

ORDINANCE NO. 2016-XXX

2016 MASTER ORDINANCE
Effective: April 17, 2016

(as approved by Council: March 15, 2016)

AN ORDINANCE

relating to City personnel; adopting a classification and compensation plan for City employees to be effective April 17, 2016; 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: April 17, 2016.

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:



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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	01/01/2017	18.78	19.72	20.74	21.77	22.86	24.01
			01/01/2016	18.32	19.24	20.23	21.24	22.30	23.42
10302 ACCOUNTANT CS: CHARTER Union: TEAMSTERS		975SA	01/01/2016	30.11	31.61	33.18	34.87	36.60	
2312 ACCOUNTING TECHNICIAN CS: CHARTER Union: AFSCME		12.5	01/01/2017	17.82	18.56	19.45	20.39	21.29	
			01/01/2016	17.39	18.11	18.98	19.89	20.77	
11610 ADMIN ASST FOR YAKIMA AIR TERMINAL CS: CHARTER Union: AFSCME		980A	01/01/2017	24.30	25.53	26.76	28.14	29.49	
			01/01/2016	23.71	24.91	26.11	27.45	28.77	
1331 ADMIN. ASST. TO THE CITY MANAGER CS: EXEMPT Union: NONE		972	01/01/2016	34.18	35.90	37.70	39.58	41.53	
11615 ADMINISTRATIVE ASSISTANT FOR WASTEWATER CS: CHARTER Union: TEAMSTERS		980SA	01/01/2016	23.60	24.78	25.98	27.30	28.63	
16101 ADMINISTRATIVE ASSISTANT TO FIRE CHIEF CS: FIRE Union: TEAMSTERS		980SA	01/01/2016	23.60	24.78	25.98	27.30	28.63	
11701 ADMINISTRATIVE ASSISTANT TO POLICE CHIEF CS: CHARTER Union: NONE		980	01/01/2016	23.13	24.30	25.47	26.78	28.07	
10507 ADMINISTRATIVE SECRETARY CS: CHARTER Union: NONE		983	01/01/2016	19.99	21.00	22.01	23.13	24.30	
8920 AIRPORT MAINTENANCE LEAD CS: CHARTER Union: AFSCME		18.0	01/01/2017	22.76	23.82	24.89	26.10	27.32	
			01/01/2016	22.20	23.24	24.28	25.46	26.65	
8910 AIRPORT MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME		16.5	01/01/2017	21.29	22.28	23.25	24.40	25.55	
			01/01/2016	20.77	21.74	22.68	23.80	24.93	
6425 ALARM SUPERVISOR CS: FIRE Union: IAFF		555	01/01/2017	27.22	28.50	29.78	31.13	32.53	34.14
			01/01/2016	26.56	27.80	29.05	30.37	31.74	33.31
6511 ANIMAL CONTROL LEAD CS: CHARTER Union: AFSCME		10.5	01/01/2017	16.28	16.96	17.82	18.56	19.45	
			01/01/2016	15.88	16.55	17.39	18.11	18.98	



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6510 ANIMAL CONTROL OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2017 01/01/2016	19.89 19.40	20.81 20.30	21.72 21.19	22.76 22.20	23.82 23.24	
2109 APPLICATIONS DEVELOPER CS: CHARTER Union: AFSCME	20.5	01/01/2017 01/01/2016	25.55 24.93	26.70 26.05	28.01 27.33	29.27 28.56	30.65 29.90	
5267 AQUATIC LEADER CS: CHARTER Union: AFSCME	7.0	01/01/2017 01/01/2016	13.95 13.61	14.56 14.20	15.23 14.86	15.95 15.56	16.63 16.22	
8841 AQUATIC MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	16.5	01/01/2017 01/01/2016	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	25.55 24.93	
5266 AQUATIC SPECIALIST CS: CHARTER Union: AFSCME	10.5	01/01/2017 01/01/2016	16.28 15.88	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	
11502 AQUATICS PROGRAM SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2016	29.53	31.02	32.53	34.18	35.90	
2230 ASSISTANT BUYER CS: CHARTER Union: AFSCME	12.5	01/01/2017 01/01/2016	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	
1324 ASSISTANT CITY ATTORNEY I CS: EXEMPT Union: NONE	973	01/01/2016	32.53	34.18	35.90	37.70	39.58	
1323 ASSISTANT CITY ATTORNEY II CS: EXEMPT Union: NONE	971	01/01/2016	35.90	37.70	39.58	41.53	43.64	
1130 ASSISTANT CITY MANAGER CS: EXEMPT Union: NONE	962	01/01/2016	52.99	55.67	58.47	61.39	64.48	
6212 ASSISTANT EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	12.0	01/01/2017 01/01/2016	17.33 16.91	18.25 17.80	18.95 18.49	19.89 19.40	20.81 20.30	
6344 ASSISTANT FIRE MARSHAL CS: FIRE Union: IAFF	527	01/01/2017 01/01/2016	38.88 37.93	40.81 39.81	42.73 41.69	44.93 43.83	47.19 46.04	



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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	01/01/2017 01/01/2016	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	25.55 24.93	
15101 ASSISTANT WASTEWATER MANAGER CS: CHARTER Union: NONE	971	01/01/2016	35.90	37.70	39.58	41.53	43.64	
3321 ASSOCIATE PLANNER CS: CHARTER Union: AFSCME	19.0	01/01/2017 01/01/2016	23.82 23.24	24.89 24.28	26.10 25.46	27.32 26.65	28.60 27.90	
5254 ATHLETIC COORDINATOR CS: CHARTER Union: AFSCME	12.5	01/01/2017 01/01/2016	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	
8215 AUTOMOTIVE SERVICES ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2017 01/01/2016	16.28 15.88	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	
8213 AUTOMOTIVE STOREKEEPER CS: CHARTER Union: AFSCME	15.5	01/01/2017 01/01/2016	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	
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	01/01/2017 01/01/2016	24.89 24.28	26.10 25.46	27.32 26.65	28.60 27.90	29.92 29.19	
8541 BUILDING MAINT. SPECIALIST CS: CHARTER Union: AFSCME	8.5	01/01/2017 01/01/2016	14.89 14.53	15.55 15.17	16.28 15.88	16.96 16.55	17.82 17.39	
13605 BUILDING OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2016	29.53	31.02	32.53	34.18	35.90	
13601 BUILDING SUPERINTENDENT CS: CHARTER Union: NONE	978	01/01/2016	25.47	26.78	28.07	29.53	31.02	



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13601PW	BUILDING SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	978SA	01/01/2016	25.98	27.30	28.63	30.11	31.61	
2231	BUYER I CS: CHARTER Union: AFSCME	16.5	01/01/2017 01/01/2016	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	25.55 24.93	
2234	BUYER II CS: CHARTER Union: AFSCME	19.5	01/01/2017 01/01/2016	24.40 23.80	25.55 24.93	26.70 26.05	28.01 27.33	29.27 28.56	
2251	CABLE TELEVISION COORDINATOR CS: CHARTER Union: AFSCME	18.0	01/01/2017 01/01/2016	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	27.32 26.65	
2315	CASHIER CS: CHARTER Union: AFSCME	6.5	01/01/2017 01/01/2016	13.59 13.26	14.24 13.89	14.89 14.53	15.55 15.17	16.28 15.88	
8831	CEMETERY MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	14.0	01/01/2017 01/01/2016	18.95 18.49	19.89 19.40	20.81 20.30	21.72 21.19	22.76 22.20	
8830	CEMETERY SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2017 01/01/2016	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	
13103	CEMETERY SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2016	25.47	26.78	28.07	29.53	31.02	
2232	CENTRAL STOREKEEPER CS: CHARTER Union: AFSCME	10.5	01/01/2017 01/01/2016	16.28 15.88	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	
1423	CERTIFIED COURT INTERPRETER CS: EXEMPT Union: NONE	980	01/01/2016	23.13	24.30	25.47	26.78	28.07	
11107	CHIEF ENGINEER CS: CHARTER Union: TEAMSTERS	970SA	01/01/2016	38.45	40.35	42.35	44.50	46.72	
10102	CHIEF EXAMINER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2016	33.18	34.87	36.60	38.45	40.35	
1120	CITY ATTORNEY CS: EXEMPT Union: NONE	963	01/01/2016	61.39	64.48	67.68	71.05	74.61	



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1234	CITY CLERK CS: EXEMPT Union: NONE	971	01/01/2016	35.90	37.70	39.58	41.53	43.64	
200	CITY COUNCIL MEMBER CS: EXEMPT Union: NONE	955	12/01/1999	.00					
1271	CITY ENGINEER CS: EXEMPT Union: NONE	965	01/01/2016	45.83	48.11	50.49	52.99	55.67	
1110	CITY MANAGER CS: EXEMPT Union: NONE	960CM	01/01/2015	86.24					
9125	CITY WORKER (INSIDE) CS: EXEMPT Union: NONE	914	01/01/2015	9.47	9.94	10.44			
9114	CITY WORKER (OUTSIDE) CS: EXEMPT Union: NONE	914	01/01/2015	9.47	9.94	10.44			
1232	CITY/COUNTY PROCUREMENT MANAGER CS: EXEMPT Union: NONE	967	01/01/2016	41.53	43.64	45.83	48.11	50.49	
1252	CODE ADMINISTRATION MANAGER CS: EXEMPT Union: NONE	971	01/01/2016	35.90	37.70	39.58	41.53	43.64	
4419	CODE COMPLIANCE OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2017 01/01/2016	19.89 19.40	20.81 20.30	21.72 21.19	22.76 22.20	23.82 23.24	
4410	CODE INSPECTION TRAINEE CS: CHARTER Union: AFSCME	12.0	01/01/2017 01/01/2016	17.33 16.91	18.25 17.80	18.95 18.49	19.89 19.40	20.81 20.30	
11602	CODE INSPECTIONS OFFICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2016	25.47	26.78	28.07	29.53	31.02	
4421	CODE INSPECTOR CS: CHARTER Union: AFSCME	19.5	01/01/2017 01/01/2016	24.40 23.80	25.55 24.93	26.70 26.05	28.01 27.33	29.27 28.56	
2252	COMM. PROGRAMMING COORDINATOR CS: CHARTER Union: AFSCME	13.5	01/01/2017 01/01/2016	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	22.28 21.74	



