



**CITY COUNCIL AGENDA**  
**SPECIAL MEETING**

**TUESDAY, MARCH 6<sup>TH</sup>, 2018 – 4:30 PM**  
**CITY COUNCIL CHAMBER**

**CALL TO ORDER**

**FLAG SALUTE**

**ROLL CALL**

**STATEMENT OF COMPLIANCE**

**NOTICE OF MEETING**

**BUDGET HEARING & ADOPTION**

1. Budget hearing and adoption of the introduced **Municipal Budget for Fiscal Year 2018**

**ORDINANCE 2<sup>ND</sup> READING**

1. An ordinance further amending and supplementing an ordinance entitled "An Ordinance **fixing the salary ranges** to be paid to certain officers and employees in the classified and unclassified service of the City of Camden," adopted December 23, 1982 (MC-1917)

**PUBLIC COMMENT**

**ADJOURNMENT**

MBS:dh  
02-06-18

0-1

**AN ORDINANCE FURTHER AMENDING AND SUPPLEMENTING AN ORDINANCE ENTITLED, "AN ORDINANCE FIXING THE SALARY RANGES TO BE PAID TO CERTAIN OFFICERS AND EMPLOYEES IN THE CLASSIFIED AND UNCLASSIFIED SERVICE OF THE CITY OF CAMDEN" ADOPTED DECEMBER 23, 1982 (MC-1917)**

BE IT ORDAINED by the City Council of the City of Camden that, an ordinance entitled, "An Ordinance Fixing the Salary Ranges to be Paid to Certain Officers and Employees in the Classified and Unclassified Service of the City of Camden", adopted December 23, 1982 (MC-1917) is amended and supplemented as stated herein, with attachments, as follows:

SECTION 1. The effective date of these amendments shall be January 1, 2018.

SECTION 2. Attached hereto and incorporated herein, by way of reference is the list of salaries and wages to be paid to certain officers and employees in the Classified and Unclassified Services of the City of Camden, as set forth on the attached schedule.

SECTION 3. In the interest of municipal efficiency and economy, these titles and their salaries are being placed upon a single ordinance in order to avoid duplication of effort and waste of manpower.

SECTION 4. All ordinances or parts of ordinances inconsistent with the provisions of this ordinance are hereby repealed as to such inconsistency only.


SECTION 5. This ordinance shall take effect twenty (20) days after its final passage and publication as provided by law.

SECTION 6. If any provision of this ordinance is declared invalid, such invalidity shall not effect the other provisions of this ordinance. Furthermore, the other provisions of this ordinance are deemed to be severable and remain in full force and effect.

BE IT FURTHER ORDAINED, that pursuant to N.J.S.A. 52:27BBB-23 and N.J.S.A. 40:69A-41, a true copy of this Ordinance shall be forwarded to the Mayor, who shall have ten (10) days from the receipt thereof to approve or veto this Ordinance. Additionally, pursuant to N.J.S.A. 52:27BBB-23, a true copy of this Ordinance shall be forwarded to the State Commissioner of Community Affairs, who shall have ten (10) days from the receipt thereof to veto this Ordinance, and the action by the Commissioner regarding this Ordinance shall supersede any action by the Mayor on the same Ordinance. All notices of approval and/or veto shall be filed in the Office of the Municipal Clerk.

Date of Introduction: February 6, 2018

The above has been reviewed  
and approved as to form.

  
MICHELLE BANKS SPEARMAN  
Interim City Attorney

\_\_\_\_\_  
CURTIS JENKINS  
President, City Council

\_\_\_\_\_  
FRANCISCO MORAN  
Mayor

ATTEST: \_\_\_\_\_  
LUIS PASTORIZA  
Municipal Clerk

1/1/2018

Section I. Elected Officials shall be entitled to the salary as set below, medical and retirement benefits as set for classified service.

R A N G E

**Elected Officials**

|                   |   |         |
|-------------------|---|---------|
| Mayor             | - | 130,000 |
| Council President | - | 30,000  |
| Council Member    | - | 27,000  |

Section II. The employees listed in this section shall be entitled to all benefits as set for classified service service except overtime payments.  
The salaries for the following department heads shall be as follows:

**Department Directors and Assistant Department Directors**

|                                |        |         |
|--------------------------------|--------|---------|
| Business Administrator         | 85,000 | 155,000 |
| City Attorney                  | 80,000 | 150,000 |
| Department Directors           | 75,000 | 150,000 |
| Assistant Department Directors | 65,000 | 105,000 |

Section III. The employees listed in this section shall be entitled to all benefits as set for classified service except payments. The salaries for the City Attorney's Office shall be as follows:

**City Attorney's Office**

|  |        |         |
|--|--------|---------|
| First Assistant City Attorney                | 75,000 | 110,000 |
| Counsel to the Mayor/Counsel to City Council | 1      | 95,000  |
| Supervising Litigation Attorney              | 70,000 | 95,000  |
| Assistant City Attorney General & Litigation | 60,000 | 90,000  |
| Municipal Prosecutor                         | 60,000 | 90,000  |

Section IV. This section sets the rates of pay for those positions in the Classified Service which are Managerial and or Confidential and are excluded from the collective bargaining process. These positions shall receive benefits equal to those of the classified for vacation, retirement, longevity and Overtime pay shall be only for those hours, days and purposed performed with the prior approval of the Business Administrator

**Managerial and/or Confidential Titles**

|  |        |         |
|--|--------|---------|
| Assistant Business Administrator           | 65,000 | 95,000  |
| v Chief Financial Officer                  | 1      | 95,000  |
| Comptroller                                | 1      | 90,000  |
| Director of Data Processing                | 1      | 105,000 |
| Fiscal Analyst                             | 50,000 | 85,000  |
| Insurance Manager                          | 60,000 | 85,000  |
| Municipal Emergency Management Coordinator | 1      | 65,000  |
| Personnel Officer                          | 75,000 | 90,000  |

|                                   |        |        |
|-----------------------------------|--------|--------|
| Project Coordinator Redevelopment | 45,000 | 75,000 |
| Registrar of Vital Statistics     | 28,000 | 75,000 |

Section V. The employees listed in this section shall be entitled to all benefits as set for classified service except payments.

**Unclassified Titles**

|   |               |                |
|---|---------------|----------------|
| Aide to the Mayor                                       | 34,802        | 79,500         |
| Confidential Assistant                                  | 34,802        | 79,500         |
| Confidential Aide                                       | 34,802        | 79,500         |
| Attorney - A.B.C.                                       | 2,500         | 6,438          |
| Attorney - Affirmative Action Review Council            | 1             | 4,893          |
| Attorney - B.O.A.                                       | 13,845        | 25,631         |
| Attorney - Municipal Personnel Defender                 | 36,061        | 68,508         |
| Attorney - Planning Board                               | 10,342        | 18,869         |
| Attorney - Rent Control Board (50.00 per billable hour) | 2,700         | 4,235          |
| Attorney - Rooming and Boarding Home Licensing Bd.      | 1             | 4,893          |
| City Treasurer  | 76,200        | 88,243         |
| Deputy Municipal Clerk                                  | 51,200        | 62,424         |
| Judge of the Municipal Court                            | 81,600        | 114,444        |
| Judge of the Municipal Court (Part Time)                | 30,979        | 58,678         |
| <b>v Municipal Clerk</b>                                | -             | <b>117,590</b> |
| Municipal Court Director                                | 70,968        | 112,201        |
| Municipal Engineer                                      | 71,200        | 93,682         |
| Secretary Board/Commission                              | 1,000         | 9,145          |
| <b>v Tax Assessor</b>                                   | <b>93,771</b> | <b>110,763</b> |
| <b>v Tax Collector</b>                                  | <b>93,771</b> | <b>110,763</b> |
| Tax Search Officer (Part Time)                          | 5,058         | 10,099         |

Entitled to Salary Increases v

Section VI. The employees of these titles are entitled to all benefits as set for the classified section.

| Title                      |       | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|----------------------------|-------|--------|--------|--------|--------|--------|--------|--------|
| Confidential Secretary     | 01336 | 37,405 | 39,211 | 43,225 | 45,773 | 47,552 | 49,402 | 51,329 |
| Secretary to the ABC Board | 06982 | 5,535  | 5,794  | 6,364  | 6,728  | 6,980  | 7,245  | 7,521  |

Section VII. This section sets the rates as approved for those titles covered by those agreements. In any instances bilingual designations are required, the rate shall be as defined in the basic title. Any part time positions be paid on a pro rata basis salary grades.

| Title                              |        | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| * Account Clerk                    | 00001  | 29,502 | 30,901 | 34,007 | 35,630 | 36,899 | 38,211 | 39,585 |
| * Accountant                       | 00004  | 44,259 | 46,395 | 51,142 | 53,126 | 55,188 | 57,335 | 59,568 |
| * Accounting Assistant             | 50451  | 35,043 | 36,717 | 40,439 | 42,387 | 43,924 | 45,519 | 47,184 |
| * Administrative Analyst           | 00010  | 48,284 | 50,620 | 55,815 | 58,527 | 60,799 | 63,167 | 65,634 |
| ** Administrative Clerk            | 00020  | 44,223 | 46,224 | 50,675 | 55,469 | 60,210 | 62,456 | 64,784 |
| ** Administrative Secretary        | 00112  | 51,267 | 53,610 | 58,819 | 64,279 | 69,464 | 71,709 | 74,047 |
| ** Affirmative Action Officer      | 00233@ | 62,865 | 65,932 | 72,746 | 79,342 | 86,550 | 89,952 | 93,490 |
| * Analyst Grant Applications       | 00259  | 50,003 | 52,428 | 57,812 | 60,625 | 62,896 | 65,312 | 67,700 |
| * Animal Control Officer           | 00264@ | 48,766 | 51,205 | 56,325 | 59,141 | 61,506 | 63,968 | 66,526 |
| * Architect                        | 00276@ | 56,673 | 59,429 | 65,556 | 69,283 | 70,406 | 75,473 | 78,753 |
| * Assistant Administrative Analyst | 00302@ | 39,759 | 41,669 | 45,917 | 48,138 | 49,903 | 51,737 | 53,648 |
| * Assistant Animal Control Officer | 00312@ | 41,405 | 43,475 | 47,823 | 50,214 | 52,223 | 54,311 | 56,484 |
| * Assistant Assessor               | 00317@ | 45,047 | 47,222 | 52,056 | 54,584 | 56,606 | 57,927 | 60,898 |

\* CWA Non-Supervisory Unit

\*\*CWA Supervisory Unit

| Title  |        | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7  |
|--|--------|--------|--------|--------|--------|--------|--------|---------|
| * Assistant Chief Housing Inspector                | 00387  | 56,101 | 58,829 | 61,694 | 64,702 | 67,228 | 69,857 | 72,590  |
| ** Assistant Engineer                              | 00518  | 59,708 | 62,616 | 69,079 | 76,044 | 82,851 | 86,004 | 89,283  |
| ** Assistant Municipal Clerk                       | 00617  | 45,790 | 48,003 | 52,919 | 58,220 | 63,466 | 65,944 | 68,519  |
| ** Assistant Municipal Clerk*                      |        | -      | -      | -      | -      | -      | -      | 75,509  |
| ** Assistant Municipal Tax Collector               | 00627@ | 65,552 | 68,753 | 75,865 | 83,532 | 91,268 | 94,854 | 100,609 |
| ** Assistant Payroll Supervisor                    | 00639  | 48,045 | 49,842 | 53,837 | 58,139 | 61,554 | 63,429 | 65,390  |
| * Assistant Planner                                | 00645  | 43,154 | 45,234 | 49,859 | 52,274 | 54,207 | 56,211 | 58,303  |
| ** Assistant Public Works Superintendent           | 00671  | 49,554 | 51,956 | 57,291 | 63,040 | 68,738 | 71,427 | 74,222  |
| ** Assistant Purchasing Agent                      | 00673  | 45,790 | 48,002 | 52,919 | 58,219 | 63,467 | 65,944 | 68,519  |
| * Assistant Superintendent of Weights & Measures   | 00445  | 36,942 | 38,712 | 42,646 | 46,887 | 50,994 | 52,869 | 54,830  |
| * Assistant Traffic Engineer                       | 00795  | 59,738 | 62,649 | 69,115 | 76,085 | 82,894 | 86,053 | 89,332  |
| * Assistant Violations Clerk                       | 00806  | 35,043 | 36,717 | 40,439 | 42,387 | 43,924 | 45,519 | 47,184  |
| * Assistant Zoning Officer (Part Time)             | 00822@ | -      | -      | -      | -      | -      | -      | 6,418   |
| * Auditor  | 00846  | 50,003 | 52,428 | 57,812 | 60,625 | 62,896 | 65,328 | 67,700  |
| * Building Inspector (ICS)                         | 00924  | 57,990 | 60,815 | 67,088 | 70,364 | 73,116 | 75,980 | 78,963  |
| * Building Inspector Apprentice                    | 06969  | 45,771 | 50,983 | -      | -      | -      | -      | -       |
| * Building Maintenance Worker                      | 00929  | 31,337 | 32,827 | 36,137 | 37,522 | 38,960 | 40,459 | 42,016  |
| * Building Maintenance Worker Low Pressure License | 00933  | 43,928 | 46,048 | 50,758 | 53,219 | 55,187 | 57,235 | 59,362  |
| * Building Service Worker                          | 00938  | 28,945 | 30,316 | 33,361 | 34,955 | 36,193 | 37,479 | 38,820  |
| ** Building Subcode Official (HHS)                 | 05048  | 62,485 | 65,533 | 72,304 | 79,603 | 86,670 | 89,965 | 93,399  |
| * Carpenter  | 00971  | 42,878 | 44,947 | 49,539 | 51,936 | 53,857 | 55,844 | 57,923  |
| * Carpenters Helper                                | 00974  | 35,817 | 37,532 | 41,340 | 43,327 | 44,995 | 46,738 | 48,546  |
| * Cashier  | 00976  | 37,819 | 39,633 | 43,664 | 45,771 | 47,436 | 49,179 | 50,983  |
| ** Chief Accountant                                | 01005  | 56,135 | 58,863 | 64,931 | 71,467 | 77,965 | 80,920 | 85,668  |
| ** Chief Assistant Assessor                        | 01016  | 48,877 | 51,245 | 56,504 | 62,173 | 67,901 | 70,555 | 73,312  |
| ** Chief Clerk                                     | 01037  | 51,267 | 53,610 | 58,819 | 64,279 | 69,464 | 71,709 | 74,047  |
| ** Chief Community Relations Specialist            | 01107  | 59,729 | 62,639 | 69,105 | 75,455 | 82,303 | 85,532 | 88,894  |
| ** Chief Housing Inspector                         | 01139  | 53,735 | 56,345 | 62,144 | 68,396 | 74,588 | 77,513 | 80,553  |
| ** Chief Landscape Architect                       | 01150  | 53,735 | 56,345 | 62,144 | 68,396 | 74,588 | 77,513 | 80,553  |
| ** Chief License Inspector                         | 01153  | 53,065 | 55,642 | 61,367 | 67,534 | 73,550 | 76,335 | 79,231  |
| ** Chief Sanitation Inspector                      | 01209  | 42,624 | 44,679 | 49,252 | 54,167 | 58,903 | 61,198 | 63,584  |
| * Claims Examiner, Workers Compensation, Typing    | 01242  | 42,154 | 44,054 | 48,273 | 52,831 | 56,514 | 59,893 | 71,057  |
| * Clerk 1  | 01245  | 27,848 | 29,166 | 32,088 | 33,618 | 34,801 | 36,040 | 37,315  |
| * Clerk 1 (Assessing Clerk)                        | 01245  | 33,170 | 34,752 | 38,267 | 40,106 | 41,548 | 43,049 | 44,613  |
| * Clerk 2  | 03247  | 30,767 | 32,228 | 35,473 | 37,173 | 38,502 | 39,878 | 41,319  |
| * Clerk 3  | 02773  | 34,484 | 36,132 | 39,794 | 41,708 | 43,213 | 44,785 | 46,414  |
| * Clerk 3 (Principal Personnel Clerk)              | 02773  | 48,517 | 50,867 | 53,737 | 55,825 | 57,997 | 60,258 | 62,606  |
| ** Clerk 4   | 03859  | 34,408 | 36,052 | 39,704 | 43,641 | 47,436 | 49,179 | 50,983  |
| * Clerk Stenographer 1                             | 01260  | 31,167 | 32,649 | 35,941 | 37,660 | 39,009 | 40,410 | 41,871  |
| * Clerk Stenographer 2                             | 03253  | 32,835 | 34,399 | 37,878 | 39,695 | 41,121 | 42,608 | 44,152  |
| * Clerk Stenographer 3                             | 02777  | 36,158 | 37,889 | 41,736 | 43,746 | 45,335 | 46,989 | 48,707  |
| ** Clerk Stenographer 4                            | 03862@ | 36,177 | 37,908 | 41,757 | 45,904 | 49,760 | 51,683 | 53,695  |
| * Clerk Transcriber                                | 01266  | 30,625 | 32,080 | 35,311 | 36,997 | 38,417 | 39,893 | 41,427  |
| * Clerk Typist 1, Evidence Handling                | 23239  | 31,652 | 33,157 | 36,504 | 38,251 | 39,579 | 41,003 | 42,481  |
| * Code Enforcement Officer                         | 01285  | 43,422 | 45,516 | 47,715 | 50,023 | 52,448 | 54,993 | 57,666  |
| * Community Organization Specialist                | 01303  | 33,090 | 34,668 | 38,173 | 40,007 | 40,984 | 42,466 | 44,000  |
| * Community Relations Specialist, Law Enforcement  | 05543  | 39,715 | 41,623 | 45,864 | 48,084 | 49,842 | 51,680 | 53,590  |
| * Community Service Aide                           | 01313  | 28,823 | 30,187 | 33,218 | 34,804 | 36,096 | 37,479 | 38,820  |

\* CWA Non-Supervisory Unit

\*\*CWA Supervisory Unit

|    | Title   |        | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7  |
|----|---|--------|--------|--------|--------|--------|--------|--------|---------|
| *  | Community Service Worker                                  | 01319  | 30,939 | 32,409 | 35,676 | 37,383 | 38,715 | 40,106 | 41,550  |
| *  | Complaint Investigator                                    | 01324  | 35,600 | 37,303 | 41,087 | 43,066 | 44,630 | 46,254 | 47,949  |
| *  | Computer Service Technician                               | 07605  | 46,034 | 48,259 | 53,212 | 55,789 | 57,825 | 60,076 | 62,418  |
| ** | Construction Official                                     | 05045  | 74,527 | 77,390 | 85,735 | 90,785 | 94,356 | 98,069 | 101,929 |
| *  | Contract Compliance Representative                        | 04883  | 54,156 | 58,943 | 62,493 | 67,714 | 69,931 | 72,247 | 75,783  |
| ** | Coodinator for Federal & State Aid                        | 01355  | 58,375 | 61,217 | 67,533 | 74,337 | 81,212 | 84,402 | 87,716  |
| ** | Coordinator of Monitoring & Evaluation                    | 04716  | 53,157 | 55,737 | 61,473 | 67,654 | 73,780 | 76,668 | 79,673  |
| ** | Coordinator of Motor Vehicle Repair                       | 07607  | 61,530 |        |        |        |        |        | 100,416 |
| ** | Coordinator of Volunteers                                 | 01371  | 53,157 | 55,737 | 61,474 | 67,655 | 73,780 | 76,668 | 79,673  |
| *  | Cost Estimator Property Improvement                       | 01379  | 46,593 | 48,848 | 53,854 | 56,471 | 58,571 | 60,753 | 63,021  |
| *  | Court Interpreter S&E                                     | 07959  | 44,259 | 46,395 | 51,142 | 53,126 | 55,188 | 57,335 | 59,568  |
| *  | Customer Service Representative                           | 01459  | 40,066 | 41,993 | 46,275 | 48,509 | 50,361 | 52,219 | 54,150  |
| *  | Customer Service Representative Bil. In Spanish & English | 08033  | 40,066 | 41,993 | 46,275 | 48,509 | 50,361 | 52,219 | 54,150  |
| *  | Data Control Clerk  | 01468  | 32,287 | 33,822 | 37,240 | 39,024 | 40,425 | 41,885 | 43,399  |
| *  | Data Entry Operator 1                                     | 53292  | 30,564 | 32,016 | 35,241 | 36,927 | 38,248 | 39,622 | 41,040  |
| *  | Data Entry Operator 1 (DEMO-Typing)                       |        | 31,373 | 32,865 | 36,181 | 37,917 | 39,271 | 40,684 | 42,151  |
| *  | Data Entry Operator 2                                     | 53293  | 34,008 | 35,632 | 39,240 | 41,125 | 42,609 | 44,154 | 45,759  |
| *  | Data Entry Operator 3                                     | 53294  | 37,666 | 39,474 | 43,489 | 45,166 | 46,913 | 48,727 | 50,614  |
| ** | Data Entry Operator 4                                     | 53295  | 45,049 | 47,225 | 52,059 | 56,736 | 61,850 | 64,262 | 66,772  |
| *  | Data Processing Programmer                                | 01474  | 42,034 | 44,059 | 48,559 | 50,907 | 52,788 | 54,900 | 56,940  |
| *  | Data Processing Programmer Trainee                        | 01475  | 40,854 | -      | -      | -      | -      | -      | -       |
| ** | Deputy Municipal Court Administrator                      | 07796  | 51,268 | 53,610 | 58,819 | 64,279 | 69,464 | 71,709 | 74,047  |
| ** | Deputy Municipal Court Administrator Bilingual S/E        | 07903  | 51,268 | 53,610 | 58,819 | 64,279 | 69,464 | 71,709 | 74,047  |
| *  | Deputy Registrar of Vital Statistics                      | 05120  | 50,003 | 52,428 | 57,812 | 60,626 | 52,696 | 65,313 | 67,700  |
| ** | Deputy Tax Assessor                                       | 05780  | 62,760 |        |        |        |        |        | 102,424 |
| *  | Economic Development Rep. 2                               | 55503  | 62,103 | 65,131 | 72,127 | 75,656 | 78,620 | 81,705 | 84,911  |
| ** | Director of Economic and Industrial Development           |        | 62,761 |        |        |        |        |        | 108,827 |
| ** | Director of Licenses                                      | 07163  | 59,729 | 62,639 | 69,105 | 75,455 | 82,303 | 85,532 | 88,894  |
| ** | Director of Inspections                                   | 01607@ | 62,761 |        |        |        |        |        | 102,424 |
| ** | Director of Neighborhood Preservation Program             | 02569  | 62,761 |        |        |        |        |        | 102,424 |
| ** | Director of Youth Services                                | 01651  | 62,761 |        |        |        |        |        | 102,424 |
| *  | Electrical Inspector (ICS)                                | 01699  | 57,990 | 60,815 | 67,088 | 70,364 | 73,116 | 75,980 | 78,963  |
| ** | Electrical Subcode Official (HHS)                         | 05046  | 68,795 | 72,172 | 79,648 | 83,553 | 86,670 | 89,965 | 93,399  |
| *  | Electrician   | 01706  | 42,878 | 44,947 | 49,539 | 51,936 | 53,857 | 55,844 | 57,923  |
| *  | Electrician Helper  | 01710  | 35,817 | 37,532 | 41,340 | 43,327 | 44,995 | 46,738 | 48,546  |
| ** | Elevator Subcode Official                                 | 07928  | 62,485 | 65,533 | 72,304 | 79,603 | 86,670 | 89,965 | 93,399  |
| *  | Employee Benefits Clerk                                   | 04758  | 30,389 | 31,833 | 35,040 | 36,709 | 37,977 | 39,339 | 40,751  |
| *  | Employee Benefits Specialist                              | 01728  | 32,623 | 34,177 | 37,631 | 39,435 | 40,912 | 42,449 | 44,055  |
| *  | Engineering Aide  | 01733  | 35,662 | 37,367 | 41,160 | 43,140 | 44,805 | 46,535 | 48,334  |
| *  | Equipment Operator  | 01746  | 36,679 | 38,435 | 42,341 | 44,382 | 46,004 | 47,681 | 49,427  |
| ** | Executive Assistant                                       | 04586  |        | -      | -      | -      | -      | -      | 103,936 |
| *  | Garage Attendant  | 01877  | 32,386 | 33,929 | 37,356 | 39,146 | 40,622 | 42,156 | 43,763  |
| *  | Gardener  | 01883  | 36,061 | 37,787 | 41,623 | 43,626 | 45,217 | 46,866 | 48,581  |
| ** | General Supervisor Laboring                               | 06635  | 43,701 | 45,809 | 50,492 | 55,541 | 60,544 | 62,901 | 65,356  |
| ** | General Supervisor Parks                                  | 06699  | 43,700 | 45,808 | 50,492 | 55,541 | 60,543 | 62,902 | 65,357  |
| ** | General Supervisor, Public Works                          | 06652  | 50,408 | 52,852 | 55,839 | 58,011 | 63,243 | 65,710 | 68,277  |

\* CWA Non-Supervisory Unit

\*\*CWA Supervisory Unit

| Title  |        | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7  |
|--|--------|--------|--------|--------|--------|--------|--------|---------|
| * GIS Specialist 3                                 | 03176  | 57,048 | 59,900 | 65,889 | 69,184 | 71,951 | 74,829 | 77,823  |
| * GIS Specialist Trainee                           | 03174  | 50,326 | -      | -      | -      | -      | -      | -       |
| * Heavy Equipment Operator                         | 02001@ | 43,858 | 45,975 | 50,679 | 53,134 | 55,187 | 57,235 | 59,362  |
| * Historic Preservation Specialist                 | 15679  | 50,003 | 52,428 | 57,812 | 60,625 | 62,896 | 65,246 | 67,700  |
| ** Housing Coordinator                             | 02065  | 58,640 | 61,496 | 67,492 | 74,086 | 80,615 | 83,779 | 87,069  |
| * Housing Inspector                                | 02071  | 43,422 | 45,516 | 47,715 | 50,023 | 52,448 | 54,993 | 57,666  |
| * Identification Officer                           | 02081  | -      | -      | -      | -      | -      | -      | 60,635  |
| * Industrial Representative                        | 02095  | 50,003 | 52,428 | 57,812 | 60,625 | 62,896 | 65,246 | 67,700  |
| * Interviewer, Courts                              | 06207  | 40,066 | 41,993 | 46,276 | 48,510 | 50,361 | 52,219 | 54,151  |
| * Interviewer, Courts, Bilingual Spanish & English | 07573  | 40,066 | 41,993 | 46,276 | 48,510 | 50,361 | 52,219 | 54,151  |
| * Investigator A.B.C.                              | 02175  | -      | -      | -      | -      | -      | -      | 9,508   |
| * Investigator Public Works                        | 05217  | 45,990 | 48,213 | 53,153 | 55,731 | 57,794 | 60,113 | 62,351  |
| * Job Developer                                    | 02217  | 62,573 | 65,702 | 72,272 | 75,886 | 78,921 | 82,078 | 85,361  |
| * Keyboarding Clerk 1                              | 01268  | 28,680 | 30,038 | 33,054 | 34,626 | 35,851 | 37,131 | 38,458  |
| * Keyboarding Clerk 2                              | 03256@ | 31,652 | 33,157 | 36,504 | 38,251 | 39,579 | 41,002 | 42,481  |
| * Keyboarding Clerk 3                              | 02781  | 35,367 | 37,058 | 40,818 | 42,783 | 44,295 | 45,908 | 47,579  |
| ** Keyboarding Clerk 4                             | 03864@ | 35,207 | 36,890 | 40,631 | 44,665 | 48,517 | 50,300 | 52,152  |
| * Laborer 1  | 02248  | 33,276 | 34,863 | 38,391 | 40,231 | 41,682 | 43,186 | 44,758  |
| * Laborer 1 (Laborer Heavy)                        | 02248  | 34,825 | 36,490 | 40,189 | 42,119 | 43,647 | 45,230 | 46,887  |
| ** Laborer 3                                       | 06633  | 41,454 | 43,449 | 47,885 | 52,663 | 57,404 | 59,633 | 61,957  |
| * Landscape Architect                              | 02256@ | 41,019 | 42,994 | 47,380 | 49,670 | 51,572 | 53,557 | 55,622  |
| * Legal Secretary                                  | 07675  | 39,979 | 41,903 | 46,174 | 48,408 | 50,164 | 51,998 | 53,898  |
| * Legal Stenographer                               | 02279  | 34,484 | 36,132 | 39,794 | 41,708 | 43,213 | 44,785 | 46,414  |
| * License Inspector                                | 02292  | 42,801 | 44,865 | 49,449 | 51,847 | 53,637 | 55,609 | 57,666  |
| * License Inspector Bil. In S&E                    | 05785  | 42,801 | 44,865 | 49,449 | 51,847 | 53,637 | 55,609 | 57,666  |
| * Loan Advisor                                     | 05136  | 35,979 | 37,700 | 41,526 | 43,525 | 45,173 | 46,890 | 48,678  |
| * Mail Clerk                                       | 02320  | 37,681 | 39,487 | 43,502 | 45,604 | 47,265 | 48,999 | 50,809  |
| * Maintenance Repairer                             | 02328  | 35,055 | 36,731 | 40,455 | 42,399 | 43,945 | 45,545 | 47,211  |
| ** Maintenance Superintendent                      | 02384  | 59,729 | 62,639 | 69,105 | 75,455 | 82,303 | 85,532 | 88,894  |
| ** Maintenance Supervisor, Grounds                 | 06731  | 41,454 | 43,449 | 47,885 | 52,663 | 57,404 | 59,633 | 61,957  |
| * Maintenance Worker 1, Grounds                    | 01940  | 32,914 | 34,483 | 37,971 | 39,792 | 41,278 | 42,770 | 44,321  |
| ** Management Information Systems Specialist       | 04354  | 62,761 |        |        |        |        |        | 108,827 |
| * Material Management Coordinator                  | 05702  | 51,219 | 53,704 | 59,225 | 62,111 | 64,533 | 67,052 | 69,674  |
| * Mechanic   | 02434  | 39,594 | 41,495 | 45,726 | 47,937 | 49,696 | 51,518 | 53,426  |
| * Mechanic (Diesel)                                | 02440  | 41,212 | 43,195 | 47,605 | 49,908 | 51,746 | 53,657 | 55,643  |
| * Mechanic Fire Apparatus                          | 02441  | 41,536 | 43,537 | 47,981 | 50,303 | 52,160 | 54,086 | 56,094  |
| * Mechanic's Helper                                | 02456@ | 34,825 | 36,490 | 40,189 | 40,938 | 42,420 | 43,957 | 45,566  |
| * Motor Broom Driver                               | 05565  | 36,679 | 38,435 | 42,341 | 44,382 | 46,004 | 47,681 | 49,427  |
| ** Municipal Court Administrator                   | 07795  | 56,485 |        |        |        |        |        | 96,023  |
| * Municipal Court Attendant                        | 02524  | -      | -      | -      | -      | -      | -      | 50,233  |
| * Network Administrator 1                          | 10107  | 69,450 | 72,922 | 80,215 | 84,225 | 87,596 | 91,099 | 94,743  |
| * Network Administrator 2                          | 10108  | 75,081 | 78,836 | 86,720 | 91,055 | 94,698 | 98,486 | 102,425 |
| * Omnibus Operator                                 | 05594  | 32,451 | 33,996 | 37,431 | 38,869 | 40,360 | 41,912 | 43,528  |
| * Paralegal Specialist                             | 02593  | 46,223 | 48,432 | 53,376 | 55,953 | 59,536 | 61,734 | 64,015  |
| * Parking Enforcement Officer                      | 07305  | 34,939 | 36,612 | 40,322 | 42,262 | 43,792 | 45,388 | 47,045  |
| * Payroll Clerk                                    | 02634  | 30,389 | 31,833 | 35,040 | 36,709 | 37,977 | 39,339 | 40,751  |
| ** Payroll Supervisor                              | 02636  | 57,063 | 59,785 | 65,836 | 72,357 | 78,823 | 81,868 | 85,041  |
| * Personnel Assistant                              | 02648@ | 57,802 | 61,233 | 64,664 | 68,095 | 71,526 | 74,957 | 78,390  |
| * Planning Aide                                    | 02685  | 32,623 | 34,177 | 37,631 | 39,435 | 40,912 | 42,449 | 44,055  |
| ** Planning Director                               | 02686  | 75,311 |        |        |        |        |        | 102,424 |
| * Plumbing Inspector (ICS)                         | 02704  | 57,990 | 60,815 | 67,088 | 70,364 | 73,116 | 75,980 | 78,963  |
| ** Plumbing Subcode Official (HHS)                 | 05056  | 62,485 | 65,533 | 72,304 | 79,603 | 86,670 | 89,965 | 93,399  |
| * Principal Account Clerk                          | 02755  | 35,043 | 36,717 | 40,439 | 42,387 | 43,924 | 45,519 | 47,184  |

\* CWA Non-Supervisory Unit

\*\*CWA Supervisory Unit

| Title   |        | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7  |
|---|--------|--------|--------|--------|--------|--------|--------|---------|
| * Principal Account Clerk (Typing)              |        | 35,848 | 37,565 | 41,375 | 43,369 | 45,001 | 46,639 | 48,355  |
| * Principal Cashier                             | 02771  | 42,658 | 44,714 | 49,282 | 51,671 | 53,607 | 55,587 | 57,652  |
| * Principal Clerk Transcriber                   | 02779  | 35,609 | 37,312 | 41,098 | 43,076 | 44,740 | 46,465 | 48,266  |
| Principal Community Organization Specialist     | 02785@ | 37,930 | 39,750 | 43,792 | 45,907 | 47,651 | 49,475 | 51,371  |
| * Principal Data Control Clerk                  | 04646  | 37,928 | 39,747 | 43,790 | 45,905 | 47,582 | 49,326 | 51,140  |
| * Principal Employee Benefits Clerk             | 04936  | 37,290 | 39,077 | 43,049 | 45,128 | 46,870 | 48,683 | 50,570  |
| * Principal Engineering Aide                    | 02804  | 45,580 | 47,782 | 52,674 | 54,721 | 56,848 | 59,061 | 61,362  |
| * Principal Legal Stenographer                  | 02819  | 44,221 | 46,356 | 51,097 | 53,575 | 57,019 | 59,132 | 61,326  |
| * Principal Payroll Clerk                       | 02831  | 48,517 | 50,867 | 53,737 | 55,825 | 57,997 | 60,257 | 62,606  |
| * Principal Planner                             | 02837  | 50,003 | 52,428 | 57,812 | 60,625 | 62,896 | 65,246 | 67,700  |
| Principal Planner Community Development Program | 05335  | 50,003 | 52,428 | 57,812 | 60,625 | 62,896 | 65,246 | 67,700  |
| * Principal Planning Aide                       | 02840  | 40,071 | 41,997 | 46,280 | 48,517 | 50,364 | 52,300 | 54,313  |
| * Principal Purchasing Assistant                | 02847  | 37,290 | 39,077 | 43,049 | 45,128 | 46,870 | 48,683 | 50,570  |
| * Principal Storekeeper                         | 02852  | 48,106 | 50,434 | 55,607 | 58,309 | 60,485 | 62,745 | 65,098  |
| * Printing Machine Operator 1                   | 02571  | 35,738 | 37,447 | 41,247 | 43,233 | 44,805 | 46,432 | 48,133  |
| * Printing Machine Operator 2                   | 22533  | 43,110 | 45,189 | 49,809 | 52,224 | 54,150 | 56,159 | 58,247  |
| * Printing Machine Operator 3                   | 22534  | 45,189 | 47,369 | 52,228 | 54,756 | 56,752 | 58,962 | 61,258  |
| * Printing Machine Operator 4                   | 22535  | 47,369 | 49,661 | 54,762 | 57,418 | 59,513 | 61,832 | 64,244  |
| * Program Analyst                               | 02871  | 48,284 | 50,620 | 55,815 | 58,527 | 60,799 | 63,167 | 65,634  |
| ** Program Coordinator Demolition               | 05679  | 64,015 | 66,896 | 69,777 | 72,658 | 75,538 | 78,419 | 81,300  |
| * Program Monitor                               | 04700  | 46,964 | 49,236 | 54,283 | 56,921 | 59,035 | 61,239 | 63,532  |
| * Project Coordinator Construction              | 02883  | 60,624 | 63,578 | 70,143 | 77,220 | 84,132 | 87,333 | 90,668  |
| Project Coordinator Crime Prevention Program    | 02884  | 42,506 | 44,556 | 49,108 | 51,482 | 53,367 | 55,320 | 57,357  |
| * Project Manager, Data Processing              | 53023  | 96,651 | -      | -      | -      | -      | -      | -       |
| * Property Clerk                                | 02894  | 30,766 | 32,228 | 35,474 | 37,174 | 38,502 | 39,877 | 41,319  |
| * Public Information Officer                    | 02927  | 38,602 | 40,455 | 44,573 | 46,729 | 48,436 | 50,220 | 52,518  |
| * Public Safety Telecommunicator                | 01296@ | 45,200 | 47,383 | 52,233 | 54,768 | 56,783 | 58,879 | 61,069  |
| * Public Safety Telecommunicator Trainee        | 06229  | 43,862 | -      | -      | -      | -      | -      | -       |
| * Public Works Inspector                        | 02933  | 43,130 | 45,210 | 49,830 | 52,245 | 54,175 | 56,183 | 58,271  |
| ** Public Works Superintendent                  | 02936  | 59,729 | 62,639 | 69,105 | 75,455 | 82,303 | 85,532 | 88,894  |
| ** Purchasing Agent                             | 02952  | 75,311 |        |        |        |        |        | 108,827 |
| * Purchasing Assistant                          | 02952  | 30,389 | 31,833 | 35,040 | 36,709 | 37,977 | 39,339 | 40,751  |
| * Purchasing Expediter                          | 02956  | 39,759 | 41,669 | 45,917 | 48,138 | 49,906 | 51,737 | 53,654  |
| * Radio Dispatcher                              | 02958  | 36,662 | 38,418 | 42,323 | 44,361 | 45,975 | 47,654 | 49,408  |
| * Radio Dispatcher Typing                       | 02959  | 37,418 | 39,213 | 43,200 | 45,239 | 46,852 | 48,532 | 50,285  |
| * Radio Technician                              | 02965  | 50,208 | 52,898 | 55,588 | 58,278 | 60,968 | 63,658 | 66,348  |
| ** Real Estate Officer                          | 02974  | 53,735 | 56,345 | 62,144 | 68,396 | 74,588 | 77,513 | 80,553  |
| * Receptionist                                  | 02976  | 27,848 | 29,166 | 32,088 | 33,618 | 34,801 | 36,040 | 37,315  |
| * Recorder Operator Courts                      | 04873  | 29,532 | 30,933 | 34,043 | 35,673 | 37,036 | 38,458 | 39,934  |
| * Records Management Analyst                    | 05429  | 46,440 | 48,687 | 53,689 | 56,292 | 58,346 | 60,620 | 62,985  |
| * Records Support Technician 1                  | 56562  | 30,767 | 31,998 | 33,277 | 34,608 | 35,993 | 37,432 | 38,929  |
| * Records Support Technician 2                  | 56563  | 34,484 | 35,864 | 37,298 | 38,789 | 40,342 | 41,955 | 43,634  |
| * Records Support Technician 3                  | 56564  | 38,622 | 40,167 | 41,773 | 43,444 | 45,182 | 46,989 | 48,869  |
| * Recreation Aide                               | 02983  | 26,685 | 27,941 | 30,736 | 33,361 | 34,542 | 35,767 | 37,044  |
| * Recreation Leader                             | 02993  | 32,037 | 33,562 | 36,953 | 38,727 | 40,170 | 41,682 | 43,253  |
| * Recreation Program Coordinator                | 03018  | 48,859 | 51,224 | 56,483 | 59,231 | 61,534 | 63,935 | 66,429  |
| ** Recreation Supervisor                        | 03020  | 38,729 | 40,588 | 44,721 | 49,177 | 53,593 | 55,664 | 57,838  |
| * Relocation Officer (Part Time)                | 03060@ | -      | -      | -      | -      | -      | -      | 11,541  |
| ** Rent Regulation Officer                      | 05681  | 54,337 | 56,978 | 62,844 | 65,909 | 68,390 | 70,966 | 73,644  |
| * Research Assistant                            | 03069  | 43,499 | 45,598 | 50,261 | 52,697 | 54,640 | 56,670 | 58,776  |
| ** Risk Manager                                 | 07390  | 75,311 |        |        |        |        |        | 108,827 |
| ** Road Repairer Superintendent                 | 03803  | 59,729 | 62,639 | 69,105 | 75,455 | 82,303 | 85,532 | 88,894  |

\* CWA Non-Supervisory Unit

\*\*CWA Supervisory Unit



| Title   |        | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|
| * Sanitation Inspector                                    | 03110  | 42,034 | 44,059 | 48,565 | 50,912 | 52,762 | 54,812 | 56,940 |
| ** Secretarial Assistant                                  | 03127  | 39,768 | 41,565 | 45,560 | 49,862 | 53,277 | 55,152 | 57,113 |
| * Secretary Board/Commission (Part Time)                  | 07419  | 1,137  |        |        |        |        |        | 10,402 |
| * Secretary Board/Commission (Full Time)                  | 07419  | 44,832 | 47,003 | 51,828 | 54,895 | 57,037 | 59,262 | 61,576 |
| * Security Guard  | 06124  | 32,036 | 33,561 | 36,951 | 38,726 | 40,110 | 41,551 | 43,053 |
| * Senior Account Clerk                                    | 03165@ | 32,835 | 34,399 | 37,878 | 39,695 | 41,121 | 43,458 | 44,152 |
| * Senior Administrative Analyst                           | 03173@ | 56,958 | 59,729 | 65,888 | 72,526 | 79,223 | 82,327 | 87,310 |
| * Senior Auditor  | 03196@ | 55,117 | 57,795 | 63,748 | 66,411 | 68,825 | 71,515 | 74,315 |
| * Senior Building Maintenance Worker                      | 03227  | 33,017 | 34,591 | 38,094 | 39,919 | 41,358 | 42,950 | 44,607 |
| ** Senior Budget Examiner                                 | 03223  | 56,484 |        |        |        |        |        | 96,023 |
| * Senior Building Maintenance Worker Low Pressure License | 03228  | 46,048 | 48,273 | 53,227 | 55,806 | 57,841 | 60,504 | 62,435 |
| * Senior Cashier  | 03236  | 39,972 | 41,894 | 46,164 | 48,395 | 50,169 | 52,017 | 53,946 |
| * Senior Clerk Transcriber                                | 03255  | 32,288 | 33,825 | 37,242 | 39,028 | 40,527 | 42,089 | 43,709 |
| * Senior Community Relations Specialist                   | 03265@ | 40,469 | 42,416 | 46,742 | 49,001 | 50,808 | 52,683 | 54,624 |
| * Senior Community Service Worker                         | 03269@ | 35,979 | 37,700 | 41,526 | 43,525 | 45,173 | 46,890 | 48,678 |
| * Senior Computer Service Technician                      | 07691  | 51,222 | 53,707 | 59,446 | 62,340 | 64,772 | 67,303 | 69,933 |
| * Senior Data Control Clerk                               | 03294  | 35,098 | 36,776 | 40,504 | 42,454 | 43,980 | 45,578 | 47,246 |
| * Senior Data Processing Programmer                       | 03295  | 48,421 | 50,764 | 53,630 | 54,652 | 56,777 | 58,986 | 61,284 |
| * Senior Electrician                                      | 03308  | 47,030 | 49,305 | 54,359 | 56,472 | 58,670 | 60,954 | 63,331 |
| * Senior Engineer   | 03314  | 72,323 | 75,863 | 83,727 | 87,836 | 91,184 | 94,663 | 98,279 |
| * Senior Engineering Aide                                 | 03320  | 38,972 | 40,842 | 45,001 | 47,171 | 48,900 | 50,703 | 52,569 |
| * Senior Gardener   | 03341  | 30,939 | 32,409 | 35,676 | 37,383 | 38,715 | 40,106 | 41,550 |
| * Senior Historic Preservation Specialist                 | 15680  | 52,574 | 55,124 | 60,796 | 63,759 | 66,250 | 68,735 | 71,328 |
| * Senior Housing Inspector                                | 03368  | 50,856 | 53,374 | 55,911 | 58,630 | 60,913 | 63,288 | 65,758 |
| * Senior Landscape Architect                              | 04407  | 46,964 | 49,236 | 54,283 | 56,921 | 59,035 | 61,239 | 63,532 |
| ** Senior Legal Stenographer                              | 03405  | 38,109 | 39,937 | 44,002 | 46,123 | 47,906 | 49,758 | 51,691 |
| * Senior Maintenance Repairer                             | 03425  | 38,433 | 40,279 | 44,379 | 46,522 | 48,223 | 49,988 | 51,833 |
| * Senior Mechanic   | 03459  | 41,536 | 43,537 | 47,981 | 50,303 | 52,160 | 54,086 | 56,094 |
| * Senior Mechanic (Diesel)                                | 04561  | 43,162 | 45,243 | 49,868 | 52,280 | 54,213 | 56,220 | 58,312 |
| * Senior Payroll Clerk                                    | 03496  | 33,704 | 35,314 | 38,887 | 40,756 | 42,197 | 43,732 | 45,319 |
| * Senior Personnel Assistant                              | 04982  | 62,573 | 66,358 | 70,168 | 73,966 | 77,764 | 81,561 | 85,361 |
| * Senior Planner Economic Dev.                            | 04569  | 46,964 | 49,236 | 54,283 | 56,921 | 59,035 | 61,239 | 63,532 |
| * Senior Planning Aide                                    | 03512  | 35,128 | 36,808 | 40,539 | 42,493 | 44,044 | 45,644 | 47,305 |
| * Senior Program Development Specialist Community Service | 06931  | 52,574 | 55,124 | 60,796 | 63,759 | 66,250 | 68,735 | 71,328 |
| * Senior Program Monitor                                  | 05399  | 57,803 | 60,616 | 66,868 | 70,133 | 72,781 | 75,528 | 78,395 |
| * Senior Public Works Inspector                           | 03539  | 45,990 | 48,213 | 53,153 | 55,731 | 57,794 | 60,113 | 62,351 |
| * Senior Purchasing Assistant                             | 03547  | 33,704 | 35,314 | 38,887 | 40,756 | 42,197 | 43,732 | 45,319 |
| * Senior Sanitation Inspector                             | 03572  | 47,470 | 49,769 | 54,873 | 56,138 | 57,967 | 60,112 | 62,351 |
| * Senior Storekeeper                                      | 03600  | 43,130 | 45,210 | 49,830 | 52,245 | 54,175 | 56,183 | 58,271 |
| * Senior Traffic Maintenance Worker                       | 03625  | 38,061 | 39,887 | 43,945 | 45,642 | 47,407 | 49,241 | 51,148 |
| * Senior Traffic Signal Electrician                       | 03626  | 47,030 | 49,305 | 54,359 | 56,472 | 58,670 | 60,954 | 63,331 |
| * Senior Training Technician                              | 05614  | 51,222 | 53,707 | 59,446 | 62,340 | 64,772 | 67,303 | 69,933 |
| * Senior Youth Group Worker                               | 03657  | 40,713 | 42,671 | 47,024 | 49,297 | 51,181 | 53,153 | 55,199 |
| * Social Service Assistant                                | 04623  | 32,657 | 34,215 | 37,671 | 39,479 | 40,896 | 42,372 | 43,909 |
| ** Storekeeper  | 03779  | 37,691 | 39,500 | 43,516 | 45,615 | 47,276 | 49,019 | 50,816 |
| * Storekeeper Automotive                                  | 03781  | 39,725 | 41,635 | 45,878 | 48,097 | 49,860 | 51,693 | 53,602 |
| * Substance Abuse Counselor 1                             | 63114  | 50,475 | 52,921 | 58,359 | 61,199 | 63,486 | 65,868 | 68,344 |
| ** Superintendent of Recreation                           | 03834@ | 59,729 | 62,639 | 69,105 | 75,455 | 82,303 | 85,532 | 88,894 |
| ** Superintendent of Weights & Measures                   | 01428  | 58,034 | 60,859 | 67,137 | 73,302 | 79,950 | 83,086 | 86,350 |
| ** Supervising Account Clerk                              | 03848  | 37,485 | 39,283 | 43,277 | 47,579 | 50,994 | 52,869 | 54,830 |

\* CWA Non-Supervisory Unit

\*\*CWA Supervisory Unit

| Title  |        | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|
| ** Supervising Administrative Analyst                | 03850@ | 63,996 | 67,119 | 74,058 | 80,775 | 88,113 | 91,575 | 95,180 |
| ** Supervising Animal Control Officer                | 05999  | 65,552 | 68,535 | 71,518 | 74,501 | 77,484 | 80,467 | 83,457 |
| ** Supervising Building Service Low Pressure License | 06468  | 42,231 | 44,267 | 48,789 | 53,658 | 59,034 | 60,542 | 62,799 |
| ** Supervising Cashier                               | 03857@ | 46,549 | 48,800 | 53,802 | 59,193 | 64,533 | 67,052 | 69,674 |
| ** Supervising Clerk Transcriber                     | 03863@ | 35,630 | 37,335 | 41,122 | 44,790 | 48,795 | 50,685 | 52,651 |
| ** Supervising Data Control Clerk                    | 03872  | 44,000 | 46,123 | 50,840 | 55,923 | 60,737 | 62,881 | 65,115 |
| ** Supervising Electrician                           | 06605  | 43,700 | 45,808 | 50,492 | 55,541 | 60,543 | 62,902 | 65,357 |
| ** Supervising Engineering Aide                      | 03881  | 47,811 | 50,125 | 55,266 | 60,805 | 66,294 | 68,886 | 71,581 |
| ** Supervising Health Insurance Benefits Clerk       | 03887@ | 48,484 | 50,689 | 55,590 | 60,868 | 65,867 | 68,094 | 70,414 |
| ** Supervising Maintenance Repairer                  | 07338  | 43,700 | 45,808 | 50,492 | 55,541 | 60,543 | 62,902 | 65,357 |
| ** Supervising Maintenance Worker, Grounds           | 06731  | 43,700 | 45,808 | 50,492 | 55,541 | 60,543 | 62,902 | 65,357 |
| ** Supervising Mechanic                              | 06724  | 43,700 | 45,808 | 50,492 | 55,541 | 60,543 | 62,902 | 65,357 |
| ** Supervising Mechanic Fire Apparatus               | 06726  | 43,700 | 45,808 | 50,492 | 55,541 | 60,543 | 62,902 | 65,357 |
| ** Supervising Planner                               | 05137  | 59,804 | 62,716 | 69,190 | 75,455 | 82,303 | 85,534 | 88,894 |
| ** Supervising Program Analyst                       | 03927  | 53,735 | 56,345 | 62,144 | 68,396 | 74,588 | 77,513 | 80,553 |
| ** Supervising Property Clerk                        | 05519  | 35,207 | 36,891 | 40,631 | 44,665 | 48,516 | 50,300 | 52,153 |
| ** Supervising Public Safety Telecommunicator        | 03865@ | 47,843 | 50,158 | 55,304 | 60,593 | 66,063 | 68,646 | 71,327 |
| ** Supervising School Traffic Guard                  | 03937  | 47,738 | 50,049 | 55,181 | 60,149 | 65,580 | 68,141 | 70,804 |
| ** Supervising Youth Group Worker                    | 03945@ | 38,981 | 40,853 | 45,014 | 49,497 | 53,916 | 55,919 | 57,990 |
| ** Supervisor Demolition                             | 06910  | 48,371 | 50,711 | 55,916 | 61,102 | 66,267 | 68,496 | 70,820 |
| ** Supervisor of Accounts                            | 03969  | 43,468 | 45,565 | 50,224 | 55,248 | 60,322 | 62,671 | 65,115 |
| ** Supervisor of Collection of Revenue               |        | 52,219 | 54,753 | 60,383 | 66,454 | 72,465 | 75,308 | 78,251 |
| ** Supervisor of Motor Pool                          | 05971  | 43,700 | 45,808 | 50,492 | 55,541 | 60,543 | 62,902 | 65,357 |
| ** Supervisor of Real Estate Sales                   | 04060  | 40,025 | 41,949 | 46,226 | 50,836 | 55,406 | 57,556 | 59,801 |
| ** Supervisor of Senior Citizens Activities          | 04069  | 41,197 | 43,180 | 47,587 | 52,335 | 57,039 | 59,257 | 61,612 |
| ** Supervisor of Telephone Systems                   | 04080  | 36,793 | 38,557 | 40,710 | 43,499 | 47,387 | 49,220 | 51,128 |
| ** Supervisor Public Works                           | 06650  | 43,700 | 45,808 | 50,492 | 55,541 | 60,543 | 62,902 | 65,357 |
| ** Supervisor Traffic Maintenance                    | 06816  | 48,984 | 51,357 | 54,257 | 56,365 | 61,446 | 63,841 | 66,332 |
| * Tax Searcher                                       | 04130  | 38,153 | 39,984 | 44,052 | 46,179 | 47,865 | 49,623 | 51,448 |
| * Technical Assistant Contract Administration        | 62844  | 45,242 | 47,400 | 52,195 | 54,696 | 56,671 | 58,715 | 60,852 |
| * Technical Assistant to the Construction Official   | 05193  | 39,979 | 41,903 | 46,174 | 48,408 | 50,164 | 51,998 | 53,898 |
| * Technician, Management Information Systems         | 53099  | 48,421 | 50,764 | 53,630 | 54,652 | 56,777 | 58,986 | 61,285 |
| * Telecommunications Systems Analyst                 | 07604  | 43,889 | 46,006 | 50,713 | 55,782 | 60,799 | 63,167 | 65,634 |
| * Telephone Operator                                 | 04145@ | 33,763 | 35,375 | 38,954 | 40,826 | 42,300 | 43,834 | 45,427 |
| * Tractor Trailer Driver                             | 04179  | 36,679 | 38,435 | 42,341 | 44,382 | 46,004 | 47,681 | 49,427 |
| * Traffic Maintenance Worker                         | 04189  | 35,600 | 37,303 | 41,087 | 42,670 | 44,315 | 46,027 | 47,806 |
| * Traffic Signal Electrician                         | 04192  | 42,878 | 44,947 | 49,539 | 51,936 | 53,857 | 55,844 | 57,923 |
| ** Traffic Signal Superintendent 1                   | 00799  | 59,729 | 62,639 | 69,105 | 75,455 | 82,303 | 85,532 | 88,894 |
| ** Traffic Signal Superintendent 2                   | 04196  | 62,056 | 65,083 | 71,807 | 78,410 | 85,532 | 88,891 | 92,388 |
| ** Traffic Signal Supervisor 1                       | 06819  | 52,708 | 55,267 | 60,948 | 63,330 | 65,801 | 68,371 | 71,045 |
| ** Traffic Signal Supervisor 2                       | 04082  | 54,754 | 57,416 | 63,324 | 65,801 | 68,371 | 71,045 | 75,408 |
| * Traffic Signal Technician 1                        | 04195  | 48,848 | 51,215 | 56,471 | 58,670 | 60,954 | 63,330 | 65,802 |
| * Traffic Signal Technician 2                        | 05219  | 50,740 | 53,201 | 58,664 | 60,954 | 63,330 | 65,801 | 68,418 |

\* CWA Non-Supervisory Unit

\*\* CWA Supervisory Unit

| Title                             |       | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|-----------------------------------|-------|--------|--------|--------|--------|--------|--------|--------|
| * Training Technician             | 04207 | 47,369 | 49,661 | 54,762 | 57,418 | 59,513 | 61,832 | 64,244 |
| * Tree Maintenance Worker 1       | 04220 | 36,490 | 38,239 | 42,130 | 44,154 | 45,752 | 47,520 | 49,360 |
| * Truck Driver                    | 04222 | 36,061 | 37,787 | 41,623 | 43,626 | 45,217 | 46,866 | 48,581 |
| ** Violations Clerk               | 04244 | 43,931 |        |        |        |        |        | 89,902 |
| * Weights and Measures Apprentice | 04201 | -      | -      | -      | -      | -      | -      | 35,420 |
| * Welder                          | 04305 | 39,594 | 41,495 | 45,726 | 47,937 | 49,696 | 51,518 | 53,426 |
| * Youth Group Worker              | 04333 | 38,853 | 40,718 | 44,866 | 47,033 | 48,753 | 50,541 | 52,411 |
| * Youth Group Worker Bil. In S&E  | 04334 | 38,853 | 40,718 | 44,866 | 47,033 | 48,753 | 50,541 | 52,411 |
| * Youth Services Counselor        | 04336 | 42,621 | 44,676 | 49,241 | 51,627 | 53,531 | 55,512 | 57,574 |
| * Zoning Officer (Part Time)      | 04338 | -      | -      | -      | -      | -      | -      | 7,080  |

\* CWA Non-Supervisory Unit

\*\*CWA Supervisory Unit