ORDINANCE NO. 2018-XXX

2018 MASTER ORDINANCE
Effective: July 8, 2018

(as approved by Council: June 5, 2018)

AN ORDINANCE

relating to City personnel; adopting a classification and compensation plan for City employees to be effective July 8, 2018; and repealing all preceding pay ordinances in the City of Yakima Municipal Code.

BE IT ORDAINED BY THE CITY OF YAKIMA:

A classification and compensation plan for city employees is hereby adopted to be effective: July 8, 2018.

Pay ranges and pay steps set out in the schedule for the classifications allocated to these pay ranges shall be in full force and effective on the date stated above. The pay rates shall constitute full compensation for those employees with a work week of forty hours as set out in other sections of this code. Employees whose work week is less than forty hours shall be paid at the rate which is in the same proportion to the rates set out herein within their applicable classification that their work week bears to forty hours. The hourly rate for those employees of the fire department whose work week exceeds forty hours shall be computed according to the provisions of Section 2.22.030 contained in Appendix C of the City of Yakima and International Association of Firefighters (IAFF) Local 469 Collective Bargaining Agreement.

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

Job	Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
6410	9-1-1 CALLTAKER CS: FIRE Union: IAFF	590	01/01/2017	18.78	19.72	20.74	21.77	22.86	24.01
10306	ACCOUNTANT I CS: CHARTER Union: TEAMSTERS	978SA	01/01/2018	27.15	28.52	29.91	31.46	33.03	
10302	ACCOUNTANT II CS: CHARTER Union: TEAMSTERS	975SA	01/01/2018	31.46	33.03	34.67	36.43	38.24	
2312	ACCOUNTING TECHNICIAN CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
			01/01/2020	18.91	19.70	20.64	21.64	22.59	
			01/01/2019	18.54	19.31	20.24	21.22	22.15	
			01/01/2018	18.18	18.93	19.84	20.80	21.72	
11610	ADMIN ASST FOR YAKIMA AIR TERMINAL CS: CHARTER Union: AFSCME	980A	01/01/2021	26.32	27.63	28.98	30.46	31.92	
			01/01/2020	25.80	27.09	28.41	29.86	31.29	
			01/01/2019	25.29	26.56	27.85	29.27	30.68	
			01/01/2018	24.79	26.04	27.30	28.70	30.08	
1331	ADMIN. ASST. TO THE CITY MANAGER CS: EXEMPT Union: NONE	972	01/01/2018	35.72	37.51	39.39	41.36	43.39	
11615	ADMINISTRATIVE ASSISTANT FOR WASTEWATER CS: CHARTER Union: TEAMSTERS	980SA	01/01/2018	24.66	25.89	27.15	28.52	29.91	
16101	ADMINISTRATIVE ASSISTANT TO FIRE CHIEF CS: FIRE Union: TEAMSTERS	980SA	01/01/2018	24.66	25.89	27.15	28.52	29.91	
11701	ADMINISTRATIVE ASSISTANT TO POLICE CHIEF CS: CHARTER Union: NONE	980	01/01/2018	24.17	25.39	26.61	27.98	29.33	
10507	ADMINISTRATIVE SECRETARY CS: CHARTER Union: NONE	983	01/01/2018	20.89	21.94	23.00	24.17	25.39	
8920	AIRPORT MAINTENANCE LEAD CS: CHARTER Union: AFSCME	18.0	01/01/2021	24.63	25.80	26.95	28.24	29.58	
			01/01/2020	24.15	25.29	26.42	27.69	29.00	
			01/01/2019	23.68	24.79	25.90	27.15	28.43	
			01/01/2018	23.22	24.30	25.39	26.62	27.87	

Master Pay Ordinance - Legislative

City of Yakima, WA

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8910 AIRPORT MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
		01/01/2018	21.72	22.73	23.72	24.89	26.06	
1212 AIRPORT OPERATIONS & MAINTENANCE MANAGER CS: EXEMPT Union: NONE	971	01/01/2018	37.51	39.39	41.36	43.39	45.60	
6425 ALARM SUPERVISOR CS: FIRE Union: IAFF	555	01/01/2017	27.22	28.50	29.78	31.13	32.53	34.14
6511 ANIMAL CONTROL LEAD CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
		01/01/2018	16.61	17.30	18.18	18.93	19.84	
6510 ANIMAL CONTROL OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
		01/01/2018	20.29	21.23	22.15	23.22	24.30	
5267 AQUATIC LEADER CS: CHARTER Union: AFSCME	7.0	01/01/2021	15.10	15.76	16.48	17.27	18.00	
		01/01/2020	14.80	15.45	16.16	16.93	17.65	
		01/01/2019	14.51	15.15	15.84	16.60	17.30	
		01/01/2018	14.23	14.85	15.53	16.27	16.96	
8841 AQUATIC MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
		01/01/2018	21.72	22.73	23.72	24.89	26.06	

Job	Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
5266	AQUATIC SPECIALIST CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
			01/01/2020	17.28	18.00	18.91	19.70	20.64	
			01/01/2019	16.94	17.65	18.54	19.31	20.24	
			01/01/2018	16.61	17.30	18.18	18.93	19.84	
11502	AQUATICS PROGRAM SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2018	30.86	32.41	33.99	35.72	37.51	
2230	ASSISTANT BUYER CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
			01/01/2020	18.91	19.70	20.64	21.64	22.59	
			01/01/2019	18.54	19.31	20.24	21.22	22.15	
			01/01/2018	18.18	18.93	19.84	20.80	21.72	
1324	ASSISTANT CITY ATTORNEY I CS: EXEMPT Union: NONE	973	01/01/2018	33.99	35.72	37.51	39.39	41.36	
1323	ASSISTANT CITY ATTORNEY II CS: EXEMPT Union: NONE	971	01/01/2018	37.51	39.39	41.36	43.39	45.60	
1130	ASSISTANT CITY MANAGER CS: EXEMPT Union: NONE	963	01/01/2018	64.15	67.37	70.72	74.24	77.96	
6212	ASSISTANT EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	12.0	01/01/2021	18.76	19.76	20.51	21.53	22.52	
			01/01/2020	18.39	19.37	20.11	21.11	22.08	
			01/01/2019	18.03	18.99	19.72	20.70	21.65	
			01/01/2018	17.68	18.62	19.33	20.29	21.23	
6344	ASSISTANT FIRE MARSHAL CS: FIRE Union: IAFF	527	01/01/2017	38.88	40.81	42.73	44.93	47.19	
150	ASSISTANT MAYOR CS: EXEMPT Union: NONE	952	12/01/1999	.00					
3311	ASSISTANT PLANNER CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
			01/01/2020	22.59	23.64	24.67	25.90	27.11	
			01/01/2019	22.15	23.18	24.19	25.39	26.58	
			01/01/2018	21.72	22.73	23.72	24.89	26.06	

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15101	ASSISTANT WASTEWATER MANAGER CS: CHARTER Union: NONE	971	01/01/2018	37.51	39.39	41.36	43.39	45.60	
3321	ASSOCIATE PLANNER CS: CHARTER Union: AFSCME	19.0	01/01/2021	25.80	26.95	28.24	29.58	30.96	
			01/01/2020	25.29	26.42	27.69	29.00	30.35	
			01/01/2019	24.79	25.90	27.15	28.43	29.75	
			01/01/2018	24.30	25.39	26.62	27.87	29.17	
5254	ATHLETIC COORDINATOR CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
			01/01/2020	18.91	19.70	20.64	21.64	22.59	
			01/01/2019	18.54	19.31	20.24	21.22	22.15	
			01/01/2018	18.18	18.93	19.84	20.80	21.72	
8215	AUTOMOTIVE SERVICES ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
			01/01/2020	17.28	18.00	18.91	19.70	20.64	
			01/01/2019	16.94	17.65	18.54	19.31	20.24	
			01/01/2018	16.61	17.30	18.18	18.93	19.84	
8213	AUTOMOTIVE STOREKEEPER CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
			01/01/2020	21.64	22.59	23.64	24.67	25.90	
			01/01/2019	21.22	22.15	23.18	24.19	25.39	
			01/01/2018	20.80	21.72	22.73	23.72	24.89	
6328	BATTALION CHIEF (DAY) CS: FIRE Union: IAFF	968BCD	01/01/2013	38.69	39.95	42.69	44.81	47.07	49.42
6327	BATTALION CHIEF (SHIFT) CS: FIRE Union: IAFF	969	01/01/2013	30.66	32.17	33.77	35.50	37.26	39.13
2314	BUDGET ANALYST CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
			01/01/2020	26.42	27.69	29.00	30.35	31.75	
			01/01/2019	25.90	27.15	28.43	29.75	31.13	
			01/01/2018	25.39	26.62	27.87	29.17	30.52	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8541 BUILDING MAINT. SPECIALIST CS: CHARTER Union: AFSCME	8.5	01/01/2021	16.12	16.83	17.63	18.36	19.29	
		01/01/2020	15.80	16.50	17.28	18.00	18.91	
		01/01/2019	15.49	16.18	16.94	17.65	18.54	
		01/01/2018	15.19	15.86	16.61	17.30	18.18	
13605 BUILDING OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2018	30.86	32.41	33.99	35.72	37.51	
13601 BUILDING SUPERINTENDENT CS: CHARTER Union: NONE	978	01/01/2018	26.61	27.98	29.33	30.86	32.41	
13601PW BUILDING SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	978SA	01/01/2018	27.15	28.52	29.91	31.46	33.03	
2280 BUSINESS APPLICATIONS SPECIALIST CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
		01/01/2020	26.42	27.69	29.00	30.35	31.75	
		01/01/2019	25.90	27.15	28.43	29.75	31.13	
		01/01/2018	25.39	26.62	27.87	29.17	30.52	
2231 BUYER I CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
		01/01/2018	21.72	22.73	23.72	24.89	26.06	
2234 BUYER II CS: CHARTER Union: AFSCME	19.5	01/01/2021	26.42	27.65	28.90	30.31	31.69	
		01/01/2020	25.90	27.11	28.33	29.72	31.07	
		01/01/2019	25.39	26.58	27.77	29.14	30.46	
		01/01/2018	24.89	26.06	27.23	28.57	29.86	
2251 CABLE TELEVISION COORDINATOR CS: CHARTER Union: AFSCME	18.0	01/01/2021	24.63	25.80	26.95	28.24	29.58	
		01/01/2020	24.15	25.29	26.42	27.69	29.00	
		01/01/2019	23.68	24.79	25.90	27.15	28.43	
		01/01/2018	23.22	24.30	25.39	26.62	27.87	

Job	Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
2315	CASHIER CS: CHARTER Union: AFSCME	6.5	01/01/2021	14.71	15.41	16.12	16.83	17.63	
			01/01/2020	14.42	15.11	15.80	16.50	17.28	
			01/01/2019	14.14	14.81	15.49	16.18	16.94	
			01/01/2018	13.86	14.52	15.19	15.86	16.61	
8831	CEMETERY MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	14.0	01/01/2021	20.51	21.53	22.52	23.50	24.63	
			01/01/2020	20.11	21.11	22.08	23.04	24.15	
			01/01/2019	19.72	20.70	21.65	22.59	23.68	
			01/01/2018	19.33	20.29	21.23	22.15	23.22	
8830	CEMETERY SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
			01/01/2020	18.91	19.70	20.64	21.64	22.59	
			01/01/2019	18.54	19.31	20.24	21.22	22.15	
			01/01/2018	18.18	18.93	19.84	20.80	21.72	
13103	CEMETERY SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2018	26.61	27.98	29.33	30.86	32.41	
2232	CENTRAL STOREKEEPER CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
			01/01/2020	17.28	18.00	18.91	19.70	20.64	
			01/01/2019	16.94	17.65	18.54	19.31	20.24	
			01/01/2018	16.61	17.30	18.18	18.93	19.84	
1423	CERTIFIED COURT INTERPRETER CS: EXEMPT Union: NONE	980	01/01/2018	24.17	25.39	26.61	27.98	29.33	
11107	CHIEF ENGINEER CS: CHARTER Union: TEAMSTERS	970SA	01/01/2018	40.18	42.16	44.25	46.49	48.82	
10102	CHIEF EXAMINER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2018	34.67	36.43	38.24	40.18	42.16	
1120	CITY ATTORNEY CS: EXEMPT Union: NONE	963	01/01/2018	64.15	67.37	70.72	74.24	77.96	
1234	CITY CLERK CS: EXEMPT Union: NONE	971	01/01/2018	37.51	39.39	41.36	43.39	45.60	

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200 CITY COUNCIL MEMBER CS: EXEMPT Union: NONE	955	12/01/1999	.00					
1271 CITY ENGINEER CS: EXEMPT Union: NONE	965	01/01/2018	47.89	50.27	52.76	55.37	58.17	
1110 CITY MANAGER CS: EXEMPT Union: NONE	960CM	01/01/2018	85.41					
9125 CITY WORKER (INSIDE) CS: EXEMPT Union: NONE	914	01/01/2018	11.50					
9114 CITY WORKER (OUTSIDE) CS: EXEMPT Union: NONE	914	01/01/2018	11.50					
1232 CITY/COUNTY PROCUREMENT MANAGER CS: EXEMPT Union: NONE	967	01/01/2018	43.39	45.60	47.89	50.27	52.76	
1252 CODE ADMINISTRATION MANAGER CS: EXEMPT Union: NONE	971	01/01/2018	37.51	39.39	41.36	43.39	45.60	
4419 CODE COMPLIANCE OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
		01/01/2018	20.29	21.23	22.15	23.22	24.30	
4410 CODE INSPECTION TRAINEE CS: CHARTER Union: AFSCME	12.0	01/01/2021	18.76	19.76	20.51	21.53	22.52	
		01/01/2020	18.39	19.37	20.11	21.11	22.08	
		01/01/2019	18.03	18.99	19.72	20.70	21.65	
		01/01/2018	17.68	18.62	19.33	20.29	21.23	
11602 CODE INSPECTIONS OFFICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2018	26.61	27.98	29.33	30.86	32.41	
4421 CODE INSPECTOR CS: CHARTER Union: AFSCME	19.5	01/01/2021	26.42	27.65	28.90	30.31	31.69	
		01/01/2020	25.90	27.11	28.33	29.72	31.07	
		01/01/2019	25.39	26.58	27.77	29.14	30.46	
		01/01/2018	24.89	26.06	27.23	28.57	29.86	

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2252 COMM. PROGRAMMING COORDINATOR CS: CHARTER Union: AFSCME	13.5	01/01/2021	20.09	21.05	22.07	23.04	24.11	
		01/01/2020	19.70	20.64	21.64	22.59	23.64	
		01/01/2019	19.31	20.24	21.22	22.15	23.18	
		01/01/2018	18.93	19.84	20.80	21.72	22.73	
1255 COMMUNICATION & PUBLIC AFFAIRS DIRECTOR CS: EXEMPT Union: NONE	966	01/01/2018	45.60	47.89	50.27	52.76	55.37	
1291 COMMUNICATIONS AND TECHNOLOGY MANAGER CS: EXEMPT Union: NONE	967	01/01/2018	43.39	45.60	47.89	50.27	52.76	
18101 COMMUNICATIONS DIVISION OFFICE ASSISTANT CS: FIRE Union: NONE	984	01/01/2018	19.87	20.89	21.94	23.00	24.17	
11601 COMMUNITY DEVELOPMENT ADMIN ASSISTANT CS: CHARTER Union: NONE	980	01/01/2018	24.17	25.39	26.61	27.98	29.33	
3320 COMMUNITY DEVELOPMENT SPECIALIST CS: CHARTER Union: AFSCME	19.0	01/01/2021	25.80	26.95	28.24	29.58	30.96	
		01/01/2020	25.29	26.42	27.69	29.00	30.35	
		01/01/2019	24.79	25.90	27.15	28.43	29.75	
		01/01/2018	24.30	25.39	26.62	27.87	29.17	
2253 COMMUNITY RELATIONS ASSISTANT CS: CHARTER Union: AFSCME	11.0	01/01/2021	18.00	18.76	19.76	20.51	21.53	
		01/01/2020	17.65	18.39	19.37	20.11	21.11	
		01/01/2019	17.30	18.03	18.99	19.72	20.70	
		01/01/2018	16.96	17.68	18.62	19.33	20.29	
2245 COMMUNITY RELATIONS SPECIALIST CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
		01/01/2018	20.80	21.72	22.73	23.72	24.89	
6215 COMMUNITY SERVICE OFFICER CS: CHARTER Union: AFSCME	14.0	01/01/2021	20.51	21.53	22.52	23.50	24.63	
		01/01/2020	20.11	21.11	22.08	23.04	24.15	
		01/01/2019	19.72	20.70	21.65	22.59	23.68	
		01/01/2018	19.33	20.29	21.23	22.15	23.22	

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20110 COMMUNITY TRANSPORTATION COORDINATOR CS: CHARTER Union: AFSCME	660	01/01/2019	18.56	19.52	20.31	21.28	22.25	
		01/01/2018	18.11	19.04	19.81	20.76	21.71	
8651 CONCRETE SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2021	20.09	21.05	22.07	23.04	24.11	
		01/01/2020	19.70	20.64	21.64	22.59	23.64	
		01/01/2019	19.31	20.24	21.22	22.15	23.18	
		01/01/2018	18.93	19.84	20.80	21.72	22.73	
1315 CONFIDENTIAL ADMINISTRATIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2018	25.39	26.61	27.98	29.33	30.86	
4141 CONSTRUCTION INSPECTOR CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
		01/01/2018	22.15	23.22	24.30	25.39	26.62	
8755 CONSTRUCTION QUALITY CONTROL TECHNICIAN CS: CHARTER Union: AFSCME	17.5	01/01/2021	24.11	25.16	26.42	27.65	28.90	
		01/01/2020	23.64	24.67	25.90	27.11	28.33	
		01/01/2019	23.18	24.19	25.39	26.58	27.77	
		01/01/2018	22.73	23.72	24.89	26.06	27.23	
11101 CONSTRUCTION SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2018	34.67	36.43	38.24	40.18	42.16	
6235 CORRECTIONS ADMINISTRATIVE SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	
		01/01/2018	21.23	22.15	23.22	24.30	25.39	
6221 CORRECTIONS OFFICER CS: CHARTER Union: AFSCME	17.5	01/01/2021	24.11	25.16	26.42	27.65	28.90	
		01/01/2020	23.64	24.67	25.90	27.11	28.33	
		01/01/2019	23.18	24.19	25.39	26.58	27.77	
		01/01/2018	22.73	23.72	24.89	26.06	27.23	

Job	Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
11720	CORRECTIONS SERGEANT CS: CHARTER Union: TEAMSTERS	977CS	01/01/2019 01/01/2018	28.14 27.45	29.49 28.77	31.02 30.26	32.58 31.79	34.16 33.33	
6265	CRIME & INTELLIGENCE ANALYST CS: CHARTER Union: AFSCME	22.0	01/01/2021 01/01/2020 01/01/2019 01/01/2018	29.58 29.00 28.43 27.87	30.96 30.35 29.75 29.17	32.39 31.75 31.13 30.52	33.92 33.25 32.60 31.96	35.52 34.82 34.14 33.47	
11740	CRIME & INTELLIGENCE ANALYST SUPERVISOR CS: CHARTER Union: NONE	967	01/01/2018	43.39	45.60	47.89	50.27	52.76	
8511	CUSTODIAN CS: CHARTER Union: AFSCME	4.5	01/01/2021 01/01/2020 01/01/2019 01/01/2018	13.49 13.23 12.97 12.72	14.11 13.83 13.56 13.29	14.71 14.42 14.14 13.86	15.41 15.11 14.81 14.52	16.12 15.80 15.49 15.19	
7511	DATA ENTRY OPERATOR I CS: CHARTER Union: AFSCME	5.5	01/01/2021 01/01/2020 01/01/2019 01/01/2018	14.11 13.83 13.56 13.29	14.71 14.42 14.14 13.86	15.41 15.11 14.81 14.52	16.12 15.80 15.49 15.19	16.83 16.50 16.18 15.86	
7512	DATA ENTRY OPERATOR II CS: CHARTER Union: AFSCME	7.0	01/01/2021 01/01/2020 01/01/2019 01/01/2018	15.10 14.80 14.51 14.23	15.76 15.45 15.15 14.85	16.48 16.16 15.84 15.53	17.27 16.93 16.60 16.27	18.00 17.65 17.30 16.96	
7121	DEPARTMENT ASSISTANT I CS: CHARTER Union: AFSCME	5.5	01/01/2021 01/01/2020 01/01/2019 01/01/2018	14.11 13.83 13.56 13.29	14.71 14.42 14.14 13.86	15.41 15.11 14.81 14.52	16.12 15.80 15.49 15.19	16.83 16.50 16.18 15.86	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
7122 DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME	6.5	01/01/2021	14.71	15.41	16.12	16.83	17.63	
		01/01/2020	14.42	15.11	15.80	16.50	17.28	
		01/01/2019	14.14	14.81	15.49	16.18	16.94	
		01/01/2018	13.86	14.52	15.19	15.86	16.61	
7123 DEPARTMENT ASSISTANT III CS: CHARTER Union: AFSCME	8.5	01/01/2021	16.12	16.83	17.63	18.36	19.29	
		01/01/2020	15.80	16.50	17.28	18.00	18.91	
		01/01/2019	15.49	16.18	16.94	17.65	18.54	
		01/01/2018	15.19	15.86	16.61	17.30	18.18	
7124 DEPARTMENT ASSISTANT IV CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
		01/01/2018	16.61	17.30	18.18	18.93	19.84	
10502 DEPUTY CITY CLERK CS: CHARTER Union: TEAMSTERS	979SA	01/01/2018	25.89	27.15	28.52	29.91	31.46	
1243 DEPUTY DIRECTOR OF ACCOUNTING AND BUDGET CS: EXEMPT Union: NONE	966	01/01/2018	45.60	47.89	50.27	52.76	55.37	
6380 DEPUTY FIRE CHIEF CS: FIRE Union: NONE	965	01/01/2018	47.89	50.27	52.76	55.37	58.17	
1281 DEPUTY POLICE CHIEF CS: POLICE Union: NONE	965	01/01/2018	47.89	50.27	52.76	55.37	58.17	
3120 DESIGN ENGINEER CS: CHARTER Union: AFSCME	22.5	01/01/2021	30.27	31.67	33.18	34.66	36.31	
		01/01/2020	29.68	31.05	32.53	33.98	35.60	
		01/01/2019	29.10	30.44	31.89	33.31	34.90	
		01/01/2018	28.53	29.84	31.26	32.66	34.22	
3130 DEVELOPMENT ENGINEER CS: CHARTER Union: AFSCME	21.0	01/01/2021	28.24	29.58	30.96	32.39	33.92	
		01/01/2020	27.69	29.00	30.35	31.75	33.25	
		01/01/2019	27.15	28.43	29.75	31.13	32.60	
		01/01/2018	26.62	27.87	29.17	30.52	31.96	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
1150 DIRECTOR OF COMMUNITY DEVELOPMENT CS: EXEMPT Union: NONE	964	01/01/2018	50.27	52.76	55.37	58.17	61.10	64.16
1140 DIRECTOR OF FINANCE & BUDGET CS: EXEMPT Union: NONE	964	01/01/2018	50.27	52.76	55.37	58.17	61.10	64.16
1135 DIRECTOR OF HUMAN RESOURCES CS: EXEMPT Union: NONE	964	01/01/2018	50.27	52.76	55.37	58.17	61.10	64.16
1160 DIRECTOR OF PUBLIC WORKS CS: EXEMPT Union: NONE	962	01/01/2018	55.37	58.17	61.10	64.15	67.37	70.74
1170 DIRECTOR OF UTILITIES & ENGINEERING CS: EXEMPT Union: NONE	964	01/01/2018	50.27	52.76	55.37	58.17	61.10	64.16
1175 DIRECTOR OF YAKIMA AIR TERMINAL CS: EXEMPT Union: NONE	964	01/01/2018	50.27	52.76	55.37	58.17	61.10	64.16
3323 ECONOMIC & COMMUNITY AFFAIRS SPECIALIST CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
		01/01/2020	26.42	27.69	29.00	30.35	31.75	
		01/01/2019	25.90	27.15	28.43	29.75	31.13	
		01/01/2018	25.39	26.62	27.87	29.17	30.52	
7181 ECONOMIC DEVELOPMENT ASST CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
		01/01/2020	26.42	27.69	29.00	30.35	31.75	
		01/01/2019	25.90	27.15	28.43	29.75	31.13	
		01/01/2018	25.39	26.62	27.87	29.17	30.52	
1275 ECONOMIC DEVELOPMENT MANAGER CS: EXEMPT Union: NONE	971	01/01/2018	37.51	39.39	41.36	43.39	45.60	
4522 ELECTRONICS SUPERVISOR CS: FIRE Union: IAFF	545	01/01/2017	30.57	32.08	33.70	35.31	37.13	38.98
4520 ELECTRONICS TECHNICIAN I CS: FIRE Union: IAFF	547	01/01/2017	23.46	24.50	25.66	26.83	28.05	29.46
4521 ELECTRONICS TECHNICIAN II CS: FIRE Union: IAFF	550	01/01/2017	26.55	27.89	29.28	30.73	32.27	33.89

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
6701 EMERGENCY MANAGEMENT SPECIALIST CS: CHARTER Union: AFSCME	25.0	01/01/2021	33.92	35.52	37.11	38.94	40.90	
		01/01/2020	33.25	34.82	36.38	38.18	40.10	
		01/01/2019	32.60	34.14	35.67	37.43	39.31	
		01/01/2018	31.96	33.47	34.97	36.70	38.54	
4111 ENGINEERING AID CS: CHARTER Union: AFSCME	9.5	01/01/2021	16.83	17.63	18.36	19.29	20.09	
		01/01/2020	16.50	17.28	18.00	18.91	19.70	
		01/01/2019	16.18	16.94	17.65	18.54	19.31	
		01/01/2018	15.86	16.61	17.30	18.18	18.93	
3112 ENGINEERING ASSOCIATE CS: CHARTER Union: AFSCME	19.0	01/01/2021	25.80	26.95	28.24	29.58	30.96	
		01/01/2020	25.29	26.42	27.69	29.00	30.35	
		01/01/2019	24.79	25.90	27.15	28.43	29.75	
		01/01/2018	24.30	25.39	26.62	27.87	29.17	
10601 ENGINEERING CONTRACTS SPECIALIST CS: CHARTER Union: TEAMSTERS	980SA	01/01/2018	24.66	25.89	27.15	28.52	29.91	
10602 ENGINEERING OFFICE ASSISTANT CS: CHARTER Union: NONE	982	01/01/2018	21.94	23.00	24.17	25.39	26.61	
4122 ENGINEERING TECH I - RECORDS CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
		01/01/2018	18.62	19.33	20.29	21.23	22.15	
4135 ENGINEERING TECH III - DEVELOPMENT CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
		01/01/2018	22.15	23.22	24.30	25.39	26.62	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
4133 ENGINEERING TECH III SURVEY CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
		01/01/2018	22.15	23.22	24.30	25.39	26.62	
4121 ENGINEERING TECH. I-DESIGN CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
		01/01/2018	18.62	19.33	20.29	21.23	22.15	
4134 ENGINEERING TECH. III - DESIGN CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
		01/01/2018	22.15	23.22	24.30	25.39	26.62	
4131 ENGINEERING TECHNICIAN I SURVEY CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
		01/01/2018	18.62	19.33	20.29	21.23	22.15	
4125 ENGINEERING TECHNICIAN II CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
		01/01/2018	21.72	22.73	23.72	24.89	26.06	
4115 ENGINEERING UTILITY SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	
		01/01/2018	21.23	22.15	23.22	24.30	25.39	

Job	Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8324	ENVIRONMENTAL COMPLIANCE SPECIALIST CS: CHARTER Union: AFSCME	21.0	01/01/2021	28.24	29.58	30.96	32.39	33.92	
			01/01/2020	27.69	29.00	30.35	31.75	33.25	
			01/01/2019	27.15	28.43	29.75	31.13	32.60	
			01/01/2018	26.62	27.87	29.17	30.52	31.96	
12101	EQUIPMENT MAINT SUPERVISOR CS: CHARTER Union: NONE	977	01/01/2018	27.98	29.33	30.86	32.41	33.99	
8421	EQUIPMENT OPERATOR I CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
			01/01/2020	17.28	18.00	18.91	19.70	20.64	
			01/01/2019	16.94	17.65	18.54	19.31	20.24	
			01/01/2018	16.61	17.30	18.18	18.93	19.84	
8422	EQUIPMENT OPERATOR II CS: CHARTER Union: AFSCME	12.0	01/01/2021	18.76	19.76	20.51	21.53	22.52	
			01/01/2020	18.39	19.37	20.11	21.11	22.08	
			01/01/2019	18.03	18.99	19.72	20.70	21.65	
			01/01/2018	17.68	18.62	19.33	20.29	21.23	
8423	EQUIPMENT OPERATOR III CS: CHARTER Union: AFSCME	14.0	01/01/2021	20.51	21.53	22.52	23.50	24.63	
			01/01/2020	20.11	21.11	22.08	23.04	24.15	
			01/01/2019	19.72	20.70	21.65	22.59	23.68	
			01/01/2018	19.33	20.29	21.23	22.15	23.22	
12103	EQUIPMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2018	31.46	33.03	34.67	36.43	38.24	
6211	EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
			01/01/2020	23.04	24.15	25.29	26.42	27.69	
			01/01/2019	22.59	23.68	24.79	25.90	27.15	
			01/01/2018	22.15	23.22	24.30	25.39	26.62	
10506	EXECUTIVE ASSISTANT CS: CHARTER Union: NONE	980	01/01/2018	24.17	25.39	26.61	27.98	29.33	
1311	EXECUTIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2018	25.39	26.61	27.98	29.33	30.86	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8542 FACILITY MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	11.5	01/01/2021	18.36	19.29	20.09	21.05	22.07	
		01/01/2020	18.00	18.91	19.70	20.64	21.64	
		01/01/2019	17.65	18.54	19.31	20.24	21.22	
		01/01/2018	17.30	18.18	18.93	19.84	20.80	
1241 FINANCIAL SERVICES MANAGER CS: EXEMPT Union: NONE	968	01/01/2018	41.36	43.39	45.60	47.89	50.27	
10303 FINANCIAL SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2018	36.43	38.24	40.18	42.16	44.25	
2316 FINANCIAL SERVICES SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
		01/01/2018	18.18	18.93	19.84	20.80	21.72	
10305 FINANCIAL SERVICES TECHNICIAN - PAYROLL CS: CHARTER Union: TEAMSTERS	981SA	01/01/2018	23.45	24.66	25.89	27.15	28.52	
6326 FIRE CAPTAIN (DAY) CS: FIRE Union: IAFF	510	01/01/2017	39.10	41.00	43.14	45.31	47.44	
6325 FIRE CAPTAIN (SHIFT) CS: FIRE Union: IAFF	515	01/01/2017	31.01	32.50	34.19	35.91	37.56	
1180 FIRE CHIEF CS: EXEMPT Union: NONE	962	01/01/2018	55.37	58.17	61.10	64.15	67.37	70.74
4420 FIRE CODE INSPECTOR CS: CHARTER Union: AFSCME	19.5	01/01/2021	26.42	27.65	28.90	30.31	31.69	
		01/01/2020	25.90	27.11	28.33	29.72	31.07	
		01/01/2019	25.39	26.58	27.77	29.14	30.46	
		01/01/2018	24.89	26.06	27.23	28.57	29.86	
6411 FIRE DISPATCHER CS: FIRE Union: IAFF	575	01/01/2017	21.63	22.65	23.73	24.95	27.62	28.97
6338 FIRE INVESTIGATION AND EDUCATION OFFICER CS: FIRE Union: IAFF	510	01/01/2017	39.10	41.00	43.14	45.31	47.44	

City of Yakima, WA

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
6339 FIRE INVESTIGATOR CS: FIRE Union: IAFF	520	01/01/2017	35.35	37.09	38.82	40.85	42.91	
6324 FIRE LIEUTENANT (DAY) CS: FIRE Union: IAFF	526	01/01/2017	35.35	37.09	38.82	40.85	42.91	
6323 FIRE LIEUTENANT (SHIFT) CS: FIRE Union: IAFF	525	01/01/2017	28.01	29.41	30.78	32.39	33.99	
8225 FIRE MECHANIC I CS: FIRE Union: IAFF	550	01/01/2017	26.55	27.89	29.28	30.73	32.27	33.89
8230 FIRE MECHANIC II CS: FIRE Union: IAFF	560	01/01/2017	29.37	30.84	32.37	33.98	35.70	37.49
6441 FIRE OFFICE ASSISTANT CS: FIRE Union: IAFF	580	01/01/2017	19.51	20.41	21.42	22.40	23.59	24.76
6330 FIRE SHIFT COMMANDER CS: FIRE Union: IAFF	513	01/01/2017	35.02	36.74	38.64	40.58	42.45	
6352 FIRE TRAINING ASSISTANT CS: FIRE Union: IAFF	527	01/01/2017	38.88	40.81	42.73	44.93	47.19	
6351 FIRE TRAINING SUPERVISOR CS: FIRE Union: IAFF	506	01/01/2017	42.98	45.13	47.47	49.86	52.11	
6311 FIRE VOLUNTEERS - NON COMBAT CS: EXEMPT Union: NONE	500VF	12/01/2015	.00					
6321 FIREFIGHTER CS: FIRE Union: IAFF	530	01/01/2017	22.69	24.47	25.90	27.00	30.76	
6310 FIREFIGHTER - COMBAT RESERVE CS: EXEMPT Union: NONE	500VF	12/01/2015	.00					
8203 FLEET MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
		01/01/2018	19.84	20.80	21.72	22.73	23.72	

Job	Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
1263	FLEET MANAGER CS: EXEMPT Union: TEAMSTERS	971PW	01/01/2018	38.24	40.18	42.16	44.25	46.49	
11730	FORENSIC SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2018	31.46	33.03	34.67	36.43	38.24	
1236	GANG FREE INITIATIVE (GFI) PROGR MANAGER CS: EXEMPT Union: NONE	970	01/01/2018	39.39	41.36	43.39	45.60	47.89	
5202	GOLF COURSE ATTENDANT CS: CHARTER Union: AFSCME	8.5	01/01/2021	16.12	16.83	17.63	18.36	19.29	
			01/01/2020	15.80	16.50	17.28	18.00	18.91	
			01/01/2019	15.49	16.18	16.94	17.65	18.54	
			01/01/2018	15.19	15.86	16.61	17.30	18.18	
8825	GOLF COURSE MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
			01/01/2020	22.59	23.64	24.67	25.90	27.11	
			01/01/2019	22.15	23.18	24.19	25.39	26.58	
			01/01/2018	21.72	22.73	23.72	24.89	26.06	
5201	GOLF STARTER CS: CHARTER Union: AFSCME	5.5	01/01/2021	14.11	14.71	15.41	16.12	16.83	
			01/01/2020	13.83	14.42	15.11	15.80	16.50	
			01/01/2019	13.56	14.14	14.81	15.49	16.18	
			01/01/2018	13.29	13.86	14.52	15.19	15.86	
2310	GRANT COORDINATOR CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
			01/01/2020	21.11	22.08	23.04	24.15	25.29	
			01/01/2019	20.70	21.65	22.59	23.68	24.79	
			01/01/2018	20.29	21.23	22.15	23.22	24.30	
5156	GRANT FINANCIAL SPECIALIST CS: CHARTER Union: AFSCME	18.5	01/01/2021	25.16	26.42	27.65	28.90	30.31	
			01/01/2020	24.67	25.90	27.11	28.33	29.72	
			01/01/2019	24.19	25.39	26.58	27.77	29.14	
			01/01/2018	23.72	24.89	26.06	27.23	28.57	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
5130 HOME REMODELING TECHNICIAN CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
		01/01/2018	19.84	20.80	21.72	22.73	23.72	
5151 HOUSING LOAN SPECIALIST CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
		01/01/2018	20.29	21.23	22.15	23.22	24.30	
5121 HOUSING REHABILITATION ASST. CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
		01/01/2018	16.61	17.30	18.18	18.93	19.84	
10104 HUMAN RESOURCES ASSISTANT CS: CHARTER Union: TEAMSTERS	984SA	01/01/2018	20.28	21.30	22.39	23.45	24.66	
10103 HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	981SA	01/01/2018	23.45	24.66	25.89	27.15	28.52	
12201 INDUSTRIAL MAINT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2018	32.41	33.99	35.72	37.51	39.39	
8241 INDUSTRIAL MAINT. MECHANIC CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
		01/01/2018	22.15	23.22	24.30	25.39	26.62	
8302 INDUSTRIAL WASTE OPERATOR CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
		01/01/2018	19.84	20.80	21.72	22.73	23.72	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
4240 INSTRUMENT TECHNICIAN CS: CHARTER Union: AFSCME	18.5	01/01/2021	25.16	26.42	27.65	28.90	30.31	
		01/01/2020	24.67	25.90	27.11	28.33	29.72	
		01/01/2019	24.19	25.39	26.58	27.77	29.14	
		01/01/2018	23.72	24.89	26.06	27.23	28.57	
8673 IRRIGATION CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
		01/01/2018	22.15	23.22	24.30	25.39	26.62	
8671 IRRIGATION SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2021	20.09	21.05	22.07	23.04	24.11	
		01/01/2020	19.70	20.64	21.64	22.59	23.64	
		01/01/2019	19.31	20.24	21.22	22.15	23.18	
		01/01/2018	18.93	19.84	20.80	21.72	22.73	
8672 IRRIGATION SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
		01/01/2018	20.29	21.23	22.15	23.22	24.30	
13401 IRRIGATION SUPERVISOR CS: CHARTER Union: NONE	976	01/01/2018	29.33	30.86	32.41	33.99	35.72	
7171 IT SERVICES ASSISTANT CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
		01/01/2018	21.72	22.73	23.72	24.89	26.06	
2107 IT SERVICE COMPUTR OPERATIONS TECHNICIAN CS: CHARTER Union: AFSCME	11.5	01/01/2021	18.36	19.29	20.09	21.05	22.07	
		01/01/2020	18.00	18.91	19.70	20.64	21.64	
		01/01/2019	17.65	18.54	19.31	20.24	21.22	
		01/01/2018	17.30	18.18	18.93	19.84	20.80	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
2114 IT SERVICES APPLICATION SUPPORT ANALYST CS: CHARTER Union: AFSCME	21.5	01/01/2021	28.90	30.27	31.67	33.18	34.66	
		01/01/2020	28.33	29.68	31.05	32.53	33.98	
		01/01/2019	27.77	29.10	30.44	31.89	33.31	
		01/01/2018	27.23	28.53	29.84	31.26	32.66	
2109 IT SERVICES APPLICATIONS DEVELOPER CS: CHARTER Union: AFSCME	20.5	01/01/2021	27.65	28.90	30.31	31.69	33.18	
		01/01/2020	27.11	28.33	29.72	31.07	32.53	
		01/01/2019	26.58	27.77	29.14	30.46	31.89	
		01/01/2018	26.06	27.23	28.57	29.86	31.26	
2108 IT SERVICES COMPTR CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	19.5	01/01/2021	26.42	27.65	28.90	30.31	31.69	
		01/01/2020	25.90	27.11	28.33	29.72	31.07	
		01/01/2019	25.39	26.58	27.77	29.14	30.46	
		01/01/2018	24.89	26.06	27.23	28.57	29.86	
2106 IT SERVICES COMPUTER OPERATIONS ASSISTAN CS: CHARTER Union: AFSCME	9.0	01/01/2021	16.48	17.27	18.00	18.76	19.76	
		01/01/2020	16.16	16.93	17.65	18.39	19.37	
		01/01/2019	15.84	16.60	17.30	18.03	18.99	
		01/01/2018	15.53	16.27	16.96	17.68	18.62	
2110 IT SERVICES DATABASE ADMINISTRATOR CS: CHARTER Union: AFSCME	23.0	01/01/2021	30.96	32.39	33.92	35.52	37.11	
		01/01/2020	30.35	31.75	33.25	34.82	36.38	
		01/01/2019	29.75	31.13	32.60	34.14	35.67	
		01/01/2018	29.17	30.52	31.96	33.47	34.97	
2102 IT SERVICES GIS TECHNICIAN CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
		01/01/2018	21.72	22.73	23.72	24.89	26.06	
10203 IT SERVICES LEAD APP SYSTEM DESIGNER CS: CHARTER Union: NONE	976	01/01/2018	29.33	30.86	32.41	33.99	35.72	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
2116 IT SERVICES LEAD CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	23.0	01/01/2021	30.96	32.39	33.92	35.52	37.11	
		01/01/2020	30.35	31.75	33.25	34.82	36.38	
		01/01/2019	29.75	31.13	32.60	34.14	35.67	
		01/01/2018	29.17	30.52	31.96	33.47	34.97	
1233 IT SERVICES MANAGER CS: EXEMPT Union: NONE	968	01/01/2018	41.36	43.39	45.60	47.89	50.27	
2112 IT SERVICES NETWORK SERVICES ENGINEER CS: CHARTER Union: AFSCME	25.0	01/01/2021	33.92	35.52	37.11	38.94	40.90	
		01/01/2020	33.25	34.82	36.38	38.18	40.10	
		01/01/2019	32.60	34.14	35.67	37.43	39.31	
		01/01/2018	31.96	33.47	34.97	36.70	38.54	
11902 IT SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	972	01/01/2018	35.72	37.51	39.39	41.36	43.39	
7611 IT SERVICES PRINT SHOP OPERATOR CS: CHARTER Union: AFSCME	11.5	01/01/2021	18.36	19.29	20.09	21.05	22.07	
		01/01/2020	18.00	18.91	19.70	20.64	21.64	
		01/01/2019	17.65	18.54	19.31	20.24	21.22	
		01/01/2018	17.30	18.18	18.93	19.84	20.80	
10202 IT SERVICES PROJECT MANAGER CS: CHARTER Union: NONE	975	01/01/2018	30.86	32.41	33.99	35.72	37.51	
10201 IT SERVICES SENIOR ANALYST CS: CHARTER Union: NONE	974	01/01/2018	32.41	33.99	35.72	37.51	39.39	
2120 IT SERVICES SENIOR APPLICATION ANALYST CS: CHARTER Union: AFSCME	23.0	01/01/2021	30.96	32.39	33.92	35.52	37.11	
		01/01/2020	30.35	31.75	33.25	34.82	36.38	
		01/01/2019	29.75	31.13	32.60	34.14	35.67	
		01/01/2018	29.17	30.52	31.96	33.47	34.97	
2113 IT SERVICES SR CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	21.0	01/01/2021	28.24	29.58	30.96	32.39	33.92	
		01/01/2020	27.69	29.00	30.35	31.75	33.25	
		01/01/2019	27.15	28.43	29.75	31.13	32.60	
		01/01/2018	26.62	27.87	29.17	30.52	31.96	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
11901 IT SERVICES SUPERVISING SENIOR ANALYST CS: CHARTER Union: NONE	972	01/01/2018	35.72	37.51	39.39	41.36	43.39	
2118 IT SERVICES SYSTEMS ADMINISTRATOR CS: CHARTER Union: AFSCME	25.0	01/01/2021	33.92	35.52	37.11	38.94	40.90	
		01/01/2020	33.25	34.82	36.38	38.18	40.10	
		01/01/2019	32.60	34.14	35.67	37.43	39.31	
		01/01/2018	31.96	33.47	34.97	36.70	38.54	
2125 IT SERVICES TELECOM NETWORK ANALYST CS: CHARTER Union: AFSCME	24.0	01/01/2021	32.39	33.92	35.52	37.11	38.94	
		01/01/2020	31.75	33.25	34.82	36.38	38.18	
		01/01/2019	31.13	32.60	34.14	35.67	37.43	
		01/01/2018	30.52	31.96	33.47	34.97	36.70	
2119 IT SERVICES TELEPHONE TECHNICIAN CS: CHARTER Union: AFSCME	19.5	01/01/2021	26.42	27.65	28.90	30.31	31.69	
		01/01/2020	25.90	27.11	28.33	29.72	31.07	
		01/01/2019	25.39	26.58	27.77	29.14	30.46	
		01/01/2018	24.89	26.06	27.23	28.57	29.86	
2117 IT SERVICES WEB APP DEVELOPER/ADMIN CS: CHARTER Union: AFSCME	24.0	01/01/2021	32.39	33.92	35.52	37.11	38.94	
		01/01/2020	31.75	33.25	34.82	36.38	38.18	
		01/01/2019	31.13	32.60	34.14	35.67	37.43	
		01/01/2018	30.52	31.96	33.47	34.97	36.70	
9151 JUDGE PRO TEM CS: EXEMPT Union: NONE	941	11/22/2009	69.00					
15301 LAB COORDINATOR CS: CHARTER Union: NONE	975	01/01/2018	30.86	32.41	33.99	35.72	37.51	
8610 LABOR HELPER CS: CHARTER Union: AFSCME	2.0	01/01/2018	11.50	11.72	12.25	12.77	13.30	
8320 LABORATORY ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
		01/01/2018	16.61	17.30	18.18	18.93	19.84	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8326 LABORATORY CHEMIST CS: CHARTER Union: AFSCME	19.0	01/01/2021	25.80	26.95	28.24	29.58	30.96	
		01/01/2020	25.29	26.42	27.69	29.00	30.35	
		01/01/2019	24.79	25.90	27.15	28.43	29.75	
		01/01/2018	24.30	25.39	26.62	27.87	29.17	
8321 LABORATORY TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
		01/01/2018	20.80	21.72	22.73	23.72	24.89	
6611 LEAD PARKING ENFORCEMENT OFFICER CS: CHARTER Union: AFSCME	9.5	01/01/2021	16.83	17.63	18.36	19.29	20.09	
		01/01/2020	16.50	17.28	18.00	18.91	19.70	
		01/01/2019	16.18	16.94	17.65	18.54	19.31	
		01/01/2018	15.86	16.61	17.30	18.18	18.93	
11750 LEAD POLICE SUPPORT SERVICES SUPERVISOR CS: CHARTER Union: NONE	976	01/01/2018	29.33	30.86	32.41	33.99	35.72	
10512 LEGAL ASSISTANT I CS: CHARTER Union: TEAMSTERS	984SA	01/01/2018	20.28	21.30	22.39	23.45	24.66	
10511 LEGAL ASSISTANT II CS: CHARTER Union: TEAMSTERS	983SA	01/01/2018	21.30	22.39	23.45	24.66	25.89	
10510 LEGAL ASSISTANT III CS: CHARTER Union: TEAMSTERS	980SA	01/01/2018	24.66	25.89	27.15	28.52	29.91	
11810 LEGAL DEPARTMENT OFFICE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2018	30.86	32.41	33.99	35.72	37.51	
1325 LEGAL INTERN CS: EXEMPT Union: NONE	980	01/01/2018	24.17	25.39	26.61	27.98	29.33	
5268 LIFEGUARD/INSTRUCTOR CS: CHARTER Union: AFSCME	2.0	01/01/2018	11.50	11.72	12.25	12.77	13.30	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8221 MACHINIST	14.0	01/01/2021	20.51	21.53	22.52	23.50	24.63	
CS: CHARTER Union: AFSCME		01/01/2020	20.11	21.11	22.08	23.04	24.15	
		01/01/2019	19.72	20.70	21.65	22.59	23.68	
		01/01/2018	19.33	20.29	21.23	22.15	23.22	
20101 MARKETING & PROGRAM ADMINISTRATOR	675	01/01/2019	26.43	27.69	29.00	30.35	31.76	
CS: CHARTER Union: AFSCME		01/01/2018	25.79	27.01	28.29	29.61	30.99	
100 MAYOR	950	12/01/1999	.00					
CS: EXEMPT Union: NONE								
12102SA MECHANIC 2	978SA	01/01/2018	27.15	28.52	29.91	31.46	33.03	
CS: CHARTER Union: TEAMSTERS								
8211 MECHANIC I	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
CS: CHARTER Union: AFSCME		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
		01/01/2018	22.15	23.22	24.30	25.39	26.62	
8621 MONUMENT SETTER	11.5	01/01/2021	18.36	19.29	20.09	21.05	22.07	
CS: CHARTER Union: AFSCME		01/01/2020	18.00	18.91	19.70	20.64	21.64	
		01/01/2019	17.65	18.54	19.31	20.24	21.22	
		01/01/2018	17.30	18.18	18.93	19.84	20.80	
1424 MUNICIPAL COURT CASHIER	988	01/01/2018	16.41	17.23	18.03	18.94	19.87	
CS: EXEMPT Union: NONE								
1412 MUNICIPAL COURT COMMISSIONER	966MC	09/01/2018	48.16	50.55	53.09	55.71	58.48	
CS: EXEMPT Union: NONE		09/01/2017	47.22	49.56	52.05	54.62	57.33	
1425 MUNICIPAL COURT DEPARTMENT ASSISTANT	987	01/01/2018	17.23	18.03	18.94	19.87	20.89	
CS: EXEMPT Union: NONE								
1413 MUNICIPAL COURT JUDGE	1000	09/01/2018	75.05					
CS: EXEMPT Union: NONE		09/01/2017	73.58					

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
1422 MUNICIPAL COURT JUDICIAL SPECIALIST CS: EXEMPT Union: NONE	983	01/01/2018	20.89	21.94	23.00	24.17	25.39	
1420 MUNICIPAL COURT JUDICIAL SPECIALIST LEAD CS: EXEMPT Union: NONE	980	01/01/2018	24.17	25.39	26.61	27.98	29.33	
1430 MUNICIPAL COURT SERVICES DEPUTY CS: EXEMPT Union: NONE	978	01/01/2018	26.61	27.98	29.33	30.86	32.41	
1421 MUNICIPAL COURT SERVICES MANAGER CS: EXEMPT Union: NONE	971	01/01/2018	37.51	39.39	41.36	43.39	45.60	
2254 MUNICIPAL PRODUCER CS: CHARTER Union: AFSCME	11.0	01/01/2021	18.00	18.76	19.76	20.51	21.53	
		01/01/2020	17.65	18.39	19.37	20.11	21.11	
		01/01/2019	17.30	18.03	18.99	19.72	20.70	
		01/01/2018	16.96	17.68	18.62	19.33	20.29	
11410 ND SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	973	01/01/2018	33.99	35.72	37.51	39.39	41.36	
5152 NEIGHBORHOOD DEV ACCOUNTING SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
		01/01/2018	19.84	20.80	21.72	22.73	23.72	
5154 NEIGHBORHOOD DEVELOPMENT ASSISTANT CS: CHARTER Union: AFSCME	11.5	01/01/2021	18.36	19.29	20.09	21.05	22.07	
		01/01/2020	18.00	18.91	19.70	20.64	21.64	
		01/01/2019	17.65	18.54	19.31	20.24	21.22	
		01/01/2018	17.30	18.18	18.93	19.84	20.80	
1253 NEIGHBORHOOD DEVELOPMENT SERVICES MGR CS: EXEMPT Union: NONE	971	01/01/2018	37.51	39.39	41.36	43.39	45.60	
5122 NEIGHBORHOOD DEVELP REHAB SPECIALIST I CS: CHARTER Union: AFSCME	14.0	01/01/2021	20.51	21.53	22.52	23.50	24.63	
		01/01/2020	20.11	21.11	22.08	23.04	24.15	
		01/01/2019	19.72	20.70	21.65	22.59	23.68	
		01/01/2018	19.33	20.29	21.23	22.15	23.22	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
5123 NEIGHBORHOOD DEVELP REHAB SPECIALIST II CS: CHARTER Union: AFSCME	18.0	01/01/2021	24.63	25.80	26.95	28.24	29.58	
		01/01/2020	24.15	25.29	26.42	27.69	29.00	
		01/01/2019	23.68	24.79	25.90	27.15	28.43	
		01/01/2018	23.22	24.30	25.39	26.62	27.87	
5124 NEIGHBORHOOD DEVELP REHAB SPECIALIST III CS: CHARTER Union: AFSCME	19.0	01/01/2021	25.80	26.95	28.24	29.58	30.96	
		01/01/2020	25.29	26.42	27.69	29.00	30.35	
		01/01/2019	24.79	25.90	27.15	28.43	29.75	
		01/01/2018	24.30	25.39	26.62	27.87	29.17	
1267 PARK AND RECREATION MANAGER CS: EXEMPT Union: TEAMSTERS	970PW	01/01/2018	40.18	42.16	44.25	46.49	48.82	
8820 PARK CARETAKER CS: CHARTER Union: AFSCME	6.5	01/01/2021	14.71	15.41	16.12	16.83	17.63	
		01/01/2020	14.42	15.11	15.80	16.50	17.28	
		01/01/2019	14.14	14.81	15.49	16.18	16.94	
		01/01/2018	13.86	14.52	15.19	15.86	16.61	
8810 PARK LABORER CS: CHARTER Union: AFSCME	9.0	01/01/2021	16.48	17.27	18.00	18.76	19.76	
		01/01/2020	16.16	16.93	17.65	18.39	19.37	
		01/01/2019	15.84	16.60	17.30	18.03	18.99	
		01/01/2018	15.53	16.27	16.96	17.68	18.62	
8821 PARK SPECIALIST I CS: CHARTER Union: AFSCME	9.5	01/01/2021	16.83	17.63	18.36	19.29	20.09	
		01/01/2020	16.50	17.28	18.00	18.91	19.70	
		01/01/2019	16.18	16.94	17.65	18.54	19.31	
		01/01/2018	15.86	16.61	17.30	18.18	18.93	
8822 PARK SPECIALIST II CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
		01/01/2018	16.61	17.30	18.18	18.93	19.84	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8823 PARK SPECIALIST III CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
		01/01/2018	18.18	18.93	19.84	20.80	21.72	
8111 PARK SUPERVISOR I CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
		01/01/2018	18.62	19.33	20.29	21.23	22.15	
6610 PARKING ENFORCEMENT OFFICER CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
		01/01/2018	18.62	19.33	20.29	21.23	22.15	
5271 PARKS & RECREATION ADMIN SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
		01/01/2018	21.72	22.73	23.72	24.89	26.06	
11604 PARKS AND RECREATION ADMIN ASSOCIATE CS: CHARTER Union: NONE	979	01/01/2018	25.39	26.61	27.98	29.33	30.86	
8818 PARKS MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
		01/01/2018	18.18	18.93	19.84	20.80	21.72	
8817 PARKS MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
		01/01/2018	20.80	21.72	22.73	23.72	24.89	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8819 PARKS MAINTENANCE WORKER CS: CHARTER Union: AFSCME	9.0	01/01/2021	16.48	17.27	18.00	18.76	19.76	
		01/01/2020	16.16	16.93	17.65	18.39	19.37	
		01/01/2019	15.84	16.60	17.30	18.03	18.99	
		01/01/2018	15.53	16.27	16.96	17.68	18.62	
13101 PARKS OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	972SA	01/01/2018	36.43	38.24	40.18	42.16	44.25	
13102 PARKS SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	973SA	01/01/2018	34.67	36.43	38.24	40.18	42.16	
10301 PAYROLL ADMINISTRATOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2018	31.46	33.03	34.67	36.43	38.24	
4430 PERMIT PROJECT COORDINATOR CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
		01/01/2018	20.80	21.72	22.73	23.72	24.89	
4441 PERMIT TECHNICIAN CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
		01/01/2018	18.62	19.33	20.29	21.23	22.15	
1254 PLANNING MANAGER CS: EXEMPT Union: NONE	971	01/01/2018	37.51	39.39	41.36	43.39	45.60	
3310 PLANNING SPECIALIST CS: CHARTER Union: AFSCME	8.5	01/01/2021	16.12	16.83	17.63	18.36	19.29	
		01/01/2020	15.80	16.50	17.28	18.00	18.91	
		01/01/2019	15.49	16.18	16.94	17.65	18.54	
		01/01/2018	15.19	15.86	16.61	17.30	18.18	
3312 PLANNING TECHNICIAN CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
		01/01/2018	18.62	19.33	20.29	21.23	22.15	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
4310 PLANS EXAMINER I (RESIDENTIAL) CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	
		01/01/2018	21.23	22.15	23.22	24.30	25.39	
4315 PLANS EXAMINER II (COMMERCIAL) CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
		01/01/2020	26.42	27.69	29.00	30.35	31.75	
		01/01/2019	25.90	27.15	28.43	29.75	31.13	
		01/01/2018	25.39	26.62	27.87	29.17	30.52	
6270 POLICE APPLICATION SPECIALIST CS: CHARTER Union: AFSCME	20.5	01/01/2021	27.65	28.90	30.31	31.69	33.18	
		01/01/2020	27.11	28.33	29.72	31.07	32.53	
		01/01/2019	26.58	27.77	29.14	30.46	31.89	
		01/01/2018	26.06	27.23	28.57	29.86	31.26	
6260 POLICE CADET CS: CHARTER Union: AFSCME	5.0	01/01/2021	13.83	14.40	15.10	15.76	16.48	
		01/01/2020	13.56	14.12	14.80	15.45	16.16	
		01/01/2019	13.29	13.84	14.51	15.15	15.84	
		01/01/2018	13.03	13.57	14.23	14.85	15.53	
6127 POLICE CAPTAIN CS: POLICE Union: TEAMSTERS	966P	01/01/2018	50.30	52.82	55.46	58.19	61.08	
1190 POLICE CHIEF CS: EXEMPT Union: NONE	963	01/01/2018	64.15	67.37	70.72	74.24	77.96	
6123 POLICE CORPORAL CS: POLICE Union: YPPA	425	01/01/2019	43.50	45.66				
		01/01/2018	42.44	44.55				
6251 POLICE DEPARTMENT ASSISTANT I CS: CHARTER Union: AFSCME	5.5	01/01/2021	14.11	14.71	15.41	16.12	16.83	
		01/01/2020	13.83	14.42	15.11	15.80	16.50	
		01/01/2019	13.56	14.14	14.81	15.49	16.18	
		01/01/2018	13.29	13.86	14.52	15.19	15.86	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
6243 POLICE DEPARTMENT ASSISTANT III CS: CHARTER Union: AFSCME	8.5	01/01/2021	16.12	16.83	17.63	18.36	19.29	
		01/01/2020	15.80	16.50	17.28	18.00	18.91	
		01/01/2019	15.49	16.18	16.94	17.65	18.54	
		01/01/2018	15.19	15.86	16.61	17.30	18.18	
8205 POLICE FLEET SPECIALIST CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
		01/01/2018	20.80	21.72	22.73	23.72	24.89	
6241 POLICE INFORMATION SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	
		01/01/2018	21.23	22.15	23.22	24.30	25.39	
6126 POLICE LIEUTENANT CS: POLICE Union: TEAMSTERS	968P	01/01/2018	45.61	47.86	50.30	52.82	55.46	
6121 POLICE OFFICER CS: POLICE Union: YPPA	400	01/01/2019	30.56	33.04	34.88	36.37	41.42	
		01/01/2018	29.81	32.23	34.03	35.48	40.41	
6122 POLICE OFFICER (LATERAL) CS: POLICE Union: YPPA	400	01/01/2019	30.56	33.04	34.88	36.37	41.42	
		01/01/2018	29.81	32.23	34.03	35.48	40.41	
6124 POLICE SERGEANT CS: POLICE Union: YPPA	450	01/01/2019	45.41	47.64				
		01/01/2018	44.30	46.48				
6256 POLICE SERVICES LEAD CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	
		01/01/2018	21.23	22.15	23.22	24.30	25.39	
1295 POLICE SERVICES MANAGER CS: EXEMPT Union: NONE	971	01/01/2018	37.51	39.39	41.36	43.39	45.60	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
6252 POLICE SERVICES SPECIALIST I CS: CHARTER Union: AFSCME	12.0	01/01/2021	18.76	19.76	20.51	21.53	22.52	
		01/01/2020	18.39	19.37	20.11	21.11	22.08	
		01/01/2019	18.03	18.99	19.72	20.70	21.65	
		01/01/2018	17.68	18.62	19.33	20.29	21.23	
6253 POLICE SERVICES SPECIALIST II CS: CHARTER Union: AFSCME	14.0	01/01/2021	20.51	21.53	22.52	23.50	24.63	
		01/01/2020	20.11	21.11	22.08	23.04	24.15	
		01/01/2019	19.72	20.70	21.65	22.59	23.68	
		01/01/2018	19.33	20.29	21.23	22.15	23.22	
11710 POLICE SERVICES SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2018	27.15	28.52	29.91	31.46	33.03	
8840 POOL MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
		01/01/2018	18.18	18.93	19.84	20.80	21.72	
8323 PRETREATMENT CREW LEADER CS: CHARTER Union: AFSCME	17.5	01/01/2021	24.11	25.16	26.42	27.65	28.90	
		01/01/2020	23.64	24.67	25.90	27.11	28.33	
		01/01/2019	23.18	24.19	25.39	26.58	27.77	
		01/01/2018	22.73	23.72	24.89	26.06	27.23	
15104 PRETREATMENT SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2018	30.86	32.41	33.99	35.72	37.51	
8322 PRETREATMENT TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
		01/01/2018	20.80	21.72	22.73	23.72	24.89	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8242 PREVENTATIVE MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
		01/01/2018	20.29	21.23	22.15	23.22	24.30	
1432 PROBATION OFFICER CS: EXEMPT Union: NONE	978	01/01/2018	26.61	27.98	29.33	30.86	32.41	
1433 PROBATION SERVICES CLERK CS: EXEMPT Union: NONE	987	01/01/2018	17.23	18.03	18.94	19.87	20.89	
1431 PROBATION SERVICES MANAGER CS: EXEMPT Union: NONE	975	01/01/2018	30.86	32.41	33.99	35.72	37.51	
3115 PROJECT ENGINEER CS: CHARTER Union: AFSCME	22.5	01/01/2021	30.27	31.67	33.18	34.66	36.31	
		01/01/2020	29.68	31.05	32.53	33.98	35.60	
		01/01/2019	29.10	30.44	31.89	33.31	34.90	
		01/01/2018	28.53	29.84	31.26	32.66	34.22	
17101 PUB SAFETY ASSIST COMMUNICATIONS MANAGER CS: FIRE Union: NONE	973	01/01/2018	33.99	35.72	37.51	39.39	41.36	
6343 PUBLIC EDUCATION CAPTAIN CS: FIRE Union: IAFF	506	01/01/2017	42.98	45.13	47.47	49.86	52.11	
7161 PUBLIC RECORDS OFFICER CS: CHARTER Union: AFSCME	19.0	01/01/2021	25.80	26.95	28.24	29.58	30.96	
		01/01/2020	25.29	26.42	27.69	29.00	30.35	
		01/01/2019	24.79	25.90	27.15	28.43	29.75	
		01/01/2018	24.30	25.39	26.62	27.87	29.17	
6415 PUBLIC SAFETY COMM SUPERVISOR CS: FIRE Union: IAFF	558	01/01/2017	26.16	27.46	28.85	30.28	31.78	33.37
1274 PUBLIC SAFETY COMMUNICATIONS MANAGER CS: EXEMPT Union: NONE	968	01/01/2018	41.36	43.39	45.60	47.89	50.27	
6412 PUBLIC SAFETY DISPATCHER CS: FIRE Union: IAFF	575	01/01/2017	21.63	22.65	23.73	24.95	27.62	28.97

Job	Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
11603	PUBLIC WORKS OFFICE ASSISTANT CS: CHARTER Union: TEAMSTERS	983SA	01/01/2018	21.30	22.39	23.45	24.66	25.89	
2115	PUBLICATIONS AND GRAPHICS SPECIALIST CS: CHARTER Union: AFSCME	9.0	01/01/2021	16.48	17.27	18.00	18.76	19.76	
			01/01/2020	16.16	16.93	17.65	18.39	19.37	
			01/01/2019	15.84	16.60	17.30	18.03	18.99	
			01/01/2018	15.53	16.27	16.96	17.68	18.62	
2233	PURCHASING ASSISTANT CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
			01/01/2020	18.91	19.70	20.64	21.64	22.59	
			01/01/2019	18.54	19.31	20.24	21.22	22.15	
			01/01/2018	18.18	18.93	19.84	20.80	21.72	
2262	PW SAFETY & TRAINING COORDINATOR CS: CHARTER Union: AFSCME	17.5	01/01/2021	24.11	25.16	26.42	27.65	28.90	
			01/01/2020	23.64	24.67	25.90	27.11	28.33	
			01/01/2019	23.18	24.19	25.39	26.58	27.77	
			01/01/2018	22.73	23.72	24.89	26.06	27.23	
10501	RECORDS ADMINISTRATOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2018	34.67	36.43	38.24	40.18	42.16	
7141	RECORDS ASSISTANT CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
			01/01/2020	18.91	19.70	20.64	21.64	22.59	
			01/01/2019	18.54	19.31	20.24	21.22	22.15	
			01/01/2018	18.18	18.93	19.84	20.80	21.72	
5256	RECREATION ACTIVITIES COORDINATOR CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
			01/01/2020	21.64	22.59	23.64	24.67	25.90	
			01/01/2019	21.22	22.15	23.18	24.19	25.39	
			01/01/2018	20.80	21.72	22.73	23.72	24.89	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
5235 RECREATION ACTIVITIES SPECIALIST CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
		01/01/2018	16.61	17.30	18.18	18.93	19.84	
5255 RECREATION COORDINATOR CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
		01/01/2018	18.18	18.93	19.84	20.80	21.72	
5234 RECREATION LEADER CS: CHARTER Union: AFSCME	6.5	01/01/2021	14.71	15.41	16.12	16.83	17.63	
		01/01/2020	14.42	15.11	15.80	16.50	17.28	
		01/01/2019	14.14	14.81	15.49	16.18	16.94	
		01/01/2018	13.86	14.52	15.19	15.86	16.61	
11501 RECREATION PROGRAM SUPERVISOR CS: CHARTER Union: TEAMSTERS	980SA	01/01/2018	24.66	25.89	27.15	28.52	29.91	
11503 RECREATION SUPERVISOR CS: CHARTER Union: TEAMSTERS	976SA	01/01/2018	29.91	31.46	33.03	34.67	36.43	
4128 RIGHT OF WAY AGENT CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
		01/01/2018	22.15	23.22	24.30	25.39	26.62	
9131 RULE 9 LEGAL INTERN CS: EXEMPT Union: NONE	931	12/19/2010	18.11	19.99	22.02			
6440 SECRETARY I CS: FIRE Union: IAFF	585	01/01/2017	14.65	15.49	16.30	17.18	18.09	18.98
1322 SENIOR ASSISTANT CITY ATTY I CS: EXEMPT Union: NONE	966	01/01/2018	45.60	47.89	50.27	52.76	55.37	
1321 SENIOR ASSISTANT CITY ATTY II CS: EXEMPT Union: NONE	964	01/01/2018	50.27	52.76	55.37	58.17	61.10	64.16

