

ORDINANCE NO. 2020-XXX

2020 MASTER ORDINANCE
Effective: January 3, 2021
(as approved by Council: December 1, 2020)

AN ORDINANCE

relating to City personnel; adopting a classification and compensation plan for City employees to be effective January 3, 2021; 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: January 3, 2021.

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

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



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| Job Class Code & Title | Pay Grade | Effect Date | Step A | Step B | Step C | Step D | Step E | Step F |
|--|-----------|-------------|--------|--------|--------|--------|--------|--------|
| 6410 9-1-1 CALLTAKER CS: FIRE Union: IAFF | 590 | 01/01/2021 | 20.57 | 21.60 | 22.73 | 23.84 | 25.05 | 26.31 |
| 10306 ACCOUNTANT I CS: CHARTER Union: TEAMSTERS | 978SA | 01/01/2021 | 29.39 | 30.86 | 32.37 | 34.04 | 35.75 | |
| 10302 ACCOUNTANT II CS: CHARTER Union: TEAMSTERS | 975SA | 01/01/2021 | 34.04 | 35.75 | 37.51 | 39.44 | 41.39 | |
| 2312 ACCOUNTING TECHNICIAN CS: CHARTER Union: AFSCME | 12.5 | 01/01/2021 | 19.29 | 20.09 | 21.05 | 22.07 | 23.04 | |
| 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 | |
| 1331 ADMIN. ASST. TO THE CITY MANAGER CS: EXEMPT Union: NONE | 972 | 01/01/2021 | 38.66 | 40.60 | 42.63 | 44.76 | 46.96 | |
| 11615 ADMINISTRATIVE ASSISTANT FOR WASTEWATER CS: CHARTER Union: TEAMSTERS | 980SA | 01/01/2021 | 26.70 | 28.01 | 29.39 | 30.86 | 32.37 | |
| 10520 ADMINISTRATIVE ASSISTANT TO FINANCE CS: CHARTER Union: TEAMSTERS | 980SA | 01/01/2021 | 26.70 | 28.01 | 29.39 | 30.86 | 32.37 | |
| 16101 ADMINISTRATIVE ASSISTANT TO FIRE CHIEF CS: FIRE Union: TEAMSTERS | 980SA | 01/01/2021 | 26.70 | 28.01 | 29.39 | 30.86 | 32.37 | |
| 11701 ADMINISTRATIVE ASSISTANT TO POLICE CHIEF CS: CHARTER Union: TEAMSTERS | 980SA | 01/01/2021 | 26.70 | 28.01 | 29.39 | 30.86 | 32.37 | |
| 10507 ADMINISTRATIVE SECRETARY CS: CHARTER Union: NONE | 983 | 01/01/2021 | 22.62 | 23.74 | 24.88 | 26.17 | 27.48 | |
| 8920 AIRPORT MAINTENANCE LEAD CS: CHARTER Union: AFSCME | 18.0 | 01/01/2021 | 24.63 | 25.80 | 26.95 | 28.24 | 29.58 | |
| 8910 AIRPORT MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME | 16.5 | 01/01/2021 | 23.04 | 24.11 | 25.16 | 26.42 | 27.65 | |
| 1212 AIRPORT OPERATIONS & MAINTENANCE MANAGER CS: CHARTER Union: NONE | 971 | 01/01/2021 | 40.60 | 42.63 | 44.76 | 46.96 | 49.36 | |



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|--|-----------|-------------|--------|--------|--------|--------|--------|--------|
| 6425 ALARM SUPERVISOR CS: FIRE Union: IAFF | 555 | 01/01/2021 | 29.83 | 31.23 | 32.63 | 34.11 | 35.64 | 37.41 |
| 6511 ANIMAL CONTROL LEAD CS: CHARTER Union: AFSCME | 10.5 | 01/01/2021 | 17.63 | 18.36 | 19.29 | 20.09 | 21.05 | |
| 6510 ANIMAL CONTROL OFFICER CS: CHARTER Union: AFSCME | 15.0 | 01/01/2021 | 21.53 | 22.52 | 23.50 | 24.63 | 25.80 | |
| 5267 AQUATIC LEADER CS: CHARTER Union: AFSCME | 7.0 | 01/01/2021 | 15.10 | 15.76 | 16.48 | 17.27 | 18.00 | |
| 8841 AQUATIC MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME | 16.5 | 01/01/2021 | 23.04 | 24.11 | 25.16 | 26.42 | 27.65 | |
| 5266 AQUATIC SPECIALIST CS: CHARTER Union: AFSCME | 10.5 | 01/01/2021 | 17.63 | 18.36 | 19.29 | 20.09 | 21.05 | |
| 5260 AQUATICS CONCESSIONS/CASHIER CS: CHARTER Union: NONE | 914 | 01/01/2021 | 13.69 | | | | | |
| 11502 AQUATICS PROGRAM SUPERVISOR CS: CHARTER Union: NONE | 975 | 01/01/2021 | 33.40 | 35.08 | 36.78 | 38.66 | 40.60 | |
| 2230 ASSISTANT BUYER CS: CHARTER Union: AFSCME | 12.5 | 01/01/2021 | 19.29 | 20.09 | 21.05 | 22.07 | 23.04 | |
| 1324 ASSISTANT CITY ATTORNEY I CS: EXEMPT Union: NONE | 973 | 01/01/2021 | 36.78 | 38.66 | 40.60 | 42.63 | 44.76 | |
| 1323 ASSISTANT CITY ATTORNEY II CS: EXEMPT Union: NONE | 971 | 01/01/2021 | 40.60 | 42.63 | 44.76 | 46.96 | 49.36 | |
| 1130 ASSISTANT CITY MANAGER CS: EXEMPT Union: NONE | 963 | 01/01/2021 | 69.43 | 72.92 | 76.54 | 80.34 | 84.38 | |
| 6212 ASSISTANT EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME | 12.0 | 01/01/2021 | 18.76 | 19.76 | 20.51 | 21.53 | 22.52 | |
| 6344 ASSISTANT FIRE MARSHAL CS: FIRE Union: IAFF | 527 | 01/01/2021 | 43.86 | 46.04 | 48.21 | 50.69 | 53.24 | |



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| 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 | |
| 15101 ASSISTANT WASTEWATER MANAGER CS: CHARTER Union: NONE | 971 | 01/01/2021 | 40.60 | 42.63 | 44.76 | 46.96 | 49.36 | |
| 3321 ASSOCIATE PLANNER CS: CHARTER Union: AFSCME | 19.0 | 01/01/2021 | 25.80 | 26.95 | 28.24 | 29.58 | 30.96 | |
| 5254 ATHLETIC COORDINATOR CS: CHARTER Union: AFSCME | 12.5 | 01/01/2021 | 19.29 | 20.09 | 21.05 | 22.07 | 23.04 | |
| 8215 AUTOMOTIVE SERVICES ASSISTANT CS: CHARTER Union: AFSCME | 10.5 | 01/01/2021 | 17.63 | 18.36 | 19.29 | 20.09 | 21.05 | |
| 8213 AUTOMOTIVE STOREKEEPER CS: CHARTER Union: AFSCME | 15.5 | 01/01/2021 | 22.07 | 23.04 | 24.11 | 25.16 | 26.42 | |
| 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 | |
| 5210 BUILDING ATTENDANT - HARMAN CENTER CS: CHARTER Union: NONE | 914 | 01/01/2021 | 13.69 | | | | | |
| 8541 BUILDING MAINT. SPECIALIST CS: CHARTER Union: AFSCME | 8.5 | 01/01/2021 | 16.12 | 16.83 | 17.63 | 18.36 | 19.29 | |
| 13605 BUILDING OPERATIONS SUPERVISOR CS: CHARTER Union: NONE | 975 | 01/01/2021 | 33.40 | 35.08 | 36.78 | 38.66 | 40.60 | |
| 13601 BUILDING SUPERINTENDENT CS: CHARTER Union: NONE | 978 | 01/01/2021 | 28.79 | 30.29 | 31.75 | 33.40 | 35.08 | |



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| 13601PW BUILDING SUPERINTENDENT CS: CHARTER Union: TEAMSTERS | 978SA | 01/01/2021 | 29.39 | 30.86 | 32.37 | 34.04 | 35.75 | |
| 2280 BUSINESS APPLICATIONS SPECIALIST CS: CHARTER Union: AFSCME | 20.0 | 01/01/2021 | 26.95 | 28.24 | 29.58 | 30.96 | 32.39 | |
| 2231 BUYER I CS: CHARTER Union: AFSCME | 16.5 | 01/01/2021 | 23.04 | 24.11 | 25.16 | 26.42 | 27.65 | |
| 2234 BUYER II CS: CHARTER Union: AFSCME | 19.5 | 01/01/2021 | 26.42 | 27.65 | 28.90 | 30.31 | 31.69 | |
| 2251 CABLE TELEVISION COORDINATOR CS: CHARTER Union: AFSCME | 18.0 | 01/01/2021 | 24.63 | 25.80 | 26.95 | 28.24 | 29.58 | |
| 2315 CASHIER CS: CHARTER Union: AFSCME | 6.5 | 01/01/2021 | 14.71 | 15.41 | 16.12 | 16.83 | 17.63 | |
| 8831 CEMETERY MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME | 14.0 | 01/01/2021 | 20.51 | 21.53 | 22.52 | 23.50 | 24.63 | |
| 8830 CEMETERY SPECIALIST CS: CHARTER Union: AFSCME | 12.5 | 01/01/2021 | 19.29 | 20.09 | 21.05 | 22.07 | 23.04 | |
| 13103 CEMETERY SUPERVISOR CS: CHARTER Union: TEAMSTERS | 978SA | 01/01/2021 | 29.39 | 30.86 | 32.37 | 34.04 | 35.75 | |
| 2232 CENTRAL STOREKEEPER CS: CHARTER Union: AFSCME | 10.5 | 01/01/2021 | 17.63 | 18.36 | 19.29 | 20.09 | 21.05 | |
| 1423 CERTIFIED COURT INTERPRETER CS: EXEMPT Union: NONE | 980 | 01/01/2021 | 26.17 | 27.48 | 28.79 | 30.29 | 31.75 | |
| 11107 CHIEF ENGINEER CS: CHARTER Union: TEAMSTERS | 970SA | 01/01/2021 | 43.48 | 45.62 | 47.88 | 50.31 | 52.85 | |
| 10102 CHIEF EXAMINER CS: CHARTER Union: TEAMSTERS | 973SA | 01/01/2021 | 37.51 | 39.44 | 41.39 | 43.48 | 45.62 | |
| 1120 CITY ATTORNEY CS: EXEMPT Union: NONE | 963 | 01/01/2021 | 69.43 | 72.92 | 76.54 | 80.34 | 84.38 | |



