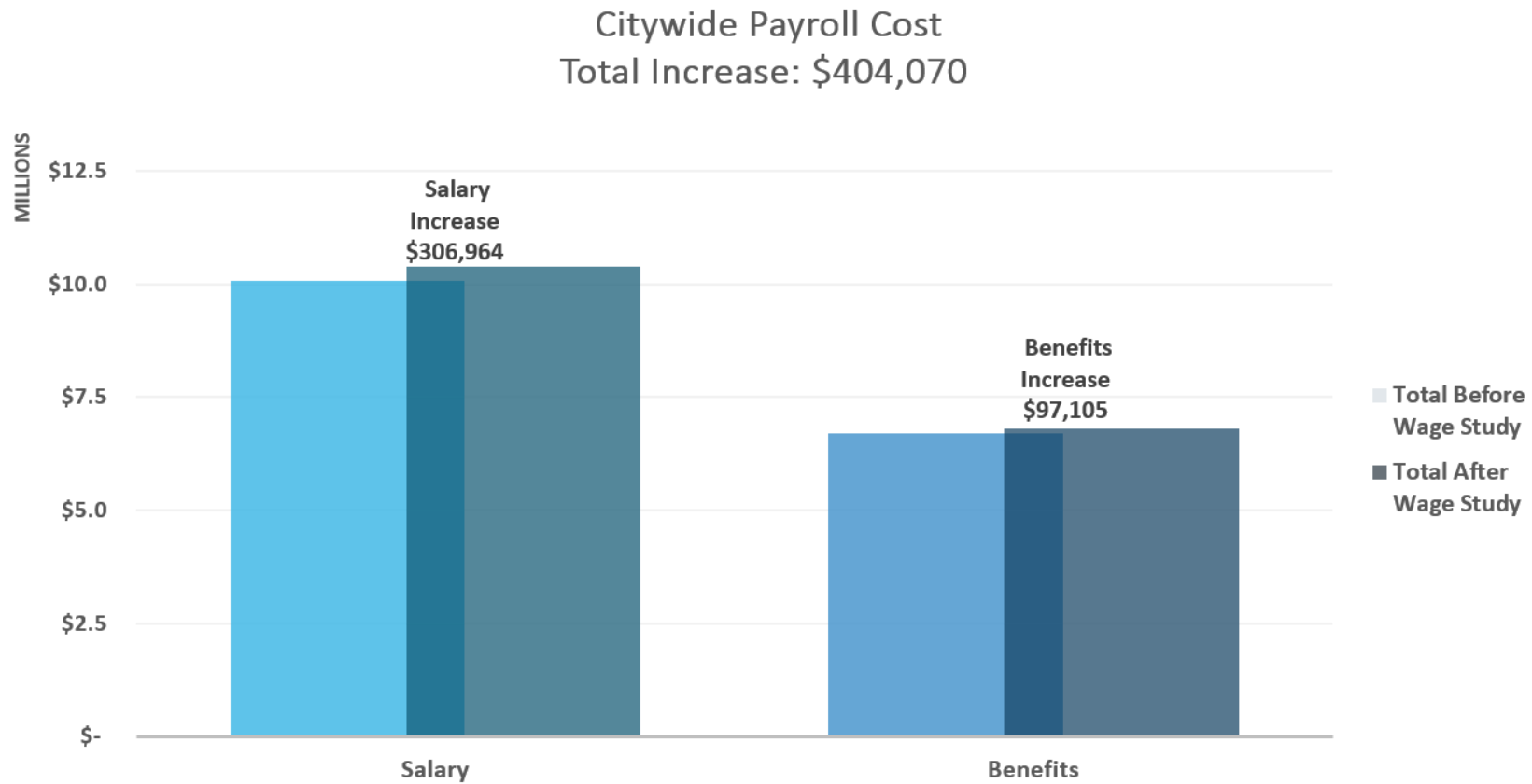


Pay Plan Change Recommendations

RECOMMENDED MARKET ADJUSTMENTS

Citywide Payroll Cost



Difference: Wages and Benefits

	Total Before Wage Study	Total After Wage Study	Dollar Difference	Percent Difference
Salary	10,075,991	10,382,955	306,964	3.0%
Benefits	6,706,330	6,803,435	97,105	1.4%
Grand Total	16,782,321	17,186,390	404,070	2.4%

Positions Identified for Market Correction

TITLE	FTE Count	TITLE	FTE Count
ACCOUNTANT I	1	MOVIE & EVENT ATTENDANT	1
ACCOUNTANT II	1	OFFICE MANAGER	2
ACCOUNTANT III	1	OPERATOR, STREETS/SHOP	5
ADMINISTRATIVE ASSISTANT	9	OPERATOR, WATER	1
ANALYST	1	OPERATOR, SEWER	1
ANIMAL CONTROL OFFICER	1	OPERATOR, SOLID WASTE	1
LIBRARY ASSISTANT	2	PLANNING TECHNICIAN	1
ANIMAL CONTROL ATTENDANT	1	PORT/HARBOR OFFICE MGR	1
CATERING & EVENT ATTENDANT	1	RECORDS MANAGER	1
CIRCULATION SUPERVISOR	1	SECURITY & MAINT TECH	1
COMPTROLLER	1	SOLID WASTE TECH I	3
CUSTOMER SERVICE REP	2	SOLID WASTE TECH III	1
EQUIPMENT OPERATOR	1	PUBLIC SAFETY SUPERVISOR	1
HARBOR MAINT TECH II	1	FACILITIES SUPERVISOR	1
MAINT COORDINATOR	1	PRCS SUPERVISOR	1
MAINTENANCE MANAGER	1	PUBLIC SAFETY TECHNICIAN	8
HARBOR MAINTENANCE TECH	1	BUILDING MAINT. TECHNICIAN	6