

SALARY ADJUSTMENTS BASED ON PROPOSED IBEW CLERICAL CBA

**As of January 2025

| INITIAL PLACEMENT | | | | | | ADDITIONAL STEP IF LESS THAN 2.5% | | | | | July 1, 2026 - 2% | | July 1, 2027 - 2% | |
|---|------------|------|---------|---------------|------------|-----------------------------------|------------|---------------|---------------------------|-------------------|---------------------------|-------------------|---------------------------|-------------------|
| Recommended Title | Pay Grade | Step | Hourly | Annual Salary | % Increase | Additional Step if less than 3% | % Increase | Annual Salary | Amount increased per hour | Annual Difference | Amount increased per hour | Annual Difference | Amount increased per hour | Annual Difference |
| | 300 | | | | | | | | | | | | | |
| Police Records Associate | 300 IBEW-C | 2 | \$25.23 | \$52,478.40 | 1.9% | \$25.99 | 4.9% | \$54,059.20 | \$1.22 | \$2,537.81 | \$0.52 | \$1,081.18 | \$0.53 | \$1,102.81 |
| Police Records Associate | 305 IBEW-C | 2 | \$25.23 | \$52,478.40 | 1.9% | \$25.99 | 4.9% | \$54,059.20 | \$1.22 | \$2,537.81 | \$0.52 | \$1,081.18 | \$0.53 | \$1,102.81 |
| Financial Clerk | 300 IBEW-C | 1 | \$24.50 | \$50,960.00 | 5.3% | | | | \$1.23 | \$2,555.28 | \$0.49 | \$1,019.20 | \$0.50 | \$1,039.58 |
| Administrative Associate | 300 IBEW-C | | | | VACANT | | | | | | | | | |
| | 305 | | | | | | | | | | | | | |
| Court Service Assistant | 305 IBEW-C | 4 | \$28.92 | \$60,153.60 | 0.1% | \$29.78 | 3.1% | \$61,942.40 | \$0.89 | \$1,851.20 | \$0.60 | \$1,238.85 | \$0.61 | \$1,263.62 |
| Permit Technician I | 305 IBEW-C | 2 | \$27.25 | \$56,680.00 | 0.2% | \$28.07 | 3.2% | \$58,385.60 | \$0.88 | \$1,835.08 | \$0.56 | \$1,167.71 | \$0.57 | \$1,191.07 |
| Senior Police Records Associate | 305 IBEW-C | 6 | \$30.67 | \$63,793.60 | 1.3% | \$31.59 | 4.4% | \$65,707.20 | \$1.32 | \$2,746.90 | \$0.63 | \$1,314.14 | \$0.64 | \$1,340.43 |
| Customer Service Assistant - Utility | 305 IBEW-C | 1 | \$26.46 | \$55,036.80 | 3.1% | | | | \$0.79 | \$1,645.28 | \$0.53 | \$1,100.74 | \$0.54 | \$1,122.75 |
| | 310 | | | | | | | | | | | | | |
| Accounts Payable Assistant | 310 IBEW-C | 2 | \$29.98 | \$62,358.40 | 0.0% | \$30.88 | 3.0% | \$64,230.40 | \$0.90 | \$1,863.94 | \$0.62 | \$1,284.61 | \$0.63 | \$1,310.30 |
| Financial Assistant | 310 IBEW-C | 4 | \$31.81 | \$66,164.80 | 0.1% | \$32.76 | 3.1% | \$68,140.80 | \$0.98 | \$2,032.42 | \$0.66 | \$1,362.82 | \$0.67 | \$1,390.07 |
| Code Compliance Specialist | 310 IBEW-C | 2 | \$29.98 | \$49,886.72 | 0.0% | \$30.88 | 3.0% | \$51,384.32 | \$0.72 | \$1,497.60 | \$0.62 | \$1,027.69 | \$0.63 | \$1,048.24 |
| Investigations Specialist | 310 IBEW-C | 1 | \$29.11 | \$60,548.80 | 0.8% | \$29.98 | 3.8% | \$62,358.40 | \$1.09 | \$2,266.42 | \$0.60 | \$1,247.17 | \$0.61 | \$1,272.11 |
| Permit Technician II | 310 IBEW-C | 6 | \$33.74 | \$70,179.20 | 1.1% | \$34.75 | 4.1% | \$72,280.00 | \$1.38 | \$2,866.24 | \$0.70 | \$1,445.60 | \$0.71 | \$1,474.51 |
| Fiber Network Customer Representative | 310 IBEW-C | 4 | \$31.81 | \$66,164.80 | 2.0% | \$32.76 | 5.0% | \$68,140.80 | \$1.57 | \$3,273.92 | \$0.66 | \$1,362.82 | \$0.67 | \$1,390.07 |
| GIS Technician | 310 IBEW-C | 1 | \$29.11 | \$60,548.80 | 2.9% | | | | \$0.82 | \$1,712.46 | \$0.58 | \$1,210.98 | \$0.59 | \$1,235.20 |
| User Support Technician | 310 IBEW-C | 5 | \$32.76 | \$68,140.80 | 3.1% | | | | \$0.98 | \$2,032.42 | \$0.66 | \$1,362.82 | \$0.67 | \$1,390.07 |
| Senior Customer Service Assistant - Utility | 310 IBEW-C | 1 | \$29.11 | \$60,548.80 | 2.9% | | | | \$0.82 | \$1,712.46 | \$0.58 | \$1,210.98 | \$0.59 | \$1,235.20 |
| Senior Customer Service Assistant - Utility | 310 IBEW-C | 1 | \$29.11 | \$60,548.80 | 9.1% | | | | \$2.42 | \$5,042.75 | \$0.58 | \$1,210.98 | \$0.59 | \$1,235.20 |
| Utility Billing Assistant | | | | | VACANT | | | | | | | | | |
| | 315 | | | | | | | | | | | | | |
| Engineering Technician | 315 IBEW-C | 1 | \$31.44 | \$65,395.20 | 0.8% | \$32.38 | 3.8% | \$67,350.40 | \$1.19 | \$2,483.52 | \$0.65 | \$1,347.01 | \$0.66 | \$1,373.95 |
| Lead Court Service Specialist | 315 IBEW-C | 5 | \$35.38 | \$73,590.40 | 1.0% | \$36.44 | 4.0% | \$75,795.20 | \$1.40 | \$2,910.75 | \$0.73 | \$1,515.90 | \$0.74 | \$1,546.22 |
| | 320 | | | | | | | | | | | | | |
| Climate & Energy Analyst | 320 IBEW-C | 2 | \$34.97 | \$72,737.60 | 0.7% | \$36.02 | 3.8% | \$74,921.60 | \$1.31 | \$2,724.54 | \$0.72 | \$1,498.43 | \$0.73 | \$1,528.40 |
| Conservation Specialist | 320 IBEW-C | 4 | \$37.10 | \$77,168.00 | 0.8% | \$38.21 | 3.9% | \$79,476.80 | \$1.42 | \$2,947.88 | \$0.76 | \$1,589.54 | \$0.78 | \$1,621.33 |
| Conservation Specialist | 320 IBEW-C | 4 | \$37.10 | \$77,168.00 | 0.8% | \$38.21 | 3.9% | \$79,476.80 | \$1.42 | \$2,947.88 | \$0.76 | \$1,589.54 | \$0.78 | \$1,621.33 |
| Asset Management/CMMS Analyst | 320 IBEW-C | 8 | \$41.76 | \$86,860.80 | 2.9% | | | | \$1.20 | \$2,487.68 | \$0.84 | \$1,737.22 | \$0.85 | \$1,771.96 |
| Financial Analyst | 320 NU | 1 | \$33.95 | \$70,616.00 | 3.7% | | | | \$1.20 | \$2,505.88 | \$0.68 | \$1,412.32 | \$0.69 | \$1,440.57 |

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|---------------------------|------------|------|---------|---------------|------------|-----------------------------------|------------|---------------|---------------------------|-------------------|---------------------------|-------------------|---------------------------|-------------------|
| Recommended Title | Pay Grade | Step | Hourly | Annual Salary | % Increase | Additional Step if less than 3% | % Increase | Annual Salary | Amount increased per hour | Annual Difference | Amount increased per hour | Annual Difference | Amount increased per hour | Annual Difference |
| | 325 | | | | | | | | | | | | | |
| Associate Planner | 325 IBEW-C | 1 | \$36.67 | \$76,273.60 | 0.6% | \$37.77 | 3.6% | \$78,561.60 | \$1.32 | \$2,754.75 | \$0.76 | \$1,571.23 | \$0.77 | \$1,602.66 |
| Building Inspector II | 325 IBEW-C | 5 | \$41.27 | \$85,841.60 | 1.7% | \$42.51 | 4.8% | \$88,420.80 | \$1.95 | \$4,047.68 | \$0.85 | \$1,768.42 | \$0.87 | \$1,803.78 |
| Building Inspector II | 325 IBEW-C | 1 | \$36.67 | \$76,273.60 | 1.6% | \$37.77 | 4.6% | \$78,561.60 | \$1.67 | \$3,470.27 | \$0.76 | \$1,571.23 | \$0.77 | \$1,602.66 |
| PW Project Manager | 325 IBEW-C | 3 | \$38.90 | \$40,456.00 | 2.6% | | | | \$0.50 | \$1,033.03 | \$0.78 | \$809.12 | \$0.79 | \$825.30 |
| GIS Analyst | 325 IBEW-C | 7 | \$43.79 | \$91,083.20 | 2.8% | | | | \$1.20 | \$2,491.58 | \$0.88 | \$1,821.66 | \$0.89 | \$1,858.10 |
| Associate Planner | 325 IBEW-C | 1 | \$36.67 | \$76,273.60 | 6.7% | | | | \$2.29 | \$4,757.79 | \$0.73 | \$1,525.47 | \$0.75 | \$1,555.98 |
| PW Project Manager | 325 IBEW-C | 1 | \$0.00 | \$0.00 | VACANT | | | | | \$0.00 | | | | |
| | 330 | | | | | | | | | | | | | |
| Associate Engineer (EIT) | 330 IBEW-C | 4 | \$43.27 | \$90,001.60 | 1.6% | \$44.57 | 4.6% | \$92,705.60 | \$1.98 | \$4,113.98 | \$0.89 | \$1,854.11 | \$0.91 | \$1,891.19 |
| | 335 | | | | | | | | | | | | | |
| PW Senior Project Manager | 335 IBEW-C | 1 | \$42.77 | \$88,961.60 | 0.4% | \$44.05 | 3.4% | \$91,624.00 | \$1.46 | \$3,032.38 | \$0.88 | \$1,832.48 | \$0.90 | \$1,869.13 |

| | Average % increase | Average increase per hour | Average Annual Difference |
|------|--------------------|---------------------------|---------------------------|
| 2025 | 4.0% | \$1.31 | \$2,732.89 |
| 2026 | 2.0% | \$0.70 | \$1,424.94 |
| 2027 | 2.0% | \$0.72 | \$1,453.44 |