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1255 COMMUNICATION & PUBLIC AFFAIRS DIRECTOR CS: EXEMPT Union: NONE	966	01/01/2016	43.64	45.83	48.11	50.49	52.99	
1291 COMMUNICATIONS AND TECHNOLOGY MANAGER CS: EXEMPT Union: NONE	967	01/01/2016	41.53	43.64	45.83	48.11	50.49	
18101 COMMUNICATIONS DIVISION OFFICE ASSISTANT CS: FIRE Union: NONE	984	01/01/2016	19.02	19.99	21.00	22.01	23.13	
11601 COMMUNITY DEVELOPMENT ADMIN ASSISTANT CS: CHARTER Union: NONE	980	01/01/2016	23.13	24.30	25.47	26.78	28.07	
3320 COMMUNITY DEVELOPMENT SPECIALIST CS: CHARTER Union: AFSCME	19.0	01/01/2017	23.82	24.89	26.10	27.32	28.60	
		01/01/2016	23.24	24.28	25.46	26.65	27.90	
2253 COMMUNITY PROGRAMMING ASST. CS: CHARTER Union: AFSCME	9.5	01/01/2017	15.55	16.28	16.96	17.82	18.56	
		01/01/2016	15.17	15.88	16.55	17.39	18.11	
2245 COMMUNITY RELATIONS SPECIALIST CS: CHARTER Union: AFSCME	15.5	01/01/2017	20.39	21.29	22.28	23.25	24.40	
		01/01/2016	19.89	20.77	21.74	22.68	23.80	
6215 COMMUNITY SERVICE OFFICER CS: CHARTER Union: AFSCME	14.0	01/01/2017	18.95	19.89	20.81	21.72	22.76	
		01/01/2016	18.49	19.40	20.30	21.19	22.20	
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	
		01/01/2017	17.67	18.58	19.33	20.25	21.18	
		01/01/2016	17.24	18.13	18.86	19.76	20.66	
2108 COMPUTER CLIENT SERVICES TECHNICIAN CS: CHARTER Union: AFSCME	19.5	01/01/2017	24.40	25.55	26.70	28.01	29.27	
		01/01/2016	23.80	24.93	26.05	27.33	28.56	
2106 COMPUTER OPERATIONS ASSISTANT CS: CHARTER Union: AFSCME	9.0	01/01/2017	15.23	15.95	16.63	17.33	18.25	
		01/01/2016	14.86	15.56	16.22	16.91	17.80	
2107 COMPUTER OPERATIONS TECHNICIAN CS: CHARTER Union: AFSCME	11.5	01/01/2017	16.96	17.82	18.56	19.45	20.39	
		01/01/2016	16.55	17.39	18.11	18.98	19.89	



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2105 COMPUTER OPERATOR/PROGRAMMER CS: CHARTER Union: AFSCME	10.5	01/01/2017 01/01/2016	16.28 15.88	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	
2101 COMPUTER PROGRAMMER CS: CHARTER Union: AFSCME	13.5	01/01/2017 01/01/2016	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	22.28 21.74	
8651 CONCRETE SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2017 01/01/2016	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	22.28 21.74	
1315 CONFIDENTIAL ADMINISTRATIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2016	24.30	25.47	26.78	28.07	29.53	
4141 CONSTRUCTION INSPECTOR CS: CHARTER Union: AFSCME	17.0	01/01/2017 01/01/2016	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	
8755 CONSTRUCTION QUALITY CONTROL TECHNICIAN CS: CHARTER Union: AFSCME	17.5	01/01/2017 01/01/2016	22.28 21.74	23.25 22.68	24.40 23.80	25.55 24.93	26.70 26.05	
11101 CONSTRUCTION SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2016	33.18	34.87	36.60	38.45	40.35	
6235 CORRECTIONS ADMINISTRATIVE SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2017 01/01/2016	20.81 20.30	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	
6221 CORRECTIONS OFFICER CS: CHARTER Union: AFSCME	17.5	01/01/2017 01/01/2016	22.28 21.74	23.25 22.68	24.40 23.80	25.55 24.93	26.70 26.05	
11720 CORRECTIONS SERGEANT CS: CHARTER Union: TEAMSTERS	977CS	01/01/2019 01/01/2018 01/01/2017 01/01/2016	28.14 27.45 26.78 26.13	29.49 28.77 28.07 27.39	31.02 30.26 29.52 28.80	32.58 31.79 31.01 30.25	34.16 33.33 32.52 31.73	
6265 CRIME & INTELLIGENCE ANALYST CS: CHARTER Union: AFSCME	22.0	01/01/2017 01/01/2016	27.32 26.65	28.60 27.90	29.92 29.19	31.33 30.57	32.81 32.01	



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11740 CRIME & INTELLIGENCE ANALYST SUPERVISOR CS: CHARTER Union: NONE	967	01/01/2016	41.53	43.64	45.83	48.11	50.49	
8511 CUSTODIAN CS: CHARTER Union: AFSCME	4.5	01/01/2017 01/01/2016	12.47 12.17	13.03 12.71	13.59 13.26	14.24 13.89	14.89 14.53	
7511 DATA ENTRY OPERATOR I CS: CHARTER Union: AFSCME	5.5	01/01/2017 01/01/2016	13.03 12.71	13.59 13.26	14.24 13.89	14.89 14.53	15.55 15.17	
7512 DATA ENTRY OPERATOR II CS: CHARTER Union: AFSCME	7.0	01/01/2017 01/01/2016	13.95 13.61	14.56 14.20	15.23 14.86	15.95 15.56	16.63 16.22	
2110 DATABASE ADMINISTRATOR CS: CHARTER Union: AFSCME	23.0	01/01/2017 01/01/2016	28.60 27.90	29.92 29.19	31.33 30.57	32.81 32.01	34.28 33.44	
7121 DEPARTMENT ASSISTANT I CS: CHARTER Union: AFSCME	5.5	01/01/2017 01/01/2016	13.03 12.71	13.59 13.26	14.24 13.89	14.89 14.53	15.55 15.17	
7122 DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME	6.5	01/01/2017 01/01/2016	13.59 13.26	14.24 13.89	14.89 14.53	15.55 15.17	16.28 15.88	
7123 DEPARTMENT ASSISTANT III CS: CHARTER Union: AFSCME	8.5	01/01/2017 01/01/2016	14.89 14.53	15.55 15.17	16.28 15.88	16.96 16.55	17.82 17.39	
7124 DEPARTMENT ASSISTANT IV CS: CHARTER Union: AFSCME	10.5	01/01/2017 01/01/2016	16.28 15.88	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	
10502 DEPUTY CITY CLERK CS: CHARTER Union: TEAMSTERS	979SA	01/01/2016	24.78	25.98	27.30	28.63	30.11	
1243 DEPUTY DIRECTOR OF ACCOUNTING AND BUDGET CS: EXEMPT Union: NONE	966	01/01/2016	43.64	45.83	48.11	50.49	52.99	
6380 DEPUTY FIRE CHIEF CS: FIRE Union: NONE	965	01/01/2016	45.83	48.11	50.49	52.99	55.67	



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1281	DEPUTY POLICE CHIEF CS: POLICE Union: NONE	965	01/01/2016	45.83	48.11	50.49	52.99	55.67	
3120	DESIGN ENGINEER CS: CHARTER Union: AFSCME	22.5	01/01/2017 01/01/2016	27.97 27.29	29.25 28.54	30.65 29.90	32.02 31.24	33.55 32.73	
3130	DEVELOPMENT ENGINEER CS: CHARTER Union: AFSCME	21.0	01/01/2017 01/01/2016	26.10 25.46	27.32 26.65	28.60 27.90	29.92 29.19	31.33 30.57	
1150	DIRECTOR OF COMMUNITY DEVELOPMENT CS: EXEMPT Union: NONE	964	01/01/2016	48.11	50.49	52.99	55.67	58.47	61.40
1140	DIRECTOR OF FINANCE & BUDGET CS: EXEMPT Union: NONE	964	01/01/2016	48.11	50.49	52.99	55.67	58.47	61.40
1135	DIRECTOR OF HUMAN RESOURCES CS: EXEMPT Union: NONE	964	01/01/2016	48.11	50.49	52.99	55.67	58.47	61.40
1160	DIRECTOR OF PUBLIC WORKS CS: EXEMPT Union: NONE	964	01/01/2016	48.11	50.49	52.99	55.67	58.47	61.40
1170	DIRECTOR OF UTILITIES & ENGINEERING CS: EXEMPT Union: NONE	964	01/01/2016	48.11	50.49	52.99	55.67	58.47	61.40
3323	ECONOMIC & COMMUNITY AFFAIRS SPECIALIST CS: CHARTER Union: AFSCME	20.0	01/01/2017 01/01/2016	24.89 24.28	26.10 25.46	27.32 26.65	28.60 27.90	29.92 29.19	
7181	ECONOMIC DEVELOPMENT ASST CS: CHARTER Union: AFSCME	20.0	01/01/2017 01/01/2016	24.89 24.28	26.10 25.46	27.32 26.65	28.60 27.90	29.92 29.19	
1275	ECONOMIC DEVELOPMENT MANAGER CS: EXEMPT Union: NONE	968	01/01/2016	39.58	41.53	43.64	45.83	48.11	
4522	ELECTRONICS SUPERVISOR CS: FIRE Union: IAFF	545	01/01/2017 01/01/2016	30.57 29.82	32.08 31.30	33.70 32.88	35.31 34.45	37.13 36.22	38.98 38.03
4520	ELECTRONICS TECHNICIAN I CS: FIRE Union: IAFF	547	01/01/2017 01/01/2016	23.46 22.89	24.50 23.90	25.66 25.03	26.83 26.18	28.05 27.37	29.46 28.74



