



CITY OF REDDING

777 CYPRESS AVENUE, REDDING, CA 96001

P.O. Box 496071, REDDING, CA 96049-6071

June 23, 2020  
P-100-050-129

Michelle Kempley, President  
Redding Independent Employees' Organization  
1800 Park Marina Dr  
Redding, CA 96001

Subject: Side Letter of Agreement to MOU between City of Redding and Redding Independent Employees' Organization (RIEO) – Clerical Technical and Professional Unit Relative to the New Classification Titled Neighborhood Preservation Officer

Dear Michelle:

The purpose of this letter is to codify the agreement between the City of Redding and the RIEO Clerical, Technical, and Professional Unit regarding the new classification of Neighborhood Preservation Officer.

Enclosed are the agreed upon classification specification, Exhibit C: Line of Progression, Exhibit G: DMV Pull Notice and the *Non-Exempt Employee Schedule of Classifications and Hourly Wage Rates* with assigned hourly wage rates and salary steps.

If this is consistent with your understanding, please sign and date this letter. Retain a copy of the letter for your records, and return the original letter to me.

Sincerely,

A handwritten signature in blue ink that reads "S DeMaagd".

Sheri DeMaagd  
Assistant City Manager/Personnel Director

The Organization concurs with the above:

A handwritten signature in blue ink that reads "Michelle M. Kempley".  
Michelle Kempley, RIEO President

A handwritten date in blue ink that reads "June 26, 2020".  
Date

c: City Council  
Barry Tippin, City Manager  
Larry Vaupel, Director of Development Services

## NEIGHBORHOOD PRESERVATION OFFICER

Under general supervision, performs a variety of routine to complex technical and public contact duties related to the City's code enforcement program, including the identification, investigation, and correction of violations of the City's municipal, building, zoning, signage, abatement, and public nuisance codes; investigates citizen complaints of public nuisances and quality of life issues and seeks voluntary compliance or issues citations and initiates abatement procedures; and performs related work as required.

Example of Duties

The following are the duties performed by employees in this classification. However, employees may perform other related duties.

1. Conduct field investigations on complaints of municipal code and permit condition violations; advise property owners, the public, and city staff on violations and methods of abatement; seek abatement/remedies through voluntary compliance where possible.

Measures: Complete forms, prepare reports, investigation narratives and related correspondence accurately and in a timely manner. Prepare code enforcement cases for submittal to the Administrative Hearings Board.

2. Conducts follow-up abatement procedures including the preparation of additional correspondence, site visits, and communication with property owners and attorneys; conducts follow-up investigations to ensure compliance with applicable codes and ordinances; prepares non-compliance cases for legal action; presents testimony at hearings.

Measures: Complete forms, notices of violations, citations, reports, investigation narratives, and related correspondence accurately and timely. Process and present cases on appeal for abatement actions and administrative citations.

3. Responds to public inquiries and complaints in a courteous manner; provides information to violators, the general public, business community, and other government agencies regarding codes, laws, and ordinances related to code enforcement duties; resolves complaints in an efficient and timely manner; refers complaints to other City departments for action as necessary.

Measures: Service complaints are minimized and information is provided to affected parties in an effective manner, consistent with Department and City customer service principles and practices.

4. Performs a variety of public relations and outreach work related to assigned activities; creates, updates, and conducts various presentations.

Measures: Maintains a positive relationship with the community, other City departments, and the press.

5. Develop and implement efficient systems and procedures for task tracking and complaint management.

Measures: A system that keeps projects organized and on time with minimal errors or delays.

6. Prepares, monitors and files property liens and special assessments with the County Recorders/Assessors Office. Also prepares release of liens on previous abatement actions.

Measures: Liens are accurate and filed and released in a timely manner.

7. Perform other duties as assigned within the scope of the job classification.

## QUALIFICATIONS:

### Knowledge of:

Investigative techniques useful in inspecting residential, commercial, and industrial activities to ensure compliance with code and ordinance requirements; general characteristics of zoning, health and safety codes, public nuisance and business license codes and regulations; research methods and related sources; interviewing techniques; English usage, spelling and punctuation; modern office policies and procedures; computers and related software applications.

### Ability to:

Read and interpret applicable laws, ordinances, codes and policies; work cooperatively with other departments, agencies and citizens; establish and maintain effective and good public relations; prepare and present clear, concise and comprehensive verbal and written reports.

### Education:

Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include an associate's degree, or equivalent and advanced technical training in law enforcement, building inspection, environmental compliance, planning or a related field. A bachelor's degree is desirable.

### Experience:

Typical experience would include at least one year experience in enforcement of administrative rules and regulations, including field investigations, responsibility to take legal enforcement action and substantial public contact requiring skill in communication and persuasion and municipal code

enforcement.

Special Requirements:

Possession of the appropriate valid California driver's license, or the ability to acquire one within ten days of employment. Certification as a building inspector or code enforcement officer is required within six months of employment.

EST 6/2020



**EXHIBIT "C"**  
**RIEO - LINES OF PROGRESSION**

CLASSIFICATION	SAME (LATERAL) CLASSIFICATIONS	LOWER CLASSIFICATIONS
Account Clerk I		Clerk II Clerk I Cashier
Account Clerk II		Clerk III Account Clerk I Clerk II Clerk I Cashier
Accountant I		Accounting Specialist Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Accountant II		Accountant I Accounting Specialist Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Accounting Specialist		Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Administrative Assistant I	Clerk III	Clerk II Clerk I
Administrative Assistant II		Administrative Assistant I Clerk III Clerk II Clerk I
Administrative Intern		
Assistant City Clerk		Secretary to the City Manager Executive Assistant to the Assistant City Manager Executive Assistant II Executive Assistant I Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I
Assistant Engineer		Engineering Technician III  Engineering Technician II Engineering Technician I Engineering Aid

<b>CLASSIFICATION</b>	<b>SAME (LATERAL) CLASSIFICATIONS</b>	<b>LOWER CLASSIFICATIONS</b>
Assistant Planner	Assistant Community Project Coordinator	
Assistant Community Project Coordinator	Assistant Planner	
Associate Civil Engineer		Assistant Engineer Engineering Technician III  Engineering Technician II Engineering Technician I Engineering Aid
Associate Environmental Specialist		
Associate Planner	Associate Community Project Coordinator Transportation Planner	Assistant Community Project Coordinator Assistant Planner
Associate Community Project Coordinator	Associate Planner Transportation Planner	Assistant Community Project Coordinator Assistant Planner
Box Office Supervisor		Executive Assistant II Executive Assistant I Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I Cashier
Building Inspector	<u>Neighborhood Preservation Officer</u>	
Business License Specialist		Accounting Specialist Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Buyer		Account Clerk II Clerk III Account Clerk I Clerk II Clerk I
Cashier		
Clerk I		
Clerk II		Clerk I
Clerk III		Clerk II Clerk I
Code Enforcement Supervisor		Plans Examiner Senior Building Inspector Building Inspector <u>Neighborhood Preservation Officer</u>
Computer Support Specialist I		
Computer Support Specialist II		Computer Support Specialist I
Computer Support Specialist III		Computer Support Specialist II Computer Support Specialist I
Computer/Network Technician I		Computer Support Specialist I

<b>CLASSIFICATION</b>	<b>SAME (LATERAL) CLASSIFICATIONS</b>	<b>LOWER CLASSIFICATIONS</b>
Computer/Network Technician II		Computer/Network Technician I Computer Support Specialist I
Computer/Network Technician III		Computer/Network Technician II Computer/Network Technician I Computer Support Specialist III Computer Support Specialist II Computer Support Specialist I
Contract Compliance Technician		Administrative Assistant II Account Clerk II Administrative Assistant I Clerk III Account Clerk I Clerk II Clerk I
Convention Sales Representative	Tourism Development Representative	
Coordinator of Volunteers		
Crime Analysis Technician		
Crime Analyst		Crime Statistician Crime Scene Technician
Crime Statistician		Crime Analysis Technician
Customer Service Representative		Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Customer Service Supervisor		Workflow Coordinator Customer Service Representative Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Data Entry Operator		
Deputy City Treasurer		Management Analyst II Management Analyst I Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Development Services Technician I		Clerk III Clerk II Clerk I
Development Services Technician II		Development Services Technician I Clerk III Clerk II Clerk I
Development Services Technician III		Development Services Technician II Development Services Technician I Clerk III Clerk II Clerk I

<b>CLASSIFICATION</b>	<b>SAME (LATERAL) CLASSIFICATIONS</b>	<b>LOWER CLASSIFICATIONS</b>
Energy Conservation Specialist		Energy Services Rebate Specialist
Energy Services Rebate Specialist		Clerk III Clerk II Clerk I
Engineering Aid		Junior Engineering Aid
Engineering Technician I		Engineering Aid
Engineering Technician II		Engineering Technician I Engineering Aid Junior Engineering Aid
Engineering Technician III		Engineering Technician II Engineering Technician I Engineering Aid Junior Engineering Aid
Executive Assistant I		Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I
Executive Assistant II		Executive Assistant I Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I
Executive Assistant to Assistant City Manager		Executive Assistant II Executive Assistant I Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I
Facility Supervisor		
Fire Prevention Specialist		
Fleet Shop Supervisor		
GIS Analyst I		
GIS Analyst II		GIS Analyst I
Graphic Designer		
Housing Program Supervisor		Housing Specialist II Housing Specialist I Housing Technician Clerk III Clerk II Clerk I
Housing Specialist I		Housing Technician Clerk III Clerk II Clerk I
Housing Specialist II		Housing Specialist I Housing Technician Clerk III Clerk II Clerk I
Housing Technician		Clerk III Clerk II Clerk I

<b>CLASSIFICATION</b>	<b>SAME (LATERAL) CLASSIFICATIONS</b>	<b>LOWER CLASSIFICATIONS</b>
Industrial Waste Analyst		
Information Technology Supervisor		Systems Administrator Network Administrator Systems Analyst/Programmer III Systems Analyst/Programmer II Computer Network Technician III Systems Analyst/Programmer I Computer Support Specialist III Computer Support Specialist II Computer Network Technician II Computer Network Technician I Computer Support Specialist I
Inspection Services Supervisor		Plan Check Engineer Plans Examiner Senior Building Inspector Building Inspector
Janitor		
Junior Engineering Aid		
Landscape Planning Specialist		
Legal Assistant		Executive Assistant II Legal Secretary Executive Assistant I Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I
Legal Secretary		Executive Assistant II Executive Assistant I Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I
Mail Courier		
Management Analyst I	Accountant I	Accounting Specialist Account Clerk II Clerk III Account Clerk I Clerk II Clerk I
Management Analyst II	Accountant II	Management Analyst I Accountant I Accounting Specialist Account Clerk II Clerk III Account Clerk I Clerk II Clerk I
<u>Neighborhood Preservation Officer</u>	<u>Building Inspector</u>	
Network Administrator	Systems Administrator	Computer/Network Technician III Computer Support Specialist III Computer Support Specialist II Computer/Network Technician II Computer/Network Technician I Computer Support Specialist I

<b>CLASSIFICATION</b>	<b>SAME (LATERAL) CLASSIFICATIONS</b>	<b>LOWER CLASSIFICATIONS</b>
NPDES Coordinator		
Office Services Supervisor		Executive Assistant II Executive Assistant I Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I
P/W Supervisor Wastewater – Grade IV		Working Supervisor - Wastewater Senior Wastewater Plant Operator Wastewater Plant Operator
P/W Supervisor Wastewater – Grade V		Public Works Supervisor Wastewater – Grade IV Working Supervisor – Wastewater Senior Wastewater Plant Operator Wastewater Plant Operator
Parking Violation Officer		
Payroll and Benefits Technician		Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Permit Center Supervisor		Senior Plan Checker Plans Examiner Senior Building Inspector Building Inspector
Personnel Analyst I		Personnel Technician Payroll & Benefits Technician Clerk III Clerk II Clerk I
Personnel Analyst II		Personnel Analyst I Personnel Technician Payroll & Benefits Technician Clerk III Clerk II Clerk I
Personnel Technician		Payroll & Benefits Technician Clerk III Clerk II Clerk I
Plan Check Engineer		Senior Plan Checker Plans Examiner Senior Building Inspector Building Inspector
Plans Examiner		Senior Building Inspector Building Inspector
Police Records Technician		Clerk III Clerk II Clerk I
Police Services Supervisor		Police Records Technician Clerk III Clerk II Clerk I

<b>CLASSIFICATION</b>	<b>SAME (LATERAL) CLASSIFICATIONS</b>	<b>LOWER CLASSIFICATIONS</b>
Project Coordinator		Associate Civil Engineer Assistant Engineer Engineering Technician III Engineering Technician II Engineering Technician I Engineering Aid Junior Engineering Aid
Public Works Inspector		Engineering Technician III Engineering Technician II Engineering Technician I Engineering Aid Junior Engineering Aid
Public Works Supervisor		
Public Works Supervisor – Water (Treatment)		Working Supervisor – Water Senior Water Plant Operator Water Plant Operator
Public Works Supervisor – Water (Distribution)		Water Systems Specialist D3/D4
Records Specialist		Clerk III Clerk II Clerk I
Recreation Supervisor I		
Recreation Supervisor II		Recreation Supervisor I
Reprographics Technician I		Mail Courier
Reprographics Technician II		Reprographics Technician I Mail Courier
Reprographics Technician III		Reprographics Technician II Reprographics Technician I Mail Courier
Safety Specialist		
Senior Accountant		Accountant II Accountant I Accounting Specialist Account Clerk III Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Senior Building Inspector		Building Inspector
Senior Buyer		Buyer Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Senior Fire Protection Plans Examiner		Plans Examiner Senior Building Inspector Building Inspector
Senior GIS Analyst		GIS Analyst II GIS Analyst I

<b>CLASSIFICATION</b>	<b>SAME (LATERAL) CLASSIFICATIONS</b>	<b>LOWER CLASSIFICATIONS</b>
Senior Housing Specialist		Housing Specialist II Housing Specialist I Housing Technician Clerk III Clerk II Clerk I
Senior Plan Checker		Plans Examiner Senior Building Inspector Building Inspector
Senior Planner	Senior Community Project Coordinator	Transportation Planner Associate Planner Associate Community Project Coordinator Assistant Planner Assistant Community Project Coordinator
Senior Community Project Coordinator	Senior Planner	Associate Community Project Coordinator Transportation Planner Associate Planner Assistant Community Project Coordinator Assistant Planner
Senior Wastewater Plant Operator – Grade III		Wastewater Plant Operator
Senior Wastewater Plant Operator – Grade V		Wastewater Plant Operator
Senior Water Plant Operator – Grade IV		Water Plant Operator
Senior Water Plant Operator – Grade V		Water Plant Operator
Stage Technician		
Student Aid		
Survey Party Chief		Engineering Technician III Public Works Inspector Engineering Technician II Engineering Technician I Engineering Aid Junior Engineering Aid
Systems Administrator	Network Administrator	Computer/Network Technician III Computer Support Specialist III Computer Support Specialist II Computer/Network Technician II Computer/Network Technician I Computer Support Specialist I
Systems Analyst/Programmer I		Computer Support Specialist III Computer Support Specialist II Computer Support Specialist I
Systems Analyst/Programmer II		Systems Analyst/Programmer I Computer Support Specialist III Computer Support Specialist II Computer Support Specialist I
Systems Analyst/Programmer III		Systems Analyst/Programmer II Systems Analyst/Programmer I Computer Support Specialist III Computer Support Specialist II Computer Support Specialist I
Technical Director		Stage Technician
Technical Intern		

<b>CLASSIFICATION</b>	<b>SAME (LATERAL) CLASSIFICATIONS</b>	<b>LOWER CLASSIFICATIONS</b>
Technical Services Supervisor		Customer Service Supervisor Workflow Coordinator Customer Service Representative Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Telecommunications Manager		Telecommunication Technician II Telecommunication Technician I
Telecommunications Technician I		
Telecommunications Technician II		Telecommunications Technician I
Tourism Development Representative	Convention Sales Representative	
Traffic Engineer/Planner		
Transportation Planner	Associate Planner Associate Community Project Coordinator	Assistant Planner Assistant Community Project Coordinator
Utility Field Services Supervisor		Customer Service Supervisor Workflow Coordinator Customer Service Representative Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Utility Support Technician		Clerk III Clerk II Clerk I
Wastewater Compliance Coordinator		
Wastewater Laboratory Technician		
Wastewater Plant Operator – Grade II		
Wastewater Plant Operator – Grade III		
Wastewater Plant Operator – Grade IV		
Wastewater Plant Operator-in-Training		
Water Conservation Specialist		Management Analyst II Management Analyst I Account Clerk II Clerk III Account Clerk I Clerk II Clerk I
Water Plant Operator – Grade III		
Water Plant Operator – Grade IV		
Water Plant Operator – Grade V		
Water Plant Operator-in-Training		
Water Systems Specialist (D3/D4)		

<b>CLASSIFICATION</b>	<b>SAME (LATERAL) CLASSIFICATIONS</b>	<b>LOWER CLASSIFICATIONS</b>
Workflow Coordinator		Customer Service Representative Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Working Supervisor – Wastewater Plant – Grade III		Senior Wastewater Plant Operator Wastewater Plant Operator
Working Supervisor – Wastewater Plant – Grade IV		Senior Wastewater Plant Operator Wastewater Plant Operator
Working Supervisor – Wastewater Plant – Grade V		Senior Wastewater Plant Operator Wastewater Plant Operator
Working Supervisor – Water Plant – Grade IV/V (D-3)		Senior Water Plant Operator Water Plant Operator
Working Supervisor – Water Plant – Grade V (D-4)		Senior Water Plant Operator Water Plant Operator

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**EXHIBIT "G"**  
**RIEO CLASSIFICATIONS IN DMV PULL NOTICE PROGRAM**

CLASSIFICATION	CLASSIFICATION
Assistant Engineer	Public Works Supervisor
Assistant Planner	Public Works Supervisor - Water
Assistant/Redevelopment Community Project Coordinator	Recreation Supervisor I
Associate Civil Engineer	Recreation Supervisor II
Associate Environmental Specialist	Reprographics Technician I
Associate Planner	Reprographics Technician II
Associate/Redevelopment Community Project Coordinator	Reprographics Technician III
Building Inspector	Senior Building Inspector
City Surveyor	Senior Fire Protection Plans Examiner
Code Enforcement Supervisor	Senior Housing Specialist
Computer/Network Technician I	Senior Plan Checker
Computer/Network Technician II	Senior Planner
Computer/Network Technician III	Senior/Redevelopment Community Project Coordinator
Convention Sales Representative	Senior Wastewater Laboratory Technician
Coordinator of Volunteers	Senior Wastewater Plant Operator - Grade IV
Database Administrator	Senior Wastewater Plant Operator - Grade V
Development Services Technician I	Senior Wastewater Plant Operator- Grade II
Development Services Technician II	Senior Water Plant Operator - T-4 (D-3)
Development Services Technician III	Senior Water Plant Operator- T-5 (D-4)
Electric Utility Distribution Technician I	Stage Technician
Electric Utility Distribution Technician II	Survey Party Chief
Electric Utility Distribution Technician Supervisor	Systems Administrator
Engineering Aid	Telecommunications Technician I
Engineering Technician I	Telecommunications Technician II
Engineering Technician II	Traffic Engineer/Planner
Engineering Technician III	Utility Field Services Supervisor
Facility Supervisor	
Fire Prevention Specialist	
Fleet Shop Supervisor	Wastewater Compliance Coordinator
Housing Specialist I	Wastewater Laboratory Technician
Housing Specialist II	Wastewater Plant Operator - Grade II
Housing Technician	Wastewater Plant Operator - Grade III
Inspection Services Supervisor	Wastewater Plant Operator - Grade IV
Janitor	Wastewater Plant Operator - Grade V
Junior Engineering Aid	Wastewater Plant Operator-in-Training
Landscape Planning Specialist	Water Conservation Specialist
Mail Courier	Water Plant Operator - T-4 (D-3)
Network Administrator	Water Plant Operator - T-5 (D-4)
<u>Neighborhood Preservation Officer</u>	
NPDES Coordinator	Water Plant Operator- T-3 (D-2)
P/W Supervisor Wastewater - Grade V	Water Plant Operator-in-Training
P/W Supervisor Wastewater- Grade IV	Water Systems Specialist (D3/D4)
Personnel Analyst I	Working Supervisor - Wastewater Plant - Grade III
Personnel Analyst II	Working Supervisor - Wastewater Plant - Grade IV
Plan Check Engineer	Working Supervisor - Wastewater Plant - Grade V
Project Coordinator	Working Supervisor- Water Plant Grade T-4/T-5 (D-3/D-4)
Public Works Inspector	Working Supervisor- Water Plant- Grade T-5 (D-4)

Note: Employees in a listed classification prior to December 22, 2008 are exempt from signing an Authorization for Release of Driver Record Information for as long as they hold that same classification.



**REDDING INDEPENDENT EMPLOYEES ORGANIZATION  
CLERICAL, TECHNICAL AND PROFESSIONAL UNIT  
EXHIBIT "A-1"**

**NON-EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND HOURLY WAGE RATES  
Effective: June 14, 2020**

Classification	Hourly Wage Rate - Salary Step					
	1	2	3	4	5	6
399 Cashier	\$11.82	\$12.41	\$13.03	\$13.69	\$14.37	\$15.09
383 Reprographics Technician I	\$13.09	\$13.75	\$14.44	\$15.16	\$15.92	\$16.71
398 Clerk I	\$13.59	\$14.27	\$14.99	\$15.74	\$16.52	\$17.35
397 Clerk II	\$15.04	\$15.79	\$16.58	\$17.41	\$18.28	\$19.19
917 Telecommunications Technician I	\$15.19	\$15.95	\$16.75	\$17.59	\$18.47	\$19.39
393 Account Clerk I	\$15.30	\$16.06	\$16.86	\$17.71	\$18.59	\$19.52
391 Data Entry Operator	\$15.30	\$16.06	\$16.86	\$17.71	\$18.59	\$19.52
384 Reprographics Technician II	\$15.30	\$16.06	\$16.86	\$17.71	\$18.59	\$19.52
390 Administrative Assistant I	\$16.49	\$17.31	\$18.18	\$19.09	\$20.04	\$21.05
373 Clerk III	\$16.49	\$17.31	\$18.18	\$19.09	\$20.04	\$21.05
374 Crime Analysis Technician	\$16.75	\$17.59	\$18.47	\$19.39	\$20.36	\$21.38
370 Account Clerk II	\$16.90	\$17.75	\$18.63	\$19.56	\$20.54	\$21.57
341 Development Services Technician I	\$17.15	\$18.01	\$18.91	\$19.86	\$20.85	\$21.89
369 Housing Technician	\$17.15	\$18.01	\$18.91	\$19.86	\$20.85	\$21.89
368 Parking Violation Officer	\$17.98	\$18.88	\$19.82	\$20.81	\$21.85	\$22.95
377 Administrative Assistant II	\$18.11	\$19.01	\$19.97	\$20.96	\$22.01	\$23.11
359 Police Records Technician	\$18.14	\$19.05	\$20.00	\$21.00	\$22.05	\$23.15
362 Accounting Specialist	\$18.19	\$19.09	\$20.05	\$21.05	\$22.10	\$23.21
363 Computer Support Specialist I	\$18.19	\$19.09	\$20.05	\$21.05	\$22.10	\$23.21
385 Reprographics Technician III	\$18.19	\$19.09	\$20.05	\$21.05	\$22.10	\$23.21
361 Computer/Network Technician I	\$18.32	\$19.24	\$20.20	\$21.21	\$22.27	\$23.38
565 Wastewater Plant Operator-in-Training				\$21.90	\$23.00	\$24.15
566 Water Plant Operator-in-Training				\$22.45	\$23.57	\$24.75
352 Development Services Technician II	\$19.68	\$20.67	\$21.70	\$22.79	\$23.92	\$25.12
348 Energy Services Rebate Specialist	\$19.76	\$20.74	\$21.78	\$22.87	\$24.01	\$25.21
357 Engineering Aid	\$19.76	\$20.74	\$21.78	\$22.87	\$24.01	\$25.21
969 Graphic Designer I	\$19.76	\$20.74	\$21.78	\$22.87	\$24.01	\$25.21
364 Executive Assistant I	\$19.88	\$20.87	\$21.92	\$23.01	\$24.16	\$25.37
351 Customer Service Representative	\$19.90	\$20.90	\$21.94	\$23.04	\$24.19	\$25.40
360 Executive Assistant II	\$20.75	\$21.79	\$22.88	\$24.02	\$25.22	\$26.48
333 Utility Support Technician	\$20.95	\$22.00	\$23.10	\$24.25	\$25.46	\$26.74
335 Crime Statistician	\$21.39	\$22.46	\$23.58	\$24.76	\$26.00	\$27.30
968 Graphic Designer II	\$21.78	\$22.87	\$24.01	\$25.22	\$26.48	\$27.80
320 Computer/Network Technician II	\$21.94	\$23.04	\$24.19	\$25.40	\$26.67	\$28.01
356 Computer Support Specialist II	\$22.16	\$23.27	\$24.44	\$25.66	\$26.94	\$28.29
347 Development Services Technician III	\$22.16	\$23.27	\$24.44	\$25.66	\$26.94	\$28.29
332 Engineering Technician I	\$22.16	\$23.27	\$24.44	\$25.66	\$26.94	\$28.29
367 Telecommunications Technician II	\$22.16	\$23.27	\$24.44	\$25.66	\$26.94	\$28.29

Classification	1	2	3	4	5	6
328 GIS Analyst I	\$22.20	\$23.31	\$24.48	\$25.70	\$26.98	\$28.33
358 Business License Specialist	\$22.50	\$23.62	\$24.80	\$26.04	\$27.35	\$28.71
372 Fire Prevention Specialist	\$22.50	\$23.62	\$24.80	\$26.04	\$27.35	\$28.71
355 Housing Specialist I	\$22.50	\$23.62	\$24.80	\$26.04	\$27.35	\$28.71
392 Records Specialist	\$22.50	\$23.62	\$24.80	\$26.04	\$27.35	\$28.71
331 Computer Support Specialist III	\$23.77	\$24.96	\$26.21	\$27.52	\$28.89	\$30.34
323 Housing Specialist II	\$24.41	\$25.63	\$26.91	\$28.26	\$29.67	\$31.16
329 Wastewater Laboratory Technician Grade II	\$24.41	\$25.63	\$26.91	\$28.26	\$29.67	\$31.16
319 Building Inspector	\$24.51	\$25.74	\$27.02	\$28.38	\$29.79	\$31.28
<u>324 Neighborhood Preservation Officer</u>	<u>\$24.51</u>	<u>\$25.74</u>	<u>\$27.02</u>	<u>\$28.38</u>	<u>\$29.79</u>	<u>\$31.28</u>
334 Engineering Technician II	\$25.02	\$26.27	\$27.58	\$28.96	\$30.41	\$31.93
330 GIS Analyst II	\$25.02	\$26.27	\$27.58	\$28.96	\$30.41	\$31.93
518 Wastewater Laboratory Technician Grade III	\$25.02	\$26.27	\$27.58	\$28.96	\$30.41	\$31.93
577 Wastewater Plant Operator - Grade II	\$25.84	\$27.14	\$28.49	\$29.92	\$31.41	\$32.98
579 Water Plant Operator - T-3 (D-2)	\$25.86	\$27.15	\$28.51	\$29.93	\$31.43	\$33.00
321 Public Works Inspector	\$26.27	\$27.58	\$28.96	\$30.41	\$31.93	\$33.53
317 Computer/Network Technician III	\$26.38	\$27.70	\$29.08	\$30.54	\$32.06	\$33.66
567 Wastewater Plant Operator - Grade III	\$26.49	\$27.81	\$29.20	\$30.66	\$32.20	\$33.81
571 Water Plant Operator - T-4 (D-3)	\$26.51	\$27.83	\$29.22	\$30.68	\$32.22	\$33.83
573 Senior Wastewater Laboratory Technician Grade III	\$26.79	\$28.12	\$29.53	\$31.01	\$32.56	\$34.19
569 Wastewater Plant Operator - Grade IV	\$27.15	\$28.51	\$29.93	\$31.43	\$33.00	\$34.65
575 Water Plant Operator - T-5 (D-4)	\$27.17	\$28.53	\$29.95	\$31.45	\$33.02	\$34.67
534 Senior Wastewater Laboratory Technician Grade IV	\$27.45	\$28.83	\$30.27	\$31.78	\$33.37	\$35.04
572 Wastewater Plant Operator - Grade V	\$27.83	\$29.22	\$30.68	\$32.22	\$33.83	\$35.52
553 Senior Water Plant Operator - T-4 (D-3)	\$30.27	\$31.78	\$33.37	\$35.04	\$36.79	\$38.63
552 Senior Wastewater Plant Operator - Grade III	\$30.37	\$31.89	\$33.48	\$35.16	\$36.91	\$38.76
592 Senior Water Plant Operator - T-5 (D-4)	\$31.03	\$32.58	\$34.21	\$35.92	\$37.71	\$39.60
576 Senior Wastewater Plant Operator - Grade IV	\$31.13	\$32.68	\$34.32	\$36.03	\$37.84	\$39.73
525 Working Supervisor - Water Plant - T-4/T-5 (D-3/D-4)					\$38.62	\$40.55
520 Working Supervisor-Wastewater Plant - Grade III					\$38.74	\$40.68
589 Senior Wastewater Plant Operator - Grade V	\$31.91	\$33.50	\$35.18	\$36.94	\$38.78	\$40.72
595 Working Supervisor - Water Plant - T-5 (D-4)					\$39.58	\$41.56
593 Working Supervisor-Wastewater Plant - Grade IV					\$39.71	\$41.70
594 Working Supervisor-Wastewater Plant - Grade V					\$40.70	\$42.74

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.