

June 12, 2023

TO: City of Lincoln Personnel Board Members

SUBJECT: Personnel Board Meeting
Thursday, June 15, 2023
1:30 p.m., Council Chambers
County-City Building

AGENDA

ITEM 1: Approval of Minutes from the May 18, 2023 meeting.

ITEM 2: Request to revise the following classifications:

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
3664	Public Health Nursing Supervisor (A16)
3669	Community Health Services Manager (M06)

ITEM 3: Request to change the pay range of the following classification:

<u>CLASS CODE</u>	<u>CURRENT CLASS TITLE</u>	<u>CURRENT PAY RANGE</u>	<u>PROPOSED PAY RANGE</u>
5372	Control/Instrumentation Technician	C30 (\$58,772. 48 - \$75,054.72)	C35(\$66,310.40 - \$84,674.72)

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

<u>CLASS CODE</u>	<u>CURRENT CLASS TITLE</u>	<u>PROPOSED CLASS TITLE</u>	<u>CURRENT PAY RANGE</u>	<u>PROPOSED PAY RANGE</u>
5304	Telemeter Control Technician	Utility Electrical Technician	C30 (\$58,772. 48 - \$75,054.72)	C35(\$66,310.40 - \$84,674.72)

ITEM 5: Request an ordinance reflecting a pay increase of 3% to be effective August 17, 2023 for pay ranges prefixed by 'X.'

ITEM 6: Request an ordinance reflecting a pay increase of 3% to be effective August 17, 2023 for pay ranges prefixed by 'E.'

ITEM 7: Request an ordinance reflecting a pay increase of 3% to be effective August 17, 2023 for pay ranges prefixed by 'W.'

ITEM 8: Miscellaneous Discussion

PC: Department Heads
City Clerk
Barb McIntyre

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 Lincoln Commission on Human Rights, at 402 441-7624, or the City Ombudsman at 402-441-7511 as soon as possible before the scheduled meeting date in order to make your request.

PUBLIC HEALTH NURSING SUPERVISOR

NATURE OF WORK

This is responsible public health nursing work supervising the delivery of core public health nursing services within an assigned district, through Maternal Child Health, Communicable Disease, and Clinical Services Programs.

Work involves supervision of nurses, support staff, and of the overall work of program areas; ensures nurses and support staff are thoroughly trained in the operation of their program areas regarding compliance with established policies and procedures and with program requirements; ensures opportunities for workforce development; monitors and evaluates health care services provided by public health nurses and other program area staff; and prepares required reports reflecting health care services provided within the program areas. Work involves oversight of community and/or educational outreach specific to program areas; assists with program area budget preparation, monitoring revenues and expenses, reporting budget variations, preparing and submitting grant applications and submitting required grant reports. This position develops and maintains positive relationships with health care providers, long term care and assisted living facility leadership, schools, organizations, community human service agencies, and other city and county departments. orienting nursing staff of an assigned district by discussing policies and procedures, case load, and completion of forms, reports and client records; monitoring and evaluating health care services provided by subordinate public health nurses; and preparing periodic reports reflecting health care services provided. Work also involves preparing an initial sectional budget request and monitoring budgetary expenditures within an assigned district; testing school students for sight and hearing abnormalities and assessing their overall health status; assisting schools in developing an effective health curriculum; presenting discussions to schools, organizations, and community human service agencies on health related topics; assessing the client's physical and psycho-social state, and in conjunction with the client and physician develops, implements and evaluates a care plan to meet specified health needs; and instructing clients in preventive health care practices. Work includes providing health maintenance care for clients including monitoring vital signs, obtaining specimens for laboratory analysis, administering injections, and caring for wounds based upon physicians' orders; and maintaining appropriate client records reflecting treatment provided and client status. Supervision is received from the Division Manager with work being reviewed through established quality control measures, reports, and outcomes. Supervision is exercised over subordinate public health nurses and support/tertiary staff.

EXAMPLES OF WORK PERFORMED

Orients nursing staff of assigned district by discussing policies and procedures, case load, and completion of forms, reports and client records.

Monitors and evaluates health care services provided by subordinate public health nurses.

Assesses, plans, implements, supervises, and evaluates efficiency and effectiveness of program operations.

Prepares periodic reports reflecting health care services provided by the nursing team.

Evaluates work activities of program personnel.

~~Prepares initial sectional budget request and monitors budgetary expenditures within an assigned district.~~

Identifies and assesses the educational and developmental needs of staff.

~~Tests school students for sight and hearing abnormalities and assesses overall health status.~~

Performs administrative and management functions including management of grant writing and grant and program funding and reporting.

Plans and expends budget to ensure compliance with program requirements and contract agreements.

~~Assists schools in developing an effective health curriculum; presents discussions to schools, organizations, and community human service agencies on health related topics.~~

Monitors the use of services, facilities, and staff to ensure effective use of resources and assesses the need for additional staff, equipment, and services.

~~Assesses the client's physical and psycho-social status and, in conjunction with the client and physician develops, implements and evaluates a care plan to meet specified health needs; instructs clients in preventive health care practices.~~

Ensures implementation of quality improvement strategies.

~~Provides health maintenance care for clients including monitoring vital signs, obtaining specimens for laboratory analysis, administering injections, and caring for wounds based on physician's orders and general medical direction.~~

Uses exceptional customer service skills to respond to community needs and enhance public relations.

Communicates with healthcare providers, health systems, community organizations and the public.

Oversees nursing and non-nursing staff for home visitation programs to ensure staff are meeting program fidelity; provides oversight of designated home visitation data bases and billing for home visitation services; responsible for accreditation requirements for home visitation programs; develops and maintains community partnerships; seeks and applies for grant funding.

~~Maintains appropriate client records reflecting treatment provided and client status.~~

Investigates communicable diseases to determine risk factors, causes, sources and modes of transmission; oversees and ensures timely and accurate data input and utilization of electronic health records and state or local data reporting systems; communicates health alerts to health practitioners, policy makers and the public.

Oversees direct health care services, case management support and laboratory operations; supports the internal interpreter team; oversees the Electronic Health Record use.

Performs related work as required.

DESIRABLE KNOWLEDGE, ABILITIES AND SKILLS

Considerable knowledge of the principles of public health organization and administration.

Considerable knowledge of the principles, and practices, ~~and techniques~~ of public health.

Considerable knowledge of the principles of disease prevention and control.

Considerable knowledge of the current literature, ~~and research,~~ and trends ~~developments~~ relating to public health.

~~Considerable knowledge of the various types of equipment utilized in the delivery of public health nursing services.~~

Considerable knowledge of human service agencies within the community as well as services provided by those agencies.

Ability to establish and maintain effective working relationships with health care providers including long term care and assisted living facilities. ~~co-workers, clients, and the general public.~~

Ability to maintain accurate records reflecting health care services provided and client status.

Ability to plan, assign, and organize the work of subordinate public health nurses.

Ability to understand and follow complex oral and written medical instructions.

Ability to communicate and interpret public health concepts to clients and the public. ~~in the home and clinic.~~

Skill in the use, operation, and maintenance of equipment utilized in the delivery of public health nursing services.

~~DESIRABLE TRAINING AND EXPERIENCE~~

~~Graduation from a baccalaureate degree nursing program (accredited by the National League for Nursing) supplemented by graduate coursework in public health nursing plus considerable experience in the delivery of public health nursing services including experience in a supervisory capacity.~~

MINIMUM QUALIFICATIONS

Graduation from a baccalaureate degree nursing program ~~(accredited by the National League for Nursing)~~ plus two years of experience in the delivery of public health nursing services including ~~some six~~ months of experience in a supervisory capacity; or any equivalent combination of training and experience that provides the desirable knowledge, abilities and skills.

NECESSARY SPECIAL REQUIREMENTS

Possession of a valid license to practice as a registered nurse in the State of Nebraska.

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

06/2311/12

PS3664

COMMUNITY HEALTH SERVICES MANAGER

NATURE OF WORK

This is highly responsible professional, administrative and supervisory work coordinating the activities of the Community Health Services Division, directing the implementation, operation and evaluation of public health services delivered by a multi-disciplinary staff.

Work involves programmatic oversight and primary responsibility for leading, directing and supervising of a comprehensive community health program area including clinic operations, Home Visitation and Maternal-Child Health focused program implementation, public health administrative work directing the delivery of comprehensive health services in both primary care and public health in a full-service environment. Work also involves assessing, planning, organizing and directing community health service operations; and performing on-going analysis of operations to ensure that the needs of the community are met. An employee in this class exercises considerable independent judgment and personal initiative in executing assigned duties. Supervision is received from the This position reports to and receives direction from the Health Director and is responsible for the division budget and personnel management. Work is performed with considerable independence and is reviewed through conferences and results achieved, with work being reviewed in the form of reports, conferences and overall effectiveness of divisional programs. Supervision is exercised over subordinate professional and support staff employees.

EXAMPLES OF WORK PERFORMED

Ensures the assessment of community health status, including determining data needs, data collection, factors affecting health, and available assets/resources.

Plans, organizes, supervises and manages comprehensive public health programs; assesses program needs and existing/projected capabilities; oversees a system of services to meet program and community needs, as well as to ensure compliance with laws, regulations and professional standards.

Ensures sound public health informatics principles are applied in gathering, monitoring, and using data and information.

Prepares, reviews and monitors divisional budget; assists in developing and monitoring goals, objectives, policies and priorities; allocates resources accordingly.

Evaluates, develops, and implements policies, procedures, programs, services, ordinances, and regulations to improve health outcomes and organizational performance using evidence-based information.

Monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors workload and administrative support systems; identifies opportunities for improvement; directs the implementation of changes.

Engages in and implements organizational strategic planning and community health assessment/improvement planning.

Prepares and submits funding proposals, planning documents and program effectiveness reports; prepares and justifies budget requests; and analyzes and interprets proposed and enacted legislation and regulations.

Determines public health data and information that need to be disseminated and develops messaging and communication strategies.

~~Participates in division program planning and policy formulation; assists in establishing goals, as well as evaluating and coordinating the overall operation of the division.~~

Communicates appropriately and facilitates internal and external communication among individuals, teams, groups, and organizations.

Applies and demonstrates principles of ethics, diversity, health equity, inclusion, and racial justice and implements improvements to policies, programs, and services to reduce health inequities.

Establishes and maintains collaborative relationships and partnerships to improve community based public health and resilience.

Applies public health sciences to effectively deliver the 10 Essential Public Health Services.

Evaluates, monitors, manages, and determines human and financial resources needed for organizational infrastructure, programs, and services and implements strategies to secure resources.

Ensures implementation of strategies to recruit, train, manage and retain a diverse, inclusive, and competent workforce.

Supervises through subordinate supervisors, the activities of a comprehensive community health program including assigning work to subordinate staff, interviewing applicants for employment, and evaluating employee performance.

Negotiates contracts and agreements.

Engages and facilitates individuals, teams, groups, and organizations to identify, monitor, measure, and achieve indicators, goals, and objectives; participates in performance management and quality improvement.

Creates opportunities for creativity and innovation.

Identifies opportunities for, and facilitates, inter-divisional, inter-departmental, and cross-sector collaboration.

Engages elected and appointed officials, peers in other agencies, policy makers and the public to support public health infrastructure.

Maintains regular and reliable attendance.

Performs related work as required.

DESIRABLE KNOWLEDGE, ABILITIES AND SKILLS

Extensive knowledge of health equity, racial justice principles and practices.

~~Extensive knowledge of the principles and methods involved in administering comprehensive community health, public health nursing and health service programs.~~

Extensive knowledge of public health and public health science, and systems, policies and events impacting public health, and resilience.

~~Extensive knowledge of the principles and practices of health service administration and program management~~

Extensive knowledge of federal, state, and local laws and regulations pertaining to community based public health.

~~Extensive knowledge of the principles of disease prevention and control as well as individual, family and community health interventions.~~

Extensive knowledge of public and community-based health funding strategies, mechanisms, budgets, and procedures.

~~Extensive knowledge of human service agencies within the community as well as services provided by those agencies.~~

Extensive knowledge of performance management and quality improvement.

Extensive knowledge of leadership principles and systems thinking.

Considerable knowledge of the importance of public health informatic systems in implementing and improving community health policies, programs, and services.

Considerable knowledge of public health communication strategies, including risk communication.

Considerable knowledge of negotiation strategies.

Ability to appropriately interpret data and implement quality improvements in plans and program operations.

~~Ability to make professional and administrative decisions within the framework of departmental policy.~~

Ability to facilitate internal and external planning processes.

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

Ability to communicate effectively with staff, appointed and elected officials, boards and committees, community groups, and the public.

~~Ability to plan, assign and coordinate the work of professional and support personnel.~~

Ability to recognize and describe the diversity of the population and identify health and inequities and implement strategies to reduce inequities.

~~Ability to plan, formulate and execute community health programs.~~

Ability to identify community needs, assets, and resources.

Ability to apply critical thinking skills in decision making.

Ability to describe factors that affect and improve the health of an organization.

Ability to coach, mentor, and lead others and to plan, assign, organize and evaluate the work of subordinate professional, administrative and clerical employees.

Ability to plan, assign, organize and evaluate the work of subordinate professional, administrative and clerical employees.

Ability to communicate effectively both orally and in writing.

Ability to establish and maintain effective working relationships with other government agencies, citizen committees, elected officials, the media, coworkers, ~~subordinates, public officials~~ and the general public.

MINIMUM QUALIFICATIONS

Graduation from an accredited nursing program as required for the position assigned supplemented by a Master's Degree in public health, health services administration, business administration, public administration, nursing or related field and four years of experience in an administrative or supervisory capacity; or any equivalent combination of training and experience that provides the desirable knowledge, abilities and skills.

NECESSARY SPECIAL REQUIREMENTS

Current Registered Nurse licensure from the State of Nebraska or approved compact state of residence as defined by the Nebraska Nurse Practice Act.

06/231/20

PS3669

EXCLUDED PAY PLAN - X RANGES

Reflects 3% increase
Effective August 17, 2023
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	23.428	24.014	24.615	25.230	25.861	26.507	27.170	27.849	28.545	29.260
0026	LEGAL SECRETARY	X18	26.507	27.170	27.849	28.545	29.260	29.992	30.741	31.511	32.298	33.105
0030	EXCLUDED OFFICE ASSISTANT	X01	17.421	17.856	18.303	18.761	19.230	19.711	20.203	20.709	21.226	21.757
0032	EXCLUDED SR OFFICE ASSISTANT	X05	19.230	19.711	20.203	20.709	21.226	21.757	22.301	22.857	23.428	24.014
0034	EXCLUDED OFFICE SPECIALIST	X10	21.757	22.301	22.857	23.428	24.014	24.615	25.230	25.861	26.507	27.170
0120	EXCLUDED ACCOUNT CLERK I	X07	20.203	20.709	21.226	21.757	22.301	22.857	23.428	24.014	24.615	25.230
0121	EXCLUDED ACCOUNT CLERK II	X10	21.757	22.301	22.857	23.428	24.014	24.615	25.230	25.861	26.507	27.170
0122	EXCLUDED ACCOUNT CLERK III	X12	22.857	23.428	24.014	24.615	25.230	25.861	26.507	27.170	27.849	28.545
1136	PAYROLL CLERK	X19	27.170	27.849	28.545	29.260	29.992	30.741	31.511	32.298	33.105	33.933

EXCLUDED PAY PLAN - X RANGES

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Effective August 17, 2023
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	36,235.68	37,140.48	38,070.24	39,022.88	39,998.40	40,998.88	42,022.24	43,074.72	44,150.08	45,254.56
	MONTHLY	3,019.64	3,095.04	3,172.52	3,251.91	3,333.20	3,416.57	3,501.85	3,589.56	3,679.17	3,771.21
	BIWEEKLY	1,393.68	1,428.48	1,464.24	1,500.88	1,538.40	1,576.88	1,616.24	1,656.72	1,698.08	1,740.56
	HOURLY	17.421	17.856	18.303	18.761	19.230	19.711	20.203	20.709	21.226	21.757
X02	ANNUAL	37,140.48	38,070.24	39,022.88	39,998.40	40,998.88	42,022.24	43,074.72	44,150.08	45,254.56	46,386.08
	MONTHLY	3,095.04	3,172.52	3,251.91	3,333.20	3,416.57	3,501.85	3,589.56	3,679.17	3,771.21	3,865.51
	BIWEEKLY	1,428.48	1,464.24	1,500.88	1,538.40	1,576.88	1,616.24	1,656.72	1,698.08	1,740.56	1,784.08
	HOURLY	17.856	18.303	18.761	19.230	19.711	20.203	20.709	21.226	21.757	22.301
X03	ANNUAL	38,070.24	39,022.88	39,998.40	40,998.88	42,022.24	43,074.72	44,150.08	45,254.56	46,386.08	47,542.56
	MONTHLY	3,172.52	3,251.91	3,333.20	3,416.57	3,501.85	3,589.56	3,679.17	3,771.21	3,865.51	3,961.88
	BIWEEKLY	1,464.24	1,500.88	1,538.40	1,576.88	1,616.24	1,656.72	1,698.08	1,740.56	1,784.08	1,828.56
	HOURLY	18.303	18.761	19.230	19.711	20.203	20.709	21.226	21.757	22.301	22.857
X04	ANNUAL	39,022.88	39,998.40	40,998.88	42,022.24	43,074.72	44,150.08	45,254.56	46,386.08	47,542.56	48,730.24
	MONTHLY	3,251.91	3,333.20	3,416.57	3,501.85	3,589.56	3,679.17	3,771.21	3,865.51	3,961.88	4,060.85
	BIWEEKLY	1,500.88	1,538.40	1,576.88	1,616.24	1,656.72	1,698.08	1,740.56	1,784.08	1,828.56	1,874.24
	HOURLY	18.761	19.230	19.711	20.203	20.709	21.226	21.757	22.301	22.857	23.428
X05	ANNUAL	39,998.40	40,998.88	42,022.24	43,074.72	44,150.08	45,254.56	46,386.08	47,542.56	48,730.24	49,949.12
	MONTHLY	3,333.20	3,416.57	3,501.85	3,589.56	3,679.17	3,771.21	3,865.51	3,961.88	4,060.85	4,162.43
	BIWEEKLY	1,538.40	1,576.88	1,616.24	1,656.72	1,698.08	1,740.56	1,784.08	1,828.56	1,874.24	1,921.12
	HOURLY	19.230	19.711	20.203	20.709	21.226	21.757	22.301	22.857	23.428	24.014

EXCLUDED PAY PLAN - X RANGES

Reflects 3% increase
Effective August 17, 2023
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	40,998.88	42,022.24	43,074.72	44,150.08	45,254.56	46,386.08	47,542.56	48,730.24	49,949.12	51,199.20
	MONTHLY	3,416.57	3,501.85	3,589.56	3,679.17	3,771.21	3,865.51	3,961.88	4,060.85	4,162.43	4,266.60
	BIWEEKLY	1,576.88	1,616.24	1,656.72	1,698.08	1,740.56	1,784.08	1,828.56	1,874.24	1,921.12	1,969.20
	HOURLY	19.711	20.203	20.709	21.226	21.757	22.301	22.857	23.428	24.014	24.615
X07	ANNUAL	42,022.24	43,074.72	44,150.08	45,254.56	46,386.08	47,542.56	48,730.24	49,949.12	51,199.20	52,478.40
	MONTHLY	3,501.85	3,589.56	3,679.17	3,771.21	3,865.51	3,961.88	4,060.85	4,162.43	4,266.60	4,373.20
	BIWEEKLY	1,616.24	1,656.72	1,698.08	1,740.56	1,784.08	1,828.56	1,874.24	1,921.12	1,969.20	2,018.40
	HOURLY	20.203	20.709	21.226	21.757	22.301	22.857	23.428	24.014	24.615	25.230
X08	ANNUAL	43,074.72	44,150.08	45,254.56	46,386.08	47,542.56	48,730.24	49,949.12	51,199.20	52,478.40	53,790.88
	MONTHLY	3,589.56	3,679.17	3,771.21	3,865.51	3,961.88	4,060.85	4,162.43	4,266.60	4,373.20	4,482.57
	BIWEEKLY	1,656.72	1,698.08	1,740.56	1,784.08	1,828.56	1,874.24	1,921.12	1,969.20	2,018.40	2,068.88
	HOURLY	20.709	21.226	21.757	22.301	22.857	23.428	24.014	24.615	25.230	25.861
X09	ANNUAL	44,150.08	45,254.56	46,386.08	47,542.56	48,730.24	49,949.12	51,199.20	52,478.40	53,790.88	55,134.56
	MONTHLY	3,679.17	3,771.21	3,865.51	3,961.88	4,060.85	4,162.43	4,266.60	4,373.20	4,482.57	4,594.55
	BIWEEKLY	1,698.08	1,740.56	1,784.08	1,828.56	1,874.24	1,921.12	1,969.20	2,018.40	2,068.88	2,120.56
	HOURLY	21.226	21.757	22.301	22.857	23.428	24.014	24.615	25.230	25.861	26.507
X10	ANNUAL	45,254.56	46,386.08	47,542.56	48,730.24	49,949.12	51,199.20	52,478.40	53,790.88	55,134.56	56,513.60
	MONTHLY	3,771.21	3,865.51	3,961.88	4,060.85	4,162.43	4,266.60	4,373.20	4,482.57	4,594.55	4,709.47
	BIWEEKLY	1,740.56	1,784.08	1,828.56	1,874.24	1,921.12	1,969.20	2,018.40	2,068.88	2,120.56	2,173.60
	HOURLY	21.757	22.301	22.857	23.428	24.014	24.615	25.230	25.861	26.507	27.170

EXCLUDED PAY PLAN - X RANGES

Reflects 3% increase
Effective August 17, 2023
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	46,386.08	47,542.56	48,730.24	49,949.12	51,199.20	52,478.40	53,790.88	55,134.56	56,513.60	57,925.92
	MONTHLY	3,865.51	3,961.88	4,060.85	4,162.43	4,266.60	4,373.20	4,482.57	4,594.55	4,709.47	4,827.16
	BIWEEKLY	1,784.08	1,828.56	1,874.24	1,921.12	1,969.20	2,018.40	2,068.88	2,120.56	2,173.60	2,227.92
	HOURLY	22.301	22.857	23.428	24.014	24.615	25.230	25.861	26.507	27.170	27.849
X12	ANNUAL	47,542.56	48,730.24	49,949.12	51,199.20	52,478.40	53,790.88	55,134.56	56,513.60	57,925.92	59,373.60
	MONTHLY	3,961.88	4,060.85	4,162.43	4,266.60	4,373.20	4,482.57	4,594.55	4,709.47	4,827.16	4,947.80
	BIWEEKLY	1,828.56	1,874.24	1,921.12	1,969.20	2,018.40	2,068.88	2,120.56	2,173.60	2,227.92	2,283.60
	HOURLY	22.857	23.428	24.014	24.615	25.230	25.861	26.507	27.170	27.849	28.545
X13	ANNUAL	48,730.24	49,949.12	51,199.20	52,478.40	53,790.88	55,134.56	56,513.60	57,925.92	59,373.60	60,860.80
	MONTHLY	4,060.85	4,162.43	4,266.60	4,373.20	4,482.57	4,594.55	4,709.47	4,827.16	4,947.80	5,071.73
	BIWEEKLY	1,874.24	1,921.12	1,969.20	2,018.40	2,068.88	2,120.56	2,173.60	2,227.92	2,283.60	2,340.80
	HOURLY	23.428	24.014	24.615	25.230	25.861	26.507	27.170	27.849	28.545	29.260
X14	ANNUAL	49,949.12	51,199.20	52,478.40	53,790.88	55,134.56	56,513.60	57,925.92	59,373.60	60,860.80	62,383.36
	MONTHLY	4,162.43	4,266.60	4,373.20	4,482.57	4,594.55	4,709.47	4,827.16	4,947.80	5,071.73	5,198.61
	BIWEEKLY	1,921.12	1,969.20	2,018.40	2,068.88	2,120.56	2,173.60	2,227.92	2,283.60	2,340.80	2,399.36
	HOURLY	24.014	24.615	25.230	25.861	26.507	27.170	27.849	28.545	29.260	29.992
X15	ANNUAL	51,199.20	52,478.40	53,790.88	55,134.56	56,513.60	57,925.92	59,373.60	60,860.80	62,383.36	63,941.28
	MONTHLY	4,266.60	4,373.20	4,482.57	4,594.55	4,709.47	4,827.16	4,947.80	5,071.73	5,198.61	5,328.44
	BIWEEKLY	1,969.20	2,018.40	2,068.88	2,120.56	2,173.60	2,227.92	2,283.60	2,340.80	2,399.36	2,459.28
	HOURLY	24.615	25.230	25.861	26.507	27.170	27.849	28.545	29.260	29.992	30.741

EXCLUDED PAY PLAN - X RANGES

Reflects 3% increase
Effective August 17, 2023
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	52,478.40	53,790.88	55,134.56	56,513.60	57,925.92	59,373.60	60,860.80	62,383.36	63,941.28	65,542.88
	MONTHLY	4,373.20	4,482.57	4,594.55	4,709.47	4,827.16	4,947.80	5,071.73	5,198.61	5,328.44	5,461.91
	BIWEEKLY	2,018.40	2,068.88	2,120.56	2,173.60	2,227.92	2,283.60	2,340.80	2,399.36	2,459.28	2,520.88
	HOURLY	25.230	25.861	26.507	27.170	27.849	28.545	29.260	29.992	30.741	31.511
X17	ANNUAL	53,790.88	55,134.56	56,513.60	57,925.92	59,373.60	60,860.80	62,383.36	63,941.28	65,542.88	67,179.84
	MONTHLY	4,482.57	4,594.55	4,709.47	4,827.16	4,947.80	5,071.73	5,198.61	5,328.44	5,461.91	5,598.32
	BIWEEKLY	2,068.88	2,120.56	2,173.60	2,227.92	2,283.60	2,340.80	2,399.36	2,459.28	2,520.88	2,583.84
	HOURLY	25.861	26.507	27.170	27.849	28.545	29.260	29.992	30.741	31.511	32.298
X18	ANNUAL	55,134.56	56,513.60	57,925.92	59,373.60	60,860.80	62,383.36	63,941.28	65,542.88	67,179.84	68,858.40
	MONTHLY	4,594.55	4,709.47	4,827.16	4,947.80	5,071.73	5,198.61	5,328.44	5,461.91	5,598.32	5,738.20
	BIWEEKLY	2,120.56	2,173.60	2,227.92	2,283.60	2,340.80	2,399.36	2,459.28	2,520.88	2,583.84	2,648.40
	HOURLY	26.507	27.170	27.849	28.545	29.260	29.992	30.741	31.511	32.298	33.105
X19	ANNUAL	56,513.60	57,925.92	59,373.60	60,860.80	62,383.36	63,941.28	65,542.88	67,179.84	68,858.40	70,580.64
	MONTHLY	4,709.47	4,827.16	4,947.80	5,071.73	5,198.61	5,328.44	5,461.91	5,598.32	5,738.20	5,881.72
	BIWEEKLY	2,173.60	2,227.92	2,283.60	2,340.80	2,399.36	2,459.28	2,520.88	2,583.84	2,648.40	2,714.64
	HOURLY	27.170	27.849	28.545	29.260	29.992	30.741	31.511	32.298	33.105	33.933
X20	ANNUAL	57,925.92	59,373.60	60,860.80	62,383.36	63,941.28	65,542.88	67,179.84	68,858.40	70,580.64	72,346.56
	MONTHLY	4,827.16	4,947.80	5,071.73	5,198.61	5,328.44	5,461.91	5,598.32	5,738.20	5,881.72	6,028.88
	BIWEEKLY	2,227.92	2,283.60	2,340.80	2,399.36	2,459.28	2,520.88	2,583.84	2,648.40	2,714.64	2,782.56
	HOURLY	27.849	28.545	29.260	29.992	30.741	31.511	32.298	33.105	33.933	34.782

EXCLUDED PAY PLAN - E RANGES

Reflects 3% increase
Effective August 17, 2023
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
0028	PARALEGAL	E09	28.492	29.272	30.081	30.905	31.757	32.629	33.527	34.447	35.396	36.370
0029	LITIGATION SUPPORT PARALEGAL	E12	30.905	31.757	32.629	33.527	34.447	35.396	36.370	37.371	38.398	39.455
0607	HUMAN RESOURCES SPECIALIST	E11	30.081	30.905	31.757	32.629	33.527	34.447	35.396	36.370	37.371	38.398
0608	SENIOR HUMAN RESOURCES SPECIALIST	E15	33.527	34.447	35.396	36.370	37.371	38.398	39.455	40.539	41.654	42.799
0612	HUMAN RESOURCES REPRESENTATIVE	E05	25.559	26.264	26.984	27.727	28.492	29.272	30.081	30.905	31.757	32.629
0629	CITY COUNCIL SECRETARY	E04	24.876	25.559	26.264	26.984	27.727	28.492	29.272	30.081	30.905	31.757
0630	EXECUTIVE SECRETARY	E09	28.492	29.272	30.081	30.905	31.757	32.629	33.527	34.447	35.396	36.370
0631	EXECUTIVE AIDE	E12	30.905	31.757	32.629	33.527	34.447	35.396	36.370	37.371	38.398	39.455
0655	OMBUDSMAN	E12	30.905	31.757	32.629	33.527	34.447	35.396	36.370	37.371	38.398	39.455
1130	PAYROLL ADMINISTRATOR	E19	37.371	38.398	39.455	40.539	41.654	42.799	43.976	45.186	46.430	47.705
1133	PAYROLL SPECIALIST	E09	28.492	29.272	30.081	30.905	31.757	32.629	33.527	34.447	35.396	36.370
1321	WORKERS' COMPENSATION CLAIMS SPEC	E07	26.984	27.727	28.492	29.272	30.081	30.905	31.757	32.629	33.527	34.447
1550	GRANT COORDINATOR I	E04	24.876	25.559	26.264	26.984	27.727	28.492	29.272	30.081	30.905	31.757
1551	GRANT COORDINATOR II	E09	28.492	29.272	30.081	30.905	31.757	32.629	33.527	34.447	35.396	36.370

EXCLUDED - E RANGES

Reflects 3% increase
Effective August 17, 2023
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	47,698.56	49,008.96	50,356.80	51,742.08	53,162.72	54,629.12	56,126.72	57,672.16	59,263.36	60,885.76
	MONTHLY	3,974.88	4,084.08	4,196.40	4,311.84	4,430.23	4,552.43	4,677.23	4,806.01	4,938.61	5,073.81
	BIWEEKLY	1,834.56	1,884.96	1,936.80	1,990.08	2,044.72	2,101.12	2,158.72	2,218.16	2,279.36	2,341.76
	HOURLY	22.932	23.562	24.210	24.876	25.559	26.264	26.984	27.727	28.492	29.272
E02	ANNUAL	49,008.96	50,356.80	51,742.08	53,162.72	54,629.12	56,126.72	57,672.16	59,263.36	60,885.76	62,568.48
	MONTHLY	4,084.08	4,196.40	4,311.84	4,430.23	4,552.43	4,677.23	4,806.01	4,938.61	5,073.81	5,214.04
	BIWEEKLY	1,884.96	1,936.80	1,990.08	2,044.72	2,101.12	2,158.72	2,218.16	2,279.36	2,341.76	2,406.48
	HOURLY	23.562	24.210	24.876	25.559	26.264	26.984	27.727	28.492	29.272	30.081
E03	ANNUAL	50,356.80	51,742.08	53,162.72	54,629.12	56,126.72	57,672.16	59,263.36	60,885.76	62,568.48	64,282.40
	MONTHLY	4,196.40	4,311.84	4,430.23	4,552.43	4,677.23	4,806.01	4,938.61	5,073.81	5,214.04	5,356.87
	BIWEEKLY	1,936.80	1,990.08	2,044.72	2,101.12	2,158.72	2,218.16	2,279.36	2,341.76	2,406.48	2,472.40
	HOURLY	24.210	24.876	25.559	26.264	26.984	27.727	28.492	29.272	30.081	30.905
E04	ANNUAL	51,742.08	53,162.72	54,629.12	56,126.72	57,672.16	59,263.36	60,885.76	62,568.48	64,282.40	66,054.56
	MONTHLY	4,311.84	4,430.23	4,552.43	4,677.23	4,806.01	4,938.61	5,073.81	5,214.04	5,356.87	5,504.55
	BIWEEKLY	1,990.08	2,044.72	2,101.12	2,158.72	2,218.16	2,279.36	2,341.76	2,406.48	2,472.40	2,540.56
	HOURLY	24.876	25.559	26.264	26.984	27.727	28.492	29.272	30.081	30.905	31.757
E05	ANNUAL	53,162.72	54,629.12	56,126.72	57,672.16	59,263.36	60,885.76	62,568.48	64,282.40	66,054.56	67,868.32
	MONTHLY	4,430.23	4,552.43	4,677.23	4,806.01	4,938.61	5,073.81	5,214.04	5,356.87	5,504.55	5,655.69
	BIWEEKLY	2,044.72	2,101.12	2,158.72	2,218.16	2,279.36	2,341.76	2,406.48	2,472.40	2,540.56	2,610.32
	HOURLY	25.559	26.264	26.984	27.727	28.492	29.272	30.081	30.905	31.757	32.629

EXCLUDED - E RANGES

Reflects 3% increase
Effective August 17, 2023
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	54,629.12	56,126.72	57,672.16	59,263.36	60,885.76	62,568.48	64,282.40	66,054.56	67,868.32	69,736.16
	MONTHLY	4,552.43	4,677.23	4,806.01	4,938.61	5,073.81	5,214.04	5,356.87	5,504.55	5,655.69	5,811.35
	BIWEEKLY	2,101.12	2,158.72	2,218.16	2,279.36	2,341.76	2,406.48	2,472.40	2,540.56	2,610.32	2,682.16
	HOURLY	26.264	26.984	27.727	28.492	29.272	30.081	30.905	31.757	32.629	33.527
E07	ANNUAL	56,126.72	57,672.16	59,263.36	60,885.76	62,568.48	64,282.40	66,054.56	67,868.32	69,736.16	71,649.76
	MONTHLY	4,677.23	4,806.01	4,938.61	5,073.81	5,214.04	5,356.87	5,504.55	5,655.69	5,811.35	5,970.81
	BIWEEKLY	2,158.72	2,218.16	2,279.36	2,341.76	2,406.48	2,472.40	2,540.56	2,610.32	2,682.16	2,755.76
	HOURLY	26.984	27.727	28.492	29.272	30.081	30.905	31.757	32.629	33.527	34.447
E08	ANNUAL	57,672.16	59,263.36	60,885.76	62,568.48	64,282.40	66,054.56	67,868.32	69,736.16	71,649.76	73,623.68
	MONTHLY	4,806.01	4,938.61	5,073.81	5,214.04	5,356.87	5,504.55	5,655.69	5,811.35	5,970.81	6,135.31
	BIWEEKLY	2,218.16	2,279.36	2,341.76	2,406.48	2,472.40	2,540.56	2,610.32	2,682.16	2,755.76	2,831.68
	HOURLY	27.727	28.492	29.272	30.081	30.905	31.757	32.629	33.527	34.447	35.396
E09	ANNUAL	59,263.36	60,885.76	62,568.48	64,282.40	66,054.56	67,868.32	69,736.16	71,649.76	73,623.68	75,649.60
	MONTHLY	4,938.61	5,073.81	5,214.04	5,356.87	5,504.55	5,655.69	5,811.35	5,970.81	6,135.31	6,304.13
	BIWEEKLY	2,279.36	2,341.76	2,406.48	2,472.40	2,540.56	2,610.32	2,682.16	2,755.76	2,831.68	2,909.60
	HOURLY	28.492	29.272	30.081	30.905	31.757	32.629	33.527	34.447	35.396	36.370
E10	ANNUAL	60,885.76	62,568.48	64,282.40	66,054.56	67,868.32	69,736.16	71,649.76	73,623.68	75,649.60	77,731.68
	MONTHLY	5,073.81	5,214.04	5,356.87	5,504.55	5,655.69	5,811.35	5,970.81	6,135.31	6,304.13	6,477.64
	BIWEEKLY	2,341.76	2,406.48	2,472.40	2,540.56	2,610.32	2,682.16	2,755.76	2,831.68	2,909.60	2,989.68
	HOURLY	29.272	30.081	30.905	31.757	32.629	33.527	34.447	35.396	36.370	37.371

EXCLUDED - E RANGES

Reflects 3% increase
Effective August 17, 2023
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	62,568.48	64,282.40	66,054.56	67,868.32	69,736.16	71,649.76	73,623.68	75,649.60	77,731.68	79,867.84
	MONTHLY	5,214.04	5,356.87	5,504.55	5,655.69	5,811.35	5,970.81	6,135.31	6,304.13	6,477.64	6,655.65
	BIWEEKLY	2,406.48	2,472.40	2,540.56	2,610.32	2,682.16	2,755.76	2,831.68	2,909.60	2,989.68	3,071.84
	HOURLY	30.081	30.905	31.757	32.629	33.527	34.447	35.396	36.370	37.371	38.398
E12	ANNUAL	64,282.40	66,054.56	67,868.32	69,736.16	71,649.76	73,623.68	75,649.60	77,731.68	79,867.84	82,066.40
	MONTHLY	5,356.87	5,504.55	5,655.69	5,811.35	5,970.81	6,135.31	6,304.13	6,477.64	6,655.65	6,838.87
	BIWEEKLY	2,472.40	2,540.56	2,610.32	2,682.16	2,755.76	2,831.68	2,909.60	2,989.68	3,071.84	3,156.40
	HOURLY	30.905	31.757	32.629	33.527	34.447	35.396	36.370	37.371	38.398	39.455
E13	ANNUAL	66,054.56	67,868.32	69,736.16	71,649.76	73,623.68	75,649.60	77,731.68	79,867.84	82,066.40	84,321.12
	MONTHLY	5,504.55	5,655.69	5,811.35	5,970.81	6,135.31	6,304.13	6,477.64	6,655.65	6,838.87	7,026.76
	BIWEEKLY	2,540.56	2,610.32	2,682.16	2,755.76	2,831.68	2,909.60	2,989.68	3,071.84	3,156.40	3,243.12
	HOURLY	31.757	32.629	33.527	34.447	35.396	36.370	37.371	38.398	39.455	40.539
E14	ANNUAL	67,868.32	69,736.16	71,649.76	73,623.68	75,649.60	77,731.68	79,867.84	82,066.40	84,321.12	86,640.32
	MONTHLY	5,655.69	5,811.35	5,970.81	6,135.31	6,304.13	6,477.64	6,655.65	6,838.87	7,026.76	7,220.03
	BIWEEKLY	2,610.32	2,682.16	2,755.76	2,831.68	2,909.60	2,989.68	3,071.84	3,156.40	3,243.12	3,332.32
	HOURLY	32.629	33.527	34.447	35.396	36.370	37.371	38.398	39.455	40.539	41.654
E15	ANNUAL	69,736.16	71,649.76	73,623.68	75,649.60	77,731.68	79,867.84	82,066.40	84,321.12	86,640.32	89,021.92
	MONTHLY	5,811.35	5,970.81	6,135.31	6,304.13	6,477.64	6,655.65	6,838.87	7,026.76	7,220.03	7,418.49
	BIWEEKLY	2,682.16	2,755.76	2,831.68	2,909.60	2,989.68	3,071.84	3,156.40	3,243.12	3,332.32	3,423.92
	HOURLY	33.527	34.447	35.396	36.370	37.371	38.398	39.455	40.539	41.654	42.799

EXCLUDED - E RANGES

Reflects 3% increase
Effective August 17, 2023
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	71,649.76	73,623.68	75,649.60	77,731.68	79,867.84	82,066.40	84,321.12	86,640.32	89,021.92	91,470.08
	MONTHLY	5,970.81	6,135.31	6,304.13	6,477.64	6,655.65	6,838.87	7,026.76	7,220.03	7,418.49	7,622.51
	BIWEEKLY	2,755.76	2,831.68	2,909.60	2,989.68	3,071.84	3,156.40	3,243.12	3,332.32	3,423.92	3,518.08
	HOURLY	34.447	35.396	36.370	37.371	38.398	39.455	40.539	41.654	42.799	43.976
E17	ANNUAL	73,623.68	75,649.60	77,731.68	79,867.84	82,066.40	84,321.12	86,640.32	89,021.92	91,470.08	93,986.88
	MONTHLY	6,135.31	6,304.13	6,477.64	6,655.65	6,838.87	7,026.76	7,220.03	7,418.49	7,622.51	7,832.24
	BIWEEKLY	2,831.68	2,909.60	2,989.68	3,071.84	3,156.40	3,243.12	3,332.32	3,423.92	3,518.08	3,614.88
	HOURLY	35.396	36.370	37.371	38.398	39.455	40.539	41.654	42.799	43.976	45.186
E18	ANNUAL	75,649.60	77,731.68	79,867.84	82,066.40	84,321.12	86,640.32	89,021.92	91,470.08	93,986.88	96,574.40
	MONTHLY	6,304.13	6,477.64	6,655.65	6,838.87	7,026.76	7,220.03	7,418.49	7,622.51	7,832.24	8,047.87
	BIWEEKLY	2,909.60	2,989.68	3,071.84	3,156.40	3,243.12	3,332.32	3,423.92	3,518.08	3,614.88	3,714.40
	HOURLY	36.370	37.371	38.398	39.455	40.539	41.654	42.799	43.976	45.186	46.430
E19	ANNUAL	77,731.68	79,867.84	82,066.40	84,321.12	86,640.32	89,021.92	91,470.08	93,986.88	96,574.40	99,226.40
	MONTHLY	6,477.64	6,655.65	6,838.87	7,026.76	7,220.03	7,418.49	7,622.51	7,832.24	8,047.87	8,268.87
	BIWEEKLY	2,989.68	3,071.84	3,156.40	3,243.12	3,332.32	3,423.92	3,518.08	3,614.88	3,714.40	3,816.40
	HOURLY	37.371	38.398	39.455	40.539	41.654	42.799	43.976	45.186	46.430	47.705
E20	ANNUAL	79,867.84	82,066.40	84,321.12	86,640.32	89,021.92	91,470.08	93,986.88	96,574.40	99,226.40	101,955.36
	MONTHLY	6,655.65	6,838.87	7,026.76	7,220.03	7,418.49	7,622.51	7,832.24	8,047.87	8,268.87	8,496.28
	BIWEEKLY	3,071.84	3,156.40	3,243.12	3,332.32	3,423.92	3,518.08	3,614.88	3,714.40	3,816.40	3,921.36
	HOURLY	38.398	39.455	40.539	41.654	42.799	43.976	45.186	46.430	47.705	49.017

EXCLUDED PAY PLAN - W RANGES

Reflects a 3% increase
Effective August 17, 2023

CLASS CODE	CLASS TITLE	PAY RANGE	MINIMUM	MAXIMUM
0615	BENEFITS SPECIALIST	W01	36.597	53.066
0616	HUMAN RESOURCES MANAGER	W03	45.907	66.565
0617	SENIOR HUMAN RESOURCES BUSINESS PARTNER	W03	45.907	66.565
0618	COMPENSATION MANAGER	W03	45.907	66.565
0620	PENSION OFFICER	W03	45.907	66.565
0621	DIVERSITY, EQUITY, AND INCLUSION MANAGER	W01	36.597	53.066
0622	LEARNING AND ORGANIZATIONAL DEVELOPMENT DIVISION LEADER	W04	51.416	74.552
0623	HUMAN RESOURCES INFORMATION SYSTEM DIVISION LEADER	W04	51.416	74.552
0624	EMPLOYEE ENGAGEMENT DIVISION LEADER	W04	51.416	74.552
0625	TALENT ACQUISITION DIVISION LEADER	W04	51.416	74.552
0626	TOTAL REWARDS DIVISION LEADER	W04	51.416	74.552
0627	HUMAN RESOURCES INFORMATION SYSTEMS ANALYST	W01	36.597	53.066
0633	EXECUTIVE ASSISTANT	W01	36.597	53.066
0634	HUMAN RESOURCES SERVICE CENTER MANAGER	W01	36.597	53.066
0705	ATTORNEY I	W01	36.597	53.066
0706	ATTORNEY II	W03	45.907	66.565
0707	SENIOR ATTORNEY	W04	51.416	74.552
0708	CHIEF ASSISTANT CITY ATTORNEY	W05	57.585	83.499
1127	CITY CONTROLLER	W04	51.416	74.552
1169	BUDGET OFFICER	W05	57.585	83.499
1320	RISK MANAGEMENT DIVISION LEADER	W04	51.416	74.552
1322	CLAIMS & INSURANCE ADMINISTRATOR	W01	36.597	53.066
1324	SAFETY PROGRAM ADMINISTRATOR	W01	36.597	53.066
1326	WORKERS' COMPENSATION CLAIMS COOR	W01	36.597	53.066
1450	CHIEF INFORMATION OFFICER	W05	57.585	83.499
1453	INFORMATION SECURITY OFFICER	W03	45.907	66.565
1454	TECHNOLOGY PROJECT MANAGER	W03	45.907	66.565
1646	CHIEF COMMUNICATIONS OFFICER	W03	45.907	66.565
2020	ASSISTANT DIRECTOR OF TRANSPORTATION (CITY ENGINEER)	W05	57.585	83.499
2021	ASSISTANT CITY ENGINEER	W04	51.416	74.552
2023	DEPT LIAISON & COMPLIANCE ADMINISTRATOR	W03	45.907	66.565
2024	ASSISTANT DIRECTOR OF UTILITIES	W05	57.585	83.499
2026	FIBER NETWORK & RIGHT-OF-WAY MANAGER	W04	51.416	74.552
2207	ASST DIRECTOR OF URBAN DEVELOPMENT	W04	51.416	74.552
2255	HUMAN RIGHTS MANAGER	W02	40.988	59.433
2415	ASSISTANT DIRECTOR OF AGING PARTNERS	W02	40.988	59.433
3002	ASSISTANT FIRE CHIEF	W05	57.585	83.499
3008	BATTALION CHIEF	W03	45.907	66.565
3017	BATTALION CHIEF	W56	32.791	47.546
3019	DIVISION CHIEF OF TRAINING	W03	45.907	66.565
3024	DIVISION CHIEF OF LOGISTICS	W03	45.907	66.565
3122	POLICE LIEUTENANT	W02	40.988	59.433
3123	POLICE CAPTAIN	W03	45.907	66.565
3125	ASSISTANT CHIEF OF POLICE	W05	57.585	83.499
3239	BUILDING & SAFETY MANAGER	W03	45.907	66.565
3602	ASSISTANT HEALTH DIRECTOR	W05	57.585	83.499
3604	RESOURCE & PROGRAM DEVELOP COOR	W03	45.907	66.565
5530	PARKS & REC FACILITIES/OPERATIONS MANAGER	W03	45.907	66.565
5531	ASST DIRECTOR OF PARKS & RECREATION	W04	51.416	74.552
5600	ASSISTANT DIRECTOR OF TRANSIT	W05	57.585	83.499

EXCLUDED - W RANGES

Reflects a 3% increase
Effective August 17, 2023

PAY RANGE		MINIMUM	MAXIMUM
W01	Annual	76,121.76	110,377.28
	Monthly	6,343.48	9,198.11
	Biweekly	2,927.76	4,245.28
	Hourly	36.597	53.066
W02	Annual	85,255.04	123,620.64
	Monthly	7,104.59	10,301.72
	Biweekly	3,279.04	4,754.64
	Hourly	40.988	59.433
W03	Annual	95,486.56	138,455.20
	Monthly	7,957.21	11,537.93
	Biweekly	3,672.56	5,325.20
	Hourly	45.907	66.565
W04	Annual	106,945.28	155,068.16
	Monthly	8,912.11	12,922.35
	Biweekly	4,113.28	5,964.16
	Hourly	51.416	74.552
W05	Annual	119,776.80	173,677.92
	Monthly	9,981.40	14,473.16
	Biweekly	4,606.80	6,679.92
	Hourly	57.585	83.499
W56	Annual	95,487.39	138,453.95
	Monthly	7,957.28	11,537.83
	Biweekly	3,672.59	5,325.15
	Hourly	32.791	47.546