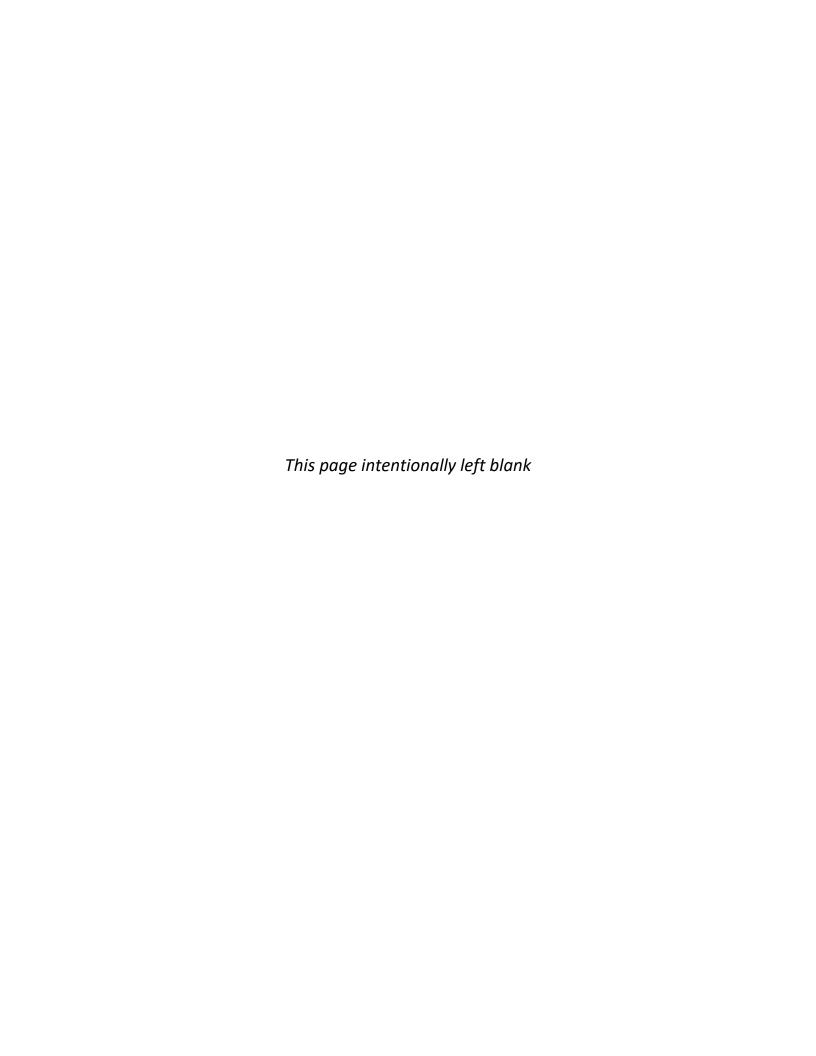
## **CITY OF SOUTH SAN FRANCISCO**



# ADOPTED OPERATING BUDGET FISCAL YEAR 2018-19



#### CITY OF SOUTH SAN FRANCISCO, CALIFORNIA



## FISCAL YEAR 2018-19 ADOPTED OPERATING BUDGET

#### **MEMBERS OF THE CITY COUNCIL:**

#### **Mayor**

Liza Normandy

#### **Mayor Pro Tempore**

Karyl Matsumoto

#### **Council Members**

Mark N. Addiego Richard A. Garbarino Pradeep Gupta, Ph.D

#### **CITY OFFICIALS**:

**City Manager** 

**Assistant City Manager** 

Mike Futrell

Marian Lee

**City Treasurer** 

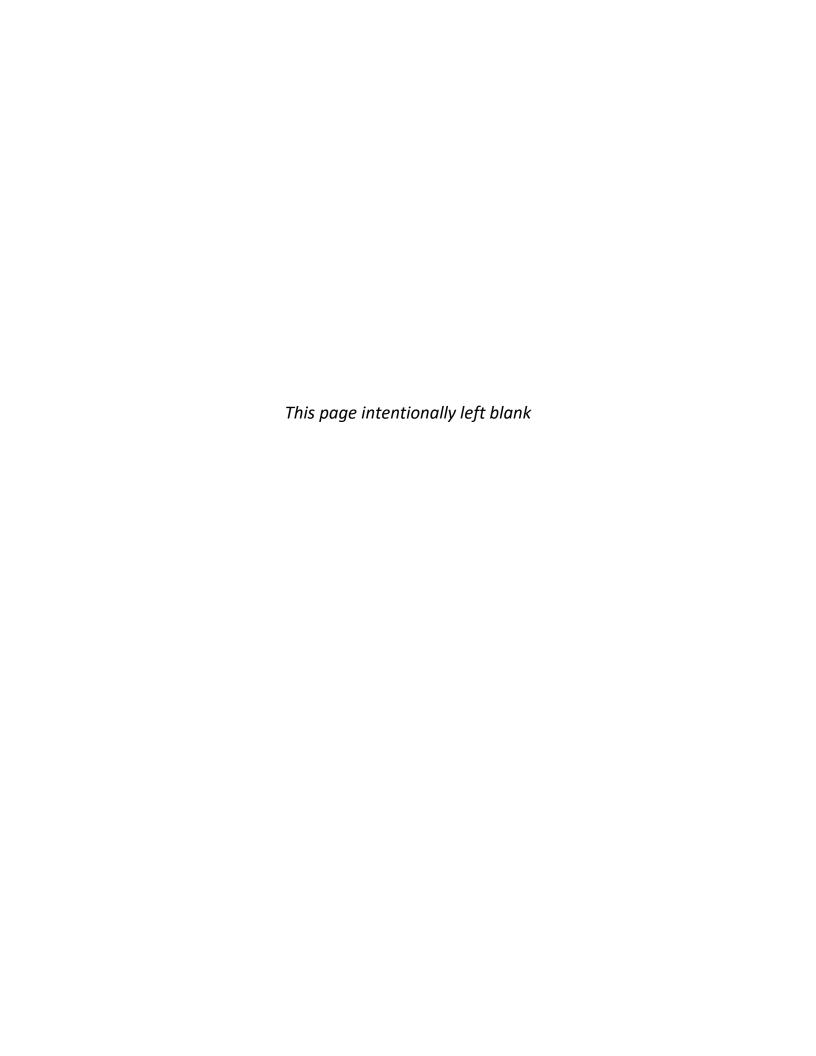
City Clerk

**City Attorney** 

Frank Risso

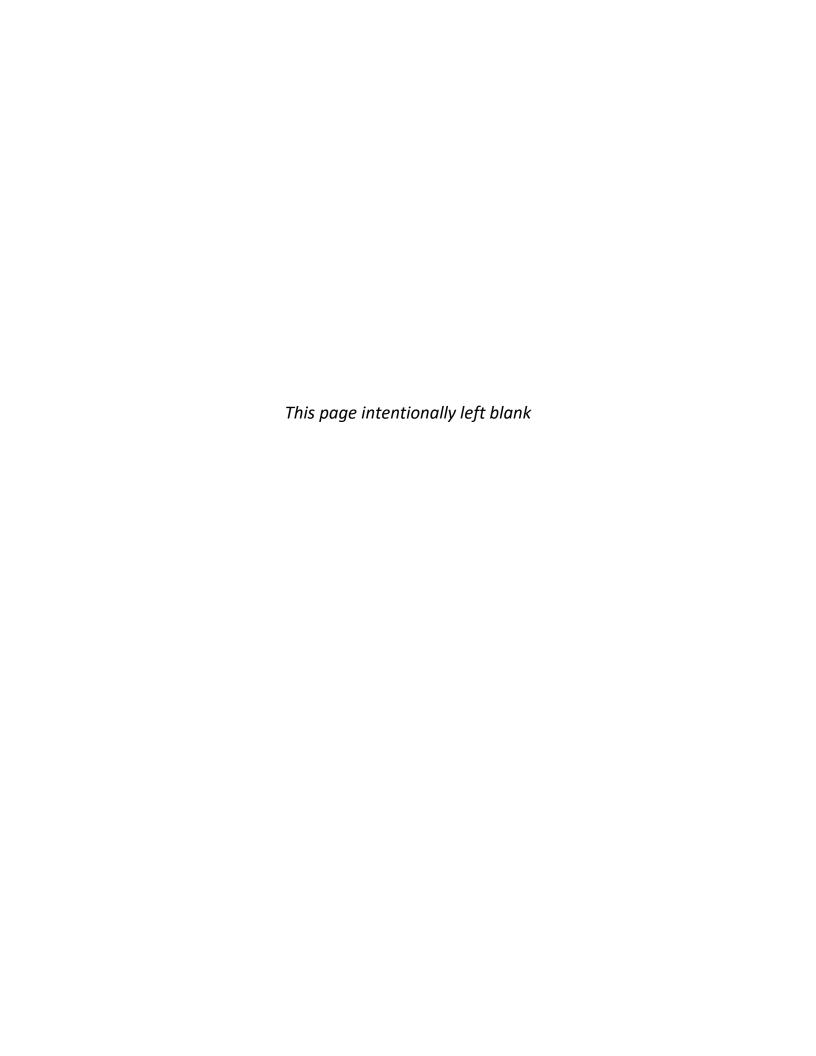
Krista Martinelli

Jason Rosenberg



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## **APPROPRIATIONS LIMIT**

#### **APPROPRIATIONS LIMITS**

In 1979, California voters approved Proposition 4, known as the Gann Appropriations Limit (Gann Limit). The Gann Limit is part of California State Constitution Article XIIIB. The Gann Limit sets an annual appropriation limit on the amount of tax proceeds to all California municipalities. In addition to limits of tax proceeds, the Gann Limit limits the amount of money a city can appropriate based on the previous year appropriations plus a per capita personal income (CPI) change and a percent population change. Since its initial passage, the Gann Limit has been modified through various propositions. The most recent modification was approved by the voters in 1990 under Proposition 111. Proposition 111 exempted some appropriations such as Redevelopment money and changed the calculation formula, which greatly increased the appropriations limit. Currently, the City of South San Francisco uses the California Department of Finance statistics of CPI and percent population change to formulate the Gann Limit for the City for each fiscal year.

Appropriations Limit - FY 2018-19

Fiscal Year	CPI/Personal Income % Change	Population % Change	Change Factor	Cumulative Change Factor	Appropriation Limit
2013-14	5.12	1.51	6.71	493.82	115,362,390
2014-15	(0.23)	0.79	0.56	497.14	116,008,419
2015-16	3.82	0.68	4.53	524.19	121,263,600
2016-17	5.37	0.43	5.82	560.52	128,321,142
2017-18	3.69	0.11	3.80	585.62	133,197,345
2018-19	3.67	0.49	4.18	614.28	138,764,994

	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19
Proceeds of Taxes	59,134,424	62,981,924	75,222,871	82,850,044	85,548,494
Appropriations Subject to Limit	59,134,424	62,981,924	75,222,871	82,850,044	85,548,494
Current Limit	116,008,419	121,263,600	128,321,142	133,197,345	138,764,994
Amount Under Limit	56,873,995	58,281,677	53,098,271	50,347,302	53,216,501

The City of South San Francisco is currently \$53.2 million under the Gann Appropriation limit.

## **OPERATING FUNDS SUMMARY**

#### **OPERATING FUNDS DESCRIPTIONS**

#### **GOVERNMENTAL FUNDS**

#### **Major Governmental Funds**

**General Fund** – The General Fund is always considered a major fund. It accounts for services traditionally associated with government; such as administration, public safety, library, parks and recreation, and maintenance outside of those accounted for in other funds.

**Capital Improvement Fund** – Accounts for revenues and expenditures associated with the acquisition, construction, or improvement of City owned facilities and infrastructure. Funding comes from the General Fund, Special Revenue Funds, grants, and fees.

#### Non Major Governmental Funds

**City Housing Fund** – Accounts for Housing Successor activities for low and moderate area median income (AMI).

**Community Development Block Grant Fund** – Accounts for Federal monies received to be expended for development of social services for lower-income residents.

Common Greens Maintenance District Funds – Accounts for property taxes earmarked to provide funds for the maintenance of landscaped areas within designated housing developments also known as West Park Maintenance Districts 1, 2, and 3, Stonegate Maintenance District, and Willow Gardens Maintenance District. These property taxes come out of the City's regular property tax allocation.

**Gas Tax** – Accounts for State monies received and expended for street or storm drain improvements, repairs, engineering, and administration under Streets and Highway Code Sections 2103, 2105, 2106, 2107, 2107.5. Includes sales tax on gasoline received from the State's Traffic Congestion Relief Fund.

**Road Maintenance and Rehabilitation Act (RMRA SB1)** – Accounts for State monies received and expended for road maintenance and rehabilitation pursuant to Senate Bill 1, approved in 2017.

**Measure A:** ½ **Cent Transportation Sales Tax Fund** – Accounts for the half-cent sales tax in the County of San Mateo that provides resources for street repairs and improvements, transit improvement, and traffic congestion relief.

**Solid Waste Fund** – Accounts for solid waste franchise revenues received to support environmental compliance costs associated with solid waste. A portion of the revenues are used to support the monitoring and remediation of the closed Oyster Point landfill.

**Consolidated Impact Fee Funds** – Accounts for various Mitigation Fee Act funds, including East of 101 Traffic Impact Fees, East of 101 Sewer Impact Fees, Child Care Impact Fees, and Public Safety Impact Fees. These funds cannot used for operations, and serve as funding sources for capital improvement projects.

**Developer Deposit Fund** – Accounts for deposits from developers to pay for services required to review planning applications. Primary reserves include General Plan Maintenance Reserve and Permit Program Maintenance Reserve.

**City Programs Fund** – Accounts for funds and donations that are dedicated for specific City Departments or programs. Primary reserves include Asset Seizure and Project Read.

**Capital Infrastructure Fund** – Accounts for funds to address city-wide infrastructure liabilities generated during the Great Recession.

#### **PROPRIETARY FUNDS**

#### **Major Proprietary Funds**

**Sewer Enterprise Fund** — Accounts for user charges supporting the operation, maintenance, and capital renovation of the wastewater collection and treatment system. The City co-owns and operates a regional treatment plant with the City of San Bruno.

**Parking District Fund** – Accounts for meter and parking permit fees used to maintain or expand parking facilities in the downtown area.

**Storm Water Fund** – Accounts for user charges sustaining the Storm Water Management Program mandated by state and federal authorities. In order to meet increasingly strict environmental requirements, the General Fund and Gas Tax Fund subsidize the Storm Water Fund.

#### Non Major Proprietary Funds

**City Service Fund** – Internal service fund that accounts for vehicle maintenance services provided to City departments.

**Equipment Replacement** – Internal service fund that accounts for ongoing equipment and vehicle purchases as well as resources set-aside for future replacement of City vehicles and equipment.

#### **OPERATING FUNDS SUMMARY**

**Health and Retirement Benefits** – Internal service fund that accounts for health and retirement benefits paid on behalf of eligible City employees.

**Information Technology** – Internal service fund that accounts for information technology services provided to City departments.

**Self-Insurance Fund** – Internal service fund that accounts for costs associated with workers compensation and general liability.

**PEG Access Fund** – Accounts for the one percent of money set aside from franchise fees that are used to support public, educational and governmental (PEG) channels.

#### **APPROPRIATED FUNDS SUMMARY**

The City's total FY 2018-19 appropriated budget, including transfers between funds, totals \$197.1 million in revenue and \$210.7 million in expenditures\*.

**Revenues & Expenditures Summary** 

	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	1	Change of 2018-19 from 2017-18 Adopted
Beginning Fund Balance	\$ -	\$ 63,846,964	\$ 63,846,964	\$ 70,896,590		
Designated Set Aside/Carryover Encumbrance	32,104,152	51,415,605	51,415,605			
Revenues (New Resources)	182,024,190	194,075,777	233,714,379	197,128,670		3,052,894
Total Available Resources	\$ 214,128,342	\$ 309,338,346	\$ 348,976,948	\$ 268,025,261	\$	3,052,894
Expenditures	\$ 143,608,978	\$ 205,090,973	\$ 278,080,358	\$ 210,670,742	\$	5,579,769
Ending Fund Balance	\$ 63,846,964	\$ 104,247,373	\$ 70,896,590	\$ 57,354,518		_

 $<sup>\</sup>ensuremath{^{*}}$  Funds above exclude the following:

Successor Agency revenues and expenses are approved outside the regular budget process.

Funds for which the City acts as trustee for others, such as Deferred Compensation Funds held for employees.

Internal service funds are accounted for in operating department budgets, and are therefore excluded as separate entities above.

#### FY 2018-19 Changes & Highlights

- \$5.9 M for CalTrain from Designated Set-aside
- \$6.1 M for Capital Improvement Projects from Impact Fee Funds

**Primary Reserves Projection** 

		2016-17	2017-18	2018-19
Reserve Description		Actual	Projected	Projected
General	\$	19,688,755	\$ 20,581,040	\$ 21,213,318
CalPERS Stabilization		4,499,104	4,499,104	4,499,104
Capital Infrastructure		13,774,026	8,044,211	2,144,211
	Total \$	37,961,885	\$ 33,124,355	\$ 27,856,633

#### **REVENUES & OTHER FINANCING SOURCES**

Fiscal Year 2018-19 revenues, not including transfers from other funds, are estimated at \$166.5 million. This is a 2.7 percent decrease compared to the FY 2017-18 Adopted Budget. The decrease primarily reflects the reduction of \$13.8 million in anticipated sewer loans. The loans were not received in FY 2017-18 as anticipated, and were not reprogrammed in FY 2018-19. When funding is secured, the budget will be amended to reflect the confirmed revenue and associated expenditures. Tax revenue is projected to increase 13.3 percent, the primary driver of the increase is the move of Property Tax in lieu of Motor Vehicle Licensing Fees (VLF) from the intergovernmental category to the property tax category. A corresponding decrease is noted in the intergovernmental category. Hotel taxes are expected to increase by 7.0 percent, largely due to new hotels projected to open over the next two years. Commercial Parking Tax revenues are expected to decrease 6.2 percent due to revised assumption for completion of long term parking garage expansions. Property tax revenues are expected to increase by 27.6 percent over the FY 2017-18 Adopted Budget. License and Permit revenue is expected to increase by 30.8 percent over the FY 2017-18 Adopted Budget, reflecting the robust development climate in South San Francisco.

Citywid	e Rev	enues	by	Typ	эe
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						Change of 2018-19
	2016-17	2017-18	2017-18	2018-19	f	rom 2017-18
	Actual	Adopted	Amended	Adopted		Adopted
Revenue Types:						
Taxes						
Property Tax	\$ 35,156,846	\$ 28,436,273	\$ 35,319,386	\$ 36,286,198	\$	7,849,925
Sales Tax	26,178,619	27,017,304	27,017,304	28,504,171		1,486,867
Transient Occupancy Tax	13,631,507	14,800,000	14,800,000	15,834,000		1,034,000
Other Taxes	5,708,187	6,043,065	5,343,065	5,833,028		(210,037)
Franchise Fees	4,272,363	4,125,000	4,125,000	4,125,000		-
Licenses & Permits	7,823,402	9,232,477	10,232,477	12,072,049		2,839,572
Fines & Forfeitures	913,501	823,500	168,500	623,500		(200,000)
Intergovernmental	3,983,361	18,517,143	19,120,560	11,709,287		(6,807,856)
Charges for Services	39,057,679	39,912,176	41,488,026	44,225,715		4,313,539
Use of Money & Property	24,728,072	6,901,863	7,418,363	5,730,459		(1,171,404)
Other Financing Sources	-	13,800,000	22,100,000	-		(13,800,000)
Other Revenues	5,093,599	1,526,428	3,068,419	1,518,171		(8,257)
Subtotal	\$ 166,547,137	\$ 171,135,229	\$ 190,201,100	\$ 166,461,578		(4,673,650)
Transfer In	15,477,053	22,940,548	43,513,280	30,667,092		7,726,544
Total Revenues	\$ 182,024,190	\$ 194,075,777	\$ 233,714,379	\$ 197,128,670	\$	3,052,894

<sup>\*</sup> Revenues above exclude the following:

Successor Agency revenues and expenses are approved outside the regular budget process.

Funds for which the City acts as trustee for others, such as Deferred Compensation Funds held for employees.

Internal Service fund revenue funded by operating department budgets

#### **DISCUSSION OF MAJOR REVENUE CHANGES**

**Taxes:** The increase in tax revenues reflects growth in the City existing tax base, as well as new developments that will expand the City's tax base. The City's primary tax revenues are Property Tax, Sales Tax, and Transient Occupancy Tax.

Property Tax revenues are primarily driven by changes in assessed value. Based on information from the San Mateo County Assessor, the City's assessed value of its secured tax roll is projected to be \$20 million, an increase of \$779.4 thousand, or 4.1 percent. Property Tax in lieu of Motor Vehicle Licensing Fees (VLF) has been shifted into the Property Tax category as this revenue is funded through property taxes, and is projected to be \$6.8 million in FY 2018-19.

The City's Sales Tax revenues continue to grow at a steady pace. Sales Tax, formally known as the Bradley-Burns Uniform Local Sales and Use Tax Act, and represents the City's share of one percent of sales tax, is projected to be \$16.8 million, an increase of \$924 thousand, or 5.8 percent. Revenues from Measure W, a transactions and use tax, are projected to be \$9.7 million in FY 2018-19, an increase of \$563,000 over the FY 2017-18 adopted budget.

Transient Occupancy Tax (TOT) revenues are projected to be \$15.8 million, an increase of \$1.0 million, or 7.0 percent over the FY 2017-18 Adopted Budget, largely due to new hotels that are slated to open. In addition, the TOT primary drivers continue to indicate a vibrant tourism industry in the San Francisco Bay Area.

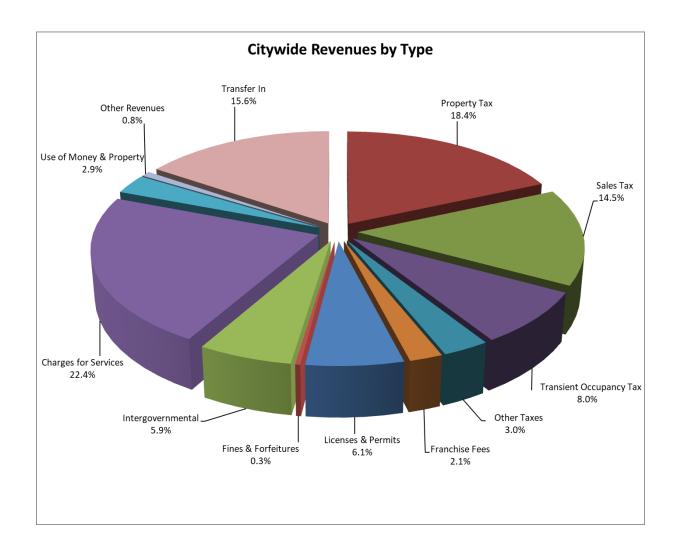
**Licenses and Permits:** In FY 2018-19, permit revenues are expected to be \$12.1 million, an increase of \$2.8 million, or 30.1 percent over FY 2017-18 adopted budget, which reflects residential and commercial developments that are expected to be issued building permits over the next two years, indicative of the high demand for housing in the Bay Area.

**Intergovernmental:** Revenues are expected to decrease by \$6.8 million due to the shift of Property Tax in lieu of VLF revenues to the Property Tax Category.

Charges for Services: Revenues from service fees are projected to be \$44.2 million, an increase of \$4.3 million, or 10.8 percent over the current year adopted budget, principally due to Adopted increases in sewer service charges. The increased rate is needed to pay for significant capital improvement projects to improve wet weather capacity and replace digesters that are over sixty years old. In addition, \$1.8 million in Rule 20a reimbursement from Pacific Gas and Electric (PG&E) is anticipated in the City's Capital Improvement Fund.

**Use of Money and Property**: The \$1.2 million decrease is related to one-time property sales in FY 2017-18 in comparison to anticipated FY 2018-19 property sales.

**Other Financing Sources:** The FY 2018-19 Adopted Operating Budget reflects the removal of \$13.8 million in anticipated loan proceeds to finance various capital improvements at the City's Water Quality Control Plant. Once financing is secured, the funding will be programmed.



#### **OPERATING FUNDS SUMMARY**

#### **REVENUES BY FUND**

Citywide Revenues by Fund

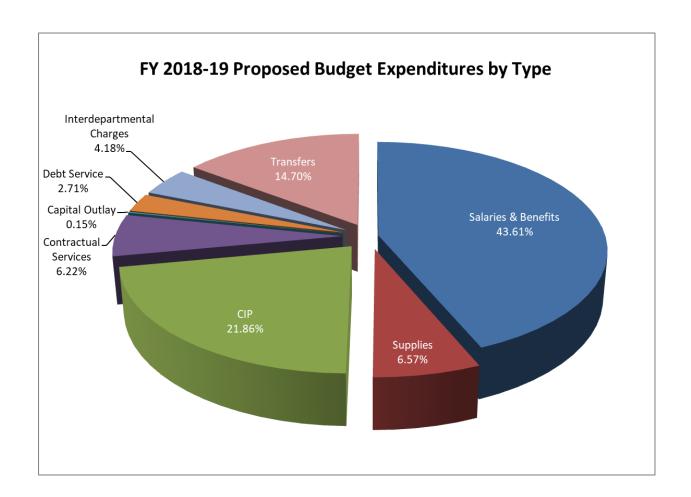
Citywide Revenues by Fund						Change of
	2016-17	2017-18	2017-18	2018-19		2018-19 rom 2017-18
	Actual	Adopted	Amended	Adopted	_	Adopted
Revenues:						
General Fund	\$ 131,560,911	\$ 111,606,968	\$ 113,874,339	\$ 118,785,144	\$	7,178,177
Park In-Lieu Zone 1 Fund	(1)	-	-	-		-
Park In-Lieu Zone 2 Fund	1	-	-	-		-
Park In-Lieu Zone 4 Fund	876,228	-	-	-		-
Affordable Housing Trust Fund	22,008	-	-	-		-
Gas Tax Fund	1,508,321	2,062,271	1,689,827	1,715,688		(346,583)
Measure A Fund	1,570,769	1,493,995	1,493,995	1,493,995		-
Road MNTC & Rehab (SB1)	-	-	372,444	1,109,449		1,109,449
Federal Aviation Grant Fund	609	4,000	500	4,000		-
Community Development Block Grant	432,514	506,437	506,437	495,000		(11,437)
Common Greens	1,751,018	1,558,558	1,558,558	1,730,539		171,981
City Housing Fund	1,678,455	307,000	307,000	307,000		-
Solid Waste Reduction	190,079	180,000	180,000	180,000		-
Supplemental Law Enforcement Services	131,268	100,000	100,000	100,000		-
Dvlpr Funded Planning & Enginr	1,504,302	-	-	-		-
City Programs Special Rev Fund	914,678	1,000,000	1,000,000	1,000,000		-
Transit Station Enhancement In-Lieu Fee	458,981	-	-	-		-
Capital Improvements	5,795,328	26,977,773	52,229,520	32,191,147		5,213,374
Genentench Prepaid Capital Projects	5,103	-	-	-		-
Capital Infrastructure Reserve Fund	2,682,555	1,220,600	1,220,600	-		(1,220,600)
Sewer Enterprise Fund	25,686,826	43,438,175	53,258,356	35,346,708		(8,091,467)
Parking District Fund	919,482	875,000	875,000	905,000		30,000
Sewer Capacity Charges	1,635,518	200,000	200,000	200,000		-
Storm Water Fund	1,523,381	2,415,000	3,650,804	1,435,000		(980,000)
PEG Equipment & Access	183,466	130,000	130,000	130,000		-
E. of 101 Sewer Impact Fees Fund	188,815	-	-	-		-
E. of 101 Traffic Impact Fees	119,374	-	-	-		-
Public Safety Impact Fee	133,199	-	-	-		-
Child Care Impact Fees Fund	527,347	-	1,167,000	-		-
Oyster Point Interchange Impact Fees Fund	23,655		-	-		
	\$ 182,024,190	\$ 194,075,777	\$ 233,814,379	\$ 197,128,670	\$	3,052,894

#### **EXPENDITURES**

Overall, the City's expenditures, including transfers to other funds, are projected to increase by \$5.6 million, or 2.7 percent, compared to the FY 2017-18 Adopted Budget.

**Citywide Expenditures by Type** 

eri y mue Experiuntares sy	<u> </u>	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	Change of 2018-19 from 2017-18 Adopted
Expenditure Types:						
Salaries & Benefits	\$	83,011,624	\$ 87,395,489	\$ 87,564,698	\$ 91,862,984	\$ 4,467,495
Supplies		14,327,608	14,701,085	16,161,668	13,841,672	\$ (859,413)
CIP		7,975,437	49,037,126	93,564,948	46,055,800	\$ (2,981,326)
Contractual Services		9,673,796	9,216,734	15,661,381	13,105,229	\$ 3,888,495
Capital Outlay		2,990,204	7,610,201	7,610,201	326,000	\$ (7,284,201)
Debt Service		1,108,231	5,709,526	5,709,526	5,707,526	\$ (2,000)
Interdepartmental Charges		8,153,581	8,661,578	8,661,578	8,805,907	\$ 144,329
Transfers		16,368,499	22,759,234	43,146,359	30,965,624	\$ 8,206,390
	\$	143,608,978	\$ 205,090,973	\$ 278,080,358	\$ 210,670,742	\$ 5,579,769



#### **DISCUSSION OF MAJOR EXPENDITURE CHANGES**

The increase in salaries and benefits is primarily attributed to salary increases as part of the City's labor negotiations and increases in pension contribution rates for both safety and miscellaneous employees, reflecting CalPERS' discount rate reduction from 7.5 percent to 7.0 percent.

Supplies and services are projected to decrease by \$859.4 thousand. CIP planned expenditures decreased \$2.98 million, however it should be noted that while this line item is lower in the Adopted FY 2018-19 budget, the FY 2017-18 adopted budget included a \$30.7 million increase in CIP expenditures over FY 2016-17, and as such still reflects the City's robust Capital Improvement Plan (CIP). The FY 2017-19 CIP presented last year to Council as part of the City's Biennial Operating Budget and Capital Improvement Plan included \$9.1 million in projected costs for the City's Community Civic Campus, primarily for master architect services. The FY 2018-19 CIP increase is partially masked by the reduction of \$13.8 million in programmed sewer projects related to the SRF loan the City had anticipated receiving in FY 2017-18. It is anticipated that the SRF loan or other financing source will be secured in FY 2018-19 and a budget amendment presented to Council at that time to increase the CIP budget appropriation in concert with the secured loan amount.

Interdepartmental charges have been increased in Information Technology and City Administration, accounting for increases in employee costs, various hardware/software costs, and increases in Workers' Compensation and Liability Insurance rates.

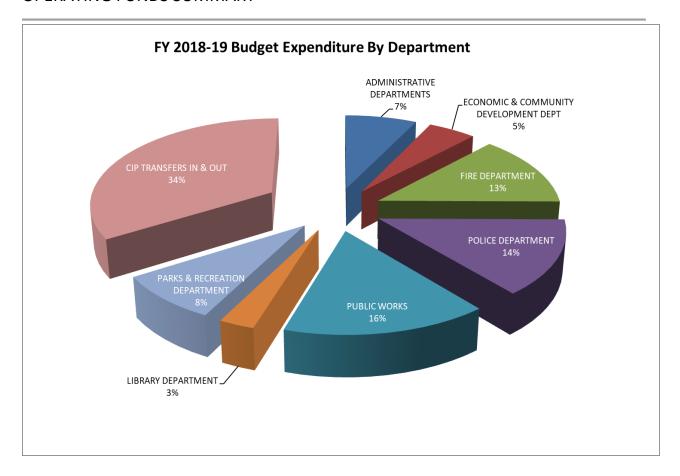
The increase of \$8.2 million in transfers out reflects support of the Caltrain Station project and various CIP projects and the \$1 million in funding for the General Plan Update.

#### **EXPENDITURES BY FUND**

Citywide Expenditures by Fund

Citywide Experial cures by Pulla	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	Change of 2018-19 om 2017-18 Adopted
Expenditures:					
General Fund	\$ 98,276,625	\$ 110,410,157	\$ 125,374,126	\$ 117,446,262	\$ 7,036,105
Park In-Lieu Zone 2 Fund	-	-	1,852	-	-
Park In-Lieu Zone 4 Fund	57,200	3,007,000	3,509,749	358,450	(2,648,550)
Gas Tax Fund	1,854,509	2,116,301	3,086,620	1,591,301	(525,000)
Measure A Fund	657,956	1,650,000	3,623,624	1,616,268	(33,732)
Road MNTC & Rehab (SB1)	-	-	-	1,089,000	1,089,000
Federal Aviation Grant Fund	609	-	10,000	-	-
Community Development Block Grant	851,305	578,485	754,122	578,485	-
Common Greens	1,341,730	1,526,691	1,603,223	1,573,836	47,145
City Housing Fund	482,083	542,950	543,598	543,105	155
Solid Waste Reduction	412,725	130,338	542,900	130,944	606
Supplemental Law Enforcement Services	131,268	100,000	100,000	100,000	-
Dvlpr Funded Planning & Enginr	316,516	366,900	485,598	1,307,500	940,600
City Programs Special Rev Fund	973,788	2,878,425	3,975,531	623,000	(2,255,425)
Transit Station Enhancement In-Lieu Fee	400,000	400,000	495,000	-	(400,000)
Capital Improvements	6,250,680	26,977,773	52,094,007	32,191,147	5,213,374
Genentench Prepaid Capital Projects	5,103	-	1,525,129	-	-
Capital Infrastructure Reserve Fund	5,795,495	5,742,915	7,702,930	5,900,000	157,085
Sewer Enterprise Fund	22,547,127	45,299,018	62,995,474	36,867,183	(8,431,835)
Parking District Fund	937,776	901,482	1,487,360	1,430,564	529,081
Sewer Capacity Charges	5,164	2,575	2,575	2,652	77
Storm Water Fund	1,325,115	2,156,069	3,876,129	1,212,208	(943,861)
PEG Equipment & Access	2,880	-	111,500	-	-
Gateway Assessment District	475,220	-	-	-	
E. of 101 Sewer Impact Fees Fund	4,360	2,575	341,906	3,302,652	3,300,077
E. of 101 Traffic Impact Fees	286,633	292,575	3,542,078	2,552,652	2,260,077
Public Safety Impact Fee	191,611	6,167	140,192	250,880	244,713
Child Care Impact Fees Fund	2,500	2,575	102,575	2,652	77
Oyster Point Interchange Impact Fees Fund	23,000	_	52,561	_	-
	\$ 143,608,978	\$ 205,090,973	\$ 278,080,358	\$ 210,670,742	\$ 5,579,769

#### **OPERATING FUNDS SUMMARY**





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## **GENERAL FUND**

#### **GENERAL FUND SUMMARY**

The General Fund is the main fund of the City's operating budget. The fund accounts for public services such as police, fire, library, parks & recreation, economic and community development, and city administration.

**General Fund Summary** 

General Fana Sammary						
		2016-17	2017-18	2017-18	2018-19	Change of 2018-19 from
Revenues		Actual	Adopted	Amended	Adopted	2017-18 Adopted
Property Taxes	\$	31,165,116	\$ 31,043,836	\$ 31,211,236	\$ 32,006,068	\$ 962,23
ERAF Refund from County		2,240,713	2,222,250	2,549,591	2,549,591	327,34:
Sales Tax		15,592,823	16,279,876	16,279,876	17,203,726	923,850
Transient Occupancy Tax		13,631,507	14,800,000	14,800,000	15,834,000	1,034,000
Business License		1,553,879	1,459,665	1,459,665	1,503,455	43,790
Commercial Parking Tax		3,582,349	4,083,400	3,383,400	3,829,573	(253,82
Franchise Fees		4,090,074	4,000,000	4,000,000	4,000,000	-
Building and Fire Permits		7,823,402	9,232,477	10,232,477	12,072,049	2,839,57
Revenue from Other Agencies		1,593,507	636,170	1,820,600	1,473,470	837,300
Charges for Services		8,086,566	7,538,078	7,933,078	7,550,726	12,648
Administrative Charges		1,365,265	1,395,923	1,395,923	1,437,801	41,878
Fines		899,117	818,500	163,500	618,500	(200,000
Interest & Rent		23,366,407	6,480,863	7,000,863	5,309,459	(1,171,40
Transfers In & Other	4	7,683,533	2,447,496	2,475,696	3,665,276	1,217,780
Total Revenues	\$	122,674,258	\$ 102,438,535	\$ 104,705,906	\$ 109,053,694	\$ 6,615,16
Plus Committed Reserves from F	Prior Y	'ear		7,734,854		
Total Available Resources	\$	122,674,258	\$ 102,438,535	\$ 112,440,760	\$ 109,053,694	\$ 6,615,16

Expenditures	2016-17 Actual	2017-18 Adopted		2017-18 Amended		2018-19 Adopted	Cł	nange of 2018-19 from 2017-18 Adopted																						
City Council	\$ 206,951	\$ 246,918	\$	246,918	\$	280,694	\$	33,775																						
City Clerk	606,884	642,681		666,810	\$	817,567		174,886																						
City Treasurer	110,559	130,861		130,861	\$	132,900		2,039																						
City Attorney	1,187,716	913,092		1,038,092	\$	1,063,691		150,599																						
City Manager	1,948,910	1,960,599		3,091,256	\$	2,958,815		998,216																						
Finance	2,613,471	2,595,665		3,065,771	\$	3,022,116		426,452																						
Non-Departmental	1,161,792	1,080,967		1,108,503	\$	1,072,087		(8,880)																						
Human Resources	1,571,645	1,625,221		1,675,256	\$	1,535,163		(90,058)																						
Economic & Community Dev	7,158,564	7,216,002		10,565,208	\$	9,009,367		1,793,365																						
Fire	25,567,547	26,373,610		27,055,496	\$	27,711,586		1,337,976																						
Police	25,539,779	27,864,737		27,990,737	\$	29,174,475		1,309,738																						
Public Works	4,654,760	4,315,409		4,918,636	\$	6,284,775		1,969,366																						
Library	5,157,356	5,361,133		5,575,197	\$	5,806,294		445,161																						
Parks & Recreation	14,897,149	15,553,369		15,729,218	\$	16,294,509		741,140																						
CIP	1,483,332	1,200,000		3,779,475	\$	2,383,001		1,183,001																						
Transfers Out/Other	3,532,272	1,720,600	0 2,384,125		2,384,125		2,384,125		2,384,125		2,384,125		2,384,125		2,384,125		2,384,125		2,384,125		2,384,125		2,384,125		0 2,384,125		500,0			(1,220,600)
Total Expenditures	\$ 97,398,687	\$ 98,800,863	\$	109,021,560	\$	108,047,038	\$	9,246,175																						

Net Surplus / (Deficit) \$	1,006,656
FY 2017-18 Beginning Reserve Balance	19,688,755
FY 2017-18 Projected Ending Reserve Balance \$	20,581,040
FY 2018-19 Projected Ending Reserve Balance \$	21,213,318
Surplus Needed to Fund Reserves \$	632,278
Remaining Surplus \$	374,378

#### **GENERAL FUND REVENUES**

The City's General Fund receives its revenue from taxes, permit fees, charges for services, grants and other sources. Taxes account for 66 percent of total revenues, which include: property taxes, sales taxes, transient occupancy tax (TOT), parking tax, and business license tax.

Total General Fund revenues are projected to be \$109.1 million in FY 2018-19, plus an additional \$9.7 million in Measure W tax revenue. Revenues from property tax are expected to increase 3.1 percent over the FY 2017-18 Adopted Budget. Sales tax revenues, inclusive of Measure W, are projected to increase \$1.5 million reflecting the City's diverse and robust economy. The following data metrics serve as primary indicators for Transient Occupancy Tax (TOT) revenues:

- Passenger traffic at San Francisco International Airport;
- Average room rate; and
- Average occupancy rate.

The above indicators continue to sustain at high levels, reflective of vibrant tourism in the San Francisco Bay Area. However, the primary drivers of the projected increase in TOT revenues are the additional hotels that are expected to open over the next two years. As such, TOT revenues are forecast to increase by 7 percent in FY 2018-19 compared to the prior year adopted budget.

The following is a description of the City's four main revenue sources that help gauge the fiscal outlook of the City's General Fund: Property Tax, Sales & Use Tax, TOT, and Building and Planning permits.

#### **PROPERTY TAXES**

Property Taxes are taxes assessed on property and equipment. Secured property taxes are assessed on unmovable assets like real estate; unsecured property taxes are assessed on movable assets such as large equipment, boats, and planes.

Property taxes are administered through the County of San Mateo, which collects and distributes the payments. Property taxes paid by South San Francisco residents are allocated as follows: 17% to the General Fund<sup>1</sup>, 45% to public schools, 22% to the County of San Mateo, 7% to the Former Redevelopment Agency, and the remainder is allocated to special districts.

The City's Redevelopment Agency (RDA) was dissolved in accordance with ABx1 26 as of January 31, 2012. Any property tax increment generated in the former RDA project areas is distributed by the County of San Mateo to the local taxing entities.

#### **Budgeting Property Taxes:**

The City closely monitors and tracks property tax revenues. To develop property tax budgets, the City: (1) regularly reviews the San Mateo County Assessor's projected change assessed value of the

<sup>&</sup>lt;sup>1</sup> San Mateo County Treasurer Tax Collector. http://www.sanmateocountytaxcollector.org/whereYourTaxesGo.html

property tax roll, (2) reviews economic and real estate data throughout the year and (3) collaborate with the City's Economic and Community Development Department to track entitled, permitted, and completed residential and non-residential developments.

#### SALES & USE TAX

Sales & Use taxes are collected by businesses on purchases and submitted to the State of California, which distributes sales tax revenues back to cities. The local tax rate for South San Francisco is 9.25%, comprised of the State levy of 7.25% (of which the City receives 1.0%), the County levy of 1.5%, 1.0% of which is for use on public transportation and street improvement projects (also called Measure A) and 0.5% to support various county facilities and services. In November 2015, South San Francisco voters approved Measure W, a half cent transactions and use tax, which is directly allocated to the City.

#### **Budgeting Sales & Use Tax:**

The City contracts with a professional consultant that provides quarterly updates of sales tax revenue and future year forecasts. Their projections are based on current and prior year data, assumptions on growth or decline, and any known adjustments by the State. The City uses forecast data for the budget, and works with the consultant to make adjustments.

#### **TRANSIENT OCCUPANCY TAX (TOT)**

This is also referred to as the tourist tax, given that local residents do not typically stay in local hotels. The TOT rate in South San Francisco is 10% of the gross rent on a hotel stay.

#### **Budgeting Transient Occupancy Tax:**

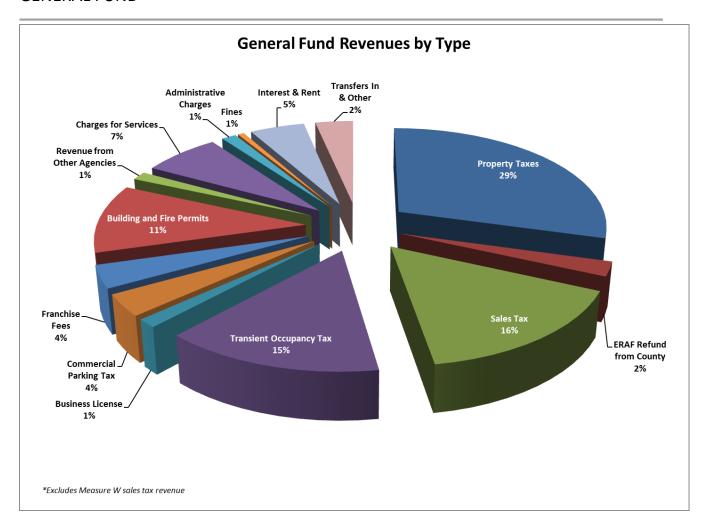
The City closely monitors TOT returns, including occupancy and average room rates. To develop the budget, the City uses prior year actual data, discusses any future booking trends with the South San Francisco Conference Center, and monitors San Francisco International Airport passenger traffic trends.

#### **BUILDING & FIRE PERMITS**

These are permits issued to developers and builders for construction or improvement of new property. The volume and value of the permits help the City identify any future large developments that may have an impact on property tax and sales tax. They are also general indicators of local economic health.

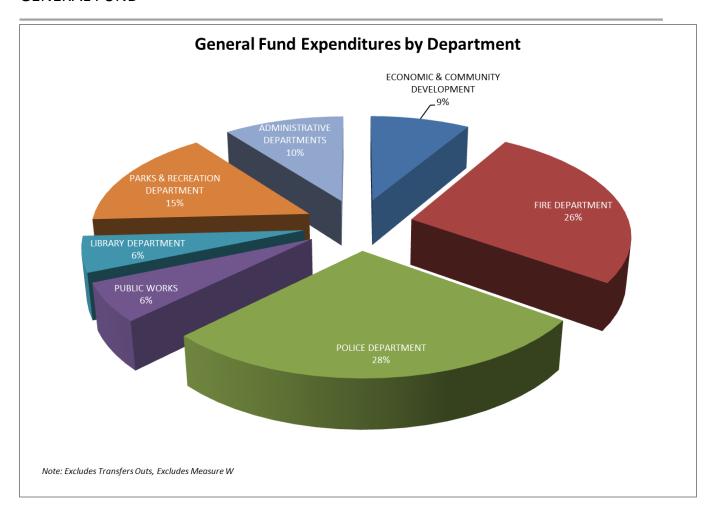
#### **Budgeting Building & Fire Permits:**

Collaborative communication between the Finance Department, Building Division, and the Fire Department to review volume of plan checks and permit issuance in the current year and to discuss any known plans for future permit activity serves to build the assumptions for permit revenues.



#### **GENERAL FUND EXPENDITURES**

General Fund expenditures are monitored and tracked at the line item level. Public safety activities (Police and Fire) account for 54 percent of all General Fund Expenditures. Administrative departments such as Finance, Human Resources and the City Manager account for 10 percent of all General Fund Expenditures.



#### GENERAL FUND EXPENDITURES BY DEPARTMENT

Department	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	ange of 2018-19 from 2017-18 Adopted
CITY COUNCIL	\$ 206,951	\$ 246,918	\$ 246,918	\$ 280,694	\$ 33,775
CITY CLERK	606,884	642,681	666,810	817,567	174,886
CITY TREASURER	110,559	130,861	130,861	132,900	2,039
CITY ATTORNEY	1,187,716	913,092	1,038,092	1,063,691	150,599
CITY MANAGER	1,948,910	1,960,599	3,091,256	2,958,815	998,216
FINANCE DEPARTMENT	2,613,471	2,595,665	3,065,771	3,022,116	426,452
NON-DEPARTMENTAL	1,161,792	1,080,967	1,108,503	1,072,087	(8,880)
HUMAN RESOURCES	1,571,645	1,625,221	1,675,256	1,535,163	(90,058)
ECONOMIC & COMMUNITY DEVELOPMENT	7,158,564	7,216,002	10,565,208	9,009,367	1,793,365
FIRE DEPARTMENT	25,567,547	26,373,610	27,055,496	27,711,586	1,337,976
POLICE DEPARTMENT	25,539,779	27,864,737	27,990,737	29,174,475	1,309,738
PUBLIC WORKS	4,654,760	4,315,409	4,918,636	6,284,775	1,969,366
LIBRARY DEPARTMENT	5,157,356	5,361,133	5,575,197	5,806,294	445,161
PARKS & RECREATION DEPARTMENT	14,897,149	15,553,369	15,729,218	16,294,509	741,140
Total	\$ 92,383,082	\$ 95,880,263	\$ 102,857,960	\$ 105,164,037	\$ 9,283,774

Note: Excludes Transfers Out & Measure W

#### **GENERAL FUND 101 – MEASURE W**

Measure W is a half-cent transaction and use tax approved by South San Francisco voters in November 2015. Measure W is a part of the General Fund. The expenditures and revenues related to Measure W are represented separately from other General Fund revenues and expenditures as the funds have specific intended uses.

SURF		

Revenues	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	Cł	nange of 2018-19 from 2017-18 Adopted
Measure W	\$ 8,886,653	\$ 9,168,433	\$ 9,168,433	\$ 9,731,450	\$	563,017 -
Total Revenues	\$ 8,886,653	\$ 9,168,433	\$ 9,168,433	\$ 9,731,450	\$	563,017
Plus Committed Reserves from Prior Year			9,290,149			
Total Available Resources	\$ 8,886,653	\$ 9,168,433	\$ 18,458,582	\$ 9,731,450	\$	563,017
Expenditures	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted f		ange of 2018-19 2017-18 Adopted
SUPPLIES & SERVICES CAPITAL OUTAY TRANSFERS	\$ 210 - 877,728	\$ - 2,440,861 9,168,433	\$ - 2,440,861 13,900,705	\$ - - 9,399,224	\$	- (2,440,861) 230,791
Total Expenditures	\$ 877,938	\$ 11,609,294	\$ 16,341,566	\$ 9,399,224	\$	(2,210,070)
Surplus/(Deficit)	\$ 8,008,716	\$ (2,440,861)	\$ 2,117,015	\$ 332,226		
Fund Balance	\$ -	\$ (2,440,861)	\$ 2,117,015	\$ 2,449,241		

Projected net surplus and any uncommitted fund balance will be committed to the Community Civic Campus project.

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DEPARTMENT	OPERATING	SUMMARIES

### **DEPARTMENT OPERATING SUMMARIES**

CITY COUNCIL EXPENDITURES

All Operating Funds	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	ange of 2018-19 from 2017-18 Adopted
PAYROLL	\$ 133,620	\$ 165,434	\$ 165,434	\$ 195,619	\$ 30,185
SUPPLIES & SERVICES	46,878	61,919	64,619	54,419	(7,500)
INTERDEPARTMENTAL CHARGES	28,074	32,565	32,565	33,656	1,091
Total Expenditures	\$ 208,572	\$ 259,918	\$ 262,618	\$ 283,694	\$ 23,775

#### **DEPARTMENTAL CHANGES & HIGHLIGHTS:**

- Increase in payroll costs primarily due to increase in City Council monthly stipend from \$500 to \$1000 and increase in medical premium costs.
- Increase \$2,500 in Council Reorganization budget

#### CITY CLERK EXPENDITURES

					Change of 2018-19
	2016-17	2017-18	2017-18	2018-19	from 2017-18
All Operating Funds	Actual	Adopted	Amended	Adopted	Adopted
PAYROLL	\$ 476,654	\$ 555,597	\$ 555,597	\$ 579,133	\$ 23,536
SUPPLIES & SERVICES	101,276	52,003	77,332	202,003	150,000
INTERDEPARTMENTAL CHARGES	29,492	35,080	35,080	36,430	1,350
Total Expenditures	\$ 607,422	\$ 642,681	\$ 668,010	\$ 817,567	\$ 174,886

#### **DEPARTMENTAL CHANGES & HIGHLIGHTS:**

#### Expenditures FY2018-19:

- \$125,000 Election 2018
- \$25,000 District Election Demographer Services

CITY TREASURER EXPENDITURES

					Change of 2018-19
	2016-17	2017-18	2017-18	2018-19	from 2017-18
All Operating Funds	Actual	Adopted	Amended	Adopted	Adopted
PAYROLL	\$ 41,596	\$ 46,583	\$ 46,583	\$ 48,539	\$ 1,957
SUPPLIES & SERVICES	67,178	82,200	82,200	82,200	-
INTERDEPARTMENTAL CHARGES	1,785	2,078	2,078	2,160	82
Total Expenditures	\$ 110,559	\$ 130,861	\$ 130,861	\$ 132,900	\$ 2,039

#### **DEPARTMENTAL CHANGES & HIGHLIGHTS:**

<sup>•</sup> None

#### **CITY ATTORNEY EXPENDITURES**

					Cl	hange of 2018-19
	2016-17	2017-18	2017-18	2018-19		from 2017-18
All Operating Funds	Actual	Adopted	Amended	Adopted		Adopted
SUPPLIES & SERVICES	\$ 1,176,924	\$ 900,650	\$ 1,025,650	\$ 1,050,650	\$	150,000
INTERDEPARTMENTAL CHARGES	10,792	12,442	12,442	13,041		599
Total Expenditures	\$ 1,187,716	\$ 913,092	\$ 1,038,092	\$ 1,063,691	\$	150,599

#### **DEPARTMENTAL CHANGES & HIGHLIGHTS:**

#### **Positions:**

• None

#### Expenditures FY 2018-19:

- \$125,000 additional requested for increased demand for legal services
- $\bullet~\$25{,}000$  for legal settlement related to district elections

**CITY MANAGER EXPENDITURES** 

					Ch	ange of 2018-19
	2016-17	2017-18	2017-18	2018-19	1	from 2017-18
All Operating Funds	Actual	Adopted	Amended	Adopted		Adopted
PAYROLL	\$ 1,336,772	\$ 1,520,750	\$ 1,511,750	\$ 1,557,500	\$	36,749
SUPPLIES & SERVICES	449,145	230,390	1,320,947	\$ 1,205,390		975,000
INTERDEPARTMENTAL CHARGES	30,138	34,759	34,759	\$ 35,925		1,166
Total Expenditures	\$ 1,816,055	\$ 1,785,899	\$ 2,867,456	\$ 2,798,815	\$	1,012,916

#### **COMMUNICATIONS BUDGET SUMMARY**

All Operating Funds	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	ange of 2018-19 from 2017-18 Adopted
SUPPLIES & SERVICES	\$ 133,182	\$ 174,700	\$ 226,200	\$ 160,000	\$ (14,700)
Total Expenditures	\$ 133,182	\$ 174,700	\$ 226,200	\$ 160,000	\$ (14,700)
DEPARTMENT TOTAL EXPENDITURES	\$ 1,949,237	\$ 1,960,599	\$ 3,093,656	\$ 2,958,815	\$ 998,216

#### **DEPARTMENTAL CHANGES & HIGHLIGHTS:**

#### Positions:

• None

#### Expenditures FY 2018-19:

#### City Manager's Office:

- \$90,000 Federal Lobbying Services
- \$1M General Plan Update

#### **Communications:**

- \$5,000 for Archive Social Subscription
- \$13,000 net increase for newsletters and breezeway banners

FINANCE DEPARTMENT EXPENDITURES

All Operating Funds	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	Change of 2018-19 from 2017-18 Adopted
PAYROLL	\$ 1,823,964	\$ 2,023,643	\$ 2,023,643	\$ 2,283,361	\$ 259,718
SUPPLIES & SERVICES	581,910	325,298	800,504	483,398	158,100
INTERDEPARTMENTAL CHARGES	208,578	246,724	246,724	255,358	8,634
Total Expenditures	\$ 2,614,453	\$ 2,595,665	\$ 3,070,871	\$ 3,022,116	\$ 426,452

## **DEPARTMENTAL CHANGES & HIGHLIGHTS:**

### **Positions:**

• Add 1.0 FTE Accounting Assistant

- \$105,000 Add 1.0 FTE Accounting Assistant
- \$53,868 Upgrade Salaries for Accounting Assistants & Payroll Administrator
- \$100,000 ISO 9001 Review of Finance and Human Resources Procedures
- \$150,000 Special Tax Consultant On Call Services
- \$75,000 Funding for Finance Office Remodel
- \$25,000 Specialized Financial Consulting

**NON-DEPARTMENTAL BUDGET SUMMARY** 

NON-DEPARTMENTAL BODGET SUMMARY				Cl	nange of 2018-19
	2016-17	2017-18	2018-19		from 2017-18
General Fund Expenditures	Adopted	Adopted	Adopted		Adopted
Payroll					
Intern	-	\$ 7,642	\$ 6,970	\$	(672)
	\$ -	7,642	6,970		(672)
Contractual Services					
Animal Control	\$ 558,265	\$ 573,437	\$ 564,151	\$	(9,286)
C/CAG	60,302	57,845	57,845		-
C/CAG Congestion Relief	161,990	158,677	159,755		1,078
Grant Consulting	60,000	60,000	60,000		-
Safety Program	-	125,000	125,000		-
Subtotal Contractual Services	\$ 840,557	\$ 974,959	966,751	\$	(8,208)
Dues, Meetings					
ABAG	\$ 13,024	\$ 13,024	\$ 13,024	\$	-
Airport Roundtable	750	750	750		-
International City/County Mngmnt Assoc.	1,400	1,400	1,400		-
LAFCO	10,727	10,727	10,727		-
League of CA Cities	18,438	18,438	18,438		-
National League of Cities	5,400	5,400	5,400		-
Peninsula Conflict Resolution Center	19,492	19,492	19,492		-
Sister Cities International	765	765	765		-
SMC Sustainable Book	4,000	4,000	4,000		-
SSF Chamber of Commerce	2,520	2,520	2,520		-
Peninsula TV	20,000	20,000	20,000		-
Subtotal Dues, Meetings	\$ 96,516	\$ 96,516	\$ 96,516	\$	-
Other Expenditures					
Phone	800	800	800		-
Postage -Printing	200	200	200		-
Water	850	 850	850		
Subtotal Other Expenditures	\$ 1,850	\$ 1,850	\$ 1,850	\$	-
Total Expenditures	\$ 938,923	\$ 1,080,967	\$ 1,072,087	\$	(8,880)

## **DEPARTMENTAL CHANGES & HIGHLIGHTS:**

- \$6,970 Internship
- Adjustment made to CCAG (\$1,078) & Animal Control (-\$26K) based on current estimates

**HUMAN RESOURCES DEPARTMENT EXPENDITURES** 

All Operating Funds	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	1	Change of 2018-19 from 2017-18 Adopted
PAYROLL	\$ 1,208,804	\$ 1,327,192	\$ 1,327,192	\$ 1,276,705	\$	(50,487)
SUPPLIES & SERVICES	297,276	219,961	271,496	177,461		(42,500)
INTERDEPARTMENTAL CHARGES	65,892	78,068	78,068	80,997		2,929
Total Expenditures	\$ 1,571,972	\$ 1,625,221	\$ 1,676,756	\$ 1,535,163	\$	(90,058)

## **DEPARTMENTAL CHANGES & HIGHLIGHTS:**

• Budget reduction reflects one-time budget appropriations from 2017-18 that are not continuing in 2018-19:

Hourly HR Clerk

**Classification and Compensation Studies** 

**ECD DEPARTMENT EXPENDITURES** 

All Operating Funds	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	nange of 2018-19 from 2017-18 Adopted
Revenues:					
LICENSES & PERMITS	\$ 6,330,981	\$ 8,066,677	\$ 9,066,677	\$ 10,906,249	\$ 2,839,572
CHARGES FOR SERVICES	136,981	86,190	86,190	86,190	-
OTHER REVENUE	-	11,437	11,437	-	(11,437)
Total Revenues	\$ 6,467,962	\$ 8,164,304	\$ 9,164,304	\$ 10,992,439	\$ 2,828,135
Expenditures:					
PAYROLL	\$ 4,392,281	\$ 5,252,986	\$ 5,252,986	\$ 5,211,192	\$ (41,794)
SUPPLIES & SERVICES	4,207,044	2,836,358	6,401,216	4,663,358	1,827,000
CAPITAL OUTLAY	261,092	-	-	-	
INTERDEPARTMENTAL CHARGES	211,388	248,093	248,093	256,407	8,314
TRANSFERS	-	-	-	-	
Total Expenditures	\$ 9,071,805	\$ 8,337,437	\$ 11,902,295	\$ 10,130,957	\$ 1,793,520

## **DEPARTMENTAL CHANGES & HIGHLIGHTS:**

### Positions:

- Upgrade Building Inspector to Assistant Building Official
- Upgrade Office Assistant to Administrative Assistant II
- Reduction of 1.0 FTE Building Plan Reviewer
- Reduction of 1.0 FTE Management Analyst II

- \$75,000 BIO Conference
- \$2.0 million Plan Review Consultant Services
- \$180,000 for Planning Consulting Services
- \$65,000 Mobility Study/CEQA/Urban Design Services
- \$27,888 for position upgrades
- \$(362,389) Reduction in Salary Expense for MA II & Bldg Plan Reviewer

## FIRE DEPARTMENT EXPENDITURES

	2016-17	2017-18	2017-18	2018-19	C	hange of 2018-19 from 2017-18
All Operating Funds	Actual	Adopted	Amended	Adopted		Adopted
LICENSES & PERMITS	\$ 1,226,288	\$ 883,500	\$ 883,500	\$ 883,500	\$	-
FINES & FORFEITURES	47,263	80,000	80,000	80,000		-
INTERGOVERNMENTAL	285,011	25,000	900,000	25,000		-
CHARGES FOR SVCS	2,328,374	2,004,857	2,249,857	2,004,857		-
OTHER REVENUES	7,444	40,000	40,000	40,000		-
Total Revenues	\$ 3,894,379	\$ 3,033,357	\$ 4,153,357	\$ 3,033,357	\$	-
Expenditures:						
PAYROLL	\$ 22,486,783	\$ 23,135,142	\$ 23,091,142	\$ 23,998,668	\$	863,526
SUPPLIES & SERVICES	1,459,276	1,412,330	2,155,017	1,896,443		484,113
CAPITAL OUTLAY	294,703	-	-	-		-
INTERDEPARTMENTAL CHARGES	1,728,523	1,832,305	1,832,305	1,816,475		(15,830)
Total Expenditures	\$ 25,969,285	\$ 26,379,777	\$ 27,078,464	\$ 27,711,586	\$	1,331,809

## **DEPARTMENTAL CHANGES & HIGHLIGHTS:**

### Positions:

- Reduction of 1.0 FTE Safety Inspector II
- Reduction of 0.75 Contract Safety Inspector II

- \$600,000 of Consultant funding for Fire Plan Check Services
- \$(269,926) Reduction in Salary Expenses for defunded Safety Inspector Positons

POLICE DEPARTMENT BUDGET SUMMARY

					Cŀ	nange of 2018-19
	2016-17	2017-18	2017-18	2018-19		from 2017-18
All Operating Funds	Actual	Adopted	Amended	Adopted		Adopted
LICENSES & PERMITS	\$ 53,087	\$ 47,300	\$ 47,300	\$ 47,300	\$	-
FINES & FORFEITURES	783,261	738,500	83,500	538,500		(200,000)
INTERGOVERNMENTAL	107,305	20,000	136,000	20,000		-
CHARGES FOR SVCS	1,096,646	1,146,400	1,146,400	1,159,048		12,648
Total Revenues	\$ 2,040,298	\$ 1,952,200	\$ 1,413,200	\$ 1,764,848	\$	(187,352)
Expenditures:						
PAYROLL	\$ 22,568,382	\$ 24,587,587	\$ 24,653,587	\$ 25,806,216	\$	1,218,629
SUPPLIES & SERVICES	1,502,901	1,483,639	1,545,139	\$ 1,460,157		(23,482)
CAPITAL OUTLAY	378,502	129,201	129,201	\$ 50,000		(79,201)
INTERDEPARTMENTAL CHARGES	1,737,611	1,793,510	1,793,510	\$ 1,858,102		64,592
Total Expenditures	\$ 26,187,394	\$ 27,993,938	\$ 28,121,438	\$ 29,174,475	\$	1,180,537

## **DEPARTMENTAL CHANGES & HIGHLIGHTS:**

### **Revenues:**

• Reduction of \$200k in Fines & Forfeitures reflects parking citation revenue allocation to County of San Mateo and State of California

#### Positions:

- 2 FTE of hourly Police Services Technician (4 hourly positions)
- Upgrade 1 FTE Lieutenant to Captain

- \$11,200 Mobile Ticketing Systems Hardware Support
- \$50,000 for two police technician vehicles
- \$137,000 for 2 FTE of 4 part-time police technicians
- \$21,891 for upgrade of one Lieutenant to a Captain

## PUBLIC WORKS DEPARTMENT EXPENDITURES

										Change of <b>2018-19</b>
		2016-17		2017-18		2017-18		2018-19	1	from 2017-18
All Operating Funds		Actual		Adopted		Amended		Adopted		Adopted
Revenues:										
LICENSES & PERMITS	\$	265,346	\$	235,000	\$	235,000	\$	235,000	\$	-
INTERGOVERNMENTAL		309,655		145,261		145,261		981,561		836,300
CHARGES FOR SVCS		45,730		10,000		10,000		10,000		-
TRANSFERS		51,764		-		-		279,000		279,000
Total Revenues	\$	672,496	\$	390,261	\$	390,261	\$	1,505,561	\$	1,115,300
Expenditures:										
PAYROLL	\$	13,508,107	Ś	12,973,163	\$	12,973,163	\$	14,179,589	\$	1,206,426
SUPPLIES & SERVICES	•	9,451,609	7	10,546,881	7	12,167,693	-	11,897,377	т.	1,350,496
CAPITAL OUTLAY		4,138,930		276,000		276,000		276,000		-
DEBT SERVICE		1,085,231		5,709,526		5,709,526		5,707,526		(2,000)
INTERDEPARTMENTAL CHARGES		2,675,997		2,776,214		2,776,214		2,804,382		28,167
Total Expenditures	\$	30,859,874	\$	32,281,785	\$	33,902,597	\$	34,864,874	\$	2,583,089

### **DEPARTMENTAL CHANGES & HIGHLIGHTS:**

### Positions:

- Upgrade Engineering Tech to Sr. Engineering Tech
- 1.0 FTE -Deputy Public Works Director
- 2.0 FTE Code Enforcement

- \$20,000 Upgrade Engineering Tech to Sr Engineering Tech
- \$249,146 Add 1.0 FTE Deputy PW Director
- \$280,150 Add 2.0 FTE Code Enforcement
- \$80,000 Engineering Consultant Support (one-time)
- \$1,115,300 South City Shuttle 2018-2020 operations; funded by SMCTA (75%) and SSF Measure A (25%)
- \$82,000 E-builder Annual Software maintenance
- \$45,000 CCTV equipment
- \$250,000 Sewer Rebate Program

LIBRARY DEPARTMENT EXPENDITURES

All Operating Funds	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	1	Change of 2018-19 from 2017-18 Adopted
Revenues:						
INTERGOVERNMENTAL	\$ 359,740	\$ 191,016	\$ 368,080	\$ 191,016	\$	-
CHARGES FOR SVCS	44,177	40,000	40,000	40,000		-
OTHER REVENUES	2,153	-	-	-		-
Total Revenues	\$ 406,070	\$ 231,016	\$ 408,080	\$ 231,016	\$	-
Expenditures:						
PAYROLL	\$ 3,873,527	\$ 4,105,292	\$ 4,264,144	\$ 4,458,759	\$	353,467
SUPPLIES & SERVICES	909,583	791,800	860,612	867,500		75,700
INTERDEPARTMENTAL CHARGES	375,062	464,041	464,041	480,034		15,994
Total Expenditures	\$ 5,158,171	\$ 5,361,133	\$ 5,588,797	\$ 5,806,294	\$	445,161

### **DEPARTMENTAL CHANGES & HIGHLIGHTS:**

### **Positions:**

- 0.40 FTE Hourly Library Assistant I Grand Avenue Branch Library
- 0.20 FTE Hourly Library Assistant I Social Media and On-line promotion of Library Services
- 0.30 FTE Hourly Librararian II Local History Collection
- 0.30 FTE Hourly Librararian II Children Services

- \$22,000 Consortium Shared Cost
- \$10,500 Catalog Records
- \$7,200 Broadband & System Maintenance
- \$77,000 Increase hours for hourly staffing
- \$30,000 Books and Video Collections
- \$36,500 Digital Resources and Streaming Content
- \$13,200 High School & College Internship
- \$10,000 Historic Preservation Grant Program

INFORMATION TECHNOLOGY EXPENDITURES

All Operating Funds	<b>2016-17</b> Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	1	Change of 2018-19 from 2017-18 Adopted
Revenues:						
CHARGES FOR SVCS	\$ 50,084	\$ 40,000	\$ 40,000	\$ 40,000	\$	-
USE OF MONEY & PROPERTY	1,065	14,000	14,000	14,000		-
OTHER REVENUES	2,192,903	2,584,770	2,584,770	2,670,676		85,906
TRANSFERS	-			240,000		240,000
Total Revenues	\$ 2,244,051	\$ 2,638,770	\$ 2,638,770	\$ 2,964,676	\$	325,906
Expenditures:						
PAYROLL	\$ 1,119,793	\$ 1,250,070	\$ 1,250,070	\$ 1,313,513	\$	63,444
SUPPLIES & SERVICES	1,136,402	1,382,082	1,884,472	1,739,317		357,235
INTERDEPARTMENTAL CHARGES	11,077	11,077	11,077	11,845		768
Total Expenditures	\$ 2,267,273	\$ 2,643,229	\$ 3,145,619	\$ 3,064,676	\$	421,447

### **DEPARTMENTAL CHANGES & HIGHLIGHTS:**

- \$12,500 Software license- Smartprocure
- \$14,000 Software maintenance Simpler
- \$20,000 Annual software maintenance- HCM
- \$82,391 Annual software maintenance- E-builder
- \$37,844 Rec annual mgmt system maintenance
- \$100,000 VOIP Phone System Implementation Phase II

**PARKS & RECREATION DEPARTMENT EXPENDITURES** 

All Operating Funds	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	Change of 2018-19 from 2017-18 Adopted
Revenues:					
INTERGOVERNMENTAL	\$ 372,300	\$ 172,388	\$ 188,754	\$ 172,388	\$ -
CHARGES FOR SVCS	3,746,364	4,203,131	4,203,131	4,203,131	-
OTHER REVENUES	20,500	-	-	-	-
Total Revenues	\$ 4,139,164	\$ 4,375,519	\$ 4,391,885	\$ 4,375,519	\$ -
Expenditures:					
PAYROLL	\$ 11,398,028	\$ 12,137,635	\$ 12,154,992	\$ 12,902,430	\$ 764,795
SUPPLIES & SERVICES	3,630,001	3,793,868	3,962,860	3,814,231	20,363
CAPITAL OUTLAY	19,421	25,000	25,000	-	(25,000)
INTERDEPARTMENTAL CHARGES	1,066,718	1,123,556	1,123,556	1,151,684	28,127
Total Expenditures	\$ 16,114,169	\$ 17,080,059	\$ 17,266,408	\$ 17,868,345	\$ 788,286

### **DEPARTMENTAL CHANGES & HIGHLIGHTS:**

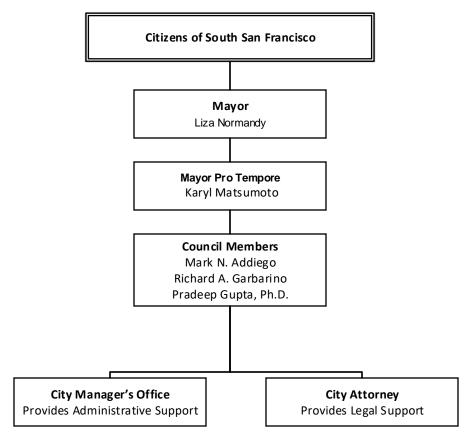
### **Positions:**

- Add 0.5 FTE Recreation Office Specialist
- Upgrade Parks Maintenance Worker to Senior Parks Maintenance Worker
- Upgrade Recreation Leader IV to Recreation & Community Services Coordinator
- Upgrade Management Analyst II to Business Services Manager
- Upgrade Office Specialist to Administrative Assistant I
- Upgrade Administrative Assisstant I to Administrative Assisstant II

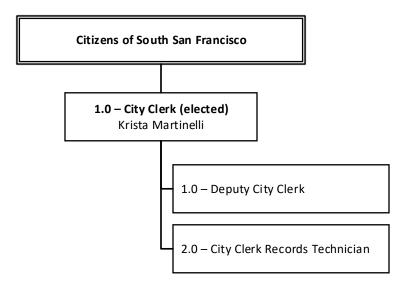
- \$29,639 Additional 0.5 FTE Recreation office Specialist (Classes)
- \$2,441 Upgrade from Parks Maintenance Worker to Senior Parks Maintenance Worker
- \$28,379 Upgrade Recreation Leader IV to Rec & Community Services Coordinator
- \$77,000 Administrative position upgrade costs (Will offset \$44,000 from MAII cost)
- \$12,500 Salary and benefit adjustments for Recreation Instructors
- \$13,500 Parks Uniform allowance
- \$50,000 Purchase Public Art
- \$15,000 Additional funds to expand Concert in the Park activites
- \$40,800 PG&E Loan- Energy Efficient HVAC Upgrades

<b>TEPARTMENT</b>	ORGANIZATION	CHARTS

# **DEPARTMENT ORGANIZATION CHARTS**

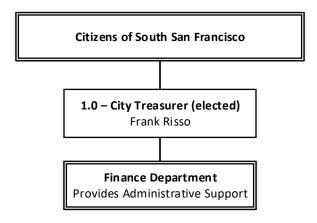


5.00 Elected FTE



## 1.00 Elected FTE 3.00 FTE

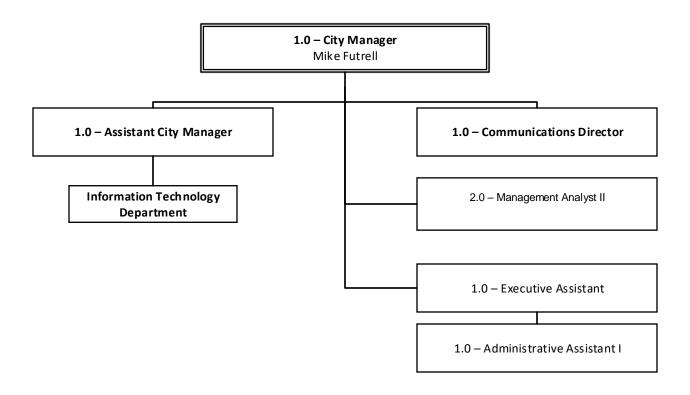
- Existing Filled Position(s)
- Existing Upgraded Position(s)
- Newly Requested Positions



## 1.00 Elected FTE

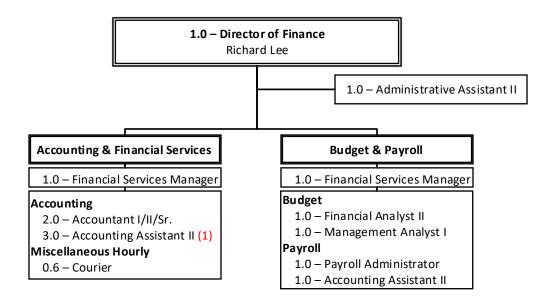
- Existing Filled Position(s)
- Existing Upgraded Position(s)
- Newly Requested Positions

# **City Attorney** Jason Rosenberg (Contract – Meyers Nave) Assistant City Attorney (2) (Contract – Meyers Nave)



## 7.00 FTE

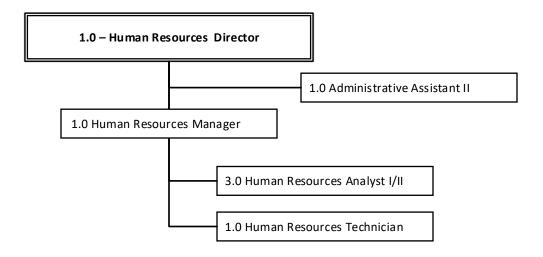
- Existing Filled Position(s)
- Existing Upgraded Position(s)
- Newly Requested Positions



# 13.00 FTE

## 0.60 Hourly

- Existing Filled Position(s)
- Existing Upgraded Position(s)
- Newly Requested Positions



## 7.00 FTE 1.00 Hourly

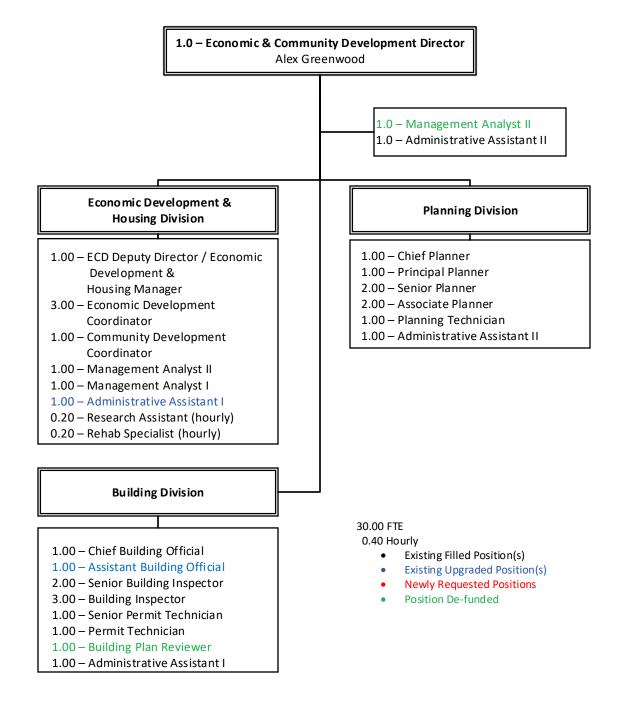
- Existing Filled Position(s)
- Existing Upgraded Position(s)
- Newly Requested Positions

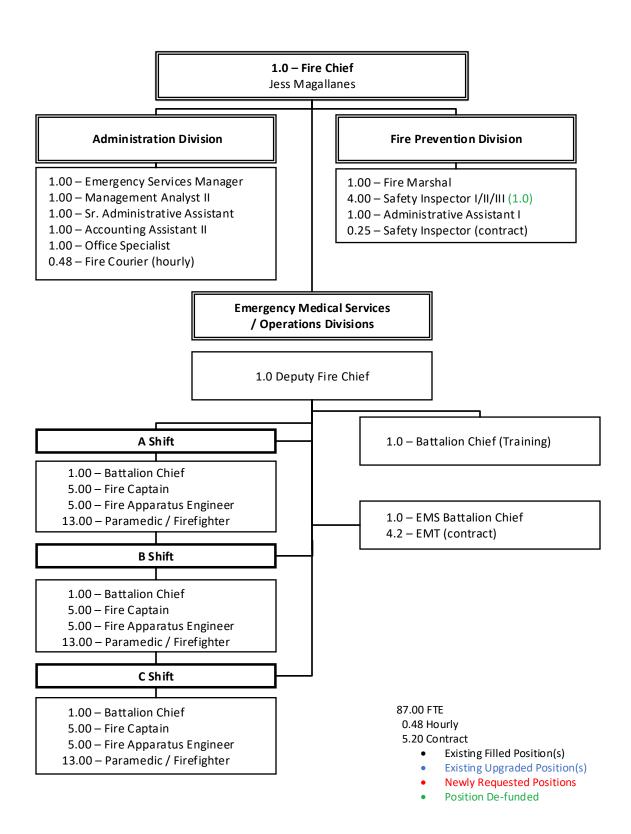
# **1.0 IT Manager** Tony Barrera

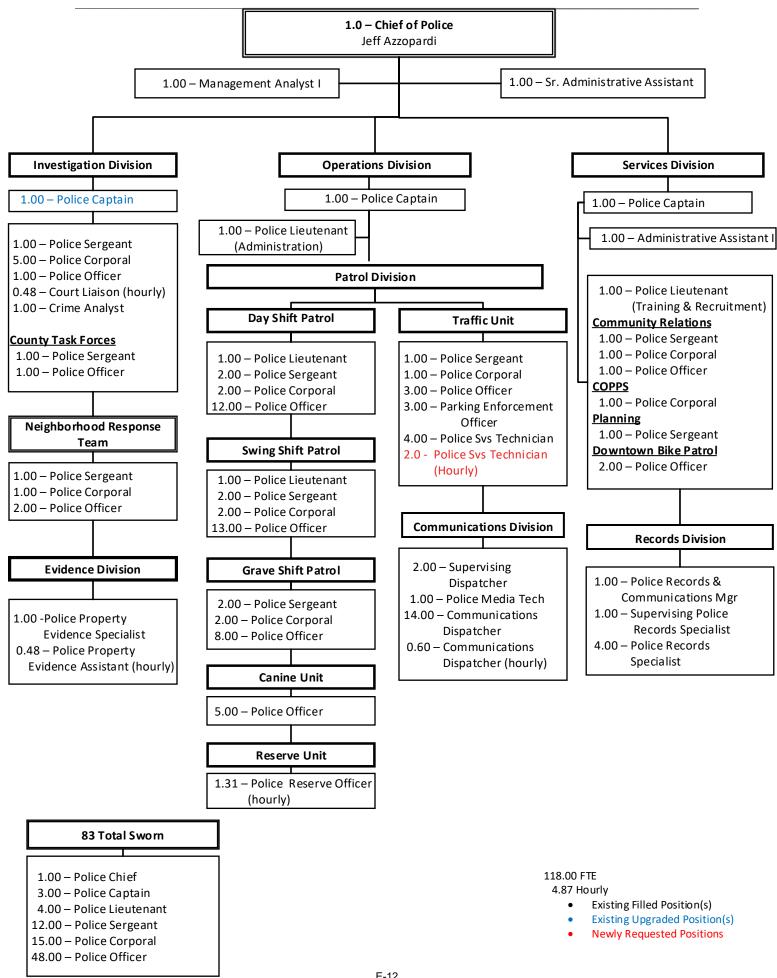
- 1.00 Senior Information System Administrator
- 2.00 Information System Administrator
- 1.00 Sr. Computer Services Technician
- 1.00 Computer Services Technician
- 1.00 Administrative Assistant II

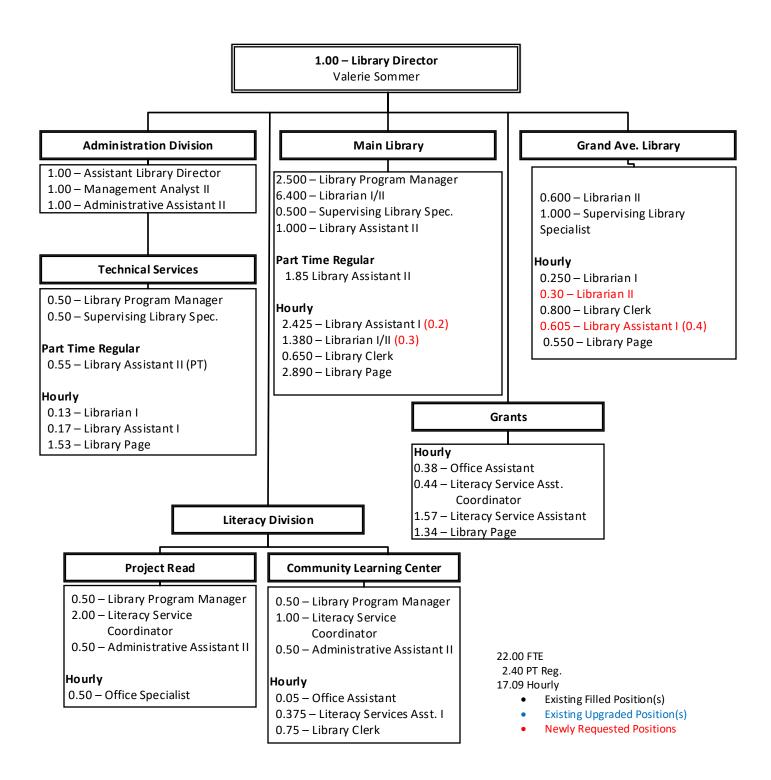
### 7.00 FTE

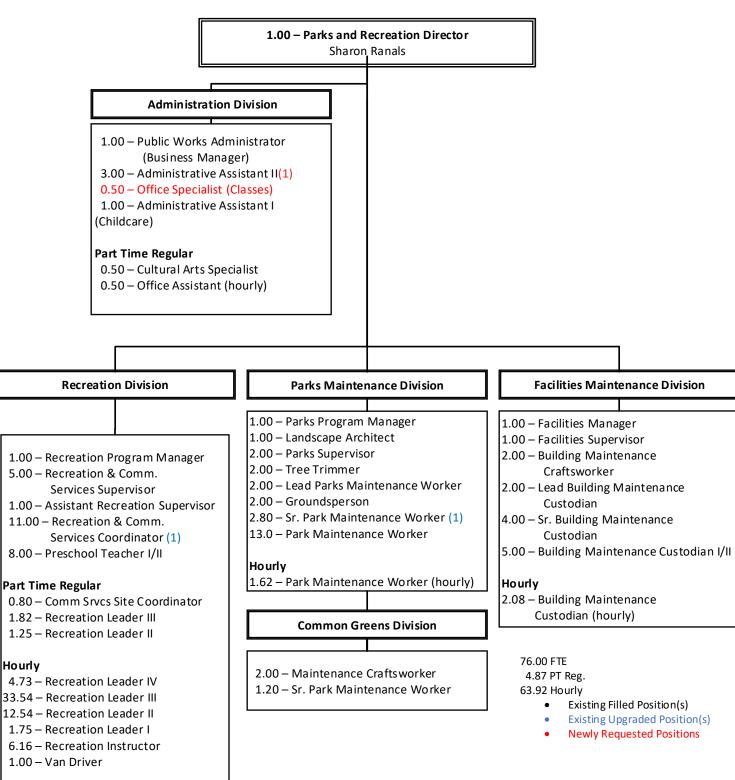
- Existing Filled Position(s)
- Existing Upgraded Position(s)
- Newly Requested Positions

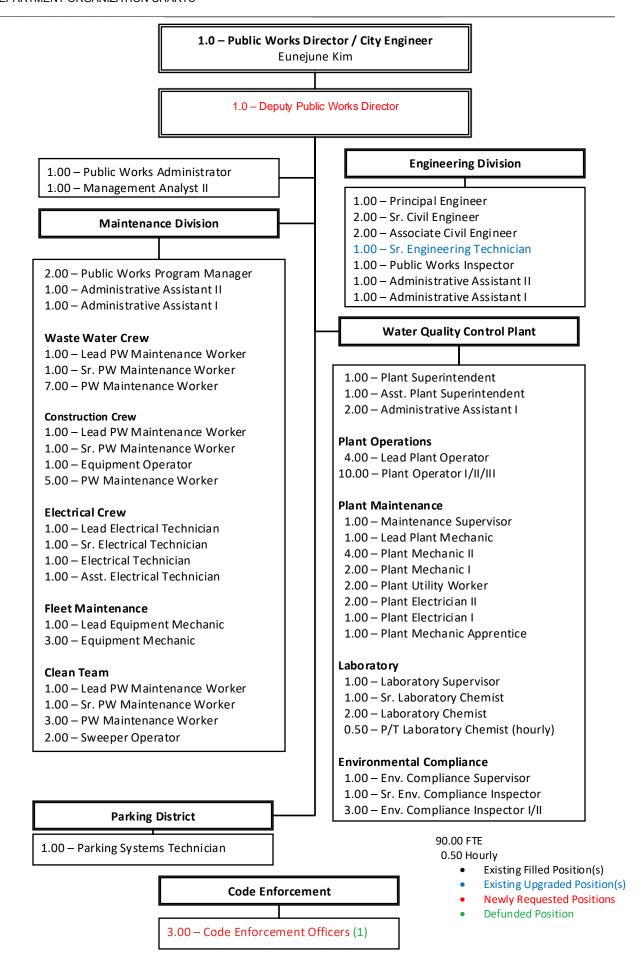












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# **City Council**

City Council	Job Code	Position Title	2017-18 Actual	2018-19 Adopted	Change of 2018-19 from 2017-18
Elected	E110	<b>Elected City Council Member</b>	5.00	5.00	0.00
		TOTAL FTE - City Council	5.00	5.00	0.00

# **City Clerk**

City Clerk	Job Code	Position Title	2017-18 Actual	2018-19 Adopted	Change to 2018-19 from 2017-18
Elected - FT	E100	Elected City Clerk	1.00	1.00	0.00
		SUBTOTAL - Elected	1.00	1.00	0.00
Full Time	0320	Deputy City Clerk	1.00	1.00	0.00
Full Time	0415	City Clerk Records Technician	2.00	2.00	0.00
		SUBTOTAL - Full Time	3.00	3.00	0.00
		TOTAL FTE - City Clerk	4.00	4.00	0.00

# **City Treasurer**

City Treasurer	Job Code	Position Title	2017-18 Actual	2018-19 Adopted	Change of 2018-19 from 2017-18
Elected	E105	Elected City Treasurer	1.00	1.00	0.00
		TOTAL FTE - City Treasurer	1.00	1.00	0.00

# **City Manager**

City	Job		2017-18	2018-19	Change of 2018-19
Manager	Code	Position Title	Actual	Adopted	from 2017-18
Full Time	N115	City Manager	1.00	1.00	0.00
Full Time	N100	Assistant City Manager	1.00	1.00	0.00
Full Time	N180	Assistant to the City Manager	0.00	0.00	0.00
Full Time	N190	<b>Communications Director</b>	1.00	1.00	0.00
Full Time	M570	Management Analyst I	0.00	0.00	0.00
Full Time	M560	Management Analyst II	2.00	2.00	0.00
Full Time	0315	Administrative Assistant I	1.00	1.00	0.00
Full Time	0310	Administrative Assistant II	0.00	0.00	0.00
Full Time	0310	Executive Assistant to the City	1.00	1.00	0.00
		Manager (O410)			
		SUBTOTAL Full Time	7.00	7.00	0.00
Hourly	X280	Student Intern	0.00	0.00	0.00
		SUBTOTAL Hourly	0.00	0.00	0.00
		TOTAL FTE - City Manager	7.00	7.00	0.00

# **Finance**

	Job		2017-18	2018-19	Change of 2018-19
Finance	Code	Position Title	Actual	Adopted	from 2017-18
Full Time	N145	Director of Finance	1.00	1.00	0.00
Full Time	M770	Financial Services Manager	2.00	2.00	0.00
Full Time	M615	Senior Financial Analyst	0.00	0.00	0.00
Full Time	M613	Financial Analyst II (M570)	1.00	1.00	0.00
Full Time	M570	Management Analyst I	1.00	1.00	0.00
Full Time	M625	Senior Accountant	1.00	1.00	0.00
Full Time	M620	Accountant II	1.00	1.00	0.00
Full Time	A225	Accounting Assistant II	3.00	4.00	1.00
Full Time	M785	Payroll Administrator	1.00	1.00	0.00
Full Time	O310	Administrative Assistant II	1.00	1.00	0.00
		SUBTOTAL Full Time	12.00	13.00	1.00
Hourly	X280	Miscellaneous Hourly	0.60	0.60	0.00
		SUBTOTAL Hourly	0.60	0.60	0.00
		TOTAL FTE - Finance	12.60	13.60	1.00

## **Human Resources**

Human	Job		2017-18	2018-19	Change of 2018-19
Resources	Code	Position Title	Actual	Adopted	from 2017-18
Full Time	N130	Director Of Human Resources	1.00	1.00	0.00
Full Time	M270	Human Resources Analyst II	2.00	2.00	0.00
Full Time	0265	Human Resources Technician	1.00	1.00	0.00
Full Time	M775	Human Resources Manager	1.00	1.00	0.00
Full Time	M700	Human Resources Analyst I	1.00	1.00	0.00
Full Time	0310	Administrative Assistant II	1.00	1.00	0.00
		SUBTOTAL Full Time	7.00	7.00	0.00
Hourly	X310	Human Resources Clerk	1.00	0.00	-1.00
		SUBTOTAL Hourly	1.00	0.00	-1.00
			_		
		TOTAL FTE - Human Resources	8.00	7.00	-1.00

# **Information Technology**

Information	Job		2017-18	2018-19	Change of 2018-19
Technology	Code	Position Title	Actual	Adopted	from 2017-18
Full Time	M805	Information Technology Manager	1.00	1.00	0.00
Full Time	M650	Information Systems Administrator	2.00	2.00	0.00
Full Time	M790	Senior Information Systems Administrator	1.00	1.00	0.00
Full Time	0310	Administrative Assistant II	1.00	1.00	0.00
Full Time	0525	Computer Services Technician	1.00	1.00	0.00
Full Time	O530	Senior Computer Services Technician	1.00	1.00	0.00
		SUBTOTAL Full Time	7.00	7.00	0.00
		TOTAL FTE - Information Technology	7.00	7.00	0.00

# **Economic & Community Development**

	Job		2017-18	2018-19	Change of 2018-19
ECD	Code	Position Title	Actual	Adopted	from 2017-18
Full Time	N140	Director of ECD	1.00	1.00	0.00
Full Time	M145	ECD Deputy Director/Manager of Economic Development & Housing	1.00	1.00	0.00
Full Time	M125	Associate Planner	2.00	2.00	0.00
Full Time	M210	Chief Building Official	1.00	1.00	0.00
Full Time	M155	Chief Planner	1.00	1.00	0.00
Full Time	M185	Economic Development Coordinator	3.00	3.00	0.00
Full Time	M725	Community Development Coordinator	1.00	1.00	0.00
Full Time	TBD	Assistant Building Official	0.00	1.00	1.00
Full Time	M590	Principal Planner	1.00	1.00	0.00
Full Time	M335	Senior Planner	2.00	2.00	0.00
Full Time	M570	Management Analyst I	1.00	1.00	0.00
Full Time	M560	Management Analyst II**	2.00	2.00	0.00
Full Time	A462	Planning Technician	1.00	1.00	0.00
Full Time	TBD	Senior Permit Technician	1.00	1.00	0.00
Full Time	A460	Permit Technician	1.00	1.00	0.00
Full Time	A400	Sr Building Inspector	2.00	2.00	0.00
Full Time	A135	Building Inspector	4.00	3.00	-1.00
Full Time	TBD	Building Plan Reviewer**	1.00	1.00	0.00
Full Time	0315	Administrative Assistant I	1.00	2.00	1.00
Full Time	O310	Administrative Assistant II	2.00	2.00	0.00
Full Time	A295	Office Specialist	1.00	0.00	-1.00
		SUBTOTAL Full Time	30.00	30.00	0.00
Hourly	X280	Miscellaneous Hourly - Research Assistant	0.20	0.20	0.00
Hourly	X280 X280	•	0.20	0.20	0.00
Hourly	λ∠δU	Miscellaneous Hourly - Rehab Specialist			
		SUBTOTAL Hourly	0.40	0.40	0.00
		TOTAL - ECD	30.40	30.40	0.00

<sup>\*\*</sup>One Management Analyst II and One Building Plan Reviewer have not been funded for FY 2018-19, but are still authorized positions within the department to be funded in the future.

## Fire

Sob   Change of 2017-18   Change of 2017-18   Fire   Code   Position Title   Actual   Adopted   From 2017-19
Fire         Code         Position Title         Actual         Adopted         from 2017-17           Full Time         N150         Fire Chief         1.00         1.00         0.00           Full Time         M110         Deputy Fire Chief         1.00         1.00         0.00           Full Time         M780         Emergency and Safety Manager         1.00         1.00         0.00           Full Time         M560         Management Analyst II         1.00         1.00         0.00           Full Time         M410         Fire Marshal         1.00         1.00         0.00           Full Time         M390         Fire Battalion Chief (56 Hours)         3.00         3.00         0.00           Full Time         M205         Fire Battalion Chief (40 Hours)         2.00         2.00         0.00           Full Time         B120         Fire Apparatus Engineer         15.00         15.00         0.00           Full Time         B100         Fire Captain         15.00         15.00         0.00
Full Time         N150         Fire Chief         1.00         1.00         0.00           Full Time         M110         Deputy Fire Chief         1.00         1.00         0.00           Full Time         M780         Emergency and Safety Manager         1.00         1.00         0.00           Full Time         M560         Management Analyst II         1.00         1.00         0.00           Full Time         M410         Fire Marshal         1.00         1.00         0.00           Full Time         M390         Fire Battalion Chief (56 Hours)         3.00         3.00         0.00           Full Time         M205         Fire Battalion Chief (40 Hours)         2.00         2.00         0.00           Full Time         B120         Fire Apparatus Engineer         15.00         15.00         0.00           Full Time         B100         Fire Captain         15.00         15.00         0.00
Full Time         M110         Deputy Fire Chief         1.00         1.00         0.00           Full Time         M780         Emergency and Safety Manager         1.00         1.00         0.00           Full Time         M560         Management Analyst II         1.00         1.00         0.00           Full Time         M410         Fire Marshal         1.00         1.00         0.00           Full Time         M390         Fire Battalion Chief (56 Hours)         3.00         3.00         0.00           Full Time         M205         Fire Battalion Chief (40 Hours)         2.00         2.00         0.00           Full Time         B120         Fire Apparatus Engineer         15.00         15.00         0.00           Full Time         B100         Fire Captain         15.00         15.00         0.00
Full Time         M780         Emergency and Safety Manager         1.00         1.00         0.00           Full Time         M560         Management Analyst II         1.00         1.00         0.00           Full Time         M410         Fire Marshal         1.00         1.00         0.00           Full Time         M390         Fire Battalion Chief (56 Hours)         3.00         3.00         0.00           Full Time         M205         Fire Battalion Chief (40 Hours)         2.00         2.00         0.00           Full Time         B120         Fire Apparatus Engineer         15.00         15.00         0.00           Full Time         B100         Fire Captain         15.00         15.00         0.00
Full Time         M560         Management Analyst II         1.00         1.00         0.00           Full Time         M410         Fire Marshal         1.00         1.00         0.00           Full Time         M390         Fire Battalion Chief (56 Hours)         3.00         3.00         0.00           Full Time         M205         Fire Battalion Chief (40 Hours)         2.00         2.00         0.00           Full Time         B120         Fire Apparatus Engineer         15.00         15.00         0.00           Full Time         B100         Fire Captain         15.00         15.00         0.00
Full Time         M410         Fire Marshal         1.00         1.00         0.00           Full Time         M390         Fire Battalion Chief (56 Hours)         3.00         3.00         0.00           Full Time         M205         Fire Battalion Chief (40 Hours)         2.00         2.00         0.00           Full Time         B120         Fire Apparatus Engineer         15.00         15.00         0.00           Full Time         B100         Fire Captain         15.00         15.00         0.00
Full Time         M390         Fire Battalion Chief (56 Hours)         3.00         3.00         0.00           Full Time         M205         Fire Battalion Chief (40 Hours)         2.00         2.00         0.00           Full Time         B120         Fire Apparatus Engineer         15.00         15.00         0.00           Full Time         B100         Fire Captain         15.00         15.00         0.00
Full Time         M205         Fire Battalion Chief (40 Hours)         2.00         2.00         0.00           Full Time         B120         Fire Apparatus Engineer         15.00         15.00         0.00           Full Time         B100         Fire Captain         15.00         15.00         0.00
Full Time         B120         Fire Apparatus Engineer         15.00         15.00         0.00           Full Time         B100         Fire Captain         15.00         15.00         0.00
Full Time         B100         Fire Captain         15.00         15.00         0.00
Full Time B125 Firefighter 0.00 0.00 0.00
Full Time B130 Paramedic / Firefighter 39.00 39.00 0.00
Full Time B200 Safety Inspector I 1.00 1.00 0.00
Full Time B195 Safety Inspector II** 3.00 3.00 0.00
Full Time O315 Administrative Assistant I 1.00 1.00 0.00
Full Time O340 Sr. Administrative Assistant 1.00 1.00 0.00
Full Time A225 Accounting Assistant II 1.00 1.00 0.00
Full Time A295 Office Specialist 1.00 1.00 0.00
SUBTOTAL Full Time 87.00 87.00 0.00
FT X181 Co. 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Contract Safety Inspector 1.00 0.25 -0.75
Contract X281 Emergency Medical Technician 4.20 4.20 0.00
SUBTOTAL FT Contract 5.20 4.45 -0.75
3021017/E1110011/400 3120 4143 0173
Hourly X540 Fire Courier 0.48 0.48 0.00
SUBTOTAL Hourly 0.48 0.48 0.00
TOTAL - Fire 92.68 91.93 -0.75

<sup>\*\*</sup>One Safety Inspector II has been de-funded for FY 2018-19. This position is still authorized within the department and may be funded in the future.

# **Police**

	Job		2017-18	2018-19	Change of 2018-19
Police	Code	Position Title	Actual	Adopted	from 2017-18
Full Time	N155	Police Chief	1.00	1.00	0.00
Full Time	M280	Police Captain	2.00	3.00	1.00
Full Time	M275	Police Lieutenant	5.00	4.00	-1.00
Full Time	C165	Police Sergeant	12.00	12.00	0.00
Full Time	C100	Police Corporal	15.00	15.00	0.00
Full Time	C115	Police Officer	48.00	48.00	0.00
Full Time	M285	Police Records & Comm. Manager	1.00	1.00	0.00
Full Time	C200	Supervising Police Records Specialist	1.00	1.00	0.00
Full Time	C110	Police Property/ Evidence Specialist	1.00	1.00	0.00
Full Time	C105	Police Records Specialist	4.00	4.00	0.00
Full Time	C210	Crime Analyst	1.00	1.00	0.00
Full Time	A365	Supervising Dispatcher	2.00	2.00	0.00
Full Time	A150	Communications Dispatcher	14.00	14.00	0.00
Full Time	C175	Parking Enforcement Officer	3.00	3.00	0.00
Full Time	C125	Police Service Technician	4.00	4.00	0.00
Full Time	C220	Police Media Technician	1.00	1.00	0.00
Full Time	O340	Senior Administrative Assistant	1.00	1.00	0.00
Full Time	M570	Management Analyst I	1.00	1.00	0.00
Full Time	0315	Administrative Assistant I	1.00	1.00	0.00
		SUBTOTAL Full Time	118.00	118.00	0.00
Hourly	x445	Communications Dispatcher	0.60	0.60	0.00
Hourly	XTBD	Police Service Technician	0.00	2.00	2.00
Hourly	X190	Police Property/Evidence Assistant	0.48	0.48	0.00
Hourly	X193	Police Court Liaison	0.48	0.48	0.00
Hourly	X325	Police Reserve Officer	1.31	1.31	0.00
		SUBTOTAL Hourly	2.87	4.87	2.00
		TOTAL - Police	120.87	122.87	2.00

# Library

	Job		2017-18	2018-19	Change of 2018-19
Library	Code	Position Title	Actual	Adopted	from 2017-18
Full Time	N110	Library Director	1.00	1.00	0.00
Full Time	M640	Assistant Library Director	1.00	1.00	0.00
Full Time	M560	Management Analyst II	1.00	1.00	0.00
Full Time	M235	Library Program Manager	4.00	4.00	0.00
Full Time	A445	Literacy Services Coordinator	3.00	3.00	0.00
Full Time	A670	Supervising Library Specialist	2.00	2.00	0.00
Full Time	A240	Librarian II	6.00	6.00	0.00
Full Time	A215	Library Assistant II	1.00	1.00	0.00
Full Time	A210	Librarian I	1.00	1.00	0.00
Full Time	0310	Administrative Assistant II	2.00	2.00	0.00
Full Time	0315	Administrative Assistant I	0.00	0.00	0.00
		SUBTOTAL Full Time	22.00	22.00	0.00
PT Regular	A240	Librarian II	0.00	0.00	0.00
PT Regular	A215	Library Assistant II	2.40	2.40	0.00
PT Regular	A220	Library Assistant I	0.00	0.00	0.00
		SUBTOTAL PT Regular	2.40	2.40	0.00
Hourly	X210	Librarian I	1.26	1.26	0.00
Hourly	X220	Library Assistant I	2.60	3.20	0.60
Hourly	X235	Library Clerk	2.20	2.20	0.00
Hourly	X250	Library Page	6.31	6.31	0.00
Hourly	X415	Office Specialist	0.50	0.50	0.00
Hourly	X440	Office Assistant**	0.81	0.43	-0.38
		Literacy Services Asst.			
Hourly	X655	Coord.*	0.44	0.44	0.00
Hourly	X665	Literacy Services Asst. I**	1.57	1.95	0.38
Hourly	X670	Librarian II	0.20	0.80	0.60
		SUBTOTAL Hourly	15.89	17.09	1.20
		TOTAL FTE - Library	40.29	41.49	1.20

<sup>\*</sup>Reflected 0.64 in error in FY 2017-19 biennial budget. Funding was accurate

<sup>\*\*</sup>Clerical error on update of position budget. No fiscal impact from change

Public Works \*\*One Code Enforcement Officer is authorized, but not funded for FY 2018-19. It may be funded in the future.

Public Work	Public WOLKS ***One Code Enforcement Officer is authorized, but not funded for FY 2018-19. It may be funded in the future.							
			2017-18	2018-19	Change of 2018-19			
Public Works	Job Code	Position Title	Actual	Adopted	from 2017-18			
Full Time	N160	Director Of Public Works/City Eng	1.00	1.00	0.00			
Full Time	TBD	Deputy PW Director	0.00	1.00	1.00			
Full Time	M795	Public Works Administrator	1.00	1.00	0.00			
Full Time	M760	Principal Engineer	1.00	1.00	0.00			
Full Time	M340	Sr Civil Engineer	2.00	2.00	0.00			
Full Time	M115	Associate Civil Engineer	2.00	2.00	0.00			
Full Time	A167	Engineering Technician	1.00	0.00	-1.00			
Full Time	TBD	Senior Engineering Technician	0.00	1.00	1.00			
Full Time	M750	Public Works Program Manager	2.00	2.00	0.00			
Full Time	M560	Management Analyst II	1.00	1.00	0.00			
Full Time	A500	Sr Electrical Technician	1.00	1.00	0.00			
Full Time	A370	Sweeper Operator	2.00	2.00	0.00			
Full Time	A200	Lead Public Works Maintenance Worker	3.00	3.00	0.00			
Full Time	A360	Sr Public Works Maintenance Worker	3.00	3.00	0.00			
Full Time	A275	Public Works Maintenance Worker	15.00	15.00	0.00			
Full Time	A345	Lead Equipment Mechanic	1.00	1.00	0.00			
Full Time	A335	Lead Electrical Technician	1.00	1.00	0.00			
Full Time	A120	Assistant Electrical Technician	1.00	1.00	0.00			
Full Time	A160	Electrical Technician	1.00	1.00	0.00			
Full Time	A310	Public Works Inspector	1.00	1.00	0.00			
Full Time	A175	Equipment Operator	1.00	1.00	0.00			
Full Time	A170	Equipment Mechanic	3.00	3.00	0.00			
Full Time	M355	Plant Superintendent	1.00	1.00	0.00			
Full Time	M465	Assistant Plant Superintendent	1.00	1.00	0.00			
Full Time	M745	WQCP Maint Super	1.00	1.00	0.00			
Full Time	M450	Environmental Compliance Supervisor	1.00	1.00	0.00			
Full Time	M220	Laboratory Supervisor	1.00	1.00	0.00			
Full Time	D190	Lead Plant Operator	4.00	4.00	0.00			
Full Time	D180	Lead Plant Mechanic	1.00	1.00	0.00			
Full Time	D170	Sr Laboratory Chemist	1.00	1.00	0.00			
Full Time	D160	Sr Environmental Compliance Inspector	1.00	1.00	0.00			
Full Time	D155	Environmental Compliance Inspector II	3.00	3.00	0.00			
Full Time	D200	Plant Operator III	8.00	8.00	0.00			
Full Time	D145	Plant Operator I	2.00	2.00	0.00			
Full Time	D140	Plant Electrician II	2.00	2.00	0.00			
Full Time	D135	Plant Mechanic II	4.00	4.00	0.00			
Full Time	D125	Plant Utility Worker	2.00	2.00	0.00			
Full Time	D120	Laboratory Chemist	2.00	2.00	0.00			
Full Time	D105	Plant Electrician I	1.00	1.00	0.00			
Full Time	D130	Plant Mechanic I	2.00	2.00	0.00			
Full Time	D220	Plant Mechanic, Apprentice	1.00	1.00	0.00			
Full Time	0310	Administrative Assistant II	2.00	2.00	0.00			
Full Time	0315	Administrative Assistant I	4.00	4.00	0.00			
Full Time	TBD	Code Enforcement Officer**	0.00	3.00	3.00			
Full Time	A245	Parking Meter Service Worker	1.00	1.00	0.00			
· an inne	/ \L-13	SUBTOTAL Full Time	90.00	94.00	4.00			
Hourly	X545	Laboratory Chemist	0.50	0.50	0.00			
Hourry	V7 <del>4</del> 7	•						
		SUBTOTAL Hourly	0.50	0.50	0.00			
		TOTAL - Public Works	90.50	94.50	4.00			

## Parks & Recreation

			2017-		
Parks &	Job		18	2018-19	Change of 2018-19
Recreation	Code	Position Title	Actual	Adopted	from 2017-18
Full Time	N175	Director Of Parks & Recreation	1.00	1.00	0.00
Full Time	M750	Program Manager- Parks	1.00	1.00	0.00
Full Time	M750	Program Manager - Rec	1.00	1.00	0.00
Full Time	M750	Program Manager- Facilities	1.00	1.00	0.00
Full Time	(TBD)	Business Services Manager	0.00	1.00	1.00
Full Time	M800	Assistant Recreation Supervisor	1.00	1.00	0.00
Full Time	(TBD)	Landscape Architect	1.00	1.00	0.00
Full Time	A295	Office Specialist	1.00	0.50	-0.50
Full Time	M560	Management Analyst II	1.00	0.00	-1.00
Full Time	M255	Parks & Recreation Supervisor- Parks	1.00	1.00	0.00
Full Time	M255	Parks & Recreation Supervisor- Facilities	2.00	2.00	0.00
Full Time	M530	Rec & Comm Svcs Coordinator	10.00	11.00	1.00
Full Time	M295	Rec & Comm Svcs Supervisor	5.00	5.00	0.00
Full Time	A515	Recreation Leader IV	1.00	0.00	-1.00
Full Time	A495	Preschool Teacher I	4.00	4.00	0.00
Full Time	A680	Preschool Teacher II	4.00	4.00	0.00
Full Time	A375	Tree Trimmer	2.00	2.00	0.00
Full Time	A280	Maintenance Craft worker	2.00	2.00	0.00
Full Time	A195	Lead Parks Maintenance Worker	2.00	2.00	0.00
Full Time	A350	Senior Parks Maintenance Worker	3.00	4.00	1.00
Full Time	A250	Parks Maintenance Worker I/II	14.00	13.00	-1.00
Full Time	A505	Groundsperson	2.00	2.00	0.00
Full Time	A465	Building Maintenance Crafts worker	2.00	2.00	0.00
Full Time	A190	Lead Building Maintenance Custodian	2.00	2.00	0.00
Full Time	A320	Sr Building Maintenance Custodian	4.00	4.00	0.00
Full Time	A140	Building Maintenance Custodian I/II	5.00	5.00	0.00
Full Time	0315	Administrative Assistant I	1.00	1.00	0.00
Full Time	0310	Administrative Assistant II	2.00	3.00	1.00
Tull Tille	0310	SUBTOTAL Full Time	76.00	76.50	0.50
PT Regular	A640	Community Services Site Coordinator	0.80	0.80	0.00
-		Cultural Arts Specialist			
PT Regular PT Regular	A650 A610	Recreation Leader II	0.50 1.25	0.50 1.25	0.00 0.00
-					
PT Regular	A620	Recreation Leader III	1.82	1.82	0.00
I I a confer	VEEE	SUBTOTAL PT Regular	4.37	4.37	0.00
Hourly	X555	Hourly, Van Driver	1.00	1.00	0.00
Hourly	X185	Hourly, Building Maintenance Custodian	2.08	2.08	0.00
Hourly	X440	Hourly, Office Assistant	0.50	0.50	0.00
Hourly	X300	Hourly, Park Maintenance Worker	1.62	1.62	0.00
Hourly	X350	Hourly, Recreation Instructor	6.16	6.16	0.00
Hourly	X360	Hourly, Recreation Leader I	1.75	1.75	0.00
Hourly	X365	Hourly, Recreation Leader II	12.54	12.54	0.00
Hourly	X370	Hourly, Recreation Leader III	33.54	33.54	0.00
Hourly	X375	Hourly, Recreation Leader IV	4.73	4.73	0.00
		SUBTOTAL Hourly	63.92	63.92	0.00
		TOTAL FTE - Parks & Recreation	144.29	144.79	0.50

# **DEBT OBLIGATIONS**

### **DEBT SERVICE OBLIGATIONS**

As of July 1, 2018, the City will have \$35.6 million of outstanding debt. Debt service is backed through revenue proceeds either through tax increment dollars from the former Redevelopment Agency or sewer usage charges from the Sewer Enterprise fund.

#### **Schedule 26: Legal Debt Limit**

Assessed Valuation [1]	\$ 19,106,345,693
Bonded Debt Limit (3.75% of assessed value)	\$ 716,487,963
Less Debt Subject to Limit	\$
Legal Bonded Debt Limit	\$ 716,487,963

[1] Source: San Mateo County Assessor Office FY 2018-19 Combined Roll https://www.smcacre.org/sites/main/files/file-attachments/2018\_local\_combined\_roll\_0.pdf

The legal bonded debt limit as set by California Government Code Section 43605 is 15%. The code section was enacted prior to the change in basing assessed value to full market value when it was previously 25% of market value. The 3.75% represents 25% of assessed value.

#### **DEBT OBLIGATIONS**

The City has outstanding debt through the issuance of bonds, notes, leases, and loans. The following lists of all debt issued by the City, either through its financing authority or the former Redevelopment Agency:

- 1999, 2004, 2008 State Water Resources Control Board Loans Original debt: \$77,999,366, 2.4% to 3.0%, due 8/1/22, 4/30/26, 7/15/28. These loans were used to improve and expand the City's Water Quality Control Plant (WQCP). Loan proceeds were issued as projects progressed. Debt service payment commenced one year after project completion. WQCP user fees support the debt service payments. Of the total, \$30.8 million of principal outstanding.
- 2005D Water and Wastewater Revenue Bonds Original debt: \$6,000,000, 2.75% to 5.0%, due April 30, 2026. The City participated in a pooled bond sale. The bonds were used to finance sewer system capital improvement projects. The debt service is paid from the net revenues of the City's Sewer Enterprise Fund. Of the total, \$3.3 million of principal outstanding.
- 2003 Revenue Bonds Original debt: \$5,865,000, 2.25% to 4.0%, due 9/1/18. The City of South San Francisco Capital Improvement Financing Authority issued these bonds to finance improvements on the South San Francisco Conference Center. The debt service payments come from a \$2.50 per day hotel room tax. These obligations are not recorded as part of the City's government debt. Of the total, \$460,000 of principal outstanding.

# **Capital Leases**

In addition to the bonds, notes, and loans, the City has also entered into long-term capital leases with various financing agencies. The capital leases are used to purchase vehicles and equipment when it makes more financial sense for the City to pay for these over time rather than using upfront cash. Below is a list of the vehicles and equipment lease-purchased with remaining balances. The capital lease payments are made by the General Fund.

- **2008 Two Fire Engines** Projected balance \$54,112, due 7/16/18.
- **2010 Two Fire Engines** Projected balance \$322,306, due 12/31/20.
- **2013 Fire Quint** Projected balance \$686,698, due 5/23/23.
- **2014 Sweeper** Projected balance \$71,985, due 10/17/18.

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# **GOVERNMENTAL FUNDS**

CITY HOUSING FUND SUMMARY

Revenues	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	Ch	ange of 2018-19 from 2017-18 Adopted
HOUSING RENTAL REVENUE	\$ 108,764	\$ 130,000	\$ 130,000	\$ 130,000	\$	-
INVESTMENT INCOME & LOAN INTEREST	84,398	37,000	37,000	37,000		-
EQUITY SHARING	164,018	15,000	15,000	15,000		-
MISCELLANEOUS	304,998	-	-	-		-
SALE OF REAL/PERSONAL PROPERTY	1,016,276	-	-	-		
LOAN REPAYMENTS	-	125,000	125,000	125,000		
Total Revenues	\$ 1,678,455	\$ 307,000	\$ 307,000	\$ 307,000	\$	
CARRYOVER ENCUMBRANCE/CIP			\$ 648			
Total Available Resources	\$ 1,678,455	\$ 307,000	\$ 307,648	\$ 307,000	\$	
Expenditures						
PAYROLL	\$ 81,227	\$ 75,000	\$ 75,000	\$ 75,000	\$	
SUPPLIES & SERVICES	395,856	462,800	463,448	462,800		
INTERDEPARTMENTAL CHARGES	5,000	5,150	5,150	5,305		155
Total Expenditures	\$ 482,083	\$ 542,950	\$ 543,598	\$ 543,105	\$	155
Surplus/(Deficit)	1,196,372	(235,950)	(235,950)	(236,105)		
Fund Balance	\$ 1,119,525	\$ 883,575	\$ 883,575	\$ 647,470		

Unassigned Fund Balance \$ 647,470 Committed Fund Balance (for Affordable Housing Development) \$

Total Fund Balance \$ 2,450,000 3,097,470

# COMMON GREENS MAINTENANCE DISTRICTS FUND SUMMARY

					Change of 2018-19
	2016-17	2017-18	2017-18	2018-19	from 2017-18
Revenues	Actual	Adopted	Amended	Adopted	Adopted
WEST PARK MAINT DIST 3	\$ 824,007	\$ 822,429	\$ 822,429	\$ 830,040	\$ 7,611
STONGATE RIDGE MAINT	296,315	232,446	232,446	278,001	45,555
WILLOW GARDEN MAINT	99,932	77,000	77,000	80,341	3,341
WEST PARK DIST 1&2	530,763	426,683	426,683	542,157	115,474
Total Revenues	\$ 1,751,018	\$ 1,558,558	\$ 1,558,558	\$ 1,730,539	\$ 171,981
CARRYOVER ENCUMBRANCE/CIP			\$ 150,074		
<b>Total Available Resources</b>	\$ 1,751,018	\$ 1,558,558	\$ 1,708,633	\$ 1,730,539	\$ 171,981
Expenditures					
WEST PARK MAINT DIST 3	\$ 658,756	\$ 824,432	\$ 824,432	\$ 848,403	\$ 23,970
STONGATE RIDGE MAINT	144,541	198,058	198,058	206,751	8,693
WILLOW GARDEN MAINT	189,706	58,875	135,407	60,031	1,156
WEST PARK DIST 1&2	348,727	445,325	445,325	458,652	13,327
Total Expenditures	\$ 1,341,730	\$ 1,526,691	\$ 1,603,223	\$ 1,573,836	\$ 47,145
Surplus/(Deficit)	\$ 409,288	\$ 31,868	\$ 105,410	\$ 156,703	\$ 124,836
Fund Balance	\$ 2,412,294	\$ 2,444,162	\$ 2,517,704	\$ 2,674,408	

# FY18-19 CHANGES & HIGHLIGHTS:

<sup>\*</sup> None

### COMMUNITY DEVELOPMENT BLOCK GRANT

Revenues	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	Change of 2018-19 from 2017-18 Adopted
INTERGOVERNMENTAL	\$ 377,470	\$ 415,000	\$ 415,000	\$ 415,000	\$ -
LOAN REPAYMENTS	44,349	80,000	80,000	80,000	-
OTHER PROGRAM REVENUES	10,695	11,437	11,437	-	(11,437)
Total Revenues	\$ 432,514	\$ 506,437	\$ 506,437	\$ 495,000	\$ (11,437)
CARRYOVER ENCUMBRANCE/CIP			\$ 175,637		
Total Available Resources	\$ 432,514	\$ 506,437	\$ 682,074	\$ 495,000	\$ (11,437)
Expenditures					
PAYROLL	\$ 123,809	\$ 81,535	\$ 81,535	\$ 81,535	\$ -
SUPPLIES & SERVICES	727,497	496,950	577,257	496,950	-
TRANSFERS OUT TO CAPITAL IMPROVEMENT	-	-	95,330	-	-
Total Expenditures	\$ 851,305	\$ 578,485	\$ 754,122	\$ 578,485	\$ -
Surplus/(Deficit)	\$ (418,791)	\$ (72,048)	\$ (72,048)	\$ (83,485)	
Fund Balance	\$ (46,078)	\$ (118,126)	\$ (118,126)	\$ (201,611)	

# FY 2018-19 CHANGES & HIGHLIGHTS:

• None

### **GAS TAX FUND SUMMARY**

Revenues		2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	Change of 2018-19 from 2017-18 Adopted
TAX REVENUE						7000
HUTA 2103-2107 (Gas Tax)	\$	1,257,263	\$ 1,431,827	\$ 1,431,827	\$ 1,457,688	\$ 25,861
MEASURE M		249,842	243,000	243,000	243,000	-
ROAD REPAIR & ACCOUNTABILITY ACT	(2017)		372,444	-	-	(372,444)
USE OF MONEY & PROPERTY		1,216	15,000	15,000	15,000	-
Total Revenues	\$	1,508,321	\$ 2,062,271	\$ 1,689,827	\$ 1,715,688	\$ (346,583)
CARRYOVER ENCUMBRANCE/CIP				\$ 970,319		
Total Available Resources	\$	1,508,321	\$ 2,062,271	\$ 2,660,146	\$ 1,715,688	\$ (346,583)
Expenditures						
TRANSFER TO GENERAL FUND	\$	921,301	\$ 921,301	\$ 921,301	\$ 921,301	\$ -
TRANSFER TO STORMWATER		670,000	670,000	760,298	670,000	\$ -
TRANSFER FOR CIP PROJECTS		263,208	525,000	1,405,021	-	\$ (525,000)
Total Expenditures	\$	1,854,509	\$ 2,116,301	\$ 3,086,620	\$ 1,591,301	\$ (525,000)
Surplus/(Deficit)	\$	(346,188)	\$ (54,030)	\$ (426,474)	\$ 124,387	\$ 178,417
Fund Balance	\$	(57,534)	\$ (111,564)	\$ (484,008)	\$ (359,621)	

# FY 2018-19 CHANGES & HIGHLIGHTS:

<sup>• \$372,444</sup> transferred from Gax tax fund (210) to RMRA-SBI fund (212)

### **MEASURE A FUND SUMMARY**

	2016-17	2017-18	2017-18	2018-19	Change of 2018-19 from 2017-18
Revenues	Actual	Adopted	Amended	Adopted	Adopted
TAXES	\$ 1,568,013	\$ 1,468,995	\$ 1,468,995	\$ 1,468,995	\$ -
USE OF MONEY & PROPERTY	2,756	25,000	25,000	25,000	-
Total Revenues	\$ 1,570,769	\$ 1,493,995	\$ 1,493,995	\$ 1,493,995	\$ -
CARROYOVER ENCUMBRANCE/CIP			\$ 1,973,624		
Total Available Resources	\$ 1,570,769	\$ 1,493,995	\$ 3,467,619	\$ 1,493,995	\$ -
Expenditures					
TRANSFER TO GEN FUND	\$ 173,600	\$ -	\$ -	\$ 121,836	\$ 121,836
TRANSFER TO CIP PROJECTS	484,356	1,650,000	3,623,624	1,494,432	\$ (155,568)
Total Expenditures	\$ 657,956	\$ 1,650,000	\$ 3,623,624	\$ 1,616,268	\$ (33,732)
Surplus/(Deficit)	\$ 912,813	\$ (156,005)	\$ (156,005)	\$ (122,273)	\$ 33,732
Fund Balance	\$ 199,360	\$ 43,355	\$ 43,355	\$ (78,918)	

# FY 2018-19 CHANGES & HIGHLIGHTS:

• None

ROAD MAINTENANCE & REHABILITATION ACT (SB1) FUND SUMMARY

								Change of 2018-19
	201	6-17	2017-18		2017-18	2018-19	f	rom 2017-18
Revenues	Act	ual	Adopted		Amended	Adopted		Adopted
TAX REVENUE								
RMRA (SB1)	\$	- \$		- \$	372,444	\$ 1,109,449	\$	1,109,449
Total Revenues	\$	- \$		- \$	372,444	\$ 1,109,449	\$	1,109,449
CARRYOVER ENCUMBRANCE/CIP				\$	-			
Total Available Resources	\$	- \$		- \$	372,444	\$ 1,109,449	\$	1,109,449
Expenditures								
TRANSFER FOR CIP PROJECTS		-		-	-	1,089,000	\$	1,089,000
Total Expenditures	\$	- \$		- \$	-	\$ 1,089,000	\$	1,089,000
Surplus/(Deficit)	\$	- \$		- \$	372,444	\$ 20,449	\$	20,449
Fund Balance	\$	- \$		- \$	372,444	\$ 392,893	Н	

# FY2018-19 CHANGES & HIGHLIGHTS:

<sup>• \$372,444</sup> transferred from Gas tax fund (210) to RMRA-SBI fund (212)

# SOLID WASTE REDUCTION FUND SUMMARY

								Change of 2018-19
		2016-17		2017-18	2017-18		2018-19	from 2017-18
Revenues		Actual		Adopted	Amended		Adopted	Adopted
CHARGES FOR SERVICES	\$	190,079	\$	180,000	\$ 180,000	\$	180,000	\$ -
Total Revenues	\$	190,079	\$	180,000	\$ 180,000	\$	180,000	\$ -
CARRYOVER ENCUMBRANCE/CIP					\$ 353,066			
Total Available Resources	\$	190,079	\$	180,000	\$ 533,066	\$	180,000	\$ -
Expenditures								
PAYROLL	\$	5,299	\$	-	\$ -	\$	-	\$ -
SUPPLIES & SERVICES		105,624		110,150	131,374		110,150	-
INTERDEPARTMENTAL CHARGES		19,600		20,188	20,188		20,794	606
TRANSFERS		282,201		-	391,338			-
Total Expenditures	\$	412,725	\$	130,338	\$ 542,900	\$	130,944	\$ 606
Surplus/(Deficit)	\$	(222,646)	\$	49,662	\$ (9,834)	\$	49,056	\$ (606)
Fund Balance	Ś	189,931	Ś	239,593	\$ 180,096	Ś	229,152	

# FY 2018-19 CHANGES & HIGHLIGHTS:

• None

# CAPITAL IMPROVEMENT FUND SUMMARY

Revenues		2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	Change of 2018-19 from 2017-18 Adopted
INTERGOVERNMENTAL	\$	505,664	\$ 8,030,330	\$ 13,837,689	\$ 7,010,680	\$ (1,019,650)
CHARGES FOR SVCS		-	-	-	1,820,480	1,820,480
OTHER FINANCING SOURCES		-	-	-	-	-
OTHER REVENUES		65,135	-	474,991	-	
TRANSFERS		5,224,529	18,947,443	37,927,841	23,359,987	4,412,544
Total Revenues	\$	5,795,328	\$ 26,977,773	\$ 52,240,520	\$ 32,191,147	\$ 5,213,374
CARRYOVER ENCUMBRANCE/CIP				\$3,977,876		
<b>Total Available Resources</b>	\$	5,795,328	\$ 26,977,773	\$ 56,218,396	\$ 32,191,147	\$ 5,213,374
Expenditures						
PAYROLL	\$	419,835				
SUPPLIES & SERVICES	Ų	5,830,845	26,977,773	52,094,007	32,191,147	5,213,374
Total Expenditures	\$	6,250,680	\$ 26,977,773	\$ 52,094,007	\$ 32,191,147	\$ 5,213,374
Surplus/(Deficit)	\$	(455,352)	\$ -	\$ 4,124,389	\$ -	
Fund Balance	\$	(4,066,205)	\$ (4,066,205)	\$ 58,184	\$ 58,184	

# CONSOLIDATED IMPACT FEES FUND SUMMARY

		2016-17		2017-18		2017-18		2018-19	f	Change of 2018-19 rom 2017-18
Revenues		Actual		Adopted		Amended		Adopted		Adopted
USE OF MONEY & PROPERTY	\$	16,957	\$	-	\$	-	\$	-		
OTHER REVENUES		974,781		-		1,067,000		-		-
TRANSFERS IN		459,633		-		-		-		-
Total Revenues	\$	1,451,371	\$	-	\$	1,067,000	\$	-	\$	-
CARRYOVER ENCUMBRANCE/CIP					\$	3,776,330				
Total Available Resources	\$	1,451,371	\$	-	\$	4,843,330	\$	-	\$	-
Europe difference										
Expenditures	<u>,</u>	07.522	_	6.467	,	450.720	<u>,</u>		_	(6.467)
SUPPLIES & SERVICES	\$	97,522	\$	6,167	\$	158,728	\$	-	\$	(6,167)
INTERDEPARTMENTAL CHARGES		7,500		7,725		7,725		7,956		231
CAPITAL OUTLAY		90,893		-		-		-		-
DEBIT SERVICES		23,000		-		-		-		-
TRANSFERS OUT		689,189		690,000		4,507,858		6,100,880		5,410,880
Total Expenditures	\$	908,104	\$	703,892	\$	4,674,311	\$	6,108,836	\$	5,404,944
Surplus/(Deficit)	\$	543,266	\$	(703,892)	\$	169,019	\$	(6,108,836)	\$	(5,404,944)
Fund Balance	\$	7,627,997	\$	6,924,105	\$	7,797,016	\$	1,688,180		

### 2018-19 CHANGES & HIGHLIGHTS

<sup>• \$6.1</sup>M for Capital Improvement Projects

DEVELOPER DEPOSIT FUND SUMMARY

	2016-17	2017-18	2017-18	2018-19	Change of 2018-19 from 2017-18
Revenues	Actual	Adopted	Amended	Adopted	Adopted
CHARGES FOR SERVICES	\$ 1,501,504	\$ -	\$ -	\$ -	\$ -
USE OF MONEY & PROPERTY	5,926	-	-	-	-
OTHER REVENUES	(3,128)	-	-	-	-
Total Revenues	\$ 1,504,302	\$ -	\$ -	\$ -	\$ -
CARRYOVER ENCUMBRANCE/CIP			\$ 3,091,776		
Total Available Resources	\$ 1,504,302	\$ -	\$ 3,091,776	\$ -	\$ -
Expenditures					
PAYROLL	\$ 5,376	\$ -	\$ -	\$ -	\$ -
SUPPLIES & SERVICES	311,140	-	118,698	-	-
TRANSFERS	-	366,900	366,900	1,307,500	940,600
Total Expenditures	\$ 316,516	\$ 366,900	\$ 485,598	\$ 1,307,500	\$ 940,600
Surplus/(Deficit)	\$ 1,187,787	\$ (366,900)	\$ 2,606,178	\$ (1,307,500)	\$ (940,600
Fund Balance	\$ 194,534	\$ (172,366)	\$ 2,800,712	\$ 1,493,212	

### FY 2018-19 CHANGES & HIGHLIGHTS:

- \$120,000 CRW permiting upgrade from Permit Program Maintenance Reserve
- \$1M for General Plan Update

### **CITY PROGRAMS FUND**

Revenues	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	Change of 2018-19 from 2017-18 Adopted
CHARGES FOR SVCS	\$ 52,498	\$ -	\$ -	\$ -	\$ -
USE OF MONEY & PROPERTY	5,414	-	-	-	-
OTHER REVENUES	856,766	1,000,000	1,000,000	1,000,000	
Total Revenues	\$ 914,678	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000	\$ -
CARRYOVER ENCUMBRANCE/CIP			\$5,197,376		
Total Available Resources	\$ 914,678	\$ 1,000,000	\$ 6,197,376	\$ 1,000,000	\$ -
Expenditures					
SUPPLIES & SERVICES	\$ 270,338	\$ 13,000	\$ 13,000	\$ 3,000	\$ (10,000)
CAPITAL OUTAY	203,451	2,365,425	2,365,425	-	(2,365,425)
TRANSFERS	500,000	500,000	1,597,106	620,000	120,000
Total Expenditures	\$ 973,788	\$ 2,878,425	\$ 3,975,531	\$ 623,000	\$ (2,255,425)
Surplus/(Deficit)	\$ (59,110)	\$ (1,878,425)	\$ 2,221,845	\$ 377,000	
Fund Balance	\$ (1,028,765)	\$ (2,907,190)	\$ 1,193,080	\$ 1,570,080	

# FY 2018-19 Expenditures

<sup>• \$2.0</sup> million in Asset Seizure funds for purchase of PUC parcels for Community Civic Center in FY 2017-18

<sup>•</sup> Upgrade of Laserfische

**CAPITAL INFRASTRUCTURE RESERVE FUND SUMMARY** 

								Change of	
		2016-17	2017-18		2017-18		2018-19		2018-19 from
Revenues		Actual		Adopted		Amended		Adopted	2017-18 Adopted
USE OF MONEY & PROPERTY	\$	16,555	\$	-	\$	-	\$	-	\$ -
TRANSFERS IN		2,666,000		1,220,600		1,220,600		-	\$ (1,220,600)
Total Revenues	\$	2,682,555	\$	1,220,600	\$	1,220,600	\$	-	\$ (1,220,600)
CARRYOVER ENCUMBRANCE/CIP						\$9,452,515			
<b>Total Available Resources</b>	\$	2,682,555	\$	1,220,600	\$	10,673,115	\$	-	\$ (1,220,600)
Expenditures									
SUPPLIES & SERVICES	\$	-	\$	1,000,000	\$	1,000,000	\$	-	\$ 1,000,000
CAPITAL OUTLAY		-		2,502,915		2,502,915		-	2,502,915
TRANSFERS OUT		5,795,495		2,240,000		4,200,015		5,900,000	(1,595,480)
Total Expenditures	\$	5,795,495	\$	5,742,915	\$	7,702,930	\$	5,900,000	\$ 1,907,435
Surplus/(Deficit)		(3,112,940)		(4,522,315)		2,970,185		(5,900,000)	
Fund Balance	\$	5,074,026	\$	551,711	\$	8,044,211	\$	2,144,211	

# 2018-19 CHANGES & HIGHLIGHTS

<sup>•</sup> Funding CalTrain Station Project from designated reserve

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# **MAJOR PROPRIETARY FUNDS**

### SEWER ENTERPRISE FUND SUMMARY

					Change of <b>2018-19</b>
	2016-17	2017-18	2017-18	2018-19	from 2017-18
Revenues	Actual	Adopted	Amended	Adopted	Adopted
CHARGES FOR SERVICES	\$ 25,661,414	\$ 29,528,175	\$ 30,709,025	\$ 31,936,708	\$ 2,408,533
USE OF MONEY & PROPERTY	23,552	110,000	110,000	110,000	-
SRF LOAN PROCEEDS FOR CIP (DEBT)	-	13,800,000	22,100,000	-	(13,800,000)
TRANSFERS	1,860	-	339,331	3,300,000	3,300,000
Total Revenues	\$ 25,686,826	\$ 43,438,175	\$ 53,258,356	\$ 35,346,708	\$ (8,091,467)
<b>Total Available Resources</b>	\$ 25,686,826	\$ 43,438,175	\$ 53,258,356	\$ 35,346,708	\$ (8,091,467)
Expenditures					
OPERATING EXPENSES	\$ 19,806,828	\$ 18,772,668	\$ 18,864,090	\$ 19,359,658	\$ 586,989
DEBT SERVICE	1,085,231	5,709,526	5,709,526	5,707,526	(2,000)
CIP BUDGETED EXPENDITURES	1,655,068	20,816,824	38,421,858	11,800,000	(9,016,824)
TRANSFER	-	-		-	
Total Expenditures	\$ 22,547,127	\$ 45,299,018	\$ 62,995,474	\$ 36,867,183	\$ (8,431,835)
Surplus/(Deficit)	\$ 3,139,699	\$ (1,860,843)	\$ (9,737,118)	\$ (1,520,475)	\$ 340,368
Cash Balance	\$ 18,990,567	\$ 17,129,724	\$ 9,253,449	\$ 7,732,973	

The Sewer Fund consists of the Water Quality Control Plant Division, the Sewer Maintenance Division, and planned sewer capital project expenses.

### PARKING DISTRICT FUND SUMMARY

					Change of
					2018-19
	2016-17	2017-18	2017-18	2018-19	from 2017-18
Revenues	Actual	Adopted	Amended	Adopted	Adopted
CHARGES FOR SERVICES					
PARKING PERMIT FEES	\$ 194,055	\$ 100,000	\$ 100,000	\$ 110,000	\$ 10,000
PARKING METER FEES	639,272	685,000	685,000	700,000	15,000
MILLER AVENUE PK STRUCTURE	83,360	80,000	80,000	85,000	5,000
INTEREST/OTHER INCOME	2,795	10,000	10,000	10,000	-
Total Revenues	\$ 919,482	\$ 875,000	\$ 875,000	\$ 905,000	\$ 30,000
<b>Total Available Resources</b>	\$ 919,482	\$ 875,000	\$ 875,000	\$ 905,000	\$ 30,000
Expenditures					
PAYROLL	\$ 358,258	\$ 307,177	\$ 307,177	\$ 322,945	\$ 15,767
SUPPLIES & SERVICES	219,517	486,292	1,072,170	996,292	510,000
CAPITAL OUTLAY	255,015	-	-		-
INTERDEPARTMENTAL CHARGES	104,986	108,013	108,013	111,327	3,314
Total Expenditures	\$ 937,776	\$ 901,482	\$ 1,487,360	\$ 1,430,564	\$ 529,081
Surplus/(Deficit)	\$ (18,293)	\$ (26,482)	\$ (612,360)	\$ (525,564)	\$ (499,081)
Cash Balance	\$ 2,180,316	\$ 2,153,833	\$ 1,567,956	\$ 1,042,392	

# 2018-19 CHANGES & HIGHLIGHTS

<sup>• \$800</sup>k in Capital Improvement Projects

# STORM WATER FUND SUMMARY

STORIN WATER FOIRD SUNIMARY						Change of 2018-19
	2016-17	2017-18	2017-18	2018-19	1	rom 2017-18
Revenues	Actual	Adopted	Amended	Adopted		Adopted
FINES & FORFEITURES	\$ 14,384	\$ 5,000	\$ 5,000	\$ 5,000		
INTERGOVERNMENTAL	-	1,000,000	1,000,000	-		(1,000,000)
CHARGES FOR SERVICES	404,456	405,000	405,000	405,000		-
USE OF MONEY & PROPERTY	1,363	5,000	5,000	5,000		-
TRANSFERS						-
TRANSFER FROM GEN FUND	275,861	330,000	1,194,288	350,000		20,000
TRANSFER FROM GAS TAX	670,000	670,000	760,298	670,000		-
TRANSFER FROM SOLID WASTE	157,317	-	307,842	-		-
TRANSFER FROM STORM WATER	-	-	(26,625)	-		-
Total Revenues	\$ 1,523,381	\$ 2,415,000	\$ 3,650,804	\$ 1,435,000	\$	(980,000)
Total Available Resources	\$ 1,523,381	\$ 2,415,000	\$ 3,650,804	\$ 1,435,000	\$	(980,000)
Expenditures						
OPERATING EXPENSES	\$ 1,506,444	\$ 2,087,350	\$ 3,807,410	\$ 1,141,783	\$	(945,567)
CAPITAL OUTLAY	(248,783)	-	-	-		-
INTERDEPARTMENTAL CHARGES	67,453	68,719	68,719	70,425		1,706
TRANSFERS	-	-	-	-		-
Total Expenditures	\$ 1,325,115	\$ 2,156,069	\$ 3,876,129	\$ 1,212,208	\$	(943,861)
Surplus/(Deficit)	\$ 198,267	\$ 258,931	\$ (225,326)	\$ 222,792	\$	(36,139)
Cash Balance	\$ 1,011,385	\$ 1,270,316	\$ 786,060	\$ 1,008,851		

# **INTERNAL SERVICE FUNDS**

CITY SERVICES (GARAGE) FUND SUMMARY

	2016-17	2017-18	2017-18	2018-19	Change of 2018-19 from 2017-18
Revenues	Actual	Adopted	Amended	Adopted	Adopted
USE OF MONEY & PROPERTY	\$ 620	\$ -	\$ -	\$ -	\$ -
OTHER REVENUES	1,650,018	1,650,000	1,650,000	1,650,000	-
Total Revenues	\$ 1,650,638	\$ 1,650,000	\$ 1,650,000	\$ 1,650,000	\$ -
Total Available Resources	\$ 1,650,638	\$ 1,650,000	\$ 1,650,000	\$ 1,650,000	\$ -
Expenditures					
PAYROLL	\$ 645,252	\$ 619,983	\$ 619,983	\$ 641,697	\$ 21,714
SUPPLIES & SERVICES	875,196	1,018,150	1,018,150	968,150	(50,000)
CAPITAL OUTLAY	580	-	-	-	-
INTERDEPARTMENTAL CHARGES	18,968	20,433	20,433	21,397	963
Total Expenditures	\$ 1,539,996	\$ 1,658,567	\$ 1,658,567	\$ 1,631,244	\$ (27,323)
Surplus/(Deficit)	\$ 110,642	\$ (8,567)	\$ (8,567)	\$ 18,756	\$ 27,323
Cash Balance	\$ 484,798	\$ 476,231	\$ 476,231	\$ 494,987	

### FY 2018-19 CHANGES & HIGHLIGHTS:

• None

### **EQUIPMENT REPLACEMENT FUND SUMMARY**

Revenues	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted		Change of 2018-19 from 2017-18 Adopted
Use of Money & Property	\$ 22,526	\$ 95,000	\$ 95,000	\$ 95,000	\$	-
Other Financing Sources	-	700,000	700,000	700,000		
Interdepartmental Charges	1,754,155	1,864,358	1,864,358	1,746,503		(117,855)
Total Revenues	\$ 1,776,681	\$ 2,659,358	\$ 2,659,358	\$ 2,541,503	\$	(117,855)
Total Available Resources	\$ 1,776,681	\$ 2,659,358	\$ 2,659,358	\$ 2,541,503	\$	(117,855)
Expenditures						
Supplies & Services	\$ (159,426)	\$ 246,844	\$ 333,844	\$ 176,844	\$	(70,000)
Capital Outlay	1,102,046	1,200,000	2,487,924	1,200,000		-
Debt Service	631,419	641,621	641,621	523,766		(117,855)
Transfers Out	96,245	_	192,423	35,000		35,000
Total Expenditures	\$ 1,670,283	\$ 2,088,465	\$ 3,655,813	\$ 1,935,610	\$	(152,855)
Surplus/(Deficit)	\$ 106,397	\$ 570,892	\$ (996,455)	\$ 605,892		
Cash Balance	\$ 2,606,259	\$ 3,177,151	\$ 1,609,804	\$ 2,215,696	Н	

### FY 2018-19 CHANGES & HIGHLIGHTS:

- \$60,000 Computer hardware replacement
- Debt service paid off for vehicle
- \$35,000 funding to CIP for EV charging station

# **HEALTH & BENEFITS FUND SUMMARY**

Revenues	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	Change of 2018-19 from 2017-18 Adopted
CHARGES FOR SERVICES	\$ 2,913	\$ -	\$ -	\$ -	\$
USE OF MONEY & PROPERTY	12,193	100,000	100,000	100,000	-
OTHER REVENUES	13,467,105	12,573,533	12,573,533	13,235,490	661,956
TRANSFER IN FROM GENERAL FUND	759,104	250,000	250,000	250,000	-
Total Revenues	\$ 14,241,315	\$ 12,923,533	\$ 12,923,533	\$ 13,585,490	\$ 661,956
Total Available Resources	\$ 14,241,315	\$ 12,923,533	\$ 12,923,533	\$ 13,585,490	\$ 661,956
Expenditures					
PAYROLL	\$ 13,762,475	\$ 14,178,012	\$ 14,178,012	\$ 14,908,907	\$ 730,895
SUPPLIES & SERVICES	23,594	10,000	10,000	10,000	-
Total Expenditures	\$ 13,786,069	\$ 14,188,012	\$ 14,188,012	\$ 14,918,907	\$ 730,895
Surplus/(Deficit)	\$ 455,245	\$ (1,264,479)	\$ (1,264,479)	\$ (1,333,418)	\$ (68,939)
Cash Balance	\$ 10,181,255	\$ 8,916,776	\$ 8,916,776	\$ 7,583,358	

### INFORMATION TECHNOLOGY FUND SUMMARY

All Operating Funds	2016-17 Actual	2017-18 Adopted	2017-18 Amended	2018-19 Adopted	Change of 2018-19 from 2017-18 Adopted
Revenues:					
CHARGES FOR SVCS	\$ 50,084	\$ 40,000	\$ 40,000	\$ 40,000	\$ -
USE OF MONEY & PROPERTY	1,065	14,000	14,000	14,000	-
OTHER REVENUES	2,192,903	2,584,770	2,584,770	2,670,676	85,906
TRANSFERS	-			240,000	240,000
Total Revenues	\$ 2,244,051	\$ 2,638,770	\$ 2,638,770	\$ 2,964,676	\$ 325,906
Total Available Resources	\$ 2,244,051	\$ 2,638,770	\$ 2,638,770	\$ 2,964,676	\$ 325,906
Expenditures:					
PAYROLL	\$ 1,119,793	\$ 1,250,070	\$ 1,250,070	\$ 1,313,513	\$ 63,444
SUPPLIES & SERVICES	1,133,522	1,382,082	1,884,472	1,739,317	357,235
INTERDEPARTMENTAL CHARGES	11,077	11,077	11,077	11,845	768
Total Expenditures	\$ 2,264,393	\$ 2,643,229	\$ 3,145,619	\$ 3,064,676	\$ 421,447
Surplus/(Deficit)	\$ (20,342)	\$ (4,459)	\$ (506,849)	\$ (100,000)	\$ (95,541)
Cash balance	\$ 785,561	\$ 781,102	\$ 278,711	\$ 178,711	

#### FY 2018-19 CHANGES & HIGHLIGHTS:

#### Expenditures FY2018-19:

- \$12,500 Software license- Smartprocure
- \$14,000 Software maintenance Simpler
- \$20,000 Annual software maintenance- HCM
- \$82,391 Annual software maintenance- E-builder
- \$37,844 Rec annual mgmt system maintenance
- \$100,000 Phone System Replacement- Phase II
- \$50,000 Digital signature software
- \$35,000 Email Upgrade
- \$30,000 Software Annual Cost Increase (ongoing)
- \$120,000 CRW Upgrade for ECD, funded by Permit Program Maintenance Reserve (non-General Fund)
- \$120,000 Document imaging software upgrade for Police Department, funded by Asset Seizure (non-General Fund)

# INFORMATION TECHNOLOGY PEG ACCESS FUND SUMMARY

					Change of <b>2018-19</b>
	2016-17	2017-18	2017-18	2018-19	from 2017-18
Revenues	Actual	Adopted	Amended	Adopted	Adopted
FRANCHISE FEES	\$ 182,289	\$ 125,000	\$ 125,000	\$ 125,000	\$ -
USE OF MONEY & PROPERTY	1,177	5,000	5,000	5,000	-
Total Revenues	\$ 183,466	\$ 130,000	\$ 130,000	\$ 130,000	\$ -
<b>Total Available Resources</b>	\$ 183,466	\$ 130,000	\$ 130,000	\$ 130,000	\$ -
Expenditures					
SUPPLIES & SERVICES	\$ 2,880	\$ -	\$ 111,500	\$ -	\$ -
Total Expenditures	\$ 2,880	\$ -	\$ 111,500	\$ -	\$ -
Surplus/(Deficit)	\$ 180,586	\$ 130,000	\$ 18,500	\$ 130,000	\$ -
Cash Balance	\$ 935,886	\$ 1,065,886	\$ 954,386	\$ 1,084,386	

# SELF-INSURANCE FUND SUMMARY

Revenues		2016-17 Actual	2017-18 Adopted		2017-18 Amended		2018-19 Adopted		Change of 2018-19 from 2017-18 Adopted
CHARGES FOR SERVICE	\$	(4,030)	\$ -	\$	-	\$	-	\$	-
USE OF PROPERTY & MONEY		16,042	75,000		75,000		75,000		-
OTHER REVENUES		5,995,975	4,307,743		4,307,743		4,559,604		251,861
TRANSFERS		273,472	-		-		-		-
Total Revenues	\$	6,281,458	\$ 4,382,743	\$	4,382,743	\$	4,634,604	\$	251,861
			 			_		_	
Total Available Resources	\$	6,281,458	\$ 4,382,743	\$	4,382,743	\$	4,634,604	\$	251,861
Expenditures									
PAYROLL	\$	1,366,583	\$ 650,000	\$	650,000	\$	650,000	\$	-
SUPPLIES & SERVICES	·	4,914,875	3,333,816	·	3,333,816	·	3,909,596	ľ	575,780
Total Expenditures	\$	6,281,458	\$ 3,983,816	\$	3,983,816	\$	4,559,596	\$	575,780
Surplus/(Deficit)			398,927		398,927		75,008		
Cash Balance	\$	13,986,142	\$ 14,385,069	\$	14,385,069	\$	14,460,077		

# FY 2018-19 CHANGES & HIGHLIGHTS:

<sup>•</sup> Adjustments to reflect increases in cost for Workers' Compensation and Liability Insurance

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# City of South San Francisco

P.O. Box 711 (City Hall, 400 Grand Avenue) South San Francisco, CA

# City Council Resolution: RES 97-2018

File Number: 18-536

Enactment Number: RES 97-2018

RESOLUTION APPROVING THE FISCAL YEAR 2018-19 OPERATING BUDGET FOR THE CITY OF SOUTH SAN FRANCISCO, APPROVING THE GANN APPROPRIATIONS LIMIT, AND MAKING CHANGES TO THE CITY'S SALARY SCHEDULES.

WHEREAS, the City of South San Francisco's Fiscal Year (FY) 2018-19 Proposed Operating Budget is attached to the staff report and incorporated herein; and

WHEREAS, the City of South San Francisco's ("City") Operating Budget shall hereafter be referred to collectively as the "Operating Budget" for purposes of adopting this Resolution.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of South San Francisco ("City Council") that the Fiscal Years 2018-19 Operating Budget is hereby approved, and hereby appropriates the funds set forth for FY 2018-19.

BE IT FURTHER RESOLVED that consistent with the limitations set forth herein, any and all expenditures for agreements relating to either the programs or materials contained in the FY 2018-19 Operating Budget in their entirety, or the Capital Budget for construction projects not to exceed \$75,000, may be expended or entered into under authority of or by the City Manager are hereby authorized and the payments therefore may be made by the Director of Finance.

BE IT FURTHER RESOLVED that monies received during FY 2018-19 and included herein as a consequence of a grant award approved by the City Council are hereby appropriated for the purposes for which the grant has been approved. Such appropriation includes authorization for the City Manager to expend such monies and for the Finance Director to make payments therefore in accordance with the terms and conditions and for the purpose of the grant.

BE IT FURTHER RESOLVED that the Director of Finance is hereby granted the authority to increase budgeted revenues and budgeted expenses in departments specifically for development related expenses such as expedited plan checks, legal reviews, traffic studies, environmental review, geotechnical studies, etc., where the developers pay in advance for expenses that the City contracts out for. In those cases, the Director of Finance, upon receiving those deposits or payments, will increase the budget for revenues and expenses in the appropriate departments where those expenses will take place by a corresponding amount. Said transactions will have no net impact on Reserves, as revenue will offset expenses and any agreements

for development related transactions may be expended or entered into under authority of or by the City Manager and the payments therefore may be made by the Director of Finance.

BE IT FURTHER RESOLVED that the Director of Finance is hereby authorized to increase budgeted revenues and expenses in departments for transactions that have a net zero impact such as donations and pass-through transactions. Said transactions will have no net impact on Reserves, as revenue will offset

BE IT FURTHER RESOLVED that the Operating Budget is hereby officially adopted: By department by fund for General Fund operating budget appropriations; and By fund for other operating budget appropriations.

BE IT FURTHER RESOLVED that the Gann Appropriations Limit enclosed in the budget pages that follow is approved, and that the Director of Finance may make minor adjustments or corrections to this Gann Limit Schedule if needed to comply with audit requirements.

BE IT FURTHER RESOLVED that the Reserves Policy, enclosed in the budget pages that follow, is

BE IT FURTHER RESOLVED that the City Manager may authorize the Director of Finance to transfer budgets during the year in accordance with generally accepted accounting principles between the following budget categories provided the overall appropriation by funding source is not increased without City Council approval:

Departments within the same fund; and

Capital projects with the same funding source or type; and

Operating and capital budgets for the same department if funded by the same funding source or type.

BE IT FURTHER RESOLVED that fund balance and reserve categories in this document are designed for decision-making and informational purposes only for the City Council, and are not intended to replace the reserve classifications supplied by the Governmental Accounting Standards Board (GASB) Statement 54 for governmental funds.

BE IT FURTHER RESOLVED that the Director of Finance is hereby authorized to use professional judgment to make corrections to the adopted budget schedules if any related numbers represented on one budget schedule herein do not match the corresponding number as represented in another budget

BE IT FURTHER RESOLVED that the Director of Finance is hereby authorized and directed to rollover

any outstanding encumbrances from FY 2017-18 into FY 2018-19 where sufficient budget savings otherwise allow the rollover.

BE IT FURTHER RESOLVED that the Director of Finance is hereby authorized and directed to rollover unencumbered appropriations from grants received in FY 2017-18 or prior years, if so allowed under the terms of the grant.

BE IT FURTHER RESOLVED that the staffing levels for each department, as detailed in the FY 2018-19 Operating Budget are hereby approved.

BE IT FURTHER RESOLVED that the Salary Schedule for Executive Management Only, attached herein on pages 1-4 of Exhibit A is approved effective June 29, 2018;

BE IT FURTHER RESOLVED that the Salary Schedule for All Classifications except Executive Management, attached herein on pages 5-21 of Exhibit A are approved effective June 29, 2018;

BE IT FURTHER RESOLVED that the Salary Schedule for All Classifications except Executive Management, attached herein on pages 22-38 of Exhibit A is approved effective December 28, 2018;

BE IT FURTHER RESOLVED that the Director of Finance is hereby authorized and directed to carry forward unspent FY 2017-18 unencumbered non-recurring project budgets in the Operating Budget, such as litigation projects.

BE IT FURTHER RESOLVED that the City Council delegates appropriation authority to the Community Outreach Standing Committee of the City Council of current Community Outreach Program assets and future donations for expenditures consistent with program goals and objectives.

At a meeting of the City Council on 6/27/2018, a motion was made by Pradeep Gupta, seconded by Richard Garbarino, that this Resolution be adopted. The motion passed.

Yes: 5 Mayor Normandy, Mayor Pro Tem Matsumoto, Councilmember Garbarino, Councilmember Gupta, and Councilmember Addiego

Attest by

Krista Martinell

# **EXHIBIT A**

June 29, 2018
Salary Schedule for
Executive Management Only

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	MINIMUM	CONTROL POINT	MAXIMUM
ACM / CHIEF SUSTAINABILITY OFFICER	N100	29-Jun-18	EXEC	Hourly Rate	104.99	115.49	127.04
				Bi-Weekly Rate	8399.56	9239.51	10163.46
				Monthly	18199.04	20018.94	22020.84
ASSISTANT TO THE CITY MANAGER	N180	29-Jun-18	EXEC	Hourly Rate	61.10	67.21	73.93
				Bi-Weekly Rate	4887.82	5376.60	5914.26
				Monthly	10590.27	11649.30	12814.23
CHIEF INNOVATION OFFICER	N165	29-Jun-18	EXEC	Hourly Rate	89.03	97.93	107.73
				Bi-Weekly Rate	7122.36	7834.59	8618.05
				Monthly	15431.77	16974.95	18672.44
CITY MANAGER	N115	11-Apr-18	EXEC	Hourly Rate		135.33	
				Bi-Weekly Rate		10826.53	
				Monthly		23457.47	
COMMUNICATIONS DIRECTOR	N190	29-Jun-18	EXEC	Hourly Rate	89.03	97.93	107.73
				Bi-Weekly Rate	7122.36	7834.59	8618.05
				Monthly	15431.77	16974.95	18672.44
ECONOMIC & COMMUNITY DEVELOPMENT DIRECTOR	N140	29-Jun-18	EXEC	Hourly Rate	91.01	100.12	110.13
				Bi-Weekly Rate	7281.16	8009.28	8810.21
				Monthly	15775.85	17353.44	19088.78
FINANCE DIRECTOR	N145	29-Jun-18	EXEC	Hourly Rate	91.01	100.12	110.13
				Bi-Weekly Rate	7281.16		8810.21
				Monthly	15775.85	17353.44	19088.78
FIRE CHIEF	N150	29-Jun-18	EXEC	Hourly Rate	101.58	111.73	122.91
			-	Bi-Weekly Rate	8126.14		9832.63
				Monthly	17606.63	19367.30	21304.03

# CITY OF SOUTH SAN FRANCISCO SALARY SCHEDULE EXECUTIVE MANAGEMENT

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	MINIMUM	CONTROL POINT	MAXIMUM
HUMAN RESOURCES DIRECTOR	N130	29-Jun-18	EXEC	Hourly Rate	89.03	97.93	107.73
				Bi-Weekly Rate	7122.36	7834.59	8618.05
				Monthly	15431.77	16974.95	18672.44
LIBRARY DIRECTOR	N110	29-Jun-18	EXEC	Hourly Rate	89.03	97.93	107.73
				Bi-Weekly Rate	7122.36	7834.59	8618.05
				Monthly	15431.77	16974.95	18672.44
PARKS & RECREATION DIRECTOR	N175	29-Jun-18	EXEC	Hourly Rate	89.13	98.05	107.85
				Bi-Weekly Rate	7130.60	7843.66	8628.02
				Monthly	15449.63	16994.59	18694.05
POLICE CHIEF	N155	29-Jun-18	EXEC	Hourly Rate	100.35	110.39	121.42
				Bi-Weekly Rate	8028.01	8830.81	9713.89
				Monthly	17394.02	19133.42	21046.76
PUBLIC WORKS DIRECTOR	N160	29-Jun-18	EXEC	Hourly Rate	90.42	99.47	109.41
				Bi-Weekly Rate	7233.97	7957.37	8753.10
				Monthly	15673.60	17240.96	18965.06

## June 29, 2018 Salary Schedule for All Classifications except Executive Management

JOB TITLE	JOB CODE	EFFECTIVE DATE UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCOUNTANT I	M100	29-Jun-18 MID MGMT	Hourly Rate	36.73	38.56	40.49	42.51	1 44.64			
			Bi-Weekly Rate	2938.05	3084.95	3239.20	3401.16	3571.22			
			Monthly	6365.77	6684.06	7018.26	7369.18	3 7737.63			
ACCOUNTANT II	M620	29-Jun-18 MID MGMT	Hourly Rate	40.39	42.41	44.53	46.75				
			Bi-Weekly Rate	3230.90	3392.45	3562.07	3740.18				
			Monthly	7000.29	7350.31	7717.82	8103.7	1 8508.90			
ACCOUNTANT, SENIOR	M625	29-Jun-18 MID MGMT	Hourly Rate	44.41	46.63	48.96					
			Bi-Weekly Rate	3552.91	3730.56	3917.08					
			Monthly	7697.97	8082.87	8487.01	8911.36	9356.93			
ACCOUNTING ACCICTANT	1.400	20 1 40 4555145		22.40	24.66	25.00	27.4	20.55			
ACCOUNTING ASSISTANT I	A480	29-Jun-18 AFSCME	Hourly Rate	23.49	24.66	25.90					
			Bi-Weekly Rate	1879.16	1973.12	2071.77	2175.36				
			Monthly	4071.51	4275.08	4488.84	4713.28	4948.94			
ACCOUNTING ASSISTANT II	A225	29-Jun-18 AFSCME	Hourly Rate	25.81	27.10	28.46	29.88	3 31.37		_	
ACCOUNTING ASSISTANT II	AZZO	23-Juli- 10 AFSCIVIE	Bi-Weekly Rate	2064.90	2168.15	28.46	2390.38			_	
			Monthly	4473.96	4697.66	4932.54	5179.17		<del>                                     </del>	_	
			iviOntiny	4473.90	4037.00	4332.34	3179.11	3430.13			
ACCOUNTING ASSISTANT II - HOURLY	X100	29-Jun-18 HOURLY	Hourly Rate	25.81	27.10	28.46	29.88	31.37	1		+
ACCOUNTING ASSISTANT II - HOURET	X100	29-3dil-10 1100KE1	Bi-Weekly Rate	2064.90	2168.15	2276.56					
			Monthly	4473.96	4697.66	4932.54					
			ivioritiny	4473.90	4097.00	4932.34	3173.11	3430.13			
ADMINISTRATIVE ASSISTANT I	O315	29-Jun-18 CONFID	Hourly Rate	28.68	30.12	31.62	33.2	1 34.87			
ADMINISTRATIVE ASSISTANT I	0313	29-3dil-10 CONTID	Bi-Weekly Rate	2294.71	2409.45	2529.92					
			Monthly	4971.88	5220.48	5481.50					
			ivioritiny	4371.00	3220.40	3461.30	3733.3	0043.33			
ADMINISTRATIVE ASSISTANT I - HOURLY	X110	29-Jun-18 HOURLY	Hourly Rate	28.68	30.12	31.62	33.2	1 34.87			
ADMINISTRATIVE ASSISTANCE TO THE OTHER	XIII	25 Juli 10 HOOKET	Bi-Weekly Rate	2294.71	2409.45	2529.92					
			Monthly	4971.88	5220.48	5481.50					
			ivioritiny	457 1.00	3220.40	3401.30	3733.3	0043.55			
ADMINISTRATIVE ASSISTANT II	O310	29-Jun-18 CONFID	Hourly Rate	30.22	31.73	33.32	34.98	3 36.73			
7.011111311011112733317111111	0310	25 3011 10 0014112	Bi-Weekly Rate	2417.42	2538.29	2665.20	2798.46				
			Monthly	5237.73	5499.62	5774.60					
			oney	3237.173	3 133.02	377 1.00	0003.33	0300.30			
ADMINISTRATIVE ASSISTANT II - HOURLY	X130	29-Jun-18 HOURLY	Hourly Rate	30.22	31.73	33.32	34.98	3 36.73			
7.65.00.00.70.00.00.70.00.00.70.00.00.70.00.0	71150	25 3411 10 11001121	Bi-Weekly Rate	2417.42	2538.29	2665.20	2798.46				
			Monthly	5237.73	5499.62	5774.60	6063.33				
			,		33.50						
ADMINISTRATIVE ASSISTANT, SENIOR	O340	29-Jun-18 CONFID	Hourly Rate	31.73	33.32	34.99	36.74	4 38.57			
·			Bi-Weekly Rate	2538.76	2665.70	2798.98					
			Monthly	5500.65	5775.68	6064.47	6367.69				
			ĺ								
BUILDING INSPECTOR	A135	29-Jun-18 AFSCME	Hourly Rate	40.23	42.25	44.36	46.58	3 48.90			
			Bi-Weekly Rate	3218.70	3379.64	3548.62	3726.05	3912.35			
			Monthly	6973.85	7322.55	7688.67	8073.1				
			Í								
BUILDING INSPECTOR - HOURLY	X595	29-Jun-18 HOURLY	Hourly Rate	40.23	42.25	44.36	46.58	3 48.90			
			Bi-Weekly Rate	3218.70	3379.64	3548.62	3726.05	3912.35			
			Monthly	6973.85	7322.55	7688.67	8073.11	1 8476.76			
BUILDING INSPECTOR, SENIOR	A400	29-Jun-18 AFSCME	Hourly Rate	43.94	46.13	48.44	50.86	5 53.41			
										_	
			Bi-Weekly Rate	3514.95	3690.69	3875.23	4068.99	4272.44			

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BUILDING MAINTENANCE CRAFTSWORKER	A465	29-Jun-18	AFSCME	Hourly Rate	31.08	32.64	34.27	35.98	37.78	2		
DOLDHAG MUMITELAMAGE GIVALISMONIKEIX	71405	25 3411 10	7 II SCIVIL	Bi-Weekly Rate	2486.56		2741.43					
				Monthly	5387.55		5939.78					
				oy	3307.33	3030.33	3333.70	0250.70	03.0.00			
BUILDING MAINTENANCE CUSTODIAN	A140	29-Jun-18	AFSCME	Hourly Rate	22.82	23.96	25.16	26.42	27.74	ļ		
				Bi-Weekly Rate	1825.60		2012.73		2219.03	3		
				Monthly	3955.47	4153.25	4360.91	4578.95	4807.90	)		
BUILDING MAINTENANCE CUSTODIAN - HOURLY	X185	29-Jun-18	HOURLY	Hourly Rate	22.82	23.96	25.16	26.42	27.74	Į.		
				Bi-Weekly Rate	1825.60	1916.88	2012.73	2113.36	2219.03	3		
				Monthly	3955.47	4153.25	4360.91	4578.95	4807.90	)		
BUILDING MAINTENANCE CUSTODIAN, LEAD	A190	29-Jun-18	AFSCME	Hourly Rate	28.90		31.86					
				Bi-Weekly Rate	2311.66		2548.61					
				Monthly	5008.60	5259.03	5521.98	5798.08	6087.99	)		
			1 E 0 C 1 ( -									
BUILDING MAINTENANCE CUSTODIAN, SENIOR	A320	29-Jun-18	AFSCME	Hourly Rate	25.13		27.71					
				Bi-Weekly Rate	2010.67	2111.21	2216.77					
				Monthly	4356.46	4574.28	4802.99	5043.14	5295.30	)		
DINI DINIC OFFICIAL	14240	20.1.40	LUD LUCLUT		62.40	65.20	60.46	74.00	75.40			
BUILDING OFFICIAL	M210	29-Jun-18	MID MGMT	Hourly Rate Bi-Weekly Rate	62.10		68.46					
					4967.70 10763.35		5476.89 11866.60					
				Monthly	10/03.33	11301.52	11000.00	12459.93	13002.92			
BUILDING OFFICIAL, ASSISTANT	M215	20 Jun 10	MID MGMT	Hourly Rate	53.29	55.96	58.75	61.69	64.78			
BOILDING OFFICIAL, ASSISTANT	IVIZIO	23-3411-10	IVIID IVIGIVIT	Bi-Weekly Rate	4263.36		4700.35					
				Monthly	9237.27		10184.09					
				Widiting	3231.21	3033.14	10104.03	10093.30	11227.90	,		
BUILDING PLAN REVIEWER	A690	29-Jun-18	AFSCMF	Hourly Rate	42.14	44.25	46.46	48.78	51.22	,		
DOLDING FEMALES.	7.050	23 7411 10	7.11.50.11.2	Bi-Weekly Rate	3371.23		3716.78					
				Monthly	7304.33		8053.03					
CHILDCARE ASSISTANT SUPERVISOR	M800	29-Jun-18	MID MGMT	Hourly Rate	31.20	32.76	34.40	36.12	37.92	2		
				Bi-Weekly Rate	2496.05	2620.86	2751.90	2889.49	3033.97	,		
				Monthly	5408.11	5678.52	5962.45	6260.57				
CITY CLERK	E100	01-JUL-2016	ELECT	Hourly Rate	49.47	51.95	54.55	57.28	60.14	Į.		
				Bi-Weekly Rate	3957.60	4156.00	4364.00	4582.40	4811.20	)		
				Monthly	8574.80	9004.67	9455.33	9928.53	10424.27	7		
CITY CLERK RECORDS TECHNICIAN	O415	29-Jun-18	CONFID	Hourly Rate	30.22		33.32					
				Bi-Weekly Rate	2417.42		2665.20					
				Monthly	5237.73	5499.62	5774.60	6063.33	6366.50	)		
CITY COUNCIL MEMBER	E110	29-Jun-18	ELECT	Hourly Rate	46.08							
			1	Bi-Weekly Rate	230.40							
				Monthly	499.20							
CITY PLANNER	M155	29-Jun-18	MID MGMT	Hourly Rate	61.04		67.29					
			-	Bi-Weekly Rate	4882.96		5383.47					
			1	Monthly	10579.75	11108.74	11664.18	12247.39	12859.76	)		
CITY TREACHIRED	E105	29-Jun-18	FLECT	Haudu Data	7 70							
CITY TREASURER	E105	29-Jun-18	ELECT	Hourly Rate	7.72 617.60							
				Bi-Weekly Rate	617.60	1				1		

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
				Monthly	1338.13	3						
CODE ENFORCEMENT OFFICER	A145	29-Jun-18	AFSCME	Hourly Rate	34.45							
				Bi-Weekly Rate	2755.72				3349.60 7257.47			
				Monthly	5970.74	6269.27	6582.72	6911.87	1251.41			
COMMUNICATIONS DISPATCHER	A150	29-Jun-18	AFSCME	Hourly Rate	33.73	35.41	37.18	39.04	40.99			
				Bi-Weekly Rate	2698.07				3279.52			
				Monthly	5845.82	6138.11	6445.01	6767.26	7105.63			
COMMUNICATIONS DISPATCHER - HOURLY	X445	29-Jun-18	HOURLY	Hourly Rate	43.59							
				Bi-Weekly Rate	3487.17							
				Monthly	7555.53	3						
COMMUNICATIONS DISPATCHER, SUPERVISING	A365	29-Jun-18	AESCME	Hourly Rate	39.78	3 41.77	43.86	46.06	48.36			
COMMONICATIONS DISTATCHER, SOI ERVISING	A303	25 Juli 10	AISCIVIL	Bi-Weekly Rate	3182.77		3509.01					
				Monthly	6896.0		7602.85					
					5550.0	72.0.01	7.002.00	, , , , , , , , , , , , , , , , , , , ,	5552.14			
COMMUNITY DEVELOPMENT COORDINATOR	M725	29-Jun-18	MID MGMT	Hourly Rate	39.58				48.11			
				Bi-Weekly Rate	3166.50	3324.83	3491.07	3665.62	3848.90			
				Monthly	6860.76	7203.79	7563.98	7942.18	8339.29			
COMMUNITY DEVELOPMENT CRECIALIST	1.550	20 1 46	4.5CC) 45		27.7	20.52	44.60	42.00	45.07			
COMMUNITY DEVELOPMENT SPECIALIST	A660	29-Jun-18	AFSCME	Hourly Rate	37.73							
				Bi-Weekly Rate	3018.72							
				Monthly	6540.56	6867.59	7210.97	7571.51	7950.09			
COMMUNITY SERVICES SITE COORDINATOR	A640	29-Jun-18	AFSCME	Hourly Rate	22.86	5 24.01	25.21	26.47	27.79			
				Bi-Weekly Rate	1828.99				2223.15			
				Monthly	3962.82							
COMMUNITY SERVICES SITE COORDINATOR - HOURLY	X660	29-Jun-18	HOURLY	Hourly Rate	22.86		25.21		27.79			
				Bi-Weekly Rate	1828.99							
				Monthly	3962.82	4160.96	4369.01	4587.46	4816.83			
COMPUTER SERVICES TECHNICIAN	O525	29-Jun-18	CONFID	Hourly Rate	38.49	9 40.41	42.43	8 44.55	46.78			
COMINGTER SERVICES TECHNICIAN	0323	25 7411 10	CONTID	Bi-Weekly Rate	3079.05		3394.66		3742.61			
				Monthly	6671.28							
				ĺ								
COMPUTER SERVICES TECHNICIAN, SENIOR	O530	29-Jun-18	CONFID	Hourly Rate	40.42	42.44	44.56	46.79	49.13			
				Bi-Weekly Rate	3233.62				3930.48			
				Monthly	7006.17	7 7356.48	7724.30	8110.51	8516.04			
	145=0	20.1.46			44.04				125.00			
CONSULTANT - HOURLY	X570	29-Jun-18	HOURLY	Hourly Rate	11.33 906.40				135.00 10800.00			
				Bi-Weekly Rate Monthly	1963.87				23400.00			
				Wionthly	1303.0	1			23400.00			
CRIME ANALYST	C210	29-Jun-18	PO NONSWORN	Hourly Rate	40.55	42.57	44.70	46.94	49.29			
-	1			Bi-Weekly Rate	3243.78							
				Monthly	7028.20							
CULTURAL ARTS SPECIALIST	A650	29-Jun-18	AFSCME	Hourly Rate	31.17							
				Bi-Weekly Rate	2493.34		2748.91					
				Monthly	5402.24	5672.35	5955.97	6253.77	6566.46			
CHILTHDAL ADTS SDECIALIST LIQUIDLY	VCEO	29-Jun-18	LIQUIDLY	Llauriu Data	24.4	7 32.73	243/	36.08	37.88			
CULTURAL ARTS SPECIALIST - HOURLY	X650	29-Jun-18	IUNKLA	Hourly Rate	31.17	32./3	34.36	oj 36.08	37.88			

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
				Bi-Weekly Rate	2493.34	2618.01	2748.91	2886.35	3030.67			
				Monthly	5402.24	5672.35	5955.97	6253.77	6566.46			
DATABASE BUSINESS SYSTEMS SPECIALIST	O405	29-Jun-18	CONFID	Hourly Rate	30.22							
				Bi-Weekly Rate	2417.42							
				Monthly	5237.73	5499.62	5774.60	6063.33	6366.50			
DEPUTY CITY CLERK	O320	29-Jun-18	CONFID	Hourly Rate	33.23		36.64		40.40			
				Bi-Weekly Rate	2658.75							
				Monthly	5760.63	6048.66	6351.09	6668.65	7002.08			
DEBUTY DIDECTOR OF FCD	144.45	20.1.40	LUD LUCLUT		67.11	70.50	74.00	77.70	04.64			
DEPUTY DIRECTOR OF ECD	M145	29-Jun-18	MID MGMT	Hourly Rate	67.14 5371.06				81.61 6528.55			
				Bi-Weekly Rate			5921.59 12830.11		14145.20			
				Monthly	11637.29	12219.15	12830.11	13471.62	14145.20			
ECONOMIC DEVELOPMENT COORDINATOR	M185	20 Jun 10	MID MGMT	Hourly Rate	52.67	55.31	58.07	60.98	64.02			
LCONONIC DEVELOPINENT COOKDINATOR	IVI IOO	29-Jun-18	INID INIDINI	Bi-Weekly Rate	4213.87		4645.79					
				Monthly	9130.05		10065.88					
				ivionthiy	9130.05	25,000.55	10005.88	10309.17	11097.63			
ELECTRICAL TECHNICIAN	A160	29-Jun-18	AESCME	Hourly Rate	37.91	39.81	41.80	43.89	46.08			
ELECTRICAL TECHNICIAN	A100	23-3411-10	AI SCIVIL	Bi-Weekly Rate	3032.96		3343.83					
				Monthly	6571.40		7244.97					
				ivioritiny	0371.40	0099.91	1244.31	7007.22	1301.30			
ELECTRICAL TECHNICIAN, ASSISTANT	A120	29-Jun-18	AESCME	Hourly Rate	27.97	29.37	30.84	32.38	34.00			
ELECTRICAL TECHNICIAN, ASSISTANT	AILU	25 Juli 10	AI SCIVIL	Bi-Weekly Rate	2237.77		2467.14	2590.50				
				Monthly	4848.50		5345.47					
				ivioritiny	4040.50	3030.33	33-1317	3012.73	3033.33			
ELECTRICAL TECHNICIAN, LEAD	A335	29-Jun-18	AFSCME	Hourly Rate	46.77	49.11	51.56	54.14	56.85			
ELLETTICAL TECHNICAL II ELLE	7.000	23 7411 10	7.1. 30.1112	Bi-Weekly Rate	3741.37							
				Monthly	8106.30		8937.19					
ELECTRICAL TECHNICIAN, SENIOR	A500	29-Jun-18	AFSCME	Hourly Rate	41.59	43.67	45.85	48.15	50.55			
, ,				Bi-Weekly Rate	3327.17		3668.20		4044.19			
				Monthly	7208.86				8762.42			
				, ,								
EMERGENCY MEDICAL TECHNICIAN - HOURLY	X281	29-Jun-18	HOURLY	Hourly Rate	17.46	18.33	19.25	20.21	21.22			
				Bi-Weekly Rate	1396.49	1466.31	1539.63	1616.61	1697.44			
				Monthly	3025.72	3177.01	3335.86	3502.65	3677.79			
EMERGENCY SERVICES MANAGER	M780	29-Jun-18	MID MGMT	Hourly Rate	41.73	43.82	46.01	48.31	50.73			
				Bi-Weekly Rate	3338.69	3505.63	3680.91	3864.95	4058.20			
				Monthly	7233.83	7595.52	7975.30	8374.06	8792.77			
		<del></del>										
EMS BATTALION CHIEF	M420	29-Jun-18	PSM FIRE 80	Hourly Rate	71.89				87.39			
· ·				Bi-Weekly Rate	5751.36		6340.88					
				Monthly	12461.28	13084.35	13738.57	14425.49	15146.77			
ENGINEER, ASSOCIATE	M115	29-Jun-18	MID MGMT	Hourly Rate	50.00							
				Bi-Weekly Rate	4000.33							
				Monthly	8667.38	9100.75	9555.78	10033.57	10535.25			
				1								
ENGINEER, PRINCIPAL	M760	29-Jun-18	MID MGMT	Hourly Rate	65.15		71.82					
				Bi-Weekly Rate	5211.75				6334.91			
				Monthly	11292.12	11856.73	12449.56	13072.04	13725.64			

JOB TITLE	JOB CODE	EFFECTIVE DATE UN	NIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ENGINEER, SENIOR	M340	29-Jun-18 MI	D MGMT	Hourly Rate	59.50	62.48	65.60	68.88	72.33			
				Bi-Weekly Rate	4760.26	4998.27	5248.19	5510.60	5786.13			
				Monthly	10313.90	10829.60	11371.08	11939.63	12536.61			
ENGINEERING TECHNICIAN	A167	29-Jun-18 AF:	SCME	Hourly Rate	31.31	32.88	34.52	36.25	38.06			
				Bi-Weekly Rate	2504.87	2630.11	2761.61	2899.70	3044.68			
				Monthly	5427.21	5698.57	5983.50	6282.67	6596.81			
ENGINEERING TECHNICIAN, SENIOR	A168	29-Jun-18 AF	SCME	Hourly Rate	34.44		37.97	39.87	41.87			
				Bi-Weekly Rate	2755.46	2893.23	3037.90	3189.79	3349.28			
				Monthly	5970.17	6268.67	6582.11	6911.21	7256.77			
ENVIRONMENTAL COMPLIANCE INSPECTOR - HOURLY	X465	29-Jun-18 HC	DURLY	Hourly Rate	37.94	39.83	41.83	43.92	46.11			
				Bi-Weekly Rate	3034.99	3186.74	3346.08	3513.38	3689.05			
				Monthly	6575.81	6904.60	7249.83	7612.32	7992.94			
							·	·				
ENVIRONMENTAL COMPLIANCE INSPECTOR I	D210	29-Jun-18 W0	QCP OP ENG	Hourly Rate	37.94	39.83	41.83	43.92				
				Bi-Weekly Rate	3034.99	3186.74	3346.08	3513.38				
				Monthly	6575.81	6904.60	7249.83	7612.32	7992.94			
ENVIRONMENTAL COMPLIANCE INSPECTOR II	D155	29-Jun-18 W0	QCP OP ENG	Hourly Rate	41.73	43.81	46.00	48.30	50.72			
				Bi-Weekly Rate	3338.01	3504.91	3680.16	3864.17	4057.38			
				Monthly	7232.36	7593.98	7973.68	8372.36	8790.98			
ENVIRONMENTAL COMPLIANCE INSPECTOR, SENIOR	D160	29-Jun-18 W0	QCP OP ENG	Hourly Rate	47.06	49.41	51.88	54.47	57.20			
				Bi-Weekly Rate	3764.42	3952.64	4150.27	4357.78	4575.67			
				Monthly	8156.24	8564.05	8992.25	9441.86	9913.96			
ENVIRONMENTAL COMPLIANCE SUPERVISOR	M450	29-Jun-18 MI	D MGMT	Hourly Rate	62.49	65.61	68.89	72.34				
				Bi-Weekly Rate	4998.89	5248.83	5511.27	5786.83	6076.18			
				Monthly	10830.92	11372.46	11941.09	12538.14	13165.05			
EQUIPMENT MECHANIC	A170	29-Jun-18 AF	SCME	Hourly Rate	32.32	33.94	35.63	37.41				
				Bi-Weekly Rate	2585.54	2714.81	2850.55	2993.08				
				Monthly	5602.00	5882.10	6176.20	6485.01	6809.26			
EQUIPMENT MECHANIC - HOURLY	X510	29-Jun-18 HC	DURLY	Hourly Rate	32.32	33.94	35.63	37.41	39.28			
				Bi-Weekly Rate	2585.54	2714.81	2850.55	2993.08				
				Monthly	5602.00	5882.10	6176.20	6485.01	6809.26			
EQUIPMENT MECHANIC, LEAD	A345	29-Jun-18 AF	SCME	Hourly Rate	35.00	36.75	38.58	40.51				
				Bi-Weekly Rate	2799.76	2939.74	3086.73	3241.07				
				Monthly	6066.14	6369.44	6687.92	7022.31	7373.43			
EQUIPMENT OPERATOR	A175	29-Jun-18 AF	SCME	Hourly Rate	32.40		35.72	37.50				
				Bi-Weekly Rate	2591.64		2857.28	3000.14				
				Monthly	5615.22	5895.98	6190.77	6500.31	6825.33			
EXECUTIVE ASSISTANT TO THE CITY MANAGER	O410	29-Jun-18 CO	NFID	Hourly Rate	37.14	39.00	40.95	43.00				
				Bi-Weekly Rate	2971.27	3119.83	3275.82	3439.61				
				Monthly	6437.74	6759.63	7097.61	7452.49	7825.12			
FINANCIAL ANALYST I	M600	29-Jun-18 MI	D MGMT	Hourly Rate	36.73	38.56	40.49	42.51				
				Bi-Weekly Rate	2938.05	3084.95	3239.20	3401.16				
				Monthly	6365.77	6684.06	7018.26	7369.18	7737.63			

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FINANCIAL ANALYST II	M610	20- lun-19	MID MGMT	Hourly Rate	40.39	42.41	44.53	46.75	49.09			
FINANCIAL ANALTST II	IVIOTO	29-3011-10	IVIID IVIGIVIT	Bi-Weekly Rate	3230.90				3927.18			
				Monthly	7000.29				8508.90			_
				IVIOITETIIY	7000.23	7330.31	7717.02	0103.71	0300.30			_
FINANCIAL ANALYST, SENIOR	M615	29-Jun-18	MID MGMT	Hourly Rate	44.41	46.63	48.96	51.41	53.98			
THE WELL THE RELEASE OF THE RELEASE		23 74.1 10		Bi-Weekly Rate	3552.91	3730.56						
				Monthly	7697.97	8082.87						
				,								
FINANCIAL SERVICES MANAGER	M770	29-Jun-18	MID MGMT	Hourly Rate	57.11	59.96	62.96	66.11	69.41			
				Bi-Weekly Rate	4568.41	4796.83	5036.68	5288.51	5552.94			
				Monthly	9898.23	10393.14	10912.80	11458.44	12031.36			
FIRE APPARATUS ENGINEER	B120	29-Jun-18	IAFF	Hourly Rate	36.06	37.87	39.76	41.75	43.84			
				FF 112 BW	4039.24	4241.20	4453.26	4675.93	4909.72			
				FF 112 Monthly	8751.69	9189.27	9648.73	10131.17	10637.73			
FIRE APPARATUS ENGINEER (40 HOURS)	B121	29-Jun-18	IAFF	Hourly Rate	50.49	53.02	55.67	58.45	61.37			
				Bi-Weekly Rate	4039.24	4241.20	4453.26	4675.93	4909.72			
				Monthly	8751.69	9189.27	9648.73	10131.17	10637.73			
FIRE BATTALION CHIEF (40 HOURS)	M205	29-Jun-18	PSM FIRE 80	Hourly Rate	71.89	75.49	79.26	83.22	87.39			
				Bi-Weekly Rate	5751.36	6038.93	6340.88	6657.92	6990.82			
				Monthly	12461.28	13084.35	13738.57	14425.49	15146.77			
FIRE BATTALION CHIEF (56 HOURS)	M390	29-Jun-18	PSM FIRE 112	Hourly Rate	51.34	53.91	56.61	59.44	62.41			
				FF 112 BW	5750.41	6037.93	6339.83	6656.82	6989.66			
				FF 112 Monthly	12459.23	13082.19	13736.30	14423.11	15144.27			
FIRE CAPTAIN	B100	29-Jun-18	IAFF	Hourly Rate	39.46	41.44	43.51	45.68	47.97			
				FF 112 BW	4419.82	4640.81	4872.85	5116.49	5372.32			
				FF 112 Monthly	9576.27	10055.08	10557.84	11085.73	11640.02			
FIRE CAPTAIN (40 HOURS)	B101	29-Jun-18	IAFF	Hourly Rate	55.25	58.01	60.91					
				Bi-Weekly Rate	4419.82	4640.81	4872.85	5116.49	5372.32			
				Monthly	9576.27	10055.08	10557.84	11085.73	11640.02			
FIRE CHIEF, DEPUTY	M110	29-Jun-18	PSM FIRE 80	Hourly Rate	83.67	87.85						
				Bi-Weekly Rate	6693.65	7028.33						
				Monthly	14502.91	15228.06	15989.46	16788.93	17628.38			
FIRE COURIER - HOURLY	X540	29-Jun-18	HOURLY	Hourly Rate	18.93				23.01			
				Bi-Weekly Rate	1514.44				1840.82			
				Monthly	3281.30	3445.36	3617.63	3798.51	3988.43			
FIRE MARSHAL	M410	29-Jun-18	PSM FIRE 80	Hourly Rate	71.89				87.39			
				Bi-Weekly Rate	5751.36				6990.82			
				Monthly	12461.28	13084.35	13738.57	14425.49	15146.77			
									1			
GROUNDSPERSON	A505	29-Jun-18	AFSCME	Hourly Rate	29.50				35.85			
				Bi-Weekly Rate	2359.79							
				Monthly	5112.89	5368.53	5636.96	5918.81	6214.75			
HUMAN RESOURCES ANALYST I	M700	29-Jun-18	MID MGMT	Hourly Rate	36.64							
				Bi-Weekly Rate	2931.27	3077.83	3231.72	3393.31	3562.98			

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
				Monthly	6351.08	6668.64	7002.07	7352.17	7719.78			
HUMAN RESOURCES ANALYST II	M270	29-Jun-18	MID MGMT	Hourly Rate	40.28		44.40					
				Bi-Weekly Rate	3222.09		3552.36					
				Monthly	6981.20	7330.26	7696.77	8081.61	8485.69			
HUMAN RESOURCES ANALYST, SENIOR	M271	29-lun-18	MID MGMT	Hourly Rate	44.33	46.54	48.87	51.31	53.88			
		23 34.1. 10		Bi-Weekly Rate	3546.13		3909.61	4105.09				
				Monthly	7683.28		8470.82	8894.36				
HUMAN RESOURCES CLERK - HOURLY	X310	29-Jun-18	HOURLY	Hourly Rate	28.68		31.62	33.21				
				Bi-Weekly Rate	2294.71		2529.92					
				Monthly	4971.88	5220.48	5481.50	5755.57	6043.35			
HUMAN RESOURCES MANAGER	M775	20_lup_18	MID MGMT	Hourly Rate	57.22	60.08	63.08	66.23	69.55			
HUMAN RESOURCES MANAGER	IVITTS	29-Juli-10	IVIID IVIGIVIT	Bi-Weekly Rate	4577.23		5046.39					
				Monthly	9917.33		10933.85	11480.54				
				oneny	3311.33	10113113	10333.03	11100.5	1203 1.37			
HUMAN RESOURCES TECHNICIAN	O265	29-Jun-18	CONFID	Hourly Rate	30.22	31.73	33.32	34.98	36.73			
				Bi-Weekly Rate	2417.42	2538.29	2665.20	2798.46	2938.38			
				Monthly	5237.73	5499.62	5774.60	6063.33	6366.50			
HUMAN RESOURCES TECHNICIAN - HOURLY	X265	29-Jun-18	HOURLY	Hourly Rate	30.22		33.32	34.98				
				Bi-Weekly Rate	2417.42		2665.20	2798.46				
				Monthly	5237.73	5499.62	5774.60	6063.33	6366.50			
INFORMATION SYSTEMS ADMINISTRATOR	M650	29-Jun-18	MID MGMT	Hourly Rate	52.71	55.34	58.11	61.02	64.07			
IN ORMATION STSTEMS ADMINISTRATOR	141030	25 3411 10	IVIID IVIGIVII	Bi-Weekly Rate	4216.58		4648.78	4881.22				
				Monthly	9135.92		10072.36					
				,								
INFORMATION SYSTEMS ADMINISTRATOR, SENIOR	M790	29-Jun-18	MID MGMT	Hourly Rate	55.34	58.11	61.02	64.07	67.27			
				Bi-Weekly Rate	4427.41	4648.78	4881.22	5125.28	5381.54			
				Monthly	9592.72	10072.36	10575.97	11104.77	11660.01			
INFORMATION TECHNOLOGY MANAGER	M805	29-Jun-18	MID MGMT	Hourly Rate	58.24		64.21	67.42				
				Bi-Weekly Rate	4659.25		5136.83	5393.67				
				Monthly	10095.05	10599.80	11129.79	11686.28	12270.60			
LABORATORY CHEMIST	D120	29-lun-18	WQCP OP ENG	Hourly Rate	41.95	44.05	46.25	48.57	51.00			
D. DOTATION C. I.L.M.D.	3.20	23 34.1. 10		Bi-Weekly Rate	3356.32		3700.34	3885.36				
				Monthly	7272.02		8017.40					
LABORATORY CHEMIST - HOURLY	X545	29-Jun-18	HOURLY	Hourly Rate	41.95		46.25	48.57				
				Bi-Weekly Rate	3356.32		3700.34	3885.36				
				Monthly	7272.02	7635.62	8017.40	8418.27	8839.19			
ADODATODY CHEMICT, CENTOD	D470	20 1 12	WOCD OF THE	Harrie D. C	40.1	50.00	F2 · ·	FC 1	50.00			
LABORATORY CHEMIST, SENIOR	D170	29-Jun-18	WQCP OP ENG	Hourly Rate	48.47		53.44	56.11 4488.84				
				Bi-Weekly Rate Monthly	3877.63 8401.53		4275.08 9262.68					
				ivioritrily	0401.55	0021.00	3202.00	3143.04	10212.11			
LABORATORY SUPERVISOR	M220	29-Jun-18	MID MGMT	Hourly Rate	52.20	54.81	57.55	60.43	63.45			
		25 3411 10		Bi-Weekly Rate	4175.91		4603.94					
				Monthly	9047.80		9975.20	10473.96				
				,								
LANDSCAPE ARCHITECT	M815	29-Jun-18	MID MGMT	Hourly Rate	53.95	56.65	59.48	62.46	65.58			
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JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
				Bi-Weekly Rate	4316.23	4532.04	4758.65	4996.58	5246.41			
				Monthly	9351.84	9819.43	10310.40	10825.92	11367.22			
LIBRARIAN I	A210	29-Jun-18	AFSCME	Hourly Rate	30.03	31.53	33.11					
				Bi-Weekly Rate	2402.50	2522.63	2648.76					
				Monthly	5205.42	5465.69	5738.98	6025.93	6327.22			
LIBRARIAN I - HOURLY	X210	29-Jun-18	HOURLY	Hourly Rate	30.03		33.11	34.76				
				Bi-Weekly Rate	2402.50		2648.76					
				Monthly	5205.42	5465.69	5738.98	6025.93	6327.22			
LIBRARIAN II	A240	29-Jun-18	AFSCME	Hourly Rate	33.05		36.44					
				Bi-Weekly Rate	2643.84		2914.83	3060.57	3213.60			
				Monthly	5728.31	6014.73	6315.46	6631.24	6962.80			
	Vene	00.1.40				2.70	20.11	20.00	10.17			
LIBRARIAN II - HOURLY	X670	29-Jun-18	HOURLY	Hourly Rate	33.05		36.44					
				Bi-Weekly Rate	2643.84		2914.83		3213.60			
				Monthly	5728.31	6014.73	6315.46	6631.24	6962.80			
LIDDADY ACCICTANT I	4220	20 1 40	AFCCME	Harris Data	22.50	2476	26.00	27.20	20.55			
LIBRARY ASSISTANT I	A220	29-Jun-18	AFSCME	Hourly Rate	23.58		26.00					
				Bi-Weekly Rate	1886.61	1980.95	2079.99					
				Monthly	4087.67	4292.05	4506.65	4731.98	4968.58			
LIDDADY ACCICTANT L. LIQUIDLY	X220	20 1 10	LIGHTNIV	Harrie Data	23.58	24.76	26.00	27.30	28.66			
LIBRARY ASSISTANT I - HOURLY	X22U	29-Jun-18	HOURLY	Hourly Rate		1980.95						
				Bi-Weekly Rate	1886.61 4087.67	1980.95	2079.99 4506.65					
				Monthly	4007.07	4292.05	4500.05	4/31.90	4900.50			
LIBRARY ASSISTANT II	A215	29-Jun-18	AESCME	Hourly Rate	26.05	27.35	28.72	30.15	31.66			
LIBRARY ASSISTANT II	AZIS	29-Jun-10	AFSCIVIE	Bi-Weekly Rate	2083.89		2297.48					
				Monthly	4515.09		4977.88					
				ivioritrily	4515.05	4740.04	4377.00	3220.76	3400.11			
LIBRARY ASSISTANT II - HOURLY	X225	29-Jun-18	HOLIBIA	Hourly Rate	26.05	27.35	28.72	30.15	31.66			
EIBRART ASSISTANT II - HOURET	AZZJ	23-3411-10	HOUKET	Bi-Weekly Rate	2083.89		2297.48					
				Monthly	4515.09		4977.88					
				ivioritiny	4515.05	4740.04	4377.00	3220.70	3400.11			
LIBRARY CLERK - HOURLY	X235	29-Jun-18	HOURLY	Hourly Rate	14.62	15.35	16.12	16.92	17.77			
EIDIO III CEETII TIOONET	ALSS	25 3411 10	HOOKEI	Bi-Weekly Rate	1169.39		1289.25		1421.40			
				Monthly	2533.68		2793.38					
LIBRARY DIRECTOR, ASSISTANT	M640	29-Jun-18	MID MGMT	Hourly Rate	56.69	59.52	62.50	65.63	68.91			
, <del>-</del> · · · · ·		22 22		Bi-Weekly Rate	4535.20		5000.05					
				Monthly	9826.26		10833.45					
				<u> </u>								
LIBRARY PAGE - HOURLY	X250	29-Jun-18	HOURLY	Hourly Rate	11.33	11.90	12.49	13.12	13.77			
				Bi-Weekly Rate	906.36		999.26					
				Monthly	1963.78	2061.97	2165.07	2273.32	2386.99			
				Í								
LIBRARY PROGRAM MANAGER	M235	29-Jun-18	MID MGMT	Hourly Rate	44.95	47.20	49.56	52.04	54.64			
				Bi-Weekly Rate	3596.30	3776.11	3964.92	4163.16	4371.32			
				Monthly	7791.97	8181.57	8590.65	9020.18	9471.19			
				-								
LIBRARY SPECIALIST, SUPERVISING	A670	29-Jun-18	AFSCME	Hourly Rate	30.84	32.38	34.00	35.70	37.48			
				Bi-Weekly Rate	2466.90	2590.25	2719.76	2855.75	2998.54			
				Monthly	5344.96	5612.20	5892.81	6187.46	6496.83			
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JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
LITERACY PROGRAM MANAGER	M500		MID MGMT	Hourly Rate	44.95		49.56				312.7	512. 0
EITEINET TROOFWIN WAVELY	IVISOO	25 3411 10	IVIID IVIGIVII	Bi-Weekly Rate	3596.30		3964.92	4163.16				
				Monthly	7791.97		8590.65					
				Monthly	7791.97	0101.37	6390.63	9020.16	9471.19			
LITERACY SERVICES ASSISTANT COORDINATOR - HOURLY	X655	29-Jun-18	HOLIBIA	Hourly Rate	26.05	27.35	28.72	30.15	31.66			
ETTERACT SERVICES ASSISTANT COORDINATOR - HOURET	7033	23-3411-10	HOOKET	Bi-Weekly Rate	2083.89		2297.48					
				Monthly	4515.09		4977.88					
				Monthly	4313.09	4740.04	4977.00	3220.76	3400.11			
LITERACY SERVICES ASSISTANT I - HOURLY	X665	29-Jun-18	HOLIBIA	Hourly Rate	23.58	24.76	26.00	27.30	28.66			
ETTERACT SERVICES ASSISTANT 1 - HOURET	7003	23-3411-10	HOOKEI	Bi-Weekly Rate	1886.61	1980.95	2079.99					
				Monthly	4087.67		4506.65					
				IVIOITITITY	4007.07	4292.03	4300.03	4731.90	4900.30	1		
LITERACY SERVICES COORDINATOR	A445	29-Jun-18	AESCME	Hourly Rate	33.93	35.63	37.41	39.28	41.24			
EITERACT SERVICES COORDINATOR	A443	23-3411-10	AI SCIVIL	Bi-Weekly Rate	2714.34		2992.56					
				Monthly	5881.07		6483.88					
				Monthly	3001.07	0173.12	0403.00	0000.07	/ 140.4/			
MAINTENANCE CRAFTSWORKER	A280	29-Jun-18	AESCME	Hourly Rate	31.08	32.64	34.27	35.98	37.78			-
INDIATEIANINGE CIVALLOWOUNEK	ALOU	23-Juli-10	AI 3CIVIE	Bi-Weekly Rate	2486.56		2741.43					_
				Monthly	5387.55		5939.78					+
				Monthly	3307.33	3030.93	3939.76	0230.70	0346.00	1		
MAINTENANCE SUPERVISOR	M255	20 Jun 10	MID MGMT	Hourly Rate	41.20	43.26	45.42	47.69	50.08			_
MAINTENANCE SUPERVISOR	IVIZOO	29-Jun-16	MID MGMI				3633.82					
				Bi-Weekly Rate	3295.98			3815.51				
				Monthly	7141.30	7498.36	7873.28	8266.94	8680.29	1		
MANA CEMENT ANIALYCE I	14570	20 1 40	LUD LICLIT		20.45	44.42	42.50	45.65	47.00			
MANAGEMENT ANALYST I	M570	29-Jun-18	MID MGMT	Hourly Rate	39.45		43.50					
				Bi-Weekly Rate	3156.33		3479.86					
				Monthly	6838.72	7180.66	7539.69	7916.68	8312.51			
MANIA CEMENT ANIALVET II	MECO	20 1 10	AUD MCNAT	Harrie Data	42.20	45.56	47.02	50.22	52.74			
MANAGEMENT ANALYST II	M560	29-Jun-18	MID MGMT	Hourly Rate	43.39		47.83	50.22				
				Bi-Weekly Rate	3470.88		3826.65					
				Monthly	7520.25	7896.26	8291.07	8705.63	9140.91			
MENADED CHIEFUDAL ADTC COMMUSCION	V4.C.4	20 1417 2000	DD CLAS		50.00							
MEMBER, CULTURAL ARTS COMMISSION	X164	30-MAY-2008	RD CW2	Hourly Rate	50.00							
MENADED DECICAL DELICITA DO ADD	V4.55	04 1481 0004	DD CLAS		50.00							
MEMBER, DESIGN REVIEW BOARD	X155	01-JAN-0001	RD CW2	Hourly Rate	50.00							
						-						_
MEMBER LUCTORICAL COMMUNICAN	V165	01 1481 0001	BD CMC	Havely Date	F0.00							_
MEMBER, HISTORICAL COMMISSION	X165	01-JAN-0001	RD CW2	Hourly Rate	50.00	1						-
												_
						-						_
MENABER HOUSING AUTHORITY COMMISSION	V475	04 1441 0001	DD 6146		F0.00	1				-		_
MEMBER, HOUSING AUTHORITY COMMISSION	X175	01-JAN-0001	RD CW2	Hourly Rate	50.00	1				-		_
												_
						-						_
MENADED LIDDADY BOADD	V222	04 1441 0001	DD CNAC	Harrier D. C	F0.00							_
MEMBER, LIBRARY BOARD	X230	01-JAN-0001	RD CW2	Hourly Rate	50.00	1				-		_
						1						
MEMBER, PARKING PLACE COMMISSION	X295	01-JAN-0001	BD CMS	Hourly Rate	50.00							

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MEMBER, PARKS & RECREATION COMMISSION	X285	01-JAN-0001	BD CMS	Hourly Rate	50.00							
				, , , , , , ,								
MEMBER, PERSONNEL BOARD	X305	01-JAN-0001	BD CMS	Hourly Rate	50.00							
MEMBER, PLANNING COMMISSION	X315	01-JAN-0001	BD CMS	Hourly Rate	50.00							
MISCELLANEOUS HOURLY	X280	29-Jun-18	LIQUIRLY	House Pate	11.33				85.00			
MISCELLANEOUS HOURLY	A20U	29-Jun-10	HOURLY	Hourly Rate Bi-Weekly Rate	906.40				6800.00			-
				Monthly	1963.87				14733.33			
OFFICE ASSISTANT - HOURLY	X440	29-Jun-18	HOURLY	Hourly Rate	22.13	23.23						
				Bi-Weekly Rate Monthly	1770.01 3835.03	1858.52 4026.78						
				Wionany	3033.03	4020.70	4220.12	. 4433.33	4001.51			
OFFICE SPECIALIST	A295	29-Jun-18	AFSCME	Hourly Rate	24.34	25.55	26.83					
				Bi-Weekly Rate	1946.95			2253.84				
				Monthly	4218.39	4429.31	4650.77	4883.31	5127.48			
OFFICE SPECIALIST - HOURLY	X415	29-Jun-18	HOURLY	Hourly Rate	24.34	25.55	26.83	28.17	29.58			
011102 01 2011 1.10 0 NET	7.115	23 7411 10	TTO OTAL	Bi-Weekly Rate	1946.95			2253.84				
				Monthly	4218.39	4429.31	4650.77	4883.31	5127.48			
PARAMEDIC FIREFIGHTER	B130	29-Jun-18	LAFF	Hourly Rate	36.06	37.87	39.76	41.75	43.84			
PARAMEDIC FIREFIGHTER	B 13U	29-Jun-18	IAFF	FF 112 BW	4039.24							-
				FF 112 Monthly	8751.69							
PARAMEDIC FIREFIGHTER (40 HOURS)	B131	29-Jun-18	IAEE	Hourly Rate	50.49	53.02	55.67	58.45	61.37			
PARAIVIEDIC FIREFIGHTER (40 HOURS)	0131	29-Jun-10	IAFF	Bi-Weekly Rate	4039.24							
				Monthly	8751.69							
PARAMEDIC/FIREFIGHTER RECRUIT (40 hours)	B135	29-Jun-18	IAFF	Hourly Rate	48.08 3846.43	(						
				Bi-Weekly Rate Monthly	8333.94							
				incinally .	0000.0							
PARK MAINTENANCE WORKER	A250	29-Jun-18	AFSCME	Hourly Rate	26.27	27.58						
				Bi-Weekly Rate	2101.51	2206.59						
				Monthly	4553.27	4780.94	5019.98	5270.98	5534.53			
PARK MAINTENANCE WORKER - HOURLY	X300	29-Jun-18	HOURLY	Hourly Rate	26.27	27.58	28.96	30.41	31.93			
	1.000	23 34 10		Bi-Weekly Rate	2101.51	2206.59						
				Monthly	4553.27							
PARK MAINTENANCE WORKER, LEAD	A195	29-Jun-18	AFSCME	Hourly Rate	31.26	32.82	34.46	36.19	38.00			
		23 34 10		Bi-Weekly Rate	2500.80							
				Monthly	5418.40							
PARK MAINTENANCE WORKER, SENIOR	4350	20 1 10	AFCCME	Haunhi Date	20.14	20.55	21.02	22.50	24.24			
PARK IVIAINTENANCE WURKER, SENIUK	A350	29-Jun-18	AFSCIME	Hourly Rate Bi-Weekly Rate	28.14 2251.33							
			1	DI-VVEEKIY KATE	2231.33	2303.90	2402.05	2000.19	2/30.50	1		

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
				Monthly	4877.88	5121.77	5377.86	5646.75	5929.09			
PARKING ENFORCEMENT OFFICER	C175	29-Jun-18	PO NONSWORN		24.14		26.62	27.95				
				Bi-Weekly Rate	1931.36		2129.32	2235.79				
				Monthly	4184.61	4393.84	4613.53	4844.20	5086.41			
PARKING ENFORCEMENT OFFICER - HOURLY	X180	29-Jun-18	HOURLY	Hourly Rate	24.14	25.35	26.62	27.95	29.34			
				Bi-Weekly Rate	1931.36		2129.32	2235.79				
				Monthly	4184.61		4613.53	4844.20				
PARKING SYSTEM TECHNICIAN	A245	29-Jun-18	AFSCME	Hourly Rate	31.26		34.46					
				Bi-Weekly Rate	2500.80		2757.13					
				Monthly	5418.40	5689.32	5973.78	6272.47	6586.09	1		
PAYROLL ADMINISTRATOR	M785	29_lun_18	MID MGMT	Hourly Rate	38.57	40.50	42.53	44.65	46.89	1		
FATROLL ADMINISTRATOR	101703	23-3411-10	IVIID IVIGIVIT	Bi-Weekly Rate	3085.83		3402.13					
				Monthly	6685.97		7371.28					
PERMIT TECHNICIAN	A460	29-Jun-18	AFSCME	Hourly Rate	35.56	37.33	39.20	41.16	43.22	!		
				Bi-Weekly Rate	2844.50	2986.72	3136.06	3292.86	3457.50	)		
				Monthly	6163.08	6471.23	6794.79	7134.53	7491.26	i		
PERMIT TECHNICIAN, SENIOR	A700	29-Jun-18	AFSCME	Hourly Rate	37.83		41.70					
				Bi-Weekly Rate	3026.18		3336.36					
				Monthly	6556.71	6884.55	7228.78	7590.22	7969.73			
PLANNER, ASSOCIATE	M125	20_lun_18	MID MGMT	Hourly Rate	39.58	41.56	43.64	45.82	2 48.11			
FLANNEN, ASSOCIATE	IVITZS	29-3011-10	IVIID IVIGIVIT	Bi-Weekly Rate	3166.50		3491.07	3665.62		)		
				Monthly	6860.76		7563.98					
				,								
PLANNER, ASSOCIATE - HOURLY	X125	29-Jun-18	HOURLY	Hourly Rate	39.58	41.56	43.64	45.82	48.11			
				Bi-Weekly Rate	3166.50	3324.83	3491.07	3665.62	3848.90			
				Monthly	6860.76	7203.79	7563.98	7942.18	8339.29			
PLANNER, PRINCIPAL	M590	29-Jun-18	MID MGMT	Hourly Rate	52.67	55.31	58.07	60.98				
				Bi-Weekly Rate	4213.87	4424.56	4645.79	4878.08				
				Monthly	9130.05	9586.55	10065.88	10569.17	11097.63			
PLANNER, SENIOR	M335	20_lun_18	MID MGMT	Hourly Rate	49.01	51.46	54.04	56.74	59.58			
FLANNER, SENIOR	101333	29-3011-10	IVIID IVIGIVIT	Bi-Weekly Rate	3921.01		4322.92					
				Monthly	8495.53		9366.32	9834.64				
				1					1111111			
PLANNER, SENIOR - HOURLY	X335	29-Jun-18	HOURLY	Hourly Rate	49.01	51.46	54.04	56.74	59.58			
				Bi-Weekly Rate	3921.01	4117.06	4322.92	4539.06	4766.02			
				Monthly	8495.53	8920.30	9366.32	9834.64	10326.37			
PLANNING TECHNICIAN	A462	29-Jun-18	AFSCME	Hourly Rate	35.55		39.19					
				Bi-Weekly Rate	2843.82		3135.31	3292.08				
				Monthly	6161.61	6469.69	6793.17	7132.83	7489.47			
PLANT ELECTRICIAN I	D105	20_lup 10	WQCP OP ENG	Hourly Rate	36.73	38.57	40.50	42.52	2 44.65			
FLAINT ELECTRICIAIN I	0103	23-Juli-10	WQCF OF ENG	Bi-Weekly Rate	2938.73		3239.95					
				Monthly	6367.24		7019.88					
					0307.24	2005.00	. 0 1 5 . 5 0	7575.00	. ,,,,,,,,,			
PLANT ELECTRICIAN I - HOURLY	X500	29-Jun-18	HOURLY	Hourly Rate	36.73	38.57	40.50	42.52	44.65			
			•		•				•	•	•	

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
				Bi-Weekly Rate	2938.73	3085.66	3239.95	3401.94	3572.04	ı		
				Monthly	6367.24	6685.60	7019.88	7370.88	7739.42			
PLANT ELECTRICIAN II	D140	29-Jun-18	WQCP OP ENG	Hourly Rate	40.41	42.43	44.55	46.78	49.12			
				Bi-Weekly Rate	3232.94	3394.58	3564.31	3742.53	3929.66	5		
				Monthly	7004.70	7354.93	7722.68	8108.81	8514.25	5		
PLANT MAINTENANCE SUPERVISOR	M745	29-Jun-18	MID MGMT	Hourly Rate	51.75							
				Bi-Weekly Rate	4139.98		4564.32					
				Monthly	8969.95	9418.45	9889.37	10383.84	10903.03	3		
PLANT MECHANIC - HOURLY	X355	29-Jun-18	HOURLY	Hourly Rate	33.78		37.24					
				Bi-Weekly Rate	2702.14		2979.11	3128.06				
				Monthly	5854.63	6147.36	6454.73	6777.47	7116.34	1		
PLANT MECHANIC I	D130	29-Jun-18	WQCP OP ENG	Hourly Rate	33.78		37.24					
				Bi-Weekly Rate	2702.14		2979.11					
				Monthly	5854.63	6147.36	6454.73	6777.47	7 7116.34	1		
DI ANIT MACCHANIIC II	D125	20 1 10	WOCD OD FN:C	Harris Data	27.47	20.00	40.00	43.00	45.45			
PLANT MECHANIC II	D135	29-Jun-18	WQCP OP ENG	Hourly Rate	37.17		40.98					
				Bi-Weekly Rate	2973.30		3278.06					
				Monthly	6442.15	6764.26	7102.47	7457.59	7830.47	1		
		20.1.40				24.52		2004		10.55	40.00	
PLANT MECHANIC, APPRENTICE	D220	29-Jun-18	WQCP OP ENG	Hourly Rate	29.37		33.89					
				Bi-Weekly Rate	2349.60		2711.20					
				Monthly	5090.80	5482.53	5874.27	6264.27	6656.00	7047.73	7439.47	7830.47
PLANT MECHANIC, ASSISTANT - HOURLY	X135	29-Jun-18	HOURIY	Hourly Rate	30.40	31.92	33.51	35.19	36.95			
TEANT WECHANIC, ASSISTANT THOUSET	X133	23 Juli 10	HOOKET	Bi-Weekly Rate	2431.65		2680.90					
				Monthly	5268.58		5808.61	6099.04				
				ivioritiny	3200.30	3332.01	3000.01	0055.0-	0403.53	<u> </u>		
PLANT MECHANIC, LEAD	D180	29-lun-18	WQCP OP ENG	Hourly Rate	41.90	44.00	46.20	48.51	50.93	1		
. But meen water per to	2.00	23 3411 10	riger or zire	Bi-Weekly Rate	3352.25		3695.85					
				Monthly	7263.21		8007.69					
				ivionany	7203.21	7020.57	0007.03	0400.07	0020.47			
PLANT OPERATOR I	D145	29-Jun-18	WQCP OP ENG	Hourly Rate	32.35	33.97	35.67	37.45	39.33	3		
I D III O LIU II O II	2.13	23 3411 10		Bi-Weekly Rate	2588.25		2853.54					
				Monthly	5607.87		6182.68					
				, ,								
PLANT OPERATOR I - CONTRACT FT	X145	29-Jun-18	HOURLY	Hourly Rate	32.35	33.97	35.67	37.45	39.33	3		
	-			Bi-Weekly Rate	2588.25		2853.54					
				Monthly	5607.87		6182.68		6816.40	)		
PLANT OPERATOR I - HOURLY	X140	29-Jun-18	HOURLY	Hourly Rate	32.35	33.97	35.67	37.45	39.33	В		
				Bi-Weekly Rate	2588.25		2853.54					
				Monthly	5607.87		6182.68					
				Í								
PLANT OPERATOR II	D150	29-Jun-18	WQCP OP ENG	Hourly Rate	35.60	37.38	39.25	41.21	43.27	,		
				Bi-Weekly Rate	2847.89	2990.28	3139.80	3296.78	3461.62			
				Monthly	6170.42	6478.94	6802.89	7143.03	7500.19	)		
PLANT OPERATOR II - HOURLY	X530	29-Jun-18	HOURLY	Hourly Rate	35.60	37.38	39.25	41.21	43.27	,		
				Bi-Weekly Rate	2847.89	2990.28	3139.80	3296.78	3461.62	2		
				Monthly	6170.42	6478.94	6802.89	7143.03	7500.19	)		

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PLANT OPERATOR III	D200	29-Jun-18	WQCP OP ENG	Hourly Rate	37.38	39.25	41.21	43.27	7 45.43			
				Bi-Weekly Rate	2990.25	3139.76	3296.75	3461.58	3634.66			
				Monthly	6478.87	6802.81	7142.95	7500.10	7875.11			
PLANT OPERATOR, APPRENTICE	D100	29-Jun-18	WQCP OP ENG	Hourly Rate	28.13		32.45			38.94	41.11	
				Bi-Weekly Rate	2250.40		2596.00			3115.20 6749.60		
				Monthly	4875.87	5250.27	5624.67	6000.80	6375.20	6749.60	7125.73	7500.19
PLANT OPERATOR, LEAD	D190	29-Jun-18	WQCP OP ENG	Hourly Rate	41.12	43.17	45.33	47.60	49.98			
				Bi-Weekly Rate	3289.20		3626.35					
				Monthly	7126.61	7482.94	7857.09					
PLANT SUPERINTENDENT	M355	29-Jun-18	MID MGMT	Hourly Rate	67.05	70.41	73.93	77.62	81.50			
				Bi-Weekly Rate	5364.28	5632.49	5914.12	6209.82	6520.31			
				Monthly	11622.60	12203.73	12813.92	13454.61	14127.34			
PLANT SUPERINTENDENT, ASSISTANT	M465	29-Jun-18	MID MGMT	Hourly Rate	54.72		60.32	63.34				
				Bi-Weekly Rate	4377.24		4825.91	5067.21				
				Monthly	9484.03	9958.23	10456.14	10978.95	11527.90			
PLANT UTILITY WORKER	D125	20 1 10	WOCD OD FNC	Harrie Data	20.62	31.10	22.65	24.20	36.00			
PLANT UTILITY WORKER	D125	29-Jun-18	WQCP OP ENG	Hourly Rate	29.62 2369.28		32.65 2612.14					
				Bi-Weekly Rate Monthly	5133.45		5659.63					
				Monthly	3133.43	5590.12	3039.03	5942.01	0239.74			
PLANT UTILITY WORKER - HOURLY	X490	29-Jun-18	U∩I IPI V	Hourly Rate	29.62	31.10	32.65	34.28	36.00			
FLANT OTIETT WORKER - HOURET	7430	29-3011-10	HOUKEI	Bi-Weekly Rate	2369.28		2612.14					
				Monthly	5133.45		5659.63					
POLICE CAPTAIN	M280	29-Jun-18	PSM POLICE	Hourly Rate	79.32		87.45					
				Bi-Weekly Rate	6345.89		6996.34	7346.16	7713.46			
				Monthly	13749.42	14436.89	15158.73	15916.67	16712.51			
DOLLES GUIES DEDUTA		20 / 40			00.00	07.00	04.75	25.2				
POLICE CHIEF, DEPUTY	M765	29-Jun-18	PSM POLICE	Hourly Rate	83.22		91.75					
				Bi-Weekly Rate	6657.72		7340.14					
				Monthly	14425.07	15146.32	15903.64	16698.82	17533.76	1		
POLICE COMMUNICATIONS & RECORDS MANAGER	M285	20_lun_18	MID MGMT	Hourly Rate	53.81	56.50	59.32	62.29	65.41			
FOLICE COMMUNICATIONS & RECORDS MANAGER	101203	29-3011-10	IVIID IVIGIVIT	Bi-Weekly Rate	4304.71	4519.94	4745.94					
				Monthly	9326.87	9793.21	10282.87	10797.02				
				oneny	3320.07	3733.21	10202.01	10737.02	11330.01			
POLICE CORPORAL	C100	29-Jun-18	PO SWORN	Hourly Rate	55.13	56.51	57.92	59.37	7			
				Bi-Weekly Rate	4410.42	4520.68	4633.69	4749.54	1			
				Monthly	9555.90	9794.80	10039.67	10290.66	5			
POLICE COURT LIAISON - HOURLY	X193	29-Jun-18	HOURLY	Hourly Rate	25.88		28.53					
				Bi-Weekly Rate	2070.33		2282.54					
				Monthly	4485.71	4710.00	4945.49	5192.77	5452.41			
DOLLGE LIFLITENANT	14075	20 1 12	DCM DOLLCE		60.50	72.00	76.7	00.50	0.55			
POLICE LIEUTENANT	M275	29-Jun-18	PSM POLICE	Hourly Rate	69.60	73.08	76.74					
				Bi-Weekly Rate	5568.33		6139.08					
				Monthly	12064.71	12667.94	13301.34	13966.41	14664.73			
POLICE MEDIA TECHNICIAN	C220	20 Jun 10	PO NONSWORN	Hourly Pate	28.68	30.12	31.62	33.21	1 34.87			
POLICE WEDIA TECHNICIAN	CZZU	29-Jun-18	FO INDINSWORIN	Bi-Weekly Rate	28.68		2529.92			-		
				Monthly	4971.88		5481.50					
				IVIOLITIIIA	4711.00	3220.40	3401.30	3133.31	0043.33		l	1

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
POLICE OFFICER	C115	20 lum 10	PO SWORN	Hourly Rate	41.17	44.06	47.14	50.44	1 53.97	7		
POLICE OFFICER	CIIS	29-Jun-10	PO SWORIN	Bi-Weekly Rate	3294.00		3771.30					
				Monthly	7137.00							
				Monthly	7137.00	7030.39	6171.13	0745.13	9555.13	)		
POLICE PROPERTY/ EVIDENCE SPECIALIST	C110	29-lun-18	PO NONSWORN	Hourly Rate	28.01	29.41	30.88	32.42	2 34.04	1		
TOLICE THOSE ENTRY ETTE EST EST EST	01.0	23 74.1 10		Bi-Weekly Rate	2240.48		2470.13					
				Monthly	4854.38		5351.95					
				,								
POLICE PROPERTY/EVIDENCE ASSISTANT - HOURLY	X190	29-Jun-18	HOURLY	Hourly Rate	25.88	27.17	28.53	29.96	31.46	5		
				Bi-Weekly Rate	2070.33	2173.84	2282.54	2396.66	2516.50	)		
				Monthly	4485.71	4710.00	4945.49	5192.77	5452.41	l		
POLICE RECORDS SPECIALIST	C105	29-Jun-18	PO NONSWORN	Hourly Rate	25.88	27.17	28.53	29.96	31.46	5		
				Bi-Weekly Rate	2070.33		2282.54					
				Monthly	4485.71	4710.00	4945.49	5192.77	5452.41	l		
POLICE RECORDS SPECIALIST - HOURLY	X191	29-Jun-18	HOURLY	Hourly Rate	25.88		28.53					
				Bi-Weekly Rate	2070.33		2282.54					
				Monthly	4485.71	4710.00	4945.49	5192.77	5452.41	l		
	5400				07.00	20.50	20.00					
POLICE RECORDS SPECIALIST, SENIOR	C180	29-Jun-18	PO NONSWORN		27.26		30.05					
				Bi-Weekly Rate	2180.83		2404.36					
				Monthly	4725.12	4961.38	5209.45	5469.92	5/43.42	2		
POLICE RECORDS SPECIALIST, SUPERVISING	C200	20 Jun 10	PO NONSWORN	Havely Data	29.76	31.25	32.81	34.45	36.17	7		
POLICE RECORDS SPECIALIST, SUPERVISING	C200	29-Jun-10	PO NONSWORN	Bi-Weekly Rate	2380.81		2624.84					
				Monthly	5158.42							
				Monthly	3130.42	3410.34	3007.10	3971.3	0270.03	,		
POLICE RECRUIT	C190	29-Jun-18	PO NONSWORN	Hourly Rate	40.37							
I OLICE RECROIT	C130	25 3411 10	TO NONSWORM	Bi-Weekly Rate	3229.26							
				Monthly	6996.72							
POLICE RESERVE OFFICER - HOURLY	X325	29-Jun-18	HOURLY	Hourly Rate	44.30							
	1,020			Bi-Weekly Rate	3544.02							
				Monthly	7678.72							
				j								
POLICE SERGEANT	C165	29-Jun-18	PO SWORN	Hourly Rate	59.16	60.64	62.16	63.71	65.30	)		
				Bi-Weekly Rate	4732.83	4851.15	4972.43	5096.74	5224.16	5		
				Monthly	10254.47	10510.83	10773.60	11042.94	11319.01	l		
POLICE SERVICE TECHNICIAN	C125	29-Jun-18	PO NONSWORN	,	26.64		29.37					
				Bi-Weekly Rate	2131.34		2349.80					
				Monthly	4617.90	4848.80	5091.24	5345.80	5613.09	9		
POLICE SERVICE TECHNICIAN - HOURLY	X192	29-Jun-18	HOURLY	Hourly Rate	26.64		29.37					
				Bi-Weekly Rate	2131.34		2349.80					
				Monthly	4617.90	4848.80	5091.24	5345.80	5613.09	)		
PRESCUPAL TEACHER I	4.405	20.1.12	A FECCA AF		20.00	25.25	20.00		25.25			
PRESCHOOL TEACHER I	A495	29-Jun-18	AFSCME	Hourly Rate	20.82							
				Bi-Weekly Rate	1665.62		1836.34					
				Monthly	3608.84	3789.28	3978.74	4177.68	4386.56			
PRESCHOOL TEACHER I - HOURLY	X690	29-Jun-18	HOLIBLY	Hourly Pata	20.82	21.86	22.95	5 24.10	25.31			
FRESCHOOL TEACHER I - HOURLY	VOAO	29-Jun-18	HOUKLY	Hourly Rate Bi-Weekly Rate	1665.62							
			1	pi-vveekiy Katë	1005.62	1/48.90	1836.34	+ 1928. It	2024.5	'1		

PRESCHOOL TEACHER II - A680	JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
B. Weekly Rate   1823.88   1924.00   20.000   2712.72   2272.77					Monthly	3608.84	3789.28	3978.74	4177.68	4386.56	5		
B. Weekly Rate   1823.88   1924.00   20.000   2712.72   2272.77													
PRESCHOOL TEACHER II - HOURLY  X680  Z29-Jun-18 HOURLY HOURLY NOW SIZE 2250  RESCHOOL TEACHER II - HOURLY K680  Z29-Jun-18 HOURLY HOURLY Rate RESCHOOL TEACHER II - HOURLY RESCHOOL TEACHER II	PRESCHOOL TEACHER II	A680	29-Jun-18	AFSCME									
PRESCHOOL TEACHER II - HOURLY   8880   29-Jun-18 HOURLY   Hourly Rate   22.90   24.00   23.25   28.52   27.84													
BI-Weeley Rate   1832   1924.00   2020.20   212.12   2227.27					Monthly	3970.16	4168.67	43/7.10	4595.96	4825.76	)		_
BI-Weeley Rate   1832   1924.00   2020.20   212.12   2227.27	PRESCHOOL TEACHER II - HOURLY	X680	29-Jun-18	HOURLY	Hourly Rate	22 90	24.05	25 25	26.52	27.84			
PROGRAM MANAGER M750 29-Jun-18 MID MGMT Hourly Rate Bi-Weekly Rate M750 29-Jun-18 MID MGMT Hourly Rate Bi-Weekly Rate M750 29-Jun-18 MID MGMT Hourly Rate Bi-Weekly Rate M750 29-Jun-18 MID MGMT Hourly Rate M750	TRESCRIOGE TEXCHER III TIOONET	7,000	23 3411 10	HOUNET									
PROGRAM MANAGER  M750  29-Jun-18 MID MGMT  Hourly Rate  51.60  54.16  56.88  577  62.72  PUBLIC WORKS ADMINISTRATOR  M795  29-Jun-18 MID MGMT  Hourly Rate  50.00  53.34  56.01  58.88  61.75  PUBLIC WORKS ADMINISTRATOR  M795  29-Jun-18 MID MGMT  Hourly Rate  50.00  53.34  56.01  58.88  61.75  480.62  470.65  480.62  470.65  480.62  470.65  480.62  470.65  480.60  1707.30  1707.30  1707.30  PUBLIC WORKS ASSISTANT DIRECTOR/CITY ENGINEER  M755  29-Jun-18 MID MGMT  Monthly  MONTHL													
BI-Weekly Rate					,								
PUBLIC WORKS ADMINISTRATOR  M795  29-Jun-18 MID MGMT Hourly Rate B-Weekly Rate B-G0.00 B-Weekly Rate B-Weekly Rate B-G0.00 B-Weekly Rate B	PROGRAM MANAGER	M750	29-Jun-18	MID MGMT	Hourly Rate	51.60	54.18	56.89	59.73	62.72			
PUBLIC WORKS ADMINISTRATOR  W795  29-Jun-18 MID MGMT  Hourly Rate  80-Weekly Rate  4064.05  4677.25  4480.62  4704.65  4703.05  4703.07  4704.05  4					Bi-Weekly Rate								
BUBLIC WORKS ASSISTANT DIRECTOR/CITY ENGINEER  M755  29-Jun-18 MID MGMT  Hourly Rate  BI-Weekly Rate  M755  29-Jun-18 MID MGMT  Hourly Rate  BI-Weekly Rate  B					Monthly	8943.51	9390.69	9860.22	10353.23	10870.89	)		
BI-Weekly Rate 4064.05 4267.25 4480.62 4704.65 4939.88													
PUBLIC WORKS ASSISTANT DIRECTOR/CITY ENGINEER M755 29-Jun-18 MID MGMT Hourly Rate M758 29-Jun-18 MID MGMT Hourly Rate M758 78.59 82.52 86.65 90.98 90.00 10.	PUBLIC WORKS ADMINISTRATOR	M795	29-Jun-18	MID MGMT									
PUBLIC WORKS ASSISTANT DIRECTOR/CITY ENGINEER  M755  29-Jun-18 MID MGMT  Northly  Northly  Northly  PUBLIC WORKS ASSISTANT DIRECTOR/CITY ENGINEER  M820  29-Jun-18 MID MGMT  Northly  Northly  Northly  Northly  Northly  11362.59  14303.72  15018.90  15769.85  178.86  178.86  178.86  187.866													
Bi-Weekly Rate   S987 95   6287 35   6601.72   6931.80   7278.39					iviontnly	8805.44	9245.72	9/08.00	10193.40	10/03.0/			
SI-Weekly Rate   S987 95   6287 35   6601.72   6931.80   7278.39	PUBLIC WORKS ASSISTANT DIRECTOR/CITY ENGINEER	M755	29-lun-18	MID MGMT	Hourly Rate	74 25	78 50	82 52	86.65	90.98			
PUBLIC WORKS DEPUTY DIRECTOR  M820  29-Jun-18 MID MGMT  Morthly  11973.89  13622.59  14303.72  15018.90  15768.85  78.08	TOBLE WORKS / BSIS // WY BINEET ON CHIT ENGINEER	141755	25 3411 10	WILD WIGHT									
PUBLIC WORKS DEPUTY DIRECTOR  M820  29-Jun-18 MID MGMT  Hourly Rate  5138.93  5395.88  5665.67  5948.95  6246.40  Mornhly  11134.55  1161.06  12275.62  12889.40  13533.87  PUBLIC WORKS INSPECTOR  A310  29-Jun-18 AFSCME  Hourly Rate  8i-Weekly Rate  3218.70  3379.64  3379.65  3379.6													-
PUBLIC WORKS INSPECTOR  A310  29-Jun-18 AFSCME Hourly Rate Bi-Weekly Rate Bi-Week					,								
Monthly 11134.35 11691.06 12275.62 12889.40 13533.87  PUBLIC WORKS INSPECTOR A310 29-Jun-18 AFSCME Hourly Rate 40.23 42.25 44.36 46.56 48.90  Bi-Weekly Rate 3218.70 3379.64 3548.62 3726.05 3912.35 5 3912.35	PUBLIC WORKS DEPUTY DIRECTOR	M820	29-Jun-18	MID MGMT	Hourly Rate	64.24	67.45	70.82	74.36	78.08			
PUBLIC WORKS INSPECTOR  A310  29-Jun-18 AFSCME  Hourly Rate  Bi-Weekly Rate  3218.70  3379.64  3348.62  372.605  3971.35  Monthly  6973.85  7322.55  7688.67  8073.11  8476.76  PUBLIC WORKS MAINTENANCE WORKER  A275  29-Jun-18 AFSCME  Hourly Rate  26.27  27.58  29-Jun-18 AFSCME  Hourly Rate  26.27  27.58  29-Jun-18 HOURLY  Monthly  4553.27  4780.94  5019.98  5270.98  5334.53  PUBLIC WORKS MAINTENANCE WORKER - HOURLY  X345  29-Jun-18 HOURLY  Hourly Rate  26.27  27.58  28.96  30.41  31.93  29-Jun-18 HOURLY  Hourly Rate  26.27  27.58  28.96  30.41  31.93  29-Jun-18 HOURLY  Hourly Rate  26.27  27.58  28.96  30.41  31.93  29-Jun-18 HOURLY  Monthly  4553.27  4780.94  5019.98  5270.98  5534.53  PUBLIC WORKS MAINTENANCE WORKER, LEAD  A200  29-Jun-18 AFSCME  Bi-Weekly Rate  2500.80  86-Weekly Rate  2500.80  2625.584  2757.13  2894.99  3039.74  Monthly  Monthly  4578.85  5787.78  6272.47  6586.09  PUBLIC WORKS MAINTENANCE WORKER, SENIOR  A360  29-Jun-18 AFSCME  Hourly Rate  28.14  29.55  31.03  32.82  34.46  36.19  38.00  PUBLIC WORKS MAINTENANCE WORKER, SENIOR  A360  29-Jun-18 AFSCME  Hourly Rate  28.14  29.55  31.03  32.82  34.46  36.19  38.00  AS60  48.90  AS60  AS60					Bi-Weekly Rate	5138.93	5395.88	5665.67	5948.95	6246.40			
Bi-Weekly Rate   3218.70   3373.64   3548.62   3726.05   3912.35					Monthly	11134.35	11691.06	12275.62	12889.40	13533.87			
Bi-Weekly Rate   3218.70   3373.64   3548.62   3726.05   3912.35													
Monthly   6973.85   732.55   7688.67   8073.11   8476.76	PUBLIC WORKS INSPECTOR	A310	29-Jun-18	AFSCME									
PUBLIC WORKS MAINTENANCE WORKER													
Bi-Weekly Rate   2101.51   2206.59   2316.92   2432.76   2554.40					Monthly	6973.85	/322.55	/688.6/	8073.11	84/6./6	)		
Bi-Weekly Rate   2101.51   2206.59   2316.92   2432.76   2554.40	DI IDI IC MODES MAINITENIANICE MODED	A 27E	20 Jun 10	AESCME	Hourly Pata	26.27	27.50	20.06	20.41	21.02			
Monthly	FUBLIC WORKS IVIAINTENANCE WORKER	A273	29-Juli-10	AFSCIVIE									
PUBLIC WORKS MAINTENANCE WORKER - HOURLY X345 29-Jun-18 HOURLY Hourly Rate 26.27 27.58 28.96 30.41 31.93    Bi-Weekly Rate 2101.51 2206.59 2316.92 2432.76 2554.40    Monthly 4553.27 4780.94 5019.98 5270.98 5534.53    PUBLIC WORKS MAINTENANCE WORKER, LEAD A200 29-Jun-18 AFSCME Hourly Rate 31.26 32.82 34.46 36.19 38.00    Bi-Weekly Rate 2508.80 2625.84 2757.13 2894.99 3039.74    Monthly 5418.40 5689.32 5973.78 6272.47 6586.09    PUBLIC WORKS MAINTENANCE WORKER, SENIOR A360 29-Jun-18 AFSCME Hourly Rate 28.14 29.55 31.03 32.58 34.21    Bi-Weekly Rate 2251.33 2363.90 2482.09 2606.19 2736.50    Bi-Weekly Rate 2251.33 2363.90 2482.09 2606.19 2736.50    Monthly 4877.88 5121.77 5377.86 5646.75 5929.09    RECREATION & COMMUNITY SERVICES PROG COOR - HOURLY X700 29-Jun-18 HOURLY Hourly Rate 28.85 30.30 31.81 33.40 35.07    Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72    Monthly 5001.26 5251.32 5513.89 5789.58 6079.06    RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07    Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72													_
Bi-Weekly Rate 2101.51 2206.59 2316.92 2432.76 2554.40  Monthly 4553.27 4780.94 5019.98 5270.98 5534.53  PUBLIC WORKS MAINTENANCE WORKER, LEAD A200 29-Jun-18 AFSCME Hourly Rate 31.26 32.82 34.46 36.19 38.00  Bi-Weekly Rate 2500.80 2625.84 2757.13 2894.99 3039.74  Monthly 5418.40 5689.32 5973.78 6272.47 6586.09  PUBLIC WORKS MAINTENANCE WORKER, SENIOR A360 29-Jun-18 AFSCME Hourly Rate Bi-Weekly Rate 2251.33 2363.90 2482.09 2606.19 2736.50  Monthly 4877.86 5121.77 5377.86 5646.75 5929.09  RECREATION & COMMUNITY SERVICES PROG COOR - HOURLY X700 29-Jun-18 HOURLY Hourly Rate 28.85 30.30 31.81 33.40 35.07  RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07  RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07  Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72  RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07  RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07  Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72						1333.27		3013.30	32.70.30	33333			
PUBLIC WORKS MAINTENANCE WORKER, LEAD  A200  29-Jun-18 AFSCME Hourly Rate Bi-Weekly Rate 2500.80 2625.84 2757.13 2894.99 3039.74  Monthly  5418.40 5689.32 5973.78 6272.47 6586.09  PUBLIC WORKS MAINTENANCE WORKER, SENIOR A360 29-Jun-18 AFSCME Hourly Rate Bi-Weekly Rate 2251.33 2363.90 2482.09 2606.19 2736.50  Monthly A877.88 5121.77 5377.86 5646.75 5929.09  RECREATION & COMMUNITY SERVICES PROG COOR - HOURLY MONTHLY MONT	PUBLIC WORKS MAINTENANCE WORKER - HOURLY	X345	29-Jun-18	HOURLY	Hourly Rate	26.27	27.58	28.96	30.41	31.93			
PUBLIC WORKS MAINTENANCE WORKER, LEAD  A200  29-Jun-18 AFSCME  Bi-Weekly Rate  2500.80  2625.84  2757.13  2894.99  3039.74  Monthly  5418.40  5689.32  5973.78  6272.47  6586.09  PUBLIC WORKS MAINTENANCE WORKER, SENIOR  A360  29-Jun-18 AFSCME  Bi-Weekly Rate  28.14  29.55  31.03  32.58  34.21  Bi-Weekly Rate  2251.33  2363.90  2482.09  2606.19  2736.50  Monthly  4877.88  5121.77  5377.86  5646.75  5992.09  RECREATION & COMMUNITY SERVICES PROG COOR - HOURLY  MONTHLY  M					Bi-Weekly Rate	2101.51	2206.59	2316.92	2432.76	2554.40			
Bi-Weekly Rate 2500.80 2625.84 2757.13 2894.99 3039.74					Monthly	4553.27	4780.94	5019.98	5270.98	5534.53			
Bi-Weekly Rate 2500.80 2625.84 2757.13 2894.99 3039.74													
Monthly 5418.40 5689.32 5973.78 6272.47 6586.09  PUBLIC WORKS MAINTENANCE WORKER, SENIOR A360 29-Jun-18 AFSCME Hourly Rate 28.14 29.55 31.03 32.58 34.21  Bi-Weekly Rate 2251.33 2363.90 2482.09 2606.19 2736.50  Monthly 4877.88 5121.77 5377.86 5646.75 5929.09  RECREATION & COMMUNITY SERVICES PROG COOR - HOURLY X700 29-Jun-18 HOURLY Hourly Rate 28.85 30.30 31.81 33.40 35.07  Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72  Monthly 5001.26 5251.32 5513.89 5789.58 6079.06  RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07  RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07  Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72	PUBLIC WORKS MAINTENANCE WORKER, LEAD	A200	29-Jun-18	AFSCME									
PUBLIC WORKS MAINTENANCE WORKER, SENIOR A360 29-Jun-18 AFSCME Hourly Rate 28.14 29.55 31.03 32.58 34.21 Bi-Weekly Rate 2251.33 2363.90 2482.09 2606.19 2736.50 Monthly 4877.88 5121.77 5377.86 5646.75 5929.09 Monthly A877.88 5121.77 5377.86 5646.75 5929.09 Bi-Weekly Rate 28.85 30.30 31.81 33.40 35.07 Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72 Monthly 5001.26 5251.32 5513.89 5789.58 6079.06 Monthly 5001.26 5251.32 5513.89 5789.58 6079.06 Bi-Weekly Rate 28.85 30.30 31.81 33.40 35.07 Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72					,								
Bi-Weekly Rate 2251.33 2363.90 2482.09 2606.19 2736.50 Monthly 4877.88 5121.77 5377.86 5646.75 5929.09 RECREATION & COMMUNITY SERVICES PROG COOR - HOURLY X700 29-Jun-18 HOURLY Hourly Rate 28.85 30.30 31.81 33.40 35.07 Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72 Monthly 5001.26 5251.32 5513.89 5789.58 6079.06 RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07 RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07 Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72					iviontnly	5418.40	5689.32	59/3./8	6272.47	6586.09			
Bi-Weekly Rate 2251.33 2363.90 2482.09 2606.19 2736.50 Monthly 4877.88 5121.77 5377.86 5646.75 5929.09 RECREATION & COMMUNITY SERVICES PROG COOR - HOURLY X700 29-Jun-18 HOURLY Hourly Rate 28.85 30.30 31.81 33.40 35.07 Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72 Monthly 5001.26 5251.32 5513.89 5789.58 6079.06 RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07 RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07 Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72	DI IRLIC WORKS MAINTENANCE WORKED SENIOD	V360	20_lun. 10	AESCME	Hourly Pata	<b>20 14</b>	20 55	21 02	33 E	2// 21		_	
Monthly 4877.88 5121.77 5377.86 5646.75 5929.09  RECREATION & COMMUNITY SERVICES PROG COOR - HOURLY X700 29-Jun-18 HOURLY Hourly Rate 28.85 30.30 31.81 33.40 35.07  Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72  Monthly 5001.26 5251.32 5513.89 5789.58 6079.06  RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07  Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72	I ODLIC WORKS IVIAIIVI LIVAINCE WORKER, SEIVIOR	A300	23-Juli-10	VI 2CIAIE									_
RECREATION & COMMUNITY SERVICES PROG COOR - HOURLY X700 29-Jun-18 HOURLY Hourly Rate 28.85 30.30 31.81 33.40 35.07 Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72 Monthly 5001.26 5251.32 5513.89 5789.58 6079.06 RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07 Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72													
Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72 Monthly 5001.26 5251.32 5513.89 5789.58 6079.06 RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07 Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72						.5.7.00	5.27	23.7.30	30.0.75	3323.03			_
Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72 Monthly 5001.26 5251.32 5513.89 5789.58 6079.06 RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07 Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72	RECREATION & COMMUNITY SERVICES PROG COOR - HOL	JRLY X700	29-Jun-18	HOURLY	Hourly Rate	28.85	30.30	31.81	33.40	35.07			
RECREATION & COMMUNITY SERVICES PROGRAM COORD M530 29-Jun-18 MID MGMT Hourly Rate 28.85 30.30 31.81 33.40 35.07 Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72													
Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72					Monthly	5001.26	5251.32	5513.89	5789.58	6079.06	i		
Bi-Weekly Rate 2308.27 2423.69 2544.87 2672.11 2805.72									-				
	RECREATION & COMMUNITY SERVICES PROGRAM COORD	M530	29-Jun-18	MID MGMT									
Monthly   5001.26   5251.32   5513.89   5789.58   6079.06													
					Monthly	5001.26	5251.32	5513.89	5789.58	6079.06			
RECREATION & COMMUNITY SERVICES SUPERVISOR M295 29-Jun-18 MID MGMT Hourly Rate 41.20 43.26 45.42 47.69 50.08	DECREATION O. COMMUNITY SEEN WEEK CHIEFEN WE	14225	20.1				10.0-	.=	.=			_	

JOB TITLE	JOB CODE	EFFECTIVE DATE U	JNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
				Bi-Weekly Rate	3295.98	3460.78	3633.82	3815.51	4006.29			
				Monthly	7141.30	7498.36	7873.28	8266.94	8680.29	)		
DESCRIPTION INSTRUCTOR LIQURIN	V250	20 1 40 1	IOLIDIA V		44.22				20.00			
RECREATION INSTRUCTOR - HOURLY	X350	29-Jun-18 F	HOURLY	Hourly Rate	11.33				38.00			
				Bi-Weekly Rate	906.40				3040.00			
				Monthly	1963.87				6586.67			
RECREATION LEADER I - HOURLY	X360	29-Jun-18 F	HOURLY	Hourly Rate	11.33	11.90	12.49	13.12	2 13.77	,		_
	1.000			Bi-Weekly Rate	906.36		999.26	1049.23				
				Monthly	1963.78		2165.07	2273.32				_
				,								
RECREATION LEADER II	A610	29-Jun-18 A	AFSCME	Hourly Rate	12.47	13.09	13.74	14.43	15.15			
				Bi-Weekly Rate	997.20	1047.06	1099.41	1154.38	1212.10	)		
				Monthly	2160.60	2268.63	2382.06	2501.17	2626.23			
RECREATION LEADER II - HOURLY	X365	29-Jun-18 H	HOURLY	Hourly Rate	12.46		13.74	14.43				
				Bi-Weekly Rate	997.00	1046.85	1099.19	1154.15				
				Monthly	2160.16	2268.17	2381.58	2500.66	2625.69	)		
	1.500	20 / 40 /				45.00	46.06	100				
RECREATION LEADER III	A620	29-Jun-18 A	AFSCME	Hourly Rate	14.57	15.29	16.06	16.86				
				Bi-Weekly Rate	1165.32		1284.77	1349.01				
				Monthly	2524.86	2651.11	2783.66	2922.85	3068.99	1		
RECREATION LEADER III - HOURLY	X370	29-Jun-18 F	JOHDI V	Hourly Rate	14.57	15.29	16.06	16.86	5 17.71			
RECREATION LEADER III - HOURLY	A370	23-Juli-10 F	TOURLT	Bi-Weekly Rate	1165.32	1223.59	1284.77	1349.01				
				Monthly	2524.86	2651.11	2783.66	2922.85				
				IVIOLITIN	2324.00	2031.11	2703.00	2322.03	3000.99	1		
RECREATION LEADER IV	A515	29-Jun-18 A	AFSCME	Hourly Rate	18.93	19.88	20.87	21.91	23.01			-
				Bi-Weekly Rate	1514.44	1590.17	1669.67	1753.16	1840.82			
				Monthly	3281.30	3445.36	3617.63	3798.51	3988.43			
RECREATION LEADER IV - HOURLY	X375	29-Jun-18 H	HOURLY	Hourly Rate	18.93	19.88	20.87	21.91	23.01			
				Bi-Weekly Rate	1514.44	1590.17	1669.67	1753.16	1840.82			
				Monthly	3281.30	3445.36	3617.63	3798.51	3988.43			
SAFETY INSPECTOR - HOURLY	X181	8-Sep-17 F	HOURLY	Hourly Rate	27.80	29.19	30.65	32.19				
				Bi-Weekly Rate	2224.00	2335.20	2452.00	2575.20				
				Monthly	4818.67	5059.60	5312.67	5579.60	5856.93			
SAFETY INSPECTOR I	B200	29-Jun-18 l	٨ΕΕ	Hourly Rate	48.08	50.48	53.01	55.66	5 58.44			
SAFETY INSPECTOR I	B200	29-Jun-10 l/	AFF	Bi-Weekly Rate	3846.44	4038.77	4240.70	4452.74				<del></del>
				Monthly	8333.96	8750.66	9188.19	9647.60				_
				ivionany	0333.30	0730.00	3100.13	30-11.00	10123.30			
SAFETY INSPECTOR II	B195	29-Jun-18 l	AFF	Hourly Rate	52.86	55.50	58.28	61.19	64.25			_
				Bi-Weekly Rate	4228.78	4440.22	4662.23	4895.34				_
				Monthly	9162.36		10101.51	10606.58				
SAFETY INSPECTOR III	B190	29-Jun-18 l	AFF	Hourly Rate	57.72		63.63	66.81				
				Bi-Weekly Rate	4617.22	4848.08	5090.49	5345.01				
				Monthly	10003.98	10504.18	11029.39	11580.86	12159.91			
										-		
SWEEPER OPERATOR	A370	29-Jun-18 A	AFSCME	Hourly Rate	30.58	32.11	33.72	35.40				
				Bi-Weekly Rate	2446.57	2568.89	2697.34	2832.21				
				Monthly	5300.89	5565.94	5844.23	6136.45	6443.27			
									1			

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
TECHNICAL SERVICES SUPERVISOR	M735	29-Jun-18	MID MGMT	Hourly Rate	51.36	53.93	56.62	59.46	62.43			
				Bi-Weekly Rate	4108.79	4314.23	4529.94	4756.44	4994.26			
				Monthly	8902.39	9347.50	9814.88	10305.62	10820.91			
TREE TRIMMER	A375	29-Jun-18	AFSCME	Hourly Rate	31.50	33.07	34.73	36.46	38.29			
				Bi-Weekly Rate	2519.78	2645.77	2778.06	2916.96	3062.81			
				Monthly	5459.52	5732.50	6019.12	6320.08	6636.08			
VAN DRIVER	A510	29-Jun-18	AFSCME	Hourly Rate	16.08	16.89	17.73	18.62	19.55			
				Bi-Weekly Rate	1286.67	1351.00	1418.55	1489.48	1563.95			
				Monthly	2787.78	2927.17	3073.53	3227.20	3388.56			
AN DRIVER - HOURLY X555	29-Jun-18	HOURLY	Hourly Rate	16.08	16.89	17.73	18.62	19.55				
			Bi-Weekly Rate	1286.67	1351.00	1418.55	1489.48	1563.95				
				Monthly	2787.78	2927.17	3073.53	3227.20	3388.56			

## December 28, 2018 Salary Schedule for All Classifications except Executive Management

(6/29/2018 Salary Schedule with only changes effective 12/28/2018 due to 2019 Minimum Wage Increase)

JOB TITLE	JOB CODE I	FFECTIVE DATE UNIT	PAY RATE	STEP 1 S	TEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCOUNTANT I	M100	29-Jun-18 MID MGMT	Hourly Rate	36.73	38.56	40.49	42.51	44.64			
			Bi-Weekly Rate	2938.05	3084.95	3239.20	3401.16	3571.22	2		
			Monthly	6365.77	6684.06	7018.26	7369.18	7737.63	3		
ACCOUNTANT II	M620	29-Jun-18 MID MGMT	Hourly Rate	40.39	42.41	44.53					
			Bi-Weekly Rate	3230.90	3392.45	3562.07	3740.18				
			Monthly	7000.29	7350.31	7717.82	8103.71	8508.90	)		
ACCOUNTANT, SENIOR	M625	29-Jun-18 MID MGMT	Hourly Rate	44.41	46.63	48.96					
			Bi-Weekly Rate	3552.91	3730.56	3917.08					
			Monthly	7697.97	8082.87	8487.01	8911.36	9356.93	3		
ACCOUNTING ASSISTANT I	A480	29-Jun-18 AFSCME	Hourly Rate	23.49	24.66	25.90					
			Bi-Weekly Rate	1879.16	1973.12	2071.77					
			Monthly	4071.51	4275.08	4488.84	4713.28	4948.94	·		
ACCOUNTING ASSISTANT II	A225	29-Jun-18 AFSCME	Hourly Rate	25.81	27.10	28.46	29.88	31.37	,		
ACCOUNTING ASSISTANT II	AZZO	ZZ-JUII- 10 AFSCIVIE	Bi-Weekly Rate	2064.90	2168.15	28.46					
			Monthly	4473.96	4697.66	4932.54					
			wionthly	4413.30	4037.00	4734.34	3113.11	3430.13	1		
ACCOUNTING ASSISTANT II - HOURLY	X100	29-Jun-18 HOURLY	Hourly Rate	25.81	27.10	28.46	29.88	31.37	,		
ACCOUNTING ASSISTANCE IN THOUSE	X100	23 Juli 10 110 OKE1	Bi-Weekly Rate	2064.90	2168.15	2276.56					
			Monthly	4473.96	4697.66	4932.54					
			oy	1113.30	1037.00	1332.31	3173.17	3.30.13			
ADMINISTRATIVE ASSISTANT I	O315	29-Jun-18 CONFID	Hourly Rate	28.68	30.12	31.62	33.21	34.87	,		
			Bi-Weekly Rate	2294.71	2409.45	2529.92					
			Monthly	4971.88	5220.48	5481.50					
			, ,								
ADMINISTRATIVE ASSISTANT I - HOURLY	X110	29-Jun-18 HOURLY	Hourly Rate	28.68	30.12	31.62	33.21	34.87	,		
			Bi-Weekly Rate	2294.71	2409.45	2529.92	2656.42	2789.24	ı		
			Monthly	4971.88	5220.48	5481.50	5755.57	6043.35	5		
ADMINISTRATIVE ASSISTANT II	O310	29-Jun-18 CONFID	Hourly Rate	30.22	31.73	33.32	34.98	36.73	3		
			Bi-Weekly Rate	2417.42	2538.29	2665.20	2798.46	2938.38	3		
			Monthly	5237.73	5499.62	5774.60	6063.33	6366.50	)		
ADMINISTRATIVE ASSISTANT II - HOURLY	X130	29-Jun-18 HOURLY	Hourly Rate	30.22	31.73	33.32					
			Bi-Weekly Rate	2417.42	2538.29	2665.20					
			Monthly	5237.73	5499.62	5774.60	6063.33	6366.50	)		
ADMINISTRATIVE ASSISTANT, SENIOR	O340	29-Jun-18 CONFID	Hourly Rate	31.73	33.32	34.99					
			Bi-Weekly Rate	2538.76	2665.70	2798.98					
			Monthly	5500.65	5775.68	6064.47	6367.69	6686.07			
DI III DINIC INICPECTOR	A12F	20 lun 10 AECCA45	Herrita Dete	40.22	42.25	44.20	46.50	40.00			
BUILDING INSPECTOR	A135	29-Jun-18 AFSCME	Hourly Rate	40.23 3218.70	42.25 3379.64	44.36 3548.62	46.58 3726.05				
			Bi-Weekly Rate Monthly	6973.85	7322.55	7688.67	8073.11				
			ivioninly	09/3.85	1322.55	/ 0.886 /	6073.11	84/6./6	,		
BUILDING INSPECTOR - HOURLY	X595	29-Jun-18 HOURLY	Hourly Rate	40.23	42.25	44.36	46.58	48.90			
POILDING INSPECTOR - HOURET	V232	23-Juli-10 HOURLT	Bi-Weekly Rate	3218.70	3379.64	3548.62					
			Monthly	6973.85	7322.55	7688.67	8073.11				
			oriciny	0575.05	, 322.33	7 000.07	0073.11	3-70.70			
BUILDING INSPECTOR, SENIOR	A400	29-Jun-18 AFSCME	Hourly Rate	43.94	46.13	48.44	50.86	53.41			
	, 1100	25 53 15/11 501112	Bi-Weekly Rate	3514.95	3690.69	3875.23	4068.99				
			Monthly	7615.72	7996.50	8396.33	8816.15				
			oy	.015.72	. 550.50	3330.33	3010.13	3230.33			

JOB TITLE	JOB CODE	EFFECTIVE DATE UNIT	PAY RATE	STEP 1 S	TEP 2	TEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BUILDING MAINTENANCE CRAFTSWORKER	A465	29-Jun-18 AFSCME	Hourly Rate	31.08	32.64	34.27	35.98	37.78			
			Bi-Weekly Rate	2486.56	2610.89	2741.43	2878.51	3022.43			
			Monthly	5387.55	5656.93	5939.78	6236.76	6548.60			
			-								
BUILDING MAINTENANCE CUSTODIAN	A140	29-Jun-18 AFSCME	Hourly Rate	22.82	23.96	25.16	26.42	27.74			
			Bi-Weekly Rate	1825.60	1916.88	2012.73	2113.36	2219.03			
			Monthly	3955.47	4153.25	4360.91	4578.95	4807.90			
BUILDING MAINTENANCE CUSTODIAN - HOURLY	X185	29-Jun-18 HOURLY	Hourly Rate	22.82	23.96	25.16	26.42	27.74			
			Bi-Weekly Rate	1825.60	1916.88	2012.73	2113.36	2219.03			
			Monthly	3955.47	4153.25	4360.91	4578.95				
			j								
BUILDING MAINTENANCE CUSTODIAN, LEAD	A190	29-Jun-18 AFSCME	Hourly Rate	28.90	30.34	31.86	33.45	35.12			
			Bi-Weekly Rate	2311.66	2427.25	2548.61	2676.04	2809.84			
			Monthly	5008.60	5259.03	5521.98	5798.08				
			,								
BUILDING MAINTENANCE CUSTODIAN, SENIOR	A320	29-Jun-18 AFSCME	Hourly Rate	25.13	26.39	27.71	29.10	30.55			
			Bi-Weekly Rate	2010.67	2111.21	2216.77	2327.60				
			Monthly	4356.46	4574.28	4802.99	5043.14				
<u> </u>			y	.550.40	.574.20	.502.55	30-3.14	5255.50			
BUILDING OFFICIAL	M210	29-Jun-18 MID MGMT	Hourly Rate	62.10	65.20	68.46	71.88	75.48			
DOIEDING OTTICINE	IVILIO	23 Juli To Milb MidWi	Bi-Weekly Rate	4967.70	5216.09	5476.89	5750.74				_
			Monthly	10763.35	11301.52	11866.60	12459.93				_
			Wichting	10703.33	11301.32	1 1000.00	12439.93	13002.32			
BUILDING OFFICIAL, ASSISTANT	M215	29-Jun-18 MID MGMT	Hourly Rate	53.29	55.96	58.75	61.69	64.78			
BUILDING OFFICIAL, ASSISTANT	IVIZ 15	29-Jun-18 MID MGMT	Bi-Weekly Rate	4263.36	4476.52	4700.35	4935.37				
				9237.27		10184.09	10693.30				
			Monthly	9237.27	9699.14	10184.09	10693.30	11227.96	)		
BUILDING PLAN REVIEWER	A690	20 1 10 AECCME	Harris Data	42.14	44.25	16.16	40.70	51.22			
BUILDING PLAN REVIEWER	A690	29-Jun-18 AFSCME	Hourly Rate	42.14		46.46	48.78				
			Bi-Weekly Rate	3371.23	3539.79	3716.78	3902.62				
			Monthly	7304.33	7669.55	8053.03	8455.68	8878.46	1		
				24.00	22.75						
CHILDCARE ASSISTANT SUPERVISOR	M800	29-Jun-18 MID MGMT	Hourly Rate	31.20	32.76	34.40	36.12				
			Bi-Weekly Rate	2496.05	2620.86	2751.90	2889.49				
			Monthly	5408.11	5678.52	5962.45	6260.57	6573.60			
CITY CLERK	E100	01-JUL-2016 ELECT	Hourly Rate	49.47	51.95	54.55	57.28				
			Bi-Weekly Rate	3957.60	4156.00	4364.00	4582.40				
			Monthly	8574.80	9004.67	9455.33	9928.53	10424.27	1		
CITY CLERK RECORDS TECHNICIAN	O415	29-Jun-18 CONFID	Hourly Rate	30.22	31.73	33.32	34.98				
			Bi-Weekly Rate	2417.42	2538.29	2665.20	2798.46				
			Monthly	5237.73	5499.62	5774.60	6063.33	6366.50			
CITY COUNCIL MEMBER	E110	29-Jun-18 ELECT	Hourly Rate	46.08							
			Bi-Weekly Rate	230.40							
			Monthly	499.20							
CITY PLANNER	M155	29-Jun-18 MID MGMT	Hourly Rate	61.04	64.09	67.29	70.66				
			Bi-Weekly Rate	4882.96	5127.11	5383.47	5652.64	5935.27			
			Monthly	10579.75	11108.74	11664.18	12247.39	12859.76			
			-								
CITY TREASURER	E105	29-Jun-18 ELECT	Hourly Rate	7.72							
			Bi-Weekly Rate	617.60							
			Monthly	1338.13							
		<del>                                     </del>							1		

JOB TITLE	JOB CODE	EFFECTIVE DATE UNIT	PAY RATE	STEP 1 S	TEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CODE ENFORCEMENT OFFICER	A145	29-Jun-18 AFSCME	Hourly Rate	34.45	36.17	37.98	39.88	41.87			
			Bi-Weekly Rate	2755.72	2893.51	3038.19	3190.10	3349.60			
			Monthly	5970.74	6269.27	6582.74	6911.87	7257.47			
COMMUNICATIONS DISPATCHER	A150	29-Jun-18 AFSCME	Hourly Rate	33.73	35.41	37.18	39.04				
			Bi-Weekly Rate	2698.07	2832.97	2974.62	3123.35	3279.52			
			Monthly	5845.82	6138.11	6445.01	6767.26	7105.63			
COMMUNICATIONS DISPATCHER - HOURLY	X445	29-Jun-18 HOURLY	Hourly Rate	43.59							
			Bi-Weekly Rate	3487.17							
			Monthly	7555.53							
COMMUNICATIONS DISPATCHER, SUPERVISING	A365	29-Jun-18 AFSCME	Hourly Rate	39.78	41.77	43.86					
			Bi-Weekly Rate	3182.77	3341.91	3509.01	3684.46				
			Monthly	6896.01	7240.81	7602.85	7982.99	8382.14			
COMMUNITY DEVELOPMENT COORDINATOR	M725	29-Jun-18 MID MGMT	Hourly Rate	39.58	41.56	43.64					
			Bi-Weekly Rate	3166.50	3324.83	3491.07					
			Monthly	6860.76	7203.79	7563.98	7942.18	8339.29			
COMMUNITY DEVELOPMENT SPECIALIST	A660	29-Jun-18 AFSCME	Hourly Rate	37.73	39.62	41.60					
			Bi-Weekly Rate	3018.72	3169.66	3328.14					
			Monthly	6540.56	6867.59	7210.97	7571.51	7950.09			
COMMUNITY SERVICES SITE COORDINATOR	A640	29-Jun-18 AFSCME	Hourly Rate	22.86	24.01	25.21	26.47				
			Bi-Weekly Rate	1828.99	1920.44	2016.46					
			Monthly	3962.82	4160.96	4369.01	4587.46	4816.83			
COMMUNITY SERVICES SITE COORDINATOR - HOURLY	X660	29-Jun-18 HOURLY	Hourly Rate	22.86	24.01	25.21	26.47	27.79			
			Bi-Weekly Rate	1828.99	1920.44	2016.46					
			Monthly	3962.82	4160.96	4369.01	4587.46	4816.83			
COMPUTER SERVICES TECHNICIAN	O525	29-Jun-18 CONFID	Hourly Rate	38.49	40.41	42.43					
			Bi-Weekly Rate	3079.05	3233.01	3394.66					
			Monthly	6671.28	7004.85	7355.09	7722.84	8108.98			
COMPUTER SERVICES TECHNICIAN, SENIOR	O530	29-Jun-18 CONFID	Hourly Rate	40.42	42.44	44.56					
			Bi-Weekly Rate	3233.62	3395.30	3565.06		3930.48			
			Monthly	7006.17	7356.48	7724.30	8110.51	8516.04			
CONSULTANT - HOURLY	X570	28-Dec-18 HOURLY	Hourly Rate	12.00				135.00			
			Bi-Weekly Rate	960.00				10800.00		_	
			Monthly	2080.00				23400.00			
CDIATE ANALYSET	624.5	20 1 46 22 122								_	
CRIME ANALYST	C210	29-Jun-18 PO NONSWOR		40.55	42.57	44.70					
			Bi-Weekly Rate	3243.78	3405.97	3576.27					
			Monthly	7028.20	7379.61	7748.59	8136.02	8542.82			
CHITLIDAL ADTC CDECIALICT	4650	20 1 10 1505115	Harris D.	24.4-	22.72	2422	20.00	27.00			
CULTURAL ARTS SPECIALIST	A650	29-Jun-18 AFSCME	Hourly Rate	31.17	32.73	34.36					
			Bi-Weekly Rate	2493.34	2618.01	2748.91					
			Monthly	5402.24	5672.35	5955.97	6253.77	6566.46			
CHITLIDAL ADTC CDCCIALICT LIQUIDLY	VCFO	20 lun 10 HOURLY	Harrier D. A.	24.47	22.72	2420	20.00	27.00			
CULTURAL ARTS SPECIALIST - HOURLY	X650	29-Jun-18 HOURLY	Hourly Rate	31.17	32.73	34.36				-	
			Bi-Weekly Rate	2493.34	2618.01	2748.91	2886.35				
			Monthly	5402.24	5672.35	5955.97	6253.77	6566.46			

JOB TITLE	JOB CODE I	EFFECTIVE DATE UNIT	PAY RATE	STEP 1 S	STEP 2	TEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
DATABASE BUSINESS SYSTEMS SPECIALIST	O405	29-Jun-18 CONFID	Hourly Rate	30.22	31.73	33.32	34.98	36.73	3		
			Bi-Weekly Rate	2417.42	2538.29	2665.20	2798.46	2938.38	3		
			Monthly	5237.73	5499.62	5774.60	6063.33	6366.50	)		
			,								
DEPUTY CITY CLERK	O320	29-Jun-18 CONFID	Hourly Rate	33.23	34.90	36.64	38.47	40.40	)		
			Bi-Weekly Rate	2658.75	2791.69	2931.27	3077.84	3231.73	3		
			Monthly	5760.63	6048.66	6351.09	6668.65				
DEPUTY DIRECTOR OF ECD	M145	29-Jun-18 MID MGMT	Hourly Rate	67.14	70.50	74.02	77.72	81.61			
DEL GIT DIMEGRAN OF EGD		ES Jan 10 mile mem	Bi-Weekly Rate	5371.06	5639.61	5921.59	6217.67				
			Monthly	11637.29	12219.15	12830.11	13471.62				
			Worthing	11037.23	12213.13	12030.11	15-111.02	14145.20	1		
ECONOMIC DEVELOPMENT COORDINATOR	M185	29-Jun-18 MID MGMT	Hourly Rate	52.67	55.31	58.07	60.98	64.02	)		
ECONOMIC DEVELOPMENT COORDINATOR	IVITOS	29-Juli- 18 WILD WIGHT	Bi-Weekly Rate	4213.87	4424.56	4645.79	4878.08				
			Monthly	9130.05	9586.55	10065.88	10569.17				
			Wichting	9130.03	9300.33	10003.00	10303.17	11037.03	,		
ELECTRICAL TECHNICIAN	A160	29-Jun-18 AFSCME	Hourly Rate	37.91	39.81	41.80	43.89	46.08			
LLLCTRICAL TECHNICIAIN	AIOU	23-JUII- 10 AFSCIVIE	Bi-Weekly Rate			3343.83	3511.02				
				3032.96	3184.60						
			Monthly	6571.40	6899.97	7244.97	7607.22	/987.58	0		
ELECTRICAL TECHNICIANI ACCICTANT	4400	20 1 10 155515	Harris D. C	27.0-	20.2-	20.01	22.22	2.00			
ELECTRICAL TECHNICIAN, ASSISTANT	A120	29-Jun-18 AFSCME	Hourly Rate	27.97	29.37	30.84	32.38				
			Bi-Weekly Rate	2237.77	2349.66	2467.14	2590.50				
			Monthly	4848.50	5090.93	5345.47	5612.75	5893.39	)		
ELECTRICAL TECHNICIAN, LEAD	A335	29-Jun-18 AFSCME	Hourly Rate	46.77	49.11	51.56	54.14				
			Bi-Weekly Rate	3741.37	3928.44	4124.86	4331.10		5		
			Monthly	8106.30	8511.61	8937.19	9384.05	9853.25	5		
ELECTRICAL TECHNICIAN, SENIOR	A500	29-Jun-18 AFSCME	Hourly Rate	41.59	43.67	45.85	48.15	50.55	5		
			Bi-Weekly Rate	3327.17	3493.53	3668.20	3851.61	4044.19	)		
			Monthly	7208.86	7569.30	7947.77	8345.16	8762.42	2		
EMERGENCY MEDICAL TECHNICIAN - HOURLY	X281	29-Jun-18 HOURLY	Hourly Rate	17.46	18.33	19.25	20.21	21.22	2		
			Bi-Weekly Rate	1396.49	1466.31	1539.63	1616.61	1697.44	ļ.		
			Monthly	3025.72	3177.01	3335.86	3502.65	3677.79	)		
EMERGENCY SERVICES MANAGER	M780	29-Jun-18 MID MGMT	Hourly Rate	41.73	43.82	46.01	48.31	50.73	3		
			Bi-Weekly Rate	3338.69	3505.63	3680.91	3864.95		)		
			Monthly	7233.83	7595.52	7975.30	8374.06				
			7			3.2.50		0.02.0			
EMS BATTALION CHIEF	M420	29-Jun-18 PSM FIRE 80	Hourly Rate	71.89	75.49	79.26	83.22	87.39	)		
	20		Bi-Weekly Rate	5751.36	6038.93	6340.88	6657.92				
<u> </u>			Monthly	12461.28	13084.35	13738.57	14425.49				
			ontiny	12-31.20	1500-1.55	13730.37	1	13140.77			
ENGINEER, ASSOCIATE	M115	29-Jun-18 MID MGMT	Hourly Rate	50.00	52.50	55.13	57.89	60.78			
LIVOINTELLY, ASSOCIATE	IVITIO	23-3011-10 WIGHT	Bi-Weekly Rate	4000.33	4200.34	4410.36	4630.88				
			Monthly	8667.38	9100.75	9555.78	10033.57				
			ivionthly	6667.38	9100.75	3555.78	10033.57	10535.25	9		
ENCINIEED DOINGDAL	14700	20 1 10 14 5 14 5 1	Harrier Data	CE 15	CO 40	71.00	75.40	70.40			
ENGINEER, PRINCIPAL	M760	29-Jun-18 MID MGMT	Hourly Rate	65.15	68.40	71.82	75.42				
			Bi-Weekly Rate	5211.75	5472.34	5745.95	6033.25				
			Monthly	11292.12	11856.73	12449.56	13072.04	13725.64	<u> </u>		
				1				1			
ENGINEER, SENIOR	M340	29-Jun-18 MID MGMT	Hourly Rate	59.50	62.48	65.60	68.88				
			Bi-Weekly Rate	4760.26	4998.27	5248.19	5510.60				
			Monthly	10313.90	10829.60	11371.08	11939.63	12536.61	L		
					-		<u></u>				

JOB TITLE	JOB CODE	EFFECTIVE DATE UNIT	PAY RATE	STEP 1	STEP 2	TEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ENGINEERING TECHNICIAN	A167	29-Jun-18 AFSCME	Hourly Rate	31.31	32.88	34.52	36.25	38.06			
			Bi-Weekly Rate	2504.87	2630.11	2761.61	2899.70	3044.68			
			Monthly	5427.21	5698.57	5983.50	6282.67	6596.81			
ENGINEERING TECHNICIAN, SENIOR	A168	29-Jun-18 AFSCME	Hourly Rate	34.44	36.17	37.97	39.87	41.87			
			Bi-Weekly Rate	2755.46	2893.23	3037.90	3189.79	3349.28			
			Monthly	5970.17	6268.67	6582.11	6911.21	7256.77			
			, i								
ENVIRONMENTAL COMPLIANCE INSPECTOR - HOURLY	X465	29-Jun-18 HOURLY	Hourly Rate	37.94	39.83	41.83	43.92	46.11			
			Bi-Weekly Rate	3034.99	3186.74	3346.08	3513.38	3689.05			-
			Monthly	6575.81	6904.60	7249.83	7612.32	7992.94			
			ĺ								
ENVIRONMENTAL COMPLIANCE INSPECTOR I	D210	29-Jun-18 WQCP OP ENG	Hourly Rate	37.94	39.83	41.83	43.92	46.11			-
			Bi-Weekly Rate	3034.99	3186.74	3346.08	3513.38				-
			Monthly	6575.81	6904.60	7249.83	7612.32				-
			,								_
ENVIRONMENTAL COMPLIANCE INSPECTOR II	D155	29-Jun-18 WQCP OP ENG	Hourly Rate	41.73	43.81	46.00	48.30	50.72			_
			Bi-Weekly Rate	3338.01	3504.91	3680.16	3864.17				_
			Monthly	7232.36	7593.98	7973.68	8372.36				
				1 232.30		. 3 . 5 . 5 . 5	33.2.30	5.50.50			_
ENVIRONMENTAL COMPLIANCE INSPECTOR, SENIOR	D160	29-Jun-18 WQCP OP ENG	Hourly Rate	47.06	49.41	51.88	54.47	57.20			_
	2.00	23 3411 10 11 421 01 2110	Bi-Weekly Rate	3764.42	3952.64	4150.27	4357.78				
			Monthly	8156.24	8564.05	8992.25	9441.86				
			ivioritiny	0130.24	0304.03	0332.23	3441.00	3313.30		-	
ENVIRONMENTAL COMPLIANCE SUPERVISOR	M450	29-Jun-18 MID MGMT	Hourly Rate	62.49	65.61	68.89	72.34	75.95		-	
ENVIRONMENTAL COMPLIANCE SUPERVISOR	101430	23-3d11-10 WID WIGWI	Bi-Weekly Rate	4998.89	5248.83	5511.27	5786.83			-	
			Monthly	10830.92	11372.46	11941.09	12538.14				
			Monthly	10030.92	11372.40	11941.09	12330.14	15105.03			
EOUIPMENT MECHANIC	A170	29-Jun-18 AFSCME	Hourly Rate	32.32	33.94	35.63	37.41	39.28			
EQUIPMENT MECHANIC	A170	29-Juli-18 AFSCIVIE	Bi-Weekly Rate	2585.54	2714.81	2850.55	2993.08				
			Monthly	5602.00	5882.10	6176.20	6485.01				
			Monthly	3002.00	3002.10	6176.20	0403.01	0009.20			
EQUIPMENT MECHANIC - HOURLY	X510	29-Jun-18 HOURLY	Hourly Rate	32.32	33.94	35.63	37.41	39.28			
EQUIPMENT MECHANIC - HOURLY	X510	29-Juli-18 HOURLY	Bi-Weekly Rate	2585.54	2714.81	2850.55	2993.08				
			Monthly	5602.00	5882.10	6176.20	6485.01	6809.26			
FOLUDATE LA FOLLANDO LEAD	1245	20 1 10 155515		25.00	26.75	20.50	10.54	12.54			
EQUIPMENT MECHANIC, LEAD	A345	29-Jun-18 AFSCME	Hourly Rate	35.00	36.75	38.58	40.51				
			Bi-Weekly Rate	2799.76	2939.74	3086.73	3241.07				
			Monthly	6066.14	6369.44	6687.92	7022.31	7373.43	1		
FOLUM AFAIT OPERATOR	1175	20 1 40 1555145		22.12	2465	25	2= -0	20.22			
EQUIPMENT OPERATOR	A175	29-Jun-18 AFSCME	Hourly Rate	32.40	34.02	35.72	37.50				
			Bi-Weekly Rate	2591.64	2721.22	2857.28	3000.14				
			Monthly	5615.22	5895.98	6190.77	6500.31	6825.33			
EVECUTIVE ACCICTANT TO THE CITY MANAGES	0.440	20 1 40 5011515		27.11	20.65	40.05	10.00	45.1			
EXECUTIVE ASSISTANT TO THE CITY MANAGER	O410	29-Jun-18 CONFID	Hourly Rate	37.14	39.00	40.95	43.00	45.14			
			Bi-Weekly Rate	2971.27	3119.83	3275.82	3439.61	3611.59			
			Monthly	6437.74	6759.63	7097.61	7452.49	7825.12			
FINANCIAL ANALYST I	M600	29-Jun-18 MID MGMT	Hourly Rate	36.73	38.56	40.49	42.51	44.64			
			Bi-Weekly Rate	2938.05	3084.95	3239.20	3401.16				
			Monthly	6365.77	6684.06	7018.26	7369.18	7737.63			
				1							
FINANCIAL ANALYST II	M610	29-Jun-18 MID MGMT	Hourly Rate	40.39	42.41	44.53	46.75				
			Bi-Weekly Rate	3230.90	3392.45	3562.07	3740.18				
			Monthly	7000.29	7350.31	7717.82	8103.71	8508.90			

JOB TITLE	JOB CODE I	FFECTIVE DATE UNIT	PAY RATE	STEP 1	STEP 2	TEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FINANCIAL ANALYST, SENIOR	M615	29-Jun-18 MID MGMT	Hourly Rate	44.41	46.63	48.96	51.41	53.98			
			Bi-Weekly Rate	3552.91	3730.56	3917.08	4112.94	4318.58			
			Monthly	7697.97	8082.87	8487.01	8911.36	9356.93			
FINANCIAL SERVICES MANAGER	M770	29-Jun-18 MID MGMT	Hourly Rate	57.11	59.96	62.96	66.11	69.41			
			Bi-Weekly Rate	4568.41	4796.83	5036.68	5288.51	5552.94			
			Monthly	9898.23	10393.14	10912.80	11458.44	12031.36	;		
FIRE APPARATUS ENGINEER	B120	29-Jun-18 IAFF	Hourly Rate	36.06	37.87	39.76	41.75	43.84			
			FF 112 BW	4039.24	4241.20	4453.26	4675.93	4909.72			
			FF 112 Monthly	8751.69	9189.27	9648.73	10131.17	10637.73			
FIRE APPARATUS ENGINEER (40 HOURS)	B121	29-Jun-18 IAFF	Hourly Rate	50.49	53.02	55.67	58.45	61.37			
			Bi-Weekly Rate	4039.24	4241.20	4453.26	4675.93	4909.72			
			Monthly	8751.69	9189.27	9648.73	10131.17	10637.73			
FIRE BATTALION CHIEF (40 HOURS)	M205	29-Jun-18 PSM FIRE 80	Hourly Rate	71.89	75.49	79.26	83.22	87.39			
			Bi-Weekly Rate	5751.36	6038.93	6340.88	6657.92				
			Monthly	12461.28	13084.35	13738.57	14425.49				
FIRE BATTALION CHIEF (56 HOURS)	M390	29-Jun-18 PSM FIRE 112	Hourly Rate	51.34	53.91	56.61	59.44	62.41			
(**************************************			FF 112 BW	5750.41	6037.93	6339.83	6656.82				
			FF 112 Monthly	12459.23	13082.19	13736.30	14423.11				
				12 133.23	15002.15	13730.30		13111.21			
FIRE CAPTAIN	B100	29-Jun-18 IAFF	Hourly Rate	39.46	41.44	43.51	45.68	47.97			
TIRE CALLAIN	D100	23 3011 10 1211	FF 112 BW	4419.82	4640.81	4872.85	5116.49				
			FF 112 Monthly	9576.27	10055.08	10557.84	11085.73				
			FF 112 MONUNY	9510.21	10055.06	10557.64	11005.73	11040.02			
FIRE CAPTAIN (40 HOURS)	B101	29-Jun-18 IAFF	Hourly Rate	55.25	58.01	60.91	63.96	67.15			
FIRE CAPTAIN (40 HOOKS)	БІОТ	29-Juli-18 IAFF	Bi-Weekly Rate	4419.82	4640.81	4872.85	5116.49				
				9576.27	10055.08	10557.84	11085.73				
			Monthly	95/0.2/	10055.06	10557.64	11005.73	11040.02			
FIRE CHIEF DEDITY	M110	20 June 10 DCM FIRE 00	Harris Data	02.67	07.05	02.25	96.86	101.70			
FIRE CHIEF, DEPUTY	MIIU	29-Jun-18 PSM FIRE 80	Hourly Rate	83.67	87.85	92.25					
			Bi-Weekly Rate	6693.65	7028.33	7379.75	7748.74				
			Monthly	14502.91	15228.06	15989.46	16788.93	17628.38			
FIRE COLIDIES LIQUIDIV	1/5.40	20 1 40 110 110 17		10.03	10.00	20.07	24.04	22.04			
FIRE COURIER - HOURLY	X540	29-Jun-18 HOURLY	Hourly Rate	18.93	19.88	20.87	21.91				
			Bi-Weekly Rate	1514.44	1590.17	1669.67	1753.16				
			Monthly	3281.30	3445.36	3617.63	3798.51	3988.43			
FIDE A MADCHAL		20 1 40 551 555			c	=0.0					
FIRE MARSHAL	M410	29-Jun-18 PSM FIRE 80	Hourly Rate	71.89	75.49	79.26	83.22				
			Bi-Weekly Rate	5751.36	6038.93	6340.88	6657.92				
			Monthly	12461.28	13084.35	13738.57	14425.49	15146.77			
			1					<u> </u>			
GROUNDSPERSON	A505	29-Jun-18 AFSCME	Hourly Rate	29.50	30.97	32.52	34.15				
			Bi-Weekly Rate	2359.79	2477.78	2601.67	2731.76				
			Monthly	5112.89	5368.53	5636.96	5918.81	6214.75			
HUMAN RESOURCES ANALYST I	M700	29-Jun-18 MID MGMT	Hourly Rate	36.64	38.47	40.40	42.42				
			Bi-Weekly Rate	2931.27	3077.83	3231.72	3393.31				
			Monthly	6351.08	6668.64	7002.07	7352.17	7719.78			
HUMAN RESOURCES ANALYST II	M270	29-Jun-18 MID MGMT	Hourly Rate	40.28	42.29	44.40	46.62				
			Bi-Weekly Rate	3222.09	3383.20	3552.36	3729.97				
			Monthly	6981.20	7330.26	7696.77	8081.61	8485.69			
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JOB TITLE	JOB CODE E	FFECTIVE DATE UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
HUMAN RESOURCES ANALYST, SENIOR	M271	29-Jun-18 MID MGMT	Hourly Rate	44.33	46.54	48.87	51.31	53.88			
			Bi-Weekly Rate	3546.13	3723.44	3909.61	4105.09	4310.34			
			Monthly	7683.28	8067.45	8470.82	8894.36	9339.08			
HUMAN RESOURCES CLERK - HOURLY	X310	29-Jun-18 HOURLY	Hourly Rate	28.68	30.12	31.62	33.21	34.87			
			Bi-Weekly Rate	2294.71	2409.45	2529.92	2656.42	2789.24			
			Monthly	4971.88	5220.48	5481.50	5755.57	6043.35			
HUMAN RESOURCES MANAGER	M775	29-Jun-18 MID MGMT	Hourly Rate	57.22	60.08	63.08	66.23	69.55			
			Bi-Weekly Rate	4577.23	4806.09	5046.39	5298.71	5563.65			
			Monthly	9917.33	10413.19			12054.57			
			, ,								
HUMAN RESOURCES TECHNICIAN	O265	29-Jun-18 CONFID	Hourly Rate	30.22	31.73	33.32	34.98	36.73			
TOTAL TRESOURCES TECHNICALLY	0203	25 3411 10 0011112	Bi-Weekly Rate	2417.42	2538.29			2938.38			-
			Monthly	5237.73	5499.62			6366.50			-
			oncy	3237.73	3 133.02	377 1.00	0000.55	0500.50			
HUMAN RESOURCES TECHNICIAN - HOURLY	X265	29-Jun-18 HOURLY	Hourly Rate	30.22	31.73	33.32	34.98	36.73			_
TOTAL TRANSPORTED TECHNICIAN TOTAL	ALU3	23 Juli 10 11001(E)	Bi-Weekly Rate	2417.42	2538.29	2665.20		2938.38			
			Monthly	5237.73	5499.62	5774.60		6366.50			
		-	Monthly	3231.13	5433.02	3774.00	0005.55	0300.50			
INFORMATION SYSTEMS ADMINISTRATOR	M650	29-Jun-18 MID MGMT	Hourly Rate	52.71	55.34	58.11	61.02	64.07			+
INFORMATION STSTEMS ADMINISTRATOR	IVIOSU	29-Juli- 18 MID MGMT	Bi-Weekly Rate	4216.58	4427.41	4648.78		5125.28			
			,					11104.77			
			Monthly	9135.92	9592.72	10072.36	10575.97	11104.77			
INTEGRALATION CVCTENC ARMINISTRATOR CENTOR	14700	20 1 40 145 146147		55.24	50.44	64.00	64.07	67.07			
NFORMATION SYSTEMS ADMINISTRATOR, SENIOR	M790	29-Jun-18 MID MGMT	Hourly Rate	55.34	58.11	61.02		67.27			
			Bi-Weekly Rate	4427.41	4648.78			5381.54			
			Monthly	9592.72	10072.36	10575.97	11104.77	11660.01			
INFORMATION TECHNOLOGY MANAGER	M805	29-Jun-18 MID MGMT	Hourly Rate	58.24	61.15	64.21	67.42	70.79			
			Bi-Weekly Rate	4659.25	4892.22	5136.83		5663.35			
			Monthly	10095.05	10599.80	11129.79	11686.28	12270.60			
LABORATORY CHEMIST	D120	29-Jun-18 WQCP OP ENG	Hourly Rate	41.95	44.05	46.25		51.00			
			Bi-Weekly Rate	3356.32	3524.13	3700.34	3885.36	4079.62			
			Monthly	7272.02	7635.62	8017.40	8418.27	8839.19			
LABORATORY CHEMIST - HOURLY	X545	29-Jun-18 HOURLY	Hourly Rate	41.95	44.05	46.25	48.57	51.00			
			Bi-Weekly Rate	3356.32	3524.13	3700.34	3885.36	4079.62			
			Monthly	7272.02	7635.62	8017.40	8418.27	8839.19			
			j								
LABORATORY CHEMIST, SENIOR	D170	29-Jun-18 WQCP OP ENG	Hourly Rate	48.47	50.89	53.44	56.11	58.92			
• •			Bi-Weekly Rate	3877.63	4071.51	4275.08		4713.28			
			Monthly	8401.53	8821.60			10212.11			
			,	3.13.133		,					$\overline{}$
ABORATORY SUPERVISOR	M220	29-Jun-18 MID MGMT	Hourly Rate	52.20	54.81	57.55	60.43	63.45			
		25 34 15 11115 11161111	Bi-Weekly Rate	4175.91	4384.70	4603.94		5075.84			+
			Monthly	9047.80	9500.19			10997.65			_
		-	Monthly	3047.00	3300.19	3313.20	10473.90	20.16601			-
LANDSCAPE ARCHITECT	M815	29-Jun-18 MID MGMT	Hourly Rate	53.95	56.65	59.48	62.46	65.58			
LAINDSCAFE ARCHITECT	CIOIVI	אואו אואון פו -ווער-ב2		4316.23	4532.04	4758.65		5246.41			
			Bi-Weekly Rate								
			Monthly	9351.84	9819.43	10310.40	10825.92	11367.22			_
LIBRARIAN I	A210	29-Jun-18 AFSCME	Hourly Rate	30.03	31.53	33.11	34.76	36.50			
			Bi-Weekly Rate	2402.50	2522.63	2648.76		2920.26			
			Monthly	5205.42	5465.69	5738.98	6025.93	6327.22			
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JOB TITLE	JOB CODE	EFFECTIVE DATE UNIT	PAY RATE	STEP 1 S	TEP 2	TEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
LIBRARIAN I - HOURLY	X210	29-Jun-18 HOURLY	Hourly Rate	30.03	31.53	33.11	34.76	36.50	)		
			Bi-Weekly Rate	2402.50	2522.63	2648.76	2781.20	2920.26	5		
			Monthly	5205.42	5465.69	5738.98	6025.93	6327.22	2		
LIBRARIAN II	A240	29-Jun-18 AFSCME	Hourly Rate	33.05	34.70	36.44	38.26	40.17	,		
			Bi-Weekly Rate	2643.84	2776.03	2914.83	3060.57	3213.60	)		
			Monthly	5728.31	6014.73	6315.46	6631.24	6962.80	)		
LIBRARIAN II - HOURLY	X670	29-Jun-18 HOURLY	Hourly Rate	33.05	34.70	36.44	38.26	40.17	,		
			Bi-Weekly Rate	2643.84	2776.03	2914.83	3060.57		)		
			Monthly	5728.31	6014.73	6315.46	6631.24				
			ĺ								
LIBRARY ASSISTANT I	A220	29-Jun-18 AFSCME	Hourly Rate	23.58	24.76	26.00	27.30	28.66	5		
			Bi-Weekly Rate	1886.61	1980.95	2079.99	2183.99				
			Monthly	4087.67	4292.05	4506.65	4731.98				_
					1222100						_
LIBRARY ASSISTANT I - HOURLY	X220	29-Jun-18 HOURLY	Hourly Rate	23.58	24.76	26.00	27.30	28.66	5		_
			Bi-Weekly Rate	1886.61	1980.95	2079.99	2183.99				_
			Monthly	4087.67	4292.05	4506.65	4731.98				
				.007.07	.252.05	.500.05	+/ 51.50	4500.50			
LIBRARY ASSISTANT II	A215	29-Jun-18 AFSCME	Hourly Rate	26.05	27.35	28.72	30.15	31.66	;		_
EDIO ((1 7 (0 5) 5 ) 7 ((4 ) )	71213	25 3011 10 711 301112	Bi-Weekly Rate	2083.89	2188.08	2297.48	2412.36				_
			Monthly	4515.09	4740.84	4977.88	5226.78				
			Wionthly	4313.03	4740.04	4377.00	3220.70	3400.11			
LIBRARY ASSISTANT II - HOURLY	X225	29-Jun-18 HOURLY	Hourly Rate	26.05	27.35	28.72	30.15	31.66			
LIBRART ASSISTANT II - HOURET	X223	23-Juli-18 HOOKET	Bi-Weekly Rate	2083.89	2188.08	2297.48	2412.36				
			Monthly	4515.09	4740.84	4977.88	5226.78				
			Widitilly	4515.09	4740.04	4977.00	3220.70	3400.11			
IBRARY CLERK - HOURLY	X235	29-Jun-18 HOURLY	Hourly Rate	14.62	15.35	16.12	16.92	17.77	,		
LIBRART CLERK - HOURLT	A233	29-Juli-18 HOURLY	Bi-Weekly Rate	1169.39	1227.86	1289.25	1353.71				
			Monthly	2533.68	2660.36	2793.38	2933.05				
			Monthly	2555.00	2000.30	2/93.30	2933.03	3079.70	,		_
LIBRARY DIRECTOR, ASSISTANT	M640	29-Jun-18 MID MGMT	Hourly Rate	56.69	59.52	62.50	65.63	68.91			
LIBRARY DIRECTOR, ASSISTANT	101040	29-Jun-18 MID MGM1		4535.20	4761.96	5000.05	5250.06				
			Bi-Weekly Rate								_
			Monthly	9826.26	10317.57	10833.45	11375.12	11943.88	3		
LIDDARY BACE, LIQURIY	V250	20.5. 40.11011517		12.00	12.50	12.22	42.00	4450			
LIBRARY PAGE - HOURLY	X250	28-Dec-18 HOURLY	Hourly Rate	12.00	12.60	13.23	13.90				
			Bi-Weekly Rate	960.26	1008.27	1058.68	1111.62				
			Monthly	2080.56	2184.59	2293.82	2408.51	2528.93	5		
LIRRARY PROCESSALA MANAGER	14225	20 1 40 140 145 15		44.5-	47.00	10 ==	F0.0	F			
LIBRARY PROGRAM MANAGER	M235	29-Jun-18 MID MGMT	Hourly Rate	44.95	47.20	49.56	52.04				
			Bi-Weekly Rate	3596.30	3776.11	3964.92	4163.16				
			Monthly	7791.97	8181.57	8590.65	9020.18	9471.19	,		
LIBRARY SPECIALIST, SUPERVISING	A670	29-Jun-18 AFSCME	Hourly Rate	30.84	32.38	34.00	35.70				
			Bi-Weekly Rate	2466.90	2590.25	2719.76	2855.75				
			Monthly	5344.96	5612.20	5892.81	6187.46	6496.83	3		
LITERACY PROGRAM MANAGER	M500	29-Jun-18 MID MGMT	Hourly Rate	44.95	47.20	49.56	52.04				
			Bi-Weekly Rate	3596.30	3776.11	3964.92	4163.16				
			Monthly	7791.97	8181.57	8590.65	9020.18	9471.19	)		
LITERACY SERVICES ASSISTANT COORDINATOR - HOURLY	X655	29-Jun-18 HOURLY	Hourly Rate	26.05	27.35	28.72	30.15				
			Bi-Weekly Rate	2083.89	2188.08	2297.48	2412.36		3		
			Monthly	4515.09	4740.84	4977.88	5226.78	5488.11			
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LITERACY SERVICES ASSISTANT I - HOURLY  LITERACY SERVICES COORDINATOR	X665	29-Jun-18 HOURLY	Hourly Rate Bi-Weekly Rate	23.58 1886.61	24.76	26.00	27.30			
LITERACY SERVICES COORDINATOR			Bi-Weekly Rate	1000.01	4000 05					
LITERACY SERVICES COORDINATOR				1886.61	1980.95	2079.99	2183.99	2293.19		
LITERACY SERVICES COORDINATOR			Monthly	4087.67	4292.05	4506.65	4731.98	4968.58		
LITERACY SERVICES COORDINATOR			ĺ							
	A445	29-Jun-18 AFSCME	Hourly Rate	33.93	35.63	37.41	39.28	41.24		
			Bi-Weekly Rate	2714.34	2850.06	2992.56	3142.19			
			Monthly	5881.07	6175.12	6483.88	6808.07			_
										_
MAINTENANCE CRAFTSWORKER	A280	29-Jun-18 AFSCME	Hourly Rate	31.08	32.64	34.27	35.98	37.78		_
THE WATER COME TO THE COME.	7.200	23 34.1. 107.1.36.11.2	Bi-Weekly Rate	2486.56	2610.89	2741.43	2878.51			+
			Monthly	5387.55	5656.93	5939.78	6236.76			+
			i.i.o.i.e.ii.y	3307.33	3030.33	33330	0250.70	03.10.00		_
MAINTENANCE SUPERVISOR	M255	29-Jun-18 MID MGMT	Hourly Rate	41.20	43.26	45.42	47.69	50.08		_
IMAINTENANCE SOI ERVISOR	IVIZSS	23 Juli 10 WID WIGWI	Bi-Weekly Rate	3295.98	3460.78	3633.82	3815.51			_
			Monthly	7141.30	7498.36	7873.28				
			Wionthly	7 14 1.50	7490.30	7073.20	0200.94	0000.29		
MANIACEMENT ANIALVET I	MEZO	20 Jun 10 MAID MACMAT	Hourly Data	20.45	41.42	42.50	45.67	47.96		+
MANAGEMENT ANALYST I	M570	29-Jun-18 MID MGMT	Hourly Rate	39.45	41.43	43.50	45.67			
			Bi-Weekly Rate	3156.33	3314.15	3479.86	3653.85			+
			Monthly	6838.72	7180.66	7539.69	7916.68	8312.51	-	+
MANAGEMENT ANALYST II	M560	29-Jun-18 MID MGMT	Hourly Rate	43.39	45.56	47.83	50.22			
			Bi-Weekly Rate	3470.88	3644.43	3826.65	4017.98			
			Monthly	7520.25	7896.26	8291.07	8705.63	9140.91		
MEMBER, CULTURAL ARTS COMMISSION	X164	30-MAY-2008 BD CMS	Hourly Rate	50.00						
MEMBER, DESIGN REVIEW BOARD	X155	01-JAN-0001 BD CMS	Hourly Rate	50.00						
MEMBER, HISTORICAL COMMISSION	X165	01-JAN-0001 BD CMS	Hourly Rate	50.00						
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										_
MEMBER, HOUSING AUTHORITY COMMISSION	X175	01-JAN-0001 BD CMS	Hourly Rate	50.00						+
MEMBER, HOOSING NOTHERLY COMMISSION	XIII	01 3/11 0001 BB CIVIS	riourly nate	30.00						_
										_
										_
MEMBER LIPPARY BOARD	V220	01-JAN-0001 BD CMS	Harrier Data	F0.00						
MEMBER, LIBRARY BOARD	X230	0.1-19IN-000 I RD CM2	Hourly Rate	50.00						
				+					-	+
MEMBER, PARKING PLACE COMMISSION	X295	01-JAN-0001 BD CMS	Hourly Rate	50.00						
MEMBER, PARKS & RECREATION COMMISSION	X285	01-JAN-0001 BD CMS	Hourly Rate	50.00						
MEMBER, PERSONNEL BOARD	X305	01-JAN-0001 BD CMS	Hourly Rate	50.00						

JOB TITLE	JOB CODE	EFFECTIVE DATE UNIT	PAY RATE	STEP 1	STEP 2	TEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MEMBER, PLANNING COMMISSION	X315	01-JAN-0001 BD CMS	Hourly Rate	50.00							
MISCELLANEOUS HOURLY	X280	28-Dec-18 HOURLY	Hourly Rate	12.00				85.00			
			Bi-Weekly Rate	960.00				6800.00			
			Monthly	2080.00				14733.33			
OFFICE ASSISTANT - HOURLY	X440	29-Jun-18 HOURLY	Hourly Rate	22.13	23.23	24.39	25.61				
			Bi-Weekly Rate	1770.01	1858.52	1951.44	2049.01				
			Monthly	3835.03	4026.78	4228.12	4439.53	4661.51			
OFFICE SPECIALIST	A295	29-Jun-18 AFSCME	Hourly Rate	24.34	25.55	26.83	28.17				
			Bi-Weekly Rate	1946.95		2146.51	2253.84				
			Monthly	4218.39	4429.31	4650.77	4883.31	5127.48			
OFFICE CRECIALIST LIQURIN	V445	20 1 40 110115:::		2.5.	25.55	26.22	20.1	20 = 2			
OFFICE SPECIALIST - HOURLY	X415	29-Jun-18 HOURLY	Hourly Rate	24.34	25.55	26.83	28.17				
			Bi-Weekly Rate	1946.95		2146.51	2253.84				
			Monthly	4218.39	4429.31	4650.77	4883.31	5127.48	1		
ARAMEDIC FIREFIGHTER	B130	29-Jun-18 IAFF	Hourly Pate	36.06	37.87	39.76	41.75	43.84			
ANAIVILUIC FINEFIURI EN	0130	23-JUII-10 IAFF	Hourly Rate FF 112 BW	4039.24	4241.20	4453.26	4675.93				
			FF 112 BW FF 112 Monthly	4039.24 8751.69		9648.73	4675.93 10131.17				
			FF 112 IVIONTNIY	0/31.09	9109.27	9040./3	10151.17	10037.73	1		
ARAMEDIC FIREFIGHTER (40 HOURS)	B131	29-Jun-18 IAFF	Hourly Rate	50.49	53.02	55.67	58.45	61.37			
ARAIVIEDIC FIREFIGHTER (40 HOURS)	БІЗІ	29-Juli-18 IAFF	Bi-Weekly Rate	4039.24	4241.20	4453.26	4675.93				
			Monthly	8751.69		9648.73	10131.17				
			WOTHIN	6751.09	9109.21	3040.73	10131.17	10037.73	1		
PARAMEDIC/FIREFIGHTER RECRUIT (40 hours)	B135	29-Jun-18 IAFF	Hourly Rate	48.08							
ANAMEDIC/TINETIGITER RECROIT (40 flours)	D133	23 3011 10 1211	Bi-Weekly Rate	3846.43							
			Monthly	8333.94							
			IVIOITITIIY	0333.54							
PARK MAINTENANCE WORKER	A250	29-Jun-18 AFSCME	Hourly Rate	26.27	27.58	28.96	30.41	31.93			
7 WOLLD WELL TO STORE TO	7.250	23 3411 10 7 11 301112	Bi-Weekly Rate	2101.51	2206.59	2316.92	2432.76				
			Monthly	4553.27	4780.94	5019.98	5270.98				
			incinally	1555.21		30 13.30	32.0.30	33333			
PARK MAINTENANCE WORKER - HOURLY	X300	29-Jun-18 HOURLY	Hourly Rate	26.27	27.58	28.96	30.41	31.93			
			Bi-Weekly Rate	2101.51	2206.59	2316.92	2432.76				
			Monthly	4553.27	4780.94	5019.98	5270.98				
ARK MAINTENANCE WORKER, LEAD	A195	29-Jun-18 AFSCME	Hourly Rate	31.26	32.82	34.46	36.19	38.00			
			Bi-Weekly Rate	2500.80	2625.84	2757.13	2894.99	3039.74			
			Monthly	5418.40	5689.32	5973.78	6272.47	6586.09			
ARK MAINTENANCE WORKER, SENIOR	A350	29-Jun-18 AFSCME	Hourly Rate	28.14	29.55	31.03	32.58				
			Bi-Weekly Rate	2251.33	2363.90	2482.09	2606.19	2736.50			
			Monthly	4877.88	5121.77	5377.86	5646.75	5929.09			
ARKING ENFORCEMENT OFFICER	C175	29-Jun-18 PO NONSWO		24.14	25.35	26.62	27.95				
			Bi-Weekly Rate	1931.36		2129.32	2235.79				
			Monthly	4184.61	4393.84	4613.53	4844.20	5086.41			
PARKING ENFORCEMENT OFFICER - HOURLY	X180	29-Jun-18 HOURLY	Hourly Rate	24.14		26.62	27.95				
			Bi-Weekly Rate	1931.36		2129.32	2235.79				
			Monthly	4184.61	4393.84	4613.53	4844.20	5086.41			

JOB TITLE	JOB CODE E	FFECTIVE DATE UNIT	PAY RATE	STEP 1 S	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PARKING SYSTEM TECHNICIAN	A245	29-Jun-18 AFSCME	Hourly Rate	31.26	32.82	34.46	36.19	38.00			
			Bi-Weekly Rate	2500.80	2625.84	2757.13	2894.99	3039.74			
			Monthly	5418.40	5689.32	5973.78	6272.47	6586.09			
PAYROLL ADMINISTRATOR	M785	29-Jun-18 MID MGMT	Hourly Rate	38.57	40.50	42.53	44.65	46.89			
			Bi-Weekly Rate	3085.83	3240.12	3402.13	3572.24	3750.85			
			Monthly	6685.97	7020.27	7371.28	7739.85	8126.84			
			ĺ								
PERMIT TECHNICIAN	A460	29-Jun-18 AFSCME	Hourly Rate	35.56	37.33	39.20	41.16	43.22			
			Bi-Weekly Rate	2844.50	2986.72	3136.06	3292.86	3457.50			
			Monthly	6163.08	6471.23	6794.79		7491.26			
			, ,								
PERMIT TECHNICIAN, SENIOR	A700	29-Jun-18 AFSCME	Hourly Rate	37.83	39.72	41.70	43.79	45.98			
			Bi-Weekly Rate	3026.18	3177.48			3678.34			
			Monthly	6556.71	6884.55			7969.73			
				-		12200					
PLANNER, ASSOCIATE	M125	29-Jun-18 MID MGMT	Hourly Rate	39.58	41.56	43.64	45.82	48.11			
	25		Bi-Weekly Rate	3166.50	3324.83	3491.07		3848.90			
			Monthly	6860.76	7203.79			8339.29			
				5555.75	. 203.73	. 505.50	. 3-12.10	3333.23			
PLANNER, ASSOCIATE - HOURLY	X125	29-Jun-18 HOURLY	Hourly Rate	39.58	41.56	43.64	45.82	48.11			
TENNIVER, 1830CHITE THORKET	KIES	23 Juli 10 HOOKET	Bi-Weekly Rate	3166.50	3324.83	3491.07		3848.90			
			Monthly	6860.76	7203.79			8339.29			
			Wichting	0000.70	1203.13	7303.50	7342.10	0333.23			
PLANNER, PRINCIPAL	M590	29-Jun-18 MID MGMT	Hourly Rate	52.67	55.31	58.07	60.98	64.02			
PLAININER, PRINCIPAL	IVISSU	29-3011-18   WID   WIGIVI	Bi-Weekly Rate	4213.87	4424.56			5121.98			
				9130.05	9586.55	10065.88		11097.63			
			Monthly	9130.05	9500.55	10005.00	10569.17	11097.63			
DI ANINED CENIOD	M335	29-Jun-18 MID MGMT	Harrier Data	40.01	51.46	F4.04	FC 74	59.58			
PLANNER, SENIOR	IVI333	29-Jun-18 MID MGM1	Hourly Rate	49.01	4117.06	54.04 4322.92		4766.02			
			Bi-Weekly Rate	3921.01		9366.32					
			Monthly	8495.53	8920.30	9366.32	9834.64	10326.37			
DI ANNIED CENTOD LIGHTIN	V225	20 1 40 110 110 17		40.04		5404	5674	50.50			
PLANNER, SENIOR - HOURLY	X335	29-Jun-18 HOURLY	Hourly Rate	49.01	51.46			59.58			
			Bi-Weekly Rate	3921.01	4117.06	4322.92		4766.02			
			Monthly	8495.53	8920.30	9366.32	9834.64	10326.37			
				2.5							
PLANNING TECHNICIAN	A462	29-Jun-18 AFSCME	Hourly Rate	35.55	37.33	39.19		43.21			
			Bi-Weekly Rate	2843.82	2986.01	3135.31		3456.68			
			Monthly	6161.61	6469.69	6793.17	7132.83	7489.47			
PLANT ELECTRICIAN I	D105	29-Jun-18 WQCP OP ENG	Hourly Rate	36.73	38.57	40.50		44.65			
			Bi-Weekly Rate	2938.73	3085.66			3572.04			
			Monthly	6367.24	6685.60	7019.88	7370.88	7739.42			
				1		<b></b>	<u> </u>				
PLANT ELECTRICIAN I - HOURLY	X500	29-Jun-18 HOURLY	Hourly Rate	36.73	38.57	40.50		44.65			
			Bi-Weekly Rate	2938.73	3085.66	3239.95		3572.04			
			Monthly	6367.24	6685.60	7019.88	7370.88	7739.42			
PLANT ELECTRICIAN II	D140	29-Jun-18 WQCP OP ENG	Hourly Rate	40.41	42.43	44.55		49.12			
			Bi-Weekly Rate	3232.94	3394.58			3929.66			
			Monthly	7004.70	7354.93	7722.68	8108.81	8514.25			
PLANT MAINTENANCE SUPERVISOR	M745	29-Jun-18 MID MGMT	Hourly Rate	51.75	54.34	57.05	59.91	62.90			
			Bi-Weekly Rate	4139.98	4346.98	4564.32	4792.54	5032.17			
			Monthly	8969.95	9418.45	9889.37	10383.84	10903.03			

JOB TITLE	JOB CODE	EFFECTIVE DATE UNIT	PAY RATE	STEP 1 S	TEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PLANT MECHANIC - HOURLY	X355	29-Jun-18 HOURLY	Hourly Rate	33.78	35.47	37.24	39.10	41.06			
			Bi-Weekly Rate	2702.14	2837.24	2979.11	3128.06				
			Monthly	5854.63	6147.36	6454.73	6777.47	7116.34			
	- 100						20.10				
PLANT MECHANIC I	D130	29-Jun-18 WQCP OP ENG	Hourly Rate	33.78	35.47	37.24					
			Bi-Weekly Rate Monthly	2702.14 5854.63	2837.24 6147.36	2979.11 6454.73	3128.06 6777.47				
			WOTHIN	3634.03	0147.30	0434.73	0///.4/	7110.34			
PLANT MECHANIC II	D135	29-Jun-18 WQCP OP ENG	Hourly Rate	37.17	39.02	40.98	43.02	45.18			
			Bi-Weekly Rate	2973.30	3121.96	3278.06	3441.97	3614.06			
			Monthly	6442.15	6764.26	7102.47	7457.59	7830.47			
PLANT MECHANIC, APPRENTICE	D220	29-Jun-18 WQCP OP ENG	Hourly Rate	29.37	31.63	33.89					
			Bi-Weekly Rate	2349.60	2530.40	2711.20					
			Monthly	5090.80	5482.53	5874.27	6264.27	6656.00	7047.73	7439.47	7830.47
PLANT MECHANIC, ASSISTANT - HOURLY	X135	29-Jun-18 HOURLY	Hourly Rate	30.40	31.92	33.51	35.19	36.95			
TEANT WESTANIC, ASSISTANT TOOKET	X133	23 Juli 10 HOOKET	Bi-Weekly Rate	2431.65	2553.23	2680.90					
			Monthly	5268.58	5532.01	5808.61	6099.04				
			,								
PLANT MECHANIC, LEAD	D180	29-Jun-18 WQCP OP ENG	Hourly Rate	41.90	44.00	46.20	48.51	50.93			
			Bi-Weekly Rate	3352.25	3519.86	3695.85					
			Monthly	7263.21	7626.37	8007.69	8408.07	8828.47			
PLANT OPERATOR I	D145	29-Jun-18 WQCP OP ENG	Hourly Rate	32.35	33.97	35.67	37.45				
			Bi-Weekly Rate	2588.25	2717.66	2853.54					
			Monthly	5607.87	5888.26	6182.68	6491.81	6816.40	1		
PLANT OPERATOR I - CONTRACT FT	X145	29-Jun-18 HOURLY	Hourly Rate	32.35	33.97	35.67	37.45	39.33			
			Bi-Weekly Rate	2588.25	2717.66	2853.54					
			Monthly	5607.87	5888.26	6182.68					
PLANT OPERATOR I - HOURLY	X140	29-Jun-18 HOURLY	Hourly Rate	32.35	33.97	35.67	37.45				
			Bi-Weekly Rate	2588.25	2717.66	2853.54	2996.22				
			Monthly	5607.87	5888.26	6182.68	6491.81	6816.40			
PLANT OPERATOR II	D150	29-Jun-18 WQCP OP ENG	Hourly Rate	35.60	37.38	39.25	41.21	43.27	,		
PLAINT OPERATOR II	D130	29-Juli-18 WQCF OF ENG	Bi-Weekly Rate	2847.89	2990.28	3139.80					
			Monthly	6170.42	6478.94	6802.89					
			Wildlich	0170.42	0470.54	0002.03	7145.05	7500.15			
PLANT OPERATOR II - HOURLY	X530	29-Jun-18 HOURLY	Hourly Rate	35.60	37.38	39.25	41.21	43.27			
			Bi-Weekly Rate	2847.89	2990.28	3139.80	3296.78	3461.62			
			Monthly	6170.42	6478.94	6802.89	7143.03	7500.19			
PLANT OPERATOR III	D200	29-Jun-18 WQCP OP ENG	Hourly Rate	37.38	39.25	41.21	43.27				
			Bi-Weekly Rate	2990.25	3139.76	3296.75	3461.58				
			Monthly	6478.87	6802.81	7142.95	7500.10	7875.11			
PLANT OPERATOR, APPRENTICE	D100	29-Jun-18 WQCP OP ENG	Hourly Rate	28.13	30.29	32.45	34.62	36.78	38.94	41.11	43.27
. Date of Electrony All Metallice	5100	23 3411 10 11 401 01 1110	Bi-Weekly Rate	2250.40	2423.20	2596.00					
			Monthly	4875.87	5250.27	5624.67	6000.80				
			<u> </u>								
PLANT OPERATOR, LEAD	D190	29-Jun-18 WQCP OP ENG	Hourly Rate	41.12	43.17	45.33					
LAINT OFERATOR, LEAD			Bi-Weekly Rate	3289.20	3453.66	3626.35	3807.66	3998.05	1		
				7126.61	7482.94	7857.09					

JOB TITLE		FFECTIVE DATE UNIT	PAY RATE			STEP 3	_		STEP 6	STEP 7	STEP 8
PLANT SUPERINTENDENT	M355	29-Jun-18 MID MGMT	Hourly Rate	67.05	70.41	73.93	77.62	81.50			
			Bi-Weekly Rate	5364.28	5632.49	5914.12	6209.82	6520.31			
			Monthly	11622.60	12203.73	12813.92	13454.61	14127.34			
PLANT SUPERINTENDENT, ASSISTANT	M465	29-Jun-18 MID MGMT	Hourly Rate	54.72	57.45	60.32		66.51			
			Bi-Weekly Rate	4377.24	4596.11	4825.91	5067.21	5320.57			
			Monthly	9484.03	9958.23	10456.14	10978.95	11527.90			
PLANT UTILITY WORKER	D125	20 June 10 WOCD OD ENG	Harris Data	20.62	21.10	22.65	24.20	36.00			
PLANT UTILITY WORKER	D125	29-Jun-18 WQCP OP ENG	Hourly Rate	29.62	31.10		34.28				
			Bi-Weekly Rate Monthly	2369.28 5133.45	2487.75 5390.12		2742.74 5942.61	2879.88 6239.74			
			WOTHIN	3133.43	3330.12	3039.03	3942.01	0239.74			
PLANT UTILITY WORKER - HOURLY	X490	29-Jun-18 HOURLY	Hourly Rate	29.62	31.10	32.65	34.28	36.00			
PLANT OTILITY WORKER - HOURLY	A490	29-Juli-18 HOOKLY	Bi-Weekly Rate	2369.28	2487.75			2879.88			
			Monthly	5133.45	5390.12	5659.63	5942.61	6239.74			
			Wichting	3133.43	3330.12	3039.03	3942.01	0239.74			
POLICE CAPTAIN	M280	29-Jun-18 PSM POLICE	Hourly Rate	79.32	83.29	87.45	91.83	96.42			
CEICE CON IN MIX	111200	25 3411 101 3111 1 3111	Bi-Weekly Rate	6345.89	6663.18		7346.16	7713.46			
			Monthly	13749.42	14436.89		15916.67	16712.51			
				.5145.42	30.03	.5150.75	.5510.07	.5712.51			
POLICE CHIEF, DEPUTY	M765	29-Jun-18 PSM POLICE	Hourly Rate	83.22	87.38	91.75	96.34	101.16			
			Bi-Weekly Rate	6657.72	6990.61	7340.14	7707.15	8092.50			
			Monthly	14425.07	15146.32	15903.64		17533.76			
			,								
POLICE COMMUNICATIONS & RECORDS MANAGER	M285	29-Jun-18 MID MGMT	Hourly Rate	53.81	56.50	59.32	62.29	65.41			
			Bi-Weekly Rate	4304.71	4519.94		4983.24	5232.40			
			Monthly	9326.87	9793.21	10282.87	10797.02	11336.87			
OLICE CORPORAL	C100	29-Jun-18 PO SWORN	Hourly Rate	55.13	56.51	57.92	59.37				
			Bi-Weekly Rate	4410.42	4520.68	4633.69	4749.54				
			Monthly	9555.90	9794.80	10039.67	10290.66				
POLICE COURT LIAISON - HOURLY	X193	29-Jun-18 HOURLY	Hourly Rate	25.88	27.17	28.53	29.96	31.46			
			Bi-Weekly Rate	2070.33	2173.84	2282.54	2396.66	2516.50			
			Monthly	4485.71	4710.00	4945.49	5192.77	5452.41			
POLICE LIEUTENANT	M275	29-Jun-18 PSM POLICE	Hourly Rate	69.60	73.08			84.60			
			Bi-Weekly Rate	5568.33	5846.74		6446.03	6768.34			
			Monthly	12064.71	12667.94	13301.34	13966.41	14664.73			
ACUSE MEDIA TECHNICIANI	5255	20 1 40 20 110110111		22.5							
POLICE MEDIA TECHNICIAN	C220	29-Jun-18 PO NONSWORN		28.68	30.12	31.62		34.87			
			Bi-Weekly Rate	2294.71	2409.45		2656.42	2789.24			
			Monthly	4971.88	5220.48	5481.50	5755.57	6043.35			
DOLICE OFFICER	C11F	20 Jun 10 DO CWODN	Hourly Data	41 17	4400	47.14	50.44	53.97			
POLICE OFFICER	C115	29-Jun-18 PO SWORN	Hourly Rate Bi-Weekly Rate	41.17 3294.00	44.06 3524.58			4317.76			
			Monthly	7137.00	7636.59			9355.15			
			iviontniy	/137.00	/ 636.59	61/1.15	6/43.13	9355.15			
POLICE PROPERTY/ EVIDENCE SPECIALIST	C110	29-Jun-18 PO NONSWORN	I Hourly Pata	28.01	29.41	30.88	32.42	34.04			
OLICE PROPERTY EVIDENCE SPECIALIST	C110	23-JUII-10 PO INOINSWORM	Bi-Weekly Rate	2240.48	2352.51	2470.13		2723.32			_
			Monthly	4854.38	5097.10			5900.53			
			iviolitiliy	4034.30	3037.10	3331.83	3013.33	3300.33			
POLICE PROPERTY/EVIDENCE ASSISTANT - HOURLY	X190	29-Jun-18 HOURLY	Hourly Rate	25.88	27.17	28.53	29.96	31.46			
OLICE FROI ENTITIENTE ASSISTANT - HOURET	A130	23-3011-1011OOKLT	Bi-Weekly Rate	2070.33	2173.84			2516.50			
			Monthly	4485.71	4710.00	4945.49		5452.41			
			IVIOLITIIIA	4400.71	47 10.00	4945.49	3192.//	545Z.4T			-

JOB TITLE	JOB CODE I	FFECTIVE DATE UNIT	PAY RATE	STEP 1 S	TEP 2	TEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
POLICE RECORDS SPECIALIST	C105	29-Jun-18 PO NONSWORN	Hourly Rate	25.88	27.17	28.53	29.96	31.46			
			Bi-Weekly Rate	2070.33	2173.84	2282.54	2396.66	2516.50			
			Monthly	4485.71	4710.00	4945.49	5192.77	5452.41			
POLICE RECORDS SPECIALIST - HOURLY	X191	29-Jun-18 HOURLY	Hourly Rate	25.88	27.17	28.53	29.96	31.46			
			Bi-Weekly Rate	2070.33	2173.84	2282.54	2396.66	2516.50			
			Monthly	4485.71	4710.00	4945.49	5192.77	5452.41			
POLICE RECORDS SPECIALIST, SENIOR	C180	29-Jun-18 PO NONSWORN	Hourly Rate	27.26	28.62	30.05	31.56	33.14			
			Bi-Weekly Rate	2180.83	2289.87	2404.36	2524.58	2650.81			
			Monthly	4725.12	4961.38	5209.45	5469.92	5743.42			
POLICE RECORDS SPECIALIST, SUPERVISING	C200	29-Jun-18 PO NONSWORN	Hourly Rate	29.76	31.25	32.81	34.45	36.17			
			Bi-Weekly Rate	2380.81	2499.85	2624.84	2756.08	2893.89			
			Monthly	5158.42	5416.34	5687.16	5971.51	6270.09			
POLICE RECRUIT	C190	29-Jun-18 PO NONSWORN	Hourly Rate	40.37							
			Bi-Weekly Rate	3229.26							
			Monthly	6996.72							
POLICE RESERVE OFFICER - HOURLY	X325	29-Jun-18 HOURLY	Hourly Rate	44.30							
			Bi-Weekly Rate	3544.02							
			Monthly	7678.72							
			,								_
POLICE SERGEANT	C165	29-Jun-18 PO SWORN	Hourly Rate	59.16	60.64	62.16	63.71	65.30			_
	0.00		Bi-Weekly Rate	4732.83	4851.15	4972.43	5096.74				_
			Monthly	10254.47	10510.83	10773.60	11042.94				_
											_
POLICE SERVICE TECHNICIAN	C125	29-Jun-18 PO NONSWORN	Hourly Rate	26.64	27.97	29.37	30.84	32.38			
	0.20		Bi-Weekly Rate	2131.34	2237.91	2349.80	2467.29				_
			Monthly	4617.90	4848.80	5091.24	5345.80				_
			···o··c···y	1017.50	10 10.00	3031.21	33 13.00	30.13.03			
POLICE SERVICE TECHNICIAN - HOURLY	X192	29-Jun-18 HOURLY	Hourly Rate	26.64	27.97	29.37	30.84	32.38			
TOLICE SERVICE TECHNICIAN THOURE	XISE	23 Juli 10 HOOKET	Bi-Weekly Rate	2131.34	2237.91	2349.80	2467.29				
			Monthly	4617.90	4848.80	5091.24	5345.80				<del>-  </del>
			ivioritiny	4017.50	4040.00	3031.E-F	3343.00	3013.03			
PRESCHOOL TEACHER I	A495	29-Jun-18 AFSCME	Hourly Rate	20.82	21.86	22.95	24.10	25.31			
TRESCRIOGE TEXCHERT	74455	23 Juli 10 Juli SCIVIE	Bi-Weekly Rate	1665.62	1748.90	1836.34	1928.16				<del>-  </del>
			Monthly	3608.84	3789.28	3978.74	4177.68				<del>-  </del>
			oneny	3000.04	3,03.20	3310.74	-+177.00	4300.30			_
PRESCHOOL TEACHER I - HOURLY	X690	29-Jun-18 HOURLY	Hourly Rate	20.82	21.86	22.95	24.10	25.31			
TRESCUSOR TEACHER THOURET	7030	25 Juli 10 HOUNET	Bi-Weekly Rate	1665.62	1748.90	1836.34	1928.16				
			Monthly	3608.84	3789.28	3978.74	4177.68				_
			oneny	3000.04	3,03.20	3310.74	-+177.00	4500.50			
PRESCHOOL TEACHER II	A680	29-Jun-18 AFSCME	Hourly Rate	22.90	24.05	25.25	26.52	27.84			
TRESCRISSE TEACHER II	7000	25 Juli To Al Scivic	Bi-Weekly Rate	1832.38	1924.00	2020.20	2121.21	2227.27			
			Monthly	3970.16	4168.67	4377.10	4595.96				
			itioniting	3370.10	4100.07	<del>-1311.10</del>	4333.90	4023.70			
PRESCHOOL TEACHER II - HOURLY	X680	29-Jun-18 HOURLY	Hourly Rate	22.90	24.05	25.25	26.52	27.84			
TRESCRICTE FEACULITY TOURE	7,000	25 Juli 10 HOOKET	Bi-Weekly Rate	1832.38	1924.00	2020.20	2121.21				
			Monthly	3970.16	4168.67	4377.10	4595.96				
			itionitiny	3310.10	7100.07	-311.10	+333.30	+023.70			
PROGRAM MANAGER	M750	29-Jun-18 MID MGMT	Hourly Rate	51.60	54.18	56.89	59.73	62.72			
F NOUNAINI INIANAUEN	IVI / OU	29-Juli-10 IVIU IVIUVII	Bi-Weekly Rate	4127.77	4334.16	4550.87	4778.42				
					9390.69	9860.22	10353.23			_	
			Monthly	8943.51	9390.69	9000.22	10353.23	108/0.89			

JOB TITLE	JOB CODE	EFFECTIVE DATE UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PUBLIC WORKS ADMINISTRATOR	M795	29-Jun-18 MID MGMT	Hourly Rate	50.80	53.34	56.01	58.81	61.75			
			Bi-Weekly Rate	4064.05	4267.25	4480.62	4704.65	4939.88			
			Monthly	8805.44	9245.72	9708.00					
			,								
PUBLIC WORKS ASSISTANT DIRECTOR/CITY ENGINEER	M755	29-Jun-18 MID MGMT	Hourly Rate	74.85	78.59	82.52	86.65	90.98			
			Bi-Weekly Rate	5987.95	6287.35	6601.72	6931.80	7278.39			
			Monthly	12973.89	13622.59	14303.72	15018.90	15769.85			
PUBLIC WORKS DEPUTY DIRECTOR	M820	29-Jun-18 MID MGMT	Hourly Rate	64.24	67.45	70.82	74.36	78.08			
			Bi-Weekly Rate	5138.93	5395.88	5665.67	5948.95	6246.40			
			Monthly	11134.35	11691.06	12275.62	12889.40	13533.87			
PUBLIC WORKS INSPECTOR	A310	29-Jun-18 AFSCME	Hourly Rate	40.23	42.25	44.36					
			Bi-Weekly Rate	3218.70	3379.64	3548.62					
			Monthly	6973.85	7322.55	7688.67	8073.11	8476.76			
PUBLIC WORKS MAINTENANCE WORKER	A275	29-Jun-18 AFSCME	Hourly Rate	26.27	27.58	28.96					
			Bi-Weekly Rate	2101.51	2206.59	2316.92					
			Monthly	4553.27	4780.94	5019.98	5270.98	5534.53			
	1/2 / 5										
PUBLIC WORKS MAINTENANCE WORKER - HOURLY	X345	29-Jun-18 HOURLY	Hourly Rate	26.27	27.58	28.96					
			Bi-Weekly Rate	2101.51	2206.59	2316.92					
			Monthly	4553.27	4780.94	5019.98	5270.98	5534.53			
PUBLIC WORKS MAINTENANCE WORKER, LEAD	A200	29-Jun-18 AFSCME	Hourly Rate	31.26	32.82	34.46					
			Bi-Weekly Rate	2500.80	2625.84	2757.13					
			Monthly	5418.40	5689.32	5973.78	6272.47	6586.09			
				2011		21.00		2121			
PUBLIC WORKS MAINTENANCE WORKER, SENIOR	A360	29-Jun-18 AFSCME	Hourly Rate	28.14	29.55	31.03					
			Bi-Weekly Rate	2251.33	2363.90	2482.09					
			Monthly	4877.88	5121.77	5377.86	5646.75	5929.09			
RECREATION & COMMUNITY SERVICES PROG COOR - HOURLY	/ X700	29-Jun-18 HOURLY	Hourly Rate	28.85	30.30	31.81	33.40				
			Bi-Weekly Rate	2308.27	2423.69	2544.87	2672.11				
			Monthly	5001.26	5251.32	5513.89	5789.58	6079.06			
DECDE ATION OF COLUMNIA COORD	14520	20 1 40 145 146147		20.05	20.20	24.04	22.40	25.07			
RECREATION & COMMUNITY SERVICES PROGRAM COORD	M530	29-Jun-18 MID MGMT	Hourly Rate	28.85	30.30	31.81	33.40				
			Bi-Weekly Rate	2308.27	2423.69	2544.87	2672.11				
			Monthly	5001.26	5251.32	5513.89	5789.58	6079.06			
DECDEATION OF COMMUNITY CERVICES SUBSERVICES	14205	20 hrs 10 MD MCMT	Haudu D-t-	41.00	43.00	45.40	47.00	50.00			
RECREATION & COMMUNITY SERVICES SUPERVISOR	M295	29-Jun-18 MID MGMT	Hourly Rate	41.20	43.26	45.42					
			Bi-Weekly Rate	3295.98	3460.78	3633.82	3815.51 8266.94				
			Monthly	7141.30	7498.36	7873.28	8266.94	8680.29			
RECREATION INSTRUCTOR - HOURLY	X350	28-Dec-18 HOURLY	Hourly Rate	12.00				38.00			
NECKERITOR INSTRUCTOR - HOURET	A330	20-DEC-10 HOURLY	Bi-Weekly Rate	960.00				3040.00			
			Monthly	2080.00				6586.67			
			ivionthly	2060.00				0300.07			
RECREATION LEADER I - HOURLY	X360	28-Dec-18 HOURLY	Hourly Rate	12.00	12.60	13.23	13.90	14.59			
NECKEATION LEADER 1- HOURET	7300	20-Dec-10 HOOKET	Bi-Weekly Rate	960.26	1008.27	1058.68					
	1		Monthly	2080.56	2184.59	2293.82					
	1		wionuny	2000.30	£ 104.39	2233.02	2400.51	2320.93			
RECREATION LEADER II	A610	28-Dec-18 AFSCME	Hourly Rate	13.20	13.86	14.55	15.28	16.04			
NECKEATION LEADER II	7010	20-Dec-10 At 3CIVIE	Bi-Weekly Rate	1055.69	1108.48	1163.90					
	1		Monthly	2287.33	2401.70	2521.78					
						4341./0		L 210U.21			1

JOB TITLE	JOB CODE E	FFECTIVE DATE UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
RECREATION LEADER II - HOURLY	X365	28-Dec-18 HOURLY	Hourly Rate	13.20	13.86	14.55	15.28	16.04			
			Bi-Weekly Rate	1055.69	1108.48	1163.90	1222.10	1283.20			
			Monthly	2287.33	2401.70	2521.78	2647.87	2780.27			
			ĺ								
RECREATION LEADER III	A620	29-Jun-18 AFSCME	Hourly Rate	14.57	15.29	16.06	16.86	17.71			
			Bi-Weekly Rate	1165.32	1223.59			1416.46			
			Monthly	2524.86	2651.11	2783.66		3068.99		_	_
										_	_
RECREATION LEADER III - HOURLY	X370	29-Jun-18 HOURLY	Hourly Rate	14.57	15.29	16.06	16.86	17.71		_	_
NECKE WICH ED ID EN III HOUNE!	7.57 0	ES Jan 10 MOGNET	Bi-Weekly Rate	1165.32	1223.59			1416.46			
			Monthly	2524.86	2651.11			3068.99			
			Wientiny	2524.00	2031.11	2703.00	2522.05	3000.33			-
RECREATION LEADER IV	A515	29-Jun-18 AFSCME	Hourly Rate	18.93	19.88	20.87	21.91	23.01		+	
RECREATION LEADER IV	ASTS	29-Juli-10 Al SCIVIL	Bi-Weekly Rate	1514.44	1590.17	1669.67		1840.82			
			Monthly	3281.30	3445.36			3988.43			
			Wichting	3201.30	3443.30	3017.03	3730.31	3300.43			
RECREATION LEADER IV - HOURLY	X375	29-Jun-18 HOURLY	Hourly Data	18.93	19.88	20.87	21.91	23.01		+	-
NECREATION LEADER IV - HOURLY	A3/3	29-Juli-10 HOUKLY	Hourly Rate		1590.17	1669.67	1753.16	1840.82		+	-
			Bi-Weekly Rate	1514.44	3445.36			3988.43			-
			Monthly	3281.30	3445.36	3617.63	3/98.51	3988.43			
CAFETY INCRECTOR LIQUELY	2404	0.6 17.11011011	11	27.00	20.12	20.5-	22.12	22 =2		-	-
SAFETY INSPECTOR - HOURLY	X181	8-Sep-17 HOURLY	Hourly Rate	27.80	29.19			33.79			
			Bi-Weekly Rate	2224.00	2335.20	2452.00		2703.20			
			Monthly	4818.67	5059.60	5312.67	5579.60	5856.93			
SAFETY INSPECTOR I	B200	29-Jun-18 IAFF	Hourly Rate	48.08	50.48						
			Bi-Weekly Rate	3846.44	4038.77	4240.70		4675.38			
			Monthly	8333.96	8750.66	9188.19	9647.60	10129.98			
SAFETY INSPECTOR II	B195	29-Jun-18 IAFF	Hourly Rate	52.86	55.50	58.28	61.19	64.25			
			Bi-Weekly Rate	4228.78	4440.22	4662.23	4895.34	5140.11			
			Monthly	9162.36	9620.48	10101.51	10606.58	11136.91			
SAFETY INSPECTOR III	B190	29-Jun-18 IAFF	Hourly Rate	57.72	60.60	63.63	66.81	70.15			
			Bi-Weekly Rate	4617.22	4848.08	5090.49	5345.01	5612.26			
			Monthly	10003.98	10504.18						
								1=100101		_	_
SWEEPER OPERATOR	A370	29-Jun-18 AFSCME	Hourly Rate	30.58	32.11	33.72	35.40	37.17		_	_
	7.5.0		Bi-Weekly Rate	2446.57	2568.89	2697.34		2973.82			+
			Monthly	5300.89	5565.94	5844.23		6443.27			
			ATIONICINY	3300.09	3303.34	3044.23	3130.43	5445.27		+	$\overline{}$
TECHNICAL SERVICES SUPERVISOR	M735	29-Jun-18 MID MGMT	Hourly Rate	51.36	53.93	56.62	59.46	62.43		+	-
I LCI II VICAL SERVICES SUFERVISOR	101733	29-Juli- 10 IVID IVIGIVII	Bi-Weekly Rate	4108.79	4314.23	4529.94		4994.26		+	-
			Monthly	8902.39	9347.50			10820.91		+	$\overline{}$
			ivioritrity	0902.39	3347.50	9014.88	10305.62	10020.91			
FDEE TOIMANED	4275	20 hrs 10 AECCAE	Handy D. t.	24.50	22.07	2472	20.10	20.00			-
TREE TRIMMER	A375	29-Jun-18 AFSCME	Hourly Rate	31.50	33.07	34.73		38.29			-
			Bi-Weekly Rate	2519.78	2645.77	2778.06		3062.81		-	-
			Monthly	5459.52	5732.50	6019.12	6320.08	6636.08			-
											-
VAN DRIVER	A510	29-Jun-18 AFSCME	Hourly Rate	16.08	16.89			19.55			
			Bi-Weekly Rate	1286.67	1351.00	1418.55		1563.95			
			Monthly	2787.78	2927.17	3073.53	3227.20	3388.56			
VAN DRIVER - HOURLY	X555	29-Jun-18 HOURLY	Hourly Rate	16.08	16.89	17.73	18.62	19.55			
			Bi-Weekly Rate	1286.67	1351.00	1418.55	1489.48	1563.95			
			Monthly	2787.78	2927.17	3073.53	3227.20	3388.56			
	1		1 1	1							-