

## Exhibit B

Pay and Classification Plan				
Non-Exempt Job Titles	Hourly Rates			Workday Grade
	Minimum	Midpoint	Maximum	
Court Clerk Police Records Clerk Service Representative I	\$ 16.92	\$ 21.18	\$ 25.39	LSNE2
AV Production Specialist Facilities Maintenance Worker I	\$ 17.74	\$ 22.22	\$ 26.64	LSNE3
Administrative Assistant Airport Service Attendant Cash Receipts Clerk Evidence & Property Tech. I Parking Control Officer Police Services Officer Procurement Officer I Senior Court Clerk Shelter Attendant	\$ 18.42	\$ 23.00	\$ 27.58	LSNE4
Animal Control Officer Communications Call Taker - Police	\$ 18.83	\$ 23.57	\$ 28.30	LSNE5
Accounting Clerk Airport Attendant Business Services Rep - Dev Ctr Customer Service Rep. EMS Billing Specialist Evidence & Property Tech. II Facilities Maintenance Worker II Human Resources Coordinator Office Coordinator Purchasing and Supply Officer Senior Police Records Clerk Treasury Cashier	\$ 20.04	\$ 25.03	\$ 30.02	LSNE6
Airport Maintenance Worker Communication Specialist - Police Contract/Records Specialist Court Security Officer Crime Analyst Detention Officer Development Technician Engineering Technician Facilities Technician Inventory And Records Specialist Inventory Maintenance Technician Lead Customer Service Rep. Lead Treasury Cashier Legal Assistant Neighborhood Services Officer Payroll Specialist Utility Billing Specialist Utility Technician	\$ 21.73	\$ 27.47	\$ 33.22	LSNE7
Contract Compliance Coord/Para Cultural Arts Specialist GIS Technician Help Desk Support Specialist Police Recruitment Specialist Probation/Compliance Officer Right of Way Inspector Senior Crime Analyst	\$ 22.79	\$ 28.51	\$ 34.19	LSNE8

Pay and Classification Plan				
Non-Exempt Job Titles	Hourly Rates			Workday Grade
	Minimum	Midpoint	Maximum	
System Support Analyst Traffic Operations Technician	\$ 22.79	\$ 28.51	\$ 34.19	LSNE8
Executive Assistant Graduate Fellow	\$ 23.26	\$ 29.09	\$ 34.86	LSNE9
Building Inspector CIP Resident Inspector Field Engineering Inspector Senior GIS Technician Utility Management Analyst	\$ 24.61	\$ 30.80	\$ 36.94	LSNE10
Accounts Payable Supervisor Animal Control Field Supervisor Animal Shelter Supervisor Comm. Training & QA Specialist (Fire) Court Clerk Supervisor Customer Service Supervisor Lead Airport Attendant Lead Comm Specialist-Police Lead Detention Officer Payroll Supervisor	\$ 25.13	\$ 31.42	\$ 37.72	LSNE11
Audiovisual Support Specialist Office Manager/Paralegal PW Ops Contract Specialist Research Assistant/Paralegal Right-of-Way Agent Senior Engineering Technician Senior Traffic Operations Technician System Support Specialist	\$ 26.74	\$ 33.40	\$ 40.11	LSNE12
Police Custodian of Records Supervisor	\$ 27.84	\$ 34.81	\$ 41.77	LSNE13
Communications Supvr-Fire Communications Supvr-Police Construction Project Manager Detention Supervisor Equipment Technician Instrumentation & Controls Tech Operations Technician Plans Examiner Project Manger - Public Works Radio Systems Specialist	\$ 28.67	\$ 35.85	\$ 43.03	LSNE14
ITS Project Manager (PT) Maintenance Shop Supervisor Right-of-Way Supervisor Senior Right-of-Way Agent	\$ 30.38	\$ 37.97	\$ 45.56	LSNE15
Lead Traffic Operations Technician Maintenance & Asset Mgmt Supervisor Metered Services Supervisor PW Operations Supervisor Utility System Supervisor	\$ 32.78	\$ 40.98	\$ 49.17	LSNE16
Control System Supervisor	\$ 35.30	\$ 44.12	\$ 52.94	LSNE17
Police Recruit	\$ 25.20		\$ 25.20	Police Recruit

Pay and Classification Plan				
Exempt Job Titles	Est. Annualized Rates			Workday Grade
	Minimum	Midpoint	Maximum	
Accountant Data Analyst Grants Specialist Human Resources Generalist Marketing Specialist Procurement Officer II Recruitment Specialist	\$51,042.00	\$63,809.00	\$76,569.00	LSE1
Benefits Specialist Community Relations Specialist Planner Senior Procurement Officer	\$55,600.00	\$69,499.00	\$83,399.00	LSE2
Compensation & Classification Specialist Environmental Specialist Financial Analyst Grants Manager Learning & Development Specialist Safety & Wellness Specialist Senior Accountant Staff Engineer	\$60,047.00	\$75,055.00	\$90,068.00	LSE3
Applications Analyst Cash Management Officer City Clerk Media Services Supervisor Network Administrator Police Administration Supervisor Systems Administrator Web Administrator	\$63,173.00	\$78,967.00	\$94,761.00	LSE4
Administration Manager Applications Administrator Assistant Airport Manager Communications & Marketing Manager Communications Strategist Cultural Arts Manager Database Administrator GIS Coordinator ITS Project Manager Performance Management Analyst Procurement & Contract Svc Mgr. Project Manager - CBS Project Manager - Dev. Services Senior Compensation & Classification Analyst Senior Planner	\$65,618.00	\$82,021.00	\$98,427.00	LSE5
Animal Control Manager Lead Engineering Technician	\$68,167.00	\$85,219.00	\$102,251.00	LSE6

# Pay and Classification Plan

Exempt Job Titles	Est. Annualized Rates			Workday Grade
	Minimum	Midpoint	Maximum	
Assistant Utility Manager Building Inspections Manager CIP Inspections Manager Codes Administration Manager Engineering Inspections Manager Facility and Events Manager Financial Services Manager (Water) Neighborhood Services Manager Planning Manager	\$70,779.00	\$88,476.00	\$106,168.00	LSE7
Senior Network Administrator Systems Analyst	\$73,864.00	\$92,326.00	\$110,793.00	LSE8
Facilities Operations & Maintenance Manager IT Operations Manager Operations and Maintenance Manager Public Safety Technology Manager Public Works Operations Manager Utility System Manager	\$76,933.00	\$96,165.00	\$115,401.00	LSE9
Airport Manager Asst. Dir. of Grants & Administration Asst. Prosecuting Attorney PTR Budget Manager Court Administrator Facilities Manager Fleet Manager IT Cyber Security Manager Senior Staff Engineer Solid Waste Superintendent Staff Attorney	\$78,249.00	\$97,808.00	\$117,373.00	LSE10
City Traffic Engineer Construction Manager Engineering Manager Manager, Entprs. Tech. Svcs.	\$83,623.00	\$104,529.00	\$125,436.00	LSE11
Asst. Dir. of Customer Care (Water) Asst. Dir. of Field Services Asst. Dir. of Finance Asst. Dir. of Human Resources Asst. Dir. of Plan Services Asst. Dir. of Police Administrative Services Asst. Dir. of Public Works Administration	\$87,961.00	\$109,950.00	\$131,939.00	LSE12

# Pay and Classification Plan

Exempt Job Titles	Est. Annualized Rates			Workday Grade
	Minimum	Midpoint	Maximum	
Asst. Dir. of Business Services Asst. Dir. of Engineering Services Asst. Dir. of Public Works Operation Asst. Dir. of Water Operations Chief Counsel of Economic Development & Planning Chief Counsel of Infrastructure and Recreation Chief Counsel of Management and Operations Chief Counsel of Public Safety-Civil Rights Specialist Chief of Litigation	\$94,583.00	\$118,229.00	\$141,874.00	LSE13
Deputy Dir. of Development Services Deputy Dir. of Finance Deputy Dir. of Public Works/City Engineer Deputy Dir. of Public Works/Operations Deputy Dir. of Water Utilities	\$97,751.00	\$122,190.00	\$146,630.00	LSE14
Director of Creative Services Director of Development Svcs. Director of Human Resources Director of ITS Director of Public Works Director of Water Utilities Finance Director	\$114,112.00	\$142,639.00	\$171,173.00	LSE15
Battalion Chief Police Captain	\$116,714.00	\$132,718.00	\$148,722.00	LSE16
Asst. Fire Chief Police Major	\$128,385.00	\$146,156.00	\$163,928.00	LSE17
Deputy Fire Chief Deputy Police Chief	\$141,224.00	\$160,588.00	\$179,953.00	LSE18
Assistant City Manager Fire Chief Police Chief	\$142,800.00	\$168,300.00	\$193,800.00	LSE19

Pay and Classification Plan				
See contracts for union step progression rates	Hourly Rate		Est. Annualized Rate	
	Minimum	Maximum	Minimum	Maximum
<b>Police - Union</b>	<b>Based on 2080 hours per year</b>		<b>Based on 2080 hours per year</b>	
Police Officer	\$25.1971	\$41.7404	\$52,409.97	\$86,820.03
Sergeant	\$41.7404	\$49.8120	\$86,820.03	\$103,608.96
<b>Fire - Union</b>	<b>Based on 2912 hours per year</b>		<b>Based on 2912 hours per year</b>	
Fire Fighter	\$18.81	\$24.30	\$54,774.72	\$70,761.60
Fire Fighter - Paramedic	\$21.81	\$27.31	\$63,510.72	\$79,526.72
Fire Engineer	\$22.88	\$28.71	\$66,626.56	\$83,603.52
Fire Engineer - Paramedic	\$25.88	\$31.72	\$75,362.56	\$92,368.64
Fire Captain	\$29.57	\$33.32	\$86,107.84	\$97,027.84
Fire Captain - Paramedic	\$32.58	\$36.32	\$94,872.96	\$105,763.84
	<b>Based on 2080 hours per year</b>		<b>Based on 2080 hours per year</b>	
Communication Specialist	\$22.45	\$33.54	\$46,696.00	\$69,763.20
Lead Communication Specialist	\$23.57	\$35.22	\$49,025.60	\$73,257.60
<b>IAM - Union</b>	<b>Based on 2080 hours per year</b>			
Meter Technician I	\$19.44	\$21.04		
Meter Technician II	\$20.41	\$22.09		
Meter Specialist	\$22.81	\$24.69		
Fleet Maintenance Technician	\$19.00	\$19.00		
Fleet Inventory Technician	\$23.00	\$24.40		
Mechanic Technician I	\$24.00	\$24.72		
Mechanic Technician II	\$26.50	\$26.50		
Mechanic Technician III	\$29.00	\$29.00		
Apprentice Utility Worker	\$22.68	\$22.68		
Utility Worker	\$27.00	\$28.09		
Utility Specialist I	\$30.24	\$31.46		
Utility Specialist II	\$32.29	\$33.60		
Utility Foreman	\$34.02	\$35.39		
Apprentice Operator	\$21.00	\$21.00		
Operator	\$23.00	\$24.40		
Skilled Operator	\$26.00	\$26.78		
Senior Operator	\$30.00	\$32.78		
Operations Foreman	\$32.50	\$34.48		