

**ARTICLE 20 - PAY RATES**

Section 20.01: The following pay rates shall be in effect as so indicated:

<b>Board of Health</b>	<b>Prev. Rate/Hr. 01-01-14</b>	<b>Prev. Rate/Hr. 01-01-15</b>	<b>Prev. Rate/Hr. 01-01-16</b>
Sanitarian Supervisor	22.99	23.33	23.68
Sanitarian III	22.38	22.72	23.06
Sanitarian II	20.59	20.90	21.21
Sanitarian I	19.13	19.42	19.71
Public Health Nurse	18.80	19.08	19.37
Code Inspector	18.41	18.69	18.97
Environmental Health Clerical Coord.	16.77	17.02	17.27
Vital Statistics Clerk	16.05	16.29	16.53
Food Programs Coordinator	23.59	23.94	24.30
Public Health Clinician	15.56	15.79	16.03

<b>Operations</b>	<b>Prev. Rate/Hr. 01-01-14</b>	<b>Prev. Rate/Hr. 01-01-15</b>	<b>Prev. Rate/Hr. 01-01-16</b>
Forman	21.00	21.32	21.64
Master Skilled Main. Man	20.40	20.71	21.02
Heavy Equipment Mechanic	19.66	19.96	20.25
Equipment Operator IV	19.09	19.38	19.67
Cement Finisher	18.37	18.65	18.93
Bricklayer	18.37	18.65	18.93
Automotive Mechanic	18.37	18.65	18.93
Skilled Maintenance Man	19.79	20.09	20.39
Section Leader	19.78	20.08	20.38
Crew Leader	17.67	17.94	18.21
Equipment Operator II	17.67	17.94	18.21
Sign Painter	18.37	18.65	18.93
Carpenter	18.37	18.65	18.93
Painter	18.37	18.65	18.93
Equipment Operator I	16.88	17.13	17.39
Assistant Automotive Mechanic	16.88	17.13	17.39
Lineman (Paint Crew Seasonal)	16.88	17.13	17.39
Secretary	16.18	16.42	16.67
Data Entry Operator	15.71	15.95	16.19
Custodian Worker	15.57	15.80	16.04
Master Cement Finisher	19.43	19.72	20.02
Laborer II	16.13	16.37	16.62
Laborer I	15.34	15.57	15.80
Welder/Metal Fabricator	18.37	18.65	18.93
Clerk/Typist	15.34	15.57	15.80
Skilled Maintenance Man Apprentice	16.88	17.13	17.39
Master Heavy Equipment Mechanic	20.40	20.71	21.02

**ARTICLE 20 - PAY RATES-Continued**

The Lineman (Paint Crew) shall be paid at the rate indicated for Lineman during the summer months when they function in that capacity and shall be paid at the rate of Laborer during the winter months when they shall be classified in that category.

<b>Engineering, Planning and Building</b>	<b>Prev. Rate/Hr. 01-01-14</b>	<b>Prev. Rate/Hr. 01-01-15</b>	<b>Prev. Rate/Hr. 01-01-16</b>
Building Inspector	21.35	21.67	21.99
Electrical Inspector	21.35	21.67	21.99
Plumbing Inspector	21.35	21.67	21.99
Engineering Aide IV	22.96	23.30	23.65
Engineering Aide III	20.81	21.12	21.44
Engineering Aide II	19.44	19.73	20.02
Zoning and Planning Technician	20.17	20.47	20.78
Office Supervisor	18.80	19.08	19.37
City Services Compliance Coordinator	18.29	18.56	18.84
Engineering Aide I	17.29	17.55	17.81
Clerk Typist	15.34	15.57	15.80

<b>Income Tax</b>	<b>Prev. Rate/Hr. 01-01-14</b>	<b>Prev. Rate/Hr. 01-01-15</b>	<b>Prev. Rate/Hr. 01-01-16</b>
Investigator/Auditor	19.93	20.23	20.54
Cashier/Auditor	18.30	18.57	18.85
Data Systems Specialist	17.67	17.94	18.21
Account Information Technician	15.60	15.83	16.07

<b>Packard Music Hall</b>	<b>Prev. Rate/Hr. 01-01-14</b>	<b>Prev. Rate/Hr. 01-01-15</b>	<b>Prev. Rate/Hr. 01-01-16</b>
Auditorium Maintenance Man	17.67	17.94	18.21
Asst. Auditorium Maintenance Man	16.62	16.87	17.12
Auditorium Technical Coordinator	16.62	16.87	17.12

<b>Environmental Services</b>	<b>Prev. Rate/Hr. 01-01-14</b>	<b>Prev. Rate/Hr. 01-01-15</b>	<b>Prev. Rate/Hr. 01-01-16</b>
Forman	21.05	21.37	21.69
Environmental Service Operator II	18.97	19.25	19.54
Environmental Service Operator I	17.36	17.62	17.88
Heavy Equipment Mechanic	19.66	19.96	20.25
Automotive Mechanic	18.59	18.87	19.16
Secretary	16.40	16.65	16.90

**ARTICLE 20 - PAY RATES-Continued**

<b>Water Pollution Control</b>	<b>Prev. Rate/Hr. 01-01-14</b>	<b>Prev. Rate/Hr. 01-01-15</b>	<b>Prev. Rate/Hr. 01-01-16</b>
Electronic Systems Specialist	23.55	23.90	24.26
Chief Plant Maintenance Mechanic	22.11	22.44	22.78
Plant Maintenance Mechanic III	19.81	20.11	20.41
Chief Operator	23.97	24.33	24.70
Foreman	21.36	21.68	22.00
Assistant Chemist	20.75	21.06	21.38
Plant Maintenance Mechanic II	18.74	19.02	19.31
Heavy Equipment Mechanic	19.66	19.96	20.25
Plant Operator	18.54	18.82	19.10
Section Leader	20.14	20.44	20.75
Equipment Operator IV (Sanitary Sewer)	19.33	19.62	19.91
Equipment Operator IV (Storm Water)	19.33	19.62	19.91
Executive Secretary I	17.91	18.18	18.46
Plant Alternate	16.71	16.96	17.21
Plant Maintenance Mechanic I	17.49	17.75	18.02
Equipment Operator I	17.10	17.36	17.62
Laborer II	16.39	16.64	16.89
Laborer I	15.56	15.79	16.03
Clerk Typist	15.56	15.79	16.03
WPC Accountant	20.47	20.78	21.09
Bio-Solids Processing Technician	20.05	20.35	20.65
Pumping Station Technician	19.66	19.96	20.2
Computer Technician	20.41	20.72	21.03
Engineering Aide IV	22.96	23.30	23.65
Bio-Solids Equipment Operator	17.10	17.36	17.62

<b>Water</b>	<b>Prev. Rate/Hr. 01-01-14</b>	<b>Prev. Rate/Hr. 01-01-15</b>	<b>Prev. Rate/Hr. 01-01-16</b>
Cross Connection Technician	21.40	21.72	22.04
Foreman	21.36	21.68	22.00
Plant Shift Leader	21.25	21.57	21.90
Water Distribution Technician	21.05	21.37	21.69
Assistant Chemist	21.79	22.12	22.45
Pumping Station Mechanic	20.69	21.00	21.31
Maintenance Electrician	21.23	21.55	21.88
Plant Maintenance Mechanic III	20.18	20.48	20.79
Plant Maintenance Mechanic IV	20.75	21.06	21.38
Heavy Equipment Mechanic	19.66	19.96	20.25
Customer Service Representative	18.37	18.65	18.93
Water Serviceman	18.95	19.23	19.52
Plant Maintenance Mechanic II	18.74	19.02	19.30
Plant Operator II	18.54	18.82	19.10
Section Leader	20.14	20.44	20.75

**ARTICLE 20 - PAY RATES-Continued**

<b>Water-Continued</b>	<b>Prev. Rate/Hr. 01-01-14</b>	<b>Prev. Rate/Hr. 01-01-15</b>	<b>Prev. Rate/Hr. 01-01-16</b>
Water Line Repairman	19.66	19.96	20.25
Equipment Operator II	17.91	18.18	18.46
Equipment Operator IV	18.97	19.25	19.54
Tapper-Meter Repairman	18.78	19.06	19.35
Executive Secretary I	17.67	17.94	18.21
Consumer Service Representative	17.37	17.63	17.89
Plant Operator I	17.54	17.80	18.07
Meter Reader	17.29	17.54	17.81
Plant Maintenance Mechanic I	17.40	17.66	17.92
Cashier	16.91	17.16	17.42
Equipment Operator I	17.10	17.36	17.62
Data Entry Operator	15.71	15.95	16.19
General Clerk	15.34	15.57	15.80
Laborer II	16.39	16.64	16.89
Laborer I	15.56	15.79	16.03
Data Entry Leader	16.99	17.24	17.50
Master Cement Finisher	19.66	19.96	20.25
Maintenance Electrician Apprentice	20.17	20.47	20.78
Water Secretary	16.88	17.13	17.39
Meter Room Coordinator	21.17	21.49	21.81
Service Representative Clerk	17.80	18.07	18.34
Utility Service Representative	18.09	18.36	18.63
Water Distribution Secretary	16.18	16.42	16.67

<b>Fire Department</b>	<b>Prev. Rate/Hr. 01-01-14</b>	<b>Prev. Rate/Hr. 01-01-15</b>	<b>Prev. Rate/Hr. 01-01-16</b>
Heavy Equipment Mechanic	19.66	19.96	20.25
Executive Secretary I	17.67	17.94	18.21

<b>Police Department Office</b>	<b>Prev. Rate/Hr. 01-01-14</b>	<b>Prev. Rate/Hr. 01-01-15</b>	<b>Prev. Rate/Hr. 01-01-16</b>
Office Supervisor	18.80	19.08	19.37
Animal Warden	16.88	17.13	17.39
Secretary	16.18	16.42	16.67
Clerk Typist	15.34	15.57	15.80
Data Entry Operator	15.71	15.95	16.19

**ARTICLE 20 - PAY RATES-Continued**

<b>Community Development Dept.</b>	<b>Prev. Rate/Hr. 01-01-14</b>	<b>Prev. Rate/Hr. 01-01-15</b>	<b>Prev. Rate/Hr. 01-01-16</b>
CD Accountant	20.22	20.52	20.83
Program Coordinator	20.03	20.33	20.63
Program Specialist	20.03	20.33	20.63
Secretary	16.40	16.65	16.90

<b>Law Department</b>	<b>Prev. Rate/Hr. 01-01-14</b>	<b>Prev. Rate/Hr. 01-01-15</b>	<b>Prev. Rate/Hr. 01-01-16</b>
Executive Secretary II	21.76	22.09	22.42
Legal Secretary	17.75	18.02	18.29
Assistant Legal Secretary	17.02	17.28	17.54
Paralegal Assistant	15.34	15.57	15.80

<b>Administration</b>	<b>Prev. Rate/Hr. 01-01-14</b>	<b>Prev. Rate/Hr. 01-01-15</b>	<b>Prev. Rate/Hr. 01-01-16</b>
Secretary	16.18	16.42	16.67

\*The amounts reflected in the pay rates for hazardous duty will be paid as a separate charge that in total is equivalent to the prevailing rates.

Section 20.02: Any employee appointed into the bargaining unit prior to January 1, 2011, shall be paid as follows:

1ST YEAR Full-Time <u>Appointment</u> 70% of Prevailing Rate	2ND YEAR Full-Time <u>Appointment</u> 80%	3RD YEAR Full-Time <u>Appointment</u> 90%	4TH YEAR Full-Time <u>Appointment</u> Prevailing Rate
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Any employee appointed into the bargaining unit after January 1, 2011, shall be paid as follows:

1ST YEAR Full-Time <u>Appointment</u> 60% of Prevailing Rate	2ND YEAR Full-Time <u>Appointment</u> 67.5%	3RD YEAR Full-Time <u>Appointment</u> 75%	4TH YEAR Full-Time <u>Appointment</u> 82.5%
5TH YEAR Full-Time <u>Appointment</u> 90%	6 <sup>TH</sup> YEAR Full-Time <u>Appointment</u> 95%	7 <sup>th</sup> YEAR Full-Time <u>Appointment</u> 100%	

Any employee shall receive the next higher percentage on their full-time appointment anniversary date each year until they reach the prevailing rate regardless of their classification.

The City reserves the right under these circumstances to appoint an employee at a rate that is higher than sixty percent (60%) but not to exceed seventy-eight percent (78%) of the prevailing rate. This provision shall only apply when the job requirements of the classification being filled specify previous specialized schooling, training or certification.

These jobs are as follows:

- Registered Sanitarian
- Registered Public Health Nurse
- Certified Heavy Equipment Mechanic
- Certified Automotive Mechanic
- Certified Building Inspector
- Certified Electrical Inspector
- Certified Plumbing Inspector
- Degreed Engineering Aide
- Certified Plant Shift Leader
- Degreed Assistant Chemist
- Journeyman Maintenance Electrician
- Degreed C.D. Accountant
- Paralegal Assistant