

CIVIL SERVICE POSITION AND WAGE CLASSIFICATION
AS OF OCTOBER 1, 2008

EFF 10/01/2008		AMT.	AMT.	BASIC	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	STEP X	STEP XI	STEP XII	
APPROVE MBOA 9/9/08		RAISE	STEP	ONE	EIGHTEEN	EIGHTEEN	EIGHTEEN	ONE	ONE	ONE	ONE	ONE	ONE	ONE	ONE	ONE	
GRADE	POSITION	TITLE	MO/YR	INC.	YEAR	MONTHS	MONTHS	MONTHS	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	
FS-5	FireFighter	Recruit	N/A	1	\$2,201.30	12 months											
FS-7	FireFighter	2nd Class	N/A	1	\$2,230.18	12 months											
FS-9	FireFighter	1st Class	250/3000	\$30	\$2,509.04	\$2,539.04	\$ 2,569.04	\$2,599.04	\$2,629.04	\$2,659.04	\$ 2,689.04	\$2,719.04	\$2,749.04	\$2,779.04	\$2,809.04	\$2,839.04	\$2,869.04
FS-10	Driver/Operator	Fire Dept	275/3300	\$30	\$2,580.24	\$2,610.24	\$ 2,640.24	\$2,670.24	\$2,700.24	\$2,730.24	\$ 2,760.24	\$2,790.24	\$2,820.24	\$2,850.24	\$2,880.24	\$2,910.24	\$2,940.24
FS-12	Lieutenant	Fire Dept	300/3600	\$50	\$2,703.42	\$2,753.42	\$ 2,803.42	\$2,853.42	\$2,903.42	\$2,953.42	\$ 3,003.42	\$3,053.42	\$3,103.42	\$3,153.42	\$3,203.42	\$3,253.42	\$3,303.42
FS-13	Battalion Chief	Fire Dept	300/3600	\$75	\$3,078.80	\$3,153.80	\$ 3,228.80	\$3,303.80	\$3,378.80	\$3,453.80	\$ 3,528.80	\$3,603.80	\$3,678.80	\$3,753.80	\$3,828.80	\$3,903.80	\$3,978.80
FSA-12	Inspector/Training	Lieutenant	300/3600	\$100	\$2,876.68	\$2,976.68	\$ 3,076.68	\$3,176.68	\$3,276.68	\$3,376.68	\$ 3,476.68	\$3,576.68	\$3,676.68	\$3,776.68	\$3,876.68	\$3,976.68	\$4,076.68
FSA-13	Inspector/Training	Batt Chief	375/4500	\$100	\$ 3,153.80	\$3,253.80	\$ 3,353.80	\$3,453.80	\$3,553.80	\$3,653.80	\$ 3,753.80	\$3,853.80	\$3,953.80	\$4,053.80	\$4,153.80	\$4,253.80	\$4,353.80
FSA-14	Inspector/Training	Deputy Chf	375/4500	\$100	\$3,269.30	\$3,369.30	\$ 3,469.30	\$3,569.30	\$3,669.30	\$3,769.30	\$ 3,869.30	\$3,969.30	\$4,069.30	\$4,169.30	\$4,269.30	\$4,369.30	\$4,469.30
FSA-15	Assistant Chief	Fire Dept	375/4500	\$100	\$3,384.80	\$3,484.80	\$ 3,584.80	\$3,684.80	\$3,784.80	\$3,884.80	\$ 3,984.80	\$4,084.80	\$4,184.80	\$4,284.80	\$4,384.80	\$4,484.80	\$4,584.80
FSA-16	Chief	Fire Dept	416/4989	\$100	\$4,570.80	\$4,670.80	\$ 4,770.80	\$4,870.80	\$4,970.80	\$5,070.80	\$ 5,170.80	\$5,270.80	\$5,370.80	\$5,470.80	\$5,570.80	\$5,670.80	\$5,770.80
AFTER STEP X RAISES WILL BE CALCULATED AT THE INCREASE FROM IX TO X EVERY YEAR																	

CIVIL SERVICE POSITION AND WAGE CLASSIFICATION
AS OF OCTOBER 1, 2008

			AMT.	AMT.	BASIC	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	STEP X
GRADE	POSITION	TITLE	RAISE	STEP	ONE	EIGHTEEN	EIGHTEEN	EIGHTEEN	ONE	ONE	ONE	ONE	ONE	ONE	ONE
			MO/YR	INC.	YEAR	MONTHS	MONTHS	MONTHS	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR
PS-1	Dispatch	Recruit	76/912	4%	\$1,976.20	Six Months									
PS-2	Dispatch	2nd Class	75/899	4%	\$2,024.80	Six Months									
PS-3	Dispatch	1st Class	83/1001	4%	\$2,169.22	\$2,199.28	\$ 2,229.28	\$2,289.34	\$2,319.40	\$2,349.40	\$ 2,379.44	\$2,408.88	\$2,437.48	\$2,466.08	\$2,502.70
PS-4	Dispatch	Asst Supv	87/1043	4%	\$2,259.32	\$2,289.34	\$ 2,319.38	\$2,349.40	\$2,379.44	\$2,409.46	\$ 2,439.50	\$2,469.52	\$2,498.12	\$2,526.72	\$2,559.90
PS-5	Police Officer	Recruit	N/A	1	\$2,201.30	6 months									
PS-6	Animal Control	Officer	88/1056	4%	\$2,289.34	\$2,319.38	\$ 2,349.40	\$2,379.44	\$2,409.46	\$2,439.50	\$ 2,469.52	\$2,498.12	\$2,526.72	\$2,555.32	\$2,594.22
PS-7	Police Officer	2nd Class	N/A	1	\$2,230.18	6 months									
PS-8	Dispatch	Supervisor	89/1070	4%	\$2,319.38	\$2,349.40	\$ 2,379.44	\$2,409.46	\$2,439.50	\$2,469.52	\$ 2,499.56	\$2,529.00	\$2,557.60	\$2,586.20	\$2,617.10
PS-9	Police Officer	1st Class	275/3300	2	\$2,562.92	\$2,591.80	\$ 2,620.68	\$2,649.54	\$2,678.42	\$2,707.30	\$ 2,736.18	\$2,763.94	\$2,791.44	\$2,818.94	\$2,846.44
	Baliff	Warrant Off	258/3092	2											
PS-10	Corporal	Police Dept	NEW	2	\$2,580.24	\$2,640.20	\$ 2,666.88	\$2,695.74	\$2,724.62	\$2,753.50	\$ 2,811.24	\$2,838.74	\$2,866.24	\$2,893.74	\$2,923.44
PS-11	Sergeant	Police Dept	375/4500	2	\$2,720.68	\$2,778.42	\$ 2,807.30	\$2,836.18	\$2,865.04	\$2,893.64	\$ 2,951.68	\$3,006.94	\$3,061.94	\$3,116.94	\$3,171.94
PS-12	Lieutenant	Police Dept	275/3300	2	\$ 2,822.80	\$2,880.54	\$ 2,909.42	\$2,938.30	\$2,967.18	\$2,996.04	\$ 3,053.80	\$3,109.34	\$3,164.34	\$3,219.34	\$3,275.44
PS-13	Captain	Police Dept	375/4500	2	\$2,980.54	\$3,038.30	\$ 3,067.18	\$3,096.04	\$3,124.92	\$3,153.80	\$ 3,211.54	\$3,266.54	\$3,321.54	\$3,376.54	\$3,435.94
PSA-10	Admin Det	Police Dept	375/4500	2	\$2,680.24	\$2,740.20	\$ 2,766.88	\$2,795.74	\$2,824.62	\$2,853.50	\$ 2,911.24	\$2,938.74	\$2,966.24	\$2,993.74	\$3,023.44
PSA-11	Admin Det-Sgt	Police Dept	375/4500	2	\$2,738.00	\$2,795.74	\$ 2,825.18	\$2,853.50	\$2,882.38	\$2,911.24	\$ 2,959.00	\$3,024.54	\$3,068.54	\$3,134.54	\$3,199.44
PSA-12	Admin Lieut	Police Dept	UNKNOWN	\$ 100	\$2,876.68	\$2,978.68	\$ 3,078.68	\$3,178.68	\$3,278.68	\$3,378.68	\$ 3,478.68	\$3,578.68	\$3,678.68	\$3,778.68	\$3,878.68
PSA-13	Admin Capt.	Police Dept	UNKNOWN	\$ 100	\$3,153.80	\$3,253.80	\$ 3,353.80	\$3,453.80	\$3,553.80	\$3,653.80	\$ 3,753.80	\$3,853.80	\$3,953.80	\$4,053.80	\$4,153.80

