



**TOWN OF LOS GATOS
COUNCIL AGENDA REPORT**

MEETING DATE: 05/05/2020

ITEM NO: 8

DATE: April 29, 2020
TO: Mayor and Town Council
FROM: Laurel Prevetti, Town Manager
SUBJECT: Approve Addenda to the Town Employees' Association and the American Federation of State, County and Municipal Employees Memoranda of Understanding and Revisions to the Classification Plans for the Unrepresented Management, Confidential, and Temporary Units

RECOMMENDATION:

Approve addenda to the Town Employees' Association (Attachment 1) and the American Federation of State, County and Municipal Employees Memoranda of Understanding (Attachment 2) and revisions to the classifications plans for the unrepresented Management (Attachment 5), Confidential (Attachment 6), and Temporary (Attachment 7) units.

BACKGROUND:

Memoranda of Understanding (MOU) between the Town Employees' Association (TEA) and the American Federation of State, County and Municipal Employees (AFSCME) expire on June 30, 2021. Although the MOUs do not expire until 2021, each MOU contains language that provides a reopener to negotiate salary [i.e., cost of living adjustment (COLA)] during the third year of the agreement. In accordance with the Town's Employer-Employee Relations Resolution No. 1974-41, representatives of the Town, TEA, and AFSCME have met and conferred in good faith and within the scope of representation to reach an agreement related to the reopener provisions.

The Management, Confidential, and Temporary units are at-will, unrepresented units of the Town. Unlike the Town's three bargaining groups who negotiate for reopeners in existing contracts as well as new contracts, recommendations for changes to the Management, Confidential, and Temporary unit classification plans are at the discretion of the Town Manager, with the consent of the Council, based on budget considerations and other factors at that time.

PREPARED BY: Lisa Velasco
Human Resources Director

Reviewed by: Town Manager, Assistant Town Manager, Town Attorney, and Finance Director

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SUBJECT: Approve Addendums to MOU's and Revisions to Unrepresented Classification Plans

DATE: April 29, 2020

DISCUSSION:

After several meetings with TEA and two meetings with AFSCME, tentative agreements were reached to implement a 1% COLA and a 2% non-PERSable one-time bonus effective July 1, 2020. Because the Management and Confidential units are at-will and unrepresented, a formal meet and confer process is not required; however, it is recommended that the Town Council approve the same COLA parameters of the tentative agreements to the Management and Confidential classifications. This action would maintain parity with the represented units and the distance between supervisory and non-supervisory classification salary ranges to prevent any overlapping of supervisory and non-supervisory salary ranges within similar career ladders (also known as compaction).

In addition, the last COLA provided to the Town's Temporary workforce was in July 2017. Salary adjustments to specific Temporary classifications have been authorized by the Town Council since July 2017 to reflect State minimum wage increases and to align the Temporary Police Officer classifications with the represented Police Officer classifications for attraction and retention purposes. It is recommended that the 1% COLA be applied to all Temporary classification except for Police Officer Reserve and Police Officer Temp/Hourly because the hourly rates were already adjusted in December 2019 to coincide with the Police Officers' Association (POA) top step rate.

CONCLUSION:

The TEA and AFSCME tentative agreements have been prepared within the parameters provided to the Town's negotiators by the Town Council and have been ratified by TEA and AFSCME memberships. It is recommended that the parameters of the tentative agreements be approved, and the Town Manager be authorized to execute the addenda to the MOUs. It is also recommended that the same authority is extended for the Management and Confidential groups and a 1% COLA authorized for Temporary classifications excluding the Police Officer Reserve and Police Officer Temp/Hourly classifications.

FISCAL IMPACT:

The anticipated fiscal impact for all recommended salary adjustments in FY 2020/21 is \$433,338 and reduced to \$183,476 for subsequent fiscal years. If the recommendations are approved, the total cost of the increases to salary and one-time bonuses will be included in the FY 2020/21 Operating budget presented for review and consideration during the May 19, 2020 Town Council Meeting.

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SUBJECT: Approve Addendums to MOU's and Revisions to Unrepresented Classification Plans

DATE: April 29, 2020

ENVIRONMENTAL ASSESSMENT:

This is not a project defined under CEQA, and no further action is required.

Attachments:

1. TEA Addendum to MOU
2. AFSCME Addendum to MOU
3. TEA Salary Schedule
4. AFSCME Salary Schedule
5. Town Council and Management Salary Schedule
6. Confidential Salary Schedule
7. Temporary Salary Schedule

**ADDENDUM TO
TOWN OF LOS GATOS
AND
LOS GATOS TOWN EMPLOYEES' ASSOCIATION
MEMORANDUM OF UNDERSTANDING
JULY 1, 2018 – JUNE 30, 2021**

For year three the parties agreed to re-open on Section 11 Salary. The following agreement is reflected in the attached salary schedule.

11.3 Compensation

Effective in the pay period that includes July 1, 2020 the Town will provide a one percent (1%) salary adjustment for all bargaining unit members. In addition, all bargaining unit members shall receive a one-time (non-PERSable) payment equivalent to two percent (2%) based on the June 30, 2020 annual base salary for that employee.

FOR TOWN EMPLOYEES' ASSOCIATION:

TOWN OF LOS GATOS:

Christine Crosson
Communications Dispatcher Lead

Laurel Prevetti
Town Manager

Catherine Gildea
Librarian

Arn Andrews
Assistant Town Manager

Beca Colassaco
IT Systems Administrator

Lisa Velasco
Human Resources Director

Sean Mullin
Associate Planner

Donna Williamson
Liebert Cassidy Whitmore

APPROVED AS TO FORM:

Cheryl Schiele
Employee Representation Services, Inc.

Robert Schultz
Town Attorney

**ADDENDUM TO
TOWN OF LOS GATOS
AND
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
MEMORANDUM OF UNDERSTANDING
JULY 1, 2018 – JUNE 30, 2021**

For year three the parties agreed to re-open on Section 10 Salary and Section 14 Health and Welfare Benefits. The following agreement is reflected in the attached salary schedule.

10.1.3

Effective in the pay period that includes July 1, 2020 the Town will provide a one percent (1%) salary adjustment for all bargaining unit members. In addition, effective in the pay period that includes July 1, 2020 all bargaining unit members shall receive a one-time (non-PERSable) payment equivalent to two percent (2%) based on the June 30, 2020 annual base salary for that employee.

FOR AFSCME:

Carol McEwan
Business Agent

Sherrie Olsen
Parks & Maintenance Worker
AFSCME President

TOWN OF LOS GATOS:

Laurel Prevetti
Town Manager

Arn Andrews
Assistant Town Manager

Lisa Velasco
Human Resources Director

Donna Williamson
Liebert Cassidy Whitmore

APPROVED AS TO FORM:

Robert Schultz
Town Attorney

**Town of Los Gatos TEA Classifications
Salary Schedule for Fiscal Year 2020/21
Effective July 1, 2020
Adopted by Town Council May 5, 2020**

Class Code	Classification Title	Rate Type	Range TE1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
4310	Account Technician	Hourly	08	\$33.48	\$35.16	\$36.92	\$38.77	\$40.71	\$43.33
3580	Administrative Assistant	Hourly	04	\$28.02	\$29.42	\$30.90	\$32.45	\$34.07	\$36.35
4620	Assistant Engineer	Hourly	25	\$44.59	\$46.82	\$49.17	\$51.63	\$54.21	\$57.50
4420	Assistant Planner	Hourly	12	\$38.77	\$40.71	\$42.75	\$44.89	\$47.14	\$50.08
4600	Associate Civil Engineer	Hourly	27	\$50.73	\$53.27	\$55.93	\$58.73	\$61.67	\$65.33
4661	Associate Engineering Technician	Hourly	14	\$39.05	\$41.00	\$43.05	\$45.20	\$47.46	\$50.41
4400	Associate Planner	Hourly	20	\$45.12	\$47.38	\$49.75	\$52.24	\$54.85	\$58.17
4410	Building Inspector	Hourly	24	\$43.41	\$45.58	\$47.86	\$50.26	\$52.77	\$55.99
4430	Code Compliance Officer	Hourly	10	\$38.81	\$40.75	\$42.79	\$44.93	\$47.18	\$50.12
4530	Communication Dispatcher	Hourly	14	\$39.05	\$41.00	\$43.05	\$45.20	\$47.46	\$50.41
4535	Communication Dispatcher Lead	Hourly	19	\$46.42	\$48.74	\$51.18	\$53.74	\$56.43	\$59.83
4540	Community Services Officer	Hourly	11	\$33.01	\$34.66	\$36.39	\$38.21	\$40.12	\$42.71
4615	Construction Project Manager	Hourly	26	\$48.67	\$51.11	\$53.67	\$56.35	\$59.17	\$62.71
4660	Engineering Technician	Hourly	13	\$35.45	\$37.23	\$39.09	\$41.05	\$43.10	\$45.84
4705	Environmental Programs Specialist	Hourly	08	\$33.48	\$35.16	\$36.92	\$38.77	\$40.71	\$43.33
4200	Events and Marketing Specialist	Hourly	06	\$29.53	\$31.01	\$32.56	\$34.19	\$35.90	\$38.28
3501	Executive Assistant	Hourly	08	\$33.48	\$35.16	\$36.92	\$38.77	\$40.71	\$43.33
4900	IT Systems Administrator	Hourly	23	\$48.33	\$50.75	\$53.29	\$55.95	\$58.75	\$62.27
4915	IT Technician	Hourly	07	\$36.23	\$38.04	\$39.94	\$41.94	\$44.04	\$46.82
4810	Librarian	Hourly	16	\$37.05	\$38.90	\$40.85	\$42.89	\$45.03	\$47.86
4830	Library Assistant	Hourly	03	\$27.35	\$28.72	\$30.16	\$31.67	\$33.25	\$35.49
4807	Library Customer Service Specialist	Hourly	01	\$25.63	\$26.92	\$28.27	\$29.68	\$31.16	\$33.30
4805	Library Customer Service Supervisor	Hourly	08	\$33.48	\$35.16	\$36.92	\$38.77	\$40.71	\$43.33
4825	Library Specialist	Hourly	06	\$29.53	\$31.01	\$32.56	\$34.19	\$35.90	\$38.28
4819	Library Tech Specialist	Hourly	15	\$35.90	\$37.70	\$39.59	\$41.57	\$43.65	\$46.41
3181	Office Assistant	Hourly	01	\$25.63	\$26.92	\$28.27	\$29.68	\$31.16	\$33.30
4640	Park Services Officer	Hourly	11	\$33.01	\$34.66	\$36.39	\$38.21	\$40.12	\$42.71
4560	Parking Control Officer	Hourly	01	\$25.63	\$26.92	\$28.27	\$29.68	\$31.16	\$33.30
4440	Permit Technician	Hourly	09	\$32.25	\$33.87	\$35.56	\$37.34	\$39.21	\$41.75

**Town of Los Gatos TEA Classifications
Salary Schedule for Fiscal Year 2020/21
Effective July 1, 2020
Adopted by Town Council May 5, 2020**

Class Code	Classification Title	Rate Type	Range TE1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
4425	Planning Technician	Hourly	11	\$33.01	\$34.66	\$36.39	\$38.21	\$40.12	\$42.71
4550	Police Records Specialist	Hourly	05	\$28.69	\$30.13	\$31.64	\$33.22	\$34.88	\$37.20
4630	Public Works Inspector	Hourly	18	\$40.37	\$42.39	\$44.51	\$46.74	\$49.08	\$52.11
4450	Senior Building Inspector	Hourly	27	\$50.73	\$53.27	\$55.93	\$58.73	\$61.67	\$65.33
4831	Senior Library Page	Hourly	02	\$18.02	\$18.92	\$19.87	\$20.86	\$21.90	\$23.58
4405	Senior Planner	Hourly	28	\$51.96	\$54.56	\$57.29	\$60.16	\$63.17	\$66.91
4610	Senior Public Works Inspector	Hourly	26	\$48.67	\$51.11	\$53.67	\$56.35	\$59.17	\$62.71
4662	Sr. Engineering Technician	Hourly	24	\$43.41	\$45.58	\$47.86	\$50.26	\$52.77	\$55.99

Reflects General Increase of 1%

**Town of Los Gatos AFSCME Classifications
Salary Schedule for Fiscal Year 2020/21
Effective July 1, 2020
Adopted by Town Council May 5, 2020**

Class Code	Classification Title	Rate Type	Range AF1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6620	Equipment Mechanic	Hourly	03	\$35.00	\$36.75	\$38.59	\$40.52	\$42.55	\$44.68
6670	Facility Technician	Hourly	02	\$32.57	\$34.20	\$35.91	\$37.71	\$39.60	\$41.58
6600	Lead Parks & Maintenance Worker	Hourly	07	\$37.17	\$39.03	\$40.98	\$43.03	\$45.18	\$47.44
6650	Parks & Maintenance Worker	Hourly	05	\$29.90	\$31.40	\$32.97	\$34.62	\$36.35	\$38.17
6660	Parks & Maintenance Worker Trainee	Hourly	04	\$24.42	\$25.64	\$26.93	\$28.28	\$29.69	\$31.17
6605	Senior Parks & Maintenance Worker	Hourly	06	\$32.54	\$34.17	\$35.88	\$37.67	\$39.56	\$41.54
6610	Town Arborist	Hourly	01	\$35.49	\$37.27	\$39.14	\$41.10	\$43.16	\$45.32

Reflects General Increase of 1%

Town of Los Gatos Town Council and Management Classifications
Salary Schedule for Fiscal Year 2020/21
Effective July 1, 2020 (unless otherwise noted)
Adopted by Town Council May 5, 2020

Class Code	Classification Title	Annual Salary Minimum	Annual Salary Maximum
2615	Assistant Parks & Public Works Director	\$ 139,007	\$ 187,660
2110	Assistant Town Manager	\$ 165,235	\$ 223,067
2420	Chief Building Official	\$ 125,934	\$ 170,011
2400	Community Development Director	\$ 161,201	\$ 217,621
2180	Community Outreach Coordinator	\$ 86,953	\$ 117,386
2010	Deputy Attorney	\$ 108,592	\$ 146,599
2130	Economic Vitality Manager	\$ 119,865	\$ 161,817
2310	Finance and Budget Manager	\$ 125,934	\$ 170,011
2300	Finance Director	\$ 157,273	\$ 212,319
2200	Human Resources Director	\$ 146,044	\$ 197,159
2900	Information Technology Manager	\$ 125,934	\$ 170,011
2800	Library Director	\$ 146,044	\$ 197,159
2820	Library Division Manager	\$ 95,979	\$ 129,572
2600	Parks & Public Works Director	\$ 161,201	\$ 217,621
2645	Parks & Public Works Operations Manager	\$ 108,592	\$ 146,599
2630	Parks & Public Works Superintendent	\$ 125,934	\$ 170,011
2412	Planning Manager	\$ 125,934	\$ 170,011
2510	Police Captain	\$ 149,695	\$ 202,088
2500	Police Chief	\$ 169,366	\$ 228,644
2545	Police Records & Communication Manager	\$ 116,941	\$ 157,870
2140	Senior Administrative Analyst	\$ 93,638	\$ 126,411
2650	Senior Civil Engineer	\$ 119,865	\$ 161,817
2000	Town Attorney - Council Appointed (<i>Effective 12/12/19, Adopted by Town Council 12/3/19</i>)		\$ 235,000
2412	Town Clerk	\$ 125,934	\$ 170,011
2100	Town Manager - Council Appointed (<i>Effective 9/2/19, Adopted by Town Council 12/3/19</i>)		\$ 250,000
2655	Transportation & Mobility Manager	\$ 116,941	\$ 157,870
1000	Town Council (<i>Effective 1/1/19 Pursuant to Ordinance Adopted by Town Council on 2/6/18</i>)	\$570 Stipend per month, for a total compensation of \$6,840 per year	

Management salaries reflect a spread of 35% to the top of the range.

Reflects a General Increase of 1%

**Town of Los Gatos Confidential Classifications
Salary Schedule for Fiscal Year 2020/21
Effective July 1, 2020
Adopted by Town Council May 5, 2020**

Class Code	Classification Title	Rate Type	Range CF1	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
3300	Accountant/Finance Analyst	Hourly	07	\$42.79	\$44.93	\$47.18	\$49.54	\$52.02	\$55.20
3000	Administrative Analyst	Hourly	07	\$42.79	\$44.93	\$47.18	\$49.54	\$52.02	\$55.20
3518	Administrative Assistant	Hourly	09	\$29.42	\$30.90	\$32.45	\$34.07	\$35.77	\$38.14
3115	Administrative Technician	Hourly	04	\$36.90	\$38.75	\$40.69	\$42.72	\$44.86	\$47.68
3190	Deputy Clerk	Hourly	08	\$35.12	\$36.88	\$38.72	\$40.66	\$42.69	\$45.40
3500	Executive Assistant to Chief of Police	Hourly	03	\$35.12	\$36.88	\$38.72	\$40.66	\$42.69	\$45.40
3100	Executive Assistant to Town Manager	Hourly	05	\$36.90	\$38.75	\$40.69	\$42.72	\$44.86	\$47.68
3015	Human Resources Technician	Hourly	02	\$33.43	\$35.11	\$36.87	\$38.71	\$40.65	\$43.26
3180	Office Assistant	Hourly	01	\$27.44	\$28.82	\$30.26	\$31.77	\$33.36	\$35.61
3301	Payroll Technician	Hourly	06	\$36.90	\$38.75	\$40.69	\$42.72	\$44.86	\$47.68

Reflects General Increase of 1% and includes 5% Confidential Premium

**Town of Los Gatos Temporary Classifications
Salary Schedule for Fiscal Year 2020/21
Effective July 1, 2020
Adopted by Town Council May 5, 2020**

Class Code	Classification Title	Rate Type	Range	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
9305	Account Clerk Temp/Hourly	Hourly	TE2-04	\$24.28	\$25.49	\$26.76	\$28.10	\$29.51	\$30.99
9310	Account Technician Temp/Hourly	Hourly	TE2-10	\$29.18	\$30.64	\$32.17	\$33.78	\$35.47	\$37.24
9300	Accountant Temp/Hourly	Hourly	TE2-17	\$35.24	\$37.00	\$38.85	\$40.79	\$42.83	\$44.97
9010	Admin Analyst Temp/Hourly	Hourly	TE2-17	\$35.24	\$37.00	\$38.85	\$40.79	\$42.83	\$44.97
9100	Admin Specialist Temp/Hourly	Hourly	TE2-10	\$29.18	\$30.64	\$32.17	\$33.78	\$35.47	\$37.24
9580	Administrative Assistant Temp/Hourly	Hourly	TE2-05	\$26.53	\$27.86	\$29.25	\$30.71	\$32.25	\$33.86
9105	Administrative Secretary Temp/Hourly	Hourly	TE2-09	\$27.87	\$29.26	\$30.72	\$32.26	\$33.87	\$35.56
9656	Assistant Engineer Temp/Hourly	Hourly	TE2-23	\$39.93	\$41.93	\$44.03	\$46.23	\$48.54	\$50.97
9655	Associate Civil Engineer Temp/Hourly	Hourly	TE2-24	\$45.98	\$48.28	\$50.69	\$53.22	\$55.88	\$58.67
9400	Associate Planner Temp/Hourly	Hourly	TE2-22	\$39.77	\$41.76	\$43.85	\$46.04	\$48.34	\$50.76
9410	Building Inspector Temp/Hrly	Hourly	TE2-23	\$39.93	\$41.93	\$44.03	\$46.23	\$48.54	\$50.97
9112	Clerical Aide Temp/Hourly	Hourly	TE2-01	\$13.13	\$13.79	\$14.48	\$15.20	\$15.96	\$16.76
9430	Code Compliance Officer Temp/Hourly	Hourly	TE2-16	\$34.33	\$36.05	\$37.85	\$39.74	\$41.73	\$43.82
9530	Communication Dispatcher Temp/Hourly	Hourly	TE2-19	\$36.98	\$38.83	\$40.77	\$42.81	\$44.95	\$47.20
9545	Crime Analyst Temp/Hourly	Hourly	TE2-18	\$35.67	\$37.45	\$39.32	\$41.29	\$43.35	\$45.52
9540	CSO Intern Temp/Hourly	Hourly	TE2-03	\$21.80	\$22.89	\$24.03	\$25.23	\$26.49	\$27.81
9532	CSO Temp/Hrly	Hourly	TE2-12	\$31.25	\$32.81	\$34.45	\$36.17	\$37.98	\$39.88
9190	Deputy Clerk Temp/Hourly	Hourly	TE2-04	\$24.28	\$25.49	\$26.76	\$28.10	\$29.51	\$30.99
9660	Engineering Technician Temp/Hourly	Hourly	TE2-13	\$32.05	\$33.65	\$35.33	\$37.10	\$38.96	\$40.91
9720	Facility Attendant Temp/Hourly	Hourly	TE2-01	\$13.13	\$13.79	\$14.48	\$15.20	\$15.96	\$16.76
9109	Human Resources Specialist Temp/Hourly	Hourly	TE2-09	\$27.87	\$29.26	\$30.72	\$32.26	\$33.87	\$35.56
9041	Intern I Temp/Hourly	Hourly	TE2-02	\$17.07	\$17.92	\$18.82	\$19.76	\$20.75	\$21.79
9040	Intern II Temp/Hourly	Hourly	TE2-03	\$21.80	\$22.89	\$24.03	\$25.23	\$26.49	\$27.81
9200	IT Technician Temp/Hrly	Hourly	TE2-14	\$32.11	\$33.72	\$35.41	\$37.18	\$39.04	\$40.99
9015	Legal Assistant Temp/Hrly	Hourly	TE2-17	\$35.24	\$37.00	\$38.85	\$40.79	\$42.83	\$44.97
9810	Librarian Temp/Hourly	Hourly	TE2-15	\$33.99	\$35.69	\$37.47	\$39.34	\$41.31	\$43.38
9820	Library Assistant Temp/Hourly	Hourly	TE2-06	\$25.91	\$27.21	\$28.57	\$30.00	\$31.50	\$33.08
9840	Library Clerk Temp/Hourly	Hourly	TE2-04	\$24.28	\$25.49	\$26.76	\$28.10	\$29.51	\$30.99
9850	Library Page Temp/Hourly	Hourly	TE2-01	\$13.13	\$13.79	\$14.48	\$15.20	\$15.96	\$16.76

**Town of Los Gatos Temporary Classifications
Salary Schedule for Fiscal Year 2020/21
Effective July 1, 2020
Adopted by Town Council May 5, 2020**

Class Code	Classification Title	Rate Type	Range	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
9830	Library Teen Services Specialist	Hourly	TE2-03	\$21.80	\$22.89	\$24.03	\$25.23	\$26.49	\$27.81
9900	Network Administrator	Hourly	TE2-21	\$38.03	\$39.93	\$41.93	\$44.03	\$46.23	\$48.54
9180	Office Assistant Temp/Hourly	Hourly	TE2-04	\$24.28	\$25.49	\$26.76	\$28.10	\$29.51	\$30.99
9645	Park Service Officer Aide Temp/Hourly	Hourly	TE2-03	\$21.80	\$22.89	\$24.03	\$25.23	\$26.49	\$27.81
9640	Park Service Officer Temp/Hourly	Hourly	TE2-12	\$31.25	\$32.81	\$34.45	\$36.17	\$37.98	\$39.88
9560	Parking Control Officer Temp/Hourly	Hourly	TE2-04	\$24.28	\$25.49	\$26.76	\$28.10	\$29.51	\$30.99
9440	Permit Technician	Hourly	TE2-11	\$30.07	\$31.57	\$33.15	\$34.81	\$36.55	\$38.38
9550	Police Records Specialist Temp/Hourly	Hourly	TE2-08	\$27.18	\$28.54	\$29.97	\$31.47	\$33.04	\$34.69
9590	Police Officer Reserve (Top Step of Officer)	Hourly	TE2-25	\$62.57	\$65.70	\$68.99	\$72.44	\$76.06	\$79.86
9520	Police Officer Temp/Hourly	Hourly	TE2-25	\$62.57	\$65.70	\$68.99	\$72.44	\$76.06	\$79.86
9650	Public Works Inspector Temp/Hourly	Hourly	TE2-20	\$37.74	\$39.63	\$41.61	\$43.69	\$45.87	\$48.16
9670	Senior Electrician Temp/Hourly	Hourly	TE2-23	\$39.93	\$41.93	\$44.03	\$46.23	\$48.54	\$50.97
9831	Senior Library Page	Hourly	TE2-02	\$17.07	\$17.92	\$18.82	\$19.76	\$20.75	\$21.79
9725	Special Event Attendant	Hourly	TE2-07	\$16.30	\$17.12	\$17.98	\$18.88	\$19.82	\$20.81
9621	Equipment Mechanic Temp	Hourly	AF2-01	\$32.39	\$34.01	\$35.71	\$37.50	\$39.38	\$41.35
9605	Lead Parks & Maint Worker	Hourly	AF2-06	\$33.92	\$35.62	\$37.40	\$39.27	\$41.23	\$43.29
9600	Maintenance Assistant	Hourly	AF2-02	\$16.30	\$17.12	\$17.98	\$18.88	\$19.82	\$20.81
9630	Parks & Main Worker Trainee Temp	Hourly	AF2-03	\$22.30	\$23.42	\$24.59	\$25.82	\$27.11	\$28.47
9620	Parks & Main Worker Temp	Hourly	AF2-04	\$27.28	\$28.64	\$30.07	\$31.57	\$33.15	\$34.81
9610	Ticket Booth Attendant	Hourly	AF2-05	\$13.37	\$14.04	\$14.74	\$15.48	\$16.25	\$17.06

Reflects General Increase of 1%