

ORDINANCE NO. 2017-64

AN ORDINANCE AUTHORIZING COMPENSATION, SALARIES AND WAGES TO EMPLOYEES OF THE CITY OF ASHTABULA, THE ASHTABULA MUNICIPAL COURT AND THE ASHTABULA CITY HEALTH DISTRICT, AND EXCLUDING THE DIVISION OF POLICE.

WHEREAS, the daily operations of the City Manager’s Department and the public’s peace, health and safety require the enactment of this ordinance; and

WHEREAS, it is necessary for this Council and these Public Officers to adopt legislation to provide for the compensation, salaries and wages to all employees of the City of Ashtabula, the Ashtabula Municipal Court and the Ashtabula City Health District; and,

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Ashtabula, Ohio:

SECTION 1. That all employees of the City of Ashtabula, Ohio, except the Division of Police, shall receive the following compensation, wages and salaries effective 04/24/2017 (note: all amounts are in dollars unless otherwise indicated):

See Exhibit “A”

SECTION 2. It is hereby found and determined that all formal actions of this Council concerning and related to the passage of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and any of its Committees that resulted in such formal action were in meetings open to the public in compliance with the requirements of Section 10 of the Municipal Charter of the City of Ashtabula, Ohio, and of R. C. Section 121.22.

SECTION 3. For the reasons stated in the preamble, this ordinance, if approved by the votes of five (5) or more members of Council, shall take effect immediately, otherwise 30 days thereafter.

PASSED: MAY 15, 2017

Josephine Misener  
Josephine Misener  
President of Council

**Vote:**

	Yea	Nay
Misener:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
McClure:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Roskovics:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pugliese:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Hosken :	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Speelman:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Hamrick:	<input type="checkbox"/>	<input type="checkbox"/>

ATTEST

LaVette E. Hennigan  
LaVette E. Hennigan  
Clerk of Council

APPROVED:

James M. Timonere  
James M. Timonere  
City Manager

Approved as to form and correctness this 15 day of May, 2017.

Michael Franklin, Esq.  
Michael Franklin, Esq., Ashtabula City Solicitor

**A. DIVISION OF PUBLIC WORKS AND DIVISION OF SANITATION**

	<u>Hired Before 05/01/12</u>	<u>Hired After 05/01/12</u>
Laborer	\$ 19.52 /hr.	\$ 17.57 /hr.
Laborer Sanitation	\$ 19.52 /hr.	\$ 17.57 /hr.
Garage Attendant / Light Equipment	\$ 19.85 /hr.	\$ 17.87 /hr.
Heavy Equipment Operator (Class A)	\$ 21.32 /hr.	\$ 19.19 /hr.
Heavy Equipment Operator (Class A) Sanitation Semi	\$ 21.65 /hr.	\$ 19.49 /hr.
Heavy Equipment Operator (Class B)	\$ 20.94 /hr.	\$ 18.85 /hr.
Light Equipment Operator	\$ 19.85 /hr.	\$ 17.87 /hr.
Sweeper Operator	\$ 20.94 /hr.	\$ 18.85 /hr.
Auto Mechanic	\$ 21.41 /hr.	\$ 19.27 /hr.
Labor Foreman	\$ 22.35 /hr.	\$ 20.12 /hr.
Sanitation Foreman	\$ 22.35 /hr.	\$ 20.12 /hr.
Auto Mechanic / Foreman	\$ 22.35 /hr.	\$ 20.12 /hr.
General Foreman / Public Works	\$ 22.12 /hr.	
Superintendent / Public Services	\$ 69,217.99 /yr.	

**B. DIVISION OF WASTEWATER TREATMENT**

	<u>Hired Before 05/01/12</u>	<u>Hired After 05/01/12</u>
Operator I (Without Certification)	\$ 19.46 /hr.	\$ 17.51 /hr.
Operator I (Class I Certification)	\$ 21.13 /hr.	\$ 19.02 /hr.
Operator II (Class II Certification)	\$ 21.25 /hr.	\$ 19.13 /hr.
Operator II (Class II Certification) From Lab	\$ 22.44 /hr.	\$ 20.20 /hr.
Laboratory Technician I (Without Certification)	\$ 20.04 /hr.	\$ 18.04 /hr.
Laboratory Technician I (Class I Certification)	\$ 21.86 /hr.	\$ 19.67 /hr.
Laboratory Technician II (Class II Certification)	\$ 22.44 /hr.	\$ 20.20 /hr.
Chemist Level I	\$ 23.40 /hr.	\$ 21.06 /hr.
Chemist Level II	\$ 25.78 /hr.	\$ 23.20 /hr.
Chemist Level III	\$ 28.16 /hr.	\$ 25.34 /hr.
Maintenance Mechanic Helper	\$ 20.00 /hr.	\$ 18.00 /hr.
Maintenance Mechanic	\$ 21.41 /hr.	\$ 19.27 /hr.
Maintenance Foreman	\$ 22.35 /hr.	\$ 20.12 /hr.
Assistant Director / Pretreatment Program (Class III Certification)	\$ 22.44 /hr.	\$ 17.57 /hr.
Solids Operator (Without Certification)	\$ 19.85 /hr.	\$ 17.87 /hr.
Solids Operator (Class I Certification)	\$ 21.13 /hr.	\$ 19.02 /hr.
Solids Operator (Class II Certification)	\$ 22.44 /hr.	\$ 20.20 /hr.
Maintenance Electrician	\$ 21.41 /hr.	\$ 19.27 /hr.
Heavy Equipment Operator (Class B)	\$ 20.94 /hr.	\$ 18.85 /hr.
Laborer	\$ 19.52 /hr.	\$ 17.57 /hr.
Light Equipment Operator	\$ 19.85 /hr.	\$ 17.87 /hr.

**B. DIVISION OF WASTEWATER TREATMENT (continued)**

Superintendent (Class III Certification) - Salary Position	\$ 53,127.75 /yr.
Superintendent (Class IV Certification) - Salary Position	\$ 77,186.37 /yr.
Superintendent (Class IV Certification) w/ Bachelor's Degree in Civil, Environmental or Chemical Engineering - Salary Position	\$ 79,975.83 /yr.
Assistant Superintendent / Director Pretreatment & Water Pollution Program - Salary Position	\$ 66,135.45 /yr.
Assistant Superintendent w / Engineering Degree - Salary Position	\$ 62,264.85 /yr.
Assistant Superintendent (Class III Certification & Engineering Degree - Salary Position	\$ 64,859.22 /yr.
Assistant Superintendent (Class IV Certification & Engineering Degree - Salary Position	\$ 67,453.58 /yr.
Director-Pretreatment & Water Pollution Program - Class III Certification	\$ 26.00 /hr.

**C. DIVISION OF PARKS, RECREATION & FORESTRY**

	<u>Hired Before 05/01/12</u>	<u>Hired After 05/01/12</u>
Tree Trimmer & Operator (Grade 1)	\$ 20.94 /hr.	\$ 18.85 /hr.
Tree Trimmer & Operator (Grade 2)	\$ 20.50 /hr.	\$ 18.45 /hr.
Tree Trimmer & Operator (Grade 3)	\$ 19.23 /hr.	\$ 17.31 /hr.
Tree Trimmer & Foreman	\$ 21.88 /hr.	\$ 19.69 /hr.
Recreation Maintenance (Grade 1)	\$ 20.03 /hr.	\$ 18.03 /hr.
Recreation Maintenance (Grade 2)	\$ 19.84 /hr.	\$ 17.86 /hr.
Recreation Maintenance (Grade 3)	\$ 19.23 /hr.	\$ 17.31 /hr.
Light Equipment Operator	\$ 19.85 /hr.	\$ 17.87 /hr.
Laborer	\$ 19.52 /hr.	\$ 17.57 /hr.
Part-Time Director of Recreation (20 hrs. / Week - no benefits)	\$ 16.15 /hr.	
*Concession Stand Manager	State minimum wage + 1%	
*Concession Stand Worker	State minimum wage + 1%	
*Lifeguard	State minimum wage + 1%	
*= <i>Unless Council approves different amount</i>		

**D. DIVISION OF TRAFFIC**

	<u>Hired Before 05/01/12</u>	<u>Hired After 05/01/12</u>
Laborer	\$ 19.52 /hr.	\$ 17.57 /hr.
Traffic Maintenance Operator (Grade 1)	\$ 20.94 /hr.	\$ 18.85 /hr.
Traffic Maintenance Operator (Grade 2)	\$ 20.03 /hr.	\$ 18.03 /hr.
Traffic Maintenance Operator (Grade 3)	\$ 19.23 /hr.	\$ 17.31 /hr.
Traffic Foreman	\$ 22.35 /hr.	\$ 20.12 /hr.
Supervisor	\$ 23.25 /hr.	

**E. DIVISION OF PLANNING & COMMUNITY DEVELOPMENT (established 4/16/2012)**

	<u>Hired Before 05/01/12</u>	<u>Hired After 05/01/12</u>
Assistant Director	\$ 25.78 /hr.	\$ 23.20 /hr.
Project Administrator	\$ 23.63 /hr.	\$ 21.27 /hr.
Housing Inspector (Step 1)	\$ 22.35 /hr.	\$ 20.12 /hr.
Housing Inspector (Step 2)	\$ 23.43 /hr.	\$ 21.09 /hr.
Planner Grantsman	\$ 22.62 /hr.	\$ 20.36 /hr.
Building Inspector	\$ 23.13 /hr.	\$ 20.82 /hr.
Housing Inspector/Engineering Technician	\$ 24.14 /hr.	\$ 21.73 /hr.
Engineering Inspector	\$ 19.23 /hr.	\$ 17.31 /hr.
Engineering Technician	\$ 21.54 /hr.	\$ 19.39 /hr.
Senior Engineering Aide	\$ 19.23 /hr.	\$ 17.31 /hr.
Senior Civil Engineer	\$ 23.45 /hr.	\$ 21.11 /hr.
Civil Engineer	\$ 23.13 /hr.	\$ 20.82 /hr.
Executive Secretary	\$ 19.90 /hr.	\$ 17.91 /hr.
Commissioner of Buildings	\$ 24.12 /hr.	\$ 21.71 /hr.
Administrative Assistant	\$ 22.07 /hr.	\$ 19.86 /hr.
Animal Control Officer (Part-Time)	\$ 18.49 /hr.	\$ 16.64 /hr.
Animal Control / Code Enforcement Officer	\$ 20.66 /hr.	\$ 18.59 /hr.
Director - (Salary Position)	\$ 61,538.10 /yr.	
City Engineer (Salary position)	\$ 61,383.84 /yr.	
Supervisor & Senior Civil Engineer	\$ 25.48 /hr.	

**F. DIVISION OF LANDS AND BUILDINGS**

	<u>Hired Before 05/01/12</u>	<u>Hired After 05/01/12</u>
Building Foreman	\$ 22.35 /hr.	\$ 20.12 /hr.
Building Maintenance Person I	\$ 19.85 /hr.	\$ 17.87 /hr.
Building Maintenance Person II	\$ 20.94 /hr.	\$ 18.85 /hr.
Janitor	\$ 19.33 /hr.	\$ 17.40 /hr.

## G. DIVISION OF FINANCE

	<u>Hired Before 05/01/12</u>	<u>Hired After 05/01/12</u>
Accountant	\$ 22.07 /hr.	\$ 19.86 /hr.
Payroll & Human Resources Specialist	\$ 22.07 /hr.	\$ 19.86 /hr.
Accountant (Part-Time)	\$ 19.52 /hr.	\$ 17.57 /hr.
Accounting Assistant	\$ 22.07 /hr.	\$ 19.86 /hr.
Income Tax Specialist	\$ 22.70 /hr.	\$ 20.43 /hr.
Finance Clerk, Grade 1 (Full or Part-Time)	\$ 17.10 /hr.	\$ 15.39 /hr.
Finance Clerk, Grade 2 (Full or Part-Time)	\$ 17.21 /hr.	\$ 15.49 /hr.
Finance Clerk, Grade 3 (Full or Part-Time)	\$ 17.31 /hr.	\$ 15.58 /hr.
Finance Clerk, Grade 4 (Full or Part-Time)	\$ 17.42 /hr.	\$ 15.68 /hr.
Finance Clerk, Grade 5 (Full or Part-Time)	\$ 17.54 /hr.	\$ 15.79 /hr.
Assistant Finance Director (Salary Position)	\$ 50,490.00 /yr.	
Human Resources & Payroll Administrator (Salary Position)	\$ 45,900.00 /yr.	

## H. PROBATION (per journal entry)

Chief Probation Officer (Salary Position)	\$ 55,141.02 /yr.	
Probation Officer	\$ 19.10 /hr. to	\$24.36 /hr.
Probation Secretary Part-Time	\$ 12.64 /hr.	

## I. MUNICIPAL COURT (per journal entry)

Judge	\$ 37,950.00 /yr.	
Clerk of Court/Court Administrator (Salary Position)	\$ 34,500.00 /yr.	
Head Bailiff (Salary Position)	\$ 25,092.00 /yr.	
Bailiff (Salary Position)	\$ 34,315.51 /yr.	
Drug Court Administrator (Part-time)	\$ 20.00 /hr.	
Bailiff (Part-time)	\$ 13.42 /hr.	
Acting Bailiff	\$ 13.42 /hr.	
Magistrate	\$ 28.31 /hr.	
Supervisory Deputy Clerk (Salary Position)	\$ 37,731.20 /yr. to	\$50,722.80 /yr.
Deputy Clerk	\$ 15.16 /hr. to	\$20.13 /hr.
Deputy Clerk (Part-Time)	\$ 12.35	
Chief Deputy Clerk	\$ 21.03 /hr.	
Deputy Clerk/Scheduling Clerk	\$ 8.15 /hr.	

## J. HEALTH DEPARTMENT

	<u>Hired Before 05/01/12</u>	<u>Hired After 05/01/12</u>
Registrar / Administrative Assistant	\$ 22.07 /hr.	\$ 19.86 /hr.
Registrar/Clerk	\$ 20.19 /hr.	\$ 18.17 /hr.
Health Commissioner (Part-time, no benefits)	\$ 31.25 /hr.	
Medical Director (Part-Time)	\$ 2,611.48 /yr.	
Public Health Nursing Director (Part-time, no benefits)	\$ 25.91 /hr.	
Environmental Health Director	\$ 25.91 /hr.	
Nurse (Part-Time)	\$ 18.17 /hr.	
Clerical Assistant	\$ 10.86 /hr.	

## K. ADMINISTRATION

City Manager	\$ 80,737.52 /yr.	(as of 12-01-11)
Executive Assistant to the City Manager	\$ 23.64 /hr.	
Executive Secretary (Grade 1)	\$ 22.07 /hr.	
Executive Secretary (Grade 2)	\$ 18.38 /hr.	
Executive Secretary (Grade 3)	\$ 17.30 /hr.	
Executive Secretary (Grade 4)	\$ 11.89 /hr.	
City Solicitor	\$ 77,167.10 /yr.	(as of 12-01-11)
Assistant City Solicitor I (Salary Position)	\$ 65,685.65 /yr.	
Assistant City Solicitor II (Salary Position)	\$ 50,152.61 /yr.	
Part-time Clerical Assistant to the Solicitor (20 hours per week)	\$ 11.73 /hr.	
Director of Finance (Salary Position)	\$ 64,000.00 /yr.	
	\$ 70,000.00	(as of 05-15-17)
	\$ 71,400.00	(as of 05-15-18)
	\$ 72,828.00	(as of 05-15-19)
Clerk of Council, Certified (Salary Position)	\$ 56,894.51 /yr.	
<b>L. MISCELLANEOUS</b>		
Fair Housing Board Secretary	\$ 4,452.71 /yr.	
Legal Intern	\$ 10.20 /hr.	
Temporary Employee	State Minimum Wage to 12.26 / hour (Exact hourly rate determined by appointing authority)	
Temporary Employee working in the bargaining unit	State Minimum + \$2.00 per hour	

**M. DIVISION OF FIRE (Hired Prior To 05/01/2012) Effective 04/28/2014**

Fire Chief (Salary Position) \$ 77,889.90 /yr.

RANK	BASE	FF1	FF2	FF3	HAZ OPER	HAZ TECH
FF Probation	\$ 46,663.10	\$ 47,225.79	\$ 47,788.48	\$ 48,351.17	\$ 47,788.48	\$ 48,913.86
FF EMT	\$ 48,013.55	\$ 48,576.24	\$ 49,138.93	\$ 49,701.62	\$ 49,138.93	\$ 50,264.32
FF A-EMT	\$ 48,576.24	\$ 49,138.93	\$ 49,701.62	\$ 50,263.20	\$ 49,701.62	\$ 50,827.01
FF EMT-P	\$ 49,251.47	\$ 49,814.16	\$ 50,376.85	\$ 50,939.54	\$ 50,376.85	\$ 51,502.24
FF 1st	\$ 49,696.20	\$ 50,295.46	\$ 50,894.73	\$ 51,493.99	\$ 50,894.73	\$ 52,582.40
FF EMT	\$ 51,134.43	\$ 51,733.70	\$ 52,332.97	\$ 52,932.23	\$ 52,332.97	\$ 54,034.14
FF A-EMT	\$ 51,733.70	\$ 52,332.97	\$ 52,932.23	\$ 53,530.30	\$ 52,932.23	\$ 54,639.03
FF EMT-P	\$ 52,452.82	\$ 53,052.08	\$ 53,651.35	\$ 54,250.61	\$ 53,651.35	\$ 55,364.90
Engineer	\$ 52,926.45	\$ 53,564.67	\$ 54,202.88	\$ 54,841.10	\$ 54,202.88	\$ 56,000.25
ENG. EMT	\$ 54,458.17	\$ 55,096.39	\$ 55,551.01	\$ 56,372.83	\$ 55,734.61	\$ 57,546.36
ENG. A-EMT	\$ 55,096.39	\$ 55,734.61	\$ 56,372.83	\$ 57,009.77	\$ 56,372.83	\$ 58,190.57
ENG. EMT-P	\$ 55,862.25	\$ 56,500.47	\$ 57,138.69	\$ 57,776.90	\$ 57,138.69	\$ 58,963.62
Lieutenant	\$ 56,366.67	\$ 57,046.37	\$ 57,726.07	\$ 58,405.77	\$ 57,726.07	\$ 59,640.27
LT. EMT	\$ 57,997.95	\$ 58,677.66	\$ 59,357.36	\$ 60,037.06	\$ 59,357.36	\$ 61,286.87
LT. A-EMT	\$ 58,677.66	\$ 59,357.36	\$ 60,037.06	\$ 60,715.41	\$ 60,037.06	\$ 61,972.96
LT. EMT-P	\$ 59,493.30	\$ 60,173.00	\$ 60,852.70	\$ 61,532.40	\$ 60,852.70	\$ 62,796.26
Captain	\$ 60,030.50	\$ 60,754.38	\$ 61,478.27	\$ 62,202.15	\$ 61,478.27	\$ 63,516.89
Capt. EMT	\$ 61,767.82	\$ 62,491.70	\$ 63,215.59	\$ 63,939.47	\$ 63,215.59	\$ 65,270.52
Capt. A-EMT	\$ 62,491.70	\$ 63,215.59	\$ 63,939.47	\$ 64,661.91	\$ 63,939.47	\$ 66,001.20
Capt. EMT-P	\$ 63,360.36	\$ 64,084.24	\$ 64,808.13	\$ 65,532.01	\$ 64,808.13	\$ 66,878.01
RANK	FF1/HAZ OP	FF1/H TECH	FF2/HAZ OP	FF2/H TECH	FF3/HAZ OP	FF3/H TECH
FF Probation	\$ 48,351.17	\$ 49,476.55	\$ 48,913.86	\$ 50,039.24	\$ 49,476.55	\$ 50,601.93
FF EMT	\$ 49,701.62	\$ 50,827.01	\$ 50,264.32	\$ 51,389.70	\$ 50,827.01	\$ 51,952.39
FF A-EMT	\$ 50,264.32	\$ 51,389.70	\$ 50,827.01	\$ 51,952.39	\$ 51,389.70	\$ 52,515.08
FF EMT-P	\$ 50,939.54	\$ 52,064.93	\$ 51,502.24	\$ 52,627.62	\$ 52,064.93	\$ 53,190.31
FF 1st	\$ 51,493.99	\$ 52,692.52	\$ 52,093.26	\$ 53,291.79	\$ 52,692.52	\$ 53,891.06
FF EMT	\$ 52,932.23	\$ 54,130.76	\$ 53,531.50	\$ 54,730.03	\$ 54,130.76	\$ 55,329.29
FF A-EMT	\$ 53,531.50	\$ 54,730.03	\$ 54,130.76	\$ 55,329.29	\$ 54,730.03	\$ 55,928.56
FF EMT-P	\$ 54,250.61	\$ 55,449.15	\$ 54,849.88	\$ 56,048.41	\$ 55,449.15	\$ 56,647.68
Engineer	\$ 54,841.10	\$ 56,117.54	\$ 55,479.32	\$ 56,755.76	\$ 56,117.54	\$ 57,393.97
ENG. EMT	\$ 56,372.83	\$ 57,649.26	\$ 57,011.04	\$ 58,287.48	\$ 57,649.26	\$ 58,925.70
ENG. A-EMT	\$ 57,011.04	\$ 58,287.48	\$ 57,649.26	\$ 58,925.70	\$ 58,287.48	\$ 59,563.91
ENG. EMT-P	\$ 57,776.90	\$ 59,053.34	\$ 58,415.12	\$ 59,691.56	\$ 59,053.34	\$ 60,329.78
Lieutenant	\$ 58,405.77	\$ 59,765.18	\$ 59,085.48	\$ 60,444.88	\$ 59,765.18	\$ 61,124.58
LT. EMT	\$ 60,037.06	\$ 61,396.46	\$ 60,716.76	\$ 62,076.17	\$ 61,396.46	\$ 62,755.87
LT. A-EMT	\$ 60,716.76	\$ 62,076.17	\$ 61,396.46	\$ 62,755.87	\$ 62,076.17	\$ 63,435.57
LT. EMT-P	\$ 61,532.40	\$ 62,891.81	\$ 62,212.11	\$ 63,571.51	\$ 62,891.81	\$ 64,251.21
Captain	\$ 62,202.15	\$ 63,649.92	\$ 62,926.03	\$ 64,373.80	\$ 63,649.92	\$ 65,097.68
Capt. EMT	\$ 63,939.47	\$ 65,387.23	\$ 64,663.35	\$ 66,111.12	\$ 65,387.23	\$ 66,835.00
Capt. A-EMT	\$ 64,663.35	\$ 66,111.12	\$ 65,387.23	\$ 66,835.00	\$ 66,111.12	\$ 67,558.88
Capt. EMT-P	\$ 65,532.01	\$ 66,979.78	\$ 66,255.89	\$ 67,703.66	\$ 66,979.78	\$ 68,427.54

**M. DIVISION OF FIRE Continued (Hired After 05/01/2012) Effective 02/01/2016**

RANK	BASE	FF1	FF2	FF3	HAZ OPER	HAZ TECH
FF Probation	\$ 41,996.79	\$ 42,503.21	\$ 43,009.63	\$ 43,516.05	\$ 43,009.63	\$ 44,022.47
FF EMT	\$ 43,212.20	\$ 43,718.62	\$ 44,225.04	\$ 44,731.46	\$ 44,225.04	\$ 45,237.89
FF A-EMT	\$ 43,718.62	\$ 44,225.04	\$ 44,731.46	\$ 45,236.88	\$ 44,731.46	\$ 45,744.31
FF EMT-P	\$ 44,326.32	\$ 44,832.74	\$ 45,339.17	\$ 45,845.59	\$ 45,339.17	\$ 46,352.02
	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
FF 1st	\$ 44,726.58	\$ 45,265.91	\$ 45,805.26	\$ 46,344.59	\$ 45,805.26	\$ 47,324.16
FF EMT	\$ 46,020.99	\$ 46,560.33	\$ 47,099.67	\$ 47,639.01	\$ 47,099.67	\$ 48,630.73
FF A-EMT	\$ 46,560.33	\$ 47,099.67	\$ 47,639.01	\$ 48,177.27	\$ 47,639.01	\$ 49,175.13
FF EMT-P	\$ 47,207.54	\$ 47,746.87	\$ 48,286.22	\$ 48,825.55	\$ 48,286.22	\$ 49,828.41
	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
Engineer	\$ 47,633.81	\$ 48,208.20	\$ 48,782.59	\$ 49,356.99	\$ 48,782.59	\$ 50,400.23
ENG. EMT	\$ 49,012.35	\$ 49,586.75	\$ 49,995.91	\$ 50,735.55	\$ 50,161.15	\$ 51,791.72
ENG. A-EMT	\$ 49,586.75	\$ 50,161.15	\$ 50,735.55	\$ 51,308.79	\$ 50,735.55	\$ 52,371.51
ENG. EMT-P	\$ 50,276.03	\$ 50,850.42	\$ 51,424.82	\$ 51,999.21	\$ 51,424.82	\$ 53,067.26
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lieutenant	\$ 50,730.00	\$ 51,341.73	\$ 51,953.46	\$ 52,565.19	\$ 51,953.46	\$ 53,676.24
LT. EMT	\$ 52,198.16	\$ 52,809.89	\$ 53,421.62	\$ 54,033.35	\$ 53,421.62	\$ 55,158.18
LT. A-EMT	\$ 52,809.89	\$ 53,421.62	\$ 54,033.35	\$ 54,643.87	\$ 54,033.35	\$ 55,775.66
LT. EMT-P	\$ 53,543.97	\$ 54,155.70	\$ 54,767.43	\$ 55,379.16	\$ 54,767.43	\$ 56,516.63
	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
Captain	\$ 54,027.45	\$ 54,678.94	\$ 55,330.44	\$ 55,981.94	\$ 55,330.44	\$ 57,165.20
Capt. EMT	\$ 55,591.04	\$ 56,242.53	\$ 56,894.03	\$ 57,545.52	\$ 56,894.03	\$ 58,743.47
Capt. A-EMT	\$ 56,242.53	\$ 56,894.03	\$ 57,545.52	\$ 58,195.72	\$ 57,545.52	\$ 59,401.08
Capt. EMT-P	\$ 57,024.32	\$ 57,675.82	\$ 58,327.32	\$ 58,978.81	\$ 58,327.32	\$ 60,190.21
RANK	FF1/HAZ OP	FF1/H TECH	FF2/HAZ OP	FF2/H TECH	FF3/HAZ OP	FF3/H TECH
FF Probation	\$ 43,516.05	\$ 44,528.90	\$ 44,022.47	\$ 45,035.32	\$ 44,528.90	\$ 45,541.74
FF EMT	\$ 44,731.46	\$ 45,744.31	\$ 45,237.89	\$ 46,250.73	\$ 45,744.31	\$ 46,757.15
FF A-EMT	\$ 45,237.89	\$ 46,250.73	\$ 45,744.31	\$ 46,757.15	\$ 46,250.73	\$ 47,263.57
FF EMT-P	\$ 45,845.59	\$ 46,858.44	\$ 46,352.02	\$ 47,364.86	\$ 46,858.44	\$ 47,871.28
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
FF 1st	\$ 46,344.59	\$ 47,423.27	\$ 46,883.93	\$ 47,962.61	\$ 47,423.27	\$ 48,501.95
FF EMT	\$ 47,639.01	\$ 48,717.68	\$ 48,178.35	\$ 49,257.03	\$ 48,717.68	\$ 49,796.36
FF A-EMT	\$ 48,178.35	\$ 49,257.03	\$ 48,717.68	\$ 49,796.36	\$ 49,257.03	\$ 50,335.70
FF EMT-P	\$ 48,825.55	\$ 49,904.24	\$ 49,364.89	\$ 50,443.57	\$ 49,904.24	\$ 50,982.91
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Engineer	\$ 49,356.99	\$ 50,505.79	\$ 49,931.39	\$ 51,080.18	\$ 50,505.79	\$ 51,654.57
ENG. EMT	\$ 50,735.55	\$ 51,884.33	\$ 51,309.94	\$ 52,458.73	\$ 51,884.33	\$ 53,033.13
ENG. A-EMT	\$ 51,309.94	\$ 52,458.73	\$ 51,884.33	\$ 53,033.13	\$ 52,458.73	\$ 53,607.52
ENG. EMT-P	\$ 51,999.21	\$ 53,148.01	\$ 52,573.61	\$ 53,722.40	\$ 53,148.01	\$ 54,296.80
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lieutenant	\$ 52,565.19	\$ 53,788.66	\$ 53,176.93	\$ 54,400.39	\$ 53,788.66	\$ 55,012.12
LT. EMT	\$ 54,033.35	\$ 55,256.81	\$ 54,645.08	\$ 55,868.55	\$ 55,256.81	\$ 56,480.28
LT. A-EMT	\$ 54,645.08	\$ 55,868.55	\$ 55,256.81	\$ 56,480.28	\$ 55,868.55	\$ 57,092.01
LT. EMT-P	\$ 55,379.16	\$ 56,602.63	\$ 55,990.90	\$ 57,214.36	\$ 56,602.63	\$ 57,826.09
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Captain	\$ 55,981.94	\$ 57,284.93	\$ 56,633.43	\$ 57,936.42	\$ 57,284.93	\$ 58,587.91
Capt. EMT	\$ 57,545.52	\$ 58,848.51	\$ 58,197.02	\$ 59,500.01	\$ 58,848.51	\$ 60,151.50
Capt. A-EMT	\$ 58,197.02	\$ 59,500.01	\$ 58,848.51	\$ 60,151.50	\$ 59,500.01	\$ 60,802.99
Capt. EMT-P	\$ 58,978.81	\$ 60,281.80	\$ 59,630.30	\$ 60,933.29	\$ 60,281.80	\$ 61,584.79



**N. CLERICAL (Note: amounts are per hour)**

**Full-Time, Hired Before 05/01/12**

<u>GRADE</u>	<u>ENTRANCE</u>	<u>1 YEAR</u>	<u>2 YEARS</u>	<u>3 YEARS</u>	<u>4 YEARS</u>
1	\$ 15.46	\$ 15.72	\$ 15.95	\$ 16.23	\$ 16.50
2	\$ 15.72	\$ 15.95	\$ 16.23	\$ 16.50	\$ 16.77
3	\$ 15.95	\$ 16.23	\$ 16.50	\$ 16.77	\$ 17.06
4	\$ 16.23	\$ 16.50	\$ 16.77	\$ 17.06	\$ 17.38
5	\$ 16.50	\$ 16.77	\$ 17.06	\$ 17.38	\$ 17.74
6	\$ 16.77	\$ 17.06	\$ 17.38	\$ 17.74	\$ 18.08
7	\$ 17.06	\$ 17.38	\$ 17.74	\$ 18.08	\$ 18.49
8	\$ 17.38	\$ 17.74	\$ 18.08	\$ 18.50	\$ 18.99
9	\$ 17.74	\$ 18.08	\$ 18.50	\$ 18.99	\$ 19.50
10	\$ 18.08	\$ 18.50	\$ 18.99	\$ 19.50	\$ 20.19

**Full-Time, Hired After 05/01/12**

<u>GRADE</u>	<u>ENTRANCE</u>	<u>1 YEAR</u>	<u>2 YEARS</u>	<u>3 YEARS</u>	<u>4 YEARS</u>
1	\$ 13.91	\$ 14.15	\$ 14.36	\$ 14.61	\$ 14.85
2	\$ 14.15	\$ 14.36	\$ 14.61	\$ 14.85	\$ 15.09
3	\$ 14.36	\$ 14.61	\$ 14.85	\$ 15.09	\$ 15.35
4	\$ 14.61	\$ 14.85	\$ 15.09	\$ 15.35	\$ 15.64
5	\$ 14.85	\$ 15.09	\$ 15.35	\$ 15.64	\$ 15.97
6	\$ 15.09	\$ 15.35	\$ 15.64	\$ 15.97	\$ 16.27
7	\$ 15.35	\$ 15.64	\$ 15.97	\$ 16.27	\$ 16.64
8	\$ 15.64	\$ 15.97	\$ 16.27	\$ 16.65	\$ 17.09
9	\$ 15.97	\$ 16.27	\$ 16.65	\$ 17.09	\$ 17.55
10	\$ 16.27	\$ 16.65	\$ 17.09	\$ 17.55	\$ 18.17

	<u>Hired Before 05/01/12</u>	<u>Hired After 05/01/12</u>
Administrative Assistant	\$ 22.07 /hr.	\$ 19.86 /hr.
Clerical / Secret: 15.84 / hour	\$ 15.84 /hr.	\$ 14.26 /hr.
Clerk / Typist, P: 12.65 / hour	\$ 12.65 /hr.	\$ 11.39 /hr.