

COUNCIL ACTION FORM

SUBJECT: APPROVAL OF 2021-2022 PAY PLAN

BACKGROUND:

Each year, the City Council approves a Pay Plan that specifies pay ranges and steps for the City’s work force. The attached 2021-2022 Pay Plan reflects negotiated wage settlements with the five bargaining units shown below, as well as a 3% scale increase for merit employee job classifications

Actual salary increases for merit employees are performance-based and are established by two factors – each individual’s performance rating, and positioning within the salary ranges for each grade. Each merit job grade has a minimum, midpoint, and maximum within the pay plan. These are shown on both an annual and hourly basis.

Funding for the various salaries was previously approved by City Council in the 2021/2022 Adopted Budget.

The bargaining units’ respective across-the-board wage increases beginning July 1, 2021 are:

IUOE Blue Collar (E Pay Plan):	2.75%
IBEW-Electric Distribution (H Pay Plan):	3.00%
IUOE-Power Plant (I Pay Plan):	3.00%
IAFF-Fire (G Pay Plan):	2.75%
PPME-Police (F Pay Plan):	2.75%

A 3% scale increase for merit employee job classifications is proposed. Unclassified job categories are adjusted proportionally with merit or union employees and with the relevant labor market. The statutory minimum wage is included as the scale minimum for temporary workers.

The Pay Plan includes an alphabetical listing of every approved classification in the City of Ames. The listing includes the unique code for each position, the Equal Employment Opportunity (EEO) code, the Fair Labor Standards Act (FLSA) exemption code, and the numerical pay grade. The range for merit position pay grades is 51-96.

ALTERNATIVES:

1. Approve the attached 2021-2022 Pay Plan.
2. Do not approve the 2021-2022 Pay Plan.

CITY MANAGER'S RECOMMENDED ACTION:

The Pay Plan document formally establishes pay ranges and steps for City positions. The document has been revised to reflect the negotiated wage increases in the City's collective bargaining agreements, as well as the budgeted pay range increases for merit positions included in the adopted FY 2021/22 City Budget.

Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1, as described above.

UNCLASSIFIED POSITIONS
Effective 7/1/2021

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
1116	Co-op	17.4751	20.3074	23.1397
1311	Transit Driver	16.9600		
2206	Community Safety Officer Coordinator	20.2949		
2209	Community Safety Officer	19.3286		
2204	Public Safety Quality Assurance Coordinator	17.9644	20.9802	23.9959
2228	Property/Evidence Technician	17.9644	20.9802	23.9959
2229	Lead Property/Evidence Technician	19.6486	22.9233	26.1980
2310	Animal Control Attendant	14.2720	16.6428	19.0135
2311	Animal Control Officer	19.2743	22.9134	26.5524
3112	Library Custodial Assistant	7.2500	12.6086	17.9672
5142	Water/Wastewater Laboratory Aide	14.4383	16.6805	18.9225
9403	Unclassified Laborer	7.2500	12.8781	18.5062
9404	Unclassified Skilled Laborer	18.7282	26.3121	33.8960
9405	Office Worker	7.2500	12.6086	17.9672
9407	Technical Assistant	16.3529	19.5672	22.7814
9450	Temporary Manager	31.1293	45.6196	60.1095
9392	School Crossing Guards	27.94*		

* Daily rate based on two shifts worked

C PAY PLAN
Effective 7/1/2021

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
51	Annual Hourly	34,191 16.4383	39,304 18.8964	44,417 21.3546
52	Annual Hourly	36,212 17.4098	42,023 20.2038	47,835 22.9977
53	Annual Hourly	38,505 18.5124	44,983 21.6270	51,462 24.7416
54	Annual Hourly	41,098 19.7590	48,374 23.2568	55,649 26.7546
55	Annual Hourly	43,989 21.1488	52,178 25.0857	60,367 29.0226
56	Annual Hourly	47,244 22.7135	56,464 27.1462	65,684 31.5789
57	Annual Hourly	50,933 24.4874	61,330 29.4862	71,728 34.4849
58	Annual Hourly	55,086 26.4841	66,830 32.1301	78,574 37.7761
59	Annual Hourly	59,771 28.7363	73,042 35.1168	86,314 41.4974
60	Annual Hourly	65,085 31.2909	80,119 38.5188	95,152 45.7466
61	Annual Hourly	71,096 34.1809	88,172 42.3905	105,248 50.6002
62	Annual Hourly	77,941 37.4721	97,344 46.8002	116,746 56.1283
62*	Annual Hourly	77,941 26.7665	97,344 33.4286	116,746 40.0916
63	Annual Hourly	85,717 41.2102	107,826 51.8397	129,935 62.4692
90	Annual Hourly	79,268 38.1100	95,582 45.9533	111,896 53.7966
91	Annual Hourly	86,595 41.6324	105,182 50.5684	123,768 59.5043
92	Annual Hourly	94,932 45.6406	116,109 55.8217	137,285 66.0027
93	Annual Hourly	104,397 50.1912	128,598 61.8262	152,799 73.4611
94	Annual Hourly	115,161 55.3659	142,872 68.6885	170,583 82.0112
95	Annual Hourly	127,461 61.2796	159,239 76.5574	191,017 91.8352

