

CITY OF SOUTH SAN FRANCISCO



ADOPTED OPERATING BUDGET FISCAL YEAR 2018-19

Addendum to the Adopted FY 2017-19 Biennial Operating Budget Adopted by the South
San Francisco City Council on June 28, 2017

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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

Mike Futrell

Assistant City Manager

Marian Lee

City Treasurer

Frank Risso

City Clerk

Krista Martinelli

City Attorney

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 XIII B. 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 | | Change Factor | Cumulative Change Factor | Appropriation Limit |
|-------------|-----------------|---------------------|---------------|--------------------------|---------------------|
| | Income % Change | Population % Change | | | |
| 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 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.

OPERATING FUNDS SUMMARY

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 be 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.

OPERATING FUNDS SUMMARY

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 | 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 | |

* 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

| Reserve Description | 2016-17 Actual | 2017-18 Projected | 2018-19 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 |

OPERATING FUNDS SUMMARY

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.

Citywide Revenues by Type

| | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 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 |

* 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

OPERATING FUNDS SUMMARY

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.

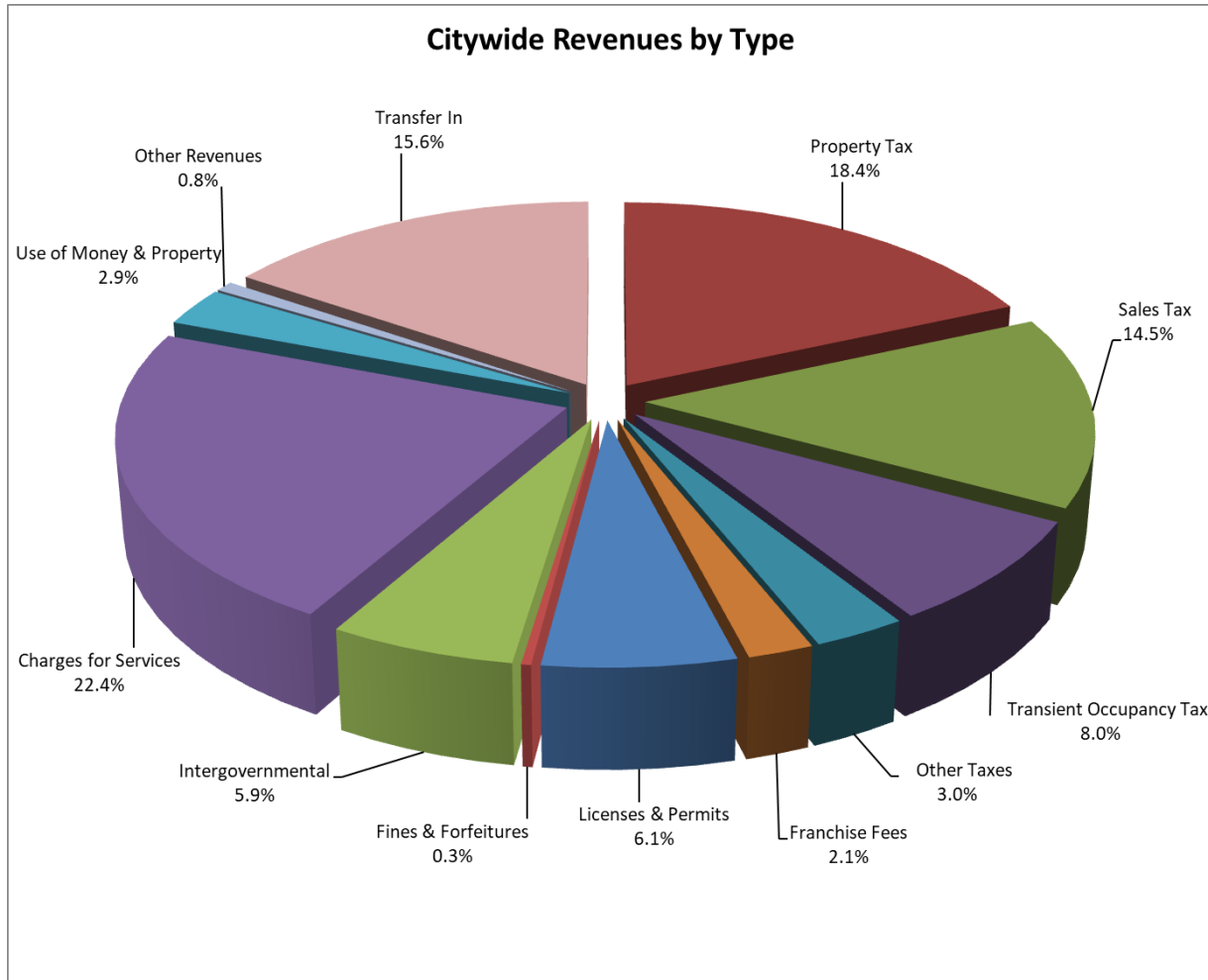
Intergovernmental: Revenues are expected to decrease by \$6.8 million due to the shift of Property Tax in lieu of VLF revenues to the Property Tax Category.

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



OPERATING FUNDS SUMMARY

REVENUES BY FUND

Citywide Revenues by Fund

| | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 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 |
| Genentech 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 |

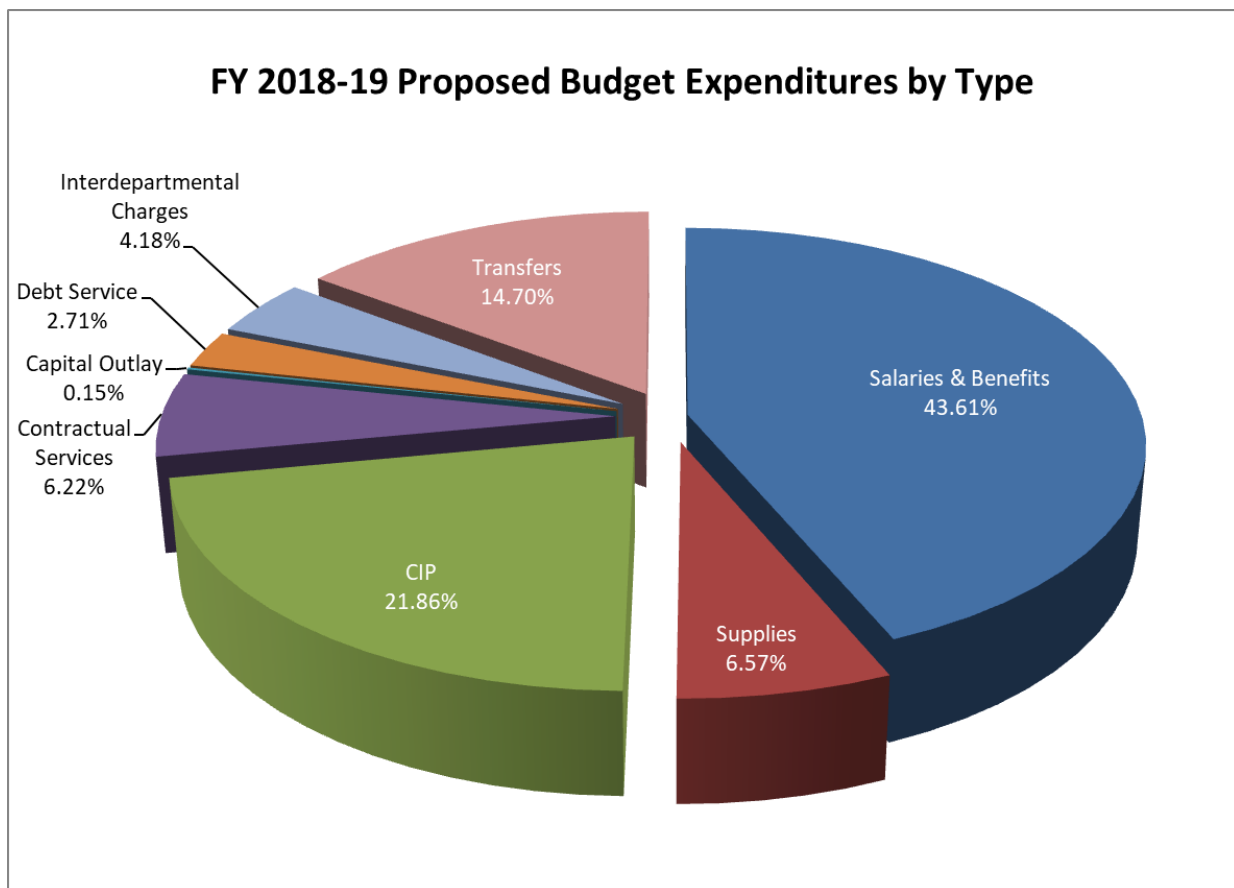
OPERATING FUNDS SUMMARY

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

| | 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 |



OPERATING FUNDS SUMMARY

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.

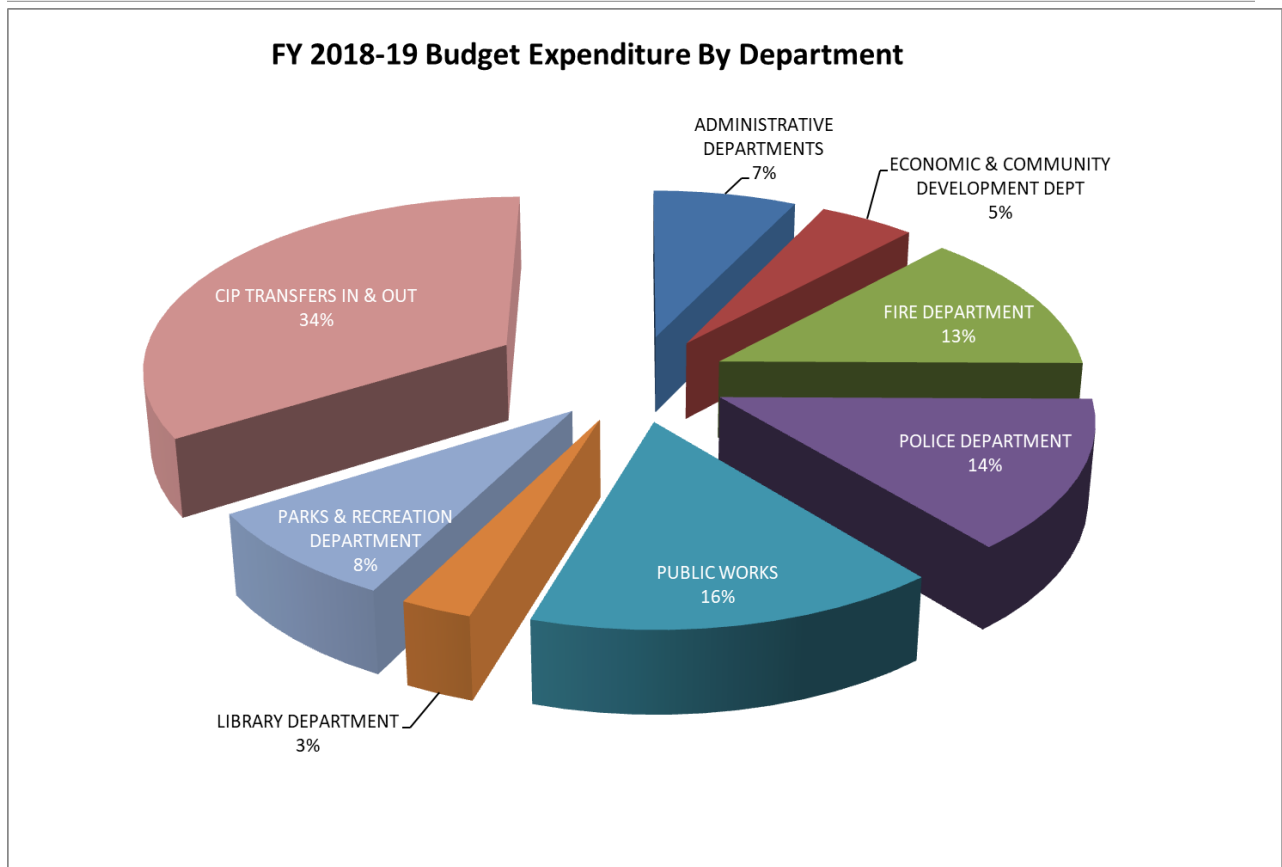
OPERATING FUNDS SUMMARY

EXPENDITURES BY FUND

Citywide Expenditures by Fund

| | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 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 |
| Genentech 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



OPERATING FUNDS SUMMARY

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GENERAL FUND

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

| Revenues | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 Adopted |
|--|-----------------------|-----------------------|-----------------------|-----------------------|---|
| Property Taxes | \$ 31,165,116 | \$ 31,043,836 | \$ 31,211,236 | \$ 32,006,068 | \$ 962,231 |
| ERAF Refund from County | 2,240,713 | 2,222,250 | 2,549,591 | 2,549,591 | 327,341 |
| 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 | (253,827) |
| 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 | 2,839,572 |
| 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 | (1,171,404) |
| Transfers In & Other | 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 | \$ 6,615,160 |
| <i>Plus Committed Reserves from Prior Year</i> | | | 7,734,854 | | |
| Total Available Resources | \$ 122,674,258 | \$ 102,438,535 | \$ 112,440,760 | \$ 109,053,694 | \$ 6,615,160 |

| Expenditures | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change 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 | 2,384,125 | 500,000 | (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

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 Fund¹, 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

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

GENERAL FUND

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.

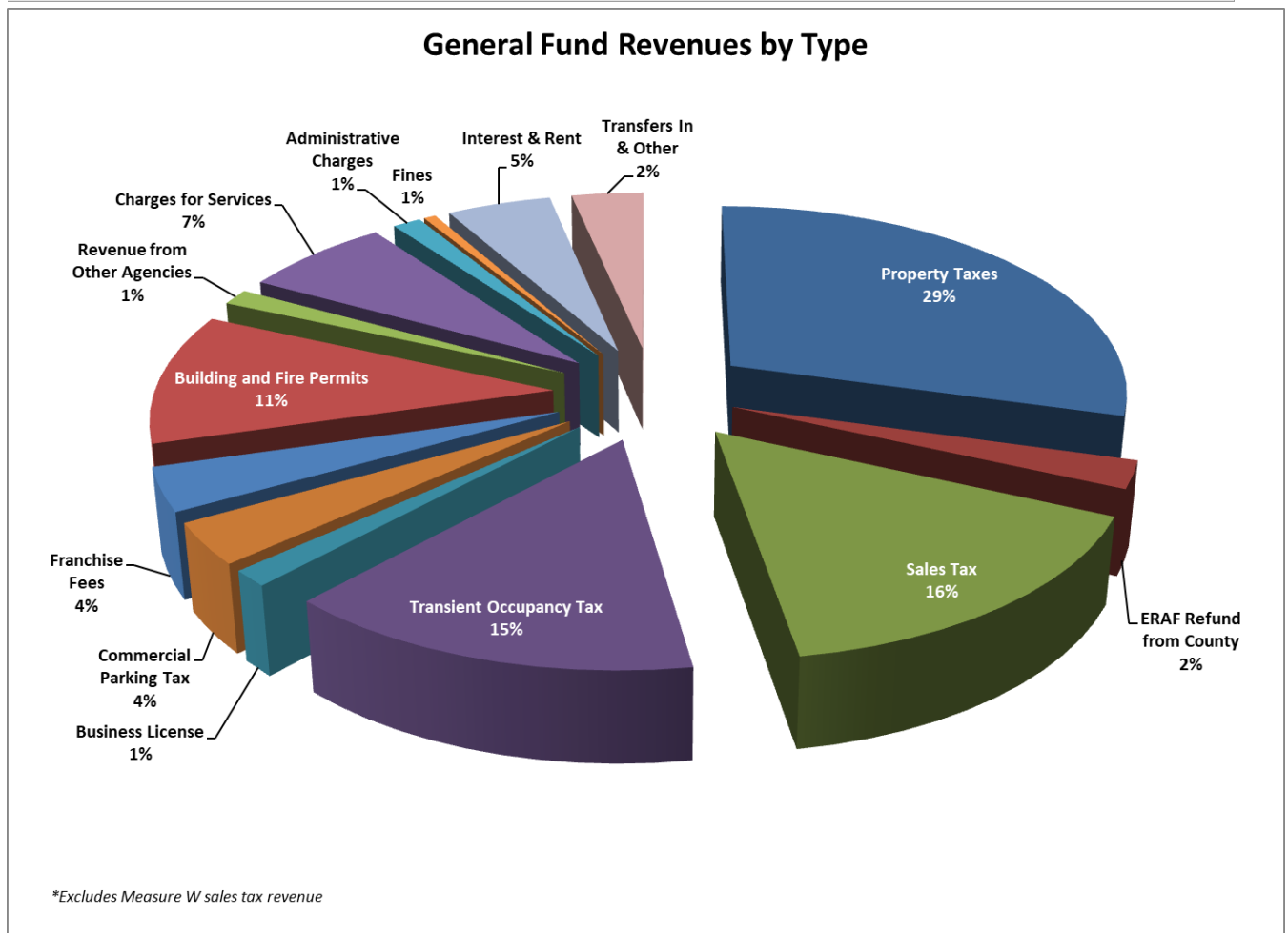
BUILDING & FIRE PERMITS

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.

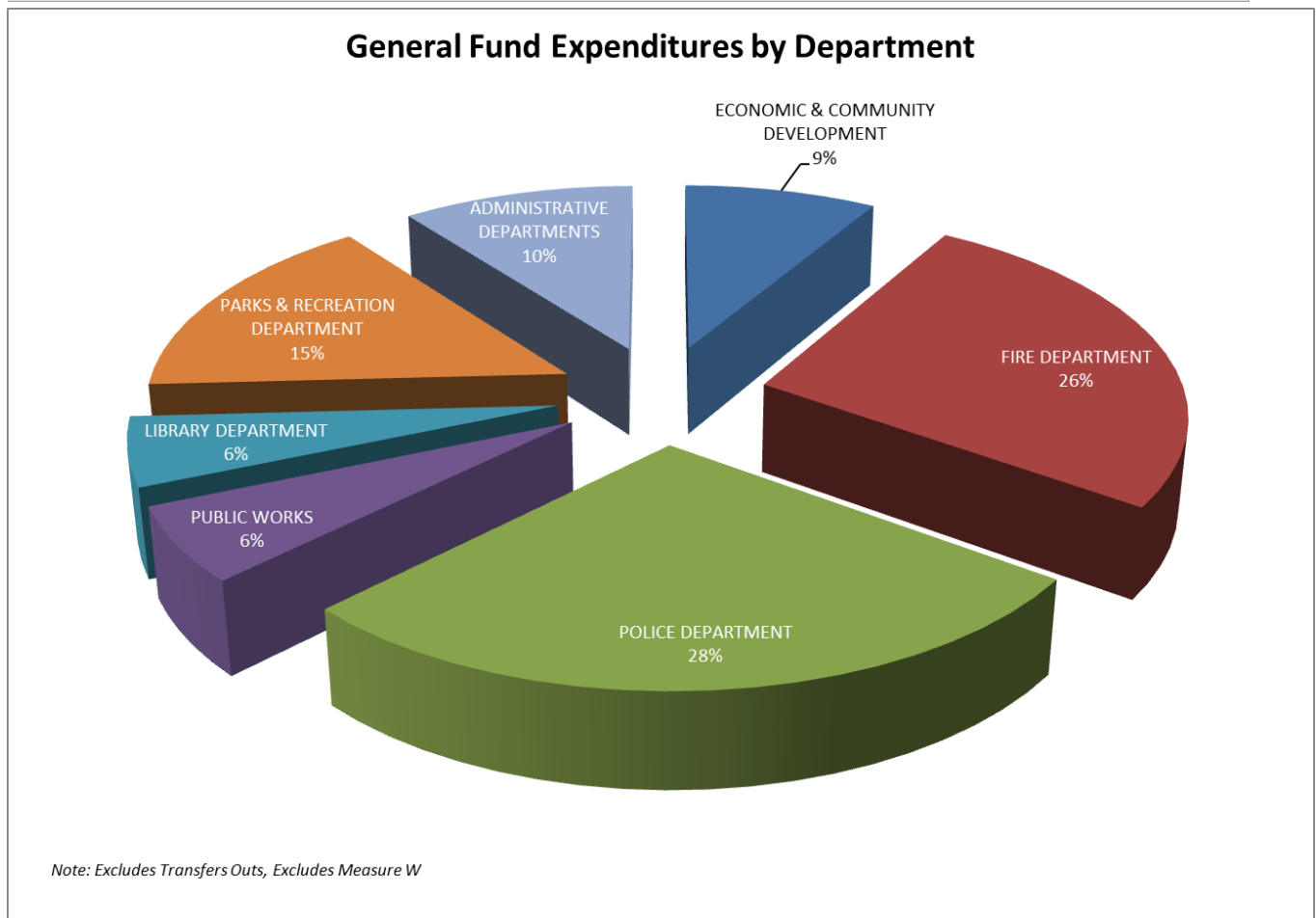
GENERAL FUND



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



GENERAL FUND EXPENDITURES BY DEPARTMENT

| Department | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change 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

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.

| MEASURE W FUND 101 | | | | | | |
|--|---------------------------|----------------------------|----------------------------|----------------------------|---|--|
| Revenues | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change 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 | |
| <i>Plus Committed Reserves from Prior Year</i> | | | 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 | Change of 2018-19 from 2017-18 Adopted | |
| SUPPLIES & SERVICES | \$ 210 | \$ - | \$ - | \$ - | \$ - | |
| CAPITAL OUTAY | - | 2,440,861 | 2,440,861 | - | (2,440,861) | |
| TRANSFERS | 877,728 | 9,168,433 | 13,900,705 | 9,399,224 | 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.

GENERAL FUND

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DEPARTMENT OPERATING SUMMARIES

CITY COUNCIL 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 | \$ 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

| | 2016-17 | 2017-18 | 2017-18 | 2018-19 | Change of |
|---------------------------|-------------------|-------------------|-------------------|-------------------|------------------------------------|
| All Operating Funds | Actual | Adopted | Amended | Adopted | 2018-19 from 2017-18 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

| | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 Adopted |
|----------------------------|-------------------|--------------------|--------------------|--------------------|---|
| All Operating Funds | | | | | |
| 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:

- None

CITY ATTORNEY EXPENDITURES

| All Operating Funds | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 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
- \$25,000 for legal settlement related to district elections

CITY MANAGER 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 | \$ 1,336,772 | \$ 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 | Change 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

Expenditures FY2018-19:

- \$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

| General Fund Expenditures | 2016-17 Adopted | 2017-18 Adopted | 2018-19 Adopted | Change of 2018-19 from 2017-18 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:**Expenditures FY 2018-19:**

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

HUMAN RESOURCES DEPARTMENT EXPENDITURES

| | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 Adopted |
|----------------------------|---------------------|---------------------|---------------------|---------------------|---|
| All Operating Funds | | | | | |
| 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 | Change 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

Expenditures FY2018-19:

- \$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

| All Operating Funds | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 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

Expenditures FY 2018-19:

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

POLICE DEPARTMENT BUDGET SUMMARY

| All Operating Funds | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 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

Expenditures FY 2018-19:

- \$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

| All Operating Funds | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 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 | \$ 12,973,163 | \$ 12,973,163 | \$ 14,179,589 | \$ 1,206,426 |
| SUPPLIES & SERVICES | 9,451,609 | 10,546,881 | 12,167,693 | 11,897,377 | 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

Expenditures FY2018-19:

- \$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 | 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 Librarian II - Local History Collection
- 0.30 FTE Hourly Librarian II - Children Services

Expenditures FY2018-19:

- \$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 | 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 |
| 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:**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 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 |

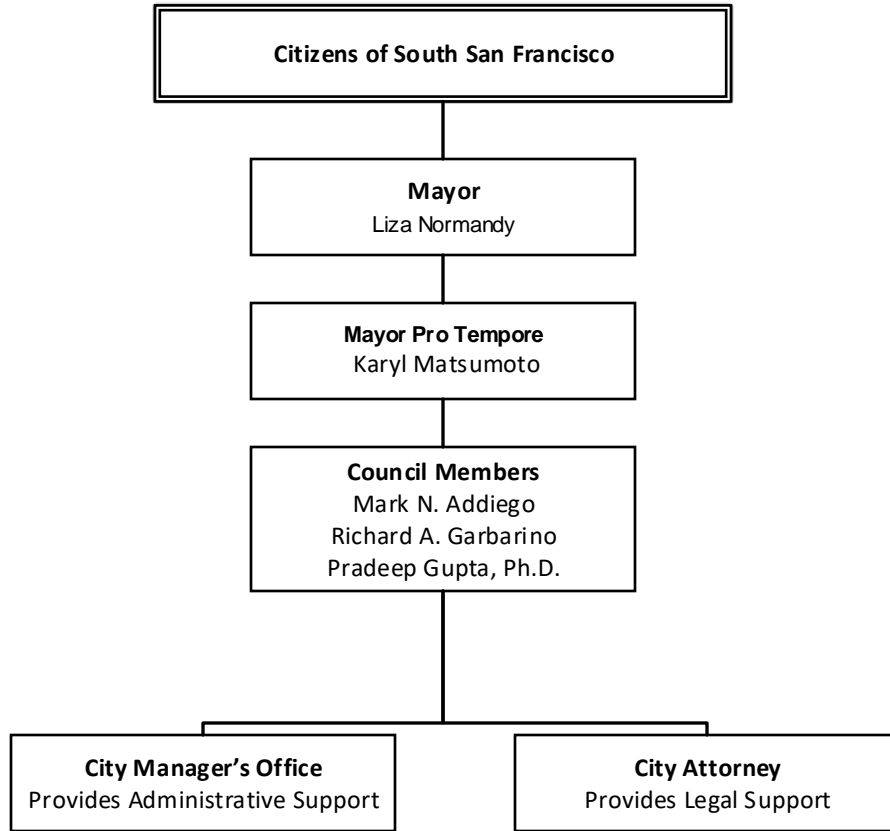
DEPARTMENTAL CHANGES & HIGHLIGHTS:**Positions:**

- 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 Assistant I to Administrative Assistant II

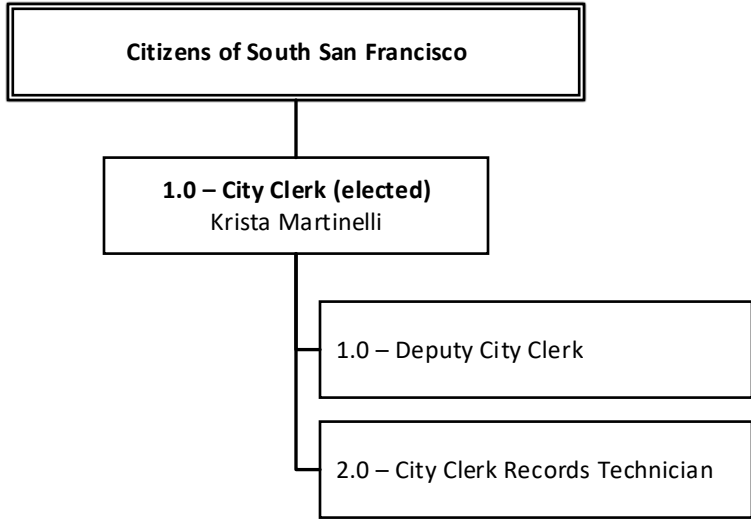
Expenditures FY2018-19:

- \$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 MAll 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 activities
- \$40,800 PG&E Loan- Energy Efficient HVAC Upgrades

DEPARTMENT ORGANIZATION CHARTS



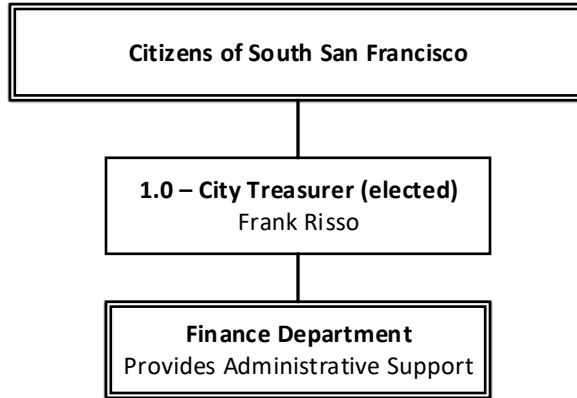
5.00 Elected FTE



1.00 Elected FTE

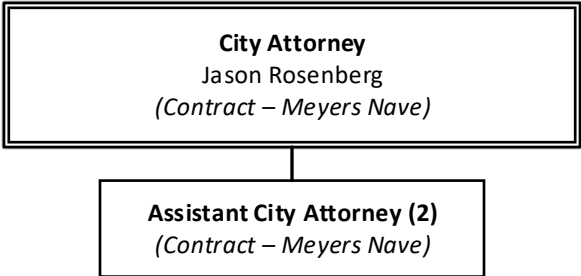
3.00 FTE

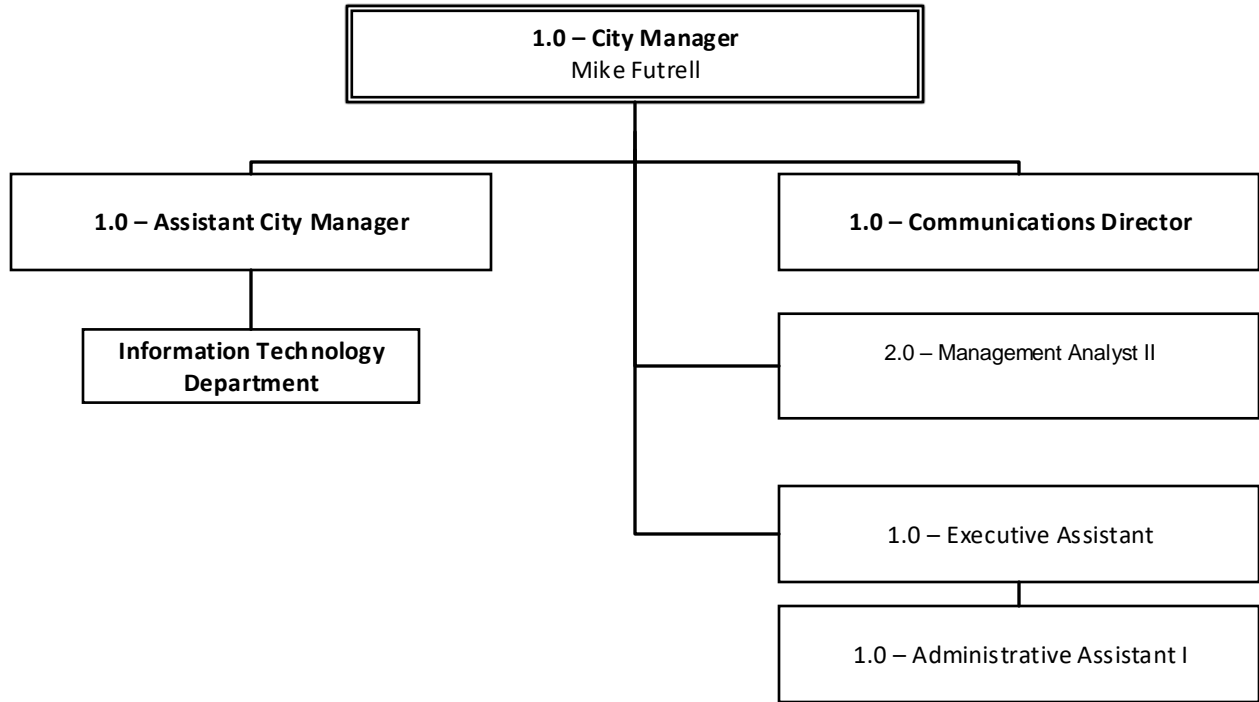
- Existing Filled Position(s)
- Existing Upgraded Position(s)
- Newly Requested Positions



1.00 Elected FTE

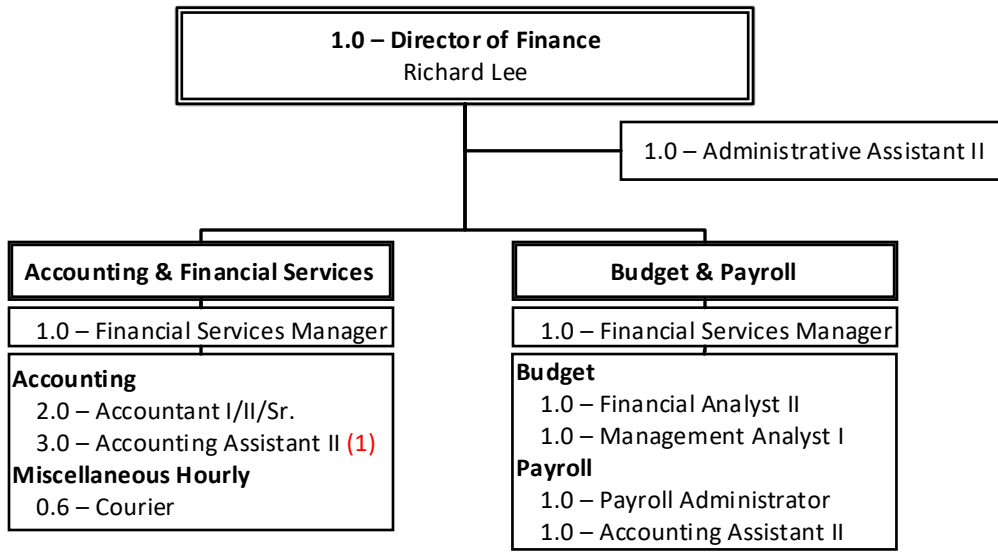
- Existing Filled Position(s)
- Existing Upgraded Position(s)
- Newly Requested Positions





7.00 FTE

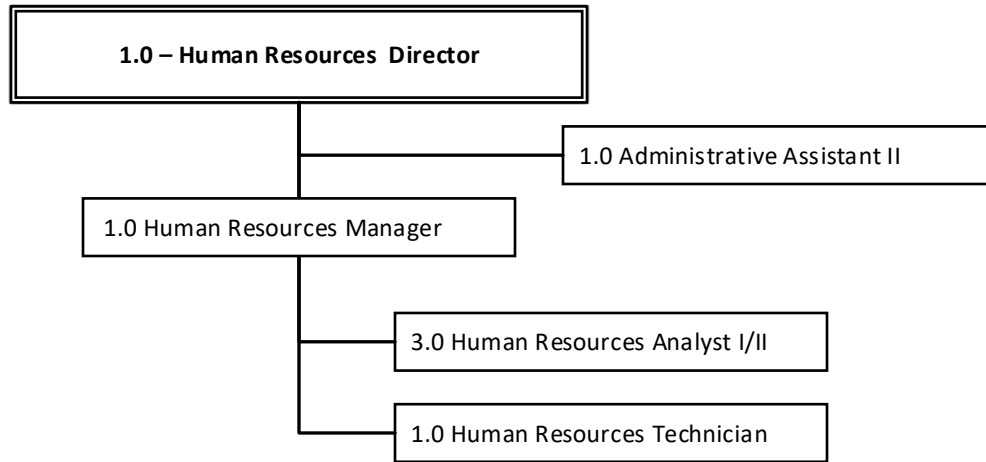
- Existing Filled Position(s)
- Existing Upgraded Position(s)
- Newly Requested Positions



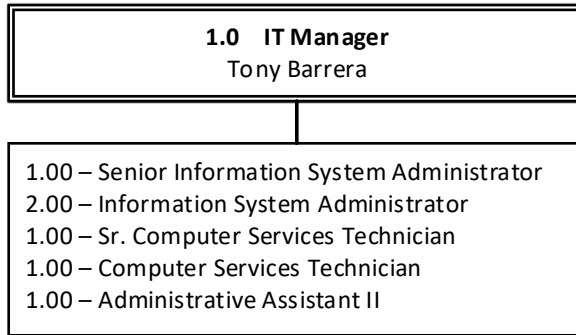
13.00 FTE

0.60 Hourly

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

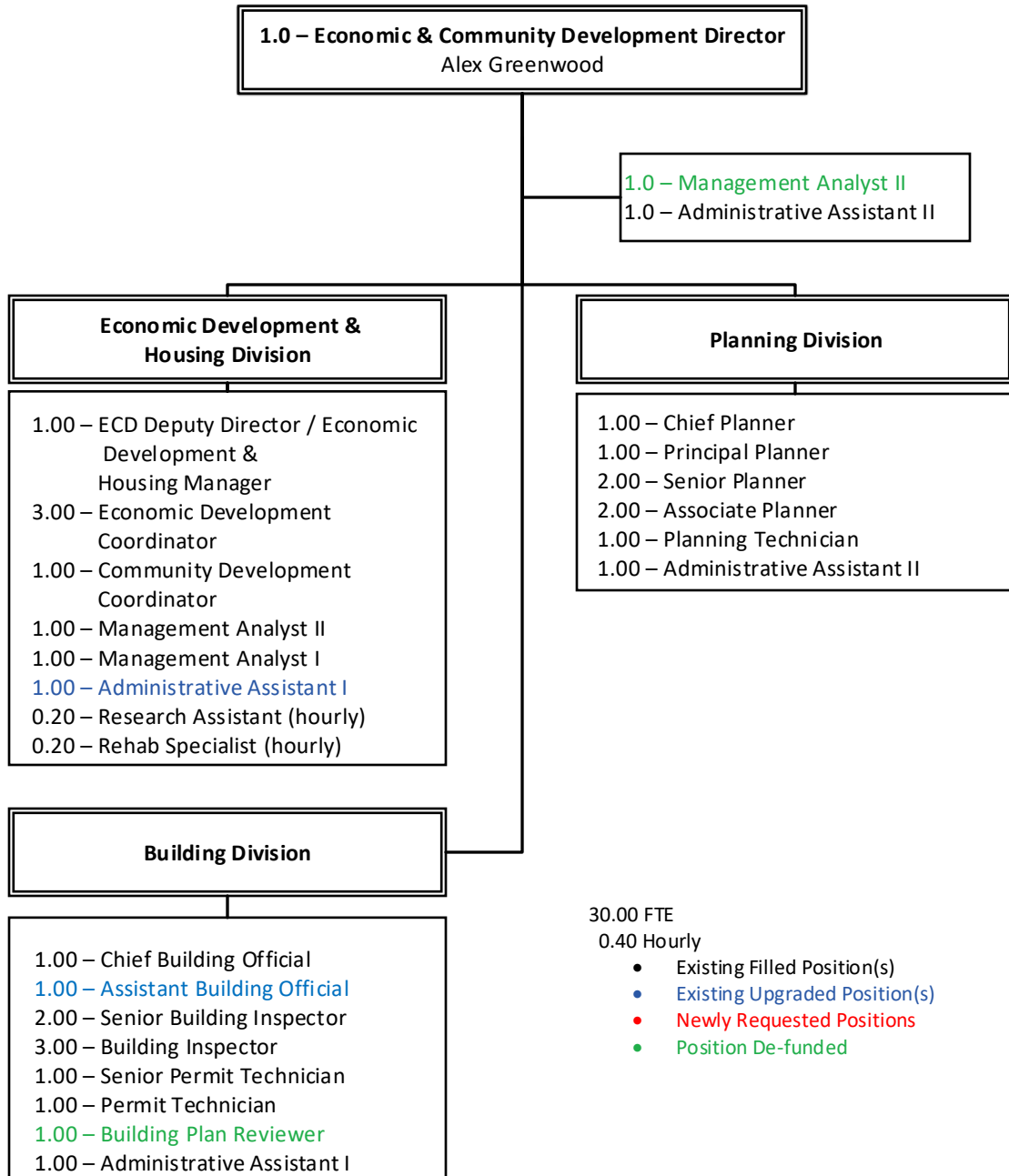


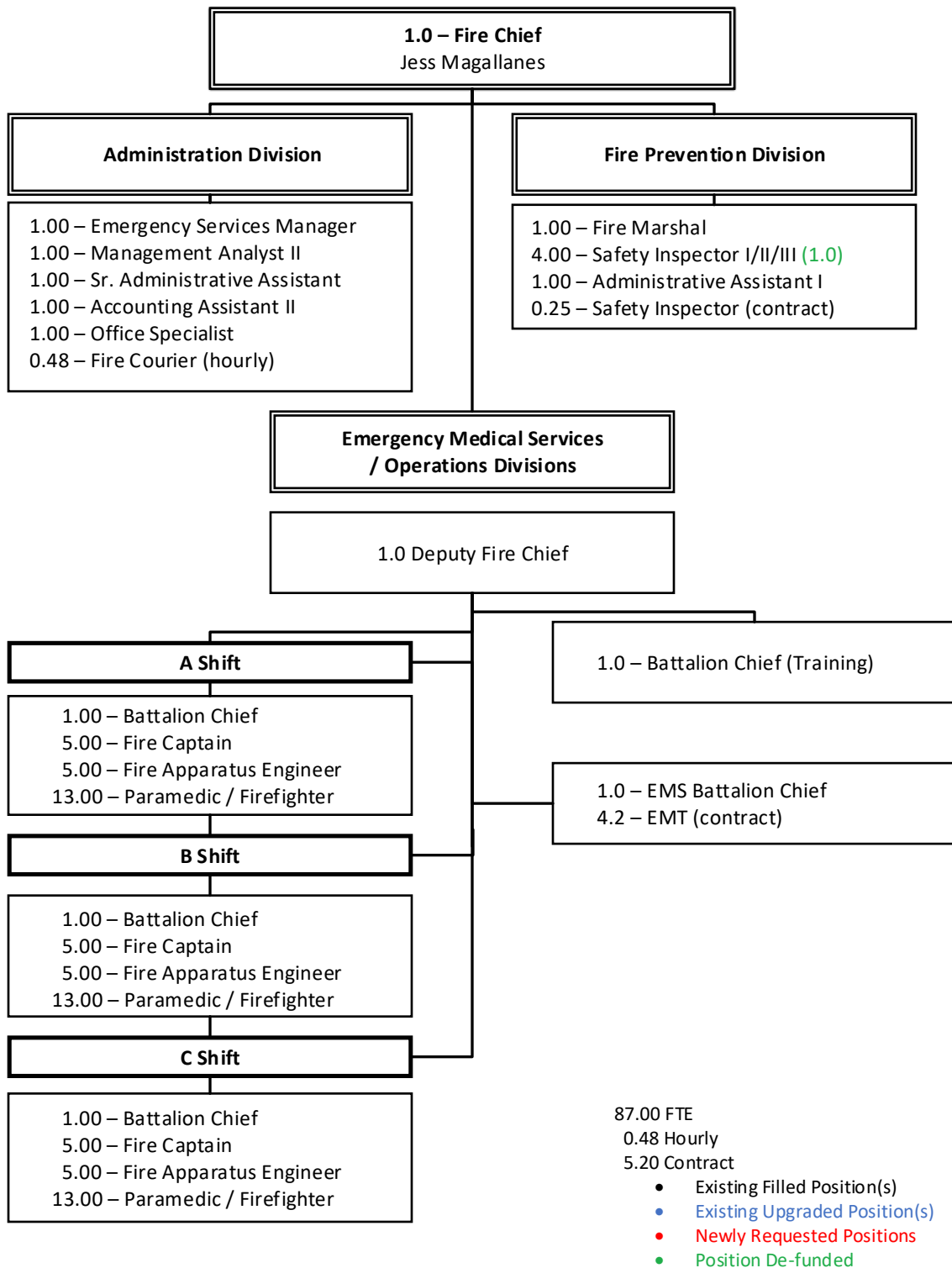
- 7.00 FTE
- 1.00 Hourly
- Existing Filled Position(s)
- Existing Upgraded Position(s)
- Newly Requested Positions

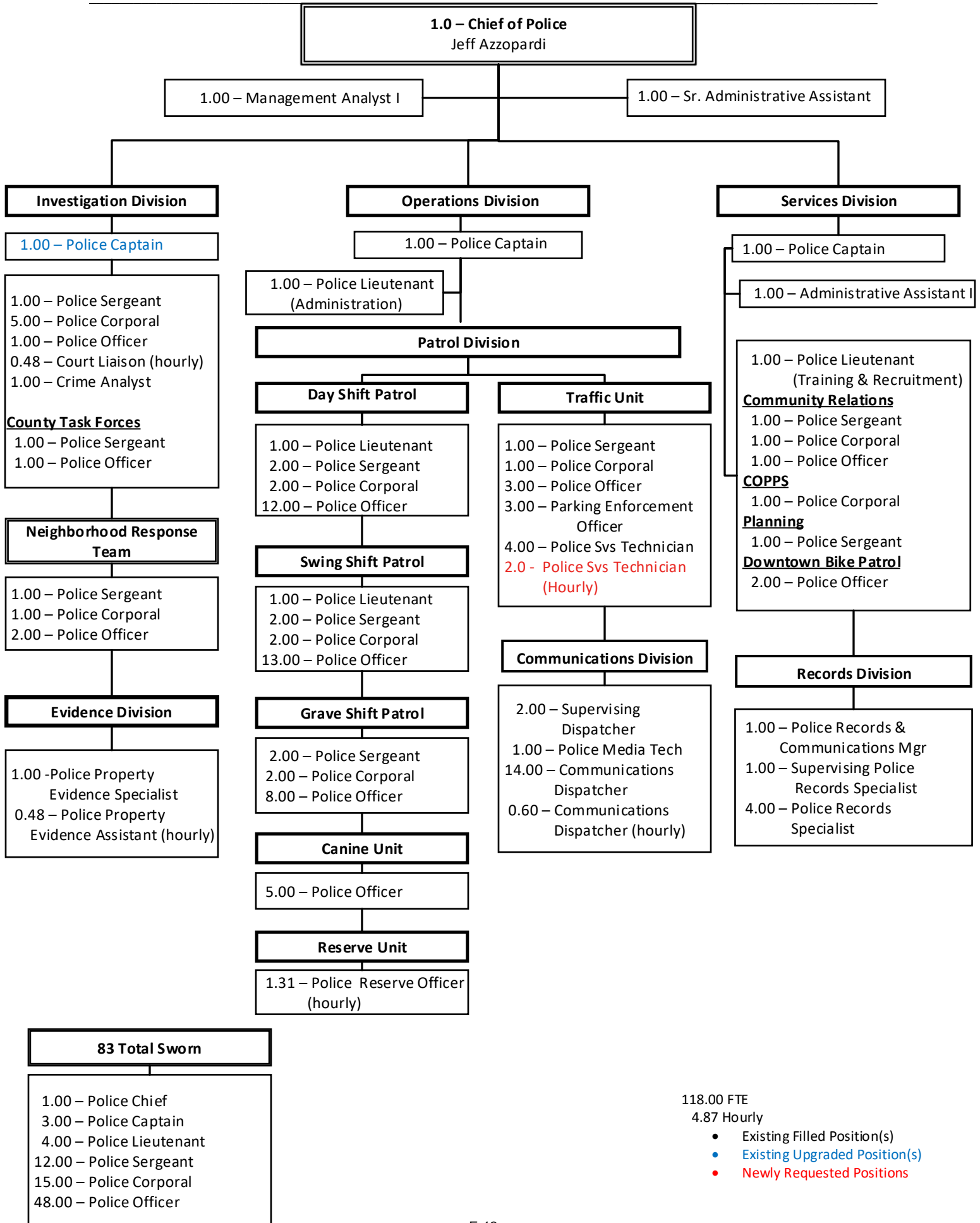


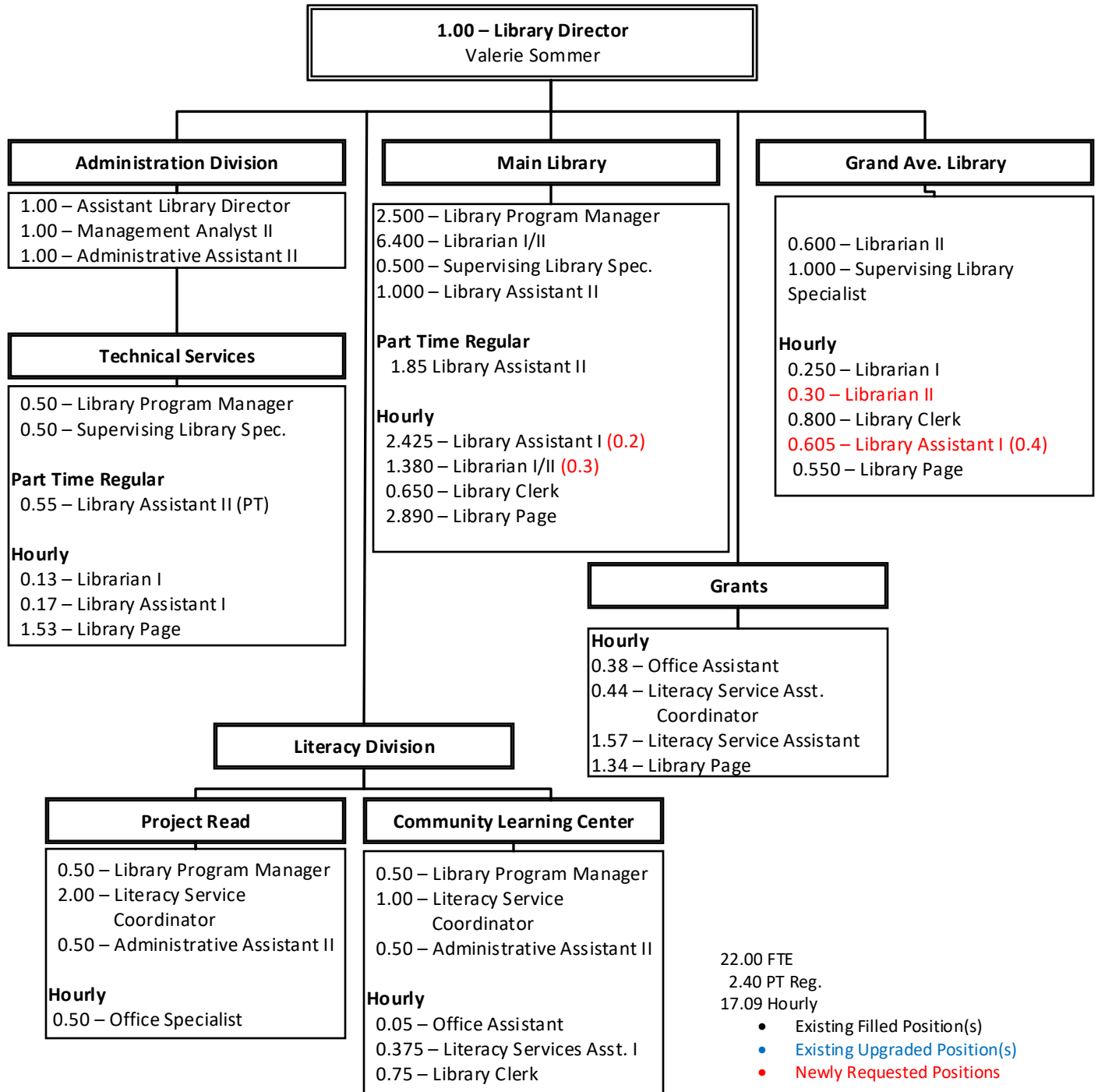
7.00 FTE

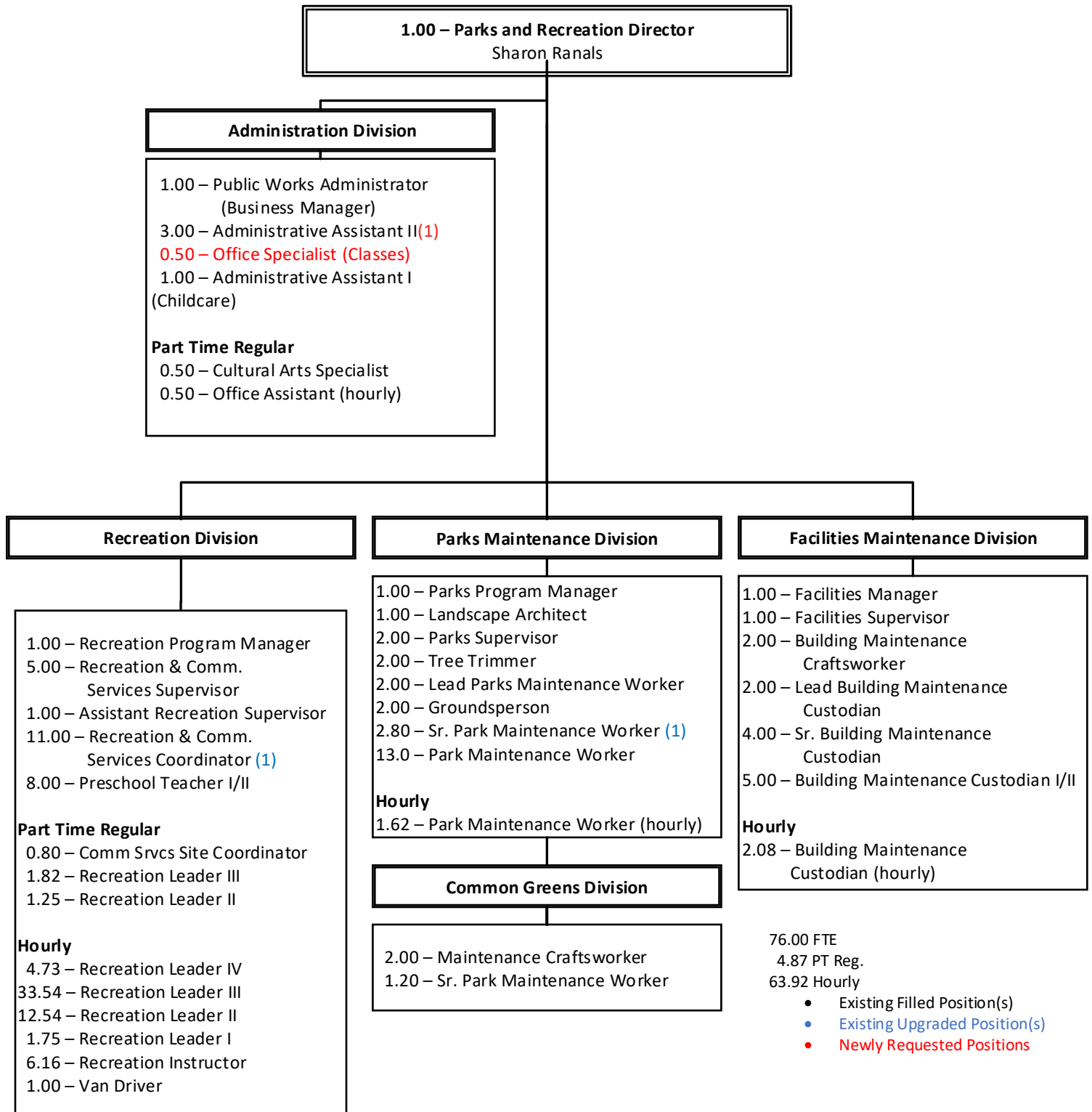
- Existing Filled Position(s)
- Existing Upgraded Position(s)
- Newly Requested Positions





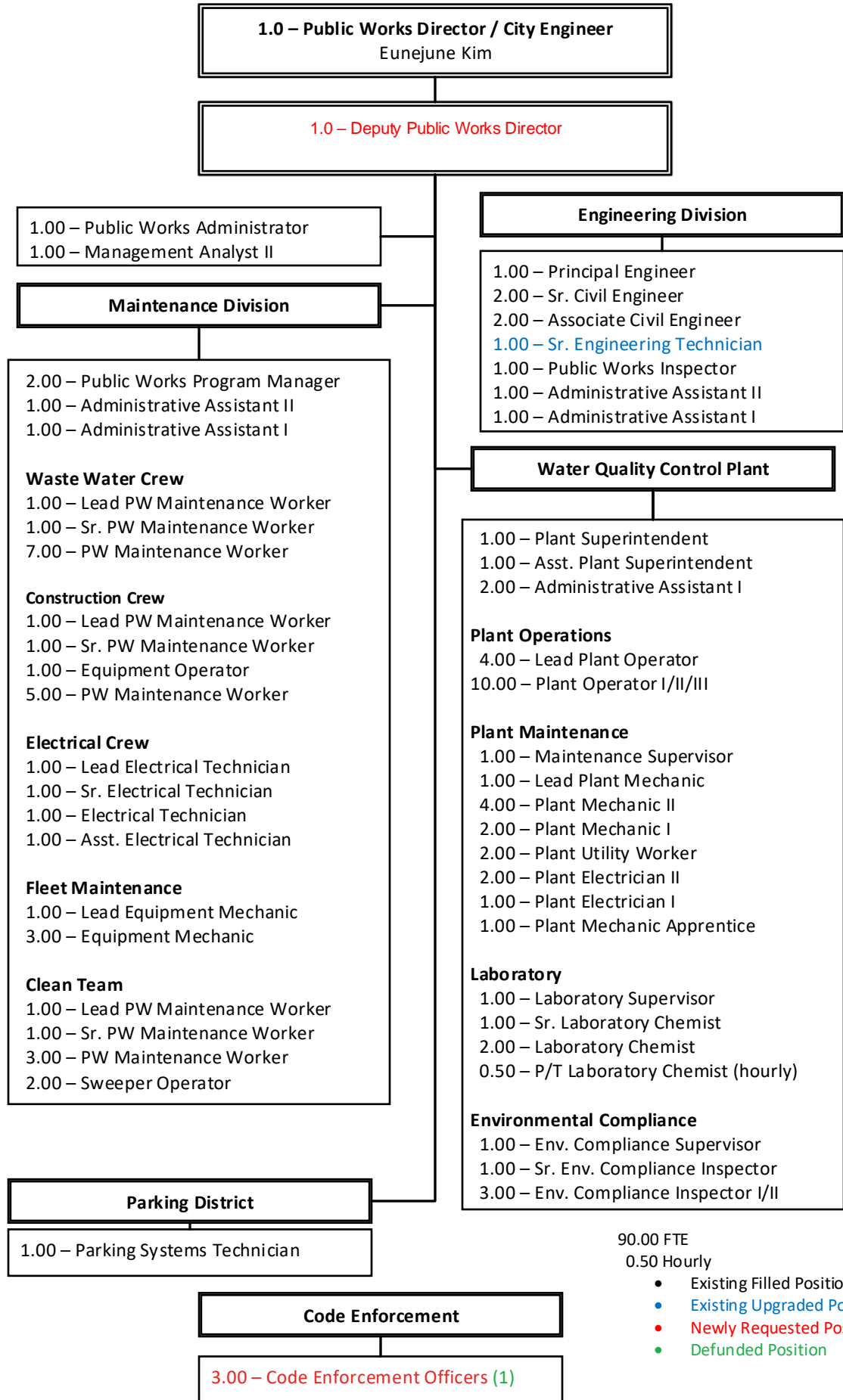






76.00 FTE
4.87 PT Reg.
63.92 Hourly

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



90.00 FTE
0.50 Hourly

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

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POSITION BUDGET BY DEPARTMENT

POSITION BUDGET BY DEPARTMENT

POSITION BUDGET BY DEPARTMENT

City Council

| City Council | Job Code | Position Title | 2017-18 Actual | 2018-19 Adopted | Change of 2018-19 from 2017-18 |
|---------------------------------|----------|-----------------------------|----------------|-----------------|--------------------------------|
| Elected | E110 | Elected City Council Member | 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 | O320 | Deputy City Clerk | 1.00 | 1.00 | 0.00 |
| Full Time | O415 | 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 |

POSITION BUDGET BY DEPARTMENT

City Manager

| City Manager | Job Code | Position Title | 2017-18 Actual | 2018-19 Adopted | Change of 2018-19 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 | Communications Director | 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 | O315 | Administrative Assistant I | 1.00 | 1.00 | 0.00 |
| Full Time | O310 | Administrative Assistant II | 0.00 | 0.00 | 0.00 |
| Full Time | O310 | Executive Assistant to the City Manager (O410) | 1.00 | 1.00 | 0.00 |
| 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

| Finance | Job Code | Position Title | 2017-18 Actual | 2018-19 Adopted | Change of 2018-19 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 |

POSITION BUDGET BY DEPARTMENT

Human Resources

| Human Resources | Job Code | Position Title | 2017-18 Actual | 2018-19 Adopted | Change of 2018-19 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 | O265 | 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 | O310 | 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 Technology | Job Code | Position Title | 2017-18 Actual | 2018-19 Adopted | Change of 2018-19 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 | O310 | Administrative Assistant II | 1.00 | 1.00 | 0.00 |
| Full Time | O525 | 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 |

POSITION BUDGET BY DEPARTMENT

Economic & Community Development

| ECD | Job Code | Position Title | 2017-18 Actual | 2018-19 Adopted | Change of 2018-19 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 | O315 | 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 | Miscellaneous Hourly - Rehab Specialist | 0.20 | 0.20 | 0.00 |
| SUBTOTAL Hourly | | | 0.40 | 0.40 | 0.00 |
| TOTAL - ECD | | | 30.40 | 30.40 | 0.00 |

**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.

POSITION BUDGET BY DEPARTMENT

Fire

| Fire | Job Code | Position Title | 2017-18 Actual | 2018-19 Adopted | Change of 2018-19 from 2017-18 |
|-----------------------------|----------|---------------------------------|----------------|-----------------|--------------------------------|
| 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 | 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 Contract | X181 | Safety Inspector | 1.00 | 0.25 | -0.75 |
| FT Contract | X281 | Emergency Medical Technician | 4.20 | 4.20 | 0.00 |
| SUBTOTAL FT Contract | | | 5.20 | 4.45 | -0.75 |
| 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 |

**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.

POSITION BUDGET BY DEPARTMENT

Police

| Police | Job Code | Position Title | 2017-18 Actual | 2018-19 Adopted | Change of 2018-19 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 | O315 | 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 |

POSITION BUDGET BY DEPARTMENT

Library

| Library | Job Code | Position Title | 2017-18 Actual | 2018-19 Adopted | Change of 2018-19 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 | O310 | Administrative Assistant II | 2.00 | 2.00 | 0.00 |
| Full Time | O315 | 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** Literacy Services Asst. | 0.81 | 0.43 | -0.38 |
| 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 |

*Reflected 0.64 in error in FY 2017-19 biennial budget. Funding was accurate

**Clerical error on update of position budget. No fiscal impact from change

POSITION BUDGET BY DEPARTMENT

Public Works

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

| Public Works | Job Code | Position Title | 2017-18 Actual | 2018-19 Adopted | Change of 2018-19 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 | O310 | Administrative Assistant II | 2.00 | 2.00 | 0.00 |
| Full Time | O315 | 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 |
| SUBTOTAL Full Time | | | 90.00 | 94.00 | 4.00 |
| Hourly | X545 | Laboratory Chemist | 0.50 | 0.50 | 0.00 |
| SUBTOTAL Hourly | | | 0.50 | 0.50 | 0.00 |
| TOTAL - Public Works | | | 90.50 | 94.50 | 4.00 |

POSITION BUDGET BY DEPARTMENT

Parks & Recreation

| Parks & Recreation | Job Code | Position Title | 2017-18 Actual | 2018-19 Adopted | Change of 2018-19 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 | O315 | Administrative Assistant I | 1.00 | 1.00 | 0.00 |
| Full Time | O310 | Administrative Assistant II | 2.00 | 3.00 | 1.00 |
| SUBTOTAL Full Time | | | 76.00 | 76.50 | 0.50 |
| PT Regular | A640 | Community Services Site Coordinator | 0.80 | 0.80 | 0.00 |
| PT Regular | A650 | Cultural Arts Specialist | 0.50 | 0.50 | 0.00 |
| PT Regular | A610 | Recreation Leader II | 1.25 | 1.25 | 0.00 |
| PT Regular | A620 | Recreation Leader III | 1.82 | 1.82 | 0.00 |
| 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 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.

DEBT OBLIGATIONS

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.

DEBT OBLIGATIONS

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GOVERNMENTAL FUNDS

CITY HOUSING FUND SUMMARY

| | 2016-17 | 2017-18 | 2017-18 | 2018-19 | Change of 2018-19 |
|-----------------------------------|---------------------|-------------------|-------------------|-------------------|-------------------|
| Revenues | Actual | Adopted | Amended | Adopted | 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) | \$ 2,450,000 |
| Total Fund Balance | \$ 3,097,470 |

COMMON GREENS MAINTENANCE DISTRICTS FUND SUMMARY

| | 2016-17 | 2017-18 | 2017-18 | 2018-19 | Change of |
|----------------------------------|---------------------|---------------------|---------------------|---------------------|-------------------------|
| Revenues | Actual | Adopted | Amended | Adopted | 2018-19 from 2017-18 |
| | | | | | 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 | | |
| Total Available Resources | \$ 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:

* None

COMMUNITY DEVELOPMENT BLOCK GRANT

| | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 Adopted |
|--------------------------------------|--------------------|---------------------|---------------------|---------------------|---|
| Revenues | | | | | |
| 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

| | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 Adopted |
|---|---------------------|---------------------|---------------------|---------------------|---|
| Revenues | | | | | |
| TAX REVENUE | | | | | |
| 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:

- \$372,444 transferred from Gas tax fund (210) to RMRA-SBI fund (212)

MEASURE A FUND SUMMARY

| | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 Adopted |
|----------------------------------|---------------------|---------------------|---------------------|---------------------|---|
| Revenues | | | | | |
| 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

| | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 Adopted |
|----------------------------------|-------------------|--------------------|--------------------|---------------------|---|
| Revenues | | | | | |
| 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 | |

FY2018-19 CHANGES & HIGHLIGHTS:

- \$372,444 transferred from Gas tax fund (210) to RMRA-SBI fund (212)

SOLID WASTE REDUCTION FUND SUMMARY

| | 2016-17 | 2017-18 | 2017-18 | 2018-19 | Change of |
|----------------------------------|-------------------|-------------------|-------------------|-------------------|------------------------------------|
| Revenues | Actual | Adopted | Amended | Adopted | 2018-19 from 2017-18 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 | \$ 189,931 | \$ 239,593 | \$ 180,096 | \$ 229,152 | |

FY 2018-19 CHANGES & HIGHLIGHTS:

- None

CAPITAL IMPROVEMENT FUND SUMMARY

| | 2016-17 | 2017-18 | 2017-18 | 2018-19 | Change of |
|----------------------------------|-----------------------|-----------------------|----------------------|----------------------|------------------------------------|
| Revenues | Actual | Adopted | Amended | Adopted | 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 | | |
| Total Available Resources | \$ 5,795,328 | \$ 26,977,773 | \$ 56,218,396 | \$ 32,191,147 | \$ 5,213,374 |
| Expenditures | | | | | |
| PAYROLL | \$ 419,835 | | | | |
| SUPPLIES & SERVICES | 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 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 Adopted |
|----------------------------------|---------------------|---------------------|---------------------|---------------------|---|
| Revenues | | | | | |
| 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 | \$ - | \$ - |
| Expenditures | | | | | |
| 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

- \$6.1M for Capital Improvement Projects

DEVELOPER DEPOSIT FUND SUMMARY

| | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 Adopted |
|----------------------------------|---------------------|---------------------|---------------------|---------------------|---|
| Revenues | | | | | |
| 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 permitting upgrade from Permit Program Maintenance Reserve
- \$1M for General Plan Update

CITY PROGRAMS FUND

| | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 Adopted |
|----------------------------------|-----------------------|-----------------------|---------------------|---------------------|---|
| Revenues | | | | | |
| 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

- \$2.0 million in Asset Seizure funds for purchase of PUC parcels for Community Civic Center in FY 2017-18
- Upgrade of Laserfische

CAPITAL INFRASTRUCTURE RESERVE FUND SUMMARY

| | 2016-17 | 2017-18 | 2017-18 | 2018-19 | Change of |
|----------------------------------|---------------------|---------------------|----------------------|---------------------|---------------------------------|
| Revenues | Actual | Adopted | Amended | Adopted | 2018-19 from 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 | | |
| Total Available Resources | \$ 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

- Funding CalTrain Station Project from designated reserve

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MAJOR PROPRIETARY FUNDS

SEWER ENTERPRISE FUND SUMMARY

| | 2016-17 | 2017-18 | 2017-18 | 2018-19 | Change of |
|----------------------------------|----------------------|----------------------|----------------------|----------------------|------------------------------------|
| | Actual | Adopted | Amended | Adopted | 2018-19 from 2017-18 Adopted |
| Revenues | | | | | |
| 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) |
| Total Available Resources | \$ 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

| | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 Adopted |
|----------------------------------|---------------------|---------------------|---------------------|---------------------|---|
| Revenues | | | | | |
| 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 |
| Total Available Resources | \$ 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

- \$800k in Capital Improvement Projects

STORM WATER FUND SUMMARY

| | 2016-17 | 2017-18 | 2017-18 | 2018-19 | Change of |
|----------------------------------|---------------------|---------------------|---------------------|---------------------|------------------------------------|
| | Actual | Adopted | Amended | Adopted | 2018-19 from 2017-18 Adopted |
| Revenues | | | | | |
| 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 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 Adopted |
|----------------------------------|---------------------|---------------------|---------------------|---------------------|---|
| Revenues | | | | | |
| 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

| | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 Adopted |
|----------------------------------|---------------------|---------------------|---------------------|---------------------|---|
| Revenues | | | | | |
| 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 | |

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

| | 2016-17 | 2017-18 | 2017-18 | 2018-19 | Change of |
|----------------------------------|----------------------|----------------------|----------------------|----------------------|------------------------------------|
| Revenues | Actual | Adopted | Amended | Adopted | 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 - Simplr
- \$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

| | 2016-17 | 2017-18 | 2017-18 | 2018-19 | Change of |
|----------------------------------|-------------------|---------------------|-------------------|---------------------|-------------------------|
| | Actual | Adopted | Amended | Adopted | 2018-19 from 2017-18 |
| Revenues | | | | | 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 | \$ - |
| Total Available Resources | \$ 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

| | 2016-17 Actual | 2017-18 Adopted | 2017-18 Amended | 2018-19 Adopted | Change of 2018-19 from 2017-18 Adopted |
|----------------------------------|----------------------|----------------------|----------------------|----------------------|---|
| Revenues | | | | | |
| 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 | 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:

- 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 expenses.

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 approved.

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 schedule herein.

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 Martinelli

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 | 8009.28 | 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 | 8938.75 | 9832.63 |
| | | | | Monthly | 17606.63 | 19367.30 | 21304.03 |

| 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 | 44.64 | | | |
| | | | | Bi-Weekly Rate | 2938.05 | 3084.95 | 3239.20 | 3401.16 | 3571.22 | | | |
| | | | | Monthly | 6365.77 | 6684.06 | 7018.26 | 7369.18 | 7737.63 | | | |
| ACCOUNTANT II | M620 | 29-Jun-18 | MID MGMT | Hourly Rate | 40.39 | 42.41 | 44.53 | 46.75 | 49.09 | | | |
| | | | | Bi-Weekly Rate | 3230.90 | 3392.45 | 3562.07 | 3740.18 | 3927.18 | | | |
| | | | | 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 | 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 | | | |
| ACCOUNTING ASSISTANT I | A480 | 29-Jun-18 | AFSCME | Hourly Rate | 23.49 | 24.66 | 25.90 | 27.19 | 28.55 | | | |
| | | | | Bi-Weekly Rate | 1879.16 | 1973.12 | 2071.77 | 2175.36 | 2284.13 | | | |
| | | | | 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 | | | |
| | | | | Bi-Weekly Rate | 2064.90 | 2168.15 | 2276.56 | 2390.38 | 2509.90 | | | |
| | | | | Monthly | 4473.96 | 4697.66 | 4932.54 | 5179.17 | 5438.13 | | | |
| ACCOUNTING ASSISTANT II - HOURLY | X100 | 29-Jun-18 | HOURLY | Hourly Rate | 25.81 | 27.10 | 28.46 | 29.88 | 31.37 | | | |
| | | | | Bi-Weekly Rate | 2064.90 | 2168.15 | 2276.56 | 2390.38 | 2509.90 | | | |
| | | | | Monthly | 4473.96 | 4697.66 | 4932.54 | 5179.17 | 5438.13 | | | |
| 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 | 2656.42 | 2789.24 | | | |
| | | | | Monthly | 4971.88 | 5220.48 | 5481.50 | 5755.57 | 6043.35 | | | |
| 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 | | | |
| | | | | Monthly | 4971.88 | 5220.48 | 5481.50 | 5755.57 | 6043.35 | | | |
| ADMINISTRATIVE ASSISTANT II | O310 | 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 | | | |
| ADMINISTRATIVE ASSISTANT II - HOURLY | X130 | 29-Jun-18 | HOURLY | 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 | | | |
| ADMINISTRATIVE ASSISTANT, SENIOR | O340 | 29-Jun-18 | CONFID | Hourly Rate | 31.73 | 33.32 | 34.99 | 36.74 | 38.57 | | | |
| | | | | Bi-Weekly Rate | 2538.76 | 2665.70 | 2798.98 | 2938.93 | 3085.88 | | | |
| | | | | Monthly | 5500.65 | 5775.68 | 6064.47 | 6367.69 | 6686.07 | | | |
| BUILDING INSPECTOR | A135 | 29-Jun-18 | AFSCME | Hourly Rate | 40.23 | 42.25 | 44.36 | 46.58 | 48.90 | | | |
| | | | | Bi-Weekly Rate | 3218.70 | 3379.64 | 3548.62 | 3726.05 | 3912.35 | | | |
| | | | | Monthly | 6973.85 | 7322.55 | 7688.67 | 8073.11 | 8476.76 | | | |
| BUILDING INSPECTOR - HOURLY | X595 | 29-Jun-18 | HOURLY | Hourly Rate | 40.23 | 42.25 | 44.36 | 46.58 | 48.90 | | | |
| | | | | Bi-Weekly Rate | 3218.70 | 3379.64 | 3548.62 | 3726.05 | 3912.35 | | | |
| | | | | Monthly | 6973.85 | 7322.55 | 7688.67 | 8073.11 | 8476.76 | | | |
| BUILDING INSPECTOR, SENIOR | A400 | 29-Jun-18 | AFSCME | Hourly Rate | 43.94 | 46.13 | 48.44 | 50.86 | 53.41 | | | |
| | | | | Bi-Weekly Rate | 3514.95 | 3690.69 | 3875.23 | 4068.99 | 4272.44 | | | |
| | | | | Monthly | 7615.72 | 7996.50 | 8396.33 | 8816.15 | 9256.95 | | | |

| 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 | | | |
| | | | | 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 | 4807.90 | | | |
| 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 | 6087.99 | | | |
| 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 | 2443.98 | | | |
| | | | | Monthly | 4356.46 | 4574.28 | 4802.99 | 5043.14 | 5295.30 | | | |
| BUILDING OFFICIAL | M210 | 29-Jun-18 | MID MGMT | Hourly Rate | 62.10 | 65.20 | 68.46 | 71.88 | 75.48 | | | |
| | | | | Bi-Weekly Rate | 4967.70 | 5216.09 | 5476.89 | 5750.74 | 6038.27 | | | |
| | | | | Monthly | 10763.35 | 11301.52 | 11866.60 | 12459.93 | 13082.92 | | | |
| BUILDING OFFICIAL, ASSISTANT | M215 | 29-Jun-18 | MID MGMT | Hourly Rate | 53.29 | 55.96 | 58.75 | 61.69 | 64.78 | | | |
| | | | | Bi-Weekly Rate | 4263.36 | 4476.52 | 4700.35 | 4935.37 | 5182.14 | | | |
| | | | | Monthly | 9237.27 | 9699.14 | 10184.09 | 10693.30 | 11227.96 | | | |
| BUILDING PLAN REVIEWER | A690 | 29-Jun-18 | AFSCME | Hourly Rate | 42.14 | 44.25 | 46.46 | 48.78 | 51.22 | | | |
| | | | | Bi-Weekly Rate | 3371.23 | 3539.79 | 3716.78 | 3902.62 | 4097.75 | | | |
| | | | | Monthly | 7304.33 | 7669.55 | 8053.03 | 8455.68 | 8878.46 | | | |
| CHILDCARE ASSISTANT SUPERVISOR | M800 | 29-Jun-18 | MID MGMT | Hourly Rate | 31.20 | 32.76 | 34.40 | 36.12 | 37.92 | | | |
| | | | | Bi-Weekly Rate | 2496.05 | 2620.86 | 2751.90 | 2889.49 | 3033.97 | | | |
| | | | | 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 | 60.14 | | | |
| | | | | Bi-Weekly Rate | 3957.60 | 4156.00 | 4364.00 | 4582.40 | 4811.20 | | | |
| | | | | Monthly | 8574.80 | 9004.67 | 9455.33 | 9928.53 | 10424.27 | | | |
| CITY CLERK RECORDS TECHNICIAN | O415 | 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 | | | |
| 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 | 74.19 | | | |
| | | | | 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 | | | | | | | |

| 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 | | | | | | | |
| 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 | 40.99 | | | |
| | | | | 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 | 46.06 | 48.36 | | | |
| | | | | Bi-Weekly Rate | 3182.77 | 3341.91 | 3509.01 | 3684.46 | 3868.68 | | | |
| | | | | 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 | 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 | | | |
| COMMUNITY DEVELOPMENT SPECIALIST | A660 | 29-Jun-18 | AFSCME | Hourly Rate | 37.73 | 39.62 | 41.60 | 43.68 | 45.87 | | | |
| | | | | Bi-Weekly Rate | 3018.72 | 3169.66 | 3328.14 | 3494.54 | 3669.27 | | | |
| | | | | 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 | 27.79 | | | |
| | | | | Bi-Weekly Rate | 1828.99 | 1920.44 | 2016.46 | 2117.29 | 2223.15 | | | |
| | | | | 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 | 2117.29 | 2223.15 | | | |
| | | | | 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 | 44.55 | 46.78 | | | |
| | | | | Bi-Weekly Rate | 3079.05 | 3233.01 | 3394.66 | 3564.39 | 3742.61 | | | |
| | | | | 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 | 46.79 | 49.13 | | | |
| | | | | Bi-Weekly Rate | 3233.62 | 3395.30 | 3565.06 | 3743.31 | 3930.48 | | | |
| | | | | Monthly | 7006.17 | 7356.48 | 7724.30 | 8110.51 | 8516.04 | | | |
| CONSULTANT - HOURLY | X570 | 29-Jun-18 | HOURLY | Hourly Rate | 11.33 | | | | 135.00 | | | |
| | | | | Bi-Weekly Rate | 906.40 | | | | 10800.00 | | | |
| | | | | Monthly | 1963.87 | | | | 23400.00 | | | |
| CRIME ANALYST | C210 | 29-Jun-18 | PO NONSWORN | Hourly Rate | 40.55 | 42.57 | 44.70 | 46.94 | 49.29 | | | |
| | | | | Bi-Weekly Rate | 3243.78 | 3405.97 | 3576.27 | 3755.09 | 3942.84 | | | |
| | | | | Monthly | 7028.20 | 7379.61 | 7748.59 | 8136.02 | 8542.82 | | | |
| CULTURAL ARTS SPECIALIST | A650 | 29-Jun-18 | AFSCME | Hourly Rate | 31.17 | 32.73 | 34.36 | 36.08 | 37.88 | | | |
| | | | | Bi-Weekly Rate | 2493.34 | 2618.01 | 2748.91 | 2886.35 | 3030.67 | | | |
| | | | | Monthly | 5402.24 | 5672.35 | 5955.97 | 6253.77 | 6566.46 | | | |
| CULTURAL ARTS SPECIALIST - HOURLY | X650 | 29-Jun-18 | HOURLY | Hourly Rate | 31.17 | 32.73 | 34.36 | 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 | 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 | | | |
| 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 | | | |
| | | | | Monthly | 5760.63 | 6048.66 | 6351.09 | 6668.65 | 7002.08 | | | |
| DEPUTY DIRECTOR OF ECD | M145 | 29-Jun-18 | MID MGMT | Hourly Rate | 67.14 | 70.50 | 74.02 | 77.72 | 81.61 | | | |
| | | | | Bi-Weekly Rate | 5371.06 | 5639.61 | 5921.59 | 6217.67 | 6528.55 | | | |
| | | | | Monthly | 11637.29 | 12219.15 | 12830.11 | 13471.62 | 14145.20 | | | |
| ECONOMIC DEVELOPMENT COORDINATOR | M185 | 29-Jun-18 | MID MGMT | Hourly Rate | 52.67 | 55.31 | 58.07 | 60.98 | 64.02 | | | |
| | | | | Bi-Weekly Rate | 4213.87 | 4424.56 | 4645.79 | 4878.08 | 5121.98 | | | |
| | | | | Monthly | 9130.05 | 9586.55 | 10065.88 | 10569.17 | 11097.63 | | | |
| ELECTRICAL TECHNICIAN | A160 | 29-Jun-18 | AFSCME | Hourly Rate | 37.91 | 39.81 | 41.80 | 43.89 | 46.08 | | | |
| | | | | Bi-Weekly Rate | 3032.96 | 3184.60 | 3343.83 | 3511.02 | 3686.58 | | | |
| | | | | Monthly | 6571.40 | 6899.97 | 7244.97 | 7607.22 | 7987.58 | | | |
| ELECTRICAL TECHNICIAN, ASSISTANT | A120 | 29-Jun-18 | AFSCME | Hourly Rate | 27.97 | 29.37 | 30.84 | 32.38 | 34.00 | | | |
| | | | | Bi-Weekly Rate | 2237.77 | 2349.66 | 2467.14 | 2590.50 | 2720.02 | | | |
| | | | | 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 | 56.85 | | | |
| | | | | Bi-Weekly Rate | 3741.37 | 3928.44 | 4124.86 | 4331.10 | 4547.66 | | | |
| | | | | Monthly | 8106.30 | 8511.61 | 8937.19 | 9384.05 | 9853.25 | | | |
| 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 | 3493.53 | 3668.20 | 3851.61 | 4044.19 | | | |
| | | | | Monthly | 7208.86 | 7569.30 | 7947.77 | 8345.16 | 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 | | | |
| EMS BATTALION CHIEF | M420 | 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 | | | |
| ENGINEER, ASSOCIATE | M115 | 29-Jun-18 | MID MGMT | Hourly Rate | 50.00 | 52.50 | 55.13 | 57.89 | 60.78 | | | |
| | | | | Bi-Weekly Rate | 4000.33 | 4200.34 | 4410.36 | 4630.88 | 4862.42 | | | |
| | | | | Monthly | 8667.38 | 9100.75 | 9555.78 | 10033.57 | 10535.25 | | | |
| ENGINEER, PRINCIPAL | M760 | 29-Jun-18 | MID MGMT | Hourly Rate | 65.15 | 68.40 | 71.82 | 75.42 | 79.19 | | | |
| | | | | Bi-Weekly Rate | 5211.75 | 5472.34 | 5745.95 | 6033.25 | 6334.91 | | | |
| | | | | Monthly | 11292.12 | 11856.73 | 12449.56 | 13072.04 | 13725.64 | | | |

| 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 |
|---|----------|----------------|-------------|----------------|----------|----------|----------|----------|----------|--------|--------|--------|
| ENGINEER, SENIOR | M340 | 29-Jun-18 | MID 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 | 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 | | | |
| 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 | | | |
| 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 | 3689.05 | | | |
| | | | | Monthly | 6575.81 | 6904.60 | 7249.83 | 7612.32 | 7992.94 | | | |
| 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 | 4057.38 | | | |
| | | | | Monthly | 7232.36 | 7593.98 | 7973.68 | 8372.36 | 8790.98 | | | |
| ENVIRONMENTAL COMPLIANCE INSPECTOR, SENIOR | D160 | 29-Jun-18 | WQCP 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 | MID MGMT | Hourly Rate | 62.49 | 65.61 | 68.89 | 72.34 | 75.95 | | | |
| | | | | 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 | AFSCME | Hourly Rate | 32.32 | 33.94 | 35.63 | 37.41 | 39.28 | | | |
| | | | | Bi-Weekly Rate | 2585.54 | 2714.81 | 2850.55 | 2993.08 | 3142.74 | | | |
| | | | | Monthly | 5602.00 | 5882.10 | 6176.20 | 6485.01 | 6809.26 | | | |
| EQUIPMENT MECHANIC - HOURLY | X510 | 29-Jun-18 | HOURLY | Hourly Rate | 32.32 | 33.94 | 35.63 | 37.41 | 39.28 | | | |
| | | | | Bi-Weekly Rate | 2585.54 | 2714.81 | 2850.55 | 2993.08 | 3142.74 | | | |
| | | | | Monthly | 5602.00 | 5882.10 | 6176.20 | 6485.01 | 6809.26 | | | |
| EQUIPMENT MECHANIC, LEAD | A345 | 29-Jun-18 | AFSCME | Hourly Rate | 35.00 | 36.75 | 38.58 | 40.51 | 42.54 | | | |
| | | | | Bi-Weekly Rate | 2799.76 | 2939.74 | 3086.73 | 3241.07 | 3403.12 | | | |
| | | | | Monthly | 6066.14 | 6369.44 | 6687.92 | 7022.31 | 7373.43 | | | |
| EQUIPMENT OPERATOR | A175 | 29-Jun-18 | AFSCME | Hourly Rate | 32.40 | 34.02 | 35.72 | 37.50 | 39.38 | | | |
| | | | | Bi-Weekly Rate | 2591.64 | 2721.22 | 2857.28 | 3000.14 | 3150.15 | | | |
| | | | | Monthly | 5615.22 | 5895.98 | 6190.77 | 6500.31 | 6825.33 | | | |
| 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 | 3571.22 | | | |
| | | | | 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 | 29-Jun-18 | MID MGMT | Hourly Rate | 40.39 | 42.41 | 44.53 | 46.75 | 49.09 | | | |
| | | | | Bi-Weekly Rate | 3230.90 | 3392.45 | 3562.07 | 3740.18 | 3927.18 | | | |
| | | | | Monthly | 7000.29 | 7350.31 | 7717.82 | 8103.71 | 8508.90 | | | |
| 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 | 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 | 63.96 | 67.15 | | | |
| | | | | 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 | 92.25 | 96.86 | 101.70 | | | |
| | | | | Bi-Weekly Rate | 6693.65 | 7028.33 | 7379.75 | 7748.74 | 8136.18 | | | |
| | | | | Monthly | 14502.91 | 15228.06 | 15989.46 | 16788.93 | 17628.38 | | | |
| FIRE COURIER - HOURLY | X540 | 29-Jun-18 | 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 | | | |
| FIRE MARSHAL | M410 | 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 | | | |
| GROUNDSPERSON | A505 | 29-Jun-18 | AFSCME | Hourly Rate | 29.50 | 30.97 | 32.52 | 34.15 | 35.85 | | | |
| | | | | Bi-Weekly Rate | 2359.79 | 2477.78 | 2601.67 | 2731.76 | 2868.34 | | | |
| | | | | 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 | 44.54 | | | |
| | | | | 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 | 42.29 | 44.40 | 46.62 | 48.96 | | | |
| | | | | Bi-Weekly Rate | 3222.09 | 3383.20 | 3552.36 | 3729.97 | 3916.47 | | | |
| | | | | Monthly | 6981.20 | 7330.26 | 7696.77 | 8081.61 | 8485.69 | | | |
| 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 | 10933.85 | 11480.54 | 12054.57 | | | |
| 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 | 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 | | | |
| INFORMATION SYSTEMS ADMINISTRATOR | M650 | 29-Jun-18 | MID MGMT | Hourly Rate | 52.71 | 55.34 | 58.11 | 61.02 | 64.07 | | | |
| | | | | Bi-Weekly Rate | 4216.58 | 4427.41 | 4648.78 | 4881.22 | 5125.28 | | | |
| | | | | Monthly | 9135.92 | 9592.72 | 10072.36 | 10575.97 | 11104.77 | | | |
| 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 | 61.15 | 64.21 | 67.42 | 70.79 | | | |
| | | | | Bi-Weekly Rate | 4659.25 | 4892.22 | 5136.83 | 5393.67 | 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 | 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 | | | |
| 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 | | | |
| 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 | 4488.84 | 4713.28 | | | |
| | | | | Monthly | 8401.53 | 8821.60 | 9262.68 | 9725.82 | 10212.11 | | | |
| LABORATORY SUPERVISOR | M220 | 29-Jun-18 | MID MGMT | Hourly Rate | 52.20 | 54.81 | 57.55 | 60.43 | 63.45 | | | |
| | | | | Bi-Weekly Rate | 4175.91 | 4384.70 | 4603.94 | 4834.13 | 5075.84 | | | |
| | | | | Monthly | 9047.80 | 9500.19 | 9975.20 | 10473.96 | 10997.65 | | | |
| LANDSCAPE ARCHITECT | M815 | 29-Jun-18 | MID MGMT | Hourly Rate | 53.95 | 56.65 | 59.48 | 62.46 | 65.58 | | | |

| 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 | 34.76 | 36.50 | | | |
| | | | | Bi-Weekly Rate | 2402.50 | 2522.63 | 2648.76 | 2781.20 | 2920.26 | | | |
| | | | | Monthly | 5205.42 | 5465.69 | 5738.98 | 6025.93 | 6327.22 | | | |
| 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 | | | |
| | | | | Monthly | 5205.42 | 5465.69 | 5738.98 | 6025.93 | 6327.22 | | | |
| 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 | 3213.60 | | | |
| | | | | Monthly | 5728.31 | 6014.73 | 6315.46 | 6631.24 | 6962.80 | | | |
| LIBRARY ASSISTANT I | A220 | 29-Jun-18 | AFSCME | Hourly Rate | 23.58 | 24.76 | 26.00 | 27.30 | 28.66 | | | |
| | | | | Bi-Weekly Rate | 1886.61 | 1980.95 | 2079.99 | 2183.99 | 2293.19 | | | |
| | | | | Monthly | 4087.67 | 4292.05 | 4506.65 | 4731.98 | 4968.58 | | | |
| LIBRARY ASSISTANT I - HOURLY | X220 | 29-Jun-18 | HOURLY | Hourly Rate | 23.58 | 24.76 | 26.00 | 27.30 | 28.66 | | | |
| | | | | Bi-Weekly Rate | 1886.61 | 1980.95 | 2079.99 | 2183.99 | 2293.19 | | | |
| | | | | Monthly | 4087.67 | 4292.05 | 4506.65 | 4731.98 | 4968.58 | | | |
| LIBRARY ASSISTANT II | A215 | 29-Jun-18 | AFSCME | Hourly Rate | 26.05 | 27.35 | 28.72 | 30.15 | 31.66 | | | |
| | | | | Bi-Weekly Rate | 2083.89 | 2188.08 | 2297.48 | 2412.36 | 2532.98 | | | |
| | | | | Monthly | 4515.09 | 4740.84 | 4977.88 | 5226.78 | 5488.11 | | | |
| LIBRARY ASSISTANT II - HOURLY | X225 | 29-Jun-18 | HOURLY | Hourly Rate | 26.05 | 27.35 | 28.72 | 30.15 | 31.66 | | | |
| | | | | Bi-Weekly Rate | 2083.89 | 2188.08 | 2297.48 | 2412.36 | 2532.98 | | | |
| | | | | Monthly | 4515.09 | 4740.84 | 4977.88 | 5226.78 | 5488.11 | | | |
| LIBRARY CLERK - HOURLY | X235 | 29-Jun-18 | HOURLY | Hourly Rate | 14.62 | 15.35 | 16.12 | 16.92 | 17.77 | | | |
| | | | | Bi-Weekly Rate | 1169.39 | 1227.86 | 1289.25 | 1353.71 | 1421.40 | | | |
| | | | | Monthly | 2533.68 | 2660.36 | 2793.38 | 2933.05 | 3079.70 | | | |
| LIBRARY DIRECTOR, ASSISTANT | M640 | 29-Jun-18 | MID MGMT | Hourly Rate | 56.69 | 59.52 | 62.50 | 65.63 | 68.91 | | | |
| | | | | Bi-Weekly Rate | 4535.20 | 4761.96 | 5000.05 | 5250.06 | 5512.56 | | | |
| | | | | Monthly | 9826.26 | 10317.57 | 10833.45 | 11375.12 | 11943.88 | | | |
| 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 | 951.68 | 999.26 | 1049.23 | 1101.69 | | | |
| | | | | Monthly | 1963.78 | 2061.97 | 2165.07 | 2273.32 | 2386.99 | | | |
| 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 | | | |

| 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 | 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 | | | |
| LITERACY SERVICES ASSISTANT COORDINATOR - HOURLY | X655 | 29-Jun-18 | HOURLY | Hourly Rate | 26.05 | 27.35 | 28.72 | 30.15 | 31.66 | | | |
| | | | | Bi-Weekly Rate | 2083.89 | 2188.08 | 2297.48 | 2412.36 | 2532.98 | | | |
| | | | | Monthly | 4515.09 | 4740.84 | 4977.88 | 5226.78 | 5488.11 | | | |
| LITERACY SERVICES ASSISTANT I - HOURLY | X665 | 29-Jun-18 | HOURLY | Hourly Rate | 23.58 | 24.76 | 26.00 | 27.30 | 28.66 | | | |
| | | | | Bi-Weekly Rate | 1886.61 | 1980.95 | 2079.99 | 2183.99 | 2293.19 | | | |
| | | | | Monthly | 4087.67 | 4292.05 | 4506.65 | 4731.98 | 4968.58 | | | |
| LITERACY SERVICES COORDINATOR | 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 | 3299.30 | | | |
| | | | | Monthly | 5881.07 | 6175.12 | 6483.88 | 6808.07 | 7148.47 | | | |
| MAINTENANCE CRAFTSWORKER | A280 | 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 | | | |
| MAINTENANCE SUPERVISOR | M255 | 29-Jun-18 | MID MGMT | Hourly Rate | 41.20 | 43.26 | 45.42 | 47.69 | 50.08 | | | |
| | | | | Bi-Weekly Rate | 3295.98 | 3460.78 | 3633.82 | 3815.51 | 4006.29 | | | |
| | | | | Monthly | 7141.30 | 7498.36 | 7873.28 | 8266.94 | 8680.29 | | | |
| MANAGEMENT ANALYST I | M570 | 29-Jun-18 | MID MGMT | Hourly Rate | 39.45 | 41.43 | 43.50 | 45.67 | 47.96 | | | |
| | | | | Bi-Weekly Rate | 3156.33 | 3314.15 | 3479.86 | 3653.85 | 3836.54 | | | |
| | | | | 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 | 52.74 | | | |
| | | | | Bi-Weekly Rate | 3470.88 | 3644.43 | 3826.65 | 4017.98 | 4218.88 | | | |
| | | | | 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 | | | | | | | |
| MEMBER, HOUSING AUTHORITY COMMISSION | X175 | 01-JAN-0001 | BD CMS | Hourly Rate | 50.00 | | | | | | | |
| MEMBER, LIBRARY BOARD | X230 | 01-JAN-0001 | BD CMS | Hourly Rate | 50.00 | | | | | | | |
| 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 | HOURLY | Hourly Rate | 11.33 | | | | 85.00 | | | |
| | | | | 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 | 24.39 | 25.61 | 26.89 | | | |
| | | | | Bi-Weekly Rate | 1770.01 | 1858.52 | 1951.44 | 2049.01 | 2151.46 | | | |
| | | | | 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 | 29.58 | | | |
| | | | | Bi-Weekly Rate | 1946.95 | 2044.30 | 2146.51 | 2253.84 | 2366.53 | | | |
| | | | | 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 | | | |
| | | | | Bi-Weekly Rate | 1946.95 | 2044.30 | 2146.51 | 2253.84 | 2366.53 | | | |
| | | | | Monthly | 4218.39 | 4429.31 | 4650.77 | 4883.31 | 5127.48 | | | |
| PARAMEDIC FIREFIGHTER | B130 | 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 | | | |
| PARAMEDIC FIREFIGHTER (40 HOURS) | B131 | 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 | | | |
| PARAMEDIC/FIREFIGHTER RECRUIT (40 hours) | B135 | 29-Jun-18 | IAFF | Hourly Rate | 48.08 | | | | | | | |
| | | | | Bi-Weekly Rate | 3846.43 | | | | | | | |
| | | | | Monthly | 8333.94 | | | | | | | |
| PARK MAINTENANCE WORKER | A250 | 29-Jun-18 | AFSCME | 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 | | | |
| 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 | 2554.40 | | | |
| | | | | Monthly | 4553.27 | 4780.94 | 5019.98 | 5270.98 | 5534.53 | | | |
| PARK 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 | | | |
| PARK MAINTENANCE WORKER, SENIOR | A350 | 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 | | | |

| 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 | Hourly Rate | 24.14 | 25.35 | 26.62 | 27.95 | 29.34 | | | |
| | | | | Bi-Weekly Rate | 1931.36 | 2027.92 | 2129.32 | 2235.79 | 2347.58 | | | |
| | | | | 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 | 2027.92 | 2129.32 | 2235.79 | 2347.58 | | | |
| | | | | Monthly | 4184.61 | 4393.84 | 4613.53 | 4844.20 | 5086.41 | | | |
| 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 | | | |
| 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 | | | |
| 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 | 3336.36 | 3503.18 | 3678.34 | | | |
| | | | | Monthly | 6556.71 | 6884.55 | 7228.78 | 7590.22 | 7969.73 | | | |
| PLANNER, ASSOCIATE | M125 | 29-Jun-18 | MID MGMT | 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, 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 | 64.02 | | | |
| | | | | Bi-Weekly Rate | 4213.87 | 4424.56 | 4645.79 | 4878.08 | 5121.98 | | | |
| | | | | Monthly | 9130.05 | 9586.55 | 10065.88 | 10569.17 | 11097.63 | | | |
| PLANNER, SENIOR | M335 | 29-Jun-18 | MID MGMT | 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 | | | |
| 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 | 37.33 | 39.19 | 41.15 | 43.21 | | | |
| | | | | Bi-Weekly Rate | 2843.82 | 2986.01 | 3135.31 | 3292.08 | 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 | 42.52 | 44.65 | | | |
| | | | | Bi-Weekly Rate | 2938.73 | 3085.66 | 3239.95 | 3401.94 | 3572.04 | | | |
| | | | | Monthly | 6367.24 | 6685.60 | 7019.88 | 7370.88 | 7739.42 | | | |
| 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 | | | |
| | | | | 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 | | | |
| | | | | 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 | | | |
| 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 | 3284.46 | | | |
| | | | | Monthly | 5854.63 | 6147.36 | 6454.73 | 6777.47 | 7116.34 | | | |
| PLANT MECHANIC I | D130 | 29-Jun-18 | WQCP OP ENG | Hourly Rate | 33.78 | 35.47 | 37.24 | 39.10 | 41.06 | | | |
| | | | | Bi-Weekly Rate | 2702.14 | 2837.24 | 2979.11 | 3128.06 | 3284.46 | | | |
| | | | | Monthly | 5854.63 | 6147.36 | 6454.73 | 6777.47 | 7116.34 | | | |
| 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 | 36.14 | 38.40 | 40.66 | 42.92 | 45.18 |
| | | | | Bi-Weekly Rate | 2349.60 | 2530.40 | 2711.20 | 2891.20 | 3072.00 | 3252.80 | 3433.60 | 3614.06 |
| | | | | 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 | | | |
| | | | | Bi-Weekly Rate | 2431.65 | 2553.23 | 2680.90 | 2814.94 | 2955.69 | | | |
| | | | | Monthly | 5268.58 | 5532.01 | 5808.61 | 6099.04 | 6403.99 | | | |
| 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 | 3880.65 | 4074.68 | | | |
| | | | | 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 | 39.33 | | | |
| | | | | Bi-Weekly Rate | 2588.25 | 2717.66 | 2853.54 | 2996.22 | 3146.03 | | | |
| | | | | Monthly | 5607.87 | 5888.26 | 6182.68 | 6491.81 | 6816.40 | | | |
| 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 | 2996.22 | 3146.03 | | | |
| | | | | Monthly | 5607.87 | 5888.26 | 6182.68 | 6491.81 | 6816.40 | | | |
| PLANT OPERATOR I - HOURLY | X140 | 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 | 2996.22 | 3146.03 | | | |
| | | | | 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 | | | |
| | | | | 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 | | | |
| | | | | 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 | 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 | 30.29 | 32.45 | 34.62 | 36.78 | 38.94 | 41.11 | 43.27 |
| | | | | Bi-Weekly Rate | 2250.40 | 2423.20 | 2596.00 | 2769.60 | 2942.40 | 3115.20 | 3288.80 | 3461.62 |
| | | | | 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 | 3453.66 | 3626.35 | 3807.66 | 3998.05 | | | |
| | | | | Monthly | 7126.61 | 7482.94 | 7857.09 | 8249.94 | 8662.44 | | | |
| 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 | 63.34 | 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 | 29-Jun-18 | WQCP OP ENG | Hourly Rate | 29.62 | 31.10 | 32.65 | 34.28 | 36.00 | | | |
| | | | | Bi-Weekly Rate | 2369.28 | 2487.75 | 2612.14 | 2742.74 | 2879.88 | | | |
| | | | | Monthly | 5133.45 | 5390.12 | 5659.63 | 5942.61 | 6239.74 | | | |
| PLANT UTILITY WORKER - HOURLY | X490 | 29-Jun-18 | HOURLY | Hourly Rate | 29.62 | 31.10 | 32.65 | 34.28 | 36.00 | | | |
| | | | | Bi-Weekly Rate | 2369.28 | 2487.75 | 2612.14 | 2742.74 | 2879.88 | | | |
| | | | | Monthly | 5133.45 | 5390.12 | 5659.63 | 5942.61 | 6239.74 | | | |
| POLICE CAPTAIN | M280 | 29-Jun-18 | PSM POLICE | Hourly Rate | 79.32 | 83.29 | 87.45 | 91.83 | 96.42 | | | |
| | | | | Bi-Weekly Rate | 6345.89 | 6663.18 | 6996.34 | 7346.16 | 7713.46 | | | |
| | | | | Monthly | 13749.42 | 14436.89 | 15158.73 | 15916.67 | 16712.51 | | | |
| 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 | 16698.82 | 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 | 4745.94 | 4983.24 | 5232.40 | | | |
| | | | | Monthly | 9326.87 | 9793.21 | 10282.87 | 10797.02 | 11336.87 | | | |
| POLICE 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 | 76.74 | 80.58 | 84.60 | | | |
| | | | | Bi-Weekly Rate | 5568.33 | 5846.74 | 6139.08 | 6446.03 | 6768.34 | | | |
| | | | | Monthly | 12064.71 | 12667.94 | 13301.34 | 13966.41 | 14664.73 | | | |
| POLICE MEDIA TECHNICIAN | C220 | 29-Jun-18 | PO NONSWORN | 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 | | | |

| 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 | 29-Jun-18 | PO SWORN | Hourly Rate | 41.17 | 44.06 | 47.14 | 50.44 | 53.97 | | | |
| | | | | Bi-Weekly Rate | 3294.00 | 3524.58 | 3771.30 | 4035.29 | 4317.76 | | | |
| | | | | Monthly | 7137.00 | 7636.59 | 8171.15 | 8743.13 | 9355.15 | | | |
| POLICE PROPERTY/ EVIDENCE SPECIALIST | C110 | 29-Jun-18 | PO NONSWORN | Hourly Rate | 28.01 | 29.41 | 30.88 | 32.42 | 34.04 | | | |
| | | | | Bi-Weekly Rate | 2240.48 | 2352.51 | 2470.13 | 2593.64 | 2723.32 | | | |
| | | | | Monthly | 4854.38 | 5097.10 | 5351.95 | 5619.55 | 5900.53 | | | |
| POLICE PROPERTY/EVIDENCE ASSISTANT - HOURLY | X190 | 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 | 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 | | | |
| | | | | Bi-Weekly Rate | 4732.83 | 4851.15 | 4972.43 | 5096.74 | 5224.16 | | | |
| | | | | Monthly | 10254.47 | 10510.83 | 10773.60 | 11042.94 | 11319.01 | | | |
| POLICE SERVICE TECHNICIAN | C125 | 29-Jun-18 | PO NONSWORN | Hourly Rate | 26.64 | 27.97 | 29.37 | 30.84 | 32.38 | | | |
| | | | | Bi-Weekly Rate | 2131.34 | 2237.91 | 2349.80 | 2467.29 | 2590.66 | | | |
| | | | | Monthly | 4617.90 | 4848.80 | 5091.24 | 5345.80 | 5613.09 | | | |
| POLICE SERVICE TECHNICIAN - HOURLY | X192 | 29-Jun-18 | HOURLY | Hourly Rate | 26.64 | 27.97 | 29.37 | 30.84 | 32.38 | | | |
| | | | | Bi-Weekly Rate | 2131.34 | 2237.91 | 2349.80 | 2467.29 | 2590.66 | | | |
| | | | | Monthly | 4617.90 | 4848.80 | 5091.24 | 5345.80 | 5613.09 | | | |
| PRESCHOOL TEACHER I | A495 | 29-Jun-18 | AFSCME | Hourly Rate | 20.82 | 21.86 | 22.95 | 24.10 | 25.31 | | | |
| | | | | Bi-Weekly Rate | 1665.62 | 1748.90 | 1836.34 | 1928.16 | 2024.57 | | | |
| | | | | Monthly | 3608.84 | 3789.28 | 3978.74 | 4177.68 | 4386.56 | | | |
| PRESCHOOL TEACHER I - HOURLY | X690 | 29-Jun-18 | HOURLY | Hourly Rate | 20.82 | 21.86 | 22.95 | 24.10 | 25.31 | | | |
| | | | | Bi-Weekly Rate | 1665.62 | 1748.90 | 1836.34 | 1928.16 | 2024.57 | | | |

| 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 | 3608.84 | 3789.28 | 3978.74 | 4177.68 | 4386.56 | | | |
| PRESCHOOL TEACHER II | A680 | 29-Jun-18 | AFSCME | Hourly Rate | 22.90 | 24.05 | 25.25 | 26.52 | 27.84 | | | |
| | | | | Bi-Weekly Rate | 1832.38 | 1924.00 | 2020.20 | 2121.21 | 2227.27 | | | |
| | | | | Monthly | 3970.16 | 4168.67 | 4377.10 | 4595.96 | 4825.76 | | | |
| PRESCHOOL TEACHER II - HOURLY | X680 | 29-Jun-18 | HOURLY | Hourly Rate | 22.90 | 24.05 | 25.25 | 26.52 | 27.84 | | | |
| | | | | Bi-Weekly Rate | 1832.38 | 1924.00 | 2020.20 | 2121.21 | 2227.27 | | | |
| | | | | Monthly | 3970.16 | 4168.67 | 4377.10 | 4595.96 | 4825.76 | | | |
| PROGRAM MANAGER | M750 | 29-Jun-18 | MID MGMT | Hourly Rate | 51.60 | 54.18 | 56.89 | 59.73 | 62.72 | | | |
| | | | | Bi-Weekly Rate | 4127.77 | 4334.16 | 4550.87 | 4778.42 | 5017.34 | | | |
| | | | | Monthly | 8943.51 | 9390.69 | 9860.22 | 10353.23 | 10870.89 | | | |
| 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 | 10193.40 | 10703.07 | | | |
| 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 | 46.58 | 48.90 | | | |
| | | | | Bi-Weekly Rate | 3218.70 | 3379.64 | 3548.62 | 3726.05 | 3912.35 | | | |
| | | | | 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 | 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 - 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 | 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 | | | |
| | | | | 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 SUPERVISOR | M295 | 29-Jun-18 | MID MGMT | Hourly Rate | 41.20 | 43.26 | 45.42 | 47.69 | 50.08 | | | |

| 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 | 3295.98 | 3460.78 | 3633.82 | 3815.51 | 4006.29 | | | |
| | | | | Monthly | 7141.30 | 7498.36 | 7873.28 | 8266.94 | 8680.29 | | | |
| RECREATION INSTRUCTOR - HOURLY | X350 | 29-Jun-18 | 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 | HOURLY | Hourly Rate | 11.33 | 11.90 | 12.49 | 13.12 | 13.77 | | | |
| | | | | Bi-Weekly Rate | 906.36 | 951.68 | 999.26 | 1049.23 | 1101.69 | | | |
| | | | | Monthly | 1963.78 | 2061.97 | 2165.07 | 2273.32 | 2386.99 | | | |
| RECREATION LEADER II | A610 | 29-Jun-18 | 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 | HOURLY | Hourly Rate | 12.46 | 13.09 | 13.74 | 14.43 | 15.15 | | | |
| | | | | Bi-Weekly Rate | 997.00 | 1046.85 | 1099.19 | 1154.15 | 1211.86 | | | |
| | | | | Monthly | 2160.16 | 2268.17 | 2381.58 | 2500.66 | 2625.69 | | | |
| 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 | 1284.77 | 1349.01 | 1416.46 | | | |
| | | | | Monthly | 2524.86 | 2651.11 | 2783.66 | 2922.85 | 3068.99 | | | |
| RECREATION LEADER III - HOURLY | X370 | 29-Jun-18 | HOURLY | Hourly Rate | 14.57 | 15.29 | 16.06 | 16.86 | 17.71 | | | |
| | | | | Bi-Weekly Rate | 1165.32 | 1223.59 | 1284.77 | 1349.01 | 1416.46 | | | |
| | | | | Monthly | 2524.86 | 2651.11 | 2783.66 | 2922.85 | 3068.99 | | | |
| RECREATION LEADER IV | A515 | 29-Jun-18 | 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 | 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 | HOURLY | Hourly Rate | 27.80 | 29.19 | 30.65 | 32.19 | 33.79 | | | |
| | | | | Bi-Weekly Rate | 2224.00 | 2335.20 | 2452.00 | 2575.20 | 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 | 53.01 | 55.66 | 58.44 | | | |
| | | | | Bi-Weekly Rate | 3846.44 | 4038.77 | 4240.70 | 4452.74 | 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 | 11029.39 | 11580.86 | 12159.91 | | | |
| SWEEPER OPERATOR | A370 | 29-Jun-18 | AFSCME | Hourly Rate | 30.58 | 32.11 | 33.72 | 35.40 | 37.17 | | | |
| | | | | Bi-Weekly Rate | 2446.57 | 2568.89 | 2697.34 | 2832.21 | 2973.82 | | | |
| | | | | Monthly | 5300.89 | 5565.94 | 5844.23 | 6136.45 | 6443.27 | | | |

| 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 | | | |
| 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 | | | |

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 | 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 | 44.64 | | | |
| | | | | Bi-Weekly Rate | 2938.05 | 3084.95 | 3239.20 | 3401.16 | 3571.22 | | | |
| | | | | Monthly | 6365.77 | 6684.06 | 7018.26 | 7369.18 | 7737.63 | | | |
| ACCOUNTANT II | M620 | 29-Jun-18 | MID MGMT | Hourly Rate | 40.39 | 42.41 | 44.53 | 46.75 | 49.09 | | | |
| | | | | Bi-Weekly Rate | 3230.90 | 3392.45 | 3562.07 | 3740.18 | 3927.18 | | | |
| | | | | 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 | 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 | | | |
| ACCOUNTING ASSISTANT I | A480 | 29-Jun-18 | AFSCME | Hourly Rate | 23.49 | 24.66 | 25.90 | 27.19 | 28.55 | | | |
| | | | | Bi-Weekly Rate | 1879.16 | 1973.12 | 2071.77 | 2175.36 | 2284.13 | | | |
| | | | | 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 | | | |
| | | | | Bi-Weekly Rate | 2064.90 | 2168.15 | 2276.56 | 2390.38 | 2509.90 | | | |
| | | | | Monthly | 4473.96 | 4697.66 | 4932.54 | 5179.17 | 5438.13 | | | |
| ACCOUNTING ASSISTANT II - HOURLY | X100 | 29-Jun-18 | HOURLY | Hourly Rate | 25.81 | 27.10 | 28.46 | 29.88 | 31.37 | | | |
| | | | | Bi-Weekly Rate | 2064.90 | 2168.15 | 2276.56 | 2390.38 | 2509.90 | | | |
| | | | | Monthly | 4473.96 | 4697.66 | 4932.54 | 5179.17 | 5438.13 | | | |
| 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 | 2656.42 | 2789.24 | | | |
| | | | | Monthly | 4971.88 | 5220.48 | 5481.50 | 5755.57 | 6043.35 | | | |
| 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 | | | |
| | | | | Monthly | 4971.88 | 5220.48 | 5481.50 | 5755.57 | 6043.35 | | | |
| ADMINISTRATIVE ASSISTANT II | O310 | 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 | | | |
| ADMINISTRATIVE ASSISTANT II - HOURLY | X130 | 29-Jun-18 | HOURLY | 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 | | | |
| ADMINISTRATIVE ASSISTANT, SENIOR | O340 | 29-Jun-18 | CONFID | Hourly Rate | 31.73 | 33.32 | 34.99 | 36.74 | 38.57 | | | |
| | | | | Bi-Weekly Rate | 2538.76 | 2665.70 | 2798.98 | 2938.93 | 3085.88 | | | |
| | | | | Monthly | 5500.65 | 5775.68 | 6064.47 | 6367.69 | 6686.07 | | | |
| BUILDING INSPECTOR | A135 | 29-Jun-18 | AFSCME | Hourly Rate | 40.23 | 42.25 | 44.36 | 46.58 | 48.90 | | | |
| | | | | Bi-Weekly Rate | 3218.70 | 3379.64 | 3548.62 | 3726.05 | 3912.35 | | | |
| | | | | Monthly | 6973.85 | 7322.55 | 7688.67 | 8073.11 | 8476.76 | | | |
| BUILDING INSPECTOR - HOURLY | X595 | 29-Jun-18 | HOURLY | Hourly Rate | 40.23 | 42.25 | 44.36 | 46.58 | 48.90 | | | |
| | | | | Bi-Weekly Rate | 3218.70 | 3379.64 | 3548.62 | 3726.05 | 3912.35 | | | |
| | | | | Monthly | 6973.85 | 7322.55 | 7688.67 | 8073.11 | 8476.76 | | | |
| BUILDING INSPECTOR, SENIOR | A400 | 29-Jun-18 | AFSCME | Hourly Rate | 43.94 | 46.13 | 48.44 | 50.86 | 53.41 | | | |
| | | | | Bi-Weekly Rate | 3514.95 | 3690.69 | 3875.23 | 4068.99 | 4272.44 | | | |
| | | | | Monthly | 7615.72 | 7996.50 | 8396.33 | 8816.15 | 9256.95 | | | |

| 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 | | | |
| | | | | 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 | 4807.90 | | | |
| 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 | 6087.99 | | | |
| 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 | 2443.98 | | | |
| | | | | Monthly | 4356.46 | 4574.28 | 4802.99 | 5043.14 | 5295.30 | | | |
| BUILDING OFFICIAL | M210 | 29-Jun-18 | MID MGMT | Hourly Rate | 62.10 | 65.20 | 68.46 | 71.88 | 75.48 | | | |
| | | | | Bi-Weekly Rate | 4967.70 | 5216.09 | 5476.89 | 5750.74 | 6038.27 | | | |
| | | | | Monthly | 10763.35 | 11301.52 | 11866.60 | 12459.93 | 13082.92 | | | |
| BUILDING OFFICIAL, ASSISTANT | M215 | 29-Jun-18 | MID MGMT | Hourly Rate | 53.29 | 55.96 | 58.75 | 61.69 | 64.78 | | | |
| | | | | Bi-Weekly Rate | 4263.36 | 4476.52 | 4700.35 | 4935.37 | 5182.14 | | | |
| | | | | Monthly | 9237.27 | 9699.14 | 10184.09 | 10693.30 | 11227.96 | | | |
| BUILDING PLAN REVIEWER | A690 | 29-Jun-18 | AFSCME | Hourly Rate | 42.14 | 44.25 | 46.46 | 48.78 | 51.22 | | | |
| | | | | Bi-Weekly Rate | 3371.23 | 3539.79 | 3716.78 | 3902.62 | 4097.75 | | | |
| | | | | Monthly | 7304.33 | 7669.55 | 8053.03 | 8455.68 | 8878.46 | | | |
| CHILDCARE ASSISTANT SUPERVISOR | M800 | 29-Jun-18 | MID MGMT | Hourly Rate | 31.20 | 32.76 | 34.40 | 36.12 | 37.92 | | | |
| | | | | Bi-Weekly Rate | 2496.05 | 2620.86 | 2751.90 | 2889.49 | 3033.97 | | | |
| | | | | 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 | 60.14 | | | |
| | | | | Bi-Weekly Rate | 3957.60 | 4156.00 | 4364.00 | 4582.40 | 4811.20 | | | |
| | | | | Monthly | 8574.80 | 9004.67 | 9455.33 | 9928.53 | 10424.27 | | | |
| CITY CLERK RECORDS TECHNICIAN | O415 | 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 | | | |
| 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 | 74.19 | | | |
| | | | | 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 | | | | | | | |

| 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 |
|--|----------|----------------|-------------|----------------|---------|---------|---------|---------|----------|--------|--------|--------|
| 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 | 40.99 | | | |
| | | | | 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 | 46.06 | 48.36 | | | |
| | | | | Bi-Weekly Rate | 3182.77 | 3341.91 | 3509.01 | 3684.46 | 3868.68 | | | |
| | | | | 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 | 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 | | | |
| COMMUNITY DEVELOPMENT SPECIALIST | A660 | 29-Jun-18 | AFSCME | Hourly Rate | 37.73 | 39.62 | 41.60 | 43.68 | 45.87 | | | |
| | | | | Bi-Weekly Rate | 3018.72 | 3169.66 | 3328.14 | 3494.54 | 3669.27 | | | |
| | | | | 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 | 27.79 | | | |
| | | | | Bi-Weekly Rate | 1828.99 | 1920.44 | 2016.46 | 2117.29 | 2223.15 | | | |
| | | | | 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 | 2117.29 | 2223.15 | | | |
| | | | | 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 | 44.55 | 46.78 | | | |
| | | | | Bi-Weekly Rate | 3079.05 | 3233.01 | 3394.66 | 3564.39 | 3742.61 | | | |
| | | | | 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 | 46.79 | 49.13 | | | |
| | | | | Bi-Weekly Rate | 3233.62 | 3395.30 | 3565.06 | 3743.31 | 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 | | | |
| CRIME ANALYST | C210 | 29-Jun-18 | PO NONSWORN | Hourly Rate | 40.55 | 42.57 | 44.70 | 46.94 | 49.29 | | | |
| | | | | Bi-Weekly Rate | 3243.78 | 3405.97 | 3576.27 | 3755.09 | 3942.84 | | | |
| | | | | Monthly | 7028.20 | 7379.61 | 7748.59 | 8136.02 | 8542.82 | | | |
| CULTURAL ARTS SPECIALIST | A650 | 29-Jun-18 | AFSCME | Hourly Rate | 31.17 | 32.73 | 34.36 | 36.08 | 37.88 | | | |
| | | | | Bi-Weekly Rate | 2493.34 | 2618.01 | 2748.91 | 2886.35 | 3030.67 | | | |
| | | | | Monthly | 5402.24 | 5672.35 | 5955.97 | 6253.77 | 6566.46 | | | |
| CULTURAL ARTS SPECIALIST - HOURLY | X650 | 29-Jun-18 | HOURLY | Hourly Rate | 31.17 | 32.73 | 34.36 | 36.08 | 37.88 | | | |
| | | | | Bi-Weekly Rate | 2493.34 | 2618.01 | 2748.91 | 2886.35 | 3030.67 | | | |
| | | | | Monthly | 5402.24 | 5672.35 | 5955.97 | 6253.77 | 6566.46 | | | |

| 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 |
|---------------------------------------|----------|----------------|-------------|----------------|----------|----------|----------|----------|----------|--------|--------|--------|
| DATABASE BUSINESS SYSTEMS SPECIALIST | O405 | 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 | | | |
| 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 | | | |
| | | | | Monthly | 5760.63 | 6048.66 | 6351.09 | 6668.65 | 7002.08 | | | |
| DEPUTY DIRECTOR OF ECD | M145 | 29-Jun-18 | MID MGMT | Hourly Rate | 67.14 | 70.50 | 74.02 | 77.72 | 81.61 | | | |
| | | | | Bi-Weekly Rate | 5371.06 | 5639.61 | 5921.59 | 6217.67 | 6528.55 | | | |
| | | | | Monthly | 11637.29 | 12219.15 | 12830.11 | 13471.62 | 14145.20 | | | |
| ECONOMIC DEVELOPMENT COORDINATOR | M185 | 29-Jun-18 | MID MGMT | Hourly Rate | 52.67 | 55.31 | 58.07 | 60.98 | 64.02 | | | |
| | | | | Bi-Weekly Rate | 4213.87 | 4424.56 | 4645.79 | 4878.08 | 5121.98 | | | |
| | | | | Monthly | 9130.05 | 9586.55 | 10065.88 | 10569.17 | 11097.63 | | | |
| ELECTRICAL TECHNICIAN | A160 | 29-Jun-18 | AFSCME | Hourly Rate | 37.91 | 39.81 | 41.80 | 43.89 | 46.08 | | | |
| | | | | Bi-Weekly Rate | 3032.96 | 3184.60 | 3343.83 | 3511.02 | 3686.58 | | | |
| | | | | Monthly | 6571.40 | 6899.97 | 7244.97 | 7607.22 | 7987.58 | | | |
| ELECTRICAL TECHNICIAN, ASSISTANT | A120 | 29-Jun-18 | AFSCME | Hourly Rate | 27.97 | 29.37 | 30.84 | 32.38 | 34.00 | | | |
| | | | | Bi-Weekly Rate | 2237.77 | 2349.66 | 2467.14 | 2590.50 | 2720.02 | | | |
| | | | | 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 | 56.85 | | | |
| | | | | Bi-Weekly Rate | 3741.37 | 3928.44 | 4124.86 | 4331.10 | 4547.66 | | | |
| | | | | Monthly | 8106.30 | 8511.61 | 8937.19 | 9384.05 | 9853.25 | | | |
| 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 | 3493.53 | 3668.20 | 3851.61 | 4044.19 | | | |
| | | | | Monthly | 7208.86 | 7569.30 | 7947.77 | 8345.16 | 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 | | | |
| EMS BATTALION CHIEF | M420 | 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 | | | |
| ENGINEER, ASSOCIATE | M115 | 29-Jun-18 | MID MGMT | Hourly Rate | 50.00 | 52.50 | 55.13 | 57.89 | 60.78 | | | |
| | | | | Bi-Weekly Rate | 4000.33 | 4200.34 | 4410.36 | 4630.88 | 4862.42 | | | |
| | | | | Monthly | 8667.38 | 9100.75 | 9555.78 | 10033.57 | 10535.25 | | | |
| ENGINEER, PRINCIPAL | M760 | 29-Jun-18 | MID MGMT | Hourly Rate | 65.15 | 68.40 | 71.82 | 75.42 | 79.19 | | | |
| | | | | Bi-Weekly Rate | 5211.75 | 5472.34 | 5745.95 | 6033.25 | 6334.91 | | | |
| | | | | Monthly | 11292.12 | 11856.73 | 12449.56 | 13072.04 | 13725.64 | | | |
| ENGINEER, SENIOR | M340 | 29-Jun-18 | MID 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 | | | |

| 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 |
|---|----------|----------------|-------------|----------------|----------|----------|----------|----------|----------|--------|--------|--------|
| 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 | | | |
| 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 | | | |
| 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 | 3689.05 | | | |
| | | | | Monthly | 6575.81 | 6904.60 | 7249.83 | 7612.32 | 7992.94 | | | |
| 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 | 4057.38 | | | |
| | | | | Monthly | 7232.36 | 7593.98 | 7973.68 | 8372.36 | 8790.98 | | | |
| ENVIRONMENTAL COMPLIANCE INSPECTOR, SENIOR | D160 | 29-Jun-18 | WQCP 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 | MID MGMT | Hourly Rate | 62.49 | 65.61 | 68.89 | 72.34 | 75.95 | | | |
| | | | | 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 | AFSCME | Hourly Rate | 32.32 | 33.94 | 35.63 | 37.41 | 39.28 | | | |
| | | | | Bi-Weekly Rate | 2585.54 | 2714.81 | 2850.55 | 2993.08 | 3142.74 | | | |
| | | | | Monthly | 5602.00 | 5882.10 | 6176.20 | 6485.01 | 6809.26 | | | |
| EQUIPMENT MECHANIC - HOURLY | X510 | 29-Jun-18 | HOURLY | Hourly Rate | 32.32 | 33.94 | 35.63 | 37.41 | 39.28 | | | |
| | | | | Bi-Weekly Rate | 2585.54 | 2714.81 | 2850.55 | 2993.08 | 3142.74 | | | |
| | | | | Monthly | 5602.00 | 5882.10 | 6176.20 | 6485.01 | 6809.26 | | | |
| EQUIPMENT MECHANIC, LEAD | A345 | 29-Jun-18 | AFSCME | Hourly Rate | 35.00 | 36.75 | 38.58 | 40.51 | 42.54 | | | |
| | | | | Bi-Weekly Rate | 2799.76 | 2939.74 | 3086.73 | 3241.07 | 3403.12 | | | |
| | | | | Monthly | 6066.14 | 6369.44 | 6687.92 | 7022.31 | 7373.43 | | | |
| EQUIPMENT OPERATOR | A175 | 29-Jun-18 | AFSCME | Hourly Rate | 32.40 | 34.02 | 35.72 | 37.50 | 39.38 | | | |
| | | | | Bi-Weekly Rate | 2591.64 | 2721.22 | 2857.28 | 3000.14 | 3150.15 | | | |
| | | | | Monthly | 5615.22 | 5895.98 | 6190.77 | 6500.31 | 6825.33 | | | |
| 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 | 3571.22 | | | |
| | | | | Monthly | 6365.77 | 6684.06 | 7018.26 | 7369.18 | 7737.63 | | | |
| FINANCIAL ANALYST II | M610 | 29-Jun-18 | MID MGMT | Hourly Rate | 40.39 | 42.41 | 44.53 | 46.75 | 49.09 | | | |
| | | | | Bi-Weekly Rate | 3230.90 | 3392.45 | 3562.07 | 3740.18 | 3927.18 | | | |
| | | | | Monthly | 7000.29 | 7350.31 | 7717.82 | 8103.71 | 8508.90 | | | |

| 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, 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 | 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 | 63.96 | 67.15 | | | |
| | | | | 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 | 92.25 | 96.86 | 101.70 | | | |
| | | | | Bi-Weekly Rate | 6693.65 | 7028.33 | 7379.75 | 7748.74 | 8136.18 | | | |
| | | | | Monthly | 14502.91 | 15228.06 | 15989.46 | 16788.93 | 17628.38 | | | |
| FIRE COURIER - HOURLY | X540 | 29-Jun-18 | 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 | | | |
| FIRE MARSHAL | M410 | 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 | | | |
| GROUNDSPERSON | A505 | 29-Jun-18 | AFSCME | Hourly Rate | 29.50 | 30.97 | 32.52 | 34.15 | 35.85 | | | |
| | | | | Bi-Weekly Rate | 2359.79 | 2477.78 | 2601.67 | 2731.76 | 2868.34 | | | |
| | | | | 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 | 44.54 | | | |
| | | | | Bi-Weekly Rate | 2931.27 | 3077.83 | 3231.72 | 3393.31 | 3562.98 | | | |
| | | | | 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 | 48.96 | | | |
| | | | | Bi-Weekly Rate | 3222.09 | 3383.20 | 3552.36 | 3729.97 | 3916.47 | | | |
| | | | | Monthly | 6981.20 | 7330.26 | 7696.77 | 8081.61 | 8485.69 | | | |

| 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 |
|---|----------|----------------|-------------|----------------|----------|----------|----------|----------|----------|--------|--------|--------|
| 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 | 10933.85 | 11480.54 | 12054.57 | | | |
| 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 | 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 | | | |
| INFORMATION SYSTEMS ADMINISTRATOR | M650 | 29-Jun-18 | MID MGMT | Hourly Rate | 52.71 | 55.34 | 58.11 | 61.02 | 64.07 | | | |
| | | | | Bi-Weekly Rate | 4216.58 | 4427.41 | 4648.78 | 4881.22 | 5125.28 | | | |
| | | | | Monthly | 9135.92 | 9592.72 | 10072.36 | 10575.97 | 11104.77 | | | |
| 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 | 61.15 | 64.21 | 67.42 | 70.79 | | | |
| | | | | Bi-Weekly Rate | 4659.25 | 4892.22 | 5136.83 | 5393.67 | 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 | 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 | | | |
| 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 | | | |
| 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 | 4488.84 | 4713.28 | | | |
| | | | | Monthly | 8401.53 | 8821.60 | 9262.68 | 9725.82 | 10212.11 | | | |
| LABORATORY SUPERVISOR | M220 | 29-Jun-18 | MID MGMT | Hourly Rate | 52.20 | 54.81 | 57.55 | 60.43 | 63.45 | | | |
| | | | | Bi-Weekly Rate | 4175.91 | 4384.70 | 4603.94 | 4834.13 | 5075.84 | | | |
| | | | | Monthly | 9047.80 | 9500.19 | 9975.20 | 10473.96 | 10997.65 | | | |
| LANDSCAPE ARCHITECT | M815 | 29-Jun-18 | MID MGMT | Hourly Rate | 53.95 | 56.65 | 59.48 | 62.46 | 65.58 | | | |
| | | | | 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 | 34.76 | 36.50 | | | |
| | | | | Bi-Weekly Rate | 2402.50 | 2522.63 | 2648.76 | 2781.20 | 2920.26 | | | |
| | | | | Monthly | 5205.42 | 5465.69 | 5738.98 | 6025.93 | 6327.22 | | | |

| 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 |
|--|----------|----------------|----------|----------------|---------|----------|----------|----------|----------|--------|--------|--------|
| 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 | | | |
| | | | | Monthly | 5205.42 | 5465.69 | 5738.98 | 6025.93 | 6327.22 | | | |
| 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 | 3213.60 | | | |
| | | | | Monthly | 5728.31 | 6014.73 | 6315.46 | 6631.24 | 6962.80 | | | |
| LIBRARY ASSISTANT I | A220 | 29-Jun-18 | AFSCME | Hourly Rate | 23.58 | 24.76 | 26.00 | 27.30 | 28.66 | | | |
| | | | | Bi-Weekly Rate | 1886.61 | 1980.95 | 2079.99 | 2183.99 | 2293.19 | | | |
| | | | | Monthly | 4087.67 | 4292.05 | 4506.65 | 4731.98 | 4968.58 | | | |
| LIBRARY ASSISTANT I - HOURLY | X220 | 29-Jun-18 | HOURLY | Hourly Rate | 23.58 | 24.76 | 26.00 | 27.30 | 28.66 | | | |
| | | | | Bi-Weekly Rate | 1886.61 | 1980.95 | 2079.99 | 2183.99 | 2293.19 | | | |
| | | | | Monthly | 4087.67 | 4292.05 | 4506.65 | 4731.98 | 4968.58 | | | |
| LIBRARY ASSISTANT II | A215 | 29-Jun-18 | AFSCME | Hourly Rate | 26.05 | 27.35 | 28.72 | 30.15 | 31.66 | | | |
| | | | | Bi-Weekly Rate | 2083.89 | 2188.08 | 2297.48 | 2412.36 | 2532.98 | | | |
| | | | | Monthly | 4515.09 | 4740.84 | 4977.88 | 5226.78 | 5488.11 | | | |
| LIBRARY ASSISTANT II - HOURLY | X225 | 29-Jun-18 | HOURLY | Hourly Rate | 26.05 | 27.35 | 28.72 | 30.15 | 31.66 | | | |
| | | | | Bi-Weekly Rate | 2083.89 | 2188.08 | 2297.48 | 2412.36 | 2532.98 | | | |
| | | | | Monthly | 4515.09 | 4740.84 | 4977.88 | 5226.78 | 5488.11 | | | |
| LIBRARY CLERK - HOURLY | X235 | 29-Jun-18 | HOURLY | Hourly Rate | 14.62 | 15.35 | 16.12 | 16.92 | 17.77 | | | |
| | | | | Bi-Weekly Rate | 1169.39 | 1227.86 | 1289.25 | 1353.71 | 1421.40 | | | |
| | | | | Monthly | 2533.68 | 2660.36 | 2793.38 | 2933.05 | 3079.70 | | | |
| LIBRARY DIRECTOR, ASSISTANT | M640 | 29-Jun-18 | MID MGMT | Hourly Rate | 56.69 | 59.52 | 62.50 | 65.63 | 68.91 | | | |
| | | | | Bi-Weekly Rate | 4535.20 | 4761.96 | 5000.05 | 5250.06 | 5512.56 | | | |
| | | | | Monthly | 9826.26 | 10317.57 | 10833.45 | 11375.12 | 11943.88 | | | |
| LIBRARY PAGE - HOURLY | X250 | 28-Dec-18 | HOURLY | Hourly Rate | 12.00 | 12.60 | 13.23 | 13.90 | 14.59 | | | |
| | | | | Bi-Weekly Rate | 960.26 | 1008.27 | 1058.68 | 1111.62 | 1167.20 | | | |
| | | | | Monthly | 2080.56 | 2184.59 | 2293.82 | 2408.51 | 2528.93 | | | |
| 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 | | | |
| LITERACY PROGRAM MANAGER | M500 | 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 | | | |
| LITERACY SERVICES ASSISTANT COORDINATOR - HOURLY | X655 | 29-Jun-18 | HOURLY | Hourly Rate | 26.05 | 27.35 | 28.72 | 30.15 | 31.66 | | | |
| | | | | Bi-Weekly Rate | 2083.89 | 2188.08 | 2297.48 | 2412.36 | 2532.98 | | | |
| | | | | Monthly | 4515.09 | 4740.84 | 4977.88 | 5226.78 | 5488.11 | | | |

| 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 SERVICES ASSISTANT I - HOURLY | X665 | 29-Jun-18 | HOURLY | Hourly Rate | 23.58 | 24.76 | 26.00 | 27.30 | 28.66 | | | |
| | | | | Bi-Weekly Rate | 1886.61 | 1980.95 | 2079.99 | 2183.99 | 2293.19 | | | |
| | | | | Monthly | 4087.67 | 4292.05 | 4506.65 | 4731.98 | 4968.58 | | | |
| LITERACY SERVICES COORDINATOR | 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 | 3299.30 | | | |
| | | | | Monthly | 5881.07 | 6175.12 | 6483.88 | 6808.07 | 7148.47 | | | |
| MAINTENANCE CRAFTSWORKER | A280 | 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 | | | |
| MAINTENANCE SUPERVISOR | M255 | 29-Jun-18 | MID MGMT | Hourly Rate | 41.20 | 43.26 | 45.42 | 47.69 | 50.08 | | | |
| | | | | Bi-Weekly Rate | 3295.98 | 3460.78 | 3633.82 | 3815.51 | 4006.29 | | | |
| | | | | Monthly | 7141.30 | 7498.36 | 7873.28 | 8266.94 | 8680.29 | | | |
| MANAGEMENT ANALYST I | M570 | 29-Jun-18 | MID MGMT | Hourly Rate | 39.45 | 41.43 | 43.50 | 45.67 | 47.96 | | | |
| | | | | Bi-Weekly Rate | 3156.33 | 3314.15 | 3479.86 | 3653.85 | 3836.54 | | | |
| | | | | 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 | 52.74 | | | |
| | | | | Bi-Weekly Rate | 3470.88 | 3644.43 | 3826.65 | 4017.98 | 4218.88 | | | |
| | | | | 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 | | | | | | | |
| MEMBER, HOUSING AUTHORITY COMMISSION | X175 | 01-JAN-0001 | BD CMS | Hourly Rate | 50.00 | | | | | | | |
| MEMBER, LIBRARY BOARD | X230 | 01-JAN-0001 | BD CMS | 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 | STEP 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 | 26.89 | | | |
| | | | | Bi-Weekly Rate | 1770.01 | 1858.52 | 1951.44 | 2049.01 | 2151.46 | | | |
| | | | | 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 | 29.58 | | | |
| | | | | Bi-Weekly Rate | 1946.95 | 2044.30 | 2146.51 | 2253.84 | 2366.53 | | | |
| | | | | 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 | | | |
| | | | | Bi-Weekly Rate | 1946.95 | 2044.30 | 2146.51 | 2253.84 | 2366.53 | | | |
| | | | | Monthly | 4218.39 | 4429.31 | 4650.77 | 4883.31 | 5127.48 | | | |
| PARAMEDIC FIREFIGHTER | B130 | 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 | | | |
| PARAMEDIC FIREFIGHTER (40 HOURS) | B131 | 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 | | | |
| PARAMEDIC/FIREFIGHTER RECRUIT (40 hours) | B135 | 29-Jun-18 | IAFF | Hourly Rate | 48.08 | | | | | | | |
| | | | | Bi-Weekly Rate | 3846.43 | | | | | | | |
| | | | | Monthly | 8333.94 | | | | | | | |
| PARK MAINTENANCE WORKER | A250 | 29-Jun-18 | AFSCME | 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 | | | |
| 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 | 2554.40 | | | |
| | | | | Monthly | 4553.27 | 4780.94 | 5019.98 | 5270.98 | 5534.53 | | | |
| PARK 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 | | | |
| PARK MAINTENANCE WORKER, SENIOR | A350 | 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 | | | |
| PARKING ENFORCEMENT OFFICER | C175 | 29-Jun-18 | PO NONSWORN | Hourly Rate | 24.14 | 25.35 | 26.62 | 27.95 | 29.34 | | | |
| | | | | Bi-Weekly Rate | 1931.36 | 2027.92 | 2129.32 | 2235.79 | 2347.58 | | | |
| | | | | 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 | 2027.92 | 2129.32 | 2235.79 | 2347.58 | | | |
| | | | | Monthly | 4184.61 | 4393.84 | 4613.53 | 4844.20 | 5086.41 | | | |

| 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 |
|------------------------------|----------|----------------|-------------|----------------|---------|---------|----------|----------|----------|--------|--------|--------|
| 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 | | | |
| 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 | | | |
| 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 | 3336.36 | 3503.18 | 3678.34 | | | |
| | | | | Monthly | 6556.71 | 6884.55 | 7228.78 | 7590.22 | 7969.73 | | | |
| PLANNER, ASSOCIATE | M125 | 29-Jun-18 | MID MGMT | 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, 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 | 64.02 | | | |
| | | | | Bi-Weekly Rate | 4213.87 | 4424.56 | 4645.79 | 4878.08 | 5121.98 | | | |
| | | | | Monthly | 9130.05 | 9586.55 | 10065.88 | 10569.17 | 11097.63 | | | |
| PLANNER, SENIOR | M335 | 29-Jun-18 | MID MGMT | 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 | | | |
| 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 | 37.33 | 39.19 | 41.15 | 43.21 | | | |
| | | | | Bi-Weekly Rate | 2843.82 | 2986.01 | 3135.31 | 3292.08 | 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 | 42.52 | 44.65 | | | |
| | | | | Bi-Weekly Rate | 2938.73 | 3085.66 | 3239.95 | 3401.94 | 3572.04 | | | |
| | | | | Monthly | 6367.24 | 6685.60 | 7019.88 | 7370.88 | 7739.42 | | | |
| PLANT ELECTRICIAN I - HOURLY | X500 | 29-Jun-18 | HOURLY | Hourly Rate | 36.73 | 38.57 | 40.50 | 42.52 | 44.65 | | | |
| | | | | Bi-Weekly Rate | 2938.73 | 3085.66 | 3239.95 | 3401.94 | 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 | 46.78 | 49.12 | | | |
| | | | | Bi-Weekly Rate | 3232.94 | 3394.58 | 3564.31 | 3742.53 | 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 | STEP 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 | 3284.46 | | | |
| | | | | Monthly | 5854.63 | 6147.36 | 6454.73 | 6777.47 | 7116.34 | | | |
| PLANT MECHANIC I | D130 | 29-Jun-18 | WQCP OP ENG | Hourly Rate | 33.78 | 35.47 | 37.24 | 39.10 | 41.06 | | | |
| | | | | Bi-Weekly Rate | 2702.14 | 2837.24 | 2979.11 | 3128.06 | 3284.46 | | | |
| | | | | Monthly | 5854.63 | 6147.36 | 6454.73 | 6777.47 | 7116.34 | | | |
| 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 | 36.14 | 38.40 | 40.66 | 42.92 | 45.18 |
| | | | | Bi-Weekly Rate | 2349.60 | 2530.40 | 2711.20 | 2891.20 | 3072.00 | 3252.80 | 3433.60 | 3614.06 |
| | | | | 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 | | | |
| | | | | Bi-Weekly Rate | 2431.65 | 2553.23 | 2680.90 | 2814.94 | 2955.69 | | | |
| | | | | Monthly | 5268.58 | 5532.01 | 5808.61 | 6099.04 | 6403.99 | | | |
| 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 | 3880.65 | 4074.68 | | | |
| | | | | 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 | 39.33 | | | |
| | | | | Bi-Weekly Rate | 2588.25 | 2717.66 | 2853.54 | 2996.22 | 3146.03 | | | |
| | | | | Monthly | 5607.87 | 5888.26 | 6182.68 | 6491.81 | 6816.40 | | | |
| 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 | 2996.22 | 3146.03 | | | |
| | | | | Monthly | 5607.87 | 5888.26 | 6182.68 | 6491.81 | 6816.40 | | | |
| PLANT OPERATOR I - HOURLY | X140 | 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 | 2996.22 | 3146.03 | | | |
| | | | | 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 | | | |
| | | | | 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 | | | |
| | | | | 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 | 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 | 30.29 | 32.45 | 34.62 | 36.78 | 38.94 | 41.11 | 43.27 |
| | | | | Bi-Weekly Rate | 2250.40 | 2423.20 | 2596.00 | 2769.60 | 2942.40 | 3115.20 | 3288.80 | 3461.62 |
| | | | | 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 | 3453.66 | 3626.35 | 3807.66 | 3998.05 | | | |
| | | | | Monthly | 7126.61 | 7482.94 | 7857.09 | 8249.94 | 8662.44 | | | |

| 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 |
|---|----------|----------------|-------------|----------------|----------|----------|----------|----------|----------|--------|--------|--------|
| 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 | 63.34 | 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 | 29-Jun-18 | WQCP OP ENG | Hourly Rate | 29.62 | 31.10 | 32.65 | 34.28 | 36.00 | | | |
| | | | | Bi-Weekly Rate | 2369.28 | 2487.75 | 2612.14 | 2742.74 | 2879.88 | | | |
| | | | | Monthly | 5133.45 | 5390.12 | 5659.63 | 5942.61 | 6239.74 | | | |
| PLANT UTILITY WORKER - HOURLY | X490 | 29-Jun-18 | HOURLY | Hourly Rate | 29.62 | 31.10 | 32.65 | 34.28 | 36.00 | | | |
| | | | | Bi-Weekly Rate | 2369.28 | 2487.75 | 2612.14 | 2742.74 | 2879.88 | | | |
| | | | | Monthly | 5133.45 | 5390.12 | 5659.63 | 5942.61 | 6239.74 | | | |
| POLICE CAPTAIN | M280 | 29-Jun-18 | PSM POLICE | Hourly Rate | 79.32 | 83.29 | 87.45 | 91.83 | 96.42 | | | |
| | | | | Bi-Weekly Rate | 6345.89 | 6663.18 | 6996.34 | 7346.16 | 7713.46 | | | |
| | | | | Monthly | 13749.42 | 14436.89 | 15158.73 | 15916.67 | 16712.51 | | | |
| 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 | 16698.82 | 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 | 4745.94 | 4983.24 | 5232.40 | | | |
| | | | | Monthly | 9326.87 | 9793.21 | 10282.87 | 10797.02 | 11336.87 | | | |
| POLICE 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 | 76.74 | 80.58 | 84.60 | | | |
| | | | | Bi-Weekly Rate | 5568.33 | 5846.74 | 6139.08 | 6446.03 | 6768.34 | | | |
| | | | | Monthly | 12064.71 | 12667.94 | 13301.34 | 13966.41 | 14664.73 | | | |
| POLICE MEDIA TECHNICIAN | C220 | 29-Jun-18 | PO NONSWORN | 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 | | | |
| POLICE OFFICER | C115 | 29-Jun-18 | PO SWORN | Hourly Rate | 41.17 | 44.06 | 47.14 | 50.44 | 53.97 | | | |
| | | | | Bi-Weekly Rate | 3294.00 | 3524.58 | 3771.30 | 4035.29 | 4317.76 | | | |
| | | | | Monthly | 7137.00 | 7636.59 | 8171.15 | 8743.13 | 9355.15 | | | |
| POLICE PROPERTY/ EVIDENCE SPECIALIST | C110 | 29-Jun-18 | PO NONSWORN | Hourly Rate | 28.01 | 29.41 | 30.88 | 32.42 | 34.04 | | | |
| | | | | Bi-Weekly Rate | 2240.48 | 2352.51 | 2470.13 | 2593.64 | 2723.32 | | | |
| | | | | Monthly | 4854.38 | 5097.10 | 5351.95 | 5619.55 | 5900.53 | | | |
| POLICE PROPERTY/EVIDENCE ASSISTANT - HOURLY | X190 | 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 | | | |

| 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 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 | | | |
| | | | | Bi-Weekly Rate | 4732.83 | 4851.15 | 4972.43 | 5096.74 | 5224.16 | | | |
| | | | | Monthly | 10254.47 | 10510.83 | 10773.60 | 11042.94 | 11319.01 | | | |
| POLICE SERVICE TECHNICIAN | C125 | 29-Jun-18 | PO NONSWORN | Hourly Rate | 26.64 | 27.97 | 29.37 | 30.84 | 32.38 | | | |
| | | | | Bi-Weekly Rate | 2131.34 | 2237.91 | 2349.80 | 2467.29 | 2590.66 | | | |
| | | | | Monthly | 4617.90 | 4848.80 | 5091.24 | 5345.80 | 5613.09 | | | |
| POLICE SERVICE TECHNICIAN - HOURLY | X192 | 29-Jun-18 | HOURLY | Hourly Rate | 26.64 | 27.97 | 29.37 | 30.84 | 32.38 | | | |
| | | | | Bi-Weekly Rate | 2131.34 | 2237.91 | 2349.80 | 2467.29 | 2590.66 | | | |
| | | | | Monthly | 4617.90 | 4848.80 | 5091.24 | 5345.80 | 5613.09 | | | |
| PRESCHOOL TEACHER I | A495 | 29-Jun-18 | AFSCME | Hourly Rate | 20.82 | 21.86 | 22.95 | 24.10 | 25.31 | | | |
| | | | | Bi-Weekly Rate | 1665.62 | 1748.90 | 1836.34 | 1928.16 | 2024.57 | | | |
| | | | | Monthly | 3608.84 | 3789.28 | 3978.74 | 4177.68 | 4386.56 | | | |
| PRESCHOOL TEACHER I - HOURLY | X690 | 29-Jun-18 | HOURLY | Hourly Rate | 20.82 | 21.86 | 22.95 | 24.10 | 25.31 | | | |
| | | | | Bi-Weekly Rate | 1665.62 | 1748.90 | 1836.34 | 1928.16 | 2024.57 | | | |
| | | | | Monthly | 3608.84 | 3789.28 | 3978.74 | 4177.68 | 4386.56 | | | |
| PRESCHOOL TEACHER II | A680 | 29-Jun-18 | AFSCME | Hourly Rate | 22.90 | 24.05 | 25.25 | 26.52 | 27.84 | | | |
| | | | | Bi-Weekly Rate | 1832.38 | 1924.00 | 2020.20 | 2121.21 | 2227.27 | | | |
| | | | | Monthly | 3970.16 | 4168.67 | 4377.10 | 4595.96 | 4825.76 | | | |
| PRESCHOOL TEACHER II - HOURLY | X680 | 29-Jun-18 | HOURLY | Hourly Rate | 22.90 | 24.05 | 25.25 | 26.52 | 27.84 | | | |
| | | | | Bi-Weekly Rate | 1832.38 | 1924.00 | 2020.20 | 2121.21 | 2227.27 | | | |
| | | | | Monthly | 3970.16 | 4168.67 | 4377.10 | 4595.96 | 4825.76 | | | |
| PROGRAM MANAGER | M750 | 29-Jun-18 | MID MGMT | Hourly Rate | 51.60 | 54.18 | 56.89 | 59.73 | 62.72 | | | |
| | | | | Bi-Weekly Rate | 4127.77 | 4334.16 | 4550.87 | 4778.42 | 5017.34 | | | |
| | | | | Monthly | 8943.51 | 9390.69 | 9860.22 | 10353.23 | 10870.89 | | | |

| 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 | 10193.40 | 10703.07 | | | |
| 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 | 46.58 | 48.90 | | | |
| | | | | Bi-Weekly Rate | 3218.70 | 3379.64 | 3548.62 | 3726.05 | 3912.35 | | | |
| | | | | 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 | 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 - 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 | 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 | | | |
| | | | | 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 SUPERVISOR | M295 | 29-Jun-18 | MID MGMT | Hourly Rate | 41.20 | 43.26 | 45.42 | 47.69 | 50.08 | | | |
| | | | | Bi-Weekly Rate | 3295.98 | 3460.78 | 3633.82 | 3815.51 | 4006.29 | | | |
| | | | | 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 | | | |
| | | | | Bi-Weekly Rate | 960.00 | | | | 3040.00 | | | |
| | | | | Monthly | 2080.00 | | | | 6586.67 | | | |
| RECREATION LEADER I - HOURLY | X360 | 28-Dec-18 | HOURLY | Hourly Rate | 12.00 | 12.60 | 13.23 | 13.90 | 14.59 | | | |
| | | | | Bi-Weekly Rate | 960.26 | 1008.27 | 1058.68 | 1111.62 | 1167.20 | | | |
| | | | | Monthly | 2080.56 | 2184.59 | 2293.82 | 2408.51 | 2528.93 | | | |
| RECREATION LEADER II | A610 | 28-Dec-18 | AFSCME | 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 | | | |

| 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 |
|--------------------------------|----------|----------------|----------|----------------|----------|----------|----------|----------|----------|--------|--------|--------|
| 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 | | | |
| 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 | 1284.77 | 1349.01 | 1416.46 | | | |
| | | | | Monthly | 2524.86 | 2651.11 | 2783.66 | 2922.85 | 3068.99 | | | |
| RECREATION LEADER III - HOURLY | X370 | 29-Jun-18 | HOURLY | Hourly Rate | 14.57 | 15.29 | 16.06 | 16.86 | 17.71 | | | |
| | | | | Bi-Weekly Rate | 1165.32 | 1223.59 | 1284.77 | 1349.01 | 1416.46 | | | |
| | | | | Monthly | 2524.86 | 2651.11 | 2783.66 | 2922.85 | 3068.99 | | | |
| RECREATION LEADER IV | A515 | 29-Jun-18 | 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 | 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 | HOURLY | Hourly Rate | 27.80 | 29.19 | 30.65 | 32.19 | 33.79 | | | |
| | | | | Bi-Weekly Rate | 2224.00 | 2335.20 | 2452.00 | 2575.20 | 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 | 53.01 | 55.66 | 58.44 | | | |
| | | | | Bi-Weekly Rate | 3846.44 | 4038.77 | 4240.70 | 4452.74 | 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 | 11029.39 | 11580.86 | 12159.91 | | | |
| SWEEPER OPERATOR | A370 | 29-Jun-18 | AFSCME | Hourly Rate | 30.58 | 32.11 | 33.72 | 35.40 | 37.17 | | | |
| | | | | Bi-Weekly Rate | 2446.57 | 2568.89 | 2697.34 | 2832.21 | 2973.82 | | | |
| | | | | Monthly | 5300.89 | 5565.94 | 5844.23 | 6136.45 | 6443.27 | | | |
| 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 | | | |
| 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 | | | |