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| 1234 CITY CLERK CS: CHARTER Union: NONE | 971 | 01/01/2021 | 40.60 | 42.63 | 44.76 | 46.96 | 49.36 | |
| 200 CITY COUNCIL MEMBER CS: EXEMPT Union: NONE | 955 | 12/01/1999 | .00 | | | | | |
| 1271 CITY ENGINEER CS: CHARTER Union: NONE | 965 | 01/01/2021 | 51.83 | 54.41 | 57.10 | 59.92 | 62.96 | |
| 1110 CITY MANAGER CS: EXEMPT Union: NONE | 960 | 01/01/2021 | 84.33 | 88.54 | 92.99 | 97.62 | 102.51 | |
| 1232 CITY PURCHASING MANAGER CS: CHARTER Union: NONE | 968 | 01/01/2021 | 44.76 | 46.96 | 49.36 | 51.83 | 54.41 | |
| 9125 CITY WORKER (INSIDE) CS: EXEMPT Union: NONE | 914 | 01/01/2021 | 13.69 | | | | | |
| 9114 CITY WORKER (OUTSIDE) CS: EXEMPT Union: NONE | 914 | 01/01/2021 | 13.69 | | | | | |
| 1252 CODE ADMINISTRATION MANAGER CS: CHARTER Union: NONE | 971 | 01/01/2021 | 40.60 | 42.63 | 44.76 | 46.96 | 49.36 | |
| 4419 CODE COMPLIANCE OFFICER CS: CHARTER Union: AFSCME | 15.0 | 01/01/2021 | 21.53 | 22.52 | 23.50 | 24.63 | 25.80 | |
| 4410 CODE INSPECTION TRAINEE CS: CHARTER Union: AFSCME | 12.0 | 01/01/2021 | 18.76 | 19.76 | 20.51 | 21.53 | 22.52 | |
| 11602 CODE INSPECTIONS OFFICE SUPERVISOR CS: CHARTER Union: NONE | 978 | 01/01/2021 | 28.79 | 30.29 | 31.75 | 33.40 | 35.08 | |
| 4421 CODE INSPECTOR CS: CHARTER Union: AFSCME | 19.5 | 01/01/2021 | 26.42 | 27.65 | 28.90 | 30.31 | 31.69 | |
| 2252 COMM. PROGRAMMING COORDINATOR CS: CHARTER Union: AFSCME | 13.5 | 01/01/2021 | 20.09 | 21.05 | 22.07 | 23.04 | 24.11 | |
| 1255 COMMUNICATION & PUBLIC AFFAIRS MANAGER CS: CHARTER Union: NONE | 966 | 01/01/2021 | 49.36 | 51.83 | 54.41 | 57.10 | 59.92 | |



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| 1291 COMMUNICATIONS AND TECHNOLOGY MANAGER CS: CHARTER Union: NONE | 967 | 01/01/2021 | 46.96 | 49.36 | 51.83 | 54.41 | 57.10 | |
| 18101 COMMUNICATIONS DIVISION OFFICE ASSISTANT CS: FIRE Union: IAFF | 580 | 01/01/2021 | 21.38 | 22.36 | 23.48 | 24.55 | 25.85 | 27.13 |
| 11601 COMMUNITY DEVELOPMENT ADMIN ASSISTANT CS: CHARTER Union: NONE | 980 | 01/01/2021 | 26.17 | 27.48 | 28.79 | 30.29 | 31.75 | |
| 3320 COMMUNITY DEVELOPMENT SPECIALIST CS: CHARTER Union: AFSCME | 19.0 | 01/01/2021 | 25.80 | 26.95 | 28.24 | 29.58 | 30.96 | |
| 2253 COMMUNITY RELATIONS ASSISTANT CS: CHARTER Union: AFSCME | 11.0 | 01/01/2021 | 18.00 | 18.76 | 19.76 | 20.51 | 21.53 | |
| 2245 COMMUNITY RELATIONS SPECIALIST CS: CHARTER Union: AFSCME | 15.5 | 01/01/2021 | 22.07 | 23.04 | 24.11 | 25.16 | 26.42 | |
| 4420 COMMUNITY RISK REDUCTION SPECIALIST CS: FIRE Union: IAFF | 548 | 01/01/2021 | 26.61 | 27.86 | 29.11 | 30.55 | 31.92 | 33.41 |
| 6215 COMMUNITY SERVICE OFFICER CS: CHARTER Union: AFSCME | 14.0 | 01/01/2021 | 20.51 | 21.53 | 22.52 | 23.50 | 24.63 | |
| 20110 COMMUNITY TRANSPORTATION COORDINATOR CS: CHARTER Union: AFSCME | 660 | 01/01/2021 | 19.41 | 20.41 | 21.24 | 22.25 | 23.26 | |
| 8651 CONCRETE SPECIALIST I CS: CHARTER Union: AFSCME | 13.5 | 01/01/2021 | 20.09 | 21.05 | 22.07 | 23.04 | 24.11 | |
| 1315 CONFIDENTIAL ADMINISTRATIVE SECRETARY CS: EXEMPT Union: NONE | 979 | 01/01/2021 | 27.48 | 28.79 | 30.29 | 31.75 | 33.40 | |
| 4141 CONSTRUCTION INSPECTOR CS: CHARTER Union: AFSCME | 17.0 | 01/01/2021 | 23.50 | 24.63 | 25.80 | 26.95 | 28.24 | |
| 8755 CONSTRUCTION QUALITY CONTROL TECHNICIAN CS: CHARTER Union: AFSCME | 17.5 | 01/01/2021 | 24.11 | 25.16 | 26.42 | 27.65 | 28.90 | |
| 11101 CONSTRUCTION SUPERVISOR CS: CHARTER Union: TEAMSTERS | 973SA | 01/01/2021 | 37.51 | 39.44 | 41.39 | 43.48 | 45.62 | |



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| 6235 CORRECTIONS ADMINISTRATIVE SPECIALIST CS: CHARTER Union: AFSCME | 16.0 | 01/01/2021 | 22.52 | 23.50 | 24.63 | 25.80 | 26.95 | |
| 1297 CORRECTIONS MANAGER CS: CHARTER Union: NONE | 971 | 01/01/2021 | 40.60 | 42.63 | 44.76 | 46.96 | 49.36 | |
| 6221 CORRECTIONS OFFICER CS: CHARTER Union: AFSCME | 17.5 | 01/01/2021 | 24.11 | 25.16 | 26.42 | 27.65 | 28.90 | |
| 11720 CORRECTIONS SERGEANT CS: CHARTER Union: TEAMSTERS | 977CS | 01/01/2021 | 29.56 | 30.99 | 32.60 | 34.22 | 35.89 | |
| 6265 CRIME & INTELLIGENCE ANALYST CS: CHARTER Union: AFSCME | 22.0 | 01/01/2021 | 29.58 | 30.96 | 32.39 | 33.92 | 35.52 | |
| 11740 CRIME & INTELLIGENCE ANALYST SUPERVISOR CS: CHARTER Union: NONE | 967 | 01/01/2021 | 46.96 | 49.36 | 51.83 | 54.41 | 57.10 | |
| 8511 CUSTODIAN CS: CHARTER Union: AFSCME | 4.5 | 01/01/2021 | 13.77 | 14.46 | 15.18 | 15.94 | 16.74 | |
| 7511 DATA ENTRY OPERATOR I CS: CHARTER Union: AFSCME | 5.5 | 01/01/2021 | 14.11 | 14.71 | 15.41 | 16.12 | 16.83 | |
| 7512 DATA ENTRY OPERATOR II CS: CHARTER Union: AFSCME | 7.0 | 01/01/2021 | 15.10 | 15.76 | 16.48 | 17.27 | 18.00 | |
| 7121 DEPARTMENT ASSISTANT I CS: CHARTER Union: AFSCME | 5.5 | 01/01/2021 | 14.11 | 14.71 | 15.41 | 16.12 | 16.83 | |
| 7122 DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME | 6.5 | 01/01/2021 | 14.71 | 15.41 | 16.12 | 16.83 | 17.63 | |
| 7123 DEPARTMENT ASSISTANT III CS: CHARTER Union: AFSCME | 8.5 | 01/01/2021 | 16.12 | 16.83 | 17.63 | 18.36 | 19.29 | |
| 7124 DEPARTMENT ASSISTANT IV CS: CHARTER Union: AFSCME | 10.5 | 01/01/2021 | 17.63 | 18.36 | 19.29 | 20.09 | 21.05 | |
| 10502 DEPUTY CITY CLERK CS: CHARTER Union: TEAMSTERS | 979SA | 01/01/2021 | 28.01 | 29.39 | 30.86 | 32.37 | 34.04 | |



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| 6380 DEPUTY FIRE CHIEF CS: FIRE Union: NONE | 965 | 01/01/2021 | 51.83 | 54.41 | 57.10 | 59.92 | 62.96 | |
| 1281 DEPUTY POLICE CHIEF CS: EXEMPT Union: NONE | 962 | 01/01/2021 | 59.92 | 62.96 | 66.12 | 69.43 | 72.92 | 76.56 |
| 3120 DESIGN ENGINEER CS: CHARTER Union: AFSCME | 22.5 | 01/01/2021 | 30.27 | 31.67 | 33.18 | 34.66 | 36.31 | |
| 3130 DEVELOPMENT ENGINEER CS: CHARTER Union: AFSCME | 21.0 | 01/01/2021 | 28.24 | 29.58 | 30.96 | 32.39 | 33.92 | |
| 1150 DIRECTOR OF COMMUNITY DEVELOPMENT CS: EXEMPT Union: NONE | 964 | 01/01/2021 | 54.41 | 57.10 | 59.92 | 62.96 | 66.12 | 69.44 |
| 1140 DIRECTOR OF FINANCE & BUDGET CS: EXEMPT Union: NONE | 964 | 01/01/2021 | 54.41 | 57.10 | 59.92 | 62.96 | 66.12 | 69.44 |
| 1135 DIRECTOR OF HUMAN RESOURCES CS: EXEMPT Union: NONE | 964 | 01/01/2021 | 54.41 | 57.10 | 59.92 | 62.96 | 66.12 | 69.44 |
| 1160 DIRECTOR OF PUBLIC WORKS CS: EXEMPT Union: NONE | 962 | 01/01/2021 | 59.92 | 62.96 | 66.12 | 69.43 | 72.92 | 76.56 |
| 1170 DIRECTOR OF UTILITIES & ENGINEERING CS: EXEMPT Union: NONE | 964 | 01/01/2021 | 54.41 | 57.10 | 59.92 | 62.96 | 66.12 | 69.44 |
| 1175 DIRECTOR OF YAKIMA AIR TERMINAL CS: EXEMPT Union: NONE | 964 | 01/01/2021 | 54.41 | 57.10 | 59.92 | 62.96 | 66.12 | 69.44 |
| 3323 ECONOMIC & COMMUNITY AFFAIRS SPECIALIST CS: CHARTER Union: AFSCME | 20.0 | 01/01/2021 | 26.95 | 28.24 | 29.58 | 30.96 | 32.39 | |
| 7181 ECONOMIC DEVELOPMENT ASST CS: CHARTER Union: AFSCME | 20.0 | 01/01/2021 | 26.95 | 28.24 | 29.58 | 30.96 | 32.39 | |
| 1275 ECONOMIC DEVELOPMENT MANAGER CS: CHARTER Union: NONE | 971 | 01/01/2021 | 40.60 | 42.63 | 44.76 | 46.96 | 49.36 | |
| 4522 ELECTRONICS SUPERVISOR CS: CHARTER Union: IAFF | 545 | 01/01/2021 | 33.49 | 35.15 | 36.92 | 38.68 | 40.70 | 42.71 |



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| 4520 ELECTRONICS TECHNICIAN I CS: CHARTER Union: IAFF | 547 | 01/01/2021 | 25.71 | 26.84 | 28.12 | 29.40 | 30.74 | 32.28 |
| 4521 ELECTRONICS TECHNICIAN II CS: CHARTER Union: IAFF | 550 | 01/01/2021 | 29.09 | 30.56 | 32.09 | 33.67 | 35.36 | 37.14 |
| 6701 EMERGENCY MANAGEMENT SPECIALIST CS: CHARTER Union: AFSCME | 25.0 | 01/01/2021 | 33.92 | 35.52 | 37.11 | 38.94 | 40.90 | |
| 4111 ENGINEERING AID CS: CHARTER Union: AFSCME | 9.5 | 01/01/2021 | 16.83 | 17.63 | 18.36 | 19.29 | 20.09 | |
| 3112 ENGINEERING ASSOCIATE CS: CHARTER Union: AFSCME | 19.0 | 01/01/2021 | 25.80 | 26.95 | 28.24 | 29.58 | 30.96 | |
| 10601 ENGINEERING CONTRACTS SPECIALIST CS: CHARTER Union: TEAMSTERS | 980SA | 01/01/2021 | 26.70 | 28.01 | 29.39 | 30.86 | 32.37 | |
| 10602 ENGINEERING OFFICE ASSISTANT CS: CHARTER Union: NONE | 982 | 01/01/2021 | 23.74 | 24.88 | 26.17 | 27.48 | 28.79 | |
| 4122 ENGINEERING TECH I - RECORDS CS: CHARTER Union: AFSCME | 13.0 | 01/01/2021 | 19.76 | 20.51 | 21.53 | 22.52 | 23.50 | |
| 4135 ENGINEERING TECH III - DEVELOPMENT CS: CHARTER Union: AFSCME | 17.0 | 01/01/2021 | 23.50 | 24.63 | 25.80 | 26.95 | 28.24 | |
| 4133 ENGINEERING TECH III SURVEY CS: CHARTER Union: AFSCME | 17.0 | 01/01/2021 | 23.50 | 24.63 | 25.80 | 26.95 | 28.24 | |
| 4121 ENGINEERING TECH. I-DESIGN CS: CHARTER Union: AFSCME | 13.0 | 01/01/2021 | 19.76 | 20.51 | 21.53 | 22.52 | 23.50 | |
| 4134 ENGINEERING TECH. III - DESIGN CS: CHARTER Union: AFSCME | 17.0 | 01/01/2021 | 23.50 | 24.63 | 25.80 | 26.95 | 28.24 | |
| 4131 ENGINEERING TECHNICIAN I SURVEY CS: CHARTER Union: AFSCME | 13.0 | 01/01/2021 | 19.76 | 20.51 | 21.53 | 22.52 | 23.50 | |
| 4125 ENGINEERING TECHNICIAN II CS: CHARTER Union: AFSCME | 16.5 | 01/01/2021 | 23.04 | 24.11 | 25.16 | 26.42 | 27.65 | |



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| 4115 ENGINEERING UTILITY SPECIALIST CS: CHARTER Union: AFSCME | 16.0 | 01/01/2021 | 22.52 | 23.50 | 24.63 | 25.80 | 26.95 | |
| 8324 ENVIRONMENTAL COMPLIANCE SPECIALIST CS: CHARTER Union: AFSCME | 21.0 | 01/01/2021 | 28.24 | 29.58 | 30.96 | 32.39 | 33.92 | |
| 12101 EQUIPMENT MAINT SUPERVISOR CS: CHARTER Union: NONE | 977 | 01/01/2021 | 30.29 | 31.75 | 33.40 | 35.08 | 36.78 | |
| 8421 EQUIPMENT OPERATOR I CS: CHARTER Union: AFSCME | 10.5 | 01/01/2021 | 17.63 | 18.36 | 19.29 | 20.09 | 21.05 | |
| 8422 EQUIPMENT OPERATOR II CS: CHARTER Union: AFSCME | 12.0 | 01/01/2021 | 18.76 | 19.76 | 20.51 | 21.53 | 22.52 | |
| 8423 EQUIPMENT OPERATOR III CS: CHARTER Union: AFSCME | 14.0 | 01/01/2021 | 20.51 | 21.53 | 22.52 | 23.50 | 24.63 | |
| 12103 EQUIPMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS | 975SA | 01/01/2021 | 34.04 | 35.75 | 37.51 | 39.44 | 41.39 | |
| 6211 EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME | 17.0 | 01/01/2021 | 23.50 | 24.63 | 25.80 | 26.95 | 28.24 | |
| 10506 EXECUTIVE ASSISTANT CS: CHARTER Union: NONE | 980 | 01/01/2021 | 26.17 | 27.48 | 28.79 | 30.29 | 31.75 | |
| 1311 EXECUTIVE SECRETARY CS: EXEMPT Union: NONE | 979 | 01/01/2021 | 27.48 | 28.79 | 30.29 | 31.75 | 33.40 | |
| 8542 FACILITY MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME | 11.5 | 01/01/2021 | 18.36 | 19.29 | 20.09 | 21.05 | 22.07 | |
| 1241 FINANCIAL SERVICES MANAGER CS: CHARTER Union: NONE | 968 | 01/01/2021 | 44.76 | 46.96 | 49.36 | 51.83 | 54.41 | |
| 10303 FINANCIAL SERVICES OFFICER CS: CHARTER Union: TEAMSTERS | 972SA | 01/01/2021 | 39.44 | 41.39 | 43.48 | 45.62 | 47.88 | |
| 2316 FINANCIAL SERVICES SPECIALIST CS: CHARTER Union: AFSCME | 12.5 | 01/01/2021 | 19.29 | 20.09 | 21.05 | 22.07 | 23.04 | |



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|---|-----------|-------------|--------|--------|--------|--------|--------|--------|
| 10305 FINANCIAL SERVICES TECHNICIAN - PAYROLL CS: CHARTER Union: TEAMSTERS | 981SA | 01/01/2021 | 25.39 | 26.70 | 28.01 | 29.39 | 30.86 | |
| 6326 FIRE CAPTAIN (DAY) CS: FIRE Union: IAFF | 510 | 01/01/2021 | 44.12 | 46.26 | 48.68 | 51.13 | 53.52 | |
| 6325 FIRE CAPTAIN (SHIFT) CS: FIRE Union: IAFF | 515 | 01/01/2021 | 35.64 | 37.35 | 39.29 | 41.27 | 43.16 | |
| 1180 FIRE CHIEF CS: EXEMPT Union: NONE | 962 | 01/01/2021 | 59.92 | 62.96 | 66.12 | 69.43 | 72.92 | 76.56 |
| 6411 FIRE DISPATCHER CS: FIRE Union: IAFF | 575 | 01/01/2021 | 23.70 | 24.82 | 26.00 | 27.34 | 30.27 | 31.74 |
| 6338 FIRE INVESTIGATION AND EDUCATION OFFICER CS: FIRE Union: IAFF | 510 | 01/01/2021 | 44.12 | 46.26 | 48.68 | 51.13 | 53.52 | |
| 6339 FIRE INVESTIGATOR CS: FIRE Union: IAFF | 520 | 01/01/2021 | 39.88 | 41.85 | 43.80 | 46.08 | 48.41 | |
| 6324 FIRE LIEUTENANT (DAY) CS: FIRE Union: IAFF | 526 | 01/01/2021 | 39.88 | 41.85 | 43.80 | 46.08 | 48.41 | |
| 6323 FIRE LIEUTENANT (SHIFT) CS: FIRE Union: IAFF | 525 | 01/01/2021 | 32.19 | 33.80 | 35.37 | 37.22 | 39.05 | |
| 8225 FIRE MECHANIC I CS: FIRE Union: IAFF | 550 | 01/01/2021 | 29.09 | 30.56 | 32.09 | 33.67 | 35.36 | 37.14 |
| 8230 FIRE MECHANIC II CS: FIRE Union: IAFF | 560 | 01/01/2021 | 32.18 | 33.79 | 35.47 | 37.23 | 39.11 | 41.07 |
| 6441 FIRE OFFICE ASSISTANT CS: FIRE Union: IAFF | 580 | 01/01/2021 | 21.38 | 22.36 | 23.48 | 24.55 | 25.85 | 27.13 |
| 6330 FIRE SHIFT COMMANDER CS: FIRE Union: IAFF | 513 | 01/01/2021 | 40.24 | 42.22 | 44.40 | 46.63 | 48.78 | |
| 6352 FIRE TRAINING ASSISTANT CS: FIRE Union: IAFF | 527 | 01/01/2021 | 43.86 | 46.04 | 48.21 | 50.69 | 53.24 | |



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|--|-----------|-------------|--------|--------|--------|--------|--------|--------|
| 6351 FIRE TRAINING SUPERVISOR CS: FIRE Union: IAFF | 506 | 01/01/2021 | 48.48 | 50.91 | 53.55 | 56.25 | 58.78 | |
| 6311 FIRE VOLUNTEERS - NON COMBAT CS: EXEMPT Union: NONE | 500VF | 12/01/2015 | .00 | | | | | |
| 6321 FIREFIGHTER CS: FIRE Union: IAFF | 530 | 01/01/2021 | 26.07 | 28.12 | 29.76 | 31.03 | 35.35 | |
| 6310 FIREFIGHTER - COMBAT RESERVE CS: EXEMPT Union: NONE | 500VF | 12/01/2015 | .00 | | | | | |
| 1263 FLEET AND FACILITIES MANAGER CS: CHARTER Union: TEAMSTERS | 971PW | 01/01/2021 | 41.39 | 43.48 | 45.62 | 47.88 | 50.31 | |
| 8203 FLEET MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME | 14.5 | 01/01/2021 | 21.05 | 22.07 | 23.04 | 24.11 | 25.16 | |
| 11730 FORENSIC SUPERVISOR CS: CHARTER Union: TEAMSTERS | 975SA | 01/01/2021 | 34.04 | 35.75 | 37.51 | 39.44 | 41.39 | |
| 1236 GANG FREE INITIATIVE (GFI) PROGR MANAGER CS: CHARTER Union: NONE | 970 | 01/01/2021 | 42.63 | 44.76 | 46.96 | 49.36 | 51.83 | |
| 5201 GOLF COURSE ASSISTANT CS: CHARTER Union: NONE | 914 | 01/01/2021 | 13.69 | | | | | |
| 5202 GOLF COURSE ATTENDANT CS: CHARTER Union: AFSCME | 8.5 | 01/01/2021 | 16.12 | 16.83 | 17.63 | 18.36 | 19.29 | |
| 8825 GOLF COURSE MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME | 16.5 | 01/01/2021 | 23.04 | 24.11 | 25.16 | 26.42 | 27.65 | |
| 2310 GRANT COORDINATOR CS: CHARTER Union: AFSCME | 15.0 | 01/01/2021 | 21.53 | 22.52 | 23.50 | 24.63 | 25.80 | |
| 5156 GRANT FINANCIAL SPECIALIST CS: CHARTER Union: AFSCME | 18.5 | 01/01/2021 | 25.16 | 26.42 | 27.65 | 28.90 | 30.31 | |
| 5130 HOME REMODELING TECHNICIAN CS: CHARTER Union: AFSCME | 14.5 | 01/01/2021 | 21.05 | 22.07 | 23.04 | 24.11 | 25.16 | |



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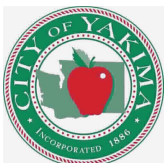
| Job Class Code & Title | Pay Grade | Effect Date | Step A | Step B | Step C | Step D | Step E | Step F |
|--|-----------|-------------|--------|--------|--------|--------|--------|--------|
| 5151 HOUSING LOAN SPECIALIST CS: CHARTER Union: AFSCME | 15.0 | 01/01/2021 | 21.53 | 22.52 | 23.50 | 24.63 | 25.80 | |
| 5121 HOUSING REHABILITATION ASST. CS: CHARTER Union: AFSCME | 10.5 | 01/01/2021 | 17.63 | 18.36 | 19.29 | 20.09 | 21.05 | |
| 10104 HUMAN RESOURCES ASSISTANT CS: CHARTER Union: TEAMSTERS | 984SA | 01/01/2021 | 21.95 | 23.06 | 24.24 | 25.39 | 26.70 | |
| 10103 HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS | 981SA | 01/01/2021 | 25.39 | 26.70 | 28.01 | 29.39 | 30.86 | |
| 12201 INDUSTRIAL MAINT SUPERVISOR CS: CHARTER Union: NONE | 974 | 01/01/2021 | 35.08 | 36.78 | 38.66 | 40.60 | 42.63 | |
| 8241 INDUSTRIAL MAINT. MECHANIC CS: CHARTER Union: AFSCME | 17.0 | 01/01/2021 | 23.50 | 24.63 | 25.80 | 26.95 | 28.24 | |
| 8302 INDUSTRIAL WASTE OPERATOR CS: CHARTER Union: AFSCME | 14.5 | 01/01/2021 | 21.05 | 22.07 | 23.04 | 24.11 | 25.16 | |
| 4240 INSTRUMENT TECHNICIAN CS: CHARTER Union: AFSCME | 18.5 | 01/01/2021 | 25.16 | 26.42 | 27.65 | 28.90 | 30.31 | |
| 6263 INVESTIGATIVE SUPPORT SPECIALIST CS: CHARTER Union: AFSCME | 14.0 | 01/01/2021 | 20.51 | 21.53 | 22.52 | 23.50 | 24.63 | |
| 8673 IRRIGATION CREW LEADER CS: CHARTER Union: AFSCME | 17.0 | 01/01/2021 | 23.50 | 24.63 | 25.80 | 26.95 | 28.24 | |
| 8671 IRRIGATION SPECIALIST I CS: CHARTER Union: AFSCME | 13.5 | 01/01/2021 | 20.09 | 21.05 | 22.07 | 23.04 | 24.11 | |
| 8672 IRRIGATION SPECIALIST II CS: CHARTER Union: AFSCME | 15.0 | 01/01/2021 | 21.53 | 22.52 | 23.50 | 24.63 | 25.80 | |
| 13401 IRRIGATION SUPERVISOR CS: CHARTER Union: NONE | 976 | 01/01/2021 | 31.75 | 33.40 | 35.08 | 36.78 | 38.66 | |
| 7171 IT SERVICES ASSISTANT CS: CHARTER Union: AFSCME | 16.5 | 01/01/2021 | 23.04 | 24.11 | 25.16 | 26.42 | 27.65 | |



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| 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 | |
| 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 | |
| 2109 IT SERVICES APPLICATIONS DEVELOPER CS: CHARTER Union: AFSCME | 20.5 | 01/01/2021 | 27.65 | 28.90 | 30.31 | 31.69 | 33.18 | |
| 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 | |
| 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 | |
| 2110 IT SERVICES DATABASE ADMINISTRATOR CS: CHARTER Union: AFSCME | 23.0 | 01/01/2021 | 30.96 | 32.39 | 33.92 | 35.52 | 37.11 | |
| 2102 IT SERVICES GIS TECHNICIAN CS: CHARTER Union: AFSCME | 16.5 | 01/01/2021 | 23.04 | 24.11 | 25.16 | 26.42 | 27.65 | |
| 10203 IT SERVICES LEAD APP SYSTEM DESIGNER CS: CHARTER Union: NONE | 976 | 01/01/2021 | 31.75 | 33.40 | 35.08 | 36.78 | 38.66 | |
| 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 | |
| 1233 IT SERVICES MANAGER CS: CHARTER Union: NONE | 968 | 01/01/2021 | 44.76 | 46.96 | 49.36 | 51.83 | 54.41 | |
| 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 | |
| 11902 IT SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE | 972 | 01/01/2021 | 38.66 | 40.60 | 42.63 | 44.76 | 46.96 | |
| 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 | |
| 10202 IT SERVICES PROJECT MANAGER CS: CHARTER Union: NONE | 975 | 01/01/2021 | 33.40 | 35.08 | 36.78 | 38.66 | 40.60 | |



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|--|-----------|-------------|--------|--------|--------|--------|--------|--------|
| 10201 IT SERVICES SENIOR ANALYST CS: CHARTER Union: NONE | 974 | 01/01/2021 | 35.08 | 36.78 | 38.66 | 40.60 | 42.63 | |
| 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 | |
| 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 | |
| 11901 IT SERVICES SUPERVISING SENIOR ANALYST CS: CHARTER Union: NONE | 972 | 01/01/2021 | 38.66 | 40.60 | 42.63 | 44.76 | 46.96 | |
| 2118 IT SERVICES SYSTEMS ADMINISTRATOR CS: CHARTER Union: AFSCME | 25.0 | 01/01/2021 | 33.92 | 35.52 | 37.11 | 38.94 | 40.90 | |
| 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 | |
| 2119 IT SERVICES TELEPHONE TECHNICIAN CS: CHARTER Union: AFSCME | 19.5 | 01/01/2021 | 26.42 | 27.65 | 28.90 | 30.31 | 31.69 | |
| 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 | |
| 9151 JUDGE PRO TEM CS: EXEMPT Union: NONE | 941 | 11/22/2009 | 69.00 | | | | | |
| 15301 LAB COORDINATOR CS: CHARTER Union: TEAMSTERS | 975SA | 01/01/2021 | 34.04 | 35.75 | 37.51 | 39.44 | 41.39 | |
| 8610 LABOR HELPER CS: CHARTER Union: AFSCME | 3.0 | 01/01/2021 | 13.77 | 14.46 | 15.18 | 15.94 | 16.74 | |
| 8320 LABORATORY ASSISTANT CS: CHARTER Union: AFSCME | 10.5 | 01/01/2021 | 17.63 | 18.36 | 19.29 | 20.09 | 21.05 | |
| 8326 LABORATORY CHEMIST CS: CHARTER Union: AFSCME | 19.0 | 01/01/2021 | 25.80 | 26.95 | 28.24 | 29.58 | 30.96 | |
| 8321 LABORATORY TECHNICIAN CS: CHARTER Union: AFSCME | 15.5 | 01/01/2021 | 22.07 | 23.04 | 24.11 | 25.16 | 26.42 | |