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4521 ELECTRONICS TECHNICIAN II CS: FIRE Union: IAFF	550	01/01/2017 01/01/2016	26.55 25.90	27.89 27.21	29.28 28.57	30.73 29.98	32.27 31.48	33.89 33.06
6701 EMERGENCY MANAGEMENT SPECIALIST CS: CHARTER Union: AFSCME	25.0	01/01/2017 01/01/2016	31.33 30.57	32.81 32.01	34.28 33.44	35.98 35.10	37.78 36.86	
4111 ENGINEERING AID CS: CHARTER Union: AFSCME	9.5	01/01/2017 01/01/2016	15.55 15.17	16.28 15.88	16.96 16.55	17.82 17.39	18.56 18.11	
3112 ENGINEERING ASSOCIATE CS: CHARTER Union: AFSCME	19.0	01/01/2017 01/01/2016	23.82 23.24	24.89 24.28	26.10 25.46	27.32 26.65	28.60 27.90	
10601 ENGINEERING CONTRACTS SPECIALIST CS: CHARTER Union: TEAMSTERS	980SA	01/01/2016	23.60	24.78	25.98	27.30	28.63	
10602 ENGINEERING OFFICE ASSISTANT CS: CHARTER Union: NONE	982	01/01/2016	21.00	22.01	23.13	24.30	25.47	
4122 ENGINEERING TECH I - RECORDS CS: CHARTER Union: AFSCME	13.0	01/01/2017 01/01/2016	18.25 17.80	18.95 18.49	19.89 19.40	20.81 20.30	21.72 21.19	
4135 ENGINEERING TECH III - DEVELOPMENT CS: CHARTER Union: AFSCME	17.0	01/01/2017 01/01/2016	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	
4133 ENGINEERING TECH III SURVEY CS: CHARTER Union: AFSCME	17.0	01/01/2017 01/01/2016	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	
4121 ENGINEERING TECH. I-DESIGN CS: CHARTER Union: AFSCME	13.0	01/01/2017 01/01/2016	18.25 17.80	18.95 18.49	19.89 19.40	20.81 20.30	21.72 21.19	
4134 ENGINEERING TECH. III - DESIGN CS: CHARTER Union: AFSCME	17.0	01/01/2017 01/01/2016	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	
4131 ENGINEERING TECHNICIAN I SURVEY CS: CHARTER Union: AFSCME	13.0	01/01/2017 01/01/2016	18.25 17.80	18.95 18.49	19.89 19.40	20.81 20.30	21.72 21.19	



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4125 ENGINEERING TECHNICIAN II CS: CHARTER Union: AFSCME	16.5	01/01/2017 01/01/2016	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	25.55 24.93	
4115 ENGINEERING UTILITY SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2017 01/01/2016	20.81 20.30	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	
8324 ENVIRONMENTAL COMPLIANCE SPECIALIST CS: CHARTER Union: AFSCME	21.0	01/01/2017 01/01/2016	26.10 25.46	27.32 26.65	28.60 27.90	29.92 29.19	31.33 30.57	
12101 EQUIPMENT MAINT SUPERVISOR CS: CHARTER Union: NONE	977	01/01/2016	26.78	28.07	29.53	31.02	32.53	
8421 EQUIPMENT OPERATOR I CS: CHARTER Union: AFSCME	10.5	01/01/2017 01/01/2016	16.28 15.88	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	
8422 EQUIPMENT OPERATOR II CS: CHARTER Union: AFSCME	12.0	01/01/2017 01/01/2016	17.33 16.91	18.25 17.80	18.95 18.49	19.89 19.40	20.81 20.30	
8423 EQUIPMENT OPERATOR III CS: CHARTER Union: AFSCME	14.0	01/01/2017 01/01/2016	18.95 18.49	19.89 19.40	20.81 20.30	21.72 21.19	22.76 22.20	
12103 EQUIPMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2016	30.11	31.61	33.18	34.87	36.60	
6211 EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	17.0	01/01/2017 01/01/2016	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	
10506 EXECUTIVE ASSISTANT CS: CHARTER Union: NONE	980	01/01/2016	23.13	24.30	25.47	26.78	28.07	
1311 EXECUTIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2016	24.30	25.47	26.78	28.07	29.53	
8542 FACILITY MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	11.5	01/01/2017 01/01/2016	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	



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1241 FINANCIAL SERVICES MANAGER CS: EXEMPT Union: NONE	968	01/01/2016	39.58	41.53	43.64	45.83	48.11	
10303 FINANCIAL SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2016	34.87	36.60	38.45	40.35	42.35	
2316 FINANCIAL SERVICES SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2017 01/01/2016	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	
10305 FINANCIAL SERVICES TECHNICIAN - PAYROLL CS: CHARTER Union: TEAMSTERS	981SA	01/01/2016	22.44	23.60	24.78	25.98	27.30	
6326 FIRE CAPTAIN (DAY) CS: FIRE Union: IAFF	510	01/01/2017 01/01/2016	39.10 38.15	41.00 40.00	43.14 42.09	45.31 44.20	47.44 46.28	
6325 FIRE CAPTAIN (SHIFT) CS: FIRE Union: IAFF	515	01/01/2017 01/01/2016	31.01 30.25	32.50 31.71	34.19 33.36	35.91 35.03	37.56 36.64	
1180 FIRE CHIEF CS: EXEMPT Union: NONE	964	01/01/2016	48.11	50.49	52.99	55.67	58.47	61.40
4420 FIRE CODE INSPECTOR CS: CHARTER Union: AFSCME	19.5	01/01/2017 01/01/2016	24.40 23.80	25.55 24.93	26.70 26.05	28.01 27.33	29.27 28.56	
6411 FIRE DISPATCHER CS: FIRE Union: IAFF	575	01/01/2017 01/01/2016	21.63 21.10	22.65 22.10	23.73 23.15	24.95 24.34	27.62 26.95	28.97 28.26
6338 FIRE INVESTIGATION AND EDUCATION OFFICER CS: FIRE Union: IAFF	510	01/01/2017 01/01/2016	39.10 38.15	41.00 40.00	43.14 42.09	45.31 44.20	47.44 46.28	
6339 FIRE INVESTIGATOR CS: FIRE Union: IAFF	520	01/01/2017 01/01/2016	35.35 34.49	37.09 36.19	38.82 37.87	40.85 39.85	42.91 41.86	
6324 FIRE LIEUTENANT (DAY) CS: FIRE Union: IAFF	526	01/01/2017 01/01/2016	35.35 34.49	37.09 36.19	38.82 37.87	40.85 39.85	42.91 41.86	



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6323 FIRE LIEUTENANT (SHIFT) CS: FIRE Union: IAFF	525	01/01/2017 01/01/2016	28.01 27.33	29.41 28.69	30.78 30.03	32.39 31.60	33.99 33.16	
6441 FIRE OFFICE ASSISTANT CS: FIRE Union: IAFF	580	01/01/2017 01/01/2016	19.51 19.03	20.41 19.91	21.42 20.90	22.40 21.85	23.59 23.01	24.76 24.16
6330 FIRE SHIFT COMMANDER CS: FIRE Union: IAFF	513	01/01/2017 01/01/2016	35.02 34.17	36.74 35.84	38.64 37.70	40.58 39.59	42.45 41.41	
6352 FIRE TRAINING ASSISTANT CS: FIRE Union: IAFF	527	01/01/2017 01/01/2016	38.88 37.93	40.81 39.81	42.73 41.69	44.93 43.83	47.19 46.04	
6351 FIRE TRAINING SUPERVISOR CS: FIRE Union: IAFF	506	01/01/2017 01/01/2016	42.98 41.93	45.13 44.03	47.47 46.31	49.86 48.64	52.11 50.84	
6311 FIRE VOLUNTEERS - NON COMBAT CS: EXEMPT Union: NONE	500VF	12/01/2015	.00					
6321 FIREFIGHTER CS: FIRE Union: IAFF	530	01/01/2017 01/01/2016	22.69 22.14	24.47 23.87	25.90 25.27	27.00 26.34	30.76 30.01	
6310 FIREFIGHTER - COMBAT RESERVE CS: EXEMPT Union: NONE	500VF	12/01/2015	.00					
8203 FLEET MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	14.5	01/01/2017 01/01/2016	19.45 18.98	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	
1263 FLEET MANAGER CS: EXEMPT Union: TEAMSTERS	971PW	01/01/2016	36.60	38.45	40.35	42.35	44.50	
11730 FORENSIC SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2016	30.11	31.61	33.18	34.87	36.60	
1236 GANG FREE INITIATIVE (GFI) PROGR MANAGER CS: EXEMPT Union: NONE	970	01/01/2016	37.70	39.58	41.53	43.64	45.83	



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2102	GIS TECHNICIAN	16.5	01/01/2017	21.29	22.28	23.25	24.40	25.55	
	CS: CHARTER Union: AFSCME		01/01/2016	20.77	21.74	22.68	23.80	24.93	
5202	GOLF COURSE ATTENDANT	8.5	01/01/2017	14.89	15.55	16.28	16.96	17.82	
	CS: CHARTER Union: AFSCME		01/01/2016	14.53	15.17	15.88	16.55	17.39	
8825	GOLF COURSE MAINTENANCE SPECIALIST	16.5	01/01/2017	21.29	22.28	23.25	24.40	25.55	
	CS: CHARTER Union: AFSCME		01/01/2016	20.77	21.74	22.68	23.80	24.93	
5201	GOLF STARTER	5.5	01/01/2017	13.03	13.59	14.24	14.89	15.55	
	CS: CHARTER Union: AFSCME		01/01/2016	12.71	13.26	13.89	14.53	15.17	
2310	GRANT COORDINATOR	15.0	01/01/2017	19.89	20.81	21.72	22.76	23.82	
	CS: CHARTER Union: AFSCME		01/01/2016	19.40	20.30	21.19	22.20	23.24	
5156	GRANT FINANCIAL SPECIALIST	18.5	01/01/2017	23.25	24.40	25.55	26.70	28.01	
	CS: CHARTER Union: AFSCME		01/01/2016	22.68	23.80	24.93	26.05	27.33	
5130	HOME REMODELING TECHNICIAN	14.5	01/01/2017	19.45	20.39	21.29	22.28	23.25	
	CS: CHARTER Union: AFSCME		01/01/2016	18.98	19.89	20.77	21.74	22.68	
5151	HOUSING LOAN SPECIALIST	15.0	01/01/2017	19.89	20.81	21.72	22.76	23.82	
	CS: CHARTER Union: AFSCME		01/01/2016	19.40	20.30	21.19	22.20	23.24	
5121	HOUSING REHABILITATION ASST.	10.5	01/01/2017	16.28	16.96	17.82	18.56	19.45	
	CS: CHARTER Union: AFSCME		01/01/2016	15.88	16.55	17.39	18.11	18.98	
10104	HUMAN RESOURCES ASSISTANT	984SA	01/01/2016	19.41	20.38	21.43	22.44	23.60	
	CS: CHARTER Union: TEAMSTERS								
10103	HUMAN RESOURCES SPECIALIST	981SA	01/01/2016	22.44	23.60	24.78	25.98	27.30	
	CS: CHARTER Union: TEAMSTERS								
12201	INDUSTRIAL MAINT SUPERVISOR	974	01/01/2016	31.02	32.53	34.18	35.90	37.70	
	CS: CHARTER Union: NONE								



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8241	INDUSTRIAL MAINT. MECHANIC CS: CHARTER Union: AFSCME	17.0	01/01/2017 01/01/2016	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	
8302	INDUSTRIAL WASTE OPERATOR CS: CHARTER Union: AFSCME	14.5	01/01/2017 01/01/2016	19.45 18.98	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	
1233	INFORMATION SYSTEMS MANAGER CS: EXEMPT Union: NONE	968	01/01/2016	39.58	41.53	43.64	45.83	48.11	
7171	INFORMATION TECHNOLOGY SERVICES ASSIST CS: CHARTER Union: AFSCME	16.5	01/01/2017 01/01/2016	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	25.55 24.93	
2118	INFORMATION TECHNOLOGY SYSTEM ADMIN CS: CHARTER Union: AFSCME	25.0	01/01/2017 01/01/2016	31.33 30.57	32.81 32.01	34.28 33.44	35.98 35.10	37.78 36.86	
4240	INSTRUMENT TECHNICIAN CS: CHARTER Union: AFSCME	18.5	01/01/2017 01/01/2016	23.25 22.68	24.40 23.80	25.55 24.93	26.70 26.05	28.01 27.33	
8673	IRRIGATION CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2017 01/01/2016	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	
8671	IRRIGATION SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2017 01/01/2016	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	22.28 21.74	
8672	IRRIGATION SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2017 01/01/2016	19.89 19.40	20.81 20.30	21.72 21.19	22.76 22.20	23.82 23.24	
13401	IRRIGATION SUPERVISOR CS: CHARTER Union: NONE	976	01/01/2016	28.07	29.53	31.02	32.53	34.18	
9151	JUDGE PRO TEM CS: EXEMPT Union: NONE	941	11/22/2009	69.00					
15301	LAB COORDINATOR CS: CHARTER Union: NONE	975	01/01/2016	29.53	31.02	32.53	34.18	35.90	



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8610	LABOR HELPER	2.0	01/01/2017	11.23	11.72	12.25	12.77	13.30	
	CS: CHARTER Union: AFSCME		01/01/2016	10.96	11.43	11.95	12.46	12.98	
8320	LABORATORY ASSISTANT	10.5	01/01/2017	16.28	16.96	17.82	18.56	19.45	
	CS: CHARTER Union: AFSCME		01/01/2016	15.88	16.55	17.39	18.11	18.98	
8326	LABORATORY CHEMIST	19.0	01/01/2017	23.82	24.89	26.10	27.32	28.60	
	CS: CHARTER Union: AFSCME		01/01/2016	23.24	24.28	25.46	26.65	27.90	
8321	LABORATORY TECHNICIAN	15.5	01/01/2017	20.39	21.29	22.28	23.25	24.40	
	CS: CHARTER Union: AFSCME		01/01/2016	19.89	20.77	21.74	22.68	23.80	
2111	LEAD APPLICATIONS SYSTEM DESIGNER	24.0	01/01/2017	29.92	31.33	32.81	34.28	35.98	
	CS: CHARTER Union: AFSCME		01/01/2016	29.19	30.57	32.01	33.44	35.10	
10203	LEAD APPLICATIONS SYSTEM DESIGNER	976	01/01/2016	28.07	29.53	31.02	32.53	34.18	
	CS: CHARTER Union: NONE								
2116	LEAD CLIENT SERVICES TECHNICIAN	23.0	01/01/2017	28.60	29.92	31.33	32.81	34.28	
	CS: CHARTER Union: AFSCME		01/01/2016	27.90	29.19	30.57	32.01	33.44	
6611	LEAD PARKING ENFORCEMENT OFFICER	9.5	01/01/2017	15.55	16.28	16.96	17.82	18.56	
	CS: CHARTER Union: AFSCME		01/01/2016	15.17	15.88	16.55	17.39	18.11	
11750	LEAD POLICE SUPPORT SERVICES SUPERVISOR	976	01/01/2016	28.07	29.53	31.02	32.53	34.18	
	CS: CHARTER Union: NONE								
10512	LEGAL ASSISTANT I	984SA	01/01/2016	19.41	20.38	21.43	22.44	23.60	
	CS: CHARTER Union: TEAMSTERS								
10511	LEGAL ASSISTANT II	983SA	01/01/2016	20.38	21.43	22.44	23.60	24.78	
	CS: CHARTER Union: TEAMSTERS								
10510	LEGAL ASSISTANT III	980SA	01/01/2016	23.60	24.78	25.98	27.30	28.63	
	CS: CHARTER Union: TEAMSTERS								
11810	LEGAL DEPARTMENT OFFICE SUPERVISOR	975	01/01/2016	29.53	31.02	32.53	34.18	35.90	
	CS: CHARTER Union: NONE								



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1325 LEGAL INTERN CS: EXEMPT Union: NONE	980	01/01/2016	23.13	24.30	25.47	26.78	28.07	
5268 LIFEGUARD/INSTRUCTOR CS: CHARTER Union: AFSCME	2.0	01/01/2017 01/01/2016	11.23 10.96	11.72 11.43	12.25 11.95	12.77 12.46	13.30 12.98	
8221 MACHINIST CS: CHARTER Union: AFSCME	14.0	01/01/2017 01/01/2016	18.95 18.49	19.89 19.40	20.81 20.30	21.72 21.19	22.76 22.20	
8230 MAINTENANCE MECHANIC CS: FIRE Union: IAFF	560	01/01/2017 01/01/2016	29.37 28.65	30.84 30.09	32.37 31.58	33.98 33.15	35.70 34.83	37.49 36.58
20101 MARKETING & PROGRAM ADMINISTRATOR CS: CHARTER Union: AFSCME	675	01/01/2019 01/01/2018 01/01/2017 01/01/2016	26.43 25.79 25.16 24.55	27.69 27.01 26.35 25.71	29.00 28.29 27.60 26.93	30.35 29.61 28.89 28.19	31.76 30.99 30.23 29.49	
100 MAYOR CS: EXEMPT Union: NONE	950	12/01/1999	.00					
12102SA MECHANIC 2 CS: CHARTER Union: TEAMSTERS	978SA	01/01/2016	25.98	27.30	28.63	30.11	31.61	
8211 MECHANIC I CS: CHARTER Union: AFSCME	17.0	01/01/2017 01/01/2016	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	
8621 MONUMENT SETTER CS: CHARTER Union: AFSCME	11.5	01/01/2017 01/01/2016	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	
1421 MUNICIAPL COURT SERVICES MANAGER CS: EXEMPT Union: NONE	971	01/01/2016	35.90	37.70	39.58	41.53	43.64	
1424 MUNICIPAL COURT CASHIER CS: EXEMPT Union: NONE	988	01/01/2016	15.70	16.49	17.26	18.13	19.02	
1412 MUNICIPAL COURT COMMISSIONER CS: EXEMPT Union: NONE	966MC	09/01/2016 09/01/2015	46.29 45.38	48.59 47.64	51.03 50.03	53.55 52.50	56.21 55.11	



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1425 MUNICIPAL COURT DEPARTMENT ASSISTANT CS: EXEMPT Union: NONE	987	01/01/2016	16.49	17.26	18.13	19.02	19.99	
1413 MUNICIPAL COURT JUDGE CS: EXEMPT Union: NONE	1000	09/01/2016 09/01/2015	72.13 70.72					
1422 MUNICIPAL COURT JUDICIAL SPECIALIST CS: EXEMPT Union: NONE	983	01/01/2016	19.99	21.00	22.01	23.13	24.30	
1420 MUNICIPAL COURT JUDICIAL SPECIALIST LEAD CS: EXEMPT Union: NONE	980	01/01/2016	23.13	24.30	25.47	26.78	28.07	
1430 MUNICIPAL COURT SERVICES DEPUTY CS: EXEMPT Union: NONE	978	01/01/2016	25.47	26.78	28.07	29.53	31.02	
2254 MUNICIPAL PRODUCER CS: CHARTER Union: AFSCME	11.0	01/01/2017 01/01/2016	16.63 16.22	17.33 16.91	18.25 17.80	18.95 18.49	19.89 19.40	
11410 ND SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	973	01/01/2016	32.53	34.18	35.90	37.70	39.58	
5152 NEIGHBORHOOD DEV ACCOUNTING SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2017 01/01/2016	19.45 18.98	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	
5154 NEIGHBORHOOD DEVELOPMENT ASSISTANT CS: CHARTER Union: AFSCME	11.5	01/01/2017 01/01/2016	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	
1253 NEIGHBORHOOD DEVELOPMENT SERVICES MGR CS: EXEMPT Union: NONE	971	01/01/2016	35.90	37.70	39.58	41.53	43.64	
5122 NEIGHBORHOOD DEVELP REHAB SPECIALIST I CS: CHARTER Union: AFSCME	14.0	01/01/2017 01/01/2016	18.95 18.49	19.89 19.40	20.81 20.30	21.72 21.19	22.76 22.20	
5123 NEIGHBORHOOD DEVELP REHAB SPECIALIST II CS: CHARTER Union: AFSCME	18.0	01/01/2017 01/01/2016	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	27.32 26.65	
5124 NEIGHBORHOOD DEVELP REHAB SPECIALIST III CS: CHARTER Union: AFSCME	19.0	01/01/2017 01/01/2016	23.82 23.24	24.89 24.28	26.10 25.46	27.32 26.65	28.60 27.90	



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2112 NETWORK SERVICES ENGINEER CS: CHARTER Union: AFSCME	25.0	01/01/2017 01/01/2016	31.33 30.57	32.81 32.01	34.28 33.44	35.98 35.10	37.78 36.86	
11902 OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	972	01/01/2016	34.18	35.90	37.70	39.58	41.53	
1267 PARK AND RECREATION MANAGER CS: EXEMPT Union: TEAMSTERS	970PW	01/01/2016	38.45	40.35	42.35	44.50	46.72	
8820 PARK CARETAKER CS: CHARTER Union: AFSCME	6.5	01/01/2017 01/01/2016	13.59 13.26	14.24 13.89	14.89 14.53	15.55 15.17	16.28 15.88	
8810 PARK LABORER CS: CHARTER Union: AFSCME	9.0	01/01/2017 01/01/2016	15.23 14.86	15.95 15.56	16.63 16.22	17.33 16.91	18.25 17.80	
8821 PARK SPECIALIST I CS: CHARTER Union: AFSCME	9.5	01/01/2017 01/01/2016	15.55 15.17	16.28 15.88	16.96 16.55	17.82 17.39	18.56 18.11	
8822 PARK SPECIALIST II CS: CHARTER Union: AFSCME	10.5	01/01/2017 01/01/2016	16.28 15.88	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	
8823 PARK SPECIALIST III CS: CHARTER Union: AFSCME	12.5	01/01/2017 01/01/2016	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	
8111 PARK SUPERVISOR I CS: CHARTER Union: AFSCME	13.0	01/01/2017 01/01/2016	18.25 17.80	18.95 18.49	19.89 19.40	20.81 20.30	21.72 21.19	
6610 PARKING ENFORCEMENT OFFICER CS: CHARTER Union: AFSCME	13.0	01/01/2017 01/01/2016	18.25 17.80	18.95 18.49	19.89 19.40	20.81 20.30	21.72 21.19	
5271 PARKS & RECREATION ADMIN SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2017 01/01/2016	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	25.55 24.93	
11604 PARKS AND RECREATION ADMIN ASSOCIATE CS: CHARTER Union: NONE	979	01/01/2016	24.30	25.47	26.78	28.07	29.53	



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8818	PARKS MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2017 01/01/2016	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	
8817	PARKS MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2017 01/01/2016	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	
8819	PARKS MAINTENANCE WORKER CS: CHARTER Union: AFSCME	9.0	01/01/2017 01/01/2016	15.23 14.86	15.95 15.56	16.63 16.22	17.33 16.91	18.25 17.80	
13101	PARKS OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	972	01/01/2016	34.18	35.90	37.70	39.58	41.53	
13102	PARKS SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	973SA	01/01/2016	33.18	34.87	36.60	38.45	40.35	
10301	PAYROLL OFFICER CS: CHARTER Union: TEAMSTERS	975SA	01/01/2016	30.11	31.61	33.18	34.87	36.60	
7141	PENSION RECORDS CLERK CS: CHARTER Union: AFSCME	12.5	01/01/2017 01/01/2016	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	
4430	PERMIT PROJECT COORDINATOR CS: CHARTER Union: AFSCME	15.5	01/01/2017 01/01/2016	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	
4441	PERMIT TECHNICIAN CS: CHARTER Union: AFSCME	13.0	01/01/2017 01/01/2016	18.25 17.80	18.95 18.49	19.89 19.40	20.81 20.30	21.72 21.19	
1254	PLANNING MANAGER CS: EXEMPT Union: NONE	971	01/01/2016	35.90	37.70	39.58	41.53	43.64	
3310	PLANNING SPECIALIST CS: CHARTER Union: AFSCME	10.5	01/01/2017 01/01/2016	16.28 15.88	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	
3312	PLANNING TECHNICIAN CS: CHARTER Union: AFSCME	13.0	01/01/2017 01/01/2016	18.25 17.80	18.95 18.49	19.89 19.40	20.81 20.30	21.72 21.19	



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4310 PLANS EXAMINER I (RESIDENTIAL) CS: CHARTER Union: AFSCME	16.0	01/01/2017 01/01/2016	20.81 20.30	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	
4315 PLANS EXAMINER II (COMMERCIAL) CS: CHARTER Union: AFSCME	20.0	01/01/2017 01/01/2016	24.89 24.28	26.10 25.46	27.32 26.65	28.60 27.90	29.92 29.19	
6270 POLICE APPLICATION SPECIALIST CS: CHARTER Union: AFSCME	20.5	01/01/2017 01/01/2016	25.55 24.93	26.70 26.05	28.01 27.33	29.27 28.56	30.65 29.90	
6260 POLICE CADET CS: CHARTER Union: AFSCME	5.0	01/01/2017 01/01/2016	12.77 12.46	13.30 12.98	13.95 13.61	14.56 14.20	15.23 14.86	
6127 POLICE CAPTAIN CS: POLICE Union: TEAMSTERS	966P	01/01/2018 01/01/2017 01/01/2016	50.30 49.07 47.87	52.82 51.53 50.27	55.46 54.11 52.79	58.19 56.77 55.39	61.08 59.59 58.14	
1190 POLICE CHIEF CS: EXEMPT Union: NONE	963	01/01/2016	61.39	64.48	67.68	71.05	74.61	
6123 POLICE CORPORAL CS: POLICE Union: YPPA	425	01/01/2019 01/01/2018 01/01/2017 01/01/2016	43.50 42.44 41.40 40.39	45.66 44.55 43.46 42.40				
6251 POLICE DEPARTMENT ASSISTANT I CS: CHARTER Union: AFSCME	5.5	01/01/2017 01/01/2016	13.03 12.71	13.59 13.26	14.24 13.89	14.89 14.53	15.55 15.17	
6243 POLICE DEPARTMENT ASSISTANT III CS: CHARTER Union: AFSCME	8.5	01/01/2017 01/01/2016	14.89 14.53	15.55 15.17	16.28 15.88	16.96 16.55	17.82 17.39	
8205 POLICE FLEET SPECIALIST CS: CHARTER Union: AFSCME	15.5	01/01/2017 01/01/2016	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	
6241 POLICE INFORMATION SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2017 01/01/2016	20.81 20.30	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	