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
11805 SENIOR BUYER CS: CHARTER Union: TEAMSTERS	976SA	01/01/2018	29.91	31.46	33.03	34.67	36.43	
7111 SENIOR CENTER ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
		01/01/2018	16.61	17.30	18.18	18.93	19.84	
7110 SENIOR CENTER CLERK CS: CHARTER Union: AFSCME	6.5	01/01/2021	14.71	15.41	16.12	16.83	17.63	
		01/01/2020	14.42	15.11	15.80	16.50	17.28	
		01/01/2019	14.14	14.81	15.49	16.18	16.94	
		01/01/2018	13.86	14.52	15.19	15.86	16.61	
2246 SENIOR COMMUNITY RELATIONS SPECIALIST CS: CHARTER Union: AFSCME	19.5	01/01/2021	26.42	27.65	28.90	30.31	31.69	
		01/01/2020	25.90	27.11	28.33	29.72	31.07	
		01/01/2019	25.39	26.58	27.77	29.14	30.46	
		01/01/2018	24.89	26.06	27.23	28.57	29.86	
11104 SENIOR ENGINEER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2018	36.43	38.24	40.18	42.16	44.25	
6210 SENIOR EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	18.0	01/01/2021	24.63	25.80	26.95	28.24	29.58	
		01/01/2020	24.15	25.29	26.42	27.69	29.00	
		01/01/2019	23.68	24.79	25.90	27.15	28.43	
		01/01/2018	23.22	24.30	25.39	26.62	27.87	
10105 SENIOR HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	979SA	01/01/2018	25.89	27.15	28.52	29.91	31.46	
3322 SENIOR PLANNER CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
		01/01/2020	26.42	27.69	29.00	30.35	31.75	
		01/01/2019	25.90	27.15	28.43	29.75	31.13	
		01/01/2018	25.39	26.62	27.87	29.17	30.52	
11401 SENIOR PROGRAM SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2018	26.61	27.98	29.33	30.86	32.41	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
11202 SENIOR PROJECT PLANNER (TRANSIT) CS: CHARTER Union: NONE	972	01/01/2018	35.72	37.51	39.39	41.36	43.39	
8664 SENIOR TRAFFIC SIGN SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
		01/01/2018	21.72	22.73	23.72	24.89	26.06	
4224 SENIOR TRAFFIC SYSTEMS TECHNICIAN CS: CHARTER Union: AFSCME	25.0	01/01/2021	33.92	35.52	37.11	38.94	40.90	
		01/01/2020	33.25	34.82	36.38	38.18	40.10	
		01/01/2019	32.60	34.14	35.67	37.43	39.31	
		01/01/2018	31.96	33.47	34.97	36.70	38.54	
1266 SOLID WASTE AND RECYCLING MANAGER CS: EXEMPT Union: TEAMSTERS	970PW	01/01/2018	40.18	42.16	44.25	46.49	48.82	
8434 SOLID WASTE CODE COMPLIANCE OFFICER CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
		01/01/2018	20.80	21.72	22.73	23.72	24.89	
8433 SOLID WASTE COLLECTOR/DRIVER CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
		01/01/2018	20.80	21.72	22.73	23.72	24.89	
8641 SOLID WASTE MAINTENANCE WORKER CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
		01/01/2018	18.18	18.93	19.84	20.80	21.72	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
7155 SOLID WASTE SERVICES SPECIALIST CS: CHARTER Union: AFSCME	12.0	01/01/2021	18.76	19.76	20.51	21.53	22.52	
		01/01/2020	18.39	19.37	20.11	21.11	22.08	
		01/01/2019	18.03	18.99	19.72	20.70	21.65	
		01/01/2018	17.68	18.62	19.33	20.29	21.23	
14101 SOLID WASTE SUPERVISOR CS: CHARTER Union: TEAMSTERS	979SA	01/01/2018	25.89	27.15	28.52	29.91	31.46	
8681 STOREKEEPER CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
		01/01/2018	20.80	21.72	22.73	23.72	24.89	
1239 STRATEGIC PROJECT MANAGER CS: EXEMPT Union: NONE	968	01/01/2018	41.36	43.39	45.60	47.89	50.27	
1261 STREET AND TRAFFIC OPS MANAGER CS: EXEMPT Union: TEAMSTERS	970PW	01/01/2018	40.18	42.16	44.25	46.49	48.82	
8721 STREET CLEANING SPECIALIST I CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
		01/01/2018	16.61	17.30	18.18	18.93	19.84	
8722 STREET CLEANING SPECIALIST II CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
		01/01/2018	18.18	18.93	19.84	20.80	21.72	
8701 STREET INSPECTOR CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
		01/01/2018	22.15	23.22	24.30	25.39	26.62	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8710 STREET LABORER	9.0	01/01/2021	16.48	17.27	18.00	18.76	19.76	
CS: CHARTER Union: AFSCME		01/01/2020	16.16	16.93	17.65	18.39	19.37	
		01/01/2019	15.84	16.60	17.30	18.03	18.99	
		01/01/2018	15.53	16.27	16.96	17.68	18.62	
8713 STREET MAINT CREW LEADER	17.5	01/01/2021	24.11	25.16	26.42	27.65	28.90	
CS: CHARTER Union: AFSCME		01/01/2020	23.64	24.67	25.90	27.11	28.33	
		01/01/2019	23.18	24.19	25.39	26.58	27.77	
		01/01/2018	22.73	23.72	24.89	26.06	27.23	
8711 STREET MAINT. SPECIALIST	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
CS: CHARTER Union: AFSCME		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
		01/01/2018	19.84	20.80	21.72	22.73	23.72	
13302 STREET MAINTENANCE SUPERVISOR	973SA	01/01/2018	34.67	36.43	38.24	40.18	42.16	
CS: CHARTER Union: TEAMSTERS								
8715 STREET OPERATIONS LEAD	21.5	01/01/2021	28.90	30.27	31.67	33.18	34.66	
CS: CHARTER Union: AFSCME		01/01/2020	28.33	29.68	31.05	32.53	33.98	
		01/01/2019	27.77	29.10	30.44	31.89	33.31	
		01/01/2018	27.23	28.53	29.84	31.26	32.66	
13301 STREET SUPERVISOR	975	01/01/2018	30.86	32.41	33.99	35.72	37.51	
CS: CHARTER Union: NONE								
11251 SUPERVISING CODE INSPECTOR	973	01/01/2018	33.99	35.72	37.51	39.39	41.36	
CS: CHARTER Union: NONE								
11201 SUPERVISING PLANNER	973	01/01/2018	33.99	35.72	37.51	39.39	41.36	
CS: CHARTER Union: NONE								
11103 SUPERVISING TRAFFIC ENGINEER	973	01/01/2018	33.99	35.72	37.51	39.39	41.36	
CS: CHARTER Union: NONE								
11106 SURFACE WATER ENGINEER	973SA	01/01/2018	34.67	36.43	38.24	40.18	42.16	
CS: CHARTER Union: TEAMSTERS								

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
9126 TEMPORARY REFUSE HELPER CS: EXEMPT Union: NONE	915	01/01/2018	11.50					
4611 TRAFFIC AIDE CS: CHARTER Union: AFSCME	9.5	01/01/2021	16.83	17.63	18.36	19.29	20.09	
		01/01/2020	16.50	17.28	18.00	18.91	19.70	
		01/01/2019	16.18	16.94	17.65	18.54	19.31	
		01/01/2018	15.86	16.61	17.30	18.18	18.93	
4632 TRAFFIC ASSOCIATE CS: CHARTER Union: AFSCME	19.0	01/01/2021	25.80	26.95	28.24	29.58	30.96	
		01/01/2020	25.29	26.42	27.69	29.00	30.35	
		01/01/2019	24.79	25.90	27.15	28.43	29.75	
		01/01/2018	24.30	25.39	26.62	27.87	29.17	
11301 TRAFFIC OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2018	34.67	36.43	38.24	40.18	42.16	
13701 TRAFFIC SIGN SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2018	30.86	32.41	33.99	35.72	37.51	
4211 TRAFFIC SIGNAL AIDE CS: CHARTER Union: AFSCME	11.0	01/01/2021	18.00	18.76	19.76	20.51	21.53	
		01/01/2020	17.65	18.39	19.37	20.11	21.11	
		01/01/2019	17.30	18.03	18.99	19.72	20.70	
		01/01/2018	16.96	17.68	18.62	19.33	20.29	
4635 TRAFFIC SIGNAL SYSTEM ANALYST CS: CHARTER Union: AFSCME	21.5	01/01/2021	28.90	30.27	31.67	33.18	34.66	
		01/01/2020	28.33	29.68	31.05	32.53	33.98	
		01/01/2019	27.77	29.10	30.44	31.89	33.31	
		01/01/2018	27.23	28.53	29.84	31.26	32.66	
8662 TRAFFIC SIGNS & MARKINGS SPECIALIST 1 CS: CHARTER Union: AFSCME	13.5	01/01/2021	20.09	21.05	22.07	23.04	24.11	
		01/01/2020	19.70	20.64	21.64	22.59	23.64	
		01/01/2019	19.31	20.24	21.22	22.15	23.18	
		01/01/2018	18.93	19.84	20.80	21.72	22.73	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8663 TRAFFIC SIGNS & MARKINGS SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
		01/01/2018	20.29	21.23	22.15	23.22	24.30	
4222 TRAFFIC SYSTEMS TECHNICIAN 1 CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	
		01/01/2018	21.23	22.15	23.22	24.30	25.39	
4223 TRAFFIC SYSTEMS TECHNICIAN II CS: CHARTER Union: AFSCME	20.5	01/01/2021	27.65	28.90	30.31	31.69	33.18	
		01/01/2020	27.11	28.33	29.72	31.07	32.53	
		01/01/2019	26.58	27.77	29.14	30.46	31.89	
		01/01/2018	26.06	27.23	28.57	29.86	31.26	
4621 TRAFFIC TECHNICIAN I CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
		01/01/2018	18.62	19.33	20.29	21.23	22.15	
4622 TRAFFIC TECHNICIAN II CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
		01/01/2018	21.72	22.73	23.72	24.89	26.06	
10110 TRAINING PROGRAM COORDINATOR CS: CHARTER Union: TEAMSTERS	981SA	01/01/2018	23.45	24.66	25.89	27.15	28.52	
24101 TRANSIT DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME	645	01/01/2019	14.00	14.67	15.34	15.99	16.77	
		01/01/2018	13.66	14.31	14.97	15.60	16.36	
22102 TRANSIT DISPATCHER CS: CHARTER Union: AFSCME	665	01/01/2019	20.74	21.76	22.72	23.77	24.86	
		01/01/2018	20.23	21.23	22.17	23.19	24.25	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
14202 TRANSIT FIELD OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2018	27.15	28.52	29.91	31.46	33.03	
23105 TRANSIT MAINTENANCE CREWLEADER CS: CHARTER Union: AFSCME	660	01/01/2019	18.56	19.52	20.31	21.28	22.25	
		01/01/2018	18.11	19.04	19.81	20.76	21.71	
1262 TRANSIT MANAGER CS: EXEMPT Union: TEAMSTERS	971PW	01/01/2018	38.24	40.18	42.16	44.25	46.49	
24105 TRANSIT OFFICE ASSISTANT CS: CHARTER Union: AFSCME	660	01/01/2019	18.56	19.52	20.31	21.28	22.25	
		01/01/2018	18.11	19.04	19.81	20.76	21.71	
20103 TRANSIT OPERATIONS SPECIALIST CS: CHARTER Union: AFSCME	673	01/01/2019	25.01	26.19	27.37	28.71	30.00	
		01/01/2018	24.40	25.55	26.70	28.01	29.27	
14201 TRANSIT OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2018	30.86	32.41	33.99	35.72	37.51	
22101 TRANSIT OPERATOR CS: CHARTER Union: AFSCME	655	01/01/2019	17.79	18.56	19.52	20.31	21.28	
		01/01/2018	17.36	18.11	19.04	19.81	20.76	
20102 TRANSIT PROJECT PLANNER CS: CHARTER Union: AFSCME	675	01/01/2019	26.43	27.69	29.00	30.35	31.76	
		01/01/2018	25.79	27.01	28.29	29.61	30.99	
21101 TRANSIT ROUTE SUPERVISOR CS: CHARTER Union: AFSCME	665	01/01/2019	20.74	21.76	22.72	23.77	24.86	
		01/01/2018	20.23	21.23	22.17	23.19	24.25	
23101 TRANSIT SERVICE WORKER CS: CHARTER Union: AFSCME	650	01/01/2019	16.26	16.97	17.79	18.56	19.52	
		01/01/2018	15.86	16.56	17.36	18.11	19.04	
23102 TRANSIT VEHICLE CLEANER CS: CHARTER Union: AFSCME	630	01/01/2019	12.78	13.36	13.93	14.60	15.26	
		01/01/2018	12.47	13.03	13.59	14.24	14.89	
22103 TRANSIT VEHICLE DRIVER CS: CHARTER Union: AFSCME	645	01/01/2019	14.00	14.67	15.34	15.99	16.77	
		01/01/2018	13.66	14.31	14.97	15.60	16.36	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
10304 TREASURY SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2018	36.43	38.24	40.18	42.16	44.25	
8751 UTILITIES LOCATOR/SAFETY COORDINATOR CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
		01/01/2018	21.72	22.73	23.72	24.89	26.06	
10520 UTILITY AND FINANCE ASSISTANT CS: CHARTER Union: TEAMSTERS	980SA	01/01/2018	24.66	25.89	27.15	28.52	29.91	
1242 UTILITY CUSTOMER SERVICES MANAGER CS: EXEMPT Union: NONE	970	01/01/2018	39.39	41.36	43.39	45.60	47.89	
11102 UTILITY ENGINEER CS: CHARTER Union: NONE	971	01/01/2018	37.51	39.39	41.36	43.39	45.60	
8750 UTILITY LOCATOR CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
		01/01/2018	19.84	20.80	21.72	22.73	23.72	
11108 UTILITY PROJECT MANAGER CS: CHARTER Union: NONE	972	01/01/2018	35.72	37.51	39.39	41.36	43.39	
7315 UTILITY SERVICE REPRESENTATIVE CS: CHARTER Union: AFSCME	12.0	01/01/2021	18.76	19.76	20.51	21.53	22.52	
		01/01/2020	18.39	19.37	20.11	21.11	22.08	
		01/01/2019	18.03	18.99	19.72	20.70	21.65	
		01/01/2018	17.68	18.62	19.33	20.29	21.23	
14301 UTILITY SERVICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2018	26.61	27.98	29.33	30.86	32.41	
7330 UTILITY SERVICES BILLING LEAD CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
		01/01/2020	26.42	27.69	29.00	30.35	31.75	
		01/01/2019	25.90	27.15	28.43	29.75	31.13	
		01/01/2018	25.39	26.62	27.87	29.17	30.52	

