



**CLARKSVILLE CITY COUNCIL
SPECIAL SESSION
JUNE 29, 2017, 4:30 P.M.**

**COUNCIL CHAMBERS
106 PUBLIC SQUARE
CLARKSVILLE, TN**

AGENDA

- 1) CALL TO ORDER
- 2) PRAYER AND PLEDGE OF ALLEGIANCE
- 3) ATTENDANCE
- 4) EMPLOYEE PAY PLAN
 1. **ORDINANCE 77-2016-17** (First Reading) Approving and adopting the Fox Lawson & Associates updated pay plan for Fiscal Year 2017-18 (*Mayor McMillan; Finance Committee: Approval*)
- 5) MARINA/FREEDOM POINT SETTLEMENT
 1. **RESOLUTION 37-2016-17** Approving a settlement of the City v. TMS Contracting, LLC and Fidelity & Deposit Company of Maryland (Surety) lawsuit (*Mayor McMillan; Finance Committee: Approval*)
- 6) PUBLIC RECORDS POLICY
 1. **RESOLUTION 38-2016-17** Approving a public records policy (*Mayor McMillan; Finance Committee: Approval*)
- 7) ADJOURNMENT

ORDINANCE 77-2016-17

AN ORDINANCE APPROVING AND ADOPTING THE FOX LAWSON & ASSOCIATES UPDATE PAY PLAN FOR FISCAL YEAR 2017-18

WHEREAS, the City Council has previously adopted budget ordinances 75-2016-17 (General Fund); 73-2016-17 (Gas & Water); 71-2016-17 (CTS); 70-2016-17 (Parking Commission); and 69-2016-17 (Housing and Community Development), which contain provisions for the pay / compensation of City employees, to include an across the board 1.5% general pay increase for all City employees, less Clarksville Department of Electricity employees whose pay is separately determined by the Superintendent and Power Board; and

WHEREAS, the City Council has previously authorized a contract for the conduct of an updated compensation study by an outside consultant, and said consultant, Fox Lawson and Associates, has conducted said study and delivered same to the City, which said study contains the recommendation of an across the board 1.5% general pay increase for all City employees, and in addition thereto, said study recommended an additional amount be paid for some employee positions in order remain competitive with market peers, all as set forth in the power point presentation study and spreadsheet, attached hereto and incorporated herein, as Exhibits A and B respectively; and

WHEREAS, the City Code at Section 1.5-401 (Employee compensation plan) and Section 1.5-403 (Adjustment of employee compensation plan) provides for the adjustment of employee compensation in order for the City's pay practices to remain competitive with labor market conditions; and

WHEREAS, the City Council finds it to be in the best interests of the City to approve, adopt and to implement the recommendations of said study, to include recommended changes to pay ranges for specific employee job positions, and to include the recommended pay / compensation increases for certain City employee positions as reflected in Exhibit B, in order for the City to remain competitive with market peers.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CLARKSVILLE, TENNESSEE:

(1) That the updated pay plan study and its recommendations, prepared and presented by Fox Lawson and Associates, Exhibit A hereto, is hereby approved and adopted, to include recommended changes to pay ranges for specific employee job positions, and to include the recommended pay / compensation increases for certain City employee positions as reflected in Exhibit B hereto, in order for the City to remain competitive with market peers.

(2) The Department of Human Resources, in consultation and coordination with the Department of Finance, shall implement the Fox Lawson updated compensation plan, Exhibit A hereto, to include recommended changes to pay ranges for specific employee job positions, and to include the recommended pay / compensation increases for certain City employee positions as reflected in Exhibit B hereto, in order for the City to remain competitive with market peers.

FIRST READING:

SECOND READING:

EFFECTIVE DATE:



Arthur J. Gallagher & Co.
BUSINESS WITHOUT BARRIERS™

City of Clarksville, TN

Compensation Study Final Report

JIM FOX | JUNE 2017

Table of Contents

- Introduction
- Base Salary and Salary Structure
 1. Survey Process
 2. Survey Results
 3. Regression Analysis
 4. Salary Structure
 5. Implementation and Costing
 6. Recommendation
- Pay Practice and Benefits

Introduction

- City of Clarksville, TN engaged Arthur J. Gallagher (AJG) to conduct a compensation study for all city positions
- The objectives of the study involved
 - Collecting market salary and benefits information from comparable counties and cities
 - Developing salary structures that are market competitive
 - Providing implementation methods and calculating related costs

Custom Survey Process

- The City identified 62 benchmark jobs for the study
- AJG worked with the City to identify 49 comparable County and City governments mainly in the Middle Southeast States as the comparable labor market
- These benchmarks and comparable organizations are the same jobs and organizations that were originally surveyed with
- AJG developed a customized survey covering organizational, pay practice, benefit questions, and a salary reporting form for the benchmarks
- The survey was distributed to the identified organizations
- AJG and made follow-up calls and emails throughout the survey process to encourage participation

Custom Survey Process

- We asked the participants to make a match for only those jobs that reflected at least 70% of the duties as outlined in the benchmark summaries
- We reviewed and compiled the survey data for further analysis
- We followed-up directly with the participants to clarify and validate missing or questionable information
- Survey data was adjusted for the Clarksville, TN labor market using factors from the Economic Research Institute Geographic Assessor, and aged to 1/1/2017

Custom Survey Process

- List of the 49 target survey participants:

No.	Organization	No.	Organization
1	City of Huntsville, AL	26	Anderson County, TN
2	City of Jonesboro, AR	27	Blount County, TN
3	City of Athens, GA	28	Bradley County, TN
4	City of Columbus, GA	29	City of Chattanooga, TN
5	City of Roswell, GA	30	City of Jackson, TN
6	City of Sandy Springs, GA	31	City of Knoxville, TN
7	City of Evansville, IN	32	City of Little Rock, TN
8	City of Bowling Green, KY	33	City of Murfreesboro, TN
9	Boone County, KY	34	City of Nashville, TN
10	Campbell County, KY	35	Clarksville Montgomery County School System, TN
11	Christian County, KY	36	Greene County, TN
12	City of Owensboro, KY	37	Johnson City, TN
13	Daviess County, KY	38	Madison County, TN
14	Hardin County, KY	39	Maury County, TN
15	Kenton County, KY	40	Montgomery County, TN
16	Madison County, KY	41	Putnam County, TN
17	McCracken County, KY	42	Rutherford County, TN
18	Pike County, KY	43	City of Sevierville, TN
19	Warren County, KY	44	Sullivan County, TN
20	City of Asheville, NC	45	Sumner County, TN
21	City of Fayetteville, NC	46	Washington County, TN
22	City of Gastonia, NC	47	Williamson County, TN
23	City of Winston-Salem, NC	48	Wilson County, TN
24	City of Columbia, SC	49	City of Lebanon, TN
25	City of Greenville, SC		

Custom Survey Process

- We obtained salary and benefits information from the following 16 organizations:

City of Athens, GA	Clarksville Montgomery County School System, TN
Boone County, KY	Johnson City, TN
City of Fayetteville, NC	Maury County, TN
City of Gastonia, NC	Putnam County, TN
City of Winston-Salem, NC	City of Sevierville, TN
City of Chattanooga, TN	Williamson County, TN
City of Jackson, TN	Wilson County, TN
City of Murfreesboro, TN	City of Lebanon, TN

Custom Survey Process

- General information of the 16 participating organizations:

	Citizens Served	Operating Budget 2016 (Million)	Full-Time Employee	Job Classification
City of Clarksville:	146,000	\$178.8	1184	198
Average:	112,100	\$151.0	1,007	254
25th Percentile:	67,014	\$70.7	463	44
50th Percentile:	102,350	\$161.8	841	247
75th Percentile:	163,770	\$199.1	1,466	369

- The City's operating budget, number of full-time employees and job classifications are at the average level of the identified comparable market

Custom Survey Process

- We follow the U.S. Department of Justice and Federal Trade Commission guidelines that state five job matches should exist per job in order to conduct statistical analyses or for drawing conclusions
- Actual salary data collected for 53 benchmark jobs matched this criterion
- 9 benchmark jobs did not have sufficient matches, and we used the following published survey sources as supplements
 - Towers Watson Surveys
 - Mercer Surveys
 - CompData Surveys
 - Economic Research Institute Salary Assessor

Custom Survey Process

- List of the 9 benchmark jobs that included published survey sources in the market comparison

Customer Service Specialist	Training Specialist
Marketing Specialist	Health and Safety Manager
Project Manager	Security and Loss Prevention Officer
Public Utilities Supervisor	Utility Construction and Maintenance Supervisor
Public Utilities Superintendent	

- Two jobs did not have sufficient matches, and were excluded from the calculation of overall difference between the City and the Market

Energy Services Coordinator	Water Distribution/Wastewater Collection Assistant
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Custom Survey Process

- For each benchmark job, the percentage difference was calculated between the City and the market in terms of the City's salary
- The following guidelines are used when determining the competitive nature of the City's salary and benefits data:
 - Positive (+) figures indicate that the City pays above the designated market percentile rate;
 - Negative (-) figures indicate that the City pays below the designated market percentile rate
 - +/- 5% difference between the City and Market 50th percentile rate means that the City is “highly competitive” with the market
 - +/- 10 difference between the City and Market 50th percentile rate means that the City is “competitive” with the market
 - +/- 11-15% difference between the City and Market 50th percentile rate means that the City is “possibly misaligned” with the market
 - More than +/- 15% difference between the City and Market 50th percentile rate means that the City is “significantly misaligned” with the market

Survey Results – Base Salary

- The overall difference between the City and the market regarding base salary:
 - This is the cumulative difference between all the benchmark jobs, not an average of the average differences

Compared to the Market (Base Salary)	25 th Percentile	50 th Percentile	75 th Percentile
City Difference	10.9%	1.3%	-7.2%

- The City is highly competitive with the 50th percentile base salary rate of the market because it is within + or - 5% of the market

Survey Results – Base Salary

- Among the 60 benchmarks that have market matches, 15 jobs (25%) are different from the market 50th percentile salary rates by more than 15%, which are considered significantly misaligned with the market
- The following lists show the base salary comparison of all benchmarks

Survey Results – Base Salary

				ACTUAL SALARY COMPARISON						
NO.	BENCHMARK TITLE	NO.OF ORG	NO. OF INC	CITY ACTUAL	MKT 25TH	DIFF. WITH MKT 25TH	MKT 50TH	DIFF. WITH MKT 50TH	MKT 75TH	DIFF. WITH MKT 75TH
1	Senior Accountant	12	24	\$56,748	\$50,044	13.4%	\$51,136	11.0%	\$53,603	5.9%
2	Chief Financial Officer	13	20	\$97,483	\$99,518	-2.0%	\$101,186	-3.7%	\$119,297	-18.3%
3	Accounting Support Assistant	11	34	n/a	\$34,767	n/a	\$36,523	n/a	\$42,814	n/a
4	Administrative Support Technician	10	171	\$39,020	\$29,720	31.3%	\$32,225	21.1%	\$32,747	19.2%
5	Administrative Support Specialist	12	125	\$43,070	\$33,076	30.2%	\$34,006	26.7%	\$37,111	16.1%
6	Code Enforcement Officer	12	45	\$31,548	\$37,999	-17.0%	\$42,884	-26.4%	\$45,591	-30.8%
7	Customer Service Representative	6	31	\$32,477	\$28,624	13.5%	\$29,799	9.0%	\$31,794	2.1%
8	Customer Service Specialist	192*	3174*	\$37,557	\$31,140	20.6%	\$33,052	13.6%	\$34,432	9.1%
9	Customer Service Supervisor	5	7	\$43,674	\$40,202	8.6%	\$41,557	5.1%	\$41,859	4.3%
11	Senior Engineer	9	24	\$58,618	\$61,165	-4.2%	\$66,578	-12.0%	\$68,197	-14.0%
12	Engineering Manager	10	13	\$83,969	\$73,908	13.6%	\$84,257	-0.3%	\$91,189	-7.9%
13	Equipment Maintenance Mechanic	13	57	\$41,027	\$32,803	25.1%	\$34,316	19.6%	\$38,832	5.7%
14	Senior Equipment Maintenance Mechanic	9	56	\$50,767	\$37,884	34.0%	\$41,086	23.6%	\$43,063	17.9%
15	Equipment Operator	13	214	\$31,933	\$30,465	4.8%	\$33,871	-5.7%	\$36,410	-12.3%
16	Equipment Operations Supervisor	7	32	\$55,586	\$44,408	25.2%	\$45,585	21.9%	\$49,203	13.0%
17	Firefighter	11	800	\$36,720	\$34,887	5.3%	\$38,060	-3.5%	\$39,437	-6.9%
18	Fire Captain	11	295	\$61,273	\$53,685	14.1%	\$58,783	4.2%	\$61,223	0.1%
19	Fire Chief	11	11	\$100,779	\$88,363	14.1%	\$90,159	11.8%	\$102,563	-1.7%
20	Fire Investigator	6	33	n/a	\$46,941	n/a	\$51,412	n/a	\$51,950	n/a
21	Fire Prevention Officer	6	11	\$58,453	\$51,353	13.8%	\$53,176	9.9%	\$61,182	-4.5%

* Include data from published survey sources.

Survey Results – Base Salary

				ACTUAL SALARY COMPARISON						
NO.	BENCHMARK TITLE	NO.OF ORG	NO. OF INC	CITY ACTUAL	MKT 25TH	DIFF. WITH MKT 25TH	MKT 50TH	DIFF. WITH MKT 50TH	MKT 75TH	DIFF. WITH MKT 75TH
22	GIS Technician	7	14	n/a	\$36,646	n/a	\$37,180	n/a	\$42,738	n/a
23	Grounds and Facilities Maintenance Assistant	12	195	\$22,544	\$26,690	-15.5%	\$28,671	-21.4%	\$34,244	-34.2%
24	Grounds and Facilities Maintenance Specialist	9	81	\$39,218	\$31,279	25.4%	\$36,752	6.7%	\$39,790	-1.4%
25	Grounds and Facilities Maintenance Manager	8	29	\$52,020	\$47,839	8.7%	\$51,665	0.7%	\$56,621	-8.1%
26	Human Resources Analyst	5	13	\$64,503	\$53,434	20.7%	\$54,110	19.2%	\$55,638	15.9%
27	Human Resources Director	13	13	\$87,380	\$73,684	18.6%	\$89,450	-2.3%	\$100,758	-13.3%
28	Information Technology Specialist	10	24	\$39,291	\$38,953	0.9%	\$41,615	-5.6%	\$45,420	-13.5%
29	Information Technology Administrator	6	17	\$48,815	\$53,097	-8.1%	\$59,691	-18.2%	\$64,457	-24.3%
30	Applications Developer	6	10	\$56,403	\$57,110	-1.2%	\$64,122	-12.0%	\$67,545	-16.5%
31	Senior Building Inspector	10	18	\$48,746	\$41,384	17.8%	\$47,182	3.3%	\$56,124	-13.1%
32	Public Works Inspector	7	29	\$49,261	\$42,197	16.7%	\$43,961	12.1%	\$45,519	8.2%
33	Lab Technician	5	19	\$33,659	\$35,556	-5.3%	\$38,030	-11.5%	\$38,434	-12.4%
34	City Attorney	9	11	\$121,059	\$113,348	6.8%	\$135,026	-10.3%	\$157,605	-23.2%
35	Marketing Specialist	142*	813*	\$35,298	\$36,355	-2.9%	\$39,001	-9.5%	\$41,732	-15.4%
36	Materials Management Supervisor	5	14	\$41,962	\$33,388	25.7%	\$33,906	23.8%	\$38,177	9.9%
37	Meter Reader	6	34	\$24,967	\$27,347	-8.7%	\$29,511	-15.4%	\$32,023	-22.0%
38	Parks and Recreation Supervisor	8	111	\$39,863	\$44,064	-9.5%	\$45,695	-12.8%	\$46,210	-13.7%
39	Police Officer II	12	1459	\$46,329	\$35,516	30.4%	\$41,367	12.0%	\$44,034	5.2%
40	Police Officer III	8	414	\$46,825	\$42,741	9.6%	\$44,567	5.1%	\$46,923	-0.2%
41	Captain	11	50	\$71,521	\$68,992	3.7%	\$71,608	-0.1%	\$78,569	-9.0%

* Include data from published survey sources.

Survey Results – Base Salary

				ACTUAL SALARY COMPARISON						
NO.	BENCHMARK TITLE	NO.OF ORG	NO. OF INC	CITY ACTUAL	MKT 25TH	DIFF. WITH MKT 25TH	MKT 50TH	DIFF. WITH MKT 50TH	MKT 75TH	DIFF. WITH MKT 75TH
42	Police Chief	13	13	\$100,856	\$90,159	11.9%	\$101,162	-0.3%	\$126,372	-20.2%
43	Dispatcher	12	214	\$37,681	\$33,250	13.3%	\$35,945	4.8%	\$37,722	-0.1%
44	Project Manager	162*	1262*	\$73,354	\$60,152	21.9%	\$70,142	4.6%	\$71,010	3.3%
45	Public Utilities Supervisor	407*	1258*	\$46,669	\$55,256	-15.5%	\$65,793	-29.1%	\$75,783	-38.4%
46	Public Utilities Superintendent	345*	678*	\$121,059	\$102,242	18.4%	\$106,345	13.8%	\$111,054	9.0%
47	Training Specialist	134*	612*	\$38,559	\$43,208	-10.8%	\$46,119	-16.4%	\$46,694	-17.4%
48	Health and Safety Manager	128*	530*	\$68,434	\$55,194	24.0%	\$60,184	13.7%	\$62,419	9.6%
49	Risk Management Coordinator	7	12	n/a	\$41,760	n/a	\$42,938	n/a	\$46,001	n/a
50	Risk Manager	11	12	\$77,345	\$60,773	27.3%	\$70,607	9.5%	\$79,095	-2.2%
51	Security and Loss Prevention Officer	578*	9713*	\$27,040	\$28,264	-4.3%	\$28,322	-4.5%	\$29,590	-8.6%
52	Traffic Control Technician	9	34	\$40,087	\$33,393	20.0%	\$36,036	11.2%	\$37,884	5.8%
53	Transportation Shift Supervisor	5	15	\$44,991	\$40,776	10.3%	\$41,620	8.1%	\$53,311	-15.6%
54	Transportation Director	6	6	\$92,868	\$79,703	16.5%	\$95,544	-2.8%	\$104,729	-11.3%
55	Utility Construction and Maintenance Technician	5	76	\$35,260	\$24,614	43.3%	\$30,975	13.8%	\$31,242	12.9%
56	Utility Construction and Maintenance Supervisor	306*	691*	\$47,771	\$37,945	25.9%	\$41,308	15.6%	\$50,457	-5.3%
57	Water/Wastewater Maintenance Mechanic	6	36	\$46,387	\$33,331	39.2%	\$37,342	24.2%	\$38,902	19.2%
58	Water/Wastewater Treatment Plant Operations Assistant	5	58	\$28,620	\$30,375	-5.8%	\$33,543	-14.7%	\$34,316	-16.6%
59	Water/Wastewater Treatment Plant Operations Specialist	8	97	\$41,626	\$35,966	15.7%	\$40,963	1.6%	\$43,290	-3.8%
61	Water Distribution/Wastewater Collection Supervisor	7	29	\$45,255	\$44,931	0.7%	\$47,979	-5.7%	\$52,176	-13.3%
62	Mayor	6	9	\$123,032	\$115,145	6.8%	\$129,020	-4.6%	\$140,850	-12.7%

* Include data from published survey sources.

Survey Results – Salary Structure

- The overall difference between the City and the market regarding salary structure:
 - This is the cumulative difference between all the benchmark jobs, not an average of the average differences

Compared to the Market (Salary Structure)	Minimum	Midpoint	Maximum
City Difference	0.4%	-5.1%	-6.7%

- The City is highly competitive at the salary range minimum because it is within + or - 5% of the market
- The City is competitive with the market for midpoint and maximum because it is within + or - 10% of the market

Survey Results – Salary Structure

- Among the 60 benchmarks that have market matches, 13 positions (22%) are different from the market midpoints by more than 15%, which are considered significantly misaligned with the market
- The following lists show the salary range comparison of all benchmarks

Survey Results – Salary Structure

NO.	BENCHMARK TITLE	SALARY RANGE COMPARISON								
		CITY MIN	MKT MIN	DIFF. WITH MKT MIN	CITY MID	MKT MID	DIFF. WITH MKT MID	CITY MAX	MKT MAX	DIFF. WITH MKT MAX
1	Senior Accountant	\$49,531	\$44,088	12.3%	\$59,437	\$58,207	2.1%	\$69,344	\$73,045	-5.1%
2	Chief Financial Officer	\$75,662	\$82,018	-7.7%	\$98,361	\$104,990	-6.3%	\$121,059	\$130,596	-7.3%
3	Accounting Support Assistant	n/a	\$31,800	n/a	n/a	\$40,786	n/a	n/a	\$50,926	n/a
4	Administrative Support Technician	\$33,113	\$27,258	21.5%	\$38,908	\$34,749	12.0%	\$44,703	\$40,633	10.0%
5	Administrative Support Specialist	\$35,298	\$30,342	16.3%	\$41,475	\$38,441	7.9%	\$47,652	\$44,614	6.8%
6	Code Enforcement Officer	\$30,929	\$34,190	-9.5%	\$36,342	\$42,565	-14.6%	\$41,755	\$51,885	-19.5%
7	Customer Service Representative	\$28,996	\$26,832	8.1%	\$33,345	\$34,033	-2.0%	\$37,694	\$41,996	-10.2%
8	Customer Service Specialist	\$30,929	\$28,601	8.1%	\$36,342	\$38,774	-6.3%	\$41,755	\$50,216	-16.8%
9	Customer Service Supervisor	\$40,757	\$39,826	2.3%	\$47,889	\$52,379	-8.6%	\$55,022	\$65,853	-16.4%
11	Senior Engineer	\$49,531	\$55,242	-10.3%	\$59,437	\$70,188	-15.3%	\$69,344	\$81,386	-14.8%
12	Engineering Manager	\$63,536	\$66,858	-5.0%	\$77,831	\$83,415	-6.7%	\$92,126	\$96,842	-4.9%
13	Equipment Maintenance Mechanic	\$33,113	\$29,481	12.3%	\$44,068	\$37,415	17.8%	\$55,022	\$46,447	18.5%
14	Senior Equipment Maintenance Mechanic	\$45,125	\$33,739	33.7%	\$53,022	\$42,738	24.1%	\$60,918	\$52,514	16.0%
15	Equipment Operator	\$28,996	\$29,059	-0.2%	\$33,345	\$35,800	-6.9%	\$37,694	\$41,302	-8.7%
16	Equipment Operations Supervisor	\$47,393	\$35,390	33.9%	\$56,871	\$43,770	29.9%	\$66,350	\$52,751	25.8%
17	Firefighter	\$35,285	\$34,175	3.2%	\$41,460	\$42,233	-1.8%	\$47,634	\$48,023	-0.8%
18	Fire Captain	\$45,799	\$51,125	-10.4%	\$57,249	\$61,432	-6.8%	\$68,699	\$70,430	-2.5%
19	Fire Chief	\$69,986	\$79,520	-12.0%	\$90,982	\$101,468	-10.3%	\$111,979	\$122,959	-8.9%
20	Fire Investigator	n/a	\$43,626	n/a	n/a	\$51,961	n/a	n/a	\$61,316	n/a
21	Fire Prevention Officer	\$45,799	\$46,867	-2.3%	\$57,249	\$56,756	0.9%	\$68,699	\$66,278	3.7%

Survey Results – Salary Structure

NO.	BENCHMARK TITLE	SALARY RANGE COMPARISON								
		CITY MIN	MKT MIN	DIFF. WITH MKT MIN	CITY MID	MKT MID	DIFF. WITH MKT MID	CITY MAX	MKT MAX	DIFF. WITH MKT MAX
22	GIS Technician	n/a	\$37,928	n/a	n/a	\$46,238	n/a	n/a	\$51,809	n/a
23	Grounds and Facilities Maintenance Assistant	\$21,561	\$26,314	-18.1%	\$24,795	\$32,732	-24.2%	\$28,029	\$37,626	-25.5%
24	Grounds and Facilities Maintenance Specialist	\$37,482	\$26,014	44.1%	\$44,041	\$35,152	25.3%	\$50,600	\$45,596	11.0%
25	Grounds and Facilities Maintenance Manager	\$49,531	\$46,383	6.8%	\$59,437	\$59,692	-0.4%	\$69,344	\$69,770	-0.6%
26	Human Resources Analyst	\$49,531	\$42,104	17.6%	\$59,437	\$56,146	5.9%	\$69,344	\$71,677	-3.3%
27	Human Resources Director	\$75,662	\$75,055	0.8%	\$98,361	\$93,799	4.9%	\$121,059	\$110,144	9.9%
28	Information Technology Specialist	\$35,298	\$39,004	-9.5%	\$41,475	\$48,218	-14.0%	\$47,652	\$55,029	-13.4%
29	Information Technology Administrator	\$47,393	\$52,567	-9.8%	\$56,871	\$65,454	-13.1%	\$66,350	\$74,735	-11.2%
30	Applications Developer	\$47,393	\$50,815	-6.7%	\$56,871	\$64,724	-12.1%	\$66,350	\$79,788	-16.8%
31	Senior Building Inspector	\$40,757	\$39,760	2.5%	\$47,889	\$49,360	-3.0%	\$55,022	\$55,190	-0.3%
32	Public Works Inspector	\$40,757	\$39,661	2.8%	\$47,889	\$50,977	-6.1%	\$55,022	\$58,881	-6.6%
33	Lab Technician	\$30,929	\$35,106	-11.9%	\$36,342	\$45,174	-19.6%	\$41,755	\$51,271	-18.6%
34	City Attorney	\$75,662	\$85,220	-11.2%	\$98,361	\$119,942	-18.0%	\$121,059	\$156,104	-22.5%
35	Marketing Specialist	\$35,298	\$33,506	5.3%	\$41,475	\$42,114	-1.5%	\$47,652	\$52,092	-8.5%
36	Materials Management Supervisor	\$35,298	\$34,550	2.2%	\$41,475	\$45,119	-8.1%	\$47,652	\$51,754	-7.9%
37	Meter Reader	\$24,239	\$27,764	-12.7%	\$27,875	\$35,588	-21.7%	\$31,511	\$40,176	-21.6%
38	Parks and Recreation Supervisor	\$35,298	\$37,750	-6.5%	\$41,475	\$48,247	-14.0%	\$47,652	\$61,669	-22.7%
39	Police Officer II	\$40,002	\$36,447	9.8%	\$44,003	\$45,052	-2.3%	\$48,003	\$51,559	-6.9%
40	Police Officer III	\$43,368	\$41,186	5.3%	\$47,705	\$48,561	-1.8%	\$52,042	\$52,762	-1.4%
41	Captain	\$61,156	\$59,431	2.9%	\$70,330	\$72,548	-3.1%	\$79,504	\$87,687	-9.3%

Survey Results – Salary Structure

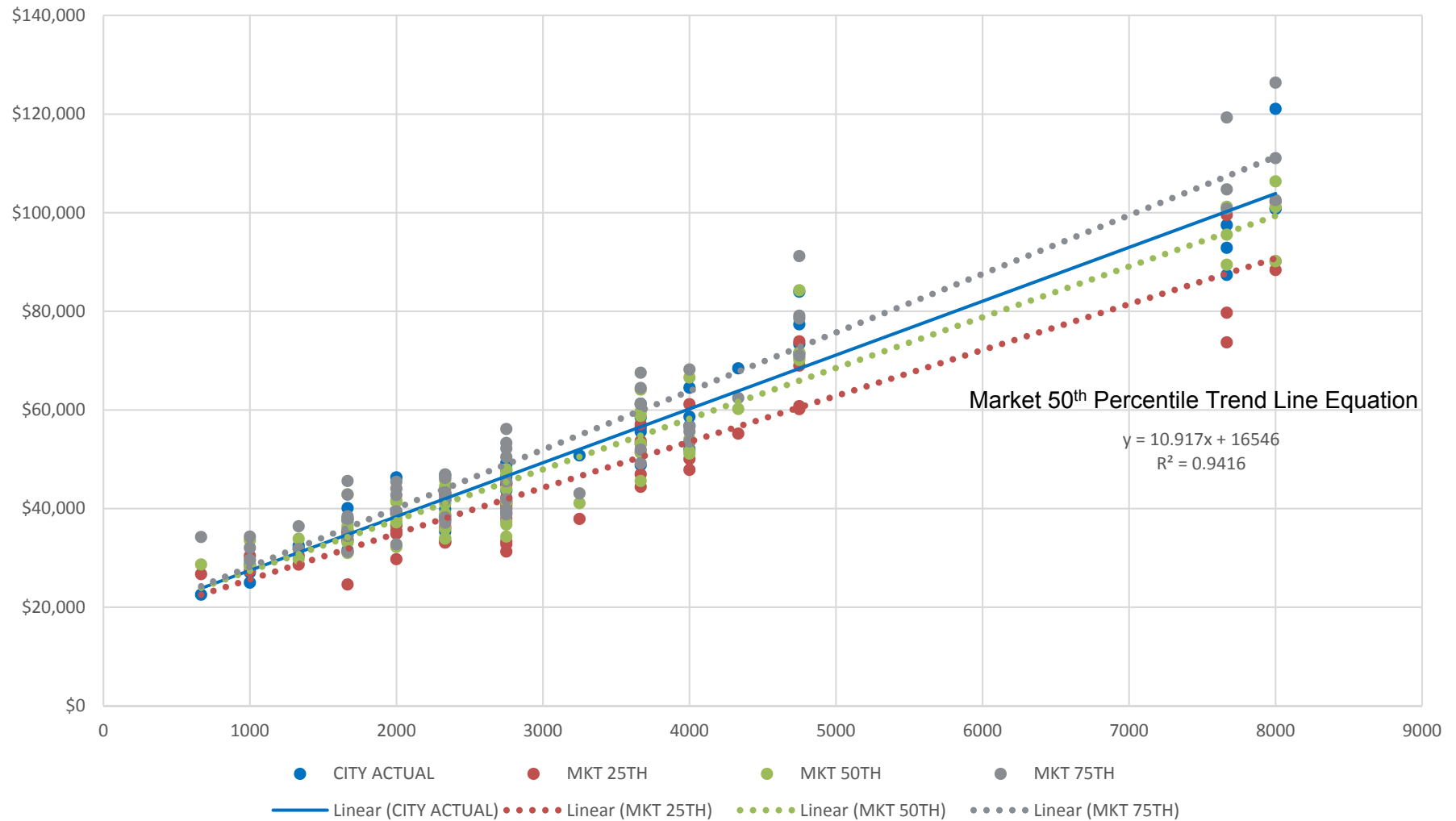
NO.	BENCHMARK TITLE	SALARY RANGE COMPARISON								
		CITY MIN	MKT MIN	DIFF. WITH MKT MIN	CITY MID	MKT MID	DIFF. WITH MKT MID	CITY MAX	MKT MAX	DIFF. WITH MKT MAX
42	Police Chief	\$80,526	\$82,714	-2.6%	\$100,657	\$104,511	-3.7%	\$120,789	\$126,910	-4.8%
43	Dispatcher	\$35,298	\$32,282	9.3%	\$41,475	\$40,362	2.8%	\$47,652	\$48,271	-1.3%
44	Project Manager	\$57,016	\$51,512	10.7%	\$68,419	\$74,310	-7.9%	\$79,822	\$94,691	-15.7%
45	Public Utilities Supervisor	\$40,757	\$48,796	-16.5%	\$47,889	\$63,538	-24.6%	\$55,022	\$81,362	-32.4%
46	Public Utilities Superintendent	\$78,291	\$71,644	9.3%	\$101,779	\$94,623	7.6%	\$125,266	\$120,207	4.2%
47	Training Specialist	\$35,298	\$43,262	-18.4%	\$41,475	\$53,221	-22.1%	\$47,652	\$65,264	-27.0%
48	Health and Safety Manager	\$51,669	\$47,138	9.6%	\$62,004	\$60,411	2.6%	\$72,337	\$72,821	-0.7%
49	Risk Management Coordinator	n/a	\$41,744	n/a	n/a	\$51,889	n/a	n/a	\$59,848	n/a
50	Risk Manager	\$57,016	\$57,226	-0.4%	\$68,419	\$71,556	-4.4%	\$79,822	\$83,459	-4.4%
51	Security and Loss Prevention Officer	\$24,239	\$25,939	-6.6%	\$27,875	\$32,818	-15.1%	\$31,511	\$39,955	-21.1%
52	Traffic Control Technician	\$30,929	\$31,534	-1.9%	\$36,342	\$39,887	-8.9%	\$41,755	\$46,336	-9.9%
53	Transportation Shift Supervisor	\$40,757	\$40,616	0.3%	\$47,889	\$53,370	-10.3%	\$55,022	\$45,677	20.5%
54	Transportation Director	\$75,662	\$78,636	-3.8%	\$98,361	\$100,520	-2.1%	\$121,059	\$116,544	3.9%
55	Utility Construction and Maintenance Technician	\$30,929	\$28,275	9.4%	\$36,342	\$35,098	3.5%	\$41,755	\$38,993	7.1%
56	Utility Construction and Maintenance Supervisor	\$40,757	\$39,210	3.9%	\$47,889	\$50,325	-4.8%	\$55,022	\$56,159	-2.0%
57	Water/Wastewater Maintenance Mechanic	\$37,482	\$33,199	12.9%	\$44,041	\$43,351	1.6%	\$50,600	\$50,728	-0.3%
58	Water/Wastewater Treatment Plant Operations Assistant	\$24,239	\$30,749	-21.2%	\$27,875	\$39,971	-30.3%	\$31,511	\$44,251	-28.8%
59	Water/Wastewater Treatment Plant Operations Specialist	\$35,298	\$34,750	1.6%	\$41,475	\$44,615	-7.0%	\$47,652	\$53,026	-10.1%
61	Water Distribution/Wastewater Collection Supervisor	\$40,757	\$43,875	-7.1%	\$47,889	\$56,302	-14.9%	\$55,022	\$65,102	-15.5%
62	Mayor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Survey Results – Regression Analysis

- The following graphs show the scatter of the base salary and salary structure data for both the City and market
- We combined the market data with the DBM evaluations to develop trend lines through regression analysis
- The trend line (line of best fit) of each data set provides a visual recognition of the overall difference between the market rate and the City's base salary and salary structure data
- The trend lines confirm that the City is highly competitive at the market 50th percentile rate for base salary; and is competitive for the overall salary structure but has a narrower range spread than the market especially for the lower bands

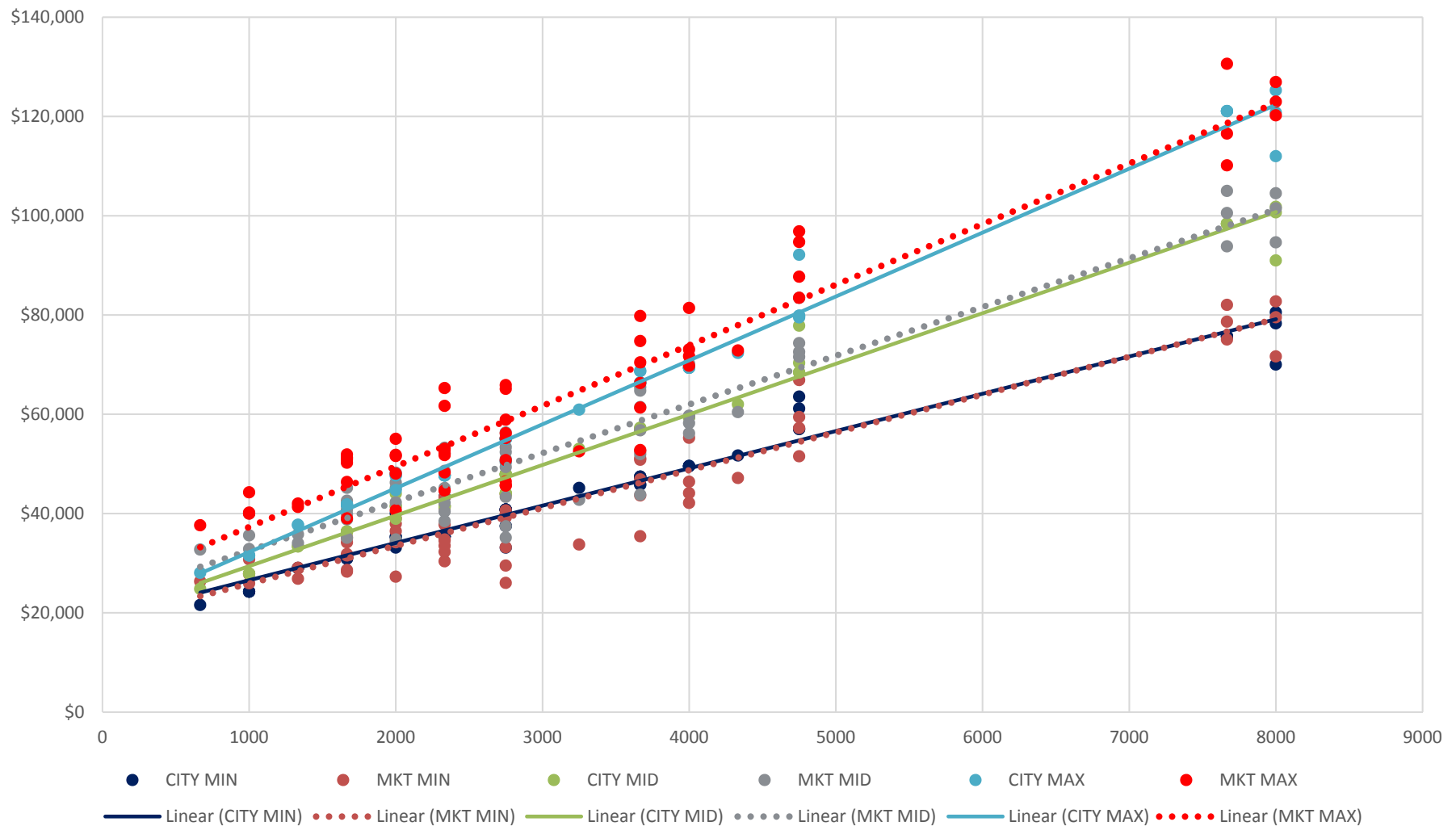
Survey Results – Regression Analysis

Actual Salary Comparison - All Benchmarks



Survey Results – Regression Analysis

Salary Structure Comparison - All Benchmarks

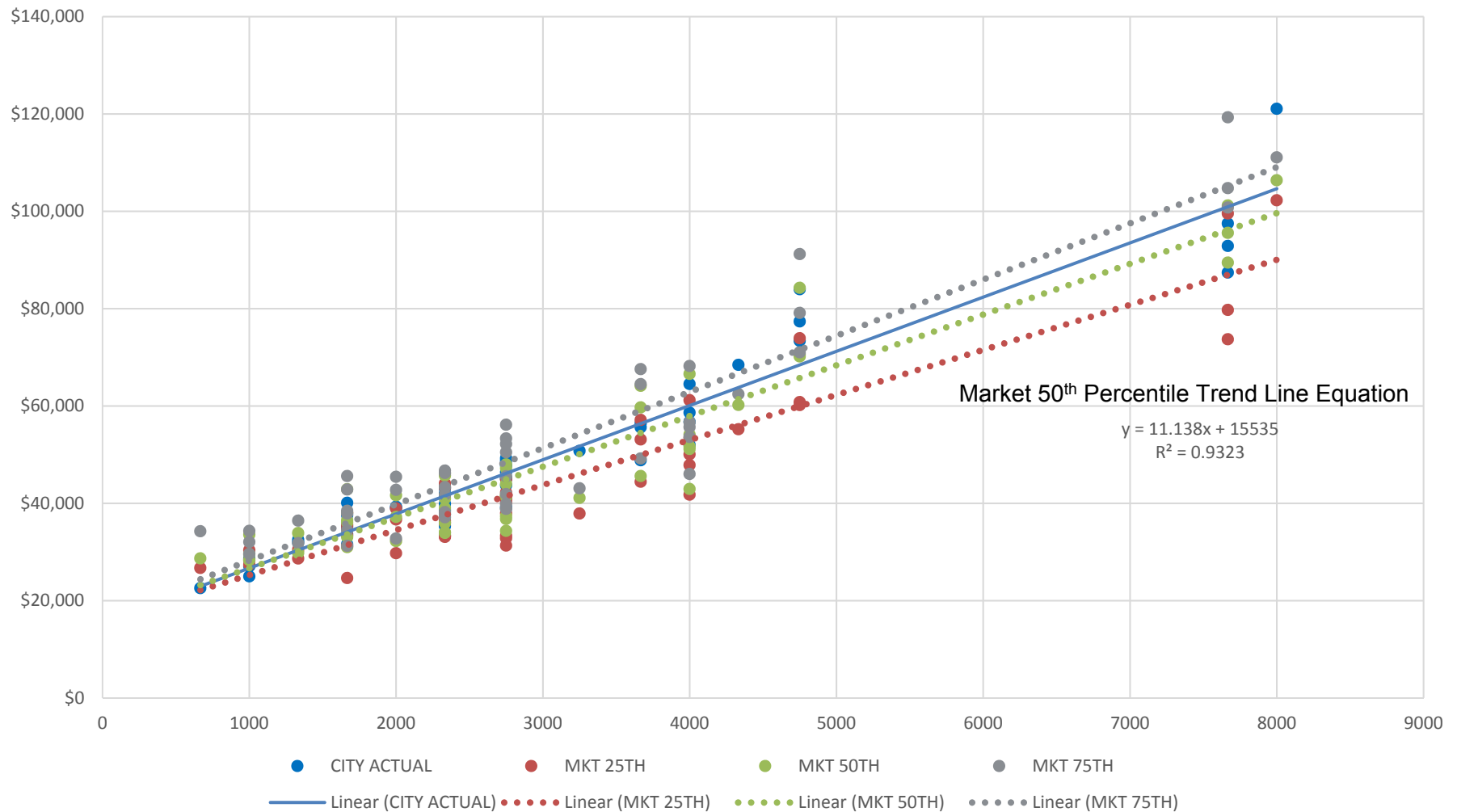


Survey Results – Regression Analysis

- Because the Fire and Police departments currently have separate salary structures, we did separate regression analyzes for Nonsworn, Fire and Police benchmarks
- The following two charts for Nonsworn positions are similar to the charts of all jobs
 - The base salaries for Nonsworn positions are highly competitive at the market 50th percentile rate
 - The overall salary structure is competitive, but salary range spreads are narrower than the market especially for the lower bands

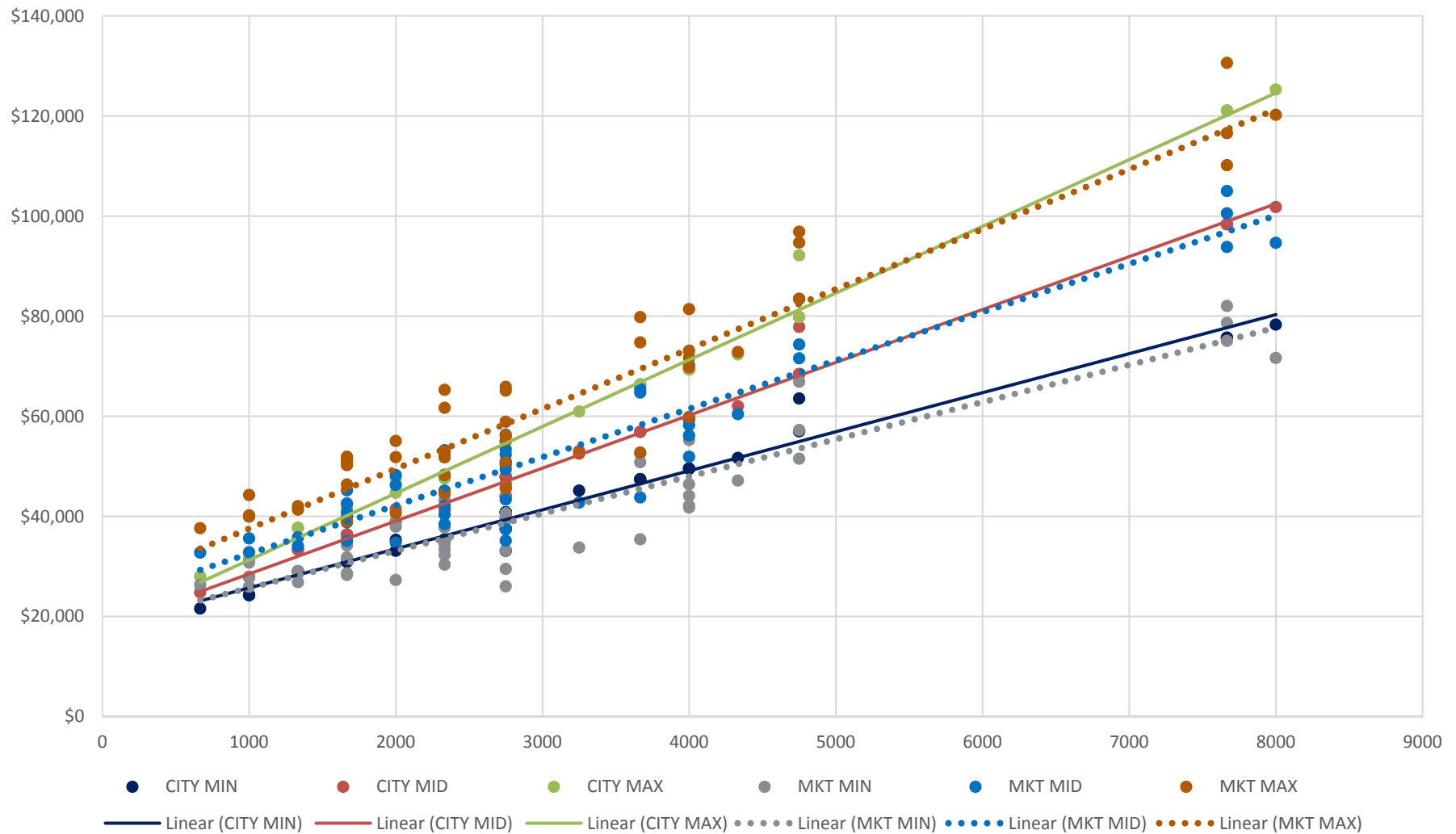
Survey Results – Regression Analysis

Actual Salary Comparison - Nonsworn



Survey Results – Regression Analysis

Salary Structure Comparison - Nonsworn



Survey Results – Salary Structure

- The difference between the City and the market regarding average salary range spread for Nonsworn positions:

DBM Band	City (Nonsworn)	Market
Band A	30%	48.4%
Band B	35%	48.8%
Band C	40%	51.9%
Band E	60%	55.0%

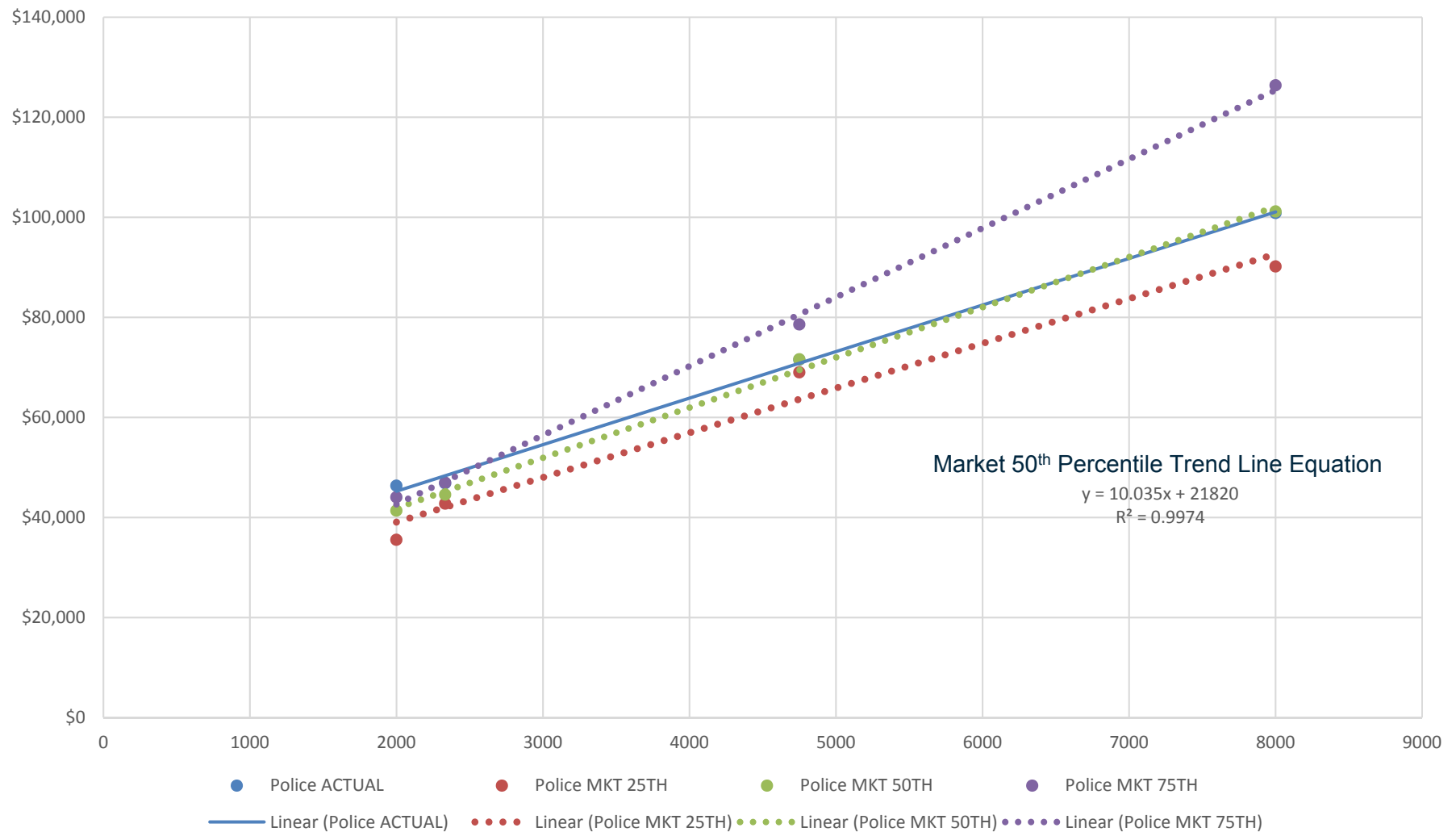
* No benchmark job from Band D

Survey Results – Regression Analysis

- The following three charts show base salary and salary structure comparison for Police positions
- Police base salary and salary range midpoints are highly competitive with the market, but salary range spreads are narrower than the market

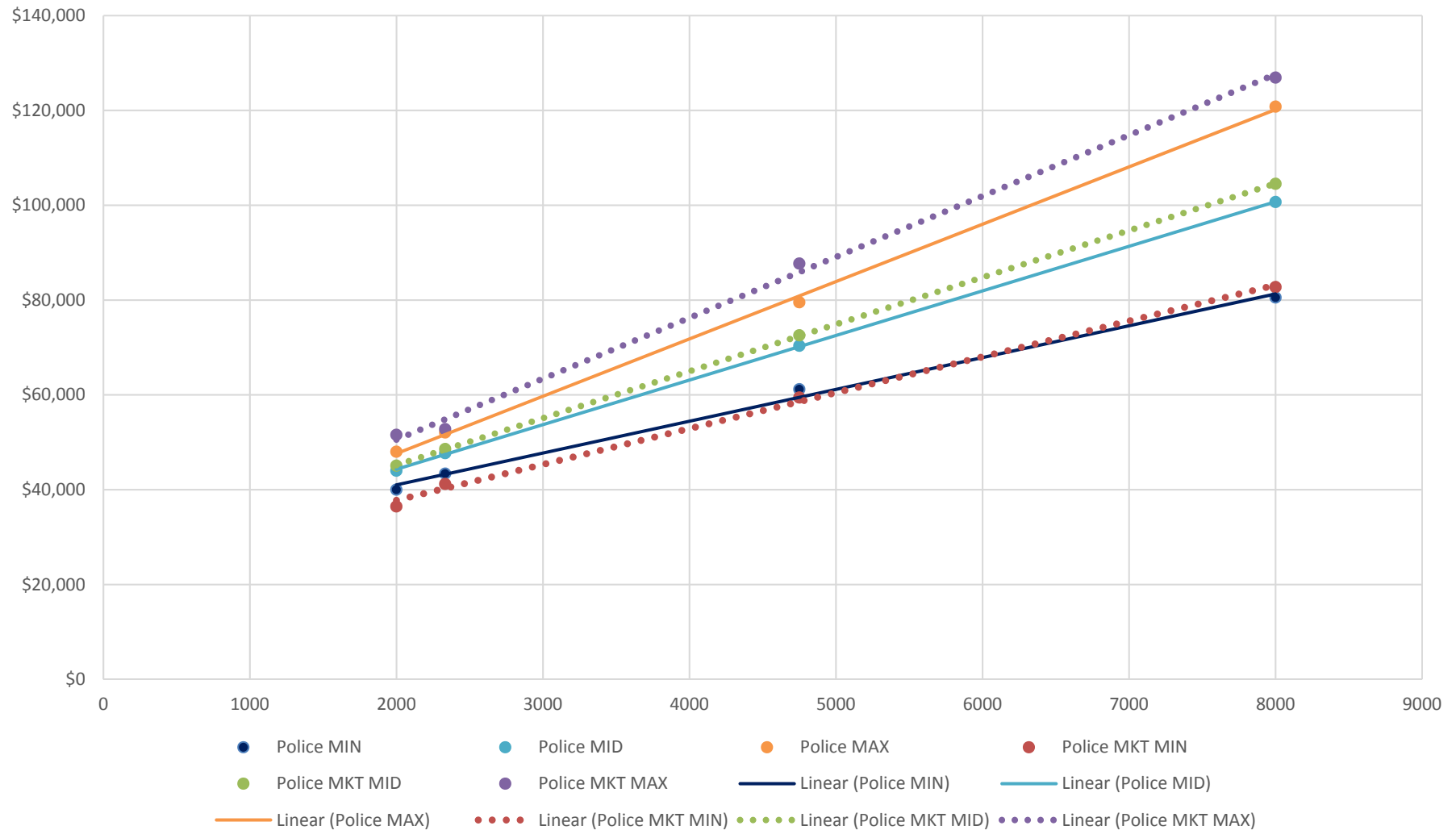
Survey Results – Regression Analysis

Actual Salary Comparison - Police



Survey Results – Regression Analysis

Salary Range Comparison - Police



Survey Results – Salary Structure

- The difference between the City and the market regarding average salary range spread for Police positions:

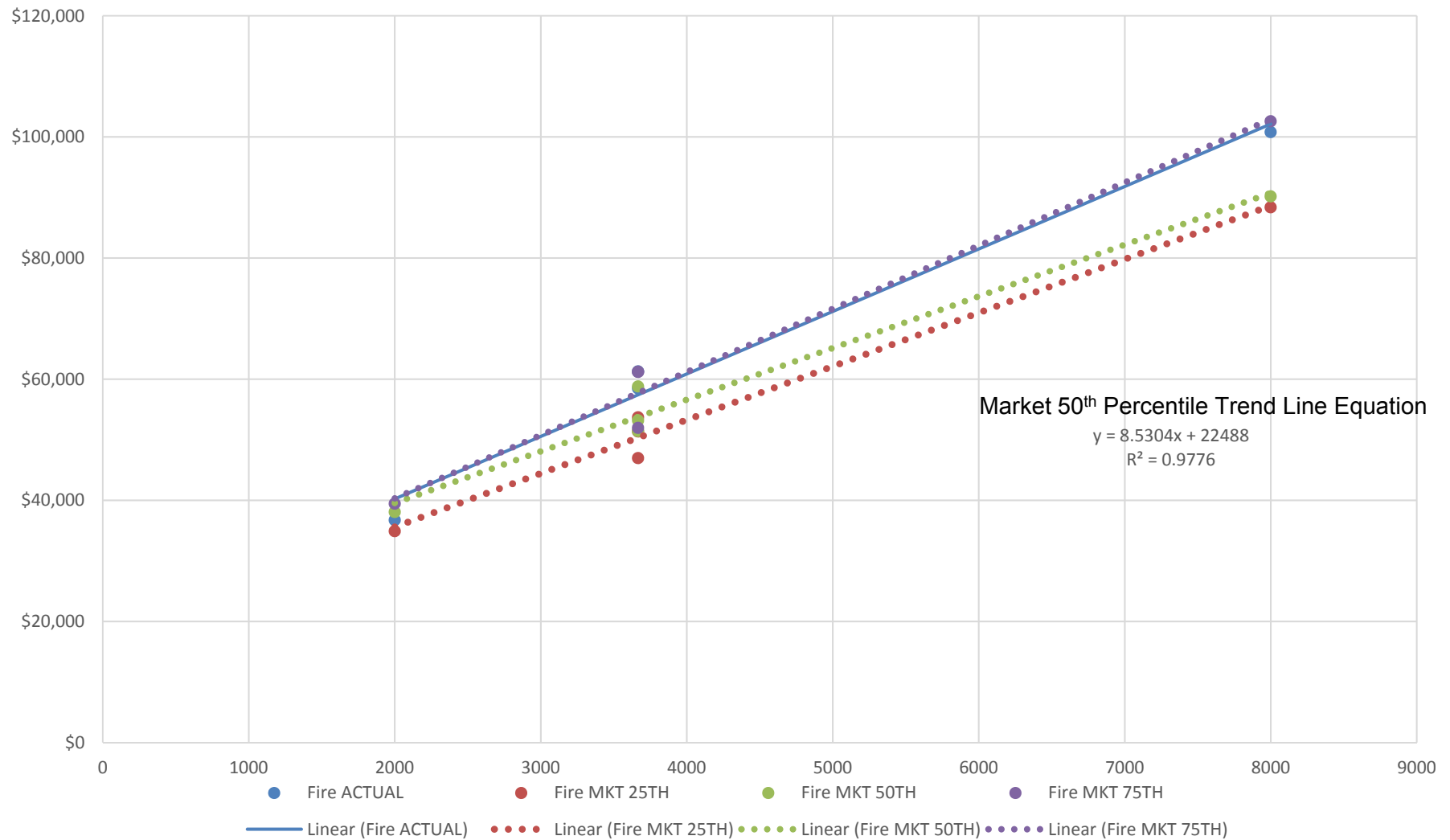
DBM Band	City (Police)	Market
Band B	20%	34.8%
Band C	30%	47.5%
Band E	50%	53.4%

Survey Results – Regression Analysis

- The following three charts show base salary and salary structure comparison for Fire positions
- The overall base salaries for Fire positions are above the market median for 7.1%
- The salary range midpoints are lower than the market midpoints by 5.7%, and salary range spreads are narrower than the market
- The difference between the comparisons of Fire base salary and salary structure suggest that the average salary structure for Fire positions on the market is higher than the City, but the incumbents of the positions on the market are relatively new, thus are paid at the lower end of their salary range

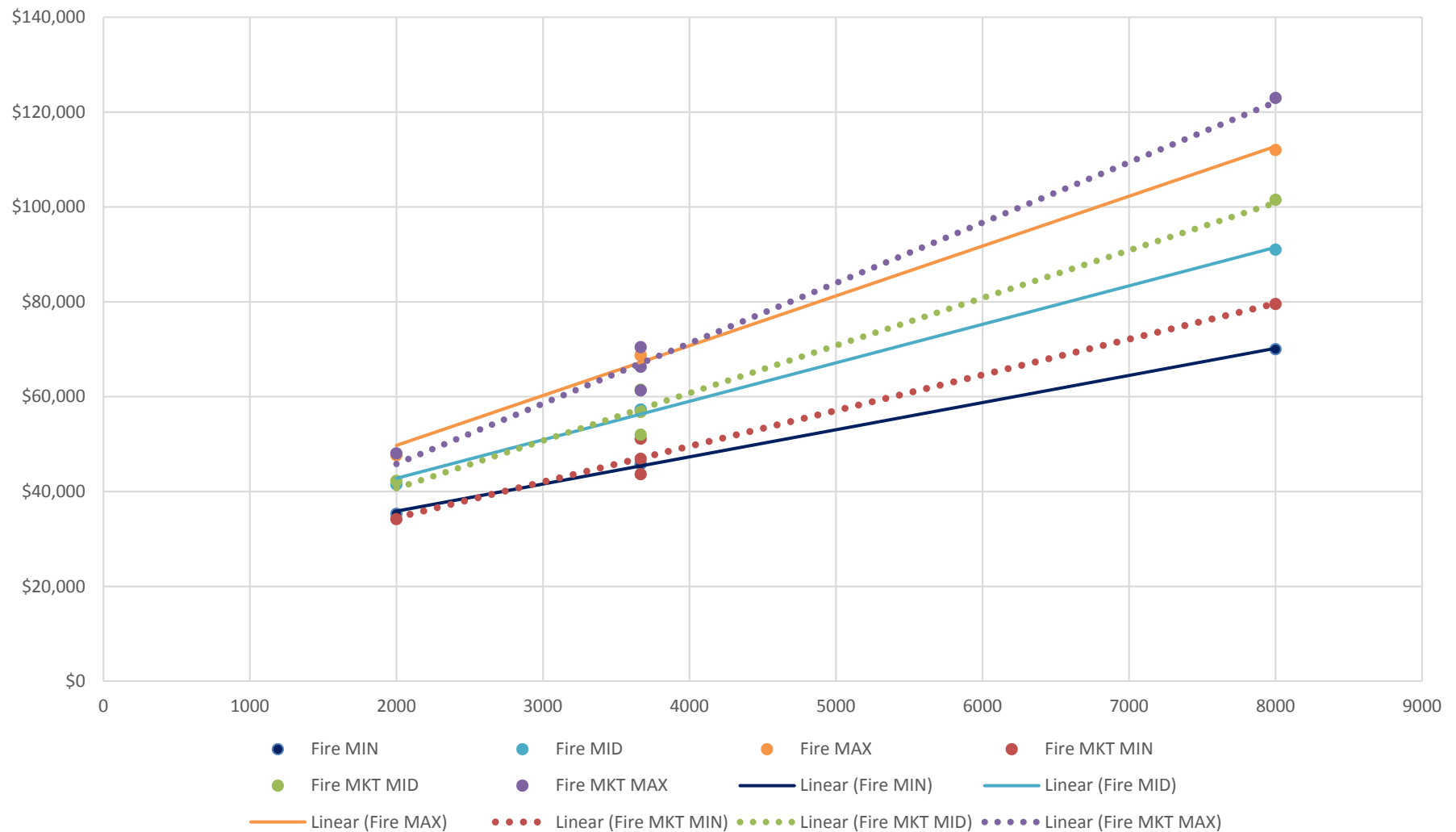
Survey Results – Regression Analysis

Actual Salary Comparison - Fire



Survey Results – Regression Analysis

Salary Structure Comparison - Fire



Survey Results – Salary Structure

- The difference between the City and the market regarding average salary range spread for Nonsworn positions:

DBM Band	City (Fire)	Market
Band B	35%	40.5%
Band C	50%	39.9%
Band E	60%	54.6%

Implementation – New Salary Structure

- By utilizing the combination of the market data and the current job grade, we are proposing salary structures for the Nonsworn, Police and Fire separately based on their market 50th percentile base salary rate – the midpoints of the structures are based on the market 50th percentile trend lines of the three sets of data
- The formula we used to develop the salary structures are shown on Slide 26, 30 and 34
- We also considered the City's current salary structure and range spreads for different bands in developing the range spreads of the new structures
- We aged the new salary structures to 7/1/2017 using salary structure trend factor from *Worldatwork*

Implementation – New Salary Structure

- **Nonsworn Structure:**

DBM Rating	Minimum	Midpoint	Minimum	Salary Range
A11	\$21,561	\$24,795	\$28,029	30%
A12	\$24,239	\$27,875	\$31,511	30%
A13	\$28,996	\$33,345	\$37,694	30%
B21	\$30,929	\$36,342	\$41,755	35%
B22	\$33,113	\$38,908	\$44,703	35%
B23	\$35,298	\$41,475	\$47,652	35%
B24	\$37,482	\$44,041	\$50,600	35%
B31	\$40,757	\$47,889	\$55,022	35%
B25/B32	\$45,125	\$53,022	\$60,918	35%
C41	\$47,393	\$56,871	\$66,350	40%
C42	\$49,531	\$59,427	\$69,344	40%
C43	\$52,063	\$64,434	\$78,094	50%
C44/C51	\$55,853	\$69,125	\$83,779	50%
C45/C52	\$60,398	\$74,750	\$90,597	50%
D61	\$64,188	\$79,441	\$96,282	50%
D62	\$67,215	\$83,187	\$100,822	50%
D63	\$70,242	\$86,933	\$105,362	50%
D64/D71	\$74,032	\$91,624	\$111,048	50%
D65/D72	\$78,577	\$97,248	\$117,865	50%
E81	\$79,199	\$101,939	\$126,718	60%
E82	\$82,109	\$105,685	\$131,375	60%
E83	\$85,020	\$109,431	\$136,032	60%
E91	\$88,664	\$114,122	\$141,863	60%
E92	\$93,034	\$119,747	\$148,855	60%

Implementation – New Salary Structure

- Police Structure:

DBM Rating	Grade	Minimum	Midpoint	Minimum	Salary Range
A12P	1000	\$33,745	\$33,745	\$33,745	n/a
B21P	1667	\$37,119	\$40,831	\$44,543	20%
B22P	2000	\$40,002	\$44,003	\$48,003	20%
B23P	2333	\$43,368	\$47,705	\$52,042	20%
B31P	2750	\$47,933	\$55,123	\$62,313	30%
C42P	4000	\$54,564	\$62,748	\$70,933	30%
C51P	4750	\$61,156	\$70,330	\$79,504	30%
D61P	5667	\$65,666	\$80,439	\$95,214	45%
E82P	8000	\$80,117	\$103,121	\$128,187	60%

Implementation – New Salary Structure

- Fire Structure:

DBM Rating	Grade	Minimum	Midpoint	Minimum	Salary Range
B21F	1667	\$35,285	\$41,560	\$47,634	35%
B22F	2000	\$37,433	\$43,984	\$50,535	35%
B31F	2750	\$43,884	\$51,564	\$59,244	35%
C41F	3667	\$45,799	\$57,249	\$68,699	50%
C42F	4000	\$48,831	\$61,039	\$73,247	50%
C51F	4750	\$52,167	\$65,208	\$78,249	50%
C52F	5250	\$57,625	\$72,031	\$86,438	50%
D61F	5667	\$62,452	\$78,065	\$93,678	50%
E82F	8000	\$71,196	\$91,639	\$113,914	60%

Implementation – Costing

- The City agreed to use the same matrix of the 2010 study to calculate individual employee Compa-Ratio based on their years of service for the City, and place all employees in the new structures.
- The following charts show the proposed Compa-Ratio based on employee year of service

Implementation – Costing

- Proposed Compa-Ratio based on employee years of service

Year in Position	Band A	Band B	Band C	Band D	Band E
0	0.88	0.86	0.84	0.82	0.8
1	0.9	0.88	0.86	0.84	0.82
2	0.92	0.9	0.88	0.86	0.84
3	0.94	0.92	0.9	0.88	0.86
4	0.96	0.94	0.92	0.9	0.88
5	0.98	0.96	0.94	0.92	0.9
6	1.00	0.98	0.96	0.94	0.92
7	1.00	1.00	0.98	0.96	0.94
8	1.00	1.00	1.00	0.98	0.96
9	1.00	1.00	1.00	1.00	0.98
10	1.00	1.00	1.00	1.00	1.00
11	1.00	1.00	1.00	1.00	1.00
12	1.00	1.00	1.00	1.00	1.00
13	1.00	1.00	1.00	1.00	1.00
14	1.00	1.00	1.00	1.00	1.00
15	1.00	1.00	1.00	1.00	1.00
16	1.00	1.00	1.00	1.00	1.00
17	1.00	1.00	1.00	1.00	1.00
18	1.00	1.00	1.00	1.00	1.00
19	1.00	1.00	1.00	1.00	1.00
20	1.00	1.00	1.00	1.00	1.00
21	1.00	1.00	1.00	1.00	1.00
22	1.00	1.00	1.00	1.00	1.00
23	1.00	1.00	1.00	1.00	1.00
24	1.00	1.00	1.00	1.00	1.00
25	1.00	1.00	1.00	1.00	1.00
26	1.00	1.00	1.00	1.00	1.00
27	1.00	1.00	1.00	1.00	1.00
28	1.00	1.00	1.00	1.00	1.00
29	1.00	1.00	1.00	1.00	1.00
30	1.00	1.00	1.00	1.00	1.00

Implementation – Costing

- Implementation cost

Current Salary Budget:	\$39,010,818
No. of Employee below Minimum:	2
No. of Employee over Maximum:	3
No. of Employee Receive Compa-Ratio Increase:	331
Cost to bring Employee to Compa-Ratio Salary:	\$546,888
% of Salary Budget for Compa-Ratio Increase:	1.40%

Recommendation

- We recommend the City adopt the proposed three salary structures for Nonsworn, Police and Fire respectively based on market 50th percentile rate as well as the City's current salary structures and allocate employees in the assigned salary range using the Compa-Ration Method
 - The new salary structures reflect updated market pay level
 - The cost for implementing the new salary structures is minimal

Recommendation

- The salary structures should be adjusted by a structure movement trend factor every year to remain competitive with the market
- In addition to adjusting the salary structures each year to keep pace with the market, the City should conduct a comprehensive market compensation study similar to this one at least every three years

Pay Practice

Average Salary Increase	% General Increase	% Market Adjustment	% COLA	% Merit	% Step	Total % Salary Increase	Date of Increase
Clarksville:	2%	n/a	n/a	n/a	n/a	2%	7/1/2016
Summary:	6 organizations responded in this category, Average: 2.5%	2 organizations responded in this category, Average: 1.5%	4 organizations responded in this category, Average: 2.25%	4 organizations responded in this category, Average: 2.48%	No organization responded in this category	Average: 2.64%	10 organizations, 71%, reported salary increase during the 2nd half of 2016

Established Salary Structure	YES/NO	Salary Range Adjustment	% Increase
Clarksville:	Yes		n/a
10 organizations, 86%, have established salary structure.		6 organizations, 43%, reported salary range adjustments during 2016. The average range adjustment is 2%.	

- The City is competitive with the market for salary budget increase and established salary structure

Pay Practice

Variable Pay Plans	Lump-Sum Bonuses	Gain Sharing	Team Incentives	Skill-Based Pay	Knowledge-Based Pay	Performance Pay	Longevity	Executive Incentive Plan	Other (list)
Clarksville:	n/a	n/a	n/a	n/a	n/a	n/a	Yes	n/a	n/a
Summary:	No organization responded in this category	No organization responded in this category	No organization responded in this category	No organization responded in this category	No organization responded in this category	3 organizations, 21%, responded in this category	7 organizations, 50%, responded in this category	No organization responded in this category	No organization responded in this category

- The City is competitive with the market for variable pay plans

Pay Practice

Longevity (Year)	Clarksville	Average	25th Percentile	50th Percentile	75th Percentile
1	n/a	1 organization provides longevity pay for 1 year of service			
2	n/a	2 organizations provide longevity pay for 2 years of service			
3	n/a	3 organizations provide longevity pay for 3 years of service			
4	n/a	3 organizations provide longevity pay for 4 years of service			
5	n/a	310	250	300	375
6	\$300	369	300	360	450
7	\$350	427	350	420	525
8	\$400	486	400	480	600
9	\$450	544	450	540	675
10	\$500	620	500	600	750
11	\$550	679	550	660	825
12	\$600	737	600	720	900
13	\$650	796	650	780	975
14	\$700	854	700	840	1,050
15	\$750	930	750	900	1,125
16	\$800	989	800	960	1,200
17	\$850	1,047	850	1,020	1,275
18	\$900	1,106	900	1,080	1,350
19	\$950	1,164	950	1,140	1,425
20	\$1,000	1,240	1,000	1,200	1,500
21	\$1,050	1,299	1,050	1,260	1,575
22	\$1,100	1,357	1,100	1,320	1,650
23	\$1,150	1,416	1,150	1,380	1,725
24	\$1,200	1,474	1,200	1,440	1,800
25	\$1,250	1,533	1,250	1,500	1,875

1 organization provides longevity plan as a percentage of pay, from 2.5% to 7.5%.

- The City is below market median for longevity pay

Benefits

Benefits as % of Salary	
Clarksville:	50%
Average:	34%
25th Percentile:	22%
50th Percentile:	33%
75th Percentile:	37%

- The City is above market median for total benefits as % of salary budget

Benefits

Retirement Plan	% Employer Contribution	% Employee Contribution
Clarksville:	13.8%	0.0%
Average:	7.6%	3.6%
25th Percentile:	4.7%	0.0%
50th Percentile:	7.9%	5.0%
75th Percentile:	8.9%	5.8%

Retiree Insurance Benefits	Retirement Medical	Retirement Dental	Defined Benefit/ Contribution
Clarksville:	Yes	Yes	Defined Benefit
Summary:	11 organizations, 71%, provide current employee with Retiree Medical Insurance.	2 organizations, 14%, provide current employee with Retiree Dental Insurance.	Among the organizations providing retiree insurance benefits, 55% use defined benefit, 45% use defined contribution.

- The City is above market median for employer contribution to the retirement plans, and is competitive with the market for retiree insurance benefits

Benefits

Paid Leave (days/year)	Holidays	Personal	Bereavement
Clarksville:	11	0	3
Average:	11	0	2
25th Percentile:	10	0	0
50th Percentile:	12	0	3
75th Percentile:	12	0	3

Carry-over Unused Leave	PTO	Vacation	Sick
Clarksville:	n/a	30	Unlimited
Summary:	1). 11 organizations, 79%, allow employees to carry-over unused vacation and sick days. 2). Reported carry-over vacation days range from 22 days to unlimited. 3 organizations, 21%, reported unlimited carry-over vacation days. 3). Reported carry-over sick days range from 60 days to unlimited. 8 organizations, 57%, reported unlimited carry-over vacation days.		

- The City is competitive with the market for annual paid leave days and carry-over unused leave days

Benefits

Vacation Days/Year	less than 2 years	2 to 4.9 years	5 to 9.9 years	10 to 14.9 years	15 to 19.9 years	25 or more years
Clarksville:	12	12	12	15	20	30+
Average:	11	12	15	17	19	22
25th Percentile:	10	10	12	15	18	20
50th Percentile:	10	11	15	16	19	21
75th Percentile:	10	13	15	18	20	24

Sick Days/Year	less than 2 years	2 to 4.9 years	5 to 9.9 years	10 to 14.9 years	15 to 19.9 years	25 or more years
Clarksville:	12	12	12	12	12	12
Average:	12	12	12	12	12	12
25th Percentile:	12	12	12	12	12	12
50th Percentile:	12	12	12	12	12	12
75th Percentile:	12	12	12	12	12	12

- The City is competitive with the market for annual vacation and sick days

Benefits

Flexible (Cafeteria) Benefits	Premium Conversion	Flexible Spending Account (FSA)	Simple Choice	Full Flex	Consumer Driven Health Plan (CDHP)
Clarksville:		X			
Summary:	4 organizations, 29%, responded in this category	12 organizations, 86%, responded in this category	3 organizations, 21%, responded in this category	No organization responded in this category	5 organizations, 36%, responded in this category

- The City is competitive with the market median for flexible benefits

Benefits

Insurance Employer Contribution	Medical employee only	Medical employee + one	Medical Insurance employee + family	Dental employee only	Dental employee + one	Dental Insurance employee + family	Vision employee only	Vision employee + one	Vision Insurance employee + family
Clarksville:	\$607.36	\$1,052.97	\$1,407.09	\$34.50	\$34.50	\$34.50	n/a	n/a	n/a
Average:	\$529.19	\$1,028.12	\$1,206.01	\$24.22	\$41.21	\$41.72	\$3.35	\$5.11	\$5.11
25th Percentile:	\$379.64	\$774.61	\$857.00	\$18.13	\$29.42	\$32.35	\$2.78	\$4.81	\$4.81
50th Percentile:	\$515.00	\$948.67	\$975.36	\$19.00	\$37.46	\$37.69	\$3.35	\$5.11	\$5.11
75th Percentile:	\$693.00	\$1,146.55	\$1,618.00	\$33.52	\$49.25	\$50.25	\$3.93	\$5.42	\$5.42

Insurance Employee Contribution	Medical employee only	Medical employee + one	Medical Insurance employee + family	Dental employee only	Dental employee + one	Dental Insurance employee + family	Vision employee only	Vision employee + one	Vision Insurance employee + family
Clarksville:	\$56.00	\$180.00	\$246.00	\$0.00	\$38.00	\$88.00	n/a	n/a	n/a
Average:	\$61.13	\$202.32	\$298.25	\$14.59	\$33.57	\$45.90	\$5.10	\$10.22	\$17.61
25th Percentile:	\$4.66	\$100.45	\$202.49	\$7.01	\$16.08	\$16.08	\$3.58	\$6.61	\$14.95
50th Percentile:	\$46.25	\$235.20	\$303.06	\$10.00	\$24.96	\$40.00	\$6.16	\$11.16	\$18.92
75th Percentile:	\$112.81	\$261.42	\$421.96	\$24.90	\$55.79	\$76.32	\$6.79	\$13.32	\$20.83

- The City is above market median for employer contribution to the overall medical+dental+vision insurance plan

Benefits

Insurance Employer Contribution	Group Life Insurance	Supplemental Life Insurance	Short-Term Disability	Long-Term Disability	Employee Assistance Programs
Clarksville:	\$6.46	n/a	n/a	.43/\$100	\$1.78
Summary:	12 organizations, 86%, provide Group Life Insurance as employer cost.	No organization responded in this category.	1 organization, 7%, provides Short-Term Disability as employer cost.	8 organizations, 57%, provide Long-Term Disability as employer cost.	7 organizations, 50%, provide EAP as employer cost.

Insurance Employee Contribution	Group Life Insurance	Supplemental Life Insurance	Short-Term Disability	Long-Term Disability	Employee Assistance Programs
Clarksville:	\$0.00	Varies by age and level of insurance	n/a	\$0.00	\$0.00
Summary:	\$0.00	12 organizations, 79%, provide employee voluntary Supplemental Life Insurance. The cost varies by age and coverage	6 organizations, 43%, provide employee voluntary Short-Term Disability. The cost varies by employee salary.	4 organizations, 29%, provide employee voluntary Long-Term Disability. The cost varies by employee salary.	1 organization, 7%, provides employee voluntary EAP.

- The City is competitive with the market for employer contribution to group life insurance, long-term disability and employee assistance programs



Arthur J. Gallagher & Co.
BUSINESS WITHOUT BARRIERS™

Thank You

Jim Fox | Managing Director
Gallagher Benefit Services, Inc.
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Proposed Structure for all Nonsworn Positions

DBM Rating	Grade	Coeff	Int	Age to Jul 2017	Minimum	Midpoint
A11	667			1.01	\$21,561	\$24,795
A12	1000			1.01	\$24,239	\$27,875
A13	1333			1.01	\$28,996	\$33,345
B21	1667			1.01	\$30,929	\$36,342
B22	2000			1.01	\$33,113	\$38,908
B23	2333			1.01	\$35,298	\$41,475
B31/B24	2750			1.01	\$40,757	\$47,889
B24	2750			1.01	\$37,482	\$44,041
B31	2750			1.01	\$40,757	\$47,889
B32/B25	3250			1.01	\$45,125	\$53,022
B25	3250			1.01	\$45,125	\$53,022
B32	3250			1.01	\$45,125	\$53,022
C41	3667			1.01	\$47,393	\$56,871
C42	4000			1.01	\$49,531	\$59,427
C43	4333	11.14	15535.00	1.01	\$52,063	\$64,434
C51/C44	4750	11.14	15535.00	1.01	\$55,853	\$69,125
C44	4750	11.14	15535.00	1.01	\$55,853	\$69,125
C51	4750	11.14	15535.00	1.01	\$55,853	\$69,125
C52/C45	5250	11.14	15535.00	1.01	\$60,398	\$74,750
C45	5250	11.14	15535.00	1.01	\$60,398	\$74,750
C52	5250	11.14	15535.00	1.01	\$60,398	\$74,750
D61	5667	11.14	15535.00	1.01	\$64,188	\$79,441
D62	6000	11.14	15535.00	1.01	\$67,215	\$83,187
D63	6333	11.14	15535.00	1.01	\$70,242	\$86,933
D71/D64	6750	11.14	15535.00	1.01	\$74,032	\$91,624
D64	6750	11.14	15535.00	1.01	\$74,032	\$91,624
D71	6750	11.14	15535.00	1.01	\$74,032	\$91,624
D72/D65	7250	11.14	15535.00	1.01	\$78,577	\$97,248
D65	7250	11.14	15535.00	1.01	\$78,577	\$97,248
D72	7250	11.14	15535.00	1.01	\$78,577	\$97,248
E81	7667	11.14	15535.00	1.01	\$79,199	\$101,939
E82	8000	11.14	15535.00	1.01	\$82,109	\$105,685
E83	8333	11.14	15535.00	1.01	\$85,020	\$109,431
E91	8750	11.14	15535.00	1.01	\$88,664	\$114,122
E92	9250	11.14	15535.00	1.01	\$93,034	\$119,747

Proposed Structure For Fire Department

DBM Rating	Grade	Coeff	Int	Age to Jul 2017	Fire Minimum	Fire Midpoint
B21F	1667	8.53	22488.00	1.01	\$35,285	\$41,560
B22F	2000	8.53	22488.00	1.01	\$37,433	\$43,984
B31F	2750	8.53	22488.00	1.01	\$43,884	\$51,564
C41F	3667	8.53	22488.00	1.01	\$45,799	\$57,249
C42F	4000	8.53	22488.00	1.01	\$48,831	\$61,039
C51F	4750	8.53	22488.00	1.01	\$52,167	\$65,208
C52F	5250	8.53	22488.00	1.01	\$57,625	\$72,031
D61F	5667	8.53	22488.00	1.01	\$62,452	\$78,065
E82F	8000	8.53	22488.00	1.01	\$71,196	\$91,639

Proposed Structure For Police Department

DBM Rating	Grade	Coeff	Int	Age to Jul 2017	Police Minimum	Police Midpoint
A12P	1000	10.04	21820.00	1.01	\$33,745	\$33,745
B21P	1667	10.04	21820.00	1.01	\$37,119	\$40,831
B22P	2000	10.04	21820.00	1.01	\$40,002	\$44,003
B23P	2333	10.04	21820.00	1.01	\$43,368	\$47,705
B31P	2750	10.04	21820.00	1.01	\$47,933	\$55,123
C42P	4000	10.04	21820.00	1.01	\$54,564	\$62,748
C51P	4750	10.04	21820.00	1.01	\$61,156	\$70,330
D61P	5667	10.04	21820.00	1.01	\$65,666	\$80,439
E82P	8000	10.04	21820.00	1.01	\$80,117	\$103,121

Maximum	Range Spread
\$28,029	30%
\$31,511	30%
\$37,694	30%
\$41,755	35%
\$44,703	35%
\$47,652	35%
\$55,022	35%
\$50,600	35%
\$55,022	35%
\$60,918	35%
\$60,918	35%
\$60,918	35%
\$66,350	40%
\$69,344	40%
\$78,094	50%
\$83,779	50%
\$83,779	50%
\$83,779	50%
\$90,597	50%
\$90,597	50%
\$90,597	50%
\$96,282	50%
\$100,822	50%
\$105,362	50%
\$111,048	50%
\$111,048	50%
\$111,048	50%
\$117,865	50%
\$117,865	50%
\$117,865	50%
\$126,718	60%
\$131,375	60%
\$136,032	60%
\$141,863	60%
\$148,855	60%

Clarksville Current Structur

DBM Rating	Grade	Coeff	Int
A11	667		
A12	1000		
A13	1333		
B21	1667		
B22	2000		
B23	2333		
B31/B24	2750		
B24	2750		
B31	2750		
B32/B25	3250		
B25	3250		
B32	3250		
C41	3667		
C42	4000		
C43	4333		
C51/C44	4750		
C44	4750		
C51	4750		
C52/C45	5250		
C45	5250		
C52	5250		
D61	5667		
D62	6000		
D63	6333		
D71/D64	6750		
D64	6750		
D71	6750		
D72/D65	7250		
D65	7250		
D72	7250		
E81	7667		
E82	8000		
E83	8333		
E91	8750		
E92	9250		

Fire Maximum	Range Spread
\$47,634	35%
\$50,535	35%
\$59,244	35%
\$68,699	50%
\$73,247	50%
\$78,249	50%
\$86,438	50%
\$93,678	50%
\$113,914	60%

Clarksville Current Struc

DBM Rating	Grade	Coeff	Int
B21F	1667		
B22F	2000		
B31F	2750		
C41F	3667		
C42F	4000		
C51F	4750		
C52F	5250		
D61F	5667		
E82F	8000		

Clarksville Current Struct

Police Maximum	Range Spread
\$33,745	n/a
\$44,543	20%
\$48,003	20%
\$52,042	20%
\$62,313	30%
\$70,933	30%
\$79,504	30%
\$95,214	45%
\$128,187	60%

DBM Rating	Grade	Coeff	Int
A12P	1000		
B21P	1667		
B22P	2000		
B23P	2333		
B31P	2750		
C42P	4000		
C51P	4750		
D61P	5667		
E82P	8000		

re For Nonsworn Personnel

All Minimum	All Midpoint	All Maximum	Range Spread
\$21,561	\$24,795	\$28,029	30%
\$24,239	\$27,875	\$31,511	30%
\$28,996	\$33,345	\$37,694	30%
\$30,929	\$36,342	\$41,755	35%
\$33,113	\$38,908	\$44,703	35%
\$35,298	\$41,475	\$47,652	35%
\$37,482	\$44,041	\$50,600	
\$37,482	\$44,041	\$50,600	35%
\$40,757	\$47,889	\$55,022	35%
\$45,125	\$53,022	\$60,918	35%
\$47,393	\$56,871	\$66,350	40%
\$49,531	\$59,427	\$69,344	40%
\$51,669	\$62,004	\$72,337	40%
\$53,807	\$64,568	\$75,329	40%
\$53,807	\$64,568	\$75,329	40%
\$53,807	\$64,568	\$75,329	40%
\$61,292	\$73,550	\$85,809	40%
\$63,536	\$77,831	\$92,126	45%
\$65,025	\$81,249	\$96,173	48%
\$69,116	\$84,667	\$100,219	45%
\$72,611	\$88,948	\$105,285	45%
\$76,800	\$94,080	\$111,360	45%
\$75,662	\$98,361	\$121,059	60%
\$78,291	\$101,779	\$125,266	60%
\$80,920	\$105,196	\$129,472	60%
\$82,791	\$107,628	\$132,465	60%
\$88,161	\$114,608	\$141,056	60%

ture For Fire Department

Fire Minimum	Fire Midpoint	Fire Maximum	Range Spread
\$35,285	\$41,560	\$47,634	35%
\$37,433	\$43,984	\$50,535	35%
\$43,884	\$51,564	\$59,244	35%
\$45,799	\$57,249	\$68,699	50%
\$48,831	\$61,039	\$73,247	50%
\$52,167	\$65,208	\$78,249	50%
\$57,625	\$72,031	\$86,438	50%
\$62,452	\$78,065	\$93,678	50%
\$69,986	\$90,982	\$111,979	60%

ure For Police Department

Police Minimum	Police Midpoint	Police Maximum	Range Spread
\$33,745	n/a	n/a	n/a
\$37,119	\$40,831	\$44,543	20%
\$40,002	\$44,003	\$48,003	20%
\$43,368	\$47,705	\$52,042	20%
\$47,933	\$55,123	\$62,313	30%
\$54,564	\$62,748	\$70,933	30%
\$61,156	\$70,330	\$79,504	30%
\$65,666	\$80,439	\$95,214	45%
\$80,526	\$100,657	\$120,789	50%

Time in Position

	0	1	2	3	4	5	6	7	8	9	10
A	0.88	0.90	0.92	0.94	0.96	0.98	1.00				
B	0.86	0.88	0.90	0.92	0.94	0.96	0.98	1.00			
C	0.84	0.86	0.88	0.90	0.92	0.94	0.96	0.98	1.00		
D	0.82	0.84	0.86	0.88	0.90	0.92	0.94	0.96	0.98	1.00	
E	0.80	0.82	0.84	0.86	0.88	0.90	0.92	0.94	0.96	0.98	1.00

time in po row

0	1
1	2
2	3
3	4
4	5
5	6
6	7
7	8
8	9
9	10
10	11

Option 2

Year in Pos A	B	C	D	E	
0	0.88	0.86	0.84	0.82	0.8
1	0.9	0.88	0.86	0.84	0.82
2	0.92	0.9	0.88	0.86	0.84
3	0.94	0.92	0.9	0.88	0.86
4	0.96	0.94	0.92	0.9	0.88
5	0.98	0.96	0.94	0.92	0.9
6	1.00	0.98	0.96	0.94	0.92
7	1.00	1.00	0.98	0.96	0.94
8	1.00	1.00	1.00	0.98	0.96
9	1.00	1.00	1.00	1.00	0.98
10	1.00	1.00	1.00	1.00	1.00
11	1.00	1.00	1.00	1.00	1.00
12	1.00	1.00	1.00	1.00	1.00
13	1.00	1.00	1.00	1.00	1.00
14	1.00	1.00	1.00	1.00	1.00
15	1.00	1.00	1.00	1.00	1.00
16	1.00	1.00	1.00	1.00	1.00
17	1.00	1.00	1.00	1.00	1.00
18	1.00	1.00	1.00	1.00	1.00
19	1.00	1.00	1.00	1.00	1.00
20	1.00	1.00	1.00	1.00	1.00
21	1.00	1.00	1.00	1.00	1.00
22	1.00	1.00	1.00	1.00	1.00
23	1.00	1.00	1.00	1.00	1.00
24	1.00	1.00	1.00	1.00	1.00
25	1.00	1.00	1.00	1.00	1.00
26	1.00	1.00	1.00	1.00	1.00
27	1.00	1.00	1.00	1.00	1.00
28	1.00	1.00	1.00	1.00	1.00
29	1.00	1.00	1.00	1.00	1.00
30	1.00	1.00	1.00	1.00	1.00

Option 3

Year in Po: A	B	C	D	E	
0	0.88	0.86	0.84	0.82	0.8
1	0.9	0.88	0.86	0.84	0.82
2	0.92	0.9	0.88	0.86	0.84
3	0.94	0.92	0.9	0.88	0.86
4	0.96	0.94	0.92	0.9	0.88
5	0.98	0.96	0.94	0.92	0.9
6	1.00	0.98	0.96	0.94	0.92
7	1.01	1.00	0.98	0.96	0.94
8	1.02	1.01	1.00	0.98	0.96
9	1.03	1.02	1.01	1.00	0.98
10	1.04	1.03	1.02	1.01	1.00
11	1.05	1.04	1.03	1.02	1.01
12	1.06	1.05	1.04	1.03	1.02
13	1.07	1.06	1.05	1.04	1.03
14	1.08	1.07	1.06	1.05	1.04
15	1.09	1.08	1.07	1.06	1.05
16	1.10	1.09	1.08	1.07	1.06
17	1.11	1.10	1.09	1.08	1.07
18	1.12	1.11	1.10	1.09	1.08
19	1.13	1.12	1.11	1.10	1.09
20	1.14	1.13	1.12	1.11	1.10
21	1.14	1.14	1.13	1.12	1.11
22	1.14	1.15	1.14	1.13	1.12
23	1.14	1.15	1.15	1.14	1.13
24	1.14	1.15	1.16	1.15	1.14
25	1.14	1.15	1.16	1.16	1.15
26	1.14	1.15	1.16	1.17	1.16
27	1.14	1.15	1.16	1.17	1.17
28	1.14	1.15	1.16	1.17	1.18
29	1.14	1.15	1.16	1.17	1.18
30	1.14	1.15	1.16	1.17	1.18

Effective Date: 7/1/2017

Effective Date: 7/1/2017		New Salary Structure												Compa-Ratio Implementation Cost			Include 1.5% General Increase			
Employee ID	Job Description	Employee Location Code	Employee Department	Annual Salary	Pay Grade	Start Date	Band	Years in Position	Proposed Range Min	Proposed Range Mid	Proposed Range Max	Below Min	Over Max	Recommended Compa-Ratio	Compa-Ratio Salary	Compa-Ratio Increase	1.5% General Increase	The Greater of Compa-Ratio and 1.5% General Increase	Proposed New Salary	Overall Cost
39879	MILITARY & VETERAN	1100	ADMINISTRATION	\$48,815	C41	12/13/14	C	2	\$47,393	\$56,871	\$66,350	----	----	0.88	\$50,046	\$1,231	\$49,547	Compa-Ratio	\$50,046	\$1,231
31003	CITY CLERK	1100	ADMINISTRATION	\$74,598	C44	1/3/92	C	25	\$55,853	\$69,125	\$83,779	----	----	1	\$74,598	----	\$75,717	1.5%	\$75,717	\$1,119
1252	SENIOR BUILDING INS	1910	BUILDING & CODES DI	\$44,330	B31	4/1/07	B	10	\$40,757	\$47,889	\$55,022	----	----	1	\$47,889	\$3,559	\$44,995	Compa-Ratio	\$47,889	\$3,559
1254	ADMINISTRATIVE SUP	1910	BUILDING & CODES DI	\$40,124	B23	4/16/07	B	10	\$35,298	\$41,475	\$47,652	----	----	1	\$41,475	\$1,351	\$40,726	Compa-Ratio	\$41,475	\$1,351
1609	BUILDING CODES DIRE	1910	BUILDING & CODES DI	\$74,789	D71	7/1/13	D	4	\$74,032	\$91,624	\$111,048	----	----	0.9	\$82,461	\$7,672	\$75,911	Compa-Ratio	\$82,461	\$7,672
2833	PERMIT TECHNICIAN	1910	BUILDING & CODES DI	\$35,193	B21	3/16/07	B	10	\$30,929	\$36,342	\$41,755	----	----	1	\$36,342	\$1,149	\$35,721	Compa-Ratio	\$36,342	\$1,149
4906	BUILDING INSPECTOR	1910	BUILDING & CODES DI	\$45,825	B23	11/1/04	B	12	\$35,298	\$41,475	\$47,652	----	----	1	\$45,825	----	\$46,512	1.5%	\$46,512	\$687
40770	CODES ENFORCEMEN	1910	BUILDING & CODES DI	\$30,929	B21	5/1/16	B	1	\$30,929	\$36,342	\$41,755	----	----	0.88	\$31,981	\$1,052	\$31,393	Compa-Ratio	\$31,981	\$1,052
9135	CODES ENFORCEMEN	1910	BUILDING & CODES DI	\$44,003	B31	8/1/14	B	2	\$40,757	\$47,889	\$55,022	----	----	0.9	\$44,003	----	\$44,663	1.5%	\$44,663	\$660
9934	BUILDING INSPECTOR	1910	BUILDING & CODES DI	\$45,044	B23	11/1/04	B	12	\$35,298	\$41,475	\$47,652	----	----	1	\$45,044	----	\$45,720	1.5%	\$45,720	\$676
39685	PERMIT TECHNICIAN	1910	BUILDING & CODES DI	\$36,939	B21	8/1/12	B	4	\$30,929	\$36,342	\$41,755	----	----	0.94	\$36,939	----	\$37,493	1.5%	\$37,493	\$554
40214	BUILDING INSPECTOR	1910	BUILDING & CODES DI	\$35,298	B23	5/1/16	B	1	\$35,298	\$41,475	\$47,652	----	----	0.88	\$36,498	\$1,200	\$35,827	Compa-Ratio	\$36,498	\$1,200
40473	BUILDING INSPECTOR	1910	BUILDING & CODES DI	\$35,298	B23	9/1/15	B	1	\$35,298	\$41,475	\$47,652	----	----	0.88	\$36,498	\$1,200	\$35,827	Compa-Ratio	\$36,498	\$1,200
39424	SR CODE ENFORCE OF	1910	BUILDING & CODES DI	\$35,644	B23	7/1/16	B	1	\$35,298	\$41,475	\$47,652	----	----	0.88	\$36,498	\$854	\$36,179	Compa-Ratio	\$36,498	\$854
39985	GRDS & FAC MTN ASS	1910	BUILDING & CODES DI	\$28,996	A13	7/1/16	A	1	\$28,996	\$33,345	\$37,694	----	----	0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
13001	SENIOR BUILDING INS	1910	BUILDING & CODES DI	\$54,486	B31	11/1/04	B	12	\$40,757	\$47,889	\$55,022	----	----	1	\$54,486	----	\$55,303	1.5%	\$55,303	\$817
39330	GRDS & FAC MTN ASS	1910	BUILDING & CODES DI	\$28,996	A13	7/1/16	A	1	\$28,996	\$33,345	\$37,694	----	----	0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
39709	MECHANICAL INSPECTOR	1910	BUILDING & CODES DI	\$36,357	B23	9/1/12	B	4	\$35,298	\$41,475	\$47,652	----	----	0.94	\$38,987	\$2,630	\$36,902	Compa-Ratio	\$38,987	\$2,630
38174	GRDS & FACILITIES CR	1910	BUILDING & CODES DI	\$43,599	B31	8/16/05	B	11	\$40,757	\$47,889	\$55,022	----	----	1	\$47,889	\$4,290	\$44,253	Compa-Ratio	\$47,889	\$4,290
39463	BUILDING OFFICIAL/D	1910	BUILDING & CODES DI	\$58,727	C51	8/16/11	C	5	\$55,853	\$69,125	\$83,779	----	----	0.94	\$64,977	\$6,250	\$59,608	Compa-Ratio	\$64,977	\$6,250
39969	DEPUTY BUILDING PL	1910	BUILDING & CODES DI	\$48,815	C41	11/16/13	C	3	\$47,393	\$56,871	\$66,350	----	----	0.9	\$51,184	\$2,369	\$49,547	Compa-Ratio	\$51,184	\$2,369
40215	BUILDING INSPECTOR	1910	BUILDING & CODES DI	\$35,298	B23	11/16/14	B	2	\$35,298	\$41,475	\$47,652	----	----	0.9	\$37,328	\$2,030	\$35,827	Compa-Ratio	\$37,328	\$2,030
20427	ADMIN SUPP SUPERVISOR	1910	BUILDING & CODES DI	\$61,538	C41	1/1/99	C	18	\$47,393	\$56,871	\$66,350	----	----	1	\$61,538	----	\$62,461	1.5%	\$62,461	\$923
38743	PERMIT TECHNICIAN	1910	BUILDING & CODES DI	\$38,113	B21	5/13/08	B	9	\$30,929	\$36,342	\$41,755	----	----	1	\$38,113	----	\$38,685	1.5%	\$38,685	\$572
39426	BUILDING INSPECTOR	1910	BUILDING & CODES DI	\$36,357	B23	10/1/13	B	3	\$35,298	\$41,475	\$47,652	----	----	0.92	\$38,157	\$1,800	\$36,902	Compa-Ratio	\$38,157	\$1,800
6678	SR CODE ENFORCE OF	1910	BUILDING & CODES DI	\$42,795	B23	4/1/14	B	3	\$35,298	\$41,475	\$47,652	----	----	0.92	\$42,795	----	\$43,437	1.5%	\$43,437	\$642
32001	PERMIT TECHNICIAN	1910	BUILDING & CODES DI	\$39,622	B21	2/1/14	B	3	\$30,929	\$36,342	\$41,755	----	----	0.92	\$39,622	----	\$40,216	1.5%	\$40,216	\$594
40232	CODES ENFORCEMEN	1910	BUILDING & CODES DI	\$31,858	B21	2/1/14	B	3	\$30,929	\$36,342	\$41,755	----	----	0.92	\$33,435	\$1,577	\$32,336	Compa-Ratio	\$33,435	\$1,577
39312	CODES ENFORCEMEN	1910	BUILDING & CODES DI	\$30,929	B21	5/2/11	B	6	\$30,929	\$36,342	\$41,755	----	----	0.98	\$35,615	\$4,686	\$31,393	Compa-Ratio	\$35,615	\$4,686
30746	CODES ENFORCEMEN	1910	BUILDING & CODES DI	\$31,858	B21	4/16/12	B	5	\$30,929	\$36,342	\$41,755	----	----	0.96	\$34,888	\$3,030	\$32,336	Compa-Ratio	\$34,888	\$3,030
38862	SR CODE ENFORCE OF	1910	BUILDING & CODES DI	\$37,099	B23	11/29/06	B	10	\$35,298	\$41,475	\$47,652	----	----	1	\$41,475	\$4,376	\$37,655	Compa-Ratio	\$41,475	\$4,376
1330	ADMINISTRATIVE SUP	1245	CITY COURT	\$44,268	B22	5/1/93	B	24	\$33,113	\$38,908	\$44,703	----	----	1	\$44,268	----	\$44,932	1.5%	\$44,932	\$664
10323	ADMINISTRATIVE SUP	1245	CITY COURT	\$44,268	B22	11/1/92	B	24	\$33,113	\$38,908	\$44,703	----	----	1	\$44,268	----	\$44,932	1.5%	\$44,932	\$664
38145	CHFC CLK/COLL SUP	1245	CITY COURT	\$58,820	C42	6/16/05	C	12	\$49,531	\$59,427	\$69,344	----	----	1	\$59,427	\$607	\$59,702	1.5%	\$59,702	\$882
38234	ACCOUNTING SUPPORT	1245	CITY COURT	\$34,938	B22	1/1/06	B	11	\$33,113	\$38,908	\$44,703	----	----	1	\$38,908	\$3,970	\$35,462	Compa-Ratio	\$38,908	\$3,970
39012	ADMINISTRATIVE SUP	1245	CITY COURT	\$35,837	B22	9/1/09	B	7	\$33,113	\$38,908	\$44,703	----	----	1	\$38,908	\$3,071	\$36,375	Compa-Ratio	\$38,908	\$3,071
38500	EQUIPMENT MAINTENANCE	1960	CITY GARAGE	\$40,757	B31	5/16/07	B	10	\$40,757	\$47,889	\$55,022	----	----	1	\$47,889	\$7,132	\$41,368	Compa-Ratio	\$47,889	\$7,132
38499	MATERIALS MANAGEMENT	1960	CITY GARAGE	\$32,947	A13	6/1/07	A	10	\$28,996	\$33,345	\$37,694	----	----	1	\$33,345	\$398	\$33,441	1.5%	\$33,441	\$494
40855	SENIOR EQUIPMENT MAINTENANCE	1960	CITY GARAGE	\$45,125	B32	7/1/16	B	1	\$45,125	\$53,022	\$60,918	----	----	0.88	\$46,659	\$1,534	\$45,802	Compa-Ratio	\$46,659	\$1,534
3278	SENIOR EQUIPMENT MAINTENANCE	1960	CITY GARAGE	\$54,768	B32	11/23/87	B	29	\$45,125	\$53,022	\$60,918	----	----	1	\$54,768	----	\$55,590	1.5%	\$55,590	\$822
40419	EQUIPMENT MAINTENANCE	1960	CITY GARAGE	\$41,980	B31	6/1/15	B	2	\$40,757	\$47,889	\$55,022	----	----	0.9	\$43,100	\$1,120	\$42,610	Compa-Ratio	\$43,100	\$1,120
7055	EQUIPMENT MAINTENANCE	1960	CITY GARAGE	\$41,755	B21	1/1/06	B	11	\$30,929	\$36,342	\$41,755	----	----	1	\$41,755	----	\$42,381	1.5%	\$42,381	\$626
38273	EQUIPMENT MAINTENANCE	1960	CITY GARAGE	\$46,197	B31	12/16/06	B	10	\$40,757	\$47,889	\$55,022	----	----	1	\$47,889	\$1,692	\$46,890	Compa-Ratio	\$47,889	\$1,692
39556	SENIOR EQUIPMENT MAINTENANCE	1960	CITY GARAGE	\$46,478	B32	3/16/12	B	5	\$45,125	\$53,022	\$60,918	----	----	0.96	\$50,901	\$4,423	\$47,175	Compa-Ratio	\$50,901	\$4,423
10308	ADMINISTRATIVE SUP	1960	CITY GARAGE	\$44,703	B22	9/1/11	B	5	\$33,113	\$38,908	\$44,703	----	----	0.96	\$44,703	----	\$45,374	1.5%	\$45,374	\$671
38446	FLEET MANAGER	1960	CITY GARAGE	\$71,400	C51	3/16/07	C	10	\$55,853	\$69,125	\$83,779	----	----	1	\$71,400	----	\$72,471	1.5%	\$72,471	\$1,071
39602	EQUIPMENT MAINTENANCE	1960	CITY GARAGE	\$41,980	B31	4/16/12	B	5	\$40,757	\$47,889	\$55,022	----	----	0.96	\$45,973	\$3,993	\$42,610	Compa-Ratio	\$45,973	\$3,993
31952	MATERIALS MANAGEMENT	1960	CITY GARAGE	\$47,652	B23	7/15/11	B	5	\$35,298	\$41,475	\$47,652	----	----	0.96	\$47,652	----	\$48,367	1.5%	\$48,367	\$715
33603	EQUIP & FAC MNT SUP	1960	CITY GARAGE	\$63,964	C44	5/2/16	C	1	\$55,853	\$69,125	\$83,779	----	----	0.86	\$63,964	----	\$64,923	1.5%	\$64,923	\$959

34412	SENIOR EQUIPMENT I	1960	CITY GARAGE	\$56,695	B32	11/15/99	B	17	\$45,125	\$53,022	\$60,918	---	---	1	\$56,695	---	\$57,545	1.5%	\$57,545	\$850
38765	SENIOR ACCOUNTANT	2000	COMMUNITY DEVELO	\$62,963	C42	6/1/08	C	9	\$49,531	\$59,427	\$69,344	---	---	1	\$62,963	---	\$63,907	1.5%	\$63,907	\$944
38408	SENIOR BUILDING INS	2000	COMMUNITY DEVELO	\$47,423	B31	11/13/06	B	10	\$40,757	\$47,889	\$55,022	---	---	1	\$47,889	\$466	\$48,134	1.5%	\$48,134	\$711
38214	ACCOUNTANT	2000	COMMUNITY DEVELO	\$59,327	C41	11/1/05	C	11	\$47,393	\$56,871	\$66,350	----	----	1	\$59,327	----	\$60,217	1.5%	\$60,217	\$890
38940	HOUSING & COMMTY	2000	COMMUNITY DEVELO	\$82,690	D71	6/1/09	D	8	\$74,032	\$91,624	\$111,048	----	----	0.98	\$89,791	\$7,101	\$83,930	Compa-Ratio	\$89,791	\$7,101
39363	ADMINISTRATIVE SUP	2000	COMMUNITY DEVELO	\$38,528	B22	8/1/12	B	4	\$33,113	\$38,908	\$44,703	----	----	0.94	\$38,528	----	\$39,106	1.5%	\$39,106	\$578
39470	ACCOUNTANT	1510	FINANCE AND ADMIN	\$52,530	C41	8/22/11	C	5	\$47,393	\$56,871	\$66,350	----	----	0.94	\$53,459	\$929	\$53,318	Compa-Ratio	\$53,459	\$929
40740	ACCOUNTING SUPPOI	1510	FINANCE AND ADMIN	\$34,840	B22	5/1/16	B	1	\$33,113	\$38,908	\$44,703	----	----	0.88	\$34,840	----	\$35,363	1.5%	\$35,363	\$523
39085	ACCOUNTANT	1510	FINANCE AND ADMIN	\$49,932	C41	3/16/10	C	7	\$47,393	\$56,871	\$66,350	----	----	0.98	\$55,734	\$5,802	\$50,681	Compa-Ratio	\$55,734	\$5,802
16701	REVENUE & COLLECTI	1510	FINANCE AND ADMIN	\$54,421	C42	3/1/15	C	2	\$49,531	\$59,427	\$69,344	----	----	0.88	\$54,421	----	\$55,237	1.5%	\$55,237	\$816
10201	FINANCE DIRECTOR	1510	FINANCE AND ADMIN	\$87,234	D61	10/1/09	D	7	\$64,188	\$79,441	\$96,282	----	----	0.96	\$87,234	----	\$88,543	1.5%	\$88,543	\$1,309
39052	SENIOR ACCOUNTANT	1510	FINANCE AND ADMIN	\$59,410	C42	1/1/10	C	7	\$49,531	\$59,427	\$69,344	----	----	0.98	\$59,410	----	\$60,301	1.5%	\$60,301	\$891
38647	SENIOR ACCOUNTANT	1510	FINANCE AND ADMIN	\$60,958	C42	11/16/07	C	9	\$49,531	\$59,427	\$69,344	----	----	1	\$60,958	----	\$61,872	1.5%	\$61,872	\$914
39920	CHIEF FINANCIAL OFFI	1510	FINANCE AND ADMIN	\$97,438	E81	7/1/13	E	4	\$79,199	\$101,939	\$126,718	----	----	0.88	\$97,438	----	\$98,900	1.5%	\$98,900	\$1,462
22351	ACCOUNTING MANAC	1510	FINANCE AND ADMIN	\$67,581	C51	10/1/09	C	7	\$55,853	\$69,125	\$83,779	----	----	0.98	\$67,742	\$161	\$68,595	1.5%	\$68,595	\$1,014
23652	ACCOUNTING SUPPOI	1510	FINANCE AND ADMIN	\$44,703	B22	10/26/87	B	29	\$33,113	\$38,908	\$44,703	----	----	1	\$44,703	----	\$45,374	1.5%	\$45,374	\$671
38844	PAYROLL/ACCT SPECI/	1510	FINANCE AND ADMIN	\$47,393	B31	5/1/15	B	2	\$40,757	\$47,889	\$55,022	----	----	0.9	\$47,393	----	\$48,104	1.5%	\$48,104	\$711
40389	GRANTS ANALYST	1510	FINANCE AND ADMIN	\$68,289	D61	5/1/15	D	2	\$64,188	\$79,441	\$96,282	----	----	0.86	\$68,319	\$30	\$69,313	1.5%	\$69,313	\$1,024
39877	ACCOUNTING SUPPOI	1510	FINANCE AND ADMIN	\$34,107	B22	5/1/15	B	2	\$33,113	\$38,908	\$44,703	----	----	0.9	\$35,017	\$910	\$34,619	Compa-Ratio	\$35,017	\$910
38853	STAFF ANALYST	1510	FINANCE AND ADMIN	\$49,496	C41	8/16/10	C	6	\$47,393	\$56,871	\$66,350	----	----	0.96	\$54,596	\$5,100	\$50,238	Compa-Ratio	\$54,596	\$5,100
38516	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,241	B22F	12/1/15	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$42,241	----	\$42,875	1.5%	\$42,875	\$634
677	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$47,634	B21F	10/1/89	B	27	\$35,285	\$41,560	\$47,634	----	----	1	\$47,634	----	\$48,349	1.5%	\$48,349	\$715
829	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344	B21F	1/30/12	B	5	\$35,285	\$41,560	\$47,634	----	----	0.96	\$39,898	\$3,554	\$36,889	Compa-Ratio	\$39,898	\$3,554
38675	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$41,269	B22F	12/1/15	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$41,269	----	\$41,888	1.5%	\$41,888	\$619
38504	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$40,230	B21F	6/18/07	B	10	\$35,285	\$41,560	\$47,634	----	----	1	\$41,560	\$1,330	\$40,833	Compa-Ratio	\$41,560	\$1,330
38838	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$41,269	B22F	11/29/16	B	0	\$37,433	\$43,984	\$50,535	----	----	0.86	\$41,269	----	\$41,888	1.5%	\$41,888	\$619
40384	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344	B21F	5/11/15	B	2	\$35,285	\$41,560	\$47,634	----	----	0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
40941	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285	B21F	10/3/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
1757	DISTRICT CHIEF	8000	FIRE - NON-ACCRUAL	\$67,401	C42F	4/1/17	C	0	\$48,831	\$61,039	\$73,247	----	----	0.84	\$67,401	----	\$68,412	1.5%	\$68,412	\$1,011
1758	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692	B22F	12/16/03	B	13	\$37,433	\$43,984	\$50,535	----	----	1	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
1751	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$50,535	B22F	10/1/89	B	27	\$37,433	\$43,984	\$50,535	----	----	1	\$50,535	----	\$51,293	1.5%	\$51,293	\$758
38839	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$41,269	B22F	11/1/16	B	0	\$37,433	\$43,984	\$50,535	----	----	0.86	\$41,269	----	\$41,888	1.5%	\$41,888	\$619
40967	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285	B21F	10/1/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
39730	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161	B22F	11/29/16	B	0	\$37,433	\$43,984	\$50,535	----	----	0.86	\$38,161	----	\$38,733	1.5%	\$38,733	\$572
40946	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285	B21F	10/1/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
2164	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,183	B22F	8/13/07	B	9	\$37,433	\$43,984	\$50,535	----	----	1	\$47,183	----	\$47,891	1.5%	\$47,891	\$708
40173	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344	B21F	10/27/14	B	2	\$35,285	\$41,560	\$47,634	----	----	0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
40171	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344	B21F	10/27/14	B	2	\$35,285	\$41,560	\$47,634	----	----	0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
39049	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$39,115	B22F	12/1/15	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$39,115	----	\$39,702	1.5%	\$39,702	\$587
2734	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$50,042	B22F	11/29/04	B	12	\$37,433	\$43,984	\$50,535	----	----	1	\$50,042	----	\$50,793	1.5%	\$50,793	\$751
39731	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161	B22F	11/29/16	B	0	\$37,433	\$43,984	\$50,535	----	----	0.86	\$38,161	----	\$38,733	1.5%	\$38,733	\$572
3257	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692	B22F	4/14/11	B	6	\$37,433	\$43,984	\$50,535	----	----	0.98	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
40385	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344	B21F	5/11/15	B	2	\$35,285	\$41,560	\$47,634	----	----	0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
38505	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,241	B22F	12/1/15	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$42,241	----	\$42,875	1.5%	\$42,875	\$634
3328	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$48,780	B22F	8/16/98	B	18	\$37,433	\$43,984	\$50,535	----	----	1	\$48,780	----	\$49,512	1.5%	\$49,512	\$732
3503	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879	B31F	2/16/01	B	16	\$43,884	\$51,564	\$59,244	----	----	1	\$55,879	----	\$56,717	1.5%	\$56,717	\$838
40174	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344	B21F	10/27/14	B	2	\$35,285	\$41,560	\$47,634	----	----	0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
40953	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285	B21F	10/3/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
3852	DISTRICT CHIEF	8000	FIRE - NON-ACCRUAL	\$68,748	C42F	12/2/07	C	9	\$48,831	\$61,039	\$73,247	----	----	1	\$68,748	----	\$69,779	1.5%	\$69,779	\$1,031
3820	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$44,940	B22F	5/10/16	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$44,940	----	\$45,614	1.5%	\$45,614	\$674
39211	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285	B21F	10/3/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
4522	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$56,723	B31F	11/17/99	B	17	\$43,884	\$51,564	\$59,244	----	----	1	\$56,723	----	\$57,574	1.5%	\$57,574	\$851
4523	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$50,042	B22F	7/1/93	B	24	\$37,433	\$43,984	\$50,535	----	----	1	\$50,042	----	\$50,793	1.5%	\$50,793	\$751
4561	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$43,124	B22F	5/1/15	B	2	\$37,433	\$43,984	\$50,535	----	----	0.9	\$43,124	----	\$43,771	1.5%	\$43,771	\$647
40499	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285	B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288

40954	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/1/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
4652	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	12/16/03	B	13	\$43,884	\$51,564	\$59,244	----	----	1	\$55,879	----	\$56,717	1.5%	\$56,717	\$838
4638	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$46,251 B22F	8/1/14	B	2	\$37,433	\$43,984	\$50,535	----	----	0.9	\$46,251	----	\$46,945	1.5%	\$46,945	\$694
5027	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$48,489 B22F	3/1/10	B	7	\$37,433	\$43,984	\$50,535	----	----	1	\$48,489	----	\$49,216	1.5%	\$49,216	\$727
5200	ASSISTANT CHIEF FIRE	8000	FIRE - NON-ACCRUAL	\$76,640 C51F	2/21/02	C	15	\$52,167	\$65,208	\$78,249	----	----	1	\$76,640	----	\$77,790	1.5%	\$77,790	\$1,150
40500	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
39295	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	2/28/11	B	6	\$35,285	\$41,560	\$47,634	----	----	0.98	\$40,729	\$4,385	\$36,889	Compa-Ratio	\$40,729	\$4,385
38383	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$43,134 B22F	5/10/16	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$43,134	----	\$43,781	1.5%	\$43,781	\$647
5531	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	9/1/12	B	4	\$37,433	\$43,984	\$50,535	----	----	0.94	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
39695	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 B22F	10/21/16	B	0	\$37,433	\$43,984	\$50,535	----	----	0.86	\$38,161	----	\$38,733	1.5%	\$38,733	\$572
38506	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,241 B22F	5/1/15	B	2	\$37,433	\$43,984	\$50,535	----	----	0.9	\$42,241	----	\$42,875	1.5%	\$42,875	\$634
39480	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	9/12/11	B	5	\$35,285	\$41,560	\$47,634	----	----	0.96	\$39,898	\$3,554	\$36,889	Compa-Ratio	\$39,898	\$3,554
40507	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
6410	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$53,709 B31F	12/1/15	B	1	\$43,884	\$51,564	\$59,244	----	----	0.88	\$53,709	----	\$54,515	1.5%	\$54,515	\$806
6639	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$46,681 B22F	4/1/17	B	0	\$37,433	\$43,984	\$50,535	----	----	0.86	\$46,681	----	\$47,381	1.5%	\$47,381	\$700
6679	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	7/16/08	B	8	\$37,433	\$43,984	\$50,535	----	----	1	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
38251	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$43,193 B22F	5/1/15	B	2	\$37,433	\$43,984	\$50,535	----	----	0.9	\$43,193	----	\$43,841	1.5%	\$43,841	\$648
39516	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 B22F	11/29/16	B	0	\$37,433	\$43,984	\$50,535	----	----	0.86	\$38,161	----	\$38,733	1.5%	\$38,733	\$572
40209	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14	B	2	\$35,285	\$41,560	\$47,634	----	----	0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
40502	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
40513	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
38507	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,241 B22F	12/1/15	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$42,241	----	\$42,875	1.5%	\$42,875	\$634
7056	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$56,193 B31F	2/16/00	B	17	\$43,884	\$51,564	\$59,244	----	----	1	\$56,193	----	\$57,036	1.5%	\$57,036	\$843
8038	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	4/26/11	B	6	\$37,433	\$43,984	\$50,535	----	----	0.98	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
39697	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 B22F	11/1/16	B	0	\$37,433	\$43,984	\$50,535	----	----	0.86	\$38,161	----	\$38,733	1.5%	\$38,733	\$572
8035	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$49,094 B22F	11/16/01	B	15	\$37,433	\$43,984	\$50,535	----	----	1	\$49,094	----	\$49,830	1.5%	\$49,830	\$736
40200	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14	B	2	\$35,285	\$41,560	\$47,634	----	----	0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
39308	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14	B	2	\$35,285	\$41,560	\$47,634	----	----	0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
9115	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$45,818 B22F	5/1/15	B	2	\$37,433	\$43,984	\$50,535	----	----	0.9	\$45,818	----	\$46,505	1.5%	\$46,505	\$687
40498	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
38375	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,241 B22F	2/2/16	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$42,241	----	\$42,875	1.5%	\$42,875	\$634
40503	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
10006	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	5/1/08	B	9	\$43,884	\$51,564	\$59,244	----	----	1	\$55,879	----	\$56,717	1.5%	\$56,717	\$838
10220	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$54,783 B31F	6/1/12	B	5	\$43,884	\$51,564	\$59,244	----	----	0.96	\$54,783	----	\$55,605	1.5%	\$55,605	\$822
40955	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
10213	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$45,834 B21F	5/16/17	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$45,834	----	\$46,522	1.5%	\$46,522	\$688
10302	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$49,077 B22F	11/29/04	B	12	\$37,433	\$43,984	\$50,535	----	----	1	\$49,077	----	\$49,813	1.5%	\$49,813	\$736
10351	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$50,042 B22F	1/1/96	B	21	\$37,433	\$43,984	\$50,535	----	----	1	\$50,042	----	\$50,793	1.5%	\$50,793	\$751
11830	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$42,800 B21F	1/5/04	B	13	\$35,285	\$41,560	\$47,634	----	----	1	\$42,800	----	\$43,442	1.5%	\$43,442	\$642
40208	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14	B	2	\$35,285	\$41,560	\$47,634	----	----	0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
40515	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
12260	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$44,459 B21F	5/16/17	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$44,459	----	\$45,126	1.5%	\$45,126	\$667
12401	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	10/1/01	B	15	\$43,884	\$51,564	\$59,244	----	----	1	\$55,879	----	\$56,717	1.5%	\$56,717	\$838
40516	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
40945	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
12426	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	5/16/05	B	12	\$43,884	\$51,564	\$59,244	----	----	1	\$55,879	----	\$56,717	1.5%	\$56,717	\$838
12703	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	7/16/04	B	12	\$37,433	\$43,984	\$50,535	----	----	1	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
39983	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	1/6/14	B	3	\$35,285	\$41,560	\$47,634	----	----	0.92	\$38,235	\$1,891	\$36,889	Compa-Ratio	\$38,235	\$1,891
13601	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$47,634 B21F	5/16/17	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$47,634	----	\$48,349	1.5%	\$48,349	\$715
13703	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,200 B22F	11/1/15	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$42,200	----	\$42,833	1.5%	\$42,833	\$633
14214	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	1/12/03	B	14	\$37,433	\$43,984	\$50,535	----	----	1	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
14205	ASSISTANT CHIEF FIRE	8000	FIRE - NON-ACCRUAL	\$70,083 C51F	9/1/05	C	11	\$52,167	\$65,208	\$78,249	----	----	1	\$70,083	----	\$71,134	1.5%	\$71,134	\$1,051
39294	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 B22F	2/2/16	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$38,706	\$545	\$38,733	1.5%	\$38,733	\$572
40667	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	4/25/16	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
40951	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529

38508	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,210 B22F	5/10/16	B	1	\$37,433	\$43,984	\$50,535	---	---	0.88	\$42,210	----	\$42,843	1.5%	\$42,843	\$633
39765	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	3/4/13	B	4	\$35,285	\$41,560	\$47,634	---	---	0.94	\$39,066	\$2,722	\$36,889	Compa-Ratio	\$39,066	\$2,722
14940	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$53,709 B31F	12/1/15	B	1	\$43,884	\$51,564	\$59,244	---	----	0.88	\$53,709	---	\$54,515	1.5%	\$54,515	\$806
38663	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$41,150 B22F	3/1/16	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$41,150	----	\$41,767	1.5%	\$41,767	\$617
40944	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
39101	CAPTAIN-FIRE	8000	FIRE - NON-ACCRUAL	\$58,671 C41F	11/1/14	C	2	\$45,799	\$57,249	\$68,699	----	----	0.88	\$58,671	----	\$59,551	1.5%	\$59,551	\$880
38517	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,241 B22F	2/2/16	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$42,241	----	\$42,875	1.5%	\$42,875	\$634
16207	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	10/15/06	B	10	\$37,433	\$43,984	\$50,535	----	----	1	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
17033	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$52,144 B31F	12/1/16	B	0	\$43,884	\$51,564	\$59,244	----	----	0.86	\$52,144	----	\$52,926	1.5%	\$52,926	\$782
17204	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$47,634 B21F	11/29/04	B	12	\$35,285	\$41,560	\$47,634	----	----	1	\$47,634	----	\$48,349	1.5%	\$48,349	\$715
17210	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	12/16/03	B	13	\$37,433	\$43,984	\$50,535	----	----	1	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
39767	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 B22F	11/29/16	B	0	\$37,433	\$43,984	\$50,535	----	----	0.86	\$38,161	----	\$38,733	1.5%	\$38,733	\$572
40514	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
40504	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
39102	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$39,115 B22F	4/12/10	B	7	\$37,433	\$43,984	\$50,535	----	----	1	\$43,984	\$4,869	\$39,702	Compa-Ratio	\$43,984	\$4,869
17526	ASSISTANT CHIEF FIRE	8000	FIRE - NON-ACCRUAL	\$73,629 C51F	6/1/12	C	5	\$52,167	\$65,208	\$78,249	----	----	0.94	\$73,629	----	\$74,733	1.5%	\$74,733	\$1,104
17704	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	7/1/07	B	10	\$43,884	\$51,564	\$59,244	----	----	1	\$55,879	----	\$56,717	1.5%	\$56,717	\$838
17825	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$52,144 B31F	11/1/16	B	0	\$43,884	\$51,564	\$59,244	----	----	0.86	\$52,144	----	\$52,926	1.5%	\$52,926	\$782
18153	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$50,535 B22F	10/1/89	B	27	\$37,433	\$43,984	\$50,535	----	----	1	\$50,535	----	\$51,293	1.5%	\$51,293	\$758
18155	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$56,723 B31F	1/1/99	B	18	\$43,884	\$51,564	\$59,244	----	----	1	\$56,723	----	\$57,574	1.5%	\$57,574	\$851
18629	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$53,709 B31F	5/1/15	B	2	\$43,884	\$51,564	\$59,244	----	----	0.9	\$35,709	----	\$54,515	1.5%	\$54,515	\$806
18829	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$49,969 B22F	2/16/01	B	16	\$37,433	\$43,984	\$50,535	----	----	1	\$49,969	----	\$50,719	1.5%	\$50,719	\$750
38037	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$44,106 B22F	7/1/15	B	2	\$37,433	\$43,984	\$50,535	----	----	0.9	\$44,106	----	\$44,768	1.5%	\$44,768	\$662
39986	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	1/6/14	B	3	\$35,285	\$41,560	\$47,634	----	----	0.92	\$38,235	\$1,891	\$36,889	Compa-Ratio	\$38,235	\$1,891
40517	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
19628	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	1/1/05	B	12	\$37,433	\$43,984	\$50,535	----	----	1	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
39621	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14	B	2	\$35,285	\$41,560	\$47,634	----	----	0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
19730	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$53,709 B31F	7/1/13	B	4	\$43,884	\$51,564	\$59,244	----	----	0.94	\$53,709	----	\$54,515	1.5%	\$54,515	\$806
19778	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	9/1/05	B	11	\$43,884	\$51,564	\$59,244	----	----	1	\$55,879	----	\$56,717	1.5%	\$56,717	\$838
40949	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
20290	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$44,522 B21F	5/16/17	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$44,522	----	\$45,190	1.5%	\$45,190	\$668
40959	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
40958	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
39481	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 B22F	11/29/16	B	0	\$37,433	\$43,984	\$50,535	----	----	0.86	\$38,161	----	\$38,733	1.5%	\$38,733	\$572
40506	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
38518	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,241 B22F	12/1/15	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$42,241	----	\$42,875	1.5%	\$42,875	\$634
39764	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	3/4/13	B	4	\$35,285	\$41,560	\$47,634	----	----	0.94	\$39,066	\$2,722	\$36,889	Compa-Ratio	\$39,066	\$2,722
21111	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$52,144 B31F	12/1/16	B	0	\$43,884	\$51,564	\$59,244	----	----	0.86	\$52,144	----	\$52,926	1.5%	\$52,926	\$782
40952	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/1/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
40666	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	4/25/16	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
22080	CAPTAIN-FIRE	8000	FIRE - NON-ACCRUAL	\$64,154 C42F	1/1/13	C	4	\$48,831	\$61,039	\$73,247	----	----	0.92	\$64,154	----	\$65,116	1.5%	\$65,116	\$962
39729	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/16/12	B	4	\$35,285	\$41,560	\$47,634	----	----	0.94	\$39,066	\$2,722	\$36,889	Compa-Ratio	\$39,066	\$2,722
22307	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	12/1/03	B	13	\$43,884	\$51,564	\$59,244	----	----	1	\$55,879	----	\$56,717	1.5%	\$56,717	\$838
22328	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$50,042 B22F	8/1/98	B	18	\$37,433	\$43,984	\$50,535	----	----	1	\$50,042	----	\$50,793	1.5%	\$50,793	\$751
40942	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
22803	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	9/16/01	B	15	\$43,884	\$51,564	\$59,244	----	----	1	\$55,879	----	\$56,717	1.5%	\$56,717	\$838
38880	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$40,344 B22F	11/29/16	B	0	\$37,433	\$43,984	\$50,535	----	----	0.86	\$40,344	----	\$40,949	1.5%	\$40,949	\$605
22908	CAPTAIN-FIRE	8000	FIRE - NON-ACCRUAL	\$62,932 C41F	1/1/05	C	12	\$45,799	\$57,249	\$68,699	----	----	1	\$62,932	----	\$63,876	1.5%	\$63,876	\$944
40501	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
39696	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	8/6/12	B	4	\$35,285	\$41,560	\$47,634	----	----	0.94	\$39,066	\$2,722	\$36,889	Compa-Ratio	\$39,066	\$2,722
38439	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	5/11/15	B	2	\$35,285	\$41,560	\$47,634	----	----	0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
40175	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14	B	2	\$35,285	\$41,560	\$47,634	----	----	0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
23657	CAPTAIN-FIRE	8000	FIRE - NON-ACCRUAL	\$61,698 C41F	4/1/17	C	0	\$45,799	\$57,249	\$68,699	----	----	0.84	\$61,698	----	\$62,623	1.5%	\$62,623	\$925
40509	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
40668	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	4/25/16	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288

23821	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$52,144 B31F	11/1/16	B	0	\$43,884	\$51,564	\$59,244	----	----	0.86	\$52,144	----	\$52,926	1.5%	\$52,926	\$782
24043	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$46,132 B22F	6/23/15	B	2	\$37,433	\$43,984	\$50,535	----	----	0.9	\$46,132	----	\$46,824	1.5%	\$46,824	\$692
24630	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$49,969 B22F	2/16/01	B	16	\$37,433	\$43,984	\$50,535	----	----	1	\$49,969	----	\$50,719	1.5%	\$50,719	\$750
40508	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
26174	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$53,709 B31F	12/1/15	B	1	\$43,884	\$51,564	\$59,244	----	----	0.88	\$53,709	----	\$54,515	1.5%	\$54,515	\$806
38662	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$41,269 B22F	11/1/16	B	0	\$37,433	\$43,984	\$50,535	----	----	0.86	\$41,269	----	\$41,888	1.5%	\$41,888	\$619
24806	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$49,969 B22F	8/16/01	B	15	\$37,433	\$43,984	\$50,535	----	----	1	\$49,969	----	\$50,719	1.5%	\$50,719	\$750
25209	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	10/15/06	B	10	\$37,433	\$43,984	\$50,535	----	----	1	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
39517	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 B22F	5/10/16	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$38,706	\$545	\$38,733	1.5%	\$38,733	\$572
39766	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	3/4/13	B	4	\$35,285	\$41,560	\$47,634	----	----	0.94	\$39,066	\$2,722	\$36,889	Compa-Ratio	\$39,066	\$2,722
25332	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	4/15/02	B	15	\$37,433	\$43,984	\$50,535	----	----	1	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
25800	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$56,604 B31F	11/17/99	B	17	\$43,884	\$51,564	\$59,244	----	----	1	\$56,604	----	\$57,453	1.5%	\$57,453	\$849
40948	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
39971	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	1/6/14	B	3	\$35,285	\$41,560	\$47,634	----	----	0.92	\$38,235	\$1,891	\$36,889	Compa-Ratio	\$38,235	\$1,891
40172	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14	B	2	\$35,285	\$41,560	\$47,634	----	----	0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
26133	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$50,042 B22F	8/1/98	B	18	\$37,433	\$43,984	\$50,535	----	----	1	\$50,042	----	\$50,793	1.5%	\$50,793	\$751
40665	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	4/25/16	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
26130	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$53,709 B31F	5/1/15	B	2	\$43,884	\$51,564	\$59,244	----	----	0.9	\$53,709	----	\$54,515	1.5%	\$54,515	\$806
26940	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,183 B22F	8/1/14	B	2	\$37,433	\$43,984	\$50,535	----	----	0.9	\$47,183	----	\$47,891	1.5%	\$47,891	\$708
26799	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$56,195 B31F	11/25/00	B	16	\$43,884	\$51,564	\$59,244	----	----	1	\$56,195	----	\$57,038	1.5%	\$57,038	\$843
26908	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	11/16/01	B	15	\$43,884	\$51,564	\$59,244	----	----	1	\$55,879	----	\$56,717	1.5%	\$56,717	\$838
27315	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	2/16/08	B	9	\$37,433	\$43,984	\$50,535	----	----	1	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
27420	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,183 B22F	7/1/07	B	10	\$37,433	\$43,984	\$50,535	----	----	1	\$47,183	----	\$47,891	1.5%	\$47,891	\$708
27678	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$50,510 B22F	3/1/90	B	27	\$37,433	\$43,984	\$50,535	----	----	1	\$50,510	----	\$51,268	1.5%	\$51,268	\$758
38447	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$40,230 B21F	3/12/07	B	10	\$35,285	\$41,560	\$47,634	----	----	1	\$41,560	\$1,330	\$40,833	Compa-Ratio	\$41,560	\$1,330
27715	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$53,709 B31F	1/1/13	B	4	\$43,884	\$51,564	\$59,244	----	----	0.94	\$53,709	----	\$54,515	1.5%	\$54,515	\$806
29301	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	12/16/03	B	13	\$43,884	\$51,564	\$59,244	----	----	1	\$55,879	----	\$56,717	1.5%	\$56,717	\$838
40947	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
29345	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$54,782 B31F	4/1/12	B	5	\$43,884	\$51,564	\$59,244	----	----	0.96	\$54,782	----	\$55,604	1.5%	\$55,604	\$822
29352	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$50,042 B22F	3/13/98	B	19	\$37,433	\$43,984	\$50,535	----	----	1	\$50,042	----	\$50,793	1.5%	\$50,793	\$751
29802	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,183 B22F	3/1/08	B	9	\$37,433	\$43,984	\$50,535	----	----	1	\$47,183	----	\$47,891	1.5%	\$47,891	\$708
29831	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	7/1/08	B	9	\$37,433	\$43,984	\$50,535	----	----	1	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
29854	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	9/1/06	B	10	\$37,433	\$43,984	\$50,535	----	----	1	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
31006	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$56,721 B31F	6/2/99	B	18	\$43,884	\$51,564	\$59,244	----	----	1	\$56,721	----	\$57,572	1.5%	\$57,572	\$851
31012	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,878 B31F	10/1/08	B	8	\$43,884	\$51,564	\$59,244	----	----	1	\$55,878	----	\$56,716	1.5%	\$56,716	\$838
38841	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$41,269 B22F	12/1/15	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$41,269	----	\$41,888	1.5%	\$41,888	\$619
40512	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
40950	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
31150	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	9/1/06	B	10	\$43,884	\$51,564	\$59,244	----	----	1	\$55,879	----	\$56,717	1.5%	\$56,717	\$838
31154	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$52,144 B31F	12/1/16	B	0	\$43,884	\$51,564	\$59,244	----	----	0.86	\$52,144	----	\$52,926	1.5%	\$52,926	\$782
31656	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,183 B22F	1/1/13	B	4	\$37,433	\$43,984	\$50,535	----	----	0.94	\$47,183	----	\$47,891	1.5%	\$47,891	\$708
31708	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$49,094 B22F	9/18/01	B	15	\$37,433	\$43,984	\$50,535	----	----	1	\$49,094	----	\$49,830	1.5%	\$49,830	\$736
31755	CAPTAIN-FIRE	8000	FIRE - NON-ACCRUAL	\$54,783 B31F	4/1/17	B	0	\$43,884	\$51,564	\$59,244	----	----	0.86	\$54,783	----	\$55,605	1.5%	\$55,605	\$822
31764	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,183 B22F	8/11/12	B	4	\$37,433	\$43,984	\$50,535	----	----	0.94	\$47,183	----	\$47,891	1.5%	\$47,891	\$708
39216	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$39,162 B22F	11/29/16	B	0	\$37,433	\$43,984	\$50,535	----	----	0.86	\$39,162	----	\$39,749	1.5%	\$39,749	\$587
31972	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$50,042 B22F	11/1/04	B	12	\$37,433	\$43,984	\$50,535	----	----	1	\$50,042	----	\$50,793	1.5%	\$50,793	\$751
32508	CAPTAIN-FIRE	8000	FIRE - NON-ACCRUAL	\$62,932 C41F	9/1/05	C	11	\$45,799	\$57,249	\$68,699	----	----	1	\$62,932	----	\$63,876	1.5%	\$63,876	\$944
32800	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$50,535 B22F	8/1/87	B	29	\$37,433	\$43,984	\$50,535	----	----	1	\$50,535	----	\$51,293	1.5%	\$51,293	\$758
32807	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$49,522 B22F	5/16/01	B	16	\$37,433	\$43,984	\$50,535	----	----	1	\$49,522	----	\$50,265	1.5%	\$50,265	\$743
39732	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/16/12	B	4	\$35,285	\$41,560	\$47,634	----	----	0.94	\$39,066	\$2,722	\$36,889	Compa-Ratio	\$39,066	\$2,722
33327	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	12/1/03	B	13	\$37,433	\$43,984	\$50,535	----	----	1	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
40505	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
40510	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
40518	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
34949	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$44,940 B22F	5/1/15	B	2	\$37,433	\$43,984	\$50,535	----	----	0.9	\$44,940	----	\$45,614	1.5%	\$45,614	\$674

38513	CAPTAIN-FIRE	8000	FIRE - NON-ACCRUAL	\$61,698	C41F	8/24/10	C	6	\$45,799	\$57,249	\$68,699	---	---	0.96	\$61,698	---	\$62,623	1.5%	\$62,623	\$925
40664	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285	B21F	4/25/16	B	1	\$35,285	\$41,560	\$47,634	---	---	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
35008	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692	B22F	1/1/05	B	12	\$37,433	\$43,984	\$50,535	---	----	1	\$47,692	---	\$48,407	1.5%	\$48,407	\$715
39694	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161	B22F	10/23/16	B	0	\$37,433	\$43,984	\$50,535	---	----	0.86	\$38,161	----	\$38,733	1.5%	\$38,733	\$572
35663	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$54,783	B31F	6/1/12	B	5	\$43,884	\$51,564	\$59,244	----	----	0.96	\$54,783	----	\$55,605	1.5%	\$55,605	\$822
40511	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285	B21F	9/28/15	B	1	\$35,285	\$41,560	\$47,634	----	----	0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
38514	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,241	B22F	5/1/15	B	2	\$37,433	\$43,984	\$50,535	----	----	0.9	\$42,241	----	\$42,875	1.5%	\$42,875	\$634
40957	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285	B21F	10/3/16	B	0	\$35,285	\$41,560	\$47,634	----	----	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
38035	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$42,006	B21F	4/18/05	B	12	\$35,285	\$41,560	\$47,634	----	----	1	\$42,006	----	\$42,636	1.5%	\$42,636	\$630
38384	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344	B21F	1/6/14	B	3	\$35,285	\$41,560	\$47,634	----	----	0.92	\$38,235	\$1,891	\$36,889	Compa-Ratio	\$38,235	\$1,891
36403	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692	B22F	5/17/03	B	14	\$37,433	\$43,984	\$50,535	----	----	1	\$47,692	----	\$48,407	1.5%	\$48,407	\$715
36534	LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879	B31F	12/16/02	B	14	\$43,884	\$51,564	\$59,244	----	----	1	\$55,879	----	\$56,717	1.5%	\$56,717	\$838
36539	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,183	B22F	7/1/15	B	2	\$37,433	\$43,984	\$50,535	----	----	0.9	\$47,183	----	\$47,891	1.5%	\$47,891	\$708
36565	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,183	B22F	6/1/12	B	5	\$37,433	\$43,984	\$50,535	----	----	0.96	\$47,183	----	\$47,891	1.5%	\$47,891	\$708
39972	FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285	B21F	1/6/14	B	3	\$35,285	\$41,560	\$47,634	----	----	0.92	\$38,235	\$2,950	\$35,814	Compa-Ratio	\$38,235	\$2,950
39521	FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161	B22F	2/15/16	B	1	\$37,433	\$43,984	\$50,535	----	----	0.88	\$38,706	\$545	\$38,733	1.5%	\$38,733	\$572
4551	CAPTAIN FIRE	2200	FIRE DEPARTMENT	\$61,698	C41F	10/15/10	C	6	\$45,799	\$57,249	\$68,699	----	----	0.96	\$61,698	----	\$62,623	1.5%	\$62,623	\$925
6338	ASSISTANT CHIEF	2200	FIRE DEPARTMENT	\$70,083	C51F	10/1/16	C	0	\$52,167	\$65,208	\$78,249	----	----	0.84	\$70,083	----	\$71,134	1.5%	\$71,134	\$1,051
8481	CAPTAIN-FIRE	2200	FIRE DEPARTMENT	\$61,698	C41F	10/22/12	C	4	\$45,799	\$57,249	\$68,699	----	----	0.92	\$61,698	----	\$62,623	1.5%	\$62,623	\$925
9326	ASSISTANT CHIEF	2200	FIRE DEPARTMENT	\$73,629	C51F	8/31/11	C	5	\$52,167	\$65,208	\$78,249	----	----	0.94	\$73,629	----	\$74,733	1.5%	\$74,733	\$1,104
10203	FIRE LIEUTENANT	2200	FIRE DEPARTMENT	\$54,782	B31F	5/25/10	B	7	\$43,884	\$51,564	\$59,244	----	----	1	\$54,782	----	\$55,604	1.5%	\$55,604	\$822
13313	ADMIN SUPP SUPERVI	2200	FIRE DEPARTMENT	\$48,815	C41	1/1/13	C	4	\$47,393	\$56,871	\$66,350	----	----	0.92	\$52,321	\$3,506	\$49,547	Compa-Ratio	\$52,321	\$3,506
15332	FIRE PREVENTION OFF	2200	FIRE DEPARTMENT	\$60,063	C41F	1/25/13	C	4	\$45,799	\$57,249	\$68,699	----	----	0.92	\$60,063	----	\$60,964	1.5%	\$60,964	\$901
38223	CAPTAIN FIRE	2200	FIRE DEPARTMENT	\$60,063	C41F	10/1/16	C	0	\$45,799	\$57,249	\$68,699	----	----	0.84	\$60,063	----	\$60,964	1.5%	\$60,964	\$901
20437	ASSISTANT CHIEF	2200	FIRE DEPARTMENT	\$72,185	C51F	8/1/14	C	2	\$52,167	\$65,208	\$78,249	----	----	0.88	\$72,185	----	\$73,268	1.5%	\$73,268	\$1,083
39742	ADMINISTRATIVE SUP	2200	FIRE DEPARTMENT	\$38,427	B22	12/1/12	B	4	\$33,113	\$38,908	\$44,703	----	----	0.94	\$38,427	----	\$39,003	1.5%	\$39,003	\$576
22011	CAPTAIN FIRE	2200	FIRE DEPARTMENT	\$62,932	C41F	2/16/06	C	11	\$45,799	\$57,249	\$68,699	----	----	1	\$62,932	----	\$63,876	1.5%	\$63,876	\$944
40150	ADMINISTRATIVE SUP	2200	FIRE DEPARTMENT	\$24,967	A12	7/1/14	A	3	\$24,239	\$27,875	\$31,511	----	----	0.94	\$26,203	\$1,236	\$25,342	Compa-Ratio	\$26,203	\$1,236
38222	CAPTAIN FIRE	2200	FIRE DEPARTMENT	\$58,671	C41F	12/16/15	C	1	\$45,799	\$57,249	\$68,699	----	----	0.86	\$58,671	----	\$59,551	1.5%	\$59,551	\$880
27100	CHIEF FIRE	2200	FIRE DEPARTMENT	\$100,779	E82F	10/8/99	E	17	\$71,196	\$91,639	\$113,914	----	----	1	\$100,779	----	\$102,291	1.5%	\$102,291	\$1,512
38511	LIEUTENANT - FIRE	2200	FIRE DEPARTMENT	\$52,144	B31F	11/16/16	B	0	\$43,884	\$51,564	\$59,244	----	----	0.86	\$52,144	----	\$52,926	1.5%	\$52,926	\$782
36102	DEPUTY CHIEF FIRE	2200	FIRE DEPARTMENT	\$80,572	D61F	8/1/16	D	0	\$62,452	\$78,065	\$93,678	----	----	0.82	\$80,572	----	\$81,781	1.5%	\$81,781	\$1,209
38022	EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$34,373	A13	4/1/05	A	12	\$28,996	\$33,345	\$37,694	----	----	1	\$34,373	----	\$34,889	1.5%	\$34,889	\$516
529	SENIOR EQUIPMENT C	3100	HIGHWAY'S & STREET	\$37,366	B21	3/15/11	B	6	\$30,929	\$36,342	\$41,755	----	----	0.98	\$37,366	----	\$37,926	1.5%	\$37,926	\$560
40233	EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$28,996	A13	9/1/16	A	0	\$28,996	\$33,345	\$37,694	----	----	0.88	\$29,344	\$348	\$29,431	1.5%	\$29,431	\$435
1362	EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$34,317	A13	7/1/04	A	13	\$28,996	\$33,345	\$37,694	----	----	1	\$34,317	----	\$34,832	1.5%	\$34,832	\$515
39368	EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$29,866	A13	5/16/11	A	6	\$28,996	\$33,345	\$37,694	----	----	1	\$33,345	\$3,479	\$30,314	Compa-Ratio	\$33,345	\$3,479
40047	TRAFFIC CONTROL SPI	3100	HIGHWAY'S & STREET	\$33,113	B22	12/16/15	B	1	\$33,113	\$38,908	\$44,703	----	----	0.88	\$34,239	\$1,126	\$33,610	Compa-Ratio	\$34,239	\$1,126
2102	ASSISTANT DIRECTOR	3100	HIGHWAY'S & STREET	\$78,007	D61	5/1/13	D	4	\$64,188	\$79,441	\$96,282	----	----	0.9	\$78,007	----	\$79,177	1.5%	\$79,177	\$1,170
38616	TRAFFIC CONTROL SPI	3100	HIGHWAY'S & STREET	\$35,662	B22	9/5/07	B	9	\$33,113	\$38,908	\$44,703	----	----	1	\$38,908	\$3,246	\$36,197	Compa-Ratio	\$38,908	\$3,246
20255	EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$36,339	A13	7/1/04	A	13	\$28,996	\$33,345	\$37,694	----	----	1	\$36,339	----	\$36,884	1.5%	\$36,884	\$545
38653	ENGINEER	3100	HIGHWAY'S & STREET	\$58,618	C42	12/16/07	C	9	\$49,531	\$59,427	\$69,344	----	----	1	\$59,427	\$809	\$59,497	1.5%	\$59,497	\$879
3357	LEAD EQUIPMENT OP	3100	HIGHWAY'S & STREET	\$41,980	B31	7/1/13	B	4	\$40,757	\$47,889	\$55,022	----	----	0.94	\$45,016	\$3,036	\$42,610	Compa-Ratio	\$45,016	\$3,036
40348	EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$28,996	A13	1/16/16	A	1	\$28,996	\$33,345	\$37,694	----	----	0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
4921	EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$32,220	A13	1/16/16	A	1	\$28,996	\$33,345	\$37,694	----	----	0.9	\$32,220	----	\$32,703	1.5%	\$32,703	\$483
38911	GROUND'S & FACILITIE	3100	HIGHWAY'S & STREET	\$23,905	A11	4/16/09	A	8	\$21,561	\$24,795	\$28,029	----	----	1	\$24,795	\$890	\$24,264	Compa-Ratio	\$24,795	\$890
38252	TRAFFIC CONTROL SPI	3100	HIGHWAY'S & STREET	\$36,969	B22	4/1/06	B	11	\$33,113	\$38,908	\$44,703	----	----	1	\$38,908	\$1,939	\$37,524	Compa-Ratio	\$38,908	\$1,939
38851	ENGINEERING MANAC	3100	HIGHWAY'S & STREET	\$74,180	C51	1/1/09	C	8	\$55,853	\$69,125	\$83,779	----	----	1	\$74,180	----	\$75,293	1.5%	\$75,293	\$1,113
40974	GROUND'S & FACILITIE	3100	HIGHWAY'S & STREET	\$21,561	A11	10/1/16	A	0	\$21,561	\$24,795	\$28,029	----	----	0.88	\$21,820	\$259	\$21,884	1.5%	\$21,884	\$323
39916	ADMINISTRATIVE SUP	3100	HIGHWAY'S & STREET	\$34,107	B22	8/15/14	B	2	\$33,113	\$38,908	\$44,703	----	----	0.9	\$35,017	\$910	\$34,619	Compa-Ratio	\$35,017	\$910
6581	PUBLIC WORKS INSPE	3100	HIGHWAY'S & STREET	\$50,983	B31	3/15/11	B	6	\$40,757	\$47,889	\$55,022	----	----	0.98	\$50,983	----	\$51,748	1.5%	\$51,748	\$765
7064	LEAD EQUIPMENT OP	3100	HIGHWAY'S & STREET	\$53,538	B31	5/1/01	B	16	\$40,757	\$47,889	\$55,022	----	----	1	\$53,538	----	\$54,341	1.5%	\$54,341	\$803
40814	GROUND'S & FACILITIE	3100	HIGHWAY'S & STREET	\$21,561	A11	6/1/16	A	1	\$21,561	\$24,795	\$28,029	----	----	0.9	\$22,316	\$755	\$21,884	Compa-Ratio	\$22,316	\$755
40160	EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$28,996	A13	1/16/16	A	1	\$28,996	\$33,345	\$37,694	----	----	0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
9826	EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$37,694	A13	3/15/11	A	6	\$28,996	\$33,345	\$37,694	----	----	1	\$37,694	----	\$38,259	1.5%	\$38,259	\$565

40159 NPDES COORDINATOR	3100	HIGHWAY'S & STREET	\$57,783 C42	8/1/14	C	2	\$49,531	\$59,427	\$69,344	----	----	0.88	\$57,783	----	\$58,650	1.5%	\$58,650	\$867
39675 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$29,866 A13	5/1/14	A	3	\$28,996	\$33,345	\$37,694	----	----	0.94	\$31,344	\$1,478	\$30,314	Compa-Ratio	\$31,344	\$1,478
38249 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$33,629 A13	4/1/06	A	11	\$28,996	\$33,345	\$37,694	----	----	1	\$33,629	----	\$34,133	1.5%	\$34,133	\$504
10215 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$41,980 B31	3/16/17	B	0	\$40,757	\$47,889	\$55,022	----	----	0.86	\$41,980	----	\$42,610	1.5%	\$42,610	\$630
10311 SENIOR ENGINEERING	3100	HIGHWAY'S & STREET	\$84,298 D61	3/1/08	D	9	\$64,188	\$79,441	\$96,282	----	----	1	\$84,298	----	\$85,562	1.5%	\$85,562	\$1,264
10339 GROUNDS & FACILITIES	3100	HIGHWAY'S & STREET	\$25,518 A11	10/5/05	A	11	\$21,561	\$24,795	\$28,029	----	----	1	\$25,518	----	\$25,901	1.5%	\$25,901	\$383
38310 SENIOR EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$34,264 B21	8/16/13	B	3	\$30,929	\$36,342	\$41,755	----	----	0.92	\$34,264	----	\$34,778	1.5%	\$34,778	\$514
39925 SENIOR EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$31,858 B21	3/1/14	B	3	\$30,929	\$36,342	\$41,755	----	----	0.92	\$33,435	\$1,577	\$32,336	Compa-Ratio	\$33,435	\$1,577
11263 PUBLIC WORKS INSPECTOR	3100	HIGHWAY'S & STREET	\$50,689 B31	6/1/11	B	6	\$40,757	\$47,889	\$55,022	----	----	0.98	\$50,689	----	\$51,449	1.5%	\$51,449	\$760
12428 TRAFFIC CONTROL SPECIALIST	3100	HIGHWAY'S & STREET	\$43,398 B22	3/15/11	B	6	\$33,113	\$38,908	\$44,703	----	----	0.98	\$43,398	----	\$44,049	1.5%	\$44,049	\$651
31932 ADMINISTRATIVE SUPPORT	3100	HIGHWAY'S & STREET	\$39,087 B22	3/15/11	B	6	\$33,113	\$38,908	\$44,703	----	----	0.98	\$39,087	----	\$39,673	1.5%	\$39,673	\$586
39737 SENIOR EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$31,061 B21	8/1/16	B	0	\$30,929	\$36,342	\$41,755	----	----	0.86	\$31,254	\$193	\$31,527	1.5%	\$31,527	\$466
14938 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$37,328 A13	3/15/11	A	6	\$28,996	\$33,345	\$37,694	----	----	1	\$37,328	----	\$37,888	1.5%	\$37,888	\$560
15305 LEAD TRAFFIC CONTROL	3100	HIGHWAY'S & STREET	\$48,317 B31	3/15/11	B	6	\$40,757	\$47,889	\$55,022	----	----	0.98	\$48,317	----	\$49,042	1.5%	\$49,042	\$725
15623 LEAD EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$45,308 B31	3/15/11	B	6	\$40,757	\$47,889	\$55,022	----	----	0.98	\$46,931	\$1,623	\$45,988	Compa-Ratio	\$46,931	\$1,623
38309 GROUNDS & FACILITIES	3100	HIGHWAY'S & STREET	\$25,000 A11	6/1/06	A	11	\$21,561	\$24,795	\$28,029	----	----	1	\$25,000	----	\$25,375	1.5%	\$25,375	\$375
39367 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$29,866 A13	5/16/11	A	6	\$28,996	\$33,345	\$37,694	----	----	1	\$33,345	\$3,479	\$30,314	Compa-Ratio	\$33,345	\$3,479
40341 GROUNDS & FACILITIES	3100	HIGHWAY'S & STREET	\$21,561 A11	5/4/15	A	2	\$21,561	\$24,795	\$28,029	----	----	0.92	\$22,811	\$1,250	\$21,884	Compa-Ratio	\$22,811	\$1,250
39024 SENIOR EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$32,538 B21	10/1/16	B	0	\$30,929	\$36,342	\$41,755	----	----	0.86	\$32,538	----	\$33,026	1.5%	\$33,026	\$488
39982 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$29,866 A13	9/16/14	A	2	\$28,996	\$33,345	\$37,694	----	----	0.92	\$30,677	\$811	\$30,314	Compa-Ratio	\$30,677	\$811
18974 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$37,328 A13	3/15/11	A	6	\$28,996	\$33,345	\$37,694	----	----	1	\$37,328	----	\$37,888	1.5%	\$37,888	\$560
40983 GROUNDS & FACILITIES	3100	HIGHWAY'S & STREET	\$21,561 A11	10/1/16	A	0	\$21,561	\$24,795	\$28,029	----	----	0.88	\$21,820	\$259	\$21,884	1.5%	\$21,884	\$323
40094 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$28,996 A13	11/16/15	A	1	\$28,996	\$33,345	\$37,694	----	----	0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
39704 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$28,996 A13	10/16/15	A	1	\$28,996	\$33,345	\$37,694	----	----	0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
39915 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$29,866 A13	4/1/15	A	2	\$28,996	\$33,345	\$37,694	----	----	0.92	\$30,677	\$811	\$30,314	Compa-Ratio	\$30,677	\$811
19951 GRDS & FACILITIES CR	3100	HIGHWAY'S & STREET	\$45,919 B31	3/15/11	B	6	\$40,757	\$47,889	\$55,022	----	----	0.98	\$46,931	\$1,012	\$46,608	Compa-Ratio	\$46,931	\$1,012
40339 GROUNDS & FACILITIES	3100	HIGHWAY'S & STREET	\$21,561 A11	5/4/15	A	2	\$21,561	\$24,795	\$28,029	----	----	0.92	\$22,811	\$1,250	\$21,884	Compa-Ratio	\$22,811	\$1,250
38237 LEAD EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$41,980 B31	2/1/14	B	3	\$40,757	\$47,889	\$55,022	----	----	0.92	\$44,058	\$2,078	\$42,610	Compa-Ratio	\$44,058	\$2,078
39332 GROUNDS & FACILITIES	3100	HIGHWAY'S & STREET	\$22,207 A11	4/1/11	A	6	\$21,561	\$24,795	\$28,029	----	----	1	\$24,795	\$2,588	\$22,540	Compa-Ratio	\$24,795	\$2,588
22951 TRAFFIC CONTROL TECHNICIAN	3100	HIGHWAY'S & STREET	\$40,087 B21	3/15/11	B	6	\$30,929	\$36,342	\$41,755	----	----	0.98	\$40,087	----	\$40,688	1.5%	\$40,688	\$601
22946 TRAFFIC CONTROL SPECIALIST	3100	HIGHWAY'S & STREET	\$60,009 C41	3/15/11	C	6	\$47,393	\$56,871	\$66,350	----	----	0.96	\$60,009	----	\$60,909	1.5%	\$60,909	\$900
40644 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$28,996 A13	3/1/16	A	1	\$28,996	\$33,345	\$37,694	----	----	0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
38491 SENIOR ACCOUNTANT	3100	HIGHWAY'S & STREET	\$58,694 C42	5/1/07	C	10	\$49,531	\$59,427	\$69,344	----	----	1	\$59,427	\$733	\$59,574	1.5%	\$59,574	\$880
38655 GIS ADMINISTRATOR	3100	HIGHWAY'S & STREET	\$56,383 C42	12/16/07	C	9	\$49,531	\$59,427	\$69,344	----	----	1	\$59,427	\$3,044	\$57,229	Compa-Ratio	\$59,427	\$3,044
39133 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$30,548 A13	5/1/10	A	7	\$28,996	\$33,345	\$37,694	----	----	1	\$33,345	\$2,797	\$31,006	Compa-Ratio	\$33,345	\$2,797
38716 GROUNDS & FACILITIES	3100	HIGHWAY'S & STREET	\$23,905 A11	9/16/08	A	8	\$21,561	\$24,795	\$28,029	----	----	1	\$24,795	\$890	\$24,264	Compa-Ratio	\$24,795	\$890
24626 PUBLIC WORKS INSPECTOR	3100	HIGHWAY'S & STREET	\$53,516 B31	3/15/11	B	6	\$40,757	\$47,889	\$55,022	----	----	0.98	\$53,516	----	\$54,319	1.5%	\$54,319	\$803
24700 LEAD EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$47,249 B31	3/15/11	B	6	\$40,757	\$47,889	\$55,022	----	----	0.98	\$47,249	----	\$47,958	1.5%	\$47,958	\$709
39712 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$28,996 A13	9/1/16	A	0	\$28,996	\$33,345	\$37,694	----	----	0.88	\$29,344	\$348	\$29,431	1.5%	\$29,431	\$435
39835 GROUNDS & FACILITIES	3100	HIGHWAY'S & STREET	\$22,207 A11	11/16/13	A	3	\$21,561	\$24,795	\$28,029	----	----	0.94	\$23,307	\$1,100	\$22,540	Compa-Ratio	\$23,307	\$1,100
26212 SENIOR EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$40,579 B21	1/8/05	B	12	\$30,929	\$36,342	\$41,755	----	----	1	\$40,579	----	\$41,188	1.5%	\$41,188	\$609
40962 GROUNDS & FACILITIES	3100	HIGHWAY'S & STREET	\$21,561 A11	9/1/16	A	0	\$21,561	\$24,795	\$28,029	----	----	0.88	\$21,820	\$259	\$21,884	1.5%	\$21,884	\$323
39934 SENIOR EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$31,857 B21	1/16/15	B	2	\$30,929	\$36,342	\$41,755	----	----	0.9	\$32,708	\$851	\$32,335	Compa-Ratio	\$32,708	\$851
40973 GROUNDS & FACILITIES	3100	HIGHWAY'S & STREET	\$21,561 A11	10/1/16	A	0	\$21,561	\$24,795	\$28,029	----	----	0.88	\$21,820	\$259	\$21,884	1.5%	\$21,884	\$323
28205 SENIOR EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$40,489 B21	3/15/11	B	6	\$30,929	\$36,342	\$41,755	----	----	0.98	\$40,489	----	\$41,096	1.5%	\$41,096	\$607
29300 DIRECTOR	3100	HIGHWAY'S & STREET	\$92,656 E81	11/1/07	E	9	\$79,199	\$101,939	\$126,718	----	----	0.98	\$99,901	\$7,245	\$94,046	Compa-Ratio	\$99,901	\$7,245
39334 LEAD EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$40,757 B31	10/16/15	B	1	\$40,757	\$47,889	\$55,022	----	----	0.88	\$42,142	\$1,385	\$41,368	Compa-Ratio	\$42,142	\$1,385
31702 ENGINEERING SUPPORT	3100	HIGHWAY'S & STREET	\$56,472 C42	8/15/07	C	9	\$49,531	\$59,427	\$69,344	----	----	1	\$59,427	\$2,955	\$57,319	Compa-Ratio	\$59,427	\$2,955
22895 PUBLIC WORKS INSPECTOR	3100	HIGHWAY'S & STREET	\$49,397 B31	3/15/11	B	6	\$40,757	\$47,889	\$55,022	----	----	0.98	\$49,397	----	\$50,138	1.5%	\$50,138	\$741
32104 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$64,049 C45	6/16/13	C	4	\$60,398	\$74,750	\$90,597	----	----	0.92	\$68,770	\$4,721	\$65,010	Compa-Ratio	\$68,770	\$4,721
38197 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$55,144 C41	11/16/13	C	3	\$47,393	\$56,871	\$66,350	----	----	0.9	\$55,144	----	\$55,971	1.5%	\$55,971	\$827
33401 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$55,660 C41	8/1/13	C	3	\$47,393	\$56,871	\$66,350	----	----	0.9	\$55,660	----	\$56,495	1.5%	\$56,495	\$835
38259 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$33,629 A13	4/1/06	A	11	\$28,996	\$33,345	\$37,694	----	----	1	\$33,629	----	\$34,133	1.5%	\$34,133	\$504
34203 EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$37,328 A13	3/15/11	A	6	\$28,996	\$33,345	\$37,694	----	----	1	\$37,328	----	\$37,888	1.5%	\$37,888	\$560
34829 SENIOR EQUIPMENT OPERATOR	3100	HIGHWAY'S & STREET	\$41,755 B21	3/15/11	B	6	\$30,929	\$36,342	\$41,755	----	----	0.98	\$41,755	----	\$42,381	1.5%	\$42,381	\$626

39868	EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$29,866	A13	12/16/14	A	2	\$28,996	\$33,345	\$37,694	----	----	0.92	\$30,677	\$811	\$30,314	Compa-Ratio	\$30,677	\$811
38387	SENIOR EQUIPMENT C	3100	HIGHWAY'S & STREET	\$33,508	B21	3/1/14	B	3	\$30,929	\$36,342	\$41,755	----	----	0.92	\$33,508	----	\$34,011	1.5%	\$34,011	\$503
36105	ADMINISTRATIVE SUP	3100	HIGHWAY'S & STREET	\$47,536	B23	3/15/11	B	6	\$35,298	\$41,475	\$47,652	----	----	0.98	\$47,536	----	\$48,249	1.5%	\$48,249	\$713
36111	TRAFFIC CONTROL SPI	3100	HIGHWAY'S & STREET	\$41,002	B22	3/15/11	B	6	\$33,113	\$38,908	\$44,703	----	----	0.98	\$41,002	----	\$41,617	1.5%	\$41,617	\$615
38020	EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$34,373	A13	4/1/05	A	12	\$28,996	\$33,345	\$37,694	----	----	1	\$34,373	----	\$34,889	1.5%	\$34,889	\$516
38996	LEAD EQUIPMENT OP	3100	HIGHWAY'S & STREET	\$42,681	B31	9/1/13	B	3	\$40,757	\$47,889	\$55,022	----	----	0.92	\$44,058	\$1,377	\$43,321	Compa-Ratio	\$44,058	\$1,377
40645	GROUPS & FACILITIE	3100	HIGHWAY'S & STREET	\$21,561	A11	3/1/16	A	1	\$21,561	\$24,795	\$28,029	----	----	0.9	\$22,316	\$755	\$21,884	Compa-Ratio	\$22,316	\$755
40638	SECURITY & LOSS PRE	1550	HUMAN RESOURCES	\$27,040	A12	2/1/16	A	1	\$24,239	\$27,875	\$31,511	----	----	0.9	\$27,040	----	\$27,446	1.5%	\$27,446	\$406
40806	SECURITY & LOSS PRE	1550	HUMAN RESOURCES	\$27,040	A12	5/1/16	A	1	\$24,239	\$27,875	\$31,511	----	----	0.9	\$27,040	----	\$27,446	1.5%	\$27,446	\$406
40637	SECURITY & LOSS PRE	1550	HUMAN RESOURCES	\$27,040	A12	2/1/16	A	1	\$24,239	\$27,875	\$31,511	----	----	0.9	\$27,040	----	\$27,446	1.5%	\$27,446	\$406
39615	RISK MANAGEMENT A	1550	HUMAN RESOURCES	\$77,345	C51	4/1/12	C	5	\$55,853	\$69,125	\$83,779	----	----	0.94	\$77,345	----	\$78,505	1.5%	\$78,505	\$1,160
38036	HEALTH & SAFETY MA	1550	HUMAN RESOURCES	\$68,434	C43	8/1/15	C	1	\$52,063	\$64,434	\$78,094	----	----	0.86	\$68,434	----	\$69,461	1.5%	\$69,461	\$1,027
16204	HUMAN RESOURCES J	1550	HUMAN RESOURCES	\$66,404	C42	6/1/98	C	19	\$49,531	\$59,427	\$69,344	----	----	1	\$66,404	----	\$67,400	1.5%	\$67,400	\$996
40805	SECURITY & LOSS PRE	1550	HUMAN RESOURCES	\$27,040	A12	5/1/16	A	1	\$24,239	\$27,875	\$31,511	----	----	0.9	\$27,040	----	\$27,446	1.5%	\$27,446	\$406
40575	HUMAN RESOURCES J	1550	HUMAN RESOURCES	\$61,200	C42	1/1/16	C	1	\$49,531	\$59,427	\$69,344	----	----	0.86	\$61,200	----	\$62,118	1.5%	\$62,118	\$918
38961	CLAIMS SPECIALIST	1550	HUMAN RESOURCES	\$44,203	B31	3/16/11	B	6	\$40,757	\$47,889	\$55,022	----	----	0.98	\$46,931	\$2,728	\$44,866	Compa-Ratio	\$46,931	\$2,728
35108	HUMAN RESOURCES S	1550	HUMAN RESOURCES	\$49,384	B31	4/15/13	B	4	\$40,757	\$47,889	\$55,022	----	----	0.94	\$49,384	----	\$50,125	1.5%	\$50,125	\$741
40636	SECURITY & LOSS PRE	1550	HUMAN RESOURCES	\$27,040	A12	2/1/16	A	1	\$24,239	\$27,875	\$31,511	----	----	0.9	\$27,040	----	\$27,446	1.5%	\$27,446	\$406
38854	DIRECTOR	1550	HUMAN RESOURCES	\$87,380	E81	12/15/08	E	8	\$79,199	\$101,939	\$126,718	----	----	0.96	\$97,862	\$10,482	\$88,691	Compa-Ratio	\$97,862	\$10,482
38032	HUMAN RESOURCES J	1550	HUMAN RESOURCES	\$67,106	C42	4/4/05	C	12	\$49,531	\$59,427	\$69,344	----	----	1	\$67,106	----	\$68,113	1.5%	\$68,113	\$1,007
39505	INFO TECH ADMINITI	1920	INFORMATION SYSTEI	\$48,815	C41	12/5/11	C	5	\$47,393	\$56,871	\$66,350	----	----	0.94	\$53,459	\$4,644	\$49,547	Compa-Ratio	\$53,459	\$4,644
40013	APPLICATIONS ANALY	1920	INFORMATION SYSTEI	\$56,298	C42	2/16/14	C	3	\$49,531	\$59,427	\$69,344	----	----	0.9	\$56,298	----	\$57,142	1.5%	\$57,142	\$844
40010	INFO TECHNOLOGY SF	1920	INFORMATION SYSTEI	\$37,893	B22	2/16/14	B	3	\$33,113	\$38,908	\$44,703	----	----	0.92	\$37,893	----	\$38,461	1.5%	\$38,461	\$568
39319	INFO TECHNOLOGY SF	1920	INFORMATION SYSTEI	\$39,928	B22	3/16/11	B	6	\$33,113	\$38,908	\$44,703	----	----	0.98	\$39,928	----	\$40,527	1.5%	\$40,527	\$599
39926	APPLICATIONS ANALY	1920	INFORMATION SYSTEI	\$54,132	C42	7/1/13	C	4	\$49,531	\$59,427	\$69,344	----	----	0.92	\$54,673	\$541	\$54,944	1.5%	\$54,944	\$812
14525	ADMINISTRATIVE SUP	1920	INFORMATION SYSTEI	\$41,417	B22	7/1/03	B	14	\$33,113	\$38,908	\$44,703	----	----	1	\$41,417	----	\$42,038	1.5%	\$42,038	\$621
19941	SENIOR IT ADMINISTR	1920	INFORMATION SYSTEI	\$64,519	C42	7/1/06	C	11	\$49,531	\$59,427	\$69,344	----	----	1	\$64,519	----	\$65,487	1.5%	\$65,487	\$968
39252	INFO TECH ADMINITI	1920	INFORMATION SYSTEI	\$48,815	C41	1/1/14	C	3	\$47,393	\$56,871	\$66,350	----	----	0.9	\$51,184	\$2,369	\$49,547	Compa-Ratio	\$51,184	\$2,369
25321	SENIOR IT ADMINISTR	1920	INFORMATION SYSTEI	\$64,118	C42	7/1/08	C	9	\$49,531	\$59,427	\$69,344	----	----	1	\$64,118	----	\$65,080	1.5%	\$65,080	\$962
38236	APPLICATIONS DEVELP	1920	INFORMATION SYSTEI	\$56,403	C41	1/1/06	C	11	\$47,393	\$56,871	\$66,350	----	----	1	\$56,871	\$468	\$57,249	1.5%	\$57,249	\$846
40982	APPLICATIONS SPECIA	1920	INFORMATION SYSTEI	\$40,000	B23	10/1/16	B	0	\$35,298	\$41,475	\$47,652	----	----	0.86	\$40,000	----	\$40,600	1.5%	\$40,600	\$600
39760	INFO TECHNOLOGY DI	1920	INFORMATION SYSTEI	\$85,583	E81	2/1/13	E	4	\$79,199	\$101,939	\$126,718	----	----	0.88	\$89,707	\$4,124	\$86,867	Compa-Ratio	\$89,707	\$4,124
40274	INTERNAL AUDITOR II	1521	INTERNAL AUDITOR	\$68,289	C43	4/13/15	C	2	\$52,063	\$64,434	\$78,094	----	----	0.88	\$68,289	----	\$69,313	1.5%	\$69,313	\$1,024
39947	INTERNAL AUDITOR II	1521	INTERNAL AUDITOR	\$71,454	C43	11/1/13	C	3	\$52,063	\$64,434	\$78,094	----	----	0.9	\$71,454	----	\$72,526	1.5%	\$72,526	\$1,072
40867	INTERNAL AUDIT DIRE	1521	INTERNAL AUDITOR	\$85,000	D71	7/1/16	D	1	\$74,032	\$91,624	\$111,048	----	----	0.84	\$85,000	----	\$86,275	1.5%	\$86,275	\$1,275
38820	CITY ATTORNEY	1250	LEGAL DEPT	\$121,059	E81	8/1/08	E	8	\$79,199	\$101,939	\$126,718	----	----	0.96	\$121,059	----	\$122,875	1.5%	\$122,875	\$1,816
39636	DEPUTY CITY ATTORN	1250	LEGAL DEPT	\$91,616	D71	5/16/12	D	5	\$74,032	\$91,624	\$111,048	----	----	0.92	\$91,616	----	\$92,990	1.5%	\$92,990	\$1,374
39967	STAFF ATTORNEY 2	1250	LEGAL DEPT	\$68,111	C44	11/1/13	C	3	\$55,853	\$69,125	\$83,779	----	----	0.9	\$68,111	----	\$69,133	1.5%	\$69,133	\$1,022
16333	LEGAL EXECUTIVE ASS	1250	LEGAL DEPT	\$50,108	B24	7/1/13	B	4	\$37,482	\$44,041	\$50,600	----	----	0.94	\$50,108	----	\$50,860	1.5%	\$50,860	\$752
14910	ASST GOLF COURSE SI	5610	MASON RUDOLPH GC	\$40,027	B22	3/1/04	B	13	\$33,113	\$38,908	\$44,703	----	----	1	\$40,027	----	\$40,627	1.5%	\$40,627	\$600
40934	STAFF ATTORNEY/MA	1310	MAYOR'S OFFICE	\$51,669	C43	8/1/16	C	0	\$52,063	\$64,434	\$78,094	\$394	----	0.84	\$54,124	\$2,455	\$52,444	Compa-Ratio	\$54,124	\$2,455
40228	CHIEF OF ADMINISTR	1310	MAYOR'S OFFICE	\$90,553	D71	1/1/15	D	2	\$74,032	\$91,624	\$111,048	----	----	0.86	\$90,553	----	\$91,911	1.5%	\$91,911	\$1,358
40490	CHIEF ADMINISTRATI	1310	MAYOR'S OFFICE	\$47,393	C41	8/16/16	C	0	\$47,393	\$56,871	\$66,350	----	----	0.84	\$47,772	\$379	\$48,104	1.5%	\$48,104	\$711
40924	PUBLIC INFORMATION	1310	MAYOR'S OFFICE	\$60,000	C43	8/1/16	C	0	\$52,063	\$64,434	\$78,094	----	----	0.84	\$60,000	----	\$60,900	1.5%	\$60,900	\$900
29131	PROJECT MANAGER	1970	MUNICIPAL PROPERTI	\$73,354	C51	8/1/01	C	15	\$55,853	\$69,125	\$83,779	----	----	1	\$73,354	----	\$74,454	1.5%	\$74,454	\$1,100
38658	ADMINISTRATIVE SUP	1511	PARKING AUTHORITY	\$34,704	B22	1/2/08	B	9	\$33,113	\$38,908	\$44,703	----	----	1	\$38,908	\$4,204	\$35,225	Compa-Ratio	\$38,908	\$4,204
38361	PARKING ENFORCEME	1511	PARKING AUTHORITY	\$24,967	A12	2/1/15	A	2	\$24,239	\$27,875	\$31,511	----	----	0.92	\$25,645	\$678	\$25,342	Compa-Ratio	\$25,645	\$678
38008	PARKING MANAGER	1511	PARKING AUTHORITY	\$54,040	C42	1/16/05	C	12	\$49,531	\$59,427	\$69,344	----	----	1	\$59,427	\$5,387	\$54,851	Compa-Ratio	\$59,427	\$5,387
40877	GROUPS & FACILITIE	5100	PARKS & RECREATION	\$21,561	A11	1/1/17	A	0	\$21,561	\$24,795	\$28,029	----	----	0.88	\$21,820	\$259	\$21,884	1.5%	\$21,884	\$323
38878	GROUPS & FACILITIE	5100	PARKS & RECREATION	\$22,207	A11	1/1/11	A	6	\$21,561	\$24,795	\$28,029	----	----	1	\$24,795	\$2,588	\$22,540	Compa-Ratio	\$24,795	\$2,588
18	PARKS & REC SUPERIN	5100	PARKS & RECREATION	\$57,409	C42	3/16/11	C	6	\$49,531	\$59,427	\$69,344	----	----	0.96	\$57,409	----	\$58,270	1.5%	\$58,270	\$861
643	COMMUNITY CENTER	5100	PARKS & RECREATION	\$26,057	A12	11/1/09	A	7	\$24,239	\$27,875	\$31,511	----	----	1	\$27,875	\$1,818	\$26,448	Compa-Ratio	\$27,875	\$1,818
39219	ADMIN SUPP SUPERVI	5100	PARKS & RECREATION	\$53,711	C41	9/17/10	C	6	\$47,393	\$56,871	\$66,350	----	----	0.96	\$54,596	\$885	\$54,517	Compa-Ratio	\$54,596	\$885
38950	FACILITY PROMOTION	5100	PARKS & RECREATION	\$40,800	B31	8/1/15	B	1	\$40,757	\$47,889	\$55,022	----	----	0.88	\$42,142	\$1,342	\$41,412	Compa-Ratio	\$42,142	\$1,342
40375	GROUPS & FACILITIE	5100	PARKS & RECREATION	\$21,561	A11	2/1/16	A	1	\$21,561	\$24,795	\$28,029	----	----	0.9	\$22,316	\$755	\$21,884	Compa-Ratio	\$22,316	\$755

40723 PARKS & REC SUPERV	5100	PARKS & RECREATION	\$40,000 B23	4/1/16	B	1	\$35,298	\$41,475	\$47,652	----	----	0.88	\$40,000	----	\$40,600	1.5%	\$40,600	\$600
2815 PARKS & REC SUPERIN	5100	PARKS & RECREATION	\$57,284 C42	3/16/11	C	6	\$49,531	\$59,427	\$69,344	----	----	0.96	\$57,284	----	\$58,143	1.5%	\$58,143	\$859
3128 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$32,018 A13	3/16/11	A	6	\$28,996	\$33,345	\$37,694	----	----	1	\$33,345	\$1,327	\$32,498	Compa-Ratio	\$33,345	\$1,327
39512 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$29,866 A13	1/16/12	A	5	\$28,996	\$33,345	\$37,694	----	----	0.98	\$32,678	\$2,812	\$30,314	Compa-Ratio	\$32,678	\$2,812
38455 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$22,207 A11	1/1/11	A	6	\$21,561	\$24,795	\$28,029	----	----	1	\$24,795	\$2,588	\$22,540	Compa-Ratio	\$24,795	\$2,588
40519 DEPUTY DIRECTOR	5100	PARKS & RECREATION	\$70,236 C51	12/13/16	C	0	\$55,853	\$69,125	\$83,779	----	----	0.84	\$70,236	----	\$71,290	1.5%	\$71,290	\$1,054
4948 GRDS & FACILITIES CR	5100	PARKS & RECREATION	\$49,253 B31	3/15/11	B	6	\$40,757	\$47,889	\$55,022	----	----	0.98	\$49,253	----	\$49,992	1.5%	\$49,992	\$739
36312 SENIOR ACCOUNTANT	5100	PARKS & RECREATION	\$61,215 C42	3/16/11	C	6	\$49,531	\$59,427	\$69,344	----	----	0.96	\$61,215	----	\$62,133	1.5%	\$62,133	\$918
5728 COMMUNITY CENTER	5100	PARKS & RECREATION	\$24,724 A12	6/1/15	A	2	\$24,239	\$27,875	\$31,511	----	----	0.92	\$25,645	\$921	\$25,095	Compa-Ratio	\$25,645	\$921
38444 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$28,996 A13	11/16/15	A	1	\$28,996	\$33,345	\$37,694	----	----	0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
39010 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$22,207 A11	12/16/10	A	6	\$21,561	\$24,795	\$28,029	----	----	1	\$24,795	\$2,588	\$22,540	Compa-Ratio	\$24,795	\$2,588
10633 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$35,196 A13	7/1/11	A	6	\$28,996	\$33,345	\$37,694	----	----	1	\$35,196	----	\$35,724	1.5%	\$35,724	\$528
38062 PARKS & REC SUPERIN	5100	PARKS & RECREATION	\$51,017 C42	3/16/15	C	2	\$49,531	\$59,427	\$69,344	----	----	0.88	\$52,296	\$1,279	\$51,782	Compa-Ratio	\$52,296	\$1,279
10851 PARKS & REC SUPERV	5100	PARKS & RECREATION	\$41,152 B23	4/1/06	B	11	\$35,298	\$41,475	\$47,652	----	----	1	\$41,475	\$323	\$41,769	1.5%	\$41,769	\$617
40576 ADMINISTRATIVE SUP	5100	PARKS & RECREATION	\$33,113 B22	1/1/17	B	0	\$33,113	\$38,908	\$44,703	----	----	0.86	\$33,461	\$348	\$33,610	1.5%	\$33,610	\$497
38276 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$33,503 A13	7/16/06	A	10	\$28,996	\$33,345	\$37,694	----	----	1	\$33,503	----	\$34,006	1.5%	\$34,006	\$503
40849 GRDS & FACILITIES CR	5100	PARKS & RECREATION	\$40,757 B31	6/1/16	B	1	\$40,757	\$47,889	\$55,022	----	----	0.88	\$42,142	\$1,385	\$41,368	Compa-Ratio	\$42,142	\$1,385
39937 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$29,866 A13	8/16/13	A	3	\$28,996	\$33,345	\$37,694	----	----	0.94	\$31,344	\$1,478	\$30,314	Compa-Ratio	\$31,344	\$1,478
39617 AQUA FACILITY MANA	5100	PARKS & RECREATION	\$24,763 A12	5/1/15	A	2	\$24,239	\$27,875	\$31,511	----	----	0.92	\$25,645	\$882	\$25,134	Compa-Ratio	\$25,645	\$882
40525 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$21,561 A11	9/1/16	A	0	\$21,561	\$24,795	\$28,029	----	----	0.88	\$21,820	\$259	\$21,884	1.5%	\$21,884	\$323
15543 GRDS & FACILITIES CR	5100	PARKS & RECREATION	\$42,441 B31	12/16/10	B	6	\$40,757	\$47,889	\$55,022	----	----	0.98	\$46,931	\$4,490	\$43,078	Compa-Ratio	\$46,931	\$4,490
40258 RECREATION PROGRA	5100	PARKS & RECREATION	\$36,356 B23	4/1/15	B	2	\$35,298	\$41,475	\$47,652	----	----	0.9	\$37,328	\$972	\$36,901	Compa-Ratio	\$37,328	\$972
40078 GRDS & FAC MTN SPE	5100	PARKS & RECREATION	\$38,606 B24	5/16/14	B	3	\$37,482	\$44,041	\$50,600	----	----	0.92	\$40,518	\$1,912	\$39,185	Compa-Ratio	\$40,518	\$1,912
39840 ASSOCIATE HISTORICA	5100	PARKS & RECREATION	\$36,357 B23	5/16/15	B	2	\$35,298	\$41,475	\$47,652	----	----	0.9	\$37,328	\$971	\$36,902	Compa-Ratio	\$37,328	\$971
16905 COMMUNITY CENTER	5100	PARKS & RECREATION	\$24,967 A12	6/1/15	A	2	\$24,239	\$27,875	\$31,511	----	----	0.92	\$25,645	\$678	\$25,342	Compa-Ratio	\$25,645	\$678
31750 FORESTER	5100	PARKS & RECREATION	\$51,017 C42	10/1/13	C	3	\$49,531	\$59,427	\$69,344	----	----	0.9	\$53,484	\$2,467	\$51,782	Compa-Ratio	\$53,484	\$2,467
40913 DEPARTMENT HUMAI	5100	PARKS & RECREATION	\$40,000 B24	8/1/16	B	0	\$37,482	\$44,041	\$50,600	----	----	0.86	\$40,000	----	\$40,600	1.5%	\$40,600	\$600
39196 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$28,996 A13	7/16/15	A	1	\$28,996	\$33,345	\$37,694	----	----	0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
40033 EVENT PLANNING SPE	5100	PARKS & RECREATION	\$43,075 B31	1/20/16	B	1	\$40,757	\$47,889	\$55,022	----	----	0.88	\$43,075	----	\$43,721	1.5%	\$43,721	\$646
3862 DIRECTOR	5100	PARKS & RECREATION	\$89,966 E81	10/1/16	E	0	\$79,199	\$101,939	\$126,718	----	----	0.8	\$89,966	----	\$91,315	1.5%	\$91,315	\$1,349
18953 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$30,251 A13	12/16/07	A	9	\$28,996	\$33,345	\$37,694	----	----	1	\$33,345	\$3,094	\$30,705	Compa-Ratio	\$33,345	\$3,094
40471 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$21,992 A11	8/1/15	A	1	\$21,561	\$24,795	\$28,029	----	----	0.9	\$22,316	\$324	\$22,322	1.5%	\$22,322	\$330
38412 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$29,866 A13	4/1/15	A	2	\$28,996	\$33,345	\$37,694	----	----	0.92	\$30,677	\$811	\$30,314	Compa-Ratio	\$30,677	\$811
40470 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$28,996 A13	2/1/17	A	0	\$28,996	\$33,345	\$37,694	----	----	0.88	\$29,344	\$348	\$29,431	1.5%	\$29,431	\$435
38245 DEPUTY DIRECTOR	5100	PARKS & RECREATION	\$70,236 C51	12/13/16	C	0	\$55,853	\$69,125	\$83,779	----	----	0.84	\$70,236	----	\$71,290	1.5%	\$71,290	\$1,054
20271 GRDS & FAC MAINTEN	5100	PARKS & RECREATION	\$52,020 C42	4/7/15	C	2	\$49,531	\$59,427	\$69,344	----	----	0.88	\$52,296	\$276	\$52,800	1.5%	\$52,800	\$780
23574 GRDS & FAC MTN SPE	5100	PARKS & RECREATION	\$46,460 B24	3/16/11	B	6	\$37,482	\$44,041	\$50,600	----	----	0.98	\$46,460	----	\$47,157	1.5%	\$47,157	\$697
39318 HISTORICAL INTEPRET	5100	PARKS & RECREATION	\$48,815 C41	3/16/11	C	6	\$47,393	\$56,871	\$66,350	----	----	0.96	\$54,596	\$5,781	\$49,547	Compa-Ratio	\$54,596	\$5,781
40987 ATHLETIC COORDINAI	5100	PARKS & RECREATION	\$35,298 B23	11/1/16	B	0	\$35,298	\$41,475	\$47,652	----	----	0.86	\$35,669	\$371	\$35,827	1.5%	\$35,827	\$529
39917 EVENT PLANNING SUF	5100	PARKS & RECREATION	\$51,000 C42	2/8/16	C	1	\$49,531	\$59,427	\$69,344	----	----	0.86	\$51,107	\$107	\$51,765	1.5%	\$51,765	\$765
38618 ADMINISTRATIVE SUP	5100	PARKS & RECREATION	\$37,472 B22	10/16/07	B	9	\$33,113	\$38,908	\$44,703	----	----	1	\$38,908	\$1,436	\$38,034	Compa-Ratio	\$38,908	\$1,436
38879 GRDS & FAC MTN SPE	5100	PARKS & RECREATION	\$40,754 B24	4/1/09	B	8	\$37,482	\$44,041	\$50,600	----	----	1	\$44,041	\$3,287	\$41,365	Compa-Ratio	\$44,041	\$3,287
40688 PARKS & REC SUPERV	5100	PARKS & RECREATION	\$35,298 B23	2/6/17	B	0	\$35,298	\$41,475	\$47,652	----	----	0.86	\$35,669	\$371	\$35,827	1.5%	\$35,827	\$529
40102 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$21,561 A11	5/1/14	A	3	\$21,561	\$24,795	\$28,029	----	----	0.94	\$23,307	\$1,746	\$21,884	Compa-Ratio	\$23,307	\$1,746
40346 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$21,561 A11	12/1/14	A	2	\$21,561	\$24,795	\$28,029	----	----	0.92	\$22,811	\$1,250	\$21,884	Compa-Ratio	\$22,811	\$1,250
40398 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$21,561 A11	2/1/17	A	0	\$21,561	\$24,795	\$28,029	----	----	0.88	\$21,820	\$259	\$21,884	1.5%	\$21,884	\$323
40799 GRDS & FAC MTN SPE	5100	PARKS & RECREATION	\$37,482 B24	5/1/16	B	1	\$37,482	\$44,041	\$50,600	----	----	0.88	\$38,756	\$1,274	\$38,044	Compa-Ratio	\$38,756	\$1,274
40800 ATHLETIC COORDINAI	5100	PARKS & RECREATION	\$35,298 B23	5/1/16	B	1	\$35,298	\$41,475	\$47,652	----	----	0.88	\$36,498	\$1,200	\$35,827	Compa-Ratio	\$36,498	\$1,200
39327 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$22,207 A11	2/16/12	A	5	\$21,561	\$24,795	\$28,029	----	----	0.98	\$24,299	\$2,092	\$22,540	Compa-Ratio	\$24,299	\$2,092
40453 GRDS & FAC MTN SPE	5100	PARKS & RECREATION	\$37,482 B24	7/1/15	B	2	\$37,482	\$44,041	\$50,600	----	----	0.9	\$39,637	\$2,155	\$38,044	Compa-Ratio	\$39,637	\$2,155
40034 GRDS & FAC MTN SPE	5100	PARKS & RECREATION	\$38,606 B24	4/1/14	B	3	\$37,482	\$44,041	\$50,600	----	----	0.92	\$40,518	\$1,912	\$39,185	Compa-Ratio	\$40,518	\$1,912
39071 MARKETING COORDIN	5100	PARKS & RECREATION	\$49,932 C41	3/16/11	C	6	\$47,393	\$56,871	\$66,350	----	----	0.96	\$54,596	\$4,664	\$50,681	Compa-Ratio	\$54,596	\$4,664
40990 MARKETING SPECIALI	5100	PARKS & RECREATION	\$35,298 B23	11/1/16	B	0	\$35,298	\$41,475	\$47,652	----	----	0.86	\$35,669	\$371	\$35,827	1.5%	\$35,827	\$529
39259 AQUA COORDINATOR	5100	PARKS & RECREATION	\$36,357 B23	5/1/15	B	2	\$35,298	\$41,475	\$47,652	----	----	0.9	\$37,328	\$971	\$36,902	Compa-Ratio	\$37,328	\$971
35533 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$30,346 A13	4/1/09	A	8	\$28,996	\$33,345	\$37,694	----	----	1	\$33,345	\$2,999	\$30,801	Compa-Ratio	\$33,345	\$2,999

40737	GRDS & FAC MTN SPE	5100	PARKS & RECREATION	\$37,482	B24	12/1/16	B	0	\$37,482	\$44,041	\$50,600	---	---	0.86	\$37,875	\$393	\$38,044	1.5%	\$38,044	\$562
40251	ADMINISTRATIVE SUP	5100	PARKS & RECREATION	\$37,527	B22	8/1/15	B	1	\$33,113	\$38,908	\$44,703	---	---	0.88	\$37,527	---	\$38,090	1.5%	\$38,090	\$563
38299	EVENT PLANNING SPE	5100	PARKS & RECREATION	\$40,757	B31	7/1/16	B	1	\$40,757	\$47,889	\$55,022	---	---	0.88	\$42,142	\$1,385	\$41,368	Compa-Ratio	\$42,142	\$1,385
26	LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$60,655	C42P	8/1/11	C	5	\$54,564	\$62,748	\$70,933	---	---	0.94	\$60,655	---	\$61,565	1.5%	\$61,565	\$910
39509	DISPATCHER	2100	POLICE DEPARTMENT	\$36,357	B23	1/1/12	B	5	\$35,298	\$41,475	\$47,652	----	----	0.96	\$39,816	\$3,459	\$36,902	Compa-Ratio	\$39,816	\$3,459
40933	DISPATCHER	2100	POLICE DEPARTMENT	\$35,298	B23	9/1/16	B	0	\$35,298	\$41,475	\$47,652	----	----	0.86	\$35,669	\$371	\$35,827	1.5%	\$35,827	\$529
40738	INFO TECHNOLOGY SF	2100	POLICE DEPARTMENT	\$40,052	B22	4/1/16	B	1	\$33,113	\$38,908	\$44,703	----	----	0.88	\$40,052	----	\$40,653	1.5%	\$40,653	\$601
751	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$52,042	B23P	1/29/96	B	21	\$43,368	\$47,705	\$52,042	----	----	1	\$52,042	----	\$52,823	1.5%	\$52,823	\$781
30205	SERGEANT	2100	POLICE DEPARTMENT	\$61,086	B31P	12/15/01	B	15	\$47,933	\$55,123	\$62,313	----	----	1	\$61,086	----	\$62,002	1.5%	\$62,002	\$916
39483	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,652	B23P	11/1/14	B	2	\$43,368	\$47,705	\$52,042	----	----	0.9	\$44,652	----	\$45,322	1.5%	\$45,322	\$670
39489	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$43,368	B23P	10/1/15	B	1	\$43,368	\$47,705	\$52,042	----	----	0.88	\$43,368	----	\$44,019	1.5%	\$44,019	\$651
40672	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119	B21P	11/12/16	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
827	CHIEF OF POLICE	2100	POLICE DEPARTMENT	\$100,856	E82P	9/25/07	E	9	\$80,117	\$103,121	\$128,187	----	----	0.98	\$101,059	\$203	\$102,369	1.5%	\$102,369	\$1,513
40085	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	12/20/14	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
830	LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$69,148	C42P	8/16/01	C	15	\$54,564	\$62,748	\$70,933	----	----	1	\$69,148	----	\$70,185	1.5%	\$70,185	\$1,037
39241	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003	B22P	12/1/15	B	1	\$40,002	\$44,003	\$48,003	----	----	0.88	\$44,003	----	\$44,663	1.5%	\$44,663	\$660
1128	LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$57,869	C42P	8/1/11	C	5	\$54,564	\$62,748	\$70,933	----	----	0.94	\$58,983	\$1,114	\$58,737	Compa-Ratio	\$58,983	\$1,114
40008	GRDS & FACILITIES CR	2100	POLICE DEPARTMENT	\$41,980	B31	1/1/14	B	3	\$40,757	\$47,889	\$55,022	----	----	0.92	\$44,058	\$2,078	\$42,610	Compa-Ratio	\$44,058	\$2,078
40212	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$45,323	B22P	11/1/14	B	2	\$40,002	\$44,003	\$48,003	----	----	0.9	\$45,323	----	\$46,003	1.5%	\$46,003	\$680
39676	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,235	B23P	7/1/16	B	1	\$43,368	\$47,705	\$52,042	----	----	0.88	\$44,235	----	\$44,899	1.5%	\$44,899	\$664
1520	SENIOR ACCOUNTANT	2100	POLICE DEPARTMENT	\$62,669	C42	3/16/11	C	6	\$49,531	\$59,427	\$69,344	----	----	0.96	\$62,669	----	\$63,609	1.5%	\$63,609	\$940
38648	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,519	B23P	1/16/12	B	5	\$43,368	\$47,705	\$52,042	----	----	0.96	\$45,797	\$278	\$46,202	1.5%	\$46,202	\$683
39677	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	3/10/13	B	4	\$37,119	\$40,831	\$44,543	----	----	0.94	\$38,381	\$148	\$38,806	1.5%	\$38,806	\$573
1653	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,534	B22P	8/16/06	B	10	\$40,002	\$44,003	\$48,003	----	----	1	\$47,534	----	\$48,247	1.5%	\$48,247	\$713
38816	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003	B22P	7/16/13	B	3	\$40,002	\$44,003	\$48,003	----	----	0.92	\$44,003	----	\$44,663	1.5%	\$44,663	\$660
39977	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	8/8/14	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
39511	EVIDENCE CUSTODIAN	2100	POLICE DEPARTMENT	\$36,357	B23	9/1/16	B	0	\$35,298	\$41,475	\$47,652	----	----	0.86	\$36,357	----	\$36,902	1.5%	\$36,902	\$545
1729	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$48,009	B23P	7/1/14	B	3	\$43,368	\$47,705	\$52,042	----	----	0.92	\$48,009	----	\$48,729	1.5%	\$48,729	\$720
1818	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$48,177	B23P	12/1/15	B	1	\$43,368	\$47,705	\$52,042	----	----	0.88	\$48,177	----	\$48,900	1.5%	\$48,900	\$723
40832	POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745	A12P	2/21/17	A	0	\$33,745	\$33,745	\$33,745	----	----	0.88	\$33,745	----	\$34,251	1.5%	\$34,251	\$506
38858	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,305	B22P	12/16/13	B	3	\$40,002	\$44,003	\$48,003	----	----	0.92	\$46,305	----	\$47,000	1.5%	\$47,000	\$695
2041	SERGEANT	2100	POLICE DEPARTMENT	\$52,248	B31P	9/1/12	B	4	\$47,933	\$55,123	\$62,313	----	----	0.94	\$52,248	----	\$53,032	1.5%	\$53,032	\$784
39531	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	3/1/17	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
39242	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,781	B23P	12/1/10	B	6	\$43,368	\$47,705	\$52,042	----	----	0.98	\$46,751	\$970	\$46,468	Compa-Ratio	\$46,751	\$970
40491	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119	B21P	4/27/16	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
20826	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,319	B22P	12/16/09	B	7	\$40,002	\$44,003	\$48,003	----	----	1	\$47,319	----	\$48,029	1.5%	\$48,029	\$710
38419	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,276	B22P	12/1/14	B	2	\$40,002	\$44,003	\$48,003	----	----	0.9	\$46,276	----	\$46,970	1.5%	\$46,970	\$694
39240	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,670	B23P	7/16/14	B	2	\$43,368	\$47,705	\$52,042	----	----	0.9	\$44,670	----	\$45,340	1.5%	\$45,340	\$670
39978	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	9/15/14	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
38279	SERGEANT	2100	POLICE DEPARTMENT	\$49,371	B31P	7/1/14	B	3	\$47,933	\$55,123	\$62,313	----	----	0.92	\$50,713	\$1,342	\$50,112	Compa-Ratio	\$50,713	\$1,342
39079	DOMESTIC VIOLENCE	2100	POLICE DEPARTMENT	\$40,559	B23	3/16/10	B	7	\$35,298	\$41,475	\$47,652	----	----	1	\$41,475	\$916	\$41,167	Compa-Ratio	\$41,475	\$916
39953	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	5/24/14	B	3	\$37,119	\$40,831	\$44,543	----	----	0.92	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
39678	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,235	B23P	7/1/16	B	1	\$43,368	\$47,705	\$52,042	----	----	0.88	\$44,235	----	\$44,899	1.5%	\$44,899	\$664
2771	DISPATCH MANAGER	2100	POLICE DEPARTMENT	\$52,273	C42	5/1/14	C	3	\$49,531	\$59,427	\$69,344	----	----	0.9	\$53,484	\$1,211	\$53,057	Compa-Ratio	\$53,484	\$1,211
2814	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,277	B22P	4/1/03	B	14	\$40,002	\$44,003	\$48,003	----	----	1	\$47,277	----	\$47,986	1.5%	\$47,986	\$709
2816	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$50,199	B23P	10/1/06	B	10	\$43,368	\$47,705	\$52,042	----	----	1	\$50,199	----	\$50,952	1.5%	\$50,952	\$753
38219	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,445	B22P	12/16/10	B	6	\$40,002	\$44,003	\$48,003	----	----	0.98	\$44,445	----	\$45,112	1.5%	\$45,112	\$667
2826	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,697	B23P	5/16/10	B	7	\$43,368	\$47,705	\$52,042	----	----	1	\$47,705	\$2,008	\$46,382	Compa-Ratio	\$47,705	\$2,008
38832	SERGEANT	2100	POLICE DEPARTMENT	\$47,933	B31P	1/1/16	B	1	\$47,933	\$55,123	\$62,313	----	----	0.88	\$48,508	\$575	\$48,652	1.5%	\$48,652	\$719
3154	ADMIN SUPPORT REG	2100	POLICE DEPARTMENT	\$39,236	B21	7/1/98	B	19	\$30,929	\$36,342	\$41,755	----	----	1	\$39,236	----	\$39,825	1.5%	\$39,825	\$589
3255	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003	B22P	8/1/02	B	14	\$40,002	\$44,003	\$48,003	----	----	1	\$48,003	----	\$48,723	1.5%	\$48,723	\$720
25313	ADMINISTRATIVE SUP	2100	POLICE DEPARTMENT	\$41,026	B23	10/1/14	B	2	\$35,298	\$41,475	\$47,652	----	----	0.9	\$41,026	----	\$41,641	1.5%	\$41,641	\$615
39066	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,107	B22P	12/16/15	B	1	\$40,002	\$44,003	\$48,003	----	----	0.88	\$48,107	----	\$48,829	1.5%	\$48,829	\$722
39775	DISPATCHER	2100	POLICE DEPARTMENT	\$36,357	B23	3/1/13	B	4	\$35,298	\$41,475	\$47,652	----	----	0.94	\$38,987	\$2,630	\$36,902	Compa-Ratio	\$38,987	\$2,630
3408	LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$59,365	C42P	6/15/13	C	4	\$54,564	\$62,748	\$70,933	----	----	0.92	\$59,365	----	\$60,255	1.5%	\$60,255	\$890

38409	DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 B23	1/16/15	B	2	\$35,298	\$41,475	\$47,652	----	----	0.9	\$37,328	\$971	\$36,902	Compa-Ratio	\$37,328	\$971
39372	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$43,368 B23P	5/1/11	B	6	\$43,368	\$47,705	\$52,042	----	----	0.98	\$46,751	\$3,383	\$44,019	Compa-Ratio	\$46,751	\$3,383
40835	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	2/21/17	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
3817	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$49,936 B23P	8/1/11	B	5	\$43,368	\$47,705	\$52,042	----	----	0.96	\$49,936	----	\$50,685	1.5%	\$50,685	\$749
40836	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	2/21/17	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
4403	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	7/1/97	B	20	\$40,002	\$44,003	\$48,003	----	----	1	\$48,003	----	\$48,723	1.5%	\$48,723	\$720
38857	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,652 B23P	9/15/12	B	4	\$43,368	\$47,705	\$52,042	----	----	0.94	\$45,652	----	\$46,337	1.5%	\$46,337	\$685
4530	SERGEANT	2100	POLICE DEPARTMENT	\$51,998 B31P	8/1/11	B	5	\$47,933	\$55,123	\$62,313	----	----	0.96	\$52,918	\$920	\$52,778	Compa-Ratio	\$52,918	\$920
4531	LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$62,122 C42P	11/1/08	C	8	\$54,564	\$62,748	\$70,933	----	----	1	\$62,748	\$626	\$63,054	1.5%	\$63,054	\$932
4643	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$49,191 B23P	3/15/07	B	10	\$43,368	\$47,705	\$52,042	----	----	1	\$49,191	----	\$49,929	1.5%	\$49,929	\$738
40897	POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745 A12P	9/1/16	A	0	\$33,745	\$33,745	\$33,745	----	----	0.88	\$33,745	----	\$34,251	1.5%	\$34,251	\$506
40898	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	2/19/17	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
40355	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/9/15	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
5303	SERGEANT	2100	POLICE DEPARTMENT	\$61,084 B31P	12/15/01	B	15	\$47,933	\$55,123	\$62,313	----	----	1	\$61,084	----	\$62,000	1.5%	\$62,000	\$916
39913	DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 B23	6/16/13	B	4	\$35,298	\$41,475	\$47,652	----	----	0.94	\$38,987	\$2,630	\$36,902	Compa-Ratio	\$38,987	\$2,630
39928	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	3/1/17	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
5486	DISPATCHER	2100	POLICE DEPARTMENT	\$45,179 B23	2/1/99	B	18	\$35,298	\$41,475	\$47,652	----	----	1	\$45,179	----	\$45,857	1.5%	\$45,857	\$678
5485	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	7/1/02	B	15	\$40,002	\$44,003	\$48,003	----	----	1	\$48,003	----	\$48,723	1.5%	\$48,723	\$720
38450	ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$35,048 B21	9/16/07	B	9	\$30,929	\$36,342	\$41,755	----	----	1	\$36,342	\$1,294	\$35,574	Compa-Ratio	\$36,342	\$1,294
5934	CAPTAIN POLICE	2100	POLICE DEPARTMENT	\$68,652 C51P	8/1/11	C	5	\$61,156	\$70,330	\$79,504	----	----	0.94	\$68,652	----	\$69,682	1.5%	\$69,682	\$1,030
6103	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,534 B22P	6/16/05	B	12	\$40,002	\$44,003	\$48,003	----	----	1	\$47,534	----	\$48,247	1.5%	\$48,247	\$713
40450	DISPATCHER	2100	POLICE DEPARTMENT	\$35,298 B23	7/1/15	B	2	\$35,298	\$41,475	\$47,652	----	----	0.9	\$37,328	\$2,030	\$35,827	Compa-Ratio	\$37,328	\$2,030
6202	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	1/6/96	B	21	\$40,002	\$44,003	\$48,003	----	----	1	\$48,003	----	\$48,723	1.5%	\$48,723	\$720
39035	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,624 B23P	8/1/13	B	3	\$43,368	\$47,705	\$52,042	----	----	0.92	\$45,624	----	\$46,308	1.5%	\$46,308	\$684
6402	SERGEANT	2100	POLICE DEPARTMENT	\$61,705 B31P	3/1/97	B	20	\$47,933	\$55,123	\$62,313	----	----	1	\$61,705	----	\$62,631	1.5%	\$62,631	\$926
40155	DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 B23	7/16/14	B	2	\$35,298	\$41,475	\$47,652	----	----	0.9	\$37,328	\$971	\$36,902	Compa-Ratio	\$37,328	\$971
40219	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	7/22/15	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
40357	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/9/15	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
38467	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,593 B23P	8/1/11	B	5	\$43,368	\$47,705	\$52,042	----	----	0.96	\$45,797	\$204	\$46,277	1.5%	\$46,277	\$684
38625	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$45,479 B22P	10/1/12	B	4	\$40,002	\$44,003	\$48,003	----	----	0.94	\$45,479	----	\$46,161	1.5%	\$46,161	\$682
38904	ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$33,162 B21	9/1/11	B	5	\$30,929	\$36,342	\$41,755	----	----	0.96	\$34,888	\$1,726	\$33,659	Compa-Ratio	\$34,888	\$1,726
38230	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,751 B22P	12/16/10	B	6	\$40,002	\$44,003	\$48,003	----	----	0.98	\$46,751	----	\$47,452	1.5%	\$47,452	\$701
7151	SENIOR INFORMATION	2100	POLICE DEPARTMENT	\$46,093 B23	7/1/00	B	17	\$35,298	\$41,475	\$47,652	----	----	1	\$46,093	----	\$46,784	1.5%	\$46,784	\$691
7303	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,534 B22P	12/1/00	B	16	\$40,002	\$44,003	\$48,003	----	----	1	\$47,534	----	\$48,247	1.5%	\$48,247	\$713
40188	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/7/15	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
39215	DISPATCHER	2100	POLICE DEPARTMENT	\$37,166 B23	9/1/10	B	6	\$35,298	\$41,475	\$47,652	----	----	0.98	\$40,646	\$3,480	\$37,723	Compa-Ratio	\$40,646	\$3,480
39681	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	3/22/13	B	4	\$37,119	\$40,831	\$44,543	----	----	0.94	\$38,381	\$148	\$38,806	1.5%	\$38,806	\$573
7815	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,534 B22P	8/16/08	B	8	\$40,002	\$44,003	\$48,003	----	----	1	\$47,534	----	\$48,247	1.5%	\$48,247	\$713
38649	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$46,429 B23P	12/1/11	B	5	\$43,368	\$47,705	\$52,042	----	----	0.96	\$46,429	----	\$47,125	1.5%	\$47,125	\$696
40899	POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745 A12P	9/1/16	A	0	\$33,745	\$33,745	\$33,745	----	----	0.88	\$33,745	----	\$34,251	1.5%	\$34,251	\$506
39043	ACCOUNTING SUPPO	2100	POLICE DEPARTMENT	\$36,224 B22	11/16/11	B	5	\$33,113	\$38,908	\$44,703	----	----	0.96	\$37,352	\$1,128	\$36,767	Compa-Ratio	\$37,352	\$1,128
39044	ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$32,640 B21	7/1/12	B	5	\$30,929	\$36,342	\$41,755	----	----	0.96	\$34,888	\$2,248	\$33,130	Compa-Ratio	\$34,888	\$2,248
39952	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/26/14	B	3	\$37,119	\$40,831	\$44,543	----	----	0.92	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
40837	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	2/21/17	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
8450	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$47,350 B23P	7/16/09	B	7	\$43,368	\$47,705	\$52,042	----	----	1	\$47,705	\$355	\$48,060	1.5%	\$48,060	\$710
40157	DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 B23	7/16/14	B	2	\$35,298	\$41,475	\$47,652	----	----	0.9	\$37,328	\$971	\$36,902	Compa-Ratio	\$37,328	\$971
38201	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,770 B22P	10/16/10	B	6	\$40,002	\$44,003	\$48,003	----	----	0.98	\$46,770	----	\$47,472	1.5%	\$47,472	\$702
38615	DISPATCH SUPERVISO	2100	POLICE DEPARTMENT	\$42,701 B31	10/16/11	B	5	\$40,757	\$47,889	\$55,022	----	----	0.96	\$45,973	\$3,272	\$43,342	Compa-Ratio	\$45,973	\$3,272
39720	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/1/13	B	4	\$37,119	\$40,831	\$44,543	----	----	0.94	\$38,381	\$148	\$38,806	1.5%	\$38,806	\$573
9502	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	6/16/93	B	24	\$40,002	\$44,003	\$48,003	----	----	1	\$48,003	----	\$48,723	1.5%	\$48,723	\$720
9718	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$48,216 B23P	5/1/08	B	9	\$43,368	\$47,705	\$52,042	----	----	1	\$48,216	----	\$48,939	1.5%	\$48,939	\$723
9817	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,734 B23P	7/15/10	B	6	\$43,368	\$47,705	\$52,042	----	----	0.98	\$46,751	\$1,017	\$46,420	Compa-Ratio	\$46,751	\$1,017
39929	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	3/7/14	B	3	\$37,119	\$40,831	\$44,543	----	----	0.92	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
9921	SERGEANT	2100	POLICE DEPARTMENT	\$60,514 B31P	5/1/02	B	15	\$47,933	\$55,123	\$62,313	----	----	1	\$60,514	----	\$61,422	1.5%	\$61,422	\$908
39245	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	4/21/11	B	6	\$37,119	\$40,831	\$44,543	----	----	0.98	\$40,014	\$1,781	\$38,806	Compa-Ratio	\$40,014	\$1,781

9936	SERGEANT	2100	POLICE DEPARTMENT	\$53,709 B31P	3/1/10	B	7	\$47,933	\$55,123	\$62,313	---	---	1	\$55,123	\$1,414	\$54,515	Compa-Ratio	\$55,123	\$1,414
10030	SERGEANT	2100	POLICE DEPARTMENT	\$55,667 B31P	2/16/08	B	9	\$47,933	\$55,123	\$62,313	---	---	1	\$55,667	---	\$56,502	1.5%	\$56,502	\$835
10007	SERGEANT	2100	POLICE DEPARTMENT	\$53,803 B31P	5/15/13	B	4	\$47,933	\$55,123	\$62,313	---	---	0.94	\$53,803	---	\$54,610	1.5%	\$54,610	\$807
39246	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,670 B23P	9/16/14	B	2	\$43,368	\$47,705	\$52,042	---	---	0.9	\$44,670	---	\$45,340	1.5%	\$45,340	\$670
39930	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	3/5/14	B	3	\$37,119	\$40,831	\$44,543	----	----	0.92	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
39533	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$38,233 B21P	3/1/17	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
40538	DISPATCHER	2100	POLICE DEPARTMENT	\$35,298 B23	1/1/16	B	1	\$35,298	\$41,475	\$47,652	----	----	0.88	\$36,498	\$1,200	\$35,827	Compa-Ratio	\$36,498	\$1,200
40191	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/11/15	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
40838	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	2/21/17	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
40900	POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745 A12P	9/1/16	A	0	\$33,745	\$33,745	\$33,745	----	----	0.88	\$33,745	----	\$34,251	1.5%	\$34,251	\$506
40492	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	4/23/16	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
10683	SERGEANT	2100	POLICE DEPARTMENT	\$51,837 B31P	8/1/11	B	5	\$47,933	\$55,123	\$62,313	----	----	0.96	\$52,918	\$1,081	\$52,615	Compa-Ratio	\$52,918	\$1,081
39225	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$44,730 B21P	4/17/11	B	6	\$37,119	\$40,831	\$44,543	----	\$187	0.98	\$44,730	----	\$45,401	1.5%	\$45,401	\$671
10795	SERGEANT	2100	POLICE DEPARTMENT	\$61,081 B31P	12/15/01	B	15	\$47,933	\$55,123	\$62,313	----	----	1	\$61,081	----	\$61,997	1.5%	\$61,997	\$916
38901	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,305 B22P	5/1/14	B	3	\$40,002	\$44,003	\$48,003	----	----	0.92	\$46,305	----	\$47,000	1.5%	\$47,000	\$695
10853	CAPTAIN POLICE	2100	POLICE DEPARTMENT	\$73,359 C51P	8/8/99	C	17	\$61,156	\$70,330	\$79,504	----	----	1	\$73,359	----	\$74,459	1.5%	\$74,459	\$1,100
15634	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$52,042 B23P	12/16/98	B	18	\$43,368	\$47,705	\$52,042	----	----	1	\$52,042	----	\$52,823	1.5%	\$52,823	\$781
39300	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003 B22P	3/1/16	B	1	\$40,002	\$44,003	\$48,003	----	----	0.88	\$44,003	----	\$44,663	1.5%	\$44,663	\$660
39979	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/16/13	B	3	\$37,119	\$40,831	\$44,543	----	----	0.92	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
38671	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,628 B22P	3/1/13	B	4	\$40,002	\$44,003	\$48,003	----	----	0.94	\$44,628	----	\$45,297	1.5%	\$45,297	\$669
38280	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$45,323 B22P	5/16/11	B	6	\$40,002	\$44,003	\$48,003	----	----	0.98	\$45,323	----	\$46,003	1.5%	\$46,003	\$680
10654	ADMINISTRATIVE SUP	2100	POLICE DEPARTMENT	\$47,187 B23	1/16/07	B	10	\$35,298	\$41,475	\$47,652	----	----	1	\$47,187	----	\$47,895	1.5%	\$47,895	\$708
11425	DEPUTY CHIEF	2100	POLICE DEPARTMENT	\$82,551 D61P	2/16/08	D	9	\$65,666	\$80,439	\$95,214	----	----	1	\$82,551	----	\$83,789	1.5%	\$83,789	\$1,238
40455	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	4/21/16	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
40087	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$38,233 B21P	12/20/14	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
40493	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	4/21/16	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
39951	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	10/1/13	B	3	\$37,119	\$40,831	\$44,543	----	----	0.92	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
39068	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,259 B22P	3/1/15	B	2	\$40,002	\$44,003	\$48,003	----	----	0.9	\$46,259	----	\$46,953	1.5%	\$46,953	\$694
38856	SERGEANT	2100	POLICE DEPARTMENT	\$47,933 B31P	2/16/17	B	0	\$47,933	\$55,123	\$62,313	----	----	0.86	\$47,933	----	\$48,652	1.5%	\$48,652	\$719
12509	LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$56,193 C42P	1/1/16	C	1	\$54,564	\$62,748	\$70,933	----	----	0.86	\$56,193	----	\$57,036	1.5%	\$57,036	\$843
39485	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003 B22P	4/1/17	B	0	\$40,002	\$44,003	\$48,003	----	----	0.86	\$44,003	----	\$44,663	1.5%	\$44,663	\$660
38748	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$45,458 B22P	6/1/13	B	4	\$40,002	\$44,003	\$48,003	----	----	0.94	\$45,458	----	\$46,140	1.5%	\$46,140	\$682
12727	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,698 B22P	5/16/11	B	6	\$40,002	\$44,003	\$48,003	----	----	0.98	\$44,698	----	\$45,368	1.5%	\$45,368	\$670
38414	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,670 B23P	7/1/13	B	4	\$43,368	\$47,705	\$52,042	----	----	0.94	\$44,843	\$173	\$45,340	1.5%	\$45,340	\$670
40193	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/5/15	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
40839	POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745 A12P	2/21/17	A	0	\$33,745	\$33,745	\$33,745	----	----	0.88	\$33,745	----	\$34,251	1.5%	\$34,251	\$506
14216	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	6/16/03	B	14	\$40,002	\$44,003	\$48,003	----	----	1	\$48,003	----	\$48,723	1.5%	\$48,723	\$720
39745	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/10/12	B	4	\$37,119	\$40,831	\$44,543	----	----	0.94	\$38,381	\$148	\$38,806	1.5%	\$38,806	\$573
14213	SERGEANT	2100	POLICE DEPARTMENT	\$55,801 B31P	2/16/08	B	9	\$47,933	\$55,123	\$62,313	----	----	1	\$55,801	----	\$56,638	1.5%	\$56,638	\$837
40359	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/9/15	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
14502	SERGEANT	2100	POLICE DEPARTMENT	\$47,933 B31P	4/1/16	B	1	\$47,933	\$55,123	\$62,313	----	----	0.88	\$48,508	\$575	\$48,652	1.5%	\$48,652	\$719
38396	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,207 B22P	10/1/11	B	5	\$40,002	\$44,003	\$48,003	----	----	0.96	\$46,207	----	\$46,900	1.5%	\$46,900	\$693
39169	DISPATCHER	2100	POLICE DEPARTMENT	\$37,166 B23	6/16/10	B	7	\$35,298	\$41,475	\$47,652	----	----	1	\$41,475	\$4,309	\$37,723	Compa-Ratio	\$41,475	\$4,309
38046	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$48,759 B23P	8/16/12	B	4	\$43,368	\$47,705	\$52,042	----	----	0.94	\$48,759	----	\$49,490	1.5%	\$49,490	\$731
38623	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$45,479 B22P	10/1/12	B	4	\$40,002	\$44,003	\$48,003	----	----	0.94	\$45,479	----	\$46,161	1.5%	\$46,161	\$682
38464	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$46,444 B23P	1/1/16	B	1	\$43,368	\$47,705	\$52,042	----	----	0.88	\$46,444	----	\$47,141	1.5%	\$47,141	\$697
39040	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,624 B23P	10/16/13	B	3	\$43,368	\$47,705	\$52,042	----	----	0.92	\$45,624	----	\$46,308	1.5%	\$46,308	\$684
15206	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,538 B22P	1/1/05	B	12	\$40,002	\$44,003	\$48,003	----	----	1	\$46,538	----	\$47,236	1.5%	\$47,236	\$698
15231	DISPATCHER	2100	POLICE DEPARTMENT	\$42,668 B23	9/3/04	B	12	\$35,298	\$41,475	\$47,652	----	----	1	\$42,668	----	\$43,308	1.5%	\$43,308	\$640
40360	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/9/15	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
39980	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/16/12	B	4	\$37,119	\$40,831	\$44,543	----	----	0.94	\$38,381	\$148	\$38,806	1.5%	\$38,806	\$573
40194	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/7/15	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
15527	SERGEANT	2100	POLICE DEPARTMENT	\$62,224 B31P	4/1/95	B	22	\$47,933	\$55,123	\$62,313	----	----	1	\$62,224	----	\$63,157	1.5%	\$63,157	\$933
15612	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$48,157 B23P	10/1/08	B	8	\$43,368	\$47,705	\$52,042	----	----	1	\$48,157	----	\$48,879	1.5%	\$48,879	\$722
39778	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,235 B23P	7/1/16	B	1	\$43,368	\$47,705	\$52,042	----	----	0.88	\$44,235	----	\$44,899	1.5%	\$44,899	\$664

40904	POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745 A12P	9/1/16	A	0	\$33,745	\$33,745	\$33,745	----	----	0.88	\$33,745	----	\$34,251	1.5%	\$34,251	\$506
15724	SERGEANT	2100	POLICE DEPARTMENT	\$48,838 B31P	1/1/16	B	1	\$47,933	\$55,123	\$62,313	----	----	0.88	\$48,838	----	\$49,571	1.5%	\$49,571	\$733
38377	ADMINISTRATIVE SUP	2100	POLICE DEPARTMENT	\$36,914 B22	8/16/06	B	10	\$33,113	\$38,908	\$44,703	----	----	1	\$38,908	\$1,994	\$37,468	Compa-Ratio	\$38,908	\$1,994
16212	DISPATCH SUPERVISO	2100	POLICE DEPARTMENT	\$49,268 B31	6/3/04	B	13	\$40,757	\$47,889	\$55,022	----	----	1	\$49,268	----	\$50,007	1.5%	\$50,007	\$739
40017	DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 B23	2/16/14	B	3	\$35,298	\$41,475	\$47,652	----	----	0.92	\$38,157	\$1,800	\$36,902	Compa-Ratio	\$38,157	\$1,800
39776	DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 B23	3/1/13	B	4	\$35,298	\$41,475	\$47,652	----	----	0.94	\$38,987	\$2,630	\$36,902	Compa-Ratio	\$38,987	\$2,630
16219	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,781 B23P	7/15/10	B	6	\$43,368	\$47,705	\$52,042	----	----	0.98	\$46,751	\$970	\$46,468	Compa-Ratio	\$46,751	\$970
38047	SERGEANT	2100	POLICE DEPARTMENT	\$47,933 B31P	10/16/15	B	1	\$47,933	\$55,123	\$62,313	----	----	0.88	\$48,508	\$575	\$48,652	1.5%	\$48,652	\$719
40456	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	4/21/16	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
20254	DISPATCH SUPERVISO	2100	POLICE DEPARTMENT	\$44,800 B31	12/12/13	B	3	\$40,757	\$47,889	\$55,022	----	----	0.92	\$44,800	----	\$45,472	1.5%	\$45,472	\$672
36529	SERGEANT	2100	POLICE DEPARTMENT	\$54,143 B31P	6/15/13	B	4	\$47,933	\$55,123	\$62,313	----	----	0.94	\$54,143	----	\$54,955	1.5%	\$54,955	\$812
38815	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,458 B23P	12/1/13	B	3	\$43,368	\$47,705	\$52,042	----	----	0.92	\$45,458	----	\$46,140	1.5%	\$46,140	\$682
39719	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,235 B23P	3/16/17	B	0	\$43,368	\$47,705	\$52,042	----	----	0.86	\$44,235	----	\$44,899	1.5%	\$44,899	\$664
17705	SERGEANT	2100	POLICE DEPARTMENT	\$52,051 B31P	7/1/14	B	3	\$47,933	\$55,123	\$62,313	----	----	0.92	\$52,051	----	\$52,832	1.5%	\$52,832	\$781
40088	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/20/14	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
40674	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	10/27/16	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
40539	DISPATCHER	2100	POLICE DEPARTMENT	\$35,298 B23	1/1/16	B	1	\$35,298	\$41,475	\$47,652	----	----	0.88	\$36,498	\$1,200	\$35,827	Compa-Ratio	\$36,498	\$1,200
18173	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,534 B22P	1/16/08	B	9	\$40,002	\$44,003	\$48,003	----	----	1	\$47,534	----	\$48,247	1.5%	\$48,247	\$713
18157	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	7/8/95	B	21	\$40,002	\$44,003	\$48,003	----	----	1	\$48,003	----	\$48,723	1.5%	\$48,723	\$720
40675	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	2/16/16	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
39931	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	3/3/14	B	3	\$37,119	\$40,831	\$44,543	----	----	0.92	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
18435	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$51,902 B23P	4/12/99	B	18	\$43,368	\$47,705	\$52,042	----	----	1	\$51,902	----	\$52,681	1.5%	\$52,681	\$779
18436	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,534 B22P	12/16/03	B	13	\$40,002	\$44,003	\$48,003	----	----	1	\$47,534	----	\$48,247	1.5%	\$48,247	\$713
38210	DISPATCHER	2100	POLICE DEPARTMENT	\$41,799 B23	1/16/06	B	11	\$35,298	\$41,475	\$47,652	----	----	1	\$41,799	----	\$42,426	1.5%	\$42,426	\$627
18438	LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$59,275 C42P	8/1/11	C	5	\$54,564	\$62,748	\$70,933	----	----	0.94	\$59,275	----	\$60,164	1.5%	\$60,164	\$889
18416	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,534 B22P	1/1/08	B	9	\$40,002	\$44,003	\$48,003	----	----	1	\$47,534	----	\$48,247	1.5%	\$48,247	\$713
40457	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	7/1/15	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
39532	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	3/1/17	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
39247	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,670 B23P	5/16/15	B	2	\$43,368	\$47,705	\$52,042	----	----	0.9	\$44,670	----	\$45,340	1.5%	\$45,340	\$670
18463	LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$55,798 C42P	11/16/15	C	1	\$54,564	\$62,748	\$70,933	----	----	0.86	\$55,798	----	\$56,635	1.5%	\$56,635	\$837
39950	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	6/29/14	B	3	\$37,119	\$40,831	\$44,543	----	----	0.92	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
40767	GRDS & FAC MTN ASS	2100	POLICE DEPARTMENT	\$28,996 A13	5/1/16	A	1	\$28,996	\$33,345	\$37,694	----	----	0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
17462	DISPATCHER	2100	POLICE DEPARTMENT	\$42,668 B23	3/8/04	B	13	\$35,298	\$41,475	\$47,652	----	----	1	\$42,668	----	\$43,308	1.5%	\$43,308	\$640
38018	MATERIALS MANAGEI	2100	POLICE DEPARTMENT	\$41,877 B23	2/1/16	B	1	\$35,298	\$41,475	\$47,652	----	----	0.88	\$41,877	----	\$42,505	1.5%	\$42,505	\$628
39303	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,670 B23P	10/1/14	B	2	\$43,368	\$47,705	\$52,042	----	----	0.9	\$44,670	----	\$45,340	1.5%	\$45,340	\$670
18929	LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$60,953 C42P	12/1/15	C	1	\$54,564	\$62,748	\$70,933	----	----	0.86	\$60,953	----	\$61,867	1.5%	\$61,867	\$914
18912	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$51,137 B23P	7/1/10	B	7	\$43,368	\$47,705	\$52,042	----	----	1	\$51,137	----	\$51,904	1.5%	\$51,904	\$767
40197	DISPATCHER	2100	POLICE DEPARTMENT	\$37,423 B23	10/1/14	B	2	\$35,298	\$41,475	\$47,652	----	----	0.9	\$37,423	----	\$37,984	1.5%	\$37,984	\$561
38465	SERGEANT	2100	POLICE DEPARTMENT	\$47,933 B31P	11/1/16	B	0	\$47,933	\$55,123	\$62,313	----	----	0.86	\$47,933	----	\$48,652	1.5%	\$48,652	\$719
40220	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	7/22/15	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
39643	DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 B23	5/16/12	B	5	\$35,298	\$41,475	\$47,652	----	----	0.96	\$39,816	\$3,459	\$36,902	Compa-Ratio	\$39,816	\$3,459
40494	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	4/21/16	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
19734	ADMINISTRATIVE SUP	2100	POLICE DEPARTMENT	\$43,582 B23	12/16/08	B	8	\$35,298	\$41,475	\$47,652	----	----	1	\$43,582	----	\$44,236	1.5%	\$44,236	\$654
38650	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$45,458 B22P	12/1/12	B	4	\$40,002	\$44,003	\$48,003	----	----	0.94	\$45,458	----	\$46,140	1.5%	\$46,140	\$682
39679	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	3/26/13	B	4	\$37,119	\$40,831	\$44,543	----	----	0.94	\$38,381	\$148	\$38,806	1.5%	\$38,806	\$573
40843	POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745 A12P	2/21/17	A	0	\$33,745	\$33,745	\$33,745	----	----	0.88	\$33,745	----	\$34,251	1.5%	\$34,251	\$506
40676	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	10/27/16	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
40842	POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745 A12P	2/21/17	A	0	\$33,745	\$33,745	\$33,745	----	----	0.88	\$33,745	----	\$34,251	1.5%	\$34,251	\$506
38668	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$45,458 B22P	3/1/13	B	4	\$40,002	\$44,003	\$48,003	----	----	0.94	\$45,458	----	\$46,140	1.5%	\$46,140	\$682
39243	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$43,368 B23P	12/1/15	B	1	\$43,368	\$47,705	\$52,042	----	----	0.88	\$43,368	----	\$44,019	1.5%	\$44,019	\$651
20307	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$51,536 B23P	8/15/02	B	14	\$43,368	\$47,705	\$52,042	----	----	1	\$51,536	----	\$52,309	1.5%	\$52,309	\$773
40187	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/7/15	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
20312	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,166 B22P	3/1/09	B	8	\$40,002	\$44,003	\$48,003	----	----	1	\$47,166	----	\$47,873	1.5%	\$47,873	\$707
39067	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$46,516 B23P	3/1/14	B	3	\$43,368	\$47,705	\$52,042	----	----	0.92	\$46,516	----	\$47,214	1.5%	\$47,214	\$698
39639	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$43,368 B23P	8/1/15	B	1	\$43,368	\$47,705	\$52,042	----	----	0.88	\$43,368	----	\$44,019	1.5%	\$44,019	\$651

40458	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	4/25/16	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
38855	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,176 B22P	12/1/15	B	1	\$40,002	\$44,003	\$48,003	----	\$173	0.88	\$48,176	----	\$48,899	1.5%	\$48,899	\$723
21556	SERGEANT	2100	POLICE DEPARTMENT	\$52,202 B31P	8/1/11	B	5	\$47,933	\$55,123	\$62,313	----	----	0.96	\$52,918	\$716	\$52,985	1.5%	\$52,985	\$783
21586	SERGEANT	2100	POLICE DEPARTMENT	\$61,084 B31P	12/15/01	B	15	\$47,933	\$55,123	\$62,313	----	----	1	\$61,084	----	\$62,000	1.5%	\$62,000	\$916
40905	POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745 A12P	9/1/16	A	0	\$33,745	\$33,745	\$33,745	----	----	0.88	\$33,745	----	\$34,251	1.5%	\$34,251	\$506
21624	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,534 B22P	7/1/08	B	9	\$40,002	\$44,003	\$48,003	----	----	1	\$47,534	----	\$48,247	1.5%	\$48,247	\$713
21802	SERGEANT	2100	POLICE DEPARTMENT	\$61,705 B31P	10/29/98	B	18	\$47,933	\$55,123	\$62,313	----	----	1	\$61,705	----	\$62,631	1.5%	\$62,631	\$926
40195	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/5/15	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
22346	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$49,008 B23P	5/15/11	B	6	\$43,368	\$47,705	\$52,042	----	----	0.98	\$49,008	----	\$49,743	1.5%	\$49,743	\$735
39932	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/28/14	B	3	\$37,119	\$40,831	\$44,543	----	----	0.92	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
22349	ADMINISTRATIVE SUP	2100	POLICE DEPARTMENT	\$41,529 B23	11/1/14	B	2	\$35,298	\$41,475	\$47,652	----	----	0.9	\$41,529	----	\$42,152	1.5%	\$42,152	\$623
40218	EVIDENCE CUSTODIAN	2100	POLICE DEPARTMENT	\$35,298 B23	8/1/16	B	0	\$35,298	\$41,475	\$47,652	----	----	0.86	\$35,669	\$371	\$35,827	1.5%	\$35,827	\$529
22527	DISPATCHER	2100	POLICE DEPARTMENT	\$42,668 B23	3/31/04	B	13	\$35,298	\$41,475	\$47,652	----	----	1	\$42,668	----	\$43,308	1.5%	\$43,308	\$640
40189	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/5/15	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
39487	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$43,368 B23P	9/1/16	B	0	\$43,368	\$47,705	\$52,042	----	----	0.86	\$43,368	----	\$44,019	1.5%	\$44,019	\$651
39488	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$43,368 B23P	7/1/16	B	1	\$43,368	\$47,705	\$52,042	----	----	0.88	\$43,368	----	\$44,019	1.5%	\$44,019	\$651
39779	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,235 B23P	7/1/16	B	1	\$43,368	\$47,705	\$52,042	----	----	0.88	\$44,235	----	\$44,899	1.5%	\$44,899	\$664
40382	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	9/16/15	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
39034	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,605 B23P	8/1/13	B	3	\$43,368	\$47,705	\$52,042	----	----	0.92	\$45,605	----	\$46,289	1.5%	\$46,289	\$684
22923	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	1/10/93	B	24	\$40,002	\$44,003	\$48,003	----	----	1	\$48,003	----	\$48,723	1.5%	\$48,723	\$720
22950	SERGEANT	2100	POLICE DEPARTMENT	\$53,604 B31P	11/16/15	B	1	\$47,933	\$55,123	\$62,313	----	----	0.88	\$53,604	----	\$54,408	1.5%	\$54,408	\$804
40677	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	10/27/16	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
23004	SERGEANT	2100	POLICE DEPARTMENT	\$53,529 B31P	9/1/10	B	6	\$47,933	\$55,123	\$62,313	----	----	0.98	\$54,021	\$492	\$54,332	1.5%	\$54,332	\$803
23208	SERGEANT	2100	POLICE DEPARTMENT	\$55,806 B31P	11/1/08	B	8	\$47,933	\$55,123	\$62,313	----	----	1	\$55,806	----	\$56,643	1.5%	\$56,643	\$837
38049	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$48,256 B23P	2/16/08	B	9	\$43,368	\$47,705	\$52,042	----	----	1	\$48,256	----	\$48,980	1.5%	\$48,980	\$724
21156	ADMINISTRATIVE SUP	2100	POLICE DEPARTMENT	\$43,846 B23	7/1/14	B	3	\$35,298	\$41,475	\$47,652	----	----	0.92	\$43,846	----	\$44,504	1.5%	\$44,504	\$658
40365	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/21/15	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
23944	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,166 B22P	5/1/09	B	8	\$40,002	\$44,003	\$48,003	----	----	1	\$47,166	----	\$47,873	1.5%	\$47,873	\$707
39501	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003 B22P	12/1/16	B	0	\$40,002	\$44,003	\$48,003	----	----	0.86	\$44,003	----	\$44,663	1.5%	\$44,663	\$660
23925	DEPUTY CHIEF	2100	POLICE DEPARTMENT	\$82,451 D61P	2/16/08	D	9	\$65,666	\$80,439	\$95,214	----	----	1	\$82,451	----	\$83,688	1.5%	\$83,688	\$1,237
23931	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$51,536 B23P	12/1/03	B	13	\$43,368	\$47,705	\$52,042	----	----	1	\$51,536	----	\$52,309	1.5%	\$52,309	\$773
24054	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$51,536 B23P	3/16/02	B	15	\$43,368	\$47,705	\$52,042	----	----	1	\$51,536	----	\$52,309	1.5%	\$52,309	\$773
39302	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,670 B23P	9/1/14	B	2	\$43,368	\$47,705	\$52,042	----	----	0.9	\$44,670	----	\$45,340	1.5%	\$45,340	\$670
38983	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,613 B23P	1/1/13	B	4	\$43,368	\$47,705	\$52,042	----	----	0.94	\$45,613	----	\$46,297	1.5%	\$46,297	\$684
24810	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	9/15/99	B	17	\$40,002	\$44,003	\$48,003	----	----	1	\$48,003	----	\$48,723	1.5%	\$48,723	\$720
40459	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	4/23/16	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
39721	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,235 B23P	7/1/16	B	1	\$43,368	\$47,705	\$52,042	----	----	0.88	\$44,235	----	\$44,899	1.5%	\$44,899	\$664
38406	ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$35,794 B21	11/16/06	B	10	\$30,929	\$36,342	\$41,755	----	----	1	\$36,342	\$548	\$36,331	Compa-Ratio	\$36,342	\$548
24629	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	6/1/94	B	23	\$40,002	\$44,003	\$48,003	----	----	1	\$48,003	----	\$48,723	1.5%	\$48,723	\$720
24649	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$49,088 B23P	10/1/11	B	5	\$43,368	\$47,705	\$52,042	----	----	0.96	\$49,088	----	\$49,824	1.5%	\$49,824	\$736
40633	DISPATCHER	2100	POLICE DEPARTMENT	\$35,298 B23	2/1/16	B	1	\$35,298	\$41,475	\$47,652	----	----	0.88	\$36,498	\$1,200	\$35,827	Compa-Ratio	\$36,498	\$1,200
39500	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003 B22P	12/1/16	B	0	\$40,002	\$44,003	\$48,003	----	----	0.86	\$44,003	----	\$44,663	1.5%	\$44,663	\$660
40211	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	3/24/15	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
26118	ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$40,114 B21	12/1/97	B	19	\$30,929	\$36,342	\$41,755	----	----	1	\$40,114	----	\$40,716	1.5%	\$40,716	\$602
26144	SERGEANT	2100	POLICE DEPARTMENT	\$60,516 B31P	5/1/02	B	15	\$47,933	\$55,123	\$62,313	----	----	1	\$60,516	----	\$61,424	1.5%	\$61,424	\$908
38825	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,458 B23P	3/1/14	B	3	\$43,368	\$47,705	\$52,042	----	----	0.92	\$45,458	----	\$46,140	1.5%	\$46,140	\$682
40222	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	8/30/15	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
26219	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$48,655 B23P	9/1/12	B	4	\$43,368	\$47,705	\$52,042	----	----	0.94	\$48,655	----	\$49,385	1.5%	\$49,385	\$730
39371	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003 B22P	5/1/16	B	1	\$40,002	\$44,003	\$48,003	----	----	0.88	\$44,003	----	\$44,663	1.5%	\$44,663	\$660
40496	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	4/27/16	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
40841	POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745 A12P	2/19/17	A	0	\$33,745	\$33,745	\$33,745	----	----	0.88	\$33,745	----	\$34,251	1.5%	\$34,251	\$506
38418	ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$32,640 B21	7/1/12	B	5	\$30,929	\$36,342	\$41,755	----	----	0.96	\$34,888	\$2,248	\$33,130	Compa-Ratio	\$34,888	\$2,248
27112	DISPATCH SUPERVISO	2100	POLICE DEPARTMENT	\$43,948 B31	9/1/14	B	2	\$40,757	\$47,889	\$55,022	----	----	0.9	\$43,948	----	\$44,607	1.5%	\$44,607	\$659
39777	DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 B23	3/1/13	B	4	\$35,298	\$41,475	\$47,652	----	----	0.94	\$38,987	\$2,630	\$36,902	Compa-Ratio	\$38,987	\$2,630
40089	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/22/14	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573

40379	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	12/9/15	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
38621	SERGEANT	2100	POLICE DEPARTMENT	\$47,933	B31P	4/30/16	B	1	\$47,933	\$55,123	\$62,313	----	----	0.88	\$48,508	\$575	\$48,652	1.5%	\$48,652	\$719
27639	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$48,089	B23P	12/16/08	B	8	\$43,368	\$47,705	\$52,042	----	----	1	\$48,089	----	\$48,810	1.5%	\$48,810	\$721
38812	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,818	B23P	2/16/13	B	4	\$43,368	\$47,705	\$52,042	----	----	0.94	\$44,843	\$25	\$45,490	1.5%	\$45,490	\$672
40090	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	12/19/14	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
38661	DISPATCHER	2100	POLICE DEPARTMENT	\$39,981	B23	1/2/08	B	9	\$35,298	\$41,475	\$47,652	----	----	1	\$41,475	\$1,494	\$40,581	Compa-Ratio	\$41,475	\$1,494
27654	SERGEANT	2100	POLICE DEPARTMENT	\$61,085	B31P	12/15/01	B	15	\$47,933	\$55,123	\$62,313	----	----	1	\$61,085	----	\$62,001	1.5%	\$62,001	\$916
28305	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$50,745	B23P	11/3/05	B	11	\$43,368	\$47,705	\$52,042	----	----	1	\$50,745	----	\$51,506	1.5%	\$51,506	\$761
28310	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,663	B22P	1/1/08	B	9	\$40,002	\$44,003	\$48,003	----	----	1	\$46,663	----	\$47,363	1.5%	\$47,363	\$700
28352	SERGEANT	2100	POLICE DEPARTMENT	\$54,498	B31P	10/1/09	B	7	\$47,933	\$55,123	\$62,313	----	----	1	\$55,123	\$625	\$55,315	1.5%	\$55,315	\$817
29011	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$50,182	B23P	10/16/06	B	10	\$43,368	\$47,705	\$52,042	----	----	1	\$50,182	----	\$50,935	1.5%	\$50,935	\$753
40190	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	5/11/15	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
38192	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$47,804	B23P	12/15/12	B	4	\$43,368	\$47,705	\$52,042	----	----	0.94	\$47,804	----	\$48,521	1.5%	\$48,521	\$717
40678	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119	B21P	10/27/16	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
40183	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	1/29/15	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
29829	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003	B22P	8/8/99	B	17	\$40,002	\$44,003	\$48,003	----	----	1	\$48,003	----	\$48,723	1.5%	\$48,723	\$720
38221	SERGEANT	2100	POLICE DEPARTMENT	\$49,371	B31P	5/1/14	B	3	\$47,933	\$55,123	\$62,313	----	----	0.92	\$50,713	\$1,342	\$50,112	Compa-Ratio	\$50,713	\$1,342
29861	SERGEANT	2100	POLICE DEPARTMENT	\$49,371	B31P	6/15/13	B	4	\$47,933	\$55,123	\$62,313	----	----	0.94	\$51,816	\$2,445	\$50,112	Compa-Ratio	\$51,816	\$2,445
22949	ADMINISTRATIVE SUP	2100	POLICE DEPARTMENT	\$46,749	B23	7/1/14	B	3	\$35,298	\$41,475	\$47,652	----	----	0.92	\$46,749	----	\$47,450	1.5%	\$47,450	\$701
30652	CAPTAIN POLICE	2100	POLICE DEPARTMENT	\$73,367	C51P	2/16/08	C	9	\$61,156	\$70,330	\$79,504	----	----	1	\$73,367	----	\$74,468	1.5%	\$74,468	\$1,101
30813	DISPATCHER	2100	POLICE DEPARTMENT	\$42,668	B23	1/16/04	B	13	\$35,298	\$41,475	\$47,652	----	----	1	\$42,668	----	\$43,308	1.5%	\$43,308	\$640
39378	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003	B22P	5/1/11	B	6	\$40,002	\$44,003	\$48,003	----	----	0.98	\$44,003	----	\$44,663	1.5%	\$44,663	\$660
40416	DISPATCHER	2100	POLICE DEPARTMENT	\$36,357	B23	6/1/15	B	2	\$35,298	\$41,475	\$47,652	----	----	0.9	\$37,328	\$971	\$36,902	Compa-Ratio	\$37,328	\$971
39037	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,605	B23P	8/1/13	B	3	\$43,368	\$47,705	\$52,042	----	----	0.92	\$45,605	----	\$46,289	1.5%	\$46,289	\$684
40362	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	5/1/16	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
40223	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	7/22/15	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
38590	SERGEANT	2100	POLICE DEPARTMENT	\$47,933	B31P	11/1/15	B	1	\$47,933	\$55,123	\$62,313	----	----	0.88	\$48,508	\$575	\$48,652	1.5%	\$48,652	\$719
31427	CAPTAIN POLICE	2100	POLICE DEPARTMENT	\$73,509	C51P	2/16/08	C	9	\$61,156	\$70,330	\$79,504	----	----	1	\$73,509	----	\$74,612	1.5%	\$74,612	\$1,103
31612	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$50,503	B23P	5/15/11	B	6	\$43,368	\$47,705	\$52,042	----	----	0.98	\$50,503	----	\$51,261	1.5%	\$51,261	\$758
39250	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,670	B23P	10/1/14	B	2	\$43,368	\$47,705	\$52,042	----	----	0.9	\$44,670	----	\$45,340	1.5%	\$45,340	\$670
40361	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	12/13/15	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
40930	DISPATCHER	2100	POLICE DEPARTMENT	\$35,298	B23	9/1/16	B	0	\$35,298	\$41,475	\$47,652	----	----	0.86	\$35,669	\$371	\$35,827	1.5%	\$35,827	\$529
39450	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,670	B23P	10/1/14	B	2	\$43,368	\$47,705	\$52,042	----	----	0.9	\$44,670	----	\$45,340	1.5%	\$45,340	\$670
31943	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,220	B23P	1/1/16	B	1	\$43,368	\$47,705	\$52,042	----	----	0.88	\$45,220	----	\$45,898	1.5%	\$45,898	\$678
38244	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,300	B22P	3/16/13	B	4	\$40,002	\$44,003	\$48,003	----	----	0.94	\$46,300	----	\$46,995	1.5%	\$46,995	\$694
38281	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$43,574	B22P	5/16/11	B	6	\$40,002	\$44,003	\$48,003	----	----	0.98	\$43,574	----	\$44,228	1.5%	\$44,228	\$654
32402	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$49,591	B23P	9/1/13	B	3	\$43,368	\$47,705	\$52,042	----	----	0.92	\$49,591	----	\$50,335	1.5%	\$50,335	\$744
39168	DOMESTIC VIOLENCE	2100	POLICE DEPARTMENT	\$40,559	B23	6/16/10	B	7	\$35,298	\$41,475	\$47,652	----	----	1	\$41,475	\$916	\$41,167	Compa-Ratio	\$41,475	\$916
32520	SERGEANT	2100	POLICE DEPARTMENT	\$50,086	B31P	7/1/16	B	1	\$47,933	\$55,123	\$62,313	----	----	0.88	\$50,086	----	\$50,837	1.5%	\$50,837	\$751
40840	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119	B21P	2/17/17	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
40092	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	12/20/14	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
39301	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	10/16/11	B	5	\$37,119	\$40,831	\$44,543	----	----	0.96	\$39,198	\$965	\$38,806	Compa-Ratio	\$39,198	\$965
33028	CAPTAIN POLICE	2100	POLICE DEPARTMENT	\$68,720	C51P	8/1/11	C	5	\$61,156	\$70,330	\$79,504	----	----	0.94	\$68,720	----	\$69,751	1.5%	\$69,751	\$1,031
38620	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,539	B23P	4/1/11	B	6	\$43,368	\$47,705	\$52,042	----	----	0.98	\$46,751	\$1,212	\$46,222	Compa-Ratio	\$46,751	\$1,212
40679	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119	B21P	10/27/16	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
39331	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233	B21P	7/22/15	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
40009	GRDS & FAC MTN ASS	2100	POLICE DEPARTMENT	\$29,866	A13	2/1/14	A	3	\$28,996	\$33,345	\$37,694	----	----	0.94	\$31,344	\$1,478	\$30,314	Compa-Ratio	\$31,344	\$1,478
33735	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$48,242	B23P	5/1/08	B	9	\$43,368	\$47,705	\$52,042	----	----	1	\$48,242	----	\$48,966	1.5%	\$48,966	\$724
33831	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$49,262	B23P	11/1/14	B	2	\$43,368	\$47,705	\$52,042	----	----	0.9	\$49,262	----	\$50,001	1.5%	\$50,001	\$739
38051	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$47,803	B23P	11/1/16	B	0	\$43,368	\$47,705	\$52,042	----	----	0.86	\$47,803	----	\$48,520	1.5%	\$48,520	\$717
38195	SERGEANT	2100	POLICE DEPARTMENT	\$50,051	B31P	5/1/14	B	3	\$47,933	\$55,123	\$62,313	----	----	0.92	\$50,713	\$662	\$50,802	1.5%	\$50,802	\$751
40895	POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745	A12P	9/1/16	A	0	\$33,745	\$33,745	\$33,745	----	----	0.88	\$33,745	----	\$34,251	1.5%	\$34,251	\$806
39377	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003	B22P	5/1/16	B	1	\$40,002	\$44,003	\$48,003	----	----	0.88	\$44,003	----	\$44,663	1.5%	\$44,663	\$660
40648	DISPATCHER	2100	POLICE DEPARTMENT	\$35,298	B23	3/1/16	B	1	\$35,298	\$41,475	\$47,652	----	----	0.88	\$36,498	\$1,200	\$35,827	Compa-Ratio	\$36,498	\$1,200
34639	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,534	B22P	8/16/08	B	8	\$40,002	\$44,003	\$48,003	----	----	1	\$47,534	----	\$48,247	1.5%	\$48,247	\$713

34937	LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$62,324 C42P	2/16/08	C	9	\$54,564	\$62,748	\$70,933	---	----	1	\$62,748	\$424	\$63,259	1.5%	\$63,259	\$935
39427	MATERIALS MANAGER	2100	POLICE DEPARTMENT	\$36,357 B23	6/1/11	B	6	\$35,298	\$41,475	\$47,652	---	----	0.98	\$40,646	\$4,289	\$36,902	Compa-Ratio	\$40,646	\$4,289
35101	SERGEANT	2100	POLICE DEPARTMENT	\$61,705 B31P	11/30/04	B	12	\$47,933	\$55,123	\$62,313	---	----	1	\$61,705	----	\$62,631	1.5%	\$62,631	\$926
40681	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	10/27/16	B	0	\$37,119	\$40,831	\$44,543	----	----	0.86	\$37,119	----	\$37,676	1.5%	\$37,676	\$557
40387	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/9/15	B	1	\$37,119	\$40,831	\$44,543	----	----	0.88	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
39369	POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003 B22P	5/1/16	B	1	\$40,002	\$44,003	\$48,003	----	----	0.88	\$44,003	----	\$44,663	1.5%	\$44,663	\$660
27307	ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$36,342 B21	8/1/15	B	1	\$30,929	\$36,342	\$41,755	----	----	0.88	\$36,342	----	\$36,887	1.5%	\$36,887	\$545
38162	EVIDENCE CUSTODIAN	2100	POLICE DEPARTMENT	\$41,877 B23	7/12/05	B	11	\$35,298	\$41,475	\$47,652	----	----	1	\$41,877	----	\$42,505	1.5%	\$42,505	\$628
39851	ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$31,858 B21	5/1/13	B	4	\$30,929	\$36,342	\$41,755	----	----	0.94	\$34,161	\$2,303	\$32,336	Compa-Ratio	\$34,161	\$2,303
40093	POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/22/14	B	2	\$37,119	\$40,831	\$44,543	----	----	0.9	\$38,233	----	\$38,806	1.5%	\$38,806	\$573
36229	LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$58,093 C42P	6/15/13	C	4	\$54,564	\$62,748	\$70,933	----	----	0.92	\$58,093	----	\$58,964	1.5%	\$58,964	\$871
39069	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,624 B23P	9/16/13	B	3	\$43,368	\$47,705	\$52,042	----	----	0.92	\$45,624	----	\$46,308	1.5%	\$46,308	\$684
36535	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,804 B23P	2/1/11	B	6	\$43,368	\$47,705	\$52,042	----	----	0.98	\$46,751	\$947	\$46,491	Compa-Ratio	\$46,751	\$947
36544	POLICE OFFICER III	2100	POLICE DEPARTMENT	\$47,193 B23P	1/1/10	B	7	\$43,368	\$47,705	\$52,042	----	----	1	\$47,705	\$512	\$47,901	1.5%	\$47,901	\$708
38871	SENIOR PURCHASING	1518	PURCHASING OFFICE	\$45,125 B32	4/1/16	B	1	\$45,125	\$53,022	\$60,918	----	----	0.88	\$46,659	\$1,534	\$45,802	Compa-Ratio	\$46,659	\$1,534
32819	PURCHASING SUPERV	1518	PURCHASING OFFICE	\$65,442 D61	1/1/15	D	2	\$64,188	\$79,441	\$96,282	----	----	0.86	\$68,319	\$2,877	\$66,424	Compa-Ratio	\$68,319	\$2,877
40813	EQUIP MTN MECHANIC	5620	SWAN LAKE GOLF COURSE	\$36,000 B21	5/1/16	B	1	\$35,298	\$41,475	\$47,652	----	----	0.88	\$36,498	\$498	\$36,540	1.5%	\$36,540	\$540
12270	GOLF COURSE MAINT	5620	SWAN LAKE GOLF COURSE	\$37,251 B21	1/8/05	B	12	\$30,929	\$36,342	\$41,755	----	----	1	\$37,251	----	\$37,810	1.5%	\$37,810	\$559
20441	PRO SHOP ASSISTANT	5620	SWAN LAKE GOLF COURSE	\$35,412 A13	5/15/08	A	9	\$28,996	\$33,345	\$37,694	----	----	1	\$35,412	----	\$35,943	1.5%	\$35,943	\$531
40262	GOLF COURSE SUPERVISOR	5620	SWAN LAKE GOLF COURSE	\$49,378 C41	3/16/15	C	2	\$47,393	\$56,871	\$66,350	----	----	0.88	\$50,046	\$668	\$50,119	1.5%	\$50,119	\$741
34206	GOLF COURSE MANAGER	5620	SWAN LAKE GOLF COURSE	\$73,329 C51	11/29/04	C	12	\$55,853	\$69,125	\$83,779	----	----	1	\$73,329	----	\$74,429	1.5%	\$74,429	\$1,100
40544	TRANSIT OPERATION	9000	TRANSIT	\$50,944 C41	10/1/11	C	5	\$47,393	\$56,871	\$66,350	----	----	0.94	\$53,459	\$2,515	\$51,708	Compa-Ratio	\$53,459	\$2,515
40546	TRANSIT DIRECTOR	9000	TRANSIT	\$92,868 E81	10/13/14	E	2	\$79,199	\$101,939	\$126,718	----	----	0.84	\$92,868	----	\$94,261	1.5%	\$94,261	\$1,393
40547	TRANSIT SHIFT SUPERVISOR	9000	TRANSIT	\$50,316 B31	11/1/99	B	17	\$40,757	\$47,889	\$55,022	----	----	1	\$50,316	----	\$51,071	1.5%	\$51,071	\$755
40549	TRANSIT OPERATIONS	9000	TRANSIT	\$59,811 C41	4/1/11	C	6	\$47,393	\$56,871	\$66,350	----	----	0.96	\$59,811	----	\$60,708	1.5%	\$60,708	\$897
40550	EQUIPMENT OPERATOR	9000	TRANSIT	\$54,628 C41	8/1/16	C	0	\$47,393	\$56,871	\$66,350	----	----	0.84	\$54,628	----	\$55,447	1.5%	\$55,447	\$819
40551	TRANSIT EQUIPMENT	9000	TRANSIT	\$40,757 B31	9/16/15	B	1	\$40,757	\$47,889	\$55,022	----	----	0.88	\$42,142	\$1,385	\$41,368	Compa-Ratio	\$42,142	\$1,385
41018	TRANSIT EQUIPMENT	9000	TRANSIT	\$40,757 B31	1/1/17	B	0	\$40,757	\$47,889	\$55,022	----	----	0.86	\$41,185	\$428	\$41,368	1.5%	\$41,368	\$611
40552	TRANSIT SHIFT SUPERVISOR	9000	TRANSIT	\$41,980 B31	10/1/14	B	2	\$40,757	\$47,889	\$55,022	----	----	0.9	\$43,100	\$1,120	\$42,610	Compa-Ratio	\$43,100	\$1,120
40553	TRANSIT SHIFT SUPERVISOR	9000	TRANSIT	\$41,477 B31	9/1/15	B	1	\$40,757	\$47,889	\$55,022	----	----	0.88	\$42,142	\$665	\$42,099	Compa-Ratio	\$42,142	\$665
40554	TRANSIT GROUNDS & MAINT	9000	TRANSIT	\$22,208 A11	7/1/15	A	2	\$21,561	\$24,795	\$28,029	----	----	0.92	\$22,811	\$603	\$22,541	Compa-Ratio	\$22,811	\$603
40652	TRANSIT EQUIPMENT	9000	TRANSIT	\$24,239 A12	3/1/16	A	1	\$24,239	\$27,875	\$31,511	----	----	0.9	\$25,088	\$849	\$24,603	Compa-Ratio	\$25,088	\$849
40556	TRANSIT SENIOR ACCOUNTANT	9000	TRANSIT	\$64,880 C42	5/1/01	C	16	\$49,531	\$59,427	\$69,344	----	----	1	\$64,880	----	\$65,853	1.5%	\$65,853	\$973
40562	TRANSIT ACCOUNTING	9000	TRANSIT	\$34,107 B22	8/16/13	B	3	\$33,113	\$38,908	\$44,703	----	----	0.92	\$35,795	\$1,688	\$34,619	Compa-Ratio	\$35,795	\$1,688
40566	TRANSIT GROUNDS & MAINT	9000	TRANSIT	\$37,482 B24	12/16/16	B	0	\$37,482	\$44,041	\$50,600	----	----	0.86	\$37,875	\$393	\$38,044	1.5%	\$38,044	\$562
41016	TRANSIT ACCOUNTANT	9000	TRANSIT	\$47,393 C41	1/1/17	C	0	\$47,393	\$56,871	\$66,350	----	----	0.84	\$47,772	\$379	\$48,104	1.5%	\$48,104	\$711
40630	TRANSIT DISPATCHER	9000	TRANSIT	\$30,929 B21	2/1/16	B	1	\$30,929	\$36,342	\$41,755	----	----	0.88	\$31,981	\$1,052	\$31,393	Compa-Ratio	\$31,981	\$1,052
40567	TRANSIT EQUIPMENT	9000	TRANSIT	\$44,202 B31	4/1/09	B	8	\$40,757	\$47,889	\$55,022	----	----	1	\$47,889	\$3,687	\$44,865	Compa-Ratio	\$47,889	\$3,687
40579	TRANSIT DISPATCHER	9000	TRANSIT	\$33,660 A13	2/16/06	A	11	\$28,996	\$33,345	\$37,694	----	----	1	\$33,660	----	\$34,165	1.5%	\$34,165	\$505
40584	TRANSIT DISPATCHER	9000	TRANSIT	\$32,835 B21	1/15/00	B	17	\$30,929	\$36,342	\$41,755	----	----	1	\$36,342	\$3,507	\$33,328	Compa-Ratio	\$36,342	\$3,507
40586	TRANSIT SHIFT SUPERVISOR	9000	TRANSIT	\$46,190 B31	7/1/03	B	14	\$40,757	\$47,889	\$55,022	----	----	1	\$47,889	\$1,699	\$46,883	Compa-Ratio	\$47,889	\$1,699
40591	TRANSIT EQUIPMENT	9000	TRANSIT	\$37,308 B21	3/1/03	B	14	\$30,929	\$36,342	\$41,755	----	----	1	\$37,308	----	\$37,868	1.5%	\$37,868	\$560
40854	TRANSIT EQUIPMENT	9000	TRANSIT	\$24,239 A12	6/1/16	A	1	\$24,239	\$27,875	\$31,511	----	----	0.9	\$25,088	\$849	\$24,603	Compa-Ratio	\$25,088	\$849
39713	TRANSIT BUSINESS ANALYST	9000	TRANSIT	\$53,220 C43	5/1/15	C	2	\$52,063	\$64,434	\$78,094	----	----	0.88	\$56,702	\$3,482	\$54,018	Compa-Ratio	\$56,702	\$3,482
40598	TRANSIT MARKET COORDINATOR	9000	TRANSIT	\$55,261 C41	9/1/15	C	1	\$47,393	\$56,871	\$66,350	----	----	0.86	\$55,261	----	\$56,090	1.5%	\$56,090	\$829
40613	TRANSIT EQUIPMENT	9000	TRANSIT	\$40,757 B31	8/1/14	B	2	\$40,757	\$47,889	\$55,022	----	----	0.9	\$43,100	\$2,343	\$41,368	Compa-Ratio	\$43,100	\$2,343
40616	TRANSIT MATERIALS MANAGER	9000	TRANSIT	\$29,866 A13	9/1/14	A	2	\$28,996	\$33,345	\$37,694	----	----	0.92	\$30,677	\$811	\$30,314	Compa-Ratio	\$30,677	\$811
40570	TRANSIT FINANCE DIRECTOR	9000	TRANSIT	\$63,536 D61	3/1/17	D	0	\$64,188	\$79,441	\$96,282	\$652	----	0.82	\$65,141	\$1,605	\$64,489	Compa-Ratio	\$65,141	\$1,605
40625	TRANSIT ADMIN SUPPORT	9000	TRANSIT	\$36,797 B23	2/16/06	B	11	\$35,298	\$41,475	\$47,652	----	----	1	\$41,475	\$4,678	\$37,349	Compa-Ratio	\$41,475	\$4,678
40622	TRANSIT DISPATCHER	9000	TRANSIT	\$30,929 B21	12/1/14	B	2	\$30,929	\$36,342	\$41,755	----	----	0.9	\$32,708	\$1,779	\$31,393	Compa-Ratio	\$32,708	\$1,779
40628	TRANSIT EQUIPMENT	9000	TRANSIT	\$59,763 C44	12/1/08	C	8	\$55,853	\$69,125	\$83,779	----	----	1	\$69,125	\$9,362	\$60,659	Compa-Ratio	\$69,125	\$9,362
40627	TRANSIT GROUNDS & MAINT	9000	TRANSIT	\$25,600 A11	8/1/07	A	9	\$21,561	\$24,795	\$28,029	----	----	1	\$25,600	----	\$25,984	1.5%	\$25,984	\$384

Salary Budget: #####
No. of EE below Min: 2
No. of EE over Max: 3
No. of EE Receive Compa-Ratio Increase: 331
Cost to bring EE to Compa-Ratio Salary: #####
% of Salary Budget for Compa-Ratio Increase: 1.40%

Overall Cost that include 1.5% General Increase and the Compa-Ratio Increase, whichever is Greater: \$956,916

RESOLUTION 37-2016-17

A RESOLUTION TO APPROVE A SETTLEMENT OF THE CITY v TMS CONTRACTING LLC AND FIDELITY & DEPOSIT COMPANY OF MARYLAND (SURETY) LAWSUIT

WHEREAS, the City, as previously authorized and approved by the City Council, has pursued a lawsuit against TMS Contracting LLC and its Surety company (Fidelity & Deposit Co. of Maryland) in connection with construction defects at Liberty Park, to include paver stone settlement and revetment failure issues at Freedom Point, revetment stone issues at Overlook Plaza, and stone block washout issues at the Pedestrian Bridge; and

WHEREAS, the Defendant, TMS Contracting LLC, and its Surety company, along with three sub-contractors that have been sued by TMS in connection with the City lawsuit (Co-defendants Jackson Masonry; GEOS; Civil Construction), have offered to settle the lawsuit by payment to the City of the total sum of SIX-HUNDRED AND TWENTY FIVE THOUSAND DOLLARS AND ZERO CENTS (\$625,000.00), to be paid not later than August 1, 2017, in consideration of the City dismissing any and all claims against any of the Defendants, now known or which may become known hereafter, and to provide a general and full release to said effect to each of the Defendants; and

WHEREAS, the City Council finds that settlement of the lawsuit for said sums, and upon said terms and conditions, and for such consideration, is in the best interests of the City.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CLARKSVILLE, TENNESSEE:

That the City Council hereby approves and authorizes settlement of the lawsuit City v. TMS Contracting LLC and Surety company, in the total amount of \$625,000.00 to be paid by Defendants to the City, prior to August 1, 2017, and in consideration therefore, the City shall dismiss any and all claims against any of the Defendants (to include the three named sub-contractors (Jackson Masonry; GEOS; Civil Construction), now known or which may become known hereafter, and to provide a general and full release to said effect to each of the Defendants.

ADOPTED:

RESOLUTION 38-2016-17

A RESOLUTION APPROVING A PUBLIC RECORDS POLICY

WHEREAS, Tennessee Code Annotated §10-7-503(g) requires local governments to adopt a public records policy; and

WHEREAS, the City Council finds that open access to public records furthers the laudable goal of transparency in government, and that adoption of such public records policy as set forth in Exhibit A satisfies its legal obligations and would serve the goal of transparency in government, and would be in the best interests of the City;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CLARKSVILLE, TENNESSEE:

That the Public Records Policy attached hereto and incorporated herein as Exhibit A is hereby approved, and which policy shall govern public records access and processing of requests for public records not inconsistent with and in accordance with the Tennessee Public Records Act (TPRA); *Tenn. Code Ann. §10-7-501, et. seq.*, and exceptions thereto as otherwise provided by general law.

ADOPTED:

EXHIBIT A

PUBLIC RECORDS POLICY FOR CITY OF CLARKSVILLE

Pursuant to Tenn. Code Ann. § 10-7-503(g), the following Public Records Policy for the City of Clarksville is hereby adopted by the Clarksville City Council to provide economical and efficient access to public records as provided under the Tennessee Public Records Act (“TPRA”) in Tenn. Code Ann. § 10-7-501, et seq.

The TPRA provides that all state, county and municipal records shall, at all times during business hours, which for public hospitals shall be during the business hours of their administrative offices, be open for personal inspection by any citizen of this state, and those in charge of the records shall not refuse such right of inspection to any citizen, unless otherwise provided by state law. See Tenn. Code Ann. § 10-7-503(a)(2)(A). Accordingly, the public records of the City of Clarksville are presumed to be open for inspection unless otherwise provided by law.

Personnel of the City of Clarksville shall timely and efficiently provide access and assistance to persons requesting to view or receive copies of public records. No provisions of this Policy shall be used to hinder access to open public records. However, the integrity and organization of public records, as well as the efficient and safe operation of the City of Clarksville, shall be protected as provided by current law. Concerns about this Policy should be addressed to the Public Records Request Coordinator for the City of Clarksville or to the Tennessee Office of Open Records Counsel (“OORC”).

This Policy is available for inspection and duplication in the office of the Public Records Request Coordinator. This Policy is posted online at cityofclarksville.com. This Policy shall be reviewed every two years.

This Policy shall be applied consistently throughout the various offices, departments, and/or divisions of the City of Clarksville.

I. Definitions:

- A. Records Custodian: The office, official or employee lawfully responsible for the direct custody and care of a public record. See Tenn. Code Ann. § 10-7-503(a)(1)(C). The records custodian is not necessarily the original preparer or receiver of the record.
- B. Public Records: All documents, papers, letters, maps, books, photographs, microfilms, electronic data processing files and output, films, sound recordings, or other material, regardless of physical form or characteristics, made or received pursuant to law or ordinance or in connection with the transaction of official business by any governmental agency. See Tenn. Code Ann. § 10-7-503(a)(1)(A).

- C. Public Records Request Coordinator. The individual, or individuals, designated in Section III, A.3 of this Policy who has, or have, the responsibility to ensure public record requests are routed to the appropriate records custodian and are fulfilled in accordance with the TPRA. See Tenn. Code Ann. § 10-7-503(a)(1)(B). The Public Records Request Coordinator may also be a records custodian.
- D. Requestor. A person seeking access to a public record, whether it is for inspection or duplication.

II. Requesting Access to Public Records

- A. Public record requests shall be made to the Public Records Request Coordinator ("PRRC") or his/her designee or via online submission in order to ensure public record requests are routed to the appropriate records custodian and fulfilled in a timely manner.
- B. Requests for inspection only cannot be required to be made in writing. The PRRC should request a mailing or email address from the requestor for providing any written communication required under the TPRA.
- C. Requests for inspection may be made orally or in writing using the Public Records Request Form developed by the OORC, by mail at 1 Public Square, Clarksville, Tennessee 37040, by email at publicrecords@cityofclarksville.com or by phone at 931-553-2463. The Public Records Request form developed by the OORC can be found online at cityofclarksville.com.
- D. Requests for copies, or requests for inspection and copies, shall be made in writing using the Public Records Request Form developed by the OORC at 1 Public Square, Clarksville, Tennessee 37040 or by email at publicrecords@cityofclarksville.com.
- E. Proof of Tennessee citizenship by presentation of a valid Tennessee driver's license or ID is required as a condition to inspect or receive copies of public records. In addition, permanent change of station orders showing that a requestor is an active duty military member stationed at the Ft. Campbell Army Base or their dependent, along with presentation of a military ID, will also be considered proof of Tennessee citizenship for the purposes of this public records policy.
- F. Notices of public meetings and corresponding agendas including city council meeting agendas, minutes and video recordings from 2013 to present are available online at www.cityofclarksville.com. Agendas and minutes for meetings prior to 2013 can be requested through a public records request.

III. Responding to Public Records Requests

- A. Public Record Request Coordinator
 - 1. The PRRC shall review public record requests and make an initial determination of the following:
 - a. If the requestor provided evidence of Tennessee citizenship;
 - b. If the records requested are described with sufficient specificity to identify them; and
 - c. If the City of Clarksville is the custodian of the records.

2. The PRRC shall acknowledge receipt of the request and take any of the following appropriate action(s):
 - a. Advise the requestor of this Policy and the elections made regarding:
 - i. Proof of Tennessee citizenship;
 - ii. Form(s) required for copies;
 - iii. Fees (and labor threshold and waivers, if applicable); and
 - iv. Aggregation of multiple or frequent requests.
 - b. If appropriate, deny the request in writing, providing the appropriate ground such as one of the following:
 - i. The requestor is not, or has not presented evidence of being, a Tennessee citizen.
 - ii. The request lacks specificity.
 - iii. An exemption makes the record not subject to disclosure under the TPRA.
 - iv. The City of Clarksville is not the custodian of the requested records.
 - v. The records do not exist.
 - c. If appropriate, contact the requestor to see if the request can be narrowed.
 - d. Forward the records request to the appropriate records custodian in the City of Clarksville.
 - e. If requested records are in the custody of a different governmental entity, and the PRRC knows the correct governmental entity, advise the requestor of the correct governmental entity and PRRC for that entity if known.
3. The designated PRRC shall be a designated member of the Mayor's staff whose name is to be published online at www.cityofclarksville.com.
 - a. Contact information: by mail at 1 Public Square, Clarksville, TN 37040, by phone at (931) 645-7444 and by email at publicrecords@cityofclarksville.com.
4. The PRRC shall report to the city council on an annual basis about the City of Clarksville's compliance with the TPRA pursuant to this Policy and shall make recommendations, if any, for improvement or changes to this Policy.

B. Records Custodian

1. Upon receiving a public records request, a records custodian shall promptly make requested public records available in accordance with Tenn. Code Ann. § 10-7-503. If the records custodian is uncertain that an applicable exemption applies, the custodian may consult with the PRRC, counsel, or the OORC.
2. If not practicable to promptly provide requested records because additional time is necessary to determine whether the requested records exist; to search for, retrieve, or otherwise gain access to records; to determine whether the records are open; to redact records; or for other similar reasons, then a records custodian shall, within seven (7) business days from the records custodian's receipt of the request, send the requestor a completed Public Records Request Response Form as developed by the OORC.
3. If a records custodian denies a public record request, he or she shall deny the request in writing as provided in Section III.A.2.b using the Public Records Request Response Form.
4. If a records custodian reasonably determines production of records should be segmented because the records request is for a large volume of records, or additional time is necessary to prepare the records for access, the records custodian shall use the Public Records Request Response Form to notify the requestor that production of the records will be in segments and that a records production schedule will be provided as expeditiously as practicable. If appropriate, the records custodian should contact the requestor to see if the request can be narrowed.
5. If a records custodian discovers records responsive to a records request were omitted, the records custodian should contact the requestor concerning the omission and produce the records as quickly as practicable.

C. Redaction

1. If a record contains confidential information or information that is not open for public inspection, the records custodian shall prepare a redacted copy prior to providing access. If questions arise concerning redaction, the records custodian should coordinate with counsel or other appropriate parties regarding review and redaction of records. The records custodian and the PRRC may also consult with the OORC.
2. Whenever a redacted record is provided, a records custodian should provide the requestor with the basis for redaction. The basis given for redaction shall be general in nature and not disclose confidential information.

IV. Inspection of Records

- A. There shall be no charge for inspection of open public records.
 - B. The location for inspection of records within the offices of the City of Clarksville should be determined by either the PRRC or the records custodian.
- V. Under reasonable circumstances, the PRRC or a records custodian may require an appointment for inspection or may require inspection of records at an alternate location.**

VI. Copies of Records

- A. A records custodian shall promptly respond to a public record request for copies in the most economic and efficient manner practicable.
- B. Copies will be available for pickup at a location specified by the records custodian.
- C. Upon payment for postage, copies will be delivered to the requestor's home address by the United States Postal Service.
- D. A requestor will not be allowed to make copies of records with personal equipment. Requesters are encouraged to provide a records custodian with their own storage device such as a flash drive.

VII. Fees and Charges and Procedures for Billing and Payment

- A. Fees and charges for copies of public records should not be used to hinder access to public records.
- B. Records custodians shall provide requestors with an itemized estimate of the charges prior to producing copies of records and may require pre-payment of such charges before producing requested records.
- C. When fees for copies and labor do not exceed \$7.50, the fees may be waived. Requests for waivers for fees above \$7.50 must be presented to the City Attorney, who is authorized to determine if such waiver is in the best interest of the City of Clarksville and for the public good. Fees associated with aggregated records requests will not be waived.
- D. Fees and charges for copies are charged based on the Office of Open Records Counsel Schedule of Reasonable Charges and are as follows:
 - 1. \$0.15 per page for letter- and legal-size black and white copies.
 - 2. \$0.50 per page for letter- and legal-size color copies.
 - 3. Other: \$4.00 per disc for requests that require documents to be placed on a disc.
 - 4. Labor when time exceeds 1 hour.
 - 5. If an outside vendor is used, the actual costs assessed by the vendor.
- E. No duplication costs will be charged for requests for less than 50 pages black and white copies or less than 15 pages color copies.
- F. Payment is to be made in cash or by personal check payable to the City of Clarksville presented to the records custodian.
- G. Payment in advance will be required when costs are estimated to exceed \$20.00.
- I. Aggregation of Frequent and Multiple Requests
 - 1. The City of Clarksville will aggregate record requests in accordance with the Frequent and Multiple Request Policy promulgated by the OORC when more than (4) requests are received within a calendar month (either from a single individual or a group of individuals deemed working in concert).

2. Aggregation Policy:

- a. The level at which records requests will be aggregated is by city department.
- b. The PRRC is responsible for making the determination that a group of individuals are working in concert. The PRRC or the records custodian must inform the individuals that they have been deemed to be working in concert and that they have the right to appeal the decision to the OORC.

ADOPTED: