

ORDINANCE NO. 3351

ORDINANCE OF THE CITY OF CHULA VISTA AMENDING  
CHULA VISTA MUNICIPAL CODE SECTION 2.05.010  
RELATING TO THE ESTABLISHMENT OF UNCLASSIFIED  
POSITIONS TO ADD FA IVDC-LECC EXECUTIVE  
DIRECTOR, FA FINANCIAL MANAGER AND FA SENIOR  
FINANCIAL ANALYST AND DELETE CBAG IV-LECC  
DIRECTOR

WHEREAS, the Human Resources Department has created new classifications to better reflect the needs of the City's workforce; and

WHEREAS, Chula Vista City Charter Section 500(a) requires that all new unclassified management level positions be adopted by ordinance and a four-fifths vote of the Council.

NOW, THEREFORE, the City Council of the City of Chula Vista does ordain as follows:

**Section I.** That Section 2.05.010 of the Chula Vista Municipal Code is hereby amended to read as follows:

2.05.10           Unclassified positions established.

In In addition to those unclassified positions specifically delineated in Section 500 of the Charter of the City, there are established the unclassified positions entitled: Administrative Secretary (Mayor, At Will), Administrative Services Manager, Animal Care Facility Administrator, Animal Care Facility Manager, Assistant Chief of Police, Assistant Director of Development Services, Assistant Director of Engineering, Assistant Director of Human Resources, Assistant Director of Finance, Assistant Director of Public Works, Assistant Director of Recreation, Budget and Analysis Manager, Building Official/Code Enforcement Manager, California Border Alliance Group (CBAG) Deputy Executive Director, ~~CBAG Director—IV—LECC~~, CBAG Executive Director, Chief of Staff, City Engineer, Constituent Services Manager, Deputy City Manager, Deputy Fire Chief, Development Services Department Director, Director of Conservation and Environmental Services, Director of Economic Development, Fire Division Chief, FA Accounting Technician, FA Administrative Analyst I, FA Administrative Analyst II, FA Analyst, FA Director of San Diego Law Enforcement Coordination Center, FA Executive Assistant, FA Financial Manager, FA Geospatial Intelligence Analyst, FA Graphics Designer/Webmaster, FA Information Security Program Manager, FA IVDC-LECC Executive Director, FA Law Enforcement Coordination Center Information Technology Manager, FA Intelligence Analyst, FA Management Assistant, FA Microcomputer Specialist, FA Network Administrator I, FA Network Administrator II, FA Program Analyst, FA Program Manager, FA Network Engineer, FA Senior Financial Analyst, FA Senior Intelligence Analyst, FA Senior Secretary, FA Supervisory Intelligence Analyst, Finance and Purchasing Manager, Housing Manager, Human Resources Operations Manager, Information Technology Manager, Law Office Manager, Office Specialist (Mayor's Office), Performance and Organizational Development Manager, Planning Manager, Police Administrative Services Administrator, Police Captain,

Policy Aide, Purchasing Agent, Real Property Manager, Redevelopment and Housing Manager, Risk Manager, Senior Council Assistant, Traffic Engineer, and Treasury and Business Manager.

**Section II. Severability**

If any portion of this Ordinance, or its application to any person or circumstance, is for any reason held to be invalid, unenforceable or unconstitutional, by a court of competent jurisdiction, that portion shall be deemed severable, and such invalidity, unenforceability or unconstitutionality shall not affect the validity or enforceability of the remaining portions of the Ordinance, or its application to any other person or circumstance. The City Council of the City of Chula Vista hereby declares that it would have adopted each section, sentence, clause or phrase of this Ordinance, irrespective of the fact that any one or more other sections, sentences, clauses or phrases of the Ordinance be declared invalid, unenforceable or unconstitutional.

**Section III. Construction**

The City Council of the City of Chula Vista intends this Ordinance to supplement, not to duplicate or contradict, applicable state and federal law and this Ordinance shall be construed in light of that intent.

**Section IV. Effective Date**

This Ordinance shall take effect and be in force on the thirtieth day after its final passage.

**Section V. Publication**

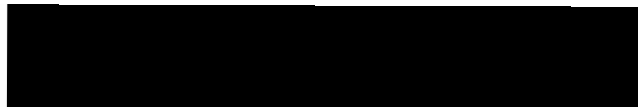
The City Clerk shall certify to the passage and adoption of this Ordinance and shall cause the same to be published or posted according to law.

Presented by

Approved as to form by



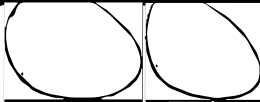
Courtney Barrett  
Director of Human Resources



Glen R. Googins  
City Attorney



Glen R. Googins  
City Attorney



PASSED, APPROVED, and ADOPTED by the City Council of the City of Chula Vista, California, this 28th day of July 2015, by the following vote:

AYES: Councilmembers: Aguilar, Bensoussan, McCann, Miesen and Salas

NAYS: Councilmembers: None

ABSENT: Councilmembers: None

[Redacted Signature]

Mary Salas, Mayor

ATTEST:

[Redacted Signature]

Donna R. Norris, CMC, City Clerk

STATE OF CALIFORNIA )  
COUNTY OF SAN DIEGO )  
CITY OF CHULA VISTA )

I, Donna R. Norris, City Clerk of Chula Vista, California, do hereby certify that the foregoing Ordinance No. 3351 had its first reading at a regular meeting held on the 21st day of July 2015 and its second reading and adoption at a regular meeting of said City Council held on the 28th day of July 2015; and was duly published in summary form in accordance with the requirements of state law and the City Charter.

August 7, 2015  
Dated

[Redacted Signature]

Donna R. Norris, CMC, City Clerk



Fiscal Year 2015-2016 Compensation Schedule  
Effective June 26, 2015

POSITION TITLE	PCN	BARG	Hourly Rate					Bi-Weekly Rate				
			Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
ACCOUNTANT	3623	CONF	\$31.30	\$32.86	\$34.51	\$36.23	\$38.04	\$2,503.77	\$2,628.95	\$2,760.40	\$2,898.42	\$3,043.25
ACCOUNTING ASSISTANT	3641	CVEA	\$15.14	\$20.10	\$21.11	\$22.16	\$23.27	\$1,531.45	\$1,606.07	\$1,688.47	\$1,772.90	\$1,861.54
ACCOUNTING ASSISTANT (HRLY)	3640	UCHR	\$15.14	\$20.10	\$21.11	\$22.16	\$23.27	\$1,531.50	\$1,606.07	\$1,688.48	\$1,772.89	\$1,861.54
ACCOUNTING TECH (HOURLY)	3676	UCHR	\$24.22	\$25.43	\$26.70	\$28.03	\$29.44	\$1,937.34	\$2,034.21	\$2,135.91	\$2,242.71	\$2,354.85
ACCOUNTING TECHNICIAN	3643	CONF	\$24.22	\$25.43	\$26.70	\$28.03	\$29.44	\$1,937.34	\$2,034.21	\$2,135.92	\$2,242.72	\$2,354.85
ACCOUNTING TECHNICIAN	3675	CVEA	\$24.22	\$25.43	\$26.70	\$28.03	\$29.44	\$1,937.34	\$2,034.21	\$2,135.92	\$2,242.71	\$2,354.85
ACCOUNTS PAYABLE SUPERVISOR	3645	CVEA	\$27.85	\$29.24	\$30.70	\$32.24	\$33.85	\$2,227.94	\$2,339.34	\$2,456.31	\$2,579.12	\$2,708.08
ADMIN AIDE	0201	CVEA	\$16.11	\$16.92	\$17.76	\$18.65	\$19.58	\$1,288.99	\$1,353.44	\$1,421.12	\$1,492.17	\$1,566.78
