#### **RESOLUTION NO. 7882**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOUTH PASADENA APPROVING CLASSIFICATION CHANGES, UPDATING JOB DESCRIPTIONS, ADDING TWO NEW POSITIONS AND ADOPTING THE UPDATED MASTER SALARY SCHEDULE FOR FISCAL YEAR 2024-2025

# THE CITY COUNCIL OF THE CITY OF SOUTH PASADENA DOES HEREBY RESOLVE:

- WHEREAS, the City wishes to adopt the Budget and Purchasing Manager job description and salary schedule; and
- **WHEREAS**, the City wishes to add one Administrative Secretary position to the Public Works Department; and
- **WHEREAS**, the City wishes to add one Management Aide position to the Human Resources Division; and
- WHEREAS, the City wishes to adopt an updated job specification and salary range as outlined in the FY 2024-25 Master Salary Schedule for the position of Accounting Manager-Controller; and
- **WHEREAS**, the City wishes to approve the updated Master Salary Schedule for Fiscal Year 2024-2025, to reflect the added and updated positions, in accordance with Title 2 of the California Code of Regulations Section 570.5 and the California Employees Retirement System ("CalPERS").
- NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SOUTH PASADENA, CALIFORNIA, DOES RESOLVE, DECLARE, DETERMINE AND ORDER AS FOLLOWS:
- **SECTION 1.** The position of Budget and Purchasing Manager is hereby established. The job description for the position of Budget and Purchasing Manager, as set forth in Exhibit A, is hereby adopted.
- **SECTION 2.** The addition of one Administrative Secretary position to the Public Works Department is hereby adopted.
- **SECTION 3.** The addition of one Management Aide position to the Human Resources Division is hereby adopted.
- **SECTION 4.** The job specification for Accounting Manager is hereby updated and revised to the position of Accounting Manager-Controller and salary range as outlined in the FY 2024-25 Master Salary Schedule for the position of Accounting Manager-Controller as set forth in Exhibit B, is hereby adopted.

**SECTION 5.** The updated Master Salary Schedule for Fiscal Year 2024-2025, as set forth in Exhibit C, in accordance with Title 2 of the California Code of Regulations Section 570.5 and the California Employees Retirement System ("CalPERS"), is hereby adopted.

SECTION 6. This Resolution shall take effect immediately upon its adoption.

PASSED, APPROVED AND ADOPTED ON this 20th day of November, 2024.

Mayor Evelyn G. Zneimer

ATTEST:

Mark Perez, Deputy City Clerk

(seal)

APPROVED AS TO FORM:

Roxanne Diaz, City Attorney

I HEREBY CERTIFY the foregoing resolution was duly adopted by the City Council of the City of South Pasadena, California, at a regular meeting held on the 20th day of November 2024, by the following vote:

AYES: Braun, Cacciotti, Donovan, Primuth, Mayor Zneimer

NOES: None.

ABSENT: None.

ABSTAINED: None.

Mark Perez, Deputy City Clerk

(seal)

# **EXHIBIT A**

JOB DESCRIPTION FOR BUDGET AND PURCHASING MANAGER POSITION

# **BUDGET AND PURCHASING MANAGER**

TITLE:

#### **BUDGET AND PROCUREMENT MANAGER**

**DEFINITION:** 

Under general direction of the Department Director, manages, directs, supervises, and oversees all budgeting and procurement activities and operations for the City. Performs high level research, budget development and analysis, and interprets policies and procedures related to budgeting and procurement. Coordinates and supervises the preparation and administration of personnel, operating, capital, and debt service budgets, and the analysis of service delivery for all City departments. Establishes policies, sets goals and objectives, creates and monitors all City budgets. Provides advice and guidance regarding budget and purchasing matters to the Council, the City Manager, Department Directors, and other City personnel.

#### **DISTINGUISHING CHARACTERISTICS:**

This is a single-incumbent managerial-level professional class in the Budget and Purchasing series. This class is designated as "at-will" and is exempt from the classified service. In addition to the responsibilities of a Manager, the incumbent in this class has primary responsibility for preparation, research, oversight, and management of the City's budgeting and procurement activities. An employee in this class supervises assigned staff and exercises considerable discretion and independent judgment in performing assigned duties and may serve in the absence of the director

#### **EXAMPLES OF DUTIES:**

- Assists in managing, coordinating, planning, and facilitating the budget and purchasing operations of the Finance Department; assists in developing and implementing Finance Department goals, objectives, policies, and procedures and measures accomplishments against stated objectives.
- Administer and oversee the development, consolidation, and distribution of the City's budgets, including personnel, operating, capital, and debt service funds.
- Supervise staff responsible for budget preparation and coordinate with department heads, City Council, the City Manager, and other City management to address and resolve budget issues.
- Review revenue forecasts, analyze cost projections, and monitor budget variances; advise on budget adjustments to align with financial goals.
- Prepare and publish budget documents according to Government Finance Officers Association (GFOA) award criteria, ensuring distribution to relevant stakeholders.
- Establish and implement policies, procedures, and performance standards for budget development, purchasing, and procurement; streamline processes to enhance efficiency.

# SOUTH PASADENA

# **BUDGET AND PURCHASING MANAGER**

Classification and Grade Level (continued)

Page 2

- Formulate strategic financial plans and set goals and objectives for budget operations, ensuring alignment with City objectives and regulatory standards.
- Oversee and evaluate processes related to budgetary and financial operations to ensure conformity with City ordinances, best practices, and public policy standards.
- Manage and coordinate City purchasing operations, in collaboration with City departments, including developing specifications, preparing bid documents, evaluating bids or proposals to recommend optimal solutions
- Oversee procurement policies to ensure alignment with cost-effectiveness, quality, and budgetary goals; negotiate and establish contracts and purchasing agreements and conduct periodic reviews and updates to align with new standards and practices
- Research new products and suppliers to enhance procurement quality and reduce costs, aligning with City and community needs.
- Engage and communicate with various City departments and external stakeholders on budgetary and procurement-related projects and policies.
- Present financial updates and recommendations to City Council, budget review committees, department heads, and other government boards as directed.
- Facilitate meetings, represent the City at council sessions, and effectively communicate the impact of departmental activities on the budget.
- Assign and prioritize tasks within the department, ensuring efficient and timely completion of work.
- Evaluate the performance of assigned staff, manage personnel actions, and address training, development, and disciplinary needs.
- Serve as a management representative during union negotiations, providing research, data analysis, and strategic input as part of the labor relations team.
- Conduct financial and cost analyses, recommending resource allocation, budgeting needs, and purchasing decisions; assist in labor negotiation costings.
- Initiate and lead special projects, reports, and programs to support City financial operations, including operating results and economic indicators analysis.
- Stay current on best practices in government financial management, debt service, accounting, and operations by attending professional training and conferences.
- Ensure compliance with all applicable governmental regulations and internal policies, maintaining high standards of professionalism and integrity in all financial operations.
- Performs other related duties as assigned.

#### **MINIMUM QUALIFICATIONS:**

- Bachelor's degree from an accredited college or university in Finance, Purchasing, Public or Business Administration, or a related field.
- Five (5) years of professional level purchasing, procurement, and budgeting experience in a municipal agency or equivalent, of which at least three years involved supervision and/or lead direction of subordinate staff.

# SOUTH PASADENA

## **BUDGET AND PURCHASING MANAGER**

Classification and Grade Level (continued)

Page 3

**Note:** An equivalent combination of experience, education, and/or training may substitute for the listed minimum requirements.

## KNOWLEDGE, SKILLS, AND ABILITIES:

## Knowledge of:

- Advanced accounting, finance, and budgeting principles specific to the public sector, including fund accounting, internal control systems, and investment practices.
- City Charter, administrative regulations, applicable departmental policies, personnel ordinances, collective bargaining agreements, and other regulatory documents.
- Effective methods for managing complex, multi-departmental projects and programs in a municipal government environment.

#### Skills and Abilities to:

- Handle public funds responsibly and accurately, following fiscal guidelines, regulations, and standards.
- Apply mathematical and statistical techniques to analyze financial data, support budgeting, and solve practical problems.
- Use advanced mathematical and financial concepts, including formulas, graphs, and charts, to support decision-making.
- Exercise sound judgment based on management direction and established guidelines.
- Differentiate between emergency and non-emergency situations and respond appropriately.
- Assess, analyze, and interpret complex problems, drawing logical conclusions and making informed decisions under pressure.
- Convey authority and influence when interacting with the public, colleagues, and other agencies.
- Assemble, organize, and present financial, statistical, and factual information clearly and accurately, both in writing and verbally, for diverse audiences.
- Maintain courteous and tactful communication, especially in confrontational or publicfacing situations.
- Effectively lead, assign, and review the work of subordinate employees, fostering a productive and collaborative team environment.
- Balance multiple assignments, re-prioritize tasks as needed, and perform well under tight deadlines.
- Use discretion with sensitive and confidential information, ensuring integrity and security.
- Independently manage tasks with minimal supervision, focusing on achieving City goals and objectives.

# SOUTH PASADENA

# **BUDGET AND PURCHASING MANAGER**

Classification and Grade Level (continued)

Page 4

- Adapt to changing priorities, respond to emergencies, and perform effectively in highstress situations.
- Display analytical thinking that combines experience, insight, and perspective to find practical solutions.
- Proficiently create and maintain spreadsheets, presentations, and databases with complex formulas and visual data representations.
- Demonstrate advanced proficiency in accounting, finance, and budgeting software relevant to governmental operations.

#### **WORKING CONDITIONS AND PHYSICAL DEMANDS:**

The work environment characteristics described here are representative of those employee encounters while performing the essential functions of the job. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions.

Tasks are generally performed in a typical office environment. The position is generally sedentary. Employees usually sit but may walk or stand for brief periods. Tasks may require unassisted lifting, carrying, pushing, and/or pulling of lightweight objects up to 20 pounds. Tasks may require prolonged periods of visual concentration or keyboard/mouse use.

Requires the ability to speak, hear (perceive sound), and/or signal people to convey and exchange information; differentiate between colors or shades of color; read a variety of materials, at times complex; apply principles of rational problem-solving; record and deliver information, explain procedures, issue and follow oral and written instructions; and communicate effectively and efficiently in Standard English as the primary language while performing job duties.

FLSA Status: Exempt

# **EXHIBIT B**

# JOB DESCRIPTION AND SALARY RANGE FOR ACCOUNTING MANAGER-CONTROLLER POSITION

TITLE:

#### ACCOUNTING MANAGER-CONTROLLER

**DEFINITION:** 

Under general direction of the Department Director, manages, plans, directs, supervises, and oversees activities related to the City's accounting processes, financial operations and payroll procedures. Oversees and manages the City's payroll processes, performs financial analysis and Performs high level financial analysis, evaluates and implements short and long term financial service strategies for maintaining accounting activities, recommends and directs the issuance of bonds and other debt instruments for sounds fiscal management and fiduciary compliance. Provides accounting services and instruction to City departments and ensures fiscal accountability.

#### **DISTINGUISHING CHARACTERISTICS:**

This is a single-incumbent managerial-level professional class in the Financial and Accounting series. This class is designated as "at-will" and is exempt from the classified service. In addition to the responsibilities of an accountant, the incumbent in this class has primary responsibility for general accounting, accounting operations, and contract administration and may serve in the absence of the director. An employee in this class exercises supervision over assigned accounting staff and exercises considerable discretion and independent judgment in performing assigned duties based on extensive experience and training in public sector finance and accounting.

#### **EXAMPLES OF DUTIES:**

- Assists in managing, coordinating, planning, and facilitating the accounting operations of the Finance Department and accounting operations; assists in developing and implementing Finance Department goals, objectives, policies, and procedures and measures accomplishments against stated objectives.
- Manages the City's general and subsidiary accounting ledgers and systems, monthly and annual closings, trials balances, property/inventory control, budget control, project accounting, grant financial management, and financial reporting.
- Develops responses to all internal and external audit findings and recommends corrective action. Ensures corrective action is taken regarding these responses.
- Plans, organizes, and supervises the work of professional and clerical subordinates in the maintenance and integration of the accounting system; maintains a general accounting system for the City government and each of its offices, departments, and agencies.
- Evaluates internal controls, policies, programs, operations and implements and enforces internal accounting control.

# **ACCOUNTING MANAGER-CONTROLLER**

Classification and Grade Level (continued)

Page 2

- Keeps current with Governmental Accounting Standards Board (GASB) pronouncements and implements new standards.
- Oversees and performs banking operations, inclusive of bank reconciliations and interacts with financial institutions and agencies to maintain City banking relationships.
- Assists in developing, justifying, and administrating divisional and departmental budgets and accounts.
- Oversees and manages the City's Payroll services; coordinates the transmittal of employee timekeeping data; ensures the appropriate application and interpretation of City policies and procedures, and the provisions of various memoranda of understanding related to Payroll; resolves complex issues involving employee compensation.
- Respond to inquiries and complaints regarding accounts payable/receivables and other accounting and budgetary matters; coordinate and support accounting-related activities with other City departments, divisions, and sections and with outside governmental and community agencies.
- Conducts a variety of financial planning, analysis, and negotiations associated with revenue generation, debt issuance and portfolio, and the financial performance of enterprises funds.
- Performs financial planning activities related to investment analysis, sources and uses
  of funds, accounting, debt administration, and extensive budgeting planning and
  forecasting.
- Analyzes, reviews, and prepares complex financial statements and reports; draws conclusions and makes recommendations; submits mandated reports to regulatory and grant agencies; ensures compliance with laws, codes, and regulations governing regulatory and municipal accounting.
- Ensures compliance with provisions of Federal, State, County and City statutes relating to financial matters.
- Researches, develops and prepares studies, reports, correspondence, and technical materials on financial matters.
- Responsible for completing the State Controller's Report, the Annual Comprehensive Financial Report (ACFR), and preparing other annual financial reports; coordinates the annual financial audit with external auditors.
- Provides financial data, financial information, and guidance to other City departments;
   provides timely and accurate monthly reports to the Departments.
- · Performs other related duties as assigned.

#### **MINIMUM QUALIFICATIONS:**

- Bachelor's degree from an accredited college or university in Finance, Accounting, or a related field. A Master's degree and designation as a Certified Public Accountant (CPA) are highly desirable.
- Five (5) years of professional-level finance and accounting experience in a municipal agency or equivalent, of which at least three years involved supervision and/or lead direction of subordinate staff.

# **ACCOUNTING MANAGER-CONTROLLER**

Classification and Grade Level (continued)

Page 3

**Note:** An equivalent combination of experience, education, and/or training may substitute for the listed minimum requirements.

## **KNOWLEDGE, SKILLS, AND ABILITIES:**

## Knowledge of:

- Governmental Accounting Standards Board (GASB) and Generally Accepted Accounting Principles (GAAP) as they apply to municipal finance.
- Principles and practices of effective administration, including planning, directing, evaluating, and coordinating complex financial operations.
- Laws, ordinances, standards, and municipal finance and accounting regulations.
- Modern computer applications, including financial management software, with adaptability to new software as needed.
- Principles of effective supervision and training.

#### Skills and Ability to:

Communicate effectively in both written and verbal formats to ensure clarity in task assignments, report generation, and stakeholder interactions.

- Analyze and interpret financial data to identify trends, solve complex problems, and inform strategic decisions.
- Organize and manage multiple priorities, balancing deadlines and producing accurate work within resource constraints.
- Exercise sound judgment in handling sensitive and confidential information, maintaining security and integrity.
- Supervise and evaluate the performance of subordinate personnel, providing guidance and feedback to enhance productivity.
- Prepare, review, and present accurate, well-organized financial statements, reports, and recommendations to diverse stakeholders.
- Engage professionally with individuals at all organizational levels, fostering clear and effective communication.
- Manage and coordinate complex projects and programs, collaborating with departments to deliver results on time and within budget.
- Adapt to changing priorities, reprioritizing tasks as necessary to respond to emergent needs effectively.
- Utilize technology for data analysis, financial forecasting, and research, supporting informed financial planning and decision-making.
- Convey complex financial concepts clearly to diverse audiences, tailoring language and format as appropriate for the topic and audience.

### **ACCOUNTING MANAGER-CONTROLLER**

Classification and Grade Level (continued)

Page 4

#### **WORKING CONDITIONS AND PHYSICAL DEMANDS:**

The work environment characteristics described here are representative of those employee encountered by employees while performing the essential functions of the job. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions.

Tasks are generally performed in a typical office environment. The position is generally sedentary. Employees usually sit but may walk or stand for brief periods. Tasks may require unassisted lifting, carrying, pushing, and/or pulling of lightweight objects up to 20 pounds. Tasks may require prolonged periods of visual concentration or keyboard/mouse use.

Requires the ability to speak, hear (perceive sound), and/or signal people to convey and exchange information; differentiate between colors or shades of color; read a variety of materials, at times complex; apply principles of rational problem-solving; record and deliver information, explain procedures, issue and follow oral and written instructions; and communicate effectively and efficiently in Standard English as the primary language while performing job duties.

FLSA Status: Exempt

# EXHIBIT C UPDATED MASTER SALARY SCHEDULE FOR 2024-2025

# CITY OF SOUTH PASADENA SALARY SCHEDULE

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ER	CITY COUNCIL	N/A	\$ 3,600	1	-	1	1	-	1
ER N/A \$ 8,472			\$ 300	1	1	1	1	1	1
	CITY TREASURER	N/A	\$ 8,472	1	1	-	1	1	1
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ACCOUNT CLERK	PSEA	\$ 46,	46,668 \$	48,996	\$ 51,444	\$ 54,024	s	56,724		
		\$ 3,	3,889 \$	4,083	\$ 4,287 \$	\$ 4,502	↔	4,727		
		\$ 22	22.44 \$	23.56	\$ 24.73	\$ 25.97	7 \$	27.27	No.	10000
ACCOUNTANT	PSEA	\$ 70,	70,296 \$	73,800	\$ 77,496	\$ 81,372	2 \$	85,440		
		\$ 5,	5,858 \$	6,150	\$ 6,458	\$ 6,781	1 \$	7,120		
		\$ 33	33.80 \$	35.48	\$ 37.26	\$ 39.12	2 \$	41.08		
ACCOUNTING TECHNICIAN I	PSEA	\$ 52,	52,752 \$	55,380	\$ 58,152	\$ 61,056	\$	64,116		
		\$ 4,	4,396 \$	4,615	\$ 4,846	\$ 5,088	\$	5,343		
		\$ 25	25.36 \$	26.63	\$ 27.96	\$ 29.35	\$	30.83		
ACCOUNTING TECHNICIAN II	PSEA	\$ 58,572	572 \$	61,500	\$ 64,572	\$ 67,800	\$	71,196		
		\$ 4,	4,881 \$	5,125	\$ 5,381	\$ 5,650	\$	5,933		
		\$ 28	28.16 \$	29.57	\$ 31.04	\$ 32.60	\$	34.23		
ADMINISTRATIVE SECRETARY	PSEA	\$ 57,	57,012 \$	59,856	\$ 62,856	\$ 66,000	\$	69,300		
		\$ 4,	4,751 \$	4,988	\$ 5,238	\$ 5,500	\$	5,775		
		\$ 27	27.41 \$	28.78	\$ 30.22	\$ 31.73	ω \$	33.32		
ASSISTANT PLANNER	PSEA	\$ 70,	70,296 \$	73,800	\$ 77,496	\$ 81,372	2 \$	85,440		5
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PSEA \$ 74,196 \$ 77,904 \$ 81,804 \$ 85,896 \$ 6,183 \$ 6,492 \$ 6,817 \$ 7,158 \$ 35,67 \$ 33,67 \$ 33,48 \$ 6,817 \$ 7,158 \$ 34,100 \$ 5,800 \$ 5,800 \$ 5,800 \$ 5,800 \$ 5,800 \$ 5,800 \$ 5,800 \$ 5,800 \$ 5,800 \$ 5,800 \$ 5,800 \$ 5,800 \$ 5,800 \$ 5,800 \$ 5,800 \$ 5,800 \$ 5,800 \$ 70,296 \$ 6,817 \$ 7,296 \$ 80,952 \$ 72,396 \$ 70,296 \$ 70,296 \$ 73,800 \$ 77,496 \$ 81,372 \$ 7,200 \$ 70,296 \$ 70,296 \$ 73,800 \$ 77,496 \$ 81,372 \$ 7,200 \$ 7,400			₹>	28.69	₩.	30.12	\$	31.63	45	33.21	÷	34.87		
\$ 6,183 \$ 6,492 \$ 6,817 \$ 7,158 \$ 1,400 \$ 5 35.67 \$ 37.45 \$ 39.33 \$ 41.30 \$ 5 4,000 \$	CIVIL ENGINEERING ASSISTANT	PSEA	₹\$	74,196	₹\$	77,904	₩	81,804	❖	85,896	\$	90,192		
S   35.67   S   37.45   S   39.33   S   41.30   S     S   5,089   S   5,344   S   5,611   S   5,892   S     S   5,089   S   5,344   S   5,611   S   5,892   S     S   5,089   S   5,344   S   5,611   S   5,892   S     S   5,2936   S   30.83   S   32.37   S   33.99   S     PSEA   S   5,212   S   5,472   S   5,746   S   6,033   S     S   5,212   S   5,472   S   3,155   S   34.81   S     PSEA   S   5,858   S   6,150   S   6,458   S   6,781   S     PSEA   S   5,858   S   6,150   S   6,458   S   6,781   S     PSEA   S   5,489   S   5,764   S   6,052   S   6,781   S     S   3,167   S   33.25   S   34.92   S   36.66   S     PSEA   S   8,250   S   89,520   S   9,996   S   98,700   S     PSEA   S   8,0448   S   84,480   S   87,044   S   93,132   S     PSEA   S   8,0448   S   8,4480   S   8,704   S   93,132   S     PSEA   S   3,254   S   5,476   S   5,478   S     PSEA   S   3,240   S   3,478   S     PSEA   S   3,481   S   5,472   S   5,478   S     S   3,481   S   3,481   S     S			<>→	6,183	₩.	6,492	\$	6,817	ţ\$	7,158	÷	7,516		
NATOR PSEA \$ 61,068 \$ 64,128 \$ 67,332 \$ 70,704 \$ 5,089 \$ 5,344 \$ 5,611 \$ 5,892 \$ 5,344 \$ 5,611 \$ 5,892 \$ 5,344 \$ 5,611 \$ 5,892 \$ 5,344 \$ 5,611 \$ 5,892 \$ 5,344 \$ 5,611 \$ 5,892 \$ 5,344 \$ 5,614 \$ 5,892 \$ 5,344 \$ 5,611 \$ 5,892 \$ 5,344 \$ 5,611 \$ 5,892 \$ 5,348 \$ 30.83 \$ 32.37 \$ 33.99 \$ 5,400 \$ 5,240			₩.	35.67	ţ,	37.45	₩.	39.33	₹>	41.30	❖	43.36		
S, 5,089       S, 5,344       S, 5,611       S, 5,892       S         PPSEA       S, 29,36       S, 30,83       S, 32,37       S, 33,99       S         PSEA       S, 62,544       S, 65,664       S, 68,952       S, 72,396       S         S, 5,212       S, 5,472       S, 5,746       S, 60,33       S         S, 5,212       S, 31,57       S, 33,15       S, 34,81       S         PSEA       S, 70,296       S, 73,800       S, 77,496       S, 81,372       S         S, 5,858       S, 61,500       S, 64,588       S, 67,24       S, 77,496       S, 81,372       S         PSEA       S, 5,868       S, 61,500       S, 77,496       S, 81,372       S         S, 5,888       S, 61,500       S, 64,588       S, 67,244       S, 77,246       S, 39,122       S         PSEA       S, 5,888       S, 61,500       S, 77,496       S, 81,372       S       39,122       S         PSEA       S, 5,888       S, 61,500       S, 76,448       S, 77,624       S, 77,626       S, 39,122       S         PSEA       S, 80,448       S, 84,480       S, 87,745       S, 87,745       S, 88,704       S, 93,132       S         PSEA       S, 62	COMMUNITY IMPROVEMENT COORDINATOR	PSEA	٠,	61,068	₹S	64,128	\$	67,332	\$>	70,704	·s	74,232		
\$ 29.36 \$ 30.83 \$ 32.37 \$ 33.99 \$ PSEA \$ 62,544 \$ 65,664 \$ 68,952 \$ 72,396 \$ 30.83 \$ 31.57 \$ 31.95 \$ 40.033 \$ 31.57 \$ 31.51 \$			4>	5,089	ţ.	5,344	\$	5,611	\$	5,892	❖	6,186		
PSEA \$ 62,544 \$ 65,664 \$ 68,952 \$ 72,396 \$ 5,212 \$ 5,472 \$ 5,472 \$ 5,746 \$ 6,033 \$ \$ 995EA \$ 70,296 \$ 73,800 \$ 77,496 \$ 81,372 \$ 5,858 \$ 6,150 \$ 6,458 \$ 6,781 \$ 995EA \$ 5,888 \$ 69,168 \$ 72,624 \$ 76,260 \$ 995EA \$ 5,489 \$ 5,764 \$ 69,168 \$ 72,624 \$ 76,260 \$ 995EA \$ 5,489 \$ 5,764 \$ 69,168 \$ 72,624 \$ 76,260 \$ 995EA \$ 5,489 \$ 5,764 \$ 69,522 \$ 6,355 \$ 98,700 \$ 1 995EA \$ 89,520 \$ 93,996 \$ 98,700 \$ 1 995EA \$ 80,448 \$ 80,44			٠,	29.36	·(A)	30.83	₹\$	32.37	₹\$	33.99	₩	35.69		
\$ 5,212 \$ 5,472 \$ 5,746 \$ 6,033 \$ \$ 30.07 \$ 31.57 \$ 33.15 \$ 34.81 \$ \$ 70,296 \$ 73,800 \$ 77,496 \$ 81,372 \$ \$ 5,858 \$ 6,150 \$ 6,458 \$ 6,781 \$ \$ 33.80 \$ 5,868 \$ 65,868 \$ 65,868 \$ 65,868 \$ 65,868 \$ 65,868 \$ 65,868 \$ 65,868 \$ 72,624 \$ 76,260 \$ \$ 72,624 \$ 76,260 \$ \$ 72,624 \$ 76,260 \$ \$ 72,624 \$ 76,260 \$ \$ 72,624 \$ 76,260 \$ 72,624 \$ 76,260 \$ \$ 72,624 \$ 76,260 \$ \$ 72,624 \$ 76,260 \$ \$ 72,624 \$ 72,624 \$ 76,260 \$ \$ 72,624 \$ 72,624 \$ 76,260 \$ \$ 72,624 \$ 72,624 \$ 72,626 \$ 72,624 \$ 72,624 \$ 72,624 \$ 72,626 \$ 72,624 \$ 72,626	COMMUNITY SERVICES COORDINATOR	PSEA	\$	62,544	₩	65,664	s	68,952	Ś	72,396	÷	76,020		
\$ 30.07 \$ 31.57 \$ 33.15 \$ 34.81 \$ 70,296 \$ 73,800 \$ 77,496 \$ 81,372 \$ 3.481 \$ \$ 5,858 \$ 6,150 \$ 6,458 \$ 6,781 \$ \$ 33.80 \$ 35.48 \$ 37.26 \$ 39.12 \$ \$ 33.80 \$ 35.48 \$ 37.26 \$ 39.12 \$ \$ 33.80 \$ 55,868 \$ 69,168 \$ 72,624 \$ 76,260 \$ \$ 31.67 \$ 33.25 \$ 34.92 \$ 36.66 \$ \$ 31.67 \$ 33.25 \$ 34.92 \$ 36.66 \$ \$ 31.67 \$ 33.25 \$ 34.92 \$ 36.66 \$ \$ 31.67 \$ 33.25 \$ 34.92 \$ 36.66 \$ \$ 31.67 \$ 33.25 \$ 34.92 \$ 36.66 \$ \$ 31.67 \$ 33.25 \$ 34.92 \$ 36.66 \$ \$ 31.67 \$ 33.25 \$ 34.92 \$ 36.66 \$ \$ 31.67 \$ 33.25 \$ 34.92 \$ 36.66 \$ \$ 37.26 \$ 34.92 \$ 36.66 \$ \$ 37.26 \$ 34.92 \$ 36.66 \$ \$ 37.20 \$ 37.20 \$ \$ 37.20 \$ \$ 37.20 \$ \$ 37.20 \$ \$ 37.20 \$ \$ 37.20 \$ \$ 37.21 \$ \$ 37.20 \$ \$ 37.21			<b>⇔</b>	5,212	\$	5,472	₩	5,746	₩.	6,033	÷	6,335		
PSEA         \$ 70,296 \$ 73,800 \$ 77,496 \$ 81,372 \$           \$ 5,858 \$ 6,150 \$ 6,458 \$ 6,781 \$           \$ 5,858 \$ 6,150 \$ 6,458 \$ 6,781 \$           \$ 33.80 \$ 35.48 \$ 37.26 \$ 39.12 \$           \$ 65,868 \$ 69,168 \$ 72,624 \$ 76,260 \$           \$ 5,489 \$ 5,764 \$ 6,052 \$ 6,355 \$           \$ 1,677 \$ 33.25 \$ 34.92 \$ 36.66 \$           \$ 85,260 \$ 89,520 \$ 93,996 \$ 98,700 \$ 1           \$ 40.99 \$ 43.04 \$ 45.19 \$ 47.45 \$           \$ 80,448 \$ 84,480 \$ 88,704 \$ 93,132 \$           PSEA         \$ 6,704 \$ 7,040 \$ 7,340 \$ 7,392 \$ 7,761 \$           \$ 80,524 \$ 65,664 \$ 68,952 \$ 72,396 \$         \$ 31.32 \$           PSEA         \$ 62,544 \$ 65,664 \$ 68,952 \$ 72,396 \$           \$ 95EA         \$ 31.67 \$ 31.57 \$ 31.5 \$ 34.81 \$           \$ 62,544 \$ 63,555 \$ 44.78 \$         \$ 63,664 \$ 63,952 \$ 72,396 \$           \$ 62,544 \$ 63,664 \$ 63,952 \$ 72,396 \$         \$ 63,033 \$           \$ 5,712 \$ 5,742 \$ 81,300 \$ 85,368 \$         \$ 31.57 \$ 31.5 \$ 34.81 \$           \$ 63,452 \$ 6,775 \$ 7,114 \$           \$ 33,45 \$ 35,45 \$ 37.22 \$ 39.09 \$ 41.04 \$			ţ,	30.07	÷	31.57	❖	33.15	₩.	34.81	·s	36.55		
\$ 5,858 \$ 6,150 \$ 6,458 \$ 6,781 \$ \$ 33.80 \$ 35.48 \$ 37.26 \$ 39.12 \$ \$ \$ 49.50 \$ \$ 65,868 \$ 69,168 \$ 72,624 \$ 76,260 \$ 8 \$ 5,489 \$ 5,764 \$ 6,052 \$ 6,355 \$ \$ 31.67 \$ 33.25 \$ 34.92 \$ 36.66 \$ \$ \$ 31.67 \$ 33.25 \$ 34.92 \$ 36.66 \$ \$ 7,105 \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,105 \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,105 \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,105 \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,105 \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,105 \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,105 \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,105 \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,105 \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,830 \$ \$ 80,448 \$ 80,448 \$ 80,448 \$ 7,396 \$ 7,396 \$ 7,761 \$ \$ 7,396 \$ 7,761 \$ \$ 7,396 \$ 7,761 \$ \$ 7,396 \$ 7,761 \$ \$ 7,396 \$ 7,761 \$ \$ 7,396 \$ 7,761 \$ \$ 7,396 \$ 7	DEPUTY CITY CLERK	PSEA	t/s	70,296	₹\$	73,800	₩	77,496	·s	81,372	÷	85,440		
\$ 33.80 \$ 35.48 \$ 37.26 \$ 39.12 \$  PSEA \$ 65,868 \$ 69,168 \$ 72,624 \$ 76,260 \$ 8  \$ 5,489 \$ 5,764 \$ 6,052 \$ 6,355 \$ \$  \$ 31.67 \$ 33.25 \$ 34.92 \$ 36.66 \$ \$  PSEA \$ 85,260 \$ 89,520 \$ 93,996 \$ 98,700 \$ 10  PSEA \$ 40.99 \$ 43.04 \$ 45.19 \$ 47.45 \$ \$  PSEA \$ 80,448 \$ 84,480 \$ 88,704 \$ 93,132 \$ \$  \$ 6,704 \$ 7,040 \$ 7,392 \$ 7,761 \$ \$  PSEA \$ 38.68 \$ 40.62 \$ 42.65 \$ 72,396 \$ 72,396 \$ \$  PSEA \$ 5,212 \$ 5,472 \$ 5,746 \$ 68,952 \$ 72,396 \$ \$  PSEA \$ 5,212 \$ 5,472 \$ 5,746 \$ 68,952 \$ 72,396 \$ \$  PSEA \$ 5,212 \$ 5,472 \$ 81,300 \$ 85,368 \$ 8  \$ 6,145 \$ 6,452 \$ 6,775 \$ 7,114 \$ \$  \$ 35.45 \$ 33.25 \$ 33.09 \$ 41.04 \$			43	5,858	₩.	6,150	₹\$	6,458	Ś	6,781	s	7,120		
PSEA         \$         65,868         \$         69,168         \$         72,624         \$         76,260         \$           \$         5,489         \$         5,764         \$         6,052         \$         6355         \$           \$         31.67         \$         33.25         \$         34.92         \$         36.66         \$           \$         87,105         \$         7,460         \$         89,520         \$         98,700         \$           \$         7,105         \$         7,460         \$         7,833         \$         8,225         \$           \$         40.99         \$         43.04         \$         45.19         \$         47.45         \$           \$         80,448         \$         84,480         \$         88,704         \$         93,132         \$           \$         6,704         \$         7,040         \$         7,392         \$         7,761         \$           \$         95EA         \$         62,544         \$         65,664         \$         68,952         \$         72,396         \$           \$         5,212         \$         5,472         \$			÷	33.80	45	35.48	❖	37.26	ζ>	39.12	s	41.08		
\$ 5,489 \$ 5,764 \$ 6,052 \$ 6,355 \$ \$ 31.67 \$ 33.25 \$ 34.92 \$ 36.66 \$ \$ PSEA \$ 85,260 \$ 89,520 \$ 93,996 \$ 98,700 \$ \$ 7,460 \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,105 \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 7,261 \$ \$ 7,040 \$ 7,392 \$ 7,761 \$ \$ 7,040 \$ 7,392 \$ 7,761 \$ \$ 7,040 \$ 7,392 \$ 7,761 \$ \$ 7,040 \$ 7,392 \$ 7,761 \$ \$ 7,761 \$ \$ 7,040 \$ 7,392 \$ 7,761 \$ \$ 7,761 \$ \$ 7,040 \$ 7,392 \$ 7,761 \$ \$ 7	ELECTRICIAN	PSEA	\$	898,29		69,168	❖	72,624	₩	76,260	₩	80,064		
\$ 31.67 \$ 33.25 \$ 34.92 \$ 36.66 \$ \$ 85,260 \$ 89,520 \$ 93,996 \$ 98,700 \$ \$ \$ 7,105 \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 40.99 \$ 43.04 \$ 45.19 \$ 47.45 \$ \$ 80,448 \$ 80,448 \$ 84,480 \$ 88,704 \$ 93,132 \$ \$ 8,225 \$ \$ 80,448 \$ 80,448 \$ 84,480 \$ 88,704 \$ 93,132 \$ \$ 8,704 \$ 7,040 \$ 7,392 \$ 7,761 \$ \$ 80,448 \$ 80,62 \$ 42.65 \$ 44.78 \$ \$ 80,544 \$ 65,664 \$ 68,952 \$ 72,396 \$ \$ 80,544 \$ 80,544 \$ 80,552 \$ 72,396 \$ \$ 80,544 \$ 80,545 \$ 80,545 \$ 80,033 \$ \$ 80,545 \$ 80,045 \$ 80,045 \$ 80,033 \$ \$ 80,045 \$ 80			₹S	5,489	❖	5,764	❖	6,052	43	6,355	Ś	6,672		
PSEA         \$         85,260         \$         89,520         \$         93,996         \$         98,700         \$           \$         7,105         \$         7,460         \$         7,833         \$         8,225         \$           \$         40.99         \$         43.04         \$         45.19         \$         47.45         \$           \$         80,448         \$         84,480         \$         88,704         \$         93,132         \$           \$         6,704         \$         7,040         \$         7,392         \$         7,761         \$           \$         62,544         \$         65,664         \$         68,952         \$         72,396         \$           \$         5,212         \$         5,742         \$         5,746         \$         6,033         \$           \$         73,740         \$         77,424         \$         81,300         \$         85,368         \$           \$         5,212         \$         5,742         \$         31.57         \$         31.57         \$         31.81         \$           \$         6,145         \$         6,452         \$ <td></td> <td></td> <td>↔</td> <td>31.67</td> <td>❖</td> <td>33.25</td> <td>₹S</td> <td>34.92</td> <td>₩</td> <td>36.66</td> <td>÷</td> <td>38.49</td> <td></td> <td></td>			↔	31.67	❖	33.25	₹S	34.92	₩	36.66	÷	38.49		
\$ 7,105 \$ 7,460 \$ 7,833 \$ 8,225 \$ \$ 40.99 \$ 43.04 \$ 45.19 \$ 47.45 \$  PSEA \$ 80,448 \$ 84,480 \$ 88,704 \$ 93,132 \$ \$ 6,704 \$ 7,040 \$ 7,392 \$ 7,761 \$  PSEA \$ 38.68 \$ 40.62 \$ 42.65 \$ 44.78 \$  PSEA \$ 62,544 \$ 65,664 \$ 68,952 \$ 72,396 \$  \$ 5,212 \$ 5,472 \$ 5,746 \$ 6,033 \$  PSEA \$ 30.07 \$ 31.57 \$ 33.15 \$ 34.81 \$  PSEA \$ 5,3740 \$ 77,424 \$ 81,300 \$ 85,368 \$  \$ 6,145 \$ 6,452 \$ 6,775 \$ 7,114 \$  \$ 35.45 \$ 35.45 \$ 37.22 \$ 39.09 \$ 41.04 \$	FACILITIES AND PARKS SUPERVISOR	PSEA	\$	85,260		89,520	ţ,	93,996	↔	98,700		103,632		
\$ 40.99 \$ 43.04 \$ 45.19 \$ 47.45 \$  PSEA \$ 80,448 \$ 84,480 \$ 88,704 \$ 93,132 \$  \$ 6,704 \$ 7,040 \$ 7,392 \$ 7,761 \$  \$ 38.68 \$ 40.62 \$ 42.65 \$ 44.78 \$  PSEA \$ 62,544 \$ 65,664 \$ 68,952 \$ 72,396 \$  \$ 5,212 \$ 5,472 \$ 5,746 \$ 60,33 \$  \$ 30.07 \$ 31.57 \$ 33.15 \$ 34.81 \$  PSEA \$ 73,740 \$ 77,424 \$ 81,300 \$ 85,368 \$  \$ 6,145 \$ 6,452 \$ 6,775 \$ 7,114 \$  \$ 35.45 \$ 35.45 \$ 37.22 \$ 39.09 \$ 41.04 \$			\$	7,105	÷	7,460	\$	7,833	₹\$	8,225		8,636		
PSEA         \$ 80,448         \$ 84,480         \$ 88,704         \$ 93,132         \$ 7,761         \$ 7,392         \$ 7,761         \$ 7,761         \$ 7,392         \$ 7,761         \$ 7,761         \$ 7,761         \$ 7,761         \$ 7,761         \$ 7,761         \$ 7,761         \$ 7,761         \$ 7,761         \$ 7,761         \$ 7,761         \$ 7,761         \$ 7,761         \$ 7,761         \$ 7,761         \$ 7,761         \$ 7,761         \$ 8,762         \$ 72,396         \$ 72,396         \$ 72,396         \$ 7,236         \$ 8,952         \$ 72,396         \$ 72,396         \$ 7,374         \$ 7,742         \$ 7,742         \$ 7,742         \$ 81,300         \$ 85,368         \$ 7,114			s	40.99	❖	43.04	45	45.19	↔	47.45	÷	49.82		
\$ 6,704 \$ 7,040 \$ 7,392 \$ 7,761 \$ \$ 38.68 \$ 40.62 \$ 42.65 \$ 44.78 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	FACILITIES MAINTENANCE SUPERVISOR	PSEA	\$	80,448		84,480	\$	88,704	↔	93,132	÷	97,788		
\$ 38.68 \$ 40.62 \$ 42.65 \$ 44.78 \$  PSEA  \$ 62,544 \$ 65,664 \$ 68,952 \$ 72,396 \$  \$ 5,212 \$ 5,472 \$ 5,746 \$ 6,033 \$  \$ 30.07 \$ 31.57 \$ 33.15 \$ 34.81 \$  PSEA  \$ 73,740 \$ 77,424 \$ 81,300 \$ 85,368 \$  \$ 6,145 \$ 6,452 \$ 6,775 \$ 7,114 \$  \$ 35.45 \$ 35.45 \$ 37.22 \$ 39.09 \$ 41.04 \$			\$	6,704	❖	7,040	₩.	7,392	₹\$	7,761	4s	8,149		
PSEA       \$ 62,544 \$ 65,664 \$ 68,952 \$ 72,396 \$         \$ 5,212 \$ 5,472 \$ 5,746 \$ 6,033 \$         \$ 30.07 \$ 31.57 \$ 33.15 \$ 34.81 \$         PSEA       \$ 73,740 \$ 77,424 \$ 81,300 \$ 85,368 \$         \$ 62,544 \$ 6,452 \$ 6,775 \$ 7,114 \$         \$ 31.57 \$ 33.15 \$ 34.81 \$         \$ 73,740 \$ 77,424 \$ 81,300 \$ 85,368 \$         \$ 6,145 \$ 6,452 \$ 6,775 \$ 7,114 \$         \$ 35.45 \$ 37.22 \$ 39.09 \$ 41.04 \$			ŧ,	38.68	₩.	40.62	₩.	42.65	↔	44.78	45	47.01		
\$ 5,212 \$ 5,472 \$ 5,746 \$ 6,033 \$ \$ 30.07 \$ 31.57 \$ 33.15 \$ 34.81 \$  PSEA \$ 73,740 \$ 77,424 \$ 81,300 \$ 85,368 \$ 8 \$ 6,145 \$ 6,452 \$ 6,775 \$ 7,114 \$ \$ 35.45 \$ 37.22 \$ 39.09 \$ 41.04 \$	FILM LIAISON	PSEA	s	62,544		65,664	\$	68,952	÷	72,396	₹S	76,020		
PSEA       \$ 30.07 \$ 31.57 \$ 33.15 \$ 34.81 \$         \$ 73,740 \$ 77,424 \$ 81,300 \$ 85,368 \$ 8         \$ 6,145 \$ 6,452 \$ 6,775 \$ 7,114 \$         \$ 35.45 \$ 37.22 \$ 39.09 \$ 41.04 \$			₩.	5,212		5,472	い	5,746	↔	6,033	\$	6,335		
PSEA \$ 73,740 \$ 77,424 \$ 81,300 \$ 85,368 \$ 8 \$ 6,145 \$ 6,452 \$ 6,775 \$ 7,114 \$ \$ 35.45 \$ 37.22 \$ 39.09 \$ 41.04 \$			s	30.07	··	31.57	\$	33.15	₹S-	34.81	Ś	36.55		
6,145 \$ 6,452 \$ 6,775 \$ 7,114 \$ 35.45 \$ 37.22 \$ 39.09 \$ 41.04 \$	GRANTS ANALYST	PSEA	\$	73,740	₩.	77,424	↔	81,300	❖	85,368	<b>₹</b> >	89,628		
\$ 37.22 \$ 39.09 \$ 41.04 \$			ŧs.	6,145	\$	6,452	₹\$	6,775	₩	7,114	\$	7,469		
			s	35.45	Ş	37.22	\$	39.09	₩.	41.04	43	43.09		

POSITION TITLE	BARGAINING UNIT	S	STEP A	S	STEP B	S	STEP C	S	STEP D	10	STEP E	STEP F	STEP G
HUMAN RESOURCES ANALYST	PSEA	45	73,740	₩.	77,424	\$	81,300	₩.	85,368	₩.	89,628		
		<b>⇔</b>	6,145	❖	6,452	₩.	6,775	❖	7,114	❖	7,469		
		\$	35.45	₩.	37.22	\$	39.09	4	41.04	43	43.09		
LIBRARIAN	PSEA	\$	69,480	₩	72,948	₩	76,596	↔	80,424	43	84,456		
		s	5,790	\$	6,079	\$	6,383	s	6,702	\$	7,038		
		₩	33.40	\$	35.07	\$	36.83	\$	38.67	\$	40.60		
LIBRARY ASSOCIATE	PSEA	w	55,464	43	58,236	45	61,152	₹S	64,200	45	67,416		
		❖	4,622	❖	4,853	₩	5,096	↔	5,350	↔	5,618		
		s	26.67	₩.	28.00	4	29.40	₹.	30.87	43	32.41		
LIBRARY CLERK I	PSEA	❖	43,308	❖	45,468	❖	47,736	↔	50,124	₹\$	52,632		
		s	3,609	₩.	3,789	<b>₩</b>	3,978	<b>₩</b>	4,177	s	4,386		
		₩	20.82	₩	21.86	₩	22.95	\$	24.10	\$	25.30		
LIBRARY CLERK II	PSEA	s	47,328	₩.	49,704	₩	52,188	Ş	54,792	÷	57,528		
		Ş	3,944	₩.	4,142	\$	4,349	\$	4,566	Ş	4,794		
		\$	22.75	Ś	23.90	❖	25.09	<b>⇔</b>	26.34	❖	27.66		
LIBRARY DIGITAL SERVICES MANAGER	PSEA	❖	70,296	Ś	73,800	❖	77,496	❖	81,372	❖	85,440		
		₩.	5,858	45	6,150	\$	6,458	\$	6,781	45	7,120		
		43	33.80	\$	35.48	\$	37.26	↔	39.12	\$	41.08		
LIBRARY PUBLIC SERVICES MANAGER	PSEA	₩.	94,500	₩	99,228		104,184	\$	109,392	43	114,864		
		<b>₹</b>	7,875	❖	8,269		8,682	\$	9,116	45	9,572		
		\$	45.43	\$	47.71	\$	50.09	\$	52.59	4S	55.22		
LIBRARY SUPPORT SERVICES MANAGER	PSEA	ᠰ	94,500	❖	99,228		104,184	₩.	109,392	\$	114,864		
		·s	7,875	\$	8,269	<b>₹</b>	8,682	ţ,	9,116	·s	9,572		
		ş	45.43	❖	47.71	₩	50.09	ts.	52.59	\$	55.22		
LIBRARY TECHNICAL ASSISTANT	PSEA	s	56,604	₩.	59,436	45	62,400	ł\$	65,520	ts.	68,796		
		₩	4,717	\$	4,953	❖	5,200	↔	5,460	\$	5,733		
		\$	27.21	\$	28.58	❖	30.00	\$	31.50	\$	33.08		
MAINTENANCE WORKER I	PSEA	₹\$	47,868	÷	50,268	\$	52,776	Ş	55,416	Ş	58,188		
		s	3,989	₩.	4,189	\$	4,398	₩.	4,618	₹\$	4,849		
		₩.	23.01	❖	24.17	\$	25.37	₩	26.64	❖	27.98		
MAINTENANCE WORKER II	PSEA	Ş	52,128	<b>₹</b> \$	54,732	\$	57,480	\$	60,348	\$	63,360		
		\$	4,344	\$	4,561	\$	4,790	\$	5,029	\$	5,280		
		·s	25.06	<b>₹</b>	26.31	Ş	27.63	ţ,	29.01	s	30.46		
MANAGEMENT AIDE	PSEA	₩	57,012	❖	59,856	❖	62,856	\$	66,000	\$	69,300		
		\$	4,751	\$	4,988	₩	5,238	45	5,500	45	5,775		
		❖	27.41	\$	28.78	❖	30.22	s	31.73	ş	33.32		

POSITION TITLE	BARGAINING UNIT	10	STEP A	S	STEP B	50	STEP C	10	STEP D	10	STEP E	STEP F	STEP G
MANAGEMENT ANALYST	PSEA	45	73,740	·	77,424	*	81,300	₩.	85,368	*	89,628		
promoted and a state of the sta		45	6,145	₩	6,452	₩	6,775	❖	7,114	ţ	7,469		
		₩	35.45	₩.	37.22	43	39.09	45	41.04	43	43.09		
MANAGEMENT ASSISTANT	PSEA	¢,	62,544	❖	65,664	₩	68,952	\$	72,396	↔	76,020		
		s	5,212	43	5,472	₩.	5,746	\$	6,033	\$	6,335		
		śs	30.07	<b>₹</b>	31.57	\$	33.15	Ś	34.81	\$	36.55		
PARKS SUPERVISOR	PSEA	\$	75,720	45	79,500	43	83,484	÷	87,660	\$	92,040		
		\$	6,310	\$	6,625	<>	6,957	\$	7,305	❖	7,670		
		43	36.40	\$	38.22	43	40.14	s	42.14	₹\$	44.25		
PERMIT COUNTER TECHNICIAN	PSEA	₩.	52,236	₩.	54,852	4≯	57,600	\$	60,480	₩.	63,504		
		\$	4,353	s	4,571	₩.	4,800	\$	5,040	₹\$	5,292		
		43	25.11	↔	26.37	₹\$	27.69	ţ.	29.08	€S	30.53		
PROGRAM SPECIALIST	PSEA	\$	57,012	45	59,856	₩.	62,856	s	66,000	t/s	69,300		I N
		❖	4,751	\$	4,988	₩	5,238	45	5,500	❖	5,775		
		٠,	27.41	ts.	28.78	·s	30.22	₹\$	31.73	Ś	33.32		
PUBLIC WORKS ASSISTANT	PSEA	₹>	73,176	₩.	76,836	s	80,676	₩.	84,708	s	88,944		
		\$	6,098	↔	6,403	↔	6,723	₹>	7,059	s	7,412		
		s	35.18	45	36.94	\$	38.79	·s	40.73	s	42.76		
PUBLIC WORKS INSPECTOR	PSEA	₹.	72,372	₩.	75,996	₩.	79,788	43	83,784	43	87,972		
		₩	6,031	₩	6,333	❖	6,649	₩	6,982	₩.	7,331		
		s	34.79	❖	36.54	\$	38.36	₹S-	40.28	\$	42.29		
SENIOR COMMUNITY IMPROVEMENT COORDINATOR	PSEA	4	70,284	❖	73,800	\$	77,496	❖	81,372	❖	85,440		
		s	5,857	₩	6,150	\$	6,458	÷	6,781	\$	7,120		
		↔	33.79	❖	35.48	❖	37.26	\$	39.12	❖	41.08		
SENIOR ELECTRICIAN	PSEA	÷	70,476	₹\$	73,992	↔	77,700	s	81,588	↔	85,656		
		↔	5,873	❖	6,166	ş	6,475	↔	6,799	❖	7,138		
		↔	33.88	₩	35.57	❖	37.36	<>>	39.23	か	41.18		
SENIOR MAINTENANCE WORKER	PSEA	⋄	62,124	\$	65,232	₩	68,484	❖	71,916	\$	75,504		
		45	5,177	₩.	5,436	\$	5,707	Ş	5,993	₩.	6,292		
		₩	29.87	❖	31.36	45	32.93	❖	34.58	❖	36.30		
SENIOR PLANNER	PSEA	÷	90,720	\$	95,256	ţ,	100,020	43	105,012	÷	110,268		
		<b>⇔</b>	7,560	❖	7,938	₩	8,335	\$	8,751	❖	9,189		
		45	43.62	₩	45.80	₩.	48.09	₩.	50.49	\$	53.01		
SENIOR WATER PRODUCTION/TREATMENT OPERATOR	PSEA	ţ,	62,988	❖	66,132	Ś	69,444	s	72,912	❖	76,560		
		\$	5,249	❖	5,511	₩.	5,787	÷	6,076	Ś	6,380		
		s	30.28	S	31 79	٨	חני בני	^	35.05	^	26 21		

		BUDGET AND PURCHASING MANAGER <sub>2</sub>		AND DESCRIPTION OF THE PROPERTY OF THE PROPERT	ASSISTANT TO THE CITY MANAGER			ASSISTANT LIBRARY DIRECTOR			ASSISTANT CITY MANAGER			ACCOUNTING MANAGER - CONTROLLER,			WATER UTILITY WORKER II			WATER UTILITY WORKER I			WATER PRODUCTION/TREATMENT OPERATOR			WATER OPERATIONS SUPERVISOR			WATER CONSERVATION ANALYST			TRANSPORTATION DRIVER			STREET SUPERVISOR			SENIOR WATER UTILITY WORKER	POSITION TITLE
																							TOR																A CONTRACTOR OF THE PARTY OF TH
		UNREPRESENTED			UNREPRESENTED			UNREPRESENTED			UNREPRESENTED			UNREPRESENTED			PSEA			PSEA			PSEA			PSEA			PSEA			PSEA			PSEA			PSEA	BARGAINING UNIT
\$	\$	\$	₩.	\$	٠Ş.	₹>	ψ,	\$	₩	·s	₩	-⟨>-	\$	s	❖	\$	ţ,	\$	Ś	\$	ş	45	❖	₹S	s	·S	÷	Ş	\$	s	\$	s	\$	₩.	❖	₩.	₹>	\$	
53.26	9,232	110,784	50.20	8,701	104,412	46.40	8,043	96,516	72.90	12,636	151,632	53.26	9,232	110,784	27.20	4,715	56,580	24.35	4,220	50,640	27.84	4,825	57,900	41.69	7,226	86,712	35.45	6,145	73,740	20.82	3,609	43,308	36.80	6,378	76,536	30.64	5,311	63,732	STEP A
Ś	❖	↔	₩.	43	ţ,	\$	₹S.	45	\$	\$	\$	\$	\$	\$	\$	\$	₩	\$	Ś	\$	÷	\$	₹\$	\$	₩	\$	❖	s	₩	₩.	❖	₹S.	↔	\$	❖	₩.	₩	45	S
55.93	9,694	116,328	52.71	9,136	109,632	48.72	8,445	101,340	76.55	13,268	159,216	55.93	9,694	116,328	28.56	4,951	59,412	25.56	4,431	53,172	29.23	5,066	60,792	43.77	7,587	91,044	37.22	6,452	77,424	21.86	3,789	45,468	38.64	6,697	80,364	32.18	5,577	66,924	STEP B
₹.	↔	\$ 1	₩.	₩.	\$ 1	<>→	₩	\$	₩.	₹>	\$\$ 	₹S-	s	\$ 1	₹\$	₩.	\$	\$	₩	\$	\$	s	\$	<b>₹</b>	₩.	₹>	\$	\$	\$	\$	÷	\$	\$	÷	₩	\$	↔	\$	ST
58.73	10,179	122,148	55.34	9,592	115,104	51.16	8,867	106,404	80.37	13,931	167,172	58.73	10,179	122,148	29.99	5,199	62,388	26.84	4,652	55,824	30.69	5,320	63,840	45.96	7,966	95,592	39.09	6,775	81,300	22.96	3,979	47,748	40.56	7,031	84,372	33.78	5,856	70,272	STEP C
₩.	<>→	\$ 1	₩.	₩.	\$ 1	₹\$	₩.	\$ 1	₩.	Ş	\$ 1	₩.	\$	\$ 1	\$	\$	₩.	\$	₹S.		\$	\$	-₩	·s	₩.	\$ 1	₹\$	\$	\$	\$	\$	₩.	₩	ላን	47	₩	❖	\$	51
61.66	10,688	128,256	58.11	10,072	120,864	53.72	9,311	111,732	84.39	14,628	175,536	61.66	10,688	128,256	31.49	5,459	805,29	28.18	4,885	58,620	32.23	5,586	67,032	48.25	8,364	100,368	41.04	7,114	85,368	24.10	4,178	50,136	42.59	7,383	88,596	35.48	6,149	73,788	STEP D
43	↔	\$ 1	₩	₹\$	\$	₩	❖	\$ 1	₹\$	₩.	\$	45	\$	\$ W	\$>	\$	43	Ş	Ş	₹\$	÷	₹\$	÷	·S	₹S-	\$ 1	\$	\$	\$	\$	\$	45	₩.	·C>	₹\$	₩.	\$	\$	S
64.74	11,222	134,664	61.02	10,576	126,912	56.40	9,776	117,312	88.61	15,359	184,308	64.74	11,222	134,664	33.07	5,732	68,784	29.59	5,129	61,548	33.84	5,865	70,380	50.67	8,783	105,396	43.09	7,469	89,628	25.31	4,387	52,644	44.72	7,752	93,024	37.25	6,456	77,472	STEP E
S	<>>	\$ 1	43	43	\$ 1	45	₹\$÷	\$ 1	\$	S	\$ 1	45	\$	\$ 1																									ST
67.98	11,783	141,396	64.06	11,104	133,248	59.22	10,265	123,180	93.04	16,127	193,524	67.98	11,783	141,396																									STEP F
\$	<>>	\$ 1	₩.	₹\$	\$ 1	₩	₹\$	\$ 1	\$	\$	\$ 2	45	÷	\$ 1																									ST
71.38	12,372	148,464	67.27	11,660	139,920	62.18	10,778	129,336	97.70	16,934	203,208	71.38	12,372	148,464								-							7										STEP G

		ENVIRONMENTAL & SUSTAINABILITY MANAGER			DEPUTY POLICE CHIEF			DEPUTY FIRE CHIEF			DEPUTY FINANCE DIRECTOR/CONTROLLER			DEPUTY DIRECTOR OF PUBLIC WORKS	The state of the s		DEPUTY COMMUNITY SERVICES DIRECTOR			DEPUTY COMMUNITY DEVELOPMENT DIRECTOR			DEPUTY CITY MANAGER			COMMUNITY SERVICES SUPERVISOR			COMMUNITY SERVICES DIRECTOR		Control of the Contro	COMMUNITY DEVELOPMENT DIRECTOR			CHIEF CITY CLERK	POSITION TITLE
		UNREPRESENTED			UNREPRESENTED			UNREPRESENTED			UNREPRESENTED			UNREPRESENTED			UNREPRESENTED			UNREPRESENTED			UNREPRESENTED			UNREPRESENTED			UNREPRESENTED			UNREPRESENTED			UNREPRESENTED	BARGAINING UNIT
s	٠,	Ş	٠	\$	ţ,	\$	❖	Ś	₩	45	₩	ts.	₩	·s	\$	ţ,	₩	s	s	\$	s	45	\$	45	ş	·s	s	s	\$	45	ş	\$	s	\$	₩.	
45.73	7,926	95,112	71.87	12,457	149,484	64.38	11,159	133,908	53.26	9,232	110,784	54.95	9,524	114,288	50.60	8,770	105,240	53.26	9,232	110,784	69.83	12,103	145,236	32.20	5,582	66,984	65.52	11,357	136,284	67.19	11,647	139,764	50.20	8,701	104,412	STEP A
·s	❖	ţ,	₩.	₩.	s	❖	❖	·s	s	45	\$	s	<b>₹</b>	45	\$	₹.	₩	\$	Ś	₩	↔	₩.	↔	↔	\$	\$	❖	\$	❖	₩.	٠	₩.	·s	<b>⇔</b>	s	S
48.01	8,322	99,864	75.46	13,080	156,960	67.60	11,717	140,604	55.93	9,694	116,328	57.69	10,000	120,000	53.13	9,209	110,508	55.92	9,693	116,316	73.32	12,708	152,496	33.81	5,861	70,332	68.80	11,925	143,100	70.56	12,230	146,760	52.71	9,136	109,632	STEP B
❖	❖	₹>	₩	\$>	\$	<>>	\$	ts.	₩	₩	45	45	s	s	₩	₩.	43	t)	\$	45	₩	45	↔	·s	ţ	ts.	₩	₩	❖	43	₩	43	\$	₹\$	₩	S
50.41	8,738	104,856	79.23	13,734	164,808	70.98	12,303	147,636	58.73	10,179	122,148	60.58	10,500	126,000	55.78	9,669	116,028	58.72	10,178	122,136	76.98	13,344	160,128	35.50	6,154	73,848	72.24	12,521	150,252	74.08	12,841	154,092	55.34	9,592	115,104	STEP C
₩.	\$>	45	₩.	₩.	₩.	₹\$	↔	<b>⇔</b>	₩	ţ,	s	ţ,	↔	45	₩	\$	\$	·s	₩.	₹\$	₩	ţ,	↔	↔	\$	¢,	\$	↔	❖	ţ,	₩	ţ,	ţ,	₩.	₩.	S
52.93	9,175	110,100	83.20	14,421	173,052	74.53	12,918	155,016	61.66	10,688	128,256	63.61	11,025	132,300	58.58	10,153	121,836	61.66	10,687	128,244	80.83	14,011	168,132	37.28	6,462	77,544	75.85	13,147	157,764	77.79	13,483	161,796	58.11	10,072	120,864	STEP D
❖	s	\$	₹\$	\$	s	❖	45	₹S.	÷	₹\$	₩	45	¢,	ţ,	\$	₹¢.	÷	s	\$	❖	43	45	❖	\$	÷	÷	❖	s	❖	₹S.	❖	₹>	⟨>	₹\$	₩	10
55.58	9,634	115,608	87.36	15,142	181,704	78.25	13,564	162,768	64.74	11,222	134,664	66.78	11,576	138,912	61.51	10,661	127,932	64.74	11,221	134,652	84.87	14,711	176,532	39.14	6,785	81,420	79.64	13,804	165,648	81.68	14,157	169,884	61.02	10,576	126,912	STEP E
45	<>→	43	(A)	45	S	₹\$	43	45	43	43	s	43	\$	ţ,	\$	45	₹\$	S	s	₩.	₩.	45	↔	₩.	\$	₹\$	\$	₩.	\$	45	\$	\$	₹.	45	\$	LA
58.36	10,116	121,392	91.73	15,899	190,788	82.17	14,242	170,904	67.98	11,783	141,396	70.13	12,155	145,860	64.58	11,194	134,328	67.97	11,782	141,384	89.12	15,447	185,364	41.10	7,124	85,488	83.62	14,494	173,928	85.76	14,865	178,380	64.06	11,104	133,248	STEP F
₹\$	❖	15	45	₩.	\$	<b>₩</b>	\$	\$	\$	\$	Ş	ts.	s	45	\$	₹\$	ŧ,	\$	s	45	₩	45	t/s	\$	\$	45	\$	₩.	↔	45	¢,	\$	↔	₹\$	₩.	S
61.28	10,621	127,452	96.31	16,694	200,328	86.27	14,954	179,448	71.38	12,372	148,464	73.63	12,763	153,156	67.81	11,753	141,036	71.37	12,371	148,452	93.57	16,219	194,628	43.16	7,481	89,772	87.80	15,219	182,628	90.05	15,609	187,308	67.27	11,660	139,920	STEP G

\$ 67.27	64.06	S	61.02	S	58.11	S	55.34	S	52.71	S	50.20	S		
\$ 11,660	11,104	43	10,576	45	10,072	43	9,592	45	9,136	43	8,701	43		
\$ 139,920	133,248	43	126,912	45	120,864	45	115,104	45	109,632	\$	104,412	\$	UNREPRESENTED	PRINCIPAL ENGINEER
\$ 71.90	68.48	45	65.22	45	62.11	45	59.16	45	56.34	÷	53.65	₩.		
\$ 12,463	11,870	Ś	11,305	43	10,766	₹\$	10,254	43	9,765	43	9,300	<>		
\$ 149,556	142,440	s	135,660	43-	129,192	❖	123,048	\$	117,180	❖	111,600	↔	UNREPRESENTED	POLICE LIEUTENANT
\$ 107.27	102.16	45	97.30	45	92.67	43	88.25	47	84.05	·s	80.05	S		
\$ 18,594	17,708	S	16,865	45	16,062	45	15,297	45	14,569	45	13,875	₹\$		
\$ 223,128	212,496	·C>	202,380	·s	192,744	43-	183,564	45	174,828	45	166,500	45	UNREPRESENTED	POLICE CHIEF
\$ 67.27	64.06	43	61.02	43	58.11	43	55.34	s	52.71	43	50.20	❖		
\$ 11,660	11,104	S	10,576	45	10,072	\$	9,592	₹.	9,136	·S	8,701	s		
\$ 139,920	133,248	45	126,912	\$	120,864	43	115,104	↔	109,632	₹.	104,412	43	UNREPRESENTED	PLANNING MANAGER
\$ 90.05	85.77	43	81.68	\$	77.79	\$	74.09	43-	70.56	₹\$	67.19	\$		
\$ 15,609	14,866	43	14,158	45	13,483	45	12,842	\$	12,230	÷	11,647	43		0 000000 and 0
\$ 187,308	178,392	43	169,896	43	161,796	S	154,104	45	146,760	s	139,764	45	UNREPRESENTED	MANAGEMENT SERVICES DIRECTOR
\$ 83.75	79.76	÷	75.96	₹S	72.35	43	68.90	s	65.62	÷	62.49	\$		
\$ 14,516	13,825	\$	13,167	45	12,540	\$	11,943	S	11,374	·s	10,832	₩.		
\$ 174,192	165,900	₩.	158,004	45	150,480	43	143,316	45	136,488	45	129,984	45	UNREPRESENTED	LIBRARY DIRECTOR
\$ 76.55	72.91	S	69.43	S	66.13	·s	62.98	S	59.98	·s	57.12	Ś		
\$ 13,269	12,637	\$	12,035	\$	11,462	٠Ş	10,916	↔	10,396	s	9,901	❖		
\$ 159,228	151,644	45	144,420	45	137,544	s	130,992	43	124,752	45	118,812	\$	UNREPRESENTED	HUMAN RESOURCES & RISK MANAGER
\$ 56.12	53.45	❖	50.91	45	48.48	₹S-	46.17	Ş	43.97	❖	41.88	❖		
\$ 13,619	12,970	₹	12,353	45	11,764	₩.	11,204	\$	10,671	<b>₹</b>	10,162	₹\$		
\$ 163,428	155,640	s	148,236	❖	141,168	s	134,448	÷	128,052	₩	121,944	Ş	UNREPRESENTED	FIRE DIVISION CHIEF
\$ 107.27	102.17	43	97.30	45	92.67	45	88.25	s	84.05	45	80.05	₹>		
\$ 18,594	17,709	₩	16,865	\$	16,062	Ş	15,297	₹S•	14,569	\$	13,875	₹S		
\$ 223,128	212,508	₹\$	202,380	43	192,744	\$	183,564	\$	174,828	₹\$	166,500	\$	UNREPRESENTED	FIRE CHIEF
\$ 65.08	61.98	₹\$	59.03	❖	56.22	·s	53.54	₹S•	50.99	₹S	48.56	\$		
\$ 11,280	10,743	₹\$	10,231	s	9,744	÷	9,280	₹S	8,838	S	8,417	\$		
\$ 135,360	128,916	❖	122,772	₹\$	116,928	·s	111,360	·s	106,056	₹\$	101,004	❖	UNREPRESENTED	FINANCE MANAGER
\$ 99.39	94.66	43	90.15	43	85.86	❖	81.77	\$	77.87	\$	74.16	\$		
\$ 17,227	16,407	₩	15,626	45	14,882	43-	14,173	\$	13,498	₹\$	12,855	₩.	W. Charles and St. Company	
\$ 206,724	196,884	43	187,512	43	178,584	٠,	170,076	₩.	161,976	45	154,260	÷	UNREPRESENTED	FINANCE DIRECTOR
\$ 46.75	44.52	₹\$	42.40	43-	40.38	٠,	38.46	÷	36.63	\$	34.89	ş		
\$ 8,103	7,717	43	7,350	43	7,000	43	6,666	45	6,349	\$	6,047	43		
\$ 97,236	92,604	S	88,200	₹S	84,000	\$	79,992	ţ,	76,188	ţ,	72,564	\$	UNREPRESENTED	EXECUTIVE ASSISTANT
STEP G	STEP F		STEP E	No.	STEP D		STEP C		STEP B		STEP A	1	BARGAINING UNIT	POSITION TITLE

					The state of the s		and the second second second				21	n		
			7,391	ş	7,039	\$	6,704	\$	6,384		6,080	↔		
			88,692	\$	84,468	\$	80,448	\$	76,608	\$	72,960	ş	FFA	FIREFIGHTER
	40.29	❖	38.38	S	36.55	1 \$	34.81	Ş	33.15		31.57	÷		
	9,778	ŧs.	9,313	\$	8,869	7 \$	8,447	45	8,045	45	7,662	43		
	117,336	÷	111,756	\$	106,428	Ş	101,364	Ş	96,540	\$	91,944	45	FFA	FIRE ENGINEER
			40.15	\$	38.24	\$	36.42	\$	34.68	\$	33.03	·s	TOTAL PROPERTY OF THE PROPERTY	
			9,743	\$	9,279	7 \$	8,837	\$	8,416	\$	8,015	45		The state of the s
			116,916	45	111,348	\$	106,044	\$	100,992	\$	96,180	·s	FFA	FIREFIGHTER/PARAMEDIC
			46.59	Ś	44.38	\$	42.26	45	40.25	\$	38.33	₩		The state of the s
			11,307	Ş	10,769	\$	10,256	\$	9,767	\$	9,302	·s		
			135,684	45	129,228	2 \$	123,072	\$	117,204	\$	111,624	45	FFA	FIRE CAPTAIN
\$ 65.77	62.64	*	59.66	45	56.82	1 \$	54.11	\$	51.54	\$	49.08	43		
\$ 11,400	10,858	45	10,341	S	9,848	\$	9,379	S	8,933	\$	8,507	45		
\$ 136,800	130,296	45	124,092	\$	118,176	\$	112,548	₹.	107,196	\$	102,084	45	UNREPRESENTED	WATER OPERATIONS MANAGER
\$ 58.86	56.07	❖	53.39	₹5	50.85	÷	48.43	\$	46.13	φ.	43.93	\$		
\$ 10,203	9,718	₩	9,255	\$	8,814	4 \$	8,394	Ş	7,995	Ş	7,614	·s		
\$ 122,436	116,616	❖	111,060	\$	105,768	\$	100,728	\$	95,940	\$	91,368	₹5	UNREPRESENTED	TRANSPORTATION PROGRAM MANAGER
\$ 49.83	47.45	s	45.20	\$	43.04	Ş	40.99	\$	39.04	\$	37.18	Ś		
\$ 8,637	8,225	\$	7,834	ر ج	7,461	45	7,105	\$	6,767	\$	6,445	₹S.		
\$ 103,644	98,700	\$	94,008	\$	89,532	\$	85,260	\$	81,204	\$	77,340	s	UNREPRESENTED	SENIOR MANAGEMENT ANALYST
\$ 49.83	47.45	\$	45.20	\$	43.04	\$	40.99	ş	39.04	❖	37.18	÷		
\$ 8,637	8,225	43	7,834	\$	7,461	\$	7,105	\$	6,767	\$	6,445	45		
\$ 103,644	98,700	↔	94,008	\$	89,532	\$	85,260	\$	81,204	\$	77,340	45	UNREPRESENTED	SENIOR HUMAN RESOURCES ANALYST
\$ 58.87	56.07	₹\$	53.39	45	50.86	\$	48.43	\$	46.13	\$	43.93	43		
\$ 10,204	9,718	s	9,255	\$	8,815	5	8,395	\$	7,995	ļ Ş	7,614	Ś		distribution of the state of th
\$ 122,448	116,616	₹S.	111,060	Ş	105,780	\$	100,740	\$	95,940	\$	91,368	\$	UNREPRESENTED	SENIOR CIVIL ENGINEER
\$ 61.28	58.36	\$	55.58	\$	52.93	1 \$	50.41	Ş	48.01	\$	45.73	\$		
\$ 10,621	10,116	45	9,634	\$	9,175	\$	8,738	\$	8,322	\$	7,926	÷		
\$ 127,452	121,392	↔	115,608	\$	110,100	\$	104,856	\$	99,864	2 \$	95,112	₩	UNREPRESENTED	PUBLIC WORKS OPERATION MANAGER
\$ 90.05	85.76	₹>	81.68	\$	77.79	∞ 4>	74.08	\$	70.56	\$	67.19	43-		
\$ 15,609	14,865	❖	14,157	ş	13,483	1 \$	12,841	ں چہ	12,230	7 \$	11,647	↔		
\$ 187,308	178,380	₹\$	169,884	\$	161,796	2 \$	154,092	\$	146,760	\$	139,764	45	UNREPRESENTED	PUBLIC WORKS DIRECTOR
\$ 67.27	64.06	↔	61.02	\$	58.11	\$	55.34	\$	52.71	\$	50.20	45		
\$ 11,660	11,104	÷	10,576	\$	10,072	2 \$	9,592	45	9,136	1 \$	8,701	s		
\$ 139,920	133,248	s	126,912	45	120,864	4	115,104	\$	109,632	2 \$	104,412	↔	UNREPRESENTED	PRINCIPAL MANAGEMENT ANALYST
SIEPG	SIEPP		SIEPE		SIEPU	TO STATE OF	SIEPL		SIEPD	1	SIEPA	27700	TIMO DAMACANAO	COLLECT THEFE

POSITION TITLE	BARGAINING UNIT	S	STEP A	S	STEP B	S	STEP C	S	STEP D	10	STEP E	STEP F	STEP G
FIRE INSPECTOR	FFA	45	79,140	4	83,100	45	87,252	\$	91,620	\$	96,192		2000
		<>→	6,595	\$	6,925	\$	7,271	45	7,635	₩	8,016		
		\$	38.05	\$	39.95	\$	41.95	\$	44.05	\$	46.25		
POLICE SERGEANT	POA	ts.	115,788	\$	121,572	45	127,656	\$	134,040	\$	140,736		
			9,649	₩	10,131	45	10,638	\$	11,170	\$	11,728		
		45	55.67	₹\$	58.45	₩.	61.37	\$	64.44	45	67.66		
POLICE CORPORAL	POA	\$	96,492	<>>	101,328	\$	106,392	\$	111,708	₩	117,288		
		45	8,041		8,444	\$	8,866	\$	9,309	₩.	9,774		
		↔	46.39	❖	48.72	↔	51.15	₹\$	53.71	\$	56.39		
POLICE OFFICER	POA	s	87,720	\$	92,100	₹\$	96,708	\$	101,544	43-	106,620		
		\$	7,310	\$	7,675	\$	8,059	\$	8,462	\$	8,885		
		₩.	42.17	\$	44.28	↔	46.49	43	48.82	43	51.26		
POLICE OFFICER RECRUIT	РОА	<b>⇔</b>	84,408	₩.	88,620	ş	93,060	\$	97,704	\$	102,600		
	The state of the s	₹\$	7,034	\$	7,385	₹\$	7,755	\$	8,142	ł/s	8,550		
		₩	40.58	↔	42.61	↔	44.74	❖	46.97	÷	49.33		
POLICE ASSISTANT	POA	<>>	59,088	\$	62,052	¢,	65,148	❖	68,412	43	71,832		
		₩	4,924	\$	5,171	❖	5,429	❖	5,701	₩	5,986		
		₩.	28.41	₹\$	29.83	s	31.32	\$	32.89	Ş	34.53		
POLICE ASSISTANT II	POA	₩	65,004	\$	68,244	\$	71,664	45	75,240	\$	79,008		
		45	5,417	\$	5,687	ţ,	5,972	₹\$	6,270	¢\$	6,584		
		\$	31.25	Ş	32.81	s	34.45	\$	36.17	45	37.98		
POLICE CLERK I	POA	·s	41,940	\$	44,040	\$	46,236	\$	48,552	s	50,976		
		s	3,495	\$	3,670	Ś	3,853	S	4,046	\$	4,248		
		\$	20.16	\$	21.17	\$	22.23	₩.	23.34	\$	24.51		
POLICE CLERK II	POA	❖	48,096	₩	50,508	₩	53,028	₩	55,680	↔	58,464		
		₹\$	4,008	\$	4,209	ŝ	4,419	Ş	4,640	s	4,872		
		❖	23.12	\$	24.28	\$	25.49	ş	26.77	٠Ş	28.11		
PARKING CONTROL OFFICER	POA	45	51,408	45	53,976	₩.	56,676	4>	59,508	₩.	62,484		
		Ş	4,284	₩.	4,498	s	4,723	\$	4,959	\$	5,207		
		\$>	24.72	\$	25.95	\$	27.25	<∧	28.61	❖	30.04		
SENIOR CLERK	POA	\$	63,156	\$	66,312	Ś	69,636	\$	73,104	ķ	76,764		
		\$	5,263	\$	5,526	\$	5,803	\$	6,092	₩	6,397		
		·s	30.36	₩	31.88	\$	33.48	45	35.15	ţ,	36.91		
PRINCIPAL MANAGEMENT ANALYST	PSEA-PT	ts.	50.20	₹>	52.71	ts	55.35	ν٠	58.11	45	61.02		
SENIOR MANAGEMENT ANALYST	PSEA-PT	₩	40.99	₩	43.04	\$>	45.19	₩	47.45	₩	49.82		
MANAGEMENT ANALYST	PSEA-PT	ş	35.45	s	37.22	\$	39.08	Ş	41.04	ş	43.09		

POSITION TITLE	BARGAINING UNIT	T	STEP A	S	STEP B	S	STEP C	S	STEP D		STEPE	STEP F	STEP G
COMMUNITY SERVICES COORDINATOR	PSEA-PT	₩.	31.53	\$	33.11	ţ۵.	34.76	w	36.50	₩.	38.32		
MANAGEMENT ASSISTANT	PSEA-PT	<>>	30.53	45	32.06	❖	33.66	❖	35.34	↔	37.11		
REFERENCE LIBRARIAN	PSEA-PT	↔	33.41	❖	35.08	❖	36.83	❖	38.68	⋄	40.61		
LIBRARIAN	PSEA-PT	₩	33.41	\$	35.08	₩	36.83	÷	38.68	43	40.61		
MANAGEMENT AIDE	PSEA-PT	↔	27.41	❖	28.78	↔	30.22	↔	31.73	⋄	33.32		
PROGRAM SPECIALIST	PSEA-PT	\$	27.41	45	28.78	\$	30.22	\$	31.73	₩.	33.32		
FILM LIAISON	PSEA-PT	❖	30.07	\$	31.57	\$	33.15	❖	34.81	s	36.55		
MANAGEMENT INTERN (INCUMBENT)	PSEA-PT	\$	24.39	Ş	25,61	÷	26.89	Ş	28.23	Ş	29.65		
MANAGEMENT INTERN (HIRED AFTER 11/5/14)	PSEA-PT	₩	24.39	43	25.61	s	26.89		:		:		
FIRE PREVENTION SPECIALIST	PSEA-PT	\$	23.66	\$	24.84	\$	26.09	\$	27.39	₩	28.76		
RECREATION CAMP DIRECTOR	PSEA-PT	\$	23.66	❖	24.84	Ś	26.09	÷	27.39	s	28.76		-
MAINTENANCE ASSISTANT	PSEA-PT	t/s	22.54	₩.	23.67	ふ	24.85	ts.	26.09	\$	27.40		
LEAD TRANSPORTATION DRIVER	PSEA-PT	\$	22.54	❖	23.67	\$	24.85	ş	26.09	s	27.40		
TRANSPORTATION DRIVER	PSEA-PT	\$	20.82	↔	21.86	₹\$	22.95	\$	24.10	⟨>	25.31		
RECREATION LEADER	PSEA-PT	\$	17.95	\$	18.85	\$	19.79	\$	20.78	ş	21.82		
SITE MANAGER	PSEA-PT	₹>	17.95	\$	18.85	❖	19.79	\$	20.78	\$	21.82		
TYPIST CLERK II	PSEA-PT	\$	17.51	\$	18.39	s	19.30	s	20.27	ş	21.28		
PARKING CONTROL AIDE	PSEA-PT	↔	17.35	٠,	18.22	\$	19.13	s	20.08	s	21.09		
INTERN (INCUMBENT)	PSEA-PT	❖	17.18	₩	18.04	❖	18.94	\$	19.89	₩	20.88		
INTERN (HIRED AFTER 11/5/14)	PSEA-PT	s	17.18	s	18.04	₹\$	18.94		1		1		
TYPIST CLERK I	PSEA-PT	↔	16.55	Ş	17.38	\$	18.25	\$	19.16	s	20.12		
POLICE CADET	PSEA-PT	❖	16.96	₩.	17.81	\$	18.70	t/s	19.63	45	20.61		
ACCOUNTING CLERK	PSEA-PT	❖	16.94	₩	17.79	❖	18.68	\$	19.61	ζ\$	20.59		
LIBRARY AIDE II	PSEA-PT	\$	16.78	₩	17.62	\$	18.50	\$	19.42	\$	20.40		
LIBRARY AIDE I	PSEA-PT	\$	16.32	❖	17.14	❖	17.99	\$	18.89	↔	19.84		
HIGH SCHOOL INTERN (INCUMBENT)	PSEA-PT	·s	16.32	s	17.14	·s	17.99	s	18.89	❖	19.84		
HIGH SCHOOL INTERN (HIRED AFTER 11/5/14)	PSEA-PT	❖	16.32	₩	17.14	❖	17.99		;		1		

<sup>\*</sup>Actual salary may differ due to rounding.

<sup>1.</sup> Effective 11/20/2024 Accounting Manager-Controller (Position update - title, job description, salary)

Effective 11/20/2024 Budget and Purchasing Manager (New position)