City of Yakima, WA

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
7320 UTILITY SERVICES BILLING SPECIALIST CS: CHARTER Union: AFSCME	14.0	01/01/2021	20.51	21.53	22.52	23.50	24.63	
		01/01/2020	20.11	21.11	22.08	23.04	24.15	
		01/01/2019	19.72	20.70	21.65	22.59	23.68	
		01/01/2018	19.33	20.29	21.23	22.15	23.22	
7325 UTILITY SERVICES SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
		01/01/2018	19.84	20.80	21.72	22.73	23.72	
8631 UTILITY WORKER CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
		01/01/2018	16.61	17.30	18.18	18.93	19.84	
8204 VEHICLE MAINTENANCE ATTENDANT CS: CHARTER Union: AFSCME	10.0	01/01/2021	17.27	18.00	18.76	19.76	20.51	
		01/01/2020	16.93	17.65	18.39	19.37	20.11	
		01/01/2019	16.60	17.30	18.03	18.99	19.72	
		01/01/2018	16.27	16.96	17.68	18.62	19.33	
8301 W.W. FACILITY SUPPORT WORKER CS: CHARTER Union: AFSCME	8.5	01/01/2021	16.12	16.83	17.63	18.36	19.29	
		01/01/2020	15.80	16.50	17.28	18.00	18.91	
		01/01/2019	15.49	16.18	16.94	17.65	18.54	
		01/01/2018	15.19	15.86	16.61	17.30	18.18	
8733 WASTEWATER MAINTENANCE CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
		01/01/2018	22.15	23.22	24.30	25.39	26.62	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8731 WASTEWATER MAINTENANCE SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2021	20.09	21.05	22.07	23.04	24.11	
		01/01/2020	19.70	20.64	21.64	22.59	23.64	
		01/01/2019	19.31	20.24	21.22	22.15	23.18	
		01/01/2018	18.93	19.84	20.80	21.72	22.73	
8732 WASTEWATER MAINTENANCE SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
		01/01/2018	20.29	21.23	22.15	23.22	24.30	
13201 WASTEWATER MAINTENANCE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2018	30.86	32.41	33.99	35.72	37.51	
1272 WASTEWATER MANAGER CS: EXEMPT Union: NONE	968	01/01/2018	41.36	43.39	45.60	47.89	50.27	
15105 WASTEWATER OPERATIONS SUPERINTENDENT CS: CHARTER Union: NONE	972	01/01/2018	35.72	37.51	39.39	41.36	43.39	
1273 WATER AND IRRIGATION MGR CS: EXEMPT Union: NONE	970	01/01/2018	39.39	41.36	43.39	45.60	47.89	
8252 WATER DEVICE CREW LEADER CS: CHARTER Union: AFSCME	18.0	01/01/2021	24.63	25.80	26.95	28.24	29.58	
		01/01/2020	24.15	25.29	26.42	27.69	29.00	
		01/01/2019	23.68	24.79	25.90	27.15	28.43	
		01/01/2018	23.22	24.30	25.39	26.62	27.87	
8744 WATER DISTRIBUTION CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
		01/01/2018	22.15	23.22	24.30	25.39	26.62	
13501 WATER DISTRIBUTION SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2018	30.86	32.41	33.99	35.72	37.51	

City of Yakima, WA

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8253 WATER METER INFRASTRUCTURE CREW LDR CS: CHARTER Union: AFSCME	18.5	01/01/2021	25.16	26.42	27.65	28.90	30.31	
		01/01/2020	24.67	25.90	27.11	28.33	29.72	
		01/01/2019	24.19	25.39	26.58	27.77	29.14	
		01/01/2018	23.72	24.89	26.06	27.23	28.57	
8335 WATER QUALITY SPECIALIST CS: CHARTER Union: AFSCME	21.5	01/01/2021	28.90	30.27	31.67	33.18	34.66	
		01/01/2020	28.33	29.68	31.05	32.53	33.98	
		01/01/2019	27.77	29.10	30.44	31.89	33.31	
		01/01/2018	27.23	28.53	29.84	31.26	32.66	
7311 WATER SERVICE SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
		01/01/2018	19.84	20.80	21.72	22.73	23.72	
8331 WATER TREAT PLANT OPERATOR-IN-TRAINING CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
		01/01/2018	19.84	20.80	21.72	22.73	23.72	
8332 WATER TREATMENT PLANT OPERATOR II CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
		01/01/2020	26.42	27.69	29.00	30.35	31.75	
		01/01/2019	25.90	27.15	28.43	29.75	31.13	
		01/01/2018	25.39	26.62	27.87	29.17	30.52	
8333 WATER TREATMENT PLANT OPERATOR III CS: CHARTER Union: AFSCME	20.5	01/01/2021	27.65	28.90	30.31	31.69	33.18	
		01/01/2020	27.11	28.33	29.72	31.07	32.53	
		01/01/2019	26.58	27.77	29.14	30.46	31.89	
		01/01/2018	26.06	27.23	28.57	29.86	31.26	
15201 WATER TREATMENT PLANT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2018	32.41	33.99	35.72	37.51	39.39	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
7151 WATER/IRRIG DIV ADMIN SPECIALIST CS: CHARTER Union: AFSCME	12.0	01/01/2021	18.76	19.76	20.51	21.53	22.52	
		01/01/2020	18.39	19.37	20.11	21.11	22.08	
		01/01/2019	18.03	18.99	19.72	20.70	21.65	
		01/01/2018	17.68	18.62	19.33	20.29	21.23	
11105 WATER/IRRIGATION ENGINEER CS: CHARTER Union: NONE	972	01/01/2018	35.72	37.51	39.39	41.36	43.39	
8251 WATERWORKS DEVICE TECHNICIAN CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	
		01/01/2018	21.23	22.15	23.22	24.30	25.39	
8745 WATERWORKS DRAFTING/SERVICE REP CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	
		01/01/2018	21.23	22.15	23.22	24.30	25.39	
8741 WATERWORKS SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2021	20.09	21.05	22.07	23.04	24.11	
		01/01/2020	19.70	20.64	21.64	22.59	23.64	
		01/01/2019	19.31	20.24	21.22	22.15	23.18	
		01/01/2018	18.93	19.84	20.80	21.72	22.73	
8742 WATERWORKS SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
		01/01/2018	20.29	21.23	22.15	23.22	24.30	
8743 WATERWORKS SPECIALIST III CS: CHARTER Union: AFSCME	13.5	01/01/2021	20.09	21.05	22.07	23.04	24.11	
		01/01/2020	19.70	20.64	21.64	22.59	23.64	
		01/01/2019	19.31	20.24	21.22	22.15	23.18	
		01/01/2018	18.93	19.84	20.80	21.72	22.73	

Job	Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
15103	WWTP CHIEF OPERATOR CS: CHARTER Union: NONE	976	01/01/2018	29.33	30.86	32.41	33.99	35.72	
4260	WWTP LEAD MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	21.5	01/01/2021	28.90	30.27	31.67	33.18	34.66	
			01/01/2020	28.33	29.68	31.05	32.53	33.98	
			01/01/2019	27.77	29.10	30.44	31.89	33.31	
			01/01/2018	27.23	28.53	29.84	31.26	32.66	
12202	WWTP MAINTENANCE SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2018	32.41	33.99	35.72	37.51	39.39	
8311	WWTP OPERATOR I CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
			01/01/2020	21.11	22.08	23.04	24.15	25.29	
			01/01/2019	20.70	21.65	22.59	23.68	24.79	
			01/01/2018	20.29	21.23	22.15	23.22	24.30	
8312	WWTP OPERATOR II CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
			01/01/2020	23.04	24.15	25.29	26.42	27.69	
			01/01/2019	22.59	23.68	24.79	25.90	27.15	
			01/01/2018	22.15	23.22	24.30	25.39	26.62	
8313	WWTP OPERATOR III CS: CHARTER Union: AFSCME	21.0	01/01/2021	28.24	29.58	30.96	32.39	33.92	
			01/01/2020	27.69	29.00	30.35	31.75	33.25	
			01/01/2019	27.15	28.43	29.75	31.13	32.60	
			01/01/2018	26.62	27.87	29.17	30.52	31.96	
8310	WWTP OPERATOR-IN-TRAINING CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
			01/01/2020	17.28	18.00	18.91	19.70	20.64	
			01/01/2019	16.94	17.65	18.54	19.31	20.24	
			01/01/2018	16.61	17.30	18.18	18.93	19.84	
15102	WWTP PROCESS CONTROL SUPV CS: CHARTER Union: NONE	973	01/01/2018	33.99	35.72	37.51	39.39	41.36	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
4250 WWTP SCADA/TELEMETRY MAINTENANCE TECH CS: CHARTER Union: AFSCME	20.5	01/01/2021	27.65	28.90	30.31	31.69	33.18	
		01/01/2020	27.11	28.33	29.72	31.07	32.53	
		01/01/2019	26.58	27.77	29.14	30.46	31.89	
		01/01/2018	26.06	27.23	28.57	29.86	31.26	

Section This ordinance shall be in full force and effect thirty days after its passage, approval and publication as provided by law and by the City Charter.

PASSED BY THE CITY COUNCIL, signed and approved this 5th day of June, 2018.

_____

Mayor

ATTEST

_____

City Clerk

Publication Date:
Effective Date: