

32.



# City of West Allis Matter Summary

7525 W. Greenfield Ave.  
West Allis, WI 53214

File Number	Title	Status
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O-2008-0016      Ordinance      In Committee

An Ordinance to establish the salary ranges of certain employees in the Executive Service, the Managerial Service, the Deputy Service, and the Confidential, Professional and Supervisory Service of the City of West Allis for the years 2008-2010.

Introduced: 3/31/2008

Controlling Body: Administration & Finance Committee

Sponsor(s): Administration & Finance Committee

### COMMITTEE RECOMMENDATION

*Pass*

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
MAR 31 2008		<input checked="" type="checkbox"/>	Barczak	<input checked="" type="checkbox"/>			
			Czaplewski	<input checked="" type="checkbox"/>			
			Dobrowski				
			Kopplin				
		<input checked="" type="checkbox"/>	Lajsic	<input checked="" type="checkbox"/>			
			Narlock				
			Reinke	<input checked="" type="checkbox"/>			
			Sengstock				
			Vitale				
		Weigel	<input checked="" type="checkbox"/>				
		TOTAL		<u>5</u>	<u>-</u>		

### SIGNATURE OF COMMITTEE MEMBER

*[Signature]*  
Chair

Vice-Chair

Member

### COMMON COUNCIL ACTION

*Pass*

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
MAR 31 2008	<input checked="" type="checkbox"/>		Barczak	<input checked="" type="checkbox"/>			
			Czaplewski	<input checked="" type="checkbox"/>			
			Dobrowski	<input checked="" type="checkbox"/>			
			Kopplin	<input checked="" type="checkbox"/>			
			Lajsic	<input checked="" type="checkbox"/>			
			Narlock	<input checked="" type="checkbox"/>			
			Reinke	<input checked="" type="checkbox"/>			
			Sengstock	<input checked="" type="checkbox"/>			
			Vitale	<input checked="" type="checkbox"/>			
		Weigel	<input checked="" type="checkbox"/>				
		TOTAL		<u>10</u>	<u>-</u>		





# City of West Allis

7525 W. Greenfield Ave.  
West Allis, WI 53214

## Ordinance

**File Number: O-2008-0016**

**Final Action:**

**Sponsor(s):** Administration & Finance Committee

**MAR 31 2008**

An Ordinance to establish the salary ranges of certain employees in the Executive Service, the Managerial Service, the Deputy Service, and the Confidential, Professional and Supervisory Service of the City of West Allis for the years 2008-2010.

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

PART I. The wage and salary ranges for non-union employees, commencing January 1, 2008 shall be as noted in Attachment 1.

PART II. The wage and salary ranges for non-union employees, commencing January 1, 2009, shall be as noted in Attachment 2.

PART III. The wage and salary ranges for non-union employees, commencing January 1, 2010, shall be as noted in Attachment 3.

PART IV. Movement Within Salary Range.

An officer or employee may be appointed or promoted to any of the positions listed in Part I/Part II/Part III of this ordinance, upon proper certification. An employee will be hired at the minimum of the job rate, unless otherwise specifically provided by the appointing authority and approved by the Common Council. Further movement within the salary range shall be based upon performance evaluation and length of service consideration, as recommended by the Department Head, as guided by the salary policy established by the Common Council.

PART V. Longevity Allowance.

All full-time positions included in Part I/Part II/Part III of this ordinance who had completed five (5) years of service prior to June 30, 1978 and who did not elect to receive Length of Service Allowance, shall be eligible for longevity pay, in addition to their basic salary. Such allowance shall consist of five dollars (\$5.00) per month for every five (5) years of consecutive service with the City, with the maximum allowance to be twenty-five dollars (\$25.00) per month.

PART VI. Length of Service Allowance.

All full-time employees included in Part I/Part II/Part III of this ordinance who had completed five (5) years of service prior to June 30, 1978, and elected to participate in the Length of Service Allowance, and all employees attaining five (5) years of service after June 30, 1978, and in active service on December 15th of each year, will be paid an annual Length of Service Allowance during

the last two weeks of December, of ten dollars (\$10.00) times the number of years of full-time service completed with the City on December 15th.

PART VII. Effective January 1, 1989, Part V and Part VI of this ordinance are in effect only for existing employees who elect to continue the applicable allowance in lieu of selection of the alternate, additional vacation day plan.

PART VIII. Annual Holiday Allowance.

The following positions included in Part I/Part II/Part III of this ordinance who are employed in the Police Department or the Fire Department, shall be paid an annual Holiday Allowance: Police Chief, Police Inspector, Deputy Police Chief, Police Captain, Police Lieutenant, Fire Chief, Assistant Fire Chief and Fire Battalion Chief. The Holiday Allowance shall be an amount equal to the following stated percentage of the salary of the individual currently occupying that position: noted Police Officers-6.26%; noted Fire Officers-6.26%. Said allowance shall be paid annually in the month of December. The calculation of this allowance shall be based on 2,080 hours for 80 hour personnel and 2,004 hours for non-80 hour personnel.

PART IX. Performance Allowance.

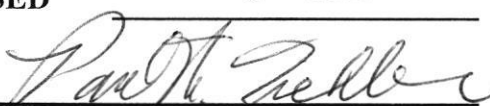
An Annual Performance Allowance will be paid each year to employees determined to be eligible, based on the previous year's Annual Performance Appraisal conducted by the applicable supervisor(s). The Allowance will be paid in a lump sum. Only those non-represented employees compensated at the ending salary level 3.00(100%) as of December 31 are eligible to receive this Allowance. The Common Council shall annually determine the amount of funds available for this purpose.

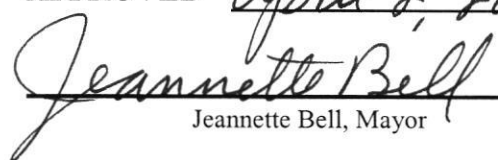
PART X. The Assistant Fire Chiefs in the Fire Department, included in Part I through Part III of this ordinance, who are employed in the Fire Department shall be paid a bi-weekly amount of \$36.00 as incentive pay.

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

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

ADM\ORDRES\ADMO.NONREP 2008.2010

**PASSED** **MAR 31 2008**  
  
Paul M. Ziehler, City Admin. Officer, Clerk/Treas.

**APPROVED** **April 7, 2008**  
  
Jeannette Bell, Mayor

January 1, 2008 - December 31, 2008

<b>EXECUTIVE SERVICES</b>	Beginning Bi-Weekly Rate (80%)	Ending Bi-Weekly Rate (100%)
<b>(Department Heads)</b>		
CAO - Clerk/Treasurer	\$3,345.60	\$4,182.40
Director of Development	\$3,257.60	\$4,072.00
Chief of Police	\$3,063.20	\$3,828.80
Chief of Fire	\$3,063.20	\$3,828.80
City Engineer	\$2,998.40	\$3,748.00
Director of Public Works	\$2,998.40	\$3,748.00
Health Commissioner/City Sealer	\$2,782.40	\$3,478.40
Library Director	\$2,574.40	\$3,217.60
City Assessor	\$2,467.20	\$3,084.00
Dir. of Bldg Inspection & Zoning	\$2,444.00	\$3,055.20

<b>MANAGERIAL SERVICES</b>	Beginning Bi-Weekly Rate (80%)	Ending Bi-Weekly Rate (100%)
<b>(Division Heads)</b>		
Manager of Finance/Comptroller/Deputy Treas.	\$2,856.00	\$3,570.40
Human Resource Manager	\$2,584.00	\$3,229.60
Information Technology Manager	\$2,584.00	\$3,229.60
Manager of Purchasing/Central Services	\$2,372.00	\$2,964.80
Manager of Planning & Zoning	\$2,320.00	\$2,900.00
Manager of Community Development	\$2,320.00	\$2,900.00

<b>DEPUTY SERVICE</b>	Beginning Bi-Weekly Rate (80%)	Ending Bi-Weekly Rate (100%)
<b>(Deputies to Department Heads)</b>		
Deputy Chief of Police	\$2,716.80	\$3,396.00
Asst. City Engineer	\$2,625.60	\$3,281.60
Director of Community Health Services	\$2,533.60	\$3,167.20
Principal Engineer	\$2,488.80	\$3,111.20
Sanitation & Street Superintendent	\$2,343.20	\$2,928.80
Electrical Maintenance Superintendent	\$2,209.60	\$2,761.60
Building & Sign Maintenance Superintendent	\$2,162.40	\$2,703.20
Forestry & Grounds Superintendent	\$2,145.60	\$2,682.40
Water System Superintendent	\$2,145.60	\$2,682.40
Senior Center Director	\$2,145.60	\$2,682.40
Fleet Services Repair Superintendent	\$2,123.20	\$2,654.40

**Confidential, Professional and Supervisory Service**

January 1, 2008 - December 31, 2008

(Schedule R)

	Bi-Weekly Rates	
	Beginning	Ending
<b><u>P-12</u></b>		
Clerk Typist	\$943.20	\$1,179.20
<b><u>P-16</u></b>		
Secretary	\$1,151.20	\$1,439.20
Secretary (Legal)		
<b><u>P-17</u></b>		
Volunteer Coordinator	\$1,211.20	\$1,514.40
<b><u>P-18</u></b>		
Senior Secretary	\$1,275.20	\$1,594.40
Senior Secretary (Legal)		
<b><u>P-20</u></b>		
Admin. Serv. Asst. (Library)	\$1,409.60	\$1,762.40
Principal Secretary		
Principal Secretary (Legal)		
<b><u>P-21</u></b>		
Records Coordinator	\$1,481.60	\$1,852.00
Victim Advocate		
<b><u>P-22</u></b>		
Accountant	\$1,556.80	\$1,946.40
Admin. Assistant (Exec)		
Asst. Sup. of Circ. Serv. & Library Adm.		
Auditor		
Bldg Insp. & Zoning Office Service Supervisor		
Dental Hygienist		
Librarian I		
Safety & Training Coord. I		
Supervisor of Administrative Services (Health)		
<b><u>P-23</u></b>		
Circulation Services Supvr.	\$1,637.60	\$2,047.20
Envr. Coord./Educ.		
Human Resource Analyst		
Senior Center Assist. Director		
<b><u>P-24</u></b>		
Librarian II	\$1,723.20	\$2,154.40
P.W. Yard Office Supvr.		
Records Supervisor		
Safety & Training Coord. II		
Senior Accountant		
Senior Auditor		
Senior Human Resource Analyst		
Supervising Nurse		
WIC Program Director		

**Confidential, Professional and Supervisory Service**

January 1, 2008 - December 31, 2008

(Schedule R)

	Bi-Weekly Rates	
	Beginning	Ending
<b><u>P-25</u></b>		
Inventory Supervisor	\$1,812.80	\$2,265.60
Principal Human Resource Analyst		
Sanitation Supervisor		
Street-Sewer Supervisor		
Treasurer's Office Supervisor		
Water System Supervisor		
<b><u>P-26</u></b>		
Assistant City Attorney I	\$1,904.80	\$2,380.80
Asst. Dir. of Community Hlth Svcs		
Cable (Video) Comm. Coord.		
Safety & Training Coord. III		
Senior Inventory Supervisor		
Senior Planner		
<b><u>P-27A</u></b>		
Assistant City Clerk	\$2,001.60	\$2,502.40
Data Management Analyst		
G.I.S. Supervisor		
Librarian III		
P.C. Network Specialist (Police)		
Senior Sanitation Supvr.		
Senior Street & Sewer Supvr.		
Senior Water Maint. Supvr.		
Sup. of Circ. Serv. & Library Adm.		
<b><u>P-27B</u></b>		
Police Lieutenant (Jr. Grd.)	\$2,148.80	\$2,686.40
<b><u>P-28A</u></b>		
Finance Supervisor	\$2,133.60	\$2,667.20
<b><u>P-28B</u></b>		
Police Lieutenant	\$2,287.20	\$2,859.20
<b><u>P-29A</u></b>		
Assistant City Attorney II	\$2,239.20	\$2,799.20
<b><u>P-29B</u></b>		
Assistant Fire Chief	\$2,398.40	\$2,997.60
Fire Battalion Chief		
Police Captain		
<b><u>P-31</u></b>		
Assistant City Attorney III	\$2,444.80	\$3,056.00
<b><u>P-33</u></b>		
Assistant City Attorney III (Labor)	\$2,708.80	\$3,385.60
Assistant City Attorney III (Litigation)		

**Confidential, Professional and Supervisory Service**

January 1, 2008 - December 31, 2008

(Schedule P)

	Bi-Weekly Rates	
	Beginning	Ending
<b><u>P-12</u></b>		
Clerk Typist	\$924.80	\$1,156.00
<b><u>P-16</u></b>		
Secretary	\$1,128.80	\$1,411.20
Secretary (Legal)		
<b><u>P-17</u></b>		
Volunteer Coordinator	\$1,188.00	\$1,484.80
<b><u>P-18</u></b>		
Senior Secretary	\$1,250.40	\$1,563.20
Senior Secretary (Legal)		
<b><u>P-20</u></b>		
Admin. Serv. Asst. (Library)	\$1,382.40	\$1,728.00
Principal Secretary		
Principal Secretary (Legal)		
<b><u>P-21</u></b>		
Records Coordinator	\$1,452.80	\$1,816.00
Victim Advocate		
<b><u>P-22</u></b>		
Accountant	\$1,527.20	\$1,908.80
Admin. Assistant (Exec)		
Asst. Sup. of Circ. Serv. & Library Adm.		
Auditor		
Bldg Insp. & Zoning Office Service Supervisor		
Dental Hygienist		
Librarian I		
Safety & Training Coord. I		
Supervisor of Administrative Services (Health)		
<b><u>P-23</u></b>		
Circulation Services Supvr.	\$1,605.60	\$2,007.20
Envr. Coord./Educ.		
Human Resource Analyst		
Senior Center Assist. Director		
<b><u>P-24</u></b>		
Librarian II	\$1,689.60	\$2,112.00
P.W. Yard Office Supvr.		
Records Supervisor		
Safety & Training Coord. II		
Senior Accountant		
Senior Auditor		
Senior Human Resource Analyst		
Supervising Nurse		
WIC Program Director		

**Confidential, Professional and Supervisory Service**

January 1, 2008 - December 31, 2008

(Schedule P)

	Bi-Weekly Rates	
	Beginning	Ending
<b><u>P-25</u></b>		
Inventory Supervisor	\$1,777.60	\$2,221.60
Principal Human Resource Analyst		
Sanitation Supervisor		
Street-Sewer Supervisor		
Treasurer's Office Supervisor		
Water System Supervisor		
<b><u>P-26</u></b>		
Assistant City Attorney I	\$1,867.20	\$2,334.40
Asst. Dir. of Community Hlth Svcs		
Cable (Video) Comm. Coord.		
Safety & Training Coord. III		
Senior Inventory Supervisor		
Senior Planner		
<b><u>P-27A</u></b>		
Assistant City Clerk	\$1,963.20	\$2,453.60
Data Management Analyst		
G.I.S. Supervisor		
Librarian III		
P.C. Network Specialist (Police)		
Senior Sanitation Supvr.		
Senior Street & Sewer Supvr.		
Senior Water Maint. Supvr.		
Sup. of Circ. Serv. & Library Adm.		
<b><u>P-27B</u></b>		
Police Lieutenant (Jr. Grd.)	\$2,108.80	\$2,636.00
<b><u>P-28A</u></b>		
Finance Supervisor	\$2,092.00	\$2,615.20
<b><u>P-28B</u></b>		
Police Lieutenant	\$2,244.00	\$2,804.80
<b><u>P-29A</u></b>		
Assistant City Attorney II	\$2,195.20	\$2,744.00
<b><u>P-29B</u></b>		
Assistant Fire Chief	\$2,352.00	\$2,940.00
Fire Battalion Chief		
Police Captain		
<b><u>P-31</u></b>		
Assistant City Attorney III	\$2,397.60	\$2,996.80
<b><u>P-33</u></b>		
Assistant City Attorney III (Labor)	\$2,655.20	\$3,319.20
Assistant City Attorney III (Litigation)		



January 1, 2009 - December 31, 2009

	Beginning Bi-Weekly Rate (80%)	Ending Bi-Weekly Rate (100%)
<b>EXECUTIVE SERVICES</b>		
(Department Heads)		
CAO - Clerk/Treasurer	\$3,445.60	\$4,307.20
Director of Development	\$3,355.20	\$4,194.40
Chief of Police	\$3,155.20	\$3,944.00
Chief of Fire	\$3,155.20	\$3,944.00
City Engineer	\$3,088.80	\$3,860.80
Director of Public Works	\$3,088.80	\$3,860.80
Health Commissioner/City Sealer	\$2,865.60	\$3,582.40
Library Director	\$2,651.20	\$3,314.40
City Assessor	\$2,541.60	\$3,176.80
Dir. of Bldg Inspection & Zoning	\$2,516.80	\$3,146.40
<b>MANAGERIAL SERVICES</b>		
(Division Heads)		
Manager of Finance/Comptroller/Deputy Treas.	\$2,942.40	\$3,677.60
Human Resource Manager	\$2,661.60	\$3,327.20
Information Technology Manager	\$2,661.60	\$3,327.20
Manager of Purchasing/Central Services	\$2,443.20	\$3,053.60
Manager of Planning & Zoning	\$2,388.80	\$2,986.40
Manager of Community Development	\$2,388.80	\$2,986.40
<b>DEPUTY SERVICE</b>		
(Deputies to Department Heads)		
Deputy Chief of Police	\$2,798.40	\$3,498.40
Asst. City Engineer	\$2,704.00	\$3,380.00
Director of Community Health Services	\$2,609.60	\$3,262.40
Principal Engineer	\$2,564.00	\$3,204.80
Sanitation & Street Superintendent	\$2,413.60	\$3,016.80
Electrical Maintenance Superintendent	\$2,275.20	\$2,844.00
Building & Sign Maintenance Superintendent	\$2,227.20	\$2,784.00
Forestry & Grounds Superintendent	\$2,210.40	\$2,763.20
Water System Superintendent	\$2,210.40	\$2,763.20
Senior Center Director	\$2,210.40	\$2,763.20
Fleet Services Repair Superintendent	\$2,187.20	\$2,734.40

**Confidential, Professional and Supervisory Service**

January 1, 2009 - December 31, 2009

(Schedule R)

	Bi-Weekly Rates	
	Beginning	Ending
<b><u>P-12</u></b>		
Clerk Typist	\$971.20	\$1,214.40
<b><u>P-16</u></b>		
Secretary	\$1,185.60	\$1,482.40
Secretary (Legal)		
<b><u>P-17</u></b>		
Volunteer Coodinator	\$1,248.00	\$1,560.00
<b><u>P-18</u></b>		
Senior Secretary	\$1,313.60	\$1,642.40
Senior Secretary (Legal)		
<b><u>P-20</u></b>		
Admin. Serv. Asst. (Library)	\$1,452.00	\$1,815.20
Principal Secretary		
Principal Secretary (Legal)		
<b><u>P-21</u></b>		
Records Coordinator	\$1,526.40	\$1,908.00
<b><u>P-22</u></b>		
Accountant	\$1,604.00	\$2,004.80
Admin. Assistant (Exec)		
Asst. Sup. of Circ. Serv. & Library Adm.		
Auditor		
Bldg Insp. & Zoning Office Service Supervisor		
Dental Hygienist		
Librarian I		
Safety & Training Coord. I		
Supervisor of Administrative Services (Health)		
<b><u>P-23</u></b>		
Circulation Services Supvr.	\$1,687.20	\$2,108.80
Envr. Coord./Educ.		
Human Resource Analyst		
Senior Center Assist. Director		
<b><u>P-24</u></b>		
Librarian II	\$1,775.20	\$2,219.20
P.W. Yard Office Supvr.		
Records Supervisor		
Safety & Training Coord. II		
Senior Accountant		
Senior Auditor		
Senior Human Resource Analyst		
Supervising Nurse		
WIC Program Director		

**Confidential, Professional and Supervisory Service**

January 1, 2009 - December 31, 2009

(Schedule R)

	Bi-Weekly Rates	
	Beginning	Ending
<b><u>P-25</u></b>		
Inventory Supervisor	\$1,867.20	\$2,333.60
Principal Human Resource Analyst		
Sanitation Supervisor		
Street-Sewer Supervisor		
Treasurer's Office Supervisor		
Water System Supervisor		
<b><u>P-26</u></b>		
Assistant City Attorney I	\$1,961.60	\$2,452.00
Asst. Dir. of Community Hlth Svcs		
Cable (Video) Comm. Coord.		
Safety & Training Coord. III		
Senior Inventory Supervisor		
Senior Planner		
<b><u>P-27A</u></b>		
Assistant City Clerk	\$2,062.40	\$2,577.60
Data Management Analyst		
G.I.S. Supervisor		
Librarian III		
P.C. Network Specialist (Police)		
Senior Sanitation Supvr.		
Senior Street & Sewer Supvr.		
Senior Water Maint. Supvr.		
Sup. of Circ. Serv. & Library Adm.		
<b><u>P-27B</u></b>		
Police Lieutenant (Jr. Grd.)	\$2,213.60	\$2,767.20
<b><u>P-28A</u></b>		
Finance Supervisor	\$2,198.40	\$2,748.00
<b><u>P-28B</u></b>		
Police Lieutenant	\$2,356.80	\$2,945.60
<b><u>P-29A</u></b>		
Assistant City Attorney II	\$2,306.40	\$2,883.20
<b><u>P-29B</u></b>		
Assistant Fire Chief	\$2,469.60	\$3,087.20
Fire Battalion Chief		
Police Captain		
<b><u>P-31</u></b>		
Assistant City Attorney III	\$2,518.40	\$3,148.00
<b><u>P-33</u></b>		
Assistant City Attorney III (Labor)	\$2,789.60	\$3,487.20
Assistant City Attorney III (Litigation)		

# Confidential, Professional and Supervisory Service

January 1, 2009 - December 31, 2009

(Schedule P)

	Bi-Weekly Rates	
	Beginning	Ending
<b><u>P-12</u></b>		
Clerk Typist	\$952.80	\$1,191.20
<b><u>P-16</u></b>		
Secretary	\$1,163.20	\$1,453.60
Secretary (Legal)		
<b><u>P-17</u></b>		
Volunteer Coordinator	\$1,224.00	\$1,529.60
<b><u>P-18</u></b>		
Senior Secretary	\$1,288.00	\$1,610.40
Senior Secretary (Legal)		
<b><u>P-20</u></b>		
Admin. Serv. Asst. (Library)	\$1,424.00	\$1,780.00
Principal Secretary		
Principal Secretary (Legal)		
<b><u>P-21</u></b>		
Records Coordinator	\$1,496.00	\$1,870.40
<b><u>P-22</u></b>		
Accountant	\$1,572.80	\$1,966.40
Admin. Assistant (Exec)		
Asst. Sup. of Circ. Serv. & Library Adm.		
Auditor		
Bldg Insp. & Zoning Office Service Supervisor		
Dental Hygienist		
Librarian I		
Safety & Training Coord. I		
Supervisor of Administrative Services (Health)		
<b><u>P-23</u></b>		
Circulation Services Supvr.	\$1,654.40	\$2,068.00
Envr. Coord./Educ.		
Human Resource Analyst		
Senior Center Assist. Director		
<b><u>P-24</u></b>		
Librarian II	\$1,740.80	\$2,176.00
P.W. Yard Office Supvr.		
Records Supervisor		
Safety & Training Coord. II		
Senior Accountant		
Senior Auditor		
Senior Human Resource Analyst		
Supervising Nurse		
WIC Program Director		



# Confidential, Professional and Supervisory Service

January 1, 2009 - December 31, 2009

(Schedule P)

	Bi-Weekly Rates	
	Beginning	Ending
<b><u>P-25</u></b>		
Inventory Supervisor	\$1,830.40	\$2,288.00
Principal Human Resource Analyst		
Sanitation Supervisor		
Street-Sewer Supervisor		
Treasurer's Office Supervisor		
Water System Supervisor		
<b><u>P-26</u></b>		
Assistant City Attorney I	\$1,924.00	\$2,404.80
Asst. Dir. of Community Hlth Svcs		
Cable (Video) Comm. Coord.		
Safety & Training Coord. III		
Senior Inventory Supervisor		
Senior Planner		
<b><u>P-27A</u></b>		
Assistant City Clerk	\$2,021.60	\$2,527.20
Data Management Analyst		
G.I.S. Supervisor		
Librarian III		
P.C. Network Specialist (Police)		
Senior Sanitation Supvr.		
Senior Street & Sewer Supvr.		
Senior Water Maint. Supvr.		
Sup. of Circ. Serv. & Library Adm.		
<b><u>P-27B</u></b>		
Police Lieutenant (Jr. Grd.)	\$2,172.00	\$2,715.20
<b><u>P-28A</u></b>		
Finance Supervisor	\$2,155.20	\$2,694.40
<b><u>P-28B</u></b>		
Police Lieutenant	\$2,311.20	\$2,888.80
<b><u>P-29A</u></b>		
Assistant City Attorney II	\$2,260.80	\$2,826.40
<b><u>P-29B</u></b>		
Assistant Fire Chief	\$2,422.40	\$3,028.00
Fire Battalion Chief		
Police Captain		
<b><u>P-31</u></b>		
Assistant City Attorney III	\$2,468.80	\$3,086.40
<b><u>P-33</u></b>		
Assistant City Attorney III (Labor)	\$2,734.40	\$3,418.40
Assistant City Attorney III (Litigation)		

January 1, 2010 - December 31, 2010

	Beginning Bi-Weekly Rate (80%)	Ending Bi-Weekly Rate (100%)
<b>EXECUTIVE SERVICES</b>		
(Department Heads)		
CAO - Clerk/Treasurer	\$3,549.60	\$4,436.80
Director of Development	\$3,456.00	\$4,320.00
Chief of Police	\$3,249.60	\$4,062.40
Chief of Fire	\$3,249.60	\$4,062.40
City Engineer	\$3,180.80	\$3,976.00
Director of Public Works	\$3,180.80	\$3,976.00
Health Commissioner/City Sealer	\$2,952.00	\$3,689.60
Library Director	\$2,731.20	\$3,413.60
City Assessor	\$2,617.60	\$3,272.00
Dir. of Bldg Inspection & Zoning	\$2,592.80	\$3,240.80
<b>MANAGERIAL SERVICES</b>		
(Division Heads)		
Manager of Finance/Comptroller/Deputy Treas.	\$3,030.40	\$3,788.00
Human Resource Manager	\$2,740.80	\$3,426.40
Information Technology Manager	\$2,740.80	\$3,426.40
Manager of Purchasing/Central Services	\$2,516.80	\$3,145.60
Manager of Planning & Zoning	\$2,460.80	\$3,076.00
Manager of Community Development	\$2,460.80	\$3,076.00
<b>DEPUTY SERVICE</b>		
(Deputies to Department Heads)		
Deputy Chief of Police	\$2,882.40	\$3,603.20
Asst. City Engineer	\$2,785.60	\$3,481.60
Director of Community Health Services	\$2,688.00	\$3,360.00
Principal Engineer	\$2,640.80	\$3,300.80
Sanitation & Street Superintendent	\$2,485.60	\$3,107.20
Electrical Maintenance Superintendent	\$2,344.00	\$2,929.60
Building & Sign Maintenance Superintendent	\$2,293.60	\$2,867.20
Forestry & Grounds Superintendent	\$2,276.80	\$2,845.60
Water System Superintendent	\$2,276.80	\$2,845.60
Senior Center Director	\$2,276.80	\$2,845.60
Fleet Services Repair Superintendent	\$2,252.80	\$2,816.00

**Confidential, Professional and Supervisory Service**

January 1, 2010 - December 31, 2010

(Schedule R)

	Bi-Weekly Rates	
	Beginning	Ending
<b><u>P-12</u></b>		
Clerk Typist	\$1,000.80	\$1,251.20
<b><u>P-16</u></b>		
Secretary	\$1,220.80	\$1,526.40
Secretary (Legal)		
<b><u>P-17</u></b>		
Volunteer Coordinator	\$1,285.60	\$1,607.20
<b><u>P-18</u></b>		
Senior Secretary	\$1,352.80	\$1,691.20
Senior Secretary (Legal)		
<b><u>P-20</u></b>		
Admin. Serv. Asst. (Library)	\$1,496.00	\$1,869.60
Principal Secretary		
Principal Secretary (Legal)		
<b><u>P-21</u></b>		
Records Coordinator	\$1,572.00	\$1,964.80
<b><u>P-22</u></b>		
Accountant	\$1,652.00	\$2,064.80
Admin. Assistant (Exec)		
Asst. Sup. of Circ. Serv. & Library Adm.		
Auditor		
Bldg Insp. & Zoning Office Service Supervisor		
Dental Hygienist		
Librarian I		
Safety & Training Coord. I		
Supervisor of Administrative Services (Health)		
<b><u>P-23</u></b>		
Circulation Services Supvr.	\$1,737.60	\$2,172.00
Envr. Coord./Educ.		
Human Resource Analyst		
Senior Center Assist. Director		
<b><u>P-24</u></b>		
Librarian II	\$1,828.80	\$2,285.60
P.W. Yard Office Supvr.		
Records Supervisor		
Safety & Training Coord. II		
Senior Accountant		
Senior Auditor		
Senior Human Resource Analyst		
Supervising Nurse		
WIC Program Director		

**Confidential, Professional and Supervisory Service**

January 1, 2010 - December 31, 2010

(Schedule R)

	Bi-Weekly Rates	
	Beginning	Ending
<b><u>P-25</u></b>		
Inventory Supervisor	\$1,922.40	\$2,403.20
Principal Human Resource Analyst		
Sanitation Supervisor		
Street-Sewer Supervisor		
Treasurer's Office Supervisor		
Water System Supervisor		
<b><u>P-26</u></b>		
Assistant City Attorney I	\$2,020.80	\$2,525.60
Asst. Dir. of Community Hlth Svcs		
Cable (Video) Comm. Coord.		
Safety & Training Coord. III		
Senior Inventory Supervisor		
Senior Planner		
<b><u>P-27A</u></b>		
Assistant City Clerk	\$2,123.20	\$2,654.40
Data Management Analyst		
G.I.S. Supervisor		
Librarian III		
P.C. Network Specialist (Police)		
Senior Sanitation Supvr.		
Senior Street & Sewer Supvr.		
Senior Water Maint. Supvr.		
Sup. of Circ. Serv. & Library Adm.		
<b><u>P-27B</u></b>		
Police Lieutenant (Jr. Grd.)	\$2,280.00	\$2,850.40
<b><u>P-28A</u></b>		
Finance Supervisor	\$2,264.00	\$2,830.40
<b><u>P-28B</u></b>		
Police Lieutenant	\$2,427.20	\$3,033.60
<b><u>P-29A</u></b>		
Assistant City Attorney II	\$2,376.00	\$2,969.60
<b><u>P-29B</u></b>		
Assistant Fire Chief	\$2,544.00	\$3,180.00
Fire Battalion Chief		
Police Captain		
<b><u>P-31</u></b>		
Assistant City Attorney III	\$2,593.60	\$3,242.40
<b><u>P-33</u></b>		
Assistant City Attorney III (Labor)	\$2,872.80	\$3,591.20
Assistant City Attorney III (Litigation)		



**Confidential, Professional and Supervisory Service**

January 1, 2010 - December 31, 2010

(Schedule P)

	Bi-Weekly Rates	
	Beginning	Ending
<b><u>P-12</u></b>		
Clerk Typist	\$980.80	\$1,226.40
<b><u>P-16</u></b>		
Secretary	\$1,197.60	\$1,496.80
Secretary (Legal)		
<b><u>P-17</u></b>		
Volunteer Coordinator	\$1,260.80	\$1,576.00
<b><u>P-18</u></b>		
Senior Secretary	\$1,326.40	\$1,658.40
Senior Secretary (Legal)		
<b><u>P-20</u></b>		
Admin. Serv. Asst. (Library)	\$1,466.40	\$1,832.80
Principal Secretary		
Principal Secretary (Legal)		
<b><u>P-21</u></b>		
Records Coordinator	\$1,541.60	\$1,927.20
<b><u>P-22</u></b>		
Accountant	\$1,620.00	\$2,024.80
Admin. Assistant (Exec)		
Asst. Sup. of Circ. Serv. & Library Adm.		
Auditor		
Bldg Insp. & Zoning Office Service Supervisor		
Dental Hygienist		
Librarian I		
Safety & Training Coord. I		
Supervisor of Administrative Services (Health)		
<b><u>P-23</u></b>		
Circulation Services Supvr.	\$1,704.00	\$2,129.60
Envr. Coord./Educ.		
Human Resource Analyst		
Senior Center Assist. Director		
<b><u>P-24</u></b>		
Librarian II	\$1,792.80	\$2,240.80
P.W. Yard Office Supvr.		
Records Supervisor		
Safety & Training Coord. II		
Senior Accountant		
Senior Auditor		
Senior Human Resource Analyst		
Supervising Nurse		
WIC Program Director		

# Confidential, Professional and Supervisory Service

January 1, 2010 - December 31, 2010

(Schedule P)

	Bi-Weekly Rates	
	Beginning	Ending
<b><u>P-25</u></b>		
Inventory Supervisor	\$1,885.60	\$2,356.80
Principal Human Resource Analyst		
Sanitation Supervisor		
Street-Sewer Supervisor		
Treasurer's Office Supervisor		
Water System Supervisor		
<b><u>P-26</u></b>		
Assistant City Attorney I	\$1,981.60	\$2,476.80
Asst. Dir. of Community Hlth Svcs		
Cable (Video) Comm. Coord.		
Safety & Training Coord. III		
Senior Inventory Supervisor		
Senior Planner		
<b><u>P-27A</u></b>		
Assistant City Clerk	\$2,082.40	\$2,603.20
Data Management Analyst		
G.I.S. Supervisor		
Librarian III		
P.C. Network Specialist (Police)		
Senior Sanitation Supvr.		
Senior Street & Sewer Supvr.		
Senior Water Maint. Supvr.		
Sup. of Circ. Serv. & Library Adm.		
<b><u>P-27B</u></b>		
Police Lieutenant (Jr. Grd.)	\$2,237.60	\$2,796.80
<b><u>P-28A</u></b>		
Finance Supervisor	\$2,220.00	\$2,775.20
<b><u>P-28B</u></b>		
Police Lieutenant	\$2,380.80	\$2,976.00
<b><u>P-29A</u></b>		
Assistant City Attorney II	\$2,328.80	\$2,911.20
<b><u>P-29B</u></b>		
Assistant Fire Chief	\$2,495.20	\$3,119.20
Fire Battalion Chief		
Police Captain		
<b><u>P-31</u></b>		
Assistant City Attorney III	\$2,543.20	\$3,179.20
<b><u>P-33</u></b>		
Assistant City Attorney III (Labor)	\$2,817.60	\$3,521.60
Assistant City Attorney III (Litigation)		