ADMIN ANALYST I	0203	CVEA	\$26.60	\$27.93	\$29.33	\$30.79	\$32.33	\$2,127.90	\$2,234.28	\$2,346.00	\$2,463.30	\$2,586.47
ADMIN SERVICES MANAGER	0215	SM	\$43.29	-	-	-	\$52.61	\$3,462.91	-	-	-	\$4,209.18
ADMINISTRATIVE SECRETARY	0149	CONF	\$23.66	\$24.84	\$26.08	\$27.39	\$28.76	\$1,892.59	\$1,987.22	\$2,086.58	\$2,190.91	\$2,300.45
ADMINISTRATIVE SECRETARY	0179	CVEA	\$23.66	\$24.84	\$26.08	\$27.39	\$28.76	\$1,892.59	\$1,987.22	\$2,086.58	\$2,190.91	\$2,300.45
ADMINISTRATIVE SECRETARY (MAYOR, AT-WILL)	0154	CONF	\$23.66	\$24.84	\$26.08	\$27.39	\$28.76	\$1,892.59	\$1,987.22	\$2,086.58	\$2,190.91	\$2,300.45
ADMINISTRATIVE TECH (HOURLY)	0127	UCHR	\$23.66	\$24.84	\$26.08	\$27.39	\$28.76	\$1,892.59	\$1,987.22	\$2,086.58	\$2,190.91	\$2,300.45
ADMINISTRATIVE TECHNICIAN	0147	CONF	\$23.66	\$24.84	\$26.08	\$27.39	\$28.76	\$1,892.59	\$1,987.22	\$2,086.58	\$2,190.91	\$2,300.45
ADMINISTRATIVE TECHNICIAN	0181	CVEA	\$23.66	\$24.84	\$26.08	\$27.39	\$28.76	\$1,892.59	\$1,987.22	\$2,086.58	\$2,190.91	\$2,300.45
ANIMAL ADOPTION COUNSELOR	5310	CVEA	\$28.47	\$21.49	\$22.57	\$23.70	\$24.88	\$1,637.70	\$1,715.58	\$1,805.56	\$1,895.84	\$1,990.63
ANIMAL CARE AIDE (HRLY)	5316	UCHR	\$11.32	\$11.91	\$12.55	\$13.20	\$13.90	\$905.56	\$953.01	\$1,003.78	\$1,056.21	\$1,111.98
ANIMAL CARE FAC ADMINISTRATOR	5327	SM	\$50.43	\$52.96	\$55.60	\$58.38	\$61.30	\$4,034.80	\$4,236.54	\$4,446.36	\$4,670.79	\$4,904.33
ANIMAL CARE FACILITY MANAGER	5330	MM	\$43.15	\$45.30	\$47.57	\$49.95	\$52.44	\$3,451.72	\$3,624.31	\$3,805.53	\$3,995.80	\$4,195.59
ANIMAL CARE FACILITY SUPVR	5317	MM	\$34.01	\$35.71	\$37.50	\$39.37	\$41.34	\$2,720.73	\$2,856.76	\$2,999.60	\$3,149.58	\$3,307.06
ANIMAL CARE SPECIALIST	5343	CVEA	\$17.17	\$18.02	\$18.93	\$19.87	\$20.86	\$1,373.23	\$1,441.90	\$1,514.00	\$1,589.69	\$1,669.18
ANIMAL CARE SPECIALIST (HRLY)	5344	UCHR	\$17.17	\$18.02	\$18.92	\$19.87	\$20.86	\$1,373.24	\$1,441.90	\$1,513.99	\$1,589.69	\$1,669.18
ANIMAL CARE SUPERVISOR	5319	CVEA	\$23.84	\$25.03	\$26.28	\$27.59	\$28.97	\$1,905.90	\$2,002.25	\$2,102.35	\$2,207.48	\$2,317.85
ANIMAL CONTROL OFFICER	5303	CVEA	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$1,647.88	\$1,730.28	\$1,816.79	\$1,907.63	\$2,003.01
ANIMAL CONTROL OFFICER (HRLY)	5305	UCHR	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$1,647.88	\$1,730.27	\$1,816.79	\$1,907.63	\$2,003.01
ANIMAL CTRL OFFCR SUPERVISOR	5304	CVEA	\$23.66	\$24.87	\$26.12	\$27.42	\$28.79	\$1,895.05	\$1,985.82	\$2,089.30	\$2,193.77	\$2,303.46
ANIMAL SERVICES SPECIALIST	5309	CVEA	\$16.73	\$19.66	\$20.65	\$21.68	\$22.76	\$1,498.67	\$1,572.98	\$1,651.63	\$1,734.21	\$1,820.92
APPLICATIONS SUPP SPEC HRLY	3078	UCHR	\$32.53	\$34.16	\$35.87	\$37.66	\$39.54	\$2,602.54	\$2,732.67	\$2,869.29	\$3,012.76	\$3,163.40
APPLICATIONS SUPPORT MANAGER	3083	MM	\$35.76	\$41.75	\$43.84	\$46.03	\$48.33	\$3,180.88	\$3,339.92	\$3,506.92	\$3,682.26	\$3,866.38
APPLICATIONS SUPPORT SPEC	3088	PROF	\$32.53	\$34.16	\$35.87	\$37.66	\$39.54	\$2,602.54	\$2,732.67	\$2,869.30	\$3,012.76	\$3,163.40
AQUARIST	7741	CVEA	\$21.32	\$22.39	\$23.51	\$24.68	\$25.92	\$1,705.79	\$1,791.08	\$1,880.64	\$1,974.67	\$2,073.40
AQUATIC SUPERVISOR I	7579	CVEA	\$21.87	\$22.96	\$24.11	\$25.31	\$26.58	\$1,749.43	\$1,836.89	\$1,928.74	\$2,025.18	\$2,126.44
AQUATIC SUPERVISOR II	7577	CVEA	\$24.05	\$25.26	\$26.52	\$27.85	\$29.24	\$1,924.37	\$2,020.58	\$2,121.61	\$2,227.70	\$2,339.08
AQUATIC SUPERVISOR III	7575	CVEA	\$27.66	\$29.05	\$30.50	\$32.02	\$33.62	\$2,213.02	\$2,323.67	\$2,439.87	\$2,561.86	\$2,689.95
ASSISTANT CITY CLERK	2210	SM	\$36.58	\$38.41	\$40.33	\$42.35	\$44.47	\$3,072.87	\$3,226.52	\$3,387.83	\$3,557.23	\$3,737.22
ASSISTANT DIR OF DEV SERVICES	4040	SM	\$63.78	-	-	-	\$77.53	\$5,102.42	-	-	-	\$6,202.02
ASSOC ACCOUNTANT	3635	CONF	\$34.43	\$36.15	\$37.96	\$39.85	\$41.85	\$2,754.13	\$2,891.84	\$3,036.43	\$3,188.25	\$3,347.67
ASSOC ENGINEER	6017	WCE	\$37.69	\$39.58	\$41.56	\$43.63	\$45.82	\$3,015.46	\$3,166.24	\$3,324.54	\$3,490.77	\$3,665.31
ASSOC LAND SURVEYOR	6277	WCE	\$37.69	\$39.58	\$41.56	\$43.63	\$45.82	\$3,015.46	\$3,166.23	\$3,324.54	\$3,490.77	\$3,665.31
ASSOC PLAN CHECK ENGINEER	4747	WCE	\$37.69	\$39.58	\$41.56	\$43.63	\$45.82	\$3,015.46	\$3,166.23	\$3,324.54	\$3,490.77	\$3,665.31
ASSOC PLANNER	4437	CVEA	\$31.03	\$32.58	\$34.21	\$35.92	\$37.72	\$2,482.54	\$2,606.66	\$2,737.00	\$2,873.85	\$3,017.54
ASSOC PLANNER (HOURLY)	4438	UCHR	\$31.03	\$32.58	\$34.21	\$35.92	\$37.72	\$2,482.53	\$2,606.66	\$2,736.99	\$2,873.85	\$3,017.54
ASST CHIEF OF POLICE	5011	SM	\$62.57	-	-	-	\$76.05	\$5,005.27	-	-	-	\$6,083.83
ASST CITY ATTORNEY	2405	SM	\$68.80	\$70.14	\$73.65	\$77.29	\$81.20	\$5,344.14	\$5,611.36	\$5,891.93	\$6,183.24	\$6,495.85
ASST CITY MANAGER/ADMIN	2707	EXEC	\$86.43	-	-	-	\$104.40	\$6,914.40	-	-	-	\$8,352.23
ASST DIR HUMAN RESOURCES	3304	SM	\$58.19	-	-	-	\$69.83	\$4,655.15	-	-	-	\$5,586.23
ASST DIR OF FINANCE	3604	SM	\$57.84	-	-	-	\$69.83	\$4,627.06	-	-	-	\$5,586.23
ASST DIR OF PUBUC WORKS	6322	SM	\$57.84	-	-	-	\$69.83	\$4,627.06	-	-	-	\$5,586.23
ASST DIR OF RECREATION	7401	SM	\$47.78	-	-	-	\$58.07	\$3,822.24	-	-	-	\$4,645.97
ASST DIRECTOR OF ENGINEERING	6005	SM	\$57.84	-	-	-	\$69.83	\$4,627.06	-	-	-	\$5,586.23
ASST ENGINEER	6015	WCE	\$32.78	\$34.42	\$36.14	\$37.94	\$39.84	\$2,622.13	\$2,753.25	\$2,890.90	\$3,035.46	\$3,187.22
ASST LAND SURVEYOR	6289	WCE	\$32.78	\$34.42	\$36.14	\$37.94	\$39.84	\$2,622.14	\$2,753.24	\$2,890.91	\$3,035.45	\$3,187.22
ASST PLAN CHECK ENGINEER	4749	WCE	\$32.78	\$34.42	\$36.14	\$37.94	\$39.84	\$2,622.14	\$2,753.24	\$2,890.91	\$3,035.45	\$3,187.22
ASST PLANNER	4439	CVEA	\$28.21	\$29.62	\$31.10	\$32.66	\$34.29	\$2,256.85	\$2,369.65	\$2,488.18	\$2,612.59	\$2,743.22
AUTOMATED FINGERPRINT TECH	5123	CVEA	\$18.73	\$19.66	\$20.65	\$21.68	\$22.76	\$1,498.08	\$1,572.98	\$1,651.62	\$1,734.20	\$1,820.92
BENEFITS MANAGER	3404	MMCF	\$39.32	\$41.29	\$43.35	\$45.52	\$47.80	\$3,145.81	\$3,303.10	\$3,468.26	\$3,641.67	\$3,823.76
BENEFITS TECHNICIAN HOURLY	3400	UCHR	\$22.39	\$23.51	\$24.69	\$25.92	\$27.22	\$1,791.39	\$1,880.96	\$1,975.01	\$2,073.76	\$2,177.44
BLDG PROJECT MANAGER	6412	PROF	\$36.54	\$38.37	\$40.29	\$42.30	\$44.42	\$2,923.26	\$3,069.43	\$3,222.90	\$3,384.04	\$3,553.25
BLDG PROJECTS SUPERVISOR	6404	PROF	\$33.23	\$34.89	\$36.63	\$38.47	\$40.39	\$2,658.21	\$2,791.12	\$2,930.68	\$3,077.21	\$3,231.07
BUDGET & ANALYSIS MANAGER	2222	SM	\$54.15	-	-	-	\$65.35	\$4,332.14	-	-	-	\$5,227.74
BUILDING INSPECTION MANAGER	4769	MM	\$39.74	\$41.73	\$43.81	\$46.00	\$48.31	\$3,179.25	\$3,338.21	\$3,505.12	\$3,680.38	\$3,864.40
BUILDING INSPECTOR I	4771	CVEA	\$27.32	\$28.68	\$30.12	\$31.61	\$33.21	\$2,185.42	\$2,294.69	\$2,409.43	\$2,528.74	\$2,656.40
BUILDING INSPECTOR II	4773	CVEA	\$30.05	\$31.55	\$33.13	\$34.79	\$36.53	\$2,403.97	\$2,524.17	\$2,650.38	\$2,782.90	\$2,922.05
BUILDING INSPECTOR II HRLY	4774	UCHR	\$30.05	\$31.55	\$33.13	\$34.79	\$36.53	\$2,403.97	\$2,524.18	\$2,650.39	\$2,782.90	\$2,922.05