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6126 POLICE LIEUTENANT CS: POLICE Union: TEAMSTERS		968P	01/01/2018	45.61	47.86	50.30	52.82	55.46	
			01/01/2017	44.50	46.69	49.07	51.53	54.11	
			01/01/2016	43.41	45.55	47.87	50.27	52.79	
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	
			01/01/2017	29.08	31.44	33.20	34.61	39.42	
			01/01/2016	28.37	30.67	32.39	33.77	38.46	
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	
			01/01/2017	29.08	31.44	33.20	34.61	39.42	
			01/01/2016	28.37	30.67	32.39	33.77	38.46	
6124 POLICE SERGEANT CS: POLICE Union: YPPA		450	01/01/2019	45.41	47.64				
			01/01/2018	44.30	46.48				
			01/01/2017	43.22	45.35				
			01/01/2016	42.17	44.24				
6256 POLICE SERVICES LEAD CS: CHARTER Union: AFSCME		16.0	01/01/2017	20.81	21.72	22.76	23.82	24.89	
			01/01/2016	20.30	21.19	22.20	23.24	24.28	
1295 POLICE SERVICES MANAGER CS: EXEMPT Union: NONE		971	01/01/2016	35.90	37.70	39.58	41.53	43.64	
6252 POLICE SERVICES SPECIALIST I CS: CHARTER Union: AFSCME		12.0	01/01/2017	17.33	18.25	18.95	19.89	20.81	
			01/01/2016	16.91	17.80	18.49	19.40	20.30	
6253 POLICE SERVICES SPECIALIST II CS: CHARTER Union: AFSCME		14.0	01/01/2017	18.95	19.89	20.81	21.72	22.76	
			01/01/2016	18.49	19.40	20.30	21.19	22.20	
11710 POLICE SERVICES SUPERVISOR CS: CHARTER Union: TEAMSTERS		978SA	01/01/2016	25.98	27.30	28.63	30.11	31.61	



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8840	POOL MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2017 01/01/2016	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	
8323	PRETREATMENT CREW LEADER CS: CHARTER Union: AFSCME	17.5	01/01/2017 01/01/2016	22.28 21.74	23.25 22.68	24.40 23.80	25.55 24.93	26.70 26.05	
15104	PRETREATMENT SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2016	29.53	31.02	32.53	34.18	35.90	
8322	PRETREATMENT TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2017 01/01/2016	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	
8242	PREVENTATIVE MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	15.0	01/01/2017 01/01/2016	19.89 19.40	20.81 20.30	21.72 21.19	22.76 22.20	23.82 23.24	
7611	PRINT SHOP OPERATOR CS: CHARTER Union: AFSCME	11.5	01/01/2017 01/01/2016	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	
1432	PROBATION OFFICER CS: EXEMPT Union: NONE	978	01/01/2016	25.47	26.78	28.07	29.53	31.02	
1433	PROBATION SERVICES CLERK CS: EXEMPT Union: NONE	987	01/01/2016	16.49	17.26	18.13	19.02	19.99	
1431	PROBATION SERVICES MANAGER CS: EXEMPT Union: NONE	975	01/01/2016	29.53	31.02	32.53	34.18	35.90	
2103	PROGRAMMER ANALYST CS: CHARTER Union: AFSCME	16.5	01/01/2017 01/01/2016	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	25.55 24.93	
3115	PROJECT ENGINEER CS: CHARTER Union: AFSCME	22.5	01/01/2017 01/01/2016	27.97 27.29	29.25 28.54	30.65 29.90	32.02 31.24	33.55 32.73	
10202	PROJECT MANAGER CS: CHARTER Union: NONE	975	01/01/2016	29.53	31.02	32.53	34.18	35.90	
17101	PUB SAFETY ASSIST COMMUNICATIONS MANAGER CS: FIRE Union: NONE	973	01/01/2016	32.53	34.18	35.90	37.70	39.58	



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6343 PUBLIC EDUCATION CAPTAIN CS: FIRE Union: IAFF	506	01/01/2017 01/01/2016	42.98 41.93	45.13 44.03	47.47 46.31	49.86 48.64	52.11 50.84	
7161 PUBLIC RECORDS OFFICER CS: CHARTER Union: AFSCME	19.0	01/01/2017 01/01/2016	23.82 23.24	24.89 24.28	26.10 25.46	27.32 26.65	28.60 27.90	
6415 PUBLIC SAFETY COMM SUPERVISOR CS: FIRE Union: IAFF	558	01/01/2017 01/01/2016	26.16 25.52	27.46 26.79	28.85 28.15	30.28 29.54	31.78 31.00	33.37 32.56
1274 PUBLIC SAFETY COMMUNICATIONS MANAGER CS: EXEMPT Union: NONE	968	01/01/2016	39.58	41.53	43.64	45.83	48.11	
6412 PUBLIC SAFETY DISPATCHER CS: FIRE Union: IAFF	575	01/01/2017 01/01/2016	21.63 21.10	22.65 22.10	23.73 23.15	24.95 24.34	27.62 26.95	28.97 28.26
11603 PUBLIC WORKS OFFICE ASSISTANT CS: CHARTER Union: TEAMSTERS	983SA	01/01/2016	20.38	21.43	22.44	23.60	24.78	
2115 PUBLICATIONS AND GRAPHICS SPECIALIST CS: CHARTER Union: AFSCME	9.0	01/01/2017 01/01/2016	15.23 14.86	15.95 15.56	16.63 16.22	17.33 16.91	18.25 17.80	
2233 PURCHASING ASSISTANT CS: CHARTER Union: AFSCME	12.5	01/01/2017 01/01/2016	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	
10501 RECORDS ADMINISTRATOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2016	33.18	34.87	36.60	38.45	40.35	
5256 RECREATION ACTIVITIES COORDINATOR CS: CHARTER Union: AFSCME	15.5	01/01/2017 01/01/2016	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	
5235 RECREATION ACTIVITIES SPECIALIST CS: CHARTER Union: AFSCME	10.5	01/01/2017 01/01/2016	16.28 15.88	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	
5255 RECREATION COORDINATOR CS: CHARTER Union: AFSCME	12.5	01/01/2017 01/01/2016	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	



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5234 RECREATION LEADER CS: CHARTER Union: AFSCME	6.5	01/01/2017 01/01/2016	13.59 13.26	14.24 13.89	14.89 14.53	15.55 15.17	16.28 15.88	
11501 RECREATION PROGRAM SUPERVISOR CS: CHARTER Union: TEAMSTERS	980SA	01/01/2016	23.60	24.78	25.98	27.30	28.63	
11503 RECREATION SUPERVISOR CS: CHARTER Union: TEAMSTERS	976SA	01/01/2016	28.63	30.11	31.61	33.18	34.87	
4128 RIGHT OF WAY AGENT CS: CHARTER Union: AFSCME	17.0	01/01/2017 01/01/2016	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	
9131 RULE 9 LEGAL INTERN CS: EXEMPT Union: NONE	931	12/19/2010	18.11	19.99	22.02			
2262 SAFETY & TRAINING OFFICER CS: CHARTER Union: AFSCME	16.5	01/01/2017 01/01/2016	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	25.55 24.93	
6440 SECRETARY I CS: FIRE Union: IAFF	585	01/01/2017 01/01/2016	14.65 14.29	15.49 15.11	16.30 15.90	17.18 16.76	18.09 17.65	18.98 18.52
2104 SENIOR ANALYST CS: CHARTER Union: AFSCME	19.0	01/01/2017 01/01/2016	23.82 23.24	24.89 24.28	26.10 25.46	27.32 26.65	28.60 27.90	
10201 SENIOR ANALYST(EXEMPT) CS: CHARTER Union: NONE	974	01/01/2016	31.02	32.53	34.18	35.90	37.70	
2120 SENIOR APPLICATION ANALYST CS: CHARTER Union: AFSCME	23.0	01/01/2017 01/01/2016	28.60 27.90	29.92 29.19	31.33 30.57	32.81 32.01	34.28 33.44	
2114 SENIOR APPLICATIONS DEVELOPER CS: CHARTER Union: AFSCME	21.5	01/01/2017 01/01/2016	26.70 26.05	27.97 27.29	29.25 28.54	30.65 29.90	32.02 31.24	
1322 SENIOR ASSISTANT CITY ATTY I CS: EXEMPT Union: NONE	966	01/01/2016	43.64	45.83	48.11	50.49	52.99	
1321 SENIOR ASSISTANT CITY ATTY II CS: EXEMPT Union: NONE	964	01/01/2016	48.11	50.49	52.99	55.67	58.47	61.40



