

ABBREVIATIONS

<u>A</u>	Adm	Administrator	Ldr	Leader			
	Admin	Administrative	<u>M</u>	Maint	Maintenance	Telecom	Telecommunications
	Advsr	Advisor		Mech	Mechanic/Mechanical		
	Anlst	Analyst		Mgr	Manager	Transp	Transportation
	Appt	Airport	<u>N</u>	(NC)	Not Classified under	Trnee	Trainee
	Asst	Assistant			Civil Service	Trng	Training
	Attnd	Attendant	<u>O</u>	Off	Officer	TV	Television
	Atty	Attorney		Op	Operator	U (followed by	Bargaining Unit
	Av	Aviation		Ops	Operations	a number)	
<u>B</u>	Batt	Battalion	<u>P</u>	Para	Paramedic	Wastewtr	Wastewater
<u>C</u>	CAU	Crime Analysis Unit		PBS	Pay & Benefits	Wkr	Worker
	Comm	Communications		Plumb	Plumbing		
	Const	Construction		PR	Plan Review	Symbols:	/ = And
<u>D</u>	DepChfShft	DeputyChiefShiftCom		Preserv	Preservation		* = Assignment
	Cmdr	mander		Proc	Process		
	Dev	Development		Prog	Program(s)		
	Dir	Director		Pros	Prosecutor/ Prosecution		
<u>E</u>	Emer	Emergency	<u>R</u>	Rec	Recreation		
	Environ	Environmental		Rep	Representative		
	Equip	Equipment		Repro	Reproduction		
	E	Exempt		Rsrch	Research		
	Exec	Executive		R&I	Records & Identification		
<u>F</u>	Fld	Field					
	Frmn	Foreman	<u>S</u>	Sec	Secretary		
<u>H</u>	Hr	Hour		Shft	Shift		
	Hrng	Hearing		Spec	Specialist		
	HMT	Hazardous Materials		Supt	Superintendent		
<u>I</u>	Ind/PR	Industrial/Plan Review		Supv	Supervisor/Supervisory		
	Info	Information		Supprt	Support		
	Insp	Inspector/Inspections		Svc(s)	Service(s)		
	Install	Installation		Sys	System(s)		
	Intergovern	Intergovernmental	<u>T</u>	Tech	Technician/ Technology		
<u>L</u>	Lab	Laboratory					
	Ld	Lead					

DEFINITIONS – HOURLY AND EXEMPT

The hourly (HR) or exempt (EX) status of each classification is indicated in the FLSA Status column of the Schedule II – Report by Job Code. All classifications designated as exempt are paid on a salaried basis.

HOURLY (Non-exempt) – All classifications in Field Unit I, Field Unit II, Office and Clerical Unit III, Police Officers Unit, Fire Unit, and Confidential Office and Clerical. Supervisory and Professional classifications at or below pay range 031, unless designated as exempt by the Human Resources Director.

Exceptions that are Exempt:

Management Assistant I (031)
Recreation Coordinator II (030)

Project Management Assistant (031)
Senior Programs Supervisor I (030)

EXEMPT (Salaried) – All Executive and Middle Management classifications, and Supervisory and Professional classifications at pay grade 032 and above unless designated as hourly by the Human Resources Director.

Exceptions that are Hourly:

Building Equipment Supervisor (032)
Chemist I*Specialty (032)
Chief Construction Inspector*U7 (034)
Civil Engineer I (033)
Computer Production Scheduler (032)
Court Supervisor*Interpreter (032)
Electrical Maintenance Foreman (032)
Fire Communications Supervisor (032)

Fire Comm Supervisor*Telecom (033)
Forensic Scientist II (032)
Forensic Scientist III (035)
Instrumentation & Control Supv (034)
Multimedia Specialist (032)
Operations & Maintenance Supv (032)

Police Communications Supervisor (032)
Production Coordinator (033)
Senior GIS Technician (032)
Signal Systems Specialist I (032)
Solid Waste Supervisor*Inspections (032)
Traffic Signal Technician Frmn (032)
User Technology Specialist (035)

NOTES

Alphabetical Pay Plan Index: Due to rounding, the monthly and annual salaries are approximate.

Alphabetical Pay Plan Index and Schedule II – Report by Job Code: The "Benefit Category" column shows the benefit category code applicable to that classification or assignment. A brief summary of each benefit package is shown in the Compensation and Benefits Reference Guides.

Schedule II – Report by Job Code: The rate of pay shown on the first line beside each job title is the hourly rate of pay for that classification; the rate immediately below is the biweekly rate of pay; immediately below that is the annual salary (averaged). Field Unit 1 classifications have seven or nine steps, depending on the salary plan. Field Unit 2 classifications have six or eight steps, depending on the salary plan. Executives, Middle Management and Council Office Staff classifications do not have steps; instead, they have minimum and maximum pay rates set. The following classifications and assignments have single, flat pay rates: Chief Presiding Judge, City Judge, Council Member, Mayor, Municipal Court Hearing Officer, Presiding Court Hearing Officer, and Public Service Trainee.

PAY PLAN REFERENCE SHEET

Group	Salary Plan	Pay Grades	Bargaining Unit	Benefit Category	Base Wage Change Eff. 7/1/19	Base Wage Change Eff. 7/13/20
Supervisory & Professional	001	011 – 086	007 – ASPTEA 008 – Non-Represented*	007	1.48% all steps plus add'l 2% to Step 9	1.31% all steps
Field Unit 1	002	100 – 126	001 – Unit 1 LIUNA 777	001	2.31% all steps plus add'l 0.69% to Step 9	1.77% all steps
Field Unit 1 – A Ranges	003	100 – 122				
Field Unit 2	004	200 – 228	002 – Unit 2 AFSCME 2384	002	2.38% all steps	1.78% all steps
Field Unit 2 – A Ranges	005	201 – 225				
Office & Clerical	006	300 – 336	003 – Unit 3 AFSCME 2960	003	2% all steps	1% all steps
Unit 4 – Police	007	400 – 432	004 – Unit 4 PLEA	004	3.42% Step 9 & all Pilot assignments	2.48% Step 9 & all Pilot assignments
Unit 5 – Fire 56 Hour	008	551 – 555	005 – Unit 5 IAFF 493	005	2.95% base wage increase for top step of Firefighter 2.94% base wage increase for top step of Fire Engineer 2.93% base wage increase for top step of Fire Captain 2.23% Assignment pay increase for Special Operations, canine search specialists, ARFF and paramedic pay for Fire Engineers and Fire Captains	0.09% base wage increase for top step of Firefighter 0.43% base wage increase for top step of Fire Engineer 5.58% base wage increase for top step of Fire Captain 1.67% Assignment pay increase for Special Operations, canine search specialists, ARFF and paramedic pay for Fire Engineers and Fire Captains
Unit 5 – Fire 40 Hour Staff	009	561 – 565				
Unit 5 – Fire 40 Hour Non-Staff	010	570 – 575				
Police Supervisory & Prof	011	634 – 641	006 – PPSLA	006	4.50% step increase to Step 8	0.56% for all steps plus add'l 0.72% Step increase to Step 8
Confidential Office & Clerical	012	711 – 735	008 – Non-Represented	008	2.60% all steps	1.72% all steps
Middle Management	013	835 – 880		009	2.45% wage increase	1.49% wage increase
Fire Middle Mgmt – 56 Hour	014	850 – 854		017 (PSPRS)	3.66% wage increase	1.49% wage increase
Fire Middle Mgmt – 40 Hour	024	852 – 854		016 (PSPRS)	3.20% wage increase	1.49% wage increase
Police Middle Management	026	862				

Group	Salary Plan	Pay Grades	Bargaining Unit	Benefit Category	Base Wage Change Eff. 7/1/19	Base Wage Change Eff. 7/13/20
Executive	018	900 – 980	008 – Non-Represented	010 012 (City Manager)	2.45% wage increase	1.49% wage increase
Fire Executive	025	950 – 956		019 (PSPRS)	3.66% wage increase	1.49% wage increase
Police Executive	027	960 – 966		018 (PSPRS)	3.20% wage increase	1.49% wage increase
Council Office Staff	023	C10 – C22		007	Employees below range max 1.48% wage increase; Employees at range max 3.48% wage increase	1.31% wage increase
Elected Officials	016	997 – 998	None	011 (Mayor and Council)	No change	No change

* Positions classified as Confidential are Bargaining Unit 008 – Non-Represented Groups.

** Range adjustment does not include pay grades 880, 940, and 980.