D PAY PLAN
Effective 7/1/2021

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
64	Annual	94,554	119,806	145,057
	Hourly	45.4588	57.5991	69.7394
65	Annual	104,650	133,540	162,430
	Hourly	50.3125	64.2021	78.0916
66	Annual	116,247	149,372	182,497
	Hourly	55.8884	71.8137	87.7390
96	Annual	141,581	178,095	214,610
	Hourly	68.0681	85.6230	103.1779

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/2021

<u>HTE</u>	<u>CLASS</u>		<u>STEP A (START)</u>		<u>STEP B (18 MOS)</u>		<u>STEP C (48 MOS)</u>	
	<u>CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>	<u>Annual</u>	<u>Hourly</u>	<u>Annual</u>	<u>Hourly</u>
300	141	Meter Reader	46,467.20	22.34	52,707.20	25.34	61,984.00	29.80
302	142	Senior Meter Reader	48,776.00	23.45	54,953.60	26.42	67,288.00	32.35
304	1110	Engineering Technician I	44,345.60	21.32	50,190.40	24.13	59,072.00	28.40
306	1111	Engineering Technician II	48,089.60	23.12	55,848.00	26.85	64,084.80	30.81
308	1131	Traffic Signal Technician	See page 6					
358	1137	Traffic Technician	See page 6					
361	1139	Traffic Technician II	See page 6					
363	1141	Traffic Technician III	See page 6					
309	1134	Traffic Signal Technician Lead	See page 6					
310	1222	Plumbing Inspector	60,112.00	28.90	67,974.40	32.68	79,580.80	38.26
312	1223	Electrical Inspector	60,112.00	28.90	67,974.40	32.68	79,580.80	38.26
313	1228	Community Codes Liaison	60,112.00	28.90	67,974.40	32.68	79,580.80	38.26
314	1225	Housing Inspector	60,112.00	28.90	67,974.40	32.68	79,580.80	38.26
315	1226	Building & Zoning Inspector	60,112.00	28.90	67,974.40	32.68	79,580.80	38.26
316	1311	Transit Driver (Full-time)*	40,435.20	19.44	47,756.80	22.96	57,345.60	27.57
318	1311	Transit Driver (PT 20 hrs)*		16.96		20.24		21.89
320	1318	Lane Worker	35,276.80	16.96	42,099.20	20.24	45,531.20	21.89
321	1307	Lead Lane Worker	36,296.00	17.45	44,283.20	21.29	47,819.20	22.99
322	1322	Mechanic Assistant	48,276.80	23.21	54,912.00	26.40	64,542.40	31.03
323	1322	Mechanic Assistant (CyRide)	See page 5					
325	1323	Mechanic (CyRide)	See page 5					
327	1324	Lead Mechanic (CyRide)	63,814.40	30.68	67,787.20	32.59	79,830.40	38.38
329	5111	Plant Maintenance Specialist	57,574.40	27.68	65,312.00	31.40	76,897.60	36.97
330	5130	Water Utility Locator	55,723.20	26.79	63,024.00	30.30	74,360.00	35.75
332	5131	Water Meter Technician	52,790.40	25.38	59,904.00	28.80	70,449.60	33.87
334	5140	Water/PC Lab Technician	49,566.40	23.83	55,369.60	26.62	64,376.00	30.95
336	5141	Water/PC Lab Analyst	61,131.20	29.39	69,284.80	33.31	81,369.60	39.12
338	5112	Water Plant Operator	See page 5					
328	5213	WPC Plant Operator	See page 5					
339	5220	Res. Rec. Lead Operator	57,512.00	27.65	65,270.40	31.38	76,689.60	36.87
340	5221	Res. Rec. Maint. Operator	54,891.20	26.39	62,212.80	29.91	72,924.80	35.06
342	5411	Plant Maintenance Operator	61,131.20	29.39	69,284.80	33.31	81,369.60	39.12
343	5412	Process Maintenance Worker	See page 6					
344	6110	Treatment Plant Maint. Worker	See page 6					
344	6112	Maintenance Worker	See page 6					
346	6113	Senior Maintenance Worker	53,622.40	25.78	60,756.80	29.21	71,385.60	34.32
348	6114	Parks Maintenance Specialist	54,371.20	26.14	57,408.00	27.60	67,100.80	32.26
351	6115	Streets Maint Lead Worker	See page 6					
350	6121	Building Maint. Specialist	52,790.40	25.38	59,904.00	28.80	70,449.60	33.87
352	6151	Truck Driver	41,496.00	19.95	46,924.80	22.56	55,224.00	26.55
354	6152	Senior Heavy Equipment Oper.	56,388.80	27.11	59,904.00	28.80	70,449.60	33.87
356	6153	Heavy Equipment Operator	51,292.80	24.66	54,558.40	26.23	64,147.20	30.84
358	1137	Traffic Technician	See page 5					
359	6117	W&PC Maint. Tech. I	See page 6					
360	6118	W&PC Maint. Tech. II	See page 6					
362	6111	Laborer	See page 5					
364	1319	Service Worker	See page 5					
366	6163	Custodian	See page 5					
370	1326	Fleet Technician	See page 5					
371	1328	Lead Fleet Technician	63,814.40	30.68	67,787.20	32.59	79,830.40	38.38
372	6154	Res. Rec. Equipment Operator	53,622.40	25.78	60,756.80	29.21	71,385.60	34.32
724	6119	RRP Maint. Tech. I	See page 6					
726	6120	RRP Maint. Tech. II	See page 6					