CIVIL SERVICE POSITION AND WAGE CLASSIFICATION
AS OF OCTOBER 1, 2008

					BASIC	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	STEP X
GRADE	POSITION	TITLE			ONE	EIGHTEEN	EIGHTEEN	EIGHTEEN	ONE	ONE	ONE	ONE	ONE	ONE	ONE
					YEAR	MONTHS	MONTHS	MONTHS	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR
PSA-14	Admin Comm.	Police Dept	UNKNOWN	\$100	\$3,200.00	\$3,300.00	\$ 3,400.00	\$3,500.00	\$3,600.00	\$3,700.00	\$ 3,800.00	\$3,900.00	\$4,000.00	\$4,100.00	\$4,200.00
PSA-15	Deputy Chief	Police Dept	375/4500	\$100	\$3,269.30	\$3,369.30	\$ 3,469.30	\$3,569.30	\$3,669.30	\$3,769.30	\$ 3,869.30	\$3,969.30	\$4,069.30	\$4,169.30	\$4,269.30
PSA-16	Asst. Chief	Police Dept	375/4500	\$100	\$3,384.80	\$3,484.80	\$ 3,584.80	\$3,684.80	\$3,784.80	\$3,884.80	\$ 3,984.80	\$4,084.80	\$4,184.80	\$4,284.80	\$4,384.80
PSA-17	Chief of	Police Dept	387/4650	\$100	\$4,570.80	\$4,670.80	\$ 4,770.80	\$4,870.80	\$4,970.80	\$5,070.80	\$ 5,170.80	\$5,270.80	\$5,370.80	\$5,470.80	\$5,570.80
	amt. of increase in chief salary per new scale				\$1,130.00	\$ 114.50	\$ 1,132.00	\$1,150.06	\$1,167.56	\$1,185.06	\$ 1,202.56	\$1,220.56	\$1,237.56	\$1,255.06	\$1,275.86
AFTER STEP X RAISES WILL BE CALCULATED AT THE INCREASE FROM IX TO X EVERY YEAR															

CIVIL SERVICE POSITION AND WAGE CLASSIFICATION
AS OF OCTOBER 1,2008

			BASIC	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	STEP X
GRADE	POSITION	TITLE	ONE	EIGHTEEN	EIGHTEEN	EIGHTEEN	ONE	ONE	ONE	ONE	ONE	ONE	ONE
			YEAR	MONTHS	MONTHS	MONTHS	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR
CSA-1	Clerk	Typist	\$1,964.74	\$ 1,994.76	\$ 2,024.80	\$ 2,054.82	\$2,084.86	\$2,114.88	\$2,144.92	\$2,174.36	\$ 2,202.96	\$2,233.86	\$2,262.46
CSA-2	Clerk	Secretary	\$1,994.76	\$ 2,024.80	\$ 2,054.82	\$ 2,084.86	\$2,115.46	\$2,145.20	\$2,174.94	\$2,205.26	\$ 2,233.86	\$2,262.46	\$2,291.06
CSA-3	Clerk	Accounting	\$2,024.80	\$ 2,054.82	\$ 2,084.86	\$ 2,144.92	\$2,174.94	\$2,204.98	\$2,235.00	\$2,262.46	\$ 2,291.06	\$2,319.68	\$2,348.26
	Clerk	PD Records											
	Secretary	Police Dept											
CSA-4	Clerk	Payroll	\$2,144.92	\$ 2,174.95	\$ 2,204.98	\$ 2,265.04	\$2,295.06	\$2,325.34	\$2,355.12	\$2,383.72	\$ 2,411.18	\$2,439.78	\$2,468.38
	Clerk	Depty Court											
	Clerk	Senior											
	Coordinator	Sr. Cit. Ctr											
	Librarian	Children											
	Librarian	Reference											
	Off Mgr	Public Wk											
	Secretary	Civil Service											
CSA-5	Clerk	Police Dept	\$2,204.98	\$ 2,235.00	\$ 2,265.04	\$ 2,295.06	\$2,325.10	\$2,355.12	\$2,385.16	\$2,413.46	\$ 2,442.06	\$2,470.66	\$2,502.70
	Sr. Clerk	Acct Pay											
	Librarian	Assistant											
	Ex. Sec	FD & PD											
	Evidence Clk.	Police Dept											
CSA-6	Assistant	Tx Coll	\$2,415.18	\$ 2,475.24	\$ 2,505.28	\$ 2,535.30	\$2,565.35	\$2,595.36	\$2,655.42	\$2,712.04	\$ 2,769.25	\$2,826.45	\$2,885.94
	Sr. Clerk	Payroll											
	Office Mngr.												
CSA-7	Clerk	Bldg Permit	\$2,595.36	\$ 2,660.36	\$ 2,725.36	\$ 2,790.36	\$2,855.36	\$2,920.36	\$2,985.36	\$3,050.36	\$ 3,115.36	\$3,180.36	\$3,245.36
	Super.	Vehicle Mnt											
H-15	Hrbr. Mstr.	Harbor	\$2,649.70	\$ 2,724.70	\$ 2,799.70	\$ 2,874.70	\$2,949.70	\$3,024.70	\$3,099.70	\$3,174.70	\$ 3,249.70	\$3,324.70	\$3,399.70

CIVIL SERVICE POSITION AND WAGE CLASSIFICATION
AS OF OCTOBER 1,2008

			BASIC	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	STEP X
			ONE	EIGHTEEN	EIGHTEEN	EIGHTEEN	ONE	ONE	ONE	ONE	ONE	ONE	ONE
GRADE	POSITION	TITLE	YEAR	MONTHS	MONTHS	MONTHS	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR
CSA-8	Director	Library	\$2,775.54	\$ 2,850.54	\$ 2,925.54	\$ 3,000.54	\$3,075.54	\$3,150.54	\$3,225.54	\$3,300.54	\$ 3,375.54	\$3,450.54	\$3,525.54
	Purchasing	Agent											
	Court Clerk												
CSA-9	Dep.Cty Clk	Payroll	\$3,015.78	\$ 3,115.78	\$ 3,215.78	\$ 3,315.78	\$3,415.78	\$3,515.78	\$3,615.78	\$3,715.78	\$ 3,815.78	\$3,915.78	\$4,015.78
	Super.	Pub.Wks.											
	Super.	Wtr/Sew											
	Zoning Officer/Permits	Permits											
CSA-10	City Clerk	Tax Coll	\$3,256.02	\$ 3,356.02	\$ 3,456.02	\$ 3,556.02	\$3,656.02	\$3,756.02	\$3,856.02	\$3,956.02	\$ 4,056.02	\$4,156.02	\$4,256.02
	Director	Pub.Wks.											
	** 18 Months												
CSA-11	Finance Officer		\$2,397.44	\$ 2,472.44	\$ 2,547.44	\$ 2,622.44	\$2,697.44	\$2,772.44	\$2,847.44	\$2,922.44	\$ 2,997.44	\$3,072.44	\$3,147.44
	** 18 Months												
4% Raises													
AFTER STEP X RAISES WILL BE CALCULATED AT THE INCREASE FROM IX TO X EVERY YEAR													

CIVIL SERVICE POSITION AND WAGE CLASSIFICATION
AS OF OCTOBER 1, 2007

			BASIC	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	STEP X
			ONE	EIGHTEEN	EIGHTEEN	EIGHTEEN	ONE	ONE	ONE	ONE	ONE	ONE	ONE
GRADE	POSITION	TITLE	YEAR	MONTHS	MONTHS	MONTHS	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR
CSH-1	Laborer		\$1,972.66	\$2,004.48	\$2,034.30	\$2,066.12	\$2,097.92	\$2,129.10	\$2,152.36	\$2,188.10	\$2,216.70	\$2,245.30	\$2,273.90
CSH-2	Harbor Guard		\$2,014.66	\$2,044.40	\$2,078.10	\$2,105.88	\$2,137.60	\$2,169.34	\$2,199.08	\$2,226.82	\$2,256.46	\$2,284.34	\$2,314.08
		Hour	\$ 11.623	\$ 11.794	\$ 11.989	\$ 12.149	\$ 12.332	\$ 12.515	\$ 12.687	\$ 12.847	\$ 13.018	\$ 13.178	\$ 13.350
CSH-3	Electrician	Helper	\$2,066.10	\$2,132.24	\$2,129.74	\$2,159.56	\$2,191.36	\$2,223.20	\$2,255.00	\$2,285.34	\$2,313.94	\$2,342.54	\$2,371.14
	Labor	Leader											
	Maintenance	Worker											
	Maintenance	Helper											
CSH-4	Electrician	Journeyman	\$2,191.36	\$2,223.20	\$2,255.00	\$2,285.34	\$2,316.62	\$2,348.44	\$2,380.26	\$2,407.76	\$2,436.36	\$2,464.96	\$2,496.98
	Equipment operator												
	Mechanic	Journeyman											
	Mechanic	Maintenance											
	Harbor Master	Assistant	\$2,191.12	\$2,222.88	\$2,254.60	\$2,284.34	\$2,316.06	\$2,347.80	\$2,379.52	\$2,407.28	\$2,435.04	\$2,464.78	\$2,496.52
		Hour	\$ 12.641	\$ 12.824	\$ 13.007	\$ 13.178	\$ 13.361	\$ 13.544	\$ 13.728	\$ 13.888	\$ 14.049	\$ 14.220	\$ 14.403
CSH-5	Maintenance Worker	Senior	\$2,348.44	\$2,380.26	\$2,410.08	\$2,441.90	\$2,473.70	\$2,505.52	\$2,535.34	\$2,538.30	\$2,591.94	\$2,620.54	\$2,651.43
	Equipment Operator	Senior											
CSH-6	Electrician	Master	\$2,506.66	\$2,535.34	\$2,567.16	\$2,598.96	\$2,630.78	\$2,660.60	\$2,692.42	\$2,721.02	\$2,749.80	\$2,778.40	\$2,811.58
	Mechanic	Master											
CSH-7	Foreman		\$2,548.46	\$2,605.66	\$2,662.86	\$2,720.06	\$2,777.26	\$2,834.46	\$2,891.66	\$2,948.86	\$3,006.06	\$3,063.26	\$3,120.46
AFTER STEP X RAISES WILL BE CALCULATED AT THE INCREASE FROM IX TO X EVERY YEAR													

HARBOR AND PUBLIC WORKS

CIVIL SERVICE POSITION AND WAGE CLASSIFICATION
AS OF OCTOBER 1, 2007

			BASIC	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	STEP X
			ONE	EIGHTEEN	EIGHTEEN	EIGHTEEN	ONE	ONE	ONE	ONE	ONE	ONE	ONE
GRADE	POSITION	TITLE	YEAR	MONTHS	MONTHS	MONTHS	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR
CSU-1	Transport	Aide	\$1,507.42	\$ 1,537.44	\$ 1,567.48	\$ 1,597.50	\$ 1,627.54	\$ 1,657.56	\$1,687.60	\$1,723.62	\$ 1,747.66	\$1,777.68	\$1,807.72
CSU-2			\$1,537.44	\$ 1,567.48	\$ 1,597.50	\$ 1,627.54	\$ 1,657.56	\$ 1,687.60	\$1,717.62	\$1,747.66	\$ 1,777.68	\$1,807.72	\$1,837.74
CSU-3			\$1,567.48	\$ 1,597.50	\$ 1,627.54	\$ 1,657.56	\$ 1,687.60	\$ 1,717.62	\$1,747.66	\$1,777.68	\$ 1,807.72	\$1,837.74	\$1,855.20
CSU-4			\$1,597.50	\$ 1,627.54	\$ 1,657.56	\$ 1,687.60	\$ 1,717.62	\$ 1,747.66	\$1,777.68	\$1,807.72	\$ 1,837.74	\$1,867.78	\$1,897.80
CSU-5	Crafts	Instructor	\$1,627.54	\$ 1,657.56	\$ 1,687.60	\$ 1,717.62	\$ 1,794.46	\$ 1,777.68	\$1,807.72	\$1,837.74	\$ 1,867.78	\$1,897.80	\$1,927.84
CSU-6			\$1,657.56	\$ 1,687.60	\$ 1,717.62	\$ 1,747.66	\$ 1,777.68	\$ 1,807.72	\$1,837.74	\$1,867.78	\$ 1,897.80	\$1,927.84	\$1,957.86
CSU-7			\$1,687.60	\$ 1,717.62	\$ 1,747.66	\$ 1,777.68	\$ 1,807.72	\$ 1,837.74	\$1,867.78	\$1,897.80	\$ 1,927.84	\$1,957.86	\$1,987.90
CSU-8			\$1,717.53	\$ 1,747.66	\$ 1,777.68	\$ 1,807.72	\$ 1,837.74	\$ 1,867.78	\$1,897.80	\$1,927.84	\$ 1,957.86	\$1,987.90	\$2,017.92
CSU-9			\$1,747.66	\$ 1,777.68	\$ 1,807.72	\$ 1,837.74	\$ 1,763.78	\$ 1,897.80	\$1,927.84	\$1,957.86	\$ 1,987.90	\$2,017.92	\$2,047.96
CSU-10	Coordinatior	Recreation	\$1,777.68	\$ 1,807.72	\$ 1,837.76	\$ 1,867.78	\$ 1,897.80	\$ 1,927.84	\$1,957.88	\$1,987.90	\$ 2,017.92	\$2,047.96	\$2,078.00
AFTER STEP X RAISES WILL BE CALCULATED AT THE INCREASE FROM IX TO X EVERY YEAR													

SCEDULE OF SERVICE JOB RELATED INCENTIVE PAY
AS OF OCTOBER 1,2007

	PER MONTH						
EMT-B	\$ 50.00						
EMT-1	\$ 75.00						
EMT-P	\$ 100.00						
ASSOCIATE DEGREE	\$ 100.00						
BA/BS DEGREE	\$ 150.00						
MA/MS DEGREE	\$ 200.00						
INCENTIVE PAY (LONGEVITY)	\$ 5.00	INCREASE PER ANNUM COMMENCING ON SECOND ANNIVERSARY AT END OF PROBATION					
FTO/CTO PROFECIENCY PAY	\$ 50.00						