All position titles designated as Executive ("EXEC") or Senior Management ("SM") have salary bands with a minimum ("Step A") and maximum ("Step E") salary; salary appointments and subsequent adjustments within the approved salary range may be made by the position's appointing authority.



Fiscal Year 2015-2016 Compensation Schedule  
Effective June 26, 2015

POSITION TITLE	PCN	BARG	Hourly Rate										Bi-Weekly Rate				
			Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E					
BUILDING INSPECTOR III	4775	CVEA	\$33.05	\$34.71	\$36.44	\$38.26	\$40.18	\$2,644.37	\$2,776.59	\$2,915.42	\$3,061.19	\$3,214.25					
BUILDING OFFICIAL/CODE ENF MGR	4780	SM	\$60.74				\$73.83	\$4,859.44				\$5,906.68					
BUILDING PROJECT COORDINATOR	6407	CVEA	\$30.05	\$31.55	\$33.13	\$34.79	\$36.53	\$2,403.97	\$2,524.17	\$2,650.38	\$2,782.90	\$2,922.05					
BUSINESS LICENSE REP	4505	CVEA	\$19.14	\$20.10	\$21.11	\$22.16	\$23.27	\$1,531.49	\$1,608.07	\$1,688.47	\$1,772.90	\$1,861.54					
CARPENTER	6444	CVEA	\$23.84	\$25.03	\$26.28	\$27.60	\$28.98	\$1,907.05	\$2,002.41	\$2,102.53	\$2,207.65	\$2,318.03					
CBAG DEPUTY DIRECTOR SD LECC	5269	SM	\$44.64			\$51.68	\$54.26	\$3,571.23			\$4,134.14	\$4,340.85					
CBAG DEPUTY EXECUTIVE DIRECTOR	5273	SM	\$47.15				\$59.04	\$3,771.68				\$4,723.43					
CBAG EXECUTIVE DIRECTOR	5272	EXEC	\$55.46		\$61.14		\$69.45	\$4,436.62		\$4,891.37		\$5,556.15					
CBAG PROGRAM MANAGER	5285	MM	\$44.20	\$46.41	\$48.73	\$51.17	\$53.72	\$3,535.87	\$3,712.66	\$3,898.29	\$4,093.21	\$4,297.67					
CHIEF OF POLICE	5001	EXEC	\$80.96			\$96.36	\$98.40	\$6,476.46			\$7,708.86	\$7,872.19					
CHIEF OF STAFF	2011	MMUC	\$29.26	\$30.72	\$32.26	\$33.87	\$35.56	\$2,340.68	\$2,457.72	\$2,580.60	\$2,709.63	\$2,845.12					
CIP PROJECTS SUPV	6405	MM	\$25.30	\$26.56	\$27.89	\$29.28	\$30.75	\$2,023.61	\$2,124.79	\$2,231.03	\$2,342.58	\$2,459.71					
CITY ATTORNEY (ELECTED)	2400	CATY	\$0.00	\$0.00	\$0.00	\$0.00	\$88.75	\$0.00	\$0.00	\$0.00	\$0.00	\$7,100.39					
CITY CLERK	2201	CCLK					\$69.36					\$5,549.04					
CITY ENGINEER	6010	SM	\$58.25				\$70.80	\$4,660.10				\$5,664.37					
CITY MANAGER	2710	CMGR					\$115.21					\$9,217.09					
CIVIL BCKGRND INVEST (HOURLY)	5430	UCHR	\$22.66	\$23.79	\$24.98	\$26.23	\$27.54	\$1,812.67	\$1,903.30	\$1,998.46	\$2,098.38	\$2,203.31					
CIVILIAN BACKGROUND INVEST	5429	CVEA	\$22.66	\$23.79	\$24.98	\$26.23	\$27.54	\$1,812.67	\$1,903.30	\$1,998.46	\$2,098.38	\$2,203.30					
CIVILIAN POLICE INVESTIGATOR	5431	UCHR	\$25.79	\$27.08	\$28.43	\$29.85	\$31.35	\$2,063.15	\$2,166.32	\$2,274.63	\$2,388.36	\$2,507.78					
CLERICAL AIDE	0241	UCHR	\$10.55	\$11.07	\$11.63	\$12.21	\$12.82	\$843.66	\$885.84	\$930.14	\$976.64	\$1,025.47					
CODE ENF OFFICER I	4777	CVEA	\$23.73	\$24.91	\$26.16	\$27.47	\$28.84	\$1,898.28	\$1,993.19	\$2,092.86	\$2,197.50	\$2,307.38					
CODE ENF OFFICER I (HOURLY)	4776	UCHR	\$23.73	\$24.91	\$26.16	\$27.47	\$28.84	\$1,898.29	\$1,993.19	\$2,092.86	\$2,197.50	\$2,307.38					
CODE ENF OFFICER II	4779	CVEA	\$26.10	\$27.41	\$28.78	\$30.22	\$31.73	\$2,088.11	\$2,192.52	\$2,302.14	\$2,417.25	\$2,538.11					
CODE ENF OFFICER II (HOURLY)	4778	UCHR	\$26.10	\$27.41	\$28.78	\$30.22	\$31.73	\$2,088.11	\$2,192.51	\$2,302.15	\$2,417.25	\$2,538.11					
CODE ENFORCEMENT TECHNICIAN	4789	CVEA	\$20.63	\$21.67	\$22.75	\$23.89	\$25.08	\$1,650.68	\$1,733.22	\$1,819.88	\$1,910.87	\$2,006.41					
COLLECTIONS SUPERVISOR	3683	MM	\$32.99	\$34.64	\$36.37	\$38.19	\$40.10	\$2,639.43	\$2,771.41	\$2,909.98	\$3,055.48	\$3,208.25					
COLLECTIONS SUPERVISOR HOURLY	3687	UCHR	\$32.99	\$34.64	\$36.37	\$38.19	\$40.10	\$2,639.43	\$2,771.41	\$2,909.98	\$3,055.48	\$3,208.25					
COMMUNICATION SYSTEM MGR	5161	MM	\$29.73	\$31.21	\$32.77	\$34.41	\$36.13	\$2,378.22	\$2,497.13	\$2,621.99	\$2,753.09	\$2,890.74					
COMMUNITY SERV OFFICER	5141	CVEA	\$18.73	\$19.66	\$20.65	\$21.68	\$22.76	\$1,498.07	\$1,572.98	\$1,651.63	\$1,734.21	\$1,820.92					
COMPUTER PROG/ANALYST	3021	CVEA	\$31.07	\$32.62	\$34.25	\$35.97	\$37.76	\$2,485.44	\$2,609.71	\$2,740.19	\$2,877.20	\$3,021.06					
COMPUTER PROGRAMMER	3023	CVEA	\$28.24	\$29.66	\$31.14	\$32.70	\$34.33	\$2,259.49	\$2,372.46	\$2,491.09	\$2,615.64	\$2,746.42					
CONSERVATION SPECIALIST I	6200	CVEA	\$21.57	\$22.65	\$23.78	\$24.97	\$26.22	\$1,725.70	\$1,811.99	\$1,902.59	\$1,997.73	\$2,097.61					
CONSTITUENT SERVICES MANAGER	2038	PRUC	\$26.89	\$28.24	\$29.65	\$31.13	\$32.69	\$2,151.42	\$2,258.99	\$2,371.93	\$2,490.53	\$2,615.06					
CONSTRUCTION & REPAIR MGR	6423	MM	\$37.46	\$39.33	\$41.30	\$43.36	\$45.53	\$2,996.62	\$3,146.46	\$3,303.78	\$3,468.97	\$3,642.42					
CONSTRUCTION & REPAIR SUPVSR	6427	CVEA	\$33.10	\$34.76	\$36.50	\$38.32	\$40.24	\$2,648.18	\$2,780.59	\$2,919.62	\$3,065.60	\$3,218.88					
COUNCIL ASSISTANT	2023	UCHR	\$22.91	\$24.06	\$25.26	\$26.52	\$27.85	\$1,832.86	\$1,924.50	\$2,020.73	\$2,121.76	\$2,227.85					
COUNCIL PERSON	2003	CL					\$23.43					\$1,874.50					
CRIME LABORATORY MANAGER	5101	MM	\$42.72	\$44.86	\$47.10	\$49.46	\$51.93	\$3,417.88	\$3,588.78	\$3,768.22	\$3,956.63	\$4,154.46					
CULTURAL ARTS PROGRAM MANAGER	4435	PROF	\$35.81	\$37.60	\$39.48	\$41.45	\$43.52	\$2,864.46	\$3,007.68	\$3,158.07	\$3,315.97	\$3,481.77					
CUSTODIAL & FAC MANAGER	6654	MM	\$37.46	\$39.33	\$41.30	\$43.36	\$45.53	\$2,996.62	\$3,146.46	\$3,303.78	\$3,468.97	\$3,642.42					
CUSTODIAL SUPERVISOR	6667	CVEA	\$21.90	\$23.00	\$24.15	\$25.35	\$26.62	\$1,752.09	\$1,839.69	\$1,931.68	\$2,028.26	\$2,129.68					
CUSTODIAN	6661	CVEA	\$17.31	\$18.18	\$19.09	\$20.04	\$21.04	\$1,385.05	\$1,454.30	\$1,527.01	\$1,603.36	\$1,683.53					
CUSTODIAN (HOURLY)	6662	UCHR	\$17.31	\$18.18	\$19.09	\$20.04	\$21.04	\$1,385.04	\$1,454.30	\$1,527.01	\$1,603.36	\$1,683.53					
DELIVERY DRIVER	7191	CVEA	\$15.87	\$16.66	\$17.50	\$18.37	\$19.29	\$1,269.63	\$1,333.11	\$1,399.77	\$1,469.75	\$1,543.24					
DELIVERY DRIVER (HOURLY)	7192	UCHR	\$15.87	\$16.66	\$17.50	\$18.37	\$19.29	\$1,269.63	\$1,333.11	\$1,399.76	\$1,469.76	\$1,543.24					
DEP CITY MANAGER	2705	EXEC	\$89.40				\$98.56	\$7,151.93				\$7,885.00					
DEPUTY CITY ATTORNEY I	2410	PRUC	\$38.66	\$40.59	\$42.62	\$44.75	\$46.99	\$3,092.81	\$3,247.46	\$3,409.83	\$3,580.32	\$3,759.34					
DEPUTY CITY ATTORNEY II	2408	PRUC	\$46.39	\$48.71	\$51.15	\$53.70	\$56.39	\$3,711.37	\$3,896.94	\$4,091.79	\$4,296.38	\$4,511.20					
DEPUTY CITY ATTY III	2411	SM	\$60.13	\$63.14	\$66.30	\$69.61	\$73.09	\$4,810.72	\$5,051.25	\$5,303.82	\$5,569.01	\$5,847.43					
DEPUTY CITY CLERK I	2245	PRUC	\$24.45	\$25.67	\$26.95	\$28.30	\$29.72	\$1,955.83	\$2,053.62	\$2,156.30	\$2,264.11	\$2,377.32					
DEPUTY CITY CLERK II	2243	PRUC	\$26.89	\$28.24	\$29.65	\$31.13	\$32.69	\$2,151.41	\$2,258.98	\$2,371.93	\$2,490.53	\$2,615.06					
DEPUTY FIRE CHIEF	5505	SM	\$60.12				\$73.08	\$4,809.73				\$5,846.25					
DEPUTY FIRE CHIEF (INTERIM)	5504	SM	\$60.12				\$73.08	\$4,809.73				\$5,846.25					
DETENTION FACILITY MANAGER	5130	MM	\$42.72	\$44.86	\$47.10	\$49.46	\$51.93	\$3,417.88	\$3,588.78	\$3,768.22	\$3,956.63	\$4,154.46					
DEVELOPMENT SERVICES TECH I	4542	CVEA	\$19.52	\$20.49	\$21.52	\$22.59	\$23.72	\$1,561.43	\$1,639.50	\$1,721.48	\$1,807.55	\$1,897.93					
DEVELOPMENT SVCS DEPT DIR	4039	EXEC	\$74.64			\$89.29	\$90.74	\$5,971.16			\$7,143.45	\$7,258.95					
DEVELOPMENT SVCS TECH II	4541	CVEA	\$21.47	\$22.54	\$23.67	\$24.85	\$26.10	\$1,717.58	\$1,803.45	\$1,893.63	\$1,988.31	\$2,087.72					
DEVELOPMENT SVCS TECH III	4543	CVEA	\$24.69	\$25.92	\$27.22	\$28.58	\$30.01	\$1,975.21	\$2,073.97	\$2,177.67	\$2,286.55	\$2,400.88					
DEVLPMNT SVCS TECH II (HRLY)	4544	UCHR	\$21.47	\$22.54	\$23.67	\$24.85	\$26.10	\$1,717.57	\$1,803.46	\$1,893.63	\$1,988.31	\$2,087.72					
DEVLPMNT SVCS COUNTER MGR	4547	MM	\$35.69	\$37.48	\$39.35	\$41.32	\$43.38	\$2,855.35	\$2,998.12	\$3,148.02	\$3,305.42	\$3,470.70					
DIR OF ECON DEVELOPMENT	2734	EXEC	\$69.83				\$84.23	\$5,586.63				\$6,738.33					
DIR OF ENG/CITY ENGINEER	6006	EXEC	\$66.14				\$80.39	\$5,291.24				\$6,431.53					
DIR OF FINANCE	3601	EXEC	\$75.18				\$90.72	\$6,014.15				\$7,257.98					
DIR OF HUMAN RESOURCES	3303	EXEC	\$65.24				\$79.30	\$5,219.04				\$6,343.78					
DIR OF INFO TECH SVCS	3001	EXEC	\$65.24		\$71.93		\$79.30	\$5,219.04		\$5,754.00		\$6,343.78					
DIR OF LIBRARY	7002	EXEC	\$69.83				\$84.23	\$5,586.63				\$6,738.33					
DIR OF PUBLIC WORKS	6320	EXEC	\$75.98		\$87.22		\$90.72	\$5,918.63		\$6,977.74		\$7,257.98					
DIR OF RECREATION	7405	EXEC	\$60.32	\$63.34	\$66.50	\$69.83	\$73.32	\$4,825.59	\$5,066.87	\$5,320.21	\$5,586.22	\$5,865.53					
DIR OF REDEVLPMNT & HOUSING	4201	EXEC	\$66.14				\$80.39	\$5,291.24				\$6,431.53					
ELECTRICIAN	6438	CVEA	\$25.03	\$26.28	\$27.60	\$28.98	\$30.42	\$2,002.41	\$2,102.53	\$2,207.66	\$2,318.04	\$2,433.95					
ELECTRONIC/EQUIP INSTALLER	6492	CVEA	\$22.75	\$23.89	\$25.09	\$26.34	\$27.66	\$1,820.37	\$1,911.39	\$2,006.96	\$2,107.31	\$2,212.67					
ELECTRONICS TECH SUPERVISOR	6472	CVEA	\$31.66	\$33.25	\$34.91	\$36.65	\$38.49	\$2,533.10	\$2,659.75	\$2,792.74	\$2,932.38	\$3,079.00					

