

ORDINANCE NO. 2019-003

2019 MASTER ORDINANCE
Effective: April 7, 2019

(as approved by Council: March 5, 2019)

AN ORDINANCE

relating to City personnel; adopting a classification and compensation plan for City employees to be effective April 7, 2019; and repealing all preceding pay ordinances in the City of Yakima Municipal Code.

BE IT ORDAINED BY THE CITY OF YAKIMA:

A classification and compensation plan for city employees is hereby adopted to be effective: April 7, 2019.

Pay ranges and pay steps set out in the schedule for the classifications allocated to these pay ranges shall be in full force and effective on the date stated above. The pay rates shall constitute full compensation for those employees with a work week of forty hours as set out in other sections of this code. Employees whose work week is less than forty hours shall be paid at the rate which is in the same proportion to the rates set out herein within their applicable classification that their work week bears to forty hours. The hourly rate for those employees of the fire department whose work week exceeds forty hours shall be computed according to the provisions of Section 2.22.030 contained in Appendix C of the City of Yakima and International Association of Firefighters (IAFF) Local 469 Collective Bargaining Agreement.

The performance of employees shall be evaluated annually in accordance with a management performance evaluation plan. The result of the performance evaluations shall be used by the City Manager to determine the salary of each employee in the designated positions and shall be used by the City Council to determine the salary of the City Manager, said salaries to be no less than the minimum nor no greater than the maximum set out in the pay range applicable to the position according to the following schedule:



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
6410 9-1-1 CALLTAKER CS: FIRE Union: IAFF	590	01/01/2021	20.57	21.60	22.73	23.84	25.05	26.31
		01/01/2020	20.12	21.12	22.23	23.32	24.50	25.73
		01/01/2019	19.68	20.66	21.74	22.81	23.96	25.16
10306 ACCOUNTANT I CS: CHARTER Union: TEAMSTERS	978SA	01/01/2019	27.83	29.23	30.66	32.25	33.85	
10302 ACCOUNTANT II CS: CHARTER Union: TEAMSTERS	975SA	01/01/2019	32.25	33.85	35.53	37.34	39.19	
2312 ACCOUNTING TECHNICIAN CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
11610 ADMIN ASST FOR YAKIMA AIR TERMINAL CS: CHARTER Union: AFSCME	980A	01/01/2021	26.32	27.63	28.98	30.46	31.92	
		01/01/2020	25.80	27.09	28.41	29.86	31.29	
		01/01/2019	25.29	26.56	27.85	29.27	30.68	
1331 ADMIN. ASST. TO THE CITY MANAGER CS: EXEMPT Union: NONE	972	01/01/2019	36.61	38.44	40.37	42.39	44.47	
11615 ADMINISTRATIVE ASSISTANT FOR WASTEWATER CS: CHARTER Union: TEAMSTERS	980SA	01/01/2019	25.28	26.53	27.83	29.23	30.66	
10520 ADMINISTRATIVE ASSISTANT TO FINANCE CS: CHARTER Union: TEAMSTERS	980SA	01/01/2019	25.28	26.53	27.83	29.23	30.66	
16101 ADMINISTRATIVE ASSISTANT TO FIRE CHIEF CS: FIRE Union: TEAMSTERS	980SA	01/01/2019	25.28	26.53	27.83	29.23	30.66	
11701 ADMINISTRATIVE ASSISTANT TO POLICE CHIEF CS: CHARTER Union: NONE	980	01/01/2019	24.77	26.02	27.27	28.68	30.06	
10507 ADMINISTRATIVE SECRETARY CS: CHARTER Union: NONE	983	01/01/2019	21.41	22.48	23.57	24.77	26.02	



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8920 AIRPORT MAINTENANCE LEAD CS: CHARTER Union: AFSCME	18.0	01/01/2021	24.63	25.80	26.95	28.24	29.58	
		01/01/2020	24.15	25.29	26.42	27.69	29.00	
		01/01/2019	23.68	24.79	25.90	27.15	28.43	
8910 AIRPORT MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
1212 AIRPORT OPERATIONS & MAINTENANCE MANAGER CS: CHARTER Union: NONE	971	01/01/2019	38.44	40.37	42.39	44.47	46.74	
6425 ALARM SUPERVISOR CS: FIRE Union: IAFF	555	01/01/2021	29.83	31.23	32.63	34.11	35.64	37.41
		01/01/2020	29.17	30.54	31.91	33.36	34.86	36.59
		01/01/2019	28.53	29.87	31.21	32.63	34.09	35.78
6511 ANIMAL CONTROL LEAD CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
6510 ANIMAL CONTROL OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
5267 AQUATIC LEADER CS: CHARTER Union: AFSCME	7.0	01/01/2021	15.10	15.76	16.48	17.27	18.00	
		01/01/2020	14.80	15.45	16.16	16.93	17.65	
		01/01/2019	14.51	15.15	15.84	16.60	17.30	
8841 AQUATIC MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
5266 AQUATIC SPECIALIST CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
11502 AQUATICS PROGRAM SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2019	31.63	33.22	34.84	36.61	38.44	
2230 ASSISTANT BUYER CS: CHARTER Union: AFSCME	12.5	01/01/2021 01/01/2020 01/01/2019	19.29 18.91 18.54	20.09 19.70 19.31	21.05 20.64 20.24	22.07 21.64 21.22	23.04 22.59 22.15	
1324 ASSISTANT CITY ATTORNEY I CS: EXEMPT Union: NONE	973	01/01/2019	34.84	36.61	38.44	40.37	42.39	
1323 ASSISTANT CITY ATTORNEY II CS: EXEMPT Union: NONE	971	01/01/2019	38.44	40.37	42.39	44.47	46.74	
1130 ASSISTANT CITY MANAGER CS: EXEMPT Union: NONE	963	01/01/2019	65.75	69.05	72.48	76.09	79.91	
6212 ASSISTANT EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	12.0	01/01/2021 01/01/2020 01/01/2019	18.76 18.39 18.03	19.76 19.37 18.99	20.51 20.11 19.72	21.53 21.11 20.70	22.52 22.08 21.65	
6344 ASSISTANT FIRE MARSHAL CS: FIRE Union: IAFF	527	01/01/2021 01/01/2020 01/01/2019	43.86 42.79 41.75	46.04 44.92 43.82	48.21 47.03 45.88	50.69 49.45 48.24	53.24 51.94 50.67	
150 ASSISTANT MAYOR CS: EXEMPT Union: NONE	952	12/01/1999	.00					
3311 ASSISTANT PLANNER CS: CHARTER Union: AFSCME	16.5	01/01/2021 01/01/2020 01/01/2019	23.04 22.59 22.15	24.11 23.64 23.18	25.16 24.67 24.19	26.42 25.90 25.39	27.65 27.11 26.58	
15101 ASSISTANT WASTEWATER MANAGER CS: CHARTER Union: NONE	971	01/01/2019	38.44	40.37	42.39	44.47	46.74	
3321 ASSOCIATE PLANNER CS: CHARTER Union: AFSCME	19.0	01/01/2021 01/01/2020 01/01/2019	25.80 25.29 24.79	26.95 26.42 25.90	28.24 27.69 27.15	29.58 29.00 28.43	30.96 30.35 29.75	



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5254 ATHLETIC COORDINATOR CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
8215 AUTOMOTIVE SERVICES ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
8213 AUTOMOTIVE STOREKEEPER CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
6328 BATTALION CHIEF (DAY) CS: FIRE Union: IAFF	968BCD	01/01/2013	38.69	39.95	42.69	44.81	47.07	49.42
6327 BATTALION CHIEF (SHIFT) CS: FIRE Union: IAFF	969	01/01/2013	30.66	32.17	33.77	35.50	37.26	39.13
2314 BUDGET ANALYST CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
		01/01/2020	26.42	27.69	29.00	30.35	31.75	
		01/01/2019	25.90	27.15	28.43	29.75	31.13	
8541 BUILDING MAINT. SPECIALIST CS: CHARTER Union: AFSCME	8.5	01/01/2021	16.12	16.83	17.63	18.36	19.29	
		01/01/2020	15.80	16.50	17.28	18.00	18.91	
		01/01/2019	15.49	16.18	16.94	17.65	18.54	
13605 BUILDING OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2019	31.63	33.22	34.84	36.61	38.44	
13601 BUILDING SUPERINTENDENT CS: CHARTER Union: NONE	978	01/01/2019	27.27	28.68	30.06	31.63	33.22	
13601PW BUILDING SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	978SA	01/01/2019	27.83	29.23	30.66	32.25	33.85	



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2280 BUSINESS APPLICATIONS SPECIALIST CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
		01/01/2020	26.42	27.69	29.00	30.35	31.75	
		01/01/2019	25.90	27.15	28.43	29.75	31.13	
2231 BUYER I CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
2234 BUYER II CS: CHARTER Union: AFSCME	19.5	01/01/2021	26.42	27.65	28.90	30.31	31.69	
		01/01/2020	25.90	27.11	28.33	29.72	31.07	
		01/01/2019	25.39	26.58	27.77	29.14	30.46	
2251 CABLE TELEVISION COORDINATOR CS: CHARTER Union: AFSCME	18.0	01/01/2021	24.63	25.80	26.95	28.24	29.58	
		01/01/2020	24.15	25.29	26.42	27.69	29.00	
		01/01/2019	23.68	24.79	25.90	27.15	28.43	
2315 CASHIER CS: CHARTER Union: AFSCME	6.5	01/01/2021	14.71	15.41	16.12	16.83	17.63	
		01/01/2020	14.42	15.11	15.80	16.50	17.28	
		01/01/2019	14.14	14.81	15.49	16.18	16.94	
8831 CEMETERY MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	14.0	01/01/2021	20.51	21.53	22.52	23.50	24.63	
		01/01/2020	20.11	21.11	22.08	23.04	24.15	
		01/01/2019	19.72	20.70	21.65	22.59	23.68	
8830 CEMETERY SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
13103 CEMETERY SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2019	27.27	28.68	30.06	31.63	33.22	
2232 CENTRAL STOREKEEPER CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	



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1423 CERTIFIED COURT INTERPRETER CS: EXEMPT Union: NONE	980	01/01/2019	24.77	26.02	27.27	28.68	30.06	
11107 CHIEF ENGINEER CS: CHARTER Union: TEAMSTERS	970SA	01/01/2019	41.18	43.21	45.35	47.65	50.04	
10102 CHIEF EXAMINER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2019	35.53	37.34	39.19	41.18	43.21	
1120 CITY ATTORNEY CS: EXEMPT Union: NONE	963	01/01/2019	65.75	69.05	72.48	76.09	79.91	
1234 CITY CLERK CS: CHARTER Union: NONE	971	01/01/2019	38.44	40.37	42.39	44.47	46.74	
200 CITY COUNCIL MEMBER CS: EXEMPT Union: NONE	955	12/01/1999	.00					
1271 CITY ENGINEER CS: CHARTER Union: NONE	965	01/01/2019	49.09	51.53	54.08	56.75	59.62	
1110 CITY MANAGER CS: EXEMPT Union: NONE	960CM	01/01/2019	87.54					
9125 CITY WORKER (INSIDE) CS: EXEMPT Union: NONE	914	01/01/2019	12.00					
9114 CITY WORKER (OUTSIDE) CS: EXEMPT Union: NONE	914	01/01/2019	12.00					
1232 CITY/COUNTY PROCUREMENT MANAGER CS: CHARTER Union: NONE	967	01/01/2019	44.47	46.74	49.09	51.53	54.08	
1252 CODE ADMINISTRATION MANAGER CS: CHARTER Union: NONE	971	01/01/2019	38.44	40.37	42.39	44.47	46.74	
4419 CODE COMPLIANCE OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2021 01/01/2020 01/01/2019	21.53 21.11 20.70	22.52 22.08 21.65	23.50 23.04 22.59	24.63 24.15 23.68	25.80 25.29 24.79	



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4410 CODE INSPECTION TRAINEE CS: CHARTER Union: AFSCME	12.0	01/01/2021	18.76	19.76	20.51	21.53	22.52	
		01/01/2020	18.39	19.37	20.11	21.11	22.08	
		01/01/2019	18.03	18.99	19.72	20.70	21.65	
11602 CODE INSPECTIONS OFFICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2019	27.27	28.68	30.06	31.63	33.22	
4421 CODE INSPECTOR CS: CHARTER Union: AFSCME	19.5	01/01/2021	26.42	27.65	28.90	30.31	31.69	
		01/01/2020	25.90	27.11	28.33	29.72	31.07	
		01/01/2019	25.39	26.58	27.77	29.14	30.46	
2252 COMM. PROGRAMMING COORDINATOR CS: CHARTER Union: AFSCME	13.5	01/01/2021	20.09	21.05	22.07	23.04	24.11	
		01/01/2020	19.70	20.64	21.64	22.59	23.64	
		01/01/2019	19.31	20.24	21.22	22.15	23.18	
1255 COMMUNICATION & PUBLIC AFFAIRS MANAGER CS: CHARTER Union: NONE	966	01/01/2019	46.74	49.09	51.53	54.08	56.75	
1291 COMMUNICATIONS AND TECHNOLOGY MANAGER CS: CHARTER Union: NONE	967	01/01/2019	44.47	46.74	49.09	51.53	54.08	
18101 COMMUNICATIONS DIVISION OFFICE ASSISTANT CS: FIRE Union: NONE	984	01/01/2019	20.37	21.41	22.48	23.57	24.77	
11601 COMMUNITY DEVELOPMENT ADMIN ASSISTANT CS: CHARTER Union: NONE	980	01/01/2019	24.77	26.02	27.27	28.68	30.06	
3320 COMMUNITY DEVELOPMENT SPECIALIST CS: CHARTER Union: AFSCME	19.0	01/01/2021	25.80	26.95	28.24	29.58	30.96	
		01/01/2020	25.29	26.42	27.69	29.00	30.35	
		01/01/2019	24.79	25.90	27.15	28.43	29.75	
2253 COMMUNITY RELATIONS ASSISTANT CS: CHARTER Union: AFSCME	11.0	01/01/2021	18.00	18.76	19.76	20.51	21.53	
		01/01/2020	17.65	18.39	19.37	20.11	21.11	
		01/01/2019	17.30	18.03	18.99	19.72	20.70	



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2245 COMMUNITY RELATIONS SPECIALIST CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
6215 COMMUNITY SERVICE OFFICER CS: CHARTER Union: AFSCME	14.0	01/01/2021	20.51	21.53	22.52	23.50	24.63	
		01/01/2020	20.11	21.11	22.08	23.04	24.15	
		01/01/2019	19.72	20.70	21.65	22.59	23.68	
20110 COMMUNITY TRANSPORTATION COORDINATOR CS: CHARTER Union: AFSCME	660	01/01/2019	18.56	19.52	20.31	21.28	22.25	
8651 CONCRETE SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2021	20.09	21.05	22.07	23.04	24.11	
		01/01/2020	19.70	20.64	21.64	22.59	23.64	
		01/01/2019	19.31	20.24	21.22	22.15	23.18	
1315 CONFIDENTIAL ADMINISTRATIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2019	26.02	27.27	28.68	30.06	31.63	
4141 CONSTRUCTION INSPECTOR CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
8755 CONSTRUCTION QUALITY CONTROL TECHNICIAN CS: CHARTER Union: AFSCME	17.5	01/01/2021	24.11	25.16	26.42	27.65	28.90	
		01/01/2020	23.64	24.67	25.90	27.11	28.33	
		01/01/2019	23.18	24.19	25.39	26.58	27.77	
11101 CONSTRUCTION SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2019	35.53	37.34	39.19	41.18	43.21	
6235 CORRECTIONS ADMINISTRATIVE SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	



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6221 CORRECTIONS OFFICER CS: CHARTER Union: AFSCME	17.5	01/01/2021	24.11	25.16	26.42	27.65	28.90	
		01/01/2020	23.64	24.67	25.90	27.11	28.33	
		01/01/2019	23.18	24.19	25.39	26.58	27.77	
11720 CORRECTIONS SERGEANT CS: CHARTER Union: TEAMSTERS	977CS	01/01/2019	28.14	29.49	31.02	32.58	34.16	
6265 CRIME & INTELLIGENCE ANALYST CS: CHARTER Union: AFSCME	22.0	01/01/2021	29.58	30.96	32.39	33.92	35.52	
		01/01/2020	29.00	30.35	31.75	33.25	34.82	
		01/01/2019	28.43	29.75	31.13	32.60	34.14	
11740 CRIME & INTELLIGENCE ANALYST SUPERVISOR CS: CHARTER Union: NONE	967	01/01/2019	44.47	46.74	49.09	51.53	54.08	
8511 CUSTODIAN CS: CHARTER Union: AFSCME	4.5	01/01/2021	13.49	14.11	14.71	15.41	16.12	
		01/01/2020	13.23	13.83	14.42	15.11	15.80	
		01/01/2019	12.97	13.56	14.14	14.81	15.49	
7511 DATA ENTRY OPERATOR I CS: CHARTER Union: AFSCME	5.5	01/01/2021	14.11	14.71	15.41	16.12	16.83	
		01/01/2020	13.83	14.42	15.11	15.80	16.50	
		01/01/2019	13.56	14.14	14.81	15.49	16.18	
7512 DATA ENTRY OPERATOR II CS: CHARTER Union: AFSCME	7.0	01/01/2021	15.10	15.76	16.48	17.27	18.00	
		01/01/2020	14.80	15.45	16.16	16.93	17.65	
		01/01/2019	14.51	15.15	15.84	16.60	17.30	
7121 DEPARTMENT ASSISTANT I CS: CHARTER Union: AFSCME	5.5	01/01/2021	14.11	14.71	15.41	16.12	16.83	
		01/01/2020	13.83	14.42	15.11	15.80	16.50	
		01/01/2019	13.56	14.14	14.81	15.49	16.18	
7122 DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME	6.5	01/01/2021	14.71	15.41	16.12	16.83	17.63	
		01/01/2020	14.42	15.11	15.80	16.50	17.28	
		01/01/2019	14.14	14.81	15.49	16.18	16.94	



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7123 DEPARTMENT ASSISTANT III CS: CHARTER Union: AFSCME	8.5	01/01/2021	16.12	16.83	17.63	18.36	19.29	
		01/01/2020	15.80	16.50	17.28	18.00	18.91	
		01/01/2019	15.49	16.18	16.94	17.65	18.54	
7124 DEPARTMENT ASSISTANT IV CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
10502 DEPUTY CITY CLERK CS: CHARTER Union: TEAMSTERS	979SA	01/01/2019	26.53	27.83	29.23	30.66	32.25	
6380 DEPUTY FIRE CHIEF CS: FIRE Union: NONE	965	01/01/2019	49.09	51.53	54.08	56.75	59.62	
1281 DEPUTY POLICE CHIEF CS: POLICE Union: NONE	965	01/01/2019	49.09	51.53	54.08	56.75	59.62	
3120 DESIGN ENGINEER CS: CHARTER Union: AFSCME	22.5	01/01/2021	30.27	31.67	33.18	34.66	36.31	
		01/01/2020	29.68	31.05	32.53	33.98	35.60	
		01/01/2019	29.10	30.44	31.89	33.31	34.90	
3130 DEVELOPMENT ENGINEER CS: CHARTER Union: AFSCME	21.0	01/01/2021	28.24	29.58	30.96	32.39	33.92	
		01/01/2020	27.69	29.00	30.35	31.75	33.25	
		01/01/2019	27.15	28.43	29.75	31.13	32.60	
1150 DIRECTOR OF COMMUNITY DEVELOPMENT CS: EXEMPT Union: NONE	964	01/01/2019	51.53	54.08	56.75	59.62	62.62	65.76
1140 DIRECTOR OF FINANCE & BUDGET CS: EXEMPT Union: NONE	964	01/01/2019	51.53	54.08	56.75	59.62	62.62	65.76
1135 DIRECTOR OF HUMAN RESOURCES CS: EXEMPT Union: NONE	964	01/01/2019	51.53	54.08	56.75	59.62	62.62	65.76
1160 DIRECTOR OF PUBLIC WORKS CS: EXEMPT Union: NONE	962	01/01/2019	56.75	59.62	62.62	65.75	69.05	72.50



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1170 DIRECTOR OF UTILITIES & ENGINEERING CS: EXEMPT Union: NONE	964	01/01/2019	51.53	54.08	56.75	59.62	62.62	65.76
1175 DIRECTOR OF YAKIMA AIR TERMINAL CS: EXEMPT Union: NONE	964	01/01/2019	51.53	54.08	56.75	59.62	62.62	65.76
3323 ECONOMIC & COMMUNITY AFFAIRS SPECIALIST CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
		01/01/2020	26.42	27.69	29.00	30.35	31.75	
		01/01/2019	25.90	27.15	28.43	29.75	31.13	
7181 ECONOMIC DEVELOPMENT ASST CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
		01/01/2020	26.42	27.69	29.00	30.35	31.75	
		01/01/2019	25.90	27.15	28.43	29.75	31.13	
1275 ECONOMIC DEVELOPMENT MANAGER CS: CHARTER Union: NONE	971	01/01/2019	38.44	40.37	42.39	44.47	46.74	
4522 ELECTRONICS SUPERVISOR CS: FIRE Union: IAFF	545	01/01/2021	33.49	35.15	36.92	38.68	40.70	42.71
		01/01/2020	32.75	34.38	36.11	37.83	39.80	41.77
		01/01/2019	32.03	33.62	35.32	37.00	38.92	40.85
4520 ELECTRONICS TECHNICIAN I CS: FIRE Union: IAFF	547	01/01/2021	25.71	26.84	28.12	29.40	30.74	32.28
		01/01/2020	25.14	26.25	27.50	28.75	30.06	31.57
		01/01/2019	24.59	25.67	26.89	28.12	29.40	30.88
4521 ELECTRONICS TECHNICIAN II CS: FIRE Union: IAFF	550	01/01/2021	29.09	30.56	32.09	33.67	35.36	37.14
		01/01/2020	28.45	29.89	31.38	32.93	34.58	36.32
		01/01/2019	27.82	29.23	30.69	32.21	33.82	35.52
6701 EMERGENCY MANAGEMENT SPECIALIST CS: CHARTER Union: AFSCME	25.0	01/01/2021	33.92	35.52	37.11	38.94	40.90	
		01/01/2020	33.25	34.82	36.38	38.18	40.10	
		01/01/2019	32.60	34.14	35.67	37.43	39.31	



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4111 ENGINEERING AID CS: CHARTER Union: AFSCME	9.5	01/01/2021	16.83	17.63	18.36	19.29	20.09	
		01/01/2020	16.50	17.28	18.00	18.91	19.70	
		01/01/2019	16.18	16.94	17.65	18.54	19.31	
3112 ENGINEERING ASSOCIATE CS: CHARTER Union: AFSCME	19.0	01/01/2021	25.80	26.95	28.24	29.58	30.96	
		01/01/2020	25.29	26.42	27.69	29.00	30.35	
		01/01/2019	24.79	25.90	27.15	28.43	29.75	
10601 ENGINEERING CONTRACTS SPECIALIST CS: CHARTER Union: TEAMSTERS	980SA	01/01/2019	25.28	26.53	27.83	29.23	30.66	
10602 ENGINEERING OFFICE ASSISTANT CS: CHARTER Union: NONE	982	01/01/2019	22.48	23.57	24.77	26.02	27.27	
4122 ENGINEERING TECH I - RECORDS CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
4135 ENGINEERING TECH III - DEVELOPMENT CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
4133 ENGINEERING TECH III SURVEY CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
4121 ENGINEERING TECH. I-DESIGN CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
4134 ENGINEERING TECH. III - DESIGN CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	



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4131 ENGINEERING TECHNICIAN I SURVEY CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
4125 ENGINEERING TECHNICIAN II CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
4115 ENGINEERING UTILITY SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	
8324 ENVIRONMENTAL COMPLIANCE SPECIALIST CS: CHARTER Union: AFSCME	21.0	01/01/2021	28.24	29.58	30.96	32.39	33.92	
		01/01/2020	27.69	29.00	30.35	31.75	33.25	
		01/01/2019	27.15	28.43	29.75	31.13	32.60	
12101 EQUIPMENT MAINT SUPERVISOR CS: CHARTER Union: NONE	977	01/01/2019	28.68	30.06	31.63	33.22	34.84	
8421 EQUIPMENT OPERATOR I CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
8422 EQUIPMENT OPERATOR II CS: CHARTER Union: AFSCME	12.0	01/01/2021	18.76	19.76	20.51	21.53	22.52	
		01/01/2020	18.39	19.37	20.11	21.11	22.08	
		01/01/2019	18.03	18.99	19.72	20.70	21.65	
8423 EQUIPMENT OPERATOR III CS: CHARTER Union: AFSCME	14.0	01/01/2021	20.51	21.53	22.52	23.50	24.63	
		01/01/2020	20.11	21.11	22.08	23.04	24.15	
		01/01/2019	19.72	20.70	21.65	22.59	23.68	
12103 EQUIPMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2019	32.25	33.85	35.53	37.34	39.19	



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6211 EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
10506 EXECUTIVE ASSISTANT CS: CHARTER Union: NONE	980	01/01/2019	24.77	26.02	27.27	28.68	30.06	
1311 EXECUTIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2019	26.02	27.27	28.68	30.06	31.63	
8542 FACILITY MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	11.5	01/01/2021	18.36	19.29	20.09	21.05	22.07	
		01/01/2020	18.00	18.91	19.70	20.64	21.64	
		01/01/2019	17.65	18.54	19.31	20.24	21.22	
1241 FINANCIAL SERVICES MANAGER CS: CHARTER Union: NONE	968	01/01/2019	42.39	44.47	46.74	49.09	51.53	
10303 FINANCIAL SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2019	37.34	39.19	41.18	43.21	45.35	
2316 FINANCIAL SERVICES SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
10305 FINANCIAL SERVICES TECHNICIAN - PAYROLL CS: CHARTER Union: TEAMSTERS	981SA	01/01/2019	24.03	25.28	26.53	27.83	29.23	
6326 FIRE CAPTAIN (DAY) CS: FIRE Union: IAFF	510	01/01/2021	44.12	46.26	48.68	51.13	53.52	
		01/01/2020	43.04	45.13	47.49	49.88	52.21	
		01/01/2019	41.99	44.03	46.33	48.66	50.94	
6325 FIRE CAPTAIN (SHIFT) CS: FIRE Union: IAFF	515	01/01/2021	35.64	37.35	39.29	41.27	43.16	
		01/01/2020	34.45	36.10	37.98	39.89	41.72	
		01/01/2019	33.30	34.90	36.71	38.56	40.33	
1180 FIRE CHIEF CS: EXEMPT Union: NONE	962	01/01/2019	56.75	59.62	62.62	65.75	69.05	72.50



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4420 FIRE CODE INSPECTOR CS: FIRE Union: IAFF	548	01/01/2021	26.61	27.86	29.11	30.55	31.92	33.41
		01/01/2020	26.02	27.25	28.47	29.88	31.22	32.67
		01/01/2019	25.45	26.65	27.84	29.22	30.53	31.95
		01/01/2019	25.45	26.59	27.79	29.04	30.35	31.72
6411 FIRE DISPATCHER CS: FIRE Union: IAFF	575	01/01/2021	23.70	24.82	26.00	27.34	30.27	31.74
		01/01/2020	23.18	24.27	25.43	26.74	29.60	31.04
		01/01/2019	22.67	23.74	24.87	26.15	28.95	30.36
6338 FIRE INVESTIGATION AND EDUCATION OFFICER CS: FIRE Union: IAFF	510	01/01/2021	44.12	46.26	48.68	51.13	53.52	
		01/01/2020	43.04	45.13	47.49	49.88	52.21	
		01/01/2019	41.99	44.03	46.33	48.66	50.94	
6339 FIRE INVESTIGATOR CS: FIRE Union: IAFF	520	01/01/2021	39.88	41.85	43.80	46.08	48.41	
		01/01/2020	38.91	40.83	42.73	44.96	47.23	
		01/01/2019	37.96	39.83	41.69	43.86	46.08	
6324 FIRE LIEUTENANT (DAY) CS: FIRE Union: IAFF	526	01/01/2021	39.88	41.85	43.80	46.08	48.41	
		01/01/2020	38.91	40.83	42.73	44.96	47.23	
		01/01/2019	37.96	39.83	41.69	43.86	46.08	
6323 FIRE LIEUTENANT (SHIFT) CS: FIRE Union: IAFF	525	01/01/2021	32.19	33.80	35.37	37.22	39.05	
		01/01/2020	31.12	32.67	34.19	35.98	37.75	
		01/01/2019	30.08	31.58	33.05	34.78	36.49	
8225 FIRE MECHANIC I CS: FIRE Union: IAFF	550	01/01/2021	29.09	30.56	32.09	33.67	35.36	37.14
		01/01/2020	28.45	29.89	31.38	32.93	34.58	36.32
		01/01/2019	27.82	29.23	30.69	32.21	33.82	35.52
8230 FIRE MECHANIC II CS: FIRE Union: IAFF	560	01/01/2021	32.18	33.79	35.47	37.23	39.11	41.07
		01/01/2020	31.47	33.05	34.69	36.41	38.25	40.17
		01/01/2019	30.78	32.32	33.93	35.61	37.41	39.29



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6441 FIRE OFFICE ASSISTANT CS: FIRE Union: IAFF	580	01/01/2021	21.38	22.36	23.48	24.55	25.85	27.13
		01/01/2020	20.91	21.87	22.96	24.01	25.28	26.53
		01/01/2019	20.45	21.39	22.45	23.48	24.72	25.95
6330 FIRE SHIFT COMMANDER CS: FIRE Union: IAFF	513	01/01/2021	40.24	42.22	44.40	46.63	48.78	
		01/01/2020	38.90	40.81	42.92	45.07	47.15	
		01/01/2019	37.60	39.45	41.49	43.57	45.58	
6352 FIRE TRAINING ASSISTANT CS: FIRE Union: IAFF	527	01/01/2021	43.86	46.04	48.21	50.69	53.24	
		01/01/2020	42.79	44.92	47.03	49.45	51.94	
		01/01/2019	41.75	43.82	45.88	48.24	50.67	
6351 FIRE TRAINING SUPERVISOR CS: FIRE Union: IAFF	506	01/01/2021	48.48	50.91	53.55	56.25	58.78	
		01/01/2020	47.30	49.67	52.24	54.88	57.35	
		01/01/2019	46.15	48.46	50.97	53.54	55.95	
6311 FIRE VOLUNTEERS - NON COMBAT CS: EXEMPT Union: NONE	500VF	12/01/2015	.00					
6321 FIREFIGHTER CS: FIRE Union: IAFF	530	01/01/2021	26.07	28.12	29.76	31.03	35.35	
		01/01/2020	25.20	27.19	28.77	29.99	34.17	
		01/01/2019	24.36	26.28	27.81	28.99	33.03	
6310 FIREFIGHTER - COMBAT RESERVE CS: EXEMPT Union: NONE	500VF	12/01/2015	.00					
1263 FLEET AND FACILITIES MANAGER CS: CHARTER Union: TEAMSTERS	971PW	01/01/2019	39.19	41.18	43.21	45.35	47.65	
8203 FLEET MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
11730 FORENSIC SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2019	32.25	33.85	35.53	37.34	39.19	



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1236 GANG FREE INITIATIVE (GFI) PROGR MANAGER CS: CHARTER Union: NONE	970	01/01/2019	40.37	42.39	44.47	46.74	49.09	
5202 GOLF COURSE ATTENDANT CS: CHARTER Union: AFSCME	8.5	01/01/2021	16.12	16.83	17.63	18.36	19.29	
		01/01/2020	15.80	16.50	17.28	18.00	18.91	
		01/01/2019	15.49	16.18	16.94	17.65	18.54	
8825 GOLF COURSE MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
5201 GOLF STARTER CS: CHARTER Union: AFSCME	5.5	01/01/2021	14.11	14.71	15.41	16.12	16.83	
		01/01/2020	13.83	14.42	15.11	15.80	16.50	
		01/01/2019	13.56	14.14	14.81	15.49	16.18	
2310 GRANT COORDINATOR CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
5156 GRANT FINANCIAL SPECIALIST CS: CHARTER Union: AFSCME	18.5	01/01/2021	25.16	26.42	27.65	28.90	30.31	
		01/01/2020	24.67	25.90	27.11	28.33	29.72	
		01/01/2019	24.19	25.39	26.58	27.77	29.14	
5130 HOME REMODELING TECHNICIAN CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
5151 HOUSING LOAN SPECIALIST CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
5121 HOUSING REHABILITATION ASST. CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	



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10104 HUMAN RESOURCES ASSISTANT CS: CHARTER Union: TEAMSTERS	984SA	01/01/2019	20.79	21.83	22.95	24.03	25.28	
10103 HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	981SA	01/01/2019	24.03	25.28	26.53	27.83	29.23	
12201 INDUSTRIAL MAINT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2019	33.22	34.84	36.61	38.44	40.37	
8241 INDUSTRIAL MAINT. MECHANIC CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
8302 INDUSTRIAL WASTE OPERATOR CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
4240 INSTRUMENT TECHNICIAN CS: CHARTER Union: AFSCME	18.5	01/01/2021	25.16	26.42	27.65	28.90	30.31	
		01/01/2020	24.67	25.90	27.11	28.33	29.72	
		01/01/2019	24.19	25.39	26.58	27.77	29.14	
8673 IRRIGATION CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
8671 IRRIGATION SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2021	20.09	21.05	22.07	23.04	24.11	
		01/01/2020	19.70	20.64	21.64	22.59	23.64	
		01/01/2019	19.31	20.24	21.22	22.15	23.18	
8672 IRRIGATION SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
13401 IRRIGATION SUPERVISOR CS: CHARTER Union: NONE	976	01/01/2019	30.06	31.63	33.22	34.84	36.61	



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7171 IT SERVICES ASSISTANT CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
2107 IT SERVICE COMPUTR OPERATIONS TECHNICIAN CS: CHARTER Union: AFSCME	11.5	01/01/2021	18.36	19.29	20.09	21.05	22.07	
		01/01/2020	18.00	18.91	19.70	20.64	21.64	
		01/01/2019	17.65	18.54	19.31	20.24	21.22	
2114 IT SERVICES APPLICATION SUPPORT ANALYST CS: CHARTER Union: AFSCME	21.5	01/01/2021	28.90	30.27	31.67	33.18	34.66	
		01/01/2020	28.33	29.68	31.05	32.53	33.98	
		01/01/2019	27.77	29.10	30.44	31.89	33.31	
2109 IT SERVICES APPLICATIONS DEVELOPER CS: CHARTER Union: AFSCME	20.5	01/01/2021	27.65	28.90	30.31	31.69	33.18	
		01/01/2020	27.11	28.33	29.72	31.07	32.53	
		01/01/2019	26.58	27.77	29.14	30.46	31.89	
2108 IT SERVICES COMPTR CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	19.5	01/01/2021	26.42	27.65	28.90	30.31	31.69	
		01/01/2020	25.90	27.11	28.33	29.72	31.07	
		01/01/2019	25.39	26.58	27.77	29.14	30.46	
2106 IT SERVICES COMPUTER OPERATIONS ASSISTAN CS: CHARTER Union: AFSCME	9.0	01/01/2021	16.48	17.27	18.00	18.76	19.76	
		01/01/2020	16.16	16.93	17.65	18.39	19.37	
		01/01/2019	15.84	16.60	17.30	18.03	18.99	
2110 IT SERVICES DATABASE ADMINISTRATOR CS: CHARTER Union: AFSCME	23.0	01/01/2021	30.96	32.39	33.92	35.52	37.11	
		01/01/2020	30.35	31.75	33.25	34.82	36.38	
		01/01/2019	29.75	31.13	32.60	34.14	35.67	
2102 IT SERVICES GIS TECHNICIAN CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
10203 IT SERVICES LEAD APP SYSTEM DESIGNER CS: CHARTER Union: NONE	976	01/01/2019	30.06	31.63	33.22	34.84	36.61	



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2116 IT SERVICES LEAD CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	23.0	01/01/2021	30.96	32.39	33.92	35.52	37.11	
		01/01/2020	30.35	31.75	33.25	34.82	36.38	
		01/01/2019	29.75	31.13	32.60	34.14	35.67	
1233 IT SERVICES MANAGER CS: CHARTER Union: NONE	968	01/01/2019	42.39	44.47	46.74	49.09	51.53	
2112 IT SERVICES NETWORK SERVICES ENGINEER CS: CHARTER Union: AFSCME	25.0	01/01/2021	33.92	35.52	37.11	38.94	40.90	
		01/01/2020	33.25	34.82	36.38	38.18	40.10	
		01/01/2019	32.60	34.14	35.67	37.43	39.31	
11902 IT SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	972	01/01/2019	36.61	38.44	40.37	42.39	44.47	
7611 IT SERVICES PRINT SHOP OPERATOR CS: CHARTER Union: AFSCME	11.5	01/01/2021	18.36	19.29	20.09	21.05	22.07	
		01/01/2020	18.00	18.91	19.70	20.64	21.64	
		01/01/2019	17.65	18.54	19.31	20.24	21.22	
10202 IT SERVICES PROJECT MANAGER CS: CHARTER Union: NONE	975	01/01/2019	31.63	33.22	34.84	36.61	38.44	
10201 IT SERVICES SENIOR ANALYST CS: CHARTER Union: NONE	974	01/01/2019	33.22	34.84	36.61	38.44	40.37	
2120 IT SERVICES SENIOR APPLICATION ANALYST CS: CHARTER Union: AFSCME	23.0	01/01/2021	30.96	32.39	33.92	35.52	37.11	
		01/01/2020	30.35	31.75	33.25	34.82	36.38	
		01/01/2019	29.75	31.13	32.60	34.14	35.67	
2113 IT SERVICES SR CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	21.0	01/01/2021	28.24	29.58	30.96	32.39	33.92	
		01/01/2020	27.69	29.00	30.35	31.75	33.25	
		01/01/2019	27.15	28.43	29.75	31.13	32.60	
11901 IT SERVICES SUPERVISING SENIOR ANALYST CS: CHARTER Union: NONE	972	01/01/2019	36.61	38.44	40.37	42.39	44.47	



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2118 IT SERVICES SYSTEMS ADMINISTRATOR CS: CHARTER Union: AFSCME	25.0	01/01/2021	33.92	35.52	37.11	38.94	40.90	
		01/01/2020	33.25	34.82	36.38	38.18	40.10	
		01/01/2019	32.60	34.14	35.67	37.43	39.31	
2125 IT SERVICES TELECOM NETWORK ANALYST CS: CHARTER Union: AFSCME	24.0	01/01/2021	32.39	33.92	35.52	37.11	38.94	
		01/01/2020	31.75	33.25	34.82	36.38	38.18	
		01/01/2019	31.13	32.60	34.14	35.67	37.43	
2119 IT SERVICES TELEPHONE TECHNICIAN CS: CHARTER Union: AFSCME	19.5	01/01/2021	26.42	27.65	28.90	30.31	31.69	
		01/01/2020	25.90	27.11	28.33	29.72	31.07	
		01/01/2019	25.39	26.58	27.77	29.14	30.46	
2117 IT SERVICES WEB APP DEVELOPER/ADMIN CS: CHARTER Union: AFSCME	24.0	01/01/2021	32.39	33.92	35.52	37.11	38.94	
		01/01/2020	31.75	33.25	34.82	36.38	38.18	
		01/01/2019	31.13	32.60	34.14	35.67	37.43	
9151 JUDGE PRO TEM CS: EXEMPT Union: NONE	941	11/22/2009	69.00					
15301 LAB COORDINATOR CS: CHARTER Union: NONE	975	01/01/2019	31.63	33.22	34.84	36.61	38.44	
8610 LABOR HELPER CS: CHARTER Union: AFSCME	3.0	01/01/2021	12.68	13.27	13.83	14.40	15.10	
		01/01/2020	12.43	13.01	13.56	14.12	14.80	
		01/01/2019	12.19	12.75	13.29	13.84	14.51	
8320 LABORATORY ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
8326 LABORATORY CHEMIST CS: CHARTER Union: AFSCME	19.0	01/01/2021	25.80	26.95	28.24	29.58	30.96	
		01/01/2020	25.29	26.42	27.69	29.00	30.35	
		01/01/2019	24.79	25.90	27.15	28.43	29.75	



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8321 LABORATORY TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
6611 LEAD PARKING ENFORCEMENT OFFICER CS: CHARTER Union: AFSCME	9.5	01/01/2021	16.83	17.63	18.36	19.29	20.09	
		01/01/2020	16.50	17.28	18.00	18.91	19.70	
		01/01/2019	16.18	16.94	17.65	18.54	19.31	
11750 LEAD POLICE SUPPORT SERVICES SUPERVISOR CS: CHARTER Union: NONE	976	01/01/2019	30.06	31.63	33.22	34.84	36.61	
10512 LEGAL ASSISTANT I CS: CHARTER Union: TEAMSTERS	984SA	01/01/2019	20.79	21.83	22.95	24.03	25.28	
10511 LEGAL ASSISTANT II CS: CHARTER Union: TEAMSTERS	983SA	01/01/2019	21.83	22.95	24.03	25.28	26.53	
10510 LEGAL ASSISTANT III CS: CHARTER Union: TEAMSTERS	980SA	01/01/2019	25.28	26.53	27.83	29.23	30.66	
11810 LEGAL DEPARTMENT OFFICE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2019	31.63	33.22	34.84	36.61	38.44	
1325 LEGAL INTERN CS: EXEMPT Union: NONE	980	01/01/2019	24.77	26.02	27.27	28.68	30.06	
5268 LIFEGUARD/INSTRUCTOR CS: CHARTER Union: AFSCME	3.0	01/01/2021	12.68	13.27	13.83	14.40	15.10	
		01/01/2020	12.43	13.01	13.56	14.12	14.80	
		01/01/2019	12.19	12.75	13.29	13.84	14.51	
8221 MACHINIST CS: CHARTER Union: AFSCME	14.0	01/01/2021	20.51	21.53	22.52	23.50	24.63	
		01/01/2020	20.11	21.11	22.08	23.04	24.15	
		01/01/2019	19.72	20.70	21.65	22.59	23.68	
20101 MARKETING & PROGRAM ADMINISTRATOR CS: CHARTER Union: AFSCME	675	01/01/2019	26.43	27.69	29.00	30.35	31.76	



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100 MAYOR CS: EXEMPT Union: NONE	950	12/01/1999	.00					
12102SA MECHANIC 2 CS: CHARTER Union: TEAMSTERS	978SA	01/01/2019	27.83	29.23	30.66	32.25	33.85	
8211 MECHANIC I CS: CHARTER Union: AFSCME	17.0	01/01/2021 01/01/2020 01/01/2019	23.50 23.04 22.59	24.63 24.15 23.68	25.80 25.29 24.79	26.95 26.42 25.90	28.24 27.69 27.15	
8621 MONUMENT SETTER CS: CHARTER Union: AFSCME	11.5	01/01/2021 01/01/2020 01/01/2019	18.36 18.00 17.65	19.29 18.91 18.54	20.09 19.70 19.31	21.05 20.64 20.24	22.07 21.64 21.22	
1424 MUNICIPAL COURT CASHIER CS: EXEMPT Union: NONE	988	01/01/2019	16.82	17.65	18.48	19.41	20.37	
1412 MUNICIPAL COURT COMMISSIONER CS: EXEMPT Union: NONE	966MC	09/01/2018	48.16	50.55	53.09	55.71	58.48	
1425 MUNICIPAL COURT DEPARTMENT ASSISTANT CS: EXEMPT Union: NONE	987	01/01/2019	17.65	18.48	19.41	20.37	21.41	
1413 MUNICIPAL COURT JUDGE CS: EXEMPT Union: NONE	1000	09/01/2018	75.05					
1422 MUNICIPAL COURT JUDICIAL SPECIALIST CS: EXEMPT Union: NONE	983	01/01/2019	21.41	22.48	23.57	24.77	26.02	
1420 MUNICIPAL COURT JUDICIAL SPECIALIST LEAD CS: EXEMPT Union: NONE	980	01/01/2019	24.77	26.02	27.27	28.68	30.06	
1430 MUNICIPAL COURT SERVICES DEPUTY CS: EXEMPT Union: NONE	978	01/01/2019	27.27	28.68	30.06	31.63	33.22	
1421 MUNICIPAL COURT SERVICES MANAGER CS: EXEMPT Union: NONE	971	01/01/2019	38.44	40.37	42.39	44.47	46.74	



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2254 MUNICIPAL PRODUCER CS: CHARTER Union: AFSCME	11.0	01/01/2021	18.00	18.76	19.76	20.51	21.53	
		01/01/2020	17.65	18.39	19.37	20.11	21.11	
		01/01/2019	17.30	18.03	18.99	19.72	20.70	
11410 ND SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	973	01/01/2019	34.84	36.61	38.44	40.37	42.39	
5152 NEIGHBORHOOD DEV ACCOUNTING SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
5154 NEIGHBORHOOD DEVELOPMENT ASSISTANT CS: CHARTER Union: AFSCME	11.5	01/01/2021	18.36	19.29	20.09	21.05	22.07	
		01/01/2020	18.00	18.91	19.70	20.64	21.64	
		01/01/2019	17.65	18.54	19.31	20.24	21.22	
1253 NEIGHBORHOOD DEVELOPMENT SERVICES MGR CS: CHARTER Union: NONE	971	01/01/2019	38.44	40.37	42.39	44.47	46.74	
5122 NEIGHBORHOOD DEVELP REHAB SPECIALIST I CS: CHARTER Union: AFSCME	14.0	01/01/2021	20.51	21.53	22.52	23.50	24.63	
		01/01/2020	20.11	21.11	22.08	23.04	24.15	
		01/01/2019	19.72	20.70	21.65	22.59	23.68	
5123 NEIGHBORHOOD DEVELP REHAB SPECIALIST II CS: CHARTER Union: AFSCME	18.0	01/01/2021	24.63	25.80	26.95	28.24	29.58	
		01/01/2020	24.15	25.29	26.42	27.69	29.00	
		01/01/2019	23.68	24.79	25.90	27.15	28.43	
5124 NEIGHBORHOOD DEVELP REHAB SPECIALIST III CS: CHARTER Union: AFSCME	19.0	01/01/2021	25.80	26.95	28.24	29.58	30.96	
		01/01/2020	25.29	26.42	27.69	29.00	30.35	
		01/01/2019	24.79	25.90	27.15	28.43	29.75	
1267 PARK AND RECREATION MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2019	41.18	43.21	45.35	47.65	50.04	



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8820 PARK CARETAKER CS: CHARTER Union: AFSCME	6.5	01/01/2021	14.71	15.41	16.12	16.83	17.63	
		01/01/2020	14.42	15.11	15.80	16.50	17.28	
		01/01/2019	14.14	14.81	15.49	16.18	16.94	
8810 PARK LABORER CS: CHARTER Union: AFSCME	9.0	01/01/2021	16.48	17.27	18.00	18.76	19.76	
		01/01/2020	16.16	16.93	17.65	18.39	19.37	
		01/01/2019	15.84	16.60	17.30	18.03	18.99	
8821 PARK SPECIALIST I CS: CHARTER Union: AFSCME	9.5	01/01/2021	16.83	17.63	18.36	19.29	20.09	
		01/01/2020	16.50	17.28	18.00	18.91	19.70	
		01/01/2019	16.18	16.94	17.65	18.54	19.31	
8822 PARK SPECIALIST II CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
8823 PARK SPECIALIST III CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
8111 PARK SUPERVISOR I CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
6610 PARKING ENFORCEMENT OFFICER CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
5271 PARKS & RECREATION ADMIN SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
11604 PARKS AND RECREATION ADMIN ASSOCIATE CS: CHARTER Union: NONE	979	01/01/2019	26.02	27.27	28.68	30.06	31.63	



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8818 PARKS MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
8817 PARKS MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
8819 PARKS MAINTENANCE WORKER CS: CHARTER Union: AFSCME	9.0	01/01/2021	16.48	17.27	18.00	18.76	19.76	
		01/01/2020	16.16	16.93	17.65	18.39	19.37	
		01/01/2019	15.84	16.60	17.30	18.03	18.99	
13101 PARKS OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	972SA	01/01/2019	37.34	39.19	41.18	43.21	45.35	
13102 PARKS SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	973SA	01/01/2019	35.53	37.34	39.19	41.18	43.21	
10301 PAYROLL ADMINISTRATOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2019	32.25	33.85	35.53	37.34	39.19	
4430 PERMIT PROJECT COORDINATOR CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
4441 PERMIT TECHNICIAN CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
1254 PLANNING MANAGER CS: CHARTER Union: NONE	971	01/01/2019	38.44	40.37	42.39	44.47	46.74	
3310 PLANNING SPECIALIST CS: CHARTER Union: AFSCME	8.5	01/01/2021	16.12	16.83	17.63	18.36	19.29	
		01/01/2020	15.80	16.50	17.28	18.00	18.91	
		01/01/2019	15.49	16.18	16.94	17.65	18.54	



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3312 PLANNING TECHNICIAN CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
4310 PLANS EXAMINER I (RESIDENTIAL) CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	
4315 PLANS EXAMINER II (COMMERCIAL) CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
		01/01/2020	26.42	27.69	29.00	30.35	31.75	
		01/01/2019	25.90	27.15	28.43	29.75	31.13	
6270 POLICE APPLICATION SPECIALIST CS: CHARTER Union: AFSCME	20.5	01/01/2021	27.65	28.90	30.31	31.69	33.18	
		01/01/2020	27.11	28.33	29.72	31.07	32.53	
		01/01/2019	26.58	27.77	29.14	30.46	31.89	
6260 POLICE CADET CS: CHARTER Union: AFSCME	5.0	01/01/2021	13.83	14.40	15.10	15.76	16.48	
		01/01/2020	13.56	14.12	14.80	15.45	16.16	
		01/01/2019	13.29	13.84	14.51	15.15	15.84	
6127 POLICE CAPTAIN CS: POLICE Union: TEAMSTERS	966P	01/01/2018	50.30	52.82	55.46	58.19	61.08	
1190 POLICE CHIEF CS: EXEMPT Union: NONE	963	01/01/2019	65.75	69.05	72.48	76.09	79.91	
6123 POLICE CORPORAL CS: POLICE Union: YPPA	425	01/01/2019	43.50	45.66				
6251 POLICE DEPARTMENT ASSISTANT I CS: CHARTER Union: AFSCME	5.5	01/01/2021	14.11	14.71	15.41	16.12	16.83	
		01/01/2020	13.83	14.42	15.11	15.80	16.50	
		01/01/2019	13.56	14.14	14.81	15.49	16.18	



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6243 POLICE DEPARTMENT ASSISTANT III CS: CHARTER Union: AFSCME	8.5	01/01/2021	16.12	16.83	17.63	18.36	19.29	
		01/01/2020	15.80	16.50	17.28	18.00	18.91	
		01/01/2019	15.49	16.18	16.94	17.65	18.54	
8205 POLICE FLEET SPECIALIST CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
6241 POLICE INFORMATION SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	
6126 POLICE LIEUTENANT CS: POLICE Union: TEAMSTERS	968P	01/01/2018	45.61	47.86	50.30	52.82	55.46	
6121 POLICE OFFICER CS: POLICE Union: YPPA	400	01/01/2019	30.56	33.04	34.88	36.37	41.42	
6122 POLICE OFFICER (LATERAL) CS: POLICE Union: YPPA	400	01/01/2019	30.56	33.04	34.88	36.37	41.42	
6124 POLICE SERGEANT CS: POLICE Union: YPPA	450	01/01/2019	45.41	47.64				
6256 POLICE SERVICES LEAD CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	
1295 POLICE SERVICES MANAGER CS: CHARTER Union: NONE	971	01/01/2019	38.44	40.37	42.39	44.47	46.74	
6252 POLICE SERVICES SPECIALIST I CS: CHARTER Union: AFSCME	12.0	01/01/2021	18.76	19.76	20.51	21.53	22.52	
		01/01/2020	18.39	19.37	20.11	21.11	22.08	
		01/01/2019	18.03	18.99	19.72	20.70	21.65	



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6253 POLICE SERVICES SPECIALIST II CS: CHARTER Union: AFSCME	14.0	01/01/2021	20.51	21.53	22.52	23.50	24.63	
		01/01/2020	20.11	21.11	22.08	23.04	24.15	
		01/01/2019	19.72	20.70	21.65	22.59	23.68	
11710 POLICE SERVICES SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2019	27.83	29.23	30.66	32.25	33.85	
8840 POOL MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
8323 PRETREATMENT CREW LEADER CS: CHARTER Union: AFSCME	17.5	01/01/2021	24.11	25.16	26.42	27.65	28.90	
		01/01/2020	23.64	24.67	25.90	27.11	28.33	
		01/01/2019	23.18	24.19	25.39	26.58	27.77	
15104 PRETREATMENT SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2019	31.63	33.22	34.84	36.61	38.44	
8322 PRETREATMENT TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
8242 PREVENTATIVE MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
1432 PROBATION OFFICER CS: EXEMPT Union: NONE	978	01/01/2019	27.27	28.68	30.06	31.63	33.22	
1433 PROBATION SERVICES CLERK CS: EXEMPT Union: NONE	987	01/01/2019	17.65	18.48	19.41	20.37	21.41	
1431 PROBATION SERVICES MANAGER CS: EXEMPT Union: NONE	975	01/01/2019	31.63	33.22	34.84	36.61	38.44	



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3115 PROJECT ENGINEER CS: CHARTER Union: AFSCME	22.5	01/01/2021	30.27	31.67	33.18	34.66	36.31	
		01/01/2020	29.68	31.05	32.53	33.98	35.60	
		01/01/2019	29.10	30.44	31.89	33.31	34.90	
17101 PUB SAFETY ASSIST COMMUNICATIONS MANAGER CS: FIRE Union: NONE	973	01/01/2019	34.84	36.61	38.44	40.37	42.39	
6343 PUBLIC EDUCATION CAPTAIN CS: FIRE Union: IAFF	506	01/01/2021	48.48	50.91	53.55	56.25	58.78	
		01/01/2020	47.30	49.67	52.24	54.88	57.35	
		01/01/2019	46.15	48.46	50.97	53.54	55.95	
7161 PUBLIC RECORDS OFFICER CS: CHARTER Union: AFSCME	19.0	01/01/2021	25.80	26.95	28.24	29.58	30.96	
		01/01/2020	25.29	26.42	27.69	29.00	30.35	
		01/01/2019	24.79	25.90	27.15	28.43	29.75	
6415 PUBLIC SAFETY COMM SUPERVISOR CS: FIRE Union: IAFF	558	01/01/2021	28.66	30.09	31.62	33.18	34.82	36.56
		01/01/2020	28.03	29.43	30.92	32.45	34.05	35.76
		01/01/2019	27.41	28.78	30.24	31.74	33.30	34.97
1274 PUBLIC SAFETY COMMUNICATIONS MANAGER CS: CHARTER Union: NONE	968	01/01/2019	42.39	44.47	46.74	49.09	51.53	
6412 PUBLIC SAFETY DISPATCHER CS: FIRE Union: IAFF	575	01/01/2021	23.70	24.82	26.00	27.34	30.27	31.74
		01/01/2020	23.18	24.27	25.43	26.74	29.60	31.04
		01/01/2019	22.67	23.74	24.87	26.15	28.95	30.36
11603 PUBLIC WORKS OFFICE ASSISTANT CS: CHARTER Union: TEAMSTERS	983SA	01/01/2019	21.83	22.95	24.03	25.28	26.53	
2115 PUBLICATIONS AND GRAPHICS SPECIALIST CS: CHARTER Union: AFSCME	9.0	01/01/2021	16.48	17.27	18.00	18.76	19.76	
		01/01/2020	16.16	16.93	17.65	18.39	19.37	
		01/01/2019	15.84	16.60	17.30	18.03	18.99	



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2233 PURCHASING ASSISTANT CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
2262 PW SAFETY & TRAINING COORDINATOR CS: CHARTER Union: AFSCME	17.5	01/01/2021	24.11	25.16	26.42	27.65	28.90	
		01/01/2020	23.64	24.67	25.90	27.11	28.33	
		01/01/2019	23.18	24.19	25.39	26.58	27.77	
10501 RECORDS ADMINISTRATOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2019	35.53	37.34	39.19	41.18	43.21	
7141 RECORDS ASSISTANT CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
5256 RECREATION ACTIVITIES COORDINATOR CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
5235 RECREATION ACTIVITIES SPECIALIST CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
5255 RECREATION COORDINATOR CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
5234 RECREATION LEADER CS: CHARTER Union: AFSCME	6.5	01/01/2021	14.71	15.41	16.12	16.83	17.63	
		01/01/2020	14.42	15.11	15.80	16.50	17.28	
		01/01/2019	14.14	14.81	15.49	16.18	16.94	
11501 RECREATION PROGRAM SUPERVISOR CS: CHARTER Union: TEAMSTERS	980SA	01/01/2019	25.28	26.53	27.83	29.23	30.66	



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11503 RECREATION SUPERVISOR CS: CHARTER Union: TEAMSTERS	976SA	01/01/2019	30.66	32.25	33.85	35.53	37.34	
4128 RIGHT OF WAY AGENT CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
9131 RULE 9 LEGAL INTERN CS: EXEMPT Union: NONE	931	12/19/2010	18.11	19.99	22.02			
6440 SECRETARY I CS: FIRE Union: IAFF	585	01/01/2021	16.06	16.98	17.86	18.83	19.83	20.80
		01/01/2020	15.71	16.61	17.47	18.42	19.39	20.34
		01/01/2019	15.36	16.24	17.09	18.01	18.96	19.89
1322 SENIOR ASSISTANT CITY ATTY I CS: EXEMPT Union: NONE	966	01/01/2019	46.74	49.09	51.53	54.08	56.75	
1321 SENIOR ASSISTANT CITY ATTY II CS: EXEMPT Union: NONE	964	01/01/2019	51.53	54.08	56.75	59.62	62.62	65.76
11805 SENIOR BUYER CS: CHARTER Union: TEAMSTERS	976SA	01/01/2019	30.66	32.25	33.85	35.53	37.34	
7111 SENIOR CENTER ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
7110 SENIOR CENTER CLERK CS: CHARTER Union: AFSCME	6.5	01/01/2021	14.71	15.41	16.12	16.83	17.63	
		01/01/2020	14.42	15.11	15.80	16.50	17.28	
		01/01/2019	14.14	14.81	15.49	16.18	16.94	
2246 SENIOR COMMUNITY RELATIONS SPECIALIST CS: CHARTER Union: AFSCME	19.5	01/01/2021	26.42	27.65	28.90	30.31	31.69	
		01/01/2020	25.90	27.11	28.33	29.72	31.07	
		01/01/2019	25.39	26.58	27.77	29.14	30.46	
11104 SENIOR ENGINEER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2019	37.34	39.19	41.18	43.21	45.35	



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6210 SENIOR EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	18.0	01/01/2021	24.63	25.80	26.95	28.24	29.58	
		01/01/2020	24.15	25.29	26.42	27.69	29.00	
		01/01/2019	23.68	24.79	25.90	27.15	28.43	
10105 SENIOR HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	979SA	01/01/2019	26.53	27.83	29.23	30.66	32.25	
3322 SENIOR PLANNER CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
		01/01/2020	26.42	27.69	29.00	30.35	31.75	
		01/01/2019	25.90	27.15	28.43	29.75	31.13	
11401 SENIOR PROGRAM SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2019	27.27	28.68	30.06	31.63	33.22	
11202 SENIOR PROJECT PLANNER (TRANSIT) CS: CHARTER Union: NONE	972	01/01/2019	36.61	38.44	40.37	42.39	44.47	
8664 SENIOR TRAFFIC SIGN SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
4224 SENIOR TRAFFIC SYSTEMS TECHNICIAN CS: CHARTER Union: AFSCME	25.0	01/01/2021	33.92	35.52	37.11	38.94	40.90	
		01/01/2020	33.25	34.82	36.38	38.18	40.10	
		01/01/2019	32.60	34.14	35.67	37.43	39.31	
1266 SOLID WASTE AND RECYCLING MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2019	41.18	43.21	45.35	47.65	50.04	
8434 SOLID WASTE CODE COMPLIANCE OFFICER CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
8433 SOLID WASTE COLLECTOR/DRIVER CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	



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8641 SOLID WASTE MAINTENANCE WORKER CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
7155 SOLID WASTE SERVICES SPECIALIST CS: CHARTER Union: AFSCME	12.0	01/01/2021	18.76	19.76	20.51	21.53	22.52	
		01/01/2020	18.39	19.37	20.11	21.11	22.08	
		01/01/2019	18.03	18.99	19.72	20.70	21.65	
14101 SOLID WASTE SUPERVISOR CS: CHARTER Union: TEAMSTERS	979SA	01/01/2019	26.53	27.83	29.23	30.66	32.25	
8681 STOREKEEPER CS: CHARTER Union: AFSCME	15.5	01/01/2021	22.07	23.04	24.11	25.16	26.42	
		01/01/2020	21.64	22.59	23.64	24.67	25.90	
		01/01/2019	21.22	22.15	23.18	24.19	25.39	
1239 STRATEGIC PROJECT MANAGER CS: CHARTER Union: NONE	968	01/01/2019	42.39	44.47	46.74	49.09	51.53	
1261 STREET AND TRAFFIC OPS MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2019	41.18	43.21	45.35	47.65	50.04	
8721 STREET CLEANING SPECIALIST I CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
8722 STREET CLEANING SPECIALIST II CS: CHARTER Union: AFSCME	12.5	01/01/2021	19.29	20.09	21.05	22.07	23.04	
		01/01/2020	18.91	19.70	20.64	21.64	22.59	
		01/01/2019	18.54	19.31	20.24	21.22	22.15	
8701 STREET INSPECTOR CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	



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8710 STREET LABORER CS: CHARTER Union: AFSCME	9.0	01/01/2021	16.48	17.27	18.00	18.76	19.76	
		01/01/2020	16.16	16.93	17.65	18.39	19.37	
		01/01/2019	15.84	16.60	17.30	18.03	18.99	
8713 STREET MAINT CREW LEADER CS: CHARTER Union: AFSCME	17.5	01/01/2021	24.11	25.16	26.42	27.65	28.90	
		01/01/2020	23.64	24.67	25.90	27.11	28.33	
		01/01/2019	23.18	24.19	25.39	26.58	27.77	
8711 STREET MAINT. SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
13302 STREET MAINTENANCE SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2019	35.53	37.34	39.19	41.18	43.21	
8715 STREET OPERATIONS LEAD CS: CHARTER Union: AFSCME	21.5	01/01/2021	28.90	30.27	31.67	33.18	34.66	
		01/01/2020	28.33	29.68	31.05	32.53	33.98	
		01/01/2019	27.77	29.10	30.44	31.89	33.31	
13301 STREET SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2019	31.63	33.22	34.84	36.61	38.44	
11251 SUPERVISING CODE INSPECTOR CS: CHARTER Union: NONE	973	01/01/2019	34.84	36.61	38.44	40.37	42.39	
11201 SUPERVISING PLANNER CS: CHARTER Union: NONE	973	01/01/2019	34.84	36.61	38.44	40.37	42.39	
11103 SUPERVISING TRAFFIC ENGINEER CS: CHARTER Union: NONE	973	01/01/2019	34.84	36.61	38.44	40.37	42.39	
11106 SURFACE WATER ENGINEER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2019	35.53	37.34	39.19	41.18	43.21	
9126 TEMPORARY REFUSE HELPER CS: EXEMPT Union: NONE	915	01/01/2019	12.00					



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4611 TRAFFIC AIDE CS: CHARTER Union: AFSCME	9.5	01/01/2021	16.83	17.63	18.36	19.29	20.09	
		01/01/2020	16.50	17.28	18.00	18.91	19.70	
		01/01/2019	16.18	16.94	17.65	18.54	19.31	
4632 TRAFFIC ASSOCIATE CS: CHARTER Union: AFSCME	19.0	01/01/2021	25.80	26.95	28.24	29.58	30.96	
		01/01/2020	25.29	26.42	27.69	29.00	30.35	
		01/01/2019	24.79	25.90	27.15	28.43	29.75	
11301 TRAFFIC OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2019	35.53	37.34	39.19	41.18	43.21	
13701 TRAFFIC SIGN SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2019	31.63	33.22	34.84	36.61	38.44	
4211 TRAFFIC SIGNAL AIDE CS: CHARTER Union: AFSCME	11.0	01/01/2021	18.00	18.76	19.76	20.51	21.53	
		01/01/2020	17.65	18.39	19.37	20.11	21.11	
		01/01/2019	17.30	18.03	18.99	19.72	20.70	
4635 TRAFFIC SIGNAL SYSTEM ANALYST CS: CHARTER Union: AFSCME	21.5	01/01/2021	28.90	30.27	31.67	33.18	34.66	
		01/01/2020	28.33	29.68	31.05	32.53	33.98	
		01/01/2019	27.77	29.10	30.44	31.89	33.31	
8662 TRAFFIC SIGNS & MARKINGS SPECIALIST 1 CS: CHARTER Union: AFSCME	13.5	01/01/2021	20.09	21.05	22.07	23.04	24.11	
		01/01/2020	19.70	20.64	21.64	22.59	23.64	
		01/01/2019	19.31	20.24	21.22	22.15	23.18	
8663 TRAFFIC SIGNS & MARKINGS SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
4222 TRAFFIC SYSTEMS TECHNICIAN 1 CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	



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4223 TRAFFIC SYSTEMS TECHNICIAN II CS: CHARTER Union: AFSCME	20.5	01/01/2021	27.65	28.90	30.31	31.69	33.18	
		01/01/2020	27.11	28.33	29.72	31.07	32.53	
		01/01/2019	26.58	27.77	29.14	30.46	31.89	
4621 TRAFFIC TECHNICIAN I CS: CHARTER Union: AFSCME	13.0	01/01/2021	19.76	20.51	21.53	22.52	23.50	
		01/01/2020	19.37	20.11	21.11	22.08	23.04	
		01/01/2019	18.99	19.72	20.70	21.65	22.59	
4622 TRAFFIC TECHNICIAN II CS: CHARTER Union: AFSCME	16.5	01/01/2021	23.04	24.11	25.16	26.42	27.65	
		01/01/2020	22.59	23.64	24.67	25.90	27.11	
		01/01/2019	22.15	23.18	24.19	25.39	26.58	
10110 TRAINING PROGRAM COORDINATOR CS: CHARTER Union: TEAMSTERS	981SA	01/01/2019	24.03	25.28	26.53	27.83	29.23	
14205 TRANSIT ASSISTANT MANAGER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2019	35.53	37.34	39.19	41.18	43.21	
24101 TRANSIT DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME	645	01/01/2019	14.00	14.67	15.34	15.99	16.77	
22102 TRANSIT DISPATCHER CS: CHARTER Union: AFSCME	665	01/01/2019	20.74	21.76	22.72	23.77	24.86	
14202 TRANSIT FIELD OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2019	27.83	29.23	30.66	32.25	33.85	
23105 TRANSIT MAINTENANCE CREWLEADER CS: CHARTER Union: AFSCME	660	01/01/2019	18.56	19.52	20.31	21.28	22.25	
1262 TRANSIT MANAGER CS: CHARTER Union: TEAMSTERS	971PW	01/01/2019	39.19	41.18	43.21	45.35	47.65	
24105 TRANSIT OFFICE ASSISTANT CS: CHARTER Union: AFSCME	660	01/01/2019	18.56	19.52	20.31	21.28	22.25	
20103 TRANSIT OPERATIONS SPECIALIST CS: CHARTER Union: AFSCME	673	01/01/2019	25.01	26.19	27.37	28.71	30.00	



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14201 TRANSIT OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2019	31.63	33.22	34.84	36.61	38.44	
22101 TRANSIT OPERATOR CS: CHARTER Union: AFSCME	655	01/01/2019	17.79	18.56	19.52	20.31	21.28	
20102 TRANSIT PROJECT PLANNER CS: CHARTER Union: AFSCME	675	01/01/2019	26.43	27.69	29.00	30.35	31.76	
21101 TRANSIT ROUTE SUPERVISOR CS: CHARTER Union: AFSCME	665	01/01/2019	20.74	21.76	22.72	23.77	24.86	
23101 TRANSIT SERVICE WORKER CS: CHARTER Union: AFSCME	650	01/01/2019	16.26	16.97	17.79	18.56	19.52	
23102 TRANSIT VEHICLE CLEANER CS: CHARTER Union: AFSCME	630	01/01/2019	12.78	13.36	13.93	14.60	15.26	
22103 TRANSIT VEHICLE DRIVER CS: CHARTER Union: AFSCME	645	01/01/2019	14.00	14.67	15.34	15.99	16.77	
10304 TREASURY SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2019	37.34	39.19	41.18	43.21	45.35	
8751 UTILITIES LOCATOR/SAFETY COORDINATOR CS: CHARTER Union: AFSCME	16.5	01/01/2021 01/01/2020 01/01/2019	23.04 22.59 22.15	24.11 23.64 23.18	25.16 24.67 24.19	26.42 25.90 25.39	27.65 27.11 26.58	
1242 UTILITY CUSTOMER SERVICES MANAGER CS: CHARTER Union: NONE	970	01/01/2019	40.37	42.39	44.47	46.74	49.09	
11102 UTILITY ENGINEER CS: CHARTER Union: NONE	971	01/01/2019	38.44	40.37	42.39	44.47	46.74	
8750 UTILITY LOCATOR CS: CHARTER Union: AFSCME	14.5	01/01/2021 01/01/2020 01/01/2019	21.05 20.64 20.24	22.07 21.64 21.22	23.04 22.59 22.15	24.11 23.64 23.18	25.16 24.67 24.19	
11108 UTILITY PROJECT MANAGER CS: CHARTER Union: NONE	972	01/01/2019	36.61	38.44	40.37	42.39	44.47	



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7315 UTILITY SERVICE REPRESENTATIVE CS: CHARTER Union: AFSCME	12.0	01/01/2021	18.76	19.76	20.51	21.53	22.52	
		01/01/2020	18.39	19.37	20.11	21.11	22.08	
		01/01/2019	18.03	18.99	19.72	20.70	21.65	
14301 UTILITY SERVICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2019	27.27	28.68	30.06	31.63	33.22	
7330 UTILITY SERVICES BILLING LEAD CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
		01/01/2020	26.42	27.69	29.00	30.35	31.75	
		01/01/2019	25.90	27.15	28.43	29.75	31.13	
7320 UTILITY SERVICES BILLING SPECIALIST CS: CHARTER Union: AFSCME	14.0	01/01/2021	20.51	21.53	22.52	23.50	24.63	
		01/01/2020	20.11	21.11	22.08	23.04	24.15	
		01/01/2019	19.72	20.70	21.65	22.59	23.68	
7325 UTILITY SERVICES SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
8631 UTILITY WORKER CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
8204 VEHICLE MAINTENANCE ATTENDANT CS: CHARTER Union: AFSCME	10.0	01/01/2021	17.27	18.00	18.76	19.76	20.51	
		01/01/2020	16.93	17.65	18.39	19.37	20.11	
		01/01/2019	16.60	17.30	18.03	18.99	19.72	
10525 VICTIM ADVOCACY COORDINATOR CS: CHARTER Union: TEAMSTERS	983SA	01/01/2019	21.83	22.95	24.03	25.28	26.53	
8301 W.W. FACILITY SUPPORT WORKER CS: CHARTER Union: AFSCME	8.5	01/01/2021	16.12	16.83	17.63	18.36	19.29	
		01/01/2020	15.80	16.50	17.28	18.00	18.91	
		01/01/2019	15.49	16.18	16.94	17.65	18.54	



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8733 WASTEWATER MAINTENANCE CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
8731 WASTEWATER MAINTENANCE SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2021	20.09	21.05	22.07	23.04	24.11	
		01/01/2020	19.70	20.64	21.64	22.59	23.64	
		01/01/2019	19.31	20.24	21.22	22.15	23.18	
8732 WASTEWATER MAINTENANCE SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
13201 WASTEWATER MAINTENANCE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2019	31.63	33.22	34.84	36.61	38.44	
1272 WASTEWATER MANAGER CS: CHARTER Union: NONE	968	01/01/2019	42.39	44.47	46.74	49.09	51.53	
15105 WASTEWATER OPERATIONS SUPERINTENDENT CS: CHARTER Union: NONE	972	01/01/2019	36.61	38.44	40.37	42.39	44.47	
1273 WATER AND IRRIGATION MGR CS: CHARTER Union: NONE	970	01/01/2019	40.37	42.39	44.47	46.74	49.09	
8252 WATER DEVICE CREW LEADER CS: CHARTER Union: AFSCME	18.0	01/01/2021	24.63	25.80	26.95	28.24	29.58	
		01/01/2020	24.15	25.29	26.42	27.69	29.00	
		01/01/2019	23.68	24.79	25.90	27.15	28.43	
8744 WATER DISTRIBUTION CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
13501 WATER DISTRIBUTION SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2019	31.63	33.22	34.84	36.61	38.44	



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8253 WATER METER INFRASTRUCTURE CREW LDR CS: CHARTER Union: AFSCME	18.5	01/01/2021	25.16	26.42	27.65	28.90	30.31	
		01/01/2020	24.67	25.90	27.11	28.33	29.72	
		01/01/2019	24.19	25.39	26.58	27.77	29.14	
8335 WATER QUALITY SPECIALIST CS: CHARTER Union: AFSCME	21.5	01/01/2021	28.90	30.27	31.67	33.18	34.66	
		01/01/2020	28.33	29.68	31.05	32.53	33.98	
		01/01/2019	27.77	29.10	30.44	31.89	33.31	
7311 WATER SERVICE SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
8331 WATER TREAT PLANT OPERATOR-IN-TRAINING CS: CHARTER Union: AFSCME	14.5	01/01/2021	21.05	22.07	23.04	24.11	25.16	
		01/01/2020	20.64	21.64	22.59	23.64	24.67	
		01/01/2019	20.24	21.22	22.15	23.18	24.19	
8332 WATER TREATMENT PLANT OPERATOR II CS: CHARTER Union: AFSCME	20.0	01/01/2021	26.95	28.24	29.58	30.96	32.39	
		01/01/2020	26.42	27.69	29.00	30.35	31.75	
		01/01/2019	25.90	27.15	28.43	29.75	31.13	
8333 WATER TREATMENT PLANT OPERATOR III CS: CHARTER Union: AFSCME	20.5	01/01/2021	27.65	28.90	30.31	31.69	33.18	
		01/01/2020	27.11	28.33	29.72	31.07	32.53	
		01/01/2019	26.58	27.77	29.14	30.46	31.89	
15201 WATER TREATMENT PLANT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2019	33.22	34.84	36.61	38.44	40.37	
7151 WATER/IRRIG DIV ADMIN SPECIALIST CS: CHARTER Union: AFSCME	12.0	01/01/2021	18.76	19.76	20.51	21.53	22.52	
		01/01/2020	18.39	19.37	20.11	21.11	22.08	
		01/01/2019	18.03	18.99	19.72	20.70	21.65	
11105 WATER/IRRIGATION ENGINEER CS: CHARTER Union: NONE	972	01/01/2019	36.61	38.44	40.37	42.39	44.47	



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8251 WATERWORKS DEVICE TECHNICIAN CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	
8745 WATERWORKS DRAFTING/SERVICE REP CS: CHARTER Union: AFSCME	16.0	01/01/2021	22.52	23.50	24.63	25.80	26.95	
		01/01/2020	22.08	23.04	24.15	25.29	26.42	
		01/01/2019	21.65	22.59	23.68	24.79	25.90	
8741 WATERWORKS SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2021	20.09	21.05	22.07	23.04	24.11	
		01/01/2020	19.70	20.64	21.64	22.59	23.64	
		01/01/2019	19.31	20.24	21.22	22.15	23.18	
8742 WATERWORKS SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	
8743 WATERWORKS SPECIALIST III CS: CHARTER Union: AFSCME	13.5	01/01/2021	20.09	21.05	22.07	23.04	24.11	
		01/01/2020	19.70	20.64	21.64	22.59	23.64	
		01/01/2019	19.31	20.24	21.22	22.15	23.18	
15103 WWTP CHIEF OPERATOR CS: CHARTER Union: NONE	976	01/01/2019	30.06	31.63	33.22	34.84	36.61	
4260 WWTP LEAD MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	21.5	01/01/2021	28.90	30.27	31.67	33.18	34.66	
		01/01/2020	28.33	29.68	31.05	32.53	33.98	
		01/01/2019	27.77	29.10	30.44	31.89	33.31	
12202 WWTP MAINTENANCE SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2019	33.22	34.84	36.61	38.44	40.37	
8311 WWTP OPERATOR I CS: CHARTER Union: AFSCME	15.0	01/01/2021	21.53	22.52	23.50	24.63	25.80	
		01/01/2020	21.11	22.08	23.04	24.15	25.29	
		01/01/2019	20.70	21.65	22.59	23.68	24.79	



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8312 WWTP OPERATOR II CS: CHARTER Union: AFSCME	17.0	01/01/2021	23.50	24.63	25.80	26.95	28.24	
		01/01/2020	23.04	24.15	25.29	26.42	27.69	
		01/01/2019	22.59	23.68	24.79	25.90	27.15	
8313 WWTP OPERATOR III CS: CHARTER Union: AFSCME	21.0	01/01/2021	28.24	29.58	30.96	32.39	33.92	
		01/01/2020	27.69	29.00	30.35	31.75	33.25	
		01/01/2019	27.15	28.43	29.75	31.13	32.60	
8310 WWTP OPERATOR-IN-TRAINING CS: CHARTER Union: AFSCME	10.5	01/01/2021	17.63	18.36	19.29	20.09	21.05	
		01/01/2020	17.28	18.00	18.91	19.70	20.64	
		01/01/2019	16.94	17.65	18.54	19.31	20.24	
15102 WWTP PROCESS CONTROL SUPV CS: CHARTER Union: NONE	973	01/01/2019	34.84	36.61	38.44	40.37	42.39	
4250 WWTP SCADA/TELEMETRY MAINTENANCE TECH CS: CHARTER Union: AFSCME	20.5	01/01/2021	27.65	28.90	30.31	31.69	33.18	
		01/01/2020	27.11	28.33	29.72	31.07	32.53	
		01/01/2019	26.58	27.77	29.14	30.46	31.89	

Section This ordinance shall be in full force and effect thirty days after its passage, approval and publication as provided by law and by the City Charter.

PASSED BY THE CITY COUNCIL, signed and approved this 5th day of March, 2019.

/s/ Kathy Coffey

Kathy Coffey, Mayor

ATTEST

/s/ Sonya Claar Tee

Sonya Claar Tee, City Clerk

Publication Date: March 8, 2019

Effective Date: April 7, 2019