

MANAGEMENT SALARY SCHEDULE
Tier I (Hired Prior to 7/26/07)
7/1/11 - 6/30/12

Grade		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
	<u>Elected Officials</u>					
2	Mayor	11816				
1	Councilor	9845				
	<u>Department Heads</u>					
31	Comptroller	88014	91532	95024	98673	102486
29	Police Chief	80016	82851	86038	89584	93116
29	Fire Chief	80016	82851	86038	89584	93116
28	Superintendent of Public Works	78869	81703	84890	88435	91968
28	Superintendent of Engineering Svcs	78869	81703	84890	88435	91968
28	Director of Planning & Econ Devel	78869	81703	84890	88435	91968
	<u>Management & Professional Staff</u>					
24	Deputy Police Chief	69270	71585	74057	77604	80852
14	City Clerk	48865	51185	53587	56127	58800
	<u>Management Support Staff</u>					
5	Secretary to Dir of Planning/Ec Dev	36253	37081	38029	38978	39915

MANAGEMENT SALARY SCHEDULE
TIER II (Hired after 7/26/07)
7/1/11 - 6/30/12

Grade		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
	<u>Elected Officials</u>						
2	Mayor	11,816					
1	Councilor	9,845					
	<u>Department Heads</u>						
40	Corporation Counsel	90535	93703	96983	100377	103890	107526
29	Comptroller	70669	73614	76223	79155	82417	85666
29	Police Chief	70670	73614	76223	79155	82417	85667
29	Fire Chief	70670	73614	76223	79155	82417	85667
28	Superintendent of Public Works	69657	72559	75168	78099	81360	84611
28	Superintendent of Engineering Svcs	69657	72559	75168	78099	81360	84611
28	Director of Planning & Econ Devel	69657	72559	75168	78099	81360	84611
28	Director of Municipal Utilities	69657	72559	75168	78099	81360	84611
26	Director of Human Resources	66416	69183	71586	74226	77542	80710
	<u>Management & Professional Staff</u>						
24	Deputy Police Chief	63174	65806	68005	70353	73724	76810
24	Director of Capital Projects & Grants	63174	65806	68005	70353	73724	76810
14	City Clerk	43158	44956	47090	49300	51637	54096
	<u>Management Support Staff</u>						
13	Secretary to the City Manager	46037	47955	49491	51355	53247	55132
9	Secretary to Corporation Counsel	38154	39742	40913	42093	43287	44909
8	Civil Service Clerk	37220	38771	39747	40718	41681	43134
5	Secretary to the Mayor	34802	36252	37081	38028	38978	39914
5	Secretary to Dir of Planning/Ec Dev	34802	36252	37081	38028	38978	39914

CSEA Professional Unit

7/1/11 - 6/30/12 - 2.75% Increase

Grade	Position	A	B	C	D	E	F	G	H
21	Treasurer	56685	59520	62495	65620	68377	70678	73972	76987
21	Assessor	56685	59520	62495	65620	68377	70678	73972	76987
19	Assistant Civil Engineer	56002	58802	61742	64829	66646	68511	70430	72401
17	Planning & Econ Devel Program Manager	55502	58277	61191	64251	66958	69444	72191	74926
15	Water/Sewer Supervisor	52062	54665	57398	60268	63086	65911	68477	71322
15	Sanitation Supervisor	52062	54665	57398	60268	63086	65911	68477	71322
13	Junior Engineer	51781	54370	57089	59943	61623	63348	65121	66944
11	Senior Planner	47402	49772	52261	54874	56410	57988	59615	61282
9	Senior Code Enforcement Officer	46239	48551	50979	53528	55026	56570	58153	59781
9	Chief-Water Treatment Plant Operator	46239	48551	50979	53528	55026	56570	58153	59781
9	Chief-Wastewater Treatment Plant Oper	46239	48551	50979	53528	55026	56570	58153	59781
7	Parking Garage Supervisor	41640	43722	45909	48204	49554	50939	52368	53832
5	Deputy City Clerk	33492	35167	36925	38772	39747	40718	41681	43134
5	Secretary Planning/Economic Development	33492	35167	36925	38772	39747	40718	41681	43134

APPENDIX C

35-Hour Week Salary Schedule

CSEA Salary Schedule
July 1, 2011 - June 30, 2012
3% Increase

Salary											
Grade Classification	A	B	C	D	E	F	G	H	I	J	K
1	22956	24104	25309	26575	28083	29678	30509	31365	32244	33147	34074
2	23552	24730	25966	27265	28814	30447	31301	32174	33077	34005	34956
3	24153	25360	26628	27960	29548	31225	32098	32999	33921	34872	35848
4	24753	25991	27290	28655	30283	32001	32896	33818	34763	35738	36738
5 Motor Vehicle Operator	25440	26712	28048	29450	31125	32892	33814	34758	35733	36731	37762
5A Clerk	25440	26712	28048	29450	31125	32892	33814	34758	35733	36731	37762
6A Keyboard Specialist	26128	27435	28806	30247	31963	33779	34727	35698	36699	37724	38780
7	26808	28149	29556	31034	32795	34659	35629	36624	37650	38706	39790
8 Records Retention Clerk	27847	29240	30702	32237	34067	36002	37010	38045	39112	40208	41332
9A Senior Clerk	27922	29315	30786	32317	34147	36096	37110	38145	39218	40312	41446
9A Senior Keyboard Specialist	27922	29315	30786	32317	34147	36096	37110	38145	39218	40312	41446
9 Account Clerk	28524	29950	31447	33020	34896	36879	37910	38972	40063	41185	42337
9 Administrative Assistant	28524	29950	31447	33020	34896	36879	37910	38972	40063	41185	42337
9 Cashier	28524	29950	31447	33020	34896	36879	37910	38972	40063	41185	42337
10 RSVP Coordinator	29298	30763	32301	33916	35843	37878	38939	40029	41151	42303	43487
10 Acct Clerk/Keyboard Specialist	29298	30763	32301	33916	35843	37878	38939	40029	41151	42303	43487
10A Secretary	29298	30763	32301	33916	35843	37878	38939	40029	41151	42303	43487
11 Engineering Helper	30162	31670	33254	34916	36901	38995	40087	41209	42363	43548	44769
12	31188	32747	34385	36104	38152	40318	41448	42607	43802	45028	46288
13 Registrar-Vital Statistics	32176	33785	35474	37248	39362	41596	42761	43959	45190	46458	47757
13 Sr. Acct. Clerk	32176	33785	35474	37248	39362	41596	42761	43959	45190	46458	47757
13 Purchasing Assistant	32176	33785	35474	37248	39362	41596	42761	43959	45190	46458	47757
13 Planning Assistant	32176	33785	35474	37248	39362	41596	42761	43959	45190	46458	47757
14 Engineering Tech	33308	34973	36722	38558	40749	43063	44268	45507	46781	48092	49439
14 Sr. Acct. Clerk/Keyboard Spec	33308	34973	36722	38558	40749	43063	44268	45507	46781	48092	49439
14 Sr. Payroll Clerk	33308	34973	36722	38558	40749	43063	44268	45507	46781	48092	49439
15 Code Enforcement Officer	34470	36194	38003	39903	42168	44564	46811	49094	51412	53769	56162
16 Sr. Engineering Technician	35643	37426	39297	41262	43604	46080	47370	48697	50060	51463	52904
16 Office Systems & Training Coord.	35643	37426	39297	41262	43604	46080	47370	48697	50060	51463	52904
16 Legal Assistant	35643	37426	39297	41262	43604	46080	47370	48697	50060	51463	52904
17 Planner	37067	38921	40867	42910	45345	47922	49262	50641	52061	53517	55017
17 Plumbing Inspector	37067	38921	40867	42910	45345	47922	49262	50641	52061	53517	55017
18 Personnel Tech	38511	40437	42459	44581	47111	49788	51182	52615	54089	55605	57159
19 Real Property Appraiser	39948	41946	44043	46245	48872	51647	53092	54579	56106	57680	59293
20 Senior Planner	41391	43461	45634	47915	50634	53510	55007	56547	58129	59760	61431
21	43300	45465	47738	50125	52971	55980	57546	59160	60815	62517	64267
22 Junior Engineer	45212	47473	49846	52339	55313	58452	60089	61774	63502	65279	67107
23	46965	49313	51779	54368	57457	60718	62419	64167	65964	67811	69711
24 Asst Civil Engineer	48899	51344	53911	56607	59820	63216	64986	66808	68678	70601	72577
25	50802	53343	56010	58810	62150	65679	67518	69408	71351	73351	75405
26	53043	55696	58480	61404	64891	68576	70496	72470	74496	76585	78729
27	55254	58016	60917	63963	67596	71434	73433	75490	77602	79775	82010
28	57462	60335	63351	66519	70296	74288	76366	78507	80704	82963	85287
29	59671	62654	65787	69076	72999	77144	79305	81525	83809	86154	88568
30	62157	65265	68528	71954	76042	80358	82607	84919	87298	89743	92256

APPENDIX C

40-Hour Salary Schedule

Salary
Grade Classification

CSEA Salary Schedule
July 1, 2011 - June 30, 2012
3% Increase

	A	B	C	D	E	F	G	H	I	J	K
1	23678	24861	26105	27410	28968	30612	31470	32351	33255	34187	35144
2	24274	25487	26762	28100	29696	31381	32262	33165	34093	35049	36027
3	24872	26115	27421	28792	30425	32153	33054	33978	34930	35908	36913
4	25475	26749	28087	29491	31166	32937	33857	34807	35780	36781	37812
5 Custodial Worker	26166	27474	28848	30290	32009	33827	34772	35749	36748	37775	38834
6	26850	28192	29602	31082	32845	34711	35682	36680	37710	38765	39850
7	27525	28901	30346	31864	33673	35584	36581	37605	38657	39741	40854
5B Clerk (40 hours)	29070	30524	32047	33660	35570	37593	38639	39729	40844	41980	43162
8 Sr Civ/Spec Events Coord	28570	29998	31498	33073	34952	36936	37971	39034	40126	41250	42406
9 Laborer	29247	30709	32245	33857	35779	37812	38872	39961	41080	42227	43410
9 Custodian	29247	30709	32245	33857	35779	37812	38872	39961	41080	42227	43410
6B Keyboard Specialist (40 hours)	29865	31366	32911	34571	36525	38616	39685	40798	41934	43117	44321
10 Parking Meter Attendant	30022	31523	33100	34755	36728	38814	39901	41017	42165	43345	44559
10 Parking Fee Collector	30022	31523	33100	34755	36728	38814	39901	41017	42165	43345	44559
11 Wastewater Trtmt Plant Attend	30882	32426	34048	35750	37779	39925	41044	42193	43373	44589	45837
11 Water Plant Attend	30882	32426	34048	35750	37779	39925	41044	42193	43373	44589	45837
11 Water Meter Reader	30882	32426	34048	35750	37779	39925	41044	42193	43373	44589	45837
12 Water Maint Worker	31906	33502	35177	36936	39036	41250	42406	43592	44813	46069	47356
12 Sewer Maint Worker	31906	33502	35177	36936	39036	41250	42406	43592	44813	46069	47356
12 Recreation Maint Worker	31906	33501	35176	36935	39035	41250	42406	43592	44813	46070	47356
9B Sr. Keyboard Specialist (40 hours)	31906	33501	35176	36935	39035	41250	42406	43592	44813	46070	47356
9C Account Clerk (40 hours)	32593	34230	35934	37730	39689	42138	43321	44548	45775	47071	48389
12 Motor Equipment Oper Gr. 1	31906	33501	35176	36935	39035	41250	42406	43592	44813	46070	47356
12 Building Maint Mechanic	31906	33501	35176	36935	39035	41250	42406	43592	44813	46070	47356
12 WWTP Operator Trainee	31906	33501	35176	36935	39035	41250	42406	43592	44813	46070	47356
12 Wtr Trtmt Plant Oper Trainee	31906	33501	35176	36935	39035	41250	42406	43592	44813	46070	47356
9B Senior Clerk (40 hours)	31906	33501	35176	36935	39035	41250	42406	43592	44813	46070	47356
10B Secretary (40 hours)	33479	35162	36911	38752	40658	42628	44652	46732	48867	51067	53342
13 Laboratory Tech	32893	34538	36265	38078	40241	42527	43716	44939	46199	47494	48823
13 Head Custodian	32893	34538	36265	38078	40241	42527	43716	44939	46199	47494	48823
13 Water Meter Repair Worker	32893	34538	36265	38078	40241	42527	43716	44939	46199	47494	48823
13 Weigh Scale Operator	32893	34538	36265	38078	40241	42527	43716	44939	46199	47494	48823
13 Parking Meter Repair Worker	32893	34538	36265	38078	40241	42527	43716	44939	46199	47494	48823
13 Mtr Equip Oper (Sanitation)-Gr 2	32893	34538	36265	38078	40241	42527	43716	44939	46199	47494	48823
14 Heavy Equip Oper-Gr 1	34026	35727	37514	39389	41626	43990	45223	46488	47789	49127	50502
14 Sewer Inspector	34026	35727	37514	39389	41626	43990	45223	46488	47789	49127	50502
14 Wastewater Trtmt Plant Oper	34026	35727	37514	39389	41626	43990	45223	46488	47789	49127	50502
14 Wtr Trtmt Plant Oper	34026	35727	37514	39389	41626	43990	45223	46488	47789	49127	50502
15 Dog Control Officer	35195	36954	38802	40742	43057	45501	46775	48085	49430	50814	52237
15 Tree Trimmer	35195	36954	38802	40742	43057	45501	46775	48085	49430	50814	52237
15 Sign Maintenance Worker	35195	36954	38802	40742	43057	45501	46775	48085	49430	50814	52237
15 Automotive Mechanic	35195	36954	38802	40742	43057	45501	46775	48085	49430	50814	52237
16 Labor Foreperson	36359	38177	40086	42090	44480	47005	48321	49674	51063	52495	53963
16 Mason	36359	38177	40086	42090	44480	47005	48321	49674	51063	52495	53963
16 Wtr Maint Svc Worker	36359	38177	40086	42090	44480	47005	48321	49674	51063	52495	53963
16 Parking Garage Supervisor	36359	38177	40086	42090	44480	47005	48321	49674	51063	52495	53963
16 Landfill Operator	36359	38177	40086	42090	44480	47005	48321	49674	51063	52495	53963
16 Water Distribution Crew Chief	36359	38177	40086	42090	44480	47005	48321	49674	51063	52495	53963
17 Head Automotive Mechanic	37790	39679	41663	43746	46230	48855	50223	51631	53077	54561	56090
17 Sanitation Foreperson	37790	39679	41663	43746	46230	48855	50223	51631	53077	54561	56090
17 Water Meter Service Worker	37790	39679	41663	43746	46230	48855	50223	51631	53077	54561	56090
18 Maintenance Mechanic (Water)	39230	41192	43251	45414	47993	50717	52139	53598	55098	56641	58227
19 Sr Bldg Maint Mech	40672	42705	44841	47083	49755	52579	54052	55565	57122	58722	60366
19 Director of Recreation	40672	42705	44841	47083	49755	52579	54052	55565	57122	58722	60366
19 Supervisor Wtr Trtmt Oper	40671	42705	44840	47082	49755	52579	54052	55565	57122	58722	60366
19 Supervisor WasteWtr Trtmt Oper	40671	42705	44840	47082	49755	52579	54052	55565	57122	58722	60366
20	42115	44220	46431	48753	51521	54447	55972	57539	59149	60805	62508
21 Signal Electrician	44020	46221	48532	50959	53853	56910	58503	60142	61827	63558	65336
22 Industrial Pretreatment Coord	45939	48236	50648	53180	56201	59389	61054	62763	64519	66328	68184
23	47688	50073	52576	55205	58339	61653	63379	65153	66976	68853	70782
24	49618	52099	54704	57439	60700	64146	65945	67789	69687	71640	73643
25	51522	54098	56803	59643	63030	66608	68475	70392	72363	74388	76472
26	53771	56460	59283	62247	65782	69515	71464	73464	75521	77635	79811
27	55975	58774	61712	64798	68479	72368	74392	76477	78617	80819	83081
28	58183	61092	64147	67354	71179	75219	77326	79491	81718	84005	86356
29	60392	63412	66582	69911	73882	78077	80263	82511	84821	87195	89638
30	62880	66024	69326	72792	76928	81294	83571	85911	88315	90788	93330

**Police Salaries
2011-2012**

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
Police Officer	41733	45067	48676	52569	56773	61443
Detective			56686	57906	59922	65006
Sergeant			58193	59841	61827	66891
Lieutenant			60355	61736	63748	69083
Captain			60756	62364	64404	72697

**Fire Salaries
2011-2012**

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
Firefighter	39735	42910	46346	50052	54055	58500
Lieutenant			58500	59951	61412	63085
Captain			61412	62873	64329	66652

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
Assistant Fire Chief	66465	68724	71135	74597	77767

**Permanent Part-Time Employees
2011-2012
(Per Hour)**

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>
Laborer	12.44	13.24	13.93	14.67	15.12	15.59	16.07	16.57	17.08
Clerk	12.44	13.24	13.93	14.67	15.12	15.59	16.07	16.57	17.08
Records Retention Clerk	12.44	13.24	13.93	14.67	15.12	15.59	16.07	16.57	17.08
Keyboard Specialist	12.44	13.24	13.93	14.67	15.12	15.59	16.07	16.57	17.08
Parking Fee Collector	12.44	13.24	13.93	14.67	15.12	15.59	16.07	16.57	17.08
Parking Meter Attendant	12.44	13.24	13.93	14.67	15.12	15.59	16.07	16.57	17.08
Water Meter Reader	12.44	13.24	13.93	14.67	15.12	15.59	16.07	16.57	17.08
Weigh Scale Operator	13.52	14.38	15.14	15.93	16.43	16.93	17.46	18.00	18.55
Engineering Technician	15.44	16.43	17.29	18.20	18.77	19.35	19.95	20.56	21.20
Planner	16.79	17.86	18.80	19.79	20.40	21.03	21.68	22.35	23.05
Plumbing Inspector	19.26	20.49	21.57	22.71	23.41	24.13	24.88	25.65	26.44
Sr Acct Clerk/Keybd Spec	19.26	20.49	21.57	22.71	23.41	24.13	24.88	25.65	26.44
Sr Planner	19.37	20.60	21.69	22.83	23.54	24.26	25.01	25.79	26.59