

Agenda Report

CITY OF LA VERNE
City Manager's Office

Approved by City Council at
the regular meeting on
November 2, 2020

DATE: November 2, 2020

TO: Honorable Mayor and City Council

FROM: JR Ranells, Assistant to the City Manager *JR*

SUBJECT: Resolution No. 20-83 and No. 20-84 Adopting a Salary Chart for Full-Time and Part-Time Employees and Repealing Resolution No. 20-03 and No. 20-04 as well as Appropriating Measure LV Revenue to Support the Changes

SUMMARY

The attached resolutions and salary tables reflect adjustments in compensation resulting from increases agreed to in negotiations with represented employee groups. Similarly, Middle Management and Executive Management employees are also being adjusted as directed by the City Council. Part-time positions affected by mandated minimum wage increases and hourly full-time equivalent positions are being adjusted at this time as well.

RECOMMENDATION

Staff recommends the City Council adopt Resolution No. 20-83 and Resolution No. 20-84, amending both full-time and part-time salary tables as well as appropriating \$710,000 from Measure LV revenues to support the changes.

BACKGROUND

Median salary adjustments for full-time positions have traditionally been approved for represented employees each year. However, due to fiscal constraints and negotiation processes, median adjustments last took place this past January, but only adjusted salaries to the 2018 market.

The City reached agreements with the four represented groups that included salary adjustments to the January 2020 market median effective the first full pay period of December 2020. After careful consideration, the City Council directed median adjustments also take place for unrepresented employees to maintain competitiveness with neighboring agencies. In the aggregate, adjustments average just below 5% per classification and as noted above, represent a catch up of being two years behind the surrounding market.

In addition to needing adjustments for full-time equivalent hourly positions, there are pending increases to the State of California minimum wage taking place on January 1, 2021. As such, associated changes to the part-time schedule are included for the City Council's consideration effective in January to coincide with the mandated increases.

This past March, voters approved Measure LV, which in large part was pursued for supporting competitive employee compensation. The salary increases of \$710,000 will be funded using the Measure LV revenues.

Attachments: Resolution No. 20-83
Resolution No. 20-84
December 6, 2020 Full-Time Salary Chart
January 3, 2021 Part-Time Salary Chart

RESOLUTION NO. 20-84

1 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA VERNE, COUNTY OF
2 LOS ANGELES, STATE OF CALIFORNIA, ADOPTING A SALARY CHART FOR ALL
PART-TIME EMPLOYEES AND REPEALING RESOLUTION NO. 20-04

3 BE IT RESOLVED by the La Verne City Council as follows:

4 Section 1. The salary chart for part-time employees, effective January 5, 2021,
5 attached hereto and made a part hereof by reference as though the same were set forth
6 in full herein is hereby adopted.

7 Section 2. Resolution No. 20-04 is hereby repealed in its entirety.

8 Section 3. That the Mayor shall sign and the Assistant City Clerk shall certify to
9 the passage and adoption of this Resolution and thereupon the same shall take effect
and be in force.

10 PASSED, AND APPROVED this 2nd day of November, 2020.

11 /S/ TIM HEPBURN

12 _____
Mayor Tim Hepburn

13 ATTEST:

14 /S/ LUPE GAETA ESTRELLA

15 _____
Lupe Gaeta Estrella, Assistant City Clerk

16 CERTIFICATION

17 I hereby certify that the foregoing Resolution No. 20-84 was duly and regularly
18 adopted by the City Council of the City of La Verne at a meeting thereof held on the 2nd
19 day of November, 2020, by the following vote:

20 AYES: Lau, Crosby, Davis, Carder, and Mayor Hepburn.
21 NOES: None.
22 ABSENT: None.
23 ABSTAIN: None.

24 _____
25 Lupe Gaeta Estrella, CMC
26 Assistant City Clerk

Part-Time

GRADE	DESCRIPTION	STEP	CURRENT	Increase	UPDATED	
601	PT-ACCOUNT CLERK I	1872	1	18.0943	5.50%	19.0895
	PT-ACCOUNT CLERK I	1872	2	18.9989	5.50%	20.0439
	PT-ACCOUNT CLERK I	1872	3	19.9491	5.50%	21.0463
	PT-ACCOUNT CLERK I	1872	4	20.9466	5.50%	22.0986
	PT-ACCOUNT CLERK I	1872	5	21.9942	5.50%	23.2039
602	PT-ADMIN. ANALYST	1872	1	24.3485	4.50%	25.4442
	PT-ADMIN. ANALYST	1872	2	25.5659	4.50%	26.7164
	PT-ADMIN. ANALYST	1872	3	26.8442	4.50%	28.0522
	PT-ADMIN. ANALYST	1872	4	28.1866	4.50%	29.4550
	PT-ADMIN. ANALYST	1872	5	29.5959	4.50%	30.9277
608	PT-ADMIN. BATTALION CHIEF	2080	1	59.6087	5.00%	62.5891
	PT-ADMIN. BATTALION CHIEF	2080	2	62.5894	5.00%	65.7189
	PT-ADMIN. BATTALION CHIEF	2080	3	65.7188	5.00%	69.0047
	PT-ADMIN. BATTALION CHIEF	2080	4	69.0048	5.00%	72.4550
	PT-ADMIN. BATTALION CHIEF	2080	5	72.4548	5.00%	76.0775
605	PT-ADMIN. CLERK I	1872	1	16.7900	3.50%	17.3777
	PT-ADMIN. CLERK I	1872	2	17.6293	3.50%	18.2463
	PT-ADMIN. CLERK I	1872	3	18.5111	3.50%	19.1590
	PT-ADMIN. CLERK I	1872	4	19.4367	3.50%	20.1170
	PT-ADMIN. CLERK I	1872	5	20.4081	3.50%	21.1224
603	PT-ADMIN. CLERK II	1872	1	18.5107	3.50%	19.1586
	PT-ADMIN. CLERK II	1872	2	19.4359	3.50%	20.1162
	PT-ADMIN. CLERK II	1872	3	20.4076	3.50%	21.1219
	PT-ADMIN. CLERK II	1872	4	21.4279	3.50%	22.1779
	PT-ADMIN. CLERK II	1872	5	22.4995	3.50%	23.2869
632	PT-ADMIN. FIRE CAPTAIN	2080	1	46.4888	11.00%	51.6026
	PT-ADMIN. FIRE CAPTAIN	2080	2	48.8130	11.00%	54.1824
	PT-ADMIN. FIRE CAPTAIN	2080	3	51.2538	11.00%	56.8918
	PT-ADMIN. FIRE CAPTAIN	2080	4	53.8163	11.00%	59.7361
	PT-ADMIN. FIRE CAPTAIN	2080	5	56.5072	11.00%	62.7230
606	PT-ADMINISTRATIVE INTERN	2080	1	13.0000	7.69%	14.0000
	PT-ADMINISTRATIVE INTERN	2080	2	13.6500	7.69%	14.7000
	PT-ADMINISTRATIVE INTERN	2080	3	14.3325	7.69%	15.4350
	PT-ADMINISTRATIVE INTERN	2080	4	15.0491	7.69%	16.2068
607	PT-ADMINISTRATIVE OFFICER	2080	1	46.4889	11.00%	51.6027
	PT-ADMINISTRATIVE OFFICER	2080	2	48.8130	11.00%	54.1824
	PT-ADMINISTRATIVE OFFICER	2080	3	51.2538	11.00%	56.8918

Part-Time

GRADE	DESCRIPTION	STEP	CURRENT	Increase	UPDATED	
	PT-ADMINISTRATIVE OFFICER	2080	4	53.8163	11.00%	59.7361
	PT-ADMINISTRATIVE OFFICER	2080	5	56.5072	11.00%	62.7230
609	PT-ADMINISTRATIVE SEC.	1872	1	23.6490	4.50%	24.7132
	PT-ADMINISTRATIVE SEC.	1872	2	24.8317	4.50%	25.9492
	PT-ADMINISTRATIVE SEC.	1872	3	26.0732	4.50%	27.2465
	PT-ADMINISTRATIVE SEC.	1872	4	27.3766	4.50%	28.6085
	PT-ADMINISTRATIVE SEC.	1872	5	28.7457	4.50%	30.0393
677	PT-APPRENTICE FIREFIGHTER		1	13.0000	7.69%	14.0000
610	PT-ASSISTANT PLANNER	1872	1	29.2553	3.50%	30.2793
	PT-ASSISTANT PLANNER	1872	2	30.7179	3.50%	31.7931
	PT-ASSISTANT PLANNER	1872	3	32.2537	3.50%	33.3826
	PT-ASSISTANT PLANNER	1872	4	33.8665	3.50%	35.0518
	PT-ASSISTANT PLANNER	1872	5	35.5598	3.50%	36.8044
611	PT-ASSISTANT POOL MANAGER	2080	1	16.8850	0.00%	16.8850
	PT-ASSISTANT POOL MANAGER	2080	2	17.7292	0.00%	17.7292
	PT-ASSISTANT POOL MANAGER	2080	3	18.6156	0.00%	18.6156
	PT-ASSISTANT POOL MANAGER	2080	4	19.5463	0.00%	19.5463
614	PT-AUTO PARTS TECHNICIAN	1872	1	19.3344	4.50%	20.2044
	PT-AUTO PARTS TECHNICIAN	1872	2	20.3018	4.50%	21.2154
	PT-AUTO PARTS TECHNICIAN	1872	3	21.3168	4.50%	22.2760
	PT-AUTO PARTS TECHNICIAN	1872	4	22.3830	4.50%	23.3902
	PT-AUTO PARTS TECHNICIAN	1872	5	23.5021	4.50%	24.5597
613	PT-BUSINESS LICENSE INSP	2080	1	14.0320	0.00%	14.0320
	PT-BUSINESS LICENSE INSP	2080	2	14.7336	0.00%	14.7336
	PT-BUSINESS LICENSE INSP	2080	3	15.4703	0.00%	15.4703
	PT-BUSINESS LICENSE INSP	2080	4	16.2438	0.00%	16.2438
639	PT-CITY COUNCIL		1	-	0.00%	-
615	PT-CLERICAL ASSISTANT I	2080	1	13.0000	0.00%	14.0000
	PT-CLERICAL ASSISTANT I	2080	2	13.6500	0.00%	14.7000
	PT-CLERICAL ASSISTANT I	2080	3	14.3325	0.00%	15.4350
	PT-CLERICAL ASSISTANT I	2080	4	15.0491	0.00%	16.2068
617	PT-CLERICAL ASSISTANT II	2080	1	14.3325	7.69%	15.4350
	PT-CLERICAL ASSISTANT II	2080	2	15.0491	7.69%	16.2068
	PT-CLERICAL ASSISTANT II	2080	3	15.8016	7.69%	17.0171
	PT-CLERICAL ASSISTANT II	2080	4	16.5917	7.69%	17.8679

Part-Time

GRADE	DESCRIPTION	STEP	CURRENT	Increase	UPDATED	
616	PT-CLERICAL ASSISTANT III	2080	1	15.8016	17.0171	
	PT-CLERICAL ASSISTANT III	2080	2	16.5917	17.8680	
	PT-CLERICAL ASSISTANT III	2080	3	17.4213	18.7614	
	PT-CLERICAL ASSISTANT III	2080	4	18.2923	19.6994	
619	PT-COMMUNICATIONS OFFICER	2080	1	25.1784	4.50%	26.3114
	PT-COMMUNICATIONS OFFICER	2080	2	26.4375	4.50%	27.6272
	PT-COMMUNICATIONS OFFICER	2080	3	27.7596	4.50%	29.0088
	PT-COMMUNICATIONS OFFICER	2080	4	29.1476	4.50%	30.4592
	PT-COMMUNICATIONS OFFICER	2080	5	30.6048	4.50%	31.9820
620	PT-COMPUTER OPERATOR	2080	1	17.2407	0.00%	17.2407
	PT-COMPUTER OPERATOR	2080	2	18.1027	0.00%	18.1027
	PT-COMPUTER OPERATOR	2080	3	19.0077	0.00%	19.0077
	PT-COMPUTER OPERATOR	2080	4	19.9582	0.00%	19.9582
623	PT-CROSSING GUARD	2080	1	13.0000	0.00%	14.0000
	PT-CROSSING GUARD	2080	2	13.3250	0.00%	14.3500
	PT-CROSSING GUARD	2080	3	13.6581	0.00%	14.7088
	PT-CROSSING GUARD	2080	4	13.9996	0.00%	15.0765
625	PT-CUST. SERV REP TRAINEE	2080	1	13.0000	0.00%	14.0000
	PT-CUST. SERV REP TRAINEE	2080	2	13.3250	0.00%	14.3500
	PT-CUST. SERV REP TRAINEE	2080	3	13.6581	0.00%	14.7088
	PT-CUST. SERV REP TRAINEE	2080	4	13.9996	0.00%	15.0765
626	PT-DEPUTY EMRGNCY OPS CHF	2080	1	61.8896	5.00%	64.9841
	PT-DEPUTY EMRGNCY OPS CHF	2080	2	64.9842	5.00%	68.2334
	PT-DEPUTY EMRGNCY OPS CHF	2080	3	68.2334	5.00%	71.6451
	PT-DEPUTY EMRGNCY OPS CHF	2080	4	71.6450	5.00%	75.2273
	PT-DEPUTY EMRGNCY OPS CHF	2080	5	75.2272	5.00%	78.9886
690	PT-ELECTION ASSISTANT	2080	1	17.0690	0.00%	17.0690
	PT-ELECTION ASSISTANT	2080	2	17.9275	0.00%	17.9275
	PT-ELECTION ASSISTANT	2080	3	18.8264	0.00%	18.8264
	PT-ELECTION ASSISTANT	2080	4	19.7662	0.00%	19.7662
628	PT-ELECTION COORDINATOR		1	53.0000	0.00%	53.0000
618	PT-ELECTION OFFICIAL	2080	1	13.0000	0.00%	14.0000
	PT-ELECTION OFFICIAL	2080	2	13.3250	0.00%	14.3500
	PT-ELECTION OFFICIAL	2080	3	13.6581	0.00%	14.7088
	PT-ELECTION OFFICIAL	2080	4	13.9996	0.00%	15.0765
627	PT-ENGINEERING AIDE	2080	1	13.0000	0.00%	14.0000

Part-Time

GRADE	DESCRIPTION	STEP	CURRENT	Increase	UPDATED	
	PT-ENGINEERING AIDE	2080	2	13.3250	0.00%	14.3500
	PT-ENGINEERING AIDE	2080	3	13.6581	0.00%	14.7088
	PT-ENGINEERING AIDE	2080	4	13.9996	0.00%	15.0765
629	PT-EQ.MECHANIC's AIDE	2080	1	13.0000	0.00%	14.0000
	PT-EQ.MECHANIC's AIDE	2080	2	13.3250	0.00%	14.3500
	PT-EQ.MECHANIC's AIDE	2080	3	13.6581	0.00%	14.7088
	PT-EQ.MECHANIC's AIDE	2080	4	13.9996	0.00%	15.0765
630	PT-FIRE SAFETY SPECIALIST	1872	1	27.5032	4.50%	28.7408
	PT-FIRE SAFETY SPECIALIST	1872	2	28.8782	4.50%	30.1777
	PT-FIRE SAFETY SPECIALIST	1872	3	30.3221	4.50%	31.6866
	PT-FIRE SAFETY SPECIALIST	1872	4	31.8381	4.50%	33.2709
	PT-FIRE SAFETY SPECIALIST	1872	5	33.4306	4.50%	34.9349
634	PT-FIRE PREVENTION AIDE	2080	1	13.0000	0.00%	14.0000
	PT-FIRE PREVENTION AIDE	2080	2	13.6500	0.00%	14.3500
	PT-FIRE PREVENTION AIDE	2080	3	14.3325	0.00%	14.7088
	PT-FIRE PREVENTION AIDE	2080	4	15.0491	0.00%	15.0765
633	PT-GRADUATE INTERN	2080	1	13.0000	0.00%	14.0000
	PT-GRADUATE INTERN	2080	2	13.6500	0.00%	14.7000
	PT-GRADUATE INTERN	2080	3	14.3325	0.00%	15.4350
	PT-GRADUATE INTERN	2080	4	15.0491	0.00%	16.2068
635	PT-LABORER	2080	1	13.0000	0.00%	14.0000
	PT-LABORER	2080	2	13.6500	0.00%	14.7000
	PT-LABORER	2080	3	14.3325	0.00%	15.4350
	PT-LABORER	2080	4	15.0491	0.00%	16.2068
637	PT-LIFEGUARD	2080	1	13.0000	0.00%	14.2800
	PT-LIFEGUARD	2080	2	13.0000	0.00%	14.9940
	PT-LIFEGUARD	2080	3	13.2300	0.00%	15.7437
	PT-LIFEGUARD	2080	4	13.8915	0.00%	16.5309
612	PT-MAINTENANCE WORKER I	1872	1	19.3355	4.50%	20.2056
	PT-MAINTENANCE WORKER I	1872	2	20.3018	4.50%	21.2154
	PT-MAINTENANCE WORKER I	1872	3	21.3168	4.50%	22.2760
	PT-MAINTENANCE WORKER I	1872	4	22.3830	4.50%	23.3902
	PT-MAINTENANCE WORKER I	1872	5	23.5027	4.50%	24.5603
640	PT-MOBILE COMMND PST OPRT		1	46.9117	0.00%	53.3037
642	PT-PARK INTERN	2080	1	13.0000	0.00%	14.0000
	PT-PARK INTERN	2080	2	13.6500	0.00%	14.7000

Part-Time

GRADE	DESCRIPTION	STEP	CURRENT	Increase	UPDATED	
	PT-PARK INTERN	2080	3	14.3325	0.00%	15.4350
	PT-PARK INTERN	2080	4	15.0491	0.00%	16.2068
644	PT-PARKING CITAT HEAR OFC		1	60.0000	0.00%	60.0000
646	PT-PARKS WORKER I	2080	1	13.0000	0.00%	14.0000
	PT-PARKS WORKER I	2080	2	13.6500	0.00%	14.3500
	PT-PARKS WORKER I	2080	3	14.3325	0.00%	14.7088
	PT-PARKS WORKER I	2080	4	15.0491	0.00%	15.0765
649	PT-PLANNING INTERN	2080	1	13.0000	0.00%	14.0000
	PT-PLANNING INTERN	2080	2	13.6500	0.00%	14.7000
	PT-PLANNING INTERN	2080	3	14.3325	0.00%	15.4350
	PT-PLANNING INTERN	2080	4	15.0491	0.00%	16.2068
651	PT-POLICE AIDE I	1872	1	17.9829	5.00%	18.8821
	PT-POLICE AIDE I	1872	2	18.8819	5.00%	19.8260
	PT-POLICE AIDE I	1872	3	19.8264	5.00%	20.8177
	PT-POLICE AIDE I	1872	4	20.8178	5.00%	21.8587
	PT-POLICE AIDE I	1872	5	21.8590	5.00%	22.9519
652	PT-POLICE AIDE II	1872	1	19.8264	5.00%	20.8177
	PT-POLICE AIDE II	1872	2	20.8178	5.00%	21.8587
	PT-POLICE AIDE II	1872	3	21.8590	5.00%	22.9519
	PT-POLICE AIDE II	1872	4	22.9519	5.00%	24.0995
	PT-POLICE AIDE II		5	24.0999	5.00%	25.3049
655	PT-POLICE CADET	2080	1	13.3000	0.00%	14.2800
	PT-POLICE CADET	2080	2	13.9650	0.00%	14.9940
	PT-POLICE CADET	2080	3	14.6633	0.00%	15.7437
	PT-POLICE CADET	2080	4	15.3964	0.00%	16.5309
604	PT-POLICE CLERK I	1872	1	17.9829	5.00%	18.8821
	PT-POLICE CLERK I	1872	2	18.8819	5.00%	19.8260
	PT-POLICE CLERK I	1872	3	19.8264	5.00%	20.8177
	PT-POLICE CLERK I	1872	4	20.8178	5.00%	21.8587
	PT-POLICE CLERK I	1872	5	21.8590	5.00%	22.9519
654	PT-POOL AIDE	2080	1	13.0000	0.00%	14.0000
	PT-POOL AIDE	2080	2	13.0000	0.00%	14.7000
	PT-POOL AIDE	2080	3	13.2300	0.00%	15.4350
	PT-POOL AIDE	2080	4	13.8915	0.00%	16.2068
656	PT-POOL CASHIER	2080	1	13.0000	0.00%	14.0000
	PT-POOL CASHIER	2080	2	13.0000	0.00%	14.7000

Part-Time

GRADE	DESCRIPTION	STEP	CURRENT	Increase	UPDATED	
	PT-POOL CASHIER	2080	3	13.2300	0.00%	15.4350
	PT-POOL CASHIER	2080	4	13.8915	0.00%	16.2068
657	PT-POOL INSTRUCTOR I	2080	1	13.8915	0.00%	14.8868
	PT-POOL INSTRUCTOR I	2080	2	14.5860	0.00%	15.6311
	PT-POOL INSTRUCTOR I	2080	3	15.3153	0.00%	16.4127
	PT-POOL INSTRUCTOR I	2080	4	16.0810	0.00%	17.2333
659	PT-POOL INSTRUCTOR II	2080	1	16.0810	0.00%	17.2334
	PT-POOL INSTRUCTOR II	2080	2	16.8850	0.00%	18.0951
	PT-POOL INSTRUCTOR II	2080	3	17.7292	0.00%	18.9998
	PT-POOL INSTRUCTOR II	2080	4	18.6156	0.00%	19.9498
661	PT-POOL MANAGER	2080	1	19.5463	0.00%	20.3485
	PT-POOL MANAGER	2080	2	20.5236	0.00%	21.3659
	PT-POOL MANAGER	2080	3	21.5497	0.00%	22.4342
	PT-POOL MANAGER	2080	4	22.6271	0.00%	23.5559
663	PT-PRESCHOOL ASSISTANT	2080	1	13.0000	0.00%	14.0000
	PT-PRESCHOOL ASSISTANT	2080	2	13.6500	0.00%	14.7000
	PT-PRESCHOOL ASSISTANT	2080	3	14.3325	0.00%	15.4350
	PT-PRESCHOOL ASSISTANT	2080	4	15.0491	0.00%	16.2068
664	PT-PRESCHOOL COORDINATOR	2080	1	16.5915	0.00%	17.8678
	PT-PRESCHOOL COORDINATOR	2080	2	17.4211	0.00%	18.7612
	PT-PRESCHOOL COORDINATOR	2080	3	18.2921	0.00%	19.6992
	PT-PRESCHOOL COORDINATOR	2080	4	19.2067	0.00%	20.6842
665	PT-PRESCHOOL INSTRUCTOR	2080	1	14.3325	0.00%	15.4350
	PT-PRESCHOOL INSTRUCTOR	2080	2	15.0491	0.00%	16.2068
	PT-PRESCHOOL INSTRUCTOR	2080	3	15.8016	0.00%	17.0171
	PT-PRESCHOOL INSTRUCTOR	2080	4	16.5917	0.00%	17.8679
667	PT-REC. COORDINATOR	1872	1	23.5871	5.50%	24.8844
	PT-REC. COORDINATOR	1872	2	24.7666	5.50%	26.1287
	PT-REC. COORDINATOR	1872	3	26.0048	5.50%	27.4351
	PT-REC. COORDINATOR	1872	4	27.3056	5.50%	28.8074
669	PT-REC. LEADER I	2080	1	13.0000	0.00%	14.0000
	PT-REC. LEADER I	2080	2	13.6500	0.00%	14.7000
	PT-REC. LEADER I	2080	3	14.3325	0.00%	15.4350
	PT-REC. LEADER I	2080	4	15.0491	0.00%	16.2068
670	PT-REC. LEADER II	2080	1	14.3325	0.00%	15.4350
	PT-REC. LEADER II	2080	2	15.0491	0.00%	16.2068

Part-Time						
GRADE	DESCRIPTION	STEP	CURRENT	Increase	UPDATED	
	PT-REC. LEADER II	2080	3	15.8016	0.00%	17.0171
	PT-REC. LEADER II	2080	4	16.5917	0.00%	17.8679
672	PT-REC. SPECIALIST I	2080	1	15.0491	0.00%	16.2067
	PT-REC. SPECIALIST I	2080	2	15.8016	0.00%	17.0170
	PT-REC. SPECIALIST I	2080	3	16.5916	0.00%	17.8679
	PT-REC. SPECIALIST I	2080	4	17.4212	0.00%	18.7613
674	PT-REC SPECIALIST II	2080	1	16.5915	0.00%	17.8678
	PT-REC SPECIALIST II	2080	2	17.4211	0.00%	18.7612
	PT-REC SPECIALIST II	2080	3	18.2921	0.00%	19.6992
	PT-REC SPECIALIST II	2080	4	19.2067	0.00%	20.6842
675	PT-REC. SPECIALIST III	2080	1	18.2920	0.00%	19.6991
	PT-REC. SPECIALIST III	2080	2	19.2066	0.00%	20.6841
	PT-REC. SPECIALIST III	2080	3	20.1669	0.00%	21.7183
	PT-REC. SPECIALIST III	2080	4	21.1753	0.00%	22.8042
676	PT-REC. SPECIALIST IV	2080	1	20.1669	0.00%	21.7182
	PT-REC. SPECIALIST IV	2080	2	21.1752	0.00%	22.8041
	PT-REC. SPECIALIST IV	2080	3	22.2340	0.00%	23.9443
	PT-REC. SPECIALIST IV	2080	4	23.3457	0.00%	25.1415
678	PT-RESERVE FIREFIGHTER		1	14.1387	0.00%	14.1387
682	PT-RESERVE POLICE OFC III		1	37.1139	0.00%	41.9173
680	PT-RESERVE POLICE OFCR I		1	37.1139	0.00%	41.9173
681	PT-RESERVE POLICE OFCR II		1	37.1139	0.00%	41.9173
684	PT-YOUTH WORKER	2080	1	13.0000	0.00%	14.0000
	PT-YOUTH WORKER	2080	2	13.3250	0.00%	14.3500
	PT-YOUTH WORKER	2080	3	13.6581	0.00%	14.7088
	PT-YOUTH WORKER	2080	4	13.9996	0.00%	15.0765