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/2021

<u>HTE</u>	<u>CLASS</u>		<u>STEP A (START)</u>		<u>STEP B (30 MOS)</u>	
	<u>CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>	<u>Annual</u>	<u>Hourly</u>
362	6111	Laborer	41,412.80	19.91	48,734.40	23.43
364	1319	Service Worker	43,950.40	21.13	51,896.00	24.95
366	6163	Custodian	39,852.80	19.16	46,820.80	22.51

<u>HTE</u>	<u>CLASS</u>		<u>Annual</u>	<u>Hourly</u>
	<u>CODE</u>	<u>TITLE</u>		
370	1326	Fleet Technician		
		Step A - 4 ASE tests	60,756.80	29.21
		Step B - 7 ASE tests (within 1 year)	65,811.20	31.64
		Step C - 10 ASE tests (within 2 years)	71,032.00	34.15
		Step D - ASE certified (within 3 years)	76,086.40	36.58
323	1322	Mechanic Assistant (CyRide)		
		Step A (Start)	48,276.80	23.21
		Step B - 4 ASE tests or 18 months	54,912.00	26.40
		Step C - 7 ASE tests or 48 months	64,542.40	31.03
325	1323	Mechanic (CyRide)		
		Step A (Start)	55,723.20	26.79
		Step B - 4 ASE tests or 18 months	61,464.00	29.55
		Step C - 7 ASE tests or 48 months	72,238.40	34.73
		Step D - Achieve Master Cert. and/or maintain certification after 5 years	76,086.40	36.58
338	5213	WPC Plant Operator		
		Step A (Start)	53,622.40	25.78
		Step B (within 8 months) Grade certificate	57,366.40	27.58
		Step C (within 24 months) 21 CEU's directly related to wastewater treatment or possessing a Grade II Wastewater Treatment Operator Certificate	61,131.20	29.39
		Step D (within 38 months) Grade II Wastewater Treatment Operator Certificate and 18 months time in grade	69,284.80	33.31
		Step E (48 months and Grade II Certificate)	81,369.60	39.12
328	5112	Water Plant Operator		
		Step A (Start)	53,622.40	25.78
		Step B (within 8 months) Grade certificate	57,366.40	27.58
		Step C (within 24 months) 21 CEU's directly related to wastewater treatment or possessing a Grade II Water Treatment Operator Certificate	61,131.20	29.39
		Step D (within 38 months) Grade II Water Treatment Operator Certificate and 18 months time in grade	69,284.80	33.31
		Step E (48 months and Grade II Certificate)	81,369.60	39.12

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/2021

<u>HTE</u>	<u>CLASS</u>	<u>TITLE</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>	<u>STEP G</u>
	<u>CODE</u>		<u>(START)</u>	<u>(6 MOS)</u>	<u>(12 MOS)</u>	<u>(18 MOS)</u>	<u>(24 MOS)</u>	<u>(36 MOS)</u>	<u>(48 MOS)</u>
358	1137	Traffic Technician							
		Annual	48,110.40		52,145.60		56,097.60		64,147.20
		Hourly	23.13		25.07		26.97		30.84
361	1139	Traffic Technician II							
		Annual					66,040.00		70,179.20
		Hourly					31.75*		33.74
363	1141	Traffic Technician III							
		Annual							73,673.60
		Hourly							35.42*
308	1131	Traffic Signal Technician							
		Annual	57,636.80		60,777.60		66,040.00		70,179.20
		Hourly	27.71		29.22		31.75		33.74
309	1134	Traffic Signal Technician Lead							
		Annual	60,632.00		65,624.00		70,720.00		73,673.60
		Hourly	29.15		31.55		34.00		35.42
344	6110	Treatment Plant Maint. Worker							
		Annual	46,300.80		47,548.80		49,316.80		58,011.20
		Hourly	22.26		22.86		23.71		27.89
344	6112	Maintenance Worker							
		Annual	46,300.80		47,548.80		49,316.80		58,011.20
		Hourly	22.26		22.86		23.71		27.89
351	6115	Streets Maintenance Lead Worker							
		Annual	57,512.00		66,435.20		73,964.80		76,689.60
		Hourly	27.65		31.94		35.56		36.87
359	6117	W&PC Maint. Tech. I							
		Annual					53,996.80		62,712.00
		Hourly					25.96*		30.15*
360	6118	W&PC Maint. Tech. II							
		Annual							71,385.60
		Hourly							34.32*
343	5412	Process Maintenance Worker							
		Annual	46,217.60	48,443.20	51,105.60	52,873.60	55,120.00	57,366.40	59,612.80
		Hourly	22.22	23.29	24.57	25.42	26.50	27.58	28.66
724	6119	RRP Maint. Tech. I							
		Annual					59,072.00	61,318.40	63,544.00
		Hourly					28.40*	29.48*	30.55*
726	6120	RRP Maint. Tech. II							
		Annual						69,160.00	71,385.60
		Hourly						33.25*	34.32*

*must also have successfully completed required skill block to be eligible for this rate

**F PAY PLAN
PPME - Police
Effective 7/1/2021**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>STEP A (START)</u>	<u>STEP B (18 MOS)</u>	<u>STEP C (36 MOS)</u>
400	2308	Animal Control Clerk	45,072 21.6693	54,045 25.9832	
402	131	Parking Meter Attendant	40,417 19.4313	42,799 20.5765	51,372 24.6981
403	2207	Lead Police Records Clerk	47,325 22.7525	51,965 24.9832	61,924 29.7712
404	2208	Police Records Clerk	45,072 21.6693	49,489 23.7928	58,975 28.3534
416	2201	Public Safety Lead Dispatcher	52,329 25.1582	54,882 26.3856	63,262 30.4145
406	2202	Public Safety Dispatcher	48,939 23.5284	51,299 24.6630	59,295 28.5073
412	2311	Animal Control Officer	42,802 20.5779	46,413 22.3140	57,526 27.6568

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>ANNUAL</u>	<u>HOURLY</u>
408	2212	Police Officer - 2016 or Prior		
	A.	0-18 months	58,082	28.0861
	B.	19-36 months	63,569	30.7394
	C.	37-120 months	75,816	36.6616
	D.	121-216 months	77,901	37.6698
	E.	216+ months	80,238	38.7999
410	2214	Police Officer - 2017 or Later		
	A.	0-12 months	58,082	28.0861
	B.	13-24 months	61,628	29.8008
	C.	25-48 months	65,176	31.5165
	D.	49-72 months	68,721	33.2307
	E.	73-96 months	72,269	34.9464
	F.	97-120 months	75,816	36.6616
	G.	121-216 months	77,901	37.6698
	H.	216+ months	80,238	38.7999

**G PAY PLAN
IAFF - Fire
Effective 7/1/2021**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>
504	2111	Firefighter	53,323 18.3115	58,422 20.0625	69,943 24.0189	76,461 26.2574
506	2112	Fire Lieutenant	84,745 29.102			
508	2114	Fire Inspector	93,078 44.7491			

Step A = 0 through 18 months
 Step B = 19 months
 Step C = 37 months
 Step D = 60 months (see also Section 16.3)

Effective July 1, 2004, the City will combine incentive pay (First Responder - .7%, Instructor I - .7%, and DMACC classes - 1.7% for a total of 3.1%) and add to Firefighter Step D, Fire Lieutenant, and Fire Inspector pay scale.

**H PAY PLAN
IBEW
Effective 7/1/2021**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
600	171	Storekeeper	52,956.80	25.46
602	711	Records and Materials Specialist	67,308.80	32.36
604	4209	Substation Electrician Assistant	75,316.80	36.21
606	4210	Underground Electric Serviceworker	71,822.40	34.53
608	4211	Groundswoker	66,040.00	31.75
610	4212	Truck Driver/Groundswoker	71,822.40	34.53
612	4213	Electric Serviceworker	77,147.20	37.09
614	4215	Electric Lineworker	88,920.00	42.75
616	4218	Substation Electrician	88,920.00	42.75
618	4221	Electric Line Crew Leader	94,182.40	45.28
620	4231	Electric Meter & Relay Technician	76,648.00	36.85
622	4311	Electrical Engineering Assistant	73,403.20	35.29
624	4312	Electrical Engineering Technician	95,680.00	46.00
626	6126	Substation Crew Leader	94,182.40	45.28
628	4214	Apprentice Electric Lineworker		
		A. 1st twelve months/2000 hrs. (60%)	53,352.00	25.65
		B. 2nd twelve months/2000 hrs. (70%)	62,233.60	29.92
		C. 3rd twelve months/2000 hrs. (80%)	71,156.80	34.21
		D. 4th twelve months/1000 hrs. (90%)	80,017.60	38.47
630	4217	Apprentice Substation Electrician		
		A. 0 - 1000 hours (65%)	57,782.40	27.78
		B. 1000 - 2000 hours (70%)	62,233.60	29.92
		C. 2000 - 3000 hours (75%)	66,684.80	32.06
		D. 3000 - 4000 hours (80%)	71,156.80	34.21
		E. 4000 - 5000 hours (85%)	75,587.20	36.34
		F. 5000 - 6000 hours (90%)	80,017.60	38.47
632	4230	Apprentice Electric Meter Repair Worker		
		A. 0 - 1000 hours (75%)	57,512.00	27.65
		B. 1000 - 2000 hours (80%)	61,318.40	29.48
		C. 2000 - 3000 hours (84%)	64,417.60	30.97
		D. 3000 - 4000 hours (88%)	67,454.40	32.43
		E. 4000 - 5000 hours (92%)	70,532.80	33.91
		F. 5000 - 6000 hours (96%)	73,590.40	35.38

The above listed wage rates for apprentices are based on percentages of journey-level rates as set out in the respective apprentice agreements. Progression within the apprentice classifications is contingent upon training and outside coursework plus meeting the requirements set out in the apprenticeship agreement.

**I PAY PLAN
IUOE - Power Plant
Effective 7/1/2021**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
700	4110	Lead Coal Handler	77,854.40	37.43
702	4111	Coal Handler		
		1st 6 months	55,473.60	26.67
		2nd 6 months	59,196.80	28.46
		3rd 6 months	66,662.40	32.03
		Thereafter	74,152.00	35.65
704	4112	Power Plant Auxiliary Operator		
		1st 6 months	64,604.80	31.06
		2nd 6 months	68,681.60	33.02
		3rd 6 months	72,675.20	34.94
		4th 6 months	76,793.60	36.92
		Thereafter	80,849.60	38.87
706	4113	Power Plant Fireworker		
		5th 6 months	82,721.60	39.77
		6th 6 months	85,550.40	41.13
		Thereafter	88,212.80	42.41
708	4114	Power Plant Operator		
		7th 6 months	91,457.60	43.97
		Thereafter	94,286.40	45.33
709	4117	Environmental Instrument & Control Technician		
		1st 6 months	72,800.00	35.00
		2nd 6 months	77,792.00	37.40
		3rd 6 months	82,617.60	39.72
		4th 6 months	87,339.20	41.99
		5th 6 months	92,248.00	44.35
		6th 6 months	95,180.80	45.76
		Thereafter	97,302.40	46.78
709	4118	Instrument & Control Technician		
		1st 6 months	72,800.00	35.00
		2nd 6 months	77,792.00	37.40
		3rd 6 months	82,617.60	39.72
		4th 6 months	87,339.20	41.99
		5th 6 months	92,248.00	44.35
		6th 6 months	95,180.80	45.76
		Thereafter	97,302.40	46.78

**I PAY PLAN
IUOE - Power Plant
Effective 7/1/2021**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
714	4122	Power Plant Maintenance Foreman	97,302.40	46.78
716	4124	Power Plant Maintenance Worker		
		1st 6 months	49,878.40	23.98
		2nd 6 months	53,372.80	25.66
		3rd 6 months	59,987.20	28.84
		Thereafter	67,766.40	32.58
718	4125	Power Plant Maintenance Mechanic		
		1st 6 months	67,080.00	32.25
		2nd 6 months	71,260.80	34.26
		3rd 6 months	75,504.00	36.30
		4th 6 months	79,643.20	38.29
		Thereafter	83,928.00	40.35
720	6123	Electrician		
		1st 6 months	64,168.00	30.85
		2nd 6 months	68,952.00	33.15
		3rd 6 months	73,881.60	35.52
		4th 6 months	78,790.40	37.88
		5th 6 months	83,657.60	40.22
		6th 6 months	86,964.80	41.81
		Thereafter	89,323.00	42.90
722	6163	Custodian		
		1st 6 months	41,579.20	19.99
		2nd 6 months	44,054.40	21.18
		Thereafter	48,630.40	23.38

Progression within the apprentice classification is contingent upon successful completion of outside course work and satisfactory progress during each step interval plus meeting the requirements set out in the apprenticeship agreement.

ALPHABETICAL LISTING

<u>CODE</u>	<u>HTE</u>	<u>EEO</u>	<u>FLSA</u>	<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>PAGE</u>
0133	----	6	NE	Account Clerk	56	2
0307	----	2	NE	Accountant	59	2
0313	----	1	E	Accounting & Reporting Manager	62	2
2310	----	8	NE	Animal Control Attendant	Temporary	1
2308	400	6	NE	Animal Control Clerk	Union-F	7
2311	412	8	NE	Animal Control Officer	Union-F	7
2311	----	8	NE	Animal Control Officer	Temporary	1
2312	----	3	E	Animal Control Supervisor	61	2
2311	----	3	NE	Animal Control Veterinary Technician	56	2
4230	632	7	NE	Appr. Electric Meter Repair Worker	Union-H	9
4217	630	8	NE	Appr. Substation Electrician	Union-H	9
4214	628	7	NE	Apprentice Electric Lineworker	Union-H	9
3202	----	5	E	Aquatics & Activities Manager	59	2
3211	----	2	E	Aquatics & Activities Supervisor	59	2
1227	----	2	E	Assistant Building Official	60	2
0411	----	2	E	Assistant City Attorney I	61	2
0412		2	E	Assistant City Attorney II	63	2
0612	----	1	E	Assistant City Manager	65	3
4331	----	1	E	Assistant Director Electric Services	94	2
5311	----	1	E	Assistant Director of Water and PC	63	2
4222	----	2	E	Assistant Electric Distribution Supt.	90	2
1214	----	2	E	Assistant Planner	58	2
0611	----	1	E	Assistant to the City Manager	64	3
1317	----	1	E	Assistant Transit Director-Fleet & Facilities	63	2
1321	----	1	E	Assistant Transit Director-Operations	63	2
3206	----	2	E	Aud., Bandshell, & Community Center Mgr	59	2
0306	----	2	NE	Budget Anaylst	59	2
0308	----	2	E	Budget Manager	62	2
1226	315	1	NE	Building and Zoning Inspector	Union-E	4
6121	350	7	NE	Building Maintenance Specialist	Union-E	4
1224	----	1	E	Building Official	62	2
0132	----	6	NE	Cashier	56	2
2223	----	1	E	Chief of Police	65	3
6108	----	6	E	City Forester	59	2
1124	----	3	NE	Civil Design Technician	59	2
1120	----	2	E	Civil Engineer I	60	2
1121	----	2	E	Civil Engineer II	62	2
0218	----	2	E	Client Support Coordinator	60	2
0217	----	3	NE	Client Support Specialist I	56	2
0215	----	3	NE	Client Support Specialist II	57	2
1116	999	8	NE	Co-op	Temporary	1
4111	702	8	NE	Coal Handler	Union-I	10
1228	313	10	NE	Community Codes Liaison	Union-E	4
2209	----	4	NE	Community Safety Officer	Temporary	1
2206	----	4	NE	Community Safety Officer Coordinator	Temporary	1
5133	----	3	NE	Cross Connection Control Coordinator	59	2
6163	366	8	NE	Custodian	Union-E	5
6163	722	8	NE	Custodian	Union-I	11
0124	----	1	E	Customer Support Coordinator	59	2
2118	----	1	E	Deputy Fire Chief	63	2
4332	----	1	E	Director of Electric Services	96	3

<u>CODE</u>	<u>HTE</u>	<u>EEO</u>	<u>FLSA</u>	<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>PAGE</u>
0314	----	1	E	Director of Finance	65	3
0174	----	1	E	Director of Fleet Services	65	3
0514	----	1	E	Director of Human Resources	65	3
3215	----	1	E	Director of Parks and Recreation	65	3
1232	----	1	E	Director of Planning and Housing	65	3
6232	----	1	E	Director of Public Works	65	3
1315	----	1	E	Director of Transit	65	3
5312	----	1	E	Director of Water and WPC	65	3
4224	----	1	E	Electric Distribution Manager	91	2
4310	----	5	NE	Electric GIS Specialist	59	2
4221	618	7	NE	Electric Line Crew Leader	Union-H	9
4215	614	7	NE	Electric Lineworker	Union-H	9
4231	620	7	NE	Electric Meter & Relay Technician	Union-H	9
4213	612	7	NE	Electric Service Worker	Union-H	9
4130	----	2	E	Electric Services Maintenance Supt	91	2
4129	----	2	E	Electric Services Operations Supt	91	2
4319	----	2	E	Electrical Engineer I	60	2
4318	----	2	E	Electrical Engineer II	90	2
4311	622	5	NE	Electrical Engineering Assistant	Union-H	9
4322	----	2	E	Electrical Engineering Manager	92	2
4312	624	3	NE	Electrical Engineering Technician	Union-H	9
1223	312	1	NE	Electrical Inspector	Union-E	4
6123	720	7	NE	Electrician	Union-I	11
2200	----	6	E	Emergency Communications Supervisor	60	2
4316	----	2	E	Energy Services Coordinator	60	2
1110	304	5	NE	Engineering Technician I	Union-E	4
1111	306	3	NE	Engineering Technician II	Union-E	4
5305	----	2	E	Environmental Engineer I	60	2
5306	----	2	E	Environmental Engineer II	61	2
4117	709	3	NE	Environmental Instrument & Control Tech	Union-I	10
5309	----	2	E	Environmental Specialist	60	2
2116	----	1	E	Fire Chief	65	3
2114	508	1	NE	Fire Inspector	Union-G	8
2112	506	2	NE	Fire Lieutenant	Union-G	8
2119	----	2	E	Fire Training Officer	61	2
2111	504	4	NE	Firefighter	Union-G	8
6140	----	1	E	Fleet Support Manager	61	2
1326	370	7	NE	Fleet Technician	Union-E	5
1125	----	2	E	GIS Coordinator	61	2
1115	----	3	NE	GIS Specialist	59	2
6221	----	7	NE	Grounds Foreman	58	2
6222	----	3	E	Grounds Supervisor	60	2
4211	608	8	NE	Groundswoker	Union-H	9
0509	----	2	E	Health Promotion Coordinator	60	2
6153	356	7	NE	Heavy Equipment Operator	Union-E	4
0212	----	6	NE	Help Desk Specialist	56	2
1216	----	2	E	Housing Coordinator	61	2
1225	314	9	NE	Housing Inspector	Union-E	4
0511	----	5	E	Human Resources Analyst	58	2
0516	----	6	NE	Human Resources Assistant	56	2
0510	----	2	E	Human Resources Officer I	60	2
0513	----	2	E	Human Resources Officer II	61	2
0515	----	6	NE	Human Resources Secretary I	57	2

<u>CODE</u>	<u>HTE</u>	<u>EEO</u>	<u>FLSA</u>	<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>PAGE</u>
3209	----	5	E	Ice Arena Manager	59	2
0222	----	1	E	Information Technology Manager	62	2
4118	709	3	NE	Instrument and Control Technician	Union-I	10
0312	----	2	E	Investment Officer	60	2
0213	----	5	NE	IT Operations Technician	57	2
0225	----	3	NE	IT Specialist - Public Safety	58	2
6111	362	8	NE	Laborer	Union-E	5
1318	320	8	NE	Laneworker	Union-E	4
4110	700	8	NE	Lead Coal Handler	Union-I	10
1328	371	7	NE	Lead Fleet Technician	Union-E	4
1307	321	8	NE	Lead Lane Worker	Union-E	4
1324	327	7	NE	Lead Mechanic (CyRide)	Union-E	4
2207	403	6	NE	Lead Police Records Clerk	Union-F	7
2229	----	6	NE	Lead Property-Evidence Technician	57	2
2229	----	6	NE	Lead Property-Evidence Technician	Temporary	1
0118	----	6	NE	Legal Secretary	57	2
0120	----	5	E	Legal Services Administrative Assistant	59	2
0119	----	6	NE	Legal Technician	57	2
3121	----	2	E	Librarian	58	2
3117	----	5	NE	Library Administrative Assistant	58	2
3108	----	1	E	Library Adult Services Manager	61	2
3113	----	5	NE	Library Assistant	57	2
3110	----	8	NE	Library Building Maintenance Supervisor	57	2
3116	----	6	NE	Library Cataloging Clerk	53	2
3106	----	6	NE	Library Clerk - Adult/Youth Services	53	2
3109	----	6	NE	Library Clerk - Customer Account Services	53	2
3111	----	6	NE	Library Clerk - Resource Services	53	2
3107	----	6	NE	Library Client Support Technician	57	2
3114	----	2	E	Library Community Relations Specialist	58	2
3112	999	8	NE	Library Custodial Assistant	Temporary	1
3129	----	2	E	Library Customer Account Services Manager	61	2
3123	----	1	E	Library Director	65	3
3133	----	6	NE	Library Marketing Assistant	56	2
3120	----	2	E	Library IT Systems Administrator	60	2
3131	----	2	E	Library Operations Coordinator	59	2
3126	----	2	E	Library Reference Specialist	59	2
3105	----	2	E	Library Resource Services Manager	61	2
3132	----	5	E	Library Resource Services Technician	57	2
3130	----	2	E	Library Volunteer Coordinator	59	2
3128	----	2	E	Library Youth Services Manager	61	2
0166	----	6	NE	Mail Clerk	55	2
6117	359	8	NE	Maintenance Tech I	Union-E	6
6112	344	8	NE	Maintenance Worker	Union-E	6
0614	----	2	E	Management Analyst	58	2
4315	----	3	E	Manager of Energy Market Operations	91	2
1323	325	7	NE	Mechanic (CyRide)	Union-E	4
1322	322	8	NE	Mechanic Assistant	Union-E	4
1322	323	8	NE	Mechanic Assistant (CyRide)	Union-E	4
0608	----	5	E	Media Production Services Coordinator	58	2
2230	----	4	E	Mental Health Advocate	59	2
0141	300	6	NE	Meter Reader	Union-E	4
1122	----	1	E	Municipal Engineer	63	2
0224	----	2	E	Network Administrator	60	2

<u>CODE</u>	<u>HTE</u>	<u>EEO</u>	<u>FLSA</u>	<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>PAGE</u>
0214	----	3	NE	Network Technician I	57	2
0216	----	3	NE	Network Technician II	58	2
9405	999	6	NE	Office Worker	Temporary	1
0117	----	6	NE	Paralegal	58	2
2231	----	6	E	Parking Enforcement Coordinator	58	2
3213	----	1	E	Parks and Facilities Superintendent	62	2
3210	----	5	E	Parks and Facilities Supervisor	59	2
6114	348	8	NE	Parks Maintenance Specialist	Union-E	4
0134	----	6	NE	Payroll Coordinator	58	2
1212	----	2	E	Planner	60	2
1230	----	5	E	Plans Examiner	59	2
5411	342	7	NE	Plant Maintenance Operator	Union-E	4
5111	329	7	NE	Plant Maintenance Specialist	Union-E	4
1222	310	1	NE	Plumbing Inspector	Union-E	4
2224	----	1	E	Police Commander	63	2
2222	----	2	E	Police Lieutenant	62	2
2212	408	4	NE	Police Officer	Union-F	7
2214	410	4	NE	Police Officer	Union-F	7
2208	404	6	NE	Police Records Clerk	Union-F	7
2205	----	6	E	Police Records Supervisor	59	2
2221	----	3	E	Police Sergeant	61	2
2225	----	2	E	Police Support Services Manager	63	2
4112	704	8	NE	Power Plant Auxiliary Operator	Union-I	10
4323	----	2	E	Power Plant Engineer	90	2
4113	706	7	NE	Power Plant Fireworker	Union-I	10
4122	714	7	NE	Power Plant Maintenance Foreman	Union-I	11
4125	718	7	NE	Power Plant Maintenance Mechanic	Union-I	11
4124	716	8	NE	Power Plant Maintenance Worker	Union-I	11
4132	----	1	E	Power Plant Manager	92	2
4114	708	7	NE	Power Plant Operator	Union-I	10
0113	----	6	NE	Principal Clerk	56	2
0163	----	7	NE	Printing and Graphics Services Specialist	58	2
5412	343	8	NE	Process Maintenance Worker	Union-E	6
0175	----	5	NE	Procurement Specialist I	57	2
0172	----	5	NE	Procurement Specialist II	59	2
2228	----	6	NE	Property/Evidence Technician	56	2
2228	----	6	NE	Property/Evidence Technician	Temporary	1
0713	----	2	E	Public Relations Officer	61	2
2202	406	6	NE	Public Safety Dispatcher	Union-F	7
2201	416	6	NE	Public Safety Lead Dispatcher	Union-F	7
2204	----	6	NE	Public Safety Quality Assurance Coordinator	Temporary	1
0714	----	6	E	Public Works Management Analyst	58	2
6230	----	1	E	Public Works Operations Manager	62	2
6231	----	3	E	Public Works Operations Supervisor	61	2
0169	----	6	NE	Purchasing Clerk	56	2
0173	----	2	E	Purchasing Manager	62	2
0711	602	6	NE	Records and Materials Specialist	Union-H	9
9500	----	6	E	Records Manager/City Clerk	61	2
3201	----	5	E	Recreation Manager	59	2
3214	----	1	E	Recreation Superintendent	62	2
5222	----	2	E	Resource Recovery Asst. Superintendent	61	2
6154	372	7	NE	Resource Recovery Equipment Operator	Union-E	4
5220	339	7	NE	Resource Recovery Lead Operator	Union-E	4

