

116.



City of West Allis Matter Summary

7525 W. Greenfield Ave.
West Allis, WI 53214

File Number	Title	Status
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O-2008-0010 Ordinance In Committee

An Ordinance to Establish the Salaries of Certain Employees in the Labor Service of the City of West Allis for the Years 2008, 2009 and 2010.

Introduced: 3/18/2008

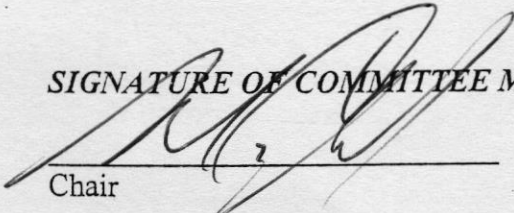
Controlling Body: Administration & Finance Committee

Sponsor(s): Administration & Finance Committee

COMMITTEE RECOMMENDATION Pass

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
MAR 18 2008			Barczak				✓
			Czaplewski	✓			
			Dobrowski				
			Kopplin				
			Lajsic	✓			
			Narlock				
			Reinke	✓			
			Sengstock				
			Vitale				
	✓		Weigel	✓			
			TOTAL	4			1

SIGNATURE OF COMMITTEE MEMBER



Chair

Vice-Chair

Member

COMMON COUNCIL ACTION Passed

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
MAR 18 2008			Barczak				✓
		✓	Czaplewski	✓			
			Dobrowski	✓			
			Kopplin	✓			
			Lajsic	✓			
			Narlock	✓			
			Reinke	✓			
			Sengstock	✓			
			Vitale	✓			
		Weigel	✓				
			TOTAL				1



City of West Allis

7525 W. Greenfield Ave.
West Allis, WI 53214

Ordinance

File Number: O-2008-0010

Final Action:

Sponsor(s): Administration & Finance Committee

MAR 18 2008

An Ordinance to Establish the Salaries of Certain Employees in the Labor Service of the City of West Allis for the Years 2008, 2009 and 2010.

The Common Council of the City of West Allis do ordain as follows:

PART I. The salaries for employees of the Labor Service of the City of West Allis, commencing January 1, 2008, shall be as noted in Attachment 1 (Schedule R and P).

PART II. The salaries for employees of the Labor Service of the City of West Allis, commencing January 1, 2009, shall be as noted in Attachment 2 (Schedule R and P).

PART III. The salaries for employees of the Labor Service of the City of West Allis, commencing January 1, 2010, shall be as noted in Attachment 3 (Schedule R and P).

PART IV. ADDITIONAL PAY PROVISIONS.

a.) An Equipment Operator I when operating a Traffic Line Marker, self-propelled (No. 2150) shall be paid thirty cents (30¢) per hour extra, plus an additional ten cents (10¢) per hour hazard pay.

b.) A Maintenance Repairer when operating Traffic Line Markers, hand operated; one air compressor, shall be paid thirty cents (30¢) per hour extra, plus an additional ten cents (10¢) per hour hazard pay.

c.) An Equipment Operator II when operating a Mechanical Crane, B/E, 15 ton rated (No. 1555) shall be paid ten cents (10¢) per hour extra.

d.) One (1) full-time Equipment Mechanic I to be paid at the appropriate intermediate step of salary range L-24 when welding is a recognized job duty of the Mechanic.

e.) Shift Differential. Labor service employees shall receive twenty-five cents (25¢) per hour above their base rate for night work.

f.) Watch Duty. Labor service employees shall receive the sum of eighty-five dollars (\$85.00) per week in addition to their base rate while on watch duty. Labor service employees shall receive the additional sum of eighty-five dollars (\$85.00) per week in addition to their base rate while on watch duty if one or more holidays, as listed in paragraph E.1.(a)1-9 of Article VIII of the Public Works

Unit contract, occurs.

g.) Out of Classification Assignments. Labor service employees working out of classification on a Labor Service job for which a higher rate is paid will, for all hours so worked, be paid at the rate established in the higher classification for the same step that the employees are at in their regular classification. Crew Leader - Base rate plus ten cents (10¢) per hour - this applies only to personnel below Labor Service Pay Range 20 and for supervising three (3) or more persons. Labor service employees assigned and designated as Acting Supervisors by the department head shall receive fifty cents (50¢) per hour above their base rate for all hours so worked.

h.) An employee when performing as a flag person will be paid ten cents (10¢) per hour extra.

i) An employee when setting up voting machines will be paid thirty cents (30¢) per hour extra.

j.) Incentive Truck Drivers and Laborers shall be paid ten cents (10¢) per hour cold weather rate when working with temperatures where the wind/chill index is between -25 F degrees and -50 F degrees at the beginning of the scheduled work shift.

k.) Incentive Truck Drivers and Laborers shall be paid twenty-seven cents (27¢) per hour task rate for all hours worked on incentive route collections.

l.) An employee when acting as Crew Leader on a tar kettle crew shall be paid twenty-five cents (25¢) per hour extra.

m.) An employee operating the Rapid Rail shall receive a thirty-five cents (35¢) per hour task rate in addition to the negotiated rate for Rapid Rail Operator.

n.) An employee trained and qualified in SCBA (self-contained breathing apparatus) operation and maintenance when using a SCBA unit as breathing apparatus during confined entry training, work or rescue, shall be paid a task rate of twenty-five cents (\$.25) per hour for all hours using the apparatus outlined above. (The task rate shall not apply for routine equipment checks nor shall it apply when the SCBA air bottle is employed for other uses such as the air supply for the air sharing equipment.

PART V. STEP INCREMENTS.

Any employee appointed, promoted, or reclassified to a higher position, shall move in classification from the minimum step to the maximum step in annual increments, on the anniversary date of appointment, promotion, or reclassification. Any employee promoted or reclassified to a higher position shall be advanced to that step, which will result in a pay increase of not less than \$8.00 bi-weekly.

In the event any of the positions listed in this salary ordinance have been reallocated to a pay range higher than the pay range in which they were listed in the salary ordinance in effect immediately preceding this salary ordinance, or during the period this salary ordinance is in effect any position is reallocated to a pay range higher than the pay range herein provided, employees affected shall be placed in the same step in the reallocated pay range as they were in under the previous pay range or the pay range herein provided, and shall retain the same anniversary date for the movement from the

minimum step to the maximum step in the pay range, in such reallocated pay range as they had in the previous pay range or the pay range herein provided, unless otherwise specifically provided.

PART VI. BI-WEEKLY BASIS OF WAGES.

Salaries provided in this ordinance are on a bi-weekly basis, except where an hourly rate is shown for a position or an hourly additional pay provision is specified.

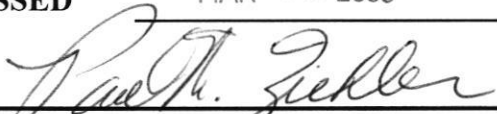
PART VII. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

PART VIII. This ordinance shall take effect January 1, 2008, and be in force from and after its passage and publication.

ADM\ORDRES\ADMO.LOCAL80 L

PASSED

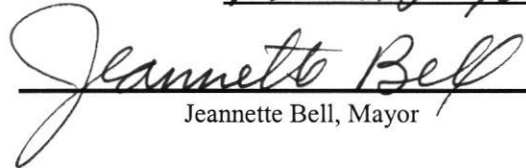
MAR 18 2008



Paul M. Ziehler, City Admin. Officer, Clerk/Treas.

APPROVED

March 20, 2008



Jeannette Bell, Mayor

LABOR SERVICE
January 1 2008 - December 31, 2008
(Schedule R)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<u>L-5</u>						
Clerk Typist	Hourly	10.28	12.85	13.37	14.08	15.06
	Bi-Weekly	822.40	1,028.00	1,069.60	1,126.40	1,204.80
	Annual	21,382.40	26,728.00	27,809.60	29,286.40	31,324.80
<u>L-7</u>						
Clerk I	Hourly	13.68	15.06	15.43	15.74	16.19
	Bi-Weekly	1,094.40	1,204.80	1,234.40	1,259.20	1,295.20
	Annual	28,454.40	31,324.80	32,094.40	32,739.20	33,675.20
<u>L-9</u>						
Clerk II	Hourly	15.97	16.51	17.05	17.58	18.17
	Bi-Weekly	1,277.60	1,320.80	1,364.00	1,406.40	1,453.60
	Annual	33,217.60	34,340.80	35,464.00	36,566.40	37,793.60
<u>L-10</u>						
Laborer	Hourly	14.41	16.44	17.41	18.33	19.29
	Bi-Weekly	1,152.80	1,315.20	1,392.80	1,466.40	1,543.20
	Annual	29,972.80	34,195.20	36,212.80	38,126.40	40,123.20
<u>L-1A</u>						
Clerk III	Hourly	17.05	17.58	18.17	18.68	19.34
	Bi-Weekly	1,364.00	1,406.40	1,453.60	1,494.40	1,547.20
	Annual	35,464.00	36,566.40	37,793.60	38,854.40	40,227.20
<u>L-11</u>						
Park Attendant	Hourly	18.14	18.51	18.68	18.99	19.29
	Bi-Weekly	1,451.20	1,480.80	1,494.40	1,519.20	1,543.20
	Annual	37,731.20	38,500.80	38,854.40	39,499.20	40,123.20
<u>L-12</u>						
Municipal Yard Janitor	Hourly	18.14	18.57	19.07	19.45	19.82
	Bi-Weekly	1,451.20	1,485.60	1,525.60	1,556.00	1,585.60
	Annual	37,731.20	38,625.60	39,665.60	40,456.00	41,225.60
<u>L-13</u>						
Custodian I	Hourly	18.57	19.07	19.45	19.82	20.24
Meter Reader	Bi-Weekly	1,485.60	1,525.60	1,556.00	1,585.60	1,619.20
Storekeeper I	Annual	38,625.60	39,665.60	40,456.00	41,225.60	42,099.20

LABOR SERVICE
January 1, 2008 - December 31, 2008
(Schedule R)

<u>L-14</u>		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
Account Clerk I	Hourly	19.07	19.45	19.82	20.24	20.64
Administrative Support Clerk	Bi-Weekly	1,525.60	1,556.00	1,585.60	1,619.20	1,651.20
Yard Attendant	Annual	39,665.60	40,456.00	41,225.60	42,099.20	42,931.20
<u>L-15</u>						
Custodian II	Hourly	19.45	19.82	20.24	20.64	21.09
	Bi-Weekly	1,556.00	1,585.60	1,619.20	1,651.20	1,687.20
	Annual	40,456.00	41,225.60	42,099.20	42,931.20	43,867.20
<u>L-16</u>						
Storekeeper II	Hourly	19.54	19.95	20.36	20.79	21.21
	Bi-Weekly	1,563.20	1,596.00	1,628.80	1,663.20	1,696.80
	Annual	40,643.20	41,496.00	42,348.80	43,243.20	44,116.80
<u>L-17</u>						
Arborist	Hourly	19.66	20.02	20.39	20.76	21.21
City Truck Driver	Bi-Weekly	1,572.80	1,601.60	1,631.20	1,660.80	1,696.80
Maintenance Repairer	Annual	40,892.80	41,641.60	42,411.20	43,180.80	44,116.80
Water Meter Technician						
Painter (Trainee)						
<u>L-18</u>						
Equipment Operator I	Hourly	19.95	20.36	20.79	21.21	21.60
Record Clerk I	Bi-Weekly	1,596.00	1,628.80	1,663.20	1,696.80	1,728.00
	Annual	41,496.00	42,348.80	43,243.20	44,116.80	44,928.00
<u>L-19</u>						
Custodian III	Hourly	20.36	20.79	21.21	21.60	22.05
	Bi-Weekly	1,628.80	1,663.20	1,696.80	1,728.00	1,764.00
	Annual	42,348.80	43,243.20	44,116.80	44,928.00	45,864.00
<u>L-20</u>						
Bldg. & Sign Maintainer	Hourly	20.79	21.21	21.60	22.05	22.47
Asst. Pumping Station Oper.	Bi-Weekly	1,663.20	1,696.80	1,728.00	1,764.00	1,797.60
Senior Water Meter Tech.	Annual	43,243.20	44,116.80	44,928.00	45,864.00	46,737.60
<u>L-21</u>						
Automotive Mechanic	Hourly	21.51	21.94	22.35	22.71	23.20
Equipment Operator II	Bi-Weekly	1,720.80	1,755.20	1,788.00	1,816.80	1,856.00
Street Maintainer	Annual	44,740.80	45,635.20	46,488.00	47,236.80	48,256.00
Water Maintainer						
Sewer Maintainer						
Painter I						
<u>L-22</u>						
Equipment Mechanic I	Hourly	21.87	22.33	22.69	23.14	23.60
Pumping Station Operator	Bi-Weekly	1,749.60	1,786.40	1,815.20	1,851.20	1,888.00
	Annual	45,489.60	46,446.40	47,195.20	48,131.20	49,088.00

LABOR SERVICE
January 1, 2008 - December 31, 2008
(Schedule R)

<u>L-23</u>		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
Automotive Mech/Tech (Police)	Hourly	22.57	22.98	23.43	23.88	24.33
Police Facility Lead Custodian	Bi-Weekly	1,805.60	1,838.40	1,874.40	1,910.40	1,946.40
	Annual	46,945.60	47,798.40	48,734.40	49,670.40	50,606.40
<u>L-24</u>						
Equipment Mechanic I (Welding)	Hourly	23.23	23.62	24.14	24.60	25.03
	Bi-Weekly	1,858.40	1,889.60	1,931.20	1,968.00	2,002.40
	Annual	48,318.40	49,129.60	50,211.20	51,168.00	52,062.40
<u>L-25</u>						
	Hourly	23.62	24.14	24.60	25.03	25.43
	Bi-Weekly	1,889.60	1,931.20	1,968.00	2,002.40	2,034.40
	Annual	49,129.60	50,211.20	51,168.00	52,062.40	52,894.40
<u>L-26</u>						
Cert. Equip. Mech I (Equip Repair)	Hourly	22.87	23.26	23.75	24.16	24.63
	Bi-Weekly	1,829.60	1,860.80	1,900.00	1,932.80	1,970.40
	Annual	47,569.60	48,380.80	49,400.00	50,252.80	51,230.40
<u>L-27</u>						
Painter II	Hourly	23.26	23.64	24.06	24.58	25.03
Electrical Mechanic I	Bi-Weekly	1,860.80	1,891.20	1,924.80	1,966.40	2,002.40
Sign Painter	Annual	48,380.80	49,171.20	50,044.80	51,126.40	52,062.40
<u>L-28</u>						
Carpenter	Hourly	24.06	24.58	25.03	25.55	25.94
Senior Painter	Bi-Weekly	1,924.80	1,966.40	2,002.40	2,044.00	2,075.20
Lead Equip. Mechanic	Annual	50,044.80	51,126.40	52,062.40	53,144.00	53,955.20
Lead Elec. Mechanic						
Bldg. & Sign Lead Person						
Lead Arborist						
Water Division Lead Person						
<u>L-29</u>						
Electrical Mechanic II	Hourly	25.08	25.49	25.86	26.33	26.75
	Bi-Weekly	2,006.40	2,039.20	2,068.80	2,106.40	2,140.00
	Annual	52,166.40	53,019.20	53,788.80	54,766.40	55,640.00
<u>L-30</u>						
Plumber	Hourly	25.94	26.36	26.75	27.25	27.71
HVAC Mechanic	Bi-Weekly	2,075.20	2,108.80	2,140.00	2,180.00	2,216.80
Electrical Mechanic II (Cert)	Annual	53,955.20	54,828.80	55,640.00	56,680.00	57,636.80
Senior Carpenter						
<u>L-31</u>						
Lead Electrical Mechanic (Cert)	Hourly	26.86	27.30	27.70	28.19	28.69
	Bi-Weekly	2,148.80	2,184.00	2,216.00	2,255.20	2,295.20
	Annual	55,868.80	56,784.00	57,616.00	58,635.20	59,675.20

Part-Time Custodians * \$11.00/Hr.

*Non-Civil Service positions carried on labor service payroll.

LABOR SERVICE
January 1, 2008 - December 31, 2008
(Schedule P)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<u>L-5</u>						
Clerk Typist	Hourly	10.07	12.63	13.11	13.82	14.79
	Bi-Weekly	805.60	1,010.40	1,048.80	1,105.60	1,183.20
	Annual	20,945.60	26,270.40	27,268.80	28,745.60	30,763.20
<u>L-7</u>						
Clerk I	Hourly	13.41	14.79	15.14	15.43	15.89
	Bi-Weekly	1,072.80	1,183.20	1,211.20	1,234.40	1,271.20
	Annual	27,892.80	30,763.20	31,491.20	32,094.40	33,051.20
<u>L-9</u>						
Clerk II	Hourly	15.64	16.19	16.74	17.24	17.80
	Bi-Weekly	1,251.20	1,295.20	1,339.20	1,379.20	1,424.00
	Annual	32,531.20	33,675.20	34,819.20	35,859.20	37,024.00
<u>L-10</u>						
Laborer	Hourly	14.11	16.12	17.07	17.96	18.92
	Bi-Weekly	1,128.80	1,289.60	1,365.60	1,436.80	1,513.60
	Annual	29,348.80	33,529.60	35,505.60	37,356.80	39,353.60
<u>L-1A</u>						
Clerk III	Hourly	16.74	17.24	17.80	18.33	18.96
	Bi-Weekly	1,339.20	1,379.20	1,424.00	1,466.40	1,516.80
	Annual	34,819.20	35,859.20	37,024.00	38,126.40	39,436.80
<u>L-11</u>						
Park Attendant	Hourly	17.76	18.16	18.33	18.61	18.92
	Bi-Weekly	1,420.80	1,452.80	1,466.40	1,488.80	1,513.60
	Annual	36,940.80	37,772.80	38,126.40	38,708.80	39,353.60
<u>L-12</u>						
Municipal Yard Janitor	Hourly	17.76	18.22	18.69	19.07	19.44
	Bi-Weekly	1,420.80	1,457.60	1,495.20	1,525.60	1,555.20
	Annual	36,940.80	37,897.60	38,875.20	39,665.60	40,435.20
<u>L-13</u>						
Custodian I Meter Reader Storekeeper I	Hourly	18.22	18.69	19.07	19.44	19.83
	Bi-Weekly	1,457.60	1,495.20	1,525.60	1,555.20	1,586.40
	Annual	37,897.60	38,875.20	39,665.60	40,435.20	41,246.40

LABOR SERVICE
January 1, 2008 - December 31, 2008
(Schedule P)

<u>L-14</u>		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
Account Clerk I	Hourly	18.69	19.07	19.44	19.83	20.23
Administrative Support Clerk	Bi-Weekly	1,495.20	1,525.60	1,555.20	1,586.40	1,618.40
Yard Attendant	Annual	38,875.20	39,665.60	40,435.20	41,246.40	42,078.40
<u>L-15</u>						
Custodian II	Hourly	19.07	19.44	19.83	20.23	20.69
	Bi-Weekly	1,525.60	1,555.20	1,586.40	1,618.40	1,655.20
	Annual	39,665.60	40,435.20	41,246.40	42,078.40	43,035.20
<u>L-16</u>						
Storekeeper II	Hourly	19.14	19.57	19.97	20.36	20.81
	Bi-Weekly	1,531.20	1,565.60	1,597.60	1,628.80	1,664.80
	Annual	39,811.20	40,705.60	41,537.60	42,348.80	43,284.80
<u>L-17</u>						
Arborist	Hourly	19.27	19.65	20.00	20.33	20.81
City Truck Driver	Bi-Weekly	1,541.60	1,572.00	1,600.00	1,626.40	1,664.80
Maintenance Repairer	Annual	40,081.60	40,872.00	41,600.00	42,286.40	43,284.80
Water Meter Technician						
Painter (Trainee)						
<u>L-18</u>						
Equipment Operator I	Hourly	19.57	19.97	20.36	20.81	21.19
Record Clerk I	Bi-Weekly	1,565.60	1,597.60	1,628.80	1,664.80	1,695.20
	Annual	40,705.60	41,537.60	42,348.80	43,284.80	44,075.20
<u>L-19</u>						
Custodian III	Hourly	19.97	20.36	20.81	21.19	21.60
	Bi-Weekly	1,597.60	1,628.80	1,664.80	1,695.20	1,728.00
	Annual	41,537.60	42,348.80	43,284.80	44,075.20	44,928.00
<u>L-20</u>						
Bldg. & Sign Maintainer	Hourly	20.36	20.81	21.19	21.60	22.06
Asst. Pumping Station Oper.	Bi-Weekly	1,628.80	1,664.80	1,695.20	1,728.00	1,764.80
Senior Water Meter Tech.	Annual	42,348.80	43,284.80	44,075.20	44,928.00	45,884.80
<u>L-21</u>						
Automotive Mechanic	Hourly	21.09	21.49	21.93	22.26	22.73
Equipment Operator II	Bi-Weekly	1,687.20	1,719.20	1,754.40	1,780.80	1,818.40
Street Maintainer	Annual	43,867.20	44,699.20	45,614.40	46,300.80	47,278.40
Water Maintainer						
Sewer Maintainer						
Painter I						
<u>L-22</u>						
Equipment Mechanic I	Hourly	21.44	21.92	22.24	22.69	23.15
Pumping Station Operator	Bi-Weekly	1,715.20	1,753.60	1,779.20	1,815.20	1,852.00
	Annual	44,595.20	45,593.60	46,259.20	47,195.20	48,152.00

LABOR SERVICE
January 1, 2008 - December 31, 2008
(Schedule P)

<u>L-23</u>		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
Automotive Mech/Tech (Police)	Hourly	22.12	22.53	22.97	23.41	23.84
Police Facility Lead Custodian	Bi-Weekly	1,769.60	1,802.40	1,837.60	1,872.80	1,907.20
	Annual	46,009.60	46,862.40	47,777.60	48,692.80	49,587.20
<u>L-24</u>						
Equipment Mechanic I (Welding)	Hourly	22.76	23.18	23.66	24.09	24.53
	Bi-Weekly	1,820.80	1,854.40	1,892.80	1,927.20	1,962.40
	Annual	47,340.80	48,214.40	49,212.80	50,107.20	51,022.40
<u>L-25</u>						
	Hourly	23.18	23.66	24.09	24.53	24.94
	Bi-Weekly	1,854.40	1,892.80	1,927.20	1,962.40	1,995.20
	Annual	48,214.40	49,212.80	50,107.20	51,022.40	51,875.20
<u>L-26</u>						
Cert. Equip. Mech I (Equip Repair)	Hourly	22.43	22.80	23.28	23.68	24.14
	Bi-Weekly	1,794.40	1,824.00	1,862.40	1,894.40	1,931.20
	Annual	46,654.40	47,424.00	48,422.40	49,254.40	50,211.20
<u>L-27</u>						
Painter II	Hourly	22.80	23.20	23.60	24.08	24.53
Electrical Mechanic I	Bi-Weekly	1,824.00	1,856.00	1,888.00	1,926.40	1,962.40
Sign Painter	Annual	47,424.00	48,256.00	49,088.00	50,086.40	51,022.40
<u>L-28</u>						
Carpenter	Hourly	23.60	24.08	24.53	25.05	25.45
Senior Painter	Bi-Weekly	1,888.00	1,926.40	1,962.40	2,004.00	2,036.00
Lead Equip. Mechanic	Annual	49,088.00	50,086.40	51,022.40	52,104.00	52,936.00
Lead Elec. Mechanic						
Bldg. & Sign Lead Person						
Lead Arborist						
Water Division Lead Person						
<u>L-29</u>						
Electrical Mechanic II	Hourly	24.61	25.01	25.35	25.83	26.23
	Bi-Weekly	1,968.80	2,000.80	2,028.00	2,066.40	2,098.40
	Annual	51,188.80	52,020.80	52,728.00	53,726.40	54,558.40
<u>L-30</u>						
Plumber	Hourly	25.45	25.86	26.23	26.72	27.17
HVAC Mechanic	Bi-Weekly	2,036.00	2,068.80	2,098.40	2,137.60	2,173.60
Electrical Mechanic II (Cert)	Annual	52,936.00	53,788.80	54,558.40	55,577.60	56,513.60
Senior Carpenter						
<u>L-31</u>						
Lead Electrical Mechanic (Cert)	Hourly	26.34	26.75	27.13	27.67	28.13
	Bi-Weekly	2,107.20	2,140.00	2,170.40	2,213.60	2,250.40
	Annual	54,787.20	55,640.00	56,430.40	57,553.60	58,510.40

Part-Time Custodians *

\$11.00/Hr.

*Non-Civil Service positions carried on labor service payroll.

ATTACHMENT 2

LABOR SERVICE
January 1, 2009 - December 31, 2009
(Schedule R)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>L-5</u>							
Clerk Typist	Hourly	10.59	11.58	12.57	13.54	14.53	15.51
	Bi-Weekly	847.20	926.40	1,005.60	1,083.20	1,162.40	1,240.80
	Annual	22,027.20	24,086.40	26,145.60	28,163.20	30,222.40	32,260.80
<u>L-7</u>							
Clerk I	Hourly	14.09	14.61	15.13	15.65	16.17	16.68
	Bi-Weekly	1,127.20	1,168.80	1,210.40	1,252.00	1,293.60	1,334.40
	Annual	29,307.20	30,388.80	31,470.40	32,552.00	33,633.60	34,694.40
<u>L-9</u>							
Clerk II	Hourly	16.45	16.90	17.36	17.81	18.27	18.72
	Bi-Weekly	1,316.00	1,352.00	1,388.80	1,424.80	1,461.60	1,497.60
	Annual	34,216.00	35,152.00	36,108.80	37,044.80	38,001.60	38,937.60
<u>L-10</u>							
Laborer	Hourly	14.84	15.85	16.86	17.87	18.87	19.87
	Bi-Weekly	1,187.20	1,268.00	1,348.80	1,429.60	1,509.60	1,589.60
	Annual	30,867.20	32,968.00	35,068.80	37,169.60	39,249.60	41,329.60
<u>L-1A</u>							
Clerk III	Hourly	17.56	18.04	18.51	18.99	19.47	19.92
	Bi-Weekly	1,404.80	1,443.20	1,480.80	1,519.20	1,557.60	1,593.60
	Annual	36,524.80	37,523.20	38,500.80	39,499.20	40,497.60	41,433.60
<u>L-11</u>							
Park Attendant	Hourly	18.68	18.91	19.15	19.38	19.61	19.87
	Bi-Weekly	1,494.40	1,512.80	1,532.00	1,550.40	1,568.80	1,589.60
	Annual	38,854.40	39,332.80	39,832.00	40,310.40	40,788.80	41,329.60
<u>L-12</u>							
Municipal Yard Janitor	Hourly	18.68	19.03	19.38	19.73	20.09	20.41
	Bi-Weekly	1,494.40	1,522.40	1,550.40	1,578.40	1,607.20	1,632.80
	Annual	38,854.40	39,582.40	40,310.40	41,038.40	41,787.20	42,452.80
<u>L-13</u>							
Custodian I	Hourly	19.13	19.47	19.81	20.15	20.49	20.85
Meter Reader	Bi-Weekly	1,530.40	1,557.60	1,584.80	1,612.00	1,639.20	1,668.00
Storekeeper I	Annual	39,790.40	40,497.60	41,204.80	41,912.00	42,619.20	43,368.00

B 5/21/08

LABOR SERVICE
January 1, 2009 - December 31, 2009
(Schedule R)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>L-14</u>							
Account Clerk I	Hourly	19.64	19.96	20.29	20.62	20.95 -19.89	21.26
Administrative Support Clerk	Bi-Weekly	1,571.20	1,596.80	1,623.20	1,649.60	1676.45912000	1,700.80
Yard Attendant	Annual	40,851.20	41,516.80	42,203.20	42,889.60	41,371.20 43576.00	44,220.80
<u>L-15</u>							
Custodian II	Hourly	20.03	20.37	20.71	21.05	21.38	21.72
	Bi-Weekly	1,602.40	1,629.60	1,656.80	1,684.00	1,710.40	1,737.60
	Annual	41,662.40	42,369.60	43,076.80	43,784.00	44,470.40	45,177.60
<u>L-16</u>							
Storekeeper II	Hourly	20.13	20.47	20.81	21.15	21.49	21.85
	Bi-Weekly	1,610.40	1,637.60	1,664.80	1,692.00	1,719.20	1,748.00
	Annual	41,870.40	42,577.60	43,284.80	43,992.00	44,699.20	45,448.00
<u>L-17</u>							
Arborist	Hourly	20.25	20.57	20.89	21.21	21.53	21.85
City Truck Driver	Bi-Weekly	1,620.00	1,645.60	1,671.20	1,696.80	1,722.40	1,748.00
Maintenance Repairer	Annual	42,120.00	42,785.60	43,451.20	44,116.80	44,782.40	45,448.00
Water Meter Technician							
Painter (Trainee)							
<u>L-18</u>							
Equipment Operator I	Hourly	20.55	20.89	21.23	21.57	21.91	22.25
Record Clerk I	Bi-Weekly	1,644.00	1,671.20	1,698.40	1,725.60	1,752.80	1,780.00
	Annual	42,744.00	43,451.20	44,158.40	44,865.60	45,572.80	46,280.00
<u>L-19</u>							
Custodian III	Hourly	20.97	21.32	21.67	22.02	22.37	22.71
	Bi-Weekly	1,677.60	1,705.60	1,733.60	1,761.60	1,789.60	1,816.80
	Annual	43,617.60	44,345.60	45,073.60	45,801.60	46,529.60	47,236.80
<u>L-20</u>							
Bldg. & Sign Maintainer	Hourly	21.41	21.76	22.11	22.46	22.81	23.14
Asst. Pumping Station Oper.	Bi-Weekly	1,712.80	1,740.80	1,768.80	1,796.80	1,824.80	1,851.20
Senior Water Meter Tech.	Annual	44,532.80	45,260.80	45,988.80	46,716.80	47,444.80	48,131.20
<u>L-21</u>							
Automotive Mechanic	Hourly	22.16	22.51	22.86	23.21	23.56	23.90
Equipment Operator II	Bi-Weekly	1,772.80	1,800.80	1,828.80	1,856.80	1,884.80	1,912.00
Street Maintainer	Annual	46,092.80	46,820.80	47,548.80	48,276.80	49,004.80	49,712.00
Water Maintainer							
Sewer Maintainer							
Painter I							
<u>L-22</u>							
Equipment Mechanic I	Hourly	22.53	22.89	23.25	23.61	23.97	24.31
Pumping Station Operator	Bi-Weekly	1,802.40	1,831.20	1,860.00	1,888.80	1,917.60	1,944.80
	Annual	46,862.40	47,611.20	48,360.00	49,108.80	49,857.60	50,564.80

LABOR SERVICE
January 1, 2009 - December 31, 2009
(Schedule R)

<u>L-23</u>		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
Automotive Mech/Tech (Police)	Hourly	23.25	23.61	23.97	24.33	24.69	25.06
Police Facility Lead Custodian	Bi-Weekly	1,860.00	1,888.80	1,917.60	1,946.40	1,975.20	2,004.80
	Annual	48,360.00	49,108.80	49,857.60	50,606.40	51,355.20	52,124.80
<u>L-24</u>							
Equipment Mechanic I (Welding)	Hourly	23.93	24.30	24.67	25.04	25.41	25.78
	Bi-Weekly	1,914.40	1,944.00	1,973.60	2,003.20	2,032.80	2,062.40
	Annual	49,774.40	50,544.00	51,313.60	52,083.20	52,852.80	53,622.40
<u>L-25</u>							
	Hourly	24.33	24.70	25.07	25.44	25.81	26.19
	Bi-Weekly	1,946.40	1,976.00	2,005.60	2,035.20	2,064.80	2,095.20
	Annual	50,606.40	51,376.00	52,145.60	52,915.20	53,684.80	54,475.20
<u>L-26</u>							
Cert. Equip. Mech I (Equip Repair)	Hourly	23.56	23.92	24.28	24.64	25.00	25.37
	Bi-Weekly	1,884.80	1,913.60	1,942.40	1,971.20	2,000.00	2,029.60
	Annual	49,004.80	49,753.60	50,502.40	51,251.20	52,000.00	52,769.60
<u>L-27</u>							
Painter II	Hourly	23.96	24.32	24.68	25.04	25.40	25.78
Electrical Mechanic I	Bi-Weekly	1,916.80	1,945.60	1,974.40	2,003.20	2,032.00	2,062.40
Sign Painter	Annual	49,836.80	50,585.60	51,334.40	52,083.20	52,832.00	53,622.40
<u>L-28</u>							
Carpenter	Hourly	24.78	25.16	25.54	25.93	26.31	26.72
Senior Painter	Bi-Weekly	1,982.40	2,012.80	2,043.20	2,074.40	2,104.80	2,137.60
Lead Equip. Mechanic	Annual	51,542.40	52,332.80	53,123.20	53,934.40	54,724.80	55,577.60
Lead Elec. Mechanic							
Bldg. & Sign Lead Person							
Lead Arborist							
Water Division Lead Person							
<u>L-29</u>							
Electrical Mechanic II	Hourly	25.83	26.17	26.51	26.85	27.19	27.55
	Bi-Weekly	2,066.40	2,093.60	2,120.80	2,148.00	2,175.20	2,204.00
	Annual	53,726.40	54,433.60	55,140.80	55,848.00	56,555.20	57,304.00
<u>L-30</u>							
Plumber	Hourly	26.72	27.08	27.44	27.80	28.16	28.54
HVAC Mechanic	Bi-Weekly	2,137.60	2,166.40	2,195.20	2,224.00	2,252.80	2,283.20
Electrical Mechanic II (Cert)	Annual	55,577.60	56,326.40	57,075.20	57,824.00	58,572.80	59,363.20
Senior Carpenter							
<u>L-31</u>							
Lead Electrical Mechanic (Cert)	Hourly	27.67	28.04	28.41	28.78	29.15	29.55
	Bi-Weekly	2,213.60	2,243.20	2,272.80	2,302.40	2,332.00	2,364.00
	Annual	57,553.60	58,323.20	59,092.80	59,862.40	60,632.00	61,464.00

Part-Time Custodians *

\$12.00/Hr.

*Non-Civil Service positions carried on labor service payroll.

LABOR SERVICE
January 1, 2009 - December 31, 2009
(Schedule P)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>L-5</u>							
Clerk Typist	Hourly	10.37	11.35	12.33	13.31	14.28	15.23
	Bi-Weekly	829.60	908.00	986.40	1,064.80	1,142.40	1,218.40
	Annual	21,569.60	23,608.00	25,646.40	27,684.80	29,702.40	31,678.40
<u>L-7</u>							
Clerk I	Hourly	13.81	14.33	14.83	15.34	15.85	16.37
	Bi-Weekly	1,104.80	1,146.40	1,186.40	1,227.20	1,268.00	1,309.60
	Annual	28,724.80	29,806.40	30,846.40	31,907.20	32,968.00	34,049.60
<u>L-9</u>							
Clerk II	Hourly	16.11	16.55	17.00	17.44	17.89	18.33
	Bi-Weekly	1,288.80	1,324.00	1,360.00	1,395.20	1,431.20	1,466.40
	Annual	33,508.80	34,424.00	35,360.00	36,275.20	37,211.20	38,126.40
<u>L-10</u>							
Laborer	Hourly	14.53	15.52	16.51	17.49	18.48	19.49
	Bi-Weekly	1,162.40	1,241.60	1,320.80	1,399.20	1,478.40	1,559.20
	Annual	30,222.40	32,281.60	34,340.80	36,379.20	38,438.40	40,539.20
<u>L-1A</u>							
Clerk III	Hourly	17.24	17.70	18.15	18.61	19.07	19.53
	Bi-Weekly	1,379.20	1,416.00	1,452.00	1,488.80	1,525.60	1,562.40
	Annual	35,859.20	36,816.00	37,752.00	38,708.80	39,665.60	40,622.40
<u>L-11</u>							
Park Attendant	Hourly	18.29	18.53	18.78	19.02	19.26	19.49
	Bi-Weekly	1,463.20	1,482.40	1,502.40	1,521.60	1,540.80	1,559.20
	Annual	38,043.20	38,542.40	39,062.40	39,561.60	40,060.80	40,539.20
<u>L-12</u>							
Municipal Yard Janitor	Hourly	18.29	18.64	18.99	19.34	19.69	20.02
	Bi-Weekly	1,463.20	1,491.20	1,519.20	1,547.20	1,575.20	1,601.60
	Annual	38,043.20	38,771.20	39,499.20	40,227.20	40,955.20	41,641.60
<u>L-13</u>							
Custodian I	Hourly	18.77	19.10	19.43	19.76	20.09	20.42
Meter Reader	Bi-Weekly	1,501.60	1,528.00	1,554.40	1,580.80	1,607.20	1,633.60
Storekeeper I	Annual	39,041.60	39,728.00	40,414.40	41,100.80	41,787.20	42,473.60

LABOR SERVICE
January 1, 2009 - December 31, 2009
(Schedule P)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>L-14</u>							
Account Clerk I	Hourly	19.25	19.57	19.89	20.21	20.53	20.84
Administrative Support Clerk	Bi-Weekly	1,540.00	1,565.60	1,591.20	1,616.80	1,642.40	1,667.20
Yard Attendant	Annual	40,040.00	40,705.60	41,371.20	42,036.80	42,702.40	43,347.20
<u>L-15</u>							
Custodian II	Hourly	19.64	19.97	20.31	20.65	20.99	21.31
	Bi-Weekly	1,571.20	1,597.60	1,624.80	1,652.00	1,679.20	1,704.80
	Annual	40,851.20	41,537.60	42,244.80	42,952.00	43,659.20	44,324.80
<u>L-16</u>							
Storekeeper II	Hourly	19.71	20.05	20.39	20.73	21.07	21.43
	Bi-Weekly	1,576.80	1,604.00	1,631.20	1,658.40	1,685.60	1,714.40
	Annual	40,996.80	41,704.00	42,411.20	43,118.40	43,825.60	44,574.40
<u>L-17</u>							
Arborist	Hourly	19.85	20.17	20.49	20.81	21.13	21.43
City Truck Driver	Bi-Weekly	1,588.00	1,613.60	1,639.20	1,664.80	1,690.40	1,714.40
Maintenance Repairer	Annual	41,288.00	41,953.60	42,619.20	43,284.80	43,950.40	44,574.40
Water Meter Technician							
Painter (Trainee)							
<u>L-18</u>							
Equipment Operator I	Hourly	20.16	20.49	20.82	21.15	21.48	21.83
Record Clerk I	Bi-Weekly	1,612.80	1,639.20	1,665.60	1,692.00	1,718.40	1,746.40
	Annual	41,932.80	42,619.20	43,305.60	43,992.00	44,678.40	45,406.40
<u>L-19</u>							
Custodian III	Hourly	20.57	20.91	21.25	21.59	21.93	22.25
	Bi-Weekly	1,645.60	1,672.80	1,700.00	1,727.20	1,754.40	1,780.00
	Annual	42,785.60	43,492.80	44,200.00	44,907.20	45,614.40	46,280.00
<u>L-20</u>							
Bldg. & Sign Maintainer	Hourly	20.97	21.32	21.67	22.02	22.37	22.72
Asst. Pumping Station Oper.	Bi-Weekly	1,677.60	1,705.60	1,733.60	1,761.60	1,789.60	1,817.60
Senior Water Meter Tech.	Annual	43,617.60	44,345.60	45,073.60	45,801.60	46,529.60	47,257.60
<u>L-21</u>							
Automotive Mechanic	Hourly	21.72	22.06	22.40	22.74	23.08	23.41
Equipment Operator II	Bi-Weekly	1,737.60	1,764.80	1,792.00	1,819.20	1,846.40	1,872.80
Street Maintainer	Annual	45,177.60	45,884.80	46,592.00	47,299.20	48,006.40	48,692.80
Water Maintainer							
Sewer Maintainer							
Painter I							
<u>L-22</u>							
Equipment Mechanic I	Hourly	22.08	22.43	22.78	23.13	23.48	23.84
Pumping Station Operator	Bi-Weekly	1,766.40	1,794.40	1,822.40	1,850.40	1,878.40	1,907.20
	Annual	45,926.40	46,654.40	47,382.40	48,110.40	48,838.40	49,587.20

LABOR SERVICE
January 1, 2009 - December 31, 2009
(Schedule P)

<u>L-23</u>		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
Automotive Mech/Tech (Police)	Hourly	22.78	23.13	23.48	23.83	24.18	24.56
Police Facility Lead Custodian	Bi-Weekly	1,822.40	1,850.40	1,878.40	1,906.40	1,934.40	1,964.80
	Annual	47,382.40	48,110.40	48,838.40	49,566.40	50,294.40	51,084.80
<u>L-24</u>							
Equipment Mechanic I (Welding)	Hourly	23.44	23.80	24.16	24.52	24.88	25.27
	Bi-Weekly	1,875.20	1,904.00	1,932.80	1,961.60	1,990.40	2,021.60
	Annual	48,755.20	49,504.00	50,252.80	51,001.60	51,750.40	52,561.60
<u>L-25</u>							
	Hourly	23.88	24.24	24.60	24.96	25.32	25.69
	Bi-Weekly	1,910.40	1,939.20	1,968.00	1,996.80	2,025.60	2,055.20
	Annual	49,670.40	50,419.20	51,168.00	51,916.80	52,665.60	53,435.20
<u>L-26</u>							
Cert. Equip. Mech I (Equip Repair)	Hourly	23.10	23.45	23.80	24.15	24.50	24.86
	Bi-Weekly	1,848.00	1,876.00	1,904.00	1,932.00	1,960.00	1,988.80
	Annual	48,048.00	48,776.00	49,504.00	50,232.00	50,960.00	51,708.80
<u>L-27</u>							
Painter II	Hourly	23.48	23.84	24.21	24.57	24.94	25.27
Electrical Mechanic I	Bi-Weekly	1,878.40	1,907.20	1,936.80	1,965.60	1,995.20	2,021.60
Sign Painter	Annual	48,838.40	49,587.20	50,356.80	51,105.60	51,875.20	52,561.60
<u>L-28</u>							
Carpenter	Hourly	24.31	24.69	25.07	25.45	25.83	26.21
Senior Painter	Bi-Weekly	1,944.80	1,975.20	2,005.60	2,036.00	2,066.40	2,096.80
Lead Equip. Mechanic	Annual	50,564.80	51,355.20	52,145.60	52,936.00	53,726.40	54,516.80
Lead Elec. Mechanic							
Bldg. & Sign Lead Person							
Lead Arborist							
Water Division Lead Person							
<u>L-29</u>							
Electrical Mechanic II	Hourly	25.35	25.69	26.03	26.37	26.71	27.02
	Bi-Weekly	2,028.00	2,055.20	2,082.40	2,109.60	2,136.80	2,161.60
	Annual	52,728.00	53,435.20	54,142.40	54,849.60	55,556.80	56,201.60
<u>L-30</u>							
Plumber	Hourly	26.21	26.56	26.91	27.26	27.61	27.99
HVAC Mechanic	Bi-Weekly	2,096.80	2,124.80	2,152.80	2,180.80	2,208.80	2,239.20
Electrical Mechanic II (Cert)	Annual	54,516.80	55,244.80	55,972.80	56,700.80	57,428.80	58,219.20
Senior Carpenter							
<u>L-31</u>							
Lead Electrical Mechanic (Cert)	Hourly	27.13	27.50	27.87	28.24	28.61	28.97
	Bi-Weekly	2,170.40	2,200.00	2,229.60	2,259.20	2,288.80	2,317.60
	Annual	56,430.40	57,200.00	57,969.60	58,739.20	59,508.80	60,257.60

Part-Time Custodians *

\$12.00/Hr.

*Non-Civil Service positions carried on labor service payroll.

LABOR SERVICE
January 1, 2010 - December 31, 2010
(Schedule R)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>L-5</u>							
Clerk Typist	Hourly	10.91	11.93	12.95	13.95	14.97	15.98
	Bi-Weekly	872.80	954.40	1,036.00	1,116.00	1,197.60	1,278.40
	Annual	22,692.80	24,814.40	26,936.00	29,016.00	31,137.60	33,238.40
<u>L-7</u>							
Clerk I	Hourly	14.51	15.05	15.58	16.12	16.66	17.18
	Bi-Weekly	1,160.80	1,204.00	1,246.40	1,289.60	1,332.80	1,374.40
	Annual	30,180.80	31,304.00	32,406.40	33,529.60	34,652.80	35,734.40
<u>L-9</u>							
Clerk II	Hourly	16.94	17.41	17.88	18.34	18.82	19.28
	Bi-Weekly	1,355.20	1,392.80	1,430.40	1,467.20	1,505.60	1,542.40
	Annual	35,235.20	36,212.80	37,190.40	38,147.20	39,145.60	40,102.40
<u>L-10</u>							
Laborer	Hourly	15.29	16.33	17.37	18.41	19.44	20.47
	Bi-Weekly	1,223.20	1,306.40	1,389.60	1,472.80	1,555.20	1,637.60
	Annual	31,803.20	33,966.40	36,129.60	38,292.80	40,435.20	42,577.60
<u>L-1A</u>							
Clerk III	Hourly	18.09	18.58	19.07	19.56	20.05	20.52
	Bi-Weekly	1,447.20	1,486.40	1,525.60	1,564.80	1,604.00	1,641.60
	Annual	37,627.20	38,646.40	39,665.60	40,684.80	41,704.00	42,681.60
<u>L-11</u>							
Park Attendant	Hourly	19.24	19.48	19.72	19.96	20.20	20.47
	Bi-Weekly	1,539.20	1,558.40	1,577.60	1,596.80	1,616.00	1,637.60
	Annual	40,019.20	40,518.40	41,017.60	41,516.80	42,016.00	42,577.60
<u>L-12</u>							
Municipal Yard Janitor	Hourly	19.24	19.60	19.96	20.32	20.69	21.02
	Bi-Weekly	1,539.20	1,568.00	1,596.80	1,625.60	1,655.20	1,681.60
	Annual	40,019.20	40,768.00	41,516.80	42,265.60	43,035.20	43,721.60
<u>L-13</u>							
Custodian I	Hourly	19.70	20.05	20.40	20.75	21.10	21.48
Meter Reader	Bi-Weekly	1,576.00	1,604.00	1,632.00	1,660.00	1,688.00	1,718.40
Storekeeper I	Annual	40,976.00	41,704.00	42,432.00	43,160.00	43,888.00	44,678.40

B 5/1/08

LABOR SERVICE
January 1, 2010 - December 31, 2010
(Schedule R)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>L-14</u>							
Account Clerk I	Hourly	20.23	20.56	20.90	21.24	21.58	21.90
Administrative Support Clerk	Bi-Weekly	1,618.40	1,644.80	1,672.00	1,699.20	1,726,188.20	1,752.00
Yard Attendant	Annual	42,078.40	42,764.80	43,472.00	44,179.20	42,619.20	45,552.00
						44,886.40	
<u>L-15</u>							
Custodian II	Hourly	20.63	20.98	21.33	21.68	22.02	22.37
	Bi-Weekly	1,650.40	1,678.40	1,706.40	1,734.40	1,761.60	1,789.60
	Annual	42,910.40	43,638.40	44,366.40	45,094.40	45,801.60	46,529.60
<u>L-16</u>							
Storekeeper II	Hourly	20.73	21.08	21.43	21.78	22.13	22.51
	Bi-Weekly	1,658.40	1,686.40	1,714.40	1,742.40	1,770.40	1,800.80
	Annual	43,118.40	43,846.40	44,574.40	45,302.40	46,030.40	46,820.80
<u>L-17</u>							
Arborist	Hourly	20.86	21.19	21.52	21.85	22.18	22.51
City Truck Driver	Bi-Weekly	1,668.80	1,695.20	1,721.60	1,748.00	1,774.40	1,800.80
Maintenance Repairer	Annual	43,388.80	44,075.20	44,761.60	45,448.00	46,134.40	46,820.80
Water Meter Technician							
Painter							
<u>L-18</u>							
Equipment Operator I	Hourly	21.17	21.52	21.87	22.22	22.57	22.92
Record Clerk I	Bi-Weekly	1,693.60	1,721.60	1,749.60	1,777.60	1,805.60	1,833.60
	Annual	44,033.60	44,761.60	45,489.60	46,217.60	46,945.60	47,673.60
<u>L-19</u>							
Custodian III	Hourly	21.60	21.96	22.32	22.68	23.04	23.39
	Bi-Weekly	1,728.00	1,756.80	1,785.60	1,814.40	1,843.20	1,871.20
	Annual	44,928.00	45,676.80	46,425.60	47,174.40	47,923.20	48,651.20
<u>L-20</u>							
Bldg. & Sign Maintainer	Hourly	22.05	22.41	22.77	23.13	23.49	23.83
Asst. Pumping Station Oper.	Bi-Weekly	1,764.00	1,792.80	1,821.60	1,850.40	1,879.20	1,906.40
Senior Water Meter Tech.	Annual	45,864.00	46,612.80	47,361.60	48,110.40	48,859.20	49,566.40
<u>L-21</u>							
Automotive Mechanic	Hourly	22.82	23.19	23.55	23.91	24.27	24.62
Equipment Operator II	Bi-Weekly	1,825.60	1,855.20	1,884.00	1,912.80	1,941.60	1,969.60
Street Maintainer	Annual	47,465.60	48,235.20	48,984.00	49,732.80	50,481.60	51,209.60
Water Maintainer							
Sewer Maintainer							
Painter I							
<u>L-22</u>							
Equipment Mechanic I	Hourly	23.21	23.58	23.95	24.32	24.69	25.04
Pumping Station Operator	Bi-Weekly	1,856.80	1,886.40	1,916.00	1,945.60	1,975.20	2,003.20
	Annual	48,276.80	49,046.40	49,816.00	50,585.60	51,355.20	52,083.20

B 5/21/08

LABOR SERVICE
January 1, 2010 - December 31, 2010
(Schedule R)

<u>L-23</u>		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
Automotive Mech/Tech (Police)	Hourly	23.95	24.32	24.69	25.06	25.43	25.81
Police Facility Lead Custodian	Bi-Weekly	1,916.00	1,945.60	1,975.20	2,004.80	2,034.40	2,064.80
	Annual	49,816.00	50,585.60	51,355.20	52,124.80	52,894.40	53,684.80
<u>L-24</u>							
Equipment Mechanic I (Welding)	Hourly	24.65	25.03	25.41	25.79	26.17	26.55
	Bi-Weekly	1,972.00	2,002.40	2,032.80	2,063.20	2,093.60	2,124.00
	Annual	51,272.00	52,062.40	52,852.80	53,643.20	54,433.60	55,224.00
<u>L-25</u>							
	Hourly	25.06	25.44	25.82	26.20	26.58	26.98
	Bi-Weekly	2,004.80	2,035.20	2,065.60	2,096.00	2,126.40	2,158.40
	Annual	52,124.80	52,915.20	53,705.60	54,496.00	55,286.40	56,118.40
<u>L-26</u>							
Cert. Equip. Mech I (Equip Repair)	Hourly	24.27	24.64	25.01	25.38	25.75	26.13
	Bi-Weekly	1,941.60	1,971.20	2,000.80	2,030.40	2,060.00	2,090.40
	Annual	50,481.60	51,251.20	52,020.80	52,790.40	53,560.00	54,350.40
<u>L-27</u>							
Painter II	Hourly	24.68	25.05	25.42	25.79	26.16	26.55
Electrical Mechanic I	Bi-Weekly	1,974.40	2,004.00	2,033.60	2,063.20	2,092.80	2,124.00
Sign Painter	Annual	51,334.40	52,104.00	52,873.60	53,643.20	54,412.80	55,224.00
<u>L-28</u>							
Carpenter	Hourly	25.52	25.91	26.31	26.71	27.10	27.52
Senior Painter	Bi-Weekly	2,041.60	2,072.80	2,104.80	2,136.80	2,168.00	2,201.60
Lead Equip. Mechanic	Annual	53,081.60	53,892.80	54,724.80	55,556.80	56,368.00	57,241.60
Lead Elec. Mechanic							
Bldg. & Sign Lead Person							
Lead Arborist							
<i>Water Div. Lead Person</i>							
<u>L-29</u>							
Electrical Mechanic II	Hourly	26.60	26.96	27.31	27.66	28.01	28.38
	Bi-Weekly	2,128.00	2,156.80	2,184.80	2,212.80	2,240.80	2,270.40
	Annual	55,328.00	56,076.80	56,804.80	57,532.80	58,260.80	59,030.40
<u>L-30</u>							
Plumber	Hourly	27.52	27.89	28.26	28.63	29.00	29.40
HVAC Mechanic	Bi-Weekly	2,201.60	2,231.20	2,260.80	2,290.40	2,320.00	2,352.00
Electrical Mechanic II (Cert)	Annual	57,241.60	58,011.20	58,780.80	59,550.40	60,320.00	61,152.00
Senior Carpenter							
<u>L-31</u>							
Lead Electrical Mechanic (Cert)	Hourly	28.50	28.88	29.26	29.64	30.02	30.44
	Bi-Weekly	2,280.00	2,310.40	2,340.80	2,371.20	2,401.60	2,435.20
	Annual	59,280.00	60,070.40	60,860.80	61,651.20	62,441.60	63,315.20

Part-Time Custodians *

\$12.00/Hr.

*Non-Civil Service positions carried on labor service payroll.

LABOR SERVICE
January 1, 2010 - December 31, 2010
(Schedule P)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>L-5</u>							
Clerk Typist	Hourly	10.68	11.69	12.70	13.71	14.71	15.69
	Bi-Weekly	854.40	935.20	1,016.00	1,096.80	1,176.80	1,255.20
	Annual	22,214.40	24,315.20	26,416.00	28,516.80	30,596.80	32,635.20
<u>L-7</u>							
Clerk I	Hourly	14.22	14.76	15.27	15.80	16.33	16.86
	Bi-Weekly	1,137.60	1,180.80	1,221.60	1,264.00	1,306.40	1,348.80
	Annual	29,577.60	30,700.80	31,761.60	32,864.00	33,966.40	35,068.80
<u>L-9</u>							
Clerk II	Hourly	16.59	17.05	17.51	17.96	18.43	18.88
	Bi-Weekly	1,327.20	1,364.00	1,400.80	1,436.80	1,474.40	1,510.40
	Annual	34,507.20	35,464.00	36,420.80	37,356.80	38,334.40	39,270.40
<u>L-10</u>							
Laborer	Hourly	14.97	15.99	17.01	18.01	19.03	20.07
	Bi-Weekly	1,197.60	1,279.20	1,360.80	1,440.80	1,522.40	1,605.60
	Annual	31,137.60	33,259.20	35,380.80	37,460.80	39,582.40	41,745.60
<u>L-1A</u>							
Clerk III	Hourly	17.76	18.23	18.69	19.17	19.64	20.12
	Bi-Weekly	1,420.80	1,458.40	1,495.20	1,533.60	1,571.20	1,609.60
	Annual	36,940.80	37,918.40	38,875.20	39,873.60	40,851.20	41,849.60
<u>L-11</u>							
Park Attendant	Hourly	18.84	19.09	19.34	19.59	19.84	20.07
	Bi-Weekly	1,507.20	1,527.20	1,547.20	1,567.20	1,587.20	1,605.60
	Annual	39,187.20	39,707.20	40,227.20	40,747.20	41,267.20	41,745.60
<u>L-12</u>							
Municipal Yard Janitor	Hourly	18.84	19.20	19.56	19.92	20.28	20.62
	Bi-Weekly	1,507.20	1,536.00	1,564.80	1,593.60	1,622.40	1,649.60
	Annual	39,187.20	39,936.00	40,684.80	41,433.60	42,182.40	42,889.60
<u>L-13</u>							
Custodian I Meter Reader Storekeeper I	Hourly	19.33	19.67	20.01	20.35	20.69	21.03
	Bi-Weekly	1,546.40	1,573.60	1,600.80	1,628.00	1,655.20	1,682.40
	Annual	40,206.40	40,913.60	41,620.80	42,328.00	43,035.20	43,742.40

B 5/2/08

LABOR SERVICE
January 1, 2010 - December 31, 2010
(Schedule P)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>L-14</u>							
Account Clerk I	Hourly	19.83	20.16	20.49	20.82	21.15	21.47
Administrative Support Clerk	Bi-Weekly	1,586.40	1,612.80	1,639.20	1,665.60	1,692.00	1,717.60
Yard Attendant	Annual	41,246.40	41,932.80	42,619.20	43,305.60	43,992.00	44,657.60
<u>L-15</u>							
Custodian II	Hourly	20.23	20.57	20.92	21.27	21.62	21.95
	Bi-Weekly	1,618.40	1,645.60	1,673.60	1,701.60	1,729.60	1,756.00
	Annual	42,078.40	42,785.60	43,513.60	44,241.60	44,969.60	45,656.00
<u>L-16</u>							
Storekeeper II	Hourly	20.30	20.65	21.00	21.35	21.70	22.07
	Bi-Weekly	1,624.00	1,652.00	1,680.00	1,708.00	1,736.00	1,765.60
	Annual	42,224.00	42,952.00	43,680.00	44,408.00	45,136.00	45,905.60
<u>L-17</u>							
Arborist	Hourly	20.45	20.78	21.10	21.43	21.76	22.07
City Truck Driver	Bi-Weekly	1,636.00	1,662.40	1,688.00	1,714.40	1,740.80	1,765.60
Maintenance Repairer	Annual	42,536.00	43,222.40	43,888.00	44,574.40	45,260.80	45,905.60
Water Meter Technician							
Painter (Trainee)							
<u>L-18</u>							
Equipment Operator I	Hourly	20.76	21.10	21.44	21.78	22.12	22.48
Record Clerk I	Bi-Weekly	1,660.80	1,688.00	1,715.20	1,742.40	1,769.60	1,798.40
	Annual	43,180.80	43,888.00	44,595.20	45,302.40	46,009.60	46,758.40
<u>L-19</u>							
Custodian III	Hourly	21.19	21.54	21.89	22.24	22.59	22.92
	Bi-Weekly	1,695.20	1,723.20	1,751.20	1,779.20	1,807.20	1,833.60
	Annual	44,075.20	44,803.20	45,531.20	46,259.20	46,987.20	47,673.60
<u>L-20</u>							
Bldg. & Sign Maintainer	Hourly	21.60	21.96	22.32	22.68	23.04	23.40
Asst. Pumping Station Oper.	Bi-Weekly	1,728.00	1,756.80	1,785.60	1,814.40	1,843.20	1,872.00
Senior Water Meter Tech.	Annual	44,928.00	45,676.80	46,425.60	47,174.40	47,923.20	48,672.00
<u>L-21</u>							
Automotive Mechanic	Hourly	22.37	22.72	23.07	23.42	23.77	24.11
Equipment Operator II	Bi-Weekly	1,789.60	1,817.60	1,845.60	1,873.60	1,901.60	1,928.80
Street Maintainer	Annual	46,529.60	47,257.60	47,985.60	48,713.60	49,441.60	50,148.80
Water Maintainer							
Sewer Maintainer							
Painter I							
<u>L-22</u>							
Equipment Mechanic I	Hourly	22.74	23.10	23.46	23.82	24.18	24.56
Pumping Station Operator	Bi-Weekly	1,819.20	1,848.00	1,876.80	1,905.60	1,934.40	1,964.80
	Annual	47,299.20	48,048.00	48,796.80	49,545.60	50,294.40	51,084.80

B
5/26/08

LABOR SERVICE
January 1, 2010 - December 31, 2010
(Schedule P)

<u>L-23</u>		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
Automotive Mech/Tech (Police)	Hourly	23.46	23.82	24.18	24.54	24.91	25.30
Police Facility Lead Custodian	Bi-Weekly	1,876.80	1,905.60	1,934.40	1,963.20	1,992.80	2,024.00
	Annual	48,796.80	49,545.60	50,294.40	51,043.20	51,812.80	52,624.00
 <u>L-24</u>							
Equipment Mechanic I (Welding)	Hourly	24.14	24.51	24.88	25.26	25.63	26.03
	Bi-Weekly	1,931.20	1,960.80	1,990.40	2,020.80	2,050.40	2,082.40
	Annual	50,211.20	50,980.80	51,750.40	52,540.80	53,310.40	54,142.40
 <u>L-25</u>							
	Hourly	24.60	24.97	25.34	25.71	26.08	26.46
	Bi-Weekly	1,968.00	1,997.60	2,027.20	2,056.80	2,086.40	2,116.80
	Annual	51,168.00	51,937.60	52,707.20	53,476.80	54,246.40	55,036.80
 <u>L-26</u>							
Cert. Equip. Mech I (Equip Repair)	Hourly	23.79	24.15	24.51	24.87	25.24	25.61
	Bi-Weekly	1,903.20	1,932.00	1,960.80	1,989.60	2,019.20	2,048.80
	Annual	49,483.20	50,232.00	50,980.80	51,729.60	52,499.20	53,268.80
 <u>L-27</u>							
Painter II	Hourly	24.18	24.56	24.94	25.31	25.69	26.03
Electrical Mechanic I	Bi-Weekly	1,934.40	1,964.80	1,995.20	2,024.80	2,055.20	2,082.40
Sign Painter	Annual	50,294.40	51,084.80	51,875.20	52,644.80	53,435.20	54,142.40
 <u>L-28</u>							
Carpenter	Hourly	25.04	25.43	25.82	26.21	26.60	27.00
Senior Painter	Bi-Weekly	2,003.20	2,034.40	2,065.60	2,096.80	2,128.00	2,160.00
Lead Equip. Mechanic	Annual	52,083.20	52,894.40	53,705.60	54,516.80	55,328.00	56,160.00
Lead Elec. Mechanic							
Bldg. & Sign Lead Person							
Lead Arborist							
<i>Water Div. Lead Person</i>							
 <u>L-29</u>							
Electrical Mechanic II	Hourly	26.11	26.46	26.81	27.16	27.51	27.83
	Bi-Weekly	2,088.80	2,116.80	2,144.80	2,172.80	2,200.80	2,226.40
	Annual	54,308.80	55,036.80	55,764.80	56,492.80	57,220.80	57,886.40
 <u>L-30</u>							
Plumber	Hourly	27.00	27.36	27.72	28.08	28.44	28.83
HVAC Mechanic	Bi-Weekly	2,160.00	2,188.80	2,217.60	2,246.40	2,275.20	2,306.40
Electrical Mechanic II (Cert)	Annual	56,160.00	56,908.80	57,657.60	58,406.40	59,155.20	59,966.40
Senior Carpenter							
 <u>L-31</u>							
Lead Electrical Mechanic (Cert)	Hourly	27.94	28.33	28.71	29.09	29.47	29.84
	Bi-Weekly	2,235.20	2,266.40	2,296.80	2,327.20	2,357.60	2,387.20
	Annual	58,115.20	58,926.40	59,716.80	60,507.20	61,297.60	62,067.20

Part-Time Custodians * \$12.00/Hr.

*Non-Civil Service positions carried on labor service payroll.