

Memorandum of Agreement

Contingent upon approval by City Council, this Memorandum of Agreement is entered by and between the City of Parma (the "City") and American Federation of State, County, and Municipal Employees (AFSCME), (the "Union") regarding the AFSCME City Hall Employees bargaining unit.

1. The terms and conditions of the current agreement between the City and the Union shall be in effect until **December 31, 2017**, and are ratified and continued except as specifically modified herein.
2. The attached **Appendix A** (Pay Schedule) which reflects the previous approved increases, is hereby made a part of this Agreement.
3. That "Appendix A" referenced in Article 35 Section 1 is amended to reflect the following:

A 1% Raise for all members retroactive to January 1, 2016


Equity raises effective January 1, 2017

- Clerk Typist (Job Code 631) - \$600
- Secretary (Job Code 689) - \$800
- FT Property Maintenance Inspector (Job Code 470) - \$2,000

A 2% raise for all members effective January 1, 2017

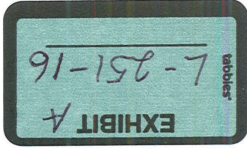
The revised language shall be hereby incorporated as if fully rewritten.

AFSCME LOCAL UNION 3924

BY: 

CITY OF PARMA

BY: 



AFCSCME CITY HALL

| Job Title                      | 2016 (1%)    |             |             |              |             | 2016 (1%)   |              |             |             |             | 2016 (1%)   |              |             |             |        | 2016 (1%) |  |  |  |  |
|--------------------------------|--------------|-------------|-------------|--------------|-------------|-------------|--------------|-------------|-------------|-------------|-------------|--------------|-------------|-------------|--------|-----------|--|--|--|--|
|                                | 0-1 yr.      | Step 1      | Hourly      | 1-2 yr.      | Step 2      | Hourly      | 2-3 yr.      | Step 3      | Hourly      | 3-4 yr.     | Step 4      | Hourly       | 4-5 yr.     | Step 5      | Hourly |           |  |  |  |  |
| ENVIRONMENTAL ASSISTANT COORD. | \$ 38,289.42 | \$ 1,472.62 | \$ 21,038.1 | \$ 36,959.07 | \$ 1,498.43 | \$ 21,406.1 | \$ 39,641.05 | \$ 1,524.66 | \$ 21,780.8 | \$ 1,551.34 | \$ 22,162.0 | \$ 41,040.44 | \$ 1,578.48 | \$ 22,549.7 |        |           |  |  |  |  |
| INVENTORY ASSISTANT COORD.     | \$ 35,723.22 | \$ 1,373.92 | \$ 19,613.1 | \$ 33,348.57 | \$ 1,398.02 | \$ 19,971.7 | \$ 36,984.58 | \$ 1,422.48 | \$ 20,321.2 | \$ 1,447.37 | \$ 20,676.7 | \$ 38,290.76 | \$ 1,472.72 | \$ 21,036.9 |        |           |  |  |  |  |
| HOS. INSPECTOR                 | \$ 43,624.96 | \$ 1,500.96 | \$ 21,442.3 | \$ 39,707.75 | \$ 1,527.22 | \$ 21,814.4 | \$ 40,402.85 | \$ 1,553.96 | \$ 22,199.4 | \$ 1,581.16 | \$ 22,589.2 | \$ 41,829.29 | \$ 1,608.82 | \$ 22,982.1 |        |           |  |  |  |  |
| PROGRAM CASE MGR PUB H         | \$ 43,641.26 | \$ 1,500.96 | \$ 21,442.3 | \$ 39,707.75 | \$ 1,527.22 | \$ 21,814.4 | \$ 40,402.85 | \$ 1,553.96 | \$ 22,199.4 | \$ 1,581.16 | \$ 22,589.2 | \$ 41,829.29 | \$ 1,608.82 | \$ 22,982.1 |        |           |  |  |  |  |
| PROGRAM COORDINATOR            | \$ 43,641.26 | \$ 1,500.96 | \$ 21,442.3 | \$ 39,707.75 | \$ 1,527.22 | \$ 21,814.4 | \$ 40,402.85 | \$ 1,553.96 | \$ 22,199.4 | \$ 1,581.16 | \$ 22,589.2 | \$ 41,829.29 | \$ 1,608.82 | \$ 22,982.1 |        |           |  |  |  |  |
| ACCIS PAYABLE COORDINATOR      | \$ 41,008.00 | \$ 1,581.00 | \$ 22,585.7 | \$ 41,923.35 | \$ 1,608.67 | \$ 22,981.0 | \$ 42,556.96 | \$ 1,636.61 | \$ 23,382.9 | \$ 1,664.18 | \$ 23,789.2 | \$ 43,501.95 | \$ 1,693.14 | \$ 24,195.1 |        |           |  |  |  |  |
| COMP OPER SUPE                 | \$ 33,665.06 | \$ 1,294.81 | \$ 18,494.3 | \$ 34,294.07 | \$ 1,317.16 | \$ 18,820.9 | \$ 34,853.85 | \$ 1,340.53 | \$ 19,150.5 | \$ 1,363.99 | \$ 19,485.6 | \$ 35,463.87 | \$ 1,387.86 | \$ 19,828.2 |        |           |  |  |  |  |
| FINANCIAL RECORD KEEPER        | \$ 39,023.40 | \$ 1,500.90 | \$ 21,442.3 | \$ 39,707.75 | \$ 1,527.22 | \$ 21,814.4 | \$ 40,402.85 | \$ 1,553.96 | \$ 22,199.4 | \$ 1,581.16 | \$ 22,589.2 | \$ 41,829.29 | \$ 1,608.82 | \$ 22,982.1 |        |           |  |  |  |  |
| SR CITIZEN COORDINATOR         | \$ 51,990.12 | \$ 1,791.04 | \$ 25,586.9 | \$ 52,899.72 | \$ 1,822.42 | \$ 26,034.6 | \$ 53,825.65 | \$ 1,854.31 | \$ 26,490.1 | \$ 1,886.77 | \$ 26,959.3 | \$ 54,767.33 | \$ 1,919.79 | \$ 27,425.5 |        |           |  |  |  |  |
| ASST COORDINATOR               | \$ 30,785.04 | \$ 1,103.35 | \$ 15,762.1 | \$ 29,189.04 | \$ 1,122.66 | \$ 16,037.9 | \$ 29,699.80 | \$ 1,142.30 | \$ 16,318.6 | \$ 1,162.29 | \$ 16,604.1 | \$ 30,219.48 | \$ 1,182.64 | \$ 16,894.8 |        |           |  |  |  |  |
| COMPUTER OPERATOR              | \$ 26,687.10 | \$ 1,030.05 | \$ 14,715.0 | \$ 27,250.00 | \$ 1,048.08 | \$ 14,972.5 | \$ 27,768.88 | \$ 1,066.42 | \$ 15,234.6 | \$ 1,085.07 | \$ 15,501.0 | \$ 28,248.62 | \$ 1,107.67 | \$ 15,772.4 |        |           |  |  |  |  |
| OUTREACH VOLUNTEER COORD       | \$ 46,272.46 | \$ 1,779.71 | \$ 25,424.4 | \$ 47,082.34 | \$ 1,810.86 | \$ 25,869.4 | \$ 47,906.12 | \$ 1,842.54 | \$ 26,322.0 | \$ 1,874.80 | \$ 26,782.9 | \$ 48,744.86 | \$ 1,907.60 | \$ 27,251.4 |        |           |  |  |  |  |
| HUMAN SERVICE SPECIALIST       | \$ 40,160.90 | \$ 1,544.65 | \$ 19,308.1 | \$ 36,266.90 | \$ 1,594.88 | \$ 19,926.9 | \$ 36,901.60 | \$ 1,619.29 | \$ 20,275.6 | \$ 1,644.13 | \$ 20,630.4 | \$ 37,547.34 | \$ 1,674.80 | \$ 21,001.4 |        |           |  |  |  |  |
| CUSTODIAN                      | \$ 52,876.98 | \$ 2,033.73 | \$ 25,421.6 | \$ 48,864.24 | \$ 2,069.31 | \$ 25,961.5 | \$ 49,799.30 | \$ 2,105.52 | \$ 26,078.8 | \$ 2,142.36 | \$ 26,399.0 | \$ 50,701.40 | \$ 2,179.85 | \$ 27,063.2 |        |           |  |  |  |  |
| MAINTENANCE CUSTODIAN          | \$ 34,575.32 | \$ 1,329.82 | \$ 18,997.4 | \$ 35,180.00 | \$ 1,353.08 | \$ 19,329.7 | \$ 35,795.79 | \$ 1,376.76 | \$ 19,668.0 | \$ 1,400.86 | \$ 19,999.0 | \$ 36,422.36 | \$ 1,425.36 | \$ 20,339.0 |        |           |  |  |  |  |
| FT PROPERTY MAINT INSPECT*     | \$ 43,630.34 | \$ 1,678.09 | \$ 23,972.7 | \$ 44,394.11 | \$ 1,707.47 | \$ 24,392.4 | \$ 45,170.61 | \$ 1,737.33 | \$ 24,819.0 | \$ 1,767.74 | \$ 25,253.5 | \$ 46,056.30 | \$ 1,798.69 | \$ 25,856.6 |        |           |  |  |  |  |
| HOUSING INSP BUILDING          | \$ 59,431.84 | \$ 2,285.84 | \$ 24,596.3 | \$ 60,471.53 | \$ 2,325.83 | \$ 25,026.9 | \$ 61,530.07 | \$ 2,366.54 | \$ 25,468.8 | \$ 2,407.95 | \$ 25,910.4 | \$ 62,606.73 | \$ 2,450.10 | \$ 26,363.2 |        |           |  |  |  |  |
| INSPECTOR/SERVICE/HEALTH       | \$ 44,765.24 | \$ 1,721.74 | \$ 24,596.3 | \$ 45,549.02 | \$ 1,751.89 | \$ 25,026.9 | \$ 46,346.01 | \$ 1,782.54 | \$ 25,468.8 | \$ 1,813.73 | \$ 25,910.4 | \$ 47,156.92 | \$ 1,845.46 | \$ 26,363.2 |        |           |  |  |  |  |
| ELECTRICAL INSPECTOR           | \$ 59,431.84 | \$ 2,285.84 | \$ 24,596.3 | \$ 60,471.53 | \$ 2,325.83 | \$ 25,026.9 | \$ 61,530.07 | \$ 2,366.54 | \$ 25,468.8 | \$ 2,407.95 | \$ 25,910.4 | \$ 62,606.73 | \$ 2,450.10 | \$ 26,363.2 |        |           |  |  |  |  |
| PLUMBING INSPECTOR             | \$ 59,431.84 | \$ 2,285.84 | \$ 24,596.3 | \$ 60,471.53 | \$ 2,325.83 | \$ 25,026.9 | \$ 61,530.07 | \$ 2,366.54 | \$ 25,468.8 | \$ 2,407.95 | \$ 25,910.4 | \$ 62,606.73 | \$ 2,450.10 | \$ 26,363.2 |        |           |  |  |  |  |
| INSPECTOR                      | \$ 59,431.84 | \$ 2,285.84 | \$ 24,596.3 | \$ 60,471.53 | \$ 2,325.83 | \$ 25,026.9 | \$ 61,530.07 | \$ 2,366.54 | \$ 25,468.8 | \$ 2,407.95 | \$ 25,910.4 | \$ 62,606.73 | \$ 2,450.10 | \$ 26,363.2 |        |           |  |  |  |  |
| CARPENTER INSPECTOR            | \$ 59,431.84 | \$ 2,285.84 | \$ 24,596.3 | \$ 60,471.53 | \$ 2,325.83 | \$ 25,026.9 | \$ 61,530.07 | \$ 2,366.54 | \$ 25,468.8 | \$ 2,407.95 | \$ 25,910.4 | \$ 62,606.73 | \$ 2,450.10 | \$ 26,363.2 |        |           |  |  |  |  |
| CONCRETE/SIDEWALK INSPECTOR    | \$ 59,431.84 | \$ 2,285.84 | \$ 24,596.3 | \$ 60,471.53 | \$ 2,325.83 | \$ 25,026.9 | \$ 61,530.07 | \$ 2,366.54 | \$ 25,468.8 | \$ 2,407.95 | \$ 25,910.4 | \$ 62,606.73 | \$ 2,450.10 | \$ 26,363.2 |        |           |  |  |  |  |
| ZONING/SIDEWALK INSPECTOR      | \$ 59,431.84 | \$ 2,285.84 | \$ 24,596.3 | \$ 60,471.53 | \$ 2,325.83 | \$ 25,026.9 | \$ 61,530.07 | \$ 2,366.54 | \$ 25,468.8 | \$ 2,407.95 | \$ 25,910.4 | \$ 62,606.73 | \$ 2,450.10 | \$ 26,363.2 |        |           |  |  |  |  |
| DRIVER (BUS) FULL TIME         | \$ 28,687.10 | \$ 1,103.35 | \$ 15,762.1 | \$ 29,189.04 | \$ 1,122.66 | \$ 16,037.9 | \$ 29,699.80 | \$ 1,142.30 | \$ 16,318.6 | \$ 1,162.29 | \$ 16,604.1 | \$ 30,219.48 | \$ 1,182.64 | \$ 16,894.8 |        |           |  |  |  |  |
| HOUSEKEEPER FULL TIME          | \$ 14.46     | \$ 14.46    | \$ 14.46    | \$ 14.46     | \$ 14.46    | \$ 14.46    | \$ 14.46     | \$ 14.46    | \$ 14.46    | \$ 14.46    | \$ 14.46    | \$ 14.46     | \$ 14.46    | \$ 14.46    |        |           |  |  |  |  |
| CLERK BOOKKEEPER               | \$ 32,750.38 | \$ 1,259.63 | \$ 17,994.7 | \$ 33,323.68 | \$ 1,281.68 | \$ 18,309.7 | \$ 33,906.91 | \$ 1,304.11 | \$ 18,630.2 | \$ 1,326.93 | \$ 18,956.1 | \$ 34,500.13 | \$ 1,350.16 | \$ 19,288.0 |        |           |  |  |  |  |
| CLERK CASHIER                  | \$ 32,750.38 | \$ 1,259.63 | \$ 17,994.7 | \$ 33,323.68 | \$ 1,281.68 | \$ 18,309.7 | \$ 33,906.91 | \$ 1,304.11 | \$ 18,630.2 | \$ 1,326.93 | \$ 18,956.1 | \$ 34,500.13 | \$ 1,350.16 | \$ 19,288.0 |        |           |  |  |  |  |
| TIMEKEEPER SPECIALIST          | \$ 36,264.80 | \$ 1,394.80 | \$ 19,925.7 | \$ 36,899.50 | \$ 1,419.21 | \$ 20,274.5 | \$ 37,547.34 | \$ 1,444.05 | \$ 20,629.3 | \$ 1,469.31 | \$ 20,990.1 | \$ 38,290.76 | \$ 1,495.03 | \$ 21,357.6 |        |           |  |  |  |  |
| PUBLIC SERVICE CLERK           | \$ 39,771.94 | \$ 1,529.69 | \$ 21,852.7 | \$ 40,467.71 | \$ 1,556.45 | \$ 22,235.0 | \$ 41,175.68 | \$ 1,583.68 | \$ 22,620.0 | \$ 1,611.40 | \$ 22,991.0 | \$ 42,629.70 | \$ 1,639.60 | \$ 23,422.9 |        |           |  |  |  |  |
| CLERK TYPIST                   | \$ 32,029.66 | \$ 1,231.91 | \$ 17,598.7 | \$ 32,589.97 | \$ 1,253.46 | \$ 17,906.6 | \$ 33,160.34 | \$ 1,275.40 | \$ 18,220.0 | \$ 1,297.71 | \$ 18,538.7 | \$ 34,331.01 | \$ 1,320.42 | \$ 18,863.2 |        |           |  |  |  |  |
| FSS/HR COORDINATOR             | \$ 32,029.66 | \$ 1,231.91 | \$ 17,598.7 | \$ 32,589.97 | \$ 1,253.46 | \$ 17,906.6 | \$ 33,160.34 | \$ 1,275.40 | \$ 18,220.0 | \$ 1,297.71 | \$ 18,538.7 | \$ 34,331.01 | \$ 1,320.42 | \$ 18,863.2 |        |           |  |  |  |  |
| OCCUPANCY SPECIALIST           | \$ 39,824.20 | \$ 1,531.70 | \$ 21,881.4 | \$ 40,521.28 | \$ 1,558.51 | \$ 22,264.4 | \$ 41,230.30 | \$ 1,585.78 | \$ 22,654.0 | \$ 1,613.53 | \$ 23,050.4 | \$ 42,685.89 | \$ 1,641.77 | \$ 23,439.8 |        |           |  |  |  |  |
| DESIGNER                       | \$ 60,299.98 | \$ 2,319.23 | \$ 33,131.9 | \$ 61,355.44 | \$ 2,359.82 | \$ 33,711.8 | \$ 62,429.21 | \$ 2,401.12 | \$ 34,303.8 | \$ 2,443.15 | \$ 34,902.1 | \$ 64,633.21 | \$ 2,485.89 | \$ 35,512.8 |        |           |  |  |  |  |

\* new June 2008

AFCSCME CITY HALL

| Job Title                  | Job | 2016         |             | 2016         |             | 2016         |             | 2016         |             | 2016         |             |
|----------------------------|-----|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|
|                            |     | 0-1 Yr.      | Hourly      | 1-2 Yr.      | Hourly      | 2-3 Yr.      | Hourly      | 3-4 Yr.      | Hourly      | 4-5 Yr.      | Hourly      |
| SEWER COMMUNICATIONS       | 640 | \$ 35,182.42 | \$ 1,353.17 | \$ 35,797.89 | \$ 1,376.84 | \$ 36,424.20 | \$ 1,400.33 | \$ 37,061.79 | \$ 1,425.45 | \$ 37,710.67 | \$ 1,450.41 |
| SECRETARY H.R.             | 641 | \$ 40,594.84 | \$ 1,561.34 | \$ 41,305.14 | \$ 1,588.66 | \$ 42,028.08 | \$ 1,616.46 | \$ 42,763.36 | \$ 1,644.74 | \$ 43,511.77 | \$ 1,673.53 |
| VITAL STATS COORDINATOR    | 642 | \$ 36,806.12 | \$ 1,415.62 | \$ 37,449.91 | \$ 1,440.38 | \$ 38,105.36 | \$ 1,465.59 | \$ 38,772.36 | \$ 1,491.24 | \$ 39,450.92 | \$ 1,517.34 |
| TAX DEPOSIT SPECIALIST     | 643 | \$ 36,284.80 | \$ 1,394.84 | \$ 36,999.50 | \$ 1,419.21 | \$ 37,545.24 | \$ 1,444.05 | \$ 38,202.00 | \$ 1,469.31 | \$ 38,970.84 | \$ 1,495.03 |
| DATA ENTRY CLERK           | 655 | \$ 37,750.38 | \$ 1,259.63 | \$ 38,323.68 | \$ 1,281.68 | \$ 38,906.91 | \$ 1,304.11 | \$ 39,500.13 | \$ 1,326.93 | \$ 40,104.11 | \$ 1,350.16 |
| PARTY CHIEF                | 673 | \$ 38,652.88 | \$ 2,255.88 | \$ 39,679.26 | \$ 2,295.36 | \$ 40,723.36 | \$ 2,335.51 | \$ 41,785.84 | \$ 2,376.38 | \$ 42,867.23 | \$ 2,417.97 |
| CHAINMAN                   | 681 | \$ 42,214.64 | \$ 1,623.64 | \$ 42,933.22 | \$ 1,652.05 | \$ 43,664.78 | \$ 1,680.35 | \$ 44,408.69 | \$ 1,709.26 | \$ 45,164.74 | \$ 1,738.53 |
| RESIDENT INITIATIVE ASST   | 688 | \$ 29,107.34 | \$ 963.67   | \$ 29,546.74 | \$ 982.57   | \$ 29,993.80 | \$ 999.99   | \$ 30,448.69 | \$ 1,017.26 | \$ 30,911.52 | \$ 1,035.06 |
| SECRETARY                  | 689 | \$ 39,033.40 | \$ 1,500.90 | \$ 39,706.16 | \$ 1,527.16 | \$ 40,401.14 | \$ 1,553.89 | \$ 41,108.34 | \$ 1,581.09 | \$ 41,827.72 | \$ 1,608.76 |
| SECRETARY - SAFETY/SERVICE | 692 | \$ 44,035.16 | \$ 1,693.66 | \$ 44,805.86 | \$ 1,723.30 | \$ 45,589.72 | \$ 1,753.45 | \$ 46,387.76 | \$ 1,784.14 | \$ 47,199.46 | \$ 1,815.36 |
| ADM ASST TO EEO OFFICER    | 693 | \$ 45,913.40 | \$ 1,765.90 | \$ 46,717.07 | \$ 1,796.81 | \$ 47,534.54 | \$ 1,828.25 | \$ 48,366.46 | \$ 1,860.25 | \$ 49,212.55 | \$ 1,892.79 |
| LEGAL SECRETARY            | 694 | \$ 39,023.40 | \$ 1,500.90 | \$ 39,706.16 | \$ 1,527.16 | \$ 40,401.01 | \$ 1,553.89 | \$ 41,108.45 | \$ 1,581.09 | \$ 41,827.72 | \$ 1,608.76 |
| LEGAL SECRETARY            | 695 | \$ 54,513.94 | \$ 2,096.69 | \$ 55,467.95 | \$ 2,133.38 | \$ 56,438.25 | \$ 2,170.70 | \$ 57,426.16 | \$ 2,208.70 | \$ 58,431.39 | \$ 2,247.36 |
| SECY-FIRE                  | 701 | \$ 40,594.84 | \$ 1,561.34 | \$ 41,305.14 | \$ 1,588.66 | \$ 42,028.08 | \$ 1,616.46 | \$ 42,763.36 | \$ 1,644.74 | \$ 43,511.77 | \$ 1,673.53 |
| SECY-BUILDING/ENGINEERING  | 702 | \$ 40,594.84 | \$ 1,561.34 | \$ 41,305.14 | \$ 1,588.66 | \$ 42,028.08 | \$ 1,616.46 | \$ 42,763.36 | \$ 1,644.74 | \$ 43,511.77 | \$ 1,673.53 |
| COMM DEVELOP SPECIALIST    | 808 | \$ 43,641.26 | \$ 1,678.51 | \$ 44,404.87 | \$ 1,707.88 | \$ 45,181.91 | \$ 1,737.77 | \$ 45,972.86 | \$ 1,768.19 | \$ 46,777.20 | \$ 1,799.12 |
| HOUSING COUNSELOR          | 809 | \$ 34,453.64 | \$ 1,325.14 | \$ 35,056.31 | \$ 1,348.32 | \$ 35,670.27 | \$ 1,371.93 | \$ 36,294.21 | \$ 1,395.93 | \$ 36,928.44 | \$ 1,420.36 |

Employees who change job classifications will be placed at Step 1, earning an additional step increase with each additional year in classification seniority (from most recent hire in that classification). An employee promoted into a higher paying classification will be placed in the lowest pay step for the new classification that is equal to or greater than the employee's last pay rate.

AFCSCME CITY HALL

| Job Title                  | Job | 2017 (2%)    |             |              | 2017 (2%)    |             |             | 2017 (2%)    |             |             | 2017 (2%)    |             |             |
|----------------------------|-----|--------------|-------------|--------------|--------------|-------------|-------------|--------------|-------------|-------------|--------------|-------------|-------------|
|                            |     | 0-1 yr.      | Biweekly    | Hourly       | 1-2 yr.      | Biweekly    | Hourly      | 2-3 yr.      | Biweekly    | Hourly      | 3-4 yr.      | Biweekly    | Hourly      |
| EMERGENCY ASSISTANT COORD. | 052 | \$ 39,055.12 | \$ 1,502.12 | \$ 21,458.99 | \$ 39,738.29 | \$ 1,528.40 | \$ 21,834.2 | \$ 40,433.79 | \$ 1,555.15 | \$ 22,216.4 | \$ 41,141.61 | \$ 1,582.37 | \$ 22,603.5 |
| INVESTOR ASSET COORD       | 058 | \$ 36,437.78 | \$ 1,401.45 | \$ 20,020.07 | \$ 37,075.53 | \$ 1,425.98 | \$ 20,727.6 | \$ 37,724.28 | \$ 1,450.93 | \$ 21,272.6 | \$ 38,384.33 | \$ 1,476.32 | \$ 21,856.6 |
| HOS INSPECTOR              | 069 | \$ 39,805.46 | \$ 1,591.78 | \$ 21,871.1  | \$ 40,501.79 | \$ 1,557.76 | \$ 22,257.2 | \$ 41,210.93 | \$ 1,585.04 | \$ 22,643.4 | \$ 41,932.15 | \$ 1,612.78 | \$ 23,036.6 |
| PROGRAM CASE MGR PUB H     | 070 | \$ 44,514.08 | \$ 1,712.08 | \$ 24,468.3  | \$ 45,293.05 | \$ 1,742.04 | \$ 24,866.3 | \$ 46,085.67 | \$ 1,772.53 | \$ 25,371.8 | \$ 46,989.22 | \$ 1,803.55 | \$ 25,765.0 |
| PROGRAM SUPERVISOR         | 071 | \$ 44,514.08 | \$ 1,712.08 | \$ 24,468.3  | \$ 45,293.05 | \$ 1,742.04 | \$ 24,866.3 | \$ 46,085.67 | \$ 1,772.53 | \$ 25,371.8 | \$ 46,989.22 | \$ 1,803.55 | \$ 25,765.0 |
| PAYROLL COORDINATOR        | 101 | \$ 44,514.08 | \$ 1,712.08 | \$ 24,468.3  | \$ 45,293.05 | \$ 1,742.04 | \$ 24,866.3 | \$ 46,085.67 | \$ 1,772.53 | \$ 25,371.8 | \$ 46,989.22 | \$ 1,803.55 | \$ 25,765.0 |
| ACC'S PAYABLE Coordinator  | 102 | \$ 41,928.12 | \$ 1,612.02 | \$ 23,037.4  | \$ 42,661.77 | \$ 1,640.84 | \$ 23,490.5 | \$ 43,408.20 | \$ 1,669.55 | \$ 23,932.8 | \$ 44,193.95 | \$ 1,693.54 | \$ 24,368.4 |
| COMP OPER SUPLY            | 114 | \$ 58,605.36 | \$ 2,294.06 | \$ 32,209.9  | \$ 59,631.33 | \$ 2,353.51 | \$ 32,764.5 | \$ 60,674.36 | \$ 2,413.87 | \$ 33,333.9 | \$ 61,736.15 | \$ 2,474.49 | \$ 33,921.3 |
| FINANCIAL RECORD KEEPER    | 130 | \$ 34,338.46 | \$ 1,320.71 | \$ 18,870.3  | \$ 34,939.17 | \$ 1,343.81 | \$ 19,179.3 | \$ 34,794.63 | \$ 1,367.34 | \$ 19,533.5 | \$ 34,617.15 | \$ 1,391.27 | \$ 19,875.4 |
| SR CITIZEN COORDINATOR     | 223 | \$ 39,803.92 | \$ 1,530.92 | \$ 20,913.7  | \$ 40,500.21 | \$ 1,557.29 | \$ 21,252.9 | \$ 41,209.09 | \$ 1,584.97 | \$ 21,642.4 | \$ 41,930.57 | \$ 1,612.71 | \$ 22,038.8 |
| ASST COORDINATOR           | 225 | \$ 53,029.86 | \$ 2,039.61 | \$ 27,253.1  | \$ 53,957.66 | \$ 2,075.29 | \$ 29,647.1 | \$ 54,902.05 | \$ 2,111.62 | \$ 30,166.0 | \$ 55,862.71 | \$ 2,148.57 | \$ 30,693.8 |
| COMPUTER OPERATOR          | 333 | \$ 47,999.40 | \$ 1,826.90 | \$ 26,098.6  | \$ 48,330.72 | \$ 1,858.87 | \$ 26,555.3 | \$ 49,176.39 | \$ 1,891.40 | \$ 27,020.0 | \$ 49,977.96 | \$ 1,924.51 | \$ 27,493.0 |
| OUTREACH VOLUNTEER COORD   | 334 | \$ 29,260.92 | \$ 1,125.42 | \$ 16,074.4  | \$ 29,772.74 | \$ 1,145.11 | \$ 16,358.6 | \$ 29,793.90 | \$ 1,165.15 | \$ 16,645.0 | \$ 30,823.98 | \$ 1,227.23 | \$ 18,174.7 |
| HUMAN SERVICE SPECIALIST   | 339 | \$ 27,316.90 | \$ 1,050.65 | \$ 15,092.9  | \$ 27,994.36 | \$ 1,069.04 | \$ 15,272.0 | \$ 28,281.46 | \$ 1,087.75 | \$ 15,539.3 | \$ 28,776.11 | \$ 1,106.77 | \$ 15,811.0 |
| CUSTODIAN PUB HOUSING      | 464 | \$ 36,356.06 | \$ 1,398.31 | \$ 19,979.9  | \$ 36,992.30 | \$ 1,422.78 | \$ 20,324.4 | \$ 37,639.74 | \$ 1,447.68 | \$ 20,681.2 | \$ 38,298.22 | \$ 1,473.01 | \$ 21,043.0 |
| CUSTODIAN                  | 465 | \$ 40,964.04 | \$ 1,575.54 | \$ 25,930.0  | \$ 41,681.42 | \$ 1,603.13 | \$ 26,039.1 | \$ 42,410.78 | \$ 1,631.18 | \$ 26,389.8 | \$ 43,153.00 | \$ 1,659.73 | \$ 26,746.6 |
| MAINTENANCE CUSTODIAN      | 470 | \$ 37,306.88 | \$ 1,434.88 | \$ 20,498.3  | \$ 37,959.24 | \$ 1,459.99 | \$ 20,857.0 | \$ 38,624.04 | \$ 1,485.54 | \$ 21,222.0 | \$ 39,300.04 | \$ 1,511.54 | \$ 21,593.4 |
| FT PROPERTY MAINT INSPECT* | 475 | \$ 44,502.56 | \$ 1,711.65 | \$ 24,452.1  | \$ 45,282.01 | \$ 1,741.62 | \$ 24,880.2 | \$ 46,074.11 | \$ 1,772.08 | \$ 25,315.4 | \$ 46,880.40 | \$ 1,803.09 | \$ 25,758.5 |
| HOUSING INSP BLDG          | 476 | \$ 46,620.56 | \$ 1,786.16 | \$ 25,088.1  | \$ 47,466.06 | \$ 1,796.93 | \$ 25,527.5 | \$ 48,260.65 | \$ 1,818.19 | \$ 25,974.1 | \$ 49,089.94 | \$ 1,850.00 | \$ 26,428.5 |
| HOUSING INSP HEALTH        | 477 | \$ 60,620.56 | \$ 2,331.56 | \$ 33,308.0  | \$ 61,681.05 | \$ 2,372.33 | \$ 33,890.7 | \$ 62,760.65 | \$ 2,413.87 | \$ 34,483.9 | \$ 63,858.89 | \$ 2,456.11 | \$ 35,087.3 |
| ELECTRICAL INSPECTOR       | 481 | \$ 60,620.56 | \$ 2,331.56 | \$ 33,308.0  | \$ 61,681.05 | \$ 2,372.33 | \$ 33,890.7 | \$ 62,760.65 | \$ 2,413.87 | \$ 34,483.9 | \$ 63,858.89 | \$ 2,456.11 | \$ 35,087.3 |
| PLUMBING INSPECTOR         | 483 | \$ 60,620.56 | \$ 2,331.56 | \$ 33,308.0  | \$ 61,681.05 | \$ 2,372.33 | \$ 33,890.7 | \$ 62,760.65 | \$ 2,413.87 | \$ 34,483.9 | \$ 63,858.89 | \$ 2,456.11 | \$ 35,087.3 |
| MASONRY INSPECTOR          | 489 | \$ 60,620.56 | \$ 2,331.56 | \$ 33,308.0  | \$ 61,681.05 | \$ 2,372.33 | \$ 33,890.7 | \$ 62,760.65 | \$ 2,413.87 | \$ 34,483.9 | \$ 63,858.89 | \$ 2,456.11 | \$ 35,087.3 |
| CARPENTER INSPECTOR        | 490 | \$ 60,620.56 | \$ 2,331.56 | \$ 33,308.0  | \$ 61,681.05 | \$ 2,372.33 | \$ 33,890.7 | \$ 62,760.65 | \$ 2,413.87 | \$ 34,483.9 | \$ 63,858.89 | \$ 2,456.11 | \$ 35,087.3 |
| ZONING/SIDEWALK INSPECTOR  | 604 | \$ 29,260.92 | \$ 1,125.42 | \$ 16,074.4  | \$ 29,772.74 | \$ 1,145.11 | \$ 16,358.6 | \$ 29,793.90 | \$ 1,165.15 | \$ 16,645.0 | \$ 30,823.98 | \$ 1,185.55 | \$ 16,936.4 |
| HOUSEKEEPER FULL TIME      | 611 | \$ 14.60     | \$ -        | \$ 14.87     | \$ 14.87     | \$ -        | \$ 15.12    | \$ 15.12     | \$ -        | \$ 15.37    | \$ 15.37     | \$ -        | \$ 15.66    |
| HOUSEKEEPER                | 619 | \$ 33,405.32 | \$ 1,284.82 | \$ 18,354.6  | \$ 33,990.06 | \$ 1,307.31 | \$ 18,675.9 | \$ 34,584.99 | \$ 1,330.19 | \$ 19,002.7 | \$ 35,190.17 | \$ 1,353.47 | \$ 19,335.3 |
| CLERK BOOKKEEPER           | 621 | \$ 33,405.32 | \$ 1,284.82 | \$ 18,354.6  | \$ 33,990.06 | \$ 1,307.31 | \$ 18,675.9 | \$ 34,584.99 | \$ 1,330.19 | \$ 19,002.7 | \$ 35,190.17 | \$ 1,353.47 | \$ 19,335.3 |
| CLERK CASHIER              | 627 | \$ 36,990.20 | \$ 1,422.70 | \$ 20,324.3  | \$ 37,637.38 | \$ 1,447.59 | \$ 20,679.9 | \$ 38,296.12 | \$ 1,472.93 | \$ 21,041.8 | \$ 38,966.14 | \$ 1,498.70 | \$ 21,410.0 |
| TIMEKEEPER SPECIALIST      | 629 | \$ 40,567.28 | \$ 1,560.28 | \$ 22,289.7  | \$ 41,277.09 | \$ 1,587.49 | \$ 22,679.7 | \$ 41,999.10 | \$ 1,615.35 | \$ 23,076.4 | \$ 42,734.50 | \$ 1,643.63 | \$ 23,480.5 |
| PUBLIC SERVICE CLERK       | 631 | \$ 33,282.34 | \$ 1,280.09 | \$ 18,280.09 | \$ 33,864.74 | \$ 1,302.49 | \$ 18,607.0 | \$ 34,457.28 | \$ 1,325.28 | \$ 18,932.6 | \$ 35,060.22 | \$ 1,348.47 | \$ 19,263.9 |
| CLERK TYPIST               | 634 | \$ 32,670.30 | \$ 1,256.55 | \$ 17,950.7  | \$ 33,241.79 | \$ 1,278.53 | \$ 18,264.7 | \$ 33,823.60 | \$ 1,300.91 | \$ 18,584.4 | \$ 34,415.12 | \$ 1,323.66 | \$ 18,904.4 |
| FSS/FPS COORDINATOR        | 634 | \$ 40,620.58 | \$ 1,562.33 | \$ 22,319.0  | \$ 41,331.70 | \$ 1,589.66 | \$ 22,709.7 | \$ 42,055.02 | \$ 1,617.50 | \$ 23,107.2 | \$ 42,960.68 | \$ 1,645.80 | \$ 23,514.4 |
| OCCUPANCY SPECIALIST       | 635 | \$ 61,505.86 | \$ 2,365.61 | \$ 33,794.4  | \$ 62,580.64 | \$ 2,407.02 | \$ 34,386.1 | \$ 63,677.73 | \$ 2,449.14 | \$ 34,987.8 | \$ 64,925.25 | \$ 2,492.01 | \$ 35,600.1 |
| DESIGNER                   |     |              |             |              |              |             |             |              |             |             |              |             |             |

\*new June 2008

AFSCME CITY HALL

| Job Title                  | Job | 2017 (2%)    |             | 2017 (2%)    |              | 2017 (2%)    |              | 2017 (2%)   |              | 2017 (2%)    |             |             |              |             |              |
|----------------------------|-----|--------------|-------------|--------------|--------------|--------------|--------------|-------------|--------------|--------------|-------------|-------------|--------------|-------------|--------------|
|                            |     | 0-1 yr.      | Biweekly    | Hourly       | 1-2 yr.      | Biweekly     | Hourly       | 2-3 yr.     | Biweekly     | Hourly       | 3-4 yr.     | Biweekly    | Hourly       | 4-5 yr.     | Biweekly     |
| SEWER COMMUNICATIONS       | 640 | \$ 35,885.98 | \$ 1,380.23 | \$ 19,717.66 | \$ 36,513.93 | \$ 20,062.66 | \$ 37,152.72 | \$ 1,428.95 | \$ 20,413.66 | \$ 37,803.05 | \$ 1,453.95 | \$ 20,770.9 | \$ 38,454.93 | \$ 1,479.42 | \$ 21,131.66 |
| SECRETARY H.R.             | 641 | \$ 41,406.82 | \$ 1,592.57 | \$ 22,751.0  | \$ 42,131.16 | \$ 20,988.4  | \$ 42,868.66 | \$ 1,648.79 | \$ 23,554.2  | \$ 43,432.41 | \$ 1,673.71 | \$ 23,919.9 | \$ 44,087.78 | \$ 1,698.91 | \$ 24,292.74 |
| VITAL STATS COORDINATOR    | 642 | \$ 37,542.18 | \$ 1,443.93 | \$ 20,632.66 | \$ 38,198.97 | \$ 20,988.4  | \$ 38,867.42 | \$ 1,494.90 | \$ 21,357.7  | \$ 39,432.41 | \$ 1,519.19 | \$ 21,713.3 | \$ 39,987.99 | \$ 1,544.26 | \$ 24,466.66 |
| TAX DEPOSIT SPECIALIST     | 643 | \$ 36,950.20 | \$ 1,422.70 | \$ 20,324.9  | \$ 37,637.38 | \$ 20,679.9  | \$ 38,296.12 | \$ 1,472.93 | \$ 21,018.9  | \$ 39,160.09 | \$ 1,506.16 | \$ 21,516.5 | \$ 39,945.43 | \$ 1,532.52 | \$ 24,169.51 |
| DATA ENTRY CLERK           | 633 | \$ 33,405.32 | \$ 1,284.82 | \$ 18,334.6  | \$ 33,990.06 | \$ 18,672.9  | \$ 34,584.99 | \$ 1,330.19 | \$ 19,002.2  | \$ 39,160.09 | \$ 1,361.00 | \$ 21,516.5 | \$ 39,945.43 | \$ 1,532.52 | \$ 24,169.51 |
| PARTY CHIEF                | 673 | \$ 39,826.00 | \$ 2,301.00 | \$ 32,874.4  | \$ 60,872.92 | \$ 23,412.27 | \$ 61,937.82 | \$ 2,382.22 | \$ 34,031.8  | \$ 62,403.70 | \$ 2,400.14 | \$ 34,287.7 | \$ 63,495.90 | \$ 2,442.15 | \$ 34,889.79 |
| CHAINMAN                   | 681 | \$ 43,058.86 | \$ 1,636.11 | \$ 26,057.64 | \$ 43,812.26 | \$ 24,072.7  | \$ 44,578.90 | \$ 1,714.57 | \$ 24,939.9  | \$ 45,243.87 | \$ 1,740.20 | \$ 25,197.7 | \$ 46,015.70 | \$ 1,763.66 | \$ 25,474.08 |
| RESIDENT INITIATIVE ASST   | 688 | \$ 25,609.40 | \$ 984.98   | \$ 14,071.1  | \$ 26,057.64 | \$ 14,317.4  | \$ 26,513.80 | \$ 1,019.76 | \$ 14,568.0  | \$ 26,977.79 | \$ 1,037.61 | \$ 14,823.0 | \$ 27,449.72 | \$ 1,055.76 | \$ 15,082.3  |
| SECRETARY - SAFETY/SERVICE | 689 | \$ 39,823.42 | \$ 1,531.67 | \$ 21,881.0  | \$ 40,520.22 | \$ 22,639.9  | \$ 41,229.24 | \$ 1,585.74 | \$ 22,653.4  | \$ 41,990.74 | \$ 1,613.49 | \$ 23,049.9 | \$ 42,684.98 | \$ 1,641.73 | \$ 23,453.3  |
| ADM ASST TO EGO OFFICER    | 692 | \$ 44,915.78 | \$ 1,727.53 | \$ 24,679.0  | \$ 45,702.08 | \$ 22,252.9  | \$ 46,501.54 | \$ 1,788.52 | \$ 22,640.3  | \$ 47,246.04 | \$ 1,801.99 | \$ 22,812.9 | \$ 47,974.68 | \$ 1,824.85 | \$ 23,121.1  |
| LEGAL SECRETARY            | 693 | \$ 46,831.72 | \$ 1,801.22 | \$ 25,731.7  | \$ 47,651.51 | \$ 22,252.9  | \$ 48,485.36 | \$ 1,864.82 | \$ 22,640.3  | \$ 49,319.12 | \$ 1,878.85 | \$ 22,812.9 | \$ 49,704.68 | \$ 1,911.72 | \$ 23,310.3  |
| LEGAL SECRETARY            | 694 | \$ 39,803.92 | \$ 1,530.92 | \$ 30,551.7  | \$ 40,500.21 | \$ 22,252.9  | \$ 41,209.09 | \$ 1,584.97 | \$ 23,163.02 | \$ 41,519.54 | \$ 1,596.91 | \$ 22,812.9 | \$ 42,245.99 | \$ 1,624.85 | \$ 23,112.1  |
| LEGAL SECRETARY            | 695 | \$ 55,604.12 | \$ 2,138.62 | \$ 30,551.7  | \$ 56,577.37 | \$ 21,760.05 | \$ 57,566.91 | \$ 2,214.11 | \$ 23,554.2  | \$ 58,100.42 | \$ 2,230.79 | \$ 23,554.2 | \$ 59,015.70 | \$ 2,269.83 | \$ 23,426.2  |
| SECY-BUILDING/ENGINEERING  | 701 | \$ 41,406.82 | \$ 1,592.57 | \$ 22,751.0  | \$ 42,131.16 | \$ 23,149.0  | \$ 42,868.66 | \$ 1,648.79 | \$ 23,554.2  | \$ 43,190.99 | \$ 1,661.19 | \$ 23,731.3 | \$ 43,946.89 | \$ 1,690.26 | \$ 24,146.6  |
| COMM DEVELOP SPECIALIST    | 808 | \$ 44,514.08 | \$ 1,712.08 | \$ 24,458.3  | \$ 45,293.03 | \$ 24,886.3  | \$ 46,085.67 | \$ 1,772.53 | \$ 25,321.8  | \$ 43,190.99 | \$ 1,661.19 | \$ 23,731.3 | \$ 43,946.89 | \$ 1,690.26 | \$ 24,146.6  |
| HOUSING COUNSELOR          | 809 | \$ 35,142.64 | \$ 1,351.64 | \$ 19,309.1  | \$ 35,757.53 | \$ 19,647.0  | \$ 36,383.71 | \$ 1,399.37 | \$ 19,991.1  | \$ 46,432.59 | \$ 1,785.87 | \$ 25,512.4 | \$ 47,244.97 | \$ 1,817.11 | \$ 25,958.8  |

\* new June 2008

Employees who change job classifications will be placed at Step 1, earning an additional step increase with each additional year in classification seniority (from most recent hire in that classification). An employee promoted into a higher paying classification will be placed in the lowest pay step for the new classification that is equal to or greater than the employee's last pay rate.

For equity jobs I added the equity amount to the 2016 Step 1 for each job then added the 2%. Then did the 1.75% between each step.

**PART TIME AFSCME CITY HALL PAY SCHEDULE**

| Job Title                       | Job | 2015            | 2016 (1%)       | 2017 (2%)       | 2018 |
|---------------------------------|-----|-----------------|-----------------|-----------------|------|
| ESCORT OUTREACH (0-1 YR)        | 039 | \$9.10          | \$9.19          | \$9.37          |      |
| ESCORT OUTREACH (1 YR +)        | 039 | \$10.17         | \$10.27         | \$10.48         |      |
| ASST COORDINATOR PT (0-1 YR)    | 328 | \$9.10          | \$9.19          | \$9.37          |      |
| ASST COORDINATOR PT (1 YR +)    | 328 | \$10.17         | \$10.27         | \$10.48         |      |
| FOOD SERVICE AIDE               | 430 | \$9.37          | \$9.46          | \$9.65          |      |
| PROPERTY MAINT INSPECTOR        | 471 | \$18.81         | \$19.00         | \$19.38         |      |
| DRIVER (BUS) PART TIME (0-1 YR) | 605 | \$9.10          | \$9.19          | \$9.37          |      |
| DRIVER (BUS) PART TIME (1 YR +) | 605 | \$10.17         | \$10.27         | \$10.48         |      |
| HOUSEKEEPER PART TIME           | 612 | \$14.74         | \$14.89         | \$15.19         |      |
| CLERK - PART TIME (0-1 YR)      | 617 | \$8.38 - \$9.10 | \$8.46 - \$9.19 | \$8.54 - \$9.37 |      |
| CLERK - PART TIME (1-2 YR)      | 617 | \$9.78          | \$9.88          | \$10.08         |      |
| CLERK - PART TIME (2 YRS +)     | 617 | \$11.63         | \$11.75         | \$11.98         |      |
| PUBLIC SERVICE CLERK -PT        | 628 | \$9.86          | \$9.96          | \$10.16         |      |
| PROGRAM ASSISTANT PT TEMP.      | 674 | \$11.31         | \$11.42         | \$11.65         |      |
| SITE COORDINATOR                | 708 | \$10.07         | \$10.17         | \$10.37         |      |