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|--|-----------|-------------|--------|--------|--------|--------|--------|--------|
| 12102 LEAD MECHANIC CS: CHARTER Union: TEAMSTERS | 978SA | 01/01/2021 | 29.39 | 30.86 | 32.37 | 34.04 | 35.75 | |
| 6611 LEAD PARKING ENFORCEMENT OFFICER CS: CHARTER Union: AFSCME | 9.5 | 01/01/2021 | 16.83 | 17.63 | 18.36 | 19.29 | 20.09 | |
| 11750 LEAD POLICE SUPPORT SERVICES SUPERVISOR CS: CHARTER Union: NONE | 976 | 01/01/2021 | 31.75 | 33.40 | 35.08 | 36.78 | 38.66 | |
| 10512 LEGAL ASSISTANT I CS: CHARTER Union: TEAMSTERS | 984SA | 01/01/2021 | 21.95 | 23.06 | 24.24 | 25.39 | 26.70 | |
| 10511 LEGAL ASSISTANT II CS: CHARTER Union: TEAMSTERS | 983SA | 01/01/2021 | 23.06 | 24.24 | 25.39 | 26.70 | 28.01 | |
| 10510 LEGAL ASSISTANT III CS: CHARTER Union: TEAMSTERS | 980SA | 01/01/2021 | 26.70 | 28.01 | 29.39 | 30.86 | 32.37 | |
| 11810 LEGAL DEPARTMENT OFFICE SUPERVISOR CS: CHARTER Union: NONE | 975 | 01/01/2021 | 33.40 | 35.08 | 36.78 | 38.66 | 40.60 | |
| 1325 LEGAL INTERN CS: EXEMPT Union: NONE | 980 | 01/01/2021 | 26.17 | 27.48 | 28.79 | 30.29 | 31.75 | |
| 9130 LEGAL INTERN - 1L CS: EXEMPT Union: NONE | 930 | 07/01/2020 | 15.45 | 16.16 | 16.93 | 17.65 | | |
| 9131 LEGAL INTERN - 2L CS: EXEMPT Union: NONE | 931 | 12/19/2010 | 18.11 | 19.99 | 22.02 | | | |
| 5268 LIFEGUARD/INSTRUCTOR CS: CHARTER Union: AFSCME | 3.0 | 01/01/2021 | 13.77 | 14.46 | 15.18 | 15.94 | 16.74 | |
| 8221 MACHINIST CS: CHARTER Union: AFSCME | 14.0 | 01/01/2021 | 20.51 | 21.53 | 22.52 | 23.50 | 24.63 | |
| 20101 MARKETING & PROGRAM ADMINISTRATOR CS: CHARTER Union: AFSCME | 675 | 01/01/2021 | 27.63 | 28.95 | 30.32 | 31.73 | 33.20 | |
| 100 MAYOR CS: EXEMPT Union: NONE | 950 | 12/01/1999 | .00 | | | | | |



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|--|-----------|-------------|--------|--------|--------|--------|--------|--------|
| 8211 MECHANIC CS: CHARTER Union: AFSCME | 17.0 | 01/01/2021 | 23.50 | 24.63 | 25.80 | 26.95 | 28.24 | |
| 8621 MONUMENT SETTER CS: CHARTER Union: AFSCME | 11.5 | 01/01/2021 | 18.36 | 19.29 | 20.09 | 21.05 | 22.07 | |
| 1425 MUNICIPAL COURT ASSISTANT CS: EXEMPT Union: NONE | 984 | 01/01/2021 | 21.51 | 22.62 | 23.74 | 24.88 | 26.17 | |
| 1424 MUNICIPAL COURT CASHIER CS: EXEMPT Union: NONE | 987 | 01/01/2021 | 18.86 | 19.87 | 20.63 | 21.65 | 22.65 | |
| 1412 MUNICIPAL COURT COMMISSIONER CS: EXEMPT Union: NONE | 966MC | 07/01/2020 | 55.73 | 58.49 | 61.42 | 64.46 | 67.66 | |
| 1413 MUNICIPAL COURT JUDGE CS: EXEMPT Union: NONE | 1000 | 07/01/2020 | 86.84 | | | | | |
| 1422 MUNICIPAL COURT JUDICIAL SPECIALIST CS: EXEMPT Union: NONE | 983 | 01/01/2021 | 22.62 | 23.74 | 24.88 | 26.17 | 27.48 | |
| 1420 MUNICIPAL COURT JUDICIAL SPECIALIST LEAD CS: EXEMPT Union: NONE | 980 | 01/01/2021 | 26.17 | 27.48 | 28.79 | 30.29 | 31.75 | |
| 1430 MUNICIPAL COURT SERVICES DEPUTY CS: EXEMPT Union: NONE | 978 | 01/01/2021 | 28.79 | 30.29 | 31.75 | 33.40 | 35.08 | |
| 1421 MUNICIPAL COURT SERVICES MANAGER CS: EXEMPT Union: NONE | 971 | 01/01/2021 | 40.60 | 42.63 | 44.76 | 46.96 | 49.36 | |
| 2254 MUNICIPAL PRODUCER CS: CHARTER Union: AFSCME | 11.0 | 01/01/2021 | 18.00 | 18.76 | 19.76 | 20.51 | 21.53 | |
| 11410 ND SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE | 973 | 01/01/2021 | 36.78 | 38.66 | 40.60 | 42.63 | 44.76 | |
| 5152 NEIGHBORHOOD DEV ACCOUNTING SPECIALIST CS: CHARTER Union: AFSCME | 14.5 | 01/01/2021 | 21.05 | 22.07 | 23.04 | 24.11 | 25.16 | |
| 5154 NEIGHBORHOOD DEVELOPMENT ASSISTANT CS: CHARTER Union: AFSCME | 11.5 | 01/01/2021 | 18.36 | 19.29 | 20.09 | 21.05 | 22.07 | |



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|--|-----------|-------------|--------|--------|--------|--------|--------|--------|
| 1253 NEIGHBORHOOD DEVELOPMENT SERVICES MGR CS: CHARTER Union: NONE | 971 | 01/01/2021 | 40.60 | 42.63 | 44.76 | 46.96 | 49.36 | |
| 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 | |
| 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 | |
| 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 | |
| 1267 PARK AND RECREATION MANAGER CS: CHARTER Union: TEAMSTERS | 970PW | 01/01/2021 | 43.48 | 45.62 | 47.88 | 50.31 | 52.85 | |
| 8821 PARK SPECIALIST I CS: CHARTER Union: AFSCME | 9.5 | 01/01/2021 | 16.83 | 17.63 | 18.36 | 19.29 | 20.09 | |
| 8822 PARK SPECIALIST II CS: CHARTER Union: AFSCME | 10.5 | 01/01/2021 | 17.63 | 18.36 | 19.29 | 20.09 | 21.05 | |
| 8823 PARK SPECIALIST III CS: CHARTER Union: AFSCME | 12.5 | 01/01/2021 | 19.29 | 20.09 | 21.05 | 22.07 | 23.04 | |
| 8111 PARK SUPERVISOR I CS: CHARTER Union: AFSCME | 13.0 | 01/01/2021 | 19.76 | 20.51 | 21.53 | 22.52 | 23.50 | |
| 6610 PARKING ENFORCEMENT OFFICER CS: CHARTER Union: AFSCME | 13.0 | 01/01/2021 | 19.76 | 20.51 | 21.53 | 22.52 | 23.50 | |
| 5271 PARKS & RECREATION ADMIN SPECIALIST CS: CHARTER Union: AFSCME | 16.5 | 01/01/2021 | 23.04 | 24.11 | 25.16 | 26.42 | 27.65 | |
| 11604 PARKS AND RECREATION ADMIN ASSOCIATE CS: CHARTER Union: NONE | 979 | 01/01/2021 | 27.48 | 28.79 | 30.29 | 31.75 | 33.40 | |
| 5203 PARKS BALLFIELD MAINT WORKER CS: CHARTER Union: NONE | 914 | 01/01/2021 | 13.69 | | | | | |
| 5204 PARKS CONCESSION STAND WORKER CS: CHARTER Union: NONE | 914 | 01/01/2021 | 13.69 | | | | | |



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|---|-----------|-------------|--------|--------|--------|--------|--------|--------|
| 5205 PARKS FACILITY PROGRAM ATTENDANT CS: CHARTER Union: NONE | 914 | 01/01/2021 | 13.69 | | | | | |
| 8820 PARKS MAINTENANCE CARETAKER CS: CHARTER Union: AFSCME | 6.5 | 01/01/2021 | 14.71 | 15.41 | 16.12 | 16.83 | 17.63 | |
| 8824 PARKS MAINTENANCE LABORER CS: CHARTER Union: NONE | 914 | 01/01/2021 | 13.69 | | | | | |
| 8818 PARKS MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME | 12.5 | 01/01/2021 | 19.29 | 20.09 | 21.05 | 22.07 | 23.04 | |
| 8817 PARKS MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME | 15.5 | 01/01/2021 | 22.07 | 23.04 | 24.11 | 25.16 | 26.42 | |
| 8819 PARKS MAINTENANCE WORKER CS: CHARTER Union: AFSCME | 9.0 | 01/01/2021 | 16.48 | 17.27 | 18.00 | 18.76 | 19.76 | |
| 13101 PARKS OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS | 972SA | 01/01/2021 | 39.44 | 41.39 | 43.48 | 45.62 | 47.88 | |
| 13102 PARKS SUPERINTENDENT CS: CHARTER Union: TEAMSTERS | 973SA | 01/01/2021 | 37.51 | 39.44 | 41.39 | 43.48 | 45.62 | |
| 5207 PARKS YOUTH PROGRAM ASSISTANT CS: CHARTER Union: NONE | 914 | 01/01/2021 | 13.69 | | | | | |
| 5206 PARKS YOUTH PROGRAM LEADER CS: CHARTER Union: NONE | 915 | 01/01/2021 | 14.38 | | | | | |
| 10301 PAYROLL ADMINISTRATOR CS: CHARTER Union: TEAMSTERS | 975SA | 01/01/2021 | 34.04 | 35.75 | 37.51 | 39.44 | 41.39 | |
| 4430 PERMIT PROJECT COORDINATOR CS: CHARTER Union: AFSCME | 15.5 | 01/01/2021 | 22.07 | 23.04 | 24.11 | 25.16 | 26.42 | |
| 4441 PERMIT TECHNICIAN CS: CHARTER Union: AFSCME | 13.0 | 01/01/2021 | 19.76 | 20.51 | 21.53 | 22.52 | 23.50 | |
| 1254 PLANNING MANAGER CS: CHARTER Union: NONE | 971 | 01/01/2021 | 40.60 | 42.63 | 44.76 | 46.96 | 49.36 | |



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| 3310 PLANNING SPECIALIST CS: CHARTER Union: AFSCME | 8.5 | 01/01/2021 | 16.12 | 16.83 | 17.63 | 18.36 | 19.29 | |
| 3312 PLANNING TECHNICIAN CS: CHARTER Union: AFSCME | 13.0 | 01/01/2021 | 19.76 | 20.51 | 21.53 | 22.52 | 23.50 | |
| 4310 PLANS EXAMINER I (RESIDENTIAL) CS: CHARTER Union: AFSCME | 16.0 | 01/01/2021 | 22.52 | 23.50 | 24.63 | 25.80 | 26.95 | |
| 4315 PLANS EXAMINER II (COMMERCIAL) CS: CHARTER Union: AFSCME | 20.0 | 01/01/2021 | 26.95 | 28.24 | 29.58 | 30.96 | 32.39 | |
| 6270 POLICE APPLICATION SPECIALIST CS: CHARTER Union: AFSCME | 20.5 | 01/01/2021 | 27.65 | 28.90 | 30.31 | 31.69 | 33.18 | |
| 6260 POLICE CADET CS: CHARTER Union: AFSCME | 5.0 | 01/01/2021 | 13.83 | 14.40 | 15.10 | 15.76 | 16.48 | |
| 6127 POLICE CAPTAIN CS: POLICE Union: TEAMSTERS | 966P | 01/01/2020 | 53.10 | 55.76 | 58.56 | 61.43 | 64.49 | |
| 1190 POLICE CHIEF CS: EXEMPT Union: NONE | 963 | 01/01/2021 | 69.43 | 72.92 | 76.54 | 80.34 | 84.38 | |
| 6123 POLICE CORPORAL CS: POLICE Union: YPPA | 425 | 01/01/2019 | 43.50 | 45.66 | | | | |
| 6251 POLICE DEPARTMENT ASSISTANT I CS: CHARTER Union: AFSCME | 5.5 | 01/01/2021 | 14.11 | 14.71 | 15.41 | 16.12 | 16.83 | |
| 6243 POLICE DEPARTMENT ASSISTANT III CS: CHARTER Union: AFSCME | 8.5 | 01/01/2021 | 16.12 | 16.83 | 17.63 | 18.36 | 19.29 | |
| 8205 POLICE FLEET SPECIALIST CS: CHARTER Union: AFSCME | 15.5 | 01/01/2021 | 22.07 | 23.04 | 24.11 | 25.16 | 26.42 | |
| 6241 POLICE INFORMATION SPECIALIST CS: CHARTER Union: AFSCME | 16.0 | 01/01/2021 | 22.52 | 23.50 | 24.63 | 25.80 | 26.95 | |
| 6126 POLICE LIEUTENANT CS: POLICE Union: TEAMSTERS | 968P | 01/01/2020 | 48.15 | 50.53 | 53.10 | 55.76 | 58.56 | |



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| 6121 POLICE OFFICER CS: POLICE Union: YPPA | 400 | 01/01/2019 | 30.56 | 33.04 | 34.88 | 36.37 | 41.42 | |
| 6122 POLICE OFFICER (LATERAL) CS: POLICE Union: YPPA | 400 | 01/01/2019 | 30.56 | 33.04 | 34.88 | 36.37 | 41.42 | |
| 6124 POLICE SERGEANT CS: POLICE Union: YPPA | 450 | 01/01/2019 | 45.41 | 47.64 | | | | |
| 6256 POLICE SERVICES LEAD CS: CHARTER Union: AFSCME | 16.0 | 01/01/2021 | 22.52 | 23.50 | 24.63 | 25.80 | 26.95 | |
| 1295 POLICE SERVICES MANAGER CS: CHARTER Union: NONE | 971 | 01/01/2021 | 40.60 | 42.63 | 44.76 | 46.96 | 49.36 | |
| 6252 POLICE SERVICES SPECIALIST I CS: CHARTER Union: AFSCME | 12.0 | 01/01/2021 | 18.76 | 19.76 | 20.51 | 21.53 | 22.52 | |
| 6253 POLICE SERVICES SPECIALIST II CS: CHARTER Union: AFSCME | 14.0 | 01/01/2021 | 20.51 | 21.53 | 22.52 | 23.50 | 24.63 | |
| 11710 POLICE SERVICES SUPERVISOR CS: CHARTER Union: TEAMSTERS | 978SA | 01/01/2021 | 29.39 | 30.86 | 32.37 | 34.04 | 35.75 | |
| 8840 POOL MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME | 12.5 | 01/01/2021 | 19.29 | 20.09 | 21.05 | 22.07 | 23.04 | |
| 8323 PRETREATMENT CREW LEADER CS: CHARTER Union: AFSCME | 17.5 | 01/01/2021 | 24.11 | 25.16 | 26.42 | 27.65 | 28.90 | |
| 15104 PRETREATMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS | 975SA | 01/01/2021 | 34.04 | 35.75 | 37.51 | 39.44 | 41.39 | |
| 8322 PRETREATMENT TECHNICIAN CS: CHARTER Union: AFSCME | 15.5 | 01/01/2021 | 22.07 | 23.04 | 24.11 | 25.16 | 26.42 | |
| 8242 PREVENTATIVE MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME | 15.0 | 01/01/2021 | 21.53 | 22.52 | 23.50 | 24.63 | 25.80 | |
| 1432 PROBATION OFFICER CS: EXEMPT Union: NONE | 978 | 01/01/2021 | 28.79 | 30.29 | 31.75 | 33.40 | 35.08 | |



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| 1433 PROBATION SERVICES CLERK CS: EXEMPT Union: NONE | 987 | 01/01/2021 | 18.86 | 19.87 | 20.63 | 21.65 | 22.65 | |
| 1431 PROBATION SERVICES MANAGER CS: EXEMPT Union: NONE | 975 | 01/01/2021 | 33.40 | 35.08 | 36.78 | 38.66 | 40.60 | |
| 3115 PROJECT ENGINEER CS: CHARTER Union: AFSCME | 22.5 | 01/01/2021 | 30.27 | 31.67 | 33.18 | 34.66 | 36.31 | |
| 17101 PUB SAFETY ASSIST COMMUNICATIONS MANAGER CS: FIRE Union: NONE | 973 | 01/01/2021 | 36.78 | 38.66 | 40.60 | 42.63 | 44.76 | |
| 6343 PUBLIC EDUCATION CAPTAIN CS: FIRE Union: IAFF | 506 | 01/01/2021 | 48.48 | 50.91 | 53.55 | 56.25 | 58.78 | |
| 7161 PUBLIC RECORDS OFFICER CS: CHARTER Union: AFSCME | 19.0 | 01/01/2021 | 25.80 | 26.95 | 28.24 | 29.58 | 30.96 | |
| 6415 PUBLIC SAFETY COMM SUPERVISOR CS: FIRE Union: IAFF | 558 | 01/01/2021 | 28.66 | 30.09 | 31.62 | 33.18 | 34.82 | 36.56 |
| 1274 PUBLIC SAFETY COMMUNICATIONS MANAGER CS: CHARTER Union: NONE | 968 | 01/01/2021 | 44.76 | 46.96 | 49.36 | 51.83 | 54.41 | |
| 6412 PUBLIC SAFETY DISPATCHER CS: FIRE Union: IAFF | 575 | 01/01/2021 | 23.70 | 24.82 | 26.00 | 27.34 | 30.27 | 31.74 |
| 11603 PUBLIC WORKS OFFICE ASSISTANT CS: CHARTER Union: TEAMSTERS | 983SA | 01/01/2021 | 23.06 | 24.24 | 25.39 | 26.70 | 28.01 | |
| 2115 PUBLICATIONS AND GRAPHICS SPECIALIST CS: CHARTER Union: AFSCME | 9.0 | 01/01/2021 | 16.48 | 17.27 | 18.00 | 18.76 | 19.76 | |
| 2233 PURCHASING ASSISTANT CS: CHARTER Union: AFSCME | 12.5 | 01/01/2021 | 19.29 | 20.09 | 21.05 | 22.07 | 23.04 | |
| 2262 PW SAFETY & TRAINING COORDINATOR CS: CHARTER Union: AFSCME | 17.5 | 01/01/2021 | 24.11 | 25.16 | 26.42 | 27.65 | 28.90 | |
| 10501 RECORDS ADMINISTRATOR CS: CHARTER Union: TEAMSTERS | 973SA | 01/01/2021 | 37.51 | 39.44 | 41.39 | 43.48 | 45.62 | |



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| 7141 RECORDS ASSISTANT CS: CHARTER Union: AFSCME | 12.5 | 01/01/2021 | 19.29 | 20.09 | 21.05 | 22.07 | 23.04 | |
| 5256 RECREATION ACTIVITIES COORDINATOR CS: CHARTER Union: AFSCME | 15.5 | 01/01/2021 | 22.07 | 23.04 | 24.11 | 25.16 | 26.42 | |
| 5235 RECREATION ACTIVITIES SPECIALIST CS: CHARTER Union: AFSCME | 10.5 | 01/01/2021 | 17.63 | 18.36 | 19.29 | 20.09 | 21.05 | |
| 5255 RECREATION COORDINATOR CS: CHARTER Union: AFSCME | 12.5 | 01/01/2021 | 19.29 | 20.09 | 21.05 | 22.07 | 23.04 | |
| 5234 RECREATION LEADER CS: CHARTER Union: AFSCME | 6.5 | 01/01/2021 | 14.71 | 15.41 | 16.12 | 16.83 | 17.63 | |
| 11501 RECREATION PROGRAM SUPERVISOR CS: CHARTER Union: TEAMSTERS | 980SA | 01/01/2021 | 26.70 | 28.01 | 29.39 | 30.86 | 32.37 | |
| 11503 RECREATION SUPERVISOR CS: CHARTER Union: TEAMSTERS | 976SA | 01/01/2021 | 32.37 | 34.04 | 35.75 | 37.51 | 39.44 | |
| 4128 RIGHT OF WAY AGENT CS: CHARTER Union: AFSCME | 17.0 | 01/01/2021 | 23.50 | 24.63 | 25.80 | 26.95 | 28.24 | |
| 6440 SECRETARY I CS: FIRE Union: IAFF | 585 | 01/01/2021 | 16.06 | 16.98 | 17.86 | 18.83 | 19.83 | 20.80 |
| 1322 SENIOR ASSISTANT CITY ATTY I CS: EXEMPT Union: NONE | 966 | 01/01/2021 | 49.36 | 51.83 | 54.41 | 57.10 | 59.92 | |
| 1321 SENIOR ASSISTANT CITY ATTY II CS: EXEMPT Union: NONE | 964 | 01/01/2021 | 54.41 | 57.10 | 59.92 | 62.96 | 66.12 | 69.44 |
| 11805 SENIOR BUYER CS: CHARTER Union: TEAMSTERS | 976SA | 01/01/2021 | 32.37 | 34.04 | 35.75 | 37.51 | 39.44 | |
| 7111 SENIOR CENTER ASSISTANT CS: CHARTER Union: AFSCME | 10.5 | 01/01/2021 | 17.63 | 18.36 | 19.29 | 20.09 | 21.05 | |
| 7110 SENIOR CENTER CLERK CS: CHARTER Union: AFSCME | 6.5 | 01/01/2021 | 14.71 | 15.41 | 16.12 | 16.83 | 17.63 | |



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|---|-----------|-------------|--------|--------|--------|--------|--------|--------|
| 2246 SENIOR COMMUNITY RELATIONS SPECIALIST CS: CHARTER Union: AFSCME | 19.5 | 01/01/2021 | 26.42 | 27.65 | 28.90 | 30.31 | 31.69 | |
| 11104 SENIOR ENGINEER CS: CHARTER Union: TEAMSTERS | 972SA | 01/01/2021 | 39.44 | 41.39 | 43.48 | 45.62 | 47.88 | |
| 6210 SENIOR EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME | 18.0 | 01/01/2021 | 24.63 | 25.80 | 26.95 | 28.24 | 29.58 | |
| 10105 SENIOR HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS | 979SA | 01/01/2021 | 28.01 | 29.39 | 30.86 | 32.37 | 34.04 | |
| 8212 SENIOR MECHANIC CS: CHARTER Union: AFSCME | 19.0 | 01/01/2021 | 25.80 | 26.95 | 28.24 | 29.58 | 30.96 | |
| 3322 SENIOR PLANNER CS: CHARTER Union: AFSCME | 20.0 | 01/01/2021 | 26.95 | 28.24 | 29.58 | 30.96 | 32.39 | |
| 11401 SENIOR PROGRAM SUPERVISOR CS: CHARTER Union: NONE | 978 | 01/01/2021 | 28.79 | 30.29 | 31.75 | 33.40 | 35.08 | |
| 11202 SENIOR PROJECT PLANNER (TRANSIT) CS: CHARTER Union: NONE | 972 | 01/01/2021 | 38.66 | 40.60 | 42.63 | 44.76 | 46.96 | |
| 8664 SENIOR TRAFFIC SIGN SPECIALIST CS: CHARTER Union: AFSCME | 16.5 | 01/01/2021 | 23.04 | 24.11 | 25.16 | 26.42 | 27.65 | |
| 4224 SENIOR TRAFFIC SYSTEMS TECHNICIAN CS: CHARTER Union: AFSCME | 25.0 | 01/01/2021 | 33.92 | 35.52 | 37.11 | 38.94 | 40.90 | |
| 10111 SENIOR TRAINING COORDINATOR CS: CHARTER Union: TEAMSTERS | 979SA | 01/01/2021 | 28.01 | 29.39 | 30.86 | 32.37 | 34.04 | |
| 1266 SOLID WASTE AND RECYCLING MANAGER CS: CHARTER Union: TEAMSTERS | 970PW | 01/01/2021 | 43.48 | 45.62 | 47.88 | 50.31 | 52.85 | |
| 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 | |
| 8433 SOLID WASTE COLLECTOR/DRIVER CS: CHARTER Union: AFSCME | 15.5 | 01/01/2021 | 22.07 | 23.04 | 24.11 | 25.16 | 26.42 | |



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| 8640 SOLID WASTE LABORER CS: CHARTER Union: NONE | 915 | 01/01/2021 | 14.38 | | | | | |
| 8641 SOLID WASTE MAINTENANCE WORKER CS: CHARTER Union: AFSCME | 12.5 | 01/01/2021 | 19.29 | 20.09 | 21.05 | 22.07 | 23.04 | |
| 7155 SOLID WASTE SERVICES SPECIALIST CS: CHARTER Union: AFSCME | 12.0 | 01/01/2021 | 18.76 | 19.76 | 20.51 | 21.53 | 22.52 | |
| 14101 SOLID WASTE SUPERVISOR CS: CHARTER Union: TEAMSTERS | 979SA | 01/01/2021 | 28.01 | 29.39 | 30.86 | 32.37 | 34.04 | |
| 8681 STOREKEEPER CS: CHARTER Union: AFSCME | 15.5 | 01/01/2021 | 22.07 | 23.04 | 24.11 | 25.16 | 26.42 | |
| 1239 STRATEGIC PROJECT MANAGER CS: CHARTER Union: NONE | 968 | 01/01/2021 | 44.76 | 46.96 | 49.36 | 51.83 | 54.41 | |
| 1261 STREET AND TRAFFIC OPS MANAGER CS: CHARTER Union: TEAMSTERS | 970PW | 01/01/2021 | 43.48 | 45.62 | 47.88 | 50.31 | 52.85 | |
| 8721 STREET CLEANING SPECIALIST I CS: CHARTER Union: AFSCME | 10.5 | 01/01/2021 | 17.63 | 18.36 | 19.29 | 20.09 | 21.05 | |
| 8722 STREET CLEANING SPECIALIST II CS: CHARTER Union: AFSCME | 12.5 | 01/01/2021 | 19.29 | 20.09 | 21.05 | 22.07 | 23.04 | |
| 8701 STREET INSPECTOR CS: CHARTER Union: AFSCME | 17.0 | 01/01/2021 | 23.50 | 24.63 | 25.80 | 26.95 | 28.24 | |
| 8710 STREET LABORER CS: CHARTER Union: AFSCME | 9.0 | 01/01/2021 | 16.48 | 17.27 | 18.00 | 18.76 | 19.76 | |
| 8713 STREET MAINT CREW LEADER CS: CHARTER Union: AFSCME | 17.5 | 01/01/2021 | 24.11 | 25.16 | 26.42 | 27.65 | 28.90 | |
| 8711 STREET MAINT. SPECIALIST CS: CHARTER Union: AFSCME | 14.5 | 01/01/2021 | 21.05 | 22.07 | 23.04 | 24.11 | 25.16 | |
| 13302 STREET MAINTENANCE SUPERVISOR CS: CHARTER Union: TEAMSTERS | 973SA | 01/01/2021 | 37.51 | 39.44 | 41.39 | 43.48 | 45.62 | |



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| 8715 STREET OPERATIONS LEAD CS: CHARTER Union: AFSCME | 21.5 | 01/01/2021 | 28.90 | 30.27 | 31.67 | 33.18 | 34.66 | |
| 13301 STREET SUPERVISOR CS: CHARTER Union: NONE | 975 | 01/01/2021 | 33.40 | 35.08 | 36.78 | 38.66 | 40.60 | |
| 11251 SUPERVISING CODE INSPECTOR CS: CHARTER Union: NONE | 973 | 01/01/2021 | 36.78 | 38.66 | 40.60 | 42.63 | 44.76 | |
| 11201 SUPERVISING PLANNER CS: CHARTER Union: NONE | 973 | 01/01/2021 | 36.78 | 38.66 | 40.60 | 42.63 | 44.76 | |
| 11103 SUPERVISING TRAFFIC ENGINEER CS: CHARTER Union: TEAMSTERS | 973SA | 01/01/2021 | 37.51 | 39.44 | 41.39 | 43.48 | 45.62 | |
| 11106 SURFACE WATER ENGINEER CS: CHARTER Union: TEAMSTERS | 973SA | 01/01/2021 | 37.51 | 39.44 | 41.39 | 43.48 | 45.62 | |
| 4611 TRAFFIC AIDE CS: CHARTER Union: AFSCME | 9.5 | 01/01/2021 | 16.83 | 17.63 | 18.36 | 19.29 | 20.09 | |
| 4632 TRAFFIC ASSOCIATE CS: CHARTER Union: AFSCME | 19.0 | 01/01/2021 | 25.80 | 26.95 | 28.24 | 29.58 | 30.96 | |
| 11301 TRAFFIC OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS | 973SA | 01/01/2021 | 37.51 | 39.44 | 41.39 | 43.48 | 45.62 | |
| 13701 TRAFFIC SIGN SUPERVISOR CS: CHARTER Union: NONE | 975 | 01/01/2021 | 33.40 | 35.08 | 36.78 | 38.66 | 40.60 | |
| 4211 TRAFFIC SIGNAL AIDE CS: CHARTER Union: AFSCME | 11.0 | 01/01/2021 | 18.00 | 18.76 | 19.76 | 20.51 | 21.53 | |
| 4635 TRAFFIC SIGNAL SYSTEM ANALYST CS: CHARTER Union: AFSCME | 21.5 | 01/01/2021 | 28.90 | 30.27 | 31.67 | 33.18 | 34.66 | |
| 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 | |
| 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 | |



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| 4222 TRAFFIC SYSTEMS TECHNICIAN 1 CS: CHARTER Union: AFSCME | 16.0 | 01/01/2021 | 22.52 | 23.50 | 24.63 | 25.80 | 26.95 | |
| 4223 TRAFFIC SYSTEMS TECHNICIAN II CS: CHARTER Union: AFSCME | 20.5 | 01/01/2021 | 27.65 | 28.90 | 30.31 | 31.69 | 33.18 | |
| 4621 TRAFFIC TECHNICIAN I CS: CHARTER Union: AFSCME | 13.0 | 01/01/2021 | 19.76 | 20.51 | 21.53 | 22.52 | 23.50 | |
| 4622 TRAFFIC TECHNICIAN II CS: CHARTER Union: AFSCME | 16.5 | 01/01/2021 | 23.04 | 24.11 | 25.16 | 26.42 | 27.65 | |
| 10110 TRAINING PROGRAM COORDINATOR CS: CHARTER Union: TEAMSTERS | 981SA | 01/01/2021 | 25.39 | 26.70 | 28.01 | 29.39 | 30.86 | |
| 14205 TRANSIT ASSISTANT MANAGER CS: CHARTER Union: TEAMSTERS | 973SA | 01/01/2021 | 37.51 | 39.44 | 41.39 | 43.48 | 45.62 | |
| 24101 TRANSIT DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME | 645 | 01/01/2021 | 14.64 | 15.34 | 16.04 | 16.72 | 17.54 | |
| 22102 TRANSIT DISPATCHER CS: CHARTER Union: AFSCME | 665 | 01/01/2021 | 22.29 | 23.38 | 24.41 | 25.53 | 26.71 | |
| 14202 TRANSIT FIELD OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS | 978SA | 01/01/2021 | 29.39 | 30.86 | 32.37 | 34.04 | 35.75 | |
| 23105 TRANSIT MAINTENANCE CREWLEADER CS: CHARTER Union: AFSCME | 660 | 01/01/2021 | 19.41 | 20.41 | 21.24 | 22.25 | 23.26 | |
| 1262 TRANSIT MANAGER CS: CHARTER Union: TEAMSTERS | 971PW | 01/01/2021 | 41.39 | 43.48 | 45.62 | 47.88 | 50.31 | |
| 24105 TRANSIT OFFICE ASSISTANT CS: CHARTER Union: AFSCME | 660 | 01/01/2021 | 19.41 | 20.41 | 21.24 | 22.25 | 23.26 | |
| 20103 TRANSIT OPERATIONS SPECIALIST CS: CHARTER Union: AFSCME | 673 | 01/01/2021 | 26.15 | 27.38 | 28.62 | 30.02 | 31.37 | |
| 14201 TRANSIT OPERATIONS SUPERVISOR CS: CHARTER Union: NONE | 975 | 01/01/2021 | 33.40 | 35.08 | 36.78 | 38.66 | 40.60 | |



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| 22101 TRANSIT OPERATOR CS: CHARTER Union: AFSCME | 655 | 01/01/2021 | 19.12 | 19.94 | 20.98 | 21.82 | 22.87 | |
| 20102 TRANSIT PROJECT PLANNER CS: CHARTER Union: AFSCME | 675 | 01/01/2021 | 27.63 | 28.95 | 30.32 | 31.73 | 33.20 | |
| 21101 TRANSIT ROUTE SUPERVISOR CS: CHARTER Union: AFSCME | 665 | 01/01/2021 | 22.29 | 23.38 | 24.41 | 25.53 | 26.71 | |
| 23101 TRANSIT SERVICE WORKER CS: CHARTER Union: AFSCME | 650 | 01/01/2021 | 17.00 | 17.74 | 18.60 | 19.41 | 20.41 | |
| 23102 TRANSIT VEHICLE CLEANER CS: CHARTER Union: AFSCME | 630 | 01/01/2021 | 14.11 | 14.82 | 15.55 | 16.34 | 17.15 | |
| 22103 TRANSIT VEHICLE DRIVER CS: CHARTER Union: AFSCME | 645 | 01/01/2021 | 14.64 | 15.34 | 16.04 | 16.72 | 17.54 | |
| 10304 TREASURY SERVICES OFFICER CS: CHARTER Union: TEAMSTERS | 972SA | 01/01/2021 | 39.44 | 41.39 | 43.48 | 45.62 | 47.88 | |
| 8751 UTILITIES LOCATOR/SAFETY COORDINATOR CS: CHARTER Union: AFSCME | 16.5 | 01/01/2021 | 23.04 | 24.11 | 25.16 | 26.42 | 27.65 | |
| 1242 UTILITY CUSTOMER SERVICES MANAGER CS: CHARTER Union: NONE | 970 | 01/01/2021 | 42.63 | 44.76 | 46.96 | 49.36 | 51.83 | |
| 11102 UTILITY ENGINEER CS: CHARTER Union: NONE | 971 | 01/01/2021 | 40.60 | 42.63 | 44.76 | 46.96 | 49.36 | |
| 8750 UTILITY LOCATOR CS: CHARTER Union: AFSCME | 14.5 | 01/01/2021 | 21.05 | 22.07 | 23.04 | 24.11 | 25.16 | |
| 11108 UTILITY PROJECT MANAGER CS: CHARTER Union: NONE | 972 | 01/01/2021 | 38.66 | 40.60 | 42.63 | 44.76 | 46.96 | |
| 7315 UTILITY SERVICE REPRESENTATIVE CS: CHARTER Union: AFSCME | 12.0 | 01/01/2021 | 18.76 | 19.76 | 20.51 | 21.53 | 22.52 | |
| 14301 UTILITY SERVICE SUPERVISOR CS: CHARTER Union: NONE | 978 | 01/01/2021 | 28.79 | 30.29 | 31.75 | 33.40 | 35.08 | |



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| 7330 UTILITY SERVICES BILLING LEAD CS: CHARTER Union: AFSCME | 20.0 | 01/01/2021 | 26.95 | 28.24 | 29.58 | 30.96 | 32.39 | |
| 7320 UTILITY SERVICES BILLING SPECIALIST CS: CHARTER Union: AFSCME | 14.0 | 01/01/2021 | 20.51 | 21.53 | 22.52 | 23.50 | 24.63 | |
| 7325 UTILITY SERVICES SPECIALIST CS: CHARTER Union: AFSCME | 14.5 | 01/01/2021 | 21.05 | 22.07 | 23.04 | 24.11 | 25.16 | |
| 8631 UTILITY WORKER CS: CHARTER Union: AFSCME | 10.5 | 01/01/2021 | 17.63 | 18.36 | 19.29 | 20.09 | 21.05 | |
| 8204 VEHICLE MAINTENANCE ATTENDANT CS: CHARTER Union: AFSCME | 10.0 | 01/01/2021 | 17.27 | 18.00 | 18.76 | 19.76 | 20.51 | |
| 10525 VICTIM ADVOCACY COORDINATOR CS: CHARTER Union: TEAMSTERS | 983SA | 01/01/2021 | 23.06 | 24.24 | 25.39 | 26.70 | 28.01 | |
| 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 | |
| 8733 WASTEWATER MAINTENANCE CREW LEADER CS: CHARTER Union: AFSCME | 17.0 | 01/01/2021 | 23.50 | 24.63 | 25.80 | 26.95 | 28.24 | |
| 8731 WASTEWATER MAINTENANCE SPECIALIST I CS: CHARTER Union: AFSCME | 13.5 | 01/01/2021 | 20.09 | 21.05 | 22.07 | 23.04 | 24.11 | |
| 8732 WASTEWATER MAINTENANCE SPECIALIST II CS: CHARTER Union: AFSCME | 15.0 | 01/01/2021 | 21.53 | 22.52 | 23.50 | 24.63 | 25.80 | |
| 13201 WASTEWATER MAINTENANCE SUPERVISOR CS: CHARTER Union: NONE | 975 | 01/01/2021 | 33.40 | 35.08 | 36.78 | 38.66 | 40.60 | |
| 1272 WASTEWATER MANAGER CS: CHARTER Union: NONE | 968 | 01/01/2021 | 44.76 | 46.96 | 49.36 | 51.83 | 54.41 | |
| 15105 WASTEWATER OPERATIONS SUPERINTENDENT CS: CHARTER Union: NONE | 972 | 01/01/2021 | 38.66 | 40.60 | 42.63 | 44.76 | 46.96 | |
| 8252 WATER DEVICE CREW LEADER CS: CHARTER Union: AFSCME | 18.0 | 01/01/2021 | 24.63 | 25.80 | 26.95 | 28.24 | 29.58 | |



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 |
|--|-----------|-------------|--------|--------|--------|--------|--------|--------|
| 8744 WATER DISTRIBUTION CREW LEADER CS: CHARTER Union: AFSCME | 17.0 | 01/01/2021 | 23.50 | 24.63 | 25.80 | 26.95 | 28.24 | |
| 13501 WATER DISTRIBUTION SUPERVISOR CS: CHARTER Union: NONE | 975 | 01/01/2021 | 33.40 | 35.08 | 36.78 | 38.66 | 40.60 | |
| 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 | |
| 8335 WATER QUALITY SPECIALIST CS: CHARTER Union: AFSCME | 21.5 | 01/01/2021 | 28.90 | 30.27 | 31.67 | 33.18 | 34.66 | |
| 7311 WATER SERVICE SPECIALIST CS: CHARTER Union: AFSCME | 14.5 | 01/01/2021 | 21.05 | 22.07 | 23.04 | 24.11 | 25.16 | |
| 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 | |
| 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 | |
| 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 | |
| 15201 WATER TREATMENT PLANT SUPERVISOR CS: CHARTER Union: NONE | 974 | 01/01/2021 | 35.08 | 36.78 | 38.66 | 40.60 | 42.63 | |
| 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 | |
| 11105 WATER/IRRIGATION ENGINEER CS: CHARTER Union: NONE | 972 | 01/01/2021 | 38.66 | 40.60 | 42.63 | 44.76 | 46.96 | |
| 1273 WATER/IRRIGATION MANAGER CS: CHARTER Union: NONE | 970 | 01/01/2021 | 42.63 | 44.76 | 46.96 | 49.36 | 51.83 | |
| 8251 WATERWORKS DEVICE TECHNICIAN CS: CHARTER Union: AFSCME | 16.0 | 01/01/2021 | 22.52 | 23.50 | 24.63 | 25.80 | 26.95 | |
| 8745 WATERWORKS DRAFTING/SERVICE REP CS: CHARTER Union: AFSCME | 16.0 | 01/01/2021 | 22.52 | 23.50 | 24.63 | 25.80 | 26.95 | |



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 |
|---|-----------|-------------|--------|--------|--------|--------|--------|--------|
| 8741 WATERWORKS SPECIALIST I CS: CHARTER Union: AFSCME | 13.5 | 01/01/2021 | 20.09 | 21.05 | 22.07 | 23.04 | 24.11 | |
| 8742 WATERWORKS SPECIALIST II CS: CHARTER Union: AFSCME | 15.0 | 01/01/2021 | 21.53 | 22.52 | 23.50 | 24.63 | 25.80 | |
| 8743 WATERWORKS SPECIALIST III CS: CHARTER Union: AFSCME | 13.5 | 01/01/2021 | 20.09 | 21.05 | 22.07 | 23.04 | 24.11 | |
| 15103 WWTP CHIEF OPERATOR CS: CHARTER Union: TEAMSTERS | 976SA | 01/01/2021 | 32.37 | 34.04 | 35.75 | 37.51 | 39.44 | |
| 4260 WWTP LEAD MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME | 21.5 | 01/01/2021 | 28.90 | 30.27 | 31.67 | 33.18 | 34.66 | |
| 12202 WWTP MAINTENANCE SUPERVISOR CS: CHARTER Union: TEAMSTERS | 974SA | 01/01/2021 | 35.75 | 37.51 | 39.44 | 41.39 | 43.48 | |
| 8311 WWTP OPERATOR I CS: CHARTER Union: AFSCME | 15.0 | 01/01/2021 | 21.53 | 22.52 | 23.50 | 24.63 | 25.80 | |
| 8312 WWTP OPERATOR II CS: CHARTER Union: AFSCME | 17.0 | 01/01/2021 | 23.50 | 24.63 | 25.80 | 26.95 | 28.24 | |
| 8313 WWTP OPERATOR III CS: CHARTER Union: AFSCME | 21.0 | 01/01/2021 | 28.24 | 29.58 | 30.96 | 32.39 | 33.92 | |
| 8310 WWTP OPERATOR-IN-TRAINING CS: CHARTER Union: AFSCME | 10.5 | 01/01/2021 | 17.63 | 18.36 | 19.29 | 20.09 | 21.05 | |
| 15102 WWTP PROCESS CONTROL SUPV CS: CHARTER Union: NONE | 973 | 01/01/2021 | 36.78 | 38.66 | 40.60 | 42.63 | 44.76 | |
| 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 | |

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 1st day of December.

Mayor

ATTEST

City Clerk

Publication Date:

Effective Date: