AGREEMENT

BETWEEN

THE CITY OF DAVENPORT

AND

THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES LOCAL 887, AFL-CIO

July 1, 2021

to

JUNE 30, 2025

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AGREEMENT

THIS AGREEMENT is entered into by and between the CITY OF DAVENPORT, IOWA (hereinafter called the "Employer") and AFSCME/IOWA COUNCIL 61, LOCAL 887, (hereinafter referred to as the "Union"), and applies only to said parties.

WITNESSETH:

WHEREAS, the Union has been certified as the bargaining representative for the Employees in the bargaining unit set forth in Article I of this Agreement;

WHEREAS, it is the intent and purpose of the parties to achieve and maintain a cooperative relationship between the Employer and its employees by endorsing the principles of good faith bargaining with the Union as the duly elected representative of bargaining employees; to set forth herein their entire agreement covering rates of pay, wages, hours of employment and other conditions of employment; to increase the efficiency and productivity of the employees; to protect the citizens of Davenport by assuring effective and orderly operations; to prevent all strikes by public employees; and to provide an orderly and prompt method of handling and settling grievances;

NOW, THEREFORE, THE PARTIES AGREE WITH EACH OTHER AS FOLLOWS:

ARTICLE 1 Recognition

Section 1. Bargaining Unit.

The Employer recognizes the Union as the sole and exclusive bargaining agent for clerical, technical, administrative and professional employees as certified by the Iowa Public Employment Relations Board. The City shall provide advance notice to the Union President in the event a bargaining unit position is eliminated or downgraded.

Section 2. New Classifications.

In the event the Employer establishes a new job classification, the Employer shall designate the job classification and wage rate for the job classification. In the event the Union disagrees with the rate, it may submit a grievance at Step 3 of the grievance procedure. The Employer shall provide the Union with job descriptions of each classification contained in the unit.

Section 3. Part-Time Employees.

Part-time employees who are regularly scheduled to work at least 1560 hours per year (30 hours per week) shall receive all rights and benefits contained herein on the same basis as full-time employees. Part-time employees regularly scheduled to work less than 1560 hours per year (30 hours per week) shall receive all rights and benefits contained herein on a prorated basis to reflect the ratio between the employee's regularly scheduled hours per week and forty hours.

Section 4. Temporary Employees.

Temporary employees are those hired for a specific period of time, to accomplish particular projects or implement special programs or to fill positions of permanent employees assigned to those special projects. Upon completion of one year of service, temporary employees will be eligible for the wages and benefits provided in this Agreement for permanent positions working comparable hours, except promotion and layoff rights.

ARTICLE 2 General Provisions

Section 1. Non-Discrimination.

The parties agree that their respective policies, procedures and operating rules will not violate the rights or discriminate against employees covered by this agreement because of age, sex, race, creed, disability, marital status, other criteria not related to job performance, and any other protected rights provided for by federal and state law. Additionally the parties agree not to interfere with the right of employees to choose or not to choose membership in the Union.

Section 2. Union Representation.

Authorized representatives of the Union shall be permitted to visit the premises of the Employer for the purpose of conducting Union business provided they do not unduly interfere with the operations of the Employer and provided that advance notification is given to the Director of Human Resources or designated representative.

Section 3. Labor/Management Meetings.

Representatives of the Union and the Employer may request and shall be granted a meeting at a mutually agreeable time no longer than thirty (30) days beyond the date of the original request, the purpose being to provide a forum for open communications between the parties. These communications could include proposed changes, which would generate cost savings and increase services. Agenda items shall be exchanged at least one week in advance of the meeting.

Section 4. Bulletin Boards.

The Union shall be permitted to post Union notices and/or information on department bulletin boards. The Union shall be reasonable concerning the content of their postings.

Section 5. Prevailing Rights.

All present understandings, supplements, privileges or conditions of employment, and clearly established and consistent past practice, (that are within the scope of negotiability or are economic in nature) which grant all employees of the Unit benefits or protections not provided by the Agreement, and are not in conflict with this Agreement, or in conflict with sound operating policy or procedures, shall remain in effect unless changed by mutual agreement. It is understood that this shall not be in conflict with Article 3, Management Rights, and further, that it is recognized that from time to time, changes in operating procedures are necessitated by outside influence.

Section 6. Rules and Regulations.

The union agrees that employees shall comply with all work rules presently in effect or subsequently established by the City. The City agrees that the reasonableness of work rules or the discriminatory applications of such rules may be subject to the grievance procedure. In determining the reasonableness of such work rules the City's purpose as defined in Article 3, Management Rights, shall be considered.

Except in emergency situations, the City will post new work rules at least seven (7) calendar days in advance of their effective date.

Section 7. New Employee Orientation.

The union shall have the right to send a representative to departmental orientation sessions of new employees and make a presentation not to exceed 20 minutes. An alternative time will be arranged if it is determined by management that the scheduled orientation session will cause undue hardship to the operations of the union representative's department.

ARTICLE 3 Management Rights

The Employer shall have, in addition to all powers, duties and rights established by constitutional provision, statute, ordinance, charter or special act, the exclusive power, duty and the right to: direct the work of its employees; hire, promote, demote, transfer, assign, and retain employees in positions within the City; suspend or discharge employees for proper cause; maintain the efficiency of operations; relieve employees from duties because of lack of work or for other legitimate reasons; determine and implement methods, means, assignments and personnel by which the Employer's operations are to be conducted; take such actions as may be necessary to carry out the mission of the Employer; initiate, prepare, certify, and administer its budget; and, exercise all powers and duties granted to the Employer by law.

Those inherent managerial functions, prerogatives and policy-making rights which the City has not modified or restricted by a provision of this Agreement are not subject to the grievance procedure contained herein.

ARTICLE 4 No Strike -- No Lockout

Section 1. No Interruption of Services.

Neither the Union nor any of the employees covered by this Agreement will instigate, promote, sponsor, engage in, participate in or condone any strike, sympathy strike, slowdown, asserted stoppage of work, or any other interruption of the operations of the Employer, regardless of the reason for so doing. Any or all employees who violate this Section may be discharged or otherwise disciplined by the Employer. In addition, the Employer agrees that it will not participate directly or indirectly in a lock-out against the Union. In no event shall the Employer assign or transfer Union employees to another governmental entity, business establishment, or geographic location inside or outside City limits for non-emergency functions during a labor dispute in such entity or business.

Section 2. Official Responsibility of the Union.

Each employee who holds a position as officer, agent or representative of the Union occupies a position of special trust and responsibility in maintaining and bringing about compliance with the provisions of this Article. Accordingly, the Union officers agree to notify all Union agents and representatives of their obligations and responsibilities for maintaining compliance with this Article.

ARTICLE 5 Union Representatives

Section 1. Union Activity.

Bargaining unit employees, including officers and representatives, shall not conduct Union activity or business on City time nor shall they be paid for time spent in the conduct of Union activity or business, except as specifically authorized by the provisions of this Agreement. When, in the interest of efficient implementation of the terms of this agreement, it is necessary for a union officer or representative to provide information or consult with another city department for a brief period of time, the immediate supervisor may authorize the action provided that it will not interfere with the efficient operation of the City. It is the responsibility of the Union to notify in writing the names of those employees who are the designated Union officers and stewards.

Section 2. Absence from Work for Union Business.

When contract bargaining sessions between the parties are scheduled to take place during normal working hours, employees who are members of the Union's bargaining team (up to five (5) members) shall be given such time off without loss of pay to attend such sessions. The time off granted for bargaining sessions shall not be considered as hours worked for overtime eligibility.

The Union shall advise the Employer as far in advance as practical of the names of the bargaining representatives.

ARTICLE 6 Grievance and Arbitration Procedures

Section 1. Grievances.

A grievance is any dispute or disagreement between the parties as to the application, meaning or interpretation of specific provisions of this Agreement. Promotion, demotion, suspension and discharge may be subject to Civil Service Appeal, and such appeals must be filed by the employee with the Clerk of the Civil Service Commission within the statutory time limits.

Grievances shall be processed in the following manner:

- Step 1: Any Steward who has an employee grievance shall submit it orally, with or without the employee present, to the employee's immediate supervisor. Submission of the grievance shall be filed within ten (10) working days of the occurrence of the event giving rise to the alleged contract violation or within ten (10) days after the employee concerned should have become aware of the occurrence.
- Step 2: If the grievance is not resolved orally by a response to the Steward, it shall be submitted in writing, and shall be signed by the employee and the Union Steward, to the Department Director within five (5) working days following the oral response of the employee's supervisor. The grievance shall set forth the relevant facts on which it is based and the provision or provisions of the Agreement allegedly violated. The Department Director shall respond to the Union Steward in writing within five (5) working days.
- Step 3: If the grievance still remains unresolved, it shall be presented by the Union Steward to the Director of Human Resources in writing within ten (10) working days after the response of the Department Head. The grievance shall be discussed at a mutually agreeable time, but in any event, no later than ten (10) working days following the submission of the grievance to the Director. The Director shall respond in writing to the Union Steward [with a copy to the Local President and the grievant(s)] within ten (10) working days following the meeting.
- Step 4: If the grievance is still unsettled, either party may, within twenty (20) working days after the reply of the Director of Human Resources, by written notice to the other, request arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the Employer and the Union. If the parties fail to select an arbitrator, the lowa Public Employment Relations Board shall be requested by either or both parties to provide a panel of five (5) arbitrators. Both the Employer and the Union shall have the right to alternately strike two (2) names from the panel. The order of striking will be determined by the toss of a coin.

The decision of the arbitrator shall be final and binding on the parties and the arbitrator shall be requested to issue his/her decision within thirty (30) calendar days after the conclusion of testimony and argument.

Section 2. Authority of Arbitrator.

The arbitrator shall have no right to amend or modify the provisions of this Agreement. The arbitrator shall consider and decide only the specific issues submitted to him/her in writing by the Employer and the Union, and shall have no authority to make his decision on any other issue not so submitted to him/her. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way, the applicable laws and rules and regulations having the force and effect of law. The arbitrator shall submit, in writing, his/her decision within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The arbitrator's decision shall be based solely upon his interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. The decision of the arbitrator rendered in accordance with this Agreement shall be final and binding.

Section 3. Expenses of Arbitration.

The fees and expenses of the arbitrator shall be divided equally between the Employer and the Union. The cost of a written transcript shall be paid for by the party requesting such transcript; provided, however, that each party shall be responsible for compensating its own representatives and witnesses.

Section 4. Mutual Covenants.

The rights of individuals set forth in this grievance procedure are agreed upon in consideration that a decision rendered under and in accordance with this Agreement shall be final and that there shall be no refusal to perform any specific duty pending the handling of a grievance, except when the health and personal safety of an employee(s) may be in jeopardy.

Section 5. Grievance Investigation and Discussions.

All grievance discussions and investigations that take place during working hours will be done in a manner which will not interfere with essential operations of the City. When a meeting is scheduled between the Employer and the Union to discuss a grievance at one of the steps of the grievance procedure during normal working hours of the grievant and/or the Union representatives, they shall be released from duty without loss of pay to attend the meeting.

Section 6. Time Limits.

The term "working days" as used in this Article shall mean the days Monday through Friday, inclusive, and excludes Saturdays, Sundays and holidays in which City Hall is closed.

Time limits should be strictly adhered to by both parties. No grievance shall be entertained or processed unless it is submitted within the time limits set forth in Section 1 of this Article. If a grievance is not presented within the time limits set forth above, it shall be considered "waived". If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or the appeal thereof within the specified time limit, the relief requested by the Union shall be granted.

The time limit on each step may be extended by mutual agreement of the Employer and the Union representative involved in each step, provided such mutual agreement is contained in writing. More than one (1) grievance may be heard by the same arbitrator by mutual written agreement of the parties.

Section 7. Statement of Waiver or Appeal.

If the grievance is not settled as a result of Step 3, the grieving employee and the Union must, within twenty (20) working days of receipt of the City's Step 3 answer, execute a statement of waiver and election as a precondition for further appeal. This statement shall specify the choice of either a Civil Service or an arbitration appeal to the exclusion of the other. This Section shall be all inclusive pertaining to any dispute, interpretation, suspension or discharge unless jurisdictional limitation would prevent the appeal of choice. In such instance, the alternative appeal may be elected. This Section shall not be so construed as to permit appeals to arbitration or Civil Service which are outside their respective jurisdictions or excluded from appeal under State Law or the specific terms of this Agreement.

ARTICLE 7 Hours of Work

Section 1. Intent.

This Article is intended to define the normal hours of work per day and per week.

<u>Section 2.</u> Regular Workweek, Hours and Days.

The regular workweek shall consist of forty (40) hours per week and such overtime as may from time to time be required in the judgment of the Employer to serve the citizens of the City. The normal hours of work each day shall be consecutive and the normal workweek shall consist of five (5) consecutive days unless otherwise agreed to.

Section 3. Schedule Changes in Regular Workday, Workweek and Shifts.

When it is determined by the Employer that a need exists, work schedules, including shifts, workweeks, work hours, and workdays, may be changed. In other than emergency situations, revised schedules shall be posted on department bulletin boards at least one week in advance of the commencement of the new schedules.

Section 4. Rest Periods.

All employees' work schedules shall provide for one (1) fifteen (15) minute rest period during each half shift of the workday. Employees required to work two (2) hours or more overtime shall be granted a fifteen (15) minute rest period as near the end of the regular shift as possible.

Section 5. Meal Periods.

Employees will be provided an unpaid lunch period of at least one-half (1/2) hour to be scheduled with the approval of the supervisor. Employees required to work four (4) hours or more overtime will be permitted an additional meal period.

Section 6. Clean-up Time.

Employees who need it shall be granted a reasonable personal clean-up period prior to the end of their work shift, except in emergencies.

Section 7. Shift Differentials.

In addition to the established wage rates, the Employer shall pay an hourly premium of three and one-half percent (3.5%) of an employee's individual rate of pay to employees for all hours worked between 5:00 P.M. and 11:00 P.M. Employees working on shifts between 11:00 P.M. and 7:00 A.M. shall be paid an hourly premium of four percent (4.0%) of an employee's individual rate of pay for each hour worked during this time period. Those employees electing a flexible work schedule shall waive the above provision.

For purposes of calculating an employee's entitlement to shift differential pay, the following rules will be observed: (a) if less than one-half of the hours that an employee is regularly scheduled to work are hours which entitle the employee to shift differential pay, then the employee will be entitled to shift differential pay only for those hours that the employee actually works and that entitle the employee to shift differential pay, (b) if one-half or more of the hours that an employee is regularly scheduled to work are hours which entitle the employee to shift differential pay, then the employee will be entitled to shift differential pay for all hours that the employee is regularly scheduled to work, and (c) if one-half or more of the hours that an employee is regularly scheduled to work are hours which entitle the employee to two differential rates of pay, then the employee will be entitled to the higher shift differential rate of pay for all hours that the employee is regularly scheduled to work. All paid time will be counted as hours worked for the purpose of computing shift differential.

Section 8. Flexible Scheduling.

Where practicable, as determined by the City, with consent of the employee, variations in the normal work schedule may be implemented to facilitate the needs of a particular work unit. Such scheduling shall not result in inconvenience to the public, loss of operational efficiency or increased overtime expenditures, and shall require approval of the Department Head or designee. Either an employee or the employer may make such request for flexible schedule.

Section 9. On-Call/Standby Status

Lead Crime Scene Technicians and Civilian Crime Scene Technicians who are placed on an "on-call" status and required to carry a beeper or phone, shall be credited with six (6) hours of compensatory time for each week of "on-call" duty. This supplement shall be pro-rated for periods of "on-call" time which are less than one week in duration and shall be in addition to any other compensation provided in this Agreement. If utilized by the City, on-call duty shall be assigned on a rotating basis in intervals of no more than seven (7) consecutive calendar days.

Public Works and Neighborhood Services AFSCME employees engaged in emergency response and required to be on "standby" shall be compensated at the greater of the following rates:

- 1. Sixty (\$60.00) per day to be pro-rated if an employee is required to be on standby for less than twenty-four (24) consecutive hours.
- 2. For actual hours worked at his applicable rate; or
- 3. For three (3) hours of pay at his straight time hourly rate for each time he is required to return to duty.

This standby provision shall only apply to those employees required to be available for work on a regularly scheduled time off. No employee will be required to be on standby during his approved vacation leave.

ARTICLE 8 Pay

Section 1. Payday.

Payday shall be bi-weekly and shall be on Friday.

Section 2. No Pyramiding.

Compensation shall not be paid more than once for the same hours under any provision of this Article or Agreement.

Section 3. Wages.

The Employer will pay the wages as set forth in Appendix "A" which reflect the following general wage increases:

EFFECTIVE DATE	PERCENTAGE INCREASE
07/01/2021	1.75%
07/01/2022	1.75%
07/01/2023	2.0%
07/01/2024	2.0%

Employees will ordinarily start at Step 1 of the pay plan. At the successful completion of the six month probation period, employees will advance to Step 2 of the plan. Thereafter, employees will receive a step increase on the 1st day of the pay period that falls between December 25 and January 7 of each year until they reach the maximum step of their classification. Step increases may be delayed or denied on an exceptional basis only with good and sufficient cause.

Employees ineligible for the step increase because they have reached the maximum rate for their respective classification will be provided a bonus payment on the last pay period in November based upon their years of service on the following January 1st as follows:

Less than 10 years	None
10 through 14 years	\$325
15 through 19 years	\$475
20 years or more	\$625

Section 4. Out-of-Class Pay.

If an employee is temporarily assigned a majority of the duties of a higher rated classification in excess of five (5) consecutive working days, the employee will be paid in accordance with Article 12, Section 4, for the time spent performing these duties, retroactive to the first day the duties were performed. During negotiations for the 2006-2009 collective bargaining agreement, the City proposed and the Union accepted the condition that past practice prior to July 1, 2006, will not be considered in the interpretation of this section.

Section 5. Direct Deposit.

The City agrees to allow employees the option of direct deposit for payroll checks.

Section 6. Section 125 Plan.

The City will cover the administrative costs associated with employee participation in a Section 125 plan. Employees may utilize a Section 125 plan to pay with pre-taxed funds the costs associated with any item(s) eligible for Section 125 coverage pursuant to the Internal Revenue Service regulations. Employees will be permitted to undertake brief individual transactions associated with enrollment or changes in their individual accounts during work hours. The City will allow as much flexibility as permitted by the IRS regulations regarding enrollment into a Section 125 plan. Each year employees will be automatically enrolled by the City in the Section 125 plan for purposes of coverage for premiums, unless the employee requests otherwise in writing. Employees will be notified in advance of their need to enroll with Human Resources for any participation in the Section 125 plan for coverage other than premiums.

Section 7. Police Services Generalists Training Personnel

Police Services Generalists assigned as Police Services Training Personnel will be paid an additional 5% above their regular rate of pay for the period of such training assignments.

Section 8. Retirement Health Savings Plan

The City will make available to employees a Retirement Health Savings Plan with terms and conditions equal to those agreed upon between the City and Union representatives on the Insurance Cost Containment Committee during January 2006. Employees will be allowed to make pre-tax contributions into the plan, provided that all AFSCME bargaining unit employees covered under this bargaining unit agree to make the same contribution.

Effective July 1, 2015, the City will make available to employees a Retirement Health Savings Plan with terms and conditions agreed to by the parties. Effective July 1, 2015, the City will contribute to an individual plan 1% of the individual's annual income as defined by all regular and overtime hours worked.

Section 9. Deferred Compensation

If an employee contributes 1%, the City will contribute to an individual's City's 457 deferred compensation plan 2.75% effective 7/1/15 of an individual's annual income. The percentage contribution to be made by both the employee and the City will be based on the individual's annual income defined as all regular and overtime hours worked by the employee during the immediately prior pay period. The City's contribution will be made bi-weekly and reflected on the individual's payroll check. The City's contribution shall cease if the individual reaches the maximum contribution allowed by law, is no longer employed by the City, or at any time the individual terminates participation in the City's 457 deferred compensation program. The contribution will be made to one provider selected by the individual and as approved by the City. Should the individual's contributions cease mid-year and a partial payment is required, the individual will make the first 1%, the City the second 2.75% effective 7/1/15, and the remaining contribution will be considered the individual's contribution.

Section 10. Identification Bureau Certification Incentives

Employees receiving an Identification Bureau certification incentive on January 1, 2015 will continue to receive the incentive in place on January 1, 2015 upon successful re-certifications. Employees actively pursuing an Identification Bureau incentive as of January 1, 2015 will be eligible for the incentive in place on January 1, 2015, upon attainment of the certification, and will continue to be eligible to receive the incentive in place on January 1, 2015 upon successful re-certifications.

ARTICLE 9 Overtime

Section 1. Overtime Pay.

Employees shall be paid one and one-half (1 1/2) times their regular straight time hourly rate of pay for all hours worked in excess of eight (8) hours per day and forty (40) hours per week or receive compensatory time for such hours as stated in Section 2. Unless otherwise specified by the terms of this Agreement, employees shall be eligible for overtime only on the basis of actual hours worked for the Employer. Sick leave will not be treated as time worked for overtime purposes. All paid time, except sick

leave, will be counted as hours worked for the purpose of computing overtime. Employees shall receive prior approval from their supervisor before working overtime.

Section 2. Compensatory Time.

An employee may elect to receive compensatory time off in lieu of overtime pay. Compensatory time off shall be computed in hours at the applicable overtime rate and shall be scheduled by mutual agreement between the employee and the supervisor. Approval of time off will not be unreasonably withheld.

Employees may not accumulate more than eighty (80) hours of compensatory time at any one time and such time shall not accumulate for more than one (1) fiscal year except that employees may elect to carry over forty (40) hours. Employees will be paid for any unused compensatory time at the payroll period which includes June 30th at the hourly rate at which it was earned.

Employees shall notify their supervisor if they desire compensatory time in lieu of overtime pay no later than one (1) day prior to the date payroll data is submitted.

Section 3. Overtime Distribution.

Overtime opportunities will be distributed equally within departments to employees working within the job classifications that normally perform the work involved.

On each occasion the opportunity to work overtime shall be offered to the employee within the job classification who has the least number of overtime hours to their credit at that time. If this employee does not accept the assignment, the employee with the next fewest number of overtime hours to their credit shall be offered the assignment. The procedure shall be followed until the required qualified employees have been selected for the overtime work.

If not enough employees are obtained to work overtime, the qualified employees with the least seniority shall be required to work. However, nothing in this Article prohibits the City from assigning overtime work contrary to seniority.

A record of overtime hours worked or offered to each employee shall be available for inspection upon request by either the employee or the union representative.

Section 4. New or Returning Employees.

New employees and employees returning from leaves of absence will be credited the average number of overtime hours credited to employees in the appropriate group for overtime distribution purposes.

Section 5. Call-In-Pay.

Employees called in to work outside their scheduled hours of work shall be paid a minimum of two (2) hours at the rate of time and one-half or at the employee's discretion receive compensatory time at the same rate.

ARTICLE 10 Seniority

Section 1. Definition.

The seniority of employees covered by this Agreement shall be as follows:

- a. City seniority shall mean an employee's length of continuous, full-time service with the Employer since his/her last date of hire.
- b. Job Class seniority shall mean that seniority dating from the first day of full-time employment in a job classification. Job Class seniority may or may not coincide with City seniority. In the event an employee has been promoted from one classification to another, seniority shall continue to accrue in any classification(s) that was formerly held.

The Employer shall post complete seniority lists of employees covered by this Agreement quarterly and shall provide a copy of such seniority lists to the Union.

Section 2. Probationary Period.

Each employee shall be considered a probationary employee for the first six (6) months of continuous service, after which his/her seniority shall date back to his/her date of hire. There shall be no

seniority among probationary employees, and they may be laid off or discharged without recourse at the sole discretion of the Employer.

Section 3. Termination of Seniority.

Seniority and the employment relationship shall be terminated when an employee:

- a. Quits; or
- b. Is discharged for just cause; or
- c. Retires or is retired; or
- d. Is absent for three (3) consecutive working days without notifying the Employer, and without adequate cause; or
- e. Is laid off and fails to report to work within the time limits specified in the section above.
- f. Is absent from work due to a reduction in force for more than three (3) years or the length of seniority, whichever is greater.
- g. Is absent from work for a period of 24 consecutive months due to an extended illness.

Section 4. Reinstatement.

An employee who has voluntarily terminated his/her employment with the City may request reinstatement to a position in which Civil Service status was previously held within one year of termination.

In no instance shall the Employer be required to reinstate a former employee under this provision.

If a reinstatement is effected pursuant to this provision, such employee shall be considered a new employee for purposes of seniority until the anniversary date of reinstatement at which time he/she shall be credited with former seniority.

ARTICLE 11 Promotions and Transfers

Section 1. Pay Upon Promotion.

Upon promotion to a job classification of a higher pay range, an employee will advance to a rate in the pay schedule which yields an increase of approximately five percent (5%) or to the minimum rate of the higher range, whichever is greater. Employees who are placed at step 1 of the pay range as a result of promotion will advance to step 2 upon successful completion of the 30 day trial period specified in section 3 above.

Section 2. Reclassifications.

Employees who believe they are improperly classified may submit a completed reclassification questionnaire (available at the Human Resources office) to their supervisor. The supervisor shall sign the completed reclassification questionnaire at the time of receipt from the employee. The supervisor shall review the completed reclassification questionnaire and submit it to the Human Resources Department within five (5) working days of receipt. The employer shall review all such requests and shall respond to both the employee and the supervisor within thirty (30) working days from the Human Resources Department's receipt of the completed reclassification questionnaire. Reclassification decisions by the employer shall be subject to the grievance procedure. Employees shall be paid retroactively if the reclassification is approved, to the date the completed reclassification questionnaire was submitted to their supervisor.

ARTICLE 12 City Property

An employee leaving the service of the Employer, whether through resignation, retirement, layoff or discharge, is responsible for returning any City property which he may have in his possession. Failure to return City property may result in the employee's final check being held up with a deduction being made for the value of the property.

ARTICLE 13 Sick Leave of Absence

Section 1. Sick Leave.

Employees will accrue up to fifteen (15) days of sick leave per year to a maximum accumulation of 960 hours. In order to accrue such leave in any bi-weekly pay period, an employee must work or be paid for at least fifty percent (50%) of his/her normally scheduled work hours for that pay period. The Employer may require substantiation of illness by a physician's statement or by examination by such medical examiners as may have been employed by the Employer. An employee may be required to present a physician's statement, certifying that the employee is capable of performing his/her job, prior to his/her return to work. Requiring an employee to provide a physician's statement will not be unreasonably requested.

Sick leave may be used for illness or attendance upon a member of the immediate family who is seriously ill and requires the personal care of the employee. Immediate family shall be defined as parent, spouse, child, brother, sister, legal ward, or other resident family member of the employee's immediate household. Sick leave may be used for physical examinations, medical treatment or for dental or optical appointments. Approval of sick leave for such appointments will not be unreasonably denied.

Section 2. Sick Leave Advancement.

In the event an employee has utilized all available sick leave benefits, vacation, holiday and compensatory time, at the discretion of the Employer, advancement of up to eighty (80) hours may be provided. Advancement shall consider the employee's seniority and work history. Upon the employee's return to work, sick leave benefits will not accrue until the amount of advancement has been paid back.

Section 3. Notification.

Employees who are absent or who anticipate an absence, must notify their department prior to the start of the normal workday whenever possible. In addition, Employees are required to notify their supervisor if they are leaving their shift early prior to their departure.

Section 4. Worker's Compensation Supplement.

Sick leave may be used to supplement Worker's Compensation disability payments as follows:

Normal FICA, IPERS, Federal withholding and State withholding shall be deducted from regular biweekly gross wages. The remainder shall then be reduced by twice the amount of weekly worker's compensation benefits to compute the amount of wages to be supplemented. The numbers of hours of sick leave to be paid shall be determined by dividing the amount to be supplemented by the employee's hourly rate and rounding to the next higher quarter hour.

When regular work hours are recorded in the same pay period, the sick leave supplement will be reduced by the number of regular hours recorded. When worker's compensation and sick leave are totaled, employees will receive approximately the same take home pay as though they were working their normal hours.

Section 5. Incentive

Employees using twenty-four (24) hours or less of sick leave in a fiscal year will insert sixteen (16) hours of sick leave into their individual Retirement Health Savings Account (RHS). Upon the completion of necessary documents by the employee, the City will establish an individual Retirement Health Savings Account (RHS) for employees who meet this sick leave minimum utilization standard. At the start of each fiscal year, the City will individually notify qualifying employees of the deposit made into their respective Retirement Health Savings Accounts (RHS), and of the corresponding deduction made from their sick leave account. At the end of each fiscal year, the City shall provide the necessary RHS documents, as well as a brief written explanation concerning why they were sent, to those employees who have met the minimum sick leave utilization standards but who have not yet established an RHS account in order that the employee may receive the RHS account deposit for that same fiscal year, if they elect to sign up.

ARTICLE 14 Leaves of Absence

Section 1. Request for Leave.

The employer may at its discretion grant a leave of absence to any employee for good and sufficient reason. Any requests for unpaid leaves of absence shall be submitted in writing by the employee. The request shall state the reason for the leave of absence and the approximate length of time off the employee desires. Such requests shall be made as far in advance as is reasonably possible of the desired leave. A prompt answer to the request for leave of absence shall be furnished to the employee by the department head and shall be in writing. Requests for leave will not be unreasonably denied.

A parental leave in conjunction with the birth or adoption of a new family member shall be considered a reasonable purpose for an unpaid leave of absence request.

Section 2. Court Leave.

If an employee, who is not a party to an action, is subpoenaed to appear in court to testify, the employee shall be released from work without loss of pay for the time spent testifying, provided that the employee produces proof of the subpoenas and presents a signed statement as to the hours he spent in court. The employee subpoenaed must reimburse the Employer for the witness fees paid to him.

Section 3. Military Leave.

Military leaves of absence shall be granted in compliance with Federal and State law. Employees who are members of the National Guard, Organized Reserves, or any component part of the military, Naval, Air Force or Nurse Corps of this State or Nation, or who are or may be otherwise inducted into the military service of this State or of the United States, shall when ordered by proper authority to active State or Federal service be entitled to a leave of absence for a period of such active service without loss of status or efficiency rating and without loss of pay during the first thirty (30) days of such leave of absence. The Employer may make a temporary appointment to fill any vacancy created by such leave of absence.

Section 4. Bereavement Leave.

As necessary, employees will be allowed up to three (3) consecutive workdays, including travel time, without loss of pay, in order to attend the funeral of a mother-in-law or father-in-law, son-in-law or daughter-in-law, grandparent or grandchild. In the case of a death in the immediate family, defined as parent, spouse, child, brother or sister, legal ward, or other resident family member of the employee's immediate household, bereavement leave of up to three (3) days will be allowed, as necessary and including travel time, to attend to funeral arrangements, comfort the immediate family and attend the funeral. Additions to the above list and an extension of up to two (2) additional days of bereavement leave may be granted at the discretion of the department head in extenuating circumstances and for good cause shown.

In the event of circumstances requiring more than the workdays as provided above for the attendance at the funeral of a family member, employees may utilize accumulated sick leave or excused leave of absence without pay with the approval of the Department Head.

An employee may be required to submit documentation of the need for bereavement leave.

Section 5. Medical Leave.

Employees who are disabled due to medical reasons will be granted a leave of absence not to exceed twelve (12) months. During the 12 month period, employees may exhaust all of their accumulated sick leave, vacation, holiday, or compensatory hours prior to applying for long term disability benefits. The City will continue the health insurance for the employee and his/her family for a period not to exceed twenty-four (24) months after the initial date that leave commenced. The employee may, however, as an option, apply for long term disability benefits after a 90-day waiting period in accordance with the provisions of the long term disability plan in lieu of their accumulated sick leave. Inability to work as a result of a pregnancy related disability will be considered as any other disability for purposes of eligibility for benefits for sick leave usage and long term disability.

An employee may request a six month extension of the leave of absence at least 14 days prior to the end of the twelve (12) month leave. The employer shall grant the extension if medical evidence indicates that the employee will be able to return to work within 6 months of the end of the original leave. The employer may deny the extension if a second opinion regarding the ability of the employee to return to

work indicates that there is not sufficient medical evidence of the ability to return to work during the extension. The second opinion shall be paid for by the City. The second opinion shall be requested from a health care provider mutually agreed upon between the employee and the City.

Section 6. Jury Duty.

An employee who is called or required to serve on a jury during his/her scheduled work hours shall be paid the difference between his/her jury fees and his/her straight time hourly rate of pay for all scheduled hours of work missed because of jury duty. The eligible employee shall present proof of call or service and must report immediately for work if he/she is discharged from the jury before the end of his/her scheduled hours of work.

Section 7. Return from Leave.

Employees returning from medical or military leave of absence shall, in addition to accruing seniority during such leave, be returned to the position held at the time the leave commenced. If, because of circumstances such position is not available, the employee will be placed in a comparative classification and pay grade for which they are qualified to perform.

Employees on personal leave which duration exceeds thirty (30) days shall not accrue seniority and additionally, employees returning from a personal leave of absence of longer than thirty (30) days shall be returned to the position they previously held, if possible. If, because of circumstances such position is not available, the employee will be placed in a comparative classification and pay grade for which they are qualified to perform.

Section 8. Voting Time.

Employees whose work schedules are such that they provide less than three consecutive hours outside scheduled work hours while polls are open will be provided leave time for voting in national, state and local elections. Voting leave must be scheduled with the employee's supervisor.

Section 9. Union Conferences and Meetings.

- A. The Union shall be allowed up to one hundred four (104) hours off with pay for elected and appointed delegates who are required to attend the AFSCME Council 61 Conference, the lowa Federation of Labor Conference or the AFSCME International Conference.
- B. In addition, one Union member elected to an office in Council 61 or the International shall be allowed one day off per month with pay for the purpose of attending meetings.
- C. It is understood that the Union will furnish the Employer reasonable advance notice of conferences and meetings, and approval for attendance will be based upon the Employer's operational needs during the requested time for leave.
- D. The Local President or his/her designee shall be allowed time off with pay to attend meetings, conferences and workshops sponsored by the Quad-City Area Labor Management Association (QCALM).

Section 10. Union Business Leave.

Employees who are elected or appointed to a State or National Union office may request a leave of absence for a period not to exceed two (2) years. Requests for such leaves will not be unreasonably denied by the Employer. Return from a Union business leave shall be in accordance with Section 8 of this Article.

Section 11. Family and Medical Leave Act.

Employees covered by this contract shall be covered under the Federal Government Family and Medical Leave Act. This act provides for certain guaranteed leaves of absence and in many circumstances, the ability to remain on the employer's insurance programs during the leave. Request for leave under the Family and Medical Leave Act shall be submitted to the Human Resources Department.

Section 12. Blood Submission

Provided the employee's absence does not impair the City's operations, an employee who wishes to provide blood at a City-sponsored or City-endorsed blood drive during work hours shall be released from work without loss of pay for time spent in related travel, blood-taking procedures, and recovery there from up to a maximum of two (2) hours. Any additional time required for recovery will be charged to the employee's sick leave.

ARTICLE 15 Holidays

Section 1. Holidays.

The following days shall be recognized as holidays for employees:

New Year's Day Thanksgiving Day

President's Day Friday After Thanksgiving

Good Friday Christmas Eve Day Memorial Day Christmas Day

Independence Day Two (2) Floating Holidays

Labor Day Veteran's Day

Martin Luther King Jr.'s Birthday

At the beginning of each year the City shall specify the day on which each of the foregoing holidays shall be observed. If a holiday occurs on a Saturday, it shall be observed on Friday. If a holiday occurs on a Sunday, it shall be observed on Monday. Holidays shall be considered as time worked for the computation of overtime pay providing, however, the provisions of Section 2 of this Article are met.

In addition to the aforementioned holidays, employees using forty (40) hours or less of sick leave in a fiscal year will be permitted eight (8) hours floating holiday. Such holiday will be scheduled with the approval of the Department Head.

Floating holidays will be scheduled with the approval of the Department Head. Requests for the use of floating holidays will be answered within one working day after receipt of written request by the supervisor who has authority to approve the leave. Floating holiday requests submitted with less than one (1) working day advance notice shall not be unreasonably denied provided workload allows.

Section 2. Eligibility for Holiday Pay.

In order to be eligible for holiday pay, the employee must work or be paid for the full scheduled working day immediately preceding and immediately following the day observed as a holiday unless the employee is excused in writing by his/her immediate supervisor with a copy to the employee. An employee on layoff or suspension or on unpaid leave of absence over a holiday shall not be eligible for holiday pay.

Section 3. Holiday Pay.

Eligible employees who perform no work on a holiday shall be paid eight (8) hours at their regular hourly rate of pay unless their regular work day is less than eight (8) hours, in which case the employee will receive their regular rate of hourly pay for the hours they normally work.

Section 4. Work on a Holiday.

Employees who work on a holiday will be paid, in addition to their holiday pay, time and one-half their regular hourly rate of pay for all hours worked. Employees may elect to receive their holiday premium pay as compensatory time off at the rate of time and one-half for all hours worked.

An employee who is scheduled to work on a holiday who fails to report as scheduled and is not excused shall receive no holiday pay.

ARTICLE 16 Vacations

Section 1. Amount of Vacation.

Employees covered by the agreement shall be entitled to vacations as of their anniversary date of employment in any year as follows:

YEARS OF CONTINUOUS SERVICE **HOURS OF VACATION** 0 years - 3 years 80 hours 4 years - 5 years 96 hours 6 years - 8 years 120 hours 9 years - 12 years 144 hours 13 years - 16 years 160 hours 17 years - 20 years 184 hours 21 years - 24 years 200 hours 25 years and over 240 hours

In transition years, accrual at the next higher rate shall begin in the first pay period following the anniversary date which marks completion of the third, fifth, eighth, twelfth, sixteenth, twentieth or twenty-fourth year of service.

Section 2. Eligibility for Vacation Accrual.

In order to accrue vacation in any bi-weekly period an employee must work or be paid for at least fifty percent (50%) of normally scheduled hours during the pay period.

Section 3. Vacation Scheduling.

Vacation will be granted at the time requested by the employee unless the absence of the employee would create an operational hardship on the Employer. Vacation requests will either be approved or denied within three (3) supervisor working days or seven (7) calendar days, whichever is less, after the receipt of a written request, by the supervisor who has authority to approve the leave request. Vacation requests of eight (8) hours or less to commence within a 24-hour period from the time of the request shall be answered promptly by the supervisor and shall not be unreasonably withheld provided workload allows.

Employees accrue vacation from the commencement of each payroll period, but can only access it once the payroll period is completed.

In the event it becomes necessary to limit the number of employees on vacation at the same time, the employee with the greater seniority will have preference in the use of vacation time provided that employee had requested his/her vacation at least sixty (60) days in advance. With less than sixty (60) days' notice, vacations will be on a first-come, first-serve basis.

During negotiations for the 2006-2009 collective bargaining agreement, the City proposed and the Union accepted the condition that past practice prior to July 1, 2006, will not be considered in the interpretation of this section.

Section 4. Vacation Accumulation.

The schedules for vacation dates for any year shall be from anniversary date to anniversary date. Employees may accrue greater than two hundred forty (240) vacation hours between anniversary dates, but upon the employee's anniversary date, no employee shall be allowed to carry over greater than 240 hours of vacation, unless approved by the Director of Human Resources. Said approval will consider vacations denied during the preceding year.

Section 5. Pay for Vacation Time Earned but Not Yet Taken.

If an employee is eligible to receive a paid vacation, and has vacation time earned but not yet taken, he/she shall be paid for such earned vacation upon termination of employment.

Section 6. Work During Vacation.

In the event an employee is requested to and does perform work during a vacation period, the employee will be paid time and one-half for all hours worked and shall be permitted to reschedule their

vacation (with pay) to any other time the employee requests. If the employer cancels a vacation approved in writing, the employer shall reimburse the employee for only the employee's non-refundable portion of written and documented vacation expenditures.

Section 7. Holidays During Vacation.

In the event a paid holiday falls during an employee's vacation period, said holiday will not be charged against employee's vacation time.

Section 8. Paid Leaves During Vacation.

In the event an employee becomes eligible for and applies for any other paid leave provided by this agreement, during the employee's vacation period, such time will be charged to the appropriate leave and the employee's vacation time will be restored accordingly; except, in the case of sick leave the employee must produce evidence of a hospital stay due to a serious illness or injury, or a physician ordered quarantine of the employee or a member of the employee's immediate family.

ARTICLE 17 Group Insurance

The City and the Union will jointly seek to implement cost containment measures regarding the cost of providing group insurance, including costs of medical, dental, optical and prescription services, to each employee in this Union. Both parties recognize and understand that the spiraling cost of the health insurance program needs to be curtailed. To effectuate this cost containment, a cost containment committee will be formed. The Union will appoint one representative to this committee. The committee shall meet on a regular basis and shall determine ways which they believe will effectively contain the cost of the medical, dental, optical and prescription services. The City shall review the recommendations and determine which shall be implemented.

ARTICLE 18 Health and Safety

Section 1. Accommodations and Equipment.

The Employer and the Union agree that safety is a common concern and that the parties agree to use reasonable means of protecting the health and safety of all employees. To this end, the Employer shall provide and maintain all buildings, facilities, grounds and equipment in accordance with applicable health and safety standards.

Section 2. Protective Clothing.

The Employer shall furnish protective clothing and equipment in accordance with applicable State and Federal regulations. In those operations or departments that employees are required by the Employer, and as determined by the Department Director, to wear safety shoes, the employee will receive a safety shoe allowance of \$100 per calendar year to be paid on the first pay check in August for the purchase of safety shoes.

ARTICLE 19 Discipline and Discharge

Section 1. General.

Disciplinary action may be taken against any employee for just cause and may, depending on particular circumstances, include any of the following: oral reprimand, written reprimand, suspension, demotion or discharge. It is understood that grievances involving demotion, suspension or discharge may be initiated at the third step of the grievance.

Section 2. Consideration.

If the Employer has reason to reprimand an employee, such discipline shall occur, to the extent possible, in a manner that will not cause undue embarrassment to the employee. Copies of all written disciplinary actions shall be provided to the Union Steward and the Employee.

Section 3. Personnel Files.

The City shall keep a central personnel file for each employee. When any adverse material relating to an employee's conduct is placed in an employee's file, the material shall be signed by the employee or the employee's refusal to sign, if applicable, shall be noted on the material, and the employee shall receive a copy of the material prior to its placement in the file. The signature of the employee only indicates acknowledgment that the employee has received a copy of the material and does not indicate the employee's agreement with the contents of the material. The employee may respond to any item in the personnel file in writing, including any item which was placed in the permanent file prior to July 1, 2009. Such response by the employee shall be signed and dated by the employee and shall become part of the permanent record. Nothing in this section shall prevent an employee from contesting an oral reprimand, written reprimand, suspension, demotion, or discharge through any other procedures available in this collective bargaining agreement or elsewhere.

Supervisors may keep working files, but material not maintained in the central personnel file shall not provide the basis for discipline against an employee.

ARTICLE 20 Savings Clause

None of the foregoing shall be construed as requiring either party to do anything inconsistent with federal or state law, or an order or decree of judgment of any court having jurisdiction over the parties. If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect and the parties shall, upon request of either party, enter into collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such invalidated provision.

ARTICLE 21 Period of Agreement

This Agreement shall be effective as of the 1st day of July 2021, and shall remain in full force and effect until the 30th day of June, 2025. It shall be automatically renewed from year to year thereafter, unless terminated or modified by both parties.

THIS AGREEMENT is executed as of <u>June 23, 2021</u>, to become effective as provided in Article 23, <u>Period of Agreement.</u> The duly authorized representatives of the parties hereby affix their signatures to that effect.

AMERICAN FEDERATION OF	
STATE, COUNTY & MUNICIPAL	
EMPLOYEES, LOCAL #887	THE CITY OF DAVENPORT
By Earlene Anderson	By Mry MATCH
≺itle AFSCME/Iowa	Title Mayor
By Luy & Nivor	By Wendapies
Title Pres./Negotiating Comm.	Title City Administrator
By Mul Alex	By Mallony f. Mentt
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APPENDIX A

WAGE SCHEDULES

AMERICAN FEDERATION OF STATE, COUNTY AND MUNCIPAL EMPLOYEES LOCAL 887, AFL-CIO Effective July 01, 2021

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Effective July 01, 2021

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Step #7 Step #8 Step #9 Step #10 Step #11 \$ 46001 47076 48177 49314 50553 22.116 22.6329 23.1623 23.7086 24.3041 46001 47076 48177 49314 50553 22.116 22.6329 23.1623 23.7086 24.3041 48001 44272 49354 50522 51779 47126 48227 49354 50522 51779 22.6560 23.1863 24.2673 24.8734 25.4949 23.1304 23.6883 24.2673 24.8734 25.4949 23.1304 23.6883 24.2673 24.8734 25.4949 23.1304 23.6883 24.2673 24.8734 25.4949 23.1304 23.6883 24.2673 24.8734 25.4949 24.2673 24.2673 24.8734 25.4949 26.1361 23.6883 24.2673 24.8734 25.4949 26.1361 26.7871 504	23.1304	40111	48111 23.1304	48111 23.1304		48111 23.1304		48177 23.1623		23.1304	48111		22.5973	47002		22.0808	45928		22.0808	45928		21.6343	44999		21.1195	43928		21 1195	43928		Step #5
Step #8 Step #9 Step #10 Step #11 1 47076 48177 49314 50553 22.6329 23.1623 23.7086 24.3041 47076 48177 49314 50553 22.6329 23.1623 23.7086 24.3041 48227 49354 50522 51779 23.1863 23.728 24.2893 24.8936 49274 50476 51737 53029 23.6883 24.2673 24.8734 25.4949 23.68893 24.2673 24.8734 25.4949 23.68893 24.2673 24.8734 25.4949 23.68893 24.2673 24.8734 25.4949 23.68893 24.2673 24.8734 25.4949 24.8734 25.4949 26.1361 26.7871 51737 53029 54363 55717 24.8734 25.4949 26.1361 26.7871 24.8734 25.4949 26.1361 26.7871 24.8734	23.6893	40274	49274 23.6893	492/4 23.6893		49274 23.6893		49314 23.7086		23.6893	49274		23,1304	48111		22.5973	47002		22,5973	47002		22,1373	46046		21.6124	44954		21 6124	44954		Step #6
Step #9 Step #10 Step #11 \$ 50553 48177 49314 50553 23.1623 23.7086 24.3041 48177 49314 50553 23.1623 23.7086 24.3041 49354 50522 51779 23.728 24.2893 24.8936 50476 51737 53029 24.2873 24.8734 25.4949 51737 53029 54363 24.8734 25.4949 26.1361 53029 54363 55717 25.4949 26.1361 26.7871 53029 54363 55717 25.4949 26.1361 26.7871 53029 54363 55717 25.4949 26.1361 26.7871 53029 54363 55717 25.4949 26.1361 26.7871 53029 54363 55717 25.4949 26.1361 26.7871 53029 54363 55717	24.2673	50478	50476 24.2673	24.2673		50476 24.2673		50506 24.2815		24.2673	50476		23,6893	49274		23,1304	48111		23,1304	48111		22.6569	47126		22.116	46001		22 116	46001		Step #7
Step #10 Step #11 \$ 50553 48314 50553 23.7086 24.3041 48314 50553 23.7086 24.3041 50522 51779 24.2893 24.8936 51737 53029 24.8734 25.4949 51737 53029 24.8734 25.4949 53029 54363 25.4949 26.1361 54363 55717 26.1361 26.7871 54363 55717 26.1361 26.7871 54363 55717 26.1361 26.7871 54363 55717 26.1361 26.7871 54363 55717 26.1361 26.7871 54363 55717 26.1361 26.7871 54363 55717 26.1361 26.7871 54363 55717 26.1361 26.7871	24.8734	61727	51737 24.8734	51/3/ 24.8734		51737 24.8734		51738 24.8739		24.8734	51737		24.2673	50476		23.6893	49274		23.6893	49274		23,1863	48227		22,6329	47076		22 6329	47076		Step #8
Step #10 Step #11 Step #12 48314 50553 51810 23.7086 24.3041 24.9085 48314 50553 51810 23.7086 24.3041 24.9085 50522 51779 53075 24.2883 24.8936 25.517 51737 53029 54363 24.8734 25.4949 28.1361 51737 53029 54363 24.8734 25.4949 28.1361 54363 55717 57108 25.4949 26.1361 26.7871 27.4559 26.1361 26.7871 27.4568 26.1361 26.7871 27.4559 26.1361 26.7871 27.4559 26.1361 26.7871 27.4559 26.1361 26.7871 27.4559 26.1361 26.7871 27.4559 26.1361 26.7871 27.4559 26.1361 26.7871 27.4559 26.1361 26.7871 27.4559<	25,4949	53000	53029 25,4949	53029 25.4949		53029 25.4949		53030 25.4953		25,4949	53029		24.8734	51737		24.2673	50478		24.2673	50478		23.728	49354		23,1623	48177		23 1623	48177		
Step #11 Step #12 50563 51810 24.3041 24.9085 50563 51810 24.3041 24.9085 50563 51810 24.3041 24.9085 51779 53075 24.8936 25.517 53029 54363 25.4940 26.1361 53029 54363 25.4940 26.1361 53029 54363 25.4940 26.1361 54363 55717 57108 26.7871 26.7871 27.4569 26.7871 27.4569 26.7871 27.4569 26.7871 27.4569 26.7871 27.4569 26.7871 27.4569 26.7871 27.4569 26.7871 27.4569 26.7871 27.4569	26.1361	FA 3 R 3	54363 26.1361	54363 26.1361		54363 26.1361		54355 26.1323		26.1361	54363		25,4949	53029		24.8734	51737		24.8734	51737		24.2893	50522		23.7086	49314		23 7086	49314		Step #10
Step #12 51810 24.9085 51810 24.9085 53075 25.517 54363 26.1361 55717 26.7871 57108 27.4559 57108 27.4559 57108 27.4559 57108 27.4559 57108 27.4559 57108 27.4559	26.7871	56747	55717 26.7871	26.7871		55717 26.7871		55722 26.7895		26.7871	55717		26.1361	54363		25.4949	53029		25,4949	53029		24.8936	51779		24.3041	50553		24 3041	50553		Step #11
	27.4559	57100	57108 27.4559	5/108 27.4559		57108 27.4559		57110 27.4568		27.4559	57108		26.7871	55717		26.1361	54363		26.1361	54363		25.517	53075		24.9085	51810		24 9085	51810		Step #12

BASED ON 2080 HOURS ANNUALLY * FISCAL YEAR 2022

Effective July 01, 2021

	6212	6018	6001		5711	5516	8		5615		1220		1216		4212	9	8007	1217	Code
	24	24	24		23	23	23	3	23		22		22		22	ŧ	3	20	GR
	APL SPT SPEC II	ASSISTANT BUYER	CIV CRM SCN TEC		LAB TECHNICIAN	ENGR AIDE	IRAF ENGRAIDE		PLANNER I		PAYROLL SPEC		LEAD PR ACCT CK		HSG SPECIALIST	000000000000000000000000000000000000000	STATISTIC OF EBK	PRIN ACCTG CLK	Title
49274 23.6893	23.6893	23.6893	40374	48111 23.1304	48111 23.1304	23.1304	48111	23.1304	48111	4/002 22.5973		47002 22.5973		47002 22.5973		44879 21 5788	21.5766	44879	Step #1
50476 24.2673	24.2673	24.2673	5047B	49274 23.6893	49274 23.6893	23.6893	49274	23.6893	49274	48111 23.1304		48111 23.1304		48111 23.1304		45928 22 0808	22.0808	45928	Step #2
51737 24.8734	24.8734	24.8734	E4707	50476 24.2673	50476 24.2673	24.2673	50476	24.2673	50476	482/4 23.6893		49274 23.6893		49274 23.6893		47002 22 5973	22.5973	47002	Step #3
53029 25.4949	25.4949	25.4949	53030	51737 24.8734	51737 24.8734	24.8734	51737	24.8734	51737	24.2673		50476 24.2673		50476 24.2673		48111	23.1304	48111	Step #4
54363 26.1361	26.1361	26.1361	543B3	53029 25,4949	53029 25,4949	25,4949	53029	25,4949	53029	24.8734		51737 24.8734		51737 24.8734		49274 23.6893	23.6893	49274	Step #5
55717 26.7871	26.7871	26.7871	55717	54363 26.1361	54363 26.1361	26.1361	54363	26.1361	54363	53029 25.4949		53029 25.4949		53029 25,4949		50476 24 2673	24.2673	50476	Step #6
57108 27.4559	27.4559	27.4559	E7400	55717 26.7871	56717 26.7871	26.7871	56717	26.7871	55717	54363 26.1361		54363 26.1361		54363 26.1361		51737 24 8734	24.8734	51737	Step #7
58529 28.1389	28.1389	28.1389	50500	57108 27.4559	57108 27.4559	27.4559	57108	27.4559	57108	26.7871		55717 26.7871		55717 26.7871		53029 25 4949	25.4949	53029	Step #8
59994 28.8433	28.8433	28.8433	5000	58529 28.1389	58529 28.1389	28.1389	58529	28.1389	58529	5/108 27.4559		57108 27.4559		57108 27,4559		54363 26 1361	26.1361	54363	Step #9
61500 29.5674	29.5674	29.5674	81500	59994 28.8433	59994 28.8433	28.8433	50004	28.8433	59994	58529 28.1389		58529 28.1389		58529 28.1389		55717 26 7871	26.7871	55717	Step #10
63038 30.3069	30.3069	30.3069	83030	61500 29.5674	61500 29.5674	29.5674	61500	29.5674	61500	58884 28.8433		59994 28.8433		59994 28.8433		57108 27 4559	27.4559	57108	Step #9 Step #10 Step #11 Step #12
64604 31.0598	31.0598	31.0598	RABO.	63038 30.3069	63038 30.3069	30.3069	63038	30.3069	63038	61500 29.5674		61500 29.5674		61500 29.5674		58529 28 1389	28.1389	58529	Step #12

* FISCAL YEAR 2022

8	333	1240	1422		5514		4211		5522			5270		008	330		1337		1229		0200	anna anna		1241	Code
2	3	26	26		26		25		25		!	24		3	2		24		24		1	2		24	GR
TROGRINALIO	TSV IAVA SOCIAL	PRL & PYBL COOR	BUYER		DRAFTING TECH		HSG COORD		SURVEY TECH			S W PROG COORD		ALL OLI OLEO II	ABI COT COEC		APTN SPT SP I		ACCOUNTANT I		TROPIES STOR TO	BBODIEV STOR TO		REV COORD	Title
53029 25.4949	51737 24.8734	24.8734	51737	51737 24.8734	24.20/3	50476	27.2013	50476		23.6893	49274		23.6893	40274	0.0000	49274		49274 23.6893		23.6893	49274	23.6893	49274		Step #1
54363 26.1361	53029 25.4949	25.4949	53029	53029 25.4949	24.8/34	51737	27.07.07	51737		24.2673	50478		24 2673	50478	2010	50476 24 2673		50476 24.2673		24.2673	50476	24.2673	50476		Step #2
55717 26.7871	54363 26.1361	26.1361	54363	54363 26.1361	20.4848	53029	20.7070	53029		24.8734	51737		24.8734	51737		51737 24 8734		51/3/ 24.8734		24.8734	51737	24.8734	51737		Step #3
57108 27.4559	55717 26.7871	26.7871	55717	55717 26.7871	20.1301	54363	20.1301	54363		25,4949	53029		25,4949	53000	10.10	53029		53029 25.4949		25.4949	53029	25,4949	53029		Step #4
58529 28.1389	57108 27.4559	27.4559	57108	57108 27.4559	20.7871	55717	20.707	55717		26.1361	54383		26.1361	54383	100	54363 26 1361		54363 26.1361		26.1361	54363	26.1361	54363		Step #5
59994 28.8433	58529 28.1389	28.1389	58529	58529 28.1389	27.4008	57108	21.7000	57108		26.7871	55717		26.7871	55717	10000	55717 26 7871		55/1/ 26.7871		26.7871	55717	26.7871	55717		Step #6
61500 29.5674	59994 28.8433	28.8433	50004	50004 28.8433	28.1389	58529	20.1000	58529		27.4550	57108		27.4559	57108	1000	57108 27 4550		5/108 27.4559		27.4550	57108	27.4559	57108		Step #7
63038 30.3069	61500 29.5674	29.5674	61500	61500 29.5674	28.8433	59994	20.0700	59994		28,1389	58529		28.1389	58500	20.1000	58529 28 1380		58529 28.1389		28.1389	58529	28.1389	58529		Step #8
64604 31.0598	63038 30.3069	30.3069	63038	63038 30.3069	28.00/4	61500	20.0074	61500		28.8433	59994		28.8433	50004	10.000	59994		5999 4 28.8433		28.8433	59994	28.8433	59994		Step #9
66223 31.8379	64604 31.0598	31.0598	64804	64604 31.0598	30.3008	63038	00.0000	63038		29.5674	61500		29.5674	81500	100.00	61500 20 5874		61500 29.5674		29.5674	61500	29.5674	61500		Step #10
67882 32.6358	66223 31.8379	31.8379	66223	66223 31.8379	31.U388	64604	01.0000	64604		30.3069	63038		30.3069	63038	00.0000	30 3038		63038 30.3069		30.3069	63038	30.3069	63038		Step #10 Step #11 Step #12
69574 33.4489	67882 32.6358	32.6358	67882	67882 32.6358	31.83/8	66223	01.0070	66223		31.0598	64604		31.0598	RAROM	0.0000	31 0508		64604 31.0598		31.0598	64604	31.0598	64604		Step #12

	6231		4108		6219		5713		9/19			6214			6198		220	0		5434		0414			5519		5515	Code	
	28		28		28		28		2/			27			27		21	3		27		21	1	!	27		27	GK	3
	WEED & SEED CRD		CIVIL RIGHTS SP		NBRHD DEV COORD		CHEMIST		PRETREAT SPEC			GIS SPEC-IT			GIS SPEC-PW		JOY CKI LINGON	III CBT I I CON		ENV INSPECTOR		REHABIHQU INST			CADD SUPPORT SP		CONST TECH	Ifte	1
26.1361	20.1001	54363		54363 26.1361		26.1361		25,4949	53000	25.4949	53029		25 4949	53029		25,4949	53029		53029 25,4949		25,4949	500	25.4949	53029	20,4808	53031		Step #1	
26.7871	20.707	55717 28 7871		55717 26.7871		26.7871		26.1361	54383	26.1361	54363		26 1361	54363		26.1361	54363		54363 26.1361		26.1361	0	26.1361	54363	20.1300	54362		Step #2	
5/108 27.4559	1000	57108		57108 27.4559		27.4559		26.7871	55717	26.7871	55717		26 7871	55717		26.7871	55717		55717 26.7871		26.7871		26.7871	55717	20.7808	55/1/		Step #3	
58529 28.1389	20.1000	58529		58529 28.1389		28.1389		27.4559	57108	27.4559	57108		27 4550	57108		27.4559	57108		57108 27.4559		27.4559		27.4559	57108	27.4004	5/109		Step #4	
28.8433	0.0100	59994		59994 28.8433		28.8433		28.1389	58500	28.1389	58529		28 1389	58529		28.1389	58529		58529 28.1389		28.1389	0000	28.1389	58529	28,1386	58531		Step #5	
61500 29.5674	100.001	61500		61500 29.5674		29.5674		28.8433	50004	28.8433	59994		28 8433	59994		28.8433	59994		59994 28.8433		28.8433		28.8433	59994	20.0920	59993		Step #6	
30.3069	00.0000	63038		63038 30.3069		30.3069		29.5674	81500	29.5674	61500		29.5674	61500		29.5674	61500		61500 29.5674		29.5674		29.5674	61500	21,00.87	61500		Step #/	2
64604 31.0598	01.0000	64604		64604 31.0598		31.0598		30.3069	83038	30.3069	63038		30 3069	63038		30.3069	63038		63038 30,3069		30.3069	9	30.3069	63038	30.3078	63040		Step #8	
31.8379	01.0079	66223		66223 31.8379		31.8379		31.0598	RAROA	31.0598	64604		31,0598	64604		31.0598	64604		64604 31.0598		31.0598		31.0598	64604	31.008	64603		Step #9	
6/882 32.6358	32.0000	67882		67882 32.6358		0/882 32.6358		31.8379	88222	31.8379	66223		31,8379	88223		31.8379	66223		66223 31.8379		31.8379	9	31.8379	66223	31.8384	00224		Step #10	
33,4489	00.1100	69574		69574 33.4489		33,4489	8	32.6358	R7987	32.6358	67882		32 6358	67882		32.6358	67882		67882 32 6358		32.6358	0100	32.6358	67882	32.0300	67882		Step #9 Step #10 Step #11 Step #12	
71315 34.286	97.200	71315		71315 34.286		34.286		33.4489	80574	33.4489	69574		33 4489	69574		33.4489	69574		69574 33,4489		33.4489		33.4489	69574	33,4480	68975		Step #12	

Effective July 01, 2021

	6087	2000	8003	5413		4213		4102		5635			5632		000	5831		5613			5612		5512			5523	Code
	30	0	8	29		28		28		28			28		6	Š		28			28		28			28	GR
	NH SERVICE SPEC	C C C C C C C C C C C C C C C C C C C	D CIV CS TECH	CD ENF OFFR II		HSG RES SPLST		INVST PARALEGAL		NEIGH REDEV SPC			FINANCIAL SPEC			BEHAR SPECIALIS		PLANNER II			ECON DEV ANALYS		TRAF ENGITECH			CONST INSP	Title
26.852	26./8/1	55717	26.7871		54363 26.1361		54363 26.1361		26.1361		26.1361	54363		26.1361	54363		26.1361		26.1361	54363		38 1381	54383	26.1361	54363		Step #1
5/245 27.5216	27.4008	57108	5/108 27.4559		56717 26.7871		55717 26.7871		26.7871		26.7871	56717		26.7871	55717		26.7871		26.7871	56717		DR 7074	55717	26.7871	56717		Step #2
28.2079	28.1389	58529	28.1389		57108 27.4559		57108 27.4559		27.4559		27.4559	57108		27.4559	57108		27.4559		27.4559	57108		27 4550	57108	27.4559	57108		Step #3
28.9156	28.8433	59994	28.8433		58529 28.1389		58529 28.1389		28.1389		28.1389	58529		28.1389	58529		28.1389		28.1389	58529	20.1000	20 1200	66283	28.1389	58529		Step #4
01043 29.6363	28.56/4	61500	61500 29.5674		59994 28.8433		59994 28.8433		28.8433		28.8433	59994		28.8433	59994		28.8433		28.8433	59994	0.0100	20 0422	50004	28.8433	59994		Step #5
30.379	30.3069	63038	30.3069		61500 29.5674		61500 29.5674		29.5674		29.5674	61500		29.5674	61500		29,5674		29.5674	61500	10.00	20 5874	61500	29.5674	61500		Step #6
31.134	31.0588	64604	31.0598		63038 30.3069		63038 30.3069		30.3069	200	30.3069	63038		30.3089	63038		30.3069	2000	30.3069	63038	00.0000	on oneo	82028	30.3069	63038		Step #7
31.9185	31.83/9	66223	31.8379		64604 31.0598		64604 31.0598		31,0598		31.0598	64604		31.0598	64604		31.0588	0	31.0598	64604	01.0000	21 0500	64804	31.0598	64604		Step #8
32.7135	32.6308	67882	6/882 32.6358		66223 31.8379		66223 31.8379		31,8379	0	31.8379	66223		31.8379	66223		31.8379	000	31.8379	66223	0	24 0270	66223	31.8379	66223		Step #9
33.5286	33,4488	69574	33,4489		67882 32.6358		67882 32.6358		0/882 32.6358		32.6358	67882		32,6358	67882		32.6358	07000	32.6358	67882	00000	33 8350	67882	32.6358	67882		Step #10
71481 34.366	34.286	71315	71315 34.286		69574 33.4489		69574 33,4489		33,4489		33,4489	69574		33,4489	69574		33,4489	0007	33,4489	69574	00.1100	22 4400	89574	33,4489	69574		Step #9 Step #10 Step #11 Step #12
73208 35.2255	30.1458	73103	/3103 35.1458		71315 34.286		71315 34.286		34.286	1015	34.286	71315		34.286	71315		34.286	71015	34.286	71315	01.200	34 308	71315	34.286	71315		Step #12

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	5528	5526	5525		5524		5518		5539			5513			4104		5411		1233			131		1120	Code	
	<u> </u>	ယ္	<u>બ</u>		<u> </u>		31		4	2		3		9	ų		4		3		8	3		30	GR	
	UTILITY SERV IN	SIDEWALK INSPEC	LEAD INSP		SURVEY PTY CHF		PROJ TECH		SOIL EROS INSPE			GIS ANALYST			C R HSG ANI YST		BLDG INSP		ACCOUNTANT		ECHOOL OF EC	TECH SLIPP SPEC		TELECOMM TECH	Title	
58529 28.1389	26.1361	28.1389	58529	58529 28.1389		58529 28.1389		28.1389	58529	28.1389	58529		28.1389	58529		28.1389		28.1389	50500	26.8523	55853	26.8523	55853		Step #1	
59994 28.8433	26.7871	28.8433	59994	59994 28.8433		50004 28.8433		28.8433	59994	28.8433	59994		28.8433	59994		28.8433		28.8433	5000	27.5234	57248	27.5234	57248		Step #2	
61500 29.5674	27.4559	28.50/4	61500	61500 29.5674		61500 29.5674		29.5674	61500	29.5674	61500		29.5674	61500		29.5674		29.5674	81500	28.2116	58680	28.2116	58680		Step #3	
63038 30.3069	28.1389	50530	63038	30.3089		63038 30.3069		30.3089	63038	30.3069	63038		30.3069	63038		30.3069		30.3069	83030	28.9168	60147	28.9168	60147		Step #4	
64604 31.0598	28.8433	SACULE	64604	31.0598		64604 31.0598		31.0598	64604	31.0598	64604		31.0598	64604		31.0588		31.0588	84804	29.6396	61650	29.6396	61650		Step #5	
66223 31.8379	29.5674	31.83/8	66223	31.8379		66223 31.8379		31.8379	66223	31.8379	66223		31.8379	66223		31.8379		31.8379	88111	30.3809	63192	30.3809	63192		Step #6	
67882 32.6358	30.3069	32.0308	67882	6/882 32.6358		67882 32.6358		32.6358	67882	32.6358	67882		32.6358	67882		32.6358		32.6358	87000	31.1404	64772	31,1404	64772		Step #7	
69574 33,4489	31.0598	33,4469	69574	33,4489		69574 33,4489		33,4489	68574	33.4489	69574		33,4489	69574		33,4489		33,4489	B0E74	31.9189	66391	31.9189	66391		Step #8	
71315 34.286	31.8379	34.280	71315	71315 34.286		71315 34.286		34.286	71315	34.286	71315		34.286	71315		34.286		34.286	74945	32.7169	68051	32,7169	68051		Step #9	
73103 35.1458	32.6358	35.1458	73103	/3103 35.1458		73103 35.1458		35,1458	73103	35.1458	73103		35.1458	73103		35.1458		35.1458	73103	33.5349	69753	33.5349	69753		Step #10	
74927 36.0228	33,4489	30.0228	74927	74927 36.0228		74927 36.0228		36.0228	74927	36.0228	74927		36.0228	74927		36.0228		36.0228	74007	34.373	71496	34.373	71496		Step #10 Step #11 Step #12	
76807 36.9263	34.286	30.8203	76807	76807 36.9263		76807 36.9263		36.9263	76807	36.9263	76807		36.9263	76807		36.9263		36.9263	78007	35.2255	73269	35,2256	73269		Step #12	

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	6220	5442		5444		5446		4210		0220	8225		1360			6024			5445		5443			5417		5441	Code	
	33	జ		ಜ		జ		32		9	ų		31			<u>ω</u>		9	ų		3		9	ω		31	GR	
	SRNBRHDDEVCOOR	SR ELECT INSP		SR PLBG INSP		SR MECH INSP		ECON DEV COORDI		ONDOW COMPENS	IIBBAN CONSERV		TE PROJ ADMIN			SR PERMIT TECH			MECH INSP		PLMB INSP			PLANS EXAMINER		ELECT INSPECTOR	Title	
61500 29.5674	29.5674	61500	61500 29.5674		61500 29.5674		28.8424	50000	28.1398	58531	28.1389	58529		28.1389	58529		28.1389	58509		58529 28.1389		28,1389	58529	28.1389	R7CBC		Step #1	
63038 30.3069	30.3069	63038	63038 30.3069		63038 30,3069		29.5644	81404	28.8428	59993	28.8433	59994		28.8433	59994		28.8433	50004		59994 28.8433		28.8433	59994	28.8433	BARRIC		Step #2	
64604 31.0598	31.0598	64604	64604 31.0598		64604 31.0598		30.3065	82020	29.5673	61500	29.5674	61500		29.5674	61500		29.5674	61500		61500 29.5674		29.5674	61500	28.00/4	0000		Step #3	
66223 31.8379	31.8379	66223	66223 31.8379		66223 31.8379		31.0645	84814	30.3078	63040	30.3089	63038		30.3069	63038		30.3069	63038		63038 30,3069		30.3069	63038	30.3008	03038		Step #4	
67882 32.6358	32.6358	67882	67882 32.6358		67882 32.6358		31.8363	88310	31.0591	64603	31.0598	64604		31.0598	64604		31.0598	84804		64604 31.0598		31.0598	64604	31.0088	04004		Step #5	
69574 33.4489	33.4489	68574	69574 33.4489		69574 33.4489		32,6339	87979	31.8384	66224	31.8379	66223		31.8379	66223		31.8379	66223		66223 31.8379		31.8379	66223	31.83/8	00223		Step #6	
71315 34.286	34.286	71315	71315 34.286		71315 34.286		33.4516	80570	32.6356	67882	32.6358	67882		32.6358	67882		32.6358	67882		67882 32,6358		32,6358	67882	32.0308	798/0		Step #7	
73103 35.1458	35.1458	73103	73103 35.1458		73103 35.1458		34.2851	71212	33,4485	68575	33,4489	69574		33,4489	69574		33.4489	89574		69574 33,4489		33,4489	69574	33,4488	₽/C80		Step #8	
74927 36.0228	36.0228	74927	74927 36.0228		74927 36.0228		35.1431	73000	34.2866	71316	34.286	71315		34.286	71315		34.286	71315		71315 34.286		34.286	71315	34.280	/1310	1	Step #9	
76807 36.9263	36.9263	76807	76807 36.9263		76807 36.9263		36.0244	74021	35.1459	73103	35.1458	73103		35.1458	73103		35.1458	73103		73103 35.1458		35,1458	73103	30,1408	/3103		Step #10	
78721 37.8469	37.8469	78721	78721 37.8469		78721 37.8469		36.9234	78901	36.023	74928	36.0228	74927		36.0228	74927		36.0228	74927		74927 36.0228		36.0228	74927	30.0228	17841	100	Step #9 Step #10 Step #11 Step #12	
80690 38.7933	38.7933	80890	80690 38.7933		80690 38.7933		37.8494	78777	36.9258	76806	36.9263	76807		36.9263	76807		36.9263	76907		76807 36.9263		36.9263	76807	30.8203	/080/	18000	Step #12	

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	1334		5517		1335			4209			5630			5638			5531			5447			9609			5520	Code	
	39		37		34			¥			¥			32			¥			32			¥			34	GR	
	SR PROG ANLST		PW SOFTWARE ADM		TECH SUPPORT SP			LEAD ED COORD			LEAD FIN SPEC			LEAD NDC			ENGINEER			COMB INSP			MA II-NDC			ENGR IN TRNG	Title	!
71828 34.5329		67885 32.6371		30.3069	83030	30.3069	63038		30.3069	63038		30.3069	63038		30.3069	63038		30.3069	63038		30.3069	63038		30.3069	63038		Step #1	!
73637 35.4025		89572 33,448		31.0598	0.00	31.0598	64604		31.0598	64604		31.0598	64604		31.0598	648Q4		31.0598	646Q4		31.0598	64604		31.0598	848Q4		Step #2	!
75472 36.2844		71315 34.286		31.8379	66777	31.8379	66223		31.8379	66223		31.8379	66223		31.8379	66223		31.8379	66223		31.8379	66223		31.8379	66223		Step #3	
77365 37.1946		73102 35.1451		32.6358	87000	32.6358	67882		32.6358	67882		32.6358	67882		32.6358	67882		32.6358	67882		32.6358	67882		32.6358	67882		Step #4	
79292 38.1214		74923 36.0208		33,4489	80574	33,4489	69574		33,4489	69574		33.4489	69574		33,4489	69574		33,4489	69574		33,4489	69574		33,4489	69574		Step #5	
81280 39.077		76798 36.9223		34.286	74545	34.286	71315		34.286	71315		34.286	71315		34.286	71315		34.286	71315		34.286	71315		34.286	71315		Step #6	
83298 40.0474		78724 37.8481		35.1458	73403	35.1458	73103		35.1458	73103		35.1458	73103		35.1458	73103		35.1458	73103		35.1458	73103		35.1458	73103		Step #/	!
85378 41.0473		80689 38.7926		36.0228	74007	36.0228	74927		36.0228	74927		36.0228	74927		36.0228	74927		36.0228	74927		36.0228	74927		36.0228	74927		Step #8	
87524 42.079		82712 39.7655		36.9263	78007	36.9263	76807		36.9263	76807		36.9263	76807		36.9263	76807		36.9263	76807		36.9263	76807		36.9263	76807		Step #9	
89706 43.128		84774 40.7569		37.8469	70704	37.8469	78721		37.8469	78721		37.8469	78721		37.8469	78721		37.8469	78721		37.8469	78721		37.8469	78721		Step #10	!
91961 44.212		86894 41.7761		38.7933	0000	38.7933	80690		38.7933	80690		38.7933	80690		38.7933	80690		38.7933	80690		38.7933	80690		38.7933	80690		Step #9 Step #10 Step #11 Step #12	
94253 45.3138		89066 42.8204		39.763	00707	39.763	82707		39.763	82707		39.763	82707		39.763	82707		39.763	82707		39.763	82707		39.763	82707		Step #12	

BASED ON 2080 HOURS ANNUALLY

	6017		1332		1212			6197		6223			1213			1144			113		6	1210		1331			1112			=	Code	
	74		ಪ		3			ಪ		12			12			12			12		Ē	3		90		!	07			05	GR	
	NON-CONFID SECR		SR DATA CTRL CL		SR ACCTG CLERK			IT COORDINATOR		FAC PROGRAMMER			PUB SERV CASHIE			PUBLIC INFO REC			SR CLERK		NEADLACK OFFICE	BEVENI IE CI EBK		DATA CTRL CLERK			CLERK			CLERK AIDE	Title	
39790 19.1296	10.0071	38890		38890 18.6971		18.6971	38800	0.00	38017		18.2773	38017		18.2773	38017		18.2773	38017		18.2773	38017		35512		16.3213	33948		15 2564	31733		Step #1	
19.572	IN. LOUB	39792		39792 19.1309		19.1309	30702	0.007	38890		18.6971	38890		18.6971	38890		18.6971	38890		18.6971	38890	1.7000	36324		16.6906	34716		15 5005	32447		Step #2	
41003 20.0258	7/0.81	40710		40710 19.572		19.572	40710	0.1000	39792		19.1309	39792		19.1309	39792		19.1309	39792		19.1309	30792		37157 17 8841		17.073	35512		15 9558	33188		Step #3	
20.5006	20.0208	41653		41653 20.0258		20.0258	41853	0.01	40710		19.572	40710		19.572	40710		19.572	40710		19.572	40710	0.00	38017		17.4636	36324		16.3213	33948		Step #4	
20.998	20.4666	42617		42617 20.4888		20.4888	42817		41653		20.0258	41653		20.0258	41653		20.0258	41653		20.0258	41853	0.000	38890		17.8641	37157		16 6906	34716		Step #5	
21.5061	20.8048	43607		43607 20.9649		20.9649	43607	20.1000	42617		20.4888	42617		20.4888	42617		20.4888	42617		20.4888	42617	9.	39792		18.2773	38017		17 073	35512		Step #6	
40814 22.026	21.4043	44625		44825 21.4543		21.4543	44825	0.00	43607		20.9649	43607		20.9649	43607		20.9649	43607		20.9649	43807	0.00	40710		18.6971	38890		17 4838	36324		Step #7	
40818 22.5573	21.8041	45885		45665 21.9541		21.9541	45885		44825		21,4543	44625		21,4543	44625		21,4543	44625		21,4543	44825	10.0200	41653		19.1309	39792		17.8641	37157		Step #8	
48000 23.1059	22.40/3	46732		46732 22.4673		22.4673	48730		45665		21.8541	45665		21.8541	45665		21.9541	45665		21.9541	45885	20.7000	42617 20 4888		19.572	40710		18 2773	38017		Step #9	
48242 23.6739	9788.77	47825		47825 22.9928		22,9928	47825		46732		22,4673	46732		22,4673	46732		22,4673	46732		22.4673	48730	20.0000	43607		20.0258	41653		18 6971	38890		Step #10	
24.2658	R800C'57	49023		49023 23.5689		23.5689	49023		47896		23.0271	47896		23.0271	47896		23.0271	47896		23.0271	47898	1000	21 4881		20.5269	42696		19 1628	39858		Step #11 Step #12	
24.8738	24.1004	50245		50245 24.1564		24.1564	50045		49100 23.8058		23.6058	49100		23.6058	49100		23.6058	49100		23.6058	49100	25.02.00	45817 22 0273		21.038	43750		19 6433	40858		Step #12	

	1115	9	200	6255		4107		6237			6004			6036			5521			6027		2100			3171			1141	Code
	10	ā	å	10		19		19			10			8			17			17		6	;		5		ē	ń	GR
	PRINCIPAL CLERK	COMMING AIDE	DI ANNINIO AIDE	ADM SUPPRT SPEC		CRINVESTIGATOR		LDPSG			POLICE ID CLERK			ENGINEERI CLERK			FLD ENG TECH			CSTMR SERV REP		COMM SERV SPEC			CD ENF OFFCR I		LOCIOL OLIVE OLIV	BOLLICE SEBV GEN	Title
44625 21.4543	21.4543	44625	21.4543	AAROR	44625 21.4543		21.489		21.4543	44625		20.9649	43607		20.4888	42617		20.4888	42617		20.0864	41780	19.6091	40/8/		19.6091	40787		Step #1
45665 21.9541	21.9541	45665	21.9541	A 10 00 00 00 00 00 00 00 00 00 00 00 00	45885 21.9541		45/40 21.9906		21.9541	45665		21.4543	44625		20.9649	43607		20.9649	43607		20.5494	42743	20.0614	41/28		20.0614	41728		Step #2
46732 22.4673	22,4673	46732	22,4673	48733	46/32 22.4673		408U0 22.503		22,4673	46732		21,9541	45665		21,4543	44625		21.4543	44625		21.0268	43736	20.5264	42695		20.5264	42695		Step #3
47825 22.9928	22,9928	47825	22,9928	4707E	47825 22.9928		23.0289		22.9928	47825		22,4873	46732		21.9541	45665		21.9541	45665		21.5111	44743	21.001	43682		21.001	43682		Step #4
48953 23.5351	23.5351	48953	23.5351	40053	48953 23.5351		48021 23.5676		23.5351	48953		22,9928	47825		22.4673	46732		22,4673	46732		22.0129	45787	21.489	44697		21.489	44697		Step #5
50136 24.1039	24.1039	50136	24.1039	50138	50136 24.1039		24.1235		24,1039	50136		23.5351	48953		22,9928	47825		22,9928	47825		22,5248	46851	21.9906	45/40		21.9906	45740		Step#6
51359 24.6919	24.6919	51359	24.6919	54350	51359 24.6919		24.7065		24.6919	51359		24,1039	50136		23.5351	48953		23.5351	48953		23.0534	47951	22.503	46806		22.503	46806		Step #7
52642 25.3086	25.3086	52642	25.3086	E3843	52642 25.3086		25.3091		25.3086	52642		24.6919	51359		24,1039	50136		24,1039	50136		23.592	49071	23.0289	4/900		23.0289	47900		Step #8
53957 25.941	25.941	53957	25.941	E30E7	53957 25.941		25.9414		25.941	53957		25.3086	52642		24.6919	51359		24.6919	51359		24.1433	50218	23.5676	49021		23.5676	49021		Step #9
55314 26.5935	26.5935	55314	26.5935	EE314	55314 26.5935		26.5896		26.5935	55314		25.941	53957		25.3086	52642		25.3086	52642		24.7144	51406	24,1235	501//		24.1235	50177		Step #10
56692 27.2559	27.2559	56692	27.2559	58800	56692 27.2559		27.2583		27.2559	56692		26.5935	55314		25.941	53957		25.941	53957		25.3293	52685	24.7295	51437		24.7295	51437		Step #10 Step #11 Step #12
58108 27.9364	27.9364	58108	27.9364	50406	58108 27.9364		27.9373		27.9364	58108		27.2559	56692		26.5935	55314		26.5935	55314		25.9635	54004	25.3444	52/16		25.3444	52716		Step #12

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	6212	6018	6001	5711	5516	8	n n	5615		1220		1216	4212	6007		1217	Code
	24	24	24	23	23	3	3	23		22		22	22	20		20	GR
	APL SPT SPEC II	ASSISTANT BUYER	CIV CRM SCN TEC	LAB TECHNICIAN	ENGR AIDE	TAGE CINCOLORUM	TOAE ENGE AIDE	PLANNER		PAYROLL SPEC		LEAD PR ACCT CK	HSG SPECIALIST	STATISTIC CLERK		PRIN ACCTG CLK	Title
50136 24.1039	24.1039	24.1039	23.5351	23.5351	48953	48953 23 5351	23.5351	48953	22.9928	47925	47825 22.9928	4/825 22.9928	11408.17	45885	45885 21.9541		Step #1
51358 24.6919	24.6919	24.6919	24.1039	24.1039 50136	50136	50136 24 1039	24.1039	50136	23.5351	49053	48953 23.5351	48853 23.5351	22.4013	46732	46732 22.4673		Step #2
52642 25.3086	25.3086	25.3086	24.6919	24.6919 51359	51359	51359 24 6919	24.6919	51359	24.1039	50138	50136 24.1039	24.1039	0788.77	47825	47825 22.9928		Step #3
25.941	25.941	25.941	25.3086	25.3086 52642	52842	52642 25.3098	25.3086	52642	24.6919	51250	51359 24.6919	51359 24.6919	23.0301	48953	48953 23.5351		Step #4
55314 26.5935	26.5935	26.5935	25.941	25.941	53957	53957 25 941	25.941	53957	25.3086	50840	52642 25.3086	52642 25.3086	24.1038	50136	50136 24.1039		Step #5
27.2559	27.2559	27.2559	26.5935	26.5935	55314	55314 26 5935	26.5935	55314	25.941	53057	53957 25.941	25.941	24.0818	51359	51359 24.6919		Step #6
58108 27.9364	27.9364	27.9384	27.2559	27.2559	56692	58892 27 2559	27.2550	56692	26.5935	55314	55314 26.5935	26.5835	20.3000	52842	52642 25.3086		Step #7
58553 28.6313	28.6313	28.6313	27.9364	27.9364	58108	58108 27 9364	27.9364	58108	27.2559	58800	56692 27.2559	27.2559	146.67	53957	53957 25.941		Step #8
29.348	29.348	29.348	28.6313	28.6313	58553	59553 28 6313	28.6313	59553	27.9364	50100	58108 27.9364	27.9364	CCBC:07	55314	55314 26.5835		Step #9
30.0848	30.0848	30.0848	29.348	29.348	61044	61044	29.348	61044	28.6313	RORRS	59553 28.6313	28.6313	ACC7.17	56692	58892 27.2559		Step #10
64141 30.8373	30.8373	30.8373	30.0848	30.0848 62576	62576	62576 30 0848	30.0848	62576	29.348	81044	61044 29.348	29,348	#00B.17	58108	58108 27.9364		Step #9 Step #10 Step #11 Step #12
31.6034	31.6034	31.6034	30.8373	30.8373	64141	64141 30 8373	30.8373	64141	30.0848	80.57R	62576 30.0848	30.0848	20.0313	59553	59553 28.6313		Step #12

Effective July 01, 2022

	1333	1240		1422		5514		4211			5522			5270			1339			1337			1229			6026			1241	Code
	27	20	8	26		26		25			25			24			24			24			24			24		!	24	GR
	PROG ANALYST	PRE & PYBE COOK		BUYER		DRAFTING TECH		HSG COORD			SURVEY TECH			S W PROG COORD			APL SPT SPEC II			APTN SPT SP I			ACCOUNTANT			PROP/EV STOR TC			REV COORD	Title
53957 25.941	25.3086	52642	25.3086		52642 25.3086		51359 24.6919		24.6919	51359		24,1039	50136		24,1039	50136		24,1039	50136		24,1039	50136		24.1039	50136		24,1039	50136		Step#1
55314 26.5935	25.941	53957	25.941		53957 25.941		52642 25.3086		25.3086	52642		24.6919	51359		24.6919	51359		24.6919	51359		24.6919	51350		24.6919	51359		24.6919	51359		Step #2
56692 27.2559	26.5935	55314	26.5935		55314 26.5935		53957 25.941		25.941	53957		25.3086	52642		25.3086	52642		25.3086	52642		25.3086	52642		25.3086	52642		25.3086	52642		Step #3
58108 27.9364	27.2559	56692	27.2559		56692 27.2559		55314 26.5935		26.5935	55314		25.941	53957		25.941	53957		25.941	53957		25.941	53957		25.941	53957		25.941	53957		Step #4
59553 28.6313	27.9364	58108	27,9364		58108 27.9364		56692 27.2559		27.2559	56692		26.5935	55314		26.5935	55314		26.5935	55314		26.5935	55314		26.5935	55314		26.5935	55314		Step #5
61044 29.348	28.6313	58553	28.6313		58553 28.6313		58108 27.9364		27.9364	58108		27.2559	56692		27.2559	56692		27.2559	56692		27.2559	56692		27.2559	56692		27.2559	56692		Step #6
62576 30.0848	29.348	61044	29.348		61044 29.348		58553 28.6313		28.6313	59553		27.9364	58108		27.9364	58108		27.9364	58108		27.9364	58108		27.9364	58108		27.9364	58108		Step #7
64141 30.8373	30.0848	62576	30.0848		62576 30.0848		61044 29.348		29.348	61044		28.6313	58553		28.6313	59553		28.6313	59553		28.6313	58553		28.6313	58553		28.6313	58553		Step #8
65735 31.6034	30.8373	64141	30.8373		64141 30.8373		62576 30.0848		30.0848	62576		29.348	61044		29.348	61044		29.348	61044		29.348	61044		29.348	61044		29.348	61044		Step #9
67382 32.3951	31.6034	65735	31.6034		65/35 31.6034		64141 30.8373		30.8373	84141 141		30.0848	62576		30.0848	62576		30.0848	62576		30.0848	62576		30.0848	62576		30.0848	62576		Step #10
69070 33.2069	32.3951	67382	07382 32.3951		67382 32.3951		65735 31.6034		31.6034	65735		30.8373	64141		30.8373	64141		30.8373	64141		30.8373	64141		30.8373	64141		30.8373	64141		Step #10 Step #11 Step #12
70791 34.0343	33.2069	69070	33.2069		690/0 33.2069		67382 32.3951		32.3951	67382		31.6034	65735		31.6034	65735		31.6034	65735		31.6034	65735		31.6034	65735		31.6034	65735		Step #12

	6231	4108	6219		5713		5719		6214			6198			8221			5434		5414			5519		0	55.5	Code
	28	28	28		28		27		27			27			27			27		27			27		!	27	GR
	WEED & SEED CRD	CIVIL RIGHTS SP	NBRHD DEV COORD		CHEMIST		PRETREAT SPEC		GIS SPEC-IT			GIS SPEC-PW			JUV CRT LIASON			ENV INSPECTOR		REHAB/HQS INSP			CADD SUPPORT SP			CONST TECH	Title
55314 26.5935	26.5935	26.5935	55314	55314 26.5935		53857 25.941		25.941	50057	25.941	53957		25.941	53957		25.941	53057		53957 25.941		25.941	53957	0.0	35.043	53050		Step #1
56692 27.2559	56692 27.2559	27.2550	56692	56692 27.2559		55314 26.5935		26.5935		26.5935	55314		26.5935	55314		26.5935	55314		55314 26.5935		26.5935	55314	0.000	OR 503	55314		Step #2
58108 27.9364	58108 27.9364	27.9364	58108	58108 27.9364		56692 27.2559		27.2559	0000	27.2559	56692		27.2559	56692		27.2559	58800		56692 27.2559		27.2559	56692		77 7556	58892		Step #3
59553 28.6313	59553 28.6313	28.6313	59553	59553 28.6313		58108 27.9364		27,9364		27.9364	58108		27.9364	58108		27.9364	58108		58108 27.9364		27.9364	58108		27 0280	58100		Step #4
61044 29.348	29.348	29.348	61044	61044 29.348		59553 28.6313		28.6313	0000	28.6313	59553		28.6313	59553		28.6313	50553		59553 28.6313		28.6313	58553	0.00	38 R331	50555		Step #5
62576 30.0848	30.0848	30.0848	62576	62576 30.0848		61044 29.348		29.348		29.348	61044		29.348	61044		29.348	81044		61044 29 348		29.348	61044		20 2475	61043		Step #6
64141 30.8373	30.8373	30.8373	64141	64141 30.8373		62576 30.0848		30.0848	0000	30.0848	62576		30.0848	62576		30.0848	82578		82576 30.0848		30.0848	62576	00.00	20,020,0	83578		Step #7
65735 31.6034	31.6034	31.6034	65735	65735 31.6034		64141 30.8373		30.8373		30.8373	64141		30.8373	64141		30.8373	84141		64141 30.8373		30.8373	64141	00.000	20 8281	64143		Step #8
67382 32.3951	6/382 32.3951	32.3951	67382	67382 32.3951		65735 31.6034		31.6034	05755	31.6034	65735		31.6034	65735		31.6034	85735		65735 31,6034		31.6034	65735		21 8008	65733		Step #9
69070 33.2069	33.2069	33.2069	69070	69070 33.2069		67382 32.3951		32.3951	07000	32.3951	67382		32.3951	67382		32,3951	67383		67382 32.3951		32.3951	67382		20 2058	67383		Step #10
70791 34.0343	70791 34.0343	34.0343	70791	70791 34.0343		69070 33.2069		33.2069	0070	33.2069	69070		33.2069	69070		33.2069	89070		69070 33.2069		33.2069	69070	000	22 2068	69070		Step #9 Step #10 Step #11 Step #12
72563 34.886	72563 34.886	34.886	72563	72563 34.886		70791 34.0343		34.0343	70704	34.0343	70791		34.0343	70791		34.0343	70701		70791 34.0343		34.0343	70791	01.0010	34 0340	70793		Step #12

	6087	0001	8000	5413		4213		4102		5635			5632			5631			5613		5612			5512		5523	Code
	30		8	29		28		28		28	3		28			28			28		28			28		28	GR
	NH SERVICE SPEC		ID CIVICS TECH	CD ENF OFFR II		HSG RES SPLST		INVST PARALEGAL		NEIGH REDEV SPC			FINANCIAL SPEC			REHAB SPECIALIS			PLANNER II		ECON DEV ANALYS			TRAF ENG TECH		CONST INSP	Title
27.322	27.2550	56692	27.2559	58800	55314 26.5935		55314 26.5935		26.5935	55314	26.5935	55314		26.5935	55314		26.5935	55314		55314 26.5935		26.5935	55314		28 5035		Step #1
58247 28.0033	27.9364	58108	27.9364	50400	56692 27.2559		56692 27.2559		27.2559	56692	27.2559	56692		27.2559	56692		27.2559	56692		56692 27.2559		27.2559	56692		27 2550	66600	Step #2
58688 28.7015	28.6313	59553	28.6313	50553	58108 27.9364		58108 27.9364		27.9364	58108	27.9364	58108		27.9364	58108		27.9364	58108		58108 27.9364		27.9364	58108		27 9364		Step #3
61197 29.4216	29.348	61044	29.348	R	59553 28.6313		28.6313		28.6313	59553	28.6313	59553		28.6313	59553		28.6313	59553		59553 28.6313		28.6313	59553		28 6313	50550	Step #4
30.1549	30.0848	62576	30.0848	80578	61044 29.348		29.348		29.348	61044	29.348	61044		29.348	81044		29.348	61044		61044 29.348		29.348	61044		29 348		Step #5
64294 30.9106	30.8373	64141	30.8373	R	62576 30.0848		30.0848		30.0848	62576	30.0848	62576		30.0848	62576		30.0848	62576		62576 30.0848		30.0848	62576		30 0848	00576	Step #6
31.6789	31.6034	65735	31.6034	85735	64141 30.8373		30.8373		30.8373	64141	30.8373	\$4141 141		30.8373	2414		30.8373	84141 141		64141 30.8373		30.8373	64141		30 8373		Step #7
32,477	32.3951	67382	32.3951	87303	65/35 31.6034		31.6034		31.6034	65735	31.6034	65735		31.6034	65735		31.6034	65735		65735 31.6034		31.6034	65735		31 6034	6	Step #8
89235 33.2859		69070	33.2069	80070	67382 32.3951		6/382 32.3951		32,3951	67382	32.3951	67382		32,3951	67382		32,3851	67382		67382 32.3951		32,3951	67382		30 3051	67202	Step #9
70860 34.1154	34.0343	70791	34.0343	70704	69070 33.2069		33.2069		33.2069	69070	33.2069	69070		33.2069	69070		33.2069	69070		69070 33.2069		33.2069	69070		33 2080	80070	Step #10
34.9674	34.886	72563	34.886	70583	70791 34.0343		70791 34.0343		34.0343	70791	34.0343	70791		34.0343	70791		34.0343	70791		70791 34.0343		34.0343	70791		34 0343	70704	Step #9 Step #10 Step #11 Step #12
74551 35.8419	35.7609	74383	35.7609	74303	72563 34.886		72563 34.886		34.886	72563	34.886	72563		34.886	72563		34.886	72563		72563 34.886		34.886	72563		34 888	10000	Step #12

	5528	5526	0	AROA AROA	5524		5518		5539			5513			4104			5411		1233			1121		1120	Code
	<u> </u>	3	9	ų	<u> </u>		<u> </u>		<u> </u>			<u>ω</u>			<u>ω</u>			<u>ω</u>		ယ္			8		30	GR
	UTILITY SERV IN	SIDEWALK INSPEC		EAD INGO	SURVEY PTY CHF		PROJ TECH		SOIL EROS INSPE			GIS ANALYST			C R HSG ANLYST			BLDG INSP		ACCOUNTANT II			TECH SUPP SPEC		TELECOMM TECH	Title
59553 28.6313	26.5935	55314	59553 28.6313	28.6313	FORES	59553 28.6313		28 6313	50550	28.6313	59553		28.6313	59553		28.6313	59553		28.6313	FORES	27.3221	56830		27.3221		Step #1
61044 29.348	27.2559	58800	61044 29.348	29.348	8	61044 29.348		29.348		29.348	61044		29.348	61044		29.348	61044		29.348	8	28.005	58250		58250 28.005		Step #2
62576 30.0848	27.9364	58108	62576 30.0848	30.0848	80578	62576 30.0848		30.0848	60576	30.0848	62576		30.0848	62576		30.0848	62576		30.0848	B7578	28.7054	59707		59707 28.7054		Step #3
64141 30.8373	28.6313	50553	64141 30.8373	30.8373	RAIL	64141 30.8373		30 8373		30.8373	64141		30.8373	64141		30.8373	64141		30.8373	8	29.4228	61199		61199 29.4228		Step #4
65735 31.6034	29.348	81044	65735 31.6034	31.6034	85735	65735 31.6034		31 6034	6.755	31.6034	65735		31.6034	65735		31.6034	65735		31.6034	85735	30.1583	62729		30.1583		Step #5
67382 32.3951	30.0848	R2578	67382 32.3951	32.3951	R7303	67382 32.3951		32 3951	67303	32,3951	67382		32,3951	67382		32,3951	67382		32,3951	87303	30.9125	64298		64298 30.9125		Step #6
69070 33.2069	30.8373	R4141	69070 33.2069	33.2069	80070	69070 33.2069		33 2060	80070	33.2069	69070		33.2069	69070		33.2069	69070		33.2069	80070	31.6854	65906		31,6854		Step #7
70791 34.0343	31.6034	85735	70791 34.0343	34.0343	70704	70791 34.0343		34 0343	70704	34.0343	70791		34.0343	70791		34.0343	70791		34.0343	70704	32,4775	67553		6/553 32.4775		Step #8
72563 34.886	32.3951	67380	72563 34.886	34.886	70583	72563 34.886		34 886	70500	34.886	72563		34.886	72563		34.886	72563		34.886	70583	33.2895	69242		89242 33.2895		Step #9
74383 35.7609	33.2069	80070	74383 35.7609	35.7609	74303	74383 35.7609		35 7609	74303	35.7609	74383		35.7609	74383		35.7609	74383		35.7609	74202	34,1218	70973		709/3 34.1218		Step #10
76239 36.6533	34.0343	70701	76239 36.6533	36.6533	78720	76239 36.6533		36 6533	78720	36.6533	76239		36,6533	76239		36.6533	76239		36.6533	78720	34.9745	72747		72/4/ 34.9745		Step #10 Step #11 Step #12
78151 37.5724	34.886	72563	78151 37.5724	37.5724	70454	78151 37.5724		37.5724	70454	37.5724	78151		37.5724	78151		37.5724	78151		37.5724	70454	35.842	74551		74551 35.842		Step #12

	6220	5442		5444		5448		4210		02220	8338		1360			6024			5445		5443		3	5447		5441	Code
	జ	83	3	జ		జ		32		9	į		<u>3</u>			ယ္		!	ω		31		9	ş		3	GR
	SRNBRHDDEVCOOR	SR ELECT INSP		SR PLBG INSP		SR MECH INSP		ECON DEV COORDI		ONDAM COMPENS	LIBBAN CONSERV		TE PROJ ADMIN			SR PERMIT TECH			MECH INSP		PLMB INSP		TOWN EVANIMEN	DI ANG EYAMINED		ELECT INSPECTOR	Title
62576 30.0848	30.0848	R2578	30.0848		30.0848		29.347		28.6321	59555	28.6313	59553		28.6313	59553		28.6313	59553		59553 28.6313		28.6313	59553	28.6313	59553		Step #1
64141 30.8373	30.8373	64141	30.8373		30.8373		30.0818		29.3475	61043	29.348	61044		29.348	61044		29.348	61044		61044 29.348		29.348	61044	29.348	61044		Step #2
65735 31.6034	31.6034	85735	31.6034		31.6034		30.8369		30.0846	62576	30.0848	62576		30.0848	62576		30.0848	62576		62576 30.0848		30.0848	62576	30.0848	62576		Step #3
67382 32.3951	32.3851	67380	6/382 32.3951		6/382 32.3951		31.6081		30.8381	64143	30.8373	64141		30.8373	64141		30.8373	64141		64141 30.8373		30.8373	64141	30.83/3	64141		Step #4
69070 33.2069	33.2069	89070	33.2069		33.2069		32.3834		31.6026	65733	31.6034	65735		31.6034	65735		31.6034	65735		65735 31.6034		31.6034	65735	31.6034	65735		Step #5
70791 34.0343	34.0343	70791	70/91 34.0343		70791 34.0343		33.205		32.3956	67383	32.3951	67382		32,3951	67382		32.3951	67382		67382 32.3951		32,3951	67382	32.3851	67382		Step #6
72563 34.886	34.886	72563	72563 34.886		72563 34.886		34.037		33.2068	69070	33.2069	69070		33.2069	69070		33.2069	69070		89070 33.2089		33.2069	69070	33.2009	69070		Step #7
74383 35.7609	35.7609	74383	/4383 35.7609		/4383 35.7609		34.8851		34.0349	70793	34.0343	70791		34.0343	70791		34.0343	70791		70791 34.0343		34.0343	70791	34.0343	70791		Step #8
76239 36.6533	36.6533	78230	76239 36.6533		76239 36.6533		35.7581		34.8868	72564	34.886	72563		34.886	72563		34.886	72563		72563 34.886		34.886	72563	34.886	72563		Step #9
78151 37.5724	37.5724	78151	/8151 37.5724		/8151 37.5724		36.6549		35.761	74383	35.7609	74383		35.7609	74383		35.7609	74383		74383 35.7609		35.7609	74383	35./609	74383		Step #10
80099 38.5091	38.5091	80099	38.5091		80099 38.5091		78145 37.5695		36.6534	76239	36.6533	76239		36.6533	76239		36.6533	76239		76239 36.6533		36.6533	76239	30.0533	76239		Step #9 Step #10 Step #11 Step #12
82102 39.4721	39.4721	80100	82102 39.4721		82102 39.4721		38.5118		37.572	78150	37.5724	78151		37.5724	78151		37.5724	78151		78151 37.5724		37.5724	78151	31.5/24	78151		Step #12

	1334		5517			1335			4209			5630			5638			5531			5447			8008			5520	Code	
	39		37			32			4			34			34			2			34			4			4	GR	
	SR PROG ANLST		PW SOFTWARE ADM			TECH SUPPORT SP			LEAD ED COORD			LEAD FIN SPEC			LEAD NDC			ENGINEER			COMB INSP			MA II-NDC			ENGR IN TRNG	Title	
73085 35.1371		69073 33.2083		30.8373	64141		30.8373	64141		30.8373	64141		30.8373	64141		30.8373	64141		30.8373	64141		30.8373	64141		30.8373	64141		Step #1	
74926 36.022		70789 34.0334		31.6034	65735		31.6034	65735		31.6034	65735		31.6034	65735		31.6034	65735		31.6034	65735		31.6034	65735		31.6034	65735		Step #2	
76792 36.9194		72563 34.886		32,3951	67382		32,3851	67382		32.3951	67382		32,3951	67382		32.3951	67382		32.3951	67382		32,3851	67382		32,3951	67382		Step #3	
78719 37.8455		74381 35.7601		33.2069	69070		33.2069	69070		33.2069	69070		33.2069	69070		33.2069	69070		33.2069	69070		33.2069	69070		33.2069	69070		Step #4	
80680 38.7885		76234 36.6511		34.0343	70791		34.0343	70791		34.0343	70791		34.0343	70791		34.0343	70791		34.0343	70791		34.0343	70791		34.0343	70791		Step #5	
82703 39.7609		78142 37.5684		34.886	72563		34.886	72563		34.886	72563		34.886	72563		34.886	72563		34.886	72563		34.886	72563		34.886	72563		Step #6	
84756 40.7481		80102 38.5105		35.7609	74383		35.7609	74383		35.7609	74383		35.7609	74383		35.7609	74383		35.7609	74383		35.7609	74383		35.7609	74383		Step #7	
86872 41.7655		82101 39.4715		36.6533	76239		36.6533	76239		36.6533	76239		36.6533	76239		36.6533	76239		36.6533	76239		36.6533	76239		36.6533	76239		Step #8	
89056 42.8154		84160 40.4614		37.5724	78151		37.5724	78151		37.5724	78151		37.5724	78151		37.5724	78151		37.5724	78151		37.5724	78151		37.5724	78151		Step #9	
91276 43.8828		86258 41.4701		38.5091	8008		38.5091	8008		38.5091	80099		38.5091	8008		38.5091	8008		38.5091	80099		38.5091	80088		38.5091	8008		Step #10	
93570 44,9856		88415 42.5071		39.4721	82102		39.4721	82102		39.4721	82102		39.4721	82102		39.4721	82102		39.4721	82102		39.4721	82102		39.4721	82102		Step #9 Step #10 Step #11 Step #12	
95902 46.1068		90625 43.5698		40.4589	84154		40.4589	84154		40.4589	84154		40.4589	84154		40.4589	84154		40.4589	84154		40.4589	84154		40.4589	84154		Step #12	

	6017	1332		1212		6197		6223		1213			1144			1		1219		1331			1113		1111	Code
	4	ಪ	;	13		13		12		12			12		K	ŝ		12		8		9	07		8	GR
	NON-CONFID SECR	SR DATA CTRL CL		SR ACCTG CLERK		IT COORDINATOR		FAC PROGRAMMER		PUB SERV CASHIE			PUBLIC INFO REC		ON OCCUM	SB CI EBY		REVENUE CLERK		DATA CTRL CLERK			CLERK		CLERK AIDE	Title
40585 19.5123	19.0711	39668	39668 19.0711		39668 19.0711		18.6428		18.6428	38777	18.6428	38777		18.6428	38777	0.0120	38777		17.4145	28777	16.6478	34627	10.0010	32368		Step #1
41524 19.9635	19.5135	40588	40588 19.5135		40588 19.5135		39008 19.0711		19.0711	39668	19.0711	39668		19.0711	39668	0.07	39668 19 0711		17.8129	37061	17.0244	35411	0.0	33096		Step #2
42487 20.4263	19.9635	41524	41524 19.9635		41524 19.9635		40588 19.5135		19.5135	40588	19.5135	40588		19.5135	40588	0.0100	40588		18.2215	37004	17.4145	36222	07170	33852		Step #3
43494 20.9106	20.4263	42487	42487 20.4263		42487 20.4263		41524 19.9635		19.9635	41524	19.9635	41524		19.9635	41524	0.000	41524 19 9835		18.6428	20777	17.8129	37051	0.0770	34627		Step #4
44549 21.418	20.8985	43469	43469 20.8985		43469 20.8985		42487 20.4263		20.4263	42487	20.4263	42487		20.4263	42487	20.7200	42487 20 4263		19.0711	30880	18.2215	37901	17.02	35411		Step #5
45627 21.9363	21.3843	44479	44479 21.3843		44479 21.3843		43469 20.8985		20.8985	43469	20.8985	43469		20.8985	43469	20.0000	43469 20 8985		19.5135	10500	18.6428	38777	14170	36222		Step #6
46730 22.4666	21.8834	45517	45517 21.8834		45517 21.8834		21.3843		21.3843	44479	21.3843	44479		21.3843	44479	10000	21 3943		19.9635	4654	19.0711	39668	0.0120	37051		Step #7
47857 23.0084	22.3933	46578	465/8 22.3833		46578 22.3933		45517 21.8834		21.8834	45517	21.8834	45517		21.8834	45517	£1,0007	45517 21 8834		20.4263	42407	19.5135	40588	0.22.0	37901		Step #8
49021 23.568	22.9165	47666	47666 22.9165		47666 22.9165		405/8 22.3933		22,3933	46578	22,3933	46578		22,3933	46578	600000	46578 22 3933		20.8985	43480	19.9635	41524	10.0720	38777		Step #9
50227 24.1474	23.4526	48781	48/81 23.4526		48781 23.4526		4/666 22.9165		22.9165	47666	22.9165	47666		22.9165	47666	20.00	47666 22 9165		21.3843	44470	20.4263	42487	0.07	39668		Step #10
51482 24.751	24.0403	50004	50004 24.0403		50004 24.0403		48854 23.4876		23.4876	48854	23.4876	48854		23.4876	48854	10.10	48854 23 4876		21.9159	A A A A A A A A A A A A A A A A A A A	20.9374	43550	0.070	40656		Step #9 Step #10 Step #11 Step #12
52772 25.3713	24.6395	51250	51250 24.6395		51250 24.6395		24.0779		24.0779	50082	24.0779	50082		24.0779	50082	67.07.00	50082 24 0779		22.4679	48733	21.4588	44634	20.0001	41675		Step #12

	1115	5611		6255		4107		6237			6004			6036			5521			6027			8013		3171	3474		1141	Code
	19	19		10		19		19			10			8			17			17		ä	5		ō	'n		5	GR
	PRINCIPAL CLERK	PLANNING AIDE		ADM SUPPRT SPEC		CR INVESTIGATOR		LD PSG			POLICE ID CLERK			ENGINEERI CLERK			FLD ENG TECH			CSTMR SERV REP		O COMMON OF THE O	COMM SEBV SBEC		CO ENT OFFCK!	OP ENIE OFFICE		POLICE SERV GEN	Title
45517 21.8834	21.8834	45517	45517 21.8834		45517 21,8834		40081 21.9189		21.8834	45517		21.3843	44479		20.8985	43469		20.8985	43469		20.488	42615	20.00	20 0013	41603	20.0013	*10U3		Step #1
46578 22.3933	22.3933	48570	46578 22.3933		46578 22,3933		22,4304		22.3933	46578		21.8834	45517		21.3843	44479		21.3843	44479		20.9604	43598	1020	20 4825	42562	20.4020	7007		Step #2
47666 22.9165	22.9165	47888	47666 22.9165		47666 22.9165		22.9531		22.9165	47666		22,3933	46578		21.8834	45517		21.8834	45517		21.4474	44610	0.000	20 0380	43549	800R.07	84004		Step #3
48781 23.4526	23.4526	40701	48781 23.4526		48781 23.4526		48858 23.4895		23,4526	48781		22.9165	47666		22,3933	46578		22.3933	46578		21.9414	45638		21 421	44556	21.921	44000		Step #4
49932 24.0059	24.0059	40033	49832 24.0059		49932 24.0059		24.0389		24.0059	49932		23.4526	48781		22.9165	47666		22.9165	47666		22,4531	46703	0000	21 0180	45591	8018117	18004		Step #5
51139 24.5859	24.5859	51130	51139 24.5859		51139 24.5859		24.606		24.5859	51139		24.0059	49932		23,4526	48781		23,4526	48781		22,9753	47788	100	22 4304	46655	22,4304	40000		Step #6
52386 25.1858	25.1858	5330B	52386 25.1858		52386 25.1858		25.2006		25.1858	52386		24.5859	51139		24.0059	49932		24.0059	49932		23.5145	48910		22 0521	47742	1008.77	74/14		Step #7
53695 25.8149	25.8149	53805	53695 25.8149		53695 25.8149		25.8154		25.8149	53895		25.1858	52386		24.5859	51139		24.5859	51139		24.0639	50053	10000	22 4805	48858	23,4680	40000		Step #8
55037 26.4599	26.4599	55037	55037 26.4599		55037 26.4599		26.4603		26.4599	55037		25.8149	53695		25.1858	52386		25.1858	52386		24.6261	51222	1,0000	24 0380	50001	R0001.47	10000		Step #9
56421 27.1254	27.1254	58454	56421 27.1254		58421 27.1254		27.1214		27.1254	56421		26.4599	55037		25.8149	53695		25.8149	53695		25.2086	52434	27.000	24 ROS	51181	24.000	2010		Step #10
57826 27.801	27.801	6700R	57826 27.801		57826 27.801		27.8035		27.801	57826		27.1254	56421		26.4599	55037		26.4599	55037		25.8359	53739	20.00	25 2241	52466	427.07	00420		Step #11 Step #12
59270 28.4951	28.4951	50270	59270 28.4951		59270 28.4951		28.496		28.4951	59270		27.801	57826		27.1254	56421		27.1254	56421		26.4829	55084	20.00	25 25 12	53771	20.0010	05///		Step #12

6212		6018	8001	5711	5516	5511	5615	1220	2 2	3	4212	1217	Code
24	!	24	24	23	23	23	23	4	3 8	3	22	26	GR
APL SPT SPEC II		ASSISTANT BUYER	CIV CRM SCN TEC	LAB TECHNICIAN	ENGR AIDE	TRAF ENGR AIDE	PLANNER I	PATROLL SPEC			HSG SPECIALIST	PRIN ACCTG CLK	Title
51139 24.5859	51139 24.5859	51139 24.5859	49932 24.0059	49932 24.0059	49832 24.0059	24.0059	49932	48781 23,4526	48781 23.4526	48781 23.4526	46578 22,3933	46578 22.3933	Step #1
52386 25.1858	52386 25.1858	52386 25.1858	51139 24.5859	51139 24.5859	24.5859	24.5859	51139	49932 24.0059	49832 24.0059	49932 24.0059	47666 22.9165	47666 22.9165	Step #2
53695 25.8149	53695 25.8149	53695 25.8149	52386 25.1858	52386 25.1858	25.1858	25.1858	52386	51139 24.5859	51139 24.5859	51139 24.5859	48781 23.4526	48781 23.4526	Step #3
55037 26.4599	55037 26.4589	55037 26.4599	53895 25.8149	53885 25.8149	25.8149	25.8149	53895	52386 25.1858	52386 25.1858	52386 25.1858	49832 24.0059	49832 24.0059	Step #4
56421 27.1254	56421 27.1254	58421 27.1254	55037 26.4599	55037 26.4599	26.4599	26.4599	55037	53695 25.8149	53695 25.8149	53695 25.8149	51139 24.5859	51139 24.5859	Step #5
57826 27.801	57826 27.801	57826 27.801	56421 27.1254	56421 27.1254	27.1254	27.1254	56421	55037 26.4599	55037 26.4599	55037 26.4599	52386 25.1858	52386 25.1858	Step #6
59270 28.4951	59270 28.4951	59270 28.4951	57826 27.801	57826 27.801	27.801	27.801	57826	58421 27.1254	58421 27.1254	58421 27.1254	53695 25.8149	53695 25.8149	Step #7
60744 29.2039	60744 29.2039	60744 29.2039	59270 28.4951	59270 28.4951	28.4951	28.4951	59270	57826 27.801	57826 27.801	57826 27.801	55037 26.4599	55037 26.4599	Step #8
62265 29.935	62265 29.935	62265 29.935	60744 29.2039	60744 29.2039	29.2039	29.2039	60744	59270 28.4951	59270 28.4951	59270 28.4951	56421 27.1254	56421 27.1254	Step #9
63828 30.6865	63828 30.6865	63828 30.6865	62265 29.935	62265 29.935	29.935	29.935	62265	607 44 29.2039	60744 29.2039	60744 29.2039	57826 27.801	57826 27.801	Step #10
65424 31.454	65424 31.454	65424 31.454	63828 30.6865	63828 30.6865	30.6865	30.6865	63828	62265 29.935	62265 29.935	62265 29.935	59270 28.4951	59270 28.4951	Step #10 Step #11 Step #12
67050 32.2354	67050 32.2354	67050 32.2354	65424 31.454	85424 31.454	31.454	31.454	65424	63828 30.6865	63828 30.6865	63828 30.6865	60744 29.2039	60744 29.2039	Step #12

	1333		1240		1422			5514			4211			5522			5270			1339		9	1337		1229			6026			1241	Code	
	27		26		26			26			25			25			24			24		!	24		24			24			24	GR	
	PROG ANALYST		PRL & PYBL COOR		BUYER			DRAFTING TECH			HSG COORD			SURVEY TECH			S W PROG COORD			APL SPT SPEC II		9	APTN SPT SP		ACCOUNTANT I			PROP/EV STOR TO			REV COORD	Title	
55037 26.4599	25.8149	53695		53695 25.8149		25.8149	53695		25.1858	F2208		25.1858	52386		24.5859	51139		24.5859	51139		24.5859	51120		51139 24.5859		24.5859	51139		24.5850	51139		Step #1	
56421 27.1254	26.4599	55037		55037 26.4599		26.4599	55037		25.8149	52805		25.8149	53695		25.1858	52386		25.1858	52386		25.1858	F7308		52386 25.1858		25.1858	52386		25.1858	52386		Step #2	
57826 27.801	27.1254	56421		56421 27.1254		27.1254	56421		26,4599	55037		26.4599	55037		25.8149	53695		25.8149	53695		25.8149	52805		53695 25.8149		25.8149	53695		25.8149	53695		Step #3	
59270 28.4951	27.801	57826		57826 27.801		27.801	57826		27.1254	58421		27.1254	56421		26,4599	55037		26.4599	55037		26,4599	55027		55037 26.4599		26.4599	55037		26.4599	55037		Step #4	
607 44 29.2039	28.4951	59270		59270 28,4951		28.4951	59270		27.801	57828		27.801	57826		27.1254	56421		27.1254	56421		27.1254	58401		56421 27.1254		27.1254	56421		27.1254	56421		Step #5	
62265 29.935	29.2039	60744		60744 29.2039		29.2039	60744		28.4951	50270		28.4951	59270		27.801	57826		27.801	57826		27.801	57978		57826 27.801		27.801	57826		27.801	57826		Step #6	
63828 30.6865	29.935	62265		62265 29.935		29.935	62265		29.2039	80744		29.2039	60744		28.4951	59270		28.4951	59270		28.4951	50270		59270 28.4951		28.4951	59270		28.4951	59270		Step #7	
65424 31.454	30.6865	63828		63828 30.6865		30.6865	63828		29.935	82285		29.935	62265		29.2039	60744		29.2039	60744		29.2039	80744		60744 29.2039		29.2039	60744		29.2039	60744		Step #8	
67050 32.2354	31.454	65424		85424 31.454		31.454	65424		30.6865	83838		30.6865	63828		29.935	62265		29.935	62265		29.935	83385		62265 29.935		29.935	62265		29.935	62265		Step #9	
68729 33.043	32.2354	67050		67050 32.2354		32,2354	67050		31.454	85404		31.454	85424		30.6865	63828		30.6865	63828		30.6865	8303B		63828 30.6865		30.6865	63828		30.6865	63828		Step #10	
70452 33.871	33.043	68729		68729 33.043		33.043	68729		32.2354	87050		32.2354	67050		31.454	65424		31.454	65424		31.454	85,404		31.454		31.454	65424		31.454	65424		Step #10 Step #11 Step #12	
72207 34.7149	33.871	70452		70452 33.871		33.871	70452		33.043	88700		33.043	68729		32.2354	67050		32.2354	67050		32.2354	87050		67050 32.2354		32.2354	67050		32.2354	67050		Step #12	

	6231	4108	6219	5713	5719	6214	6198		6221	5434	5414	5519	5515	Code
1	28	28	28	ž	27	27	27		27	27	27	27	27	GR
	WEED & SEED CRD	CIVIL RIGHTS SP	NBRHD DEV COORD	CHEMIST	PRETREAT SPEC	GIS SPEC-IT	GIS SPEC-PW		JUV CRT LIASON	ENV INSPECTOR	REHAB/HQS INSP	CADD SUPPORT SP	CONST TECH	Title
56421 27.1254	58421 27.1254	56421 27.1254	58421 27.1254	55037 26.4599	5503/ 26.4599	26.4599	55037	55037 26.4599	26.4599	26.4599	26.4599	55037	55039 26.4609	Step #1
57826 27.801	57826 27.801	57826 27.801	57826 27.801	58421 27.1254	58421 27.1254	27.1254	56421	58421 27.1254	27.1254	27.1254	27.1254	56421	56420 27.1249	Step #2
59270 28.4951	59270 28.4951	59270 28.4951	59270 28.4951	57826 27.801	57826 27.801	27.801	57826	57826 27.801	27.801	27.801	27.801	57826	57825 27.8006	Step #3
60744 29.2039	60744 29.2039	60744 29.2039	60744 29.2039	59270 28.4951	592/0 28.4951	28.4951	59270	59270 28.4951	28.4951	28.4951	28.4951	59270	59271 28.4956	Step #4
62265 29.935	62265 29.935	62265 29.935	62265 29.935	60744 29.2039	29.2039	29.2039	60744	607 44 29.2039	29.2039	29.2039	29.2039	60744	60746 29.2049	Step #5
63828 30.6865	63828 30.6865	63828 30.6865	63828 30.6865	62265 29.935	29.935	29.935	62265	62265 29.935	29.935	29.935	29.935	62265	62264 29.9344	Step #6
85424 31.454	85424 31.454	65424 31.454	85424 31.454	63828 30.6865	63828 30.6865	30.6865	63828	63828 30.6865	03828 30.6865	30.6865	30.6865	63828	63828 30.6864	Step #7
67050 32.2354	67050 32.2354	67050 32.2354	67050 32.2354	65424 31.454	31.454	31.454	65424	65424 31.454	31.454	31.454	31.454	65424	65426 31.4549	Step #8
68729 33.043	68729 33.043	68729 33.043	68729 33.043	67050 32.2354	6/050 32.2354	32.2354	67050	67050 32.2354	32.2354	32.2354	32.2354	67050	67048 32.2346	Step #9
70452 33.871	70452 33.871	70452 33.871	70452 33.871	68729 33.043	33.043	33.043	68729	68729 33.043	33.043	33.043	33.043	68729	68730 33.0435	Step #10
72207 34.7149	72207 34.7149	72207 34.7149	72207 34.7149	70452 33.871	70452 33.871	33.871	70452	70452 33.871	33.871	33.871	33.871	70452	70451 33.8709	Step #9 Step #10 Step #11 Step #12
74014 35.5836	74014 35.5836	74014 35.5836	74014 35.5836	72207 34.7149	72207 34.7149	34.7149	72207	72207 34.7149	72207 34.7149	34.7149	34.7149	72207	72208 34.7158	Step #12

	6087	6002		5413		4213		4102			5635			5632			5631			5613		5612			5512			5523	Code
	36	29		29		28		28			28			28			28			28		28			28			28	GR
	NH SERVICE SPEC	LD CIVICS TECH		CD ENF OFFR II		HSG RES SPLST		INVST PARALEGAL			NEIGH REDEV SPC			FINANCIAL SPEC			REHAB SPECIALIS			PLANNER II		ECON DEV ANALYS			TRAF ENG TECH			CONST INSP	Title
57966 27.8684	27.801	57826	57826 27.801		58421 27.1254		27.1254		27.1254	56421		27.1254	56421		27.1254	56421		27.1254	56421		58421 27.1254		27.1254	56421		27.1254	56421		Step #1
59412 28.5634	28.4951	59270	59270 28.4951		57826 27.801		5/826 27.801		27.801	57826		27.801	57826		27.801	57826		27.801	57826		57826 27.801		27.801	57826		27.801	57826		Step #2
60893 29.2755	29.2039	60744	60744 29.2039		59270 28.4951		582/0 28.4951		28.4951	59270		28.4951	59270		28.4951	59270		28.4951	59270		59270 28.4951		28.4951	59270		28.4951	59270		Step #3
62421 30.01	29.935	62265	62265 29.935		60744 29.2039		29.2039		29.2039	60744		29.2039	60744		29.2039	60744		29.2039	60744		60744 29.2039		29.2039	60744		29.2039	60744		Step #4
63977 30.758	30.6865	63828	63828 30.6865		62265 29.935		29.935		29.935	62265		29,935	62265		29.935	62265		29.935	62265		62265 29.935		29.935	62265		29,935	62265		Step #5
65580 31.5288	31.454	65424	65424 31.454		63828 30.6865		30.6865		30.6865	63828		30.6865	63828		30.6865	63828		30.6865	63828		63828 30.6865		30.6865	63828		30.6865	63828		Step #6
67210 32.3124	32.2354	67050	67050 32.2354		85424 31.454		31.454		31.454	65424		31.454	65424		31.454	85424		31.454	65424		85424 31.454		31.454	65424		31.454	85424		Step #7
68903 33.1266	33.043	68729	68729 33.043		67050 32.2354		32.2354		32.2354	67050		32 2354	67050		32.2354	67050		32.2354	67050		67050 32.2354		32.2354	67050		32 2354	67050		Step #8
70619 33.9516	33.871	70452	70452 33.871		68729 33.043		33.043		33.043	68729		33.043	68729		33.043	68729		33.043	68729		68729 33.043		33.043	68729		33.043	68729		Step #9
72379 34.7978	34.7149	72207	72207 34.7149		70452 33.871		33.871		33.871	70452		33.871	70452		33.871	70452		33.871	70452		70452 33.871		33.871	70452		33.871	70452		Step #10
74187 35.6668	35.5836	74014	74014 35.5836		72207 34.7149		72207 34.7149		34.7149	72207		34.7149	72207		34.7149	72207		34.7149	72207		72207 34.7149		34.7149	72207		34.7149	72207		Step #9 Step #10 Step #11 Step #12
76042 36.5588	36.476	75870	75870 36.476		74014 35.5836		/4014 35.5836		35.5836	74014		35.5836	74014		35.5836	74014		35.5836	74014		74014 35.5836		35.5836	74014		35.5836	74014		Step #12

	5528	5526		5525		5524		5518		0000	5530		5513			4104		5411		1233		1121			1120	Code
	31	4		<u>u</u>		<u>u</u>		3	2	9	ų		3		9	ų		မ္		31		2	3		జ	GR
	UTILITY SERV IN	SIDEWALK INSPEC		LEAD INSP		SURVEY PTY CHF		PROJ IECH		000000000000000000000000000000000000000	SOIL EROS INSPE		GIS ANALYST			C R HSG ANI YST		BLDG INSP		ACCOUNTANT II		LECH SUPP SPEC			TELECOMM TECH	Title
60744 29.2039	27.1254	56421	60744 29.2039		29.2039		29.2039		29.2039	60744	29.2039	60744		29.2039	60744		607 44 29.2039		60744 29.2039		27.8685	57967	27.8685			Step #1
62265 29.935	27.801	57826	62265 29.935		29.935		29.935		29.935	62265	29.935	62265		29.935	62265		62265 29.935		62265 29.935		28.5651	59415	28.5651	59415		Step #2
63828 30.6865	28.4951	59270	63828 30.6865		30.6865		30.6865		30.6865	63828	30.6865	63828		30.6865	63828		63828 30.6865		63828 30.6865		29.2795	60901	29.2795	60901		Step #3
65424 31.454	29.2039	60744	85424 31.454		31.454		31.454		31.454	65424	31.454	65424		31.454	65424		85424 31.454		85424 31.454		30.0113	62423	30.0113	62423		Step #4
67050 32.2354	29.935	62265	67050 32.2354		32.2354		32.2354		32.2354	67050	32.2354	67050		32.2354	67050		67050 32.2354		67050 32.2354		30.7615	63984	30.7615	63984		Step #5
68729 33.043	30.6865	63828	68729 33.043		33.043		33.043		33.043	68729	33.043	68729		33.043	68729		68729 33.043		68729 33.043		31.5308	65584	31.5308	65584		Step #6
70452 33.871	31.454	65424	70452 33.871		33.871		33.871		33.871	70452	33.871	70452		33.871	70452		70452 33.871		70452 33.871		32.3191	67224	32.3191	67224		Step #7
72207 34.7149	32.2354	67050	72207 34.7149		34.7149		34.7149		34.7149	72207	34.7149	72207		34.7149	72207		72207 34.7149		72207 34.7149		33.127	68904	33.127	68904		Step #8
74014 35.5836	33.043	68729	74014 35.5836		35.5836		35.5836		35.5836	74014	35.5836	74014		35.5836	74014		74014 35.5836		74014 35.5836		33,9553	70627	33,9553	70627		Step #9
75870 36.476	33.871	70452	75870 36.476		36.476		36.476		36.476	75870	36.476	75870		36.476	75870		75870 36.476		75870 36.476		34.8043	72393	34.8043	72393		Step #10
77763 37.3863	34.7149	72207	77763 37.3863		37.3863		37.3863		37.3863	77763	37.3863	77763		37.3863	77763		77763 37.3863		77763 37.3863		35.674	74202	35.674	74202		Step #10 Step #11 Step #12
79714 38.3239	35.5836	74014	79714 38.3239		38.3239		38.3239		38.3239	79714	38.3239	79714		38.3239	79714		79714 38.3239		79714 38.3239		36.5588	76042	36.5588	76042		Step #12

0220	3	5442	5444		5448		4210		6225			1360			6024			5445		5443			5417		5441	Code
8	3	ಜ	జ		జ్ఞ		32		4	!		<u> </u>			<u> </u>			<u>ω</u>		31		!	ω		<u> </u>	GR
SKNBKHDDEVCOOK		SR ELECT INSP	SR PLBG INSP		SR MECH INSP		ECON DEV COORDI		URBAN CONSERV			TE PROJ ADMIN			SR PERMIT TECH			MECH INSP		PLMB INSP			PLANS EXAMINER		ELECT INSPECTOR	Title
63828 30.6865	63828 30.6865	63828 30.6865		63828 30.6865		62263 29.934		29.2049	80748	29.2039	60744		29.2039	60744		29.2039	60744		607 44 29.2039		29.2039	60744	ACU2.87	00/44		Step #1
65424 31.454	85424 31.454	31.454		85424 31.454		63821 30.6834		29.9344	82284	29.935	62265		29.935	62265		29.935	62265		62265 29.935		29.935	62265	008.87	62265		Step #2
67050 32.2354	67050 32.2354	87050 32.2354		67050 32.2354		65424 31.4536		30.6864	82000	30.6865	63828		30.6865	63828		30.6865	63828		63828 30.6865		30.6865	63828	30.0000	63828		Step #3
68729 33.043	68729 33.043	68/29 33.043		68729 33.043		67060 32.2403		31.4549	READR	31.454	65424		31.454	65424		31.454	65424		85424 31.454		31.454	65424	9	65424		Step #4
70452 33.871	70452 33.871	70452 33.871		70452 33.871		68726 33.0413		32.2346	87049	32.2354	67050		32.2354	67050		32.2354	67050		67050 32.2354		32.2354	67050	+0c2.2c	87050		Step #5
72207 34.7149	72207 34.7149	72207 34.7149		72207 34.7149		70448 33.8691		33.0435	89720	33.043	68729		33.043	68729		33.043	68729		68729 33.043		33.043	68729	33.043	68729		Step #6
74014 35.5836	74014 35.5836	74014 35.5836		74014 35.5836		72213 34.7178		33.8709	70451	33.871	70452		33.871	70452		33.871	70452		70452 33.871		33.871	70452	33.0/	70452		Step #7
75870 36.476	75870 36.476	36.476		75870 36.476		74012 35.5828		34.7156	70000	34.7149	72207		34.7149	72207		34.7149	72207		72207 34.7149		34.7149	72207	34.7.148	72207		Step #8
77763 37.3863	77763 37.3863	77763 37.3863		77763 37.3863		75864 36.4733		35.5844	74018	35.5836	74014		35,5836	74014		35.5836	74014		74014 35.5836		35,5836	74014	30.0000	74014		Step #9
79714 38.3239	79714 38.3239	79/14 38.3239		79714 38.3239		77767 37.388		36.4761	75970	36.476	75870		36.476	75870		36.476	75870		75870 36.476		36.476	75870	30.470	75870		Step #10
81701 39.2794	81701 39.2794	81701 39.2794		81701 39.2794		79707 38.3209		37.3865	77784	37.3863	77763		37.3863	77763		37.3863	77763		77763 37.3863		37.3863	77763	37.3003	777063		Step #10 Step #11 Step #12
83744 40.2616	83744 40.2616	83/44 40.2616		83744 40.2616		81707 39.282		38.3234	70713	38.3239	79714		38.3239	79714		38.3239	79714		79714 38.3239		38.3239	79714	30.3238	79/14		Step #12

	1334		5517			1335			4209			5630			5638			5531			5447			6096			5520	Code	Code Code
	39		37			¥			¥			3			¥			¥			¥			¥			¥	9	8
	SR PROG ANLST		PW SOFTWARE ADM			TECH SUPPORT SP			LEAD ED COORD			LEAD FIN SPEC			LEAD NDC			ENGINEER			COMB INSP			MA II-NDC			ENGR IN TRNG		Title
74547 35.8399		70455 33.8725		31.454	65424		31.454	65424		31.454	65424		31.454	65424		31.454	65424		31.454	65424		31.454	65424		31.454	65424		a danc	-
76424 36.7425		72205 34.714		32.2354	67050		32.2354	67050		32,2354	67050		32.2354	67050		32,2354	67050		32,2354	67050		32.2354	67050		32.2354	67050		2# date	e+ en +3
78328 37.6578		74014 35.5836		33.043	68729		33.043	68729		33.043	68729		33.043	68729		33.043	68729		33.043	68729		33.043	68729		33.043	68729		out danc	±3
80293 38.6024		75869 36.4754		33.871	70452		33.871	70452		33.871	70452		33.871	70452		33.871	70452		33.871	70452		33.871	70452		33.871	70452		ta danc	*
82294 39.5643		77759 37.3841		34.7149	72207		34.7149	72207		34.7149	72207		34.7149	72207		34.7149	72207		34.7149	72207		34.7149	72207		34.7149	72207		out danc	e + 5
84357 40.556		79705 38.3198		35.5836	74014		35,5836	74014		35.5836	74014		35,5836	74014		35.5836	74014		35.5836	74014		35,5836	74014		35.5836	74014		out danc	#6
86451 41.5631		81704 39.2808		36.476	75870		36.476	75870		36.476	75870		36.476	75870		36.476	75870		36.476	75870		36.476			36.476	75870		ored and	Stop #7
88610 42.6009		83743 40.2609		37.3863	77763		37.3863	77763		37.3863	77763		37.3863	77763		37.3863	77763		37.3863	77763		37.3863	77763		37.3863	77763		out date	to ±0
90837 43.6716		85843 41.2706		38.3239	79714		38.3239	79714		38.3239	79714		38.3239	79714		38.3239	79714		38.3239	79714		38.3239	79714		38.3239	79714		ou danc	et 55
93102 44.7604		87983 42.2995		39.2794	81701		39.2794	81701		39.2794	81701		39.2794	81701		39.2794	81701		39.2794	81701		39.2794	81701		39.2794	81701		out a date	*10
95442 45.8854		90183 43.3574		40.2616	83744		40.2616	83744		40.2616	83744		40.2616	83744		40.2616	83744		40.2616	83744		40.2616	83744		40.2616	83744		step #5 step #10 step #11 step #12	#14
97820 47.0289		92438 44.4411		41.268	85838		41.268	85838		41.268	85838		41.268	85838		41.268	85838		41.268	85838		41.268	85838		41.268	85838		zi#daic	eton #13

	1217	1216		1213		1212		1144			1141		1121		1120			1115		1113		1112			=	Code
	20	22		12		13		12		i	कं		30		8			19		12		9			8	GR
	PRIN ACCTG CLK	LEAD PR ACCT CK		PUB SERV CASHIE		SR ACCTG CLERK		PUBLIC INFO REC			POLICE SERV GEN		TECH SUPP SPEC		IELECOMM IECH			PRINCIPAL CLERK		SR CLERK		CLERK			CLERK AIDE	Title
4/510 22.8411	23.9216	49757	39553 19.0156		40461 19.4525		39003 19.0156		20.4014	42435	28.4259	59126		28.4259	59126	22.321	46428		39553 19.0156		16.9806	35320	15.8728	33015		Step #1
48620 23.3749	24.486	50931	40461 19.4525		41400 19.9038		19.4525		20.8718	43413	28.1364	60604		29.1364	60604	22.8411	47510		40461 19.4525		17.3649	36119	16.2298	33758		Step #2
49/5/ 23.9216	25.0776	52161	41400 19.9038		42354 20.3628		19.9038		21.3556	44420	29.8651	62119		29.8651	62119	23.3749	48620		41400 19.9038		17.7628	36947	16.6004	34529		Step #3
50831 24.486	25.6894	53434	42354 20.3628		43336 20.8348		20.3628		21.8494	45447	30.6115	63672		30.6115	63672	23.9216	49757		42354 20.3628		18.1691	37792	16.9806	35320		Step #4
52161 25.0776	26.3311	54769	43336 20.8348		44338 21.3165		43330 20.8348		22.3573	46503	31.3/68	65264		31.3768	65264	24.486	50931		43336 20.8348		18.5859	38659	17.3649	36119		Step #5
53434 25.6894	26.9891	56137	44338 21.3165		45369 21.8119		44338 21.3165		22.879	47588	32.1614	96899		32,1614	8888	25.0776	52161		44338 21.3165		19.0156	38553	17.7628	36947		Step #6
54/69 26.3311	27.6679	57549	45369 21.8119		46428 22.321		40308 21.8119		23.4121	48697	32,9655	68568		32.9655	68568	25.6894	53434		45369 21.8119		19.4525	40461	18.1691	37792		Step #7
56137 26.9891	28.357	58983	46428 22.321		4/510 22.8411		40428 22,321		23.9593	49835	33.7896	70282		33.7896	70282	26.3311	54769		46428 22,321		19.9038	41400	18.5859	38659		Step #8
5/549 27.6679	29.065	60455	47510 22.8411		48620 23.3749		22.8411		24.5198	51001	34.6344	72039		34.6344	72039	26.9891	56137		47510 22.8411		20.3628	42354	19.0156	39553		Step #9
58983 28.357	29.788	61959	48620 23.3749		49/5/ 23.9216		48620 23.3749		25.0981	52204	35,5003	73841		35.5003	73841	27.6679	57549		48620 23.3749		20.8348	43336	19.4525	40461		Step #10
29.065	30.5338	63510	49831 23.9574		51004 24.5211		48831 23.9574		25.7286	53515	36.3875	75686		36.3875	75686	28.357	58983		49831 23.9574		21.3561	44421	19.9369	41469		Step #9 Step #10 Step #11 Step #12
61959 29.788	31.3003	65104	51084 24.5585		522/5 25.1323		24.5585		26.3684	54846	37.29	77563		37.29	77563	29.065	60455		51084 24.5585		21.888	45527	20.4369	42509		Step #12

9	207	1335	1334		1333	1332		1331		1241		270	1340		1233		1229		1220		1219	Code
3	2	2	39		27	3		8		24		8	S.		3		24		22		12	GR
200	000000000000000000000000000000000000000	TECH SUPPORT SP	SR PROG ANLST		PROG ANALYST	SR DATA CTRL CL		DATA CTRL CLERK		REV COORD		The second	BBI & BVBI COOR		ACCOUNTANT II		ACCOUNTANT I		PAYROLL SPEC		REVENUE CLERK	Title
52161 25.0776	66733 32.083	36.5568		56137 26 9891	40481 19.4525	17.7020	36947		25.0776	52161	26.3311	54769	29.788	61959		52161 25.0776		23.9216	49757	39553 19.0156		Step #1
53434 25.6894	68391 32.8801	37.4774		57549 27 8879	41400 19.9038	0	37792		25.6894	53434	26.9891	56137	30.5338	63510		53434 25.6894		24.486	50931	40461 19.4525		Step #2
54769 26.3311	70104 33.7039	78895 38.4109		58983 28.357	42354 20.3628	0.0000	38659		26.3311	54769	27.6679	57549	31.3003	65104		54769 26.3311		25.0776	52161	41400 19.9038		Step #3
56137 26.9891	71861 34.5484	39.3745		60455 20 085	43338 20.8348	9.0	39553		26.9891	56137	28.357	58983	32.083	66733		56137 26.9891		25.6894	53434	42354 20.3628		Step #4
57549 27.6679	73651 35.4091	40.3555		61959 20 788	44338 21.3165	0.4020	40461		27.6679	57549	29.065	60455	32.8801	68391		57549 27.6679		26.3311	54769	43336 20.8348		Step #5
58983 28.357	75494 36.2954	80044 41.3671		63510	45369 21.8119	9.9000	41400		28.357	58983	29.788	61959	33.7039	70104		58983 28.357		26.9891	56137	44338 21.3165		Step #6
80455 29.065	77388 37.2055	42.3944		85104	46428 22.321	20.0020	42354 20 3628		29.065	60455	30.5338	63510	34.5484	71861		60455 29.065		27.6679	57549	45369 21.8119		Step #7
61959 29.788	79319 38.134	90382 43.4529		66733	47510 22.8411	20.0070	43336		29.788	61959	31.3003	65104	35,4091	73651		61959 29.788		28.357	58983	46428 22.321		Step #8
63510 30.5338	81308 39.0904	92004 44.5451		68391	48620 23.3749	VI.0100	21 2185		30.5338	63510	32.083	66733	36.2954	75494		63510 30.5338		29.065	60455	4/510 22.8411		Step #9
65104 31.3003	83335 40.0649	94904 45.6556		70104	49757 23.9216	1	45369		31.3003	85104	32.8801	68391	37.2055	77388		65104 31.3003		29.788	61959	48620 23.3749		Step #10 Step #11 Step #12
66733 32.083	85419 41.0668	9/350 46.8031		71861	51004 24.5211	1700.33	46497 3541		32.083	66733	33.7039	70104	38.134	79319		66733 32.083		30.5338	63510	49831 23.9574		Step #11
68391 32.8801	87554 42.0834	47.9695		73651 35 4001	52275 25.1323	2.0	47668 22 0171		32.8801	68391	34.5484	71861	39.0904	81308		68391 32.8801		31.3003	65104	51084 24.5585		Step #12

7.17	3	4211	4210		4209		4108			4107		4104			4102			3171			1422		1300			1339	Code
4	3	25	32		¥		28			19		4	2		28			5			26		9	2		24	GR
	E000 000000000000000000000000000000000	HSG COORD	ECON DEV COORDI		LEAD ED COORD		CIVIL RIGHTS SP			CR INVESTIGATOR		CIK HSG ANLYST			INVST PARALEGAL			CD ENF OFFCR I			BUYER		IE PROJADMIN			APL SPT SPEC II	Title
49757 23.9216	53434 25.6894	30.5326	63508	66733 32.083	11.00.00	57549		22.321	46428	10.100	29.788	81050	27.6679	57549		20.4014	42435		26.3311	54769		20 788	61950	25.0776	52161		Step #1
50931 24.486	54769 26.3311	31.297	65098	68391 32.8801	20.001	58983		22.8411	47510	00.0000	30 5338	83510	28.357	58983		20.8718	43413		26.9891	56137		30 5338	63510	25.6894	53434		Step #2
52161 25.0776	56137 26.9891	32.0828	66732	7010 4 33.7039	10.000	80455		23.3749	48620	01.0000	31 3003	85104	29.065	60455		21.3556	44420		27.6679	57549		31 3003	65104	26.3311	54769		Step #3
53434 25.6894	57549 27.6679	32.8851	69401	71861 34.5484	60.700	61959		23.9216	49757	02.000	30 00	66733	28.788	61959		21.8494	45447		28.357	58983		20 082	66733	26.9891	56137		Step #4
54769 26.3311	58983 28.357	33.7021	70100	73651 35.4091	00.000	63510 30 5338		24.486	50831	0000	30 8801	88301	30.5338	63510		22.3573	46503		29.065	60455		30 8801	68391	27.6679	57549		Step #5
56137 26.9891	60455 29.065	34.5465	71857	75494 36.2854	01.0000	85104		25.0776	52161	00.1000	33 7030	70104	31,3003	65104		22.879	47588		29.788	61959		33 7030	70104	28.357	58983		Step #6
57549 27.6679	61959 29.788	35.4121	73857	77388 37.2055	02.000	66733		25.6894	53434	01.0101	34 5494	71981	32.083	66733		23.4121	48697		30.5338	63510		24 5494	71861	29.065	60455		Step #7
58983 28.357	63510 30.5338	36.2944	75492	79319 38.134	02.000	68391		26.3311	54769	00.100	35 4001	73851	32.8801	68391		23.9593	49835		31,3003	65104		35 4001	73651	29.788	61959		Step #8
80455 29.085	65104 31.3003	37.2028	77380	81308 39.0904	00.1000	70104		26.9891	56137	00.00	38 2954	75404	33,7039	70104		24.5198	51001		32.083	66733		38 2054	75494	30.5338	63510		Step #9
61959 29.788	66733 32.083	38.1358	79322	83335 40.0649	91.0101	71861		27.6679	57549	07.2000	37 2055	77388	34,5484	71861		25.0981	52204		32.8801	68391		37 2055	77388	31.3003	65104		Step #10
63510 30.5338	68391 32.8801	39.0873	81300	85419 41.0668	000000	73651		28.357	58983	9	38 134	70310	35,4091	73651		25.7286	53515		33.7039	70104		36 134	79319	32.083	66733		Step #10 Step #11 Step #12
65104 31.3003	70104 33.7039	40.0676	83341	87554 42.0934	00200	75494 38 3054		29.065	60455	0.00	39 0904	81308	36.2954	75494		26.3684	54848		34.5484	71861		30 0004	81308	32.8801	68391		Step #12

	5445	5444	5443		5442	5441		5434		9	E447		5414		5413		5411		5270		4213	Code
	<u> </u>	ಜ	<u> </u>		ಚ	<u> </u>		27		9	2		27		29		<u>u</u>		24		28	GR
	MECH INSP	SR PLBG INSP	PLMB INSP		SR ELECT INSP	ELECT INSPECTOR		ENV INSPECTOR		PLANS EXAMINER	DI ANIC EYAMINED		REHAB/HQS INSP		CD ENF OFFR II		BLDG INSP		S W PROG COORD		HSG RES SPLST	Title
61959 29.788	31.3003	29.788	84080	65104 31.3003	29.788	RADED	5613/ 26.9891		29.788	61950	26.9891	56137		28.357		61959 29.788		25.0776	52161	57549 27.6679		Step #1
63510 30.5338	32.083	30.5338	83840	66733 32.083	30.5338	83840	5/549 27.6679		30.5338	63510	27.6679	57549		29.065		63510 30.5338		25.6894	53434	58983 28.357		Step #2
65104 31.3003	32.8801	31.3003	8	68391 32.8801	31.3003	8	58983 28.357		31.3003	65104	28.357	58983		29.788		65104 31.3003		26.3311	54769	29.065		Step #3
66733 32.083	33.7039	32.083	88733	70104 33.7039	32.083	88733	29.065		32.083	66733	29.065	60455		30.5338		66733 32.083		26.9891	56137	61959 29.788		Step #4
68391 32.8801	71801 34.5484	32.8801	80301	71861 34.5484	32.8801	800	61959 29.788		32.8801	68391	29.788	61959		31,3003		68391 32.8801		27.6679	57549	63510 30.5338		Step #5
70104 33.7039	/3001 35.4091	33,7039	70404	73651 35.4091	33.7039	70404	63510 30.5338		33.7039	70104	30.5338	63510		32.083		70104 33.7039		28.357	58983	65104 31.3003		Step #6
71861 34.5484	75484 36.2854	34.5484	71081	75494 36.2954	34.5484	74084	31.3003		34.5484	71861	31.3003	65104		32.8801		71861 34.5484		29.065	80455	66733 32.083		Step #7
73651 35.4091	37.2055	35,4091	73851	77388 37.2055	35.4091	7385	66/33 32.083		35,4091	73651	32.083	66733		33.7039		73651 35.4091		29.788	61959	68391 32.8801		Step #8
75494 36.2954	78318 38.134	36.2954	75404	79319 38.134	36.2954	75404	68391 32.8801		36.2954	75494	32.8801	68391		34.5484		75494 36.2954		30.5338	63510	7010 4 33.7039		Step #9
77388 37.2055	39.0904	37.2055	77300	81308 39.0904	37.2055	77300	70104 33.7039		37.2055	77388	33,7039	70104		35.4091		77388 37.2055		31.3003	051P	71861 34.5484		Step #10
79319 38.134	40.0649	38.134	70240	83335 40.0649	38.134	70340	/1861 34.5484		38.134	79319	34.5484	71861		36.2954		79319 38.134		32.083	66733	73651 35.4091		Step #9 Step #10 Step #11 Step #12
81308 39.0904	41.0668	39.0904	01300	85419 41.0668	39.0904	01300	/3651 35.4091		39.0904	81308	35.4091	73651		77.388 37.2055		81308 39.0904		32.8801	68391	75494 36.2954		Step #12

	5520	9166		5518		5517		5516			5515			5514			5513			5512		5511		3	5447		5446	Code
	2	21	3	<u> </u>		37		23			27			26			<u> </u>			28		23		9	2		ಜ	GR
	ENGR IN TRNG	CADD SUPPORT SP		PROJ TECH		PW SOFTWARE ADM		ENGR AIDE			CONST TECH			DRAFTING TECH			GIS ANALYST			TRAF ENG TECH		TRAF ENGR AIDE		COMO	COMB INSP		SR MECH INSP	Title
66733 32.083	26.9891	56137	29.788	84050	34.5499	71084	24,486		26.9901	56139		26.3311	54769		29.788	61959		27.6679	57549		50931 24.486		32.083	66733	01.0000	31 3003		Step #1
68391 32.8801	27.6679	57549	30.5338	838.0	35.4083	73840	25.0776		27.6674	57548		26.9891	56137		30.5338	63510		28.357	58983		52161 25.0776		32.8801	68391	0000	30 083		Step #2
70104 33.7039	28.357	58983	31.3003	85.0	36.2954	78404	25.6894		28.3568	58982		27,6679	57549		31,3003	65104		29.065	60455		53434 25.6894		33.7039	70104	00000	33 8801		Step #3
71861 34.5484	29.065	60455	32.083	88733	37.2049	77308	54/68 26.3311		29.0655	60456		28.357	58983		32.083	66733		29.788	61959		54769 26.3311		34.5484	71861	00.1000	70104		Step #4
73651 35.4091	29.788	61959	32.8801	80304	38.1319	70244	26,9891		29.7889	61961		29.065	60455		32.8801	68391		30.5338	63510		56137 26.9891		35.4091	73651	01.0101	71861		Step #5
75494 36.2954	30.5338	63510	33.7039	7040	39.0861	04500	5/549 27.6679		30.5331	63509		29.788	61959		33.7039	70104		31.3003	65104		57549 27.6679		36.2954	75494	00.100	73651		Step #6
77388 37.2055	31.3003	65104	34.5484	74084	40.0664	03330	28.357		31.3	85104		30.5338	63510		34.5484	71861		32.083	66733		58983 28.357		37.2055	77388	00.2007	75494 38 7054		Step #7
79319 38.134	32.083	66733	35,4091	72854	41.0661	0	29.065		32.084	66735		31,3003	65104		35,4091	73651		32.8801	68391		60455 29.065		38.134	79319	07.2000	77388		Step #8
81308 39.0904	32.8801	68391	36.2954	75404	42.096	07580	29.788		32.8794	68389		32.083	66733		36.2954	75494		33,7039	70104		61959 29.788		39.0904	81308	9	79319		Step #9
83335 40.0649	33.7039	70104	37.2055	77300	43,1455	00743	30.5338		33.7044	70105		32,8801	68391		37.2055	77388		34.5484	71861		63510 30.5338		40.0649	83335	00.000	30,0004		Step #10
85419 41.0668	34.5484	71861	38.134	70340	44.2245	04007	31,3003		34.5483	71860		33,7039	70104		38.134	79319		35.4091	73651		65104 31.3003		41.0668	85419	0.00	83335		Step #9 Step #10 Step #11 Step #12
87554 42.0934	35.4091	73651	39.0904	01300	45.33	04308	32.083		35,4099	73653		34.5484	71861		39.0904	81308		36.2954	75494		66733 32.083		42.0934	87554	1.0000	85419 41 0888		Step #12

	5613	5612	5611		5539	5531		5528		5526			5525		5524		5523		5522		5521	Code
	28	28	10		3	4		3		4			ယ္		<u>u</u>		28		25		17	GR
	PLANNER II	ECON DEV ANALYS	PLANNING AIDE		SOIL EROS INSPE	ENGINEER		UTILITY SERV IN		SIDEWALK INSPEC			LEAD INSP		SURVEY PTY CHF		CONST INSP		SURVEY TECH		FLD ENG TECH	Title
57549 27.6679	27.6679	22.321	46428	61959 29.788	32.083	88733	61959 29.788		27.6679	57549	29.788	61959	60.700	61959 20 788		27.6679	E7E40	25.6894	53434	44338 21.3165		Step #1
58983 28.357	28.357	22.8411	47510	63510 30.5338	32.8801	80301	63510 30.5338		28.357	58983	30.5338	63510	00.0000	63510 5338		28.357	E0003	26.3311	54769	45369 21.8119		Step #2
60455 29.065	29.065	23.3749	48620	65104 31.3003	33.7039	70404	65104 31.3003		29.065	60455	31.3003	65104	01.0000	31 3003		29.065	BOAR	26.9891	56137	46428 22.321		Step #3
61959 29.788	29.788	23.9216	49757	66733 32.083	34.5484	71081	66733 32.083		29.788	61959	32.083	66733	02.000	66733		29.788	Right	27.6679	57549	4/510 22.8411		Step #4
63510 30.5338	30.5338	24.486	50931	68391 32.8801	35.4091	73851	68391 32.8801		30.5338	63510	32.8801	68391	02.000	68391 33 8801		30.5338	83810	28.357	58983	48620 23.3749		Step #5
65104 31.3003	31.3003	25.0776	52161	70104 33.7039	36.2954	75404	70104 33.7039		31.3003	65104	33.7039	70104		70104		31,3003	8610	29.065	60455	49/5/ 23.9216		Step #6
66733 32.083	32.083			71861 34.5484		77300	71861 34.5484		32.083	66733	34,5484	71861	01.0101	71861		32.083		29.788	61959	24.486		Step #7
68391 32.8801	32.8801	26.3311	54769	73651 35.4091	38.134	70240	73651 35.4091		32.8801	68391	35,4091	73651	00.100	73651		32.8801	80304	30.5338	63510	52161 25.0776		Step #8
70104 33.7039	33.7039	26.9891	56137	75494 36.2954	39.0904	01300	75494 36.2954		33.7039	70104	36.2954	75494	004.00	75494 38 2054		33.7039	7040	31.3003	65104	53434 25.6894		Step #9
71861 34.5484	34.5484	27.6679	57549	77388 37.2055	40.0649	03335	77388 37.2055		34.5484	71861	37.2055	77388	07.2000	77388		34.5484	74084	32.083	66733	54/69 26.3311		Step #10
73651 35.4091	35.4091	28.357	58983	79319 38.134	41.0668	05.410	79319 38.134		35,4091	73651	38.134	79319	9.	79319		35.4091	73851	32.8801	68391	56137 26.9891		Step #9 Step #10 Step #11 Step #12
75494 36.2954	36.2954	29.065	60455	81308 39.0904	42.0934	07884	81308 39.0904		36.2954	75494	39.0904	81308	00.0007	81308		36.2954	75.404	33,7039	70104	5/549 27.6679		Step #12

	6004	6002	6001		5719	5/13		5711			5638		5635			5632		5631		0030		5615	Code
	10	29	24		27	28		23			¥		28	3		28		28		\$	2	23	GR
	POLICE ID CLERK	LD CIV CS TECH	CIV CRM SCN TEC		PRETREAT SPEC	CHEMIST		LAB TECHNICIAN			LEAD NDC		NEIGH REDEV SPC			FINANCIAL SPEC		REHAB SPECIALIS		LEAD FIN SPEC		PLANNER I	Title
46428 22.321	58983 28.357	25.0776		56137 26.9891	27.6679	57540	24.486	50931	32.083	66733		27.6679	57540	27.6679	57549		27.6679	57540	32.083	66733	24.486	50931	Step #1
47510 22.8411	80455 29.085	25.6894	3	57549 27.6679	28.357	58083	25.0776	50161	32.8801	68391		28.357	50000	28.357	58983		28.357	5000	32,8801	68391	25.0776	52161	Step #2
48620 23.3749	61959 29.788	26.3311	54780	58983 28.357	29.065	80455	25.6894	53434	33.7039	70104		29.065	80488	29.065	60455		29.065		33.7039	70104	25.6894	53434	Step #3
49757 23.9216	63510 30.5338	26.9891	50407	60455 29.065	29.788	R1050	26.3311	54780	34.5484	71861		29.788	000	29.788	61959		29.788	0	34.5484	71861	26.3311	54769	Step #4
50931 24.486	65104 31.3003	27.6679	575.40	61959 29.788	30.5338	83510	26.9891	58137	35.4091	73651		30.5338	5000	30.5338	63510		30.5338	5	35.4091	73651	26.9891	56137	Step #5
52161 25.0776	66733 32.083	28.357	5000	63510 30.5338	31.3003	85104	27.6679	57549	36.2954	75494		31,3003	88404	31.3003	65104		31.3003		36.2954	75494	27.6679	57549	Step #6
53434 25.6894	68391 32.8801	29.065	000	65104 31.3003	32.083	88733	28.357	5,90,93	37.2055	77388		32.083	88733	32.083	66733		32.083	00733	37.2055	77388	28.357	58983	Step #7
54769 26.3311	70104 33.7039	29.788	0000	66733 32.083	32.8801	88301	29.065	60455	38.134	79319		32.8801	8030	32.8801	68391		32.8801	000	38.134	79319	29.065	60455	Step #8
56137 26.9891	71861 34.5484	30.5338	5	68391 32.8801	33.7039	70104	29.788	61959	39.0904	81308		33.7039	70.00	33,7039	70104		33.7039		39.0904	81308	29.788	61959	Step #9
57549 27.6679	73851 35.4091	31.3003		7010 4 33.7039	34.5484	71981	30.5338	63510	40.0649	83335		34.5484	71081	34.5484	71861		34.5484	74084	40.0649	83335	30.5338	63510	Step #10
58983 28.357	75494 36.2954	32.083	66733	71861 34.5484	35.4091	73851	31.3003	85104	41.0668	85419		35,4091	70854	35,4091	73651		35.4091	100	41.0668	85419	31.3003	65104	Step #10 Step #11 Step #12
60455 29.065	77388 37.2055	32.8801	8000	73651 35.4091	36.2954	75404	32.083	66733	42.0934	87554		36.2954	75404	36.2954	75494		36.2854	75.00	42.0934	87554	32.083	66733	Step #12

ě	8108	6197	6096	8007	6036	6027	6026	6024	6018	6017	6012	6007	Code
!	27	ಪೆ !	8 8	8	8	17	24	<u> </u>	24	4	8	20	GR
5	GIS SPEC-PW	IT COORDINATOR	MA II-NDC	NE SERVICE SEES	ENGINEERI CLERK	CSTMR SERV REP	PROPIEV STOR TO	SR PERMIT TECH	ASSISTANT BUYER	NON-CONFID SECR	COMM SERV SPEC	STATISTIC CLERK	Title
56137 26.9891	40461 19.4525	66733 32.083	59126 28.4258	45369 21.8119	21.3165	25.0776	29.788	61959	52161	41397 19.9024	43467 20.8979	47510 22.8411	Step #1
57549 27.6679	41400 19.9038	68391 32.8801	60600 29.1346	46428 22.321	21.8119	25.6894	30.5338	63510	53434	42354 20.3628	44470 21.3796	48620 23.3749	Step #2
58983 28.357	42354 20.3628	70104 33.7039	62111 29.8611	47510 22.8411	22.321	26.3311	31.3003	65104	54769	43336 20.8348	45503 21.8763	49757 23.9216	Step #3
60455 29.065	43336 20.8348	71861 34.5484	63669 30.6103	48620 23.3749	22.8411	26.9891	32.083	66733	56137	44384 21.3289	46551 22,3801	50931 24.486	Step #4
61959 29.788	44338 21.3165	73651 35.4091	65256 31.3731	49757 23.9216	23.3749	27.6679	32.8801	68391	57549	45440 21.8464	47637 22.9023	52161 25.0776	Step #5
63510 30.5338	45369 21.8119	75494 36.2954	66892 32.1594	50931 24.486	23.9216	28.357	33.7039	70104	58983	46540 22.375	48744 23.4348	53434 25.6894	Step #6
65104 31.3003	46428 22.321	77388 37.2055	68554 32.9586	52161 25.0776	24.486	29.065	34.5484	71861	80455	47885 22.9159	49888 23.9848	54769 26.3311	Step #7
66733 32.083	47510 22.8411	79319 38.134	70281 33.7891	53434 25.6894	25.0776	29.788	35.4091	73651	61959	48814 23.4685	51054 24.5451	56137 26.9891	Step #8
68391 32.8801	48620 23.3749	81308 39.0904	72032 34.6306	54769 26.3311	25.6894	30.5338	36.2954		63510	50002 24.0394	52247 25.1186	57549 27.6679	Step #9
70104 33.7039	49757 23.9216	83335 40.0649	73827 35.4936	56137 26.9891	26.3311	31.3003	37.2055	31.3003	65104	51231 24.6304	53483 25.7129	58983 28.357	Step #10
71861 34.5484	51004 24.5211	85419 41.0668	75671 36.3801	57549 27.6679	26.9891	32.083	38.134	79319	66733	52512 25.246	54813 26.3526	60455 29.065	Step #9 Step #10 Step #11 Step #12
73651 35.4091	52275 25.1323	87554 42.0934	77563 37.2899	58983 28.357	27.6679	32.8801	39.0904	81308	68391	53828 25.8786	56186 27.0125	61959 29.788	Step #12

	6255		6237			6231			6225			6223			6221			6220			6219			6214			6212	Code	
	10		19			28			<u>ω</u>			12			27			జ			28			27			24	GK	3
	ADM SUPPRT SPEC		LD PSG			WEED & SEED CRD			URBAN CONSERV			FAC PROGRAMMER			JUV CRT LIASON			SRNBRHDDEVCOOR			NBRHD DEV COORD			GIS SPEC-IT			APL SPT SPEC II	III	
46428 22.321		46503 22,3573		27.6679	57549		29.7889	61961		19.0156	39553		26.9891	56137		31.3003	65104		27.6679	57549		26.9891	56137		25.0776	52161		Step #1	
47510 22.8411		47588 22.879		28.357	58983		30.5331	63509		19.4525	40461		27.6679	57549		32.083	66733		28.357	58983		27.6679	57549		25.6894	53434		Step #Z	
48620 23.3749		48697 23.4121		29.065	60455		31.3	65104		19.9038	41400		28.357	58983		32.8801	68391		29.065	60455		28.357	58983		26.3311	54769		Step #3	
49757 23.9216		49835 23.9593		29.788	61959		32.084	66735		20.3628	42354		29.065	60455		33.7039	70104		29.788	61959		29.065	60455		26.9891	56137		Step #4	
50931 24.486		51001 24.5198		30.5338	63510		32.8794	68389		20.8348	43336		29.788	61959		34.5484	71861		30.5338	63510		29.788	61959		27.6679	57549		Step #3	
52161 25.0776		52204 25.0981		31,3003	65104		33.7044	70105		21.3165	44338		30.5338	63510		35.4091	73651		31,3003	65104		30.5338	63510		28.357	58983		Step #6	2
53434 25.6894		53466 25.7046		32.083	66733		34.5483	71860		21.8119	45369		31.3003	65104		36.2954	75494		32.083	66733		31.3003	65104		29.065	80455		Step #/	
54769 26.3311		54770 26.3316		32,8801	68391		35.4099	73653		22.321	46428		32.083	66733		37.2055	77388		32,8801	68391		32.083	66733		29.788	61959		Step #8	2
56137 26.9891		56138 26.9894		33,7039	70104		36.2961	75496		22.8411	47510		32,8801	68391		38.134	79319		33,7039	70104		32,8801	68391		30.5338	63510		Step #9	
57549 27.6679		57541 27.8638		34.5484	71861		37.2058	77388		23.3749	48620		33.7039	70104		39.0904	81308		34.5484	71861		33.7039	70104		31.3003	851PA		Step #10	
58983 28.357		58988 28.3595		35,4091	73651		38.1343	79319		23.9574	49831		34.5484	71861		40.0649	83335		35,4091	73651		34.5484	71861		32.083	66733		Step #3 Step #10 Step #11 Step #12	
60455 29.065		60457 29.0659		36.2954	75494		39.0899	81307		24.5595	51084		35.4091	73651		41.0668	85419		36.2954	75494		35.4091	73651		32.8801	68391		Step #12	

APPENDIX B

PAY GRADES

JOB	SALARY	
CODE	GRADE	JOB TITLE
1111	5	CLERK AIDE
1112	7	CLERK-AFSCME
1331	9	DATA CONTROL CLERK
1219	12	REVENUE CLERK
1113	12	SR CLERK
1144	12	PUBLIC INFO RECEPTIONIST
1213	12	PUBLIC SERV CASHIER
6223	12	FACILITIES PROGRAMMER
1212	13	SR ACCOUNTING CLERK
1332	13	SR DATA CONTROL CLERK
6197	13	IT COORDINATOR
6017	14	NON-CONFIDENTIAL SECRETARY
1141	15	POLICE SERVICES GENERALIST
3171	15	CODED ENFORCEMENT OFFICER I
6012	16	COMMUNITY SERVICE SPECIALIST
5521	17	FIELD ENGINEERING TECHNICIAN
6027	17	CUSTOMER SERVICE REP
6036	18	ENGINEERING CLERK
1115	19	PRINCIPAL CLERK
5611	19	PLANNING AIDE
6004	19	POLICE IDENTIFICATION CLERK
6237	19	LEAD POL SVS GENERALIST
4107	19	CIVIL RIGHTS INVESTIGATOR
6255	19	ADMINISTRATIVE SUPPORT SPECIALIST
1217	20	PRINCIPAL ACCOUNTING CLERK
6007	20	STATISTICAL CLERK
1216	22	LEAD PRINC ACCTG CLERK
1220	22	PAYROLL SPECIALIST
4212	22	HOUSING SPECIALIST
5511	23	TRAFFIC ENGRG AIDE
5516	23	ENGR AIDE
5615	23	PLANNER I
5711	23	LAB TECHNICIAN
1229	24	ACCOUNTANT I
1337	24	APPLICATION SUPPORT SPEC I
1339	24	APPLICATION SUPPORT SPEC II
5270	24	SW PROGRAM COORDINATOR
6001	24	CIVILIAN CRIME SCENE TECH
6018	24	ASSISTANT BUYER
6026	24	PROPERTY/EVIDENCE STORAGE TECH
6212	24	APPLICATION SUPPORT SPEC II
1241	24	REVENUE COORDINATOR
5522	25	SURVEY TECHNICIAN

APPENDIX B

PAY GRADES

JOB CODE	SALARY GRADE	JOB TITLE
4211	25	HOUSING COORDINATOR
1240	26	PAYROLL/PAYABLE COORD
1422	26	BUYER
5514	26	DRAFTING TECHNICIAN
5515	27	CONSTRUCTION TECHNICIAN
1333	27	PROGRAMMER ANALYST
5414	27	REHAB/HOUSING INSPECTOR
5434	27	ENVIRONMENTAL INSPECTOR
5519	27	CADD SUPPORT SPECIALIST
5719	27	PRETREATMENT INSPECTOR
6198	27	GIS SPECIALIST-PW
6214	27	GIS SPECIALIST-IT
6221	27	JUVENILE COURT LIASON OFFICER
5523	28	CONSTRUCTION INSPECTOR
4102	28	INVESTIGATIVE PARALEGAL
4213	28	HOUSING RESOURCES SPECIALIST
5512	28	TRAFFIC ENGR TECHNICIAN
5612	28	ECONOMIC DEVELOPMENT ANALYST
5613	28	PLANNER II
5631	28	REHABILITATION SPECIALIST
5632	28	FINANCIAL SPECIALIST
5635	28	NEIGHBORHOOD REDEV SPEC
5713	28	CHEMIST
6219	28	NEIGHBORHOOD DEV COORD
4108	28	CIVIL RIGHTS SPECIALIST
6231	28	WEED & SEED COORDINATOR
5413	29	CODE ENFORCEMENT OFFICER II
6002	29	LEAD CIVILIAN CRIME SCENE TECH
1120	30	TELECOMMUNICATIONS TECH
6087	30	NEIGHBORHOOD SERV SPECIALIST
1121	30	TECH SUPPORT SPECIALIST
5411	31	BLDG INSPECTOR
1233	31	ACCOUNTANT II
1360	31	TRAFFIC ENGINEERING PRJ ADMIN
4104	31	CIVIL RIGHTS HOUSING ANALYST
5417	31	PLANS EXAMINER
5441	31	ELECTRICAL INSPECTOR
5443	31	PLUMBING INSPECTOR
5445	31	MECHANICAL INSPECTOR
5513	31	GIS ANALYST
5518	31	PROJECT TECHNICIAN
5524	31	SURVEY PARTY CHIEF
5525	31	LEAD INSPECTOR

APPENDIX B

PAY GRADES

JOB CODE	SALARY GRADE	JOB TITLE
5526	31	SIDEWALK INSPECTOR
5539	31	SOIL EROSION INSPECTOR
5528	31	UTILITY SERVICE INSPECTOR
6024	31	SENIOR PERMIT TECHNICIAN
6225	31	URBAN CONSERVATIONIST
4210	32	ECON DEV COORDINATOR
5442	33	SR ELECTRICAL INSPECTOR
5444	33	SR PLUMBING INSPECTOR
5446	33	SR MECHANICAL INSPECTOR
6220	33	SR NBRHD DEVELOPMENT COORD
5520	34	ENGINEER IN TRAINING
6096	34	MGMNT ANALYST II-NDC
1335	34	TECHNICAL SUPPORT SPECIALIST
4209	34	LEAD ECONOMIC DEV COORDINATOR
5447	34	COMBINATION INSPECTOR
5531	34	ENGINEER
5630	34	LEAD FINANCE SPECIALIST
5638	34	LEAD NEIGHBORHOOD DEV COORD
5517	37	PW SOFTWARE ADMIN
1334	39	SR PROGRAMMER ANALYST

APPENDIX C

JOB AUDIT

Upon the request of the employee, the union representative may attend the job audit interview between the employee and the Human Resources representative.

Upon the request of the employee or union representative, the Human Resources representative responsible for performing the audit shall explain the rankings on each factor and answer any questions.

APPENDIX D

LETTER OF AGREEMENT/CRIME SCENE TECHNICIANS

Amended 07/01/09

Further Amended 07/01/12

Appendix J - Side Letter of Agreement

The City of Davenport added four additional positions to the Police Department in May 2001. It is agreed by both parties that these positions, Lead Civilian Crime Scene Technician (1) and Civilian Crime Scene Technician (4) would be members of the AFSCME collective bargaining unit. It is further agreed that due to the unique duties of these positions that the collective bargaining agreement would need to be modified as follows:

Section 8.2 Hours of Work: The Civilian Crime Scene Technicians will work 2 distinct shifts (days/afternoon) The five work days shall consist of two (2) work days of eight and one half (8 ½) hours, then one (1) work day of nine (9) hours, and finally two (2) work days of eight and one half (8 ½) hours, on a repeating cycle of five (5) days on and two (2) days off, then five (5) days on and three (3) days off. The shift hours will be consecutive and be set by management between the hours of 5am and 1am. The Civilian Crime Scene Technicians will bid shifts every six (6) months.

<u>Section 8.5 Meal Periods:</u> Lead Civilian Crime Scene Technician and Civilian Crime Scene Technicians will be provided a thirty minute paid lunch period during their regularly scheduled work day.

<u>Section 8.7 Shift Differential:</u> The monetary amounts in said section are applicable. However, those working second shift will receive the shift allowance for second shift the entire shift and those working third shift will receive the shift allowance for third shift the entire shift.

<u>Section 10.1 Overtime Pay:</u> All provisions of the collective bargaining agreement shall apply, except that paid leave time will not be counted as hours worked for the purpose of computing overtime for regular hours (scheduled overtime). However, all hours worked in excess of those regularly scheduled shall be paid at the overtime rate. For example: if an employee's regular hours for a work week totals forty-three (43) hours and the employee has taken paid leave of three (3) or more hours during that week, the employee would not be eligible for overtime rate for the three (3) hours over forty (40) hours. The employees would be paid at straight time for all forty-three (43) hours.

Section 16.2 Court Time: (a) If as the result of the performance of duties on behalf of the City, an employee is subpoenaed as a witness to appear or notified by the court to appear in a court or court-related proceeding on a scheduled day off, or outside a scheduled shift on a regularly scheduled duty day, the City will pay the employee a minimum of two (2) hours pay at the rate of one and one-half (1-1/2) times his/her straight time hourly rate of pay for all time spent in court.

This minimum guarantee shall not apply if the court appearance is within one hour from the beginning of the employee's shift; in that event the employee shall be paid at the overtime rate until the beginning of his/her shift. The employee shall be permitted to retain any fees or expenses paid to him for testifying.

(b) Court time shall be paid exclusively as provided above and no prior provisions in this Article shall apply to court time. Court time paid as provided above shall not count toward the computation of overtime, nor shall it be considered as time worked or paid for within the meaning of any other provision of this Agreement.

- (c) It is agreed that civilian crime scene technicians have a responsibility to respond to subpoenas when properly issued and served by a court of law. The City and the Union agree that, whenever reasonably possible, subpoenas should be served at least twenty-four (24) hours prior to the appointed court time.
- (d) In the event that an employee exchanges a tour of duty and subsequently as a result is not scheduled for work on a day when the employee was to have appeared in court, such employee shall not receive minimum pay as provided in subsection (a) above. This provision shall not apply if an employee is notified to appear in court after the employee has requested an exchange of tour of duty.

<u>Section 17.1: Holidays:</u> Holidays shall be observed on their actual date, not a Monday or Friday if the actual holiday lands on a weekend. The Lead and Civilian Crime Scene Technicians will be allowed to carry over a maximum of 40 hours of holiday leave at the end of each fiscal year. The employee will lose any holiday hours in excess of 40 at the end of the fiscal year.

Section 17.3 and 17.4 Holiday Pay:

- (a) When any of the eight (8) above-referenced holidays fall on an employee's regularly scheduled day off, or on a day of vacation, and said holiday is not worked, an eligible employee shall accumulate eight (8) hours of holiday time off. Said holiday time off shall be granted insofar as practicable on the day requested by each employee, with the determination on preference being made on a first come basis. It is expressly understood that the final right to designate said day off is exclusively reserved by the Chief of Police in order to insure the orderly and efficient performance of services.
- (b) When any of the eight (8) above-referenced holidays fall on an employee's regularly scheduled work day which the employee, in fact works, an eligible employee shall be paid for the time actually worked that day at a rate of one and one-half (1-1/2) times the regular rate of pay, and in addition shall accumulate eight (8) hours of holiday time off. Such holiday time off shall be granted insofar as practicable on the day requested by each employee.
- (c) When an employee who is scheduled to be off duty on any of the eight (8) above-referenced holidays is called back to work on that holiday, that employee shall be paid at the rate of one and one-half (1-1/2) times the regular rate of pay for all hours worked plus an equal amount of holiday time off. The provisions of Section 10.5 shall apply.

The following provisions shall apply for these four (4) holidays: President's Day, Independence Day, Veteran's Day, and Labor Day.

- (a) When any of the four (4) above-referenced holidays fall on an employee's regularly scheduled day off or on a vacation day, and said holiday is not worked, an eligible employee shall accumulate no hours of holiday time off.
- (b) When any of the above-referenced four (4) holidays fall on an employee's regularly scheduled work day which the employee, in fact works, an eligible employee shall be paid for the time actually worked that day at a rate of one and one-half (1 ½) times the regular rate of pay, and in addition shall accumulate holiday time off for all hours worked in excess of their regularly scheduled hours that day. Such holiday time off shall be granted insofar as practicable on the day requested by the employee.
- (c) When an employee who is scheduled to be off duty on any of the above-referenced four (4) holidays is called back to work on that holiday, that employee shall be paid at the rate of one and one half (1 ½) times the regular rate for hours worked, plus they shall accumulate holiday time off for all hours worked in excess of 8.5 hours. The provisions of Section 10.5 shall apply.

APPENDIX E

POLICE SERVICE GENERALIST GRIEVANCE

Police Services Generalist Grievance

Resolution:

- All Police Services Generalists (PSGs) will receive a 2.5% pay increase to a
 Grade 15 effective July 25, 2010. PSGs who were performing front desk
 duties from October 1, 2007 July 24, 2010 will receive back pay in the
 amount of 2.5% above their rate of pay at the time the work was performed.
 The Lead Police Services Generalist will receive a 2.5% pay increase to a
 Grade 19 effective July 25, 2010.
- PSGs will be paid an additional 5% above their regular rate of pay for the period of training assignments.

For the AFSCME Union

Data

or the City of Davenport

Date

Appendix F

LETTER OF AGREEMENT/POLICE SERVICES GENERALISTS

Amended 12/01/2011

This Letter of Agreement will serve as a side letter to the AFSCME union contract between the City of Davenport and those members of the AFSCME union, specifically the Police Services Generalist and the Lead Police Services Generalist. It is agreed that due to the unique operations of the Police Records Division that the collective bargaining agreement would be modified as follows:

Article 10, Section 3 - Overtime Distribution

Add: "Overtime earned as a result of a holiday pay will not be counted towards overtime totals used in the determination of overtime distribution for the employees noted above."

Article 17, Section 1 - Holidays

The following days shall be recognized as holidays for employees:

New Year's Day President's Day Good Friday Memorial Day

Independence Day

Labor Day Martin Luther King Jr.'s Birthday Thanksgiving Day Friday After Thanksgiving

Christmas Eve Day Christmas Day

Two (2) Floating Holidays

Veteran's Day

Holidays shall be considered as time worked for the computation of overtime pay providing, however, the provisions of Section 2 of this Article are met.

In addition to the aforementioned holidays, employees using forty (40) hours or less of sick leave in a fiscal year will be permitted eight (8) hours floating holiday. Such holiday will be scheduled with the approval of the Department Head.

Floating holidays will be scheduled with the approval of the Department Head. Requests for the use of floating holidays will be answered within one working day after receipt of written request by the supervisor who has authority to approve the leave. Floating holiday requests submitted with less than one (1) working day advance notice shall not be unreasonably denied provided workload allows.

the Uniefi

Appendix G

LETTER OF AGREEMENT/BUILDING INSPECTOR MULTIPLE CERTIFICATIONS INCENTIVE

1/7/19

This Letter of Agreement will serve as a side letter to the AFSCME union contract between the City of Davenport and those members of the AFSCME union, specifically the Building Inspections Division. It is agreed that due to the unique operations of the Building Division and its inspectors as defined below, the collective bargaining agreement would be modified as follows:

Job Codes:

5442 Sr. Electrical Inspector
5441 Electrical Inspector
5445 Mechanical Inspector
5444 Sr. Plumbing Inspector
5417 Plans Examiner
5411 Building Inspector

Incentives Defined:

- No incentive for maintaining the required certification defined by job description.
- Acquiring one additional certification for an entirely unrelated trade area than required to hold by the job description = \$200.00 annually. (Example: Plans Examiner acquires a Building Inspector Certification).
- All incentive pay will be paid out on an annual basis with the 2nd pay period starting in July, 2019. Certifications will need to be current and maintained in order for the incentive to be paid out each year thereafter.

Appendix H

LETTER OF UNDERSTANDING

New Hire Step Placement

Article 9, Section 3 of the current contract states that: "Employees will ordinary start at Step 1 of the pay plan".

The parties agree that any placement of a new hire above a step 1 on the pay plan should be used sparingly. Additionally, employees should continue to be hired at a step 1 unless it is clearly demonstrated that there is special market competition, need for special qualifications, or some special organizational need.

If a hiring manager determines that placement above a step 1 is necessary, the following procedures will apply prior to a formal employment offer being made:

- 1. The Department Director shall approve or deny the request to hire above step 1 and forward to Human Resources for approval.
- 2. The Human Resources Director, or designee, shall approve or deny the request.
- 3. If approved, the Human Resources Director, or designee, shall contact the AFSCME Local 887 President to arrange for a joint meeting between the Union, Department Director, and Human Resources Director. During this joint meeting, the City will present and notify the union of the special considerations necessitating the prospective employee's placement above step 1.
- 4. The Human Resources Director shall provide written confirmation of the stated reasons for the hiring decision to the union; a copy of the notice will be placed in the employee's personnel file if hired.

Appendix I

Memorandum of Agreement Juneteenth Holiday

Beginning in CY2022, Juneteenth will be added as a paid holiday to Article 15, Section 1 of the collective bargaining agreement.

For the City

Alison Fleming

Human Resources Director

For the Union

Terry Nixon Union President