

RESOLUTION NO. 5858

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA HABRA REPEALING AND REPLACING RESOLUTION NO. 5854 PERTAINING TO A COMPENSATION PLAN FOR GENERAL SERVICES EMPLOYEES' GROUP

WHEREAS, the City Council of the City of La Habra, California adopted a compensation plan in Resolution No. 5854 on July 2, 2018; and

WHEREAS, the City Council desires to repeal and replace said Resolution.

NOW, THEREFORE, the City Council of the City of La Habra does hereby resolve as follows:

SALARY PLAN

Section 1. Monthly and Hourly Employees. That there hereby is established a compensation plan for those employees of the City who are now, or who may hereafter be, employed in the General Services Employees' Group. Attached is Exhibit "A" indicating the salaries for classifications of this employee group.

PASSED, APPROVED AND ADOPTED THIS 16th DAY OF JULY, 2018.


TIM SHAW, Mayor

ATTEST:


Tamara D. Mason, MMC, City Clerk

STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS.
CITY OF LA HABRA)

I, Tamara D. Mason, City Clerk for the City of La Habra, do hereby certify that the above and foregoing is a true and correct copy of Resolution No. 5858 introduced and adopted at a Regular Meeting of the City Council of the City of La Habra held on the 16th day of July, 2018, by the following roll call vote:

AYES: COUNCILMEMBERS: BEAMISH, GOMEZ, ESPINOZA, BLAZEY, SHAW
NOES: COUNCILMEMBERS: NONE
ABSTAIN: COUNCILMEMBERS: NONE
ABSENT: COUNCILMEMBERS: NONE

Witness my hand and the official seal of the City of La Habra this 16th day of July, 2018.



Tamara D. Mason, MMC, City Clerk

EXHIBIT A

General Services Employees' Group

One-time Pay Adjustment:

Effective upon City Council approval, the City will provide a one-time lump sum pay adjustment of one and one-half percent (1.5%) of annual base pay to all full-time employees. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 x .015, based on salary in effect as of June 29, 2018.

Prior to June 30, 2019, the City will provide a one-time lump sum pay adjustment of one and one half percent (1.5%) of annual base pay to all full-time employees in the unit. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 hours x .015.

Prior to June 30, 2020, the City will provide a one-time lump sum pay adjustment of one and one half percent (1.5%) of annual base pay to all full-time employees in the unit. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 hours x .015.

Insurance:

Effective December 1, 2018, the City will increase its insurance contribution by \$70 per month to a maximum of \$1,315 per month, on a use or lose basis.

Effective December 1, 2019, the City will increase its insurance contribution by \$70 per month to a maximum of \$1,385 per month, on a use or lose basis.

Effective December 1, 2020, the City will increase its insurance contribution by \$65 per month to a maximum of \$1,450 per month, on a use or lose basis.

Opt-out:

Effective December 1, 2018, the City will increase the opt-out contribution by \$60 per month to a maximum of \$240 per month.

Effective December 1, 2019, the City will increase the opt-out contribution by \$50 per month to a maximum of \$290 per month.

Public Employees' Retirement System/Retirement:

Effective July 7, 2018, all unit employees will contribute an additional 1% of compensation earnable toward CalPERS required employer contribution as cost sharing.

Holiday:

The City will add Martin Luther King Day as a paid holiday.

| EFFECTIVE JULY 7, 2018 | RANGE | EXHIBIT "A" | | | | | | | |
|---------------------------------|-------|----------------------|--------------------------|-----------------|--------------------------------|--------|--------|--------|--------|
| | | START RATE STEP A | AFTER 6 MOS STEP B | MERIT STEP C | + ONE YEAR IN PRIOR STEP | STEP D | STEP E | STEP F | STEP G |
| ACCOUNT CLERK I | C25 | 15.182 | 15.941 | 16.738 | 17.575 | 18.454 | 19.377 | 20.346 | 21.363 |
| ACCOUNT CLERK II | C55 | 17.607 | 18.487 | 19.412 | 20.382 | 21.401 | 22.471 | 23.595 | 24.775 |
| ACCOUNT CLERK III | C85 | 20.624 | 21.655 | 22.738 | 23.874 | 25.068 | 26.322 | 27.638 | 29.020 |
| ADMIN AIDE I | T10 | 16.068 | 16.871 | 17.715 | 18.601 | 19.531 | 20.507 | 21.533 | 22.609 |
| ADMIN AIDE II | T20 | 16.823 | 17.664 | 18.547 | 19.475 | 20.448 | 21.471 | 22.544 | 23.672 |
| ADMIN AIDE III | T50E | 20.488 | 21.512 | 22.588 | 23.717 | 24.903 | 26.148 | 27.456 | 28.828 |
| ADMIN ANALYST I | T67 | 23.794 | 24.984 | 26.233 | 27.545 | 28.922 | 30.368 | 31.886 | 33.481 |
| ADMIN ANALYST II | T68 | 24.997 | 26.247 | 27.559 | 28.937 | 30.384 | 31.903 | 33.498 | 35.173 |
| ASSISTANT MUSEUM MANAGER | A30 | 19.830 | 20.821 | 21.862 | 22.955 | 24.103 | 25.308 | 26.574 | 27.902 |
| ASSISTANT PLANNER | A50 | 24.599 | 25.829 | 27.121 | 28.477 | 29.901 | 31.396 | 32.966 | 34.614 |
| ASSISTANT RECREATION MANAGER | A30 | 19.830 | 20.821 | 21.862 | 22.955 | 24.103 | 25.308 | 26.574 | 27.902 |
| ASSOCIATE PLANNER | A60 | 27.643 | 29.025 | 30.477 | 32.000 | 33.600 | 35.280 | 37.044 | 38.897 |
| BUILDING INSPECTOR | T70 | 25.654 | 26.937 | 28.284 | 29.698 | 31.183 | 32.742 | 34.379 | 36.098 |
| CASE MANAGER | T45 | 17.729 | 18.616 | 19.547 | 20.524 | 21.550 | 22.628 | 23.759 | 24.947 |
| CIVIL ENGINEERING ASSISTANT | A70 | 29.736 | 31.223 | 32.784 | 34.423 | 36.144 | 37.952 | 39.849 | 41.842 |
| CLERK | C-20 | 14.422 | 15.143 | 15.900 | 16.695 | 17.530 | 18.407 | 19.327 | 20.293 |
| CLERK TYPIST | C10 | 15.133 | 15.889 | 16.684 | 17.518 | 18.394 | 19.314 | 20.279 | 21.293 |
| CODE ENFORCEMENT INSPECTOR | T65 | 23.807 | 24.998 | 26.248 | 27.560 | 28.938 | 30.385 | 31.904 | 33.499 |
| COMM SERVICES RECREATION COORD | T10 | 16.068 | 16.871 | 17.715 | 18.601 | 19.531 | 20.507 | 21.533 | 22.609 |
| COMMERCIAL COMPLIANCE INSPECTOR | T75 | 26.157 | 27.465 | 28.838 | 30.280 | 31.794 | 33.384 | 35.053 | 36.805 |
| COMMUNITY PRES INSPECTOR | T65 | 23.807 | 24.998 | 26.248 | 27.560 | 28.938 | 30.385 | 31.904 | 33.499 |
| CURATOR OF EDUC/OUTREACH COORD | T20 | 16.823 | 17.664 | 18.547 | 19.475 | 20.448 | 21.471 | 22.544 | 23.672 |
| EDUCATION PROGRAM COORDINATOR | T05 | 14.873 | 15.617 | 16.398 | 17.218 | 18.078 | 18.982 | 19.932 | 20.928 |
| ENGINEERING AIDE | T50 | 20.488 | 21.512 | 22.588 | 23.717 | 24.903 | 26.148 | 27.456 | 28.828 |
| FAMILY SERVICES ADVOCATE | C71B | 17.853 | 18.746 | 19.683 | 20.667 | 21.700 | 22.785 | 23.925 | 25.121 |
| FAMILY SERVICES COORDINATOR | T05 | 14.873 | 15.617 | 16.398 | 17.218 | 18.078 | 18.982 | 19.932 | 20.928 |
| FOOD SERVICE MANAGER | T10 | 16.068 | 16.871 | 17.715 | 18.601 | 19.531 | 20.507 | 21.533 | 22.609 |
| HOUSING SPECIALIST | A60 | 27.643 | 29.025 | 30.477 | 32.000 | 33.600 | 35.280 | 37.044 | 38.897 |
| HUMAN RESOURCES TECHNICIAN | T60 | 22.659 | 23.792 | 24.982 | 26.231 | 27.542 | 28.919 | 30.365 | 31.883 |
| INFORMATION TECH SPECIALIST | T50 | 20.488 | 21.512 | 22.588 | 23.717 | 24.903 | 26.148 | 27.456 | 28.828 |
| INFORMATION TECH SYSTEM ANALYST | A70A | 29.736 | 31.223 | 32.784 | 34.423 | 36.144 | 37.952 | 39.849 | 41.842 |
| INTERMEDIATE CLERK | C50 | 15.905 | 16.701 | 17.536 | 18.412 | 19.333 | 20.300 | 21.315 | 22.380 |
| JR ENGINEERING AIDE | T30 | 16.783 | 17.622 | 18.503 | 19.428 | 20.400 | 21.420 | 22.491 | 23.615 |
| MANAGEMENT ANALYST | TC01 | 27.291 | 28.655 | 30.088 | 31.593 | 33.172 | 34.831 | 36.572 | 38.401 |
| PAYROLL TECHNICIAN | C95 | 21.237 | 22.298 | 23.413 | 24.584 | 25.813 | 27.104 | 28.459 | 29.882 |
| PERMIT CLERK | C40 | 15.786 | 16.575 | 17.404 | 18.274 | 19.188 | 20.147 | 21.154 | 22.212 |
| PLANNING AIDE | T50 | 20.488 | 21.512 | 22.588 | 23.717 | 24.903 | 26.148 | 27.456 | 28.828 |
| PUBLIC INFORMATION OFFICER | A20 | 17.788 | 18.678 | 19.611 | 20.592 | 21.622 | 22.703 | 23.838 | 25.030 |

| EFFECTIVE JULY 7, 2018 | RANGE | START RATE STEP A | AFTER 6 MOS STEP B | MERIT + ONE YEAR | | | | | |
|-------------------------------|-------|-------------------------|--------------------------|-------------------------|--------|--------|--------|--------|--------|
| | | | | -----IN PRIOR STEP----- | | | | | |
| | | | | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H |
| PUBLIC WORKS INSPECTOR | T75 | 26.157 | 27.465 | 28.838 | 30.280 | 31.794 | 33.384 | 35.053 | 36.805 |
| RECORDS COORDINATOR | C90 | 21.339 | 22.405 | 23.526 | 24.702 | 25.937 | 27.234 | 28.596 | 30.025 |
| RECREATION SPECIALIST | T05C | 14.873 | 15.617 | 16.398 | 17.218 | 18.078 | 18.982 | 19.932 | 20.928 |
| SECRETARY | C80 | 20.396 | 21.416 | 22.487 | 23.611 | 24.792 | 26.031 | 27.333 | 28.699 |
| SENIOR BUILDING INSPECTOR | A70C | 29.736 | 31.223 | 32.784 | 34.423 | 36.144 | 37.952 | 39.849 | 41.842 |
| SENIOR CLERK | C71 | 17.853 | 18.746 | 19.683 | 20.667 | 21.700 | 22.785 | 23.925 | 25.121 |
| SENIOR CODE ENFORCEMENT INSP | T75 | 26.157 | 27.465 | 28.838 | 30.280 | 31.794 | 33.384 | 35.053 | 36.805 |
| SENIOR ENGINEERING AIDE | T80 | 25.496 | 26.770 | 28.109 | 29.514 | 30.990 | 32.540 | 34.167 | 35.875 |
| SENIOR PUBLIC WORKS SECRETARY | C90 | 21.339 | 22.405 | 23.526 | 24.702 | 25.937 | 27.234 | 28.596 | 30.025 |
| SENIOR UTILITY CLERK | C73 | 18.747 | 19.684 | 20.669 | 21.702 | 22.787 | 23.926 | 25.123 | 26.379 |
| SOCIAL SERVICES PROGRAM COORD | T10 | 16.068 | 16.871 | 17.715 | 18.601 | 19.531 | 20.507 | 21.533 | 22.609 |
| SOCIAL WORKER II | T25 | 17.148 | 18.006 | 18.906 | 19.851 | 20.844 | 21.886 | 22.981 | 24.130 |

*CONFIDENTIAL EMPLOYEES
HUMAN RESOURCES TECHNICIAN
HUMAN RESOURCES SECRETARY/HR ASSISTANT
PAYROLL TECHNICIAN

EXHIBIT "A" (continued)

| EFFECTIVE JULY 6, 2019 | RANGE | START | AFTER | MERIT + ONE YEAR | | | | | |
|---------------------------------|-------|--------|--------|-------------------------|--------|--------|--------|--------|--------|
| | | RATE | 6 MOS | -----IN PRIOR STEP----- | | | | | |
| | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H |
| ACCOUNT CLERK I | C25 | 15.486 | 16.260 | 17.073 | 17.927 | 18.823 | 19.764 | 20.753 | 21.790 |
| ACCOUNT CLERK II | C55 | 17.959 | 18.857 | 19.800 | 20.790 | 21.829 | 22.921 | 24.067 | 25.270 |
| ACCOUNT CLERK III | C85 | 21.036 | 22.088 | 23.192 | 24.352 | 25.570 | 26.848 | 28.190 | 29.600 |
| ADMIN AIDE I | T10 | 16.389 | 17.209 | 18.069 | 18.973 | 19.921 | 20.917 | 21.963 | 23.061 |
| ADMIN AIDE II | T20 | 17.159 | 18.017 | 18.918 | 19.864 | 20.857 | 21.900 | 22.995 | 24.145 |
| ADMIN AIDE III | T50E | 20.897 | 21.942 | 23.039 | 24.191 | 25.401 | 26.671 | 28.005 | 29.405 |
| ADMIN ANALYST I | T67 | 24.270 | 25.483 | 26.758 | 28.095 | 29.500 | 30.975 | 32.524 | 34.150 |
| ADMIN ANALYST II | T68 | 25.497 | 26.772 | 28.110 | 29.516 | 30.992 | 32.541 | 34.168 | 35.877 |
| ASSISTANT MUSEUM MANAGER | A30 | 20.226 | 21.237 | 22.299 | 23.414 | 24.585 | 25.814 | 27.105 | 28.460 |
| ASSISTANT PLANNER | A50 | 25.091 | 26.346 | 27.663 | 29.047 | 30.499 | 32.024 | 33.625 | 35.306 |
| ASSISTANT RECREATION MANAGER | A30 | 20.226 | 21.237 | 22.299 | 23.414 | 24.585 | 25.814 | 27.105 | 28.460 |
| ASSOCIATE PLANNER | A60 | 28.196 | 29.606 | 31.086 | 32.640 | 34.272 | 35.986 | 37.785 | 39.675 |
| BUILDING INSPECTOR | T70 | 26.167 | 27.476 | 28.849 | 30.292 | 31.807 | 33.397 | 35.067 | 36.820 |
| CASE MANAGER | T45 | 18.084 | 18.988 | 19.938 | 20.934 | 21.981 | 23.080 | 24.234 | 25.446 |
| CIVIL ENGINEERING ASSISTANT | A70 | 30.331 | 31.847 | 33.440 | 35.112 | 36.867 | 38.711 | 40.646 | 42.679 |
| CLERK | C-20 | 14.711 | 15.446 | 16.218 | 17.029 | 17.881 | 18.775 | 19.713 | 20.699 |
| CLERK TYPIST | C10 | 15.435 | 16.207 | 17.018 | 17.868 | 18.762 | 19.700 | 20.685 | 21.719 |
| CODE ENFORCEMENT INSPECTOR | T65 | 24.284 | 25.498 | 26.773 | 28.111 | 29.517 | 30.993 | 32.542 | 34.169 |
| COMM SERVICES RECREATION COORD | T10 | 16.389 | 17.209 | 18.069 | 18.973 | 19.921 | 20.917 | 21.963 | 23.061 |
| COMMERCIAL COMPLIANCE INSPECTOR | T75 | 26.680 | 28.014 | 29.415 | 30.885 | 32.430 | 34.051 | 35.754 | 37.541 |
| COMMUNITY PRES INSPECTOR | T65 | 24.284 | 25.498 | 26.773 | 28.111 | 29.517 | 30.993 | 32.542 | 34.169 |
| CURATOR OF EDUC/OUTREACH COORD | T20 | 17.159 | 18.017 | 18.918 | 19.864 | 20.857 | 21.900 | 22.995 | 24.145 |
| EDUCATION PROGRAM COORDINATOR | T05 | 15.171 | 15.929 | 16.726 | 17.562 | 18.440 | 19.362 | 20.330 | 21.347 |
| ENGINEERING AIDE | T50 | 20.897 | 21.942 | 23.039 | 24.191 | 25.401 | 26.671 | 28.005 | 29.405 |
| FAMILY SERVICES ADVOCATE | C71B | 18.210 | 19.121 | 20.077 | 21.080 | 22.134 | 23.241 | 24.403 | 25.623 |
| FAMILY SERVICES COORDINATOR | T05 | 15.171 | 15.929 | 16.726 | 17.562 | 18.440 | 19.362 | 20.330 | 21.347 |
| FOOD SERVICE MANAGER | T10 | 16.389 | 17.209 | 18.069 | 18.973 | 19.921 | 20.917 | 21.963 | 23.061 |
| HOUSING SPECIALIST | A60 | 28.196 | 29.606 | 31.086 | 32.640 | 34.272 | 35.986 | 37.785 | 39.675 |
| HUMAN RESOURCES TECHNICIAN | T60 | 23.112 | 24.268 | 25.481 | 26.755 | 28.093 | 29.498 | 30.972 | 32.521 |
| INFORMATION TECH SPECIALIST | T50 | 20.897 | 21.942 | 23.039 | 24.191 | 25.401 | 26.671 | 28.005 | 29.405 |
| INFORMATION TECH SYSTEM ANALYST | A70A | 30.331 | 31.847 | 33.440 | 35.112 | 36.867 | 38.711 | 40.646 | 42.679 |
| INTERMEDIATE CLERK | C50 | 16.223 | 17.035 | 17.886 | 18.781 | 19.720 | 20.706 | 21.741 | 22.828 |
| JR ENGINEERING AIDE | T30 | 17.118 | 17.974 | 18.873 | 19.817 | 20.808 | 21.848 | 22.940 | 24.087 |
| MANAGEMENT ANALYST | TC01 | 27.837 | 29.229 | 30.690 | 32.224 | 33.836 | 35.527 | 37.304 | 39.169 |
| PAYROLL TECHNICIAN | C95 | 21.661 | 22.744 | 23.882 | 25.076 | 26.329 | 27.646 | 29.028 | 30.480 |
| PERMIT CLERK | C40 | 16.101 | 16.907 | 17.752 | 18.639 | 19.571 | 20.550 | 21.578 | 22.656 |
| PLANNING AIDE | T50 | 20.897 | 21.942 | 23.039 | 24.191 | 25.401 | 26.671 | 28.005 | 29.405 |
| PUBLIC INFORMATION OFFICER | A20 | 18.144 | 19.051 | 20.004 | 21.004 | 22.054 | 23.157 | 24.315 | 25.530 |

| EFFECTIVE JULY 6, 2019 | RANGE | START | AFTER | MERIT + ONE YEAR | | | | | |
|-------------------------------|-------|--------|--------|-------------------------|--------|--------|--------|--------|--------|
| | | RATE | 6 MOS | -----IN PRIOR STEP----- | | | | | |
| | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H |
| PUBLIC WORKS INSPECTOR | T75 | 26.680 | 28.014 | 29.415 | 30.885 | 32.430 | 34.051 | 35.754 | 37.541 |
| RECORDS COORDINATOR | C90 | 21.765 | 22.854 | 23.996 | 25.196 | 26.456 | 27.779 | 29.168 | 30.626 |
| RECREATION SPECIALIST | T05C | 15.171 | 15.929 | 16.726 | 17.562 | 18.440 | 19.362 | 20.330 | 21.347 |
| SECRETARY | C80 | 20.804 | 21.844 | 22.936 | 24.083 | 25.287 | 26.552 | 27.879 | 29.273 |
| SENIOR BUILDING INSPECTOR | A70C | 30.331 | 31.847 | 33.440 | 35.112 | 36.867 | 38.711 | 40.646 | 42.679 |
| SENIOR CLERK | C71 | 18.210 | 19.121 | 20.077 | 21.080 | 22.134 | 23.241 | 24.403 | 25.623 |
| SENIOR CODE ENFORCEMENT INSP | T75 | 26.680 | 28.014 | 29.415 | 30.885 | 32.430 | 34.051 | 35.754 | 37.541 |
| SENIOR ENGINEERING AIDE | T80 | 26.006 | 27.306 | 28.671 | 30.105 | 31.610 | 33.190 | 34.850 | 36.592 |
| SENIOR PUBLIC WORKS SECRETARY | C90 | 21.765 | 22.854 | 23.996 | 25.196 | 26.456 | 27.779 | 29.168 | 30.626 |
| SENIOR UTILITY CLERK | C73 | 19.122 | 20.078 | 21.082 | 22.136 | 23.243 | 24.405 | 25.625 | 26.906 |
| SOCIAL SERVICES PROGRAM COORD | T10 | 16.389 | 17.209 | 18.069 | 18.973 | 19.921 | 20.917 | 21.963 | 23.061 |
| SOCIAL WORKER II | T25 | 17.491 | 18.366 | 19.284 | 20.249 | 21.261 | 22.324 | 23.440 | 24.612 |

*CONFIDENTIAL EMPLOYEES

HUMAN RESOURCES TECHNICIAN

HUMAN RESOURCES SECRETARY/HR ASSISTANT

PAYROLL TECHNICIAN

EXHIBIT "A" (continued)

| EFFECTIVE JULY 4, 2020 | RANGE | START | AFTER | MERIT + ONE YEAR | | | | | |
|---------------------------------|-------|--------|--------|-------------------------|--------|--------|--------|--------|--------|
| | | RATE | 6 MOS | -----IN PRIOR STEP----- | | | | | |
| | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H |
| ACCOUNT CLERK I | C25 | 15.796 | 16.585 | 17.415 | 18.285 | 19.200 | 20.160 | 21.168 | 22.226 |
| ACCOUNT CLERK II | C55 | 18.318 | 19.234 | 20.196 | 21.206 | 22.266 | 23.379 | 24.548 | 25.775 |
| ACCOUNT CLERK III | C85 | 21.457 | 22.530 | 23.656 | 24.839 | 26.081 | 27.385 | 28.754 | 30.192 |
| ADMIN AIDE I | T10 | 16.717 | 17.553 | 18.431 | 19.352 | 20.320 | 21.336 | 22.403 | 23.523 |
| ADMIN AIDE II | T20 | 17.503 | 18.378 | 19.297 | 20.261 | 21.275 | 22.338 | 23.455 | 24.628 |
| ADMIN AIDE III | T50E | 21.315 | 22.381 | 23.500 | 24.675 | 25.909 | 27.204 | 28.565 | 29.993 |
| ADMIN ANALYST I | T67 | 24.755 | 25.993 | 27.293 | 28.657 | 30.090 | 31.595 | 33.174 | 34.833 |
| ADMIN ANALYST II | T68 | 26.007 | 27.307 | 28.673 | 30.106 | 31.612 | 33.192 | 34.852 | 36.594 |
| ASSISTANT MUSEUM MANAGER | A30 | 20.631 | 21.662 | 22.745 | 23.883 | 25.077 | 26.331 | 27.647 | 29.029 |
| ASSISTANT PLANNER | A50 | 25.593 | 26.873 | 28.217 | 29.627 | 31.109 | 32.664 | 34.297 | 36.012 |
| ASSISTANT RECREATION MANAGER | A30 | 20.631 | 21.662 | 22.745 | 23.883 | 25.077 | 26.331 | 27.647 | 29.029 |
| ASSOCIATE PLANNER | A60 | 28.760 | 30.198 | 31.708 | 33.293 | 34.958 | 36.706 | 38.541 | 40.468 |
| BUILDING INSPECTOR | T70 | 26.691 | 28.025 | 29.426 | 30.898 | 32.443 | 34.065 | 35.768 | 37.556 |
| CASE MANAGER | T45 | 18.446 | 19.368 | 20.336 | 21.353 | 22.421 | 23.542 | 24.719 | 25.955 |
| CIVIL ENGINEERING ASSISTANT | A70 | 30.937 | 32.484 | 34.109 | 35.814 | 37.605 | 39.485 | 41.459 | 43.532 |
| CLERK | C-20 | 15.005 | 15.755 | 16.543 | 17.370 | 18.238 | 19.150 | 20.108 | 21.113 |
| CLERK TYPIST | C10 | 15.744 | 16.531 | 17.358 | 18.226 | 19.137 | 20.094 | 21.099 | 22.154 |
| CODE ENFORCEMENT INSPECTOR | T65 | 24.769 | 26.008 | 27.308 | 28.673 | 30.107 | 31.613 | 33.193 | 34.853 |
| COMM SERVICES RECREATION COORD | T10 | 16.717 | 17.553 | 18.431 | 19.352 | 20.320 | 21.336 | 22.403 | 23.523 |
| COMMERCIAL COMPLIANCE INSPECTOR | T75 | 27.214 | 28.574 | 30.003 | 31.503 | 33.078 | 34.732 | 36.469 | 38.292 |
| COMMUNITY PRES INSPECTOR | T65 | 24.769 | 26.008 | 27.308 | 28.673 | 30.107 | 31.613 | 33.193 | 34.853 |
| CURATOR OF EDUC/OUTREACH COORD | T20 | 17.503 | 18.378 | 19.297 | 20.261 | 21.275 | 22.338 | 23.455 | 24.628 |
| EDUCATION PROGRAM COORDINATOR | T05 | 15.474 | 16.248 | 17.060 | 17.913 | 18.809 | 19.749 | 20.737 | 21.774 |
| ENGINEERING AIDE | T50 | 21.315 | 22.381 | 23.500 | 24.675 | 25.909 | 27.204 | 28.565 | 29.993 |
| FAMILY SERVICES ADVOCATE | C71B | 18.574 | 19.503 | 20.478 | 21.502 | 22.577 | 23.706 | 24.891 | 26.136 |
| FAMILY SERVICES COORDINATOR | T05 | 15.474 | 16.248 | 17.060 | 17.913 | 18.809 | 19.749 | 20.737 | 21.774 |
| FOOD SERVICE MANAGER | T10 | 16.717 | 17.553 | 18.431 | 19.352 | 20.320 | 21.336 | 22.403 | 23.523 |
| HOUSING SPECIALIST | A60 | 28.760 | 30.198 | 31.708 | 33.293 | 34.958 | 36.706 | 38.541 | 40.468 |
| HUMAN RESOURCES TECHNICIAN | T60 | 23.574 | 24.753 | 25.991 | 27.290 | 28.655 | 30.088 | 31.592 | 33.172 |
| INFORMATION TECH SPECIALIST | T50 | 21.315 | 22.381 | 23.500 | 24.675 | 25.909 | 27.204 | 28.565 | 29.993 |
| INFORMATION TECH SYSTEM ANALYST | A70A | 30.937 | 32.484 | 34.109 | 35.814 | 37.605 | 39.485 | 41.459 | 43.532 |
| INTERMEDIATE CLERK | C50 | 16.548 | 17.375 | 18.244 | 19.156 | 20.114 | 21.120 | 22.176 | 23.284 |
| JR ENGINEERING AIDE | T30 | 17.461 | 18.334 | 19.251 | 20.213 | 21.224 | 22.285 | 23.399 | 24.569 |
| MANAGEMENT ANALYST | TC01 | 28.393 | 29.813 | 31.304 | 32.869 | 34.512 | 36.238 | 38.050 | 39.952 |
| PAYROLL TECHNICIAN | C95 | 22.094 | 23.199 | 24.359 | 25.577 | 26.856 | 28.199 | 29.609 | 31.089 |
| PERMIT CLERK | C40 | 16.424 | 17.245 | 18.107 | 19.012 | 19.963 | 20.961 | 22.009 | 23.110 |
| PLANNING AIDE | T50 | 21.315 | 22.381 | 23.500 | 24.675 | 25.909 | 27.204 | 28.565 | 29.993 |
| PUBLIC INFORMATION OFFICER | A20 | 18.507 | 19.432 | 20.404 | 21.424 | 22.495 | 23.620 | 24.801 | 26.041 |

| EFFECTIVE JULY 4, 2020 | RANGE | START | AFTER | MERIT + ONE YEAR | | | | | |
|-------------------------------|-------|--------|--------|-------------------------|--------|--------|--------|--------|--------|
| | | RATE | 6 MOS | -----IN PRIOR STEP----- | | | | | |
| | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H |
| PUBLIC WORKS INSPECTOR | T75 | 27.214 | 28.574 | 30.003 | 31.503 | 33.078 | 34.732 | 36.469 | 38.292 |
| RECORDS COORDINATOR | C90 | 22.201 | 23.311 | 24.476 | 25.700 | 26.985 | 28.334 | 29.751 | 31.238 |
| RECREATION SPECIALIST | T05C | 15.474 | 16.248 | 17.060 | 17.913 | 18.809 | 19.749 | 20.737 | 21.774 |
| SECRETARY | C80 | 21.220 | 22.281 | 23.395 | 24.565 | 25.793 | 27.083 | 28.437 | 29.859 |
| SENIOR BUILDING INSPECTOR | A70C | 30.937 | 32.484 | 34.109 | 35.814 | 37.605 | 39.485 | 41.459 | 43.532 |
| SENIOR CLERK | C71 | 18.574 | 19.503 | 20.478 | 21.502 | 22.577 | 23.706 | 24.891 | 26.136 |
| SENIOR CODE ENFORCEMENT INSP | T75 | 27.214 | 28.574 | 30.003 | 31.503 | 33.078 | 34.732 | 36.469 | 38.292 |
| SENIOR ENGINEERING AIDE | T80 | 26.526 | 27.852 | 29.244 | 30.707 | 32.242 | 33.854 | 35.547 | 37.324 |
| SENIOR PUBLIC WORKS SECRETARY | C90 | 22.201 | 23.311 | 24.476 | 25.700 | 26.985 | 28.334 | 29.751 | 31.238 |
| SENIOR UTILITY CLERK | C73 | 19.504 | 20.480 | 21.504 | 22.579 | 23.708 | 24.893 | 26.138 | 27.445 |
| SOCIAL SERVICES PROGRAM COORD | T10 | 16.717 | 17.553 | 18.431 | 19.352 | 20.320 | 21.336 | 22.403 | 23.523 |
| SOCIAL WORKER II | T25 | 17.841 | 18.733 | 19.670 | 20.653 | 21.686 | 22.770 | 23.909 | 25.104 |

*CONFIDENTIAL EMPLOYEES
HUMAN RESOURCES TECHNICIAN
HUMAN RESOURCES SECRETARY/HR ASSISTANT
PAYROLL TECHNICIAN