

June 17, 2022

TO: City of Lincoln Personnel Board Members

SUBJECT: Personnel Board Meeting  
Monday, June 27, 2022  
1:30 p.m., Council Chambers  
County-City Building

NOTE: Special  
Meeting  
Date

### AGENDA

ITEM 1: Approval of Minutes from the April 21, 2022 and May 19, 2022 meetings.

ITEM 2: Request to create the following classifications:

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>PAY RANGE</u>
0624	Employee Engagement Division Leader	W03 (\$85,604.48 - \$143,345.28)
0625	Talent Acquisition Division Leader	W03 (\$85,604.48 - \$143,345.28)
0626	Total Rewards Division Leader	W03 (\$85,604.48 - \$143,345.28)
0627	Human Resources Information Systems Analyst	W01 (\$60,161.92 - \$100,736.48)
1646	Chief Communications Officer	W02 (\$74,748.96 - \$125,157.76)

ITEM 3: Request to change the title of the following classification:

<u>CLASS CODE</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS TITLE</u>
0617	Human Resources Coordinator	Senior Human Resources Business Partner (W02)

ITEM 4: Request to change the title and pay range of the following classification:

<u>CLASS CODE</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS TITLE</u>	<u>CURRENT PAY RANGE</u>	<u>PROPOSED PAY RANGE</u>
1320	Risk Manager	Risk Management Division Leader	W02 (\$74,748.96 - \$125,157.76)	W03 (\$85,604.48 - \$143,345.28)

ITEM 5: Request to revise the following classification:

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
5318	Facilities Operations Coordinator (M03)

ITEM 6: Request an ordinance reflecting a pay increase of 3.5% to be effective August 18, 2022 for pay ranges prefixed by 'X'.

ITEM 7: Request an ordinance reflecting a pay increase of 3.5% to be effective August 18, 2022 for pay ranges prefixed by 'E'.

ITEM 8: Request an ordinance reflecting a pay increase of 3.5% to be effective August 18, 2022 for pay ranges prefixed by 'W'.

ITEM 9: Miscellaneous Discussion

PC: City Clerk  
Jennifer Williams

### ACCOMMODATION NOTICE

*The City of Lincoln complies with Title VI of the Civil Rights Act of 1964 and Section 504 of the Rehabilitation Act of 1973 guidelines. Ensuring the public's access to and participating in public meetings is a priority for the City of Lincoln. In the event you are in need of a reasonable accommodation in order to attend or participate in a public meeting conducted by the City of Lincoln, please contact the Director of Equity and Diversity, Lincoln Commission on Human Rights, at 402 441-7624 as soon as possible before the scheduled meeting date in order to make your request.*

## EMPLOYEE ENGAGEMENT DIVISION LEADER

### NATURE OF WORK

This is professional and management work leading the activities of the Employee Engagement Division of the City-County Human Resources Department.

Works collaboratively with leadership, management and employees across the City of Lincoln and Lancaster County to plan and implement programs, policies and procedures to ensure productive work environments and support the DEI mission and deliver an exceptional employee experience to attract and retain great employees. This includes responsibility for employee relations, investigations and grievances, and interpretation of laws, regulations, contracts, and policies. Serves as a member of the Human Resources leadership team, contributing to the advancement of the department's vision and mission. Work is performed with considerable independence and is reviewed by the Human Resources Director through conferences and results achieved. The incumbent will lead the Human Resources Engagement Team.

### EXAMPLES OF WORK PERFORMED

Creates and provides Human Resources policy guidance; consults with departments to define human resources needs and strategies.

Provides advice and guidance, tools and resources, as required to manage employee and labor relations matters which impact employee retention and performance.

Drives process and systems to build talent and sustainable labor and employee relations capabilities across the City of Lincoln and Lancaster County.

Ensures prompt and effective resolution of complex employee relations issues; conducts effective, thorough and objective investigations; responds to grievances; advise departments and managers in work performance issues.

Serves as a strategic consultant to solve critical department workforce talent planning, organizational restructuring project management and consultation, employee engagement and experience, performance management and succession planning.

Develops high quality point of view documents, presentations, and data reports for critical meetings including executive leadership presentations; presents and interprets findings to various leaders across the City and County.

Prepares proposals and supports the bargaining team for labor contract negotiations with recognized bargaining units covering conditions of employment, management rights, employee rights, wage increases and benefits.

Leverages human capital data and research to deliver intelligence and insights; monitors and reports on the success of programs using appropriate metrics.

Develops high quality point of view documents, presentations, and data reports for critical meetings including executive leadership presentations; presents and interprets findings to various leaders

across the City and County.

Manages, advises and coaches Human Resources Partners on how to appropriately manage and resolve sensitive human resources issues.

Performs related work as required.

#### DESIRABLE KNOWLEDGE, ABILITIES AND SKILLS

Considerable knowledge of current trends and developments in the field of employee engagement and relations.

Considerable knowledge of the principles and practices of Human Resources as they relate to labor negotiations, Nebraska Commission of Industrial Relations and other appropriate federal, state and local laws and regulations.

Considerable knowledge of principles and practices of human resource management.

Ability to build partnerships and work collaboratively with others to meet shared objectives.

Ability to maneuver through complex policy, process, and people-related organizational dynamics.

Ability to develop and deliver multi-mode communications that convey a clear understanding of needs.

Ability to hold self and other's accountable to meet commitments.

#### DESIRABLE QUALIFICATIONS

Possession of Human Resources certifications including, but not limited to Society of Human Resource Management Certification and/or Professional in Human Resources.

#### MINIMUM QUALIFICATIONS

Graduation from an accredited four-year college or university with major coursework in Business Administration, Human Resources, Organizational Management or related field, at least five years of experience involving progressively responsible human resources administration plus five years of leadership experience; or any equivalent combination of training and experience that provides the desirable knowledge, abilities and skills.

6/22

PS0624

## TALENT ACQUISITION DIVISION LEADER

### NATURE OF WORK

This is professional and management work leading the activities of the Talent Acquisition Division of the City-County Human Resources Department.

Work involves developing and implementing strategies to source qualified, diverse candidates to meet the City of Lincoln and Lancaster County hiring needs. Lead a team of talent acquisition professionals who drive development, implementation, and execution of innovative and impactful recruiting strategies. Develop and align recruiting processes and ensure compliance with all laws and regulations. This position is essential to discovering talent, building a strong employment brand and ensuring great relationships with both candidates and employees. Work is performed with considerable independence and is reviewed by the Human Resources Director through conferences and results achieved.

### EXAMPLES OF WORK PERFORMED

Designs and executes innovative hiring strategies to attract, evaluate and hire the best candidates.

Ensure consistency with the hiring and assessment processes, alignment with processes, and compliance with applicable federal, state, and local laws and regulations

Proactively identify and develop pipelines of candidates, sourcing from a variety of channels, including but not limited to networking, social media, the internet, employee referrals, employment fairs, and industry events to strengthen the talent brand.

Propose and lead Diversity Equity & Inclusion initiatives to attract diverse, unique and non-traditional candidates to create an inclusive workforce.

Collaborate with all stakeholders to evaluate and refine sourcing and selection procedures and research and recommend new tools and technologies to meet the needs of the organization.

Create an engaging candidate experience and ensure a positive onboarding experience for new employees.

Establish short and long-term hiring goals and metrics, supporting talent acquisition and retention.

Lead, develop and guide a team of talent acquisition leaders and professionals who partner with all levels of operations management.

Performs related work as required.

### DESIRABLE KNOWLEDGE, ABILITIES AND SKILLS

Considerable knowledge of recruiting policies and procedures.

Considerable knowledge of management and supervisory principles.

Knowledge of current human resources issues and leading talent acquisition and management practices.

Knowledge of applicant tracking systems and databases.

Knowledge of budget preparation and procedures.

Knowledge of business and management principles involved with strategic planning, resource allocation and human resources modeling.

Knowledge of current trends, developments and techniques in the field of talent acquisition.

Ability to build partnerships and work collaboratively with others to meet shared objectives.

Ability to maneuver through complex policy, process and people-related organizational dynamics.

Ability to develop and deliver multi-mode communications that convey a clear understanding of needs.

Ability to hold self and other's accountable to meet commitments.

#### DESIRABLE QUALIFICATIONS

Possession of Human Resources certifications including, but not limited to Society of Human Resource Management Certification and/or Professional in Human Resources.

#### MINIMUM QUALIFICATIONS

Graduation from an accredited four-year college or university with major coursework in Human Resource Management, Business Administration, Public Administration or related field and at least five years of experience in full-cycle recruiting, sourcing and employment branding plus five years of leadership experience; or any equivalent combination of training and experience that provides the desirable knowledge, abilities and skills.

6/22

PS0625

## TOTAL REWARDS DIVISION LEADER

### NATURE OF WORK

This is professional and management work leading the activities of the Total Rewards Division of the City-County Human Resources Department.

Work collaboratively with leadership, management and employees across the City of Lincoln and Lancaster County to drive the administration of the total rewards program. This includes designing, planning, and implementing benefits, compensation programs, policies, and procedures. This position serves as a key resource for advising employees and leaders on benefit and compensation concerns. Serves as a member of the Human Resources leadership team, contributing to the advancement of the department's vision and mission. Work is performed with considerable independence and is reviewed by the Human Resources Director through conferences and results achieved. The incumbent will lead the Total Rewards Team.

### EXAMPLES OF WORK PERFORMED

Leads the research and development of employee compensation, benefit, and pension plans; identifies and assesses competitive benefits, compensation, and rewards programs that strengthen the organization's ability to attract and retain employees and deliver desired results to the organization.

Designs, evaluates, and modifies compensation policies to ensure that programs are current, competitive, and in compliance with internal and external requirements; utilizes compensation surveys to determine compensation trends and makes recommendations to support staff engagement and retention strategies.

Builds and nurtures relationships with internal and external stakeholders; works effectively with actuaries and auditors.

Analyzes benefit plan results and initiates appropriate action to facilitate desired benefit plan performance; create an engaging experience during benefit enrollment.

Identifies and implements best in class practices; assists other Human Resource staff by making total rewards a part of the talent acquisition and management process, training programs and employee relations.

Manages, advises and coaches the Total Rewards team; models collaboration to achieve shared goals.

Performs related work as required.

### DESIRABLE KNOWLEDGE, ABILITIES AND SKILLS

Considerable knowledge of the principles and practices used in compensation, benefit and pension administration.

Considerable knowledge of the compensation trends in the community and with public sector employers.

Knowledge of budget preparation and procedures.

Knowledge of the functions of government in a municipality.

Ability to recommend alternatives relating to compensation, benefit, and pension programs.

Ability to build partnerships and work collaboratively with others to meet shared objectives.

Ability to maneuver through complex policy, process, and people-related organizational dynamics.

Ability to develop and deliver multi-mode communications that convey a clear understanding of needs.

Ability to hold self and other's accountable to meet commitments.

#### DESIRABLE QUALIFICATIONS

Possession of Human Resources certifications including, but not limited to Society of Human Resource Management Certification and/or Professional in Human Resources.

#### MINIMUM QUALIFICATIONS

Graduation from an accredited four-year college or university with major coursework in Human Resources, Business or Public Administration, Finance or related field and at least five years of experience in the administration of employee compensation and benefits plus five years of leadership experience; or any equivalent combination of training and experience that provides the desirable knowledge, abilities and skills.

6/22

PS0626

## HUMAN RESOURCES INFORMATION SYSTEM ANALYST

### NATURE OF WORK

This is responsible professional and technical work maintaining the integrity and reliability of the Human Resources Information System (HRIS) within the Human Resources Department.

Work involves responsibility for serving as a system administrator for Human Resources systems applications, ensuring system compliance, data security and privacy requirements. Work also involves supporting a variety of reports, assisting in the development of standard reports for department needs and managing data integrity. Work is performed with considerable independence and is reviewed by the Human Resources Information Systems Division Leader through conferences and results achieved.

### EXAMPLES OF WORK PERFORMED

Provides support for HRIS; researches and resolves process flaws; performs scheduled activities and recommends solutions or alternative methods to meet requirements; supports the department website, ensuring the accurate entry and maintenance of all data within the HRIS system.

Collaborates with HR staff and organizational leadership to determine the short- and long-term information department and system objectives; develops a plan to modify or replace HRIS applications, modules, and systems to meet those objectives.

Supports a variety of reports or queries utilizing appropriate reporting tools; assists in the development of standard reports for ongoing departmental needs; manages data integrity in systems by running queries and analyzing data.

Serves as a system administrator for HR systems and applications; ensures system compliance, data security and privacy requirements.

Participates in the research and compilation of statistical reports for use in decision making a court proceedings; assists in the development of standard reports of ongoing departmental needs; compiles data and creates reports required for reporting to various internal and external entities.

Translates business objectives and user needs into clearly written technical requirements; develops user materials, guides and documentation, and provides user training and support.

Maintains and updates systems; manages software implementation projects; supports various benefit programs by processing enrollments.

Assists in the review, testing and implementation of HRIS upgrades and patches; collaborates with functional and technical staff to coordinate application of upgrade or fix; documents processes and results.



Performs related work as required.

#### DESIRABLE KNOWLEDGE, ABILITIES AND SKILLS

Considerable knowledge of human resources and payroll systems, HRIS design, interfaces, databases, structure, reporting, data analysis, functions, processes, automation solutions, and software programs.

Considerable knowledge of computers and other technology using standard or customized computer or systems software applications appropriate to the assigned task.

Knowledge of Oracle Human Capital Management.

Knowledge of database construction and all areas of information systems.

Knowledge of technical report writing using various tools to enable reporting as required by all internal departments, external vendors as well as state and federal governmental entities and public records requests.

Ability to develop and maintain project timelines, functional specifications, requirements, documentation, test scripts, issues logs, internal database files, and tables.

Ability to analyze business processes and system technologies in order to develop, incorporate, and enhance systems and functional process to meet organizational requirements.

Ability to adhere to all Human Resources policies, procedures and practices regarding confidentiality and security of information at all times.

Ability to learn and adapt to advances in computer and electronic device technology and software.

Ability to communicate effectively both orally and in writing.

#### MINIMUM QUALIFICATIONS

Graduation from an accredited four-year college or university with major coursework in Human Resources Management, Public or Business Administration, Computer Science, HRIS or related field and at least two years of experience in human resources information systems; or any equivalent combination of training and experience that provides the desirable knowledge, abilities, and skills.

6/22

PS0627

## CHIEF COMMUNICATIONS OFFICER

### NATURE OF WORK

This is responsible administrative work shaping the future of communications for the City's initiatives and services by overseeing the communications efforts of City departments.

Work involves providing leadership and strategic direction for determining priorities, goals, and objectives to ensure City communications are current, accurate, effective, and timely. Work also includes leading the Communications Division of the City of Lincoln through the development and implementation of a strategic communications vision. This role will work in coordination with the Mayor's Office to communicate key messages and serve as an official spokesperson for the City. Work is performed independently with administrative direction received from the Mayor or their designee. Supervision is exercised over team members.

### EXAMPLES OF WORK PERFORMED

Develops and implements a comprehensive communications plan for the City of Lincoln, including situational analysis to identify opportunities for improvement; crafting key messages that emphasize the City's vision and goals; and short and long-term planning around priorities in coordination with the Mayor's office.

Leads projects, initiatives and plans in coordination with departments, public safety agencies and other community organizations; develops and reports on performance metrics to evaluate effectiveness of communication efforts.

Develops and monitors division budget and expenditures.

Recruits, hires, trains, leads, evaluates and retains City Communications staff and activities.

Stays current with emerging technology and communication trends, innovations and best practices; identifies opportunities for improvement relating to the City and community.

Drafts and edits news advisories and releases, and other written communications services for the Mayor's Office and the City.

Directs enterprise-wide editorial calendar to coordinate communication activities across City departments.

Promotes positive ongoing working relationships with the media; participates in the development of key messages by planning and implementing news conferences and media briefings.

Provides staffing for Telecommunications/Cable Television Advisory Board; oversees all traditional press and digital media outreach.

Handles media requests for interviews and information in a time manner; oversees media outlet coverage monitoring

Serves as spokesperson for the City of Lincoln and scripts and hosts LNKTV programs as necessary.

Supervises Public Information Staff of City Departments to ensure operations are in coordination with the City's Comprehensive Communications Plan.

Performs related work as required.

#### DESIRABLE KNOWLEDGE, ABILITIES AND SKILLS

Thorough knowledge of the preparation of using words, pictures, video, and other creative story-telling tools to engage community members, including residents, community stakeholders, and the media.

Thorough knowledge of developing, recommending and promoting communication materials in keeping with the City's missions and goals.

Considerable knowledge of current print, broadcast and media principles and practices.

Considerable knowledge of communication techniques and the ability to prepare communication programs and strategies.

Considerable knowledge of principles involved in video and computer graphic software.

Knowledge of City, County, and State governmental agencies and community organizations and the functions of each.

Ability to make sound decisions within the framework of City/County governmental and departmental policies, procedures and practices.

Ability to present ideas concisely and effectively both orally and in writing.

Ability to plan, coordinate, lead and evaluate the work of team members.

Ability to cultivate and maintain positive working relationships with City Communications, Mayor's office staff and the general public.

Ability to use logical and creative thought processes to develop solutions to conflicts in a timely manner.

#### MINIMUM QUALIFICATIONS

Graduation from an accredited four-year college or university with major coursework in broadcasting, journalism, business or public administration as it relates to public relations, plus six years of experience involving community relations work including two years of supervisory experience; or any equivalent combination of training and experience that provides the desirable knowledge, abilities and skills.

## FACILITIES OPERATIONS COORDINATOR

### NATURE OF WORK

This is responsible technical, supervisory work directing the operation of large secondary and advanced water resource recovery wastewater treatment facilities, wastewater collection, water production and distribution facilities or materials management systems including but not limited to landfills, waste transfer, organic waste composting, resource recovery and renewable energy production.

Work involves responsibility for assisting with the supervision of administrative, management, and process operations of the City's wastewater treatment water resource recovery, water production and distribution facilities, including process control, solids handling, odor control, disinfection, liquid waste receiving, wellfield operations, pumping, transmission, storage, distribution system pumping, water distribution system service and operations, materials management facilities and facilities maintenance for large equipment necessary for operations and other related facilities and activities. An employee of this class exercises considerable independence in developing and is responsible for implementing operational plans, programs, and process control strategies and methods adopted for the water resource recovery facilities wastewater collection, water production and distribution facilities, water distribution system service operations, or materials management facilities. Supervision is exercised over subordinate teams. Work is performed under the general supervision of the Superintendent in the assigned area of Water Pollution Control Facilities and is reviewed through conferences, completed projects, and adherence to applicable standard operational plans, procedures, operating permits, and regulations. Work includes ensuring compliance with federal, state and local regulations.

### EXAMPLES OF WORK PERFORMED

Plans, directs and supervises the daily operations of the City's two water resource recovery facilities, wastewater collection system, water supply wellfields and water treatment facilities, water distribution system, or solid waste management facilities in conformance with all operating criteria; ensures compliance with federal, state and local rules, regulations and operating permits.

Plans, directs and supervises the work of employees involved in the control and operation of the water resource recovery facilities, wastewater collection system, water production and distribution facilities, water distribution system, or solid waste management facilities; wastewater treatment facilities; plans, organizes, schedules and reviews the work of operational staff; develops and implements techniques and methods of process control, workflow and equipment operation for ~~facilities~~ efficient operation.

Manages the backflow protection program and meter shop operations to ensure maintenance of an annual schedule of meter testing and repair, proper measures have been taken to prevent or eliminate cross-connections and backflow incidents, implementation of a schedule for meter replacement and radio read installation; the recording of report results of the testing, repair and replacement program; and the maintenance and enforcement of the hydrant permit program.

Plans, directs and supervises the programs and operations of water recovery, water production, or solid waste management facilities facility equipment including pumps, aeration systems, sludge dewatering equipment, anaerobic digesters, instrumentation analytics, controls and related equipment, utilizing computerized supervisor control and data acquisition (SCADA) systems and other automatic monitoring and control instrumentation.

Directs and reviews sampling, testing and daily operating adjustments in process operating

parameters and plant operations based on observations and results from process monitoring equipment and laboratory analysis.

~~Reviews recorded information gathered by meters, gauges, automated devices and other instrumentation and determines if all equipment is calibrated and functioning properly.~~

Prepares records and reports on a daily, monthly, quarterly and annual basis of the complete operation of material management facilities, wellfields, treatment, and distribution system and facilities of the plant.

Assists in identifying, developing and reviewing annual budget needs including levels of maintenance, equipment replacement needs, and the preparation of annual operating budgets, capital improvement programs; prepares and assists in the preparation of supporting documentation, and provides recommendations and development.

Reviews and comments on design studies, and master plans and for construction plans and specifications for improvements, repair or replacement of assets, resource recovery facilities and components.

Plans, directs, and prepares specifications for procurement of supplies, services, and capital outlay, using established workflows, processes, guidelines and budgets, and contracts for requisition and purchasing operational supplies, polymer and chemicals associated with the operation of the water-resources recovery facilities.

Responds to emergency calls to implement preparedness for and response to predicted significant local/regional weather events impacting operations and service reliability; regarding water resource-recovery facilities to include preparedness for high flow events and determines preventative or corrective measures.

Prepares and submits all necessary regulatory compliance reports required for the operation of water resource recovery facilities and water production and treatment facilities or prepares for review and submittal by a designated responsible official.

Serves as project manager and/or provides technical support for Capital Improvements Program project and program delivery as assigned.

Coordinates and conducts technical and safety training, ~~and~~ continuing education and classes for staff to maintain operational ~~staff~~ certifications and license required by the Nebraska Department of Environmental Quality (NDEQ).

Creates and maintains effective standard operating procedures (SOP).

Performs related work as required.

#### DESIRABLE KNOWLEDGE, ABILITIES AND SKILLS

Thorough knowledge of the principles, practices, methods, ~~treatment~~ processes and operating procedures related to water, wastewater or solid waste, large secondary and advanced wastewater treatment reclamation reuse and related bio-solids handling facilities.

Thorough knowledge of specialized automated controls and instrumentation, supervisory control

and data acquisition (SCADA) systems use to monitor and operate aspects of water, wastewater, or solid waste facilities. ~~physical equipment and testing apparatus related to the operation of large secondary and advanced wastewater treatment facilities.~~

Thorough knowledge of the occupational hazards and employee safety ~~as they~~ related to the construction, maintenance and operation of ~~large secondary and advanced~~ water, wastewater, or solid waste wastewater treatment facilities.

Thorough knowledge of the operation, repair and maintenance of a wide variety of specialized equipment utilized in water, wastewater and solid waste operations and facilities.

Thorough knowledge of asset management principles and software to document such data.

~~Considerable knowledge of bacteriology and chemistry as it applies to secondary and advanced wastewater treatment and surface water quality.~~

Considerable knowledge of electronic devices and ability to use the Microsoft 365 productivity suite of business software. ~~microcomputers and ability to program and develop computerized applications using spreadsheets, word processing, databases, ladder logic, etc.~~

~~Knowledge of the sources of technical information and the ability to use them effectively.~~

Knowledge of basic mathematics chemistry, biology and engineering concepts. ~~as related to treatment operations.~~

~~Knowledge of maintenance computations, automation, programmable logic and other automatic control equipment and devices used in pumping and treatment systems.~~

Ability to plan and conduct operations, equipment and safety training programs.

Ability to plan, schedule, assign, supervise, inspect and evaluate the work of subordinate personnel, contractors and consultants.

Ability to interpret rules, regulations and policies, and to make decisions in accordance with established standard operating plans, procedures and practices.

Ability to establish and maintain effective communication and working relationships with City officials, superiors, co-workers, subordinates, contractors, regulators, consultants and the general public.

Ability to communicate effectively both orally and in writing.

Ability to compile and maintain operational records utilizing paper, photographic and video systems and modern electronic devices. ~~computerized methods.~~

Ability to participate successfully in professional development opportunities and translate industry leading methods, practices and processes to facility operations.

## MINIMUM QUALIFICATIONS

Graduation from an accredited four-year college or university with major coursework in environmental science, environmental engineering, construction/construction management, biology, chemistry or related fields, and four years of experience in the operation and maintenance of a water resource recovery facility, wastewater collection, water production, distribution system or construction/construction management a wastewater treatment plant including six months of experience in a supervisory capacity; or any equivalent combination of training and experience which provides the desirable knowledge, abilities, and skills.

## NECESSARY SPECIAL REQUIREMENT

~~Possession of a valid Nebraska Class IV Wastewater Treatment Plant Operator Certification or equivalent certification from another State recognized or reciprocal with Nebraska.~~

Possession of a valid driver's license when operating a vehicle is necessary to the satisfactory performance of assigned duties.

For employees in Water Resource Recovery, pPossession of a valid Nebraska Class IV Wastewater Treatment Plant Operator Certification or equivalent certification from another State recognized or reciprocal with Nebraska.

For employees in Water Production, possession of a Nebraska Class I Water Operator Certificate or equivalent certification from another State recognized or reciprocal with Nebraska.

For employees in Water Distribution, possession of a Nebraska Class III and Class VI Water Operator Certificate, or equivalent certification from another State recognized or reciprocal with Nebraska.

4/196/22

PS5318

## EXCLUDED PAY PLAN - X RANGES

Reflects 3.5% increase

Effective August 18, 2022

2.5% Between Steps

CLASS CODE	CLASS TITLE	PAY										
		RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
0024	PROSECUTION ASSISTANT	X13	22.746	23.315	23.898	24.495	25.108	25.735	26.379	27.038	27.714	28.408
0026	LEGAL SECRETARY	X18	25.735	26.379	27.038	27.714	28.408	29.118	29.846	30.593	31.357	32.141
0028	PARALEGAL	X20	27.038	27.714	28.408	29.118	29.846	30.593	31.357	32.141	32.945	33.769
0030	EXCLUDED OFFICE ASSISTANT	X01	16.914	17.336	17.770	18.215	18.670	19.137	19.615	20.106	20.608	21.123
0032	EXCLUDED SR OFFICE ASSISTANT	X05	18.670	19.137	19.615	20.106	20.608	21.123	21.651	22.191	22.746	23.315
0034	EXCLUDED OFFICE SPECIALIST	X10	21.123	21.651	22.191	22.746	23.315	23.898	24.495	25.108	25.735	26.379
0120	EXCLUDED ACCOUNT CLERK I	X07	19.615	20.106	20.608	21.123	21.651	22.191	22.746	23.315	23.898	24.495
0121	EXCLUDED ACCOUNT CLERK II	X10	21.123	21.651	22.191	22.746	23.315	23.898	24.495	25.108	25.735	26.379
0122	EXCLUDED ACCOUNT CLERK III	X12	22.191	22.746	23.315	23.898	24.495	25.108	25.735	26.379	27.038	27.714
0612	HUMAN RESOURCES CLERK	X11	21.651	22.191	22.746	23.315	23.898	24.495	25.108	25.735	26.379	27.038
1136	PAYROLL CLERK	X19	26.379	27.038	27.714	28.408	29.118	29.846	30.593	31.357	32.141	32.945



## EXCLUDED PAY PLAN - X RANGES

Reflects 3.5% increase  
Effective August 18, 2022  
2.5% Between Steps

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
X01	ANNUAL	35,181.12	36,058.88	36,961.60	37,887.20	38,833.60	39,804.96	40,799.20	41,820.48	42,864.64	43,935.84
	MONTHLY	2,931.76	3,004.91	3,080.13	3,157.27	3,236.13	3,317.08	3,399.93	3,485.04	3,572.05	3,661.32
	BIWEEKLY	1,353.12	1,386.88	1,421.60	1,457.20	1,493.60	1,530.96	1,569.20	1,608.48	1,648.64	1,689.84
	HOURLY	16.914	17.336	17.770	18.215	18.670	19.137	19.615	20.106	20.608	21.123
X02	ANNUAL	36,058.88	36,961.60	37,887.20	38,833.60	39,804.96	40,799.20	41,820.48	42,864.64	43,935.84	45,034.08
	MONTHLY	3,004.91	3,080.13	3,157.27	3,236.13	3,317.08	3,399.93	3,485.04	3,572.05	3,661.32	3,752.84
	BIWEEKLY	1,386.88	1,421.60	1,457.20	1,493.60	1,530.96	1,569.20	1,608.48	1,648.64	1,689.84	1,732.08
	HOURLY	17.336	17.770	18.215	18.670	19.137	19.615	20.106	20.608	21.123	21.651
X03	ANNUAL	36,961.60	37,887.20	38,833.60	39,804.96	40,799.20	41,820.48	42,864.64	43,935.84	45,034.08	46,157.28
	MONTHLY	3,080.13	3,157.27	3,236.13	3,317.08	3,399.93	3,485.04	3,572.05	3,661.32	3,752.84	3,846.44
	BIWEEKLY	1,421.60	1,457.20	1,493.60	1,530.96	1,569.20	1,608.48	1,648.64	1,689.84	1,732.08	1,775.28
	HOURLY	17.770	18.215	18.670	19.137	19.615	20.106	20.608	21.123	21.651	22.191
X04	ANNUAL	37,887.20	38,833.60	39,804.96	40,799.20	41,820.48	42,864.64	43,935.84	45,034.08	46,157.28	47,311.68
	MONTHLY	3,157.27	3,236.13	3,317.08	3,399.93	3,485.04	3,572.05	3,661.32	3,752.84	3,846.44	3,942.64
	BIWEEKLY	1,457.20	1,493.60	1,530.96	1,569.20	1,608.48	1,648.64	1,689.84	1,732.08	1,775.28	1,819.68
	HOURLY	18.215	18.670	19.137	19.615	20.106	20.608	21.123	21.651	22.191	22.746
X05	ANNUAL	38,833.60	39,804.96	40,799.20	41,820.48	42,864.64	43,935.84	45,034.08	46,157.28	47,311.68	48,495.20
	MONTHLY	3,236.13	3,317.08	3,399.93	3,485.04	3,572.05	3,661.32	3,752.84	3,846.44	3,942.64	4,041.27
	BIWEEKLY	1,493.60	1,530.96	1,569.20	1,608.48	1,648.64	1,689.84	1,732.08	1,775.28	1,819.68	1,865.20
	HOURLY	18.670	19.137	19.615	20.106	20.608	21.123	21.651	22.191	22.746	23.315

## EXCLUDED PAY PLAN - X RANGES

Reflects 3.5% increase  
Effective August 18, 2022  
2.5% Between Steps

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
X06	ANNUAL	39,804.96	40,799.20	41,820.48	42,864.64	43,935.84	45,034.08	46,157.28	47,311.68	48,495.20	49,707.84
	MONTHLY	3,317.08	3,399.93	3,485.04	3,572.05	3,661.32	3,752.84	3,846.44	3,942.64	4,041.27	4,142.32
	BIWEEKLY	1,530.96	1,569.20	1,608.48	1,648.64	1,689.84	1,732.08	1,775.28	1,819.68	1,865.20	1,911.84
	HOURLY	19.137	19.615	20.106	20.608	21.123	21.651	22.191	22.746	23.315	23.898
X07	ANNUAL	40,799.20	41,820.48	42,864.64	43,935.84	45,034.08	46,157.28	47,311.68	48,495.20	49,707.84	50,949.60
	MONTHLY	3,399.93	3,485.04	3,572.05	3,661.32	3,752.84	3,846.44	3,942.64	4,041.27	4,142.32	4,245.80
	BIWEEKLY	1,569.20	1,608.48	1,648.64	1,689.84	1,732.08	1,775.28	1,819.68	1,865.20	1,911.84	1,959.60
	HOURLY	19.615	20.106	20.608	21.123	21.651	22.191	22.746	23.315	23.898	24.495
X08	ANNUAL	41,820.48	42,864.64	43,935.84	45,034.08	46,157.28	47,311.68	48,495.20	49,707.84	50,949.60	52,224.64
	MONTHLY	3,485.04	3,572.05	3,661.32	3,752.84	3,846.44	3,942.64	4,041.27	4,142.32	4,245.80	4,352.05
	BIWEEKLY	1,608.48	1,648.64	1,689.84	1,732.08	1,775.28	1,819.68	1,865.20	1,911.84	1,959.60	2,008.64
	HOURLY	20.106	20.608	21.123	21.651	22.191	22.746	23.315	23.898	24.495	25.108
X09	ANNUAL	42,864.64	43,935.84	45,034.08	46,157.28	47,311.68	48,495.20	49,707.84	50,949.60	52,224.64	53,528.80
	MONTHLY	3,572.05	3,661.32	3,752.84	3,846.44	3,942.64	4,041.27	4,142.32	4,245.80	4,352.05	4,460.73
	BIWEEKLY	1,648.64	1,689.84	1,732.08	1,775.28	1,819.68	1,865.20	1,911.84	1,959.60	2,008.64	2,058.80
	HOURLY	20.608	21.123	21.651	22.191	22.746	23.315	23.898	24.495	25.108	25.735
X10	ANNUAL	43,935.84	45,034.08	46,157.28	47,311.68	48,495.20	49,707.84	50,949.60	52,224.64	53,528.80	54,868.32
	MONTHLY	3,661.32	3,752.84	3,846.44	3,942.64	4,041.27	4,142.32	4,245.80	4,352.05	4,460.73	4,572.36
	BIWEEKLY	1,689.84	1,732.08	1,775.28	1,819.68	1,865.20	1,911.84	1,959.60	2,008.64	2,058.80	2,110.32
	HOURLY	21.123	21.651	22.191	22.746	23.315	23.898	24.495	25.108	25.735	26.379

## EXCLUDED PAY PLAN - X RANGES

Reflects 3.5% increase  
Effective August 18, 2022  
2.5% Between Steps

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
X11	ANNUAL	45,034.08	46,157.28	47,311.68	48,495.20	49,707.84	50,949.60	52,224.64	53,528.80	54,868.32	56,239.04
	MONTHLY	3,752.84	3,846.44	3,942.64	4,041.27	4,142.32	4,245.80	4,352.05	4,460.73	4,572.36	4,686.59
	BIWEEKLY	1,732.08	1,775.28	1,819.68	1,865.20	1,911.84	1,959.60	2,008.64	2,058.80	2,110.32	2,163.04
	HOURLY	21.651	22.191	22.746	23.315	23.898	24.495	25.108	25.735	26.379	27.038
X12	ANNUAL	46,157.28	47,311.68	48,495.20	49,707.84	50,949.60	52,224.64	53,528.80	54,868.32	56,239.04	57,645.12
	MONTHLY	3,846.44	3,942.64	4,041.27	4,142.32	4,245.80	4,352.05	4,460.73	4,572.36	4,686.59	4,803.76
	BIWEEKLY	1,775.28	1,819.68	1,865.20	1,911.84	1,959.60	2,008.64	2,058.80	2,110.32	2,163.04	2,217.12
	HOURLY	22.191	22.746	23.315	23.898	24.495	25.108	25.735	26.379	27.038	27.714
X13	ANNUAL	47,311.68	48,495.20	49,707.84	50,949.60	52,224.64	53,528.80	54,868.32	56,239.04	57,645.12	59,088.64
	MONTHLY	3,942.64	4,041.27	4,142.32	4,245.80	4,352.05	4,460.73	4,572.36	4,686.59	4,803.76	4,924.05
	BIWEEKLY	1,819.68	1,865.20	1,911.84	1,959.60	2,008.64	2,058.80	2,110.32	2,163.04	2,217.12	2,272.64
	HOURLY	22.746	23.315	23.898	24.495	25.108	25.735	26.379	27.038	27.714	28.408
X14	ANNUAL	48,495.20	49,707.84	50,949.60	52,224.64	53,528.80	54,868.32	56,239.04	57,645.12	59,088.64	60,565.44
	MONTHLY	4,041.27	4,142.32	4,245.80	4,352.05	4,460.73	4,572.36	4,686.59	4,803.76	4,924.05	5,047.12
	BIWEEKLY	1,865.20	1,911.84	1,959.60	2,008.64	2,058.80	2,110.32	2,163.04	2,217.12	2,272.64	2,329.44
	HOURLY	23.315	23.898	24.495	25.108	25.735	26.379	27.038	27.714	28.408	29.118
X15	ANNUAL	49,707.84	50,949.60	52,224.64	53,528.80	54,868.32	56,239.04	57,645.12	59,088.64	60,565.44	62,079.68
	MONTHLY	4,142.32	4,245.80	4,352.05	4,460.73	4,572.36	4,686.59	4,803.76	4,924.05	5,047.12	5,173.31
	BIWEEKLY	1,911.84	1,959.60	2,008.64	2,058.80	2,110.32	2,163.04	2,217.12	2,272.64	2,329.44	2,387.68
	HOURLY	23.898	24.495	25.108	25.735	26.379	27.038	27.714	28.408	29.118	29.846

## EXCLUDED PAY PLAN - X RANGES

Reflects 3.5% increase  
Effective August 18, 2022  
2.5% Between Steps

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
X16	ANNUAL	50,949.60	52,224.64	53,528.80	54,868.32	56,239.04	57,645.12	59,088.64	60,565.44	62,079.68	63,633.44
	MONTHLY	4,245.80	4,352.05	4,460.73	4,572.36	4,686.59	4,803.76	4,924.05	5,047.12	5,173.31	5,302.79
	BIWEEKLY	1,959.60	2,008.64	2,058.80	2,110.32	2,163.04	2,217.12	2,272.64	2,329.44	2,387.68	2,447.44
	HOURLY	24.495	25.108	25.735	26.379	27.038	27.714	28.408	29.118	29.846	30.593
X17	ANNUAL	52,224.64	53,528.80	54,868.32	56,239.04	57,645.12	59,088.64	60,565.44	62,079.68	63,633.44	65,222.56
	MONTHLY	4,352.05	4,460.73	4,572.36	4,686.59	4,803.76	4,924.05	5,047.12	5,173.31	5,302.79	5,435.21
	BIWEEKLY	2,008.64	2,058.80	2,110.32	2,163.04	2,217.12	2,272.64	2,329.44	2,387.68	2,447.44	2,508.56
	HOURLY	25.108	25.735	26.379	27.038	27.714	28.408	29.118	29.846	30.593	31.357
X18	ANNUAL	53,528.80	54,868.32	56,239.04	57,645.12	59,088.64	60,565.44	62,079.68	63,633.44	65,222.56	66,853.28
	MONTHLY	4,460.73	4,572.36	4,686.59	4,803.76	4,924.05	5,047.12	5,173.31	5,302.79	5,435.21	5,571.11
	BIWEEKLY	2,058.80	2,110.32	2,163.04	2,217.12	2,272.64	2,329.44	2,387.68	2,447.44	2,508.56	2,571.28
	HOURLY	25.735	26.379	27.038	27.714	28.408	29.118	29.846	30.593	31.357	32.141
X19	ANNUAL	54,868.32	56,239.04	57,645.12	59,088.64	60,565.44	62,079.68	63,633.44	65,222.56	66,853.28	68,525.60
	MONTHLY	4,572.36	4,686.59	4,803.76	4,924.05	5,047.12	5,173.31	5,302.79	5,435.21	5,571.11	5,710.47
	BIWEEKLY	2,110.32	2,163.04	2,217.12	2,272.64	2,329.44	2,387.68	2,447.44	2,508.56	2,571.28	2,635.60
	HOURLY	26.379	27.038	27.714	28.408	29.118	29.846	30.593	31.357	32.141	32.945
X20	ANNUAL	56,239.04	57,645.12	59,088.64	60,565.44	62,079.68	63,633.44	65,222.56	66,853.28	68,525.60	70,239.52
	MONTHLY	4,686.59	4,803.76	4,924.05	5,047.12	5,173.31	5,302.79	5,435.21	5,571.11	5,710.47	5,853.29
	BIWEEKLY	2,163.04	2,217.12	2,272.64	2,329.44	2,387.68	2,447.44	2,508.56	2,571.28	2,635.60	2,701.52
	HOURLY	27.038	27.714	28.408	29.118	29.846	30.593	31.357	32.141	32.945	33.769

## EXCLUDED PAY PLAN - E RANGES

Reflects 3.5% increase  
Effective August 18, 2022  
2.75% Between Steps

CLASS CODE	CLASS TITLE	PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
0607	HUMAN RESOURCES GENERALIST	E05	24.815	25.499	26.198	26.919	27.662	28.419	29.205	30.005	30.832	31.679
0608	HUMAN RESOURCES SPECIALIST	E15	32.550	33.444	34.365	35.311	36.283	37.280	38.306	39.358	40.441	41.552
0629	CITY COUNCIL SECRETARY	E04	24.151	24.815	25.499	26.198	26.919	27.662	28.419	29.205	30.005	30.832
0630	EXECUTIVE SECRETARY	E09	27.662	28.419	29.205	30.005	30.832	31.679	32.550	33.444	34.365	35.311
0631	EXECUTIVE AIDE	E12	30.005	30.832	31.679	32.550	33.444	34.365	35.311	36.283	37.280	38.306
0634	HUMAN RESOURCES OPERATIONS SPECIALIST	E15	32.550	33.444	34.365	35.311	36.283	37.280	38.306	39.358	40.441	41.552
0655	OMBUDSMAN	E12	30.005	30.832	31.679	32.550	33.444	34.365	35.311	36.283	37.280	38.306
1130	PAYROLL ADMINISTRATOR	E19	36.283	37.280	38.306	39.358	40.441	41.552	42.695	43.870	45.078	46.316
1133	PAYROLL SPECIALIST	E09	27.662	28.419	29.205	30.005	30.832	31.679	32.550	33.444	34.365	35.311
1321	WORKERS' COMPENSATION CLAIMS SPEC	E07	26.198	26.919	27.662	28.419	29.205	30.005	30.832	31.679	32.550	33.444
1550	GRANT COORDINATOR I	E04	24.151	24.815	25.499	26.198	26.919	27.662	28.419	29.205	30.005	30.832
1551	GRANT COORDINATOR II	E09	27.662	28.419	29.205	30.005	30.832	31.679	32.550	33.444	34.365	35.311

## EXCLUDED - E RANGES

Reflects 3.5% increase  
Effective August 18, 2022  
2.75% Between Steps

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
E01	ANNUAL	46,309.12	47,582.08	48,890.40	50,234.08	51,615.20	53,037.92	54,491.84	55,991.52	57,536.96	59,111.52
	MONTHLY	3,859.09	3,965.17	4,074.20	4,186.17	4,301.27	4,419.83	4,540.99	4,665.96	4,794.75	4,925.96
	BIWEEKLY	1,781.12	1,830.08	1,880.40	1,932.08	1,985.20	2,039.92	2,095.84	2,153.52	2,212.96	2,273.52
	HOURLY	22.264	22.876	23.505	24.151	24.815	25.499	26.198	26.919	27.662	28.419
E02	ANNUAL	47,582.08	48,890.40	50,234.08	51,615.20	53,037.92	54,491.84	55,991.52	57,536.96	59,111.52	60,746.40
	MONTHLY	3,965.17	4,074.20	4,186.17	4,301.27	4,419.83	4,540.99	4,665.96	4,794.75	4,925.96	5,062.20
	BIWEEKLY	1,830.08	1,880.40	1,932.08	1,985.20	2,039.92	2,095.84	2,153.52	2,212.96	2,273.52	2,336.40
	HOURLY	22.876	23.505	24.151	24.815	25.499	26.198	26.919	27.662	28.419	29.205
E03	ANNUAL	48,890.40	50,234.08	51,615.20	53,037.92	54,491.84	55,991.52	57,536.96	59,111.52	60,746.40	62,410.40
	MONTHLY	4,074.20	4,186.17	4,301.27	4,419.83	4,540.99	4,665.96	4,794.75	4,925.96	5,062.20	5,200.87
	BIWEEKLY	1,880.40	1,932.08	1,985.20	2,039.92	2,095.84	2,153.52	2,212.96	2,273.52	2,336.40	2,400.40
	HOURLY	23.505	24.151	24.815	25.499	26.198	26.919	27.662	28.419	29.205	30.005
E04	ANNUAL	50,234.08	51,615.20	53,037.92	54,491.84	55,991.52	57,536.96	59,111.52	60,746.40	62,410.40	64,130.56
	MONTHLY	4,186.17	4,301.27	4,419.83	4,540.99	4,665.96	4,794.75	4,925.96	5,062.20	5,200.87	5,344.21
	BIWEEKLY	1,932.08	1,985.20	2,039.92	2,095.84	2,153.52	2,212.96	2,273.52	2,336.40	2,400.40	2,466.56
	HOURLY	24.151	24.815	25.499	26.198	26.919	27.662	28.419	29.205	30.005	30.832
E05	ANNUAL	51,615.20	53,037.92	54,491.84	55,991.52	57,536.96	59,111.52	60,746.40	62,410.40	64,130.56	65,892.32
	MONTHLY	4,301.27	4,419.83	4,540.99	4,665.96	4,794.75	4,925.96	5,062.20	5,200.87	5,344.21	5,491.03
	BIWEEKLY	1,985.20	2,039.92	2,095.84	2,153.52	2,212.96	2,273.52	2,336.40	2,400.40	2,466.56	2,534.32
	HOURLY	24.815	25.499	26.198	26.919	27.662	28.419	29.205	30.005	30.832	31.679

## EXCLUDED - E RANGES

Reflects 3.5% increase  
Effective August 18, 2022  
2.75% Between Steps

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
E06	ANNUAL	53,037.92	54,491.84	55,991.52	57,536.96	59,111.52	60,746.40	62,410.40	64,130.56	65,892.32	67,704.00
	MONTHLY	4,419.83	4,540.99	4,665.96	4,794.75	4,925.96	5,062.20	5,200.87	5,344.21	5,491.03	5,642.00
	BIWEEKLY	2,039.92	2,095.84	2,153.52	2,212.96	2,273.52	2,336.40	2,400.40	2,466.56	2,534.32	2,604.00
	HOURLY	25.499	26.198	26.919	27.662	28.419	29.205	30.005	30.832	31.679	32.550
E07	ANNUAL	54,491.84	55,991.52	57,536.96	59,111.52	60,746.40	62,410.40	64,130.56	65,892.32	67,704.00	69,563.52
	MONTHLY	4,540.99	4,665.96	4,794.75	4,925.96	5,062.20	5,200.87	5,344.21	5,491.03	5,642.00	5,796.96
	BIWEEKLY	2,095.84	2,153.52	2,212.96	2,273.52	2,336.40	2,400.40	2,466.56	2,534.32	2,604.00	2,675.52
	HOURLY	26.198	26.919	27.662	28.419	29.205	30.005	30.832	31.679	32.550	33.444
E08	ANNUAL	55,991.52	57,536.96	59,111.52	60,746.40	62,410.40	64,130.56	65,892.32	67,704.00	69,563.52	71,479.20
	MONTHLY	4,665.96	4,794.75	4,925.96	5,062.20	5,200.87	5,344.21	5,491.03	5,642.00	5,796.96	5,956.60
	BIWEEKLY	2,153.52	2,212.96	2,273.52	2,336.40	2,400.40	2,466.56	2,534.32	2,604.00	2,675.52	2,749.20
	HOURLY	26.919	27.662	28.419	29.205	30.005	30.832	31.679	32.550	33.444	34.365
E09	ANNUAL	57,536.96	59,111.52	60,746.40	62,410.40	64,130.56	65,892.32	67,704.00	69,563.52	71,479.20	73,446.88
	MONTHLY	4,794.75	4,925.96	5,062.20	5,200.87	5,344.21	5,491.03	5,642.00	5,796.96	5,956.60	6,120.57
	BIWEEKLY	2,212.96	2,273.52	2,336.40	2,400.40	2,466.56	2,534.32	2,604.00	2,675.52	2,749.20	2,824.88
	HOURLY	27.662	28.419	29.205	30.005	30.832	31.679	32.550	33.444	34.365	35.311
E10	ANNUAL	59,111.52	60,746.40	62,410.40	64,130.56	65,892.32	67,704.00	69,563.52	71,479.20	73,446.88	75,468.64
	MONTHLY	4,925.96	5,062.20	5,200.87	5,344.21	5,491.03	5,642.00	5,796.96	5,956.60	6,120.57	6,289.05
	BIWEEKLY	2,273.52	2,336.40	2,400.40	2,466.56	2,534.32	2,604.00	2,675.52	2,749.20	2,824.88	2,902.64
	HOURLY	28.419	29.205	30.005	30.832	31.679	32.550	33.444	34.365	35.311	36.283

## EXCLUDED - E RANGES

Reflects 3.5% increase  
Effective August 18, 2022  
2.75% Between Steps

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
E11	ANNUAL	60,746.40	62,410.40	64,130.56	65,892.32	67,704.00	69,563.52	71,479.20	73,446.88	75,468.64	77,542.40
	MONTHLY	5,062.20	5,200.87	5,344.21	5,491.03	5,642.00	5,796.96	5,956.60	6,120.57	6,289.05	6,461.87
	BIWEEKLY	2,336.40	2,400.40	2,466.56	2,534.32	2,604.00	2,675.52	2,749.20	2,824.88	2,902.64	2,982.40
	HOURLY	29.205	30.005	30.832	31.679	32.550	33.444	34.365	35.311	36.283	37.280
E12	ANNUAL	62,410.40	64,130.56	65,892.32	67,704.00	69,563.52	71,479.20	73,446.88	75,468.64	77,542.40	79,676.48
	MONTHLY	5,200.87	5,344.21	5,491.03	5,642.00	5,796.96	5,956.60	6,120.57	6,289.05	6,461.87	6,639.71
	BIWEEKLY	2,400.40	2,466.56	2,534.32	2,604.00	2,675.52	2,749.20	2,824.88	2,902.64	2,982.40	3,064.48
	HOURLY	30.005	30.832	31.679	32.550	33.444	34.365	35.311	36.283	37.280	38.306
E13	ANNUAL	64,130.56	65,892.32	67,704.00	69,563.52	71,479.20	73,446.88	75,468.64	77,542.40	79,676.48	81,864.64
	MONTHLY	5,344.21	5,491.03	5,642.00	5,796.96	5,956.60	6,120.57	6,289.05	6,461.87	6,639.71	6,822.05
	BIWEEKLY	2,466.56	2,534.32	2,604.00	2,675.52	2,749.20	2,824.88	2,902.64	2,982.40	3,064.48	3,148.64
	HOURLY	30.832	31.679	32.550	33.444	34.365	35.311	36.283	37.280	38.306	39.358
E14	ANNUAL	65,892.32	67,704.00	69,563.52	71,479.20	73,446.88	75,468.64	77,542.40	79,676.48	81,864.64	84,117.28
	MONTHLY	5,491.03	5,642.00	5,796.96	5,956.60	6,120.57	6,289.05	6,461.87	6,639.71	6,822.05	7,009.77
	BIWEEKLY	2,534.32	2,604.00	2,675.52	2,749.20	2,824.88	2,902.64	2,982.40	3,064.48	3,148.64	3,235.28
	HOURLY	31.679	32.550	33.444	34.365	35.311	36.283	37.280	38.306	39.358	40.441
E15	ANNUAL	67,704.00	69,563.52	71,479.20	73,446.88	75,468.64	77,542.40	79,676.48	81,864.64	84,117.28	86,428.16
	MONTHLY	5,642.00	5,796.96	5,956.60	6,120.57	6,289.05	6,461.87	6,639.71	6,822.05	7,009.77	7,202.35
	BIWEEKLY	2,604.00	2,675.52	2,749.20	2,824.88	2,902.64	2,982.40	3,064.48	3,148.64	3,235.28	3,324.16
	HOURLY	32.550	33.444	34.365	35.311	36.283	37.280	38.306	39.358	40.441	41.552



## EXCLUDED - E RANGES

Reflects 3.5% increase  
Effective August 18, 2022  
2.75% Between Steps

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
E16	ANNUAL	69,563.52	71,479.20	73,446.88	75,468.64	77,542.40	79,676.48	81,864.64	84,117.28	86,428.16	88,805.60
	MONTHLY	5,796.96	5,956.60	6,120.57	6,289.05	6,461.87	6,639.71	6,822.05	7,009.77	7,202.35	7,400.47
	BIWEEKLY	2,675.52	2,749.20	2,824.88	2,902.64	2,982.40	3,064.48	3,148.64	3,235.28	3,324.16	3,415.60
	HOURLY	33.444	34.365	35.311	36.283	37.280	38.306	39.358	40.441	41.552	42.695
E17	ANNUAL	71,479.20	73,446.88	75,468.64	77,542.40	79,676.48	81,864.64	84,117.28	86,428.16	88,805.60	91,249.60
	MONTHLY	5,956.60	6,120.57	6,289.05	6,461.87	6,639.71	6,822.05	7,009.77	7,202.35	7,400.47	7,604.13
	BIWEEKLY	2,749.20	2,824.88	2,902.64	2,982.40	3,064.48	3,148.64	3,235.28	3,324.16	3,415.60	3,509.60
	HOURLY	34.365	35.311	36.283	37.280	38.306	39.358	40.441	41.552	42.695	43.870
E18	ANNUAL	73,446.88	75,468.64	77,542.40	79,676.48	81,864.64	84,117.28	86,428.16	88,805.60	91,249.60	93,762.24
	MONTHLY	6,120.57	6,289.05	6,461.87	6,639.71	6,822.05	7,009.77	7,202.35	7,400.47	7,604.13	7,813.52
	BIWEEKLY	2,824.88	2,902.64	2,982.40	3,064.48	3,148.64	3,235.28	3,324.16	3,415.60	3,509.60	3,606.24
	HOURLY	35.311	36.283	37.280	38.306	39.358	40.441	41.552	42.695	43.870	45.078
E19	ANNUAL	75,468.64	77,542.40	79,676.48	81,864.64	84,117.28	86,428.16	88,805.60	91,249.60	93,762.24	96,337.28
	MONTHLY	6,289.05	6,461.87	6,639.71	6,822.05	7,009.77	7,202.35	7,400.47	7,604.13	7,813.52	8,028.11
	BIWEEKLY	2,902.64	2,982.40	3,064.48	3,148.64	3,235.28	3,324.16	3,415.60	3,509.60	3,606.24	3,705.28
	HOURLY	36.283	37.280	38.306	39.358	40.441	41.552	42.695	43.870	45.078	46.316
E20	ANNUAL	77,542.40	79,676.48	81,864.64	84,117.28	86,428.16	88,805.60	91,249.60	93,762.24	96,337.28	98,985.12
	MONTHLY	6,461.87	6,639.71	6,822.05	7,009.77	7,202.35	7,400.47	7,604.13	7,813.52	8,028.11	8,248.76
	BIWEEKLY	2,982.40	3,064.48	3,148.64	3,235.28	3,324.16	3,415.60	3,509.60	3,606.24	3,705.28	3,807.12
	HOURLY	37.280	38.306	39.358	40.441	41.552	42.695	43.870	45.078	46.316	47.589

## EXCLUDED PAY PLAN - W RANGES

Reflects a 3.5% increase  
Effective August 18, 2022

CLASS CODE	CLASS TITLE	PAY RANGE	MINIMUM	MAXIMUM
0615	BENEFITS SPECIALIST	W01	29.936	50.126
0617	HUMAN RESOURCES COORDINATOR	W02	37.195	62.278
0618	COMPENSATION MANAGER	W02	37.195	62.278
0620	PENSION OFFICER	W02	37.195	62.278
0621	DIVERSITY, EQUITY, AND INCLUSION MANAGER	W01	29.936	50.126
0633	EXECUTIVE ASSISTANT	W01	29.936	50.126
0705	ATTORNEY I	W01	29.936	50.126
0706	ATTORNEY II	W02	37.195	62.278
0707	SENIOR ATTORNEY	W03	42.596	71.328
0708	CHIEF ASSISTANT CITY ATTORNEY	W04	44.972	75.305
1127	CITY CONTROLLER	W03	42.596	71.328
1169	BUDGET OFFICER	W04	44.972	75.305
1320	RISK MANAGER	W02	37.195	62.278
1322	CLAIMS & INSURANCE COORDINATOR	W01	29.936	50.126
1324	SAFETY & TRAINING COORDINATOR	W01	29.936	50.126
1326	WORKERS' COMPENSATION CLAIMS COOR	W01	29.936	50.126
1450	CHIEF INFORMATION OFFICER	W04	44.972	75.305
1453	INFORMATION SECURITY OFFICER	W02	37.195	62.278
2020	ASSISTANT DIRECTOR OF TRANSPORTATION	W04	44.972	75.305
2021	ASSISTANT CITY ENGINEER	W03	42.596	71.328
2023	DEPT LIAISON & COMPLIANCE ADMINISTRATOR	W02	37.195	62.278
2024	ASSISTANT DIRECTOR OF UTILITIES	W04	44.972	75.305
2026	FIBER NETWORK & RIGHT-OF-WAY MANAGER	W03	42.596	71.328
2207	ASST DIRECTOR OF URBAN DEVELOPMENT	W03	42.596	71.328
2255	HUMAN RIGHTS MANAGER	W01	29.936	50.126
2415	ASSISTANT DIRECTOR OF AGING PARTNERS	W02	37.195	62.278
3002	ASSISTANT FIRE CHIEF	W04	44.972	75.305
3008	BATTALION CHIEF	W02	37.195	62.278
3017	BATTALION CHIEF	W56	26.567	44.484
3019	DIVISION CHIEF OF TRAINING	W02	37.195	62.278
3024	DIVISION CHIEF OF LOGISTICS	W02	37.195	62.278
3123	POLICE CAPTAIN	W02	37.195	62.278
3125	ASSISTANT CHIEF OF POLICE	W04	44.972	75.305
3239	BUILDING & SAFETY MANAGER	W02	37.195	62.278
3602	ASSISTANT HEALTH DIRECTOR	W04	44.972	75.305
3604	RESOURCE & PROGRAM DEVELOP COOR	W02	37.195	62.278
5530	PARKS & REC FACILITIES/OPERATIONS MANAGER	W02	37.195	62.278
5531	ASST DIRECTOR OF PARKS & RECREATION	W03	42.596	71.328
5600	TRANSIT MANAGER	W03	42.596	71.328

## EXCLUDED - W RANGES

Reflects a 3.5% increase  
Effective August 18, 2022

PAY RANGE		MINIMUM	MAXIMUM
W01	Annual	62,266.88	104,262.08
	Monthly	5,188.91	8,688.51
	Biweekly	2,394.88	4,010.08
	Hourly	29.936	50.126
W02	Annual	77,365.60	129,538.24
	Monthly	6,447.13	10,794.85
	Biweekly	2,975.60	4,982.24
	Hourly	37.195	62.278
W03	Annual	88,599.68	148,362.24
	Monthly	7,383.31	12,363.52
	Biweekly	3,407.68	5,706.24
	Hourly	42.596	71.328
W04	Annual	93,541.76	156,634.40
	Monthly	7,795.15	13,052.87
	Biweekly	3,597.76	6,024.40
	Hourly	44.972	75.305
W56	Annual	77,363.10	129,537.41
	Monthly	6,446.93	10,794.78
	Biweekly	2,975.50	4,982.21
	Hourly	26.567	44.484