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CITY OF SANTA FE, NEW MEXICO

RESOLUTION NO. 2020-22

INTRODUCED BY:

Mayor Alan Webber

A RESOLUTION

APPROVING A “FURLOUGH BRIDGE PLAN” FOR JULY 11, 2020, THROUGH SEPTEMBER 4, 2020 FOR FOUR (4) HOURS PER WEEK FOR CERTAIN CITY EMPLOYEES AND SIX (6) HOURS FOR CERTAIN CITY LEADERSHIP POSITIONS.

WHEREAS, the COVID-19 Public Health Emergency has resulted in a Fiscal Emergency, resulting from a dramatic reduction in purchases of taxable goods and services; and

WHEREAS, the City of Santa Fe’s (“City”) is utilizing a three-part framework of responding, rebalancing, and rebuilding as the components of its recovery strategy; and

WHEREAS, the Governing Body approved a furlough for most City Employees on April 29, 2020, to assist in addressing its shortfalls in Fiscal Year 2020; and

WHEREAS, the revenue shortfalls are expected to continue into Fiscal Year 2021 and will be greatly impacted by the cancellations of numerous annual events, such as the International Folk Art Market, Spanish Market, Indian Market, and the Santa Fe Opera; and

WHEREAS, the City estimates revenue shortfalls for Fiscal Year 2021 of even greater amounts than in Fiscal Year 2020: approximately \$100 million overall and approximately \$31

1 million in its General Fund; and

2 **WHEREAS**, the majority of the City's General Fund budgeted revenues are generated
3 from the local Gross Receipts Tax on goods and services; and

4 **WHEREAS**, a majority of the City's budgeted General Fund expenditures are for its
5 employees' salaries and benefits; and

6 **WHEREAS**, to reduce its budget shortfalls, the City has taken the following measures:

7 1. Adopted a Resolution seeking additional federal funds, and obtained limited
8 federal funds for its airport and transit divisions; and

9 2. Met with State elected officials regarding possible assistance through direct aid
10 or legislative changes, including;

11 a. Participating in a Zero Interest Loan Program for Municipalities from
12 Severance Tax Fund;

13 b. Changing state statute to allow Lodgers Tax fund balances to be used for
14 general municipal purposes to support legally required City services;

15 c. Changing state statute to start Internet Sales Tax Revenue collections of
16 Municipal GRT in FY21, 1 year earlier than current law;

17 d. Modifying Municipality Tax Options by allowing a differential property
18 tax; and

19 e. Obtaining financial support for salaries and benefits for police officers and
20 fire fighters through the State's Law Enforcement Protection Fund and Fire
21 Protection Fund;

22 3. Implemented a spending freeze for non-essential expenditures, including travel,
23 food, etc.;

24 4. Implemented a hiring freeze, with the exception of public-safety related and
25 emergency hires;

- 1 5. Ended employment for all non-essential temporary employees; and
2 6. Met with AFSCME, POA, and IAFF, and received suggestions for achieving
3 savings.

4 **WHEREAS**, the City is also seeking to liquidate assets, identify opportunities to
5 repurpose otherwise restricted funds, identify and reduce redundancies, amend personnel policies
6 to reduce overtime and comp time use, terminate non-essential contracts, evaluate medical and
7 life insurance plans, and review other personnel policies for efficiencies; and

8 **WHEREAS**, the cost savings and revenue measures identified and implemented thus far
9 may save the City up to \$60 million and other measures underway will not generate sufficient
10 savings or revenue during FY21;

11 **WHEREAS**, the next options available to the City for cost savings are furloughs, salary
12 cuts, or reductions in force (layoffs); and

13 **WHEREAS**, furloughs represent the least drastic measure, because employees retain
14 their jobs and health insurance coverage, they provide the same savings as a salary decrease, and
15 they allow employees to use the reduction in hours for their own purposes; and

16 **WHEREAS**, under City Personnel Rule 7.41 (Furlough Rule), “furlough” means a
17 temporary placement of an employee in a reduced work hour schedule, which can either be partial
18 or full time, for lack of work or funds; and

19 **WHEREAS**, the Furlough Rule provides that, in the event of the need for a furlough, the
20 Departments affected shall submit to the Governing Body a plan identifying the organizational
21 units to be affected by the furlough; and

22 **WHEREAS**, the City’s Personnel Rule on Furloughs also requires that impacted
23 employees receive 14 days’ notice before they are placed on a furlough; and

24 **WHEREAS**, Article 19 of the AFSCME Collective Bargaining Agreement requires the
25 following:

- 1 1. Upon determination that a furlough is necessary, provision by the employer of a
- 2 detailed plan, justifying the need, including all pertinent documents, including budgets,
- 3 reports, and any other materials for its determination;
- 4 2. No fewer than-twenty four (24) hours per week for full-time bargaining-unit
- 5 employees;
- 6 3. Furloughs of no longer than six (6) months;
- 7 4. Management positions to be considered in devising a furlough plan;
- 8 5. A meeting between the City Manager and the union to review and consider cost-
- 9 cutting measures that may reduce the need for or the extent of, the furlough or layoff;
- 10 6. The opportunity for the union to provide, within 7 days of receipt of notice of the
- 11 furlough, a list of employees who wish to voluntarily participate in the furlough; and
- 12 7. Twenty-eight (28) day-notice of the furlough, to affected bargaining-unity
- 13 employees.

14 **WHEREAS**, the City will begin Fiscal Year 2021 with a provisional budget and the

15 Governing Body will hold budget hearings during July to determine the City's budget for the

16 remainder of the fiscal year;

17 **WHEREAS**, between the end of Fiscal Year 2020 and the implementation of the City's

18 adopted budget, the City must continue to reduce spending in order to reduce the severity of cuts

19 required for the remainder of the year;

20 **WHEREAS**, during the week of June 1, 2020, City Management presented updates on

21 the Fiscal Emergency's likely impacts on the City's Fiscal Year 2021 budget to the Finance

22 Committee, Public Works and Utilities Committee, and Quality of Life Committee, and had a

23 conversation with the members regarding a variety of options for continued savings through

24 furloughs or pay-cuts;

25 **WHEREAS**, based on feedback from City Councilors during the Committee meetings,

1 the City Manager has developed a "Bridge Plan" for furloughs during July 11 through September
2 4, 2020, which includes 4 pay periods;

3 **WHEREAS**, the Bridge Plan, attached as Exhibit A, applies a furlough of four (4) hours
4 per week for City employees other than most Public Safety employees;

5 **WHEREAS**, the Bridge Plan includes a six (6) hour per week furlough for at-
6 will/exempt Department Directors, resulting in a fifteen percent (15%) pay reduction, and
7 donations by the City Attorney and City Manager of the equivalent proportion (15%) of their
8 salaries to the City;

9 **WHEREAS**, in relation to the four-hour furlough for AFSCME bargaining units, City
10 Management has complied with Article 19 of the AFSCME CBA by providing a detailed plan
11 describing furloughs that meet all required parameters, including management positions, and
12 meeting with the union to review and consider cost-cutting measures that may reduce the need
13 for, and extent of, the furlough and by asking AFSCME to provide a list of employees who wish
14 to voluntarily participate in the furlough;

15 **NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE**
16 **CITY OF SANTA FE**, that furloughs of up to four (4) hours and six (6) hours are approved as
17 identified in Exhibit A.

18 **BE IT FURTHER RESOLVED**, that furloughs of less than the identified lengths may
19 be necessary due to operational and emergency needs of the City, but they shall not exceed the
20 number of hours identified in Exhibit A; and

21 **BE IT FURTHER RESOLVED**, that the Governing Body recognizes that the
22 employees and residents of the City of Santa Fe have made extraordinary sacrifices and exhibited
23 courage and compassion in grappling with the unprecedented medical, economic, and social
24 conditions in which our community finds itself.

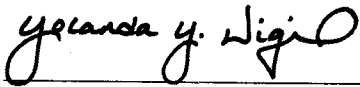
25 **PASSED, APPROVED, and ADOPTED** this 10th day of June, 2020.

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ALAN WEBBER, MAYOR

ATTEST:



YOLANDA Y. VIGIL, CITY CLERK

APPROVED AS TO FORM:



ERIN K. McSHERRY, CITY ATTORNEY

EXHIBIT A

Title	Union Status	Hourly Rate	Annual Hours	Dept	Division	12 Hour Per		8 Hour Per	
						6 Hour Per	Pay Period	4 Hour Per	Period
						Week Furlough - Furlough- Salary Savings	Savings	Week Furlough - Furlough- Salary Savings	Savings
CITY MANAGER	EXEMPT AT WILL	81.7310	2,080	GEN	City Manager	\$ 490	\$ 981		
CITY ATTORNEY	EXEMPT AT WILL	60.0960	2,080	GEN	City Attorney	\$ 361	\$ 721		
						\$ 851	\$ 1,702		
CITY CLERK	EXEMPT AT WILL	48.3170	2,080	GEN	City Clerk	\$ 290	\$ 580		
PUBLIC WORKS DIRECTOR	EXEMPT AT WILL	62.7690	2,080	PW	Pub Works Admin	\$ 377	\$ 753		
FINANCE DIRECTOR	EXEMPT AT WILL	60.3480	2,080	FB	Finance Administration	\$ 362	\$ 724		
HUMAN RESOURCES DIRECTOR	EXEMPT AT WILL	59.8270	2,080	HRS	Human Resources Div	\$ 359	\$ 718		
EXECUTIVE DIRECTOR TOURISM SF	EXEMPT AT WILL	57.3690	2,080	TSF	Visitors Bureau	\$ 344	\$ 688		
PARKS & RECREATION DIRECTOR	EXEMPT AT WILL	56.3940	2,080	PRK	Recreation	\$ 338	\$ 677		
PUBLIC UTILITIES DIRECTOR	EXEMPT AT WILL	56.2870	2,080	PU	Pub Utilities Admin	\$ 338	\$ 675		
LAND USE DIRECTOR	EXEMPT AT WILL	56.0580	2,080	PLU	Land Use Administration	\$ 336	\$ 673		
POLICE CHIEF	EXEMPT AT WILL	54.1210	2,080	POL	Police Administration	\$ 325	\$ 649		
FIRE CHIEF	EXEMPT AT WILL	53.9420	2,080	FIR	Fire Administration	\$ 324	\$ 647		
IT DIRECTOR	EXEMPT AT WILL	53.0600	2,080	ITT	ITT Administration	\$ 318	\$ 637		
COMMUNITY SERVICES DIRECTOR	EXEMPT AT WILL	52.9610	2,080	COM	Com Svc Admin	\$ 318	\$ 635.53		
ECONOMIC DEVELOPMENT DIRECTOR	EXEMPT AT WILL	51.0000	2,080	GEN	Economic Development	\$ 306	\$ 612		
CONSTITUENT/COUNCIL DIRECTOR	EXEMPT AT WILL	46.5860	2,080	GEN	Constituent & Council Svcs	\$ 280	\$ 559		
ARTS COMMISSION DIRECTOR	EXEMPT AT WILL	45.6740	2,080	GEN	Arts & Culture	\$ 274	\$ 548		
EMERGENCY MNGMT DIRECTOR	EXEMPT AT WILL	37.8850	2,080	GEN	Emergency Management	\$ 227	\$ 455		
COMMUNICATIONS DIRECTOR	EXEMPT AT WILL	35.6300	2,080	GEN	City Manager	\$ 214	\$ 428		
						\$ 5,329	\$ 10,659		
PROJECT ADMINISTRATOR	AFSCME	26.1860	2,080	COM	Senior Services			\$ 105	\$ 209
OFFICE ASSISTANT	AFSCME	12.8480	2,080	COM	Senior Services			\$ 51	\$ 103
RESPIRE CARE PROVIDER	AFSCME	15.6170	2,080	COM	Senior Services			\$ 62	\$ 125
RESPIRE CARE PROVIDER	AFSCME	15.6170	2,080	COM	Senior Services			\$ 62	\$ 125
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library			\$ 57	\$ 113
LIBRARIAN	AFSCME	26.1860	2,080	COM	Library			\$ 105	\$ 209
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library			\$ 57	\$ 113
RESPIRE CARE PROVIDER	AFSCME	15.6170	2,080	COM	Senior Services			\$ 62	\$ 125
LIBRARIAN	AFSCME	21.9750	2,080	COM	Library			\$ 88	\$ 176
LIBRARY SECTION MANAGER	NON UNION	26.7100	2,080	COM	Library			\$ 107	\$ 214
YOUTH SPECIALIST	AFSCME	14.1650	2,080	COM	Youth & Family			\$ 57	\$ 113
RESPIRE CARE PROVIDER	AFSCME	15.6170	2,080	COM	Senior Services			\$ 62	\$ 125
PROJECT ADMINISTRATOR	AFSCME	26.1860	2,080	COM	Youth & Family			\$ 105	\$ 209
RESPIRE CARE PROVIDER	AFSCME	15.6170	2,080	COM	Senior Services			\$ 62	\$ 125
PROJECT ADMINISTRATOR	AFSCME	26.1860	2,080	COM	Youth & Family			\$ 105	\$ 209
SENIOR SERVICES PROGRAM COORD	AFSCME	18.0780	2,080	COM	Senior Services			\$ 72	\$ 145
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library			\$ 57	\$ 113
SENIOR SERVICES PROGRAM COORD	AFSCME	18.0780	2,080	COM	Senior Services			\$ 72	\$ 145
LIBRARY TECHNICIAN	AFSCME	16.5980	2,080	COM	Library			\$ 66	\$ 133
TRANSIT DRIVER III	AFSCME	17.1810	2,080	COM	Senior Services			\$ 69	\$ 137
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library			\$ 57	\$ 113
LIBRARIAN	AFSCME	21.9750	2,080	COM	Library			\$ 88	\$ 176
ADMINISTRATIVE ASSISTANT	AFSCME	16.4180	2,080	COM	Senior Services			\$ 66	\$ 131
RESPIRE CARE PROVIDER	AFSCME	15.6170	2,080	COM	Senior Services			\$ 62	\$ 125
SUPPLY INVENTORY SUPERVISOR	AFSCME	20.9280	2,080	COM	Senior Services			\$ 84	\$ 167
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library			\$ 57	\$ 113
ADMINISTRATIVE MANAGER	NON UNION	35.6280	2,080	COM	Com Svc Admin			\$ 143	\$ 285
COOK	AFSCME	13.4910	2,080	COM	Senior Services			\$ 54	\$ 108
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library			\$ 57	\$ 113
LIBRARIAN	AFSCME	21.9750	2,080	COM	Library			\$ 88	\$ 176
TRANSIT DRIVER I	AFSCME	13.4910	2,080	COM	Senior Services			\$ 54	\$ 108
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library			\$ 57	\$ 113
LIBRARIAN	AFSCME	21.9750	2,080	COM	Library			\$ 88	\$ 176
YOUTH SPECIALIST	AFSCME	13.8870	1,040	COM	Youth & Family			\$ 56	\$ 111
TRANSIT DRIVER III	AFSCME	16.3980	2,080	COM	Senior Services			\$ 66	\$ 131
YOUTH SPECIALIST	AFSCME	19.5410	2,080	COM	Youth & Family			\$ 78	\$ 156
RESPIRE CARE PROVIDER	AFSCME	15.6170	2,080	COM	Senior Services			\$ 62	\$ 125
RESPIRE CARE PROVIDER	AFSCME	15.6170	2,080	COM	Senior Services			\$ 62	\$ 125
PROJECT MANAGER - NONUNION	NON UNION	29.4480	2,080	COM	Senior Services			\$ 118	\$ 236
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library			\$ 57	\$ 113
LIBRARY TECHNICIAN	AFSCME	13.8870	2,080	COM	Library			\$ 56	\$ 111
LIBRARIAN	AFSCME	21.9750	2,080	COM	Library			\$ 88	\$ 176
PROJECT SPECIALIST	AFSCME	21.4090	2,080	COM	Com Svc Admin			\$ 86	\$ 171
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library			\$ 57	\$ 113
TRANSIT DRIVER III	AFSCME	16.3980	2,080	COM	Senior Services			\$ 66	\$ 131
YOUTH SPECIALIST	AFSCME	14.1650	2,080	COM	Youth & Family			\$ 57	\$ 113
RESPIRE CARE PROVIDER	AFSCME	15.6170	2,080	COM	Senior Services			\$ 62	\$ 125
TRANSIT DRIVER III	AFSCME	16.3980	2,080	COM	Senior Services			\$ 66	\$ 131
LIBRARY TECHNICIAN	AFSCME	16.2850	2,080	COM	Library			\$ 65	\$ 130
RESPIRE CARE PROVIDER	AFSCME	15.6170	2,080	COM	Senior Services			\$ 62	\$ 125
LIBRARY TECHNICIAN	AFSCME	16.5260	2,080	COM	Library			\$ 66	\$ 132
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library			\$ 57	\$ 113
TRANSIT DRIVER III	AFSCME	16.3980	2,080	COM	Senior Services			\$ 66	\$ 131
LIBRARIAN	AFSCME	21.9750	2,080	COM	Library			\$ 88	\$ 176
LIBRARY TECHNICIAN	AFSCME	16.2870	2,080	COM	Library			\$ 65	\$ 130
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library			\$ 57	\$ 113
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library			\$ 57	\$ 113
TRANSIT DRIVER III	AFSCME	16.3980	2,080	COM	Senior Services			\$ 66	\$ 131
LIBRARIAN	AFSCME	21.9750	2,080	COM	Library			\$ 88	\$ 176
YOUTH SPECIALIST	AFSCME	14.1650	2,080	COM	Youth & Family			\$ 57	\$ 113
ADMINISTRATIVE ASSISTANT	AFSCME	15.5190	2,080	COM	Senior Services			\$ 62	\$ 124
SENIOR SERVICES PROGRAM MANAGER	NON UNION	28.0460	2,080	COM	Senior Services			\$ 112	\$ 224
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library			\$ 57	\$ 113
RESPIRE CARE PROVIDER	AFSCME	15.6170	2,080	COM	Senior Services			\$ 62	\$ 125
ACCOUNT TECHNICIAN	AFSCME	13.2480	2,080	COM	Senior Services			\$ 77	\$ 154
COOK	AFSCME	13.2260	2,080	COM	Senior Services			\$ 53	\$ 106
LIBRARY TECHNICIAN	AFSCME	13.8870	2,080	COM	Library			\$ 56	\$ 111
LIBRARY TECHNICIAN	AFSCME	13.8870	2,080	COM	Library			\$ 56	\$ 111
LIBRARIAN	AFSCME	21.9750	2,080	COM	Library			\$ 88	\$ 176
PROJECT SPECIALIST	AFSCME	22.6530	2,080	COM	Senior Services			\$ 91	\$ 181
LIBRARIAN	AFSCME	21.9750	2,080	COM	Library			\$ 88	\$ 176
LIBRARY SECTION MANAGER	NON UNION	26.7100	2,080	COM	Library			\$ 107	\$ 214
LIBRARY TECHNICIAN	AFSCME	16.5910	2,080	COM	Library			\$ 66	\$ 133
SENIOR SERVICES DIV DIR	NON UNION	40.3260	2,080	COM	Senior Services			\$ 161	\$ 323
TRANSIT DRIVER III	AFSCME	16.3980	2,080	COM	Senior Services			\$ 66	\$ 131
ADMINISTRATIVE ASSISTANT	AFSCME	15.9660	2,080	COM	Senior Services			\$ 64	\$ 128
TRANSIT DRIVER III	AFSCME	16.3980	2,080	COM	Senior Services			\$ 66	\$ 131
SENIOR SERVICES PROGRAM COORD	AFSCME	18.0780	2,080	COM	Senior Services			\$ 72	\$ 145
TRANSIT DRIVER I	NON UNION	12.1000	2,080	COM	Senior Services			\$ 48	\$ 97
TRANSIT DRIVER I	AFSCME	13.4910	2,080	COM	Senior Services			\$ 54	\$ 108
LIBRARY TECHNICIAN	AFSCME	14.1650	1,040	COM	Library			\$ 57	\$ 113
CHILDREN & YOUTH PROGRAM MNGR	AFSCME	40.3260	2,080	COM	Youth & Family			\$ 161	\$ 323
TRANSIT DRIVER I	AFSCME	13.4910	2,080	COM	Senior Services			\$ 54	\$ 108
RESPIRE CARE PROVIDER	AFSCME	15.6170	2,080	COM	Senior Services			\$ 62	\$ 125