Approved and adopted:  
Resolution No.:



Fiscal Year 2015-2016 Compensation Schedule  
Effective June 26, 2015

POSITION TITLE	PCN	BARG	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
ELECTRONICS TECHNICIAN	6475	CVEA	\$27.53	\$28.91	\$30.36	\$31.87	\$33.47	\$2,202.69	\$2,312.83	\$2,428.47	\$2,545.89	\$2,677.39
EMERGENCY SVCS COORD (HRLY)	5565	UCHR	\$35.60	\$37.38	\$39.25	\$41.21	\$43.27	\$2,848.15	\$2,990.55	\$3,140.06	\$3,297.08	\$3,461.94
EMERGENCY SVCS COORDINATOR	5564	PROF	\$35.60	\$37.38	\$39.25	\$41.21	\$43.27	\$2,848.15	\$2,990.55	\$3,140.06	\$3,297.08	\$3,461.94
EMS NURSE COORDINATOR	5567	PROF	\$45.03	\$47.28	\$49.65	\$52.13	\$54.74	\$3,602.57	\$3,782.69	\$3,971.83	\$4,170.42	\$4,378.94
ENGINEERING TECH I	6081	CVEA	\$23.75	\$24.94	\$26.19	\$27.50	\$28.87	\$1,900.37	\$1,995.39	\$2,095.16	\$2,199.52	\$2,305.91
ENGINEERING TECH II	6071	CVEA	\$26.13	\$27.44	\$28.81	\$30.25	\$31.76	\$2,090.41	\$2,194.93	\$2,304.66	\$2,419.91	\$2,540.91
ENVIRONMENTAL HLTH SPECIALIST	6129	CVEA	\$31.42	\$32.99	\$34.64	\$36.37	\$38.19	\$2,513.25	\$2,638.91	\$2,770.86	\$2,909.40	\$3,054.87
ENVIRONMENTAL RESOURCE SPEC	4454	CVEA	\$21.42	\$22.99	\$24.64	\$26.37	\$28.19	\$1,513.25	\$1,638.91	\$1,770.86	\$1,909.40	\$2,054.87
ENVIRONMENTAL SERVICES MANAGER	6205	MM	\$42.97	\$45.12	\$47.37	\$49.74	\$52.23	\$3,437.36	\$3,609.23	\$3,789.69	\$3,975.17	\$4,178.13
ENVIRONMENTAL SUSTAINABILITY MANAGER	6207	MM	\$42.97	\$45.12	\$47.37	\$49.74	\$52.23	\$3,437.36	\$3,609.23	\$3,789.69	\$3,975.17	\$4,178.13
EQUIPMENT MAINTENANCE MANAGER	6505	MM	\$35.26	\$37.03	\$38.88	\$40.82	\$42.85	\$2,820.67	\$2,962.02	\$3,110.11	\$3,265.62	\$3,429.90
EQUIPMENT MECHANIC	6542	CVEA	\$23.87	\$24.80	\$26.04	\$27.34	\$28.71	\$1,885.57	\$1,984.05	\$2,083.25	\$2,187.41	\$2,295.78
EQUIPMENT OPERATOR	6361	CVEA	\$25.14	\$26.40	\$27.72	\$29.10	\$30.56	\$2,011.09	\$2,111.64	\$2,217.22	\$2,328.09	\$2,444.49
EVIDENCE CONTROL ASST (HRLY)	5117	UCHR	\$18.73	\$19.66	\$20.65	\$21.68	\$22.76	\$1,498.08	\$1,572.98	\$1,651.63	\$1,734.21	\$1,820.92
EXECUTIVE SECRETARY	0187	CONF	\$28.63	\$30.06	\$31.56	\$33.14	\$34.79	\$2,290.03	\$2,404.53	\$2,524.76	\$2,651.00	\$2,783.55
EXECUTIVE SECRETARY (HOURLY)	0188	UCHR	\$28.63	\$30.06	\$31.56	\$33.14	\$34.79	\$2,290.03	\$2,404.53	\$2,524.76	\$2,650.99	\$2,783.55
FA ACCOUNTING TECHNICIAN	5270	CONF	\$24.22	\$25.43	\$26.70	\$28.03	\$29.44	\$1,937.35	\$2,034.21	\$2,135.92	\$2,242.72	\$2,354.85
FA ADMIN ANALYST I	5297	CONF	\$26.60	\$27.93	\$29.33	\$30.79	\$32.33	\$2,127.90	\$2,234.28	\$2,346.00	\$2,463.30	\$2,586.48
FA ADMIN ANALYST II	5296	CONF	\$29.26	\$30.72	\$32.26	\$33.87	\$35.56	\$2,340.68	\$2,457.73	\$2,580.60	\$2,709.63	\$2,845.12
FA ANALYST	5277	CONF	\$20.33	\$21.34	\$22.41	\$23.53	\$24.71	\$1,626.07	\$1,707.38	\$1,792.75	\$1,882.38	\$1,976.50
FA DIRECTOR OF SD LECC	5274	SM	\$57.88	-	-	-	\$69.45	\$4,630.12	-	-	-	\$5,556.14
FA EXECUTIVE ASSISTANT	5286	CONF	\$26.04	\$27.34	\$28.71	\$30.15	\$31.65	\$2,083.29	\$2,187.45	\$2,296.83	\$2,411.67	\$2,532.25
FA GEOSPATIAL INTEL ANALYST	5439	PRUC	\$37.98	\$39.78	\$41.77	\$43.86	\$46.06	\$3,031.15	\$3,182.73	\$3,341.86	\$3,508.95	\$3,684.40
FA GRAPHIC DESIGNER/WSMSTR	5289	CONF	\$27.51	\$28.89	\$30.33	\$31.85	\$33.44	\$2,201.15	\$2,311.21	\$2,426.60	\$2,548.11	\$2,675.51
FA INFO SECURITY PROGRAM MGR	5453	MMUC	\$44.20	\$46.41	\$48.73	\$51.17	\$53.72	\$3,535.87	\$3,712.66	\$3,898.29	\$4,093.21	\$4,297.87
FA INTELLIGENCE ANALYST	5485	CONF	\$27.51	\$28.89	\$30.33	\$31.85	\$33.44	\$2,201.15	\$2,311.21	\$2,426.60	\$2,548.11	\$2,675.51
FA IVDC-LECC EXECUTIVE DIRECTOR	5491	SM	\$48.55	\$50.98	\$53.53	\$56.20	\$59.01	\$3,883.95	\$4,078.14	\$4,282.05	\$4,496.15	\$4,720.96
FA FINANCIAL MANAGER	5493	MMUC	\$43.66	\$45.84	\$48.13	\$50.54	\$53.06	\$3,492.45	\$3,667.07	\$3,850.42	\$4,042.94	\$4,245.09
FA LECC IT MANAGER	5440	MMUC	\$40.42	\$42.44	\$44.56	\$46.79	\$49.13	\$3,233.24	\$3,394.91	\$3,564.65	\$3,742.88	\$3,930.03
FA MANAGEMENT ASSISTANT	5278	CONF	\$24.80	\$26.04	\$27.34	\$28.71	\$30.15	\$1,984.09	\$2,083.30	\$2,187.46	\$2,296.83	\$2,411.68
FA MICROCOMPUTER SPECIALIST	5443	PRUC	\$32.86	\$34.50	\$36.23	\$38.04	\$39.94	\$2,628.82	\$2,760.27	\$2,898.28	\$3,043.19	\$3,195.35
FA NETWORK ADMINISTRATOR I	5292	PRUC	\$33.07	\$34.72	\$36.46	\$38.28	\$40.20	\$2,645.62	\$2,777.90	\$2,916.79	\$3,062.63	\$3,215.77
FA NETWORK ADMINISTRATOR II	5294	PRUC	\$36.38	\$38.20	\$40.11	\$42.11	\$44.22	\$2,910.18	\$3,055.68	\$3,208.47	\$3,368.90	\$3,537.34
FA PROGRAM ANALYST	5444	PRUC	\$39.20	\$41.16	\$43.22	\$45.38	\$47.65	\$3,136.28	\$3,293.09	\$3,457.75	\$3,630.63	\$3,812.17
FA PROGRAM ASSISTANT	5451	CONF	\$19.81	\$20.80	\$21.84	\$22.93	\$24.08	\$1,584.52	\$1,664.16	\$1,747.37	\$1,834.74	\$1,926.48
FA PROGRAM MANAGER	5445	SM	\$44.64	\$46.87	\$49.22	\$51.68	\$54.26	\$3,571.23	\$3,749.79	\$3,937.27	\$4,134.14	\$4,340.85
FA RCFL NETWORK ENGINEER	5284	CONF	\$31.93	\$33.53	\$35.20	\$36.96	\$38.81	\$2,554.36	\$2,682.08	\$2,816.19	\$2,957.00	\$3,104.85
FA SR INTELLIGENCE ANALYST	5483	PRUC	\$32.35	\$33.97	\$35.67	\$37.45	\$39.33	\$2,588.25	\$2,717.65	\$2,853.54	\$2,996.22	\$3,146.02
FA SR FINANCIAL ANALYST	5495	PRUC	\$30.72	\$32.26	\$33.87	\$35.56	\$37.34	\$2,457.72	\$2,580.61	\$2,709.64	\$2,845.12	\$2,987.38
FA SR SECRETARY	5477	CONF	\$21.40	\$22.40	\$23.47	\$24.59	\$25.77	\$1,630.43	\$1,711.96	\$1,797.56	\$1,887.43	\$1,981.80
FA SUPERVISORY INTELLIGENCE ANALYST	5481	PRUC	\$35.59	\$37.37	\$39.24	\$41.20	\$43.26	\$2,847.06	\$2,989.41	\$3,138.06	\$3,295.83	\$3,460.62
FACILITIES MANAGER	6425	MM	\$40.16	\$42.17	\$44.28	\$46.49	\$48.82	\$3,213.04	\$3,373.69	\$3,542.38	\$3,719.50	\$3,905.47
FACILITY & SUPPLY SPECIALIST	5648	CVEA	\$20.35	\$21.37	\$22.44	\$23.56	\$24.74	\$1,628.20	\$1,709.61	\$1,795.05	\$1,884.85	\$1,979.09
FACILITY & SUPPLY SPEC (HRLY)	5646	UCHR	\$20.35	\$21.37	\$22.44	\$23.56	\$24.74	\$1,628.20	\$1,709.61	\$1,795.05	\$1,884.84	\$1,979.09
FAMILY & YOUTH LITERACY COORD	7035	CVEA	\$24.05	\$25.26	\$26.52	\$27.85	\$29.24	\$1,924.37	\$2,020.58	\$2,121.61	\$2,227.69	\$2,339.08
FIELD MAINTENANCE SPECIALIST	7471	CVEA	\$18.50	\$19.43	\$20.40	\$21.42	\$22.49	\$1,480.18	\$1,554.20	\$1,631.90	\$1,713.50	\$1,799.18
FINANCE & PURCHASING MGR	3625	SM	\$53.76	-	-	-	\$65.35	\$4,300.87	-	-	-	\$5,227.74
FIRE APPARATUS MECH	6521	CVEA	\$26.33	\$27.75	\$31.23	\$32.79	\$34.43	\$2,266.30	\$2,379.62	\$2,498.60	\$2,623.53	\$2,754.71
FIRE BATTALION CHIEF (112 HR)	5511	IAFF	\$34.55	\$36.27	\$38.09	\$39.99	\$41.99	\$3,869.24	\$4,062.70	\$4,265.84	\$4,479.13	\$4,703.09
FIRE BATTALION CHIEF (80 HR)	5513	IAFF	\$48.37	\$50.78	\$53.32	\$55.99	\$58.79	\$3,869.24	\$4,062.70	\$4,265.84	\$4,479.13	\$4,703.09
FIRE BATTALION CHIEF (INTERIM)	5540	IAFF	\$34.55	\$36.27	\$38.09	\$39.99	\$41.99	\$3,869.24	\$4,062.70	\$4,265.84	\$4,479.13	\$4,703.09
FIRE CAPTAIN (112 HR)	5583	IAFF	\$27.73	\$29.12	\$30.57	\$32.10	\$33.71	\$3,105.90	\$3,261.20	\$3,424.26	\$3,595.48	\$3,775.24
FIRE CAPTAIN (80 HR)	5581	IAFF	\$38.82	\$40.76	\$42.80	\$44.94	\$47.19	\$3,105.90	\$3,261.20	\$3,424.26	\$3,595.48	\$3,775.24
FIRE CAPTAIN (INTERIM)	5580	IAFF	\$27.73	\$29.12	\$30.57	\$32.10	\$33.71	\$3,105.91	\$3,261.21	\$3,424.27	\$3,595.48	\$3,775.25
FIRE CHIEF	5501	EXEC	\$72.15	-	\$85.52	-	\$87.69	\$5,771.67	-	\$6,841.39	-	\$7,015.51
FIRE DIVISION CHIEF	5507	MMUC	\$54.27	\$56.99	\$59.84	\$62.83	\$65.97	\$4,341.96	\$4,559.60	\$4,787.01	\$5,026.37	\$5,277.68
FIRE ENG (112 HR)	5603	IAFF	\$23.64	\$24.83	\$26.07	\$27.37	\$28.74	\$2,648.16	\$2,780.57	\$2,919.60	\$3,065.58	\$3,218.85
FIRE ENG (80 HR)	5601	IAFF	\$33.10	\$34.76	\$36.49	\$38.32	\$40.24	\$2,648.16	\$2,780.57	\$2,919.60	\$3,065.58	\$3,218.85
FIRE ENGINEER (INTERIM)	5602	IAFF	\$23.64	\$24.83	\$26.07	\$27.37	\$28.74	\$2,648.17	\$2,780.58	\$2,919.61	\$3,065.59	\$3,218.87
FIRE INSP/INVEST I	5530	IAFF	\$28.00	\$29.40	\$30.86	\$32.41	\$34.03	\$2,239.62	\$2,351.61	\$2,469.19	\$2,592.65	\$2,722.28
FIRE INSP/INVEST I (HRLY)	5534	UCHR	\$28.00	\$29.40	\$30.86	\$32.41	\$34.03	\$2,239.62	\$2,351.61	\$2,469.19	\$2,592.65	\$2,722.28
FIRE INSP/INVEST II	5531	IAFF	\$30.79	\$32.33	\$33.95	\$35.65	\$37.43	\$2,463.58	\$2,586.76	\$2,716.10	\$2,851.90	\$2,994.50
FIRE INSP/INVEST II (HRLY)	5532	UCHR	\$30.79	\$32.33	\$33.95	\$35.65	\$37.43	\$2,463.58	\$2,586.76	\$2,716.10	\$2,851.90	\$2,994.50
FIRE PREV ENG/INVEST	5528	IAFF	\$37.14	\$39.00	\$40.95	\$43.00	\$45.15	\$2,971.38	\$3,119.95	\$3,275.94	\$3,439.74	\$3,611.73
FIRE PREVENTION AIDE	5535	CVEA	\$13.43	\$14.10	\$14.60	\$15.54	\$16.32	\$1,074.12	\$1,127.82	\$1,184.22	\$1,243.43	\$1,305.60
FIRE PREVENTION AIDE	5533	UCHR	\$13.43	\$14.10	\$14.60	\$15.54	\$16.32	\$1,074.12	\$1,127.82	\$1,184.22	\$1,243.43	\$1,305.60
FIREFIGHTER (112 HR)	5623	IAFF	\$26.10	\$27.10	\$28.15	\$29.26	\$30.43	\$2,250.66	\$2,363.19	\$2,481.35	\$2,605.42	\$2,735.69
FIREFIGHTER (80 HR)	5621	IAFF	\$26.13	\$27.54	\$31.02	\$32.57	\$34.20	\$2,250.66	\$2,363.19	\$2,481.35	\$2,605.42	\$2,735.69
FIREFIGHTER/PARAMEDIC (112 HR)	5613	IAFF	\$23.11	\$24.26	\$25.48	\$26.75	\$28.09	\$2,588.26	\$2,717.67	\$2,853.56	\$2,996.24	\$3,146.05
FIREFIGHTER/PARAMEDIC (80 HR)	5611	IAFF	\$32.35	\$33.97	\$35.67	\$37.45	\$39.33	\$2,588.26	\$2,717.67	\$2,853.56	\$2,996.24	\$3,146.05
FISCAL & MANAGEMENT ANALYST	0216	PRCF	\$40.49	\$42.51	\$44.64	\$46.87	\$49.21	\$3,238.94	\$3,400.89	\$3,570.93	\$3,749.47	\$3,936.94
FISCAL & MGT ANALYST (HOURL)	0218	UCHR	\$40.49	\$42.51	\$44.64	\$46.87	\$49.21	\$3,238.94	\$3,400.89	\$3,570.93	\$3,749.47	\$3,936.94

Approved and adopted:  
Resolution No.:



Fiscal Year 2015-2016 Compensation Schedule  
Effective June 26, 2015

POSITION TITLE	PCN	BARG	Hourly Rate					Bi-Weekly Rate				
			Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
FISCAL OFFICE SPEC (HOURLY)	0270	UCHR	\$17.69	\$18.57	\$19.50	\$20.47	\$21.50	\$1,414.84	\$1,485.58	\$1,559.86	\$1,637.85	\$1,715.74
FISCAL OFFICE SPECIALIST	0169	CVEA	\$17.69	\$18.57	\$19.50	\$20.47	\$21.50	\$1,414.84	\$1,485.58	\$1,559.86	\$1,637.85	\$1,715.74
FISCAL SERVICES ANALYST	3610	PROF	\$40.09	\$42.09	\$44.20	\$46.41	\$48.73	\$3,207.18	\$3,367.54	\$3,535.92	\$3,712.72	\$3,898.35
FLEET INVENTORY CONTROL SPEC	6513	CVEA	\$23.41	\$24.58	\$25.80	\$27.09	\$28.45	\$1,872.43	\$1,966.05	\$2,064.35	\$2,167.57	\$2,275.95
FLEET MANAGER	6501	MM	\$39.17	\$41.13	\$43.19	\$45.35	\$47.61	\$3,133.79	\$3,290.48	\$3,455.00	\$3,627.75	\$3,809.14
FORENSICS SPECIALIST	5114	CVEA	\$28.05	\$29.45	\$30.92	\$32.47	\$34.09	\$2,243.72	\$2,355.91	\$2,473.70	\$2,597.39	\$2,727.26
GARDENER (SEASONAL)	6629	UCHR	\$17.31	\$18.18	\$19.09	\$20.04	\$21.04	\$1,385.04	\$1,454.30	\$1,527.01	\$1,603.36	\$1,683.53
GARDENER I	6627	CVEA	\$17.31	\$18.18	\$19.09	\$20.04	\$21.04	\$1,385.05	\$1,454.30	\$1,527.01	\$1,603.36	\$1,683.53
GARDENER II	6623	CVEA	\$19.04	\$20.00	\$21.00	\$22.05	\$23.15	\$1,523.56	\$1,599.73	\$1,679.72	\$1,763.71	\$1,851.89
GIS MANAGER	3079	MM	\$40.15	\$42.16	\$44.27	\$46.48	\$48.81	\$3,212.37	\$3,373.00	\$3,541.64	\$3,718.73	\$3,904.66
GIS SPECIALIST	3081	CVEA	\$28.24	\$29.66	\$31.14	\$32.70	\$34.33	\$2,259.49	\$2,372.46	\$2,491.09	\$2,615.64	\$2,746.42
GIS SPECIALIST (HOURLY)	3092	UCHR	\$28.24	\$29.66	\$31.14	\$32.70	\$34.33	\$2,259.49	\$2,372.47	\$2,491.09	\$2,615.64	\$2,746.42
GRAFFITI ABATEMENT COORDINATOR	6339	CVEA	\$28.74	\$30.18	\$31.69	\$33.27	\$34.94	\$2,299.45	\$2,414.43	\$2,535.15	\$2,661.90	\$2,795.00
GRAPHIC DESIGNER	2775	CVEA	\$25.02	\$26.27	\$27.58	\$28.96	\$30.41	\$2,001.60	\$2,101.68	\$2,206.76	\$2,317.10	\$2,432.96
GYMNASIAC SPECIALIST	7543	UCHR	\$15.10	\$15.86	\$16.65	\$17.48	\$18.36	\$1,208.09	\$1,268.50	\$1,331.92	\$1,398.52	\$1,468.44
HOUSING MANAGER	4093	SM	\$49.93				\$60.21	\$3,994.07				\$4,816.81
HOUSING REHAB SPEC	4791	CVEA	\$26.10	\$27.41	\$28.78	\$30.22	\$31.73	\$2,088.11	\$2,192.52	\$2,302.14	\$2,417.25	\$2,538.11
HR ANALYST	3310	PRCF	\$29.09	\$30.55	\$32.07	\$33.68	\$35.36	\$2,327.38	\$2,443.74	\$2,565.93	\$2,694.23	\$2,828.94
HR OPERATIONS MANAGER	3317	SM	\$45.93				\$55.83	\$3,674.27				\$4,466.10
HR TECHNICIAN	3315	CONF	\$22.47	\$23.60	\$24.78	\$26.02	\$27.32	\$1,797.96	\$1,887.86	\$1,982.25	\$2,081.36	\$2,185.43
HUMAN SERVICE COORD	7551	CVEA	\$24.05	\$25.26	\$26.52	\$27.85	\$29.24	\$1,924.37	\$2,020.58	\$2,121.61	\$2,227.69	\$2,339.08
HVAC TECHNICIAN	6430	CVEA	\$25.03	\$26.28	\$27.60	\$28.98	\$30.42	\$2,002.41	\$2,102.53	\$2,207.66	\$2,318.04	\$2,433.95
INFO TECH MANAGER	5104	SM	\$49.34				\$59.21	\$3,947.38				\$4,736.87
INFO TECH SUPPORT SPECIALIST	3014	PROF	\$32.86	\$34.50	\$36.23	\$38.04	\$39.94	\$2,628.82	\$2,760.27	\$2,898.28	\$3,043.19	\$3,195.35
INFORMATION SYS TECH	3041	CVEA	\$21.98	\$23.08	\$24.24	\$25.45	\$26.72	\$1,758.73	\$1,846.67	\$1,939.00	\$2,035.95	\$2,137.75
INTERN, GRADUATE	0269	UCHR	\$13.33	\$14.00	\$14.70	\$15.43	\$16.20	\$1,066.42	\$1,119.74	\$1,175.73	\$1,234.51	\$1,296.24
INTERN, UNDERGRADUATE	0267	UCHR	\$12.12	\$12.72	\$13.36	\$14.03	\$14.73	\$969.47	\$1,017.95	\$1,068.84	\$1,122.29	\$1,178.40
IT SUPPORT SPECIALIST (HOURLY)	3002	UCHR	\$32.86	\$34.50	\$36.23	\$38.04	\$39.94	\$2,628.83	\$2,760.26	\$2,898.28	\$3,043.19	\$3,195.35
LANDSCAPE ARCHITECT	4480	PROF	\$35.81	\$37.60	\$39.48	\$41.45	\$43.52	\$2,864.46	\$3,007.69	\$3,158.07	\$3,315.98	\$3,481.77
LANDSCAPE INSPECTOR	6291	CVEA	\$27.32	\$28.68	\$30.12	\$31.62	\$33.21	\$2,185.43	\$2,294.70	\$2,409.44	\$2,529.91	\$2,656.41
LANDSCAPE PLANNER I	4482	CVEA	\$28.21	\$29.62	\$31.10	\$32.66	\$34.29	\$2,256.85	\$2,369.70	\$2,488.18	\$2,612.59	\$2,743.22
LANDSCAPE PLANNER II	4483	CVEA	\$31.03	\$32.58	\$34.21	\$35.92	\$37.72	\$2,482.54	\$2,606.66	\$2,737.00	\$2,873.85	\$3,017.54
LATENT PRINT EXAMINER	5111	CVEA	\$32.25	\$33.87	\$35.56	\$37.34	\$39.20	\$2,580.29	\$2,709.30	\$2,844.77	\$2,987.00	\$3,136.35
LATENT PRINT EXAMINER HRLY	5112	UCHR	\$32.25	\$33.87	\$35.56	\$37.34	\$39.20	\$2,580.29	\$2,709.30	\$2,844.76	\$2,987.00	\$3,136.35
LAW OFFICE MANAGER	2465	MMUC	\$32.92	\$34.57	\$36.30	\$38.11	\$40.02	\$2,633.92	\$2,765.62	\$2,903.90	\$3,049.10	\$3,201.55
LEAD CUSTODIAN	6663	CVEA	\$19.04	\$20.00	\$21.00	\$22.05	\$23.15	\$1,523.56	\$1,599.73	\$1,679.72	\$1,763.71	\$1,851.89
LEGAL ASSISTANT	0183	CONF	\$23.89	\$25.09	\$26.34	\$27.66	\$29.04	\$1,911.33	\$2,006.89	\$2,107.24	\$2,212.60	\$2,323.23
LIBRARIAN I	7075	CVEA	\$22.69	\$23.82	\$25.01	\$26.26	\$27.57	\$1,814.80	\$1,905.54	\$2,000.82	\$2,100.87	\$2,205.91
LIBRARIAN I (HOURLY)	7076	UCHR	\$22.69	\$23.82	\$25.01	\$26.26	\$27.57	\$1,814.80	\$1,905.54	\$2,000.82	\$2,100.87	\$2,205.91
LIBRARIAN II	7073	CVEA	\$24.95	\$26.20	\$27.51	\$28.89	\$30.33	\$1,996.29	\$2,096.10	\$2,200.91	\$2,310.95	\$2,426.50
LIBRARIAN II (HOURLY)	7074	UCHR	\$24.95	\$26.20	\$27.51	\$28.89	\$30.33	\$1,996.29	\$2,096.10	\$2,200.91	\$2,310.95	\$2,426.50
LIBRARIAN III	7071	CVEA	\$27.45	\$28.82	\$30.26	\$31.78	\$33.36	\$2,195.92	\$2,305.71	\$2,421.00	\$2,542.05	\$2,669.15
LIBRARY ADMIN COORDINATOR	7018	PROF	\$34.91	\$36.65	\$38.48	\$40.41	\$42.43	\$2,792.40	\$2,932.02	\$3,078.62	\$3,232.55	\$3,394.18
LIBRARY AIDE	7181	UCHR	\$10.55	\$11.07	\$11.63	\$12.21	\$12.82	\$843.66	\$885.84	\$930.14	\$976.64	\$1,025.47
LIBRARY ASSISTANT	7157	CVEA	\$16.32	\$17.13	\$17.99	\$18.89	\$19.83	\$1,305.36	\$1,370.63	\$1,439.15	\$1,511.11	\$1,586.67
LIBRARY ASSOCIATE	7091	CVEA	\$20.62	\$21.65	\$22.74	\$23.87	\$25.07	\$1,649.82	\$1,732.31	\$1,818.93	\$1,909.88	\$2,005.37
LIBRARY ASSOCIATE (HOURLY)	7092	UCHR	\$20.62	\$21.65	\$22.74	\$23.87	\$25.07	\$1,649.82	\$1,732.31	\$1,818.93	\$1,909.88	\$2,005.37
LIBRARY DIGITAL SERVICES MGR	7025	MM	\$34.91	\$36.65	\$38.48	\$40.41	\$42.43	\$2,792.40	\$2,932.02	\$3,078.62	\$3,232.55	\$3,394.18
LIBRARY OPERATIONS MANAGER	7029	MM	\$44.79	\$47.02	\$49.38	\$51.84	\$54.44	\$3,582.80	\$3,761.93	\$3,950.03	\$4,147.54	\$4,354.91
LIBRARY TECHNICIAN	7121	CVEA	\$18.76	\$19.70	\$20.69	\$21.72	\$22.81	\$1,501.17	\$1,576.23	\$1,655.04	\$1,737.79	\$1,824.68
LIBRARY TECHNICIAN (HOURLY)	7122	UCHR	\$18.76	\$19.70	\$20.69	\$21.72	\$22.81	\$1,501.17	\$1,576.23	\$1,655.04	\$1,737.79	\$1,824.68
LIBRARY VISITOR ASSISTANT	7185	UCHR	\$13.25	\$13.92	\$14.61	\$15.34	\$16.11	\$1,060.32	\$1,113.34	\$1,169.01	\$1,227.46	\$1,288.83
LIFEGUARD I	7587	UCHR	\$13.82	\$14.52	\$15.24	\$16.00	\$16.80	\$1,105.96	\$1,161.26	\$1,219.33	\$1,280.29	\$1,344.31
LIFEGUARD II	7585	UCHR	\$15.21	\$15.97	\$16.77	\$17.60	\$18.48	\$1,216.59	\$1,277.42	\$1,341.29	\$1,408.36	\$1,478.77
LITERACY & PROGRAMMING COORD	7034	MM	\$34.91	\$36.65	\$38.48	\$40.41	\$42.43	\$2,792.40	\$2,932.02	\$3,078.62	\$3,232.55	\$3,394.18
LITERACY TEAM COORD	7036	PROF	\$30.35	\$31.86	\$33.46	\$35.13	\$36.89	\$2,427.78	\$2,549.16	\$2,676.62	\$2,810.45	\$2,950.98
LOCKSMITH	6443	CVEA	\$23.84	\$25.03	\$26.28	\$27.60	\$28.98	\$1,907.05	\$2,002.41	\$2,102.53	\$2,207.65	\$2,318.03
MAINTENANCE WORKER I	6377	CVEA	\$17.31	\$18.18	\$19.09	\$20.04	\$21.04	\$1,385.05	\$1,454.30	\$1,527.01	\$1,603.36	\$1,683.53
MAINTENANCE WORKER I (HRLY)	6379	UCHR	\$17.31	\$18.18	\$19.09	\$20.04	\$21.04	\$1,385.04	\$1,454.30	\$1,527.01	\$1,603.36	\$1,683.53
MAINTENANCE WORKER II	6373	CVEA	\$19.04	\$20.00	\$21.00	\$22.05	\$23.15	\$1,523.56	\$1,599.73	\$1,679.72	\$1,763.71	\$1,851.89
MAINTENANCE WORKER II HRLY	6381	UCHR	\$19.04	\$20.00	\$21.00	\$22.05	\$23.15	\$1,523.55	\$1,599.73	\$1,679.72	\$1,763.70	\$1,851.89
MANAGEMENT ANALYST	0225	CVEA	\$29.26	\$30.72	\$32.26	\$33.87	\$35.56	\$2,340.68	\$2,457.72	\$2,580.60	\$2,709.63	\$2,845.12
MARKETING & COMMUNICATIONS MGR	2781	SM	\$52.60		\$54.08		\$56.93	\$4,207.62		\$4,326.29		\$5,114.39
MAYOR	2001	MY	\$0.00	\$0.00	\$0.00	\$0.00	\$58.58	\$0.00	\$0.00	\$0.00	\$0.00	\$4,686.25
MECHANIC ASSISTANT	6550	CVEA	\$19.02	\$19.97	\$20.97	\$22.02	\$23.12	\$1,521.83	\$1,597.92	\$1,677.82	\$1,761.71	\$1,849.79
MUSEUM ATTENDANT	7215	UCHR	\$10.94	\$11.49	\$12.06	\$12.67	\$13.30	\$875.38	\$919.15	\$965.11	\$1,013.36	\$1,064.02
OFFICE SPECIALIST	0161	CVEA	\$16.84	\$17.69	\$18.57	\$19.50	\$20.47	\$1,347.46	\$1,414.84	\$1,485.58	\$1,559.86	\$1,637.82
OFFICE SPECIALIST (HOURLY)	0160	UCHR	\$16.84	\$17.69	\$18.57	\$19.50	\$20.47	\$1,347.46	\$1,414.84	\$1,485.58	\$1,559.86	\$1,637.82
OFFICE SPECIALIST (MYR/@WILL)	0162	CVEA	\$16.84	\$17.69	\$18.57	\$19.50	\$20.47	\$1,347.47	\$1,414.84	\$1,485.58	\$1,559.86	\$1,637.82
OFFICE SPECIALIST (MYR/AW/HR)	0156	UCHR	\$16.84	\$17.69	\$18.57	\$19.50	\$20.47	\$1,347.47	\$1,414.84	\$1,485.58	\$1,559.86	\$1,637.82
OPEN SPACE COORD	6301	MM	\$32.61	\$34.24	\$35.95	\$37.75	\$39.64	\$2,608.80	\$2,739.24	\$2,876.20	\$3,020.01	\$3,171.02
OPEN SPACE INSPECTOR	6311	CVEA	\$27.32	\$28.68	\$30.12	\$31.62	\$33.21	\$2,185.43	\$2,294.70	\$2,409.44	\$2,529.91	\$2,656.41

Approved and adopted:  
Resolution No.:



Fiscal Year 2015-2016 Compensation Schedule  
Effective June 26, 2015

POSITION TITLE	PCN	BARG	Hourly Rate					Bi-Weekly Rate				
			Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
OPEN SPACE MANAGER	16302	MM	\$35.96	\$37.76	\$39.65	\$41.63	\$43.71	\$2,876.83	\$3,020.67	\$3,171.70	\$3,330.29	\$3,496.80
OPS&TELECOM MGR	13025	MM	\$40.15	\$42.16	\$44.27	\$46.48	\$48.81	\$3,212.37	\$3,372.99	\$3,541.64	\$3,718.72	\$3,904.66
PAINTER	16434	CVEA	\$22.75	\$23.89	\$25.09	\$26.34	\$27.66	\$1,820.37	\$1,911.29	\$2,006.96	\$2,107.31	\$2,212.68
PARK RANGER	17434	UCHR	\$13.25	\$13.91	\$14.61	\$15.34	\$16.10	\$1,059.90	\$1,112.89	\$1,168.55	\$1,226.96	\$1,288.31
PARK RANGER SUPERVISOR	17441	CVEA	\$29.03	\$30.48	\$32.00	\$33.60	\$35.28	\$2,322.07	\$2,436.31	\$2,560.22	\$2,688.23	\$2,822.64
PARKING CONTROL OFFICER	15151	CVEA	\$17.02	\$17.87	\$18.77	\$19.71	\$20.69	\$1,361.89	\$1,429.98	\$1,501.48	\$1,576.55	\$1,655.38
PARKING ENFORCEMENT OFFICER	15154	CVEA	\$17.02	\$17.87	\$18.77	\$19.71	\$20.69	\$1,361.89	\$1,429.98	\$1,501.48	\$1,576.55	\$1,655.38
PARKING METER TECH (HOURLY)	13694	UCHR	\$18.73	\$19.66	\$20.65	\$21.68	\$22.76	\$1,498.08	\$1,572.98	\$1,651.62	\$1,734.21	\$1,820.92
PARKING METER TECHNICIAN	13693	CVEA	\$18.73	\$19.66	\$20.65	\$21.68	\$22.76	\$1,498.08	\$1,572.98	\$1,651.62	\$1,734.21	\$1,820.92
PARKS MANAGER	16604	MM	\$35.26	\$37.03	\$38.88	\$40.82	\$42.86	\$2,820.97	\$2,962.02	\$3,110.11	\$3,265.62	\$3,428.90
PARKS OPERATIONS MANAGER	16610	MM	\$44.53	\$46.76	\$49.10	\$51.55	\$54.13	\$3,562.60	\$3,740.73	\$3,927.77	\$4,124.15	\$4,330.36
PARKS SUPERVISOR	16605	CVEA	\$29.03	\$30.48	\$32.00	\$33.60	\$35.28	\$2,322.20	\$2,438.31	\$2,560.22	\$2,688.23	\$2,822.65
PEACE OFFICER	15061	POA	\$33.30	\$34.87	\$36.71	\$38.55	\$40.48	\$2,664.11	\$2,797.32	\$2,937.19	\$3,084.04	\$3,238.25
PERFORMANCE & ORG DEV MGR	12758	SM	\$50.16	--	--	--	\$60.21	\$4,014.04	--	--	--	\$4,816.81
PERMITS PROCESSING SUPERVISOR	14719	MM	\$32.99	\$34.64	\$36.37	\$38.19	\$40.10	\$2,639.43	\$2,771.41	\$2,909.98	\$3,055.48	\$3,208.25
PLAN CHECK SUPERVISOR	14731	MM	\$43.85	\$46.05	\$48.35	\$50.77	\$53.31	\$3,508.37	\$3,683.79	\$3,857.98	\$4,061.38	\$4,264.45
PLAN CHECK TECHNICIAN	14753	CVEA	\$26.13	\$27.44	\$28.81	\$30.25	\$31.76	\$2,090.41	\$2,194.93	\$2,304.68	\$2,419.91	\$2,540.91
PLANNING MANAGER	14727	SM	\$51.83	--	--	--	\$62.52	\$4,146.23	--	--	--	\$5,001.77
PLANNING TECHNICIAN	14527	CVEA	\$21.47	\$22.54	\$23.67	\$24.85	\$26.10	\$1,717.58	\$1,803.45	\$1,893.63	\$1,988.31	\$2,087.72
PLUMBER	16432	CVEA	\$25.03	\$26.28	\$27.60	\$28.98	\$30.42	\$2,002.41	\$2,102.53	\$2,207.65	\$2,318.03	\$2,433.94
POLICE ADMIN SVCS ADMINISTRATO	15025	SM	\$50.74	--	--	--	\$61.68	\$4,059.48	--	--	--	\$4,934.32
POLICE AGENT	15051	POA	\$36.67	\$38.50	\$40.43	\$42.45	\$44.57	\$2,933.62	\$3,080.30	\$3,234.32	\$3,396.03	\$3,565.83
POLICE CADET	15427	UCHR	\$11.22	\$11.78	\$12.37	\$12.98	\$13.63	\$897.24	\$942.10	\$989.20	\$1,038.66	\$1,090.60
POLICE CAPTAIN	15022	SM	\$63.16	--	--	--	\$76.78	\$5,053.18	--	--	--	\$6,142.17
POLICE COMM REL SPECIALIST	15258	CVEA	\$21.98	\$23.08	\$24.24	\$25.45	\$26.72	\$1,758.57	\$1,846.51	\$1,938.83	\$2,035.78	\$2,137.56
POLICE COMM SYSTEMS MANAGER	15185	MM	\$39.76	\$41.75	\$43.83	\$46.02	\$48.33	\$3,180.63	\$3,339.65	\$3,506.64	\$3,681.96	\$3,866.07
POLICE DATA SPECIALIST	10163	CVEA	\$16.84	\$17.69	\$18.57	\$19.50	\$20.47	\$1,347.46	\$1,414.84	\$1,485.58	\$1,559.86	\$1,637.85
POLICE DISPATCHER	15181	CVEA	\$25.28	\$26.54	\$27.87	\$29.26	\$30.73	\$2,022.25	\$2,123.36	\$2,229.53	\$2,341.01	\$2,458.06
POLICE DISPATCHER (HOURLY)	15180	UCHR	\$25.28	\$26.54	\$27.87	\$29.26	\$30.73	\$2,022.25	\$2,123.37	\$2,229.53	\$2,341.01	\$2,458.06
POLICE DISPATCHER SUPERVISOR	15183	CVEA	\$29.07	\$30.52	\$32.05	\$33.65	\$35.33	\$2,325.59	\$2,441.86	\$2,563.96	\$2,692.16	\$2,826.76
POLICE DISPATCHER TRAINEE	15179	CVEA	\$22.98	\$24.13	\$25.34	\$26.60	\$27.93	\$1,838.41	\$1,930.33	\$2,026.84	\$2,128.19	\$2,234.60
POLICE DETENANT	15031	POA	\$50.62	\$53.15	\$55.81	\$58.60	\$61.53	\$4,049.76	\$4,252.24	\$4,464.85	\$4,688.10	\$4,922.51
POLICE REC & SUPPORT SUPV	15203	CVEA	\$22.28	\$23.39	\$24.56	\$25.79	\$27.08	\$1,782.02	\$1,871.12	\$1,964.67	\$2,062.91	\$2,166.06
POLICE REC TRANSCRIPT (HRLY)	10168	UCHR	\$16.84	\$17.69	\$18.57	\$19.50	\$20.47	\$1,347.46	\$1,414.84	\$1,485.58	\$1,559.86	\$1,637.85
POLICE RECORDS SPEC (HOURLY)	10166	UCHR	\$16.84	\$17.69	\$18.57	\$19.50	\$20.47	\$1,347.46	\$1,414.84	\$1,485.58	\$1,559.86	\$1,637.85
POLICE RECORDS SPECIALIST	10165	CVEA	\$16.84	\$17.69	\$18.57	\$19.50	\$20.47	\$1,347.46	\$1,414.84	\$1,485.58	\$1,559.86	\$1,637.85
POLICE RECORDS TRANSCRIPTION	10167	CVEA	\$16.84	\$17.69	\$18.57	\$19.50	\$20.47	\$1,347.46	\$1,414.84	\$1,485.58	\$1,559.86	\$1,637.85
POLICE RECRUIT	15071	CVEA	\$24.79	\$26.03	--	--	--	\$1,983.34	\$2,082.51	--	--	--
POLICE SERGEANT	15041	POA	\$42.18	\$44.29	\$46.51	\$48.83	\$51.27	\$3,374.54	\$3,543.27	\$3,720.43	\$3,906.45	\$4,101.78
POLICE SERVICES OFF (HOURLY)	15131	UCHR	\$22.66	\$23.79	\$24.98	\$26.23	\$27.54	\$1,812.67	\$1,903.30	\$1,998.46	\$2,098.38	\$2,203.31
POLICE SERVICES OFFICER	15131	CVEA	\$22.66	\$23.79	\$24.98	\$26.23	\$27.54	\$1,812.66	\$1,903.30	\$1,998.46	\$2,098.38	\$2,203.31
POLICE SERVICES TECHNICIAN	15415	CVEA	\$21.62	\$22.70	\$23.83	\$25.02	\$26.28	\$1,729.36	\$1,815.62	\$1,906.61	\$2,001.95	\$2,102.04
POLICE SUPPORT SERVICES MGR	15205	MM	\$33.66	\$35.35	\$37.11	\$38.97	\$40.92	\$2,692.98	\$2,827.63	\$2,965.01	\$3,107.16	\$3,273.33
POLICE SVCS OFFICER SUPERVISOR	15132	CVEA	\$26.06	\$27.37	\$28.73	\$30.16	\$31.67	\$2,084.56	\$2,185.83	\$2,298.22	\$2,413.14	\$2,533.79
POLICE SVCS TECH (HOURLY)	15416	UCHR	\$21.62	\$22.70	\$23.83	\$25.02	\$26.28	\$1,729.36	\$1,815.82	\$1,906.61	\$2,001.95	\$2,102.04
POLICE TECH SPECIALIST (HRLY)	15108	UCHR	\$34.17	\$35.88	\$37.68	\$39.56	\$41.54	\$2,733.98	\$2,870.67	\$3,014.20	\$3,164.93	\$3,323.17
POLICE TECHNOLOGY SPECIALIST	15107	CVEA	\$34.17	\$35.88	\$37.68	\$39.56	\$41.54	\$2,733.98	\$2,870.67	\$3,014.20	\$3,164.93	\$3,323.17
POLICE TRAINING & DEV SUPV	15264	PROF	\$33.13	\$34.78	\$36.52	\$38.35	\$40.27	\$2,650.24	\$2,782.75	\$2,921.90	\$3,067.99	\$3,221.39
POLICY AIDE	12013	PRUC	\$23.66	\$24.84	\$26.08	\$27.39	\$28.76	\$1,892.59	\$1,987.22	\$2,086.56	\$2,190.91	\$2,300.45
PRINCIPAL CIVIL ENGINEER	16021	MM	\$47.93	\$50.33	\$52.85	\$55.49	\$58.26	\$3,834.56	\$4,026.29	\$4,227.60	\$4,438.98	\$4,660.94
PRINCIPAL ECONOMIC DEV SPEC	17224	PROF	\$42.97	\$45.12	\$47.37	\$49.74	\$52.23	\$3,437.36	\$3,609.23	\$3,789.69	\$3,979.17	\$4,178.13
PRINCIPAL HR ANALYST	13306	PRCF	\$38.64	\$40.57	\$42.60	\$44.73	\$46.97	\$3,091.35	\$3,245.92	\$3,408.22	\$3,578.63	\$3,757.56
PRINCIPAL LANDSCAPE ARCHITECT	14486	MM	\$42.72	\$44.86	\$47.10	\$49.46	\$51.93	\$3,417.89	\$3,588.78	\$3,768.22	\$3,956.63	\$4,154.46
PRINCIPAL LIBRARIAN	17051	MM	\$34.91	\$36.65	\$38.48	\$40.41	\$42.43	\$2,792.40	\$2,932.02	\$3,078.62	\$3,232.55	\$3,394.18
PRINCIPAL MANAGEMENT ANALYST	10208	PROF	\$37.16	\$39.02	\$40.97	\$43.02	\$45.17	\$2,973.00	\$3,121.66	\$3,277.74	\$3,441.62	\$3,613.71
PRINCIPAL MGMT ANALYST (CONF)	10214	PRCF	\$37.16	\$39.02	\$40.97	\$43.02	\$45.17	\$2,973.00	\$3,121.66	\$3,277.74	\$3,441.62	\$3,613.71
PRINCIPAL MGT ANALYST (HOURLY)	10200	UCHR	\$36.05	\$38.26	\$40.18	\$42.18	\$44.29	\$2,883.75	\$3,061.04	\$3,244.09	\$3,437.79	\$3,643.54
PRINCIPAL PLANNER	14431	MM	\$42.97	\$45.12	\$47.37	\$49.74	\$52.23	\$3,437.36	\$3,609.23	\$3,789.69	\$3,979.17	\$4,178.13
PRINCIPAL PROJECT COORDINATOR	14212	PROF	\$42.97	\$45.12	\$47.37	\$49.74	\$52.23	\$3,437.36	\$3,609.23	\$3,789.69	\$3,979.17	\$4,178.13
PRINCIPAL RECREATION MANAGER	17410	MM	\$36.23	\$38.04	\$39.95	\$41.94	\$44.04	\$2,898.54	\$3,043.46	\$3,195.64	\$3,355.42	\$3,523.19
PRINCIPAL REVENUE ANALYST	13608	PROF	\$32.48	\$34.10	\$35.81	\$37.60	\$39.48	\$2,598.44	\$2,728.36	\$2,864.78	\$3,008.02	\$3,158.42
PROCUREMENT SPECIALIST	13721	CVEA	\$26.56	\$27.89	\$29.28	\$30.75	\$32.29	\$2,124.87	\$2,231.12	\$2,342.67	\$2,459.81	\$2,582.80
PROGRAMMER ANALYST	13090	PROF	\$32.53	\$34.16	\$35.87	\$37.66	\$39.54	\$2,602.54	\$2,732.67	\$2,869.30	\$3,012.76	\$3,163.40
PROJECT COORDINATOR I	14217	CVEA	\$28.21	\$29.62	\$31.10	\$32.66	\$34.29	\$2,256.86	\$2,369.69	\$2,488.18	\$2,612.58	\$2,743.22
PROJECT COORDINATOR I (HRLY)	14218	UCHR	\$28.21	\$29.62	\$31.10	\$32.66	\$34.29	\$2,256.86	\$2,369.69	\$2,488.18	\$2,612.58	\$2,743.22
PROJECT COORDINATOR II	14215	CVEA	\$31.03	\$32.58	\$34.21	\$35.92	\$37.72	\$2,482.54	\$2,606.66	\$2,736.99	\$2,873.85	\$3,017.54

Approved and adopted:  
Resolution No.:





Fiscal Year 2015-2016 Compensation Schedule  
Effective June 26, 2015

POSITION TITLE	PCN	BARG	Hourly Rate					Bi-Weekly Rate				
			Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
PROJECT COORDINATOR II (HRLY)	4216	UCHR	\$31.03	\$32.58	\$34.21	\$35.92	\$37.72	\$2,482.54	\$2,606.66	\$2,736.99	\$2,873.85	\$3,017.54
PROPERTY & EVIDENCE SPECIALIST	5127	CVEA	\$18.73	\$19.66	\$20.65	\$21.68	\$22.76	\$1,498.08	\$1,572.98	\$1,651.63	\$1,734.21	\$1,820.92
PUB WORKS SPECIALIST	6712	CVEA	\$21.78	\$22.86	\$24.01	\$25.21	\$26.47	\$1,742.01	\$1,829.11	\$1,920.56	\$2,016.59	\$2,117.42
PUBLIC INFO OFFICER (HRLY)	5032	UCHR	\$35.72	\$37.50	\$39.38	\$41.34	\$43.41	\$2,857.23	\$3,000.09	\$3,150.09	\$3,307.59	\$3,472.98
PUBLIC INFO OFFICER (PD)	5034	PROF	\$35.72	\$37.50	\$39.38	\$41.35	\$43.41	\$2,857.23	\$3,000.09	\$3,150.09	\$3,307.60	\$3,472.98
PUBLIC INFORMATION SPECIALIST	2782	CONF	\$26.74	\$28.07	\$29.48	\$30.95	\$32.50	\$2,139.03	\$2,245.98	\$2,358.28	\$2,476.19	\$2,600.00
PUBLIC SAFETY ANALYST	5254	CVEA	\$29.26	\$30.72	\$32.26	\$33.87	\$35.56	\$2,340.69	\$2,457.72	\$2,580.61	\$2,709.64	\$2,845.12
PUBLIC SAFETY ANALYST (HRLY)	5256	UCHR	\$29.26	\$30.72	\$32.26	\$33.87	\$35.56	\$2,340.69	\$2,457.72	\$2,580.61	\$2,709.64	\$2,845.12
PUBLIC WORKS COORDINATOR	6324	PROF	\$32.48	\$34.10	\$35.81	\$37.60	\$39.48	\$2,598.44	\$2,728.36	\$2,864.78	\$3,008.02	\$3,158.42
PUBLIC WORKS INSP I	6123	CVEA	\$27.32	\$28.68	\$30.12	\$31.62	\$33.21	\$2,185.43	\$2,294.70	\$2,409.44	\$2,529.91	\$2,656.41
PUBLIC WORKS INSP II	6121	CVEA	\$30.05	\$31.55	\$33.13	\$34.79	\$36.53	\$2,403.97	\$2,524.17	\$2,650.38	\$2,782.90	\$2,922.05
PUBLIC WORKS MANAGER	6336	MM	\$35.96	\$37.76	\$39.65	\$41.63	\$43.71	\$2,876.83	\$3,020.67	\$3,171.70	\$3,330.29	\$3,496.80
PUBLIC WORKS SUPERVISOR	6337	CVEA	\$29.03	\$30.48	\$32.00	\$33.60	\$35.28	\$2,322.20	\$2,438.31	\$2,560.22	\$2,688.23	\$2,822.65
PUMP MAINT TECHNICIAN	6396	CVEA	\$24.80	\$26.04	\$27.34	\$28.71	\$30.14	\$1,983.87	\$2,083.06	\$2,187.22	\$2,296.58	\$2,411.41
PUMP MAINTENANCE SUPERVISOR	6392	CVEA	\$29.06	\$30.51	\$32.04	\$33.64	\$35.32	\$2,324.89	\$2,441.14	\$2,563.20	\$2,691.35	\$2,825.92
PURCHASING AGENT	3711	SM	\$45.93	--	--	--	\$55.83	\$3,674.27	--	--	--	\$4,466.10
RANGE MASTER	5417	CVEA	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$1,647.88	\$1,730.28	\$1,816.79	\$1,907.63	\$2,003.01
RANGE MASTER (HOURLY)	5418	UCHR	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$1,647.88	\$1,730.27	\$1,816.79	\$1,907.63	\$2,003.01
RFC NETWORK ENGINEER	5450	UCHR	\$31.93	\$33.53	\$35.20	\$36.96	\$38.81	\$2,554.37	\$2,682.08	\$2,816.19	\$2,956.99	\$3,104.84
REAL PROPERTY MANAGER	6037	MMUC	\$41.68	\$43.76	\$45.95	\$48.25	\$50.66	\$3,334.40	\$3,501.12	\$3,676.17	\$3,859.98	\$4,052.98
REC AIDE	7605	UCHR	\$9.55	\$10.03	\$10.53	\$11.06	\$11.61	\$764.21	\$802.42	\$842.54	\$884.67	\$928.90
REC SPECIALIST	7601	UCHR	\$15.10	\$15.86	\$16.65	\$17.48	\$18.36	\$1,208.09	\$1,268.50	\$1,331.92	\$1,398.52	\$1,468.44
REC SUPERVISOR I (HOURLY)	7426	UCHR	\$21.87	\$22.96	\$24.11	\$25.31	\$26.58	\$1,749.42	\$1,836.90	\$1,928.74	\$2,025.18	\$2,126.44
RECORDS MANAGER	2211	MM	\$30.95	\$32.50	\$34.13	\$35.83	\$37.62	\$2,476.26	\$2,600.08	\$2,730.09	\$2,866.59	\$3,009.92
RECORDS SPECIALIST	2217	CVEA	\$18.53	\$19.45	\$20.43	\$21.45	\$22.52	\$1,482.21	\$1,556.32	\$1,634.14	\$1,715.85	\$1,801.64
RECREATION LEADER I	7609	UCHR	\$10.94	\$11.49	\$12.06	\$12.67	\$13.30	\$875.38	\$919.15	\$965.08	\$1,013.36	\$1,064.02
RECREATION LEADER II	7607	UCHR	\$12.58	\$13.21	\$13.87	\$14.56	\$15.29	\$1,006.13	\$1,056.44	\$1,109.27	\$1,164.73	\$1,222.97
RECREATION SUPERVISOR I	7425	CVEA	\$21.87	\$22.96	\$24.11	\$25.31	\$26.58	\$1,749.42	\$1,836.89	\$1,928.74	\$2,025.18	\$2,126.43
RECREATION SUPERVISOR II	7423	CVEA	\$24.05	\$25.26	\$26.52	\$27.85	\$29.24	\$1,924.37	\$2,020.58	\$2,121.61	\$2,227.69	\$2,339.08
RECREATION SUPERVISOR III	7422	CVEA	\$27.66	\$29.05	\$30.50	\$32.02	\$33.62	\$2,213.02	\$2,323.67	\$2,439.87	\$2,561.86	\$2,689.95
RECYCLING SPECIALIST I	2742	CVEA	\$21.57	\$22.65	\$23.78	\$24.97	\$26.22	\$1,725.70	\$1,811.99	\$1,902.59	\$1,997.72	\$2,097.61
RECYCLING SPECIALIST II	2744	CVEA	\$23.73	\$24.91	\$26.16	\$27.47	\$28.84	\$1,898.28	\$1,993.19	\$2,092.86	\$2,197.50	\$2,307.38
REDEVELOPMENT MANAGER	4045	SM	\$47.25	--	--	--	\$57.43	\$3,779.93	--	--	--	\$4,594.51
REDEVELOPMENT COORDINATOR	4042	PROF	\$44.86	\$47.10	\$49.46	\$51.93	\$54.53	\$3,588.78	\$3,768.22	\$3,956.63	\$4,154.47	\$4,362.19
REGISTERED VET TECH (HOURLY)	5312	UCHR	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$1,647.88	\$1,730.27	\$1,816.79	\$1,907.63	\$2,003.01
REGISTERED VETERINARY TECH	5307	CVEA	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$1,647.88	\$1,730.28	\$1,816.79	\$1,907.63	\$2,003.01
RESERVE OFFICER	5081	UCHR	\$14.24	\$14.95	\$15.69	\$0.00	\$0.00	\$1,139.42	\$1,195.85	\$1,255.53	\$0.00	\$0.00
RISK MANAGEMENT SPECIALIST	3367	PRCF	\$28.81	\$30.25	\$31.76	\$33.35	\$35.02	\$2,304.56	\$2,419.78	\$2,540.78	\$2,667.82	\$2,801.21
RISK MANAGER	3361	SM	\$46.39	--	--	--	\$56.38	\$3,711.01	--	--	--	\$4,510.76
SCHOOL CROSSING GUARD	5143	UCHR	\$10.05	\$10.55	\$11.08	\$11.64	\$12.22	\$804.19	\$844.39	\$886.62	\$930.94	\$977.49
SEASONAL ASSISTANT	0231	UCHR	\$9.55	\$10.03	\$10.53	\$11.06	\$11.61	\$764.21	\$802.42	\$842.54	\$884.67	\$928.90
SECRETARY	0171	CVEA	\$18.53	\$19.45	\$20.43	\$21.45	\$22.52	\$1,482.21	\$1,556.32	\$1,634.14	\$1,715.85	\$1,801.64
SECRETARY (HOURLY)	0152	UCHR	\$18.53	\$19.45	\$20.43	\$21.45	\$22.52	\$1,482.21	\$1,556.32	\$1,634.14	\$1,715.85	\$1,801.64
SIGNAL SYSTEMS ENGINEER I	6169	CVEA	\$31.41	\$32.98	\$34.63	\$36.36	\$38.17	\$2,512.48	\$2,638.11	\$2,770.01	\$2,908.52	\$3,053.94
SIGNAL SYSTEMS ENGINEER II	6170	CVEA	\$34.55	\$36.27	\$38.09	\$39.99	\$41.99	\$2,763.74	\$2,901.92	\$3,047.02	\$3,199.37	\$3,359.33
SIGNING & STRIPING SUPERVISOR	6355	CVEA	\$29.03	\$30.48	\$32.00	\$33.60	\$35.28	\$2,322.20	\$2,438.31	\$2,560.22	\$2,688.23	\$2,822.65
SPECIAL EVENTS COORDINATOR	2799	PRUC	\$35.72	\$37.50	\$39.38	\$41.34	\$43.41	\$2,857.23	\$3,000.09	\$3,150.09	\$3,307.59	\$3,472.98
SPECIAL PLANNING PROJ MGR	4101	SM	\$43.31	--	--	--	\$52.65	\$3,465.09	--	--	--	\$4,211.84
SR ACCOUNTANT	3630	MMCF	\$38.07	\$39.97	\$41.97	\$44.07	\$46.27	\$3,045.44	\$3,197.71	\$3,357.60	\$3,525.48	\$3,701.75
SR ACCOUNTING ASST	3651	CVEA	\$22.02	\$23.12	\$24.27	\$25.49	\$26.76	\$1,761.22	\$1,849.29	\$1,941.75	\$2,038.84	\$2,140.78
SR ADMINISTRATIVE SECRETARY	0145	CONF	\$26.02	\$27.32	\$28.69	\$30.13	\$31.63	\$2,081.85	\$2,185.94	\$2,295.24	\$2,410.00	\$2,530.50
SR ADMINISTRATIVE SECRETARY	0185	CVEA	\$26.02	\$27.32	\$28.69	\$30.13	\$31.63	\$2,081.85	\$2,185.94	\$2,295.24	\$2,410.00	\$2,530.50
SR ANIMAL CARE SPECIALIST	5345	CVEA	\$19.74	\$20.73	\$21.76	\$22.85	\$23.99	\$1,579.22	\$1,658.18	\$1,741.09	\$1,828.14	\$1,919.54
SR APPLICATIONS SUPPORT SPEC	3089	PROF	\$36.15	\$37.95	\$39.85	\$41.84	\$43.94	\$2,891.71	\$3,036.30	\$3,188.11	\$3,347.52	\$3,514.89
SR ASST CITY ATTORNEY	2403	EXEC	\$72.15	--	--	--	\$87.69	\$5,771.67	--	--	--	\$7,015.51
SR BUILDING INSPECTOR	4781	CVEA	\$34.56	\$36.29	\$38.10	\$40.00	\$42.00	\$2,764.57	\$2,902.80	\$3,047.93	\$3,200.33	\$3,360.35
SR BUSINESS LICENSE REP	4507	CVEA	\$22.02	\$23.12	\$24.27	\$25.49	\$26.76	\$1,761.22	\$1,849.29	\$1,941.75	\$2,038.84	\$2,140.78
SR CIVIL ENGINEER	6019	WCE	\$43.35	\$45.51	\$47.79	\$50.18	\$52.69	\$3,467.77	\$3,641.17	\$3,823.23	\$4,014.39	\$4,215.10
SR CODE ENF OFF (HOURLY)	4764	UCHR	\$33.02	\$34.67	\$36.40	\$38.22	\$40.13	\$2,641.45	\$2,773.54	\$2,912.21	\$3,057.82	\$3,210.71
SR CODE ENFORCEMENT OFF	4763	CVEA	\$33.02	\$34.67	\$36.40	\$38.22	\$40.13	\$2,641.46	\$2,773.53	\$2,912.21	\$3,057.82	\$3,210.71
SR COUNCIL ASST	2027	CONF	\$20.31	\$21.33	\$22.40	\$23.52	\$24.69	\$1,625.06	\$1,706.31	\$1,791.63	\$1,881.21	\$1,975.27
SR COUNCIL ASST	2025	UCHR	\$25.45	\$26.73	\$28.06	\$29.47	\$30.94	\$2,036.31	\$2,138.13	\$2,245.03	\$2,357.28	\$2,475.15
SR DEPUTY CITY CLERK	2208	PRUC	\$30.93	\$32.47	\$34.10	\$35.80	\$37.59	\$2,474.12	\$2,597.83	\$2,727.72	\$2,864.10	\$3,007.31
SR ECONOMIC DEV SPEC	2725	PROF	\$28.24	\$29.66	\$31.14	\$32.69	\$34.33	\$2,259.44	\$2,372.42	\$2,491.04	\$2,615.59	\$2,746.37
SR ELECTRICIAN	6442	CVEA	\$28.78	\$30.22	\$31.74	\$33.32	\$34.99	\$2,302.77	\$2,417.91	\$2,538.81	\$2,665.75	\$2,799.03
SR ELECTRONICS TECHNICIAN	6471	CVEA	\$31.66	\$33.25	\$34.91	\$36.65	\$38.49	\$2,533.10	\$2,659.76	\$2,792.74	\$2,932.38	\$3,079.00
SR ENGINEERING TECHNICIAN	6059	CVEA	\$30.05	\$31.55	\$33.13	\$34.79	\$36.53	\$2,403.97	\$2,524.17	\$2,650.38	\$2,782.90	\$2,922.05
SR EQUIPMENT MAINTENANCE SUPV	16503	MM	\$31.06	\$32.61	\$34.24	\$35.95	\$37.75	\$2,484.57	\$2,608.80	\$2,739.24	\$2,876.20	\$3,020.01
SR EQUIPMENT MECHANIC	16512	CVEA	\$27.16	\$28.52	\$29.95	\$31.44	\$33.02	\$2,173.00	\$2,281.66	\$2,395.74	\$2,515.52	\$2,641.30
SR FIRE INSP/INVEST	15529	IAFF	\$35.77	\$37.56	\$39.44	\$41.41	\$43.48	\$2,861.74	\$3,004.83	\$3,155.07	\$3,312.82	\$3,478.47
SR FISCAL OFFICE SPECIALIST	10142	CONF	\$19.45	\$20.43	\$21.45	\$22.52	\$23.65	\$1,556.32	\$1,634.14	\$1,715.85	\$1,801.64	\$1,891.72

Approved and adopted:  
Resolution No.:



Fiscal Year 2015-2016 Compensation Schedule  
Effective June 26, 2015

POSITION TITLE	PCN	BARG	Hourly Rate					Bi-Weekly Rate				
			Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
ISR FISCAL OFFICE SPECIALIST	0175	CVEA	\$19.45	\$20.43	\$21.45	\$22.52	\$23.65	\$1,556.32	\$1,634.14	\$1,715.85	\$1,801.64	\$1,891.72
ISR FISCAL OFFICE SPECIALIST	0176	UCHR	\$19.45	\$20.43	\$21.45	\$22.52	\$23.65	\$1,556.32	\$1,634.14	\$1,715.85	\$1,801.64	\$1,891.72
ISR GARDENER	6621	CVEA	\$22.85	\$24.00	\$25.20	\$26.46	\$27.78	\$1,828.27	\$1,915.66	\$2,015.67	\$2,116.45	\$2,222.28
ISR GIS SPECIALIST	3080	CVEA	\$31.07	\$32.62	\$34.25	\$35.97	\$37.76	\$2,485.44	\$2,609.71	\$2,740.19	\$2,877.20	\$3,021.06
ISR GRAPHIC DESIGNER	2764	PROF	\$32.36	\$33.98	\$35.66	\$37.46	\$39.34	\$2,588.92	\$2,718.37	\$2,854.28	\$2,997.00	\$3,146.84
ISR HR ANALYST	3308	PRCF	\$33.46	\$35.13	\$36.89	\$38.73	\$40.67	\$2,676.48	\$2,810.30	\$2,950.83	\$3,098.57	\$3,253.28
ISR HUMAN RESOURCES TECHNICIAN	3316	CONF	\$25.85	\$27.14	\$28.50	\$29.92	\$31.42	\$2,067.88	\$2,171.28	\$2,279.83	\$2,393.84	\$2,513.52
ISR HVAC TECHNICIAN	6443	CVEA	\$28.78	\$30.22	\$31.74	\$33.32	\$34.99	\$2,302.77	\$2,417.91	\$2,538.81	\$2,665.75	\$2,799.03
ISR INFO TECH SUPPORT SPEC	3012	PROF	\$36.15	\$37.95	\$39.85	\$41.84	\$43.94	\$2,891.71	\$3,036.30	\$3,188.11	\$3,347.52	\$3,514.89
ISR LAND SURVEYOR	6285	WCE	\$43.35	\$45.51	\$47.79	\$50.18	\$52.69	\$3,467.77	\$3,641.16	\$3,823.22	\$4,014.38	\$4,215.10
ISR LANDSCAPE INSPECTOR	6295	CVEA	\$31.42	\$32.99	\$34.64	\$36.37	\$38.19	\$2,513.25	\$2,638.91	\$2,770.86	\$2,909.40	\$3,054.87
ISR LEGAL ASSISTANT	2463	CONF	\$25.28	\$27.59	\$28.97	\$30.42	\$31.94	\$2,102.46	\$2,207.59	\$2,317.97	\$2,433.86	\$2,555.56
ISR LIBRARIAN	7053	MM	\$30.35	\$31.87	\$33.46	\$35.14	\$36.89	\$2,428.18	\$2,549.59	\$2,677.07	\$2,810.92	\$2,951.47
ISR LIFEGUARD	7589	UCHR	\$16.72	\$17.55	\$18.43	\$19.35	\$20.32	\$1,337.40	\$1,404.27	\$1,474.48	\$1,548.21	\$1,625.62
ISR MAINTENANCE WORKER	6371	CVEA	\$22.85	\$24.00	\$25.20	\$26.46	\$27.78	\$1,828.27	\$1,915.66	\$2,015.67	\$2,116.45	\$2,222.28
ISR MANAGEMENT ANALYST	0206	PROF	\$33.78	\$35.47	\$37.25	\$39.11	\$41.06	\$2,702.72	\$2,837.86	\$2,979.76	\$3,128.74	\$3,285.18
ISR MANAGEMENT ANALYST (HOURLY)	0210	UCHR	\$33.78	\$35.47	\$37.25	\$39.11	\$41.06	\$2,702.72	\$2,837.86	\$2,979.76	\$3,128.74	\$3,285.18
ISR OFFICE SPECIALIST	0173	CVEA	\$18.53	\$19.45	\$20.43	\$21.45	\$22.52	\$1,482.21	\$1,556.32	\$1,634.14	\$1,715.85	\$1,801.64
ISR OFFICE SPECIALIST (HOURLY)	0174	UCHR	\$18.53	\$19.45	\$20.43	\$21.45	\$22.52	\$1,482.21	\$1,556.32	\$1,634.14	\$1,715.85	\$1,801.64
ISR OPEN SPACE INSPECTOR	6309	CVEA	\$31.42	\$32.99	\$34.64	\$36.37	\$38.19	\$2,513.25	\$2,638.91	\$2,770.86	\$2,909.40	\$3,054.87
ISR PARK RANGER	7439	CVEA	\$22.85	\$24.00	\$25.20	\$26.46	\$27.78	\$1,828.27	\$1,915.66	\$2,015.67	\$2,116.45	\$2,222.28
ISR PLAN CHECK ENGINEER	4746	WCE	\$41.46	\$43.54	\$45.71	\$48.00	\$50.40	\$3,317.01	\$3,482.86	\$3,657.00	\$3,839.85	\$4,031.84
ISR PLAN CHECK TECHNICIAN	4751	CVEA	\$30.05	\$31.55	\$33.13	\$34.79	\$36.53	\$2,403.98	\$2,524.18	\$2,650.39	\$2,782.90	\$2,922.05
ISR PLANNER	4432	PROF	\$35.81	\$37.60	\$39.48	\$41.45	\$43.52	\$2,864.46	\$3,007.69	\$3,158.07	\$3,315.98	\$3,481.77
ISR PLANNING TECHNICIAN	4529	CVEA	\$24.69	\$25.92	\$27.22	\$28.58	\$30.01	\$1,975.21	\$2,073.97	\$2,177.67	\$2,286.55	\$2,400.88
ISR POLICE DATA SPECIALIST	0164	CVEA	\$19.37	\$20.34	\$21.36	\$22.42	\$23.54	\$1,549.59	\$1,627.07	\$1,708.42	\$1,793.84	\$1,883.54
ISR POLICE TECHNOLOGY SPEC	5109	PROF	\$39.30	\$41.27	\$43.33	\$45.50	\$47.77	\$3,144.08	\$3,301.28	\$3,466.35	\$3,639.67	\$3,821.65
ISR PROCUREMENT SPECIALIST	3728	PROF	\$29.37	\$30.84	\$32.38	\$34.00	\$35.70	\$2,349.62	\$2,467.10	\$2,590.46	\$2,719.98	\$2,855.98
ISR PROGRAMMER ANALYST	3091	PROF	\$36.50	\$38.33	\$40.25	\$42.26	\$44.37	\$2,920.34	\$3,066.36	\$3,219.68	\$3,380.66	\$3,549.69
ISR PROJECT COORDINATOR	4214	PROF	\$35.81	\$37.60	\$39.48	\$41.45	\$43.52	\$2,864.46	\$3,007.69	\$3,158.07	\$3,315.97	\$3,481.78
ISR PROPERTY & EVIDENCE SPECIALIST	5125	CVEA	\$21.53	\$22.61	\$23.74	\$24.93	\$26.18	\$1,722.79	\$1,808.93	\$1,899.37	\$1,994.34	\$2,094.06
ISR PUBLIC SAFETY ANALYST	5260	PROF	\$32.35	\$33.97	\$35.67	\$37.45	\$39.33	\$2,588.26	\$2,717.67	\$2,853.56	\$2,996.23	\$3,146.05
ISR PUBLIC WORKS INSP	6101	CVEA	\$34.56	\$36.29	\$38.10	\$40.00	\$42.00	\$2,764.57	\$2,902.80	\$3,047.94	\$3,200.33	\$3,360.35
ISR PUBLIC WORKS SPECIALIST	6702	CVEA	\$26.13	\$27.44	\$28.81	\$30.25	\$31.76	\$2,090.41	\$2,194.93	\$2,304.88	\$2,419.91	\$2,540.91
ISR RECORDS SPECIALIST	2215	CVEA	\$21.31	\$22.37	\$23.49	\$24.67	\$25.90	\$1,704.54	\$1,789.77	\$1,879.26	\$1,973.23	\$2,071.89
ISR RECREATION MGR	7421	MM	\$31.20	\$32.76	\$34.39	\$36.11	\$37.92	\$2,495.76	\$2,624.54	\$2,751.57	\$2,889.15	\$3,033.61
ISR RISK MANAGEMENT SPECIALIST	3365	PRCF	\$33.46	\$35.13	\$36.89	\$38.73	\$40.67	\$2,676.48	\$2,810.30	\$2,950.83	\$3,098.37	\$3,253.28
ISR SECRETARY	0139	CONF	\$20.38	\$21.40	\$22.47	\$23.59	\$24.77	\$1,630.43	\$1,711.95	\$1,797.55	\$1,887.43	\$1,981.80
ISR SECRETARY	0177	CVEA	\$20.38	\$21.40	\$22.47	\$23.59	\$24.77	\$1,630.43	\$1,711.95	\$1,797.55	\$1,887.43	\$1,981.80
ISR SECRETARY (HOURLY)	0178	UCHR	\$20.38	\$21.40	\$22.47	\$23.59	\$24.77	\$1,630.44	\$1,711.96	\$1,797.55	\$1,887.43	\$1,981.80
ISR TREE TRIMMER	6573	CVEA	\$25.14	\$26.40	\$27.72	\$29.10	\$30.56	\$2,011.09	\$2,111.64	\$2,217.22	\$2,328.09	\$2,444.49
ISR WEBMASTER	2779	PROF	\$32.48	\$34.10	\$35.81	\$37.60	\$39.48	\$2,598.41	\$2,728.33	\$2,864.74	\$3,007.98	\$3,156.38
ISTOREKEEPER	3734	CVEA	\$19.04	\$20.00	\$21.00	\$22.05	\$23.15	\$1,523.56	\$1,599.73	\$1,679.72	\$1,763.71	\$1,851.89
ISTOREKEEPER SUPERVISOR	3732	CVEA	\$22.85	\$24.00	\$25.20	\$26.46	\$27.78	\$1,828.27	\$1,915.66	\$2,015.67	\$2,116.45	\$2,222.28
ISTORMWTR COMPLNCE INSP I	6127	CVEA	\$24.83	\$26.08	\$27.38	\$28.75	\$30.19	\$1,986.75	\$2,086.09	\$2,190.39	\$2,299.91	\$2,414.91
ISTORMWTR COMPLNCE INSP II	6125	CVEA	\$27.32	\$28.68	\$30.12	\$31.62	\$33.21	\$2,185.44	\$2,294.70	\$2,409.44	\$2,529.91	\$2,656.41
ISURVEY TECHNICIAN I	6151	CVEA	\$23.75	\$24.94	\$26.19	\$27.50	\$28.87	\$1,900.37	\$1,995.39	\$2,095.16	\$2,199.92	\$2,309.91
ISURVEY TECHNICIAN II	6141	CVEA	\$26.13	\$27.44	\$28.81	\$30.25	\$31.76	\$2,090.41	\$2,194.93	\$2,304.68	\$2,419.91	\$2,540.91
ISYSTEMS/DATABASE ADMINISTRATOR	3015	PROF	\$36.14	\$37.95	\$39.85	\$41.84	\$43.93	\$2,891.47	\$3,036.05	\$3,187.85	\$3,347.24	\$3,514.60
ITELECOMMUNICATIONS SPECIALIST	3027	CVEA	\$21.98	\$23.08	\$24.24	\$25.45	\$26.72	\$1,758.74	\$1,846.66	\$1,939.00	\$2,035.95	\$2,137.75
ITINYTOT AIDE	7503	UCHR	\$12.58	\$13.21	\$13.87	\$14.56	\$15.29	\$1,006.13	\$1,056.44	\$1,109.27	\$1,164.73	\$1,222.97
ITINY TOT SPECIALIST	7505	UCHR	\$15.10	\$15.86	\$16.65	\$17.48	\$18.36	\$1,208.05	\$1,268.50	\$1,331.92	\$1,398.52	\$1,468.44
ITRAFFIC CONTROL ASSISTANT	5155	UCHR	-	-	-	-	\$15.69	-	-	-	-	\$1,255.20
ITRAFFIC DEVICES TECH	6177	CVEA	\$27.53	\$28.91	\$30.36	\$31.87	\$33.47	\$2,202.69	\$2,312.83	\$2,428.47	\$2,549.89	\$2,677.35
ITRAFFIC DEVICES TECH SUPV	6175	CVEA	\$31.66	\$33.25	\$34.91	\$36.65	\$38.49	\$2,533.10	\$2,659.75	\$2,792.74	\$2,932.38	\$3,079.00
ITRAFFIC ENGINEER	6024	PROF	\$37.37	\$39.24	\$41.20	\$43.26	\$45.42	\$2,929.46	\$3,138.93	\$3,295.88	\$3,460.68	\$3,635.71
ITRAFFIC OFFICER (HOURLY)	5253	UCHR	\$14.24	\$14.95	\$15.69	-	-	\$1,139.42	\$1,195.84	\$1,255.53	-	-
ITRAINING PROGRAM SPEC (HRLY)	5250	UCHR	\$21.98	\$23.08	\$24.24	\$25.45	\$26.72	\$1,758.57	\$1,846.51	\$1,938.84	\$2,035.78	\$2,137.56
ITRAINING PROGRAMS SPECIALIST	5262	CVEA	\$21.98	\$23.08	\$24.24	\$25.45	\$26.72	\$1,758.57	\$1,846.51	\$1,938.83	\$2,035.78	\$2,137.56
ITRANS ENGINEER W/ CERT	6031	WCE	\$43.35	\$45.51	\$47.79	\$50.18	\$52.69	\$3,467.77	\$3,641.16	\$3,823.22	\$4,014.38	\$4,215.10
ITRANS ENGINEER W/O CERT	6033	WCE	\$41.28	\$43.35	\$45.51	\$47.79	\$50.18	\$3,302.64	\$3,467.77	\$3,641.16	\$3,823.22	\$4,014.38
ITREASURY AND BUSINESS MANAGER	3611	SM	\$53.76	-	-	-	\$65.35	\$4,300.87	-	-	-	\$5,227.74
ITREE TRIMMER	6575	CVEA	\$20.95	\$22.00	\$23.10	\$24.25	\$25.46	\$1,675.91	\$1,759.70	\$1,847.69	\$1,940.07	\$2,037.08
ITREE TRIMMER SUPERVISOR	6572	CVEA	\$28.91	\$30.36	\$31.87	\$33.47	\$35.14	\$2,312.76	\$2,428.40	\$2,549.82	\$2,677.31	\$2,811.17
IVETERINARIAN	5321	PROF	\$36.69	\$38.52	\$40.45	\$42.47	\$44.59	\$2,934.87	\$3,081.61	\$3,235.69	\$3,397.48	\$3,567.37
IVETERINARIAN (HOURLY)	5308	UCHR	\$45.85	\$48.15	\$50.56	\$53.09	\$55.74	\$3,667.78	\$3,852.02	\$4,044.62	\$4,246.85	\$4,459.19
IVETERINARIAN (PERMITTED)	5331	PROF	\$51.65	\$54.24	\$56.95	\$59.80	\$62.79	\$4,132.31	\$4,338.52	\$4,555.87	\$4,783.66	\$5,022.84
IVETERINARIAN-PERMITTED	5322	UCHR	\$64.84	\$68.08	\$71.48	\$75.06	\$78.81	\$5,186.96	\$5,446.34	\$5,718.66	\$6,004.59	\$6,304.82
IVETERINARY ASSISTANT	5325	CVEA	\$17.17	\$18.02	\$18.93	\$19.87	\$20.86	\$1,373.23	\$1,441.90	\$1,514.00	\$1,589.69	\$1,669.18
IVETERINARY ASSISTANT (HOURLY)	5323	UCHR	\$17.17	\$18.02	\$18.92	\$19.87	\$20.86	\$1,373.24	\$1,441.90	\$1,513.99	\$1,589.69	\$1,669.18
IVOLUNTEER COORD (DEPT)	7131	CVEA	\$18.76	\$19.70	\$20.69	\$21.72	\$22.81	\$1,501.17	\$1,576.23	\$1,655.04	\$1,737.79	\$1,824.68
IVOLUNTEER COORD (DEPT)(HOURLY)	7132	UCHR	\$18.76	\$19.70	\$20.69	\$21.72	\$22.81	\$1,501.17	\$1,576.23	\$1,655.04	\$1,737.79	\$1,824.68

Approved and adopted:  
Resolution No. -



Fiscal Year 2015-2016 Compensation Schedule  
Effective June 26, 2015

POSITION TITLE	PCN	BARG	Hourly Rate					Bi-Weekly Rate				
			Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
WASTEWATER COLLECTIONS MGR	6334	MM	\$40.98	\$43.03	\$45.18	\$47.44	\$49.81	\$3,278.51	\$3,442.44	\$3,614.56	\$3,795.29	\$3,985.05
WEBMASTER	2777	CV EA	\$28.24	\$29.66	\$31.14	\$32.70	\$34.33	\$2,259.49	\$2,372.46	\$2,491.09	\$2,615.64	\$2,746.42
WEBMASTER (HOURLY)	2790	UCHR	\$28.24	\$29.66	\$31.14	\$32.70	\$34.33	\$2,259.49	\$2,372.47	\$2,491.09	\$2,615.64	\$2,746.42
YOUTH COORDINATOR	7481	CV EA	\$24.05	\$25.26	\$26.52	\$27.85	\$29.24	\$1,924.37	\$2,020.58	\$2,121.61	\$2,227.69	\$2,339.08

Revised:  
Jul 21, 2015

Approved and adopted:  
Resolution No.: