



Human Resources Department

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TO: Satya Rhodes-Conway, Mayor

FROM: Erin Stenson, Director of Human Resources

SUBJECT: **Compensation Study Implementation Plan – HR/Steering Team Recommendation**

Background

In 2024 and 2025 the City completed an RFP followed by the first full classification and compensation study performed in the last three decades. A classification and compensation study (compensation study) allows the City to understand the fairness and competitiveness of our organization's compensation and benefit plans. The selected consultant was asked to provide the following deliverables:

- Provide recommendations on how to simplify and streamline classification structures including identification of outdated premium pay structures, potential for pay equity
- Provide recommendations on how to ensure market/internal structure alignment
- Study total compensation costs and benefits relative to wage structure to aid in recruiting
- Identify inconsistencies in minimum qualifications relative to compensation to facilitate recruitment of talent
- Identify equity disparities
- Identify and provide recommendations related to outstanding concerns about re-classification resulting from the Position Study process
- Create a compensation plan that creates alignment and consistency within the plan

Baker Tilly was selected and went through a comprehensive study which culminated in development of 9 new pay plans and a report on the City's classifications and compensation with consideration to both internal comparability, skills and education required, and equity related concerns. The full [Baker Tilly report](#) and associated plans are available on our website and include three associated implementation plans.

Baker Tilly Report

Evaluation Process

Baker Tilly conducted a retitling of positions, a market analysis, and evaluation of positions through their proprietary SAFE evaluation system. This resulted in market findings that demonstrate a strong market alignment and comparability of both compensation and benefits. Highlights from the Baker Tilly report are included below.

Market Analysis

The determinations and recommendations related to Baker Tilly's findings indicated a strong alignment with the labor market for City compensation. Baker Tilly was able to benchmark 561 total positions. Duties within the position required alignment of 75% of the duties and to have matched with at least 3 organizations to accurately allow comparison with market values. Some of the key findings related to the market assessment include:

- In general, City compensation is very similar to that of our closest market peers, even when not factoring in the up to 12% longevity incentive City employees benefit from.
- Notably, 86% of City positions are "at" or "leading" market at the midpoint. This means the vast majority of our positions are paid about the same, or even more than the organizations we were compared to.
- Only 3.5% of City positions were significantly lagging the market, and most of those were hourly positions. In addition, much of this lag was mitigated when factoring in the hiring incentive that has been in place for many hourly classifications, including laborer and attendants.
- It is important to note that no differentials or incentives are included in the findings. Consequently, positions like Police Officer, or Hourly Laborer, appear to have a base wage significantly lower than market, but these positions are at or above market when the differentials or incentives are applied.
- The benefits we provide are equivalent in most cases, or better than those of the other Cities we were compared to.
- Based on market values for the 527 full-time benchmark positions:
 - The City's minimums are 111.3% of market on average.
 - The City's midpoints are 101.9% of market on average.
 - The City's maximums are 95.0% market on average.

Equity Analysis

As part of the Citywide Compensation Study, Baker Tilly completed a Pay Equity Review to evaluate the current pay of all employees in relation to internal job evaluations as well as the external labor market.

According to the Baker Tilly report,

After controlling for relevant employment factors, race and gender continue to show small but statistically significant pay differences, with Non-White and Female employees earning less than their peers in similar roles. The regression results indicate that while minor pay differences exist by gender and race, these are likely attributable to occupational sorting rather than unequal pay for equal work. Occupational sorting occurs when demographic groups are distributed differently across job types, departments, or career levels, such as more men in technical, public safety, or supervisory positions and more women or Non-White employees in administrative or support roles.

At the time of data collection, City staffing was approximately 2/3 men and 1/3 women. Baker Tilly's examination found that Public Safety, Technical roles, and the Trades (Electricians, Painters, Plumbers,

etc.) tend to still be “male-dominated” and that higher percentages of women tend to be employed in “administrative and service-oriented positions.”

Given Baker Tilly’s findings, there are not significant changes to the compensation system that are required to maintain equity. Rather, the Steering Committee recommends the following efforts continue to be made to improve on the small differences in wage parity, whether those are related to job sorting or not. Examples of actions the City should take include:

1. Continue to prioritize workforce diversification especially in those positions that are red-flagged or under-represented by traditionally marginalized groups.
2. Use the Equitable Hire Plan and Talent Acquisition Plans to increase outreach and remove artificial barriers to employment for traditionally marginalized groups.
3. Complete an equity analysis of the City’s Career Pathway Program prior to finalization of that program, at least by 2029.
4. Continue broad implementation of skills-based hiring.
5. Complete negotiation training for hiring managers, and develop step exception guidelines to ensure equitable outcomes related to salary placement and initial job offers.
6. Continue to track all leadership roles and report on those demographics at least every four years.
7. Provide continued training on behavioral based interviewing, and skills-based hiring for all hiring managers and City leadership.

Benefits Analysis

The Benefits analysis demonstrates strong market comparability with the 16 organizations selected for comparison particularly related to paid time off including paid parental leave, retirement benefits, and pay plan design. Areas of opportunity were identified as other ancillary benefits like optional benefits (tuition assistance, wellness, etc.). Consequently, implementation of the recommendations will not require modification to benefits but rather will require maintenance to ensure the plans that are voluntary remain efficient and attuned to changes in the workforce. For more information, please see attachment 5 on the Baker Tilly study.

Costs of Implementation

As noted above, Baker Tilly’s study created 9 new pay plans. Most notably, the General Employee pay plan consolidated employees in CG15, 16, 17, 20, 32, 33, and 71 into one plan. In addition, the Professional and Supervisory Employee pay plan consolidated employees in CG18, 19, 43, and 44 into one plan. Both new plans include fewer ranges than the City’s current salary schedules. Other plans being implemented include a new hourly plan that creates 3 steps for potential advancement for long-term hourly employees, and a new Attorney pay schedule. All of these new schedules include standardization of the distance between steps within a range as well as the distance of midpoints between ranges.

Given the need to bargain any changes in compensation with individuals in Compensation Group 21, and bargaining groups in police, fire, and Metro Transit, all scenarios were costed without inclusion of CGs

11, 12, 13, 14, 21, 41, and 42. Regardless of the scenario selected, any CG 21 classifications recommended for adjustment will only happen upon vacancy, future study, negotiation of a new contract, or at the direction of the Mayor although a new salary schedule would be adopted with implementation of the General Employee and Professional and Supervisory Plan.

To implement the plans discussed above (Hourly, General, Professional, and Attorney) would affect 2292 employees. Of the 2292, 616 are below the minimum of the new range (most of those being hourly employees: 578) while 156 are above their new range maximum (131 of those being on the General plan). In order to move employees from existing pay plans into the new ones, Baker Tilly produced three implementation scenarios:

Scenario 1

Employees move to the step corresponding with their existing salary but without a decrease in pay.

- Employees below their minimum would move to step 1 in the new salary schedule.
- Employees within the range would move to a corresponding step.
- Employees above the maximum would be red-circled and not receive any adjustment.

The approximate cost of this scenario is \$2,237,620.32.

Scenario 2

Employees move to the step corresponding with their years in position. Currently, employees advance from Step 1 to Step 2 of the pay plan after six months, and then to Steps 3, 4, and 5 each year thereafter. This scenario would review each employee's year in position and place them at the appropriate step in their new range. Specifically,

- Employees below their minimum would move to the step related to years in position.
- Employees below their minimum would move to the step related to years in position. If that step is less than their current salary, they would remain on the step established in Option 1.
- Employees above the maximum would be red-circled and not receive any adjustment.

The approximate cost of this scenario is \$2,548,261.03.

Scenario 3

All employees receive at least a step increase, except for those already over the maximum of their new range. Specifically,

- Employees below the minimum move to Step 2.
- Employees within range would move 1 step beyond the step established in Option 1.
- Employees above the maximum would retain their existing salary without adjustment.

The approximate cost of this scenario is \$3,920,249.55.

Additional Implementation Scenarios

Given existing budget constraints with our cost to continue budget currently at a projected expenditure and revenue deficit, we determined we needed to provide additional scenarios with a phased implementation approach that would reduce overall costs, allow for appropriate implementation of identified changes. The following scenarios use Baker Tilly data as the starting analysis of the positions, but reduce the overall cost of implementation through a more tailored implementation approach.

Scenario 4:

In scenario 4 we assumed the least amount of cost by maintaining the current compensation plans and updating only the classifications that would have seen an increase in range or grade through the Baker Tilly study. To do this, we updated all of the current midpoints, identified the corresponding Baker Tilly current grade with those midpoints, and identified any of those positions that were slotted into higher Baker Tilly grades than the classification's current grade. We then moved only those classifications to a corresponding higher range within their current compensation group.

This method resulted in the movement of 41 classifications from those compensation plans that would otherwise comprise the General schedule. These 41 classifications include a total of 239 positions, 217 of which are currently occupied. In addition, 19 classifications were identified to move from those compensation plans that comprise the Professional schedule, with a total of 36 positions, 32 of which are currently occupied. This scenario would not include implementation of new hourly rates or steps.

The total cost of scenario 4 implementation if completed for the pay period that includes January 1, 2027, would be approximately \$644,059.10. Of this total, approximately \$510,000 would come from the General Fund. This cost does not include added benefit costs. Note that implementation of this scenario would not significantly reduce the cost of implementation of scenario 5. Consequently, this scenario should not be considered if there are future plans to implement scenario 5.

The benefits of this approach include a lower overall cost than any of the scenarios provided by Baker Tilly, allows for implementation of the Baker Tilly evaluation process, and provides needed adjustments to specific classes that are currently below market or below internal comparables by SAFE scores.

However, there are several concerns related to this scenario. While the scenario allows for market and safe score adjustments to be made, allows the SAFE scoring process to be utilized as a tool, and provides clarity on the comparability of our compensation and benefits, it does not allow for any of the following to take place:

- Consolidation of like classifications (For example—CG15 and CG16 both have the classification of Custodial Worker 2. In CG15, the annual pay at the midpoint is \$59,382.70; in CG16 it is \$60,386.82). This scenario retains those separate salary schedules.
- Remediation of compensation plan disparities (ie CG 44 earning approximately \$30 per year less than CG18 with the only difference being that CG44 contains professional and supervisory positions at Metro Transit).

- Certain classifications that are recommended to move cannot move within the current salary schedules. For example, the Librarian 1 classification in CG33, Range 1 is recommended to increase a range, but CG33, Range 2 already has the Librarian 2 classification. Similar for the Electrician classification—if it were to move up, it would be in the same range as the Building & Trades Foreperson.
- Standardization of step increase rates
- Standardization of range/grade increase rates
- Reduction of total compensation plans (salary schedules)
- Hourly compensation is not adjusted for internal equity or market value
- No classifications are moved down in the final compensation plan relative to other positions in their current range
- Additional future changes would likely require a new compensation study as by 2028, the data that is being relied upon would be 4 years old.

Scenario 5:

In scenario 5, we merged multiple compensation plans (salary schedules) in CGs 15, 16, 17, 20, 32, 33, and 71 into a General Employee Plan by aligning each of the ranges within each plan according to their midpoints. We then determined the highest mid-point in each range, to set a new mid-point, and standardized Step increases to ensure Step 5 in each grade (newly adopted language equivalent to previous ranges) was higher than the existing Step 5 salaries—consistent with Baker Tilly’s assessment that our Step 5 salaries were more commonly lagging the market than Step 1 or Step 3.

We then merged multiple compensation plans (salary schedules) in CGs 18, 43, and 44 into a new Professional/Supervisory Employee Plan by aligning each of the ranges within each plan by using the midpoints for each plan. We then determined the highest mid-point in each range, to set a new mid-point. Because the CG18 schedule was consistently higher than CGs 43 and 44, we were able to leave the entire CG18 Compensation Schedule, reducing the number of impacted employees in CG 18 dramatically. This significantly reduces costs of plan adoption under this scenario.

For CG19, non-civil service classifications, we reviewed the existing midpoints and aligned them with the closest midpoints in CG18 to create their new ranges and pay plan. It was important to keep these classifications separate as they have different rules related to recruitment and appointment.

For the Attorneys (CG 23), we implemented the same 13-step salary schedule recommended for adoption by Baker Tilly. The impact is reduction of the amount of steps by one, creates consistent spread of 5% between each step, and increases the starting value in what is a traditionally more difficult to fill position due to the difference in public and private sector salaries for this classification.

In this scenario, we also recommend that over time the new hourly schedule is adopted, which allows for better market alignment and creation of step progression for hourly employees who stay with the City for multiple years (step increases occur after 1350 hours).

This method resulted in the movement of 41 classifications on the General schedule. These 41 classifications include a total of 239 positions, 217 of which are currently occupied. In addition, 19 classifications were identified to move on the Professional schedule, with a total of 36 positions, 32 of which are currently occupied.

In calculating the costs, employees were moved to the step in the updated salary tables that prevents a reduction in their base salary, when possible. The total cost of scenario 5 implementation if completed for the pay period which includes January 1, 2027, would be \$1,239,912.06. Of this total, \$808,795.82 would come from the general fund.

The benefits of this scenario include all of the benefits under scenario 4, as well as:

- Consolidation of like positions (Example: The classification of Custodial Worker 2 would now be paid the same across compensation groups)
- Remediation of compensation plan disparities (i.e. CG 44 earning approximately \$30 per year less than CG18).
- Standardization of step increase rates for the Hourly, Attorney, and General Plans
- Ability to implement recommendations for all classifications, including Librarian 1 and Electrician.
- Lower costs compared to the Baker Tilly options, significantly related to the lack of structural changes to the CG 18 plan (although specific classifications would be increased)
- Reduction of total compensation plans (salary schedules)
- Hourly compensation is adjusted for internal equity or market value

There are fewer concerns related to this scenario. While the scenario allows for significantly more improvements to the compensation plans, including those noted above in scenario 4, it does not allow for any of the following to take place:

- Standardization of range/grade increase rates
- No classifications are moved down in the final compensation plan relative to other positions in their current range

Final Recommendations

The Steering Team met on August 27, 2026, to discuss the Baker Tilly Study, scenarios 4 and 5 created by City of Madison Human Resources, and the City's overall budget outlook. Given the budget outlook, significant concerns were expressed about the City's ability to adopt the recommendations in the Baker Tilly Study. As a consequence, the recommendations focused first on ensuring implementation occurs, and secondarily on how that implementation occurs. Justification for implementation and associated benefits are included in each of the scenarios above.

Recommendations include:

1. Implement both hourly and permanent changes focusing on ways to reduce overall costs rather than eliminate significant benefits that might be obtained by not implementing at all.
2. Implement permanent changes first focusing on positions that are significantly out of market.

3. Support recommendations for actions to improve findings related to any wage disparities by gender or race. Please see those recommendations above.
4. Implement either Scenario 2 from Baker Tilly or Scenario 5 developed by Human Resources.
5. Phase implementation to reduce costs rather than implementing the lowest cost scenario that dramatically reduces the benefits of the Compensation Study.
6. Communicate fully around new process for job evaluation to ensure organizational clarity.

Concern was raised by the team about the potential of some of the data eventually becoming stale. Consequently, the City should consider regular updates to market data to ensure continued strong placement and positive recruitment outcomes.

Appendix 1—New Salary Schedules

1. General Municipal

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*
101	\$ 45,846.11	\$ 47,508.92	\$ 49,232.04	\$ 50,955.16	\$ 52,738.59		
102	\$ 49,168.46	\$ 50,951.77	\$ 52,799.76	\$ 54,647.75	\$ 56,560.42		
103	\$ 50,398.18	\$ 52,226.09	\$ 54,120.30	\$ 56,014.51	\$ 57,975.02		
104	\$ 52,115.52	\$ 54,005.72	\$ 55,964.48	\$ 57,923.24	\$ 59,950.55		
105	\$ 52,835.58	\$ 54,751.90	\$ 56,737.72	\$ 58,723.54	\$ 60,778.86		
106	\$ 54,209.85	\$ 56,176.01	\$ 58,213.48	\$ 60,250.95	\$ 62,359.74		
107	\$ 56,233.72	\$ 58,273.28	\$ 60,386.82	\$ 62,500.36	\$ 64,687.87		
108	\$ 57,616.46	\$ 59,706.17	\$ 61,871.68	\$ 64,037.19	\$ 66,278.49		
109	\$ 59,478.35	\$ 61,635.59	\$ 63,871.08	\$ 66,106.57	\$ 68,420.30		
110	\$ 61,145.82	\$ 63,363.54	\$ 65,661.70	\$ 67,959.86	\$ 70,338.45		
111	\$ 62,816.68	\$ 65,095.00	\$ 67,455.96	\$ 69,816.92	\$ 72,260.51		
112	\$ 64,892.36	\$ 67,245.97	\$ 69,684.94	\$ 72,123.91	\$ 74,648.25		
113	\$ 66,503.90	\$ 68,915.96	\$ 71,415.50	\$ 73,915.04	\$ 76,502.07		
114	\$ 67,961.21	\$ 70,426.12	\$ 72,980.44	\$ 75,534.76	\$ 78,178.47		
115	\$ 69,008.93	\$ 71,884.30	\$ 74,879.48	\$ 77,874.66	\$ 80,989.65	\$ 84,229.23	\$ 87,598.40
116	\$ 71,569.94	\$ 74,552.03	\$ 77,658.36	\$ 80,764.69	\$ 83,995.28		
117	\$ 73,984.08	\$ 77,066.75	\$ 80,277.86	\$ 83,488.97	\$ 86,828.53		
118	\$ 76,699.88	\$ 79,895.71	\$ 83,224.70	\$ 86,553.69	\$ 90,015.84		
119	\$ 78,802.35	\$ 82,515.55	\$ 86,403.72	\$ 90,291.89	\$ 94,355.02		
120	\$ 81,914.88	\$ 85,774.74	\$ 89,816.48	\$ 93,858.22	\$ 98,081.84		
121	\$ 85,727.16	\$ 89,766.66	\$ 93,996.50	\$ 98,226.34	\$ 102,646.53		
122	\$ 88,925.52	\$ 93,115.73	\$ 97,503.38	\$ 101,891.03	\$ 106,476.13		
123	\$ 92,632.52	\$ 96,997.40	\$ 101,567.96	\$ 106,138.52	\$ 110,914.75		

*Steps 6 and 7 apply to the Fleet Technicians only.

2. Professional/Supervisory

Range	Step 1	Step 2	Step 3	Step 4	Step 5
200	\$ 59,478.35	\$ 61,635.59	\$ 63,871.08	\$ 66,106.57	\$ 68,420.30
201	\$ 63,476.14	\$ 65,398.58	\$ 67,314.00	\$ 69,266.86	\$ 71,445.92
202	\$ 64,344.28	\$ 66,516.32	\$ 68,689.14	\$ 71,073.34	\$ 73,026.46
203	\$ 66,516.32	\$ 68,689.14	\$ 71,703.34	\$ 73,026.46	\$ 75,847.72
204	\$ 68,689.14	\$ 71,703.34	\$ 73,026.46	\$ 75,847.72	\$ 79,210.30
205	\$ 71,703.34	\$ 73,026.46	\$ 75,847.72	\$ 79,210.30	\$ 82,403.10
206	\$ 73,026.46	\$ 75,847.72	\$ 79,210.30	\$ 82,403.10	\$ 85,983.30
207	\$ 75,847.72	\$ 79,210.30	\$ 82,403.10	\$ 85,983.30	\$ 89,848.98
208	\$ 79,210.30	\$ 82,403.10	\$ 85,983.30	\$ 89,848.98	\$ 93,996.50
209	\$ 82,403.10	\$ 85,983.30	\$ 89,848.98	\$ 93,996.50	\$ 98,668.44
210	\$ 85,983.30	\$ 89,848.98	\$ 93,996.50	\$ 98,668.44	\$ 103,336.48
211	\$ 89,848.98	\$ 93,996.50	\$ 98,668.44	\$ 103,336.48	\$ 108,272.06
212	\$ 93,996.50	\$ 98,668.44	\$ 103,336.48	\$ 108,272.06	\$ 113,478.30
213	\$ 98,668.44	\$ 103,336.48	\$ 108,272.06	\$ 113,478.30	\$ 118,695.46
214	\$ 103,336.48	\$ 108,272.06	\$ 113,478.30	\$ 118,695.46	\$ 124,402.20
215	\$ 108,272.06	\$ 113,478.30	\$ 118,695.46	\$ 124,402.20	\$ 130,362.18
216	\$ 113,478.30	\$ 118,695.46	\$ 124,402.20	\$ 130,362.18	\$ 136,753.50
217	\$ 118,695.46	\$ 124,402.20	\$ 130,362.18	\$ 136,753.50	\$ 143,147.42
218	\$ 124,402.20	\$ 130,362.18	\$ 136,753.50	\$ 143,147.42	\$ 149,492.72
219	\$ 130,362.18	\$ 136,753.50	\$ 143,147.42	\$ 149,492.72	\$ 156,355.16
220	\$ 136,753.50	\$ 143,147.42	\$ 149,492.72	\$ 156,355.16	\$ 163,714.98
221	\$ 143,147.42	\$ 149,492.72	\$ 156,355.16	\$ 163,714.98	\$ 171,314.52
222	\$ 149,492.72	\$ 156,355.16	\$ 163,714.98	\$ 171,314.52	\$ 179,407.54
223	\$ 156,355.16	\$ 163,714.98	\$ 171,314.52	\$ 179,407.54	\$ 187,493.02
224	\$ 163,714.98	\$ 171,314.52	\$ 179,407.54	\$ 187,493.02	\$ 196,079.52
225	\$ 171,314.52	\$ 179,407.54	\$ 187,493.02	\$ 196,079.52	\$ 204,906.26
226	\$ 179,407.54	\$ 187,493.02	\$ 196,079.52	\$ 204,906.26	\$ 214,228.04

3. Attorneys

Range	1	2	3	4	5	6
150	\$98,725.30	\$103,661.56	\$108,844.64	\$114,286.86	\$120,001.21	\$126,001.27
7	8	9	10	11	12	13
\$132,301.34	\$138,916.40	\$145,862.22	\$153,155.33	\$160,813.10	\$168,853.76	\$177,296.44

4. Hourly

Range	Step 1	Step 2	Step 3	Step 4*
1	\$11.67	\$11.90	\$12.14	
2	\$19.12	\$19.50	\$19.89	
3	\$21.01	\$21.43	\$21.86	
4	\$23.13	\$23.59	\$24.06	\$25.39
5	\$25.46	\$25.97	\$26.49	
6	\$28.01	\$28.57	\$29.14	
7	\$30.77	\$31.39	\$32.01	
8	\$32.39	\$33.04	\$33.70	
9	\$30.00	\$50.00	\$70.00	

*Step 4 applies to Crossing Guard and Crossing Guard substitutes only, consistent with their current progression.

5. Non Civil-Service

Range	Step 1	Step 2	Step 3	Step 4	Step 5
301	\$ 63,476.14	\$ 65,398.58	\$ 67,314.00	\$ 69,266.86	\$ 71,445.92
302	\$ 68,689.14	\$ 71,703.34	\$ 73,026.46	\$ 75,847.72	\$ 79,210.30
303	\$ 79,210.30	\$ 82,403.10	\$ 85,983.30	\$ 89,848.98	\$ 93,996.50
304	\$ 98,668.44	\$ 103,336.48	\$ 108,272.06	\$ 113,478.30	\$ 118,695.46
305	\$ 124,402.20	\$ 130,362.18	\$ 136,753.50	\$ 143,147.42	\$ 149,492.72
306	\$ 130,362.18	\$ 136,753.50	\$ 143,147.42	\$ 149,492.72	\$ 156,355.16

Appendix 2—Job Classes and New Salary Range crosswalk

Job Class	Long Description	Group/BU Code	Max Grade	New Range	
L001	ASST CITY ATTY-23	3023	01	150	
L004	ASST CITY ATTY-23 PT	3023	01P	150	
L003	HEARING EXAM-EOC-23	3023	01	150	
E001	AUTO MAINT WKR 1-15	5015	03	107	
E002	AUTO MAINT WKR 2-15	5015	05	111	
E003	AUTO MAINT WKR 3-15	5015	07	112	
E050	AUTO WORKER INTERN-15-H	5015	H07	3	
E049	AUTO WORKER TRAINEE-15-H	5015	H06	2	Map to Youth Apprentice
E056	CCTV INSPEC TECH - 15	5015	09	115	
E004	CONSTRUCT INSP 1-15	5015	09	115	
E005	CONSTRUCT INSP 2-15	5015	11	117	
E006	CUSTODIAL WKR-15-H	5015	H05	2	Map to Building Cleaner
E007	CUSTODIAL WORKER 2-15	5015	03A	107	
E054	CUSTODIAL WORKER 2-15 PT	5015	03AP	107	
E008	CUSTODIAL WORKER 3-15	5015	05A	109	
E009	ENGR ASST 1-15-H	5015	H02	5	
E010	ENGR ASST 2-15-H	5015	H03	6	
E011	ENGR FIELD AIDE-15	5015	07	112	
E012	ENGR FIELD AIDE-15-H	5015	H04	4	
E015	ENGR OPER MAINT WKR-15	5015	07	112	
E045	ENGR OPR LDWKR 1-15	5015	07	113	
E046	ENGR OPR LDWKR 2-15	5015	09	115	
E047	ENGR OPR LDWKR 3-15	5015	10	116	
E016	FACILITY MAINT WKR-15	5015	05A	109	
E048	FLEET MAINT PROG ADMIN-15	5015	11	117	
E017	FLEET PARTS TECH-15	5015	06	111	
E018	FLEET SERVICE PARTS LDWKR-15	5015	08	113	
E019	FLEET TECH-15	5015	09A	115A	
E020	FLEET TIRE TECH-15	5015	06	111	
E052	LIB FACILITY & MAINT COORD-15	5015	12	118	
E021	LIB MAINT COORD-15	5015	11	117	
E022	MAINT MECH 1-15	5015	08	113	
E023	MAINT MECH 2-15	5015	09	115	
E024	MASTER AUTO BODY TEC-15	5015	09	116	
E025	OPERATING ASST-15	5015	09	115	
E026	OPERATING MAINT WKR-15	5015	07	112	
E027	OPERATIONS CLERK-15	5015	06	111	
E053	PUB WKS LABORER-15	5015	02	104	
E043	S/D MAINT TECH 1	5015	07	112	
E044	S/D MAINT TECH 2 - 15	5015	08	113	
E030	SMO 1-15	5015	04	110	
E031	SMO 2-15	5015	05	111	
E032	SMO 3-15	5015	07	112	
E033	SSMO 1-15	5015	04	110	
E034	SSMO 2-15	5015	05	111	

E035	SSMO 3-15	5015	07	112	
E036	SSMW 1-15	5015	03	107	
E037	SSMW 1-15-H	5015	H01	3	Map to Laborer
E038	SSMW 2-15	5015	06	111	
E055	STREETS OPER LEADWORKER-15	5015	09	115	
E040	SURVEYOR 1-15	5015	12	118	
E041	WELDER-15	5015	09	115	
F001	ARBORIST 1-16	6316	11	111	
F002	ARBORIST 2-16	6316	13	113	
F003	ARBORIST ASST-16-H	6316	H01	4	
F004	ARCHITECT AIDE 1-16	6316	127	112	
F005	ARCHITECT AIDE 2-16	6316	14	114	
F006	ASSESS TECH 1-16	6316	087	108	
F007	ASSESS TECH 2-16	6316	107	110	
F008	ATTENDANT-16-H	6316	H04	2	
F009	AUTO MECH-16	6316	13	113	
F010	AUTO SVS WKR-16	6316	087	108	
F011	BUILDING CLEANER-16-H	6316	H05	2	
F228	BUILDING MAINT COORD-16	6316	16	116	
F012	BUYER 1-16	6316	167	116	
F013	BUYER 2-16	6316	187	118	
F230	BUYER 3-16	6316	207	120	
F224	CDA SECURITY MONITOR-16 PT	6316	09P	109	
F015	CEMETERY OPRS LDWKR-16	6316	14	114	
F016	CIVIL TECH 1-16	6316	127	112	
F232	CIVIL TECH 1-16 PT	6316	127P	112	
F017	CIVIL TECH 2-16	6316	147	114	
F237	CIVIL TECH 2-16 PT	6316	147P	114	
F018	CODE ENFORCE OFF 1-16	6316	137	113	
F019	CODE ENFORCE OFF 2-16	6316	167	116	
F020	CODE ENFORCE OFF 3-16	6316	197	119	
F021	CODE ENFORCE OFF 4-16	6316	207	120	
F022	COM OPER LDWKR-16	6316	20	120	
F024	COMM CTR OPER-16-H	6316	H06	3	
F194	COMM PARA 1-16	6316	15	115	
F214	COMM PARA 1-16-PT	6316	157P	115	
F195	COMM PARA 2-16	6316	17	117	
F227	COMM PARA 2-16-PT	6316	177P	117	
F026	COMMUNIC TECH 1-16	6316	147	114	
F027	COMMUNIC TECH 2-16	6316	177	117	
F023	COMMUNIC TECH 3-16	6316	187	118	
F028	COMMUNICATION WKR-16	6316	117	111	
F029	CONC/BOAT LAUNCH COORD-16-H	6316	H07	3	
F031	CONS CURATOR ASST 1-16-H	6316	H10	4	
F032	CONS CURATOR ASST 2-16-H	6316	H11	5	
F030	CONS CURATOR ASST-16	6316	09	109	
F033	CONS RANGER 1-16-H	6316	H08	4	
F034	CONS RANGER 2-16-H	6316	H09	5	
F035	CONSERVATION TECH-16	6316	12	112	

F036	CONSTRUCT INSP 1-16-H	6316	H12	4	
F223	CONTROL SYSTEMS TECH-16	6316	20	120	
F037	CROSS CONNECT CTRL INSPEC-16	6316	16	116	
F039	CUSTODIAL WKR 1-16	6316	02	102	
F204	CUSTODIAL WKR 1-16 PT	6316	02P	102	
F040	CUSTODIAL WKR 2-16	6316	07	107	
F176	CUSTODIAL WKR 2-16 PT	6316	07P	107	
F041	CUSTODIAL WKR 3-16	6316	09	109	
F225	CUSTOMER SERVICE AMBASSADOR	6316	04	104	
F226	CUSTOMER SVC AMBASSADOR-16 PT	6316	04P	104	
F218	DIGITAL MEDIA SPECIALIST-16	6316	147	114	
F219	DIGITAL MEDIA SPECIALIST-16 PT	6316	147P	114	
F042	DISPATCHER-16	6316	10	110	
F185	ECONOMIC DEV PROG COORD - 16	6316	177	117	
F043	ELEC/HEAT INSPECTOR-16	6316	197	120	
F046	ELEVATOR CODE ENFC OFF 1-16	6316	197	119	
F047	ELEVATOR CODE ENFC OFF 2-16	6316	207	121	
F049	ENGR AIDE 1-16	6316	117	111	
F050	ENGR AIDE 2-16	6316	137	113	
F051	ENGR AIDE 3-16	6316	147	114	
F048	ENGR AIDE-16-H	6316	H14	4	
F052	ENGR PROG SPEC 1-16	6316	177	117	
F053	ENGR PROG SPEC 2-16	6316	197	119	
F054	EQPT OPR 1-16	6316	09	109	
F055	EQPT OPR 2-16	6316	10	111	
F056	EQPT OPR 3-16	6316	12	112	
F057	EVENT AIDE-16-H	6316	H15	2	
F058	FACILITY MAINT WKR-16	6316	09	109	
F060	FIELD SERV REP 1-16	6316	09	109	
F061	FIELD SERV REP 2-16	6316	11	111	
F062	FIELD SERV REP 3-16	6316	13	113	
F063	FIELD SERVICE ANALYST-16	6316	147	114	
F212	FIELD SERVICE LDWKR 1-16	6316	14	115	
F213	FIELD SERVICE LDWKR 2-16	6316	15	116	
F064	FIRE CODE ENFORCE 1-16	6316	137	114	
F065	FIRE CODE ENFORCE 2-16	6316	167	117	
F066	FIRE CODE ENFORCE 3-16	6316	197	119	
F067	FIRE CODE ENFORCE 4-16	6316	207	121	
F068	FIRE ED/ENFC OFF 1-16	6316	137	113	
F069	FIRE ED/ENFC OFF 2-16	6316	167	117	
F208	FOOD/BEVERAGE SERV-H	6316	H43	1	
F070	FORENSIC LAB TECH-16	6316	117	111	
F072	FORESTRY SPEC ASST-16-H	6316	H16	5	
F071	FORESTRY SPEC-16	6316	15	115	
F073	GARDENER-16	6316	09	109	
F177	GARDENER-16 PT	6316	09P	109	
F074	GARDENER-LEAD-16	6316	12	112	
F233	GOLF COURSE SUPERINTENDENT 1	6316	12	112	

F234	GOLF COURSE SUPERINTENDENT 2	6316	13	113	
F235	GOLF COURSE SUPERINTENDENT 3	6316	15	115	
F222	HEAD LIFEGUARD 16-H	6316	H21	4	
F078	HORTICULTURIST-16	6316	15	115	
F079	HSG MAINT WKR-16	6316	10	110	
F080	LABORER-16-H	6316	H18	3	
F082	LIB SECURITY MTR-16-H	6316	H40	4	
F220	LIFEGUARD 16-H	6316	H19	2	
F086	M.T. COMMAND CTR OPER-16	6316	07	108	
F087	M.T. OPER LDWKR-16	6316	09	109	
F088	M.T. OPERS WKR-16	6316	07	107	
F178	M.T. OPERS WKR-16 PT	6316	07P	107	
F089	M.T. TECH SERVS SPEC 1-16	6316	14	114	
F090	M.T. TECH SERVS SPEC 2-16	6316	15	115	
F091	MAINT ELECT 2-16	6316	19	119	
F092	MAINT ELECT 1-16	6316	16	118	
F093	MAINT MECH 1-16	6316	13	113	
F179	MAINT MECH 1-16 PT	6316	13P	113	
F094	MAINT MECH 2-16	6316	15	115	
F095	MAINT PAINTER-16	6316	13	113	
F096	MAINT WORKER-16	6316	11	111	
F097	MAINT WORKER-16-H	6316	H22	3	
F098	MASTER MECHANIC-16	6316	15	115	
F099	OPERATIONS CLERK-16	6316	107	111	
F238	PARKS CONSTRUCTION SPEC 1-16	6316	12	112	
F239	PARKS CONSTRUCTION SPEC 2-16	6316	14	114	
F205	PARKS WORKER-16	6316	04	104	
F206	PARKS WORKER16-PT	6316	04P	104	
F100	PKG CASHIER-16	6316	02	102	
F180	PKG CASHIER-16 PT	6316	02P	102	
F101	PKG CASHIER-16-H	6316	H25	3	
F102	PKG ENFC LDWKR-16	6316	13	113	
F104	PKG ENFC OFF-16	6316	11	111	
F106	PKG EQUIP MECH-16	6316	10	110	
F107	PKG EQUIP TECH 1-16	6316	12	112	
F109	PKG MAINT WKR 1-16	6316	09	109	
F110	PKG MAINT WKR 2-16	6316	11	112	
F111	PKG REVENUE LDWKR-16	6316	11	111	
F181	PKG REVENUE LDWKR-16 PT	6316	11P	111	
F112	PKG SERVICE WKR-16	6316	08	109	
F113	PKG TECH AIDE-16	6316	117	114	
F115	PKS EQUIP MECH 1-16	6316	13	113	
F116	PKS EQUIP MECH 2-16	6316	15	115	
F117	PKS MAINT MECHANIC-16	6316	14	114	
F118	PKS MAINT WKR-16	6316	09	109	
F186	PKS MAINT WKR-16 PT	6316	09P	109	
F119	PKS OPR LDWKR-16	6316	14	114	
F198	PKS RANGER 1-16-H	6316	H41	4	
F199	PKS RANGER 2-16-H	6316	H42	5	

F196	PKS RANGER LDWKR-16	6316	12	113	
F197	PKS RANGER-16	6316	10	110	
F203	PKS RANGER-16 PT	6316	10P	110	
F120	PLAN REVIEW SPEC 1-16	6316	137	113	
F121	PLAN REVIEW SPEC 2-16	6316	167	116	
F122	PLAN REVIEW SPEC 3-16	6316	197	119	
F123	PLAN REVIEW SPEC 4-16	6316	207	120	
F124	PLAYGROUND TECH-16	6316	14	114	
F125	PLUMB/HEAT INSPECTOR-16	6316	197	120	
F192	POLICE PROPERTY CLK 1-16	6316	077	107	
F193	POLICE PROPERTY CLK 2-16	6316	087	109	
F207	PRODUCTION TECH-H	6316	H44	3	
F127	PROPERTY APPRAISER 1-16	6316	157	115	
F128	PROPERTY APPRAISER 2-16	6316	187	118	
F129	PROPERTY APPRAISER 3-16	6316	207	120	
F130	PROPERTY APPRAISER 4-16	6316	217	121	
F236	PROPERTY APPRAISER 4-16-PT	6316	217P	121	
F132	PROPERTY CODE INSP 1-16	6316	107	110	
F133	PROPERTY CODE INSP 2-16	6316	117	111	
F190	PROPERTY CODE INSP 3-16	6316	137	114	
F134	PUB WKS LEADWKR-16	6316	12	113	
F135	PUB WKS MAINT WKR 1-16	6316	08	108	
F136	PUB WKS MAINT WKR 2-16	6316	09	109	
F137	PUB WKS MAINT WKR 3-16	6316	11	111	
F140	SECTION 8 INSPECTOR-16	6316	137	113	
F141	SECURITY OFF-16-H	6316	H30	4	
F142	SIGN PAINTER-16	6316	13	113	
F183	ST VENDING MONITOR-16 PT	6316	09P	109	
F229	STOREKEEPER-16	6316	12	112	
F147	STR VENDOR MONITOR-16-H	6316	H34	3	
F143	STREET VENDING MONITOR-16	6316	09	109	
F221	SWIM INSTRUCTOR 16-H	6316	H20	3	
F151	TRAFF CONT MAINT WKR-16	6316	10	110	
F153	TRAFF OPER LDWKR-16	6316	15	115	
F154	TRAFF SIG ELECTR 1-16	6316	14	115	
F155	TRAFF SIG ELECTR 2-16	6316	17	117	
F157	TRAFF SIG ELECTR 3-16	6316	18	118	
F156	TRAFF SIG MAINT WKR-16	6316	11	111	
F189	TRAFF SYS/NET SPEC	6316	22	122	
F200	WATER CIVIL TECH 1-16	6316	12	112	
F201	WATER CIVIL TECH 2-16	6316	14	114	
F202	WATER CIVIL TECH 3-16	6316	16	116	
F231	WATER HYDRANT INSPEC-16	6316	13	113	
F161	WATER ONE CALL COORD-16	6316	11	111	
F209	WATER QUALITY SAMPLER 1-16	6316	09	111	
F210	WATER QUALITY SAMPLER 2-16	6316	11	113	
F211	WATER QUALITY SAMPLER 3-16	6316	13	114	
F165	WATER UTIL OPR LDWKR-16	6316	16	116	
F166	WATERWKS MAINT WKR-16	6316	09	109	

F167	WATERWKS OPR 1-16	6316	12	112	
F215	WATERWKS OPR 2-16	6316	17	117	
F169	WELDER-16	6316	14	115	
F170	WGTS MEASURES INSP 1-16	6316	137	113	
F171	WGTS MEASURES INSP 2-16	6316	167	116	
F172	WGTS MEASURES INSP 3-16	6316	187	118	
F188	WGTS MEASURES INSPERT 1-16 PT	6316	13P	113	
F173	ZONING ADMIN ASST-16	6316	197	119	
F174	ZONING CODE OFF 1-16	6316	137	113	
F175	ZONING CODE OFF 2-16	6316	167	116	
J089	ACC TECH 3-20 PT	6320	16P	114	
J002	ACCT CLERK 1-20	6320	07	105	
J003	ACCT CLERK 2-20	6320	09	107	
J104	ACCT CLERK 2-20 PT	6320	09P	107	
J004	ACCT CLERK 3-20	6320	11	109	
J005	ACCT TECH 1-20	6320	13	111	
J006	ACCT TECH 2-20	6320	14	112	
J001	ACCT TECH 3-20	6320	16	114	
J007	ADMIN AIDE 1-20-H	6320	H01	3	
J008	ADMIN AIDE 2-20-H	6320	H02	4	
J009	ADMIN AIDE 3-20-H	6320	H03	5	
J010	ADMIN ASST-20	6320	14	112	
J107	ADMIN ASST-20 PT	6320	14P	112	
J011	ADMIN CLK 1-20	6320	09	107	
J090	ADMIN CLK 1-20 PT	6320	09P	107	
J012	ADMIN CLK 1-20-H	6320	H04	3	
J014	ADMIN SUPPORT CLK 1-20	6320	07	105	
J015	ADMIN SUPPORT CLK 2-20	6320	10	108	
J127	CERT MUNI CLK-20	6320	15	113	
J130	CERT MUNI CLK-20 PT	6320	15P	113	
J022	CLERK 1-20	6320	03	101	
J023	CLERK 1-20-H	6320	H08	2	
J024	CLERK 2-20	6320	06	104	
J025	CLERK-TYP 1-20	6320	03	101	
J026	CLERK-TYP 1-20-H	6320	H09	2	
J027	CLERK-TYP 2-20	6320	06	104	
J094	CLERK-TYP 2-20 PT	6320	06P	104	
J108	CLERK-TYPT 1-20 PT	6320	03P	101	
J105	COM DEV TECH 1-20	6320	14	112	
J106	COM DEV TECH 2-20	6320	16	115	
J119	DOC SERVS LDWKR-20	6320	14	112	
J117	DOC SERVS SPEC 1-20	6320	08	106	
J118	DOC SERVS SPEC 2-20	6320	11	109	
J031	FIN OPER LDWKR-20	6320	12	111	
J032	GIFT SHOP SALES LDWKR-20	6320	11	109	
J033	GRAPHICS TECH-20	6320	09	109	
J095	GRAPHICS TECH-20 PT	6320	09P	109	
J123	HIGH SCHOOL INTERN-20-H	6320	H16	2	Map to Youth Apprentice
J109	HSG SPEC 1-20	6320	11	110	

J110	HSG SPEC 2-20	6320	13	111	
J111	HSG SPEC 3-20	6320	14	113	
J112	HSG SPEC OUTREACH COORD-20	6320	13	111	
J132	HSG SPEC OUTREACH COORD-20 PT	6320	13P	111	
J041	INFORMATION CLERK-20	6320	07	105	
J097	INFORMATION CLERK-20 PT	6320	07P	105	
J042	JUD SUPPORT CLK 1-20	6320	09	107	
J043	JUD SUPPORT CLK 2-20	6320	11	109	
J044	JUD SUPPORT CLK 3-20	6320	14	112	
J124	LEGAL ADMIN ASST 1-20	6320	10	108	Will be eliminated and replaced with Legal Office Asst
J125	LEGAL ADMIN ASST 2-20	6320	11	109	
J045	LEGAL OFFICE ASST-20	6320	08	108	
J120	LEGIS MGMT SYSTEM SPEC-20	6320	16	114	
J046	M.T. BOOKING COORD-20	6320	11	109	
J048	M.T. EVENT COORD-20	6320	13	111	
J047	M.T. EVENT COORD-20-H	6320	H10	5	
J116	MAYORAL OFF CLK-20	6320	10	109	
J049	MUNI CLK 1-20	6320	09	107	
J115	MUNI CLK 1-20 PT	6320	09P	107	
J126	MUNI CLK 2-20	6320	12	110	
J131	MUNI CLK LEADWORKER-20	6320	17	115	
J051	OLBRICH GARDENS ATTD-20-H	6320	H11	4	
J052	ORD REVISIONS SPEC-20	6320	14	112	
J056	PKG REVENUE CLK-20	6320	07	105	
J059	PLAN TECH-20	6320	17	115	
J121	POLICE CASE REPORT LEADWKR- 20	6320	11	110	
J060	POLICE RCDS SVS CLK-20	6320	08	106	
J122	POLICE RECORDS SVCS CLERK PT	6320	08P	106	
J061	POLICE REPORT TYP 1-20-H	6320	H12	2	
J065	POLICE RPT TYPIST 1-20	6320	04	102	
J113	POLICE RPT TYPIST 1-20 PT	6320	04P	102	
J066	POLICE RPT TYPIST 2-20	6320	08	106	
J098	POLICE RPT TYPIST 2-20 PT	6320	08P	106	
J067	PROF AIDE 1-20-H	6320	H13	5	
J068	PROF AIDE 2-20-H	6320	H14	6	
J069	PROF ASST-20-H	6320	H15	7	
J070	PROGRAM ASST 1-20	6320	11	109	
J099	PROGRAM ASST 1-20 PT	6320	11P	109	
J071	PROGRAM ASST 2-20	6320	12	110	
J103	PROGRAM ASST 2-20 PT	6320	12P	110	
J072	PROGRAM ASST 3-20	6320	13	111	
J073	PROPERTY LISTER 1-20	6320	09	107	
J074	PROPERTY LISTER 2-20	6320	11	109	
J075	PROPERTY LISTER 3-20	6320	13	111	
J077	S.C. VOLUNTEER COORD-20	6320	12	110	
J078	SALES CLERK-20	6320	06	104	
J100	SALES CLERK-20 PT	6320	06P	104	

J129	TECH OPER ASSISTANT-20	6320	17	115	
J084	TENANT SVS AIDE-20	6320	12	110	
J114	TENANT SVS AIDE-20 PT	6320	12P	110	
J086	WATER UTIL ACCT/COMP SPEC-20	6320	16	114	
V001	CROSSING GUARD-83-H	6383	01P	4A	
V002	SUB CROSSING GUARD-83	6383	01P	4A	
N003	LIBRARY PAGE-31-H	6431	H01	3	
O001	ACCT CLERK 3-32	6432	06	109	
O002	ACCT CLK 1-32	6432	03	105	
O003	ACCT CLK 2-32	6432	04	107	
O004	ACCT TECH 1-32	6432	08	111	
O005	ACCT TECH 2-32	6432	09	112	
O006	ACCT TECH 3-32	6432	11	114	
O023	ACCTG TECH 1-32-PT	6432	08P	111	
O007	ADMIN CLK 1-32	6432	04	107	
O019	ADMIN CLK 1-32 PT	6432	04P	107	
O009	CLERK 1-32	6432	01	101	
O025	CLERK 1-32 PT	6432	01P	101	
O010	CLERK 2-32	6432	02	104	
O020	CLERK 2-32 PT	6432	02P	104	
O011	CLERK-TYP 1-32	6432	01	101	
O024	CLERK-TYP 1-32 PT	6432	01P	101	
O012	CLERK-TYP 2-32	6432	02	104	
O021	CLERK-TYP 2-32 PT	6432	02P	104	
O014	LIB COMP TECH-32	6432	05	108	
O015	LIBRARY ASST 1-32	6432	05	108	
O022	LIBRARY ASST 1-32 PT	6432	05P	108	
O016	LIBRARY ASST 2-32	6432	07	110	
O017	LIBRARY PRESS OPR-32	6432	04	107	
O018	PROG ASST 1-32	6432	06	109	
P003	LIBRARIAN 1-33	6433	01	115	
P006	LIBRARIAN 1-33 PT	6433	01P	115	
P004	LIBRARIAN 2-33	6433	02	117	
P007	LIBRARIAN 2-33 PT	6433	02P	117	
P005	LIBRARIAN 3-33	6433	03	119	
P001	LIBRARY COMPT SPEC 1-33	6433	01	114	
P002	LIBRARY COMPT SPEC 2-33	6433	02	117	
P008	LIBRARY IT SPEC 1-33	6433	02	117	
P009	LIBRARY IT SPEC 2-33	6433	03	119	
P010	LIBRARY IT SPEC 3-33	6433	04	121	
P011	LIBRARY PROG ADMINISTRATOR-33	6433	01	114	
U016	BUILDING & TRADES FOREPERS-71	7071	05	120	
U001	CARPENTER-71	7071	03	115	
U002	ELECTRICIAN-71	7071	04	119	
U015	HELPER-71	7071	H01	4	
U005	PAINTER LEADWORKER-71	7071	02	114	
U004	PAINTER-71	7071	01	112	
U006	PLUMBER-71	7071	04	118	

G009	ADMIN ASST-17	8517	14	112	
G013	AQUATICS SUPV-17-H	8517	H02	6	
G061	CONSULTANT-17-H	8517		9	
G069	FIRE/EMS APPRENTICE-17 H	8517			No change
G034	MAYORAL OFF CLK-17	8517	10	109	
G035	MGT INTERN 1-17-H	8517	H14	3	
G036	MGT INTERN 2-17-H	8517	H15	4	
G042	POOL MGR-17-H	8517	H34	7	
G043	PROF AIDE 1-17-H	8517	H30	5	
G044	PROF AIDE 2-17-H	8517	H31	6	
G045	PROF AIDE 3-17-H	8517	H32	7	
G046	PROF ASST-17-H	8517	H33	8	
G055	SUMMER YOUTH CORP MEMBER-H	8517	H21	1	
S001	TRANS EMPL REL ASST-43	8543	11	200	
H318	AA MGR-18	8618	15	215	
H002	ACCOUNTANT 1-18	8618	06	206	
H281	ACCOUNTANT 1-18 PT	8618	06P	206	
H003	ACCOUNTANT 2-18	8618	08	208	
H275	ACCOUNTANT 2-18 PT	8618	08P	208	
H004	ACCOUNTANT 3-18	8618	10	210	
H005	ACCOUNTANT 4-18	8618	12	212	
H007	ADMIN ANAL 1-18	8618	06	206	
H008	ADMIN ANAL 2-18	8618	08	208	
H009	ADMIN ANAL 3-18	8618	10	210	
H010	ADMIN ANAL 4-18	8618	12	212	
H047	ADMIN SVRS SUPV-18	8618	06	206	
H358	ADMIN SUPV-18	8618	03	203	
H404	ADMIN SUPV-18-PT	8618	03P	203	
H011	AFF ACTION SPEC-18	8618	10	210	
H012	ARCHITECT 1-18	8618	06	206	
H013	ARCHITECT 2-18	8618	08	208	
H014	ARCHITECT 3-18	8618	10	210	
H015	ARCHITECT 4-18	8618	12	212	
H389	ARTS & CULTURE ADMINISTRATOR	8618	12	212	
H329	ASSESSMENT BUSINESS SYS MGR	8618	14	214	
H330	ASSESSMENT OPERATIONS MGR	8618	14	214	
H344	ASSET MGR 1-18	8618	10	210	
H345	ASSET MGR 2-18	8618	12	212	
H416	ASSISTANT FINANCE DIR-18	8618	19	219	
H391	ASSISTANT IT DIRECTOR-18	8618	17	218	
H019	ASST CITY ENGINEER-18	8618	17	217	
H020	ASST CITY TRAFFIC ENGR-18	8618	17	217	
H354	ASST CONSTRUCTION MGR 1-18	8618	06	206	
H355	ASST CONSTRUCTION MGR 2-18	8618	08	208	
H021	ASST PKS SUPERINTENDENT-18	8618	16	216	
H423	ASST. CITY FORESTER-18	8618	10	210	
H422	BENEFITS MGR-18	8618	15	215	
H022	BLDG MAINT SUPV-18	8618	06	206	

H024	BOTANICAL CENTER DIR-18	8618	138	213	
H287	BUSINESS DEV SPEC 1-18	8618	06	206	
H288	BUSINESS DEV SPEC 2-18	8618	08	208	
H289	BUSINESS DEV SPEC 3-18	8618	10	210	
H290	BUSINESS DEV SPEC 4-18	8618	12	212	
H390	CDA ADMISSION-ELIGIBILITY SUP	8618	05	205	
H030	CHILD CARE PROG SPEC 1-18	8618	06	206	
H031	CHILD CARE PROG SPEC 2-18	8618	08	208	
H327	CHILD CARE PROG SPEC 3-18	8618	10	210	
H401	CITY FORESTER-18	8618	138	213	
H407	CLIENT SVCS MGR-18	8618	12	212	
H039	COMM CO LEG ANAL-18	8618	08	208	
H411	COMM DEV MANAGER-18	8618	15	215	
H294	COMM DEV PROG MGR-18	8618	14	214	
H034	COMM DEV SPEC 1-18	8618	06	206	
H035	COMM DEV SPEC 2-18	8618	08	208	
H036	COMM DEV SPEC 3-18	8618	10	210	
H299	COMM DEV SPEC 3-18 PT	8618	10P	210	
H037	COMM DEV SPEC 4-18	8618	12	212	
H326	COMM DEV SPEC 4-18 PT	8618	12P	212	
H041	COMM EVENTS COORD-18	8618	02	202	
H380	COMM RELATIONS SPEC-18	8618	04	204	
H388	COMM RELATIONS SPEC-18 PT	8618	04P	204	
H045	COMMUNIC OPER SUPV-18	8618	128	212	
H283	COMP MAP/GIS COORD-18	8618	13	213	
H048	CONS RESOURCE SUPV-18	8618	088	208	
H356	CONSTRUCTION MGR 1-18	8618	10	210	
H357	CONSTRUCTION MGR 2-18	8618	12	212	
H316	CONSTRUCTION SUPV-18	8618	09	209	
H233	CONTRACT COMP SPEC 1	8618	04	204	
H234	CONTRACT COMP SPEC 2	8618	06	206	
H235	CONTRACT COMP SPEC 3	8618	08	208	
H312	CRIME ANALYST 1-18	8618	06	206	
H313	CRIME ANALYST 2-18	8618	08	208	
H399	CRIME ANALYST 3-18	8618	10	210	
H050	CROSSING GUARD SUPV-18	8618	03	203	
H223	CROSSING GUARD SUPV-18 PT	8618	038P	203	
H284	CTRL SYS PROG-18	8618	12	212	
H051	CUST SERV SUPV-18	8618	11	211	
H332	DATA ANALYST 1	8618	06	206	
H333	DATA ANALYST 2	8618	08	208	
H412	DATA ANALYST 2 PT	8618	08P	208	
H334	DATA ANALYST 3	8618	10	210	
H335	DATA ANALYST 4	8618	12	212	
H052	DEPUTY CITY ATTY-18	8618	22	222	
H425	DEPUTY CITY CLERK-18	8618	10	210	
H325	DIGITAL MEDIA SUPERVISOR-18	8618	10	210	
H353	DIS RGTS & SVS PRG COORD-18	8618	10	210	
H310	DPCED ADMIN SERVS MGR-18	8618	15	215	

H429	DPCED ADMIN SERV MGR-18-PT	8618	15P	215	
H402	EAP SPECIALIST 3-18	8618	10	210	
H055	ECON DEV SPEC-18	8618	12	212	
H057	EE & LABOR MGR-18	8618	17	217	
H382	ELECTRICAL OPER SUPV-18	8618	138	213	
H398	EMERGENCY MGMT COORD	8618	11	211	
H058	EMP ASST SPEC 1-18	8618	06	206	
H059	EMP ASST SPEC 2-18	8618	08	208	
H060	ENGINEER 1-18	8618	06	206	
H061	ENGINEER 2-18	8618	08	208	
H062	ENGINEER 3-18	8618	10	210	
H063	ENGINEER 4-18	8618	12	212	
H268	ENGR FINANCIAL MGR	8618	16	216	
H236	ENGR OPER MGR	8618	158	215	
H066	ENGR OPR SUPV-18	8618	12	212	
H418	ENTERPRISE ACCOUNTANT 1-18	8618	12	212	
H419	ENTERPRISE ACCOUNTANT 2-18	8618	13	213	
H420	ENTERPRISE ANALYST 1-18	8618	12	212	
H421	ENTERPRISE ANALYST 2-18	8618	13	213	
H417	ENTERPRISE PROGRAM SUP-18	8618	14	214	
H361	EO INVESTIGATOR 1	8618	04	204	
H362	EO INVESTIGATOR 2	8618	06	206	
H363	EO INVESTIGATOR 3	8618	08	208	
H372	EQT SOC JUSTICE MGR-18	8618	15	215	
H317	EQUAL OPPT MGR-18	8618	15	215	
H256	EQUITY COORD-18	8618	10	210	
H071	FAC/SUS MGR-18	8618	16	216	
H415	FIELD OPER SUPV-18	8618	108	210	
H413	FINANCE/ADMIN MGR-18	8618	12	212	
H072	FIRE ADM SERV MGR-18	8618	14	214	
H073	FIRE MARSHAL-18	8618	16	217	
H074	FIRE PROTECTION ENGR-18	8618	12	212	
H077	FLEET OPER MGR-18	8618	138	213	
H078	FLEET PROG MGR-18	8618	138	213	
H286	FOOD POLICY ADMIN-18	8618	10	210	
H311	FORENSIC VIDEO ANALYST-18	8618	08	208	
H304	FORESTRY OPR SUPV-18	8618	088	208	
H393	GIS SPECIALIST 1-18	8618	06	206	
H394	GIS SPECIALIST 2-18	8618	08	208	
H395	GIS SPECIALIST 3-18	8618	10	210	
H396	GIS SPECIALIST 4-18	8618	12	212	
H237	GOLF CLUB OPER SUPV 1-18	8618	058	206	
H238	GOLF CLUB OPER SUPV 2-18	8618	068	207	
H403	GOLF OPERATIONS DIRECTOR-18	8618	138	213	
H084	GRANT WRITER-18	8618	08	208	
H085	GRANTS ADMIN 1-18	8618	06	206	
H086	GRANTS ADMIN 2-18	8618	08	208	
H297	GRANTS ADMIN 2-18-PT	8618	08P	208	
H087	GRANTS ADMIN 3-18	8618	10	210	

H088	GRANTS ADMIN 4-18	8618	12	212	
H224	GRANTS ADMIN 4-18 PT	8618	12P	212	
H341	HEARINGS/ACCOM SPEC1-18	8618	05	205	
H342	HEARINGS/ACCOM SPEC2-18	8618	07	207	
H089	HORTICULTURE SUPV-18	8618	088	208	
H090	HR SERV MGR-18	8618	17	217	
H091	HRA 1-18	8618	06	206	
H092	HRA 2-18	8618	08	208	
H093	HRA 3-18	8618	10	210	
H409	HRA 4-18	8618	12	212	
H095	HSG ASST PROGRAM SUPV-18	8618	08	209	
H097	HSG INSPECTION SUPV-18	8618	12	212	
H098	HSG MAINT SUPV-18	8618	08	208	
H099	HSG MOD GRTS MGR-18	8618	08	209	
H387	HSG OPER ANALYST-18	8618	12	212	
H102	HSG REHAB SPEC-18	8618	08	208	
H103	HSG SITE MGR-18	8618	08	209	
H107	HYDROGEOLOGIST 1-18	8618	06	206	
H104	HYDROGEOLOGIST 2-18	8618	08	208	
H105	HYDROGEOLOGIST 3-18	8618	10	210	
H225	HYDROGEOLOGIST 3-18 PT	8618	10P	210	
H106	HYDROGEOLOGIST 4-18	8618	12	212	
H373	INTERNAL AUDIT MGR-18	8618	16	216	
H305	IT ADMIN SERV MGR-18	8618	16	216	
H250	IT APP DEV MGR-18	8618	16	216	
H400	IT PROJ & RECORD MGMT COORD	8618	10	210	
H245	IT SPEC 1-18	8618	06	206	
H246	IT SPEC 2-18	8618	08	208	
H247	IT SPEC 3-18	8618	10	210	
H253	IT SPEC 3-18 PT	8618	10P	210	
H248	IT SPEC 4-18	8618	12	212	
H251	IT TECH SERV MGR-18	8618	16	216	
H110	LABOR RELATIONS SPEC-18	8618	12	212	
H112	LANDSCAPE ARCHITECT 1-18	8618	068	206	
H113	LANDSCAPE ARCHITECT 2-18	8618	088	208	
H114	LANDSCAPE ARCHITECT 3-18	8618	108	210	
H111	LANDSCAPE ARCHITECT 4-18	8618	128	212	
H115	LANDSCAPE CONSTR SUP-18	8618	088	208	
H119	LIB MEDIA COORD-18	8618	10	210	
H226	LIB MEDIA COORD-18 PT	8618	10P	210	
H120	LIB PROG COORD-18	8618	04	204	
H122	LIBRARIAN SUPV-18	8618	10	210	
H267	LIBRARY ASSOC DIR-18	8618	16	216	
H117	LIBRARY BUS OPER MGR-18	8618	14	214	
H258	LIBRARY FACILITIES MGR-18	8618	12	212	
H282	LIBRARY PROGRAM SUPV-18	8618	10	210	
H426	LIBRARY SUPERVISOR 1-18	8618	08	208	
H427	LIBRARY SUPERVISOR 2-18	8618	09	209	
H428	LIBRARY SUPERVISOR 3-18	8618	10	210	

H291	M.T. ASSOC DIRECTOR-18	8618	15	215	
H135	M.T. ASST OPERATIONS MGR-18	8618	05	205	
H136	M.T. ASST OPERATIONS SUPV-18	8618	04	204	
H254	M.T. BLDG MAINT SUPV-18	8618	08	208	
H303	M.T. BUSINESS MGR-18	8618	10	210	
H127	M.T. COM.REL.SUPV-18	8618	08	209	
H125	M.T. EVENT SERVS MGR-18	8618	06	206	
H323	M.T. GIFT SHOP MGR-18	8618	04	204	
H360	M.T. OPERATIONS MGR-18	8618	08	208	
H126	M.T. VOL/TOUR COORD-18	8618	03	203	
H129	MAD PKS FD COORD-18	8618	08	208	
H279	MAINT/REPR COORD-18	8618	078	207	
H293	MAYOR'S OFF ADMIN COORD-18	8618	08	208	
H364	MENTAL HEALTH SPECIALIST	8618	10	210	
H346	MKTG/COMMUN SPEC PT-18	8618	04P	204	
H130	MKTG/COMMUN SPEC-18	8618	04	204	
H276	OCC/ACC SPEC 1-18	8618	06	206	
H277	OCC/ACC SPEC 2-18	8618	08	208	
H278	OCC/ACC SPEC 3-18	8618	10	210	
H139	OLBR FAC/VOL COORD-18	8618	03	203	
H239	ORG HEALTH/DEV MGR-18	8618	15	215	
H140	ORGAN DEV/TRAIN OFF-18	8618	12	212	
H383	ORGAN DEV/TRAIN OFF-18 PT	8618	12P	212	
H374	PARALEGAL-18	8618	05	205	
H308	PARALEGAL-MEDIATOR 1-18	8618	05	205	
H309	PARALEGAL-MEDIATOR 2-18	8618	07	207	
H408	PARALEGAL-MEDIATOR 3-18	8618	09	209	
H414	PARKING DIV DIR-18	8618	17	217	
H359	PARKS PROG COORD-18	8618	04	204	
H321	PED BICYCLE ADMIN-18	8618	12	212	
H370	PED BICYCLE OUTREACH SPEC-18	8618	04	204	
H143	PKG ANALYST-18	8618	08	208	
H322	PKG COMM OUTREACH SPEC-18	8618	04	204	
H144	PKG ENFC FIELD SUPV-18	8618	05	205	
H145	PKG ENFC SUPV-18	8618	088	208	
H266	PKS COMM SERVS MGR-18	8618	14	214	
H152	PKS FAC/MAINT SUPV-18	8618	108	210	
H154	PKS GEN SUPV-18	8618	088	208	
H155	PKS OPER MGR-18	8618	148	214	
H156	PKS PLAN/DEV MGR-18	8618	14	214	
H081	PLAN GIS SPECIALIST-18	8618	09	This will become a GIS Specialist 3	
H157	PLAN REV & INSP SUPV-18	8618	15	215	
H158	PLANNER 1-18	8618	06	206	
H159	PLANNER 2-18	8618	08	208	
H298	PLANNER 2-18-PT	8618	08P	208	
H160	PLANNER 3-18	8618	10	210	
H161	PLANNER 4-18	8618	12	212	
H314	PO RECORDS CUSTOD-18	8618	10	210	
H386	POLICE ADMIN SERVS MGR-18	8618	15	215	

H368	POLICE CASE PROCESS SUPV-18	8618	07	208	
H369	POLICE COURT SERVS SUPV-18	8618	07	208	
H381	POLICE DIRECTOR-18	8618	16	216	
H306	POLICE INFO SYS COORD-18	8618	12	212	
H168	POLICE PROPERTY SUPERVISOR-18	8618	08	208	
H272	POLICE RECORDS SEC MGR-18	8618	15	215	
H170	POLICE RECORDS SERVS SUPV-18	8618	05	205	
H255	PRINCIPAL ACCOUNTANT-18	8618	15	215	
H366	PRINCIPAL ARCHITECT 1-18	8618	15	215	
H367	PRINCIPAL ARCHITECT 2-18	8618	16	216	
H172	PRINCIPAL ENGR 1-18	8618	15	215	
H249	PRINCIPAL IT SPEC-18	8618	14	214	
H162	PRINCIPAL PLANNER-18	8618	15	215	
H173	PRINCIPAL ENGR 2-18	8618	16	216	
H176	PROCESS PLANT SUPV-18	8618	088	208	
H432	PROGRAM SPECIALIST 1-18	8618	10	210	
H433	PROGRAM SPECIALIST 2-18	8618	12	212	
H397	PROP OPERATIONS MGR	8618	14	214	
H273	PUB WKS DEV MGR 1-18	8618	10	210	
H274	PUB WKS DEV MGR 2-18	8618	12	212	
H384	PUB WKS FORE 1-18	8618	058	206	
H385	PUB WKS FORE 2-18	8618	068	207	
H178	PUB WKS GEN FORE-18	8618	078	208	
H179	PUB WKS GEN SUPV-18	8618	108	210	
H347	PUBLIC INFORMATION OFF 1-18	8618	08	208	
H348	PUBLIC INFORMATION OFF 2-18	8618	10	210	
H410	PUBLIC INFORMATION OFF 3-18	8618	12	212	
H180	QI & OPER MGR-18	8618	10	210	
H349	REAL ESTATE DEV SPEC 1-18	8618	06	206	
H350	REAL ESTATE DEV SPEC 2-18	8618	08	208	
H351	REAL ESTATE DEV SPEC 3-18	8618	10	210	
H352	REAL ESTATE DEV SPEC 4-18	8618	12	212	
H336	REAL ESTATE SPECIALIST 1-18	8618	06	206	
H337	REAL ESTATE SPECIALIST 2-18	8618	08	208	
H338	REAL ESTATE SPECIALIST 3-18	8618	10	210	
H340	REAL ESTATE SPECIALIST 3-18 PT	8618	10P	210	
H339	REAL ESTATE SPECIALIST 4-18	8618	12	212	
H186	REAL ESTATE SUPERV-18	8618	15	215	
H295	RECORDS MGT COORD 1-18	8618	04	204	
H296	RECORDS MGT COORD 2-18	8618	06	206	
H187	RECR SERVS COORD-18	8618	08	208	
H188	RISK MANAGER-18	8618	17	217	
H405	SAFETY COORDINATOR 1-18	8618	08	208	
H406	SAFETY COORDINATOR 2-18	8618	10	210	
H191	SIDEWALK PROG SUPERV-18	8618	09	209	
H192	SR CTR PROG COORD-18	8618	04	204	
H434	SR CTR PROG COORD-18-PT	8618	04P	204	
H430	STREETS DIV MGR-18	8618	19	219	
H193	STREETS GEN SUPV-18	8618	088	208	

H431	STREETS OPS MGR-18	8618	13	213	
H197	STREETS PIO-SIC	8618	12	212	
H257	STREETS PUB INFO/REC COORD-18	8618	10	210	
H194	STS OPER ANAL-18	8618	10	210	
H198	SURVEYOR 2-18	8618	08	208	
H320	SUSTAIN PROG COORD-18	8618	10	210	
H392	TENANT SOC SERV COORD-18	8618	04	204	
H199	TRAFF ENGR 1-18	8618	10	210	
H200	TRAFF ENGR 2-18	8618	12	212	
H201	TRAFF ENGR 3-18	8618	14	214	
H202	TRAFF ENGR 4-18	8618	15	216	
H203	TRAFF OPER MGR-18	8618	158	215	
H379	TRAFFIC OPER SUPV-18	8618	128	212	
H315	TRAINING CTR COORD-18	8618	05	206	
H205	TRANSP OPNS ANAL-18	8618	10	210	
H206	TRANSP PLANNING MGR-18	8618	16	216	
H328	TREASURY REV MGR-18	8618	17	217	
H207	TREE TRIMMER FORE-18	8618	058	205	
H209	WARNER PK FACILTY MGR-18	8618	08	208	
H210	WATER COMM OUTREACH SPEC	8618	04	204	
H424	WATER QUAL PROG SUP-18	8618	09	209	
H213	WATER QUALITY MGR-18	8618	15	215	
H214	WATER RES SPEC 1-18	8618	06	206	
H215	WATER RES SPEC 2-18	8618	08	208	
H216	WATER RES SPEC 3-18	8618	10	210	
H343	WATER UTIL ASST GEN MGR-18	8618	17	217	
H219	WATER UTIL FIN MGR-18	8618	15	216	
H331	WATER UTIL MAINT SUPV-18	8618	128	212	
H265	WATER UTIL OPER MGR-18	8618	158	215	
H222	ZONING ADMINISTRATOR-18	8618	15	215	
T001	PARA PROG MGR-44	8644	12	212	
T002	TRANS ACCT 1-44	8644	06	206	
T003	TRANS ACCT 2-44	8644	08	208	
T004	TRANS ACCT 3-44	8644	10	210	
T030	TRANS ACCT 4-44	8644	12	212	
T035	TRANS ADMIN SUPV-44	8644	03	203	
T005	TRANS ASST SCH PLANNER-44	8644	07	207	
T034	TRANS BLD MT GEN SUPV-44	8644	10	210	
T042	TRANS CAPITAL PROGRAM MGR	8644	15	215	
T043	TRANS CAPITAL PROJECT MGR-44	8644	12	212	
T007	TRANS CUS SERV SUPV-44	8644	05	206	
T039	TRANS DATA ANALYST 1-44	8644	06	206	
T040	TRANS DATA ANALYST 2-44	8644	08	208	
T041	TRANS DATA ANALYST 3-44	8644	10	210	
T049	TRANS ENGINEER 1-44	8644	10	210	
T050	TRANS ENGINEER 2-44	8644	12	212	
T008	TRANS FINANCE MGR-44	8644	15	215	
T044	TRANS GRANT ADMIN 1-44	8644	06	206	
T045	TRANS GRANT ADMIN 2-44	8644	08	208	

T046	TRANS GRANT ADMIN 3-44	8644	10	210	
T047	TRANS GRANT ADMIN 4-44	8644	12	212	
T037	TRANS HR COORD-44	8644	08	208	
T009	TRANS INFO SYS COORD-44	8644	12	212	
T010	TRANS INFO SYS SPEC 1-44	8644	06	206	
T011	TRANS INFO SYS SPEC 2-44	8644	08	208	
T031	TRANS INFO SYS SPEC 3-44	8644	10	210	
T012	TRANS MAINT GEN SUPV-44	8644	10	210	
T013	TRANS MAINT MGR-44	8644	14	214	
T014	TRANS MAINT SUPERV-44	8644	08	208	
T032	TRANS MARKETING GEN SUPV-44	8644	10	210	
T015	TRANS MK/CU SERV MGR-44	8644	14	214	
T033	TRANS MKT SPEC 1-44	8644	06	206	
T017	TRANS MKT SPEC 2-44	8644	08	208	
T018	TRANS OPER GEN SUPV-44	8644	10	210	
T019	TRANS OPER MGR-44	8644	14	214	
T020	TRANS OPER SUPER-44	8644	08	208	
T021	TRANS PARTS SUPER-44	8644	05	205	
T022	TRANS PLAN&SCH MGR-44	8644	14	214	
T023	TRANS PLANNER 1-44	8644	06	206	
T024	TRANS PLANNER 2-44	8644	08	208	
T025	TRANS PLANNER 3-44	8644	10	210	
T051	TRANS SAFETY COORD 1-44	8644	05	205	
T052	TRANS SAFETY COORD 2-44	8644	07	207	
T026	TRANS SCHED PLANNER-44	8644	10	210	
T028	TRANS SERVICE MGR-44	8644	16	216	
T048	TRANS TRAINING SPEC-44	8644	05	205	
T053	TRANSIT HR GENERALIST 1-44	8644	04	204	
T054	TRANSIT HR GENERALIST 2-44	8644	06	206	
I021	DEPUTY MAYOR 1-19	8719	29	304	
I022	DEPUTY MAYOR 2-19	8719	28	305	
I025	DEPUTY MAYOR 2-19-PT	8719	28P	305	
I008	LEGISLATIVE ANALYST-19	8719	29	304	
I010	M.T. SALES ASSOC-19	8719	07	301	
I023	M.T. SALES MGR-19	8719	06	303	
I017	SECY TO MAYOR-19	8719	08	302	
I026	SUPPORTED WORKER-19-H	8719			No Change
I020	TRANS ADV/SALES ASSOC-19	8719	07	301	