



# CITY OF MEMPHIS

## PAY PLAN FY2022



CITY OF MEMPHIS



## Letter from the Mayor

Dear Colleague:

The pay plan packet includes relevant information on pay increases for eligible employees, non-represented and represented employee workgroups. We also absorbed the rising cost of health insurance for employees, which impacted some plan design changes. This is the best way to attract and retain premier talent.

I want to thank the Memphis City Council for its continued partnership and for working with us to prioritize this continued improvement in how city government impacts the lives of our employees.

Yours,

A handwritten signature in black ink that reads "Jim Strickland". The signature is stylized, with a large "J" and "S".

**Jim Strickland**  
**Mayor**



## Letter from the Chief HR Officer

City of Memphis colleagues and family members,

I'm pleased to present the City of Memphis FY22 salary policy and pay plans for your review. The policy and plans that were approved by the Memphis City Council are effective as of July 1, 2021. They reflect our ongoing commitment to be fair and equitable to our existing employees, while attracting new talent.

The salary policy explains who is eligible for the general pay increase, and the plan outlines the compensation changes in various departments. These documents illustrate how we strive for fairness and equity for all our valued employees and are committed to your financial and physical well-being.

The Division of Human Resources works diligently to make sure we offer competitive pay and benefits that inspire dedication from our employees, and instill pride in our current employees, and make the City of Memphis attractive for prospective team members..

Please review the FY22 salary policy and pay plans. If you have questions about compensation or the enclosed plans, please don't hesitate to email [compensation@memphistn.gov](mailto:compensation@memphistn.gov).

A handwritten signature in black ink that reads "Alex Smith". The script is fluid and cursive, with the first letters of "Alex" and "Smith" being capitalized and prominent.

**Alex Smith**  
**Chief Human Resources Officer**







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# City of Memphis Administrative Salary Policy

The Salary Policy was approved by the Memphis City Council and is effective as of July 1, 2021. The policy includes information regarding the general pay increase, the categories of employees who may or may not be eligible to receive salary increases, adjustments to pay plans, and other related information.

## Salary Policy

### I. GENERAL PAY INCREASE

Eligible employees will receive a general increase effective July 1, 2021 for the following:

#### **Two percent:**

- MPA – Police Association and Management-ranked commissioned positions.
- CWA – Communication Workers Association and Communication management positions.

#### **Three percent:**

- IAFF – Fire Association and Management-ranked commissioned positions including Communication management positions.

### II. ELIGIBILITY GUIDELINES

#### **1. LENGTH OF EMPLOYMENT (PROBATIONARY PERIOD)**

Employees will be eligible to receive the general pay increase regardless of length of employment, including those in their probationary period.

#### **2. RECENTLY PROMOTED, DEMOTED, OR TRANSFERRED REGULAR, FULL-TIME EMPLOYEES**

Employees who have recently changed their job classification (within the last six months) will be eligible to receive the general pay increase.

#### **3. GRANT-FUNDED EMPLOYEES**

For employees whose salaries are grant-funded, a determination will be made by the City division that administers the grant as to whether they will be eligible to receive the general pay increases. Human Resources will administer the increase based on that determination.

#### **4. CONTINGENT EMPLOYEES**

Contingent employees will not be eligible to receive the general pay increase except for Emergency Response Call Operators.

# City of Memphis Administrative Salary Policy

## 5. APPOINTED EMPLOYEES

Employees in an appointed status (regular, full-time) **will not** be eligible to receive the general pay increase (unless they are included in the commissioned management positions).

**NOTE:** Division chiefs and directors **will not** be included in this general increase as determined by the City Council through the budget process as outlined in the Memphis City Charter.

## 6. ELECTED EMPLOYEES

Elected employees **will not** be included in this general increase.

Salaries for the Administrative Judge, City judges, and City Court Clerk will be determined by the City Council through the budget process as outlined in the Memphis City Charter. Any adjustments will be initiated by the divisions and processed by individual transactions approved through the HR system.

## III. REVISED PAY PLANS

Pay plans have been revised effective July 1, 2021, per the approved salary increase. These revisions are intended to attract the best possible job applicants, within budgetary constraints, and to maintain internal and external equity among current employees. In most cases, the decision to revise the pay plans was based primarily upon our review and analysis of current, comparable market salary data and upon the City's current financial position.

### A. REVISED GENERAL PAY PLANS

The salary ranges for general and "E" grades **will not** be adjusted. All general grades will remain the same. Compensation may conduct a salary survey for the next fiscal year to determine if an increase is warranted to include the minimum, midpoint, 104% level, and maximum rates.

### B. REVISED SPECIAL MARKET PAY PLANS

These pay plans are utilized for certain specialized, technical positions and certain supervisory positions to maintain equity above direct subordinates. All special pay plans for non-represented employees have been adjusted to be consistent with the general pay increase.

# City of Memphis Administrative Salary Policy

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## **C. MINIMUM RATE ADJUSTMENTS**

The pay rates for regular, full-time employees that are below the minimum rates of the new salary ranges on July 1, 2021, will be adjusted to the new minimum rates.

## **D. PAY RATES AT OR ABOVE THE MAXIMUM RATE**

Non-represented employees whose pay rates are approaching, at, or above the maximum of the rate of their salary range will be eligible to receive the general pay increase.

If you have questions about the City of Memphis FY22 Salary Policy, contact the Compensation Service Center at [Compensation@memphistn.gov](mailto:Compensation@memphistn.gov).

APPROVED BY:

A handwritten signature in black ink that reads "Alex Smith". The signature is written in a cursive, flowing style. Below the signature is a thin horizontal line.

Alexandria Smith  
Chief Human Resources Officer

## Appendix - Pay Increases by Employee Category

### PAY INCREASE BY EMPLOYEE CATEGORY

Category	Increase	Notes
CWA Dispatchers	2%	Includes Management Staff
MPA	2%	Includes Management Staff
IAFF	3%	Includes Management Staff
IAFF-Operators	3%	Includes Management Staff
AFSCME-Pipelayer	13.5%	Pipelayer Position Only



# Executive Pay Ranges

## EXECUTIVE PAY RANGES

Grade	Rate Per	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
Executive.24	Annually	\$161,188.30	\$181,336.87	\$201,485.44	\$221,634.01	\$241,782.58
	Monthly	\$13,432.36	\$15,111.41	\$16,790.45	\$18,469.50	\$20,148.55
	Pay Period	\$6,199.55	\$6,974.50	\$7,749.44	\$8,524.39	\$9,299.33
	Hourly	\$77.49	\$87.18	\$96.87	\$106.55	\$116.24
Executive.23	Annually	\$134,323.80	\$151,114.21	\$167,904.62	\$184,695.03	\$201,485.44
	Monthly	\$11,193.65	\$12,592.85	\$13,992.05	\$15,391.25	\$16,790.45
	Pay Period	\$5,166.30	\$5,812.08	\$6,457.87	\$7,103.66	\$7,749.44
	Hourly	\$64.58	\$72.65	\$80.72	\$88.80	\$96.87
Executive.22	Annually	\$121,670.12	\$133,837.08	\$146,004.04	\$158,171.00	\$170,337.96
	Monthly	\$10,139.18	\$11,153.09	\$12,167.00	\$13,180.92	\$14,194.83
	Pay Period	\$4,679.62	\$5,147.58	\$5,615.54	\$6,083.50	\$6,551.46
	Hourly	\$58.50	\$64.34	\$70.19	\$76.04	\$81.89
Executive.21	Annually	\$105,800.24	\$116,380.16	\$126,960.08	\$137,540.13	\$148,120.18
	Monthly	\$8,816.69	\$9,698.35	\$10,580.01	\$11,461.68	\$12,343.35
	Pay Period	\$4,069.24	\$4,476.16	\$4,883.08	\$5,290.00	\$5,696.93
	Hourly	\$50.87	\$55.95	\$61.04	\$66.13	\$71.21

## "E" Pay Ranges

"E" PAY RANGES						
Grade	Rate Per	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
E20	Annually	\$98,859.02	\$105,038.31	\$111,217.60	\$117,395.72	\$123,573.84
	Monthly	\$8,238.25	\$8,753.19	\$9,268.13	\$9,782.98	\$10,297.82
	Pay Period	\$3,802.27	\$4,039.94	\$4,277.60	\$4,515.22	\$4,752.84
	Hourly	\$47.53	\$50.50	\$53.47	\$56.44	\$59.41
E19	Annually	\$87,100.52	\$94,177.46	\$101,254.40	\$108,331.21	\$115,408.02
	Monthly	\$7,258.38	\$7,848.13	\$8,437.87	\$9,027.61	\$9,617.34
	Pay Period	\$3,350.02	\$3,622.21	\$3,894.40	\$4,166.59	\$4,438.77
	Hourly	\$41.88	\$45.28	\$48.68	\$52.08	\$55.48
E18	Annually	\$76,909.82	\$84,599.71	\$92,289.60	\$99,981.70	\$107,673.80
	Monthly	\$6,409.15	\$7,049.98	\$7,690.80	\$8,331.81	\$8,972.82
	Pay Period	\$2,958.07	\$3,253.84	\$3,549.60	\$3,845.45	\$4,141.30
	Hourly	\$36.98	\$40.67	\$44.37	\$48.07	\$51.77
E17	Annually	\$68,061.76	\$76,140.48	\$84,219.20	\$92,305.20	\$100,391.20
	Monthly	\$5,671.81	\$6,345.04	\$7,018.27	\$7,692.10	\$8,365.93
	Pay Period	\$2,617.76	\$2,928.48	\$3,239.20	\$3,550.20	\$3,861.20
	Hourly	\$32.72	\$36.61	\$40.49	\$44.38	\$48.27

Prepared by Compensation 6/03/19

Salary Ranges Established: 7/1/06; 7/1/08 - 3-5% range adjustment; 7/1/09-2% adj; 7/16/11-Min -4.6%; 7/1/13-Min Restored; 1/1/16 - 1%; 7/1/16 - Mins 1%; 07/1/17-No Adj; 07/01/18 19 - No Adj

# General Pay Ranges

GENERAL PAY RANGES						
Grade	Rate Per	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
16	Annually	\$60,365.24	\$68,662.62	\$76,960.00	\$85,259.20	\$93,558.40
	Monthly	\$5,030.44	\$5,721.89	\$6,413.33	\$7,104.93	\$7,796.53
	Pay Period	\$2,321.74	\$2,640.87	\$2,960.00	\$3,279.20	\$3,598.40
	Hourly	\$29.02	\$33.01	\$37.00	\$40.99	\$44.98
15	Annually	\$53,660.36	\$60,900.58	\$68,140.80	\$75,389.60	\$82,638.40
	Monthly	\$4,471.70	\$5,075.05	\$5,678.40	\$6,282.47	\$6,886.53
	Pay Period	\$2,063.86	\$2,342.33	\$2,620.80	\$2,899.60	\$3,178.40
	Hourly	\$25.80	\$29.28	\$32.76	\$36.25	\$39.73
14	Annually	\$47,910.20	\$54,260.70	\$60,611.20	\$66,955.20	\$73,299.20
	Monthly	\$3,992.52	\$4,521.73	\$5,050.93	\$5,579.60	\$6,108.27
	Pay Period	\$1,842.70	\$2,086.95	\$2,331.20	\$2,575.20	\$2,819.20
	Hourly	\$23.03	\$26.09	\$29.14	\$32.19	\$35.24
13	Annually	\$42,966.30	\$48,554.35	\$54,142.40	\$59,727.20	\$65,312.00
	Monthly	\$3,580.53	\$4,046.20	\$4,511.87	\$4,977.27	\$5,442.67
	Pay Period	\$1,652.55	\$1,867.48	\$2,082.40	\$2,297.20	\$2,512.00
	Hourly	\$20.66	\$23.34	\$26.03	\$28.72	\$31.40
12	Annually	\$38,701.52	\$43,634.76	\$48,568.00	\$53,508.00	\$58,448.00
	Monthly	\$3,225.13	\$3,636.23	\$4,047.33	\$4,459.00	\$4,870.67
	Pay Period	\$1,488.52	\$1,678.26	\$1,868.00	\$2,058.00	\$2,248.00
	Hourly	\$18.61	\$20.98	\$23.35	\$25.73	\$28.10
11	Annually	\$35,883.12	\$40,374.36	\$44,865.60	\$49,348.00	\$53,830.40
	Monthly	\$2,990.26	\$3,364.53	\$3,738.80	\$4,112.34	\$4,485.87
	Pay Period	\$1,380.12	\$1,552.86	\$1,725.60	\$1,898.00	\$2,070.40
	Hourly	\$17.25	\$19.41	\$21.57	\$23.73	\$25.88
10	Annually	\$33,852.00	\$37,996.40	\$42,140.80	\$46,290.40	\$50,440.00
	Monthly	\$2,821.00	\$3,166.37	\$3,511.73	\$3,857.53	\$4,203.33
	Pay Period	\$1,302.00	\$1,461.40	\$1,620.80	\$1,780.40	\$1,940.00
	Hourly	\$16.28	\$18.27	\$20.26	\$22.26	\$24.25
9	Annually	\$32,240.00	\$36,108.80	\$39,977.60	\$43,846.40	\$47,715.20
	Monthly	\$2,686.67	\$3,009.07	\$3,331.47	\$3,653.87	\$3,976.27
	Pay Period	\$1,240.00	\$1,388.80	\$1,537.60	\$1,686.40	\$1,835.20
	Hourly	\$15.50	\$17.36	\$19.22	\$21.08	\$22.94

# SPECIAL MARKET



# Special Market 1 | General Services - Supervisory

PAY PLAN CODE: Spec Mkt 1

GENERAL SERVICES SUPERVISORY						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
16A	F100FS	MANAGER-FLEET SERVICES	\$37.7511	\$3,020.09	\$6,543.33	\$78,522.34
	F102FF	MANAGER-FINANCE FLEET				
13C	F061PR	GEN FOREMAN - PROPERTY MAINT	\$36.4184	\$2,913.47	\$6,312.32	\$75,750.22
12C	F070AM	FOREMAN - AUTO MECHANIC	\$35.9535	\$2,876.28	\$6,231.75	\$74,783.28
12B	F112CS	SUPER - PROPERTY MAINT CRAFT	\$34.2188	\$2,737.50	\$5,931.07	\$71,175.00
11B	F242SF	SERVICE ADVISOR	\$34.2414	\$2,739.31	\$5,934.99	\$71,222.06

Prepared by Compensation 06/04/19

Last Adjustment: 7/1/09 - 3%; 7/16/11-4.6% reduct; 7/1/13-4.6% restore; 1/1/16 - 1%; 7/1/16- 1.5%; 07/1/17-1%;  
8/14/17-Add Advisor and AutoForeman; 7/1/18-FleetMgr 3.6%, AutoForeman Adv 3.7%; 7/1/19-1%



# Special Market 1 | Public Works - Supervisory

PAY PLAN CODE: Spec Mkt 1

GENERAL SERVICES SUPERVISORY						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
15A	F101MM	MGR-WTP-MNT	\$38.4616	\$3,076.93	\$6,666.48	\$80,000.18
	F101WP	MGR-WTP-PROCESSING				
	F102LS	MGR-LIFT_FLOOD MNT				
	F100ML	MGR-WTP LABORATORY				
14A	F102SR	MGR-STREET MAINTENANCE	\$34.9024	\$2,792.19	\$6,049.56	\$72,596.94
14B	F102CM	MGR-COLLECTION_SW	\$35.5806	\$2,846.45	\$6,167.12	\$74,007.70
14C	F102RC	MGR-COMPOST	\$33.8863	\$2,710.90	\$5,873.44	\$70,483.40
14D	F110WP	SUPER-WTP OPERATIONS	\$36.6300	\$2,930.40	\$6,349.00	\$76,190.40
13A	F111SW	SUPER-SEWER MAINTENANCE	\$33.2403	\$2,659.22	\$5,761.47	\$69,139.72
	F111SM	SUPER-STREET MAINTENANCE				
	F111DR	SUPER-DRAIN MAINTENANCE				
13B	F111SC	SUPER-COLLECTION_SW	\$32.2728	\$2,581.82	\$5,593.77	\$67,127.32
12A	F061EI	GEN FOREMAN-WTP E & I	\$34.8858	\$2,790.86	\$6,046.68	\$72,562.36
	F062LS	GEN FOREMAN-STAT				
	F062WP	GEN FOREMAN-WTP MECHANIC				
11A	F112ZM	SUPER-SHIFT/PUBLIC WORKS	\$31.6575	\$2,532.60	\$5,487.13	\$65,847.60
	F111AP	SUPER-ASPHALT PLANT				
	F112MS	SUPER-PUBLIC WORKS FLEET MAINT				
11	F111WT	SUPER-OM_SHIFT	\$33.2245	\$2,657.96	\$5,758.74	\$69,106.96

## Notes:

Flat rates established 4/1/02 to maintain a minimal five percent supervisory differential resulting from 12/5/2001 case settlement regarding supervisory levels above Heavy Equipment Operators.

Prepared by Compensation 6/04/19

Last Adjustment: 7/1/08-5%, Super-Asphalt Plant moved to 12A; 7/1/09-3%; 1/10-added Area Imp Super; 7/16/11-4.6% reduct; 7/1/13-4.6% restore; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/17-1%

# Special Market 1 | Technician

PAY PLAN CODE: Spec Mkt 1 Technician

TECHNICIAN								
Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
0	F350WW	WASTEWATER TREATMENT TRAINEE		70%	\$19.9701	\$1,597.61	\$3,461.38	\$41,537.86
		CLASS III LICENSE		80%	\$22.8231	\$1,825.85	\$3,955.89	\$47,472.10
		CLASS IV LICENSE		90%	\$25.6759	\$2,054.07	\$4,450.35	\$53,405.82
		6 MONTHS AFTER ATTAINING IV LICENSE		100%	\$28.5286	\$2,282.29	\$4,944.81	\$59,339.54
7C	F092CA	CRAFTS ASSISTANT	Entry	80%	\$13.6343	\$1,090.74	\$2,363.20	\$28,359.24
	F092BA	BLDG MAINT ASSISTANT	6 Mos	85%	\$14.4865	\$1,158.92	\$2,510.92	\$30,131.92
			12 Mos	90%	\$15.3385	\$1,227.08	\$2,658.59	\$31,904.08
			18 Mos	95%	\$16.1908	\$1,295.26	\$2,806.31	\$33,676.76
			24 Mos	100%	\$17.0429	\$1,363.43	\$2,954.01	\$35,449.18
7A	F264SK	INVENTORY CONTROL CLERK	Entry	80%	\$13.4533	\$1,076.26	\$2,331.82	\$27,982.76
			6 Mos	85%	\$14.2939	\$1,143.51	\$2,477.53	\$29,731.26
			12 Mos	90%	\$15.1346	\$1,210.77	\$2,623.25	\$31,480.02
			18 Mos	95%	\$15.9755	\$1,278.04	\$2,769.00	\$33,229.04
			24 Mos	100%	\$16.8164	\$1,345.31	\$2,914.75	\$34,978.06
7F	F262UC	211 CUSTOMER SPECIALIST	Entry	85.7%	\$17.0388	\$1,363.10	\$2,953.29	\$35,440.60
		311 CUSTOMER SPECIALIST	1-2 YRS	92.6%	\$18.4019	\$1,472.15	\$3,189.56	\$38,275.90
			2+ YRS	100%	\$19.8741	\$1,589.93	\$3,444.74	\$41,338.18
8A	F263SK	SR. INVENTORY CONTROL CLERK	Entry	80%	\$14.8619	\$1,188.95	\$2,575.98	\$30,912.70
			6 Mos	85%	\$15.7905	\$1,263.24	\$2,736.94	\$32,844.24
			12 Mos	90%	\$16.7195	\$1,337.56	\$2,897.96	\$34,776.56
			18 Mos	95%	\$17.6483	\$1,411.86	\$3,058.94	\$36,708.36
			24 Mos	100%	\$18.5771	\$1,486.17	\$3,219.94	\$38,640.42
7D	F264PR	PRINTER	Entry	87.9%	\$17.3271	\$1,386.17	\$3,003.28	\$36,040.42
	F261LA	LOGISTICS SPECIALIST	6 Mos	94.0%	\$18.5340	\$1,482.72	\$3,212.46	\$38,550.72
			12 Mos	100%	\$19.7099	\$1,576.79	\$3,416.27	\$40,996.54

# Special Market 1 | Technician

PAY PLAN CODE: Spec Mkt 1 Technician

TECHNICIAN							
Grade	JCC#	Job Title		Hourly	Pay Period	Monthly	Annually
7E	F092AT	AUTOMOTIVE TECHNICIAN		\$17.8511	\$1,428.09	\$3,094.10	\$37,130.34
8B	F263PS	SR. PRINTER		\$21.8510	\$1,748.08	\$3,787.39	\$45,450.08
	F260LA	LOGISTICS ANALYST					
8C	F260CL	211 CUSTOMER COORDINATOR		\$23.3960	\$1,871.68	\$4,055.18	\$48,663.68
	F260CS	311 CUSTOMER SPECIALIST LEAD					
8D	F350AT	ASPHALT TECHNICIAN	LUTE	\$19.8900	\$1,591.20	\$3,447.49	\$41,371.20
			SCREWMAN	\$22.0500	\$1,764.00	\$3,821.88	\$45,864.00
9A	F091AC	MECH-AUTOCAD MAINTENANCE		\$25.5139	\$2,041.11	\$4,422.27	\$53,068.86
	F092BM	MECH-BLDG MAINTENANCE					
	F092CH	MECH-BLDG MAINT/CITY HALL					
9B	F244TS	311 CUSTOMER SUPERVISOR		\$28.5431	\$2,283.45	\$4,947.32	\$59,369.70
	F244OS	211 CUSTOMER SUPERVISOR					
10A	F261IT	IRRIGATION TECHNICIAN		\$29.6203	\$2,369.62	\$5,134.02	\$61,610.12

## Notes:

Employees who are transferred or promoted to these positions will receive a one-step pay raise. Employees will continue to receive a one-step raise every six months until top pay is reached. If a current city employee is paid at a higher rate than the top pay rate for these positions, the employee's pay rate will be reduced to the top pay rate for the position.

Prepared by Compensation 06/03/19

1/1/16-1%; 7/1/16-1.5%; 7/1/17-1%; 04/1/18-Printer 19%, Sr. Printer 23%; 10/01/18 Add Irrigation Tech; 7/1/19-1%



# AFSCME



# AFSCME Local 1733 Code 1733

PAY PLAN CODE: AFSCME Main

AFSCME LOCAL 1733							
Grade	JCC#	Job Title		Hourly	Pay Period	Monthly	Annually
15	F615CU F615WM	CUSTODIAN WATCHMAN	Entry	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14
			60 Days	\$14.00	\$1,119.95	\$2,426.48	\$29,118.70
			5 Mos	\$16.08	\$1,286.07	\$2,786.40	\$33,437.82
20	F614CK F614MG	COOK MESSENGER	Entry	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14
			60 Days	\$14.11	\$1,128.65	\$2,445.33	\$29,344.90
			5 Mos	\$16.40	\$1,312.16	\$2,842.93	\$34,116.16
25	F614CR F614CS	CREWPERSON (1) SOLID WASTE CREWPERSON (1)	Entry	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14
			60 Days	\$14.26	\$1,140.68	\$2,471.40	\$29,657.68
			5 Mos	\$16.85	\$1,348.25	\$2,921.12	\$35,054.50
30	F613TD F613TS	TRUCK DRIVER SOLID WASTE TRUCK DRIVER	Entry	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14
			60 Days	\$14.27	\$1,141.49	\$2,473.15	\$29,678.74
			5 Mos	\$16.88	\$1,350.69	\$2,926.40	\$35,117.94
40	F612OE F612CR F612TC	EQUIPMENT OPERATOR SEMI-SKILLED CREWPERSON TRAFFIC COUNTER	Entry	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14
			60 Days	\$14.32	\$1,145.73	\$2,482.34	\$29,788.98
			5 Mos	\$17.04	\$1,363.42	\$2,953.99	\$35,448.92
50	F611SE F611TT F611ZK F611ZC F611CW	SPECIAL EQUIP OP TREE TRIMMER ZOOKEEPER ZOOKEEPER/CAT CONCRETE WKR	Entry	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14
			60 Days	\$14.43	\$1,154.12	\$2,500.52	\$30,007.12
			5 Mos	\$17.36	\$1,388.58	\$3,008.50	\$36,103.08



# AFSCME Local 1733 Code 1733

PAY PLAN CODE: AFSCME Main

AFSCME LOCAL 1733								
Grade	JCC#	Job Title		Hourly	Pay Period	Monthly	Annually	
60	F610FL	SPEC OFFICER FLAGMAN	Entry	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14	
			60 Days	\$14.53	\$1,162.51	\$2,518.69	\$30,225.26	
			5 Mos	\$17.67	\$1,413.74	\$3,063.01	\$36,757.24	
61	F610VS	VEHICLE STORAGE SVC REP	\$0.35	(3)	\$18.02	\$1,441.32	\$3,122.76	\$37,474.32
62	F611MM	MNT MECHANIC	\$0.51	(3)	\$18.18	\$1,454.53	\$3,151.38	\$37,817.78
63	F611CC	CREW CHIEF (2)	\$2.32	(3)	\$19.99	\$1,599.11	\$3,464.63	\$41,576.86
63	F611CS	SOLID WASTE CREW CHIEF (2)	\$2.32	(3)	\$19.99	\$1,599.11	\$3,464.63	\$41,576.86
64	F610TT	TRACTOR TRAIL DRIVER	\$2.77	(3)	\$20.44	\$1,635.53	\$3,543.54	\$42,523.78
66	F610PP	PIPELAYERS (SKILLED CR PER)	\$2.39	(3)	\$20.06	\$1,604.59	\$3,476.50	\$41,719.34
68	F610SE	SPEC EQUIP OPER II (4)	\$13.07	(3)	\$30.74	\$2,458.87	\$5,327.39	\$63,930.62

## Notes:

- (1) Effective 8/21/95, crewpersons in Public Works Division who hold a valid CDL may receive additional 10 cents per hour and chiefs assigned low-entry, dual-drive, two-person truck in Solid Waste Management will receive additional 50 cents per hour (per 7/7/95 memo approved by HR mgmt) to be paid as a license incentive separate from base pay.
- (2) Effective 5/4/04, Crew Chiefs assigned "automated" vehicles in Solid Waste Management will receive additional \$1 adjustment (per 5/4/04 memo approved by Human Resources Director) to be paid as a license incentive separate from base pay for classification; entry and 60-day rate same as grade 60.
- (3) Effective 10/14/95, pay adjusted to equal Heavy Equipment Operator. Effective 12/1/06, pay adjusted to equal Lead Equipment Operator (agreed to per settlement July 2007).

Prepared by Compensation 06/03/19

Last Adj: 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5% (Crew Chief 5.5%); 7/1/17-1% (Crew Chief 1.5%); 07/1/18 (Crew Chief 10.25%, Mnt Mech 4.75%, Crewperson 2.75%, Truck Driver 1%); 07/01/19-1%; 07/01/21-13.5% Pipelayers

# AFSCME Local 1733 Code 1733

PAY PLAN CODE: AFSCME Main

AFSCME LOCAL 1733							
Grade	JCC#	Job Title		Hourly	Pay Period	Monthly	Annually
10	F602RC	COURT RECORD CLERK	Entry	\$12.96	\$1,036.89	\$2,246.53	\$26,959.14
			60 Days	\$13.74	\$1,098.82	\$2,380.70	\$28,569.32
			5 Mos	\$15.28	\$1,222.69	\$2,649.08	\$31,789.94
65	F600RC	SR DPTY COURT REC CLERK		\$19.02	\$1,521.85	\$3,297.24	\$39,568.10

## Notes:

Probationary Period: 60 days.

# AFSCME Local 1733 | Clerical Code 173G

**PAY PLAN CODE:** Clerical

CLERICAL						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F652SE	OFFICE ASSISTANT	\$16.28	\$1,302.00	\$2,821.00	\$33,852.00
9	F651GC	OFFICE SUPPORT CLERK	\$15.50	\$1,240.00	\$2,686.67	\$32,240.00

## Notes:

- Probationary period: Six months.
- All new hires will start at the minimum (entry) rate as shown above.
- Compensation Policy will determine resulting pay rates from all promotions, transfers, and demotions.

Prepared by Compensation 06/03/19

Entry rate adjusted: 1/1/16-1%; 7/1/16-Positions retitled/regraded per MOU; 07/1/17-1% except for Support Clerk B(2%) and combined Support Clerk A and B; 7/1/18; Clerk to \$15.50 min; Assistant to \$16.28 min

# AFSCME Local 1733 | Property Evidence Code 173P

PAY PLAN CODE: AFSCME Prop Ev

PROPERTY EVIDENCE						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F641PL	PHOTO LAB TECHNICIAN	\$15.66	\$1,252.40	\$2,713.53	\$32,562.40
20	F640PR	PROPERTY ROOM ATTENDANT	\$18.02	\$1,441.32	\$3,122.86	\$37,474.32

## Notes:

Probationary period: Six months.

Prepared by Compensation 06/03/19

Last Adj: 7/1/08 - equity adjustment (39.7%- Prop Room Attendant; 30.5%-Photo Lab Tech); 7/1/09 - 3%;  
7/16/11-4.6% red; 7/1/13- 4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/18-Photo Lab Tech to \$15.50; 07/01/19-1%

# AFSCME Local 1733 | Code Enforcement Code 173C

PAY PLAN CODE: AFSCME Code Enf

CODE ENFORCEMENT							
Grade	JCC#	Job Title		Hourly	Pay Period	Monthly	Annually
10	F631CE	CODE ENFORCEMENT INSPECTOR	Entry	\$17.43	\$1,394.09	\$3,020.44	\$36,246.34
			6 Mos	\$18.06	\$1,445.19	\$3,131.15	\$37,574.94
			12 Mos	\$18.86	\$1,508.82	\$3,269.01	\$39,229.32
			18 Mos	\$19.70	\$1,576.30	\$3,415.21	\$40,983.80
			24 Mos	\$20.73	\$1,658.24	\$3,592.74	\$43,114.24
20	F630CE	SR CODE ENFORCEMENT INSPECTOR	Entry	\$22.19	\$1,774.88	\$3,845.46	\$46,146.88
			6 Mos	\$22.91	\$1,832.75	\$3,970.84	\$47,651.50
			12 Mos	\$24.05	\$1,924.33	\$4,169.25	\$50,032.58
			18 Mos	\$24.39	\$1,951.32	\$4,227.73	\$50,734.32
			24 Mos	\$25.13	\$2,010.12	\$4,355.13	\$52,263.12
30	F631CS	COMPLIANCE SPECIALIST		\$15.66	\$1,252.40	\$2,713.53	\$32,562.40
40	F630CB	COMMERCIAL BUILDING INSPECTOR		\$23.55	\$1,884.04	\$4,082.09	\$48,985.04
50	F631CS	ENVIRONMENTAL ENFORCEMENT OFFICER		\$23.58	\$1,886.15	\$4,086.66	\$49,039.90

## Notes:

- Employees who are transferred or promoted to these positions will receive a one-step pay raise. Employees will continue to receive a one-step raise every six months until top pay is reached.
- Employees are eligible to receive two pay increases, each \$1/hour after they achieve certain certifications. (See current MOU.) The license incentives will be added separately to the employee's take home pay.
- 180-day initial probation period / 60-day administrative probation period

Prepared by Compensation 06/03/19

Last Adjustment: 7/1/08-\$500 annual equity adjustment plus 5%; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-3%; 07/01/17-1%; 7/1/18-5%; 07/01/19-1%



# AFSCME Local 1733 | Survey Svc Ctr Code 173S

PAY PLAN CODE: AFSCME Survey

AFSCME SURVEY							
Grade	JCC#	Job Title		Hourly	Pay Period	Monthly	Annually
10	F621EA	ENGINEERING AIDE	Entry	\$19.46	\$1,557.14	\$3,373.70	\$40,485.64
			6 Mos	\$20.93	\$1,674.76	\$3,628.54	\$43,543.76
			12 Mos	\$22.03	\$1,762.52	\$3,818.68	\$45,825.52
			18 Mos	\$24.07	\$1,925.38	\$4,171.53	\$50,059.88
			24 Mos	\$25.48	\$2,038.48	\$4,416.57	\$53,000.48
20	F620SI	SURVEY INSTRUMENT OPER	Entry	\$22.09	\$1,767.06	\$3,828.51	\$45,943.56
			6 Mos	\$23.30	\$1,863.85	\$4,038.22	\$48,460.10
			12 Mos	\$24.52	\$1,961.58	\$4,249.96	\$51,001.08
			18 Mos	\$25.91	\$2,072.86	\$4,491.06	\$53,894.36
			24 Mos	\$27.26	\$2,180.54	\$4,724.36	\$56,694.04

## Notes:

Probation period: 180 days.

Prepared by Compensation 06/03/19

Last Adjustment: 7/1/07 - 8.4% and 4.7% to top rates (per Impasse 2004); 7/1/08 - 5%; 7/1/09 - 3%;  
7/16/11- 4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 07/01/17-1%; 07/01/19-1%

**FIRE**



# IAFF Local 1784 Code 1784

PAY PLAN CODE: Fire IAFF

IAFF LOCAL 1784									
Grade	JCC#	Job Title	Sched		Hourly	Pay Period	Monthly	Annually	
02 03 04	F504CS	COMMUNICATIONS DATA SPECIALIST	40		\$16.6036	\$1,328.29	\$2,877.87	\$34,535.54	
	F504FA	FIRE PREVENTION ASSISTANT	40		\$19.6755	\$1,574.04	\$3,410.32	\$40,925.04	
	F503MS	FIRE MATERIAL SPECIALIST	40	Entry	\$16.0763	\$1,286.10	\$2,786.46	\$33,438.60	
				6 Mos	\$18.6400	\$1,491.20	\$3,230.83	\$38,771.20	
				12 Mos	\$19.7978	\$1,583.82	\$3,431.50	\$41,179.32	
24 Mos				\$20.9538	\$1,676.30	\$3,631.87	\$43,583.80		
05 06 07 08 09 10	F503PA F503AI F503FE F502QA F503EM F503AL	PARAMEDIC ANTI-NEGLECT FIELD INSPECTOR FIRE EDUCATION SPECIALIST QUALITY ASSURANCE ANALYST EMERGENCY MGMT SPECIALIST FIRE ALARM OPER II	40 40 40 40 40 40		\$25.2438 \$24.3005 \$21.3983 \$23.7693 \$24.3621 \$26.0111	\$2,019.50 \$1,944.04 \$1,711.86 \$1,901.54 \$1,948.97 \$2,080.89	\$4,375.45 \$4,211.96 \$3,708.92 \$4,119.88 \$4,222.64 \$4,508.46	\$52,507.00 \$50,545.04 \$44,508.36 \$49,440.04 \$50,673.22 \$54,103.14	
				1-2 Yrs 2-3 Yrs	\$27.9386	\$2,235.09	\$4,842.55	\$58,112.34	
15 20	F502FS F503FP	FIRE PROTECTION SPECIALIST FIRE PRIVATE II	40 56		\$27.7896 \$18.1906 \$19.5013 \$20.1925	\$2,223.17 \$2,037.35 \$2,184.15 \$2,261.56	\$4,816.72 \$4,414.12 \$4,732.18 \$4,899.90	\$57,802.42 \$52,971.10 \$56,787.90 \$58,800.56	
			40	1-2 Yrs 2-3 Yrs 3 Yrs+	\$25.4669 \$27.3019 \$28.2695	\$2,037.35 \$2,184.15 \$2,261.56	\$4,414.12 \$4,732.18 \$4,899.90	\$52,971.10 \$56,787.90 \$58,800.56	
30	F502DR	FIRE DRIVER	56	1-2 Yrs	\$21.4650	\$2,404.08	\$5,208.68	\$62,506.08	
			40	2-3 Yrs	\$30.0510	\$2,404.08	\$5,208.68	\$62,506.08	
40	F502AL	FIRE ALARM OPER III	40		\$30.4603	\$2,436.82	\$5,279.61	\$63,357.32	
50	F502FP	FIREFIGHTER/PARAMEDIC	56	1-2 Yrs	\$19.8280	\$2,220.74	\$4,811.46	\$57,739.24	
				2-3 Yrs	\$21.2563	\$2,380.71	\$5,158.05	\$61,898.46	
				3 Yrs+	\$22.0096	\$2,465.08	\$5,340.84	\$64,092.08	
			40	1-2 Yrs	\$27.7593	\$2,220.74	\$4,811.46	\$57,739.24	
				2-3 Yrs	\$29.7589	\$2,380.71	\$5,158.05	\$61,898.46	
				3 Yrs+	\$30.8135	\$2,465.08	\$5,340.84	\$64,092.08	
60 65 70	F502QP F500AI F502MA	QUALITY ASSURANCE PARAMEDIC SR ANTI-NEGLECT FIELD INSPECTOR MECHANIC-MNT AIRMASK	40 40 40		\$30.8138 \$31.8290 \$31.9851	\$2,465.10 \$2,546.32 \$2,558.81	\$5,340.89 \$5,516.86 \$5,543.92	\$64,092.60 \$66,204.32 \$66,529.06	

**IAFF Local 1784** Code 1784

PAY PLAN CODE: Fire IAFF

IAFF LOCAL 1784							
Grade	JCC#	Job Title	Sched	Hourly	Pay Period	Monthly	Annually
85	F500ML	MECHANIC-MNT AIRMASK LEAD	40	\$33.9041	\$2,712.33	\$5,876.53	\$70,520.58
90	F500LF	FIRE LIEUTENANT	56	\$24.3697	\$2,729.41	\$5,913.54	\$70,964.66
	F500CR	COORDINATOR - OSHA/FIRE	40	\$34.1176	\$2,729.41	\$5,913.54	\$70,964.66
	F500LE	EMS LIEUTENANT					
	F500IN	FIRE INSPECTOR					
100	F500FL	FIRE ALARM OPER/SR.	40	\$34.3329	\$2,746.63	\$5,950.85	\$71,412.38
110	F500FI	FIRE INVESTIGATOR	40	\$37.3984	\$2,991.87	\$6,482.19	\$77,788.62

Prepared by Compensation 06/03/21

Last Adjustment: 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16 - 1-2%; 6/1/16-1%; 7/1/16-2%; 07/1/17-1%; 07/1/18-Chg Com  
Data Spec only to \$15.50; 7/1/19-4%; 7/1/21-Comm rank and communication pos (3%) and Fire Inspector move to grade 90

# Fire Non-Represented Base Rates Code SM3

PAY PLAN CODE: Spec Mkt 3

FIRE NON-REPRESENTED BASE RATES							
Grade	JCC#	Job Title	40 Hour	56 Hour	Pay Period	Monthly	Annually
16	F100DC	FIRE DEPUTY CHIEF	\$59.2401	\$42.3144	\$4,739.21	\$10,267.97	\$123,219.46
16	F100DE	EMS DEPUTY CHIEF					
16	F100DS	SPECIAL OPERATIONS DEPUTY CHIEF					
16	F100DL	LOGISTICS DEPUTY CHIEF					
16	F100FM	FIRE MARSHALL					
15	F101DV	FIRE DIVISION CHIEF	\$49.4814	\$35.3438	\$3,958.51	\$8,576.51	\$102,921.26
15	F101DE	EMS DIVISION CHIEF					
15	F101CI	CHIEF FIRE INVESTIGATOR					
15	F101AF	ASSISTANT FIRE MARSHAL					
15	F101DL	DIVISIONAL AIRPORT LIAISON CHIEF					
15B	F101DT	FIRE COMMUNICATIONS MANAGER	\$47.2296	\$33.7354	\$3,778.37	\$8,186.22	\$98,237.62
15C	F101AP	APPARATUS MNT & AIRMASK MGR	\$44.7474	\$31.9624	\$3,579.79	\$7,755.97	\$93,074.54
14F	F110SC	SAFETY CHIEF	\$43.7911	\$31.2794	\$3,503.29	\$7,590.23	\$91,085.54
14F	F110BT	BATTALION CHIEF					
14F	F110BE	EMS BATTALION CHIEF					
14F	F110AR	AIR RESCUE CHIEF					
14F	F110IS	FIRE INVESTIGATIVE SVCS MANAGER					
14F	F110FP	FIRE PREVENTION MANAGER					
14F	F100OE	OFFICE EMERGENCY MGMT MGR					
14F	F110HN	HEALTHCARE NAV MGR					
14D	F110QI	EMS QUALITY IMPROVEMENT COORD	\$40.8669	\$29.1906	\$3,269.35	\$7,083.37	\$85,003.10
14E	F102LM	LOGISTICAL SERVICES MANAGER	\$41.2229	\$29.4449	\$3,297.83	\$7,145.08	\$85,743.58
10	F121WC	WATCH COMMANDER	\$38.0011	\$27.1437	\$3,040.09	\$6,586.66	\$79,042.34
12A	F112AM	FIRE APPARATUS MAINT SUPERVISOR	\$35.2686	\$25.1919	\$2,821.49	\$6,113.04	\$73,358.74
11A	F110EO	OEM OPERATIONS SUPERVISOR	\$34.4820	\$24.6300	\$2,758.56	\$5,976.70	\$71,722.56
	F110EP	OEM PLANNING SUPERVISOR					
02	F502FF	FIREFIGHTER/PARAMEDIC_LEP (1 yr)	\$27.7593	\$19.8280	\$2,220.74	\$4,811.46	\$57,739.24
		FIREFIGHTER/PARAMEDIC_LEP (2 yrs)	\$29.7589	\$21.2563	\$2,380.71	\$5,158.05	\$61,898.46
01	F503FL	FIRE PRIVATE II_LEP	\$27.3019	\$19.5013	\$2,184.15	\$4,732.18	\$56,787.90
00	F502PA	FIREFIGHTER/PARAMEDIC -PROB	\$26.3196	\$18.7997	\$2,105.57	\$4,561.93	\$54,744.82



# Fire Non-Represented Base Rates Code SM3

PAY PLAN CODE: Spec Mkt 3

FIRE NON-REPRESENTED BASE RATES							
	JCC#	Job Title	40 Hour	56 Hour	Pay Period	Monthly	Annually
00A	F504AL	FIRE ALARM OPER I	\$18.0308	\$12.8791	\$1,442.46	\$3,125.23	\$37,503.96
00B	F504FP	FIRE RECRUIT	\$17.8346	\$12.7390	\$1,426.77	\$3,091.24	\$37,096.02

Prepared by Compensation 06/03/21

Last Adj: 7/16/11-4.6% reduc; 7/1/13-4.6% restore; 1/1/16 - 1-2%; 6/1/16-1% commissioned; 7/1/16-2% commissioned;  
6/01/17 - Add three new positions; 7/01/17-1%; 7/1/19-4%; 7/1/21-Comm rank and communication pos (3%)

POLICE



# MPA Local 18 Code 0018

**PAY PLAN CODE:** Police

MPA LOCAL 18							
Grade	JCC#	Job Title		Hourly	Pay Period	Monthly	Annually
10	F511PL	POLICE OFFICER II	1-2 Yrs	\$24.3853	\$1,950.82	\$4,226.65	\$50,721.32
			2-3 Yrs	\$26.2251	\$2,098.01	\$4,545.55	\$54,548.26
			3-12 Yrs	\$28.9219	\$2,313.75	\$5,012.97	\$60,157.50
			12 Yrs	\$29.4923	\$2,359.38	\$5,111.83	\$61,343.88
20	F511PT	POLICE OFFICER II/TACT		\$30.1546	\$2,412.37	\$5,226.64	\$62,721.62
30	F510PH	PILOT - HELICOPTER		\$31.3004	\$2,504.03	\$5,425.23	\$65,104.78
40	F510PS	SERGEANT		\$32.1811	\$2,574.49	\$5,577.89	\$66,936.74

Prepared by Compensation 06/03/21

Last Adjustment: 7/1/08 - 5%; 7/1/09 - 3% + \$40.84/mo. for 3+ years; 7/16/11-4.6% red; 7/1/13- 4.6% rest; 1/1/16-2%; 7/1/16 - 2.75%-3.75%; 07/1/17-1% except 12-year commissioned officers(2%); 07/01/19-4%; 07/01/21-2%

# Police Non-Represented Base Rates Code SM4

PAY PLAN CODE: Spec Mkt 4

POLICE NON-REPRESENTED BASE RATES (SM4)						
	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
00	F005PD	POLICE DEPUTY CHIEF	\$59.0905	\$4,727.24	\$10,242.04	\$122,908.24
16	F100CL	POLICE COLONEL	\$52.1343	\$4,170.74	\$9,036.33	\$108,439.24
15	F101CO	POLICE LIEUTENANT COLONEL	\$46.4466	\$3,715.73	\$8,050.50	\$96,608.98
14	F110MT	POLICE MAJOR/TACT	\$40.7626	\$3,261.01	\$7,065.30	\$84,786.26
14A	F110PM	POLICE MAJOR	\$39.7529	\$3,180.23	\$6,890.29	\$82,685.98
14B	F102EM	MGR- EMERGENCY COMMUNICATIONS	\$37.1739	\$2,973.91	\$6,443.27	\$77,321.66
12	F112LT	POLICE LT - TACT	\$35.8611	\$2,868.89	\$6,215.74	\$74,591.14
12A	F112LI	POLICE LIEUTENANT	\$34.8663	\$2,789.30	\$6,043.30	\$72,521.80
12B	F112RM	SUPV-RADIO MAINTENANCE	\$32.8805	\$2,630.44	\$5,699.11	\$68,391.44
12D	F280RT	COORD-RADIO TECHNICIAN	\$32.7283	\$2,618.26	\$5,672.72	\$68,074.76
12C	F112RP	SUPV-POL RADIO DISPATCHERS	\$34.1045	\$2,728.36	\$5,911.26	\$70,937.36
11	F260GS	GUNSMITH/FIREARMS INSTRUCTOR	\$32.1620	\$2,572.96	\$5,574.58	\$66,896.96
00B	F511LA F511FT	POLICE OFFICER II/LEP POLICE OFFICER II/FTP	\$24.3853	\$1,950.82	\$4,226.65	\$50,721.32
00C	F513PL	POLICE OFFICER II - PROBATIONARY	\$21.9344	\$1,754.75	\$3,801.84	\$45,623.50
00D	F515PL	POLICE RECRUIT	\$20.4995	\$1,639.96	\$3,553.14	\$42,638.96
00D	F350PI	POLICE INTERN				
00E	F516PS	POLICE SVC TECH	\$16.4424	\$1,315.39	\$2,849.92	\$34,200.14
00F	T350SC	SCHOOL CROSSING GUARD	\$15.6500	\$1,252.00	\$2,712.58	\$32,552.00
00F	T350TA	TRAFFIC AIDE				
00G	F350EO	EMERGENCY RESPONSE CALL OPER	\$18.3600	\$1,468.80	\$3,182.30	\$38,188.80

Prepared by Compensation 06/03/21

Last Adj: 7/1/15 - PST entry to living wage; 1/1/16 - 1-2%; 7/1/16 - 1.5%-2.75%; 07/1/17-1%-2%; 10/09/17 - Emer Com Mgr position; 7/1/18-TA, PST SCG to \$15.50; 07/01/19-4%; 7/1/21-Comm rank pos only (2%)

# Police Dispatchers CWA Local Code 3806

**PAY PLAN CODE:** Police Dispatch

POLICE DISPATCH							
Grade	JCC#	Job Title		Hourly	Pay Period	Monthly	Annually
10	F512PR	POLICE RADIO DISPATCHER	0-1 Yrs	\$21.2425	\$1,699.40	\$3,681.92	\$44,184.40
			1-2 Yrs	\$24.8688	\$1,989.50	\$4,310.45	\$51,727.00
			2-3 Yrs	\$26.7170	\$2,137.36	\$4,630.80	\$55,571.36
			3 Yrs+	\$29.1119	\$2,328.95	\$5,045.90	\$60,552.70

## Notes:

Probationary period: One year.

Prepared by Compensation 06/03/21

Last Adjustment: 7/1/05-3% (new bargaining unit); 7/1/08-5%; 7/1/09-3%; 7/16/11-4.6% Red; 7/1/13-4.6% Restored;  
7/1/15-per MOU; 7/1/16-1.5%; 07/1/17-1%; 07/01/19-4%; 7/1/21-2%





# **OPERATING ENGINEERS**

# Operating Engineers Local 369D Animal Shelter Code 036A

PAY PLAN CODE: OE Animal Shelter

OPERATING ENGINEERS LOCAL 369D ANIMAL SHELTER								
Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
10	F546AC	ANIMAL CARE TECHNICIAN	Entry	80%	\$17.26	\$1,380.81	\$2,991.66	\$35,901.06
			6 Mos	90%	\$18.30	\$1,463.64	\$3,171.12	\$38,054.64
			12 Mos	100%	\$19.33	\$1,546.47	\$3,350.58	\$40,208.22
		HAZARDOUS DUTY PAY RATE			12 Mos	100%	\$20.49	\$1,639.26
15	F545AC	SENIOR ANIMAL CARE TECHNICIAN			\$20.30	\$1,624.33	\$3,519.27	\$42,232.58
					HAZARDOUS DUTY PAY RATE			\$21.52
20	F545AF	ANIMAL SERVICES OFFICER	Entry	80%	\$18.45	\$1,476.06	\$3,198.03	\$38,377.56
			6 Mos	90%	\$19.49	\$1,558.89	\$3,377.49	\$40,531.14
			12 Mos	100%	\$20.52	\$1,641.72	\$3,556.95	\$42,684.72
		HAZARDOUS DUTY PAY RATE			12 Mos	100%	\$21.75	\$1,740.22
25	F544AF	SENIOR ANIMAL SERVICES OFFICER			\$21.56	\$1,724.56	\$3,736.43	\$44,838.56
					HAZARDOUS DUTY PAY RATE			\$22.85

## Notes:

- All employees receive additional six percent hazardous duty pay for all hours worked.
- Qualified employees will receive an additional three percent euthanasia premium paid at a minimum of four hour increments (not shown above).
- Probationary period: Six months.

Prepared by Compensation 06/03/21

Last Adjustment: 7/1/08-equity adj; Tech rate 22% and Officer rate 20% (6% euth prem removed); 7/1/09-6.0% and 5.6% per MOU; 7/16/11-4.6% red; 7/1/13-4.6% rest; 7/1/15-per MOU; 7/1/16-1.5%; 07/1/17-1%; 07/01/19-1%



# Operating Engineers Local 369D Code 036D

PAY PLAN CODE: OE Water Treat

## OPERATING ENGINEERS LOCAL 369D ANIMAL SHELTER

Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
10	F558PA	POLLUTION CONTROL AIDE	Entry	72%	\$14.5165	\$1,161.32	\$2,516.12	\$30,194.32
			6 Mos	80%	\$16.0533	\$1,284.26	\$2,782.48	\$33,390.76
			12 Mos	90%	\$18.0600	\$1,444.80	\$3,130.30	\$37,564.80
			18 Mos	100%	\$20.0665	\$1,605.32	\$3,478.09	\$41,738.32
15	F559DP	DISPATCHER	Entry	70%	\$13.4548	\$1,076.38	\$2,332.08	\$27,985.88
			6 Mos	80%	\$15.3768	\$1,230.14	\$2,665.22	\$31,983.64
			12 Mos	90%	\$17.2989	\$1,383.91	\$2,998.38	\$35,981.66
			18 Mos	100%	\$19.2210	\$1,537.68	\$3,331.54	\$39,979.68
20	F557LA	LAB ANALYST	Entry	70%	\$13.9046	\$1,112.37	\$2,410.06	\$28,921.62
			6 Mos	80%	\$15.8911	\$1,271.29	\$2,754.38	\$33,053.54
			12 Mos	90%	\$17.8771	\$1,430.17	\$3,098.61	\$37,184.42
			18 Mos	100%	\$19.8636	\$1,589.09	\$3,442.92	\$41,316.34
30	F556ME	MECHANICAL OPERATOR	Entry	70%	\$13.9243	\$1,113.94	\$2,413.46	\$28,962.44
			6 Mos	80%	\$15.9131	\$1,273.05	\$2,758.19	\$33,099.30
			12 Mos	90%	\$17.9025	\$1,432.20	\$3,103.00	\$37,237.20
			18 Mos	100%	\$19.8913	\$1,591.30	\$3,447.71	\$41,373.80
40	F556MH	MAINTENANCE HELPER	Entry	70%	\$14.2921	\$1,143.37	\$2,477.23	\$29,727.62
			6 Mos	80%	\$16.3339	\$1,306.71	\$2,831.12	\$33,974.46
			12 Mos	90%	\$18.3753	\$1,470.02	\$3,184.95	\$38,220.52
			18 Mos	100%	\$20.4171	\$1,633.37	\$3,538.86	\$42,467.62
50	F557IP	POLLUTION CONTROL INSP	Entry	70%	\$16.8999	\$1,351.99	\$2,929.22	\$35,151.74
			6 Mos	80%	\$19.3141	\$1,545.13	\$3,347.68	\$40,173.38
			12 Mos	90%	\$21.7284	\$1,738.27	\$3,766.14	\$45,195.02
			18 Mos	100%	\$24.1426	\$1,931.41	\$4,184.59	\$50,216.66
55	F556SO	STOPPAGE OPERATOR/SEWER	Cable	88%	\$19.4543	\$1,556.34	\$3,371.97	\$40,464.84
			Wash	92%	\$20.2646	\$1,621.17	\$3,512.43	\$42,150.42
			Vactor	100%	\$22.0505	\$1,764.04	\$3,821.97	\$45,865.04
60	F555SS	SLUDGE SPREADER	Entry	70%	\$15.4356	\$1,234.85	\$2,675.43	\$32,106.10
			6 Mos	80%	\$17.6408	\$1,411.26	\$3,057.64	\$36,692.76
			12 Mos	90%	\$19.8454	\$1,587.63	\$3,439.76	\$41,278.38
			18 Mos	100%	\$22.0505	\$1,764.04	\$3,821.97	\$45,865.04
70	F554CA F554WS	ASST CHEMIST-WTP OPER-WASTE TRMT 1	Entry	70%	\$16.4040	\$1,312.32	\$2,843.27	\$34,120.32
			6 Mos	80%	\$18.7480	\$1,499.84	\$3,249.55	\$38,995.84
			12 Mos	90%	\$21.0910	\$1,687.28	\$3,655.66	\$43,869.28
			18 Mos	100%	\$23.4346	\$1,874.77	\$4,061.88	\$48,744.02

# Operating Engineers Local 369D Code 036D

PAY PLAN CODE: OE Water Treat

OPERATING ENGINEERS LOCAL 369D								
Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
80	F553MM	MECH-MNT WASTE TREAT I	Entry	70%	\$18.4624	\$1,476.99	\$3,200.05	\$38,401.74
	F553SE	STATIONARY ENGINEER I	6 Mos	80%	\$21.0999	\$1,687.99	\$3,657.20	\$43,887.74
			12 Mos	90%	\$23.7378	\$1,899.02	\$4,114.42	\$49,374.52
			18 Mos	100%	\$26.3749	\$2,109.99	\$4,571.50	\$54,859.74
90	F553WS	OPER-WASTE TRMT II	Entry	70%	\$19.9701	\$1,597.61	\$3,461.38	\$41,537.86
			6 Mos	80%	\$22.8231	\$1,825.85	\$3,955.89	\$47,472.10
			12 Mos	90%	\$25.6759	\$2,054.07	\$4,450.35	\$53,405.82
			18 Mos	100%	\$28.5286	\$2,282.29	\$4,944.81	\$59,339.54
100	F551MM	MECH-MNT WASTE TREAT II	Entry	67%	\$20.3036	\$1,624.29	\$3,519.19	\$42,231.54
	F551SE	STATIONARY ENGINEER II	6 Mos	77%	\$23.2040	\$1,856.32	\$4,021.90	\$48,264.32
			12 Mos	87%	\$26.1044	\$2,088.35	\$4,524.62	\$54,297.10
			18 Mos	100%	\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22
110	F550CT	CONTROL TECH-WASTE TREAT	Entry	70%	\$20.9009	\$1,672.07	\$3,622.71	\$43,473.82
			6 Mos	80%	\$23.8859	\$1,910.87	\$4,140.09	\$49,682.62
			12 Mos	90%	\$26.8716	\$2,149.73	\$4,657.61	\$55,892.98
			18 Mos	100%	\$29.8576	\$2,388.61	\$5,175.16	\$62,103.86
120	F551MS	MECHANIC-SHOP			\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22

## Notes:

- Employees assigned to work at the Water Treatment Plants receive additional 3% hazardous duty pay for all hours worked.
- Probationary period: 60 days.
- Certain positions receive incentive pay when licenses are earned and maintained and/or other requirements are met. (See current MOU.)
- For Stoppage Operator, Cable Truck Proficient rate is posting and entry rate; employee must then pass proficiency test to move to higher rate.

Prepared by Compensation 06/03/21

Last Adjustments: 7/1/08 - 5% and 2% equity adjustment (exc Shop Mechanics (11.3%) equal to electricians and Pol Control Insp and Aide (additional 7.7% and 8.9%); 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% restoration.; 7/1/15 - Mnt Mech II and Stat Eng II top rate set equal to Shop Mech and Stoppage Operator top rate set equal to Sludge Spreader; 2015 - Add Dispatcher and Stoppage Operator; 1/1/16-1%; 7/1/16-1.5%, 7/1/17-1%; 7/1/19 - 12% for Pollution Control Insp and 1% for all others

# Operating Engineers Local 369D Code 0369

PAY PLAN CODE: OE Heavy Equip

OPERATING ENGINEERS LOCAL 369D HEAVY EQUIPMENT						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F543SW	OPERATOR-SWEEPER	\$24.1560	\$1,932.48	\$4,186.91	\$50,244.48
	F543FD	DRIVER-FUEL TRUCK				
20	F542HR	MECH-HELPER HEAVY EQUIPMENT	\$25.1874	\$2,014.99	\$4,365.68	\$52,389.74
30	F543GR	GREASER	\$26.0661	\$2,085.29	\$4,517.99	\$54,217.54
35	F543AP	ASPHALT PLANT OPERATOR	\$27.6694	\$2,213.55	\$4,795.88	\$57,552.30
40	F541HE	OPERATOR-HEAVY EQUIPMENT	\$29.2724	\$2,341.79	\$5,073.72	\$60,886.54
	F541BH	OPERATOR-BACKHOE				
50	F541MH	MECH-HEAVY EQUIPMENT (1)	\$29.7900	\$2,383.20	\$5,163.44	\$61,963.20
60	F540HE	OPERATOR-HEAVY EQUIPMENT/LD (3)	\$30.7360	\$2,458.88	\$5,327.41	\$63,930.88
70	F540MH	MECH-HEAVY EQUIPMENT/LD (2)	\$31.2795	\$2,502.36	\$5,421.61	\$65,061.36

## Notes:

- (1) Includes tool allowance of \$86.67 per month (.50/hr).- Effective 07/01/16 - The union included the tool allowance as part of the base salary
- (2) Includes \$86.67/month tool allowance plus five percent lead differential. - Effective 07/01/16 - The union included the tool allowance as part of the base salary
- (3) Includes 5% lead differential.
- (4) Probationary period: 90 days.
- (5) As an incentive not included in base pay above, the City shall pay all employees working a fixed shift between 3 p.m. to 10:59 p.m. an hourly premium of 25 cents per hour and those working a fixed shift between 11 p.m. to 6:59 a.m. an hourly premium of 45 cents per hour during the full term of the agreement beginning July 1, 1996. These rates shall be based on normal working hours during the shift.

Prepared by Compensation 06/04/19

Last Adjustment: 7/1/05-3%; 7/1/06-Adjustments for Greaser (7.9%) and Asphalt Plant Operator (6.15%);  
7/1/08 - 5%; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%, 7/1/17-1%; 7/1/19-1%

# Construction Inspection | Oper Eng 369D Code 036E

PAY PLAN CODE: OE Const Insp

CONSTRUCTION INSPECTION								
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually		
10	F554ZC	ZONE CONSTRUCTION INSPECTOR	Entry	70%	\$16.9648	\$1,357.18	\$2,940.47	\$35,286.68
			6 Mos	80%	\$19.3884	\$1,551.07	\$3,360.55	\$40,327.82
			12 Mos	90%	\$21.8120	\$1,744.96	\$3,780.63	\$45,368.96
			18 Mos	100%	\$24.2355	\$1,938.84	\$4,200.69	\$50,409.84

## Notes:

Probationary period: 60 days.

Prepared by Compensation 06/04/19

Last Adjustment: 7/1/05 - 3%; 7/1/08 - equity adjustment of 9.8% to top rate; 7/1/09 - 3%; 7/16/11-4.6% red;  
7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 7/1/17-1%; 7/1/19-1%



# MACHINISTS



# Machinist Desoto Lodge 3 | General Services Code 003S

PAY PLAN CODE: Machinists

## MACHINISTS

Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
20	F534UM	MECHANIC-AUTOMOBILE	Entry	85.5%	\$18.8205	\$1,505.64	\$3,262.12	\$39,146.64
	F534RM	MECHANIC-TRUCK	8 Mos	90%	\$19.8110	\$1,584.88	\$3,433.80	\$41,206.88
			16 Mos	95%	\$20.9118	\$1,672.94	\$3,624.59	\$43,496.44
			24 Mos	100%	\$22.0123	\$1,760.98	\$3,815.34	\$45,785.48
26	F533FH	REPAIRER-FIRE HYDRANT	Entry	95%	\$23.7211	\$1,897.69	\$4,111.54	\$49,339.94
			6 Mos	100%	\$25.0276	\$2,002.21	\$4,337.99	\$52,057.46
28	F532FH	REPAIRER-FIRE HYDRANT/LD (1)			\$26.5293	\$2,122.34	\$4,598.26	\$55,180.84
30	F532AM	MECHANIC-AUTOMOBILE MASTER	Entry	80%	\$23.5525	\$1,884.20	\$4,082.31	\$48,989.20
	F532TM	MECHANIC-TRUCK MASTER	8 Mos	90%	\$26.4995	\$2,119.96	\$4,593.11	\$55,118.96
	F532RA	REPAIRER AUTO BODY	16 Mos	100%	\$29.4443	\$2,355.54	\$5,103.51	\$61,244.04
	F532WM	WELDER-MASTER						
	F532WC	WELDER-COMBINATION						
	F532WR	WELDER-RADIATOR REPAIR						
32	F532MF	MECHANIC-MNT/FIRE			\$29.4443	\$2,355.54	\$5,103.51	\$61,244.04
34	F532AT	TECH-AUTOMOTIVE RESTORATION			\$29.7043	\$2,376.34	\$5,148.58	\$61,784.84
36	F532MH	MECHANIC-HELICOPTER	Entry	69%	\$20.6053	\$1,648.42	\$3,571.47	\$42,858.92
			8 Mos	78%	\$23.5525	\$1,884.20	\$4,082.31	\$48,989.20
			16 Mos	88%	\$26.4995	\$2,119.96	\$4,593.11	\$55,118.96
			24 Mos	100%	\$30.0779	\$2,406.23	\$5,213.34	\$62,561.98
40	F531MM	MECHANIC-MASTER/LD (1)			\$31.2109	\$2,496.87	\$5,409.72	\$64,918.62
50	F531MF	MECHANIC-MNT FIRE/LD (1)			\$31.2109	\$2,496.87	\$5,409.72	\$64,918.62
60	F531MH	MECHANIC-HELICOPTER/LD (1)			\$31.8825	\$2,550.60	\$5,526.13	\$66,315.60

### Notes:

(1) Receives lead differential of six percent above base per 7/1/00 agreement.

Probationary period: 90 days except for Fire Hydrant Repairers who serve a six-month probationary period.



A collection of various hand tools is arranged on a dark, textured wooden surface. The tools include a claw hammer with a silver head and a black handle, a pair of silver pliers, a rusty adjustable wrench, and several wooden rulers of different lengths. An orange and black tape measure is partially visible on the left. A red vise is partially visible at the bottom. A decorative graphic consisting of overlapping yellow and blue curved bands is positioned at the bottom of the image.

# CRAFTS

# Bricklayers Local 5 Code 0005

**PAY PLAN CODE:** Bricklayers

BRICKLAYERS						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F561BM	MNT BRICKLAYER/TILESETTER	\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22
20	F560BM	MNT BRICKLAYER/TILESETTER LEAD (1)	\$31.1496	\$2,491.97	\$5,399.10	\$64,791.22

## Notes:

(1) Receives lead differential of \$1 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.

Probationary period: Six months effective 7-1-96.

Prepared by Compensation 06/05/19

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/01/09 - 3% increase; 7/16/11- 4.6% red; 7/1/13- 4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/19-1%

# Carpenters Local 345 Code 0345

**PAY PLAN CODE:** Carpenters

CARPENTERS						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F561CR	MAINTENANCE CARPENTER	\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22
20	F560CR	MAINTENANCE CARPENTER/LD (1)	\$31.1496	\$2,491.97	\$5,399.10	\$64,791.22

## Notes:

(1) Receives lead differential of \$1 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.

Probationary period: Six months effective 7-1-96.

Prepared by Compensation 06/05/19

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3% increase; 7/16/11-4.6% red; 7/1/13-4.6% red; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/19-1%

# Cement Masons Local 521 Code 0521

**PAY PLAN CODE:** Cement Masons

CEMENT MASONS						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F561CF	CONCRETE FINISHER	\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22
20	F560CF	CONCRETE FINISHER/LD (1)	\$31.1496	\$2,491.97	\$5,399.10	\$64,791.22

## Notes:

(1) Receives lead differential of \$1 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.

Probationary period: Six months effective 7-1-96.

Prepared by Compensation 06/05/19

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3% increase; 7/16/11-4.6% red; 7/1/13-4.6% red; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/19-1%



PAY PLAN CODE: Electricians IBEW

ELECTRICIANS								
Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
10	F524GR	GROUNDSMAN			\$21.1045	\$1,688.36	\$3,658.00	\$43,897.36
20	F525SA	TRAFFIC SIGNAL AIDE	Entry	43.4%	\$13.0908	\$1,047.26	\$2,268.99	\$27,228.76
20	F525EI	COMMUNITY & SAFETY EQUIPMENT INSTALLER	6 Mos	51.4%	\$15.4965	\$1,239.72	\$2,685.98	\$32,232.72
		(TOP IS 70% OF GRADE 40)	12 Mos	70%	\$21.1051	\$1,688.41	\$3,658.11	\$43,898.66
40	F521EM	MNT ELECTRICIAN			\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22
40	F521EF	FIRE MNT ELECTRICIAN						
40	F521EW	MNT ELECTRICIAN/WTP						
40	F521PR	POLICE RADIO TECH						
40	F521AC	AIR COND/REF SERV TECH						
40	F521ST	TRAFFIC SIGNAL TECHNICIAN						
46	F520FC	OPER-1ST CLASS STEAM/REF			\$31.2840	\$2,502.72	\$5,422.39	\$65,070.72
50	F520EM	MNT ELECTRICIAN/LD (1)			\$31.1698	\$2,493.58	\$5,402.59	\$64,833.08
50	F520EF	FIRE MNT ELECTRICIAN/LD (1)						
50	F520EW	MNT ELECTRICIAN/WTP/LD (1)						
50	F520PR	POLICE RADIO TECH/LD (1)						
50	F520AC	AIR COND/REF SERV TECH/LD (1)						
30	F522AC	APP AC/REF SVC TECH 1st	Entry	50%	\$15.0749	\$1,205.99	\$2,612.90	\$31,355.74
	F522PR	APP POLICE RADIO TECH 2nd	6 Mos	55%	\$16.5821	\$1,326.57	\$2,874.15	\$34,490.82
	F522ST	APP SIGNAL TECH 3rd	12 Mos	65%	\$19.5976	\$1,567.81	\$3,396.82	\$40,763.06
			18 Mos	70%	\$21.1045	\$1,688.36	\$3,658.00	\$43,897.36
			24 Mos	75%	\$22.6120	\$1,808.96	\$3,919.29	\$47,032.96
			30 Mos	80%	\$24.1198	\$1,929.58	\$4,180.63	\$50,169.08
			36 Mos	85%	\$25.6273	\$2,050.18	\$4,441.92	\$53,304.68
			42 Mos	90%	\$27.1346	\$2,170.77	\$4,703.19	\$56,440.02
			48 Mos	100%	\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22
	F525CH	MAINTENANCE ASSIST/CITY HALL			GENERAL GRADE 09			

**Notes:**

(1) Receives lead differential of \$1 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 60 cents per hour.

Probationary period: Six months effective 7-1-96.

Prepared by Compensation 06/05/19

Last Adjustment: 7/1/07 - 3%; 7/1/06 - remove Lead Signal Tech (lead pay is given as incentive pay); 7/1/08 - 5%; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/19-1%

# Painters Local 49 Code 0049

PAY PLAN CODE: Painters

PAINTERS								
Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
20	F561PA	PAINTER			\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22
	F561PE	SIGNS & MARKING PAINTER						
30	F560PA	PAINTER/LD (1)			\$31.1496	\$2,491.97	\$5,399.10	\$64,791.22
	F560PE	SIGNS & MARKING PAINTER/LD (1)						
10	F562PA	PAINTER/APPRENTICE	Entry	45%	\$13.5674	\$1,085.39	\$2,351.61	\$28,220.14
			6 Mos	55%	\$16.5824	\$1,326.59	\$2,874.19	\$34,491.34
			12 Mos	65%	\$19.5973	\$1,567.78	\$3,396.75	\$40,762.28
			18 Mos	70%	\$21.1050	\$1,688.40	\$3,658.09	\$43,898.40
			24 Mos	75%	\$22.6124	\$1,808.99	\$3,919.36	\$47,033.74
			30 Mos	85%	\$25.6273	\$2,050.18	\$4,441.92	\$53,304.68

## Notes:

(1) Receives lead differential of \$1 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.

Probationary period: Six months effective 7-1-96.

Prepared by Compensation 06/05/19

Last Adjustment: 7/1/07 - 3%; 7/1/08 - 5% (apprentice rate restructured); 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/19-1%



# Plumbers Local 17 Code 0017

**PAY PLAN CODE:** Plumbers

PLUMBERS						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F561PL	MNT PLUMBER	\$31.9039	\$2,552.31	\$5,529.83	\$66,360.06
20	F560PL	MNT PLUMBER/LD (1)	\$32.9039	\$2,632.31	\$5,703.16	\$68,440.06

## Notes:

(1) Receives lead differential of \$1 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.

Probationary period: Six months effective 7-1-96.

Prepared by Compensation 06/04/19

Last Adjustment: 7/1/07- 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3% increase; 7/16/11- 4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/19-1%

# Roofers Local 115 Code 0115

**PAY PLAN CODE:** Roofers

ROOFERS						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F561RF	ROOFER	\$30.1496	\$2,411.97	\$5,225.77	\$62,711.22
20	F560RF	ROOFER/LD (1)	\$31.1496	\$2,491.97	\$5,399.10	\$64,791.22

## Notes:

(1) Receives lead differential of \$1 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.

Probationary period: Six months effective 7-1-96.

Prepared by Compensation 06/04/19

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%; 07/1/17-1%; 7/1/19-1%

**BROUGHT TO YOU BY:**



**CITY OF MEMPHIS**

