

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	27.652776	42.040940	28.482359	43.302168
307-001	D0	001	Administrative Specialist	27.652776	42.040940	28.482359	43.302168
307-008	D0	008	Administrative Technician	20.944013	31.841505	21.572333	32.796750
307-228	D0	228	Assistant Dental Director	32.804123	45.171271	33.788247	46.526409
307-299	D0	299	Asst Health Laboratory Mgr	32.804123	45.171271	33.788247	46.526409
307-265	D0	265	City Planner	27.652776	42.040940	28.482359	43.302168
307-148	D0	148	Comm Econ Develop Sr Analyst	26.845797	49.872618	27.651171	51.368797
307-146	D0	146	Comm Econ Development Analyst	21.692695	42.040940	22.343476	43.302168
307-058	D0	058	Community Dvlpmnt & Plan Anal-EXM	27.652776	42.040940	28.482359	43.302168
307-042	D0	042	Computer Programmer/Analyst	21.764141	29.969226	22.417065	30.868303
307-066	D0	066	Development Officer	27.652776	38.077862	28.482359	39.220198
307-575	D0	575	Development Officer 4	35.376194	49.872618	36.437480	51.368797
307-200	D0	200	Dietitian	24.630410	33.916074	25.369322	34.933556
307-080	D0	080	Graphic Designer	27.652776	42.040940	28.482359	43.302168
307-336	D0	336	Housing Services Coordinator	22.730904	23.524515	23.412831	24.230250
307-089	D0	089	Human Resources Analyst	27.652776	42.040940	28.482359	43.302168
307-162	D0	162	Human Resources Info Sys Anal	32.799693	49.875529	33.783684	51.371795
307-824	D0	824	Information Technology Coor	21.764141	29.969226	22.417065	30.868303
307-222	D0	222	Intelligence Analyst	25.192441	34.288801	25.948214	35.317465
307-232	D0	232	Intelligence Analyst Supervisor	27.649441	38.208241	28.478924	39.354488
307-092	D0	092	Internal Auditor	27.652776	42.040940	28.482359	43.302168
307-009	D0	009	Investigator	32.929801	49.872618	33.917695	51.368797
307-864	D0	864	Landscape Architect	28.083850	38.671462	28.926366	39.831606
307-094	D0	094	Management Analyst	27.652776	42.040940	28.482359	43.302168
307-963	D0	963	Park Planner	35.376194	48.713013	36.437480	50.174403
307-219	D0	219	PEAP Coordinator	47.464448	66.044952	48.888381	68.026301
307-247	D0	247	PEAP Counselor	29.888041	48.408361	30.784682	49.860612
307-271	D0	271	Physical Therapist	25.924845	35.698517	26.702590	36.769473
307-248	D0	248	Physician Assistant	34.723092	46.664921	35.764785	48.064869
307-220	D0	220	Psychologist	33.233998	45.763219	34.231018	47.136116
307-322	D0	322	Recycling Operations Tech	19.737245	26.320040	20.329362	27.109641
307-763	D0	763	Security Supervisor	20.944013	28.839906	21.572333	29.705103
307-013	D0	013	Senior Administrative Spclst	32.803639	49.872618	33.787748	51.368797
307-152	D0	152	Senior City Planner	32.804123	49.872618	33.788247	51.368797
307-154	D0	154	Senior CommDev & Plan Anl-EXM	32.804123	49.872618	33.788247	51.368797
307-043	D0	043	Senior Comptr Programmer/Anlys	32.803639	49.872618	33.787748	51.368797
307-156	D0	156	Senior Development Officer	32.804123	49.872618	33.788247	51.368797
307-149	D0	149	Senior Human Resources Analyst	32.804123	49.872618	33.788247	51.368797
307-150	D0	150	Senior Internal Auditor	32.804123	49.872618	33.788247	51.368797
307-177	D0	177	Senior Management Analyst	32.804123	49.872618	33.788247	51.368797
307-438	D0	438	Supervisor of Building Permits	27.220490	37.482612	28.037105	38.607090
307-151	D0	151	Supvr of Prk/Rec Maint & Const	32.804123	49.872618	33.788247	51.368797
307-323	D0	323	Training Coordinator	32.804123	49.872618	33.788247	51.368797
307-761	D0	761	Water Security Supervisor	29.980174	43.916941	30.879579	45.234449
307-190	D0	190	Zoning Hearing Examiner	48.680834	65.719133	50.141259	67.690707
307-443	D0	443	Zoning Supervisor	31.086998	42.806798	32.019608	44.091002
307-891	D5	891	Assistant City Manager	67.429576	104.266592	69.452463	107.394590
307-108	D5	108	Assistant Finance Director	52.990879	73.330287	54.580605	75.530196
307-204	D5	204	Assistant Health Commissioner	50.343637	67.963904	51.853946	70.002821
307-559	D5	559	Assistant Recreation Director	46.414267	68.477549	47.806695	70.531875
307-019	D5	019	Assistant Safety Director	47.805196	64.537013	49.239352	66.473123
307-016	D5	016	Assistant to the City Manger	44.339102	64.164000	45.669275	66.088920
307-450	D5	450	Asst Building & Insp Director	41.626796	56.196177	42.875600	57.882062
307-158	D5	158	Asst Human Resources Director	47.805196	64.537013	49.239352	66.473123
307-554	D5	554	Asst Neighborhood Svcs Directr	41.626796	56.196177	42.875600	57.882062
307-040	D5	040	Budget Director	57.710488	80.246410	59.441803	82.653802
307-446	D5	446	Buildings & Inspections Dir	69.207718	87.036283	71.283950	89.647371
307-074	D5	074	CCA Director	57.710488	80.246410	59.441801	82.653802
307-032	D5	032	Chief of Staff	50.343434	73.330286	51.853737	75.530195
307-020	D5	020	City Manager	131.365806	166.979752	135.306780	171.989145
307-490	D5	490	City Planning Director	57.710488	87.036281	59.441801	89.647369
307-170	D5	170	City Solicitor	67.429574	104.266592	69.452461	107.394590
307-075	D5	075	Cntrct Cmp & Adm Hrng Off	44.339102	59.857783	45.669275	61.653516

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CMC Section	Division	Grade	Title	Existing Minimum	Existing Maximum	New Minimum	New Maximum
				Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
307-022	D5	022	CommDev & Planning Director	57.710486	77.909160	59.441801	80.246435
307-534	D5	534	Dep Dir of Economic Inclusion	50.343546	68.477549	51.853852	70.531875
307-153	D5	153	Dep Dir Perf & Data Analytics	49.845095	67.799550	51.340448	69.833537
307-556	D5	556	Deputy CommDev & Planning Dir	50.343637	67.963906	51.853946	70.002823
307-985	D5	985	Deputy Dir Community & Econ De	50.343637	73.330216	51.853946	75.530122
307-535	D5	535	Deputy Director	50.343433	73.330287	51.853736	75.530196
307-989	D5	989	Deputy Director Water & Sewers	55.173597	73.330287	56.828805	75.530196
307-525	D5	525	Deputy Public Works Director	50.343637	73.330287	51.853946	75.530196
307-527	D5	527	Deputy Sewers Director	50.343637	67.963903	51.853946	70.002820
307-059	D5	059	Dir of Perform & Data Analytic	57.710486	87.036283	59.441801	89.647371
307-984	D5	984	Director Community & Econ Dev	63.773076	80.246410	65.686268	82.653802
307-012	D5	012	Director of Communications	48.112811	68.477549	49.556195	70.531875
307-114	D5	114	Director of Economic Inclusion	63.773076	80.246410	65.686268	82.653802
307-993	D5	993	Director of Procurement	57.710487	80.246411	59.441802	82.653803
307-982	D5	982	Director of Water and Sewers	73.286570	110.198151	75.485167	113.504096
307-997	D5	997	Economic Development Director	57.710486	77.909160	59.441801	80.246435
307-828	D5	828	Emergency Comm Center Director	57.710487	87.036285	59.441802	89.647374
307-981	D5	981	Employment & Training Manager	50.343637	67.963903	51.853946	70.002820
307-033	D5	033	Environmental Programs Manager	50.343637	68.477549	51.853946	70.531875
307-004	D5	004	ETS Director	57.710486	87.036283	59.441801	89.647371
307-037	D5	037	Exec Assistant Police Chief	77.710865	79.323469	80.042191	81.703173
307-014	D5	014	Executive Mgr of Police Relatns	47.805184	64.537134	49.239340	66.473248
307-991	D5	991	Executive Project Director	59.567168	106.517515	61.354183	109.713040
307-115	D5	115	Finance Director	57.710486	87.036283	59.441801	89.647371
307-365	D5	365	Fire Chief	67.429577	92.015224	69.452464	94.775681
307-205	D5	205	Health Commissioner	67.429670	104.266592	69.452560	107.394590
307-155	D5	155	Human Resources Director	57.710486	80.246410	59.441801	82.653802
307-865	D5	865	Parks Director	61.607478	87.036283	63.455702	89.647371
307-389	D5	389	Police Chief	67.429577	92.015224	69.452464	94.775681
307-888	D5	888	Public Services Director	57.710486	87.036283	59.441801	89.647371
307-560	D5	560	Recreation Director	57.710486	87.036283	59.441801	89.647371
307-120	D5	120	Retirement Director	57.710486	80.246410	59.441801	82.653802
307-530	D5	530	Sewers Director	57.710486	87.036283	59.441801	89.647371
307-970	D5	970	Transportation & Eng Director	57.710486	87.036283	59.441801	89.647371
307-735	D5	735	Water Works Director	70.245834	87.036283	72.353209	89.647371
307-109	D8	109	Airport Manager	40.924873	59.850454	42.152619	61.645968
307-820	D8	820	Alt Response Program Manager	38.191567	55.536909	39.337314	57.203016
307-134	D8	134	Asst Commercial Svcs Supt	36.143056	48.793124	37.227348	50.256918
307-948	D8	948	Asst Convention Center Manager	36.143056	48.793124	37.227348	50.256918
307-541	D8	541	Asst Facilities Mntnce Manager	36.143056	51.762554	37.227348	53.315431
307-685	D8	685	Asst Fleet Services Manager	36.143056	51.762554	37.227348	53.315431
307-168	D8	168	Asst Treatment Superintendent	40.924873	59.850454	42.152619	61.645968
307-764	D8	764	Asst Water Distribution Supt	36.143056	48.793124	37.227348	50.256918
307-078	D8	078	Chief Investigator	38.191568	55.536908	39.337315	57.203015
307-208	D8	208	City Architect	47.294411	68.477549	48.713243	70.531875
307-519	D8	519	City Engineer	51.571103	68.477549	53.118236	70.531875
307-145	D8	145	City Purchasing Agent	40.924873	55.248579	42.152619	56.906036
307-683	D8	683	City Stormwater Management Eng	47.294411	64.164000	48.713243	66.088920
307-531	D8	531	City Traffic Engineer	47.294411	68.477549	48.713243	70.531875
307-135	D8	135	Commercial Services Supt	46.235154	64.164000	47.622209	66.088920
307-950	D8	950	Convention Center Manager	43.291868	58.444021	44.590624	60.197342
307-227	D8	227	Dental Director	89.949933	107.638655	92.648431	111.073815
307-252	D8	252	Dentist	74.887009	95.976402	77.133619	98.855694
307-576	D8	576	Development Manager	38.191568	55.536908	39.337315	57.203015
307-110	D8	110	Division Manager	46.234748	64.164000	47.621790	66.088920
307-826	D8	826	Emergency Comm Asst Mgr	38.191568	55.536907	39.337315	57.203014
307-827	D8	827	Emergency Communications Mgr	44.157478	59.612901	45.482202	61.401288
307-822	D8	822	Emergency Response Coordinator	38.191568	51.558616	39.337315	53.105374
307-983	D8	983	Employment & Training Supv.	38.191568	55.536908	39.337315	57.203015
307-259	D8	259	Environmental Services Directr	36.143056	51.762554	37.227348	53.315431
307-218	D8	218	Envrnmntl/Solid Wst Prgrams Crd	43.291868	59.850454	44.590624	61.645968
307-540	D8	540	Facilities Maintenance Manager	40.924873	55.248579	42.152619	56.906036
307-542	D8	542	Facilities Manager	46.235154	64.164000	47.622209	66.088920

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CMC Section	Division	Grade	Title	Existing Minimum	Existing Maximum	New Minimum	New Maximum
				Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
307-321	D8	321	Finance Manager	49.717403	68.477549	51.208925	70.531875
307-686	D8	686	Fleet Services Manager	43.291868	58.444021	44.590624	60.197342
307-509	D8	509	Geotechnical Engineer	38.191568	55.536908	39.337315	57.203015
307-300	D8	300	Health Laboratory Director	36.143056	48.793124	37.227348	50.256918
307-242	D8	242	Health Programs Manager	38.191568	55.536908	39.337315	57.203015
307-729	D8	729	Industrial Waste Superintendent	46.235154	62.417457	47.622209	64.289981
307-045	D8	045	Info Technology Asst Manager	40.924873	59.850454	42.152619	61.645968
307-046	D8	046	Information Technology Manager	46.235154	64.164000	47.622209	66.088920
307-999	D8	999	Internal Audit Manager	40.924874	59.850454	42.152620	61.645968
307-178	D8	178	Medical Director	80.766714	114.202830	83.189715	117.628915
307-282	D8	282	Nursing Director	46.235154	64.164000	47.622209	66.088920
307-201	D8	201	Occupational/Safety Hlth Coord	46.112665	64.164000	47.496045	66.088920
307-986	D8	986	Optometrist	64.061601	82.364818	65.983449	84.835763
307-692	D8	692	Parking Superintendent	43.291868	59.850454	44.590624	61.645968
307-231	D8	231	Parks/Rec Superintendent	44.888923	64.164000	46.235591	66.088920
307-308	D8	308	Pension Fund Manager	55.322595	74.685819	56.982273	76.926394
307-233	D8	233	Pharmacy Director	61.621136	73.823339	63.469770	76.038039
307-160	D8	160	Police Academy Manager	43.291648	58.444021	44.590397	60.197342
307-518	D8	518	Principal Architect	43.479685	59.850454	44.784076	61.645968
307-216	D8	216	Principal Engineer	43.479685	59.850454	44.784076	61.645968
307-880	D8	880	Printing Services & Stores Mgr	38.191568	55.536907	39.337315	57.203014
307-261	D8	261	Public Health Internist	72.165949	97.424031	74.330927	100.346752
307-262	D8	262	Public Health Pediatrician	72.165949	97.424031	74.330927	100.346752
307-263	D8	263	Public Health Physician	72.165949	97.424031	74.330927	100.346752
307-249	D8	249	Public Health Practitioner	72.165949	97.424031	74.330927	100.346752
307-237	D8	237	Public Information Officer	34.035975	52.758764	35.057054	54.341527
307-202	D8	202	Public Wks Opr Asst Supt	40.924873	55.248579	42.152619	56.906036
307-253	D8	253	Public Wks Opr Superintendent	46.235154	64.164000	47.622209	66.088920
307-257	D8	257	Public Wrks/Utilities Supt	46.235154	64.164000	47.622209	66.088920
307-260	D8	260	Regional Comp Ctr Asst Mgr	49.717403	61.118489	51.208925	69.132044
307-015	D8	015	Regional Computer Center Mgr	58.273114	78.668709	60.021307	81.028770
307-113	D8	113	Risk Manager	40.924873	55.248579	42.152619	56.906036
307-544	D8	544	Sewers Chief Engineer	47.294411	64.164000	48.713243	66.088920
307-254	D8	254	Supervising Accountant	38.191568	55.536908	39.337315	57.203015
307-255	D8	255	Supervising Architect	38.191568	55.536908	39.337315	57.203015
307-141	D8	141	Supervising Buyer	38.191568	55.536908	39.337315	57.203015
307-286	D8	286	Supervising Chemist	38.191568	55.536908	39.337315	57.203015
307-486	D8	486	Supervising City Planner	38.191568	55.536908	39.337315	57.203015
307-515	D8	515	Supervising Engineer	38.191568	55.536908	39.337315	57.203015
307-307	D8	307	Supervising Epidemiologist	38.338460	55.536908	39.488614	57.203015
307-435	D8	435	Supervising Inspector	37.645002	51.762554	38.774352	53.315431
307-041	D8	041	Supervising Management Analyst	38.191568	55.536908	39.337315	57.203015
307-236	D8	236	Supervising Real Property Spec	38.191568	55.536908	39.337315	57.203015
307-558	D8	558	Supervisor of Golf	38.191568	55.536908	39.337315	57.203015
307-529	D8	529	Supvg Bldg Plans Exam Code Anl	38.191568	55.536908	39.337315	57.203015
307-185	D8	185	Supvg Comm Dev & Plang Anl-EXM	38.191568	55.536908	39.337315	57.203015
307-131	D8	131	Supvg Environ/Safety Spec	38.191568	55.536908	39.337315	57.203015
307-159	D8	159	Supvg Human Resources Analyst	38.191568	55.536908	39.337315	57.203015
307-551	D8	551	Supvg Parks/Recreation Cordntr	38.191568	55.536908	39.337315	57.203015
307-646	D8	646	Traffic Services Manager	38.191568	51.558616	39.337315	53.105374
307-256	D8	256	Treatment Superintendent	46.235154	64.164000	47.622209	66.088920
307-304	D8	304	Treatment Supervisor	38.191568	55.536908	39.337315	57.203015
307-487	D8	487	Urban Conservator	38.191568	55.536908	39.337315	57.203015
307-710	D8	710	Wastewater Collection Supt	46.235154	62.417457	47.622209	64.289981
307-765	D8	765	Water Distribution Supt	46.235154	62.417457	47.622209	64.289981
307-539	D8	539	Water Works Chief Engineer	47.294411	64.164000	48.713243	66.088920
307-036	D9	036	Assistant Chief Deputy Clerk	28.261450	39.071699	29.109294	40.243850
307-024	D9	024	Chief Deputy Clerk of Council	34.438035	51.546843	35.471176	53.093248
307-025	D9	025	Clerk of Council	44.008614	58.337944	45.328872	60.088082
307-023	D9	023	Council Assistant	12.823500	59.430839	13.208205	61.213764
307-035	D9	035	Deputy Clerk	21.556080	32.291231	22.202762	33.259968
307-931	LAW	931	Administrative Hearing Officer	32.360247	75.777394	33.331054	78.050716
307-166	LAW	166	Assistant City Solicitor	26.865230	48.527394	27.671187	49.983216

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307-191	LAW	191	Asst to the City Solicitor	32.160430	49.949963	33.125243	51.448462
307-223	LAW	223	Chief Appraiser	38.191572	55.536908	39.337319	57.203015
307-157	LAW	157	Chief Counsel	46.673434	83.574957	48.073637	86.082206
307-169	LAW	169	Deputy City Solicitor	58.273116	91.662858	60.021309	94.412744
307-187	LAW	187	Law Chief of Staff	58.273116	91.662858	60.021309	94.412744
307-930	LAW	930	Law Clerk	12.948000	20.980074	13.336440	21.609476
307-163	Law	163	Legal Fellow	23.769231	28.721153	24.482308	29.582788
307-217	LAW	217	Legal Assistant	20.533343	42.040942	21.149343	43.302170
307-188	LAW	188	Real Estate Manager	43.291865	64.164000	44.590621	66.088920
307-224	LAW	224	Real Estate Specialist	27.652778	38.077859	28.482361	39.220195
307-167	LAW	167	Senior Asst City Solicitor	31.664125	75.777394	32.614049	78.050716
307-225	LAW	225	Senior Real Estate Specialist	35.376195	49.949963	36.437481	51.448462
307-998	LAW	998	Spvg Real Estate Specialist	38.191570	51.558613	39.337317	53.105371
307-186	LAW	186	Support Services Manager	32.803637	45.171267	33.787746	46.526405
307-193	LAW	193	Support Services Specialist	20.533343	42.040942	21.149343	43.302170