

Operating Engineers Non-Supervisory Bargaining Unit
and Confidential Resolution

Levels 9-14 Pay Range: +/- 12%
Level 8 Pay Range: -12% to Midpoint

Pay Ranges Effective October 1, 2018

Level	New Minimum	Midpoint with 2.7% COLA applied *	New Maximum
8	\$ 40,669	\$ 46,215	\$ 46,215
9	\$ 43,109	\$ 48,988	\$ 54,866
10	\$ 46,092	\$ 52,377	\$ 58,662
11	\$ 49,345	\$ 56,074	\$ 62,803
12	\$ 53,322	\$ 60,593	\$ 67,864
13	\$ 57,570	\$ 65,420	\$ 73,270
14	\$ 62,721	\$ 71,274	\$ 79,827

* July 9, 2018 COLA of 2.7% Applied to HAY Midpoint

Operating Engineers Supervisory Bargaining Unit

Levels 13-14 Pay Range: +/- 15%

Pay Ranges Effective October 1, 2018

Level	New Minimum	Midpoint with 2.7% COLA applied *	New Maximum
13	\$ 55,607	\$ 65,420	\$ 75,233
14	\$ 60,583	\$ 71,274	\$ 81,965

* July 9, 2018 COLA of 2.7% Applied to HAY Midpoint

Management Professional Technical, City Attorneys, Deputy Police Chief and
Executive Resolutions

Levels 11-26 Pay Range: +/- 20%

Pay Ranges Effective October 1, 2018

Level	New Minimum	Midpoint with 2.7% COLA applied *	New Maximum
11	\$ 44,859	\$ 56,074	\$ 67,289
12	\$ 48,474	\$ 60,593	\$ 72,712
13	\$ 52,336	\$ 65,420	\$ 78,504
14	\$ 57,019	\$ 71,274	\$ 85,529
15	\$ 62,688	\$ 78,360	\$ 94,032
16	\$ 68,932	\$ 86,165	\$ 103,398
17	\$ 76,491	\$ 95,614	\$ 114,736
18	\$ 85,693	\$ 107,116	\$ 128,539
19	\$ 95,963	\$ 119,954	\$ 143,944
20	\$ 105,576	\$ 131,970	\$ 158,363
21	\$ 115,106	\$ 143,883	\$ 172,659
22	\$ 125,458	\$ 156,823	\$ 188,187
23	\$ 135,482	\$ 169,352	\$ 203,223
24	\$ 146,327	\$ 182,909	\$ 219,490
25	\$ 156,515	\$ 195,644	\$ 234,772
26	\$ 165,881	\$ 207,351	\$ 248,822

* July 9, 2018 COLA of 2.7% Applied to HAY Midpoint