

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	29.336830	44.601233	30.216935	45.939270
307-001	D0	001	Administrative Specialist	29.336830	44.601233	30.216935	45.939270
307-008	D0	008	Administrative Technician	22.219503	33.780653	22.886088	34.794072
307-829	D0	829	Alt Resp Behavioral Hlth Spec	37.215115	50.014005	38.331568	51.514425
307-819	D0	819	Alt Resp Community Service Off	29.336828	44.601236	30.216933	45.939273
307-830	D0	830	Alt Response Supervisor	40.134365	53.937236	41.338396	55.555353
307-228	D0	228	Assistant Dental Director	34.801894	47.922201	35.845951	49.359867
307-299	D0	299	Asst Health Laboratory Mgr	34.801894	47.922201	35.845951	49.359867
307-453	D0	453	Budget Analyst	29.336828	44.601235	30.216933	45.939272
307-265	D0	265	City Planner	29.336830	44.601233	30.216935	45.939270
307-148	D0	148	Comm Econ Develop Sr Analyst	28.480706	52.909860	29.335127	54.497156
307-146	D0	146	Comm Econ Development Analyst	23.013780	44.601233	23.704194	45.939270
307-058	D0	058	Community Dvlpmt & Plan Anal-EXM	29.336830	44.601233	30.216935	45.939270
307-042	D0	042	Computer Programmer/Analyst	23.089577	31.794352	23.782265	32.748182
307-066	D0	066	Development Officer	29.336830	40.396804	30.216935	41.608708
307-575	D0	575	Development Officer 4	37.530604	52.909860	38.656522	54.497156
307-200	D0	200	Dietitian	26.130402	35.981563	26.914314	37.061010
307-455	D0	455	Environmental Program Spec	34.801379	52.909863	35.845421	54.497159
307-080	D0	080	Graphic Designer	29.336830	44.601233	30.216935	45.939270
307-336	D0	336	Housing Services Coordinator	24.115216	24.957158	24.838673	25.705873
307-089	D0	089	Human Resources Analyst	29.336830	44.601233	30.216935	45.939270
307-162	D0	162	Human Resources Info Sys Anal	34.797194	52.912949	35.841110	54.500337
307-824	D0	824	Information Technology Coord	23.089577	31.794352	23.782265	32.748182
307-222	D0	222	Intelligence Analyst	26.726661	36.376989	27.528460	37.468299
307-232	D0	232	Intelligence Analyst Supervisor	29.333292	40.535123	30.213291	41.751177
307-092	D0	092	Internal Auditor	29.336830	44.601233	30.216935	45.939270
307-009	D0	009	Investigator	34.935226	52.909860	35.983283	54.497156
307-864	D0	864	Landscape Architect	29.794156	41.026554	30.687981	42.257351
307-094	D0	094	Management Analyst	29.336830	44.601233	30.216935	45.939270
307-963	D0	963	Park Planner	37.530604	51.679635	38.656522	53.230025
307-219	D0	219	PEAP Coordinator	50.355033	70.067090	51.865684	72.169102
307-247	D0	247	PEAP Counselor	31.708223	51.356430	32.659469	52.897123
307-271	D0	271	Physical Therapist	27.503668	37.872557	28.328778	39.008733
307-248	D0	248	Physician Assistant	36.837728	49.506815	37.942860	50.992019
307-220	D0	220	Psychologist	35.257948	48.550199	36.315687	50.006705
307-322	D0	322	Recycling Operations Tech	20.939243	27.922930	21.567421	28.760618
307-763	D0	763	Security Supervisor	22.219503	30.596256	22.886088	31.514144
307-013	D0	013	Senior Administrative Spclst	34.801381	52.909860	35.845422	54.497156
307-454	D0	454	Senior Budget Analyst	34.801896	52.909863	35.845953	54.497159
307-152	D0	152	Senior City Planner	34.801894	52.909860	35.845951	54.497156
307-154	D0	154	Senior CommDev & Plan Anl-EXM	34.801894	52.909860	35.845951	54.497156
307-043	D0	043	Senior Compnr Programmer/Anlys	34.801381	52.909860	35.845422	54.497156
307-156	D0	156	Senior Development Officer	34.801894	52.909860	35.845951	54.497156
307-149	D0	149	Senior Human Resources Analyst	34.801894	52.909860	35.845951	54.497156
307-150	D0	150	Senior Internal Auditor	34.801894	52.909860	35.845951	54.497156
307-177	D0	177	Senior Management Analyst	34.801894	52.909860	35.845951	54.497156
307-438	D0	438	Supervisor of Building Permits	28.878218	39.765303	29.744564	40.958262
307-151	D0	151	Supvr of Prk/Rec Maint & Const	34.801894	52.909860	35.845951	54.497156
307-452	D0	452	Sustainability Program Spec	34.801380	52.909863	35.845422	54.497159
307-323	D0	323	Training Coordinator	34.801894	52.909860	35.845951	54.497156
307-761	D0	761	Water Security Supervisor	31.805967	46.591483	32.760146	47.989227
307-443	D0	443	Zoning Supervisor	32.980196	45.413732	33.969602	46.776144
307-891	D5	891	Assistant City Manager	71.536037	110.616427	73.682118	113.934920
307-108	D5	108	Assistant Finance Director	56.218024	77.796101	57.904564	80.129985
307-204	D5	204	Assistant Health Commissioner	53.409564	72.102906	55.011851	74.265993
307-559	D5	559	Assistant Recreation Director	49.240896	72.647832	50.718123	74.827267
307-019	D5	019	Assistant Safety Director	50.716532	68.467317	52.238028	70.521337
307-016	D5	016	Assistant to the City Manger	47.039353	68.071588	48.450534	70.113735
307-450	D5	450	Asst Building & Insp Director	44.161868	59.618524	45.486724	61.407080
307-158	D5	158	Asst Human Resources Director	50.716532	68.467317	52.238028	70.521337
307-554	D5	554	Asst Neighborhood Svcs Directr	44.161868	59.618524	45.486724	61.407080
307-040	D5	040	Budget Director	61.225055	92.336793	63.061806	95.106896
307-446	D5	446	Buildings & Inspections Dir	73.422468	92.336793	75.625142	95.106896
307-074	D5	074	CCA Director	61.225055	92.336793	63.061806	95.106896
307-032	D5	032	Chief of Staff	53.409349	77.796100	55.011630	80.129983
307-060	D5	60	Chief of Staff - CMO	66.773870	102.197048	68.777086	105.262959
307-020	D5	020	City Manager	139.365984	177.148819	143.546963	182.463283

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307-490	D5	490	City Planning Director	61.225055	92.336791	63.061806	95.106894
307-170	D5	170	City Solicitor	71.536035	110.616427	73.682116	113.934920
307-075	D5	075	Cntrct Cmp & Adm Hrng Off	47.039353	63.503122	48.450534	65.408216
307-022	D5	022	CommDev & Planning Director	61.225055	82.653828	63.061806	85.133443
307-534	D5	534	Dep Dir of Economic Inclusion	53.409468	72.647832	55.011752	74.827267
307-153	D5	153	Dep Dir Perf & Data Analytics	52.880661	71.928543	54.467081	74.086399
307-556	D5	556	Deputy CommDev & Planning Dir	53.409564	72.102908	55.011851	74.265995
307-985	D5	985	Deputy Dir Community & Econ De	53.409564	77.796026	55.011851	80.129907
307-535	D5	535	Deputy Director	53.409348	77.796101	55.011629	80.129985
307-989	D5	989	Deputy Director Water & Sewers	58.533669	77.796101	60.289679	80.129985
307-525	D5	525	Deputy Public Works Director	53.409564	77.796101	55.011851	80.129985
307-527	D5	527	Deputy Sewers Director	53.409564	72.102905	55.011851	74.265992
307-229	D5	229	Dir of Grant Adm & Gov Affairs	53.409348	77.796103	55.011629	80.129986
307-059	D5	059	Dir of Perform & Data Analytic	61.225055	92.336793	63.061806	95.106896
307-984	D5	984	Director Community & Econ Dev	67.656857	92.336793	69.686563	95.106896
307-012	D5	012	Director of Communications	53.409348	77.796103	55.011629	80.129986
307-114	D5	114	Director of Economic Inclusion	67.656857	92.336793	69.686563	95.106896
307-993	D5	993	Director of Procurement	67.656857	92.336793	69.686563	95.106896
307-982	D5	982	Director of Water and Sewers	77.749722	116.909218	80.082214	120.416495
307-997	D5	997	Economic Development Director	61.225055	82.653828	63.061806	85.133443
307-828	D5	828	Emergency Comm Center Director	61.225056	92.336795	63.061807	95.106899
307-981	D5	981	Employment & Training Manager	53.409564	72.102905	55.011851	74.265992
307-033	D5	033	Director of Environmental Prgm	53.409564	77.796102	55.011851	80.129985
307-004	D5	004	ETS Director	61.225055	92.336793	63.061806	95.106896
307-037	D5	037	Exec Assistant Police Chief	82.443457	84.154268	84.916760	86.678896
307-014	D5	014	Executive Mgr of Police Relatns	50.716520	68.467445	52.238015	70.521469
307-991	D5	991	Executive Project Director	63.194809	113.004432	65.090653	116.394565
307-115	D5	115	Finance Director	61.225055	100.149178	63.061806	103.153654
307-365	D5	365	Fire Chief	71.536038	97.618951	73.682119	100.547520
307-205	D5	205	Health Commissioner	71.536137	110.616427	73.682221	113.934920
307-155	D5	155	Human Resources Director	61.225055	92.336793	63.061806	95.106896
307-865	D5	865	Parks Director	65.359373	92.336793	67.320155	95.106896
307-389	D5	389	Police Chief	71.536038	97.618951	73.682119	100.547520
307-888	D5	888	Public Services Director	61.225055	92.336793	63.061806	95.106896
307-560	D5	560	Recreation Director	61.225055	92.336793	63.061806	95.106896
307-120	D5	120	Retirement Director	61.225055	85.133416	63.061806	87.687419
307-530	D5	530	Sewers Director	61.225055	92.336793	63.061806	95.106896
307-970	D5	970	Transportation & Eng Director	61.225055	92.336793	63.061806	95.106896
307-735	D5	735	Water Works Director	74.523805	92.336793	76.759519	95.106896
307-109	D8	109	Airport Manager	43.417198	63.495347	44.719714	65.400207
307-820	D8	820	Alt Response Program Manager	40.517433	58.919107	41.732956	60.686680
307-134	D8	134	Asst Commercial Svcs Supt	38.344168	51.764625	39.494493	53.317564
307-948	D8	948	Asst Convention Center Manager	38.344168	51.764625	39.494493	53.317564
307-541	D8	541	Asst Facilities Mntnce Manager	38.344168	54.914894	39.494493	56.562340
307-685	D8	685	Asst Fleet Services Manager	38.344168	54.914894	39.494493	56.562340
307-168	D8	168	Asst Treatment Superintendent	43.417198	63.495347	44.719714	65.400207
307-764	D8	764	Asst Water Distribution Supt	38.344168	51.764625	39.494493	53.317564
307-078	D8	078	Chief Investigator	40.517434	58.919106	41.732958	60.686679
307-208	D8	208	City Architect	50.174641	72.647832	51.679880	74.827267
307-519	D8	519	City Engineer	54.711783	72.647832	56.353137	74.827267
307-145	D8	145	City Purchasing Agent	43.417198	58.613217	44.719714	60.371614
307-683	D8	683	City Stormwater Management Eng	52.745196	71.206004	54.327552	73.342184
307-531	D8	531	City Traffic Engineer	50.174641	72.647832	51.679880	74.827267
307-135	D8	135	Commercial Services Supt	49.050875	68.071588	50.522401	70.113735
307-950	D8	950	Convention Center Manager	45.928343	62.003262	47.306193	63.863360
307-227	D8	227	Dental Director	95.427884	114.406029	98.290720	117.838210
307-252	D8	252	Dentist	79.447628	101.821365	81.831057	104.876006
307-576	D8	576	Development Manager	40.517434	58.919106	41.732958	60.686679
307-110	D8	110	Division Manager	49.050444	68.071588	50.521957	70.113735
307-826	D8	826	Emergency Comm Asst Mgr	40.517434	58.919105	41.732958	60.686678
307-827	D8	827	Emergency Communications Mgr	46.846668	63.243327	48.252068	65.140626
307-822	D8	822	Emergency Response Coordinator	40.517434	54.698536	41.732958	56.339492
307-983	D8	983	Employment & Training Supv.	40.517434	58.919106	41.732958	60.686679
307-259	D8	259	Environmental Services Directr	40.517437	58.919104	41.732960	60.686678
307-218	D8	218	Envrnmntl/Solid Wst Prgrams Crd	45.928343	63.495347	47.306193	65.400207
307-540	D8	540	Facilities Maintenance Manager	43.417198	58.613217	44.719714	60.371614
307-542	D8	542	Facilities Manager	49.050875	68.071588	50.522401	70.113735

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307-321	D8	321	Finance Manager	52.745193	72.647832	54.327549	74.827267
307-686	D8	686	Fleet Services Manager	45.928343	62.003262	47.306193	63.863360
307-509	D8	509	Geotechnical Engineer	40.517434	58.919106	41.732958	60.686679
307-300	D8	300	Health Laboratory Director	38.344168	51.764625	39.494493	53.317564
307-242	D8	242	Health Programs Manager	40.517434	58.919106	41.732958	60.686679
307-729	D8	729	Industrial Waste Superintendent	49.050875	66.218680	50.522401	68.205241
307-045	D8	045	Info Technology Asst Manager	43.417198	63.495347	44.719714	65.400207
307-046	D8	046	Information Technology Manager	49.050875	68.071588	50.522401	70.113735
307-999	D8	999	Internal Audit Manager	43.417199	63.495347	44.719715	65.400207
307-178	D8	178	Medical Director	85.685407	121.157782	88.255969	124.792516
307-282	D8	282	Nursing Director	49.050875	68.071588	50.522401	70.113735
307-201	D8	201	Occupational/Safety Hlth Coord	48.920926	68.071588	50.388554	70.113735
307-986	D8	986	Optometrist	67.962953	87.380835	70.001841	90.002260
307-692	D8	692	Parking Superintendent	45.928343	63.495347	47.306193	65.400207
307-231	D8	231	Parks/Rec Superintendent	47.622658	68.071588	49.051338	70.113735
307-308	D8	308	Pension Fund Manager	58.691741	79.234185	60.452493	81.611211
307-233	D8	233	Pharmacy Director	65.373863	78.319180	67.335079	80.668756
307-160	D8	160	Police Academy Manager	45.928109	62.003262	47.305953	63.863360
307-518	D8	518	Principal Architect	46.127598	63.495347	47.511426	65.400207
307-216	D8	216	Principal Engineer	49.050732	66.218679	50.522254	68.205240
307-880	D8	880	Printing Services & Stores Mgr	40.517434	58.919105	41.732958	60.686678
307-261	D8	261	Public Health Internist	76.560855	103.357154	78.857681	106.457869
307-262	D8	262	Public Health Pediatrician	76.560855	103.357154	78.857681	106.457869
307-263	D8	263	Public Health Physician	76.560855	103.357154	78.857681	106.457869
307-249	D8	249	Public Health Practitioner	76.560855	103.357154	78.857681	106.457869
307-237	D8	237	Public Information Officer	36.108766	55.971773	37.192029	57.650926
307-202	D8	202	Public Wks Opr Asst Supt	43.417198	58.613217	44.719714	60.371614
307-253	D8	253	Public Wks Opr Superintendent	49.050875	68.071588	50.522401	70.113735
307-257	D8	257	Public Wrks/Utilities Supt	49.050875	68.071588	50.522401	70.113735
307-260	D8	260	Regional Comp Ctr Asst Mgr	52.745193	71.206005	54.327549	73.342185
307-015	D8	015	Regional Computer Center Mgr	61.821947	83.459633	63.676605	85.963422
307-113	D8	113	Risk Manager	43.417198	58.613217	44.719714	60.371614
307-544	D8	544	Sewers Chief Engineer	52.745196	71.206004	54.327552	73.342184
307-254	D8	254	Supervising Accountant	40.517434	58.919106	41.732958	60.686679
307-255	D8	255	Supervising Architect	40.517434	58.919106	41.732958	60.686679
307-141	D8	141	Supervising Buyer	40.517434	58.919106	41.732958	60.686679
307-286	D8	286	Supervising Chemist	40.517434	58.919106	41.732958	60.686679
307-486	D8	486	Supervising City Planner	40.517434	58.919106	41.732958	60.686679
307-513	D8	513	Supervising Crime Analyst	40.517433	58.919106	41.732956	60.686680
307-515	D8	515	Supervising Engineer	45.928344	63.500297	47.306194	65.405306
307-307	D8	307	Supervising Epidemiologist	40.673272	58.919106	41.893470	60.686679
307-435	D8	435	Supervising Inspector	39.937583	54.914894	41.135710	56.562340
307-041	D8	041	Supervising Management Analyst	40.517434	58.919106	41.732958	60.686679
307-236	D8	236	Supervising Real Property Spec	40.517434	58.919106	41.732958	60.686679
307-558	D8	558	Supervisor of Golf	40.517434	58.919106	41.732958	60.686679
307-529	D8	529	Supvg Bldg Plans Exam Code Anl	40.517434	58.919106	41.732958	60.686679
307-185	D8	185	Supvg Comm Dev & Plang Anl-EXM	40.517434	58.919106	41.732958	60.686679
307-131	D8	131	Supvg Environ/Safety Spec	40.517434	58.919106	41.732958	60.686679
307-159	D8	159	Supvg Human Resources Analyst	40.517434	58.919106	41.732958	60.686679
307-551	D8	551	Supvg Parks/Recreation Cordntr	40.517434	58.919106	41.732958	60.686679
307-646	D8	646	Traffic Services Manager	40.517434	54.698536	41.732958	56.339492
307-256	D8	256	Treatment Superintendent	49.050875	68.071588	50.522401	70.113735
307-304	D8	304	Treatment Supervisor	40.517434	58.919106	41.732958	60.686679
307-487	D8	487	Urban Conservator	40.517434	58.919106	41.732958	60.686679
307-710	D8	710	Wastewater Collection Supt	49.050875	66.218680	50.522401	68.205241
307-765	D8	765	Water Distribution Supt	49.050875	66.218680	50.522401	68.205241
307-539	D8	539	Water Works Chief Engineer	50.174641	68.071588	51.679880	70.113735
307-036	D9	036	Assistant Chief Deputy Clerk	29.982572	41.451165	30.882049	42.694700
307-024	D9	024	Chief Deputy Clerk of Council	36.535311	54.686046	37.631371	56.326627
307-025	D9	025	Clerk of Council	46.688739	61.890725	48.089401	63.747447
307-023	D9	023	Council Assistant	13.604451	63.050177	14.012585	64.941682
307-035	D9	035	Deputy Clerk	28.125000	40.625000	28.968750	41.843750
307-931	LAW	931	Administrative Hearing Officer	39.282908	85.344160	40.461396	87.904485
307-166	LAW	166	Assistant City Solicitor	37.139423	59.496019	38.253605	61.280899
307-191	LAW	191	Asst to the City Solicitor	39.070923	57.943839	40.243051	59.682154
307-223	LAW	223	Chief Appraiser	45.469361	63.871028	46.833442	65.787159
307-157	LAW	157	Chief Counsel	54.467769	93.616595	56.101802	96.425093

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307-169	LAW	169	Deputy City Solicitor	66.773871	102.197049	68.777087	105.262961
307-187	LAW	187	Law Chief of Staff	66.773871	102.197049	68.777087	105.262961
307-930	LAW	930	Law Clerk	18.688456	27.209683	19.249110	28.025974
307-163	Law	163	Legal Fellow	30.168700	35.422194	31.073761	36.484860
307-217	LAW	217	Legal Assistant	26.735746	49.553158	27.537818	51.039753
307-188	LAW	188	Real Estate Manager	50.880262	73.023510	52.406670	75.214216
307-224	LAW	224	Real Estate Specialist	34.288755	45.348724	35.317417	46.709185
307-167	LAW	167	Senior Asst City Solicitor	42.517895	83.002640	43.793432	85.492719
307-225	LAW	225	Senior Real Estate Specialist	42.482528	57.943839	43.757004	59.682154
307-998	LAW	998	Spvg Real Estate Specialist	45.469359	59.650455	46.833440	61.439969
307-186	LAW	186	Support Services Manager	34.801378	47.922197	35.845420	49.359863
307-193	LAW	193	Support Services Specialist	21.783824	44.601235	22.437338	45.939272
307-190	LAW	190	Zoning Hearing Examiner	56.597420	74.673351	58.295342	76.913551