

**CITY OF YUBA CITY  
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN  
EFFECTIVE JULY 1, 2011**

**Important Notice: Effective 7/1/10, the Confidential Unit has agreed to furlough; equivalent to a 10% salary reduction. The monthly amount below has not been adjusted to reflect the 10% decrease.**

Confidential Unit		Bargaining Group	SALARY STEPS					PERS PAID	
JCN	CLASSIFICATION		1	2	3	4	5		
1048	ACCOUNTANT I	CON	4,177 24.10	4,386 25.30	4,605 26.57	4,835 27.89	5,077 29.29	Monthly Hourly	6.0
1007	ACCOUNT CLERK	CON	2,703 15.59	2,838 16.37	2,980 17.19	3,129 18.05	3,286 18.96	Monthly Hourly	6.0
1015	ACCOUNT CLERK-INTERMEDIATE	CON	3,117 17.98	3,273 18.88	3,437 19.83	3,609 20.82	3,789 21.86	Monthly Hourly	6.0
1055	ACCOUNT CLERK-SENIOR	CON	3,588 20.70	3,767 21.73	3,955 22.82	4,153 23.96	4,361 25.16	Monthly Hourly	6.0
1070	ACCOUNTING TECHNICIAN	CON	3,634 20.97	3,816 22.02	4,007 23.12	4,207 24.27	4,418 25.49	Monthly Hourly	6.0
1030	ADMINISTRATIVE ASSISTANT	CON	3,464 19.98	3,637 20.98	3,819 22.03	4,010 23.13	4,211 24.29	Monthly Hourly	6.0
1050	ADMINISTRATIVE ANALYST I	CON	4,249 24.51	4,461 25.74	4,684 27.02	4,918 28.37	5,164 29.79	Monthly Hourly	6.0
1003	ADMINISTRATIVE CLERK I	CON	2,372 13.68	2,491 14.37	2,616 15.09	2,747 15.85	2,884 16.64	Monthly Hourly	6.0
1005	ADMINISTRATIVE CLERK II	CON	2,609 15.05	2,739 15.80	2,876 16.59	3,020 17.42	3,171 18.30	Monthly Hourly	6.0

**Confidential Unit**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS						PERS PAID
			1	2	3	4	5		
1010	ADMINISTRATIVE CLERK III	CON	3,005 17.34	3,155 18.20	3,313 19.11	3,479 20.07	3,653 21.08	Monthly Hourly	6.0
1021	ADMINISTRATIVE TECHNICIAN	CON	3,186 18.38	3,345 19.30	3,512 20.26	3,688 21.28	3,872 22.34	Monthly Hourly	6.0
1045	EXECUTIVE ASSISTANT TO THE CITY MANAGER	CON	3,810 21.98	4,001 23.08	4,201 24.24	4,411 25.45	4,632 26.72	Monthly Hourly	6.0
1060	HOUSING PROGRAMS ANALYST I	CON	4,043 23.33	4,245 24.49	4,457 25.71	4,680 27.00	4,914 28.35	Monthly Hourly	6.0
1018	HUMAN RESOURCES TECHNICIAN I	CON	3,277 18.91	3,441 19.85	3,613 20.84	3,794 21.89	3,984 22.98	Monthly Hourly	6.0
1020	HUMAN RESOURCES TECHNICIAN II	CON	3,606 20.80	3,786 21.84	3,975 22.93	4,174 24.08	4,383 25.28	Monthly Hourly	6.0

Confidential employees who are certified as bilingual will receive a bilingual pay incentive of \$.50 per hour

**Important Notice: Effective 7/1/11, the Executive Unit has agreed to furlough; equivalent to a 10% salary reduction. The monthly amount below has not been adjusted to reflect the 10% decrease.**

Department Heads		Bargaining Group	SALARY STEPS							PERS PAID
JCN	CLASSIFICATION		1	2	3	4	5			
8070*	CITY MANAGER	CM	-	-	-	-	16,065 92.68	- -	Monthly Hourly	8.0
8120*	ASSISTANT CITY MANAGER	DH	11,484 66.25	12,058 69.57	12,661 73.04	13,294 76.70	13,959 80.53	- -	Monthly Hourly	8.0
8160*	ASSISTANT TO THE CITY MANAGER	Contract	5,994 34.58	6,294 36.31	6,609 38.13	6,939 40.03	7,286 42.03	- -	Monthly Hourly	8.0
8090*	PUBLIC WORKS DIRECTOR//CITY ENGINEER	DH	10,302 59.43	- -	- -	- -	14,496 83.63	- -	Monthly Hourly	8.0
8040*	DIRECTOR OF COMMUNITY DEVELOPMENT	DH	10,302 59.43	10,817 62.41	11,358 65.53	11,926 68.80	12,523 72.25	- -	Monthly Hourly	8.0
8010*	DIRECTOR OF HUMAN RESOURCES	DH	9,631 55.56	10,113 58.34	10,619 61.26	11,150 64.33	11,707 67.54	- -	Monthly Hourly	8.0
8140	DIRECTOR OF PARKS AND RECREATION	DH	8,266 47.69	- -	- -	- -	11,021 63.58	- -	Monthly Hourly	8.0
8170	ECONOMIC DEVELOPMENT MANAGER	Contract	7,250 41.83	- -	- -	- -	8,800 50.77	- -	Monthly Hourly	8.0
8030*	FIRE CHIEF	DH	11,977 69.10	- -	- -	- -	14,558 83.99	- -	Monthly Hourly	9.0
8150*	HUMAN RESOURCES MANAGER	Contract	6,465 37.30	- -	- -	- -	7,857 45.33	- -	Monthly Hourly	8.0
8050*	POLICE CHIEF	DH	11,977 69.10	- -	- -	- -	14,558 83.99	- -	Monthly Hourly	9.0
8020*	DIRECTOR OF FINANCE	DH	9,632 55.57	- -	- -	- -	12,307 71.00	- -	Monthly Hourly	8.0

**Important Notice: Effective 7/1/11, the Fire Association has agreed to furlough; equivalent to a 10% salary reduction. The monthly amount below has not been adjusted to reflect the 10% decrease**

**Fire Association**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS						PERS PAID
			1	2	3	4	5		
3110**	FIRE RECRUIT	FIRE	0	0	0	0	3,871	Monthly	9.0
			0	0	0	0	15.95	Hourly	
3120**	FIREFIGHTER I	FIRE	0	0	0	0	4,295	Monthly	9.0
			0	0	0	0	17.70	Hourly	
3130**	FIREFIGHTER II	FIRE	0	0	0	0	6,556	Monthly	9.0
			0	0	0	0	27.02	Hourly	
3140**	FIRE APPARATUS OPERATOR	FIRE	0	0	0	6,846	7,189	Monthly	9.0
			0	0	0	28.21	29.62	Hourly	
3150**	FIRE CAPTAIN	FIRE	6,742	7,079	7,433	7,805	8,195	Monthly	9.0
			27.78	29.17	30.63	32.16	33.77	Hourly	
3160	FIRE SAFETY INSPECTOR I	FIRE	4,650	4,883	5,127	5,383	5,652	Monthly	9.0
			26.83	28.17	29.58	31.06	32.61	Hourly	
3170	FIRE SAFETY INSPECTOR II	FIRE	5,187	5,446	5,718	6,004	6,304	Monthly	9.0
			29.93	31.42	32.99	34.64	36.37	Hourly	

**FIRE DEPARTMENT CLASSIFICATIONS CALCULATED ON A 40 HOUR WORK WEEK: Required to Furlough**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS						PERS PAID
			1	2	3	4	5		
3250	FIRE CAPTAIN	FIRE	6,742	7,079	7,433	7,805	8,195		9.0
			38.90	40.84	42.88	45.03	47.28		
3210	FIRE RECRUIT	FIRE					3,871		9.0
							22.34		

**Fire Association**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					PERS PAID
			1	2	3	4	5	
3220	FIREFIGHTER I	FIRE					4,295 24.78	9.0
3230	FIREFIGHTER II	FIRE					6,556 37.82	9.0
3240	FIRE - APPARATUS OPERATOR	FIRE				6,846 39.50	7,189 41.47	9.0

Fire Captain assigned by the Fire Chief to Fire Prevention shall receive five (5) percent salary increase above the appropriate Fire-Captain salary step for the period of the temporary assignment and shall be designated as follows:

3180	FIRE CAPTAIN (PREVENTION)	FIRE	7,079 40.84	7,433 42.88	7,805 45.03	8,195 47.28	8,605 49.64
------	---------------------------	------	----------------	----------------	----------------	----------------	----------------

**Important Notice: Effective 7/1/11, the Fire Marshal position has agreed to furlough; equivalent to a 10% salary reduction. The monthly amount below has not been adjusted to reflect the 10% decrease.**

**Fire Management**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS						PERS PAID
			1	2	3	4	5		
6055**	FIRE BATTALION CHIEF	FM	7,210	7,571	7,950	8,347	8,765	Monthly	9.0
			29.71	31.20	32.76	34.40	36.12	Hourly	
6066	FIRE MARSHAL	FM	7017	7368	7,736	8,123	8,529	Monthly	9.0
			40.48	42.51	44.63	46.86	49.21	Hourly	

**FIRE DEPARTMENT CLASSIFICATIONS CALCULATED ON A 40 HOUR WORK WEEK: Required to Furlough**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS						PERS PAID
			1	2	3	4	5		
6140	FIRE BATTALION CHIEF	FM	7,846	8,238	8,650	9,083	9,537		9.0
			45.27	47.53	49.90	52.40	55.02		

\*\* Indicates classifications whose hourly rates are computed on the basis of an average 56 hour duty week.

**Fire Management**

**Important Notice: Effective 7/1/11, the First Level Manager's Unit has agreed to furlough; equivalent to a 10% salary reduction. The monthly amount below has not been adjusted to reflect the 10% decrease.**

First Level Management		Bargaining Group	SALARY STEPS					PERS PAID	
JCN	CLASSIFICATION		1	2	3	4	5		
6069	ACCOUNTANT II	FLM	4,801 27.70	5,041 29.08	5,293 30.54	5,558 32.07	5,836 33.67	Monthly Hourly	8.0
6069	ACCOUNTANT II - (INTERIM)	FLM					6,420 37.04	Monthly Hourly	8.0
6059	ADMINISTRATIVE ANALYST II (INTERIM)	FLM					6,128 35.35	Monthly Hourly	8.0
6060	ADMINISTRATIVE ANALYST II	FLM	4,801 27.70	5,041 29.08	5,293 30.54	5,558 32.07	5,836 33.67	Monthly Hourly	8.0
6035	COMMUNICATIONS CENTER COORDINATOR	FLM	4,801 27.70	5,041 29.08	5,293 30.54	5,558 32.07	5,836 33.67	Monthly Hourly	8.0
6090	CONSTRUCTION INSPECTOR-SENIOR	FLM	4,860 28.04	5,103 29.44	5,358 30.91	5,626 32.46	5,907 34.08	Monthly Hourly	8.0
6044	CRIME ANALYST	FLM	4,047 23.35	4,249 24.51	4,461 25.74	4,684 27.02	4,918 28.37	Monthly Hourly	8.0
6063	CUSTOMER SERVICE MANAGER	FLM	4,801 27.70	5,041 29.08	5,293 30.54	5,558 32.07	5,836 33.67	Monthly Hourly	8.0
6120	ENGINEER - ASSOCIATE CIVIL	FLM	6,138 35.41	6,445 37.18	6,767 39.04	7,105 40.99	7,460 43.04	Monthly Hourly	8.0
6042	FACILITY MANAGER	FLM	4,590 26.48	4,820 27.81	5,061 29.20	5,314 30.66	5,580 32.19	Monthly Hourly	8.0
6050	FLEET MAINTENANCE SUPERVISOR	FLM	4,702 27.13	4,937 28.48	5,184 29.91	5,443 31.40	5,715 32.97	Monthly Hourly	8.0

**First Level Management**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS						PERS PAID
			1	2	3	4	5		
6064	INFORMATION TECHNOLOGY ANALYST	FLM	5,118 29.53	5,374 31.00	5,643 32.56	5,925 34.18	6,221 35.89	Monthly Hourly	8.0
6112	GROUND WATER DIST. SUPERVISOR	FLM	5,479 31.61	5,753 33.19	6,041 34.85	6,343 36.59	6,660 38.42	Monthly Hourly	8.0
6062	HOUSING PROGRAMS ANALYST II	FLM	4,801 27.70	5,041 29.08	5,293 30.54	5,558 32.07	5,836 33.67	Monthly Hourly	8.0
6075	INFORMATION TECHNOLOGY SUPERVISOR	FLM	5,630 32.48	5,911 34.10	6,207 35.81	6,517 37.60	6,843 39.48	Monthly Hourly	8.0
6080	LABORATORY MANAGER	FLM	6,170 35.60	6,478 37.37	6,802 39.24	7,142 41.20	7,499 43.27	Monthly Hourly	8.0
6040	MAINTENANCE SUPERVISOR-STREETS	FLM	4,590 26.48	4,820 27.81	5,061 29.20	5,314 30.66	5,580 32.19	Monthly Hourly	8.0
6041	MAINTENANCE SUPERVISOR-WATER/SEWER	FLM	4,590 26.48	4,820 27.81	5,061 29.20	5,314 30.66	5,580 32.19	Monthly Hourly	8.0
6043	PARKS MAINTENANCE SUPERVISOR	FLM	4,590 26.48	4,820 27.81	5,061 29.20	5,314 30.66	5,580 32.19	Monthly Hourly	8.0
6095	PERMIT CENTER MANAGER	FLM	4,801 27.70	5,041 29.08	5,293 30.54	5,558 32.07	5,836 33.67	Monthly Hourly	8.0
6061	PLANNER-ASSOCIATE	FLM	4,801 27.70	5,041 29.08	5,293 30.54	5,558 32.07	5,836 33.67	Monthly Hourly	8.0
6065	PLANT MAINTENANCE SUPERVISOR	FLM	4,770 27.52	5,008 28.89	5,258 30.33	5,521 31.85	5,797 33.44	Monthly Hourly	8.0

**First Level Management**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					PERS PAID	
			1	2	3	4	5		
6020*	RECREATION SUPERVISOR I	FLM	3,214 18.54	3,375 19.47	3,544 20.45	3,721 21.47	3,907 22.54	Monthly Hourly	8.0
6030*	RECREATION SUPERVISOR II	FLM	3,628 20.93	3,809 21.98	3,999 23.07	4,199 24.23	4,409 25.44	Monthly Hourly	8.0
6045*	RECREATION SUPERVISOR III	FLM	4,171 24.06	4,380 25.27	4,599 26.53	4,829 27.86	5,071 29.25	Monthly Hourly	8.0
6094	WASTEWATER TRT FACILITY CHIEF OPERATOR I	FLM	4,770 27.52	5,008 28.89	5,258 30.33	5,521 31.85	5,797 33.44	Monthly Hourly	8.0
6096	WASTEWATER TRT FACILITY CHIEF OPERATOR II	FLM	5,129 29.59	5,385 31.07	5,654 32.62	5,937 34.25	6,234 35.96	Monthly Hourly	8.0
6111	WASTEWATER TRT FACILITY SUPERVISOR	FLM	6,170 35.60	6,478 37.37	6,802 39.24	7,142 41.20	7,499 43.27	Monthly Hourly	8.0
6160	WATER TREATMENT FACILITY CHIEF OPERATOR	FLM	5,129 29.59	5,385 31.07	5,654 32.62	5,937 34.25	6,234 35.96	Monthly Hourly	8.0
6110	WATER TREATMENT FACILITY SUPERVISOR	FLM	6,170 35.60	6,478 37.37	6,802 39.24	7,142 41.20	7,499 43.27	Monthly Hourly	8.0

+ Indicates classifications which are exempt from the Fair Labor Standards Act (FLSA).

**Important Notice: Effective 7/1/11, the Mid Managers Unit has agreed to furlough; equivalent to a 10% salary reduction. The monthly amount below has not been adjusted to reflect the 10% decrease.**

**Mid Managers**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					PAID	
			1	2	3	4	5		
7070*	ADMINISTRATIVE ANALYST III	MM	5,994 34.58	6,294 36.31	6,609 38.13	6,939 40.03	7,286 42.04	Monthly Hourly	8.0
7010*	ADMINISTRATIVE MANAGER	MM	7,297 42.10	7,662 44.20	8,045 46.41	8,447 48.73	8,869 51.17	Monthly Hourly	8.0
7180*	ASSISTANT CHIEF	MM	9,359 53.99	9,827 56.69	10,318 59.53	10,834 62.50	11,375 65.63	Monthly Hourly	9.0
7140*	ASSISTANT UTILITIES DIRECTOR	MM	9,261 53.43	9,724 56.10	10,210 58.90	10,720 61.85	11,256 64.94	Monthly Hourly	8.0
7175*	DEPUTY P.W. DIRECTOR - ENGINEERING	MM	8,207 47.35	8,617 49.71	9,048 52.20	9,500 54.81	9,975 57.55	Monthly Hourly	8.0
7155*	DEPUTY P.W. DIRECTOR - WATER	MM	7,796 44.98	8,186 47.23	8,595 49.59	9,025 52.07	9,476 54.67	Monthly Hourly	8.0
7160*	DEPUTY P.W. DIRECTOR - WASTEWATER	MM	7,796 44.98	8,186 47.23	8,595 49.59	9,025 52.07	9,476 54.67	Monthly Hourly	8.0
7112*	CHIEF BUILDING OFFICIAL	MM	7,017 40.48	7,368 42.51	7,736 44.63	8,123 46.86	8,529 49.21	Monthly Hourly	8.0
7120*	ENGINEER - SENIOR	MM	6,732 38.84	7,069 40.78	7,422 42.82	7,793 44.96	8,182 47.21	Monthly Hourly	8.0
7110+	FIRE DIVISION CHIEF	MM	8,292 47.84	8,707 50.23	9,142 52.74	9,599 55.38	10,079 58.15	Monthly Hourly	9.0
7105	INFORMATION TECHNOLOGY MANAGER	MM	8,151 47.03	8,559 49.38	8,987 51.85	9,436 54.44	9,908 57.16	Monthly Hourly	8.0

**Mid Managers**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS						PAID
			1	2	3	4	5		
7043*	PARK MAINTENANCE MANAGER	MM	6,077 35.06	6,381 36.81	6,700 38.65	7,035 40.59	7,387 42.62	Monthly Hourly	8.0
7130*	PLANNER-PRINCIPAL	MM	6,892 39.76	7,237 41.75	7,599 43.84	7,979 46.03	8,378 48.33	Monthly Hourly	8.0
7060*	PLANNER-SENIOR	MM	5,994 34.58	6,294 36.31	6,609 38.13	6,939 40.03	7,286 42.04	Monthly Hourly	8.0
7150*	POLICE COMMANDER	MM	8,913 51.42	9,359 53.99	9,827 56.69	10,318 59.53	10,834 62.50	Monthly Hourly	9.0
7111*	POLICE LIEUTENANT	MM	8,028 46.32	8,429 48.63	8,850 51.06	9,293 53.61	9,757 56.29	Monthly Hourly	9.0
7090*	PUBLIC WORKS SUPERINTENDENT	MM	7,059 40.73	7,412 42.76	7,783 44.90	8,172 47.15	8,581 49.50	Monthly Hourly	8.0
7046*	RECREATION MANAGER	MM	6,077 35.06	6,381 36.81	6,700 38.65	7,035 40.59	7,387 42.62	Monthly Hourly	8.0

Mid Managers who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month:

\* Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).

**Important Notice: Effective 7/1/11, the Police Officers Assoc. has agreed to furlough; equivalent to a 10% salary reduction. The monthly amount below has not been adjusted to reflect the 10% decrease.**

**Police Officers Association**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS						PERS PAID	
			1	2	3	4	5	6		
2130	COMMUNITY SERVICE OFFICER	PD	3,370 19.44	3,539 20.42	3,716 21.44	3,902 22.51	4,097 23.64	Monthly Hourly	8.0	
2150	FIELD SERVICE TECHNICIAN	PD	3,416 19.71	3,587 20.69	3,766 21.73	3,954 22.81	4,151 23.95	Monthly Hourly	8.0	
2200	POLICE OFFICER	PD	4,512 26.03	4,738 27.33	4,975 28.70	5,224 30.14	5,485 31.64	5,760 33.23	Monthly Hourly	9.0
2120	POLICE RECORDS CLERK	PD	2,857 16.48	3,000 17.31	3,150 18.17	3,307 19.08	3,473 20.04	Monthly Hourly	8.0	
2160	POLICE RECORDS CLERK - LEAD	PD	3,169 18.28	3,327 19.19	3,493 20.15	3,668 21.16	3,852 22.22	Monthly Hourly	8.0	
2190	POLICE RECRUIT	PD	3,927 22.66	4,123 23.79	4,329 24.98	0 0.00	0 0.00	Monthly Hourly	9.0	
2110	PUBLIC SAFETY DISPATCHER I	PD	3,180 18.35	3,339 19.26	0 0.00	0 0.00	0 0.00	Monthly Hourly	8.0	
2140	PUBLIC SAFETY DISPATCHER II	PD	3,744 21.60	3,931 22.68	4,128 23.82	4,334 25.00	4,550 26.25	Monthly Hourly	8.0	
2180	PUBLIC SAFETY DISPATCHER III	PD	0 0.00	0 0.00	0 0.00	4,762 27.47	5,000 28.85	Monthly Hourly	8.0	

**Police Officers Association**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS						PERS PAID
			1	2	3	4	5	6	

Assignment of up to three employees in the Police Officer classification to the Investigation Division and/or Net Unit on or after June 29,1991 shall include a seven and one half (7.5) percent salary increase above the appropriate Police Officer salary step for the period of the temporary assignment and shall be designated as follows:

2230	POLICE OFFICER (INVEST)	PD	4,851	5,094	5,349	5,616	5,897	6,192
			27.99	29.39	30.86	32.40	34.02	35.72

Police Officers who are appointed by the Police Chief as Field Training Officers shall receive five (5) percent additional salary for each pay period or portion thereof when training Police Recruits, newly employed Police Officers, or Level I Reserve Police Officers who are training under the 14 week officer training program. To qualify for the additional pay, the Field Training Officer must train for at least one half (50%) or more of the scheduled number of work hours during a payroll period. A Field Training Officer who trains less than one half (49.9%) of a payroll period shall not be compensated the additional five (5) percent salary.

2210	POLICE OFFICER (FTO)	PD	4,739	4,976	5,225	5,486	5,760	6,048
			27.34	28.71	30.14	31.65	33.23	34.89

Community Service Officers designated as Field Training Officers by the Police Chief, shall receive five (5) percent additional salary on an hour per hour basis while training other Community Service Officers under the department's designated training program.

2135	COMMUNITY SERVICE OFFICER (FTO)	PD	3,539	3,716	3,902	4,097	4,302
			20.42	21.44	22.51	23.64	24.82

**Police Officers Association**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS						PERS PAID
			1	2	3	4	5	6	
Police Officer/Police Recruits possessing either an AA degree or a POST Intermediate Certificate shall receive an educational incentive of two and one half (2.5) percent									
Police Officer/Police Recruits possessing either a Bachelor's degree or a POST Advanced Certificate shall receive an educational incentive of seven and one half (7.5) per cent.									
2192	POLICE RECRUIT (AA or POST Intermediate)	PD	4,025	4,226	4,438	0	0		
			23.22	24.38	25.60	0.00	0.00		
2202	POLICE OFFICER (AA or POST Intermediate)	PD	4,625	4,856	5,099	5,354	5,622	5,904	
			26.68	28.02	29.42	30.89	32.43	34.06	
2194	POLICE RECRUIT (BA or POST Advanced)	PD	4,221	4,432	4,654	0	0		
			24.35	25.57	26.85	0.00	0.00		
2204	POLICE OFFICER (BA or POST Advanced)	PD	4,851	5,094	5,349	5,616	5,897	6,192	
			27.99	29.39	30.86	32.40	34.02	35.72	
2240	POLICE OFFICER INVESTIGATOR (AA or Intermediate)	PD	4,972	5,221	5,482	5,756	6,044	6,346	
			28.68	30.12	31.63	33.21	34.87	36.61	
2250	POLICE OFFICER INVESTIGATOR (BA or Advanced)	PD	5,215	5,476	5,750	6,037	6,339	6,656	
			30.09	31.59	33.17	34.83	36.57	38.40	
	POLICE OFFICER FTO (AA or Intermediate)	PD	4,857	5,100	5,355	5,623	5,904	6,199	
			28.02	29.42	30.89	32.44	34.06	35.76	
	POLICE OFFICER FTO (BA or Advanced)	PD	5,094	5,349	5,616	5,897	6,192	6,501	
			29.39	30.86	32.40	34.02	35.72	37.51	

Police Officers' Association employees who are certified as bilingual will receive a bilingual pay incentive of \$.50 per hour.

2133	COMMUNITY SERVICE OFFICER	PD	3,456	3,626	3,803	3,988	4,184		
			19.94	20.92	21.94	23.01	24.14		
	COMMUNITY SERVICE OFFICER (FTO)	PD	3,626	3,803	3,988	4,184	4,389		
			20.92	21.94	23.01	24.14	25.32		
2152	FIELD SERVICE TECHNICIAN	PD	3,503	3,673	3,853	4,040	4,238		
			20.21	21.19	22.23	23.31	24.45		
2112	PUBLIC SAFETY DISPATCHER I	PD	3,267	3,425	0	0	0		
			18.85	19.76	0.00	0.00	0.00		

**Police Officers Association**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS						PERS PAID
			1	2	3	4	5	6	
Police Officers' Association employees who are certified as bilingual will receive a bilingual pay incentive of \$.50 per hour.									
2145	PUBLIC SAFETY DISPATCHER II	PD	3,831	4,018	4,215	4,420	4,637		
			22.10	23.18	24.32	25.50	26.75		
2185	PUBLIC SAFETY DISPATCHER III	PD	0	0	0	4,848	5,087		
			0.00	0.00	0.00	27.97	29.35		
2121	POLICE RECORDS CLERK	PD	2,943	3,087	3,236	3,394	3,560		
			16.98	17.81	18.67	19.58	20.54		
2161	POLICE RECORDS CLERK - LEAD	PD	3,255	3,413	3,579	3,754	3,938		
			18.78	19.69	20.65	21.66	22.72		
2191	POLICE RECRUIT	PD	4,014	4,210	0	0	0		
			23.16	24.29	0.00	0.00	0.00		
2201	POLICE OFFICER	PD	4,599	4,824	5,061	5,311	5,571	5,847	
			26.53	27.83	29.20	30.64	32.14	33.73	
2231	POLICE OFFICER INVESTIGATION	PD	4,938	5,181	5,436	5,703	5,983	6,278	
			28.49	29.89	31.36	32.90	34.52	36.22	
2211	POLICE OFFICER (FTO)	PD	4,826	5,063	5,311	5,573	5,847	6,134	
			27.84	29.21	30.64	32.15	33.73	35.39	
2193	POLICE RECRUIT (AA or POST Intermediate)	PD	4,111	4,313	0	0	0		
			23.72	24.88	0.00	0.00	0.00		
2203	POLICE OFFICER (AA or POST Intermediate)	PD	4,711	4,943	5,186	5,441	5,708	5,990	
			27.18	28.52	29.92	31.39	32.93	34.56	
2195	POLICE RECRUIT (BA or POST Advanced)	PD	4,307	4,519	0	0	0		
			24.85	26.07	0.00	0.00	0.00		
2205	POLICE OFFICER (BA or POST Advanced)	PD	4,938	5,181	5,436	5,703	5,983	6,278	
			28.49	29.89	31.36	32.90	34.52	36.22	
2241	POLICE OFFICER INVESTIGATOR (AA or Intermediate)	PD	5,058	5,307	5,569	5,843	6,131	6,432	
			29.18	30.62	32.13	33.71	35.37	37.11	
2251	POLICE OFFICER INVESTIGATOR (BA or Advanced)	PD	5,302	5,562	5,836	6,124	6,425	6,743	
			30.59	32.09	33.67	35.33	37.07	38.90	
2212	POLICE OFFICER FTO (AA or Intermediate)	PD	4,943	5,186	5,441	5,710	5,990	6,285	
			28.52	29.92	31.39	32.94	34.56	36.26	
2214	POLICE OFFICER FTO (BA or Advanced)	PD	5,181	5,436	5,703	5,983	6,278	6,588	
			29.89	31.36	32.90	34.52	36.22	38.01	

**Important Notice: Effective 7/1/11, the Police Sergeants Unit has agreed to furlough; equivalent to a 10% salary reduction. The monthly amount below has not been adjusted to reflect the 10% decrease.**

Police Sergeants		Bargaining Group	SALARY STEPS					PERS PAID	
JCN	CLASSIFICATION		1	2	3	4	5		
6100*	POLICE SERGEANT	PS	5,790 33.40	6,080 35.08	6,384 36.83	6,703 38.67	7,038 40.60	Monthly Hourly	9.0

Police Sergeants possessing either an AA degree or POST Intermediate Certificate shall receive an educational incentive of two and one half (2.5) percent salary increase. Police Sergeants possessing a Bachelor's degree or POST Advanced Certificate shall receive an educational incentive of 7.5%. Sergeants possessing a Supervisor's certificate will receive an additional 2.5%.

6102	POLICE SERGEANT (AA or POST Intermediate)	PS	5,934 34.23	6,231 35.95	6,543 37.75	6,870 39.63	7,214 41.62	
6104	POLICE SERGEANT (BA or POST Advanced)	PS	6,225 35.91	6,536 37.71	6,863 39.59	7,206 41.57	7,566 43.65	
6103	POLICE SERGEANT (AA/Intermd AND POST Suprvsry)	PS	6,084 35.10	6,388 36.85	6,707 38.69	7,042 40.63	7,394 42.66	
6105	POLICE SERGEANT (BA/Adv AND POST Supervisory)	PS	6,380 36.81	6,699 38.65	7,034 40.58	7,386 42.61	7,755 44.74	

Police Sergeants who are certified as bilingual will receive a bilingual pay incentive of \$.50 per hour.

6114	POLICE SERGEANT	PS	5,876 33.90	6,167 35.58	6,471 37.33	6,789 39.17	7,124 41.10	
6115	POLICE SERGEANT (AA OR POST Intermediate)	PS	6,020 34.73	6,318 36.45	6,630 38.25	6,956 40.13	7,301 42.12	
6117	POLICE SERGEANT (BA OR POST Advanced)	PS	6,311 36.41	6,623 38.21	6,949 40.09	7,292 42.07	7,653 44.15	
6116	POLICE SERGEANT (AA AND POST Supervisory)	PS	6,171 35.60	6,474 37.35	6,793 39.19	7,129 41.13	7,481 43.16	
6118	POLICE SERGEANT (BA AND POST Supervisory)	PS	6,467 37.31	6,786 39.15	7,121 41.08	7,472 43.11	7,842 45.24	

**Police Sergeants**

**Important Notice: Effective 7/1/11, the YCEA Unit has agreed to furlough; equivalent to a 10% salary reduction. The monthly amount below has not been adjusted to reflect the 10% decrease.**

YCEA		Bargaining Group	SALARY STEPS									PERS PAID
JCN	CLASSIFICATION		1	2	3	4	5	6	7	8	9	
4052	ACCOUNT CLERK	YCEA	2,624 15.14	2,755 15.89	2,893 16.69	3,038 17.53	3,190 18.40		Monthly Hourly			8.0
4100	ACCOUNT CLERK-INTERMEDIATE	YCEA	2,883 16.63	3,027 17.46	3,178 18.33	3,337 19.25	3,504 20.22		Monthly Hourly			8.0
4162	ACCOUNT CLERK-SENIOR	YCEA	3,317 19.14	3,483 20.09	3,657 21.10	3,840 22.15	4,032 23.26		Monthly Hourly			8.0
4244	ADMINISTRATIVE ANALYST I	YCEA	3,929 22.67	4,125 23.80	4,331 24.99	4,548 26.24	4,775 27.55		Monthly Hourly			8.0
4040	ADMINISTRATIVE CLERK I	YCEA	2,303 13.29	2,418 13.95	2,539 14.65	2,666 15.38	2,800 16.15		Monthly Hourly			8.0
4060	ADMINISTRATIVE CLERK II	YCEA	2,533 14.61	2,660 15.35	2,793 16.11	2,933 16.92	3,080 17.77		Monthly Hourly			8.0
4085	ADMINISTRATIVE CLERK III	YCEA	2,917 16.83	3,063 17.67	3,216 18.55	3,377 19.48	3,546 20.46		Monthly Hourly			8.0
4155	ARBORIST, SENIOR	YCEA	3,480 20.08	3,654 21.08	3,837 22.14	4,029 23.24	4,230 24.41		Monthly Hourly			8.0
4270	BUILDING INSPECTOR I	YCEA	3,877 22.37	4,071 23.49	4,275 24.66	4,489 25.90	4,713 27.19		Monthly Hourly			8.0
4292	BUILDING INSPECTOR II	YCEA	4,266 24.61	4,479 25.84	4,703 27.13	4,938 28.49	5,185 29.91		Monthly Hourly			8.0

**YCEA**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS							PERS PAID	
			1	2	3	4	5	6	7		8
4062	BUILDING MAINTENANCE WORKER I	YCEA	3,087 17.81	3,241 18.70	3,403 19.63	3,573 20.61	3751 21.64			Monthly Hourly	8.0
4121	BUILDING MAINTENANCE WORKER II	YCEA	3,374 19.47	3,543 20.44	3,720 21.46	3,906 22.53	4,101 23.66			Monthly Hourly	8.0
4285	CODE ENFORCEMENT OFFICER	YCEA	4,169 24.05	4,377 25.25	4,596 26.52	4,826 27.84	5,068 29.24			Monthly Hourly	8.0
4115	COMMUNITY DEVELOPMENT TECH I	YCEA	3,226 18.61	3,387 19.54	3,556 20.52	3,734 21.54	3,921 22.62			Monthly Hourly	8.0
4144	COMMUNITY DEVELOPMENT TECH II	YCEA	3,547 20.46	3,724 21.48	3,910 22.56	4,106 23.69	4,312 24.87			Monthly Hourly	8.0
4243	CONSTRUCTION INSPECTOR	YCEA	4,025 23.22	4,226 24.38	4,437 25.60	4,659 26.88	4,891 28.22			Monthly Hourly	8.0
4050	CUSTODIAN I	YCEA	2,429 14.01	2,550 14.71	2,678 15.45	2,812 16.22	2,953 17.04			Monthly Hourly	8.0
4082	CUSTODIAN - Lead	YCEA	2,800 16.15	2,940 16.96	3,087 17.81	3,241 18.70	3,403 19.63			Monthly Hourly	8.0
4030	CUSTOMER SERVICES REP I	YCEA	2,648 15.28	2,780 16.04	2,919 16.84	3,065 17.68	3,219 18.57			Monthly Hourly	8.0
4070	CUSTOMER SERVICES REP II	YCEA	2,902 16.74	3,047 17.58	3,199 18.46	3,359 19.38	3,527 20.35			Monthly Hourly	8.0
4161	CUSTOMER SERVICES REP.-SENIOR	YCEA	3,324 19.18	3,490 20.13	3,664 21.14	3,847 22.19	4,040 23.31			Monthly Hourly	8.0

**YCEA**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					6	7	8	9	PERS PAID
			1	2	3	4	5					
4170	ELECTRICAL TECHNICIAN I	YCEA	4,339 25.03	4,556 26.28	4,784 27.60	5,023 28.98	5,274 30.43	Monthly Hourly				8.0
4265	ELECTRICAL TECHNICIAN II	YCEA	4,990 28.79	5,240 30.23	5,502 31.74	5,777 33.33	6,066 34.99	Monthly Hourly				8.0
4280	ELECTRICAL TECHNICIAN III	YCEA	5,739 33.11	6,026 34.77	6,327 36.50	6,643 38.33	6,976 40.24	Monthly Hourly				8.0
4300	ENGINEER - ASSISTANT CIVIL	YCEA	5,114 29.50	5,370 30.98	5,638 32.53	5,920 34.15	6,216 35.86	Monthly Hourly				8.0
4215	ENGINEERING TECHNICIAN I	YCEA	3,462 19.97	3,635 20.97	3,817 22.02	4,008 23.12	4,209 24.28	Monthly Hourly				8.0
4250	ENGINEERING TECHNICIAN II	YCEA	3,743 21.59	3,930 22.67	4,127 23.81	4,333 25.00	4,550 26.25	Monthly Hourly				8.0
4295	ENGINEERING TECHNICIAN III	YCEA	4,310 24.87	4,526 26.11	4,752 27.42	4,990 28.79	5,240 30.23	Monthly Hourly				8.0
4160	ENGINEERING TECHNICIAN GIS	YCEA	3,743 21.59	3,930 22.67	4,127 23.81	4,333 25.00	4,550 26.25	Monthly Hourly				8.0
4191	EQUIPMENT OPERATOR	YCEA	3,485 20.11	3,659 21.11	3,842 22.17	4,034 23.27	4,235 24.43	Monthly Hourly				8.0
4031	FACILITY AIDE	YCEA	2,310 13.33	2,425 13.99	2,546 14.69	2,673 15.42	2,807 16.19	Monthly Hourly				8.0
4036	FIELD CUSTOMER SERVICE REP I	YCEA	2,695 15.55	2,830 16.33	2,971 17.14	3,120 18.00	3,276 18.90	Monthly Hourly				8.0
4083	FIELD CUSTOMER SERVICE REP II	YCEA	2,953 17.04	3,101 17.89	3,256 18.78	3,419 19.73	3,590 20.71	Monthly Hourly				8.0

**YCEA**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									PERS PAID	
			1	2	3	4	5	6	7	8	9		
4010	GROUNDSKEEPER	YCEA	1,978 11.41	2,077 11.98	2,181 12.58	2,290 13.21	2,404 13.87					Monthly Hourly	8.0
4246	INFORMATION SYSTEMS TECHNICIAN	YCEA	3,887 22.43	4,081 23.54	4,285 24.72	4,553 26.27	4,780 27.58					Monthly Hourly	8.0
4260	INFORMATION SYSTEMS TECHNICIAN II	YCEA	4,275 24.66	4,489 25.90	4,713 27.19	4,949 28.55	5,196 29.98					Monthly Hourly	8.0
4205	INSTRUMENTATION TECHNICIAN	YCEA	0 0.00	0 0.00	0 0.00	4,752 27.42	4,990 28.79	5,240 30.23	5,502 31.74	5,777 33.33	6,066 34.99	Mth Hr	8.0
4045	LABORATORY RECEPTIONIST	YCEA	2,303 13.29	2,418 13.95	2,539 14.65	2,666 15.38	2,800 16.15					Monthly Hourly	8.0
4064	LABORATORY ASSISTANT	YCEA	2,766 15.96	2,904 16.75	3,049 17.59	3,201 18.47	3,361 19.39					Monthly Hourly	8.0
4130	LABORATORY TECHNICIAN I	YCEA	3,317 19.14	3,483 20.09	3,657 21.10	3,840 22.15	4,032 23.26					Monthly Hourly	8.0
4181	LABORATORY TECHNICIAN II	YCEA	3,652 21.07	3,835 22.13	4,027 23.23	4,228 24.39	4,439 25.61					Monthly Hourly	8.0
4220	MECHANIC	YCEA	3,483 20.09	3,657 21.10	3,840 22.15	4,032 23.26	4,233 24.42					Monthly Hourly	8.0
4225	MECHANIC-LEAD	YCEA	4,010 23.13	4,210 24.29	4,421 25.51	4,642 26.78	4,874 28.12					Monthly Hourly	8.0
4063	PARK MAINTENANCE WORKER I	YCEA	2,761 15.93	2,899 16.73	3,044 17.56	3,196 18.44	3,356 19.36					Monthly Hourly	8.0

**YCEA**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS							PERS PAID	
			1	2	3	4	5	6	7		8
4122	PARK MAINTENANCE WORKER II	YCEA	3,026 17.46	3,177 18.33	3,336 19.25	3,503 20.21	3,678 21.22			Monthly Hourly	8.0
4200	PARK MAINTENANCE WORKER III	YCEA	3,480 20.08	3,654 21.08	3,837 22.14	4,029 23.24	4,230 24.41			Monthly Hourly	8.0
4245	PLANNER-ASSISTANT	YCEA	4,244 24.48	4,456 25.71	4,679 26.99	4,913 28.34	5,158 29.76			Monthly Hourly	8.0
4255	PLANS EXAMINER	YCEA	4,266 24.61	4,479 25.84	4,703 27.13	4,938 28.49	5,185 29.91			Monthly Hourly	8.0
4140	PLANT MAINTENANCE MECHANIC	YCEA	3,583 20.67	3,762 21.70	3,950 22.79	4,148 23.93	4,356 25.13			Monthly Hourly	8.0
4221	PLANT MAINTENANCE MECHANIC -SENIOR	YCEA	4,124 23.79	4,330 24.98	4,546 26.23	4,773 27.54	5,012 28.92			Monthly Hourly	8.0
4320	PRETREATMENT COORDINATOR	YCEA	4,732 27.30	4,969 28.67	5,217 30.10	5,478 31.60	5,752 33.18			Monthly Hourly	8.0
4061	PUBLIC WORKS MAINTENANCE WORKER I	YCEA	2,761 15.93	2,899 16.73	3,044 17.56	3,196 18.44	3,356 19.36			Monthly Hourly	8.0
4120	PUBLIC WORKS MAINTENANCE WORKER II	YCEA	3,026 17.46	3,177 18.33	3,336 19.25	3,503 20.21	3,678 21.22			Monthly Hourly	8.0
4150	PUBLIC WORKS MAINTENANCE WORKER III	YCEA	3,491 20.14	3,666 21.15	3,849 22.21	4,041 23.31	4,243 24.48			Monthly Hourly	8.0
4185	PW MAINTENANCE WORKER - SENIOR	YCEA	4,010 23.13	4,210 24.29	4,421 25.51	4,642 26.78	4,874 28.12			Monthly Hourly	8.0

YCEA

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									PERS PAID
			1	2	3	4	5	6	7	8	9	
4080	RECREATION COORDINATOR	YCEA	2,570 14.83	2,698 15.57	2,833 16.34	2,975 17.16	3,124 18.02				Monthly Hourly	8.0
4135	SWEEPER OPERATOR	YCEA	3,485 20.11	3,659 21.11	3,842 22.17	4,034 23.27	4,235 24.43				Monthly Hourly	8.0
4058	UTILITIES MAINTENANCE WORKER I	YCEA	2,761 15.93	2,899 16.73	3,044 17.56	3,196 18.44	3,356 19.36				Monthly Hourly	8.0
4118	UTILITIES MAINTENANCE WORKER II	YCEA	3,026 17.46	3,177 18.33	3,336 19.25	3,503 20.21	3,678 21.22				Monthly Hourly	8.0
4166	WASTEWATER TREATMENT FACILITY OP. TRAINEE	YCEA	3,564 20.56	3,742 21.59	3,929 22.67	4,125 23.80	4,331 24.99				Monthly Hourly	8.0
4235	WASTEWATER TREATMENT FACILITY OP. II	YCEA	3,918 22.60	4,114 23.73	4,320 24.92	4,536 26.17	4,763 27.48				Monthly Hourly	8.0
4293	WASTEWATER TREATMENT FACILITY OP. III	YCEA	4,506 26.00	4,731 27.29	4,968 28.66	5,216 30.09	5,477 31.60				Monthly Hourly	8.0
4131	WATER TREATMENT FACILITY OPER. TRAINEE	YCEA	3,239 18.69	3,401 19.62	3,571 20.60	3,750 21.63	3,937 22.72				Monthly Hourly	8.0
4180	WATER TREATMENT FACILITY OPERATOR II	YCEA	3,564 20.56	3,742 21.59	3,929 22.67	4,125 23.80	4,331 24.99				Monthly Hourly	8.0
4230	WATER TREATMENT FACILITY OPERATOR III	YCEA	3,918 22.60	4,114 23.73	4,320 24.92	4,536 26.17	4,763 27.48				Monthly Hourly	8.0
4291	WATER TREATMENT FACILITY OPERATOR IV	YCEA	4,506 26.00	4,731 27.29	4,968 28.66	5,216 30.09	5,477 31.60				Monthly Hourly	8.0

**Important Notice: Effective 7/1/11, the YCEA Unit has agreed to furlough; equivalent to a 10% salary reduction. The monthly amount below has not been adjusted to reflect the 10% decrease.**

**YCEA - BILINGUAL ONLY**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS							PERS PAID	
			1	2	3	4	5	6	7		8
5052	ACCOUNT CLERK	YCEA	2,711 15.64	2,841 16.39	2,980 17.19	3,125 18.03	3,276 18.90			Monthly Hourly	8.0
5100	ACCOUNT CLERK-INTERMEDIATE	YCEA	2,969 17.13	3,113 17.96	3,264 18.83	3,423 19.75	3,591 20.72			Monthly Hourly	8.0
5162	ACCOUNT CLERK-SENIOR	YCEA	3,404 19.64	3,569 20.59	3,744 21.60	3,926 22.65	4,118 23.76			Monthly Hourly	8.0
5244	ADMINISTRATIVE ANALYST I	YCEA	4,016 23.17	4,212 24.30	4,418 25.49	4,635 26.74	4,862 28.05			Monthly Hourly	8.0
5040	ADMINISTRATIVE CLERK I	YCEA	2,390 13.79	2,505 14.45	2,626 15.15	2,753 15.88	2,886 16.65			Monthly Hourly	8.0
5060	ADMINISTRATIVE CLERK II	YCEA	2,619 15.11	2,747 15.85	2,879 16.61	3,019 17.42	3,167 18.27			Monthly Hourly	8.0
5085	ADMINISTRATIVE CLERK III	YCEA	3,004 17.33	3,149 18.17	3,302 19.05	3,463 19.98	3,633 20.96			Monthly Hourly	8.0
5155	ARBORIST, SENIOR	YCEA	3,567 20.58	3,741 21.58	3,924 22.64	4,115 23.74	4,318 24.91			Monthly Hourly	8.0
5270	BUILDING INSPECTOR I	YCEA	3,964 22.87	4,158 23.99	4,361 25.16	4,576 26.40	4,800 27.69			Monthly Hourly	8.0
5292	BUILDING INSPECTOR II	YCEA	4,352 25.11	4,566 26.34	4,789 27.63	5,025 28.99	5,271 30.41			Monthly Hourly	8.0

**YCEA - BILINGUAL ONLY**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS							PERS PAID		
			1	2	3	4	5	6	7		8	9
5062	BUILDING MAINTENANCE WORKER I	YCEA	3,174 18.31	3,328 19.20	3,489 20.13	3,659 21.11	3,838 22.14			Monthly Hourly		8.0
5121	BUILDING MAINTENANCE WORKER II	YCEA	3,461 19.97	3,630 20.94	3,806 21.96	3,992 23.03	4,188 24.16			Monthly Hourly		8.0
5285	CODE ENFORCEMENT OFFICER	YCEA	4,255 24.55	4,463 25.75	4,683 27.02	4,912 28.34	5,155 29.74			Monthly Hourly		8.0
5115	COMMUNITY DEVELOPMENT TECH I	YCEA	3,312 19.11	3,474 20.04	3,643 21.02	3,820 22.04	4,007 23.12			Monthly Hourly		8.0
5144	COMMUNITY DEVELOPMENT TECH II	YCEA	3,633 20.96	3,810 21.98	3,997 23.06	4,193 24.19	4,397 25.37			Monthly Hourly		8.0
5243	CONSTRUCTION INSPECTOR	YCEA	4,111 23.72	4,313 24.88	4,524 26.10	4,746 27.38	4,978 28.72			Monthly Hourly		8.0
5050	CUSTODIAN I	YCEA	2,515 14.51	2,636 15.21	2,765 15.95	2,898 16.72	3,040 17.54			Monthly Hourly		8.0
5082	CUSTODIAN - Lead	YCEA	2,886 16.65	3,026 17.46	3,174 18.31	3,328 19.20	3,489 20.13			Monthly Hourly		8.0
5030	CUSTOMER SERVICES REP I	YCEA	2,735 15.78	2,867 16.54	3,006 17.34	3,151 18.18	3,305 19.07			Monthly Hourly		8.0
5070	CUSTOMER SERVICES REP II	YCEA	2,988 17.24	3,134 18.08	3,286 18.96	3,446 19.88	3,614 20.85			Monthly Hourly		8.0
5161	CUSTOMER SERVICES REP.-SENIOR	YCEA	3,411 19.68	3,576 20.63	3,751 21.64	3,933 22.69	4,127 23.81			Monthly Hourly		8.0

**YCEA - BILINGUAL ONLY**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS							PERS PAID	
			1	2	3	4	5	6	7		8
5170	ELECTRICAL TECHNICIAN I	YCEA	4,425 25.53	4,642 26.78	4,871 28.10	5,110 29.48	5,361 30.93			Monthly Hourly	8.0
5265	ELECTRICAL TECHNICIAN II	YCEA	5,077 29.29	5,327 30.73	5,588 32.24	5,864 33.83	6,152 35.49			Monthly Hourly	8.0
5280	ELECTRICAL TECHNICIAN III	YCEA	5,826 33.61	6,113 35.27	6,413 37.00	6,731 38.83	7,062 40.74			Monthly Hourly	8.0
5300	ENGINEER - ASSISTANT CIVIL	YCEA	5,200 30.00	5,457 31.48	5,725 33.03	6,006 34.65	6,302 36.36			Monthly Hourly	8.0
5215	ENGINEERING TECHNICIAN I	YCEA	3,548 20.47	3,721 21.47	3,903 22.52	4,094 23.62	4,295 24.78			Monthly Hourly	8.0
5250	ENGINEERING TECHNICIAN II	YCEA	3,829 22.09	4,016 23.17	4,214 24.31	4,420 25.50	4,637 26.75			Monthly Hourly	8.0
5295	ENGINEERING TECHNICIAN III	YCEA	4,397 25.37	4,612 26.61	4,839 27.92	5,077 29.29	5,327 30.73			Monthly Hourly	8.0
5160	ENGINEERING TECHNICIAN GIS	YCEA	3,829 22.09	4,016 23.17	4,214 24.31	4,420 25.50	4,637 26.75			Monthly Hourly	8.0
5191	EQUIPMENT OPERATOR	YCEA	3,572 20.61	3,746 21.61	3,929 22.67	4,120 23.77	4,321 24.93			Monthly Hourly	8.0
5031	FACILITY AIDE	YCEA	2,397 13.83	2,512 14.49	2,633 15.19	2,759 15.92	2,893 16.69			Monthly Hourly	8.0
5036	FIELD CUSTOMER SERVICE REP I	YCEA	2,782 16.05	2,917 16.83	3,058 17.64	3,207 18.50	3,363 19.40			Monthly Hourly	8.0
5083	FIELD CUSTOMER SERVICE REP II	YCEA	3,040 17.54	3,188 18.39	3,342 19.28	3,507 20.23	3,676 21.21			Monthly Hourly	8.0
5010	GROUNDSKEEPER	YCEA	2,064 11.91	2,163 12.48	2,267 13.08	2,376 13.71	2,491 14.37			Monthly Hourly	8.0

**YCEA - BILINGUAL ONLY**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									PERS PAID
			1	2	3	4	5	6	7	8	9	
5246	INFORMATION SYSTEMS TECHNICIAN	YCEA	3,975 22.93	4,167 24.04	4,371 25.22	4,640 26.77	4,867 28.08		Monthly Hourly			8.0
5260	INFORMATION SYSTEMS TECHNICIAN II	YCEA	4,361 25.16	4,576 26.40	4,800 27.69	5,035 29.05	5,283 30.48		Monthly Hourly			8.0
5205	INSTRUMENTATION TECHNICIAN	YCEA	0 0.00	0 0.00	0 0.00	4,839 27.92	5,077 29.29	5,327 30.73	5,588 32.24	5,864 33.83	6,152 35.49 Mth Hr	8.0
5045	LABORATORY RECEPTIONIST	YCEA	2,390 13.79	2,505 14.45	2,626 15.15	2,753 15.88	2,886 16.65		Monthly Hourly			8.0
5064	LABORATORY ASSISTANT	YCEA	2,853 16.46	2,990 17.25	3,136 18.09	3,288 18.97	3,448 19.89		Monthly Hourly			8.0
5130	LABORATORY TECHNICIAN I	YCEA	3,404 19.64	3,569 20.59	3,744 21.60	3,926 22.65	4,118 23.76		Monthly Hourly			8.0
5181	LABORATORY TECHNICIAN II	YCEA	3,739 21.57	3,923 22.63	4,113 23.73	4,314 24.89	4,526 26.11		Monthly Hourly			8.0
5220	MECHANIC	YCEA	3,569 20.59	3,744 21.60	3,926 22.65	4,118 23.76	4,319 24.92		Monthly Hourly			8.0
5225	MECHANIC-LEAD	YCEA	4,096 23.63	4,297 24.79	4,508 26.01	4,729 27.28	4,961 28.62		Monthly Hourly			8.0
5063	PARK MAINTENANCE WORKER I	YCEA	2,848 16.43	2,987 17.23	3,130 18.06	3,283 18.94	3,442 19.86		Monthly Hourly			8.0
5122	PARK MAINTENANCE WORKER II	YCEA	3,113 17.96	3,264 18.83	3,423 19.75	3,590 20.71	3,765 21.72		Monthly Hourly			8.0

**YCEA - BILINGUAL ONLY**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS							PERS PAID	
			1	2	3	4	5	6	7		8
5200	PARK MAINTENANCE WORKER III	YCEA	3,567 20.58	3,741 21.58	3,924 22.64	4,115 23.74	4,318 24.91			Monthly Hourly	8.0
5245	PLANNER-ASSISTANT	YCEA	4,330 24.98	4,543 26.21	4,765 27.49	4,999 28.84	5,245 30.26			Monthly Hourly	8.0
5255	PLANS EXAMINER	YCEA	4,352 25.11	4,566 26.34	4,789 27.63	5,025 28.99	5,271 30.41			Monthly Hourly	8.0
5140	PLANT MAINTENANCE MECHANIC	YCEA	3,669 21.17	3,848 22.20	4,037 23.29	4,235 24.43	4,443 25.63			Monthly Hourly	8.0
5221	PLANT MAINTENANCE MECHANIC -SENIOR	YCEA	4,210 24.29	4,417 25.48	4,633 26.73	4,860 28.04	5,099 29.42			Monthly Hourly	8.0
5320	PRETREATMENT COORDINATOR	YCEA	4,819 27.80	5,056 29.17	5,304 30.60	5,564 32.10	5,838 33.68			Monthly Hourly	8.0
5061	PUBLIC WORKS MAINTENANCE WORKER I	YCEA	2,848 16.43	2,987 17.23	3,130 18.06	3,283 18.94	3,442 19.86			Monthly Hourly	8.0
5120	PUBLIC WORKS MAINTENANCE WORKER II	YCEA	3,113 17.96	3,264 18.83	3,423 19.75	3,590 20.71	3,765 21.72			Monthly Hourly	8.0
5150	PUBLIC WORKS MAINTENANCE WORKER III	YCEA	3,578 20.64	3,753 21.65	3,936 22.71	4,127 23.81	4,330 24.98			Monthly Hourly	8.0
5185	PW MAINTENANCE WORKER - SENIOR	YCEA	4,096 23.63	4,297 24.79	4,508 26.01	4,729 27.28	4,961 28.62			Monthly Hourly	8.0
5080	RECREATION COORDINATOR	YCEA	2,657 15.33	2,785 16.07	2,919 16.84	3,061 17.66	3,210 18.52			Monthly Hourly	8.0

**YCEA - BILINGUAL ONLY**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									PERS PAID
			1	2	3	4	5	6	7	8	9	
5135	SWEEPER OPERATOR	YCEA	3,572 20.61	3,746 21.61	3,929 22.67	4,120 23.77	4,321 24.93				Monthly Hourly	8.0
5058	UTILITIES MAINTENANCE WORKER I	YCEA	2,848 16.43	2,987 17.23	3,130 18.06	3,283 18.94	3,442 19.86				Monthly Hourly	8.0
5118	UTILITIES MAINTENANCE WORKER II	YCEA	3,113 17.96	3,264 18.83	3,423 19.75	3,590 20.71	3,765 21.72				Monthly Hourly	8.0
5166	WASTEWATER TREATMENT FACILITY OP. TRAINEE	YCEA	3,650 21.06	3,829 22.09	4,016 23.17	4,212 24.30	4,418 25.49				Monthly Hourly	8.0
5235	WASTEWATER TREATMENT FACILITY OP. II	YCEA	4,004 23.10	4,200 24.23	4,406 25.42	4,623 26.67	4,850 27.98				Monthly Hourly	8.0
5293	WASTEWATER TREATMENT FACILITY OP. III	YCEA	4,593 26.50	4,817 27.79	5,054 29.16	5,302 30.59	5,564 32.10				Monthly Hourly	8.0
5131	WATER TREATMENT PLANT OPER. TRAINEE	YCEA	3,326 19.19	3,487 20.12	3,657 21.10	3,836 22.13	4,025 23.22				Monthly Hourly	8.0
5180	WATER TREATMENT PLANT OPERATOR II	YCEA	3,650 21.06	3,829 22.09	4,016 23.17	4,212 24.30	4,418 25.49				Monthly Hourly	8.0
5230	WATER TREATMENT PLANT OPERATOR III	YCEA	4,004 23.10	4,200 24.23	4,406 25.42	4,623 26.67	4,850 27.98				Monthly Hourly	8.0
5291	WATER TREATMENT PLANT OPERATOR IV	YCEA	4,593 26.50	4,817 27.79	5,054 29.16	5,302 30.59	5,564 32.10				Monthly Hourly	8.0

**Important Notice: Effective 7/1/11, all Limited Term and Contract Employees have agreed to furlough; equivalent to a 10% salary reduction. The monthly amount below has not been adjusted to reflect the 10% decrease.**

**Part-Time, Extra Help, Limited Term and At-Will Contract Employees**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					PERS PAID
			1	2	3	4	5	
0051*	Administrative Assistant/Analyst		8.00		TO		50.00	
0071*	Professional Services		40.00				100.00	
0110*	Intern Worker		8.00		TO		15.00	
4000	Public Works Maintenance Worker (Temp)		10.00	10.50	11.00	11.50	12.00	
4105	Plan Checker-Permit Tech		24.53	25.76	27.05	28.40	29.82	
2030*	Reserve Police Officer (Level I) - see notes 1 & 2		12.31	-	-	-	-	
	Reserve Police Officer (Level Ia) - see notes 1,2&3		24.79	-	-	-	-	
2020*	Reserve Police Officer (Level II) - see notes 1 & 2		9.79	-	-	-	-	
2010*	Relief Public Safety Dispatcher		8.00	-	-	-	-	
300	Police Officer Trainee		8.00	-	-	-	-	
0200*	Recreation Worker		8.00		TO		50.00	
	(Sub Classifications)							
	* Recreation Leader I		8.00	8.40	8.82	9.26	9.72	
	* Recreation Leader II		9.72	10.21	10.72	11.26	11.82	
	* Recreation Leader III		11.82	12.41	13.03	13.68	14.36	
	* Recreation Specialist I		8.00		TO		25.00	
	* Recreation Specialist II		25.00		TO		50.00	
	* Lifeguard/Instructor I		9.72	10.21	10.72	11.26	11.82	
	* Lifeguard/Instructor II		11.82	12.41	13.03	13.68	14.36	
7085	Project Manager - Limited Term		6,731	7,068	7,421	7,792	8,182	8.0
			38.83	40.78	42.81	44.95	47.20	

- 1/ Reserves must serve a minimum of 16 hours per month reserve service.
  - 2/ City purchases safety equipment and uniforms (except for regular employees who receive a uniform allowance). Shirts, ties, hats, and badge only are purchased.
  - 3/ The Reserve Police Officer would only receive the higher pay after he/she has completed the Field Training Program, has already worked sixteen hours per month, and is covering a shift or partial shift for a regular full-time Officer.
- \* Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).
  - \*\* Indicates classifications whose hourly rates are computed on the basis of an average 56 hour duty week.

#### EMPLOYEE BARGAINING GROUPS

CON - Confidential

YCEA - General Employees

DH - Department Head

MM - Middle Manager

FM - Fire Management

FLM - 1st Level Manager

PD - Police Department

FIRE - Fire Department

PS - Police Sergeant