

Attachment A: Non-Represented Salary Schedule with Wage Adjustment

CMC Section	Division	Grade	Title	Existing Minimum	Existing Maximum	New Minimum	New Maximum
				Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
307-258	D0	258	Accountant	28.482359	43.302168	29.336830	44.601233
307-001	D0	001	Administrative Specialist	28.482359	43.302168	29.336830	44.601233
307-008	D0	008	Administrative Technician	21.572333	32.796750	22.219503	33.780653
307-228	D0	228	Assistant Dental Director	33.788247	46.526409	34.801894	47.922201
307-299	D0	299	Asst Health Laboratory Mgr	33.788247	46.526409	34.801894	47.922201
307-453	D0	453	Budget Analyst	28.482357	43.302170	29.336828	44.601235
307-265	D0	265	City Planner	28.482359	43.302168	29.336830	44.601233
307-148	D0	148	Comm Econ Develop Sr Analyst	27.651171	51.368797	28.480706	52.909860
307-146	D0	146	Comm Econ Development Analyst	22.343476	43.302168	23.013780	44.601233
307-058	D0	058	Community Dvlpmnt & Plan Anal-EXM	28.482359	43.302168	29.336830	44.601233
307-042	D0	042	Computer Programmer/Analyst	22.417065	30.868303	23.089577	31.794352
307-066	D0	066	Development Officer	28.482359	39.220198	29.336830	40.396804
307-575	D0	575	Development Officer 4	36.437480	51.368797	37.530604	52.909860
307-200	D0	200	Dietitian	25.369322	34.933556	26.130402	35.981563
307-455	D0	455	Environmental Program Spec	33.787747	51.368799	34.801379	52.909863
307-080	D0	080	Graphic Designer	28.482359	43.302168	29.336830	44.601233
307-336	D0	336	Housing Services Coordinator	23.412831	24.230250	24.115216	24.957158
307-089	D0	089	Human Resources Analyst	28.482359	43.302168	29.336830	44.601233
307-162	D0	162	Human Resources Info Sys Anal	33.783684	51.371795	34.797194	52.912949
307-824	D0	824	Information Technology Coor	22.417065	30.868303	23.089577	31.794352
307-222	D0	222	Intelligence Analyst	25.948214	35.317465	26.726661	36.376989
307-232	D0	232	Intelligence Analyst Supervisor	28.478924	39.354488	29.333292	40.535123
307-092	D0	092	Internal Auditor	28.482359	43.302168	29.336830	44.601233
307-009	D0	009	Investigator	33.917695	51.368797	34.935226	52.909860
307-864	D0	864	Landscape Architect	28.926366	39.831606	29.794156	41.026554
307-094	D0	094	Management Analyst	28.482359	43.302168	29.336830	44.601233
307-963	D0	963	Park Planner	36.437480	50.174403	37.530604	51.679635
307-219	D0	219	PEAP Coordinator	48.888381	68.026301	50.355033	70.067090
307-247	D0	247	PEAP Counselor	30.784682	49.860612	31.708223	51.356430
307-271	D0	271	Physical Therapist	26.702590	36.769473	27.503668	37.872557
307-248	D0	248	Physician Assistant	35.764785	48.064869	36.837728	49.506815
307-220	D0	220	Psychologist	34.231018	47.136116	35.257948	48.550199
307-322	D0	322	Recycling Operations Tech	20.329362	27.109641	20.939243	27.922930
307-763	D0	763	Security Supervisor	21.572333	29.705103	22.219503	30.596256
307-013	D0	013	Senior Administrative Spclst	33.787748	51.368797	34.801381	52.909860
307-454	D0	454	Senior Budget Analyst	33.788249	51.368799	34.801896	52.909863
307-152	D0	152	Senior City Planner	33.788247	51.368797	34.801894	52.909860
307-154	D0	154	Senior CommDev & Plan Anl-EXM	33.788247	51.368797	34.801894	52.909860
307-043	D0	043	Senior Comptr Programmer/Anlys	33.787748	51.368797	34.801381	52.909860
307-156	D0	156	Senior Development Officer	33.788247	51.368797	34.801894	52.909860
307-149	D0	149	Senior Human Resources Analyst	33.788247	51.368797	34.801894	52.909860
307-150	D0	150	Senior Internal Auditor	33.788247	51.368797	34.801894	52.909860
307-177	D0	177	Senior Management Analyst	33.788247	51.368797	34.801894	52.909860
307-438	D0	438	Supervisor of Building Permits	28.037105	38.607090	28.878218	39.765303
307-151	D0	151	Supvr of Prk/Rec Maint & Const	33.788247	51.368797	34.801894	52.909860
307-452	D0	452	Sustainability Program Spec	33.787748	51.368799	34.801380	52.909863
307-323	D0	323	Training Coordinator	33.788247	51.368797	34.801894	52.909860
307-761	D0	761	Water Security Supervisor	30.879579	45.234449	31.805967	46.591483
307-443	D0	443	Zoning Supervisor	32.019608	44.091002	32.980196	45.413732
307-891	D5	891	Assistant City Manager	69.452463	107.394590	71.536037	110.616427
307-108	D5	108	Assistant Finance Director	54.580605	75.530196	56.218024	77.796101
307-204	D5	204	Assistant Health Commissioner	51.853946	70.002821	53.409564	72.102906
307-559	D5	559	Assistant Recreation Director	47.806695	70.531875	49.240896	72.647832
307-019	D5	019	Assistant Safety Director	49.239352	66.473123	50.716532	68.467317
307-016	D5	016	Assistant to the City Manger	45.669275	66.088920	47.039353	68.071588
307-450	D5	450	Asst Building & Insp Director	42.875600	57.882062	44.161868	59.618524
307-158	D5	158	Asst Human Resources Director	49.239352	66.473123	50.716532	68.467317
307-554	D5	554	Asst Neighborhood Svcs Directr	42.875600	57.882062	44.161868	59.618524
307-040	D5	040	Budget Director	59.441801	89.647371	61.225055	92.336793
307-446	D5	446	Buildings & Inspections Dir	71.283950	89.647371	73.422468	92.336793
307-074	D5	074	CCA Director	59.441801	89.647371	61.225055	92.336793
307-032	D5	032	Chief of Staff	51.853737	75.530195	53.409349	77.796100
307-020	D5	020	City Manager	135.306780	171.989145	139.365984	177.148819
307-490	D5	490	City Planning Director	59.441801	89.647369	61.225055	92.336791
307-170	D5	170	City Solicitor	69.452461	107.394590	71.536035	110.616427
307-075	D5	075	Cntrct Cmp & Adm Hrng Off	45.669275	61.653516	47.039353	63.503122
307-022	D5	022	CommDev & Planning Director	59.441801	80.246435	61.225055	82.653828

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				Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
307-534	D5	534	Dep Dir of Economic Inclusion	51.853852	70.531875	53.409468	72.647832
307-153	D5	153	Dep Dir Perf & Data Analytics	51.340448	69.833537	52.880661	71.928543
307-556	D5	556	Deputy CommDev & Planning Dir	51.853946	70.002823	53.409564	72.102908
307-985	D5	985	Deputy Dir Community & Econ De	51.853946	75.530122	53.409564	77.796026
307-535	D5	535	Deputy Director	51.853736	75.530196	53.409348	77.796101
307-989	D5	989	Deputy Director Water & Sewers	56.828805	75.530196	58.533669	77.796101
307-525	D5	525	Deputy Public Works Director	51.853946	75.530196	53.409564	77.796101
307-527	D5	527	Deputy Sewers Director	51.853946	70.002820	53.409564	72.102905
307-229	D5	229	Dir of Grant Adm & Gov Affairs	51.853736	75.530197	53.409348	77.796103
307-059	D5	059	Dir of Perform & Data Analytic	59.441801	89.647371	61.225055	92.336793
307-984	D5	984	Director Community & Econ Dev	65.686269	89.647371	67.656857	92.336793
307-012	D5	012	Director of Communications	51.853736	75.530197	53.409348	77.796103
307-114	D5	114	Director of Economic Inclusion	65.686269	89.647371	67.656857	92.336793
307-993	D5	993	Director of Procurement	65.686269	89.647371	67.656857	92.336793
307-982	D5	982	Director of Water and Sewers	75.485167	113.504096	77.749722	116.909218
307-997	D5	997	Economic Development Director	59.441801	80.246435	61.225055	82.653828
307-828	D5	828	Emergency Comm Center Director	59.441802	89.647374	61.225056	92.336795
307-981	D5	981	Employment & Training Manager	51.853946	70.002820	53.409564	72.102905
307-033	D5	033	Director of Environmental Prgm	51.853946	75.530196	53.409564	77.796102
307-004	D5	004	ETS Director	59.441801	89.647371	61.225055	92.336793
307-037	D5	037	Exec Assistant Police Chief	80.042191	81.703173	82.443457	84.154268
307-014	D5	014	Executive Mgr of Police Relatns	49.239340	66.473248	50.716520	68.467445
307-991	D5	991	Executive Project Director	61.354183	109.713040	63.194809	113.004432
307-115	D5	115	Finance Director	59.441801	97.232212	61.225055	100.149178
307-365	D5	365	Fire Chief	69.452464	94.775681	71.536038	97.618951
307-205	D5	205	Health Commissioner	69.452560	107.394590	71.536137	110.616427
307-155	D5	155	Human Resources Director	59.441801	89.647371	61.225055	92.336793
307-865	D5	865	Parks Director	63.455702	89.647371	65.359373	92.336793
307-389	D5	389	Police Chief	69.452464	94.775681	71.536038	97.618951
307-888	D5	888	Public Services Director	59.441801	89.647371	61.225055	92.336793
307-560	D5	560	Recreation Director	59.441801	89.647371	61.225055	92.336793
307-120	D5	120	Retirement Director	59.441801	82.653802	61.225055	85.133416
307-530	D5	530	Sewers Director	59.441801	89.647371	61.225055	92.336793
307-970	D5	970	Transportation & Eng Director	59.441801	89.647371	61.225055	92.336793
307-735	D5	735	Water Works Director	72.353209	89.647371	74.523805	92.336793
307-109	D8	109	Airport Manager	42.152619	61.645968	43.417198	63.495347
307-820	D8	820	Alt Response Program Manager	39.337314	57.203016	40.517433	58.919107
307-134	D8	134	Asst Commercial Svcs Supt	37.227348	50.256918	38.344168	51.764625
307-948	D8	948	Asst Convention Center Manager	37.227348	50.256918	38.344168	51.764625
307-541	D8	541	Asst Facilities Mntnce Manager	37.227348	53.315431	38.344168	54.914894
307-685	D8	685	Asst Fleet Services Manager	37.227348	53.315431	38.344168	54.914894
307-168	D8	168	Asst Treatment Superintendent	42.152619	61.645968	43.417198	63.495347
307-764	D8	764	Asst Water Distribution Supt	37.227348	50.256918	38.344168	51.764625
307-078	D8	078	Chief Investigator	39.337315	57.203015	40.517434	58.919106
307-208	D8	208	City Architect	48.713243	70.531875	50.174641	72.647832
307-519	D8	519	City Engineer	53.118236	70.531875	54.711783	72.647832
307-145	D8	145	City Purchasing Agent	42.152619	56.906036	43.417198	58.613217
307-683	D8	683	City Stormwater Management Eng	51.208928	69.132043	52.745196	71.206004
307-531	D8	531	City Traffic Engineer	48.713243	70.531875	50.174641	72.647832
307-135	D8	135	Commercial Services Supt	47.622209	66.088920	49.050875	68.071588
307-950	D8	950	Convention Center Manager	44.590624	60.197342	45.928343	62.003262
307-227	D8	227	Dental Director	92.648431	111.073815	95.427884	114.406029
307-252	D8	252	Dentist	77.133619	98.855694	79.447628	101.821365
307-576	D8	576	Development Manager	39.337315	57.203015	40.517434	58.919106
307-110	D8	110	Division Manager	47.621790	66.088920	49.050444	68.071588
307-826	D8	826	Emergency Comm Asst Mgr	39.337315	57.203014	40.517434	58.919105
307-827	D8	827	Emergency Communications Mgr	45.482202	61.401288	46.846668	63.243327
307-822	D8	822	Emergency Response Coordinator	39.337315	53.105374	40.517434	54.698536
307-983	D8	983	Employment & Training Supv.	39.337315	57.203015	40.517434	58.919106
307-259	D8	259	Environmental Services Directr	39.337317	57.203014	40.517437	58.919104
307-218	D8	218	Envrnmntl/Solid Wst Prgrams Crd	44.590624	61.645968	45.928343	63.495347
307-540	D8	540	Facilities Maintenance Manager	42.152619	56.906036	43.417198	58.613217
307-542	D8	542	Facilities Manager	47.622209	66.088920	49.050875	68.071588
307-321	D8	321	Finance Manager	51.208925	70.531875	52.745193	72.647832
307-686	D8	686	Fleet Services Manager	44.590624	60.197342	45.928343	62.003262
307-509	D8	509	Geotechnical Engineer	39.337315	57.203015	40.517434	58.919106
307-300	D8	300	Health Laboratory Director	37.227348	50.256918	38.344168	51.764625

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				Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
307-242	D8	242	Health Programs Manager	39.337315	57.203015	40.517434	58.919106
307-729	D8	729	Industrial Waste Superintendnt	47.622209	64.289981	49.050875	66.218680
307-045	D8	045	Info Technology Asst Manager	42.152619	61.645968	43.417198	63.495347
307-046	D8	046	Information Technology Manager	47.622209	66.088920	49.050875	68.071588
307-999	D8	999	Internal Audit Manager	42.152620	61.645968	43.417199	63.495347
307-178	D8	178	Medical Director	83.189715	117.628915	85.685407	121.157782
307-282	D8	282	Nursing Director	47.622209	66.088920	49.050875	68.071588
307-201	D8	201	Occupational/Safety Hlth Coord	47.496045	66.088920	48.920926	68.071588
307-986	D8	986	Optometrist	65.983449	84.835763	67.962953	87.380835
307-692	D8	692	Parking Superintendent	44.590624	61.645968	45.928343	63.495347
307-231	D8	231	Parks/Rec Superintendent	46.235591	66.088920	47.622658	68.071588
307-308	D8	308	Pension Fund Manager	56.982273	76.926394	58.691741	79.234185
307-233	D8	233	Pharmacy Director	63.469770	76.038039	65.373863	78.319180
307-160	D8	160	Police Academy Manager	44.590397	60.197342	45.928109	62.003262
307-518	D8	518	Principal Architect	44.784076	61.645968	46.127598	63.495347
307-216	D8	216	Principal Engineer	47.622070	64.289980	49.050732	66.218679
307-880	D8	880	Printing Services & Stores Mgr	39.337315	57.203014	40.517434	58.919105
307-261	D8	261	Public Health Internist	74.330927	100.346752	76.560855	103.357154
307-262	D8	262	Public Health Pediatrician	74.330927	100.346752	76.560855	103.357154
307-263	D8	263	Public Health Physician	74.330927	100.346752	76.560855	103.357154
307-249	D8	249	Public Health Practitioner	74.330927	100.346752	76.560855	103.357154
307-237	D8	237	Public Information Officer	35.057054	54.341527	36.108766	55.971773
307-202	D8	202	Public Wks Opr Asst Supt	42.152619	56.906036	43.417198	58.613217
307-253	D8	253	Public Wks Opr Superintendent	47.622209	66.088920	49.050875	68.071588
307-257	D8	257	Public Wrks/Utilities Supt	47.622209	66.088920	49.050875	68.071588
307-260	D8	260	Regional Comp Ctr Asst Mgr	51.208925	69.132044	52.745193	71.206005
307-015	D8	015	Regional Computer Center Mgr	60.021307	81.028770	61.821947	83.459633
307-113	D8	113	Risk Manager	42.152619	56.906036	43.417198	58.613217
307-544	D8	544	Sewers Chief Engineer	51.208928	39.132043	52.745196	40.306004
307-254	D8	254	Supervising Accountant	39.337315	57.203015	40.517434	58.919106
307-255	D8	255	Supervising Architect	39.337315	57.203015	40.517434	58.919106
307-141	D8	141	Supervising Buyer	39.337315	57.203015	40.517434	58.919106
307-286	D8	286	Supervising Chemist	39.337315	57.203015	40.517434	58.919106
307-486	D8	486	Supervising City Planner	39.337315	57.203015	40.517434	58.919106
307-513	D8	513	Supervising Crime Analyst	39.337314	57.203016	40.517433	58.919106
307-515	D8	515	Supervising Engineer	44.590625	61.650774	45.928344	63.500297
307-307	D8	307	Supervising Epidemiologist	39.488614	57.203015	40.673272	58.919106
307-435	D8	435	Supervising Inspector	38.774352	53.315431	39.937583	54.914894
307-041	D8	041	Supervising Management Analyst	39.337315	57.203015	40.517434	58.919106
307-236	D8	236	Supervising Real Property Spec	39.337315	57.203015	40.517434	58.919106
307-558	D8	558	Supervisor of Golf	39.337315	57.203015	40.517434	58.919106
307-529	D8	529	Supvg Bldg Plans Exam Code Anl	39.337315	57.203015	40.517434	58.919106
307-185	D8	185	Supvg Comm Dev & Plang Anl-EXM	39.337315	57.203015	40.517434	58.919106
307-131	D8	131	Supvg Environ/Safety Spec	39.337315	57.203015	40.517434	58.919106
307-159	D8	159	Supvg Human Resources Analyst	39.337315	57.203015	40.517434	58.919106
307-551	D8	551	Supvg Parks/Recreation Cordntr	39.337315	57.203015	40.517434	58.919106
307-646	D8	646	Traffic Services Manager	39.337315	53.105374	40.517434	54.698536
307-256	D8	256	Treatment Superintendent	47.622209	66.088920	49.050875	68.071588
307-304	D8	304	Treatment Supervisor	39.337315	57.203015	40.517434	58.919106
307-487	D8	487	Urban Conservator	39.337315	57.203015	40.517434	58.919106
307-710	D8	710	Wastewater Collection Supt	47.622209	64.289981	49.050875	66.218680
307-765	D8	765	Water Distribution Supt	47.622209	64.289981	49.050875	66.218680
307-539	D8	539	Water Works Chief Engineer	48.713243	66.088920	50.174641	68.071588
307-036	D9	036	Assistant Chief Deputy Clerk	29.109294	40.243850	29.982572	41.451165
307-024	D9	024	Chief Deputy Clerk of Council	35.471176	53.093248	36.535311	54.686046
307-025	D9	025	Clerk of Council	45.328872	60.088082	46.688739	61.890725
307-023	D9	023	Council Assistant	13.208205	61.213764	13.604451	63.050177
307-035	D9	035	Deputy Clerk	22.202762	33.259968	22.868845	34.257767
307-931	LAW	931	Administrative Hearing Officer	38.138746	82.858408	39.282908	85.344160
307-166	LAW	166	Assistant City Solicitor	36.057692	57.763125	37.139423	59.496019
307-191	LAW	191	Asst to the City Solicitor	37.932935	56.256154	39.070923	57.943839
307-223	LAW	223	Chief Appraiser	44.145011	62.010707	45.469361	63.871028
307-157	LAW	157	Chief Counsel	52.881329	90.889898	54.467769	93.616595
307-169	LAW	169	Deputy City Solicitor	64.829001	99.220436	66.773871	102.197049
307-187	LAW	187	Law Chief of Staff	64.829001	99.220436	66.773871	102.197049
307-930	LAW	930	Law Clerk	18.144132	26.417168	18.688456	27.209683
307-163	Law	163	Legal Fellow	29.290000	34.390480	30.168700	35.422194

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307-217	LAW	217	Legal Assistant	25.957035	48.109862	26.735746	49.553158
307-188	LAW	188	Real Estate Manager	49.398313	70.896612	50.880262	73.023510
307-224	LAW	224	Real Estate Specialist	33.290053	44.027887	34.288755	45.348724
307-167	LAW	167	Senior Asst City Solicitor	41.279510	80.585087	42.517895	83.002640
307-225	LAW	225	Senior Real Estate Specialist	41.245173	56.256154	42.482528	57.943839
307-998	LAW	998	Spvg Real Estate Specialist	44.145009	57.913063	45.469359	59.650455
307-186	LAW	186	Support Services Manager	33.787746	46.526405	34.801378	47.922197
307-193	LAW	193	Support Services Specialist	21.149343	43.302170	21.783824	44.601235
307-190	LAW	190	Zoning Hearing Examiner	54.948951	72.498399	56.597420	74.673351