

Agreement Between

The City of Oakland



And

**The Professional & Technical
Engineers Local 21, AFL-CIO**



Units

TA1, TF1, TM2, TW1, UH1, UM1, and UM2

July 1, 2002 To June 30, 2008

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PREAMBLE

We, the undersigned, duly appointed representatives of the City of Oakland (“City”) and of Professional and Technical Engineers, Local 21, AFL-CIO, (“Union”) a recognized employee organization, having met and negotiated in good faith, jointly prepare and execute on the 23rd day of January, 2003, the following written Agreement. Except as specifically stated in this Agreement (including but limited to the exclusions stated in Sections 15, 16, 17, and 18), the provisions set forth in this Agreement apply to City of Oakland employees assigned to the following Representation Units represented by Union: Unit TA1 – Confidential Employees; Unit TF1 – Professional Employees; Unit TM2 – Supervising Engineers; Unit TW1 – Administrative, Professional and Technical Employees; Unit UH1 – Supervisory Employees; Unit UM1 – Exempt Management Employees; and Unit UM2 – Management Employees. Classifications in each unit are listed in Appendix A, List Of Classifications In Unit, attached and incorporated into this Agreement.

The parties recognize their mutual commitment to the delivery of effective, courteous, and responsive services to the citizens of Oakland.

ARTICLE 1: RECOGNITION

The City agrees to recognize the Union as the exclusive recognized bargaining representative, within the scope of representation as described in the Meyers-Milias-Brown Act, as amended, and the Employee Relations Rules adopted by the City Council, for full-time and permanent part-time City employees in classifications assigned to Units TA1, TF1, TM2, TW1, UH1, UM1, and UM2 as set forth in the preamble to this Agreement. Except as specifically stated in Articles 15, 16, 17, and 18, the terms of this Agreement shall automatically apply to any classification for which the Union has become recognized during the term of this Agreement.

ARTICLE 2: NONDISCRIMINATION

2.1 Discrimination Prohibited

The City and Union agree that they shall not discriminate in any way on account of race, color, creed, religion, gender, sexual orientation, national origin, political affiliation, disability, age, Acquired Immune Deficiency Syndrome ("AIDS"), AIDS Related Complex ("ARC"), or marital status as provided by law. The City agrees that no employee shall be discriminated against because of Union membership, or protected union activity.

2.2 Reasonable Accommodation

The City will make reasonable accommodation for a represented employee's known physical or mental disability unless the City demonstrates that the proposed accommodation will produce undue hardship to the City's operation or that the City is otherwise not obligated to accommodate the represented employee. Reasonable accommodations will be consistent with provisions of this Agreement and of Civil Service Rules that affect the represented employee being accommodated to the extent the law at the time the accommodation is implemented permits. At the request of the Union, the City agrees to discuss a proposed represented employee accommodation with the Union.

ARTICLE 3: CITY RIGHTS

City rights are described in Section 4 of Employee Relations Rules, Resolution No. 55881.

ARTICLE 4: UNION RIGHTS

4.1 Union Access To Work Locations

Union officers and representatives shall be granted reasonable access to employee work locations, upon the consent of the department head or the designated representative, for the purpose of contacting members concerning business within the scope of representation. Access shall be granted only if it does not interfere with work operations or with established safety and security requirements.

4.2 Union Representatives

The Union may select a reasonable number of stewards from within each geographic work location, subject to the City's approval, and shall provide the City with an accurate list of the same on or about each January 1 and July 1.

A steward may represent a represented employee at the appropriate step of the grievance procedure concerning a dispute of the represented employee's rights under the terms of this Agreement. A steward shall have the right, upon the request of the represented employee involved, to represent such employee in a review of the represented employee's performance evaluation. Such right of representation does not include the initial discussion between the represented employee and the supervisor who prepared the evaluation, but it is clearly understood that each represented employee has the right thereafter to request a performance evaluation review with Union representation. A steward shall also have the right, upon the request of the represented employee involved, to represent such employee at a disciplinary "Skelly" meeting.

A steward or a Union officer shall be offered reasonable time off for the purpose specified in this Section with the approval of the department head or designated representative. The parties recognize that performance of the steward's or officer's job duties comes first.

4.3 City-Provided Information To Unions

Upon the Union's specific written request, the City shall provide all information that is necessary and relevant for the Union to discharge its representation duties. Relevant and necessary information shall be determined by applying PERB regulations. Relevant and necessary information includes but is not limited to a list of all represented employees, their names, home addresses, work addresses, rates of pay, and salary schedule information.

4.4 Bulletin Board Space

The City shall provide reasonable space on bulletin boards for official Union notices at each central work area.

4.5 Meeting Space

The City shall reasonably make suitable conference rooms and other meeting areas for the purpose of holding Union meetings during off-duty time periods. The Union shall provide timely advance notice of such meetings. The Union agrees to pay any additional costs of security, supervision, damage, and cleanup, and shall comply with City regulations for assignment and use of such facilities.

4.6 Interoffice Mail Service

The Union shall be allowed reasonable use of City interoffice mail service for the distribution of noncontroversial written materials for the information of representatives and officers.

4.7 Negotiating Committee

The Union's Negotiating Committee shall be limited to a reasonable number of represented employees. The City and the Union may have consultants or representatives. On occasion, either party may have additional persons assist during negotiations. For example, knowledgeable City employees or subject matter specialists may be invited to negotiation sessions, as long as the other party is notified in advance of the individual and the purpose of the individual's attendance. The Union negotiators shall be paid for up to seven and one-half (7-1/2) or eight (8) hours per scheduled negotiation session for all time spent in negotiation.

4.8 State Of California Workers' Compensation Information

The City shall distribute literature to each new employee clearly describing the rights and benefits of all represented employees under State of California Workers' Compensation laws.

4.9 Union Information

The City will, within a reasonable period of time, distribute to each new represented employee appropriate literature furnished by the Union.

4.10 Printing Contract

The City and the Union agree to share the cost of printing copies of this Agreement and distributing it to all represented employees.

4.11 Employee Notification Of Representation

The City agrees to notify within a reasonable time each new employee that the Union is his/her recognized bargaining representative. The City agrees to promptly notify the Union of each new employee hired or reassigned in classifications assigned to bargaining units represented by the Union.

4.12 Union Security

4.12.1 Maintenance Of Membership

Represented employees in Units UM1, UM2, UH1, TA1, TW1, and TM2 may not revoke their authorization for regular monthly Union dues deductions during the term of this Agreement of Understanding; provided, however, that during the thirty (30) day period preceding the specified expiration date of this Agreement, represented employees may revoke their payroll deduction authorization and withdraw from membership in the Union.

4.12.2 Deductions

The City shall deduct, biweekly, the amount of Union regular and periodic dues and fair share service fees, insurance premiums, COPE deductions, and any special membership assessments as may be specified by the Union under the authority of an authorization card furnished by the Union and signed by the represented employee.

The deductions, together with a written statement of the names and amounts deducted, shall be forwarded promptly to the Union office. Dues shall be deducted only for members of the Union within the represented units.

4.12.3 Fair Share Fee

4.12.3.1 Application

“Fair share fee requirement” has the same meaning as “agency shop” as that term is used in Government Code Section 3502.5. Except as provided otherwise in this Section, the provisions of this Fair Share Fee Section shall only apply to non-managerial, non-supervisory and non-confidential represented employees in bargaining Unit TF1, and Units TA1 and TW1, except represented employees assigned to the Office of the Mayor, professional classifications in the City Council’s office, Administrative Assistant II in the City Council’s office who held the position prior to June 30, 2002, Council PSE 14, and Council PSE 51. The Fair Share Fee provisions only apply for these represented employees when on paid status. The Employee Relations Officer shall give the Union no less than ten (10) working days prior notice when proposed additions are to be made to management, supervisory, or confidential designations of unit positions. Each pay period, the City shall provide the Union with a list of new non-managerial, non-supervisory, and non-confidential represented employees in the unit.

4.12.3.2 Implementation

A fair share fee requirement shall be implemented in a unit when:

(1) Election

The Union has requested, in writing, an election on the issue, to be conducted by the State Mediation and Conciliation Service, and fifty percent (50%) plus one (1) of represented employees in the unit favor the fair share fee requirement; or

(2) 2/3 Membership

The Union makes a showing that two-thirds (2/3) of the employees within the unit are dues paying members of the Union.

4.12.4 Condition Of Employment

In the units for which the fair share fee requirement has been implemented, represented employees shall, as a condition of continued employment in the City, become and remain a member of the Union, or in lieu of becoming a member, shall pay a fair share fee to the Union. Represented employees may authorize payroll deduction for the amount of the fair share fee as described in Section 4.10.2 of this Agreement. If a represented employee has not authorized a payroll deduction within ten (10) working days from the date of commencement of assigned duties within the bargaining unit, the City shall immediately begin automatic payroll deduction as provided for in Government Code Section 3502.5 and Cal. Code Regs., title 8, sections 32990-32997.

4.12.4.1 Religious Exemption

Upon presentation of membership, any represented employees who are members of a bona fide religion, body, or sect whose traditional tenets or teachings include objections to joining or financially supporting employee organizations, shall not be required to join or financially support the Union as a condition of employment. In lieu of dues or the fair share fee, such represented employees shall contribute an amount equal to the dues or fair share fee to one of the following specific non-religious, non-labor charities exempt from taxation under IRS Section 501(c)(3): (1) Friends of the Oakland Public Library; (2) Friends of the Asian Branch Library; (3) Friends of Oakland Parks and Recreation; (4) the Oakland Museum Foundation; or, (5) Friends of Oakland Seniors. The Union shall be informed in writing of any such requests.

4.12.4.2 City's Obligations

The City is obligated under the fair share fee provisions to deduct from represented employees' pay appropriate amounts pursuant to Sections 4.12.2 and 4.12.3. If the Union notifies the City that the represented employee has

not executed a payroll deduction authorization form, the City shall immediately begin automatic payroll deduction as provided in Government Code Section 3502.5 and Cal. Code Regs., title 8, sections 32990-32997.

4.12.4.3 Union's Obligations

As a condition precedent to the City's deduction of fair share fees, the Union shall annually certify to the City in writing that the Union is complying with all applicable laws governing the fair share fee.

4.12.4.4 Indemnification

The Union shall indemnify and save harmless the City, its officers and employees, from and against any and all loss, damages, costs, expenses, claims, attorneys' fees, demands, actions, suits, judgments, and other proceedings arising out of any action relating to this provision.

4.13 Exempt Limited Duration And Temporary Contract Service Employees

[See Special Agreement attached as Appendix I.]

4.13.1 Definitions

For the purpose of this Agreement, an "Exempt Limited Duration Employee" position is a position not included in the classified service that is created because of a special project, a temporary increase in the workload, or to cover the work of a permanent employee who is off duty without pay.

For the purpose of this Agreement, a "Temporary Contract Service Employee" is a temporary part-time classification not eligible for any compensation other than the hourly wage and not eligible for any benefits except those required by law.

4.13.2 Information

During the months of February and August of each fiscal year, the City shall provide the Union with the names, hire dates, departments, and work locations of all Exempt Limited Duration Appointments and Temporary Contract Service Employees.

4.13.3 Bargaining Unit

The Union and the City agree that the Union is not the exclusive recognized bargaining representative for Exempt Limited Duration Appointments and/or Temporary Contract Service Employees.

4.13.4 Acknowledgment Of City Policy

The Union and the City acknowledge that a Temporary Contract Service Employee may work for a maximum of nine hundred and sixty (960) hours per fiscal year. Similarly, the

Union and the City acknowledge that an Exempt Limited Duration Employee may work for no more than one (1) year.

4.14 Joint Labor-Management Committee

The City and the Union agree to maintain a joint labor management committee composed of equal numbers of representatives. The committee may also include representatives from other Oakland City employee labor organizations.

The committee and its subcommittees shall meet regularly, establish agendas, and keep records of discussions and recommendations on action items. The City and the Union shall select their own representatives, respectively, provided that the parties agree to select representatives authorized to enter into agreements after reviewing proposals with their principals, where necessary.

The committee may establish departmental or issue-specific subcommittees. The joint labor management committee and its subcommittees are in no way intended to supercede or negate the parties' mutual obligation to bargain in good faith or to supersede any portion of this Agreement, including but not limited to the grievance procedure. However, by mutual agreement, the parties may discuss and attempt to resolve matters subject to the grievance procedure. Appropriate subjects for discussion at the committee include but are not limited to career ladders, longevity increases, promotions, alternative work schedules, telecommuting opportunities, physical plant issues, and technologies.

4.14.1 Engineer Labor Relations Subcommittee

The City and the Union agree to form a subcommittee to discuss engineer matters within the scope of representation. The subcommittee shall discuss engineer recruitment, terms and conditions of employment in comparable agencies, professional development, professional standards, trends, and developments. The City and the Union shall each appoint three (3) representatives to this subcommittee.

As needed, the City and the Union shall jointly provide training on conducting effective meetings and cooperative efforts.

[See Special Agreement attached as Exhibit A for creation of additional subcommittee.]

4.15 Joint Labor/Management Training

The City and Union agree to co-sponsor eight (8) hours of joint training for each year of this Agreement for designated stewards and management personnel.

ARTICLE 5: COMPENSATION

5.1 Salary Schedule

Wages for represented employees covered by this Agreement shall be increased by six percent (6.0%), effective July 6, 2002, three percent (3.0%), effective June 21, 2003; one percent (1.0%), effective July 3, 2004, four percent (4.0%), effective July 2, 2005; four percent (4.0%), effective July 1, 2006, and four percent (4.0%), effective June 30, 2007. These increases are reflected in the salary schedules attached and incorporated into this Agreement as Appendix B, Salary Ordinance/Schedule.

5.2 Special Equity Adjustments

Effective January 18, 2003, the City shall increase the pay of specific classifications by the specific listed amounts attached and incorporated into this Agreement as Appendix C, Special Equity Adjustments.

5.3 Salary Adjustments/Deductions

5.3.1 Adjustments For Underpayment

Upon verification that a represented employee was underpaid by the City, regardless of fault, the City will within thirty (30) calendar days of discovery adjust the employee's wages in an amount equal to the underpayment.

5.3.2 Adjustments For Overpayments

In the event the City erroneously overpays a represented employee, regardless of fault, the City shall recover overpayment as described in Section 5.3.2.1 or 5.3.2.2.

5.3.2.1 If the City notifies the represented employee of the overpayment before the end of the pay period following the overpayment and gives the represented employee a correct paycheck, the represented employee shall, within five (5) calendar days of receiving the notice of overpayment and the correct paycheck, return to the City the full amount of the overpayment.

5.3.2.2 If the City notifies the represented employee of the overpayment after the end of the pay period following the overpayment, the City shall recover the overpayment by deducting from that represented employee's regular pay check either the full amount of the overpayment or ten percent (10%) of the represented employee's gross salary, whichever is less, and continue said deductions for as many consecutive pay periods as is necessary until full overpayment is recovered. The City shall not begin recovering overpayment by payroll deductions until written notification, including all the details of the overpayment, the amount of overpayment, and the schedule of repayment, has been given to the represented employee at least 10 working days in advance.

5.3.3 Court Ordered Salary Deductions

If a court of competent jurisdiction orders the City to garnish the wages of any represented employee or if a court of competent jurisdiction orders the City to make payroll deductions from the wages of the represented employee in favor of the City or a third party, the City shall assess and collect against the employee's regular salary one dollar (\$1) per deduction per pay period to compensate the City for the costs of making such court-mandated payroll adjustments.

5.4 Salary Steps

5.4.1 Initial Salary

A represented employee's initial salary shall be the salary attached to the lowest rate of the salary schedule established for the classification to which the represented employee is appointed; provided, however, that the appointing authority may appoint a new employee at any step in the applicable salary schedule for the classification involved if there has been unusual difficulty in recruiting competent employees at the lowest rate of said salary schedule and the higher rate is commensurate with the appointee's education and experience.

5.4.2 Minimum Salary Increase When Promoted

Whenever a represented employee is promoted to a position of higher salary schedule within the same classification series, the employee shall receive compensation at the salary schedule for the new position that represents: (1) for a represented employee assigned to the salary step plan, a minimum of one rate increment over the amount the employee received in the former position; or (2) for a represented employee assigned to the salary range plan, a minimum of five percent (5%) over the amount the employee received in the former position; provided, however, that the City Manager, with discretion and for good cause, may provide for compensation at any higher point in the applicable salary schedule for the classification if the represented employee has demonstrated outstanding achievement in the public service.

5.4.3 Salary Step Advancement

Advancement within the salary schedules specified for a represented employee's classification assigned to the salary step plan shall be on the basis of one (1) year's satisfactory service, as evidenced by a Performance Appraisal. A salary step increase for a represented employee who is entitled to such an increase shall be effective at the beginning of the pay period in which the anniversary date of appointment in the classification falls. Represented employees may receive no more than one (1) step increase per year under this section.

5.4.4 Salary Range Advancement Up To The Mid-Point

Advancement within the salary schedules specified for a represented employee's classification assigned to the salary range plan shall be on the basis on one (1) year's satisfactory service as evidenced by a Performance Appraisal. Advancement of five percent (5.0%) per year of satisfactory performance shall be made up to the mid-point of the salary range, effective at the beginning of the pay period in which the anniversary date of appointment in the classification falls.

5.4.5 Salary Range Advancement Above The Mid-Point

Represented employees may progress above the mid-point of the salary range at the rate of two and one-half percent (2.5%) to five percent (5.0%) per year, based on performance as demonstrated by the represented employee's Performance Appraisal, if recommended by the Agency Head and approved by the City Manager. Represented employees may receive no more than one (1) salary adjustment during any twelve (12) month period.

5.4.6 Definitions

For purposes of the salary advancement provisions of Section 5.4, a represented employee shall be deemed to have performed satisfactory service if the Performance Appraisal for the period includes an overall rating of "fully effective" or "exceeds expectations."

5.4.7 Consequences Of Failure To Evaluate

In the event that a represented employee has not received a Performance Appraisal within forty-five (45) calendar days of the date the appraisal was due, the represented employee shall be entitled to receive a salary advancement under Sections 5.4.3, 5.4.4 and 5.4.5 without Performance Appraisal evidence of satisfactory service. Salary advancements granted under this subsection shall be effective as described in Sections 5.4.3, 5.4.4 and 5.4.5.

5.4.8 Mid-Point Calculation

The mid-point is calculated using the following method:

1. Subtract the bottom of the salary range from the top of the salary range;
2. Divide the difference by five (5);
3. Multiply the quotient by three (3); and
4. Add the product to the bottom of the salary range.

5.5 Premium Pay

5.5.1 Overtime

Whenever in the judgment of an authorized City official, represented employees are required to work in excess of their regular work day or work week, they shall be compensated for such overtime worked at the rate of one and one-half times the regular hourly rate of pay for their classifications, or, in accordance with departmental policy, receive compensatory leave at the time and one-half rate, subject to the limits as stated in paragraph 5.5.2. Represented employees in Units TM2, UM1, and UM2 shall not receive overtime compensation.

The following exceptions to the overtime provisions stated above will apply:

5.5.1.1 Alternate Work Scheduling

The daily overtime provisions may be suspended to accommodate alternative, adjusted, or staggered work schedules permitted by this Agreement.

5.5.1.2 Adjusted Work Schedule – CEDA

The overtime provisions may be suspended for represented employees in CEDA in the classifications listed below whose work schedules are regularly adjusted to accommodate evening and/or weekend meetings. Adjustments to a represented employee's schedule shall be made with as much notice as is practical to the represented employee in situations that are known in advance. Represented employees who are required to work outside their regularly scheduled work hours shall be allowed to adjust their schedule. If it is not possible to make the adjustment within one (1) week's time, the represented employee will be paid at the appropriate overtime rate.

This section shall apply to represented employees in the following classifications: Community Development District Coordinator, Urban Economic Analyst, Housing Development Coordinator, Mortgage Advisor and Rehabilitation Advisor. Represented employees in the Urban Economic Analyst, Housing Development Coordinator, Mortgage Advisor and Rehabilitation Advisor, classifications may be required to adjust their schedules no more than one time per month except on occasions where there is mutual agreement between the represented employee and supervisor.

The City agrees to meet and confer with the Union before adding additional classifications to this provision during the term of this Agreement.

5.5.1.3 OIT Represented Employees

Represented employees in the following job classes are subject to the scheduling conditions detailed in 5.5.1.3.1 through 5.5.1.3.5:

Systems Analyst I, II, or III
Systems Analyst, PPT I, II, III
Microcomputer Specialist I, II, or III
Systems Programmer I, II, or III

5.5.1.3.1 The schedules of these classes are subject to adjustments to meet work/project priorities.

5.5.1.3.2 If, after having completed the normal daily work shift and having left the work site, a represented employee is called to return to the work site in order to respond to an unanticipated computer hardware or software issue, then that represented employee will be allowed to either adjust his/her schedule for the time worked, or receive pay as prescribed by the overtime provisions of this Agreement. The decision to either adjust schedules or receive pay shall be subject to consultation between the represented employee and his/her supervisor, subject to the supervisor's approval.

5.5.1.3.3 Represented employees called back to the work site in as described in Section 5.5.1.3.2 above shall be entitled to minimum call-back pay equal to two and one-half (2 ½) hours.

5.5.1.3.4 Adjustments to a represented employee's schedule shall be made with as much notice as is practical to the represented employee in situations that are known in advance, such as upgrades, installations, repairs, and design/development projects. In such instances, the supervisor and the represented employee shall meet to attempt to adjust the employee's schedule to accommodate the City's needs.

5.5.1.3.5 Represented employees required to continue working to resolve a computer hardware or software problem that occurred during regularly scheduled work hours shall be allowed to adjust their schedules. If it is not possible for a represented employee to make the adjustment within one (1) calendar week's time, the represented employee will be paid at the appropriate overtime rate.

5.5.2 Compensatory Leave

Represented employees (except those in Units TM2, UM1, and UM2) may elect to receive overtime compensation in the form of compensatory leave. Represented employees may not accrue in excess of fifty-six (56) hours of compensatory leave, for those represented employees working a thirty-seven and one-half (37-1/2) hour workweek; or sixty (60)

hours of compensatory leave, for represented employees working a forty (40) hour work week. These limits may be exceeded with mutual agreement between the represented employee and the department, but represented employees in Unit UH1 may not exceed a balance of 240 hours. The City reserves the option to “buy back” any compensatory leave accrued by represented employees in excess of the above stated amounts, with thirty (30) days advance notice.

Section 5.5.2 does not apply to represented employees in Unit TM2.

5.5.3 Overtime On Holidays (Units TF1 And UH1)

For represented employees in Unit TF1 and UH1, any shift that includes five (5) or more hours on a holiday shall be considered a holiday shift and paid for that shift at the overtime rate prescribed in Section 5.5.1 of this Agreement.

5.5.4 Acting Pay (Units TA1, TF1, TM2, And TW1)

Section 5.5.4 applies only to represented employees in Units TA1, TF1, TM2, and TW1.

Any represented employee who has been assigned by the department head or designee to assume and perform all of the ordinary day-to-day duties and responsibilities of a temporarily vacant or permanently vacant budgeted position of higher classification for one (1) or more working days shall be paid an additional six percent (6.0%) of the regular pay of the represented employee’s own classification for such time worked in a higher classification. Such assignment shall be in writing.

A represented employee who acts in a position of higher classification under this provision, for a consecutive period of thirty (30) calendar days or less, shall not receive acting pay during any period(s) of paid leave occurring during the acting assignment. However, a represented employee who acts in a position of higher classification, under this provision, for a consecutive period in excess of thirty (30) calendar days shall receive acting pay during period(s) of paid leave occurring during the acting assignment, commencing with the thirty-first (31st) day of acting assignment and continuing until said acting assignment is terminated.

No represented employee shall be in an acting assignment for more than six (6) months in a fifteen (15) month period, unless no other qualified represented employee is available or willing to take the assignment. For the purposes of this provision the six (6) months need not be consecutive.

Absent extenuating circumstances, and without restricting management’s discretion as to which represented employee is appointed to such position, the City shall endeavor to avoid repeatedly appointing the same represented employee.

5.5.5 Acting Pay (Unit UH1)

Section 5.5.5 applies only to represented employees in Units UH1.

Any represented employee who has been assigned in writing by the department head or designated representative to assume and perform all the ordinary day-to-day duties and responsibilities of a temporarily vacant or permanently vacant budgeted position of higher classification for one (1) or more working days shall be paid an additional six percent (6.0%) of the regular pay of the represented employee's own classification for such time worked in a higher classification. An Agency Head, at his/her sole discretion, may grant additional acting pay up to a maximum of ten percent (10%).

It is expressly understood that any represented employee who acts in a position of higher classification under this provision, for a consecutive period of thirty (30) calendar days or less, shall not receive acting pay during any period(s) of paid leave occurring during the acting assignment. However, a represented employee who acts in a position of higher classification, under this provision, for a consecutive period in excess of thirty (30) calendar days shall receive acting pay during period(s) of paid leave occurring during the acting assignment, commencing with the thirty-first (31st) day of the acting assignment and continuing until the acting assignment is terminated.

5.5.6 Acting Pay (Units UM1 And UM2)

Any represented employee who has been assigned in writing by the Department Director or designated representative to assume and perform all the ordinary day-to-day duties and responsibilities of a temporarily vacant or permanently vacant budgeted position of higher classification for six (6) or more consecutive calendar days shall be paid an additional six percent (6.0%) of the regular pay of the represented employee's own classification, beginning day six (6) of the acting assignment. A represented employee who acts in a position of higher classification, under this provision, shall be entitled to receive acting pay during period(s) of paid leave occurring once acting pay is in effect, starting the thirty-first (31st) day of said assignment and continuing until said acting assignment is terminated

If the acting pay assignment extends beyond a consecutive fifty-six (56) calendar day period, the represented employee shall be paid an additional ten percent (10%) of the regular pay of the employee's own classification, beginning the fifty-seventh (57th) day of the acting assignment.

5.5.7 Bilingual Pay

This section effective until July 1, 2003:

Subject to approval of the appointing authority and the Director of Personnel Resource Management, payments of an additional twenty-nine (\$.29) cents per hour may be made to bilingual represented employees in Units TA1, TF1, or TW1. For represented employees in Unit UH1, the bilingual pay amount shall be thirty-seven (\$.37) cents per hour. Bilingual skill payments may be made subject to the following criteria:

- (a) Public contact requires continual eliciting and explaining information in a language other than English; or

- (b) Where translation of written material in another language is a continuous assignment; or
- (c) The position is in a work location where there is a demonstrated need for language translation in providing services to the public.

Premium pay may be removed when the criteria ceases to be met as determined by the appointing authority.

Effective July 1, 2003, the following section will replace the existing Section 5.5.7, Bilingual Pay:

To overcome language barriers and to provide citizens equal access to City services, the City and the Union encourage represented employees to use City designated languages during contact with the public. For the purpose of bilingual premium pay, each department, subject to City approval, shall designate the non-English languages that may be used. To be eligible for bilingual premium pay, a represented employee must be certified under either subsection 5.5.5.1 or 5.5.5.2 and must provide bilingual service when requested by the City.

5.5.7.1 Level 1 Certification

To be eligible for Level 1 Certification, a represented employee must have the ability to effectively communicate with the public in a Department designated and City approved non-English language. Represented employees certified with Level 1 skills shall be paid thirty-five (\$35) dollars per pay period. Effective January 1, 2005, represented employees certified with Level I skills shall be paid forty-five (\$45) dollars per pay period. A represented employee shall be paid for either Level 1 or Level 2 bilingual skills, and the bilingual pay described in this section and Section 5.5.5.2 shall not be pyramided.

5.5.7.2 Level 2 Certification

To be eligible for Level 2 Certification, a represented employee must have the ability to translate conversations and written materials in a Department designated and City approved non-English language. Represented employees certified with Level 2 oral and/or written translation skills shall be paid seventy (\$70) dollars per pay period. Effective January 1, 2005, represented employees certified with Level II skill shall be paid ninety (\$90) dollars per pay period. A represented employee shall be paid for either Level 1 or Level 2 bilingual skills, and the bilingual pay described in this section and Section 5.5.5.1 shall not be pyramided.

5.5.7.3 Certification Standards

The City shall establish examinations and testing procedures for certifying represented employees at Level 1 or Level 2.

5.5.7.4 Arbitrability

The City's substantive evaluation of a represented employee's knowledge of and skills in a designated second language shall not be grievable under Article 15 of this collective bargaining agreement and shall not be appealed to the Civil Service Board.

5.5.8 Notary Public Pay

Upon written designation by the appointing authority, the City shall approve payments of an additional thirty-five (\$.35) cents per hour to qualified represented employees for the performance of notary public duties for City business purposes. These represented employees shall submit proof of notary public certification annually in order to maintain notary public payments. The premium pay will be removed when the designation is revoked in writing by the appointing authority and the represented employees will no longer be required to perform notary public duties. Represented employees paid to perform notary public duties for the City shall not perform private notary public duties during City work hours.

Represented employees in Units TM2, UM1, and UM2 shall not receive Notary Public Pay.

5.5.9 Licensing

The City agrees to consider requests by represented employees for either two point five percent (2.5%) or five percent (5.0%) premium pay for possession of licenses and certifications used by the represented employee in the conduct of City business, but not required for his/her classification. This premium pay must be recommended by the Agency head and approved by the City Manager.

Represented employees must maintain a valid license or certification for continued receipt of this licensing premium pay, and shall be entitled to receive this premium pay only as long as they remain in the classification for which the premium was given. If the represented employee changes classification, he/she may reapply for the premium. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

5.5.10 Engineer And Architect Career Ladder Incentive

Represented employees in the professions of Engineering or Architecture, who work in classifications in a career ladder leading to a classification that requires a professional license or registration, but who are not required to have such license or registration, upon receipt of such license or registration, shall receive five percent (5.0%) incentive pay, which shall not be part of the salary schedule. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

5.5.11 Engineer-In-Training Incentive

A represented employee holding the Engineer-in-Training (EIT) designation shall be advanced two and one-half (2.5%) percent starting in the month following receipt of the designation, provided that the increase, when applied, shall not be above the top step of the salary schedule for his/her classification. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

5.5.12 Additional Engineer License Incentives

Represented employees in the positions of Civil Engineer, Supervising Civil Engineer, Principal Engineer, Assistant Engineer, Transportation Engineer, Supervising Transportation Engineer, Assistant Transportation Engineer, Electrical Engineer, Energy Engineer, Architect, Architectural Associate, and Architectural Assistant, shall receive the following incentive pay (subject to the limitations set forth below): (1) 10% for passage of the State of California Structural Engineers examination and maintenance of a California Structural Engineer license; (2) 5.0% for passage of the State of California Land Surveyor examination and maintenance of a California Land Surveyor license; (3) 5.0% for passage of the State of California Geotechnical examination and maintenance of a California Geotechnical license; (4) 5.0% for passage of the Electrical Engineer examination and maintenance of a California Electrical Engineer license; (5) 5.0% for passage of the Mechanical Engineer examination and maintenance of a California Mechanical Engineer license; (6) 5.0% for passage of the Civil Engineer examination and maintenance of a California Civil Engineer license; and (7) 5.0% for passage of the California Traffic Engineer examination and maintenance of a California Traffic Engineer license.

Represented employees in the position of Environmental Program Specialist shall receive the following incentive pay: (1) 5.0% for possession of valid California Civil Engineer license; (2) 5.0% for passage of Hydrologist Examination and maintenance of a California Hydrologist license; (3) 5.0% for passage of Geotechnical Examination and maintenance of a California Geotechnical license; and (4) 5.0% for passage of the Geologist Examination and maintenance of a California Geologist license.

Incentive payments provided under this section shall be effective in the pay period following verification that the represented employee has passed the pertinent exam, or received the pertinent license; such pay shall not be part of the salary schedule. Continual receipt of the incentive pay is conditional upon a represented employee maintaining registration in the State of California of the license or permit for which the incentive pay is provided. Total incentive pay under this section cannot exceed ten percent (10%) of base pay. The incentive payments provided under this section shall be incorporated into the represented employee's compensation reported to CalPERS.

A represented employee in a position that requires a license or registration shall not receive incentive pay under this section for passing an examination and maintaining a

license that is part of the licensing or registration requirement for the represented employee's position.

The City may require represented employees receiving incentive pay under this section to perform duties that require licenses for which the incentive is granted. Represented employees performing these duties shall not be considered to be working out of class. All represented employees receiving incentive pay under Section 5.5.11 and required to perform duties requiring engineering licenses, with the exception of assistant engineers receiving the civil engineering license premium, shall stamp and/or sign the work in compliance with the California Engineers Act.

The operation of this provision shall not affect the operation of existing provisions concerning step increases. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

5.5.13 Chief Of Party Licensing Premium Pay

Each represented employee in Unit UH1 serving in the position of Chief of Party shall receive five percent (5.0%) added compensation if the represented employee passes the California Land Surveyor examination and maintains a valid California Land Surveyor license. Represented employees shall be entitled to receive this premium pay only as long as they remain in the classification for which the premium was given. If the represented employee changes classification, he/she may reapply for the premium. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

5.5.14 Real Estate/Property Management Premium Pay

Complex Managers, Facilities Managers, Supervising Real Estate Agents, Real Estate Services Managers, and Real Estate Agents who obtain and retain one or more of the following certifications will have an additional five percent (5.0%) added to their base pay:

- State of California General or Residential Appraisal Certificate;
- State of California Real Estate Brokers License;
- Certified Designations for Property Manager as issued by the Institute of Real Estate Management, or Building Owners And Managers Association (BOMA). Represented employees who possess Property Manager certifications shall receive the premium pay only when they are assigned to perform property management functions for the City.

At no time will more than a single additional five percent (5.0%) be added to a represented employee's pay regardless of the number of certificates acquired and retained. Represented employees must maintain current certificates or licenses to receive the premium pay. The represented employee annually must provide to the

department head appropriate verification that the certificate or license is current and valid. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

5.5.15 Standby Pay

When a department head or City official assigns a represented employee to remain on standby, the represented employee shall be paid an amount equivalent to one and seventy-five hundredths (1.75) hours straight time pay for each eight hour period of standby assignment.

In selecting represented employees for standby pay, the department head or City official shall determine which represented employees are qualified for the standby assignment. The department head or City official shall rotate assignments among qualified represented employees.

A represented employee assigned to standby duty shall (a) keep the supervisor informed of a telephone number at which the represented employee can be reached; and (b) be available to report within a reasonable time in the event of a call-out. A represented employee assigned standby duty who fails to comply with these two conditions shall not be paid standby pay during any such period of time.

Represented employees in Units UM1 and UM2 shall not receive standby pay.

5.5.16 Call Back Pay (Unit F)

A represented employee in Unit TF1 who is called back to work on his/her day off, or who is called back to work after he/she has completed his/her regular shift working day and has left his/her place of employment, shall be paid a minimum of two and one-half (2-1/2) hours at the employee's overtime rate of pay.

5.5.17 Additional Unit UH1 Premium Pay

The premium pay provisions listed in this section 5.5.17 apply only to represented employees in Unit UH1.

5.5.17.1 Callback Pay

A represented employee in Unit UH1 who is called back to work on a day off, or who is called back to work after the regular shift working day has been completed and has left the employment site, shall be paid a minimum of two and one-half (2 ½) hours at time and one-half of that represented employee's regular hourly base rate of pay. A represented employee who is required to make a job-related court appearance, in accordance with Police Department General Order E-1, dated September 18, 1979, and/or Administrative Instruction 529, dated August 15, 1980, and any subsequent amendments thereto, on a scheduled day off shall be compensated for a minimum of four (4)

hours at time and one-half of that represented employee's regular hourly base rate of pay. It is expressly understood that a represented employee who works overtime (including court appearances) immediately subsequent to his/her regular work shift, or a represented employee who works immediately prior to his/her regular work shift, shall be compensated for the time actually worked, with no minimum number of hours of overtime guaranteed.

5.5.17.2 Shift Differential

A represented employee in Unit UH1 shall be eligible for shift differential pay, in addition to the hourly rate of pay for the employee's classification, as follows:

5.5.17.2.1 Swing Shift

When five (5) or more hours of a represented employee's work shift, exclusive of the lunch period, are between the hours of 5:00 p.m. and 12:00 midnight, the represented employee shall be paid eighty-seven cents (\$.87) per hour for each hour worked in that work shift.

5.5.17.2.2 Graveyard Shift

When five (5) or more hours of a represented employee's work shift, exclusive of the lunch period, are between the hours of 12:00 midnight and 7:00 a.m., the represented employee shall be paid one dollar and three cents (\$1.03) per hour for each hour worked in such work shift.

5.5.17.2.3 Rotating Shift

When a represented employee is assigned to a regular rotating shift schedule, the represented employee shall be paid ninety-two cents (\$.92) per hour for each hour worked in that work schedule. "Rotating Shift Schedule" is defined, for the purposes of this section, as a work schedule that rotates the assigned work days and work hours more frequently than once every six (6) weeks, with one of the regular schedules being a swing or graveyard shift, as part of an overall schedule covering related represented employees.

5.5.18 Premium Pay During Paid Leave

Regular premium pay shall continue to be paid during vacation leave, sick leave, and during other paid leave up to a total of thirty (30) calendar days, for a represented employee who is then regularly assigned to a position in which the represented employee is eligible for such premium pay.

5.5.19 No Pyramiding

There shall be no “pyramiding” of premium and/or overtime pay, unless otherwise provided in this Article, except that this provision shall not apply to represented employees receiving overtime in accordance with the provisions of the Fair Labor Standards Act.

5.5.20 Commuter Check

Effective July 1, 2003, the City agrees to pay the five dollar (\$5) monthly administrative fee for represented employees participating in the Commuter Check Program.

5.5.21 Extraordinary Service Pay (Unit F)

The provisions of this Extraordinary Service Pay section apply only to represented employees in Unit TF1.

5.5.21.1 Definition

Extraordinary Service Pay (“ESP”) is defined as pay for exceptional performance by a represented employee at his/her classification level as determined by the department head.

5.5.21.2 Eligibility

Eligibility shall be determined by one or more of the following criteria:

The represented employee in Unit TF1 has performed outstanding work on a continuing basis at his/her current job classification level such as, but not limited to:

- (1) Frequent completion of work significantly ahead of schedule.
- (2) Volume and/or quality of work produced greatly exceeds department norms on a continuing basis.

The represented employee in Unit TF1 has completed, or is currently working on an assignment that calls for a substantial degree of greater responsibility and/or professional or technical expertise than his/her current job classification required and is not covered by Acting Pay provisions contained in this Agreement.

The represented employee in Unit TF1 has completed, or is currently planning, developing or implementing a special program initiated or suggested by himself/herself and approved by the department head that will provide substantial overall benefit to the department and/or the City.

5.5.21.3 Implementation

The department head shall, during the months of June and December, meet with his/her supervisory staff to determine if any represented employee in Unit TF1 should receive Extraordinary Service Pay for exceptional performance during the past six (6) month period.

When the department head determines that a represented employee in Unit TF1 should receive ESP, it shall be his/her responsibility to determine the amount and to forward his/her recommendation(s) to the City Manager for approval.

ESP shall be a lump sum payment of one of the following amounts as determined by the department head and approved by the City Manager. \$600; \$800; \$1,000. Payment shall be made within thirty (30) days following the City Manager's approval.

5.5.21.4 Annual Program Review

Annual review by the department head(s) or their designated representative(s) and the Union shall be made in the second quarter of each calendar year. The eligibility and implementation procedures shall be reviewed to determine if any revisions, deletions, or additions should be made to the provision (ESP). Changes to this provision (ESP) shall be subject to the mutual approval of the department head(s) and the Union.

5.6 Allowances

5.6.1 Meal Allowance

5.6.1.1 Each represented employee who, when directed to do so, works continuously two (2) hours or more immediately before or after a regular scheduled shift working day shall be paid a meal allowance of eleven dollars (\$11). In the event the represented employee continues to work beyond the first two (2) hours, and the work is not a part of the regular shift, the represented employee shall be paid an additional meal allowance of eleven dollars (\$11) for each successive four (4) hour period worked.

5.6.1.2 Each represented employee who is directed to return to work overtime within fewer than twenty-four (24) hours after completion of the regular shift and who has left the employment site, and who works four (4) hours or more shall be paid a meal allowance of eleven dollars (\$11). The represented employee shall be paid an additional meal allowance of eleven dollars (\$11) for each successive four (4) hour period continuously worked.

5.6.1.3 Each represented employee who is scheduled to work on a scheduled day off with fewer than twenty-four (24) hours advance notice and who works four (4)

hours shall be paid one (1) meal allowance of eleven dollars (\$11). In the event the represented employee continues to work on a scheduled day off for a total of more hours than the normal shift working day, the employee shall be paid such additional meal allowance(s) as may be appropriate under the formula described in the provisions of Section 5.6.1 above.

5.6.1.4 Meal allowances shall not be paid for assigned work that is scheduled at least twenty-four (24) hours in advance where the work is not an extension of the regular workday, or, in those instances where the City furnishes meals.

5.6.1.5 Represented employees in Units TM2, UM1, and UM2 shall not receive meal allowances.

5.6.2 Automobile Allowance

The City agrees to provide transportation to represented employees when required for official City business. Full-time represented employees who prefer to use their private vehicles for City business may do so, upon approval by the City and subject to City regulations for safety, driver's licenses, and automobile liability insurance. Represented employees shall not be required to name the City as an additional insured nor submit the represented employee's vehicle to an inspection.

The City shall reimburse a represented employee for approved use of a private vehicle according to the following rates:

5.6.2.1 Category II

The City shall reimburse represented employees designated by the City Manager as Category II at the rate of three hundred fifty (\$350) dollars per month.

5.6.2.2 Category III

If the City determines that the nature of the work assigned to a represented employee, requires the use of an automobile on a regular basis for more than one-half of the represented employee's work schedule, the represented employee may utilize a private vehicle and the City shall reimburse the represented employee at the following rate per month:

Contract Year	Amount Per Month
2002-2003	\$125.00
2003-2004	\$131.00
2004-2005	\$137.55

In addition to the per month allowance, the City shall reimburse the represented employee at the rate of and \$.345 per mile. During January of

each fiscal year, the per mile rate will be adjusted to the maximum per mile rate established by the U.S. Internal Revenue Service.

5.6.2.3 Category IV

If the City determines that the nature of the work assigned to a represented employee requires the use of an automobile on an intermittent basis or on a regular basis of less than one-half of the represented employee's work schedule, the represented employee may utilize a private vehicle and be reimbursed at the rate of \$.345 per mile. During January of each fiscal year, the per mile rate will be adjusted to the maximum per mile rate established by the U.S. Internal Revenue Service.

5.6.3 Uniform Allowance (Unit UH1)

The City agrees to provide the following initial and annual uniform allowances to represented employees in Unit UH1 in the following classifications, provided that the wearing of a uniform is required incident to employment:

Classification	Initial Allowance	Annual Replacement
Animal Control Officer, Senior	\$507.00	\$246.00
Fire Communications Dispatcher, Senior	\$287.00	\$178.00
Fire Communications Supervisor		
Correctional Officer Supervisor	\$360.00	\$202.00
Parking Enforcement Supervisor I	\$497.00	\$287.00
Parking Meter Collector Supervisor	\$486.00	\$259.00
Police Communications Dispatch, Supervisor	\$297.00	\$178.00

The initial allowance specified shall be paid to the represented employee in the first fiscal year of employment, after the department head has certified that the represented employee has purchased the minimum complement of required uniforms meeting City standards. After the first fiscal year of employment, represented employees shall be paid the specified uniform replacement allowance.

In the event that a required uniform item is damaged in the line of duty, where the represented employee has exercised reasonable prudence in the performance of duties, the City agrees to pay the cost of repair of such damage, or replacement, in accordance with established procedures.

5.6.4 Shoe Allowance

5.6.4.1 City Vouchers

The City may require represented employees to wear safety shoes while performing duties for the City.

For each represented employee required by the City to wear safety shoes, the City shall provide a voucher from the City designated department for up to one hundred (\$100) dollars annually toward the cost of acquiring one (1) pair of safety shoes and related supplies. Effective January 1, 2005, the City shall provide a voucher from the City designated department for up to one hundred fifteen (\$115) dollars annually toward the cost of acquiring one (1) pair of safety shoes and related supplies.

The City shall provide the voucher during January of each year.

5.6.4.2 Newly Employed Represented Employees

Represented employees required to wear safety shoes may acquire safety shoes and use their annual safety shoes voucher during the month of January each year. Represented employees newly employed shall be provided an opportunity to acquire safety shoes and use the safety shoe voucher within thirty (30) days of their first day of work and during each following January.

5.6.4.3 Tree Department

Once every three (3) years, the City shall purchase one (1) pair of climbing boots for each represented employee required to wear climbing boots.

ARTICLE 6: PROFESSIONAL DEVELOPMENT PROVISIONS

6.1 Dues And Memberships

6.1.1 Units TA And TW1

For represented employees in Units TA1 and TW1, the City shall pay up to one hundred percent (100%) of the cost of membership in one job-related professional organization per year for each represented employee, but in no case shall the cost of the membership exceed five hundred dollars (\$500). The City may consider covering the cost of more than one (1) professional membership, provided that the membership is directly related to the represented employee's job duties and is approved in advance by the department head.

6.1.2 Units UM1, UM2, And UH1

For represented employees in Units UM1, UM2, and UH1, the City shall pay up to one hundred percent (100%) of the cost of membership in a professional organization, subject to department head approval. The City may consider covering the cost of more than one (1) professional membership, provided that the membership is directly related to the represented employee's job duties and is approved in advance by the department head.

6.1.3 Unit TF1 And TM2

The City shall encourage represented employees in Units TF1 and TM2 to participate in professional societies or associations, excluding any organization, that has as one of its principal purposes the representation of individuals in matters concerning wages, hours, and other terms and conditions of employment, by reimbursing the represented employee in cash for one hundred percent (100%) of the cost of the annual dues for one organization per represented employee. The organization shall be selected by the represented employee, subject to the approval of the department head or his/her designated representative.

6.2 Conferences, Seminars, And Meetings

For represented employees in Units TA1, TW1, UM1, UM2, and UH1, the City and the Union agree that it may be desirable for a represented employee to attend conferences, seminars, or meetings that have as their primary purpose professional development, or acquiring concepts and knowledge that are directly beneficial to the represented employee in the performance of his/her job; and/or where such attendance is in the City's best interests. Subject to the approval of the department head, the represented employee may be granted leave with pay, with or without expenses depending on availability, to attend such conferences, seminars, or meetings.

6.3 Professional Development

The City will reimburse represented employees for professional development in the amounts listed below. Professional development may include such items as books, subscriptions to professional journals or magazines, dues to professional organizations that are related to current employment, job-related tools and equipment, registration, application or examination fees for registration or certification within his/her profession, and expenses related to professional development including research and training. Requests for reimbursement must be submitted with receipts in aggregate amounts of at least twenty-five (\$25) dollars. All receipts for reimbursement must be submitted before the end of each fiscal year, and by June 1, if feasible.

6.3.1 Units TA1, TW1, And UH1

Effective July 1, 2003, each represented employee shall receive reimbursement up to a maximum of two hundred fifty dollars (\$250) each fiscal year for professional development.

6.3.2 Units UM1 And UM2

Represented employees in Units UM1 and UM2 shall receive reimbursement of up to three hundred fifty (\$350) dollars maximum per fiscal year for these purposes.

6.3.3 Unit TM2 And TF1

Represented employees in Units TM2 or TF1 shall receive a maximum of four hundred twenty-five (\$425) dollars per fiscal year for these purposes.

6.4 Professional Licenses And Registration Fees

If the City requires that a represented employee possess a professional license or registration requisite to the performance of his/her job duties, the City agrees to reimburse the represented employee for the cost of renewing that license or registration, including the cost of any continuing education course work or training required to renew the professional license, certification, or registration. Represented employees in the professions of Engineer or Architect who receive incentive pay under Section 5.5.10 shall be reimbursed for the renewal cost of licenses and registrations for which they receive incentive pay. This provision covers only such professional licenses as may be required for engineers, nurses, and other professional classes, and does not cover such requirements as drivers' licenses.

6.5 Tuition Reimbursement

The City shall reimburse a represented employee in Unit UM1, UM2, UH1, TF1, TA1, TW1, or TM2 for the cost of university or college classes and training courses, approved in advance by the department head or the designated representative, which: (1) improve the skills used by the represented employee in his/her current position; and/or (2) prepare the represented employee for advancement on the logical, reasonable career path within the City organization. Upon successful completion of the approved classes or courses, a represented employee shall be reimbursed in accordance with the following table:

<u>Grade</u>	<u>Reimbursement</u>
A or B	100% of the tuition fee and books, or \$400 whichever is less.
C	50% of the tuition fee and books, or \$200 whichever is less.

In the event that the course is graded on a pass/fail basis, reimbursement shall be seventy-five percent (75%) of the tuition fee, or three hundred dollars (\$300), whichever is less.

6.6 Professional Liability (Unit TF1)

The City's obligation to defend and indemnify represented members is prescribed by law, including California Government Code Section 825, et seq. and 995, et seq. The City shall indemnify and defend represented employees in Representation Unit TF1 in accordance with the applicable provisions of law when and if represented members are sued for errors and/or omissions (malpractice) that occur within the course and scope of their employment, except where the applicable law excuses City's obligation to defend (e.g., fraud, malice, etc.). This

Section and the terms and provisions in this section shall be enforceable in accordance with applicable law.

6.7 Incompatible, Inconsistent, Or Conflicting Activities

- 6.7.1 No represented employee may engage in any employment, activity, or enterprise that has been determined to be inconsistent, incompatible, or in conflict with his or her duties or with the duties, functions, and responsibilities of the City. For purposes of this Agreement, incompatible employment or activity means any employment, activity, or enterprise that: (a) involves the use for private gain or advantage of City time, facilities, equipment, and supplies or the prestige or influence of the represented employee's City employment; or (b) involves receipt by the represented employee of any money or other consideration for the performance of any act required by him or her as a City employee; or (c) involves the performance of an act, in other than his or her capacity as a City employee, that may later be subject directly or indirectly to control, inspection, review, audit, or enforcement by him or her in his or her capacity as a City employee.
- 6.7.2 Represented employees may not solicit political contributions from other officers or employees of the City, unless such solicitation is part of a solicitation made to a significant segment of the public that may include City employees or officers.
- 6.7.3 Represented employees shall notify the City in advance of any outside employment or activity if it is reasonably foreseeable that such employment or activity may violate these rules.
- 6.7.4 Notwithstanding the above, the City acknowledges that no restriction may be placed on the political activities of employees outside of working hours and off City premises.
- 6.7.5 The City will continue to maintain regulations that are consistent with Government Code Section 1125, et seq., and Government Code Section 3201, et seq., and Oakland City Charter Section 1201.

ARTICLE 7: RETIREMENT

7.1 Retirement Contributions

[See Special Agreement attached as Appendix __ for modifications to 7.1.1 and 7.1.2.]

7.1.1 2% At 55

The City's contract with PERS provides the 2% at 55 plan for all represented employees except the Correctional Officer Supervisor. The City shall make the employer contribution to PERS for each represented employee. In addition the City shall pay 4.0% of the "employee" contribution for each represented employee. With state and federal income tax on the "employees" contribution deferred to the extent permitted by law, each represented employee shall pay through payroll deductions 3.0% of the "employee" contribution. Except as specifically stated in this Section, the City shall pay for any increase in the employer rate and shall retain any savings from a decrease in the employer rate and for contribution credits (rebates) from PERS.

7.1.2 2.7% At 55

Effective July 1, 2004, the City's contract with PERS shall be amended to provide the 2.7% at 55 plan for all represented employees except the Correctional Officer Supervisors. The City shall make the employer contribution to PERS for each represented employee. In addition the City shall pay 5.0% of the "employee" contribution for each represented employee. With state and federal income tax on the "employee" contribution deferred to the extent permitted by law, each represented employee shall pay through payroll deductions 3.0% of the "employee" contribution. Except as specifically stated in this Section, the City shall pay for any increase in the employer rate and shall retain any savings from a decrease in the employer rate and for contribution credits (rebates) from PERS.

7.1.3 Correctional Officer Supervisor

During the period from July 1, 2002, through June 30, 2003, the City agrees to provide the PERS 2% at 50 public safety retirement plan for represented employees in the classification of Correctional Officer Supervisor. Effective July 1, 2003, the City agrees to amend its contract with PERS to provide the 3% at 50 public safety retirement plan for represented employees in the classification of Correctional Officer Supervisor. Effective July 1, 2002, the City shall make the employer contribution to PERS for each represented employee. In addition the City shall pay a portion of the "employee" contribution for each represented employee. With state and federal income tax on the "employee" contribution deferred to the extent permitted by law, each represented employee shall pay through payroll deductions 3.0% of the "employee" contribution. Except as specifically stated in this Section, the City shall pay for any increase in the employer rate and shall retain any savings from a decrease in the employer rate and for contribution credits (rebates) from PERS.

7.1.4 Special Compensation

The City paid portion of the member contribution described in Sections 7.1.1, 7.1.2, and 7.1.3 shall be reported to PERS as “special compensation” as provided under Government Code Section 20636(c)(4) pursuant to Section 20691.

7.1.5 Premium Pay Reported To CalPERS

The premium pay listed in Appendix H, Premium Pay Reported To CalPERS, shall be reported to CalPERS as compensation. Appendix H, Premium Pay Reported To CalPERS, is attached to and incorporated into this Agreement.

7.1.6 Tax Liability

Each represented employee is solely and personally responsible for any federal, state, or local tax liability that may arise out of receipt of the City’s pick up or any penalty that may arise out of receipt of the City’s pick up or any penalty that may be imposed for the City’s pick up.

7.2 Optional Benefits

Under the Public Employees’ Retirement System, the City shall provide the following optional benefits:

7.2.1 Military Service Credited As Public Service

Up to four (4) years of military service can be granted for time during which a represented employee served continuously with the active armed forces or the Merchant Marines including any period of rehabilitation, plus six (6) months thereafter. The represented employee is required to contribute employee and employer contributions except that service rendered prior to September 1, 1970, may be granted at no cost to the represented employee.

7.2.2 One Year Final Compensation

A represented employee’s retirement allowance is based on the twelve (12) highest paid consecutive months under the plan.

7.2.3 Automatic One-Half Continuance

The represented employee’s beneficiary receives one-half the amount of the retired represented employee’s allowance after the death of the retired represented employee with no reduction in retirement allowance during the life of the retired represented employee.

7.2.4 Post-Retirement Survivor Allowance To Continue After Remarriage

If a surviving spouse remarries on or after January 1, 1985, the one-half survivor continuance allowance will not cease.

7.2.5 1959 Survivor Benefits To Surviving Spouse At Age 60

The eligibility age of a surviving spouse is reduced to sixty (60) years of age for the 1959 survivor allowance, otherwise payable to a surviving spouse at sixty-two (62) years of age. (Government Code Section 21580.)

ARTICLE 8: INSURANCE PROGRAMS

8.1 Medical Insurance Under PEMHCA

The City agrees to maintain its contract with the Public Employees' Retirement System ("PERS") providing medical insurance coverage through the Public Employees' Medical and Hospital Care Act (PEMHCA) plans. Eligibility of active represented employees and retired employees to participate in this program shall be in accordance with state law and regulations promulgated by PERS.

8.2 City Contribution To PERS

The City shall pay directly to PERS twenty dollars (\$20) per month as a contribution toward the PEMHCA plan medical insurance premium for each active represented employee and retiree who elects to enroll in a PEMHCA medical plan.

As required by Government Code Section 22825, the City's contribution shall increase as follows:

- \$32.20 per month for calendar year 2004;
- \$48.40 per month for calendar year 2005;
- \$64.60 per month for calendar year 2006;
- \$80.80 per month for calendar year 2007; and
- \$97.00 per month for calendar year 2008.

These increased City contribution rates shall remain in effect only as long as required by law.

8.3 Change In PERS Regulations

In the event PERS requires additional employer payment in excess of the dollar amounts listed in Section 8.2, the City shall not be bound by any obligation under 8.2 and 8.4, but rather the parties shall meet and confer regarding restructuring the provisions of 8.2 and 8.4 provided that, for a reasonable time period to allow for meeting and conferring, the City shall continue the benefits under 8.1, 8.2, and 8.4.

8.4 Full Medical Insurance Comparable To Rate Charged Under PEMHCA Kaiser North Plan

For active represented employees enrolled in a PEMHCA medical insurance plan, the City shall pay to PERS an amount of money on behalf of the employee which, when combined with the amount stated in Section 8.2, shall be the equivalent to one hundred percent (100%) of the premium cost of the California Kaiser Permanente family plan. If a represented employee chooses to participate in a PEMHCA plan, which is more expensive than the California Kaiser Permanente family plan, the represented employee shall pay the additional cost.

8.5 Medical And Dependent Care Reimbursement Plan

The City shall maintain a salary reduction plan as provided by Section 125 of the Internal Revenue Service Code permitting permanent represented employees to designate a portion of their annual salary to be withheld and subsequently used to provide pre-tax reimbursements for verified medical (“MCAP”) and dependent care (“DCAP”) expenses, subject to the rules of the IRS and governing regulations.

If a represented employee receives medical insurance coverage through their spouse or partner, signs the City form electing not to receive City paid medical coverage, and provides the City with satisfactory proof of insurance coverage, the represented employee shall receive one of either:

- \$125 per month in cash; or
- \$125 per month City contribution into the represented member’s DCAP or MCAP account.

Effective January 1, 2004, the monthly in lieu amount shall be increased to \$135. Effective January 1, 2005, the monthly in lieu amount shall be increased to \$145. Effective January 1, 2006, the monthly in lieu amount shall be increased to \$150. Effective January 1, 2007, the monthly in lieu amount shall be increased to \$160.

8.5.1 Maximum Deductions

The maximum annual amount that may be deducted from a represented employee’s annual salary for reimbursement of nonmedical dependent care expenses is \$5,000. The maximum amount that may be deducted from the represented employee’s annual salary for reimbursement of personal and dependent medical expenses is \$5,000. All medical and dependent care expenses for which reimbursement is requested must comply with the requirements of the IRS code.

8.5.2 Administrative Fees

If the City, in its sole discretion, determines that administration of the program will require the services of an outside entity or contractor that charges a fee for administering DCAP and MCAP deductions and reimbursements, participating represented employees shall be responsible for paying that fee.

8.5.3 Tax Liability For Flexible Spending Benefit

Notwithstanding the City’s intent to comport with I.R.C. Section 125, each represented employee shall be solely and personally responsible for a federal, state, or local tax that may arise out of the implementation of this subsection.

8.6 Dental Insurance

The City agrees to contribute an amount equal to one hundred percent (100%) of the cost of employee and dependent coverage in the City dental plans, which include orthodontia and a preferred provider option. For the purpose of this provision, dependents shall include domestic partners of represented employees who have filed a Declaration of Domestic Partnership in accordance with established City policy.

8.7 Vision Care

The City agrees to maintain current employee and dependent coverage in the established City vision care plan. For the purpose of this provision, dependents shall include domestic partners of represented employees who have filed a Declaration of Domestic Partnership in accordance with established City policy.

8.8 Blood Bank

The City agrees to enroll represented employees in the City of Oakland Blood Bank Program as described below.

8.8.1 Sponsor

City of Oakland, in cooperation with the Blood Bank of the Alameda-Contra Costa County Medical Association, since 1980.

8.8.2 Eligibility

All City of Oakland employees and family dependents.

8.8.3 Program Operation

The City normally conducts two blood donation drives per year, one in January and one in July. Donations are credited to the City of Oakland Club and are good for one year. Withdrawals are made from the account by submitting requests to the City Manager's Office. City credits remaining at the end of one year are switched into the general Blood Bank Fund. However, by participation in the program, all blood needs of the City are covered, even if there are insufficient credits in the City Club account, without monetary charge or replacement requirement to the represented employee during the term of this Agreement. The City and the Union agree to actively encourage represented employees and dependents to participate in the blood donation drives.

8.9 Life Insurance

The City agrees to provide a term life insurance policy for each full-time represented employee in the amount of one times the employee's annual salary, rounded up to the nearest one-thousand dollars (\$1,000), including an accidental death and dismemberment benefit of equivalent amount. The City also agrees to provide represented employees the option of

purchasing supplemental term life insurance. This supplemental term insurance is contingent upon the City meeting the plan requirements stipulated by the insurance carrier.

8.10 Disability Insurance

The City agrees to pay the premium cost of represented employee participation in the established disability insurance program.

8.11 Chemical Dependency Treatment Program

The City agrees to provide a chemical dependency treatment program for represented employees and their eligible dependents up to a maximum of thirty thousand dollars (\$30,000) in total lifetime program benefits.

8.12 Continuation Of Coverage While On Paid Leave

The City agrees to continue City contribution to premium payments for represented employees while on authorized paid leaves of absence.

8.13 Deferred Compensation Plan

Represented employees may participate in the established City deferred compensation plan. The Union shall have one (1) member on the City's Deferred Compensation Committee

8.14 Retiree Benefit

Any represented employee who retires from the City on or after January 1, 1987, who has ten (10) years or more of service with the City in either a permanent full-time or permanent part-time position, and who enrolls in a PERS PEMHCA plan shall receive for such time as he/she maintains his/her enrollment in a PEMHCA health plan for represented employee and one dependant the following benefit: effective January 1, 2003, the lesser of a monthly payment of four hundred twenty-five and forty-two cents (\$425.42) or one hundred percent (100%) of the represented employee's PEMHCA plan premium computed by combining the provisions of Section 8.2 above with this benefit. These payments shall be made on a quarterly basis. The City shall provide the option of direct deposit if it becomes available for this benefit. The obligations set forth in this subsection shall be subject to the following conditions:

8.14.1 Each person receiving the benefit shall be responsible for payment of federal state and local taxes, if required. The City shall not withhold taxes when awarding this benefit unless otherwise required to do so by a governmental taxing agency and shall not be obligated by this Agreement to issue a 1099 to persons receiving the benefit.

8.14.2 Each person receiving the benefit shall be obligated to notify the City within thirty (30) days of the retiree's and/or eligible family member's eligibility for Medicare.

8.14.3 An eligible family member for PEMHCA coverage who survives the death of a retiree shall continue to receive this benefit as long as it is allowed by PERS, as long as the survivor remains enrolled in a PERS plan, and as long as the survivor has been

designated to receive the survivor's benefit under PERS and is receiving the survivor's benefit under PERS.

ARTICLE 9: LEAVES OF ABSENCE

9.1 Sick Leave

9.1.1 Annual Earned Sick Leave

Represented employees shall accrue sick leave on a biweekly basis at the rate of one (1) full working day per month of service to the City, except that sick leave shall not be credited until the completion of the first three (3) months of service.

9.1.2 Accumulated Earned Sick Leave

Sick leave with pay that is not used shall be cumulative. Sick leave credits may be accumulated not to exceed one hundred and fifty (150) working days. Sick leave credits accrued under this provision shall be expressed in hours.

9.1.3 Use Of Sick Leave

9.1.3.1 Minimum Usage

Sick leave may be used in minimum increments of one (1) hour.

9.1.3.2 Family Illness

Each represented employee who is otherwise eligible to take sick leave may, in the event of illness in the immediate family, take a maximum of twelve (12) working days family sick leave in any calendar year. Such family sick leave shall be charged against the represented employee's accumulated sick leave credits and is subject to acceptable medical verification.

For the purposes of this provision, immediate family shall be defined as mother, father, husband, wife, son, daughter, brother, sister, grandfather, grandmother, father-in-law, mother-in-law, grandchildren in the custody of grandparents who are represented employees, and domestic partners of represented employees who have filed a Declaration of Domestic Partnership, in accordance with established City policy.

In special circumstances involving the illness of a person who has raised the represented employee in lieu of a natural parent or has been raised by a represented employee in lieu of the natural parent, the department head or designated representative may consider granting family illness leave under this provision to the affected represented employee. In such cases, the represented employee must receive a written approval from the department head or designated representative prior to departure on such leave.

A represented employee may be permitted to take family sick leave in excess of twelve (12) days in any calendar year in the case of the critical or serious illness of the immediate family member, as defined above, who resides in the

represented employee's household and where other arrangements for the care of the family member are not feasible.

This section does not extend the maximum period of leave to which a represented employee is entitled under the Family and Medical Leave Act of 1993 (29 U.S.C. Section 2606, et seq.), the California Family Rights Act (Government Code Section 12945.2) and City policies implementing these Acts, regardless of whether the represented employee receives sick leave compensation during that leave. (See Labor Code Section 233.)

9.1.3.3 Verification Of Leave

When a represented employee has been absent under personal illness for more than five (5) consecutive working days or has established a pattern of personal illness exceeding twenty (20) working days in one work year, the City is authorized to request that the represented employee have a physical examination by a City selected physician and a certification by that physician of the represented employee's physical fitness to return and continue the duties requisite to employment. The City will pay the cost of this examination and certification.

9.1.4 Sick Leave Buy-Back – Leaving City

City agrees to compensate, in cash, represented employees leaving City service after ten (10) cumulative years of employment, uninterrupted by any single period of absence in excess of one (1) year, for thirty-three and one-third percent (33-1/3%) of accrued sick leave.

9.1.5 Annual Sick Leave Sell-Back/Conversion

Represented employees may sell back a portion of their unused sick leave or convert it to additional days of vacation, provided that the represented employee must have a minimum of sixty (60) days of accumulated sick leave at the beginning of the calendar year (January 1). The represented employee may exercise one of the following options each calendar year:

- (1) Accumulate sick leave credits to the one hundred and fifty day (150) maximum; or,
- (2) Covert sick leave earned in excess of the basic requirement of sixty (60) days to vacation ratio of two (2) sick leave days to one (1) day of vacation up to a maximum of six (6) vacation days.
- (3) Sell back sick leave earned in excess of the basic requirement of sixty (60) days, at the ratio of two sick leave days to one (1) days of pay, up to maximum of six (6) days pay.

9.1.6 Return To Work

If requested by the City management, a represented employee shall not return to work until she/he submits a medical doctor's authorization to return to work. The City will pay for the cost of any portion of the certification requested by the City that is not paid by medical insurance.

9.2 School Activities Leave

The City shall permit a represented employee who is a parent, guardian, or grandparent having custody of a child in kindergarten or grades 1 to 12, inclusive, or attending a licensed child day care facility, to take up to forty (40) hours each year, not exceeding eight (8) hours in any calendar month of the year, to participate in activities of the school or licensed child day care facility of any of the represented employee's children. Represented employees must give their supervisor notice at least four (4) workdays prior to the planned absence.

The represented employee shall use existing vacation, personal leave, compensatory time off, or time off without pay for purposes of the planned absence described in this section.

If requested by the represented employee's supervisor, the represented employee shall provide documentation from the school or licensed child day care facility as proof that the represented employee participated in school or licensed child day care facility activities on a specific date and at a particular time.

9.3 Family Death Leave

9.3.1 Definition Of Immediate Family

For the purposes of this provision, immediate family shall be defined as mother, father, husband, wife, son, daughter, brother, sister, grandfather, grandmother, grandchild, father-in-law, mother-in-law, domestic partners of represented employees who have filed a Declaration of Domestic Partnership in accordance with established City policy, and parents and children of the domestic partner.

9.3.2 Special Circumstances

In special circumstances involving the death of a person who has raised the represented employee in lieu of a natural parent or has been a child who is being raised by the represented employee in lieu of a natural parent, the department head or designated representative may consider granting leave under this provision to the affected represented employee.

9.3.3 Entitlement

Upon approval of the department head or designated representative, a represented employee may be granted family death leave with pay not to exceed five (5) working

days. Such leave shall not be charged against vacation or sick leave to which a represented employee may be entitled, but shall be in addition to that leave.

In order to be eligible for family death leave, a represented employee must have worked full-time for the City for a period of six (6) consecutive months. A represented employee may be asked to furnish satisfactory verification for use of family death leave.

In cases involving exceptional hardship, the City will consider granting up to one (1) additional day of family death leave with pay. In such cases, the represented employee must receive written approval from the department head or designated representative prior to departure on such leave.

9.4 On-The-Job Injury Leave And Compensation

A represented employee shall be granted on-the-job injury/illness leave when the represented employee is unable to work because of any on-the-job injury/illness as defined in the California Labor Code (Worker's Compensation Act).

9.4.1 City Paid Leave Entitlement

9.4.1.1 Probationary Employee

Effective January 28, 2003, an entry probationary represented employee (as defined in Section 14.2.1) shall not be entitled to City paid leave entitlement under Section 9.4. Section 9.4.1.1 also applies to represented employees in Unit UM1 or UM2 who have worked in the classifications for less than one (1) year.

9.4.1.2 Permanent Employee

For any on-the-job injury/illness with a date of injury/illness on or after January 28, 2003, permanent represented employees shall be entitled to a maximum of sixty (60) working days of City paid on-the-job injury/illness leave per injury or illness. Reoccurrences of an injury/illness shall not be considered a new injury/illness and shall not entitle the represented employee to a new sixty (60) working day free period. The sixty (60) working days per injury or illness does not have to be used consecutively. The sixty (60) working day on-the-job injury/illness leave entitlement, commonly referred to as the "free period," shall not be deducted from the represented employee's accrued sick leave or any other accrued paid leave. Section 9.4.1.2 also applies to represented employees in Unit UM1 or UM2 who have worked in the classifications for more than one (1) year.

9.4.1.3 Long Term Permanent

Permanent represented employees with ten (10) consecutive years of service to the City as of January 1, 2003, shall be entitled to a maximum of ninety (90)

working days of paid on-the-job injury/illness leave per injury or illness with the same standards as stated in Section 9.4.1.2. Section 9.4.1.3 also applies to represented employees in Unit UM1 with ten (10) consecutive years of service to the City in the classification as of January 1, 2003.

9.4.1.4 Workers' Compensation Claim

An on the job injury/illness must qualify as a workers' compensation claim under standards applied by the Workers' Compensation Appeals Board. The Workers' Compensation Appeals Board's rejection of a represented employee's claim shall result in disqualification of the represented employee's injury/illness for leave under this provision. On-the-job injury leave previously granted for a disqualified injury/illness will be deducted from the represented employee's other accrued paid leave balances, or the represented employee may reimburse the City in cash.

9.4.1.5 Physical Examination

As permitted by state law, City policies, and Civil Service Personnel Rules, the City may require a represented employee to submit to an examination.

9.4.1.6 Workers' Compensation Benefits

Payment under this provision shall not be cumulative with any benefit that the represented employee may receive under the California Labor Code as the result of the same injury/illness. If, after the sixty (60) working day period of City paid leave, the represented employee is still unable to work, the represented employee may supplement any benefits paid under the Labor Code with accumulated sick leave and vacation to the extent necessary to make up the difference between the amount of the award and the normal weekly base pay for each week of continuing disability.

9.5 Military Leave

The City shall provide military leave to represented employees in accordance with City Council Resolution 79044, attached to and incorporated into this Agreement as Appendix G, Military Leave.

9.6 Jury Leave

Leave of absence with pay shall be granted to a represented employee who has been selected for jury duty that is mandatory, provided, however, that in circumstances where it is deemed necessary by the City, the represented employee shall cooperate by requesting a deferral of such jury duty to a later date. A represented employee who serves on jury duty shall be paid regular salary for the period of such duty.

The represented employee shall keep any fees he/she receives for jury duty.

9.7 FMLA/CFRA And Pregnancy Disability Leave

Represented employees are eligible for leave under the California Family Rights Act (“CFRA”), the Federal Family and Medical Leave Act (“FMLA”), and the California Pregnancy Disability Leave Act (“PDLA”). The provisions of this Agreement and City policies shall be applied consistent with applicable state and federal law.

9.8 Leave Of Absence Without Pay

In its discretion, the City may grant a permanent full-time or permanent part-time represented employee a leave of absence without pay of up to one (1) year.

9.9 Disability Insurance

To be eligible for the disability insurance coverage described in Section 8.10, a represented employee shall be required to use all but ten (10) days of accrued and/or accumulated sick leave.

9.10 Integration Of Disability Insurance Coverage And Paid Leaves

A represented employee may supplement any disability insurance benefits paid under a disability insurance program provided in Section 8.10 with accumulated sick leave and vacation to the extent necessary to make up the difference between the amount of insurance benefits paid and the normal weekly base pay for each week of disability.

9.11 Limited/Modified Duty

Upon either party’s request, the City and the Union shall meet to discuss the development of a limited duty policy for represented employees unable to perform their normal work duties because of injury or illness on a department-by-department basis. The priority of any such agreement reached shall be industrially injured represented employees, but the policy may include coverage of non-industrially injured represented employees, if considered feasible by the City. In the absence of any such policy, the City shall maintain the right and sole discretion to grant or continue any light duty assignment.

9.12 Management Leave (Units UM1 And UM2)

Represented employees in Units UM1 and UM2 shall be awarded five (5) days of Management Leave July 1st of each year.

Additionally, represented employees who work irregular work hours or who demonstrate superior performance during the eligibility period of July 1 through June 30 of each year may also be awarded an additional zero (0) to five (5) days of leave. The awarding of such additional leave will be at the sole discretion of the City Manager.

Awarded Management Leave may be cashed out at the discretion of the represented employee. If such leave is taken as paid time off, it must be taken by the last pay period including June 30th of each year. Such leave is not cumulative from year to year, i.e. an eligible represented employee must use the leave, or forfeit it. With their supervisors’ approval, individual

represented employees are responsible for arranging to use the Management Leave during the one (1) year period.

Represented employees who terminate employment after having been awarded Management Leave shall be paid for such awarded, but unused leave, upon termination.

[See Special Agreement attached as Exhibit __ for VTN Unpaid Leave.]

ARTICLE 10: VACATION LEAVE

10.1 Entitlement

A represented employee shall accrue vacation leave, from the date of the represented employee's regular appointment by the City, on a biweekly basis at the rates enumerated below. For the purpose of determining the amount of vacation entitlement, an employment year is defined as the period of one (1) year from the anniversary date of such appointment by the City. Vacation rate increases will become effective at the beginning of the pay period that includes the represented employee's anniversary date. Vacation entitlement rates are as follows:

- 10.1.1 Ten (10) days per year through the first four (4) full employment years.
- 10.1.2 Fifteen (15) days per year beginning the fifth (5th) employment year up to and including the twelfth (12th) full employment; provided, however, that during the fifth (5th) and tenth (10th) full employment years a represented employee, on his/her anniversary date, shall receive one (1) additional day of vacation for those years only.
- 10.1.3 Eighteen (18) days per year beginning the thirteenth (13th) employment year up to and including the fifteenth (15th) full employment year; provided, however, that during the fifteenth (15th) full employment year a represented employee, on his/her anniversary date, shall receive one (1) additional day of vacation for that year only.
- 10.1.4 Nineteen (19) days per year beginning the sixteenth (16th) employment year up to and including the nineteenth (19th) full employment year.
- 10.1.5 Twenty (20) days per year beginning the twentieth (20th) full employment year up to and including the twenty-fifth (25th) full employment year; provided, however, that during the twentieth (20th) and twenty-fifth (25th) full employment years a represented employee, on his/her anniversary date, shall receive one (1) additional day of vacation for those years only.
- 10.1.6 Twenty-five (25) days per year beginning the twenty-sixth (26th) full employment year up to and including the twenty-ninth (29th) full employment year.
- 10.1.7 Thirty (30) days per year beginning the thirtieth (30th) full employment year; provided, however, that during the thirtieth (30th) full employment year and at subsequent five (5) year intervals a represented employee, on his/her anniversary date, shall receive one (1) additional day of vacation for those years only.

10.2 Right To Take Accrued Leave

A represented employee may take accrued vacation, with the prior scheduling approval of the department head.

10.3 Limitation On Unused Vacation Leave Balances

Represented employees may accrue vacation leave balances up to a maximum of two (2) times the represented employee's annual vacation accrual rate as of the pay period containing January 1 of each year. Should the represented employee's vacation leave balance exceed the allowable amount, the represented employee will cease to accrue vacation leave until such time as the vacation balance is reduced below the maximum allowable balance.

10.4 Minimum Usage

Normally, a represented employee may take vacation leave in increments of not less than one (1) day with the prior scheduling approval of the department head. In special circumstances, with the department head's approval, represented employees may also take a fraction of a day, but in no event less than one (1) hour.

10.5 Interruption Of Leave

In the event that a holiday occurs during a period of authorized vacation leave, the workday, which is the holiday, shall be charged as a holiday and not as a day of vacation. In the event that a represented employee is seriously ill during scheduled vacation, the full workdays on which such illness occurs shall not be charged to vacation leave, provided that a doctor's certificate or report of treatment is submitted to and approved by the department head. It is expressly understood that the use of sick leave during vacation is reserved for serious illnesses, such as those which confine a represented employee to bed, and that the vacation period is not automatically lengthened by its use. Vacation leave not used due to the use of sick leave in an authorized vacation period shall be rescheduled for use at a later date, in accordance with established procedure.

10.6 Paychecks During Vacation

If a pay period falls within a represented employee's scheduled vacation period, that represented employee shall be entitled to receive, prior to the start of such vacation period, upon request in accordance with established City procedures, any regular paycheck(s) which would normally be received during said period. This provision shall apply only to represented employees whose scheduled vacation leave is five (5) consecutive working days or longer. It is understood that this option shall not be available to those represented employees who choose to participate in the City's Direct Payroll Deposit Program.

10.7 Vacation Sell-Back

10.7.1 Represented employees in Units TA1, TF1, TM2, and TW1 may sell back to the City up to fifteen (15) days of accrued vacation each calendar year as long as the represented employee has taken at least ten (10) days of vacation leave during a the preceding calendar year.

10.7.2 Represented employees in Units UM1, UM2, and UH1 may sell back to the City up to fifteen (15) days of accrued vacation each calendar year.

10.8 Personal Business Leave

A represented employee shall be allowed to take up to two and one-half (2-1/2) days per year of accrued vacation leave for personal business purposes, with the prior scheduling approval of the department head. Normally, the leave shall be taken in one-half day increments; however, smaller increments may be granted in justified cases by the department head.

ARTICLE 11: HOLIDAYS

11.1 Designated Holidays

The following days of each year are designated holidays:

- 11.1.1 January 1st.
- 11.1.2 The third Monday in January, known as “Martin Luther King Day.”
- 11.1.3 February 12th, known as “Lincoln Day.”
- 11.1.4 The third Monday in February, known as “Presidents’ Day.”
- 11.1.5 The last Monday in May known as “Memorial Day.”
- 11.1.6 July 4th.
- 11.1.7 The first Monday in September, known as “Labor Day.”
- 11.1.8 September 9th, known as “Admission Day.”
- 11.1.9 November 11th, known as “Veterans’ Day.”
- 11.1.10 The Thursday in November appointed as “Thanksgiving Day.”
- 11.1.11 The Friday after “Thanksgiving Day.”
- 11.1.12 December 25th.
- 11.1.13 Floating holiday, subject to prior approval of the department head.
- 11.1.14 Holiday must be taken during the fiscal year in which it is earned. The floating holiday shall be credited at the beginning of the pay period that includes July 1.

In order to qualify for receipt of compensation for a designated holiday, an employee must be in paid status the work day before and the workday after the designated holiday.

11.1.15 Christmas Or New Year’s Eve

- 11.1.15.1 Represented employees assigned to work schedules that require them to work on both December 24th and December 31st shall be entitled to one of the following:

- 11.1.15.1.1 one-half of the work shift as paid time off on both the above days; or

11.1.15.1.2 one full work shift as paid time off on either of the above days.

11.1.15.2 Represented employees whose regular workweek is Monday through Friday, when December 24th and December 31st occur on Saturdays or Sundays, shall be entitled to one of the following:

11.1.15.2.1 one-half of the work shift as paid time off on both the Friday preceding Christmas Eve and the Friday preceding New Year's Eve; or

11.1.15.2.2 one full work shift as paid time off on either the Friday preceding Christmas Eve or the Friday preceding New Year's Eve.

Such time off shall be granted by the department head, subject to the need to provide public services.

11.1.16 Holidays On Regular Day Off

In the event that a designated holiday falls upon a normal day off that is either a Saturday, as to a represented employee who works a Monday through Friday workweek, or the first day off of a normal scheduled two (2) days off, as to a represented employee whose workweek is one other than Monday through Friday, then in either such event such employee, as the case may be, shall receive one (1) additional day of vacation.

In the event that a designated holiday falls upon a normal day off which is either a Sunday as to a represented employee who works a Monday through Friday workweek, or the second day off of normally scheduled two (2) days off, as to a represented employee whose workweek is one other than Monday through Friday, then in either such event such employee, as the case may be, shall receive the next following day off.

[See additional holidays in Special Agreement attached as Appendix ____.]

ARTICLE 12: PERMANENT PART-TIME BENEFITS

A permanent part-time represented employee, who works fifty percent (50%) or more of the normal workweek for the full-time equivalent to the represented employee's own class, shall be entitled to the following benefits:

12.1 Paid Leave

A permanent part-time represented employee shall accrue vacation and sick leave on a pro-rata basis according to the time worked in relation to the normal workweek for the full-time class.

12.2 Holidays

A permanent part-time represented employee who works throughout the fiscal year fifty percent (50%) or more of the normal work week for the full-time equivalent of the PPT represented employee's classification shall earn holiday pay on a pro-rata basis according to the time worked in relation to the normal workweek for the full-time class.

12.3 Insurance Programs

The City agrees to provide a term life insurance policy for permanent part-time represented employees in the amount of one-half the full-time equivalent annual salary rounded up to the nearest one thousand dollars (\$1,000), including an accidental death and dismemberment benefit of an equivalent amount, and to contribute toward the cost of health and dental insurance coverage under the established City plans for permanent part-time represented employees at the rate of sixty-five percent (65%) of the City contribution rates provided for in Sections 8.1, 8.2, 8.3, 8.4, 8.5, and 8.6. A permanent part-time represented employee shall also be covered by the City's disability income protection plan based on the full-time employee benefit provided for in Section 8.10, pro-rated to the average number of hours worked per month over the previous twelve (12) months.

ARTICLE 13: WORKING CONDITIONS

13.1 Hours Of Work (Units TA1, TW1, And TF1)

For represented employees in Units TA1, TW1, and TF1 the regular daily work schedule shall be seven and one-half (7½) hours (excluding meals periods); the regular weekly work schedule shall be thirty-seven and one-half hours (37½) (excluding meal periods), except for represented employees in the classification of Fire Protection Engineer and Unit TF1 employees in classifications designated as "Field," whose regular daily work schedule shall be eight (8) hours and whose regular weekly work schedule shall be forty (40) hours (excluding meal periods). The purpose of this Section is to fix the standard number of hours normally worked by a full-time represented employee. Section 13.1 shall not apply to represented employees in Units TM2, UM1, and UM2.

13.1.1 Rest Period

One fifteen (15) minute rest period of shall be scheduled during each work period of three (3) or more hours; scheduling of this rest period shall be at the discretion of the department head or authorized supervisor, with no loss of pay or time off charged.

13.1.2 Lunch Period

Full-time represented employees shall be entitled to an uninterrupted unpaid lunch period of no longer than one (1) hour nor less than one-half (1/2) hour scheduled at or about the midpoint of each work shift.

13.2 Shifts And Schedules (Unit TF1)

13.2.1 The City shall exercise good faith in establishing work schedules. The functional needs of the City shall prevail in scheduling.

13.2.2 Changes in work schedules for full-time represented employees in Unit TF1 shall be posted at least one (1) week in advance, except in cases of emergency or unusual circumstances. The Union shall also be advised of Unit TF1 full-time employee schedule changes at least one (1) week in advance.

13.3 Alternative Work Scheduling

Departments may design a departmental alternative work scheduling program, which shall be in compliance with the guidelines below that address public service needs and departmental needs, and that takes into account represented employee preferences.

Alternative work schedules may only be used in those circumstances where in the judgment of the department head all requirements for the provision of public service, public access, and economical staffing are met; no increase in overtime costs are incurred; and internal and external contact needs are fulfilled.

Staggered work schedules may be established by each department head. One or more of such schedules must include the normal schedule of the department or division so that the department or division is open for business as expected by others.

Represented employees may initiate requests to work alternate work schedules, including staggered work schedules, subject to the approval of the department head. Such requests will be responded to in a timely manner, normally within thirty (30) calendar days.

Alternative work scheduling, including staggered work schedules, may be canceled at any time for any or all affected departmental represented employees by the department head.

13.4 Health And Safety

Health and safety are mutual concerns of the City and of the Union. The City recognizes its responsibility to maintain health and safety standards in accordance with the California Occupational Safety and Health Act. The Union recognizes its responsibility to encourage represented employees to work safely and efficiently.

In those instances where a represented employee has a complaint arising out of a health and safety condition under the City's responsibility, and where the complaint is not resolved expeditiously at the department level, the Union department representative and the Employee Relations Officer shall promptly meet to discuss the matter.

13.5 Community And Customer Service Commitment

The parties recognize that the City must strive to provide the citizens of Oakland with the best possible services within the limits of available resources. In addition, the City and the Union recognize their mutual responsibility to perform productively in order to provide citizens with specified services at specified levels.

The Union agrees to actively encourage all represented employees to work cooperatively within the work groups to which they are assigned and to participate in City training, education, and development offerings established to foster improved interpersonal relationship among City staff.

The Union also agrees to encourage its represented employees to support the City's goals of reducing crime, improving public schools, revitalizing the downtown area, and supporting cultural arts. To support these goals all represented employees are encouraged to volunteer for activities such as mentoring a school age child or participating in literacy programs.

13.6 Floor Wardens

Represented employees who are formally designated to serve as floor wardens will have the option to voluntarily rotate out of the assignment after serving two (2) years, effective July 1, 2003.

13.7 Special Provisions

When food is provided for City Council Members at closed session on Tuesday Council Meeting days, the City will provide food for City Council staff members.

ARTICLE 14: PERSONNEL PROVISIONS

14.1 Personnel File

Represented employees will be given a copy of entries of a derogatory nature when they are placed in their official personnel file.

Derogatory entries in a represented employee's official personnel file are evaluated in terms of the seriousness of the action(s) or incident(s) described and the recency and repetitiveness of such action(s) or incident(s) for use in disciplinary proceedings. Entries describing action(s) or incident(s) that are of minor significance and/or that have not been repetitive will receive more limited consideration in disciplinary proceedings.

Disciplinary letters in a represented employee's file shall not be used as the basis for disciplinary action imposed more than four (4) years after the date of the disciplinary letter. But disciplinary letters of any date may be used to rebut factual assertions made by or on behalf of the represented employee in disciplinary proceedings. Disciplinary letters of any date may also be used as evidence that the City has complied with progressive discipline requirements (if any apply), the represented employee is aware of rules or standards of conduct, and/or the represented employee has been instructed to take specified actions or improve conduct.

Information of a derogatory nature shall not be entered into a represented employee's personnel file until the represented employee is given notice and an opportunity to review and comment on the information. A represented employee shall have the right to attach to any such derogatory statement, the represented employee's own comments on the information.

Represented employees may review their official personnel files in the Personnel Department twice per year and may make copies, at their own expense, of the documents contained in the file, except that copies of all original entries to the files shall be provided at no expense to represented employees at the time of entry. The City may establish reasonable rules for the control of the files in the implementation of this provision.

A represented employee may also authorize, in writing, the Union Representative to inspect a personnel file related to a dispute concerning that represented employee.

Material in personnel files shall be regarded as confidential and disclosed only in accordance with provisions of law.

To the extent that any aspect of this section creates an expectation of progressive discipline, it shall not apply to Unit UM1.

14.2 Probationary Period

Section 14.2 shall not apply to represented employees in UM1.

14.2.1 Entry Probationary Period

The probationary period of a represented employee filling a position from an entrance examination shall be for a period of twelve (12) consecutive months of active service. At its option, the City may extend the probationary period by a three-month period. An additional three (3) months may be added to the probationary period by mutual agreement between the City and the Union.

14.2.2 Promotional Probationary Period

The probationary period of a represented employee filling a position from a promotional examination shall be for a period of six (6) months active service performing the full duties of the promoted position. At its option, the City may extend the promotional probationary period by a three (3) month period. An additional three (3) months may be added to the promotional probationary period by mutual agreement between the City and the Union.

14.2.3 Assistant Engineer I Probation

Represented employees in the classification of Assistant Engineer I shall automatically be promoted to the classification of Assistant Engineer II provided that they successfully complete the eighteen (18) month probationary period in the Assistant Engineer I class and possess an Engineer In-Training (EIT) certificate. Upon department head recommendation, an Assistant Engineer I may be promoted to the classification of Assistant Engineer II at the end of twelve (12) months. In such an event, the remaining probationary period shall be waived and the probationary period shall be deemed completed.

14.2.4 Injury Or Illness During Probationary Period

If a represented employee has been unable to perform the full duties of the position for period of thirty (30) days or more because of injury or illness, the City may extend the entry and promotional probationary periods by the period of time lost as a result of such illness or injury. In addition, the City shall not be required to complete performance appraisals during periods when the represented employee is unable to perform the full duties of the position for a period of thirty (30) days or more because of injury or illness.

14.2.5 Permanent Status

In the event a probationary represented employee is not satisfactorily meeting City standards and is not satisfactorily completing probation, the City shall notify the represented employee on or before the end of the twelve (12) month entry probationary period or the six (6) month promotional period. If the City does not give the represented employee notice of release or removal during probationary period, the represented employee shall be classified as a permanent City employee.

14.3 Performance Appraisals

Section 14.3 shall not apply to represented employees in UM1.

The City agrees that represented permanent employees are entitled to Annual Performance Appraisals outlining progress and performance. Performance Appraisals serve the following purposes: (1) ensuring the supervisor's regular review of each represented employee's performance; (2) encouraging improvement in a represented employee's performance; (3) determining whether a represented employee's performance has improved; (4) providing represented employees with effective supervision; (5) complimenting a represented employee's performance and achievement. Each represented employee's Performance Appraisal shall include one of the following Overall Ratings:

- ☐ Exceeds expectations;
- ☐ Fully effective;
- ☐ Improvement needed;
- ☐ Unacceptable.

14.3.1 Twelve Month Probation Appraisal

During a represented employee's twelve (12) month entry level probationary period, the City shall complete a performance appraisal on or about the end of the third, fifth, eighth, and eleventh months of service. If the represented employee becomes permanent, the City shall complete a performance appraisal annually.

14.3.2 Six Month Probation Appraisal

During a represented employee's six (6) month promotional probationary period, the City shall complete a performance appraisal on or about the end of the third and fifth months of service. If a represented employee becomes permanent, the City shall complete a performance appraisal annually.

14.4 Entry Level Examinations

Section 14.4 shall not apply to represented employees in UM1.

14.4.1 Announcements Of Examination

City agrees to routinely make information regarding examinations available each month, in advance, to employees represented by the Union.

14.4.2 Certification Of Eligibles To Fill Vacancies

Whenever a position in the classified Civil Service is to be filled, for which no reinstatement list exists, the appointing authority shall receive a list of four (4) names. In the case of multiple vacancies, the appointing authority shall receive a list of four (4) names, plus two (2) names for each additional vacancy to be filled; provided, however, that a lesser number may be certified when there is not the required number on the eligible list.

14.4.3 Transfer List (Unit TF1)

When requested by a represented employee in Unit TF1, The City will place the represented employee's name on a transfer list for the represented employee's classification. The City will consider represented employees on the transfer list prior to filling vacant positions.

14.5 Promotions/Certification Of Eligible To Fill Vacancies (TF1)

Section 14.5 shall not apply to represented employees in UM1.

In the case of certification from a promotional list to fill a position in Unit TF1 for which no reinstatement list exists, the Director of Personnel Resource Management shall certify to the appointing authority the first five (5) names necessary to fill such position and, in the case of certification from the list to fill multiple vacancies, the Director of Personnel Resource Management shall certify a number of names equal to the number of vacancies to be filled and four (4) additional names, provided, however, that a lesser number may be certified when there is not the required number on the eligible list.

14.6 Promotional Examinations

Section 14.6 shall not apply to represented employees in Units UM1 and UM2.

14.6.1 Announcements Of Promotional Examinations

In the manner required by the Civil Service Personnel Rules, the City agrees to Announce Promotional Examinations.

14.6.2 Seniority Points [Rule 4.13(a)]

A represented employee with ten (10) or more years of active City service who successfully completes a promotional examination shall have five (5) points added to the represented employee's final score. A represented employee with fewer than ten (10) years of active City service who successfully completes a promotional examination shall have up to a maximum of five (5) points, prorated based on the number of years of active City service, added to the represented employee's final score. Seniority points shall be calculated as of the date of the job announcement.

14.6.3 Residency [Rule 4.13(b)]

A City of Oakland resident competing in an examination shall be given an additional five percent (5.0%) added to the score, provided that the represented employee initially scores a passing grade on the examination and has been a resident for a minimum period of one (1) year as of the date of the job announcement.

14.6.4 Certification Of Eligibles To Fill Vacancies

Whenever a promotional position in the Classified Civil Service is to be filled, for which no reinstatement list exists, the appointing authority shall receive a list of four (4) names. In the case of multiple vacancies, the appointing authority shall receive a list of four (4) names, plus two (2) names for each additional vacancy to be filled; provided, however, that a lesser number may be certified when there is not the required number on the eligible list.

Individuals on the promotional eligible list shall be certified and considered for appointment before individuals on the original entrance and/or restricted eligible list(s).

14.6.5 Administrative Analyst Flexible Staffing

Represented employees in the classification of Administrative Analyst I may promote into the classification of Administrative Analyst II without benefit of competitive examination. Such represented employees must meet criteria established by the City regarding minimum qualifications, years of experience, and passing a certification examination in order to be promoted to Administrative Analyst II.

14.7 Residency Zone

Represented employees hired on or after January 1, 1996, in the classifications identified in Appendix D, Residency Zone, shall be required to live in a residency zone as described in Appendix E, Residency Zone Zip Code Index. Further, such represented employees shall be required, as a condition of continued employment, to maintain residency within the zone during their employment with the City of Oakland. The City shall periodically require proof of established residence.

Represented employees hired prior to January 1, 1996, shall not be subject to the residency requirement during the term of their employment with the City. Further, should such represented employees be laid off as a result of City reduction in force they shall not be subject to the residency requirement if reinstated to employment. However, should such represented employees terminate employment and become re-employed or re-appointed to City employment at a later date, they shall become subject to the residency policy at that time.

14.8 Reduction In Force/Layoff (Units TA1, TF1, TM2, TW1, And UH1)

[See Special Agreement attached as Appendix I.]

This section shall apply only to represented employees in Units TA1, TF1, TM2, TW1, and UH1.

The City will keep the Union advised of financial planning that contemplates reduction of personnel represented by the Union and to provide a listing of classifications represented by the Union that may potentially be reduced as soon as such information may feasibly be provided.

In the event that a reduction in force is required, it shall be carried out in accordance with the layoff procedure outlined in Sections 9.01 and 9.02 of the Personnel Manual and the following:

- A reduction in force shall be effected on a City-wide basis for each classification to be reduced. Represented employees in classifications affected by a layoff who are not subject to layoff may, with City approval, volunteer to be laid off.
- A layoff (reinstatement) list shall remain in effect for a period of three (3) years.

The City will also provide the Union, on or about sixty (60) days prior to the anticipated implementation date of reductions, or when the City has knowledge of anticipated reductions, whichever is later, a unit listing by classification which will have the original service date and job class service date of each represented employee as that data existed in the City's payroll/personnel system at the time. It is understood that the information provided does not constitute an official City seniority list.

The City will provide the Union with a copy of its official layoff lists affecting represented employees when they become available.

This section, which incorporates by reference Sections 9.01 and 9.02 of the Personnel Manual, reflects the parties' agreement regarding procedures for layoffs.

14.9 Eligibility Lists During A Hiring Freeze

14.9.1 Extension

In the event the City declares a hiring freeze while any Civil Service Eligibility List is active, the duration of the eligibility list shall be extended for a period equivalent to the length of the hiring freeze.

14.9.2 Notification

When the City declares a hiring freeze, the City Manager or designee shall notify the Union in writing of the beginning and ending dates of the City-declared freeze.

14.10 Contracting Out

In accordance with Section 9.02(e) of the City Charter, the City shall not contract out for service if contracting out results in the loss of employment or salary by any person having permanent status in the competitive service.

14.11 Discipline/Just Cause

No represented employee in Unit TA1, TF1, TM2, TW1, UH1, and UM2 will be subject to disciplinary action except for just cause. The City will provide a copy of the Skelly notice of intent letter to the Union at the same time it is served on the represented employee.

Represented employees in Unit UM1 may use the Article 16 grievance procedure to grieve disciplinary actions as defined in Section 16.1.

14.12 Sexual Harassment And Violence In The Workplace

Any represented employee found to have engaged in workplace activity in violation of the City's policy on sexual harassment or violence in the workplace shall be subject to discipline.

ARTICLE 15: GRIEVANCE AND DISPUTE RESOLUTION PROCEDURE (UNITS TA1, TF1, TM2, TW1, UH1, AND UM2)

This Article shall not apply to disputes of disciplinary actions of represented employees in Unit UM1 as defined in Article 16.

15.1 Definition

A grievance is defined as any dispute that involves the interpretation or application of this Agreement or the Personnel Rules or disciplinary action (i.e. suspensions, demotions, fines, and terminations) taken against an employee other than those employees assigned to the Offices of the Mayor or City Council. A represented employee may grieve the issuance of an oral warning, written warning, and/or written reprimand, and may appeal an oral warning, written warning, and/or written reprimand up to Step 2 of this grievance procedure. The decision of the Agency Head/Department Head shall be final, however, and no oral warning, written warning, and/or written reprimand shall be subject to review by the Employee Relations Officer, an arbitrator, or the Civil Service Board (or arbitrable under this Article 15 grievance procedure.) It is the express intent of the parties that grievances be resolved expeditiously at the lowest possible administrative level.

Toward that objective, the following steps are prescribed:

15.2 Procedure

15.2.1 Step 1

15.2.1.1 Informal Discussion

The represented employee may present the grievance orally to the immediate supervisor within ten (10) working days from such time as the represented employee should reasonably have been aware of the occurrence.

15.2.1.2 Formal Submission

Should the grievance remain unresolved, the represented employee may submit the grievance in writing to the immediate supervisor within the ten (10) working days cited above. The grievance shall state the specific section(s) of this Agreement or the Personnel Rule(s) alleged to be violated, or the disciplinary action taken, and the proposed solution. The supervisor shall render a decision in writing to the represented employee and/or Union representative within ten (10) working days of the formal submission of the grievance.

15.2.2 Step 2: Appeal to Department Head

Should the grievance remain unresolved, the represented employee may, within ten (10) working days of receipt of the supervisor's decision, submit the grievance in writing to

the department head. The department head or director or designated representative shall respond to the grievance in writing within ten (10) working days after receiving the grievance.

15.2.3 Step 3: Employee Relations Officer. Union Staff Representative

Should the grievance remain unresolved, the represented employee or Union representative may, within ten (10) working days after receiving the department head response, submit the grievance in writing to the Employee Relations Officer. The Employee Relations Officer, or a designated representative, shall investigate the case and either respond to the grievance in writing within ten (10) working days of receipt of the grievance or meet with the assigned Union staff representative within ten (10) working days of submission and attempt to resolve the dispute.

15.2.4 Step 4: Civil Service Board. Arbitration

Should the grievance remain unresolved, within fifteen (15) working days of such written notice or said meeting, either party may submit such grievance to an impartial arbitrator who shall be selected by mutual agreement or, if such agreement is not reached, by alternately striking names from list of five (5) arbitrators submitted by the State Mediation and Conciliation Service. The decision of which party strikes first shall be determined by a coin toss. Alternatively, in the case of a grievance concerning disciplinary action against a represented employee (except represented employees in Unit UM1), the Union may elect to submit such grievance to the Civil Service Board, instead of to an arbitrator. The Civil Service Board may elect to use a Hearing Officer for such appeals as described in Appendix F, Civil Service Use Of Hearing Officer. In the event that the Union elects to submit the grievance to the Civil Service Board, the filing of the written grievance in accordance with the provisions of Step 1, 15.2.1 above shall satisfy the requirement of the Personnel Ordinance that the represented employee give notice of intent to appeal a disciplinary action.

If arbitration is selected, it is agreed that the arbitrator's decision shall be final and binding on all parties and the arbitrator's fees shall be borne equally by the parties. The arbitrator shall have no power to add to or subtract from the provisions of this Agreement or of the Personnel Rules.

15.3 Time Limits

Although the City may reject a grievance as untimely, timeliness shall not be the sole reason for rejecting a grievance at any step. Time limits prescribed in 15.2 above may be extended by mutual agreement of the parties. Failure of the City to follow the time limits, unless so extended, shall cause the grievance to move to the next level. If the grievance is submitted to binding arbitration, the City may include as an issue the represented employee's or Union's failure to follow the grievance time limits.

15.4 Right Of Representation

The represented employee filing a grievance, as defined above, shall have the right of representation at each step of the grievance procedure.

15.5 Witnesses

Individuals who may have direct knowledge of circumstances relating to the grievance may appear at the mutual request of the parties during any stage of the procedure. In the case of a represented employee appearance, he/she shall be compensated at his/her regular rate of pay for actual time spent appearing.

15.6 Class Action Grievance

A grievance covering more than one represented employee must be identified as a “class action grievance” when first submitted. The scope of the grievance shall then be described; and, to the extent reasonably known by the Union, the grievants shall be identified by name. A “class action grievance” must meet the definition of a grievance, as described in Section 15.1, to be processed as such.

15.7 Consolidation

Concurrent grievances alleging violation of the same provisions shall be consolidated for the purpose of this procedure as a single grievance.

15.8 Expedited Arbitration Procedure

By mutual agreement, the parties may agree to forego the Step 4 process described in 15.2.4 of this Article and submit any grievance to expedited arbitration. If the parties agree to expedited arbitration, the arbitrator will be selected as follows:

15.8.1 By agreement of the parties; or

15.8.2 The parties may request a list of five (5) arbitrators from the State Mediation and Conciliation Service and alternately strike an arbitrator until one arbitrator remains. The decision of which party will strike first shall be determined by a coin toss.

If the parties elect to submit a grievance to expedited arbitration, closing arguments will be presented orally, unless the parties agree to submit written briefs. The parties agree that the arbitrator shall issue a bench decision and subsequently provide a written decision memorializing his/her decision; provided that the parties by mutual agreement may elect to obtain a written decision following the parties’ submission of written briefs.

The arbitrator shall have no power to add to or to subtract from the provisions of this Agreement or the Personnel Rules.

ARTICLE 16: UNIT UM1 DISCIPLINARY ACTION GRIEVANCE PROCEDURE

Article 16 applies only to disputes of disciplinary actions of represented employees in Unit UM1.

16.1 Definition

For the purposes of this Article, disciplinary action shall be defined as fines, demotions, and terminations. Disciplinary action shall not include oral or written warnings, letters of reprimand, counseling memos or suspensions. It is the parties' express intent that grievances be resolved expeditiously at the lowest possible administrative level. Toward that objective, the following steps are prescribed:

16.2 Procedure

16.2.1 Informal Discussion – Step 1(a)

The represented employee may present the grievance orally to the immediate supervisor within ten (10) working days from such time as the represented employee should reasonably have been aware of the occurrence.

16.2.2 Formal Submission – Step 1(b)

Should the grievance remain unresolved, the represented employee may submit the grievance in writing to the immediate supervisor within the ten (10) working days cited above. The grievance shall state the disciplinary action taken, and the proposed solution. The supervisor shall render a decision in writing to the represented employee and/or Union representative within ten (10) working days of the formal submission of the grievance.

16.2.3 Appeal To Department Head – Step 2

Should the grievance remain unresolved, the represented employee may, within ten (10) working days of receiving the supervisor's decision, submit the grievance in writing to the department head. The department head or director or designated representative shall respond to the grievance in writing within ten (10) working days after receiving the grievance. Although the department head or designee may include timeliness as one of the reasons for denying the grievance, time limit shall not be the sole reason for denying the grievance.

16.2.4 Employee Relations Officer – Union Staff Representative – Step 3

Should the grievance remain unresolved, the represented employee or Union representative may, within ten (10) working days after receiving the department head response, submit the grievance in writing to the Employee Relations Officer. The Employee Relations Officer, or a designated representative, shall investigate the case and either respond to the grievance in writing within ten (10) working days of receiving

the grievance or meet with the assigned Union staff representative within ten (10) working days of submission and attempt to resolve the dispute.

16.2.5 Arbitration – Step 4

Should the grievance remain unresolved, within fifteen (15) working days of such written notice or said meeting, either party may submit the grievance to an impartial arbitrator who shall be selected by mutual agreement or, if such agreement is not reached, by alternately striking names from list of five (5) arbitrators submitted by the State Mediation and Conciliation Service. The decision of which party strikes first shall be determined by coin toss. The arbitrator's decision shall be final and binding on all parties and the arbitrator's fees shall be borne equally by the parties. The arbitrator shall have no power to add to or subtract from the provisions of this Agreement or of the Personnel Rules.

16.2.6 Appeals Of Disciplinary Action – Step 4 – Arbitration Procedures

The principles of progressive discipline shall not apply to disciplinary termination against represented employees in Unit UM1.

At Step 4 of the Grievance Procedure, all appeals of disciplinary action against a represented employee shall be submitted to binding arbitration under this Section. This Section provides the exclusive appeal procedure for disciplinary actions against a UM1 represented employee.

16.2.6.1 Conduct Of Hearings

Hearings will be closed to the public.

A court reporter will record the hearing. At the requesting party's expense, the court reporter's transcript of the proceedings will be available upon request.

At the option of each party, closing arguments may be presented orally or in a written brief.

16.2.6.2 Arbitrator's Responsibilities

Arbitrators shall be responsible for the conduct of the hearing and shall identify the appeal issue, determine relevant facts, assess the credibility of witnesses, evaluate the evidence, and render a final and binding decision.

The arbitrator shall submit a written decision to the parties within a reasonable period after the close of the hearing.

16.2.6.3 Costs

Costs for the arbitrator and a court reporter shall be borne equally by the City and the Union as representative of the appellant.

16.2.7 Time Limits

Although the City may reject a grievance as untimely, timeliness shall not be the sole reason for rejecting a grievance at any step. Time limits prescribed in 16.2 above may be extended by mutual agreement of the parties. Failure of the City to follow the time limits, unless so extended, shall cause the grievance to move to the next level. If the grievance is submitted to binding arbitration, the City may include as an issue the represented employee's or Union's failure to follow the grievance time limits.

16.2.8 Right Of Representation

The represented employee filing a grievance, as defined above, shall have the right of Union representation at each step of the grievance procedure.

16.2.9 Witnesses

Individuals who may have direct knowledge of circumstances relating to the grievance may appear at the mutual request of the parties during any stage of the procedure. In the case of a represented employee appearance, he/she shall be compensated at his/her regular rate of pay for actual time spent appearing.

16.2.10 Expedited Arbitration Procedure

By mutual agreement, the parties may agree to forego the Step 4 process described in Section 16.2 and submit any grievance to expedited arbitration. If the parties mutually agree to expedited arbitration, the arbitrator will be selected as follows:

16.2.10.1 By agreement of the parties; or

16.2.10.2 The parties may request a list of five (5) arbitrators from the State Mediation and Conciliation Service and alternately strike an arbitrator until one (1) arbitrator remains. The decision of which party strikes first shall be determined by coin toss.

If the parties elect to submit a grievance to expedited arbitration, closing arguments will be presented orally, unless the parties agree to submit written briefs. The parties agree that the arbitrator shall issue a bench decision and subsequently provide a written decision memorializing his/her decision; provided that the parties by mutual agreement may elect to obtain a written decision following the parties' submission of written briefs.

The arbitrator shall have no power to add to or to subtract from the provisions of this Agreement or the Personnel Rules.

16.3 Civil Service And Personnel Rules (Unit UM1)

During the term of this Agreement, represented employees in Unit UM1 shall be entitled to challenge disciplinary actions only through the procedures described in Article 16 and shall not be governed by the Oakland Civil Service Commission or the Civil Service Personnel Rules.

During the term of this Agreement, the Union agrees not to challenge the legality of this section or assert the applicability of Civil Service or Personnel Rules to Unit UM1 represented employees in any legal proceedings against the City and/or its officers or employers, and the City agrees not to submit a City Council Resolution requesting the Civil Service Board to exempt from Civil Service any Unit UM1 represented employees.

ARTICLE 17: REPRESENTED EMPLOYEES ASSIGNED TO THE OFFICE OF THE MAYOR OR CITY COUNCIL

17.1 Application

Except as stated in specific sections of this Agreement or as excluded by this Article, all of the provisions of this Agreement apply to represented employees in Units TA1 and TW1 assigned to the Office of the Mayor or the City Council. The provisions of Article 17 only apply to represented employees in Units TA1 and TW1 assigned to the Office of the Mayor or City Council.

17.2 Resolution Of Concerns Procedure For Represented Employees In Mayor's Or City Council Office

A represented employee assigned to the Office of the Mayor or City Council who desires to do so may meet with his or her immediate supervisor to discuss any dispute involving the interpretation or application of those provisions of the Agreement which apply to the employee and are not specifically excluded from applicability as defined above.

Should the matter remain unresolved, the represented employee may present the matter orally or in writing to the Vice-Mayor, or his/her designee. The Vice-Mayor, or his/her designee, may meet with the affected represented employee or respond in writing to the matter presented.

Should the matter remain unresolved, within fourteen (14) calendar days of said written response or meeting, the represented employee may elect to submit the matter to mediation through the State of California Mediation and Conciliation Service. The mediator, if unable to resolve the issue, shall render an advisory recommendation to the Vice-Mayor. The decision of the Vice-Mayor, after considering the recommendation of the mediator, shall be final and binding on the parties.

The represented employee shall be entitled to representation at the meetings by the Union or other representative.

17.3 Special Leave

Professional employees employed in the Office of the Mayor or City Council will be eligible to be awarded, on an individual employee basis, from zero (0) to five (5) days of Special Leave. This leave is awarded in recognition of the irregular work hours performed during the prior year. The eligibility period for Special Leave is July 1 through June 30. The awarding of such leave will be at the discretion of the Mayor or Council member to whom the represented employee reports.

Additionally, represented employees who demonstrate superior performance during the eligibility period of July 1 through June 30 of each year may also be awarded zero (0) to five (5) days of leave. This leave is awarded in recognition of the prior year's service. The awarding of such leave will be at the discretion of the Mayor or Council member to whom the represented employee reports.

The award must be taken as paid leave and is not cumulative from year to year; i.e. an eligible represented employee must use the awarded leave by the last pay period including June 30 of each year, or forfeit it. With their supervisors' concurrence, individual represented employees are responsible for arranging to use the Special Leave during the one (1) year period. Represented employees who terminate employment after having been awarded Special Leave shall be paid for this awarded but unused leave upon termination.

17.4 Office Of The Mayor Excluded Provisions

The following provisions of this Agreement shall *not* apply to employees in Representation Units TA1 and TW1 assigned to the Office of the Mayor:

- Salary steps for classifications having assigned salary ranges without steps
- Overtime
- Meal Allowance
- Hours of Work
- Rest Periods
- Lunch Period
- Shifts and Schedules
- Probationary Period (Section 14.2)
- Employee Service Ratings and Reports
- Examinations
- Reduction in Force/Layoff (Section 14.8)
- Grievance Procedure (Article 15 and Article 16)
- Fair Share Fee
- Discipline/Just Cause

17.5 City Council Professional Excluded Provisions

The following provisions of this Agreement shall not apply to the below listed professional classifications or to any future professional classifications established in the City Council Office:

- Salary steps for those classifications having assigned salary ranges without steps
- Overtime
- Meal Allowance
- Hours of Work
- Rest Periods
- Lunch Period
- Shifts and Schedules
- Probationary Period
- Employee Service Ratings and Reports
- Examinations
- Reduction in Force
- Grievance Procedure (Article 15 and Article 16)
- Fair Share Fee

- Discipline/Just Cause

The City Council Professional Staff includes the following:

- City Council Constituent Liaison
- City Council Constituent Liaison (PPT)
- City Council Senior Policy Analyst
- City Council Policy Analyst
- City Council Policy Analyst (PPT)
- City Council member's Assistant
- City Council member's Assistant (PPT)
- City Council Administrative Assistant
- City Council Intern (PPT)
- Community Liaison

17.6 City Council Office Clerical/Administrative Support Staff Excluded Provisions

The following provisions of this Agreement *shall not* apply to represented employees in the City Council Office in the classified positions of Administrative Assistant II who held the position prior to June 30, 2002.

- Grievance Procedure (Article 15 and Article 16)
- Fair Share Fee

Clerical/administrative support staff in the City Council Office will be hired into the exempt classes of Council Public Service Employee ("PSE") 14 or Council PSE 51 and are *exempt* from all of the following provisions of this Agreement.

- Salary steps for those classifications having assigned salary ranges without steps
- Overtime
- Meal Allowance
- Hours of Work
- Rest Periods
- Lunch Period
- Shifts and Schedules
- Probationary Period
- Employee Service Ratings and Reports
- Examinations
- Reduction in Force/Layoff
- Grievance Procedure (Article 15 and Article 16)
- Fair Share Fee
- Discipline/Just Cause

ARTICLE 18: CORRECTIONAL OFFICER SUPERVISOR

18.1 PERB Jurisdiction

The City and the Union agree that Correctional Officer Supervisors assigned to Unit UH1 are “peace officers” as defined in California Penal Code Section 831.55, and consequently, under California Government Code Section 3511, they are not excluded from the jurisdiction of the Public Employment Relations Board.

18.2 Applicability Of City Charter Section 910

The City and the Union agree that City Charter Section 910 does not apply to Correctional Officer Supervisors.

18.3 Terms And Conditions Of Employment

The City and the Union agree that all of the provisions of this Agreement apply to Correctional Officer Supervisors except as specifically modified in this Article and Article 7: Retirement.

18.3.1 Disability Leave And Benefits

For injuries occurring after January 28, 2003, the City and the Union agree that under Government Code Section 20431 and Labor Code Section 4850(b)(1), Correctional Officer Supervisors are eligible for the disability benefits described in Labor Code Sections 4850 through 4846.

18.3.2 Relationship Of “4850 Leave” And FMLA Leave

No leave of absence taken by a Correctional Officer Supervisor pursuant to Labor Code Section 4850 shall be deemed to constitute family care and medical leave as defined in state law and Article 9 or to reduce the time authorized for family care and medical leave by state law and Article 8.

ARTICLE 19: RESOLUTION - DURATION

19.1 Completion Of Negotiations

This Agreement or any part of this Agreement is not binding upon the City until and unless the same is adopted by the City Council; and is not binding upon the Union until and unless the same is adopted by a vote of the represented employees, consistent with Union rules and regulations. This Agreement resolves in full, for its duration, all issues between the parties concerning wages, hours, and other terms and conditions of employment addressed in this Agreement.

Except as specifically provided in this Agreement, it is understood and agreed that any benefits and/or working conditions within the scope of representation published in the City's Salary Ordinance, Civil Service Rules, or other Council Resolutions and Ordinances that affect benefits or working conditions presently in effect and not modified by this Agreement shall remain unchanged unless and until the City and Union meet and confer in good faith pursuant to the provisions of Section 3054.5 of the Government Code and the City's Employee Relations Rules concerning any such proposed changes.

19.2 Savings Clause

In the event any portion of this Agreement is declared null and void by superseding federal or state law, the balance of the Agreement shall continue in full force and effect, and the parties shall immediately commence negotiations to ensure that the superseded portion(s) shall be rewritten to conform as nearly as possible to the original intent.

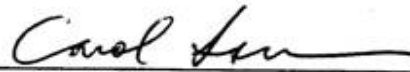
19.3 Duration

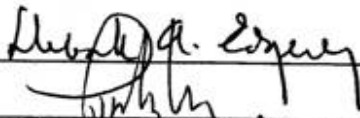
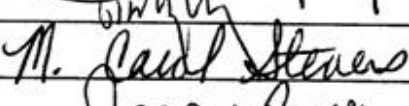
Except as stated in specific sections of this Agreement, this Agreement shall become effective January 28, 2003, and shall remain in effect for a period of six (6) years, terminating on June 30, 2008.


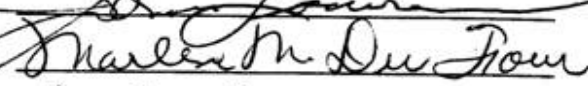
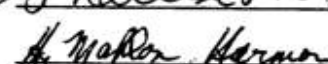
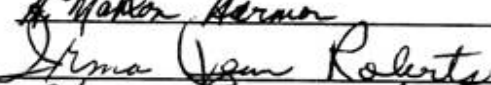

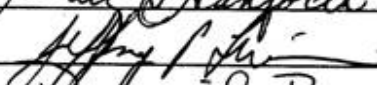
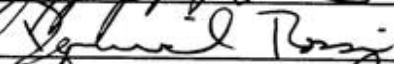
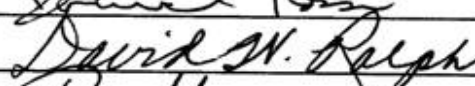
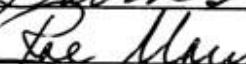
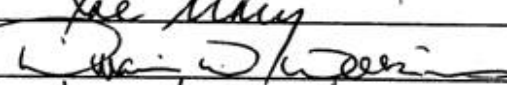
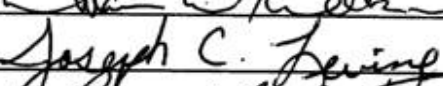
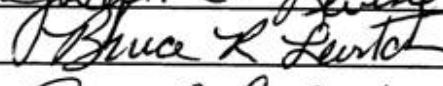
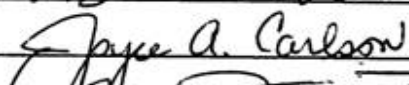

CITY OF OAKLAND, a municipal
corporation


TRICIA FREITAS
Interim Human Resources Manager

THE INTERNATIONAL FEDERATION OF
PROFESSIONAL AND TECHNICAL
ENGINEERS, LOCAL 21, AFL-CIO


CAROL ISEN
Associate Director



M. Carol Stevens
Jerry Brown



Charles M. DuFour

Marion Harman

Irma Jean Roberts

Shirley Stanford

Jeffery L. Smith

Samuel Rossi

David W. Ralph

Lee May

Brian J. Deering

Joseph C. Levine

Bruce L. Leitch

Joyce A. Carlson

Thomas H. Manley

Date _____

Date 10/17/03

APPENDIX A

LIST OF CLASSIFICATIONS IN UNIT

Rep Unit: TA1

TA1-Job Class	Job Type
Administrative Assistant II (CONF)	SS106
Admin Analyst II, PPT (CONF)	AP107
City Council Administrative Assistant	SS110
City Councilmember's Assistant	AP139
City Councilmember's Assistant, PPT	AP140
Human Resource Analyst (CONF)	AP204
Human Resource Analyst, PPT	AP367
Human Resource Clerk	SS129
Human Resource Systems Analyst	AP207
Human Resource Systems Analyst, Senior	AP202
Legal Secretary II (CONF)	SS135
Legislative Recorder	AP213
Management Intern	SS142
Police Drug Abatement Program Coordinator	SC200
City Council PSE-51	AP138
City Council PSE 14	SS114
City Council PSE 14, PPT	SS112
Mayor's PSE 14 (CONF)	SS444
Mayor's PSE 14, PPT	SS194
Mayor's PSE 51	AP238
Mayor's PSE 51, PPT	AP240
Public Service Employee 51 (CONF)	AP305
Public Service Employee 51, PPT (CONF)	AP307

Rep Unit: TF1

TF1-Job Class	Job Type
Architect	ET100
Architectural Assist (Field)	ET102
Architectural Assoc (Field)	ET104
Architectural Assist (Office)	ET105
Conservator, Senior	AP151
Curator of Aquatic Biology Assoc.	AP156
Curator of Art, Associate	AP157
Curator of Art, Senior	AP159
Curator of Art, Senior PPT	AP160
Curator of History, Assoc	AP161
Curator of History, Senior	AP162
Curator of Natural Science, Assoc.	AP163

TF1-Job Class	Job Type
Curator of Natural Science, Senior	AP164
Curator of Photography, Associate	AP166
Electrical Const & Maintenance Planner	TR124
Electrical Engineer II	TR125
Electrical Engineer III	TR126
Energy Engineer III	TR133
Engineer, Asst I (Office)	ET111
Engineer, Asst II (Field)	ET112
Engineer, Asst II (Office)	ET113
Engineer, Asst I (Field)	ET114
Engineer, Civil (Field)	ET115
Engineer, Civil (Office)	ET116
Engineer, Transportation Assistant	ET120
Engineer, Transportation	ET122
Environmental Program Spec	PP122
Real Estate Agent	AP308
Registrar	AP310

Rep Unit: TM2

TM2-Job Class	Job Type
Engineer Civil Supervising (Field)	ET118
Engineer Civil Supervising (Office)	ET119
Engineer Transportation Supervising	ET121

Rep Unit: TW1

TW1-Job Class	Job Type
ADA Projects Coordinator	AP382
Administrative Analyst I	AP103
Administrative Analyst I, PPT	AP104
Administrative Analyst II	AP106
Admin Analyst II, PPT	AP102
Administrative Assistant II	SS104
Administrative Assistant II, PPT	SS105
Aquatics Program Coordinator	SC104
Benefits Analyst	AP111
Benefits Representative	AP112
Benefits Representative, PPT	AP113
Benefits Technician	AP115
Budget & Grants Admin	AF040
Business Analyst II	AP117
Business Analyst III	AP118
Buyer	SS193
Cable Operations Technician	TC101

TW1-Job Class	Job Type
Cable TV Assistant Producer, PPT	AP120
Cable TV Operations Chief Engineer	TC137
Cable TV Operations Coordinator	TC136
Cable TV Producer	TC102
Case Manager I	AP126
Case Manager II	AP127
City Council Constituent Liaison	AP131
City Council Constituent Liaison PPT	AP132
City Council Intern	AP134
City Council Intern, PPT	AP135
City Council Policy Analyst	AP130
City Council Policy Analyst, PPT	AP136
Claims Investigator II	AL020
Clean City Specialist, Senior	PP111
Clean Community Specialist	PP112
Community Dev District Coordinator	SC119
Community Deve Prgm Coordinator	SC121
Community Liaison	AP143
Complaint Investigator II	AP146
Complaint Investigator III	AP144
Complaint Investigator III, PPT	AP145
Contract Compliance Officer	AP153
Contract Compliance Office Asst	AP152
Contract Compliance Officer, Sr. (75.013)	AP369
Contract Compliance Officer, Sr. (75.014)	AP369
Criminalist II	PS112
Cultural Arts Specialist	AP154
Data Analyst II	AP171
Data Analyst III	AP172
Database Analyst II	AP175
Database Analyst III	AP176
Deputy City Auditor I	AP391
Deputy City Auditor II	AP392
Development Project & Program (75.014)	SC241
Development Project & Program (75.015)	SC241
Development Specialist III	AP252
Emergency Food Program Coordinator	SC137
Emergency Food Program Coordinator, PPT	PP116
Emergency Medical Svcs. Instruc, PT	
Emergency Planning Coordinator	SC138
Emergency Planning Coordinator, PPT	SC139
Employee Assistant Counselor	AP181
Employee Assistant Counselor, PPT	AP182
Employment Services Representative	PP117
Environmental Education Specialist	SC143

TW1-Job Class	Job Type
Environmental Services Intern	PP121
Film Coordinator	AP189
Fire Protection Engineer	PS143
Fire Safety Education Coordinator	PS144
Fleet Specialist	AP190
Graffiti Specialist	PP127
Graphics Design Coordinator	AP192
Graphics Design Coordinator, PPT	AP194
Graphic Design Specialist	AP191
Head Start Nutrition Coordinator	SC159
Head Start Program Coordinator	PP128
Head Start Prgm Planner Monitor	AP195
Home Management Counselor II	AP197
Home Management Counselor III	AP198
Homeless Program Supervisor	SC165
Housing Development Coordinator III	AP199
Housing Development Coordinator IV	AP200
Human Resource Analyst	AP203
Human Resource Analyst, Assistant	AP205
Human Res Operations Technician	TC115
Human Res Operations Tech, Senior	TC114
Human Resources Technician	TC117
Human Resource Technician, PPT	TC118
Human Resource Technician, Senior	TC119
Human Res Technician, Senior, PPT	TC116
Info & Referral Specialist, PPT	AP208
Information Representative	AP209
Internal Auditor III	AP210
Job Developer	AP211
Legal Secretary II	SS133
Loan Servicing Administrator	SC176
Loan Servicing Specialist	AP234
Management Intern, PPT	MA132
Marine Sports Program Coordinator	SC177
Microcomputer Systems Specialist I	AP242
Microcomputer Systems Specialist II	AP243
Microcomputer Systems Spec II, PPT	AP390
Microcomputer Systems Spec III	AP241
Mortgage Advisor	AP244
Museum Collections Coordinator	SC181
Museum Docent Coordinator	SC182
Museum Education Coordinator, PPT	SC184
Museum Interpretive Specialist, Art	AP256
Museum Interp Spec, Nat Sc	AP258
Neighborhood Services Coordinator	SC190

TW1-Job Class	Job Type
Nurse Case Manager	AP263
Nurse Case Manager, PPT	AP264
Outreach Developer, PPT	PP129
Paralegal	AP212
Paralegal, PPT	AL012
Parks & Rec Training Specialist	AP266
Planner I	AP269
Planner II	AP272
Planner II, Design Review	AP273
Planner III	AP274
Planner III, Design Review	AP275
Planner III, Historic Preservation	AP380
Planner III, Historical Pres, PPT	AP276
Planner IV	AP277
Planner IV, Design Review	AP278
Planner V	AP279
Police Technical Writer	AP285
Process Coordinator III	SC202
Program Analyst I	AP292
Program Analyst I, PPT	AP357
Program Analyst II	AP293
Program Analyst II, PPT	AP358
Program Analyst III, PPT	AP360
Programmer Analyst III, PPT	AP297
Program Coordinator, Associate	AP294
Public Information Officer I	AP298
Public Information Officer II	AP299
Public Information Officer II, PPT	AP300
Public Information Officer III	AP302
Public Service Rep, Sr.	PP155
Receptionist to the City Auditor	SS197
Receptionist to the City Attorney	SS171
Receptionist to the City Clerk	SS172
Receptionist to the City Manager	SS176
Recycling Specialist	PP140
Rehabilitation Advisor I	AP312
Rehabilitation Advisor II	AP313
Rehabilitation Advisor III	AP314
Reproduction Offset Supervisor	SS181
Retirement Benefits Representative	AP319
Safety & Loss Control Specialist	AP322
Senior Services Prgm Assistant, PPT	PP145
Safety & Loss Control Spec, Asst	AP323
Senior Council Policy Analyst	AP387
Senior Council Policy Analyst, PPT	AP388

TW1-Job Class	Job Type
Senior Employment Coordinator	SC219
Spatial Data Analyst III	AP327
Spatial Database Analyst III	AP325
Special Clerkship, PPT	AP328
Special Events Coordinator	AP330
Special Needs Coordinator	SC221
Systems Accountant III	AF045
Systems Analyst I	AP332
Systems Analyst II	AP333
Systems Analyst III	AP334
Systems Programmer II	AP335
Systems Programmer III	AP336
Technical Communications Specialist	AP338
Telecommunication Systems Engineer	AP339
Treasury Analyst	AF035
Urban Economic Analyst I	AP345
Urban Economic Analyst II	AP346
Urban Economic Analyst II, PPT	AP347
Urban Economic Analyst III	AP348
Urban Economic Analyst III, PPT	AP368
Urban Economic Analyst IV, Bus Svcs	AP349
Urban Economic Analyst IV, Projects	AP350
Volunteer Program Specialist	AP351
Volunteer Program Specialist I, PPT	AP352
Volunteer Program Specialist II	AP353
Web Master	AP364
Youth Sports Program Coordinator	SC236
Mayor's PSE 14	SS143
Public Service Employee 14	SS166
Public Service Employee 51	AP363
Public Service Employee 51, PPT	AP307

Rep Unit: UH1

UH1-Job Class	Job Type
Account Clerk III	AF030
Accountant III	AF031
Accounting Supervisor	SC101
Animal Control & Shelter Manager	SC102
Animal Control Supervisor	SC103
Arboricultural Inspector	AP100
Auto Body Repair Supervisor	SC105
Camp Supervisor, PPT	SC111
Case Manager, Supervising	SC113
Chief of Party	TR114

UH1-Job Class	Job Type
Child Education Coordinator	PP108
Claims Investigator III	IS103
Clean Community Supervisor	SC116
Community Dev Prg Supervisor	SC120
Complex Manager, Assistant	SC100
Construction Inspector, Supervisor	SC126
Construction Inspector Sup (Field)	SC125
Construction Inspector, Sup II	SC244
Construction & Maint Superintendent	MA111
Construction & Maintenance Supv I	MA112
Construction & Maintenance Supv II	SC124
Contract Compliance Supervisor	SC128
Controller, Assistant	AF046
Cook III	SC129
Criminalist III	PS113
Custodial Services Supervisor I	SC130
Custodial Services Supervisor II	SC131
Custodian Supervisor	SC132
Electrical Supervisor	SC135
Electronics Supervisor	SC136
Employment Services Supervisor	PP118
Equipment Services Superintendent	MA121
Equipment Supervisor	SC146
Fire Communications Dispatcher, Senior	PS124
Fire Communications Supervisor	SC148
Fire Personnel Operations Spec	SC245
Fiscal Operations Supervisor	SC149
Fleet Maintenance Supervisor	SC150
Graffiti Abatement Supervisor	SC157
Hazardous Materials Prg Supervisor	SC158
Head Start Supervisor	SC160
Heavy Equipment Supervisor	SC162
Human Resource Oper Supervisor	SC167
Human Resource Technician, Supv	SC168
Hunger & Homeless Program Supv	SC237
Investment Supervisor	AF042
Jailer III	PS148
Legal Secretary, Supervising	SS137
Legal Support Supervisor	SC170
Librarian, Supervising	SC172
Librarian, Supervising PPT	SC173
Mechanical Inspection Supervisor	SC178
Mortgage Loan Supervisor	SC180
Museum Security Guard IV	PS160
Naturalist, Supervising	SC189

UH1-Job Class	Job Type
Operations Shift Supervisor	SC192
Park Supervisor I	SC193
Parking Enforcement Supervisor I	TR165
Parking Enforcement Supervisor II	TR166
Parking Meter Collector Supervisor	SC195
Parkland Resources Supervisor	SC197
Payroll Control Specialist	SS158
Payroll Personnel Clerk III	SS163
Pavement Management Supervisor	TR171
Police Communications Supervisor	PS164
Police Identification Section Sup	PS166
Police Personnel Oper Specialist	AP284
Police Property Supervisor	PS182
Police Records Supervisor	PS171
Principal Inspection Supv	IS122
Public Works Supervisor I	SC206
Public Works Supervisor II	SC207
Purchasing Supervisor	AF053
Recreation Supervisor	SC209
Recycling Specialist, Senior	PP141
Reprographic Shop Supervisor	SC212
Revenue Audit Supervisor	AF043
Revenue Collections Supervisor	AF044
Revenue Operations Supervisor	SC213
Senior Center Director	PP143
Senior Center Director, PPT	SC218
Senior Services Supervisor	SC220
Stationary Engineer, Chief	SC223
Storekeeper II	SS187
Storekeeper III	SS188
Tax Auditor III	AF051
Tax Enforcement Officer III	AF052
Telecommunications Supervisor	SC227
Tree Supervisor I	SC229
Tree Supervisor II	SC230
Vegetation Management Supervisor	SC232
Zoo Keeper III	TR194

**City of Oakland
Unit Changes
Involving Representation Units Represented By Local 21**

Move From Unit U31 To UM1:

Job Title	Job Class
Agency Administrative Managers	EM171
Executive Assistant to Assistant City Attorney	SS120
Manager, Legal Administrative Services	EM189
Manager, Revenue	EM204
Manager, Treasury	EM206
Open Government Coordinator	SC246
Principal Financial Analyst* (only the nonconfidential analyst assigned to Org. Unit 08222 – General Ledger)	AF041
Project Manager III	EM213

Move From Unit UM1 To U31:

Job Title	Job Class
Executive Assistant to City Auditor	SS123
Executive Assistant to City Council	SS125

Move From Unit UH1 To UM1:

Job Title	Job Class
Manager, Public Works Operations	MA137

- Confidential Principal Financial Analysts (assigned to Org. Units 02811 [Budget Office] and 08211 [Accounting Administration]) remain in U31.

City of Oakland Job Classifications

UM1 JOB CLASSIFICATIONS

Job Class	Job Title
AF041	Financial Analyst, Principal (assigned to Org. Unit 08222)
EM100	Administrative Services Manager II
EM115	Assistant to City Auditor
EM118	Assistant to the Director
EM127	City Clerk, Assistant
EM129	Curator of Art, Chief
EM130	Curator of Education, Chief
EM131	Curator of History, Chief
EM132	Curator of Natural Science
EM144	Deputy Director, City Planner
EM140	Deputy Director, Housing
EM170	Manager, Affirmative Action
EM171	Manager, Agency Administrative
EM209	Manager, Claims & Risk
EM177	Manager, Contract & Employee Services
EM178	Manager, Crime Laboratory
EM180	Manager, Electrical Services
EM181	Manager, Emergency Services
EM182	Manager, Environmental Services
EM183	Manager, Equipment Services
EM187	Manager, Information Systems
EM188	Manager, Inspection Services
EM189	Manager, Legal Administrative Services
EM193	Manager, Museum Operations
EM194	Manager, Museum Services
EM196	Manager, Park Services
MA137	Manager, Public Works Operations

Job Class	Job Title
EM198	Manager, Planning & Building
EM201	Manager, Real Estate Services
EM203	Manager, Rehabilitation Services
EM204	Manager, Revenue
EM205	Manager, Senior Services
EM206	Manager, Treasury
EM207	Manager, Youth Services
EM209	Manager, Claims & Risk
EM211	Project Manager II
EM225	Fire Division Manager
EM227	Project Manager II (PPT)
ET107	City Architect, Assistant
EM115	City Auditor, Assistant
ET117	Engineer, Civil Principal
MA106	Cable TV Station Manager
MA107	Manager, Capital Improvement Program
MA120	Emergency Services Manager, Assistant
MA129	Librarian, Administrative
MA146	Legal Communications Officer
SC246	Open Government Coordinator
SS124	Executive Assistant to Agency Director
SS127	Executive Assistant

UM2 JOB CLASSIFICATIONS

<u>Job Class</u>	<u>Job Title</u>
AF033	Financial Analyst
AF047	Budget & Operations Analyst
AP174	Database Administrator
AP179	Emer. Medical Services Coordinator
AP187	Equal Opportunity Specialist
AP196	Heath & Human Services Program
AP206	Senior Human Resources Analyst
AP235	Management Assistant
AP309	Real Estate Agent, Supervisor
AP320	Revenue Analyst
AP343	Training & Public Services Administration
AP383	Network Architect
AP384	Retirement Systems Accountant
AP393	Deputy City Auditor III
EM216	Project Manager
EM217	Controller, Assistant
EM226	Project Manager (PPT)
MA103	Administrative Services Manager I
MA110	Complex Manager
MA118	Deputy City Clerk
MA128	Information System Administrator
MA130	Management Assistant, PPT
MA141	Senior Services Administrator
MA142	Facility Manager
MA145	Community Action Agency
SC106	Disability Benefits Coordinator
SC112	Capital Improvement Project Coordinator
SC141	Employee Assistance Services Coordinator
SC169	Information Systems Supervisor

<u>Job Class</u>	Job Title
SC179	Monitoring & Evaluation Supervisor
SC204	Program Analyst III
SC225	Support Services Supervisor
SC231	Urban Economic Coordinator
SC240	Employee Fleet & Safety Coordinator
SC243	Watershed Program Supervisor
SS156	Office Manager
TR115	City Land Surveyor
TR187	Transportation Planner, Senior

U31 Job Classifications*

<u>Job Class</u>	<u>Job Title</u>
MA102	Administrative Assistant to the Mayor
EM109	Assist Director, Parks, Recreation & Cultural Affairs
EM110	Assist Director, Pub Works Agency
EM117	Assistant to the City Manager
EM172	Budget Director
EM124	City Attorney, Assistant
MA109	City Manager Analyst
MA113	Controller
SS121	Exec Assistant to the Assistant City Manager
SS122	Exec Assistant to the City Attorney
SS123	Exec. Assistant to the City Auditor
SS125	Exec. Assistant to the City Council
SS126	Exec Assistant to the City Manager
AP365	Exec Dir to Public Ethics Commission
AF041	Financial Analyst, Principal (assigned to Org. Units 02811 and 08211)
MA124	Human Resource Analyst, Principal, PPT
MA125	Human Resource Analyst, Senior Supervising
MA127	Human Resource Analyst, Principal
EM186	Manager, Human Resources

***Information only.**

U31 Job classifications are not covered by this agreement.

APPENDIX B

SALARY ORDINANCE/SCHEDULE

Salaries for Term of MOU

Rep Unit: TA1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
Administrative Assistant II (CONF)	1	3286.39	3417.85	3520.39	3555.59	3697.81	3845.73	3999.55
	2	3459.49	3597.87	3705.81	3742.86	3892.58	4048.28	4210.21
	3	3641.94	3787.61	3901.24	3940.25	4097.86	4261.78	4432.25
	4	3833.74	3987.09	4106.70	4147.77	4313.68	4486.23	4665.68
	5	4034.90	4196.30	4322.19	4365.41	4540.03	4721.63	4910.49
Admin Analyst II, PPT (CONF)	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
City Council Admin Assist	1	3286.39	3417.85	3520.39	3555.59	3697.81	3845.73	3999.55
	2	3459.49	3597.87	3705.81	3742.86	3892.58	4048.28	4210.21
	3	3641.94	3787.61	3901.24	3940.25	4097.86	4261.78	4432.25
	4	3833.74	3987.09	4106.70	4147.77	4313.68	4486.23	4665.68
	5	4034.90	4196.30	4322.19	4365.41	4540.03	4721.63	4910.49
City Councilmember's Assistant	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
City Councilmember's Assistant, PPT	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Human Resource Analyst (CONF)	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Human Resource Analyst, PPT	1	4404.47		4536.61	4581.97	4765.86	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Human Resource Clerk	1	2981.15		3070.58	3101.29	3225.34	3354.35	3488.53
	2	3137.87		3232.00	3264.32	3394.89	3530.69	3671.92
	3	3302.77		3401.85	3435.87	3573.31	3716.24	3864.89
	4	3477.03		3581.34	3617.16	3761.84	3912.32	4068.81
	5	3659.48		3769.26	3806.96	3959.23	4117.60	4282.31

Rep Unit: TA1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
Human Resource Systems Analyst	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Human Resource Systems Analyst, Senior	1	5902.65		6079.73	6140.53	6386.15	6641.60	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.04		6736.24	6803.60	7075.75	7358.78	7653.13
	4	6883.89		7090.41	7161.32	7447.77	7745.68	8055.51
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
Legal Secretary II (CONF)	1	3623.22	3985.54	4105.11	4146.16	4312.00	4484.48	4663.86
	2	3813.86	4195.04	4320.89	4364.10	4538.66	4720.21	4909.02
	3	4015.02	4416.52	4549.02	4594.51	4778.29	4969.42	5168.19
	4	4225.53	4648.08	4787.52	4835.40	5028.81	5229.97	5439.16
	5	4448.92	4893.81	5040.62	5091.03	5294.67	5506.46	5726.72
Legislative Recorder	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
Management Intern	1	3451.30		3554.84	3590.39	3734.00	3883.36	4038.70
	2	3632.58		3741.56	3778.97	3930.13	4087.34	4250.83
	3	3823.21		3937.91	3977.29	4136.38	4301.84	4473.91
	4	4024.37		4145.11	4186.56	4354.02	4528.18	4709.31
	5	4237.23		4364.35	4407.99	4584.31	4767.68	4958.39
Police Drug Abatement Program Coord	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34

Rep Unit: TA1

Job Class Title	06-JUL-2002 6%		21-JUN-2003 3%		03-JUL-2004 1%		02-JUL-2005 4%		01-JUL-2006 4%		30-JUN-2007 4%	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
City Council PSE-51	2744.90	6260.53	2827.25	6448.34	2855.52	6512.83	2969.74	6773.34	3088.53	7044.27	3212.07	7326.04
City Council PSE 14	1162.69	5562.31	1197.57	5729.18	1209.55	5786.48	1257.93	6017.93	1308.25	6258.65	1360.58	6509.00
City Council PSE 14, PPT	1162.69	4837.20	1197.57	4982.32	1209.55	5032.14	1257.93	5233.43	1308.25	5442.76	1360.58	5660.47
Mayor's PSE 14 (CONF)	1162.69	5562.31	1197.57	5729.18	1209.55	5786.48	1257.93	6017.93	1308.25	6258.65	1360.58	6509.00
Mayor's PSE 14, PPT	1162.69	4837.20	1197.57	4982.32	1209.55	5032.14	1257.93	5233.43	1308.25	5442.76	1360.58	5660.47
Mayor's PSE 51	2746.07	5964.63	2828.45	6143.57	2856.74	6205.01	2971.01	6453.21	3089.85	6711.34	3213.44	6979.79
Mayor's PSE 51, PPT	2746.07	5964.63	2828.45	6143.57	2856.74	6205.01	2971.01	6453.21	3089.85	6711.34	3213.44	6979.79
Public Service Employee 51 (CONF)	2746.07	5964.63	2828.45	6143.57	2856.74	6205.01	2971.01	6453.21	3089.85	6711.34	3213.44	6979.79
Public Service Emp 51, PPT (CONF)	2746.07	5964.63	2828.45	6143.57	2856.74	6205.01	2971.01	6453.21	3089.85	6711.34	3213.44	6979.79

Rep Unit: TF1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
Architect	1	5558.57	5892.08	6068.84	6129.53	6374.71	6629.70	6894.89
	2	5851.70	6202.80	6388.88	6452.77	6710.88	6979.32	7258.49
	3	6159.44	6529.00	6724.87	6792.12	7063.80	7346.36	7640.21
	4	6482.98	6871.96	7078.12	7148.90	7434.86	7732.25	8041.54
	5	6824.76	7234.24	7451.27	7525.78	7826.81	8139.88	8465.48
Architectural Assist (Field)	1	4116.02	4362.98	4493.87	4538.81	4720.36	4909.17	5105.54
	2	4332.52	4592.47	4730.24	4777.55	4968.65	5167.39	5374.09
	3	4559.97	4833.57	4978.58	5028.36	5229.50	5438.68	5656.22
	4	4799.60	5087.57	5240.20	5292.60	5504.30	5724.48	5953.45
	5	5052.57	5355.73	5516.40	5571.57	5794.43	6026.21	6267.25
Architectural Assoc (Field)	1	4775.26	5061.77	5213.62	5265.76	5476.39	5695.45	5923.26
	2	5027.04	5328.66	5488.52	5543.40	5765.14	5995.75	6235.58
	3	5290.98	5608.44	5776.69	5834.46	6067.84	6310.55	6562.97
	4	5569.52	5903.69	6080.80	6141.61	6387.27	6642.76	6908.47
	5	5862.65	6214.41	6400.84	6464.85	6723.44	6992.38	7272.08
Architectural Assist (Office)	1	4116.02	4362.98	4493.87	4538.81	4720.36	4909.17	5105.54
	2	4332.52	4592.47	4730.24	4777.55	4968.65	5167.39	5374.09
	3	4559.97	4833.57	4978.58	5028.36	5229.50	5438.68	5656.22
	4	4799.60	5087.57	5240.20	5292.60	5504.30	5724.48	5953.45
	5	5052.57	5355.73	5516.40	5571.57	5794.43	6026.21	6267.25
Conservator, Senior	1	4637.21		4776.33	4824.09	5017.05	5217.74	5426.45
	2	4881.64		5028.09	5078.37	5281.51	5492.77	5712.48
	3	5138.94		5293.11	5346.04	5559.88	5782.28	6013.57
	4	5409.10		5571.38	5627.09	5852.18	6086.26	6329.71
	5	5693.30		5864.10	5922.74	6159.65	6406.04	6662.28
Curator of Aquatic Biology Assoc.	1	3678.19		3788.54	3826.42	3979.48	4138.66	4304.20
	2	3872.33		3988.50	4028.39	4189.52	4357.11	4531.39
	3	4075.83		4198.11	4240.09	4409.69	4586.08	4769.52
	4	4289.86		4418.55	4462.74	4641.25	4826.90	5019.98
	5	4515.58		4651.05	4697.56	4885.46	5080.88	5284.11
Curator of Art, Associate	1	3678.19		3788.54	3826.42	3979.48	4138.66	4304.20
	2	3872.33		3988.50	4028.39	4189.52	4357.11	4531.39
	3	4075.83		4198.11	4240.09	4409.69	4586.08	4769.52
	4	4289.86		4418.55	4462.74	4641.25	4826.90	5019.98
	5	4515.58		4651.05	4697.56	4885.46	5080.88	5284.11
Curator of Art, Senior	1	4375.23		4506.49	4551.56	4733.62	4922.96	5119.88
	2	4605.63		4743.80	4791.24	4982.89	5182.21	5389.49
	3	4847.73		4993.16	5043.09	5244.81	5454.61	5672.79
	4	5102.69		5255.77	5308.32	5520.66	5741.48	5971.14
	5	5371.68		5532.83	5588.16	5811.68	6044.15	6285.92
Curator of Art, Senior PPT	1	4375.23		4506.49	4551.56	4733.62	4922.96	5119.88
	2	4605.63		4743.80	4791.24	4982.89	5182.21	5389.49
	3	4847.73		4993.16	5043.09	5244.81	5454.61	5672.79
	4	5102.69		5255.77	5308.32	5520.66	5741.48	5971.14
	5	5371.68		5532.83	5588.16	5811.68	6044.15	6285.92
Curator of History, Assoc	1	3678.19		3788.54	3826.42	3979.48	4138.66	4304.20
	2	3872.33		3988.50	4028.39	4189.52	4357.11	4531.39
	3	4075.83		4198.11	4240.09	4409.69	4586.08	4769.52
	4	4289.86		4418.55	4462.74	4641.25	4826.90	5019.98
	5	4515.58		4651.05	4697.56	4885.46	5080.88	5284.11

Rep Unit: TF1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Curator of History, Senior	1	4375.23		4506.49	4551.56	4733.62	4922.96	5119.88
	2	4605.63		4743.80	4791.24	4982.89	5182.21	5389.49
	3	4847.73		4993.16	5043.09	5244.81	5454.61	5672.79
	4	5102.69		5255.77	5308.32	5520.66	5741.48	5971.14
	5	5371.68		5532.83	5588.16	5811.68	6044.15	6285.92
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Curator of Natural Science, Assoc.	1	3678.19		3788.54	3826.42	3979.48	4138.66	4304.20
	2	3872.33		3988.50	4028.39	4189.52	4357.11	4531.39
	3	4075.83		4198.11	4240.09	4409.69	4586.08	4769.52
	4	4289.86		4418.55	4462.74	4641.25	4826.90	5019.98
	5	4515.58		4651.05	4697.56	4885.46	5080.88	5284.11
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Curator of Natural Science, Senior	1	4375.23		4506.49	4551.56	4733.62	4922.96	5119.88
	2	4605.63		4743.80	4791.24	4982.89	5182.21	5389.49
	3	4847.73		4993.16	5043.09	5244.81	5454.61	5672.79
	4	5102.69		5255.77	5308.32	5520.66	5741.48	5971.14
	5	5371.68		5532.83	5588.16	5811.68	6044.15	6285.92
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Curator of Photography, Associate	1	3678.19		3788.54	3826.42	3979.48	4138.66	4304.20
	2	3872.33		3988.50	4028.39	4189.52	4357.11	4531.39
	3	4075.83		4198.11	4240.09	4409.69	4586.08	4769.52
	4	4289.86		4418.55	4462.74	4641.25	4826.90	5019.98
	5	4515.58		4651.05	4697.56	4885.46	5080.88	5284.11
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Electrical Const & Maint Planner	1	5352.97		5513.56	5568.69	5791.44	6023.10	6264.02
	2	5634.83		5803.87	5861.91	6096.39	6340.24	6593.85
	3	5931.89		6109.84	6170.94	6417.78	6674.49	6941.47
	4	6244.15		6431.48	6495.79	6755.62	7025.85	7306.88
	5	6572.79		6769.98	6837.68	7111.18	7395.63	7691.46
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Electrical Engineer II	1	5620.79		5789.41	5847.31	6081.20	6324.45	6577.43
	2	5916.68		6094.18	6155.13	6401.33	6657.38	6923.68
	3	6228.95		6415.82	6479.98	6739.18	7008.74	7289.09
	4	6556.42		6753.11	6820.64	7093.47	7377.21	7672.30
	5	6901.43		7108.48	7179.56	7466.74	7765.41	8076.03
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Electrical Engineer III	1	6507.30		6702.52	6769.54	7040.33	7321.94	7614.82
	2	6849.97		7055.47	7126.03	7411.07	7707.51	8015.81
	3	7210.19		7426.50	7500.76	7800.79	8112.82	8437.34
	4	7590.29		7818.00	7896.18	8212.03	8540.51	8882.13
	5	7989.10		8228.77	8311.06	8643.50	8989.24	9348.81
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Energy Engineer III	1	6832.43		7037.40	7107.78	7392.09	7687.77	7995.28
	2	7192.65		7408.43	7482.51	7781.81	8093.08	8416.81
	3	7570.41		7797.52	7875.49	8190.51	8518.14	8858.86
	4	7969.22		8208.30	8290.38	8621.99	8966.87	9325.55
	5	8389.08		8640.76	8727.16	9076.25	9439.30	9816.87
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Engineer, Asst I (Office)	1	4116.02	4362.98	4493.87	4538.81	4720.36	4909.17	5105.54
	2	4332.52	4592.47	4730.24	4777.55	4968.65	5167.39	5374.09
	3	4559.97	4833.57	4978.58	5028.36	5229.50	5438.68	5656.22
	4	4779.60	5087.57	5240.20	5292.60	5504.30	5724.48	5953.45
	5	5052.57	5355.73	5516.40	5571.57	5794.43	6026.21	6267.25
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Engineer, Asst II (Field)	1	4775.26	5061.77	5213.62	5265.76	5476.39	5695.45	5923.26
	2	5027.04	5328.66	5488.52	5543.40	5765.14	5995.75	6235.58
	3	5290.98	5608.44	5776.69	5834.46	6067.84	6310.55	6562.97

Rep Unit: TF1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Engineer, Asst II (Office)	1	4775.26	5061.77	5213.62	5265.76	5476.39	5695.45	5923.26
	2	5027.04	5328.66	5488.52	5543.40	5765.14	5995.75	6235.58
	3	5290.98	5608.44	5776.69	5834.46	6067.84	6310.55	6562.97
	4	5569.52	5903.69	6080.80	6141.61	6387.27	6642.76	6908.47
	5	5862.65	6214.41	6400.84	6464.85	6723.44	6992.38	7272.08
Engineer, Asst I (Field)	1	4116.02	4362.98	4493.87	4538.81	4720.36	4909.17	5105.54
	2	4332.52	4592.47	4730.24	4777.55	4968.65	5167.39	5374.09
	3	4559.97	4833.57	4978.58	5028.36	5229.50	5438.68	5656.22
	4	4779.60	5087.57	5240.20	5292.60	5504.30	5724.48	5953.45
	5	5052.57	5355.73	5516.40	5571.57	5794.43	6026.21	6267.25
Engineer, Civil (Field)	1	5558.27	5892.08	6068.84	6129.53	6374.71	6629.70	6894.89
	2	5851.70	6202.80	6388.88	6452.77	6710.88	6979.32	7258.49
	3	6159.44	6529.00	6724.87	6792.12	7063.80	7346.36	7640.21
	4	6482.50	6871.45	7077.59	7148.37	7434.30	7731.68	8040.94
	5	6824.76	7234.24	7451.27	7525.78	7826.81	8139.88	8465.48
Engineer, Civil (Office)	1	5558.27	5892.08	6068.84	6129.53	6374.71	6629.70	6894.89
	2	5851.70	6202.80	6388.88	6452.77	6710.88	6979.32	7258.49
	3	6159.44	6529.00	6724.87	6792.12	7063.80	7346.36	7640.21
	4	6482.50	6871.96	7078.12	7148.90	7434.86	7732.25	8041.54
	5	6824.76	7234.24	7451.27	7525.78	7826.81	8139.88	8465.48
Engineer, Transportation Assistant	1	4775.26	5061.77	5213.62	5265.76	5476.39	5695.45	5923.26
	2	5027.04	5328.66	5488.52	5543.40	5765.14	5995.75	6235.58
	3	5290.98	5608.44	5776.69	5834.46	6067.84	6310.55	6562.97
	4	5569.52	5903.69	6080.80	6141.61	6387.27	6642.76	6908.47
	5	5862.65	6214.41	6400.84	6464.85	6723.44	6992.38	7272.08
Engineer, Transportation	1	5558.27	5892.08	6068.84	6129.53	6374.71	6629.70	6894.89
	2	5851.70	6202.80	6388.88	6452.77	6710.88	6979.32	7258.49
	3	6159.44	6529.00	6724.87	6792.12	7063.80	7346.36	7640.21
	4	6482.50	6871.96	7078.12	7148.90	7434.86	7732.25	8041.54
	5	6824.76	7234.24	7451.27	7525.78	7826.81	8139.88	8465.48
Environmental Prog Spec	1	4775.26	5061.77	5213.62	5265.76	5476.39	5695.45	5923.26
	2	5027.04	5328.66	5488.52	5543.40	5765.14	5995.75	6235.58
	3	5290.98	5608.44	5776.69	5834.46	6067.84	6310.55	6562.97
	4	5569.51	5903.69	6080.80	6141.61	6387.27	6642.76	6908.47
	5	5862.65	6214.41	6400.84	6464.85	6723.44	6992.38	7272.08
Real Estate Agent	1	5073.45	5225.65	5382.42	5436.24	5653.69	5879.84	6115.03
	2	5340.10	5500.30	5665.31	5721.96	5950.84	6188.87	6436.43
	3	5620.79	5789.41	5963.09	6022.72	6263.63	6514.18	6774.74
	4	5916.69	6094.19	6277.02	6339.79	6593.38	6857.11	7131.40
	5	6227.78	6414.61	6607.05	6673.12	6940.04	7217.65	7506.35
Registrar	1	3678.19		3788.54	3826.42	3979.48	4138.66	4304.20
	2	3872.33		3988.50	4028.39	4189.52	4357.11	4531.39
	3	4075.83		4198.11	4240.09	4409.69	4586.08	4769.52
	4	4289.86		4418.55	4462.74	4641.25	4826.90	5019.98
	5	4515.58		4651.05	4697.56	4885.46	5080.88	5284.11

Rep Unit: TM2

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
Engineer, Civil Supervising (Field)	1	6832.43	7242.38	7459.65	7534.25	7835.62	8149.04	8475.00
	2	7192.65	7624.21	7852.94	7931.47	8248.72	8578.67	8921.82
	3	7570.40	8024.63	8265.37	8348.02	8681.94	9029.22	9390.39
	4	7969.22	8447.37	8700.79	8787.80	9139.31	9504.88	9885.08
	5	8389.08	8892.43	9159.20	9250.79	9620.83	10005.66	10405.89
Engineer, Civil Supervising (Office)	1	6832.43	7242.38	7459.65	7534.25	7835.62	8149.04	8475.00
	2	7192.65	7624.21	7852.94	7931.47	8248.72	8578.67	8921.82
	3	7570.40	8024.63	8265.37	8348.02	8681.94	9029.22	9390.39
	4	7969.22	8447.37	8700.79	8787.80	9139.31	9504.88	9885.08
	5	8389.08	8892.43	9159.20	9250.79	9620.83	10005.66	10405.89
Engineer, Transportation Supervising	1	6832.43	7242.38	7459.65	7534.25	7835.62	8149.04	8475.00
	2	7192.65	7624.21	7852.94	7931.47	8248.72	8578.67	8921.82
	3	7570.40	8024.63	8265.37	8348.02	8681.94	9029.22	9390.39
	4	7969.22	8447.37	8700.79	8787.80	9139.31	9504.88	9885.08
	5	8389.08	8892.43	9159.20	9250.79	9620.83	10005.66	10405.89

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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ADA Projects Coordinator	1	6197.37		6383.29	6447.13	6705.01	6973.21	7252.14
	2	6523.67		6719.38	6786.58	7058.04	7340.36	7633.98
	3	6867.52		7073.54	7144.28	7430.05	7727.25	8036.34
	4	7228.90		7445.77	7520.23	7821.04	8133.88	8459.23
	5	7609.00		7837.27	7915.65	8232.27	8561.56	8904.02
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Administrative Analyst I	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
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Administrative Analyst I, PPT	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
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Administrative Analyst II	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
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Admin Analyst II, PPT	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
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Administrative Assistant II	1	3286.40	3384.98	3486.53	3521.39	3662.25	3808.74	3961.09
	2	3459.49	3563.27	3670.17	3706.87	3855.14	4009.35	4169.72
	3	3641.94	3751.20	3863.74	3902.37	4058.47	4220.81	4389.64
	4	3833.74	3948.76	4067.22	4107.90	4272.21	4443.10	4620.82
	5	4034.90	4155.95	4280.63	4323.43	4496.37	4676.23	4863.28
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Administrative Assistant II, PPT	1	3286.40	3384.98	3486.53	3521.39	3662.25	3808.74	3961.09
	2	3459.49	3563.27	3670.17	3706.87	3855.14	4009.35	4169.72
	3	3641.94	3751.20	3863.74	3902.37	4058.47	4220.81	4389.64
	4	3833.74	3948.76	4067.22	4107.90	4272.21	4443.10	4620.82
	5	4034.90	4155.95	4280.63	4323.43	4496.37	4676.23	4863.28
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Aquatics Program Coordinator	1	3995.14		4114.99	4156.14	4322.39	4495.28	4675.09
	2	4204.48		4330.62	4373.92	4548.88	4730.84	4920.07
	3	4426.69		4559.50	4605.09	4789.29	4980.87	5180.10
	4	4659.43		4799.22	4847.21	5041.10	5242.74	5452.45
	5	4905.03		5052.19	5102.71	5306.82	5519.09	5739.85
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Benefits Analyst	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
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Benefits Representative	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Benefits Representative, PPT	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
Benefits Technician	1	3129.68		3223.57	3255.80	3386.04	3521.48	3662.34
	2	3294.58		3393.42	3427.36	3564.45	3707.03	3855.31
	3	3467.67		3571.70	3607.42	3751.72	3901.79	4057.86
	4	3650.12		3759.63	3797.22	3949.11	4107.08	4271.36
	5	3843.10		3958.39	3997.97	4157.89	4324.21	4497.18
Budget & Grants Admin	1	5620.79		5789.41	5847.31	6081.20	6324.45	6577.43
	2	5916.68		6094.18	6155.13	6401.33	6657.38	6923.68
	3	6228.95		6415.82	6479.98	6739.18	7008.74	7289.09
	4	6556.42		6753.11	6820.64	7093.47	7377.21	7672.30
	5	6901.43		7108.48	7179.56	7466.74	7765.41	8076.03
Business Analyst II	1	4855.91		5001.59	5051.61	5253.67	5463.82	5682.37
	2	5110.87		5264.20	5316.84	5529.51	5750.70	5980.72
	3	5379.87		5541.26	5596.67	5820.54	6053.36	6295.50
	4	5664.06		5833.99	5892.33	6128.02	6373.14	6628.06
	5	5962.30		6141.16	6202.58	6450.68	6708.71	6977.05
Business Analyst III	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
Buyer	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Cable Operations Technician	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Cable TV Assistant Producer, PPT	1	3451.30		3554.84	3590.39	3734.00	3883.36	4038.70
	2	3632.58		3741.56	3778.97	3930.13	4087.34	4250.83
	3	3823.21		3937.91	3977.29	4136.38	4301.84	4473.91
	4	4024.37		4145.11	4186.56	4354.02	4528.18	4709.31
	5	4237.23		4364.35	4407.99	4584.31	4767.68	4958.39
Cable TV Operations Chief Engineer	1	5620.79		5789.41	5847.31	6081.20	6324.45	6577.43
	2	5916.68		6094.18	6155.13	6401.33	6657.38	6923.68
	3	6228.95		6415.82	6479.98	6739.18	7008.74	7289.09
	4	6556.42		6753.11	6820.64	7093.47	7377.21	7672.30
	5	6901.43		7108.48	7179.56	7466.74	7765.41	8076.03
Cable TV Operations Coordinator	1	4193.96		4319.78	4362.97	4537.49	4718.99	4907.75
	2	4415.00		4547.45	4592.92	4776.64	4967.71	5166.41
	3	4647.74		4787.17	4835.04	5028.44	5229.58	5438.76
	4	4892.17		5038.93	5089.32	5292.90	5504.61	5724.80
	5	5149.47		5303.95	5356.99	5571.27	5794.12	6025.89

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Cable TV Producer	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
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Case Manager I	1	3623.22		3731.92	3769.24	3920.01	4076.81	4239.88
	2	3813.86		3928.27	3967.56	4126.26	4291.31	4462.96
	3	4015.02		4135.47	4176.82	4343.90	4517.65	4698.36
	4	4225.53		4352.30	4395.82	4571.66	4754.52	4944.70
	5	4448.92		4582.38	4628.21	4813.34	5005.87	5206.10
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Case Manager II	1	4193.96		4319.78	4362.97	4537.49	4718.99	4907.75
	2	4415.00		4547.45	4592.92	4776.64	4967.71	5166.41
	3	4647.74		4787.17	4835.04	5028.44	5229.58	5438.76
	4	4892.17		5038.93	5089.32	5292.90	5504.61	5724.80
	5	5149.47		5303.95	5356.99	5571.27	5794.12	6025.89
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City Council Constituent Liaison	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
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City Council Constituent Liaison PPT	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
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City Council Intern	1	3451.30		3554.84	3590.39	3734.00	3883.36	4038.70
	2	3632.58		3741.56	3778.97	3930.13	4087.34	4250.83
	3	3823.21		3937.91	3977.29	4136.38	4301.84	4473.91
	4	4024.37		4145.11	4186.56	4354.02	4528.18	4709.31
	5	4237.23		4364.35	4407.99	4584.31	4767.68	4958.39
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City Council Inter, PPT	1	3451.30		3554.84	3590.39	3734.00	3883.36	4038.70
	2	3632.58		3741.56	3778.97	3930.13	4087.34	4250.83
	3	3823.21		3937.91	3977.29	4136.38	4301.84	4473.91
	4	4024.37		4145.11	4186.56	4354.02	4528.18	4709.31
	5	4237.23		4364.35	4407.99	4584.31	4767.68	4958.39
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City Council Policy Analyst	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
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City Council Policy Analyst, PPT	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Claims Investigator II	1	4624.35		4763.08	4810.71	5003.14	5203.26	5411.39
	2	4867.61		5013.64	5063.77	5266.33	5476.98	5696.06
	3	5123.74		5277.45	5330.22	5543.43	5765.17	5995.78
	4	5393.90		5555.72	5611.27	5835.73	6069.16	6311.92
	5	5678.10		5848.44	5906.93	6143.20	6388.93	6644.49
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Clean City Specialist, Senior	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
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Clean Community Specialist	1	3623.22		3731.92	3769.24	3920.01	4076.81	4239.88
	2	3813.86		3928.27	3967.56	4126.26	4291.31	4462.96
	3	4015.02		4135.47	4176.82	4343.90	4517.65	4698.36
	4	4225.53		4352.30	4395.82	4571.66	4754.52	4944.70
	5	4448.92		4582.38	4628.21	4813.34	5005.87	5206.10
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Community Dev District Coordinator	1	4855.91		5001.59	5051.61	5253.67	5463.82	5682.37
	2	5110.87		5264.20	5316.84	5529.51	5750.70	5980.72
	3	5379.87		5541.26	5596.67	5820.54	6053.36	6295.50
	4	5664.06		5833.99	5892.33	6128.02	6373.14	6628.06
	5	5962.30		6141.16	6202.58	6450.68	6708.71	6977.05
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Community Deve Prgm Coordinator	1	5620.79		5789.41	5847.31	6081.20	6324.45	6577.43
	2	5916.68		6094.18	6155.13	6401.33	6657.38	6923.68
	3	6228.95		6415.82	6479.98	6739.18	7008.74	7289.09
	4	6556.42		6753.11	6820.64	7093.47	7377.21	7672.30
	5	6901.43		7108.48	7179.56	7466.74	7765.41	8076.03
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Community Liaison	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
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Complaint Investigator II	1	4624.35		4763.08	4810.71	5003.14	5203.26	5411.39
	2	4867.61		5013.64	5063.77	5266.33	5476.98	5696.06
	3	5123.74		5277.45	5330.22	5543.43	5765.17	5995.78
	4	5393.90		5555.72	5611.27	5835.73	6069.16	6311.92
	5	5678.10		5848.44	5906.93	6143.20	6388.93	6644.49
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Complaint Investigator III	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
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Complaint Investigator III, PPT	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
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Contract Compliance Officer	1	4855.91	5001.59	5151.64	5203.15	5411.28	5627.73	5852.84
	2	5110.87	5264.20	5422.13	5476.35	5695.40	5923.22	6160.15
	3	5379.87	5541.27	5707.51	5764.58	5995.17	6234.97	6484.37
	4	5664.06	5833.99	6009.01	6069.10	6311.86	6564.34	6826.91
	5	5962.30	6141.17	6325.41	6388.66	6644.21	6909.97	7186.37

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Contract Compliance Office Asst	1	3995.14		4114.99	4156.14	4322.39	4495.28	4675.09
	2	4204.48		4330.62	4373.92	4548.88	4730.84	4920.07
	3	4426.69		4559.50	4605.09	4789.29	4980.87	5180.10
	4	4659.43		4799.22	4847.21	5041.10	5242.74	5452.45
	5	4905.03		5052.19	5102.71	5306.82	5519.09	5739.85
Contract Compliance Officer, Sr. (75.013)	1	5352.97		5513.56	5568.69	5791.44	6023.10	6264.02
	2	5634.83		5803.87	5861.91	6096.39	6340.24	6593.85
	3	5931.89		6109.84	6170.94	6417.78	6674.49	6941.47
	4	6244.15		6431.48	6495.79	6755.62	7025.85	7306.88
	5	6572.79		6769.98	6837.68	7111.18	7395.63	7691.46
Contract Compliance Officer, Sr. (75.014)	1	5620.79		5789.41	5847.31	6081.20	6324.45	6577.43
	2	5916.68		6094.18	6155.13	6401.33	6657.38	6923.68
	3	6228.95		6415.82	6479.98	6739.18	7008.74	7289.09
	4	6556.42		6753.11	6820.64	7093.47	7377.21	7672.30
	5	6901.43		7108.48	7179.56	7466.74	7765.41	8076.03
Criminalist II	1	5352.97		5513.56	5568.69	5791.44	6023.10	6264.02
	2	5634.83		5803.87	5861.91	6096.39	6340.24	6593.85
	3	5931.89		6109.84	6170.94	6417.78	6674.49	6941.47
	4	6244.15		6431.48	6495.79	6755.62	7025.85	7306.88
	5	6572.79		6769.98	6837.68	7111.18	7395.63	7691.46
Cultural Arts Specialist	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Data Analyst II	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Data Analyst III	1	6197.37		6383.29	6447.13	6705.01	6973.21	7252.14
	2	6523.67		6719.38	6786.58	7058.04	7340.36	7633.98
	3	6867.52		7073.54	7144.28	7430.05	7727.25	8036.34
	4	7228.90		7445.77	7520.23	7821.04	8133.88	8459.23
	5	7609.00		7837.27	7915.65	8232.27	8561.56	8904.02
Database Analyst II	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Database Analyst III	1	6197.37		6383.29	6447.13	6705.01	6973.21	7252.14
	2	6523.67		6719.38	6786.58	7058.04	7340.36	7633.98
	3	6867.52		7073.54	7144.28	7430.05	7727.25	8036.34
	4	7228.90		7445.77	7520.23	7821.04	8133.88	8459.23
	5	7609.00		7837.27	7915.65	8232.27	8561.56	8904.02
Deputy City Auditor I	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Deputy City Auditor II	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Development Project & Program (75.014)	1	5620.79		5789.41	5847.31	6081.20	6324.45	6577.43
	2	5916.68		6094.18	6155.13	6401.33	6657.38	6923.68
	3	6228.95		6415.82	6479.98	6739.18	7008.74	7289.09
	4	6556.42		6753.11	6820.64	7093.47	7377.21	7672.30
	5	6901.43		7108.48	7179.56	7466.74	7765.41	8076.03
Development Project & Program (75.015)	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
Development Specialist III	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Emergency Food Program Coordinator	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Emergency Food Program, PPT	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Emergency Medical Svcs Instruc, PT	1	27.10		27.92	28.20	29.32	30.50	31.72
	2	28.52		29.38	29.67	30.86	32.10	33.38
	3	30.03		30.93	31.24	32.49	33.79	35.14
	4	31.61		32.56	32.88	34.20	35.57	36.99
	5	33.28		34.28	34.63	36.01	37.45	38.95
Emergency Planning Coordinator	1	4624.35		4763.08	4810.71	5003.14	5203.26	5411.39
	2	4867.61		5013.64	5063.77	5266.33	5476.98	5696.06
	3	5123.74		5277.45	5330.22	5543.43	5765.17	5995.78
	4	5393.90		5555.72	5611.27	5835.73	6069.16	6311.92
	5	5678.10		5848.44	5906.93	6143.20	6388.93	6644.49
Emergency Planning Coordinator, PPT	1	4624.35		4763.08	4810.71	5003.14	5203.26	5411.39
	2	4867.61		5013.64	5063.77	5266.33	5476.98	5696.06
	3	5123.74		5277.45	5330.22	5543.43	5765.17	5995.78
	4	5393.90		5555.72	5611.27	5835.73	6069.16	6311.92
	5	5678.10		5848.44	5906.93	6143.20	6388.93	6644.49
Employee Assistant Counselor	1	4624.35		4763.08	4810.71	5003.14	5203.26	5411.39
	2	4867.61		5013.64	5063.77	5266.33	5476.98	5696.06
	3	5123.74		5277.45	5330.22	5543.43	5765.17	5995.78
	4	5393.90		5555.72	5611.27	5835.73	6069.16	6311.92
	5	5678.10		5848.44	5906.93	6143.20	6388.93	6644.49

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Employee Assistant Counselor, PPT	1	4624.35		4763.08	4810.71	5003.14	5203.26	5411.39
	2	4867.61		5013.64	5063.77	5266.33	5476.98	5696.06
	3	5123.74		5277.45	5330.22	5543.43	5765.17	5995.78
	4	5393.90		5555.72	5611.27	5835.73	6069.16	6311.92
	5	5678.10		5848.44	5906.93	6143.20	6388.93	6644.49
Employment Services Representative	1	3623.22		3731.92	3769.24	3920.01	4076.81	4239.88
	2	3813.86		3928.27	3967.56	4126.26	4291.31	4462.96
	3	4015.02		4135.47	4176.82	4343.90	4517.65	4698.36
	4	4225.53		4352.30	4395.82	4571.66	4754.52	4944.70
	5	4448.92		4582.38	4628.21	4813.34	5005.87	5206.10
Environmental Education Specialist	1	4855.91		5001.59	5051.61	5253.67	5463.82	5682.37
	2	5110.87		5264.20	5316.84	5529.51	5750.70	5980.72
	3	5379.87		5541.26	5596.67	5820.54	6053.36	6295.50
	4	5664.06		5833.99	5892.33	6128.02	6373.14	6628.06
	5	5962.30		6141.16	6202.58	6450.68	6708.71	6977.05
Environmental Services Intern	1	3451.30		3554.84	3590.39	3734.00	3883.36	4038.70
	2	3632.58		3741.56	3778.97	3930.13	4087.34	4250.83
	3	3823.21		3937.91	3977.29	4136.38	4301.84	4473.91
	4	4024.37		4145.11	4186.56	4354.02	4528.18	4709.31
	5	4237.23		4364.35	4407.99	4584.31	4767.68	4958.39
Film Coordinator	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Fire Protection Engineer	1	5352.97		5513.56	5568.69	5791.44	6023.10	6264.02
	2	5634.83		5803.87	5861.91	6096.39	6340.24	6593.85
	3	5931.89		6109.84	6170.94	6417.78	6674.49	6941.47
	4	6244.15		6431.48	6495.79	6755.62	7025.85	7306.88
	5	6572.79		6769.98	6837.68	7111.18	7395.63	7691.46
Fire Safety Education Coordinator	1	4624.35		4763.08	4810.71	5003.14	5203.26	5411.39
	2	4867.61		5013.64	5063.77	5266.33	5476.98	5696.06
	3	5123.74		5277.45	5330.22	5543.43	5765.17	5995.78
	4	5393.90		5555.72	5611.27	5835.73	6069.16	6311.92
	5	5678.10		5848.44	5906.93	6143.20	6388.93	6644.49
Fleet Specialist	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Graffiti Specialist	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
Graphics Design Coordinator	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Graphics Design Coordinator, PPT	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Graphic Design Specialist	1	4193.96		4319.78	4362.97	4537.49	4718.99	4907.75
	2	4415.00		4547.45	4592.92	4776.64	4967.71	5166.41
	3	4647.74		4787.17	4835.04	5028.44	5229.58	5438.76
	4	4892.17		5038.93	5089.32	5292.90	5504.61	5724.80
	5	5149.47		5303.95	5356.99	5571.27	5794.12	6025.89
Head Start Nutrition Coordinator	1	3623.22		3731.92	3769.24	3920.01	4076.81	4239.88
	2	3813.86		3928.27	3967.56	4126.26	4291.31	4462.96
	3	4015.02		4135.47	4176.82	4343.90	4517.65	4698.36
	4	4225.53		4352.30	4395.82	4571.66	4754.52	4944.70
	5	4448.92		4582.38	4628.21	4813.34	5005.87	5206.10
Head Start Program Coordinator	1	3623.22		3731.92	3769.24	3920.01	4076.81	4239.88
	2	3813.86		3928.27	3967.56	4126.26	4291.31	4462.96
	3	4015.02		4135.47	4176.82	4343.90	4517.65	4698.36
	4	4225.53		4352.30	4395.82	4571.66	4754.52	4944.70
	5	4448.92		4582.38	4628.21	4813.34	5005.87	5206.10
Head Start Prgm Planner Monitor	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Home Management Counselor II	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
Home Management Counselor III	1	4624.35		4763.08	4810.71	5003.14	5203.26	5411.39
	2	4867.61		5013.64	5063.77	5266.33	5476.98	5696.06
	3	5123.74		5277.45	5330.22	5543.43	5765.17	5995.78
	4	5393.90		5555.72	5611.27	5835.73	6069.16	6311.92
	5	5678.10		5848.44	5906.93	6143.20	6388.93	6644.49
Homeless Program Supervisor	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Housing Development Coordinator III	1	4855.91		5001.59	5051.61	5253.67	5463.82	5682.37
	2	5110.87		5264.20	5316.84	5529.51	5750.70	5980.72
	3	5379.87		5541.26	5596.67	5820.54	6053.36	6295.50
	4	5664.06		5833.99	5892.33	6128.02	6373.14	6628.06
	5	5962.30		6141.16	6202.58	6450.68	6708.71	6977.05
Housing Development Coordinator IV	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Human Resource Analyst	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Human Resource Analyst, Assistant	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
Human Res Operations Technician	1	3286.40	3384.98	3486.53	3521.39	3662.25	3808.74	3961.09
	2	3459.49	3563.27	3670.17	3706.87	3855.14	4009.35	4169.72
	3	3641.94	3751.20	3863.74	3902.37	4058.47	4220.81	4389.64
	4	3833.74	3948.76	4067.22	4107.90	4272.21	4443.10	4620.82
	5	4034.90	4155.95	4280.63	4323.43	4496.37	4676.23	4863.28
Human Res Operations Tech, Senior	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
Human Resources Technician	1	3286.40	3384.98	3486.53	3521.39	3662.25	3808.74	3961.09
	2	3459.49	3563.27	3670.17	3706.87	3855.14	4009.35	4169.72
	3	3641.94	3751.20	3863.74	3902.37	4058.47	4220.81	4389.64
	4	3833.74	3948.76	4067.22	4107.90	4272.21	4443.10	4620.82
	5	4034.90	4155.95	4280.63	4323.43	4496.37	4676.23	4863.28
Human Resource Technician, PPT	1	3286.40	3384.98	3486.53	3521.39	3662.25	3808.74	3961.09
	2	3459.49	3563.27	3670.17	3706.87	3855.14	4009.35	4169.72
	3	3641.94	3751.20	3863.74	3902.37	4058.47	4220.81	4389.64
	4	3833.74	3948.76	4067.22	4107.90	4272.21	4443.10	4620.82
	5	4034.90	4155.95	4280.63	4323.43	4496.37	4676.23	4863.28
Human Resource Technician, Senior	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
Human Res Technician, Senior, PPT	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
Info & Referral Specialist, PPT	1	2981.15		3070.58	3101.29	3225.34	3354.35	3488.53
	2	3137.87		3232.00	3264.32	3394.89	3530.69	3671.92
	3	3302.77		3401.85	3435.87	3573.31	3716.24	3864.89
	4	3477.03		3581.34	3617.16	3761.84	3912.32	4068.81
	5	3659.48		3769.26	3806.96	3959.23	4117.60	4282.31
Information Representative	1	3741.35		3853.59	3892.12	4047.81	4209.72	4378.11
	2	3836.08		3951.16	3990.67	4150.30	4316.31	4488.96
	3	3933.15		4051.14	4091.66	4255.32	4425.54	4602.56
	4	4027.88		4148.72	4190.21	4357.81	4532.13	4713.41
	5	4133.14		4257.14	4299.71	4471.69	4650.56	4836.58

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Internal Auditor III	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
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Job Developer	1	2981.15		3070.58	3101.29	3225.34	3354.35	3488.53
	2	3137.87		3232.00	3264.32	3394.89	3530.69	3671.92
	3	3302.77		3401.85	3435.87	3573.31	3716.24	3864.89
	4	3477.03		3581.34	3617.16	3761.84	3912.32	4068.81
	5	3659.48		3769.26	3806.96	3959.23	4117.60	4282.31
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Legal Secretary II	1	3623.22	3987.57	4107.20	4148.27	4314.20	4486.77	4666.24
	2	3813.86	4195.24	4321.10	4364.31	4538.88	4720.44	4909.25
	3	4015.02	4416.52	4549.02	4594.51	4778.29	4969.42	5168.19
	4	4225.53	4648.08	4787.52	4835.40	5028.81	5229.97	5439.16
	5	4448.92	4893.81	5040.62	5091.03	5294.67	5506.46	5726.72
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Loan Servicing Administrator	1	5620.79		5789.41	5847.31	6081.20	6324.45	6577.43
	2	5916.68		6094.18	6155.13	6401.33	6657.38	6923.68
	3	6228.95		6415.82	6479.98	6739.18	7008.74	7289.09
	4	6556.42		6753.11	6820.64	7093.47	7377.21	7672.30
	5	6901.43		7108.48	7179.56	7466.74	7765.41	8076.03
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Loan Servicing Specialist	1	4193.96		4319.78	4362.97	4537.49	4718.99	4907.75
	2	4415.00		4547.45	4592.92	4776.64	4967.71	5166.41
	3	4647.74		4787.17	4835.04	5028.44	5229.58	5438.76
	4	4892.17		5038.93	5089.32	5292.90	5504.61	5724.80
	5	5149.47		5303.95	5356.99	5571.27	5794.12	6025.89
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Management Intern, PPT	1	3451.30		3554.84	3590.39	3734.00	3883.36	4038.70
	2	3632.58		3741.56	3778.97	3930.13	4087.34	4250.83
	3	3823.21		3937.91	3977.29	4136.38	4301.84	4473.91
	4	4024.37		4145.11	4186.56	4354.02	4528.18	4709.31
	5	4237.23		4364.35	4407.99	4584.31	4767.68	4958.39
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Marine Sports Program Coordinator	1	3995.14		4114.99	4156.14	4322.39	4495.28	4675.09
	2	4204.48		4330.62	4373.92	4548.88	4730.84	4920.07
	3	4426.69		4559.50	4605.09	4789.29	4980.87	5180.10
	4	4659.43		4799.22	4847.21	5041.10	5242.74	5452.45
	5	4905.03		5052.19	5102.71	5306.82	5519.09	5739.85
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Microcomputer Systems Specialist I	1	3995.14		4114.99	4156.14	4322.39	4495.28	4675.09
	2	4204.48		4330.62	4373.92	4548.88	4730.84	4920.07
	3	4426.69		4559.50	4605.09	4789.29	4980.87	5180.10
	4	4659.43		4799.22	4847.21	5041.10	5242.74	5452.45
	5	4905.03		5052.19	5102.71	5306.82	5519.09	5739.85
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Microcomputer Systems Specialist II	1	4855.91		5001.59	5051.61	5253.67	5463.82	5682.37
	2	5110.87		5264.20	5316.84	5529.51	5750.70	5980.72
	3	5379.87		5541.26	5596.67	5820.54	6053.36	6295.50
	4	5664.06		5833.99	5892.33	6128.02	6373.14	6628.06
	5	5962.30		6141.16	6202.58	6450.68	6708.71	6977.05
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Microcomputer Systems Spec II PPT	1	4855.91		5001.59	5051.61	5253.67	5463.82	5682.37
	2	5110.87		5264.20	5316.84	5529.51	5750.70	5980.72
	3	5379.87		5541.26	5596.67	5820.54	6053.36	6295.50
	4	5664.06		5833.99	5892.33	6128.02	6373.14	6628.06
	5	5962.30		6141.16	6202.58	6450.68	6708.71	6977.05

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Microcomputer Systems								
Spec III								
	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
Mortgage Advisor								
	1	3995.14		4114.99	4156.14	4322.39	4495.28	4675.09
	2	4204.48		4330.62	4373.92	4548.88	4730.84	4920.07
	3	4426.69		4559.50	4605.09	4789.29	4980.87	5180.10
	4	4659.43		4799.22	4847.21	5041.10	5242.74	5452.45
	5	4905.03		5052.19	5102.71	5306.82	5519.09	5739.85
Museum Collections								
Coordinator								
	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Museum Docent Coordinator								
	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Museum Education								
Coordinator, PPT								
	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Museum Interpretive								
Specialist, Art								
	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Museum Interp Spec,								
Nat Sc								
	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Neighborhood Services								
Coordinator								
	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
Nurse Case Manager								
	1	4193.96		4319.78	4362.97	4537.49	4718.99	4907.75
	2	4415.00		4547.45	4592.92	4776.64	4967.71	5166.41
	3	4647.74		4787.17	4835.04	5028.44	5229.58	5438.76
	4	4892.17		5038.93	5089.32	5292.90	5504.61	5724.80
	5	5149.47		5303.95	5356.99	5571.27	5794.12	6025.89
Nurse Case Manager, PPT								
	1	3726.14		3837.93	3876.31	4031.36	4192.61	4360.32
	2	3921.45		4039.10	4079.49	4242.67	4412.38	4588.87
	3	4128.46		4252.32	4294.84	4466.63	4645.30	4831.11
	4	4346.00		4476.38	4521.14	4701.99	4890.07	5085.67
	5	4574.06		4711.28	4758.39	4948.73	5146.68	5352.54

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Outreach Developer, PPT	1	4193.96		4319.78	4362.97	4537.49	4718.99	4907.75
	2	4415.00		4547.45	4592.92	4776.64	4967.71	5166.41
	3	4647.74		4787.17	4835.04	5028.44	5229.58	5438.76
	4	4892.17		5038.93	5089.32	5292.90	5504.61	5724.80
	5	5149.47		5303.95	5356.99	5571.27	5794.12	6025.89
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Paralegal	1	4193.96		4319.78	4362.97	4537.49	4718.99	4907.75
	2	4415.00		4547.45	4592.92	4776.64	4967.71	5166.41
	3	4647.74		4787.17	4835.04	5028.44	5229.58	5438.76
	4	4892.17		5038.93	5089.32	5292.90	5504.61	5724.80
	5	5149.47		5303.95	5356.99	5571.27	5794.12	6025.89
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Paralegal, PPT	1	3623.22		3731.92	3769.24	3920.01	4076.81	4239.88
	2	3813.86		3928.27	3967.56	4126.26	4291.31	4462.96
	3	4015.02		4135.47	4176.82	4343.90	4517.65	4698.36
	4	4225.53		4352.30	4395.82	4571.66	4754.52	4944.70
	5	4448.92		4582.38	4628.21	4813.34	5005.87	5206.10
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Parks & Rec Training Specialist	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
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Planner I	1	3623.22		3731.92	3769.24	3920.01	4076.81	4239.88
	2	3813.86		3928.27	3967.56	4126.26	4291.31	4462.96
	3	4015.02		4135.47	4176.82	4343.90	4517.65	4698.36
	4	4225.53		4352.30	4395.82	4571.66	4754.52	4944.70
	5	4448.92		4582.38	4628.21	4813.34	5005.87	5206.10
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Planner II	1	4193.96		4319.78	4362.97	4537.49	4718.99	4907.75
	2	4415.00		4547.45	4592.92	4776.64	4967.71	5166.41
	3	4647.74		4787.17	4835.04	5028.44	5229.58	5438.76
	4	4892.17		5038.93	5089.32	5292.90	5504.61	5724.80
	5	5149.47		5303.95	5356.99	5571.27	5794.12	6025.89
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Planner II, Design Review	1	4193.96		4319.78	4362.97	4537.49	4718.99	4907.75
	2	4415.00		4547.45	4592.92	4776.64	4967.71	5166.41
	3	4647.74		4787.17	4835.04	5028.44	5229.58	5438.76
	4	4892.17		5038.93	5089.32	5292.90	5504.61	5724.80
	5	5149.47		5303.95	5356.99	5571.27	5794.12	6025.89
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Planner III	1	4855.91		5001.59	5051.61	5253.67	5463.82	5682.37
	2	5110.87		5264.20	5316.84	5529.51	5750.70	5980.72
	3	5379.87		5541.26	5596.67	5820.54	6053.36	6295.50
	4	5664.06		5833.99	5892.33	6128.02	6373.14	6628.06
	5	5962.30		6141.16	6202.58	6450.68	6708.71	6977.05
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Planner III, PPT	1	4855.91		5001.59	5051.61	5253.67	5463.82	5682.37
	2	5110.87		5264.20	5316.84	5529.51	5750.70	5980.72
	3	5379.87		5541.26	5596.67	5820.54	6053.36	6295.50
	4	5664.06		5833.99	5892.33	6128.02	6373.14	6628.06
	5	5962.30		6141.16	6202.58	6450.68	6708.71	6977.05
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Planner III, Design Review	1	4855.91		5001.59	5051.61	5253.67	5463.82	5682.37
	2	5110.87		5264.20	5316.84	5529.51	5750.70	5980.72
	3	5379.87		5541.26	5596.67	5820.54	6053.36	6295.50
	4	5664.06		5833.99	5892.33	6128.02	6373.14	6628.06
	5	5962.30		6141.16	6202.58	6450.68	6708.71	6977.05

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Planner III, Historic Preservation	1	4855.91		5001.59	5051.61	5253.67	5463.82	5682.37
	2	5110.87		5264.20	5316.84	5529.51	5750.70	5980.72
	3	5379.87		5541.26	5596.67	5820.54	6053.36	6295.50
	4	5664.06		5833.99	5892.33	6128.02	6373.14	6628.06
	5	5962.30		6141.16	6202.58	6450.68	6708.71	6977.05
Planner III, Historical Pres, PPT	1	4855.91		5001.59	5051.61	5253.67	5463.82	5682.37
	2	5110.87		5264.20	5316.84	5529.51	5750.70	5980.72
	3	5379.87		5541.26	5596.67	5820.54	6053.36	6295.50
	4	5664.06		5833.99	5892.33	6128.02	6373.14	6628.06
	5	5962.30		6141.16	6202.58	6450.68	6708.71	6977.05
Planner IV	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
Planner IV, Design Review	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
Planner V	1	6832.43		7037.40	7107.78	7392.09	7687.77	7995.28
	2	7192.65		7408.43	7482.51	7781.81	8093.08	8416.81
	3	7570.41		7797.52	7875.49	8190.51	8518.14	8858.86
	4	7969.22		8208.30	8290.38	8621.99	8966.87	9325.55
	5	8389.08		8640.76	8727.16	9076.25	9439.30	9816.87
Police Technical Writer	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Process Coordinator III	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Program Analyst I	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
Program Analyst I, PPT	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
Program Analyst II	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Program Analyst II, PPT	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Program Analyst III, PPT	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Programmer Analyst III, PPT	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
Program Coordinator, Associate	1	4855.91		5001.59	5051.61	5253.67	5463.82	5682.37
	2	5110.87		5264.20	5316.84	5529.51	5750.70	5980.72
	3	5379.87		5541.26	5596.67	5820.54	6053.36	6295.50
	4	5664.06		5833.99	5892.33	6128.02	6373.14	6628.06
	5	5962.30		6141.16	6202.58	6450.68	6708.71	6977.05
Public Information Officer I	1	4193.96		4319.78	4362.97	4537.49	4718.99	4907.75
	2	4415.00		4547.45	4592.92	4776.64	4967.71	5166.41
	3	4647.74		4787.17	4835.04	5028.44	5229.58	5438.76
	4	4892.17		5038.93	5089.32	5292.90	5504.61	5724.80
	5	5149.47		5303.95	5356.99	5571.27	5794.12	6025.89
Public Information Officer II	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Public Information Officer II, PPT	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Public Information Officer III	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
Public Service Rep, Sr.	1	3451.30		3554.84	3590.39	3734.00	3883.36	4038.70
	2	3632.58		3741.56	3778.97	3930.13	4087.34	4250.83
	3	3823.21		3937.91	3977.29	4136.38	4301.84	4473.91
	4	4024.37		4145.11	4186.56	4354.02	4528.18	4709.31
	5	4237.23		4364.35	4407.99	4584.31	4767.68	4958.39
Receptionist to the City Auditor	1	3129.68		3223.57	3255.80	3386.04	3521.48	3662.34
	2	3294.58		3393.42	3427.36	3564.45	3707.03	3855.31
	3	3467.67		3571.70	3607.42	3751.72	3901.79	4057.86
	4	3650.12		3759.63	3797.22	3949.11	4107.08	4271.36
	5	3843.10		3958.39	3997.97	4157.89	4324.21	4497.18

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Receptionist to the City Attorney	1	3129.68		3223.57	3255.80	3386.04	3521.48	3662.34
	2	3294.58		3393.42	3427.36	3564.45	3707.03	3855.31
	3	3467.67		3571.70	3607.42	3751.72	3901.79	4057.86
	4	3650.12		3759.63	3797.22	3949.11	4107.08	4271.36
	5	3843.10		3958.39	3997.97	4157.89	4324.21	4497.18
Receptionist to the City Clerk	1	3129.68		3223.57	3255.80	3386.04	3521.48	3662.34
	2	3294.58		3393.42	3427.36	3564.45	3707.03	3855.31
	3	3467.67		3571.70	3607.42	3751.72	3901.79	4057.86
	4	3650.12		3759.63	3797.22	3949.11	4107.08	4271.36
	5	3843.10		3958.39	3997.97	4157.89	4324.21	4497.18
Receptionist to the City Manager	1	3129.68		3223.57	3255.80	3386.04	3521.48	3662.34
	2	3294.58		3393.42	3427.36	3564.45	3707.03	3855.31
	3	3467.67		3571.70	3607.42	3751.72	3901.79	4057.86
	4	3650.12		3759.63	3797.22	3949.11	4107.08	4271.36
	5	3843.10		3958.39	3997.97	4157.89	4324.21	4497.18
Recycling Specialist	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Rehabilitation Advisor I	1	3623.22		3731.92	3769.24	3920.01	4076.81	4239.88
	2	3813.86		3928.27	3967.56	4126.26	4291.31	4462.96
	3	4015.02		4135.47	4176.82	4343.90	4517.65	4698.36
	4	4225.53		4352.30	4395.82	4571.66	4754.52	4944.70
	5	4448.92		4582.38	4628.21	4813.34	5005.87	5206.10
Rehabilitation Advisor II	1	3995.14		4114.99	4156.14	4322.39	4495.28	4675.09
	2	4204.48		4330.62	4373.92	4548.88	4730.84	4920.07
	3	4426.69		4559.50	4605.09	4789.29	4980.87	5180.10
	4	4659.43		4799.22	4847.21	5041.10	5242.74	5452.45
	5	4905.03		5052.19	5102.71	5306.82	5519.09	5739.85
Rehabilitation Advisor III	1	4624.35		4763.08	4810.71	5003.14	5203.26	5411.39
	2	4867.61		5013.64	5063.77	5266.33	5476.98	5696.06
	3	5123.74		5277.45	5330.22	5543.43	5765.17	5995.78
	4	5393.90		5555.72	5611.27	5835.73	6069.16	6311.92
	5	5678.10		5848.44	5906.93	6143.20	6388.93	6644.49
Reproduction Offset Supervisor	1	3623.22		3731.92	3769.24	3920.01	4076.81	4239.88
	2	3813.86		3928.27	3967.56	4126.26	4291.31	4462.96
	3	4015.02		4135.47	4176.82	4343.90	4517.65	4698.36
	4	4225.53		4352.30	4395.82	4571.66	4754.52	4944.70
	5	4448.92		4582.38	4628.21	4813.34	5005.87	5206.10
Retirement Benefits Representative	1	3286.40	3384.98	3486.53	3521.39	3662.25	3808.74	3961.09
	2	3459.49	3563.27	3670.17	3706.87	3855.14	4009.35	4169.72
	3	3641.94	3751.20	3863.74	3902.37	4058.47	4220.81	4389.64
	4	3833.74	3948.76	4067.22	4107.90	4272.21	4443.10	4620.82
	5	4034.90	4155.95	4280.63	4323.43	4496.37	4676.23	4863.28
Safety & Loss Control Specialist	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Senior Services Prgm Assistant, PPT	1	3451.30		3554.84	3590.39	3734.00	3883.36	4038.70
	2	3632.58		3741.56	3778.97	3930.13	4087.34	4250.83
	3	3823.21		3937.91	3977.29	4136.38	4301.84	4473.91
	4	4024.37		4145.11	4186.56	4354.02	4528.18	4709.31
	5	4237.23		4364.35	4407.99	4584.31	4767.68	4958.39
Safety & Loss Control Spec, Asst	1	3804.50		3918.64	3957.82	4116.14	4280.78	4452.01
	2	4004.49		4124.63	4165.87	4332.51	4505.81	4686.04
	3	4215.01		4341.46	4384.87	4560.27	4742.68	4932.39
	4	4437.22		4570.34	4616.04	4800.68	4992.71	5192.42
	5	4671.13		4811.26	4859.37	5053.75	5255.90	5466.13
Senior Council Policy Analyst	1	5620.79		5789.41	5847.31	6081.20	6324.45	6577.43
	2	5916.68		6094.18	6155.13	6401.33	6657.38	6923.68
	3	6228.95		6415.82	6479.98	6739.18	7008.74	7289.09
	4	6556.42		6753.11	6820.64	7093.47	7377.21	7672.30
	5	6901.43		7108.48	7179.56	7466.74	7765.41	8076.03
Senior Council Policy Analyst, PPT	1	5620.79		5789.41	5847.31	6081.20	6324.45	6577.43
	2	5916.68		6094.18	6155.13	6401.33	6657.38	6923.68
	3	6228.95		6415.82	6479.98	6739.18	7008.74	7289.09
	4	6556.42		6753.11	6820.64	7093.47	7377.21	7672.30
	5	6901.43		7108.48	7179.56	7466.74	7765.41	8076.03
Senior Employment Coordinator	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34
Spatial Data Analyst III	1	6197.37		6383.29	6447.13	6705.01	6973.21	7252.14
	2	6523.67		6719.38	6786.58	7058.04	7340.36	7633.98
	3	6867.52		7073.54	7144.28	7430.05	7727.25	8036.34
	4	7228.90		7445.77	7520.23	7821.04	8133.88	8459.23
	5	7609.00		7837.27	7915.65	8232.27	8561.56	8904.02
Spatial Database Analyst III	1	6197.37		6383.29	6447.13	6705.01	6973.21	7252.14
	2	6523.67		6719.38	6786.58	7058.04	7340.36	7633.98
	3	6867.52		7073.54	7144.28	7430.05	7727.25	8036.34
	4	7228.90		7445.77	7520.23	7821.04	8133.88	8459.23
	5	7609.00		7837.27	7915.65	8232.27	8561.56	8904.02
Special Clerkship, PPT	1	2575.32		2652.58	2679.10	2786.27	2897.72	3013.63
	2	2709.82		2791.11	2819.02	2931.78	3049.05	3171.02
	3	2852.50		2938.07	2967.45	3086.15	3209.60	3337.98
	4	3003.37		3093.47	3124.40	3249.38	3379.36	3514.53
	5	3160.09		3254.89	3287.44	3418.94	3555.69	3697.92
Special Events Coordinator	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Special Needs Coordinator	1	3623.22		3731.92	3769.24	3920.01	4076.81	4239.88
	2	3813.86		3928.27	3967.56	4126.26	4291.31	4462.96
	3	4015.02		4135.47	4176.82	4343.90	4517.65	4698.36
	4	4225.53		4352.30	4395.82	4571.66	4754.52	4944.70
	5	4448.92		4582.38	4628.21	4813.34	5005.87	5206.10

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Systems Accountant III	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
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Systems Analyst I	1	3995.14		4114.99	4156.14	4322.39	4495.28	4675.09
	2	4204.48		4330.62	4373.92	4548.88	4730.84	4920.07
	3	4426.69		4559.50	4605.09	4789.29	4980.87	5180.10
	4	4659.43		4799.22	4847.21	5041.10	5242.74	5452.45
	5	4905.03		5052.19	5102.71	5306.82	5519.09	5739.85
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Systems Analyst II	1	4855.91		5001.59	5051.61	5253.67	5463.82	5682.37
	2	5110.87		5264.20	5316.84	5529.51	5750.70	5980.72
	3	5379.87		5541.26	5596.67	5820.54	6053.36	6295.50
	4	5664.06		5833.99	5892.33	6128.02	6373.14	6628.06
	5	5962.30		6141.16	6202.58	6450.68	6708.71	6977.05
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Systems Analyst III	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
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Systems Programmer II	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
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Systems Programmer III	1	6197.37		6383.29	6447.13	6705.01	6973.21	7252.14
	2	6523.67		6719.38	6786.58	7058.04	7340.36	7633.98
	3	6867.52		7073.54	7144.28	7430.05	7727.25	8036.34
	4	7228.90		7445.77	7520.23	7821.04	8133.88	8459.23
	5	7609.00		7837.27	7915.65	8232.27	8561.56	8904.02
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Technical Communications Specialist	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
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Telecommunication Systems Engineer	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
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Treasury Analyst	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
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Urban Economic Analyst I	1	3623.22		3731.92	3769.24	3920.01	4076.81	4239.88
	2	3813.86		3928.27	3967.56	4126.26	4291.31	4462.96
	3	4015.02		4135.47	4176.82	4343.90	4517.65	4698.36
	4	4225.53		4352.30	4395.82	4571.66	4754.52	4944.70
	5	4448.92		4582.38	4628.21	4813.34	5005.87	5206.10

Rep Unit: TW1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Urban Economic Analyst II	1	4193.96		4319.78	4362.97	4537.49	4718.99	4907.75
	2	4415.00		4547.45	4592.92	4776.64	4967.71	5166.41
	3	4647.74		4787.17	4835.04	5028.44	5229.58	5438.76
	4	4892.17		5038.93	5089.32	5292.90	5504.61	5724.80
	5	5149.47		5303.95	5356.99	5571.27	5794.12	6025.89
Urban Economic Analyst II, PPT	1	4193.96		4319.78	4362.97	4537.49	4718.99	4907.75
	2	4415.00		4547.45	4592.92	4776.64	4967.71	5166.41
	3	4647.74		4787.17	4835.04	5028.44	5229.58	5438.76
	4	4892.17		5038.93	5089.32	5292.90	5504.61	5724.80
	5	5149.47		5303.95	5356.99	5571.27	5794.12	6025.89
Urban Economic Analyst III	1	4855.91		5001.59	5051.61	5253.67	5463.82	5682.37
	2	5110.87		5264.20	5316.84	5529.51	5750.70	5980.72
	3	5379.87		5541.26	5596.67	5820.54	6053.36	6295.50
	4	5664.06		5833.99	5892.33	6128.02	6373.14	6628.06
	5	5962.30		6141.16	6202.58	6450.68	6708.71	6977.05
Urban Economic Analyst III, PPT	1	4855.91		5001.59	5051.61	5253.67	5463.82	5682.37
	2	5110.87		5264.20	5316.84	5529.51	5750.70	5980.72
	3	5379.87		5541.26	5596.67	5820.54	6053.36	6295.50
	4	5664.06		5833.99	5892.33	6128.02	6373.14	6628.06
	5	5962.30		6141.16	6202.58	6450.68	6708.71	6977.05
Urban Economic Analyst IV, Bus Svcs	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
Urban Economic Analyst IV, Projects	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
Volunteer Program Specialist	1	3623.22		3731.92	3769.24	3920.01	4076.81	4239.88
	2	3813.86		3928.27	3967.56	4126.26	4291.31	4462.96
	3	4015.02		4135.47	4176.82	4343.90	4517.65	4698.36
	4	4225.53		4352.30	4395.82	4571.66	4754.52	4944.70
	5	4448.92		4582.38	4628.21	4813.34	5005.87	5206.10
Volunteer Program Specialist I, PPT	1	3623.22		3731.92	3769.24	3920.01	4076.81	4239.88
	2	3813.86		3928.27	3967.56	4126.26	4291.31	4462.96
	3	4015.02		4135.47	4176.82	4343.90	4517.65	4698.36
	4	4225.53		4352.30	4395.82	4571.66	4754.52	4944.70
	5	4448.92		4582.38	4628.21	4813.34	5005.87	5206.10
Volunteer Program Specialist II	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.12	4822.87	5015.79	5216.42	5425.08
	3	4880.47		5026.89	5077.16	5280.24	5491.45	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.87	5850.91	6084.95	6328.34

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
Web Master	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76
Youth Sports Program Coordinator	1	3995.14		4114.99	4156.14	4322.39	4495.28	4675.09
	2	4204.48		4330.62	4373.92	4548.88	4730.84	4920.07
	3	4426.69		4559.50	4605.09	4789.29	4980.87	5180.10
	4	4659.43		4799.22	4847.21	5041.10	5242.74	5452.45
	5	4905.03		5052.19	5102.71	5306.82	5519.09	5739.85

Rep Unit: TW1

Job Class Title	06-JUL-2002 6%		21-JUN-2003 3%		03-JUL-2004 1%		02-JUL-2005 4%		01-JUL-2006 4%		30-JUN-2007 4%	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Mayor's PSE 14	1162.69	5562.31	1197.57	5729.18	1209.55	5786.48	1257.93	6017.93	1308.25	6258.65	1360.58	6509.00
Public Service Employee 14	1162.69	5562.31	1197.57	5729.18	1209.55	5786.48	1257.93	6017.93	1308.25	6258.65	1360.58	6509.00
Public Service Employee 51	2746.07	8384.40	2828.45	8635.94	2856.74	8722.30	2971.01	9071.19	3089.85	9434.04	3213.44	9811.40
Public Service Employee 51, PPT	2746.07	8384.40	2828.45	8635.94	2856.74	8722.30	2971.01	9071.19	3089.85	9434.04	3213.44	9811.40

Rep Unit: UH1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
Account Clerk III	1	3128.51	3284.93	3383.48	3417.31	3554.01	3696.17	3844.01
	2	3293.41	3458.08	3561.82	3597.44	3741.34	3890.99	4046.63
	3	3466.51	3639.83	3749.02	3786.52	3937.98	4095.49	4259.31
	4	3648.95	3831.40	3946.34	3985.81	4145.24	4311.05	4483.49
	5	3840.73	4032.80	4153.78	4195.32	4363.13	4537.66	4719.17
Accountant III	1	4940.94		5089.17	5140.06	5345.66	5559.49	5781.87
	2	5201.68		5357.73	5411.30	5627.76	5852.87	6086.98
	3	5475.52		5639.78	5696.18	5924.03	6160.99	6407.43
	4	5763.63		5936.54	5995.91	6235.74	6485.17	6744.58
	5	6067.24		6249.25	6311.75	6564.22	6826.78	7099.86
Accounting Supervisor	1	5619.62		5788.21	5846.09	6079.94	6323.13	6576.06
	2	5914.34		6091.77	6152.69	6398.80	6654.75	6920.94
	3	6226.61		6413.41	6477.54	6736.64	7006.11	7286.35
	4	6554.08		6750.70	6818.21	7090.94	7374.58	7669.56
	5	6899.09		7106.07	7177.13	7464.21	7762.78	8073.29
Animal Control & Shelter Manager	1	5405.31		5567.47	5623.15	5848.07	6082.00	6325.27
	2	5690.00		5860.70	5919.30	6156.08	6402.32	6658.41
	3	5988.84		6168.51	6230.19	6479.40	6738.58	7008.12
	4	6304.23		6493.36	6558.29	6820.62	7093.45	7377.19
	5	6636.16		6835.25	6903.60	7179.75	7466.94	7765.61
Animal Control Supervisor	1	3860.38		3976.19	4015.95	4176.59	4343.65	4517.40
	2	4063.04		4184.93	4226.78	4395.85	4571.68	4754.55
	3	4277.05		4405.36	4449.42	4627.39	4812.49	5004.99
	4	4502.59		4637.67	4684.04	4871.41	5066.26	5268.91
	5	4738.82		4880.99	4929.80	5126.99	5332.07	5545.35
Arboricultural Inspector	1	4854.34		4999.97	5049.97	5251.97	5462.05	5680.53
	2	5109.77		5263.06	5315.69	5528.32	5749.45	5979.43
	3	5378.70		5540.06	5595.46	5819.28	6052.05	6294.13
	4	5661.14		5830.97	5889.28	6124.85	6369.84	6624.64
	5	5959.55		6138.33	6199.72	6447.71	6705.61	6973.84
Auto Body Repair Supv	1	4623.18		4761.87	4809.49	5001.87	5201.94	5410.02
	2	4866.44		5012.43	5062.56	5265.06	5475.66	5694.69
	3	5122.57		5276.25	5329.01	5542.17	5763.85	5994.41
	4	5391.56		5553.31	5608.84	5833.20	6066.52	6309.18
	5	5675.76		5846.03	5904.49	6140.67	6386.30	6641.75
Camp Supervisor, PPT	1	4623.18		4761.87	4809.49	5001.87	5201.94	5410.02
	2	4866.44		5012.43	5062.56	5265.06	5475.66	5694.69
	3	5122.57		5276.25	5329.01	5542.17	5763.85	5994.41
	4	5391.56		5553.31	5608.84	5833.20	6066.52	6309.18
	5	5675.76		5846.03	5904.49	6140.67	6386.30	6641.75
Case Manager, Supervising	1	4623.18		4761.87	4809.49	5001.87	5201.94	5410.02
	2	4866.44		5012.43	5062.56	5265.06	5475.66	5694.69
	3	5122.57		5276.25	5329.01	5542.17	5763.85	5994.41
	4	5391.56		5553.31	5608.84	5833.20	6066.52	6309.18
	5	5675.76		5846.03	5904.49	6140.67	6386.30	6641.75
Chief of Party	1	4940.94		5089.17	5140.06	5345.66	5559.49	5781.87
	2	5201.68		5357.73	5411.30	5627.76	5852.87	6086.98
	3	5475.52		5639.78	5696.18	5924.03	6160.99	6407.43
	4	5763.63		5936.54	5995.91	6235.74	6485.17	6744.58
	5	6067.24		6249.25	6311.75	6564.22	6826.78	7099.86
	6	6076.91		6259.22	6321.81	6574.68	6837.67	7111.18

Rep Unit: UH1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Child Education Coord	1	3622.05		3730.72	3768.02	3918.74	4075.49	4238.51
	2	3812.69		3927.07	3966.34	4124.99	4289.99	4461.59
	3	4012.68		4133.06	4174.39	4341.37	4515.02	4695.62
	4	4224.36		4351.10	4394.61	4570.39	4753.21	4943.33
	5	4446.58		4579.97	4625.77	4810.80	5003.24	5203.37
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Claims Investigator III	1	5405.31		5567.47	5623.15	5848.07	6082.00	6325.27
	2	5690.00		5860.70	5919.30	6156.08	6402.32	6658.41
	3	5988.84		6168.51	6230.19	6479.40	6738.58	7008.12
	4	6304.23		6493.36	6558.29	6820.62	7093.45	7377.19
	5	6636.16		6835.25	6903.60	7179.75	7466.94	7765.61
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Clean Community Supv	1	5096.84		5249.74	5302.24	5514.33	5734.90	5964.30
	2	5364.66		5525.60	5580.86	5804.09	6036.26	6277.71
	3	5647.69		5817.12	5875.29	6110.30	6354.72	6608.90
	4	5944.75		6123.09	6184.33	6431.70	6688.97	6956.53
	5	6257.02		6444.73	6509.18	6769.54	7040.33	7321.94
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Community Dev Program Supervisor	1	4402.13		4534.20	4579.54	4762.72	4953.23	5151.36
	2	4634.87		4773.92	4821.66	5014.52	5215.10	5423.71
	3	4878.14		5024.48	5074.72	5277.71	5488.82	5708.37
	4	5135.43		5289.50	5342.39	5556.09	5778.33	6009.46
	5	5405.60		5567.76	5623.44	5848.38	6082.31	6325.61
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Complex Manager, Assist	1	4623.18		4761.87	4809.49	5001.87	5201.94	5410.02
	2	4866.44		5012.43	5062.56	5265.06	5475.66	5694.69
	3	5122.57		5276.25	5329.01	5542.17	5763.85	5994.41
	4	5391.56		5553.31	5608.84	5833.20	6066.52	6309.18
	5	5675.76		5846.03	5904.49	6140.67	6386.30	6641.75
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Construction Inspector Supv (Field)	1	5405.31		5567.47	5623.15	5848.07	6082.00	6325.27
	2	5690.00		5860.70	5919.30	6156.08	6402.32	6658.41
	3	5988.84		6168.51	6230.19	6479.40	6738.58	7008.12
	4	6304.23		6493.36	6558.29	6820.62	7093.45	7377.19
	5	6636.16		6835.25	6903.60	7179.75	7466.94	7765.61
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Construction Inspector, Sup II	1	6504.96		6700.11	6767.11	7037.79	7319.31	7612.08
	2	6847.63		7053.06	7123.59	7408.54	7704.88	8013.07
	3	7207.85		7424.09	7498.33	7798.26	8110.19	8434.60
	4	7586.78		7814.38	7892.53	8208.23	8536.56	8878.02
	5	7986.76		8226.37	8308.63	8640.97	8986.61	9346.08
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Construction & Maintenance Superintendent	1	6830.09		7034.99	7105.34	7389.56	7685.14	7992.55
	2	7189.14		7404.81	7478.86	7778.02	8089.14	8412.70
	3	7568.07		7795.11	7873.06	8187.98	8515.50	8856.12
	4	7966.88		8205.89	8287.95	8619.46	8964.24	9322.81
	5	8385.57		8637.14	8723.51	9072.45	9435.35	9812.77
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Construction & Maintenance Supv I	1	5351.80		5512.35	5567.47	5790.17	6021.78	6262.65
	2	5633.66		5802.67	5860.69	6095.12	6338.92	6592.48
	3	5929.55		6107.43	6168.51	6415.25	6671.86	6938.73
	4	6241.81		6429.07	6493.36	6753.09	7023.22	7304.15
	5	6570.45		6767.57	6835.24	7108.65	7393.00	7688.72
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Construction & Maintenance Supv II	1	6504.96		6700.11	6767.11	7037.79	7319.31	7612.08
	2	6847.63		7053.06	7123.59	7408.54	7704.88	8013.07
	3	7207.85		7424.09	7498.33	7798.26	8110.19	8434.60
	4	7586.78		7814.38	7892.53	8208.23	8536.56	8878.02
	5	7986.76		8226.37	8308.63	8640.97	8986.61	9346.08

Rep Unit: UH1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
Contract Compliance Supv	1	5900.31		6077.32	6138.09	6383.62	6638.96	6904.52
	2	6210.24		6396.54	6460.51	6718.93	6987.69	7267.19
	3	6537.71		6733.84	6801.18	7073.22	7356.15	7650.40
	4	6881.55		7088.00	7158.88	7445.23	7743.04	8052.76
	5	7244.11		7461.43	7536.04	7837.49	8150.99	8477.03
Controller, Assistant	1	6504.96		6700.11	6767.11	7037.79	7319.31	7612.08
	2	6847.63		7053.06	7123.59	7408.54	7704.88	8013.07
	3	7207.85		7424.09	7498.33	7798.26	8110.19	8434.60
	4	7586.78		7814.38	7892.53	8208.23	8536.56	8878.02
	5	7986.76		8226.37	8308.63	8640.97	8986.61	9346.08
Cook III	1	3285.23		3383.78	3417.62	3554.33	3696.50	3844.36
	2	3458.32		3562.07	3597.69	3741.60	3891.26	4046.91
	3	3639.60		3748.78	3786.27	3937.72	4095.23	4259.04
	4	3831.40		3946.34	3985.81	4145.24	4311.05	4483.49
	5	4033.73		4154.74	4196.29	4364.14	4538.71	4720.26
Criminalist III	1	6195.03		6380.88	6444.69	6702.48	6970.58	7249.40
	2	6521.33		6716.97	6784.14	7055.51	7337.73	7631.24
	3	6864.01		7069.93	7140.63	7426.25	7723.30	8032.23
	4	7225.39		7442.16	7516.58	7817.24	8129.93	8455.13
	5	7605.49		7833.66	7912.00	8228.47	8557.61	8899.92
Custodial Services Supv I	1	3803.33		3917.43	3956.61	4114.87	4279.46	4450.64
	2	4003.32		4123.42	4164.66	4331.24	4504.49	4684.67
	3	4213.84		4340.25	4383.66	4559.00	4741.36	4931.02
	4	4436.05		4569.13	4614.82	4799.42	4991.39	5191.05
	5	4668.79		4808.85	4856.94	5051.22	5253.27	5463.40
Custodial Services Supv II	1	4402.13		4534.20	4579.54	4762.72	4953.23	5151.36
	2	4634.87		4773.92	4821.66	5014.52	5215.10	5423.71
	3	4878.14		5024.48	5074.72	5277.71	5488.82	5708.37
	4	5135.43		5289.50	5342.39	5556.09	5778.33	6009.46
	5	5405.60		5567.76	5623.44	5848.38	6082.31	6325.61
Custodian Supervisor	1	3128.51		3222.36	3254.59	3384.77	3520.16	3660.97
	2	3293.41		3392.22	3426.14	3563.18	3705.71	3853.94
	3	3466.51		3570.50	3606.21	3750.45	3900.47	4056.49
	4	3648.95		3758.42	3796.01	3947.85	4105.76	4269.99
	5	3840.76		3955.98	3995.54	4155.36	4321.58	4494.44
Electrical Supervisor	1	5351.80		5512.35	5567.47	5790.17	6021.78	6262.65
	2	5633.66		5802.67	5860.69	6095.12	6338.92	6592.48
	3	5929.55		6107.43	6168.51	6415.25	6671.86	6938.73
	4	6241.81		6429.07	6493.36	6753.09	7023.22	7304.15
	5	6570.45		6767.57	6835.24	7108.65	7393.00	7688.72
Electronics Supervisor	1	4940.94		5089.17	5140.06	5345.66	5559.49	5781.87
	2	5201.68		5357.73	5411.30	5627.76	5852.87	6086.98
	3	5475.52		5639.78	5696.18	5924.03	6160.99	6407.43
	4	5763.63		5936.54	5995.91	6235.74	6485.17	6744.58
	5	6067.24		6249.25	6311.75	6564.22	6826.78	7099.86
	6	6076.91		6259.22	6321.81	6574.68	6837.67	7111.18
Employment Services Supervisor	1	5096.84		5249.74	5302.24	5514.33	5734.90	5964.30
	2	5364.66		5525.60	5580.86	5804.09	6036.26	6277.71
	3	5647.69		5817.12	5875.29	6110.30	6354.72	6608.90
	4	5944.75		6123.09	6184.33	6431.70	6688.97	6956.53
	5	6257.02		6444.73	6509.18	6769.54	7040.33	7321.94

Rep Unit: UH1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
Equipment Services Superintendent	1	6195.03		6380.88	6444.69	6702.48	6970.58	7249.40
	2	6521.33		6716.97	6784.14	7055.51	7337.73	7631.24
	3	6864.01		7069.93	7140.63	7426.25	7723.30	8032.23
	4	7225.39		7442.16	7516.58	7817.24	8129.93	8455.13
	5	7605.49		7833.66	7912.00	8228.47	8557.61	8899.92
Equipment Supervisor	1	4623.18	5085.50	5238.07	5290.45	5502.06	5722.15	5951.03
	2	4866.44	5353.08	5513.67	5568.81	5791.56	6023.22	6264.15
	3	5122.57	5634.82	5803.86	5861.90	6096.38	6340.23	6593.84
	4	5391.88	5931.07	6109.00	6170.09	6416.90	6673.57	6940.51
	5	5675.76	6243.34	6430.64	6494.95	6754.74	7024.93	7305.93
Fire Communications Dispatcher, Senior	1	4402.43		4534.50	4579.85	4763.04	4953.56	5151.71
	2	4634.52		4773.56	4821.29	5014.14	5214.71	5423.30
	3	4877.67		5024.00	5074.24	5277.21	5488.30	5707.83
	4	5135.55		5289.61	5342.51	5556.21	5778.46	6009.60
	5	5405.71		5567.88	5623.56	5848.50	6082.44	6325.74
Fire Communications Supv	1	5096.26		5249.15	5301.64	5513.70	5734.25	5963.62
	2	5365.18		5526.14	5581.40	5804.66	6036.84	6278.32
	3	5647.63		5817.06	5875.23	6110.24	6354.65	6608.84
	4	5944.81		6123.15	6184.38	6431.76	6689.03	6956.59
	5	6257.95		6445.69	6510.14	6770.55	7041.37	7323.03
	6	6380.75		6572.17	6637.90	6903.41	7179.55	7466.73
Fire Personnel Operations Spec	1	5096.84		5249.74	5302.24	5514.33	5734.90	5964.30
	2	5364.66		5525.60	5580.86	5804.09	6036.26	6277.71
	3	5647.69		5817.12	5875.29	6110.30	6354.72	6608.90
	4	5944.75		6123.09	6184.33	6431.70	6688.97	6956.53
	5	6257.02		6444.73	6509.18	6769.54	7040.33	7321.94
Fiscal Operations Supv	1	4192.79		4318.57	4361.76	4536.23	4717.68	4906.38
	2	4413.83		4546.24	4591.71	4775.38	4966.39	5165.05
	3	4645.40		4784.76	4832.61	5025.91	5226.95	5436.03
	4	4891.00		5037.73	5088.11	5291.63	5503.30	5723.43
	5	5148.30		5302.75	5355.77	5570.01	5792.81	6024.52
Fleet Maintenance Supv	1	4623.18		4761.87	4809.49	5001.87	5201.94	5410.02
	2	4866.44		5012.43	5062.56	5265.06	5475.66	5694.69
	3	5122.57		5276.25	5329.01	5542.17	5763.85	5994.41
	4	5391.56		5553.31	5608.84	5833.20	6066.52	6309.18
	5	5675.76		5846.03	5904.49	6140.67	6386.30	6641.75
Graffiti Abatement Supv	1	5619.62		5788.21	5846.09	6079.94	6323.13	6576.06
	2	5914.34		6091.77	6152.69	6398.80	6654.75	6920.94
	3	6226.61		6413.41	6477.54	6736.64	7006.11	7286.35
	4	6554.08		6750.70	6818.21	7090.94	7374.58	7669.56
	5	6899.09		7106.07	7177.13	7464.21	7762.78	8073.29
Hazardous Materials Prg Supervisor	1	5619.62		5788.21	5846.09	6079.94	6323.13	6576.06
	2	5914.34		6091.77	6152.69	6398.80	6654.75	6920.94
	3	6226.61		6413.41	6477.54	6736.64	7006.11	7286.35
	4	6554.08		6750.70	6818.21	7090.94	7374.58	7669.56
	5	6899.09		7106.07	7177.13	7464.21	7762.78	8073.29
Head Start Supv	1	5096.84		5249.74	5302.24	5514.33	5734.90	5964.30
	2	5364.66		5525.60	5580.86	5804.09	6036.26	6277.71
	3	5647.69		5817.12	5875.29	6110.30	6354.72	6608.90
	4	5944.75		6123.09	6184.33	6431.70	6688.97	6956.53
	5	6257.02		6444.73	6509.18	6769.54	7040.33	7321.94

Rep Unit: UH1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
Heavy Equipment Supv	1	5096.84	5606.52	5774.72	5832.46	6065.76	6308.39	6560.73
	2	5364.66	5901.13	6078.16	6138.95	6384.50	6639.88	6905.48
	3	5647.69	6212.46	6398.83	6462.82	6721.34	6990.19	7269.80
	4	5944.76	6539.23	6735.41	6802.76	7074.87	7357.87	7652.18
	5	6257.02	6882.72	7089.20	7160.09	7446.50	7744.36	8054.13
Human Resource Oper Supervisor	1	5619.62		5788.21	5846.09	6079.94	6323.13	6576.06
	2	5914.34		6091.77	6152.69	6398.80	6654.75	6920.94
	3	6226.61		6413.41	6477.54	6736.64	7006.11	7286.35
	4	6554.08		6750.70	6818.21	7090.94	7374.58	7669.56
	5	6899.09		7106.07	7177.13	7464.21	7762.78	8073.29
Human Resources Tech, Supervisor	1	4402.13		4534.20	4579.54	4762.72	4953.23	5151.36
	2	4634.87		4773.92	4821.66	5014.52	5215.10	5423.71
	3	4878.14		5024.48	5074.72	5277.71	5488.82	5708.37
	4	5135.43		5289.50	5342.39	5556.09	5778.33	6009.46
	5	5405.60		5567.76	5623.44	5848.38	6082.31	6325.61
Hunger & Homeless Prog Supervisor	1	5619.62		5788.21	5846.09	6079.94	6323.13	6576.06
	2	5914.34		6091.77	6152.69	6398.80	6654.75	6920.94
	3	6226.61		6413.41	6477.54	6736.64	7006.11	7286.35
	4	6554.08		6750.70	6818.21	7090.94	7374.58	7669.56
	5	6899.09		7106.07	7177.13	7464.21	7762.78	8073.29
Investment Supervisor	1	5900.31		6077.32	6138.09	6383.62	6638.96	6904.52
	2	6210.24		6396.54	6460.51	6718.93	6987.69	7267.19
	3	6537.71		6733.84	6801.18	7073.22	7356.15	7650.40
	4	6881.55		7088.00	7158.88	7445.23	7743.04	8052.76
	5	7244.11		7461.43	7536.04	7837.49	8150.99	8477.03
Jailer III	1	4192.79	4653.99	4793.61	4841.55	5035.21	5236.62	5446.08
	2	4413.83	4899.35	5046.33	5096.79	5300.67	5512.69	5733.20
	3	4645.40	5156.39	5311.08	5364.19	5578.76	5801.91	6033.99
	4	4891.00	5429.01	5591.88	5647.80	5873.71	6108.66	6353.01
	5	5148.30	5714.62	5886.06	5944.92	6182.72	6430.02	6687.23
Legal Secretary, Supervising	1	4192.79	4612.07	4750.43	4797.94	4989.85	5189.45	5397.03
	2	4413.83	4855.21	5000.87	5050.87	5252.91	5463.03	5681.55
	3	4645.40	5109.94	5263.24	5315.87	5528.51	5749.65	5979.63
	4	4891.00	5380.10	5541.50	5596.92	5820.79	6053.63	6295.77
	5	5148.30	5663.13	5833.02	5891.35	6127.01	6372.09	6626.97
Legal Support Supervisor	1	5405.31		5567.47	5623.15	5848.07	6082.00	6325.27
	2	5690.00		5860.70	5919.30	6156.08	6402.32	6658.41
	3	5988.84		6168.51	6230.19	6479.40	6738.58	7008.12
	4	6304.23		6493.36	6558.29	6820.62	7093.45	7377.19
	5	6636.16		6835.25	6903.60	7179.75	7466.94	7765.61
Librarian, Supervising	1	5619.62		5788.21	5846.09	6079.94	6323.13	6576.06
	2	5914.34		6091.77	6152.69	6398.80	6654.75	6920.94
	3	6226.61		6413.41	6477.54	6736.64	7006.11	7286.35
	4	6554.08		6750.70	6818.21	7090.94	7374.58	7669.56
	5	6899.09		7106.07	7177.13	7464.21	7762.78	8073.29
Librarian, Supervising PPT	1	5619.62		5788.21	5846.09	6079.94	6323.13	6576.06
	2	5914.34		6091.77	6152.69	6398.80	6654.75	6920.94
	3	6226.61		6413.41	6477.54	6736.64	7006.11	7286.35
	4	6554.08		6750.70	6818.21	7090.94	7374.58	7669.56
	5	6899.09		7106.07	7177.13	7464.21	7762.78	8073.29

Rep Unit: UH1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
Mechanical Inspection Supv	1	5405.31		5567.47	5623.15	5848.07	6082.00	6325.27
	2	5690.00		5860.70	5919.30	6156.08	6402.32	6658.41
	3	5988.84		6168.51	6230.19	6479.40	6738.58	7008.12
	4	6304.23		6493.36	6558.29	6820.62	7093.45	7377.19
	5	6636.16		6835.25	6903.60	7179.75	7466.94	7765.61
Mortgage Loan Supervisor	1	5096.84		5249.74	5302.24	5514.33	5734.90	5964.30
	2	5364.66		5525.60	5580.86	5804.09	6036.26	6277.71
	3	5647.69		5817.12	5875.29	6110.30	6354.72	6608.90
	4	5944.75		6123.09	6184.33	6431.70	6688.97	6956.53
	5	6257.02		6444.73	6509.18	6769.54	7040.33	7321.94
Museum Security Guard IV	1	4192.79		4318.57	4361.76	4536.23	4717.68	4906.38
	2	4413.83		4546.24	4591.71	4775.38	4966.39	5165.05
	3	4645.40		4784.76	4832.61	5025.91	5226.95	5436.03
	4	4891.00		5037.73	5088.11	5291.63	5503.30	5723.43
	5	5148.30		5302.75	5355.77	5570.01	5792.81	6024.52
Naturalist, Supervising	1	3992.80		4112.58	4153.71	4319.85	4492.65	4672.35
	2	4203.31		4329.41	4372.71	4547.61	4729.52	4918.70
	3	4424.36		4557.09	4602.66	4786.76	4978.23	5177.36
	4	4657.09		4796.81	4844.77	5038.56	5240.11	5449.71
	5	4902.70		5049.78	5100.27	5304.29	5516.46	5737.11
Operations Shift Supv	1	3992.80		4112.58	4153.71	4319.85	4492.65	4672.35
	2	4203.31		4329.41	4372.71	4547.61	4729.52	4918.70
	3	4424.36		4557.09	4602.66	4786.76	4978.23	5177.36
	4	4657.09		4796.81	4844.77	5038.56	5240.11	5449.71
	5	4902.70		5049.78	5100.27	5304.29	5516.46	5737.11
Park Supervisor I	1	4623.18		4761.87	4809.49	5001.87	5201.94	5410.02
	2	4866.44		5012.43	5062.56	5265.06	5475.66	5694.69
	3	5122.57		5276.25	5329.01	5542.17	5763.85	5994.41
	4	5391.56		5553.31	5608.84	5833.20	6066.52	6309.18
	5	5675.76		5846.03	5904.49	6140.67	6386.30	6641.75
Parking Enforcement Supervisor I	1	3803.33		3917.43	3956.61	4114.87	4279.46	4450.64
	2	4003.32		4123.42	4164.66	4331.24	4504.49	4684.67
	3	4213.84		4340.25	4383.66	4559.00	4741.36	4931.02
	4	4436.05		4569.13	4614.82	4799.42	4991.39	5191.05
	5	4668.79		4808.85	4856.94	5051.22	5253.27	5463.40
Parking Enforcement Supervisor II	1	5096.84		5249.74	5302.24	5514.33	5734.90	5964.30
	2	5364.66		5525.60	5580.86	5804.09	6036.26	6277.71
	3	5647.69		5817.12	5875.29	6110.30	6354.72	6608.90
	4	5944.75		6123.09	6184.33	6431.70	6688.97	6956.53
	5	6257.02		6444.73	6509.18	6769.54	7040.33	7321.94
Parking Meter Collector Supervisor	1	4402.13		4534.20	4579.54	4762.72	4953.23	5151.36
	2	4634.87		4773.92	4821.66	5014.52	5215.10	5423.71
	3	4878.14		5024.48	5074.72	5277.71	5488.82	5708.37
	4	5135.43		5289.50	5342.39	5556.09	5778.33	6009.46
	5	5405.60		5567.76	5623.44	5848.38	6082.31	6325.61
Parkland Resources Supv	1	4623.18		4761.87	4809.49	5001.87	5201.94	5410.02
	2	4866.44		5012.43	5062.56	5265.06	5475.66	5694.69
	3	5122.57		5276.25	5329.01	5542.17	5763.85	5994.41
	4	5391.56		5553.31	5608.84	5833.20	6066.52	6309.18
	5	5675.76		5846.03	5904.49	6140.67	6386.30	6641.75

Rep Unit: UH1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
Payroll Control Specialist	1	3803.33		3917.43	3956.61	4114.87	4279.46	4450.64
	2	4003.32		4123.42	4164.66	4331.24	4504.49	4684.67
	3	4213.84		4340.25	4383.66	4559.00	4741.36	4931.02
	4	4436.05		4569.13	4614.82	4799.42	4991.39	5191.05
	5	4668.79		4808.85	4856.94	5051.22	5253.27	5463.40
Payroll Personnel Clerk III	1	3128.51	3284.93	3383.48	3417.31	3554.01	3696.17	3844.01
	2	3293.41	3458.08	3561.82	3597.44	3741.34	3890.99	4046.63
	3	3466.51	3639.83	3749.02	3786.52	3937.98	4095.49	4259.31
	4	3648.95	3831.40	3946.34	3985.81	4145.24	4311.05	4483.49
	5	3840.76	4032.80	4153.78	4195.32	4363.13	4537.66	4719.17
Pavement Mgmt Supervisor	1	5096.84		5249.74	5302.24	5514.33	5734.90	5964.30
	2	5364.66		5525.60	5580.86	5804.09	6036.26	6277.71
	3	5647.69		5817.12	5875.29	6110.30	6354.72	6608.90
	4	5944.75		6123.09	6184.33	6431.70	6688.97	6956.53
	5	6257.02		6444.73	6509.18	6769.54	7040.33	7321.94
Police Communications Supervisor	1	4940.94	5385.62	5547.19	5602.66	5826.77	6059.84	6302.23
	2	5201.67	5669.83	5839.92	5898.32	6134.26	6379.63	6634.81
	3	5475.51	5968.31	6147.36	6208.83	6457.19	6715.47	6984.09
	4	5763.63	6282.36	6470.83	6535.54	6796.96	7068.84	7351.59
	5	6067.24	6613.29	6811.69	6879.81	7155.00	7441.20	7738.85
	6	6076.91	6623.83	6822.54	6890.77	7166.40	7453.06	7751.18
Police Identification Section Supv	1	4623.18		4761.87	4809.49	5001.87	5201.94	5410.02
	2	4866.44		5012.43	5062.56	5265.06	5475.66	5694.69
	3	5122.57		5276.25	5329.01	5542.17	5763.85	5994.41
	4	5391.56		5553.31	5608.84	5833.20	6066.52	6309.18
	5	5675.76		5846.03	5904.49	6140.67	6386.30	6641.75
Police Personnel Oper Specialist	1	5096.84		5249.74	5302.24	5514.33	5734.90	5964.30
	2	5364.66		5525.60	5580.86	5804.09	6036.26	6277.71
	3	5647.69		5817.12	5875.29	6110.30	6354.72	6608.90
	4	5944.75		6123.09	6184.33	6431.70	6688.97	6956.53
	5	6257.02		6444.73	6509.18	6769.54	7040.33	7321.94
Police Property Supv	1	4192.79		4318.57	4361.76	4536.23	4717.68	4906.38
	2	4413.83		4546.24	4591.71	4775.38	4966.39	5165.05
	3	4645.40		4784.76	4832.61	5025.91	5226.95	5436.03
	4	4891.00		5037.73	5088.11	5291.63	5503.30	5723.43
	5	5148.30		5302.75	5355.77	5570.01	5792.81	6024.52
Police Records Supv	1	4192.79	4318.57	4448.13	4492.61	4672.31	4859.21	5053.57
	2	4413.83	4546.24	4682.63	4729.45	4918.63	5115.38	5319.99
	3	4645.40	4784.76	4928.30	4977.59	5176.69	5383.76	5599.11
	4	4891.00	5037.73	5188.86	5240.75	5450.38	5668.40	5895.13
	5	5148.30	5302.75	5461.83	5516.45	5737.11	5966.59	6205.26
Principal Inspection Supv	1	6195.03		6380.88	6444.69	6702.48	6970.58	7249.40
	2	6521.33		6716.97	6784.14	7055.51	7337.73	7631.24
	3	6864.01		7069.93	7140.63	7426.25	7723.30	8032.23
	4	7225.39		7442.16	7516.58	7817.24	8129.93	8455.13
	5	7605.49		7833.66	7912.00	8228.47	8557.61	8899.92
Public Works Operations Manager	1	6830.09		7034.99	7105.34	7389.56	7685.14	7992.55
	2	7189.14		7404.81	7478.86	7778.02	8089.14	8412.70
	3	7568.07		7795.11	7873.06	8187.98	8515.50	8856.12
	4	7966.88		8205.89	8287.95	8619.46	8964.24	9322.81
	5	8385.57		8637.14	8723.51	9072.45	9435.35	9812.77

Rep Unit: UH1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
Public Works Supervisor I.	1	4623.18		4761.87	4809.49	5001.87	5201.94	5410.02
	2	4866.44		5012.43	5062.56	5265.06	5475.66	5694.69
	3	5122.57		5276.25	5329.01	5542.17	5763.85	5994.41
	4	5391.56		5553.31	5608.84	5833.20	6066.52	6309.18
	5	5675.76		5846.03	5904.49	6140.67	6386.30	6641.75
Public Works Supervisor II	1	5351.80		5512.35	5567.47	5790.17	6021.78	6262.65
	2	5633.66		5802.67	5860.69	6095.12	6338.92	6592.48
	3	5929.55		6107.43	6168.51	6415.25	6671.86	6938.73
	4	6241.81		6429.07	6493.36	6753.09	7023.22	7304.15
	5	6570.45		6767.57	6835.24	7108.65	7393.00	7688.72
Purchasing Supervisor	1	5619.62		5788.21	5846.09	6079.94	6323.13	6576.06
	2	5914.34		6091.77	6152.69	6398.80	6654.75	6920.94
	3	6226.61		6413.41	6477.54	6736.64	7006.11	7286.35
	4	6554.08		6750.70	6818.21	7090.94	7374.58	7669.56
	5	6899.09		7106.07	7177.13	7464.21	7762.78	8073.29
Recreation Supervisor	1	4402.13		4534.20	4579.54	4762.72	4953.23	5151.36
	2	4634.87		4773.92	4821.66	5014.52	5215.10	5423.71
	3	4878.14		5024.48	5074.72	5277.71	5488.82	5708.37
	4	5135.43		5289.50	5342.39	5556.09	5778.33	6009.46
	5	5405.60		5567.76	5623.44	5848.38	6082.31	6325.61
Recycling Specialist, Senior	1	5096.84		5249.74	5302.24	5514.33	5734.90	5964.30
	2	5364.66		5525.60	5580.86	5804.09	6036.26	6277.71
	3	5647.69		5817.12	5875.29	6110.30	6354.72	6608.90
	4	5944.75		6123.09	6184.33	6431.70	6688.97	6956.53
	5	6257.02		6444.73	6509.18	6769.54	7040.33	7321.94
Reprographic Shop Supv	1	4192.79		4318.57	4361.76	4536.23	4717.68	4906.38
	2	4413.83		4546.24	4591.71	4775.38	4966.39	5165.05
	3	4645.40		4784.76	4832.61	5025.91	5226.95	5436.03
	4	4891.00		5037.73	5088.11	5291.63	5503.30	5723.43
	5	5148.30		5302.75	5355.77	5570.01	5792.81	6024.52
Revenue Audit Supervisor	1	5619.62		5788.21	5846.09	6079.94	6323.13	6576.06
	2	5914.34		6091.77	6152.69	6398.80	6654.75	6920.94
	3	6226.61		6413.41	6477.54	6736.64	7006.11	7286.35
	4	6554.08		6750.70	6818.21	7090.94	7374.58	7669.56
	5	6899.09		7106.07	7177.13	7464.21	7762.78	8073.29
Revenue Collections Supv	1	5619.62		5788.21	5846.09	6079.94	6323.13	6576.06
	2	5914.34		6091.77	6152.69	6398.80	6654.75	6920.94
	3	6226.61		6413.41	6477.54	6736.64	7006.11	7286.35
	4	6554.08		6750.70	6818.21	7090.94	7374.58	7669.56
	5	6899.09		7106.07	7177.13	7464.21	7762.78	8073.29
Revenue Operations Supv	1	5619.62		5788.21	5846.09	6079.94	6323.13	6576.06
	2	5914.34		6091.77	6152.69	6398.80	6654.75	6920.94
	3	6226.61		6413.41	6477.54	6736.64	7006.11	7286.35
	4	6554.08		6750.70	6818.21	7090.94	7374.58	7669.56
	5	6899.09		7106.07	7177.13	7464.21	7762.78	8073.29
Senior Center Director	1	3622.05		3730.72	3768.02	3918.74	4075.49	4238.51
	2	3812.69		3927.07	3966.34	4124.99	4289.99	4461.59
	3	4012.68		4133.06	4174.39	4341.37	4515.02	4695.62
	4	4224.36		4351.10	4394.61	4570.39	4753.21	4943.33
	5	4446.58		4579.97	4625.77	4810.80	5003.24	5203.37

Rep Unit: UH1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
Senior Center Director, PPT	1	3622.05		3730.72	3768.02	3918.74	4075.49	4238.51
	2	3812.69		3927.07	3966.34	4124.99	4289.99	4461.59
	3	4012.68		4133.06	4174.39	4341.37	4515.02	4695.62
	4	4224.36		4351.10	4394.61	4570.39	4753.21	4943.33
	5	4446.58		4579.97	4625.77	4810.80	5003.24	5203.37
Senior Services Supv	1	4940.94		5089.17	5140.06	5345.66	5559.49	5781.87
	2	5201.68		5357.73	5411.30	5627.76	5852.87	6086.98
	3	5475.52		5639.78	5696.18	5924.03	6160.99	6407.43
	4	5763.63		5936.54	5995.91	6235.74	6485.17	6744.58
	5	6067.24		6249.25	6311.75	6564.22	6826.78	7099.86
	6	6076.91		6259.22	6321.81	6574.68	6837.67	7111.18
Stationary Engineer, Chief	1	5619.62		5788.21	5846.09	6079.94	6323.13	6576.06
	2	5914.34		6091.77	6152.69	6398.80	6654.75	6920.94
	3	6226.61		6413.41	6477.54	6736.64	7006.11	7286.35
	4	6554.08		6750.70	6818.21	7090.94	7374.58	7669.56
	5	6899.09		7106.07	7177.13	7464.21	7762.78	8073.29
Storekeeper II	1	3448.96		3552.43	3587.96	3731.47	3880.73	4035.96
	2	3631.41		3740.35	3777.76	3928.87	4086.02	4249.46
	3	3822.04		3936.71	3976.07	4135.12	4300.52	4472.54
	4	4023.20		4143.90	4185.34	4352.75	4526.86	4707.94
	5	4234.89		4361.94	4405.56	4581.78	4765.05	4955.65
Storekeeper III	1	3992.80		4112.58	4153.71	4319.85	4492.65	4672.35
	2	4203.31		4329.41	4372.71	4547.61	4729.52	4918.70
	3	4424.36		4557.09	4602.66	4786.76	4978.23	5177.36
	4	4657.09		4796.81	4844.77	5038.56	5240.11	5449.71
	5	4902.70		5049.78	5100.27	5304.29	5516.46	5737.11
Tax Auditor III	1	4940.94		5089.17	5140.06	5345.66	5559.49	5781.87
	2	5201.68		5357.73	5411.30	5627.76	5852.87	6086.98
	3	5475.52		5639.78	5696.18	5924.03	6160.99	6407.43
	4	5763.63		5936.54	5995.91	6235.74	6485.17	6744.58
	5	6067.24		6249.25	6311.75	6564.22	6826.78	7099.86
	6	6076.91		6259.22	6321.81	6574.68	6837.67	7111.18
Tax Enforcement Officer III	1	4940.94		5089.17	5140.06	5345.66	5559.49	5781.87
	2	5201.68		5357.73	5411.30	5627.76	5852.87	6086.98
	3	5475.52		5639.78	5696.18	5924.03	6160.99	6407.43
	4	5763.63		5936.54	5995.91	6235.74	6485.17	6744.58
	5	6067.24		6249.25	6311.75	6564.22	6826.78	7099.86
	6	6076.91		6259.22	6321.81	6574.68	6837.67	7111.18
Telecommunications Supervisor	1	5351.80		5512.35	5567.47	5790.17	6021.78	6262.65
	2	5633.66		5802.67	5860.69	6095.12	6338.92	6592.48
	3	5929.55		6107.43	6168.51	6415.25	6671.86	6938.73
	4	6241.81		6429.07	6493.36	6753.09	7023.22	7304.15
	5	6570.45		6767.57	6835.24	7108.65	7393.00	7688.72
Tree Supervisor I	1	4623.18		4761.87	4809.49	5001.87	5201.94	5410.02
	2	4866.44		5012.43	5062.56	5265.06	5475.66	5694.69
	3	5122.57		5276.25	5329.01	5542.17	5763.85	5994.41
	4	5391.56		5553.31	5608.84	5833.20	6066.52	6309.18
	5	5675.76		5846.03	5904.49	6140.67	6386.30	6641.75
Tree Supervisor II	1	5351.80		5512.35	5567.47	5790.17	6021.78	6262.65
	2	5633.66		5802.67	5860.69	6095.12	6338.92	6592.48
	3	5929.55		6107.43	6168.51	6415.25	6671.86	6938.73
	4	6241.81		6429.07	6493.36	6753.09	7023.22	7304.15
	5	6570.45		6767.57	6835.24	7108.65	7393.00	7688.72

Rep Unit: UH1

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
Vegetation Mgmt Supervisor	1	5096.84		5249.74	5302.24	5514.33	5734.90	5964.30
	2	5364.66		5525.60	5580.86	5804.09	6036.26	6277.71
	3	5647.69		5817.12	5875.29	6110.30	6354.72	6608.90
	4	5944.75		6123.09	6184.33	6431.70	6688.97	6956.53
	5	6257.02		6444.73	6509.18	6769.54	7040.33	7321.94
Zoo Keeper III	1	3285.23		3383.78	3417.62	3554.33	3696.50	3844.36
	2	3458.32		3562.07	3597.69	3741.60	3891.26	4046.91
	3	3639.60		3748.78	3786.27	3937.72	4095.23	4259.04
	4	3831.40		3946.34	3985.81	4145.24	4311.05	4483.49
	5	4033.73		4154.74	4196.29	4364.14	4538.71	4720.26

Rep Unit: UH1

Job Class Title	06-JUL-2002 6%		21-JUN-2003 3%		03-JUL-2004 1%		02-JUL-2005 4%		01-JUL-2006 4%		30-JUN-2007 4%	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Construction Inspector, Supervisor	7530.64	9245.18	7756.56	9522.54	7834.13	9617.76	8147.49	10002.47	8473.39	10402.57	8812.33	10818.68

Rep Unit: UM1-Employees In Pay Grades

Job Class Title	06-JUL-2002 6%		21-JUN-2003 3%		03-JUL-2004 1%		02-JUL-2005 4%		01-JUL-2006 4%		30-JUN-2007 4%	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Administrative Svcs Manager II	7173.93	8808.95	7389.15	9073.21	7463.04	9163.95	7761.57	9530.50	8072.03	9911.72	8394.91	10308.19
Assistant to the Director	7173.93	8808.95	7389.15	9073.21	7463.04	9163.95	7761.57	9530.50	8072.03	9911.72	8394.91	10308.19
Cable TV Station Manager	8304.88	10197.19	8554.02	10503.10	8639.56	10608.13	8985.15	11032.46	9344.55	11473.76	9718.33	11932.71
Curator of Art, Chief	7173.93	8808.95	7389.15	9073.21	7463.04	9163.95	7761.57	9530.50	8072.03	9911.72	8394.91	10308.19
Curator of Education, Chief	7173.93	8808.95	7389.15	9073.21	7463.04	9163.95	7761.57	9530.50	8072.03	9911.72	8394.91	10308.19
Curator of History, Chief	7173.93	8808.95	7389.15	9073.21	7463.04	9163.95	7761.57	9530.50	8072.03	9911.72	8394.91	10308.19
Curator of Natural Science, Chief	7173.93	8808.95	7389.15	9073.21	7463.04	9163.95	7761.57	9530.50	8072.03	9911.72	8394.91	10308.19
Deputy Director, Housing	9156.30	11242.75	9430.99	11580.03	9525.30	11695.83	9906.31	12163.67	10302.56	12650.21	10714.66	13156.22
Deputy Director/ City Planner	9156.30	11242.75	9430.99	11580.03	9525.30	11695.83	9906.31	12163.67	10302.56	12650.21	10714.66	13156.22
Engineer, Civil Principal	8389.58	10301.20	9159.75	11246.85	9251.35	11359.32	9621.40	11813.69	10006.26	12286.24	10406.51	12777.69
Financial Analyst, Principal	7173.93	8808.95										
Fire Division Mgr	8389.58	10301.20	8641.27	10610.23	8727.68	10716.33	9076.79	11144.99	9439.86	11590.79	9817.46	12054.42
Librarian, Administrative	7909.57	9711.83	8146.86	10003.18	8228.33	10103.21	8557.46	10507.34	8899.76	10927.64	9255.75	11364.74
Manager, Affirmative Action	8304.88	10197.19	8554.02	10503.10	8639.56	10608.13	8985.15	11032.46	9344.55	11473.76	9718.33	11932.71
Manager, Agency Administrative	8304.87	10197.18										
Manager, Capital Improvement Pgrm	8304.88	10197.19	8554.02	10503.10	8639.56	10608.13	8985.15	11032.46	9344.55	11473.76	9718.33	11932.71
Manager, Claims & Risk	10095.44	12394.74	10398.30	12766.59	10502.28	12894.25	10922.37	13410.02	11359.27	13946.42	11813.64	14504.28
Manager, Comprehensive Planning	7909.57	9711.83	8146.86	10003.18	8228.33	10103.21	8557.46	10507.34	8899.76	10927.64	9255.75	11364.74
Manager, Contract & Employ Svcs	8304.88	10197.19	8554.02	10503.10	8639.56	10608.13	8985.15	11032.46	9344.55	11473.76	9718.33	11932.71
Manager, Crime Laboratory	7909.57	9711.83	8146.86	10003.18	8228.33	10103.21	8557.46	10507.34	8899.76	10927.64	9255.75	11364.74
Manager, Cultural Arts	7173.93	8808.95	7389.15	9073.21	7463.04	9163.95	7761.57	9530.50	8072.03	9911.72	8394.91	10308.19
Manager, Electrical Services	8721.23	10707.10	8982.87	11028.32	9072.70	11138.60	9435.60	11584.14	9813.03	12047.51	10205.55	12529.41
Manager, Emergency Services	8721.23	10707.10	8982.87	11028.32	9072.70	11138.60	9435.60	11584.14	9813.03	12047.51	10205.55	12529.41

Rep. Unit UMI- Employees On Salary Steps

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Assistant to the City Auditor	1	6507.30		6702.52	6769.54	7040.33	7321.94	7614.82
	2	6849.97		7055.47	7126.03	7411.07	7707.51	8015.81
	3	7210.19		7426.50	7500.76	7800.79	8112.82	8437.34
	4	7590.29		7818.00	7896.18	8212.03	8540.51	8882.13
	5	7989.10		8228.77	8311.06	8643.50	8989.24	9348.81
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City Architect, Assistant	1	6832.43	7242.38	7459.65	7534.25	7835.62	8149.04	8475.00
	2	7192.65	7624.21	7852.94	7931.47	8248.72	8578.67	8921.82
	3	7570.40	8024.63	8265.37	8348.02	8681.94	9029.22	9390.39
	4	7969.62	8447.37	8700.79	8787.80	9139.31	9504.88	9885.08
	5	8389.08	8892.43	9159.20	9250.79	9620.83	10005.66	10405.89
	6	8765.67	9291.61	9570.36	9666.06	10052.70	10454.81	10873.01
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City Clerk, Assistant	1	6197.37		6383.29	6447.13	6705.01	6973.21	7252.14
	2	6523.67		6719.38	6786.58	7058.04	7340.36	7633.98
	3	6867.52		7073.54	7144.28	7430.05	7727.25	8036.34
	4	7228.90		7445.77	7520.23	7821.04	8133.88	8459.23
	5	7609.00		7837.27	7915.65	8232.27	8561.56	8904.02
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Controller, Assistant	1	6504.96		6700.11	6767.11	7037.79	7319.31	7612.08
	2	6847.63		7053.06	7123.59	7408.54	7704.88	8013.07
	3	7207.85		7424.09	7498.33	7798.26	8110.19	8434.60
	4	7586.78		7814.38	7892.53	8208.23	8536.56	8878.02
	5	7986.76		8226.37	8308.63	8640.97	8986.61	9346.08
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Emer Serv Manager, Assistant	1	6197.37		6383.29	6447.13	6705.01	6973.21	7252.14
	2	6523.67		6719.38	6786.58	7058.04	7340.36	7633.98
	3	6867.52		7073.54	7144.28	7430.05	7727.25	8036.34
	4	7228.90		7445.77	7520.23	7821.04	8133.88	8459.23
	5	7609.00		7837.27	7915.65	8232.27	8561.56	8904.02
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Executive Assistant	1	3995.14		4114.99	4156.14	4322.39	4495.28	4675.09
	2	4204.48		4330.62	4373.92	4548.88	4730.84	4920.07
	3	4426.69		4559.50	4605.09	4789.29	4980.87	5180.10
	4	4659.43		4799.22	4847.21	5041.10	5242.74	5452.45
	5	4905.03		5052.19	5102.71	5306.82	5519.09	5739.85
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Exec Assistant to Agency Director	1	4193.96		4319.78	4362.97	4537.49	4718.99	4907.75
	2	4415.00		4547.45	4592.92	4776.64	4967.71	5166.41
	3	4647.74		4787.17	4835.04	5028.44	5229.58	5438.76
	4	4892.17		5038.93	5089.32	5292.90	5504.61	5724.80
	5	5149.47		5303.95	5356.99	5571.27	5794.12	6025.89
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Exec Assist to Asst City Attorney	1	4404.47		4536.61	4581.97	4765.25	4955.86	5154.10
	2	4636.04		4775.13	4822.88	5015.79	5216.42	5425.08
	3	4880.48		5026.89	5077.16	5280.25	5491.46	5711.11
	4	5136.60		5290.70	5343.61	5557.35	5779.65	6010.83
	5	5407.94		5570.17	5625.88	5850.91	6084.95	6328.35
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Open Government Coordinator	1	5098.01		5250.95	5303.46	5515.59	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.45
	3	5648.86		5818.32	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.59	6959.26
	5	6259.35		6447.13	6511.60	6772.07	7042.95	7324.67
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Legal Communications Officer	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93

Rep. Unit UM1- Employees On Salary Steps

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
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Public Works Operations Manager	1	6830.09		7034.99	7105.34	7389.56	7685.14	7992.55
	2	7189.14		7404.81	7478.86	7778.02	8089.14	8412.70
	3	7568.07		7795.11	7873.06	8187.98	8515.50	8856.12
	4	7966.88		8205.89	8287.95	8619.46	8964.24	9322.81
	5	8385.57		8637.14	8723.51	9072.45	9435.35	9812.77

Rep Unit: UM1-Employees In Pay Grades

Job Class Title	06-JUL-2002 6%		21-JUN-2003 3%		03-JUL-2004 1%		02-JUL-2005 4%		01-JUL-2006 4%		30-JUN-2007 4%	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Manager, Environmental Services	8304.88	10197.19	8554.02	10503.10	8639.56	10608.13	8985.15	11032.46	9344.55	11473.76	9718.33	11932.71
Manager, Equipment Services	8304.88	10197.19	8554.02	10503.10	8639.56	10608.13	8985.15	11032.46	9344.55	11473.76	9718.33	11932.71
Manager, Grants	7532.98	9248.69	7758.97	9526.15	7836.56	9621.41	8150.02	10006.27	8476.03	10406.52	8815.07	10822.78
Manager, Housing Development	7909.57	9711.83	8146.86	10003.18	8228.33	10103.21	8557.46	10507.34	8899.76	10927.64	9255.75	11364.74
Manager, Information Systems	8304.88	10197.19	8554.02	10503.10	8639.56	10608.13	8985.15	11032.46	9344.55	11473.76	9718.33	11932.71
Manager, Inspection Services	7909.57	9711.83	8146.86	10003.18	8228.33	10103.21	8557.46	10507.34	8899.76	10927.64	9255.75	11364.74
Manager, Legal Admin Services	7173.93	8808.95										
Manager, Museum Operations	7532.98	9248.69	7758.97	9526.15	7836.56	9621.41	8150.02	10006.27	8476.03	10406.52	8815.07	10822.78
Manager, Museum Services	7173.93	8808.95	7389.15	9073.21	7463.04	9163.95	7761.57	9530.50	8072.03	9911.72	8394.91	10308.19
Manager, Park Svcs	8304.88	10197.19	8554.02	10503.10	8639.56	10608.13	8985.15	11032.46	9344.55	11473.76	9718.33	11932.71
Manager, Planning & Building Oper	7909.57	9711.83	8146.86	10003.18	8228.33	10103.21	8557.46	10507.34	8899.76	10927.64	9255.75	11364.74
Manager, Real Estate Services	8304.88	10197.19	8554.02	10503.10	8639.56	10608.13	8985.15	11032.46	9344.55	11473.76	9718.33	11932.71
Manager, Rehabilitation Services	7909.57	9711.83	8146.86	10003.18	8228.33	10103.21	8557.46	10507.34	8899.76	10927.64	9255.75	11364.74
Manager, Revenue	8721.56	10707.50										
Manager, Senior Services	7173.93	8808.95	7389.15	9073.21	7463.04	9163.95	7761.57	9530.50	8072.03	9911.72	8394.91	10308.19
Manager, Treasury	10095.48	12394.81										
Manager, Youth Svcs	7909.57	9711.83	8146.86	10003.18	8228.33	10103.21	8557.46	10507.34	8899.76	10927.64	9255.75	11364.74
Project Manager II	8304.88	10197.19	8554.02	10503.10	8639.56	10608.13	8985.15	11032.46	9344.55	11473.76	9718.33	11932.71
Project Manager III	9614.76	11804.13	9903.20	12158.25	10002.23	12279.83	10402.32	12771.03	10818.41	13281.87	11251.15	13813.14
Project Mgt II (PPT)	8304.88	10197.19	8554.02	10503.10	8639.56	10608.13	8985.15	11032.46	9344.55	11473.76	9718.33	11932.71

Rep Unit: UM2-Employees On Salary Steps

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
Administrative Svcs Mgr I	1	6197.37		6383.29	6447.13	6705.01	6973.21	7252.14
	2	6523.67		6719.38	6786.58	7058.04	7340.36	7633.98
	3	6867.52		7073.54	7144.28	7430.05	7727.25	8036.34
	4	7228.90		7445.77	7520.23	7821.04	8133.88	8459.23
	5	7609.00		7837.27	7915.65	8232.27	8561.56	8904.02
Budget & Operations Analyst III	1	5620.79		5789.41	5847.31	6081.20	6324.45	6577.43
	2	5916.68		6094.18	6155.13	6401.33	6657.38	6923.68
	3	6228.95		6415.82	6479.98	6739.18	7008.74	7289.09
	4	6556.42		6753.11	6820.64	7093.47	7377.21	7672.30
	5	6901.43		7108.48	7179.56	7466.74	7765.41	8076.03
Capital Improvement Project Coordinator	1	6507.30		6702.52	6769.54	7040.33	7321.94	7614.82
	2	6849.97		7055.47	7126.03	7411.07	7707.51	8015.81
	3	7210.19		7426.50	7500.76	7800.79	8112.82	8437.34
	4	7590.29		7818.00	7896.18	8212.03	8540.51	8882.13
	5	7989.10		8228.77	8311.06	8643.50	8989.24	9348.81
City Land Surveyor	1	6507.30		6702.52	6769.54	7040.33	7321.94	7614.82
	2	6849.97		7055.47	7126.03	7411.07	7707.51	8015.81
	3	7210.19		7426.50	7500.76	7800.79	8112.82	8437.34
	4	7590.29		7818.00	7896.18	8212.03	8540.51	8882.13
	5	7989.10		8228.77	8311.06	8643.50	8989.24	9348.81
Complex Manager	1	6507.30		6702.52	6769.54	7040.33	7321.94	7614.82
	2	6849.97		7055.47	7126.03	7411.07	7707.51	8015.81
	3	7210.19		7426.50	7500.76	7800.79	8112.82	8437.34
	4	7590.29		7818.00	7896.18	8212.03	8540.51	8882.13
	5	7989.10		8228.77	8311.06	8643.50	8989.24	9348.81
Deputy City Auditor III	1	6832.43		7037.40	7107.78	7392.09	7687.77	7995.28
	2	7192.65		7408.43	7482.52	7781.82	8093.09	8416.81
	3	7570.40		7797.52	7875.49	8190.51	8518.13	8858.86
	4	7969.22		8208.29	8290.38	8621.99	8966.87	9325.55
	5	8389.08		8640.76	8727.16	9076.25	9439.30	9816.87
	6	8765.67		9118.93	9118.93	9483.68	9863.03	10257.55
Deputy City Clerk	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Disability Benefits Coord	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Emer Medical Svcs Coord	1	6197.37		6383.29	6447.13	6705.01	6973.21	7252.14
	2	6523.67		6719.38	6786.58	7058.04	7340.36	7633.98
	3	6867.52		7073.54	7144.28	7430.05	7727.25	8036.34
	4	7228.90		7445.77	7520.23	7821.04	8133.88	8459.23
	5	7609.00		7837.27	7915.65	8232.27	8561.56	8904.02
Employee Assist Svcs Coord	1	6507.30		6702.52	6769.54	7040.33	7321.94	7614.82
	2	6849.97		7055.47	7126.03	7411.07	7707.51	8015.81
	3	7210.19		7426.50	7500.76	7800.79	8112.82	8437.34
	4	7590.29		7818.00	7896.18	8212.03	8540.51	8882.13
	5	7989.10		8228.77	8311.06	8643.50	8989.24	9348.81

Rep Unit: UM2-Employees On Salary Steps

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
<hr/>								
Employee Fleet & Safety Coordinator	1	5620.79		5789.41	5847.31	6081.20	6324.45	6577.43
	2	5916.68		6094.18	6155.13	6401.33	6657.38	6923.68
	3	6228.95		6415.82	6479.98	6739.18	7008.74	7289.09
	4	6556.42		6753.11	6820.64	7093.47	7377.21	7672.30
	5	6901.43		7108.48	7179.56	7466.74	7765.41	8076.03
<hr/>								
Equal Opportunity Spec	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
<hr/>								
Facility Manager	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
<hr/>								
Financial Analyst	1	6197.37		6383.29	6447.13	6705.01	6973.21	7252.14
	2	6523.67		6719.38	6786.58	7058.04	7340.36	7633.98
	3	6867.52		7073.54	7144.28	7430.05	7727.25	8036.34
	4	7228.90		7445.77	7520.23	7821.04	8133.88	8459.23
	5	7609.00		7837.27	7915.65	8232.27	8561.56	8904.02
<hr/>								
Health & Human Svcs Prgm Planner	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
<hr/>								
Human Resource Analyst, Senior	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
<hr/>								
Information Systems Supervisor	1	6832.43		7037.40	7107.78	7392.09	7687.77	7995.28
	2	7192.65		7408.43	7482.52	7781.82	8093.09	8416.81
	3	7570.40		7797.52	7875.49	8190.51	8518.13	8858.86
	4	7969.22		8208.29	8290.38	8621.99	8966.87	9325.55
	5	8389.08		8640.76	8727.16	9076.25	9439.30	9816.87
	6	8765.67		9118.93	9118.93	9483.68	9863.03	10257.55
<hr/>								
Management Assistant	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
<hr/>								
Management Assistant, PPT	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
<hr/>								
Monitoring & Evaluation Supervisor	1	6197.37		6383.29	6447.13	6705.01	6973.21	7252.14
	2	6523.67		6719.38	6786.58	7058.04	7340.36	7633.98
	3	6867.52		7073.54	7144.28	7430.05	7727.25	8036.34
	4	7228.90		7445.77	7520.23	7821.04	8133.88	8459.23
	5	7609.00		7837.27	7915.65	8232.27	8561.56	8904.02

Rep Unit: UM2-Employees On Salary Steps

Job Class Title	Step	06-JUL-2002 6%	18-JAN-2003 (See Appendix C for %s)	21-JUN-2003 3%	03-JUL-2004 1%	02-JUL-2005 4%	01-JUL-2006 4%	30-JUN-2007 4%
<hr/>								
Office Manager	1	3995.14		4114.99	4156.14	4322.39	4495.28	4675.09
	2	4204.48		4330.62	4373.92	4548.88	4730.84	4920.07
	3	4426.69		4559.50	4605.09	4789.29	4980.87	5180.10
	4	4659.43		4799.22	4847.21	5041.10	5242.74	5452.45
	5	4905.03		5052.19	5102.71	5306.82	5519.09	5739.85
Program Analyst III	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Real Estate Agent, Supervising	1	6507.30		6702.52	6769.54	7040.33	7321.94	7614.82
	2	6849.97		7055.47	7126.03	7411.07	7707.51	8015.81
	3	7210.19		7426.50	7500.76	7800.79	8112.82	8437.34
	4	7590.29		7818.00	7896.18	8212.03	8540.51	8882.13
	5	7989.10		8228.77	8311.06	8643.50	8989.24	9348.81
Retirement Systems Accountant	1	5620.79		5789.41	5847.31	6081.20	6324.45	6577.43
	2	5916.68		6094.18	6155.13	6401.33	6657.38	6923.68
	3	6228.95		6415.82	6479.98	6739.18	7008.74	7289.09
	4	6556.42		6753.11	6820.64	7093.47	7377.21	7672.30
	5	6901.43		7108.48	7179.56	7466.74	7765.41	8076.03
Revenue Analyst	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Support Services Supv	1	6197.37		6383.29	6447.13	6705.01	6973.21	7252.14
	2	6523.67		6719.38	6786.58	7058.04	7340.36	7633.98
	3	6867.52		7073.54	7144.28	7430.05	7727.25	8036.34
	4	7228.90		7445.77	7520.23	7821.04	8133.88	8459.23
	5	7609.00		7837.27	7915.65	8232.27	8561.56	8904.02
Training & Public Services Admin.	1	5098.01		5250.95	5303.46	5515.60	5736.22	5965.67
	2	5367.00		5528.01	5583.29	5806.62	6038.89	6280.44
	3	5648.86		5818.33	5876.51	6111.57	6356.03	6610.27
	4	5947.09		6125.50	6186.76	6434.23	6691.60	6959.26
	5	6259.36		6447.14	6511.61	6772.07	7042.96	7324.68
Transportation Planner, Senior	1	6832.43		7037.40	7107.78	7392.09	7687.77	7995.28
	2	7192.65		7408.43	7482.52	7781.82	8093.09	8416.81
	3	7570.40		7797.52	7875.49	8190.51	8518.13	8858.86
	4	7969.22		8208.29	8290.38	8621.99	8966.87	9325.55
	5	8389.08		8640.76	8727.16	9076.25	9439.30	9816.87
	6	8765.67		9118.93	9118.93	9483.68	9863.03	10257.55
Urban Economic Coord	1	6507.30		6702.52	6769.54	7040.33	7321.94	7614.82
	2	6849.97		7055.47	7126.03	7411.07	7707.51	8015.81
	3	7210.19		7426.50	7500.76	7800.79	8112.82	8437.34
	4	7590.29		7818.00	7896.18	8212.03	8540.51	8882.13
	5	7989.10		8228.77	8311.06	8643.50	8989.24	9348.81
Watershed Program Supv	1	5902.65		6079.73	6140.53	6386.15	6641.59	6907.26
	2	6212.58		6398.95	6462.94	6721.46	6990.32	7269.93
	3	6540.05		6736.25	6803.61	7075.75	7358.78	7653.14
	4	6883.89		7090.41	7161.31	7447.76	7745.67	8055.50
	5	7246.45		7463.84	7538.48	7840.02	8153.62	8479.76

Rep. Unit: UM2-Employees In Pay Grades

Job Class Title	06-JUL-2002 6%		21-JUN-2003 3%		03-JUL-2004 1%		02-JUL-2005 4%		01-JUL-2006 4%		30-JUN-2007 4%	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Community Action Agency Mgr	7173.93	8808.95	7389.15	9073.21	7463.04	9163.95	7761.57	9530.50	8072.03	9911.72	8394.91	10308.19
Controller, Assistant	7909.57	9711.83	8146.86	10003.18	8228.33	10103.21	8557.46	10507.34	8899.76	10927.64	9255.75	11364.74
Database Admin	7173.93	8808.95	7389.15	9073.21	7463.04	9163.95	7761.57	9530.50	8072.03	9911.72	8394.91	10308.19
Information System Administrator	7173.93	8808.95	7389.15	9073.21	7463.04	9163.95	7761.57	9530.50	8072.03	9911.72	8394.91	10308.19
Network Architect	7909.57	9711.83	8146.86	10003.18	8228.33	10103.21	8557.46	10507.34	8899.76	10927.64	9255.75	11364.74
Project Manager	7173.93	8808.95	7389.15	9073.21	7463.04	9163.95	7761.57	9530.50	8072.03	9911.72	8394.91	10308.19
Project Mgr, PPT	7173.93	8808.95	7389.15	9073.21	7463.04	9163.95	7761.57	9530.50	8072.03	9911.72	8394.91	10308.19
Senior Services Administrator	7173.93	8808.95	7389.15	9073.21	7463.04	9163.95	7761.57	9530.50	8072.03	9911.72	8394.91	10308.19

APPENDIX C

SPECIAL EQUITY ADJUSTMENTS

Class	Equity Adjustment
Account Clerk III	5.00%
Payroll & Personnel Clerk III	5.00%
Merge AAI with AAI*	15.73%
Administrative Assistant II	3.00%
Architect	6.00%
Architectural Associate (field)	6.00%
Architectural Associate (office)	6.00%
Architectural Assistant (field)	6.00%
Architectural Assistant (office)	6.00%
Contract Compliance Officer	3.00%
Electronics Supervisor	9.00%
Engineer, Asst. I (field & office)	6.00%
Engineer, Asst. II (field & office)	6.00%
Engineer, Civil (field)	6.00%
Engineer, Civil (office)	6.00%
Engineer, Civil Principal	6.00%
Engineer, Civil, Supv. (office)	6.00%
Engineer, Civil, Supv. (field)	6.00%
Engineer, Transportation	6.00%
Engineer, Transportation, Asst.	6.00%
Engineer, Transportation, Supv.	6.00%
Equipment Supervisor	10.00%
Heavy Equipment Supv.	10.00%
Correctional Officer Supv.	11.00%
Legal Secretary II	10.00%
Legal Secretary, Supv.	10.00%
Police Communications Supv.	9.00%
Police Records Supervisor	3.00%
Real Estate Agent	3.00%

* If incumbents meet criteria as specified.

APPENDIX D

RESIDENCY ZONE

List of Affected Represented Classifications in other units affected by Residency Zone.

Unit UH1 Classifications:

1. Animal Control and Shelter Manager
2. Animal Control Supervisor
Auto Body Repair Supervisor
3. Building Inspection Supervisor
4. Childcare Supervisor
5. Code Compliance Supervisor
6. Computer Operations Supervisor
7. Construction and Maintenance Supervisor II
8. Construction and Maintenance Superintendent
9. Construction Inspection Supervisor
10. Electrical Construction and Maintenance Superintendent
11. Electrical Inspection Supervisor
12. Electronics Supervisor
13. Equipment Supervisor
14. Equipment Services Superintendent
15. Fire Communication Dispatcher Supervisor
16. Fleet Maintenance Supervisor
17. Hazardous Materials Program Supervisor
18. Heavy Equipment Supervisor
19. Information Systems Supervisor
20. Park Supervisor I
21. Park Supervisor II
22. Plumbing/Mechanical Inspector, Supervisor
23. Police Communications Supervisor
24. Public Works Supervisor I
25. Public Works Supervisor II
26. Public Works Operations Manager
27. Ranger I, Supervising
28. Ranger II, Supervising
29. Senior Center Director
30. Stationary Engineer, Chief
31. Systems Programming Supervisor
32. Telecommunications Supervisor
33. Tree Supervisor I
34. Tree Supervisor II

Unit UM1 and UM2 Classifications:

1. Assistant to the Director
2. Assistant to the Recreation Services Manager
3. Assistant to the City Auditor
4. Assistant to the City Clerk
5. Cable TV Station Manager
6. City Architect, Assistant
7. City Architect
8. City Council Office Administrator
9. Deputy Director/Building Official
10. Deputy Director of Public Works/Administration
11. Deputy Director, Housing
12. Deputy Director, Program Planning and Development
13. Deputy Director/OPW
14. Emergency Service Manager, Asst.
15. Librarian, Administrative
16. Manager, Planning & Building Operations
17. Manager, Neighborhood Development
18. Manager, Building Services
19. Manager, Claims and Risk
20. Manager, Code Compliance
21. Manager, Electrical Services
22. Manager, Housing Rehabilitation
23. Manager, Information Systems
24. Manager, Inspection Services
25. Manager, Park Services
26. Manager, Plan Check/Engineering
27. Manager, Real Estate Services
28. Manager, Recreation Services
29. Manager, Senior Services
30. Manager, Community Assistance Center
31. Principal Civil Engineer
32. Purchasing Manager
33. Safety & Loss Control Coordinator

Other Unit Classifications:

1. Emergency Planning Coordinator
2. Neighborhood Services Coordinator

APPENDIX E

RESIDENCY ZONE ZIP CODE INDEX

Applicants and employees residing within the zip codes below or within the designated city limits of the following jurisdictions would be considered within the acceptable areas of the zone.

<u>MAP LOCATION</u>	<u>ZIP CODE</u>
Alameda	94501 94502
El Cerrito	94530
Castro Valley	94546
Lafayette	94549
Moraga	94556
Orinda	94563
San Leandro	94577 94578 94579
San Lorenzo	94580
Emeryville	94508
Oakland	94601 94602 94603 94605 94606 94607 94608 94609 94610 94611 94612 94613 94618 94619 94621
Berkeley	94702 94703 94704 94705 94707 94708 94709 94710 94720
Albany	94706
Richmond	94801 94802 94804 94805 94806 94807
Hercules	94547
Pinole	94564
San Pablo	94806
El Sobrante	94803
Hayward	94540 94541 94542 94543 94544 94545 94557
Piedmont	94611

APPENDIX F

CIVIL SERVICE USE OF HEARING OFFICER

The Civil Service Board may elect to use a Hearing Officer for appeals of suspensions, fines, demotions or disciplinary discharges filed pursuant to Article 15, Grievance Procedure, of this Agreement.

1. Conduct Of Hearings

Hearings will be closed to the public unless otherwise requested by the appellant.

Hearings will be tape recorded. Copies of the tape(s) will be available to the appellant, if desired, for no charge. Transcripts of the taped proceedings will be available upon request, at the requesting party's expense.

Closing arguments shall be oral; provided, however, that either party may elect to submit a closing brief. Such an election must be made following the presentation of closing arguments. Briefs are to be submitted to the Hearing Officer within twenty (20) calendar days of the close of the hearing. Briefs submitted after the deadline shall not be considered by the Hearing Officer.

2. Hearing Officer Responsibilities

Hearing Officers shall be responsible for the conduct of the hearing and shall identify the appeal issue, determine relevant facts, assess the credibility of witnesses, evaluate the evidence and render an advisory decision to the Civil Service Board.

The Hearing Officer shall render written findings and recommendations to the Civil Service Board within thirty (30) calendar days of the close of the hearing. If briefs are submitted, the recommendation shall be submitted to the Board within fifty (50) calendar days of the close of the hearing.

The Hearing Officer shall provide the Civil Service Board the following documents which shall constitute the official hearing record:

- 2.1. A summation page delineating the case name, issue, brief summary of the case and his/her recommendation.
- 2.2. A complete written report documenting the findings.
- 2.3. Any documentary evidence, written motions and briefs submitted.
- 2.4. The cassette tape(s) of the hearing.

3. Civil Service Board Responsibilities

Upon receipt of a Hearing Officer's recommendation, the Board Secretary shall schedule the case for the next available Civil Service Board meeting. The Board will make every effort to schedule a case within thirty (30) days of receiving the Hearing Officer's recommendation.

In reaching a decision, the Board shall review the hearing record and may review the cassette tape(s) of the hearing. The Board's decision shall be made in accordance with Ordinance No. 8979 C.M.S., as amended, which requires a majority of a quorum to accept, reject or modify an appeal.

Final determinations will be issued in writing, within ten (10) days of the conclusion of the Civil Service Board review of the Hearing Officer's recommendation. Copies of the Board's determination and the recommendation of the Hearing Officer shall be forwarded to the appellant, appellant's representative, City Attorney's Office and the affected City Department.

4. Costs

Costs for the Hearing Officer shall be borne equally by the City and the Union as representative of the appellant.

Costs for transcribing hearing tapes shall be borne by the requesting party.

Costs for a copy(s) of the hearing tape shall be borne by the requesting party.

APPENDIX G
MILITARY LEAVE

See next page for Military Resolution

APPENDIX H

PAY REPORTED TO CALPERS

I. The following items constitute special compensation for which PERS contributions are made:

- Bilingual Pay
- FLSA in Lieu Payment
- FLSA WC in Lieu Payment
- Graveyard Shift
- Acting Pay
- Holiday OT Pay
- Notary Public Pay
- Premium License WCE
- Rotating Shifts
- Premium Special Pay
- Premium Pay ICBO Certificate
- Premium Swing Shifts
- Uniform Allowance Non Sworn

II. The following items constitute regular compensation for which PERS contributions are made:

- Holiday Pay
- Sick Leave Pay
- Vacation Pay
- Management Leave Pay
- Compensation Time
- Salary

* This list includes, but is not limited to, the pay categories (regular and special pay) that are reported to PERS.

APPENDIX I

SPECIAL AGREEMENT REGARDING IMPACT OF LAYOFFS AND MANDATORY BUSINESS SHUTDOWN

City of Oakland And Local 21 Negotiations July 14, 2003

Special Agreement Regarding The Impact Of Layoffs And Mandatory Business Shutdown

The parties to this Agreement include the City of Oakland ("City") and the Professional and Technical Engineers, Local 21, AFL-CIO ("Local 21" or "Union"). The provisions of this Agreement apply to all City of Oakland employees assigned to the following Representation Units represented by Local 21: Unit TA1 (Confidential Employees), Unit TF1 (Professional Employees), Unit TM2 (Supervising Engineers), Unit TW1 (Administrative, Professional and Technical Employees), Unit UH1 (Supervisory Employees), Unit UM1 (Exempt Management Employees), Unit UM2 (Management Employees), and Unit TM1 (Deputy City Attorneys I-IV). The parties, having met and conferred according to California Government Code Section 3500, et seq., regarding matters within the scope of representation relating to the City's budget crisis and the impact of layoffs and mandatory business shutdown for the 2003-2004/2004-2005 fiscal years, agree to the following terms and conditions:

1. Preservation Of Jobs And Wages

For the duration of this Special Agreement only, the City agrees not to shut down or close City's offices/facilities one day each month, and the City agrees not to place represented employees on unpaid leave or furlough one day per month.

To the extent possible, the City shall "redeploy" all bargaining unit members subject to layoff to a vacant position outside the employee's current classification in order to avoid layoff, as long as that unit member meets the minimum requirements of the vacant position. The parties acknowledge that laid off Port of Oakland employees may have rights to city positions. Consistent with the City Charter, Civil Service Rules, and City Policy, the City shall have the sole discretion to determine whether a represented employee meets the minimum requirements of a vacant position. The exercise of City powers described in this second paragraph of Section 1 of this Special Agreement shall not be subject to the City's Civil Service appeal

provisions nor subject to the grievance procedures in the parties' MOU. Nothing in this Special Agreement voids or supersedes the City's right to terminate a bargaining unit member for cause, as described in the parties' current MOU and the City's Personnel Rules. At Local 21's request, the City agrees to meet and discuss implementation of redeployments.

2. Limited Duration Employees

The City will comply with the parties' MOU, the City Charter, and City Personnel Rules regarding contracting out and the order of layoffs. No permanent employee in the affected class shall be laid off while an Exempt Limited Duration Employee or a Limited Duration Employee is performing work in the same class in violation of Personnel Manual Section 9.02.

No later than October 31, 2003, the City shall classify and test for all existing limited duration positions.

The City and Local 21 reaffirm that section 4.13 of the existing collective bargaining agreement is a valid and effective section.

3. VTN Unpaid Leave

During the term of this Agreement, represented employees may take up to one day per month of voluntary unpaid leave (VTN). Upon request of a represented employee, the department head must approve one day per month, but the department head shall have the right to determine and schedule the day used for VTN.

4. Adjustment To Employees' Retirement Contribution

The parties agree to amend Sections 7.1.1 and 7.1.2 of the current MOU as follows:

“7.1 Retirement Contributions

7.1.1 2% At 55

The City's contract with PERS provides the 2% at 55 plan for all represented employees except the Correctional Officer Supervisor. The City shall make the employer contribution to PERS for each represented employee. In addition the City shall pay 1.0% of the “employee” contribution for each

represented employee. With state and federal income tax on the “employees” contribution deferred to the extent permitted by law, each represented employee shall pay through payroll deductions 6.0% of the “employee” contribution. Except as specifically stated in this Section, the City shall pay for any increase in the employer rate and shall retain any savings from a decrease in the employer rate and for contribution credits (rebates) from PERS.

7.1.2 2.7% At 55

Effective July 1, 2004, the City’s contract with PERS shall be amended to provide the 2.7% at 55 plan for all represented employees except the Correctional Officer Supervisors. The City shall make the employer contribution to PERS for each represented employee. In addition the City shall pay 2.0% of the “employee” contribution for each represented employee. With state and federal income tax on the “employee” contribution deferred to the extent permitted by law, each represented employee shall pay through payroll deductions 6.0% of the “employee” contribution. Except as specifically stated in this Section, the City shall pay for any increase in the employer rate and shall retain any savings from a decrease in the employer rate and for contribution credits (rebates) from PERS.”

5. Bargaining Unit Designation

The Employee Relations Officer, after considering recommendations from Local 21, will assess the allocation of classes to bargaining units. No later than July 29, 2003, the Employee Relations Officer will designate appropriate new units, and make any appropriate modifications to existing units as shown on Attachment A. Attachment A is incorporated into this Agreement. Nothing in this paragraph alters or expands the City’s right to designate and/or modify bargaining units.

6. Holidays

For fiscal years 2003 / 2004 and 2004 / 2005 only, Article 11 shall be modified by adding the following:

11.1.17 December 26, 2003

December 27, 2004

11.1.18 January 2, 2004

December 28, 2004

7. Joint Labor- Management Committee

In the Joint Labor – Management Committee established in Section 4.14 of the existing collective bargaining agreement, the parties mutually agree to form an issue-specific subcommittee on anticipated retirements. In addition, the parties mutually agree to form an issue-specific subcommittee in the event the City's General Fund is significantly and materially decreased or increased as a result of changes in state and/or local revenues that were unanticipated by the City at the time this Agreement was approved by the City Council.

8. Effect Of Agreement

The City and Local 21 agree that this Special Agreement is a settlement of impact negotiations. This Special Agreement does not set a precedent for resolving future grievances, nor does it constitute a waiver of either party's bargaining position for future negotiations between them. This Special Agreement shall not be used as evidence in a legal or arbitration proceeding of any kind except to enforce the terms of this Agreement.

9. Term of Agreement, Waiver And Status Quo Ante

The term of this Special Agreement shall run from the date of adoption by the City Council, July 15, 2003, to June 30, 2005. The terms and conditions of this Agreement will not survive the expiration of this Agreement. The status quo ante, for purposes of this Agreement, will be defined by the terms of the parties' current MOU, the City Charter, and the Personnel Rules adopted pursuant to the City Charter.


With this Special Agreement, the parties have completed negotiations for 2003-2004/2004-2005, on the impact of layoffs, the impact of mandatory business shutdowns, and the preservation of bargaining unit work, and mutually agree to waive the right to negotiate on these matters, except as set forth in the paragraph below.

Notwithstanding any other provisions of this Agreement, the City may be forced to consider laying off represented employees if the City's General Fund is significantly and materially decreased as a result of changes in state and/or local revenues that were unanticipated by the City at the time the City Council approved this Agreement.

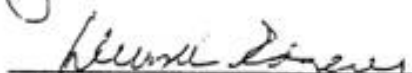
In the event the City's General Fund is significantly and materially increased as a result of changes in state and /or local revenues that were unanticipated by the City at the time this Agreement was approved by the City Council; Local 21 and the City Agree to meet and discuss the restoration of bargaining unit positions.


Date:

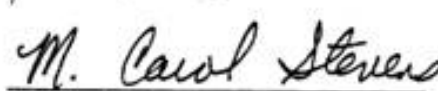
7.11.03


Ignacio De La Fuente


Jane Brunner



Deborah Edgerly


Dr. George Musgrove

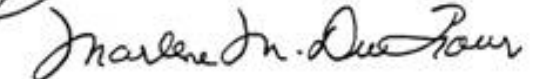

M. Carol Stevens

Date:

7.14.03

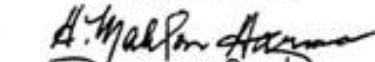

Carol Isen

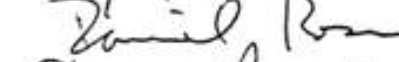

Jo Anne Lawrence


Markene D. Due Paur

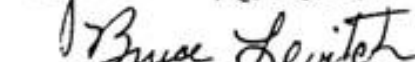

Thomas H. Mauley


Dorian W. Wilkins


A. Malcolm Hanna


Daniel R. Bon


Jean Roberts


Bruce Levitch


Jeffrey Perin

City of Oakland And Local 21 Negotiations

June 30, 2003

Failure To Reach Agreement

If the City and Local 21 do not reach agreement on the Special Agreement by noon on June 26, 2003, the City will be forced to adopt a 2003-2004/2004-2005 budget that includes layoffs and a mandatory business shutdown one day per month.

City Of Oakland
Costing For Local 21

	FY 2003-05 Total Savings	
Item	General Purpose Fund (GPF)	All Funds (including GPF)
Additional 3% retirement pickup	\$2.41	\$4.63
Once-per-month mandatory business shutdown	\$3.24	\$6.23

City of Oakland
And Local 21 Negotiations

July 14, 2003

Addendum To The
Special Agreement Regarding The Impact Of Layoffs And
Mandatory Business Shutdown

Tentative Agreement –
Not Yet Approved By City Council

On July 11, 2003 and July 14, 2003, at the time Local 21 and the City signed the July 14, 2003 Special Agreement, they inadvertently omitted paragraphs 10 and 11. This addendum is attached to and incorporated into the July 14, 2003, Special Agreement.

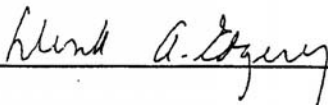
10. Equitable Implementation

Although the form of the contribution may vary, the City shall require all City employees to contribute the equivalent of either the additional 3.0% retirement contribution described in paragraph 4 of this Agreement or the 4.6% generated by 24 mandatory business shutdown days.



11. Resolution Of Grievances And Unfair Practice Charges

Local 21 agrees to withdraw the March 4, 2003, class action grievance entitled, "Class Action Grievance Over The Layoff Of Employees In The IFPTE Local 21 Bargaining Units; Demand For Expedited Arbitration." Local 21 agrees to dismiss the April 4, 2003, unfair labor practice charge, Public Employment Relations Board (PERB) Charge No. SF-CE-99-M.

FOR THE CITY OF OAKLAND



FOR LOCAL 21

DRAFT
SETTLEMENT AGREEMENT BETWEEN
THE CITY OF OAKLAND AND THE
PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 21

This Settlement Agreement and General Release of Claims ("Agreement") is made this 26th day of January 2004, by and between the International Federation of Professional and Technical Engineers, Local 21, AFL-CIO ("Local 21" or "Union") and the City of Oakland ("City"). The provisions of this Agreement apply to all City of Oakland employees assigned to the following Representation Units represented by Local 21: Unit TA1 (Confidential Employees), Unit TF1 (Professional Employees), Unit TM2 (Supervising Engineers), Unit TW1 (Administrative, Professional and Technical Employees), Unit UH1 (Supervisory Employees), Unit UM1 (Exempt Management Employees) Unit UM2 (Management Employees), and Unit TM1 (Deputy City Attorneys I-IV).

RECITALS

The City and the Union entered into a Special Agreement dated July 14, 2003, (subsequently amended) regarding the impact of layoffs and mandatory business shutdown. The Special Agreement required unit members represented by Local 21 to pay an additional 3% toward the "employee" contribution of their PERS retirement in the 2003-04 and 2004-05 fiscal years. The City did not begin collecting the additional 3% employee contribution from unit members as authorized by the Special Agreement for six pay periods until paycheck dated October 16, 2003.

The Union filed a grievance dated January 8, 2004, alleging that the City violated the July 14, 2003, Special Agreement, as amended regarding the impact of layoffs and mandatory business shutdown. The Union described the violations as including:

". . . the City's failure to require all employees (Local 790, Oakland Police Officers Association and Oakland Fire Fighters, and others) to contribute the equivalent of either an additional 3% retirement contribution or the 4.5% generated by 24 mandatory business shutdown days."

The City and the Union disagree about the facts and related legal issues involved in the pending grievance. Despite the parties' strong beliefs and interpretations of the evidence, the City and the Union wish to resolve all disputes between them and to avoid incurring further costs and expenses related to these disputes between them. This settlement is of these disputes and is not, in any way, an admission of liability, fault, or wrongdoing on the part of either the City or the Union.

The parties agree to settle any and all disputes between them as follows:

AGREEMENT

1. This Agreement's recitals are true and correct.
2. This Agreement is a compromise settlement of disputed claims and neither this Agreement nor any consideration given as part of this Agreement shall be construed as

an admission of liability or wrongdoing. The parties deny any and all liability and reach this Agreement merely to avoid arbitration, litigation, and related expenses.

3. By February 27, 2004, the City shall add two days to the accrued vacation balance of each unit member. The City shall have no obligation to provide this increased vacation in future years.

4. There will be no layoffs from January 26, 2004 through June 30, 2004.

5. The City and Union agree that the City shall retroactively collect the additional 3% of employee retirement contributions from each unit member authorized by the Special Agreement that the City failed to deduct from unit member's six paychecks between July 24, 2003 and October 2, 2003. The City shall collect these retroactive employee contributions through equal payroll deductions over ten pay periods of the 2003-04 fiscal year starting with paycheck February 5, 2004.

6. The Union shall withdraw with prejudice its January 8, 2004, grievance described in this Agreement's recitals. The Union also agrees not to file any other grievance, unfair labor practice charge, lawsuit, or other cause of action relating to any of the issues covered by this Agreement for FY 03-04, other than over the terms of this grievance settlement. *application of the law*

7. The City and the Union agree that this Settlement Agreement is a settlement of these specific grievances and disputes. This Agreement does not set a precedent for resolving future grievances, nor does it constitute a waiver of either party's bargaining position for future negotiations or future disputes between them. This Agreement shall not be used as evidence in a legal or arbitration proceeding of any kind except to enforce the terms of this Agreement.

8. The City and the Union shall pay their own costs and attorneys' fees related to the processing and settlement of this grievance.

CITY OF OAKLAND

By:  1/26/04

Tim Loney, Principal HR Analyst

OFFICE OF EMPLOYEE RELATIONS

IFPTE, Local 21

By:  1/26/

Anne Lawrence, Representative