

SUMMARY OF 2004 SALARY ADJUSTMENTS - REPRESENTED EMPLOYEES

CLASSIFICATION	% Difference from Average/Median	City's Offer *
CMFA		
Firefighter	9.40%	6.40%
CMPA		
Police Officer	7.50%	4.50%
Police Sergeant	3.45%	3.45%
CMPMA		
Police Captain	3.83%	3.83%
Police Lieutenant	5.68%	3.83%
CMCEA		
Accountant	8.04%	5.04%
Accounting Specialist I	10.27%	7.27%
Assistant Engineer	8.45%	5.45%
Associate Engineer	6.77%	3.77%
Associate Planner	6.99%	3.99%
Building Inspector	10.40%	7.40%
Buyer	7.82%	4.82%
Communications Officer	9.20%	6.20%
Community Services Specialist	7.44%	4.44%
Crime Scene Specialist	10.35%	7.35%
Engineering Technician II	6.77%	3.77%
Equipment Mechanic II	9.72%	6.72%
Executive Secretary	9.83%	6.83%
Fire Protection Analyst	12.61%	9.61%
Maintenance Supervisor	9.58%	6.58%
Maintenance Worker	7.24%	4.24%
Management Analyst	9.01%	6.01%
Office Specialist I	9.25%	6.25%
Personal Computer Networking Assistant	13.60%	10.60%
Programmer Analyst I	12.02%	9.02%
Sr. Police Records Technician	9.78%	6.78%

* City's offer = Average fair wage increase less 3%.
Minimum increase of 3% or average

SUMMARY OF PROPOSED 2004 SALARY ADJUSTMENTS - UNREPRESENTED EMPLOYEES

CLASSIFICATION	% Difference from Average/Median	City's Offer *
PART-TIME		
General Aide II	8.34%	5.34%
Instructor Guard	6.93%	3.93%
Intern	6.61%	3.61%
Lifeguard	5.31%	3.00%
Police Cadet	6.69%	3.69%
Police Recruit	5.14%	3.00%
Police Reserve Officer	5.14%	3.00%
Police Support Services Reserve	6.69%	3.69%
Recreation Leader I	4.85%	3.00%
Recreation Leader II	6.10%	3.10%
Recreation Leader III	7.51%	4.51%
Recreation Leader IV	6.26%	3.26%
Senior Lifeguard	9.92%	6.92%
Video Production Aide	7.02%	4.02%
At-Will Executives		
Administrative Services Director	3.88%	3.00%
Assistant City Manager	-2.61%	3.00%
City Manager	5.12%	3.00%
City Attorney	4.72%	3.00%
Finance Director	4.55%	3.00%
Police Chief	5.24%	3.00%
Department Directors-Classified Service		
Development Services Director	3.37%	3.00%
Fire Chief	11.83%	8.83%
Public Services Director	5.64%	3.00%
Division Managers-Classified Service		
Assistant City Attorney	3.45%	3.00%
Assistant Development Services Director	3.37%	3.00%
Assistant Finance Director	2.06%	2.06%
Battalion Chief	7.23%	4.23%
Budget and Research Officer	2.06%	2.06%
Building Official	2.94%	2.94%
City Engineer	3.38%	3.00%
Legislation & Public Affairs Manager	5.12%	3.00%

Deputy Fire Chief	5.75%	3.00%
Fairview Park Administrator	2.87%	2.87%
Fire Division Chief/Fire Marshal	2.53%	2.53%
Maintenance Services Manager	2.87%	2.87%
Management Information Services Manager	4.62%	3.00%
Neighborhood Improvement Manager	3.37%	3.00%
Human Resources Manager	7.15%	4.15%
Planning & Redevelopment Manager	3.37%	3.00%
Police Administrative Services Commander	3.83%	3.83%
Recreation Manager	2.87%	2.87%
Risk Manager	3.36%	3.00%
Senior Deputy City Attorney	3.45%	3.00%
Telecommunications Manager	4.62%	3.00%
Transportation Services Manager	3.06%	3.00%
* City's offer = Average fair wage increase less 3%. Minimum increase of 3% or average		