36 |
|----------|----------|

| | |
|--------|-----------|
| Annual | 54,635.36 |
|--------|-----------|

(23) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master’s degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

(24) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,885.04 |
| Annual | 49,011.04 |

and may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,028.11 |
| Annual | 52,730.86 |

(25) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,865.68 |
| Annual | 48,507.68 |

(26) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,892.80 |
| Annual | 49,212.80 |

(27) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,836.07 |
| Annual | 47,737.82 |

(28) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,998.65 |
| Annual | 51,964.90 |

(29) To be paid in the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,963.65 | 2,083.84 |
| Annual | 51,054.90 | 54,179.84 |

(30) To be paid in the following range. Property Appraiser 2 is a promotional opportunity for Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,086.88 | 2,214.61 |
| Annual | 54,258.88 | 57,579.86 |

(31) To be paid in the following range. Property Appraiser 3 is a promotional opportunity for Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,217.85 | 2,353.60 |
| Annual | 57,664.10 | 61,193.60 |

(32) To be paid in the following range. Property Appraiser 4 is a promotional opportunity for all Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,357.03 | 2,501.30 |
| Annual | 61,282.78 | 65,033.80 |

(33) An employee assigned as a ‘Project Lead’ or assigned to perform the duties of a higher level title to be paid an additional 5% when performing those duties.

(34) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,818.35 |
| Annual | 47,277.10 |

and may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 1,953.00 |
| Annual | 50,778.00 |

(35) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,794.81 |
| Annual | 46,665.06 |

(36) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(37) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,865.68 |
| Annual | 48,507.68 |

and may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,009.14 |
| Annual | 52,237.64 |

(38) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,865.68 |
| Annual | 48,507.68 |

and may be at any point in the range based on experience and credentials with approval of DER.

Pay Range 2EN

Official Rate Biweekly

| |
|---|
| ARCHITECTURAL DESIGNER I (17) (36) |
| ATHLETIC TRAINER |
| CIVIL ENGINEER I (1) (20) |
| COMMUNITY OUTREACH SPECIALIST (14) (33) |
| DOULA |
| ELECTRICAL ENGINEER I (1) (20) |
| FIRE PROTECTION ENGINEER I (15) (34) |
| HOUSING PROGRAMS SPECIALIST (12) (31) |
| INVESTIGATOR/ADJUSTER (2) (3) (21) (22) |
| IT SUPPORT SPECIALIST (11) (30) |
| LABORATORY DATA SPECIALIST (4) (23) |
| LACTATION COUNSELOR (14) (33) |
| LEAD PROJECT SPECIALIST |
| LIBRARIAN II (10) (29) |
| LIBRARY CIRCULATION SERVICES COORDINATOR (4) (18) (23) (37) |
| LIBRARY MARKETING SPECIALIST |
| LIBRARY SERVICES COORDINATOR (4) (18) (19) (23) (37) (38) |
| LIBRARY TECHNICAL SERVICES COORDINATOR (4) (18) (23) (37) |
| MECHANICAL ENGINEER I (1) (20) |
| MEDIA PRODUCER (6) (25) |
| PLAN EXAMINER SPECIALIST (7) (26) |
| PUBLIC HEALTH NURSE 2 (8) (9) (27) (28) |
| PUBLIC HEALTH SOCIAL WORKER 2 (16) (35) |
| WATER CHEMIST (5) (24) |
| WATER TREATMENT PLANT OPERATOR (13) (32) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 21.78 | 30.49 |
| Biweekly | 1,742.53 | 2,439.48 |
| Annual | 45,305.78 | 63,426.48 |

- (1) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

| | |
|----------|-----------|
| Biweekly | 2,267.08 |
| Annual | 58,944.08 |

- (2) Steven Carini is authorized to be paid the following biweekly rates:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,802.13 | 2,522.97 |
| Annual | 46,855.38 | 65,597.22 |

- (3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,028.83 |
| Annual | 52,749.58 |

- (4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,950.62 |
| Annual | 50,716.12 |

- (5) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 1,810.00 |
| Annual | 47,060.00 |

- (6) To be paid the following biweekly rates:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,925.13 | 2,474.58 |
| Annual | 50,053.38 | 64,339.08 |

- (7) Employees to be paid in the following range with recruitment may be at any rate in the range based upon experience and credentials with DER approval.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,160.38 | 2,570.54 |
| Annual | 56,169.88 | 66,843.04 |

- (8) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance at 2% of the employee's base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,142.15 | 2,439.48 |
| Annual | 55,695.90 | 63,426.48 |

- (9) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

- (10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,881.93 |
| Annual | 48,930.18 |

and may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,021.31 |
| Annual | 52,554.06 |

- (11) Recruitment is at the following rate and may be at any rate in the pay range based upon experience and credentials with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 1,950.62 |
| Annual | 50,716.12 |

- (12) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

| | | | | | |
|----------|-----------|-----------|-----------|-----------|-----------|
| Biweekly | 2,042.62 | 2,135.33 | 2,232.25 | 2,333.56 | 2,439.48 |
| Annual | 53,108.12 | 55,518.58 | 58,038.50 | 60,672.56 | 63,426.48 |

- (13) Minimum recruitment is at the following rate. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

| | |
|----------|-----------|
| Biweekly | 1,762.81 |
| Annual | 45,833.06 |

- (14) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,040.15 |
| Annual | 53,043.90 |

- (15) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

- (16) Recruitment is at the following rate and may be at any point in the pay range based on experience and credentials with the approval of DER.

| | |
|----------|-----------|
| Biweekly | 2,142.48 |
| Annual | 55,704.48 |

- (17) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

| | |
|----------|-----------|
| Biweekly | 2,267.08 |
| Annual | 58,944.08 |

- (18) Recruitment may be at any rate in the range with the approval of DER.

- (19) Additional one-time \$400 incentive for completing reference coursework.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 22.44 | 31.41 |
| Biweekly | 1,794.81 | 2,512.66 |
| Annual | 46,665.06 | 65,329.16 |

- (20) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

| | |
|----------|-----------|
| Biweekly | 2,335.09 |
| Annual | 60,712.34 |

- (21) Steven Carini is authorized to be paid the following biweekly rates:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,856.19 | 2,598.66 |
| Annual | 48,260.94 | 67,565.16 |

- (22) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,089.69 |
| Annual | 54,331.94 |

- (23) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,009.14 |
| Annual | 52,237.64 |

- (24) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 1,864.30 |
| Annual | 48,471.80 |

- (25) To be paid the following biweekly rates:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,982.88 | 2,548.82 |
| Annual | 51,554.88 | 66,269.32 |

- (26) Employees to be paid in the following range with recruitment may be at any rate in the range based upon experience and credentials with DER approval.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,225.19 | 2,647.66 |
| Annual | 57,854.94 | 68,839.16 |

- (27) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance at 2% of the employee's base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,206.41 | 2,512.66 |
| Annual | 57,366.66 | 65,329.16 |

- (28) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

- (29) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,938.39 |
| Annual | 50,398.14 |

and may be up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,081.95 |
| Annual | 54,130.70 |

- (30) Recruitment is at the following rate and may be at any rate in the pay range based upon experience and credentials with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,009.14 |
| Annual | 52,237.64 |

- (31) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

| | | | | | |
|----------|-----------|-----------|-----------|-----------|-----------|
| Biweekly | 2,103.90 | 2,199.39 | 2,299.22 | 2,403.57 | 2,512.66 |
| Annual | 54,701.40 | 57,184.14 | 59,779.72 | 62,492.82 | 65,329.16 |

- (32) Minimum recruitment is at the following rate. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

| | |
|----------|-----------|
| Biweekly | 1,815.69 |
| Annual | 47,207.94 |

- (33) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,101.35 |
| Annual | 54,635.10 |

(34) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

(35) Recruitment is at the following rate and may be at any point in the pay range based on experience and credentials with the approval of DER.

| | |
|----------|-----------|
| Biweekly | 2,206.75 |
| Annual | 57,375.50 |

(36) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

| | |
|----------|-----------|
| Biweekly | 2,335.09 |
| Annual | 60,712.34 |

(37) Recruitment may be at any rate in the range with the approval of DER.

(38) Additional one-time \$400 incentive for completing reference coursework.

Pay Range 2LX

Official Rate Biweekly

| |
|---|
| BUDGET AND FISCAL POLICY ANALYST IV (5) (10) |
| DEVELOPMENT PROJECTS COORDINATOR |
| ENVIRONMENTAL SUSTAINABILITY PROGRAM MANAGER |
| ERS DATABASE ADMINISTRATOR (2) (6) |
| ERS NETWORK ADMINISTRATOR (2) (6) |
| ERS SERVER ADMINISTRATOR (2) (6) |
| ERS SOFTWARE DEVELOPER (2) (6) |
| FMIS PROJECT MANAGER |
| LEGISLATIVE FISCAL MANAGER |
| POLICY AND ADMINISTRATION MANAGER |
| PUBLIC SAFETY SYSTEMS ADMINISTRATOR (4) (9) |
| PORT FINANCE AND ADMINISTRATION OFFICER (3) (8) |
| SYSTEMS ANALYST – PROJECT LEADER |
| TELECOMMUNICATIONS ANALYST PROJECT LEADER (1) (4) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 34.05 | 47.67 |
| Biweekly | 2,724.12 | 3,813.63 |
| Annual | 70,827.12 | 99,154.38 |

(1) Recruitment is authorized up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 3,029.19 |
| Annual | 78,758.94 |

(2) Recruitment may be at any point in the range with DER approval.

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,939.54 |
| Annual | 76,428.04 |

(4) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(5) Recruitment is at:

| | |
|----------|----------|
| Biweekly | 2,996.50 |
|----------|----------|

| | |
|--------|-----------|
| Annual | 77,909.00 |
|--------|-----------|

and may be at any rate in the range with DER approval.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 35.07 | 49.10 |
| Biweekly | 2,805.84 | 3,928.04 |
| Annual | 72,951.84 | 102,129.04 |

(6) Recruitment is authorized up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 3,120.07 |
| Annual | 81,121.82 |

(7) Recruitment may be at any point in the range with DER approval.

(8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,027.73 |
| Annual | 78,720.98 |

(9) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,086.40 |
| Annual | 80,246.40 |

and may be at any rate in the range with DER approval.

SECTION 3: TECHNICIANS

Pay Range 3BN

Official Rate Biweekly

| |
|-------------------------------------|
| ENGINEERING DRAFTING TECHNICIAN I |
| ENGINEERING TECHNICIAN I |
| GEOGRAPHIC INFORMATION TECHNICIAN I |
| SANITATION INSPECTOR (1) (2) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 15.91 | 19.22 |
| Biweekly | 1,273.15 | 1,537.30 |
| Annual | 33,101.90 | 39,969.80 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,394.31 |
| Annual | 36,252.06 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 16.39 | 19.79 |
| Biweekly | 1,311.34 | 1,583.42 |
| Annual | 34,094.84 | 41,168.92 |

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,436.14 |
| Annual | 37,339.64 |

Pay Range 3EN

Official Rate Biweekly

| |
|----------------------|
| PROGRAMMER I (1) (2) |
|----------------------|

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 17.85 | 21.82 |
| Biweekly | 1,427.94 | 1,745.79 |
| Annual | 37,126.44 | 45,390.54 |

(1) Recruitment may be up to the following rate with the approval of DER.

| | |
|----------|-----------|
| Biweekly | 1,636.11 |
| Annual | 42,538.86 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.38 | 22.48 |
| Biweekly | 1,470.78 | 1,798.16 |
| Annual | 38,240.28 | 46,752.16 |

(2) Recruitment may be up to the following rate with approval of DER.

| | |
|----------|-----------|
| Biweekly | 1,685.19 |
| Annual | 43,814.94 |

Pay Range 3MN

Official Rate Biweekly

| |
|---|
| CITY CHANNEL PRODUCTION SPECIALIST (5) (10) |
| ELECTRONIC TECHNICIAN (1) (6) |
| LEAD RISK ASSESSOR II (4) (9) |
| MAMMOGRAPHY TECHNOLOGIST (3) (8) |
| VIDEO ELECTRONIC TECHNICIAN |
| WATER PLANT AUTOMATION TECHNICIAN (2) (7) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.16 | 29.34 |
| Biweekly | 1,852.80 | 2,347.05 |

| | | |
|--------|-----------|-----------|
| Annual | 48,172.80 | 61,023.30 |
|--------|-----------|-----------|

- (1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,036.59 |
| Annual | 52,951.34 |

Employees with a minimum of three years of relevant job experience may be appointed at:

| | |
|----------|-----------|
| Biweekly | 2,134.35 |
| Annual | 55,493.10 |

Employees with a minimum of four years of relevant job experience may be appointed at:

| | |
|----------|-----------|
| Biweekly | 2,347.05 |
| Annual | 61,023.30 |

- (2) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be at any step in the range based upon experience and credentials with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

| | | | | | |
|----------|-----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,852.80 | 1,976.36 | 2,099.93 | 2,223.49 | 2,347.05 |
| Annual | 48,172.80 | 51,385.36 | 54,598.18 | 57,810.74 | 61,023.30 |

- (3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,097.69 |
| Annual | 54,539.94 |

and may be at any rate in the range with approval of DER.

- (4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,030.68 |
| Annual | 52,797.68 |

and may be at any rate in the range with approval of DER.

- (5) Recruitment is at the following rate with recruitment at any point in the range with DER approval:

| | |
|----------|-----------|
| Biweekly | 2,036.59 |
| Annual | 52,951.34 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.85 | 30.22 |
| Biweekly | 1,908.38 | 2,417.46 |
| Annual | 49,617.88 | 62,853.96 |

- (6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,097.69 |
| Annual | 54,539.94 |

Employees with a minimum of three years of relevant job experience may be appointed at:

| | |
|----------|-----------|
| Biweekly | 2,198.38 |
| Annual | 57,157.88 |

Employees with a minimum of four years of relevant job experience may be appointed at:

| | |
|----------|-----------|
| Biweekly | 2,417.46 |
| Annual | 62,853.96 |

- (7) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be at any step in the range based upon experience and credentials with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

| | | | | | |
|----------|-----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,908.38 | 2,035.65 | 2,162.93 | 2,290.19 | 2,417.46 |
| Annual | 49,617.88 | 52,926.90 | 56,236.18 | 59,544.94 | 62,853.96 |

- (8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,160.62 |
| Annual | 56,176.12 |

and may be at any rate in the range with approval of DER.

- (9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,091.60 |
| Annual | 54,381.60 |

and may be at any rate in the range with approval of DER.

- (10) Recruitment is at the following rate with recruitment at any point in the range with DER approval:

| | |
|----------|-----------|
| Biweekly | 2,097.69 |
| Annual | 54,539.94 |

SECTION 5: PARAPROFESSIONALS

Pay Range 5DN

Official Rate Biweekly

| |
|---|
| FORENSIC IDENTIFICATION PROCESSOR (4) (9) |
| INTERNET ANALYST (1) (6) |
| LIBRARYCIRCULATION SERVICES REPRESENTATIVE (5) (10) |
| LIBRARY TECHNICAL SERVICES SPECIALIST (5) (10) |
| LICENSE SPECIALIST I (2) (7) |
| POLICE RECORDS SPECIALIST II (3) (8) |
| WATER LABORATORY TECHNICIAN |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 17.43 | 20.63 |
| Biweekly | 1,394.31 | 1,650.61 |
| Annual | 36,252.06 | 42,915.86 |

- (1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,487.52 |
| Annual | 38,675.52 |

- (2) **Career Ladder Position.** Minimum recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,521.77 |
| Annual | 39,566.02 |

and may be up to the following rate for current employees with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 1,797.06 |
| Annual | 46,723.56 |

- (3) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,521.77 | 1,582.64 | 1,645.95 | 1,713.29 |
| Annual | 39,566.02 | 41,148.64 | 42,794.70 | 44,545.54 |

- (4) To be paid the following rates:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,521.77 | 1,713.29 |
| Annual | 39,566.02 | 44,545.54 |

- (5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,453.15 |
| Annual | 37,781.90 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 17.95 | 21.25 |
| Biweekly | 1,436.14 | 1,700.13 |
| Annual | 37,339.64 | 44,203.38 |

- (6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,532.15 |
| Annual | 39,835.90 |

- (7) **Career Ladder Position.** Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,567.42 |
| Annual | 40,752.92 |

and may be up to the following rate for current employees with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 1,850.97 |
| Annual | 48,125.22 |

- (8) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,567.42 | 1,630.12 | 1,695.33 | 1,764.69 |
| Annual | 40,752.92 | 42,383.12 | 44,078.58 | 45,881.94 |

- (9) To be paid the following rates:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,567.42 | 1,764.69 |
| Annual | 40,752.92 | 45,881.94 |

- (10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,496.74 |
| Annual | 38,915.24 |

Pay Range 5EN

Official Rate Biweekly

| |
|--|
| ACCOUNTING ASSISTANT III |
| COMMUNITY SERVICE OFFICER (5) (10) |
| LEAD PARKING ENFORCEMENT OFFICER |
| LIBRARY AUDIO MACHINE TECHNICIAN |
| LICENSE SPECIALIST II (1) (6) |
| OFFICE COORDINATOR |
| OFFICE COORDINATOR II (3) (8) |
| PERSONNEL PAYROLL ASSISTANT III (2) (7) |
| POLICE SERVICES SPECIALIST – INVESTIGATOR (4) (5) (9) (10) |
| POLICE RECORDS SPECIALIST III (1) (6) |
| PROGRAM ASSISTANT I |
| TOW LOT ASSISTANT IV |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.47 | 22.46 |
| Biweekly | 1,557.72 | 1,797.06 |
| Annual | 40,500.72 | 46,723.56 |

- (1) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employee will advance to the next rate in the range upon certification by the City Clerk or the Police Chief of having attained and maintained at all times the level of expertise and demonstrated job performance:

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,636.11 | 1,701.56 | 1,769.61 | 1,840.40 |
| Annual | 42,538.86 | 44,240.56 | 46,009.86 | 47,850.40 |

- (2) The position in the Department of Public Works, Administrative Services Division, shall be eligible to receive one additional increment in the amount of:

| | |
|----------|-----------|
| Biweekly | 1,798.15 |
| Annual | 46,751.90 |

- (3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,595.65 |
| Annual | 41,486.90 |

- (4) Employees shall receive an additional (\$.65) per hour when they are designated to act as a lead worker. This additional pay shall not be included in base salary for determining fringe benefits.

- (5) To be paid the following rates:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,519.91 | 1,786.12 |
| Annual | 39,517.66 | 46,439.12 |

Resident Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 20.06 | 23.14 |
| Biweekly | 1,604.45 | 1,850.97 |
| Annual | 41,715.70 | 48,125.22 |

- (6) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employee will advance to the next rate in the range upon certification by the City Clerk or the Police Chief of

having attained and maintained at all times the level of expertise and demonstrated job performance:

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,685.19 | 1,752.61 | 1,822.70 | 1,895.61 |
| Annual | 43,814.94 | 45,567.86 | 47,390.20 | 49,285.86 |

- (7) The position in the Department of Public Works, Administrative Services Division, shall be eligible to receive one additional increment in the amount of:

| | |
|----------|-----------|
| Biweekly | 1,852.09 |
| Annual | 48,154.34 |

- (8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,643.52 |
| Annual | 42,731.52 |

- (9) Employees shall receive an additional (\$.65) per hour when they are designated to act as a lead worker. This additional pay shall not be included in base salary for determining fringe benefits.

- (10) To be paid the following rates:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,565.51 | 1,839.70 |
| Annual | 40,703.26 | 47,832.20 |

Pay Range 5IN

Official Rate Biweekly

| |
|--|
| 911 DISPATCHER (2) (4) (7) (9) |
| 911 TELECOMMUNICATOR (2) (3) (7) (8) |
| ADMINISTRATIVE ASSISTANT IV (1) (6) |
| BENEFITS SERVICES SPECIALIST (1) (6) |
| HUMAN RESOURCES ASSISTANT (1) (6) |
| LIBRARY CIRCULATION SERVICES REPRESENTATIVE – LEAD (1) (6) |
| LIBRARY SECURITY INVESTIGATOR |
| LIBRARY TECHNICAL SERVICES SPECIALIST – LEAD (1) (6) |
| PROGRAM ASSISTANT III (1) (6) |
| REVENUE COLLECTION SPECIALIST (1) (6) |
| WATER PLANT MAINTENANCE ASSISTANT (5) (10) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 22.28 | 26.28 |
| Biweekly | 1,782.59 | 2,102.67 |
| Annual | 46,347.34 | 54,669.42 |

- (1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,837.67 |
| Annual | 47,779.42 |

- (2) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.
- (3) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. An employee who successfully performs telecommunicator duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,666.38 | 1,782.59 | 1,818.24 | 2,102.67 |
| Annual | 43,325.88 | 46,347.34 | 47,274.29 | 54,669.42 |

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5% and at minimum the following rate when performing those duties:

| | |
|----------|-----------|
| Biweekly | 1,871.72 |
| Annual | 48,664.71 |

- (4) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. An employee who successfully performs dispatch duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,871.72 | 1,965.31 | 2,004.62 | 2,192.36 |
| Annual | 48,664.71 | 51,098.06 | 52,120.12 | 57,001.36 |

A 911 Dispatcher assigned to classroom training duties in the Police Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,258.13 | 2,325.87 |
| Annual | 58,711.38 | 60,472.62 |

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5% and at least the following rate when performing those duties:

| | |
|----------|-----------|
| Biweekly | 2,258.13 |
| Annual | 58,711.38 |

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,258.13 | 2,325.87 |
| Annual | 58,711.38 | 60,472.62 |

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,345.83 | 2,600.60 |
| Annual | 60,991.58 | 67,615.60 |

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

| | |
|----------|-----------|
| Biweekly | 2,345.83 |
| Annual | 60,991.58 |

- (5) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

| | | | | | | |
|----------|----------|----------|----------|----------|----------|----------|
| Biweekly | 1,837.65 | 1,890.65 | 1,943.65 | 1,996.65 | 2,049.65 | 2,102.65 |
|----------|----------|----------|----------|----------|----------|----------|

| | | | | | | |
|--------|-----------|-----------|-----------|-----------|-----------|-----------|
| Annual | 47,778.90 | 49,156.90 | 50,534.90 | 51,912.90 | 53,290.90 | 54,668.90 |
|--------|-----------|-----------|-----------|-----------|-----------|-----------|

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 22.95 | 27.07 |
| Biweekly | 1,836.07 | 2,165.75 |
| Annual | 47,737.82 | 56,309.50 |

(6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,892.80 |
| Annual | 49,212.80 |

(7) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.

(8) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. An employee who successfully performs telecommunicator duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,716.37 | 1,836.07 | 1,872.79 | 2,165.75 |
| Annual | 44,625.62 | 47,737.82 | 48,692.54 | 56,309.50 |

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5% and at minimum the following rate when performing those duties:

| | |
|----------|-----------|
| Biweekly | 1,927.87 |
| Annual | 50,124.62 |

(9) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. An employee who successfully performs dispatch duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,927.87 | 2,024.26 | 2,064.75 | 2,258.13 |
| Annual | 50,124.62 | 52,630.76 | 53,683.50 | 58,711.38 |

A 911 Dispatcher assigned to classroom training duties in the Police Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,325.87 | 2,395.65 |
| Annual | 60,472.62 | 62,286.90 |

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5% and at least the following rate when performing those duties:

| | |
|----------|-----------|
| Biweekly | 2,325.87 |
| Annual | 60,472.62 |

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,325.87 | 2,395.65 |
| Annual | 60,472.62 | 62,286.90 |

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,416.20 | 2,678.62 |
| Annual | 62,821.20 | 69,644.12 |

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

| | |
|----------|-----------|
| Biweekly | 2,416.20 |
| Annual | 62,821.20 |

- (10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

| | | | | | | |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,892.78 | 1,947.37 | 2,001.96 | 2,056.55 | 2,111.14 | 2,165.73 |
| Annual | 49,212.28 | 50,631.62 | 52,050.96 | 53,470.30 | 54,889.64 | 56,308.98 |

SECTION 6: ADMINISTRATIVE SUPPORT

Pay Range 6CN

Official Rate Biweekly

| |
|----------------------------|
| COURT SERVICES ASSISTANT I |
| OFFICE ASSISTANT I |
| RECORDS TECHNICIAN I |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 12.64 | 15.82 |
| Biweekly | 1,011.43 | 1,265.78 |
| Annual | 26,297.18 | 32,910.28 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 13.02 | 16.30 |
| Biweekly | 1,041.77 | 1,303.75 |
| Annual | 27,086.02 | 33,897.50 |

Pay Range 6EN

Official Rate Biweekly

| |
|-------------------------------------|
| COURT SERVICES ASSISTANT II (1) (2) |
| HEALTH SERVICES ASSISTANT I (1) (2) |
| OFFICE ASSISTANT II (1) (2) |
| OFFICE CLERK II (1) (2) |

| |
|-------------------------------|
| RECORDS TECHNICIAN II (1) (2) |
|-------------------------------|

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 13.59 | 17.27 |
| Biweekly | 1,087.19 | 1,381.63 |
| Annual | 28,266.94 | 35,922.38 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,174.19 |
| Annual | 30,528.94 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 14.00 | 17.79 |
| Biweekly | 1,119.81 | 1,423.08 |
| Annual | 29,115.06 | 37,000.08 |

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,209.42 |
| Annual | 31,444.92 |

Pay Range 6FN

Official Rate Biweekly

| |
|---|
| COMMUNICATIONS ASSISTANT I (2) (6) |
| COURT SERVICES ASSISTANT III (3) (7) |
| CUSTOMER SERVICE REPRESENTATIVE I (3) (7) |
| DUPLICATING EQUIPMENT OPERATOR I |
| HEALTH SERVICES ASSISTANT II (3) (7) |
| MAIL PROCESSOR |
| OFFICE ASSISTANT III (3) (7) |
| POLICE RECORDS SPECIALIST I (4) (8) |
| TOW LOT ASSISTANT I (2) (6) |
| TRANSCRIPTIONIST III (1) (5) |
| UCC CUSTOMER SERVICE REPRESENTATIVE I (2) (6) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 14.74 | 18.46 |
| Biweekly | 1,179.38 | 1,477.16 |
| Annual | 30,663.88 | 38,406.16 |

(1) To be paid the following biweekly rates:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,276.46 | 1,482.77 |
| Annual | 33,187.96 | 38,552.02 |

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,233.69 |
| Annual | 32,075.94 |

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,335.26 |
| Annual | 34,716.76 |

(4) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employee will advance to the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,335.26 | 1,422.05 | 1,514.48 | 1,612.93 |
| Annual | 34,716.76 | 36,973.30 | 39,376.48 | 41,936.18 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 15.18 | 19.02 |
| Biweekly | 1,214.76 | 1,521.47 |
| Annual | 31,583.76 | 39,558.22 |

(5) To be paid the following biweekly rates:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,314.75 | 1,527.25 |
| Annual | 34,183.50 | 39,708.50 |

(6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,270.70 |
| Annual | 33,038.20 |

(7) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,375.32 |
| Annual | 35,758.32 |

(8) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employee will advance to the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,375.32 | 1,464.71 | 1,559.91 | 1,661.32 |
| Annual | 35,758.32 | 38,082.46 | 40,557.66 | 43,194.32 |

Pay Range 6GN

Official Rate Biweekly

| |
|--|
| ACCOUNTING ASSISTANT I (1) (3) |
| ADMINISTRATIVE ASSISTANT I (1) (3) |
| CLAIMS PROCESSOR I (1) (3) |
| COMMUNICATIONS ASSISTANT II (1) (3) |
| CUSTOMER SERVICE REPRESENTATIVE II (1) (3) |
| DUPLICATING EQUIPMENT OPERATOR II (1) (3) |
| INVENTORY ASSISTANT I |
| INVENTORY CONTROL ASSISTANT I |
| PERSONNEL PAYROLL ASSISTANT I (1) (3) |
| TOW LOT ASSISTANT II (1) (3) |
| UCC CUSTOMER SERVICE REPRESENTATIVE II (1) (3) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 16.33 | 19.20 |
| Biweekly | 1,306.78 | 1,536.25 |
| Annual | 33,976.28 | 39,942.50 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,394.31 |
| Annual | 36,252.06 |

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,366.32 |
| Annual | 35,524.32 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 16.82 | 19.78 |
| Biweekly | 1,345.98 | 1,582.34 |
| Annual | 34,995.48 | 41,140.84 |

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,436.14 |
| Annual | 37,339.64 |

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,407.31 |
| Annual | 36,590.06 |

Pay Range 6HN

Official Rate Biweekly

| |
|---|
| ACCOUNTING ASSISTANT II (2) (6) |
| ACCOUNTING PROGRAM ASSISTANT I |
| ADMINISTRATIVE ASSISTANT II (2) (6) |
| ARCHIVES TECHNICIAN (2) (6) |
| COMMUNICATIONS ASSISTANT III (2) (6) |
| COURT SERVICES ASSISTANT IV (2) (6) |
| CUSTOMER SERVICE REPRESENTATIVE III (2) (4) (6) (8) |
| INVENTORY ASSISTANT II (1) (5) |
| INVENTORY CONTROL ASSISTANT II |
| INVENTORY CONTROL ASSISTANT III (2) (6) |
| OFFICE ASSISTANT IV (2) (6) |
| PERSONNEL PAYROLL ASSISTANT II (2) (6) |
| POLICE DISTRICT ADMINISTRATIVE ASSISTANT (2) (6) |
| TELLER (2) (3) (6) (7) |
| TOW LOT ASSISTANT III (2) (6) |
| UCC CUSTOMER SERVICE REPRESENTATIVE III (2) (6) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 17.83 | 20.13 |
| Biweekly | 1,426.14 | 1,610.13 |
| Annual | 37,079.64 | 41,863.38 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,440.63 |
| Annual | 37,456.38 |

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,455.01 |
| Annual | 37,830.26 |

(3) Paula Look is authorized at the following rate:

| | |
|----------|-----------|
| Biweekly | 1,668.88 |
| Annual | 43,390.88 |

(4) An employee in DPW-Water Works who is designated by the Water Works Superintendent to be a lead worker shall receive an additional 5% while performing those functions.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.36 | 20.73 |
| Biweekly | 1,468.92 | 1,658.43 |
| Annual | 38,191.92 | 43,119.18 |

(5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,483.85 |
| Annual | 38,580.10 |

(6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,498.66 |
| Annual | 38,965.16 |

(7) Paula Look is authorized at the following rate:

| | |
|----------|-----------|
| Biweekly | 1,718.95 |
| Annual | 44,692.70 |

(8) An employee in DPW-Water Works who is designated by the Water Works Superintendent to be a lead worker shall receive an additional 5% while performing those functions.

SECTION 8: SERVICE AND MAINTENANCE

Pay Range 8GN

Official Rate Biweekly

| |
|---|
| BRIDGE OPERATOR (1) (3) (4) (6) |
| SEWER CREW LEADER I (2) (5) |
| SPECIAL LABORER (ELECTRICAL SERVICES) (2) (5) |
| TRAFFIC SIGN WORKER II (2) (5) |
| UTILITY WORKER (ELECTRICAL SERVICES) (2) (5) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.82 | 21.35 |
| Biweekly | 1,505.90 | 1,707.66 |
| Annual | 39,153.40 | 44,399.16 |

- (1) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour.
- (2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,544.61 |
| Annual | 40,159.86 |

- (3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,539.25 |
| Annual | 40,020.50 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.39 | 21.99 |
| Biweekly | 1,551.08 | 1,758.89 |
| Annual | 40,328.08 | 45,731.14 |

- (4) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour.
- (5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,590.95 |
| Annual | 41,364.70 |

- (6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,585.43 |
| Annual | 41,221.18 |

SECTION 9: HOURLY, PART-TIME, INTERMITTENT

Pay Range 9AX

Official Rate Biweekly

| |
|---|
| TEMPORARY DATA AND EVALUATION COORDINATOR (1) (4) |
| TEMPORARY PUBLIC HEALTH STRATEGIST (2) (5) |
| TEMPORARY PUBLIC RELATIONS SPECIALIST (3) (6) |
| TEMPORARY TESTING SPECIMEN COLLECTOR (3) (6) |

Wage Rate:

| | | |
|-----------------|-----------|-----------|
| Biweekly | 2,248.55 | 3,147.86 |
| Annual | 58,462.30 | 81,844.36 |

- (1) Employees to be paid in the following range. Recruitment at any point in the range with DER approval.

| | | |
|----------|----------|----------|
| Biweekly | 2,110.18 | 2,954.08 |
|----------|----------|----------|

| | | |
|--------|-----------|-----------|
| Annual | 54,864.68 | 76,806.08 |
|--------|-----------|-----------|

- (2) Recruitment at any point in the range with DER approval.
- (3) Employees to be paid in the following range. Recruitment at any point in the range with DER approval.

| | | |
|----------|-----------|-----------|
| Biweekly | 1,979.57 | 2,771.65 |
| Annual | 51,468.82 | 72,062.90 |

Resident Wage Incentive:

| | | |
|-----------------|-----------|-----------|
| Biweekly | 2,316.01 | 3,242.30 |
| Annual | 60,216.26 | 84,299.80 |

- (4) Employees to be paid in the following range. Recruitment at any point in the range with DER approval.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,173.49 | 3,042.70 |
| Annual | 56,510.74 | 79,110.20 |

- (5) Recruitment at any point in the range with DER approval.
- (6) Employees to be paid in the following range. Recruitment at any point in the range with DER approval.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,038.96 | 2,854.80 |
| Annual | 53,012.96 | 74,224.80 |

Pay Range 9CN

Official Rate Biweekly

Wage Rate:

| | | |
|-----------------|---------------|---------------|
| Hourly | 7.95 | 9.70 |
| Biweekly | 636.00 | 776.00 |
| Annual | 16,536.00 | 20,176.00 |

Resident Wage Incentive:

| | | |
|-----------------|---------------|---------------|
| Hourly | 8.19 | 9.99 |
| Biweekly | 655.08 | 799.28 |
| Annual | 17,032.08 | 20,781.28 |

Pay Range 9MN

Official Rate Hourly

| |
|------------------------------|
| CONSTRUCTION LABORER INTERN |
| LIBRARY CIRCULATION AIDE |
| LIBRARY TEEN OUTREACH INTERN |
| YOUTH APPRENTICE |

Wage Rate:

| | |
|---------------|--------------|
| Hourly | 11.27 |
| Biweekly | 901.60 |

| | |
|--------|-----------|
| Annual | 23,441.60 |
|--------|-----------|

Resident Wage Incentive:

| | |
|---------------|--------------|
| Hourly | 11.61 |
| Biweekly | 928.65 |
| Annual | 24,144.90 |