

Union	Current Title	Current Grade	Current Min	Current Mid	Current Max	Current Hrly	Current Salary	Proposed Title	Proposed Grade	Proposed Min	Proposed Mid	Proposed Max
AFSME	ACCOUNT SPECIALIST	A19	31,847	44,115	56,380	18.66	38,817	Account Specialist	8	36,866	46,083	55,299
AFSME	ACCOUNT SPECIALIST	A19	31,847	44,115	56,380	15.62	32,483	Account Specialist	8	36,866	46,083	55,299
AFSME	ACCOUNT SPECIALIST	A19	31,847	44,115	56,380	18.52	38,513	Account Specialist	8	36,866	46,083	55,299
AFSME	ACCOUNT SPECIALIST	A19	31,847	44,115	56,380	19.61	40,778	Account Specialist	8	36,866	46,083	55,299
AFSME	ACCOUNT SPECIALIST	A19	31,847	44,115	56,380	15.93	33,132	Account Specialist	8	36,866	46,083	55,299
AFSME	ACCOUNT SPECIALIST	A19	31,847	44,115	56,380	18.52	38,530	Account Specialist	8	36,866	46,083	55,299
AFSME	ACCOUNT SPECIALIST	A19	31,847	44,115	56,380	15.62	32,483	Account Specialist	8	36,866	46,083	55,299
AFSME	ACCOUNT SPECIALIST	A19	31,847	44,115	56,380	15.93	33,132	Account Specialist	8	36,866	46,083	55,299
AFSME	ACCOUNT SPECIALIST	A19	31,847	44,115	56,380	17.72	36,866	Account Specialist	8	36,866	46,083	55,299
PAFSME	ACCOUNT TECHNICIAN	A17	26,501	37,014	47,526	13.00	27,032	Account Technician	2	27,510	34,388	41,265
AFSME	ACCOUNT TECHNICIAN	A17	26,501	37,014	47,526	13.96	29,028	Account Technician	2	27,510	34,388	41,265
AFSME	ACCOUNT TECHNICIAN	A17	26,501	37,014	47,526	13.00	27,032	Account Technician	2	27,510	34,388	41,265
AFSME	ACCOUNT TECHNICIAN	A17	26,501	37,014	47,526	16.20	33,702	Account Technician	2	27,510	34,388	41,265
AFSME	ACCOUNT TECHNICIAN	A17	26,501	37,014	47,526	13.26	27,572	Account Technician	2	27,510	34,388	41,265
AFSME	ACCOUNT TECHNICIAN	A17	26,501	37,014	47,526	14.61	30,380	Account Technician	2	27,510	34,388	41,265
AFSME	ACCOUNT TECHNICIAN	A17	26,501	37,014	47,526	12.74	26,501	Account Technician	2	27,510	34,388	41,265
PAFSME	ACCOUNT TECHNICIAN	A17	26,501	37,014	47,526	13.00	13,516	Account Technician	2	13,755	17,194	20,633
AFSME	ACCOUNT TECHNICIAN	A17	26,501	37,014	47,526	13.45	27,972	Account Technician	2	27,510	34,388	41,265
PAFSME	ACCOUNT TECHNICIAN	A17	26,501	37,014	47,526	13.23	27,510	Account Technician	2	27,510	34,388	41,265
AFSME	ACCOUNTANT	A21	38,318	52,705	67,095	22.32	46,424	Accountant	9	38,709	48,387	58,064
NONE	ACCOUNTING SUPERVISOR	0012				34.11	70,940	Accounting Supervisor	16	54,468	68,085	81,702
NONE	ACCOUNTING SUPERVISOR	0012				34.11	70,940	Accounting Supervisor	16	54,468	68,085	81,702
NONE	ACCOUNTING SUPERVISOR	0012				34.11	70,940	Accounting Supervisor	16	54,468	68,085	81,702
AFSME	ADMINISTRATIVE ASSISTANT	A17	26,501	37,014	47,526	15.93	33,132	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	23.69	49,265	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	15.93	33,132	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	15.93	33,132	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	20.35	42,322	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	17.82	37,059	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	15.93	33,132	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	16.42	34,154	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	15.93	33,132	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	20.35	42,322	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	17.49	36,377	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	15.93	33,132	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	15.62	32,483	Administrative Assistant	4	30,330	37,912	45,495
NONE	ADMINISTRATIVE ASSISTANT	0008				20.69	43,044	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	17.49	36,377	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	15.93	33,132	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	14.58	30,330	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	14.58	30,330	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	14.58	30,330	Administrative Assistant	4	30,330	37,912	45,495
PAFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	15.62	32,483	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE ASSISTANT	A19	31,847	44,115	56,380	19.32	40,177	Administrative Assistant	4	30,330	37,912	45,495
NONE	ADMINISTRATIVE MANAGER	0012				33.29	69,249	Administrative Manager	14	49,404	61,755	74,106
NONE	ADMINISTRATIVE MANAGER	0012				26.74	55,611	Administrative Manager	14	49,404	61,755	74,106
NONE	ADMINISTRATIVE MANAGER	0012				30.01	62,415	Administrative Manager	14	49,404	61,755	74,106
NONE	ADMINISTRATIVE MANAGER	0012				30.57	63,584	Administrative Manager	14	49,404	61,755	74,106
NONE	ADMINISTRATIVE MANAGER	0012				33.62	69,921	Golf Course Manager	18	60,051	75,064	90,076
NONE	ADMINISTRATIVE MANAGER	0012				32.95	68,536	Administrative Manager	14	49,404	61,755	74,106
NONE	ADMINISTRATIVE MANAGER	0012				27.07	56,299	Administrative Manager	14	49,404	61,755	74,106
NONE	ADMINISTRATIVE MANAGER	0012				30.78	64,012	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE SECRETARY	A17	26,501	37,014	47,526	15.71	32,675	Administrative Assistant	4	30,330	37,912	45,495
NONE	ADMINISTRATIVE SECRETARY	A17	26,501	37,014	47,526	15.86	32,989	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE SECRETARY	A17	26,501	37,014	47,526	15.16	31,527	Administrative Assistant	4	30,330	37,912	45,495
PAFSME	ADMINISTRATIVE SECRETARY	A17	26,501	37,014	47,526	14.58	30,330	Administrative Assistant	4	30,330	37,912	45,495
ASF	ADMINISTRATIVE SECRETARY	A17	26,501	37,014	47,526	14.58	30,330	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE SECRETARY	A17	26,501	37,014	47,526	14.58	30,330	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE SECRETARY	A17	26,501	37,014	47,526	14.58	30,330	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE SECRETARY	A17	26,501	37,014	47,526	13.00	27,032	Administrative Assistant	4	30,330	37,912	45,495
AFSME	ADMINISTRATIVE SECRETARY	A17	26,501	37,014	47,526	19.47	40,493	Administrative Assistant	4	30,330	37,912	45,495
NONE	ADMINISTRATIVE SUPERVISOR	0009				31.23	64,958	Administrative Supervisor	12	44,811	56,014	67,216
NONE	ADMINISTRATIVE SUPERVISOR	0009				19.12	39,759	Administrative Manager	14	49,404	61,755	74,106
NONE	ADMINISTRATIVE SUPERVISOR	0009				22.85	47,532	Administrative Manager	14	49,404	61,755	74,106
AFSME	AIRPORT MAINT LEAD WORKER	A22	42,045	57,658	73,268	28.45	59,178	Airport Maintenance Worker	8	36,866	46,083	55,299
AFSME	AIRPORT MAINTENANCE WORKER	A18	29,047	40,394	51,742	16.54	34,407	Airport Maintenance Worker	8	36,866	46,083	55,299
NONE	AIRPORT MANAGER	0016				45.00	93,600	Airport Manager	22	72,992	91,240	109,488
NONE	AIRPORT OPERATIONS MANAGER	0012				26.19	54,468	Airport Operations Manager	16	54,468	68,085	81,702
POLICE	ANIMAL CONTROL OFFICER	P17	26,235	30,108	33,981	17.54	36,492	Animal Control Officer	8	36,866	46,083	55,299
POLICE	ANIMAL CONTROL OFFICER	P17	26,235	30,108	33,981	17.54	36,492	Animal Control Officer	8	36,866	46,083	55,299
PPOLIC	ANIMAL CONTROL OFFICER	P17	26,235	30,108	33,981	14.21	29,563	Animal Control Officer	8	36,866	46,083	55,299
PPOLIC	ANIMAL CONTROL OFFICER	P17	26,235	30,108	33,981	14.21	29,563	Animal Control Officer	8	36,866	46,083	55,299
POLICE	ANIMAL CONTROL OFFICER	P17	26,235	30,108	33,981	17.54	36,492	Animal Control Officer	8	36,866	46,083	55,299
POLICE	ANIMAL CONTROL OFFICER	P17	26,235	30,108	33,981	14.94	31,065	Animal Control Officer	8	36,866	46,083	55,299
POLICE	ANIMAL CONTROL OFFICER	P17	26,235	30,108	33,981	14.50	30,154	Animal Control Officer	8	36,866	46,083	55,299
POLICE	ANIMAL CONTROL OFFICER	P17	26,235	30,108	33,981	14.79	30,757	Animal Control Officer	8	36,866	46,083	55,299
NONE	ANIMAL CONTROL SUPERVISOR	0010				27.57	57,348	Animal Control Supervisor	14	49,404	61,755	74,106
AFSME	ANTI-GRAFFITI PROGRAM COORD	A20	34,927	48,206	61,483	22.32	46,419	Anti-Graffiti Program Coordinator	13	47,051	58,814	70,577
AFSME	APPLICATION SOFTWARE SPEC.	A22	42,045	57,658	73,268	21.87	45,488	Systems Analyst	18	60,051	75,064	90,076
AFSME	APPLICATION SOFTWARE SPEC.	A22	42,045	57,658	73,268	35.75	74,362	IT Procurement Coordinator	16	54,468	68,085	81,702
AFSME	APPLICATION SOFTWARE SPEC.	A22	42,045	57,658	73,268	28.04	58,321	Systems Analyst	18	60,051	75,064	90,076
AFSME	APPLICATION SOFTWARE SPEC.	A22	42,045	57,658	73,268	28.87	60,051	Systems Analyst	18	60,051	75,064	90,076
AFSME	ARCHAEOLOGICAL TECHNICIAN	A23	46,145	63,103	80,059	24.48	50,918	Archaeological Technician	13	47,051	58,814	70,577
AFSME	ART SERVICES COORDINATOR	A25	55,617	75,683	95,747	29.22	60,769	Arts Commission Program Planner	10	40,645	50,806	60,967
NONE	ARTS & CRAFTS TECHNICIAN	A16	25,099	34,395	43,692	11.40	11,856	Arts & Crafts Technician	1	13,100	16,375	19,650
NONE	ARTS & CRAFTS TECHNICIAN	A16	25,099	34,395	43,692	11.63	6,047	Arts & Crafts Technician	1	6,550	8,188	9,825
NONE	ARTS & CRAFTS TECHNICIAN	A16	25,099	34,395	43,692	11.63	6,047	Arts & Crafts Technician	1	6,550	8,188	9,825
NONE	ARTS & CRAFTS TECHNICIAN	A16	25,099	34,395	43,692	11.40	11,856	Arts & Crafts Technician	1	13,100	16,375	19,650

Union	Current Title	Current Grade	Current Min	Current Mid	Current Max	Current Hrly	Current Salary	Proposed Title	Proposed Grade	Proposed Min	Proposed Mid	Proposed Max
NONE	ARTS COMMISSION DIRECTOR	0014				40.50	84,230	Arts Commission Director	18	60,051	75,064	90,076
PAFSME	ASSESSMENT TECHNICIAN	A17	26,501	37,014	47,526	15.05	31,294	Assessment Technician	2	27,510	34,388	41,265
NONE	ASSET DEVELOPMENT DIR	0018				54.66	113,699	Asset Development Director	25	84,498	105,622	126,746
NONE	ASSISTANT CITY ATTORNEY	0015				37.50	77,998	Assistant City Attorney	22	72,992	91,240	109,488
NONE	ASSISTANT CITY ATTORNEY	0015				38.25	79,558	Assistant City Attorney	22	72,992	91,240	109,488
NONE	ASSISTANT CITY ATTORNEY	0015				40.65	84,550	Assistant City Attorney	22	72,992	91,240	109,488
NONE	ASSISTANT CITY ATTORNEY	0015				37.50	78,000	Assistant City Attorney	22	72,992	91,240	109,488
NONE	ASSISTANT CITY ATTORNEY	0015				40.33	83,880	Assistant City Attorney	22	72,992	91,240	109,488
NONE	ASSISTANT CITY ATTORNEY	0015				37.50	77,998	Assistant City Attorney	22	72,992	91,240	109,488
NONE	ASSISTANT CITY CLERK	0014				41.33	85,975	Assistant City Clerk	14	49,404	61,755	74,106
NONE	ASSISTANT FIRE CHIEF	0017				49.98	103,954	Assistant Fire Chief	24	80,474	100,592	120,711
NONE	ASSISTANT FIRE CHIEF	0017				49.98	103,954	Assistant Fire Chief	24	80,474	100,592	120,711
AFSME	AUTO & SEC SYSTEM ADMIN	A25	55,617	75,683	95,747	36.23	75,350	Automation and Security Systems Administrator	17	57,191	71,489	85,787
AFSME	AUTO MECHANIC	A19	31,847	44,115	56,380	15.62	32,483	Auto Mechanic	8	36,866	46,083	55,299
AFSME	AUTO MECHANIC	A19	31,847	44,115	56,380	15.62	32,483	Auto Mechanic	8	36,866	46,083	55,299
AFSME	AUTO MECHANIC	A19	31,847	44,115	56,380	15.93	33,132	Auto Mechanic	8	36,866	46,083	55,299
AFSME	AUTO MECHANIC	A19	31,847	44,115	56,380	18.71	38,925	Auto Mechanic	8	36,866	46,083	55,299
AFSME	AUTOCAD DRAFTER	A19	31,847	44,115	56,380	25.75	53,560	AutoCAD Drafter	7	35,111	43,888	52,666
AFSME	AUTOMATED METER READERTECH	A19	31,847	44,115	56,380	19.17	39,863	Automated Meter Reader Technician	4	30,330	37,912	45,495
AFSME	AUTOMATED METER READERTECH	A19	31,847	44,115	56,380	16.03	33,344	Automated Meter Reader Technician	4	30,330	37,912	45,495
AFSME	AUTOMATION & SECURITY ADMIN	A25	55,617	75,683	95,747	37.88	78,780	Automation and Security Systems Administrator	17	57,191	71,489	85,787
NONE	BATTALION CHIEF	0015				31.02	90,339	Battalion Chief	F15	56,824	70,757	84,691
NONE	BATTALION CHIEF	0015				31.02	90,339	Battalion Chief	F15	56,824	70,757	84,691
NONE	BATTALION CHIEF	0015				31.02	90,339	Battalion Chief	F15	56,824	70,757	84,691
NONE	BATTALION CHIEF	0015				31.02	90,339	Battalion Chief	F15	56,824	70,757	84,691
NONE	BATTALION CHIEF	0015				31.02	90,339	Battalion Chief	F15	56,824	70,757	84,691
ASF	BDD ADVANCE WATER TREATMENT	A22	42,045	57,658	73,268	27.80	57,814	BDD Advanced Water Treatment Operator	10	40,645	50,806	60,967
AFSME	BDD ADVANCED WTR TRTMNT OPER	A22	42,045	57,658	73,268	33.61	69,900	BDD Advanced Water Treatment Operator	10	40,645	50,806	60,967
AFSME	BDD ADVANCED WTR TRTMNT OPER	A22	42,045	57,658	73,268	33.61	69,900	BDD Advanced Water Treatment Operator	10	40,645	50,806	60,967
AFSME	BDD ADVANCED WTR TRTMNT OPER	A22	42,045	57,658	73,268	33.61	69,900	BDD Advanced Water Treatment Operator	10	40,645	50,806	60,967
AFSME	BDD ADVANCED WTR TRTMNT OPER	A22	42,045	57,658	73,268	27.07	56,297	BDD Advanced Water Treatment Operator	10	40,645	50,806	60,967
AFSME	BDD ADVANCED WTR TRTMNT OPER	A22	42,045	57,658	73,268	33.61	69,900	BDD Advanced Water Treatment Operator	10	40,645	50,806	60,967
AFSME	BDD CHARGE OPERATOR	A23	46,145	63,103	80,059	32.37	67,330	BDD Charge Operator	14	49,404	61,755	74,106
AFSME	BDD CHARGE OPERATOR	A23	46,145	63,103	80,059	37.55	78,112	BDD Charge Operator	14	49,404	61,755	74,106
AFSME	BDD CHARGE OPERATOR	A23	46,145	63,103	80,059	37.62	78,252	BDD Charge Operator	14	49,404	61,755	74,106
AFSME	BDD CHARGE OPERATOR	A23	46,145	63,103	80,059	23.75	49,404	BDD Charge Operator	14	49,404	61,755	74,106
AFSME	BDD EQUIPMENT REPAIRMAN	A22	42,045	57,658	73,268	25.03	52,067	Equipment Repairman Entry	4	30,330	37,912	45,495
AFSME	BDD EQUIPMENT REPAIRMAN	A22	42,045	57,658	73,268	20.97	43,607	Equipment Repairman Entry	4	30,330	37,912	45,495
AFSME	BDD EQUIPMENT REPAIRMAN	A22	42,045	57,658	73,268	26.05	54,174	Equipment Repairman Entry	4	30,330	37,912	45,495
AFSME	BDD EQUIPMENT REPAIRMAN	A22	42,045	57,658	73,268	26.05	54,174	Equipment Repairman Entry	4	30,330	37,912	45,495
NONE	BDD FACILITIES MANAGER	0016				45.41	94,451	BDD Facilities Manager	23	76,642	95,802	114,963
AFSME	BDD FISCAL MGR & BUS ADMIN	A24	50,656	69,093	87,528	35.13	73,068	Fiscal Administrator	12	44,811	56,014	67,216
AFSME	BDD MAINT PLANNER/SCHEDULER	A20	34,927	48,206	61,483	24.11	50,140	BDD Maintenance Planner/Scheduler	7	35,111	43,888	52,666
AFSME	BDD MAINTENANCE MECHANIC	A23	46,145	63,103	80,059	32.40	67,388	Equipment Repairman Intermediate	10	40,645	50,806	60,967
AFSME	BDD MAINTENANCE MECHANIC	A23	46,145	63,103	80,059	32.46	67,517	Equipment Repairman Intermediate	10	40,645	50,806	60,967
NONE	BDD MAINTENANCE SUPER	0014				41.62	86,561	Water Maintenance Superintendent	17	57,191	71,489	85,787
NONE	BDD OPERATIONS SUPER	0014				43.70	90,890	BDD Operations Superintendent	21	69,516	86,895	104,275
AFSME	BDD OPERATOR	A20	34,927	48,206	61,483	17.72	36,866	BDD Operator	8	36,866	46,083	55,299
AFSME	BDD OPERATOR	A20	34,927	48,206	61,483	17.72	36,866	BDD Operator	8	36,866	46,083	55,299
AFSME	BDD PUBLIC RELATIONS COORDINAT	A20	34,927	48,206	61,483	23.60	49,082	Public & Community Relations Officer	14	49,404	61,755	74,106
AFSME	BDD REGULATORY COMPLIANCE OFF	A25	55,617	75,683	95,747	33.29	69,249	BDD Regulatory Compliance Officer	15	51,874	64,843	77,811
AFSME	BDD SAFETY OFF TRAINING ADMIN	A23	46,145	63,103	80,059	28.09	58,429	BDD Safety Officer and Training Administrator	13	47,051	58,814	70,577
AFSME	BDD WATER LAB ANALYST	A22	42,045	57,658	73,268	28.84	59,985	Chemist	13	47,051	58,814	70,577
NONE	BENEFITS ADMINISTRATOR	0012				32.25	67,088	Benefits Administrator	12	44,811	56,014	67,216
NONE	BENEFITS ADMINISTRATOR	0012				21.54	44,811	Benefits Administrator	12	44,811	56,014	67,216
NONE	BUDGET ANALYST	0011				31.62	65,770	Budget Analyst	12	44,811	56,014	67,216
AFSME	BUILDING PLAN REVIEWER	A23	46,145	63,103	80,059	26.78	55,707	Building Plan Reviewer	8	36,866	46,083	55,299
AFSME	BUILDING SUPERVISOR	A19	31,847	44,115	56,380	19.27	40,084	Custodian Lead Worker	6	33,439	41,798	50,158
AFSME	BUILDING SUPERVISOR	A19	31,847	44,115	56,380	18.36	38,189	Custodian Lead Worker	6	33,439	41,798	50,158
NONE	BUSINESS ANALYST	0014				37.30	77,574	Business Analyst	14	49,404	61,755	74,106
NONE	CALL CENTER SUPERVISOR	0009				16.43	34,168	Transit Dispatch Supervisor	8	36,866	46,083	55,299
NONE	CALL CENTER SUPERVISOR	0009				16.43	34,168	Transit Dispatch Supervisor	8	36,866	46,083	55,299
NONE	CALL CENTER SUPERVISOR	0009				16.43	34,170	Transit Dispatch Supervisor	8	36,866	46,083	55,299
NONE	CALL CENTER SUPERVISOR	0009				16.43	34,170	Transit Dispatch Supervisor	8	36,866	46,083	55,299
NONE	CHILDREN AND YOUTH PROGRAM MGR	0012				33.66	70,013	Children & Youth Program Manager	17	57,191	71,489	85,787
NONE	CITY ATTORNEY	0018				60.10	125,000	City Attorney	30	107,843	134,803	161,764
AFSME	CITY LAND DOCUMENTS TECH	A20	34,927	48,206	61,483	23.83	49,558	City Land Documents Technician	3	28,886	36,107	43,328
NONE	CLAIMS ADMINISTRATOR	0012				34.28	71,300	Claims Administrator	14	49,404	61,755	74,106
NONE	COLLECTIONS SUPERVISOR	0013				31.62	65,759	Utility Billing Manager	17	57,191	71,489	85,787
AFSME	COMMUNITY ART GALLERY MANAGER	A25	55,617	75,683	95,747	29.22	60,769	Community Art Gallery Manager	12	44,811	56,014	67,216
AFSME	COMMUNITY RELATIONS/ AD. ADMIN	A22	42,045	57,658	73,268	26.43	54,979	Public & Community Relations Officer	14	49,404	61,755	74,106
NONE	COMMUNITY SERVICES DIRECTOR	0016				53.04	110,323	Community Services Director	27	93,159	116,448	139,738
NONE	CONSTITUENT SERVICES DIV DIR	0016				43.47	90,424	Constituent Services Division Director	18	60,051	75,064	90,076
NONE	CONSTITUENT SERVICES REP	0006				18.73	38,952	Constituent Services Specialist	9	38,709	48,387	58,064
NONE	CONSTITUENT SERVICES SPECIALIS	0011				29.82	62,021	Constituent Services Specialist	9	38,709	48,387	58,064
AFSME	CONSTRUCTION INSPECTOR	A23	46,145	63,103	80,059	22.63	47,068	Construction Inspector	10	40,645	50,806	60,967
PAFSME	CONSTRUCTION INSPECTOR	A23	46,145	63,103	80,059	22.63	47,068	Construction Inspector	10	40,645	50,806	60,967
AFSME	CONSTRUCTION INSPECTOR	A23	46,145	63,103	80,059	23.08	48,011	Construction Inspector	10	40,645	50,806	60,967
AFSME	CONSTRUCTION INSPECTOR	A23	46,145	63,103	80,059	23.08	48,011	Construction Inspector	10	40,645	50,806	60,967
AFSME	CONSTRUCTION INSPECTOR	A23	46,145	63,103	80,059	27.05	56,254	Construction Inspector	10	40,645	50,806	60,967
AFSME	CONSTRUCTION INSPECTOR	A23	46,145	63,103	80,059	27.87	57,978	Construction Inspector	10	40,645	50,806	60,967
AFSME	CONSTRUCTION INSPECTOR	A23	46,145	63,103	80,059	23.08	48,011	Construction Inspector	10	40,645	50,806	60,967
AFSME	CONSTRUCTION INSPECTORSUPRV.	0013				29.80	61,984	Construction Inspector Supervisor	16	54,468	68,085	81,702
NONE	CONSTRUCTION INSPECTORSUPRV.	0013				39.53	82,214	Construction Inspector Supervisor	16	54,468	68,085	81,702
NONE	CONSTRUCTION INSPECTORSUPRV.	0013				30.40	63,236	Construction Inspector Supervisor	16	54,468	68,085	81,702
AFSME	CONSTRUCTION LABORER	A16	25,099	34,395	43,692	12.60	26,200	Laborer	1	26,200	32,750	39,300
PAFSME	CONSTRUCTION PLANS EXAMINER II	A21	38,318	52,705	67,095	25.85	53,762	Construction Plans Examiner II	11	42,677	53,346	64,016
AFSME	CONSTRUCTION SUPERVISOR	A20	34,927	48,206	61,483	23.41	48,691	Construction Supervisor	13	47,051	58,814	70,577
AFSME	CONTRACT ANALYST	A22	42,045	57,658	73,268	29.05	60,420	Contracts Administrator	10	40,645	50,806	60,967

Union	Current Title	Current Grade	Current Min	Current Mid	Current Max	Current Hrly	Current Salary	Proposed Title	Proposed Grade	Proposed Min	Proposed Mid	Proposed Max
AFSME	CONTRACT ANALYST	A22	42,045	57,658	73,268	29.05	60,424	Contracts Administrator	10	40,645	50,806	60,967
AFSME	CONTRACT ANALYST	A22	42,045	57,658	73,268	21.03	43,742	Contracts Administrator	10	40,645	50,806	60,967
AFSME	CONTRACTS ADMINISTRATOR	A23	46,145	63,103	80,059	23.08	48,011	Contracts Administrator	10	40,645	50,806	60,967
AFSME	CONTRACTS ADMINISTRATOR	A23	46,145	63,103	80,059	23.08	48,011	Contracts Administrator	10	40,645	50,806	60,967
NONE	CONV CENTER OPERATIONS MGR	0012				35.01	72,819	Convention Center Operations Manager	18	60,051	75,064	90,076
NONE	CONVENTION CENTER ASST OPS MGR	0011				26.52	55,162	Convention Center Assistant Operations Manager	12	44,811	56,014	67,216
NONE	CONVENTION SERVICES MANAGER	0012				29.49	61,329	Convention Services Manager	12	44,811	56,014	67,216
NONE	CONVENTION SERVICES SUPERVISOR	0010				29.49	61,329	Convention Services Manager	12	44,811	56,014	67,216
AFSME	CONVENTION SPCLIST LEADWORK	A19	31,847	44,115	56,380	18.34	38,147	Convention Specialist Lead	6	33,439	41,798	50,158
AFSME	CONVENTION SPECIALIST	A17	26,501	37,014	47,526	13.26	27,572	Convention Specialist	3	28,886	36,107	43,328
PAFSME	CONVENTION SPECIALIST	A17	26,501	37,014	47,526	13.00	27,032	Convention Specialist	3	28,886	36,107	43,328
PAFSME	CONVENTION SPECIALIST	A17	26,501	37,014	47,526	18.34	38,147	Convention Specialist	3	28,886	36,107	43,328
AFSME	CONVENTION SPECIALIST	A17	26,501	37,014	47,526	13.00	27,032	Convention Specialist	3	28,886	36,107	43,328
AFSME	CONVENTION SPECIALIST	A17	26,501	37,014	47,526	13.00	27,032	Convention Specialist	3	28,886	36,107	43,328
AFSME	CONVENTION SPECIALIST	A17	26,501	37,014	47,526	13.89	28,886	Convention Specialist	3	28,886	36,107	43,328
AFSME	COOK	A16	25,099	34,395	43,692	12.55	26,112	Cook	2	27,510	34,388	41,265
AFSME	COOK	A16	25,099	34,395	43,692	12.55	26,112	Cook	2	27,510	34,388	41,265
AFSME	COOK	A16	25,099	34,395	43,692	12.55	26,112	Cook	2	27,510	34,388	41,265
AFSME	COOK	A16	25,099	34,395	43,692	13.33	27,716	Cook	2	27,510	34,388	41,265
PAFSME	COOK	A16	25,099	34,395	43,692	12.31	25,601	Cook	2	27,510	34,388	41,265
NONE	COURT ADMINISTRATIVE ASSISTANT	0008				14.58	30,330	Administrative Assistant	4	30,330	37,912	45,495
NONE	COURT ADMINISTRATOR	0016				34.33	71,413	Court Services Director	17	57,191	71,489	85,787
NONE	COURT CLERK I	0005				12.24	25,459	Court Clerk	2	27,510	34,388	41,265
NONE	COURT CLERK I	0005				12.74	26,489	Court Clerk	2	27,510	34,388	41,265
NONE	COURT CLERK I	0005				12.74	26,489	Court Clerk	2	27,510	34,388	41,265
NONE	COURT CLERK I	0005				12.74	26,489	Court Clerk	2	27,510	34,388	41,265
NON	COURT CLERK I	0005				13.23	27,510	Court Clerk	2	27,510	34,388	41,265
NONE	COURT CLERK I	0005				13.23	27,510	Court Clerk	2	27,510	34,388	41,265
NON	COURT CLERK I	0005				13.23	27,510	Court Clerk	2	27,510	34,388	41,265
NONE	COURT CLERK II	0006				22.09	45,956	Court Clerk	2	27,510	34,388	41,265
NONE	COURT CLERK II	0006				15.06	31,329	Court Clerk	2	27,510	34,388	41,265
NONE	COURT CLERK III	0007				24.73	51,430	Court Clerk	2	27,510	34,388	41,265
NONE	COURT CLERK III	0007				25.19	26,192	Court Clerk	2	13,755	17,194	20,633
POLICE	CRIME SCENE TECHNICIAN	P21	45,983	51,325	56,668	28.31	58,889	Crime Scene Technician	12	44,811	56,014	67,216
NONE	CRIMINAL INFO. ANALYST	P24	43,742	50,200	56,657	25.91	53,897	Criminal Information Analyst	12	44,811	56,014	67,216
NONE	CURRENT PLANNING DIV DIRECTOR	0016				40.24	83,703	Current Planning Division Director	23	76,642	95,802	114,963
NONE	CUSTODIAL SUPERVISOR	0007				22.29	46,353	Custodial Supervisor	8	36,866	46,083	55,299
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	14.18	29,492	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	13.49	28,059	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.31	25,601	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.55	26,112	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.55	26,112	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.31	25,601	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	13.89	28,895	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.31	25,601	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.55	26,112	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.55	26,112	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	13.66	28,419	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.55	26,112	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.31	25,601	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.55	26,112	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	13.38	27,820	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	13.61	28,300	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.31	25,601	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.55	26,112	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	14.29	29,732	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.31	25,601	Custodian	2	27,510	34,388	41,265
PAFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.07	25,099	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	13.23	27,510	Custodian	2	27,510	34,388	41,265
PAFSME	CUSTODIAN	A16	25,099	34,395	43,692	13.23	27,510	Custodian	2	27,510	34,388	41,265
PAFSME	CUSTODIAN	A16	25,099	34,395	43,692	13.23	27,510	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	13.23	27,510	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.55	26,112	Custodian	2	27,510	34,388	41,265
PAFSME	CUSTODIAN	A16	25,099	34,395	43,692	12.07	25,099	Custodian	2	27,510	34,388	41,265
AFSME	CUSTODIAN LEAD WORKER	A17	26,501	37,014	47,526	15.05	31,312	Custodian Lead Worker	6	33,439	41,798	50,158
AFSME	CUSTODIAN LEAD WORKER	A17	26,501	37,014	47,526	16.55	34,430	Custodian Lead Worker	6	33,439	41,798	50,158
AFSME	CUSTODIAN LEAD WORKER	A17	26,501	37,014	47,526	16.55	34,430	Custodian Lead Worker	6	33,439	41,798	50,158
PAFSME	CUSTOMER SERVICE REP	A19	31,847	44,115	56,380	15.62	32,483	Customer Service Representative	2	27,510	34,388	41,265
AFSME	CUSTOMER SERVICE REP	A19	31,847	44,115	56,380	15.93	33,132	Customer Service Representative	2	27,510	34,388	41,265
AFSME	CUSTOMER SERVICE REP	A19	31,847	44,115	56,380	15.93	33,132	Customer Service Representative	2	27,510	34,388	41,265
AFSME	CUSTOMER SERVICE REP TRANSIT	A16	25,099	34,395	43,692	12.55	26,112	Customer Service Representative	2	27,510	34,388	41,265
AFSME	CUSTOMER SERVICE REP TRANSIT	A16	25,099	34,395	43,692	12.31	25,601	Customer Service Representative	2	27,510	34,388	41,265
AFSME	CUSTOMER SERVICE REP TRANSIT	A16	25,099	34,395	43,692	12.55	26,112	Customer Service Representative	2	27,510	34,388	41,265
AFSME	CUSTOMER SERVICE REP TRANSIT	A16	25,099	34,395	43,692	13.24	27,545	Customer Service Representative	2	27,510	34,388	41,265
AFSME	CUSTOMER SERVICE REP WATER	A19	31,847	44,115	56,380	15.93	33,132	Customer Service Representative	2	27,510	34,388	41,265
AFSME	CUSTOMER SERVICE REP WATER	A19	31,847	44,115	56,380	16.79	34,913	Customer Service Representative	2	27,510	34,388	41,265
AFSME	CUSTOMER SERVICE REP WATER	A19	31,847	44,115	56,380	18.66	38,817	Customer Service Representative	2	27,510	34,388	41,265
AFSME	CUSTOMER SERVICE REP WATER	A19	31,847	44,115	56,380	15.93	33,132	Customer Service Representative	2	27,510	34,388	41,265
AFSME	CUSTOMER SERVICE REP WATER	A19	31,847	44,115	56,380	15.93	33,130	Customer Service Representative	2	27,510	34,388	41,265
AFSME	CUSTOMER SERVICE REP WATER	A19	31,847	44,115	56,380	15.93	33,132	Customer Service Representative	2	27,510	34,388	41,265
NONE	CUSTOMER SERVICE SUPERVISOR	0012				26.01	54,101	Customer Service Supervisor	14	49,404	61,755	74,106
AFSME	CVB FINANCIAL ANALYST	A23	46,145	63,103	80,059	33.92	70,547	Fiscal Administrator	12	44,811	56,014	67,216
NONE	CVB PROGRAM & EVENT MANAGER	0014				37.53	78,054	Tourism Program & Event Manager	15	51,874	64,843	77,811
NONE	CVB SALES MANAGER	0012				33.16	68,979	National Sales Manager	14	49,404	61,755	74,106
NONE	CVB SALES MANAGER	0012				33.16	68,979	National Sales Manager	14	49,404	61,755	74,106
AFSME	DATABASE SPECIALIST	A19	31,847	44,115	56,380	15.93	33,132	Account Technician	2	27,510	34,388	41,265
AFSME	DATABASE SPECIALIST	A19	31,847	44,115	56,380	24.47	50,904	Account Technician	2	27,510	34,388	41,265
AFSME	DATABASE SPECIALIST	A19	31,847	44,115	56,380	16.71	34,765	Account Technician	2	27,510	34,388	41,265

Union	Current Title	Current Grade	Current Min	Current Mid	Current Max	Current Hrly	Current Salary	Proposed Title	Proposed Grade	Proposed Min	Proposed Mid	Proposed Max
AFSME	DATABASE SPECIALIST	A19	31,847	44,115	56,380	15.62	32,483	Account Technician	2	27,510	34,388	41,265
AFSME	DATABASE SPECIALIST	A19	31,847	44,115	56,380	15.93	33,132	Account Technician	2	27,510	34,388	41,265
AFSME	DATABASE SPECIALIST	A17	26,501	37,014	47,526	15.62	32,483	Account Technician	2	27,510	34,388	41,265
AFSME	DATABASE SPECIALIST	A19	31,847	44,115	56,380	18.84	39,189	Account Technician	2	27,510	34,388	41,265
PAFSME	DATABASE SPECIALIST	A19	31,847	44,115	56,380	15.62	32,483	Account Technician	2	27,510	34,388	41,265
AFSME	DATABASE SPECIALIST	A19	31,847	44,115	56,380	15.93	33,132	Account Technician	2	27,510	34,388	41,265
ASF	DATABASE SPECIALIST	A19	31,847	44,115	56,380	13.23	27,510	Account Technician	2	27,510	34,388	41,265
AFSME	DATABASE SPECIALIST	A19	31,847	44,115	56,380	13.23	27,510	Account Technician	2	27,510	34,388	41,265
AFSME	DATABASE SPECIALIST	A19	31,847	44,115	56,380	13.23	27,510	Account Technician	2	27,510	34,388	41,265
AFSME	DATABASE SPECIALIST	A19	31,847	44,115	56,380	13.23	27,510	Account Technician	2	27,510	34,388	41,265
AFSME	DATABASE SPECIALIST	A19	31,847	44,115	56,380	18.66	38,817	Supply Inventory Technician	6	33,439	41,798	50,158
NONE	DEPUTY CITY MANAGER	0018				65.03	135,252	Deputy City Manager	30	107,843	134,803	161,764
NONE	DEPUTY COURT ADMINISTRATOR	0009				33.29	69,249	Fiscal Administrator	12	44,811	56,014	67,216
FIRE	DEPUTY FIRE MARSHAL	F21A	58,255	66,111	73,967	29.03	60,391	Deputy Fire Marshal	F14	54,339	66,191	78,044
NONE	DEPUTY POLICE CHIEF	0018				49.51	102,987	Deputy Police Chief	27	93,159	116,448	139,738
NONE	DEPUTY POLICE CHIEF	0018				49.51	102,987	Deputy Police Chief	27	93,159	116,448	139,738
AFSME	DIGITAL DUPLICATING TECHNICIAN	A16	25,099	34,395	43,692	14.30	29,734	Digital Duplicating Technician	2	27,510	34,388	41,265
NONE	DIGITAL MEDIA PARALEGAL	0010				26.35	54,808	Paralegal	9	38,709	48,387	58,064
NONE	DIRECTOR OF MARKETING	0015				43.05	89,544	Director of Marketing	18	60,051	75,064	90,076
NONE	DIRECTOR OF SALES	0015				43.05	89,550	Director of Sales	19	63,053	78,817	94,580
AFSME	DISPATCHER	A19	31,847	44,115	56,380	16.71	34,765	Dispatcher	2	27,510	34,388	41,265
NONE	DUPLICATING SUPERVISOR	0008				21.22	44,146	Digital Duplicating Supervisor	9	38,709	48,387	58,064
AFSME	DUPLICATING TECHNICIAN	A16	25,099	34,395	43,692	13.53	28,132	Digital Duplicating Technician	2	27,510	34,388	41,265
AFSME	ELECTRONIC REPAIR SHOP TECH	A21	38,318	52,705	67,095	19.16	39,861	Electronic Repair Shop Technician	8	36,866	46,083	55,299
NONE	EMERGENCY MANAGER	0015				37.14	77,255	Emergency Manager	19	63,053	78,817	94,580
AFSME	ENGINEER	A25	55,617	75,683	95,747	37.06	77,083	Engineer	20	66,206	82,758	99,309
AFSME	ENGINEER	A25	55,617	75,683	95,747	39.86	82,909	Engineer	20	66,206	82,758	99,309
AFSME	ENGINEER	A25	55,617	75,683	95,747	37.82	78,674	Engineer	20	66,206	82,758	99,309
AFSME	ENGINEER	A25	55,617	75,683	95,747	37.05	77,060	Engineer	20	66,206	82,758	99,309
AFSME	ENGINEER	A25	55,617	75,683	95,747	41.16	85,619	Engineer	20	66,206	82,758	99,309
AFSME	ENGINEER	A25	55,617	75,683	95,747	35.95	74,776	Engineer	20	66,206	82,758	99,309
AFSME	ENGINEER	A25	55,617	75,683	95,747	31.83	66,206	Engineer	20	66,206	82,758	99,309
AFSME	ENGINEER ASSISTANT	A22	42,045	57,658	73,268	24.62	51,218	Engineering Assistant	11	42,677	53,346	64,016
AFSME	ENGINEER ASSOCIATE	A23	46,145	63,103	80,059	32.29	67,172	Engineer Associate	12	44,811	56,014	67,216
NONE	ENGINEER SUPERVISOR	0015				45.39	94,411	Engineer Supervisor	21	69,516	86,895	104,275
NONE	ENGINEER SUPERVISOR	0015				45.39	94,413	Engineer Supervisor	21	69,516	86,895	104,275
NONE	ENGINEER SUPERVISOR	0015				42.66	88,724	Engineer Supervisor	21	69,516	86,895	104,275
NON	ENGINEER SUPERVISOR	0015				46.88	97,510	Engineer Supervisor	21	69,516	86,895	104,275
NONE	ENGINEER SUPERVISOR	0015				33.42	69,516	Engineer Supervisor	21	69,516	86,895	104,275
ASF	ENGINEERING TECHNICIAN	#N/A				16.08	33,439	Engineering Technician	6	33,439	41,798	50,158
AFSME	ENGINEERING TECHNICIAN SENIOR	A21	38,318	52,705	67,095	24.42	50,792	Engineering Technician Senior	13	47,051	58,814	70,577
AFSME	ENGINEERING TECHNICIAN SENIOR	A21	38,318	52,705	67,095	27.72	57,664	Engineering Technician Senior	13	47,051	58,814	70,577
AFSME	ENGINEERING TECHNICIAN SENIOR	A21	38,318	52,705	67,095	24.20	50,344	Engineering Technician Senior	13	47,051	58,814	70,577
AFSME	ENGINEERING TECHNICIAN SENIOR	A21	38,318	52,705	67,095	21.74	45,228	Engineering Technician Senior	13	47,051	58,814	70,577
NONE	ENTERPRISE APP SERVICE MANAGER	0014				35.09	72,992	Enterprise Application Service Manager	22	72,992	91,240	109,488
PAFSME	ENTERPRISE FUND ACCOUNTANT	A22	42,045	57,658	73,268	24.00	49,920	Accountant	9	38,709	48,387	58,064
AFSME	ENV. SRV. EQUIP OP LEAD WORKER	A20	34,927	48,206	61,483	17.52	36,446	Equipment Operator Lead Worker	9	38,709	48,387	58,064
NONE	ENVIRONMENTAL SERVICES SUPVR	0010				24.58	51,120	Environmental Services Supervisor	15	51,874	64,843	77,811
AFSME	ENVNMNTL SVC EQMT OPRTDR LDWRKR	A20	34,927	48,206	61,483	24.12	50,170	Equipment Operator Lead Worker	9	38,709	48,387	58,064
AFSME	ENVNMNTL SVC EQMT OPRTDR LDWRKR	A20	34,927	48,206	61,483	18.61	38,709	Equipment Operator Lead Worker	9	38,709	48,387	58,064
AFSME	EQUIPMENT MANAGER	A20	34,927	48,206	61,483	18.35	38,168	Equipment Manager	11	42,677	53,346	64,016
AFSME	EQUIPMENT MANAGER	A20	34,927	48,206	61,483	18.73	38,952	Equipment Manager	11	42,677	53,346	64,016
PAFSME	EQUIPMENT SERVICE WORKER	A17	26,501	37,014	47,526	12.74	26,501	Equipment Service Worker	5	31,846	39,808	47,769
AFSME	EQUIPMENT SERVICE WORKER	A17	26,501	37,014	47,526	18.56	38,607	Equipment Service Worker	5	31,846	39,808	47,769
AFSME	EQUIPMENT SERVICE WORKER	A17	26,501	37,014	47,526	13.26	27,572	Equipment Service Worker	5	31,846	39,808	47,769
AFSME	EQUIPMENT SERVICE WORKER	A17	26,501	37,014	47,526	13.26	27,572	Equipment Service Worker	5	31,846	39,808	47,769
PAFSME	EQUIPMENT SERVICE WORKER	A17	26,501	37,014	47,526	13.00	27,032	Equipment Service Worker	5	31,846	39,808	47,769
PAFSME	EQUIPMENT SERVICE WORKER	A17	26,501	37,014	47,526	12.74	26,501	Equipment Service Worker	5	31,846	39,808	47,769
AFSME	EQUIPMENT SERVICE WORKER	A17	26,501	37,014	47,526	13.26	27,572	Equipment Service Worker	5	31,846	39,808	47,769
AFSME	EQUIPMENT SERVICE WORKER	A17	26,501	37,014	47,526	13.00	27,032	Equipment Service Worker	5	31,846	39,808	47,769
POLICE	EVIDENCE & PROPERTY SPECIALIST	A22	42,045	57,658	73,268	25.08	52,173	Evidence & Property Specialist	10	40,645	50,806	60,967
POLICE	EVIDENCE & PROPERTY TECHNICIAN	P22	33,224	38,128	43,033	16.79	34,913	Evidence & Property Technician	7	35,111	43,888	52,666
POLICE	EVIDENCE & PROPERTY TECHNICIAN	P22	33,224	38,128	43,033	16.79	34,913	Evidence & Property Technician	7	35,111	43,888	52,666
NONE	EXECUTIVE ADMINISTRATOR	0014				21.42	44,554	Executive Assistant	9	38,709	48,387	58,064
NONE	EXECUTIVE ADMINISTRATOR	0014				39.65	82,462	Executive Assistant	9	38,709	48,387	58,064
NONE	EXECUTIVE DIR TOURISM SANTA FE	0018				56.24	116,988	Executive Director Tourism Santa Fe	28	97,817	122,271	146,725
FIR	FF/PARAMEDIC I	F19A	52,958	60,101	67,244	16.49	48,033	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIR	FF/PARAMEDIC I	F19A	52,958	60,101	67,244	16.49	48,033	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIR	FF/PARAMEDIC II	F19B	54,283	61,603	68,924	16.84	49,045	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIR	FF/PARAMEDIC II	F19B	54,283	61,603	68,924	16.84	49,045	Firefighter Paramedic II	F10	49,045	68,420	87,794
NONE	FINANCE DIRECTOR	0012				59.17	123,063	Finance Director	29	102,707	128,384	154,061
AFSME	FINANCIAL ANALYST	A23	46,145	63,103	80,059	27.78	57,780	Financial Analyst	13	47,051	58,814	70,577
AFSME	FINANCIAL ANALYST	A23	46,145	63,103	80,059	27.82	57,868	Financial Analyst	13	47,051	58,814	70,577
AFSME	FINANCIAL ANALYST	A23	46,145	63,103	80,059	26.79	55,713	Financial Analyst	13	47,051	58,814	70,577
AFSME	FINANCIAL ANALYST	A23	46,145	63,103	80,059	26.77	55,680	Financial Analyst	13	47,051	58,814	70,577
AFSME	FINANCIAL ANALYST	A23	46,145	63,103	80,059	27.78	57,780	Financial Analyst	13	47,051	58,814	70,577
AFSME	FINANCIAL ANALYST	A23	46,145	63,103	80,059	33.93	70,568	Financial Analyst	13	47,051	58,814	70,577
AFSME	FINANCIAL ANALYST	A23	46,145	63,103	80,059	28.06	58,356	Financial Analyst	13	47,051	58,814	70,577
AFSME	FINANCIAL ANALYST	A23	46,145	63,103	80,059	27.32	56,819	Financial Analyst	13	47,051	58,814	70,577
AFSME	FINANCIAL ANALYST	A23	46,145	63,103	80,059	27.79	57,801	Financial Analyst	13	47,051	58,814	70,577
NONE	FINANCIAL PLNG & RPTG OFFICER	0012				40.02	83,233	Financial Planning & Reporting Officer	23	76,642	95,802	114,963
FIRE	FIRE CAPTAIN	F21	58,255	66,111	73,968	25.17	73,304	Fire Captain	F14	54,339	66,191	78,044
FIRE	FIRE CAPTAIN	F21	58,255	66,111	73,968	23.28	67,780	Fire Captain	F14	54,339	66,191	78,044
FIRE	FIRE CAPTAIN	F21	58,255	66,111	73,968	24.93	72,587	Fire Captain	F14	54,339	66,191	78,044
FIRE	FIRE CAPTAIN	F21	58,255	66,111	73,968	28.18	82,046	Fire Captain	F14	54,339	66,191	78,044
FIRE	FIRE CAPTAIN	F21	58,255	66,111	73,968	24.21	70,488	Fire Captain	F14	54,339	66,191	78,044
FIRE	FIRE CAPTAIN	F21	58,255	66,111	73,968	23.74	69,119	Fire Captain	F14	54,339	66,191	78,044
FIRE	FIRE CAPTAIN	F21	58,255	66,111	73,968	24.44	71,178	Fire Captain	F14	54,339	66,191	78,044
FIRE	FIRE CAPTAIN	F21	58,255	66,111	73,968	24.04	70,013	Fire Captain	F14	54,339	66,191	78,044



Union	Current Title	Current Grade	Current Min	Current Mid	Current Max	Current Hrly	Current Salary	Proposed Title	Proposed Grade	Proposed Min	Proposed Mid	Proposed Max
FIRE	FIREFIGHTER/PARAMEDIC	F19A	52,958	60,101	67,244	20.90	60,855	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIRE	FIREFIGHTER/PARAMEDIC	F19A	52,958	60,101	67,244	19.01	55,345	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIRE	FIREFIGHTER/PARAMEDIC	F19A	52,958	60,101	67,244	19.78	57,594	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIRE	FIREFIGHTER/PARAMEDIC	F14	39,790	45,158	50,526	19.20	55,899	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIRE	FIREFIGHTER/PARAMEDIC	F19A	52,958	60,101	67,244	19.20	55,899	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIRE	FIREFIGHTER/PARAMEDIC	F19A	52,958	60,101	67,244	19.40	56,487	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIRE	FIREFIGHTER/PARAMEDIC	F19A	52,958	60,101	67,244	19.20	55,899	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIRE	FIREFIGHTER/PARAMEDIC	F19A	52,958	60,101	67,244	19.20	55,899	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIRE	FIREFIGHTER/PARAMEDIC	F19A	52,958	60,101	67,244	19.20	55,899	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIRE	FIREFIGHTER/PARAMEDIC	F19A	52,958	60,101	67,244	19.20	55,899	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIRE	FIREFIGHTER/PARAMEDIC	F19A	52,958	60,101	67,244	19.20	55,899	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIRE	FIREFIGHTER/PARAMEDIC	F19A	52,958	60,101	67,244	19.20	55,899	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIRE	FIREFIGHTER/PARAMEDIC	F19A	52,958	60,101	67,244	19.20	55,899	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIRE	FIREFIGHTER/PARAMEDIC	F19A	52,958	60,101	67,244	19.20	55,899	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIRE	FIREFIGHTER/PARAMEDIC	F19A	52,958	60,101	67,244	20.18	58,750	Firefighter Paramedic I	F09	48,033	57,448	66,862
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	20.49	59,655	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	22.40	65,240	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	19.88	57,899	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	21.32	62,075	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	22.85	66,551	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	20.69	60,249	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	20.69	60,249	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	20.28	59,061	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	20.69	60,252	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	20.49	59,655	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	20.90	60,855	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	22.18	64,594	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	20.39	59,367	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	20.49	59,655	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	16.84	49,045	Firefighter Paramedic II	F10	49,045	68,420	87,794
FIRE	FIREFIGHTER/PARAMEDIC II	F19B	54,283	61,603	68,924	20.49	59,655	Firefighter Paramedic II	F10	49,045	68,420	87,794
NONE	FISCAL ADMINISTRATOR	0014				37.52	78,031	Fiscal Administrator	12	44,811	56,014	67,216
NONE	FISCAL ADMINISTRATOR	0014				35.91	74,701	Fiscal Administrator	12	44,811	56,014	67,216
NONE	FISCAL ADMINISTRATOR	0014				21.54	44,811	Fiscal Administrator	12	44,811	56,014	67,216
AFSME	FITNESS TECHNICIAN	A16	25,099	34,395	43,692	15.30	15,912	Recreation Technician	1	13,100	16,375	19,650
NONE	FLEET SECTION MANAGER	0012				32.71	68,037	Fleet Section Manager	18	60,051	75,064	90,076
NONE	FLEET SECTION MANAGER	0012				28.87	60,051	Fleet Section Manager	18	60,051	75,064	90,076
NONE	FORESTRY TECH CREW BOSS	0008				19.77	41,117	Forestry Technician Crew Boss	F03	41,505	47,730	53,955
NONE	FORESTRY TECH ENGINE OPERATOR	0007				15.61	32,460	Forestry Technician Engine Operator	F01	33,507	38,534	43,560
NONE	FORESTRY TECH ENGINE OPERATOR	0007				15.30	31,824	Forestry Technician Engine Operator	F01	33,507	38,534	43,560
NONE	FORESTRY TECH LEAD WORKER	0007				17.69	36,789	Forestry Technician Lead Worker	F02	37,349	42,949	48,549
NONE	FORESTRY TECH LEAD WORKER	0007				17.69	36,789	Forestry Technician Lead Worker	F02	37,349	42,949	48,549
AFSME	GIS ANALYST	A22	42,045	57,658	73,268	21.43	44,579	GIS Analyst	11	42,677	53,346	64,016
PAFSME	GIS ANALYST	A22	42,045	57,658	73,268	20.96	43,599	GIS Analyst	11	42,677	53,346	64,016
AFSME	GIS PROJECT COORDINATOR	A24	50,656	69,093	87,528	26.54	55,199	GIS Coordinator	18	60,051	75,064	90,076
AFSME	GOLF COURSE MECHANIC	A19	31,847	44,115	56,380	23.03	47,911	Golf Course Mechanic	8	36,866	46,083	55,299
NONE	GOLF COURSE SUPERINTENDENT	0009				22.03	45,814	Parks Superintendent	17	57,191	71,489	85,787
NONE	GRANT WRITER	0011				37.08	77,122	Grants Administrator	11	42,677	53,346	64,016
AFSME	GRAPHIC ARTIST	A19	31,847	44,115	56,380	22.89	47,609	Graphic Artist	7	35,111	43,888	52,666
PAFSME	GREEN BUILDING CODE SPECIALIST	A20	34,927	48,206	61,483	27.54	57,283	Green Building Code Specialist	8	36,866	46,083	55,299
NONE	HEALTH AND SAFETY OFFICER	0015				43.43	90,339	Battalion Chief - Health & Safety Officer	F15	56,824	70,757	84,691
NONE	HEALTH PROMOTION INSTRUCTOR	A16	25,099	34,395	43,692	12.75	13,260	Health Promotion Instructor	5	15,923	19,904	23,885
NONE	HEALTH PROMOTION INSTRUCTOR	A16	25,099	34,395	43,692	12.75	13,260	Health Promotion Instructor	5	15,923	19,904	23,885
ASF	HEAVY EQUIP MECHANIC	A21	38,318	52,705	67,095	19.54	40,645	Heavy Equipment Mechanic	10	40,645	50,806	60,967
ASF	HEAVY EQUIP MECHANIC	A21	38,318	52,705	67,095	19.54	40,645	Heavy Equipment Mechanic	10	40,645	50,806	60,967
AFSME	HEAVY EQUIPMENT MECHANIC	A21	38,318	52,705	67,095	19.17	39,865	Heavy Equipment Mechanic	10	40,645	50,806	60,967
AFSME	HEAVY EQUIPMENT MECHANIC	A21	38,318	52,705	67,095	19.17	39,865	Heavy Equipment Mechanic	10	40,645	50,806	60,967
AFSME	HEAVY EQUIPMENT MECHANIC	A21	38,318	52,705	67,095	19.17	39,865	Heavy Equipment Mechanic	10	40,645	50,806	60,967
AFSME	HEAVY EQUIPMENT MECHANIC	A21	38,318	52,705	67,095	19.17	39,865	Heavy Equipment Mechanic	10	40,645	50,806	60,967
AFSME	HEAVY EQUIPMENT MECHANIC	A21	38,318	52,705	67,095	19.17	39,865	Heavy Equipment Mechanic	10	40,645	50,806	60,967
AFSME	HEAVY EQUIPMENT MECHANIC	A21	38,318	52,705	67,095	19.17	39,865	Heavy Equipment Mechanic	10	40,645	50,806	60,967
AFSME	HEAVY EQUIPMENT MECHANIC	A21	38,318	52,705	67,095	19.17	39,865	Heavy Equipment Mechanic	10	40,645	50,806	60,967
AFSME	HEAVY EQUIPMENT MECHANIC	A21	38,318	52,705	67,095	19.17	39,865	Heavy Equipment Mechanic	10	40,645	50,806	60,967
ASF	HEAVY EQUIP MECHANIC-FIRE	A21	38,318	52,705	67,095	19.54	40,645	Heavy Equipment Mechanic	10	40,645	50,806	60,967
NONE	HOUSING SPECIAL PROJECTS MANGR	0017				45.90	95,472	Affordable Housing Director	21	69,516	86,895	104,275
NONE	HR TRAINING & DEVMNT SPECLIST	0012				29.07	60,466	Human Resources Trainer	15	51,874	64,843	77,811
NONE	HUMAN RESOURCES ADMINISTRATOR	0012				35.08	72,964	Human Resources Administrator Senior	15	51,874	64,843	77,811
NONE	HUMAN RESOURCES ADMINISTRATOR	0012				30.60	63,648	Human Resources Analyst	14	49,404	61,755	74,106
NONE	HUMAN RESOURCES ADMINISTRATOR	0012				31.89	66,335	Human Resources Analyst	14	49,404	61,755	74,106
NONE	HUMAN RESOURCES ADMINSTRATOR SR	0013				36.80	76,550	Human Resources Analyst Senior	18	60,051	75,064	90,076
NONE	HUMAN RESOURCES ANALYST SR	0011				28.02	58,273	Human Resources Administrator	12	44,811	56,014	67,216
NONE	HUMAN RESOURCES ASSOCIATE	0009				21.42	44,554	Human Resources Associate	9	38,709	48,387	58,064
NONE	HUMAN RESOURCES ASSOCIATE	0009				21.22	44,146	Human Resources Associate	9	38,709	48,387	58,064
NONE	HUMAN RESOURCES ASSOCIATE	0009				26.62	55,374	Human Resources Associate	9	38,709	48,387	58,064
NONE	HUMAN RESOURCES DIRECTOR	0017				58.65	122,000	Human Resources Director	27	93,159	116,448	139,738
AFSME	I & C HARDWARE & SOFTWARE TECH	A22	42,045	57,658	73,268	32.25	67,084	Instrumentation & Control Technician	12	44,811	56,014	67,216
AFSME	I & C HARDWARE & SOFTWARE TECH	A22	42,045	57,658	73,268	32.36	67,300	Instrumentation & Control Technician	12	44,811	56,014	67,216
NONE	ICE ARENA MANAGER	0012				27.06	56,287	Ice Arena Manager	17	57,191	71,489	85,787
AFSME	ICE ARENA TECHNICIAN	A20	34,927	48,206	61,483	23.20	48,256	Recreation Technician	1	26,200	32,750	39,300
PAFSME	INFORMATION SPECIALIST	A17	26,501	37,014	47,526	13.50	28,080	Information Specialist	3	28,886	36,107	43,328
AFSME	INFORMATION SPECIALIST	A17	26,501	37,014	47,526	15.19	31,595	Information Specialist	3	28,886	36,107	43,328
NONE	INFORMATION SPECIALIST	A17	26,501	37,014	47,526	12.74	13,251	Information Specialist	3	14,443	18,053	21,664
NONE	INFORMATION SPECIALIST	A17	26,501	37,014	47,526	12.74	13,251	Information Specialist	3	14,443	18,053	21,664
AFSME	INFORMATION SPECIALIST	A17	26,501	37,014	47,526	14.05	29,214	Information Specialist	3	28,886	36,107	43,328
AFSME	INFORMATION SPECIALIST	A17	26,501	37,014	47,526	13.77	28,642	Information Specialist	3	28,886	36,107	43,328
NONE	IN-HOME SUPPPORTIVE SERV. SUP	A16	25,099	34,395	43,692	21.35	44,402	In-Home Supportive Services Supervisor	11	42,677	53,346	64,016
NONE	INSP. & ENFC. DIV. DIRECTOR	0016				39.84	82,865	Inspections & Enforcement Division Director	22	72,992	91,240	109,488
AFSME	INSPECTION TECH	A20	34,927	48,206	61,483	23.64	49,169	Inspection Technician	6	33,439	41,798	50,158
AFSME	INSPECTION TECH	A20	34,927	48,206	61,483	16.08	33,439	Inspection Technician	6	33,439	41,798	50,158
NONE	INTERNAL AUDITOR	0015				33.42	69,516	Internal Auditor	21	69,516	86,895	104,275

Union	Current Title	Current Grade	Current Min	Current Mid	Current Max	Current Hrly	Current Salary	Proposed Title	Proposed Grade	Proposed Min	Proposed Mid	Proposed Max
AFSME	IPM MANAGER	A23	46,145	63,103	80,059	21.54	44,811	IPM Manager	12	44,811	56,014	67,216
AFSME	IT BUSINESS LIAISON	A24	50,656	69,093	87,528	25.34	52,703	IT Business Analyst	18	60,051	75,064	90,076
AFSME	IT BUSINESS LIAISON	A24	50,656	69,093	87,528	36.67	76,282	IT Business Analyst	18	60,051	75,064	90,076
NONE	IT END USER SERVICES MANAGER	0014				38.00	79,048	ITT End User Services Manager	13	47,051	58,814	70,577
NONE	IT INFRASTRUCTURE SVCS MANAGER	0015				41.02	85,311	IT Infrastructure Services Manager	22	72,992	91,240	109,488
NONE	ITT BUSINESS ANALYST	0013				39.69	82,553	Business Analyst	14	49,404	61,755	74,106
NONE	ITT DEPARTMENT DIRECTOR	0017				52.02	108,202	ITT Director	28	97,817	122,271	146,725
PAFSME	ITT END USER SUPPORT TECH	A22	42,045	57,658	73,268	25.56	53,167	ITT End User Support Technician	10	40,645	50,806	60,967
AFSME	ITT END USER SUPPORT TECH	A22	42,045	57,658	73,268	26.08	54,251	ITT End User Support Technician	10	40,645	50,806	60,967
AFSME	ITT END USER SUPPORT TECH	A22	42,045	57,658	73,268	26.15	54,388	ITT End User Support Technician	10	40,645	50,806	60,967
NONE	ITT PROJECT MANAGER	0014				44.57	92,708	Project Manager	18	60,051	75,064	90,076
AFSME	JOURNEYMAN EQUIPMENT WATER OP.	A20	34,927	48,206	61,483	27.72	57,664	Equipment Repairman Lead	13	47,051	58,814	70,577
AFSME	JOURNEYMAN EQUIPMENT WATER OP.	A20	34,927	48,206	61,483	27.72	57,664	Equipment Repairman Lead	13	47,051	58,814	70,577
AFSME	JOURNEYMAN EQUIPMENT WATER OP.	A20	34,927	48,206	61,483	17.47	36,340	Equipment Repairman Lead	13	47,051	58,814	70,577
AFSME	JOURNEYMAN EQUIPMENT WATER OP.	A20	34,927	48,206	61,483	25.04	52,073	Equipment Repairman Lead	13	47,051	58,814	70,577
AFSME	JOURNEYMAN EQUIPMENT WATER OP.	A20	34,927	48,206	61,483	22.62	47,051	Equipment Repairman Lead	13	47,051	58,814	70,577
AFSME	JOURNEYMAN EQUIPMENT WATER OP.	A20	34,927	48,206	61,483	22.62	47,051	Equipment Repairman Lead	13	47,051	58,814	70,577
NONE	LAND USE PLANNER MANAGER	0015				37.95	78,936	Planner Manager	20	66,206	82,758	99,309
NONE	LANDUSE DIRECTOR	0018				57.69	119,999	Land Use Director	28	97,817	122,271	146,725
AFSME	LANDUSE PLANNER SENIOR	A25	55,617	75,683	95,747	27.82	57,864	Planner Senior	17	57,191	71,489	85,787
AFSME	LANDUSE PLANNER SENIOR	A25	55,617	75,683	95,747	29.60	61,572	Planner Senior	17	57,191	71,489	85,787
PAFSME	LANDUSE PLANNER SENIOR	A25	55,617	75,683	95,747	27.27	56,730	Planner Senior	17	57,191	71,489	85,787
AFSME	LANDUSE PLANNER SENIOR	A25	55,617	75,683	95,747	27.82	57,864	Planner Senior	17	57,191	71,489	85,787
AFSME	LANDUSE PLANNER SENIOR	A25	55,617	75,683	95,747	27.50	57,191	Planner Senior	17	57,191	71,489	85,787
AFSME	LANDUSE PLANNER SENIOR	A25	55,617	75,683	95,747	28.07	58,386	Planner Senior	17	57,191	71,489	85,787
AFSME	LANDUSE PLANNER SUPERVISOR	A25	55,617	75,683	95,747	35.28	73,376	Planner Manager	20	66,206	82,758	99,309
AFSME	LANDUSE PLANNER SUPERVISOR	A25	55,617	75,683	95,747	36.48	75,874	Land Use Planning Supervisor	20	66,206	82,758	99,309
AFSME	LEAD RINK ATTENDANT	A17	26,501	37,014	47,526	12.60	26,200	Recreation Technician	1	26,200	32,750	39,300
NONE	LEGISLATIVE LIAISON	0013				31.89	66,329	Legislative Liaison	12	44,811	56,014	67,216
NONE	LEGISLATIVE LIAISON ASSISTANT	0011				23.50	48,880	Legislative Liaison Assistant	2	27,510	34,388	41,265
AFSME	LIBRARIAN	A22	42,045	57,658	73,268	21.34	44,381	Librarian	12	44,811	56,014	67,216
AFSME	LIBRARIAN	A22	42,045	57,658	73,268	21.03	43,742	Librarian	12	44,811	56,014	67,216
AFSME	LIBRARIAN	A22	42,045	57,658	73,268	21.03	43,742	Librarian	12	44,811	56,014	67,216
NONE	LIBRARIAN	A22	42,045	57,658	73,268	16.52	17,176	Librarian	12	22,405	28,007	33,608
AFSME	LIBRARIAN	A22	42,045	57,658	73,268	20.21	42,045	Librarian	12	44,811	56,014	67,216
AFSME	LIBRARIAN	A22	42,045	57,658	73,268	21.03	21,871	Librarian	12	22,405	28,007	33,608
AFSME	LIBRARIAN	A22	42,045	57,658	73,268	21.03	21,871	Librarian	12	22,405	28,007	33,608
AFSME	LIBRARIAN	A22	42,045	57,658	73,268	21.03	43,742	Librarian	12	44,811	56,014	67,216
AFSME	LIBRARIAN	A22	42,045	57,658	73,268	21.03	43,742	Librarian	12	44,811	56,014	67,216
AFSME	LIBRARIAN	A22	42,045	57,658	73,268	21.03	43,742	Librarian	12	44,811	56,014	67,216
AFSME	LIBRARIAN	A22	42,045	57,658	73,268	21.03	43,742	Librarian	12	44,811	56,014	67,216
AFSME	LIBRARIAN	A22	42,045	57,658	73,268	21.03	21,871	Librarian	12	22,405	28,007	33,608
AFSME	LIBRARIAN ASSISTANT	A19	31,847	44,115	56,380	16.23	33,758	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARIAN ASSISTANT	A19	31,847	44,115	56,380	15.93	33,132	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARIAN ASSISTANT	A19	31,847	44,115	56,380	16.16	33,617	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARIAN ASSISTANT	A19	31,847	44,115	56,380	15.93	33,132	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARIAN ASSISTANT	A19	31,847	44,115	56,380	16.23	33,750	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARIAN ASSISTANT	A19	31,847	44,115	56,380	15.93	33,132	Library Technician	3	28,886	36,107	43,328
NONE	LIBRARY DIVISION DIRECTOR	0016				39.76	82,697	Library Division Director	23	76,642	95,802	114,963
NONE	LIBRARY SECTION MANAGER	0013				24.05	50,024	Library Section Manager	16	54,468	68,085	81,702
NONE	LIBRARY SECTION MANAGER	0013				24.05	50,032	Library Section Manager	16	54,468	68,085	81,702
NONE	LIBRARY SECTION MANAGER	0013				24.05	50,024	Library Section Manager	16	54,468	68,085	81,702
NONE	LIBRARY SECTION MANAGER	0013				24.05	50,024	Library Section Manager	16	54,468	68,085	81,702
NONE	LIBRARY SECTION MANAGER	0013				26.19	54,468	Library Section Manager	16	54,468	68,085	81,702
NONE	LIBRARY SERVICES DIRECTOR	0014				27.90	58,032	Library Section Manager	16	54,468	68,085	81,702
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.55	13,056	Library Technician	3	14,443	18,053	21,664
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.31	12,800	Library Technician	3	14,443	18,053	21,664
PAFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.31	12,800	Library Technician	3	14,443	18,053	21,664
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.55	26,112	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.55	26,112	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.74	26,489	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.55	13,056	Library Technician	3	14,443	18,053	21,664
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.55	26,112	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.55	26,112	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.55	13,056	Library Technician	3	14,443	18,053	21,664
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	16.35	34,006	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.55	26,112	Library Technician	3	28,886	36,107	43,328
PAFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.31	12,800	Library Technician	3	14,443	18,053	21,664
PAFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.07	12,550	Library Technician	3	14,443	18,053	21,664
PAFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.07	12,550	Library Technician	3	14,443	18,053	21,664
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.74	13,244	Library Technician	3	14,443	18,053	21,664
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	13.89	28,886	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	13.89	28,886	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	13.89	28,886	Library Technician	3	28,886	36,107	43,328
ASF	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	13.89	28,886	Library Technician	3	28,886	36,107	43,328
ASF	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	13.89	28,886	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	17.28	35,951	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.55	26,112	Library Technician	3	28,886	36,107	43,328
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.31	12,800	Library Technician	3	14,443	18,053	21,664
AFSME	LIBRARY TECHNICIAN	A16	25,099	34,395	43,692	12.55	26,112	Library Technician	3	28,886	36,107	43,328
NONE	LONG RANGE PLANNING DIVDIR	0016				35.09	72,992	Long Range Planning Division Director	22	72,992	91,240	109,488
AFSME	MARKETING & SPECIAL EVENT ADMI	A20	34,927	48,206	61,483	19.19	39,919	Marketing & Special Events Coordinator	8	36,866	46,083	55,299
AFSME	MARKETING & SPECIAL EVENT ADMI	A20	34,927	48,206	61,483	17.47	36,340	Marketing & Special Events Coordinator	8	36,866	46,083	55,299