<u>CODE</u>	<u>HTE</u>	<u>EEO</u>	<u>FLSA</u>	<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>PAGE</u>
5221	340	7	NE	Resource Recovery Maint. Operator	Union-E	4
6119	724	8	NE	Resource Recovery Maint. Tech. I	Union-E	6
6120	726	8	NE	Resource Recovery Maint. Tech. II	Union-E	6
5223	----	1	E	Resource Recovery Superintendent	62	2
0610	----	1	E	Risk Manager	61	2
9392	----	8	NE	School Crossing Guard	Temporary	1
3200	----	8	NE	Seasonal Parks and Recreation	Temporary	1
0121	----	6	NE	Secretary I	57	2
0122	----	6	NE	Secretary II	58	2
0112	----	6	NE	Senior Clerk	55	2
1112	----	3	NE	Senior Engineering Technician	59	2
6152	354	7	NE	Senior Heavy Equipment Operator	Union-E	4
6113	346	8	NE	Senior Maintenance Worker	Union-E	4
0142	302	6	NE	Senior Meter Reader	Union-E	4
1319	364	8	NE	Service Worker	Union-E	5
2113	----	4	E	Shift Commander	62*	2
0171	600	6	NE	Storekeeper	Union-H	9
1126	----	3	E	Stormwater Resource Analyst	59	2
1123	----	2	E	Stormwater Specialist	59	2
6211	----	7	NE	Streets Maintenance Foreman	59	2
6115	351	7	NE	Streets Maintenance Lead Worker	Union-E	6
6213	----	3	E	Streets Operations Supervisor	61	2
4218	616	7	NE	Substation Electrician	Union-H	9
4209	604	8	NE	Substation Electrician Assistant	Union-H	9
6126	626	7	NE	Substation Crew Leader	Union-H	9
0221	----	2	E	Systems Analyst	60	2
9407	----	3	NE	Technical Assistant	Temporary	1
4232	----	3	E	Technical Services Supervisor	90	2
9450	----	1	E	Temporary Manager	Temporary	1
1133	----	2	E	Traffic Engineer I	61	2
1136	----	2	E	Traffic Engineer II	62	2
1131	308	3	NE	Traffic Signal Technician	Union-E	6
1134	309	3	NE	Traffic Signal Technician Lead Worker	Union-E	6
1132	----	3	E	Traffic Supervisor	61	2
1137	358	7	NE	Traffic Technician	Union-E	6
1139	361	7	NE	Traffic Technician II	Union-E	6
1141	363	7	NE	Traffic Technician III	Union-E	6
1306	----	2	E	Transit Chief Safety Officer	60	2
1313	----	6	NE	Transit Dispatcher	57	2
1311	316	8	NE	Transit Driver	Union-E	4
1311	----	8	NE	Transit Driver (< 20 hrs/week)	Temporary	1
1310	----	5	E	Transit Maintenance Coordinator	60	2
1314	----	5	E	Transit Operations Manager	60	2
1312	----	2	E	Transit Operations Supervisor	61	2
1305	----	2	E	Transit Planner/EEO Officer	60	2
1316	----	5	E	Transit Scheduler/Admin Analyst	60	2
1309	----	3	NE	Transit Technology Coordinator/Dispatcher	59	2
1320	----	5	E	Transit Trainer	59	2
1129	----	2	E	Transportation Planner	60	2
6110	344	8	NE	Treatment Plant Maintenance Worker	Union-E	6
6151	352	8	NE	Truck Driver	Union-E	4
4212	610	8	NE	Truck Driver/Groundswoker	Union-H	9
3216	----	5	E	Turf Maintenance Supervisor	59	2

<u>CODE</u>	<u>HTE</u>	<u>EEO</u>	<u>FLSA</u>	<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>PAGE</u>
9403	999	8	NE	Unclassified Labor	Temporary	1
9404	999	8	NE	Unclassified Skilled Laborer	Temporary	1
4210	606	7	NE	Underground Electric Serviceworker	Union-H	9
0310	----	2	E	Utility Accounts Supervisor	61	2
0135	----	6	NE	Utility Accounts Technician	57	2
0136	----	6	NE	Utility Customer Services Clerk	56	2
4320	----	2	E	Utility Engineer	90	2
5121	----	7	NE	Utility Maintenance Foreman	59	2
5141	336	3	NE	Water & PC Laboratory Analyst	Union-E	4
5143	----	1	E	Water & PC Laboratory Supervisor	60	2
5143	----	1	E	Water & PC Laboratory Supervisor	60	2
5140	334	3	NE	Water & PC Laboratory Technician	Union-E	4
6117	359	8	NE	Water & PC Maintenance Technician I	Union-E	6
6118	360	8	NE	Water & PC Maintenance Technician II	Union-E	6
5132	----	3	E	Water Meter Supervisor	60	2
5131	332	8	NE	Water Meter Technician	Union-E	4
5114	----	2	E	Water Plant Assistant Superintendent	61	2
5112	328	7	NE	Water Plant Operator	Union-E	4
5113	----	1	E	Water Plant Superintendent	62	2
5130	330	8	NE	Water Utility Locator	Union-E	4
5142	----	3	NE	Water/Wastewater Laboratory Aide	Temporary	1
3208	----	5	E	Wellness Program Manager	59	2
5215	----	2	E	WPC Plant Assistant Superintendent	61	2
5213	338	7	NE	WPC Plant Operator	Union-E	4
5214	----	1	E	WPC Plant Superintendent	62	2