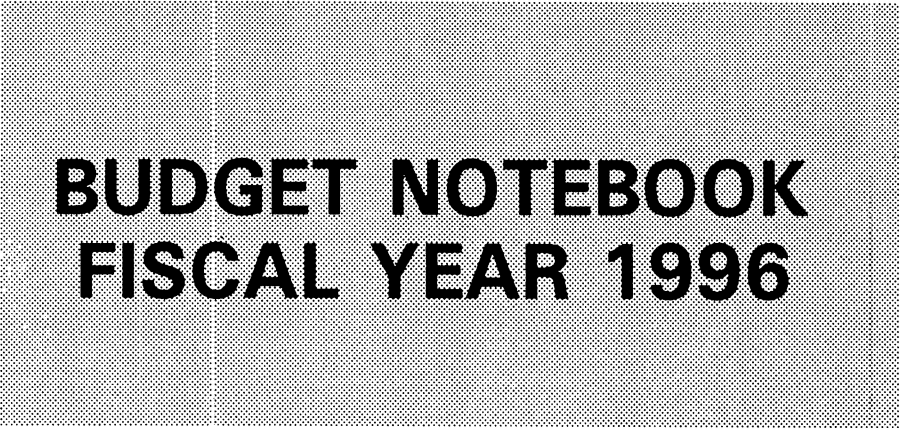


CITY OF CAMBRIDGE



BUDGET NOTEBOOK FISCAL YEAR 1996

**Instructions and Materials
November 22, 1994**

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CITY MANAGER FY 1996 BUDGET GUIDELINES

The release of the FY 1996 budget guidelines signal that the budget cycle is once again about to begin. The budget cycle is a time for us to not only consider the City's past financial achievements but also to consider the City's future challenges. Because of our efforts in previous fiscal years, Cambridge has developed a reputation as a well run, financially secure City. This reputation, which I am extremely proud of, could not have been achieved without the assistance of all City employees. As we begin preparing the FY 1996 budget, however, it is important for all of our employees and residents to understand how difficult it will be to offer the wide array of services that our residents have come to depend on through the years while maintaining our financial security.

The following tables present a recent history of certain financial indicators for the City. As one can see, the conservative budgeting of previous fiscal years is starting to yield positive results. For the first time in 3 years excess capacity, free cash, and levy limit due to new construction are all moving in a positive direction.

TABLE I

**Tax Levy/Tax Levy Limit
(in thousands)**

	Actual FY91	Actual FY92	Actual FY93	Actual FY94	Actual FY95
Tax Levy Limit	\$125,364	\$130,443	\$135,171	\$139,599	\$144,899
Tax Levy	117,995	128,050	133,580	139,404	144,446
Excess Capacity	\$ 7,369	\$ 2,393	\$ 1,591	\$ 195	\$ 453

TABLE II

**Free Cash as of June 30, 1993
(in thousands)**

FY91	FY92	FY93	FY94
\$16,880	\$12,496	\$9,992	\$15,270

TABLE III

**Levy Limit increase due to New Construction
(in thousands)**

FY91	FY92	FY93	FY94	FY95
\$5,256	\$1,902	\$1,458	\$1,049	1,797

Although the previous tables are positive indicators, table IV shows the negative levy gap trend continuing. These projections show the need for expenditure restraint due to slow revenue growth. If the patterns assumed in the preparation on the financial projections were to occur, the city would be well above the legal property tax levy limit in FY 1997. The most alarming thing about these projections is the fact that they assume zero salary growth in both FY 1995 and FY 1996. If the City is unsuccessful in obtaining zero salary growth, the revenue gap will occur in FY 1996. For each additional 1% in salary growth not assumed, an additional \$1.1 million in tax levy funding is required in the first year of the increase.

TABLE IV

**Projected Levy/Levy Limit
(in thousands)**

	FY96	FY97	FY98	FY99
Levy Limit	\$149,883,312	\$155,032,095	\$160,309,597	\$165,719,037
Taxes	<u>\$149,059,621</u>	<u>\$155,582,747</u>	<u>\$163,005,762</u>	<u>\$169,093,163</u>
Levy Gap	\$ 823,691	(\$550,652)	(\$2,696,165)	(\$3,374,126)

Clearly steps need to be taken now and over the next few years to avoid exceeding the legal tax levy limit. I ask each department head to recognize these constraints and assist me in eliminating the levy gap. This is a task that will not be easy and no department head should expect that their department will not share the burden of balancing the City's budget.

As has been the case in past years, all departments will receive the same budget guidelines. This does not mean however, that all departments will see an equal increase or decrease in their budget. It does however, provide an even starting point for deliberations. As in the past the final budget number will be approved by the City Manager in his budget hearing based on the priorities set forth by the City Council in the City Manager's budget hearing process.

With this overview in mind, the following FY96 budget guidelines are offered.

- Pension and Health Insurance costs can increase as required.
- Other Ordinary Maintenance accounts can increase up to 2% - with adequate justification.
- All step increases must be absorbed within the above framework.
- Funds can be reallocated within various statutory levels.
- Departments should expect that reductions could be made during the review process, either at the administrative or Council level.
- Operating items, known to be increasing due to contractional terms must be absorbed within the budget and not knowingly underbudgeted. Major contracts for service will be reviewed to ensure that departments have sufficient funds to meet contractional needs.

It is my hope that by working together the City can meet the financial challenge that awaits us and maintain our well deserved reputation as a well run, financially sound City.

BUDGET CALENDAR

November 22, 1994	Briefing on FY96 budget preparations with City Manager. Distribution of budget notebook and materials. Meeting of departmental finance personnel with budget staff.
November 22, 1994 thru December 10, 1994	All personnel analysis sheets must be <u>reviewed</u> for accuracy. All <u>corrections</u> must be placed on the personnel analysis sheets. All personnel analysis sheets must be <u>returned</u> to the Budget Office.
January 3, 1995	Deadline for budget submission to the City Manager.
January 13, 1995 thru February 21, 1995	Formal department presentations to the City Manager. (schedule to be determined)
April 6, 1995	Submission of the City Manager's Budget to the City Council.
April 12, 1995 thru May 10, 1995	Dates for public hearings on FY96 Budget. (schedule to be determined)
May 20, 1995	Deadline for City Council adoption of the Budget.
June 30, 1995	City Manager's transmittal of chart of accounts and allotment plan (based on departmental work-plans) to the City Auditor for execution.
July 1, 1995	Begin execution of allotment plans.

BUDGET FORMAT

EXPENDITURE. The FY96 expenditure classification scheme is presented in conformance with Uniformed Municipal Accounting System (UMAS) as suggested by the State Department of Revenue.

The Object Type and Statutory Analysis codes that will be in effect for FY96 will be as follows:

5400 - Salaries and Wages

5500 - Other Ordinary Maintenance/Supplies

5600 - Other Ordinary Maintenance/Services

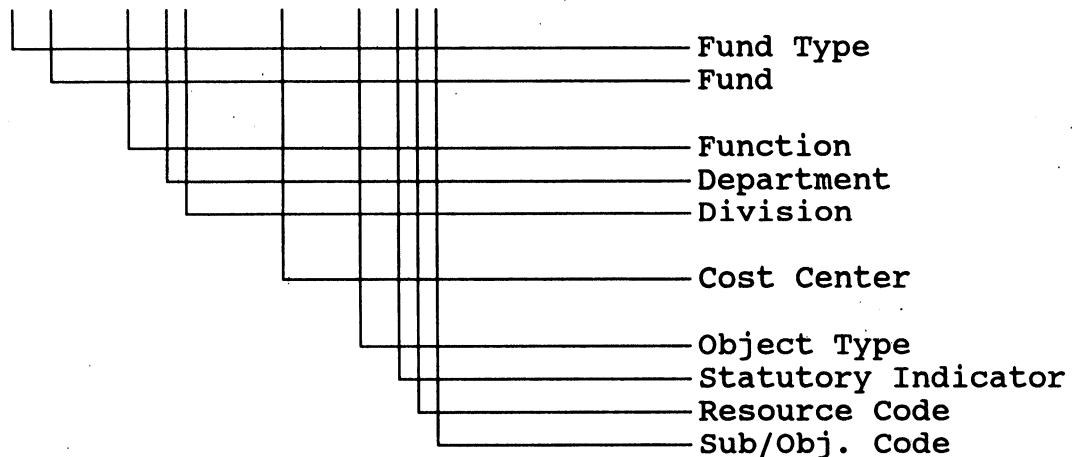
5800 - Travel and Training

5900 - Extraordinary Expenditures

(A further breakdown of these statutory accounts can be found in a later section of this notebook). This classification scheme, shown below, enables program leaders as well as fiscal staff to identify, analyze, and manage their expenditure patterns in a variety of ways. The budget staff will be available to assist program leaders and fiscal staff with the preparation and presentation of the proposed budget to the City Manager.

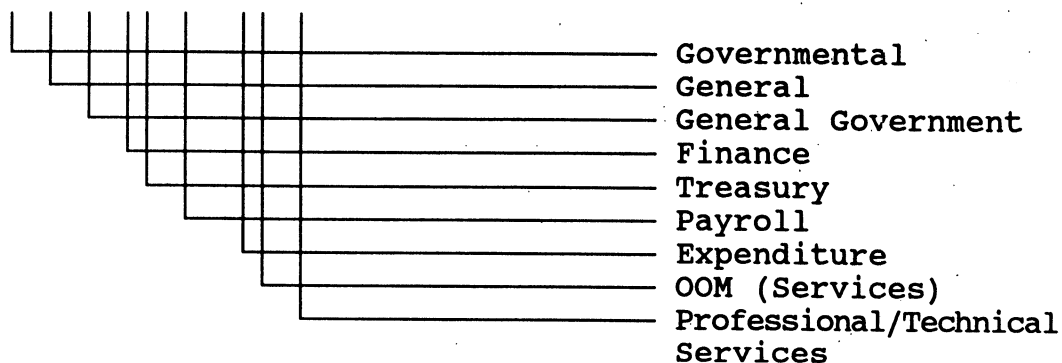
EXPENDITURE CLASSIFICATION SCHEME

Eff - fDDd - CC - ISRRO



An example of this application of the classification scheme to a cost center level of the Finance Department, would appear on all pertinent expenditure documents as follows:

101-1128-02-56100



It is recommended when budgeting for supplies (Other Ordinary Maintenance-500) and services (Other Ordinary Maintenance-600) for Fiscal Year 1996, departments remain on the statutory level (ie 501, 610, etc.)

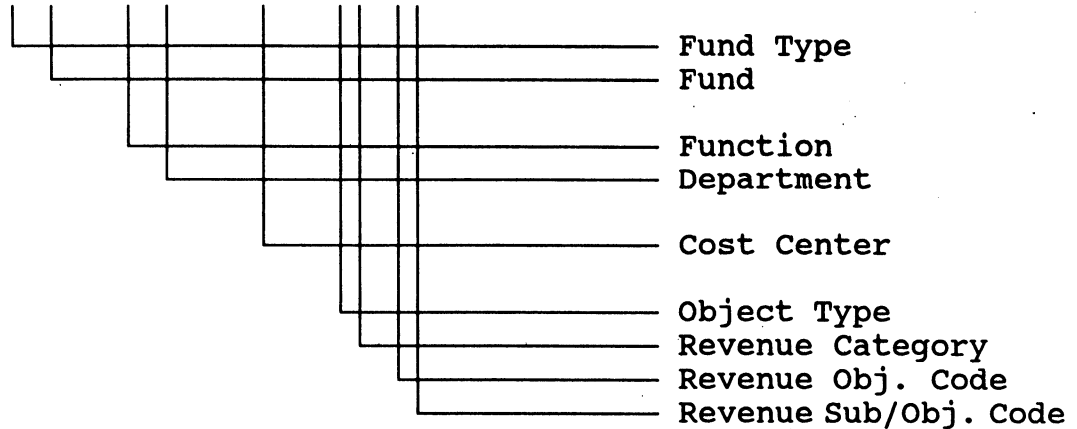
A breakdown of authorized expenditure resource codes for FY96 can be found page 45 thru 50.

REVENUE FORMAT

REVENUE. The format to be used in reporting revenue/receipts for **FY96** is similar in structure to that used in the expenditure classification scheme by the exhibit below.

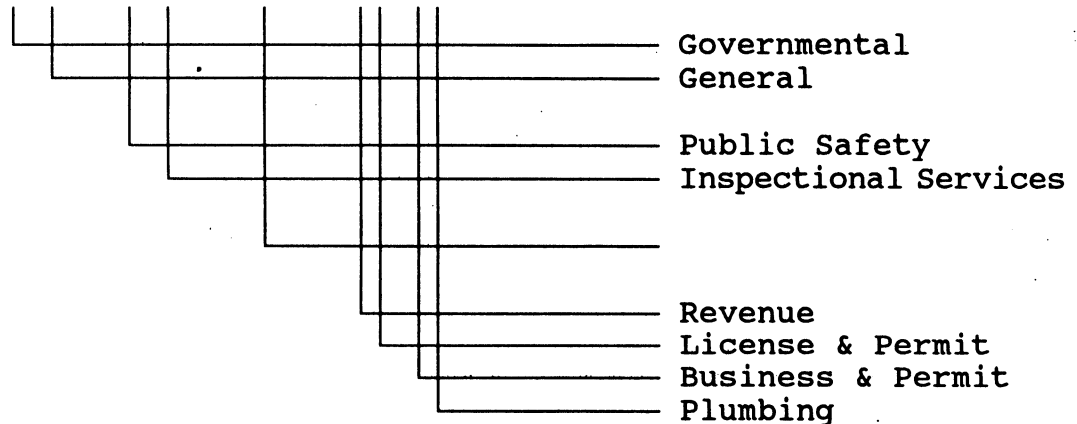
REVENUE CLASSIFICATION SCHEME

Eff - fDDd - CC - ISRRO

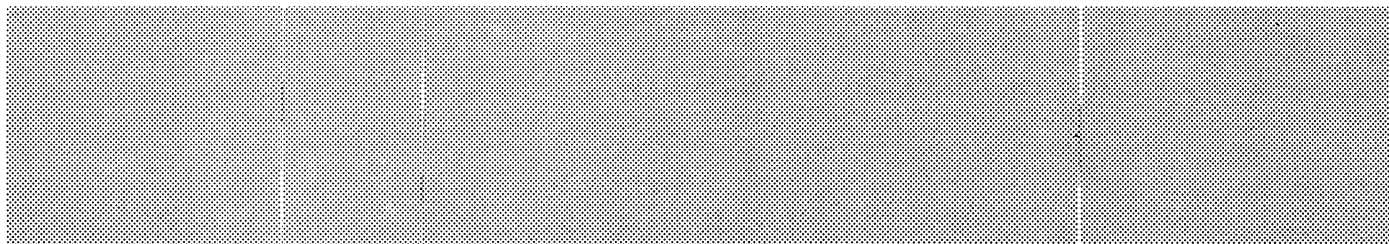


An example of the coding for receipt of a Plumbing Business Permit by the Inspectional Services Department would be as follows:

101 - 2350 - 00 - 42314



A AL FY94	PROJECTED FY95		BUDGET FY96
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BUDGET COMMENTARY

The commentary is an essential component in a performance/ program-based budget. The submitted narratives should explain what departments are doing and how well they are doing it, rather than simply stating how much they are spending. **(This commentary is both a justification and a detail plan of goals and objectives, a summary of FY95 achievements, FY96 objectives and programmatic limitations.)** Narratives express program impacts, benefits, and target population, using performance indicators and workload data to support the budget requests. Serving to complement and amplify the financial information provided, the commentary gives specific reference points on which to evaluate a program's financial requirements. Please do not repeat the previous year's narrative.

Total figures for each cost center, division and departmental levels from the Statutory Analysis pages should be placed in the Actual, Projected and Budget columns next to the appropriate budget columns.

CITY OF CAMBRIDGE - BUDGET DEPARTMENT
COMBINED DEPARTMENTAL SUMMARY

E ITEM	FISCAL 1994 ACTUAL	FISCAL 1995 1ST THIRD	FISCAL 1995 PROJECTED	FISCAL 1995 ORIGINAL	FISCAL 1996 REQUESTED
54010 WORKTIME/POS.EMP.	10,549,141.00	3,357,880.00	-----	10,729,460.00	-----
54021 OVERTIME/PEAKLOAD REQUIREMENT	426,583.00	116,275.00	-----	205,500.00	-----
54022 OVERTIME/VACATION COVERAGE			-----		-----
54024 OVERTIME/HOLIDAY COVERAGE	894,442.00	205,380.00	-----	908,090.00	-----
54025 OVERTIME/AUTHORIZED PAYMENTS			-----		-----
54032 OVERTIME/SHIFT DIFFERENTIALS	355,185.00	122,195.00	-----	468,565.00	-----
54035 LONGEVITY/POS.EMP.	1,054,069.00	20,430.00	-----	1,041,625.00	-----
54036 DUTY DIFFERENTIAL	165,030.00	64,675.00	-----	212,965.00	-----
54041 NON-PRODUCTIVE TIME/POS.EMP	1,922.00		-----		-----
54210 WORKTIME/NON-POS.EMP	4,183.00		-----		-----
54235 LONGEVITY/NON-POS.EMP			-----		-----
54241 NON-PRODUCTIVE TIME/NON-POS.E			-----		-----
54910 HEALTH INSURANCE	2,560,963.00	2,733,265.00	-----	2,732,380.00	-----
54920 DENTAL INSURANCE	91,650.00	91,650.00	-----	91,650.00	-----
54930 PENSIONS	2,791,590.00	3,065,575.00	-----	3,065,575.00	-----
54940 MISC. ADDITIONAL COMP	762,503.00	479,175.00	-----	807,740.00	-----
54950 MEDICARE	25,135.00	28,070.00	-----	28,070.00	-----
SALARIES AND WAGES	19,682,396.00	10,284,570.00		20,291,620.00	
55010 GENERAL OPERATIONS	215,938.00		-----	5,300.00	-----
55200 PLANT OPERATIONS	111,325.00	27,855.00	-----	121,630.00	-----
55300 PLANT MAINTENANCE	7,247.00	2,010.00	-----	12,360.00	-----
55400 EQUIPMENT OPERATION	43,707.00	17,320.00	-----	53,445.00	-----
55500 EQUIPMENT MAINTENANCE	48,519.00	23,345.00	-----	59,000.00	-----
00 LIBRARY RESOURCES			-----		-----
00 EDUCATIONAL RESOURCES			-----		-----
55800 MEDICAL/SURGICAL RESOURCES	24,917.00		-----		-----
55900 MISC. RESOURCES-SUPPLIES	35,932.00	8,010.00	-----	42,000.00	-----
56010 GENERAL OPERATIONS-SERVICES		9,900.00	-----	20,850.00	-----
56100 PROFESSIONAL & TECH SERVICES	19,755.00		-----	25,000.00	-----
56200 PLANT OPERATIONS-SERVICES			-----		-----
56300 PLANT MAINTENANCE-SERVICES			-----		-----
56400 EQUIPMENT OPERATION-SERVICES			-----		-----
56500 EQUIPMENT MAINTENANCE-SERVICE	36,601.00	470.00	-----	37,000.00	-----
56900 MISC. RESOURCES-SERVICES			-----		-----
TOTAL ORDINARY MAINTENANCE	543,941.00	88,910.00		376,585.00	
58100 BUSINESS TRAVEL	903.00		-----	1,500.00	-----
58200 PROFESSIONAL AFFILIATIONS	220.00		-----	250.00	-----
58300 TRAINING/EDUCATION/CONF ATT	12,429.00	7,100.00	-----	13,150.00	-----
58800 JUDGEMENTS & DAMAGES	59,881.00	42,785.00	-----	60,000.00	-----
TRAVEL AND TRAINING	73,433.00	49,885.00		74,900.00	
59500 ADDITIONAL EQUIPMENT	67,792.00	17,785.00	-----	45,000.00	-----
59600 REPLACEMENT EQUIPMENT			-----		-----
59800 DEBT SERVICE			-----		-----
EXTRAORDINARY EXPENDITURES	67,792.00	17,785.00		45,000.00	
** DEPARTMENT TOTAL **	20,367,562.00	10,441,150.00		20,788,105.00	

STATUTORY ANALYSIS

Under the automated Statutory Analysis form, all departments will only be responsible the completion of **FY95 Projected** and **FY96 Requested budgets**. The Budget Office has already completed Fiscal 95 original budgets and FY95 "First Third" actual expenditures and FY94 actuals.

FY96 BUDGET. Salary and wage estimates are based on the number of positioned and non-positioned employees required in each department cost center. Salary and wage figures are taken directly from the Personnel Analysis sheet and should include longevity, duty differential, overtime, shift differential, authorized payments, health, dental, pensions and miscellaneous compensation on the appropriate line. Please see the example on the opposite page. The total of three categories (positioned, non-positioned and overtime) becomes the total of salary and wages. **(All these figures must be rounded up to the nearest five dollars, omitting cents)**. Budgetary requests for Other Ordinary Maintenance/Supplies and Other Ordinary Maintenance/Services, Travel and Training and Extraordinary Expenditures should be provided in the remaining four classifications, **(rounded up to the nearest five dollars.)** For questions regarding the proper expenditure category within these four classifications, please refer to the Expenditure Resource Code on page 45.

FY95 ORIGINAL. The figures shown under this column are your original FY95 adopted budget.

FY95 PROJECTED. Departments will project the entire FY95 expenditures in the column labelled FY95 projected. **(All these figures must be rounded up to the nearest five dollars, omitting cents.)**

FY95 1ST THIRD. The expenditures for the first four months of the fiscal year (July - October) have already been placed under the column labelled first third.

FY94 ACTUAL. Actuals are automatically posted by the Budget Office on the statutory form at the cost center, division and departmental levels. **(These figures must be rounded up to the nearest dollar, omitting cents.)**

CITY OF CAMBRIDGE - PERSONNEL ANALYSIS

RTMENT 1164 GENERAL SERVICES/MICROFILM
CENTER 00

NAME/TITLE	RATE	HOURS	BASE	SETTLEMENT	LONG./INCENT.	INCREMENT 1	INCREMENT 2	TOTALS
C152-001 EMP#: 000000	7.8482	1,956.56	15,355	0	0	0	0	
VACANT POSITION		DENTAL	HEALTH	PENSION	MISCELLANEOUS	MEDICARE	SALARY:	15,355
MICROFILM OPERATOR		325	8,100	5,600	150	223	BENEFITS:	14,398
							TOTAL COST OF EMPLOYMENT:	29,753
NAME/TITLE	RATE	HOURS	BASE	SETTLEMENT	LONG./INCENT.	INCREMENT 1	INCREMENT 2	TOTALS
C153-001 EMP#: 000000	8.5038	1,956.56	16,638	0	0	0	0	
VACANT POSITION		DENTAL	HEALTH	PENSION	MISCELLANEOUS	MEDICARE	SALARY:	16,638
MICROGRAPHIC SERV SUPERV		325	3,200	5,600	150	241	BENEFITS:	9,516
							TOTAL COST OF EMPLOYMENT:	26,154
**** COST CENTER TOTALS ****								
		650	11,300	11,200	300	464	SALARY:	31,993
							BENEFITS:	23,914
							TOTAL COST OF EMPLOYMENT:	55,907

PERSONNEL ANALYSIS

The Process by which the FY96 Personnel Analysis Sheets will be developed will be the same as last fiscal year. **FY96 Personnel Analysis forms are now fully automated with the exception of non-positioned titles (See below)*.** This means that all the categories that appear in the Personnel Analysis Sheets including settlements, longevity, increments, Dental, Health, Health Waiver Plan, Pension, Clothing/Cleaning allowance and Medicare will all be done for you by the System. **However, we anticipate some discrepancies in the automation process and departments are expected to carefully review their Personnel Analysis Sheets and report any corrections or changes on the Personnel Analysis Sheets.**

Any employee whose anniversary date occurs prior to the payroll week ending November 12, their increment has already been included on their base salary. However, any employee whose anniversary date occurs November 12 or after, should have their increment already calculated in their increment column.

For further reference, find a detail listing of all the categories that appear on the Personnel Analysis Sheets on pages (15 & 16). There is also a listing of Pay Classification Category which is organized on alphabetical order on pages (18 to 42).

Once the Personnel Analysis Sheets are completed, the total cost center should then be transferred to the appropriate line on the Statutory Analysis Sheets, **rounding up to the nearest five dollars.**

Once all the changes in the personnel analysis sheets are finalized and the budget is adopted, it is the responsibility of each department to complete immediately a **Personnel Transactional Form** indicating all the staff changes in the budget and send it to the Personnel Office. This process is very important for two reasons: (a) the individual payroll charges will be made from the cost centers and line items that the individuals are budgeted in and (b) next years personnel analysis sheets will have all the personnel changes that you have made this fiscal year.

*** Note that the automation of the personnel analysis sheets does not include non-positioned titles, such as seasonal employees, overtime, recreation leader, etc. In order to include non-position titles into the system, it is important that you must write appropriate non-positioned titles on the Personnel Analysis Sheets.**

CITY OF CAMBRIDGE
REVENUE ANALYSIS

2310 FIRE

DESCRIPTION	FISCAL 1995 ORIGINAL	FISCAL 1995 1ST HALF	FISCAL 1995 PROJECTED	FISCAL 1996 BUDGET
41100 REAL ESTATE TAXES	19,814,420.00	.00		
TOTAL TAXES	19,814,420.00	.00		
42337 FIRE PERMITS	13,000.00	.00		
TOTAL LICENSE & PERMITS	13,000.00	.00		
44515 PHOTOCOPY/REPRODUCTION	500.00	.00		
44526 SMOKE DETECTORS	22,000.00	.00		
44527 RESCUE UNIT FEES	75,000.00	.00		
TOTAL CHARGES FOR SERVICES	97,500.00	.00		
45300 STATE CHERRY SHEET REVENUE	863,000.00	.00		
TOTAL INTERGOVERNMENTAL REVENUE	863,000.00	.00		
46906 TELEPHONE COMMISSIONS	185.00	.00		
TOTAL MISCELLANEOUS REVENUE	185.00	.00		
** GRAND TOTAL **	20,788,105.00	.00		

REVENUE ANALYSIS

The automation of the Revenue process has been successfully completed, and all departments should follow the same procedure as **FY95** for the submission of **FY96** revenue estimates.

FY95 PROJECTED REVENUES. To update FY95 revenue forms, departments will be responsible making revenue estimates for **fiscal 95 projections** and **fiscal 96 budget revenue**.

Also, any new revenue items should be added on the description column. As you can readily see from the example on the opposite page, FY96 revenue form shows your FY95 original financing plan, and by December 31, the budget office will automatically update your FY95 first half revenues. These revenue estimates will be used to project a financing plan for the department.

Please refer to the revenue object codes on pages (51 thru 60). (unlike expenditures, revenue projections should **rounded down to the nearest five dollars.**)

FY96 BUDGET FIGURES

LONGEVITY

<u>Bargaining Unit</u>	<u>Cut-Off Date</u>	<u>5 Yrs.</u>	<u>10 Yrs.</u>	<u>15 Yrs.</u>	<u>20 Yrs.</u>	<u>25 Yrs.</u>
Non Union	7/ 1/80	600	1 000	1 250	1 600	2 000
Local 195 IPEA	7/ 1/80	525	850	1 150	1 525	2 000
Engineers/Steam Fire 877	7/ 1/81	525	850	1 150	1 525	2 000
AFSCME/3578	7/ 1/80	500	800	1 100	1 425	1 750
CPLSA Library Staff	7/ 1/80	500	800	1 100	1 400	1 700
MNA Nurses	7/ 1/86	500	650	775	1 050	1 150
Ordinance	7/ 1/80	600	1 000	1 250	1 600	2 000
Rent Control/NOLSW 65	7/ 1/80	500	800	1 100	1 425	1 750
Council 93 Traffic Supervisor	1/ 1/84	50	75	100	125	150
Local 254 Water	1/29/85	550	850	1 150	1 525	1 850

HEALTH INSURANCE RATES

<u>PLAN</u>	<u>INDIVIDUAL</u>	<u>FAMILY</u>
Tufts	2 600 (TIP)	7 000 (TFP)
Healthflex	3 200 (HFI)	8 100 (HFF)
Master Health Plus	5 000 (MHI)	11 900 (MHF)
Harvard Community Health Plan	2 800 (HHI)	7 500 (HHF)
Bay State	3 100 (BSI)	8 200 (BSF)
U.S. Health Care	2 800 (USI)	6 800 (USF)
Master Medical	2 400 (MMI)	5 700 (MMF)
Medex	1 800 (MDX)	

<u>Health Waiver</u>	<u>Amount</u>	<u>Health Waiver</u>	<u>Amount</u>
IPEA Local 195	\$ 750	Local 3578	\$ 750
IUOE Local 877	\$ 750	Police Officers	\$ 750
MNA	\$ 750	Police Superiors	\$ 750
CHHOA	\$ 750	Fire Local 30	\$ 750
Daycare DIST (65)	\$ 750	CPLSA	\$ 750
NOLSW	\$ 750	Non-Union	\$ 900

CONTRACT SETTLEMENTS/PROJECTIONS FY96

<u>Bargaining Unit</u>	<u>Contract Settlement 07/1/95</u>	<u>Bargaining Unit</u>	<u>Contract Settlement 07/1/95</u>
Non Union	0%	Ordinance	0%
Local 195 IPEA	0%	Police Officers	0%
Daycare District 65	0%	Rent Control/NOLSW 65	0%
Engineers/Steam Fire 877	0%	Police Superiors	0%
Firefighters Local 30	0%	Council 93 Traffic Supervisor	0%
House Officers CHHOA	0%	Local 254 Water	0%
CPLSA Library Staff	0%	Inspectional Services AFSCME 3578	0%
MNA Nurses	0%		

MISCELLANEOUS ADDITIONAL COMPENSATION

Personnel Analysis Line Item (#54940)

Holiday Premium
Weapons Pay
E M T Certification
First Responders
Clothing
Cleaning
Management

Clothing Allowance

Local 195	\$575
After 7/1/87 w/out 1/yr service	\$175
After 7/1/87 with 1/yr service	\$275
After 7/1/87 with 2/yrs service	\$300
After 7/1/87 with 5/yrs service	\$350
Water	\$500
Water (Treatment & Filter Plant)	\$465
Traffic Supervisor	\$325
Steam Fireman	\$575
After 7/1/87 w/out 1/yr service	\$175
After 7/1/87 with 1/yr service	\$300
After 7/1/87 w/ 5/yrs service	\$350
Police	\$650
Fire	\$675
Inspectional Serv. (work related)	\$575

Cleaning Allowance

Local 195	\$225
After 7/1/87 w/out 1/yr service	\$150
After 7/1/87 with 1/yr service	\$175
After 7/1/87 with 2/yrs service	\$200
After 7/1/87 with 5/yrs service	\$225
Rent Control	\$200
Library with 1/yr service	\$100

Management Allowance

Non-Union (After 1 yr service)	\$200
Ordinance (After 1 yr service)	\$200

Dental

Union & Non-Union	\$325
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Pension

Union & Non-Union	\$ 5 600
Police & Fire	\$12 075
Health & Hospital	\$ 3 525

Medicare Payroll Tax Line Item (# 54950)

All employees hired after 4/1/86, are subject to a payroll deduction of 1.45% as mandated by a federal law. To arrive at proper calculation, use the formula indicated below:

Medicare Deduction = Base + Contract Settlement + Increment x 1.45% (.0145)

**THE PAY CLASSIFICATION PLAN IS REFERENCED BY
BARGAINING UNITS. SEE THE LIST BELOW**

BARGAINING UNITS:

- A** Non Union
- B** Hospital Non Union
- C** Local 195 IPEA
- D** Daycare District 65
- E** Engineers/Steam Fire 877
- F** Firefighters Local 30
- G** Hospital Omni
- H** House Officers CHHOA
- I** AFSCME/3578
- L** CPLSA Library Staff
- N** MNA Nurses
- O** Ordinance
- P** Police Officers
- R** Rent Control/NOLSW 65
- S** Police Superiors
- T** Council 93 Traffic Supervisor
- W** Local 254 Water
- X** Non Union [casual pos]

Grade/Step Salary Range
Printed 110994 11:21:29
Grade: A001 - Z999

Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
1ST YR RES/PLASTIC SURG	H160	811.2208									
2ND CLASS STATIONARY ENGR	G548	15.2984								25.8648	
2ND CLASS STEAM FIREMAN	E549	15.5236	15.7070	15.8903	16.0737	16.2571					
2ND CLASS STEAM FIREMAN	W547	10.7582	11.1374	11.5166	11.8958	12.2750	12.6543	13.0336	13.4129		
2ND YR RES/PLASTIC SURG	H170	864.0112									
3RD CL STAT ENGR/NEVILLE	A552	12.7550	13.0569	13.3588	13.6607	13.9626	14.2644	14.5661			
3RD CL STATIONARY ENGR	E552	17.3096	17.5966	17.8839	18.1711	18.4582					
ACCESS ANALYST	A025	15.0014	15.6833	16.3652	17.0472						
ACCOUNT CLERK	C176	8.5038	9.2038	9.9038	10.6038	11.0144	11.4322	11.8501	12.2678	12.6856	13.1151
ACCOUNT RECEIVABLE ASST	A161	11.8003	12.2466	12.6930	13.1394	13.5857	14.0321	14.4786			
ACCOUNTS MNGR/FUEL ASSIST	A801	10.8614	11.3551	11.8488	12.3425						
ACCOUNTS PAYABLE SUPERVIS	G083	12.6360								21.3824	
ACTING SEALER/WGHTS & MEA	O019	21.9773									
ACTING VETERANS' AGENT	O073	20.4840									
ACTIVITIES ASST	X756	6.0000									
ACTIVITY COORDINATOR	C261	7.6754	8.3754	9.0754	9.7754	9.9875	10.1998	10.4120	10.6363	10.8652	11.1004
ADMIN AIDE TO MAYOR	A101	14.4538	15.1108	15.7678	16.4247						
ADMIN AIDE/LIBRARIES	A417	13.2180	13.6636	14.1093	14.5549	15.0005	15.4462	15.8919			
ADMIN AIDE/NEIGHBORHOOD H	C128	7.8482	8.5482	9.2482	9.9482	10.3252	10.7201	11.1341	11.5519	11.9698	12.3875
ADMIN AIDE/PWD	A323	10.3941	11.0439	11.6937	12.3434	12.9932	13.6427	14.2925			
ADMIN AIDE/RECYCLING	A461	8.2252	8.9189	9.6126	10.3063	11.0001	11.6938	12.3875			
ADMIN ASSISTANT	A090	13.6443	14.1243	14.6044	15.0845	15.5645	16.0446	16.5252			
ADMIN ASSISTANT	C090	9.1505	9.8505	10.5505	11.2505	11.6914	12.1323	12.5730	13.0220	13.4804	13.9390
ADMIN ASST (EXEMPT)	C089	11.2030	11.9030	12.6030	13.3030	13.7615	14.2200	14.6784	15.1369	15.5955	16.0540
ADMIN ASST TO COMM/HEALTH	C088	11.2030	11.9030	12.6030	13.3030	13.7615	14.2200	14.6784	15.1369	15.5955	16.0540
ADMIN ASST TO DIR/RENT CO	C091	10.0580	10.7580	11.4580	12.1580	12.4562	12.7545	13.0623	13.3725	13.6828	13.9930
ADMIN ASST TO SUPRNDT/CEM	C095	13.3188	14.0188	14.7188	15.4188	15.8935	16.3681	16.8427	17.3176	17.7921	18.2668
ADMIN ASST/ARTS COUNCIL	A598	7.9200	8.2800	8.6400	9.0000						
ADMIN ASST/ASSESSING	A019	11.8003	12.2466	12.6930	13.1394	13.5857	14.0321	14.4766			
ADMIN ASST/CABLE	A001	13.5608	14.1319	14.7031	15.2743	15.8454	16.4163	16.9872			
ADMIN ASST/CASH MANAGEMNT	A015	9.6330	10.0674	10.5018	10.9362	11.3703	11.8046	12.2390	12.6731	13.1075	
ADMIN ASST/CHILD PSYCH	B290	13.6800									
ADMIN ASST/CIEHA GRANT	X125	425.4900									
ADMIN ASST/CITY CLERK	A103	13.0707	13.5647	14.0587	14.5527	15.0467	15.5409	16.0353			
ADMIN ASST/CL LAB/HEALTH	C093	11.0923	11.7923	12.4923	13.1923	13.7674	14.3425	14.9179	15.4930	16.0681	16.6432
ADMIN ASST/COA	A501	5.8916	6.1594	6.4272	6.6950						
ADMIN ASST/COMM DEVEL	A002	13.9329	14.3913	14.8497	15.3082	15.7666	16.2249	16.6833	17.1417		
ADMIN ASST/CONSERVATION	C096	7.2876	7.9876	8.6876	9.3876						
ADMIN ASST/ELECTION	C099	10.4438	11.1438	11.8438	12.5438	13.1772	13.8217	14.4659	15.1102	15.7545	16.3988
ADMIN ASST/ELECTRICAL	C098	10.0580	10.7580	11.4580	12.1580	12.4562	12.7545	13.0623	13.3725	13.6828	13.9930
ADMIN ASST/EMERGENCY COMM	A368	11.8003	12.2466	12.6930	13.1394	13.5857	14.0321	14.4786			
ADMIN ASST/ENGINEER/PWD	A010	16.1191	16.6681	17.2171	17.7661	18.3151	18.8644	19.4135			
ADMIN ASST/ENVIRONMENT	A109	8.5047	9.1249	9.7450	10.3652	10.9853	11.6055	12.2256			
ADMIN ASST/FIRE DEPT	A016	14.3634	14.8438	15.3242	15.8046	16.2849	16.7652	17.2458			
ADMIN ASST/FISC/GEN/BLD/R	C094	11.2030	11.9030	12.6030	13.3030	13.7615	14.2200	14.6784	15.1369	15.5955	16.0540
ADMIN ASST/FISCAL AFFAIRS	A003	11.8003	12.2466	12.6930	13.1394	13.5857	14.0321	14.4786			
ADMIN ASST/GRANT/HOSPITAL	X013	9.3400	10.4500								
ADMIN ASST/HOUSING/COMM	A018	10.2652	10.7234	11.1817	11.6399	12.0980	12.5561	13.0144	13.4727	13.9310	
ADMIN ASST/HUMAN SERVICES	A004	14.3634	14.8438	15.3242	15.8046	16.2849	16.7652	17.2457			
ADMIN ASST/INSPECTIONAL	A017	14.6696	15.4350	16.2003	16.9656	17.7310	18.4963	19.2617			
ADMIN ASST/LIBRARY	A005	15.1071	15.7430	16.3789	17.0147	17.6506	18.2866	18.9224			
ADMIN ASST/LICENSE	A006	13.0704	13.5645	14.0586	14.5527	15.0468	15.5410	16.0353			

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
ADMIN ASST/MAYOR'S	X097	15.8500									
ADMIN ASST/MAYOR'S OFFICE	A097	14.0553									
ADMIN ASST/MET STATE GRNT	X241	10.0000									
ADMIN ASST/NEVILLE	A138	11.2499	11.6867	12.1235	12.5603	12.9971	13.4340	13.8709			
ADMIN ASST/PERSONNEL	A007	13.0707	13.5647	14.0587	14.5527	15.0467	15.5409	16.0353			
ADMIN ASST/POLICE	C092	10.0957	10.7957	11.4957	12.1957	12.6382	13.0916	13.5519	14.0122	14.4725	14.9329
ADMIN ASST/PSYCH/HOSP	B543	12.0015									
ADMIN ASST/PURCHASING	C097	10.4438	11.1438	11.8438	12.5438	13.1772	13.8217	14.4659	15.1102	15.7545	16.3988
ADMIN ASST/PWD	A340	10.2010	10.8308	11.4605	12.0902	12.7199	13.3498	13.9795			
ADMIN ASST/RETIREMENT	A009	13.0704	13.5645	14.0586	14.5527	15.0468	15.5410	16.0353	16.8372		
ADMIN ASST/TRAFFIC	A014	11.2030	11.7489	12.2949	12.8408	13.3867	13.9327	14.4786			
ADMIN ASST/TREASURY	A012	14.9992	15.4822	15.9651	16.4481	16.9311	17.4141	17.8970			
ADMIN ASST/WATER	A013	11.8033	12.2495	12.6958	13.1421	13.5883	14.0349	14.4814			
ADMIN CHIEF/ORTHOPED TECH	G364	12.6360								21.3824	
ADMIN COORD OPD	G492	13.9048								23.5144	
ADMIN COORD/CHILD PSYCH	B491	13.9554									
ADMIN COORDINATOR	B574	13.7904									
ADMIN COORDINATOR/SECRETA	B514	11.1950									
ADMIN DIR/BEHAVIORAL MED	B558	29.0680									
ADMIN HEARINGS OFFICER/TR	A140	16.7408	17.5017	18.2627	19.0237						
ADMIN LIASON/MET ST	X240	503.1100									
ADMIN MNGR/SURGERY/HOSP	B265	16.3088									
ADMIN/PROD ASST/ARTS	A599	9.0000									
ADMINISTRATIVE L.P.N.	A255	10.5405	10.8806	11.2207	11.5607	11.9008	12.2407	12.5808			
ADMINISTRATIVE SECRETARY	A207	17.1372	17.7210	18.3047	18.8885	19.4722	20.0561	20.6398			
ADMINISTRATOR/NEVILLE MAN	O040	32.1242									
ADMITTING SUPERVISOR	G203	11.4816								19.4376	
ADOLESCENT M H COUNSELOR	B529	16.0756									
ADVANCED CLINICAL FELLOW	X133	12.0200									
ADVANCED FELLOW/BEHAV MED	B536	15.0000									
ADVANCED PSYCH TRAINEE	X134	10.0000									
AFFIRMATIVE ACTION DIR	A148	19.4671	20.0667	20.6663	21.2658	21.8654	22.4650	23.0646			
AFFIRMATIVE ACTION MNGR	G087	15.2984								25.8648	
AFTERSCHOOL CC COORD.	A431	12.4620	12.9422	13.4223	13.9025	14.3827	14.8630	15.3433			
AFTERSCHOOL MANAGER	A430	15.5912	16.1905	16.7899	17.3892	17.9886	18.5881	19.1876			
AIDE/MAYOR'S OFFICE	X098	8.2500									
AIDS CLINICAL COORDINATOR	G510	19.3440								32.7184	
AMBULATORY MANAGER	G204	17.5864								29.7440	
ANESTHESIA TECHNICIAN	C309	9.0734	9.7734	10.4734	11.1734	11.4365	11.6994	11.9623	12.2255	12.4885	12.7514
ANIMAL CONTROL OFFICER	A209	10.0527	11.0381	12.0235	13.0089	13.9943	14.9798	15.9654			
APPRAISAL TECHNICIAN	A191	12.6332	13.1011	13.5690	14.0369	14.5048	14.9727	15.4406	15.9085	16.3764	
ART THERAPIST	X011	13.0000									
ARTS ADMINISTRATOR	A516	9.0000									
ASSESSMENT AIDE	A123	9.1406	9.5354	9.9303	10.3252	10.7201	11.1341	11.5519	11.9698	12.3875	
ASSESSMENT ANALYST	A185	14.9584	15.5083	16.0581	16.6080	17.1578	17.7078	18.2575			
ASSESSOR	O013	31.1871									
ASSISTANT/PLANNING & MARK	G048	9.7032								15.8392	
ASSOC ADMIN/AMULATORY	B152	35.8831									
ASSOC ADMIN/GEN SERVICES	B154	35.8831									
ASSOC ADMIN/NURSING	B155	38.9834									
ASSOC ADMIN/PLAN/MARKTNG	B156	35.8831									
ASSOC ADMIN/PROFESSIONAL	B157	35.8831									

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
ASSOC DIR/LIBRARIES	A402	21.8347	22.4345	23.0342	23.6340	24.2338	24.8332	25.4329			
ASSOC DIR/PUBLIC SVS/LIBR	A406	24.4270	25.1671	25.9072	26.6474	27.3876	27.8316	28.8679	29.5978		
ASSOC HUMAN SERV PLANNER	A481	14.2621	15.0924	15.9226	16.7528	17.5831	18.4134	19.2436			
ASSOC LIBRARIAN	A404	17.4404	18.0919	18.7435	19.3951	20.0466	20.6990	21.3505	22.0017		
ASSOC PLAN/LOAN PROG MNGR	A555	15.9232	16.7534	17.5835	18.4137	19.2438	20.0741	20.9041	21.7342	22.5644	
ASSOC PLAN/RESID ENEG DIR	A539	15.9232	16.7534	17.5835	18.4137	19.2438	20.0741	20.9041	21.7342	22.5644	
ASSOC PLAN/WEATHER COORD	A544	15.9232	16.7534	17.5835	18.4137	19.2438	20.0741	20.9041	21.7342	22.5644	
ASSOC PLANNER	A588	15.9232	16.7534	17.5835	18.4137	19.2438	20.0741	20.9041	21.7342	22.5644	
ASSOC STAFF ASSISTANT	C205	9.6605	10.3605	11.0605	11.7605	12.4052	12.8546	13.3204	13.7860	14.2516	14.5124
ASSOC TEACHER/DAYCARE	D445	8.5907	8.8585	9.1263	9.3941						
ASST ADMINISTRATOR/NEVILL	A349	23.0938									
ASST BUDGET ANALYST I	G168	9.7032								15.8392	
ASST BUDGET ANALYST/NEVIL	A165	14.0080	14.3573	14.7066	15.0560	15.4053	15.7544	16.1042			
ASST BUILDING INSPECTOR	A205	13.7708	14.3968	15.0228	15.6488						
ASST CHIEF OF SERVICE	B115	640.5618	776.0923	818.8080							
ASST CHIEF/RESPIR THERAP	G320	15.2984								25.8648	
ASST CITY ELECTRICIAN	A054	16.7354	17.4959	18.2565	19.0170	19.7776	20.5381	21.2987			
ASST CITY MNGR/COMM DEVEL	O020	39.8659									
ASST CITY MNGR/FISCAL	O006	42.4406									
ASST CITY MNGR/HUMAN SERV	O011	42.4406									
ASST CITY SOLICITOR	A084	807.9200									
ASST CITY TREASURER	A053	21.8850	22.5203	23.1555	23.7907	24.4260	25.0611	25.6962			
ASST CIVIL ENGINEER	A020	18.1388	18.8329	19.5270	20.2211	20.9152	21.6093	22.3031			
ASST CODE INSPECTOR	I231	11.2425	11.7054	12.1374	12.6317						
ASST COMMISSIONER/INSP SV	A224	24.6153	25.3545	26.0936	26.8328						
ASST CONTROLLER	G522	17.5864								29.7440	
ASST COOK	C751	8.9517	9.6517	10.3517	11.0517	11.2012	11.3506	11.5001	11.6496	11.7990	11.94...
ASST COUNSEL/RENT CONTROL	R145	16.9501	17.6020	18.2474	18.8961						
ASST COUNSELOR/SPEC NEEDS	X802	6.0500									
ASST DIR INTRGOVT AFFAIRS	A582	25.6676	26.6271	27.5866	28.5461	29.5056	30.4651	31.4247			
ASST DIR OF NURSING	A223	22.4466	23.4034	24.3602	25.3170	26.2738	27.2307	28.1874	29.1442	30.1016	
ASST DIR OF NURSING/NEVIL	A259	20.4400	21.6400	22.8400	24.0400	25.2400	26.4400	27.6400			
ASST DIR OF PARKING	A067	24.7915	25.3912	25.9908	26.5905	27.1902	27.7902	28.3899			
ASST DIR/BEHAVIORAL MEDIC	B521	26.3848									
ASST DIR/CCAT	A172	19.1876									
ASST DIR/CCAT	X171	13.8530									
ASST DIR/ELECTION	A068	14.2118	14.7865	15.3612	15.9359	16.5106	17.0853	17.6599			
ASST DIR/HEARINGS/RENT CO	A125	21.3637	21.9923	22.6208	23.2494	23.8780	24.5065	25.1350			
ASST DIR/HISTORICAL COMM	A062	8.2053	9.6302	11.0551	12.4800	13.9049	15.3297	16.7546			
ASST DIR/MNGMT/RENT CONTR	A121	21.3637	21.9923	22.6208	23.2494	23.8780	24.5065	25.1350			
ASST DIR/OCC THERAPY	G308	15.3000								25.8600	
ASST DIR/PATIENT ACCTS	G495	15.2984								25.8648	
ASST DIR/PHARMACY	G077	15.2984								25.8648	
ASST DIR/PLANNING	A022	25.6679	26.6273	27.5867	28.5461	29.5055	30.4650	31.4247			
ASST DIR/PROG MNGR/COA	A457	14.2121	14.7867	15.3613	15.9359	16.5105	17.0853	17.6599			
ASST DIR/REC THERAPY	A358	9.9547	10.2756	10.5966	10.9175	11.2384	11.5593	11.8803			
ASST DIR/REHAB SERVICES	G306	15.2984								25.8648	
ASST DIRECTOR/LIBRARIES	A063	22.3812	22.9956	23.6101	24.2245	24.8389	25.4538	26.0683	26.6828		
ASST ENGINEERING MANAGER	A049	15.3330	16.1848	17.0367	17.8885	18.7403	19.5922	20.4440			
ASST FACIL COORD/WAR MEM	A804	6.7874	7.0959	7.4045	7.7131						
ASST FINANCE DIRECTOR	A074	21.8859	22.5208	23.1557	23.7906	24.4255	25.0610	25.6958			
ASST FIRE APPARATUS REPAI	A510	11.8276	12.2008	12.5737	12.9525	13.3405	13.7286	14.1168			

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
ASST FISCAL OFFICER	A365	17.2077	17.8058	18.4039	19.0020	19.6002	20.1985	20.7966			
ASST GROUP LDR I/CONN SCH	X882	4.7500									
ASST GROUP LDR II/COMM SC	X883	5.5000									
ASST GROUP LDR III/COMM S	X884	7.0000									
ASST HACKNEY INSPECTOR	A506	15.3399	16.0371	16.7343	17.4315						
ASST HOUSEKEEPING MNGR	G761	13.9048								23.5144	
ASST LICENSE INVESTIGATOR	A505	15.3399	16.0371	16.7343	17.4315						
ASST MED STAFF COORD I	G523	9.7032								15.8392	
ASST MNGR/DISTRIB/WATER	A244	22.0412	22.6002	23.1592	23.7182	24.2772	24.8362	25.3953			
ASST MNGR/PROG DEVL/P/WATE	A583	20.4419	21.2598	22.1102	22.9946						
ASST PARKING COORDINATOR	A210	15.3730	15.639	15.9547	16.2456	16.5365	16.8275	17.1181			
ASST PLAN/ENERGY BOOKKPR	A562	11.7743	12.6043	13.4343	14.2645	15.0947	15.9249	16.7550	17.5853	18.4153	
ASST PLAN/ENERGY TECHNICI	A584	11.7743	12.6043	13.4343	14.2645	15.0947	15.9249	16.7550	17.5853	18.4153	
ASST PLANNER	A591	11.7743	12.6043	13.4343	14.2645	15.0947	15.9249	16.7550	17.5853	18.4153	
ASST PLANNER/ENERGY ADMIN	A543	11.7743	12.6043	13.4343	14.2645	15.0947	15.9249	16.7550	17.5853	18.4153	
ASST PLANNER/ENERGY AUDIT	A561	11.7743	12.6043	13.4343	14.2645	15.0947	15.9249	16.7550	17.5853	18.4153	
ASST PLANT ENGINEER	A534	22.6022	23.1403	23.6784	24.2165	24.7546	25.2927	25.8309			
ASST PLANT MAINT SUPERV/N	A601	15.9307	16.6549	17.3790	18.1032						
ASST POOL MANAGER	X805	6.2500									
ASST PURCHASING AGENT	A021	18.4955	19.0036	19.5118	20.0199	20.5280	21.0361	21.5442			
ASST RECR SUPRV/SPEC NEED	X806	4.5000									
ASST SITE SUPERVISOR/DANE	A474	7.6757	8.4221	9.1685	9.9149	10.6614	11.4078	12.1542			
ASST STAFF RECRUITER	G458	12.6360								21.3824	
ASST SUPERVISING MED TECH	G286	13.9048								23.5144	
ASST SUPERVISOR/CENSUS	X667	8.0000									
ASST TEACHER/DAYCARE	D444	7.7659	8.0337	8.3015	8.5693						
ASST TECHNICAL DIR/HOSP	G314	15.2984								25.8648	
ASST TO ADMIN SUPER/WATER	A188	17.5137	18.3098	19.1059	19.9021						
ASST TO CITY COUNCIL	A147	18.4741	19.3138	20.1535	20.9932						
ASST TO CITY MANAGER	A066	17.6203	18.4505	19.2808	20.1110	20.9412	21.7595	22.6481			
ASST TO COMM-ZONE/BLDG IN	A220	20.0972	21.0107	21.9242	22.8378						
ASST TO HUMAN SERV DIRECT	A819	17.6203	18.4505	19.2808	20.1110	20.9412	21.7595	22.6481			
ASST TO MAYOR	X141	16.8663									
ASST TO SUPERINTEND/WATER	A060	19.8305	20.4663	21.1020	21.7378	22.3735	23.0095	23.6454			
ASST TRAFFIC ENGINEER	A536	15.5851	16.1451	16.7050	17.2649	17.8249	18.3850	18.9450			
ASST VOTER REGISTRAR	X664	7.0000									
ASST WATER QUALITY SUPERV	A549	10.9497	11.8622	12.7747	13.6872	14.5997	15.5121	16.4247			
ASST YOUTH SPECIALIST/GRA	X920	10.2221									
ASST/ELDERLY HOUSING	A816	9.3369	9.872	10.2975	10.7777	11.2580	11.7385	12.2190			
AUDIO VISUAL TECHNICIAN	C301	8.2367	8.9367	9.6367	10.3367						
AUTOCAD/GIS TECHNICIAN	A367	14.3108	14.6515	14.9923	15.3330	15.6737	16.0145	16.3552			
BAKER	C746	8.8051	9.5051	10.2051	10.9051	11.1024	11.2998	11.4971			
BENEFITS RECORDS CLERK	C120	7.7351	8.4351	9.1351	9.8351	10.2121	10.5984	11.0087	11.4266	11.8444	12.2621
BENEFITS RECORDS CLERK	X150	11.1742									
BLDG MAINT CRAFTSMAN	W642	10.5756	10.9379	11.3002	11.6625	12.0247	12.3869	12.7494	13.1116		
BRICKLAYER	C664	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
BUDGET ANALYST	A175	13.0707	13.5647	14.0587	14.5527	15.0467	15.5409	16.0353			
BUDGET ANALYST II	A182	14.9584	15.5083	16.0581	16.6080	17.1578	17.7078	18.2575			
BUDGET ANALYST III	A190	17.2077	17.8058	18.4039	19.0020	19.6002	20.1985	20.7966			
BUDGET ANALYST III/NEVILL	A183	16.0669	16.6252	17.1836	17.7420	18.3004	18.8590	19.4178			
BUDGET ANALYST/NURSING AD	G496	15.2984								25.8648	
BUDGET ANALYST/PROF SVS	G456	12.6360								21.3824	

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
BUDGET DIRECTOR	0025	32.5147									
BUDGET/STAFFING COOR/WEVI	A092	11.7665	12.2909	12.8154	13.3399	13.8643	14.3888	14.9134			
BUDGET/STAFFING MANAGER	G197	13.9048								23.5144	
BUILDG MAINT CRAFTS/HOSP	C642	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
BUILDG MAINT CRAFTS/PWD	C637	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
BUILDING ASST I/COMM SCH	X863	5.5000									
BUILDING ASST II/COMM SCH	X864	6.0000									
BUILDING ASST III/COMM SC	X865	6.5000									
BUILDING CUSTODIAN	C739	8.3593	9.0593	9.7593	10.4593	10.8146	11.1815	11.5494	11.9172	12.2851	12.6530
BUILDING CUSTODIAN/LIBRAR	C738	8.7893	9.4893	10.1893	10.8893	11.2571	11.6251	11.9929	12.3607	12.7286	13.1076
BUILDING CUSTODIAN/WATER	W738	9.3050	9.6621	10.0192	10.3763	10.7334	11.0906	11.4476	11.8047		
BUILDING INSPECTOR	A212	15.1095	15.8979	16.6862	17.4745	18.2628	19.0511	19.8398			
BUILDING MAINT SPECIALIST	A326	24.9679	26.1029	27.2378	28.3728						
BUILDING MAINT/LIBRAR	C724	11.0919	11.7919	12.4919	13.1919	13.5584	13.9253	14.2920	14.6586	15.0255	15.3922
BUILDING MAINT/NEVILLE	C723	8.6609	9.3609	10.0609	10.7609	11.1291	11.5001	11.8711	12.2419	12.6128	12.9905
BUSINESS LIAISON/DHSP	A766	13.4343	14.2645	15.0947	15.9249	16.7550	17.5853	18.4153			
BUSINESS MANAGER/WATER	A187	22.2094	23.0978	24.0217	24.9826						
BUSINESS MNGR/PWD	A071	23.5423	24.2722	25.0022	25.7322	26.4622	27.1920	27.9221			
BUYER/PURCHASING	C193	10.4375	11.1375	11.8375	12.5375	13.0485	13.5704	14.0924	14.6143	15.1364	15.6582
CAMP DIRECTOR I/COMM SCH	X914	11.0000									
CAMP DIRECTOR II/COMM SCH	X915	12.0000									
CAMP DIRECTOR III/COMM SC	X916	12.5000									
CAMP DIRECTOR IV/COMM SCH	X917	13.0000									
CARDIO PULMONARY SPECIALI	G269	12.6360								21.3824	
CARDIOPUL VASCULAR SPECIA	G499	12.6360								21.3824	
CARPENTER	C665	9.7276	10.4276	11.1276	11.8276	12.2008	12.5737	12.9525	13.3405	13.7286	14.11
CASE MANAGER/FENWAY	X252	459.9900									
CASE MANAGER/SETLE	A345	15.3669	16.0075	16.6480	17.2885						
CASE MANAGER/SETLE	X345	14.7759	15.3918	16.0077	16.6236						
CASEWORKER-TRANSITION RMS	A486	10.5653	11.2056	11.8459	12.4862	13.1266	13.7671	14.4071			
CASHIER	C172	9.6745	10.3745	11.0745	11.7745	12.0945	12.4145	12.7344	13.0642	13.3969	13.7296
CAT SCAN TECHNICIAN	C216	10.1089	10.8089	11.5089	12.2089	12.4885	12.7679	13.0569	13.3474	13.6382	13.9288
CEMENT FINISHER	C686	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
CEMETERY MAINT CRAFTSMAN	C613	9.6801	10.3801	11.0801	11.7801	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
CEMETERY MAINTENANCE MAN	C616	8.9989	9.6989	10.3989	11.0989	11.4698	11.8408	12.2118	12.5826	12.9592	13.3452
CENSUS CLERK/DATA ENTFY	X665	4.0000									
CENSUS TAKERS/FIELD/ELECT	X671	7.0000									
CENSUS TAKERS/PHONE/ELECT	X669	6.0000									
CENTRAL SUPPLY MANAGER	G194	13.9048								23.5144	
CERAMICS INSTRUCTOR/CCA	X889	10.5000									
CERT NURSE PRACTITIONER	N248	20.8990	21.8544	22.8091	23.7639	24.7194	25.6743	26.7625	27.5654	28.3922	
CERT SUPERVISOR/FUEL ASST	X893	9.6800									
CERTIFICATION SPLST/FUEL	X909	8.3000									
CERTIFIER/FUEL ASST	X894	7.7500									
CHAIR/ELECTION COMMISSION	A799	8.8110	9.2115	9.6120	10.0125						
CHAIR/LICENSE COMMISSION	0031	31.2641									
CHEF	G487	11.4816								19.4376	
CHEF/NEVILLE	A341	11.5030	11.9772	12.4513	12.9254	13.3996	13.8734	14.3473			
CHEMIST/WATER	A216	12.0759	12.7113	13.3467	13.9822	14.6176	15.2532	15.8887			
CHIEF ACCOUNTANT	G201	19.3440								32.7184	
CHIEF ACCOUNTANT/NEVILLE	A201	16.8394	17.6048	18.3702	19.1357						
CHIEF CODE ENFORCEMENT INS	A227	16.5043	17.0645	17.6248	18.1850	18.7453	19.3055	19.8660			

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
CHIEF CONSUMER INVESTIGAT	X507	13.3200									
CHIEF DEPUTY SEALER	A211	16.1253	16.7614	17.3974	18.0335	18.6696	19.3054	19.9414			
CHIEF ELECTRICIAN	A602	14.5680	15.1642	15.7605	16.3567	16.9529	17.5491	18.1453			
CHIEF FIRE ALARM OPERATOR	A509	15.9184	16.5290	17.1396	17.7502	18.3608	19.0065	19.6171			
CHIEF FISCAL OFFICER	A366	19.8866	20.7343	21.5820	22.4297	23.2774	24.1250	24.9729			
CHIEF HACKNEY INSPECTOR	A126	16.6080	17.2298	17.8516	18.4734	19.0952	19.7169	20.3387			
CHIEF LICENSING INVESTIGA	A178	17.0116	17.6484	18.2852	18.9220	19.5588	20.1957	20.8326			
CHIEF OF DENTISTRY	B109	621.6558									
CHIEF OF MEDICINE	B110	1,139.490									
CHIEF OF PODIATRY	B499	38.2269									
CHIEF OF PSYCHIATRY	B533	1,779.330									
CHIEF OF SERVICE/HOSP	B113	777.8398	1,095.657	1,139.487							
CHIEF OF STAFF	A104	22.6999	23.7317	24.7635	25.7953						
CHIEF OF SURGERY	B498	979.6775									
CHIEF PLANNER	A585	24.2219	25.0521	25.8824	26.7125	27.5426	28.3728	29.2030	30.0330	30.8632	
CHIEF PROJECT PLANNER	A586	24.2219	25.0521	25.8824	26.7125	27.5427	28.3729	29.2031	30.0332	30.8632	
CHIEF RADIOL TECH/ADM AST	G287	17.5864								29.7440	
CHIEF RANGER	X868	9.6200									
CHIEF RANGER/WATER	A197	12.7775	13.0331	13.2887	13.5443	13.7999	14.0555	14.3111			
CHIEF SOCIAL WORKER	G324	17.5864								29.7440	
CHIEF SUPERVISOR/EMERGENC	A370	22.5000	22.9450	23.3900	23.8350	24.2800	24.7250	25.1700			
CHIEF TELEPHONE OPERATOR	C106	9.3295	10.0295	10.7295	11.4295	11.7090	11.9884	12.2680	12.5475	12.8278	13.1182
CHIEF ULTRSND/SUPR RADTEC	G319	17.5864								29.7440	
CHIEF WIRING INSPECTOR	A228	21.7518	22.7405	23.7293	24.7180						
D PSYCH FELLOW	B429	9.7151									
CHILDCARE AIDE/COA/HAITIA	X817	8.0000									
CHILDCARE DIV HEAD/DHSP	A472	23.9563	25.0452	26.1341	27.2229						
CHILDCARE WORKER/CLC	X866	8.3000									
CITY ARBORIST	A618	22.4465	23.3592	24.2719	25.1846	26.0973	27.0094	27.9221			
CITY ARCHITECT	A129	24.0505	25.1437	26.2369	27.3301						
CITY AUDITOR	0007	30.8297									
CITY CLERK	0008	31.8334									
CITY COUNCILLOR	0002	636.9500	2,769.380								
CITY ELECTRICIAN	0015	31.1871									
CITY ENGINEER	0009	26.5242									
CITY MANAGER	0003	64.4779									
CITY SOLICITOR	0010	1,193.640									
CITY YOUTH EMPL OFF COORD	A641	17.5277	18.2751	19.0224	19.7698	20.5171	21.2644	22.0118			
CIVIL ENG/GR 1/CO-OP	A415	7.9167	8.5936	9.2706	9.9475	10.6244	11.3016	11.9785			
CIVIL ENGINEER	A416	21.7474	22.3474	22.9474	23.5474	24.1473	24.7473	25.3474	24.7134	25.3134	
CIVIL ENGINEER INTERN	X143	12.8000									
CLAIMS MNGR/WORKERS COMP	A095	14.1908	14.8218	15.4527	16.0837	16.7147	17.3453	17.9761			
CLC STAFF/COMM LEARN CNTR	A800	13.7257	14.3496	14.9735	15.5974						
CLEANERS/CLC	X910	8.3000									
CLERICAL AIDE/CENSUS	X670	6.0000									
CLERICAL AIDE/ELECTION	A668	3.8010	3.9737	4.1465	4.3192						
CLERICAL AIDE/SEASONAL	X759	6.0000									
CLERICAL AIDE/WATER	X783	7.5000									
CLERICAL ASST	X780	5.5600									
CLERICAL ASST	X786	5.2000									
CLERICAL TRAINEE/FISCAL	A122	6.7115	7.0166	7.3216	7.6266						
CLERK	C115	7.7351	8.4351	9.1351	9.8351	10.2121	10.5984	11.0087	11.4266	11.8444	12.2621

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
CLERK & STENOGRAPHER	C112	8.3448	9.0448	9.7448	10.4448	10.8486	11.2663	11.6841	12.1020	12.5196	
CLERK & STENOGRAPHER II	X112	9.5406	9.9175	10.3075	10.6975	11.0876	11.4775				
CLERK & TYPIST	C113	8.2252	8.9252	9.6252	10.3252	10.7201	11.1341	11.5519	11.9698	12.3875	
CLERK CASHIER	C173	7.9952	8.6952	9.3952	10.0952	10.4676	10.8655	11.2764	11.6873	12.0982	12.5091
CLERK TRAINEE	X222	5.2966									
CLERK/CL AIDE/WARD CLERK	C017	8.0705	8.7705	9.4705	10.1705	10.3057	10.4411	10.5844	10.7300	10.8763	11.0261
CLERK/CLERICAL AIDE	C117	7.8610	8.5610	9.2610	9.9610	10.0962	10.2313	10.3665	10.5052	10.6499	10.7954
CLERK/CLERICAL AIDE	X117	7.9189	8.0451	8.1713	8.2975	8.4237	8.5499	8.6761			
CLERK/CLERICAL/SEAS	X104	6.0000									
CLERK/CLERICAL/WARD/P.D.	X017	8.0705									
CLERK/COOP/HOSP	X322	7.5000									
CLERK/FINANCE/TEMP	X115	10.0000									
CLERK/MAYOR'S OFFICE	X016	8.5000									
CLERK/SEASONAL/HOSPITAL	X223	5.2500									
CLIN PSYCHOLOGIST/GRANT	X128	16.6600									
CLINICAL DIR/CAU	B565	31.3248									
CLINICAL DIR/FAMILY CARE	X031	34.5000									
CLINICAL EDUCATOR	N416	19.9702	20.9254	21.8805	22.8353	23.7905	24.7454	25.8289	26.6038	27.4020	
CLINICAL LEADER	N421	19.9702	20.9254	21.8805	22.8353	23.7905	24.7454	25.8289	26.6038	27.4020	
CLINICAL SOC WRKR I	G339	13.9048								23.5144	
CLINICAL SOC WRKR II	G344	13.9048								23.5144	
CLINICAL SPECIALIST	N316	19.9702	20.9254	21.8805	22.8353	23.7905	24.7454	25.8289	26.6038	27.4020	
CLINICAL SUPERVISOR	N367	22.2971	23.2088	24.1201	25.0320	25.9436	26.8553	27.9058	28.7428	29.6051	
CLUB HOUSE ATTENDANT	A451	9.1632	9.5798	9.9963	10.4128						
CODE ENFORCEMENT INSPECTOR	I219	12.6506	13.9533	14.4123	14.8684	15.5902					
CODE INSPECTOR/CONSTABLE	I119	12.7226	14.0253	14.4843	14.9404	15.6622					
COMM ARTS DIRECTOR	A597	14.5025	15.1616	15.8208	16.4799						
COMM ARTS/TECH DIRECTOR	A511	9.6682	10.1077	10.5472	10.9867						
COMM NETWORK COORD/OSAP	A763	10.5657	11.2059	11.8461	12.4863	13.1266	13.7670	14.4071			
COMM NETWORK COORD II/CSAP	A764	11.8438	12.4844	13.1249	13.7654	14.4060	15.0464	15.6869			
COMMERCIAL REVIEW APPRAIS	A198	21.8629	22.8567	23.8505	24.8444						
COMMISSION RESEARCH ANALY	X158	14.0000									
COMMISSIONER/HEALTH & HOS	O004	1,748.260									
COMMISSIONER/INSPECTIONAL	O012	37.2185									
COMMISSIONER/LAB ANIMALS	A343	33.2202									
COMMISSIONER/PUBLIC WORKS	O005	37.7397									
COMMUNICABLE DISEASE NURS	N259	18.0870	19.0419	19.9970	20.9522	21.9071	22.8624	23.8172	24.8960	25.6429	
COMMUNICATIONS COOR/CABLE	A032	19.2931	19.8407	20.3883	20.9358	21.4834	22.0759	22.6687			
COMMUNICATIONS INTERN	X101	7.5000									
COMMUNITY BASED PHYSICIAN	X323	1,245.810									
COMMUNITY COORD/DHSP	A428	10.5653	11.2056	11.8459	12.4862	13.1266	13.7671	14.4071			
COMMUNITY COORDINATOR/WIC	X607	10.0620									
COMMUNITY DINNER COORD	X919	8.3200									
COMMUNITY HEALTH AIDE	C254	8.7701	9.4701	10.1701	10.8701						
COMPLIANCE OFFICER	R127	15.6787	16.3275	16.9761	17.6249						
COMPLIANCE OFFICER/PWD	A152	15.7482									
COMPUTER CENTER ASST	A141	9.1052	9.7479	10.3906	11.0334	11.6761	12.3188	12.9615			
COMPUTER OPERATOR	A145	10.3759	10.9220	11.4681	12.0142	12.5603	13.1064	13.6525			
COMPUTER OPERATOR	X145	11.0000	11.5000	12.0000	12.5000						
CONSTR CONSULT/WATER	X174	15.0000									
CONSTR/BUILD INSP/PWD	A303	18.3757	19.2109	20.0461	20.8813						
CONSTRUCTION ENGINEER I	A076	16.9174	17.6291	18.3409	19.0527	19.7645	20.4762	21.1945			

