



JULY 1, 2022

# CITY OF MEMPHIS

## PAY PLAN FY 2023



Prepared by Compensation Service Center, Human Resources Division

## Letter from the Mayor

Dear Colleague:

This pay plan packet includes relevant information regarding pay increases for eligible employees, as well as, non-represented and represented employee workgroups. Each year, we work hard to improve the experience of working with the City of Memphis and find ways to improve the lives of our employees and their families.

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.

**Sincerely,**

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 of HR

City of Memphis Employees,

I am pleased to present to you the City of Memphis FY23 Salary Policy and Plans that have been reviewed and approved by the Memphis City Council.

The enclosed plans will take effect on July 1, 2022. These policies demonstrate our ongoing commitment to being fair and equitable to our current employees, while being externally competitive to attract new talent. We believe the plans support our overarching goal of positioning the City of Memphis as a premier employer in Memphis & the Mid-South.

In addition to keeping salaries and working conditions competitive, the Human Resources Division continually explores and refines our employee benefits programs. We strive to offer benefits that positively impact our employees' lives and inspire them to stay on our team until retirement. Our benefits package, which can be accessed at [www.TotalRewards.memphistn.gov](http://www.TotalRewards.memphistn.gov) is also designed as an incentive to encourage more quality applicants to pursue careers with The City of Memphis.

Please review the FY23 Salary Policy and Pay Plans. Should you have questions about compensation or the enclosed plans, please do not hesitate to email: [compensation@memphistn.gov](mailto:compensation@memphistn.gov).

Sincerely,



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



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# City of Memphis Administrative Salary Policy

The following Salary Policy has been approved to be effective on July 1, 2022. 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, 2022 for the following:

- **Five percent (5%)**
  - MPA – Police Association and Management ranked commissioned positions
- **Four percent (4%):**
  - CWA – Communication Association and Communication management positions
  - IBEW and Crafts
- **Three percent (3%):**
  - IAFF – Fire Association and Management ranked commissioned positions including Communication management positions
  - Non-Represented employees
- **Two percent (2%):**
  - All other Associations to include AFSCME, IOUE, Machinists positions with various percentage for certain positions (See Appendix to this policy)

### 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 increase. 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.

# City of Memphis Administrative Salary Policy

## 5. APPOINTED EMPLOYEES

Employees in an appointed status (regular, full-time) **will** be eligible to receive the general pay increase (unless they are included in the commissioned management positions).

**NOTE:** Division Chiefs and Directors **will** 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, 2022, 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** be adjusted to 2% to account for the Cost of Living Adjustment. The salary ranges for the IT and Executive **will not** be adjusted at this time. 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 their 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, 2022, 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.

For any questions concerning the July 1, 2022 Salary Policy, you may 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.

Alexandria Smith

Chief Human Resources Officer

## Appendix - Pay Increases by Employee Category

Category	Increase	Notes
Non-Represented	3%	Including Management Staff
AFSCME – (Main, Code Enforcement, Clerical, Property Evidence, and Survey)	2%	<p>The various positions received the 2% plus a target amount using a compound equation that equals the following increases:</p> <p>Code Enforcement Inspectors = 9.7% (11.89%)</p> <p>Concrete Worker = 6% (8.12%)</p> <p>Crewperson/Solid Waste Crewperson = 9% (11.18%)</p> <p>Crewchief/Solid Waste Crewchief = 2% (3.02%)</p> <p>Equipment Operator = 11.5% (14.82%)</p> <p>Special Equipment Operator = 9.5% (11.69%)</p> <p>Truck Driver/Solid Waste Truck Driver = 14% (16.28%)</p> <p>Pipelayer = 1% (3.02%)</p> <p>Semiskilled Crewperson = 6% (8.12%)</p> <p>Tractor Trailer Driver = 1% (3.02%)</p> <p>Tree Trimmer = 16.62% (18.95%)</p>
IAMAW/Machinists	2%	<b>NOTE:</b> The Lead Layout Position will receive 8% above the employee's base wages while in this designation.
IUOE – Animal Shelter, Heavy Equipment, Water Treatment, and Construction Inspection	2%	<p>The various positions received the 2% plus a target amount using a compound equation that equals the following increases:</p> <p>Animal Services Officer and Senior = 3% (5.06%)</p> <p>Construction Inspector = 10% (12.20%)</p> <p>Heavy Equipment Operator = 3% (5.06%)</p> <p>Lead Heavy Equipment Operator = 3% (5.06%)</p> <p>Backhoe Operator = 3% (5.06%)</p> <p>Heavy Equipment Mechanic = 3% (5.06%)</p> <p>Lead Heavy Equipment Mechanic = 3% (5.06%)</p> <p>Assistant Chemist = 15% (17.30%)</p> <p>Mechanical Operator I = 15% (17.30%)</p> <p>Waste Treatment Operator I = 15% (17.30%)</p> <p>Waste Treatment Operator II = 7% (7.10%)</p>
Crafts & IBEW	4%	
CWA – Dispatchers	4%	Including Management Staff
MPA	5%	Including Management Staff
IAFF	3%	Including Management Staff
IAFF - Operators	3%	Including Management Staff



# 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
E 20	Annually	\$100,836.06	\$107,139.63	\$113,443.20	\$119,744.17	\$126,045.14
	Monthly	\$8,403.01	\$8,928.31	\$9,453.60	\$9,978.68	\$10,503.76
	Pay Period	\$3,878.31	\$4,120.76	\$4,363.20	\$4,605.55	\$4,847.89
	Hourly	\$48.48	\$51.51	\$54.54	\$57.57	\$60.60
E 19	Annually	\$88,842.26	\$96,057.13	\$103,272.00	\$110,494.02	\$117,716.04
	Monthly	\$7,403.52	\$8,004.76	\$8,606.00	\$9,207.84	\$9,809.67
	Pay Period	\$3,417.01	\$3,694.51	\$3,972.00	\$4,249.77	\$4,527.54
	Hourly	\$42.71	\$46.18	\$49.65	\$53.12	\$56.59
E 18	Annually	\$78,447.98	\$86,294.39	\$94,140.80	\$101,983.96	\$109,827.12
	Monthly	\$6,537.33	\$7,191.20	\$7,845.07	\$8,498.67	\$9,152.26
	Pay Period	\$3,017.23	\$3,319.02	\$3,620.80	\$3,922.46	\$4,224.12
	Hourly	\$37.72	\$41.49	\$45.26	\$49.03	\$52.80
E 17	Annually	\$69,423.12	\$77,663.56	\$85,904.00	\$94,151.46	\$102,398.92
	Monthly	\$5,785.26	\$6,471.97	\$7,158.67	\$7,845.96	\$8,533.24
	Pay Period	\$2,670.12	\$2,987.06	\$3,304.00	\$3,621.21	\$3,938.42
	Hourly	\$33.38	\$37.34	\$41.30	\$45.27	\$49.23

# IT Pay Ranges

IT PAY RANGES						
Grade	Rate Per	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
IT 7	Annually	\$83,612.88	\$93,019.29	\$102,425.70	\$111,832.24	\$121,238.78
	Monthly	\$6,967.74	\$7,751.61	\$8,535.48	\$9,319.36	\$10,103.23
	Pay Period	\$3,215.88	\$3,577.67	\$3,939.45	\$4,301.24	\$4,663.03
	Hourly	\$40.20	\$44.72	\$49.24	\$53.77	\$58.29
IT 6	Annually	\$75,326.94	\$83,801.25	\$92,275.56	\$100,749.74	\$109,223.92
	Monthly	\$6,277.25	\$6,983.44	\$7,689.63	\$8,395.81	\$9,101.99
	Pay Period	\$2,897.19	\$3,223.13	\$3,549.06	\$3,874.99	\$4,200.92
	Hourly	\$36.21	\$40.29	\$44.36	\$48.44	\$52.51
IT 5	Annually	\$67,862.08	\$75,496.59	\$83,131.10	\$90,765.61	\$98,400.12
	Monthly	\$5,655.17	\$6,291.38	\$6,927.59	\$7,563.80	\$8,200.01
	Pay Period	\$2,610.08	\$2,903.72	\$3,197.35	\$3,490.99	\$3,784.62
	Hourly	\$32.63	\$36.30	\$39.97	\$43.64	\$47.31
IT 4	Annually	\$61,136.92	\$68,015.09	\$74,893.26	\$81,771.43	\$88,649.60
	Monthly	\$5,094.74	\$5,667.93	\$6,241.11	\$6,814.29	\$7,387.47
	Pay Period	\$2,351.42	\$2,615.97	\$2,880.51	\$3,145.06	\$3,409.60
	Hourly	\$29.39	\$32.70	\$36.01	\$39.31	\$42.62
IT 3	Annually	\$55,078.40	\$61,276.80	\$67,475.20	\$73,673.60	\$79,872.00
	Monthly	\$4,589.87	\$5,106.40	\$5,622.93	\$6,139.47	\$6,656.00
	Pay Period	\$2,118.40	\$2,356.80	\$2,595.20	\$2,833.60	\$3,072.00
	Hourly	\$26.48	\$29.46	\$32.44	\$35.42	\$38.40
IT 2	Annually	\$47,465.60	\$52,806.00	\$58,146.40	\$63,486.80	\$68,827.20
	Monthly	\$3,955.47	\$4,400.50	\$4,845.53	\$5,290.57	\$5,735.60
	Pay Period	\$1,825.60	\$2,031.00	\$2,236.40	\$2,441.80	\$2,647.20
	Hourly	\$22.82	\$25.39	\$27.96	\$30.52	\$33.09
IT 1	Annually	\$39,894.40	\$44,382.00	\$48,869.60	\$53,357.20	\$57,844.80
	Monthly	\$3,324.53	\$3,698.50	\$4,072.47	\$4,446.44	\$4,820.40
	Pay Period	\$1,534.40	\$1,707.00	\$1,879.60	\$2,052.20	\$2,224.80
	Hourly	\$19.18	\$21.34	\$23.50	\$25.65	\$27.81

# General Pay Ranges

GENERAL PAY RANGES						
Grade	Rate Per	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
16	Annually	\$61,572.42	\$70,035.81	\$78,499.20	\$86,964.80	\$95,430.40
	Monthly	\$5,131.04	\$5,836.32	\$6,541.60	\$7,247.07	\$7,952.53
	Pay Period	\$2,368.17	\$2,693.69	\$3,019.20	\$3,344.80	\$3,670.40
	Hourly	\$29.60	\$33.67	\$37.74	\$41.81	\$45.88
15	Annually	\$54,733.38	\$62,123.49	\$69,513.60	\$76,897.60	\$84,281.60
	Monthly	\$4,561.12	\$5,176.96	\$5,792.80	\$6,408.14	\$7,023.47
	Pay Period	\$2,105.13	\$2,389.37	\$2,673.60	\$2,957.60	\$3,241.60
	Hourly	\$26.31	\$29.87	\$33.42	\$36.97	\$40.52
14	Annually	\$48,868.30	\$55,342.95	\$61,817.60	\$68,296.80	\$74,776.00
	Monthly	\$4,072.36	\$4,611.92	\$5,151.47	\$5,691.40	\$6,231.33
	Pay Period	\$1,879.55	\$2,128.58	\$2,377.60	\$2,626.80	\$2,876.00
	Hourly	\$23.49	\$26.61	\$29.72	\$32.84	\$35.95
13	Annually	\$43,825.86	\$49,524.93	\$55,224.00	\$60,923.20	\$66,622.40
	Monthly	\$3,652.16	\$4,127.08	\$4,602.00	\$5,076.94	\$5,551.87
	Pay Period	\$1,685.61	\$1,904.81	\$2,124.00	\$2,343.20	\$2,562.40
	Hourly	\$21.07	\$23.81	\$26.55	\$29.29	\$32.03
12	Annually	\$39,475.54	\$44,510.57	\$49,545.60	\$54,579.20	\$59,612.80
	Monthly	\$3,289.63	\$3,709.22	\$4,128.80	\$4,548.27	\$4,967.73
	Pay Period	\$1,518.29	\$1,711.95	\$1,905.60	\$2,099.20	\$2,292.80
	Hourly	\$18.98	\$21.40	\$23.82	\$26.24	\$28.66
11	Annually	\$36,600.72	\$41,169.96	\$45,739.20	\$50,315.20	\$54,891.20
	Monthly	\$3,050.06	\$3,430.83	\$3,811.60	\$4,192.94	\$4,574.27
	Pay Period	\$1,407.72	\$1,583.46	\$1,759.20	\$1,935.20	\$2,111.20
	Hourly	\$17.60	\$19.79	\$21.99	\$24.19	\$26.39
10	Annually	\$34,529.04	\$38,761.32	\$42,993.60	\$47,216.00	\$51,438.40
	Monthly	\$2,877.42	\$3,230.11	\$3,582.80	\$3,934.67	\$4,286.53
	Pay Period	\$1,328.04	\$1,490.82	\$1,653.60	\$1,816.00	\$1,978.40
	Hourly	\$16.60	\$18.64	\$20.67	\$22.70	\$24.73
9	Annually	\$32,884.80	\$36,836.80	\$40,788.80	\$44,730.40	\$48,672.00
	Monthly	\$2,740.40	\$3,069.74	\$3,399.07	\$3,727.54	\$4,056.00
	Pay Period	\$1,264.80	\$1,416.80	\$1,568.80	\$1,720.40	\$1,872.00
	Hourly	\$15.81	\$17.71	\$19.61	\$21.51	\$23.40

# SPECIAL MARKET





# Special Market 1 | General Services / Parks - Supervisory

PAY PLAN CODE: Spec Mkt 1

SPECIAL MARKET 1   GENERAL SERVICES / PARKS - SUPERVISORY						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
16A	F100FS	MANAGER-FLEET SERVICES	\$38.8836	\$3,110.69	\$6,739.62	\$80,877.94
	F102FF	MANAGER-FINANCE FLEET				
13C	F061PR	GEN FOREMAN - PROPERTY MAINT	\$37.5109	\$3,000.87	\$6,501.68	\$78,022.62
12C	F070AM	FOREMAN - AUTO MECHANIC	\$37.0321	\$2,962.57	\$6,418.70	\$77,026.82
12B	F112CS	SUPER - PROPERTY MAINT CRAFT	\$35.2454	\$2,819.63	\$6,109.01	\$73,310.38
11B	F242SF	SERVICE ADVISOR	\$35.2686	\$2,821.49	\$6,113.04	\$73,358.74
11C	F111GF	GOLF COURSE MNT SUPERVISOR	\$28.9243	\$2,313.94	\$5,013.38	\$60,162.44

# Special Market 1 | Public Works - Supervisory

PAY PLAN CODE: Spec Mkt 1

SPECIAL MARKET 1   PUBLIC WORKS - SUPERVISORY						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
15A	F101MM	MGR-WTP-MNT	\$39.6155	\$3,169.24	\$6,866.48	\$82,400.24
	F101WP	MGR-WTP-PROCESSING				
	F102LS	MGR-LIFT_FLOOD MNT				
	F100ML	MGR-WTP LABORATORY				
14A	F102SR	MGR-STREET MAINTENANCE	\$35.9495	\$2,875.96	\$6,231.05	\$74,774.96
14B	F102CM	MGR-COLLECTION_SW	\$36.6480	\$2,931.84	\$6,352.12	\$76,227.84
14C	F102RC	MGR-COMPOST	\$34.9029	\$2,792.23	\$6,049.65	\$72,597.98
14D	F110WP	SUPER-WTP OPERATIONS	\$37.7289	\$3,018.31	\$6,539.47	\$78,476.06
13A	F111SW	SUPER-SEWER MAINTENANCE	\$34.2375	\$2,739.00	\$5,934.32	\$71,214.00
	F111SM	SUPER-STREET MAINTENANCE				
	F111DR	SUPER-DRAIN MAINTENANCE				
13B	F111SC	SUPER-COLLECTION_SW	\$33.2409	\$2,659.27	\$5,761.57	\$69,141.02
12A	F061EI	GEN FOREMAN-WTP E & I	\$35.9324	\$2,874.59	\$6,228.09	\$74,739.34
	F062LS	GEN FOREMAN-STAT ENGINEERS				
	F062WP	GEN FOREMAN-WTP MECHANIC				
11A	F112ZM	SUPER-SHIFT/PUBLIC WORKS	\$32.6073	\$2,608.58	\$5,651.75	\$67,823.08
	F111AP	SUPER-ASPHALT PLANT				
	F112MS	SUPER-PUBLIC WORKS FLEET MAINT				
11	F111WT	SUPER-OM_SHIFT	\$34.2213	\$2,737.70	\$5,931.50	\$71,180.20

**NOTES:** Flat rates established 4/1/2002 to maintain a minimal 5% supervisory differential resulting from 12/5/2001 case settlement regarding supervisory levels above Heavy Equipment Operators.

# Special Market 1 | Technician

PAY PLAN CODE: Spec Mkt 1

SPECIAL MARKET 1   TECHNICIAN								
Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
0	F350WW	WASTE WATER TREATMENT TRAINEE		80%	\$23.9640	\$1,917.12	\$4,153.63	\$49,845.12
7C	F092BA	BLDG MAINT ASSISTANT	ENTRY	80%	\$14.0433	\$1,123.46	\$2,434.09	\$29,209.96
			6 MOS	85%	\$14.9211	\$1,193.69	\$2,586.25	\$31,035.94
			12 MOS	90%	\$15.7986	\$1,263.89	\$2,738.34	\$32,861.14
			18 MOS	95%	\$16.6765	\$1,334.12	\$2,890.50	\$34,687.12
			24 MOS	100%	\$17.5541	\$1,404.33	\$3,042.62	\$36,512.58
7A	F264SK	INVENTORY CONTROL CLERK	ENTRY	80%	\$13.8569	\$1,108.55	\$2,401.78	\$28,822.30
			6 MOS	85%	\$14.7228	\$1,177.82	\$2,551.86	\$30,623.32
			12 MOS	90%	\$15.5886	\$1,247.09	\$2,701.95	\$32,424.34
			18 MOS	95%	\$16.4548	\$1,316.38	\$2,852.07	\$34,225.88
			24 MOS	100%	\$17.3209	\$1,385.67	\$3,002.19	\$36,027.42
7F	F262UC	211 CUSTOMER SPECIALIST	ENTRY	85.7%	\$17.5499	\$1,403.99	\$3,041.88	\$36,503.74
	F262CU	311 CUSTOMER SPECIALIST	1-2 YRS	92.6%	\$18.9539	\$1,516.31	\$3,285.24	\$39,424.06
			2+ YRS	100%	\$20.4704	\$1,637.63	\$3,548.09	\$42,578.38
8A	F263SK	SR. INVENTORY CONTROL CLERK	ENTRY	80%	\$15.3078	\$1,224.62	\$2,653.26	\$31,840.12
			6 MOS	85%	\$16.2643	\$1,301.14	\$2,819.05	\$33,829.64
			12 MOS	90%	\$17.2211	\$1,377.69	\$2,984.90	\$35,819.94
			18 MOS	95%	\$18.1778	\$1,454.22	\$3,150.71	\$37,809.72
			24 MOS	100%	\$19.1345	\$1,530.76	\$3,316.54	\$39,799.76
7D	F261LA	LOGISTICS SPECIALIST	ENTRY	87.9%	\$17.8470	\$1,427.76	\$3,093.38	\$37,121.76
			6 MOS	94.0%	\$19.0900	\$1,527.20	\$3,308.83	\$39,707.20
			12 MOS	100%	\$20.3011	\$1,624.09	\$3,518.75	\$42,226.34

## 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.

# Special Market 1 | Technician

PAY PLAN CODE: Spec Mkt 1

SPECIAL MARKET 1   TECHNICIAN						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
7E	F092AT	AUTOMOTIVE TECHNICIAN	\$18.3866	\$1,470.93	\$3,186.92	\$38,244.18
8B	F260LA	LOGISTICS ANALYST	\$22.5065	\$1,800.52	\$3,901.01	\$46,813.52
8C	F260CL	211 CUSTOMER COORDINATOR	\$24.0979	\$1,927.83	\$4,176.84	\$50,123.58
	F260CS	311 CUSTOMER SPECIALIST LEAD				
9A	F091AC	MECH-AUTOCAD MAINTENANCE	\$26.2793	\$2,102.34	\$4,554.93	\$54,660.84
	F092CH	MECH-BLDG MAINT/CITY HALL				
9B	F244TS	311 CUSTOMER SUPERVISOR	\$29.3994	\$2,351.95	\$5,095.73	\$61,150.70
	F244OS	211 CUSTOMER SUPERVISOR				
10A	F261IT	IRRIGATION TECHNICIAN	\$30.5089	\$2,440.71	\$5,288.04	\$63,458.46

# AFSCME





# AFSCME Local 1733 Code 1733

PAY PLAN CODE: AFSCME Main

AFSCME LOCAL 1733							
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually	
8	F615CU	CUSTODIAN	\$16.40	\$1,311.79	\$2,842.12	\$34,106.54	
	F615WM	WATCHMAN					
13	F614CK	COOK	\$16.73	\$1,338.40	\$2,899.78	\$34,798.40	
	F614MG	MESSENGER					
18	F612TC	TRAFFIC COUNTER	\$17.38	\$1,390.69	\$3,013.07	\$36,157.94	
23	F610FL	SPEC OFFICER FLAGMAN	\$18.03	\$1,442.01	\$3,124.26	\$37,492.26	
28	F612CR	SEMI SKILLED CREWPERSON	\$18.43	\$1,474.13	\$3,193.85	\$38,327.38	
33	F614CR	CREWPERSON (1)	\$18.74	\$1,498.99	\$3,247.71	\$38,973.74	
	F614CS	SOLID WASTE CREWPERSON (1)					
38	F610VS	VEHICLE STORAGE SVC REP	\$18.38	\$1,470.15	\$3,185.23	\$38,223.90	
43	F611CW	CONCRETE WKR (SEMI-SKILLED CR PER)	\$18.77	\$1,501.34	\$3,252.80	\$39,034.84	
48	F612OE	EQUIPMENT OPERATOR	\$19.39	\$1,550.91	\$3,360.19	\$40,323.66	
53	F611MM	MNT MECHANIC	\$18.55	\$1,483.62	\$3,214.41	\$38,574.12	
58	F611SE	SPECIAL EQUIP OPERATOR	\$19.39	\$1,550.91	\$3,360.19	\$40,323.66	
70	F610AT	ASPHALT TECHNICIAN	Lute	\$20.29	\$1,623.02	\$3,516.44	\$42,198.52
			Screwman	\$22.49	\$1,799.28	\$3,898.32	\$46,781.28

# AFSCME Local 1733

Code 1733

PAY PLAN CODE: AFSCME Main

AFSCME LOCAL 1733						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
71	F613TD	TRUCK DRIVER	\$19.63	\$1,570.59	\$3,402.84	\$40,835.34
	F613TS	SOLID WASTE TRUCK DRIVER				
72	F611TT	TREE TRIMMER	\$20.65	1,651.75	\$3,578.68	\$42,945.50
74	F611CC	CREW CHIEF (2)	\$20.59	\$1,647.41	\$3,569.28	\$42,832.66
	F611CS	SOLID WASTE CREW CHIEF (2)				
76	F610TT	TRACTOR TRAIL DRIVER	\$21.06	\$1,684.93	\$3,650.57	\$43,808.18
77	F610PP	PIPELAYERS	\$20.66	\$1,653.05	\$3,581.50	\$42,979.30
78	F610SE	SPEC EQUIP OPER II (3)	\$31.35	\$2,508.05	\$5,433.94	\$65,209.30

## NOTES:

(1) Effective 8/21/95, Crewpersons in Public Works division who hold a valid CDL may receive additional 10 cents per hour and Crew 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, Special Equip Oper II pay adjusted to equal Heavy Equipment Operator. Effective 12/1/06, pay adjusted to equal Lead Equipment Operator (agreed to per settlement July 2007).

- Probationary Period: 60 days.
- Effective 7/1/22, Removed all grade step ladders.

AFSCME Local 1733 Code 1733

PAY PLAN CODE: AFSCME Main

AFSCME LOCAL 1733						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
5	F602RC	COURT RECORD CLERK	\$15.59	\$1,247.14	\$2,702.05	\$32,425.64
65	F600RC	SR DEPUTY COURT REC CLERK	\$19.40	\$1,552.29	\$3,363.19	\$40,359.54

**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	\$16.60	\$1,328.04	\$2,877.42	\$34,529.04
9	F651GC	OFFICE SUPPORT CLERK	\$15.81	\$1,264.80	\$2,740.40	\$32,884.80

## NOTES:

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

# AFSCME Local 1733 | Property Evidence Code 173P

PAY PLAN CODE: Property Ev

PROPERTY EVIDENCE						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F641PL	PHOTO LAB TECHNICIAN	\$15.97	\$1,277.45	\$2,767.81	\$33,213.70
20	F640PR	PROPERTY ROOM ATTENDANT	\$18.38	\$1,470.15	\$3,185.33	\$38,223.90

**NOTES:** Probationary Period: Six months.



# AFSCME Local 1733 | Code Enforcement Code 173C

**PAY PLAN CODE:** AFSCME Code Enf

CODE ENFORCEMENT						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
15	F631CE	CODE ENFORCEMENT INSPECTOR	\$23.19	\$1,855.48	\$4,020.08	\$48,242.48
30	F631CS	COMPLIANCE SPECIALIST	\$15.97	\$1,277.45	\$2,767.81	\$33,213.70
40	F630CB	COMMERCIAL BUILDING INSPECTOR	\$24.02	\$1,921.72	\$4,163.73	\$49,964.72
50	F630EO	ENVIRONMENTAL ENFORCEMENT OFFICER	\$24.05	\$1,923.87	\$4,168.39	\$50,020.62

## NOTES:

- 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.
- Probationary Period: 180 days.
- Effective 7/1/22, Removed grade step ladders.

# AFSCME Local 1733 | Survey Code 173S

PAY PLAN CODE: AFSCME Survey

AFSCME SURVEY						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
15	F621EA	ENGINEERING AIDE	\$25.99	\$2,079.25	\$4,504.90	\$54,060.50
25	F620SI	SURVEY INSTRUMENT OPER	\$27.80	\$2,224.15	\$4,818.84	\$57,827.90

**NOTES:** Probationary Period: 180 days.

**FIRE**



# IAFF Local 1784 Code 1784

PAY PLAN CODE: Fire

IAFF LOCAL 1784								
Grade	JCC#	Job Title	Schedule	Hourly	Pay Period	Monthly	Annually	
02	F504CS	COMMUNICATIONS DATA SPECIALIST	40	\$17.1018	\$1,368.14	\$2,964.21	\$35,571.64	
03	F504FA	FIRE PREVENTION ASSISTANT	40	\$20.2658	\$1,621.26	\$3,512.62	\$42,152.76	
04	F503MS	FIRE MATERIAL SPECIALIST	40	ENTRY	\$16.5585	\$1,324.68	\$2,870.05	\$34,441.68
				6 MOS	\$19.1993	\$1,535.94	\$3,327.77	\$39,934.44
				12 MOS	\$20.3916	\$1,631.33	\$3,534.44	\$42,414.58
				24 MOS	\$21.5824	\$1,726.59	\$3,740.83	\$44,891.34
05	F503PA	PARAMEDIC	40	\$26.0011	\$2,080.09	\$4,506.72	\$54,082.34	
06	F503AI	ANTI-NEGLECT FIELD INSPECTOR	40	\$25.0295	\$2,002.36	\$4,338.31	\$52,061.36	
07	F503FE	FIRE EDUCATION SPECIALIST	40	\$22.0403	\$1,763.22	\$3,820.19	\$45,843.72	
08	F502QA	QUALITY ASSURANCE ANALYST	40	\$24.4824	\$1,958.59	\$4,243.48	\$50,923.34	
09	F503EM	EMERGENCY MGMT SPECIALIST	40	\$25.0930	\$2,007.44	\$4,349.32	\$52,193.44	
10	F503AL	FIRE ALARM OPER II	40	1-2 YRS	\$26.7915	\$2,143.32	\$4,643.72	\$55,726.32
				2-3 YRS	\$28.7768	\$2,302.14	\$4,987.82	\$59,855.64
15	F502FS	FIRE PROTECTION SPECIALIST	40	\$28.6234	\$2,289.87	\$4,961.23	\$59,536.62	
20	F503FP	FIRE PRIVATE II	56	1-2 YRS	\$18.7363	\$2,098.47	\$4,546.55	\$54,560.22
				2-3 YRS	\$20.0863	\$2,249.67	\$4,874.14	\$58,491.42
				3 YRS +	\$20.7983	\$2,329.41	\$5,046.90	\$60,564.66
			40	1-2 YRS	\$26.2309	\$2,098.47	\$4,546.55	\$54,560.22
				2-3 YRS	\$28.1209	\$2,249.67	\$4,874.14	\$58,491.42
				3 YRS +	\$29.1176	\$2,329.41	\$5,046.90	\$60,564.66

# IAFF Local 1784

Code 1784

PAY PLAN CODE: Fire

IAFF LOCAL 1784								
Grade	JCC#	Job Title	Schedule	Hourly	Pay Period	Monthly	Annually	
30	F502DR	FIRE DRIVER	56	\$22.1089	\$2,476.20	\$5,364.93	\$64,381.20	
			40	\$30.9525	\$2,476.20	\$5,364.93	\$64,381.20	
40	F502AL	FIRE ALARM OPER III	40	\$31.3740	\$2,509.92	\$5,437.99	\$65,257.92	
50	F502FP	FIREFIGHTER/PARAMEDIC	56	1-2 YRS	\$20.4229	\$2,287.36	\$4,955.79	\$59,471.36
				2-3 YRS	\$21.8940	\$2,452.13	\$5,312.78	\$63,755.38
				3 YRS +	\$22.6699	\$2,539.03	\$5,501.06	\$66,014.78
			40	1-2 YRS	\$28.5920	\$2,287.36	\$4,955.79	\$59,471.36
				2-3 YRS	\$30.6516	\$2,452.13	\$5,312.78	\$63,755.38
				3 YRS +	\$31.7379	\$2,539.03	\$5,501.06	\$66,014.78
60	F502QP	QUALITY ASSURANCE PARAMEDIC	40	\$31.7381	\$2,539.05	\$5,501.11	\$66,015.30	
65	F500AI	SR ANTI-NEGLECT FIELD INSPECTOR	40	\$32.7839	\$2,622.71	\$5,682.36	\$68,190.46	
70	F502MA	MECHANIC-MNT AIRMASK	40	\$32.9446	\$2,635.57	\$5,710.23	\$68,524.82	
85	F500ML	MECHANIC-MNT AIRMASK LEAD	40	\$34.9213	\$2,793.70	\$6,052.83	\$72,636.20	
90	F500LF	FIRE LIEUTENANT	56	\$25.1008	\$2,811.29	\$6,090.94	\$73,093.54	
	F500CR	COORDINATOR - OSHA/FIRE	40	\$35.1411	\$2,811.29	\$6,090.94	\$73,093.54	
	F500LE	EMS LIEUTENANT						
	F500EM	EMS INSTRUCTOR						
	F500IN	FIRE INSPECTOR						
100	F500FL	FIRE ALARM OPER/SR.	40	\$35.3629	\$2,829.03	\$6,129.38	\$73,554.78	
110	F500FI	FIRE INVESTIGATOR	40	\$38.5204	\$3,081.63	\$6,676.66	\$80,122.38	



# 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	\$61.0174	\$43.5838	\$4,881.39	\$10,576.02	\$126,916.14
	F100DE	EMS DEPUTY CHIEF					
	F100DS	SPECIAL OPERATIONS DEPUTY CHIEF					
	F100DL	LOGISTICS DEPUTY CHIEF					
	F100FM	FIRE MARSHALL					
15	F101DV	FIRE DIVISION CHIEF	\$50.9659	\$36.4042	\$4,077.27	\$8,833.81	\$106,009.02
	F101DE	EMS DIVISION CHIEF					
	F101CI	CHIEF FIRE INVESTIGATOR					
	F101AF	ASSISTANT FIRE MARSHALL					
	F101DL	DIVISIONAL AIRPORT LIAISON CHIEF					
	F101LM	LOGISTICAL SERVICES DIVISION CHIEF					
15B	F101DT	FIRE COMMUNICATIONS MANAGER	\$50.9659	\$36.4042	\$4,077.27	\$8,833.81	\$106,009.02
15C	F101AP	APPARATUS MNT & AIRMASK MGR	\$46.0898	\$32.9213	\$3,687.18	\$7,988.64	\$95,866.68
14F	F110SC	SAFETY CHIEF	\$45.1049	\$32.2178	\$3,608.39	\$7,817.94	\$93,818.14
	F110BT	BATTALION CHIEF					
	F110BE	EMS BATTALION CHIEF					
	F110AR	AIR RESCUE CHIEF					
	F110IS	FIRE INVESTIGATIVE SVCS MANAGER					
	F110BF	FIRE PREVENTION BATTALION CHIEF					
	F110HN	HEALTHCARE NAV MANAGER					
14D	F110QI	EMS QUALITY IMPROVEMENT COORD	\$42.0929	\$30.0663	\$3,367.43	\$7,295.87	\$87,553.18
10	F121WC	WATCH COMMANDER	\$39.1411	\$27.9579	\$3,131.29	\$6,784.25	\$81,413.54

# 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
12A	F112AM	FIRE APPARATUS MAINT SUPERVISOR	\$36.3266	\$25.9476	\$2,906.13	\$6,296.42	\$75,559.38
11A	F110EO	OEM OPERATIONS SUPERVISOR	\$35.5165	\$25.3689	\$2,841.32	\$6,156.00	\$73,874.32
	F110EP	OEM PLANNING SUPERVISOR					
02	F502FF	FIREFIGHTER/PARAMEDIC_LEP (1 yr)	\$28,5920	\$20.4229	\$2,287.36	\$4,955.79	\$59,471.36
		FIREFIGHTER/PARAMEDIC_LEP (2 yrs)	\$30.6516	\$21.8940	\$2,452.13	\$5,312.78	\$63,755.38
01	F503FL	FIRE PRIVATE II_LEP	\$28.1209	\$20.0863	\$2,249.67	\$4,874.14	\$58,491.42
00	F502PA	FIREFIGHTER/PARAMEDIC -PROB	\$27.1093	\$19.3638	\$2,168.74	\$4,698.79	\$56,387.24
00E	F504AE	ADVANCE EMT_ PROB	\$22.5963	\$16.1402	\$1,807.70	\$3,916.56	\$47,000.20
00D	F504PE	EMT_PROB	\$21.6346	\$15.4533	\$1,730.77	\$3,749.89	\$45,000.02
00A	F504AL	FIRE ALARM OPER I	\$18.5716	\$13.2654	\$1,485.73	\$3,218.98	\$38,628.98
00B	F504FP	FIRE RECRUIT	\$18.3696	\$13.1212	\$1,469.57	\$3,183.97	\$38,208.82

**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	\$25.6045	\$2,048.36	\$4,437.98	\$53,257.36
			2-3 YRS	\$27.5364	\$2,202.91	\$4,772.82	\$57,275.66
			3-12 YRS	\$30.3680	\$2,429.44	\$5,263.62	\$63,165.44
			12 YRS	\$30.9669	\$2,477.35	\$5,367.43	\$64,411.10
20	F511PT	POLICE OFFICER II/TACT		\$31.6624	\$2,532.99	\$5,487.98	\$65,857.74
30	F510PH	PILOT - HELICOPTER		\$32.8654	\$2,629.23	\$5,696.49	\$68,359.98
40	F510PS	SERGEANT		\$33.7901	\$2,703.21	\$5,856.77	\$70,283.46

# Police Non-Represented Base Rates Code SM4

PAY PLAN CODE: Spec Mkt 4

POLICE NON-REPRESENTED BASE RATES (SM4)						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
00	F005PD	POLICE DEPUTY CHIEF	\$62.0450	\$4,963.60	\$10,754.14	\$129,053.60
16	F100CL	POLICE COLONEL	\$54.7410	\$4,379.28	\$9,488.15	\$113,861.28
15	F101CO	POLICE LIEUTENANT COLONEL	\$48.7690	\$3,901.52	\$8,453.03	\$101,439.52
14	F110MT	POLICE MAJOR/TACT	\$42.8008	\$3,424.06	\$7,418.57	\$89,025.56
14A	F110PM	POLICE MAJOR	\$41.7405	\$3,339.24	\$7,234.80	\$86,820.24
14B	F102EM	MGR- EMERGENCY COMMUNICATIONS	\$38.6609	\$3,092.87	\$6,701.01	\$80,414.62
12	F112LT	POLICE LT - TACT	\$37.6541	\$3,012.33	\$6,526.51	\$78,320.58
12A	F112LI	POLICE LIEUTENANT	\$36.6096	\$2,928.77	\$6,345.47	\$76,148.02
12B	F112RM	SUPV-RADIO MAINTENANCE	\$33.8669	\$2,709.35	\$5,870.08	\$70,443.10
12D	F280RT	COORD-RADIO TECHNICIAN	\$33.7101	\$2,696.81	\$5,842.91	\$70,117.06
12C	F112RP	SUPV-POL RADIO DISPATCHERS	\$35.4686	\$2,837.49	\$6,147.71	\$73,774.74
00B	F511LA	POLICE OFFICER II/LEP	\$25.6045	\$2,048.36	\$4,437.98	\$53,257.36
	F511FT	POLICE OFFICER II/FTP				
00C	F513PL	POLICE OFFICER II - PROBATIONARY	\$23.0311	\$1,842.49	\$3,991.94	\$47,904.74
00D	F515PL	POLICE RECRUIT	\$21.5245	\$1,721.96	\$3,730.80	\$44,770.96
	F350PI	POLICE INTERN				
00E	F516PS	POLICE SVC TECH	\$17.2645	\$1,381.16	\$2,992.42	\$35,910.16
00G	F350EO	EMERGENCY RESPONSE CALL OPER	\$22.0923	\$1,767.38	\$3,829.21	\$45,951.88

# 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 YR	\$22.0923	\$1,767.38	\$3,829.21	\$45,951.88
			1 - 2 YRS	\$25.8635	\$2,069.08	\$4,482.87	\$53,796.08
			2 - 3 YRS	\$27.7856	\$2,222.85	\$4,816.03	\$57,794.10
			3 YRS +	\$30.2764	\$2,422.11	\$5,247.74	\$62,974.86

**NOTES:** Probationary Period: One year.



A middle-aged man with grey hair, wearing a dark blue long-sleeved work shirt, is focused on a computer screen. He is standing in a factory or industrial environment, with various pieces of machinery and equipment visible in the background. His right hand is resting on a black keyboard. The text "OPERATING ENGINEERS" is overlaid in white, bold, sans-serif font on the lower right side of the image.

# **OPERATING ENGINEERS**

# Operating Engineers Local 369D Animal Shelter Code 036A

PAY PLAN CODE: OE Animal Shltr

OPERATING ENGINEERS LOCAL 369D ANIMAL SHELTER						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
5	F546AC	ANIMAL CARE TECHNICIAN	\$19.72	\$1,577.40	\$3,417.59	\$41,012.40
		HAZARDOUS DUTY PAY RATE	\$20.90	\$1,672.04	\$3,622.64	\$43,473.04
15	F545AC	SENIOR ANIMAL CARE TECHNICIAN	\$20.71	\$1,656.82	\$3,589.67	\$43,077.32
		HAZARDOUS DUTY PAY RATE	\$21.95	\$1,756.23	\$3,805.05	\$45,661.98
23	F545AF	ANIMAL SERVICES OFFICER	\$21.56	\$1,724.80	\$3,736.95	\$44,844.80
		HAZARDOUS DUTY PAY RATE	\$22.85	\$1,828.29	\$3,961.17	\$47,535.54
25	F544AF	SENIOR ANIMAL SERVICES OFFICER	\$22.65	\$1,811.82	\$3,925.50	\$47,107.39
		HAZARDOUS DUTY PAY RATE	\$24.01	\$1,920.53	\$4,161.02	\$49,933.78

## 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.
- Effective 7/1/22, Removed grade step ladders.



# Operating Engineers Local 369D Code 036D

**PAY PLAN CODE:** OE Water Treat

OPERATING ENGINEERS LOCAL 369D WATER TREATMENT								
Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
8	F559DP	DISPATCHER			\$19.6054	\$1,568.43	\$3,398.16	\$40,779.18
13	F557LA	LAB ANALYST			\$20.2609	\$1,620.87	\$3,511.78	\$42,142.62
18	F558PA	POLLUTION CONTROL AIDE			\$20.4679	\$1,637.43	\$3,547.66	\$42,573.18
23	F556MH	MAINTENANCE HELPER			\$20.8255	\$1,666.04	\$3,609.64	\$43,317.04
28	F555SS	SLUDGE SPREADER			\$22.4915	\$1,799.32	\$3,898.41	\$46,782.32
33	F556ME	MECHANICAL OPERATOR			\$23.3325	\$1,866.60	\$4,044.18	\$48,531.60
55	F556SO	STOPPAGE OPERATOR/ SEWER	CABLE	88%	\$19.8434	\$1,587.47	\$3,439.41	\$41,274.22
			WASH	92%	\$20.6699	\$1,653.59	\$3,582.67	\$42,993.34
			VACTOR	100%	\$22.4915	\$1,799.32	\$3,898.41	\$46,782.32
38	F557IP	POLLUTION CONTROL INSP			\$24.6255	\$1,970.04	\$4,268.29	\$51,221.04
43	F553MM	MECH-MNT WASTE TREAT I			\$26.9024	\$2,152.19	\$4,662.93	\$55,956.94
	F553SE	STATIONARY ENGINEER I						

# Operating Engineers Local 369D Code 036D

**PAY PLAN CODE:** OE Water Treat

OPERATING ENGINEERS LOCAL 369D WATER TREATMENT						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
48	F554CA	ASST CHEMIST-WTP	\$27.4888	\$2,199.11	\$4,764.58	\$57,176.86
	F554WS	OPER-WASTE TRMT I				
53	F553WS	OPER-WASTE TRMT II	\$30.5543	\$2,444.34	\$5,295.91	\$63,552.84
58	F550CT	CONTROL TECH-WASTE TREAT	\$30.4548	\$2,436.38	\$5,278.66	\$63,345.88
63	F551MM	MECH-MNT WASTE TREAT II	\$30.7526	\$2,460.21	\$5,330.29	\$63,965.46
	F551SE	STATIONARY ENGINEER II				
120	F551MS	MECHANIC-SHOP	\$30.7526	\$2,460.21	\$5,330.29	\$63,965.46

## NOTES:

- Employees assigned to work at the Water Treatment Plants receive additional 3% hazardous duty pay for all hours worked.
- 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.
- Probationary period: 60 days.
- Effective 7/1/22, Removed all grade step ladders.

# 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	\$24.6391	\$1,971.13	\$4,270.65	\$51,249.38
	F543FD	DRIVER-FUEL TRUCK				
20	F542HR	MECH-HELPER HEAVY EQUIPMENT	\$25.6911	\$2,055.29	\$4,452.99	\$53,437.54
30	F543GR	GREASER	\$26.5875	\$2,127.00	\$4,608.36	\$55,302.00
35	F543AP	ASPHALT PLANT OPERATOR	\$28.2228	\$2,257.82	\$4,891.79	\$58,703.32
40	F541HE	OPERATOR-HEAVY EQUIPMENT	\$30.7536	\$2,460.29	\$5,330.46	\$63,967.54
	F541BH	OPERATOR-BACK HOE				
50	F541MH	MECH-HEAVY EQUIPMENT (1)	\$31.2974	\$2,503.79	\$5,424.71	\$65,098.54
60	F540HE	OPERATOR-HEAVY EQUIPMENT/LD (3)	\$32.2913	\$2,583.30	\$5,596.98	\$67,165.80
70	F540MH	MECH-HEAVY EQUIPMENT/LD (2)	\$32.8622	\$2,628.98	\$5,695.95	\$68,353.46

## NOTES:

(1) Includes tool allowance of \$86.67 per month (\$.50/hr). Effective 7/1/16 - 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 7/1/16 – The union included the tool allowance as part of the base salary.

(3) Includes 5% lead differential.

• 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.

• Probationary period: 90 days.

# Construction Inspection | Oper Eng 369D Code 036E

PAY PLAN CODE: OE Const Insp

OPERATING ENGINEERS LOCAL 369D CONSTRUCTION INSPECTION						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
15	F554ZC	ZONE CONSTRUCTION INSPECTOR	\$27.1922	2,175.38	\$4,713.18	\$56,559.88

**NOTES:**

- Probationary period: 60 days.
- Effective 7/1/22, Removed grade step ladders.

# MACHINISTS



# Machinist Desoto Lodge 3 | General Services Code 0035

PAY PLAN CODE: Machinists GS

MACHINISTS								
Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
20	F534UM	MECHANIC-AUTOMOBILE	ENTRY	85.5%	\$19.1969	\$1,535.75	\$3,327.36	\$39,929.50
	F534RM	MECHANIC-TRUCK	8 MOS	90%	\$20.2073	\$1,616.58	\$3,502.48	\$42,031.08
			16 MOS	95%	\$21.3300	\$1,706.40	\$3,697.09	\$44,366.40
			24 MOS	100%	\$22.4525	\$1,796.20	\$3,891.65	\$46,701.20
26	F533FH	REPAIRER-FIRE HYDRANT	ENTRY	95%	\$24.1955	\$1,935.64	\$4,193.76	\$50,326.64
			6 MOS	100%	\$25.5281	\$2,042.25	\$4,424.74	\$53,098.50
28	F532FH	REPAIRER-FIRE HYDRANT/LD (1)			\$27.5704	\$2,205.63	\$4,778.72	\$57,346.38
30	F532AM	MECHANIC-AUTOMOBILE MASTER	ENTRY	80%	\$24.0235	\$1,921.88	\$4,163.95	\$49,968.88
	F532TM	MECHANIC-TRUCK MASTER	8 MOS	90%	\$27.0295	\$2,162.36	\$4,684.97	\$56,221.36
	532MO	MECHANIC-MOTORCYCLE	16 MOS	100%	\$30.0331	\$2,402.65	\$5,205.58	\$62,468.90
	F532RA	REPAIRER AUTO BODY						
	F532MM	MECHANIC-MASTER						
	F532WM	WELDER-MASTER						
	F532WC	WELDER-COMBINATION						
	F532WR	WELDER-RADIATOR REPAIR						
32	F532MF	MECHANIC-MNT/FIRE			\$30.0331	\$2,402.65	\$5,205.58	\$62,468.90
34	F532AT	TECH-AUTOMOTIVE RESTORATION			\$30.2984	\$2,423.87	\$5,251.56	\$63,020.62
36	F532MH	MECHANIC-HELICOPTER	ENTRY	69%	\$21.0174	\$1,681.39	\$3,642.90	\$43,716.14
			8 MOS	78%	\$24.0235	\$1,921.88	\$4,163.95	\$49,968.88
			16 MOS	88%	\$27.0295	\$2,162.36	\$4,684.97	\$56,221.36
			24 MOS	100%	\$30.6794	\$2,454.35	\$5,317.59	\$63,813.10
40	F531MM	MECHANIC-MASTER/LD (1)			\$32.4358	\$2,594.86	\$5,622.02	\$67,466.36
50	F531MF	MECHANIC-MNT FIRE/LD (1)			\$32.4358	\$2,594.86	\$5,622.02	\$67,466.36
60	F531MH	MECHANIC-HELICOPTER/LD (1)			\$33.1338	\$2,650.70	\$5,743.01	\$68,918.20

**NOTES:**

(1) Receives lead differential of 8% above base per 7/1/22 agreement.

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



A collection of hand tools is arranged on a light-colored wooden surface. The tools include a claw hammer with a silver head and a black handle, a pair of silver pliers, a red adjustable wrench with "10M HEAVY" embossed on the handle, an orange tape measure, and several wooden rulers. A small metal block is also visible in the upper left. The word "CRAFTS" is overlaid in white text on the right side 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	\$31.3556	\$2,508.45	\$5,434.81	\$65,219.70
20	F560BM	MNT BRICKLAYER/TILESETTER LEAD (1)	\$32.8556	\$2,628.45	\$5,694.80	\$68,339.70

## NOTES:

(1) Receives lead differential, changed from \$1.00 to \$1.50 per hour effective 7/1/22.

- 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.

# Carpenters Local 345 Code 0345

**PAY PLAN CODE:** Carpenters

CARPENTERS						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F561CR	MAINTENANCE CARPENTER	\$31.3556	\$2,508.45	\$5,434.81	\$65,219.70
20	F560CR	MAINTENANCE CARPENTER/LD (1)	\$32.8556	\$2,628.45	\$5,694.80	\$68,339.70

## NOTES:

(1) Receives lead differential, changed from \$1.00 to \$1.50 per hour effective 7/1/22.

- 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.

# 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	\$31.3556	\$2,508.45	\$5,434.81	\$65,219.70
20	F560CF	CONCRETE FINISHER/LD (1)	\$32.8556	\$2,628.45	\$5,694.80	\$68,339.70

## NOTES:

(1) Receives lead differential, changed from \$1.00 to \$1.50 per hour effective 7/1/22.

- 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.

**PAY PLAN CODE:** Electricians

ELECTRICIANS								
Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
05	F525CA	CRAFTS ASSISTANT			\$17.7246	\$1,417.97	\$3,072.17	\$36,867.22
10	F524GR	GROUNDSMAN			\$21.9486	\$1,755.89	\$3,804.31	\$45,653.14
20	F525SA	TRAFFIC SIGNAL AIDE	ENTRY	43.4%	\$13.6144	\$1,089.15	\$2,359.75	\$28,317.90
	F525EI	COMM & SAFETY EQUIP INSTALLER (TOP IS 70% OF GRADE 40)	6 MOS	51.4%	\$16.1164	\$1,289.31	\$2,793.42	\$33,522.06
			12 MOS	70.0%	\$21.9494	\$1,755.95	\$3,804.44	\$45,654.70
25	F512BM	BUILDING MAINT MECHANIC			\$26.5344	\$2,122.75	\$4,599.15	\$55,191.50
40	F521EM	MNT ELECTRICIAN			\$31.3556	\$2,508.45	\$5,434.81	\$65,219.70
	F521EF	FIRE MNT ELECTRICIAN						
	F521EW	MNT ELECTRICIAN/WTP						
	F521PR	POLICE RADIO TECH						
	F521AC	AIR COND/REF SERV TECH						
	F521ST	TRAFFIC SIGNAL TECHNICIAN						
46	F520FC	OPER-1ST CLASS STEAM/REF			\$32.5354	\$2,602.83	\$5,639.29	\$67,673.58
50	F520EM	MNT ELECTRICIAN/LD (I)			\$32.8556	\$2,628.45	\$5,694.80	\$68,339.70
	F520EF	FIRE MNT ELECTRICIAN/LD (I)						
	F520EW	MNT ELECTRICIAN/WTP/LD (I)						
	F520PR	POLICE RADIO TECH/LD (I)						
	F520AC	AIR COND/REF SERV TECH/LD (I)						
30	F522AC	APP AC/REF SVC TECH	ENTRY	50.0%	\$15.6779	\$1,254.23	\$2,717.41	\$32,609.98
	F522PR	APP POLICE RADIO TECH	6 MOS	55.0%	\$17.2454	\$1,379.63	\$2,989.11	\$35,870.38
	F522ST	APP SIGNAL TECH	12 MOS	65.0%	\$20.3815	\$1,630.52	\$3,532.68	\$42,393.52
			18 MOS	70.0%	\$21.9486	\$1,755.89	\$3,804.31	\$45,653.14
			24 MOS	75.0%	\$23.5165	\$1,881.32	\$4,076.07	\$48,914.32
			30 MOS	80.0%	\$25.0845	\$2,006.76	\$4,347.85	\$52,175.76
			36 MOS	85.0%	\$26.6524	\$2,132.19	\$4,619.60	\$55,436.94
			42 MOS	90.0%	\$28.2200	\$2,257.60	\$4,891.32	\$58,697.60
			48 MOS	100.0%	\$31.3556	\$2,508.45	\$5,434.81	\$65,219.70

**NOTES:**

(I) Receives lead differential, changed from \$1.00 to \$1.50 per hour effective 7/1/22.

• 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.

# Painters Local 49

Code 0049

PAY PLAN CODE: Painters

PAINTERS								
Grade	JCC#	Job Title			Hourly	Pay Period	Monthly	Annually
20	F561PA	PAINTER			\$31.3556	\$2,508.45	\$5,434.81	\$65,219.70
	F561PE	SIGNS & MARKING PAINTER						
30	F560PA	PAINTER/LD (1)			\$32.8556	\$2,628.45	\$5,694.80	\$68,339.70
	F560PE	SIGNS & MARKING PAINTER/LD (1)						
10	F562PA	PAINTER/APPRENTICE (TOP IS 85% OF GRADE 20)	ENTRY	45%	\$14.1101	\$1,128.81	\$2,445.68	\$29,349.06
			6 MOS	55%	\$17.2456	\$1,379.65	\$2,989.15	\$35,870.90
			12 MOS	65%	\$20.3811	\$1,630.49	\$3,532.62	\$42,392.74
			18 MOS	70%	\$21.9493	\$1,755.94	\$3,804.42	\$45,654.44
			24 MOS	75%	\$23.5169	\$1,881.35	\$4,076.13	\$48,915.10
			30 MOS	85%	\$26.6524	\$2,132.19	\$4,619.60	\$55,436.94

**NOTES:**

(1) Receives lead differential, changed from \$1.00 to \$1.50 per hour effective 7/1/22.

• 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.



# Plumbers Local 17

Code 0345

PAY PLAN CODE: Plumbers

PLUMBERS						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F561PL	MNT PLUMBER	\$33.1800	\$2,654.40	\$5,751.02	\$69,014.40
20	F560PL	MNT PLUMBER/LD (1)	\$34.6800	\$2,774.40	\$6,011.02	\$72,134.40

## NOTES:

(1) Receives lead differential, changed from \$1.00 to \$1.50 per hour effective 7/1/22.

- 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.

# Roofers Local 115 Code 0115

**PAY PLAN CODE:** Roofers

ROOFERS						
Grade	JCC#	Job Title	Hourly	Pay Period	Monthly	Annually
10	F561RF	ROOFER	\$31.3556	\$2,508.45	\$5,434.81	\$65,219.70
20	F560RF	ROOFER/LD (1)	\$32.8556	\$2,628.45	\$5,694.80	\$68,339.70

## NOTES:

(1) Receives lead differential, changed from \$1.00 to \$1.50 per hour effective 7/1/22.

- 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.

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