

# **Voting Session**

First Reading Ordinance Adopting a Pay Structure for Staff of the City of Takoma Park That Are Not Members of a Collective Bargaining Unit

# **Recommended Council Action**Approve First Reading Ordinance

### **Context with Key Issues**

In accordance with Chapter 4.04, Article 4 of the Takoma Park City Code, the City maintains a position classification plan and pay schedule for City employees. Approximately every three years, a compensation and classification study is conducted to ensure that positions are placed into appropriate grades and that wage scales for the positions reflect market wage scales. Wage scales for the following eight municipalities are defined to be the market that is comparable to Takoma Park: Gaithersburg and Rockville in Montgomery County; Bowie, College Park, Greenbelt, Hyattsville and Laurel in Prince George's County; and Annapolis in Anne Arundel County.

When the last compensation and classification study was conducted in 2015, the wage scales for many Takoma Park positions were very low for the area market. A three-year phasing plan was developed to bring salaries up to a market-competitive level. The system put into place at that time was found to be largely effective as the 2019 study demonstrated that most positions were within the market range for FY19. Still, however, several positions were identified as needing to have their grade or salary range adjusted, and some adjustments were made for internal equity reasons.

The City's consultant, Management Advisory Group International, Inc., used a proprietary system to develop the grade and step system for the positions. Since this grid varied from that used by the previous consultant, employees' salaries needed to be placed on the new grid. In determining the FY20 wages by employee, most employees were moved to the step just above their FY19 wage, and then advanced one step (representing a 1.5% increase) for FY20. If the total increase was not at least 2.4% greater than their FY19 wage, they were moved one additional step. The minimum increase for management level staff (Grade 122 and above) was 2.0%. These adjustments are assuming that an employee receives a "Meets Expectations" rating on their annual evaluation. Employees who receive a "Distinguished" rating are advanced one additional step within the grade. (Employees who receive an "Unsatisfactory" rating do not receive an increase above the "snap to the grid" step.)

Several City positions are paid at levels higher than the market. No full-time position is paid a salary lower than \$40,000, so many City laborer positions receive pay higher than the area market wage. Pay for part-time staff is consistent with the provisions of the Montgomery County minimum wage law, which is higher than the minimum wage for Prince George's and Anne Arundel Counties. Interns receive pay based on their education level and their pay is increased as the lower level wages are increased.

Prepared by: Suzanne R. Ludlow, City Manager Posted 2019-07-03

Because of the uncertainty of the region's economy in the past few years, the collective bargaining agreements for the City's two unions call for annual wage negotiations. These negotiations are underway. Wages for the City employees that are not covered by a collective bargaining agreement are effective July 1. This ordinance allows for the wages based on the proposed pay structure to take effect. Separate ordinances will be brought forward to Council when wage negotiations with the unions are concluded.

Positions that are not covered by a collective bargaining agreement include most management positions (eg, department heads, senior staff, Police officers at the Sergeant rank and above), positions considered confidential, and most part-time positions. Several management positions continue to be represented by a collective bargaining agreement. The City Manager is paid at a level set by the City Council; the position is not included in the pay structure proposed here for adoption.

### **Council Priority**

Fiscally Sustainable Government; Engaged, Responsive & Service-oriented Government

#### **Environmental Considerations**

Appropriate pay for City staff positions assists in attracting and retaining excellent staff who will best carry out Council goals.

#### **Fiscal Considerations**

Appropriate pay for City staff positions assists in retaining excellent staff. Retention of staff can save money in the long run by reducing expenditures for recruitment and training. The base increase in staff wages is approximately \$60,000 for the full-time staff not covered by a collective bargaining agreement, which is an average increase of about 3.3%. (This amount is likely to increase some when vacant positions are filled, as some new employees may have a starting salary above the minimum for the range based on experience.) Part-time and substitute staff in the Library and City TV increase from FY19 hourly wages of \$14.35 to \$16.56 (depending on the position and years of service) to FY20 hourly wages of \$15.34 to \$17.03. Hourly rates for Recreation part-time staff ranged from \$12.25 to \$16.91 for FY19 and will be \$13.00 to \$17.66 for FY20. For FY19, the hourly wage was \$14 for those in an undergraduate program or with an undergraduate degree and \$17 for those in a graduate program or with a graduate degree. Since pay for interns had not been increased for two years, those rates are now being increased to \$15 and \$18 per hour, respectively, for FY20. Increases in wages also increase other benefit or personnel costs borne by the City. Wages generally increase every year unless a vacated position is filled by a new less-experienced employee. The Montgomery County minimum wage is scheduled to increase to \$14.00 in FY21 and \$15.00 in FY22.

#### **Racial Equity Considerations**

Of the 42 full-time staff not covered by a collective bargaining agreement, 24 are White, 14 are Black, 2 are Asian and 2 are Hispanic. (There are also six vacant positions.) Part-time staff not covered by a collective bargaining agreement include many recreation assistants, library substitutes, City TV assistants, and interns. The majority of these part-time staff are people of color.

# **Attachments and Links**

Position Title and Salary Range by Grade Grade and Step Chart

Prepared by: Suzanne R. Ludlow, City Manager Posted 2019-07-03

Jessie Carpenter, CMC

City Clerk

# CITY OF TAKOMA PARK, MARYLAND

#### **ORDINANCE NO. 2019-**

# ADOPTING PAY STRUCTURE FOR STAFF OF THE CITY OF TAKOMA PARK THAT ARE NOT MEMBERS OF A COLLECTIVE BARGAINING UNIT

WHEREAS, in accordance with Chapter 4.04, Article 4 of the Takoma Park Code, the City maintains a position classification plan and pay schedule; and, WHEREAS, on a periodic basis, the City conducts classification and compensation studies to ensure that its pay scales are market competitive and that it is able to attract and retain high quality staff; and WHEREAS, Management Advisory Group International, Inc. assisted the City with updating its position descriptions, classification plan and pay structure and undertook a market salary survey; and most salary ranges for City positions were found to be consistent with the market, WHEREAS, but several positions had salary ranges below the market and required adjustment; and WHEREAS, funds for the wages of City staff consistent with the revised pay structure and market salaries were included in the FY20 City Budget adopted in May 2019; and WHEREAS, wage negotiations with the City's two collective bargaining units are underway but salaries for staff not represented by the unions can be adjusted as of July 1, 2019. NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND THAT the attached pay structure is adopted for staff that are not members of a collective bargaining unit and will remain effective until changed. Adopted this \_\_\_\_\_ day of \_\_\_\_\_, 2019 Attest:

#### FISCAL 2020 Salary Scale

**Grade Range** Grade Increase Step Increase 1.50% GRADE GRADE 105 106 31 915 00 32 393 73 32 879 63 33,372.83 33 873 42 34 381 52 34,897.24 35,420.70 35.952.01 36 491 29 37 038 66 37.594.24 38.158.15 38.730.53 39.311.48 39.901.16 40.499.67 41 107 17 41 723 78 42 349 63 42 984 88 43 629 65 44 284 10 44 948 36 45 622 58 46 306 92 47 001 52 47 706 55 48 422 15 49,148,48 49.885.71 50 633 99 105 106 51,605.90 34,013.41 34,523.61 35,041.47 35,567.09 36,100.59 36,642.10 37,191.74 37,749.61 38,315.86 38,890.59 39,473.95 41,277.06 42,524.66 43,809.97 44,467.11 45,134.12 47,195.77 52,379.99 33,510.75 40,066.06 40,667.05 41,896.21 43,162.53 45,811.13 46,498.30 47,903.71 48,622.27 49,351.60 50,091.88 50,843.25 53,165.69 107 108 35.186.29 35.714.08 36.249.79 36,793,54 37.345.44 37.905.62 38.474.21 39,051.32 39,637.09 40.231.65 40.835.12 41.447.65 42.069.36 42 700 41 43.340.91 43.991.02 44.650.89 45.320.65 46 000 46 46 690 47 47.390.83 48 101 69 48 823 22 49 555 56 50 298 90 51.053.38 51.819.18 52,596,47 53 385 42 54.186.20 54 998 99 55 823 97 107 36,945.60 37,499.79 38,062.28 38,633.22 39,212.72 39,800.91 40,397.92 41,003.89 41,618.95 42,243.23 42,876.88 43,520.03 44,172.83 44,835.43 45,507.96 46,190.58 46,883.43 47,586.69 48,300.49 49,024.99 49,760.37 50,506.77 51,264.38 52,033.34 52,813.84 53,606.05 54,410.14 55,226.29 56,054.69 56,895.51 57,748.94 58,615.17 109 38,792.88 39,374.78 39,965.40 40,564.88 41,173.35 41.790.95 42.417.82 43.054.08 43.699.89 44.355.39 45.020.72 45.696.03 46,381.47 47,077.20 47,783.35 48,500.10 49,227.61 49.966.02 50,715.51 51,476.24 52,248.39 53.032.11 53.827.59 54.635.01 55,454.53 56.286.35 57.130.65 57,987.61 58.857.42 59.740.28 60.636.39 61.545.93 40.732.53 41.343.51 41.963.67 42.593.12 43.232.02 43.880.50 44.538.71 45,206,79 45.884.89 46.573.16 47.271.76 47.980.84 48,700,55 49.431.06 50.172.52 50.925.11 51.688.99 52.464.32 53,251,29 54.050.06 54.860.81 55.683.72 56.518.97 57.366.76 58.227.26 59.100.67 59.987.18 60.886.99 61.800.29 62,727,30 63.668.21 64.623.23 111 42,769.15 43,410.69 44,722.78 45,393.62 46,074.52 46,765.64 47,467.13 48,179.13 49,635.35 50,379.88 51,135.58 52,681.15 53,471.37 54,273.44 55,087.54 55,913.85 56,752.56 57,603.85 58,467.90 59,344.92 60,235.10 61,138.62 62,055.70 62,986.54 63,931.34 65,863.66 66,851.62 67,854.39 44,061.85 48,901.82 51,902.61 64,890.31 44.907.61 45.581.22 46.264.94 46.958.92 47.663.30 48.378.25 49.103.92 49.840.48 50.588.09 51.346.91 52,117,11 52.898.87 53,692,35 54,497,74 55.315.21 56.144.93 56.987.11 57.841.91 58,709,54 59,590,19 60.484.04 61.391.30 62.312.17 63,246,85 64.195.55 65.158.49 66.135.87 67.127.90 68.134.82 69.156.84 70.194.20 71,247,11 112 74,809.47 47,152.99 47,860.29 48,578.19 49,306.86 50,797.16 51,559.12 52,332.51 53,117.49 53,914.26 54,722.97 55,543.82 56,376.97 57,222.63 58,080.97 58,952.18 59,836.46 60,734.01 61,645.02 62,569.70 63,508.24 64,460.86 65,427.78 66,409.19 67,405.33 68,416.41 69,442.66 70,484.30 71,541.56 72,614.69 73,703.91 49 510 64 50 253 30 51 007 10 51 772 21 52 548 79 53 337 02 54 137 08 54 949 13 55 773 37 56 609 97 57 459 12 58 321 01 59 195 82 60 083 76 60 985 01 61 899 79 62 828 29 63 770 71 64 727 27 65 698 18 66 683 65 67 683 91 68 699 17 69 729 65 70 775 60 71 837 23 72 914 79 74 008 51 75 118 64 76 245 42 77 389 10 78 549 94 115 51,986.17 52,765.96 53,557.45 54,360.82 55,176.23 56,003.87 56,843.93 57,696.59 59,440.47 60,332.07 61,237.06 64,034.27 64,994.78 65,969.70 67,963.64 70,017.84 72,134.13 73,216.14 74,314.38 75,429.09 76,560.53 77,708.94 78,874.57 80,057.69 81,258.56 82,477.44 58,562.04 62,155.61 63,087.95 66,959.25 68,983.09 71,068.10 116 117 54 585 48 55.404.26 56.235.33 57 078 86 57.935.04 58.804.07 59 686 13 60 581 42 61 490 14 62 412 49 63 348 68 64 298 91 65 263 39 66.242.34 67.235.98 68.244.52 69.268.19 70 307 21 71 361 82 72 432 24 73.518.73 74 621 51 75 740 83 76 876 94 78 030 10 79 200 55 80.388.56 81 594 39 82.818.30 84 060 58 85 321 49 86 601 31 57,314.75 58,174.48 61,744.27 66,516.11 67,513.85 79,527.87 81,931.60 84,407.99 89,587.56 60,831.79 63,610.49 65,533.12 68,526.56 71,656.74 72,731.60 73,822.57 77,194.66 80,720.79 83,160.58 85,674.11 88,263.61 90,931.37 59,047.09 59,932.80 62,670.43 64,564.65 69,554.46 70,597.78 74,929.91 76,053.86 78,352.58 86,959.22 118 60,180.49 61,083.20 61,999.45 62,929.44 63,873.38 64,831.48 65.803.95 66.791.01 67.792.88 68.809.77 69.841.92 70.889.55 71.952.89 73,032.18 74.127.67 75,239.58 76,368.18 77.513.70 78,676.40 79,856.55 81.054.40 82,270.21 83.504.27 84.756.83 86,028.18 87,318.61 88,628.38 89,957.81 91,307.18 92,676.79 94,066.94 95,477.94 119 98,770.28 100,251.84 63,189.52 64,137.36 65,099.42 68,073.06 70,130.56 71,182.52 74,434.02 75,550.53 79,001.56 82,610.22 83,849.38 85,107.12 87,679.48 90,329.59 91,684.54 93,059.80 94,455.70 95,872.54 97,310.62 119 66,075.91 67,067.05 69,094.15 72,250.26 73,334.01 76,683.79 77,834.05 80,186.58 81,389.38 86,383.72 88,994.67 69,379.71 75,862.77 68,354.39 71,476.71 72,548.86 73,637.09 77,000.71 78.155.73 79,328.06 80.517.98 81,725.75 82,951.64 84,195.91 85,458.85 88.041.85 89,362.47 92,063.45 93.444.41 94,846.07 97,712.79 99.178.49 105,264.43 121 69,666.44 70,711.44 71,772.11 72,848.69 73,941.42 75,050.54 76,176.30 77,318.95 78,478.73 79,655.91 80,850.75 82,063.51 83,294.46 84,543.88 85,812.04 87,099.22 88,405.71 89,731.79 91,077.77 92,443.94 93,830.60 95,238.06 96,666.63 98,116.63 99,588.38 101,082.20 102,598.43 104,137.41 105,699.47 107,284.96 108,894.24 110,527.65 121 76,491.13 77,638.49 90,102.64 91,454.18 92,825.99 94,218.38 97,066.13 98,522.13 99,999.96 123 76.807.25 77.959.36 79.128.75 80.315.68 81.520.42 82.743.22 83.984.37 85.244.14 86.522.80 87.820.64 89.137.95 90.475.02 91.832.15 93.209.63 94.607.77 96.026.89 97.467.29 98.929.30 100.413.24 101.919.44 103.448.23 104.999.96 106.574.96 108.173.58 109.796.18 111.443.13 113.114.77 114.811.50 116.533.67 118.281.67 120.055.90 121.856.74 123 84,331.4 88,183.59 89,506.35 90,848.94 94,998.77 96,423.75 97,870.11 99,338.16 100,828.23 102,340.66 103,875.77 105,433.90 107,015.41 108,620.64 111,903.70 113,582.26 115,285.99 117,015.28 118,770.51 120,552.07 124,195.76 80,647.62 81,857.33 83,085.19 85,596.44 86,880.39 92,211.68 93,594.85 110,249.95 125 126 84.680.00 85.950.20 87.239.45 88.548.04 89.876.26 91.224.41 92.592.77 93.981.66 95.391.39 96.822.26 98.274.59 99.748.71 101.244.94 102.763.62 104.305.07 105.869.65 107.457.69 109.069.56 110.705.60 112.366.18 114.051.68 115.762.45 117.498.89 119.261.37 121.050.29 122.866.05 124.709.04 126.579.67 128.478.37 130.405.54 132.361.63 134.347.05 125 88,914.00 90,247.71 91,601.42 92,975.44 94,370.07 95,785.63 97,222.41 98,680.75 100,160.96 101,663.37 103,188.32 104,736.15 106,307.19 107,901.80 109,520.32 111,163.13 112,830.58 114,523.03 116,240.88 117,984.49 119,754.26 121,550.57 123,373.83 125,224.44 127,102.81 129,009.35 130,944.49 132,908.66 134,902.29 136,925.82 138,979.71 141,064.40 127 93.359.70 94.760.09 96.181.49 97.624.22 99.088.58 100.574.91 102.083.53 103.614.78 105.169.01 106.746.54 108.347.74 109.972.95 111.622.55 113,296.89 114.996.34 116,721.29 118.472.10 120.249.19 122.052.92 123.883.72 125.741.97 127,628.10 129.542.52 131.485.66 133,457,95 135,459,82 137.491.71 139.554.09 141.647.40 143,772.11 145.928.69 148.117.62 127 98,027.68 99,498.10 100,990.57 102,505.43 104,043.01 105,603.65 107,187.71 108,795.52 110,427.46 112,083.87 113,765.13 115,471.60 117,203.68 118,961.73 120,746.16 122,557.35 124,395.71 126,261.65 128,155.57 130,077.90 132,029.07 134,009.51 136,019.65 138,059.95 140,130.85 142,232.81 144,366.30 146,531.79 148,729.77 150,960.72 153,225.13 155,523.51 129 130 102 929 06 104 473 00 106 040 10 107 630 70 109 245 16 110 883 83 112 547 09 114 235 30 115 948 83 117 688 06 119 453 38 121 245 18 123 063 86 124 909 82 126 783 47 128 685 22 130 615 50 132 574 73 134 563 35 136 581 80 138 630 53 140 709 98 142 820 63 144 962 94 147.137.39 149 344 45 151.584.61 153.858.38 156 166 26 158 508 75 160 886 39 163 299 68 129 130 111,342.10 113,012.23 114,707.42 116,428.03 123,572.46 127,307.44 147,745.48 171,464.66 108,075.52 109,696.65 118,174.45 119,947.06 121,746.27 125,426.05 129,217.05 131,155.31 133,122.64 135,119.48 137,146.27 139,203.46 141,291.52 143,410.89 145,562.05 149,961.67 152,211.09 154,494.26 156,811.67 159,163.85 161,551.30 163,974.57 166,434.19 168,930.70 131 113,479.29 115,181.48 116,909.21 118,662.84 120,442.79 122,249.43 124,083.17 125,944.42 127,833.58 129.751.09 131.697.35 133,672.81 135,677.91 137,713,07 139,778.77 141,875.45 144.003.58 146.163.64 148,356.09 150,581.43 152,840.16 155,132.76 157,459.75 159,821.64 162,218.97 164,652.25 167,122.04 169,628.87 172,173.30 174,755.90 177,377.24 180.037.90 131 119.153.26 120.940.56 122,754,67 124.595.99 126.464.93 128.361.90 130.287.33 132.241.64 134,225,26 136,238,64 138,282,22 140.356.45 142.461.80 144.598.73 146.767.71 148.969.22 151,203,76 153,471,82 155,773,90 158,110,51 160.482.16 162,889,40 165.332.74 167.812.73 170.329.92 172.884.87 175,478,14 178,110,31 180.781.97 183,493,70 186,246,10 189.039.79 132 133 147,374.28 132,788.17 136,801.69 138,853.72 140,936.53 143,050.57 145,196.33 149,584.89 156,417.69 158,763.95 163,562.59 166,016.03 168,506.27 171,033.86 173,599.37 176,203.36 178,846.41 181,529.11

																ST	ΈP																
GRADE	Α	В	С	D	E	F	G	н	ı	J	к	L	М	N	0	Р	Q	R	s	Т	U	٧	w	х	Υ	Z	AA	AB	AC	AD	AE	AF	GRADE
105	15.34	15.57	15.81	16.04	16.29	16.53	16.78	17.03	17.28	17.54	17.81	18.07	18.35	18.62	18.90	19.18	19.47	19.76	20.06	20.36	20.67	20.98	21.29	21.61	21.93	22.26	22.60	22.94	23.28	23.63	23.98	24.34	105
106	16.11	16.35	16.60	16.85	17.10	17.36	17.62	17.88	18.15	18.42	18.70	18.98	19.26	19.55	19.84	20.14	20.44	20.75	21.06	21.38	21.70	22.02	22.35	22.69	23.03	23.38	23.73	24.08	24.44	24.81	25.18	25.56	106
107	16.92	17.17	17.43	17.69	17.95	18.22	18.50	18.77	19.06	19.34	19.63	19.93	20.23	20.53	20.84	21.15	21.47	21.79	22.12	22.45	22.78	23.13	23.47	23.82	24.18	24.54	24.91	25.29	25.67	26.05	26.44	26.84	107
108	17.76	18.03	18.30	18.57	18.85	19.14	19.42	19.71	20.01	20.31	20.61	20.92	21.24	21.56	21.88	22.21	22.54	22.88	23.22	23.57	23.92	24.28	24.65	25.02	25.39	25.77	26.16	26.55	26.95	27.35	27.76	28.18	108
109	18.65	18.93	19.21	19.50	19.79	20.09	20.39	20.70	21.01	21.32	21.64	21.97	22.30	22.63	22.97	23.32	23.67	24.02	24.38	24.75	25.12	25.50	25.88	26.27	26.66	27.06	27.47	27.88	28.30	28.72	29.15	29.59	109
110	19.58	19.88	20.17	20.48	20.78	21.10	21.41	21.73	22.06	22.39	22.73	23.07	23.41	23.76	24.12	24.48	24.85	25.22	25.60	25.99	26.38	26.77	27.17	27.58	27.99	28.41	28.84	29.27	29.71	30.16	30.61	31.07	110
111	20.56	20.87	21.18	21.50	21.82	22.15	22.48	22.82	23.16	23.51	23.86	24.22	24.58	24.95	25.33	25.71	26.09	26.48	26.88	27.28	27.69	28.11	28.53	28.96	29.39	29.83	30.28	30.74	31.20	31.67	32.14	32.62	111
112	21.59	21.91	22.24	22.58	22.92	23.26	23.61	23.96	24.32	24.69	25.06	25.43	25.81	26.20	26.59	26.99	27.40	27.81	28.23	28.65	29.08	29.52	29.96	30.41	30.86	31.33	31.80	32.27	32.76	33.25	33.75	34.25	112
113	22.67	23.01	23.35	23.71	24.06	24.42	24.79	25.16	25.54	25.92	26.31	26.70	27.10	27.51	27.92	28.34	28.77	29.20	29.64	30.08	30.53	30.99	31.46	31.93	32.41	32.89	33.39	33.89	34.39	34.91	35.43	35.97	113
114	23.80	24.16	24.52	24.89	25.26	25.64	26.03	26.42	26.81	27.22	27.62	28.04	28.46	28.89	29.32	29.76	30.21	30.66	31.12	31.59	32.06	32.54	33.03	33.52	34.03	34.54	35.06	35.58	36.11	36.66	37.21	37.76	114
115	24.99	25.37	25.75	26.14	26.53	26.92	27.33	27.74	28.15	28.58	29.01	29.44	29.88	30.33	30.79	31.25	31.72	32.19	32.67	33.16	33.66	34.17	34.68	35.20	35.73	36.26	36.81	37.36	37.92	38.49	39.07	39.65	115
116	26.24	26.64	27.04	27.44	27.85	28.27	28.70	29.13	29.56	30.01	30.46	30.91	31.38	31.85	32.32	32.81	33.30	33.80	34.31	34.82	35.35	35.88	36.41	36.96	37.51	38.08	38.65	39.23	39.82	40.41	41.02	41.64	116
117	27.56	27.97	28.39	28.81	29.25	29.68	30.13	30.58	31.04	31.51	31.98	32.46	32.95	33.44	33.94	34.45	34.97	35.49	36.02	36.56	37.11	37.67	38.23	38.81	39.39	39.98	40.58	41.19	41.81	42.43	43.07	43.72	117
118	28.93	29.37	29.81	30.25	30.71	31.17	31.64	32.11	32.59	33.08	33.58	34.08	34.59	35.11	35.64	36.17	36.72	37.27	37.83	38.39	38.97	39.55	40.15	40.75	41.36	41.98	42.61	43.25	43.90	44.56	45.22	45.90	118
119	30.38	30.84	31.30	31.77	32.24	32.73	33.22	33.72	34.22	34.74	35.26	35.79	36.32	36.87	37.42	37.98	38.55	39.13	39.72	40.31	40.92	41.53	42.15	42.79	43.43	44.08	44.74	45.41	46.09	46.78	47.49	48.20	119
120	31.90	32.38	32.86	33.36	33.86	34.36	34.88	35.40	35.93	36.47	37.02	37.57	38.14	38.71	39.29	39.88	40.48	41.09	41.70	42.33	42.96	43.61	44.26	44.93	45.60	46.28	46.98	47.68	48.40	49.12	49.86	50.61	120
121	33.49	34.00	34.51	35.02	35.55	36.08	36.62	37.17	37.73	38.30	38.87	39.45	40.05	40.65	41.26	41.87	42.50	43.14	43.79	44.44	45.11	45.79	46.47	47.17	47.88	48.60	49.33	50.07	50.82	51.58	52.35	53.14	121
122	35.17	35.70	36.23	36.77	37.33	37.89	38.45	39.03	39.62	40.21	40.81	41.43	42.05	42.68	43.32	43.97	44.63	45.30	45.98	46.67	47.37	48.08	48.80	49.53	50.27	51.03	51.79	52.57	53.36	54.16	54.97	55.80	122
123	36.93	37.48 39.35	38.04	38.61	39.19	39.78	40.38	40.98	41.60	42.22	42.85	43.50	44.15	44.81	45.48	46.17	46.86	47.56	48.28	49.00	49.73	50.48	51.24	52.01	52.79	53.58	54.38	55.20	56.03	56.87	57.72	58.58 61.51	123
124	38.77		39.94	40.54	41.15	41.77	42.40	43.03	43.68	44.33	45.00	45.67	46.36	47.05	47.76	48.48	49.20	49.94	50.69	51.45	52.22	53.00	53.80	54.61	55.43	56.26	57.10	57.96	58.83	59.71	60.61	01.01	124
125	40.71 42.75	41.32 43.39	41.94 44.04	42.57 44.70	43.21 45.37	43.86 46.05	44.52 46.74	45.18 47.44	45.86 48.15	46.55 48.88	47.25 49.61	47.96 50.35	48.68 51.11	49.41 51.88	50.15 52.65	50.90	51.66 54.25	52.44 55.06	53.22 55.89	54.02 56.72	54.83 57.57	55.66 58.44	56.49 59.31	57.34 60.20	58.20 61.11	59.07 62.02	59.96	60.86 63.90	61.77 64.86	62.69 65.83	63.64 66.82	64.59 67.82	125
126 127	44.88	45.56	46.24	46.93	45.57	48.35	49.08	49.81	50.56	51.32	52.09	52.87	53.66	54.47	55.29	53.44 56.12	56.96	57.81	58.68	59.56	60.45	61.36	62.28	63.21	64.16	65.12	62.95 66.10	67.09	68.10	69.12	70.16	71.21	120
128	47.13	47.84	48.55	49.28	50.02	50.77	51.53	52.31	53.09	51.32	54.69	55.52	56.35	57.19	58.05	58.92	59.81	60.70	61.61	62.54	63.48	64.43	65.39	66.37	67.37	68.38		70.45	71.50	72.58	73.67	74.77	127
129	49.49	50.23	50.98	51.75	52.52	53.31	54.11	54.92	55.74	56.58	57.43	58.29	59.17	60.05	60.95	61.87	62.80	63.74	64.69	65.66	66.65	67.65	68.66	69.69	70.74	71.80	69.41 72.88	73.97	75.08	76.21	77.35	78.51	129
130	51.96	50.23	53.53	54.33	55.15	55.98	56.81	54.92 57.67	58.53	59.41	60.30	61.21	62.12	62.05	64.00	64.96	65.94	66.92	67.93	68.95	69.98	71.03	72.10	73.18	74.28	75.39	76.52	77.67	78.83	80.02	81.22	82.43	120
131	54.56	55.38	56.21	57.05	57.91	58.77	59.66	60.55	61.46	62.38	63.32	64.27	65.23	66.21	67.20	68.21	69.23	70.27	71.33	72.39	73.48	74.58	75.70	76.84	77.99	79.16	80.35	81.55	82.78	84.02	85.28	86.56	131
132	57.29	58.14	50.21	59.90	60.80	61.71	62.64	63.58	64.53	65.50	66.48	67.48	68.49	69.52	70.56	71.62	72.69	73.78	71.33	76.01	73.46	78.31	79.49	80.68	77.99 81.89	83.10	84.36	85.63	86.91	88.22	80.20	90.88	132
133	60.15	61.05	61.97	62.90	63.84	64.80	65.77	66.76	67.76	68.77	69.81	70.85	71.92	72.99	74.09	75.20	76.33	77.47	78.64	79.82	81.01	82.23	83.46	84.71	85.98	87.27	88.58	89.91	91.26	92.63	94.02	95.43	133
100	00.10	000	01.01	02.00	55.04	5 7.00	55.11	55.76	57.70	00.11	55.01	. 5.05	52	. 2.00	. 1.03	. 5.20	. 0.00		. 5.04	. 5.62	51.01	02.20	55.40	5 7.7 1	00.00	U Z. /	00.00	00.01	07.20	02.00	002	00.40	.00

# Position Title and Salary Range by Grade Fiscal Year 2020

Eff 7/1/19

Eff 7/1/19					
Grade	Department	Position Title	Grade Minimum*	Market	Grade Maximum
105*	D. II	0 1 0 188	\$31,915	\$37,340	\$50,633
100	Police	Crossing Guard**	622.544	620.207	¢F2.465
106	I there is a	Library Chabanas	\$33,511	\$39,207	\$53,165
	Library Public Works	Library Shelver** Custodian*			
107	PUDIIC WOIKS	Custoulan	\$35,186	\$41,168	\$55,823
107	Public Works	Sanitation Technician*	<b>333,180</b>	341,108	\$33,623
109	Fublic Works	Sanitation recinician	\$38,793	\$45,387	\$61,545
103	Public Works	Garden Maintenance Technician*	<del>400).30</del>	<i>ψ</i> 15,507	ψο2,5 i.5
	Public Works	Right of Way Maintenance Technician*			
110			\$40,732	\$47,657	\$64,623
	Finance	Accounting Assistant			
	Public Works	Custodial Crew Leader			
	Public Works	Equipment Operator			
	Public Works	Sanitation Driver			
111			\$42,769	\$50,040	\$67,854
	Recreation	Customer Service and Passport Technician			
112	Various Departments	Administrative Assistant	\$44,907	\$52,542	\$71,246
112	City Clerk	Records Specialist	\$44,907	\$52,54 <b>2</b>	\$71,246
	Police	Parking Enforcement Officer			
	Police	Parking Records Assistant			
	Public Works	Right of Way Crew Leader			
113			\$47,153	\$55,169	\$74,809
	Finance	Sr. Accounting Assistant			-
	Police	Property & Evidence Clerk			
	Police	Police Records Assistant			
	Police	Police Communications Officer			
114			\$49,510	\$57,927	\$78,549
	City Clerk	Assistant City Clerk			
	Library	Instructional Library Associate			
	Library	Library Associate			
	Police Public Works	Code Enforcement Officer Building Maintenance Specialist			
	Public Works	Mechanic Mechanic			
115	rubiic Works	Wechanic	\$51,986	\$60,824	\$82,477
113	Communications	Audio Visual Specialist	<b>\$31,300</b>	¥00,024	<del>402,477</del>
	General Administration	Executive Assistant			
	Housing & Comm Dev	Licensing Specialist			
	Police	Crime Analyst			
	Police	Executive Assistant/Public Information Officer			
	Police	Logistics & Payroll Specialist			
	Recreation	Recreation Programs Coordinator			
	Recreation	Recreation Specialist			
116			\$54,585	\$62,865	\$86,601
	Housing & Comm Dev	Arts Coordinator			
	Housing & Comm Dev	Housing Specialist			
	Housing & Comm Dev Housing & Comm Dev	Landlord Tenant Mediator Special Projects Coordinator - HCD			
	Human Resources	Human Resources Coordinator			
	Police	Sr. Code Enforcement Officer			
	Police	Sr. Police Communications Officer			
117			\$57,314	\$67,058	\$90,931
	Finance	Accounting Supervisor			
	Human Resources	Human Resources Generalist			
	Police	Police Private			
	Police	Police Private First Class (6% increase over min)			
	Police	Victim/Witness Coordinator			
118	Recreation	Recreation Supervisor	¢50.490	¢70.444	¢0F 477
118	Library	Librarian	\$60,180	\$70,411	\$95,477
	Housing & Comm Dev	Grants Coordinator			
	Public Works	Urban Forest Manager			
119			\$63,189	\$73,931	\$100,251
	Finance	Budget Specialist	,	, .,	,,
	Housing & Comm Dev	Planner			
	Police	Emergency & Policy/Procedures/Resources Manager			
	Police	Police Corporal			
	Public Works	Public Works Project Coordinator			
	Public Works	Right of Way Supervisor			
	Public Works	Construction Manager			
	Public Works	Vegetation Manager			
120	Public Works	Sanitation Supervisor	\$66,349	\$77,628	\$105,263
120	Communications	Media Specialist	, you, 343	\$11,020	7103,203
	IT	Network Engineer			
	IT	Application & Hardware Administrator			
	Public Works	Equipment Maintenance Supervisor			
	Public Works	Facility Maintenance Supervisor			
121			\$69,666	\$81,509	\$110,527
	Communications	Video Production Manager			
	Police	Neighborhood Services Team Manager			
122			\$73,149	\$85,585	\$116,053
	Library	Library Manager - Children & Young Adult Services			
I	Library	Library Manager - Public Services			

Put Rec  124  Hoi Hoi Hoi Pol  126  Pol Put	blic Works ccreation  busing & Comm Dev blice	Police Sergeant Sustainability Manager Recreation Programs Manager  Community Development Manager - Economic Development Community Development Manager - Housing Community Development Manager - Planning Police Lieutenant	\$80,647	\$94,357	\$127,948
Rec 124 Hoi Hoi Hoi Pol 126	ousing & Comm Dev ousing & Comm Dev ousing & Comm Dev ousing & Comm Dev lice	Recreation Programs Manager  Community Development Manager - Economic Development  Community Development Manager - Housing  Community Development Manager - Planning		\$94,357	\$127,948
124  Hoi Hoi Pol  126  Pol Put	ousing & Comm Dev ousing & Comm Dev ousing & Comm Dev dice	Community Development Manager - Economic Development Community Development Manager - Housing Community Development Manager - Planning		\$94,357	\$127,948
Hoi Hoi Hoi Pol <b>126</b> Pol Puk	ousing & Comm Dev ousing & Comm Dev dlice	Community Development Manager - Housing Community Development Manager - Planning		\$94,357	\$127,948
Hoi Pol <b>126</b> Pol Put	ousing & Comm Dev ousing & Comm Dev dlice	Community Development Manager - Housing Community Development Manager - Planning			
Hoi Pol <b>126</b> Pol Put	ousing & Comm Dev dice	Community Development Manager - Planning			
Pol 126 Pol Pub	lice				
126 Pol Pub	lice	Police Lieutenant	A		
Pol Pub					
Pub			\$88,914	\$104,029	\$141,063
		Police Captain			
Doc		City Engineer			
	creation	Assistant Recreation Director			
128			\$98,027	\$114,692	\$155,522
	lice	Deputy Police Chief			
130			\$108,075	\$126,448	\$171,463
	,	Director of Council Affairs			
		Finance Director			
	•	Housing & Comm Dev Director			
		Human Resources Director			
IT		IT Director			
		Library Director			
		Public Works Director			
	creation	Recreation Director			
131			\$113,479	\$132,770	\$180,036
	lice	Police Chief			
133			\$125,110	\$146,379	\$198,490
Ger	eneral Administration	Deputy City Manager			

- Full-time career staff earn at least \$40,000 annually. Minimum annualized salary is first step which is at least \$40,000.
- \*\* At the time of this report, only part-time staff filled this position.

#### NOTE:

As a Council priority, all full-time staff are to be paid an hourly rate which equates to an annualized salary of not less than \$40,000. The minimum annualized salary indicated in each grade is the first step which is at least \$40,000 within the adopted salary structure. As a result, some grades will have a slightly higher minimum than others.

Highlighted titles are those that are not represented by a collective bargaining unit. Several staff with titles that are not highlighted are also not represented by a collective bargaining agreement because of their part-time status. Several other positions are currently represented by a collective bargaining agreement until the incumbant leaves the position.