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11805 SENIOR BUYER		976SA	01/01/2016	28.63	30.11	31.61	33.18	34.87	
CS: CHARTER Union: TEAMSTERS									
7111 SENIOR CENTER ASSISTANT		10.5	01/01/2017	16.28	16.96	17.82	18.56	19.45	
CS: CHARTER Union: AFSCME			01/01/2016	15.88	16.55	17.39	18.11	18.98	
7110 SENIOR CENTER CLERK		6.5	01/01/2017	13.59	14.24	14.89	15.55	16.28	
CS: CHARTER Union: AFSCME			01/01/2016	13.26	13.89	14.53	15.17	15.88	
2113 SENIOR CLIENT SERVICES TECHNICIAN		21.0	01/01/2017	26.10	27.32	28.60	29.92	31.33	
CS: CHARTER Union: AFSCME			01/01/2016	25.46	26.65	27.90	29.19	30.57	
2246 SENIOR COMMUNITY RELATIONS SPECIALIST		19.5	01/01/2017	24.40	25.55	26.70	28.01	29.27	
CS: CHARTER Union: AFSCME			01/01/2016	23.80	24.93	26.05	27.33	28.56	
11104 SENIOR ENGINEER		972SA	01/01/2016	34.87	36.60	38.45	40.35	42.35	
CS: CHARTER Union: TEAMSTERS									
6210 SENIOR EVIDENCE TECHNICIAN		18.0	01/01/2017	22.76	23.82	24.89	26.10	27.32	
CS: CHARTER Union: AFSCME			01/01/2016	22.20	23.24	24.28	25.46	26.65	
10105 SENIOR HUMAN RESOURCES SPECIALIST		979SA	01/01/2016	24.78	25.98	27.30	28.63	30.11	
CS: CHARTER Union: TEAMSTERS									
3322 SENIOR PLANNER		20.0	01/01/2017	24.89	26.10	27.32	28.60	29.92	
CS: CHARTER Union: AFSCME			01/01/2016	24.28	25.46	26.65	27.90	29.19	
11401 SENIOR PROGRAM SUPERVISOR		978	01/01/2016	25.47	26.78	28.07	29.53	31.02	
CS: CHARTER Union: NONE									
11202 SENIOR PROJECT PLANNER (TRANSIT)		972	01/01/2016	34.18	35.90	37.70	39.58	41.53	
CS: CHARTER Union: NONE									
8664 SENIOR TRAFFIC SIGN SPECIALIST		16.5	01/01/2017	21.29	22.28	23.25	24.40	25.55	
CS: CHARTER Union: AFSCME			01/01/2016	20.77	21.74	22.68	23.80	24.93	



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4224 SENIOR TRAFFIC SYSTEMS TECHNICIAN CS: CHARTER Union: AFSCME	25.0	01/01/2017 01/01/2016	31.33 30.57	32.81 32.01	34.28 33.44	35.98 35.10	37.78 36.86	
1266 SOLID WASTE AND RECYCLING MANAGER CS: EXEMPT Union: TEAMSTERS	970PW	01/01/2016	38.45	40.35	42.35	44.50	46.72	
8434 SOLID WASTE CODE COMPLIANCE OFFICER CS: CHARTER Union: AFSCME	15.5	01/01/2017 01/01/2016	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	
8433 SOLID WASTE COLLECTOR/DRIVER CS: CHARTER Union: AFSCME	15.5	01/01/2017 01/01/2016	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	
8641 SOLID WASTE MAINTENANCE WORKER CS: CHARTER Union: AFSCME	12.5	01/01/2017 01/01/2016	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	
14101 SOLID WASTE SUPERVISOR CS: CHARTER Union: TEAMSTERS	979SA	01/01/2016	24.78	25.98	27.30	28.63	30.11	
8681 STOREKEEPER CS: CHARTER Union: AFSCME	15.5	01/01/2017 01/01/2016	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	
1239 STRATEGIC PROJECT MANAGER CS: EXEMPT Union: NONE	968	01/01/2016	39.58	41.53	43.64	45.83	48.11	
1261 STREET AND TRAFFIC OPS MANAGER CS: EXEMPT Union: TEAMSTERS	970PW	01/01/2016	38.45	40.35	42.35	44.50	46.72	
8721 STREET CLEANING SPECIALIST I CS: CHARTER Union: AFSCME	10.5	01/01/2017 01/01/2016	16.28 15.88	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	
8722 STREET CLEANING SPECIALIST II CS: CHARTER Union: AFSCME	12.5	01/01/2017 01/01/2016	17.82 17.39	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	
8701 STREET INSPECTOR CS: CHARTER Union: AFSCME	17.0	01/01/2017 01/01/2016	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	



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8710	STREET LABORER	9.0	01/01/2017	15.23	15.95	16.63	17.33	18.25	
	CS: CHARTER Union: AFSCME		01/01/2016	14.86	15.56	16.22	16.91	17.80	
8713	STREET MAINT CREW LEADER	17.5	01/01/2017	22.28	23.25	24.40	25.55	26.70	
	CS: CHARTER Union: AFSCME		01/01/2016	21.74	22.68	23.80	24.93	26.05	
8711	STREET MAINT. SPECIALIST	14.5	01/01/2017	19.45	20.39	21.29	22.28	23.25	
	CS: CHARTER Union: AFSCME		01/01/2016	18.98	19.89	20.77	21.74	22.68	
13302	STREET MAINTENANCE SUPERVISOR	973SA	01/01/2016	33.18	34.87	36.60	38.45	40.35	
	CS: CHARTER Union: TEAMSTERS								
13301	STREET SUPERVISOR	975	01/01/2016	29.53	31.02	32.53	34.18	35.90	
	CS: CHARTER Union: NONE								
11251	SUPERVISING CODE INSPECTOR	973	01/01/2016	32.53	34.18	35.90	37.70	39.58	
	CS: CHARTER Union: NONE								
11201	SUPERVISING PLANNER	973	01/01/2016	32.53	34.18	35.90	37.70	39.58	
	CS: CHARTER Union: NONE								
11901	SUPERVISING SENIOR ANALYST	972	01/01/2016	34.18	35.90	37.70	39.58	41.53	
	CS: CHARTER Union: NONE								
11103	SUPERVISING TRAFFIC ENGINEER	973	01/01/2016	32.53	34.18	35.90	37.70	39.58	
	CS: CHARTER Union: NONE								
11106	SURFACE WATER ENGINEER	973SA	01/01/2016	33.18	34.87	36.60	38.45	40.35	
	CS: CHARTER Union: TEAMSTERS								
2119	TELEPHONE TECHNICIAN	19.5	01/01/2017	24.40	25.55	26.70	28.01	29.27	
	CS: CHARTER Union: AFSCME		01/01/2016	23.80	24.93	26.05	27.33	28.56	
9126	TEMPORARY REFUSE HELPER	915	01/01/2001	10.01	10.94	11.95			
	CS: EXEMPT Union: NONE								
4611	TRAFFIC AIDE	9.5	01/01/2017	15.55	16.28	16.96	17.82	18.56	
	CS: CHARTER Union: AFSCME		01/01/2016	15.17	15.88	16.55	17.39	18.11	



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4632 TRAFFIC ASSOCIATE CS: CHARTER Union: AFSCME	19.0	01/01/2017 01/01/2016	23.82 23.24	24.89 24.28	26.10 25.46	27.32 26.65	28.60 27.90	
11301 TRAFFIC OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2016	33.18	34.87	36.60	38.45	40.35	
13701 TRAFFIC SIGN SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2016	29.53	31.02	32.53	34.18	35.90	
4211 TRAFFIC SIGNAL AIDE CS: CHARTER Union: AFSCME	11.0	01/01/2017 01/01/2016	16.63 16.22	17.33 16.91	18.25 17.80	18.95 18.49	19.89 19.40	
4635 TRAFFIC SIGNAL SYSTEM ANALYST CS: CHARTER Union: AFSCME	21.5	01/01/2017 01/01/2016	26.70 26.05	27.97 27.29	29.25 28.54	30.65 29.90	32.02 31.24	
8662 TRAFFIC SIGNS & MARKINGS SPECIALIST 1 CS: CHARTER Union: AFSCME	13.5	01/01/2017 01/01/2016	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	22.28 21.74	
8663 TRAFFIC SIGNS & MARKINGS SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2017 01/01/2016	19.89 19.40	20.81 20.30	21.72 21.19	22.76 22.20	23.82 23.24	
4222 TRAFFIC SYSTEMS TECHNICIAN 1 CS: CHARTER Union: AFSCME	16.0	01/01/2017 01/01/2016	20.81 20.30	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	
4223 TRAFFIC SYSTEMS TECHNICIAN II CS: CHARTER Union: AFSCME	20.5	01/01/2017 01/01/2016	25.55 24.93	26.70 26.05	28.01 27.33	29.27 28.56	30.65 29.90	
4621 TRAFFIC TECHNICIAN I CS: CHARTER Union: AFSCME	13.0	01/01/2017 01/01/2016	18.25 17.80	18.95 18.49	19.89 19.40	20.81 20.30	21.72 21.19	
4622 TRAFFIC TECHNICIAN II CS: CHARTER Union: AFSCME	16.5	01/01/2017 01/01/2016	21.29 20.77	22.28 21.74	23.25 22.68	24.40 23.80	25.55 24.93	
10110 TRAINING PROGRAM COORDINATOR CS: CHARTER Union: TEAMSTERS	981SA	01/01/2016	22.44	23.60	24.78	25.98	27.30	



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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	
			01/01/2017	13.33	13.96	14.60	15.22	15.96	
			01/01/2016	13.00	13.62	14.24	14.85	15.57	
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	
			01/01/2017	19.74	20.71	21.63	22.62	23.66	
			01/01/2016	19.26	20.20	21.10	22.07	23.08	
14202 TRANSIT FIELD OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS		978SA	01/01/2016	25.98	27.30	28.63	30.11	31.61	
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	
			01/01/2017	17.67	18.58	19.33	20.25	21.18	
			01/01/2016	17.24	18.13	18.86	19.76	20.66	
1262 TRANSIT MANAGER CS: EXEMPT Union: TEAMSTERS		971PW	01/01/2016	36.60	38.45	40.35	42.35	44.50	
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	
			01/01/2017	23.80	24.93	26.05	27.33	28.56	
			01/01/2016	23.22	24.32	25.41	26.66	27.86	
14201 TRANSIT OPERATIONS SUPERVISOR CS: CHARTER Union: NONE		975	01/01/2016	29.53	31.02	32.53	34.18	35.90	
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	
			01/01/2017	16.94	17.67	18.58	19.33	20.25	
			01/01/2016	16.53	17.24	18.13	18.86	19.76	



