

## ADDENDUM

Implement proposal provided by Public Sector Personnel Consultants (“PSPC”) to City Council on May 14, 2019, that updates job classifications, job descriptions, pay range tables, one-time compression adjustment and 40-hour work week for all classifications.

Effective immediately, all job classifications shall be based on a 40-hour work week.

Effective on the first day of the payroll period that includes October 1, 2019 and prior to the merit pay increase and pay adjustments in Article 9, Section 1(A), the following shall occur:

Appendix A – Alphabetical Listing of Job Classifications shall be amended with the following:

Appendix AA.1 and AA.2, which are incorporated by reference and attached hereto.

Appendix B – C.W.A. Pay Range Tables

Appendix BB.1 and BB.2, which are incorporated by reference and attached hereto.

One-time pay adjustment based on 40-hour work week. Any employee who is below the minimum rate of pay in Appendix BB will be increased to the minimum. Employee’s rate of pay may also be adjusted based on years of service in the employee’s job classification as of October 1, 2019, with a maximum adjustment of \$6,000.00 unless the employee earns less than \$65,000.00 and their job position is more than 8% below the market according to the PSPC proposal. Employees will not receive credit for years of service in prior job positions. Adjustments are based on the following scale:

Years in Job	Percentage Through the Range
0	0%
1	5%
2	10%
3	15%
4	20%
5	25%
6	30%
7	35%
8	40%
9	45%
10	50%
11	52.5%

12	55.0%
13	57.5%
14	60.0%
15	62.5%
16	65.0%
17	67.5%
18	70.0%
19	72.5%
20	75.0%
21	75.0%
22	75.0%
23	75.0%
24	75.0%
25+	75.0%

For the remainder of this Agreement, employees in job classifications based on a 37.5 work week shall remain in the 37.5 work week classification and be subject to the same rate of pay, schedule, benefits, and other emoluments as provided to 37.5-hour employees in this Agreement. However, a 37.5-hour employee who changes positions for any reason, including but not limited to transfers, promotions, demotions, etc., will lose this grandfather status and will have a new rate of pay, schedule, benefits, and other emoluments as provided to a 40-hour employee in this Agreement.

Employees who are above the maximum hourly rate as provided in Appendix BB shall not receive any increases in pay.

All Union represented employees shall have the opportunity to appeal why their job classification was not properly classified by the PSPC study. This is the only topic eligible for appeal relating to the PSPC study. It is a requirement for the employee to submit their request in writing with specific detail on the attached form, along with supporting evidence. All appeals must be submitted within 30 calendar days from the date the revised job descriptions become available to the CWA. The appeal will be submitted to the CWA Executive Board. If supported by the CWA Executive Board, the appeal must be submitted within 15 days to the employee's Department Head for review. Within 30 calendar days, the Department Head will respond with approval or denial to the Human Resources Department, which will provide the package to the City Manager for final consideration. The City Manager will have 30 calendar days to render a decision which is final and binding. This appeal process is not subject to further appeal, grievance, arbitration, or any other remedy in this Agreement.

IN WITNESS WHEREOF, the parties hereto have made and executed this Addendum on this \_\_\_\_\_ day of September, 2019.

**COMMUNICATIONS WORKERS  
OF AMERICA, LOCAL 3179**

Michael Head  
Michael Head, Vice President  
VP Local 3179

**Countersigned:**

**CITY OF CLEARWATER**

George N. Cretekos  
George N. Cretekos  
Mayor

William B. Horne II  
William B. Horne II  
City Manager

Approved as to form:

Attest:

Pamela Akin  
Pamela Akin  
City Attorney

Rosemarie Call  
For: Rosemarie Call  
City Clerk



**APPENDIX AA.1**

<b>Job ID</b>	<b>Current Job Title</b>	<b>Proposed Job Title</b>	<b>Job Change Code</b>
225	Accounting Clerk	Merge W/ Accounting Tech	Merge
230	Accounting Technician	Accounting Technician	No Change
231	Accounting Technician (40hrs)	Accounting Technician (40hrs)	No Change
1540	Air Conditioning Technician	Air Conditioning Technician	No Change
4765	Aquatic Programmer	Aquatics Coordinator	No Change
4603	Arborist	Arborist	No Change
3045	Beach Lifeguard	Beach Lifeguard	Title Change
707	Board Reporter	Board Reporter	No Change
1570	Building & Maintenance Supervisor	Building & Maintenance Supervisor	No Change
1380	Building Construction Inspector	Building Construction Inspector	No Change
1375	Building Inspector Technician	Building Inspector Technician	No Change
706	City Clerk Specialist	City Clerk Specialist	No Change
1318	Code Enforcement Inspector	Code Enforcement Inspector	No Change
500	Communications Technician	Vacant - Delete	Delete
1040	Construction Inspector I	Construction Inspector	Title Change
1050	Construction Inspector II	Senior Construction Inspector	Title Change
6001	Container Maintenance Worker	Container Maintenance Worker	No Change
6565	Courier	Merge W/ Staff Assistant	Merge
3534	Crime Scene Technician	Crime Scene Technician	No Change
6500	Custodial Worker	Custodial Worker	No Change
5128	Customer Service Accounting Representative	Billing Specialist	Title Change
5125	Customer Service Representative	Customer Service Representative	No Change
5126	Customer Service Representative (40hrs)	Customer Service Representative (40hrs)	No Change
5135	Customer Service Specialist	Customer Service Specialist	No Change
5165	Customer Service Trainer	Customer Service Trainer	No Change
1125	Design & Mapping Technician	Senior CAD & GIS Technician	Title Change
1335	Development Review Specialist	Senior Development Review Technician	Title Change
1320	Development Review Technician I	Development Review Trainee	Title Change
1325	Development Review Technician II	Development Review Technician	No Change
1115	Drafting & Mapping Technician	CAD & Gis Technician	Title Change
1920	Electrical Supervisor	Electrical Supervisor	No Change
1741	Electro-Mechanical Technician	Industrial Electricians	Title Change
1941	Electronics Technician	Street Light Technician	Title Change
1940	Electronics Technician	Utilities Electronics Technician	Title Change
1001	Engineering Contracts Specialist	Contracts and Procurement Specialist	Title Change
1105	Engineering Technician	Engineering Technician	No Change
1173	Environmental Inspector	Environmental Code Enforcement Inspector	Title Change
1810	Equipment Operator	Merge W/ Senior Parks Service Technician	Merge
1615	EVT Fleet Mechanic	Fire Apparatus Mechanic	No Change
5110	Field Service Representative I	Meter Reader	Title Change
5111	Field Service Representative II	Senior Meter Reader	Title Change
1610	Fleet Mechanic	Fleet Mechanic	No Change
1675	Fleet Mechanic Supervisor	Fleet Mechanic Supervisor	No Change

1654	Fleet Operations Trainer	Fleet Operations Trainer	No Change
1660	Fleet Production Control Coordinator	Fleet Buying Coordinator	Title Change
<b>Job ID</b>	<b>Current Job Title</b>	<b>Proposed Job Title</b>	<b>Job Change Code</b>
1601	Fleet Service Worker	Vacant - Delete	Delete
5355	Gas Apprentice	Gas Technician - Apprentice	Title Change
5379	Gas Specialist	Gas System Specialist	Title Change
5383	Gas Supervisor	Gas Operations Supervisor	Title Change
5357	Gas Technician I	Gas Technician	Title Change
5365	Gas Technician II	Senior Gas Technician	Title Change
5375	Gas Technician III	Lead Gas Technician	Title Change
63	Graphics Designer	Graphic Designer	No Change
1820	Heavy Equipment Operator	Parks Heavy Equipment Operator	Title Change
1365	Housing Inspector	Housing Inspector	No Change
5741	Industrial Pretreatment Technician	Industrial Pretreatment Inspector	Title Change
1345	Inspections Specialist	Inspections Specialist	No Change
2068	Lead Parking Attendant	Senior Parking Attendant	Title Change
2110	Library Assistant	Library Assistant	No Change
8000	Library Page	Library Page	No Change
1360	License Inspector	Vacant - Delete	Delete
1910	Licensed Electrician	Licensed Electrician	No Change
1760	Machinist/Fabricator	Machinist/Fabricator	No Change
6540	Maintenance Worker	Maintenance Worker	No Change
3030	Marine Facilities Supervisor	Marine Facilities Supervisor	No Change
3010	Marine Facility Operator	Marine Facility Operator	No Change
3044	Marine Operations Supervisor	Vacant - Delete	Delete
1651	Mechanic Fabricator	Mechanic Fabricator	No Change
655	Network Support Technician I	Vacant - Delete	Delete
656	Network Support Technician II	Vacant - Delete	Delete
2028	Parking Assistant	Parking Citation Assistant	Title Change
2066	Parking Attendant	Parking Attendant	No Change
2030	Parking Enforcement Specialist	Parking Enforcement Specialist	No Change
2035	Parking Enforcement Supervisor	Parking Enforcement Supervisor	No Change
2040	Parking Marina Supervisor	Parking Marina Supervisor	No Change
2045	Parking Operations Supervisor	Parking Operations Supervisor	No Change
2025	Parking Technician	Parking Meter Technician	Title Change
8525	Parking, Facilities & Security Aide	Parking, Facilities & Security Aide	No Change
4671	Parks Service Supervisor I	Parks Service Foreman	Title Change
4672	Parks Service Supervisor II	Parks Service Supervisor	Title Change
4625	Parks Service Technician I	Parks Service Technician	Title Change
4635	Parks Service Technician II	Senior Parks Service Technician	Title Change
4645	Parks Service Technician III	Lead Parks Service Technician	Title Change
1745	Parks Streets & Sidewalks Supervisor I	Vacant - Delete	Delete
1755	Parks Streets & Sidewalks Supervisor II	Parks Streets & Sidewalks Supervisor	Title Change
1705	Parks Streets & Sidewalks Technician I	Parks Streets & Sidewalks Technician	Title Change
1708	Parks Streets & Sidewalks Technician II	Senior Parks Streets & Sidewalks Technician	Title Change

<b>Job ID</b>	<b>Current Job Title</b>	<b>Proposed Job Title</b>	<b>Job Change Code</b>
1725	Parks Streets & Sidewalks Technician III	Lead Parks Streets & Sidewalks Technician	Title Change
3230	Personnel/Payroll Technician	Personnel/Payroll Technician	No Change
3231	Personnel/Payroll Technician (40hrs)	Personnel/Payroll Technician (40hrs)	No Change
1545	Plumber	Plumber	No Change
8355	Police Aide	Police Aide	No Change
3571	Police Communication Operator	Dispatcher	Title Change
3568	Police Communication Operator Trainee	Dispatcher Trainee	Title Change
3560	Police Communication Supervisor	Dispatch Supervisor	Title Change
3515	Police Information Supervisor	Police Records Supervisor	Title Change
3505	Police Information Technician I	Police Records Clerk	Title Change
3510	Police Information Technician II	Senior Police Records Clerk	Title Change
3517	Police Office Specialist	Police Office Specialist	No Change
3520	Police Property Clerk	Police Property Clerk	Title Change
3521	Police Property Supervisor	Police Property Supervisor	Title Change
3570	Police Telecommunicator	Vacant - Delete	Delete
4760	Pool Guard	Pool Lifeguard	Title Change
1800	Public Utilities Heavy Equipment Operator	Public Utilities Heavy Equipment Operator	No Change
1746	Public Utilities Specialist	SCADA Specialist	Title Change
1750	Public Utilities Supervisor I	Public Utilities Foreman	Title Change
1756	Public Utilities Supervisor II	Public Utilities Supervisor	Title Change
1706	Public Utilities Technician I	Waste Water Collections Technician	Title Change
1709	Public Utilities Technician II	Senior Waste Water Collections Technician	Title Change
1726	Public Utilities Technician III	Lead Waste Water Collections Technician	Title Change
4762	Recreation Leader I	Recreation Leader	No Change
4763	Recreation Leader II	Senior Recreation Leader	Title Change
4784	Recreation Program Support Technician	Recreation Facilities Support Custodian	Title Change
4785	Recreation Programmer I	Recreation Coordinator	Title Change
4775	Recreation Programmer II	Senior Recreation Coordinator	Title Change
8305	School Crossing Guard Lead	School Crossing Guard Lead	No Change
3050	Senior Beach Lifeguard	Senior Beach Lifeguard	No Change
5160	Senior Customer Service Representative	Senior Customer Service Representative	No Change
2115	Senior Library Assistant	Senior Library Assistant	No Change
3572	Senior Police Communication Operator	Senior Dispatcher	Title Change
170	Service Dispatcher	Utility Dispatcher	Title Change
175	Service Dispatcher II	Senior Utility Dispatcher	Title Change
1355	Sign Inspector	Sign Inspector	No Change
6027	Solid Waste Accounts Coordinator	Solid Waste Code Enforcement Inspector	New Title
6026	Solid Waste Accounts Coordinator	Solid Waste Accounts Coordinator	No Change
6020	Solid Waste Equipment Operator	Solid Waste Equipment Operator	No Change
6046	Solid Waste Service Coordinator	Merge W/ Solid Waste Supervisor	Merge
6036	Solid Waste Supervisor I	Solid Waste Service Foreman	Title Change
6040	Solid Waste Supervisor II	Solid Waste Supervisor	Title Change
6015	Solid Waste Technical Operator	Solid Waste Technical Operator	No Change
<b>Job ID</b>	<b>Current Job Title</b>	<b>Proposed Job Title</b>	<b>Job Change Code</b>

6000	Solid Waste Worker	Solid Waste Worker	No Change
6003	Solid Waste Yard Maintenance Leader	Senior Solid Waste Worker	Title Change
100	Staff Assistant	Staff Assistant	No Change
420	Storeskeeper	Storeskeeper	No Change
1811	Stormwater Heavy Equipment Operator	Stormwater Heavy Equipment Operator	New Title
1808	Stormwater Supervisor I	Stormwater Foreman	Title Change
1809	Stormwater Supervisor II	Stormwater Supervisor	Title Change
1805	Stormwater Technician I	Stormwater Technician	Title Change
1806	Stormwater Technician II	Senior Stormwater Technician	Title Change
1807	Stormwater Technician III	Lead Stormwater Technician	Title Change
1720	Street Sweeper	Street Sweeper	No Change
1010	Survey Assistant I	Survey Assistant	Title Change
1020	Survey Assistant II	Senior Survey Assistant	Title Change
1030	Survey Party Chief	Survey Crew Leader	No Change
1530	Tradesworker	Skilled Tradesworkers	Title Change
2050	Traffic Engineering Assistant	Traffic Engineering Assistant	No Change
2055	Traffic Operations Supervisor II	Traffic Operations Supervisor	Title Change
2005	Traffic Sign & Marking Technician	Traffic Sign & Marking Technician	No Change
2010	Traffic Signal Technician	Traffic Signal Technician	No Change
6005	Transfer Station / Scales Operator	Transfer Station / Scales Operator	No Change
4600	Tree Trimmer	Tree Trimmer	No Change
1775	Utilities Maintenance Supervisor I	Utilities Maintenance Foreman	Title Change
1785	Utilities Maintenance Supervisor II	Utilities Maintenance Supervisor	Title Change
1765	Utilities Mechanic	Utilities Mechanics	No Change
1640	Warehouse Clerk	Warehouse Clerk	No Change
1650	Warehouse Supervisor	Warehouse Supervisor	No Change
5720	Wastewater Treatment Plant Operator-A	Wastewater Treatment Plant Operator A	No Change
5710	Wastewater Treatment Plant Operator-B	Wastewater Treatment Plant Operator B	No Change
5701	Wastewater Treatment Plant Operator-C	Wastewater Treatment Plant Operator C	No Change
5700	Wastewater Treatment Plant Operator-Trainee	Wastewater Treatment Plant Operator Trainee	No Change
5730	Wastewater Treatment Plant-Chief Operator	Wastewater Treatment Plant Chief Operator	No Change
1710	Water Distribution Operator	Water Distribution Operator	No Change
1711	Water Distribution Operator	Water Quality Technician	New Title
1727	Water Distribution Operator Lead	Water Distribution Lead Operator	No Change
1707	Water Distribution Operator Trainee	Water Distribution Operator Trainee	No Change
1751	Water Distribution Supervisor I	Water Distribution Foreman	Title Change
1757	Water Distribution Supervisor II	Water Distribution Supervisor	Title Change
5570	Water Plant Chief Operator	Water Plant Chief Operator	No Change
5561	Water Plant Operator A	Water Plant Operator A	No Change
5560	Water Plant Operator B	Water Plant Operator B	No Change
5550	Water Plant Operator C	Water Plant Operator C	No Change
<b>Job ID</b>	<b>Current Job Title</b>	<b>Proposed Job Title</b>	<b>Job Change Code</b>
5540	Water Plant Operator Trainee	Water Plant Operator Trainee	No Change
3060	Water Safety Supervisor	Vacant - Delete	Delete
6014	Welder	Welder/Manufacturer	Title Change

5113		Account Collector	New Title
1381		Combination Building Inspector	New Title
5114		Senior Account Collector	New Title
232		Senior Accounting Technician	New Title
1382		Senior Code Enforcement Inspector	New Title
64		Senior Graphic Designer	New Title



**APPENDIX AA.2**

<b>Job Code</b>	<b>Current Job Title</b>	<b>Proposed Job Title</b>	<b>Current Salary Range</b>	<b>Proposed Salary Range</b>
5113	0	Account Collector	0	7
5114	0	Senior Account Collector	0	11
232	0	Senior Accounting Technician	0	12
1382	0	Senior Code Enforcement Inspector	0	16
64	0	Senior Graphic Designer	0	16
1381	0	Combination Building Inspector	0	20
230	Accounting Technician	Accounting Technician	C-109	9
231	Accounting Technician (40hrs)	Accounting Technician (40hrs)	C-109	9
1540	Air Conditioning Technician	Air Conditioning Technician	C-112	13
4765	Aquatic Programmer	Aquatics Coordinator	C-109	9
4603	Arborist	Arborist	C-111	11
3045	Beach Lifeguard	Beach Lifeguard	C-107	7
707	Board Reporter	Board Reporter	C-109	9
1570	Building & Maintenance Supervisor	Building & Maintenance Supervisor	C-116	16
1380	Building Construction Inspector	Building Construction Inspector	C-115	16
1375	Building Inspector Technician	Building Inspector Technician	C-113	13
706	City Clerk Specialist	City Clerk Specialist	C-109	9
1318	Code Enforcement Inspector	Code Enforcement Inspector	C-113	14
1040	Construction Inspector I	Construction Inspector	C-112	13
1050	Construction Inspector II	Senior Construction Inspector	C-114	16
6001	Container Maintenance Worker	Container Maintenance Worker	C-107	8
3534	Crime Scene Technician	Crime Scene Technician	C-112	12
6500	Custodial Worker	Custodial Worker	C-102	3
5128	Customer Service Accounting Representative	Billing Specialist	C-108	9
5125	Customer Service Representative	Customer Service Representative	C-107	7
5126	Customer Service Representative (40hrs)	Customer Service Representative (40hrs)	C-107	7
5135	Customer Service Specialist	Customer Service Specialist	C-110	10
5165	Customer Service Trainer	Customer Service Trainer	C-114	13
1125	Design & Mapping Technician	Senior CAD & GIS Technician	C-113	15
1335	Development Review Specialist	Senior Development Review Technician	C-112	12
1320	Development Review Technician I	Development Review Trainee	C-107	7
1325	Development Review Technician II	Development Review Technician	C-110	10
1115	Drafting & Mapping Technician	CAD & Gis Technician	C-111	13
1920	Electrical Supervisor	Electrical Supervisor	C-116	16
1741	Electro-Mechanical Technician	Industrial Electricians	C-115	16
1941	Electronics Technician	Street Light Technician	C-114	15
1940	Electronics Technician	Utilities Electronics Technician	C-114	15
1001	Engineering Contracts Specialist	Contracts and Procurement Specialist	C-109	9
1105	Engineering Technician	Engineering Technician	C-111	13
1173	Environmental Inspector	Environmental Code Enforcement Inspector	C-114	14

<b>Job Code</b>	<b>Current Job Title</b>	<b>Proposed Job Title</b>	<b>Current Salary Range</b>	<b>Proposed Salary Range</b>
1615	EVT Fleet Mechanic	Fire Apparatus Mechanic	C-115	15
5110	Field Service Representative I	Meter Reader	C-106	6
5111	Field Service Representative II	Senior Meter Reader	C-107	8
1610	Fleet Mechanic	Fleet Mechanic	C-112	13
1675	Fleet Mechanic Supervisor	Fleet Mechanic Supervisor	C-116	18
1654	Fleet Operations Trainer	Fleet Operations Trainer	C-114	14
5355	Gas Apprentice	Gas Technician - Apprentice	C-107	8
5379	Gas Specialist	Gas System Specialist	C-115	18
5383	Gas Supervisor	Gas Operations Supervisor	C-116	20
5357	Gas Technician I	Gas Technician	C-109	10
5365	Gas Technician II	Senior Gas Technician	C-111	13
5375	Gas Technician III	Lead Gas Technician	C-114	16
63	Graphics Designer	Graphic Designer	C-112	14
1820	Heavy Equipment Operator	Parks Heavy Equipment Operator	C-111	11
1365	Housing Inspector	Housing Inspector	C-114	14
5741	Industrial Pretreatment Technician	Industrial Pretreatment Inspector	C-113	14
1345	Inspections Specialist	Inspections Specialist	C-114	15
2068	Lead Parking Attendant	Senior Parking Attendant	C-106	6
2110	Library Assistant	Library Assistant	C-105	5
8000	Library Page	Library Page	Hourly	2
1910	Licensed Electrician	Licensed Electrician	C-115	15
1760	Machinist/Fabricator	Machinist/Fabricator	C-114	14
6540	Maintenance Worker	Maintenance Worker	C-105	5
3030	Marine Facilities Supervisor	Marine Facilities Supervisor	C-114	15
3010	Marine Facility Operator	Marine Facility Operator	C-108	8
1651	Mechanic Fabricator	Mechanic Fabricator	C-113	14
2028	Parking Assistant	Parking Citation Assistant	C-106	6
2066	Parking Attendant	Parking Attendant	C-101	2
2030	Parking Enforcement Specialist	Parking Enforcement Specialist	C-107	8
2035	Parking Enforcement Supervisor	Parking Enforcement Supervisor	C-114	15
2040	Parking Marina Supervisor	Parking Marina Supervisor	C-114	15
2045	Parking Operations Supervisor	Parking Operations Supervisor	C-114	15
2025	Parking Technician	Parking Meter Technician	C-108	11
8525	Parking, Facilities & Security Aide	Parking, Facilities & Security Aide	C-104	5
4671	Parks Service Supervisor I	Parks Service Foreman	C-114	14
4672	Parks Service Supervisor II	Parks Service Supervisor	C-116	16
4625	Parks Service Technician I	Parks Service Technician	C-104	4
4635	Parks Service Technician II	Senior Parks Service Technician	C-108	8
4645	Parks Service Technician III	Lead Parks Service Technician	C-111	11
1755	Parks Streets & Sidewalks Supervisor II	Parks Streets & Sidewalks Supervisor	C-116	16
1705	Parks Streets & Sidewalks Technician I	Parks Streets & Sidewalks Technician	C-107	7
<b>Job Code</b>	<b>Current Job Title</b>	<b>Proposed Job Title</b>	<b>Current Salary Range</b>	<b>Proposed Salary Range</b>

1708	Parks Streets & Sidewalks Technician II	Senior Parks Streets & Sidewalks Technician	C-111	11
1725	Parks Streets & Sidewalks Technician III	Lead Parks Streets & Sidewalks Technician	C-113	13
3230	Personnel/Payroll Technician	Personnel/Payroll Technician	C-110	10
3231	Personnel/Payroll Technician (40hrs)	Personnel/Payroll Technician (40hrs)	C-110	10
1545	Plumber	Plumber	C-112	13
8355	Police Aide	Police Aide	C-104	4
3571	Police Communication Operator	Dispatcher	C-112	12
3568	Police Communication Operator Trainee	Dispatcher Trainee	C-109	10
3560	Police Communication Supervisor	Dispatch Supervisor	C-115	16
3515	Police Information Supervisor	Police Records Supervisor	C-113	13
3505	Police Information Technician I	Police Records Clerk	C-105	5
3510	Police Information Technician II	Senior Police Records Clerk	C-109	9
3517	Police Office Specialist	Police Office Specialist	C-109	9
3520	Police Property Clerk	Police Property Clerk	C-106	6
3521	Police Property Supervisor	Police Property Supervisor	C-113	13
4760	Pool Guard	Pool Lifeguard	C-105	5
1800	Public Utilities Heavy Equipment Operator	Public Utilities Heavy Equipment Operator	C-111	12
1746	Public Utilities Specialist	SCADA Specialist	C-115	18
1750	Public Utilities Supervisor I	Public Utilities Foreman	C-114	17
1756	Public Utilities Supervisor II	Public Utilities Supervisor	C-116	19
1706	Public Utilities Technician I	Waste Water Collections Technician	C-107	8
1709	Public Utilities Technician II	Senior Waste Water Collections Technician	C-111	13
1726	Public Utilities Technician III	Lead Waste Water Collections Technician	C-113	15
4762	Recreation Leader I	Recreation Leader	C-105	5
4763	Recreation Leader II	Senior Recreation Leader	C-107	7
4784	Recreation Program Support Technician	Recreation Facilities Support Custodian	C-109	9
4785	Recreation Programmer I	Recreation Coordinator	C-109	9
4775	Recreation Programmer II	Senior Recreation Coordinator	C-111	11
8305	School Crossing Guard Lead	School Crossing Guard Lead	C-105	5
3050	Senior Beach Lifeguard	Senior Beach Lifeguard	C-109	9
5160	Senior Customer Service Representative	Senior Customer Service Representative	C-111	11
2115	Senior Library Assistant	Senior Library Assistant	C-106	6
3572	Senior Police Communication Operator	Senior Dispatcher	C-113	14
170	Service Dispatcher	Utility Dispatcher	C-105	7
175	Service Dispatcher II	Senior Utility Dispatcher	C-107	9
1355	Sign Inspector	Sign Inspector	C-114	14
6026	Solid Waste Accounts Coordinator	Solid Waste Accounts Coordinator	C-111	11
6027	Solid Waste Accounts Coordinator	Solid Waste Code Enforcement Inspector	C-111	11
6020	Solid Waste Equipment Operator	Solid Waste Equipment Operator	C-111	12
6036	Solid Waste Supervisor I	Solid Waste Service Foreman	C-114	14
6040	Solid Waste Supervisor II	Solid Waste Supervisor	C-116	18
<b>Job Code</b>	<b>Current Job Title</b>	<b>Proposed Job Title</b>	<b>Current Salary Range</b>	<b>Proposed Salary Range</b>
6015	Solid Waste Technical Operator	Solid Waste Technical Operator	C-108	9
6000	Solid Waste Worker	Solid Waste Worker	C-105	6
6003	Solid Waste Yard Maintenance Leader	Senior Solid Waste Worker	C-107	8

100	Staff Assistant	Staff Assistant	C-107	7
420	Storeskeeper	Storeskeeper	C-110	10
1811	Stormwater Heavy Equipment Operator	Stormwater Heavy Equipment Operator	C-111	11
1808	Stormwater Supervisor I	Stormwater Foreman	C-114	14
1805	Stormwater Technician I	Stormwater Technician	C-107	8
1806	Stormwater Technician II	Senior Stormwater Technician	C-111	11
1807	Stormwater Technician III	Lead Stormwater Technician	C-113	13
1720	Street Sweeper	Street Sweeper	C-111	11
1010	Survey Assistant I	Survey Assistant	C-106	7
1020	Survey Assistant II	Senior Survey Assistant	C-109	10
1030	Survey Party Chief	Survey Crew Leader	C-114	15
1530	Tradesworker	Skilled Tradesworkers	C-111	11
2050	Traffic Engineering Assistant	Traffic Engineering Assistant	C-110	10
2055	Traffic Operations Supervisor II	Traffic Operations Supervisor	C-116	16
2005	Traffic Sign & Marking Technician	Traffic Sign & Marking Technician	C-112	12
2010	Traffic Signal Technician	Traffic Signal Technician	C-114	14
6005	Transfer Station / Scales Operator	Transfer Station / Scales Operator	C-107	9
4600	Tree Trimmer	Tree Trimmer	C-108	8
1775	Utilities Maintenance Supervisor I	Utilities Maintenance Foreman	C-114	15
1785	Utilities Maintenance Supervisor II	Utilities Maintenance Supervisor	C-116	19
1765	Utilities Mechanic	Utilities Mechanics	C-112	13
1640	Warehouse Clerk	Warehouse Clerk	C-108	8
1650	Warehouse Supervisor	Warehouse Supervisor	C-114	16
5720	Wastewater Treatment Plant Operator-A	Wastewater Treatment Plant Operator A	C-114	17
5710	Wastewater Treatment Plant Operator-B	Wastewater Treatment Plant Operator B	C-113	15
5701	Wastewater Treatment Plant Operator-C	Wastewater Treatment Plant Operator C	C-112	13
5700	Wastewater Treatment Plant Operator-Trainee	Wastewater Treatment Plant Operator Trainee	C-107	8
5730	Wastewater Treatment Plant-Chief Operator	Wastewater Treatment Plant Chief Operator	C-116	20
1710	Water Distribution Operator	Water Distribution Operator	C-111	12
1711	Water Distribution Operator	Water Quality Technician	C-111	13
1727	Water Distribution Operator Lead	Water Distribution Lead Operator	C-113	15
1707	Water Distribution Operator Trainee	Water Distribution Operator Trainee	C-107	8
1751	Water Distribution Supervisor I	Water Distribution Foreman	C-114	17
1757	Water Distribution Supervisor II	Water Distribution Supervisor	C-116	20
5570	Water Plant Chief Operator	Water Plant Chief Operator	C-116	20
5561	Water Plant Operator A	Water Plant Operator A	C-114	17
5560	Water Plant Operator B	Water Plant Operator B	C-113	15
5550	Water Plant Operator C	Water Plant Operator C	C-112	13
<b>Job Code</b>	<b>Current Job Title</b>	<b>Proposed Job Title</b>	<b>Current Salary Range</b>	<b>Proposed Salary Range</b>
5540	Water Plant Operator Trainee	Water Plant Operator Trainee	C-107	8
6014	Welder	Welder/Manufacturer	C-111	13

APPENDIX BB.1

<b>Salary Range</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
1	\$ 20,800	\$ 27,040	\$ 33,280
2	\$ 21,840	\$ 28,392	\$ 34,944
3	\$ 22,932	\$ 29,812	\$ 36,691
4	\$ 24,079	\$ 31,302	\$ 38,526
5	\$ 25,283	\$ 32,867	\$ 40,452
6	\$ 26,547	\$ 34,511	\$ 42,475
7	\$ 27,874	\$ 36,236	\$ 44,598
8	\$ 29,268	\$ 38,048	\$ 46,828
9	\$ 30,731	\$ 39,950	\$ 49,170
10	\$ 32,268	\$ 41,948	\$ 51,628
11	\$ 33,881	\$ 44,045	\$ 54,210
12	\$ 35,575	\$ 46,248	\$ 56,920
13	\$ 37,354	\$ 48,560	\$ 59,766
14	\$ 39,222	\$ 50,988	\$ 62,754
15	\$ 41,183	\$ 53,537	\$ 65,892
16	\$ 43,242	\$ 56,214	\$ 69,187
17	\$ 45,404	\$ 59,025	\$ 72,646
18	\$ 47,674	\$ 61,976	\$ 76,278
19	\$ 50,058	\$ 65,075	\$ 80,092
20	\$ 52,561	\$ 68,329	\$ 84,097

Appendix BB.2

Classification Information			Current Salary Information						Proposed Salary Information								
Job Code	Current Job Title	Proposed Job Title	Hours Worked Per Year	Current Salary Range	Range		Range		Proposed Salary Range	Range		Range		Range		Range	
					Hourly Based on Hours Worked Per Year	Annual Salary	Hourly Based on Hours Worked Per Year	Annual Salary		Hourly Based on 1950	Annual Salary Based on 1950	Hourly Based on 1950	Annual Salary Based on 1950	Hourly Based on 2080	Annual Salary Based on 2080	Hourly Based on 2080	Annual Salary Based on 2080
63	Graphics Designer	Graphic Designer	1950	C-112	\$18.06	\$35,208	\$28.21	\$55,013	14	\$18.86	\$36,770	\$30.17	\$58,832	\$18.86	\$39,222	\$30.17	\$62,754
64		Senior Graphic Designer	1950	0	\$0	\$0	\$0	\$0	16	\$20.79	\$40,539	\$33.26	\$64,863	\$20.79	\$43,242	\$33.26	\$69,187
100	Staff Assistant	Staff Assistant	1950	C-107	\$14.12	\$27,543	\$22.04	\$42,983	7	\$13.40	\$26,132	\$21.44	\$41,811	\$13.40	\$27,874	\$21.44	\$44,598
170	Service Dispatcher	Utility Dispatcher	2080	C-105	\$12.06	\$25,074	\$18.78	\$39,064	7	NA	NA	NA	NA	\$13.40	\$27,874	\$21.44	\$44,598
175	Service Dispatcher II	Senior Utility Dispatcher	2080	C-107	\$13.24	\$27,543	\$20.67	\$42,983	9	NA	NA	NA	NA	\$14.77	\$30,731	\$23.64	\$49,170
230	Accounting Technician	Accounting Technician	1950	C-109	\$15.59	\$30,401	\$24.40	\$47,579	9	\$14.77	\$28,810	\$23.64	\$46,097	\$14.77	\$30,731	\$23.64	\$49,170
231	Accounting Technician (40hrs)	Accounting Technician (40hrs)	2080	C-109	\$14.61	\$30,401	\$22.87	\$47,579		NA	NA	NA	NA	\$14.77	\$30,731	\$23.64	\$49,170
232		Senior Accounting Technician	1950	0	\$0	\$0	\$0	\$0	12	\$17.10	\$33,352	\$27.37	\$53,363	\$17.10	\$35,575	\$27.37	\$56,920
420	Storeskeeper	Storeskeeper	2080	C-110	\$15.37	\$31,960	\$23.91	\$49,742	10	NA	NA	NA	NA	\$15.51	\$32,268	\$24.82	\$51,628
706	City Clerk Specialist	City Clerk Specialist	1950	C-109	\$15.59	\$30,401	\$24.40	\$47,579	9	\$14.77	\$28,810	\$23.64	\$46,097	\$14.77	\$30,731	\$23.64	\$49,170
707	Board Reporter	Board Reporter	1950	C-109	\$15.59	\$30,401	\$24.40	\$47,579	9	\$14.77	\$28,810	\$23.64	\$46,097	\$14.77	\$30,731	\$23.64	\$49,170
1001	Engineering Contracts Specialist	Contracts and Procurement Specialist	1950	C-109	\$15.59	\$30,401	\$24.40	\$47,579	9	\$14.77	\$28,810	\$23.64	\$46,097	\$14.77	\$30,731	\$23.64	\$49,170
1010	Survey Assistant I	Survey Assistant	1950	C-106	\$13.46	\$26,244	\$21.07	\$41,091	7	\$13.40	\$26,132	\$21.44	\$41,811	\$13.40	\$27,874	\$21.44	\$44,598
1020	Survey Assistant II	Senior Survey Assistant	1950	C-109	\$15.59	\$30,401	\$24.40	\$47,579	10	\$15.51	\$30,251	\$24.82	\$48,401	\$15.51	\$32,268	\$24.82	\$51,628
1030	Survey Party Chief	Survey Crew Leader	1950	C-114	\$19.85	\$38,716	\$31.05	\$60,555	15	\$19.80	\$38,609	\$31.68	\$61,774	\$19.80	\$41,183	\$31.68	\$65,892
1040	Construction Inspector I	Construction Inspector	1950	C-112	\$18.06	\$35,208	\$28.21	\$55,013	13	\$17.96	\$35,019	\$28.73	\$56,031	\$17.96	\$37,354	\$28.73	\$59,766
1050	Construction Inspector II	Senior Construction Inspector	1950	C-114	\$19.85	\$38,716	\$31.05	\$60,555	16	\$20.79	\$40,539	\$33.26	\$64,863	\$20.79	\$43,242	\$33.26	\$69,187
1105	Engineering Technician	Engineering Technician	1950	C-111	\$17.19	\$33,520	\$26.89	\$52,445	13	\$17.96	\$35,019	\$28.73	\$56,031	\$17.96	\$37,354	\$28.73	\$59,766
1115	Drafting & Mapping Technician	CAD & Gis Technician	1950	C-111	\$17.19	\$33,520	\$26.89	\$52,445	13	\$17.96	\$35,019	\$28.73	\$56,031	\$17.96	\$37,354	\$28.73	\$59,766
1125	Design & Mapping Technician	Senior CAD & GIS Technician	1950	C-113	\$18.99	\$37,027	\$29.60	\$57,717	15	\$19.80	\$38,609	\$31.68	\$61,774	\$19.80	\$41,183	\$31.68	\$65,892
1173	Environmental Inspector	Environmental Code Enforcement Inspector	1950	C-114	\$19.85	\$38,716	\$31.05	\$60,555	14	\$18.86	\$36,770	\$30.17	\$58,832	\$18.86	\$39,222	\$30.17	\$62,754
1318	Code Enforcement Inspector	Code Enforcement Inspector	1950	C-113	\$18.99	\$37,027	\$29.60	\$57,717	14	\$18.86	\$36,770	\$30.17	\$58,832	\$18.86	\$39,222	\$30.17	\$62,754
1320	Development Review Technician I	Development Review Trainee	1950	C-107	\$14.12	\$27,543	\$22.04	\$42,983	7	\$13.40	\$26,132	\$21.44	\$41,811	\$13.40	\$27,874	\$21.44	\$44,598
1325	Development Review Technician II	Development Review Technician	1950	C-110	\$16.39	\$31,960	\$25.51	\$49,742	10	\$15.51	\$30,251	\$24.82	\$48,401	\$15.51	\$32,268	\$24.82	\$51,628
1335	Development Review Specialist	Senior Development Review Technician	1950	C-112	\$18.06	\$35,208	\$28.21	\$55,013	12	\$17.10	\$33,352	\$27.37	\$53,363	\$17.10	\$35,575	\$27.37	\$56,920
1345	Inspections Specialist	Inspections Specialist	1950	C-114	\$19.85	\$38,716	\$31.05	\$60,555	15	\$19.80	\$38,609	\$31.68	\$61,774	\$19.80	\$41,183	\$31.68	\$65,892
1355	Sign Inspector	Sign Inspector	1950	C-114	\$19.85	\$38,716	\$31.05	\$60,555	14	\$18.86	\$36,770	\$30.17	\$58,832	\$18.86	\$39,222	\$30.17	\$62,754
1365	Housing Inspector	Housing Inspector	1950	C-114	\$19.85	\$38,716	\$31.05	\$60,555	14	\$18.86	\$36,770	\$30.17	\$58,832	\$18.86	\$39,222	\$30.17	\$62,754
1375	Building Inspector Technician	Building Inspector Technician	1950	C-113	\$18.99	\$37,027	\$29.60	\$57,717	13	\$17.96	\$35,019	\$28.73	\$56,031	\$17.96	\$37,354	\$28.73	\$59,766
1380	Building Construction Inspector	Building Construction Inspector	1950	C-115	\$20.92	\$40,795	\$32.58	\$63,529	16	\$20.79	\$40,539	\$33.26	\$64,863	\$20.79	\$43,242	\$33.26	\$69,187
1381		Combination Building Inspector	1950	0	\$0	\$0	\$0	\$0	20	\$25.27	\$49,276	\$40.43	\$78,841	\$25.27	\$52,561	\$40.43	\$84,097
1382		Senior Code Enforcement Inspector	1950	0	\$0	\$0	\$0	\$0	16	\$20.79	\$40,539	\$33.26	\$64,863	\$20.79	\$43,242	\$33.26	\$69,187
1530	Tradesworker	Skilled Tradesworkers	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	11	NA	NA	NA	NA	\$16.29	\$33,881	\$26.06	\$54,210
1540	Air Conditioning Technician	Air Conditioning Technician	2080	C-112	\$16.93	\$35,208	\$26.45	\$55,013	13	NA	NA	NA	NA	\$17.96	\$37,354	\$28.73	\$59,766
1545	Plumber	Plumber	2080	C-112	\$16.93	\$35,208	\$26.45	\$55,013	13	NA	NA	NA	NA	\$17.96	\$37,354	\$28.73	\$59,766
1570	Building & Maintenance Supervisor	Building & Maintenance Supervisor	2080	C-116	\$20.61	\$42,873	\$32.10	\$66,773	16	NA	NA	NA	NA	\$20.79	\$43,242	\$33.26	\$69,187
1610	Fleet Mechanic	Fleet Mechanic	2080	C-112	\$16.93	\$35,208	\$26.45	\$55,013	13	NA	NA	NA	NA	\$17.96	\$37,354	\$28.73	\$59,766
1615	EVT Fleet Mechanic	Fire Apparatus Mechanic	2080	C-115	\$19.61	\$40,795	\$30.54	\$63,529	15	NA	NA	NA	NA	\$19.80	\$41,183	\$31.68	\$65,892
1640	Warehouse Clerk	Warehouse Clerk	2080	C-108	\$13.93	\$28,972	\$21.77	\$45,281	8	NA	NA	NA	NA	\$14.07	\$29,268	\$22.51	\$46,828
1650	Warehouse Supervisor	Warehouse Supervisor	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	16	NA	NA	NA	NA	\$20.79	\$43,242	\$33.26	\$69,187

Classification Information			Current Salary Information						Proposed Salary Information								
Job Code	Current Job Title	Proposed Job Title	Hours Worked Per Year	Current Salary Range	Range		Range		Proposed Salary Range	Range		Range		Range		Range	
					Hourly Based on Hours Worked Per Year	Annual Salary	Hourly Based on Hours Worked Per Year	Annual Salary		Hourly Based on 1950	Annual Salary Based on 1950	Hourly Based on 1950	Annual Salary Based on 1950	Hourly Based on 2080	Annual Salary Based on 2080	Hourly Based on 2080	Annual Salary Based on 2080
1651	Mechanic Fabricator	Mechanic Fabricator	2080	C-113	\$17.80	\$37,027	\$27.75	\$57,717	14	\$18.86	\$36,770	\$30.17	\$58,832	\$18.86	\$39,222	\$30.17	\$62,754
1654	Fleet Operations Trainer	Fleet Operations Trainer	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	14	NA	NA	NA	NA	\$18.86	\$39,222	\$30.17	\$62,754
1675	Fleet Mechanic Supervisor	Fleet Mechanic Supervisor	2080	C-116	\$20.61	\$42,873	\$32.10	\$66,773	18	NA	NA	NA	NA	\$22.92	\$47,674	\$36.67	\$76,278
1705	Parks Streets & Sidewalks Technician I	Parks Streets & Sidewalks Technician	2080	C-107	\$13.24	\$27,543	\$20.67	\$42,983	7	NA	NA	NA	NA	\$13.40	\$27,874	\$21.44	\$44,598
1706	Public Utilities Technician I	Waste Water Collections Technician	2080	C-107	\$13.24	\$27,543	\$20.67	\$42,983	8	NA	NA	NA	NA	\$14.07	\$29,268	\$22.51	\$46,828
1707	Water Distribution Operator Trainee	Water Distribution Operator Trainee	2080	C-107	\$13.24	\$27,543	\$20.67	\$42,983	8	NA	NA	NA	NA	\$14.07	\$29,268	\$22.51	\$46,828
1708	Parks Streets & Sidewalks Technician II	Senior Parks Streets & Sidewalks Technician	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	11	NA	NA	NA	NA	\$16.29	\$33,881	\$26.06	\$54,210
1709	Public Utilities Technician II	Senior Waste Water Collections Technician	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	13	NA	NA	NA	NA	\$17.96	\$37,354	\$28.73	\$59,766
1710	Water Distribution Operator	Water Distribution Operator	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	12	NA	NA	NA	NA	\$17.10	\$35,575	\$27.37	\$56,920
1711	Water Distribution Operator	Water Quality Technician	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	13	NA	NA	NA	NA	\$17.96	\$37,354	\$28.73	\$59,766
1720	Street Sweeper	Street Sweeper	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	11	NA	NA	NA	NA	\$16.29	\$33,881	\$26.06	\$54,210
1725	Parks Streets & Sidewalks Technician III	Lead Parks Streets & Sidewalks Technician	2080	C-113	\$17.80	\$37,027	\$27.75	\$57,717	13	NA	NA	NA	NA	\$17.96	\$37,354	\$28.73	\$59,766
1726	Public Utilities Technician III	Lead Waste Water Collections Technician	2080	C-113	\$17.80	\$37,027	\$27.75	\$57,717	15	NA	NA	NA	NA	\$19.80	\$41,183	\$31.68	\$65,892
1727	Water Distribution Operator Lead	Water Distribution Operator Lead	2080	C-113	\$17.80	\$37,027	\$27.75	\$57,717	15	NA	NA	NA	NA	\$19.80	\$41,183	\$31.68	\$65,892
1741	Electro-Mechanical Technician	Industrial Electricians	2080	C-115	\$19.61	\$40,795	\$30.54	\$63,529	16	NA	NA	NA	NA	\$20.79	\$43,242	\$33.26	\$69,187
1746	Public Utilities Specialist	SCADA Specialist	2080	C-115	\$19.61	\$40,795	\$30.54	\$63,529	18	NA	NA	NA	NA	\$22.92	\$47,674	\$36.67	\$76,278
1750	Public Utilities Supervisor I	Public Utilities Foreman	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	17	NA	NA	NA	NA	\$21.83	\$45,404	\$34.93	\$72,646
1751	Water Distribution Supervisor I	Water Distribution Foreman	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	17	NA	NA	NA	NA	\$21.83	\$45,404	\$34.93	\$72,646
1755	Parks Streets & Sidewalks Supervisor II	Parks Streets & Sidewalks Supervisor	2080	C-116	\$20.61	\$42,873	\$32.10	\$66,773	16	NA	NA	NA	NA	\$20.79	\$43,242	\$33.26	\$69,187
1756	Public Utilities Supervisor II	Public Utilities Supervisor	2080	C-116	\$20.61	\$42,873	\$32.10	\$66,773	19	NA	NA	NA	NA	\$24.07	\$50,058	\$38.51	\$80,092
1757	Water Distribution Supervisor II	Water Distribution Supervisor	2080	C-116	\$20.61	\$42,873	\$32.10	\$66,773	20	NA	NA	NA	NA	\$25.27	\$52,561	\$40.43	\$84,097
1760	Machinist/Fabricator	Machinist/Fabricator	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	14	NA	NA	NA	NA	\$18.86	\$39,222	\$30.17	\$62,754
1765	Utilities Mechanic	Utilities Mechanics	2080	C-112	\$16.93	\$35,208	\$26.45	\$55,013	13	NA	NA	NA	NA	\$17.96	\$37,354	\$28.73	\$59,766
1775	Utilities Maintenance Supervisor I	Utilities Maintenance Foreman	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	15	NA	NA	NA	NA	\$19.80	\$41,183	\$31.68	\$65,892
1785	Utilities Maintenance Supervisor II	Utilities Maintenance Supervisor	2080	C-116	\$20.61	\$42,873	\$32.10	\$66,773	19	NA	NA	NA	NA	\$24.07	\$50,058	\$38.51	\$80,092
1800	Public Utilities Heavy Equipment Operator	Public Utilities Heavy Equipment Operator	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	12	NA	NA	NA	NA	\$17.10	\$35,575	\$27.37	\$56,920
1805	Stormwater Technician I	Stormwater Technician	2080	C-107	\$13.24	\$27,543	\$20.67	\$42,983	8	NA	NA	NA	NA	\$14.07	\$29,268	\$22.51	\$46,828
1806	Stormwater Technician II	Senior Stormwater Technician	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	11	NA	NA	NA	NA	\$16.29	\$33,881	\$26.06	\$54,210
1807	Stormwater Technician III	Lead Stormwater Technician	2080	C-113	\$17.80	\$37,027	\$27.75	\$57,717	13	NA	NA	NA	NA	\$17.96	\$37,354	\$28.73	\$59,766
1808	Stormwater Supervisor I	Stormwater Foreman	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	14	NA	NA	NA	NA	\$18.86	\$39,222	\$30.17	\$62,754
1811	Stormwater Heavy Equipment Operator	Stormwater Heavy Equipment Operator	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	11	NA	NA	NA	NA	\$16.29	\$33,881	\$26.06	\$54,210
1820	Heavy Equipment Operator	Parks Heavy Equipment Operator	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	11	NA	NA	NA	NA	\$16.29	\$33,881	\$26.06	\$54,210
1910	Licensed Electrician	Licensed Electrician	2080	C-115	\$19.61	\$40,795	\$30.54	\$63,529	15	NA	NA	NA	NA	\$19.80	\$41,183	\$31.68	\$65,892
1920	Electrical Supervisor	Electrical Supervisor	2080	C-116	\$20.61	\$42,873	\$32.10	\$66,773	16	NA	NA	NA	NA	\$20.79	\$43,242	\$33.26	\$69,187
1940	Electronics Technician	Utilities Electronics Technician	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	15	NA	NA	NA	NA	\$19.80	\$41,183	\$31.68	\$65,892
1941	Electronics Technician	Street Light Technician	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	15	NA	NA	NA	NA	\$19.80	\$41,183	\$31.68	\$65,892
2005	Traffic Sign & Marking Technician	Traffic Sign & Marking Technician	2080	C-112	\$16.93	\$35,208	\$26.45	\$55,013	12	NA	NA	NA	NA	\$17.10	\$35,575	\$27.37	\$56,920
2010	Traffic Signal Technician	Traffic Signal Technician	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	14	NA	NA	NA	NA	\$18.86	\$39,222	\$30.17	\$62,754
2025	Parking Technician	Parking Meter Technician	2080	C-108	\$13.93	\$28,972	\$21.77	\$45,281	11	NA	NA	NA	NA	\$16.29	\$33,881	\$26.06	\$54,210
2028	Parking Assistant	Parking Citation Assistant	2080	C-106	\$12.62	\$26,244	\$19.76	\$41,091	6	NA	NA	NA	NA	\$12.76	\$26,547	\$20.42	\$42,475

Appendix BB.2

Classification Information			Current Salary Information						Proposed Salary Information								
Job Code	Current Job Title	Proposed Job Title	Hours Worked Per Year	Current Salary Range	Range		Range		Proposed Salary Range	Range		Range		Range		Range	
					Hourly Based on Hours Worked Per Year	Annual Salary	Hourly Based on Hours Worked Per Year	Annual Salary		Hourly Based on 1950	Annual Salary Based on 1950	Hourly Based on 1950	Annual Salary Based on 1950	Hourly Based on 2080	Annual Salary Based on 2080	Hourly Based on 2080	Annual Salary Based on 2080
2030	Parking Enforcement Specialist	Parking Enforcement Specialist	2080	C-107	\$13.24	\$27,543	\$20.67	\$42,983	8	NA	NA	NA	NA	\$14.07	\$29,268	\$22.51	\$46,828
2035	Parking Enforcement Supervisor	Parking Enforcement Supervisor	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	15	NA	NA	NA	NA	\$19.80	\$41,183	\$31.68	\$65,892
2040	Parking Marina Supervisor	Parking Marina Supervisor	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	15	NA	NA	NA	NA	\$19.80	\$41,183	\$31.68	\$65,892
2045	Parking Operations Supervisor	Parking Operations Supervisor	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	15	NA	NA	NA	NA	\$19.80	\$41,183	\$31.68	\$65,892
2050	Traffic Engineering Assistant	Traffic Engineering Assistant	2080	C-110	\$15.37	\$31,960	\$23.91	\$49,742	10	NA	NA	NA	NA	\$15.51	\$32,268	\$24.82	\$51,628
2055	Traffic Operations Supervisor II	Traffic Operations Supervisor	2080	C-116	\$20.61	\$42,873	\$32.10	\$66,773	16	NA	NA	NA	NA	\$20.79	\$43,242	\$33.26	\$69,187
2066	Parking Attendant	Parking Attendant	2080	C-101	\$9.87	\$20,527	\$15.47	\$32,170	2	NA	NA	NA	NA	\$10.50	\$21,840	\$16.80	\$34,944
2068	Lead Parking Attendant	Senior Parking Attendant	2080	C-106	\$12.62	\$26,244	\$19.76	\$41,091	6	NA	NA	NA	NA	\$12.76	\$26,547	\$20.42	\$42,475
2110	Library Assistant	Library Assistant	1950	C-105	\$12.86	\$25,074	\$20.03	\$39,064	5	\$12.16	\$23,702	\$19.45	\$37,924	\$12.16	\$25,283	\$19.45	\$40,452
2115	Senior Library Assistant	Senior Library Assistant	1950	C-106	\$13.46	\$26,244	\$21.07	\$41,091	6	\$12.76	\$24,887	\$20.42	\$39,820	\$12.76	\$26,547	\$20.42	\$42,475
3010	Marine Facility Operator	Marine Facility Operator	2080	C-108	\$13.93	\$28,972	\$21.77	\$45,281	8	NA	NA	NA	NA	\$14.07	\$29,268	\$22.51	\$46,828
3030	Marine Facilities Supervisor	Marine Facilities Supervisor	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	15	NA	NA	NA	NA	\$19.80	\$41,183	\$31.68	\$65,892
3045	Beach Lifeguard	Beach Lifeguard	2080	C-107	\$13.24	\$27,543	\$20.67	\$42,983	7	NA	NA	NA	NA	\$13.40	\$27,874	\$21.44	\$44,598
3050	Senior Beach Lifeguard	Senior Beach Lifeguard	2080	C-109	\$14.62	\$30,401	\$22.87	\$47,579	9	NA	NA	NA	NA	\$14.77	\$30,731	\$23.64	\$49,170
3230	Personnel/Payroll Technician	Personnel/Payroll Technician	1950	C-110	\$16.39	\$31,960	\$25.51	\$49,742	10	\$15.51	\$30,251	\$24.82	\$48,401	\$15.51	\$32,268	\$24.82	\$51,628
3231	Personnel/Payroll Technician (40hrs)	Personnel/Payroll Technician (40hrs)	2080	C-110	\$15.37	\$31,960	\$23.91	\$49,742	10	NA	NA	NA	NA	\$15.51	\$32,268	\$24.82	\$51,628
3505	Police Information Technician I	Police Records Clerk	1950	C-105	\$12.86	\$25,074	\$20.03	\$39,064	5	\$12.16	\$23,702	\$19.45	\$37,924	\$12.16	\$25,283	\$19.45	\$40,452
3510	Police Information Technician II	Senior Police Records Clerk	1950	C-109	\$15.59	\$30,401	\$24.40	\$47,579	9	\$14.77	\$28,810	\$23.64	\$46,097	\$14.77	\$30,731	\$23.64	\$49,170
3515	Police Information Supervisor	Police Records Supervisor	1950	C-113	\$18.99	\$37,027	\$29.60	\$57,717	13	\$17.96	\$35,019	\$28.73	\$56,031	\$17.96	\$37,354	\$28.73	\$59,766
3517	Police Office Specialist	Police Office Specialist	1950	C-109	\$15.59	\$30,401	\$24.40	\$47,579	9	\$14.77	\$28,810	\$23.64	\$46,097	\$14.77	\$30,731	\$23.64	\$49,170
3520	Police Property Clerk	Police Property Clerk	2080	C-106	\$12.62	\$26,244	\$19.76	\$41,091	6	NA	NA	NA	NA	\$12.76	\$26,547	\$20.42	\$42,475
3521	Police Property Supervisor	Police Property Supervisor	2080	C-113	\$17.80	\$37,027	\$27.75	\$57,717	13	NA	NA	NA	NA	\$17.96	\$37,354	\$28.73	\$59,766
3534	Crime Scene Technician	Crime Scene Technician	2080	C-112	\$16.93	\$35,208	\$26.45	\$55,013	12	NA	NA	NA	NA	\$17.10	\$35,575	\$27.37	\$56,920
3560	Police Communication Supervisor	Dispatch Supervisor	2080	C-115	\$19.61	\$40,795	\$30.54	\$63,529	16	NA	NA	NA	NA	\$20.79	\$43,242	\$33.26	\$69,187
3568	Police Communication Operator Trainee	Dispatcher Trainee	2080	C-109	\$14.62	\$30,401	\$22.87	\$47,579	10	NA	NA	NA	NA	\$15.51	\$32,268	\$24.82	\$51,628
3571	Police Communication Operator	Dispatcher	2080	C-112	\$16.93	\$35,208	\$26.45	\$55,013	12	NA	NA	NA	NA	\$17.10	\$35,575	\$27.37	\$56,920
3572	Senior Police Communication Operator	Senior Dispatcher	2080	C-113	\$17.80	\$37,027	\$27.75	\$57,717	14	NA	NA	NA	NA	\$18.86	\$39,222	\$30.17	\$62,754
4600	Tree Trimmer	Tree Trimmer	2080	C-108	\$13.93	\$28,972	\$21.77	\$45,281	8	NA	NA	NA	NA	\$14.07	\$29,268	\$22.51	\$46,828
4603	Arborist	Arborist	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	11	NA	NA	NA	NA	\$16.29	\$33,881	\$26.06	\$54,210
4625	Parks Service Technician I	Parks Service Technician	2080	C-104	\$11.43	\$23,775	\$17.87	\$37,171	4	NA	NA	NA	NA	\$11.58	\$24,079	\$18.52	\$38,526
4635	Parks Service Technician II	Senior Parks Service Technician	2080	C-108	\$13.93	\$28,972	\$21.77	\$45,281	8	NA	NA	NA	NA	\$14.07	\$29,268	\$22.51	\$46,828
4645	Parks Service Technician III	Lead Parks Service Technician	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	11	NA	NA	NA	NA	\$16.29	\$33,881	\$26.06	\$54,210
4671	Parks Service Supervisor I	Parks Service Foreman	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	14	NA	NA	NA	NA	\$18.86	\$39,222	\$30.17	\$62,754
4672	Parks Service Supervisor II	Parks Service Supervisor	2080	C-116	\$20.61	\$42,873	\$32.10	\$66,773	16	NA	NA	NA	NA	\$20.79	\$43,242	\$33.26	\$69,187
4760	Pool Guard	Pool Lifeguard	2080	C-105	\$12.06	\$25,074	\$18.78	\$39,064	5	NA	NA	NA	NA	\$12.16	\$25,283	\$19.45	\$40,452
4762	Recreation Leader I	Recreation Leader	2080	C-105	\$12.06	\$25,074	\$18.78	\$39,064	5	NA	NA	NA	NA	\$12.16	\$25,283	\$19.45	\$40,452
4763	Recreation Leader II	Senior Recreation Leader	2080	C-107	\$13.24	\$27,543	\$20.67	\$42,983	7	NA	NA	NA	NA	\$13.40	\$27,874	\$21.44	\$44,598
4765	Aquatic Programmer	Aquatics Coordinator	2080	C-109	\$14.62	\$30,401	\$22.87	\$47,579	9	NA	NA	NA	NA	\$14.77	\$30,731	\$23.64	\$49,170
4775	Recreation Programmer II	Senior Recreation Coordinator	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	11	NA	NA	NA	NA	\$16.29	\$33,881	\$26.06	\$54,210
4784	Recreation Program Support Technician	Recreation Facilities Support Custodian	2080	C-109	\$14.62	\$30,401	\$22.87	\$47,579	9	NA	NA	NA	NA	\$14.77	\$30,731	\$23.64	\$49,170



Appendix BB.2

Classification Information			Current Salary Information					Proposed Salary Information									
Job Code	Current Job Title	Proposed Job Title	Hours Worked Per Year	Current Salary Range	Range		Range		Proposed Salary Range	Range		Range		Range		Range	
					Hourly Based on Hours Worked Per Year	Annual Salary	Hourly Based on Hours Worked Per Year	Annual Salary		Hourly Based on 1950	Annual Salary Based on 1950	Hourly Based on 1950	Annual Salary Based on 1950	Hourly Based on 2080	Annual Salary Based on 2080	Hourly Based on 2080	Annual Salary Based on 2080
4785	Recreation Programmer I	Recreation Coordinator	2080	C-109	\$14.62	\$30,401	\$22.87	\$47,579	9	NA	NA	NA	NA	\$14.77	\$30,731	\$23.64	\$49,170
5110	Field Service Representative I	Meter Reader	2080	C-106	\$12.62	\$26,244	\$19.76	\$41,091	6	NA	NA	NA	NA	\$12.76	\$26,547	\$20.42	\$42,475
5111	Field Service Representative II	Senior Meter Reader	2080	C-107	\$13.24	\$27,543	\$20.67	\$42,983	8	NA	NA	NA	NA	\$14.07	\$29,268	\$22.51	\$46,828
5113		Account Collector	1950	0		\$0		\$0	7	\$13.40	\$26,132	\$21.44	\$41,811	\$13.40	\$27,874	\$21.44	\$44,598
5114		Senior Account Collector	1950	0		\$0		\$0	11	\$16.29	\$31,763	\$26.06	\$50,822	\$16.29	\$33,881	\$26.06	\$54,210
5125	Customer Service Representative	Customer Service Representative	1950	C-107	\$14.12	\$27,543	\$22.04	\$42,983	7	\$13.40	\$26,132	\$21.44	\$41,811	\$13.40	\$27,874	\$21.44	\$44,598
5126	Customer Service Representative (40hrs)	Customer Service Representative (40hrs)	2080	C-107	\$13.24	\$27,543	\$20.66	\$42,983	7	NA	NA	NA	NA	\$14.07	\$29,268	\$22.51	\$46,828
5128	Customer Service Accounting Representative	Billing Specialist	1950	C-108	\$14.86	\$28,972	\$23.22	\$45,281	9	\$14.77	\$28,810	\$23.64	\$46,097	\$14.77	\$30,731	\$23.64	\$49,170
5135	Customer Service Specialist	Customer Service Specialist	1950	C-110	\$16.39	\$31,960	\$25.51	\$49,742	10	\$15.51	\$30,251	\$24.82	\$48,401	\$15.51	\$32,268	\$24.82	\$51,628
5160	Senior Customer Service Representative	Senior Customer Service Representative	1950	C-111	\$17.19	\$33,520	\$26.89	\$52,445	11	\$16.29	\$31,763	\$26.06	\$50,822	\$16.29	\$33,881	\$26.06	\$54,210
5165	Customer Service Trainer	Customer Service Trainer	1950	C-114	\$19.85	\$38,716	\$31.05	\$60,555	13	\$17.96	\$35,019	\$28.73	\$56,031	\$17.96	\$37,354	\$28.73	\$59,766
5355	Gas Apprentice	Gas Technician - Apprentice	2080	C-107	\$13.24	\$27,543	\$20.67	\$42,983	8	NA	NA	NA	NA	\$14.07	\$29,268	\$22.51	\$46,828
5357	Gas Technician I	Gas Technician	2080	C-109	\$14.62	\$30,401	\$22.87	\$47,579	10	NA	NA	NA	NA	\$15.51	\$32,268	\$24.82	\$51,628
5365	Gas Technician II	Senior Gas Technician	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	13	NA	NA	NA	NA	\$17.96	\$37,354	\$28.73	\$59,766
5375	Gas Technician III	Lead Gas Technician	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	16	NA	NA	NA	NA	\$20.79	\$43,242	\$33.26	\$69,187
5379	Gas Specialist	Gas System Specialist	2080	C-115	\$19.61	\$40,795	\$30.54	\$63,529	18	NA	NA	NA	NA	\$22.92	\$47,674	\$36.67	\$76,278
5383	Gas Supervisor	Gas Operations Supervisor	2080	C-116	\$20.61	\$42,873	\$32.10	\$66,773	20	NA	NA	NA	NA	\$25.27	\$52,561	\$40.43	\$84,097
5540	Water Plant Operator Trainee	Water Plant Operator Trainee	2080	C-107	\$13.24	\$27,543	\$20.67	\$42,983	8	NA	NA	NA	NA	\$14.07	\$29,268	\$22.51	\$46,828
5550	Water Plant Operator C	Water Plant Operator C	2080	C-112	\$16.93	\$35,208	\$26.45	\$55,013	13	NA	NA	NA	NA	\$17.96	\$37,354	\$28.73	\$59,766
5560	Water Plant Operator B	Water Plant Operator B	2080	C-113	\$17.80	\$37,027	\$27.75	\$57,717	15	NA	NA	NA	NA	\$19.80	\$41,183	\$31.68	\$65,892
5561	Water Plant Operator A	Water Plant Operator A	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	17	NA	NA	NA	NA	\$21.83	\$45,404	\$34.93	\$72,646
5570	Water Plant Chief Operator	Water Plant Chief Operator	2080	C-116	\$20.61	\$42,873	\$32.10	\$66,773	20	NA	NA	NA	NA	\$25.27	\$52,561	\$40.43	\$84,097
5700	Wastewater Treatment Plant Operator-Trainee	Wastewater Treatment Plant Operator Trainee	2080	C-107	\$13.24	\$27,543	\$20.67	\$42,983	8	NA	NA	NA	NA	\$14.07	\$29,268	\$22.51	\$46,828
5701	Wastewater Treatment Plant Operator-C	Wastewater Treatment Plant Operator C	2080	C-112	\$16.93	\$35,208	\$26.45	\$55,013	13	NA	NA	NA	NA	\$17.96	\$37,354	\$28.73	\$59,766
5710	Wastewater Treatment Plant Operator-B	Wastewater Treatment Plant Operator B	2080	C-113	\$17.80	\$37,027	\$27.75	\$57,717	15	NA	NA	NA	NA	\$19.80	\$41,183	\$31.68	\$65,892
5720	Wastewater Treatment Plant Operator-A	Wastewater Treatment Plant Operator A	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	17	NA	NA	NA	NA	\$21.83	\$45,404	\$34.93	\$72,646
5730	Wastewater Treatment Plant-Chief Operator	Wastewater Treatment Plant Chief Operator	2080	C-116	\$20.61	\$42,873	\$32.10	\$66,773	20	NA	NA	NA	NA	\$25.27	\$52,561	\$40.43	\$84,097
5741	Industrial Pretreatment Technician	Industrial Pretreatment Inspector	2080	C-113	\$17.80	\$37,027	\$27.75	\$57,717	14	NA	NA	NA	NA	\$18.86	\$39,222	\$30.17	\$62,754
6000	Solid Waste Worker	Solid Waste Worker	2080	C-105	\$12.06	\$25,074	\$18.78	\$39,064	6	NA	NA	NA	NA	\$12.76	\$26,547	\$20.42	\$42,475
6001	Container Maintenance Worker	Container Maintenance Worker	2080	C-107	\$13.24	\$27,543	\$20.67	\$42,983	8	NA	NA	NA	NA	\$14.07	\$29,268	\$22.51	\$46,828
6003	Solid Waste Yard Maintenance Leader	Senior Solid Waste Worker	2080	C-107	\$13.24	\$27,543	\$20.67	\$42,983	8	NA	NA	NA	NA	\$14.07	\$29,268	\$22.51	\$46,828
6005	Transfer Station / Scales Operator	Transfer Station / Scales Operator	2080	C-107	\$13.24	\$27,543	\$20.67	\$42,983	9	NA	NA	NA	NA	\$14.77	\$30,731	\$23.64	\$49,170
6014	Welder	Welder/Manufacturer	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	13	NA	NA	NA	NA	\$17.96	\$37,354	\$28.73	\$59,766
6015	Solid Waste Technical Operator	Solid Waste Technical Operator	2080	C-108	\$13.93	\$28,972	\$21.77	\$45,281	9	NA	NA	NA	NA	\$14.77	\$30,731	\$23.64	\$49,170
6020	Solid Waste Equipment Operator	Solid Waste Equipment Operator	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	12	NA	NA	NA	NA	\$17.10	\$35,575	\$27.37	\$56,920
6026	Solid Waste Accounts Coordinator	Solid Waste Accounts Coordinator	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	11	NA	NA	NA	NA	\$16.29	\$33,881	\$26.06	\$54,210
6027	Solid Waste Accounts Coordinator	Solid Waste Code Enforcement Inspector	2080	C-111	\$16.12	\$33,520	\$25.21	\$52,445	11	NA	NA	NA	NA	\$16.29	\$33,881	\$26.06	\$54,210
6036	Solid Waste Supervisor I	Solid Waste Service Foreman	2080	C-114	\$18.61	\$38,716	\$29.11	\$60,555	14	NA	NA	NA	NA	\$18.86	\$39,222	\$30.17	\$62,754
6040	Solid Waste Supervisor II	Solid Waste Supervisor	2080	C-116	\$20.61	\$42,873	\$32.10	\$66,773	18	NA	NA	NA	NA	\$22.92	\$47,674	\$36.67	\$76,278
6500	Custodial Worker	Custodial Worker	2080	C-102	\$10.37	\$21,567	\$16.25	\$33,792	3	NA	NA	NA	NA	\$11.03	\$22,932	\$17.64	\$36,691

Appendix BB.2

Classification Information			Current Salary Information						Proposed Salary Information								
Job Code	Current Job Title	Proposed Job Title	Hours Worked Per Year	Current Salary Range	Range		Range		Proposed Salary Range	Range		Range		Range		Range	
					Hourly Based on Hours Worked Per Year	Annual Salary	Hourly Based on Hours Worked Per Year	Annual Salary		Hourly Based on 1950	Annual Salary Based on 1950	Hourly Based on 1950	Annual Salary Based on 1950	Hourly Based on 2080	Annual Salary Based on 2080	Hourly Based on 2080	Annual Salary Based on 2080
6540	Maintenance Worker	Maintenance Worker	2080	C-105	\$12.06	\$25,074	\$18.78	\$39,064	5	NA	NA	NA	NA	\$12.16	\$25,283	\$19.45	\$40,452
8000	Library Page	Library Page	1950	Hourly	\$10.18	\$19,851	\$10.18	\$19,851	2	\$10.50	\$20,475	\$16.80	\$32,760	\$10.50	\$21,840	\$16.80	\$34,944
8305	School Crossing Guard Lead	School Crossing Guard Lead	2080	C-105	\$12.06	\$25,074	\$18.78	\$39,064	5	NA	NA	NA	NA	\$12.16	\$25,283	\$19.45	\$40,452
8355	Police Aide	Police Aide	2080	C-104	\$11.43	\$23,775	\$17.87	\$37,171	4	NA	NA	NA	NA	\$11.58	\$24,079	\$18.52	\$38,526
8525	Parking, Facilities & Security Aide	Parking, Facilities & Security Aide	2080	C-104	\$11.43	\$23,775	\$17.87	\$37,171	5	NA	NA	NA	NA	\$12.16	\$25,283	\$19.45	\$40,452