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
CONSTRUCTION ENGINEER II	A073	18.9303	19.4926	20.0549	20.6173	21.1796	21.7420	22.3043			
CONSTRUCTION OFFICE MMGR	A467	17.0704	17.8463	18.6222	19.3980						
CONSUMER PROVIDER ASST	X159	9.0000									
CONTINUING CARE COORDINAT	N229	19.9702	20.9254	21.8805	22.8353	23.7905	24.7454	25.8289	26.6038	27.4020	
CONTROLLER/HOSPITAL	G002	25.2408								44.1688	
CONTROLLER/NEVILLE	A193	21.4662	21.9808	22.4954	23.0100	23.8584	24.7067	25.5551			
COOK	C747	9.4446	10.1446	10.8446	11.5446	11.7666	11.9886	12.2107	12.4328	12.6547	12.8794
COOP STUDENT/HOSP	B576	9.9475	10.6244	11.3016	11.9785						
COOP STUDENT/WATER	A541	7.3903	8.0223	8.6543	9.2863	9.9183	10.5504	11.1823			
COORD HEALTH PLANS ENROLL	A171	11.8222	12.3110	12.7998	13.2886	13.7774	14.2662	14.7550			
COORD/COMM PROGRAM/ARTS	A514	14.5025	15.1616	15.8208	16.4799						
COORD/VICTIMS OF VIOLENCE	B528	22.9840									
COORDINATOR-ADA/EXEC DIR	A034	17.2529	17.9505	18.6481	19.3458	20.0434	20.7411	21.4388			
COORDINATOR/AMB NUTRITION	B569	20.7584									
COUNSELOR/COMM LEARN CTR	A441	12.7229	13.3013	13.8796	14.4580						
COUNSELOR/SPECIAL NEEDS	X808	7.4700									
CRIME ANALYST	A480	16.0813	16.6001	17.1188	17.6376	18.1563	18.6750	19.1935			
CRIME ANALYST III	A487	12.3713	12.8543	13.3372	13.8201	14.2719	14.7860	15.2690			
CRISIS RESPONSE TEAM COOR	X135	16.7705									
CROSS CONNECTION INSPECTO	W261	11.4459	11.8245	12.2031	12.5817	12.9602	13.3387	13.7173	14.0960		
CROSS CONTROL INSP/TEMP	X782	10.0000									
CULTURAL PSYCH ANTHROP	X007	15.9200									
CURBSETTER	C728	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
CUSP PROJ ASST/TOBACCO	X038	10.0000									
DIAN/CHILDCARE	A811	5.9237	6.1952	6.4666	6.7381	7.0095	7.2810	7.5525			
DIAN/CLC	X833	8.0000									
DANEHY SITE SUPERVISOR	A473	18.3048	18.9008	19.4967	20.0926	20.6885	21.2850	21.8813			
DARK ROOM TECHNICIAN	C308	7.5295	8.2295	8.9295	9.6295	9.8689	10.1083	10.3477	10.5964	10.8543	11.1196
DATA ENTRY OPERATOR	C156	8.2252	8.9252	9.6252	10.3252	10.7201	11.1341	11.5519	11.9698	12.3875	
DATA ENTRY OPERATOR/FUEL	X901	8.0000									
DATA ENTRY/CENSUS	X663	9.0000									
DATA PROC MNGR/FUEL ASST	A436	12.1886	12.7426	13.2966	13.8506						
DATA PROC SYSTEMS MNGR	C104	8.7171	9.4171	10.1171	10.8171	11.3573	11.8981	12.4392	12.9869	13.5494	14.1120
DATA/REFERRAL COORDINATOR	G660	12.6400								21.3800	
DENTAL HYGIENIST	G766	17.5900								29.7400	
DEPUTY CITY AUDITOR	O161	26.5871									
DEPUTY CITY CLERK	O044	27.6505									
DEPUTY CITY MANAGER	O022	53.2847									
DEPUTY CITY SOLICITOR	A058	33.6026	35.1300	36.6573	38.1846						
DEPUTY COMMISSIONER/PWD	A160	34.2846									
DEPUTY COUNSEL/RENT CONTR	R100	19.4926	20.1446	20.7899	21.4386						
DEPUTY DIR/COMM DEVEL	A051	25.6672	26.6269	27.5866	28.5463	29.5060	30.4660	31.4259			
DEPUTY DIR/PUBLIC CELEBR	A462	21.2256	22.1904	23.1552	24.1200						
DEPUTY DIR/TRAFFIC & PARK	A064	26.5989	27.1712	27.7436	28.3159	28.8882	29.4607	30.0330			
DEPUTY REGISTRAR/ELECTION	X666	5.0000									
DEPUTY SEALER/TEMP/PT	X221	17.3333									
DEPUTY SEALER/WGHTS & MSR	A221	12.3691	12.8772	13.3852	13.8933	14.4013	14.9098	15.4178			
DEPUTY SUPERINTENDENT/POL	A493	67,150.00									
DESK ATTENDANT	X813	5.9500									
DETENTION ATTENDANT	X175	8.5000									
DIETICIAN	G340	12.6360								21.3824	
DIPLOMA CONSULTANT	A443	13.7257	14.3496	14.9735	15.5974						

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
DIR/ADMITTING/AMBULATORY	G208	17.5864								29.7440	
DIR/AFTERSCHOOL/SP. NEEDS	X834	10.9200									
DIR/ANIMAL COMMISSION	A137	18.6080	19.1266	19.6453	20.1639	20.6826	21.2012	21.7200			
DIR/ARTS COUNCIL/PUB CELE	A030	19.8830	20.4885	21.0940	21.6993	22.3050	22.9105	23.5161			
DIR/ASSESSMENT	O327	36.6531									
DIR/CAMP RAINBOW	X814	12.7100									
DIR/CARDIO PULMONARY	G307	15.2984								25.8648	
DIR/CLINICAL SERVICES	B535	1,276.420									
DIR/COMM LEARNING CENTER	A442	21.1209	22.0810	23.0410	24.0010						
DIR/CONSERVATION COMM	A041	10.6310	11.5169	12.4027	13.2886	14.1745	15.0603	15.9463			
DIR/CONSTITUENT SVS	A113	17.8900									
DIR/CONSUMER COMMISSION	A039	16.9771	17.5767	18.1764	18.7761	19.3757	19.9757	20.5753			
DIR/EMERGENCY MNGMT	O017	25.0785									
DIR/ENVIRONMENT PROGRAM	A105	24.3235	25.4291	26.5348	27.6404						
DIR/FACIL & ENGINEERING	G052	25.2408								44.1688	
DIR/HOSP INFO SYSTEMS	G283	19.3440								32.7184	
DIR/INTERPRETER SERVICES	G333	15.2984								25.8648	
DIR/LATINO MENTAL HEALTH	B516	26.8328									
DIR/LIBRARY & COMMUNICATI	O401	36.4108									
DIR/MED STAFF SERVICES	G253	13.9048								23.5144	
DIR/MEDICAL RECORDS	G097	17.5864								29.7440	
DIR/MIDWIFERY	G361	20.8520								36.4832	
DIR/NURSING/HOSPITAL	G223	25.2408								44.1688	
DIR/NURSING/NEVILLE	A240	27.9402	29.2103	30.4803	31.7504						
DIR/OBS/GYN	B089	686.9145									
DIR/OCC & ENVIRON HEALTH	X030	50.9400									
DIR/PATIENT FINANC SERV	G162	20.8520								36.4832	
DIR/PATIENT REL/EMPL DEV	G346	15.2984								25.8648	
DIR/PHARMACY SERVICES	G259	19.3440								32.7184	
DIR/PSYCHOLOGY	B116	1,423.469									
DIR/PUBLIC ARTS PROGRAMM	A513	17.7440	18.5505	19.3570	20.1635						
DIR/PUBLIC HEALTH NURSING	A242	19.2512	20.1818	21.1124	22.0430	22.9736	23.9040	24.8343	25.7649	26.6953	
DIR/Q A & UTILIZATION	G348	17.5864								29.7440	
DIR/QUALITY IMPROVEMENT	A352	18.7907	20.0003	21.2100	22.4196	23.6292	24.5548	25.6225			
DIR/RECREATION	A450	24.8717	26.0022	27.1327	28.2631						
DIR/RECREATIONAL THERAPY	A448	15.0800									
DIR/REHAB SERVICES	G305	19.3440								32.7184	
DIR/REHAB SERVICES/NEVILL	A477	16.7470	18.1424	19.5378	20.9331	22.3285	23.7239	25.1194			
DIR/REIMBURSEMENT	G019	19.3440								32.7184	
DIR/RESPIRATORY CARE	G282	19.3440								32.7184	
DIR/SOCIAL SERVICES/NEVIL	A412	15.7004	16.2236	16.7468	17.2700	17.7933	18.3166	18.8399			
DIR/SOCIAL WRK/CONT CARE	G345	19.3440								32.7184	
DIR/SPECIAL NEEDS/SEASONL	X816	12.7100									
DIR/STAFF DEVEL/NURSING	G260	19.3440								32.7184	
DIR/SUMMER PRESCHL/SF NDS	X815	11.3000									
DIR/SUPERCAMP	X811	16.4500									
DIR/TEACHER/SATURDAY PROG	X818	12.7100									
DIR/TRAFFIC & PARKING	O036	36.4108									
DIR/TRANSPORTATION MNGMT	A106	18.4766	19.3164	20.1562	20.9960						
DIR/VETERAN SERVICES	O039	29.5616									
DIR/VICTIMS OF VIOLENCE	B527	30.6439									
DIR/VOLUNTEERS/HOSP	G338	11.4816								19.4376	

Grade/Step Salary Range
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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
DIR/WIC GRANT	X119	11.2900									
DIRECTOR/CCAT	X172	14.4040									
DIRECTOR/VETERANS SERVICE	0075	29.5616									
DISABILITY PROJECT COORDI	A254	12.9145	13.5016	14.0887	14.6758						
DISPATCHER/POLICE	C046	428.8975	447.3325	465.7793	484.2262						
DISPATCHER/PWD	C146	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
DIV HEAD/COMM & YOUTH	A426	24.8717	26.0022	27.1327	28.2631						
DIV HEAD/PLAN & DEVELOP	A425	23.9563	25.0452	26.1341	27.2229						
DOMESTIC VIOL/PROG ASST	A164	12.7500									
DOMESTIC VIOL/PROG ASST	X164	12.7500									
DRIVER/COA	X829	10.0000									
DRIVER/SENIOR ACTIVITIES	X820	6.0000									
DRIVER/SPEC NEEDS/SEASNL	X819	10.0000									
DROP OFF MONITOR/RECYCLIN	A471	7.3000	7.8000	8.3000							
EDUCATION LIAISON/MAYORS	A107	10.7585	11.2475	11.7365	12.2255						
EDUCATION PROGRAM ASST	X152	11.0400									
EKG TECHNICIAN	X594	8.0000	10.5000								
ELDERLY PROGRAM MNGR	A130	13.4469	14.0871	14.7273	15.3676	16.0078	16.6483	17.2886			
ELECTION COMMISSIONER	A803	284.8400	298.7500	312.6600	326.5700	340.4800	354.3800	375.4700			
ELECTRICIAN	C626	11.2074	11.9074	12.6074	13.3074	13.8342	14.3610	14.8876	15.4146	15.9414	16.4680
ELECTRICIAN HELPER	C687	8.6609	9.3609	10.0609	10.7609	11.1291	11.5001	11.8711	12.2419	12.6128	12.9905
EMERGENCY CASEWORKER/DHSP	A465	10.5653	11.2056	11.8459	12.4862	13.1266	13.7671	14.4071			
EMERGENCY COMMUNICAT DIR	A036	34.0189									
EMPLOYEE BENEFITS SVS REP	A189	13.0707	13.5647	14.0587	14.5527	15.0467	15.5409	16.0353			
YEE SERVICES REP	X216	10.7500									
Y ADMINISTRATOR	A590	10.2652	10.7234	11.1817	11.6399	12.0980	12.5561	13.0144	13.4727	13.9310	
ENGINEERING COOP STUDENT	A540	7.3903	8.0223	8.6543	9.2863	9.9183	10.5504	11.1823			
ENRICHMENT INSTRUCTOR	X897	18.0000									
EXEC ASST TO CITY MNGR	A070	18.4741	19.3138	20.1535	20.9932						
EXEC ASST TO THE MAYOR	A078	15.4359	16.1376	16.8393	17.5410						
EXEC ASST/ASSESSORS	A065	19.1262	19.6344	20.1425	20.6507	21.1588	21.6667	22.1749			
EXEC ASST/CONSERVATION	A031	13.0894	13.6844	14.2794	14.8744						
EXEC ASST/HEALTH & HOSP	A042	17.0430	18.1634	19.2838	20.4042	21.5246	22.6450	23.7655			
EXEC ASST/HUMAN SERVICES	A820	14.3915	14.9911	15.5906	16.1902	16.7898	17.3892	17.9886	18.5880	19.1876	
EXEC ASST/INSPECT SERVICE	A033	20.4511	21.0034	21.5558	22.1081	22.6605	23.2128	23.7655			
EXEC DIR/AIDS PROGRAM	A325	27.4612									
EXEC DIR/CIVIC UNITY	A796	17.4979	18.1350	18.7721	19.4092	20.0463	20.6834	21.3204			
EXEC DIR/COUNCIL ON AGING	A797	23.0409	24.0882	25.1354	26.1827						
EXEC DIR/ELECTION	A056	19.1910	19.7098	20.2285	20.7473	21.2660	21.7847	22.3034			
EXEC DIR/HISTORICAL COMM	A061	21.4037	22.3766	23.3496	24.3225						
EXEC DIR/HUMAN RIGHTS	A029	23.7643									
EXEC DIR/JUST-A-START	A059	26.6792	27.8920	29.1047	30.3175						
EXEC DIR/KIDS COUNCIL	A454	17.2529	17.9505	18.6481	19.3458	20.0434	20.7411	21.4388			
EXEC DIR/PEACE COMMISSION	A044	14.2635	15.0935	15.9235	16.7536	17.5836	18.4138	19.2440			
EXEC DIR/RENT CONTROL	0042	32.4284									
EXEC DIR/RETIREMENT	A035	21.0496	22.0064	22.9632	23.9200						
EXEC DIR/WOMENS COMMISSIO	A028	23.7643									
EXEC SEC/ASSESSORS	A380	15.8406	16.3396	16.8387	17.3378	17.8369	18.3363	18.8325			
EXEC SEC/LICENSE	A082	23.5497	24.6201	25.6906	26.7611						
EXEC SEC/POLICE REV BOARD	A081	16.3095	17.0508	17.7921	18.5334						
EXEC SECRETARY/HOSP BOARD	X106	70.7700									
EXEC SECRETARY/PRO SERV/H	X105	10.0623									

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
EXECUTIVE ASST/ADMINISTRA	G098	13.9000								23.5100	
FACILITIES COORD/SENIORS	A482	10.5659	11.2060	11.8461	12.4862	13.1264	13.7662	14.4065			
FACILITIES MANAGER/PWD	A604	17.3681	18.1576	18.9470	19.7365						
FACILITIES/EQUIP MGR	A455	14.8378	15.1886	15.5394	15.8902	16.2410	16.5918	16.9426			
FACILITY ATTENDANT/DHSP	X821	5.7800									
FACILITY COORD I/PREMIUM	X891	9.6200									
FACILITY COORD II/PREMIUM	X890	10.4000									
FACILITY COORDINATOR I	X822	8.8400									
FACILITY COORDINATOR II	X823	9.6200									
FACILITY COORDINATOR III	X824	8.7400									
FACILITY COORDINATOR IV	X825	9.0000									
FACILITY COORDINATOR/SUB	X892	8.2500									
FAMILY ASST/SETLE	X346	10.0000									
FAMILY SERVICES COORD	A491	13.4453	14.0859	14.7264	15.3669	16.0075	16.6479	17.2885			
FIELD COORD/JASRAP	A525	13.5080	14.1221	14.7361	15.3501						
FINANCIAL ANALYST	A180	14.9584	15.5083	16.0581	16.6080	17.1578	17.7078	18.2575			
FINANCIAL MNGR/NEVILLE	A318	16.0662	16.6248	17.1834	17.7420	18.3006	18.8593	19.4179			
FINANCIAL RESOURCES COORD	B260	13.0157									
FIRE ALARM OPERATOR	C507	11.2074	11.9074	12.6074	13.3074	13.8342	14.3610	14.8876	15.4146	15.9414	16.4680
FIRE APPARATUS REPAIRMAN	A504	15.4322	15.8859	16.3396	16.7933	17.2529	17.7123	18.1723	18.6079		
FIRE CAPTAIN	F503	965.5019									
FIRE CHIEF	O501	1,690.420									
FIRE DEPUTY CHIEF	F502	1,139.285									
FIRE DEPUTY CHIEF/ADMIN	F501	1,204.070									
FIRE LIEUTENANT	F505	818.2282									
FIRE SERVICE COORDINATOR	X022	1.9829									
FIREFIGHTER	F506	477.7416	547.6272	617.5716	687.5859						
FIRST ASST OR TECH	X481	25.0000									
FISCAL DIR/HUMAN SERVICES	A196	23.0409	24.0882	25.1354	26.1827						
FOOD PANTRY AIDE/COA	X904	6.7500									
FOOD SUPERVISOR/HOSP	C344	7.3030	8.0030	8.7030	9.4030	9.6865	9.9699	10.2534	10.5422	10.8472	11.1614
FOREMAN	A629	15.4262	15.8979	16.3695	16.8411	17.3128	17.7845	18.2562			
FORESTRY MAINTENANCE	C617	8.6609	9.3609	10.0609	10.7609	11.1291	11.5001	11.8711	12.2419	12.6128	12.9905
FORESTRY WORKER	C622	8.6609	9.3609	10.0609	10.7609	11.1291	11.5001	11.8711	12.2419	12.6128	12.9905
FORESTRY WORKER/MEO I	C614	9.3206	10.0206	10.7206	11.4206	11.7939	12.1670	12.5402	12.9175	13.3054	13.6936
GARDENER	C620	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
GDN/NEVILLE/A101992	N227	18.0870	19.0419	19.9970	20.9522	21.9071					
GENERAL ACCOUNTING ANALYS	G592	10.6700								17.4200	
GENERAL ADJUSTMNT SPECLST	R150	14.4075	15.0596	15.7047	16.3535						
GENERAL COUNSEL/RENT CONT	R390	22.6538	23.3531	24.0459	24.7422						
GENERAL DUTY NURSE	N247	18.0870	19.0419	19.9970	20.9522	21.9071	22.8624	23.8172	24.8959	25.6429	26.4122
GERIAT SUBST ABUSE COORD	A485	11.7192	12.3596	12.9999	13.6402	14.2806	14.9210	15.5614			
GOLF COURSE MANAGER	A094	15.8345	16.4703	17.1060	17.7418	18.3775	19.0135	19.6496			
GOLF COURSE WKR/SEASONAL	X845	4.9000									
GOLF PRO	A452	19.9329									
GOLF STARTER/RANGERS	X826	7.2800									
GRANT ADMIN/EXEC ASST/ART	A512	12.3221	12.8823	13.4424	14.0026						
GRANT ASST/FISCAL/DHSP	A488	10.4240	11.0310	11.6379	12.2449	12.8518	13.4588	14.0658			
GRANT ASST/PLANNING/DHSP	A463	10.5653	11.2056	11.8459	12.4862	13.1266	13.7670	14.4072			
GRANTS MANAGER/DHSP	A170	17.5277	18.2751	19.0224	19.7698	20.5171	21.2644	22.0118			
GRANTS MANAGER/HOSP	G172	15.2984								25.8648	
GREENHOUSE GARDENER	C668	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684

Grade/Step Salary Range
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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
GREENS ASSISTANT	A694	10.9182	11.2980	11.6778	12.0577	12.4375	12.8175	13.1973			
GREENSKEEPER	A622	18.3048	18.9008	19.4967	20.0926	20.6885	21.2850	21.8813			
GROUNDS MAINT-MEO I/NEVIL	C741	8.6609	9.3609	10.0609	10.7609	11.1291	11.5001	11.8711	12.2419	12.6128	12.9905
GROUNDS MAINT/WATER	W741	10.5756	10.9379	11.3002	11.6625	12.0247	12.3869	12.7494	13.1116		
GROUNDWORKER II	A435	9.3740	9.7214	10.0688	10.4161	10.7635	11.1108	11.4581			
GROUP LEADER I/COMM SCH	X885	7.5000									
GROUP LEADER II/COMM SCH	X886	8.5000									
GROUP LEADER III/COMM SCH	X887	10.0000									
GROUP LEADER IV/COMM SCH	X906	12.0000									
HAITIAN PROGRAM COORD/COA	X784	10.0000									
HAITIAN SERVICES COORDINA	A466	10.6170	11.2456	11.8742	12.5028	13.1314	13.7692	14.4071			
HEAD CASHIER	C163	11.1814	11.8814	12.5814	13.2814	13.7416	14.2019	14.6623	15.1226	15.5829	16.0432
HEAD CLERK	C102	10.0339	10.7339	11.4339	12.1339	12.5748	13.0236	13.4822	13.9406	14.3992	14.8576
HEAD CLERK II	X102	10.5940	10.9857	11.3774	11.7691	12.1608	12.5525	12.9443			
HEAD DISPATCHER/PWD	C147	11.9787	12.6787	13.3787	14.0787	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
HEAD SOCIAL WORKER	G493	17.5864								29.7440	
HEAD TEACHER/DAYCARE	D447	10.8831	11.2687	11.6543	12.0409						
HEAD TEACHER/SPECIAL NEED	X867	10.9200									
HEAD TRTMT PLNT OPER/WAT	A096	17.6496	18.0231	18.3966	18.7700	19.1435	19.5168	19.8903			
HEALTH AIDE	A229	4.6418	5.7340	6.8262	7.9185	9.0107	10.1028				
HEALTH EDUCATOR/TOBACCO	X036	10.0000									
HEARINGS EXAMINER/RENT CO	R126	14.4075	15.0596	15.7047	16.3535						
HEARINGS OFFICER/TRAFFIC	A120	16.7409	17.5018	18.2628	19.0238						
HIGHWAY FOREMAN (ACTING)	A624	16.2707	16.9380	17.6052	18.2725	18.9398	19.6070	20.2743			
AY FOREPERSON	A630	16.2707	16.9380	17.6052	18.2725	18.9398	19.6070	20.2743			
AY FRMN/TRAFFIC & PA	C630	13.6566	14.3566	15.0566	15.7566	16.2386	16.7207	17.2025	17.6846	18.1664	18.6483
HIGHWAY MAINT CRAFT/MEO I	C695	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
HIS CLINICAL ANALYST	G328	12.6360								21.3824	
HIS OPER/FIN OPER MNGR	G329	13.9048								23.5144	
HISTOLOGY SUPERVISOR	G497	12.6360								21.3824	
HIV TELEPHONE COUNSELOR	X578	11.0000									
HLTH ADV/COORD/MEN OF COL	X162	15.3330									
HOME VISITOR COORDINATOR	A828	10.6247	11.2497	11.8746	12.4996	13.1245	13.7495	14.3746			
HOSP BUDGET CONTR ANALYST	G079	17.5864								29.7440	
HOSP MAINTENANCE FOREMAN	G631	17.5864								29.7440	
HOSP SUPPORT COORDINATOR	G245	11.4800								19.4400	
HOSPITAL ADMINISTRATOR	O033	50.8441									
HOSPITAL AIDE I	C256	7.6754	8.3754	9.0754	9.7754	9.9875	10.1998	10.4120	10.6363	10.8652	11.1004
HOSPITAL AIDE II	C257	8.1281	8.8281	9.5281	10.2281	10.4691	10.7252	10.9869	11.2522	11.5177	11.7831
HOSPITAL AIDE/PER DIEM	X148	7.6754									
HOSPITAL ATTORNEY	B534	1,088.530									
HOUSEKEEPING MANAGER	G760	15.2984								25.8648	
HOUSEWORK/WKND SUPERVISOR	X761	10.6500	11.0000								
HOUSEWORKER	C763	7.4547	8.1547	8.8547	9.5547	9.7804	10.0060	10.2318	10.4586	10.6997	10.9454
HOUSING OPTIONS PLAN/MNGR	A438	14.3915	14.9911	15.5906	16.1902	16.7898	17.3892	17.9886			
HOUSING PROGRAM ASST	A490	10.5653	11.2056	11.8459	12.4862	13.1266	13.7671	14.4071			
HOUSING SEARCH WORKER	A489	10.5653	11.2056	11.8459	12.4862	13.1266	13.7671	14.4071			
HOUSNG SPEC/ELDERLY/DISAB	A464	10.5653	11.2056	11.8459	12.4862	13.1266	13.7671	14.4071			
HVAC REFRIG MECHANIC	E560	15.5236	15.7070	15.8903	16.0737	16.2571					
IDENTIFICATION TECHNICIAN	A495	10.8442	11.4818	12.1194	12.7571	13.3947	14.0323	14.6700			
IMAGING COORDINATOR	G370	15.2984								25.8648	
INFECTION CONTROL PRACT	G233	15.2984								25.8648	

Grade/Step Salary Range
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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
INFO SYSTEMS MNGR/PWD	A321	19.1618	20.0744	20.9870	21.8996	22.8122	23.7246	24.6372			
INFORM & REFERRAL ASST	A829	7.5535	8.5077	9.4619	10.4161	11.3703	12.2390	13.1075			
INFORMATION SYSTEMS SPEC	A131	16.7360	17.3717	18.0075	18.6432	19.2790	19.9149	20.5505			
INFORMATIONAL AIDE	B517	7.2412	7.5197	7.7982	8.0767	8.3553					
INSPECTOR OF ANIMALS	A342	5.9157	6.1846	6.4534	6.7222						
INSTRUCTOR/COMM LEARN CTR	X830	14.0000									
INTAKE COORDINATOR	G664	12.6400								21.3800	
INTAKE COORDINATOR/V.C.V	B597	12.0000									
INTAKE INFO REFERRAL SPEC	A642	10.6246	11.2496	11.8745	12.4994	13.1244	13.7159	14.3746			
INTAKE SUPERVISR/FUEL AST	X905	10.9200									
INTAKE WORKER II/FUEL AST	X903	8.0600									
INTAKE WORKER/FUEL ASST	X896	7.5000									
INTERN/COMMUNITY DEVELOPM	X202	10.0000									
INTERN/ENVIRONMENTAL	X114	10.0000									
INTERN/HEALTH CARE SURVEY	X142	8.0000									
INTERN/MAYOR'S OFFICE	X110	6.0000									
INTERN/WATER	X760	8.0000									
INTERPRETER/HOSPITAL	C300	8.2252	8.9252	9.6252	10.3252	10.7201	11.1341	11.5519	11.9698	12.3875	
INTERPRETER/ON-CALL	B785	15.5632									
INVENTORY CONTROL CLERK	C190	11.2387	11.9387	12.6387	13.3387	13.7829	14.2270	14.6713	15.1153	15.5595	16.0036
INVESTIGATOR/HUMAN RTS	A432	11.3880	11.9573	12.5266	13.0959	13.6652	14.2347	14.8041			
INVESTIGATOR/POLICE REVIE	A475	11.3807	11.8980	12.4153	12.9326						
JR ACCOUNTANT	C168	10.0957	10.7957	11.4957	12.1957	12.6382	13.0916	13.5519	14.0122	14.4725	14.9329
JR CIVIL ENGINEER	A556	16.9174	17.6291	18.3409	19.0527	19.7645	20.4762	21.1945			
JR CIVIL ENGINEER/TEMP/PW	X556	10.5000									
JR ENGINEERING AIDE	A554	7.9167	8.5936	9.2706	9.9475	10.6244	11.3016	11.9785			
JR TRAFFIC ENGINEER AIDE	A553	14.8382	15.1889	15.5396	15.8903	16.2410	16.5917	16.9424			
L & D NURSE COORDINATOR	N420	20.2285	21.2312	22.2341	23.2369	24.2397	25.2427	26.2453	27.3780	28.1622	28.9699
L.P.N. SUPERVISOR/NEVILLE	A292	13.7520	14.4935	15.2351	15.9766	16.7186	17.4609	18.2029	18.7117		
LAB ASST/STUDENT INTERN	X341	7.3200									
LAB INTERN	A302	8.2628	8.6383	9.0139	9.3894						
LAB TECH/CHEMIST/WATER	A219	7.9618	8.3237	8.6857	9.0476						
LAB TECH/WATER/SEASONAL	X785	6.0000									
LABORATORY ASSISTANT	G257	7.9976								13.0520	
LABORATORY TECHNICIAN	G295	11.4816								19.4376	
LABORER	C644	8.3969	9.0969	9.7969	10.4969	10.8628	11.2403	11.6178	11.9950	12.3727	12.7501
LABORER/HOSP/NEVILLE	C753	7.5170	8.2170	8.9170	9.6170	9.9477	10.2784	10.6200	10.9798	11.3463	11.7128
LABORER/INT	X763	7.5170									
LABORER/PRINT SHOP	C754	7.5170	8.2170	8.9170	9.6170	9.9477	10.2784	10.6200	10.9798	11.3463	11.7128
LABORER/RESTRICTED DUTY	C640	8.3969	9.0969	9.7969	10.4969	10.8628	11.2403	11.6178	11.9950	12.3727	12.7501
LABORER/RUBBISH	C755	8.7725	9.4725	10.1725	10.8725	11.2500	11.6273	12.0048	12.3822	12.7596	13.1503
LABORER/SEASONAL/HOSPITAL	X752	6.0000									
LABORER/SEASONAL/NEVILLE	X751	6.0000									
LABORER/SEASONAL/PWD	X750	6.0000									
LABORER/SEASONAL/TRAFFIC	X754	6.0000									
LABORER/SEASONAL/WATER	X753	6.0000									
LABORER/TEMPORARY	C752	7.4116	8.1116	8.8116	9.5116	9.8365	10.1906	10.5198	10.8696	11.2297	11.5899
LABORER/WATER	W644	9.3331	9.6997	10.0663	10.4330	10.7995	11.1661	11.5327	11.8991		
LAUNDRY WORKER	C757	7.4547	8.1547	8.8547	9.5547	9.7804	10.0060	10.2318	10.4586	10.6997	10.9454
LAW CLERK/TEMP	X256	10.0000									
LEAD PAINT INSP/CONSTABLE	I134	12.7596	14.0624	14.5191	14.9751	15.6968					
LEAD PAINT INSPECTOR	I234	12.6876	13.9904	14.4471	14.9031	15.6248					

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
LEAD WRKR/IMAGING SPECIAL	G369	13.9048									
LEGAL COUNSEL/INSPECTIONA	A086	19.5471	20 4356	21.3241	22.2125					23.5144	
LEGAL COUNSEL/LAW DEPT	A088	23.2182	23 9474	24.6765	25.4056	26.1348	26.7051	27.4701			
LEGAL COUNSEL/PURCHASING	A089	31.8306									
LEGAL INVESTIGATOR	A127	14.3983	15 0528	15.7072	16.3617						
LEGISLATIVE ADVISOR	B556	376.7966									
LIBRARIAN I	L414	11.9358	12.1684	12.4012	12.6338	12.8667					
LIBRARIAN II	L413	12.5246	12.7574	12.9901	13.2230	13.4557					
LIBRARIAN III	L412	13.5529	13.9466	14.3516	14.7689	15.0360					
LIBRARIAN IV	L410	15.1299	15.6919	16.2540	16.8159	17.3780					
LIBRARIAN V	L408	16.9740	17.6032	18.2327	18.8624	19.4916					
LIBRARY ASSISTANT	C416	8.5038	9.2038	9.9038	10.6038	11.0144	11.4322	11.8501	12.2678	12.6856	13.1151
LIBRARY SYS ANALYST/ARCH	A405	19.4247	20.0424	20.6600	21.2777	21.8953	22.5129	23.1311	23.7493		
LIBRARY TECHNICIAN	L415	10.9969	11.2296	11.4624	11.6950	11.9279					
LIFE GUARD	X831	7.4700									
LITERACY SPECIALIST	A418	16.5000									
LPN / HOSPITAL	B250	14.0011	14.7427	15.4848	16.2267	16.9686	17.4777	18.0021			
LPN / NEVILLE	A250	12.5179	13.2595	14.0011	14.7427	15.4848	16.2267	16.9686	17.4777	18.0021	
LPN/MED LIAISON	B251	14.0011	14.7427	15.4848	16.2267	16.9686	17.4777	18.0021			
M.I.S. DIRECTOR	A037	30.3024	31.5798	33.0571	34.4345						
MACHINIST/WATER	W669	10.5636	10.9259	11.2882	11.6506	12.0128	12.3752	12.7373	13.0997		
MAINT WRKR/COMM LEARN CTR	X832	8.0000									
MANAGEMENT ANALYST	A179	14.9584	15.5083	16.0581	16.6080	17.1578	17.7078	18.2575			
MANAGEMENT INTERN	X070	10.0022									
GER OF DISTRIBUTION	A241	26.1769									
GER/WATER RESOURCES	A232	25.1881	26.2375	27.3308	28.4696						
MANAGING DIR/INSPECTIONAL	A142	32.0416	33.4980	34.9544	36.4108						
MANAGNG DIR/SUPT/WATER	O086	37.2088									
MANHOLE/CBSN BLDG/MEO I	C719	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
MASON/SEWER DIVISION	C657	10.1433	10.8433	11.5433	12.2433	12.6164	12.9969	13.3850	13.7729	14.1612	14.5492
MASTER MECHANIC	A623	21.0434	21.8991	22.7548	23.6105	24.4662	25.3212	26.1769			
MASTER MECHANIC/WATER	W623	15.4322	15.8859	16.3396	16.7933	17.2529	17.7123	18.1723	18.6079		
MATERIALS MANAGER/HOSP	G363	19.3440									
MAYOR	O001	828.6100								32.7184	
MAYOR'S JOBS/ASST DIR	X392	13.5000									
MAYOR'S JOBS/PROGRAM ASST	X391	11.5000									
MAYORS JOBS/COUNSELORS	X393	8.3000									
MAYORS JOBS/EXEC DIR	X390	15.6000									
MAYORS JOBS/YOUTH WRKS I	X394	4.4000									
MAYORS JOBS/YOUTH WRKS II	X395	6.2500									
MEALS COORDINATOR-SUB/COA	X499	7.5000									
MEALS COORDINATOR/COA	A499	8.3200	8.5800	8.8400	9.1000	9.3600	9.6200	9.8800			
MED DIR/ALCOHOL UNIT	B357	862.3800									
MED DIR/BEHAV MED	B596	45.7600									
MED DIR/NURSING	B355	752.8722									
MED DIR/PCU	B354	795.8829									
MED RECORDS CLRK TRAINEE	X108	5.4075									
MEDICAL DIR/MET STATE GRT	X331	904.4800									
MEDICAL RECEPT ASST/P.D.	X147	7.6857	8.3857	9.0857	9.7857	10.1626	10.5451	10.9540	11.3718	11.7895	12.2074
MEDICAL RECEPTIONIST	C129	7.7351	8.4351	9.1351	9.8351	10.2121	10.5984	11.0087	11.4266	11.8444	12.2621
MEDICAL RECEPTIONIST/ASST	C123	7.6857	8.3857	9.0857	9.7857	10.1626	10.5451	10.9540	11.3718	11.7895	12.2074
MEDICAL RECORDS CLERK	X601	5.2000									

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
MEDICAL RECORDS CODER I	C114	8.2252	8.9252	9.6252	10.3252	10.7201	11.1341	11.5519	11.9698	12.3875	
MEDICAL RECORDS CODER II	C118	8.5038	9.2038	9.9038	10.6038	11.0144	11.4322	11.8501	12.2678	12.6856	13.1151
MEDICAL TECHNOLOGIST	G277	12.6360								21.3824	
MEDICAL TRANSCRIBER	C159	8.5038	9.2038	9.9038	10.6038	11.0144	11.4322	11.8501	12.2678	12.6856	13.1151
MENT HEALTH WKR/HAITIAN G	X129	11.0000									
MENTAL HEALTH WORKER	C132	7.6754	8.3754	9.0754	9.7754	9.9875	10.1998	10.4120	10.6363	10.8652	11.1004
MENTAL HEALTH WORKER/F.D.	X149	7.6754									
MENTAL HEALTH WRKR/AMEULA	B519	12.0189									
MENTAL HEALTH WRKR/CIEHA	X127	10.3400									
MENTAL HEALTH WRKR/FLOAT	X132	8.6656	9.0779	9.4902	9.9026						
MEO I/WATER	W736	10.0491	10.4114	10.7737	11.1360	11.4982	11.8606	12.2228	12.5851		
MEO II/LABORER/PWD	C748	10.1556	10.8556	11.5556	12.2556	12.5769	12.9018	13.2362	13.5702	13.9045	14.2388
MEO II/WATER	W727	10.9097	11.2217	11.5337	11.8456	12.1577	12.4698	12.7818	13.0939		
MEO IIA/WATER	W726	11.8669	12.1139	12.3609	12.6079	12.8545	13.1018	13.3489	13.5959		
MEO III	C725	11.0892	11.7892	12.4892	13.1892	13.4538	13.7182	13.9829	14.2476	14.5122	14.7768
MEO III/ LABORER	C749	11.0892	11.7892	12.4892	13.1892	13.4538	13.7182	13.9829	14.2476	14.5122	14.7768
MEO III/WATER	W725	11.8669	12.1139	12.3609	12.6079	12.8545	13.1018	13.3489	13.5959		
MEO/LABORER/HOSPITAL	C744	8.9419	9.6419	10.3419	11.0419	11.4269	11.8002	12.1733	12.5465	12.9241	13.3120
MEO/LABORER/PWD	C745	9.3206	10.0206	10.7206	11.4206	11.7939	12.1670	12.5402	12.9175	13.3054	13.6936
MEOII	C727	10.1556	10.8556	11.5556	12.2556	12.5769	12.9018	13.2362	13.5702	13.9045	14.2388
MESSENGER/HOSP	C155	8.3606	9.0606	9.7606	10.4606	10.8786	11.3098	11.7410	12.1722	12.6034	13.0436
METER REPAIR/INSTLR/WATER	W684	10.5756	10.9379	11.3002	11.6625	12.0247	12.3869	12.7494	13.1116		
MICROFILM OPERATOR	C152	7.8482	8.5482	9.2482	9.9482	10.3252	10.7201	11.1341	11.5519	11.9698	12.3875
MICROGRAPHIC SERV SUPERV	C153	8.5038	9.2038	9.9038	10.6038	11.0144	11.4322	11.8501	12.2678	12.6856	13.1151
MILIEU THERAPIST/WOMENS	X230	8.7000									
MIS/HR COORDINATOR/PWC	A595	16.2707	16.9380	17.6052	18.2725	18.9398	19.6070	20.2743			
MNGR/BENEFITS & TRAINING	A026	19.4671	20.0667	20.6663	21.2658	21.8654	22.4650	23.0645			
MNGR/EMPLOYEE RELATIONS	A023	19.4671	20.0667	20.6663	21.2658	21.8654	22.4650	23.0645			
MNGR/EMPLOYMENT SERVICES	A027	19.4671	20.0667	20.6663	21.2658	21.8654	22.4650	23.0645			
MNGR/ENGINEERING/PROG DEV	A237	25.1881	26.2375	27.3308	28.4696						
MNGR/FAMILY & ADOL SERV	A439	14.3918	14.9913	15.5907	16.1902	16.7897	17.3891	17.9884	18.5878	19.1876	
MNGR/FINANCIAL SERVICES	A085	22.4877	23.5098	24.5319	25.5540						
MOTOR EQUIP BODY BLD/WELD	C673	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
MOTOR EQUIP LUBR/MEO	C760	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
MOTOR EQUIP LUBRICATOR	C742	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
MOTOR EQUIP OPERATOR	C736	9.3206	10.0206	10.7206	11.4206	11.7939	12.1670	12.5402	12.9175	13.3054	13.6936
MOTOR EQUIP OPERATOR/MVL3	C735	8.9537	9.6537	10.3537	11.0537	11.4269	11.8002	12.1733	12.5465	12.9241	13.3120
MOTOR EQUIP REPAIR	C674	9.7276	10.4276	11.1276	11.8276	12.2008	12.5737	12.9525	13.3405	13.7286	14.1169
MOTOR EQUIP REPAIR HELPER	C618	8.3969	9.0969	9.7969	10.4969	10.8628	11.2403	11.6178	11.9950	12.3727	12.7501
MOTOR EQUIP REPAIR/WATER	W674	10.5756	10.9379	11.3002	11.6625	12.0247	12.3869	12.7494	13.1116		
MOTOR EQUIP RPR/DSL/4YRS	C643	11.0688	11.7688	12.4688	13.1688	13.3663	13.5638	13.7611	13.9586	14.1561	14.3535
MULTISERVICE CENTER D:REC	A478	15.5912	16.1905	16.7899	17.3892	17.9886	18.5881	19.1876			
MUNICPL ACCESS PROGRAMMER	A372	14.3630	15.0158	15.6686	16.3214						
MUNICPL PRODUCTION ASST	A371	8.3996	9.0548	9.7100	10.3652	11.0204	11.6725	12.3308			
NEUROPSYCHOLOGIST	X003	440.8200									
NEUROPSYCHOLOGY FELLOW	B568	15.1733									
NGHBRHD OUTREACH WORKER	A075	9.1624	9.5789	9.9954	10.4120						
NUCLEAR MED CHIEF TECH	G281	15.2984								25.8648	
NUCLEAR MED TECHNOLOGIST	C317	9.6901	10.3901	11.0901	11.7901	12.0695	12.3490	12.6285	12.9119	13.2026	13.4933
NURSE CLINIC I/NEV/10 YRS	N226	18.2678	19.2323	20.1970	21.1617	22.1261					
NURSE CLINICIAN I	N246	18.2678	19.2323	20.1970	21.1617	22.1261	23.0910	24.0554	25.1449	25.8991	26.6763
NURSE CLINICIAN II	N245	18.4505	19.4246	20.3990	21.3732	22.3474	23.3220	24.2958	25.3965	26.1583	26.9431

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
NURSE MANAGER	G246	20.8520									
NURSE MIDWIFE	B419	30.5333								36.4832	
NURSE MIDWIFE	X001	27.4078									
NURSE MNGR/SCHOOL HEALTH	A248	19.2512	20.6652	22.0792	23.4932	24.9071	26.3212	27.7353			
NURSE PRAC/FENWAY	X250	747.4800									
NURSE PRACTI/HOMELESS GRT	X245	16.7700	17.5700								
NURSE PRACTI/MET ST GRANT	X246	21.5273									
NURSE PRACTI/TEEN HEALTH	X248	21.1201									
NURSE/HOSP GRANT FUNDED	X247	14.8000	19.0000	24.8600							
NURSE/PROJECT COORD/HEALT	X586	16.7705	18.3677	19.9649	21.5621						
NURSE/PUBLIC HEALTH	N249	18.0870	19.0419	19.9970	20.9522	21.9071	22.8624	23.8172	24.8959	25.6429	
NURSERY CLINICIAN	N237	19.9702	20.9254	21.8805	22.8353	23.7905	24.7454	25.8289	26.6038	27.4020	
NUTRITIONIST	G353	12.6360								21.3824	
NUTRITIONIST ASST/WIC	X121	8.4800								13.8400	
NUTRITIONIST/WIC	X140	9.3300								15.2300	
O.T./CHILD PSYCH	B336	22.0580	22.2808	22.5035	22.7264	22.9492					
OCCUPATIONAL HEALTH SPEC	B513	19.3397									
OCCUPATIONAL THERAPIST	G337	12.6360									
OCCUPATIONAL THERAPIST/NE	A353	14.1987	15.0178	15.8369	16.6560	17.4751	18.2942	19.1134	19.9325	21.3824	
OCCUPATIONAL THERAPY ASST	G663	11.4800								19.4400	
OFFICE AIDE/HUMAN SERVICE	A834	4.7147	5.8170	6.9193	8.0216	9.1239					
OFFICE MANAGER/LAW	A434	20.7208	21.2523	21.7838	22.3154	22.8469	23.3785				
OFFICE MANAGER/PSYCH DEPT	B541	18.4213									
OFFICE MNGR/CHILD DEVEL	B453	14.6146									
OFFICE MNGR/CHILD DEVELOP	A453	13.0400	13.6327	14.2254	14.8181						
OFFICE MNGR/FUEL ASST	A835	8.9974	9.3833	9.7692	10.1552	10.5411	10.9271	11.3129			
OFFSET DUPLI MACHINE OPER	C142	10.1218	10.8218	11.5218	12.2218	12.7542	13.3058	13.8594	14.4134	14.9672	15.5210
OPER MGR LOW INCOME FUEL	A420	14.2694	14.9181	15.5667	16.2154						
OPERATING RM SCHED COORDN	C260	8.4965	9.1965	9.8965	10.5965	11.0143	11.4321	11.8501	12.2678	12.6857	13.1151
OPERATIONAL FOREMAN	C610	24.5308	25.2308	25.9308	26.6308						
OPERATIONS ANALYST	G537	9.7032									
OPERATIONS MNGR/CITY CLER	A433	18.0232	18.5536	19.0840	19.6144	20.1448	20.6752	21.1328	21.6632	22.1936	
OR NURSE COORDINATOR	N418	20.2285	21.2312	22.2341	23.2369	24.2397	25.2427	26.2453	27.3780	28.1622	28.9699
OR TECHNICIAN	C302	9.3655	10.0655	10.7655	11.4655	12.2157	12.9722	13.7526	14.5329	15.3132	16.0933
ORTHOPEDIC TECHNICIAN	C280	11.1076	11.8076	12.5076	13.2076	13.6374	14.0674	14.4971	14.9269	15.3567	15.7866
OUTREACH COORD/CLINIC GRT	X015	17.5100									
OUTREACH COORDINATOR/GSAP	X869	11.0000									
OUTREACH WORKER/CLC	X908	8.3000									
OUTREACH WORKER/HEALTH GR	X587	9.1998	10.2220	11.2442	12.2664						
OUTREACH WORKER/HOSPITAL	X002	9.1500	10.0623								
OUTREACH WRKR/AIDS GRANT	X020	440.8200									
PACE PROGRAM PROJ. DIR.	G549	19.3440									
PAGE/LIBRARIES	X078	4.2500	4.3696	4.5083	4.6472					32.7184	
PAINTER	C675	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
PAINTER WATER DEPARTMENT	W675	10.5636	10.9259	11.2882	11.6506	12.0128	12.3752	12.7373	13.0997		
PARK MAINT CRAFTS/MEO I	C323	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
PARK MAINTENANCE CRAFTS	C615	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
PARKING CLERK	A530	17.9379	18.5871	19.2363	19.8854	20.5346	21.1838	21.8329			
PARKING CONTROL OFFICER	C469	7.2461	7.9461	8.6461	9.3461	9.7116	10.0573	10.4430	10.8341	11.2390	11.6440
PARKING CONTROL SUPERVISO	C471	8.9120	9.6120	10.3120	11.0120	11.4277	11.8578	12.3041	12.7559	13.2233	13.6966
PARKING COORDINATOR	A542	16.9758	17.4597	17.9436	18.4276	18.9115	19.4032	19.8911			
PARKING LOT ATND/SEASONAL	X490	6.0000									

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
PARKING LOT ATTENDANT	C490	5.9949	6.6949	7.3949	8.0949	8.4905	8.8860	9.2814	9.6769	10.0832	10.5005
PARKING METER REPAIR	C676	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
PARKING TICKET ANALYST	A134	10.6649	11.0816	11.4983	11.9151	12.3318	12.7484	13.1650			
PARKING VIOLATION CASHIER	C140	9.6745	10.3745	11.0745	11.7745	12.0945	12.4145	12.7344	13.0642	13.3969	13.7296
PATIENT ACCTS ASST MNGR	G175	13.9048								23.5144	
PATIENT CARE ADVOCATE	C151	8.2252	8.9252	9.6252	10.3252	10.7201	11.1341	11.5519	11.9698	12.3875	
PAYMENT CLERK/FUEL ASST	X837	7.9000									
PAYROLL COORD/HAITIAN M H	X161	10.4600									
PAYROLL MANAGER	A132	15.8406	16.3396	16.8387	17.3378	17.8369	18.3363	18.8325			
PEER INSTRUCTOR	X898	8.3000									
PERSONAL AIDE/MAYOR'S	X138	8.5000									
PERSONNEL ANALYST	A181	14.9583	15.5083	16.0582	16.6082	17.1581	17.7082	18.2581			
PERSONNEL ASST/POLICE	A135	18.3214									
PERSONNEL CLERK TRAINEE	X136	6.0000									
PERSONNEL DIRECTOR	O014	39.4042									
PERSONNEL OFFICER	G038	20.8520								36.4832	
PERSONNEL TECHNICIAN	A177	13.0707	13.5647	14.0587	14.5527	15.0467	15.5409	16.0353			
PGY 1/INTERN	H100	608.7952									
PGY 2/1ST YR RESIDENT	H110	631.0096									
PGY 3/2ND YR RESIDENT	H120	657.2592									
PGY 4/3RD YR RESIDENT	H130	705.6192									
PGY 5/4TH YR RESIDENT	H140	758.4304									
PGY 6/5TH YR RESIDENT	H150	811.2208									
PGY 7/6TH YEAR RESIDENT	H180	864.0112									
PHARMACIST	G271	15.2984								25.8648	
PHARMACY SUPERVISOR	G762	15.2984								25.8648	
PHARMACY TECHNICIAN I	A313	7.2027	8.0502	8.8977	9.7452	10.5927	11.4401	12.2874	13.1349	13.9824	
PHARMACY TECHNICIAN I	B313	8.8978	9.7452	10.5927	11.4401	12.2874	13.1349	13.9825			
PHARMACY TECHNICIAN II	B274	9.6735	10.6196	11.5658	12.5119	13.4581	14.4043	15.3503			
PHLEBOTOMIST	G303	11.4816								19.4376	
PHYSICAL THERAPIST	G276	12.6360								21.3824	
PHYSICAL THERAPIST ASST	A278	10.7119	11.4261	12.1402	12.8544	13.5686	14.2826	14.9968			
PHYSICAL THERAPIST/NEVILL	A276	14.1987	15.0178	15.8369	16.6560	17.4751	18.2942	19.1134	19.9325		
PHYSICAL THERAPY AIDE	X583	8.0000									
PHYSICIAN'S ASST	G291	17.5900								29.7400	
PIPEFITTER	C730	9.7091	10.4091	11.1091	11.8091	12.1824	12.5555	12.9333	13.3216	13.7094	14.0975
PIPELAYER	C729	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
PLANNING ASST/DHSP	A159	12.4620	12.9422	13.4223	13.9025	14.3827	14.8631	15.3433			
PLANNING INTERN/HOSP	X781	11.0000									
PLAYGROUND LEADER/SEASONL	X862	5.7200									
PLAYGROUND SUPERVISOR	X836	7.3800									
PLUMBER HELPER	C693	8.6609	9.3609	10.0609	10.7609	11.1291	11.5001	11.8711	12.2419	12.6128	12.9905
PLUMBER I/JOURNEYMAN	C715	9.7276	10.4276	11.1276	11.8276	12.2008	12.5737	12.9525	13.3405	13.7286	14.1169
PLUMBER II/MASTER	C716	11.2074	11.9074	12.6074	13.3074	13.8342	14.3610	14.8876	15.4146	15.9414	16.4680
PLUMBING & GAS INSPECTOR	A214	15.1095	15.8979	16.6862	17.4745	18.2628	19.0511	19.8398			
PODIATRY RESIDENT/1ST YR	H531	479.1600									
PODIATRY RESIDENT/2ND YR	H532	536.6600									
POLICE CAPTAIN	S462	59,460.00									
POLICE CHIEF	O461	38.3348									
POLICE COMMISSIONER	A479	1,902.100									
POLICE LIEUTENANT	S463	50,390.00									
POLICE MECHANIC	A136	11.9598	12.3932	12.8265	13.2599	13.6933	14.1266	14.5600			

Grade/Step Salary Range
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Grade: A001 - Z999

Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
POLICE OFFICER	P465	24,967.00	28,618.00	32,272.00	35,926.00						
POLICE PLANNER	A133	25.2433									
POLICE SERGEANT	S464	39,490.00	40,741.00	42,703.00							
POOL MANAGER/SEASONAL	X860	8.8200									
POST ANESTHESIA TECHNICIA	C350	7.8479	8.5479	9.2479	9.9479	10.3250	10.7200	11.1341	11.5520	11.9701	12.3879
PRENATAL NUTRITIONIST	B525	21.8440									
PRESCHOOL COORDINATOR	A128	12.4617	12.9420	13.4222	13.9025	14.3828	14.8631	15.3433			
PRESCHOOL MANAGER	A139	15.5912	16.1905	16.7899	17.3892	17.9886	18.5881	19.1876			
PRESERV PLAN/HISTORICAL	A589	18.3945	19.2306	20.0668	20.9030						
PRESERVATION PLANNER	A587	12.2179	12.7112	13.2045	13.6977	14.1910	14.6977	15.2046			
PRINCIPAL ACCOUNTANT	C165	12.1141	12.8141	13.5141	14.2141	14.6724	15.1311	15.5895	16.0479	16.5065	16.9649
PRINCIPAL ACCTNT/AUDITING	C166	13.2544	13.9544	14.6544	15.3544	15.8129	16.2714	16.7299	17.1883	17.6467	18.1054
PRINCIPAL BUDGET ANALYST	A184	17.5827	18.4128	19.2429	20.0730	20.9032	21.7334	22.5634			
PRINCIPAL CLERK	C107	10.0580	10.7580	11.4580	12.1580	12.4562	12.7545	13.0623	13.3725	13.6828	13.9930
PRINCIPAL CLERK II	X107	10.6154	10.8804	11.1454	11.4104	11.6754	11.9405	12.2055			
PRINCIPAL COMPUTER OPERAT	G099	12.6360								21.3824	
PRINCIPAL ELECTR ENGINEER	A532	21.7419	22.5624	23.3828	24.2033	25.0238	25.8442	26.6646			
PRINCIPAL X RAY TECH	C293	9.8876	10.5876	11.2876	11.9876	12.2232	12.4589	12.6947	12.9352	13.1801	13.4253
PROG.ASST/BILINGUAL/CLC	A840	12.5000									
PROGRAM ADMIN/OCC HEALTH	G511	13.9048								23.5144	
PROGRAM ANALYST/RENT CONT	R138	13.1363	13.7883	14.4335	15.0823						
PROGRAM ASST I/COMM SCH	X875	7.0000									
PROGRAM ASST II/COMM SCH	X876	8.0000									
PROGRAM ASST III/COMM SCH	X877	9.0000									
RAM ASST IV/COMM SCH	X878	10.0000									
PROGRAM ASST/CHILDCARE	A837	10.1056	10.5504	10.9952	11.4400	11.8848	12.3297	12.7744			
PROGRAM ASST/ENVIRONMENTA	A110	10.6299	11.5161	12.4023	13.2886	14.1747	15.0609	15.9470			
PROGRAM ASST/OSAP	A762	10.1058	10.5506	10.9954	11.4402	11.8850	12.3296	12.7743			
PROGRAM ASST/TEMP DHSP	X827	8.5000									
PROGRAM ASST/TOBACCO GRNT	X033	11.3961									
PROGRAM ASST/WDO	A364	10.3652	10.6753	10.9853	11.2954	11.6055	11.9155	12.2256			
PROGRAM ASST/WIC	X120	7.6900								12.5500	
PROGRAM DIR/BEHAV MED	B530	29.3696									
PROGRAM DIR/HOMELESS	X123	674.6500									
PROGRAM MGR/DEVELOPER	A423	15.5912	16.1905	16.7899	17.3892	17.9886	18.5881	19.1876			
PROJ ASST/PUBLIC ACCESS	X167	10.0000									
PROJ PLANNER/ADMIN/ASSESS	A795	27.6524	28.9093	30.1662	31.4232						
PROJECT ADMINISTRATOR	A593	13.4346	14.2645	15.0945	15.9245	16.7544	17.5843	18.4142	19.2442	20.0741	
PROJECT ASSISTANT	A098	28.9077	30.2217	31.5356	32.8495						
PROJECT ASST-CUSP	X921	10.0000									
PROJECT COORD/ENVIRONMENT	A111	18.4137									
PROJECT COORDINATOR	A100	21.4168	22.3762	23.3356	24.2950	25.2544	26.2138	27.1734			
PROJECT COORDINATOR/TREAS	A102	22.4877	23.5098	24.5319	25.5540						
PROJECT DIR/TOBACCO	X037	15.3330									
PROJECT MANAGER/ENVIRONME	A112	18.4128	19.2429	20.0730	20.9031	21.7332	22.5633	23.3934	24.2236		
PROJECT MANAGER/OSAP	A839	17.2529	17.9505	18.6481	19.3458	20.0434	20.7411	21.4388			
PROJECT MNGR/COMM LRN CTR	A838	12.7229	13.3013	13.8796	14.4580						
PROJECT PLANNER/COM DEVEL	A592	20.0727	20.9030	21.7332	22.5633	23.3934	24.2236	25.0538	25.8839	26.7142	
PROJECT SAVE COUNSELOR	X804	6.0000									
PROPERTY CLERK/ARMORER	A496	10.8442	11.4818	12.1194	12.7571	13.3947	14.0323	14.6700			
PROPERTY LISTER/DATA COLL	A186	9.9546	10.4575	10.9605	11.4634	11.9663	12.4695	12.9724	13.4754	13.9785	
PSYCH CLINICIAN/CIEHA	X124	15.0000									

Grade/Step Salary Range
Printed 110994 11:22:40
Grade: A001 - Z999

Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
PSYCH EMERG CLINICIAN	X122	11.4998									
PSYCH OUTREACH WKR/CIEHA	X130	15.0000									
PSYCHIATRIC CLINICIAN	X008	15.0000									
PSYCHIATRIC LIAISON NURSE	N251	19.9702	20.9254	21.8805	22.8353	23.7905	24.7454	25.8289	26.6038	27.4020	
PSYCHIATRIST	X004	451.0000	639.9200	773.1300	946.3300	1,393.430	1,533.300	1,724.960			
PSYCHOEDUCATION ASST	B570	9.5541	10.3868	10.9329	11.4790	12.0251					
PSYCHOEDUCATION COORD NAT	G311	17.5864								29.7440	
PSYCHOLOGIST/MET ST GRANT	X249	402.4900	579.0500	723.8100							
PSYCHOLOGIST/WINDSOR ST	B515	18.6491									
PSYCHOLOGY EXTERN	X180	3.9000									
PSYCHOLOGY INTERN	X251	230.0000									
PSYCHOLOGY INTERN/CLINIC	X243	6.1332									
PSYCHOLOGY INTERN/MET ST	X244	12.7775									
PUBLIC ART ASST/GALLERY D	A515	13.0000									
PUBLIC HEALTH COORDINATOR	A270	17.0326	17.6196	18.2066	18.7935	19.3805	19.9676	20.5545			
PUBLIC RELATIONS MANAGER	G047	12.6360								21.3824	
PURCHASING AGENT	O016	28.6217									
Q A & UTILIZATION MNGMT	G266	15.2984								25.8648	
Q A & UTILIZATION MNGMT	N266	18.0870	19.0419	19.9970	20.9522	21.9071	22.8624	23.8172	24.8959	25.6429	26.4122
QUALITY ASSURANCE COORD	N417	19.9702	20.9254	21.8805	22.8353	23.7905	24.7454	25.8289	26.6038	27.4020	
R.N./ TB CLINIC	N314	18.0870	19.0419	19.9970	20.9522	21.9071	22.8624	23.8172	24.8959	25.6429	
RADIO COMMUN TECHNICIAN	C604	11.2074	11.9074	12.6074	13.3074	13.8342	14.3610	14.8876	15.4146	15.9414	16.4680
RADIOLOGY COORDINATOR	G368	19.3440								32.7184	
RADIOLOGY SYST SUPERV. SOR	B564	15.3400									
READER FOR HANDICAP	A195	9.6113	10.0482	10.4851	10.9220						
REC INSTRUCTOR	X838	15.0000									
RECEPT/OFF ASST/FUEL ASST	X480	9.2500									
RECEPTIONIST	C116	7.5922	8.2922	8.9922	9.6922	9.9169	10.1417	10.3664	10.6007	10.8425	11.0915
RECEPTIONIST II	C006	7.8681	8.5681	9.2681	9.9681	10.1928	10.4176	10.6556	10.8991	11.1481	11.3973
RECEPTIONIST/CLC	X479	8.3000									
RECEPTIONIST/ENERGY	A508	8.9447	9.2038	9.4629	9.7219	9.9807	10.2397	10.4986	10.7573	11.0164	
RECEPTIONIST/FUEL ASS	X902	8.0600									
RECORDS MGR/RECYCL STAFF	A069	17.3681	18.1576	18.9470	19.7365						
RECR ACT MNGR/ADULT PROG	A449	13.4469	14.0871	14.7273	15.3676	16.0078	16.6483	17.2886			
RECREATION INSTRUCTOR I	X839	10.4000									
RECREATION INSTRUCTOR II	X840	14.5000									
RECREATION INSTRUCTOR III	X841	19.7500									
RECREATION LEADER/NEV. LLE	A440	11.6860	12.1833	12.6806	13.1779	13.6753	14.1726	14.6704			
RECREATION LEADER/SEASONL	X842	5.7200									
RECREATION SUPERVISOR	A843	14.3915	14.9911	15.5906	16.1902	16.7898	17.3892	17.9886	18.5880	19.1876	
RECREATION THERAPIST/FEVI	A312	9.2933	9.7158	10.1382	10.5607						
RECREATIONAL THERAPIST	A447	9.4083	9.7293	10.0504	10.3714	10.6924	11.0133	11.3342			
RECYCLING COORDINATOR	A468	18.0783	18.7864	19.4944	20.2024	20.9104	21.6260	22.3376			
RECYCLING STAFF ASSISTANT	A483	13.6057	13.9979	14.3901	14.7822	15.1744	15.5604	15.9463			
REFEREE/SEASONAL/DHSP	X844	21.0000									
REFUSE & PARKS INSPECTOR	A194	16.0060	16.7336	17.4612	18.1888						
REGISTRAR/CHILDCARE/DHSP	A458	10.1056	10.5504	10.9952	11.4400	11.8848	12.3297	12.7744			
REHABILITATION AIDE	C228	7.6857	8.3857	9.0857	9.7857	10.1626	10.5451	10.9540	11.3718	11.7895	12.2074
REIMBURSEMENT ANALYST	G018	12.6360								21.3824	
RESEARCH ASST/COA	X918	9.0000									
RESEARCH ASST/TEEN HEALTH	X305	10.0000									
RESEARCH COORDINATOR/FEAL	A238	15.9214	16.6451	17.3688	18.0926						

Grade/Step Salary Range
Printed 111094 16:16:46
Grade: A001 - Z999

Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
RESEARCHER/HISTORICAL	A581	10.9824	11.4816	11.9808	12.4800						
RESERVOIR CARETAKER	W632	12.8866	13.0980	13.3094	13.5207	13.7322	13.9436	14.1551	14.3666		
RESIDENT PARKING SUPERVIS	A528	14.5183	15.1782	15.8381	16.4979						
RESOURCE COUNSELOR/DHSP	A640	10.6247	11.2497	11.8746	12.4996	13.1245	13.7495	14.3747	14.9998	15.6245	
RESPIRATORY TECH/PER DIEM	X298	11.4913	12.5652	13.6578	14.7504	15.8430	16.9357	18.0283			
RESPIRATORY TECHNICIAN	C298	10.2094	10.9094	11.6094	12.3094	13.4599	14.6302	15.8006	16.9710	18.1416	19.3119
RETIREMENT BOARD ANALYST	C122	7.8482	8.5482	9.2482	9.9482	10.3252	10.7201	11.1341	11.5519	11.9698	12.3875
RETIREMENT SYSTEM TECHNIC	A143	11.6941	12.5799	13.4658	14.3517	15.2376	16.1235	17.0094			
REVENUE MANAGER	A057	15.8406	16.3396	16.8387	17.3378	17.8369	18.3363	18.8325			
RISK MANAGER	G272	17.5864								29.7440	
ROC COORDINATOR	A484	13.4980	14.1383	14.7786	15.4189	16.0593	16.6996	17.3398			
ROTATING TEACHER	D448	9.7369	10.0690	10.4010	10.7331						
SANITARY/HOUSING INSP	I220	12.6506	13.9533	14.4123	14.8684	15.5804					
SANITARY/HOUSING INSP COM	I120	12.7226	14.0253	14.4843	14.9404	15.6524					
SCHOOL HEALTH NURSE	N258	13.8664	14.5985	15.3303	16.0629	16.7951	17.5275	18.2596	19.0865	19.6474	
SCHOOL NURSE/GRANT	X155	20.5100									
SCHOOL PHYSICIAN	A304	21.1848	22.1477	23.1107	24.0736						
SEALER/WEIGHTS & MEASURES	O018	26.5871									
SEASONAL WORKERS/DHSP	X757	6.0000									
SECR/MENTAL HEALTH ASST	C124	10.7601	11.4601	12.1601	12.8601						
SECRETARY TO CITY MNGR	A117	13.6316	14.3489	15.0662	15.7835	16.5007	17.2182	17.9357			
SECRETARY TO MAYOR	A118	17.8900									
SECRETARY TO TRAFFIC BRD	X126	876.0000									
RETARY/HEALTH/GRANT	X154	10.2600									
RETARY/MAYOR'S/TEMP	X018	10.0000									
SECURITY GUARD SUPERVISOR	B466	10.1394									
SECURITY GUARD/CO-OP	B467	9.2536									
SECURITY GUARD/LIBRARY	C467	8.3619	9.0619	9.7619	10.4619	10.6881	10.9180	11.1528	11.3875	11.6223	11.8569
SEMI SKILLED LABORER	C740	8.6609	9.3609	10.0609	10.7609	11.1291	11.5001	11.8711	12.2419	12.6128	12.9905
SERVICE DIR/BEHAV MED	B540	30.1664									
SEWER CLEANER/MEO I	C717	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
SEWER/SEAMSTRESS	C756	7.0654	7.7654	8.4654	9.1654	9.3911	9.6168	9.8425	10.0682	10.2939	10.5241
SHIPPER/RECEIVER/HOSP	C766	8.9419	9.6419	10.3419	11.0419	11.4269	11.8002	12.1733	12.5465	12.9241	13.3120
SIGN PAINTER	C680	9.7276	10.4276	11.1276	11.8276	12.2008	12.5737	12.9525	13.3405	13.7286	14.1169
SIGNAL MAINTAINER	C656	10.4422	11.1422	11.8422	12.5422	12.9044	13.2776	13.6507	14.0240	14.3970	14.7703
SIGNAL MAINTAINER HELPER	C646	8.6609	9.3609	10.0609	10.7609	11.1291	11.5001	11.8711	12.2419	12.6128	12.9905
SIGNAL MAINTEN FOREMAN	A614	15.9184	16.5290	17.1396	17.7502	18.3608	19.0065	19.6171			
SITE DIR/CTR FOR FAMILIES	A459	15.5912	16.1906	16.7900	17.3892	17.9888	18.5882	19.1876			
SITE MNGR/SUPERCAMP/SEASL	X847	9.0000									
SKILLED LABORER	C731	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
SKILLED LABORER/NEVILLE	C750	8.0440	8.7440	9.4440	10.1440	10.4086	10.6891	10.9777	11.2712	11.5646	11.8580
SKILLED LABORER/WATER	W731	10.5756	10.9379	11.3002	11.6625	12.0247	12.3869	12.7494	13.1116		
SMOKING CESSATION GROUP F	X352	15.0000									
SOC WORKER/COMM HEALTH AD	X010	13.5200									
SOCIAL WORKER	G334	13.9048								23.5144	
SOCIAL WORKER/HEALTH/NEV	A334	12.0602	12.5682	13.0762	13.5843	14.0923	14.6001	15.1081			
SOCIAL WORKER/MSW	G335	13.9048								23.5144	
SOCIAL WORKER/MSW/GRANT	X009	35.0000									
SPEACH THERAPIST	X006	50.0000									
SPEC ASST TO TRAFFIC DIR	A373	9.9413	10.5647	11.1882	11.8117	12.4352	13.0584	13.6582			
SPEC NEEDS CONSULTANT	A469	15.5982	16.3072	17.0162	17.7251						
C PROCEDURES X RAY TEC	C288	10.1089	10.8089	11.5089	12.2089	12.4885	12.7679	13.0569	13.3474	13.6382	13.9288

Grade/Step Salary Range
Printed 110994 11:22:49
Grade: A001 - Z999

Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
SPECIAL ASST/RENT CONTROL	R124	12.2890	12.9407	13.5859	14.2347						
SPECIAL ED TEACHER	G461	13.9048								23.5144	
SPECIAL PROJ COORD/ERI	X849	8.0000									
SPECIAL PROJECTS ADMIN	B401	43.8524									
SPECIALIST I/COMM SCH	X879	10.0000									
SPECIALIST II/COMM SCH	X880	15.0000									
SPECIALIST III/COMM SCH	X881	18.0000									
SPECIALIST IV/COMM SCH	X907	20.0000									
SPECIALIST V/COMM SCH	X913	25.0000									
SR ACCOUNT CLERK	C171	10.6270	11.3270	12.0270	12.7270	13.1290	13.5339	13.9392	14.3443	14.7496	15.1545
SR ACCOUNTANT	C167	11.3832	12.0832	12.7832	13.4832	13.9418	14.4002	14.8586	15.3172	15.7757	16.2341
SR ASSISTANT ASSESSOR	A024	17.9763	18.4493	18.9223	19.3953	19.8683	20.3414	20.8142			
SR BLDG CUSTODIAN/WATER	W720	10.1798	10.5369	10.8940	11.2510	11.6083	11.9653	12.3223	12.6796		
SR BUILDING CUSTODIAN	C720	9.7003	10.4003	11.1003	11.8003	12.2052	12.6102	13.0233	13.4444	13.8656	14.2870
SR BUILDING INSPECTOR	A245	19.1660	19.5931	20.0202	20.4473	20.8745	21.3016	21.7285			
SR BUYER	C195	11.6361	12.3361	13.0361	13.7361	14.0102	14.2843	14.5584	14.8327	15.1067	15.3808
SR CLERK	C111	8.3606	9.0606	9.7606	10.4606	10.8786	11.3098	11.7410	12.1722	12.6034	13.0436
SR CLERK & STENO II	X109	9.8033	10.1899	10.5801	10.9700	11.3601	11.7502	12.1401			
SR CLERK & STENOGRAPHER	C109	8.6262	9.3262	10.0262	10.7262	11.1404	11.5584	11.9760	12.3939	12.8118	13.2462
SR CLERK & TYPIST	C110	8.5038	9.2038	9.9038	10.6038	11.0144	11.4322	11.8501	12.2678	12.6856	13.1151
SR CLERK & TYPIST II	C119	8.7716	9.4716	10.1716	10.8716	11.2822	11.7000	12.1179	12.5356	12.9590	13.3924
SR CLERK II	X111	9.5553	9.9455	10.3481	10.7506	11.1531	11.5557	11.9583			
SR CODE ENFORCMENT INSPECT	A217	16.9200	17.5200	18.1200	18.7200	19.3200	19.9200	20.5200			
SR COMPUTER OPERATOR	A150	13.6629	14.2723	14.8818	15.4912	16.1007	16.7101	17.3193			
SR CONSTR ENGINEER	A413	19.1618	20.0744	20.9870	21.8996	22.8122	23.7246	24.6372			
SR COUNSELOR/SUPERCAMP	X846	7.0000									
SR DATA ENTRY OPERATOR	C158	8.4789	9.1789	9.8789	10.5789	10.9885	11.4064	11.8242	12.2422	12.6597	13.0884
SR EEG TECHNICIAN	C284	16.3927	17.0927	17.7927	18.4927	18.7658	19.1559	19.4874	19.8189	20.1505	20.4823
SR HEARINGS EXAMINER	R136	19.4926	20.1446	20.7899	21.4386						
SR HOUSING PLANNER	A596	26.5879	27.7965	29.0051	30.2137						
SR INTAKE WORKER/FUEL	X895	7.6500									
SR LABORATORY TECHNICIAN	G285	11.4816								19.4376	
SR LEGAL STENO II	X139	10.5940	10.9857	11.3774	11.7691	12.1608	12.5526	12.9443			
SR LEGAL STENOGRAPHER	C139	10.0339	10.7339	11.4339	12.1339	12.5748	13.0236	13.4822	13.9406	14.3992	14.8576
SR NUTRITIONIST/WIC GRANT	X118	12.1500								20.5600	
SR OFFSET MACHINE OPER	C141	12.7145	13.4145	14.1145	14.8145	15.3270	15.8394	16.3517	16.8643	17.3767	17.8891
SR PROGRAMMER/SYS ANALYST	A119	19.8675	20.3433	20.8191	21.2949	21.7707	22.2464	22.7145			
SR PSYCH EMERG CLINICIAN	X005	575.0000									
SR PSYCHOLOG/CHILD ASSESS	B091	25.8000									
SR SANITARY INSPECTOR	A230	19.1660	19.5931	20.0202	20.4473	20.8745	21.3016	21.7285			
SR SOCIAL WORKER/MSW	G332	13.9048								23.5144	
SR STOREKEEPER/TRAFFIC	C527	10.2088	10.9088	11.6088	12.3088	12.7235	13.1513	13.5826	14.0140	14.4453	14.8764
SR STOREKEEPER/WATER	W697	12.5558	12.7672	12.9786	13.1900	13.4014	13.6129	13.8242	14.0356		
SR SUBSTITUTE I/LIBRARY	L426	8.4111	8.8233	9.2354							
SR SUBSTITUTE II/LIBRARY	L422	9.0349	9.4583	9.8704							
SR SVS FACIL COORD/COA	A498	10.5662	11.2062	11.8462	12.4862	13.1263	13.7664	14.4065			
SR TRAFFIC ENGINEER	A537	15.6101	16.2159	16.8217	17.4275	18.0333	18.6393	19.2453			
SR TRAFFIC INVESTIGATOR	A213	15.7502	16.0654	16.3806	16.6958	17.0111	17.3264	17.6418			
SR WATCHMAN	C737	8.0074	8.7074	9.4074	10.1074	10.3756	10.6454	10.9212			
SR WATER SERV INSPECTOR	W260	11.5052	11.8838	12.2624	12.6410	13.0197	13.3982	13.7767	14.1553		
SR WIRING INSPECTOR	A226	19.1211	19.9903	20.8594	21.7285						
STAFF ASST/HUMAN SERVICES	A239	13.9329	14.3913	14.8497	15.3082	15.7666	16.2249	16.6833			

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
STAFF CLINICIAN	X012	14.0600	16.5600								
STAFF DEVEL COORD/NEVILLE	A262	15.7867	16.7144	17.6420	18.5697	19.4972	20.4249	21.3524	22.2801	23.2074	
STAFF PSYCH/CLIN DIR	B518	25.0000									
STAFF RECRUITER/HOSPITAL	G347	15.2984								25.8648	
STEAMFITTER/HOSPITAL	E683	15.5236	15.7070	15.8903	16.0737	16.2571					
STONECUTTER	C682	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
STOREKEEPER/TRAFFIC/PWD	C191	9.9120	10.6120	11.3120	12.0120	12.4253	12.8396	13.2693	13.6993	14.1291	14.5589
STOREKEEPER/WATER	W191	11.2136	11.5533	11.8929	12.2326	12.5722	12.9119	13.2515	13.5912		
STUDENT INTERN/HOSP	X755	8.0000									
STUDENT INTERN/POLICE	A108	9.3428									
SUB LIBRARIAN	X403	10.0000									
SUB TEACHER I	X835	6.5000									
SUB TEACHER II	X843	7.5000									
SUB TEACHER III	X848	8.5000									
SUB TEACHER IV	X855	9.0000									
SUB TEACHER V	X899	9.5000									
SUB TEACHER VI	X900	10.0000									
SUBST ABUSE COUNSEL/FAMIL	X464	11.4898									
SUBSTANCE ABUSE COOR/HLTH	A470	15.6470	16.5048	17.3626	18.2204	19.0782	19.9360	20.7939			
SUBSTANCE ABUSE COUNSELOR	G605	13.9048								23.5144	
SUBSTANCE ABUSE TECH	C258	9.6468	10.3468	11.0468	11.7468	12.1219	12.4970	12.8746	13.2647	13.6547	14.0450
SUBSTITUTE COORD/HARRINGT	X852	8.5000									
SUBSTITUTE COORD/KING CCP	X850	8.0000									
SUBSTITUTE COORD/MORSE	X851	7.5000									
SUBSTITUTE YOUTH SPEC	X853	7.5000									
SUPERCAMP COUNSELOR I	X873	8.2500									
SUPERCAMP COUNSELOR II	X809	8.7500									
SUPERCAMP COUNSELOR III	X812	7.5000									
SUPERCAMP HD COUNSELOR I	X807	7.7500									
SUPERCAMP HD COUNSELOR II	X810	8.5000									
SUPERCAMP SITE SUPV I	X870	10.0000									
SUPERCAMP SITE SUPV II	X871	10.5000									
SUPERCAMP SITE SUPV III	X872	9.7500									
SUPERCAMP SUB COUNSELOR	X874	7.5000									
SUPERCAMP/COUNSELOR/C-I-T	X888	4.2500									
SUPERINTENDENT/CEMETERIES	A045	21.0434	21.8991	22.7548	23.6105	24.4662	25.3212	26.1769			
SUPERINTENDENT/POLICE	A492	72,575.00									
SUPERINTENDENT/WATER	O035	37.2088									
SUPERV/BUILDING MAINT/PWD	A600	21.0434	21.8991	22.7548	23.6105	24.4662	25.3212	26.1769			
SUPERV/CUSTOMER SVS/WATER	A696	21.1703									
SUPERV/SEWER CONSTR/MAINT	A048	21.0434	21.8991	22.7548	23.6105	24.4662	25.3212	26.1769			
SUPERVISING CYTOTECHNOLOG	G330	15.2984								25.8648	
SUPERVISING EKG TECHNICIA	C304	12.8779	13.5779	14.2779	14.9779						
SUPERVISING MED TECH	G278	15.2984								25.8648	
SUPERVISOR OF PARKS	A080	21.0434	21.8991	22.7548	23.6105	24.4662	25.3212	26.1769			
SUPERVISOR OF PAYROLL	A114	10.1770	10.6474	11.1178	11.5882	12.0586	12.5291	12.9997			
SUPERVISOR OF PRINTING	A050	16.5935	17.1186	17.6437	18.1688	18.6939	19.2188	19.7438			
SUPERVISOR R.N./NEVILLE	N243	21.3763	22.2878	23.1997	24.1113	25.0228	25.9347	26.9645	27.7896	28.6233	
SUPERVISOR/CENTRAL SUPPLY	G199	10.6704								17.4200	
SUPERVISOR/HVAC & MAINTEN	G632	17.5900								29.7400	
SUPERVISOR/PROGRAM. ANALY	A701	22.5975	23.2201	23.8426	24.4652	25.0877	25.7103	26.3329			
SUPERVISOR/SANITATION	A605	21.0434	21.8991	22.7548	23.6105	24.4662	25.3212	26.1769			

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
SUPERVISOR/WATER QUALITY	A236	19.9555	20.7537	21.5838	22.4472						
SUPERVSR/STOREROOM/LINENS	G225	11.4816								19.4376	
SUPT/CONSTR/PUBLIC BUILD	A603	25.0125	26.1494	27.2864	28.4233						
SUPT/STREETS & BRIDGES	A046	22.8403	23.7814	24.7225	25.6636	26.6047	27.5456	28.4866			
SURGEON	B559	777.9162									
SURGICAL TECH/PER DIEM	X153	10.7034	11.4038	12.1100	12.8385	13.5669	14.2953	15.0236			
SURGICAL TECHNICIAN	C299	9.3655	10.0655	10.7655	11.4655	12.2157	12.9722	13.7526	14.5329	15.3132	16.0933
SURVEY DIRECTOR/HIST	A594	18.3945	19.2306	20.0668	20.9030						
SWIM INSTRUCTOR/WSI	X854	7.2500									
SYSTEMS ACCOUNTANT	A174	17.2077	17.8058	18.4039	19.0020	19.6002	20.1985	20.7966			
SYSTEMS ACCOUNTANT/NEVILL	A319	13.7997	14.1404	14.4812	14.8219	15.1626	15.5034	15.8441			
T B CONSULTANT	A351	9.6787	10.1186	10.5585	10.9984						
TEACHER AIDE/CHILD PSYCH	B460	9.4302	10.5244	11.1470	11.7696						
TEACHER/COMM LEARN CNTR	A446	13.7257	14.3496	14.9735	15.5974						
TEACHER/DAYCARE	D446	9.7369	10.0690	10.4010	10.7331						
TEACHER/DIR/CHILDCARE	A855	11.4893	11.9336	12.3779	12.8222	13.2664	13.7108	14.1551			
TECHNICAL DIRECTOR/HOSP	G300	19.3440								32.7184	
TEEN CNTR YOUTH LDR I	X856	6.5000									
TEEN CNTR YOUTH LDR II	X857	7.5000									
TEEN CTR YOUTH LDR III	X911	8.5000									
TEEN HEALTH CTR MNGR	G040	17.5864								29.7440	
TELEPHONE OPERATOR I	C143	8.0308	8.7308	9.4308	10.1308	10.4870	10.8670	11.2589	11.6508	12.0428	12.4347
TELEPHONE OPERATOR II	C144	8.6262	9.3262	10.0262	10.7262	11.1404	11.5584	11.9760	12.3939	12.8118	13.2462
TEMP DATA ENTRY/ELECTION	X156	8.0000									
TEMP DATA ENTRY/FIRE	X157	8.7189									
TEMP OFFICE AIDE/ELECTION	X668	6.0000	7.0000	8.0000							
TEMP TEACHER/DAYCARE	X446	8.3399									
THERAPIST/HAITIAN M H	X160	14.0871									
THIRD PARTY BILLER	A324	11.0000	11.4583	11.9167	12.3750	12.8333	13.2917	13.7500			
TIMER/SCORER/DHSP	X858	5.5600									
TIRE REPAIRMAN	C718	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
TOBACCO COALITION COORD	X035	15.3330									
TOBACCO CONTR ENFRMNT CRD	X034	16.3552									
TOBACCO CONTROL ED COORD	X032	16.3552									
TOOLKEEPER	C762	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
TRAFFIC INVESTIGATOR	A218	14.4276	14.7004	14.9732	15.2460	15.5188	15.7919	16.0651			
TRAFFIC MAINTENANCE MAN	C641	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
TRAFFIC SUPERVISOR/A3785	T468	10.5100									
TRAFFIC SUPERVISOR/B3785	T458	452.0800	480.2500								
TRAINEE/HOSPITAL	X103	5.5157									
TRAINEE/MAYOR'S OFFICE	X100	4.0000									
TRAINING DIR/CHILD PSYCH	B538	942.0000									
TREATMENT PLANT OPER 1	W690	10.6006	10.9556	11.3106	11.6656	12.0205	12.3757	12.7306	13.0858		
TREATMENT PLANT OPER 2	W691	10.9313	11.2863	11.6413	11.9964	12.3513	12.7065	13.0615	13.4165		
TREATMENT PLANT OPER 3	W692	11.2622	11.6172	11.9722	12.3272	12.6822	13.0373	13.3923	13.7473		
TREATMENT PLANT OPER 4	W693	11.5930	11.9480	12.3030	12.6582	13.0130	13.3680	13.7231	14.0781		
TREE CLIMBER/MEO I	C732	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
TUTOR/CLC	X803	10.0000									
TYPOGRAPHER	C154	8.5038	9.2038	9.9038	10.6038	11.0144	11.4322	11.8501	12.2678	12.6856	13.1151
ULTRASONOGRAPHER	X579	26.0000									
ULTRASOUND TECHNICIAN	C311	11.2094	11.9094	12.6094	13.3094	13.6002	13.8907	14.1815	14.4720	14.7628	15.0534
UMPIRE/SEASONAL/DHSP	X859	16.0000									

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Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
UNIT COORDINATOR/HOSP	C264	7.8479	8.5479	9.2479	9.9479	10.3250	10.7200	11.1341	11.5520	11.9701	12.3879
UNIT DIR/CHILD ASSESSMENT	B114	1,850.506									
UNIT DIR/SECURE ADMISSION	B542	1,842.850									
UNIT MANAGER	G263	10.6704								17.4200	
UNIT MNGR/ASST DIR OF NUR	A258	21.9095	22.5767	23.2440	23.9113	24.5786	25.2460	25.9134	26.5806	27.2480	
UTILITY AIDE	C252	7.4658	8.1658	8.8658	9.5658	9.7780	9.9902	10.2024	10.4147	10.6391	10.8681
UTILITY FOOD WORKER	C758	7.4547	8.1547	8.8547	9.5547	9.7804	10.0060	10.2318	10.4586	10.6997	10.9454
UTILITY FOOD WORKER/INT	X762	7.4547									
UTILIZATION REVIEW COORDI	C343	7.8479	8.5479	9.2479	9.9479	10.3250	10.7200	11.1341	11.5520	11.9701	12.3879
VETERANS BENEFITS INVESTI	C103	13.1547	13.8547	14.5547	15.2547	15.5278	15.8009	16.0744			
VITAL STATS/DATA MNGR	A267	12.2375	12.7938	13.3501	13.9064						
VOLUNTEER ASST/HOSP	C765	7.8482	8.5482	9.2482	9.9482	10.3252	10.7201	11.1341	11.5519	11.9698	12.3875
VOLUNTEER COORDINATOR-CLC	A765	15.5974									
WASTE COLLECTION INSPECTO	A289	14.7820	15.3980	16.0140	16.6300	17.2460	17.8619	18.4778			
WATER FILTER OPERATER 2	W659	10.9313	11.2363	11.6413	11.9964	12.3513	12.7065	13.0615	13.4165		
WATER FILTER OPERATOR 1	W658	10.6006	10.9556	11.3106	11.6656	12.0205	12.3757	12.7306	13.0858		
WATER FILTER OPERATOR 3	W660	11.2622	11.6172	11.9722	12.3272	12.6822	13.0373	13.3923	13.7473		
WATER FILTER OPERATOR 4	W661	11.5930	11.9480	12.3030	12.6582	13.0130	13.3680	13.7231	14.0781		
WATER MACHINERY MAINT	W645	12.7567	12.9581	13.1795	13.3909	13.6024	13.8137	14.0251	14.2366		
WATER MAINT FORMN/WATER	A639	22.0707									
WATER MAINT SUPPLY LABORE	W733	10.5756	10.9379	11.3002	11.6625	12.0247	12.3869	12.7494	13.1116		
WATER SAFETY INSTRUCTOR	X861	8.0000									
WATER SERV INSP/WATER	W222	11.4459	11.8245	12.2031	12.5817	12.9602	13.3387	13.7173	14.0960		
WATER SYSTEM MAINT CRAFTS	W672	10.5756	10.9379	11.3002	11.6625	12.0247	12.3869	12.7494	13.1116		
WATER SYSTEM MAINT MANAGER	A234	19.9555	20.7537	21.5838	22.4472						
WATER SYSTEM MAINT R	C714	9.6810	10.3810	11.0810	11.7810	12.1544	12.5274	12.9042	13.2924	13.6805	14.0684
WIRE INSPECTOR	A215	16.2536	16.6606	17.0675	17.4745	17.8814	19.0511	19.8398			
WORKING FOREMAN	C688	11.9787	12.6787	13.3787	14.0787	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WORKING FOREMAN CARPENTER	C609	11.9789	12.6789	13.3789	14.0789	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WORKING FOREMAN CARPENTER	W688	12.8866	13.0980	13.3094	13.5207	13.7322	13.9436	14.1551	14.3666		
WORKING FOREMAN/LABORER	C743	11.9789	12.6789	13.3789	14.0789	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WORKING FOREMAN/MEO III	C722	11.5794	12.2794	12.9794	13.6794	14.0516	14.4241	14.7964	15.1685	15.5407	15.9132
WORKING FOREMAN/WATER	W652	12.8866	13.0980	13.3094	13.5207	13.7322	13.9436	14.1551	14.3666		
WORKING FRMN/LABORER/HOSP	C661	11.2674	11.9674	12.6674	13.3674	13.5939	13.8205	14.0472	14.2738	14.0782	14.7269
WORKING FOREPSN PLUMB/MEO	C713	11.9787	12.6787	13.3787	14.0787	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKG FOREMAN/DIESEL	C689	12.2873	12.9873	13.6873	14.3873	14.6138	14.8402	15.0668	15.2932	15.5196	15.7461
WRKG FRMN BLDG MAINT MAN	C625	11.9789	12.6789	13.3789	14.0789	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKG FRMN CEM MAIN CR/MEO	C628	11.9789	12.6789	13.3789	14.0789	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKG FRMN CEMENT FINISHER	C621	11.9789	12.6789	13.3789	14.0789	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKG FRMN GARDENER	C624	11.9789	12.6789	13.3789	14.0789	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKG FRMN HGHWY MAINT. CR	C627	11.9789	12.6789	13.3789	14.0789	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKG FRMN HIGH MAINT MAN	C649	11.9789	12.6789	13.3789	14.0789	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKG FRMN MASON	C619	11.9789	12.6789	13.3789	14.0789	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKG FRMN MEO GR. I	C721	11.9789	12.6789	13.3789	14.0789	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKG FRMN PKG METER MAINT	C636	11.9789	12.6789	13.3789	14.0789	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKG FRMN TREE CLIMB/MEO	C633	11.9789	12.6789	13.3789	14.0789	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKG FRMN/BLDG MAINT/HOS	C685	11.2074	11.9074	12.6074	13.3074	13.8342	14.3610	14.8876	15.4146	15.9414	16.4680
WRKG FRMN/GROUNDS MAINT	W635	12.8866	13.0980	13.3094	13.5207	13.7322	13.9436	14.1551	14.3666		
WRKG FRMN/MACHIN/SPECIAL	W699	15.9424									
WRKG FRMN/MACHINE MAINT	W656	15.9880	16.1994	16.4108	16.6222	16.8893	17.1567	17.4237	17.6909		
WRKG FRMN/MACHINIST/WATER	W698	12.8866	13.0980	13.3094	13.5207	13.7322	13.9436	14.1551	14.3666		
WRKG FRMN/METER RPR/INSTL	W654	12.8866	13.0980	13.3094	13.5207	13.7322	13.9436	14.1551	14.3666		

Grade/Step Salary Range
Printed 110994 11:23:04
Grade: A001 - Z999

Position Name	Pos#	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10
WRKG FRMN/PARK MAINT CRAF	W655	12.8866	13.0980	13.3094	13.5207	13.7322	13.9436	14.1551	14.3666		
WRKG FRMN/PARKING LOT ATT	C459	11.9787	12.6787	13.3787	14.0787	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKG FRMN/SEWER SYST MAIN	C759	11.9787	12.6787	13.3787	14.0787	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKG FRMN/TRAFFIC MAINT	C645	11.9787	12.6787	13.3787	14.0787	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKG FRMN/WATER SYS MAINT	W653	12.8866	13.0980	13.3094	13.5207	13.7322	13.9436	14.1551	14.3666		
WRKG FRMN/WATER SYS/SPEC	W651	15.9424									
WRKG FRMN/WATER/CONST,INS	W657	15.0966	15.3081	15.5195	15.7309	15.9424					
WRKG FRPSN/BLDG MAINT CRF	C629	11.9789	12.6789	13.3789	14.0789	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKN FRPSN/FOREST WKR,MEO	C634	11.9789	12.6789	13.3789	14.0789	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
WRKN FRPSN/M.E.REPAIR,MEO	C650	11.9789	12.6789	13.3789	14.0789	14.3051	14.5317	14.7579	14.9844	15.2108	15.4373
X RAY TECHNICIAN	C297	9.6468	10.3468	11.0468	11.7468	12.7785	13.8501	14.9230	15.9958	17.0688	18.1416
YOUTH ADVOCATE/CCAT	X170	8.5000									
YOUTH LEADER COORD/CCAT	X173	7.0000									
YOUTH PROG MNGR/JASRAP	A424	24.6672	25.7885	26.9097	28.0309						
YOUTH PROGRAM MANAGER	A421	15.5912	16.1905	16.7899	17.3892	17.9886	18.5881	19.1876			
YOUTH SPECIALIST	A427	10.5653	11.2056	11.8459	12.4862	13.1266	13.7671	14.4071			
ZONING ASST	A243	9.1998									
ZONING INTERN	X165	8.5000									

DEPARTMENTAL BUDGET CODES

Numerical Listing

GENERAL GOVERNMENT 1	01	MAYOR
	03	EXECUTIVE
	07	CITY COUNCIL
	10	CITY CLERK
	11	LAW
	12	FINANCE
	14	EMPLOYEE BENEFITS
	16	GENERAL SERVICES
	21	ELECTIONS
	25	PUBLIC CELEBRATIONS
	27	RESERVES
	28	ANIMAL COMMISSION
PUBLIC SAFETY 2	31	FIRE
	32	POLICE
	33	TRAFFIC & PARKING
	34	POLICE REVIEW & ADVISORY BOARD
	35	INSPECTIONAL SERVICES
	36	LICENSE COMMISSION
	37	WEIGHT & MEASURES
	38	ELECTRICAL
COMMUNITY MAINTENANCE AND DEVELOPMENT 3	39	EMERGENCY MANAGEMENT
	46	EMERGENCY COMMUNICATIONS
	41	PUBLIC WORKS (Gen. Management)
	42	PUBLIC WORKS (Service Program)
	43	PUBLIC WORKS (Support Service)
	44	PUBLIC WORKS (Sewer)
	45	WATER
	50	COMMUNITY DEVELOPMENT
	51	HISTORICAL
	52	CONSERVATION
	53	PEACE
	54	RENT CONTROL
HUMAN RESOURCE DEVELOPMENT 4	58	CABLE TV
	95	DEBT SERVICE
	60	LIBRARY
	66	HUMAN SERVICES
	67	WOMEN'S COMMISSION
	68	HUMAN RIGHTS
	69	VETERANS
	72	HEALTH & HOSPITAL/HEALTH DEPT.
	73	HEALTH & HOSPITAL/NEVILLE MANOR
	74	HEALTH & HOSPITAL/HOSPITAL/ADMINISTRATIVE
	75	HEALTH & HOSPITAL/AMBULATORY CARE
	76	HEALTH & HOSPITAL/PATIENT CARE
EDUCATION 5	77	HEALTH & HOSPITAL/LABORATORY
	78	HEALTH & HOSPITAL/GEN. SERVICES
	79	HEALTH & HOSPITAL/HOSPITAL/FISCAL
	80'S	SCHOOL
INTERGOVERNMENTAL 6	90	COUNTY TAX
	91	MBTA
	92	MASSACHUSETTS WATER RESOURCES AUTHORITY

FUND NUMBERS & TYPES

NUMERICAL LISTING

A. Governmental

1 : GENERAL FUND

- 01 - General**
- 05 - School Department Detail**
- 06 - Stabilization**
- 07 - Pension Reserve**
- 08 - Claims Trust**

2 : SPECIAL REVENUE FUND

- 16 - Federal/State/Private Grants**
- 17 - Community Development Block Grant**
- 24-29 - School Grants**

3 : CAPITAL PROJECT FUND

- 30-39 - Public Investment**

B. Proprietary

6 : ENTERPRISE FUND

- 51 - Parking**
- 52 - Water**
- 58 - Neville Manor**
- 59 - Hospital**

C. Fiduciary

8 : TRUST AND AGENCY FUND

- 81 - Non-Expendable (Principal) Trusts**
- 82 - Expendable (Principal) Trusts**
- 83 - Other Trusts**
- 89 - Agency**

EXPENDITURE OBJECT CODES

Salaries & Wages

Positioned Employees

401-0	Worktime
403-5	Incentive/Longevity/Hazardous duty
403-6	Duty Differential
404-1	Non-Productive time

NON-POSITIONED EMPLOYEES

421-1	Worktime
423-5	Incentive/Longevity/Hazardous duty
424-1	Non-Productive time

OVERTIME

402-1	Peakload Requirements
402-2	Vacation Coverage
402-4	Holiday Coverage
402-5	Authorized Payments
403-2	Shift Differentials

BENEFITS

491-0	Health Insurance
492-0	Dental Insurance
493-0	Pensions
494-0	Miscellaneous Additional Compensation
495-0	Medicare Payroll Tax

EXPENDITURE OBJECT CODES

Other Ordinary Maintenance

General Operations

Supplies		Services
502	Administrative Supplies	***
503	Reproduction	603
***	Advertising	604
505	Communications	605
***	Freight	606
507	Insurance	607
508	Food	608
509	Furniture/Furnishing/Equipment	***

PROFESSIONAL AND TECHNICAL SERVICES

Supplies		Services
***	Professional Services	611
***	Technical Services	612
***	Computer Services	613
***	Fees	614
***	Solid Waste Disposal	615
***	Residents	616
***	Hospital-Based Physicians	617
***	Outside Clinical Testing	618
***	Other Outside Medical Testing	619

PLANT OPERATIONS

Supplies		Services
521	Fuel	***
522	Power	***
523	Cleaning	623
***	Security	624
***	Rent	625
***	Insurance	626
527	Pest Control	627
528	Snow Removal	628
***	Depreciation	629

*** = Not applicable

PLANT MAINTENANCE

Supplies		Service
531	Construction	631
532	Plumbing	632
533	Electrical	633
534	Painting	634
535	Grounds Maintenance	635
536	Machinery/Equipment	***
537	Boiler Inspection	637
538	Elevator Inspection	638
539	Vandalism Repair	639

EQUIPMENT OPERATION

Supplies		Services
***	Equipment Rental	641
542	Motor Fuels	***
543	Motor Lubricants/Fluids	***
544	Tires/Tubes/Chains	***
***	Insurance	645
***	Depreciation	646
***	Medical Equipment Rental	647
***	Laboratory Equipment Rental	648

EQUIPMENT MAINTENANCE

Supplies		Services
551	Motor Vehicle Maintenance	651
552	Maintenance of Miscellaneous Equipment	652
553	Tools and Instruments	***
554	Radio Maintenance	654
555	Fire Alarm Maintenance	655
556	Police Box Maintenance	656
557	Traffic Signal Maintenance	657
558	Maintenance of Medical Equipment	658
559	Maintenance of Laboratory Equipment	659

*** = Not Applicable

LIBRARY RESOURCES

Supplies		Services
561	Books	***
562	Recordings	***
563	Film Purchase	***
564	Periodicals	***
565	Film Rental	***
566	Programs	***
567	Educational Games	***

EDUCATIONAL RESOURCES

Supplies		Services
571	Graduation Services	***
572	Testing Services	***
***	Tuition to Other Schools	***
574	Educational Supplies-Warehouse	***
575	Textbooks	***
576	Instruction Services	***

MEDICAL/SURGICAL RESOURCES

Supplies		Services
581	Drugs	***
582	Laboratory Supplies	***
583	Medical/Surgical Supplies (routine)	***
584	Medical/Surgical Supplies (special)	***
585	Oxygen/Other Gases	***
586	Radiology Supplies	***
587	Medical Equipment	***
588	Intravenous Solutions	***
589	Blood Program	***

MISCELLANEOUS RESOURCES

Supplies		Services
591	Miscellaneous Expenditures	691
592	Laundry Supplies/Services	692
594	Wearing Apparel	***
595	Bedding/Linen	***
596	Chemicals	***
597	Tools/Instruments	***
598	Entertainment of Distinguished guests	***
599	Sign Materials	***

* = Not applicable

EXPENDITURE OBJECT CODES

Travel and Training

810: Business Travel

- 811 Travel within the City
- 812 Travel within the State
- 813 Travel outside of the State

820: PROFESSIONAL AFFILIATIONS

- 821 Dues/Membership Fees
- 822 Subscriptions

830: TRAINING/EDUCATION/CONFERENCE ATTENDANCE

- 831 Seminar/Conference attendance within the City
- 832 Seminar/Conference attendance within the State
- 833 Seminar/Conference attendance outside of the State

880: JUDGMENTS AND DAMAGES

- 881 Court ordered judgments
- 882 Law 100A Payments
- 885 Damages to persons and property
- 886 Lump Sum Settlements - City Employees
- 887 Employees - Medical Services (industrial accident)
- 888 Employees - Drugs and Medicine (industrial accident)

EXPENDITURE OBJECT CODES

Extraordinary Expenditures

950: Additional Equipment

951	Motor Vehicles
952	School Furniture
953	Educational Equipment
954	Office Furniture
955	Office Equipment
956	Heavy Equipment
957	Health Equipment

960: REPLACEMENT EQUIPMENT

961	Motor Vehicles
962	School Furniture
963	Educational Equipment
964	Office Furniture
965	Office Equipment
966	Heavy Equipment
967	Health Equipment

980: DEBT SERVICE

981	Maturing Principal on long term debt
983	Interest on long term debt
985	Interest on notes

REVENUE OBJECT CODES

41000 TAXES REVENUE

41100	Real Estate Taxes
41196	FY96 Property Taxes
41200	Personal Property Taxes
41296	FY96 Personal Property
41300	Motor Vehicle Excise Tax
41396	FY96 Motor Vehicle Excise
41400	Hotel/Motel Excise Tax
41500	Tax Title
41510	Tax Title Payments
41511	Tax Title Interest
41512	Certificate of Redemption
41600	Corporation Excise Tax
41800	Payments in Lieu of Taxes
41900	Penalties and Delinquent Interest
41911	Real Estate Interest
41912	Real Estate Demands
41921	Personal Property Interest
41922	Personal Property Demands
41931	Motor Vehicle Excise Interest
41932	Motor Vehicle Excise Demands
41933	Motor Vehicle Excise Warrant
41934	Motor Vehicle Excise Deputy
41935	Motor Vehicle Excise Registry

REVENUE OBJECT CODES

42000 LICENSES AND PERMITS

42100	Business Licenses
42110	Food and Beverage
42111	Milk
42112	Alcoholic Beverages
42113	Common Victualer
42120	Building/Housing
42121	Building (Specials)
42122	Builders
42123	Inn Holder
42124	Lodging Houses
42125	Dormitories
42126	Garage/Storage of inflamables
42130	Clothing
42131	Shops and Sales
42132	Second-Hand Merchandise
42133	Pawn Shops
42140	Transportation
42141	Hackney Carriage/Drivers
42142	Motor Vehicle related
42150	Entertainment
42151	Live Entertainment
42152	Mechanical/Electronic
42153	Dancing
42154	Massage Establishment
42155	Baths and Swimming Pools
42156	Street Performers License
42160	Retail/Distribution
42161	Refuse Disposal/Vehicle
42162	Package Stores
42163	Food Stores
42164	Mobile Food Services
42165	Commercial Food Establishments
42166	Catering Establishments
42167	Slaughterhouse
42168	Vending Machines
42169	Bakeries
42170	Pole & Conduit
42199	Miscellaneous Licenses
42200	Non Business Licenses

42201	Marriage Licenses
42202	Animal License
42203	Fish and Game
42204	Sports/Recreational
42300	Business Permits
42310	Building Construction/Renovation
42311	Building Permits
42312	Gas Permit
42313	Wire Permit
42314	Plumbing Permit
42315	Elevator Permit
42316	Public Works Street Permit
42317	Meter Permits
42318	Plan Review Permit (Com. Dev.)
42319	Sprinkler Permit
42320	Building Operation
42321	Elevator Test
42322	Certificate of Occupancy
42323	Certificate of Inspection Others
42324	Certificate of Egress
42325	Place of Assembly
42326	Certificate of Inspections (Alcoholic Rest.)
42327	Certificate of Inspections (Non-Alcoholic Rest.)
42328	Sign Certificate Inspections
42329	Air Rights Over Public Ways
42330	General Permits
42331	Sunday Permits
42332	Firearms Dealer
42333	Food Handlers (Alcohol)
42334	Food Handlers (Non-Alcohol)
42335	Firearms I.D.
42336	Revolver Permit
42337	Fire Permits
42340	Miscellaneous Health Permits
42400	Non-Business Permits

REVENUE OBJECT CODES

43000 FINES & FORFEITS

43100	Library Fines
43200	Vehicular Violations
43201	Parking Fines
43202	Moving Violations
43203	Out-of-Town Cab Fines
43204	Inspectional Fines
43300	Public Safety Violations
43301	False Alarm Ordinance Fee
43303	Animal Fines
43304	Snow/Sidewalk Fines
43400	Other Fines & Forfeits
43401	Forfeits/Purchasing
43402	Rubbish Fines
43403	Merchant Fines
43404	Recycling Fines
43405	Noise Control Fines
43406	Maint. of Sidewalks
43407	Miscellaneous Rubbish
43408	Litter Fines

REVENUE OBJECT CODES

44000 CHARGES FOR SERVICES

44100	Water Usage Charge
44110	Water Usage
44111	Metered Water
44112	Annual Water
44113	New Service
44114	Service Renewal
44115	Fire Service
44116	Miscellaneous Water Charges
44117	Cross Connection Fee
44120	Other Water Charges
44121	Water Interest
44122	Committed Interest-Water
44123	Water Liens
44200	Parking usage
44201	Street Meters
44202	Parking Lots
44203	Parking Garages
44204	Use of Meters
44205	Resident Stickers
44206	Boot Removal Fees
44207	Hospital Parking Lot
44208	East Cambridge Municipal Garage
44300	Sewer Service Charge
44321	Sewer Interest
44322	Committed Interest - Sewer
44323	Sewer Lien
44324	Sewer Connection Fee
44325	Toxic Substance Cleaning Fee
44400	Hospital
44401	Self-Pay
44402	Blue Cross
44403	Commercial Insurance
44404	Industrial Accident
44405	Medicaid
44406	Other Government
44407	H.M.O.s
44410	Medicare
44425	Collection Agency
44450	Uncompensated Care Pool
44453	T.B. Billing

44460	P.I.P.
44491	Cafeteria Receipts
44492	Miscellaneous Patient Related
44500	Fees
44510	Administrative Fees
44511	Certified Copies
44512	Mortgage Certificates
44513	Municipal Lien Certificates
44514	Document Sales
44515	Photocopy/Reproduction
44516	Sale of City VCR Tape Program
44517	Plan & Spec. Fee
44518	Domestic Partnership
44519	Miscellaneous Fees (Clerk)
44520	Public Safety Fees
44521	Sealing Fees
44522	Towing Surcharge
44523	Police Detail Surcharge
44524	Police Agency Fee
44525	Boarding/Razing Fee
44526	Smoke Detectors
44527	Rescue Unit Fees
44528	Inspectional Services Detail
44529	Fire Detail Surcharge
44530	Electrical
44531	Master Fire Alarm Box Fee
44532	Signal Maintenance Fee
44533	Cut-Out/Plug-Out Fee
44534	Private Company Fee
44535	Domestic Partnership
44540	Human Services
44541	Recreation Activity
44542	League Fees
44543	Swimming Pool Fees
44544	Golf Course Fees
44545	Special Needs Revenues
44546	Elderly Activities/Ceramics Class
44547	Limber Longer
44548	Walking Club
44549	Newslines
44550	Childcare Tuition
44551	Supercamp
44553	Senior Recreation Activities
44554	Community & Youth Activities
44555	Self Defense Training

44556	Senior Center
44557	Performance Project Receipts
44560	Hearing/Filing Fees
44561	Rent Control Fees
44562	License Commission/Hearing & Proces.
44563	Board of Zoning Appeals
44564	Conservation Commission
44565	Board of Building Code Appeal
44566	Municipal Access Fee
44567	Cable Access Franchise Fee
44568	Section 108 App. fee
44570	Miscellaneous Fees
44571	River Festival Vendor Fees
44600	Neville Manor
44601	Self-Pay
44602	Private Payments
44603	Commission/Blind
44604	Medicaid
44900	Other Charges for Services
44901	Rubbish Tickets
44902	Cemetery Fees
44903	Water Fund Transfer
44904	Water Cuts/Repair
44905	Senior Cab
44906	Animal Boarding
44907	Field Permit/Non City Leagues
44908	Laboratory Animal Inspection
44909	Fire Response Charges
44910	White Goods
44911	Hospital Fund Transfer
44912	Cambridge Performance Proj.

REVENUE OBJECT CODES

45000 INTERGOVERNMENTAL REVENUE

45100	Federal Grants
45101	Emergency Management Reimbursement
45102	Veterans' Reimbursement
45103	Federal Loan Program
45110	C.D.B.G.
45200	State Grants
45201	Reimbursement/Non-Contributory Pensions
45202	Reimbursement/Additional Voting Hours
45203	Consumer Commission (Att. Gen.)
45204	Chapter 90 Grant
45205	Water Mains Grant
45206	State Reimbursement
45207	MWPAT Loan Program
45208	Board of Library Commissioners
45300	State Cherry Sheet Revenue
45310	Resolution Aid (Cherry Sheet)
45311	School Aid
45312	Local Aid
45313	Municipal Stabilization Aid
45320	Education Offset (Cherry Sheet)
45321	Racial Equality
45322	Lunch Programs
45323	School Improvement Council
45324	Horace Mann Teachers
45330	Education Reimbursement (Cherry Sheet)
45331	School Transportation
45332	School Construction
45333	Tuition for State Wards
45334	Special Needs Recreation
45340	Gen. Government Offset Item (Cherry Sheet)
45341	Public Libraries
45350	Gen. Government Reimb/Dist (Cherry Sheet)
45351	Additional aid to Public Library
45352	Police Career Incentive
45353	Urban Renewal Projects
45354	Veterans' Benefits
45355	Highway Fund
45356	Lottery Aid
45357	Corporation Excise Tax
45358	Loss of Taxes (Abatements)
45359	Loss of Taxes (Elderly Exempt)
45360	Municipal Stabilization Aid
45361	Municipal Aid Snow & Ice Emergency
45900	Miscellaneous Intergovernmental Revenue
45901	C.H.A. Loan Payment
45902	S.C.E.S. Grant (Consumer Commission)
45903	Municipal Grant (City of Boston)
45904	Hospital Charge to General

REVENUE OBJECT CODES

46000 MISCELLANEOUS REVENUE

46100	Interest Earnings
46110	Interest on Perpetual Care
46120	Interest on MWRA Grant
46200	Contributions and Donations
46210	Private Grants
46300	Sale of Property
46301	Sale of Lots and Graves
46302	Sale of Animals
46303	Library Book Sale
46304	Sale of Used Equipment
46305	Sale of Computer Paper
46306	Sale of City Video Tapes
46900	Other Miscellaneous Revenue
46901	Sanders Temperance Fund
46902	Ramsey Trust Fund
46903	Hospital Related
46904	Restitution
46905	Public Investment Transfer
46906	Telephone Commissions
46907	Rent of City Property
46908	Royalties
46909	Miscellaneous School Receipts
46910	Free Cash
46911	C.D.B.G. Program Income
46912	Sale of Documents
46913	FEMA Reimbursement (YMCA)
46914	Police Auction
46915	Miscellaneous Revenue
46916	Rental Rehab. Program Income
46917	HODAG Program Income
46918	Traffic Knockdowns
46919	Third Party Payment
46920	Recycling Revenue
46921	COPA Loan Fund
46922	Brick Sidewalk Reimbursement
46923	Sale of Equipment
46924	Law Enforcement Trust Trans.
46925	Tie Back Fees
46926	Youth Performing Arts

46927	MBTA Reim/Fire Dept.
46928	Vending Machine
46929	Billboard Litigation Defense
46930	Charles River Crossing Agreement
46931	Claims Trust Fund Transfer
46932	Disaster Relief/Hurricane Bob
46933	Program Settle
46934	Condom Machine
46935	Harvard Refunds
46936	Domestic Partners
46937	Consumer Miscellaneous
46939	Information Request
46999	Unidentified Receipts
49999	Interfund Operating Transfers



EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

CITY OF CAMBRIDGE
CAMBRIDGE, MASSACHUSETTS 02139

TEL. 349-4300
FAX. 349-4307

23.

December 12, 1994

To The Honorable, The City Council:

Attached for your information is the FY1996 Budget Notebook which includes the
FY1996 City Manager's Budget Guidelines.

Very truly yours,

Robert W. Healy
City Manager

RWH/mev
attachment

Consent Agenda # 23 F-190
Fiscal Year 1996 Budget Notebook.

In City Council,

December 12, 1994

Placed on file