Title	Union Status	Hourly Rate	Annual Hours	Dept	Division	6 Hour Per		12 Hour Per		4 Hour Per		8 Hour Per	
						Week	Salary Savings	Pay Period	Salary Savings	Week	Salary Savings	Period	Salary Savings
MEALS ON WHEELS SUPERVISOR	NON UNION	20.9280	2,080	COM	Senior Services					\$	84	\$	167
TRANSIT DRIVER I	AFSCME	13.4910	2,080	COM	Senior Services					\$	54	\$	108
PUBLIC COMM RELATIONS OFFICER	AFSCME	23.7520	2,080	COM	Senior Services					\$	95	\$	190
LIBRARY SECTION MANAGER	NON UNION	28.0500	2,080	COM	Library					\$	112	\$	224
LIBRARY TECHNICIAN	AFSCME	13.8870	2,080	COM	Library					\$	56	\$	111
SENIOR SERVICES PROGRAM MANAGER	NON UNION	28.0460	2,080	COM	Senior Services					\$	112	\$	224
COOK	AFSCME	13.4910	2,080	COM	Senior Services					\$	54	\$	108
PUBLIC DEFENDER	NON UNION	38.5140	2,080	COM	Com Svc Admin					\$	154	\$	308
COOK	AFSCME	13.8850	2,080	COM	Senior Services					\$	56	\$	111
LIBRARY TECHNICIAN	AFSCME	15.6170	2,080	COM	Library					\$	56	\$	111
RESPIRE CARE PROVIDER	AFSCME	15.6170	2,080	COM	Senior Services					\$	62	\$	125
IN-HOME SUPPORTIVE SRVCS SUP	NON UNION	21.7740	2,080	COM	Senior Services					\$	87	\$	174
LIBRARY DIVISION DIRECTOR	NON UNION	40.3250	2,080	COM	Library					\$	161	\$	323
COOK	AFSCME	13.4910	2,080	COM	Senior Services					\$	54	\$	108
LIBRARIAN	AFSCME	21.5440	2,080	COM	Library					\$	54	\$	108
LIBRARY TECHNICIAN	AFSCME	17.6660	2,080	COM	Library					\$	86	\$	172
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library					\$	71	\$	141
TRANSIT DRIVER III	AFSCME	18.6970	2,080	COM	Senior Services					\$	57	\$	113
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library					\$	57	\$	113
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library					\$	57	\$	113
LIBRARY TECHNICIAN	AFSCME	14.1650	2,080	COM	Library					\$	57	\$	113
LIBRARY TECHNICIAN	AFSCME	16.2870	2,080	COM	Library					\$	65	\$	130
TRANSIT DRIVER III	AFSCME	17.2100	2,080	COM	Senior Services					\$	69	\$	138
CONTRACTS ADMINISTRATOR	AFSCME	26.1860	2,080	COM	Library					\$	105	\$	209
RECREATION SUPERVISOR	NON UNION	22.0810	2,080	COM	Youth & Family					\$	88	\$	177
YOUTH SPECIALIST	AFSCME	13.8870	2,080	COM	Youth & Family					\$	56	\$	111
SENIOR SERVICES PROGRAM COORD	AFSCME	18.1170	2,080	COM	Senior Services					\$	72	\$	145
LIBRARIAN	AFSCME	21.5440	2,080	COM	Library					\$	86	\$	172
TRANSIT DRIVER I	AFSCME	13.4910	2,080	COM	Senior Services					\$	54	\$	108
ACCOUNTING FINANCIAL ANALYST	AFSCME	30.0000	2,080	FB	Accounting					\$	120	\$	240
SUPPLY INVENTORY SUPERVISOR	AFSCME	20.9280	2,080	FB	Fleet Management					\$	84	\$	167
CONTRACTS ADMINISTRATOR	AFSCME	28.5000	2,080	FB	Finance Administration					\$	114	\$	228
CONTRACT SUPERVISOR	NON UNION	34.7190	2,080	FB	Purchasing					\$	139	\$	278
ACCOUNTING MANAGER	AFSCME	36.0000	2,080	FB	Accounting					\$	144	\$	288
PROJECT ADMINISTRATOR	AFSCME	33.2380	2,080	FB	Finance Administration					\$	133	\$	266
PURCHASING OFFICER	NON UNION	41.0000	2,080	FB	Purchasing					\$	164	\$	328
ACCOUNTING FINANCIAL ANALYST	AFSCME	27.7680	2,080	FB	Accounting					\$	111	\$	222
PAYROLL OFFICER	NON UNION	43.0000	2,080	FB	Payroll					\$	172	\$	344
AUTO MECHANIC	AFSCME	18.0780	2,080	FB	Fleet Management					\$	72	\$	145
PLANNING & INVESTMENT OFC	NON UNION	46.0000	2,080	FB	Treasurer					\$	184	\$	368
FLEET SECTION MANAGER	NON UNION	34.2920	2,080	FB	Fleet Management					\$	137	\$	274
PAYROLL SUPERVISOR	NON UNION	31.0000	2,080	FB	Accounting					\$	124	\$	248
PROJECT ADMINISTRATOR	AFSCME	29.9860	2,080	FB	Finance Administration					\$	120	\$	240
PAYROLL SPECIALIST	NON UNION	24.1000	2,080	FB	Accounting					\$	96	\$	193
ACCOUNTING OFFICER	NON UNION	46.0000	2,080	FB	Accounting					\$	184	\$	368
SENIOR BUDGET ANALYST	NON UNION	38.0900	2,080	FB	Finance Administration					\$	152	\$	305
HEAVY EQUIPMENT MECHANIC	AFSCME	19.9320	2,080	FB	Fleet Management					\$	80	\$	159
ACCOUNTING SUPERVISOR	NON UNION	31.0000	2,080	FB	Accounting					\$	124	\$	248
BUDGET OFFICER	NON UNION	45.0000	2,080	FB	Financial Planning & Reporting					\$	180	\$	360
FINANCE PROJECT MANAGER	NON UNION	45.9000	2,080	FB	Finance Administration					\$	184	\$	367
ACCOUNTANT	AFSCME	26.0000	2,080	FB	Treasurer					\$	104	\$	208
SUPPLY INVENTORY TECHNICIAN	AFSCME	16.3980	2,080	FB	Fleet Management					\$	66	\$	131
HEAVY EQUIPMENT MECHANIC	AFSCME	19.9310	2,080	FB	Fleet Management					\$	80	\$	159
LABORER	AFSCME	13.6200	2,080	FB	Finance Administration					\$	54	\$	109
HEAVY EQUIPMENT MECHANIC	NON UNION - PAFSCME	19.8800	2,080	FB	Fleet Management					\$	80	\$	159
CONSTRUCTION LEAD WORKER	NON UNION	49.5000	2,080	FB	Accounting					\$	198	\$	396
AUTO MECHANIC	AFSCME	16.8860	2,080	FB	Finance Administration					\$	68	\$	135
PROJECT ADMINISTRATOR	AFSCME	19.1130	2,080	FB	Fleet Management					\$	76	\$	153
FACILITIES DIVISION DIRECTOR	NON UNION	33.7870	2,080	FB	Finance Administration					\$	135	\$	270
ADMINISTRATIVE MANAGER	NON UNION	44.9330	2,080	FB	Finance Administration					\$	180	\$	359
ACCOUNTING SUPERVISOR	NON UNION	32.6400	2,080	FB	Finance Administration					\$	131	\$	261
ADMINISTRATIVE MANAGER	NON UNION	34.7880	2,080	FB	Treasurer					\$	139	\$	278
IT BUSINESS ANALYST	NON UNION	25.5350	2,080	FB	Fleet Management					\$	102	\$	204
AUTO MECHANIC	AFSCME	34.9050	2,080	FB	Finance Administration					\$	140	\$	279
PROJECT SPECIALIST	AFSCME	18.0500	2,080	FB	Fleet Management					\$	72	\$	144
ACCOUNTING FINANCIAL ANALYST	AFSCME	21.4060	2,080	FB	Accounting					\$	86	\$	171
SUPPLY INVENTORY TECHNICIAN	AFSCME	31.1780	2,080	FB	Accounting					\$	125	\$	249
MECHANIC SUPERVISOR I	AFSCME	16.3980	2,080	FB	Fleet Management					\$	66	\$	131
CONSTRUCTION SUPERVISOR	NON UNION	28.0460	2,080	FB	Fleet Management					\$	112	\$	224
FORESTRY TECH LEAD WORKER	AFSCME	23.8990	2,080	FB	Finance Administration					\$	96	\$	191
FORESTRY TECH SAWYER	NON UNION	18.3150	2,080	FIR	Fire Operations					\$	73	\$	147
EMS CAPTAIN	TEMPORARY / SEASONAL	15.0000	2,080	FIR	Fire Operations					\$	60	\$	120
FIREFIGHTER TRAINEE	NON UNION	32.6250	2,080	FIR	Fire Support Services					\$	131	\$	261
CASE MANAGER	NON UNION	17.1260	2,080	FIR	Fire Operations					\$	69	\$	137
WILDLAND URBAN INTERFACE SPEC	NON UNION	23.0000	2,080	FIR	Fire Support Services					\$	92	\$	184
FORESTRY TECHNICIAN CREW BOSS	AFSCME	30.2550	2,080	FIR	Fire Operations					\$	121	\$	242
ASSISTANT FIRE CHIEF	NON UNION	20.3530	2,080	FIR	Fire Operations					\$	81	\$	163
ADMINISTRATIVE ASSISTANT	NON UNION	50.9780	2,080	FIR	Fire Administration					\$	204	\$	408
FIRE INSPECTOR II	AFSCME	24.1840	2,080	FIR	Fire Administration					\$	97	\$	193
FORESTRY TECH WILDLAND FF	FIRE UNION	33.5100	2,080	FIR	Fire Support Services					\$	134	\$	268
FIRE TRAINING OFFICER	TEMPORARY / SEASONAL	13.0000	2,080	FIR	Fire Operations					\$	52	\$	104
WILDLAND SUPERINTENDENT	NON UNION	44.3010	2,080	FIR	Fire Administration					\$	177	\$	354
AUTO MECHANIC	AFSCME	18.0780	2,080	FIR	Fire Operations					\$	149	\$	297
FIREFIGHTER TRAINEE	NON UNION	17.1260	2,080	FIR	Fire Support Services					\$	72	\$	145
FORESTRY TECH SAWYER	TEMPORARY / SEASONAL	15.0000	2,080	FIR	Fire Operations					\$	69	\$	137
FIREFIGHTER TRAINEE	NON UNION	17.1260	2,080	FIR	Fire Operations					\$	69	\$	137
FIREFIGHTER TRAINEE	NON UNION	17.1260	2,080	FIR	Fire Operations					\$	69	\$	137
FLEET SECTION MANAGER	NON UNION	33.3640	2,080	FIR	Fire Administration					\$	133	\$	267
FIRE INSPECTOR II	FIRE UNION	30.3930	2,080	FIR	Fire Support Services					\$	122	\$	243
FORESTRY TECH WILDLAND FF	TEMPORARY / SEASONAL	13.0000	2,080	FIR	Fire Operations					\$	52	\$	104
EMS CAPTAIN	NON UNION	32.6250	2,080	FIR	Fire Support Services					\$	131	\$	261
FORESTRY TECH WILDLAND FF	TEMPORARY / SEASONAL	13.0000	2,080	FIR	Fire Operations					\$	52	\$	104
FIREFIGHTER TRAINEE	NON UNION	12.2330	2,080	FIR	Fire Operations					\$	49	\$	98
FIREFIGHTER TRAINEE	NON UNION	17.1260	2,080	FIR	Fire Operations					\$	69	\$	137
FORESTRY TECH LEAD WORKER	NON UNION	18.3150	2,080	FIR	Fire Operations					\$	73	\$	147
FORESTRY TECH ENGINE OPERATOR	NON UNION	16.4310	2,080	FIR	Fire Operations					\$	66	\$	131
FORESTRY TECH WILDLAND FF	TEMPORARY / SEASONAL	13.0000	2,080	FIR	Fire Operations					\$	52	\$	104
FIREFIGHTER TRAINEE	NON UNION	17.1260	2,080	FIR	Fire Operations					\$	69	\$	137
CASE MANAGER	NON UNION	23.0000	2,080	FIR	Fire Support Services					\$	92	\$	184
ASSISTANT FIRE CHIEF	NON UNION	50.9780	2,080	FIR	Fire Administration					\$	204	\$	408
BATTALION CHIEF - MIHO	NON UNION	44.3010	2,080	FIR	Fire Support Services					\$	177	\$	354
FIREFIGHTER TRAINEE	NON UNION	17.1260	2,080	FIR	Fire Operations					\$	69	\$	137
FIREFIGHTER TRAINEE	NON UNION	17.1260	2,080	FIR	Fire Operations					\$	69	\$	137
FIREFIGHTER TRAINEE	NON UNION	17.1260	2,080	FIR	Fire Operations					\$	69	\$	137
BATT CHIEF - HEALTH & SFTY OFC	NON UNION	48.7310	2,080	FIR	Fire Administration								

Title	Union Status	Hourly Rate	Annual Hours	Dept	Division	12 Hour Per Pay Period		8 Hour Per Pay Period	
						6 Hour Per Week Furlough - Salary Savings	4 Hour Per Week Furlough - Salary Savings	6 Hour Per Week Furlough - Salary Savings	4 Hour Per Week Furlough - Salary Savings
FIREFIGHTER TRAINEE	NON UNION	17.1260	2,080	FIR	Fire Operations			\$ 69	\$ 137
FORESTRY TECH SAWYER	TEMPORARY / SEASONAL	15.0000	2,080	FIR	Fire Operations			\$ 60	\$ 120
FORESTRY TECH WILDLAND FF	TEMPORARY / SEASONAL	13.0000	2,080	FIR	Fire Operations			\$ 52	\$ 104
FIREFIGHTER TRAINEE	NON UNION	17.1260	2,080	FIR	Fire Operations			\$ 69	\$ 137
FIREFIGHTER TRAINEE	NON UNION	17.1260	2,080	FIR	Fire Operations			\$ 69	\$ 137
ADMINISTRATIVE MANAGER	EXEMPT AT WILL	32.9980	2,080	FIR	Fire Administration			\$ 132	\$ 264
FORESTRY TECH ENGINE OPERATOR	NON UNION	16.4310	2,080	FIR	Fire Operations			\$ 66	\$ 131
FORESTRY TECH WILDLAND FF	TEMPORARY / SEASONAL	13.0000	2,080	FIR	Fire Operations			\$ 52	\$ 104
BATTALION CHIEF MED OFFICER	NON UNION	44.3010	2,080	FIR	Fire Administration			\$ 177	\$ 354
FIRE INSPECTOR II	FIRE UNION	28.3470	2,080	FIR	Fire Support Services			\$ 127	\$ 255
MIHO PARAMEDIC II	NON UNION	31.8740	2,080	FIR	Fire Support Services			\$ 52	\$ 104
FORESTRY TECH WILDLAND FF	TEMPORARY / SEASONAL	13.0000	2,080	FIR	Fire Operations			\$ 72	\$ 145
AUTO MECHANIC	AFSCME	18.0780	2,080	FIR	Fire Support Services			\$ 64	\$ 128
ADMINISTRATIVE ASSISTANT	AFSCME	15.9660	2,080	FIR	Fire Administration			\$ 79	\$ 158
ADMINISTRATIVE ASSISTANT	AFSCME	19.7260	2,080	FIR	Fire Administration			\$ 52	\$ 104
FORESTRY TECH WILDLAND FF	TEMPORARY / SEASONAL	13.0000	2,080	FIR	Fire Operations			\$ 52	\$ 104
MULTIMEDIA PRODUCTION MANAGER	AFSCME	36.4800	2,080	GEN	Constituent & Council Svcs			\$ 146	\$ 292
COURT CLERK	EXEMPT AT WILL	13.2260	2,080	GEN	Municipal Court			\$ 53	\$ 106
DIGITAL DUPLICATING TECHNICIAN	AFSCME	14.7080	2,080	GEN	City Clerk			\$ 59	\$ 118
FISCAL ADMINISTRATOR	EXEMPT AT WILL	42.4480	2,080	GEN	Municipal Court			\$ 170	\$ 340
ECON DEV & COMM ADMIN	NON UNION	41.8200	2,080	GEN	Economic Development			\$ 167	\$ 335
PROJECT SPECIALIST	AFSCME	19.1420	2,080	GEN	Affordable Housing			\$ 77	\$ 153
ASSISTANT CITY CLERK	NON UNION	33.0000	2,080	GEN	City Clerk			\$ 132	\$ 264
CONTRACTS ADMINISTRATOR	AFSCME	23.5660	2,080	GEN	Affordable Housing			\$ 94	\$ 189
COURT CLERK	EXEMPT AT WILL	22.5360	2,080	GEN	Municipal Court			\$ 90	\$ 180
STAFF ATTORNEY	EXEMPT AT WILL	40.0000	2,080	GEN	Municipal Court			\$ 160	\$ 320
ACCOUNT TECHNICIAN	AFSCME	24.9880	2,080	GEN	Economic Development			\$ 100	\$ 200
COUNCIL LIAISON	EXEMPT AT WILL	25.0000	2,080	GEN	Constituent & Council Svcs			\$ 100	\$ 200
EXECUTIVE ASSISTANT	EXEMPT AT WILL	21.8480	2,080	GEN	Mayor/Council			\$ 87	\$ 175
COURT CLERK	EXEMPT AT WILL	25.2210	2,080	GEN	Municipal Court			\$ 101	\$ 202
COURT CLERK	EXEMPT AT WILL	13.4910	2,080	GEN	Municipal Court			\$ 54	\$ 108
LEGISLATIVE LIAISON	NON UNION	32.5270	2,080	GEN	City Attorney			\$ 130	\$ 260
COURT CLERK	EXEMPT AT WILL	15.3650	2,080	GEN	Municipal Court			\$ 61	\$ 123
CUSTODIAN	AFSCME	13.4910	2,080	GEN	Municipal Court			\$ 54	\$ 108
DIGITAL DUPLICATING TECHNICIAN	AFSCME	13.4910	2,080	GEN	City Clerk			\$ 54	\$ 108
ASSISTANT CITY ATTORNEY	EXEMPT AT WILL	37.0200	2,080	GEN	City Attorney			\$ 148	\$ 296
PARALEGAL	NON UNION	21.2660	2,080	GEN	City Attorney			\$ 85	\$ 170
PROBATION OFFICER/DWI COORDINA	EXEMPT AT WILL	23.4900	2,080	GEN	Municipal Court			\$ 94	\$ 188
COURT CLERK	EXEMPT AT WILL	13.2260	2,080	GEN	Municipal Court			\$ 53	\$ 106
PARALEGAL	NON UNION	26.8770	2,080	GEN	City Attorney			\$ 108	\$ 215
ECONOMIC DEV SPECIALIST	AFSCME	26.5000	2,080	GEN	Economic Development			\$ 106	\$ 212
AFFORDABLE HOUSING DIRECTOR	NON UNION	51.4990	2,080	GEN	Affordable Housing			\$ 206	\$ 412
ASSISTANT ARTS & CULTURE DIREC	AFSCME	39.0000	2,080	GEN	Arts & Culture			\$ 156	\$ 312
ASSET DEVELOPMENT ASSOCIATE	NON UNION	26.5000	2,080	GEN	Economic Development			\$ 106	\$ 212
GRAPHIC ARTIST	AFSCME	23.3680	2,080	GEN	City Clerk			\$ 93	\$ 187
SENIOR ASSISTANT CITY ATTORNEY	EXEMPT AT WILL	45.6080	2,080	GEN	City Attorney			\$ 182	\$ 365
EXECUTIVE ASSISTANT	EXEMPT AT WILL	40.4380	2,080	GEN	City Manager			\$ 162	\$ 324
LEGISLATIVE LIAISON ASSISTANT	NON UNION	27.9150	2,080	GEN	City Attorney			\$ 112	\$ 223
ASSISTANT CITY ATTORNEY	EXEMPT AT WILL	41.6820	2,080	GEN	City Attorney			\$ 167	\$ 333
COURT CLERK	EXEMPT AT WILL	25.6890	1,040	GEN	Municipal Court			\$ 103	\$ 206
ASSISTANT CITY ATTORNEY	EXEMPT AT WILL	38.2500	2,080	GEN	City Attorney			\$ 153	\$ 306
BAILIFF	EXEMPT AT WILL	15.0000	2,080	GEN	Municipal Court			\$ 60	\$ 120
ADMINISTRATIVE MANAGER	NON UNION	31.1800	2,080	GEN	City Attorney			\$ 125	\$ 249
ADMIN ASSISTANT CONFIDENTIAL	EXEMPT AT WILL	21.1080	2,080	GEN	Municipal Court			\$ 84	\$ 169
SENIOR ASSISTANT CITY ATTORNEY	EXEMPT AT WILL	52.8800	2,080	GEN	City Attorney			\$ 212	\$ 423
ASSISTANT CITY ATTORNEY	EXEMPT AT WILL	38.4610	2,080	GEN	City Attorney			\$ 154	\$ 308
COURT CLERK	EXEMPT AT WILL	13.2260	2,080	GEN	Municipal Court			\$ 53	\$ 106
ADMINISTRATIVE MANAGER	NON UNION	30.6000	2,080	GEN	Economic Development			\$ 122	\$ 245
CONSTITUENT SVCS SPEC SENIOR	NON UNION	26.0300	2,080	GEN	Constituent & Council Svcs			\$ 104	\$ 208
ADMIN ASSISTANT CONFIDENTIAL	EXEMPT AT WILL	26.6890	2,080	GEN	Municipal Court			\$ 107	\$ 214
RECORDS TECHNICIAN	EXEMPT AT WILL	15.5880	2,080	GEN	Municipal Court			\$ 62	\$ 125
DIGITAL DUPLICATING SUPERVISOR	NON UNION	21.6480	2,080	GEN	City Clerk			\$ 87	\$ 173
PROJECT SPECIALIST	AFSCME	26.0200	2,080	GEN	Arts & Culture			\$ 104	\$ 208
CONSTITUENT SERVICES SPEC	NON UNION	18.9820	2,080	GEN	Constituent & Council Svcs			\$ 76	\$ 152
ECONOMIC DEVELOPMENT ASSOCIATE	NON UNION	41.0080	2,080	GEN	Economic Development			\$ 164	\$ 328
PARALEGAL	NON UNION	24.0000	2,080	GEN	City Attorney			\$ 96	\$ 192
OFFICE ASSISTANT CONFIDENTIAL	NON UNION	16.3200	2,080	GEN	City Clerk			\$ 65	\$ 131
PARALEGAL	NON UNION	25.0340	2,080	GEN	City Attorney			\$ 100	\$ 200
EMERGENCY MANAGEMENT SPEC	EXEMPT AT WILL	25.6480	2,080	GEN	Emergency Management			\$ 103	\$ 205
HR ADMINISTRATOR SR	NON UNION	37.7400	2,080	HRS	Human Resources Div			\$ 151	\$ 302
HR ANALYST	NON UNION	29.5000	2,080	HRS	Human Resources Div			\$ 118	\$ 236
ASST HR DIRECTOR	NON UNION	44.8800	2,080	HRS	Human Resources Div			\$ 180	\$ 359
HR PROJECT MANAGER	NON UNION	47.0000	2,080	HRS	Human Resources Div			\$ 188	\$ 376
HR ANALYST	NON UNION	31.0000	2,080	HRS	Human Resources Div			\$ 124	\$ 248
HR ANALYST	NON UNION	29.5000	2,080	HRS	Human Resources Div			\$ 118	\$ 236
HR ORGANIZATIONAL DEVELOPMENT	NON UNION	29.8510	2,080	HRS	Human Resources Div			\$ 119	\$ 237
BENEFITS ADMINISTRATOR	NON UNION	32.8990	2,080	HRS	Human Resources Div			\$ 132	\$ 263
RISK ANALYST	NON UNION	29.5000	2,080	HRS	Human Resources Div			\$ 118	\$ 236
HEALTH SAFETY COMPLIANCE OFFIC	NON UNION	41.0000	2,080	HRS	Human Resources Div			\$ 164	\$ 328
HR ANALYST	NON UNION	29.5000	2,080	HRS	Human Resources Div			\$ 118	\$ 236
ADMINISTRATIVE MANAGER	NON UNION	25.8950	2,080	HRS	Human Resources Div			\$ 104	\$ 207
ADMIN ASSISTANT CONFIDENTIAL	NON UNION	22.4400	2,080	HRS	Human Resources Div			\$ 90	\$ 180
BENEFITS & WELLNESS COORDINATO	NON UNION	29.5000	2,080	HRS	Human Resources Div			\$ 118	\$ 236
SAFETY SPECIALIST SENIOR	NON UNION	29.5000	2,080	HRS	Human Resources Div			\$ 118	\$ 236
SYSTEMS ANALYST	NONUNION- PAFSCME	28.8710	2,080	ITT	Enterprise Application Svcs			\$ 115	\$ 231
ITT END USER SUPPORT TECH	AFSCME	29.9980	2,080	ITT	ITT End User Svcs			\$ 120	\$ 240
RADIO MAINTENANCE TECHNICIAN	AFSCME	24.9180	2,080	ITT	ITT Infrastructure Svcs			\$ 100	\$ 199
PROJECT MANAGER - NONUNION	NON UNION	45.4620	2,080	ITT	ITT Administration			\$ 182	\$ 364
WEBMASTER	AFSCME	28.0540	2,080	ITT	Enterprise Application Svcs			\$ 112	\$ 224
NETWORK ENGINEER	AFSCME	37.5160	2,080	ITT	ITT Infrastructure Svcs			\$ 150	\$ 300
SERVER ENGINEER	AFSCME	31.0240	2,080	ITT	ITT Infrastructure Svcs			\$ 124	\$ 248
ITT END USER SERVICES MANAGER	NON UNION	38.7640	2,080	ITT	ITT End User Svcs			\$ 155	\$ 310
ITT END USER SUPPORT TECH	AFSCME	29.9990	2,080	ITT	ITT End User Svcs			\$ 120	\$ 240
RADIO MAINTENANCE TECHNICIAN	AFSCME	27.3870	2,080	ITT	ITT Infrastructure Svcs			\$ 110	\$ 219
ITT PROGRAM MANAGER	NON UNION	46.0000	2,080	ITT	Enterprise Application Svcs			\$ 184	\$ 368
SYSTEM ADMINISTRATOR	AFSCME	37.8320	2,080	ITT	Enterprise Application Svcs			\$ 151	\$ 303
ITT END USER SUPPORT TECH	AFSCME	32.0290	2,080	ITT	ITT End User Svcs			\$ 128	\$ 256
ITT END USER SUPPORT TECH	AFSCME	25.2500	2,080	ITT	ITT End User Svcs			\$ 101	\$ 202
SERVER ENGINEER	AFSCME	34.8090	2,080	ITT	ITT Infrastructure Svcs			\$ 139	\$ 278
SYSTEMS ANALYST	AFSCME	31.9850	2,080	ITT	Enterprise Application Svcs			\$ 128	\$ 256
GIS COORDINATOR	AFSCME	31.0000	2,080	ITT	Enterprise Application Svcs			\$ 124	\$ 248
GIS COORDINATOR	AFSCME	32.5050	2,080	ITT	Enterprise Application Svcs			\$ 130	\$ 260
ITT SECURITY OFFICER	NON UNION	46.0000	2,080	ITT	ITT Administration			\$ 184	\$ 368
NETWORK ENGINEER	AFSCME	37.5280	2,080	ITT	ITT Infrastructure Svcs			\$ 150	\$ 300
IT BUSINESS ANALYST	AFSCME	29.4480	2,080	ITT	Enterprise Application Svcs			\$ 118	\$ 236
ENTERPRISE APP SRVC MNGR	NON UNION	38.7090	2,080	ITT	Enterprise Application Svcs			\$ 155	\$ 310
IT ARCHITECT	NON UNION	40.7770	2,080	ITT	ITT Infrastructure Svcs			\$ 163	\$ 326
CONTRACTS ADMINISTRATOR	AFSCME	28.4720	2,080	ITT	ITT Administration			\$ 114	\$ 228
SYSTEMS ANALYST	AFSCME	31.9960	2,080	ITT	Enterprise Application Svcs			\$ 128	\$ 256

Title	Union Status	Hourly Rate	Annual Hours	Dept	Division	12 Hour Pay Period		8 Hour Pay Period	
						6 Hour Per Week Furlough - Salary Savings	4 Hour Per Week Furlough - Salary Savings	6 Hour Per Week Furlough - Salary Savings	4 Hour Per Week Furlough - Salary Savings
IT INFRASTRUCTURE SVCS MANAGER	NON UNION	41.8350	2,080	ITT	ITT Infrastructure Svcs			\$ 167	\$ 335
BDD OPERATOR	AFSCME	20.4600	2,080	NON	Buckman Direct Diversion			\$ 82	\$ 164
BDD JOURNEYMAN INDUSTRIAL ELEC	AFSCME	37.7290	2,080	NON	Buckman Direct Diversion			\$ 151	\$ 302
AUTO AND SECURITY SYS ADMIN	AFSCME	38.6560	2,080	NON	Buckman Direct Diversion			\$ 155	\$ 309
BDD MAINTENANCE SUPER	NON UNION	41.2440	2,080	NON	Buckman Direct Diversion			\$ 165	\$ 330
BDD REGULATORY COMP OFFICER	AFSCME	33.9800	2,080	NON	Buckman Direct Diversion			\$ 136	\$ 272
WATER OPERATOR LEAD	AFSCME	32.0000	2,080	NON	Buckman Direct Diversion			\$ 128	\$ 256
BDD FACILITIES MANAGER	NON UNION	49.0390	2,080	NON	Buckman Direct Diversion			\$ 196	\$ 392
CHEMIST	AFSCME	29.4380	2,080	NON	Buckman Direct Diversion			\$ 118	\$ 236
WATER OPERATOR ENTRY	AFSCME	17.0000	2,080	NON	Buckman Direct Diversion			\$ 68	\$ 136
EQUIPMENT REPAIRMAN INTERMED	AFSCME	33.0670	2,080	NON	Buckman Direct Diversion			\$ 132	\$ 265
EQUIPMENT REPAIRMAN ENTRY	AFSCME	25.5560	2,080	NON	Buckman Direct Diversion			\$ 102	\$ 204
WATER OPERATOR INTERMEDIATE	AFSCME	23.0000	2,080	NON	Buckman Direct Diversion			\$ 92	\$ 184
BDD SAFETY OFC & TRAINING ADM	AFSCME	28.6740	2,080	NON	Buckman Direct Diversion			\$ 115	\$ 229
EQUIPMENT REPAIRMAN ENTRY	AFSCME	21.4070	2,080	NON	Buckman Direct Diversion			\$ 86	\$ 171
BDD ADV WATER TREATMENT OP	AFSCME	34.3030	2,080	NON	Buckman Direct Diversion			\$ 137	\$ 274
EQUIPMENT REPAIRMAN ENTRY	AFSCME	26.5890	2,080	NON	Buckman Direct Diversion			\$ 106	\$ 213
SENIOR BUDGET ANALYST	NON UNION	35.0000	2,080	NON	Other			\$ 140	\$ 280
CONTRACTS ADMINISTRATOR	AFSCME	23.5680	2,080	NON	Buckman Direct Diversion			\$ 94	\$ 189
WATER OPERATOR ENTRY	AFSCME	17.0000	2,080	NON	Buckman Direct Diversion			\$ 68	\$ 136
WATER OPERATOR ENTRY	AFSCME	17.0000	2,080	NON	Buckman Direct Diversion			\$ 68	\$ 136
PUBLIC COMM RELATIONS OFFICER	AFSCME	24.2270	2,080	NON	Buckman Direct Diversion			\$ 97	\$ 194
BDD CHARGE OPERATOR	AFSCME	37.7300	2,080	NON	Buckman Direct Diversion			\$ 151	\$ 302
BDD ADV WATER TREATMENT OP	AFSCME	34.2780	2,080	NON	Buckman Direct Diversion			\$ 137	\$ 274
BDD ADV WATER TREATMENT OP	AFSCME	34.3030	2,080	NON	Buckman Direct Diversion			\$ 137	\$ 274
BDD CHARGE OPERATOR	AFSCME	36.7660	2,080	NON	Buckman Direct Diversion			\$ 147	\$ 294
ACCOUNTING SUPERVISOR	NON UNION	37.6240	2,080	NON	Buckman Direct Diversion			\$ 150	\$ 301
BDD ADV WATER TREATMENT OP	AFSCME	34.3010	2,080	NON	Buckman Direct Diversion			\$ 137	\$ 274
BDD ADV WATER TREATMENT OP	AFSCME	31.0110	2,080	NON	Buckman Direct Diversion			\$ 124	\$ 248
BDD CHARGE OPERATOR	AFSCME	38.3290	2,080	NON	Buckman Direct Diversion			\$ 153	\$ 307
EQUIPMENT REPAIRMAN ENTRY	AFSCME	26.5900	2,080	NON	Buckman Direct Diversion			\$ 106	\$ 213
BDD OPERATIONS SUPERINTENDENT	NON UNION	45.9000	2,080	NON	Buckman Direct Diversion			\$ 184	\$ 367
EQUIPMENT REPAIRMAN INTERMED	AFSCME	33.1320	2,080	NON	Buckman Direct Diversion			\$ 133	\$ 265
BUSINESS ANALYST	NON UNION	41.1300	2,080	PLU	Land Use Administration			\$ 165	\$ 329
MFO OFFICER	NON UNION	41.0780	2,080	PLU	Metropolitan Planning Org			\$ 164	\$ 329
GREEN BUILDING CODE SPECIALIST	AFSCME	28.1110	2,080	PLU	Building Permit Div			\$ 112	\$ 225
ENGINEER SUPERVISOR	NON UNION	48.0800	2,080	PLU	Technical Review Div			\$ 192	\$ 385
CONSTRUCTION INSPECTOR SUP	NON UNION	30.9360	2,080	PLU	Inspections & Enforcemt			\$ 122	\$ 243
PLANNER MANAGER	NON UNION	38.7090	2,080	PLU	Current Planning			\$ 155	\$ 310
PLANNER SENIOR	NONUNION- PAFSCME	28.0500	2,080	PLU	Historic Preservation			\$ 112	\$ 224
PLANNER TECHNICIAN	AFSCME	25.0000	2,080	PLU	Metropolitan Planning Org			\$ 100	\$ 200
CONSTRUCTION INSPECTOR	AFSCME	23.0230	2,080	PLU	Inspections & Enforcemt			\$ 92	\$ 184
ADMINISTRATIVE MANAGER	NON UNION	27.2710	2,080	PLU	Land Use Administration			\$ 109	\$ 218
PLANNER SENIOR	AFSCME	30.2180	2,080	PLU	Current Planning			\$ 121	\$ 242
LAND USE COMPLIANCE OFFICER	AFSCME	23.4730	2,080	PLU	Technical Review Div			\$ 94	\$ 188
ORDINANCE ENFORCEMENT SPEC	AFSCME	19.5740	2,080	PLU	Inspections & Enforcemt			\$ 78	\$ 157
PLANNER SENIOR	AFSCME	28.0460	2,080	PLU	Long-Range Planning			\$ 112	\$ 224
ORDINANCE ENFORCEMENT SPEC	AFSCME	19.1870	2,080	PLU	Land Use Administration			\$ 77	\$ 153
PROJECT ADMINISTRATOR	AFSCME	26.7100	2,080	PLU	Land Use Administration			\$ 107	\$ 214
CONSTRUCTION INSPECTOR	AFSCME	23.1060	2,080	PLU	Inspections & Enforcemt			\$ 92	\$ 185
ASSISTANT LAND USE DIRECTOR	EXEMPT AT WILL	50.0000	2,080	PLU	Land Use Administration			\$ 200	\$ 400
CONSTRUCTION INSPECTOR	AFSCME	23.5660	2,080	PLU	Inspections & Enforcemt			\$ 94	\$ 189
PLANNER SENIOR	AFSCME	28.0460	2,080	PLU	Land Use Administration			\$ 112	\$ 224
CONSTRUCTION PLANS EXAMINER II	AFSCME	26.3840	2,080	PLU	Building Permit Div			\$ 106	\$ 211
PLANNER TECHNICIAN	AFSCME	24.8170	2,080	PLU	Technical Review Div			\$ 99	\$ 199
CONSTRUCTION INSPECTOR SUP	NON UNION	40.3170	2,080	PLU	Inspections & Enforcemt			\$ 161	\$ 323
CONSTRUCTION INSPECTOR SUP	NON UNION	31.7510	2,080	PLU	Inspections & Enforcemt			\$ 127	\$ 254
PERMIT TECHNICIAN	AFSCME	23.7520	2,080	PLU	Current Planning			\$ 95	\$ 190
ENGINEERING TECHNICIAN SENIOR	NONUNION- PAFSCME	17.3600	2,080	PLU	Land Use Administration			\$ 69	\$ 139
CONSTRUCTION INSPECTOR	AFSCME	23.0730	2,080	PLU	Technical Review Div			\$ 92	\$ 185
PLANNER SENIOR	AFSCME	28.4550	2,080	PLU	Historic Preservation			\$ 114	\$ 228
ORDINANCE ENFORCEMENT SPEC	AFSCME	28.0400	2,080	PLU	Current Planning			\$ 112	\$ 224
BUILDING PERMIT SPECIALIST	AFSCME	16.8800	2,080	PLU	Inspections & Enforcemt			\$ 68	\$ 135
INSPCTS & ENFORCEMENT DIV DIR	NON UNION	40.6270	2,080	PLU	Building Permit Div			\$ 82	\$ 164
PERMIT TECHNICIAN	AFSCME	20.4500	2,080	PLU	Inspections & Enforcemt			\$ 163	\$ 325
LAND USE COMPLIANCE OFFICER	NONUNION- PAFSCME	23.4600	2,080	PLU	Technical Review Div			\$ 61	\$ 162
CONSTRUCTION INSPECTOR	AFSCME	23.5660	2,080	PLU	Inspections & Enforcemt			\$ 94	\$ 188
PLANNER MANAGER	NON UNION	39.0500	2,080	PLU	Historic Preservation			\$ 156	\$ 312
PERMIT TECHNICIAN	AFSCME	18.1160	2,080	PLU	Inspections & Enforcemt			\$ 72	\$ 145
PLANNER	AFSCME	23.7520	2,080	PLU	Historic Preservation			\$ 95	\$ 190
ORDINANCE ENFORCEMENT SPEC	AFSCME	19.1870	2,080	PLU	Inspections & Enforcemt			\$ 77	\$ 153
PLANNER TECHNICIAN	AFSCME	21.6480	2,080	PLU	Historic Preservation			\$ 87	\$ 173
PLANNER SENIOR	AFSCME	28.0000	2,080	PLU	Historic Preservation			\$ 112	\$ 224
ORDINANCE ENFORCEMENT SPEC	AFSCME	21.5320	2,080	PLU	Inspections & Enforcemt			\$ 86	\$ 172
BUILDING PERMIT SPECIALIST	AFSCME	20.0530	2,080	PLU	Building Permit Div			\$ 80	\$ 160
CURRENT PLANNING DIV DIR	NON UNION	41.0470	2,080	PLU	Current Planning			\$ 164	\$ 328
BUILDING DIVISION MANAGER	NON UNION	38.0000	2,080	PLU	Building Permk Div			\$ 152	\$ 304
BUILDING PLAN REVIEWER	AFSCME	27.3400	2,080	PLU	Building Permk Div			\$ 109	\$ 219
PROPERTY MANAGER	AFSCME	30.9490	2,080	PLU	Current Planning			\$ 124	\$ 248
PLANNER SENIOR	AFSCME	28.6540	2,080	PLU	Current Planning			\$ 115	\$ 229
PLANNER SENIOR	AFSCME	30.0000	2,080	PLU	Metropolitan Planning Org			\$ 120	\$ 240
RECORDS TECHNICIAN LEAD	AFSCME	21.3780	2,080	POL	Police Administration			\$ 86	\$ 171
FISCAL ADMINISTRATOR	NON UNION	36.6320	2,080	POL	Police Administration			\$ 147	\$ 293
POLICE CAPTAIN	AFSCME	45.9930	2,080	POL	Police Operations			\$ 184	\$ 368
ADMINISTRATIVE ASSISTANT	AFSCME	15.3110	2,080	POL	Police Administration			\$ 61	\$ 122
ADMINISTRATIVE ASSISTANT	AFSCME	20.7780	2,080	POL	Police Administration			\$ 83	\$ 166
POLICE PUBLIC INFORMATION OFC	NON UNION	27.5910	2,080	POL	Police Administration			\$ 110	\$ 221
RECORDS TECHNICIAN	NONUNION- PAFSCME	13.6040	2,080	POL	Police Administration			\$ 54	\$ 109
DEPUTY POLICE CHIEF	EXEMPT AT WILL	50.5030	2,080	POL	Police Administration			\$ 202	\$ 404
ADMINISTRATIVE ASSISTANT	AFSCME	15.9660	2,080	POL	Police Administration			\$ 64	\$ 128
ADMINISTRATIVE MANAGER	NON UNION	27.0670	2,080	POL	Police Administration			\$ 108	\$ 217
PARALEGAL	NON UNION	20.5000	2,080	POL	Police Administration			\$ 82	\$ 164
POLICE TRAINING ADMINISTRATOR	POLICE UNION	27.8410	2,080	POL	Police Administration			\$ 111	\$ 223
POLICE LIAISON	POLICE UNION	22.7550	2,080	POL	Police Administration			\$ 91	\$ 182
RECORDS TECHNICIAN	AFSCME	19.4620	2,080	POL	Police Administration			\$ 78	\$ 156
ADMINISTRATIVE MANAGER	NON UNION	26.0000	2,080	POL	Police Administration			\$ 104	\$ 208
RECORDS TECHNICIAN	NONUNION- PAFSCME	13.6040	2,080	POL	Police Administration			\$ 54	\$ 109
PROPERTY/FLEET MANAGER	POLICE UNION	23.7520	2,080	POL	Police Administration			\$ 95	\$ 190
RECORDS TECHNICIAN	AFSCME	15.7120	2,080	POL	Police Administration			\$ 63	\$ 126
ANIMAL CONTROL SUPERVISOR	NON UNION	25.5000	2,080	POL	Police Operations			\$ 102	\$ 204
POLICE CAPTAIN	EXEMPT AT WILL	45.9930	2,080	POL	Police Administration			\$ 184	\$ 368
ADMINISTRATIVE ASSISTANT	AFSCME	15.9660	2,080	POL	Police Administration			\$ 64	\$ 128
DEPUTY POLICE CHIEF	EXEMPT AT WILL	50.5030	2,080	POL	Police Administration			\$ 202	\$ 404
ACCOUNTING SUPERVISOR	NON UNION	34.7880	2,080	POL	Police Administration			\$ 139	\$ 278
RECORDS TECHNICIAN	AFSCME	13.9050	2,080	POL	Police Administration			\$ 56	\$ 111
ADMINISTRATIVE ASSISTANT	AFSCME	19.8830	2,080	POL	Police Operations			\$ 80	\$ 159
PARKS MAINTENANCE WORKER SR	AFSCME	14.8740	2,080	PRK	Parks, Trails & Watershed			\$ 59	\$ 119
GOLF COURSE MECHANIC	AFSCME	23.5200	2,080	PRK	Parks, Trails & Watershed			\$ 94	\$ 188

Title	Union Status	Hourly Rate	Annual Hours	Dept	Division	12 Hour Per		8 Hour Per	
						6 Hour Per	4 Hour Per	6 Hour Per	4 Hour Per
						Week Furlough - Furlough	Salary Savings	Week Furlough	Salary Savings
MECHANICAL STRUCTURAL SPEC	NON UNION	29.2280	2,080 PRK	Parks, Trails & Watershed		\$	117	\$	234
PARKS EQUIPMENT OPERATOR	AFSCME	17.2180	2,080 PRK	Parks, Trails & Watershed		\$	69	\$	138
PARKS SUPERINTENDENT	NON UNION	28.0460	2,080 PRK	Parks, Trails & Watershed		\$	112	\$	224
PARKS MAINTENANCE WORKER	AFSCME	13.4910	2,080 PRK	Parks, Trails & Watershed		\$	54	\$	108
RECREATION TECHNICIAN	NON UNION	12.5960	2,080 PRK	Recreation		\$	50	\$	101
SWIM POOL LIFEGUARD	NONUNION-PAFSCME	13.8870	1,040 PRK	Genoveva Chavez Comm Ctr		\$	56	\$	111
SWIM INSTRUCTOR	AFSCME	15.6170	2,080 PRK	Recreation		\$	62	\$	125
RECREATION COORDINATOR	AFSCME	16.8800	2,080 PRK	Genoveva Chavez Comm Ctr		\$	68	\$	135
PARKS SUPERINTENDENT	NON UNION	35.0000	2,080 PRK	Municipal Rec Complex		\$	140	\$	280
YOUTH PROGRAM COORDINATOR	AFSCME	28.8710	2,080 PRK	Genoveva Chavez Comm Ctr		\$	115	\$	231
SWIM INSTRUCTOR	AFSCME	15.6170	2,080 PRK	Genoveva Chavez Comm Ctr		\$	62	\$	125
YOUTH SPECIALIST	AFSCME	13.8870	1,040 PRK	Genoveva Chavez Comm Ctr		\$	56	\$	111
ADMINISTRATIVE MANAGER	NON UNION	24.2270	2,080 PRK	Recreation		\$	97	\$	194
RECREATION COORDINATOR	AFSCME	17.2180	2,080 PRK	Genoveva Chavez Comm Ctr		\$	69	\$	138
ACCOUNT TECHNICIAN	AFSCME	14.4330	2,080 PRK	Recreation		\$	58	\$	115
ADMINISTRATIVE MANAGER	NON UNION	24.2270	2,080 PRK	Genoveva Chavez Comm Ctr		\$	97	\$	194
PARKS MAINTENANCE WORKER SR	AFSCME	14.9820	2,080 PRK	Parks, Trails & Watershed		\$	60	\$	120
PARKS MAINTENANCE WORKER	AFSCME	13.4910	2,080 PRK	Parks, Trails & Watershed		\$	54	\$	108
NATATORIUM MANAGER	NON UNION	29.4480	2,080 PRK	Genoveva Chavez Comm Ctr		\$	118	\$	236
RECREATION SUPERVISOR	NON UNION	19.9320	2,080 PRK	Genoveva Chavez Comm Ctr		\$	80	\$	159
RECREATION SUPERVISOR	NON UNION	24.0020	2,080 PRK	Recreation		\$	96	\$	192
REGISTRATION RECORDS SPEC	AFSCME	16.3980	2,080 PRK	Genoveva Chavez Comm Ctr		\$	66	\$	131
ACCOUNT TECHNICIAN	AFSCME	13.2260	2,080 PRK	Genoveva Chavez Comm Ctr		\$	53	\$	106
PARKS MAINTENANCE WORKER	AFSCME	13.4910	2,080 PRK	Parks, Trails & Watershed		\$	54	\$	108
PROJECT SPECIALIST	AFSCME	21.4070	2,080 PRK	Parks, Trails & Watershed		\$	86	\$	171
PARKS SUPERINTENDENT	NON UNION	28.0460	2,080 PRK	Parks, Trails & Watershed		\$	112	\$	224
RECREATION MANAGER	NON UNION	29.4480	2,080 PRK	Recreation		\$	118	\$	236
PARKS MAINTENANCE WORKER	AFSCME	13.4910	2,080 PRK	Parks, Trails & Watershed		\$	54	\$	108
ACCOUNT TECHNICIAN	AFSCME	13.6200	2,080 PRK	Genoveva Chavez Comm Ctr		\$	54	\$	109
RECREATION COORDINATOR	AFSCME	17.2180	2,080 PRK	Genoveva Chavez Comm Ctr		\$	69	\$	138
PARKS EQUIPMENT OPERATOR	AFSCME	17.2180	2,080 PRK	Parks, Trails & Watershed		\$	69	\$	138
PARKS MAINTENANCE WORKER	AFSCME	13.4910	2,080 PRK	Parks, Trails & Watershed		\$	54	\$	108
SWIM INSTRUCTOR	AFSCME	15.6170	2,080 PRK	Genoveva Chavez Comm Ctr		\$	62	\$	125
PARKS HORTICULTURIST	NON UNION	19.9320	2,080 PRK	Parks, Trails & Watershed		\$	80	\$	159
PARKS MAINTENANCE WORKER	AFSCME	13.4910	2,080 PRK	Parks, Trails & Watershed		\$	54	\$	108
SWIM INSTRUCTOR	AFSCME	15.6170	2,080 PRK	Genoveva Chavez Comm Ctr		\$	62	\$	125
PARKS MAINTENANCE WORKER	AFSCME	13.5920	2,080 PRK	Parks, Trails & Watershed		\$	54	\$	109
SWIM INSTRUCTOR	AFSCME	15.6170	2,080 PRK	Genoveva Chavez Comm Ctr		\$	62	\$	125
ACCOUNT TECHNICIAN	AFSCME	13.2260	2,080 PRK	Recreation		\$	53	\$	106
RECREATION TECHNICIAN	AFSCME	23.6870	2,080 PRK	Genoveva Chavez Comm Ctr		\$	95	\$	189
RECREATION COORDINATOR	AFSCME	21.6370	2,080 PRK	Recreation		\$	87	\$	173
SWIM POOL LIFEGUARD	AFSCME	13.8870	2,080 PRK	Recreation		\$	56	\$	111
SWIM INSTRUCTOR	AFSCME	15.6170	2,080 PRK	Recreation		\$	62	\$	125
PARKS MAINTENANCE WORKER SR	AFSCME	14.8740	2,080 PRK	Parks, Trails & Watershed		\$	59	\$	119
PARKS EQUIPMENT OPERATOR	AFSCME	16.8800	2,080 PRK	Parks, Trails & Watershed		\$	68	\$	135
PARKS MAINTENANCE WORKER	AFSCME	13.4910	2,080 PRK	Parks, Trails & Watershed		\$	54	\$	108
RECREATION TECHNICIAN	AFSCME	13.7840	2,080 PRK	Genoveva Chavez Comm Ctr		\$	55	\$	110
REGISTRATION RECORDS SPEC	AFSCME	16.3980	2,080 PRK	Recreation		\$	66	\$	131
PARKS MAINTENANCE WORKER SR	AFSCME	16.0460	2,080 PRK	Parks, Trails & Watershed		\$	64	\$	128
MARKETING & SPEC EVENTS COORD	AFSCME	27.8890	2,080 PRK	Parks, Trails & Watershed		\$	112	\$	223
MECHANICAL STRUCTURAL SPEC	AFSCME	17.8590	2,080 PRK	Parks, Trails & Watershed		\$	71	\$	143
ACCOUNT TECHNICIAN	AFSCME	13.2260	2,080 PRK	Recreation		\$	53	\$	106
PARKS MAINTENANCE WORKER	AFSCME	13.2260	2,080 PRK	Parks, Trails & Watershed		\$	53	\$	106
MECHANICAL STRUCTURAL SPEC SR	AFSCME	13.4910	2,080 PRK	Parks, Trails & Watershed		\$	54	\$	108
PARKS SUPERINTENDENT	AFSCME	24.7050	2,080 PRK	Parks, Trails & Watershed		\$	99	\$	198
IPM MANAGER	NON UNION	28.0460	2,080 PRK	Parks, Trails & Watershed		\$	112	\$	224
RECREATION COORDINATOR	AFSCME	30.3300	2,080 PRK	Parks, Trails & Watershed		\$	121	\$	243
SWIM POOL LIFEGUARD	AFSCME	17.2180	2,080 PRK	Genoveva Chavez Comm Ctr		\$	69	\$	138
MARKETING & SPEC EVENTS COORD	AFSCME	14.1650	2,080 PRK	Recreation		\$	57	\$	113
RECREATION SUPERVISOR	NON UNION	22.3060	2,080 PRK	Municipal Rec Complex		\$	89	\$	178
RECREATION TECHNICIAN	AFSCME	19.9320	2,080 PRK	Recreation		\$	80	\$	159
RECREATION SUPERVISOR	AFSCME	12.5960	2,080 PRK	Genoveva Chavez Comm Ctr		\$	50	\$	101
RECREATION SUPERVISOR	NON UNION	19.9320	2,080 PRK	Genoveva Chavez Comm Ctr		\$	80	\$	159
SWIM POOL LIFEGUARD	AFSCME	13.8870	2,080 PRK	Recreation		\$	56	\$	111
ACCOUNT TECHNICIAN	AFSCME	14.9810	2,080 PRK	Recreation		\$	60	\$	120
RECREATION SUPERVISOR	NON UNION	19.9320	2,080 PRK	Genoveva Chavez Comm Ctr		\$	80	\$	159
RECREATION TECHNICIAN	AFSCME	12.5960	2,080 PRK	Genoveva Chavez Comm Ctr		\$	50	\$	101
SWIM POOL LIFEGUARD	AFSCME	13.8870	2,080 PRK	Recreation		\$	56	\$	111
ACCOUNT TECHNICIAN	AFSCME	14.9810	2,080 PRK	Recreation		\$	60	\$	120
RECREATION SUPERVISOR	NON UNION	19.9320	2,080 PRK	Genoveva Chavez Comm Ctr		\$	80	\$	159
RECREATION TECHNICIAN	AFSCME	12.5960	2,080 PRK	Genoveva Chavez Comm Ctr		\$	50	\$	101
SWIM POOL LIFEGUARD	AFSCME	13.8870	2,080 PRK	Recreation		\$	56	\$	111
PARKS MAINTENANCE WORKER SR	AFSCME	14.8740	2,080 PRK	Parks, Trails & Watershed		\$	59	\$	119
ADMINISTRATIVE ASSISTANT	AFSCME	16.2930	2,080 PRK	Genoveva Chavez Comm Ctr		\$	65	\$	130
ICE ARENA MANAGER	NON UNION	28.0460	2,080 PRK	Genoveva Chavez Comm Ctr		\$	112	\$	224
RECREATION COORDINATOR	AFSCME	17.2180	2,080 PRK	Recreation		\$	69	\$	138
RECREATION COORDINATOR	AFSCME	17.2180	2,080 PRK	Recreation		\$	69	\$	138
PARKS MAINTENANCE WORKER	AFSCME	13.2260	2,080 PRK	Parks, Trails & Watershed		\$	53	\$	106
RECREATION SUPERVISOR	NON UNION	19.9320	2,080 PRK	Recreation		\$	80	\$	159
YOUTH SPECIALIST	AFSCME	13.8870	2,080 PRK	Genoveva Chavez Comm Ctr		\$	56	\$	111
PARKS MAINTENANCE WORKER SR	AFSCME	14.8740	2,080 PRK	Parks, Trails & Watershed		\$	59	\$	119
PARKS MAINTENANCE WORKER SR	AFSCME	14.8740	2,080 PRK	Parks, Trails & Watershed		\$	59	\$	119
SWIM POOL LIFEGUARD	NON UNION	13.8870	1,040 PRK	Recreation		\$	56	\$	111
PARKS SUPERINTENDENT	NON UNION	32.4730	2,080 PRK	Parks, Trails & Watershed		\$	130	\$	260
PARKS MAINTENANCE WORKER SR	AFSCME	14.8740	2,080 PRK	Parks, Trails & Watershed		\$	59	\$	119
PARKS MAINTENANCE WORKER SR	AFSCME	14.8740	2,080 PRK	Parks, Trails & Watershed		\$	59	\$	119
PARKS MAINTENANCE WORKER SR	AFSCME	15.6690	2,080 PRK	Parks, Trails & Watershed		\$	59	\$	119
ADMINISTRATIVE ASSISTANT	AFSCME	20.9280	2,080 PRK	Genoveva Chavez Comm Ctr		\$	63	\$	125
EQUIPMENT MANAGER	AFSCME	13.4910	2,080 PRK	Parks, Trails & Watershed		\$	54	\$	108
PARKS MAINTENANCE WORKER	AFSCME	13.4910	2,080 PRK	Parks, Trails & Watershed		\$	54	\$	108
SWIM INSTRUCTOR	AFSCME	15.6170	2,080 PRK	Genoveva Chavez Comm Ctr		\$	62	\$	125
SWIM POOL LIFEGUARD	NONUNION-PAFSCME	13.8870	1,040 PRK	Recreation		\$	56	\$	111
PARKS EQUIPMENT OPERATOR	AFSCME	16.8800	2,080 PRK	Parks, Trails & Watershed		\$	68	\$	135
RECREATION SUPERVISOR	NON UNION	19.9320	2,080 PRK	Recreation		\$	80	\$	159
PARKS MAINTENANCE WORKER	AFSCME	13.4910	2,080 PRK	Parks, Trails & Watershed		\$	54	\$	108
ACCOUNT TECHNICIAN	AFSCME	13.6360	2,080 PRK	Municipal Rec Complex		\$	55	\$	109
PARKS MAINTENANCE WORKER SR	AFSCME	14.8740	2,080 PRK	Municipal Rec Complex		\$	59	\$	119
SWIM INSTRUCTOR	AFSCME	16.6770	2,080 PRK	Recreation		\$	67	\$	133
GOLF COURSE MANAGER	NON UNION	34.2880	2,080 PRK	Municipal Rec Complex		\$	137	\$	274
RECREATION TECHNICIAN	AFSCME	13.9100	2,080 PRK	Genoveva Chavez Comm Ctr		\$	56	\$	111
RECREATION COORDINATOR	AFSCME	17.2180	2,080 PRK	Genoveva Chavez Comm Ctr		\$	69	\$	138
PARKS MAINTENANCE WORKER SR	AFSCME	15.6280	2,080 PRK	Parks, Trails & Watershed		\$	63	\$	125
RECREATION COMPLEX MANAGER	NON UNION	40.5500	2,080 PRK	Recreation		\$	162	\$	324
SWIM POOL LIFEGUARD	AFSCME	14.1650	2,080 PRK	Genoveva Chavez Comm Ctr		\$	57	\$	113
PARKS SUPERINTENDENT	NON UNION	28.0460	2,080 PRK	Parks, Trails & Watershed		\$	112	\$	224
PARKS SUPERINTENDENT	NON UNION	28.0460	2,080 PRK	Parks, Trails & Watershed		\$	112	\$	224
PARKS MAINTENANCE WORKER	AFSCME	13.4910	2,080 PRK	Parks, Trails & Watershed		\$	54	\$	108
MARKETING & SPEC EVENTS COORD	AFSCME	18.0780	2,080 PRK	Recreation		\$	72	\$	145
SWIM POOL LIFEGUARD	AFSCME	14.1650	2,080 PRK	Genoveva Chavez Comm Ctr		\$	57	\$	113
RECREATION MANAGER	NON UNION	29.4480	2,080 PRK	Genoveva Chavez Comm Ctr		\$	118	\$	236
RECREATION SUPERVISOR	NON UNION	23.4710	2,080 PRK	Genoveva Chavez Comm Ctr		\$	94	\$	188
PARKS SUPERINTENDENT	NON UNION	28.0460	2,080 PRK	Municipal Rec Complex		\$	112	\$	224
YOUTH SPECIALIST	AFSCME	14.1650	2,080 PRK	Genoveva Chavez Comm Ctr		\$	57	\$	113
SWIM INSTRUCTOR	AFSCME	16.9610	2,080 PRK	Recreation		\$	68	\$	136

Title	Union Status	Hourly Rate	Annual Hours	Dept	Division	Pay Period			
						6 Hour Per Week Furlough - Salary Savings	12 Hour Per Pay Period - Furlough- Salary Savings	4 Hour Per Week Furlough - Salary Savings	8 Hour Per Period Furlough- Salary Savings
PARKS DIVISION DIRECTOR	NON UNION	46.0030	2,080 PRK	Parks, Trails & Watershed			\$ 184	\$ 368	
SWIM POOL LIFEGUARD	AFSCME	14.1650	2,080 PRK	Genoveva Chavez Comm Ctr			\$ 57	\$ 113	
SWIM INSTRUCTOR	AFSCME	15.6170	2,080 PRK	Recreation			\$ 62	\$ 125	
ADMINISTRATIVE MANAGER	NON UNION	34.5300	2,080 PRK	Genoveva Chavez Comm Ctr			\$ 138	\$ 276	
PARKS SUPERINTENDENT	NON UNION	28.0460	2,080 PRK	Municipal Rec Complex			\$ 112	\$ 224	
PARKS SUPERINTENDENT	NON UNION	28.0460	2,080 PRK	Parks, Trails & Watershed			\$ 112	\$ 224	
PARKS MAINTENANCE WORKER	AFSCME	13.4930	2,080 PRK	Parks, Trails & Watershed			\$ 54	\$ 108	
PARKS SUPERINTENDENT	NON UNION	32.4730	2,080 PRK	Parks, Trails & Watershed			\$ 130	\$ 260	
PARKS MAINTENANCE WORKER	NONUNION- PAFSCME	13.2260	2,080 PRK	Parks, Trails & Watershed			\$ 53	\$ 106	
SWIM INSTRUCTOR	AFSCME	15.6170	2,080 PRK	Genoveva Chavez Comm Ctr			\$ 62	\$ 125	
PARKS MAINTENANCE WORKER	AFSCME	13.2260	2,080 PRK	Municipal Rec Complex			\$ 53	\$ 106	
AQUATIC FACILITIES TECHNICIAN	AFSCME	19.5730	2,080 PRK	Genoveva Chavez Comm Ctr			\$ 78	\$ 157	
WATER OPERATOR LEAD	AFSCME	33.1900	2,080 PU	Water			\$ 133	\$ 266	
PARKS SUPERINTENDENT	NON UNION	28.0460	2,080 PU	Environmental Services			\$ 112	\$ 224	
WATER OPERATOR ENTRY	AFSCME	17.0600	2,080 PU	Water			\$ 68	\$ 136	
FIELD OPERATOR LEAD	AFSCME	21.0030	2,080 PU	Waste Water			\$ 84	\$ 168	
SWM EQUIPMENT OPERATOR	AFSCME	23.1740	2,080 PU	Environmental Services			\$ 93	\$ 185	
CHEMIST	AFSCME	29.3980	2,080 PU	Waste Water			\$ 118	\$ 235	
ADMINISTRATIVE ASSISTANT	AFSCME	16.0650	2,080 PU	Waste Water			\$ 64	\$ 129	
PROJECT SPECIALIST	AFSCME	22.8660	2,080 PU	Utility Customer Service			\$ 91	\$ 183	
FIELD OPERATOR ENTRY	AFSCME	14.8730	2,080 PU	Waste Water			\$ 59	\$ 119	
WWM SHIFT SUPERVISOR	NON UNION	30.7520	2,080 PU	Waste Water			\$ 123	\$ 246	
CUSTOMER SERVICE REP	AFSCME	16.2870	2,080 PU	Utility Customer Service			\$ 65	\$ 130	
SUPPLY INVENTORY SUPERVISOR	AFSCME	16.3980	2,080 PU	Waste Water			\$ 66	\$ 131	
EQUIPMENT REPAIRMAN LEAD	AFSCME	28.3010	2,080 PU	Water			\$ 113	\$ 226	
MARKETING & SPEC EVENTS COORD	AFSCME	25.4080	2,080 PU	Environmental Services			\$ 102	\$ 203	
CUSTOMER SERVICE REP	AFSCME	15.9660	2,080 PU	Utility Customer Service			\$ 64	\$ 128	
WASTE OPERATOR ADVANCED	AFSCME	21.5600	2,080 PU	Waste Water			\$ 86	\$ 172	
PIPEFITTER LEAD	AFSCME	30.6830	2,080 PU	Water			\$ 123	\$ 245	
WWM INSPECTION SENIOR	AFSCME	22.5990	2,080 PU	Waste Water			\$ 89	\$ 179	
ENVIRONMENTAL SRVCS PROG MNGR	NON UNION	30.5900	2,080 PU	Environmental Services			\$ 122	\$ 245	
WASTE OPERATOR LEAD	AFSCME	26.2490	2,080 PU	Waste Water			\$ 105	\$ 210	
WASTE OPERATOR LEAD	AFSCME	25.9620	2,080 PU	Waste Water			\$ 104	\$ 208	
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080 PU	Environmental Services			\$ 69	\$ 138	
WATER OPERATOR LEAD	AFSCME	32.1800	2,080 PU	Water			\$ 129	\$ 257	
PROJECT SPECIALIST	AFSCME	19.5190	2,080 PU	Environmental Services			\$ 78	\$ 156	
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080 PU	Environmental Services			\$ 69	\$ 138	
PIPEFITTER INTERMEDIATE	AFSCME	22.3090	2,080 PU	Water			\$ 89	\$ 178	
ASSISTANT PROCUREMENT OFFICER	NON UNION	27.5400	2,080 PU	Pub Utilities Admin			\$ 110	\$ 220	
WATER CONSERVATION MANAGER	NON UNION	38.2030	2,080 PU	Water			\$ 153	\$ 306	
WATER OPERATOR LEAD	AFSCME	33.1700	2,080 PU	Water			\$ 133	\$ 265	
UTILITY BILLING MANAGER	NON UNION	40.0050	2,080 PU	Utility Customer Service			\$ 160	\$ 320	
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080 PU	Environmental Services			\$ 69	\$ 138	
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080 PU	Environmental Services			\$ 69	\$ 138	
ENGINEER	NONUNION- PAFSCME	37.7000	2,080 PU	Water			\$ 151	\$ 302	
SWM EQUIPMENT OPERATOR	AFSCME	17.5390	2,080 PU	Environmental Services			\$ 70	\$ 140	
PLANNER SENIOR	AFSCME	34.8850	2,080 PU	Environmental Services			\$ 140	\$ 279	
EQUIPMENT REPAIRMAN LEAD	AFSCME	30.2100	2,080 PU	Water			\$ 121	\$ 242	
ADMINISTRATIVE MANAGER	NON UNION	29.0790	2,080 PU	Pub Utilities Admin			\$ 116	\$ 233	
WWM DIVISION DIRECTOR	EXEMPT AT WILL	51.0100	2,080 PU	Waste Water			\$ 204	\$ 408	
ARCHAEOLOGICAL TECHNICIAN	AFSCME	24.9900	2,080 PU	Water			\$ 100	\$ 200	
SWM EQUIPMENT OPERATOR	AFSCME	19.4380	2,080 PU	Environmental Services			\$ 78	\$ 156	
WATER OPERATOR LEAD	AFSCME	20.0000	2,080 PU	Water			\$ 80	\$ 160	
WATER CONSERVATION SPECIALIST	AFSCME	31.0290	2,080 PU	Water			\$ 124	\$ 248	
ENGINEERING TECHNICIAN SENIOR	AFSCME	24.9340	2,080 PU	Waste Water			\$ 100	\$ 199	
WATER OPERATOR INTERMEDIATE	NONUNION- PAFSCME	24.0000	2,080 PU	Water			\$ 96	\$ 192	
WATER OPERATOR ENTRY	NONUNION- PAFSCME	17.0000	2,080 PU	Water			\$ 68	\$ 136	
ENGINEER ASSOCIATE	AFSCME	32.9610	2,080 PU	Water			\$ 132	\$ 264	
AUTOMATED METER READER TECH	AFSCME	19.5720	2,080 PU	Utility Customer Service			\$ 78	\$ 157	
AUTO AND SECURITY SYS ADMIN	AFSCME	36.9730	2,080 PU	Water			\$ 148	\$ 296	
SWM EQUIPMENT OPERATOR	NONUNION- PAFSCME	16.8800	2,080 PU	Environmental Services			\$ 68	\$ 135	
PIPEFITTER ENTRY	AFSCME	14.8990	2,080 PU	Water			\$ 60	\$ 119	
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080 PU	Environmental Services			\$ 69	\$ 138	
UTILITY COLLECTIONS SPECIALIST	AFSCME	17.2180	2,080 PU	Utility Customer Service			\$ 69	\$ 138	
FLEET SECTION MANAGER	NON UNION	40.3310	2,080 PU	Environmental Services			\$ 161	\$ 323	
WASTE OPERATOR ENTRY	AFSCME	15.4690	2,080 PU	Waste Water			\$ 62	\$ 124	
WWM SHIFT SUPERVISOR	NON UNION	30.1140	2,080 PU	Waste Water			\$ 120	\$ 241	
WWM EQUIPMENT OPERATOR	AFSCME	17.8170	2,080 PU	Waste Water			\$ 71	\$ 143	
ENVIRONMENTAL SERVICES SUPVR	NON UNION	25.4390	2,080 PU	Environmental Services			\$ 102	\$ 204	
WASTE OPERATOR ENTRY	AFSCME	15.4330	2,080 PU	Waste Water			\$ 62	\$ 123	
ENGINEER	AFSCME	40.6810	2,080 PU	Waste Water			\$ 163	\$ 325	
WATER RESOURCE COORD ASSIST	AFSCME	32.3820	2,080 PU	Water			\$ 130	\$ 259	
ENGINEER	AFSCME	38.6030	2,080 PU	Water			\$ 154	\$ 309	
PIPEFITTER ENTRY	AFSCME	15.4940	2,080 PU	Water			\$ 62	\$ 124	
UTILITY BILLING & DIV DIR	EXEMPT AT WILL	50.0190	2,080 PU	Utility Customer Service			\$ 200	\$ 400	
ENGINEER	AFSCME	37.8100	2,080 PU	Water			\$ 151	\$ 302	
ENGINEER	AFSCME	42.0100	2,080 PU	Water			\$ 168	\$ 336	
FIELD OPERATOR INTERMEDIATE	AFSCME	20.5500	2,080 PU	Waste Water			\$ 82	\$ 164	
EQUIPMENT OPERATOR LEAD WORKER	AFSCME	18.9820	2,080 PU	Environmental Services			\$ 76	\$ 152	
WASTE OPERATOR BASIC	AFSCME	18.7750	2,080 PU	Water			\$ 75	\$ 150	
ENGINEERING TECHNICIAN SENIOR	AFSCME	28.3010	2,080 PU	Water			\$ 113	\$ 226	
WATER OPERATOR ENTRY	AFSCME	17.0000	2,080 PU	Water			\$ 68	\$ 136	
EQUIPMENT REPAIRMAN LEAD	AFSCME	22.6210	2,080 PU	Water			\$ 90	\$ 181	
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080 PU	Environmental Services			\$ 69	\$ 138	
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080 PU	Environmental Services			\$ 69	\$ 138	
CUSTOMER SERVICE REP	AFSCME	16.2870	2,080 PU	Utility Customer Service			\$ 65	\$ 130	
CUSTOMER SERVICE REP	AFSCME	19.0600	2,080 PU	Utility Customer Service			\$ 76	\$ 152	
TRANS & DISTRIBUTION OPS SUP	NON UNION	32.8970	2,080 PU	Water			\$ 132	\$ 263	
FIELD OPERATOR ENTRY	AFSCME	14.8980	2,080 PU	Waste Water			\$ 60	\$ 119	
PIPEFITTER BASIC	AFSCME	17.7910	2,080 PU	Water			\$ 71	\$ 142	
SWM EQUIPMENT OPERATOR	AFSCME	16.8800	2,080 PU	Environmental Services			\$ 68	\$ 135	
SWM OPERATIONS MANAGER	NON UNION	31.4660	2,080 PU	Environmental Services			\$ 126	\$ 252	
ACCOUNT SPECIALIST	AFSCME	18.0780	2,080 PU	Utility Customer Service			\$ 72	\$ 145	
SWM EQUIPMENT OPERATOR	AFSCME	16.8800	2,080 PU	Environmental Services			\$ 68	\$ 135	
EQUIPMENT OPERATOR LEAD WORKER	AFSCME	18.9820	2,080 PU	Environmental Services			\$ 76	\$ 152	
UTILITY BILLING INVESTIGATOR	AFSCME	21.7210	2,080 PU	Utility Customer Service			\$ 87	\$ 174	
WATER PROGRAM TECHNICIAN	AFSCME	31.0810	2,080 PU	Water			\$ 124	\$ 249	
WWM SHIFT SUPERVISOR	NON UNION	30.0930	2,080 PU	Waste Water			\$ 120	\$ 241	
ENGINEER SUPERVISOR	NON UNION	46.2980	2,080 PU	Waste Water			\$ 185	\$ 370	
SWM EQUIPMENT OPERATOR	AFSCME	16.8800	2,080 PU	Environmental Services			\$ 68	\$ 135	
FIELD OPERATOR BASIC	AFSCME	21.5850	2,080 PU	Waste Water			\$ 86	\$ 173	
ACCOUNT SPECIALIST	AFSCME	20.0220	2,080 PU	Water			\$ 80	\$ 160	
PROJECT SPECIALIST	AFSCME	31.1870	2,080 PU	Water			\$ 125	\$ 249	
EQUIPMENT REPAIRMAN LEAD	AFSCME	30.4270	2,080 PU	Water			\$ 122	\$ 243	
FIELD OPERATOR BASIC	AFSCME	20.3560	2,080 PU	Waste Water			\$ 81	\$ 163	
WASTE OPERATOR ENTRY	AFSCME	15.4300	2,080 PU	Waste Water			\$ 62	\$ 123	
ENGINEER	AFSCME	37.7100	2,080 PU	Waste Water			\$ 151	\$ 302	
HEAVY EQUIPMENT MECHANIC	AFSCME	23.4810	2,080 PU	Environmental Services			\$ 94	\$ 188	
WASTE OPERATOR ENTRY	AFSCME	15.4490	2,080 PU	Waste Water			\$ 62	\$ 124	

Title	Union Status	Hourly Rate	Annual Hours	Dept	Division	12 Hour Pay Period		8 Hour Pay Period	
						6 Hour Per Week Furlough - Salary Savings	4 Hour Per Week Furlough - Salary Savings	6 Hour Per Week Furlough - Salary Savings	4 Hour Per Week Furlough - Salary Savings
SWM EQUIPMENT OPERATOR	AFSCME	16.2880	2,080	PU	Environmental Services			\$ 65	\$ 130
PUBLIC UTILITIES INSPECTOR	AFSCME	29.3860	2,080	PU	Water			\$ 118	\$ 235
CITY LAND DOCUMENTS TECHNICIAN	AFSCME	24.3260	2,080	PU	Water			\$ 97	\$ 195
METER READER	AFSCME	17.4580	2,080	PU	Utility Customer Service			\$ 70	\$ 140
ENGINEERING TECHNICIAN SENIOR	AFSCME	24.7130	2,080	PU	Waste Water			\$ 99	\$ 198
ADMINISTRATIVE MANAGER	NON UNION	30.6070	2,080	PU	Waste Water			\$ 122	\$ 245
FISCAL ADMINISTRATOR	NON UNION	40.0740	2,080	PU	Pub Utilities Admin			\$ 160	\$ 321
WATER OPERATOR LEAD	AFSCME	33.1200	2,080	PU	Water			\$ 132	\$ 265
AUTO AND SECURITY SYS ADMIN	AFSCME	36.9630	2,080	PU	Waste Water			\$ 148	\$ 296
EQUIPMENT REPAIRMAN LEAD	AFSCME	31.0430	2,080	PU	Water			\$ 124	\$ 248
FIELD OPERATOR ENTRY	AFSCME	14.5820	2,080	PU	Waste Water			\$ 58	\$ 117
SWM EQUIPMENT OPERATOR	AFSCME	16.8800	2,080	PU	Environmental Services			\$ 68	\$ 135
PARKS MAINTENANCE WORKER	AFSCME	13.7010	2,080	PU	Environmental Services			\$ 55	\$ 110
EQUIPMENT REPAIRMAN LEAD	AFSCME	30.2100	2,080	PU	Water			\$ 121	\$ 242
EQUIPMENT REPAIRMAN LEAD	AFSCME	28.3010	2,080	PU	Water			\$ 113	\$ 226
SOURCE OF SUPPLY OPS MNGR	NON UNION	44.8800	2,080	PU	Water			\$ 180	\$ 359
TRANS & DISTRIBUTION OPS SUP	NON UNION	32.9400	2,080	PU	Water			\$ 132	\$ 264
UTILITY BILLING INVESTIGATOR	AFSCME	19.5200	2,080	PU	Utility Customer Service			\$ 78	\$ 156
ACCOUNT TECHNICIAN	AFSCME	15.6700	2,080	PU	Utility Customer Service			\$ 63	\$ 125
SENIOR FINANCIAL ANALYST	NON UNION	37.2300	2,080	PU	Pub Utilities Admin			\$ 149	\$ 298
WWM PLANT SUPERINTENDENT	NON UNION	39.7500	2,080	PU	Waste Water			\$ 159	\$ 318
TRANS & DISTRIBUTION MNGR	NON UNION	37.7160	2,080	PU	Water			\$ 151	\$ 302
SWM EQUIPMENT OPERATOR	AFSCME	16.6270	2,080	PU	Environmental Services			\$ 67	\$ 133
CUSTODIAN	AFSCME	13.2260	2,080	PU	Water			\$ 53	\$ 106
CUSTODIAN	AFSCME	14.1650	2,080	PU	Water			\$ 57	\$ 113
EQUIPMENT REPAIRMAN LEAD	AFSCME	36.9600	2,080	PU	Water			\$ 148	\$ 296
ACCOUNT TECHNICIAN	AFSCME	17.8740	2,080	PU	Water			\$ 71	\$ 143
FIELD OPERATOR LEAD	AFSCME	20.5690	2,080	PU	Waste Water			\$ 82	\$ 165
WATER LINE LOCATOR	AFSCME	19.7020	2,080	PU	Water			\$ 79	\$ 158
WATER RESOURCES ANALYST	AFSCME	24.7450	2,080	PU	Water			\$ 99	\$ 198
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PU	Environmental Services			\$ 69	\$ 138
WASTE OPERATOR ADVANCED	AFSCME	27.3000	2,080	PU	Water			\$ 109	\$ 218
CUSTOMER SERVICE REP	AFSCME	16.2840	2,080	PU	Utility Customer Service			\$ 65	\$ 130
FINANCIAL ANALYST	AFSCME	27.8870	2,080	PU	Utility Customer Service			\$ 112	\$ 223
ACCOUNT TECHNICIAN	AFSCME	15.9660	2,080	PU	Utility Customer Service			\$ 64	\$ 128
ENVIRONMENTAL COMPLIANCE SPEC	AFSCME	44.6150	2,080	PU	Pub Utilities Admin			\$ 178	\$ 357
WELDER	AFSCME	20.7960	2,080	PU	Environmental Services			\$ 83	\$ 166
ENVIRONMENTAL SERVICES SUPVR	NON UNION	25.4390	2,080	PU	Environmental Services			\$ 102	\$ 204
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PU	Environmental Services			\$ 69	\$ 138
WATER SYSTEMS PLANT OP SUP	NON UNION	38.7600	2,080	PU	Water			\$ 155	\$ 310
ASSESSMENT TECHNICIAN	AFSCME	16.3640	2,080	PU	Environmental Services			\$ 65	\$ 131
WATER DIVISION DIRECTOR	EXEMPT AT WILL	51.4260	2,080	PU	Water			\$ 206	\$ 411
CUSTOMER SERVICE REP	AFSCME	16.2850	2,080	PU	Utility Customer Service			\$ 65	\$ 130
WASTE OPERATOR ADVANCED	AFSCME	21.4040	2,080	PU	Waste Water			\$ 86	\$ 171
WWM MAINTENANCE SUPERINTENDENT	NON UNION	28.0460	2,080	PU	Waste Water			\$ 112	\$ 224
GIS ANALYST	AFSCME	21.8820	2,080	PU	Waste Water			\$ 88	\$ 175
ACCOUNT SPECIALIST	AFSCME	18.0780	2,080	PU	Utility Customer Service			\$ 72	\$ 145
PARKS MAINTENANCE WORKER SR	AFSCME	14.9820	2,080	PU	Environmental Services			\$ 60	\$ 120
SWM EQUIPMENT OPERATOR	AFSCME	17.3400	2,080	PU	Environmental Services			\$ 69	\$ 139
EQUIPMENT REPAIRMAN LEAD	AFSCME	25.5610	2,080	PU	Water			\$ 102	\$ 204
SWM EQUIPMENT OPERATOR	AFSCME	19.2730	2,080	PU	Environmental Services			\$ 77	\$ 154
ENVIRONMENTAL SERVICES SUPVR	NON UNION	25.4390	2,080	PU	Environmental Services			\$ 102	\$ 204
WWM MAINTENANCE SUPERINTENDENT	NON UNION	28.0460	2,080	PU	Waste Water			\$ 112	\$ 224
ENVIRONMENTAL PROGRAMS COORD	AFSCME	27.3420	2,080	PU	Environmental Services			\$ 109	\$ 219
WWM LAB MANAGER	NON UNION	33.8710	2,080	PU	Waste Water			\$ 135	\$ 271
UTILITY COLLECTIONS SPECIALIST	AFSCME	16.8800	2,080	PU	Utility Customer Service			\$ 68	\$ 135
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PU	Environmental Services			\$ 69	\$ 138
SWM EQUIPMENT OPERATOR	AFSCME	18.7010	2,080	PU	Environmental Services			\$ 75	\$ 150
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PU	Environmental Services			\$ 69	\$ 138
CHEMIST	AFSCME	27.6770	2,080	PU	Waste Water			\$ 111	\$ 221
PIPEFITTER LEAD	AFSCME	25.4270	2,080	PU	Water			\$ 102	\$ 203
WASTE OPERATOR ADVANCED	AFSCME	20.9620	2,080	PU	Waste Water			\$ 84	\$ 168
ACCOUNT SPECIALIST	AFSCME	18.0780	2,080	PU	Environmental Services			\$ 72	\$ 145
EQUIPMENT OPERATOR LEAD WORKER	AFSCME	18.9820	2,080	PU	Environmental Services			\$ 76	\$ 152
ADMINISTRATIVE MANAGER	NON UNION	33.6090	2,080	PU	Environmental Services			\$ 134	\$ 269
SWM EQUIPMENT OPERATOR	AFSCME	15.6170	2,080	PU	Environmental Services			\$ 62	\$ 125
SWM EQUIPMENT OPERATOR	AFSCME	15.6170	2,080	PU	Environmental Services			\$ 62	\$ 125
ACCOUNT SPECIALIST	AFSCME	18.9190	2,080	PU	Utility Customer Service			\$ 76	\$ 151
WATER RESOURCES COORDINATOR	NON UNION	38.8800	2,080	PU	Water			\$ 156	\$ 311
SWM EQUIPMENT OPERATOR	AFSCME	16.8800	2,080	PU	Environmental Services			\$ 68	\$ 135
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PU	Environmental Services			\$ 69	\$ 138
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PU	Environmental Services			\$ 69	\$ 138
ENVIRONMENTAL SERVICES DIV DIR	EXEMPT AT WILL	51.0120	2,080	PU	Environmental Services			\$ 204	\$ 408
ENGINEER SUPERVISOR	NON UNION	47.8180	2,080	PU	Water			\$ 191	\$ 383
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PU	Environmental Services			\$ 69	\$ 138
PROJECT ADMINISTRATOR	AFSCME	26.7100	2,080	PU	Utility Customer Service			\$ 107	\$ 214
CUSTOMER SERVICE REP	AFSCME	16.2850	2,080	PU	Utility Customer Service			\$ 65	\$ 130
ACCOUNT SPECIALIST	AFSCME	18.0780	2,080	PU	Utility Customer Service			\$ 72	\$ 145
WWM COLLECTIONS MANAGER	NON UNION	34.4870	2,080	PU	Waste Water			\$ 138	\$ 276
WATER CONSERVATION ENF OFFICER	AFSCME	14.8740	2,080	PU	Water			\$ 59	\$ 119
ADMINISTRATIVE ASSISTANT	AFSCME	16.3980	2,080	PU	Pub Utilities Admin			\$ 66	\$ 131
WATER LINE LOCATOR	AFSCME	18.1180	2,080	PU	Water			\$ 72	\$ 145
ACCOUNT SPECIALIST	AFSCME	18.0780	2,080	PU	Utility Customer Service			\$ 72	\$ 145
ADMINISTRATIVE ASSISTANT	NON UNION-PAFSCME	14.5800	2,080	PU	Utility Customer Service			\$ 58	\$ 117
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PU	Environmental Services			\$ 69	\$ 138
MECHANIC SUPERVISOR II	NON UNION	29.4480	2,080	PU	Environmental Services			\$ 118	\$ 236
UTILITY BILLING MANAGER	NON UNION	32.2470	2,080	PU	Utility Customer Service			\$ 129	\$ 258
WWM MAINTENANCE SUPERINTENDENT	NON UNION	28.0460	2,080	PU	Waste Water			\$ 112	\$ 224
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PU	Environmental Services			\$ 69	\$ 138
WELDER	AFSCME	27.1330	2,080	PU	Environmental Services			\$ 109	\$ 217
EQUIPMENT REPAIRMAN LEAD	AFSCME	23.0730	2,080	PU	Water			\$ 92	\$ 185
PIPEFITTER LEAD	AFSCME	31.0810	2,080	PU	Water			\$ 124	\$ 249
WASTE OPERATOR LEAD	AFSCME	26.0610	2,080	PU	Waste Water			\$ 104	\$ 208
SWM EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PU	Environmental Services			\$ 69	\$ 138
SUPPLY INVENTORY SUPERVISOR	AFSCME	20.9280	2,080	PU	Waste Water			\$ 84	\$ 167
FIELD OPERATOR BASIC	AFSCME	17.5510	2,080	PU	Waste Water			\$ 70	\$ 140
CUSTOMER SERVICE REP	AFSCME	16.2840	2,080	PU	Utility Customer Service			\$ 65	\$ 130
WWM EQUIPMENT SPECIALIST SR.	AFSCME	21.0350	2,080	PU	Waste Water			\$ 84	\$ 168
EQUIPMENT REPAIRMAN LEAD	AFSCME	23.0730	2,080	PU	Water			\$ 92	\$ 185
AUTOMATED METER READER TECH	AFSCME	16.3920	2,080	PU	Utility Customer Service			\$ 66	\$ 131
PIPEFITTER LEAD	AFSCME	25.4090	2,080	PU	Water			\$ 102	\$ 203
SUPPLY INVENTORY SUPERVISOR	AFSCME	19.0600	2,080	PU	Water			\$ 76	\$ 152
SWM EQUIPMENT OPERATOR	AFSCME	18.3920	2,080	PU	Environmental Services			\$ 74	\$ 147
SWM EQUIPMENT OPERATOR	AFSCME	20.7590	2,080	PU	Environmental Services			\$ 83	\$ 166
WWM SHIFT SUPERVISOR	NON UNION	30.1000	2,080	PU	Waste Water			\$ 120	\$ 241
AUTOCAD DRAFTER	AFSCME	26.2860	2,080	PU	Water			\$ 105	\$ 210
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit			\$ 59	\$ 119
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit			\$ 59	\$ 119
TRANSIT DISPATCH SUPERVISOR	NON UNION	22.0720	2,080	PW	Transit			\$ 88	\$ 177

Title	Union Status	Hourly Rate	Annual Hours	Dept	Division	Pay Period			
						6 Hour Per Week Furlough - Salary Savings	12 Hour Per Furlough - Salary Savings	4 Hour Per Week Furlough - Salary Savings	8 Hour Per Furlough - Salary Savings
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
CUSTODIAN	AFSCME	14.6710	2,080	PW	Facilities Maintenance			\$ 59	\$ 117
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit			\$ 59	\$ 119
MECHANICAL STRUCTURAL SPEC SR	AFSCME	24.6940	2,080	PW	Facilities Maintenance			\$ 99	\$ 198
ENGINEER SUPERVISOR	NON UNION	42.6560	2,080	PW	Engineering Division			\$ 171	\$ 341
SIGN TECHNICIAN SENIOR	AFSCME	20.6490	2,080	PW	Engineering Division			\$ 83	\$ 165
CUSTODIAN	AFSCME	13.2260	2,080	PW	Facilities Maintenance			\$ 53	\$ 106
CONTRACTS ADMINISTRATOR	AFSCME	20.6390	2,080	PW	Engineering Division			\$ 83	\$ 165
MECHANICAL STRUCTURAL SPEC	AFSCME	17.5030	2,080	PW	Facilities Maintenance			\$ 70	\$ 140
STREETS EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PW	Streets & Drainage Maint			\$ 69	\$ 138
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
TRANSIT DRIVER III	AFSCME	16.0760	2,080	PW	Transit			\$ 64	\$ 129
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit			\$ 59	\$ 119
AIRPORT MANAGER	EXEMPT AT WILL	45.9000	2,080	PW	Airport			\$ 184	\$ 367
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit			\$ 59	\$ 119
HEAVY EQUIPMENT MECHANIC	AFSCME	19.9320	2,080	PW	Transit			\$ 80	\$ 159
SIGN TECHNICIAN SENIOR	AFSCME	25.3540	2,080	PW	Engineering Division			\$ 101	\$ 203
PARKING SUPERVISOR	NON UNION	18.0780	2,080	PW	Parking			\$ 72	\$ 145
STREETS EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PW	Streets & Drainage Maint			\$ 69	\$ 138
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit			\$ 59	\$ 119
MECHANICAL STRUCTURAL SUP	NON UNION	29.4480	2,080	PW	Facilities Maintenance			\$ 118	\$ 236
ADMINISTRATIVE ASSISTANT	AFSCME	15.6740	2,080	PW	Transit			\$ 63	\$ 125
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit			\$ 59	\$ 119
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
PROJECT ADMINISTRATOR	AFSCME	30.5890	2,080	PW	Streets & Drainage Maint			\$ 122	\$ 245
PROPERTY MAINTENANCE MANAGER	NON UNION	37.5000	2,080	PW	Midtown Campus			\$ 150	\$ 300
CUSTODIAN	NONUNION- PAFSCME	13.2260	2,080	PW	Facilities Maintenance			\$ 53	\$ 106
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit			\$ 59	\$ 119
TRANSIT DRIVER III	AFSCME	16.0760	2,080	PW	Transit			\$ 64	\$ 129
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit			\$ 59	\$ 119
EQUIPMENT SERVICE WORKER	AFSCME	15.6170	2,080	PW	Transit			\$ 62	\$ 125
MECHANICAL STRUCTURAL SPEC SR	AFSCME	24.4550	2,080	PW	Facilities Maintenance			\$ 98	\$ 196
GRANTS ADMINISTRATOR	AFSCME	37.8200	2,080	PW	Engineering Division			\$ 151	\$ 303
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
PARKING SUPERVISOR	NON UNION	19.8620	2,080	PW	Parking			\$ 79	\$ 159
PARKING ATTENDANT SHIFT SUPVR	AFSCME	18.2390	2,080	PW	Parking			\$ 73	\$ 146
SUPPLY INVENTORY SUPERVISOR	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
PARKING ENFORCEMENT OFFICER	AFSCME	13.6200	2,080	PW	Parking			\$ 54	\$ 109
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
ADMINISTRATIVE ASSISTANT	AFSCME	16.2880	2,080	PW	Facilities Maintenance			\$ 65	\$ 130
ELECTRONIC REPAIR SHOP TECH	AFSCME	19.5690	2,080	PW	Transit			\$ 78	\$ 157
PARKING ATTENDANT	AFSCME	13.8900	2,080	PW	Parking			\$ 56	\$ 111
CUSTODIAN	AFSCME	13.4910	2,080	PW	Facilities Maintenance			\$ 54	\$ 108
STREETS MAINTENANCE WORKER SR	AFSCME	14.7210	2,080	PW	Streets & Drainage Maint			\$ 59	\$ 118
MECHANICAL STRUCTURAL SPEC	AFSCME	17.5030	2,080	PW	Facilities Maintenance			\$ 70	\$ 140
TRANSIT DISPATCH SUPERVISOR	NON UNION	18.0780	2,080	PW	Transit			\$ 72	\$ 145
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit			\$ 59	\$ 119
ADMINISTRATIVE ASSISTANT	AFSCME	16.2870	2,080	PW	Streets & Drainage Maint			\$ 65	\$ 130
AIRPORT OPERATIONS MANAGER	NON UNION	29.0000	2,080	PW	Airport			\$ 116	\$ 232
TRANSIT DRIVER III	NONUNION- PAFSCME	16.0760	2,080	PW	Transit			\$ 64	\$ 129
STREETS MAINTENANCE WORKER	AFSCME	14.8740	2,080	PW	Transit			\$ 59	\$ 119
STREETS MAINTENANCE WORKER	AFSCME	13.4910	2,080	PW	Streets & Drainage Maint			\$ 54	\$ 108
TRANSIT DISPATCH SUPERVISOR	NON UNION	19.2690	2,080	PW	Transit			\$ 77	\$ 154
TRANSIT TRAINING ADMINISTRATOR	NON UNION	29.2010	2,080	PW	Transit			\$ 117	\$ 234
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
STREETS SUPERVISOR	AFSCME	20.9280	2,080	PW	Streets & Drainage Maint			\$ 84	\$ 167
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
TRANSIT DRIVER III	AFSCME	16.0760	2,080	PW	Transit			\$ 64	\$ 129
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit			\$ 59	\$ 119
CUSTODIAN	AFSCME	13.2260	2,080	PW	Facilities Maintenance			\$ 53	\$ 106
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
PAINT TECHNICIAN	AFSCME	17.2180	2,080	PW	Engineering Division			\$ 69	\$ 138
STREETS SUPERVISOR	AFSCME	20.9280	2,080	PW	Streets & Drainage Maint			\$ 84	\$ 167
PARKING ENFORCEMENT OFFICER	AFSCME	16.4970	2,080	PW	Parking			\$ 66	\$ 132
PARKING ENFORCEMENT OFFICER	AFSCME	13.6190	2,080	PW	Parking			\$ 54	\$ 109
CUSTODIAN LEAD WORKER	AFSCME	16.3980	2,080	PW	Facilities Maintenance			\$ 66	\$ 131
CUSTOMER SERVICE REP	AFSCME	13.4910	2,080	PW	Transit			\$ 54	\$ 108
PROJECT ADMINISTRATOR	AFSCME	26.7100	2,080	PW	Engineering Division			\$ 107	\$ 214
TRANSIT DRIVER III	NONUNION- PAFSCME	16.0760	2,080	PW	Transit			\$ 64	\$ 129
STREETS SUPERVISOR	AFSCME	20.9280	2,080	PW	Streets & Drainage Maint			\$ 84	\$ 167
CUSTOMER SERVICE REP	AFSCME	13.2260	2,080	PW	Transit			\$ 53	\$ 106
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
PARKING ATTENDANT	AFSCME	13.4910	2,080	PW	Parking			\$ 54	\$ 108
PARKING SUPERVISOR	NON UNION	18.4300	2,080	PW	Parking			\$ 74	\$ 147
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
ADA COORDINATOR	AFSCME	36.3860	2,080	PW	Engineering Division			\$ 146	\$ 291
SIGNAL SHOP LEAD TECHNICIAN	AFSCME	28.2730	2,080	PW	Engineering Division			\$ 113	\$ 226
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
EQUIPMENT SERVICE WORKER	AFSCME	15.6170	2,080	PW	Transit			\$ 62	\$ 125
ACCOUNT TECHNICIAN	AFSCME	16.2870	2,080	PW	Parking			\$ 65	\$ 130
STREETS EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PW	Streets & Drainage Maint			\$ 69	\$ 138
PROJECT SPECIALIST	AFSCME	24.5090	2,080	PW	Engineering Division			\$ 98	\$ 196
PARKING ATTENDANT	AFSCME	13.6610	2,080	PW	Parking			\$ 55	\$ 109
STREETS EQUIPMENT OPERATOR	AFSCME	17.8330	2,080	PW	Streets & Drainage Maint			\$ 71	\$ 143
PARKING ATTENDANT	AFSCME	14.1250	2,080	PW	Parking			\$ 57	\$ 113
PARKING FIELD COLLECTOR	AFSCME	15.4200	2,080	PW	Parking			\$ 62	\$ 123
TRANSIT DISPATCH SUPERVISOR	NON UNION	18.0780	2,080	PW	Transit			\$ 72	\$ 145
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit			\$ 59	\$ 119
ADMINISTRATIVE MANAGER	NON UNION	39.3230	2,080	PW	Airport			\$ 157	\$ 315
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
PROJECT ADMINISTRATOR	NONUNION- PAFSCME	33.2100	2,080	PW	Engineering Division			\$ 133	\$ 266
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
PAINT TECHNICIAN SENIOR	AFSCME	19.2650	2,080	PW	Engineering Division			\$ 77	\$ 154
CUSTODIAN	AFSCME	14.3720	2,080	PW	Facilities Maintenance			\$ 57	\$ 115
PAINT TECHNICIAN SENIOR	AFSCME	19.2550	2,080	PW	Engineering Division			\$ 77	\$ 154
STREETS EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PW	Streets & Drainage Maint			\$ 69	\$ 138
INSPECTION TECHNICIAN	AFSCME	24.1320	2,080	PW	Streets & Drainage Maint			\$ 97	\$ 193
CONTRACTS ADMINISTRATOR	AFSCME	19.5410	2,080	PW	Parking			\$ 78	\$ 156
EQUIPMENT SERVICE WORKER	AFSCME	15.6170	2,080	PW	Transit			\$ 62	\$ 125
TRANSIT DRIVER III	AFSCME	16.0760	2,080	PW	Transit			\$ 64	\$ 129
CUSTODIAN	AFSCME	13.4910	2,080	PW	Facilities Maintenance			\$ 54	\$ 108
EQUIPMENT MANAGER	AFSCME	20.9280	2,080	PW	Streets & Drainage Maint			\$ 84	\$ 167
SIGNAL SHOP MANAGER	NON UNION	35.0200	2,080	PW	Engineering Division			\$ 140	\$ 280
STREETS MAINTENANCE WORKER	NONUNION- PAFSCME	13.2260	2,080	PW	Streets & Drainage Maint			\$ 53	\$ 106
CUSTODIAN	AFSCME	13.4910	2,080	PW	Facilities Maintenance			\$ 54	\$ 108
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131

Title	Union Status	Hourly Rate	Annual Hours	Dept	Division	12 Hour Per		8 Hour Per	
						6 Hour Per	4 Hour Per	6 Hour Per	4 Hour Per
						Week Furlough	Pay Period	Week Furlough	Period
						Salary Savings	Salary Savings	Salary Savings	Salary Savings
TRAFFIC TECHNICIAN	AFSCME	24.6100	2,080	PW	Engineering Division		\$	98	\$ 197
CUSTODIAN LEAD WORKER	AFSCME	16.9160	2,080	PW	Facilities Maintenance		\$	68	\$ 135
CUSTODIAN LEAD WORKER	AFSCME	16.9160	2,080	PW	Facilities Maintenance		\$	68	\$ 135
PARKING ATTENDANT	AFSCME	13.4930	2,080	PW	Parking		\$	54	\$ 108
PARKING ATTENDANT	AFSCME	13.8890	2,080	PW	Parking		\$	56	\$ 111
STREETS EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PW	Streets & Drainage Maint		\$	69	\$ 138
STREETS EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PW	Streets & Drainage Maint		\$	69	\$ 138
SIGNAL TECHNICIAN	AFSCME	19.9320	2,080	PW	Engineering Division		\$	80	\$ 159
CUSTODIAN	AFSCME	13.4910	2,080	PW	Facilities Maintenance		\$	54	\$ 108
FLEET SECTION MANAGER	NON UNION	31.6200	2,080	PW	Transit		\$	126	\$ 253
TRANSIT DRIVER III	AFSCME	16.0760	2,080	PW	Transit		\$	64	\$ 129
STREETS MAINTENANCE WORKER	AFSCME	13.2260	2,080	PW	Streets & Drainage Maint		\$	53	\$ 106
TRANSIT DRIVER III	AFSCME	16.0760	2,080	PW	Transit		\$	64	\$ 129
PROJECT ADMINISTRATOR	AFSCME	26.1860	2,080	PW	Engineering Division		\$	105	\$ 209
CUSTODIAN LEAD WORKER	AFSCME	16.3980	2,080	PW	Facilities Maintenance		\$	66	\$ 131
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit		\$	66	\$ 131
ACCOUNT TECHNICIAN	AFSCME	16.2850	2,080	PW	Streets & Drainage Maint		\$	65	\$ 130
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit		\$	66	\$ 131
PAINT TECHNICIAN SENIOR	AFSCME	20.3120	2,080	PW	Engineering Division		\$	81	\$ 162
TRANSIT OPS & MAINT DIV DIR	EXEMPT AT WILL	51.5000	2,080	PW	Transit		\$	206	\$ 412
WATER CONSERVATION MANAGER	NON UNION	42.1360	2,080	PW	Engineering Division		\$	169	\$ 337
STREETS EQUIPMENT OPERATOR	AFSCME	16.8800	2,080	PW	Streets & Drainage Maint		\$	68	\$ 135
CUSTODIAN	AFSCME	13.4910	2,080	PW	Facilities Maintenance		\$	54	\$ 108
PARKING ATTENDANT	AFSCME	13.4910	2,080	PW	Parking		\$	54	\$ 108
CUSTODIAN	AFSCME	13.4910	2,080	PW	Airport		\$	54	\$ 108
PARKING ATTENDANT	AFSCME	13.4910	2,080	PW	Parking		\$	54	\$ 108
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit		\$	66	\$ 131
HEAVY EQUIPMENT MECHANIC	AFSCME	19.9320	2,080	PW	Transit		\$	80	\$ 159
ADMINISTRATIVE ASSISTANT	AFSCME	15.9660	2,080	PW	Transit		\$	64	\$ 128
CUSTODIAN	AFSCME	13.2260	2,080	PW	Transit		\$	53	\$ 106
TRANSIT DRIVER III	AFSCME	16.0760	2,080	PW	Transit		\$	64	\$ 129
CUSTOMER SERVICE REP	AFSCME	13.4910	2,080	PW	Transit		\$	54	\$ 108
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit		\$	66	\$ 131
MECHANICAL STRUCTURAL SPEC	AFSCME	18.2290	2,080	PW	Facilities Maintenance		\$	73	\$ 146
AIRPORT MAINTENANCE WORKER	AFSCME	29.0460	2,080	PW	Airport		\$	116	\$ 232
MECHANICAL STRUCTURAL SUP	NON UNION	29.4480	2,080	PW	Facilities Maintenance		\$	118	\$ 236
TRANSIT DISPATCH SUPERVISOR	NON UNION	18.0780	2,080	PW	Transit		\$	72	\$ 145
CUSTODIAN	AFSCME	13.9260	2,080	PW	Facilities Maintenance		\$	56	\$ 111
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit		\$	66	\$ 131
PARKING ATTENDANT	AFSCME	13.2260	2,080	PW	Parking		\$	53	\$ 106
TRANSIT DRIVER III	AFSCME	19.2270	2,080	PW	Transit		\$	77	\$ 154
CUSTODIAN LEAD WORKER	AFSCME	19.6810	2,080	PW	Facilities Maintenance		\$	79	\$ 157
TRANSIT DRIVER III	AFSCME	16.0760	2,080	PW	Transit		\$	64	\$ 129
TRANSIT DISPATCH SUPERVISOR	NON UNION	21.6480	2,080	PW	Transit		\$	87	\$ 173
ACCOUNTANT	AFSCME	26.9500	2,080	PW	Parking		\$	108	\$ 216
CUSTODIAN LEAD WORKER	AFSCME	18.7500	2,080	PW	Facilities Maintenance		\$	75	\$ 150
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit		\$	59	\$ 119
MECHANICAL STRUCTURAL SPEC SR	AFSCME	21.4260	2,080	PW	Facilities Maintenance		\$	86	\$ 171
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit		\$	59	\$ 119
TRANSIT DRIVER III	AFSCME	17.5940	2,080	PW	Transit		\$	72	\$ 144
TRANSIT DRIVER III	AFSCME	16.0760	2,080	PW	Transit		\$	64	\$ 129
INSPECTION TECHNICIAN	AFSCME	21.5000	2,080	PW	Streets & Drainage Maint		\$	86	\$ 172
SIGNAL TECHNICIAN	AFSCME	19.5410	2,080	PW	Engineering Division		\$	78	\$ 156
PARKING ENFORCEMENT OFFICER	AFSCME	13.9000	2,080	PW	Parking		\$	56	\$ 111
HEAVY EQUIPMENT MECHANIC	AFSCME	19.9320	2,080	PW	Transit		\$	80	\$ 159
CUSTODIAN	AFSCME	13.2260	2,080	PW	Facilities Maintenance		\$	53	\$ 106
TRANSIT DISPATCH SUPERVISOR	NON UNION	21.6480	2,080	PW	Transit		\$	87	\$ 173
PROJECT ADMINISTRATOR	AFSCME	38.2780	2,080	PW	Engineering Division		\$	153	\$ 306
PARKING DIVISION DIRECTOR	EXEMPT AT WILL	48.7090	2,080	PW	Parking		\$	195	\$ 390
FISCAL ADMINISTRATOR	NON UNION	34.6800	2,080	PW	Transit		\$	139	\$ 277
TRANSIT DRIVER III	AFSCME	16.0760	2,080	PW	Transit		\$	64	\$ 129
TRANSIT DRIVER I	AFSCME	16.3980	2,080	PW	Transit		\$	66	\$ 131
STREETS SUPERVISOR	AFSCME	24.4770	2,080	PW	Streets & Drainage Maint		\$	98	\$ 196
ACCOUNTANT	AFSCME	22.3280	2,080	PW	Parking		\$	89	\$ 179
CUSTODIAN	AFSCME	13.4910	2,080	PW	Facilities Maintenance		\$	54	\$ 108
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit		\$	59	\$ 119
CUSTODIAN	NONUNION- PAFSCME	13.2260	2,080	PW	Facilities Maintenance		\$	53	\$ 106
PARKING ATTENDANT	AFSCME	13.4910	2,080	PW	Parking		\$	54	\$ 108
CUSTODIAN	AFSCME	13.4910	2,080	PW	Facilities Maintenance		\$	54	\$ 108
DISPATCHER	AFSCME	17.0830	2,080	PW	Transit		\$	68	\$ 137
ADMINISTRATIVE ASSISTANT	AFSCME	15.9660	2,080	PW	Parking		\$	64	\$ 128
OFFICE ASSISTANT	NONUNION- PAFSCME	13.5960	2,080	PW	Transit		\$	54	\$ 109
EQUIPMENT SERVICE WORKER	AFSCME	15.3110	2,080	PW	Transit		\$	61	\$ 122
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit		\$	66	\$ 131
PARKING ENFORCEMENT OFFICER	AFSCME	13.9500	2,080	PW	Parking		\$	56	\$ 112
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit		\$	66	\$ 131
MECHANICAL STRUCTURAL SPEC	AFSCME	18.7060	2,080	PW	Facilities Maintenance		\$	75	\$ 150
ENGINEERING DIVISION DIRECTOR	NON UNION	59.1340	2,080	PW	Engineering Division		\$	237	\$ 473
PARKING SUPERVISOR	NON UNION	19.8740	2,080	PW	Parking		\$	79	\$ 159
TRANSIT DRIVER II	AFSCME	14.8740	2,080	PW	Transit		\$	59	\$ 119
TRANSIT DRIVER III	AFSCME	16.0760	2,080	PW	Transit		\$	64	\$ 129
TRANSIT DISPATCH SUPERVISOR	NON UNION	19.2690	2,080	PW	Transit		\$	77	\$ 154
CUSTODIAN	AFSCME	17.7240	2,080	PW	Airport		\$	71	\$ 142
CUSTODIAN	AFSCME	14.7160	2,080	PW	Facilities Maintenance		\$	59	\$ 118
TRANSIT DISPATCH SUPERVISOR	NON UNION	18.0780	2,080	PW	Transit		\$	72	\$ 145
STREETS & DRAINAGE SUPERINT	NON UNION	31.9320	2,080	PW	Streets & Drainage Maint		\$	128	\$ 255
ADMINISTRATIVE ASSISTANT	AFSCME	14.9190	2,080	PW	Airport		\$	60	\$ 119
CUSTODIAN	AFSCME	13.4910	2,080	PW	Facilities Maintenance		\$	54	\$ 108
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit		\$	66	\$ 131
PARKING ATTENDANT SHIFT SUPVR	AFSCME	17.8830	2,080	PW	Parking		\$	72	\$ 143
MECHANICAL STRUCTURAL SPEC SR	AFSCME	21.7980	2,080	PW	Facilities Maintenance		\$	87	\$ 174
PARKING SUPERVISOR	NON UNION	21.6930	2,080	PW	Parking		\$	87	\$ 174
CUSTODIAN	AFSCME	13.4910	2,080	PW	Facilities Maintenance		\$	54	\$ 108
CUSTOMER SERVICE REP	AFSCME	13.9100	2,080	PW	Transit		\$	56	\$ 111
TRANSIT DRIVER III	NONUNION- PAFSCME	16.0760	2,080	PW	Transit		\$	64	\$ 129
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit		\$	66	\$ 131
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit		\$	66	\$ 131
PROJECT ADMINISTRATOR	AFSCME	40.8740	2,080	PW	Pub Works Admin		\$	163	\$ 327
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit		\$	66	\$ 131
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit		\$	66	\$ 131
ADMINISTRATIVE ASSISTANT	AFSCME	14.9190	2,080	PW	Transit		\$	60	\$ 119
TRANSIT DRIVER III	AFSCME	16.0760	2,080	PW	Transit		\$	64	\$ 129
PARKING ATTENDANT SHIFT SUPVR	AFSCME	17.5000	2,080	PW	Parking		\$	70	\$ 140
PROJECT ADMINISTRATOR	AFSCME	29.9840	2,080	PW	Airport		\$	120	\$ 240
TRANSIT DRIVER III	NONUNION- PAFSCME	16.0760	2,080	PW	Transit		\$	64	\$ 129
CUSTODIAL SUPERVISOR	NON UNION	22.7310	2,080	PW	Facilities Maintenance		\$	91	\$ 182
TRANSIT DRIVER III	AFSCME	16.0760	2,080	PW	Transit		\$	64	\$ 129
STREETS & DRAINAGE SUPERINT	NON UNION	31.9260	2,080	PW	Streets & Drainage Maint		\$	128	\$ 255
AIRPORT MAINTENANCE WORKER	AFSCME	18.0780	2,080	PW	Airport		\$	72	\$ 145

Title	Union Status	Hourly Rate	Annual Hours	Dept	Division	12 Hour Per Pay Period		8 Hour Per Pay Period	
						6 Hour Per Week Furlough - Salary Savings	4 Hour Per Week Furlough - Salary Savings	6 Hour Per Week Furlough - Salary Savings	4 Hour Per Week Furlough - Salary Savings
TRANSIT DRIVER III	AFSCME	19.2260	2,080	PW	Transit			\$ 77	\$ 154
PARKING ENFORCEMENT OFFICER	AFSCME	14.9780	2,080	PW	Parking			\$ 60	\$ 120
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
STREETS EQUIPMENT OPERATOR	AFSCME	17.2180	2,080	PW	Streets & Drainage Maint			\$ 69	\$ 138
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
PARKING ATTENDANT	AFSCME	13.4910	2,080	PW	Parking			\$ 54	\$ 108
SIGNAL TECHNICIAN TRAINEE	AFSCME	14.8740	2,080	PW	Engineering Division			\$ 59	\$ 119
CUSTODIAN	AFSCME	13.4910	2,080	PW	Facilities Maintenance			\$ 54	\$ 108
TRANSIT DRIVER III	AFSCME	16.0760	2,080	PW	Transit			\$ 64	\$ 129
SIGN TECHNICIAN	AFSCME	17.2180	2,080	PW	Transit			\$ 69	\$ 138
SIGN TECHNICIAN SENIOR	AFSCME	23.0540	2,080	PW	Transit			\$ 92	\$ 184
MECHANICAL STRUCTURAL SPEC	AFSCME	20.8190	2,080	PW	Facilities Maintenance			\$ 83	\$ 167
STREETS MAINTENANCE WORKER	AFSCME	13.2260	2,080	PW	Streets & Drainage Maint			\$ 53	\$ 106
PARKING ENFORCEMENT OFFICER	AFSCME	16.7940	2,080	PW	Parking			\$ 67	\$ 134
PARKING ATTENDANT SENIOR	AFSCME	23.3210	2,080	PW	Parking			\$ 93	\$ 187
EQUIPMENT SERVICE WORKER	AFSCME	15.6170	2,080	PW	Transit			\$ 62	\$ 125
TRANSIT GRANT & ADMIN DIV DIR	EXEMPT AT WILL	46.8180	2,080	PW	Transit			\$ 187	\$ 375
PARKING OPERATIONS MANAGER	NON UNION	31.7300	2,080	PW	Parking			\$ 127	\$ 254
TRANSIT DRIVER III	AFSCME	16.3980	2,080	PW	Transit			\$ 66	\$ 131
INFORMATION SPECIALIST	AFSCME	14.1650	2,080	TSF	Visitors Bureau			\$ 57	\$ 113
CONVENTION SPECIALIST LEAD	AFSCME	18.7280	2,080	TSF	SF Civic Center			\$ 75	\$ 150
FISCAL ADMINISTRATOR	AFSCME	34.6180	2,080	TSF	Visitors Bureau			\$ 138	\$ 277
SALES & MARKETING ASSISTANT	AFSCME	18.5770	2,080	TSF	Visitors Bureau			\$ 74	\$ 149
INFORMATION SPECIALIST	AFSCME	15.5530	2,080	TSF	Visitors Bureau			\$ 62	\$ 124
CONVENTION CNTR ASST OPS MNGR	NON UNION	27.0500	2,080	TSF	SF Civic Center			\$ 108	\$ 216
DIRECTOR OF SALES	EXEMPT AT WILL	43.9140	2,080	TSF	Visitors Bureau			\$ 176	\$ 351
NATIONAL SALES MANAGER	EXEMPT AT WILL	33.8260	2,080	TSF	Visitors Bureau			\$ 135	\$ 271
TOURISM PROGRAM & EVENT MNGR	EXEMPT AT WILL	38.2770	2,080	TSF	Visitors Bureau			\$ 153	\$ 306
NATIONAL SALES MANAGER	EXEMPT AT WILL	33.8260	2,080	TSF	Visitors Bureau			\$ 135	\$ 271
CONVENTION SERVICES MANAGER	EXEMPT AT WILL	30.0750	2,080	TSF	SF Civic Center			\$ 120	\$ 241
DIRECTOR OF MARKETING	EXEMPT AT WILL	43.9110	2,080	TSF	Visitors Bureau			\$ 176	\$ 351
CONVENTION SPECIALIST	AFSCME	14.1650	2,080	TSF	SF Civic Center			\$ 57	\$ 113
CONVENTION SPECIALIST LEAD	AFSCME	18.7270	2,080	TSF	SF Civic Center			\$ 75	\$ 150
NATIONAL SALES MANAGER	EXEMPT AT WILL	33.8260	2,080	TSF	Visitors Bureau			\$ 135	\$ 271
PARKS MAINTENANCE WORKER	AFSCME	13.2260	2,080	TSF	SF Civic Center			\$ 53	\$ 106
PUBLIC COMM RELATIONS OFFICER	EXEMPT AT WILL	33.1630	2,080	TSF	Visitors Bureau			\$ 133	\$ 265
CONVENTION SPECIALIST	AFSCME	14.1650	2,080	TSF	SF Civic Center			\$ 57	\$ 113
ADMINISTRATIVE ASSISTANT	AFSCME	16.2850	2,080	TSF	Visitors Bureau			\$ 65	\$ 130
CONVENTION SPECIALIST	AFSCME	14.1650	2,080	TSF	SF Civic Center			\$ 57	\$ 113
CONVENTION CENTER OPS MNGR	NON UNION	35.7090	2,080	TSF	SF Civic Center			\$ 143	\$ 286
CUSTODIAN	NONUNION- PAFSCME	13.2260	2,080	TSF	SF Civic Center			\$ 53	\$ 106
CONVENTION SPECIALIST	AFSCME	14.1650	2,080	TSF	SF Civic Center			\$ 57	\$ 113
CUSTODIAN LEAD WORKER	AFSCME	16.3980	2,080	TSF	SF Civic Center			\$ 66	\$ 131
PARK RANGER	NON UNION	15.0000	2,080	TSF	SF Civic Center			\$ 60	\$ 120
MARKETING MANAGER	EXEMPT AT WILL	32.3670	2,080	TSF	Visitors Bureau			\$ 129	\$ 259
CONVENTION SPECIALIST	AFSCME	14.1650	2,080	TSF	SF Civic Center			\$ 57	\$ 113
CONVENTION SPECIALIST LEAD	AFSCME	18.7270	2,080	TSF	SF Civic Center			\$ 75	\$ 150
INFORMATION SPECIALIST	AFSCME	13.8870	2,080	TSF	Visitors Bureau			\$ 56	\$ 111
CONVENTION SERVICES MANAGER	EXEMPT AT WILL	30.0750	2,080	TSF	SF Civic Center			\$ 120	\$ 241
INFORMATION SPECIALIST	AFSCME	14.5050	2,080	TSF	Visitors Bureau			\$ 58	\$ 116
ADMINISTRATIVE MANAGER	EXEMPT AT WILL	31.2100	2,080	TSF	Visitors Bureau			\$ 125	\$ 250
MECHANICAL STRUCTURAL SPEC	AFSCME	17.5010	2,080	TSF	SF Civic Center			\$ 70	\$ 140
SOCIAL MEDIA COORDINATOR	EXEMPT AT WILL	25.0110	2,080	TSF	Visitors Bureau			\$ 100	\$ 200
PARKS MAINTENANCE WORKER	AFSCME	13.2260	2,080	TSF	SF Civic Center			\$ 53	\$ 106
VISITOR SERVICES SUPERVISOR	EXEMPT AT WILL	25.0000	2,080	TSF	Visitors Bureau			\$ 100	\$ 200
Total								\$ 6,180	\$ 12,361
								\$ 92,734	\$ 185,469