

DEPARTMENT	CLASSIFICATION	MULTIPLE POSITIONS FOOTNOTE	ANNUAL SALARY MINIMUM	ANNUAL SALARY MAXIMUM	REGULAR PAY	OVER TIME PAY	LUMP SUM PAY (incl. excess vac. & sick leave cash outs)	OTHER PAY (incl. hazard pay, bilingual, car & excess cafeteria allowances)	APPLICABLE DEFINED BENEFIT PENSION FORMULA	CITY PAID EMPLOYEES' SHARE OF DEFINED BENEFIT PLAN (PERS)	EMPLOYER'S SHARE OF DEFINED BENEFIT PLAN (PERS)	DEFERRED COMPENSATION	HEALTH, VISION, DENTAL
ADMIN SVC/RISK MGMT	DIRECTOR OF HR & RIST MGMT		112,013	165,495	143,544		5,773	6,576	2.7% @ 55	0	33,016	0	14,424
ADMIN SVC/RISK MGMT	HUMAN RESOURCES ANALYST		54,349	80,298	61,911		1,270	7,206	2.7% @ 55	0	14,232	0	7,794
ADMIN SVC/RISK MGMT	HUMAN RESOURCES SPECIALIST		51,705	76,392	2,787	0	0	0	N/A	0	0	0	0
ADMIN SVC/RISK MGMT	HUMAN RESOURCES SPECIALIST		51,705	76,392	8,835	0	998	1,800	2.7% @ 55	0	1,968	0	431
ADMIN SVC/RISK MGMT	HUMAN RESOURCES SPECIALIST		51,705	76,392	36,564	0	0	10,287	2.7% @ 55	0	8,638	0	410
ADMIN SVC/RISK MGMT	PRINCIPAL HR ANALYST		66,349	98,027	23,076	0	0	1,467	2% @ 62	0	5,455	0	2,055
ADMIN SVC/RISK MGMT	PRINCIPAL HR ANALYST		66,349	98,027	45,610	0	5,483	8,875	2.7% @ 55	0	11,303	0	0
BUILDING / SAFETY	BUILDING INSPECTOR II		61,566	90,961	58,514	3,038	0	8,506	2% @ 62	0	11,595	0	4,582
BUILDING / SAFETY	BUILDING INSPECTOR II		61,566	90,961	17,370	0	0	0	N/A	0	0	0	0
BUILDING / SAFETY	BUILDING INSPECTOR II		61,566	90,961	69,205	1,460	0	0	2.7% @ 55	0	17,159	0	15,000
BUILDING / SAFETY	BUILDING INSPECTOR II		61,566	90,961	69,510	1,624	0	14,515	2.7% @ 55	0	18,924	0	485
BUILDING / SAFETY	BUILDING INSPECTOR II		61,566	90,961	87,714	1,946	0	6,285	2.7% @ 55	0	20,158	0	8,715
BUILDING / SAFETY	BUILDING PERMIT TECHNICIAN I		41,310	61,034	11,510	223	0	0	N/A	0	0	0	0
BUILDING / SAFETY	PLANNING TECHNICIAN		45,190	66,767	23,445	39	0	0	N/A	0	0	0	0
BUILDING / SAFETY	PLANS EXAMINER		71,861	106,171	85,026	2,796	1,680	15,675	2.7% @ 55	0	19,722	0	0
BUILDING / SAFETY	PLANS EXAMINER		71,861	106,171	89,264	5,872	0	14,515	2.7% @ 55	0	20,531	0	485
CITY CLERK	CITY CLERK	7	100	1,200	0	0	0	0	N/A	0	0	0	0
CITY CLERK	CITY CLERK SERVICES MANAGER	7	94,542	139,682	113,374	0	3,829	9,895	2.7% @ 55	0	26,539	0	6,305
CITY COUNCIL	CITY COUNCIL	1	0	8,250	8,113	0	0	7,093	2.7% @ 55	567	1,703	0	7,907
CITY COUNCIL	CITY COUNCIL	2	0	8,250	6,914	0	0	14,111	2.7% @ 55	0	1,558	0	889
CITY COUNCIL	CITY COUNCIL	4	0	8,250	10,118	0	0	1,599	2.7% @ 55	89	2,263	0	13,401
CITY COUNCIL	CITY COUNCIL	5	0	8,250	10,313	0	0	15,000	2.7% @ 55	743	2,155	0	0
CITY COUNCIL	CITY COUNCIL	6	0	8,250	8,113	0	0	15,000	N/A	0	0	0	0
CITY COUNCIL	EAST VALLEY RECLAMATION	2	100	1,200	300	0	0	0	N/A	0	0	0	0
CITY COUNCIL	EAST VALLEY RECLAMATION	6	100	1,200	300	0	0	0	N/A	0	0	0	0
CITY COUNCIL	WASTE TRANSFER COMMISSIONER	2	50	600	100	0	0	0	N/A	0	0	0	0
CITY COUNCIL	WASTE TRANSFER COMMISSIONER	6	50	600	100	0	0	0	N/A	0	0	0	0
CITY COUNCIL	WATER AUTHORITY COMMISSIONER	1	100	2,400	1,500	0	0	0	N/A	0	0	0	0
CITY COUNCIL	WATER AUTHORITY COMMISSIONER	2	100	2,400	1,500	0	0	0	N/A	0	0	0	0
CITY COUNCIL	WATER AUTHORITY COMMISSIONER		100	2,400	100	0	0	0	2.7% @ 55	0	0	0	0
CITY COUNCIL	WATER AUTHORITY COMMISSIONER	4	100	2,400	1,400	0	0	0	N/A	0	0	0	0
CITY COUNCIL	WATER AUTHORITY COMMISSIONER	5	100	2,400	1,300	0	0	0	N/A	0	0	0	0
CITY COUNCIL	WATER AUTHORITY COMMISSIONER	6	100	2,400	1,500	0	0	0	N/A	0	0	0	0
CITY MANAGER	CITY MANAGER		235,789	235,789	225,354	0	9,069	20,844	2.7% @ 55	0	51,861	0	156
CITY MANAGER	EXECUTIVE ASSISTANT TO THE CM		60,652	89,611	82,819		4,308	15,000	2.7% @ 55	0	19,710	0	0
CITY MANAGER	MANAGEMENT AIDE		54,349	80,298	17,212	0	0	0	N/A	0	0	0	0
CITY MANAGER	PRINCIPAL MANAGEMENT ANALYST		77,058	113,849	89,359	0	0	14,440	2.7% @ 55	0	20,576	0	560

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CITY MANAGER	RECEPTIONIST		24,592	36,333	593	0	0	25	2% @ 62	0	144	0	0
CODE ENFORCEMENT	CODE ENFORCEMENT AIDE		32,192	47,563	39,629	209	0	0	2.7% @ 55	0	10,604	0	15,175
CODE ENFORCEMENT	CODE ENFORCEMENT OFFICER II		53,010	78,320	72,684	13,796	3,012	0	2.7% @ 55	0	17,429	0	15,175
CODE ENFORCEMENT	CODE ENFORCEMENT OFFICER II		53,010	78,320	62,897	1,974	0	0	2.7% @ 55	0	15,227	0	15,175
CODE ENFORCEMENT	CODE ENFORCEMENT OFFICER II		53,010	78,320	61,615	4,043	0	16,135	2.7% @ 55	0	14,375	0	0
CODE ENFORCEMENT	CODE ENFORCEMENT OFFICER II		53,010	78,320	67,872	13,530	0	9,807	2.7% @ 55	0	15,971	0	7,003
CODE ENFORCEMENT	CODE ENFORCEMENT SUPERVISOR		66,349	98,027	68,975	17,376	3,415	9,662	2.7% @ 55	0	16,405	0	7,907
CODE ENFORCEMENT	GRAFFITI CONTROL WORKER		40,293	59,531	51,604	3,375	727	1,632	2.7% @ 55	0	12,184	0	14,999
CODE ENFORCEMENT	GRAFFITI CONTROL WORKER		40,293	59,531	42,730	2,107	1,695	0	2.7% @ 55	0	11,080	0	15,175
DEVELOPMENT PLANNING	ASSISTANT PLANNER		57,990	85,677	67,368	223	0	15,000	2.7% @ 55	0	15,490	0	0
DEVELOPMENT PLANNING	DIRECTOR OF DEV SERVICES		112,013	165,495	158,245	0	9,548	292	2.7% @ 55	0	36,400	0	15,000
DEVELOPMENT PLANNING	PLANNING COMMISSIONER		100	2,400	1,900	0	0	0	N/A	0	0	0	0
DEVELOPMENT PLANNING	PLANNING COMMISSIONER		100	2,400	1,900	0	0	0	N/A	0	0	0	0
DEVELOPMENT PLANNING	PLANNING COMMISSIONER		100	2,400	1,700	0	0	0	N/A	0	0	0	0
DEVELOPMENT PLANNING	PLANNING COMMISSIONER		100	2,400	1,800	0	0	0	N/A	0	0	0	0
DEVELOPMENT PLANNING	PLANNING COMMISSIONER		100	2,400	1,500	0	0	0	N/A	0	0	0	0
DEVELOPMENT PLANNING	SENIOR PLANNER		74,414	109,943	95,949	0	0	0	2.7% @ 55	0	22,132	0	15,000
ECONOMIC REDEVELOPMENT	DIRECTOR OF HOUSING & DEV		112,013	165,495	158,245	0	0	5,417	2.7% @ 55	0	36,400	0	15,000
ECONOMIC REDEVELOPMENT	HOUSING PROGRAM MANAGER		90,844	134,218	123,401	0	0	0	2.7% @ 55	0	29,462	0	15,000
ECONOMIC REDEVELOPMENT	SENIOR ADMINISTRATIVE ASSIST		59,158	87,404	79,661	0	0	14,113	2.7% @ 55	0	18,309	0	1,062
ECONOMIC REDEVELOPMENT	SENIOR PLANNER		74,414	109,943	99,064	0	0	7,206	2.7% @ 55	0	23,030	0	7,794
ENGINEERING	ADMINISTRATIVE SECRETARY		46,796	69,139	62,134	0	0	15,290	2.7% @ 55	0	15,350	0	560
ENGINEERING	ASSOCIATE ENGINEER		70,793	104,594	95,215	0	4,789	7,990	2.7% @ 55	0	22,045	0	7,685
ENGINEERING	DIRECTOR OF PUBLIC WORKS/CITY ENGINEER		134,861	199,251	181,382	0	0	13,332	2.7% @ 55	0	41,738	0	7,718
ENGINEERING	PRINCIPAL CIVIL ENGINEER		90,844	134,218	125,814	0	0	15,000	2.7% @ 55	0	29,521	0	0
ENGINEERING	PRINCIPAL CIVIL ENGINEER		90,844	134,218	122,308	0	6,646	5,670	2.7% @ 55	0	29,664	0	5,521
ENGINEERING	PRINCIPAL CIVIL ENGINEER		90,844	134,218	103,376	0	0	0	2.7% @ 55	0	24,287	0	15,000
ENGINEERING	PUBLIC WORKS INSPECTOR II		61,566	90,961	75,781	5,394	2,999	16,631	2.7% @ 55	0	19,359	0	0
FINANCE ADMINISTRATION	ACCOUNTANT		66,349	98,027	49,297	0	0	5,103	2% @ 62	0	11,310	0	4,670
FINANCE ADMINISTRATION	ACCOUNTANT		66,349	98,027	89,328	0	0	14,719	2.7% @ 55	0	20,534	0	281
FINANCE ADMINISTRATION	ASST CM / DIRECTOR OF FINANCE		134,861	199,251	181,382	0	7,299	1,101	2.7% @ 55	0	41,738	0	15,000
FINANCE ADMINISTRATION	CITY TREASURER		100	1,200	1,200	0	0	0	N/A	0	0	0	0
FINANCE ADMINISTRATION	FINANCE TECHNICIAN I		41,310	61,034	35,755	0	0	2,450	2% @ 62	0	7,274	0	0
FINANCE ADMINISTRATION	FINANCE TECHNICIAN I		41,310	61,034	31,899	0	0	0	2% @ 62	0	4,756	0	2,909
FINANCE ADMINISTRATION	FINANCE TECHNICIAN II		46,796	69,139	56,955	0	754	14,465	2.7% @ 55	0	13,820	0	1,385
FINANCE ADMINISTRATION	FISCAL OFFICER		90,844	134,218	104,689	0	0	0	2.7% @ 55	0	24,287	0	15,000
FINANCE ADMINISTRATION	SENIOR ACCOUNTANT		74,414	109,943	90,505	96	3,452	0	2.7% @ 55	0	21,933	0	15,000

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FINANCE ADMINISTRATION	SENIOR FINANCE TECHNICIAN		51,705	76,392	69,489	390	0	16,028	2.7% @ 55	0	16,402	0	1,036
HUMAN SERVICES	COMMUNITY PROGRAM ASSISTANT		37,763	55,794	53,383	27	2,146	7,011	2.7% @ 55	0	12,415	0	8,839
HUMAN SERVICES	COMMUNITY SERVICES MANAGER		90,844	134,218	118,923	0	4,425	0	2.7% @ 55	0	28,115	0	15,000
HUMAN SERVICES	GOLF SHOP ASSISTANT		0	11,440	7,502	0	0	0	2.7% @ 55	0	1,661	0	0
HUMAN SERVICES	GOLF SHOP ASSISTANT		0	11,440	2,207	0	0	0	N/A	0	0	0	0
HUMAN SERVICES	GOLF SHOP ASSISTANT		0	11,440	4,415	0	0	0	N/A	0	0	0	0
HUMAN SERVICES	GOLF SHOP ASSISTANT		0	11,440	2,216	0	0	0	N/A	0	0	0	0
HUMAN SERVICES	GOLF SHOP ASSISTANT		0	11,440	3,187	0	0	0	N/A	0	0	0	0
HUMAN SERVICES	GOLF SHOP ASSISTANT		0	11,440	1,443	0	0	0	N/A	0	0	0	0
HUMAN SERVICES	GOLF SHOP ASSISTANT		0	11,440	4,680	0	0	0	N/A	0	0	0	0
HUMAN SERVICES	GOLF SHOP ASSISTANT		0	11,440	120	0	0	0	N/A	0	0	0	0
HUMAN SERVICES	GOLF SHOP ASSISTANT		0	11,440	10,871	252	0	0	2.7% @ 55	0	2,412	0	0
HUMAN SERVICES	GOLF SHOP ASSISTANT		0	11,440	2,920	0	0	0	N/A	0	0	0	0
HUMAN SERVICES	GOLF SHOP ASSISTANT		0	11,440	3,559	0	0	0	N/A	0	0	0	0
HUMAN SERVICES	GOLF SHOP ASSISTANT		0	11,440	2,844	0	0	0	N/A	0	0	0	0
HUMAN SERVICES	PUBLIC ARTS & HIST PRES COMM		50	600	500	0	0	0	N/A	0	0	0	0
HUMAN SERVICES	PUBLIC ARTS & HIST PRES COMM		50	600	550	0	0	0	N/A	0	0	0	0
HUMAN SERVICES	PUBLIC ARTS & HIST PRES COMM		50	600	450	0	0	0	N/A	0	0	0	0
HUMAN SERVICES	PUBLIC ARTS & HIST PRES COMM		50	600	250	0	0	0	N/A	0	0	0	0
HUMAN SERVICES	PUBLIC ARTS & HIST PRES COMM		50	600	200	0	0	0	N/A	0	0	0	0
INFORMATION SYSTEMS	IT MANAGER		105,506	155,881	79,098	0	0	0	2.7% @ 55	0	18,433	0	15,000
INFORMATION SYSTEMS	IT MANAGER		105,506	155,881	104,106	0	23,790	0	2.7% @ 55	0	25,161	0	11,938
INFORMATION SYSTEMS	IT SUPPORT TECHNICIAN		49,931	73,770	60,705	603	0	15,175	2.7% @ 55	0	13,968	0	0
INFORMATION SYSTEMS	NETWORK ADMINISTRATOR		65,690	97,055	65,341	941	0	7,381	2% @ 62	0	14,763	0	7,794
POLICE ADMINISTRATION	CHIEF OF POLICE		134,861	199,251	188,093	0	0	9,858	3% @ 50	0	73,366	0	6,822
POLICE ADMINISTRATION	EXECUTIVE ASSISTANT TO THE COP		59,158	87,404	72,010	0	0	7,093	2.7% @ 55	0	17,132	0	7,907
POLICE ADMINISTRATION	OFFICE ASSISTANT		32,192	47,563	2,089	0	0	459	2% @ 62	0	487	0	0
POLICE ADMINISTRATION	OFFICE ASSISTANT		32,192	47,563	3,482	0	0	576	2% @ 62	0	812	0	650
POLICE ADMINISTRATION	POLICE ADMIN OFFICER		78,050	104,594	99,244	5,029	5,029	7,959	2.7% @ 55	0	25,162	0	15,000
POLICE ADMINISTRATION	SENIOR MANAGEMENT ANALYST		69,742	103,041	87,180	0	0	8,702	2.7% @ 55	0	20,057	0	6,298
POLICE FIELD SERVICES	IPD COMMUNITY SERVICE OFC II		47,874	64,155	61,361	14,032	2,159	24,091	2.7% @ 55	0	16,181	0	889
POLICE FIELD SERVICES	IPD POLICE CORPORAL		78,050	104,594	93,778	41,506	0	12,430	3% @ 50	0	41,282	0	14,073
POLICE FIELD SERVICES	IPD POLICE CORPORAL		78,050	104,594	81,068	32,397	0	10,792	3% @ 50	0	37,382	0	15,900
POLICE FIELD SERVICES	IPD POLICE CORPORAL		78,050	104,594	90,131	30,466	0	16,359	3% @ 50	0	41,419	0	13,830
POLICE FIELD SERVICES	IPD POLICE CORPORAL		78,050	104,594	81,146	69,452	0	9,126	3% @ 50	0	34,712	0	15,356
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	21,041	2,445	941	4,722	2.7% @ 57	0	3,240	0	3,063
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	83,806	0	19,261	12,689	3% @ 50	0	38,420	0	15,900

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POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	76,838	22,377	2,359	25,960	3% @ 50	0	33,631	0	0
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	76,652	23,093	0	20,839	3% @ 50	0	35,484	0	8,093
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	76,726	11,392	0	9,550	3% @ 50	0	34,108	0	15,900
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	28,285	5,540	0	9,893	2.7% @57	0	4,319	0	0
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	71,025	23,024	786	4,506	3% @ 50	0	32,687	0	15,900
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	30,357	5,360	0	7,299	2.7% @57	0	4,679	0	3,540
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	18,296	1,513	0	5,262	2.7% @57	0	2,801	0	1,427
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	76,292	41,362	2,477	14,271	3% @ 50	0	37,163	0	15,900
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	76,168	12,595	0	21,244	3% @ 50	0	34,221	0	6,986
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	76,574	24,352	2,359	6,126	3% @ 50	0	33,798	0	15,900
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	78,696	33,992	6,290	15,200	3% @ 50	0	36,207	0	15,900
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	71,043	25,929	0	8,503	3% @ 50	0	30,595	0	15,299
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	59,730	16,576	4,334	11,562	3% @ 50	0	37,979	0	15,900
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	16,355	989	0	860	2.7% @57	0	2,520	0	3,975
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	63,611	22,958	0	8,624	2.7% @57	0	9,719	0	14,733
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	75,865	26,091	0	13,840	3% @ 50	0	36,518	0	15,900
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	75,740	33,705	2,359	8,954	3% @ 50	0	33,915	0	15,900
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	84,607	27,226	3,468	9,555	3% @ 50	0	36,460	0	15,900
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	74,025	53,427	0	7,247	3% @ 50	0	34,174	0	15,900
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	59,710	13,995	0	6,657	3% @55	0	16,303	0	13,182
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	74,980	22,976	0	25,393	3% @ 50	0	35,960	0	7,794
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	54,375	4,646	0	10,864	3% @55	0	14,839	0	4,765
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	18,061	3,012	0	2,813	2.7% @57	0	2,769	0	3,876
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	72,559	14,051	0	7,749	3% @ 50	0	32,517	0	15,900
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	7,525	991	0	2,107	3% @55	0	2,063	0	0
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	88,272	71,245	9,648	8,852	3% @ 50	0	39,020	0	15,900
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	72,579	19,665	0	4,137	3% @ 50	0	31,421	0	15,900
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	76,035	29,280	2,752	13,812	3% @ 50	0	34,604	0	15,477
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	84,251	16,848	0	25,355	3% @ 50	0	38,965	0	7,079
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	71,081	19,782	0	6,658	3% @ 50	0	30,823	0	15,900
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	48,491	13,906	3,460	14,247	3% @ 50	0	33,062	0	10,695
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	59,280	19,777	9,546	16,426	3% @ 50	0	27,104	0	6,766
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	70,415	10,599	31,859	8,135	3% @ 50	0	29,869	0	12,019
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	72,447	23,189	1,498	19,311	3% @ 50	0	32,462	0	8,093
POLICE FIELD SERVICES	IPD POLICE OFFICER		70,640	94,664	71,092	15,496	0	3,389	3% @ 50	0	30,588	0	15,900
POLICE FIELD SERVICES	POLICE DIVISION COMMANDER		105,506	155,881	126,225	9,775	12,948	27,187	3% @ 50	0	53,689	0	485
POLICE FIELD SERVICES	POLICE SERGEANT		100,155	134,218	108,505	46,179	0	27,685	3% @ 50	0	46,501	0	0

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POLICE FIELD SERVICES	POLICE SERGEANT		100,155	134,218	92,298	46,352	1,926	12,406	3% @ 50	0	42,036	0	15,900
POLICE FIELD SERVICES	POLICE SERGEANT		100,155	134,218	9,523	1,566	4,682	10,182	3% @ 50	0	48,714	0	15,900
POLICE FIELD SERVICES	POLICE SERGEANT		100,155	134,218	103,385	21,004	2,123	8,276	3% @ 50	0	44,108	0	15,900
POLICE FIELD SERVICES	POLICE SERGEANT		100,155	134,218	102,550	52,137	5,309	20,765	3% @ 50	0	47,370	0	15,121
POLICE FIELD SERVICES	SPI COMM OUTREACH COORDINATOR		62,359	83,567	30,600	0	0	0	N/A	0	0	0	0
POLICE SPECIAL SERVICES	IPD POLICE CORPORAL		78,050	104,594	82,653	39,382	869	15,756	3% @ 50	0	39,009	0	15,900
POLICE SPECIAL SERVICES	IPD POLICE CORPORAL		78,050	104,594	77,362	39,750	0	17,647	3% @ 50	0	38,228	0	15,900
POLICE SPECIAL SERVICES	IPD POLICE OFFICER		70,640	94,664	75,651	35,165	0	21,778	3% @ 50	0	33,841	0	5,971
POLICE SPECIAL SERVICES	IPD POLICE OFFICER		70,640	94,664	91,052	49,420	0	17,123	3% @ 50	0	42,220	0	15,900
POLICE SPECIAL SERVICES	IPD POLICE OFFICER		70,640	94,664	74,296	27,499	0	29,915	3% @ 50	0	34,704	0	1,385
POLICE SPECIAL SERVICES	IPD POLICE OFFICER		70,640	94,664	83,615	30,080	1,734	11,778	3% @ 50	0	37,609	0	15,900
POLICE SPECIAL SERVICES	IPD POLICE OFFICER		70,640	94,664	72,560	9,215	0	7,151	3% @ 50	0	32,517	0	15,900
POLICE SPECIAL SERVICES	IPD POLICE OFFICER		70,640	94,664	76,404	25,864	0	8,223	3% @ 50	0	34,184	0	15,900
POLICE SPECIAL SERVICES	IPD POLICE OFFICER		70,640	94,664	76,314	33,943	0	9,561	3% @ 50	0	34,143	0	15,900
POLICE SPECIAL SERVICES	IPD POLICE OFFICER		70,640	94,664	79,787	64,292	3,302	10,035	3% @ 50	0	35,949	0	15,900
POLICE SPECIAL SERVICES	IPD POLICE OFFICER		70,640	94,664	72,241	36,248	2,696	19,840	3% @ 50	0	32,454	0	7,677
POLICE SPECIAL SERVICES	IPD POLICE OFFICER		70,640	94,664	74,769	30,389	2,752	8,399	3% @ 50	0	33,557	0	15,900
POLICE SPECIAL SERVICES	IPD POLICE OFFICER		70,640	94,664	78,013	31,781	0	14,645	3% @ 50	0	36,834	0	15,900
POLICE SPECIAL SERVICES	POLICE DIVISION COMMANDER		105,506	155,881	132,144	11,046	6,118	10,302	3% @ 50	0	56,456	0	15,000
POLICE SPECIAL SERVICES	POLICE SERGEANT		100,155	134,218	98,398	26,277	0	18,962	3% @ 50	0	42,255	0	7,840
POLICE SPECIAL SERVICES	POLICE SERGEANT		100,155	134,218	90,362	55,099	0	29,774	3% @ 50	0	42,036	0	1,606
POLICE SPECIAL SERVICES	POLICE SERGEANT		100,155	134,218	103,267	42,360	4,247	22,582	3% @ 50	0	44,563	0	5,325
POLICE SUPPORT SERVICES	ACCOUNTING TECHNICIAN II		46,796	69,139	63,806	0	0	15,175	2.7% @ 55	0	15,234	0	0
POLICE SUPPORT SERVICES	ACCOUNTING TECHNICIAN II		46,796	69,139	28,238	464	484	10,009	2.7% @ 55	0	6,362	0	0
POLICE SUPPORT SERVICES	IPD CRIME ANALYST II		52,895	70,885	64,553	4,674	0	15,535	2.7% @ 55	0	15,051	0	1,325
POLICE SUPPORT SERVICES	IPD POLICE DISPATCHER I		47,874	64,155	24,040	392	0	10,459	2% @ 62	0	6,028	0	0
POLICE SUPPORT SERVICES	IPD POLICE DISPATCHER I		47,874	64,155	13,417	0	1,207	3,988	2.7% @ 55	0	3,320	0	1,129
POLICE SUPPORT SERVICES	IPD POLICE DISPATCHER I		47,874	64,155	47,577	1,898	0	20,861	2% @ 62	0	11,687	0	0
POLICE SUPPORT SERVICES	IPD POLICE DISPATCHER II		52,895	70,885	58,578	12,270	0	15,462	2.7% @ 55	0	14,980	0	7,079
POLICE SUPPORT SERVICES	IPD POLICE DISPATCHER II		52,895	70,885	59,579	6,219	0	4,052	2.7% @ 55	0	15,731	0	15,900
POLICE SUPPORT SERVICES	IPD POLICE DISPATCHER II		52,895	70,885	50,912	12,556	0	13,074	2.7% @ 55	0	12,926	0	8,168
POLICE SUPPORT SERVICES	IPD POLICE DISPATCHER II		52,895	70,885	52,440	4,549	0	21,628	2.7% @ 55	0	14,063	0	0
POLICE SUPPORT SERVICES	IPD POLICE DISPATCHER II		52,895	70,885	58,057	4,711	0	21,156	2.7% @ 55	0	14,864	0	1,385
POLICE SUPPORT SERVICES	IPD POLICE DISPATCHER II		52,895	70,885	54,279	11,184	0	15,657	2.7% @ 55	0	14,063	0	5,971
POLICE SUPPORT SERVICES	IPD POLICE DISPATCHER II		52,895	70,885	58,118	11,168	0	5,282	2.7% @ 55	0	15,490	0	15,900
POLICE SUPPORT SERVICES	IPD POLICE DISPATCHER II		52,895	70,885	64,603	15,008	2,986	4,047	2.7% @ 55	0	16,330	0	15,900
POLICE SUPPORT SERVICES	IPD POLICE DISPATCHER II		52,895	70,885	63,722	3,652	519	25,990	2.7% @ 55	0	16,963	0	0

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POLICE SUPPORT SERVICES	IPD PROPERTY & EVIDENCE OFC I		47,874	64,155	54,230	5,614	0	13,399	2.7% @ 55	0	14,009	0	8,219
POLICE SUPPORT SERVICES	IPD PROPERTY & EVIDENCE OFC II		52,895	70,885	40,238	5,513	0	2,294	2.7% @ 55	0	10,511	0	11,925
POLICE SUPPORT SERVICES	IPD SENIOR DISPATCHER		58,444	78,320	61,012	11,736	2,597	17,189	2.7% @ 55	0	16,739	0	8,140
POLICE SUPPORT SERVICES	IPD SENIOR DISPATCHER		58,444	78,320	60,817	12,364	0	16,570	2.7% @ 55	0	15,818	0	7,342
POLICE SUPPORT SERVICES	POLICE DISPATCH SUPERVISOR		55,721	82,326	76,607	14,294	0	2,924	2.7% @ 55	0	19,355	0	15,000
POLICE SUPPORT SERVICES	POLICE DIVISION COMMANDER		105,506	155,881	120,094	7,491	6,166	8,834	3% @ 50	0	51,126	0	15,000
POLICE SUPPORT SERVICES	RECORDS SPECIALIST I		35,569	52,552	50,263	1,083	1,516	9,132	2.7% @ 55	0	11,761	0	7,003
POLICE SUPPORT SERVICES	RECORDS SPECIALIST II		39,300	58,065	40,136	681	0	0	2.7% @ 55	0	10,209	0	15,175
POLICE SUPPORT SERVICES	RECORDS SPECIALIST II		39,300	58,065	47,977	109	0	15,854	2.7% @ 55	0	11,235	0	281
POLICE SUPPORT SERVICES	SENIOR RECORDS SPECIALIST		43,423	64,155	61,295	3,963	0	8,632	2.7% @ 55	0	14,457	0	8,178
POLICE SUPPORT SERVICES	SENIOR RECORDS SPECIALIST		43,423	64,155	53,720	636	0	8,572	2.7% @ 55	0	13,002	0	7,563
POLICE TRAFFIC SAFETY	IPD POLICE CORPORAL		78,050	104,594	84,602	30,827	3,649	15,790	3% @ 50	0	40,934	0	15,900
POLICE TRAFFIC SAFETY	POLICE SERGEANT		100,155	134,218	126,031	38,756	0	10,534	3% @ 50	0	53,725	0	15,900
PS ADMINISTRATION	ENVIRONMENT PROGRAMS COORDINAT		77,058	113,849	88,482	2,207	0	6,268	2.7% @ 55	0	20,363	0	8,732
PS PARKS AND PARKWAYS	FACILITIES MAINTENANCE WORK II		44,519	65,775	57,841	4,633	0	9,512	2.7% @ 55	0	14,229	0	7,794
PS PARKS AND PARKWAYS	FACILITIES MAINTENANCE WORK II		44,519	65,775	62,803	1,580	1,265	17,025	2.7% @ 55	0	14,918	0	281
PS PARKS AND PARKWAYS	PARK & LANDSCAPE INSPECTOR II		47,978	70,885	67,738	4,205	0	8,913	2.7% @ 55	0	15,899	0	7,718
PS PARKS AND PARKWAYS	PARK SERVICES SUPERVISOR		69,742	103,041	83,391	0	0	2,094	2.7% @ 55	0	19,520	0	14,362
PS PARKS AND PARKWAYS	PARKS & FACILITIES MANAGER		74,414	109,943	27,326	0	0	1,173	2.7% @ 55	0	6,487	0	2,502
PS STREET MAINTENANCE	ADMINISTRATIVE SECRETARY		46,796	69,139	64,184	922	0	1,019	2.7% @ 55	0	15,350	0	14,831
PS STREET MAINTENANCE	EQUIPMENT OPERATOR I		44,519	65,775	49,651	14,544	1,967	0	2.7% @ 55	0	12,808	0	15,175
PS STREET MAINTENANCE	EQUIPMENT OPERATOR II		49,189	72,675	59,659	14,985	0	762	2.7% @ 55	0	14,116	0	15,175
PS STREET MAINTENANCE	EQUIPMENT OPERATOR II		49,189	72,675	57,138	690	2,415	16,255	2.7% @ 55	0	13,458	0	376
PS STREET MAINTENANCE	FLEET MECHANIC I		44,519	65,775	1,284	193	0	0	2% @ 62	0	300	0	0
PS STREET MAINTENANCE	FLEET MECHANIC II		49,189	72,675	66,143	2,213	0	2,558	2.7% @ 55	0	15,531	0	14,073
PS STREET MAINTENANCE	FLEET SERVICES OPERATIONS MGR		70,793	104,594	92,912	2,965	3,786	2,933	2.7% @ 55	0	21,717	0	13,524
PS STREET MAINTENANCE	OFFICE ASSISTANT		32,192	47,563	20,636	1,550	0	14,244	2% @ 62	0	4,731	0	1,606
PS STREET MAINTENANCE	PUBLIC WORKS SUPERINTENDENT		86,424	127,688	122,881	6,086	0	9,453	2.7% @ 55	0	28,595	0	7,003
PS STREET MAINTENANCE	SENIOR FLEET MECHANIC		54,349	80,298	63,130	2,184	0	16,475	2.7% @ 55	0	14,838	0	156
PS STREET MAINTENANCE	SENIOR FLEET MECHANIC		54,349	80,298	51,997	10,762	2,325	1,956	2.7% @ 55	0	12,259	0	14,369
PS STREET MAINTENANCE	SENIOR FLEET MECHANIC		54,349	80,298	3,527	314	0	520	2% @ 62	0	823	0	0
PS STREET MAINTENANCE	STREET MAINTENANCE WORKER I		36,468	53,879	41,768	9,862	0	0	2.7% @ 55	0	10,545	0	15,175
PS STREET MAINTENANCE	STREET MAINTENANCE WORKER II		40,293	59,531	54,181	2,133	2,181	11,334	2.7% @ 55	0	12,778	0	15,083
PS STREET MAINTENANCE	STREET MAINTENANCE WORKER II		40,293	59,531	55,940	11,856	0	0	2.7% @ 55	0	13,872	0	15,175
PS STREET MAINTENANCE	SUPERVISING TRAFFIC SIGNAL TEC		71,861	106,171	77,886	7,836	3,360	0	2.7% @ 55	0	19,115	0	15,000
PS STREET MAINTENANCE	TRAFFIC SIGNAL TECHNICIAN I		47,978	70,885	51,848	19,029	2,019	0	2.7% @ 55	0	13,135	0	15,175
RDA HOUSING	PROPERTY MANAGER		74,414	109,943	37,135	0	0	0	N/A	0	0	0	0

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SENIOR CENTER	COMMUNITY PROG ADMINISTRATOR		49,189	72,675	66,212	0	0	15,000	2.7% @ 55	0	15,223	0	0
SENIOR CENTER	COMMUNITY PROGRAM ASSISTANT		37,763	55,794	53,383	236	2,682	201	2.7% @ 55	0	12,415	0	15,175
SENIOR CENTER	RECEPTIONIST		24,592	36,333	16,528	0	0	0	N/A	0	0	0	0
SENIOR CENTER	RECEPTIONIST		24,592	36,333	16,656	0	0	0	N/A	0	0	0	0
WASTE RECYCLING	WASTE TRANSFER COMMISSIONER		50	600	100	0	0	0	N/A	0	0	0	0
WASTE RECYCLING	WASTE TRANSFER COMMISSIONER		50	600	50	0	0	0	N/A	0	0	0	0
WATER ADMINISTRATION	IWA GENERAL MANAGER		112,013	165,495	130,213	0	0	13,206	2.7% @ 55	0	29,947	0	7,794
WATER ADMINISTRATION	IWA WATER ADMIN COORDINATOR		60,652	89,611	80,463	0	492	6,781	2.7% @ 55	0	18,780	0	8,219
WATER ADMINISTRATION	IWA WATER PROGRAMS COORDINATOR		69,742	103,041	79,636	0	3,260	9,453	2.7% @ 55	0	18,647	0	7,003
WATER ADMINISTRATION	WATER CONSERVATION PRGM COORD		77,058	113,849	92,403	0	3,393	0	2.7% @ 55	0	21,759	0	15,000
WATER CUSTOMER SERVICE	ACCOUNTANT		66,349	98,027	1,225	0	0	0	N/A	0	0	0	0
WATER CUSTOMER SERVICE	ACCOUNTING TECHNICIAN I		41,310	61,034	27,321	0	0	0	2.7% @ 55	0	6,254	0	0
WATER CUSTOMER SERVICE	ACCOUNTING TECHNICIAN I		41,310	61,034	18,165	0	0	0	N/A	0	0	0	0
WATER CUSTOMER SERVICE	IWA ACCOUNTING TECHNICIAN I		41,310	61,034	8,312	0	0	0	N/A	0	0	0	0
WATER CUSTOMER SERVICE	IWA ACCOUNTING TECHNICIAN I		41,310	61,034	44,164	1,040	0	7,891	2% @ 62	0	10,071	0	7,684
WATER CUSTOMER SERVICE	IWA ACCOUNTING TECHNICIAN II		46,796	69,139	52,407	1,972	0	8,327	2.7% @ 55	0	12,511	0	6,848
WATER CUSTOMER SERVICE	IWA ACCOUNTING TECHNICIAN II		46,796	69,139	7,121	0	60	419	2.7% @ 55	0	1,631	0	1,120
WATER CUSTOMER SERVICE	IWA ACCOUNTING TECHNICIAN II		46,796	69,139	26,253	0	0	8,545	2% @ 62	0	6,062	0	0
WATER CUSTOMER SERVICE	IWA ACCOUNTING TECHNICIAN II		46,796	69,139	54,476	1,398	629	8,096	2.7% @ 55	0	12,511	0	7,079
WATER CUSTOMER SERVICE	IWA OFFICE ASSISTANT		32,192	47,563	18,899	0	0	0	N/A	0	0	0	0
WATER CUSTOMER SERVICE	IWA SENIOR ACCOUNTING TECH		51,705	76,392	57,265	3,128	2,659	0	2.7% @ 55	0	13,966	0	15,175
WATER CUSTOMER SERVICE	MANAGER OF FINANCE & CUST SVC		90,844	134,218	55,765	0	0	0	2.7% @ 55	0	13,320	0	6,125
WATER CUSTOMER SERVICE	MANAGER OF FINANCE & CUST SVC		90,844	134,218	41,669	0	19,580	0	2.7% @ 55	0	8,908	0	4,702
WATER CUSTOMER SERVICE	SENIOR ACCOUNTANT		74,414	109,943	87,113	0	3,665	15,300	2.7% @ 55	0	20,612	0	0
WATER DISTRIBUTION	INTERN		0	11,712	11,712	0	0	0	2% @ 62	0	2,100	0	0
WATER DISTRIBUTION	IWA SENIOR WATER UTILITY WKR		49,189	72,675	59,961	21,669	1,207	17,056	2.7% @ 55	0	14,208	0	0
WATER DISTRIBUTION	IWA SENIOR WATER UTILITY WKR		49,189	72,675	62,360	8,471	3,169	15,952	2.7% @ 55	0	14,898	0	1,104
WATER DISTRIBUTION	IWA SENIOR WATER UTILITY WKR		49,189	72,675	54,292	15,163	2,464	1,263	2.7% @ 55	0	12,832	0	15,175
WATER DISTRIBUTION	IWA SENIOR WATER UTILITY WKR		49,189	72,675	69,415	4,486	0	1,700	2.7% @ 55	0	16,384	0	15,175
WATER DISTRIBUTION	IWA WATER UTILITY WORKER I		40,293	59,531	46,808	4,380	942	2,558	2.7% @ 55	0	11,080	0	14,073
WATER DISTRIBUTION	IWA WATER UTILITY WORKER I		40,293	59,531	50,631	164	2,617	0	2.7% @ 55	0	12,829	0	15,175
WATER DISTRIBUTION	IWA WATER UTILITY WORKER I		40,293	59,531	16,567	4,129	0	6,732	2.7% @ 55	0	4,106	0	0
WATER DISTRIBUTION	IWA WATER UTILITY WORKER I		40,293	59,531	46,391	21,083	0	9,552	2.7% @ 55	0	11,080	0	7,079
WATER DISTRIBUTION	IWA WATER UTILITY WORKER I		40,293	59,531	44,579	488	0	16,631	2.7% @ 55	0	10,567	0	0
WATER DISTRIBUTION	IWA WATER UTILITY WORKER I		40,293	59,531	45,889	3,462	0	2,287	2.7% @ 55	0	10,880	0	14,025
WATER DISTRIBUTION	IWA WATER UTILITY WORKER I		40,293	59,531	17,225	983	294	0	2.7% @ 55	0	4,670	0	7,358
WATER DISTRIBUTION	IWA WATER UTILITY WORKER I		40,293	59,531	46,783	3,432	1,177	16,631	2.7% @ 55	0	11,080	0	0

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WATER DISTRIBUTION	IWA WATER UTILITY WORKER II		44,519	65,775	49,254	21,987	1,982	16,092	2.7% @ 55	0	11,643	0	539
WATER DISTRIBUTION	IWA WATER UTILITY WORKER II		44,519	65,775	47,934	9,250	0	0	2.7% @ 55	0	12,210	0	15,175
WATER DISTRIBUTION	IWA WATER UTILITY WORKER II		44,519	65,775	51,716	10,454	2,081	15,025	2.7% @ 55	0	12,210	0	1,606
WATER DISTRIBUTION	IWA WATER UTILITY WORKER II		44,519	65,775	51,716	21,070	3,434	2,861	2.7% @ 55	0	12,210	0	13,770
WATER DISTRIBUTION	WATER OPERATIONS SUPT		86,424	127,688	99,080	0	4,040	14,719	2.7% @ 55	0	22,789	0	281
WATER ENGINEERING AND WATER QUALITY	IWA ASSOCIATE WATER ENGINEER		70,793	104,594	79,675	0	0	15,000	2.7% @ 55	0	18,321	0	0
WATER ENGINEERING AND WATER QUALITY	IWA ENGINEERING WATER TECH II		49,931	73,770	58,001	0	0	16,631	2.7% @ 55	0	13,657	0	0
WATER ENGINEERING AND WATER QUALITY	IWA JUNIOR ENGINEER		57,990	85,677	22,374	0	856	6,015	2% @ 62	0	5,219	0	110
WATER ENGINEERING AND WATER QUALITY	IWA WATER OPERATIONS INSP II		61,566	90,961	66,357	15,409	2,467	0	2.7% @ 55	0	15,984	0	15,175
WATER ENGINEERING AND WATER QUALITY	IWA WATER QUALITY SPECIALIST		60,652	89,611	63,366	287	0	0	2.7% @ 55	0	15,964	0	15,000
WATER ENGINEERING AND WATER QUALITY	IWA WATER UTILITY SPECIALIST		49,189	72,675	57,495	6,119	0	1,421	2.7% @ 55	0	14,116	0	15,175
WATER ENGINEERING AND WATER QUALITY	IWA WATER UTILITY SPECIALIST		49,189	72,675	57,139	3,263	0	15,025	2.7% @ 55	0	13,458	0	1,606
WATER ENGINEERING AND WATER QUALITY	IWA WATER UTILITY WORKER II		44,519	65,775	52,215	3,080	0	982	2.7% @ 55	0	12,332	0	15,175
WATER ENGINEERING AND WATER QUALITY	MANAGER OF ENG & WATER QUALITY		90,844	134,218	61,813	2,612	8,936	0	2.7% @ 55	0	14,459	0	327
WATER ENGINEERING AND WATER QUALITY	PUBLIC ARTS & HIST PRES COMM		50	600	300	0	0	0	N/A	0	0	0	0
WATER IT	NETWORK SYSTEMS ENGINEER		77,058	113,849	82,992	0	0	0	2.7% @ 55	0	20,203	0	15,000
WATER PROD/STORAGE	IWA SENIOR WATER PUMPING OPR		54,349	80,298	63,106	7,479	2,541	16,631	2.7% @ 55	0	14,838	0	0
WATER PROD/STORAGE	IWA WATER PUMPING OPERATOR I		44,519	65,775	51,284	13,641	1,967	0	2.7% @ 55	0	12,805	0	15,175
WATER PROD/STORAGE	IWA WATER PUMPING OPERATOR I		44,519	65,775	46,885	12,549	0	16,631	2.7% @ 55	0	11,103	0	0
YOUTH COORDINATOR	COMMUNITY PROG ADMINISTRATOR		49,189	72,675	69,512	0	2,096	8,705	2.7% @ 55	0	16,128	0	6,970
YOUTH COORDINATOR	COMMUNITY PROGRAM AIDE		0	11,240	4,286	0	0	0	N/A	0	0	0	0
YOUTH COORDINATOR	COMMUNITY PROGRAM AIDE		0	11,240	1,108	0	0	0	N/A	0	0	0	0
YOUTH COORDINATOR	COMMUNITY PROGRAM AIDE		0	11,240	9,067	0	0	0	N/A	0	0	0	0
YOUTH COORDINATOR	COMMUNITY PROGRAM AIDE		0	11,240	881	0	0	0	N/A	0	0	0	0
YOUTH COORDINATOR	COMMUNITY PROGRAM AIDE		0	11,240	5,479	0	0	0	N/A	0	0	0	0
YOUTH COORDINATOR	COMMUNITY PROGRAM AIDE		0	11,240	2,756	0	0	0	N/A	0	0	0	0
YOUTH COORDINATOR	COMMUNITY PROGRAM AIDE		0	11,240	3,460	0	0	0	N/A	0	0	0	0
YOUTH COORDINATOR	COMMUNITY PROGRAM AIDE		0	11,240	4,266	0	0	0	N/A	0	0	0	0
YOUTH COORDINATOR	COMMUNITY PROGRAM AIDE		0	11,240	1,043	0	0	0	N/A	0	0	0	0
YOUTH COORDINATOR	COMMUNITY PROGRAM ASSISTANT		37,763	55,794	53,437	563	1,609	15,175	2.7% @ 55	0	12,271	0	0
YOUTH COORDINATOR	P/T HS PROGRAM AIDE		0	11,240	700	0	0	0	N/A	0	0	0	0