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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	
			01/01/2017	25.16	26.35	27.60	28.89	30.23	
			01/01/2016	24.55	25.71	26.93	28.19	29.49	
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	
			01/01/2017	19.74	20.71	21.63	22.62	23.66	
			01/01/2016	19.26	20.20	21.10	22.07	23.08	
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	
			01/01/2017	15.47	16.16	16.94	17.67	18.58	
			01/01/2016	15.09	15.77	16.53	17.24	18.13	
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	
			01/01/2017	12.17	12.71	13.26	13.89	14.53	
			01/01/2016	11.87	12.40	12.94	13.55	14.18	
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	
			01/01/2017	13.33	13.96	14.60	15.22	15.96	
			01/01/2016	13.00	13.62	14.24	14.85	15.57	
10304 TREASURY SERVICES OFFICER CS: CHARTER Union: TEAMSTERS		972SA	01/01/2016	34.87	36.60	38.45	40.35	42.35	
8751 UTILITIES LOCATOR/SAFETY COORDINATOR CS: CHARTER Union: AFSCME		16.5	01/01/2017	21.29	22.28	23.25	24.40	25.55	
			01/01/2016	20.77	21.74	22.68	23.80	24.93	
10520 UTILITY AND FINANCE ASSISTANT CS: CHARTER Union: TEAMSTERS		980SA	01/01/2016	23.60	24.78	25.98	27.30	28.63	



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1242 UTILITY CUSTOMER SERVICES MANAGER CS: EXEMPT Union: NONE	972	01/01/2016	34.18	35.90	37.70	39.58	41.53	
11102 UTILITY ENGINEER CS: CHARTER Union: NONE	971	01/01/2016	35.90	37.70	39.58	41.53	43.64	
8750 UTILITY LOCATOR CS: CHARTER Union: AFSCME	14.5	01/01/2017 01/01/2016	19.45 18.98	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	
11108 UTILITY PROJECT MANAGER CS: CHARTER Union: NONE	972	01/01/2016	34.18	35.90	37.70	39.58	41.53	
7315 UTILITY SERVICE REPRESENTATIVE CS: CHARTER Union: AFSCME	12.0	01/01/2017 01/01/2016	17.33 16.91	18.25 17.80	18.95 18.49	19.89 19.40	20.81 20.30	
14301 UTILITY SERVICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2016	25.47	26.78	28.07	29.53	31.02	
7320 UTILITY SERVICES BILLING SPECIALIST CS: CHARTER Union: AFSCME	14.0	01/01/2017 01/01/2016	18.95 18.49	19.89 19.40	20.81 20.30	21.72 21.19	22.76 22.20	
7325 UTILITY SERVICES SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2017 01/01/2016	19.45 18.98	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	
8631 UTILITY WORKER CS: CHARTER Union: AFSCME	10.5	01/01/2017 01/01/2016	16.28 15.88	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	
8204 VEHICLE MAINTENANCE ATTENDANT CS: CHARTER Union: AFSCME	10.0	01/01/2017 01/01/2016	15.95 15.56	16.63 16.22	17.33 16.91	18.25 17.80	18.95 18.49	
8301 W.W. FACILITY SUPPORT WORKER CS: CHARTER Union: AFSCME	8.5	01/01/2017 01/01/2016	14.89 14.53	15.55 15.17	16.28 15.88	16.96 16.55	17.82 17.39	
8733 WASTEWATER MAINTENANCE CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2017 01/01/2016	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	



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8731 WASTEWATER MAINTENANCE SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2017 01/01/2016	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	22.28 21.74	
8732 WASTEWATER MAINTENANCE SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2017 01/01/2016	19.89 19.40	20.81 20.30	21.72 21.19	22.76 22.20	23.82 23.24	
13201 WASTEWATER MAINTENANCE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2016	29.53	31.02	32.53	34.18	35.90	
1272 WASTEWATER MANAGER CS: EXEMPT Union: NONE	968	01/01/2016	39.58	41.53	43.64	45.83	48.11	
15105 WASTEWATER OPERATIONS SUPERINTENDENT CS: CHARTER Union: NONE	972	01/01/2016	34.18	35.90	37.70	39.58	41.53	
1273 WATER AND IRRIGATION MGR CS: EXEMPT Union: NONE	970	01/01/2016	37.70	39.58	41.53	43.64	45.83	
8252 WATER DEVICE CREW LEADER CS: CHARTER Union: AFSCME	18.0	01/01/2017 01/01/2016	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	27.32 26.65	
8744 WATER DISTRIBUTION CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2017 01/01/2016	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	
13501 WATER DISTRIBUTION SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2016	29.53	31.02	32.53	34.18	35.90	
8253 WATER METER INFRASTRUCTURE CREW LDR CS: CHARTER Union: AFSCME	18.5	01/01/2017 01/01/2016	23.25 22.68	24.40 23.80	25.55 24.93	26.70 26.05	28.01 27.33	
8335 WATER QUALITY SPECIALIST CS: CHARTER Union: AFSCME	21.5	01/01/2017 01/01/2016	26.70 26.05	27.97 27.29	29.25 28.54	30.65 29.90	32.02 31.24	
7311 WATER SERVICE SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2017 01/01/2016	19.45 18.98	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	



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8331 WATER TREAT PLANT OPERATOR-IN-TRAINING CS: CHARTER Union: AFSCME	14.5	01/01/2017 01/01/2016	19.45 18.98	20.39 19.89	21.29 20.77	22.28 21.74	23.25 22.68	
8332 WATER TREATMENT PLANT OPERATOR II CS: CHARTER Union: AFSCME	20.0	01/01/2017 01/01/2016	24.89 24.28	26.10 25.46	27.32 26.65	28.60 27.90	29.92 29.19	
8333 WATER TREATMENT PLANT OPERATOR III CS: CHARTER Union: AFSCME	20.5	01/01/2017 01/01/2016	25.55 24.93	26.70 26.05	28.01 27.33	29.27 28.56	30.65 29.90	
15201 WATER TREATMENT PLANT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2016	31.02	32.53	34.18	35.90	37.70	
7151 WATER/IRRIG DIV ADMIN SPECIALIST CS: CHARTER Union: AFSCME	12.0	01/01/2017 01/01/2016	17.33 16.91	18.25 17.80	18.95 18.49	19.89 19.40	20.81 20.30	
11105 WATER/IRRIGATION ENGINEER CS: CHARTER Union: NONE	972	01/01/2016	34.18	35.90	37.70	39.58	41.53	
8251 WATERWORKS DEVICE TECHNICIAN CS: CHARTER Union: AFSCME	16.0	01/01/2017 01/01/2016	20.81 20.30	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	
8745 WATERWORKS DRAFTING/SERVICE REP CS: CHARTER Union: AFSCME	16.0	01/01/2017 01/01/2016	20.81 20.30	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	
8741 WATERWORKS SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2017 01/01/2016	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	22.28 21.74	
8742 WATERWORKS SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2017 01/01/2016	19.89 19.40	20.81 20.30	21.72 21.19	22.76 22.20	23.82 23.24	
8743 WATERWORKS SPECIALIST III CS: CHARTER Union: AFSCME	13.5	01/01/2017 01/01/2016	18.56 18.11	19.45 18.98	20.39 19.89	21.29 20.77	22.28 21.74	
2117 WEB APPLICATIONS DEVELOPER/ADMINISTRATOR CS: CHARTER Union: AFSCME	24.0	01/01/2017 01/01/2016	29.92 29.19	31.33 30.57	32.81 32.01	34.28 33.44	35.98 35.10	



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15103 WWTP CHIEF OPERATOR CS: CHARTER Union: NONE	976	01/01/2016	28.07	29.53	31.02	32.53	34.18	
4260 WWTP LEAD MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	21.5	01/01/2017 01/01/2016	26.70 26.05	27.97 27.29	29.25 28.54	30.65 29.90	32.02 31.24	
12202 WWTP MAINTENANCE SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2016	31.02	32.53	34.18	35.90	37.70	
8311 WWTP OPERATOR I CS: CHARTER Union: AFSCME	10.5	01/01/2017 01/01/2016	16.28 15.88	16.96 16.55	17.82 17.39	18.56 18.11	19.45 18.98	
8312 WWTP OPERATOR II CS: CHARTER Union: AFSCME	15.0	01/01/2017 01/01/2016	19.89 19.40	20.81 20.30	21.72 21.19	22.76 22.20	23.82 23.24	
8313 WWTP OPERATOR III CS: CHARTER Union: AFSCME	17.0	01/01/2017 01/01/2016	21.72 21.19	22.76 22.20	23.82 23.24	24.89 24.28	26.10 25.46	
15102 WWTP PROCESS CONTROL SUPV CS: CHARTER Union: NONE	973	01/01/2016	32.53	34.18	35.90	37.70	39.58	
4250 WWTP SCADA/TELEMETRY MAINTENANCE TECH CS: CHARTER Union: AFSCME	20.5	01/01/2017 01/01/2016	25.55 24.93	26.70 26.05	28.01 27.33	29.27 28.56	30.65 29.90	
1175 YAKIMA AIR TERMINAL MANAGER CS: EXEMPT Union: NONE	970	01/01/2016	37.70	39.58	41.53	43.64	45.83	

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 15th day of March, 2016.

Mayor

ATTEST

City Clerk

Publication Date:

Effective Date: