

Minimum Wage Adjustments

Exhibit A

SMEA

Benefit			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
26	26.6066	Library Aide	18.5402	3,214	19.4673	3,374	20.4406	3,543	21.4627	3,720	22.5358	3,906	23.6626	4,102
26	26.6056	Library Clerk	19.8486	3,440	20.8347	3,611	21.8759	3,792	22.9717	3,982	24.1203	4,181	25.3263	4,390
26	26.6071	Library Page	17.5665	3,045	18.4448	3,197	19.3670	3,357	20.3354	3,525	21.3521	3,701	22.4197	3,886
26	26.6121	Recreation Assistant	21.8750	3,792	22.9687	3,981	24.1171	4,180	25.3230	4,389	26.5891	4,609	27.9186	4,839
26	26.6114	Senior Recreation Assistant	24.4755	4,242	25.6993	4,455	26.9842	4,677	28.3334	4,911	29.7501	5,157	31.2376	5,415
26	26.6116	Sports Program Assistant	24.4755	4,242	25.6993	4,455	26.9842	4,677	28.3334	4,911	29.7501	5,157	31.2376	5,415

TEMPORARY

Benefit			Step 1	Step 2	Step 3	Step 4	Step 5
Group	Grade	Position	Hourly	Hourly	Hourly	Hourly	Hourly
29	29.9196	Homework Center Assistant	16.7142	17.5499	18.4274	19.3488	20.3162
29	29.9246	Library Clerk	17.7205	18.6065	19.5368	20.5136	21.5393
29	29.9251	Library Page	16.3130	17.1286	17.9850	18.8843	19.8285
29	29.9301	Park Maintenance Aide	16.8945	17.7392	18.6262	19.5575	20.5354
29	29.9366	Recreation Aide	16.3130	17.1286	17.9850	18.8843	19.8285
29	29.9371	Recreation Assistant	20.5136	21.5392	22.6162	23.6174	24.7983
29	29.9381	Recreation Leader I	18.5220	19.4481	20.4205	21.3246	22.3908
29	29.9391	Recreation Program Spec	20.5219	21.5480	22.6254	23.6271	24.8084
29	29.9421	Scorekeeper I	16.7998	17.6397	18.5217	19.4478	20.4202
29	29.9416	Scorekeeper II	17.8113	18.7018	19.6369	20.6187	21.6496
29	29.9516	Sports Official I	16.7998	17.6397	18.5217	19.4478	20.4202
29	29.9461	Sports Official II	17.8918	18.7863	19.7256	20.7119	21.7475
29	29.9526	Sports Program Asst	20.8131	21.8537	22.9463	24.0936	25.2983
29	29.9551	Student Intern	16.7998	17.6397	18.5217	19.4478	20.4202
29	29.9596	Youth Program Assistant	16.5604	17.3884	18.2578	19.1707	20.1292
29	29.9601	Youth Program Leader	17.7205	18.6065	19.5368	20.5136	21.5393

COLAs and Retired Annuitant Adjustments

CONFIDENTIAL MANAGEMENT

Benefit			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
17	17.2006	Accounting Manager	46.1183	7,994	48.4338	8,395	50.8516	8,814	53.3945	9,255	56.0614	9,717	58.8679	10,204
16	16.1101	Assistant City Attorney	67.4776	11,696	70.8554	12,282	74.4019	12,896	78.1241	13,542	82.0296	14,218	86.1258	14,928
16	16.1037	Assistant City Manager	94.0172	16,296	98.7214	17,112	103.6599	17,968	108.8402	18,866	114.2847	19,809	119.9989	20,800
17	17.2001	Asst Finance Director	56.8776	9,859	59.7231	10,352	62.7110	10,870	65.8492	11,414	69.1376	11,984	72.5984	12,584
16	16.1124	Assistant to the City Manager	52.4557	9,092	55.0750	9,546	57.8285	10,024	60.7228	10,525	63.7587	11,052	66.9499	11,605
16	16.11	Chief Assistant City Attorney	74.2254	12,866	77.9410	13,510	81.8420	14,186	85.9365	14,896	90.2326	15,640	94.7384	16,421
16	16.1131	City Clerk	49.3791	8,559	51.8482	8,987	54.4422	9,437	57.1606	9,908	60.0183	10,403	63.0222	10,924
16	16.1150	Community Relations Manager	43.4877	7,538	45.6599	7,914	47.9432	8,310	50.3377	8,725	52.8566	9,162	55.4932	9,619
16	16.7717	Economic Development Analyst	43.9119	7,611	46.1043	7,991	48.4164	8,392	50.8415	8,813	53.3792	9,252	56.0442	9,714
17	17.2007	Finance Management Analyst	43.9119	7,611	46.1043	7,991	48.4164	8,392	50.8415	8,813	53.3792	9,252	56.0442	9,714
16	16.1166	Human Resource Analyst I	39.4431	6,837	41.4215	7,180	43.4950	7,539	45.6713	7,916	47.9575	8,313	50.3535	8,728
16	16.1161	Human Resource Analyst II	41.4215	7,180	43.4950	7,539	45.6713	7,916	47.9575	8,313	50.3534	8,728	52.8668	9,164
16	16.7017	Risk and Benefits Analyst	41.4215	7,180	43.4950	7,539	45.6713	7,916	47.9575	8,313	50.3534	8,728	52.8668	9,164
16	16.1160	Senior Human Resources Analyst	47.6750	8,264	50.0565	8,676	52.5621	9,111	55.1858	9,566	57.9532	10,045	60.8449	10,546

16	16.1116	Sr Deputy City Attorney	54.4422	9,437	57.1606	9,908	60.0183	10,403	63.0222	10,924	66.1732	11,470	69.4853	12,044
16	17.2005	Sr Finance Management Analyst	46.1183	7,994	48.4338	8,395	50.8516	8,814	53.3945	9,255	56.0614	9,717	58.8679	10,204

FSA

Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
18	18.4521	Battalion Chief EMS/Trng-40 Hour	68.9021	11,943	72.3473	12,540	75.9646	13,167	79.7628	13,826	83.7510	14,517	87.9385	15,243
18	18.4526	Battalion Chief EMS/Trng-56 Hour	49.2159	11,943	51.6768	12,540	54.2606	13,167	56.9736	13,826	59.8222	14,517	62.8134	15,243
18	18.4506	Battalion Chief-40 Hours	68.9021	11,943	72.3473	12,540	75.9646	13,167	79.7628	13,826	83.7510	14,517	87.9385	15,243
18	18.4511	Battalion Chief-56 Hours	49.2159	11,943	51.6768	12,540	54.2606	13,167	56.9736	13,826	59.8222	14,517	62.8134	15,243
18	18.4516	BC/Fire Marshal	68.9021	11,943	72.3473	12,540	75.9646	13,167	79.7628	13,826	83.7510	14,517	87.9385	15,243
18	18.4501	Deputy Fire Chief	77.5757	13,446	81.4545	14,119	85.5272	14,825	89.8036	15,566	94.2938	16,344	99.0085	17,161
18	18.4531	Emergency Med Svcs Offcr	58.9248	10,214	61.8711	10,724	64.9646	11,261	68.2128	11,824	71.6235	12,415	75.2047	13,035
18	18.4504	Fire Division Chief	73.2390	12,695	76.9009	13,329	80.7460	13,996	84.7832	14,696	89.0224	15,431	93.4735	16,202

IAFF

Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
19	19.4533	Administrative Fire Captain	54.5540	9,456	57.2780	9,928	60.1416	10,425	63.1518	10,946	66.3090	11,494	69.6280	12,069
19	19.4576	FF Hired Post 9/2013-40 Hours	41.2205	7,145	43.2816	7,502	45.4456	7,877	47.7178	8,271	50.1037	8,685	52.6088	9,119
19	19.4581	FF-Hired Post 9/2013-56 Hours	29.4431	7,145	30.9153	7,502	32.4611	7,877	34.0841	8,271	35.7883	8,685	37.5778	9,119
19	19.4586	FF/Prmdc Hire Post 9/2013-40Hour	41.2205	7,145	43.2816	7,502	45.4456	7,877	47.7178	8,271	50.1037	8,685	52.6088	9,119
19	19.4591	FF/Prmdc Hire Post 9/2013-56Hour	29.4431	7,145	30.9153	7,502	32.4611	7,877	34.0841	8,271	35.7883	8,685	37.5778	9,119
19	19.4556	FF-Hired Pre 9/2013-40 Hours	43.2218	7,492	45.3829	7,866	47.6520	8,260	50.0346	8,673	52.5362	9,106	55.1631	9,562
19	19.4561	FF-Hired Pre 9/2013-56 Hours	30.8726	7,492	32.4163	7,866	34.0372	8,260	35.7390	8,673	37.5259	9,106	39.4023	9,562
19	19.4566	FF/Prmdc Hire Pre 9/2013-40 Hour	43.2218	7,492	45.3829	7,866	47.6520	8,260	50.0346	8,673	52.5362	9,106	55.1631	9,562
19	19.4571	FF/Prmdc Hired Pre 9/2013-56Hour	30.8726	7,492	32.4163	7,866	34.0372	8,260	35.7390	8,673	37.5259	9,106	39.4023	9,562
19	19.4536	Fire Captain-40 Hours	53.8084	9,327	56.4987	9,793	59.3236	10,283	62.2899	10,797	65.4043	11,337	68.6746	11,904
19	19.4541	Fire Captain-56 Hours	38.4346	9,327	40.3563	9,793	42.3742	10,283	44.4929	10,797	46.7175	11,337	49.0534	11,904
19	19.4546	Fire Engineer-40 Hours	47.5353	8,239	49.9121	8,651	52.4077	9,084	55.0281	9,538	57.7794	10,015	60.6684	10,516
19	19.4551	Fire Engineer-56 Hours	33.9538	8,239	35.6514	8,651	37.4340	9,084	39.3057	9,538	41.2709	10,015	43.3345	10,516
19	19.4596	Firefighter Recruit-40 Hours	39.4938	6,846	41.4685	7,188	43.5420	7,547	45.7190	7,925	48.0049	8,321	50.4051	8,737
19	19.4601	Fire Fighter Recruit-56 Hours	28.2099	6,846	29.6205	7,188	31.1015	7,547	32.6565	7,925	34.2893	8,321	36.0038	8,737

TEMPORARY

Benefit Group	Grade	Position	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly
29	29.9610	Retired Annuit Accounting Mgr	46.1183	48.4338	50.8516	53.3945	56.0614
29	29.9620	Retired Annuit Comb Bld Insp II	33.6083	35.2861	37.0533	38.9094	40.8544
29	29.9625	Retired Annuit Combo Bld Insp I	30.6357	32.1631	33.7726	35.4642	37.2381
29	29.9640	Retired Annuit Fire Inspector	32.8056	34.4485	36.1683	37.9796	39.8821
29	29.9643	Retired Annuit Integration/Appl Admin	54.2488	56.9633	59.8101	62.7963	65.9438
29	29.9647	Retired Annuit Librarian I	25.6975	26.9852	28.3275	29.7453	31.2316
29	29.9650	Retired Annuit Office Tech	23.8894	25.0811	26.3347	27.6496	29.0330
29	29.9655	Retired Annuit Police Officer	44.5233	46.7495	49.0856	51.5383	54.1150
29	29.9660	Retired Annuit Pub Works Admin Supv	43.9862	46.1822	48.4982	50.9274	53.4693

Other Adjustments

TEMPORARY

Benefit Group	Grade	Position	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly
29	29.9431	Senior Planner	43.6484	45.8347	48.1224	50.5249	53.0564

AMPS

Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
15	15.3117	Plan Check Engineer	46.6175	8,080	48.9484	8,484	51.3958	8,909	53.9656	9,354	56.6639	9,822	59.4971	10,313

SMEA

Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
26	26.3156	Permit Center Clerk	26.8549	4,655	28.1905	4,886	29.6015	5,131	31.0809	5,387	32.6356	5,657	34.2657	5,939
26	26.7067	Permit Services Technician	29.6015	5,131	31.0809	5,387	32.6356	5,657	34.2657	5,939	35.9790	6,236	37.7780	6,548
26	26.4606	Fire Inspector	32.8056	5,686	34.4485	5,971	36.1683	6,269	37.9796	6,583	39.8821	6,913	41.8758	7,258
26	26.6041	Literacy Specialist	23.0827	4,001	24.2408	4,202	25.4555	4,412	26.7262	4,633	28.0600	4,864	29.4640	5,107
26	26.2124	Network System Specialist	32.4754	5,629	34.1022	5,911	35.8033	6,206	37.5988	6,517	39.4822	6,844	41.4534	7,185
26	26.7036	Supvsg Police Serv Tech	27.3944	4,748	28.7615	4,985	30.2007	5,235	31.7118	5,497	33.2950	5,771	34.9569	6,059