NONE	MARKETING MANAGER	0013				31.73	66,003	Marketing Manager	16	54,468	68,085	81,702
AFSME	MECH STRUCT SPECIALIST	A20	34,927	48,206	61,483	17.13	35,626	Mechanical Structural Specialist	7	35,111	43,888	52,666
AFSME	MECH STRUCT SPECIALIST	A20	34,927	48,206	61,483	17.47	36,340	Mechanical Structural Specialist	7	35,111	43,888	52,666
NONE	MECHANIC SUPERVISOR	0011				27.12	56,416	Mechanic Supervisor II	18	60,051	75,064	90,076
NONE	MECHANIC SUPERVISOR	0011				27.50	57,191	Mechanic Supervisor I	17	57,191	71,489	85,787
NONE	MECHANIC SUPERVISOR	0011				28.87	60,051	Mechanic Supervisor II	18	60,051	75,064	90,076





Union	Current Title	Current Grade	Current Min	Current Mid	Current Max	Current Hrly	Current Salary	Proposed Title	Proposed Grade	Proposed Min	Proposed Mid	Proposed Max
AFSME	PARKING ATTENDANT	A16	25,099	34,395	43,692	12.55	26,112	Parking Attendant	2	27,510	34,388	41,265
AFSME	PARKING ATTENDANT	A16	25,099	34,395	43,692	13.55	14,092	Parking Attendant	2	13,755	17,194	20,633
AFSME	PARKING ATTENDANT	A16	25,099	34,395	43,692	12.55	26,112	Parking Attendant	2	27,510	34,388	41,265
PAFSME	PARKING ATTENDANT	A16	25,099	34,395	43,692	12.31	25,601	Parking Attendant	2	27,510	34,388	41,265
NON	PARKING ATTENDANT	A16	25,099	34,395	43,692	13.23	27,510	Parking Attendant	2	27,510	34,388	41,265
NON	PARKING ATTENDANT	A16	25,099	34,395	43,692	13.23	27,510	Parking Attendant	2	27,510	34,388	41,265
NON	PARKING ATTENDANT	A16	25,099	34,395	43,692	13.23	27,510	Parking Attendant	2	27,510	34,388	41,265
NON	PARKING ATTENDANT	A16	25,099	34,395	43,692	13.23	27,510	Parking Attendant	2	27,510	34,388	41,265
AFSME	PARKING ATTENDANT	A16	25,099	34,395	43,692	12.55	26,112	Parking Attendant	2	27,510	34,388	41,265
NONE	PARKING DIVISION DIRECTOR	0016				47.75	99,328	Parking Division Director	22	72,992	91,240	109,488
AFSME	PARKING ENFORCEMENT OFFICER	A17	26,501	37,014	47,526	13.00	27,032	Parking Enforcement Officer	2	27,510	34,388	41,265
AFSME	PARKING ENFORCEMENT OFFICER	A17	26,501	37,014	47,526	16.13	33,555	Parking Enforcement Officer	2	27,510	34,388	41,265
PAFSME	PARKING ENFORCEMENT OFFICER	A17	26,501	37,014	47,526	13.00	27,032	Parking Enforcement Officer	2	27,510	34,388	41,265
AFSME	PARKING ENFORCEMENT OFFICER	A17	26,501	37,014	47,526	13.00	27,032	Parking Enforcement Officer	2	27,510	34,388	41,265
AFSME	PARKING ENFORCEMENT OFFICER	A17	26,501	37,014	47,526	13.26	27,572	Parking Enforcement Officer	2	27,510	34,388	41,265
AFSME	PARKING ENFORCEMENT OFFICER	A17	26,501	37,014	47,526	13.26	27,572	Parking Enforcement Officer	2	27,510	34,388	41,265
AFSME	PARKING ENFORCEMENT OFFICER	A17	26,501	37,014	47,526	14.61	30,380	Parking Enforcement Officer	2	27,510	34,388	41,265
AFSME	PARKING ENFORCEMENT OFFICER	A17	26,501	37,014	47,526	16.42	34,158	Parking Enforcement Officer	2	27,510	34,388	41,265
PAFSME	PARKING FIELD COLLECTOR	A16	25,099	34,395	43,692	12.07	25,099	Parking Field Collector	2	27,510	34,388	41,265
AFSME	PARKING FIELD COLLECTOR/ANALYS	A17	26,501	37,014	47,526	15.07	31,335	Parking Field Collector	2	27,510	34,388	41,265
NONE	PARKING OPERATIONS MANAGER	0012				31.11	64,705	Parking Operations Manager	15	51,874	64,843	77,811
AFSME	PARKING PERMIT COORDINATOR	A18	29,047	40,394	51,742	14.57	30,297	Parking Supervisor	8	36,866	46,083	55,299
AFSME	PARKING SECTION SUPERVISOR	0010				19.47	40,504	Parking Supervisor	8	36,866	46,083	55,299
NONE	PARKING SECTION SUPERVISOR	0010				18.07	37,584	Parking Supervisor	8	36,866	46,083	55,299
NONE	PARKING SECTION SUPERVISOR	0010				19.48	40,527	Parking Supervisor	8	36,866	46,083	55,299
NONE	PARKING SECTION SUPERVISOR	0010				21.27	44,237	Parking Supervisor	8	36,866	46,083	55,299
AFSME	PARKING TECHNICIAN	A16	25,099	34,395	43,692	12.55	26,112	Parking Attendant	2	27,510	34,388	41,265
AFSME	PARKING TECHNICIAN	A16	25,099	34,395	43,692	17.00	35,368	Parking Attendant	2	27,510	34,388	41,265
AFSME	PARKING TECHNICIAN	A16	25,099	34,395	43,692	12.55	26,112	Parking Attendant	2	27,510	34,388	41,265
AFSME	PARKING TECHNICIAN	A16	25,099	34,395	43,692	13.45	27,972	Parking Attendant	2	27,510	34,388	41,265
NONE	PARKS & REC DEPARTMENT DIR	0016				55.29	114,999	Parks & Recreation Director	27	93,159	116,448	139,738
NONE	PARKS DIVISION DIRECTOR	0016				45.10	93,810	Parks Division Director	24	80,474	100,592	120,711
AFSME	PARKS EQUIPMENT OPERATOR	A18	29,047	40,394	51,742	14.53	30,220	Parks Equipment Operator	7	35,111	43,888	52,666
AFSME	PARKS EQUIPMENT OPERATOR	A18	29,047	40,394	51,742	14.53	30,220	Parks Equipment Operator	7	35,111	43,888	52,666
AFSME	PARKS EQUIPMENT OPERATOR	A18	29,047	40,394	51,742	16.88	35,111	Parks Equipment Operator	7	35,111	43,888	52,666
AFSME	PARKS EQUIPMENT OPERATOR	A18	29,047	40,394	51,742	16.88	35,111	Parks Equipment Operator	7	35,111	43,888	52,666
ASF	PARKS EQUIPMENT OPERATOR	A18	29,047	40,394	51,742	16.88	35,111	Parks Equipment Operator	7	35,111	43,888	52,666
NONE	PARKS HORTICULTURIST	0009				17.86	37,149	Parks Horticulturist	10	40,645	50,806	60,967
AFSME	PARKS MAINTENANCE LABORER	A16	25,099	34,395	43,692	12.55	26,112	Laborer	1	26,200	32,750	39,300
NONE	PARKS MAINTENANCE LABORER	A16	25,099	34,395	43,692	11.40	23,712	Laborer	1	26,200	32,750	39,300
NONE	PARKS MAINTENANCE LABORER	A16	25,099	34,395	43,692	11.40	23,712	Laborer	1	26,200	32,750	39,300
NONE	PARKS MAINTENANCE LABORER	A16	25,099	34,395	43,692	11.40	23,712	Laborer	1	26,200	32,750	39,300
AFSME	PARKS MAINTENANCE WKR. SENIOR	A17	26,501	37,014	47,526	13.26	27,572	Parks Maintenance Worker Senior	4	30,330	37,912	45,495
AFSME	PARKS MAINTENANCE WKR. SENIOR	A17	26,501	37,014	47,526	14.61	30,380	Parks Maintenance Worker Senior	4	30,330	37,912	45,495
PAFSME	PARKS MAINTENANCE WKR. SENIOR	A17	26,501	37,014	47,526	13.26	27,572	Parks Maintenance Worker Senior	4	30,330	37,912	45,495
AFSME	PARKS MAINTENANCE WKR. SENIOR	A17	26,501	37,014	47,526	13.26	27,572	Parks Maintenance Worker Senior	4	30,330	37,912	45,495
AFSME	PARKS MAINTENANCE WKR. SENIOR	A17	26,501	37,014	47,526	15.69	32,635	Parks Maintenance Worker Senior	4	30,330	37,912	45,495
AFSME	PARKS MAINTENANCE WKR. SENIOR	A17	26,501	37,014	47,526	13.26	27,572	Parks Maintenance Worker Senior	4	30,330	37,912	45,495
AFSME	PARKS MAINTENANCE WKR. SENIOR	A17	26,501	37,014	47,526	13.26	27,572	Parks Maintenance Worker Senior	4	30,330	37,912	45,495
AFSME	PARKS MAINTENANCE WKR. SENIOR	A17	26,501	37,014	47,526	14.61	30,380	Parks Maintenance Worker Senior	4	30,330	37,912	45,495
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	12.55	26,112	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	12.55	26,112	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	12.31	25,601	Parks Maintenance Worker	2	27,510	34,388	41,265
PAFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	12.07	25,099	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	12.55	26,112	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	12.31	25,601	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	12.55	26,112	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	14.47	30,104	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	12.07	25,099	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	12.31	25,601	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	18.97	39,464	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	12.31	25,601	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	12.74	26,489	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	12.31	25,601	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	15.26	31,747	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	13.23	27,510	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	13.23	27,510	Parks Maintenance Worker	2	27,510	34,388	41,265
AFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	13.23	27,510	Parks Maintenance Worker	2	27,510	34,388	41,265
PAFSME	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	13.23	27,510	Parks Maintenance Worker	2	27,510	34,388	41,265
ASF	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	13.23	27,510	Parks Maintenance Worker	2	27,510	34,388	41,265
ASF	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	13.23	27,510	Parks Maintenance Worker	2	27,510	34,388	41,265
NON	PARKS MAINTENANCE WORKER	A16	25,099	34,395	43,692	13.23	27,510	Parks Maintenance Worker	2	27,510	34,388	41,265
NONE	PARKS SEASONAL MAINT LABORER	A16	25,099	34,395	43,692	11.40	23,712	Laborer	1	26,200	32,750	39,300
NONE	PARKS SEASONAL MAINT LABORER	A16	25,099	34,395	43,692	11.40	23,712	Laborer	1	26,200	32,750	39,300
NONE	PARKS SEASONAL MAINT LABORER	A16	25,099	34,395	43,692	11.40	23,712	Laborer	1	26,200	32,750	39,300
NONE	PARKS SEASONAL MAINT LABORER	A16	25,099	34,395	43,692	11.40	23,712	Laborer	1	26,200	32,750	39,300
NONE	PARKS SEASONAL MAINT LABORER	A16	25,099	34,395	43,692	11.40	23,712	Laborer	1	26,200	32,750	39,300
NONE	PARKS SEASONAL MAINT LABORER	A16	25,099	34,395	43,692	11.40	23,712	Laborer	1	26,200	32,750	39,300
NONE	PARKS SEASONAL MAINT LABORER	A16	25,099	34,395	43,692	11.40	23,712	Laborer	1	26,200	32,750	39,300
NONE	PARKS SEASONAL MAINT LABORER	A16	25,099	34,395	43,692	11.40	23,712	Laborer	1	26,200	32,750	39,300
NONE	PARKS SEASONAL MAINT LABORER	A16	25,099	34,395	43,692	11.40	23,712	Laborer	1	26,200	32,750	39,300
NONE	PARKS SEASONAL MAINT LABORER	A16	25,099	34,395	43,692	11.40	23,712	Laborer	1	26,200	32,750	39,300
NONE	PARKS SEASONAL MAINT LABORER	A16	25,099	34,395	43,692	11.40	23,712	Laborer	1	26,200	32,750	39,300
NONE	PARKS SEASONAL MAINT WORKER	A16	25,099	34,395	43,692	11.40	23,712	Parks Maintenance Worker	2	27,510	34,388	41,265
NONE	PARKS SEASONAL MAINT WORKER	A16	25,099	34,395	43,692	13.23	27,510	Parks Maintenance Worker	2	27,510	34,388	41,265
NONE	PARKS SEASONAL MAINT WORKER	A16	25,099	34,395	43,692	13.23	27,510	Parks Maintenance Worker	2	27,510	34,388	41,265

Union	Current Title	Current Grade	Current Min	Current Mid	Current Max	Current Hrly	Current Salary	Proposed Title	Proposed Grade	Proposed Min	Proposed Mid	Proposed Max
NONE	PARKS SEASONAL MAINT WORKER	A16	25,099	34,395	43,692	11.40	23,712	Parks Maintenance Worker	2	27,510	34,388	41,265
NONE	PARKS SUPERINTENDANT	0012				31.84	66,219	Parks Superintendent	17	57,191	71,489	85,787
NONE	PARKS SUPERINTENDANT	0012				31.84	66,219	Parks Superintendent	17	57,191	71,489	85,787
NONE	PARKS SUPERVISOR	0009				21.00	43,680	Parks Superintendent	17	57,191	71,489	85,787
NONE	PARKS SUPERVISOR	0009				21.23	44,167	Parks Superintendent	17	57,191	71,489	85,787
NONE	PARKS SUPERVISOR	0009				22.14	46,045	Parks Superintendent	17	57,191	71,489	85,787
NONE	PARKS SUPERVISOR	0009				19.25	40,034	Parks Superintendent	17	57,191	71,489	85,787
NONE	PARKS SUPERVISOR	0009				18.87	39,250	Parks Superintendent	17	57,191	71,489	85,787
NONE	PARKS SUPERVISOR	0009				20.51	42,665	Parks Superintendent	17	57,191	71,489	85,787
NONE	PARKS SUPERVISOR	0009				19.25	40,034	Parks Superintendent	17	57,191	71,489	85,787
NONE	PARKS SUPERVISOR	0009				27.50	57,191	Parks Superintendent	17	57,191	71,489	85,787
NONE	PARKS TEMP MAINT WORKER	A16	25,099	34,395	43,692	11.40	23,712	Parks Maintenance Worker	2	27,510	34,388	41,265
NONE	PARKS TEMP MAINT WORKER	A16	25,099	34,395	43,692	11.40	23,712	Parks Maintenance Worker	2	27,510	34,388	41,265
NONE	PARKS TEMP MAINT WORKER	A16	25,099	34,395	43,692	11.40	23,712	Parks Maintenance Worker	2	27,510	34,388	41,265
NONE	PARKS TEMP MAINT WORKER	A16	25,099	34,395	43,692	11.40	23,712	Parks Maintenance Worker	2	27,510	34,388	41,265
NONE	PARKS TEMP MAINT WORKER	A16	25,099	34,395	43,692	11.40	23,712	Parks Maintenance Worker	2	27,510	34,388	41,265
NONE	PARKS TEMP MAINT WORKER	A16	25,099	34,395	43,692	11.40	23,712	Parks Maintenance Worker	2	27,510	34,388	41,265
NONE	PAYROLL MANAGER	0014				40.93	85,136	Payroll Manager	16	54,468	68,085	81,702
NONE	PAYROLL SPECIALIST	0009				20.18	41,966	Payroll Specialist	6	33,439	41,798	50,158
AFSME	PERMIT TECH	A20	34,927	48,206	61,483	19.83	41,253	Permit Technician	3	28,886	36,107	43,328
AFSME	PERMIT TECH	A20	34,927	48,206	61,483	17.73	36,870	Permit Technician	3	28,886	36,107	43,328
AFSME	PIPEFITTER APPRENTICE	A18	29,047	40,394	51,742	15.13	31,477	Pipefitter Entry	4	30,330	37,912	45,495
ASF	PIPEFITTER APPRENTICE	A18	29,047	40,394	51,742	14.58	30,330	Pipefitter Entry	4	30,330	37,912	45,495
AFSME	PIPEFITTER I	A19	31,847	44,115	56,380	17.41	36,215	Pipefitter Basic	7	35,111	43,888	52,666
AFSME	PIPEFITTER I	A19	31,847	44,115	56,380	16.88	35,111	Pipefitter Basic	7	35,111	43,888	52,666
ASF	PIPEFITTER II	A19	31,847	44,115	56,380	18.21	37,871	Pipefitter Intermediate	10	40,645	50,806	60,967
AFSME	PIPEFITTER III	A21	38,318	52,705	67,095	29.00	60,320	Pipefitter Lead	13	47,051	58,814	70,577
AFSME	PIPEFITTER III	A21	38,318	52,705	67,095	30.06	62,519	Pipefitter Lead	13	47,051	58,814	70,577
AFSME	PIPEFITTER III	A21	38,318	52,705	67,095	24.90	51,800	Pipefitter Lead	13	47,051	58,814	70,577
AFSME	PIPEFITTER III	A21	38,318	52,705	67,095	30.45	63,334	Pipefitter Lead	13	47,051	58,814	70,577
AFSME	PIPEFITTER III	A21	38,318	52,705	67,095	24.89	51,767	Pipefitter Lead	13	47,051	58,814	70,577
AFSME	PLANNER SENIOR	A24	50,656	69,093	87,528	28.12	58,488	Juvenile Justice Planner	14	49,404	61,755	74,106
ASF	PLANNER TECH	A20	34,927	48,206	61,483	14.58	30,330	Planner Technician	4	30,330	37,912	45,495
PAFSME	PLANNER TECHNICIAN	A20	34,927	48,206	61,483	22.63	47,068	Planner Technician	4	30,330	37,912	45,495
PAFSME	PLANNER TECHNICIAN SENIOR	A21	38,318	52,705	67,095	19.16	39,844	Planner Technician	4	30,330	37,912	45,495
AFSME	PLANNER TECHNICIAN SENIOR	A21	38,318	52,705	67,095	24.31	50,559	Planner Technician	4	30,330	37,912	45,495
AFSME	PLANNER TECHNICIAN SENIOR	A21	38,318	52,705	67,095	19.17	39,865	Planner Technician	4	30,330	37,912	45,495
AFSME	PLANNER TECHNICIAN SENIOR	A21	38,318	52,705	67,095	21.20	44,100	Planner Technician	4	30,330	37,912	45,495
AFSME	PLUD PROJECT MANAGER	A23	46,145	63,103	80,059	23.32	48,504	Project Administrator	16	54,468	68,085	81,702
NONE	POLICE CAPTAIN	0017				45.09	93,789	Police Captain	P09	75,603	92,455	109,307
NONE	POLICE CAPTAIN	0016				45.09	93,789	Police Captain	P09	75,603	92,455	109,307
NONE	POLICE CAPTAIN	0017				36.35	75,603	Police Captain	P09	75,603	92,455	109,307
POLICE	POLICE DETECTIVE	P15	47,384	49,864	52,343	24.92	51,827	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE I	P16	49,814	54,699	59,584	24.92	51,827	Police Detective I	P05	47,240	55,340	63,440
POLICE	POLICE DETECTIVE I	P16	49,814	54,699	59,584	28.24	58,741	Police Detective I	P05	47,240	55,340	63,440
POLICE	POLICE DETECTIVE I	P16	49,814	54,699	59,584	28.24	58,741	Police Detective I	P05	47,240	55,340	63,440
POLICE	POLICE DETECTIVE I	P16	49,814	54,699	59,584	24.92	51,827	Police Detective I	P05	47,240	55,340	63,440
POLICE	POLICE DETECTIVE I	P16	49,814	54,699	59,584	24.92	51,827	Police Detective I	P05	47,240	55,340	63,440
POLICE	POLICE DETECTIVE I	P16	49,814	54,699	59,584	24.92	51,827	Police Detective I	P05	47,240	55,340	63,440
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	29.39	61,125	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	28.24	58,741	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	28.24	58,741	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	28.52	59,326	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	29.10	60,522	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	28.24	58,741	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	28.24	58,741	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	28.24	58,741	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	28.24	58,741	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	28.24	58,741	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	28.24	58,741	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	28.24	58,741	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	28.24	58,741	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	32.79	68,197	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	25.66	53,381	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	25.66	53,381	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	28.81	59,923	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE DETECTIVE II	P16B	56,460	61,004	65,549	28.52	59,326	Police Detective II	P06	53,381	62,534	71,687
POLICE	POLICE FLEET/PROP MGR	P19	38,798	44,526	50,253	20.54	42,732	Police Fleet/Property Manager	14	49,404	61,755	74,106
POLICE	POLICE LIAISON	A22	42,045	57,658	73,268	21.88	45,510	Police Liaison	8	36,866	46,083	55,299
NONE	POLICE LIEUTENANT	P20	61,674	67,358	73,041	41.00	85,270	Police Lieutenant	P08	71,604	82,478	93,352
NONE	POLICE LIEUTENANT	0016				41.00	85,270	Police Lieutenant	P08	71,604	82,478	93,352
NONE	POLICE LIEUTENANT	0016				41.00	85,270	Police Lieutenant	P08	71,604	82,478	93,352
NONE	POLICE LIEUTENANT	0016				41.00	85,270	Police Lieutenant	P08	71,604	82,478	93,352
NONE	POLICE LIEUTENANT	0016				41.00	85,270	Police Lieutenant	P08	71,604	82,478	93,352
NONE	POLICE LIEUTENANT	0016				41.00	85,270	Police Lieutenant	P08	71,604	82,478	93,352
POLICE	POLICE OFFICER I	P12	39,757	40,564	41,371	21.15	43,986	Police Officer I	P01	44,563	53,257	61,952
POLICE	POLICE OFFICER I	P12	39,757	40,564	41,371	21.15	43,986	Police Officer I	P01	44,563	53,257	61,952
POLICE	POLICE OFFICER I	P12	39,757	40,564	41,371	21.15	43,986	Police Officer I	P01	44,563	53,257	61,952
POLICE	POLICE OFFICER I	P12	39,757	40,564	41,371	21.15	43,986	Police Officer I	P01	44,563	53,257	61,952
POLICE	POLICE OFFICER I	P12	39,757	40,564	41,371	19.69	40,957	Police Officer I	P01	44,563	53,257	61,952
POLICE	POLICE OFFICER I	P12	39,757	40,564	41,371	19.69	40,957	Police Officer I	P01	44,563	53,257	61,952
POLICE	POLICE OFFICER I	P12	39,757	40,564	41,371	21.15	43,986	Police Officer I	P01	44,563	53,257	61,952
PPOLIC	POLICE OFFICER I	P12	39,757	40,564	41,371	19.69	40,957	Police Officer I	P01	44,563	53,257	61,952
POLICE	POLICE OFFICER I	P12	39,757	40,564	41,371	21.15	43,986	Police Officer I	P01	44,563	53,257	61,952
PPOLIC	POLICE OFFICER I	P12	39,757	40,564	41,371	19.69	40,957	Police Officer I	P01	44,563	53,257	61,952
POLICE	POLICE OFFICER I	P12	39,757	40,564	41,371	21.15	43,986	Police Officer I	P01	44,563	53,257	61,952
POLICE	POLICE OFFICER II	P13	42,692	43,781	44,870	21.57	44,861	Police Officer II	P02	47,682	56,985	66,289
POLICE	POLICE OFFICER II	P13	42,692	43,781	44,870	21.57	44,861	Police Officer II	P02	47,682	56,985	66,289



Union	Current Title	Current Grade	Current Min	Current Mid	Current Max	Current Hrly	Current Salary	Proposed Title	Proposed Grade	Proposed Min	Proposed Mid	Proposed Max
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.07	64,617	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.06	64,613	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.06	64,613	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	32.10	66,768	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.06	64,613	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P18	56,460	61,004	65,549	31.06	64,613	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.06	64,613	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.06	64,613	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.06	64,613	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.06	64,613	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.06	64,613	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.38	65,260	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.38	65,260	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.06	64,613	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.06	64,613	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.69	65,913	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.06	64,613	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.06	64,613	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE SERGEANT	P20	61,674	67,358	73,041	31.06	64,613	Police Sergeant	P07	62,138	69,795	77,453
POLICE	POLICE TRAINING COORDINATOR	P24	43,742	50,200	56,657	26.77	55,682	Police Training Administrator	14	49,404	61,755	74,106
NONE	PROB OFF/DWI DRUG CT PRGM COOR	0009				23.03	47,900	Probation Officer/DWI Coordinator	10	40,645	50,806	60,967
NONE	PROCUREMENT ANALYST	A21	38,318	52,705	67,095	16.88	35,111	Procurement Analyst	7	35,111	43,888	52,666
NONE	PROGRAM SUPERVISOR	0010				20.07	41,744	Recreation Manager	18	60,051	75,064	90,076
AFSME	PROJECT ADMINISTRATOR	A20	34,927	48,206	61,483	29.96	62,325	Project Administrator	16	54,468	68,085	81,702
AFSME	PROJECT ADMINISTRATOR	A24	50,656	69,093	87,528	29.38	61,102	Project Administrator	16	54,468	68,085	81,702
AFSME	PROJECT LEADER	A24	50,656	69,093	87,528	29.76	61,899	Systems Analyst	18	60,051	75,064	90,076
AFSME	Project Manager					22.19	46,145	Project Manager	18	60,051	75,064	90,076
AFSME	PROJECT SPECIALIST	A20	34,927	48,206	61,483	19.11	39,757	Project Specialist	8	36,866	46,083	55,299
AFSME	PROJECT SPECIALIST	A20	34,927	48,206	61,483	20.96	43,605	Project Specialist	8	36,866	46,083	55,299
AFSME	PROJECT SPECIALIST	A20	34,927	48,206	61,483	24.00	49,928	Project Specialist	8	36,866	46,083	55,299
AFSME	PROJECT SPECIALIST	A20	34,927	48,206	61,483	22.29	46,361	Project Specialist	8	36,866	46,083	55,299
AFSME	PROJECT SPECIALIST	A20	34,927	48,206	61,483	23.24	48,343	Project Specialist	8	36,866	46,083	55,299
AFSME	PROJECT SPECIALIST	A20	34,927	48,206	61,483	22.81	47,434	Project Specialist	8	36,866	46,083	55,299
AFSME	PROJECT SPECIALIST	A20	34,927	48,206	61,483	23.24	48,343	Project Specialist	8	36,866	46,083	55,299
AFSME	PROPERTY MANAGER	A25	55,617	75,683	95,747	30.32	63,066	Property Manager	17	57,191	71,489	85,787
NONE	PUBLIC INFO MULTI MEDIAADMIN	0013				35.71	74,285	Public & Community Relations Officer	14	49,404	61,755	74,106
NONE	PUBLIC REC CUSTODIAN/PARALEGAL	0011				24.54	51,049	Paralegal	9	38,709	48,387	58,064
NONE	PUBLIC RELATIONS MANAGER	0013				32.51	67,627	Public & Community Relations Officer	14	49,404	61,755	74,106
POLICE	PUBLIC SAFETY AIDE	P14	24,985	28,674	32,363	14.37	29,879	Public Safety Aide	9	38,709	48,387	58,064
POLICE	PUBLIC SAFETY AIDE	P14	24,985	28,674	32,363	14.51	30,177	Public Safety Aide	9	38,709	48,387	58,064
POLICE	PUBLIC SAFETY AIDE	P14	24,985	28,674	32,363	14.51	30,177	Public Safety Aide	9	38,709	48,387	58,064
POLICE	PUBLIC SAFETY AIDE	P14	24,985	28,674	32,363	18.61	38,709	Public Safety Aide	9	38,709	48,387	58,064
POLICE	PUBLIC SAFETY AIDE	P14	24,985	28,674	32,363	18.61	38,709	Public Safety Aide	9	38,709	48,387	58,064
POLICE	PUBLIC SAFETY AIDE	P14	24,985	28,674	32,363	16.71	34,751	Public Safety Aide	9	38,709	48,387	58,064
POLICE	PUBLIC SAFETY AIDE II	P14B	29,642	33,087	36,531	16.71	34,751	Public Safety Aide	9	38,709	48,387	58,064
POLICE	PUBLIC SAFETY AIDE II	P14B	29,642	33,087	36,531	17.91	37,255	Public Safety Aide	9	38,709	48,387	58,064
AFSME	PUBLIC UTILITIES INSPECTOR	A23	46,145	63,103	80,059	28.79	59,877	Public Utilities Inspector	10	40,645	50,806	60,967
NONE	PUBLIC WORKS DIRECTOR	0018				61.54	127,999	Public Works Director	29	102,707	128,384	154,061
NONE	PUD DEP DIR & WATER DIV. DIR	0018				49.80	103,592	Wastewater Division Director	26	88,722	110,903	133,084
AFSME	PW PROJECT ADMINISTRATOR	A24	50,656	69,093	87,528	32.57	67,735	Project Administrator	16	54,468	68,085	81,702
AFSME	PW PROJECT ADMINISTRATOR	A24	50,656	69,093	87,528	29.38	61,104	Project Administrator	16	54,468	68,085	81,702
AFSME	PW PROJECT ADMINISTRATOR	A24	50,656	69,093	87,528	34.48	71,716	Project Administrator	16	54,468	68,085	81,702
AFSME	PW PROJECT ADMINISTRATOR	A24	50,656	69,093	87,528	29.53	61,416	Project Administrator	16	54,468	68,085	81,702
AFSME	PW PROJECT ADMINISTRATOR	A24	50,656	69,093	87,528	37.50	78,006	Project Administrator	16	54,468	68,085	81,702
AFSME	PW PROJECT ADMINISTRATOR	A24	50,656	69,093	87,528	40.05	83,300	Project Administrator	16	54,468	68,085	81,702
AFSME	PW PROJECT ADMINISTRATOR	A24	50,656	69,093	87,528	29.38	61,102	Project Administrator	16	54,468	68,085	81,702
AFSME	RADIO MAINTENANCE TECHNICIAN	A21	38,318	52,705	67,095	24.41	50,769	Radio Maintenance Technician	9	38,709	48,387	58,064
AFSME	RADIO MAINTENANCE TECHNICIAN	A21	38,318	52,705	67,095	32.81	68,245	Radio Maintenance Technician	9	38,709	48,387	58,064
AFSME	RADIO MAINTENANCE TECHNICIAN	A21	38,318	52,705	67,095	26.83	55,800	Radio Maintenance Technician	9	38,709	48,387	58,064
NON	REC SECTION MANAGER ASSISTANT	0010				19.54	40,645	Recreation Supervisor	10	40,645	50,806	60,967
NONE	RECORDS MANAGEMENT SPEC.	0008				21.18	44,059	Records Technician	1	26,200	32,750	39,300
AFSME	RECORDS TECHNICIAN	A17	26,501	37,014	47,526	13.26	27,572	Records Technician	1	26,200	32,750	39,300
AFSME	RECORDS TECHNICIAN	A17	26,501	37,014	47,526	19.06	39,634	Records Technician	1	26,200	32,750	39,300
AFSME	RECORDS TECHNICIAN	A17	26,501	37,014	47,526	13.00	27,032	Records Technician	1	26,200	32,750	39,300
AFSME	RECORDS TECHNICIAN	A17	26,501	37,014	47,526	13.76	28,615	Records Technician	1	26,200	32,750	39,300
AFSME	RECORDS TECHNICIAN	A17	26,501	37,014	47,526	16.05	33,386	Records Technician	1	26,200	32,750	39,300
AFSME	RECORDS TECHNICIAN	A17	26,501	37,014	47,526	15.36	31,955	Records Technician	1	26,200	32,750	39,300
ASF	RECORDS TECHNICIAN	A17	26,501	37,014	47,526	12.60	26,200	Records Technician	1	26,200	32,750	39,300
PAFSME	RECORDS TECHNICIAN	A17	26,501	37,014	47,526	12.60	26,200	Records Technician	1	26,200	32,750	39,300
AFSME	RECORDS TECHNICIAN	A17	26,501	37,014	47,526	13.76	28,615	Records Technician	1	26,200	32,750	39,300
AFSME	RECORDS TECHNICIAN	A17	26,501	37,014	47,526	13.26	27,572	Records Technician	1	26,200	32,750	39,300
AFSME	RECORDS TECHNICIAN LEAD	A20	34,927	48,206	61,483	20.93	43,543	Records Technician Lead	7	35,111	43,888	52,666
NONE	RECREATION COMPLEX MANAGER	0015				39.76	82,690	Recreation Complex Manager	19	63,053	78,817	94,580
AFSME	RECREATION COORDINATOR	A17	26,501	37,014	47,526	15.30	31,824	Recreation Coordinator	7	35,111	43,888	52,666
AFSME	RECREATION COORDINATOR	A17	26,501	37,014	47,526	21.19	44,069	Recreation Coordinator	7	35,111	43,888	52,666
AFSME	RECREATION COORDINATOR	A17	26,501	37,014	47,526	15.61	32,460	Marketing & Special Events Coordinator	8	36,866	46,083	55,299
AFSME	RECREATION COORDINATOR	A17	26,501	37,014	47,526	15.30	31,824	Recreation Coordinator	7	35,111	43,888	52,666
AFSME	RECREATION COORDINATOR	A17	26,501	37,014	47,526	15.30	31,824	Recreation Coordinator	7	35,111	43,888	52,666
AFSME	RECREATION COORDINATOR	A17	26,501	37,014	47,526	15.30	31,824	Recreation Coordinator	7	35,111	43,888	52,666
ASF	RECREATION COORDINATOR	A17	26,501	37,014	47,526	16.88	35,111	Recreation Coordinator	7	35,111	43,888	52,666
NONE	RECREATION SECTION MANAGER	0011				26.40	54,902	Recreation Manager	18	60,051	75,064	90,076
NONE	RECREATION SECTION MANAGER	0011				28.87	60,051	Recreation Manager	18	60,051	75,064	90,076
PAFSME	RECREATION SECTION MANAGER AST	0010				23.01	47,863	Recreation Supervisor	10	40,645	50,806	60,967
NONE	RECREATION SUPERVISOR	0007				16.18	33,661	Recreation Supervisor	10	40,645	50,806	60,967
NONE	RECREATION SUPERVISOR	0007				23.53	48,944	Recreation Supervisor	10	40,645	50,806	60,967
NONE	RECREATION SUPERVISOR	A16	25,099	34,395	43,692	14.77	30,720	Recreation Supervisor	10	40,645	50,806	60,967
NONE	RECREATION SUPERVISOR	0007				16.45	17,111	Recreation Supervisor	10	20,322	25,403	30,484
NONE	RECREATION SUPERVISOR	0007				15.91	33,087	Recreation Supervisor	10	40,645	50,806	60,967
NONE	RECREATION SUPERVISOR	0007				18.91	39,333	Recreation Supervisor	10	40,645	50,806	60,967
NONE	RECREATION SUPERVISOR	0007				16.18	33,661	Recreation Supervisor	10	40,645	50,806	60,967

Union	Current Title	Current Grade	Current Min	Current Mid	Current Max	Current Hrly	Current Salary	Proposed Title	Proposed Grade	Proposed Min	Proposed Mid	Proposed Max
NON	RECREATION SUPERVISOR	0007				19.54	40,645	Recreation Supervisor	10	40,645	50,806	60,967
NONE	RECREATION SUPERVISOR	0007				21.65	45,028	Recreation Supervisor	10	40,645	50,806	60,967
NONE	RECREATION TECHNICIAN	A16	25,099	34,395	43,692	12.31	12,800	Recreation Technician	1	13,100	16,375	19,650
AFSME	RECREATION TECHNICIAN	A16	25,099	34,395	43,692	12.07	25,099	Recreation Technician	1	26,200	32,750	39,300
AFSME	RECREATION TECHNICIAN	A16	25,099	34,395	43,692	12.55	26,112	Recreation Technician	1	26,200	32,750	39,300
PAFSME	RECREATION TECHNICIAN	A16	25,099	34,395	43,692	12.31	25,601	Recreation Technician	1	26,200	32,750	39,300
NONE	RECREATION TECHNICIAN	A16	25,099	34,395	43,692	11.57	12,030	Recreation Technician	1	13,100	16,375	19,650
AFSME	REGISTRATION RECORDS SPEC.	0007				15.87	33,010	Registration Records Specialist	6	33,439	41,798	50,158
AFSME	REGISTRATION RECORDS SPEC.	A17	26,501	37,014	47,526	15.62	32,483	Registration Records Specialist	6	33,439	41,798	50,158
AFSME	RENEWABLE ENERGY PLANNER	A25	55,617	75,683	95,747	27.50	57,191	Planner Senior	17	57,191	71,489	85,787
FIRE	RESCUE TECHNICIAN	F17	48,147	54,641	61,135	18.17	52,911	Rescue Technician	F08	47,306	57,622	67,938
FIRE	RESCUE TECHNICIAN	F17	48,147	54,641	61,135	18.35	53,441	Rescue Technician	F08	47,306	57,622	67,938
FIRE	RESCUE TECHNICIAN	F17	48,147	54,641	61,135	18.35	53,441	Rescue Technician	F08	47,306	57,622	67,938
FIRE	RESCUE TECHNICIAN	F17	48,147	54,641	61,135	18.57	54,076	Rescue Technician	F08	47,306	57,622	67,938
FIRE	RESCUE TECHNICIAN	F17	48,147	54,641	61,135	18.17	52,911	Rescue Technician	F08	47,306	57,622	67,938
FIRE	RESCUE TECHNICIAN	F17	48,147	54,641	61,135	18.57	54,076	Rescue Technician	F08	47,306	57,622	67,938
FIRE	RESCUE TECHNICIAN	F17	48,147	54,641	61,135	18.94	55,139	Rescue Technician	F08	47,306	57,622	67,938
FIRE	RESCUE TECHNICIAN	F15	43,770	49,674	55,578	16.43	47,850	Rescue Technician	F08	47,306	57,622	67,938
FIRE	RESCUE TECHNICIAN	F17	48,147	54,641	61,135	18.04	52,518	Rescue Technician	F08	47,306	57,622	67,938
FIRE	RESCUE TECHNICIAN	F17	48,147	54,641	61,135	17.64	51,353	Rescue Technician	F08	47,306	57,622	67,938
FIRE	RESCUE TECHNICIAN	F17	48,147	54,641	61,135	19.12	55,680	Rescue Technician	F08	47,306	57,622	67,938
FIRE	RESCUE TECHNICIAN	F17	48,147	54,641	61,135	18.75	54,606	Rescue Technician	F08	47,306	57,622	67,938
FIR	RESCUE TECHNICIAN	F17	34,391	39,029	43,668	22.74	47,306	Rescue Technician	F08	47,306	57,622	67,938
PAFSME	RESPIRE CARE PROVIDER	A16	25,099	34,395	43,692	12.31	25,601	Respite Care Provider	5	31,846	39,808	47,769
AFSME	RESPIRE CARE PROVIDER	A16	25,099	34,395	43,692	12.55	26,112	Respite Care Provider	5	31,846	39,808	47,769
AFSME	RESPIRE CARE PROVIDER	A16	25,099	34,395	43,692	13.33	27,716	Respite Care Provider	5	31,846	39,808	47,769
AFSME	RESPIRE CARE PROVIDER	A16	25,099	34,395	43,692	13.33	27,716	Respite Care Provider	5	31,846	39,808	47,769
PAFSME	RESPIRE CARE PROVIDER	A16	25,099	34,395	43,692	12.07	25,099	Respite Care Provider	5	31,846	39,808	47,769
AFSME	RESPIRE CARE PROVIDER	A16	25,099	34,395	43,692	12.55	26,112	Respite Care Provider	5	31,846	39,808	47,769
AFSME	RINK ATTENDANT LEAD WORKER	A17	26,501	37,014	47,526	13.77	28,631	Recreation Technician	1	26,200	32,750	39,300
AFSME	RINK ATTENDANT LEAD WORKER	A17	26,501	37,014	47,526	13.26	27,581	Recreation Technician	1	26,200	32,750	39,300
NONE	RISK & SAFETY ADMIN SPECIALIST	0009				19.42	40,392	Risk & Safety Administrative Specialist	2	27,510	34,388	41,265
NONE	RISK & SAFETY COMPLIANCE OFFIC	0011				25.03	52,071	Risk & Safety Compliance Officer	9	38,709	48,387	58,064
NONE	RIVER & WATERSHED COORDINATOR	0012				36.72	76,378	Water Conservation Manager	17	57,191	71,489	85,787
AFSME	RSVP & COMMUNITY RELATIONS ADM	A22	42,045	57,658	73,268	21.03	43,742	Public & Community Relations Officer	14	49,404	61,755	74,106
NONE	SAFETY MANAGER	0014				36.59	76,103	Safety Manager	18	60,051	75,064	90,076
NONE	SAFETY SPECIALIST	0013				29.46	61,271	Safety Specialist	6	33,439	41,798	50,158
AFSME	SALES & MARKETING ASSISTANT	A20	34,927	48,206	61,483	18.19	37,837	Sales & Marketing Assistant	2	27,510	34,388	41,265
NONE	SEASONAL OFFICE AIDE	A16	25,099	34,395	43,692	15.00	31,200	Office Assistant	1	26,200	32,750	39,300
AFSME	SENIOR APP SOFTWARE SPECIALIST	A23	46,145	63,103	80,059	36.07	75,019	System Administrator	20	66,206	82,758	99,309
NONE	SENIOR FINANCIAL ANALYST	0014				42.83	89,088	Financial Analyst	13	47,051	58,814	70,577
NONE	SENIOR SERVICES AIDE	A16	25,099	34,395	43,692	11.40	11,856	Senior Services Aide	1	13,100	16,375	19,650
NONE	SENIOR SERVICES AIDE	A16	25,099	34,395	43,692	11.63	6,047	Senior Services Aide	1	6,550	8,188	9,825
NONE	SENIOR SERVICES AIDE	A16	25,099	34,395	43,692	11.40	11,856	Senior Services Aide	1	13,100	16,375	19,650
NONE	SENIOR SERVICES AIDE	A16	25,099	34,395	43,692	11.40	11,856	Senior Services Aide	1	13,100	16,375	19,650
AFSME	SENIOR SERVICES CARE ATTENDANT	A16	25,099	34,395	43,692	12.55	26,112	Respite Care Provider	5	31,846	39,808	47,769
AFSME	SENIOR SERVICES CARE ATTENDANT	A16	25,099	34,395	43,692	12.74	26,489	Respite Care Provider	5	31,846	39,808	47,769
AFSME	SENIOR SERVICES CARE ATTENDANT	A16	25,099	34,395	43,692	12.55	26,112	Respite Care Provider	5	31,846	39,808	47,769
AFSME	SENIOR SERVICES CARE ATTENDANT	A16	25,099	34,395	43,692	12.31	25,601	Respite Care Provider	5	31,846	39,808	47,769
AFSME	SENIOR SERVICES CARE ATTENDANT	A16	25,099	34,395	43,692	12.55	26,112	Respite Care Provider	5	31,846	39,808	47,769
AFSME	SENIOR SERVICES CARE ATTENDANT	A16	25,099	34,395	43,692	12.55	26,112	Respite Care Provider	5	31,846	39,808	47,769
ASF	SENIOR SERVICES CARE ATTENDANT	A16	25,099	34,395	43,692	15.31	31,693	Respite Care Provider	5	31,693	39,616	47,540
NONE	SENIOR SERVICES DIVISION DIR.	0016				39.54	82,233	Senior Services Division Director	23	76,642	95,802	114,963
AFSME	SENIOR SERVICES DRIVER	A16	25,099	34,395	43,692	12.55	26,112	Transit Driver I	2	27,510	34,388	41,265
AFSME	SENIOR SERVICES DRIVER	A16	25,099	34,395	43,692	14.53	30,220	Transit Driver I	2	27,510	34,388	41,265
AFSME	SENIOR SERVICES DRIVER	A16	25,099	34,395	43,692	12.55	13,056	Transit Driver I	2	13,755	17,194	20,633
AFSME	SENIOR SERVICES DRIVER	A16	25,099	34,395	43,692	13.23	27,510	Transit Driver I	2	27,510	34,388	41,265
PAFSME	SENIOR SERVICES DRIVER	A16	25,099	34,395	43,692	12.31	12,800	Transit Driver I	2	13,755	17,194	20,633
NONE	SENIOR SERVICES PROGRAMADMIN	0011				26.34	54,791	Senior Services Program Manager	17	57,191	71,489	85,787
NONE	SENIOR SERVICES PROGRAMADMIN	0011				22.38	46,555	Senior Services Program Manager	17	57,191	71,489	85,787
AFSME	SENIOR SERVICES PROGRAMCOORD.	A20	34,927	48,206	61,483	17.47	36,336	Senior Services Program Coordinator	8	36,866	46,083	55,299
AFSME	SENIOR SERVICES PROGRAMCOORD.	A20	34,927	48,206	61,483	17.47	36,340	Senior Services Program Coordinator	8	36,866	46,083	55,299
AFSME	SENIOR SERVICES PROGRAMCOORD.	A20	34,927	48,206	61,483	17.73	36,870	Senior Services Program Coordinator	8	36,866	46,083	55,299
NONE	SENIOR SERVICES PROJ. MANAGER	0012				26.56	55,251	Project Manager	18	60,051	75,064	90,076
AFSME	SENIOR SERVICES TRANSIT OPER.	A18	29,047	40,394	51,742	16.81	34,961	Transit Driver III	6	33,439	41,798	50,158
AFSME	SENIOR SERVICES TRANSIT OPER.	A18	29,047	40,394	51,742	14.74	30,657	Transit Driver III	6	33,439	41,798	50,158
AFSME	SENIOR SERVICES TRANSIT OPER.	A18	29,047	40,394	51,742	14.53	30,220	Transit Driver III	6	33,439	41,798	50,158
AFSME	SENIOR SERVICES TRANSIT OPER.	A18	29,047	40,394	51,742	14.53	30,220	Transit Driver III	6	33,439	41,798	50,158
AFSME	SENIOR SERVICES TRANSIT OPER.	A18	29,047	40,394	51,742	14.24	29,628	Transit Driver III	6	33,439	41,798	50,158
PAFSME	SENIOR SERVICES TRANSIT OPER.	A18	29,047	40,394	51,742	14.24	29,628	Transit Driver III	6	33,439	41,798	50,158
AFSME	SENIOR SERVICES TRANSIT OPER.	A18	29,047	40,394	51,742	18.31	38,076	Transit Driver III	6	33,439	41,798	50,158
AFSME	SENIOR SERVICES TRANSIT OPER.	A18	29,047	40,394	51,742	16.84	35,021	Transit Driver III	6	33,439	41,798	50,158
AFSME	SERVER ENGINEER	A23	46,145	63,103	80,059	31.00	64,488	Server Engineer	18	60,051	75,064	90,076
FIRE	SHIFT ENGINEER	F17	48,147	54,641	61,135	18.94	55,139	Fire Engineer	F08	47,306	57,622	67,938
FIRE	SHIFT ENGINEER	F17	48,147	54,641	61,135	18.72	54,516	Fire Engineer	F08	47,306	57,622	67,938
FIRE	SHIFT ENGINEER	F17	48,147	54,641	61,135	19.12	55,680	Fire Engineer	F08	47,306	57,622	67,938
FIRE	SHIFT ENGINEER	F17	48,147	54,641	61,135	18.54	53,974	Fire Engineer	F08	47,306	57,622	67,938
FIRE	SHIFT ENGINEER	F17	48,147	54,641	61,135	19.12	55,680	Fire Engineer	F08	47,306	57,622	67,938
AFSME	SIGN TECHNICIAN SENIOR	A19	31,847	44,115	56,380	20.22	42,058	Sign Technician Senior	9	38,709	48,387	58,064
AFSME	SIGN TECHNICIAN SENIOR	A19	31,847	44,115	56,380	22.57	46,950	Sign Technician Senior	9	38,709	48,387	58,064
AFSME	SIGN TECHNICIAN SENIOR	A19	31,847	44,115	56,380	22.58	46,960	Sign Technician Senior	9	38,709	48,387	58,064
AFSME	SIGNAL SHOP LEAD WORKER	A24	50,656	69,093	87,528	29.08	60,488	Signal Shop Lead Technician	13	47,051	58,814	70,577
NONE	SIGNAL SHOP MANAGER	0014				28.87	60,051	Signal Shop Manager	18	60,051	75,064	90,076
PAFSME	SIGNAL TECHNICIAN	A21	38,318	52,705	67,095	15.31	31,847	Signal Technician	10	40,645	50,806	60,967
AFSME	SIGNAL TECHNICIAN SENIOR	A23	46,145	63,103	80,059	23.08	47,998	Signal Technician Senior	11	42,677	53,346	64,016
AFSME	SIGNAL TECHNICIAN SENIOR	A23	46,145	63,103	80,059	18.79	39,083	Signal Technician Senior	11	42,677	53,346	64,016
NONE	SOCIAL MEDIA COORDINATOR	0008				24.52	51,004	Social Media Coordinator	7	35,111	43,888	52,666
AFSME	SOURCE OF SUPPLY OPERATIONS MG	0015				45.55	94,734	Source of Supply Operations Manager	23	76,642	95,802	114,963
AFSME	SPECIAL EVENTS COORDINATOR	A23	46,145	63,103	80,059	27.32	56,821	Marketing & Special Events Coordinator	8	36,866	46,083	55,299

Union	Current Title	Current Grade	Current Min	Current Mid	Current Max	Current Hrly	Current Salary	Proposed Title	Proposed Grade	Proposed Min	Proposed Mid	Proposed Max
ASF	SPECIAL PROJ ADMINISTRATOR	A23	46,145	63,103	80,059	23.83	49,575	Project Administrator	16	54,468	68,085	81,702
ASF	SPECIAL PROJ COORDINATOR	A23	46,145	63,103	80,059	26.19	54,468	Project Administrator	16	54,468	68,085	81,702
AFSME	SPECIAL PROJECT COORDINATOR	A23	46,145	63,103	80,059	24.04	50,009	Project Administrator	16	54,468	68,085	81,702
AFSME	SPECIAL PROJECTS ADMINISTRATOR	A23	46,145	63,103	80,059	24.31	50,567	Project Administrator	16	54,468	68,085	81,702
AFSME	SPECIAL PROJECTS ADMINISTRATOR	A23	46,145	63,103	80,059	22.63	47,068	Project Administrator	16	54,468	68,085	81,702
AFSME	SPECIAL PROJECTS ADMINISTRATOR	A23	46,145	63,103	80,059	33.95	70,610	Project Administrator	16	54,468	68,085	81,702
ASF	SPECIAL PROJECTS ADMINISTRATOR	A23	46,145	63,103	80,059	22.19	46,145	Project Administrator	16	54,468	68,085	81,702
NONE	STREETS & DRAINAGE SPRINTNDNT	0012				31.31	65,116	Streets & Drainage Superintendent	16	54,468	68,085	81,702
NON	STREETS & DRAINAGE SUPER	0012				26.19	54,468	Streets & Drainage Superintendent	16	54,468	68,085	81,702
AFSME	STREETS EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	Streets Equipment Operator	7	35,111	43,888	52,666
AFSME	STREETS EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,130	Streets Equipment Operator	7	35,111	43,888	52,666
AFSME	STREETS EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	16.27	33,844	Streets Equipment Operator	7	35,111	43,888	52,666
AFSME	STREETS EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	17.45	36,292	Streets Equipment Operator	7	35,111	43,888	52,666
AFSME	STREETS EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	Streets Equipment Operator	7	35,111	43,888	52,666
AFSME	STREETS EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	Streets Equipment Operator	7	35,111	43,888	52,666
AFSME	STREETS EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	Streets Equipment Operator	7	35,111	43,888	52,666
AFSME	STREETS EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	16.88	35,111	Streets Equipment Operator	7	35,111	43,888	52,666
AFSME	STREETS EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	Streets Equipment Operator	7	35,111	43,888	52,666
AFSME	STREETS EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	16.17	33,627	Streets Equipment Operator	7	35,111	43,888	52,666
ASF	STREETS MAINT WORKER	A17	26,501	37,014	47,526	14.28	29,702	Streets Maintenance Worker	2	27,510	34,388	41,265
AFSME	STREETS SUPERVISOR	A20	34,927	48,206	61,483	19.11	39,753	Streets Supervisor	11	42,677	53,346	64,016
AFSME	STREETS SUPERVISOR	A20	34,927	48,206	61,483	24.23	50,394	Streets Supervisor	11	42,677	53,346	64,016
AFSME	STREETS SUPERVISOR	A20	34,927	48,206	61,483	23.96	49,843	Streets Supervisor	11	42,677	53,346	64,016
AFSME	STREETS SUPERVISOR	A20	34,927	48,206	61,483	23.97	49,864	Streets Supervisor	11	42,677	53,346	64,016
AFSME	STREETS SUPERVISOR	A20	34,927	48,206	61,483	19.41	40,381	Streets Supervisor	11	42,677	53,346	64,016
AFSME	SUPPLY INVENTORY SUPERVISOR	A19	31,847	44,115	56,380	17.41	36,219	Supply Inventory Supervisor	11	42,677	53,346	64,016
AFSME	SUPPLY INVENTORY TECHNICIAN	A17	26,501	37,014	47,526	13.84	28,787	Supply Inventory Technician	6	33,439	41,798	50,158
AFSME	SUPPLY INVENTORY TECHNICIAN	A17	26,501	37,014	47,526	13.26	27,572	Supply Inventory Technician	6	33,439	41,798	50,158
AFSME	SWIM INSTRUCTOR	A17	26,501	37,014	47,526	13.26	27,572	Swim Instructor	5	31,846	39,808	47,769
AFSME	SWIM INSTRUCTOR	A17	26,501	37,014	47,526	13.26	27,572	Swim Instructor	5	31,846	39,808	47,769
AFSME	SWIM INSTRUCTOR	A17	26,501	37,014	47,526	13.22	27,498	Swim Instructor	5	31,846	39,808	47,769
AFSME	SWIM INSTRUCTOR	A17	26,501	37,014	47,526	13.26	27,572	Swim Instructor	5	31,846	39,808	47,769
AFSME	SWIM INSTRUCTOR	A17	26,501	37,014	47,526	13.26	27,572	Swim Instructor	5	31,846	39,808	47,769
AFSME	SWIM INSTRUCTOR	A17	26,501	37,014	47,526	16.33	33,958	Swim Instructor	5	31,846	39,808	47,769
AFSME	SWIM INSTRUCTOR	A17	26,501	37,014	47,526	16.59	34,511	Swim Instructor	5	31,846	39,808	47,769
NONE	SWIM INSTRUCTOR	A17	26,501	37,014	47,526	13.00	27,032	Swim Instructor	5	31,846	39,808	47,769
ASF	SWIM INSTRUCTOR	A17	26,501	37,014	47,526	15.31	31,846	Swim Instructor	5	31,846	39,808	47,769
AFSME	SWIM INSTRUCTOR	A17	26,501	37,014	47,526	13.26	27,572	Swim Instructor	5	31,846	39,808	47,769
NONE	SWIM POOL LIFEGUARD	A16	25,099	34,395	43,692	11.40	11,856	Swim Pool Lifeguard	3	14,443	18,053	21,664
AFSME	SWIM POOL LIFEGUARD	A16	25,099	34,395	43,692	12.31	12,800	Swim Pool Lifeguard	3	14,443	18,053	21,664
AFSME	SWIM POOL LIFEGUARD	A16	25,099	34,395	43,692	12.55	13,056	Swim Pool Lifeguard	3	14,443	18,053	21,664
AFSME	SWIM POOL LIFEGUARD	A16	25,099	34,395	43,692	12.55	13,056	Swim Pool Lifeguard	3	14,443	18,053	21,664
NONE	SWIM POOL LIFEGUARD	A16	25,099	34,395	43,692	11.40	23,712	Swim Pool Lifeguard	3	28,886	36,107	43,328
NONE	SWIM POOL LIFEGUARD	A16	25,099	34,395	43,692	11.40	11,856	Swim Pool Lifeguard	3	14,443	18,053	21,664
AFSME	SWIM POOL LIFEGUARD	A16	25,099	34,395	43,692	12.31	25,601	Swim Pool Lifeguard	3	28,886	36,107	43,328
AFSME	SWIM POOL LIFEGUARD	A16	25,099	34,395	43,692	12.55	13,056	Swim Pool Lifeguard	3	14,443	18,053	21,664
AFSME	SWIM POOL LIFEGUARD	A16	25,099	34,395	43,692	13.89	28,886	Swim Pool Lifeguard	3	28,886	36,107	43,328
AFSME	SWIM POOL LIFEGUARD	A16	25,099	34,395	43,692	13.89	28,886	Swim Pool Lifeguard	3	28,886	36,107	43,328
NONE	SWIM POOL LIFEGUARD	A16	25,099	34,395	43,692	13.89	28,886	Swim Pool Lifeguard	3	28,886	36,107	43,328
PAFSME	SWIM POOL LIFEGUARD	A16	25,099	34,395	43,692	13.89	14,443	Swim Pool Lifeguard	3	14,443	18,053	21,664
PAFSME	SWIM POOL LIFEGUARD	A16	25,099	34,395	43,692	13.89	28,886	Swim Pool Lifeguard	3	28,886	36,107	43,328
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	22.70	47,206	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.62	32,483	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
PAFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.62	32,483	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	17.16	35,693	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.62	32,483	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.62	32,483	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	19.03	39,589	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	16.16	33,617	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	16.39	34,097	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	16.97	35,287	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	18.87	39,245	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	18.31	38,085	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	16.16	33,617	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
PAFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.62	32,483	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
PAFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	16.88	35,111	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	16.88	35,111	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
PAFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.62	32,483	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	20.33	42,282	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	15.93	33,132	SWM Equipment Operator	7	35,111	43,888	52,666
AFSME	SWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	18.01	37,455	SWM Equipment Operator	7	35,111	43,888	52,666



Union	Current Title	Current Grade	Current Min	Current Mid	Current Max	Current Hrly	Current Salary	Proposed Title	Proposed Grade	Proposed Min	Proposed Mid	Proposed Max
AFSME	UTILITY BILLING INVESTIGATOR	A20	34,927	48,206	61,483	28.07	58,394	Utility Billing Investigator	8	36,866	46,083	55,299
AFSME	UTILITY BILLING INVESTIGATOR	A20	34,927	48,206	61,483	19.12	39,759	Utility Billing Investigator	8	36,866	46,083	55,299
NONE	UTILITY BILLING SUPERVISOR	0013				39.22	81,580	Utility Billing Manager	17	57,191	71,489	85,787
NONE	UTILITY FISCAL ADMINISTRATOR	0014				39.29	81,719	Fiscal Administrator	12	44,811	56,014	67,216
AFSME	VISITOR SERVICES COORDINATOR	A19	31,847	44,115	56,380	23.71	49,325	Visitor Services Coordinator	6	33,439	41,798	50,158
PAFSME	WATER CONS ED & COMP SPEC	A19	31,847	44,115	56,380	16.83	35,006	Water Conservation Education & Compliance Specialist	2	27,510	34,388	41,265
NONE	WATER CONSERVATION MANAGER	0013				37.45	77,904	Water Conservation Manager	17	57,191	71,489	85,787
AFSME	WATER CONSERVATION SPECIALIST	A20	34,927	48,206	61,483	15.31	31,846	Water Conservation Specialist	5	31,846	39,808	47,769
AFSME	WATER DEVELOP PROJ SPECIALIST	A20	34,927	48,206	61,483	30.55	63,546	Project Specialist	8	36,866	46,083	55,299
AFSME	WATER EQUIPMENT ENGINEER	A22	42,045	57,658	73,268	30.21	62,843	Equipment Repairman Lead	13	47,051	58,814	70,577
AFSME	WATER EQUIPMENT ENGINEER	A22	42,045	57,658	73,268	30.20	62,822	Equipment Repairman Lead	13	47,051	58,814	70,577
AFSME	WATER EQUIPMENT JOURNEYMAN	A21	38,318	52,705	67,095	30.45	63,334	Equipment Repairman Lead	13	47,051	58,814	70,577
AFSME	WATER EQUIPMENT JOURNEYMAN	A21	38,318	52,705	67,095	30.41	63,255	Equipment Repairman Lead	13	47,051	58,814	70,577
NONE	WATER EQUIPMENT SUPERVISOR	0012				32.49	67,588	Water Maintenance Superintendent	17	57,191	71,489	85,787
AFSME	WATER LINE LOCATOR	A20	34,927	48,206	61,483	19.29	40,129	Water Line Locator	5	31,846	39,808	47,769
AFSME	WATER LINE LOCATOR	A20	34,927	48,206	61,483	17.73	36,870	Water Line Locator	5	31,846	39,808	47,769
NONE	WATER OPERATIONS ACCTNG. SUP	0012				34.11	70,938	Accounting Supervisor	16	54,468	68,085	81,702
AFSME	WATER RESOURCES ANALYST	A22	42,045	57,658	73,268	24.97	51,938	Water Resources Analyst	13	47,051	58,814	70,577
NONE	WATER RESOURCES COORDINATOR	0013				30.40	63,238	Water Resources Coordinator	15	51,874	64,843	77,811
NONE	WATER RESOURCES COORDINATOR	0013				38.12	79,285	Water Resources Coordinator	15	51,874	64,843	77,811
AFSME	WATER RESOURCES CORR ASSIST	A22	42,045	57,658	73,268	28.84	59,985	Water Resources Coordinator Assistant	10	40,645	50,806	60,967
NONE	WATER SERVICES DIV. DIR	0018				49.80	103,592	Water Division Director	26	88,722	110,903	133,084
ASF	WATER SYSTEMS OPERATOR	A19	31,847	44,115	56,380	18.61	38,709	Water Operator Intermediate	9	38,709	48,387	58,064
AFSME	WATER SYSTEMS OPERATOR APP	A18	29,047	40,394	51,742	16.56	34,451	Water Operator Entry	3	28,886	36,107	43,328
AFSME	WATER SYSTEMS OPERATOR I	A19	31,847	44,115	56,380	22.80	47,414	Water Operator Basic	8	36,866	46,083	55,299
AFSME	WATER SYSTEMS OPERATORIV	A22	42,045	57,658	73,268	30.45	63,334	Water Operator Lead	13	47,051	58,814	70,577
AFSME	WATER SYSTEMS OPERATORIV	A22	42,045	57,658	73,268	26.82	55,781	Water Operator Lead	13	47,051	58,814	70,577
AFSME	WATER SYSTEMS OPERATORIV	A22	42,045	57,658	73,268	30.15	62,714	Water Operator Lead	13	47,051	58,814	70,577
AFSME	WATER SYSTEMS OPERATORIV	A22	42,045	57,658	73,268	27.81	57,845	Water Operator Lead	13	47,051	58,814	70,577
PAFSME	WATER SYSTEMS OPERATORIV	A22	42,045	57,658	73,268	26.82	55,777	Water Operator Lead	13	47,051	58,814	70,577
AFSME	WATER SYSTEMS OPERATORLABORER	A16	25,099	34,395	43,692	13.43	27,939	Laborer	1	26,200	32,750	39,300
AFSME	WATER SYSTEMS OPERATORLABORER	A16	25,099	34,395	43,692	14.61	30,395	Laborer	1	26,200	32,750	39,300
AFSME	WELDER	A20	34,927	48,206	61,483	20.36	42,355	Welder	8	36,866	46,083	55,299
AFSME	WELDER	A20	34,927	48,206	61,483	26.58	55,278	Welder	8	36,866	46,083	55,299
NONE	WELLNESS COORDINATOR	0013				35.68	37,104	Wellness Coordinator	15	25,937	32,421	38,906
NONE	WILDLAND SUPERINTENDENT	0015				36.42	75,760	Wildland Superintendent	18	60,051	75,064	90,076
AFSME	WILDLAND URBAN INTERFACE SPEC.	A23	46,145	63,103	80,059	29.64	61,649	Wildland Urban Interface Specialist	12	44,811	56,014	67,216
AFSME	WTR CONSERVATION SPECIALIST SR	A21	38,318	52,705	67,095	15.31	31,846	Water Conservation Specialist	5	31,846	39,808	47,769
AFSME	WWM CHEMIST	A22	42,045	57,658	73,268	28.80	59,900	Chemist	13	47,051	58,814	70,577
AFSME	WWM CHEMIST	A22	42,045	57,658	73,268	27.11	56,391	Chemist	13	47,051	58,814	70,577
NONE	WWM COLLECTIONS MANAGER	0014				33.81	70,327	WWM Collections Manager	19	63,053	78,817	94,580
AFSME	WWM COMPOST LABORER	A16	25,099	34,395	43,692	12.60	26,200	Laborer	1	26,200	32,750	39,300
AFSME	WWM COMPOST OPERATOR	A20	34,927	48,206	61,483	21.14	43,967	Compost Operator Intermediate	10	40,645	50,806	60,967
AFSME	WWM COMPOST OPERATOR	A20	34,927	48,206	61,483	19.93	41,463	Compost Operator Intermediate	10	40,645	50,806	60,967
AFSME	WWM EQUIPMENT OPERATOR	A19	31,847	44,115	56,380	17.44	36,265	WWM Equipment Operator	7	35,111	43,888	52,666
AFSME	WWM FIELD OPERATOR	A19	31,847	44,115	56,380	16.88	35,111	Field Operator Basic	7	35,111	43,888	52,666
AFSME	WWM FIELD OPERATOR	A19	31,847	44,115	56,380	16.88	35,111	Field Operator Basic	7	35,111	43,888	52,666
AFSME	WWM FIELD OPERATOR	A19	31,847	44,115	56,380	16.88	35,111	Field Operator Basic	7	35,111	43,888	52,666
AFSME	WWM FIELD OPERATOR APPRENTICE	A18	29,047	40,394	51,742	14.53	30,220	Field Operator Entry	4	30,330	37,912	45,495
AFSME	WWM FIELD OPERATOR APPRENTICE	A18	29,047	40,394	51,742	14.53	30,220	Field Operator Entry	4	30,330	37,912	45,495
AFSME	WWM FIELD OPERATOR APPRENTICE	A18	29,047	40,394	51,742	14.53	30,220	Field Operator Entry	4	30,330	37,912	45,495
PAFSME	WWM FIELD OPERATOR APPRENTICE	A18	29,047	40,394	51,742	14.24	29,628	Field Operator Entry	4	30,330	37,912	45,495
AFSME	WWM FIELD OPERATOR APPRENTICE	A18	29,047	40,394	51,742	14.24	29,628	Field Operator Entry	4	30,330	37,912	45,495
AFSME	WWM FIELD OPERATOR I	A19	31,847	44,115	56,380	16.02	33,326	Field Operator Basic	7	35,111	43,888	52,666
AFSME	WWM FIELD OPERATOR I	A19	31,847	44,115	56,380	16.02	33,326	Field Operator Basic	7	35,111	43,888	52,666
PAFSME	WWM FIELD OPERATOR II	A20	34,927	48,206	61,483	20.55	42,744	Field Operator Lead	11	42,677	53,346	64,016
AFSME	WWM INSPECTION SENIOR	A20	34,927	48,206	61,483	21.90	45,546	WWM Inspection Senior	10	40,645	50,806	60,967
NONE	WWM LAB MANAGER	0013				33.21	69,071	WWM Lab Manager	19	63,053	78,817	94,580
AFSME	WWM PLANT OPERATOR APPRENTICE	A18	29,047	40,394	51,742	14.85	30,884	Waste Operator Entry	3	28,886	36,107	43,328
AFSME	WWM PLANT OPERATOR APPRENTICE	A18	29,047	40,394	51,742	14.53	30,220	Waste Operator Entry	3	28,886	36,107	43,328
AFSME	WWM PLANT OPERATOR APPRENTICE	A18	29,047	40,394	51,742	15.07	31,344	Waste Operator Entry	3	28,886	36,107	43,328
AFSME	WWM PLANT OPERATOR APPRENTICE	A18	29,047	40,394	51,742	15.07	31,344	Waste Operator Entry	3	28,886	36,107	43,328
AFSME	WWM PLANT OPERATOR I	A19	31,847	44,115	56,380	18.38	38,239	Waste Operator Basic	8	36,866	46,083	55,299
ASF	WWM PLANT OPERATOR II	A20	34,927	48,206	61,483	24.71	51,397	Waste Operator Intermediate	9	38,709	48,387	58,064
AFSME	WWM PLANT OPERATOR III	A21	38,318	52,705	67,095	21.11	43,917	Waste Operator Advanced	10	40,645	50,806	60,967
AFSME	WWM PLANT OPERATOR III	A21	38,318	52,705	67,095	21.42	44,556	Waste Operator Advanced	10	40,645	50,806	60,967
AFSME	WWM PLANT OPERATOR III	A21	38,318	52,705	67,095	20.96	43,601	Waste Operator Advanced	10	40,645	50,806	60,967
AFSME	WWM PLANT OPERATOR IV	A22	42,045	57,658	73,268	25.43	52,894	Waste Operator Lead	13	47,051	58,814	70,577
AFSME	WWM PLANT OPERATOR IV	A22	42,045	57,658	73,268	22.62	47,051	Waste Operator Lead	13	47,051	58,814	70,577
AFSME	WWM PLANT OPERATOR IV	A22	42,045	57,658	73,268	25.53	53,096	Waste Operator Lead	13	47,051	58,814	70,577
AFSME	WWM PLANT OPERATOR IV	A22	42,045	57,658	73,268	25.23	52,468	Waste Operator Lead	13	47,051	58,814	70,577
NONE	WWM PLANT SUPERINTENDANT	0014				37.30	77,586	WWM Plant Superintendent	20	66,206	82,758	99,309
NONE	WWM SECTION SUPERVISOR	0011				25.98	54,040	WWM Maintenance Superintendent	17	57,191	71,489	85,787
NONE	WWM SECTION SUPERVISOR	0011				24.56	51,079	WWM Maintenance Superintendent	17	57,191	71,489	85,787
NONE	WWM SECTION SUPERVISOR	0011				27.13	56,422	WWM Maintenance Superintendent	17	57,191	71,489	85,787
NONE	WWM SHIFT SUPERVISOR	0012				30.15	62,710	WWM Shift Supervisor	15	51,874	64,843	77,811
NONE	WWM SHIFT SUPERVISOR	A22	42,045	57,658	73,268	29.52	61,410	WWM Shift Supervisor	15	51,874	64,843	77,811
NONE	WWM SHIFT SUPERVISOR	0012				29.54	61,439	WWM Shift Supervisor	15	51,874	64,843	77,811
NONE	WWM SHIFT SUPERVISOR	0012				30.23	62,874	WWM Shift Supervisor	15	51,874	64,843	77,811
AFSME	WWM SUPPLY INVENTORY SUPERV II	A20	34,927	48,206	61,483	18.20	37,864	Supply Inventory Supervisor	11	42,677	53,346	64,016
AFSME	YOUTH PROGRAM COORDINATOR	A19	31,847	44,115	56,380	19.07	39,657	Youth Program Coordinator	8	36,866	46,083	55,299
PAFSME	YOUTH SPECIALIST	A17	26,501	37,014	47,526	12.74	13,251	Youth Specialist	3	14,443	18,053	21,664
NONE	YOUTH SPECIALIST	A17	26,501	37,014	47,526	12.74	13,251	Youth Specialist	3	14,443	18,053	21,664
AFSME	YOUTH SPECIALIST	A17	26,501	37,014	47,526	13.56	28,199	Youth Specialist	3	28,886	36,107	43,328
AFSME	YOUTH SPECIALIST	A17	26,501	37,014	47,526	13.26	13,786	Youth Specialist	3	14,443	18,053	21,6



Union	Current Title	Current Grade	Current Min	Current Mid	Current Max	Current Hrly	Current Salary	Proposed Title	Proposed Grade	Proposed Min	Proposed Mid	Proposed Max
AFSME	YOUTH SPECIALIST	A17	26,501	37,014	47,526	13.89	28,886	Youth Specialist	3	28,886	36,107	43,328
AFSME	ZONING ENFORCEMENT SUPERVISOR	A23	46,145	63,103	80,059	32.32	67,228	Zoning Enforcement Supervisor	10	40,645	50,806	60,967