

RON GALPERIN
CONTROLLER

October 20, 2015

Honorable Eric Garcetti, Mayor
Honorable Michael Feuer, City Attorney
Honorable Members of the Los Angeles City Council

Re: The City's Greying Workforce

Dear Colleagues:

Our City government's greatest assets are its many hard-working and dedicated employees. The ranks of those eligible for retirement, however, are rapidly swelling. By next year, approximately 37% of the City of Los Angeles' current municipal civilian workforce will be eligible to retire. By 2018, 46% will be eligible.

Besides the inevitable pension-related implications, this rapid greying of the City's civilian workforce represents a potentially troublesome staffing challenge for City administrators. But it also represents opportunities.

In some City departments, such as the Information Technology Agency (ITA), which is charged with keeping up with rapid changes in computer sciences, 58% of the workforce will be retirement-eligible by 2018. The Department of General Services, which handles a wide variety of multi-agency chores such as purchasing and fleet and building maintenance, is not far behind: 57% of its current workforce will be retirement-eligible.

The chart below shows a breakdown by department of the City's largest concentrations of full-time civilian employees and the numbers and percentages of those who will be eligible to retire next year, and by 2018.

Agency	Number of Civilian Employees ¹	Number Eligible to Retire in 2016	Percent Eligible to Retire in 2016	Number Eligible to Retire by 2018	Percent Eligible to Retire by 2018
Airports	3172	1094	34%	1428	45%
Animal Services	307	50	16%	77	25%
Building and Safety	792	325	41%	401	51%
City Attorney	888	302	34%	374	42%
Controller	139	58	42%	67	48%
Econ & Wkforce Dev	135	59	44%	77	57%
Finance	288	92	32%	119	41%
Fire Dept Civilian	295	98	33%	142	48%
General Services	1261	567	45%	724	57%
Harbor Civilian	755	263	35%	341	45%
Housing	563	182	32%	238	42%
Information Technology	436	198	45%	252	58%
Library	708	283	40%	371	52%
Personnel	470	161	34%	213	45%
Planning	261	69	26%	85	33%
Police Civilian	2631	797	30%	1086	41%
Public Works	4493	1758	39%	2221	49%
Recreation and Parks	1287	515	40%	636	49%
Transportation	1264	402	32%	535	42%
Water and Power	9344	3533	38%	4336	46%
Zoo	190	57	31%	71	37%
Total/Key Departments	29679	10863	37%	13794	46%

This chart is based on information from the City's payroll system and from retirement eligibility calculated by the City's two pension funds for civilian workers, the Los Angeles City Employees Retirement System, and the Water and Power Employees' Retirement Plan.

¹*This chart includes civilian employees only except for 517 airport police who are members of a City civilian pension fund.*

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This aging of the workforce has been exacerbated by the City's imposition of a general hiring freeze in the wake of the Great Recession. Although the freeze came with a centrally "managed hiring" process that doled out exceptions, it had the effect of limiting an influx of younger workers.

Fifteen years ago, the average civilian worker employed by the City of Los Angeles was 44 years old. Now, that typical worker is 49. And nearly one in three of the City's civilian workers is 55 or older.

This is not to say that all of these workers will retire soon. It is to say that they are eligible and, in the coming years, quite likely to do so. Most City civilian workers are eligible to retire early at age 55 if they have at least 10 years of service. "Normal" retirement eligibility begins at age 60. In practice, average retirement age for most City civilian workers is 62 (The national norm is 64 for men and 62 for women.)

Police officers and firefighters tend to retire earlier. The average age of retiring police officers in recent years has been 57.8. The average age of retiring firefighters has been 55.8. The Fire and Police Pension System of the City of Los Angeles forecasts that less than 10 percent of the City's current 9,807 police officers will retire in the next five years, and that 15% of the City's current 3,220 firefighters will retire in the next five years.

Succession Planning is Needed

The City needs to engage in serious succession planning, particularly for its civilian workforce, so that those who are recruited to replace retiring workers are the best possible candidates and that those who retire don't just walk out the door without having passed on their knowledge.

The City's Personnel Department has just begun a process of encouraging departments to make plans that include recruitment, training and new ways to capture and transfer critical job knowledge. ITA, too, has been seeking to address the challenge. However, more needs to be done. City agencies should be mandated to review the composition of their workforces and develop three- to seven-year succession plans.

Succession planning presents opportunities for the City to join with labor and community partners in designing the best possible recruitment and training vehicles and to move carefully and thoughtfully, through collective bargaining, to update benefits and some of the City's antiquated Civil Service procedures.

Attracting New Talent

Some benefit programs, for example, might be better tailored to attract talented young workers. Young people might find more alluring a health care plan that was less expensive for the City because it offered higher deductibles, if the City put some of its savings into their paychecks.

While the City's Civil Service system stands as a bulwark against political patronage and corruption, various adjustments can and should be made.

Some adjustments are relatively simple. Times have changed, and some old job titles now make little sense. Testing and selection procedures should be updated to focus on recruiting the best possible workforce for the jobs of tomorrow.

Other changes are potentially more complex. For example, the City should explore with the labor unions that represent its workforce how it might incorporate elements of merit pay into the way that City workers are compensated, giving them financial incentives for outstanding performance. Currently, raises accrue mainly because of longevity or promotions.

Although many workers receive "bonuses," these are typically not performance-based. They are typically negotiated through collective bargaining to incentivize workers, for example, to take less desirable shifts or reward them for desired skills and certifications. In 2014, City workers were paid a total of \$140 million—or 4% of payroll—in bonuses (which included uniform allowances).

Workforce Demographics

The City's workforce is diverse. Non-Latino whites comprise 28 percent of the civilian workforce; Latinos, 32%; Blacks, 20%; Asians, 12%; Filipinos, 6% and other groups, 2%, according to figures the City compiles to submit to the federal Equal Employment Opportunity Commission.

Police are 34% white, 45% Latino, 11% black, 7% Asian, 2% Filipino and 1% other. Firefighters are 49% white, 32% Latino, 11% black, 6% Asian and 2% Filipino.

The City's recruitment and training efforts should continue to target all communities, and focus on expanding opportunities for underrepresented and underprivileged communities -- so as to continue the important role that the City has played over the last several decades as an equal opportunity employer that has assisted otherwise disadvantaged families in pathways to the middle class.

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City's Role as a Major Regional Employer

The City, which employs about 44,000 people full-time -- approximately 13,000 police officers and firefighters and 31,000 civilians -- is larger than any private employer within City limits. That makes it a major regional economic force.

City jobs are good jobs and they offer what are considered to be excellent benefits.

Civilian workers last year were paid an average base salary of \$78,139--not counting overtime and bonuses. Some did much better--29% had regular annual base salaries of \$100,000 or more. (Average base salaries for the City's more than 13,000 firefighters and police were \$97,014 and \$97,024 respectively.)

Total City payroll last year was \$4.75 billion, including \$1.1 billion for the Department of Water and Power. Nearly \$1.6 billion of the City's payroll went to police and firefighters, leaving \$2.05 billion to pay non-DWP civilian employees

To more deeply delve into how the City spends its money on its workers, detailed payroll information is available on the Controller's website at [ControlPanel LA](#). In addition, I am herewith releasing a report called "[Workforce Data Mining Analysis](#)," that explores in depth the portion of the payroll processed by my office.

City's Response to the Great Recession

In response to the Great Recession, the City cut back the number of its full-time civilian employees by more than 6,000. A special early retirement incentive program accounted for 2,400. It had the effect of reducing the number of older workers on the City's current payroll. The rest came mainly from decisions not to fill vacancies that occurred through attrition. The City imposed a general hiring freeze with a centrally "managed hiring" process for exceptions. This reduced the number of newly hired people coming into the City workforce, and had the effect of increasing the workforce's average age.

The cutbacks were concentrated outside the City's three business enterprise departments: Water and Power, Airports and the Harbor. In fact, hundreds of workers whose salaries were paid by the City's economically sensitive General Fund scrambled to find positions in these departments, where funding was thought to be more secure. Some of those searching for more security also shifted to positions financed through [special purpose funds](#), such as those consisting of fees and taxes earmarked for specific purposes.

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As many City departments provided services with fewer employees, residents and businesses in many cases experienced service cuts. To try to take up the slack, the City paid increased overtime to employees who remained. Overtime payments rose by 62% from 2012 to 2014. By 2014, overtime amounted to 9% of overall payroll.

In retrospect, the size of these overtime increases raises an important question that City officials should mull: Would it have been more cost-effective in some cases to have cut the workforce by less?

In Conclusion

In the anticipated wave of retirements, we face a certain challenge and a possible crisis. But we also have opportunities. Let's make sure we take advantage of those by engaging in serious succession planning now, and by modernizing our personnel policies and practices. In doing so, we can better ensure that we retain and attract the best possible municipal workforce in the years ahead.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Ron Galperin". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Ron Galperin
CITY CONTROLLER



REPORT

City of Los Angeles

Workforce Data-Mining
Analysis

October 20, 2015



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Los Angeles City Controller
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SUMMARY

The people who work for the City, its employees, are the City's greatest assets. During 2014, the City Controller issued a paycheck to 45,884 unique employees, of which 36,685 were full-time and 9,199 were part-time or seasonal. In addition, the Los Angeles Department of Water and Power (LADWP) issued a paycheck to 10,739 employees.

City employees work in one of 40 City Departments and Offices, which range in size from 3 budgeted positions at the Employee Relations Board, to 13,707 budgeted positions at the Police Department. Payroll is the City's largest single expense, and accounts for 39% of the total Council-controlled budget. For Calendar Year 2014, \$3.65 billion in direct payroll expense was processed by the City Controller, and an additional \$862 million in direct payroll expense in the first quarter of Calendar Year 2015. These figures do not include LADWP, who directly paid \$1.11 billion in payroll for Calendar Year 2014, and an additional \$325 million in the first quarter of Calendar Year 2015. These amounts reflect the gross earnings of City employees including their salaries, bonuses and overtime, not including City-paid employee benefits or pension contributions.

Within the Office of the Controller, the Payroll Operations Section is the central payroll-processing unit for the City of Los Angeles. Employees are paid on a biweekly basis in accordance with the City Charter, Administrative Code, Civil Service Rules, Department Personnel Ordinances, Memorandums of Understandings, and State and Federal regulations.

The number of authorized City positions has decreased by approximately 5,000 since 2009 and has remained substantially flat since 2011. For Council-controlled departments¹, authorized staffing is noted in Exhibit 1 below:

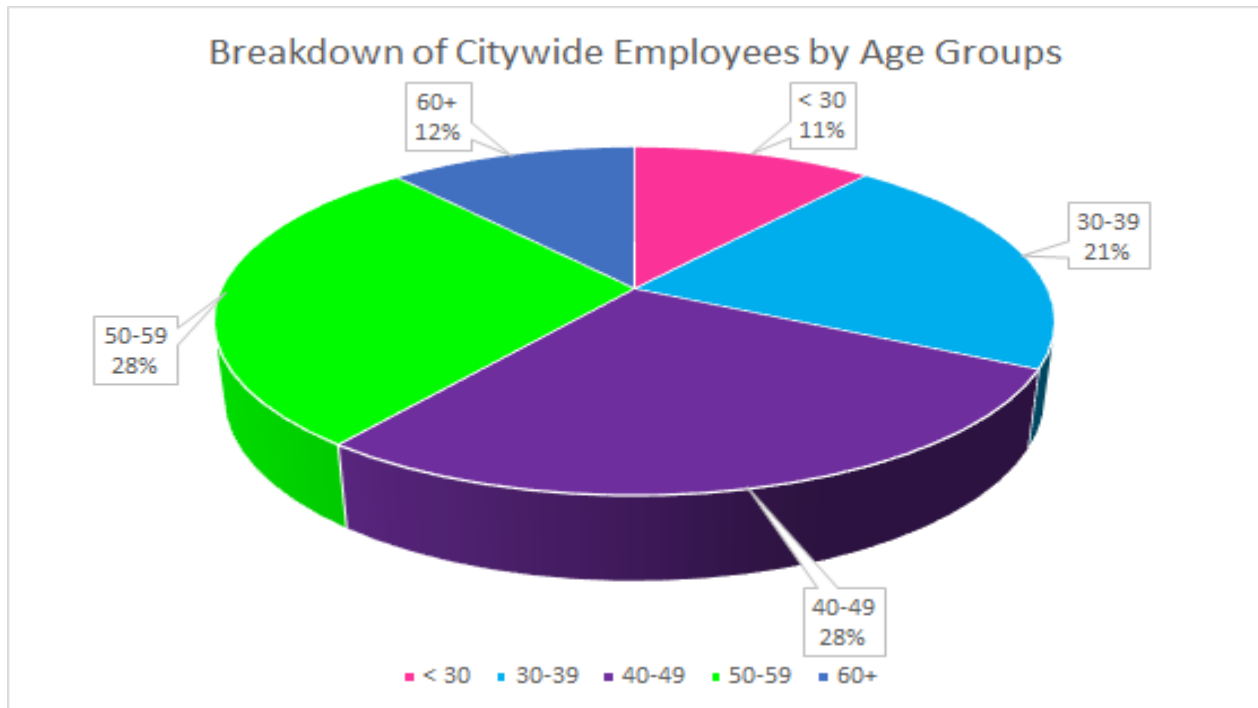
¹ The City's three proprietary departments, Airports, Harbor, and Water & Power, generate their own revenue and manage their own budgets.

Exhibit 1: Total Budgeted City Staffing

Year	Authorized City Staffing	Resolution Authorities ²	Total Budgeted City Staff	Change from Prior Year	
				# positions	%
FY 2008-2009	37,148	1,600	38,748		
FY 2009-2010	35,864	1,528	37,392	-1,356	-3.5%
FY 2010-2011	32,964	1,328	34,292	-3,100	-8.3%
FY 2011-2012	32,274	1,391	33,665	-627	-1.8%
FY 2012-2013	31,817	1,351	33,168	-497	-1.5%
FY 2013-2014	31,893	2,023	33,916	748	2.3%
FY 2014-2015	31,875	1,645	33,520	-396	-1.2%

As of December 31, 2014, the average age for all City employees was 46 years old (See Appendix 1 for the average age by Department). The breakdown of City employees by age group is shown in Exhibit 2:

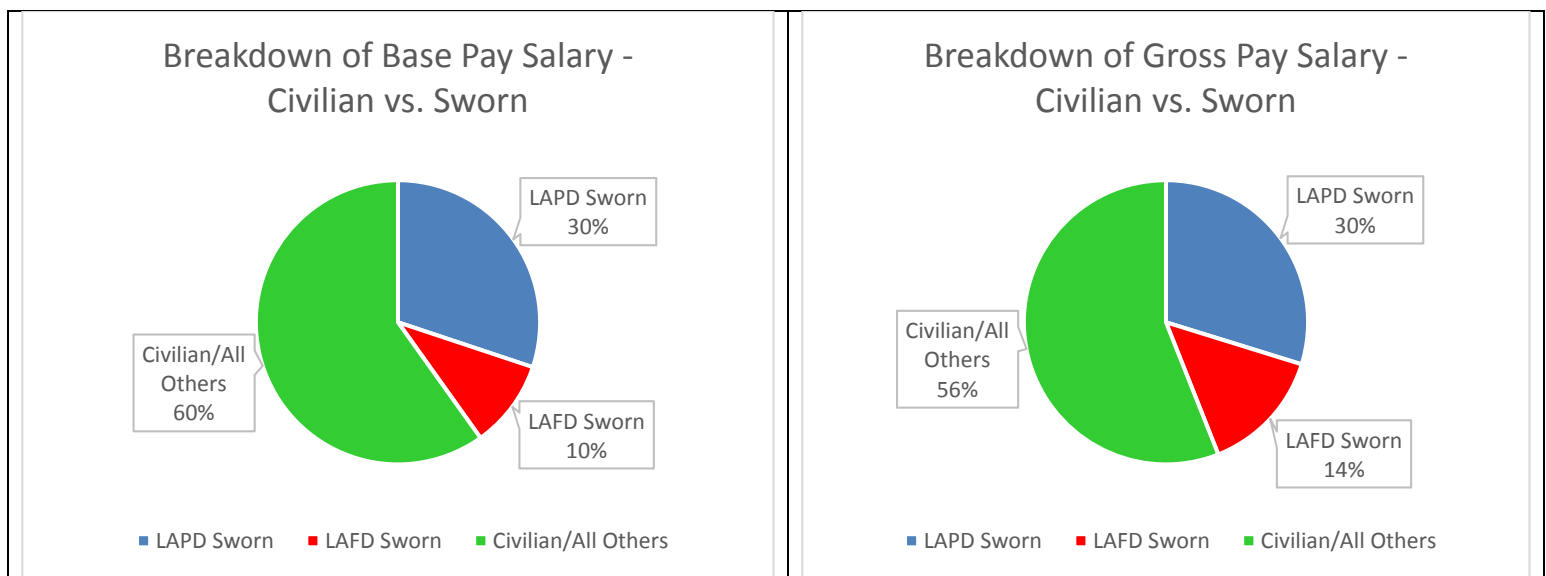
Exhibit 2: Breakdown of Citywide Employees by Age Group



² Resolution authorities are additional positions that must be authorized by Council; generally for what are considered temporary staffing requirements, such as project implementation.

The purpose of this report is to present key information that was revealed through data-mining and a detailed analysis of the City's payroll data. This analysis was conducted by the Controller's Audit Division to provide transparency into the various elements of the City's overall payroll expense.

For calendar year 2014, the total payroll expense was \$3.65 Billion, consisting of base pay, overtime, and bonuses³. The distribution of base pay and gross pay (which is inclusive of bonuses and overtime) between sworn and civilian employees is as follows:



Further details about base pay, overtime, and bonuses are as follows:

³ The 2014 payroll numbers presented in this summary represent only one of the three years of data analyzed. We obtained data from PaySR, the City's payroll system for the period January 1, 2012 through December 31, 2014, and by utilizing computer assisted audit techniques (CAAT), we reviewed millions of data elements maintained in the system. Altogether, the three years of data reviewed included overtime, bonus, and salary information for all employees, who were collectively paid \$10.7 billion. For context and comparison, payroll information was also collected from other local government organizations, where available. DWP provided summarized payroll data included in the comparison, as DWP payroll data is not contained in PaySR, and was thus not included in the scope of this data-mining analysis.

Base Pay and Salaries:

- 44% of the \$3.65B payroll was paid to sworn employees, specifically, \$1.07 billion for Police and \$519 million for Fire, with the remaining \$2.05 billion paid to civilian employees. For the first quarter of calendar year 2015, the distribution trend continued with 44% of the \$862 million payroll paid to sworn employees.
- As of December 2014, 29% of City employees had a regular annual salary of \$100,000 or more (not including temporary bonuses or overtime).
- During 2014, 15,700 employees actually earned over \$100,000, including salaries, bonuses, and overtime. Also,
 - 3,106 earned over \$150,000
 - 774 earned over \$200,000
- 68% of City employees are at the highest salary step for their job class.

Overtime:

- Paid overtime was approximately \$330 million, or 9% of total payroll. An additional \$83 million in overtime was paid in the first quarter of Calendar Year 2015, or 9.6% of total payroll.
- Paid overtime has increased 62% over the last three years, from \$204 million in 2012, to \$245 million in 2013, to \$330 million in 2014, while the number of authorized City staff remained flat.
- 1,688 City employees, including sworn Fire and Police, were paid more than \$50,000 in overtime in 2014, up from 834 employees in 2012.
- An additional 4.5 million overtime hours with an estimated value of \$53 million were earned and “banked” by employees, to be taken as compensated time off or paid out at a later date.
- 1,361 civilian employees with a regular annual salary exceeding \$100,000 also earned overtime, and were paid a total of \$14 million in overtime payments during the year.

Bonuses:

- Temporary and permanent bonuses paid in 2014 was \$140 million, or 4% of total payroll. In the first quarter of Calendar Year 2015, the City paid \$30 million for bonuses, or 3.5% of total payroll.
- 65% of all City employees received a bonus; 17% of employees received at least 3 bonus types at some point during the year.

The City also provides full-time employees with compensated leave time, including 12 holidays, 12 sick days, and two weeks of vacation annually.⁴

I. Introduction to the City's Payroll Practices

The City's civil service system is established by Article X of the City Charter, and is overseen by a five-member Board of Civil Service Commissioners. The Commission establishes classifications for all positions of employment which constitute the classified civil service of the City. The City also has a limited number of non-civil service employees that are considered "at will"; as of December 2014, there were 1,816 employees exempt from civil service⁵.

For every City job, the Civil Service Commission has adopted an associated class specification that lays out the duties, qualifications and requirements of the position. The class specification specifies the range of pay for the position, and base salary amounts are periodically adjusted as rate increases are negotiated with labor organizations.

In addition to their regular base pay salary, some employees receive bonuses and paid overtime that increases their gross pay amount.

The Class Specification Determines an Employee's Base Pay

⁴ 11 vacation days after one year of service; the annual vacation benefit is increased with additional years of service, up to 25 days/year.

⁵ The City Charter permits exempt employees for a variety of positions, such as Council and Mayor staff, all positions in the Office of the City Attorney, and other specified positions.

For most positions, the City has a five-step salary range⁶ and newly hired employees are generally placed on the first step. As employees continue their City service within that payroll classification, they receive an automatic step advancement, generally on their anniversary date, which increases their salary amount until they reach the maximum step. Therefore, salary step increases are based on time spent in the position, rather than on individuals' merit (there are some very limited exceptions). The City does not provide salary increases or raises based on an employee's performance in most classifications; rather, employees achieve career advancement by promoting to a higher payroll classification, through a competitive selection process similar to the requirements for initial appointment. Step increases and promotions for non-civil-service employees can be awarded by appointing officials without a competitive process.

MOUs Set the Salary Range for Base Pay and Eligible Bonuses

An employee's payroll classification also determines his/her membership in a particular labor organization, which functions as a bargaining unit that negotiates pay and benefits for their member classifications with City management. The City has executed agreements (Memorandums of Understanding, or MOUs) with 41 different bargaining units, which define the levels and methods of compensation for their members.

The MOU includes schedules noting the approved base salary amounts for each position and the increases to be effected during the contract period. It will also define the circumstances and types of additional pay their members can receive, such as when a premium rate may be applied (e.g., overtime provisions and holiday pay) and different bonuses.

Bonuses, as defined by the MOU, provide additional compensation to employees as either a set amount or a percentage increase to their normal hourly rate. Bonuses can be based on an employee's:

⁶ In 2013, the employee labor organization for several MOUs negotiated broadening the salary ranges and expanding the number of steps within the range to 15. Other labor organizations negotiated a salary adjustment to provide incremental rate increases over several years, which is applied to employees who have reached the top step.

- **Classification or Position** (e.g., all police officers are provided a uniform allowance of \$1,025 annually to cover the cost of replacement and maintenance of their uniform);
- **Assignment or Duties** (e.g., additional higher rate for working a night shift or as an “acting supervisor”);
- **Specific Achievement** (e.g., fluency in a second language, or desired license or certification).

The City's authorized management representatives, led by the City Administrative Officer, negotiate employee compensation in terms of increasing the amounts for regular salaries, as well as bonuses and other benefits, which become codified in the MOUs. The compensation specifications included in the MOU are the basis for most components of an employee's pay, though some are based on the Department Personnel Ordinance or DPO. Salaries and benefits for non-represented employees (employees who are not included in a bargaining unit) are provided through ordinances rather than MOUs. Bonuses for non-civil service employees are awarded by appointing officials within the parameters of Los Angeles Administrative Code.

Employees Can Be Eligible for Multiple Bonuses

In addition to their regular step-based salary amount, an employee may be eligible to receive one or more bonuses, dependent on the specific conditions of their employment as defined by MOU or DPO. Bonuses can be temporary or permanent, and can be paid as a set dollar amount or as a percentage increase applied to their regular salary rate. Some employees may receive multiple bonuses, compounding their salary amount and significantly raising their pay. For example, an Environmental Compliance Inspector (class code 4292; represented by MOU 21) has a regular annual salary ranging from \$60,406 (step 1) to \$88,302 (step 15); but also receives a language bonus (\$25/biweekly); emergency response to hazardous materials (\$30/day); on-call/standby pay (\$24/day); hourly callback pay (overtime rate/hour for minimum of 4 hours of callback), and a uniform allowance (\$100 annually).

Overtime Compensation for Covered Employees can be Paid or Accrued

Overtime is a necessary scheduling tool that may be effectively used to increase overall efficiency in certain situations. The City is subject to federal overtime provisions contained in the Fair Labor Standards Act (FLSA), which states that unless exempt, employees covered by FLSA must receive overtime pay for hours worked over 40 in a workweek at a rate of 1.5x their regular rate. Some MOUs include more generous overtime provisions than what is required by FLSA.

Overtime may be paid to employees via their paycheck for the period earned, or may be accrued and used later as compensatory time off or paid out at a subsequent date.

Some payroll classifications are salaried positions and are therefore exempt from FLSA and not entitled to overtime. The City's Administrative Code specifies that salaried employees qualify for exemption based on duties and are assigned to a class or paygrade above that established for Senior Administrative Analyst I (which had a top step salary of \$105,590 as of February 2015).

II. Key Payroll Observations

The City's payroll expense continues to grow as City employee earnings increase. Over the three-year review period, total payroll expense increased from \$3.53B in 2012, to \$3.48B in 2013, to \$3.65B in 2014. In the first quarter of Calendar Year 2015, the City has paid \$862 million in payroll. We noted that employees who maintained their same payroll classification over this period saw their regular earnings rise by 10%, due to automatic step increases and cost of living raises. In addition, paid overtime and bonuses have also increased, adding to the total payroll expense.

Publishing these observations provides a new level of transparency regarding how the City pays its employees. This is beneficial for City policymakers, management, employees, and residents, since transparency leads to greater accountability, better resource management, and potential efficiencies. It also provides useful information regarding the financial impact of the salary benefits that are negotiated and included in the City's labor agreements. The following provides a summary of key observations from this review, along with suggestions for management consideration. The narrative section that follows, along with the related Appendices

, provide more detailed information regarding the analyses.

1,029 civilian employees who each received more than \$25K in overtime represent only 4% of those employees who were paid overtime, but

Paid Overtime

The City has paid an increasing amount of overtime, from \$204M in 2012, to \$245M in 2013, to \$330M in 2014. This is a 62% increase over three years. In the first quarter of Calendar Year 2015, \$83M in overtime was paid.

account for 42% of total overtime paid to civilians

- 1,688 City employees, including sworn Fire and Police, were paid more than \$50,000 in overtime in 2014, up from 834 employees in 2012.
- The number of non-sworn Fire and Police employees who were paid more than \$50,000 in overtime in a single year has increased from 102 employees in 2012, to 197 employees in 2014.
- The number of civilian employees with an annualized regular salary of \$100,000 or greater that were paid overtime has also increased --from 852 employees in 2012, to 1,361 employees in 2014.

At least one employee was paid more than 40 hours of overtime each and every pay period in each year

Civilian Employees with Overtime in Excess of 40 Hours within a Pay Period

40 hours of overtime within in a pay period represents on average, working 12 hour days, five days a week, for two weeks in a row. It would seem difficult for employees to sustain that level of work effort for an extended period of time. However, during 2014, we identified 131 civilian employees that were paid 40 or more hours of overtime for at least 13 pay periods during the year. This number increased from 75 employees in 2012.

The 13 pay periods annually represents half of the total number of pay periods in a year.

- There were four employees, all from the Department of Transportation, who were paid for at least 40 hours of overtime for all 26 pay periods within a year: One employee in 2012 (Traffic Officer II), two employees in 2013 (Maintenance Laborer and Traffic Mark/Sign Superintendent), and one employee in 2014 (Traffic Officer II).

Bonuses equate to 4% of total Salary Expense

10 temporary bonus codes represent 89% of the total amount paid as temporary bonuses

Temporary and Permanent Bonuses

The City paid an average of \$33M annually in temporary bonuses, through more than 90 different bonus codes, and \$106M in permanent bonuses.

- The top ten bonus codes represent 89% of the annual total amount; the majority is for uniform allowance and marksmanship, which together account for approximately 65% of the total temporary bonuses paid.

The "Field Assignment" permanent bonus accounts for \$15M annually

- The City paid \$18M annually in Uniform Allowances alone, to an annual average of 24,000 employees – over half the total City workforce

The City pays an annual average of \$106M in permanent bonuses, of which there are 159 different types; many are given only to employees specific to a department. The highest paid amounts of permanent bonus types are "field assignment", "paramedic", and "POST Advanced", which collectively account for \$37M annually.

Language bonuses cost \$9.4M annually

Permanent bonuses add to employees' pay rates and are pensionable; therefore, they also impact the City's contribution towards pension obligations, which extend far into the future.

More than One Salary Step Increase within Six Months

125 non-Police Officers received more than one step increase within six months

City payroll classifications include multiple steps that provide for automatic salary increases paid over time; typically, after six or twelve months, until a maximum is reached for that classification.

583 employees were identified as having more than one salary step increase within a six month period, while on the same job title. The majority of employees identified were Police Officers, whose MOU allows for multiple salary step increases based on education and military experience.

However, we identified 125 employees who were not Police Officers that received more than one step increase within six months.

Salary Increases of 30% or more within an Annual Period

347 employees received a significant salary increase, i.e., more than 30% within one year

89 employees in 2012, 144 employees in 2013, and 114 employees in 2014 were identified as having a salary increase of 30% or greater year over year. Of the 347 total employees for the 3-year period, 115 employees had salary increases due to a change from a non-professional job title to a professional job title (e.g., student professional worker to police officer), while 59 were non-civil service employees within the Office of the Mayor or a Councilmember.

III. Considerations for Management & Policymakers

A. Monitor Overtime Hours to Minimize Costs, Improve Efficiencies and Prevent Misuse

Due to the significant cost to the City for paid overtime, management must be cognizant of the overtime hours incurred by their Department. Periodic and regular monitoring (if not already being performed) of total hours incurred, total overtime paid, and whether the overtime enhances the Department's ability to achieve their financial and performance goals will help increase the overall efficiency of the City. In some cases, it may be more cost effective to hire additional staff. Management should also monitor high-overtime earners, to be alert to safety concerns and prevent potential fraud.

B. Thoroughly Consider the Total Cost Impact of Bonuses During Labor Contract Negotiations

Temporary and permanent bonuses are negotiated and specified by the City's labor agreements, and help attract and retain employees by offering a competitive overall compensation package. However, the significant costs for these bonuses, both in the present time period and into the future due to impact to future pension benefits, must be considered by policymakers and the City's management representatives who are responsible for negotiating contract agreements with the City's labor bargaining units. The financial impact of the City's multitude of bonuses can be significant for some individual employees, and for the City as a whole.

C. Periodically Review Employee Payroll Information

Due to the number of MOUs and the distinct salary requirements for each, an employee's salary may differ among pay periods, and from another employee within the same position classification (e.g., due to salary step differences, temporary bonus for night shift, etc.). As such, Departmental management must be held responsible for periodically reviewing their employees' detailed payroll information to confirm that employees are being paid in accordance with their job assignment and the MOU requirements.

D. Consider Other Bases for Salary Increases

The salary amount for each City employee within a given job class is determined by the employee's step level and any applicable bonuses. Typically, employees begin at step one and automatically advance one step annually, regardless of the employee's actual performance. Each step increase results in a fixed salary increase, and all employees, regardless of performance, will eventually reach the highest salary range. Therefore, raises are based on longevity within a position, rather than exceptional performance. Utilizing a merit based system, where salary increases are also tied to employee performance rather than seniority alone, would potentially incentivize employees to perform at a higher level, and will result in greater efficiencies.

OBSERVATIONS

Benchmarking Comparison

To better understand the impact of overtime and bonuses paid to City employees, we reviewed publically available information regarding the overtime and bonuses paid to other local government organizations. Due to the differences in the sizes of local government organizations, the number of employees per organization is also noted to obtain a relative sense of organization size. The numbers presented in the following table, Exhibit 3, are presented for informational purposes only.

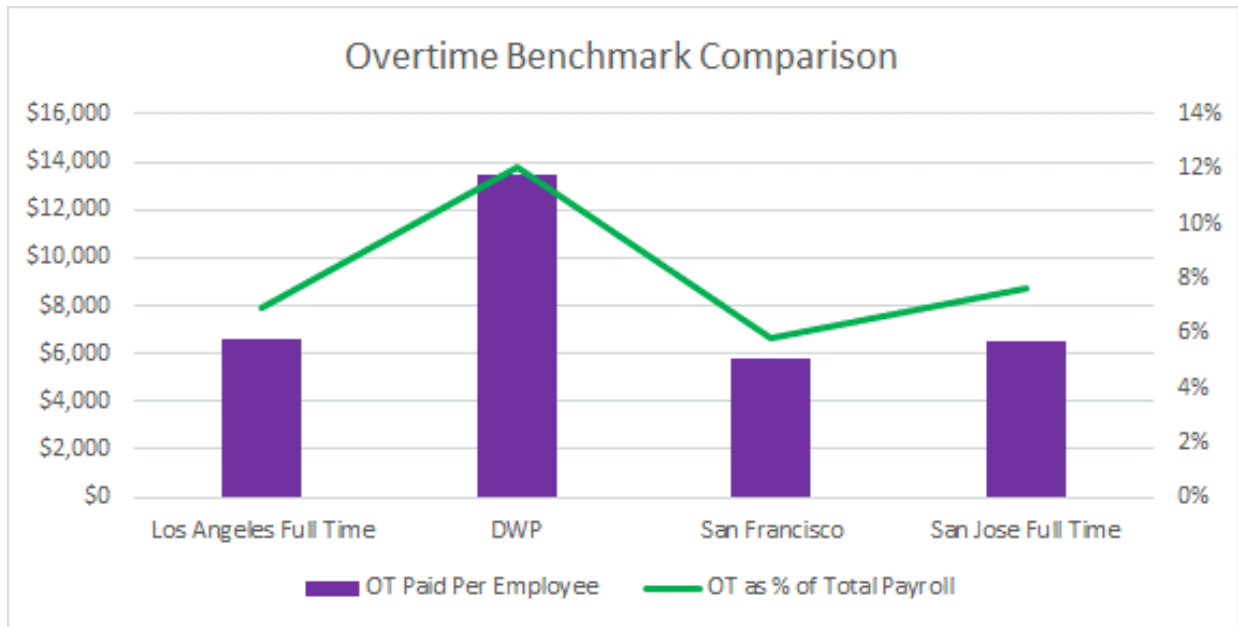
EXHIBIT 3: Payroll Comparisons to Other Jurisdictions

Organization	Data Period	Employee Count*	Annualized Payroll	Avg Cost/Employee	Overtime Paid	Bonuses Paid	% of Payroll	
							Overtime	Bonus
City of Los Angeles (excludes DWP)	1/1/2013 - 12/31/2013	36,867	\$3.37B	\$91,359	\$242M	Perm: \$104.3M Temp: \$31.4M	7%	4%
City of Los Angeles DWP	1/1/2014 - 6/30/2014	10,021	\$1.11B	\$111,246	\$135M	\$6.6M	12%	1%
City of San Francisco	7/1/2012 - 6/30/2013	28,387	\$2.8B	\$98,714	\$164M	\$98.6M	6%	4%
City of San Jose	1/1/2013 - 12/31/2013	5,336	\$456M	\$85,397	\$35M	\$28.9M	8%	6%

*Employee count represents only Full-Time employees, if it was possible to segregate Part-Time/As-needed employees and their respective pay. City of Los Angeles also paid \$108M to 10,227 part-time employees, which included \$3.3M in OT and \$2.9M in bonuses. City of San Jose also paid \$22M to 2,067 part-time employees, which included \$300K in OT and \$400K in bonuses.

The following chart compares the various benchmarks based on the average overtime paid per employee (annual overtime paid divided by number of employees) along with the overtime paid as a percentage of the total payroll (annual overtime paid divided by total annual payroll).

EXHIBIT 4: Overtime Benchmark Comparison



Observations: Detailed Analytics and Trends

Overtime Paid In Calendar Years 2012, 2013 and 2014

The City has paid an increasing amount of overtime over the last three years, from \$204M in 2012, \$245M in 2013, to \$330M in 2014, -- a 62% increase from 2012 to 2014.

- 1,688 City employees, including sworn Fire and Police, were paid over \$50,000 in overtime in 2014; which is a 102% increase from 834 employees in 2012.
- Excluding sworn Fire and Police, 197 City employees were paid over \$50,000 in overtime in 2014; a 93% increase from 102 employees in 2012.

Purpose:

Overtime paid represents a substantial expense, so to better understand the drivers of overtime costs, overtime data was obtained and analyzed to identify trends by year, by Department, and by employee.

Methodology:

Only overtime paid to the employee was considered in this analysis. Overtime that was earned and banked by the employee (for use either as compensatory time off, or to be paid upon job termination or retirement) is not included in this presentation. A distinction was also made between civilian employees and sworn Fire and Police employees. Sworn Fire and Police are generally expected to earn a substantial amount of overtime due to deployment practices and minimum coverage standards required.

Observations:

For the period between January 1, 2012 and December 31, 2014, a total of approximately \$779M in overtime was paid to all City employees, excluding DWP. For comparison, the total gross salary (inclusive of bonuses and

overtime) paid to City employees during the same time period was \$10.7B, with the \$779M in overtime paid representing 7% of the total gross payroll. The \$779M does not include the hours of overtime used as compensatory time off, nor does it include the hours of overtime banked that is available to employees to use as compensatory time off, or paid out at a later date.

Since overtime hours banked do not have a corresponding dollar amount, it is helpful to put in context the overtime banked vs. overtime paid in total hours. Overtime hours banked totaled 4.5M hours, while total overtime hours paid was 20.2M hours. Assuming that overtime hours banked are paid at the same average per hour rate as overtime hours paid, the total cost of overtime hours during the period would represent approximately 8.9% of the total salary paid to City employees.

Overtime amounts paid has increased over the past three years, going from \$204M in 2012, to \$245M in 2013, to \$330M in 2014. The increase in the total overtime amount paid can be attributed to both an increase in the number of overtime hours paid, along with the increase in the average cost per hour of overtime. Exhibit 5 reflects the annual trending for overtime hours, dollars, and average per hour, while Exhibit 6 reflects the year over year percentage increases between 2012/2013, and 2013/2014.

EXHIBIT 5: Overtime Annual Comparison of Hours, Dollars, and Average Rate Per Hour – Actual Amounts Per Year:

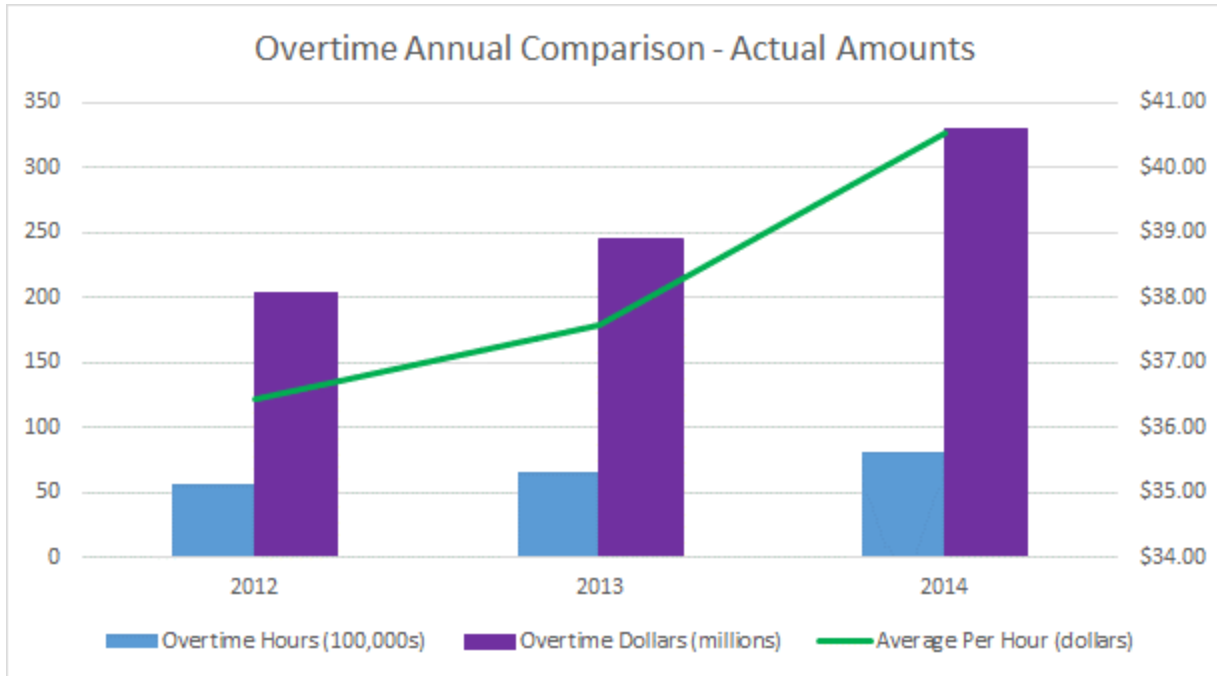
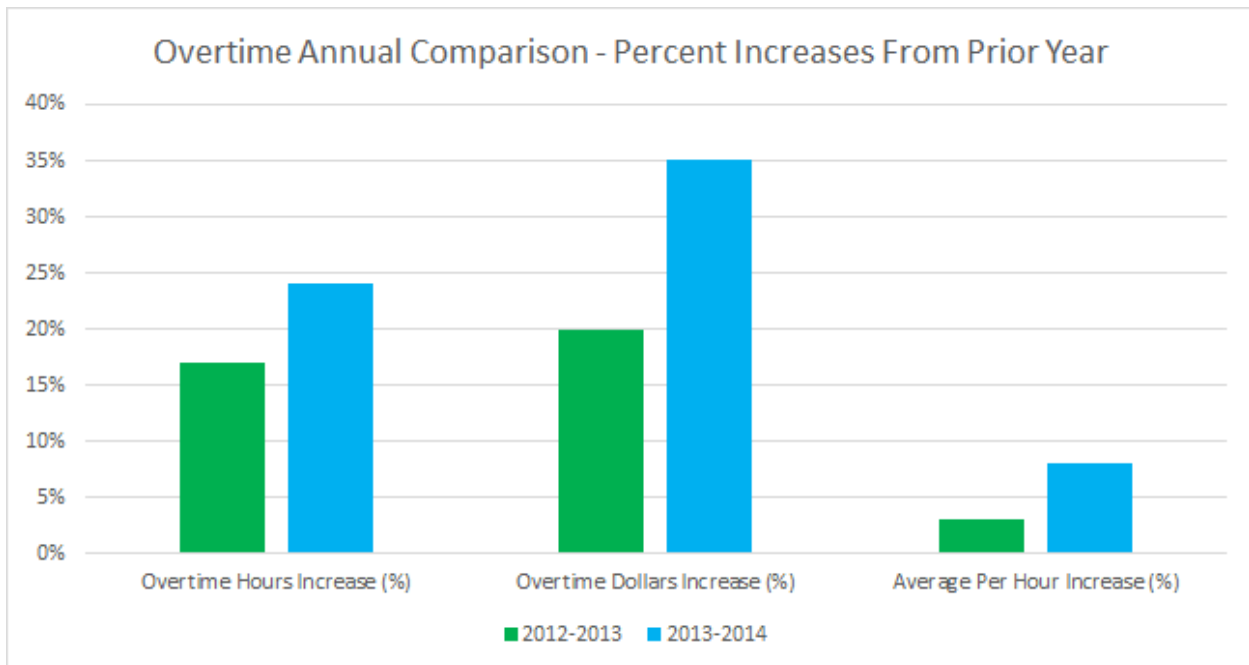


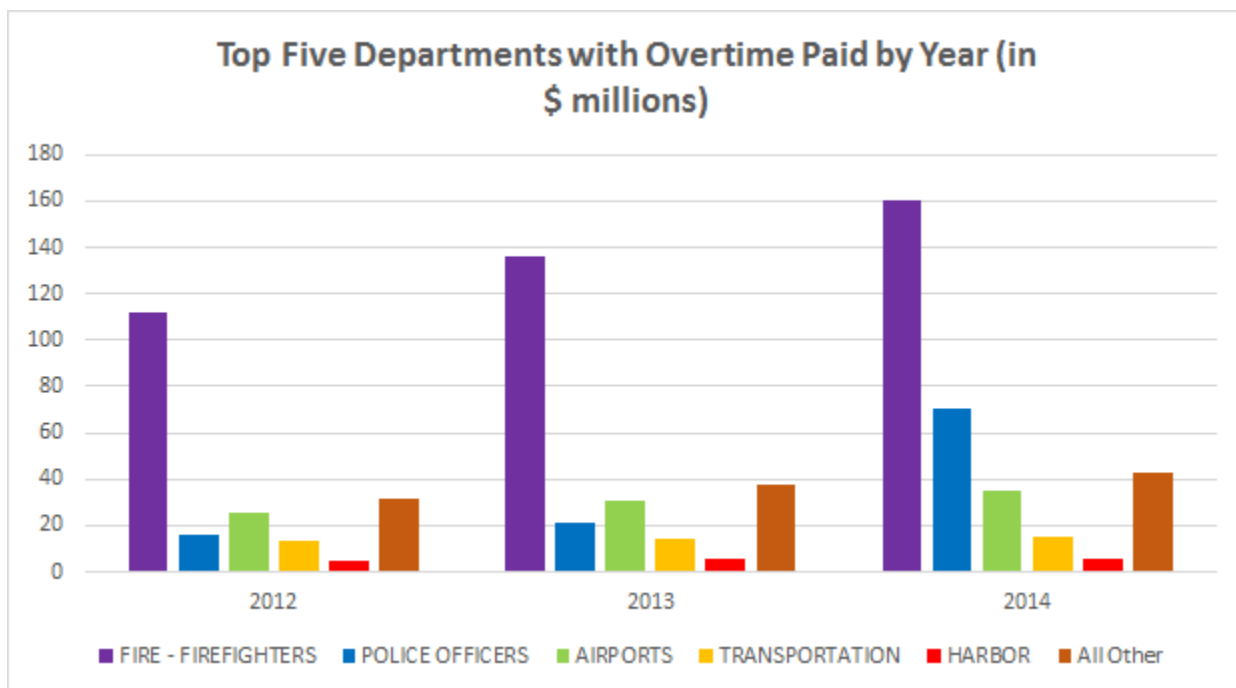
EXHIBIT 6: Overtime Annual Comparison of Hours, Dollars, and Average Rate Per Hour – Percent Increases from Prior Year:



Several factors explain the increase in overtime dollars from \$245M in 2013 to \$330M in 2014. First, the Police Department paid out \$15M in accrued overtime for Police Officers during 2014. Police Officers that worked overtime in prior years were not originally paid for the overtime, but instead accrued the hours. Additionally, a 5.5% salary increase for over 13,000 City employees took effect beginning January 2014, which impacts both the overtime dollars paid and the average hourly rate for employees. Other employees throughout the City also saw salary increases per the negotiated MOUs.

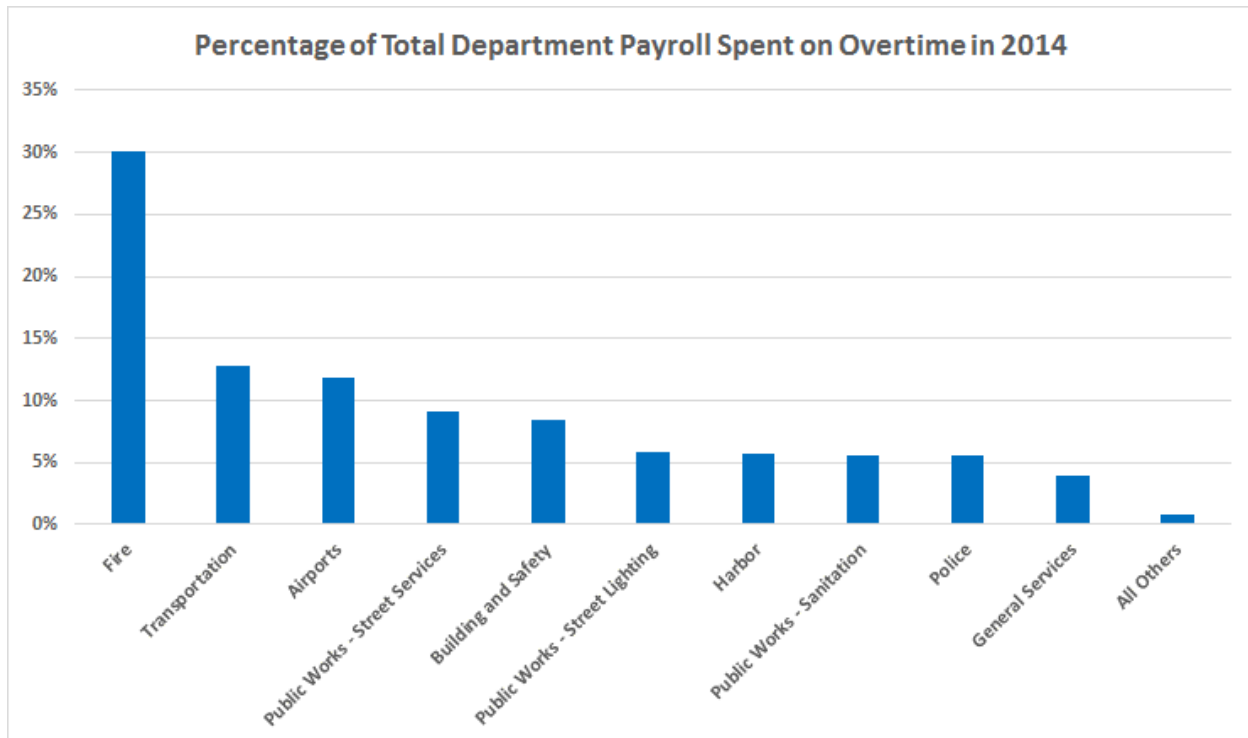
The amount of overtime paid by individual department, as seen in Exhibit 7, shows that the top five departments that paid overtime has remained consistent from 2012 through 2014. The top five departments are Fire – Firefighters, Police – Police Officers, Airport, Transportation, and Harbor. Note that civilian employees working in the Fire or Police Department are classified in a separate Department, and the overtime worked by these civilian employees are not included in the Fire – Firefighters or Police – Police Officers totals.

EXHIBIT 7: Overtime Paid to the Top Five Departments by Year

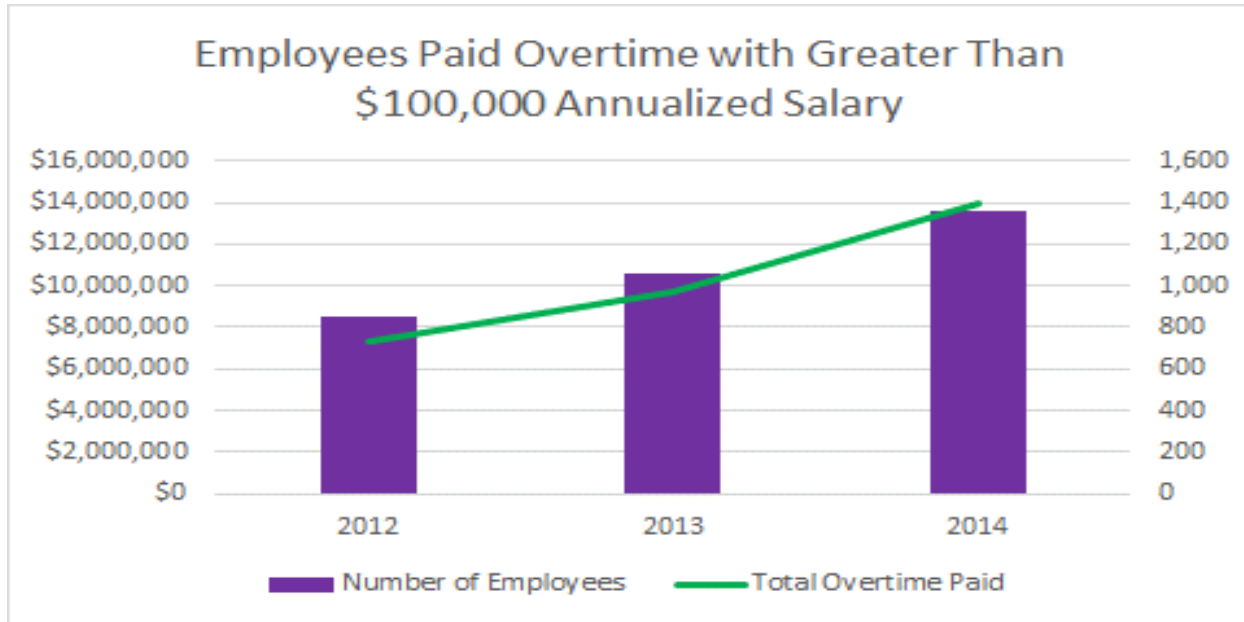


An additional way to analyze the overtime paid by Department is to compare the Department's overtime costs as a percentage of the Department's total payroll. Exhibit 8 details 10 Departments where overtime costs represented the largest percentage of each Department's payroll for calendar year 2014.

EXHIBIT 8: Overtime Costs as a Percentage of Total Departmental Payroll for Calendar Year 2014



While many management-level employees are considered salaried and therefore exempt from FLSA and overtime provisions, the City paid overtime to a significant number of non-exempt employees who have a projected annual salary of \$100,000 or more between 2012 and 2014 (see Appendix 2.A, 2.B, and 2.C). Exhibit 9 reflects the growing number of employees with an annualized salary of \$100,000 or more, and the total overtime paid to these employees for each calendar year.

EXHIBIT 9: Employees Paid Overtime with an Annualized Salary of \$100,000 or Greater

A breakdown of the total amount of overtime paid per employee is presented as Exhibit 10, to identify how the data has trended over each calendar year. The first grouping of overtime paid ranges from zero to \$10,000, and the second grouping from \$10,000 to \$25,000. Each grouping thereafter was set at \$25,000 increments, up to the upper limit of \$100,000.

For all employees, the breakdown of the total overtime paid amount between January 1, 2012 and December 31, 2014 is as follows:

EXHIBIT 10: Breakdown of Overtime Paid per Employee (All)

Ref	Lower Limit	Upper Limit	2012			2013			2014		
			# of Emp	% of Total Emp	Total Amount Paid	# of Emp	% of Total Emp	Total Amount Paid	# of Emp	% of Total Emp	Total Amount Paid
1	0	10,000	13,824	71.0%	\$33,801,325	14,996	70.7%	\$36,057,800	16,405	66.2%	\$55,356,442
2	10,000	25,000	2,960	15.2%	\$47,901,647	3,002	14.2%	\$47,877,828	4,654	18.8%	\$71,900,215
3	25,000	50,000	1,844	9.5%	\$65,100,431	1,969	9.3%	\$70,406,236	2,026	8.2%	\$71,929,195
4	50,000	75,000	610	3.1%	\$36,374,301	809	3.8%	\$48,997,504	990	4.0%	\$60,410,287
5	75,000	100,000	176	0.9%	\$14,919,882	264	1.2%	\$22,470,117	428	1.7%	\$36,671,929
6	100,000	~	48	0.2%	\$5,494,577	161	0.8%	\$19,419,388	270	1.1%	\$33,708,682
		Totals:	19,462		\$203,592,163	21,201		\$245,228,873	24,773		\$329,976,750

When excluding sworn Fire and Police from the population, as noted in Exhibit 11, the results change, with noticeable decreases in the number of employees in the top overtime paid grouping (i.e., \$50,000 and above).

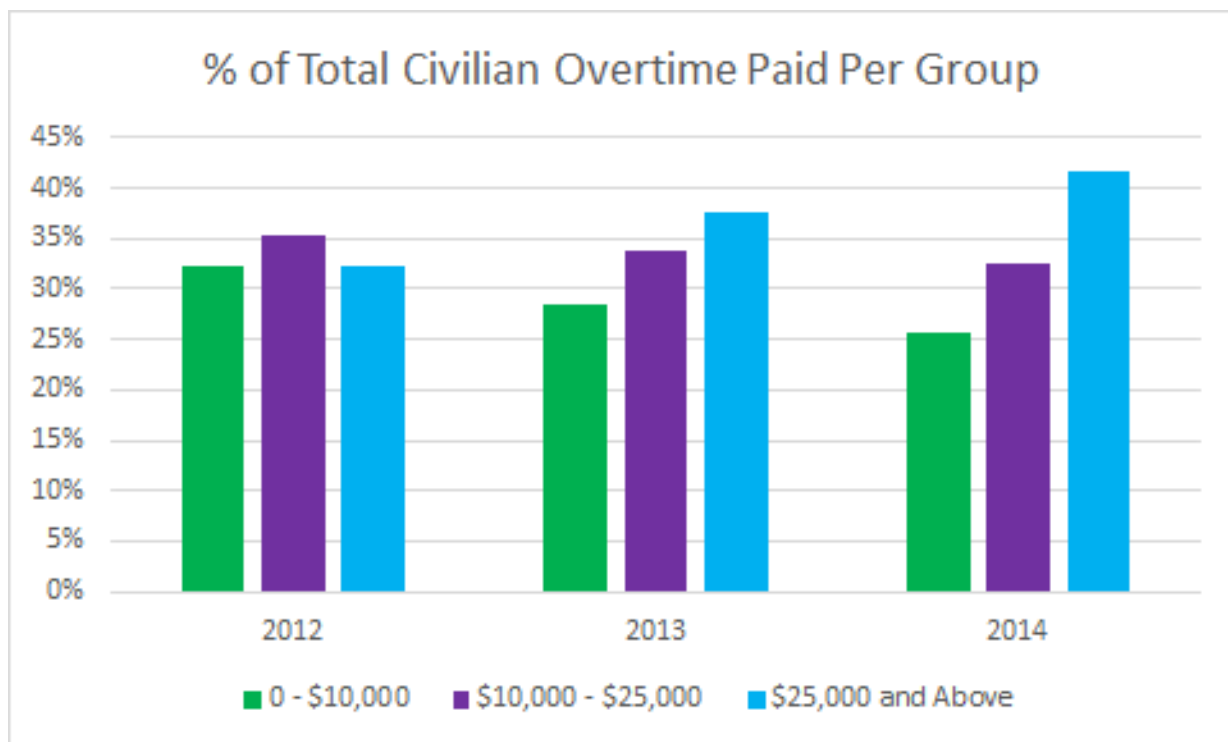
EXHIBIT 11: Breakdown of Overtime Paid per Employee (civilian)

Ref	Lower Limit	Upper Limit	2012			2013			2014		
			# of Emp	% of Total Emp	Total Amount Paid	# of Emp	% of Total Emp	Total Amount Paid	# of Emp	% of Total Emp	Total Amount Paid
1	0	10,000	9,051	46.5%	\$24,348,298	9,735	45.9%	\$25,057,353	9,649	38.9%	\$25,547,627
2	10,000	25,000	1,712	8.8%	\$26,639,415	1,914	9.0%	\$29,754,089	2,048	8.3%	\$32,324,826
3	25,000	50,000	546	2.8%	\$18,099,385	701	3.3%	\$23,453,507	832	3.4%	\$28,585,655
4	50,000	75,000	90	0.5%	\$5,210,047	107	0.5%	\$6,244,331	159	0.6%	\$9,409,980
5	75,000	100,000	10	0.1%	\$830,006	28	0.1%	\$2,367,674	31	0.1%	\$2,644,577
6	100,000	~	2	0.0%	\$224,206	9	0.0%	\$1,038,334	7	0.0%	\$784,772
		Totals:	11,411		\$75,351,357	12,494		\$87,915,288	12,726		\$99,297,437

Of note is the approximately 4% of civilian employees who were paid overtime in excess of \$25,000 for overtime in 2014. Yet, the amount of overtime that was paid to this 4% group is approximately \$41M, -- which is more than 40% of the total \$99M overtime amount paid to all civilian employees in 2014.

The chart noted in Exhibit 12 reflects the percentage, by year, of total overtime paid to civilian employees in three groupings: \$0 - \$10,000; \$10,000 - \$25,000; and \$25,000 and above. The percentages are calculated based on the total overtime paid for each grouping, divided by the total overtime paid to civilian employees during the respective calendar year. As noted by the blue bars, the proportion of very high overtime earners has increased significantly.

EXHIBIT 12: % of Total Overtime Paid by Amount



Analysis:

Given that sworn Police and Fire employees typically earn overtime due to operational needs, and also earn a larger amount of overtime, we analyzed the breakdown of grouping only civilian employees (non-sworn Police and Fire) as this population is not expected to work as many hours of overtime.

The results of the grouping by employees indicate that while a large segment of civilian employees who were paid overtime were paid between \$0 and \$10,000 annually, there is a gradual shift in the number of employees from the lowest stratum to a higher stratum. The shift in employee count also shifts

the overtime dollars paid for each stratum as a percentage of total overtime dollars paid for the year (see Exhibit 12). For these employees who are paid greater than \$25,000 in overtime annually, the amount paid as a percentage of the total civilian overtime paid has increased dramatically from 32% of the total overtime paid in 2012, to 42% of total overtime paid in 2014.

The breakdown of grouping total overtime paid by employee is helpful to understand the data spread, while also providing detailed information on the highest overtime earners.

Greater Than 40 Hours of Overtime in One Pay Period (non-sworn)

The number of civilian (non-sworn Fire or Police) employees that were paid for more than 40 hours of overtime within one pay period, for more than half of each calendar year, increased from 75 employees in 2012 to 131 employees in 2014.

- **40 hours of overtime represents on average, working 12 hour days, five days a week, for two weeks in a row.**
- **13 pay periods annually represent half of the total pay periods in a year.**

Purpose:

The purpose of this test was to identify civilian employees who were paid greater than 40 hours of overtime within a single (biweekly) pay period. In order to reach 40 hours of overtime within a pay period, the employee must work on average 12 hours per day, five days a week (assuming a standard Monday through Friday, eight hours per day work schedule). This test also identified the number of pay periods in which the employee was paid for 40 hours or more of overtime.

Methodology:

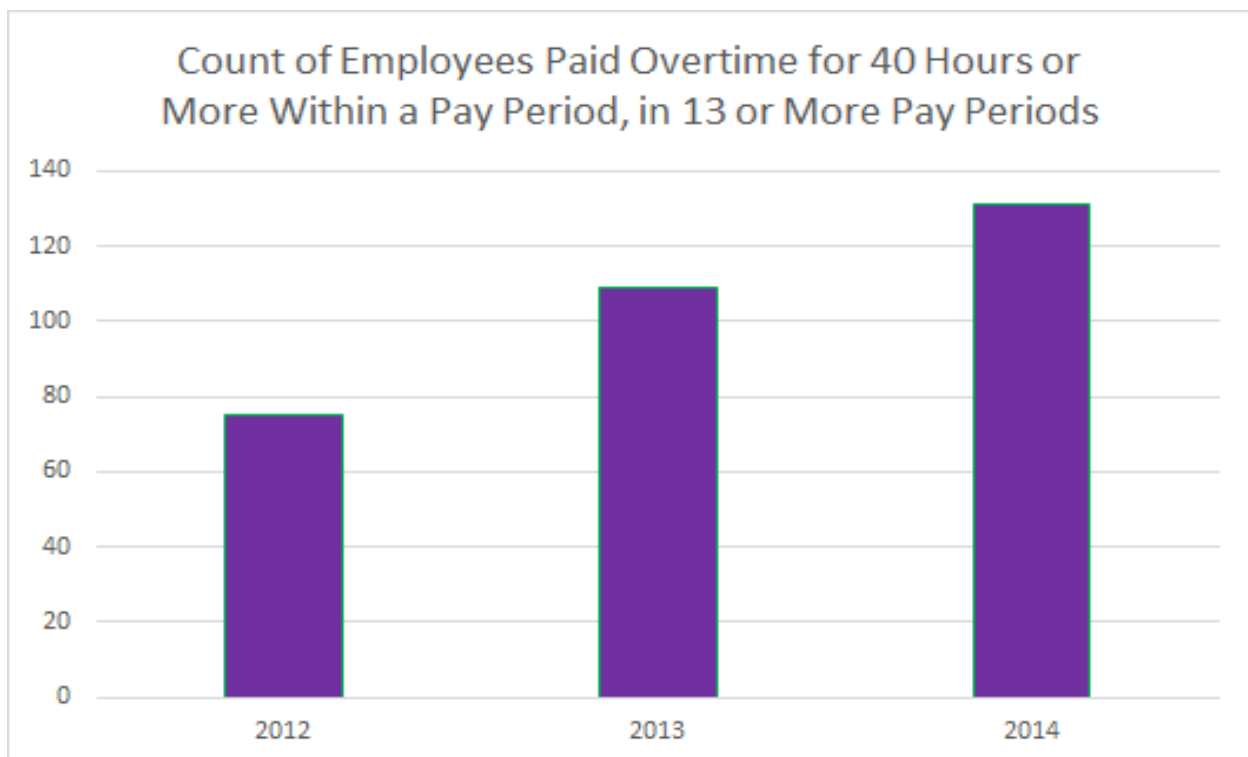
The initial dataset filtered out all sworn Fire and Police employees from this analysis, as it can be an acceptable practice for sworn Fire and Police to work in excess of 40 hours of overtime within a pay period, based on deployment needs. The dataset was then filtered to only include the overtime that was

worked and paid. All employees who were paid for 40 or more hours of overtime within a single pay period were identified, and the total number of pay periods in which this occurred was tallied. Due to the large number of employees who were paid 40 or more hours of overtime within a pay period, a further filter was applied, to identify only those employees where this occurred in at least 13 pay periods per year.

Observations:

The number of employees who were paid for 40 or more hours of overtime within a pay period, for 13 or more pay periods within a year, has increased from 75 employees in 2012 to 131 employees in 2014 (See Appendix 3.A, 3.B, and 3.C). Exhibit 13 shows the increase in the count of employees who meet this criteria on an annual basis.

EXHIBIT 13: Employees Paid Overtime for 40 Hours or More in 13+ Pay Periods Annually



We also noted that during 2013, *two* employees were paid for more than 40 hours of overtime in ***all pay periods***, while there was *one* employee meeting this criteria during 2012 and 2014.

Analysis:

There was a material increase in the number of employees who were paid greater than 40 hours of overtime in 13 or more pay periods per year from 2012 to 2014. A total of 131 employees met this criteria in 2014, representing a 75% increase from the 75 employees identified in 2012.

Permanent and Temporary Bonuses

From January 1, 2012 through December 31, 2014, the City paid over \$100M in temporary bonuses, or approximately \$33M annually. In addition, the City paid an average of \$106M annually in permanent bonuses.

The rules regarding bonus applicability, eligibility, and amounts are specified in contract labor agreements, as negotiated by each of the City's bargaining units.

Purpose:

The City utilizes two types of bonuses for employees – permanent and temporary. Bonus amounts and eligibility requirements are specified within the City's employment agreements as negotiated with the bargaining units representing City employees.

Permanent bonuses are generally calculated as an additional rate increase to an employee's base salary rate. Permanent bonuses can be awarded for longevity, language, work assignment, etc.

Temporary bonuses are awarded to employees who may be in a temporary assignment such as an acting supervisor and receive "daily acting pay", which provides an additional 5.5% salary increase; or can provide a set allowance amount based on the employment position, such as the \$229/biweekly car

allowance provided to a Departmental Chief Accountant IV, or the \$1,025/annual uniform allowance paid to sworn police officers.

The magnitude of bonuses paid to City employees is substantial:

- Approximately \$100M in temporary bonuses (average of \$33M annually) were paid between January 1, 2012 and December 31, 2014.
- For 2014, Permanent bonuses accounted for 3% of the City's annual payroll, and the impact of permanent bonuses averages \$106M annually.

The purpose of this analysis was to provide information on the number and types of bonuses, along with the dollar amount paid to employees for each bonus.

Methodology:

Temporary bonuses are awarded and paid to employees, as specified on each employee's timesheet for the pay period in which the temporary bonus is effective. For example, for some classifications, if an employee is acting as a temporary Supervisor (e.g., due to a regular Supervisor's absence), the employee will receive a temporary bonus for the days in which the actual Supervisor is on leave. Upon the Supervisor's return, the employee will no longer receive that temporary bonus. Temporary bonus data, per employee timesheets, was pulled for the period January 1, 2012 through December 31, 2014.

Unlike temporary bonuses that are specified by a variance code noted on a specific timesheet, permanent bonuses are added to an employee's salary rate. For example, if an employee's base biweekly salary is \$2,500, and the employee receives an additional \$20 per pay period for language bonus, and an additional \$30 per pay period for being a Police Detective, there will be a \$50 biweekly "add-to-rate" reflected for the employee. As this amount affects the employee's hourly rate calculation, it also increases their respective overtime rate and total amount paid. Should a permanent bonus be removed for any reason, the "add-to-rate" amount is updated.

This review and presentation provides permanent bonus information for calendar years 2013 and 2014, as 2012 permanent bonus data was not

available. In addition, only those bonuses identified as permanent, as opposed to longevity bonuses which are outside the scope of this review, were used to determine the amount paid to an employee.

Observations:

Temporary and Permanent Bonus Summary by Year

Both temporary and permanent bonus amounts paid per year were consistent between 2012 through 2014. Exhibit 14 reflects the amount paid, per year for each type of bonus.

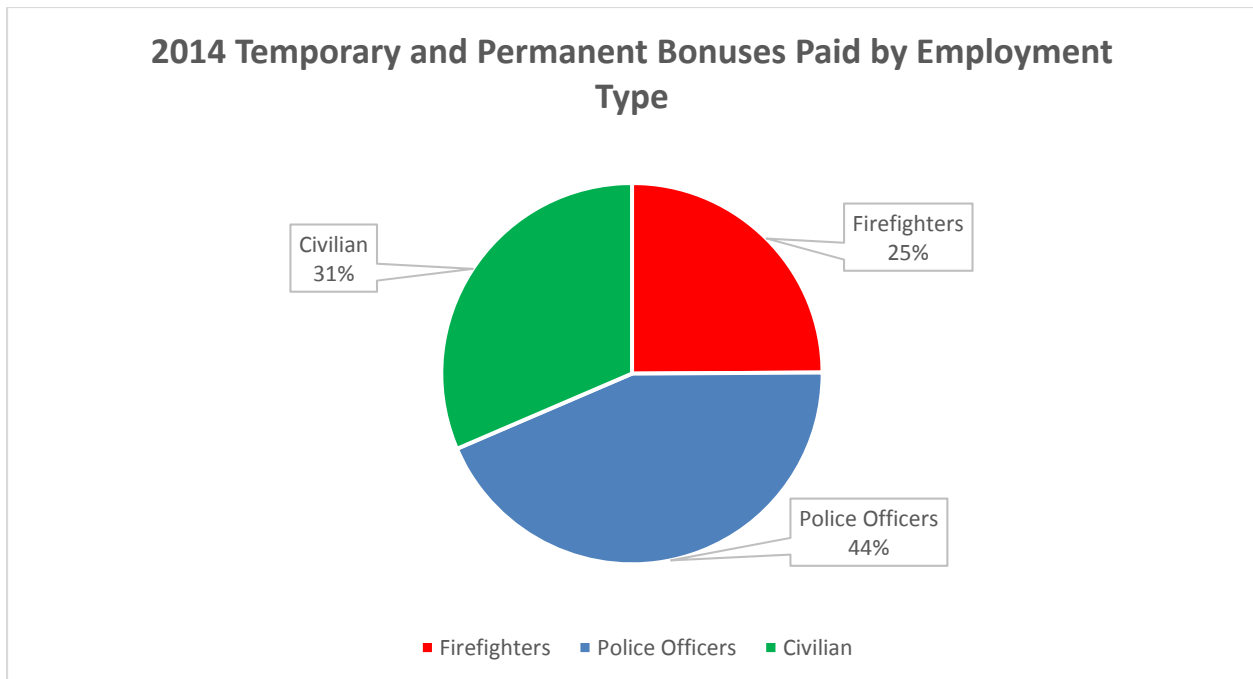
EXHIBIT 14: Temporary and Permanent⁷ Bonus Amount Paid By Year

Bonus Type	2012 Bonus Paid	2013		2014	
		Bonus Paid	% Change From 2012	Bonus Paid	% Change From 2013
Temporary	\$33,581,245	\$33,957,389	1.12%	\$32,936,256	-3.01%
Permanent	N/A	\$104,759,699	N/A	\$106,941,481	2.08%

Temporary and Permanent Bonuses Paid by Employment Type for 2014

For calendar year 2014, \$140M in total temporary and permanent bonuses were paid by the City. The \$140M was paid to the following three employment types: 1) Sworn firefighters, 2) Sworn police, and 3) Civilians (including civilians employed by the Fire and Police Department). Exhibit 15 reflects the percentage of the \$140M in bonuses paid by employment type in 2014.

⁷ Note that 2012 permanent bonus data was not included, as it was not available.

EXHIBIT 15: Temporary and Permanent Bonus Amount Paid By Employment Type in 2014Temporary Bonuses

Using approximately 90 temporary bonus codes, the City paid an average of \$33M annually in the three years reviewed (See Dataset 3 and Appendix 4.A, 4.B, and 4.C). When trending the temporary bonuses paid across this period, both the total amount paid annually and the highest paid bonus remained consistent across the three years. The highest paid temporary bonus in each year was the Uniform Allowance, which was paid on average \$18M per year, accounting for over half of the total annual temporary bonuses paid.

Exhibit 16 reflects the breakdown by the top bonus codes paid from 2012 to 2014.

EXHIBIT 16: Temporary Bonus Types by Amount Paid

Temporary Bonus Description	2012		2013		2014	
	Temp Bonus Paid	% of Total Paid	Temp Bonus Paid	% of Total Paid	Temp Bonus Paid	% of Total Paid
UNIFORM ALLOWANCE	\$18,179,965	54.14%	\$18,332,356	53.99%	\$18,038,353	54.77%
BONUS OR MARKSMANSHIP	\$4,690,145	13.97%	\$3,162,039	9.31%	\$3,162,534	9.60%
CROSSING GUARDS BONUS	\$1,944,326	5.79%	\$1,919,749	5.65%	\$1,430,648	4.34%
TOOL ALLOWANCE	\$1,529,075	4.55%	\$1,505,453	4.43%	\$1,452,603	4.41%
EFFICIENCY INCENTIVE	\$499,131	1.49%	\$1,305,067	3.84%	\$1,268,002	3.85%
DAILY BONUS - ON CALL/STANDBY	\$902,064	2.69%	\$963,864	2.84%	\$1,024,080	3.11%
HOURLY BONUS - ON CALL/STANDBY	\$868,717	2.59%	\$896,613	2.64%	\$1,010,293	3.07%
NIGHT OR GRAVE PAY 5.5% (Non-Sworn)	\$451,970	1.35%	\$817,542	2.41%	\$755,258	2.29%
DAILY ACTING PAY-5.5%	\$542,208	1.61%	\$693,371	2.04%	\$723,831	2.20%
LAPD MARKSMANSHIP BONUS (+ OR -)	\$425,520	1.27%	\$442,928	1.30%	\$452,244	1.37%
All Other Bonuses	\$3,548,124	10.57%	\$3,918,407	11.54%	\$3,618,411	10.99%
Total:	\$33,581,245	100.00%	\$33,957,389	100.00%	\$32,936,256	100.00%

The Uniform Allowances are paid to certain City employees who are required by their appointing authority to wear a work uniform while on the job. Typically, the City provides the employee with an initial uniform, composed of a certain number of uniform sets. The employee is then required to maintain, launder or clean their uniform, and replacements are at his/her expense. The intent of the Uniform Allowance is to assist the employee with the upkeep expense. For certain Departments and Job Titles where uniform maintenance is provided by the Department, employees are not eligible to receive a Uniform Allowance.

The temporary bonus codes were also grouped by bonus code and department (See Dataset 4 and Appendix 4.D, 4.E, and 4.F). For all three years, the Uniform Allowance paid to the Police Department was the highest temporary bonus code and department combination, approximately \$10M paid annually. While the Uniform Allowance represents the largest portion of the total temporary bonus paid each year, many others contribute to the total.

Permanent Bonuses

In 2013, the City paid 157 types of permanent bonuses, totaling \$105M. This increased slightly in 2014, growing to \$107M through 160 permanent bonus types (See Appendix 4.G and 4.H). Permanent bonuses paid is triple the

amount paid through temporary bonuses. The bonus code with the greatest amount of payments is for Field Assignment, for which the City paid on average \$15M during both 2013 and 2014. In total, the Field Assignment Bonus represented 14% of all permanent bonuses paid. The Language bonus represents 9% of all permanent bonuses paid.

EXHIBIT 17: Permanent Bonus Types by Amount Paid

Permanent Bonus Description	2013		2014	
	Perm Bonus Paid	% of Total Paid	Perm Bonus Paid	% of Total Paid
Field Assn	\$14,936,310	14.26%	\$15,263,812	14.27%
P - Paramedic - Platoon FF 3	\$11,309,941	10.80%	\$11,843,852	11.08%
Post Adv	\$9,928,523	9.48%	\$10,702,127	10.01%
Language	\$9,435,277	9.01%	\$9,553,465	8.93%
Shift	\$8,587,694	8.20%	\$8,911,387	8.33%
Permanent	\$6,893,070	6.58%	\$6,691,303	6.26%
Post Int	\$6,225,845	5.94%	\$6,640,084	6.21%
EMT FF3 For MOU 23	\$6,162,726	5.88%	\$5,990,572	5.60%
Fire Education Bonus Level 3	\$3,756,065	3.59%	\$3,771,426	3.53%
Motor PO2	\$2,361,107	2.25%	\$2,342,614	2.19%
All Other Bonuses	\$25,163,139	24.02%	\$25,230,839	23.59%
Total:	\$104,759,699	100.00%	\$106,941,481	100.00%

On average, approximately 20,000 employees received permanent bonuses during 2013 and 2014. However, many employees receive more than one permanent bonus. For example, a Police Officer may receive permanent bonuses for Language, POST (Peace Officer Standards and Training), and Field Assignment.

Analysis:

For temporary bonuses, it is important to note that 23,000 to 24,000 employees received the uniform allowance at some time between calendar

years 2012 to 2014. This represents more than half of the total count of City employees. The City pays on average \$18M annually in temporary bonuses.

The City also pays between \$1.4M to \$1.9M annually in temporary bonuses for crossing guards. The crossing guard bonuses are for either last shift or split shift bonuses. For crossing guards who work the last shift of the day, they receive a bonus of one hour of compensation (this bonus is also given to lead guards). For crossing guards who work where a middle shift was eliminated due to LAUSD's new schedule, they receive the split shift bonus of one hour of compensation. The last shift and split shift bonus hours also contribute to an employee's total hours required to become eligible for enrollment in the City's retirement benefit system.

Some employees are eligible for multiple bonuses, both permanent and temporary, therefore increasing the employee's total gross salary above their job classification's salary range. For example, an Environmental Compliance Inspector was eligible for and received the following bonuses: language (\$25 biweekly), emergency response to hazardous materials (\$30 per day), daily on-call/standby pay (\$24 per day), hourly call back pay (overtime rate per hour, minimum 4 hours per call back), and uniform allowance (\$100 annually). In this example, the employee's regular step salary rate was \$40/hour or \$3,200 per pay period. Assuming the employee worked eight days in response to hazardous materials (\$240 bonus), three days of on-call/standby (\$48 bonus), and six hours of call back pay (\$360 bonus) as well as the language bonus (\$25), the employee earned \$3,873 during the pay period, a greater than 20% increase, even without overtime.

Permanent bonuses affect an employee's regular rate, and is magnified if the employee works overtime, when he/she is eligible for 1.5x of their base hourly wage. Additionally, many of the permanent bonuses are pensionable, so are added to the employee's final salary that is used to determine the employee's pension benefit amount.

In 2014, the cost of temporary and permanent bonuses represented approximately 4% of the City's total salary expense. However, permanent

bonuses have an additional financial impact, due to an increases in the overtime rate and future pension benefit obligations.

Salary Step Increases

Each City job classification has a salary range, with salary steps within the range. Typically, City employees receive one salary step increase annually up to a maximum cap.

We identified 125 non Police Officers that had more than one salary step increase within six months.

Purpose:

The purpose of this test was to identify employees who received more than one salary step increase within a six month period. Most City job classifications provide for one automatic salary step increase annually, until the maximum has been reached.

Methodology:

The PaySR system creates a record for each pay period, which can be used as a snap shot of the salary data for all active employees during that pay period. This snap shot data also includes the salary step information for each employee paid during the pay period. For all employees, the salary step information was analyzed by comparing the salary steps between the following six month periods:

- December 31, 2011 vs. June 30, 2012;
- July 4, 2012 vs. December 29, 2012;
- January 12, 2013 vs. June 29, 2013;
- June 30, 2013 vs. December 30, 2013;
- December 28, 2013 vs. June 28, 2014; and
- June 28, 2014 vs. December 27, 2014.

The test only looked at employees who retained the same employment title between the six month periods.

During 2014, employees belonging to several MOUs underwent a step conversion from a five step salary range to a fifteen step salary range. A comparison of the salary step ranges was modified for these employees to recalculate the original step per the new step range.

Observations:

A total of 583 employees were identified as having more than one salary step increase within a six month period (See Dataset 6 and Appendix 5.A, 5.B, 5.C). Of the 583 employees, 458 employees were Police Officers; therefore, non-Police Officers totaled 125 employees. One employee was identified as having greater than one salary step increase during two separate six month periods.

Analysis:

The current Police Officer MOU states that Police Officers are able to increase their salary step based on completing semester credits in accredited colleges, obtaining their bachelor's degree, or through military service. Therefore, the non Police Officer employees with more than one step increase within six months may be due to retroactive salary step increases (which would not be reflected in the data, as the data used for the analysis is based off "frozen" data), or additional step increases resulting from a management decision.

Of the 125 non Police Officer employees that were identified as having more than one step increase within a six month period, 90 were identified during 2014. Many of the employees identified during 2014 underwent the salary step conversion from a five step range to a fifteen step range.

Employees Who Received Greater than a 30% Salary Increase Year Over Year.

347 employees were identified as receiving a salary increase of 30% or greater, year over year.

- **115 were identified as employees who moved from a non-professional to professional job title;**
- **59 were non-civil service employees within the Office of the Mayor or a Councilmember;**
- **The remaining 173 were City professionals who received significant promotions.**

Purpose:

The purpose of this test was to identify employees with a substantial increase in base salary year over year, potentially resulting from multiple promotions within a short time period, or a large promotion from a lower paying title to a much higher paying title.

Methodology:

For all employees, an annual salary comparison was performed to identify employees with a salary increase equal to or greater than 30%. The biweekly base rate (not inclusive of any temporary or permanent bonuses) for all employees paid during these pay periods were compared on an annual basis (i.e., 2011 vs. 2012, 2012 vs. 2013, and 2013 vs. 2014).

Observations:

A total of 347 employees were identified as having an annual salary increase of 30% or greater during our review period (See Dataset 7). The 347 employees are split between calendar years 2012 through 2014 as follows:

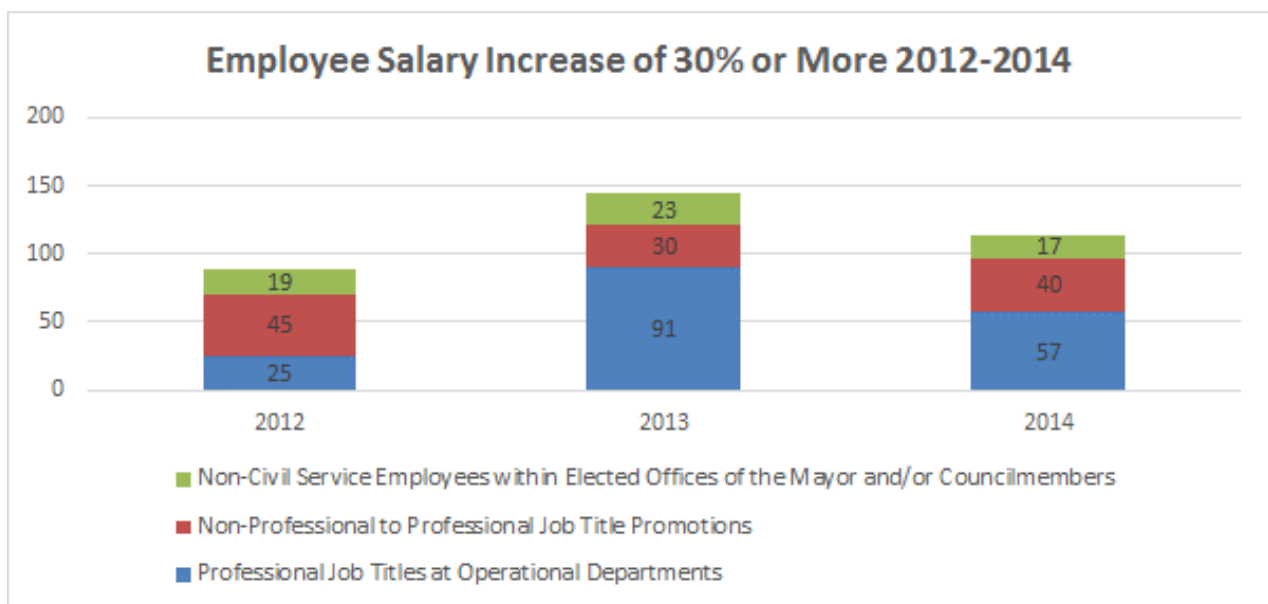
- 89 employees were identified by comparing December 31, 2011 and December 29, 2012 salary information (See Appendix 6.A)

- 144 employees were identified between December 29, 2012 and December 28, 2013 (See Appendix 6.B).
- 114 employees were identified between December 28, 2013 and December 27, 2014⁸ (See Appendix 6.C).

Analysis:

Exhibit 18 shows a breakdown of the number of employees per category per year:

EXHIBIT 18: Employees Receiving a 30% or Greater Salary Increase



⁸ An additional 743 Police Officers received a 30% or greater salary increase in 2014. These salary increases were approved by City Council to raise salaries for LAPD officers who were hired at a lower rate than their peers beginning in 2010.

Raw Data Analyzed for this Review

The raw data used in this review was pulled directly from the City's PaySR system. The raw data was then sorted and summarized to produce interactive datasets. Raw data that was subject to our analysis include:

1. Overtime records and transactions from January 1, 2012 through December 31, 2014. PaySR contains historical overtime payment information for all City employees, which is classified into three categories for the purposes of this analysis:

EXHIBIT 19: Overtime Transactions Analyzed

Category	Description	2012 Hours	2013 Hours	2014 Hours	Avg % of Total
1. Overtime Earned and Paid	Overtime earned and paid within the same pay period.	5,586,433	6,523,280	8,139,712	80%
2. Overtime Earned	Overtime earned but not paid. Overtime earned can be used for compensated time off or may be paid out in a lump sum annually or at retirement.	1,481,308	1,684,191	1,312,315	18%
3. All Other Overtime	Includes overtime donated for illness, lump sum payments at year-end or retirement, etc.	167,089	174,541	344,132	2%
	Total:	7,234,830	8,382,012	9,613,677	100%

2. All payments for temporary bonus variance codes between January 1, 2012 and December 31, 2014. Temporary bonuses are paid to employees during each applicable pay period, and are captured using specific

variance codes. The employee, pay period, type of temporary bonus, and amount paid were captured for this review.

3. Permanent bonus add-to-rate information was obtained in summary form for calendar year 2013 and 2014. Due to the way the permanent bonus data is stored in PaySR, the detailed historical data is not readily available.

4. Employee payroll history from December 31, 2011 through December 31, 2014. The City's payroll system records a snapshot of each pay period, and includes information such as the employee's pay rate, job title, salary step, etc. as of the end of each pay period. The data for select pay periods was collected to construct a complete employee payroll history.

Appendix 1

City of Los Angeles
 Payroll Data Analytics
 Average Age of Employees on Payroll by Department as of 12/31/2014

Ref	Department	# of Employees	Average Age
1	Employee Relations Board	8	61
2	Aging	185	61
3	Public Works - Board of Public Works	87	54
4	Public Works - Contract Administration	287	53
5	Public Works - Street Services	861	52
6	General Services	1,583	51
7	Disability	15	51
8	Controller	159	51
9	Economic and Workforce Development Department	156	51
10	Information Technology Agency	496	51
11	Public Works - Engineering	729	50
12	Transportation	1,789	50
13	Cultural Affairs	94	50
14	Personnel	612	50
15	Los Angeles Department of Convention and Tourism Development	12	50
16	City Attorney	870	49
17	Airports	3,386	49
18	Building and Safety	869	49
19	Housing and Community Investment Department	610	48
20	Public Works - Street Lighting	231	48
21	Pension	121	48
22	Public Works - Sanitation	2,632	47
23	Office of Finance	333	47
24	Library	1,281	47
25	Harbor	1,040	46
26	City Administrative Officer	118	46
27	City Employees Retirement System	141	46
28	El Pueblo De Los Angeles Historical Monument Authority	30	45
29	Fire	3,505	45
30	Emergency Management	29	45
31	City Planning	287	45
32	Animal Services	312	45
33	Zoo	297	44
34	Police	12,692	43
35	Neighborhood Empowerment	25	42
36	City Clerk	230	41
37	Recreation and Parks	4,970	41
38	Council	356	39
39	City Ethics Commission	23	38
40	Mayor	156	38
Total:		41,617	46

Appendix 2.A

City of Los Angeles

Payroll Data Analytics

Employees Paid Overtime in 2012 With Greater Than \$100,000 Annual Salary

** Note: The Job Titles and Estimated Annualized Salary are based on the employee's job information as of December 2012, while the Overtime Amount Paid is the sum of any overtime paid in 2012. Some employees may have been paid overtime while holding a different Job Title with a different Estimated Annualized Salary (e.g., due to a mid-year promotion).*

Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
1	Harbor	PORT PILOT II	3,162.16	227,676
2	Harbor	PORT PILOT II	27,478.08	227,676
3	Harbor	PORT PILOT II	45,142.56	227,676
4	Harbor	PORT PILOT II	43,070.80	227,676
5	Harbor	PORT PILOT II	2,944.08	227,676
6	Harbor	PORT PILOT II	25,406.32	227,676
7	Harbor	PORT PILOT II	41,980.40	227,676
8	Harbor	PORT PILOT II	31,785.16	227,676
9	Harbor	PORT PILOT II	45,960.36	227,676
10	Harbor	PORT PILOT II	40,726.44	227,676
11	Harbor	PORT PILOT II	39,009.06	227,676
12	Harbor	PORT PILOT II	29,495.32	227,676
13	Harbor	PORT PILOT II	54,329.18	227,676
14	General Services	BUILD CON & MT GN SUPII	2,767.08	155,493
15	Public Works - Street Services	ST SVCS GEN SUPT I	1,491.60	133,235
16	Harbor	INFO SYSTEM MGR I	1,044.55	131,126
17	Harbor	SYSTEMS PROGRAMMER III	8,121.01	131,025
18	Public Works - Sanitation	SHIFT SUPT W/W TRMT II	42,444.75	127,702
19	Building and Safety	CH INSPECTOR	7,461.98	126,930
20	Building and Safety	CH INSPECTOR	3,253.32	126,930
21	City Administrative Officer	SR ADMIN ANALYST II	1,422.96	126,888
22	Public Works - Engineering	GEOTECH ENGINEER 2	485.84	126,742
23	Public Works - Sanitation	CH ENV COMP INSPECT II	490.77	126,094
24	Planning	SR CITY PLANNER	2,386.14	125,677
25	Los Angeles Convention Center	SR SYSTEMS ANALYST II	176.07	125,614
26	Pension	SR SYSTEMS ANALYST II	88.04	125,614
27	Public Works - Board of Public Works	SR MGMT ANALYST II	589.73	125,593
28	Police	POLICE PERFORM AUD IV	15.04	125,593
29	Recreation and Parks	SUPT OF R/P OPERATIONS	20,276.99	125,155
30	Recreation and Parks	SUPT OF R/P OPERATIONS	10,492.69	125,155
31	Airports	CH BUILD OPERATNG ENGR	16,616.92	124,289
32	Building and Safety	SYSTEMS PROGRAMMER III	8,932.24	124,194
33	Harbor	SYSTEMS PROGRAMMER III	14,490.05	124,194
34	Harbor	SYSTEMS PROGRAMMER III	312.27	124,194
35	Information Technology Agency	SYSTEMS PROGRAMMER III	6,267.24	124,194
36	Information Technology Agency	SYSTEMS PROGRAMMER III	1,508.79	124,194

Appendix 2.A

Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
37	City Employees Retirement System	SYSTEMS PROGRAMMER III	1,784.40	124,194
38	Pension	SYSTEMS PROGRAMMER III	1,070.64	124,194
39	Airports	SYSTEMS PROGRAMMER III	23,090.51	124,194
40	Information Technology Agency	SYSTEMS PROGRAMMER III	754.39	124,194
41	Airports	SYSTEMS PROGRAMMER III	606.77	124,194
42	Airports	SYSTEMS PROGRAMMER III	713.76	124,194
43	Harbor	SYSTEMS PROGRAMMER III	4,330.46	124,194
44	Airports	SYSTEMS PROGRAMMER III	3,945.31	124,194
45	Airports	SYSTEMS PROGRAMMER III	1,658.21	124,194
46	Airports	SYSTEMS PROGRAMMER III	2,050.59	124,194
47	Airports	AIRP MAINTENANCE SUPT	1,028.49	123,786
48	Public Works - Street Services	ST SVCS SUPT II	510.55	122,911
49	Public Works - Street Services	ST SVCS SUPT II	170.18	122,911
50	Public Works - Street Services	ST SVCS SUPT II	2,722.95	122,911
51	Fire	RISK MGT/PREV PROG MGR	9,502.21	122,628
52	Airports	SR MGMT ANALYST II	7.43	122,524
53	Public Works - Sanitation	INSTRUMENT MECH SUPV II	1,434.00	122,126
54	Harbor	MECH REPAIR GEN SUPVR	31,807.40	122,089
55	Los Angeles Convention Center	CONV CTR BLDG SUPT I	14,195.88	121,066
56	Los Angeles Convention Center	CONV CTR BLDG SUPT I	41,346.51	121,066
57	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	27,782.74	120,870
58	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	25,368.23	120,870
59	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	9,377.84	120,870
60	Airports	CH OF OPERATIONS I	7,723.65	120,866
61	Airports	CH OF OPERATIONS I	14,849.10	120,866
62	Airports	CH OF OPERATIONS I	15,409.37	120,866
63	Personnel	ADV PR PRO COR CARE II	6,893.05	120,532
64	Building and Safety	CH INSPECTOR	941.23	120,227
65	Public Works - Engineering	CIVIL ENGINEER/PM I	459.92	119,976
66	Los Angeles Housing	DATA BASE ARCHITECT	343.74	119,622
67	Transportation	DATA BASE ARCHITECT	17,196.58	119,622
68	Public Works - Sanitation	DATA BASE ARCHITECT	9,912.18	119,622
69	Public Works - Sanitation	DATA BASE ARCHITECT	61,464.12	119,622
70	Building and Safety	DATA BASE ARCHITECT	4,926.95	119,622
71	Information Technology Agency	DATA BASE ARCHITECT	111.76	119,622
72	Airports	DATA BASE ARCHITECT	3,732.38	119,622
73	Information Technology Agency	DATA BASE ARCHITECT	405.16	119,622
74	Airports	DATA BASE ARCHITECT	8,251.05	119,622
75	Harbor	DATA BASE ARCHITECT	4,195.51	119,622
76	Information Technology Agency	DATA BASE ARCHITECT	167.64	119,622
77	Information Technology Agency	DATA BASE ARCHITECT	1,285.24	119,622
78	Airports	DATA BASE ARCHITECT	880.11	119,622
79	Harbor	PORT ELECTRICAL MECHANIC	10,523.42	119,261

Appendix 2.A

Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
80	Public Works - Sanitation	W/WTR TRMT LAB MGR I	107.11	118,985
81	Harbor	FINANCIAL MANAGER I	1,234.31	118,878
82	Airports	INSTRUMENT MECH SUPV	21,005.34	118,006
83	Airports	AIRP MAINTENANCE SUPT	12,906.76	117,333
84	Airports	AIRP MAINTENANCE SUPT	21,343.61	117,333
85	Airports	AIRP MAINTENANCE SUPT	3,140.49	117,333
86	Airports	AIRP MAINTENANCE SUPT	974.87	117,333
87	Airports	AIRP MAINTENANCE SUPT	3,708.81	117,333
88	Airports	AIRP MAINTENANCE SUPT	324.96	117,333
89	Airports	AIRP MAINTENANCE SUPT	36,878.86	117,333
90	Public Works - Sanitation	SOLID RESOURCE SUPT	2,588.80	116,840
91	Public Works - Sanitation	SOLID RESOURCE SUPT	1,990.18	116,840
92	Public Works - Sanitation	SOLID WSTE DISP SUPT II	3,486.83	116,840
93	Public Works - Sanitation	SOLID RESOURCE SUPT	5,974.55	116,840
94	Public Works - Sanitation	SOLID RESOURCE SUPT	3,180.47	116,840
95	Public Works - Sanitation	SOLID RESOURCE SUPT	2,863.92	116,840
96	General Services	CH BUILD OPERATNG ENGR	5,589.38	116,706
97	Los Angeles Convention Center	CH BUILD OPERATNG ENGR	6,749.52	116,706
98	Airports	ENVIRN AFFRS OFC	6,730.77	116,698
99	Airports	ENVIRN AFFRS OFC	554.30	116,698
100	Public Works - Street Lighting	ST LTG ENGINEER	13,458.80	116,364
101	Public Works - Engineering	SR CIVIL ENGINEER	3,800.88	116,322
102	Public Works - Sanitation	ENVRMNTL ENGINEER	3,341.60	116,288
103	Public Works - Sanitation	ENVRMNTL ENGINEER	3,084.36	116,288
104	Harbor	CIVIL ENGINEER	9,356.50	116,288
105	Airports	COMMUN ENGINEER	21,833.24	116,288
106	Airports	SR CONSTR INSPECTOR	36,280.04	116,102
107	Airports	SR CONSTR INSPECTOR	22,084.49	116,102
108	Airports	SR CONSTR INSPECTOR	9,436.75	114,724
109	Information Technology Agency	SYSTEMS PROGRAMMER II	112.48	114,631
110	Information Technology Agency	SYSTEMS PROGRAMMER II	1,245.95	114,631
111	Airports	SYSTEMS PROGRAMMER II	5,830.40	114,631
112	Information Technology Agency	SYSTEMS PROGRAMMER II	508.82	114,631
113	Airports	SYSTEMS PROGRAMMER II	2,785.83	114,631
114	Information Technology Agency	SYSTEMS PROGRAMMER II	214.24	114,631
115	Airports	SYSTEMS PROGRAMMER II	2,637.84	114,631
116	Building and Safety	SYSTEMS PROGRAMMER II	13,270.03	114,631
117	Information Technology Agency	SYSTEMS PROGRAMMER II	482.04	114,631
118	Airports	SYSTEMS PROGRAMMER II	2,125.62	114,631
119	Airports	SYSTEMS PROGRAMMER II	5,871.80	114,631
120	Information Technology Agency	SYSTEMS PROGRAMMER II	964.08	114,631
121	Information Technology Agency	SYSTEMS PROGRAMMER II	958.06	114,631
122	Information Technology Agency	SYSTEMS PROGRAMMER II	5,069.46	114,631

Appendix 2.A

Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
123	Harbor	SYSTEMS PROGRAMMER II	8,282.29	114,631
124	Information Technology Agency	SYSTEMS PROGRAMMER II	219.60	114,631
125	Information Technology Agency	SYSTEMS PROGRAMMER II	482.04	114,631
126	Pension	SYSTEMS PROGRAMMER II	5,262.27	114,631
127	Information Technology Agency	SYSTEMS PROGRAMMER II	575.77	114,631
128	Information Technology Agency	SYSTEMS PROGRAMMER II	1,017.64	114,631
129	Information Technology Agency	SYSTEMS PROGRAMMER II	374.92	114,631
130	Information Technology Agency	SYSTEMS PROGRAMMER II	2,450.37	114,631
131	Information Technology Agency	SYSTEMS PROGRAMMER II	482.04	114,631
132	Public Works - Sanitation	SYSTEMS PROGRAMMER II	157.59	114,631
133	Building and Safety	SYSTEMS PROGRAMMER II	658.80	114,631
134	Public Works - Sanitation	SYSTEMS PROGRAMMER II	1,928.16	114,631
135	Information Technology Agency	SYSTEMS PROGRAMMER II	1,044.42	114,631
136	Airports	SYSTEMS PROGRAMMER II	44,916.19	114,631
137	Information Technology Agency	SYSTEMS PROGRAMMER II	1,740.70	114,631
138	Airports	SYSTEMS PROGRAMMER II	14,190.96	114,631
139	Information Technology Agency	SYSTEMS PROGRAMMER II	1,365.78	114,631
140	Harbor	SYSTEMS PROGRAMMER II	13,875.58	114,631
141	Harbor	SYSTEMS PROGRAMMER II	42,191.27	114,631
142	Information Technology Agency	SYSTEMS PROGRAMMER II	650.76	114,631
143	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	11,851.93	114,569
144	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	1,742.33	114,569
145	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	18,244.49	114,569
146	Airports	CH OF OPERATIONS I	11,846.60	114,565
147	Airports	CH OF OPERATIONS I	10,026.46	114,565
148	Airports	CH OF OPERATIONS I	4,316.93	114,565
149	Airports	CH OF OPERATIONS I	7,735.29	114,565
150	Airports	CH OF OPERATIONS I	11,105.60	114,565
151	Airports	CH OF OPERATIONS I	8,242.85	114,565
152	Personnel	ADV PR PRO COR CARE II	8,242.42	114,470
153	Personnel	ADV PR PRO COR CARE II	8,606.98	114,470
154	Police	CRIMINALIST II	18,850.67	114,369
155	Police	CRIMINALIST II	21,400.30	114,369
156	Public Works - Sanitation	SR W/W TREATMENT OPER	2,226.50	114,247
157	Harbor	PORT ELECTRICAL MECHANIC	2,615.54	114,003
158	Harbor	PORT ELECTRICAL MECHANIC	4,147.78	114,003
159	Harbor	PORT ELECTRICAL MECH SUPV	1,358.79	113,798
160	Public Works - Sanitation	SOLID RESOURCE SUPT	1,283.40	113,712
161	Public Works - Sanitation	SOLID WSTE DISP SUPT II	2,062.76	113,712
162	Airports	SR CONSTR INSPECTOR	25,806.76	113,680
163	Police	SR FORENSIC PRINT SPEC	2,475.98	113,468
164	Public Works - Sanitation	W/WTR TRMT MECH SUPVR	1,782.53	113,314
165	Public Works - Sanitation	W/WTR TRMT MECH SUPVR	54.27	113,314

Appendix 2.A

Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
166	Public Works - Sanitation	W/WTR TRMT MECH SUPVR	2,076.49	113,314
167	Public Works - Sanitation	W/WTR TRMT MECH SUPVR	391.20	113,314
168	Fire	FIRE PROT ENGR ASSC IV	53,862.00	113,257
169	Public Works - Street Lighting	ST LTG ENGINEER	3,905.40	113,257
170	Public Works - Sanitation	CH ENV COMP INSPECTOR I	11,579.44	113,003
171	Airports	CONSTR & MAINT SUPV II	63,662.79	112,785
172	General Services	CONSTR & MAINT SUPV II	1,215.35	112,785
173	Airports	CONSTR & MAINT SUPV II	786.81	112,785
174	Planning	SR CITY PLANNER	8,008.87	112,752
175	Transportation	SUPVSG TRANS PLANNR I	2,429.10	112,710
176	Transportation	PUB INFO DIRECTOR I	283.26	112,656
177	Airports	AIRP PUB/COMM REL DIR I	5,944.36	112,656
178	Public Works - Sanitation	INSTRUMENT MECH SUPV I	137.09	112,249
179	Public Works - Sanitation	INSTRUMENT MECH SUPV I	6,944.93	112,249
180	Public Works - Sanitation	W/WTR TRMT OPER III	21,069.10	111,876
181	Harbor	SYSTEMS PROGRAMMER II	669.50	111,833
182	Airports	SR CONSTR INSPECTOR	33,974.05	111,801
183	Personnel	ADV PR PRO COR CARE II	3,684.17	111,790
184	Public Works - Sanitation	SR W/W TREATMENT OPER	7,768.21	111,742
185	Public Works - Sanitation	SR W/W TREATMENT OPER	9,107.33	111,742
186	Public Works - Sanitation	SR W/W TREATMENT OPER	751.89	111,742
187	Public Works - Sanitation	SR W/W TREATMENT OPER	4,198.58	111,742
188	Airports	SR CONSTR INSPECTOR	42,938.26	111,340
189	Public Works - Street Services	ST SVCS SUPT I	15,404.43	111,326
190	Public Works - Street Services	ST SVCS SUPT I	2,068.66	111,326
191	Public Works - Street Services	ST SVCS SUPT I	616.50	111,326
192	Public Works - Street Services	ST SVCS SUPT I	9,748.42	111,326
193	Public Works - Street Services	ST SVCS SUPT I	13,264.59	111,326
194	Police	CRIMINALIST III	493.83	110,873
195	Police	CRIMINALIST III	18,383.26	110,873
196	Police	CRIMINALIST III	2,899.30	110,873
197	Police	CRIMINALIST III	8,673.92	110,873
198	Police	CRIMINALIST III	9,056.28	110,873
199	Police	CRIMINALIST III	11,071.36	110,873
200	Police	CRIMINALIST III	12,260.39	110,873
201	Police	CRIMINALIST III	2,540.86	110,873
202	Police	CRIMINALIST III	3,228.48	110,873
203	Police	CRIMINALIST III	21,695.10	110,873
204	Police	SPECIAL INVESTIGATOR II	21.20	110,685
205	Police	SPECIAL INVESTIGATOR II	12.93	110,685
206	Police	SPECIAL INVESTIGATOR II	79.98	110,685
207	Building and Safety	PR INSPECTOR	6,902.28	110,539
208	Harbor	PR CONSTR INSPECTOR	77.46	110,539

Appendix 2.A

Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
209	Building and Safety	PR INSPECTOR	4,839.28	110,539
210	Airports	PR CONSTR INSPECTOR	5,035.47	110,539
211	Building and Safety	PR INSPECTOR	697.14	110,539
212	Building and Safety	PR INSPECTOR	2,880.50	110,539
213	Los Angeles Housing	PR INSPECTOR	185.29	110,539
214	Airports	PR CONSTR INSPECTOR	46,122.73	110,539
215	Building and Safety	PR INSPECTOR	890.79	110,539
216	Airports	PR CONSTR INSPECTOR	16,665.40	110,539
217	Airports	PR CONSTR INSPECTOR	33,188.35	110,539
218	Building and Safety	STRUCTURAL ENGINEER	54,433.89	110,476
219	Building and Safety	STRUCTURAL ENGINEER	32,083.58	110,476
220	Building and Safety	BUILD CIVIL ENGR I	65,102.96	110,476
221	General Services	GEN AUTOMOTIVE SUPVR	1,370.79	110,382
222	Fire	ENGRG GEOLGST ASSOC IV	4,117.62	110,226
223	Public Works - Sanitation	ENVRMNTL ENGINEER	1,427.97	110,226
224	Information Technology Agency	COMMUN ENGINEER	1,979.63	110,226
225	Transportation	TRANSP ENGINEER	6,849.51	110,226
226	Airports	COMMUN ENGINEER	5,139.11	110,226
227	Harbor	CIVIL ENGRG ASSOC IV	43,155.83	110,226
228	Public Works - Sanitation	ENVIRONMENTAL SUPVR II	1,029.41	110,226
229	Harbor	CIVIL ENGINEER	25,339.20	110,226
230	Airports	CIVIL ENGRG ASSOC IV	3,800.89	110,226
231	Recreation and Parks	ENVIRONMENTAL SUPVR II	395.93	110,226
232	Harbor	ARCHITECTURAL ASSOC IV	30,882.16	110,226
233	Public Works - Sanitation	ENVIRONMENTAL SUPVR II	21,896.58	110,226
234	Public Works - Sanitation	CIVIL ENGRG ASSOC IV	31,885.18	110,226
235	Public Works - Sanitation	ENVRMNTL ENGRG ASSC IV	633.49	110,226
236	Transportation	TRANSP ENGINEER	14,094.96	110,226
237	Public Works - Engineering	CIVIL ENGINEER	1,900.44	110,226
238	Information Technology Agency	COMMUN ENGINEER	475.11	110,226
239	Transportation	TRANSP ENGINEER	23,517.95	110,226
240	Public Works - Engineering	CIVIL ENGINEER	475.11	110,226
241	Public Works - Engineering	CIVIL ENGINEER	395.93	110,226
242	Harbor	ELECTRCL ENGRG ASSC IV	32,069.93	110,226
243	Transportation	TRANSP ENGINEER	2,340.66	110,226
244	Public Works - Engineering	CIVIL ENGINEER	2,533.92	110,226
245	Public Works - Sanitation	ENVIRONMENTAL SUPVR II	1,884.63	110,226
246	Recreation and Parks	LANDSCAPE ARCH I	4,091.25	110,226
247	Harbor	CIVIL ENGINEER	1,266.96	110,226
248	Airports	MECH ENGRG ASSC IV	16,338.51	110,226
249	Harbor	CIVIL ENGINEER	1,900.44	110,226
250	Harbor	CIVIL ENGINEER	2,576.19	110,226
251	Fire	RISK MGT/PREV PROG SPEC	20,548.53	110,226

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Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
252	Harbor	MECH ENGRG ASSC IV	41,809.68	110,226
253	Airports	ENVIRONMENTAL SUPVR II	18,611.55	110,226
254	Transportation	TRANSP ENGRG ASSC IV	1,583.70	110,226
255	Harbor	COMMUN ENGINEER	237.56	110,226
256	Building and Safety	STRUCTRL ENGRG ASSC IV	17,895.83	110,226
257	Transportation	TRANSP ENGINEER	1,187.78	110,226
258	Public Works - Street Lighting	ST LTG ENGINEER	1,583.70	110,226
259	Harbor	CIVIL ENGRG ASSOC IV	1,425.33	110,226
260	Transportation	TRANSP ENGINEER	9,620.97	110,226
261	Public Works - Sanitation	ENVRMNTL ENGINEER	752.19	110,226
262	Transportation	TRANSP ENGINEER	20,113.04	110,226
263	Airports	COMMUN ENGRG ASSOC IV	3,761.79	110,226
264	Public Works - Engineering	CIVIL ENGINEER	1,504.52	110,226
265	Public Works - Sanitation	ENVRMNTL ENGINEER	475.11	110,226
266	Public Works - Engineering	CIVIL ENGINEER	316.74	110,226
267	Harbor	CIVIL ENGRG ASSOC IV	475.11	110,226
268	Harbor	CIVIL ENGRG ASSOC IV	158.37	110,226
269	Building and Safety	ENVIRONMENTAL SUPVR II	4,434.36	110,226
270	Transportation	TRANSP ENGINEER	6,730.73	110,226
271	Building and Safety	STRUCTRL ENGRG ASSC IV	89,723.84	110,226
272	Public Works - Engineering	STRUCTRL ENGRG ASSC IV	712.67	110,226
273	Public Works - Sanitation	ENVRMNTL ENGRG ASSC IV	35,316.58	110,226
274	Transportation	TRANSP ENGINEER	45,935.02	110,226
275	Fire	FIRE PROT ENGR ASSC IV	53,053.95	110,226
276	Transportation	TRANSP ENGINEER	3,088.22	110,226
277	Transportation	TRANSP ENGINEER	13,105.12	110,226
278	Public Works - Engineering	CIVIL ENGRG ASSOC IV	633.48	110,226
279	Public Works - Sanitation	ENVRMNTL ENGINEER	237.56	110,226
280	Building and Safety	STRUCTRL ENGRG ASSC IV	59,972.01	110,226
281	Transportation	TRANSP ENGINEER	8,732.62	110,226
282	Building and Safety	STRUCTRL ENGRG ASSC IV	54,875.27	110,226
283	Transportation	TRANSP ENGINEER	14,055.35	110,226
284	Transportation	TRANSP ENGINEER	4,751.10	110,226
285	Transportation	TRANSP ENGINEER	12,352.89	110,226
286	Transportation	TRANSP ENGINEER	13,382.27	110,226
287	Airports	MECH ENGRG ASSC IV	3,616.12	110,226
288	Transportation	TRANSP ENGINEER	1,742.08	110,226
289	Harbor	MARINE ENVRNMTL SUPVR	2,731.89	110,226
290	General Services	MATL TST ENGRG ASSC IV	34,808.38	110,226
291	Transportation	TRANSP ENGINEER	22,805.29	110,226
292	Transportation	TRANSP ENGINEER	475.11	110,226
293	Building and Safety	STRUCTRL ENGRG ASSC IV	59,540.61	110,226
294	Transportation	TRANSP ENGINEER	15,203.55	110,226

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Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
295	Airports	ENVIRONMENTAL SUPVR II	1,979.64	110,226
296	Fire	FIRE PROT ENGR ASSC IV	16,470.48	110,226
297	Transportation	TRANSP ENGINEER	1,662.90	110,226
298	Transportation	TRANSP ENGINEER	10,848.37	110,226
299	Airports	COMMUN ENGINEER	4,238.21	110,226
300	Building and Safety	STRUCTRL ENGRG ASSC IV	12,848.16	110,226
301	Transportation	TRANSP ENGRG ASSC IV	4,988.66	110,226
302	Airports	COMMUN ENGINEER	5,893.74	110,226
303	Airports	COMMUN ENGRG ASSOC IV	8,274.85	110,226
304	Information Technology Agency	COMMUN ENGINEER	633.48	110,226
305	Transportation	TRANSP ENGINEER	6,889.13	110,226
306	Airports	COMMUN ENGINEER	6,166.53	110,226
307	Airports	CIVIL ENGRG ASSOC IV	11,640.20	110,226
308	Harbor	STRUCTRL ENGRG ASSC IV	633.48	110,226
309	Harbor	TRANSP ENGINEER	1,900.44	110,226
310	Airports	COMMUN ENGINEER	7,087.13	110,226
311	Airports	CIVIL ENGRG ASSOC IV	668.32	110,226
312	Recreation and Parks	LANDSCAPE ARCH I	3,088.23	110,226
313	Harbor	CIVIL ENGINEER	5,542.96	110,226
314	Airports	ELECTRCL ENGRG ASSC IV	633.48	110,226
315	Harbor	ARCHITECT	1,900.44	110,226
316	Harbor	CIVIL ENGRG ASSOC IV	950.22	110,226
317	Airports	CIVIL ENGRG ASSOC IV	10,294.06	110,226
318	Airports	COMMUN ENGRG ASSOC IV	10,864.23	110,226
319	Public Works - Sanitation	ENVRMNTL ENGINEER	7,601.80	110,226
320	Airports	CIVIL ENGRG ASSOC IV	37,692.07	110,226
321	Airports	CIVIL ENGRG ASSOC IV	7,047.47	110,226
322	Harbor	MARINE ENVRNMTL SUPVR	3,286.18	110,226
323	Harbor	STRUCTRL ENGRG ASSC IV	15,203.52	110,226
324	Airports	ARPT SUPT OF OPER III	14,314.39	110,164
325	Airports	ARPT SUPT OF OPER III	21,068.20	110,164
326	Airports	ARPT SUPT OF OPER III	8,664.64	110,164
327	Airports	ARPT SUPT OF OPER III	12,521.69	110,164
328	Airports	ARPT SUPT OF OPER III	7,521.25	110,164
329	Airports	ARPT SUPT OF OPER III	14,270.09	110,164
330	Airports	ARPT SUPT OF OPER III	643.42	110,164
331	Airports	ARPT SUPT OF OPER III	12,862.32	110,164
332	Airports	ARPT SUPT OF OPER III	25,198.25	110,164
333	Airports	ARPT SUPT OF OPER III	5,557.04	110,164
334	Airports	ARPT SUPT OF OPER III	8,797.71	110,164
335	Airports	ARPT SUPT OF OPER III	28,294.00	110,164
336	Police	SR POLICE SERV REP II	6,155.04	110,047
337	Police	SR POLICE SERV REP II	2,305.09	110,047

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Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
338	Police	SR POLICE SERV REP II	10,555.86	110,047
339	Police	SR POLICE SERV REP II	7,909.67	110,047
340	Harbor	PORT MARKETING MANAGER	457.20	110,039
341	General Services	SR AUTOMOTIVE SUPVR	9,598.70	109,866
342	General Services	BUILD MAINT DIST SUPVR	912.06	109,766
343	City Clerk	LEGISLATIVE ASST II	432.55	109,474
344	City Clerk	LEGISLATIVE ASST II	1,687.50	109,474
345	City Clerk	LEGISLATIVE ASST II	324.00	109,474
346	Public Works - Sanitation	W/WTR TRMT OPER III	24,700.64	109,371
347	Public Works - Sanitation	W/WTR TRMT OPER III	8,106.02	109,371
348	Public Works - Sanitation	W/WTR TRMT OPER III	628.57	109,371
349	Recreation and Parks	PR GROUNDS MAINT SUPVII	1,574.51	109,223
350	Recreation and Parks	PR GROUNDS MAINT SUPVII	1,857.65	109,223
351	Recreation and Parks	PR GROUNDS MAINT SUPVII	1,871.07	109,223
352	Airports	SR BUILD OPERATNG ENGR	25,579.76	108,949
353	Airports	SR BUILD OPERATNG ENGR	24,225.52	108,949
354	Airports	SR BUILD OPERATNG ENGR	27,053.75	108,949
355	Personnel	ADV PR PRO COR CARE II	3,141.60	108,798
356	Harbor	PORT ELECTRICAL MECHANIC	9,843.34	108,745
357	Harbor	PORT ELECTRICAL MECHANIC	4,704.64	108,745
358	Harbor	PORT ELECTRICAL MECHANIC	12,905.71	108,745
359	Harbor	PORT ELECTRICAL MECHANIC	10,367.60	108,745
360	Harbor	PORT ELECTRICAL MECHANIC	11,519.34	108,745
361	Harbor	PORT ELECTRICAL MECHANIC	5,371.70	108,745
362	Recreation and Parks	PROGRAMMER/ANALYST V	117.16	108,722
363	Harbor	PROGRAMMER/ANALYST V	859.16	108,722
364	Airports	PROGRAMMER/ANALYST V	1,718.32	108,722
365	Airports	PROGRAMMER/ANALYST V	6,521.79	108,722
366	Information Technology Agency	PROGRAMMER/ANALYST V	702.95	108,722
367	Pension	PROGRAMMER/ANALYST V	624.85	108,722
368	Harbor	PROGRAMMER/ANALYST V	18,901.45	108,722
369	Airports	PROGRAMMER/ANALYST V	1,523.06	108,722
370	Airports	SR CONSTR INSPECTOR	28,366.43	108,627
371	Public Works - Contract Administratio	SR CONSTR INSPECTOR	56,001.06	108,570
372	Public Works - Contract Administratio	SR CONSTR INSPECTOR	8,244.16	108,570
373	Public Works - Contract Administratio	SR CONSTR INSPECTOR	8,774.54	108,570
374	Police	CRIMINALIST II	22,013.21	108,558
375	Police	CRIMINALIST II	10,489.29	108,558
376	Airports	CONSTR INSPECTOR	11,277.77	108,266
377	Airports	AIRP MAINTENANCE SUPT	2,725.12	108,158
378	Airports	AIRP MAINTENANCE SUPT	14,609.19	108,158
379	Public Works - Sanitation	W/WTR TRMT OPER III	16,464.16	108,066
380	Public Works - Sanitation	W/WTR TRMT OPER III	7,913.27	108,066

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Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
381	Public Works - Sanitation	W/WTR TRMT OPER III	2,968.89	108,066
382	Public Works - Sanitation	W/WTR TRMT OPER III	21,552.80	108,066
383	Public Works - Sanitation	W/WTR TRMT OPER III	596.89	108,066
384	Public Works - Sanitation	W/WTR TRMT OPER III	9,115.68	108,066
385	Public Works - Sanitation	W/WTR TRMT OPER III	9,236.52	108,066
386	Public Works - Sanitation	W/WTR TRMT OPER III	16,390.68	108,066
387	Harbor	SR CONSTR INSPECTOR	77.62	108,048
388	Public Works - Contract Administratio	SR CONSTR INSPECTOR	2,716.73	108,048
389	Police	FIREARMS EXAMINER	18,946.70	107,783
390	Police	FIREARMS EXAMINER	6,451.27	107,783
391	Police	FIREARMS EXAMINER	1,508.40	107,783
392	Police	SR FORENSIC PRINT SPEC	1,446.34	107,553
393	General Services	FISCAL SYSTEMS SPEC I	2,124.79	107,553
394	Police	SR FORENSIC PRINT SPEC	1,467.04	107,553
395	Police	SR FORENSIC PRINT SPEC	2,652.71	107,553
396	Harbor	SR CONSTR INSPECTOR	463.48	107,526
397	Airports	ARPT SUPT OF OPER III	2,573.68	107,477
398	Public Works - Street Lighting	ST LTG ELECTRCN SUPVIII	2,282.58	107,335
399	Harbor	ENVIRONMENTAL SPEC III	999.41	107,014
400	Police	SR MGMT ANALYST I	26,761.36	106,948
401	Planning	CITY PLANNER	26,553.28	106,759
402	Planning	CITY PLANNER	3,543.56	106,759
403	Planning	CITY PLANNER	9,559.06	106,759
404	Planning	CITY PLANNER	3,706.81	106,759
405	Planning	CITY PLANNER	1,446.52	106,759
406	Planning	CITY PLANNER	74.82	106,759
407	Planning	CITY PLANNER	329.85	106,759
408	Planning	CITY PLANNER	3,921.40	106,759
409	Planning	CITY PLANNER	199.52	106,759
410	Planning	CITY PLANNER	1,965.85	106,759
411	Planning	CITY PLANNER	472.50	106,759
412	Planning	CITY PLANNER	3,152.29	106,759
413	Planning	CITY PLANNER	16,769.30	106,759
414	Planning	CITY PLANNER	310.54	106,759
415	Airports	CITY PLANNER	8,924.04	106,759
416	Planning	CITY PLANNER	1,172.18	106,759
417	Planning	CITY PLANNER	791.27	106,759
418	Planning	CITY PLANNER	4,036.73	106,759
419	Planning	CITY PLANNER	199.52	106,759
420	Planning	CITY PLANNER	13,823.17	106,759
421	Planning	CITY PLANNER	2,393.06	106,759
422	Planning	CITY PLANNER	74.82	106,759
423	Planning	CITY PLANNER	349.16	106,759

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Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
424	Planning	CITY PLANNER	3,060.19	106,759
425	Planning	CITY PLANNER	383.48	106,759
426	Planning	CITY PLANNER	2,048.55	106,759
427	Planning	CITY PLANNER	3,375.16	106,759
428	Planning	CITY PLANNER	3,154.16	106,759
429	Fire	SR SYSTEMS ANALYST II	17,020.76	106,739
430	Harbor	SR MGMT ANALYST II	1,553.69	106,718
431	Community Development Department	SR MGMT ANALYST II	2,005.40	106,718
432	Harbor	SR MGMT ANALYST II	923.72	106,718
433	Information Technology Agency	SYSTEMS PROGRAMMER I	398.32	106,572
434	City Clerk	SYSTEMS PROGRAMMER I	727.32	106,572
435	Airports	SYSTEMS PROGRAMMER I	2,539.45	106,572
436	Information Technology Agency	SYSTEMS PROGRAMMER I	248.95	106,572
437	Airports	SYSTEMS PROGRAMMER I	4,542.68	106,572
438	Recreation and Parks	SYSTEMS PROGRAMMER I	448.11	106,572
439	Harbor	SAFETY ENGINEER	37.34	106,572
440	Harbor	SYSTEMS PROGRAMMER I	4,755.79	106,572
441	Information Technology Agency	SYSTEMS PROGRAMMER I	1,102.89	106,572
442	Information Technology Agency	SYSTEMS PROGRAMMER I	2,091.18	106,572
443	Harbor	CONSTR & MAINT SUPV I	670.86	106,563
444	Public Works - Sanitation	INSTRUMENT MECH	636.89	106,486
445	Recreation and Parks	MARINE AQUARIUM ADMNSTR	611.76	106,446
446	Public Works - Sanitation	W/WTR TRMT OPER II	2,374.60	106,276
447	Public Works - Sanitation	W/WTR TRMT OPER II	13,194.75	106,276
448	Public Works - Sanitation	W/WTR TRMT OPER III	4,491.45	106,243
449	Airports	SR AIRPORT SAFETY OFCR	14,317.37	106,217
450	Airports	SR AIRPORT SAFETY OFCR	14,393.65	106,217
451	Airports	SR AIRPORT SAFETY OFCR	10,107.86	106,217
452	Airports	SR AIRPORT SAFETY OFCR	18,198.78	106,217
453	Airports	SR AIRPORT SAFETY OFCR	20,729.55	106,217
454	Airports	SR AIRPORT SAFETY OFCR	10,809.88	106,217
455	Public Works - Contract Administratio	SR CONSTR INSPECTOR	22,652.44	106,169
456	Harbor	PORT ELECTRICAL MECHANIC	343.49	106,116
457	Harbor	PORT ELECTRICAL MECHANIC	5,359.78	106,116
458	Harbor	PORT ELECTRICAL MECHANIC	1,124.21	106,116
459	Public Works - Sanitation	W/WTR TRMT OPER III	6,448.99	105,902
460	Airports	SR CONSTR INSPECTOR	13,020.64	105,683
461	Airports	SR CONSTR INSPECTOR	151.84	105,683
462	Police	CRIMINALIST II	812.13	105,653
463	Police	CRIMINALIST II	11,688.60	105,653
464	Police	CRIMINALIST II	18,231.18	105,653
465	Police	CRIMINALIST II	12,515.91	105,653
466	Police	CRIMINALIST II	4,877.84	105,653

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Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
467	Police	CRIMINALIST II	8,675.37	105,653
468	Fire	INDUSTRIAL HYGIENIST	10,701.90	105,653
469	Police	CRIMINALIST II	9,108.00	105,653
470	Police	CRIMINALIST II	12,918.18	105,653
471	Police	CRIMINALIST II	2,904.44	105,653
472	Police	CRIMINALIST II	17,100.27	105,653
473	Airports	INDUSTRIAL HYGIENIST	10,189.39	105,653
474	Police	CRIMINALIST II	10,087.11	105,653
475	Police	CRIMINALIST II	667.92	105,653
476	Police	CRIMINALIST II	2,428.80	105,653
477	Police	CRIMINALIST II	2,831.07	105,653
478	Building and Safety	INDUSTRIAL HYGIENIST	3,187.80	105,653
479	Police	CRIMINALIST II	11,718.96	105,653
480	Police	CRIMINALIST II	11,422.95	105,653
481	Police	CRIMINALIST II	5,070.12	105,653
482	Police	CRIMINALIST II	2,783.00	105,653
483	Police	CRIMINALIST II	21,468.41	105,653
484	Police	CRIMINALIST II	16,485.48	105,653
485	Harbor	SR CONSTR INSPECTOR	1,517.92	105,647
486	Public Works - Contract Administratio	SR CONSTR INSPECTOR	6,223.46	105,647
487	Airports	CONSTR INSPECTOR	16,848.86	105,647
488	Public Works - Sanitation	W/WTR TRMT OPER II	16,563.65	105,623
489	Public Works - Sanitation	W/WTR TRMT OPER III	13,508.29	105,590
490	Building and Safety	SR SAFETY ENG ELEVATORS	1,132.81	105,126
491	Building and Safety	SR SAFETY ENG ELEVATORS	13,518.32	105,126
492	Airports	CONSTR INSPECTOR	40,516.93	105,125
493	Public Works - Contract Administratio	SR CONSTR INSPECTOR	19,522.15	105,125
494	Public Works - Sanitation	W/WTR TRMT OPER II	16,907.28	104,971
495	Public Works - Sanitation	W/WTR TRMT OPER III	11,844.33	104,938
496	Public Works - Sanitation	W/WTR TRMT OPER III	14,005.73	104,938
497	Public Works - Sanitation	W/WTR TRMT OPER III	522.28	104,938
498	Public Works - Sanitation	W/WTR TRMT OPER III	13,662.64	104,938
499	Public Works - Sanitation	W/WTR TRMT OPER III	1,809.27	104,938
500	Police	SR POLICE SERV REP II	2,931.87	104,852
501	Police	SR POLICE SERV REP II	8,527.26	104,852
502	Building and Safety	PR INSPECTOR	3,691.19	104,692
503	Building and Safety	PR INSPECTOR	6,201.59	104,692
504	Building and Safety	PR INSPECTOR	22,898.31	104,692
505	Police	FORENSIC PRNT SPEC IV	319.80	104,635
506	Harbor	SR CONSTR INSPECTOR	11,159.17	104,603
507	Public Works - Contract Administratio	SR CONSTR INSPECTOR	3,306.42	104,603
508	Public Works - Sanitation	W/WTR TRMT OPER III	1,786.36	104,512
509	Airports	ARPT SUPT OF OPER III	26,272.58	104,421

Appendix 2.A

Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
510	Airports	ARPT SUPT OF OPER III	892.86	104,421
511	Airports	ARPT SUPT OF OPER III	12,260.23	104,421
512	Airports	ARPT SUPT OF OPER III	12,473.57	104,421
513	Airports	ARPT SUPT OF OPER III	16,517.44	104,421
514	Airports	ARPT SUPT OF OPER III	11,662.51	104,421
515	Airports	ARPT SUPT OF OPER III	16,141.74	104,421
516	Airports	ARPT SUPT OF OPER III	5,829.53	104,421
517	Airports	ARPT SUPT OF OPER III	9,564.95	104,421
518	Airports	ARPT SUPT OF OPER III	14,643.00	104,421
519	Airports	ARPT SUPT OF OPER III	9,398.79	104,421
520	Airports	ARPT SUPT OF OPER III	1,646.68	104,421
521	Airports	ARPT SUPT OF OPER III	14,691.79	104,421
522	Airports	ARPT SUPT OF OPER III	10,070.92	104,421
523	Airports	ARPT SUPT OF OPER III	1,988.62	104,421
524	Airports	ARPT SUPT OF OPER III	34,143.09	104,421
525	Airports	ARPT SUPT OF OPER III	3,450.69	104,421
526	Airports	COMMUN ENGRG ASSOC IV	5,920.50	104,400
527	Airports	CIVIL ENGRG ASSOC IV	2,937.00	104,400
528	Building and Safety	SR BUILD MECH INSPECTR	11,747.53	104,267
529	Building and Safety	STRUCTRL ENGRG ASSC III	28,152.62	104,225
530	Building and Safety	STRUCTRL ENGRG ASSC III	7,937.24	104,225
531	Harbor	SR MGMT ANALYST II	5,116.95	104,108
532	Public Works - Sanitation	SOLID WSTE DISP SUPT I	3,920.62	104,066
533	Public Works - Sanitation	W/WTR TRMT OPER II	1,124.99	103,770
534	Public Works - Sanitation	W/WTR TRMT OPER III	8,125.72	103,737
535	Airports	SR BUILD OPERATNG ENGR	13,190.45	103,269
536	Airports	SR BUILD OPERATNG ENGR	1,903.67	103,269
537	Airports	SR BUILD OPERATNG ENGR	17,879.51	103,269
538	Airports	CONSTR INSPECTOR	33,815.09	103,225
539	Public Works - Contract Administratio	SR CONSTR INSPECTOR	2,966.24	103,225
540	Public Works - Sanitation	INTERMED W/W TRMT OPER	9,107.97	103,153
541	Airports	INSTRUMENT MECH	14,793.58	103,069
542	Public Works - Sanitation	W/WTR TRMT OPER III	9,848.96	102,920
543	Airports	CONSTR INSPECTOR	13,649.47	102,703
544	General Services	PR ACCOUNTANT II	23,080.57	102,688
545	Recreation and Parks	PR ACCOUNTANT II	2,434.41	102,688
546	Controller	PR ACCOUNTANT II	3,981.88	102,688
547	Harbor	PR ACCOUNTANT II	1,413.93	102,688
548	Controller	PR ACCOUNTANT II	8,697.01	102,688
549	Airports	PR ACCOUNTANT II	4,620.21	102,688
550	Controller	PR ACCOUNTANT II	3,872.94	102,688
551	Controller	PR ACCOUNTANT II	359.85	102,688
552	Public Works - Street Services	ST SVCS SUPT I	2,261.70	102,625

Appendix 2.A

Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
553	Public Works - Street Services	ST SVCS SUPT I	6,849.48	102,625
554	Public Works - Street Services	ST SVCS SUPT I	13,736.00	102,625
555	Personnel	SR PERSONNEL ANALYST I	326.81	102,521
556	Harbor	SR PERSONNEL ANALYST I	1,676.50	102,521
557	Personnel	SR PERSONNEL ANALYST I	416.73	102,521
558	Building and Safety	SR PERSONNEL ANALYST I	718.50	102,521
559	City Administrative Officer	SR ADMIN ANALYST I	2,251.30	102,521
560	Personnel	SR PERSONNEL ANALYST I	112.57	102,521
561	Airports	SR PERSONNEL ANALYST I	74.12	102,521
562	Personnel	SR PERSONNEL ANALYST I	143.70	102,521
563	Personnel	SR PERSONNEL ANALYST I	646.65	102,521
564	Harbor	SR PERSONNEL ANALYST I	2,578.85	102,521
565	Airports	SR PERSONNEL ANALYST I	1,243.06	102,521
566	Airports	SR PERSONNEL ANALYST I	4,386.05	102,521
567	City Administrative Officer	SR ADMIN ANALYST I	1,101.70	102,521
568	City Administrative Officer	SR ADMIN ANALYST I	3,736.20	102,521
569	Public Works - Sanitation	SR PERSONNEL ANALYST I	502.95	102,521
570	Personnel	SR PERSONNEL ANALYST I	574.80	102,521
571	Airports	SR PERSONNEL ANALYST I	8,552.39	102,521
572	Public Works - Sanitation	W/WTR TRMT OPER II	141.51	102,465
573	Public Works - Sanitation	W/WTR TRMT OPER II	8,736.87	102,465
574	Public Works - Sanitation	W/WTR TRMT OPER II	4,711.04	102,465
575	Public Works - Sanitation	W/WTR TRMT OPER II	524.74	102,465
576	Public Works - Sanitation	W/WTR TRMT OPER II	15,155.74	102,465
577	Public Works - Sanitation	W/WTR TRMT OPER II	29,869.44	102,465
578	Public Works - Sanitation	W/WTR TRMT OPER II	2,570.02	102,465
579	Airports	AIRP MAINTENANCE SUPT	4,664.26	102,437
580	Public Works - Sanitation	W/WTR TRMT OPER III	1,305.34	102,432
581	Public Works - Sanitation	W/WTR TRMT OPER III	17,102.63	102,432
582	Public Works - Contract Administratio	SR CONSTR INSPECTOR	873.53	102,181
583	Public Works - Sanitation	MACHINIST SUPVR II	192.29	102,131
584	Airports	CONSTR INSPECTOR	26,244.86	101,951
585	Airports	CONSTR INSPECTOR	2,781.13	101,877
586	Public Works - Contract Administratio	SR ELECTRCL INSPECTOR	1,900.43	101,746
587	Public Works - Sanitation	PLUMBER SUPERVISOR	906.75	101,650
588	Airports	SR SYSTEMS ANALYST I	9,339.39	101,498
589	City Employees Retirement System	SR SYSTEMS ANALYST I	2,527.72	101,498
590	Fire	SR SYSTEMS ANALYST I	1,521.06	101,498
591	Fire	SR SYSTEMS ANALYST I	1,649.38	101,498
592	Planning	SR SYSTEMS ANALYST I	583.32	101,498
593	Public Works - Street Lighting	SR SYSTEMS ANALYST I	1,030.24	101,498
594	Airports	SR SYSTEMS ANALYST I	9,372.11	101,498
595	Harbor	SR SYSTEMS ANALYST I	2,572.54	101,498

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Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
596	Airports	SR SYSTEMS ANALYST I	7,610.99	101,498
597	Harbor	SR SYSTEMS ANALYST I	1,358.61	101,498
598	Building and Safety	SR SYSTEMS ANALYST I	35,900.21	101,498
599	Planning	SR SYSTEMS ANALYST I	260.81	101,498
600	Recreation and Parks	SR SYSTEMS ANALYST I	583.32	101,498
601	Building and Safety	STRUCTRL ENGRG ASSC III	2,404.71	101,435
602	Airports	CIVIL ENGRG ASSOC III	655.83	101,435
603	Harbor	ENVIRONMENTAL SPEC III	582.96	101,435
604	Public Works - Engineering	CIVIL ENGRG ASSOC III	7,578.48	101,435
605	Building and Safety	STRUCTRL ENGRG ASSC III	56,701.13	101,435
606	Airports	ENVIRONMENTAL SPEC III	364.35	101,435
607	Building and Safety	STRUCTRL ENGRG ASSC III	307.74	101,435
608	Building and Safety	MECH ENGRG ASSC III	17,561.67	101,435
609	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	307.74	101,435
610	Transportation	TRANSP ENGRG ASSC III	5,319.51	101,435
611	Transportation	TRANSP ENGRG ASSC III	8,015.71	101,435
612	Building and Safety	ELECTRCL ENGRG ASSC III1	68,206.32	101,435
613	Harbor	ENVIRONMENTAL SPEC III	874.44	101,435
614	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	1,516.54	101,435
615	Public Works - Street Lighting	ST LTG ENGRG ASSC III	1,165.92	101,435
616	Transportation	TRANSP ENGRG ASSC III	9,218.07	101,435
617	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	72.87	101,435
618	Public Works - Sanitation	CONTRL SYS ENG ASSC III	801.57	101,435
619	Transportation	TRANSP ENGRG ASSC III	13,699.56	101,435
620	Transportation	TRANSP ENGRG ASSC III	582.96	101,435
621	Public Works - Engineering	CIVIL ENGRG ASSOC III	510.09	101,435
622	Harbor	ENVIRONMENTAL SPEC III	1,967.49	101,435
623	Transportation	TRANSP ENGRG ASSC III	18,436.11	101,435
624	Public Works - Engineering	ENGRG GEOLGST ASSOC III	619.40	101,435
625	Building and Safety	ELECTRCL ENGRG ASSC III1	66,967.53	101,435
626	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	291.48	101,435
627	Building and Safety	STRUCTRL ENGRG ASSC III	3,862.11	101,435
628	Transportation	TRANSP ENGRG ASSC III	109.31	101,435
629	Transportation	TRANSP ENGRG ASSC III	15,885.66	101,435
630	Public Works - Street Lighting	ST LTG ENGRG ASSC III	145.74	101,435
631	Transportation	TRANSP ENGRG ASSC III	9,618.86	101,435
632	Transportation	TRANSP ENGRG ASSC III	10,201.80	101,435
633	Building and Safety	ELECTRCL ENGRG ASSC III1	44,013.48	101,435
634	Transportation	TRANSP ENGRG ASSC III	437.22	101,435
635	Recreation and Parks	ENVIRONMENTAL SPEC III	728.70	101,435
636	Transportation	TRANSP ENGRG ASSC III	17,780.28	101,435
637	Building and Safety	MECH ENGRG ASSC III	34,831.86	101,435
638	Transportation	TRANSP ENGRG ASSC III	15,557.76	101,435

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Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
639	Public Works - Street Lighting	ST LTG ENGRG ASSC III	2,914.80	101,435
640	Transportation	TRANSP ENGRG ASSC III	22,480.41	101,435
641	Airports	CIVIL ENGRG ASSOC III	582.96	101,435
642	Information Technology Agency	COMMUN ENGRG ASSOC III	947.31	101,435
643	Transportation	TRANSP ENGRG ASSC III	4,736.55	101,435
644	Transportation	TRANSP ENGRG ASSC III	2,841.93	101,435
645	Building and Safety	STRUCTRL ENGRG ASSC III	10,966.96	101,435
646	Recreation and Parks	LANDSCAPE ARCH ASSC III	6,121.08	101,435
647	Public Works - Engineering	STRUCTRL ENGRG ASSC III	1,748.88	101,435
648	Recreation and Parks	LANDSCAPE ARCH ASSC III	1,165.93	101,435
649	Harbor	ENVIRONMENTAL SPEC III	1,894.62	101,435
650	Transportation	TRANSP ENGRG ASSC III	12,096.42	101,435
651	Building and Safety	ENVIRONMENTAL SPEC III	4,590.81	101,435
652	Transportation	TRANSP ENGRG ASSC III	14,530.31	101,435
653	Building and Safety	STRUCTRL ENGRG ASSC III	20,002.82	101,435
654	Airports	ENVIRONMENTAL SPEC III	801.57	101,435
655	Transportation	TRANSP ENGRG ASSC III	15,521.32	101,435
656	Building and Safety	STRUCTRL ENGRG ASSC III	12,023.55	101,435
657	Public Works - Street Lighting	ST LTG ENGRG ASSC III	3,060.54	101,435
658	Building and Safety	STRUCTRL ENGRG ASSC III	3,898.55	101,435
659	Transportation	TRANSP ENGRG ASSC III	5,355.95	101,435
660	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	801.57	101,435
661	Transportation	TRANSP ENGRG ASSC III	14,778.06	101,435
662	Public Works - Sanitation	ENVIRONMENTAL SUPVR I	437.22	101,435
663	Transportation	TRANSP ENGRG ASSC III	1,676.01	101,435
664	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	437.22	101,435
665	Harbor	ARCHITECTURAL ASSOC III	10,493.28	101,435
666	Public Works - Street Lighting	ST LTG ENGRG ASSC III	145.74	101,435
667	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	145.74	101,435
668	Harbor	CIVIL ENGRG ASSOC III	5,246.64	101,435
669	Harbor	CIVIL ENGRG ASSOC III	4,882.29	101,435
670	Public Works - Street Lighting	STRUCTRL ENGRG ASSC III	3,796.47	101,435
671	Public Works - Street Lighting	ST LTG ENGRG ASSC III	3,643.50	101,435
672	Public Works - Street Lighting	ST LTG ENGRG ASSC III	3,352.02	101,435
673	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	364.35	101,435
674	Airports	ENVIRONMENTAL SPEC III	1,165.92	101,435
675	Transportation	TRANSP ENGRG ASSC III	874.44	101,435
676	Building and Safety	STRUCTRL ENGRG ASSC III	23,719.19	101,435
677	Transportation	TRANSP ENGRG ASSC III	6,121.08	101,435
678	Harbor	ENVIRONMENTAL SPEC III	1,238.79	101,435
679	Transportation	TRANSP ENGRG ASSC III	5,465.25	101,435
680	Public Works - Engineering	CIVIL ENGRG ASSOC III	7,287.00	101,435
681	General Services	MATL TST ENGRG ASSC III	22,407.54	101,435

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Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
682	Airports	ENVIRONMENTAL SPEC III	1,165.92	101,435
683	Transportation	TRANSP ENGRG ASSC III	18,946.20	101,435
684	General Services	MATL TST ENGRG ASSC III	26,852.60	101,435
685	Public Works - Sanitation	CONTRL SYS ENG ASSC III	1,967.49	101,435
686	Transportation	TRANSP ENGRG ASSC III	5,756.74	101,435
687	Public Works - Street Lighting	ST LTG ENGRG ASSC III	1,165.92	101,435
688	Public Works - Sanitation	CIVIL ENGRG ASSOC III	437.22	101,435
689	Transportation	TRANSP ENGRG ASSC III	16,322.88	101,435
690	Public Works - Street Lighting	ST LTG ENGRG ASSC III	3,497.76	101,435
691	Transportation	TRANSP ENGRG ASSC III	6,339.70	101,435
692	General Services	MATL TST ENGRG ASSC III	12,169.30	101,435
693	Airports	ENVIRONMENTAL SPEC III	1,697.89	101,435
694	Airports	CIVIL ENGRG ASSOC III	4,809.42	101,435
695	Transportation	TRANSP ENGRG ASSC III	4,517.95	101,435
696	Transportation	TRANSP ENGRG ASSC III	23,282.01	101,435
697	Transportation	TRANSP ENGRG ASSC III	19,492.74	101,435
698	Building and Safety	STRUCTRL ENGRG ASSC III	19,383.42	101,435
699	Public Works - Engineering	STRUCTRL ENGRG ASSC III	582.96	101,435
700	Transportation	TRANSP ENGRG ASSC III	728.70	101,435
701	Transportation	TRANSP ENGRG ASSC III	582.96	101,435
702	Transportation	TRANSP ENGRG ASSC III	13,408.11	101,435
703	Transportation	TRANSP ENGRG ASSC III	5,669.29	101,435
704	Transportation	TRANSP ENGRG ASSC III	22,451.29	101,435
705	Building and Safety	MECH ENGRG ASSC III	615.48	101,435
706	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	1,165.92	101,435
707	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	655.83	101,435
708	Harbor	CIVIL ENGRG ASSOC III	2,769.06	101,435
709	Airports	STRUCTRL ENGRG ASSC III	4,517.94	101,435
710	Harbor	ELECTRCL ENGRG ASSC III	4,955.16	101,435
711	Public Works - Street Lighting	ST LTG ENGRG ASSC III	8,890.14	101,435
712	Transportation	TRANSP ENGRG ASSC III	1,165.92	101,435
713	Airports	CIVIL ENGRG ASSOC III	437.22	101,435
714	Harbor	CIVIL ENGRG ASSOC III	2,550.45	101,435
715	Airports	CIVIL ENGRG ASSOC III	7,432.74	101,435
716	Building and Safety	ENVIRONMENTAL SUPVR I	5,173.78	101,435
717	Public Works - Street Lighting	STRUCTRL ENGRG ASSC III	3,286.38	101,435
718	Airports	STRUCTRL ENGRG ASSC III	1,311.66	101,435
719	Police	SR MGMT ANALYST I	3,375.11	101,372
720	Police	POLICE PERFORM AUD III	7.56	101,372
721	Airports	SR MGMT ANALYST I	400.54	101,372
722	General Services	SR MGMT ANALYST I	30,216.59	101,372
723	Public Works - Sanitation	SR MGMT ANALYST I	485.50	101,372
724	Police	SR MGMT ANALYST I	14,461.03	101,372

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Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
725	Airports	SR MGMT ANALYST I	3,404.71	101,372
726	Airports	SR MGMT ANALYST I	7,475.57	101,372
727	Fire	SR MGMT ANALYST I	631.15	101,372
728	Public Works - Street Lighting	SR MGMT ANALYST I	97.10	101,372
729	Public Works - Sanitation	SR MGMT ANALYST I	2,615.97	101,372
730	Police	SR MGMT ANALYST I	4,663.88	101,372
731	Transportation	SR MGMT ANALYST I	396.12	101,372
732	Harbor	SR MGMT ANALYST I	260.53	101,372
733	Airports	SR MGMT ANALYST I	11,555.67	101,372
734	Airports	SR MGMT ANALYST I	2,492.15	101,372
735	Police	SR CRIME & INTEL ANLST	900.06	101,372
736	General Services	SR MGMT ANALYST I	30,522.83	101,372
737	Recreation and Parks	SR MGMT ANALYST I	2,956.70	101,372
738	Transportation	SR MGMT ANALYST I	9,879.02	101,372
739	Public Works - Board of Public Works	SR MGMT ANALYST I	71.06	101,372
740	Airports	SR MGMT ANALYST I	1,474.33	101,372
741	Airports	SR MGMT ANALYST I	182.06	101,372
742	Fire	SR MGMT ANALYST I	1,674.99	101,372
743	Harbor	SR MGMT ANALYST I	1,505.69	101,372
744	Transportation	SR MGMT ANALYST I	189.48	101,372
745	Police	SR MGMT ANALYST I	71.06	101,372
746	Police	SR MGMT ANALYST I	21,427.04	101,372
747	Police	SR MGMT ANALYST I	18,803.30	101,372
748	Planning	SR MGMT ANALYST I	236.85	101,372
749	Airports	SR MGMT ANALYST I	619.01	101,372
750	General Services	SR MGMT ANALYST I	3,173.80	101,372
751	Airports	SR MGMT ANALYST I	509.78	101,372
752	City Employees Retirement System	SR MGMT ANALYST I	495.21	101,372
753	Community Development Departmen	SR MGMT ANALYST I	544.76	101,372
754	Police	SR MGMT ANALYST I	19,570.47	101,372
755	Harbor	SR MGMT ANALYST I	388.40	101,372
756	Planning	SR MGMT ANALYST I	826.57	101,372
757	General Services	SR MGMT ANALYST I	1,456.50	101,372
758	Pension	SR MGMT ANALYST I	1,565.75	101,372
759	Airports	SR MGMT ANALYST I	436.95	101,372
760	Airports	SR MGMT ANALYST I	3,058.66	101,372
761	Building and Safety	SR MGMT ANALYST I	631.15	101,372
762	Airports	INTERNAL AUDITOR III	71.06	101,372
763	Harbor	SR MGMT ANALYST I	284.23	101,372
764	General Services	SR MGMT ANALYST I	15,791.47	101,372
765	Airports	INTERNAL AUDITOR III	686.53	101,372
766	Transportation	SR MGMT ANALYST I	4,540.85	101,372
767	Emergency Management	EMERGNCY MGT COORD I	662.62	101,289

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Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
768	Airports	EMERGNCY MGT COORD I	6,421.32	101,289
769	Emergency Management	EMERGNCY MGT COORD I	8,656.15	101,289
770	Emergency Management	EMERGNCY MGT COORD I	47.33	101,289
771	Emergency Management	EMERGNCY MGT COORD I	582.12	101,289
772	Emergency Management	EMERGNCY MGT COORD I	3,285.71	101,289
773	Emergency Management	EMERGNCY MGT COORD I	509.36	101,289
774	Airports	EMERGNCY MGT COORD I	14,260.52	101,289
775	Emergency Management	EMERGNCY MGT COORD I	496.97	101,289
776	Public Works - Street Services	TREE SURGEON SUPVSR II	455.10	101,234
777	Public Works - Street Services	TREE SURGEON SUPVSR II	654.53	101,234
778	Public Works - Sanitation	REF COLL SUPERVISOR	7,628.28	101,220
779	Public Works - Sanitation	REF COLL SUPERVISOR	7,825.37	101,220
780	Public Works - Sanitation	INSTRUMENT MECH	3,084.76	101,210
781	Public Works - Sanitation	INSTRUMENT MECH	1,699.86	101,210
782	Public Works - Sanitation	INSTRUMENT MECH	2,253.97	101,210
783	Public Works - Sanitation	INSTRUMENT MECH	4,215.77	101,210
784	Public Works - Sanitation	INSTRUMENT MECH	813.57	101,210
785	Public Works - Sanitation	INSTRUMENT MECH	594.04	101,210
786	Public Works - Sanitation	INSTRUMENT MECH	218.13	101,210
787	Public Works - Sanitation	INSTRUMENT MECH	1,325.35	101,210
788	Public Works - Sanitation	INSTRUMENT MECH	508.96	101,210
789	Public Works - Sanitation	INSTRUMENT MECH	2,533.52	101,210
790	Public Works - Sanitation	INSTRUMENT MECH	4,362.14	101,210
791	Public Works - Sanitation	INSTRUMENT MECH	1,163.34	101,210
792	Airports	ELEVATOR REPAIR SUPV I	15,742.78	101,152
793	Airports	ELEVATOR REPAIR SUPV I	8,141.74	101,152
794	Harbor	GRAPHICS SUPERVISOR I	2,102.46	101,059
795	Public Works - Sanitation	W/WTR TRMT OPER II	24,126.63	100,934
796	Public Works - Sanitation	W/WTR TRMT OPER II	6,365.66	100,934
797	Harbor	PORT ELECTRICAL MECHANIC	7,786.44	100,858
798	Harbor	PORT ELECTRICAL MECHANIC	6,897.94	100,858
799	Harbor	PORT ELECTRICAL MECHANIC	9,384.40	100,858
800	Harbor	PORT ELECTRICAL MECHANIC	36.23	100,858
801	Harbor	PORT ELECTRICAL MECHANIC	4,842.70	100,858
802	Harbor	PORT ELECTRICAL MECHANIC	294.68	100,858
803	Harbor	PORT ELECTRICAL MECHANIC	8,223.37	100,858
804	Harbor	PORT ELECTRICAL MECHANIC	8,448.65	100,858
805	Harbor	PORT ELECTRICAL MECHANIC	7,390.80	100,858
806	Harbor	PORT ELECTRICAL MECHANIC	8,315.79	100,858
807	Airports	PROGRAMMER/ANALYST IV	334.88	100,850
808	Airports	PROGRAMMER/ANALYST IV	579.60	100,850
809	Airports	PROGRAMMER/ANALYST IV	652.05	100,850
810	Harbor	PROGRAMMER/ANALYST IV	579.60	100,850

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Ref	Department	Job Title	OT Amount Paid in 2012	Estimated Annualized Salary
811	Fire	PROGRAMMER/ANALYST IV	6,494.04	100,850
812	Information Technology Agency	PROGRAMMER/ANALYST IV	4,129.65	100,850
813	Fire	PROGRAMMER/ANALYST IV	7,342.80	100,850
814	Building and Safety	PROGRAMMER/ANALYST IV	1,159.20	100,850
815	Harbor	PROGRAMMER/ANALYST IV	579.60	100,850
816	Police	PROGRAMMER/ANALYST IV	96.60	100,850
817	City Clerk	PROGRAMMER/ANALYST IV	978.09	100,850
818	Airports	CONSTR INSPECTOR	24,535.94	100,824
819	Public Works - Contract Administratio	SR CONSTR INSPECTOR	9,995.47	100,824
820	Public Works - Contract Administratio	SR CONSTR INSPECTOR	3,259.39	100,824
821	Airports	SR CONSTR ESTIMATOR	12,704.07	100,788
822	Airports	SR CONSTR ESTIMATOR	1,375.70	100,788
823	Harbor	PR GROUNDS MAINT SUPVII	9,601.70	100,683
824	General Services	HELICOPTER MECH SUPV I	701.82	100,609
825	General Services	HELICOPTER MECH SUPV I	1,135.48	100,609
826	Harbor	HARBOR PLN/ECON ANAL II	216.63	100,516
827	Public Works - Sanitation	BUILD REPAIRER SUPVR	69.54	100,428
828	Public Works - Sanitation	BUILD REPAIRER SUPVR	288.60	100,428
829	Airports	AIRPORTS MTCE SUPVR III	43,826.82	100,428
830	Public Works - Sanitation	W/WTR TRMT OPER III	10,132.47	100,415
831	Airports	CONSTR INSPECTOR	4,319.93	100,302
832	Airports	ELEVATOR REPAIR SUPV II	3,151.55	100,191
833	General Services	ELEVATOR REPAIR SUPV II	1,109.96	100,191
834	Police	CRIMINALIST II	7,829.35	100,078
835	Police	CRIMINALIST II	16,094.92	100,078
836	Police	CRIMINALIST II	17,973.79	100,078
837	Police	CRIMINALIST II	14,858.77	100,078
838	Police	CRIMINALIST II	373.85	100,078
839	Police	CRIMINALIST II	8,675.36	100,078
840	Harbor	SR BUILD OPERATNG ENGR	143.75	100,053
841	Public Works - Contract Administratio	SR CONSTR INSPECTOR	27,237.11	100,051
842	Public Works - Engineering	SURVEY PARTY CHIEF II	1,149.60	100,015
843	Public Works - Engineering	SURVEY PARTY CHIEF II	1,112.54	100,015
844	Public Works - Engineering	SURVEY PARTY CHIEF II	196.92	100,015
845	Harbor	SURVEY PARTY CHIEF II	93.43	100,015
846	Airports	SURVEY PARTY CHIEF II	30,581.87	100,015
847	Airports	SURVEY PARTY CHIEF II	32,582.60	100,015
848	Harbor	SURVEY PARTY CHIEF II	1,823.07	100,015
849	Harbor	SURVEY PARTY CHIEF II	930.54	100,015
850	Harbor	SURVEY PARTY CHIEF II	140.13	100,015
851	Public Works - Engineering	SURVEY PARTY CHIEF II	1,071.60	100,015
852	Harbor	SR PERSONNEL ANALYST I	3,400.90	100,015
Total:			7,347,646.67	

Appendix 2.B

City of Los Angeles

Payroll Data Analytics

Employees Paid Overtime in 2013 With Greater Than \$100,000 Annual Salary

** Note: The Job Titles and Estimated Annualized Salary are based on the employee's job information as of December 2013, while the Overtime Amount Paid is the sum of any overtime paid in 2013. Some employees may have been paid overtime while holding a different Job Title with a different Estimated Annualized Salary (e.g., due to a mid-year promotion).*

Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
1	Harbor	PORT PILOT II	4,606.94	227,676
2	Harbor	PORT PILOT II	28,977.38	227,676
3	Harbor	PORT PILOT II	39,854.12	227,676
4	Harbor	PORT PILOT II	40,753.70	227,676
5	Harbor	PORT PILOT II	6,705.96	227,676
6	Harbor	PORT PILOT II	13,084.80	227,676
7	Harbor	PORT PILOT II	42,171.22	227,676
8	Harbor	PORT PILOT II	39,308.92	227,676
9	Harbor	PORT PILOT II	46,859.94	227,676
10	Harbor	PORT PILOT II	41,626.02	227,676
11	Harbor	PORT PILOT II	26,251.38	227,676
12	Harbor	PORT PILOT II	19,981.58	227,676
13	Harbor	PORT PILOT II	53,565.90	227,676
14	Building and Safety	EXAMR OF ELEV CONSTRUCT	643.58	208,000
15	Building and Safety	EXAMR OF PLUMB GASFITR	1,157.68	208,000
16	Building and Safety	EXAMR OF PLUMB GASFITR	4,196.57	208,000
17	Housing Community Investment	ASST GM COMMUNITY DEV	43.38	186,201
18	Los Angeles Convention Center	ASST GM CONVENTION CTR	4,827.00	166,909
19	General Services	BUILD CON & MT GN SUPII	6,370.76	162,558
20	City Administrative Officer	CH ADMIN ANALYST	789.71	159,398
21	City Administrative Officer	FINANCE SPECIALIST IV	657.2	139,645
22	Harbor	SYSTEMS PROGRAMMER III	9,362.36	132,986
23	City Administrative Officer	SR LABOR REL SPEC I	375.54	132,672
24	Fire	RISK MGT/PREV PROG MGR	1,453.57	131,732
25	City Administrative Officer	SR ADMIN ANALYST II	657.2	130,688
26	City Administrative Officer	SR ADMIN ANALYST II	657.2	130,688
27	Public Works - Sanitation	SR ENVRMNTL ENGINEER	2,029.98	128,391
28	Airports	SR CONSTR INSPECTOR	42,714.06	127,545
29	Housing Community Investment	SR MGMT ANALYST II	453.83	127,472
30	Housing Community Investment	SR MGMT ANALYST II	20.75	127,472
31	Harbor	SR MGMT ANALYST II	2,406.00	127,472
32	Housing Community Investment	SR MGMT ANALYST II	162.41	127,472
33	Harbor	SR MGMT ANALYST II	2,406.00	127,472
34	Airports	CH BUILD OPERATNG ENGR	20,564.10	127,431
35	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	23,299.11	126,421
36	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	17,193.26	126,421

Appendix 2.B

Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
37	Building and Safety	SYSTEMS PROGRAMMER III	9,864.09	126,053
38	Harbor	SYSTEMS PROGRAMMER III	6,066.41	126,053
39	Public Works - Sanitation	SYSTEMS PROGRAMMER III	4,223.97	126,053
40	Airports	SYSTEMS PROGRAMMER III	452.78	126,053
41	Pension	SYSTEMS PROGRAMMER III	118.96	126,053
42	Airports	SYSTEMS PROGRAMMER III	44,873.19	126,053
43	Information Technology Agency	SYSTEMS PROGRAMMER III	446.1	126,053
44	Airports	SYSTEMS PROGRAMMER III	38,025.56	126,053
45	Airports	SYSTEMS PROGRAMMER III	1,529.51	126,053
46	Airports	SYSTEMS PROGRAMMER III	10,478.05	126,053
47	Harbor	SYSTEMS PROGRAMMER III	8,994.35	126,053
48	Harbor	SYSTEMS PROGRAMMER III	2,793.37	126,053
49	Airports	SYSTEMS PROGRAMMER III	7,109.24	126,053
50	Airports	SYSTEMS PROGRAMMER III	643.85	126,053
51	Airports	SYSTEMS PROGRAMMER III	2,967.89	126,053
52	Airports	SYSTEMS PROGRAMMER III	1,922.02	126,053
53	Airports	AIRP MAINTENANCE SUPT	3,378.12	125,959
54	Economic Development	SR MGMT ANALYST II	4,781.93	125,593
55	Public Works - Sanitation	INSTRUMENT MECH SUPV II	8,957.12	125,309
56	Airports	CIVIL ENGINEER	1,958.52	125,301
57	Public Works - Street Services	ST SVCS SUPT II	397.34	125,057
58	Public Works - Street Services	ST SVCS SUPT II	1,796.80	125,057
59	Public Works - Street Services	ST SVCS SUPT II	179.68	125,057
60	Harbor	MECH REPAIR GEN SUPVR	89.24	124,226
61	Harbor	MECH REPAIR GEN SUPVR	47,028.68	124,226
62	City Administrative Officer	SR ADMIN ANALYST II	2,554.83	123,777
63	Los Angeles Convention Center	CONV CTR BLDG SUPT I	18,521.42	123,190
64	Harbor	MARINE ENVIRON MGR I	2,613.12	123,025
65	Airports	CH OF OPERATIONS I	12,206.90	122,972
66	Airports	CH OF OPERATIONS I	30,815.94	122,972
67	Airports	CH OF OPERATIONS I	23,097.14	122,972
68	Airports	CH OF OPERATIONS I	15,649.94	122,972
69	Personnel	ADV PR PRO COR CARE II	2,857.44	122,631
70	Recreation and Parks	LANDSCAPE ARCH II	105.58	121,939
71	Building and Safety	STRUCTURAL ENGINEER	79.37	121,939
72	Public Works - Street Lighting	ST LTG ENGINEER	13,424.82	121,710
73	Public Works - Street Services	ST SVCS GEN SUPT I	7,863.98	121,626
74	Public Works - Sanitation	ENVRMNTL ENGINEER	786.33	121,619
75	Information Technology Agency	SR COMMUN ENGINEER	554.3	121,605
76	Public Works - Sanitation	DATA BASE ARCHITECT	5,538.14	121,438
77	Information Technology Agency	DATA BASE ARCHITECT	2,578.05	121,438
78	Building and Safety	DATA BASE ARCHITECT	4,793.11	121,438
79	Building and Safety	DATA BASE ARCHITECT	7,433.48	121,438

Appendix 2.B

Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
80	Airports	DATA BASE ARCHITECT	1,947.38	121,438
81	Airports	DATA BASE ARCHITECT	3,258.92	121,438
82	Harbor	DATA BASE ARCHITECT	572.91	121,438
83	Information Technology Agency	DATA BASE ARCHITECT	947.9	121,438
84	Information Technology Agency	DATA BASE ARCHITECT	601.55	121,438
85	Harbor	PORT ELECTRICAL MECHANIC	8,984.53	121,349
86	Airports	SR CONSTR INSPECTOR	17,472.11	121,094
87	Airports	INSTRUMENT MECH SUPV	25,771.04	121,082
88	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	19,616.27	119,830
89	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	20,602.31	119,830
90	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	27,123.81	119,830
91	General Services	CH BUILD OPERATNG ENGR	4,243.99	119,749
92	General Services	CH BUILD OPERATNG ENGR	974.96	119,749
93	Police	CRIMINALIST II	20,763.96	119,568
94	Police	CRIMINALIST II	20,361.52	119,568
95	Airports	AIRP MAINTENANCE SUPT	8,447.80	119,393
96	Airports	AIRP MAINTENANCE SUPT	46,144.66	119,393
97	Airports	AIRP MAINTENANCE SUPT	4,701.40	119,393
98	Airports	AIRP MAINTENANCE SUPT	2,315.79	119,393
99	Airports	AIRP MAINTENANCE SUPT	5,273.37	119,393
100	Airports	AIRP MAINTENANCE SUPT	57,524.68	119,393
101	Public Works - Sanitation	SOLID RESOURCE SUPT	5,442.37	118,878
102	Public Works - Sanitation	SOLID RESOURCE SUPT	3,386.75	118,878
103	Public Works - Sanitation	SOLID RESOURCE SUPT	4,553.80	118,878
104	Public Works - Sanitation	SOLID RESOURCE SUPT	10,367.14	118,878
105	Public Works - Sanitation	SOLID WSTE DISP SUPT II	6,643.92	118,878
106	Public Works - Sanitation	SOLID WSTE DISP SUPT II	326.76	118,878
107	Fire	FIRE PROT ENGR ASSC IV	65,959.57	118,449
108	Public Works - Street Lighting	ST LTG ENGINEER	5,386.24	118,449
109	General Services	DEPT CHIEF ACCT III	2,179.16	117,972
110	Airports	SR CONSTR INSPECTOR	31,194.02	117,815
111	Airports	SR CONSTR INSPECTOR	9,239.16	117,815
112	Airports	CH AIRPORT PLAN I	10,915.08	117,805
113	Airports	CH OF OPERATIONS I	22,292.97	116,561
114	Airports	CH OF OPERATIONS I	15,065.04	116,561
115	Airports	CH OF OPERATIONS I	10,706.63	116,561
116	Airports	CH OF OPERATIONS I	16,114.41	116,561
117	Personnel	ADV PR PRO COR CARE II	7,285.98	116,463
118	Personnel	ADV PR PRO COR CARE II	5,731.74	116,463
119	Airports	SR CONSTR INSPECTOR	11,032.74	116,396
120	Airports	SYSTEMS PROGRAMMER II	6,668.34	116,343
121	Airports	SYSTEMS PROGRAMMER II	2,790.93	116,343
122	Airports	SYSTEMS PROGRAMMER II	2,831.23	116,343

Appendix 2.B

Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
123	Building and Safety	SYSTEMS PROGRAMMER II	13,334.79	116,343
124	Airports	SYSTEMS PROGRAMMER II	2,160.78	116,343
125	Airports	SYSTEMS PROGRAMMER II	2,599.20	116,343
126	Airports	SYSTEMS PROGRAMMER II	6,780.62	116,343
127	Information Technology Agency	SYSTEMS PROGRAMMER II	1,235.25	116,343
128	Harbor	SYSTEMS PROGRAMMER II	5,948.49	116,343
129	Airports	SYSTEMS PROGRAMMER II	1,462.65	116,343
130	Building and Safety	SYSTEMS PROGRAMMER II	5,272.49	116,343
131	Airports	SYSTEMS PROGRAMMER II	83.58	116,343
132	Information Technology Agency	SYSTEMS PROGRAMMER II	334.32	116,343
133	Public Works - Sanitation	SYSTEMS PROGRAMMER II	150.44	116,343
134	Building and Safety	SYSTEMS PROGRAMMER II	3,294.00	116,343
135	Information Technology Agency	SYSTEMS PROGRAMMER II	1,070.55	116,343
136	Information Technology Agency	SYSTEMS PROGRAMMER II	576.45	116,343
137	Airports	SYSTEMS PROGRAMMER II	16,324.70	116,343
138	Harbor	SYSTEMS PROGRAMMER II	21,305.82	116,343
139	Airports	SYSTEMS PROGRAMMER II	2,911.37	116,343
140	Airports	COMMUN ENGINEER	21,375.56	116,288
141	Public Works - Sanitation	W/WTR TRMT MECH SUPVR	2,046.38	116,268
142	Public Works - Sanitation	W/WTR TRMT MECH SUPVR	2,255.20	116,268
143	Public Works - Sanitation	W/WTR TRMT MECH SUPVR	839.86	116,268
144	Public Works - Sanitation	W/WTR TRMT MECH SUPVR	1,085.84	116,268
145	Airports	AIRP MAINTENANCE SUPT	3,626.14	116,197
146	Airports	AIRP MAINTENANCE SUPT	2,194.72	116,197
147	Harbor	PORT ELECTRICAL MECHANIC	8,070.32	115,999
148	Harbor	PORT ELECTRICAL MECHANIC	468.54	115,999
149	Police	CRIMINALIST III	23.9	115,905
150	Police	CRIMINALIST III	7,236.76	115,905
151	Police	CRIMINALIST III	6,654.63	115,905
152	Police	CRIMINALIST III	12,627.72	115,905
153	Police	CRIMINALIST III	13,620.42	115,905
154	Police	CRIMINALIST III	3,186.00	115,905
155	Police	CRIMINALIST III	677.03	115,905
156	Police	CRIMINALIST III	246.18	115,905
157	Police	CRIMINALIST III	318.6	115,905
158	Police	CRIMINALIST III	35,488.89	115,905
159	Harbor	PORT ELECTRICAL MECH SUPV	3,435.02	115,796
160	Airports	ENVIRN AFFRS OFC	2,331.85	115,550
161	Building and Safety	BLD MECH ENGR I	39,578.72	115,508
162	Building and Safety	BUILD CIVIL ENGR I	746.82	115,508
163	Building and Safety	BUILD ELECTRCL ENGR I	33,633.11	115,508
164	Harbor	ARCHITECTURAL ASSOC IV	13,535.40	115,278
165	Public Works - Engineering	CIVIL ENGINEER	8,027.08	115,278

Appendix 2.B

Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
166	Harbor	CIVIL ENGINEER	633.48	115,278
167	Public Works - Engineering	CIVIL ENGINEER	2,617.42	115,278
168	Public Works - Engineering	CIVIL ENGINEER	316.74	115,278
169	Public Works - Engineering	CIVIL ENGINEER	2,397.33	115,278
170	Public Works - Street Services	CIVIL ENGINEER	7,614.01	115,278
171	Harbor	CIVIL ENGRG ASSOC IV	34,875.84	115,278
172	Airports	CIVIL ENGRG ASSOC IV	613.85	115,278
173	Public Works - Sanitation	CIVIL ENGRG ASSOC IV	28,547.66	115,278
174	Public Works - Engineering	CIVIL ENGRG ASSOC IV	662.52	115,278
175	Harbor	CIVIL ENGRG ASSOC IV	19,260.77	115,278
176	Harbor	CIVIL ENGRG ASSOC IV	1,958.53	115,278
177	Public Works - Engineering	CIVIL ENGRG ASSOC IV	316.74	115,278
178	Airports	CIVIL ENGRG ASSOC IV	6,368.15	115,278
179	Harbor	CIVIL ENGRG ASSOC IV	82.82	115,278
180	Airports	CIVIL ENGRG ASSOC IV	5,096.90	115,278
181	Airports	CIVIL ENGRG ASSOC IV	3,167.40	115,278
182	Information Technology Agency	COMMUN ENGINEER	3,009.03	115,278
183	Airports	COMMUN ENGINEER	3,786.83	115,278
184	Harbor	COMMUN ENGINEER	1,296.00	115,278
185	Information Technology Agency	COMMUN ENGINEER	2,732.90	115,278
186	Airports	COMMUN ENGINEER	10,577.19	115,278
187	Information Technology Agency	COMMUN ENGINEER	2,929.85	115,278
188	Airports	COMMUN ENGINEER	2,790.29	115,278
189	Airports	COMMUN ENGINEER	17,205.65	115,278
190	Airports	COMMUN ENGRG ASSOC IV	1,637.67	115,278
191	Airports	COMMUN ENGRG ASSOC IV	1,533.56	115,278
192	Airports	COMMUN ENGRG ASSOC IV	3,159.34	115,278
193	Airports	COMMUN ENGRG ASSOC IV	9,236.03	115,278
194	Harbor	ELECTRCL ENGRG ASSC IV	12,469.70	115,278
195	Public Works - Sanitation	ELECTRCL ENGRG ASSC IV	633.48	115,278
196	Fire	ENGRG GEOLGST ASSOC IV	11,454.17	115,278
197	Public Works - Sanitation	ENVIRONMENTAL SUPVR II	2,138.69	115,278
198	Recreation and Parks	ENVIRONMENTAL SUPVR II	215.32	115,278
199	Public Works - Sanitation	ENVIRONMENTAL SUPVR II	29,951.15	115,278
200	Public Works - Sanitation	ENVIRONMENTAL SUPVR II	2,469.27	115,278
201	Airports	ENVIRONMENTAL SUPVR II	331.26	115,278
202	Airports	ENVIRONMENTAL SUPVR II	29,617.15	115,278
203	Airports	ENVIRONMENTAL SUPVR II	682.15	115,278
204	Building and Safety	ENVIRONMENTAL SUPVR II	5,144.41	115,278
205	Airports	ENVIRONMENTAL SUPVR II	568.82	115,278
206	Airports	ENVIRONMENTAL SUPVR II	1,050.00	115,278
207	Public Works - Sanitation	ENVRMNTL ENGINEER	261.31	115,278
208	Public Works - Sanitation	ENVRMNTL ENGINEER	414.08	115,278

Appendix 2.B

Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
209	Public Works - Sanitation	ENVRMNTL ENGINEER	4,767.52	115,278
210	Public Works - Sanitation	ENVRMNTL ENGINEER	2,159.00	115,278
211	Public Works - Sanitation	ENVRMNTL ENGINEER	1,200.82	115,278
212	Public Works - Sanitation	ENVRMNTL ENGINEER	12,755.38	115,278
213	Public Works - Sanitation	ENVRMNTL ENGRG ASSC IV	2,012.31	115,278
214	Public Works - Sanitation	ENVRMNTL ENGRG ASSC IV	35,838.37	115,278
215	Public Works - Sanitation	ENVRMNTL ENGRG ASSC IV	2,028.97	115,278
216	Public Works - Sanitation	ENVRMNTL ENGRG ASSC IV	5,879.89	115,278
217	Fire	FIRE PROT ENGR ASSC IV	74,338.50	115,278
218	Fire	FIRE PROT ENGR ASSC IV	35,069.04	115,278
219	Public Works - Street Services	LANDSCAPE ARCH I	633.48	115,278
220	Recreation and Parks	LANDSCAPE ARCH I	2,028.97	115,278
221	Harbor	MARINE ENVRMNTL SUPVR	496.9	115,278
222	General Services	MATL TST ENGRG ASSC IV	42,642.40	115,278
223	Building and Safety	MECH ENGRG ASSC IV	40,123.16	115,278
224	Airports	MECH ENGRG ASSC IV	15,829.49	115,278
225	Harbor	MECH ENGRG ASSC IV	28,762.73	115,278
226	Airports	MECH ENGRG ASSC IV	662.52	115,278
227	Fire	RISK MGT/PREV PROG SPEC	30,671.46	115,278
228	Public Works - Street Lighting	ST LTG ENGRG ASSC IV	728.7	115,278
229	Building and Safety	STRUCTRL ENGRG ASSC IV	745.34	115,278
230	Building and Safety	STRUCTRL ENGRG ASSC IV	19,148.04	115,278
231	Building and Safety	STRUCTRL ENGRG ASSC IV	90,595.38	115,278
232	Building and Safety	STRUCTRL ENGRG ASSC IV	67,921.30	115,278
233	Building and Safety	STRUCTRL ENGRG ASSC IV	48,188.28	115,278
234	Building and Safety	STRUCTRL ENGRG ASSC IV	84,526.49	115,278
235	Building and Safety	STRUCTRL ENGRG ASSC IV	26,360.81	115,278
236	Building and Safety	STRUCTRL ENGRG ASSC IV	1,612.74	115,278
237	Harbor	STRUCTRL ENGRG ASSC IV	7,717.92	115,278
238	Harbor	STRUCTRL ENGRG ASSC IV	13,506.36	115,278
239	Transportation	TRANSP ENGINEER	1,241.89	115,278
240	Transportation	TRANSP ENGINEER	10,956.60	115,278
241	Transportation	TRANSP ENGINEER	1,461.63	115,278
242	Transportation	TRANSP ENGINEER	5,272.26	115,278
243	Transportation	TRANSP ENGINEER	648	115,278
244	Transportation	TRANSP ENGINEER	13,621.55	115,278
245	Transportation	TRANSP ENGINEER	331.26	115,278
246	Transportation	TRANSP ENGINEER	1,227.37	115,278
247	Transportation	TRANSP ENGINEER	36,318.07	115,278
248	Transportation	TRANSP ENGINEER	1,940.03	115,278
249	Transportation	TRANSP ENGINEER	17,440.54	115,278
250	Transportation	TRANSP ENGINEER	2,256.78	115,278
251	Transportation	TRANSP ENGINEER	8,046.88	115,278

Appendix 2.B

Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
252	Transportation	TRANSP ENGINEER	18,244.12	115,278
253	Transportation	TRANSP ENGINEER	27,503.05	115,278
254	Transportation	TRANSP ENGINEER	12,670.97	115,278
255	Transportation	TRANSP ENGINEER	12,455.85	115,278
256	Transportation	TRANSP ENGINEER	1,739.12	115,278
257	Transportation	TRANSP ENGINEER	20,062.26	115,278
258	Transportation	TRANSP ENGINEER	11,966.24	115,278
259	Transportation	TRANSP ENGINEER	14,741.01	115,278
260	Transportation	TRANSP ENGINEER	2,296.37	115,278
261	Transportation	TRANSP ENGINEER	10,447.22	115,278
262	Transportation	TRANSP ENGINEER	14,675.34	115,278
263	Harbor	TRANSP ENGINEER	1,958.52	115,278
264	Transportation	TRANSP ENGRG ASSC IV	828.15	115,278
265	Transportation	TRANSP ENGRG ASSC IV	5,655.49	115,278
266	Transportation	TRANSP ENGRG ASSC IV	7,308.15	115,278
267	Police	SR FORENSIC PRINT SPEC	1,467.33	115,187
268	Public Works - Sanitation	INSTRUMENT MECH SUPV I	1,323.84	115,175
269	Public Works - Sanitation	INSTRUMENT MECH SUPV I	6,122.80	115,175
270	Public Works - Sanitation	INSTRUMENT MECH SUPV I	15,803.45	115,175
271	Housing Community Investment	REHAB CONSTR SPEC II	1,156.87	115,026
272	Zoo	CONSTR & MAINT SUPV II	659.53	114,759
273	Airports	CONSTR & MAINT SUPV II	46,396.60	114,759
274	Public Works - Sanitation	CONSTR & MAINT SUPV II	1,384.48	114,759
275	General Services	CONSTR & MAINT SUPV II	1,688.70	114,759
276	Recreation and Parks	CONSTR & MAINT SUPV II	16,389.76	114,759
277	Airports	CONSTR & MAINT SUPV II	8,200.39	114,759
278	Recreation and Parks	CONSTR & MAINT SUPV II	329.77	114,759
279	Public Works - Sanitation	CH ENV COMP INSPECTOR I	15,285.43	114,715
280	Public Works - Sanitation	W/WTR TRMT OPER III	23,853.22	114,693
281	Public Works - Sanitation	SR W/W TREATMENT OPER	3,280.46	114,637
282	Public Works - Sanitation	SR W/W TREATMENT OPER	16,553.28	114,637
283	Public Works - Sanitation	SR W/W TREATMENT OPER	1,564.74	114,637
284	Public Works - Sanitation	SR W/W TREATMENT OPER	2,073.90	114,637
285	Public Works - Sanitation	SR W/W TREATMENT OPER	3,038.29	114,637
286	Public Works - Sanitation	SR W/W TREATMENT OPER	741.19	114,637
287	Airports	AIRP PUB/COMM REL DIR I	3,894.32	114,630
288	Public Works - Sanitation	PUB INFO DIRECTOR I	1,294.90	114,630
289	Airports	CH OF OPERATIONS I	2,304.47	114,565
290	City Planning and Development	SR CITY PLANNER	2,283.39	114,422
291	City Planning and Development	SR CITY PLANNER	920.34	114,422
292	City Planning and Development	SR CITY PLANNER	1,429.26	114,422
293	City Planning and Development	SR CITY PLANNER	261.09	114,422
294	City Planning and Development	SR CITY PLANNER	690.27	114,422

Appendix 2.B

Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
295	Transportation	SUPVSG TRANS PLANNR I	1,386.21	114,402
296	Airports	CONSTR & MAINT SUPV I	2,259.92	114,393
297	Economic and Workforce Developmer	SR MGMT ANALYST II	549.43	114,381
298	Public Works - Sanitation	SR W/W TREATMENT OPER	1,553.17	113,985
299	Public Works - Sanitation	SR W/W TREATMENT OPER	7,504.12	113,985
300	Airports	SR AIRPORT SAFETY OFCR	17,179.01	113,754
301	Airports	SR AIRPORT SAFETY OFCR	11,313.33	113,754
302	Airports	SR AIRPORT SAFETY OFCR	13,692.12	113,754
303	Airports	SR AIRPORT SAFETY OFCR	20,794.32	113,754
304	Airports	SR AIRPORT SAFETY OFCR	26,575.41	113,754
305	Airports	SR AIRPORT SAFETY OFCR	17,641.55	113,754
306	Personnel	ADV PR PRO COR CARE II	3,854.84	113,737
307	Recreation and Parks	PROGRAMMER/ANALYST V	1,387.97	113,650
308	Harbor	PROGRAMMER/ANALYST V	734.81	113,650
309	City Clerk	PROGRAMMER/ANALYST V	1,423.60	113,650
310	Airports	PROGRAMMER/ANALYST V	593.97	113,650
311	Airports	PROGRAMMER/ANALYST V	8,348.20	113,650
312	Information Technology Agency	PROGRAMMER/ANALYST V	2,889.89	113,650
313	Information Technology Agency	PROGRAMMER/ANALYST V	1,562.10	113,650
314	Harbor	PROGRAMMER/ANALYST V	17,954.80	113,650
315	Police	PROGRAMMER/ANALYST V	13,571.49	113,650
316	Information Technology Agency	PROGRAMMER/ANALYST V	312.42	113,650
317	Information Technology Agency	PROGRAMMER/ANALYST V	78.11	113,650
318	City Clerk	PROGRAMMER/ANALYST V	1,620.30	113,650
319	Harbor	PROGRAMMER/ANALYST V	494.37	113,650
320	Information Technology Agency	PROGRAMMER/ANALYST V	859.16	113,650
321	Information Technology Agency	PROGRAMMER/ANALYST V	702.95	113,650
322	Public Works - Engineering	SURVEY SUPERVISOR	1,112.54	113,608
323	Police	CRIMINALIST II	17,667.20	113,493
324	Police	CRIMINALIST II	5,649.46	113,493
325	Airports	SR CONSTR INSPECTOR	26,138.63	113,451
326	Public Works - Sanitation	W/WTR TRMT OPER III	30,057.70	113,388
327	Public Works - Street Services	ST SVCS SUPT I	4,878.65	113,278
328	Public Works - Street Services	ST SVCS SUPT I	3,865.73	113,278
329	Public Works - Street Services	ST SVCS SUPT I	2,647.92	113,278
330	Public Works - Street Services	ST TREE SUPT I	343.62	113,278
331	Airports	SR CONSTR INSPECTOR	19,728.58	113,013
332	Controller	FINANCIAL MGMT SPEC III	3,231.43	112,731
333	Recreation and Parks	PR PROJECT COORDINATOR	633.8	112,627
334	Harbor	PR CONSTR INSPECTOR	1,594.13	112,188
335	Pub Works - Contract Admin	PR CONSTR INSPECTOR	397.05	112,188
336	Harbor	PR CONSTR INSPECTOR	635.28	112,188
337	Airports	PR CONSTR INSPECTOR	10,892.95	112,188

Appendix 2.B

Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
338	Pub Works - Contract Admin	PR CONSTR INSPECTOR	635.28	112,188
339	Airports	PR CONSTR INSPECTOR	32,296.98	112,188
340	Airports	PR CONSTR INSPECTOR	15,999.29	112,188
341	Airports	PR CONSTR INSPECTOR	32,077.92	112,188
342	Housing Community Investment	PR INSPECTOR	324.26	112,188
343	Building and Safety	PR INSPECTOR	6,511.62	112,188
344	Building and Safety	PR INSPECTOR	8,439.88	112,188
345	Building and Safety	PR INSPECTOR	12,629.33	112,188
346	Building and Safety	PR INSPECTOR	967.14	112,188
347	Building and Safety	PR INSPECTOR	5,038.40	112,188
348	Building and Safety	PR INSPECTOR	22,987.28	112,188
349	Public Works - Sanitation	W/WTR TRMT OPER III	27,643.95	112,188
350	Public Works - Sanitation	W/WTR TRMT OPER III	12,367.76	112,188
351	Public Works - Sanitation	W/WTR TRMT OPER III	8,202.86	112,188
352	Public Works - Sanitation	W/WTR TRMT OPER III	1,934.27	112,188
353	Harbor	CIVIL ENGRG ASSOC III	5,224.38	111,882
354	Harbor	ENVIRONMENTAL SPEC III	950.52	111,882
355	Airports	ARPT SUPT OF OPER III	10,888.02	111,838
356	Airports	ARPT SUPT OF OPER III	25,159.94	111,838
357	Airports	ARPT SUPT OF OPER III	13,027.42	111,838
358	Airports	ARPT SUPT OF OPER III	40,450.59	111,838
359	Airports	ARPT SUPT OF OPER III	2,345.31	111,838
360	Airports	ARPT SUPT OF OPER III	15,932.96	111,838
361	Airports	ARPT SUPT OF OPER III	13,100.09	111,838
362	Airports	ARPT SUPT OF OPER III	18,818.25	111,838
363	Airports	ARPT SUPT OF OPER III	2,329.96	111,838
364	Airports	ARPT SUPT OF OPER III	12,171.84	111,838
365	Airports	ARPT SUPT OF OPER III	10,592.96	111,838
366	Airports	ARPT SUPT OF OPER III	2,008.59	111,838
367	Airports	ARPT SUPT OF OPER III	31,370.78	111,838
368	Airports	ARPT SUPT OF OPER III	4,376.46	111,838
369	Airports	ARPT SUPT OF OPER III	11,556.09	111,838
370	General Services	SR AUTOMOTIVE SUPVR	8,103.56	111,790
371	Airports	SR BUILD OPERATNG ENGR	36,205.64	111,789
372	Airports	SR BUILD OPERATNG ENGR	30,988.08	111,789
373	Airports	SR BUILD OPERATNG ENGR	32,072.28	111,789
374	Police	SR POLICE SERV REP II	10,348.10	111,725
375	Police	SR POLICE SERV REP II	7,047.45	111,725
376	Housing Community Investment	FINANCE DEV OFFICER I	266.55	111,311
377	Recreation and Parks	PR GROUNDS MAINT SUPVII	798.52	111,154
378	Recreation and Parks	PR GROUNDS MAINT SUPVII	3,045.88	111,154
379	Recreation and Parks	PR GROUNDS MAINT SUPVII	2,614.32	111,154
380	Recreation and Parks	PR GROUNDS MAINT SUPVII	2,792.04	111,154

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Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
381	Recreation and Parks	PR REC SUPERVISOR II	638.82	111,154
382	City Clerk	LEGISLATIVE ASST II	1,101.03	111,123
383	City Clerk	LEGISLATIVE ASST II	275.26	111,123
384	City Administrative Officer	SR ADMIN ANALYST II	3,413.48	111,040
385	City Administrative Officer	SR ADMIN ANALYST II	5,764.98	111,040
386	Public Works - Sanitation	W/WTR TRMT OPER III	14,871.77	110,883
387	Public Works - Sanitation	W/WTR TRMT OPER III	10,992.71	110,883
388	Public Works - Sanitation	W/WTR TRMT OPER III	7,806.42	110,883
389	Public Works - Sanitation	W/WTR TRMT OPER III	21,974.80	110,883
390	Public Works - Sanitation	W/WTR TRMT OPER III	3,186.30	110,883
391	Public Works - Sanitation	W/WTR TRMT OPER III	13,382.42	110,883
392	Public Works - Sanitation	W/WTR TRMT OPER III	9,319.91	110,883
393	Public Works - Sanitation	W/WTR TRMT OPER III	30,429.02	110,883
394	Personnel	ADV PR PRO COR CARE II	7,815.98	110,693
395	Controller	SPECIAL INVESTIGATOR II	53.01	110,685
396	Harbor	PORT ELECTRICAL MECHANIC	15,838.11	110,649
397	Harbor	PORT ELECTRICAL MECHANIC	13,253.45	110,649
398	Harbor	PORT ELECTRICAL MECHANIC	9,004.01	110,648
399	Harbor	PORT ELECTRICAL MECHANIC	16,312.35	110,648
400	Harbor	PORT ELECTRICAL MECHANIC	13,896.75	110,648
401	Harbor	PORT ELECTRICAL MECHANIC	14,020.89	110,648
402	Harbor	PORT ELECTRICAL MECHANIC	5,981.36	110,648
403	Police	CRIMINALIST II	198.38	110,455
404	Police	CRIMINALIST II	7,160.01	110,455
405	Police	CRIMINALIST II	1,887.15	110,455
406	Police	CRIMINALIST II	20,013.84	110,455
407	Police	CRIMINALIST II	238.06	110,455
408	Police	CRIMINALIST II	7,702.13	110,455
409	Police	CRIMINALIST II	6,398.27	110,455
410	Police	CRIMINALIST II	322.92	110,455
411	Police	CRIMINALIST II	10,564.62	110,455
412	Police	CRIMINALIST II	1,089.86	110,455
413	Police	CRIMINALIST II	15,060.25	110,455
414	Police	CRIMINALIST II	10,626.35	110,455
415	Police	CRIMINALIST II	6,954.05	110,455
416	Police	CRIMINALIST II	24,419.47	110,455
417	Police	CRIMINALIST II	7,391.64	110,455
418	Police	CRIMINALIST II	423.66	110,455
419	Police	CRIMINALIST II	607.2	110,455
420	Police	CRIMINALIST II	2,872.82	110,455
421	Police	CRIMINALIST II	17,268.32	110,455
422	Police	CRIMINALIST II	22,215.96	110,455
423	Police	CRIMINALIST II	4,377.36	110,455

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Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
424	Police	CRIMINALIST II	1,854.15	110,455
425	Police	CRIMINALIST II	1,229.93	110,455
426	Police	CRIMINALIST II	10,446.04	110,455
427	Police	CRIMINALIST II	9,430.00	110,455
428	Fire	INDUSTRIAL HYGIENIST	5,426.85	110,455
429	Airports	INDUSTRIAL HYGIENIST	4,150.41	110,455
430	Building and Safety	INDUSTRIAL HYGIENIST	3,142.95	110,455
431	Airports	SR CONSTR INSPECTOR	29,608.13	110,257
432	Public Works - Street Services	ST SVCS SUPT I	1,540.26	110,246
433	Public Works - Street Services	ST SVCS SUPT I	8,077.50	110,246
434	Transportation	TRANSPORTATION ENGINEER	791.85	110,226
435	Harbor	MARINE ENVRNMTL SUPVR	1,187.78	110,226
436	Pub Works - Contract Admin	SR CONSTR INSPECTOR	9,743.39	110,132
437	Pub Works - Contract Admin	SR CONSTR INSPECTOR	15,499.24	110,132
438	Mayor	MAYORAL AIDE VII	57.93	110,125
439	Airports	AIRP MAINTENANCE SUPT	13,293.01	110,058
440	Police Civilian	SR POLICE SERV REP II	2,134.53	110,047
441	Police Civilian	SR POLICE SERV REP II	2,133.93	110,047
442	Airports	CONSTR INSPECTOR	20,271.79	109,842
443	Airports	CONSTR INSPECTOR	13,050.39	109,842
444	Harbor	SR CONSTR INSPECTOR	17,638.39	109,610
445	Pub Works - Contract Admin	SR CONSTR INSPECTOR	4,841.13	109,610
446	Pub Works - Contract Admin	SR CONSTR INSPECTOR	3,358.39	109,610
447	Housing Community Investment	REHAB CONSTR SPEC II	1,133.58	109,464
448	Police	FIREARMS EXAMINER	1,095.58	109,390
449	Police	FIREARMS EXAMINER	1,282.18	109,390
450	Airports	RISK MANAGER I	463.21	109,374
451	Airports	RISK MANAGER I	10,175.21	109,374
452	Public Works - Sanitation	INSTRUMENT MECH	235.48	109,262
453	General Services	PARKING MANAGER II	501.21	109,223
454	Public Works - Street Lighting	ST LTG ELECTRCN SUPVIII	1,089.05	109,223
455	Airports	ARCHITECTURAL ASSOC IV	12,289.80	109,182
456	Public Works - Engineering	CIVIL ENGINEER	552.12	109,182
457	Harbor	CIVIL ENGRG ASSOC IV	12,081.20	109,182
458	Airports	CIVIL ENGRG ASSOC IV	3,191.80	109,182
459	Airports	COMMUN ENGRG ASSOC IV	7,965.55	109,182
460	General Services	FISCAL SYSTEMS SPEC I	3,915.92	109,182
461	Controller	FISCAL SYSTEMS SPEC I	154.53	109,182
462	Controller	FISCAL SYSTEMS SPEC I	218.75	109,182
463	Controller	FISCAL SYSTEMS SPEC I	313.74	109,182
464	Fire	FISCAL SYSTEMS SPEC I	183.02	109,182
465	Police	SR FORENSIC PRINT SPEC	3,932.08	109,182
466	Police	SR FORENSIC PRINT SPEC	1,521.92	109,182

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Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
467	Police	SR FORENSIC PRINT SPEC	3,248.53	109,182
468	Harbor	SR CONSTR INSPECTOR	12,982.92	109,088
469	Building and Safety	STRUCTRL ENGRG ASSC III	13,094.54	108,966
470	Police	DATA BASE ARCHITECT	117.41	108,952
471	Public Works - Sanitation	W/WTR TRMT OPER II	15,825.94	108,946
472	Public Works - Sanitation	W/WTR TRMT OPER II	12,835.65	108,946
473	Public Works - Sanitation	W/WTR TRMT OPER III	14,213.56	108,913
474	Public Works - Sanitation	W/WTR TRMT OPER III	16,420.46	108,913
475	Public Works - Sanitation	W/WTR TRMT OPER III	32,473.27	108,913
476	Public Works - Sanitation	W/WTR TRMT OPER III	3,982.53	108,913
477	City Planning and Development	GEOG INFO SYS CHIEF	3,254.85	108,701
478	Police	SR MGMT ANALYST I	34,325.52	108,578
479	Harbor	SR CONSTR INSPECTOR	1,130.90	108,566
480	Harbor	CONSTR & MAINT SUPV I	330.96	108,430
481	City Planning and Development	CITY PLANNER	4,949.99	108,367
482	City Planning and Development	CITY PLANNER	230.09	108,367
483	City Planning and Development	CITY PLANNER	779.73	108,367
484	City Planning and Development	CITY PLANNER	1,150.43	108,367
485	City Planning and Development	CITY PLANNER	2,936.84	108,367
486	City Planning and Development	CITY PLANNER	412.51	108,367
487	City Planning and Development	CITY PLANNER	1,446.28	108,367
488	City Planning and Development	CITY PLANNER	2,001.39	108,367
489	City Planning and Development	CITY PLANNER	3,821.21	108,367
490	City Planning and Development	CITY PLANNER	929.58	108,367
491	City Planning and Development	CITY PLANNER	2,645.36	108,367
492	City Planning and Development	CITY PLANNER	905.17	108,367
493	City Planning and Development	CITY PLANNER	467.1	108,367
494	City Planning and Development	CITY PLANNER	8,616.26	108,367
495	City Planning and Development	CITY PLANNER	758.22	108,367
496	City Planning and Development	CITY PLANNER	2,985.69	108,367
497	City Planning and Development	CITY PLANNER	5,438.40	108,367
498	City Planning and Development	CITY PLANNER	1,626.85	108,367
499	Pension	SR SYSTEMS ANALYST II	437.49	108,367
500	City Attorney	CITY ATTY ADMIN CRD IV	5,868.76	108,346
501	Airports	INTERNAL AUDITOR IV	2,235.01	108,346
502	General Services	SR MGMT ANALYST II	29,436.82	108,346
503	Airports	SR MGMT ANALYST II	971.01	108,346
504	Airports	SR MGMT ANALYST II	1,383.68	108,346
505	General Services	SR MGMT ANALYST II	6,302.77	108,346
506	General Services	SR BUILD OPERATNG ENGR	1,424.31	108,307
507	Public Works - Sanitation	W/WTR TRMT OPER III	10,924.18	108,260
508	Public Works - Sanitation	W/WTR TRMT OPER III	3,966.44	108,260
509	Harbor	PR GROUNDS MAINT SUPVII	9,637.92	108,179

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Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
510	City Clerk	SYSTEMS PROGRAMMER I	3,333.25	108,179
511	Recreation and Parks	SYSTEMS PROGRAMMER I	1,649.84	108,179
512	Harbor	SYSTEMS PROGRAMMER I	942.45	108,179
513	Information Technology Agency	SYSTEMS PROGRAMMER I	76.56	108,179
514	Recreation and Parks	MARINE AQUARIUM ADMNSTR	458.82	108,033
515	Harbor	PORT ELECTRICAL MECHANIC	38.12	107,973
516	Harbor	PORT ELECTRICAL MECHANIC	2,824.61	107,973
517	Harbor	PORT ELECTRICAL MECHANIC	10,611.11	107,973
518	Harbor	PORT ELECTRICAL MECHANIC	619.65	107,973
519	Pub Works - Contract Admin	SR CONSTR INSPECTOR	19,075.71	107,710
520	Public Works - Sanitation	W/WTR TRMT OPER II	3,778.97	107,641
521	Public Works - Sanitation	W/WTR TRMT OPER III	2,451.57	107,608
522	Public Works - Sanitation	W/WTR TRMT OPER III	21,327.37	107,608
523	Public Works - Sanitation	W/WTR TRMT OPER III	14,613.10	107,608
524	Public Works - Sanitation	W/WTR TRMT OPER III	11,228.01	107,608
525	Public Works - Sanitation	SANITATION WSTWATER MGR I	2,706.22	107,499
526	Airports	CONSTR INSPECTOR	8,960.14	107,420
527	General Services	ELEVATOR MECHANIC - HH	619.32	107,349
528	Airports	SR CONSTR INSPECTOR	11,867.62	107,271
529	Airports	CONSTR INSPECTOR	10,934.43	107,188
530	Harbor	SR CONSTR INSPECTOR	2,147.23	107,188
531	Pub Works - Contract Admin	SR CONSTR INSPECTOR	8,233.94	107,188
532	City Administrative Officer	FINANCE SPECIALIST II	3,767.47	107,177
533	Airports	SR PERSONNEL ANALYST I	560.17	107,177
534	Personnel	SR PERSONNEL ANALYST I	1,539.86	107,177
535	Harbor	SR PERSONNEL ANALYST I	883.74	107,177
536	Personnel	SR PERSONNEL ANALYST I	455.13	107,177
537	Personnel	SR PERSONNEL ANALYST I	303.42	107,177
538	Harbor	SR PERSONNEL ANALYST I	8,222.53	107,177
539	Harbor	SR PERSONNEL ANALYST I	585.74	107,177
540	Airports	SR PERSONNEL ANALYST I	4,654.27	107,177
541	Airports	SR PERSONNEL ANALYST I	5,387.81	107,177
542	Personnel	SR PERSONNEL ANALYST I	0	107,177
543	Public Works - Sanitation	SR PERSONNEL ANALYST I	2,078.87	107,177
544	Personnel	SR PERSONNEL ANALYST I	227.57	107,177
545	Airports	SR PERSONNEL ANALYST I	3,289.13	107,177
546	Airports	CONSTR INSPECTOR	3,601.57	106,898
547	City Administrative Officer	FINANCE SPECIALIST III	7,122.87	106,780
548	Planning	CITY PLANNER	1,203.31	106,759
549	Building and Safety	SR SAFETY ENG ELEVATORS	6,209.60	106,713
550	Building and Safety	SR SAFETY ENG ELEVATORS	14,182.44	106,713
551	Building and Safety	SR SAFETY ENG ELEVATORS	18,213.65	106,713
552	Building and Safety	SR SAFETY ENG ELEVATORS	38,666.51	106,713

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Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
553	Airports	CONSTR INSPECTOR	19,135.05	106,666
554	Pub Works - Contract Admin	SR CONSTR INSPECTOR	8,467.41	106,666
555	Police	POLYGRAPH EXAMINER III	168.3	106,488
556	Police	SR POLICE SERV REP II	4,784.77	106,451
557	Public Works - Sanitation	W/WTR TRMT OPER III	24,384.50	106,407
558	Public Works - Sanitation	W/WTR TRMT OPER III	14,195.33	106,407
559	Public Works - Sanitation	ENVRMNTL ENGINEER	34,114.22	106,258
560	Harbor	PR CONSTR INSPECTOR	3,487.97	106,258
561	Building and Safety	PR INSPECTOR	4,703.04	106,258
562	Harbor	SR CONSTR INSPECTOR	8,006.56	106,144
563	Pub Works - Contract Admin	SR CONSTR INSPECTOR	4,188.58	106,144
564	Harbor	ARCHITECTURAL ASSOC III	3,233.94	106,050
565	Harbor	ARCHITECTURAL ASSOC III	3,603.84	106,050
566	Public Works - Engineering	CIVIL ENGRG ASSOC III	20,907.48	106,050
567	Harbor	CIVIL ENGRG ASSOC III	1,815.11	106,050
568	Harbor	CIVIL ENGRG ASSOC III	5,617.68	106,050
569	Airports	CIVIL ENGRG ASSOC III	4,392.09	106,050
570	Harbor	CIVIL ENGRG ASSOC III	552.12	106,050
571	Harbor	CIVIL ENGRG ASSOC III	3,284.15	106,050
572	Harbor	CIVIL ENGRG ASSOC III	609.48	106,050
573	Airports	CIVIL ENGRG ASSOC III	304.74	106,050
574	Harbor	CIVIL ENGRG ASSOC III	1,676.07	106,050
575	Airports	CIVIL ENGRG ASSOC III	10,175.52	106,050
576	Public Works - Engineering	CIVIL ENGRG ASSOC III	1,656.36	106,050
577	Information Technology Agency	COMMUN ENGRG ASSOC III	291.48	106,050
578	Information Technology Agency	COMMUN ENGRG ASSOC III	2,437.92	106,050
579	Information Technology Agency	COMMUN ENGRG ASSOC III	3,312.30	106,050
580	Harbor	COMMUN ENGRG ASSOC III	10,217.09	106,050
581	Information Technology Agency	COMMUN ENGRG ASSOC III	3,335.52	106,050
582	Information Technology Agency	COMMUN ENGRG ASSOC III	1,026.81	106,050
583	Information Technology Agency	COMMUN ENGRG ASSOC III	1,748.88	106,050
584	Public Works - Sanitation	CONTRL SYS ENG ASSC III	2,434.58	106,050
585	Public Works - Sanitation	CONTRL SYS ENG ASSC III	218.61	106,050
586	Building and Safety	ELECTRCL ENGRG ASSC II1	30,820.37	106,050
587	Building and Safety	ELECTRCL ENGRG ASSC II1	39,446.87	106,050
588	Building and Safety	ELECTRCL ENGRG ASSC II1	38,853.73	106,050
589	Harbor	ELECTRCL ENGRG ASSC II1	4,186.80	106,050
590	Harbor	ENVIRONMENTAL SPEC III	228.56	106,050
591	Public Works - Sanitation	ENVIRONMENTAL SPEC III	2,277.27	106,050
592	Airports	ENVIRONMENTAL SPEC III	6,363.04	106,050
593	Harbor	ENVIRONMENTAL SPEC III	1,112.95	106,050
594	Harbor	ENVIRONMENTAL SPEC III	2,971.17	106,050
595	Recreation and Parks	ENVIRONMENTAL SPEC III	364.35	106,050

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Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
596	Airports	ENVIRONMENTAL SPEC III	304.74	106,050
597	Airports	ENVIRONMENTAL SPEC III	1,363.17	106,050
598	Harbor	ENVIRONMENTAL SPEC III	973.83	106,050
599	Building and Safety	ENVIRONMENTAL SPEC III	5,505.09	106,050
600	Public Works - Sanitation	ENVIRONMENTAL SPEC III	1,281.89	106,050
601	Airports	ENVIRONMENTAL SPEC III	582.96	106,050
602	Airports	ENVIRONMENTAL SPEC III	1,136.33	106,050
603	Airports	ENVIRONMENTAL SPEC III	3,058.96	106,050
604	Public Works - Sanitation	ENVIRONMENTAL SPEC III	168.26	106,050
605	Airports	ENVIRONMENTAL SPEC III	304.74	106,050
606	Airports	ENVIRONMENTAL SPEC III	621.14	106,050
607	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	552.53	106,050
608	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	1,643.79	106,050
609	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	533.3	106,050
610	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	291.48	106,050
611	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	1,015.24	106,050
612	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	304.74	106,050
613	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	671.42	106,050
614	Recreation and Parks	LANDSCAPE ARCH ASSC III	3,554.18	106,050
615	Recreation and Parks	LANDSCAPE ARCH ASSC III	304.74	106,050
616	General Services	MATL TST ENGRG ASSC III	34,092.19	106,050
617	General Services	MATL TST ENGRG ASSC III	6,044.95	106,050
618	General Services	MATL TST ENGRG ASSC III	22,414.64	106,050
619	Public Works - Street Lighting	ST LTG ENGRG ASSC III	7,631.52	106,050
620	Public Works - Street Lighting	ST LTG ENGRG ASSC III	887.7	106,050
621	Public Works - Street Lighting	ST LTG ENGRG ASSC III	1,218.96	106,050
622	Public Works - Street Lighting	ST LTG ENGRG ASSC III	11,864.68	106,050
623	Public Works - Street Lighting	ST LTG ENGRG ASSC III	7,114.86	106,050
624	Building and Safety	STRUCTRL ENGRG ASSC III	4,302.77	106,050
625	Building and Safety	STRUCTRL ENGRG ASSC III	14,044.55	106,050
626	Building and Safety	STRUCTRL ENGRG ASSC III	55,070.20	106,050
627	Building and Safety	STRUCTRL ENGRG ASSC III	52,252.09	106,050
628	Building and Safety	STRUCTRL ENGRG ASSC III	64,175.97	106,050
629	Building and Safety	STRUCTRL ENGRG ASSC III	138.03	106,050
630	Building and Safety	STRUCTRL ENGRG ASSC III	27,222.89	106,050
631	Building and Safety	STRUCTRL ENGRG ASSC III	7,021.23	106,050
632	Public Works - Engineering	STRUCTRL ENGRG ASSC III	495.2	106,050
633	Public Works - Engineering	STRUCTRL ENGRG ASSC III	609.48	106,050
634	Building and Safety	STRUCTRL ENGRG ASSC III	31,033.32	106,050
635	Building and Safety	STRUCTRL ENGRG ASSC III	22,195.96	106,050
636	Building and Safety	STRUCTRL ENGRG ASSC III	9,995.53	106,050
637	Building and Safety	STRUCTRL ENGRG ASSC III	32,081.03	106,050
638	Public Works - Street Lighting	STRUCTRL ENGRG ASSC III	1,358.07	106,050

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Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
639	Public Works - Sanitation	STRUCTRL ENGRG ASSC III	35,060.07	106,050
640	Building and Safety	STRUCTRL ENGRG ASSC III	37,413.14	106,050
641	Building and Safety	STRUCTRL ENGRG ASSC III	80,433.00	106,050
642	Building and Safety	STRUCTRL ENGRG ASSC III	3,660.49	106,050
643	Harbor	STRUCTRL ENGRG ASSC III	2,208.48	106,050
644	Building and Safety	STRUCTRL ENGRG ASSC III	29,155.20	106,050
645	Public Works - Engineering	STRUCTRL ENGRG ASSC III	609.48	106,050
646	Airports	STRUCTRL ENGRG ASSC III	3,464.67	106,050
647	Building and Safety	STRUCTRL ENGRG ASSC III	60,808.16	106,050
648	Transportation	TRANSP ENGRG ASSC III	13,968.02	106,050
649	Transportation	TRANSP ENGRG ASSC III	4,531.31	106,050
650	Transportation	TRANSP ENGRG ASSC III	12,762.28	106,050
651	Transportation	TRANSP ENGRG ASSC III	7,287.00	106,050
652	Transportation	TRANSP ENGRG ASSC III	5,124.17	106,050
653	Transportation	TRANSP ENGRG ASSC III	30,629.09	106,050
654	Transportation	TRANSP ENGRG ASSC III	21,470.51	106,050
655	Transportation	TRANSP ENGRG ASSC III	8,483.49	106,050
656	Transportation	TRANSP ENGRG ASSC III	12,566.40	106,050
657	Transportation	TRANSP ENGRG ASSC III	12,538.83	106,050
658	Transportation	TRANSP ENGRG ASSC III	9,360.51	106,050
659	Transportation	TRANSP ENGRG ASSC III	11,728.80	106,050
660	Transportation	TRANSP ENGRG ASSC III	28,562.23	106,050
661	Transportation	TRANSP ENGRG ASSC III	12,911.98	106,050
662	Transportation	TRANSP ENGRG ASSC III	2,742.67	106,050
663	Transportation	TRANSP ENGRG ASSC III	3,915.15	106,050
664	Transportation	TRANSP ENGRG ASSC III	17,349.69	106,050
665	Transportation	TRANSP ENGRG ASSC III	16,210.66	106,050
666	Transportation	TRANSP ENGRG ASSC III	14,223.19	106,050
667	Transportation	TRANSP ENGRG ASSC III	13,943.65	106,050
668	Transportation	TRANSP ENGRG ASSC III	2,514.05	106,050
669	Transportation	TRANSP ENGRG ASSC III	1,939.38	106,050
670	Transportation	TRANSP ENGRG ASSC III	4,057.58	106,050
671	Transportation	TRANSP ENGRG ASSC III	2,610.12	106,050
672	Transportation	TRANSP ENGRG ASSC III	18,482.70	106,050
673	Transportation	TRANSP ENGRG ASSC III	2,976.16	106,050
674	Transportation	TRANSP ENGRG ASSC III	7,545.45	106,050
675	Transportation	TRANSP ENGRG ASSC III	1,697.24	106,050
676	Transportation	TRANSP ENGRG ASSC III	3,501.15	106,050
677	Transportation	TRANSP ENGRG ASSC III	24,676.90	106,050
678	Transportation	TRANSP ENGRG ASSC III	16,954.02	106,050
679	Transportation	TRANSP ENGRG ASSC III	6,876.42	106,050
680	Transportation	TRANSP ENGRG ASSC III	1,649.56	106,050
681	Transportation	TRANSP ENGRG ASSC III	13,786.01	106,050

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Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
682	Transportation	TRANSP ENGRG ASSC III	5,221.90	106,050
683	Transportation	TRANSP ENGRG ASSC III	21,453.06	106,050
684	Transportation	TRANSP ENGRG ASSC III	4,610.58	106,050
685	Airports	ARPT SUPT OF OPER III	2,996.73	106,008
686	Airports	ARPT SUPT OF OPER III	13,614.56	106,008
687	Airports	ARPT SUPT OF OPER III	15,413.97	106,008
688	Airports	ARPT SUPT OF OPER III	14,890.32	106,008
689	Airports	ARPT SUPT OF OPER III	25,920.61	106,008
690	Airports	ARPT SUPT OF OPER III	22,089.43	106,008
691	Airports	ARPT SUPT OF OPER III	12,666.00	106,008
692	Airports	ARPT SUPT OF OPER III	3,675.52	106,008
693	Airports	ARPT SUPT OF OPER III	19,566.15	106,008
694	Airports	ARPT SUPT OF OPER III	11,850.49	106,008
695	Airports	ARPT SUPT OF OPER III	1,827.73	106,008
696	Airports	ARPT SUPT OF OPER III	12,156.41	106,008
697	Airports	ARPT SUPT OF OPER III	20,735.77	106,008
698	Airports	ARPT SUPT OF OPER III	4,100.99	106,008
699	Airports	ARPT SUPT OF OPER III	4,654.12	106,008
700	Airports	ARPT SUPT OF OPER III	42,123.27	106,008
701	Airports	SR BUILD OPERATNG ENGR	18,579.25	105,961
702	Airports	SR BUILD OPERATNG ENGR	21,743.82	105,961
703	Airports	SR BUILD OPERATNG ENGR	26,470.57	105,961
704	Harbor	SR REAL ESTATE OFFICER	76.07	105,882
705	Building and Safety	SR BUILD MECH INSPECTR	12,874.43	105,834
706	Public Works - Sanitation	INTERMED W/W TRMT OPER	16,421.06	105,824
707	Public Works - Sanitation	W/WTR TRMT OPER II	15,807.93	105,788
708	Airports	INSTRUMENT MECH	38,328.91	105,756
709	City Administrative Officer	SR ADMIN ANALYST I	8,521.05	105,590
710	General Services	HELICOPTER MECH SUPV II	1,866.13	105,576
711	Information Technology Agency	PROGRAMMER/ANALYST IV	1,231.65	105,444
712	Airports	PROGRAMMER/ANALYST IV	1,722.39	105,444
713	Airports	PROGRAMMER/ANALYST IV	217.35	105,444
714	Airports	PROGRAMMER/ANALYST IV	2,189.08	105,444
715	Airports	PROGRAMMER/ANALYST IV	8,817.69	105,444
716	Fire	PROGRAMMER/ANALYST IV	10,367.40	105,444
717	Information Technology Agency	PROGRAMMER/ANALYST IV	2,825.55	105,444
718	Fire	PROGRAMMER/ANALYST IV	7,706.40	105,444
719	Building and Safety	PROGRAMMER/ANALYST IV	7,768.95	105,444
720	City Clerk	PROGRAMMER/ANALYST IV	4,037.49	105,444
721	Airports	PROGRAMMER/ANALYST IV	1,060.50	105,444
722	Harbor	MACHINIST SUPERVISOR	1,108.80	105,235
723	City Administrative Officer	SR ADMIN ANALYST II	10,860.68	105,173
724	Public Works - Sanitation	W/WTR TRMT OPER II	4,229.61	105,136

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Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
725	Public Works - Sanitation	INTERMED W/W TRMT OPER	25,268.61	105,136
726	Public Works - Sanitation	W/WTR TRMT OPER II	9,487.69	105,136
727	Public Works - Sanitation	W/WTR TRMT OPER II	1,057.40	105,136
728	Public Works - Sanitation	W/WTR TRMT OPER II	14,979.86	105,136
729	Public Works - Sanitation	W/WTR TRMT OPER II	1,737.15	105,136
730	Public Works - Sanitation	W/WTR TRMT OPER II	20,578.82	105,136
731	Public Works - Sanitation	W/WTR TRMT OPER II	5,287.01	105,136
732	Public Works - Sanitation	W/WTR TRMT OPER III	4,454.77	105,102
733	Public Works - Sanitation	W/WTR TRMT OPER III	12,905.73	105,102
734	Public Works - Sanitation	W/WTR TRMT OPER III	15,954.28	105,102
735	Public Works - Sanitation	W/WTR TRMT OPER III	14,146.14	105,102
736	Public Works - Sanitation	W/WTR TRMT OPER III	9,278.00	105,102
737	Public Works - Sanitation	W/WTR TRMT OPER III	13,965.63	105,102
738	Library	SR LIBRARIAN	666.24	104,857
739	Pub Works - Contract Admin	SR CONSTR INSPECTOR	3,987.36	104,724
740	Police	CRIMINALIST II	8,620.37	104,630
741	Police	CRIMINALIST II	7,774.12	104,630
742	Police	CRIMINALIST II	16,844.87	104,630
743	Police	CRIMINALIST II	12,087.49	104,630
744	Police	CRIMINALIST II	10,773.00	104,630
745	Police	CRIMINALIST II	15,221.59	104,630
746	Police	CRIMINALIST II	8,763.01	104,630
747	Police	CRIMINALIST II	1,536.58	104,630
748	Police	CRIMINALIST II	6,656.21	104,630
749	Police	CRIMINALIST II	12,007.26	104,630
750	Police	CRIMINALIST II	20,774.88	104,630
751	Fire	PR ACCOUNTANT II	590.16	104,254
752	Pension	PR ACCOUNTANT II	1,751.60	104,254
753	Recreation and Parks	PR ACCOUNTANT II	3,565.55	104,254
754	Building and Safety	PR ACCOUNTANT II	811.47	104,254
755	Controller	PR ACCOUNTANT II	13,607.97	104,254
756	Recreation and Parks	PR ACCOUNTANT II	1,741.78	104,254
757	Airports	PR ACCOUNTANT II	10,194.25	104,254
758	Controller	PR ACCOUNTANT II	5,529.77	104,254
759	Controller	PR ACCOUNTANT II	811.47	104,254
760	Airports	CONSTR INSPECTOR	13,756.60	104,202
761	Pub Works - Contract Admin	SR CONSTR INSPECTOR	9,170.11	104,202
762	Public Works - Sanitation	MACHINIST SUPVR II	1,593.46	103,913
763	Public Works - Sanitation	INSTRUMENT TECH	149.21	103,848
764	Public Works - Sanitation	INSTRUMENT MECH	1,887.46	103,848
765	Public Works - Sanitation	INSTRUMENT MECH	373.01	103,848
766	Public Works - Sanitation	INSTRUMENT MECH	1,193.66	103,848
767	Public Works - Sanitation	INSTRUMENT MECH	4,177.80	103,848

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Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
768	Public Works - Sanitation	INSTRUMENT MECH	4,998.42	103,848
769	Public Works - Sanitation	INSTRUMENT MECH	1,641.28	103,848
770	Public Works - Sanitation	INSTRUMENT MECH	3,431.76	103,848
771	Public Works - Sanitation	INSTRUMENT MECH	2,163.50	103,848
772	Public Works - Sanitation	INSTRUMENT MECH	1,902.39	103,848
773	Public Works - Sanitation	INSTRUMENT MECH	2,461.92	103,848
774	Public Works - Sanitation	INSTRUMENT MECH	2,088.90	103,848
775	Public Works - Sanitation	INSTRUMENT MECH	5,184.95	103,848
776	Public Works - Sanitation	INSTRUMENT TECH	149.2	103,848
777	Public Works - Sanitation	SOLID RESOURCE SUPT	8,966.55	103,794
778	Public Works - Sanitation	SOLID RESOURCE SUPT	4,668.71	103,794
779	Public Works - Sanitation	SOLID RESOURCE SUPT	4,008.29	103,794
780	Airports	CONSTR INSPECTOR	15,041.27	103,703
781	Pub Works - Contract Admin	SR CONSTR INSPECTOR	372.42	103,680
782	Airports	AIRPORT SAFETY OFFICER II	19,057.80	103,583
783	Airports	CONSTR INSPECTOR	26,050.46	103,472
784	Public Works - Sanitation	W/WTR TRMT OPER II	594.63	103,465
785	Airports	AIRPORT SAFETY OFFICER II	30,049.44	103,461
786	Airports	AIRPORT SAFETY OFFICER II	40,284.46	103,457
787	Public Works - Sanitation	AIR COND MECH SUPVR	73.02	103,438
788	Airports	CIVIL ENGRG ASSOC IV	581.34	103,419
789	Airports	COMMUN ENGRG ASSOC IV	1,746.83	103,419
790	Airports	CONSTR INSPECTOR	1,692.01	103,390
791	Building and Safety	SR BUILD MECH INSPECTR	667.73	103,276
792	Building and Safety	SR BUILD MECH INSPECTR	593.54	103,276
793	Building and Safety	SR BUILD MECH INSPECTR	296.77	103,276
794	Building and Safety	SR BUILD INSPECTOR	296.77	103,276
795	Building and Safety	SR ELECTRCL INSPECTOR	15,389.23	103,276
796	Pub Works - Contract Admin	SR ELECTRCL INSPECTOR	5,824.09	103,276
797	Airports	INSTRUMENT MECH	27,406.83	103,069
798	Airports	SR SYSTEMS ANALYST I	17,334.58	103,022
799	City Employees Retirement System	SR SYSTEMS ANALYST I	3,898.81	103,022
800	Fire	SR SYSTEMS ANALYST I	1,093.72	103,022
801	Fire	SR SYSTEMS ANALYST I	780.51	103,022
802	Fire	SR SYSTEMS ANALYST I	972.2	103,022
803	Airports	SR SYSTEMS ANALYST I	1,402.37	103,022
804	Airports	SR SYSTEMS ANALYST I	592.08	103,022
805	Police	SR SYSTEMS ANALYST I	1,069.43	103,022
806	Harbor	SR SYSTEMS ANALYST I	1,873.68	103,022
807	Airports	SR SYSTEMS ANALYST I	5,567.09	103,022
808	Building and Safety	SR SYSTEMS ANALYST I	29,325.05	103,022
809	Airports	SR SYSTEMS ANALYST I	109.37	103,022
810	City Employees Retirement System	SR SYSTEMS ANALYST I	340.27	103,022

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Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
811	Building and Safety	SR SYSTEMS ANALYST I	38,810.74	103,022
812	City Planning and Development	SR SYSTEMS ANALYST I	2,812.38	103,022
813	Police	SR SYSTEMS ANALYST I	408.69	103,022
814	Public Works - Sanitation	SR SYSTEMS ANALYST I	1,134.82	103,022
815	Airports	SR SYSTEMS ANALYST I	15,666.05	103,022
816	Public Works - Street Services	TREE SURGEON SUPVSR II	307.08	102,999
817	Public Works - Street Services	TREE SURGEON SUPVSR II	3,350.45	102,999
818	Public Works - Sanitation	REF COLL SUPERVISOR	8,924.97	102,986
819	Public Works - Sanitation	REF COLL SUPERVISOR	7,159.50	102,986
820	Airports	ELEVATOR REPAIR SUPV I	14,037.53	102,918
821	Airports	ELEVATOR REPAIR SUPV I	9,481.83	102,918
822	Controller	INTERNAL AUDITOR III	48.55	102,918
823	Controller	INTERNAL AUDITOR III	25.37	102,918
824	Airports	INTERNAL AUDITOR III	293.52	102,918
825	City Clerk	LEGISLATIVE ASST I	1,034.78	102,918
826	City Clerk	LEGISLATIVE ASST I	1,638.58	102,918
827	Airports	PROCUREMENT SUPERVISOR	1,055.96	102,918
828	Harbor	PROCUREMENT SUPERVISOR	2,039.10	102,918
829	Police	SR CRIME & INTEL ANLST	1,126.37	102,918
830	Fire	SR MGMT ANALYST I	2,430.98	102,918
831	Police	SR MGMT ANALYST I	7,330.17	102,918
832	Airports	SR MGMT ANALYST I	291.3	102,918
833	Pub Works - Contract Admin	SR MGMT ANALYST I	98.58	102,918
834	Recreation and Parks	SR MGMT ANALYST I	4,722.97	102,918
835	Fire	SR MGMT ANALYST I	1,725.15	102,918
836	Public Works - Sanitation	SR MGMT ANALYST I	1,815.23	102,918
837	Police	SR MGMT ANALYST I	3,817.96	102,918
838	Airports	SR MGMT ANALYST I	6,641.58	102,918
839	Police	SR MGMT ANALYST I	4.86	102,918
840	Airports	SR MGMT ANALYST I	11,988.18	102,918
841	Recreation and Parks	SR MGMT ANALYST I	505.23	102,918
842	General Services	SR MGMT ANALYST I	36,539.21	102,918
843	Recreation and Parks	SR MGMT ANALYST I	1,142.12	102,918
844	Transportation	SR MGMT ANALYST I	20,980.80	102,918
845	Pension	SR MGMT ANALYST I	558.7	102,918
846	Public Works - Board of Public Works	SR MGMT ANALYST I	1,019.55	102,918
847	Airports	SR MGMT ANALYST I	924.19	102,918
848	Airports	SR MGMT ANALYST I	2,513.68	102,918
849	Airports	SR MGMT ANALYST I	436.95	102,918
850	Fire	SR MGMT ANALYST I	6,817.83	102,918
851	Housing Community Investment	SR MGMT ANALYST I	2,645.49	102,918
852	Transportation	SR MGMT ANALYST I	291.3	102,918
853	Police	SR MGMT ANALYST I	26,707.80	102,918

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Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
854	Police	SR MGMT ANALYST I	29,655.84	102,918
855	City Planning and Development	SR MGMT ANALYST I	660.99	102,918
856	General Services	SR MGMT ANALYST I	197.16	102,918
857	Airports	SR MGMT ANALYST I	946.3	102,918
858	Airports	SR MGMT ANALYST I	436.96	102,918
859	Police	SR MGMT ANALYST I	18,052.41	102,918
860	City Planning and Development	SR MGMT ANALYST I	3,510.26	102,918
861	General Services	SR MGMT ANALYST I	1,699.25	102,918
862	Pension	SR MGMT ANALYST I	1,784.21	102,918
863	Harbor	SR MGMT ANALYST I	271.1	102,918
864	Airports	SR MGMT ANALYST I	10,190.43	102,918
865	Building and Safety	SR MGMT ANALYST I	850.25	102,918
866	Airports	SR MGMT ANALYST I	1,039.90	102,918
867	Public Works - Sanitation	SR MGMT ANALYST I	862.58	102,918
868	Housing Community Investment	SR MGMT ANALYST I	3,398.01	102,918
869	Harbor	SR MGMT ANALYST I	2,621.70	102,918
870	Transportation	SR MGMT ANALYST I	1,755.58	102,918
871	Airports	EMERGENCY MGT COORD I	3,469.58	102,813
872	Emergency Management	EMERGENCY MGT COORD I	1,988.75	102,813
873	Airports	EMERGENCY MGT COORD I	6,227.90	102,813
874	Emergency Management	EMERGENCY MGT COORD I	221.58	102,813
875	Emergency Management	EMERGENCY MGT COORD I	2,983.37	102,813
876	Airports	EMERGENCY MGT COORD I	960.18	102,813
877	Emergency Management	EMERGENCY MGT COORD I	3,581.91	102,813
878	Emergency Management	EMERGENCY MGT COORD I	1,994.22	102,813
879	Airports	EMERGENCY MGT COORD I	22,142.59	102,813
880	Police	POLICE SERVICE REP III	493.66	102,694
881	Police	POLICE SERVICE REP III	811.52	102,694
882	Police	POLICE SERVICE REP III	627.08	102,694
883	Police	POLICE SERVICE REP III	590.2	102,694
884	Police	POLICE SERVICE REP III	405.76	102,694
885	Police	POLICE SERVICE REP III	1,807.47	102,694
886	Police	POLICE SERVICE REP III	617.33	102,694
887	Police	POLICE SERVICE REP III	211.57	102,694
888	Police	POLICE SERVICE REP III	1,438.60	102,694
889	Police	POLICE SERVICE REP III	564.18	102,694
890	Police	POLICE SERVICE REP III	2,323.90	102,694
891	Police	POLICE SERVICE REP III	564.18	102,694
892	Harbor	SR BUILD OPERATNG ENGR	147.5	102,661
893	General Services	SR BUILD OPERATNG ENGR	590.01	102,661
894	Harbor	GRAPHICS SUPERVISOR I	786.4	102,625
895	Airports	GRAPHICS SUPERVISOR I	653.4	102,625
896	Harbor	PORT ELECTRICAL MECHANIC	11,321.49	102,623

Appendix 2.B

Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
897	Harbor	PORT ELECTRICAL MECHANIC	8,779.31	102,623
898	Harbor	PORT ELECTRICAL MECHANIC	11,598.32	102,623
899	Harbor	PORT ELECTRICAL MECHANIC	1,088.10	102,623
900	Harbor	PORT ELECTRICAL MECHANIC	8,794.84	102,623
901	Harbor	PORT ELECTRICAL MECHANIC	1,443.23	102,623
902	Harbor	PORT ELECTRICAL MECHANIC	17,704.75	102,623
903	Harbor	PORT ELECTRICAL MECHANIC	12,087.78	102,623
904	Harbor	PORT ELECTRICAL MECHANIC	11,442.62	102,623
905	Recreation and Parks	PR GROUNDS MAINT SUPVII	6,410.51	102,458
906	Recreation and Parks	PR GROUNDS MAINT SUPVII	7,256.92	102,458
907	Recreation and Parks	PR REC SUPERVISOR II	4,553.14	102,458
908	Recreation and Parks	PR REC SUPERVISOR II	4,851.83	102,458
909	Pub Works - Contract Admin	SR CONSTR INSPECTOR	955.41	102,302
910	Pub Works - Contract Admin	SR CONSTR INSPECTOR	2,247.42	102,302
911	Public Works - Street Lighting	IMPROV ASSESSOR SUPV II	1,175.76	102,291
912	Airports	SR CONSTR ESTIMATOR	7,720.29	102,291
913	Airports	SR CONSTR ESTIMATOR	15,465.44	102,291
914	Airports	TELECOM PLANNER	3,105.60	102,249
915	Airports	TELECOM PLANNER	7,932.90	102,249
916	Airports	AIRPORTS MTCE SUPVR III	20,734.02	102,193
917	Airports	AIRPORTS MTCE SUPVR III	22,505.67	102,193
918	Airports	AIRPORTS MTCE SUPVR III	57,818.11	102,193
919	Library	SR LIBRARIAN	288.59	102,193
920	Public Works - Sanitation	W/WTR TRMT OPER II	18,861.54	102,160
921	Public Works - Sanitation	W/WTR TRMT OPER II	5,650.78	102,160
922	Public Works - Sanitation	W/WTR TRMT OPER II	8,161.72	102,160
923	Public Works - Sanitation	W/WTR TRMT OPER II	19,934.77	102,160
924	Harbor	HARBOR PLN/ECON ANAL II	361.05	102,041
925	Airports	ELEVATOR REPAIR SUPV II	4,988.68	101,950
926	Pub Works - Contract Admin	SR CONSTR INSPECTOR	8,594.30	101,780
927	Airports	CH OF OPERATIONS I	10,854.47	101,769
928	Transportation	TRAF MARK/SIGN SUPT III	28,008.03	101,748
929	Airports	INSTRUMENT MECH	27,575.42	101,548
930	Airports	INSTRUMENT MECH	19,856.70	101,548
931	Pub Works - Contract Admin	SR CONSTR INSPECTOR	15,308.12	101,530
932	Public Works - Engineering	SURVEY PARTY CHIEF II	1,532.80	101,519
933	Public Works - Engineering	SURVEY PARTY CHIEF II	1,751.95	101,519
934	Airports	SURVEY PARTY CHIEF II	28,573.19	101,519
935	Airports	SURVEY PARTY CHIEF II	24,903.73	101,519
936	Harbor	SURVEY PARTY CHIEF II	4,826.66	101,519
937	Harbor	SURVEY PARTY CHIEF II	17,548.71	101,519
938	Harbor	SURVEY PARTY CHIEF II	539.33	101,519
939	Public Works - Engineering	CIVIL ENGRG ASSOC III	4,663.68	101,435

Appendix 2.B

Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
940	Airports	SR MGMT ANALYST I	2,344.28	101,372
941	Emergency Management	EMERGENCY MGT COORD I	701.67	101,289
942	Airports	CONSTR INSPECTOR	6,619.61	101,258
943	Pub Works - Contract Admin	SR CONSTR INSPECTOR	1,904.41	101,258
944	Airports	AIRPORT SAFETY OFFICER II	40,085.34	101,077
945	Airports	AIRPORT SAFETY OFFICER II	6,796.06	101,077
946	Public Works - Sanitation	W/WTR TRMT OPER II	8,534.39	100,960
947	Police	SR POLICE SERV REP I	1,756.33	100,779
948	Police	SR POLICE SERV REP I	6,214.55	100,779
949	Police	SR POLICE SERV REP I	3,403.75	100,779
950	Police	SR POLICE SERV REP I	3,368.88	100,779
951	Police	SR POLICE SERV REP I	5,239.13	100,779
952	Police	SR POLICE SERV REP I	3,818.52	100,779
953	Police	SR POLICE SERV REP I	285.33	100,779
954	Police	SR POLICE SERV REP I	4,350.99	100,779
955	Police	SR POLICE SERV REP I	6,477.25	100,779
956	Police	SR POLICE SERV REP I	1,808.59	100,779
957	Police	SR POLICE SERV REP I	2,583.48	100,779
958	Police	SR POLICE SERV REP I	1,254.62	100,779
959	Police	SR POLICE SERV REP I	5,496.43	100,779
960	Police	SR POLICE SERV REP I	5,175.93	100,779
961	Police	SR POLICE SERV REP I	4,027.76	100,779
962	Police	SR POLICE SERV REP I	4,911.37	100,779
963	Police	SR POLICE SERV REP I	646.22	100,779
964	Police	SR POLICE SERV REP I	3,898.89	100,779
965	Pub Works - Contract Admin	CONSTR INSPECTOR	5,098.80	100,757
966	Pub Works - Contract Admin	CONSTR INSPECTOR	14,381.02	100,757
967	Building and Safety	SR ELECTRCL INSPECTOR	5,209.52	100,717
968	Airports	CONSTR INSPECTOR	27,959.75	100,717
969	Airports	CONSTR INSPECTOR	13,267.32	100,717
970	Building and Safety	SR BUILD INSPECTOR	522.07	100,717
971	Building and Safety	SR BUILD INSPECTOR	18,189.59	100,717
972	Building and Safety	SR BUILD INSPECTOR	1,157.66	100,717
973	Building and Safety	SR BUILD INSPECTOR	289.42	100,717
974	Building and Safety	SR BUILD INSPECTOR	578.83	100,717
975	Building and Safety	SR BUILD INSPECTOR	10,410.78	100,717
976	Building and Safety	SR BUILD INSPECTOR	4,775.40	100,717
977	Building and Safety	SR BUILD INSPECTOR	868.26	100,717
978	Building and Safety	SR BUILD INSPECTOR	289.42	100,717
979	Building and Safety	SR BUILD INSPECTOR	24,089.64	100,717
980	Building and Safety	SR BUILD INSPECTOR	10,129.61	100,717
981	Building and Safety	SR BUILD INSPECTOR	578.84	100,717
982	Building and Safety	SR BUILD INSPECTOR	144.71	100,717

Appendix 2.B

Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
983	Building and Safety	SR BUILD INSPECTOR	5,788.35	100,717
984	Building and Safety	SR BUILD INSPECTOR	289.42	100,717
985	Building and Safety	SR BUILD INSPECTOR	811.48	100,717
986	Building and Safety	SR BUILD MECH INSPECTR	1,953.57	100,717
987	Building and Safety	SR BUILD MECH INSPECTR	8,212.21	100,717
988	Building and Safety	SR BUILD MECH INSPECTR	325.6	100,717
989	Building and Safety	SR BUILD MECH INSPECTR	5,643.61	100,717
990	Building and Safety	SR BUILD MECH INSPECTR	217.06	100,717
991	Building and Safety	SR BUILD MECH INSPECTR	578.83	100,717
992	Building and Safety	SR BUILD MECH INSPECTR	578.83	100,717
993	Building and Safety	SR BUILD MECH INSPECTR	15,042.19	100,717
994	Building and Safety	SR BUILD MECH INSPECTR	6,222.46	100,717
995	Pub Works - Contract Admin	SR CONSTR INSPECTOR	2,382.62	100,717
996	Building and Safety	SR ELECTRCL INSPECTOR	21,923.31	100,717
997	Building and Safety	SR ELECTRCL INSPECTOR	2,894.18	100,717
998	Pub Works - Contract Admin	SR ELECTRCL INSPECTOR	34,833.29	100,717
999	Building and Safety	SR ELECTRCL INSPECTOR	1,157.67	100,717
1,000	Building and Safety	SR ELECTRCL INSPECTOR	21,952.25	100,717
1,001	Pub Works - Contract Admin	SR ELECTRCL INSPECTOR	1,356.64	100,717
1,002	Harbor	SR ELECTRCL INSPECTOR	1,447.10	100,717
1,003	Building and Safety	SR ELECTRCL INSPECTOR	83,716.21	100,717
1,004	Building and Safety	SR ELECTRCL INSPECTOR	4,196.59	100,717
1,005	Building and Safety	SR ELECTRCL INSPECTOR	56,346.78	100,717
1,006	Building and Safety	SR ELECTRCL INSPECTOR	9,746.12	100,717
1,007	Building and Safety	SR ELECTRCL INSPECTOR	5,860.70	100,717
1,008	Pub Works - Contract Admin	SR ELECTRCL INSPECTOR	5,545.94	100,717
1,009	Building and Safety	SR FIRE SPRINKLER INSP	8,537.78	100,717
1,010	Building and Safety	SR FIRE SPRINKLER INSP	253.24	100,717
1,011	Building and Safety	SR FIRE SPRINKLER INSP	4,015.67	100,717
1,012	Building and Safety	SR FIRE SPRINKLER INSP	31,791.65	100,717
1,013	Building and Safety	SR FIRE SPRINKLER INSP	4,727.14	100,717
1,014	Building and Safety	SR FIRE SPRINKLER INSP	7,633.38	100,717
1,015	Building and Safety	SR HEATING/REFRIG INSP	49,775.42	100,717
1,016	Building and Safety	SR HEATING/REFRIG INSP	29,375.81	100,717
1,017	Building and Safety	SR HEATING/REFRIG INSP	16,325.32	100,717
1,018	Building and Safety	SR HEATING/REFRIG INSP	56,291.57	100,717
1,019	Building and Safety	SR HEATING/REFRIG INSP	40,460.45	100,717
1,020	Building and Safety	SR PLUMBING INSPECTOR	1,447.10	100,717
1,021	Building and Safety	SR PLUMBING INSPECTOR	289.42	100,717
1,022	Building and Safety	SR PLUMBING INSPECTOR	14,932.56	100,717
1,023	Police	FORENSIC PRNT SPEC IV	8,541.27	100,662
1,024	Police	FORENSIC PRNT SPEC IV	1,384.75	100,662
1,025	Pub Works - Contract Admin	PR CONSTR INSPECTOR	103.02	100,642

Appendix 2.B

Ref	Department	Job Title	OT Amount Paid in 2013	Estimated Annualized Salary
1,026	Pub Works - Contract Admin	SR CONSTR INSPECTOR	9,346.18	100,486
1,027	Harbor	CIVIL ENGRG ASSOC III	1,984.98	100,454
1,028	Public Works - Street Services	CIVIL ENGRG ASSOC III	1,129.44	100,454
1,029	Harbor	CIVIL ENGRG ASSOC III	5,646.69	100,454
1,030	Harbor	CIVIL ENGRG ASSOC III	2,146.20	100,454
1,031	Public Works - Street Services	CIVIL ENGRG ASSOC III	552.12	100,454
1,032	Public Works - Engineering	CIVIL ENGRG ASSOC III	10,077.03	100,454
1,033	Public Works - Engineering	CIVIL ENGRG ASSOC III	1,073.16	100,454
1,034	Airports	ENVIRONMENTAL SPEC III	1,457.31	100,454
1,035	Harbor	ENVIRONMENTAL SPEC III	457.59	100,454
1,036	Airports	ENVIRONMENTAL SPEC III	599.94	100,454
1,037	Harbor	ENVIRONMENTAL SPEC III	523.44	100,454
1,038	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	1,277.85	100,454
1,039	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	889.2	100,454
1,040	Building and Safety	STRUCTRL ENGRG ASSC III	76,752.95	100,454
1,041	Building and Safety	STRUCTRL ENGRG ASSC III	59,012.89	100,454
1,042	Building and Safety	STRUCTRL ENGRG ASSC III	15,161.40	100,454
1,043	Public Works - Engineering	STRUCTRL ENGRG ASSC III	1,706.76	100,454
1,044	Public Works - Engineering	STRUCTRL ENGRG ASSC III	577.32	100,454
1,045	Building and Safety	STRUCTRL ENGRG ASSC III	10,685.47	100,454
1,046	Public Works - Street Services	TRANSP ENGRG ASSC III	577.32	100,454
1,047	General Services	MATL TST ENGRG ASSC II	3,968.92	100,450
1,048	Police	POLICE SERVICE REP III	1,911.91	100,430
1,049	Police	POLICE SERVICE REP III	288.59	100,430
1,050	Police	POLICE SERVICE REP III	1,082.21	100,430
1,051	Public Works - Sanitation	BUILD REPAIRER SUPVR	584.77	100,428
1,052	Airports	ARPT SUPT OF OPER III	17,562.07	100,412
1,053	Public Works - Street Services	TREE SURGEON SUPVSR II	1,370.17	100,383
1,054	Public Works - Street Services	TREE SURGEON SUPVSR II	6,726.79	100,383
1,055	Airports	ARPT SUPT OF OPER III	18,618.55	100,339
1,056	Harbor	FINANCIAL ANALYST II	3,327.18	100,308
1,057	Airports	INSTRUMENT MECH	3,028.50	100,243
1,058	Airports	INSTRUMENT MECH	26,220.07	100,243
1,059	Pub Works - Contract Admin	CONSTR INSPECTOR	5,376.83	100,235
1,060	Public Works - Sanitation	W/WTR TRMT ELEC SUPVR	2,260.09	100,041
1,061	Public Works - Sanitation	W/WTR TRMT ELEC SUPVR	1,678.42	100,041
1,062	City Administrative Officer	SR ADMIN ANALYST I	3,879.90	100,015
Total:			<u>9,745,425.82</u>	

Appendix 2.C

City of Los Angeles

Payroll Data Analytics

Employees Paid Overtime in 2014 With Greater Than \$100,000 Annual Salary

* Note: The Job Titles and Estimated Annualized Salary are based on the employee's job information as of December 2014, while the Overtime Amount Paid is the sum of any overtime paid in 2014. Some employees may have been paid overtime while holding a different Job Title with a different Estimated Annualized Salary (e.g., due to a mid-year promotion).

Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
1	Harbor	PORT PILOT II	10,222.50	227,676
2	Harbor	PORT PILOT II	8,232.52	227,676
3	Harbor	PORT PILOT II	42,089.44	227,676
4	Harbor	PORT PILOT II	38,300.30	227,676
5	Harbor	PORT PILOT II	4,034.48	227,676
6	Harbor	PORT PILOT II	46,369.26	227,676
7	Harbor	PORT PILOT II	25,488.10	227,676
8	Harbor	PORT PILOT II	39,608.78	227,676
9	Harbor	PORT PILOT II	31,894.20	227,676
10	Harbor	PORT PILOT II	28,377.66	227,676
11	Harbor	PORT PILOT II	57,246.00	227,676
12	Harbor	PORT PILOT II	3,680.10	227,676
13	Harbor	PORT PILOT II	23,525.38	227,676
14	City Administrative Officer	ASST CITY ADMIN OFFICER	61.11	218,513
15	City Administrative Officer	CH ADMIN ANALYST	3,011.61	163,783
16	City Administrative Officer	CH ADMIN ANALYST	343.53	163,783
17	City Administrative Officer	CH ADMIN ANALYST	3,057.42	163,783
18	City Administrative Officer	FINANCE SPECIALIST V	1,637.49	163,783
19	Information Technology Agency	INFO SYSTEM MGR II	8,016.12	149,856
20	City Administrative Officer	SR LABOR REL SPEC I	150.83	143,845
21	City Administrative Officer	FINANCE SPECIALIST IV	160.51	143,487
22	City Administrative Officer	FINANCE SPECIALIST IV	2,648.45	143,487
23	City Administrative Officer	FINANCE SPECIALIST III	57.19	136,346
24	City Administrative Officer	SR LABOR REL SPEC I	2,506.65	136,346
25	Public Works - Sanitation	SOLID RESOURCES MGR I	1,529.53	134,864
26	Public Works - Sanitation	SANITATION WSTWATER MGR III	1,135.81	134,446
27	Airports	AIRP MAINTENANCE SUPT	933.44	132,702
28	Airports	AIRP MAINTENANCE SUPT	7,530.05	132,702
29	Public Works - Street Services	ST SVCS SUPT II	16,658.08	131,750
30	Public Works - Street Services	ST SVCS SUPT II	189.30	131,750
31	Harbor	MECH REPAIR GEN SUPVR	10,561.57	130,876
32	Harbor	MECH REPAIR GEN SUPVR	38,989.62	130,876
33	City Administrative Officer	SR ADMIN ANALYST II	1,934.03	130,688
34	City Administrative Officer	SR ADMIN ANALYST II	2,469.18	130,688
35	City Administrative Officer	SR ADMIN ANALYST II	159.60	130,688
36	City Administrative Officer	SR ADMIN ANALYST II	328.60	130,688

Appendix 2.C

Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
37	City Administrative Officer	SR ADMIN ANALYST II	3,633.35	130,688
38	City Administrative Officer	SR ADMIN ANALYST II	1,905.87	130,688
39	City Administrative Officer	SR ADMIN ANALYST II	2,356.38	130,688
40	City Administrative Officer	SR ADMIN ANALYST II	9.39	130,688
41	Airports	CH OF OPERATIONS I	29,673.89	129,554
42	Airports	CH OF OPERATIONS I	21,594.54	129,554
43	Airports	CH OF OPERATIONS I	8,655.53	129,554
44	Airports	CH OF OPERATIONS I	4,002.03	129,554
45	Building and Safety	SYSTEMS PROGRAMMER III	6,086.29	129,519
46	Harbor	SYSTEMS PROGRAMMER III	7,726.14	129,519
47	Harbor	SYSTEMS PROGRAMMER III	2,565.42	129,519
48	Public Works - Sanitation	SYSTEMS PROGRAMMER III	3,612.48	129,519
49	Building and Safety	SYSTEMS PROGRAMMER III	15,890.04	129,519
50	Airports	SYSTEMS PROGRAMMER III	543.33	129,519
51	Airports	SYSTEMS PROGRAMMER III	23,335.70	129,519
52	Information Technology Agency	SYSTEMS PROGRAMMER III	860.27	129,519
53	Information Technology Agency	SYSTEMS PROGRAMMER III	1,131.94	129,519
54	Information Technology Agency	SYSTEMS PROGRAMMER III	1,147.03	129,519
55	Airports	SYSTEMS PROGRAMMER III	31,769.73	129,519
56	Airports	SYSTEMS PROGRAMMER III	7,535.43	129,519
57	Airports	SYSTEMS PROGRAMMER III	4,187.93	129,519
58	Harbor	SYSTEMS PROGRAMMER III	18,061.24	129,519
59	Harbor	SYSTEMS PROGRAMMER III	1,639.95	129,519
60	Airports	SYSTEMS PROGRAMMER III	4,525.61	129,519
61	Airports	SYSTEMS PROGRAMMER III	641.36	129,519
62	Airports	SYSTEMS PROGRAMMER III	2,396.69	129,519
63	Airports	SR CONSTR INSPECTOR	29,465.23	129,387
64	Personnel	ADV PR PRO COR CARE II	8,297.44	129,195
65	Harbor	PORT ELECTRICAL MECH SUPV	9,518.99	128,192
66	Harbor	PORT ELECTRICAL MECH SUPV	12,972.78	128,192
67	Harbor	PORT ELECTRICAL MECHANIC	43,914.09	127,844
68	Public Works - Sanitation	SOLID RESOURCES MGR I	16,273.19	127,744
69	Airports	CH BUILD OPERATNG ENGR	11,612.23	127,431
70	Public Works - Sanitation	SOLID RESOURCES MGR II	660.91	127,347
71	Recreation and Parks	SUPT OF R/P OPERATIONS	5,579.25	127,347
72	Recreation and Parks	SUPT OF R/P OPERATIONS	6,720.19	127,347
73	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	49,905.48	126,421
74	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	6,539.03	126,421
75	Personnel	ADV PR PRO COR CARE II	7,442.92	126,072
76	Airports	SYSTEMS PROGRAMMER III	633.90	126,053
77	Airports	AIRP MAINTENANCE SUPT	9,079.98	125,783
78	Airports	AIRP MAINTENANCE SUPT	55,863.37	125,783
79	Airports	AIRP MAINTENANCE SUPT	6,234.98	125,783

Appendix 2.C

Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
80	Airports	AIRP MAINTENANCE SUPT	1,807.23	125,783
81	Airports	AIRP MAINTENANCE SUPT	61,224.56	125,783
82	Public Works - Sanitation	INSTRUMENT MECH SUPV II	6,976.63	125,309
83	Public Works - Sanitation	SOLID RESOURCE SUPT	1,529.53	125,241
84	Public Works - Sanitation	SOLID RESOURCE SUPT	629.80	125,241
85	Public Works - Sanitation	SOLID RESOURCE SUPT	9,357.09	125,241
86	Public Works - Sanitation	SOLID WSTE DISP SUPT II	899.72	125,241
87	Public Works - Sanitation	DATA BASE ARCHITECT	2,444.04	124,779
88	Building and Safety	DATA BASE ARCHITECT	3,729.96	124,779
89	Building and Safety	DATA BASE ARCHITECT	12,307.92	124,779
90	Airports	DATA BASE ARCHITECT	1,063.76	124,779
91	Airports	DATA BASE ARCHITECT	1,242.96	124,779
92	Harbor	DATA BASE ARCHITECT	507.96	124,779
93	Information Technology Agency	DATA BASE ARCHITECT	5,122.46	124,779
94	Airports	SR CONSTR INSPECTOR	14,264.74	123,037
95	Airports	CH OF OPERATIONS I	29,962.47	122,800
96	Airports	CH OF OPERATIONS I	13,524.77	122,800
97	Airports	CH OF OPERATIONS I	21,613.51	122,800
98	Airports	CH OF OPERATIONS I	21,931.65	122,800
99	Harbor	PORT ELECTRICAL MECHANIC	25,749.59	122,208
100	Harbor	PORT ELECTRICAL MECHANIC	34,700.74	122,208
101	Harbor	PORT ELECTRICAL MECHANIC	4,448.16	122,208
102	Harbor	PORT ELECTRICAL MECHANIC	22,293.75	122,208
103	City Administrative Officer	PR PROJECT COORDINATOR	284.75	122,190
104	Building and Safety	ENVIRN AFFRS OFC	1,325.04	122,002
105	Building and Safety	BUILD ELECTRCL ENGR I	17,877.66	121,939
106	Public Works - Street Lighting	ST LTG ENGINEER	15,388.56	121,710
107	Harbor	CIVIL ENGINEER	737.40	121,619
108	Airports	SR COMMUN ENGINEER	7,329.90	121,605
109	Public Works - Sanitation	CH ENV COMP INSPECT II	14,229.03	121,167
110	Airports	INSTRUMENT MECH SUPV	15,850.17	121,082
111	General Services	BUILD MAINT DIST SUPVR	1,635.76	120,901
112	General Services	BUILD MAINT DIST SUPVR	7,165.48	120,901
113	Airports	CONSTR & MAINT SUPV II	59,228.89	120,901
114	General Services	CONSTR & MAINT SUPV II	347.42	120,901
115	General Services	CONSTR & MAINT SUPV II	347.42	120,901
116	Airports	CONSTR & MAINT SUPV II	15,836.11	120,901
117	Recreation and Parks	CONSTR & MAINT SUPV II	173.71	120,901
118	Public Works - Sanitation	CONSTR & MAINT SUPV II	347.42	120,901
119	Airports	AIRP PUB/COMM REL DIR I	1,518.26	120,766
120	Public Works - Sanitation	PUB INFO DIRECTOR I	694.06	120,766
121	City Attorney	CITY ATTY ADMIN CRD IV	5,399.27	120,749
122	Airports	INTERNAL AUDITOR IV	514.66	120,749

Appendix 2.C

Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
123	Airports	CONSTR & MAINT SUPV I	18,485.73	120,516
124	Airports	CONSTR & MAINT SUPV I	11,298.40	120,516
125	Airports	CONSTR & MAINT SUPV I	1,818.13	120,516
126	Housing and Community Investment	REHAB CONSTR SPEC III	259.34	120,334
127	Housing and Community Investment	REHAB PROJECT COORD II	495.08	120,311
128	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	21,004.74	119,830
129	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	49,449.08	119,830
130	Public Works - Sanitation	SHIFT SUPT W/W TRMT I	23,842.64	119,830
131	Personnel	ADV PR PRO COR CARE II	2,961.19	119,825
132	Personnel	ADV PR PRO COR CARE II	10,503.84	119,825
133	Personnel	ADV PR PRO COR CARE II	5,120.16	119,825
134	Airports	CH OF OPERATIONS I	31,790.78	119,680
135	Airports	CH OF OPERATIONS I	11,386.86	119,680
136	Police	CRIMINALIST II	19,343.86	119,568
137	Police	CRIMINALIST II	26,945.69	119,568
138	Airports	SR CONSTR INSPECTOR	45,474.37	119,550
139	Airports	SR CONSTR INSPECTOR	3,434.63	119,550
140	Airports	SYSTEMS PROGRAMMER II	3,596.91	119,538
141	Airports	SYSTEMS PROGRAMMER II	1,708.33	119,538
142	Airports	SYSTEMS PROGRAMMER II	2,481.68	119,538
143	Airports	SYSTEMS PROGRAMMER II	7,869.39	119,538
144	Airports	SYSTEMS PROGRAMMER II	2,915.23	119,538
145	Airports	SYSTEMS PROGRAMMER II	4,403.47	119,538
146	Information Technology Agency	SYSTEMS PROGRAMMER II	1,880.55	119,538
147	Harbor	SYSTEMS PROGRAMMER II	10,478.38	119,538
148	Airports	SYSTEMS PROGRAMMER II	1,158.20	119,538
149	Airports	SYSTEMS PROGRAMMER II	710.43	119,538
150	Information Technology Agency	SYSTEMS PROGRAMMER II	1,253.70	119,538
151	Information Technology Agency	SYSTEMS PROGRAMMER II	3,102.92	119,538
152	Public Works - Sanitation	SYSTEMS PROGRAMMER II	225.94	119,538
153	Information Technology Agency	SYSTEMS PROGRAMMER II	668.64	119,538
154	Building and Safety	SYSTEMS PROGRAMMER II	4,885.58	119,538
155	Information Technology Agency	SYSTEMS PROGRAMMER II	1,114.40	119,538
156	Airports	SYSTEMS PROGRAMMER II	16,730.03	119,538
157	Information Technology Agency	SYSTEMS PROGRAMMER II	543.27	119,538
158	Harbor	SYSTEMS PROGRAMMER II	13,724.12	119,538
159	Airports	SYSTEMS PROGRAMMER II	854.19	119,538
160	Airports	SYSTEMS PROGRAMMER II	5,304.46	119,538
161	Airports	AIRP MAINTENANCE SUPT	13,702.53	119,393
162	Airports	AIRP MAINTENANCE SUPT	918.23	119,393
163	Public Works - Street Services	ST SVCS SUPT I	2,417.96	119,342
164	Public Works - Street Services	ST SVCS SUPT I	4,543.91	119,342
165	Public Works - Street Services	ST SVCS SUPT I	60,046.67	119,342

Appendix 2.C

Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
166	Public Works - Street Services	ST TREE SUPT I	342.94	119,342
167	Public Works - Street Services	ST TREE SUPT I	685.88	119,342
168	Public Works - Sanitation	SOLID RESOURCE SUPT	3,416.05	118,878
169	Airports	PR CONSTR INSPECTOR	15,824.09	118,452
170	Public Works - Street Lighting	ST LTG ENGINEER	11,572.58	118,449
171	Fire	FIRE PROT ENGR ASSC IV	19,401.09	118,449
172	Police	SR FORENSIC PRINT SPEC	7,076.31	118,359
173	General Services	GEN AUTOMOTIVE SUPVR	2,114.89	118,325
174	Airports	SR CONSTR INSPECTOR	11,536.60	118,088
175	General Services	SR AUTOMOTIVE SUPVR	4,037.52	117,774
176	Transportation	SUPVSG TRANS PLANNR I	5,343.10	117,534
177	City Administrative Officer	SR ADMIN ANALYST II	87.75	117,241
178	City Administrative Officer	SR ADMIN ANALYST II	1,632.63	117,241
179	City Administrative Officer	SR ADMIN ANALYST II	2,129.86	117,241
180	City Administrative Officer	SR ADMIN ANALYST II	701.98	117,241
181	Recreation and Parks	PR GROUNDS MAINT SUPVII	3,827.75	117,104
182	Recreation and Parks	PR GROUNDS MAINT SUPVII	2,019.03	117,104
183	Recreation and Parks	PR GROUNDS MAINT SUPVII	2,692.03	117,104
184	Harbor	PORT ELECTRICAL MECHANIC	32,619.61	116,571
185	Harbor	PORT ELECTRICAL MECHANIC	27,112.82	116,571
186	Harbor	PORT ELECTRICAL MECHANIC	32,699.50	116,571
187	Harbor	PORT ELECTRICAL MECHANIC	28,502.53	116,571
188	Harbor	PORT ELECTRICAL MECHANIC	21,278.84	116,571
189	Harbor	SYSTEMS PROGRAMMER II	544.01	116,343
190	Airports	COMMUN ENGINEER	20,588.15	116,288
191	Public Works - Sanitation	W/WTR TRMT MECH SUPVR	626.44	116,268
192	Public Works - Sanitation	W/WTR TRMT MECH SUPVR	459.39	116,268
193	Public Works - Sanitation	W/WTR TRMT MECH SUPVR	167.05	116,268
194	Public Works - Sanitation	W/WTR TRMT MECH SUPVR	1,336.42	116,268
195	Airports	AIRP MAINTENANCE SUPT	12,521.30	116,197
196	Controller	FINANCIAL MGMT SPEC II	237.34	116,019
197	Police	CRIMINALIST III	1,405.51	115,905
198	Police	CRIMINALIST III	14,432.59	115,905
199	Police	CRIMINALIST III	6,577.96	115,905
200	Police	CRIMINALIST III	5,553.79	115,905
201	Police	CRIMINALIST III	3,763.59	115,905
202	Police	CRIMINALIST III	832.66	115,905
203	Police	CRIMINALIST III	27,485.78	115,905
204	Police	CRIMINALIST III	1,457.14	115,905
205	Recreation and Parks	PR PROJECT COORDINATOR	512.43	115,738
206	Public Works - Sanitation	SOLID WSTE DISP SUPT II	2,394.28	115,696
207	Fire	SPECIAL INVESTIGATOR II	888.03	115,466
208	Harbor	ARCHITECT	609.48	115,278

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
209	City Planning	ARCHITECT	745.34	115,278
210	Harbor	ARCHITECTURAL ASSOC IV	3,312.60	115,278
211	Airports	ARCHITECTURAL ASSOC IV	19,306.20	115,278
212	Public Works - Engineering	CIVIL ENGINEER	993.78	115,278
213	Public Works - Engineering	CIVIL ENGINEER	1,325.04	115,278
214	Public Works - Street Services	CIVIL ENGINEER	331.26	115,278
215	Public Works - Engineering	CIVIL ENGINEER	1,656.30	115,278
216	Public Works - Engineering	CIVIL ENGINEER	331.26	115,278
217	Harbor	CIVIL ENGINEER	662.52	115,278
218	Public Works - Engineering	CIVIL ENGINEER	4,726.82	115,278
219	Public Works - Engineering	CIVIL ENGINEER	2,401.64	115,278
220	Harbor	CIVIL ENGINEER	6,022.24	115,278
221	Public Works - Engineering	CIVIL ENGINEER	2,650.08	115,278
222	Public Works - Engineering	CIVIL ENGINEER	8,198.69	115,278
223	Public Works - Street Services	CIVIL ENGINEER	6,128.31	115,278
224	Harbor	CIVIL ENGRG ASSOC IV	19,875.60	115,278
225	Public Works - Sanitation	CIVIL ENGRG ASSOC IV	41,904.46	115,278
226	Harbor	CIVIL ENGRG ASSOC IV	16,563.00	115,278
227	Public Works - Engineering	CIVIL ENGRG ASSOC IV	662.52	115,278
228	Harbor	CIVIL ENGRG ASSOC IV	31,359.32	115,278
229	Airports	CIVIL ENGRG ASSOC IV	1,490.68	115,278
230	Public Works - Engineering	CIVIL ENGRG ASSOC IV	289.85	115,278
231	Public Works - Engineering	CIVIL ENGRG ASSOC IV	662.52	115,278
232	Public Works - Engineering	CIVIL ENGRG ASSOC IV	745.34	115,278
233	Airports	CIVIL ENGRG ASSOC IV	6,973.60	115,278
234	Airports	COMMUN ENGINEER	1,407.86	115,278
235	Harbor	COMMUN ENGINEER	745.34	115,278
236	Information Technology Agency	COMMUN ENGINEER	3,312.61	115,278
237	Airports	COMMUN ENGINEER	2,360.24	115,278
238	Airports	COMMUN ENGINEER	8,612.77	115,278
239	Airports	COMMUN ENGINEER	7,408.88	115,278
240	Airports	COMMUN ENGRG ASSOC IV	3,966.36	115,278
241	Airports	COMMUN ENGRG ASSOC IV	8,267.16	115,278
242	Airports	COMMUN ENGRG ASSOC IV	11,996.39	115,278
243	Information Technology Agency	COMMUN ENGRG ASSOC IV	993.78	115,278
244	Airports	COMMUN ENGRG ASSOC IV	6,728.47	115,278
245	Public Works - Sanitation	CONTROL SYS ENGINEER	1,311.53	115,278
246	Harbor	ELECTRCL ENGRG ASSC IV	8,944.04	115,278
247	Harbor	ELECTRCL ENGRG ASSC IV	7,678.54	115,278
248	Recreation and Parks	ELECTRCL ENGRG ASSC IV	2,028.97	115,278
249	Fire	ENGRG GEOLGST ASSOC IV	5,755.65	115,278
250	Public Works - Sanitation	ENVIRONMENTAL SUPVR II	662.52	115,278
251	Public Works - Sanitation	ENVIRONMENTAL SUPVR II	4,306.41	115,278

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
252	Airports	ENVIRONMENTAL SUPVR II	703.93	115,278
253	Airports	ENVIRONMENTAL SUPVR II	3,354.01	115,278
254	Airports	ENVIRONMENTAL SUPVR II	496.89	115,278
255	Building and Safety	ENVIRONMENTAL SUPVR II	1,366.45	115,278
256	Airports	ENVIRONMENTAL SUPVR II	745.34	115,278
257	Public Works - Sanitation	ENVRMNTL ENGINEER	1,035.19	115,278
258	Public Works - Sanitation	ENVRMNTL ENGINEER	241.29	115,278
259	Public Works - Sanitation	ENVRMNTL ENGINEER	457.11	115,278
260	Public Works - Sanitation	ENVRMNTL ENGINEER	304.74	115,278
261	Public Works - Sanitation	ENVRMNTL ENGINEER	4,554.83	115,278
262	Public Works - Sanitation	ENVRMNTL ENGINEER	331.26	115,278
263	Public Works - Sanitation	ENVRMNTL ENGINEER	860.54	115,278
264	Public Works - Sanitation	ENVRMNTL ENGINEER	10,987.07	115,278
265	Public Works - Sanitation	ENVRMNTL ENGINEER	828.15	115,278
266	Public Works - Sanitation	ENVRMNTL ENGRG ASSC IV	4,223.58	115,278
267	Public Works - Sanitation	ENVRMNTL ENGRG ASSC IV	40,082.51	115,278
268	Public Works - Sanitation	ENVRMNTL ENGRG ASSC IV	22,028.85	115,278
269	Fire	FIRE PROT ENGR ASSC IV	70,806.83	115,278
270	Fire	FIRE PROT ENGR ASSC IV	42,401.28	115,278
271	Public Works - Sanitation	LANDSCAPE ARCH ASSC III	5,217.33	115,278
272	Recreation and Parks	LANDSCAPE ARCH I	2,045.55	115,278
273	Harbor	MARINE ENVRNMTL SUPVR	857.94	115,278
274	Harbor	MARINE ENVRNMTL SUPVR	341.78	115,278
275	General Services	MATL TST ENGRG ASSC IV	37,656.39	115,278
276	Building and Safety	MECH ENGRG ASSC IV	49,771.87	115,278
277	Airports	MECH ENGRG ASSC IV	8,966.80	115,278
278	Harbor	MECH ENGRG ASSC IV	20,538.12	115,278
279	Harbor	PR CONSTR INSPECTOR	6,951.85	115,278
280	Public Works - Contract Administratio	PR CONSTR INSPECTOR	662.52	115,278
281	Airports	PR CONSTR INSPECTOR	17,381.59	115,278
282	Public Works - Contract Administratio	PR CONSTR INSPECTOR	644.76	115,278
283	Public Works - Contract Administratio	PR CONSTR INSPECTOR	483.57	115,278
284	Airports	PR CONSTR INSPECTOR	32,314.06	115,278
285	Airports	PR CONSTR INSPECTOR	15,145.91	115,278
286	Airports	PR CONSTR INSPECTOR	24,746.53	115,278
287	Housing and Community Investment I	PR INSPECTOR	594.48	115,278
288	Building and Safety	PR INSPECTOR	1,531.31	115,278
289	Building and Safety	PR INSPECTOR	644.76	115,278
290	Building and Safety	PR INSPECTOR	4,464.09	115,278
291	Building and Safety	PR INSPECTOR	12,891.64	115,278
292	Housing and Community Investment I	PR INSPECTOR	378.30	115,278
293	Building and Safety	PR INSPECTOR	1,187.50	115,278
294	Building and Safety	PR INSPECTOR	14,824.72	115,278

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
295	Building and Safety	PR INSPECTOR	564.17	115,278
296	Building and Safety	PR INSPECTOR	10,029.65	115,278
297	Building and Safety	PR INSPECTOR	32,460.44	115,278
298	Building and Safety	PR INSPECTOR	649.20	115,278
299	Fire	RISK MGT/PREV PROG SPEC	10,973.00	115,278
300	Building and Safety	STRUCTRL ENGRG ASSC IV	745.34	115,278
301	Building and Safety	STRUCTRL ENGRG ASSC IV	23,105.42	115,278
302	Building and Safety	STRUCTRL ENGRG ASSC IV	75,527.35	115,278
303	Building and Safety	STRUCTRL ENGRG ASSC IV	81,531.43	115,278
304	Building and Safety	STRUCTRL ENGRG ASSC IV	33,705.77	115,278
305	Building and Safety	STRUCTRL ENGRG ASSC IV	86,790.16	115,278
306	Building and Safety	STRUCTRL ENGRG ASSC IV	23,312.46	115,278
307	Harbor	STRUCTRL ENGRG ASSC IV	5,300.16	115,278
308	Transportation	TRANSP ENGINEER	2,525.86	115,278
309	Transportation	TRANSP ENGINEER	2,898.53	115,278
310	Transportation	TRANSP ENGINEER	1,490.67	115,278
311	Transportation	TRANSP ENGINEER	1,159.41	115,278
312	Transportation	TRANSP ENGINEER	4,140.75	115,278
313	Transportation	TRANSP ENGINEER	22,774.18	115,278
314	Transportation	TRANSP ENGINEER	2,318.83	115,278
315	Transportation	TRANSP ENGINEER	35,879.36	115,278
316	Transportation	TRANSP ENGINEER	1,532.08	115,278
317	Transportation	TRANSP ENGINEER	952.37	115,278
318	Transportation	TRANSP ENGINEER	165.63	115,278
319	Transportation	TRANSP ENGINEER	1,821.94	115,278
320	Transportation	TRANSP ENGINEER	14,119.98	115,278
321	Transportation	TRANSP ENGINEER	23,436.65	115,278
322	Transportation	TRANSP ENGINEER	5,714.27	115,278
323	Transportation	TRANSP ENGINEER	7,232.51	115,278
324	Transportation	TRANSP ENGINEER	2,004.12	115,278
325	Transportation	TRANSP ENGINEER	29,316.55	115,278
326	Transportation	TRANSP ENGINEER	2,318.83	115,278
327	Transportation	TRANSP ENGINEER	2,567.28	115,278
328	Transportation	TRANSP ENGINEER	11,925.38	115,278
329	Transportation	TRANSP ENGINEER	3,146.97	115,278
330	Transportation	TRANSP ENGINEER	3,395.43	115,278
331	Transportation	TRANSP ENGRG ASSC IV	2,567.28	115,278
332	Transportation	TRANSP ENGRG ASSC IV	662.52	115,278
333	Transportation	TRANSP ENGRG ASSC IV	1,656.30	115,278
334	Airports	ENVIRONMENTAL SUPVR II	165.63	115,278
335	Transportation	TRANSP ENGINEER	1,573.49	115,278
336	Public Works - Sanitation	ENVRMNTL ENGINEER	952.37	115,278
337	Airports	RISK MANAGER I	82.78	115,228

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
338	Airports	RISK MANAGER I	9,436.79	115,228
339	Public Works - Sanitation	INSTRUMENT MECH SUPV I	4,368.68	115,175
340	Public Works - Sanitation	INSTRUMENT MECH SUPV I	4,426.63	115,175
341	Public Works - Sanitation	INSTRUMENT MECH SUPV I	21,264.33	115,175
342	General Services	PARKING MANAGER II	27.56	115,070
343	Public Works - Street Lighting	ST LTG ELECTRCN SUPVIII	1,942.67	115,070
344	Police	DATA BASE ARCHITECT	53.61	115,007
345	Airports	ARPT SUPT OF OPER III	7,423.29	114,900
346	Airports	ARPT SUPT OF OPER III	24,684.22	114,900
347	Airports	ARPT SUPT OF OPER III	21,936.14	114,900
348	Airports	ARPT SUPT OF OPER III	1,256.18	114,900
349	Airports	ARPT SUPT OF OPER III	29,129.93	114,900
350	Airports	ARPT SUPT OF OPER III	16,381.28	114,900
351	Airports	ARPT SUPT OF OPER III	19,248.40	114,900
352	Airports	ARPT SUPT OF OPER III	46,483.66	114,900
353	Airports	ARPT SUPT OF OPER III	1,339.06	114,900
354	Airports	ARPT SUPT OF OPER III	22,984.50	114,900
355	Airports	ARPT SUPT OF OPER III	17,475.62	114,900
356	Airports	ARPT SUPT OF OPER III	16,885.11	114,900
357	Airports	ARPT SUPT OF OPER III	1,905.68	114,900
358	Police	SR POLICE SERV REP II	5,693.58	114,791
359	Police	SR POLICE SERV REP II	4,460.05	114,791
360	Airports	SR CONSTR INSPECTOR	29,402.88	114,708
361	Public Works - Sanitation	W/WTR TRMT OPER III	15,160.62	114,693
362	Public Works - Sanitation	SR W/W TREATMENT OPER	8,180.52	114,637
363	Public Works - Sanitation	SR W/W TREATMENT OPER	25,076.98	114,637
364	Public Works - Sanitation	SR W/W TREATMENT OPER	9,251.01	114,637
365	Public Works - Sanitation	SR W/W TREATMENT OPER	2,429.46	114,637
366	Public Works - Sanitation	SR W/W TREATMENT OPER	20,753.33	114,637
367	Public Works - Sanitation	SR W/W TREATMENT OPER	15,592.49	114,637
368	Fire	SR FIRE STATISTICAL ANALYST	3,711.75	114,443
369	Airports	SR MGMT ANALYST II	2,695.20	114,381
370	Harbor	CONSTR & MAINT SUPV I	82.06	114,233
371	Public Works - Sanitation	SR W/W TREATMENT OPER	3,316.37	113,985
372	Public Works - Sanitation	SR W/W TREATMENT OPER	11,651.52	113,985
373	Public Works - Sanitation	SR W/W TREATMENT OPER	3,057.70	113,985
374	Public Works - Sanitation	SR W/W TREATMENT OPER	4,913.15	113,985
375	Airports	SR AIRPORT SAFETY OFCR	39,075.77	113,754
376	Airports	SR AIRPORT SAFETY OFCR	17,248.36	113,754
377	Airports	SR AIRPORT SAFETY OFCR	16,425.71	113,754
378	Airports	SR AIRPORT SAFETY OFCR	40,315.20	113,754
379	Airports	SR AIRPORT SAFETY OFCR	65,122.59	113,754
380	Airports	SR AIRPORT SAFETY OFCR	55,280.80	113,754

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
381	Harbor	PORT ELECTRICAL MECHANIC	33,254.67	113,753
382	Harbor	PORT ELECTRICAL MECHANIC	32,153.16	113,753
383	Harbor	PORT ELECTRICAL MECHANIC	449.46	113,753
384	Harbor	PORT ELECTRICAL MECHANIC	709.15	113,753
385	Harbor	PORT ELECTRICAL MECHANIC	4,698.85	113,753
386	Harbor	PORT ELECTRICAL MECHANIC	1,068.11	113,753
387	Harbor	PORT ELECTRICAL MECHANIC	34,511.92	113,753
388	Harbor	PORT ELECTRICAL MECHANIC	43,467.00	113,753
389	Harbor	PORT ELECTRICAL MECHANIC	6,387.71	113,753
390	Harbor	PORT ELECTRICAL MECHANIC	22,903.71	113,753
391	Recreation and Parks	PROGRAMMER/ANALYST V	857.27	113,650
392	Harbor	PROGRAMMER/ANALYST V	1,020.57	113,650
393	City Clerk	PROGRAMMER/ANALYST V	898.10	113,650
394	Housing and Community Investment	PROGRAMMER/ANALYST V	1,959.48	113,650
395	Airports	PROGRAMMER/ANALYST V	898.10	113,650
396	Airports	PROGRAMMER/ANALYST V	8,742.37	113,650
397	Police	PROGRAMMER/ANALYST V	2,449.36	113,650
398	Airports	PROGRAMMER/ANALYST V	1,733.15	113,650
399	Information Technology Agency	PROGRAMMER/ANALYST V	1,592.08	113,650
400	Information Technology Agency	PROGRAMMER/ANALYST V	734.81	113,650
401	Harbor	PROGRAMMER/ANALYST V	10,450.58	113,650
402	Police	PROGRAMMER/ANALYST V	1,673.72	113,650
403	City Clerk	PROGRAMMER/ANALYST V	2,122.77	113,650
404	Harbor	PROGRAMMER/ANALYST V	653.16	113,650
405	Information Technology Agency	PROGRAMMER/ANALYST V	1,877.84	113,650
406	Police	CRIMINALIST II	19,589.45	113,493
407	Police	CRIMINALIST II	11,822.15	113,493
408	Public Works - Street Services	ST SVCS SUPT I	11,165.61	113,278
409	Police	FIREARMS EXAMINER	7,394.09	112,397
410	Police	FIREARMS EXAMINER	5,427.21	112,397
411	Office of Finance	FISCAL SYSTEMS SPEC I	2,278.94	112,188
412	General Services	FISCAL SYSTEMS SPEC I	6,470.89	112,188
413	Controller	FISCAL SYSTEMS SPEC I	1,843.22	112,188
414	Controller	FISCAL SYSTEMS SPEC I	627.48	112,188
415	Harbor	PR CONSTR INSPECTOR	407.12	112,188
416	Building and Safety	PR INSPECTOR	2,454.31	112,188
417	Police	SR FORENSIC PRINT SPEC	843.42	112,188
418	Police	SR FORENSIC PRINT SPEC	4,091.71	112,188
419	Police	SR FORENSIC PRINT SPEC	2,742.73	112,188
420	Police	SR FORENSIC PRINT SPEC	2,363.16	112,188
421	Public Works - Sanitation	W/WTR TRMT OPER III	28,369.31	112,188
422	Public Works - Sanitation	W/WTR TRMT OPER III	13,283.13	112,188
423	Public Works - Sanitation	W/WTR TRMT OPER III	10,477.30	112,188

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
424	Public Works - Sanitation	W/WTR TRMT OPER III	1,557.62	112,188
425	Airports	SR CONSTR INSPECTOR	8,212.43	111,908
426	Harbor	CIVIL ENGRG ASSOC III	4,259.89	111,882
427	Airports	ARPT SUPT OF OPER III	20,901.84	111,838
428	Airports	ARPT SUPT OF OPER III	1,606.88	111,838
429	Airports	SR BUILD OPERATNG ENGR	23,075.24	111,789
430	Airports	SR BUILD OPERATNG ENGR	29,754.20	111,789
431	Airports	SR BUILD OPERATNG ENGR	32,168.00	111,789
432	Police	SR POLICE SERV REP II	3,210.50	111,725
433	Public Works - Contract Administratio	SR CONSTR INSPECTOR	14,028.71	111,716
434	Public Works - Contract Administratio	SR CONSTR INSPECTOR	40,402.06	111,716
435	Cultural Affairs	COMMNTY ARTS DIRECTOR	2,004.60	111,562
436	Police	SR MGMT ANALYST I	38,214.08	111,552
437	Office of Finance	PR TAX COMPLIANCE OFCR	467.91	111,541
438	Airports	CONSTR INSPECTOR	17,956.85	111,440
439	City Planning	CITY PLANNER	2,819.79	111,353
440	City Planning	CITY PLANNER	426.64	111,353
441	City Planning	CITY PLANNER	959.34	111,353
442	City Planning	CITY PLANNER	3,946.46	111,353
443	City Planning	CITY PLANNER	1,976.20	111,353
444	City Planning	CITY PLANNER	1,475.83	111,353
445	City Planning	CITY PLANNER	4,339.46	111,353
446	City Planning	CITY PLANNER	8,550.65	111,353
447	City Planning	CITY PLANNER	131.90	111,353
448	City Planning	CITY PLANNER	4,465.18	111,353
449	City Planning	CITY PLANNER	1,467.15	111,353
450	City Planning	CITY PLANNER	4,733.09	111,353
451	City Planning	CITY PLANNER	706.62	111,353
452	City Planning	CITY PLANNER	5,568.51	111,353
453	City Planning	CITY PLANNER	951.36	111,353
454	City Planning	CITY PLANNER	519.00	111,353
455	City Planning	CITY PLANNER	6,435.57	111,353
456	City Planning	CITY PLANNER	6,217.94	111,353
457	City Planning	CITY PLANNER	337.35	111,353
458	Airports	SR SYSTEMS ANALYST II	20,070.79	111,332
459	Controller	INTERNAL AUDITOR IV	1,005.52	111,311
460	General Services	HELICOPTER MECH SUPV II	5,433.54	111,227
461	Harbor	SR CONSTR INSPECTOR	7,505.37	111,194
462	Harbor	SR CONSTR INSPECTOR	4,254.29	111,194
463	Public Works - Contract Administratio	SR CONSTR INSPECTOR	7,380.98	111,194
464	Public Works - Contract Administratio	SR CONSTR INSPECTOR	20,233.81	111,194
465	Harbor	PR GROUNDS MAINT SUPVII	15,456.01	111,154
466	Housing and Community Investment I	SYSTEMS PROGRAMMER I	2,635.59	111,144

Appendix 2.C

Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
467	Public Works - Sanitation	SYSTEMS PROGRAMMER I	343.33	111,144
468	Recreation and Parks	SYSTEMS PROGRAMMER I	892.85	111,144
469	City Administrative Officer	SR ADMIN ANALYST II	2,055.10	111,040
470	City Administrative Officer	SR ADMIN ANALYST II	209.04	111,040
471	Recreation and Parks	MARINE AQUARIUM ADMNSTR	638.04	111,019
472	Public Works - Sanitation	W/WTR TRMT OPER III	6,452.26	110,883
473	Public Works - Sanitation	W/WTR TRMT OPER III	4,301.49	110,883
474	Public Works - Sanitation	W/WTR TRMT OPER III	7,328.48	110,883
475	Public Works - Sanitation	W/WTR TRMT OPER III	119.49	110,883
476	Public Works - Sanitation	W/WTR TRMT OPER III	29,984.80	110,883
477	Public Works - Sanitation	W/WTR TRMT OPER III	8,284.36	110,883
478	Public Works - Sanitation	W/WTR TRMT OPER III	12,784.99	110,883
479	Public Works - Sanitation	W/WTR TRMT OPER III	10,885.49	110,883
480	Public Works - Sanitation	W/WTR TRMT OPER III	20,817.09	110,883
481	Public Works - Sanitation	W/WTR TRMT OPER III	6,592.97	110,883
482	Police	CRIMINALIST II	39.68	110,455
483	Police	CRIMINALIST II	8,166.57	110,455
484	Police	CRIMINALIST II	14,619.56	110,455
485	Police	CRIMINALIST II	10,471.08	110,455
486	Police	CRIMINALIST II	6,625.73	110,455
487	Police	CRIMINALIST II	23,098.83	110,455
488	Police	CRIMINALIST II	793.51	110,455
489	Police	CRIMINALIST II	11,688.27	110,455
490	Police	CRIMINALIST II	6,668.05	110,455
491	Police	CRIMINALIST II	2,682.05	110,455
492	Police	CRIMINALIST II	737.96	110,455
493	Police	CRIMINALIST II	7,093.94	110,455
494	Police	CRIMINALIST II	12,747.12	110,455
495	Police	CRIMINALIST II	9,287.15	110,455
496	Police	CRIMINALIST II	285.67	110,455
497	Police	CRIMINALIST II	13,888.98	110,455
498	Police	CRIMINALIST II	9,458.60	110,455
499	Police	CRIMINALIST II	7,460.37	110,455
500	Police	CRIMINALIST II	1,098.32	110,455
501	Police	CRIMINALIST II	450.99	110,455
502	Police	CRIMINALIST II	9,855.82	110,455
503	Police	CRIMINALIST II	22,264.58	110,455
504	Police	CRIMINALIST II	238.05	110,455
505	Police	CRIMINALIST II	5,435.51	110,455
506	Police	CRIMINALIST II	10,894.76	110,455
507	Police	CRIMINALIST II	8,945.39	110,455
508	Police	CRIMINALIST II	2,086.91	110,455
509	Police	CRIMINALIST II	12,434.18	110,455

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
510	Police	CRIMINALIST II	15,497.10	110,455
511	Police	CRIMINALIST II	674.48	110,455
512	Police	CRIMINALIST II	412.62	110,455
513	Police	CRIMINALIST II	507.84	110,455
514	Police	CRIMINALIST II	174.57	110,455
515	Police	CRIMINALIST II	16,830.20	110,455
516	Police	CRIMINALIST II	30,319.69	110,455
517	Police	CRIMINALIST II	8,577.79	110,455
518	Police	CRIMINALIST II	9,934.62	110,455
519	Police	CRIMINALIST II	7,395.42	110,455
520	Police	CRIMINALIST II	10,263.73	110,455
521	Police	CRIMINALIST II	6,943.13	110,455
522	Police	CRIMINALIST II	1,698.09	110,455
523	Airports	INDUSTRIAL HYGIENIST	4,284.90	110,455
524	Building and Safety	INDUSTRIAL HYGIENIST	4,126.20	110,455
525	Building and Safety	SYSTEMS PROGRAMMER II	12,327.10	110,205
526	Airports	SURVEY PARTY CHIEF II	32,328.56	110,189
527	Airports	SURVEY PARTY CHIEF II	28,987.82	110,189
528	Harbor	SURVEY PARTY CHIEF II	440.46	110,189
529	Harbor	SR CONSTR INSPECTOR	316.52	110,150
530	City Administrative Officer	FINANCE SPECIALIST II	13,089.16	110,142
531	Airports	SR PERSONNEL ANALYST I	1,154.93	110,142
532	Harbor	SR PERSONNEL ANALYST I	77.00	110,142
533	Personnel	SR PERSONNEL ANALYST I	2,284.89	110,142
534	Harbor	SR PERSONNEL ANALYST I	577.46	110,142
535	Airports	SR PERSONNEL ANALYST I	1,701.59	110,142
536	Airports	SR PERSONNEL ANALYST I	10,248.13	110,142
537	Airports	SR PERSONNEL ANALYST I	230.99	110,142
538	Airports	SR PERSONNEL ANALYST I	1,578.40	110,142
539	City Administrative Officer	FINANCE SPECIALIST III	5,039.85	109,745
540	Transportation	PR PROJECT COORDINATOR	630.00	109,620
541	Public Works - Sanitation	SOLID RESOURCE SUPT	14,823.30	109,578
542	Public Works - Sanitation	SOLID RESOURCE SUPT	22,060.36	109,578
543	Public Works - Sanitation	SOLID RESOURCE SUPT	7,052.91	109,578
544	Public Works - Sanitation	SOLID RESOURCE SUPT	4,896.82	109,578
545	Public Works - Sanitation	MACHINIST SUPVR II	5,072.65	109,475
546	Police	SR POLICE SERV REP II	143.21	109,371
547	Police	SR POLICE SERV REP II	1,492.85	109,371
548	Police	SR POLICE SERV REP II	3,512.07	109,371
549	Police	SR POLICE SERV REP I	108.87	109,318
550	Police	SR POLICE SERV REP I	2,814.17	109,318
551	Police	SR POLICE SERV REP I	1,867.23	109,318
552	Police	SR POLICE SERV REP I	1,482.20	109,318

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
553	Police	SR POLICE SERV REP I	1,705.71	109,318
554	Police	SR POLICE SERV REP I	190.11	109,318
555	Police	GEN AUTOMOTIVE SUPVR	11,639.46	109,307
556	Public Works - Contract Administratio	SR CONSTR INSPECTOR	12,034.18	109,273
557	Airports	PARKING MANAGER II	458.19	109,223
558	Harbor	CIVIL ENGRG ASSOC IV	5,961.06	109,182
559	Airports	COMMUN ENGRG ASSOC IV	2,094.22	109,182
560	Airports	ENVIRONMENTAL SUPVR II	798.49	109,182
561	Public Works - Sanitation	ENVRMNTL ENGINEER	1,417.93	109,182
562	Police	FORENSIC PRNT SPEC IV	11,635.17	109,129
563	Public Works - Sanitation	PLUMBER SUPERVISOR	897.88	108,975
564	Airports	PLUMBER SUPERVISOR	46,559.61	108,975
565	Airports	PLUMBER SUPERVISOR	2,002.91	108,975
566	Building and Safety	STRUCTRL ENGRG ASSC III	13,816.42	108,966
567	Public Works - Sanitation	W/WTR TRMT OPER III	11,491.22	108,913
568	Public Works - Sanitation	W/WTR TRMT OPER III	26,626.54	108,913
569	Public Works - Sanitation	W/WTR TRMT OPER III	6,914.85	108,913
570	Airports	ARPT SUPT OF OPER III	3,296.67	108,910
571	Airports	ARPT SUPT OF OPER III	22,884.97	108,910
572	Airports	ARPT SUPT OF OPER III	19,741.29	108,910
573	Airports	ARPT SUPT OF OPER III	19,669.47	108,910
574	Airports	ARPT SUPT OF OPER III	26,120.30	108,910
575	Airports	ARPT SUPT OF OPER III	35,624.23	108,910
576	Airports	ARPT SUPT OF OPER III	2,075.60	108,910
577	Airports	ARPT SUPT OF OPER III	19,275.06	108,910
578	Airports	ARPT SUPT OF OPER III	880.47	108,910
579	Airports	ARPT SUPT OF OPER III	15,831.46	108,910
580	Airports	ARPT SUPT OF OPER III	17,463.58	108,910
581	Airports	ARPT SUPT OF OPER III	35,746.61	108,910
582	Airports	ARPT SUPT OF OPER III	6,558.21	108,910
583	Airports	ARPT SUPT OF OPER III	1,854.29	108,910
584	Airports	ARPT SUPT OF OPER III	10,071.41	108,910
585	Airports	ARPT SUPT OF OPER III	27,664.46	108,910
586	Airports	SR CONSTR INSPECTOR	7,391.64	108,880
587	Harbor	SR REAL ESTATE OFFICER	1,149.32	108,785
588	Airports	CONSTR INSPECTOR	4,375.05	108,751
589	Harbor	SR CONSTR INSPECTOR	1,328.13	108,751
590	Public Works - Contract Administratio	SR CONSTR INSPECTOR	8,859.46	108,751
591	Public Works - Street Services	TREE SURGEON SUPVSR II	327.66	108,513
592	Public Works - Sanitation	REF COLL SUPERVISOR	13,016.65	108,498
593	Public Works - Sanitation	REF COLL SUPERVISOR	6,788.92	108,498
594	Airports	CONSTR INSPECTOR	20,214.35	108,475
595	Airports	ELEVATOR REPAIR SUPV I	24,017.88	108,426

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
596	Airports	ELEVATOR REPAIR SUPV I	17,259.15	108,426
597	City Planning	CITY PLANNER	3,239.02	108,367
598	City Planning	CITY PLANNER	5,013.34	108,367
599	City Planning	CITY PLANNER	221.22	108,367
600	City Planning	CITY PLANNER	2,431.41	108,367
601	City Planning	CITY PLANNER	8,450.25	108,367
602	Harbor	SR MGMT ANALYST II	2,239.20	108,325
603	Airports	SR MGMT ANALYST II	8,285.94	108,325
604	Building and Safety	SR SAFETY ENG ELEVATORS	16,808.65	108,322
605	Building and Safety	SR SAFETY ENG ELEVATORS	8,559.96	108,322
606	Building and Safety	SR SAFETY ENG ELEVATORS	20,621.69	108,322
607	Building and Safety	SR SAFETY ENG ELEVATORS	44,317.20	108,322
608	General Services	SR BUILD OPERATNG ENGR	7,891.32	108,307
609	Public Works - Sanitation	W/WTR TRMT OPER III	1,855.23	108,260
610	Airports	CONSTR INSPECTOR	38,681.04	108,229
611	Public Works - Contract Administratio	SR CONSTR INSPECTOR	3,024.51	108,229
612	Public Works - Contract Administratio	SR CONSTR INSPECTOR	13,079.94	108,224
613	Police	POLICE SERVICE REP III	1,360.17	108,191
614	Police	POLICE SERVICE REP III	2,059.68	108,191
615	Police	POLICE SERVICE REP III	4,391.39	108,191
616	Police	POLICE SERVICE REP III	1,204.72	108,191
617	Police	POLICE SERVICE REP III	1,632.19	108,191
618	Police	POLICE SERVICE REP III	777.24	108,191
619	Police	POLICE SERVICE REP III	594.37	108,191
620	Recreation and Parks	PR GROUNDS MAINT SUPVII	13,353.34	108,179
621	Recreation and Parks	PR GROUNDS MAINT SUPVII	11,870.69	108,179
622	Recreation and Parks	PR REC SUPERVISOR II	3,885.75	108,179
623	Recreation and Parks	PR REC SUPERVISOR II	4,041.18	108,179
624	Public Works - Sanitation	SYSTEMS PROGRAMMER I	1,321.16	108,179
625	Harbor	MACHINIST SUPERVISOR	2,397.65	108,129
626	Harbor	PORT ELECTRICAL MECHANIC	18,468.30	108,116
627	Harbor	PORT ELECTRICAL MECHANIC	20,378.72	108,116
628	Harbor	PORT ELECTRICAL MECHANIC	23,518.24	108,116
629	Harbor	PORT ELECTRICAL MECHANIC	5,489.02	108,116
630	General Services	HELICOPTER MECH SUPV I	154.96	107,854
631	General Services	HELICOPTER MECH SUPV I	1,975.78	107,854
632	Harbor	SR CONSTR INSPECTOR	12,070.63	107,707
633	Public Works - Contract Administratio	SR CONSTR INSPECTOR	2,870.64	107,707
634	Airports	AIRPORTS MTCE SUPVR III	20,653.84	107,664
635	Airports	AIRPORTS MTCE SUPVR III	37,132.16	107,664
636	Airports	AIRPORTS MTCE SUPVR III	29,390.92	107,664
637	Airports	AIRPORTS MTCE SUPVR III	66,661.23	107,664
638	Airports	AIRPORTS MTCE SUPVR III	5,252.11	107,664

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
639	Airports	AIRPORTS MTCE SUPVR III	1,319.62	107,664
640	Public Works - Sanitation	BUILD REPAIRER SUPVR	1,314.86	107,664
641	Airports	PROGRAMMER/ANALYST V	5,842.25	107,657
642	Public Works - Sanitation	W/WTR TRMT OPER III	13,158.37	107,608
643	Public Works - Sanitation	W/WTR TRMT OPER III	13,142.43	107,608
644	Public Works - Sanitation	W/WTR TRMT OPER III	19,017.97	107,608
645	Public Works - Sanitation	W/WTR TRMT OPER III	115.96	107,608
646	Public Works - Sanitation	W/WTR TRMT OPER III	5,180.05	107,608
647	Public Works - Sanitation	W/WTR TRMT OPER III	8,892.22	107,608
648	Public Works - Sanitation	W/WTR TRMT OPER III	19,247.45	107,608
649	Airports	CH OF OPERATIONS I	6,637.48	107,448
650	Building and Safety	SR BUILD MECH INSPECTR	11,704.71	107,426
651	Public Works - Street Services	ST SVCS SUPVR II	771.56	107,401
652	Fire	EQUIPMNT SUPERINTENDENT	13,312.64	107,386
653	Airports	AIRPORT SAFETY OFFICER II	36,165.16	107,247
654	Public Works - Engineering	SURVEY PARTY CHIEF II	1,445.44	107,177
655	Public Works - Engineering	SURVEY PARTY CHIEF II	410.64	107,177
656	Public Works - Engineering	SURVEY PARTY CHIEF II	2,754.84	107,177
657	Airports	AIRPORT SAFETY OFFICER II	32,218.73	107,122
658	General Services	PR ACCOUNTANT II	4,587.93	107,114
659	Recreation and Parks	PR ACCOUNTANT II	1,282.50	107,114
660	Airports	PR ACCOUNTANT II	381.97	107,114
661	Controller	PR ACCOUNTANT II	7,040.13	107,114
662	Recreation and Parks	PR ACCOUNTANT II	620.85	107,114
663	Airports	PR ACCOUNTANT II	6,092.30	107,114
664	Controller	PR ACCOUNTANT II	748.95	107,114
665	Airports	AIRPORT SAFETY OFFICER II	17,681.68	107,108
666	Information Technology Agency	SR COMMUN ELECTRCN SUPV	921.16	106,854
667	Public Works - Sanitation	W/WTR TRMT OPER II	14,125.65	106,441
668	Public Works - Sanitation	W/WTR TRMT OPER II	1,956.65	106,441
669	Public Works - Sanitation	W/WTR TRMT OPER III	23,931.87	106,407
670	Public Works - Sanitation	W/WTR TRMT OPER III	14,482.45	106,407
671	Public Works - Contract Administratio	PR CONSTR INSPECTOR	4,941.62	106,258
672	Airports	CONSTR INSPECTOR	15,170.85	106,246
673	Public Works - Contract Administratio	SR CONSTR INSPECTOR	14,066.86	106,246
674	Police	POL SURVLLNCE SPEC II	10,924.69	106,097
675	Harbor	ARCHITECTURAL ASSOC III	4,799.66	106,050
676	Harbor	CIVIL ENGRG ASSOC III	2,774.43	106,050
677	Public Works - Engineering	CIVIL ENGRG ASSOC III	17,065.44	106,050
678	Public Works - Engineering	CIVIL ENGRG ASSOC III	578.34	106,050
679	Airports	CIVIL ENGRG ASSOC III	685.67	106,050
680	Public Works - Street Services	CIVIL ENGRG ASSOC III	4,266.36	106,050
681	Public Works - Engineering	CIVIL ENGRG ASSOC III	1,523.70	106,050

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
682	Airports	CIVIL ENGRG ASSOC III	1,980.82	106,050
683	Public Works - Engineering	CIVIL ENGRG ASSOC III	1,744.20	106,050
684	Public Works - Engineering	CIVIL ENGRG ASSOC III	2,732.38	106,050
685	Public Works - Engineering	CIVIL ENGRG ASSOC III	457.11	106,050
686	Public Works - Engineering	CIVIL ENGRG ASSOC III	1,545.39	106,050
687	Public Works - Engineering	CIVIL ENGRG ASSOC III	16,807.11	106,050
688	Public Works - Engineering	CIVIL ENGRG ASSOC III	304.74	106,050
689	Airports	CIVIL ENGRG ASSOC III	7,999.45	106,050
690	Public Works - Street Services	CIVIL ENGRG ASSOC III	609.48	106,050
691	Public Works - Sanitation	CIVIL ENGRG ASSOC III	615.60	106,050
692	Airports	CIVIL ENGRG ASSOC III	228.56	106,050
693	Harbor	CIVIL ENGRG ASSOC III	3,428.33	106,050
694	Harbor	CIVIL ENGRG ASSOC III	914.22	106,050
695	Harbor	CIVIL ENGRG ASSOC III	577.32	106,050
696	Harbor	CIVIL ENGRG ASSOC III	5,485.33	106,050
697	Airports	CIVIL ENGRG ASSOC III	14,018.04	106,050
698	Public Works - Engineering	CIVIL ENGRG ASSOC III	10,665.90	106,050
699	Information Technology Agency	COMMUN ENGRG ASSOC III	1,218.96	106,050
700	Information Technology Agency	COMMUN ENGRG ASSOC III	2,742.67	106,050
701	Harbor	COMMUN ENGRG ASSOC III	4,113.99	106,050
702	Information Technology Agency	COMMUN ENGRG ASSOC III	8,456.54	106,050
703	Information Technology Agency	COMMUN ENGRG ASSOC III	380.93	106,050
704	Public Works - Sanitation	CONTRL SYS ENG ASSC III	3,453.72	106,050
705	Building and Safety	ELECTRCL ENGRG ASSC II1	52,720.09	106,050
706	Building and Safety	ELECTRCL ENGRG ASSC II1	64,909.69	106,050
707	Building and Safety	ELECTRCL ENGRG ASSC II1	53,024.80	106,050
708	Public Works - Sanitation	ENVIRONMENTAL SPEC III	1,599.88	106,050
709	Airports	ENVIRONMENTAL SPEC III	5,028.31	106,050
710	Harbor	ENVIRONMENTAL SPEC III	1,904.63	106,050
711	Airports	ENVIRONMENTAL SPEC III	2,279.44	106,050
712	Harbor	ENVIRONMENTAL SPEC III	2,437.93	106,050
713	Airports	ENVIRONMENTAL SPEC III	2,488.72	106,050
714	Harbor	ENVIRONMENTAL SPEC III	1,904.63	106,050
715	Harbor	ENVIRONMENTAL SPEC III	549.28	106,050
716	Harbor	ENVIRONMENTAL SPEC III	609.48	106,050
717	Airports	ENVIRONMENTAL SPEC III	1,573.98	106,050
718	Airports	ENVIRONMENTAL SPEC III	974.23	106,050
719	Airports	ENVIRONMENTAL SPEC III	2,933.15	106,050
720	Airports	ENVIRONMENTAL SPEC III	152.37	106,050
721	Building and Safety	ENVIRONMENTAL SUPVR I	5,713.88	106,050
722	Public Works - Engineering	ENVIRONMENTAL SUPVR I	380.93	106,050
723	Public Works - Engineering	ENVRMNTL ENGRG ASSC III	7,737.53	106,050
724	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	304.74	106,050

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
725	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	685.67	106,050
726	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	609.48	106,050
727	Recreation and Parks	LANDSCAPE ARCH ASSC III	2,514.12	106,050
728	Recreation and Parks	LANDSCAPE ARCH ASSC III	228.56	106,050
729	General Services	MATL TST ENGRG ASSC III	34,169.02	106,050
730	General Services	MATL TST ENGRG ASSC III	7,542.33	106,050
731	General Services	MATL TST ENGRG ASSC III	25,026.83	106,050
732	Public Works - Street Lighting	ST LTG ENGRG ASSC III	609.48	106,050
733	Public Works - Street Lighting	ST LTG ENGRG ASSC III	4,875.84	106,050
734	Public Works - Street Lighting	ST LTG ENGRG ASSC III	5,332.96	106,050
735	Public Works - Street Lighting	ST LTG ENGRG ASSC III	609.48	106,050
736	Public Works - Street Lighting	ST LTG ENGRG ASSC III	4,977.72	106,050
737	Building and Safety	STRUCTRL ENGRG ASSC III	12,951.49	106,050
738	Building and Safety	STRUCTRL ENGRG ASSC III	16,913.13	106,050
739	Building and Safety	STRUCTRL ENGRG ASSC III	67,588.69	106,050
740	Building and Safety	STRUCTRL ENGRG ASSC III	62,789.91	106,050
741	Building and Safety	STRUCTRL ENGRG ASSC III	58,967.22	106,050
742	Building and Safety	STRUCTRL ENGRG ASSC III	2,575.91	106,050
743	Building and Safety	STRUCTRL ENGRG ASSC III	55,703.12	106,050
744	Public Works - Engineering	STRUCTRL ENGRG ASSC III	402.15	106,050
745	Building and Safety	STRUCTRL ENGRG ASSC III	419.02	106,050
746	Building and Safety	STRUCTRL ENGRG ASSC III	13,484.78	106,050
747	Building and Safety	STRUCTRL ENGRG ASSC III	1,599.91	106,050
748	Building and Safety	STRUCTRL ENGRG ASSC III	13,059.95	106,050
749	Building and Safety	STRUCTRL ENGRG ASSC III	69,603.96	106,050
750	Building and Safety	STRUCTRL ENGRG ASSC III	66,264.57	106,050
751	Building and Safety	STRUCTRL ENGRG ASSC III	27,736.20	106,050
752	Building and Safety	STRUCTRL ENGRG ASSC III	21,501.27	106,050
753	Public Works - Engineering	STRUCTRL ENGRG ASSC III	2,748.59	106,050
754	Public Works - Engineering	STRUCTRL ENGRG ASSC III	5,324.52	106,050
755	Building and Safety	STRUCTRL ENGRG ASSC III	41,901.79	106,050
756	Building and Safety	STRUCTRL ENGRG ASSC III	14,586.41	106,050
757	Building and Safety	STRUCTRL ENGRG ASSC III	2,219.46	106,050
758	Building and Safety	STRUCTRL ENGRG ASSC III	3,402.67	106,050
759	Building and Safety	STRUCTRL ENGRG ASSC III	36,492.67	106,050
760	Building and Safety	STRUCTRL ENGRG ASSC III	30,588.30	106,050
761	Building and Safety	STRUCTRL ENGRG ASSC III	64,681.12	106,050
762	Public Works - Street Lighting	STRUCTRL ENGRG ASSC III	723.76	106,050
763	Public Works - Sanitation	STRUCTRL ENGRG ASSC III	43,273.12	106,050
764	Building and Safety	STRUCTRL ENGRG ASSC III	60,300.49	106,050
765	City Planning	STRUCTRL ENGRG ASSC III	10,196.63	106,050
766	Building and Safety	STRUCTRL ENGRG ASSC III	77,175.42	106,050
767	Building and Safety	STRUCTRL ENGRG ASSC III	5,028.21	106,050

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
768	Building and Safety	STRUCTRL ENGRG ASSC III	57,748.29	106,050
769	Building and Safety	STRUCTRL ENGRG ASSC III	37,639.73	106,050
770	Airports	STRUCTRL ENGRG ASSC III	12,570.58	106,050
771	Building and Safety	STRUCTRL ENGRG ASSC III	74,128.08	106,050
772	Building and Safety	STRUCTRL ENGRG ASSC III	24,981.27	106,050
773	Public Works - Street Lighting	STRUCTRL ENGRG ASSC III	2,285.55	106,050
774	Airports	STRUCTRL ENGRG ASSC III	4,114.00	106,050
775	Transportation	TRANSP ENGRG ASSC III	5,104.40	106,050
776	Transportation	TRANSP ENGRG ASSC III	5,485.34	106,050
777	Transportation	TRANSP ENGRG ASSC III	6,818.58	106,050
778	Transportation	TRANSP ENGRG ASSC III	5,485.34	106,050
779	Transportation	TRANSP ENGRG ASSC III	26,360.01	106,050
780	Transportation	TRANSP ENGRG ASSC III	21,103.27	106,050
781	Transportation	TRANSP ENGRG ASSC III	7,717.58	106,050
782	Transportation	TRANSP ENGRG ASSC III	9,651.60	106,050
783	Transportation	TRANSP ENGRG ASSC III	3,047.41	106,050
784	Transportation	TRANSP ENGRG ASSC III	4,342.55	106,050
785	Transportation	TRANSP ENGRG ASSC III	1,980.81	106,050
786	Transportation	TRANSP ENGRG ASSC III	13,675.22	106,050
787	Transportation	TRANSP ENGRG ASSC III	10,362.28	106,050
788	Transportation	TRANSP ENGRG ASSC III	4,037.81	106,050
789	Transportation	TRANSP ENGRG ASSC III	1,218.96	106,050
790	Transportation	TRANSP ENGRG ASSC III	13,774.24	106,050
791	Transportation	TRANSP ENGRG ASSC III	14,551.34	106,050
792	Transportation	TRANSP ENGRG ASSC III	23,769.78	106,050
793	Transportation	TRANSP ENGRG ASSC III	17,636.83	106,050
794	Transportation	TRANSP ENGRG ASSC III	1,295.15	106,050
795	Transportation	TRANSP ENGRG ASSC III	761.85	106,050
796	Transportation	TRANSP ENGRG ASSC III	6,285.27	106,050
797	Transportation	TRANSP ENGRG ASSC III	22,093.65	106,050
798	Transportation	TRANSP ENGRG ASSC III	5,866.26	106,050
799	Transportation	TRANSP ENGRG ASSC III	1,523.70	106,050
800	Transportation	TRANSP ENGRG ASSC III	2,018.90	106,050
801	Transportation	TRANSP ENGRG ASSC III	2,247.46	106,050
802	Transportation	TRANSP ENGRG ASSC III	29,407.43	106,050
803	Transportation	TRANSP ENGRG ASSC III	10,399.29	106,050
804	Transportation	TRANSP ENGRG ASSC III	7,389.95	106,050
805	Transportation	TRANSP ENGRG ASSC III	2,285.56	106,050
806	Transportation	TRANSP ENGRG ASSC III	23,693.55	106,050
807	Transportation	TRANSP ENGRG ASSC III	7,351.86	106,050
808	Transportation	TRANSP ENGRG ASSC III	28,104.67	106,050
809	Transportation	TRANSP ENGRG ASSC III	304.74	106,050
810	Public Works - Street Services	TRANSP ENGRG ASSC III	5,365.11	106,050

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
811	Transportation	TRANSP ENGRG ASSC III	1,371.33	106,050
812	Airports	ARPT SUPT OF OPER III	18,812.51	106,008
813	Airports	SR BUILD OPERATNG ENGR	13,166.88	105,961
814	Airports	SR BUILD OPERATNG ENGR	22,994.07	105,961
815	Airports	SR BUILD OPERATNG ENGR	29,660.79	105,961
816	Airports	SR BUILD OPERATNG ENGR	23,669.46	105,961
817	General Services	SUPPLY SVCS MANAGER I	569.61	105,945
818	Public Works - Sanitation	SR SYSTEMS ANALYST I	114.12	105,903
819	Fire	SR SYSTEMS ANALYST I	5,737.17	105,903
820	Police	SR SYSTEMS ANALYST I	1,702.92	105,903
821	Fire	SR SYSTEMS ANALYST I	444.06	105,903
822	Public Works - Engineering	SR SYSTEMS ANALYST I	888.12	105,903
823	Fire	SR SYSTEMS ANALYST I	4,847.89	105,903
824	Airports	SR SYSTEMS ANALYST I	5,644.22	105,903
825	Police	SR SYSTEMS ANALYST I	1,581.13	105,903
826	Harbor	SR SYSTEMS ANALYST I	2,504.09	105,903
827	Public Works - Engineering	SR SYSTEMS ANALYST I	296.10	105,903
828	Fire	SR SYSTEMS ANALYST I	1,554.45	105,903
829	Airports	SR SYSTEMS ANALYST I	6,970.41	105,903
830	Police	SR SYSTEMS ANALYST I	148.08	105,903
831	Police	SR SYSTEMS ANALYST I	740.40	105,903
832	Harbor	SR SYSTEMS ANALYST I	756.72	105,903
833	Building and Safety	SR SYSTEMS ANALYST I	43,613.20	105,903
834	Police	SR SYSTEMS ANALYST I	1,234.00	105,903
835	Airports	SR SYSTEMS ANALYST I	18,628.37	105,903
836	Public Works - Street Services	SR SYSTEMS ANALYST I	5,530.79	105,903
837	Fire	SR SYSTEMS ANALYST I	1,110.15	105,903
838	Public Works - Sanitation	INTERMED W/W TRMT OPER	4,255.86	105,824
839	Police	POLICE SERVICE REP III	438.93	105,806
840	Police	POLICE SERVICE REP III	2,263.17	105,806
841	Police	POLICE SERVICE REP III	1,330.18	105,806
842	Public Works - Sanitation	W/WTR TRMT OPER II	13,603.54	105,788
843	Airports	INSTRUMENT MECH	31,567.20	105,756
844	Airports	INSTRUMENT MECH	46,450.52	105,756
845	Airports	INSTRUMENT MECH	31,327.62	105,756
846	Public Works - Street Services	TREE SURGEON SUPVSR II	14,625.02	105,756
847	Public Works - Street Services	TREE SURGEON SUPVSR II	4,748.40	105,756
848	Controller	INTERNAL AUDITOR III	185.32	105,736
849	Controller	INTERNAL AUDITOR III	15.44	105,736
850	City Employees Retirement System	INTERNAL AUDITOR III	475.45	105,736
851	Airports	INTERNAL AUDITOR III	147.87	105,736
852	City Clerk	LEGISLATIVE ASST I	1,944.50	105,736
853	City Clerk	LEGISLATIVE ASST I	1,902.55	105,736

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
854	City Clerk	LEGISLATIVE ASST I	73.94	105,736
855	Police	POLICE PERFORM AUD III	105.03	105,736
856	Airports	PROCUREMENT SUPERVISOR	341.82	105,736
857	General Services	PROCUREMENT SUPERVISOR	848.73	105,736
858	Fire	SR MGMT ANALYST I	1,284.24	105,736
859	Police	SR MGMT ANALYST I	4,864.14	105,736
860	Airports	SR MGMT ANALYST I	665.42	105,736
861	Public Works - Contract Administratio	SR MGMT ANALYST I	8,366.64	105,736
862	Recreation and Parks	SR MGMT ANALYST I	3,913.64	105,736
863	Fire	SR MGMT ANALYST I	3,738.26	105,736
864	Fire	SR MGMT ANALYST I	1,688.18	105,736
865	Public Works - Sanitation	SR MGMT ANALYST I	3,716.64	105,736
866	Police	SR MGMT ANALYST I	4,775.16	105,736
867	Airports	SR MGMT ANALYST I	7,270.65	105,736
868	General Services	SR MGMT ANALYST I	39,788.35	105,736
869	Recreation and Parks	SR MGMT ANALYST I	119.37	105,736
870	Transportation	SR MGMT ANALYST I	10,646.65	105,736
871	Pension	SR MGMT ANALYST I	492.91	105,736
872	Police	SR MGMT ANALYST I	2,181.08	105,736
873	Fire	SR MGMT ANALYST I	958.96	105,736
874	Harbor	SR MGMT ANALYST I	1,055.34	105,736
875	Police	SR MGMT ANALYST I	28,520.04	105,736
876	Police	SR MGMT ANALYST I	19,700.42	105,736
877	City Planning	SR MGMT ANALYST I	3,768.83	105,736
878	Airports	SR MGMT ANALYST I	184.84	105,736
879	Airports	SR MGMT ANALYST I	591.48	105,736
880	City Employees Retirement System	SR MGMT ANALYST I	774.80	105,736
881	Police	SR MGMT ANALYST I	19,577.70	105,736
882	Police	SR MGMT ANALYST I	283.42	105,736
883	General Services	SR MGMT ANALYST I	1,781.52	105,736
884	City Planning	SR MGMT ANALYST I	5,265.91	105,736
885	Building and Safety	SR MGMT ANALYST I	1,747.08	105,736
886	Airports	SR MGMT ANALYST I	2,210.35	105,736
887	Transportation	SR MGMT ANALYST I	3,008.55	105,736
888	Airports	CONSTR INSPECTOR	12,174.80	105,724
889	Emergency Management	EMERGENCY MGT COORD I	812.46	105,632
890	Emergency Management	EMERGENCY MGT COORD I	812.46	105,632
891	Airports	EMERGENCY MGT COORD I	2,365.55	105,632
892	Emergency Management	EMERGENCY MGT COORD I	1,343.66	105,632
893	Emergency Management	EMERGENCY MGT COORD I	1,741.31	105,632
894	Emergency Management	EMERGENCY MGT COORD I	5,375.16	105,632
895	Airports	EMERGENCY MGT COORD I	25,991.44	105,632
896	Emergency Management	EMERGENCY MGT COORD I	5,566.89	105,632

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
897	City Administrative Officer	SR ADMIN ANALYST I	8,662.64	105,590
898	City Administrative Officer	SR ADMIN ANALYST I	5,294.68	105,590
899	Harbor	GRAPHICS SUPERVISOR I	924.13	105,444
900	Information Technology Agency	PROGRAMMER/ANALYST IV	75.75	105,444
901	Airports	PROGRAMMER/ANALYST IV	5,984.25	105,444
902	Airports	PROGRAMMER/ANALYST IV	606.00	105,444
903	Airports	PROGRAMMER/ANALYST IV	606.00	105,444
904	Information Technology Agency	PROGRAMMER/ANALYST IV	1,961.40	105,444
905	Information Technology Agency	PROGRAMMER/ANALYST IV	2,007.38	105,444
906	Fire	PROGRAMMER/ANALYST IV	19,240.50	105,444
907	Building and Safety	PROGRAMMER/ANALYST IV	6,287.25	105,444
908	Police	PROGRAMMER/ANALYST IV	1,515.00	105,444
909	Police	PROGRAMMER/ANALYST IV	643.88	105,444
910	Fire	PROGRAMMER/ANALYST IV	3,432.45	105,444
911	City Clerk	PROGRAMMER/ANALYST IV	757.50	105,444
912	Building and Safety	SR SAFETY ENG ELEVATORS	47,017.75	105,423
913	Building and Safety	SR SAFETY ENG ELEVATORS	21,316.86	105,423
914	Public Works - Sanitation	W/WTR TRMT ELEC SUPVR	795.01	105,396
915	Airports	CONSTR INSPECTOR	6,767.76	105,259
916	Public Works - Contract Administratio	SR CONSTR INSPECTOR	1,186.54	105,202
917	Public Works - Sanitation	W/WTR TRMT OPER II	8,194.87	105,136
918	Public Works - Sanitation	W/WTR TRMT OPER II	5,956.56	105,136
919	Public Works - Sanitation	W/WTR TRMT OPER II	339.88	105,136
920	Public Works - Sanitation	W/WTR TRMT OPER II	4,237.10	105,136
921	Public Works - Sanitation	W/WTR TRMT OPER II	26,586.08	105,136
922	Public Works - Sanitation	W/WTR TRMT OPER II	453.17	105,136
923	Public Works - Sanitation	W/WTR TRMT OPER II	18,126.89	105,136
924	Public Works - Sanitation	W/WTR TRMT OPER II	5,967.00	105,136
925	Public Works - Sanitation	W/WTR TRMT OPER II	9,470.10	105,136
926	Public Works - Sanitation	INTERMED W/W TRMT OPER	1,724.57	105,136
927	Public Works - Sanitation	W/WTR TRMT OPER II	6,145.51	105,136
928	Airports	SR CONSTR ESTIMATOR	8,135.62	105,131
929	Airports	SR CONSTR ESTIMATOR	604.20	105,131
930	Public Works - Sanitation	W/WTR TRMT OPER III	21,932.73	105,102
931	Public Works - Sanitation	W/WTR TRMT OPER III	14,158.61	105,102
932	Public Works - Sanitation	W/WTR TRMT OPER III	8,872.34	105,102
933	Public Works - Sanitation	W/WTR TRMT OPER III	4,965.19	105,102
934	Airports	CONSTR INSPECTOR	35,796.46	105,014
935	Airports	AIRPORTS MTCE SUPVR III	17,370.54	104,857
936	Public Works - Sanitation	EQUIPMENT SUPERVISOR	3,163.68	104,853
937	Public Works - Sanitation	EQUIPMENT SUPERVISOR	9,792.39	104,853
938	Public Works - Sanitation	EQUIPMENT SUPERVISOR	10,470.29	104,853
939	Public Works - Sanitation	EQUIPMENT SUPERVISOR	1,920.81	104,853

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
940	Airports	AIRPORT SAFETY OFFICER II	36,992.93	104,832
941	Building and Safety	SR BUILD MECH INSPECTR	150.62	104,829
942	Building and Safety	SR BUILD MECH INSPECTR	602.46	104,829
943	Building and Safety	SR BUILD MECH INSPECTR	10,505.46	104,829
944	Building and Safety	SR BUILD MECH INSPECTR	8,547.46	104,829
945	Building and Safety	SR BUILD MECH INSPECTR	13,706.07	104,829
946	Building and Safety	SR BUILD MECH INSPECTR	903.69	104,829
947	Building and Safety	SR BUILD MECH INSPECTR	16,002.98	104,829
948	Building and Safety	SR ELECTRCL INSPECTOR	19,495.83	104,829
949	Public Works - Contract Administratio	SR ELECTRCL INSPECTOR	4,367.87	104,829
950	Airports	AIRPORT SAFETY OFFICER II	53,018.93	104,700
951	Public Works - Contract Administratio	SR CONSTR INSPECTOR	9,279.78	104,680
952	Airports	AIRPORTS MTCE SUPVR II	12,377.02	104,659
953	Police	CRIMINALIST II	17,646.29	104,630
954	Police	CRIMINALIST II	225.50	104,630
955	Police	CRIMINALIST II	15,701.52	104,630
956	Police	CRIMINALIST II	4,255.89	104,630
957	Police	CRIMINALIST II	4,391.17	104,630
958	Police	CRIMINALIST II	9,967.12	104,630
959	Police	CRIMINALIST II	6,539.36	104,630
960	Police	CRIMINALIST II	16,752.47	104,630
961	Public Works - Street Lighting	ST LTG ELECTRCN SUPV I	26,071.79	104,588
962	Transportation	TRAF MARK/SIGN SUPT III	31,270.60	104,546
963	Public Works - Engineering	SURVEY PARTY CHIEF II	1,798.56	104,316
964	Public Works - Engineering	SURVEY PARTY CHIEF II	6,052.24	104,316
965	Public Works - Engineering	SURVEY PARTY CHIEF II	1,548.76	104,316
966	Public Works - Engineering	SURVEY PARTY CHIEF II	2,949.96	104,316
967	Controller	PR ACCOUNTANT II	3,036.72	104,254
968	Controller	PR ACCOUNTANT II	655.97	104,254
969	Public Works - Sanitation	SR PLUMBER	2,251.13	104,230
970	Public Works - Sanitation	SR PLUMBER	935.97	104,230
971	Police	SR POLICE SERV REP I	1,867.79	104,156
972	Police	SR POLICE SERV REP I	72.58	104,156
973	Transportation	SIGNAL SYSTEM SUPVR II	8,516.79	103,995
974	Public Works - Street Lighting	ST LTG ELECTRCN SUPV II	1,867.74	103,995
975	Public Works - Sanitation	INSTRUMENT MECH	1,529.37	103,848
976	Public Works - Sanitation	INSTRUMENT MECH	149.21	103,848
977	Public Works - Sanitation	INSTRUMENT MECH	746.04	103,848
978	Public Works - Sanitation	INSTRUMENT MECH	10,705.61	103,848
979	Public Works - Sanitation	INSTRUMENT MECH	4,252.38	103,848
980	Public Works - Sanitation	INSTRUMENT MECH	9,474.67	103,848
981	Public Works - Sanitation	INSTRUMENT MECH	7,402.98	103,848
982	Public Works - Sanitation	INSTRUMENT MECH	11,414.34	103,848

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
983	Public Works - Sanitation	INSTRUMENT MECH	10,295.31	103,848
984	Public Works - Sanitation	INSTRUMENT MECH	223.82	103,848
985	Public Works - Sanitation	INSTRUMENT MECH	1,268.25	103,848
986	Public Works - Sanitation	INSTRUMENT MECH	373.02	103,848
987	Public Works - Sanitation	INSTRUMENT MECH	596.83	103,848
988	Public Works - Sanitation	INSTRUMENT MECH	5,707.18	103,848
989	Public Works - Sanitation	INSTRUMENT MECH	12,583.15	103,848
990	Public Works - Sanitation	INSTRUMENT MECH	7,161.96	103,848
991	Airports	CONSTR INSPECTOR	13,290.64	103,803
992	Airports	CONSTR INSPECTOR	16,778.42	103,803
993	Public Works - Contract Administratio	SR CONSTR INSPECTOR	12,378.76	103,803
994	Public Works - Contract Administratio	SR CONSTR INSPECTOR	4,444.42	103,803
995	Police	SR POLICE SERV REP I	3,710.69	103,553
996	Police	SR POLICE SERV REP I	582.94	103,553
997	Police	SR POLICE SERV REP I	434.39	103,553
998	Police	SR POLICE SERV REP I	1,709.54	103,553
999	Police	SR POLICE SERV REP I	1,057.38	103,553
1,000	Police	SR POLICE SERV REP I	2,121.79	103,553
1,001	Police	SR POLICE SERV REP I	1,202.88	103,553
1,002	Police	SR POLICE SERV REP I	802.37	103,553
1,003	Police	SR POLICE SERV REP I	1,078.66	103,553
1,004	Police	SR POLICE SERV REP I	1,736.45	103,553
1,005	Police	SR POLICE SERV REP I	8,599.49	103,553
1,006	Police	SR POLICE SERV REP I	71.35	103,553
1,007	Police	SR POLICE SERV REP I	2,859.52	103,553
1,008	Police	SR POLICE SERV REP I	1,751.56	103,553
1,009	Public Works - Sanitation	W/WTR TRMT OPER II	5,314.50	103,465
1,010	Public Works - Sanitation	W/WTR TRMT OPER II	23,782.93	103,465
1,011	Police	FORENSIC PRNT SPEC IV	833.75	103,440
1,012	Police	FORENSIC PRNT SPEC IV	11,723.64	103,440
1,013	Police	FORENSIC PRNT SPEC IV	731.55	103,440
1,014	Police	POLICE SERVICE REP III	4,383.50	103,421
1,015	Police	POLICE SERVICE REP III	594.37	103,421
1,016	Police	POLICE SERVICE REP III	1,080.18	103,421
1,017	Police	POLICE SERVICE REP III	74.30	103,421
1,018	Police	POLICE SERVICE REP III	3,231.89	103,421
1,019	Police	POLICE SERVICE REP III	699.51	103,421
1,020	Police	POLICE SERVICE REP III	16,302.93	103,421
1,021	Public Works - Sanitation	CIVIL ENGRG ASSOC IV	31,821.13	103,419
1,022	Airports	COMMUN ENGRG ASSOC IV	17,175.41	103,419
1,023	Airports	COMMUN ENGRG ASSOC IV	9,188.98	103,419
1,024	City Employees Retirement System	FISCAL SYSTEMS SPEC I	4,605.43	103,419
1,025	General Services	AIR COND MECH SUPVR	10,660.48	103,294

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
1,026	Harbor	AIR COND MECH SUPVR II	964.67	103,294
1,027	Airports	AIR COND MECH SUPVR II	26,273.37	103,294
1,028	Recreation and Parks	PLUMBER SUPERVISOR	296.82	103,294
1,029	Harbor	PLUMBER SUPERVISOR	8,310.99	103,294
1,030	General Services	PLUMBER SUPERVISOR	2,282.63	103,294
1,031	Recreation and Parks	PLUMBER SUPERVISOR	148.41	103,294
1,032	Airports	PLUMBER SUPERVISOR	2,597.19	103,294
1,033	Public Works - Contract Administratio	SR CONSTR INSPECTOR	4,399.81	103,281
1,034	Harbor	FINANCIAL ANALYST II	1,080.90	103,085
1,035	Police	SR SYSTEMS ANALYST I	1,091.24	103,064
1,036	Police	SR SYSTEMS ANALYST I	271.25	103,064
1,037	Airports	SR SYSTEMS ANALYST I	3,737.90	103,022
1,038	Airports	AIRPORT SAFETY OFFICER II	6,196.43	102,946
1,039	Airports	PROCUREMENT SUPERVISOR	472.78	102,918
1,040	General Services	SR MGMT ANALYST I	7,234.64	102,918
1,041	Public Works - Street Lighting	SR MGMT ANALYST I	1,996.25	102,918
1,042	Airports	SR AUTOMOTIVE SUPVR	2,291.82	102,910
1,043	Public Works - Contract Administratio	CONSTR INSPECTOR	11,746.55	102,866
1,044	Public Works - Sanitation	REF COLL SUPERVISOR	18,226.35	102,842
1,045	Public Works - Sanitation	REF COLL SUPERVISOR	14,443.67	102,842
1,046	Public Works - Sanitation	REF COLL SUPERVISOR	11,115.19	102,842
1,047	Public Works - Sanitation	REF COLL SUPERVISOR	11,797.82	102,842
1,048	Public Works - Sanitation	REF COLL SUPERVISOR	12,530.18	102,842
1,049	Public Works - Sanitation	REF COLL SUPERVISOR	10,180.77	102,842
1,050	Public Works - Sanitation	REF COLL SUPERVISOR	13,619.73	102,842
1,051	Public Works - Sanitation	REF COLL SUPERVISOR	29,071.11	102,842
1,052	Public Works - Sanitation	REF COLL SUPERVISOR	7,351.17	102,842
1,053	Public Works - Sanitation	REF COLL SUPERVISOR	29,847.78	102,842
1,054	Public Works - Sanitation	REF COLL SUPERVISOR	11,377.63	102,842
1,055	Public Works - Sanitation	REF COLL SUPERVISOR	16,445.84	102,842
1,056	Public Works - Sanitation	REF COLL SUPERVISOR	13,763.97	102,842
1,057	Public Works - Sanitation	REF COLL SUPERVISOR	12,818.30	102,842
1,058	Public Works - Sanitation	REF COLL SUPERVISOR	22,903.06	102,842
1,059	Public Works - Sanitation	REF COLL SUPERVISOR	15,282.04	102,842
1,060	Public Works - Sanitation	REF COLL SUPERVISOR	10,047.77	102,842
1,061	Public Works - Sanitation	REF COLL SUPERVISOR	10,528.03	102,842
1,062	Public Works - Sanitation	REF COLL SUPERVISOR	5,319.44	102,842
1,063	Public Works - Sanitation	REF COLL SUPERVISOR	13,852.62	102,842
1,064	Public Works - Sanitation	REF COLL SUPERVISOR	28,916.90	102,842
1,065	Public Works - Sanitation	REF COLL SUPERVISOR	34,829.74	102,842
1,066	General Services	AUTOMOTIVE SUPERVISOR	3,101.70	102,799
1,067	General Services	AUTOMOTIVE SUPERVISOR	6,669.10	102,799
1,068	General Services	AUTOMOTIVE SUPERVISOR	20,397.81	102,799

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Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
1,069	General Services	AUTOMOTIVE SUPERVISOR	13,473.27	102,799
1,070	General Services	AUTOMOTIVE SUPERVISOR	19,237.92	102,799
1,071	General Services	AUTOMOTIVE SUPERVISOR	11,860.29	102,799
1,072	General Services	AUTOMOTIVE SUPERVISOR	8,874.25	102,799
1,073	General Services	AUTOMOTIVE SUPERVISOR	16,693.86	102,799
1,074	Airports	ELEVATOR REPAIR SUPV I	12,144.56	102,774
1,075	Airports	CONSTR INSPECTOR	2,436.08	102,759
1,076	Public Works - Contract Administratio	SR CONSTR INSPECTOR	723.44	102,759
1,077	Information Technology Agency	SR COMMUN ELECTRICIAN	11,879.59	102,710
1,078	Information Technology Agency	SR COMMUN ELECTRICIAN	52,247.49	102,710
1,079	Information Technology Agency	SR COMMUN ELECTRICIAN	26,169.74	102,710
1,080	Information Technology Agency	SR COMMUN ELECTRICIAN	25,027.79	102,710
1,081	Police	FORENSIC PRNT SPEC III	7,688.83	102,696
1,082	Police	FORENSIC PRNT SPEC III	1,447.83	102,696
1,083	Police	FORENSIC PRNT SPEC III	14,460.19	102,696
1,084	Police	FORENSIC PRNT SPEC III	295.10	102,696
1,085	Police	FORENSIC PRNT SPEC III	6,743.68	102,696
1,086	Police	FORENSIC PRNT SPEC III	1,265.93	102,696
1,087	Police	FORENSIC PRNT SPEC III	434.75	102,696
1,088	Police	FORENSIC PRNT SPEC III	15,680.37	102,696
1,089	Police	FORENSIC PRNT SPEC III	7,500.24	102,696
1,090	Police	FORENSIC PRNT SPEC III	2,200.29	102,696
1,091	Police	FORENSIC PRNT SPEC III	2,192.68	102,696
1,092	Police	FORENSIC PRNT SPEC III	1,484.71	102,696
1,093	Police	FORENSIC PRNT SPEC III	1,910.46	102,696
1,094	Police	FORENSIC PRNT SPEC III	2,318.86	102,696
1,095	Police	FORENSIC PRNT SPEC III	1,513.69	102,696
1,096	Police	FORENSIC PRNT SPEC III	2,733.84	102,696
1,097	General Services	SR BUILD OPERATNG ENGR	16,360.36	102,661
1,098	City Planning	CITY PLANNER	3,158.80	102,646
1,099	Airports	CITY PLANNER	1,575.12	102,646
1,100	City Planning	CITY PLANNER	4,136.41	102,646
1,101	City Planning	CITY PLANNER	4,775.67	102,646
1,102	City Planning	CITY PLANNER	258.09	102,646
1,103	Airports	SYSTEMS PROGRAMMER I	5,626.51	102,458
1,104	Airports	AIRPORT SAFETY OFFICER II	47,295.86	102,424
1,105	Airports	AIRPORT SAFETY OFFICER II	70,276.60	102,424
1,106	Airports	AIRPORT SAFETY OFFICER II	46,547.41	102,424
1,107	Airports	AIRPORT SAFETY OFFICER II	26,366.73	102,424
1,108	Airports	AIRPORT SAFETY OFFICER II	32,572.33	102,424
1,109	Airports	AIRPORT SAFETY OFFICER II	34,138.91	102,424
1,110	Airports	AIRPORT SAFETY OFFICER II	17,272.08	102,299
1,111	Airports	TELECOM PLANNER	7,933.17	102,249

Appendix 2.C

Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
1,112	Airports	TELECOM PLANNER	3,121.84	102,249
1,113	Airports	TELECOM PLANNER	8,022.79	102,249
1,114	Airports	CONSTR INSPECTOR	18,837.94	102,232
1,115	Airports	CONSTR INSPECTOR	13,550.13	102,232
1,116	Airports	CONSTR INSPECTOR	8,260.73	102,232
1,117	General Services	HELICOPTER MECH SUPV I	3,525.24	102,232
1,118	General Services	HELICOPTER MECH SUPV I	4,622.45	102,232
1,119	General Services	HELICOPTER MECH SUPV I	6,844.08	102,232
1,120	General Services	HELICOPTER MECH SUPV I	3,929.17	102,232
1,121	General Services	HELICOPTER MECH SUPV I	6,830.15	102,232
1,122	Building and Safety	SR BUILD INSPECTOR	1,762.62	102,232
1,123	Building and Safety	SR BUILD INSPECTOR	9,217.03	102,232
1,124	Building and Safety	SR BUILD INSPECTOR	5,214.41	102,232
1,125	Building and Safety	SR BUILD INSPECTOR	1,175.08	102,232
1,126	Building and Safety	SR BUILD INSPECTOR	3,011.11	102,232
1,127	Building and Safety	SR BUILD INSPECTOR	5,875.37	102,232
1,128	Building and Safety	SR BUILD INSPECTOR	4,112.78	102,232
1,129	Building and Safety	SR BUILD INSPECTOR	7,344.21	102,232
1,130	Building and Safety	SR BUILD INSPECTOR	293.77	102,232
1,131	Building and Safety	SR BUILD INSPECTOR	5,985.57	102,232
1,132	Building and Safety	SR BUILD INSPECTOR	4,112.78	102,232
1,133	Building and Safety	SR BUILD INSPECTOR	293.77	102,232
1,134	Building and Safety	SR BUILD INSPECTOR	1,946.22	102,232
1,135	Building and Safety	SR BUILD INSPECTOR	1,468.85	102,232
1,136	Building and Safety	SR BUILD INSPECTOR	697.70	102,232
1,137	Building and Safety	SR BUILD INSPECTOR	22,767.16	102,232
1,138	Building and Safety	SR BUILD INSPECTOR	1,175.08	102,232
1,139	Building and Safety	SR BUILD INSPECTOR	6,866.87	102,232
1,140	Building and Safety	SR BUILD INSPECTOR	2,350.16	102,232
1,141	Building and Safety	SR BUILD INSPECTOR	15,349.48	102,232
1,142	Building and Safety	SR BUILD INSPECTOR	5,581.63	102,232
1,143	Building and Safety	SR BUILD INSPECTOR	3,231.47	102,232
1,144	Building and Safety	SR BUILD INSPECTOR	4,406.55	102,232
1,145	Building and Safety	SR BUILD INSPECTOR	5,324.58	102,232
1,146	Building and Safety	SR BUILD INSPECTOR	367.21	102,232
1,147	Building and Safety	SR BUILD INSPECTOR	5,361.29	102,232
1,148	Building and Safety	SR BUILD MECH INSPECTR	1,321.96	102,232
1,149	Building and Safety	SR BUILD MECH INSPECTR	146.88	102,232
1,150	Building and Safety	SR BUILD MECH INSPECTR	807.87	102,232
1,151	Building and Safety	SR BUILD MECH INSPECTR	2,533.74	102,232
1,152	Building and Safety	SR BUILD MECH INSPECTR	14,541.60	102,232
1,153	Building and Safety	SR BUILD MECH INSPECTR	587.54	102,232
1,154	Building and Safety	SR BUILD MECH INSPECTR	8,629.49	102,232

Appendix 2.C

Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
1,155	Building and Safety	SR BUILD MECH INSPECTR	146.88	102,232
1,156	Building and Safety	SR BUILD MECH INSPECTR	3,488.51	102,232
1,157	Building and Safety	SR BUILD MECH INSPECTR	269.29	102,232
1,158	Building and Safety	SR BUILD MECH INSPECTR	20,012.19	102,232
1,159	Building and Safety	SR BUILD MECH INSPECTR	1,836.06	102,232
1,160	Building and Safety	SR BUILD MECH INSPECTR	28,882.12	102,232
1,161	Building and Safety	SR BUILD MECH INSPECTR	8,445.87	102,232
1,162	Public Works - Contract Administratio	SR CONSTR INSPECTOR	13,028.66	102,232
1,163	Building and Safety	SR ELECTRCL INSPECTOR	29,817.59	102,232
1,164	Building and Safety	SR ELECTRCL INSPECTOR	4,255.31	102,232
1,165	Public Works - Contract Administratio	SR ELECTRCL INSPECTOR	16,502.46	102,232
1,166	Building and Safety	SR ELECTRCL INSPECTOR	1,909.50	102,232
1,167	Building and Safety	SR ELECTRCL INSPECTOR	15,129.11	102,232
1,168	Harbor	SR ELECTRCL INSPECTOR	5,214.40	102,232
1,169	Building and Safety	SR ELECTRCL INSPECTOR	67,851.91	102,232
1,170	Building and Safety	SR ELECTRCL INSPECTOR	2,056.39	102,232
1,171	Building and Safety	SR ELECTRCL INSPECTOR	50,927.87	102,232
1,172	Building and Safety	SR ELECTRCL INSPECTOR	27,136.92	102,232
1,173	Building and Safety	SR ELECTRCL INSPECTOR	6,095.73	102,232
1,174	Public Works - Contract Administratio	SR ELECTRCL INSPECTOR	21,099.96	102,232
1,175	Building and Safety	SR FIRE SPRINKLER INSP	5,912.11	102,232
1,176	Building and Safety	SR FIRE SPRINKLER INSP	9,474.03	102,232
1,177	Building and Safety	SR FIRE SPRINKLER INSP	5,875.40	102,232
1,178	Building and Safety	SR FIRE SPRINKLER INSP	29,372.57	102,232
1,179	Building and Safety	SR FIRE SPRINKLER INSP	1,823.79	102,232
1,180	Building and Safety	SR FIRE SPRINKLER INSP	11,383.55	102,232
1,181	Building and Safety	SR HEATING/REFRIG INSP	51,886.94	102,232
1,182	Building and Safety	SR HEATING/REFRIG INSP	25,847.36	102,232
1,183	Building and Safety	SR HEATING/REFRIG INSP	14,419.17	102,232
1,184	Building and Safety	SR HEATING/REFRIG INSP	49,973.13	102,232
1,185	Building and Safety	SR HEATING/REFRIG INSP	16,965.21	102,232
1,186	Building and Safety	SR PLUMBING INSPECTOR	3,231.45	102,232
1,187	Building and Safety	SR PLUMBING INSPECTOR	16,271.57	102,232
1,188	Building and Safety	SR PLUMBING INSPECTOR	4,920.63	102,232
1,189	Building and Safety	SR PLUMBING INSPECTOR	220.32	102,232
1,190	Building and Safety	SR PLUMBING INSPECTOR	7,491.10	102,232
1,191	Building and Safety	SR PLUMBING INSPECTOR	31,212.97	102,232
1,192	Building and Safety	SR PLUMBING INSPECTOR	734.40	102,232
1,193	Building and Safety	SR PLUMBING INSPECTOR	4,737.01	102,232
1,194	Public Works - Contract Administratio	SR ELECTRCL INSPECTOR	2,563.13	102,232
1,195	Airports	AIRPORT SAFETY OFFICER II	30,246.79	102,215
1,196	Airports	AIRPORTS MTCE SUPVR III	21,790.37	102,193
1,197	Public Works - Contract Administratio	CONSTR INSPECTOR	6,577.77	102,190

Appendix 2.C

Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
1,198	Public Works - Contract Administratio	CONSTR INSPECTOR	8,743.44	102,190
1,199	Public Works - Sanitation	W/WTR TRMT OPER II	18,143.55	102,160
1,200	Public Works - Sanitation	W/WTR TRMT OPER II	21,598.45	102,160
1,201	Airports	AIRPORTS MTCE SUPVR III	12,788.23	102,051
1,202	Airports	AIRPORTS MTCE SUPVR III	30,338.95	102,051
1,203	Airports	AIRPORTS MTCE SUPVR III	18,600.65	102,051
1,204	Airports	AIRPORTS MTCE SUPVR III	3,615.76	102,051
1,205	Airports	AIRPORTS MTCE SUPVR III	33,678.58	102,051
1,206	Airports	AIRPORTS MTCE SUPVR III	16,663.75	102,051
1,207	Airports	AIRPORTS MTCE SUPVR III	10,937.26	102,051
1,208	Airports	AIRPORTS MTCE SUPVR III	18,937.82	102,051
1,209	General Services	PRINTING SVCS SUPT	21,187.24	102,051
1,210	Library	SR LIBRARIAN	36.66	102,051
1,211	Public Works - Contract Administratio	SR CONSTR INSPECTOR	1,362.74	101,986
1,212	Airports	PROGRAMMER/ANALYST V	2,033.25	101,978
1,213	Information Technology Agency	COMMUN ELECTRICIAN SUPV	5,780.92	101,861
1,214	Information Technology Agency	COMMUN ELECTRICIAN SUPV	5,232.11	101,861
1,215	Information Technology Agency	COMMUN ELECTRICIAN SUPV	292.70	101,861
1,216	Public Works - Street Lighting	ST LTG ELECTRCN SUPV I	27,989.89	101,861
1,217	Public Works - Street Services	ASPHALT PLANT SUPVR	56,644.16	101,802
1,218	Public Works - Street Services	ASPHALT PLANT SUPVR	50,713.08	101,802
1,219	Recreation and Parks	PR REC SUPERVISOR I	5,015.15	101,802
1,220	Recreation and Parks	PR REC SUPERVISOR I	731.34	101,802
1,221	Public Works - Street Services	ST SVCS SUPVR II	21,372.22	101,802
1,222	Public Works - Street Services	ST SVCS SUPVR II	6,904.71	101,802
1,223	Public Works - Street Services	ST SVCS SUPVR II	7,746.61	101,802
1,224	Public Works - Street Services	ST SVCS SUPVR II	9,068.58	101,802
1,225	Public Works - Street Services	ST SVCS SUPVR II	12,067.06	101,802
1,226	Public Works - Street Services	ST SVCS SUPVR II	14,041.66	101,802
1,227	Public Works - Street Services	ST SVCS SUPVR II	13,626.33	101,802
1,228	Public Works - Street Services	ST SVCS SUPVR II	4,388.03	101,802
1,229	Public Works - Street Services	ST SVCS SUPVR II	365.67	101,802
1,230	Public Works - Street Services	ST SVCS SUPVR II	1,218.45	101,802
1,231	Public Works - Street Services	ST SVCS SUPVR II	877.60	101,802
1,232	Public Works - Street Services	ST SVCS SUPVR II	19,211.85	101,802
1,233	Public Works - Street Services	ST SVCS SUPVR II	7,020.82	101,802
1,234	Public Works - Street Services	ST SVCS SUPVR II	7,905.83	101,802
1,235	Public Works - Street Services	ST SVCS SUPVR II	29,326.62	101,802
1,236	Public Works - Street Services	ST SVCS SUPVR II	3,372.29	101,802
1,237	Public Works - Street Services	ST SVCS SUPVR II	3,949.22	101,802
1,238	Public Works - Street Services	ST SVCS SUPVR II	43,532.52	101,802
1,239	Public Works - Street Services	ST SVCS SUPVR II	1,170.13	101,802
1,240	Public Works - Street Services	ST SVCS SUPVR II	27,003.28	101,802

Appendix 2.C

Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
1,241	Public Works - Street Services	ST SVCS SUPVR II	17,198.08	101,802
1,242	Public Works - Street Services	ST SVCS SUPVR II	12,576.30	101,802
1,243	Public Works - Street Services	ST SVCS SUPVR II	10,677.52	101,802
1,244	Public Works - Street Services	ST SVCS SUPVR II	8,117.84	101,802
1,245	Public Works - Street Services	ST SVCS SUPVR II	12,893.08	101,802
1,246	Public Works - Sanitation	EQUIPMNT SUPERVISOR	4,460.95	101,797
1,247	Public Works - Contract Administratio	CONSTR INSPECTOR	6,303.14	101,668
1,248	Airports	INSTRUMENT MECH	27,003.80	101,548
1,249	Airports	INSTRUMENT MECH	3,756.99	101,548
1,250	General Services	HELICOPTER MECH	4,850.61	101,535
1,251	General Services	HELICOPTER MECH	6,710.63	101,535
1,252	General Services	HELICOPTER MECH	2,334.12	101,535
1,253	General Services	HELICOPTER MECH	2,516.48	101,535
1,254	General Services	HELICOPTER MECH	1,787.06	101,535
1,255	Pension	PR ACCOUNTANT I	1,933.62	101,498
1,256	Controller	PR ACCOUNTANT I	6,339.54	101,498
1,257	Housing and Community Investment I	PR ACCOUNTANT I	816.10	101,498
1,258	Controller	PR ACCOUNTANT I	319.34	101,498
1,259	Controller	PR ACCOUNTANT I	1,679.51	101,498
1,260	Controller	PR ACCOUNTANT I	1,918.93	101,498
1,261	Airports	GEOG INFO SYS SUPVR II	2,324.15	101,456
1,262	Airports	GEOG INFO SYS SUPVR II	655.97	101,456
1,263	Airports	ELEVATOR MECHANIC	43,456.73	101,320
1,264	Airports	ELEVATOR MECHANIC	33,030.82	101,320
1,265	Airports	ELEVATOR MECHANIC	37,964.09	101,320
1,266	Airports	ELEVATOR MECHANIC	24,565.80	101,320
1,267	Airports	ELEVATOR MECHANIC	24,432.60	101,320
1,268	Airports	ELEVATOR MECHANIC	35,969.61	101,320
1,269	Airports	ELEVATOR MECHANIC	33,242.13	101,320
1,270	Airports	ELEVATOR MECHANIC	25,033.49	101,320
1,271	Airports	ELEVATOR MECHANIC	12,143.37	101,320
1,272	General Services	ELEVATOR MECHANIC	315.42	101,320
1,273	Public Works - Street Services	ST SVCS SUPVR I	1,965.27	101,320
1,274	Public Works - Street Services	ST SVCS SUPVR I	727.88	101,320
1,275	Public Works - Street Services	ST SVCS SUPVR I	582.30	101,320
1,276	Public Works - Street Services	ST SVCS SUPVR I	14,411.97	101,320
1,277	Public Works - Street Services	ST SVCS SUPVR I	1,237.39	101,320
1,278	Public Works - Street Services	ST SVCS SUPVR I	1,128.21	101,320
1,279	Public Works - Street Services	ST SVCS SUPVR I	582.30	101,320
1,280	Public Works - Street Services	ST SVCS SUPVR I	509.51	101,320
1,281	Public Works - Sanitation	W/WTR COLL SUPERVISOR	18,124.14	101,320
1,282	Public Works - Sanitation	W/WTR COLL SUPERVISOR	9,680.76	101,320
1,283	Public Works - Sanitation	W/WTR COLL SUPERVISOR	7,970.25	101,320

Appendix 2.C

Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
1,284	Public Works - Street Services	ST SVCS SUPVR I	3,635.00	101,320
1,285	Police	POLICE SERVICE REP III	580.67	101,036
1,286	Police	POLICE SERVICE REP III	2,177.52	101,036
1,287	Police	POLICE SERVICE REP III	23,589.59	101,036
1,288	Police	POLICE SERVICE REP III	2,929.96	101,036
1,289	Police	POLICE SERVICE REP III	3,084.81	101,036
1,290	Police	POLICE SERVICE REP III	2,410.36	101,036
1,291	Police	POLICE SERVICE REP III	399.21	101,036
1,292	Police	POLICE SERVICE REP III	290.33	101,036
1,293	Police	POLICE SERVICE REP III	3,012.18	101,036
1,294	Police	POLICE SERVICE REP III	2,758.17	101,036
1,295	Police	POLICE SERVICE REP III	1,088.76	101,036
1,296	Police	POLICE SERVICE REP III	1,057.99	101,036
1,297	Police	POLICE SERVICE REP III	290.33	101,036
1,298	Police	POLICE SERVICE REP III	2,322.64	101,036
1,299	Police	POLICE SERVICE REP III	1,742.01	101,036
1,300	Police	POLICE SERVICE REP III	2,431.55	101,036
1,301	Police	POLICE SERVICE REP III	1,742.01	101,036
1,302	Police	POLICE SERVICE REP III	4,486.48	101,036
1,303	Police	POLICE SERVICE REP III	72.58	101,036
1,304	Police	POLICE SERVICE REP III	2,721.87	101,036
1,305	Police	POLICE SERVICE REP III	1,633.14	101,036
1,306	Police	POLICE SERVICE REP III	242.05	101,036
1,307	Police	POLICE SERVICE REP III	387.11	101,036
1,308	Police	POLICE SERVICE REP III	145.17	101,036
1,309	Police	POLICE SERVICE REP III	1,451.68	101,036
1,310	Police	POLICE SERVICE REP III	435.50	101,036
1,311	Police	POLICE SERVICE REP III	870.99	101,036
1,312	Police	POLICE SERVICE REP III	1,415.37	101,036
1,313	Police	POLICE SERVICE REP III	345.78	101,036
1,314	Police	POLICE SERVICE REP III	471.79	101,036
1,315	Police	POLICE SERVICE REP III	580.66	101,036
1,316	Police	POLICE SERVICE REP III	616.96	101,036
1,317	Police	POLICE SERVICE REP III	653.26	101,036
1,318	Police	POLICE SERVICE REP III	145.17	101,036
1,319	Police	POLICE SERVICE REP III	362.92	101,036
1,320	Police	POLICE SERVICE REP III	421.80	101,036
1,321	Police	POLICE SERVICE REP III	725.84	101,036
1,322	Public Works - Street Services	TREE SURGEON SUPVSR I	45,847.18	100,980
1,323	Public Works - Sanitation	W/WTR TRMT OPER II	3,626.43	100,960
1,324	Public Works - Sanitation	W/WTR TRMT ELEC II	9,919.91	100,943
1,325	Public Works - Sanitation	W/WTR TRMT ELEC II	13,369.55	100,943
1,326	Public Works - Sanitation	W/WTR TRMT ELEC II	8,684.56	100,943

Appendix 2.C

Ref	Department	Job Title	OT Amount Paid in 2014	Estimated Annualized Salary
1,327	Public Works - Sanitation	W/WTR TRMT ELEC II	9,041.39	100,943
1,328	Public Works - Sanitation	W/WTR TRMT ELEC II	2,928.23	100,943
1,329	Harbor	BOAT CAPTAIN II - HARBOR	22,268.55	100,915
1,330	Harbor	BOAT CAPTAIN II - HARBOR	8,722.95	100,915
1,331	Police	SR POLICE SERV REP I	2,328.62	100,779
1,332	Police	SR POLICE SERV REP I	1,085.97	100,779
1,333	Airports	CONSTR INSPECTOR	12,151.04	100,775
1,334	Airports	AIRPORT SAFETY OFFICER II	12,562.25	100,670
1,335	Airports	AIRPORT SAFETY OFFICER II	3,813.75	100,545
1,336	General Services	WELDER	2,887.25	100,477
1,337	Public Works - Sanitation	CONTRL SYS ENG ASSC III	577.32	100,454
1,338	Airports	ENVIRONMENTAL SPEC III	1,909.24	100,454
1,339	Public Works - Sanitation	ENVRMNTL ENGRG ASSC III	3,792.89	100,454
1,340	Transportation	TRANSP ENGRG ASSC III	6,292.80	100,454
1,341	Transportation	TRANSP ENGRG ASSC III	41,347.80	100,454
1,342	General Services	MATL TST ENGRG ASSC II	974.19	100,450
1,343	Police	DIR OF POLICE TRANSP I	6,093.13	100,370
1,344	Airports	ARPT SUPT OF OPER III	695.05	100,339
1,345	Airports	ARPT SUPT OF OPER III	7,032.35	100,339
1,346	Airports	ARPT SUPT OF OPER III	45,255.68	100,339
1,347	Public Works - Contract Administratio	SR CONSTR INSPECTOR	30,594.42	100,253
1,348	Airports	INSTRUMENT MECH	1,994.78	100,243
1,349	Airports	INSTRUMENT MECH	28,156.28	100,243
1,350	Airports	INSTRUMENT MECH	18,371.91	100,243
1,351	Airports	INSTRUMENT MECH	10,793.35	100,243
1,352	Airports	INSTRUMENT MECH	22,933.70	100,243
1,353	Public Works - Street Services	TREE SURGEON SUPVSR II	12,026.22	100,243
1,354	Public Works - Street Services	TREE SURGEON SUPVSR II	648.12	100,243
1,355	Airports	AIRPORT SAFETY OFFICER II	40,487.04	100,127
1,356	Airports	PUB INFO DIRECTOR I	2,826.80	100,099
1,357	Airports	CONSTR INSPECTOR	21,742.40	100,065
1,358	Public Works - Contract Administratio	SR CONSTR INSPECTOR	3,666.17	100,065
1,359	Harbor	SR CONSTR INSPECTOR	22,136.55	100,065
1,360	City Administrative Officer	SR ADMIN ANALYST I	5,335.51	100,015
1,361	City Administrative Officer	SR ADMIN ANALYST I	8,411.60	100,015
Total:			<u>13,969,394.02</u>	

Appendix 3.A

City of Los Angeles

Payroll Data Analytics

Non-Sworn Fire or Police Employees Who Worked More Than 40 Hours Within a Pay Period in 2012 (13+ Occurrences)

Ref	Department	Job Title	Number of Pay Periods With > 40 OT Hours
1	TRANSPORTATION	TRAF OFFICER II	26
2	TRANSPORTATION	TRAF PNT SIGN POST III	23
3	TRANSPORTATION	TRAF MARK/SIGN SUPT I	23
4	AIRPORTS	CUSTODIAN/AP	22
5	TRANSPORTATION	TRAF PAINT SIGN POST II	22
6	L A CONV TN CTR EXMPT AS NEEDED	ELECTRCL CRAFT HELPR/EX	22
7	AIRPORTS	AIRPORT POLICE OFCR III	22
8	TRANSPORTATION	TRAF OFFICER II	22
9	GSD BUILDING MAINTENANCE	ELECTRICIAN SUPV	22
10	TRANSPORTATION	TRAF OFFICER II	21
11	GSD STANDARDS	MATL TST TECHNICIAN II	21
12	TRANSPORTATION	TRAF OFFICER II	21
13	TRANSPORTATION	TRAF OFFICER II	21
14	TRANSPORTATION	TRAF OFFICER II	20
15	TRANSPORTATION	TRAF OFFICER II	20
16	TRANSPORTATION	TRAF PNT SIGN POST III	20
17	TRANSPORTATION	TRAF OFFICER II	20
18	TRANSPORTATION	MAINTENANCE LABORER	20
19	AIRPORTS	SR CUSTODIAN I/AP	19
20	TRANSPORTATION	MAINTENANCE LABORER	19
21	TRANSPORTATION	TRAF PNT SIGN POST III	19
22	I T A - COMMUNICATION	SR COMMUN ELECTRICIAN	19
23	TRANSPORTATION	TRAF OFFICER II	18
24	BLDG & SAFETY ENGINEERING	STRUCTRL ENGRG ASSC IV	18
25	TRANSPORTATION	TRAF OFFICER II	18
26	AIRPORTS	PR SECURITY OFFICER	18
27	TRANSPORTATION	TRAF PAINT SIGN POST II	18
28	STREET USE INSPECTION	VOCATIONAL WORKER I	17
29	L A CONVENTION CENTER	ELECTRCL CRAFT HELPER	17
30	L A CONV TN CTR EXMPT AS NEEDED	COMMUN ELECTRICIAN	17
31	TRANSPORTATION	TRAF PAINT SIGN POST II	17
32	TRANSPORTATION	TRAF PAINT SIGN POST II	17
33	TRANSPORTATION	TRAF OFFICER II	17
34	TRANSPORTATION	TRAF PAINT SIGN POST II	16
35	AIRPORTS	AIRPORT POLICE OFCR III	16
36	AIRPORTS	SR SECURITY OFFICER	16
37	AIRPORTS	AIRPORTS MTCE SUPVR III	16
38	AIRPORTS	WINDOW CLEANER SUPVR	16
39	AIRPORTS	AIRPORT POLICE OFCR II	16
40	TRANSPORTATION	TRAF PNT SIGN POST III	16
41	AIRPORTS	CUSTODIAN SUPERVISOR	16
42	GSD STANDARDS	MATL TST TECHNICIAN II	16
43	TRANSPORTATION	TRAF PAINT SIGN POST II	16
44	TRANSPORTATION	TRAF OFFICER II	16

Appendix 3.A

Ref	Department	Job Title	Number of Pay Periods With > 40 OT Hours
45	TRANSPORTATION	TRAF MARK/SIGN SUPT I	16
46	TRANSPORTATION	TRAF OFFICER II	16
47	TRANSPORTATION	TRAF OFFICER II	16
48	AIRPORTS	CUSTODIAN/AP	15
49	WASTEWATER COLL-AS NEEDED	MAINTENANCE LABORER	15
50	TRANSPORTATION	PARKING MTR TECHNICIAN	15
51	TRANSPORTATION	SIGNAL SYSTEM SUPVR I	15
52	TRANSPORTATION	PARKG MTR TECH SPV I	15
53	TRANSPORTATION	TRAF PNT SIGN POST III	15
54	TRANSPORTATION	TRAF PAINT SIGN POST I	15
55	TRANSPORTATION	TRAF OFFICER II	15
56	L A CONVENTION CENTER	SR ELECTRICIAN	15
57	AIRPORTS	CUSTODIAN SUPERVISOR	15
58	TRANSPORTATION	TRAF PAINT SIGN POST II	14
59	AIRPORTS	MAINTENANCE ASST	14
60	AIRPORTS	AIRPORTS MTCE SUPVR III	14
61	TRANSPORTATION	TRAF OFFICER II	14
62	AIRPORTS	SR SECURITY OFFICER	14
63	AIRPORTS	AIRPORT POLICE SGT II	14
64	AIRPORTS	AIRPORT POLICE OFCR III	14
65	TRANSPORTATION	MAINTENANCE LABORER	14
66	PW HYPERION TREAT PLANT	W/WTR TRMT ELEC II	14
67	TRANSPORTATION	TRAF PAINT SIGN POST I	13
68	TRANSPORTATION	TRAF PNT SIGN POST III	13
69	TRANSPORTATION	TRAF OFFICER II	13
70	TRANSPORTATION	TRAF MARK/SIGN SUPT I	13
71	TRANSPORTATION	TRAF OFFICER II	13
72	TRANSPORTATION	TRAF OFFICER II	13
73	I T A - COMMUNICATION	SR COMMUN ELECTRICIAN	13
74	L A CONVNTN CTR EXMPT AS NEEDED	ELECTRICIAN - EXEMPT	13
75	GSD CUSTODIAL SERVICES	HEAD CUSTODIAN SUPVR	13

Appendix 3.B

City of Los Angeles

Payroll Data Analytics

Non-Sworn Fire or Police Employees Who Worked More Than 40 Hours Within a Pay Period in 2013 (13+ Occurrences)

Ref	Department	Job Title	Number of Pay Periods With > 40 OT Hours
1	TRANSPORTATION	MAINTENANCE LABORER	26
2	TRANSPORTATION	TRAF MARK/SIGN SUPT I	26
3	TRANSPORTATION	TRAF PAINT SIGN POST I	25
4	TRANSPORTATION	TRAF PAINT SIGN POST II	25
5	TRANSPORTATION	TRAF PNT SIGN POST III	25
6	TRANSPORTATION	TRAF PAINT SIGN POST II	25
7	TRANSPORTATION	TRAF PNT SIGN POST III	25
8	TRANSPORTATION	TRAF PAINT SIGN POST I	25
9	TRANSPORTATION	TRAF PAINT SIGN POST II	25
10	TRANSPORTATION	TRAF MARK/SIGN SUPT I	25
11	STREET USE INSPECTION	VOCATIONAL WORKER I	24
12	AIRPORTS	SECURITY OFFICER	24
13	TRANSPORTATION	MAINTENANCE LABORER	24
14	TRANSPORTATION	TRAF PNT SIGN POST III	24
15	TRANSPORTATION	TRAF PAINT SIGN POST II	24
16	HARBOR	MAINT & CONSTR HELPER	24
17	TRANSPORTATION	TRAF OFFICER II	24
18	AIRPORTS	CUSTODIAN/AP	23
19	TRANSPORTATION	TRAF PAINT SIGN POST II	23
20	WASTEWATER COLL-AS NEEDED	MAINTENANCE LABORER	23
21	AIRPORTS	SR SECURITY OFFICER	23
22	AIRPORTS	SECURITY OFFICER	23
23	TRANSPORTATION	TRAF PAINT SIGN POST I	23
24	L A CONVTN CTR EXMPT AS NEEDED	ELECTRCL CRAFT HELPR/EX	23
25	TRANSPORTATION	TRAF PAINT SIGN POST I	22
26	TRANSPORTATION	TRAF OFFICER II	22
27	TRANSPORTATION	SR CLERK TYPIST	22
28	TRANSPORTATION	TRAF PNT SIGN POST III	22
29	TRANSPORTATION	TRAF PNT SIGN POST III	22
30	TRANSPORTATION	TRAF PNT SIGN POST III	22
31	TRANSPORTATION	TRAF PNT SIGN POST III	22
32	TRANSPORTATION	SIGNAL SYSTEM ELECTRCN	22
33	BLDG & SAFETY ENGINEERING	STRUCTRL ENGRG ASSC II	22
34	TRANSPORTATION	TRAF PAINT SIGN POST II	22
35	TRANSPORTATION	MAINTENANCE LABORER	22
36	TRANSPORTATION	MAINTENANCE LABORER	21
37	TRANSPORTATION	TRAF OFFICER II	21
38	AIRPORTS	CUSTODIAN/AP	20
39	BLDG & SAFETY ENGINEERING	STRUCTRL ENGRG ASSC III	20
40	AIRPORTS	SECURITY OFFICER	20
41	TRANSPORTATION	TRAF OFFICER II	20
42	TRANSPORTATION	TRAF PNT SIGN POST III	19
43	AIRPORTS	MAINTENANCE ASST	19
44	AIRPORTS	SR CUSTODIAN I/AP	19

Appendix 3.B

Ref	Department	Job Title	Number of Pay Periods With > 40 OT Hours
45	TRANSPORTATION	TRAF OFFICER II	19
46	HARBOR	PORT POLICE OFFICER III	19
47	AIRPORTS	SECURITY OFFICER	19
48	L A CONV TN CTR EXMPT AS NEEDED	COMMUN ELECTRICIAN	19
49	GSD BUILDING MAINTENANCE	ELECTRICIAN SUPV	19
50	AIRPORTS	SR SECURITY OFFICER	19
51	TRANSPORTATION	TRAF PAINT SIGN POST II	18
52	AIRPORTS	SR SECURITY OFFICER	18
53	TRANSPORTATION	TRAF OFFICER II	18
54	TRANSPORTATION	TRAF PAINT SIGN POST I	18
55	TRANSPORTATION	TRAF OFFICER II	18
56	I T A - COMMUNICATION	SR COMMUN ELECTRICIAN	18
57	AIRPORTS	CUSTODIAN/AP	17
58	TRANSPORTATION	TRAF OFFICER II	17
59	AIRPORTS	SECURITY OFFICER	17
60	BLDG & SAFETY ENGINEERING	STRUCTRL ENGRG ASSC II	17
61	BLDG & SAFETY ENGINEERING	STRUCTRL ENGRG ASSC IV	17
62	TRANSPORTATION	TRAF OFFICER II	17
63	AIRPORTS	PR SECURITY OFFICER	17
64	AIRPORTS	SECURITY OFFICER	17
65	L A CONVENTION CENTER	SR ELECTRICIAN	17
66	TRANSPORTATION	TRAF PAINT SIGN POST II	17
67	TRANSPORTATION	TRAF OFFICER II	17
68	AIRPORTS	CUSTODIAN/AP	16
69	AIRPORTS	SECURITY OFFICER	16
70	AIRPORTS	SECURITY OFFICER	16
71	AIRPORTS	SECURITY OFFICER	16
72	AIRPORTS	SECURITY OFFICER	16
73	TRANSPORTATION	TRAF MARK/SIGN SUPT I	16
74	AIRPORTS	SECURITY OFFICER	16
75	TRANSPORTATION	TRAF OFFICER II	16
76	AIRPORTS	SECURITY OFFICER	15
77	AIRPORTS	CUSTODIAN/AP	15
78	TRANSPORTATION	TRAF OFFICER II	15
79	TRANSPORTATION	TRAF OFFICER II	15
80	AIRPORTS	SECURITY OFFICER	15
81	L A CONVENTION CENTER	ELECTRCL CRAFT HELPER	15
82	AIRPORTS	SR SECURITY OFFICER	15
83	BLDG & SAFETY INSPECTION BUR.	SR ELECTRCL INSPECTOR	15
84	TRANSPORTATION	MAINTENANCE LABORER	15
85	TRANSPORTATION	TRAF PAINT SIGN POST I	15
86	AIRPORTS	SECURITY OFFICER	15
87	BLDG & SAFETY ENGINEERING	STRUCTRL ENGRG ASSC III	15
88	AIRPORTS	SECURITY OFFICER	14
89	TRANSPORTATION	TRAF OFFICER II	14
90	AIRPORTS	SECURITY OFFICER	14
91	AIRPORTS	MOTOR SWEEPER OPERATOR	14
92	BLDG & SAFETY TECH SERVS BUR	SYSTEMS ANALYST II	14
93	AIRPORTS	AIRPORT POLICE OFCR III	14

Appendix 3.B

Ref	Department	Job Title	Number of Pay Periods With > 40 OT Hours
94	AIRPORTS	SECURITY OFFICER	14
95	HARBOR	PORT POLICE OFFICER II	14
96	TRANSPORTATION	TRAF OFFICER II	14
97	AIRPORTS	SECURITY OFFICER	14
98	TRANSPORTATION	TRAF MARK/SIGN SUPT I	14
99	AIRPORTS	SECURITY OFFICER	14
100	AIRPORTS	SECURITY OFFICER	14
101	TRANSPORTATION	TRAF PAINT SIGN POST I	13
102	AIRPORTS	SECURITY OFFICER	13
103	BLDG & SAFETY TECH SERVS BUR	SYSTEMS ANALYST II	13
104	AIRPORTS	SECURITY OFFICER	13
105	BLDG & SAFETY ENGINEERING	STRUCTRL ENGRG ASSC IV	13
106	TRANSPORTATION	TRAF PAINT SIGN POST I	13
107	TRANSPORTATION	TRAF PAINT SIGN POST I	13
108	AIRPORTS	SECURITY OFFICER	13
109	AIRPORTS	AIRPORT POLICE OFCR III	13

Appendix 3.C

City of Los Angeles

Payroll Data Analytics

Non-Sworn Fire or Police Employees Who Worked More Than 40 Hours Within a Pay Period in 2014 (13+ Occurrences)

Ref	Department	Job Title	Number of Pay Periods With > 40 OT Hours
1	TRANSPORTATION	TRAF OFFICER II	26
2	AIRPORTS	CUSTODIAN/AP	25
3	AIRPORTS	SECURITY OFFICER	25
4	AIRPORTS	SECURITY OFFICER	25
5	TRANSPORTATION	TRAF PAINT SIGN POST II	25
6	TRANSPORTATION	TRAF MARK/SIGN SUPT I	25
7	TRANSPORTATION	TRAF PAINT SIGN POST I	25
8	HARBOR	MAINT & CONSTR HELPER	25
9	TRANSPORTATION	TRAF MARK/SIGN SUPT I	25
10	TRANSPORTATION	TRAF PAINT SIGN POST I	24
11	TRANSPORTATION	TRAF PNT SIGN POST III	24
12	AIRPORTS	SR SECURITY OFFICER	24
13	TRANSPORTATION	MAINTENANCE LABORER	24
14	TRANSPORTATION	TRAF OFFICER II	23
15	AIRPORTS	SECURITY OFFICER	23
16	BLDG & SAFETY ENGINEERING	STRUCTRL ENGRG ASSC IV	23
17	TRANSPORTATION	TRAF PAINT SIGN POST I	23
18	TRANSPORTATION	TRAF PAINT SIGN POST I	23
19	GSD CONSTRUCTION FORCES	PAINTER	23
20	STREET USE INSPECTION	VOCATIONAL WORKER I	22
21	TRANSPORTATION	TRAF PAINT SIGN POST II	22
22	TRANSPORTATION	TRAF PAINT SIGN POST II	22
23	TRANSPORTATION	TRAF MARK/SIGN SUPT I	22
24	TRANSPORTATION	TRAF PAINT SIGN POST II	22
25	AIRPORTS	SECURITY OFFICER	22
26	TRANSPORTATION	MAINTENANCE LABORER	22
27	TRANSPORTATION	TRAF OFFICER II	22
28	AIRPORTS	SR CUSTODIAN I/AP	21
29	TRANSPORTATION	TRAF OFFICER II	21
30	TRANSPORTATION	TRAF PNT SIGN POST III	21
31	TRANSPORTATION	TRAF PNT SIGN POST III	21
32	AIRPORTS	STOREKEEPER II	21
33	TRANSPORTATION	MAINTENANCE LABORER	21
34	AIRPORTS	SECURITY OFFICER	21
35	TRANSPORTATION	SIGNAL SYSTEM ELECTRCN	21
36	TRANSPORTATION	MAINTENANCE LABORER	21
37	AIRPORTS	CUSTODIAN/AP	21
38	AIRPORTS	PR SECURITY OFFICER	21
39	L A CONVENTION CENTER	SR EVENT ATTENDANT	21
40	TRANSPORTATION	TRAF PAINT SIGN POST II	21
41	WASTEWATER COLL-AS NEEDED	MAINTENANCE LABORER	20
42	TRANSPORTATION	TRAF PAINT SIGN POST II	20
43	AIRPORTS	SR SECURITY OFFICER	20
44	TRANSPORTATION	TRAF PNT SIGN POST III	20

Appendix 3.C

Ref	Department	Job Title	Number of Pay Periods With > 40 OT Hours
45	AIRPORTS	SECURITY OFFICER	20
46	AIRPORTS	SECURITY OFFICER	20
47	AIRPORTS	CUSTODIAN/AP	19
48	AIRPORTS	SECURITY OFFICER	19
49	TRANSPORTATION	TRAF OFFICER II	19
50	AIRPORTS	EQUIPMNT MECHANIC	19
51	BLDG & SAFETY ENGINEERING	STRUCTRL ENGRG ASSC III	19
52	TRANSPORTATION	TRAF OFFICER II	19
53	TRANSPORTATION	TRAF PNT SIGN POST III	19
54	BLDG & SAFETY ENGINEERING	STRUCTRL ENGRG ASSC II	19
55	TRANSPORTATION	SIGNAL SYSTEM ELECTRCN	19
56	TRANSPORTATION	TRAF OFFICER II	19
57	TRANSPORTATION	TRAF PNT SIGN POST III	18
58	AIRPORTS	SECURITY OFFICER	18
59	AIRPORTS	SECURITY OFFICER	18
60	AIRPORTS	SR SECURITY OFFICER	18
61	BLDG & SAFETY ENGINEERING	STRUCTRL ENGRG ASSC II	18
62	TRANSPORTATION	TRAF PAINT SIGN POST II	18
63	AIRPORTS	SECURITY OFFICER	18
64	TRANSPORTATION	TRAF OFFICER II	18
65	TRANSPORTATION	TRAF OFFICER II	18
66	AIRPORTS	CUSTODIAN/AP	17
67	AIRPORTS	SECURITY OFFICER	17
68	AIRPORTS	SECURITY OFFICER	17
69	AIRPORTS	SECURITY OFFICER	17
70	TRANSPORTATION	SR CLERK TYPIST	17
71	AIRPORTS	AIRPORT POLICE OFCR III	17
72	TRANSPORTATION	TRAF PNT SIGN POST III	17
73	TRANSPORTATION	SIGNAL SYSTEM ELECTRCN	17
74	AIRPORTS	SECURITY OFFICER	17
75	AIRPORTS	SECURITY OFFICER	17
76	TRANSPORTATION	TRAF OFFICER II	17
77	TRANSPORTATION	TRAF OFFICER II	17
78	AIRPORTS	CUSTODIAN/AP	16
79	AIRPORTS	CUSTODIAN/AP	16
80	AIRPORTS	SECURITY OFFICER	16
81	HARBOR	PORT POLICE OFFICER III	16
82	AIRPORTS	SECURITY OFFICER	16
83	AIRPORTS	SECURITY OFFICER	16
84	AIRPORTS	CUSTODIAN/AP	16
85	BLDG & SAFETY ENGINEERING	STRUCTRL ENGRG ASSC IV	16
86	AIRPORTS	SR SECURITY OFFICER	16
87	AIRPORTS	SECURITY OFFICER	16
88	AIRPORTS	AIRPORT POLICE OFCR III	16
89	AIRPORTS	SECURITY OFFICER	16
90	TRANSPORTATION	TRAF PAINT SIGN POST II	16
91	AIRPORTS	CUSTODIAN/AP	15
92	AIRPORTS	SECURITY OFFICER	15
93	AIRPORTS	SECURITY OFFICER	15

Appendix 3.C

Ref	Department	Job Title	Number of Pay Periods With > 40 OT Hours
94	TRANSPORTATION	TRAF OFFICER II	15
95	AIRPORTS	SR SECURITY OFFICER	15
96	TRANSPORTATION	TRAF OFFICER II	15
97	TRANSPORTATION	MAINTENANCE LABORER	15
98	AIRPORTS	SECURITY OFFICER	15
99	TRANSPORTATION	TRAF OFFICER II	15
100	TRANSPORTATION	TRAF OFFICER II	15
101	AIRPORTS	SECURITY OFFICER	15
102	BLDG & SAFETY ENGINEERING	STRUCTRL ENGRG ASSC III	15
103	AIRPORTS	SECURITY OFFICER	14
104	TRANSPORTATION	TRAF PAINT SIGN POST I	14
105	TRANSPORTATION	TRAF PAINT SIGN POST II	14
106	AIRPORTS	AIRPORT POLICE SGT II	14
107	AIRPORTS	CUSTODIAN/AP	14
108	AIRPORTS	SECURITY OFFICER	14
109	TRANSPORTATION	TRAF OFFICER II	14
110	TRANSPORTATION	TRAF OFFICER II	14
111	HARBOR	PORT POLICE OFFICER II	14
112	TRANSPORTATION	TRAF OFFICER II	14
113	HARBOR	SECURITY OFFICER	14
114	TRANSPORTATION	TRAF OFFICER II	14
115	L A CONV TN CTR EXMPT AS NEEDED	ELECTRICIAN - EXEMPT	14
116	TRANSPORTATION	TRAF OFFICER II	14
117	TRANSPORTATION	TRAF OFFICER II	14
118	AIRPORTS	SECURITY OFFICER	14
119	TRANSPORTATION	TRAF OFFICER II	13
120	AIRPORTS	CUSTODIAN/AP	13
121	AIRPORTS	CUSTODIAN/AP	13
122	TRANSPORTATION	TRAF OFFICER II	13
123	AIRPORTS	SECURITY OFFICER	13
124	TRANSPORTATION	TRAF PNT SIGN POST III	13
125	AIRPORTS	MOTOR SWEEPER OPERATOR	13
126	AIRPORTS	ELECTRICIAN	13
127	TRANSPORTATION	SIGNAL SYSTEM ELECTRCN	13
128	GSD MATERIALS MANAGEMENT	WAREHOUSE & T/R WKR I	13
129	AIRPORTS	SECURITY OFFICER	13
130	AIRPORTS	SECURITY OFFICER	13
131	TRANSPORTATION	TRAF OFFICER II	13

Appendix 4.A

City of Los Angeles

Payroll Data Analytics

Temporary Bonus Codes Amount Paid in Calendar Year 2012

Ref	Temp Bonus Code	Temporary Bonus Code Description	Total Amount Paid	% of Total Population	# of Emp Receiving Bonus	Avg Paid Per Emp
1	UA	UNIFORM ALLOWANCE	\$18,179,965	54.14%	23,901	\$760.64
2	BN	BONUS OR MARKSMANSHIP	4,690,145	13.97%	5,757	\$814.69
3	GB	CROSSING GUARDS BONUS	1,944,326	5.79%	402	\$4,836.63
4	TA	TOOL ALLOWANCE	1,529,075	4.55%	1,469	\$1,040.90
5	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	902,064	2.69%	254	\$3,551.43
6	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	868,717	2.59%	196	\$4,432.23
7	V2	DAILY ACTING PAY-5.5%	542,208	1.61%	489	\$1,108.81
8	EI	EFFICIENCY INCENTIVE PENSIONABLE	499,131	1.49%	15	\$33,275.38
9	LI	LICENSE BONUS (+ OR -)	470,490	1.40%	195	\$2,412.77
10	NG	NIGHT OR GRAVE PAY 5.5% NOT FOR SWORN	451,970	1.35%	1,539	\$293.68
11	MK	LAPD MARKSMANSHIP BONUS (+ OR -)	425,520	1.27%	2,468	\$172.41
12	WA	CERTIFIED PUBLIC ACCOUNTANT BONUS	394,450	1.17%	94	\$4,196.28
13	LB	LANGUAGE BONUS	257,463	0.77%	275	\$936.23
14	S4	HOURLY BONUS - ON CALL/STANDBY (MOU 09)	253,746	0.76%	80	\$3,171.83
15	S5	HOURLY BONUS - ON CALL/STANDBY (MOU 12)	197,158	0.59%	35	\$5,633.09
16	WB	TAX COMPLIANCE OFFICER'S ASSIGNMENT	194,850	0.58%	53	\$3,676.42
17	BC	2.75% BONUS - ACTING PAY	179,872	0.54%	110	\$1,635.20
18	DU	DAILY BONUS- CAD SOFTWARE USAGE	143,745	0.43%	55	\$2,613.55
19	S3	HOURLY BONUS - ON CALL/STANDBY (MOU 04, 14)	135,937	0.40%	102	\$1,332.72
20	MR	BONUS FOR LICENSED PARAMEDIC - FIRE	135,000	0.40%	225	\$600.00
21	MF	PARAMEDIC BONUS / FIREFIGHTERS-FIRE CAPTAINS	123,236	0.37%	59	\$2,088.75
22	LE	LAND SURVEY CERTIFIED	91,800	0.27%	43	\$2,134.88
23	LL	LAND SURVEY LICENSE	86,000	0.26%	17	\$5,058.82
24	C6	HOURLY BONUS (1.5) - CALL BACK PAY	84,366	0.25%	27	\$3,124.67
25	LH	LAND SURVEY AT HARBOR OR AIRPORT	83,225	0.25%	18	\$4,623.61
26	VY	REGISTERED VETERINARY TECH	81,400	0.24%	27	\$3,014.81

Appendix 4.A

Ref	Temp Bonus Code	Temporary Bonus Code Description	Total Amount Paid	% of Total Population	# of Emp Receiving Bonus	Avg Paid Per Emp
27	OD	HOURLY BONUS OFFICIATING DUTIES	69,770	0.21%	236	\$295.63
28	FA	FIELD ASSIGNMENT BONUS (+ OR -)	56,891	0.17%	817	\$69.63
29	C4	HOURLY BONUS (1.5) - CALL BACK PAY	55,783	0.17%	54	\$1,033.02
30	PP	PRINCIPAL CLERK BONUS	48,872	0.15%	26	\$1,879.68
31	WE	SELF-INSURANCE ADMIN EXAM CERT	43,890	0.13%	26	\$1,688.08
32	DG	DAILY BONUS- USE NUCLEAR TEST GAUGE	36,855	0.11%	21	\$1,755.00
33	DQ	DAILY BONUS- STREET PAVING CREW ASSIGNMENT	31,845	0.09%	9	\$3,538.33
34	P5	CERTIFIED FRAUD EXAMINER BONUS	26,550	0.08%	15	\$1,770.00
35	ET	EDUCATION AND TRAINING BONUS	22,705	0.07%	59	\$384.83
36	DH	HOURLY BONUS- TEST SLUDGE OR CESSPOOL SAMPLES	18,385	0.05%	31	\$593.06
37	DB	DAILY BONUS- WORK IN SEWER OR CATCH BASIN	15,840	0.05%	25	\$633.60
38	V4	EUTHANASIA PAY 5.5%	15,790	0.05%	83	\$190.24
39	M3	DAILY BONUS - MEAL ALLOWANCE (MOU 02, 13)	14,330	0.04%	134	\$106.94
40	M4	DAILY BONUS - MEAL ALLOWANCE (MOU 04,09,12,14,15,18)	13,520	0.04%	236	\$57.29
41	RR	HOURLY BONUS RECRUITMENT/RETENTION	12,078	0.04%	47	\$256.98
42	RO	RADIO OPERATION DISPATCH SUPERVISOR	12,000	0.04%	4	\$3,000.00
43	Y2	WEEKLY BONUS - SYSTEMS MONITOR OPERATOR CONSOLE (SMO)	10,979	0.03%	12	\$914.90
44	S6	DAILY BONUS (5%) - SPRAY GUN/PAINTERS (MOU 02)	10,428	0.03%	24	\$434.48
45	C7	CHLORINATION HOURLY BONUS	10,287	0.03%	8	\$1,285.87
46	D6	HOURLY BONUS (1.5) - DISTURBANCE CALLS	8,780	0.03%	23	\$381.74
47	BO	HOURLY BONUS - OPERATE BOILER (MOU 09)	8,057	0.02%	8	\$1,007.06
48	W2	HOURLY BONUS - CONSTRUCTION PROJECT COORDINATOR - SECC	7,008	0.02%	1	\$7,008.06
49	TQ	ELECTION DAY TROUBLESHOOTING	6,900	0.02%	23	\$300.00
50	WI	LACERS BENEFITS SPECIALIST	6,500	0.02%	2	\$3,250.00
51	SV	SURVEY SUPERVISOR BONUS	6,500	0.02%	1	\$6,500.00
52	DF	DRAFT POOL SUPERVISOR	5,400	0.02%	2	\$2,700.00
53	GC	GEOGRAPHIC INFORMATION SYSTEMS CHIEF	5,200	0.02%	1	\$5,200.00
54	L1	HOURLY BONUS - LEAD ASSIGNMENT PAY	4,773	0.01%	6	\$795.42
55	DP	DAILY BONUS- PERFORM ULTRASONIC WELD TESTING	4,605	0.01%	3	\$1,535.00
56	LG	HOURLY BONUS - SLUDGE SAMPLE (MOU 21)	3,770	0.01%	15	\$251.33
57	DN	RCN WEEKDAY NIGHT SHIFT BONUS	3,756	0.01%	16	\$234.77

Appendix 4.A

Ref	Temp Bonus Code	Temporary Bonus Code Description	Total Amount Paid	% of Total Population	# of Emp Receiving Bonus	Avg Paid Per Emp
58	HS	PRINCIPAL CLERK	3,510	0.01%	1	\$3,510.00
59	V5	SPAY / NEUTER PAY - 5.5%	3,494	0.01%	5	\$698.87
60	EN	RCN WEEKEND NIGHT SHIFT BONUS	3,138	0.01%	16	\$196.15
61	GF	HELITAC BONUS / FIREFIGHTERS-FIRE CAPTAINS	3,073	0.01%	2	\$1,536.63
62	LC	HOURLY BONUS - TANK CREW (MOU 09)	2,706	0.01%	11	\$246.00
63	NE	NOTARY PUBLIC CERTIFIED	2,675	0.01%	7	\$382.14
64	WD	SWIFT WATER DEPLOYMENT	2,490	0.01%	34	\$73.24
65	SA	SCUBA DIVER / FIREFIGHTERS	2,166	0.01%	11	\$196.91
66	RC	HOURLY BONUS ROVING CREW	1,828	0.01%	14	\$130.59
67	EE	RCN WEEKEND EVENING SHIFT BONUS	1,815	0.01%	18	\$100.85
68	DK	DAILY BONUS- PERFORM ELECTRICAL SPARK TESTING	1,665	0.00%	4	\$416.25
69	P4	HOURLY BONU-MULTICOLOR PRINTING PRESS	1,622	0.00%	1	\$1,621.50
70	SI	MARKETING INCENTIVE PROGRAM	1,499	0.00%	1	\$1,498.86
71	DE	RCN WEEKDAY EVENING SHIFT BONUS	1,211	0.00%	16	\$75.72
72	Y3	WEEKLY BONUS - MT LEE FACILITY	1,175	0.00%	5	\$235.00
73	WH	CITY AIDS POLICY CORR DINATOR	1,170	0.00%	1	\$1,170.00
74	DW	DAILY BONUS - DRYWALL (MOU 02)	1,072	0.00%	12	\$89.33
75	D5	HOURLY BONUS (1.0) - DISTURBANCE CALLS	917	0.00%	8	\$114.61
76	ED	RCN WEEKEND DAY SHIFT BONUS	650	0.00%	14	\$46.41
77	DY	DAILY BONUS- OCEAN MONITORING ON BOARD VESSEL- STA MOI	495	0.00%	3	\$165.00
78	M5	DAILY BONUS - MEAL ALLOWANCE (MOU 28)	357	0.00%	21	\$17.00
79	BZ	DAILY BONUS - CATCH BASIN (MOU 04)	344	0.00%	1	\$343.80
80	WR	SWIFT WATER RESCUE	302	0.00%	8	\$37.75
81	FZ	FINGERPRINT IDEN. EXPERT - FIXED BIWEEKLY BONUS	225	0.00%	2	\$112.50
82	UN	UNIFORM ALLOWANCE - NO TAX	163	0.00%	3	\$54.23
83	DX	DAILY BONUS- AERIAL PHOTOGRAPHERS	155	0.00%	2	\$77.50
84	V1	DAILY ACTING PAY-2.75%	147	0.00%	1	\$147.31
85	EF	RCN WEEKEND GRANDFATHER NIGHT SHIFT BONUS	78	0.00%	1	\$78.10
86	PE	REGISTERED PROFESSIONAL ENGINEERS	72	0.00%	3	\$24.00
87	JH	HOURLY BONUS - JACKHAMMER (MOU 02, 04)	60	0.00%	9	\$6.67
88	DV	DIVING HOURLY BONUS	10	0.00%	2	\$5.00

Appendix 4.A

Ref	Temp Bonus Code	Temporary Bonus Code Description	Total Amount Paid	% of Total Population	# of Emp Receiving Bonus	Avg Paid Per Emp
89	DI	1% DETECTIVE INCENTIVE BONUS (+ OR -)	-2,945	-0.01%	261	-\$11.28
Totals:			<u><u>\$33,581,245</u></u>	100.00%		

Appendix 4.B

City of Los Angeles

Payroll Data Analytics

Temporary Bonus Codes Amount Paid in Calendar Year 2013

Ref	Temp Bonus Code	Temporary Bonus Code Description	Total Amount Paid	% of Total Population	# of Emp Receiving Bonus	Avg Paid Per Emp
1	UA	UNIFORM ALLOWANCE	\$18,332,356	53.99%	23,669	\$774.53
2	BN	BONUS OR MARKSMANSHIP	3,162,039	9.31%	4,824	\$655.48
3	GB	CROSSING GUARDS BONUS	1,919,749	5.65%	379	\$5,065.30
4	TA	TOOL ALLOWANCE	1,505,453	4.43%	1,437	\$1,047.64
5	EI	EFFICIENCY INCENTIVE PENSIONABLE	1,305,067	3.84%	15	\$87,004.47
6	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	963,864	2.84%	248	\$3,886.55
7	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	896,613	2.64%	220	\$4,075.51
8	NG	NIGHT OR GRAVE PAY 5.5% NOT FOR SWORN	817,542	2.41%	1,678	\$487.21
9	V2	DAILY ACTING PAY-5.5%	693,371	2.04%	576	\$1,203.77
10	MK	LAPD MARKSMANSHIP BONUS (+ OR -)	442,928	1.30%	2,488	\$178.03
11	LI	LICENSE BONUS (+ OR -)	433,761	1.28%	183	\$2,370.28
12	WA	CERTIFIED PUBLIC ACCOUNTANT BONUS	394,650	1.16%	90	\$4,385.00
13	LB	LANGUAGE BONUS	257,028	0.76%	283	\$908.23
14	S4	HOURLY BONUS - ON CALL/STANDBY (MOU 09)	242,298	0.71%	69	\$3,511.56
15	BC	2.75% BONUS - ACTING PAY	231,305	0.68%	122	\$1,895.94
16	WB	TAX COMPLIANCE OFFICER'S ASSIGNMENT	227,550	0.67%	62	\$3,670.16
17	TQ	ELECTION DAY TROUBLESHOOTING	202,950	0.60%	425	\$477.53
18	S5	HOURLY BONUS - ON CALL/STANDBY (MOU 12)	161,412	0.48%	40	\$4,035.29
19	MF	PARAMEDIC BONUS / FIREFIGHTERS-FIRE CAPTAINS	147,410	0.43%	72	\$2,047.36
20	DU	DAILY BONUS- CAD SOFTWARE USAGE	143,550	0.42%	52	\$2,760.58
21	S3	HOURLY BONUS - ON CALL/STANDBY (MOU 04, 14)	142,681	0.42%	95	\$1,501.90
22	MR	BONUS FOR LICENSED PARAMEDIC - FIRE	133,200	0.39%	222	\$600.00
23	LE	LAND SURVEY CERTIFIED	90,180	0.27%	42	\$2,147.14
24	LH	LAND SURVEY AT HARBOR OR AIRPORT	86,150	0.25%	16	\$5,384.38
25	C6	HOURLY BONUS (1.5) - CALL BACK PAY	84,170	0.25%	24	\$3,507.07
26	C4	HOURLY BONUS (1.5) - CALL BACK PAY	81,205	0.24%	65	\$1,249.30

Appendix 4.B

Ref	Temp Bonus Code	Temporary Bonus Code Description	Total Amount Paid	% of Total Population	# of Emp Receiving Bonus	Avg Paid Per Emp
27	VY	REGISTERED VETERINARY TECH	76,840	0.23%	26	\$2,955.38
28	LL	LAND SURVEY LICENSE	76,400	0.22%	18	\$4,244.44
29	OD	HOURLY BONUS OFFICIATING DUTIES	69,874	0.21%	226	\$309.18
30	FA	FIELD ASSIGNMENT BONUS (+ OR -)	61,821	0.18%	739	\$83.65
31	PQ	BONUS - PRINCIPAL CONSTRUCTION INSPECTOR	58,280	0.17%	4	\$14,570.00
32	P5	CERTIFIED FRAUD EXAMINER BONUS	56,700	0.17%	17	\$3,335.29
33	PP	PRINCIPAL CLERK BONUS	54,206	0.16%	27	\$2,007.65
34	WE	SELF-INSURANCE ADMIN EXAM CERT	52,290	0.15%	28	\$1,867.50
35	DG	DAILY BONUS- USE NUCLEAR TEST GAUGE	29,085	0.09%	19	\$1,530.79
36	V4	EUTHANASIA PAY 5.5%	22,568	0.07%	97	\$232.66
37	ET	EDUCATION AND TRAINING BONUS	21,115	0.06%	56	\$377.05
38	DH	HOURLY BONUS- TEST SLUDGE OR CESSPOOL SAMPLES	19,778	0.06%	31	\$638.00
39	M4	DAILY BONUS - MEAL ALLOWANCE (MOU 04,09,12,14,15,18)	19,070	0.06%	250	\$76.28
40	W2	HOURLY BONUS - CONSTRUCTION PROJECT COORDINATOR - SECC	15,688	0.05%	2	\$7,844.20
41	DB	DAILY BONUS- WORK IN SEWER OR CATCH BASIN	15,440	0.05%	18	\$857.78
42	M3	DAILY BONUS - MEAL ALLOWANCE (MOU 02, 13)	13,918	0.04%	143	\$97.33
43	DQ	DAILY BONUS- STREET PAVING CREW ASSIGNMENT	12,900	0.04%	7	\$1,842.86
44	D6	HOURLY BONUS (1.5) - DISTURBANCE CALLS	11,346	0.03%	27	\$420.23
45	S6	DAILY BONUS (5%) - SPRAY GUN/PAINTERS (MOU 02)	10,708	0.03%	19	\$563.59
46	Y2	WEEKLY BONUS - SYSTEMS MONITOR OPERATOR CONSOLE (SMO	10,369	0.03%	10	\$1,036.88
47	C7	CHLORINATION HOURLY BONUS	10,310	0.03%	7	\$1,472.85
48	RR	HOURLY BONUS RECRUITMENT/RETENTION	9,725	0.03%	50	\$194.51
49	RO	RADIO OPERATION DISPATCH SUPERVISOR	9,688	0.03%	4	\$2,421.88
50	BO	HOURLY BONUS - OPERATE BOILER (MOU 09)	8,568	0.03%	8	\$1,071.02
51	V5	SPAY / NEUTER PAY - 5.5%	7,302	0.02%	5	\$1,460.34
52	DF	DRAFT POOL SUPERVISOR	7,020	0.02%	2	\$3,510.00
53	DP	DAILY BONUS- PERFORM ULTRASONIC WELD TESTING	6,885	0.02%	4	\$1,721.25
54	LC	HOURLY BONUS - TANK CREW (MOU 09)	6,714	0.02%	14	\$479.54
55	WI	LACERS BENEFITS SPECIALIST	6,500	0.02%	2	\$3,250.00
56	SV	SURVEY SUPERVISOR BONUS	6,500	0.02%	1	\$6,500.00
57	L1	HOURLY BONUS - LEAD ASSIGNMENT PAY	5,990	0.02%	18	\$332.75

Appendix 4.B

Ref	Temp Bonus Code	Temporary Bonus Code Description	Total Amount Paid	% of Total Population	# of Emp Receiving Bonus	Avg Paid Per Emp
58	P3	POST BONUS - INTERMEDIATE & ADVANCED - POLICE	5,759	0.02%	4	\$1,439.86
59	DN	RCN WEEKDAY NIGHT SHIFT BONUS	5,458	0.02%	19	\$287.28
60	GC	GEOGRAPHIC INFORMATION SYSTEMS CHIEF	5,200	0.02%	1	\$5,200.00
61	WG	WORKMEN'S COMP ASSIGNMENT	5,125	0.02%	1	\$5,125.00
62	EN	RCN WEEKEND NIGHT SHIFT BONUS	4,244	0.01%	21	\$202.08
63	NE	NOTARY PUBLIC CERTIFIED	3,900	0.01%	7	\$557.14
64	LG	HOURLY BONUS - SLUDGE SAMPLE (MOU 21)	3,900	0.01%	16	\$243.75
65	HS	PRINCIPAL CLERK	3,510	0.01%	1	\$3,510.00
66	P2	POST BONUS - ADVANCED - POLICE	3,138	0.01%	3	\$1,045.91
67	P1	POST BONUS - INTERMEDIATE - POLICE	3,088	0.01%	7	\$441.12
68	RC	HOURLY BONUS ROVING CREW	2,853	0.01%	25	\$114.14
69	GF	HELITAC BONUS / FIREFIGHTERS-FIRE CAPTAINS	2,800	0.01%	3	\$933.17
70	SA	SCUBA DIVER / FIREFIGHTERS	2,664	0.01%	10	\$266.40
71	DK	DAILY BONUS- PERFORM ELECTRICAL SPARK TESTING	2,625	0.01%	3	\$875.00
72	EE	RCN WEEKEND EVENING SHIFT BONUS	2,260	0.01%	22	\$102.74
73	DX	DAILY BONUS- AERIAL PHOTOGRAPHERS	2,055	0.01%	4	\$513.75
74	SI	MARKETING INCENTIVE PROGRAM	1,697	0.00%	1	\$1,697.45
75	DE	RCN WEEKDAY EVENING SHIFT BONUS	1,653	0.00%	24	\$68.87
76	P4	HOURLY BONU-MULTICOLOR PRINTING PRESS	1,494	0.00%	1	\$1,494.00
77	FZ	FINGERPRINT IDEN. EXPERT - FIXED BIWEEKLY BONUS	1,335	0.00%	2	\$667.50
78	HN	RCN HOLIDAY BONUS	1,300	0.00%	11	\$118.18
79	Y3	WEEKLY BONUS - MT LEE FACILITY	1,180	0.00%	7	\$168.57
80	WD	SWIFT WATER DEPLOYMENT	1,148	0.00%	21	\$54.67
81	ED	RCN WEEKEND DAY SHIFT BONUS	705	0.00%	13	\$54.26
82	DY	DAILY BONUS- OCEAN MONITORING ON BOARD VESSEL- STA MOI	540	0.00%	5	\$108.00
83	D5	HOURLY BONUS (1.0) - DISTURBANCE CALLS	514	0.00%	6	\$85.74
84	BZ	DAILY BONUS - CATCH BASIN (MOU 04)	335	0.00%	1	\$334.80
85	DZ	DAILY BONUS- LAPD HAZARDOUS CHEMICAL TEAM ASSIGN	120	0.00%	3	\$40.00
86	DW	DAILY BONUS - DRYWALL (MOU 02)	104	0.00%	6	\$17.33
87	JH	HOURLY BONUS - JACKHAMMER (MOU 02, 04)	78	0.00%	12	\$6.50
88	M5	DAILY BONUS - MEAL ALLOWANCE (MOU 28)	0	0.00%	1	\$0.00

Appendix 4.B

Ref	Temp Bonus Code	Temporary Bonus Code Description	Total Amount Paid	% of Total Population	# of Emp Receiving Bonus	Avg Paid Per Emp
89	DI	1% DETECTIVE INCENTIVE BONUS (+ OR -)	-5,471	-0.02%	226	-\$24.21
Totals:			<u><u>\$33,957,389</u></u>	100.00%		

Appendix 4.C

City of Los Angeles

Payroll Data Analytics

Temporary Bonus Codes Amount Paid in Calendar Year 2014

Ref	Temp Bonus Code	Temporary Bonus Code Description	Total Amount Paid	% of Total Population	# of Emp Receiving Bonus	Avg Paid Per Emp
1	UA	UNIFORM ALLOWANCE	\$18,038,353	54.77%	23,426	\$770.01
2	BN	BONUS OR MARKSMANSHIP	3,162,534	9.60%	4,663	\$678.22
3	TA	TOOL ALLOWANCE	1,452,603	4.41%	1,395	\$1,041.29
4	GB	CROSSING GUARDS BONUS	1,430,648	4.34%	374	\$3,825.26
5	EI	EFFICIENCY INCENTIVE PENSIONABLE	1,268,002	3.85%	15	\$84,533.47
6	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	1,024,080	3.11%	293	\$3,495.15
7	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	1,010,293	3.07%	253	\$3,993.25
8	NG	NIGHT OR GRAVE PAY 5.5% NOT FOR SWORN	755,258	2.29%	1,542	\$489.79
9	V2	DAILY ACTING PAY-5.5%	723,831	2.20%	664	\$1,090.11
10	MK	LAPD MARKSMANSHIP BONUS (+ OR -)	452,244	1.37%	2,390	\$189.22
11	WA	CERTIFIED PUBLIC ACCOUNTANT BONUS	399,612	1.21%	97	\$4,119.71
12	LI	LICENSE BONUS (+ OR -)	398,095	1.21%	172	\$2,314.50
13	S4	HOURLY BONUS - ON CALL/STANDBY (MOU 09)	263,987	0.80%	78	\$3,384.45
14	LB	LANGUAGE BONUS	247,927	0.75%	284	\$872.98
15	BC	2.75% BONUS - ACTING PAY	188,923	0.57%	120	\$1,574.36
16	S5	HOURLY BONUS - ON CALL/STANDBY (MOU 12)	175,375	0.53%	48	\$3,653.64
17	S3	HOURLY BONUS - ON CALL/STANDBY (MOU 04, 14)	153,112	0.46%	155	\$987.82
18	DU	DAILY BONUS- CAD SOFTWARE USAGE	146,235	0.44%	59	\$2,478.56
19	MR	BONUS FOR LICENSED PARAMEDIC - FIRE	136,200	0.41%	227	\$600.00
20	MF	PARAMEDIC BONUS / FIREFIGHTERS-FIRE CAPTAINS	111,010	0.34%	60	\$1,850.17
21	C4	HOURLY BONUS (1.5) - CALL BACK PAY	99,148	0.30%	62	\$1,599.16
22	TQ	ELECTION DAY TROUBLESHOOTING	94,500	0.29%	76	\$1,243.42
23	LE	LAND SURVEY CERTIFIED	90,870	0.28%	42	\$2,163.57
24	OD	HOURLY BONUS OFFICIATING DUTIES	87,120	0.26%	262	\$332.52
25	C6	HOURLY BONUS (1.5) - CALL BACK PAY	83,217	0.25%	26	\$3,200.65
26	FA	FIELD ASSIGNMENT BONUS (+ OR -)	74,658	0.23%	784	\$95.23

Appendix 4.C

Ref	Temp Bonus Code	Temporary Bonus Code Description	Total Amount Paid	% of Total Population	# of Emp Receiving Bonus	Avg Paid Per Emp
27	LL	LAND SURVEY LICENSE	72,600	0.22%	14	\$5,185.71
28	WB	TAX COMPLIANCE OFFICER'S ASSIGNMENT	70,350	0.21%	59	\$1,192.37
29	P5	CERTIFIED FRAUD EXAMINER BONUS	60,300	0.18%	16	\$3,768.75
30	PP	PRINCIPAL CLERK BONUS	56,216	0.17%	27	\$2,082.09
31	PQ	BONUS - PRINCIPAL CONSTRUCTION INSPECTOR	51,230	0.16%	5	\$10,246.00
32	LH	LAND SURVEY AT HARBOR OR AIRPORT	42,350	0.13%	17	\$2,491.18
33	WE	SELF-INSURANCE ADMIN EXAM CERT	41,020	0.12%	26	\$1,577.69
34	LG	HOURLY BONUS - SLUDGE SAMPLE (MOU 21)	33,921	0.10%	28	\$1,211.45
35	M4	DAILY BONUS - MEAL ALLOWANCE (MOU 04,09,12,14,15,18)	30,720	0.09%	431	\$71.28
36	DG	DAILY BONUS- USE NUCLEAR TEST GAUGE	30,075	0.09%	21	\$1,432.14
37	VY	REGISTERED VETERINARY TECH	29,735	0.09%	27	\$1,101.30
38	P2	POST BONUS - ADVANCED - POLICE	26,860	0.08%	34	\$789.99
39	DH	HOURLY BONUS- TEST SLUDGE OR CESSPOOL SAMPLES	22,872	0.07%	27	\$847.09
40	V4	EUTHANASIA PAY 5.5%	22,774	0.07%	99	\$230.04
41	V1	DAILY ACTING PAY-2.75%	19,805	0.06%	40	\$495.12
42	ET	EDUCATION AND TRAINING BONUS	19,030	0.06%	51	\$373.14
43	DB	DAILY BONUS- WORK IN SEWER OR CATCH BASIN	15,780	0.05%	17	\$928.24
44	P3	POST BONUS - INTERMEDIATE & ADVANCED - POLICE	15,263	0.05%	12	\$1,271.94
45	DQ	DAILY BONUS- STREET PAVING CREW ASSIGNMENT	13,455	0.04%	6	\$2,242.50
46	C7	CHLORINATION HOURLY BONUS	13,174	0.04%	10	\$1,317.37
47	S6	DAILY BONUS (5%) - SPRAY GUN/PAINTERS (MOU 02)	13,125	0.04%	21	\$625.02
48	M3	DAILY BONUS - MEAL ALLOWANCE (MOU 02, 13)	13,019	0.04%	182	\$71.53
49	P1	POST BONUS - INTERMEDIATE - POLICE	11,862	0.04%	31	\$382.66
50	RR	HOURLY BONUS RECRUITMENT/RETENTION	11,381	0.03%	45	\$252.90
51	V5	SPAY / NEUTER PAY - 5.5%	11,133	0.03%	5	\$2,226.64
52	RO	RADIO OPERATION DISPATCH SUPERVISOR	10,750	0.03%	5	\$2,150.00
53	D6	HOURLY BONUS (1.5) - DISTURBANCE CALLS	10,045	0.03%	20	\$502.25
54	Y2	WEEKLY BONUS - SYSTEMS MONITOR OPERATOR CONSOLE (SMO)	9,849	0.03%	11	\$895.39
55	W2	HOURLY BONUS - CONSTRUCTION PROJECT COORDINATOR - SECC	8,939	0.03%	1	\$8,938.94
56	DF	DRAFT POOL SUPERVISOR	7,020	0.02%	2	\$3,510.00
57	BO	HOURLY BONUS - OPERATE BOILER (MOU 09)	6,828	0.02%	7	\$975.47

Appendix 4.C

Ref	Temp Bonus Code	Temporary Bonus Code Description	Total Amount Paid	% of Total Population	# of Emp Receiving Bonus	Avg Paid Per Emp
58	WI	LACERS BENEFITS SPECIALIST	6,500	0.02%	2	\$3,250.00
59	DP	DAILY BONUS- PERFORM ULTRASONIC WELD TESTING	5,370	0.02%	3	\$1,790.00
60	GC	GEOGRAPHIC INFORMATION SYSTEMS CHIEF	5,200	0.02%	1	\$5,200.00
61	LC	HOURLY BONUS - TANK CREW (MOU 09)	5,200	0.02%	15	\$346.63
62	L1	HOURLY BONUS - LEAD ASSIGNMENT PAY	4,179	0.01%	10	\$417.86
63	WD	SWIFT WATER DEPLOYMENT	4,016	0.01%	36	\$111.56
64	S7	HOURLY BONUS-STANDBY	3,905	0.01%	5	\$781.00
65	DN	RCN WEEKDAY NIGHT SHIFT BONUS	3,870	0.01%	20	\$193.49
66	RC	HOURLY BONUS ROVING CREW	3,277	0.01%	25	\$131.09
67	NE	NOTARY PUBLIC CERTIFIED	3,250	0.01%	5	\$650.00
68	SA	SCUBA DIVER / FIREFIGHTERS	2,808	0.01%	8	\$351.00
69	EN	RCN WEEKEND NIGHT SHIFT BONUS	2,584	0.01%	17	\$152.00
70	DK	DAILY BONUS- PERFORM ELECTRICAL SPARK TESTING	2,205	0.01%	6	\$367.50
71	DY	DAILY BONUS- OCEAN MONITORING ON BOARD VESSEL- STA MOI	2,175	0.01%	5	\$435.00
72	GF	HELITAC BONUS / FIREFIGHTERS-FIRE CAPTAINS	2,152	0.01%	3	\$717.33
73	DX	DAILY BONUS- AERIAL PHOTOGRAPHERS	2,135	0.01%	2	\$1,067.50
74	SV	SURVEY SUPERVISOR BONUS	2,000	0.01%	1	\$2,000.00
75	EE	RCN WEEKEND EVENING SHIFT BONUS	1,630	0.00%	21	\$77.62
76	P4	HOURLY BONU-MULTICOLOR PRINTING PRESS	1,607	0.00%	1	\$1,606.50
77	HS	PRINCIPAL CLERK	1,350	0.00%	1	\$1,350.00
78	DE	RCN WEEKDAY EVENING SHIFT BONUS	1,310	0.00%	21	\$62.37
79	JH	HOURLY BONUS - JACKHAMMER (MOU 02, 04)	1,286	0.00%	56	\$22.96
80	Y3	WEEKLY BONUS - MT LEE FACILITY	1,250	0.00%	8	\$156.25
81	WR	SWIFT WATER RESCUE	1,248	0.00%	23	\$54.26
82	WW	HOURLY BONUS - WINDOW WASHING/MANLIFT (MOU 15)	979	0.00%	12	\$81.54
83	FZ	FINGERPRINT IDEN. EXPERT - FIXED BIWEEKLY BONUS	780	0.00%	2	\$390.00
84	ED	RCN WEEKEND DAY SHIFT BONUS	626	0.00%	14	\$44.73
85	HN	RCN HOLIDAY BONUS	600	0.00%	4	\$150.00
86	DW	DAILY BONUS - DRYWALL (MOU 02)	400	0.00%	8	\$50.00
87	BZ	DAILY BONUS - CATCH BASIN (MOU 04)	284	0.00%	1	\$284.40
88	DZ	DAILY BONUS- LAPD HAZARDOUS CHEMICAL TEAM ASSIGN	280	0.00%	5	\$56.00

Appendix 4.C

Ref	Temp Bonus Code	Temporary Bonus Code Description	Total Amount Paid	% of Total Population	# of Emp Receiving Bonus	Avg Paid Per Emp
89	D5	HOURLY BONUS (1.0) - DISTURBANCE CALLS	102	0.00%	2	\$50.92
90	M5	DAILY BONUS - MEAL ALLOWANCE (MOU 28)	17	0.00%	2	\$8.50
91	AY	AERIAL PHOTOGRAPHY	10	0.00%	3	\$3.17
92	DI	1% DETECTIVE INCENTIVE BONUS (+ OR -)	-7,640	-0.02%	291	-\$26.25
Totals:			<u>\$32,936,256</u>	100.00%		

Appendix 4.D

City of Los Angeles

Payroll Data Analytics

Temporary Bonus Codes Amount Paid By Department (Greater Than \$50,000) in Calendar Year 2012

Ref	Temp Bonus Code	Temporary Bonus Code Description	Department	Total Amount Paid
1	UA	UNIFORM ALLOWANCE	POLICE OFFICERS	\$9,866,206
2	UA	UNIFORM ALLOWANCE	FIRE - FIREFIGHTERS	2,768,456
3	GB	CROSSING GUARDS BONUS	TRANSPORTATION AS NEEDED	1,944,326
4	UA	UNIFORM ALLOWANCE	AIRPORTS	1,275,786
5	BN	BONUS OR MARKSMANSHIP	HARBOR	1,195,465
6	UA	UNIFORM ALLOWANCE	POLICE CIVILIAN	1,048,624
7	BN	BONUS OR MARKSMANSHIP	ATTORNEY - ATTY	978,715
8	UA	UNIFORM ALLOWANCE	TRANSPORTATION	817,535
9	BN	BONUS OR MARKSMANSHIP	POLICE OFFICERS	785,877
10	BN	BONUS OR MARKSMANSHIP	AIRPORTS	759,825
11	V2	DAILY ACTING PAY-5.5%	POLICE CIVILIAN	511,342
12	EI	EFFICIENCY INCENTIVE PENSIONABLE	HARBOR	499,131
13	MK	LAPD MARKSMANSHIP BONUS (+ OR -)	POLICE OFFICERS	373,292
14	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	INFO TECHNOLOGY AGENCY	322,704
15	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	POLICE CIVILIAN	286,056
16	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	I T A - COMMUNICATION	251,905
17	UA	UNIFORM ALLOWANCE	PW SOLID RESOURCES SOUTH COLL DIV	247,480
18	TA	TOOL ALLOWANCE	AIRPORTS	242,450
19	BN	BONUS OR MARKSMANSHIP	ATTORNEY - PROPRIETARY	221,264
20	UA	UNIFORM ALLOWANCE	HARBOR	210,445
21	UA	UNIFORM ALLOWANCE	GSD CUSTODIAL SERVICES	202,730
22	UA	UNIFORM ALLOWANCE	GSD OFFICE OF PUBLIC SAFETY	202,681
23	BN	BONUS OR MARKSMANSHIP	PW HYPERION TREAT PLANT	201,605
24	WB	TAX COMPLIANCE OFFICER'S ASSIGNMENT	OFC OF FIN (REV MGMT/CITYWIDE)	194,850
25	BC	2.75% BONUS - ACTING PAY	POLICE OFFICERS	179,872
26	NG	NIGHT OR GRAVE PAY 5.5% NOT FOR SWORN	REC PARKS REG FULL TIME	177,474

Appendix 4.D

Ref	Temp Bonus Code	Temporary Bonus Code Description	Department	Total Amount Paid
27	TA	TOOL ALLOWANCE	GSD FLEET SERVICES	171,925
28	LI	LICENSE BONUS (+ OR -)	P W ENGINEERING	159,714
29	UA	UNIFORM ALLOWANCE	PW SOLID RESOURCES VALLEY COLL	157,650
30	UA	UNIFORM ALLOWANCE	PW WASTEWATER COLL SYSTEM	152,440
31	TA	TOOL ALLOWANCE	I T A - COMMUNICATION	144,300
32	BN	BONUS OR MARKSMANSHIP	TRANSPORTATION	143,136
33	MR	BONUS FOR LICENSED PARAMEDIC - FIRE	FIRE - FIREFIGHTERS	135,000
34	TA	TOOL ALLOWANCE	HARBOR	133,125
35	TA	TOOL ALLOWANCE	TRANSPORTATION	130,000
36	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	GSD BUILDING MAINTENANCE	126,024
37	MF	PARAMEDIC BONUS / FIREFIGHTERS-FIRE CAPTAINS	FIRE - FIREFIGHTERS	123,236
38	WA	CERTIFIED PUBLIC ACCOUNTANT BONUS	OFC OF FIN (REV MGMT/CITYWIDE)	117,000
39	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	REC PARKS REG FULL TIME	115,256
40	TA	TOOL ALLOWANCE	REC PARKS REG FULL TIME	114,825
41	UA	UNIFORM ALLOWANCE	REC PARKS REG FULL TIME	114,410
42	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	PW STREET LIGHTING	110,173
43	UA	UNIFORM ALLOWANCE	LOS ANGELES ZOO	109,005
44	NG	NIGHT OR GRAVE PAY 5.5% NOT FOR SWORN	ANIMAL SERVICES	108,526
45	UA	UNIFORM ALLOWANCE	ANIMAL SERVICES	104,180
46	TA	TOOL ALLOWANCE	POLICE CIVILIAN	98,025
47	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	PW HYPERION TREAT PLANT	96,437
48	LI	LICENSE BONUS (+ OR -)	TRANSPORTATION	94,820
49	UA	UNIFORM ALLOWANCE	TRANSPORTATION AS NEEDED	93,615
50	TA	TOOL ALLOWANCE	PW SPECIAL PROJECTS	89,700
51	TA	TOOL ALLOWANCE	PW STREET LIGHTING	83,050
52	TA	TOOL ALLOWANCE	GSD BUILDING MAINTENANCE	82,475
53	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	PW INFORMATION & CONTROL SYSTEMS	82,032
54	TA	TOOL ALLOWANCE	PW HYPERION TREAT PLANT	79,575
55	UA	UNIFORM ALLOWANCE	GSD PARKING SVCS AS NEEDED	78,282
56	WA	CERTIFIED PUBLIC ACCOUNTANT BONUS	CONTROLLER	77,725
57	LL	LAND SURVEY LICENSE	P W ENGINEERING	75,600

Appendix 4.D

Ref	Temp Bonus Code	Temporary Bonus Code Description	Department	Total Amount Paid
58	S4	HOURLY BONUS - ON CALL/STANDBY (MOU 09)	PW D C TILLMAN WATER RECLM	75,217
59	C6	HOURLY BONUS (1.5) - CALL BACK PAY	PW STORMWATER MANAGEMENT DIV	74,912
60	UA	UNIFORM ALLOWANCE	PW HYPERION TREAT PLANT	72,330
61	OD	HOURLY BONUS OFFICIATING DUTIES	REC & PARKS PART TIME	69,770
62	LE	LAND SURVEY CERTIFIED	P W ENGINEERING	68,490
63	VY	REGISTERED VETERINARY TECH	ANIMAL SERVICES	68,400
64	LI	LICENSE BONUS (+ OR -)	BLDG & SAFETY ENGINEERING	67,932
65	S4	HOURLY BONUS - ON CALL/STANDBY (MOU 09)	PW HYPERION TREAT PLANT	67,801
66	LH	LAND SURVEY AT HARBOR OR AIRPORT	HARBOR	66,425
67	DU	DAILY BONUS- CAD SOFTWARE USAGE	P W ENGINEERING	62,190
68	UA	UNIFORM ALLOWANCE	REC & PARKS PART TIME	61,767
69	UA	UNIFORM ALLOWANCE	PW SOLID RESOURCES SUPPORT SERV	58,180
70	UA	UNIFORM ALLOWANCE	PW URBAN FORESTRY	57,070
71	FA	FIELD ASSIGNMENT BONUS (+ OR -)	POLICE OFFICERS	56,891
72	UA	UNIFORM ALLOWANCE	GSD FLEET SERVICES	56,857
73	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	FIRE CIVILIAN	55,176
74	DU	DAILY BONUS- CAD SOFTWARE USAGE	TRANSPORTATION	52,860
75	MK	LAPD MARKSMANSHIP BONUS (+ OR -)	AIRPORTS	52,228
76	S3	HOURLY BONUS - ON CALL/STANDBY (MOU 04, 14)	PW HYPERION TREAT PLANT	51,024
77	BN	BONUS OR MARKSMANSHIP	GSD BUILDING MAINTENANCE	50,263
			Total:	<u><u>\$30,513,140</u></u>

Appendix 4.E

City of Los Angeles

Payroll Data Analytics

Temporary Bonus Codes Amount Paid By Department (Greater Than \$50,000) in Calendar Year 2013

Ref	Temp Bonus Code	Temporary Bonus Code Description	Department	Total Amount Paid
1	UA	UNIFORM ALLOWANCE	POLICE OFFICERS	\$9,853,458
2	UA	UNIFORM ALLOWANCE	FIRE - FIREFIGHTERS	2,848,202
3	GB	CROSSING GUARDS BONUS	TRANSPORTATION AS NEEDED	1,919,749
4	BN	BONUS OR MARKSMANSHIP	HARBOR	1,403,496
5	UA	UNIFORM ALLOWANCE	AIRPORTS	1,386,993
6	EI	EFFICIENCY INCENTIVE PENSIONABLE	HARBOR	1,305,067
7	UA	UNIFORM ALLOWANCE	POLICE CIVILIAN	1,220,185
8	UA	UNIFORM ALLOWANCE	TRANSPORTATION	833,765
9	BN	BONUS OR MARKSMANSHIP	POLICE OFFICERS	758,238
10	BN	BONUS OR MARKSMANSHIP	AIRPORTS	669,299
11	V2	DAILY ACTING PAY-5.5%	POLICE CIVILIAN	626,760
12	MK	LAPD MARKSMANSHIP BONUS (+ OR -)	POLICE OFFICERS	380,244
13	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	INFO TECHNOLOGY AGENCY	333,168
14	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	POLICE CIVILIAN	316,392
15	NG	NIGHT OR GRAVE PAY 5.5% NOT FOR SWORN	REC PARKS REG FULL TIME	285,975
16	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	I T A - COMMUNICATION	248,841
17	UA	UNIFORM ALLOWANCE	PW SOLID RESOURCES SOUTH COLL DIV	244,150
18	TA	TOOL ALLOWANCE	AIRPORTS	237,100
19	BC	2.75% BONUS - ACTING PAY	POLICE OFFICERS	231,305
20	WB	TAX COMPLIANCE OFFICER'S ASSIGNMENT	OFC OF FIN (REV MGMT/CITYWIDE)	227,550
21	UA	UNIFORM ALLOWANCE	HARBOR	205,155
22	TQ	ELECTION DAY TROUBLESHOOTING	CITY CLK - ELECT NIGHT	202,950
23	UA	UNIFORM ALLOWANCE	GSD CUSTODIAL SERVICES	199,405
24	NG	NIGHT OR GRAVE PAY 5.5% NOT FOR SWORN	ANIMAL SERVICES	169,993
25	TA	TOOL ALLOWANCE	GSD FLEET SERVICES	163,875
26	UA	UNIFORM ALLOWANCE	PW WASTEWATER COLL SYSTEM	148,425

Appendix 4.E

Ref	Temp Bonus Code	Temporary Bonus Code Description	Department	Total Amount Paid
27	UA	UNIFORM ALLOWANCE	PW SOLID RESOURCES VALLEY COLL	148,095
28	MF	PARAMEDIC BONUS / FIREFIGHTERS-FIRE CAPTAINS	FIRE - FIREFIGHTERS	147,410
29	TA	TOOL ALLOWANCE	I T A - COMMUNICATION	137,800
30	MR	BONUS FOR LICENSED PARAMEDIC - FIRE	FIRE - FIREFIGHTERS	133,200
31	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	GSD BUILDING MAINTENANCE	128,760
32	BN	BONUS OR MARKSMANSHIP	TRANSPORTATION	126,266
33	TA	TOOL ALLOWANCE	HARBOR	125,625
34	TA	TOOL ALLOWANCE	TRANSPORTATION	124,803
35	WA	CERTIFIED PUBLIC ACCOUNTANT BONUS	OFC OF FIN (REV MGMT/CITYWIDE)	119,425
36	UA	UNIFORM ALLOWANCE	TRANSPORTATION AS NEEDED	119,210
37	TA	TOOL ALLOWANCE	REC PARKS REG FULL TIME	117,425
38	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	REC PARKS REG FULL TIME	116,760
39	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	PW STREET LIGHTING	110,137
40	UA	UNIFORM ALLOWANCE	REC PARKS REG FULL TIME	108,290
41	LI	LICENSE BONUS (+ OR -)	TRANSPORTATION	106,480
42	UA	UNIFORM ALLOWANCE	LOS ANGELES ZOO	106,345
43	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	PW HYPERION TREAT PLANT	105,033
44	LI	LICENSE BONUS (+ OR -)	P W ENGINEERING	102,691
45	TA	TOOL ALLOWANCE	PW STREET LIGHTING	101,975
46	UA	UNIFORM ALLOWANCE	ANIMAL SERVICES	100,835
47	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	PW INFORMATION & CONTROL SYSTEMS	98,736
48	TA	TOOL ALLOWANCE	POLICE CIVILIAN	90,975
49	TA	TOOL ALLOWANCE	PW HYPERION TREAT PLANT	85,200
50	TA	TOOL ALLOWANCE	PW SPECIAL PROJECTS	84,500
51	TA	TOOL ALLOWANCE	GSD BUILDING MAINTENANCE	77,275
52	UA	UNIFORM ALLOWANCE	GSD PARKING SVCS AS NEEDED	75,793
53	NG	NIGHT OR GRAVE PAY 5.5% NOT FOR SWORN	LIBRARY	74,758
54	UA	UNIFORM ALLOWANCE	PW HYPERION TREAT PLANT	73,380
55	C6	HOURLY BONUS (1.5) - CALL BACK PAY	PW STORMWATER MANAGEMENT DIV	71,707
56	WA	CERTIFIED PUBLIC ACCOUNTANT BONUS	CONTROLLER	71,425
57	OD	HOURLY BONUS OFFICIATING DUTIES	REC & PARKS PART TIME	69,874

Appendix 4.E

Ref	Temp Bonus Code	Temporary Bonus Code Description	Department	Total Amount Paid
58	LH	LAND SURVEY AT HARBOR OR AIRPORT	HARBOR	68,750
59	LE	LAND SURVEY CERTIFIED	P W ENGINEERING	66,780
60	NG	NIGHT OR GRAVE PAY 5.5% NOT FOR SWORN	TRANSPORTATION	66,457
61	UA	UNIFORM ALLOWANCE	REC & PARKS PART TIME	64,878
62	VY	REGISTERED VETERINARY TECH	ANIMAL SERVICES	63,840
63	LL	LAND SURVEY LICENSE	P W ENGINEERING	63,000
64	MK	LAPD MARKSMANSHIP BONUS (+ OR -)	AIRPORTS	62,684
65	FA	FIELD ASSIGNMENT BONUS (+ OR -)	POLICE OFFICERS	61,821
66	DU	DAILY BONUS- CAD SOFTWARE USAGE	P W ENGINEERING	61,590
67	LI	LICENSE BONUS (+ OR -)	BLDG & SAFETY ENGINEERING	61,199
68	S4	HOURLY BONUS - ON CALL/STANDBY (MOU 09)	PW D C TILLMAN WATER RECLM	58,965
69	UA	UNIFORM ALLOWANCE	POLICE AS NEEDED	58,904
70	PQ	BONUS - PRINCIPAL CONSTRUCTION INSPECTOR	AIRPORTS	58,280
71	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	FIRE CIVILIAN	58,272
72	S4	HOURLY BONUS - ON CALL/STANDBY (MOU 09)	PW HYPERION TREAT PLANT	57,837
73	P5	CERTIFIED FRAUD EXAMINER BONUS	POLICE CIVILIAN	56,700
74	UA	UNIFORM ALLOWANCE	GSD FLEET SERVICES	55,550
75	DU	DAILY BONUS- CAD SOFTWARE USAGE	TRANSPORTATION	55,170
76	UA	UNIFORM ALLOWANCE	PW SOLID RESOURCES SUPPORT SERV	55,025
77	C4	HOURLY BONUS (1.5) - CALL BACK PAY	REC PARKS REG FULL TIME	54,233
78	PP	PRINCIPAL CLERK BONUS	POLICE CIVILIAN	54,206
79	UA	UNIFORM ALLOWANCE	PW URBAN FORESTRY	53,475
80	S3	HOURLY BONUS - ON CALL/STANDBY (MOU 04, 14)	PW HYPERION TREAT PLANT	51,425
81	S3	HOURLY BONUS - ON CALL/STANDBY (MOU 04, 14)	PW WASTEWATER COLL SYSTEM	50,503
82	BN	BONUS OR MARKSMANSHIP	POLICE CIVILIAN	50,210
			Total:	<u>\$31,149,681</u>

Appendix 4.F

City of Los Angeles

Payroll Data Analytics

Temporary Bonus Codes Amount Paid By Department (Greater Than \$50,000) in Calendar Year 2014

Ref	Temp Bonus Code	Temporary Bonus Code Description	Department	Total Amount Paid
1	UA	UNIFORM ALLOWANCE	POLICE OFFICERS	\$9,818,646
2	UA	UNIFORM ALLOWANCE	FIRE - FIREFIGHTERS	2,825,298
3	BN	BONUS OR MARKSMANSHIP	HARBOR	1,570,710
4	GB	CROSSING GUARDS BONUS	TRANSPORTATION AS NEEDED	1,430,648
5	EI	EFFICIENCY INCENTIVE PENSIONABLE	HARBOR	1,268,002
6	UA	UNIFORM ALLOWANCE	AIRPORTS	1,266,438
7	UA	UNIFORM ALLOWANCE	POLICE CIVILIAN	1,140,272
8	UA	UNIFORM ALLOWANCE	TRANSPORTATION	827,285
9	BN	BONUS OR MARKSMANSHIP	POLICE OFFICERS	743,550
10	V2	DAILY ACTING PAY-5.5%	POLICE CIVILIAN	621,954
11	BN	BONUS OR MARKSMANSHIP	AIRPORTS	428,112
12	MK	LAPD MARKSMANSHIP BONUS (+ OR -)	POLICE OFFICERS	373,648
13	NG	NIGHT OR GRAVE PAY 5.5% NOT FOR SWORN	REC PARKS REG FULL TIME	309,772
14	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	INFO TECHNOLOGY AGENCY	292,560
15	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	POLICE CIVILIAN	290,880
16	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	I T A - COMMUNICATION	254,026
17	TA	TOOL ALLOWANCE	AIRPORTS	240,425
18	UA	UNIFORM ALLOWANCE	PW SOLID RESOURCES SOUTH COLL DIV	239,015
19	UA	UNIFORM ALLOWANCE	HARBOR	198,825
20	UA	UNIFORM ALLOWANCE	GSD CUSTODIAL SERVICES	193,670
21	BC	2.75% BONUS - ACTING PAY	POLICE OFFICERS	188,923
22	NG	NIGHT OR GRAVE PAY 5.5% NOT FOR SWORN	ANIMAL SERVICES	179,065
23	UA	UNIFORM ALLOWANCE	PW WASTEWATER COLL SYSTEM	159,620
24	TA	TOOL ALLOWANCE	GSD FLEET SERVICES	158,700
25	UA	UNIFORM ALLOWANCE	PW SOLID RESOURCES VALLEY COLL	150,785
26	TA	TOOL ALLOWANCE	I T A - COMMUNICATION	136,500

Appendix 4.F

Ref	Temp Bonus Code	Temporary Bonus Code Description	Department	Total Amount Paid
27	MR	BONUS FOR LICENSED PARAMEDIC - FIRE	FIRE - FIREFIGHTERS	136,200
28	BN	BONUS OR MARKSMANSHIP	TRANSPORTATION	129,437
29	WA	CERTIFIED PUBLIC ACCOUNTANT BONUS	OFC OF FIN (REV MGMT/CITYWIDE)	124,550
30	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	AIRPORTS	124,196
31	TA	TOOL ALLOWANCE	HARBOR	124,025
32	TA	TOOL ALLOWANCE	REC PARKS REG FULL TIME	122,050
33	TA	TOOL ALLOWANCE	TRANSPORTATION	119,603
34	UA	UNIFORM ALLOWANCE	TRANSPORTATION AS NEEDED	119,355
35	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	AIRPORTS	118,872
36	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	GSD BUILDING MAINTENANCE	117,173
37	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	REC PARKS REG FULL TIME	117,101
38	MF	PARAMEDIC BONUS / FIREFIGHTERS-FIRE CAPTAINS	FIRE - FIREFIGHTERS	111,010
39	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	PW STREET LIGHTING	109,245
40	LI	LICENSE BONUS (+ OR -)	TRANSPORTATION	108,460
41	UA	UNIFORM ALLOWANCE	LOS ANGELES ZOO	106,272
42	UA	UNIFORM ALLOWANCE	REC PARKS REG FULL TIME	105,021
43	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	PW INFORMATION & CONTROL SYSTEMS	103,944
44	UA	UNIFORM ALLOWANCE	ANIMAL SERVICES	103,660
45	S2	HOURLY BONUS - ON CALL/STANDBY (MOU 02, 13)	PW HYPERION TREAT PLANT	103,334
46	TQ	ELECTION DAY TROUBLESHOOTING	CITY CLK - ELECT NIGHT	94,500
47	TA	TOOL ALLOWANCE	PW STREET LIGHTING	90,850
48	TA	TOOL ALLOWANCE	POLICE CIVILIAN	90,100
49	OD	HOURLY BONUS OFFICIATING DUTIES	REC & PARKS PART TIME	87,120
50	TA	TOOL ALLOWANCE	PW HYPERION TREAT PLANT	85,925
51	C4	HOURLY BONUS (1.5) - CALL BACK PAY	REC PARKS REG FULL TIME	84,172
52	TA	TOOL ALLOWANCE	PW SPECIAL PROJECTS	81,900
53	MK	LAPD MARKSMANSHIP BONUS (+ OR -)	AIRPORTS	78,596
54	UA	UNIFORM ALLOWANCE	PW HYPERION TREAT PLANT	76,830
55	LI	LICENSE BONUS (+ OR -)	BLDG & SAFETY ENGINEERING	75,846
56	TA	TOOL ALLOWANCE	GSD BUILDING MAINTENANCE	75,400
57	C6	HOURLY BONUS (1.5) - CALL BACK PAY	PW STORMWATER MANAGEMENT DIV	75,223

Appendix 4.F

Ref	Temp Bonus Code	Temporary Bonus Code Description	Department	Total Amount Paid
58	FA	FIELD ASSIGNMENT BONUS (+ OR -)	POLICE OFFICERS	74,658
59	UA	UNIFORM ALLOWANCE	GSD PARKING SVCS AS NEEDED	74,367
60	BN	BONUS OR MARKSMANSHIP	POLICE CIVILIAN	71,955
61	WA	CERTIFIED PUBLIC ACCOUNTANT BONUS	CONTROLLER	71,300
62	UA	UNIFORM ALLOWANCE	REC & PARKS PART TIME	70,843
63	WB	TAX COMPLIANCE OFFICER'S ASSIGNMENT	OFC OF FIN (REV MGMT/CITYWIDE)	70,350
64	LI	LICENSE BONUS (+ OR -)	P W ENGINEERING	67,621
65	LE	LAND SURVEY CERTIFIED	P W ENGINEERING	65,400
66	NG	NIGHT OR GRAVE PAY 5.5% NOT FOR SWORN	LIBRARY	60,604
67	P5	CERTIFIED FRAUD EXAMINER BONUS	POLICE CIVILIAN	60,300
68	DU	DAILY BONUS- CAD SOFTWARE USAGE	P W ENGINEERING	60,135
69	BN	BONUS OR MARKSMANSHIP	PW STORMWATER MANAGEMENT DIV	57,153
70	LL	LAND SURVEY LICENSE	P W ENGINEERING	57,000
71	S4	HOURLY BONUS - ON CALL/STANDBY (MOU 09)	PW TERMINAL IS TREAT PLAN	56,954
72	UA	UNIFORM ALLOWANCE	POLICE AS NEEDED	56,391
73	PP	PRINCIPAL CLERK BONUS	POLICE CIVILIAN	56,216
74	S1	DAILY BONUS - ON CALL/STANDBY (MOU 01,08,17,19,20,21)	FIRE CIVILIAN	55,488
75	UA	UNIFORM ALLOWANCE	GSD FLEET SERVICES	52,950
76	S4	HOURLY BONUS - ON CALL/STANDBY (MOU 09)	PW HYPERION TREAT PLANT	52,749
77	S4	HOURLY BONUS - ON CALL/STANDBY (MOU 09)	PW D C TILLMAN WATER RECLM	51,771
78	S3	HOURLY BONUS - ON CALL/STANDBY (MOU 04, 14)	PW HYPERION TREAT PLANT	51,244
79	PQ	BONUS - PRINCIPAL CONSTRUCTION INSPECTOR	AIRPORTS	51,230
80	UA	UNIFORM ALLOWANCE	PW URBAN FORESTRY	50,575
81	UA	UNIFORM ALLOWANCE	PW SOLID RESOURCES SUPPORT SERV	50,390
82	S3	HOURLY BONUS - ON CALL/STANDBY (MOU 04, 14)	PW WASTEWATER COLL SYSTEM	50,141
			Total:	<u><u>\$30,005,082</u></u>

Appendix 4.G

City of Los Angeles

Payroll Data Analytics

Permanent Bonus Codes Amount Paid for Calendar Year 2013

Ref	Permanent Bonus Code	Permanent Bonus Code Description	Total Amount Paid in 2013	% of Total Perm Bonus Paid	# of Emp Receiving Bonus	Avg Paid Per Emp Annually
1	Field Assn	Field Assn	\$14,936,310	14.26%	6,550	\$2,280
2	PM - FF3	P - Paramedic - Platoon FF 3	\$11,309,941	10.80%	826	\$13,692
3	Post Adv	Post Adv	\$9,928,523	9.48%	5,412	\$1,835
4	Language	Language	\$9,435,277	9.01%	3,908	\$2,414
5	Shift	Shift	\$8,587,694	8.20%	3,093	\$2,776
6	Permanent	Permanent	\$6,893,070	6.58%	2,308	\$2,987
7	Post Int	Post Int	\$6,225,845	5.94%	6,879	\$905
8	EMT FF3	EMT FF3 For MOU 23	\$6,162,726	5.88%	1,950	\$3,160
9	Fire Ed3	Fire Education Bonus Level 3	\$3,756,065	3.59%	1,292	\$2,907
10	Motor PO2	Motor PO2	\$2,361,107	2.25%	254	\$9,296
11	Police DI	Police Detective Incentive	\$1,937,463	1.85%	2,256	\$859
12	Lang Fire	Fire Language Bonus	\$1,249,307	1.19%	528	\$2,366
13	EMT Engr	EMT Engr For MOU 23	\$1,210,275	1.16%	418	\$2,895
14	Old Post	Old Post - Peace Officer	\$1,187,502	1.13%	494	\$2,404
15	USAR	Urban Search and Rescue Biweekly	\$1,078,177	1.03%	278	\$3,878
16	HC Pilot P	HC Pilot P	\$1,040,229	0.99%	33	\$31,522
17	EMT Capt1	EMT Capt1 For MOU 23	\$969,941	0.93%	353	\$2,748
18	SLO Car	SLO Car	\$944,739	0.90%	219	\$4,314
19	Fire Ed1	Fire Education Bonus Level 1	\$924,026	0.88%	977	\$946
20	Bonus	Bonus	\$789,455	0.75%	187	\$4,222
21	Obnoxious	Obnoxious	\$743,707	0.71%	231	\$3,220
22	Haz Mat BW	Hazardous Materials Biweekly	\$717,286	0.68%	189	\$3,795
23	Y Rate	Y Rate	\$690,666	0.66%	138	\$5,005
24	HC Tac Flt	Hazard Pay for Tactical Flight Officers	\$625,480	0.60%	25	\$25,019
25	Area RECS	Clerk Typist Assigned to Area Records Unit	\$544,777	0.52%	142	\$3,836
26	Expl Unit	Expl Unit	\$532,113	0.51%	34	\$15,650

Appendix 4.G

Ref	Permanent Bonus Code	Permanent Bonus Code Description	Total Amount Paid in 2013	% of Total Perm Bonus Paid	# of Emp Receiving Bonus	Avg Paid Per Emp Annually
27	EMT Capt2	EMT Capt2 For MOU 23	\$483,877	0.46%	182	\$2,659
28	EMT AO	EMT AO For MOU 23	\$456,188	0.44%	160	\$2,851
29	Adv Post	Advanced Post - Peace Officer	\$367,684	0.35%	227	\$1,620
30	Motor SGT1	Motor SGT1	\$320,266	0.31%	29	\$11,044
31	EMT Insp1	EMT Insp1	\$274,060	0.26%	101	\$2,713
32	Post H	Harbor Base Post	\$266,289	0.25%	110	\$2,421
33	Disp>4FF3	T - Dispatcher >4 yrs FF3	\$255,007	0.24%	45	\$5,667
34	Int Post	Intermediate Post - Peace Officer	\$248,938	0.24%	310	\$803
35	EMB Spansh	EMB Spanish Language Bonus	\$242,334	0.23%	126	\$1,923
36	EMT 22	EMT For MOU 22	\$240,757	0.23%	89	\$2,705
37	IMT SpcDty	Incident Management Team Biweekly	\$223,897	0.21%	113	\$1,981
38	OCD Lang	Fire Language Bonus - OCD	\$221,133	0.21%	33	\$6,701
39	SWAT MetP3	SWAT MetP3	\$219,140	0.21%	52	\$4,214
40	Post GSD	GSD Base Post	\$208,815	0.20%	90	\$2,320
41	STRUC STEE	STRUCTURAL STEEL WELDING	\$203,619	0.19%	43	\$4,735
42	SpecDty BC	C - Fire Battalion Chief	\$203,288	0.19%	36	\$5,647
43	REIN MASON	REINFORCED MASONRY	\$199,732	0.19%	69	\$2,895
44	Arsn>2 FF3	G - Arson Investigator > 2 yr FF3	\$196,844	0.19%	16	\$12,303
45	REIN CONCR	REINFORCED CONCRETE	\$171,950	0.16%	68	\$2,529
46	Video CRT	Sr Clerk Typist Assigned to Video 370 CRT	\$167,381	0.16%	106	\$1,579
47	ASL CTF	ASL CTF	\$166,888	0.16%	40	\$4,172
48	Leadership	Leadership	\$165,758	0.16%	109	\$1,521
49	Bomb K9	Bomb K9	\$163,841	0.16%	20	\$8,192
50	Post Cert	Post Cert	\$145,733	0.14%	115	\$1,267
51	Added Hrly	Added Hourly	\$145,330	0.14%	149	\$975
52	PM - Capt1	P - Cert Pmedic Qual Imprv-Dist Fcapt1	\$142,793	0.14%	30	\$4,760
53	EIT FF3	Emergency Incident Technician	\$137,180	0.13%	28	\$4,899
54	HC Ch Plt	HC Ch Plt	\$133,154	0.13%	4	\$33,289
55	MO SEA MAR	MO SEA MARSHALL	\$133,145	0.13%	29	\$4,591
56	TRAF F/U	TRAF F/U	\$126,883	0.12%	26	\$4,880
57	Dog Handlr	Dog Handler - Peace Officer	\$107,622	0.10%	26	\$4,139

Appendix 4.G

Ref	Permanent Bonus Code	Permanent Bonus Code Description	Total Amount Paid in 2013	% of Total Perm Bonus Paid	# of Emp Receiving Bonus	Avg Paid Per Emp Annually
58	ASLCTFSWAT	ASLCTFSWAT	\$106,786	0.10%	14	\$7,628
59	HC Plt AWC	HC Plt AWC	\$98,993	0.09%	6	\$16,499
60	HCDuty FF3	H - Helitac Cert-Reg Excl H/Pilots FF3	\$96,753	0.09%	29	\$3,336
61	Ed Bns 3	MOU 22 Education Bonus	\$92,230	0.09%	21	\$4,392
62	EMT Insp2	EMT Insp2 For MOU 23	\$90,564	0.09%	33	\$2,744
63	HvyTrc FF3	M - Heavy Tractor Operator FF3	\$88,877	0.08%	7	\$12,697
64	Port Cycle	Four Level Motorcycle Operator Bonus	\$87,373	0.08%	10	\$8,737
65	Det Unit	Detective Unit - Peace Officer MOU 30	\$83,287	0.08%	22	\$3,786
66	Port Lang1	One Level Language Bonus	\$81,661	0.08%	39	\$2,094
67	Motorcycle	MOU 30 Motorcycle Unit - Peace Officer	\$81,421	0.08%	21	\$3,877
68	HC Spv Plt	HC Spv Plt	\$78,866	0.08%	6	\$13,144
69	SpecDty AC	B - Fire Assistant Chief	\$78,716	0.08%	11	\$7,156
70	K9 Hnd Met	K9 Hnd Met	\$75,597	0.07%	16	\$4,725
71	FTO	Field Training Ofcr - Peace Officer	\$74,107	0.07%	27	\$2,745
72	SrSec Aide	SrSec Aide	\$70,840	0.07%	20	\$3,542
73	TRAINER	TRAINER	\$70,381	0.07%	31	\$2,270
74	SLO Foot	SLO Foot	\$70,344	0.07%	15	\$4,690
75	Scuba FF3	X - Scuba Diver FF3	\$65,232	0.06%	19	\$3,433
76	Ed Bns 2	MOU 22 Education Bonus	\$64,462	0.06%	23	\$2,803
77	Hazardous	Hazardous	\$63,784	0.06%	17	\$3,752
78	Citizn Vol	Citizen Volunteer Bonus	\$59,288	0.06%	28	\$2,117
79	Disp>2 FF3	S - Dispatcher >2 yrs FF3	\$57,825	0.06%	24	\$2,409
80	Canine	Two Level Canine Handler Bonus	\$57,324	0.05%	16	\$3,583
81	Arbor Cert	Permanent	\$52,666	0.05%	8	\$6,583
82	Nar Lab	Nar Lab	\$52,009	0.05%	9	\$5,779
83	SupOfr FBM	L - Supv Ofr Fire Boat & Stat	\$51,667	0.05%	5	\$10,333
84	W/C OIC	W/C OIC	\$50,384	0.05%	4	\$12,596
85	Court CO	Court CO	\$49,156	0.05%	10	\$4,916
86	IU POST	IU POST CERTIFIED	\$48,625	0.05%	12	\$4,052
87	Post H Adv	Harbor Adv Post	\$48,619	0.05%	33	\$1,473
88	PRESTRESS	PRESTRESSED CONCRETE	\$47,980	0.05%	20	\$2,399

Appendix 4.G

Ref	Permanent Bonus Code	Permanent Bonus Code Description	Total Amount Paid in 2013	% of Total Perm Bonus Paid	# of Emp Receiving Bonus	Avg Paid Per Emp Annually
89	Post Adv G	GSD Advance Post	\$47,161	0.05%	33	\$1,429
90	Haz Mat	Hazardous Materials - Peace Officer	\$46,703	0.04%	22	\$2,123
91	Post H Int	Harbor Int Post	\$46,058	0.04%	58	\$794
92	ACSDgt3	Fire Assisant Chief Spec Duty GT 3 Yrs	\$45,777	0.04%	3	\$15,259
93	EMTInst>2	Full Time Cred EMT/Inst GT 2yrs FF3	\$41,450	0.04%	4	\$10,363
94	EMT FHP	EMT FHP	\$41,284	0.04%	14	\$2,949
95	Post Int G	GSD Intermediate Post	\$41,072	0.04%	56	\$733
96	COAST GUAR	COAST GUARD LICENSE	\$40,260	0.04%	19	\$2,119
97	K9 TO Met	K9 TO Metro	\$38,460	0.04%	5	\$7,692
98	Bomb Dog	Bomb Dog	\$37,541	0.04%	10	\$3,754
99	SWAT MetS2	SWAT MetS2	\$37,017	0.04%	8	\$4,627
100	Disp<2 FF3	R - Dispatcher <2 yrs FF3	\$35,737	0.03%	24	\$1,489
101	Ed Bns 1	Fire Ed	\$35,699	0.03%	27	\$1,322
102	K9 HndNarc	K9 Handler Narcotics Division	\$35,546	0.03%	7	\$5,078
103	K9 Hnd LAX	K9 Hnd LAX	\$35,459	0.03%	15	\$2,364
104	ADM OPS DC	ADM OPS-DC	\$35,054	0.03%	1	\$35,054
105	Lawsuits	Lawsuits	\$33,417	0.03%	7	\$4,774
106	EMT FBM	EMT FBM For MOU 23	\$32,761	0.03%	11	\$2,978
107	Helit Engr	HeliTacEng	\$31,135	0.03%	6	\$5,189
108	DRILL N A	DRILLED IN ANCHORS	\$29,762	0.03%	60	\$496
109	HC Plt WC	HC Plt WC	\$29,093	0.03%	2	\$14,546
110	CH Tac Flt	Hazard Pay for CH Tactical Flight Officers	\$27,736	0.03%	1	\$27,736
111	EMER OP DC	EMER OPS DC	\$27,620	0.03%	1	\$27,620
112	Hvy Rescue	Heavy Rescue Biweekly	\$26,509	0.03%	6	\$4,418
113	DisPrp FF3	N - Disaster Preparedness FF3	\$25,134	0.02%	7	\$3,591
114	Helit AO	Helit AO	\$21,998	0.02%	5	\$4,400
115	Post LAWA	LAWA MOU 40 Base Post Bonus	\$21,856	0.02%	6	\$3,643
116	ArsnDog>2	D - Arson Inv-Dog Handler>2yrs FF3	\$21,574	0.02%	1	\$21,574
117	SrArson FF3	F - Sr Arson Investigator FF3	\$21,574	0.02%	1	\$21,574
118	SHOT CRETE	SHOT CRETE	\$19,510	0.02%	39	\$500
119	Post27Cert	MOU 27 Post Cert	\$19,271	0.02%	6	\$3,212

Appendix 4.G

Ref	Permanent Bonus Code	Permanent Bonus Code Description	Total Amount Paid in 2013	% of Total Perm Bonus Paid	# of Emp Receiving Bonus	Avg Paid Per Emp Annually
120	EMT Inst	F/T Cred EMT Instructor LT 2 yrs FF3	\$18,012	0.02%	2	\$9,006
121	Labor Rel	Labor Rel	\$17,359	0.02%	4	\$4,340
122	PubSvcOfcr	Public Service Officer	\$14,518	0.01%	2	\$7,259
123	Post27 Adv	MOU 27 Basic Post	\$14,084	0.01%	6	\$2,347
124	BES - DC	A - Deputy Chief Bur Emerg Svcs	\$12,438	0.01%	1	\$12,438
125	EMT FBP	EMT FBP For MOU 23	\$11,955	0.01%	4	\$2,989
126	Post27 Bas	MOU 27 Basic Post	\$11,405	0.01%	8	\$1,426
127	Arsn>1 FF3	E - Arson Investigator > 1 yr FF3	\$10,847	0.01%	3	\$3,616
128	FIREPROOF	FIREPROOFING	\$10,649	0.01%	21	\$507
129	K9 TO Narc	K9 TO Narcotics	\$10,155	0.01%	1	\$10,155
130	SR LOG P3	SR LOG P3	\$10,107	0.01%	1	\$10,107
131	LOG P3	LOG P3	\$9,859	0.01%	2	\$4,929
132	K9 TO M	K9 TO M	\$9,385	0.01%	3	\$3,128
133	Bilingual1	MOU 22 Language Bonus	\$8,237	0.01%	2	\$4,118
134	Haz Mat U	Haz Mat U	\$8,148	0.01%	3	\$2,716
135	Post27 Int	MOU 27 Basic Post	\$7,014	0.01%	6	\$1,169
136	MOTOR 1	MOTOR 1	\$6,997	0.01%	1	\$6,997
137	RecruitUnt	Recruitment Unit Bonus	\$6,936	0.01%	2	\$3,468
138	4 year Ed	4 year Education	\$6,550	0.01%	3	\$2,183
139	MLU Cpt2	PM Capt - Medical Liaison Unit	\$6,241	0.01%	2	\$3,121
140	Helit Cpt1	H - Helitac (Reg) F/Capt I	\$5,759	0.01%	2	\$2,879
141	HzMt Insp1	A - Hazard Matl Resp Unit F/Insp-1	\$5,328	0.01%	1	\$5,328
142	TstPt Engr	A - Engineer Test - Pit	\$5,198	0.00%	1	\$5,198
143	Train Div	Sr Clerk Typist Assigned to Training Division	\$4,744	0.00%	2	\$2,372
144	Port Lang2	Two Level Language Bonus	\$4,588	0.00%	1	\$4,588
145	Dog Trainr	Dog Trainer - Peace Officer	\$4,512	0.00%	1	\$4,512
146	Post27 CED	MOU 27 Continuing Education	\$4,365	0.00%	5	\$873
147	ShootRange	LAWA Shooting Range - Peace Officer	\$4,280	0.00%	2	\$2,140
148	PLNG CAPT2	PM Capt - Planning Section	\$4,090	0.00%	1	\$4,090
149	ArsnTr FF3	ArsnTr FF3	\$3,996	0.00%	3	\$1,332
150	LAWA Cmd	LAWA MOU 40 Command Post Bonus	\$2,099	0.00%	2	\$1,050

Appendix 4.G

Ref	Permanent Bonus Code	Permanent Bonus Code Description	Total Amount Paid in 2013	% of Total Perm Bonus Paid	# of Emp Receiving Bonus	Avg Paid Per Emp Annually
151	OCD>2Capt1	V - Oper Cntrl Div Cpt >2 yrs@OCD Cpt 1	\$1,819	0.00%	3	\$606
152	LAWA CED	LAWA MOU 40 Continuing Education Bonus	\$1,536	0.00%	1	\$1,536
153	Post27Trng	MOU 27 In Service Training	\$1,521	0.00%	2	\$760
154	Masters	Masters Education	\$1,474	0.00%	2	\$737
155	AirOpsCpt2	A - Air Operations - Capt 2	\$1,440	0.00%	1	\$1,440
156	Post In&Ad	Post In&Ad	\$254	0.00%	12	\$21
157	New Hire	New Hire adjustment	-\$254,472	-0.24%	74	-\$3,439
Total:			<u>104,759,699.09</u>	100.00%	<u>42,769</u>	\$2,449

Appendix 4.H

City of Los Angeles

Payroll Data Analytics

Permanent Bonus Codes Amount Paid for Calendar Year 2014

Ref	Permanent Bonus Code	Permanent Bonus Code Description	Total Amount Paid in 2014	% of Total Perm Bonus Paid	# of Emp Receiving Bonus	Avg Paid Per Emp Annually
1	Field Assn	Field Assn	\$15,263,812	14.27%	6,505	\$2,346
2	PM - FF3	P - Paramedic - Platoon FF 3	\$11,843,852	11.08%	839	\$14,117
3	Post Adv	Post Adv	\$10,702,127	10.01%	5,683	\$1,883
4	Language	Language	\$9,553,465	8.93%	3,818	\$2,502
5	Shift	Shift	\$8,911,387	8.33%	3,065	\$2,907
6	Permanent	Permanent	\$6,691,303	6.26%	2,040	\$3,280
7	Post Int	Post Int	\$6,640,084	6.21%	7,148	\$929
8	EMT FF3	EMT FF3 For MOU 23	\$5,990,572	5.60%	1,920	\$3,120
9	Fire Ed3	Fire Education Bonus Level 3	\$3,771,426	3.53%	1,262	\$2,988
10	Motor PO2	Motor PO2	\$2,342,614	2.19%	247	\$9,484
11	Police DI	Police Detective Incentive	\$1,913,662	1.79%	2,205	\$868
12	Lang Fire	Fire Language Bonus	\$1,262,956	1.18%	508	\$2,486
13	Old Post	Old Post - Peace Officer	\$1,253,391	1.17%	491	\$2,553
14	EMT Engr	EMT Engr For MOU 23	\$1,137,425	1.06%	403	\$2,822
15	HC Pilot P	HC Pilot P	\$1,065,840	1.00%	36	\$29,607
16	USAR	Urban Search and Rescue Biweekly	\$1,037,830	0.97%	276	\$3,760
17	EMT Capt1	EMT Capt1 For MOU 23	\$997,822	0.93%	409	\$2,440
18	SLO Car	SLO Car	\$974,503	0.91%	212	\$4,597
19	Fire Ed1	Fire Education Bonus Level 1	\$946,341	0.88%	966	\$980
20	Bonus	Bonus	\$808,761	0.76%	173	\$4,675
21	Obnoxious	Obnoxious	\$772,472	0.72%	229	\$3,373
22	Haz Mat BW	Hazardous Materials Biweekly	\$684,155	0.64%	182	\$3,759
23	HC Tac Flt	Hazard Pay for Tactical Flight Officers	\$627,390	0.59%	26	\$24,130
24	Y Rate	Y Rate	\$577,448	0.54%	136	\$4,246
25	Expl Unit	Expl Unit	\$572,790	0.54%	36	\$15,911
26	Area RECS	Clerk Typist Assigned to Area Records Unit	\$531,784	0.50%	137	\$3,882
27	EMT Capt2	EMT Capt2 For MOU 23	\$488,665	0.46%	183	\$2,670
28	Adv Post	Advanced Post - Peace Officer	\$415,373	0.39%	252	\$1,648
29	EMT AO	EMT AO For MOU 23	\$411,468	0.38%	151	\$2,725
30	Motor SGT1	Motor SGT1	\$342,662	0.32%	29	\$11,816
31	Bomb K9	Bomb K9	\$291,668	0.27%	20	\$14,583

Appendix 4.H

Ref	Permanent Bonus Code	Permanent Bonus Code Description	Total Amount Paid in 2014	% of Total Perm Bonus Paid	# of Emp Receiving Bonus	Avg Paid Per Emp Annually
32	Int Post	Intermediate Post - Peace Officer	\$276,378	0.26%	326	\$848
33	EMT Insp1	EMT Insp1	\$274,108	0.26%	98	\$2,797
34	Disp>4FF3	T - Dispatcher >4 yrs FF3	\$273,578	0.26%	56	\$4,885
35	EMB Spansh	EMB Spanish Language Bonus	\$260,217	0.24%	125	\$2,082
36	Post H	Harbor Base Post	\$256,941	0.24%	105	\$2,447
37	EMT 22	EMT For MOU 22	\$243,739	0.23%	93	\$2,621
38	IMT SpcDty	Incident Management Team Biweekly	\$231,735	0.22%	106	\$2,186
39	SWAT MetP3	SWAT MetP3	\$224,147	0.21%	46	\$4,873
40	OCD Lang	Fire Language Bonus - OCD	\$212,943	0.20%	39	\$5,460
41	STRUC STEE	STRUCTURAL STEEL WELDING	\$210,283	0.20%	45	\$4,673
42	SpecDty BC	C - Fire Battalion Chief	\$204,238	0.19%	37	\$5,520
43	REIN MASON	REINFORCED MASONRY	\$201,618	0.19%	70	\$2,880
44	Post GSD	GSD Base Post	\$187,529	0.18%	83	\$2,259
45	ASL CTF	ASL CTF	\$180,295	0.17%	38	\$4,745
46	Post Cert	Post Cert	\$178,969	0.17%	117	\$1,530
47	Arsn>2 FF3	G - Arson Investigator > 2 yr FF3	\$176,183	0.16%	12	\$14,682
48	Video CRT	Sr Clerk Typist Assigned to Video 370 CRT	\$171,454	0.16%	108	\$1,588
49	REIN CONCR	REINFORCED CONCRETE	\$171,176	0.16%	65	\$2,633
50	Leadership	Leadership	\$169,677	0.16%	116	\$1,463
51	PM - Capt1	P - Cert Pmedic Qual Imprv-Dist Fcapt1	\$137,015	0.13%	35	\$3,915
52	EIT FF3	Emergency Incident Technician	\$129,821	0.12%	33	\$3,934
53	HC Ch Plt	HC Ch Plt	\$124,123	0.12%	4	\$31,031
54	ASLCTFSWAT	ASLCTFSWAT	\$123,572	0.12%	12	\$10,298
55	Dog Handlr	Dog Handler - Peace Officer	\$122,923	0.11%	28	\$4,390
56	Added Hrly	Added Hourly	\$121,972	0.11%	133	\$917
57	MO SEA MAR	MO SEA MARSHALL	\$120,115	0.11%	29	\$4,142
58	TRAF F/U	TRAF F/U	\$115,680	0.11%	29	\$3,989
59	HCDuty FF3	H - Helitac Cert-Reg Excl H/Pilots FF3	\$112,530	0.11%	31	\$3,630
60	HC Plt AWC	HC Plt AWC	\$101,412	0.09%	5	\$20,282
61	Ed Bns 3	MOU 22 Education Bonus	\$97,561	0.09%	22	\$4,435
62	HC Spv Plt	HC Spv Plt	\$96,039	0.09%	5	\$19,208
63	Motorcycle	MOU 30 Motorcycle Unit - Peace Officer	\$90,147	0.08%	24	\$3,756
64	EMT Insp2	EMT Insp2 For MOU 23	\$82,932	0.08%	31	\$2,675
65	HvyTrc FF3	M - Heavy Tractor Operator FF3	\$81,496	0.08%	7	\$11,642
66	K9 Hnd Met	K9 Hnd Met	\$80,037	0.07%	17	\$4,708
67	Port Lang1	One Level Language Bonus	\$79,748	0.07%	35	\$2,279
68	SrSec Aide	SrSec Aide	\$77,618	0.07%	19	\$4,085

Appendix 4.H

Ref	Permanent Bonus Code	Permanent Bonus Code Description	Total Amount Paid in 2014	% of Total Perm Bonus Paid	# of Emp Receiving Bonus	Avg Paid Per Emp Annually
69	TRAINER	TRAINER	\$76,863	0.07%	35	\$2,196
70	Port Cycle	Four Level Motorcycle Operator Bonus	\$73,838	0.07%	9	\$8,204
71	SpecDty AC	B - Fire Assistant Chief	\$72,547	0.07%	15	\$4,836
72	SLO Foot	SLO Foot	\$70,434	0.07%	17	\$4,143
73	Hazardous	Hazardous	\$66,720	0.06%	20	\$3,336
74	Scuba FF3	X - Scuba Diver FF3	\$66,218	0.06%	16	\$4,139
75	Ed Bns 2	MOU 22 Education Bonus	\$63,795	0.06%	22	\$2,900
76	Citizen Vol	Citizen Volunteer Bonus	\$62,389	0.06%	28	\$2,228
77	Post H Adv	Harbor Adv Post	\$56,471	0.05%	38	\$1,486
78	Post Adv G	GSD Advance Post	\$53,663	0.05%	35	\$1,533
79	Nar Lab	Nar Lab	\$52,621	0.05%	9	\$5,847
80	ACSDgt3	Fire Assisant Chief Spec Duty GT 3 Yrs	\$52,286	0.05%	6	\$8,714
81	IU POST	IU POST CERTIFIED	\$51,379	0.05%	11	\$4,671
82	Arbor Cert	Permanent	\$51,285	0.05%	7	\$7,326
83	SupOfr FBM	L - Supv Ofr Fire Boat & Stat	\$51,208	0.05%	5	\$10,242
84	W/C OIC	W/C OIC	\$48,948	0.05%	4	\$12,237
85	Canine	Two Level Canine Handler Bonus	\$48,771	0.05%	11	\$4,434
86	PRESTRESS	PRESTRESSED CONCRETE	\$48,347	0.05%	20	\$2,417
87	Post H Int	Harbor Int Post	\$46,695	0.04%	59	\$791
88	Court CO	Court CO	\$46,546	0.04%	11	\$4,231
89	Disp<2 FF3	R - Dispatcher <2 yrs FF3	\$45,578	0.04%	28	\$1,628
90	COAST GUAR	COAST GUARD LICENSE	\$44,391	0.04%	21	\$2,114
91	Post Int G	GSD Intermediate Post	\$42,844	0.04%	61	\$702
92	SWAT MetS2	SWAT MetS2	\$42,094	0.04%	7	\$6,013
93	EMT FHP	EMT FHP	\$40,030	0.04%	14	\$2,859
94	Bomb Dog	Bomb Dog	\$37,898	0.04%	6	\$6,316
95	K9 TO Met	K9 TO Metro	\$37,874	0.04%	5	\$7,575
96	K9 HndNarc	K9 Handler Narcotics Division	\$36,670	0.03%	7	\$5,239
97	Ed Bns 1	Fire Ed	\$33,667	0.03%	25	\$1,347
98	Lawsuits	Lawsuits	\$33,404	0.03%	8	\$4,176
99	EMER OP DC	EMER OPS DC	\$32,946	0.03%	1	\$32,946
100	EMT FBM	EMT FBM For MOU 23	\$32,528	0.03%	11	\$2,957
101	EMTInst>2	Full Time Cred EMT/Inst GT 2yrs FF3	\$32,235	0.03%	2	\$16,118
102	Disp>2 FF3	S - Dispatcher >2 yrs FF3	\$31,185	0.03%	14	\$2,227
103	HC Plt WC	HC Plt WC	\$30,017	0.03%	2	\$15,009
104	DRILL N A	DRILLED IN ANCHORS	\$29,279	0.03%	60	\$488
105	ADM OPS DC	ADM OPS-DC	\$29,141	0.03%	3	\$9,714

Appendix 4.H

Ref	Permanent Bonus Code	Permanent Bonus Code Description	Total Amount Paid in 2014	% of Total Perm Bonus Paid	# of Emp Receiving Bonus	Avg Paid Per Emp Annually
106	CH Tac Flt	Hazard Pay for CH Tactical Flight Officers	\$28,521	0.03%	1	\$28,521
107	Helit Engr	HeliTacEng	\$27,748	0.03%	6	\$4,625
108	LandSur SP	Survey Party Chief	\$27,035	0.03%	7	\$3,862
109	Hvy Rescue	Heavy Rescue Biweekly	\$26,238	0.02%	7	\$3,748
110	EMT Inst	F/T Cred EMT Instructor LT 2 yrs FF3	\$26,227	0.02%	2	\$13,114
111	DisPrp FF3	N - Disaster Preparedness FF3	\$24,882	0.02%	6	\$4,147
112	LandSur LS	Land Surveying Assistant	\$23,924	0.02%	7	\$3,418
113	Haz Mat	Hazardous Materials - Peace Officer	\$22,858	0.02%	21	\$1,088
114	Post27Cert	MOU 27 Post Cert	\$22,682	0.02%	6	\$3,780
115	FF2 MOU 30	Fire Fighter 2 MOU 30	\$22,568	0.02%	22	\$1,026
116	ArsnDog>2	D - Arson Inv-Dog Handler>2yrs FF3	\$21,580	0.02%	1	\$21,580
117	SrArson FF3	F - Sr Arson Investigator FF3	\$21,579	0.02%	1	\$21,579
118	Post LAWA	LAWA MOU 40 Base Post Bonus	\$20,505	0.02%	5	\$4,101
119	SHOT CRETE	SHOT CRETE	\$18,608	0.02%	38	\$490
120	Labor Rel	Labor Rel	\$16,574	0.02%	5	\$3,315
121	Post27 Adv	MOU 27 Basic Post	\$16,028	0.01%	8	\$2,004
122	Helit AO	Helit AO	\$15,759	0.01%	5	\$3,152
123	PubSvcOfcr	Public Service Officer	\$15,571	0.01%	2	\$7,786
124	FF1 MOU 30	Fire Fighter 1 MOU 30	\$15,404	0.01%	28	\$550
125	ArsnTr FF3	ArsnTr FF3	\$12,956	0.01%	4	\$3,239
126	Dog Trainr	Dog Trainer - Peace Officer	\$12,331	0.01%	3	\$4,110
127	EMT FBP	EMT FBP For MOU 23	\$11,956	0.01%	4	\$2,989
128	Bilingual1	MOU 22 Language Bonus	\$11,622	0.01%	3	\$3,874
129	4 year Ed	4 year Education	\$11,064	0.01%	3	\$3,688
130	K9 TO Narc	K9 TO Narcotics	\$10,523	0.01%	1	\$10,523
131	SR LOG P3	SR LOG P3	\$10,478	0.01%	1	\$10,478
132	LOG P3	LOG P3	\$10,086	0.01%	2	\$5,043
133	FIREPROOF	FIREPROOFING	\$9,664	0.01%	22	\$439
134	BES - DC	A - Deputy Chief Bur Emerg Svcs	\$9,628	0.01%	2	\$4,814
135	EMS CAPT1	EMS CAPTAIN I	\$8,407	0.01%	17	\$495
136	FTO	Field Training Ofcr - Peace Officer	\$8,063	0.01%	12	\$672
137	LandSur HA	Field Engineering Aide	\$8,050	0.01%	3	\$2,683
138	Post27 Int	MOU 27 Basic Post	\$7,946	0.01%	8	\$993
139	MOTOR 1	MOTOR 1	\$7,420	0.01%	1	\$7,420
140	RecruitUnt	Recruitment Unit Bonus	\$7,420	0.01%	2	\$3,710
141	K9 TO M	K9 TO M	\$7,327	0.01%	2	\$3,663
142	Arsn>1 FF3	E - Arson Investigator > 1 yr FF3	\$6,532	0.01%	2	\$3,266

Appendix 4.H

Ref	Permanent Bonus Code	Permanent Bonus Code Description	Total Amount Paid in 2014	% of Total Perm Bonus Paid	# of Emp Receiving Bonus	Avg Paid Per Emp Annually
143	PLNG CAPT2	PM Capt - Planning Section	\$6,238	0.01%	1	\$6,238
144	MLU Cpt2	PM Capt - Medical Liaison Unit	\$6,238	0.01%	1	\$6,238
145	Helit Cpt1	H - Helitac (Reg) F/Capt I	\$5,978	0.01%	2	\$2,989
146	TstPt Engr	A - Engineer Test - Pit	\$5,198	0.00%	2	\$2,599
147	K9 Hnd LAX	K9 Hnd LAX	\$5,095	0.00%	1	\$5,095
148	Port Lang2	Two Level Language Bonus	\$4,692	0.00%	1	\$4,692
149	Post27 CED	MOU 27 Continuing Education	\$4,490	0.00%	4	\$1,122
150	SurveySupv	Survey Supervisor	\$4,250	0.00%	1	\$4,250
151	Train Div	Sr Clerk Typist Assigned to Training Division	\$3,528	0.00%	1	\$3,528
152	DT INSTR	Drill Tower Instructor	\$2,715	0.00%	17	\$160
153	Det Unit	Detective Unit - Peace Officer MOU 30	\$2,430	0.00%	15	\$162
154	Masters	Masters Education	\$1,944	0.00%	2	\$972
155	Post27Trng	MOU 27 In Service Training	\$1,702	0.00%	2	\$851
156	HzMt Insp1	A - Hazard Matl Resp Unit F/Insp-1	\$1,561	0.00%	1	\$1,561
157	LAWA Cmd	LAWA MOU 40 Command Post Bonus	\$1,376	0.00%	1	\$1,376
158	ESB CAPT 2	E - Liaison Ofcr Bur Emerg Svs - Capt 2	\$480	0.00%	1	\$480
159	ShootRange	LAWA Shooting Range - Peace Officer	\$173	0.00%	2	\$86
160	New Hire	New Hire adjustment	-300,171.67	-0.28%	134	-\$2,240
		Total	\$106,941,481	100.00%	42,883	\$2,494

Appendix 5.A

City of Los Angeles

Payroll Data Analytics

Employees with More Than One Salary Step Increase Within Six Months in 2012

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
1	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,252.80	5	12/29/2012	4
2	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,252.80	5	12/29/2012	4
3	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,252.80	5	12/29/2012	4
4	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,252.80	5	12/29/2012	4
5	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,252.80	5	12/29/2012	4
6	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,230.40	5	6/30/2012	4
7	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,230.40	5	6/30/2012	4
8	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,230.40	5	6/30/2012	4
9	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,230.40	5	6/30/2012	4
10	POLICE OFFICERS	POLICE OFFICER III	3,375.20	7	7/14/2012	3,638.40	10	12/29/2012	3
11	POLICE OFFICERS	POLICE OFFICER III	3,341.60	7	12/31/2011	3,602.40	10	6/30/2012	3
12	POLICE OFFICERS	POLICE OFFICER I	1,856.80	2	12/31/2011	2,230.40	5	6/30/2012	3
13	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
14	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
15	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
16	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
17	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
18	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
19	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
20	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
21	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
22	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
23	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
24	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
25	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
26	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
27	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
28	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
29	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
30	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
31	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3

Appendix 5.A

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
32	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
33	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
34	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
35	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
36	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
37	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
38	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
39	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
40	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
41	POLICE OFFICERS	POLICE SPECIALIST	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
42	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
43	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	2,056.80	4	12/29/2012	3
44	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
45	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
46	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
47	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
48	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
49	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
50	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
51	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
52	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
53	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
54	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
55	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
56	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
57	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
58	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
59	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
60	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
61	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
62	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
63	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
64	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
65	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
66	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
67	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3

Appendix 5.A

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
68	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
69	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
70	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
71	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
72	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
73	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
74	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
75	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
76	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
77	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
78	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
79	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
80	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
81	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
82	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
83	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	2,036.80	4	6/30/2012	3
84	POLICE OFFICERS	POLICE DEPUTY CHIEF I	7,429.60	3	7/14/2012	8,279.20	5	12/29/2012	2
85	POLICE OFFICERS	POLICE OFFICER III	3,463.20	8	7/14/2012	3,638.40	10	12/29/2012	2
86	POLICE OFFICERS	POLICE OFFICER III	3,463.20	8	7/14/2012	3,638.40	10	12/29/2012	2
87	POLICE OFFICERS	POLICE OFFICER III	3,375.20	7	7/14/2012	3,550.40	9	12/29/2012	2
88	POLICE OFFICERS	POLICE OFFICER III	3,375.20	7	7/14/2012	3,550.40	9	12/29/2012	2
89	POLICE OFFICERS	POLICE OFFICER II	3,192.00	7	7/14/2012	3,367.20	9	12/29/2012	2
90	POLICE OFFICERS	POLICE OFFICER II	3,192.00	7	7/14/2012	3,367.20	9	12/29/2012	2
91	POLICE OFFICERS	POLICE OFFICER II	3,192.00	7	7/14/2012	3,367.20	9	12/29/2012	2
92	POLICE OFFICERS	POLICE OFFICER III	3,160.00	6	12/31/2011	3,428.80	8	6/30/2012	2
93	POLICE OFFICERS	POLICE OFFICER II	3,024.00	6	7/14/2012	3,280.00	8	12/29/2012	2
94	POLICE OFFICERS	POLICE OFFICER II	3,024.00	6	7/14/2012	3,280.00	8	12/29/2012	2
95	POLICE OFFICERS	POLICE OFFICER II	2,994.40	6	12/31/2011	3,247.20	8	6/30/2012	2
96	POLICE OFFICERS	POLICE OFFICER II	2,836.00	5	12/31/2011	3,160.00	7	6/30/2012	2
97	POLICE OFFICERS	POLICE OFFICER II	2,685.60	4	12/31/2011	2,994.40	6	6/30/2012	2
98	POLICE OFFICERS	POLICE OFFICER II	1,948.00	3	7/14/2012	2,252.80	5	12/29/2012	2
99	POLICE OFFICERS	POLICE OFFICER II	1,948.00	3	7/14/2012	2,252.80	5	12/29/2012	2
100	POLICE OFFICERS	POLICE OFFICER I	1,875.20	2	7/14/2012	2,056.80	4	12/29/2012	2
101	POLICE OFFICERS	POLICE OFFICER I	1,856.80	2	12/31/2011	2,036.80	4	6/30/2012	2
102	POLICE OFFICERS	POLICE OFFICER I	1,856.80	2	12/31/2011	2,036.80	4	6/30/2012	2
103	POLICE OFFICERS	POLICE OFFICER I	1,856.80	2	12/31/2011	2,036.80	4	6/30/2012	2

Appendix 5.A

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
104	POLICE OFFICERS	POLICE OFFICER I	1,856.80	2	12/31/2011	2,036.80	4	6/30/2012	2
105	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
106	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
107	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
108	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
109	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
110	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
111	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
112	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
113	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
114	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
115	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
116	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
117	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
118	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
119	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
120	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
121	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
122	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
123	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
124	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
125	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
126	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
127	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
128	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
129	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
130	POLICE OFFICERS	POLICE OFFICER I	1,802.40	1	7/14/2012	1,948.00	3	12/29/2012	2
131	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
132	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
133	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
134	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
135	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
136	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
137	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
138	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
139	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2

Appendix 5.A

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
140	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
141	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
142	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
143	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
144	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
145	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
146	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
147	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
148	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
149	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
150	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
151	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
152	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
153	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
154	POLICE OFFICERS	POLICE OFFICER I	1,784.80	1	12/31/2011	1,928.80	3	6/30/2012	2
155	GSD FLEET SERVICES	HELICOPTER MECH SUPV I	3,427.20	0	12/31/2011	3,728.80	5	6/30/2012	5
156	NEIGHBORHOOD EMPOWERM	SYSTEMS ANALYST II	2,647.20	1	7/14/2012	3,288.80	5	12/29/2012	4
157	TRANSPORTATION	CLERK TYPIST	1,410.40	1	12/31/2011	1,752.80	5	6/30/2012	4
158	LIBRARY - AS NEEDED	CLERK TYPIST	1,488.80	2	12/31/2011	1,752.80	5	6/30/2012	3
159	COUNCIL AS NEEDED	COUNCIL AIDE II	1,209.60	2	7/14/2012	1,458.40	5	12/29/2012	3
160	L A CONVENTION CENTER	ARCHITECTURAL ASSOC II	3,131.20	3	7/14/2012	3,489.60	5	12/29/2012	2
161	GSD ASSET MANAGEMENT	REAL ESTATE OFFICER I	3,032.00	3	7/14/2012	3,379.20	5	12/29/2012	2
162	FIRE - FIREFIGHTERS	FIREFIGHTER III	2,621.60	3	12/31/2011	2,936.80	5	6/30/2012	2
163	GSD OFFICE OF PUBLIC SAFETY	GS POLICE OFFICER	2,568.80	3	12/31/2011	2,863.20	5	6/30/2012	2
164	AIRPORTS	AIRPORT POLICE OFCR II	2,522.40	3	12/31/2011	2,809.60	5	6/30/2012	2
165	COUNCIL AS NEEDED	COUNCIL AIDE V	2,396.80	2	7/14/2012	2,737.60	4	12/29/2012	2
166	COUNCIL AS NEEDED	COUNCIL AIDE IV	2,033.60	2	7/14/2012	2,324.00	4	12/29/2012	2
167	COUNCIL AS NEEDED	COUNCIL AIDE IV	1,975.20	2	12/31/2011	2,267.20	4	6/30/2012	2
168	MAYOR - AS NEEDED	MAYORAL AIDE II	1,733.60	1	7/14/2012	1,980.80	3	12/29/2012	2
169	MAYOR - AS NEEDED	MAYORAL AIDE II	1,684.00	1	12/31/2011	1,932.80	3	6/30/2012	2
170	COUNCIL AS NEEDED	COUNCIL AIDE III	1,640.00	3	7/14/2012	1,873.60	5	12/29/2012	2
171	COUNCIL AS NEEDED	COUNCIL AIDE III	1,553.60	2	7/14/2012	1,774.40	4	12/29/2012	2
172	COUNCIL AS NEEDED	COUNCIL AIDE III	1,553.60	2	7/14/2012	1,774.40	4	12/29/2012	2
173	GSD CUSTODIAL SERVICES	CUSTODIAN	1,213.60	1	7/14/2012	1,352.80	3	12/29/2012	2
174	COUNCIL AS NEEDED	COUNCIL AIDE I	922.40	2	12/31/2011	1,059.20	4	6/30/2012	2

Appendix 5.B

City of Los Angeles

Payroll Data Analytics

Employees with More Than One Salary Step Increase Within Six Months in 2013

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
1	POLICE OFFICERS	POLICE OFFICER I	\$1,856.80	1	7/13/2013	\$2,344.00	5	12/28/2013	4
2	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,344.00	5	12/28/2013	4
3	POLICE OFFICERS	POLICE SPECIALIST	1,856.80	1	7/13/2013	2,344.00	5	12/28/2013	4
4	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,344.00	5	12/28/2013	4
5	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,344.00	5	12/28/2013	4
6	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,344.00	5	12/28/2013	4
7	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,344.00	5	12/28/2013	4
8	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,344.00	5	12/28/2013	4
9	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,297.60	5	6/29/2013	4
10	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,297.60	5	6/29/2013	4
11	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,297.60	5	6/29/2013	4
12	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,297.60	5	6/29/2013	4
13	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,297.60	5	6/29/2013	4
14	POLICE OFFICERS	POLICE OFFICER II	2,623.20	3	1/12/2013	3,084.80	6	6/29/2013	3
15	POLICE OFFICERS	POLICE OFFICER II	2,007.20	3	7/13/2013	2,438.40	6	12/28/2013	3
16	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
17	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
18	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
19	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
20	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
21	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
22	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
23	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
24	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
25	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
26	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
27	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
28	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
29	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
30	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
31	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3

Appendix 5.B

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
32	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
33	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
34	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
35	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
36	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
37	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
38	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
39	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
40	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
41	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
42	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
43	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
44	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
45	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
46	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
47	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
48	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
49	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
50	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
51	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
52	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
53	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
54	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
55	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
56	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
57	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
58	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
59	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
60	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,139.20	4	12/28/2013	3
61	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
62	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
63	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
64	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
65	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
66	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
67	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3

Appendix 5.B

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
68	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
69	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
70	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
71	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
72	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
73	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
74	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
75	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
76	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
77	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
78	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
79	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
80	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
81	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
82	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
83	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
84	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	2,097.60	4	6/29/2013	3
85	POLICE OFFICERS	POLICE OFFICER II	3,288.80	7	7/13/2013	3,504.00	9	12/28/2013	2
86	POLICE OFFICERS	POLICE OFFICER II	3,288.80	7	7/13/2013	3,504.00	9	12/28/2013	2
87	POLICE OFFICERS	POLICE OFFICER II	2,921.60	5	1/12/2013	3,256.00	7	6/29/2013	2
88	POLICE OFFICERS	POLICE OFFICER II	2,795.20	4	7/13/2013	3,147.20	6	12/28/2013	2
89	POLICE OFFICERS	POLICE OFFICER II	2,623.20	3	1/12/2013	2,921.60	5	6/29/2013	2
90	POLICE OFFICERS	POLICE OFFICER II	2,118.40	4	7/13/2013	2,438.40	6	12/28/2013	2
91	POLICE OFFICERS	POLICE OFFICER II	2,007.20	3	7/13/2013	2,344.00	5	12/28/2013	2
92	POLICE OFFICERS	POLICE OFFICER I	1,932.00	2	7/13/2013	2,139.20	4	12/28/2013	2
93	POLICE OFFICERS	POLICE OFFICER I	1,932.00	2	7/13/2013	2,139.20	4	12/28/2013	2
94	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
95	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
96	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
97	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
98	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
99	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
100	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
101	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
102	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2

Appendix 5.B

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
103	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
104	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
105	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
106	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
107	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
108	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
109	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
110	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
111	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
112	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
113	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
114	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
115	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
116	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
117	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
118	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
119	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
120	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
121	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
122	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
123	POLICE OFFICERS	POLICE OFFICER I	1,856.80	1	7/13/2013	2,027.20	3	12/28/2013	2
124	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
125	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
126	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
127	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
128	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
129	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
130	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
131	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
132	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
133	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2

Appendix 5.B

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
134	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
135	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
136	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
137	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
138	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
139	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
140	POLICE OFFICERS	POLICE OFFICER I	1,838.40	1	1/12/2013	1,987.20	3	6/29/2013	2
141	MAYOR - AS NEEDED	MAYORAL AIDE II	1,830.40	1	1/12/2013	2,274.40	5	6/29/2013	4
142	PW SOLID RESOURCES SUPPOR	TRANSITIONAL WORKER	0.00	1	7/13/2013	0.00	5	12/28/2013	4
143	MAYOR - AS NEEDED	DEPUTY MAYOR	4,981.60	1	1/12/2013	5,862.40	4	6/29/2013	3
144	COUNCIL	COUNCIL AIDE VII	3,071.20	1	1/12/2013	3,614.40	4	6/29/2013	3
145	LIBRARY - AS NEEDED	CLERK TYPIST	1,544.80	2	1/12/2013	1,818.40	5	6/29/2013	3
146	COUNCIL AS NEEDED	COUNCIL AIDE VI	3,192.80	3	7/13/2013	3,559.20	5	12/28/2013	2
147	COUNCIL AS NEEDED	COUNCIL AIDE V	2,712.00	3	7/13/2013	3,023.20	5	12/28/2013	2
148	MAYOR GRANT REIMBURSED	MAYORAL AIDE V	2,464.80	2	1/12/2013	2,747.20	4	6/29/2013	2
149	COUNCIL AS NEEDED	COUNCIL AIDE IV	2,301.60	3	7/13/2013	2,564.80	5	12/28/2013	2
150	L A CONVENTION CENTER	PARKING SERVICES SUPV	2,145.60	3	1/12/2013	2,392.00	5	6/29/2013	2
151	AIRPORTS	ELEVATOR MECHANIC HLPI	2,102.40	3	1/12/2013	2,344.00	5	6/29/2013	2
152	AIRPORTS	ELEVATOR MECHANIC HLPI	1,991.20	2	1/12/2013	2,220.00	4	6/29/2013	2
153	COUNCIL AS NEEDED	COUNCIL AIDE III	1,757.60	3	7/13/2013	1,958.40	5	12/28/2013	2
154	COUNCIL AS NEEDED	COUNCIL AIDE III	1,731.20	3	1/12/2013	1,929.60	5	6/29/2013	2
155	COUNCIL AS NEEDED	COUNCIL AIDE II	1,348.00	3	1/12/2013	1,502.40	5	6/29/2013	2

Appendix 5.C

City of Los Angeles

Payroll Data Analytics

Employees with More Than One Salary Step Increase Within Six Months in 2014

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
1	POLICE OFFICERS	POLICE OFFICER II	\$2,823.20	4	12/28/2013	\$3,489.60	7	6/28/2014	3
2	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,247.20	4	6/28/2014	3
3	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,247.20	4	6/28/2014	3
4	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,130.40	3	6/28/2014	2
5	POLICE OFFICERS	POLICE OFFICER I	1,951.20	2	12/28/2013	2,247.20	4	6/28/2014	2
6	POLICE OFFICERS	POLICE OFFICER I	1,951.20	2	12/28/2013	2,247.20	4	6/28/2014	2
7	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,247.20	4	6/28/2014	3
8	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,247.20	4	6/28/2014	3
9	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,181.60	4	6/28/2014	3
10	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,130.40	3	6/28/2014	2
11	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,247.20	4	6/28/2014	3
12	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,130.40	3	6/28/2014	2
13	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,130.40	3	6/28/2014	2
14	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,247.20	4	6/28/2014	3
15	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,130.40	3	6/28/2014	2
16	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,247.20	4	6/28/2014	3
17	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,247.20	4	6/28/2014	3
18	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,181.60	4	6/28/2014	3
19	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,463.20	5	6/28/2014	4
20	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,247.20	4	6/28/2014	3
21	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,247.20	4	6/28/2014	3
22	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,181.60	4	6/28/2014	3
23	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,247.20	4	6/28/2014	3
24	POLICE OFFICERS	POLICE OFFICER I	1,875.20	1	12/28/2013	2,130.40	3	6/28/2014	2
25	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
26	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
27	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
28	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
29	POLICE OFFICERS	POLICE OFFICER II	2,729.60	3	6/28/2014	3,154.40	5	12/27/2014	2
30	POLICE OFFICERS	POLICE OFFICER II	3,062.40	5	6/28/2014	3,489.60	7	12/27/2014	2

Appendix 5.C

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
31	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
32	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
33	POLICE OFFICERS	POLICE OFFICER III	2,880.00	3	6/28/2014	3,617.60	7	12/27/2014	4
34	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
35	POLICE OFFICERS	POLICE OFFICER II	2,729.60	3	6/28/2014	3,489.60	7	12/27/2014	4
36	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
37	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
38	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
39	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
40	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
41	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,421.60	7	12/27/2014	5
42	POLICE OFFICERS	POLICE OFFICER II	2,729.60	3	6/28/2014	3,489.60	7	12/27/2014	4
43	POLICE OFFICERS	POLICE OFFICER II	2,729.60	3	6/28/2014	3,489.60	7	12/27/2014	4
44	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
45	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
46	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
47	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
48	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
49	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
50	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
51	POLICE OFFICERS	POLICE OFFICER II	2,729.60	3	6/28/2014	3,523.20	7	12/27/2014	4
52	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
53	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
54	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
55	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
56	POLICE OFFICERS	POLICE OFFICER II	2,729.60	3	6/28/2014	3,523.20	7	12/27/2014	4
57	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
58	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
59	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
60	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
61	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5

Appendix 5.C

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
62	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
63	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,388.00	7	12/27/2014	5
64	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
65	POLICE OFFICERS	POLICE OFFICER II	2,729.60	3	6/28/2014	3,523.20	7	12/27/2014	4
66	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
67	POLICE OFFICERS	POLICE OFFICER II	2,729.60	3	6/28/2014	3,489.60	7	12/27/2014	4
68	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
69	POLICE OFFICERS	POLICE OFFICER II	2,729.60	3	6/28/2014	3,489.60	7	12/27/2014	4
70	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
71	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
72	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
73	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
74	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
75	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
76	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
77	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
78	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
79	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
80	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
81	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,421.60	7	12/27/2014	5
82	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
83	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
84	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
85	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
86	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,455.20	7	12/27/2014	5
87	POLICE OFFICERS	POLICE OFFICER II	2,729.60	3	6/28/2014	3,523.20	7	12/27/2014	4
88	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
89	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
90	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
91	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
92	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4

Appendix 5.C

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
93	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
94	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
95	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
96	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
97	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
98	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
99	POLICE OFFICERS	POLICE OFFICER II	2,729.60	3	6/28/2014	3,523.20	7	12/27/2014	4
100	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
101	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
102	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
103	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
104	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
105	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
106	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
107	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
108	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
109	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
110	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,242.40	6	12/27/2014	4
111	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
112	POLICE OFFICERS	POLICE OFFICER II	2,729.60	3	6/28/2014	3,523.20	7	12/27/2014	4
113	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
114	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
115	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
116	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,242.40	6	12/27/2014	4
117	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
118	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
119	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
120	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
121	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
122	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
123	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5

Appendix 5.C

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
124	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,489.60	7	12/27/2014	5
125	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
126	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
127	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
128	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
129	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
130	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,338.40	6	12/27/2014	4
131	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,306.40	6	12/27/2014	4
132	POLICE OFFICERS	POLICE OFFICER II	2,729.60	3	6/28/2014	3,489.60	7	12/27/2014	4
133	POLICE OFFICERS	POLICE OFFICER II	2,181.60	4	6/28/2014	3,306.40	6	12/27/2014	2
134	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,661.60	3	12/27/2014	2
135	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,811.20	4	12/27/2014	3
136	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,811.20	4	12/27/2014	3
137	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,966.40	5	12/27/2014	4
138	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,661.60	3	12/27/2014	2
139	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,661.60	3	12/27/2014	2
140	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,966.40	5	12/27/2014	4
141	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,661.60	3	12/27/2014	2
142	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,811.20	4	12/27/2014	3
143	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,811.20	4	12/27/2014	3
144	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,966.40	5	12/27/2014	4
145	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,584.00	3	12/27/2014	2
146	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,811.20	4	12/27/2014	3
147	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,811.20	4	12/27/2014	3
148	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,661.60	3	12/27/2014	2
149	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,661.60	3	12/27/2014	2
150	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,880.00	5	12/27/2014	4
151	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,966.40	5	12/27/2014	4
152	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,661.60	3	12/27/2014	2
153	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,729.60	4	12/27/2014	3
154	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,584.00	3	12/27/2014	2

Appendix 5.C

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
155	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,584.00	3	12/27/2014	2
156	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,661.60	3	12/27/2014	2
157	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,584.00	3	12/27/2014	2
158	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,584.00	3	12/27/2014	2
159	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,584.00	3	12/27/2014	2
160	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,661.60	3	12/27/2014	2
161	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,811.20	4	12/27/2014	3
162	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,661.60	3	12/27/2014	2
163	POLICE OFFICERS	POLICE OFFICER I	1,912.80	1	6/28/2014	2,661.60	3	12/27/2014	2
164	POLICE OFFICERS	POLICE OFFICER II	2,584.00	2	6/28/2014	3,523.20	7	12/27/2014	5
165	GSD AS NEEDED/MISC	CLERK TYPIST	1,488.80	1	12/28/2013	1,850.40	5	6/28/2014	4
166	REC & PARKS PART TIME	CLERK TYPIST	1,488.80	1	12/28/2013	1,850.40	5	6/28/2014	4
167	REC & PARKS PART TIME	CLERK TYPIST	1,488.80	1	12/28/2013	1,752.80	4	6/28/2014	3
168	BLDG & SAFETY CD ENFORCE B	CLERK TYPIST	1,488.80	1	12/28/2013	1,660.00	3	6/28/2014	2
169	PW INDUSTRIAL WASTE MANA	ENV COMPLIANCE INSP	3,035.20	5	12/28/2013	3,118.40	12	6/28/2014	7
170	LIBRARY	CLERK TYPIST	1,488.80	1	12/28/2013	1,850.40	5	6/28/2014	4
171	LIBRARY	CLERK TYPIST	1,572.00	2	12/28/2013	1,850.40	5	6/28/2014	3
172	REC & PARKS PART TIME	CLERK TYPIST	1,488.80	1	12/28/2013	1,752.80	4	6/28/2014	3
173	ANIMAL SERVICES	SR SYSTEMS ANALYST II	4,152.00	2	12/28/2013	4,754.40	11	6/28/2014	9
174	INFO TECHNOLOGY AGENCY	PROGRAMMER/ANALYST II	3,351.20	3	6/28/2014	3,736.00	5	6/28/2014	2
175	POLICE AS NEEDED	CLERK TYPIST	1,488.80	1	6/28/2014	2,003.06	5	6/28/2014	4
176	TRANSPORTATION	SR CLERK TYPIST	2,049.60	3	6/28/2014	2,252.00	5	6/28/2014	2
177	AIRPORTS	AIRPORT POLICE OFCR II	2,853.60	4	6/28/2014	3,276.00	6	6/28/2014	2
178	FIRE - FIREFIGHTERS	FIREFIGHTER II	2,395.20	1	6/28/2014	2,838.40	4	6/28/2014	3
179	AIRPORTS	AIRPORT POLICE OFCR II	2,703.20	3	6/28/2014	3,102.40	5	6/28/2014	2
180	FIRE - FIREFIGHTERS	FIREFIGHTER II	2,395.20	1	6/28/2014	2,838.40	4	6/28/2014	3
181	POLICE OFFICERS	POLICE SPECIALIST	1,912.80	1	6/28/2014	2,391.20	5	6/28/2014	4
182	COUNCIL AS NEEDED	COUNCIL AIDE VII	3,118.40	1	6/28/2014	3,381.60	7	12/27/2014	3
183	COUNCIL AS NEEDED	COUNCIL AIDE V	3,023.20	5	6/28/2014	3,280.00	15	12/27/2014	3
184	COUNCIL AS NEEDED	COUNCIL AIDE V	3,023.20	5	6/28/2014	3,370.20	15	12/27/2014	3
185	COUNCIL AS NEEDED	COUNCIL AIDE III	1,958.40	5	6/28/2014	2,182.41	15	12/27/2014	3

Appendix 5.C

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
186	MAYOR - AS NEEDED	MAYORAL AIDE VIII	5,083.20	5	6/28/2014	5,818.54	15	12/27/2014	3
187	HARBOR	SYSTEMS PROGRAMMER I	3,076.00	1	6/28/2014	3,820.80	9	12/27/2014	5
188	COUNCIL	LEGISLATIVE ANALYST IV	5,083.20	5	6/28/2014	5,515.20	15	12/27/2014	3
189	COUNCIL AS NEEDED	LEGISLATIVE ANALYST IV	5,083.20	5	6/28/2014	5,515.20	15	12/27/2014	3
190	COUNCIL	COUNCIL AIDE VII	3873.60	5	6/28/2014	4,201.60	15	12/27/2014	3
191	COUNCIL AS NEEDED	LEGISLATIVE ANALYST V	6107.20	5	6/28/2014	6,624.80	15	12/27/2014	3
192	AIRPORTS	MANAGEMENT ASSISTANT	1760.80	1	6/28/2014	2,438.40	13	12/27/2014	9
193	COUNCIL AS NEEDED	COUNCIL AIDE IV	2564.80	5	6/28/2014	2,935.43	15	12/27/2014	3
194	COUNCIL AS NEEDED	COUNCIL AIDE IV	2564.80	5	6/28/2014	2,782.40	15	12/27/2014	3
195	COUNCIL AS NEEDED	COUNCIL AIDE IV	2564.80	5	6/28/2014	2,858.92	15	12/27/2014	3
196	MAYOR - AS NEEDED	MAYORAL AIDE V	2943.20	5	6/28/2014	3,369.25	15	12/27/2014	3
197	COUNCIL AS NEEDED	LEGISLATIVE ANALYST V	6107.20	5	6/28/2014	6,806.98	15	12/27/2014	3
198	COUNCIL AS NEEDED	COUNCIL AIDE VII	3873.60	5	6/28/2014	4,201.60	15	12/27/2014	3
199	MAYOR	MAYORAL AIDE III	1988.00	1	6/28/2014	2,338.40	10	12/27/2014	6
200	COUNCIL AS NEEDED	COUNCIL AIDE III	1958.40	5	6/28/2014	2,182.41	15	12/27/2014	3
201	COUNCIL AS NEEDED	COUNCIL AIDE VI	3559.20	5	6/28/2014	3,860.80	15	12/27/2014	3
202	COUNCIL AS NEEDED	COUNCIL AIDE IV	2064.80	1	6/28/2014	2,496.00	11	12/27/2014	7
203	MAYOR	DEPUTY MAYOR	6282.40	5	6/28/2014	6,815.20	15	12/27/2014	3
204	COUNCIL AS NEEDED	COUNCIL AIDE IV	2564.80	5	6/28/2014	2,782.40	15	12/27/2014	3
205	COUNCIL AS NEEDED	COUNCIL AIDE V	2568.80	2	6/28/2014	2,787.20	9	12/27/2014	3
206	COUNCIL AS NEEDED	COUNCIL AIDE III	1,958.40	5	6/28/2014	2,124.00	15	12/27/2014	3
207	COUNCIL AS NEEDED	COUNCIL AIDE II	1,368.00	3	6/28/2014	1,653.60	15	12/27/2014	7
208	COUNCIL AS NEEDED	COUNCIL AIDE IV	2,564.80	5	6/28/2014	2,782.40	15	12/27/2014	3
209	COUNCIL AS NEEDED	COUNCIL AIDE III	1,958.40	5	6/28/2014	2,182.41	15	12/27/2014	3
210	COUNCIL AS NEEDED	COUNCIL AIDE III	1,958.40	5	6/28/2014	2,182.41	15	12/27/2014	3
211	COUNCIL AS NEEDED	COUNCIL AIDE IV	2,564.80	5	6/28/2014	2,782.40	15	12/27/2014	3
212	COUNCIL AS NEEDED	COUNCIL AIDE III	1,958.40	5	6/28/2014	2,124.00	15	12/27/2014	3
213	MAYOR	MAYORAL AIDE VII	3,489.60	2	6/28/2014	4,106.40	12	12/27/2014	6
214	COUNCIL AS NEEDED	COUNCIL AIDE II	1,368.00	3	6/28/2014	1,566.40	13	12/27/2014	5
215	COUNCIL AS NEEDED	COUNCIL AIDE II	1,368.00	3	6/28/2014	1,524.80	12	12/27/2014	4
216	MAYOR	MAYORAL AIDE V	2,943.20	5	6/28/2014	3,193.60	15	12/27/2014	3

Appendix 5.C

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
217	COUNCIL AS NEEDED	COUNCIL AIDE II	1,524.80	5	6/28/2014	1,653.60	15	12/27/2014	3
218	COUNCIL AS NEEDED	COUNCIL AIDE IV	2,301.60	3	6/28/2014	2,782.40	15	12/27/2014	7
219	COUNCIL AS NEEDED	COUNCIL AIDE IV	2,564.80	5	6/28/2014	2,782.40	15	12/27/2014	3
220	COUNCIL AS NEEDED	COUNCIL AIDE III	1,958.40	5	6/28/2014	2,182.41	15	12/27/2014	3
221	MAYOR	DEPUTY MAYOR	6,282.40	5	6/28/2014	6,815.20	15	12/27/2014	3
222	COUNCIL AS NEEDED	COUNCIL AIDE IV	2,429.60	4	6/28/2014	2,782.40	15	12/27/2014	5
223	MAYOR - AS NEEDED	DEPUTY MAYOR	6,282.40	5	6/28/2014	6,815.20	15	12/27/2014	3
224	MAYOR	MAYORAL AIDE I	1,501.60	1	6/28/2014	1,817.60	11	12/27/2014	7
225	MAYOR	MAYORAL AIDE V	2,943.20	5	6/28/2014	3,193.60	15	12/27/2014	3
226	COUNCIL AS NEEDED	COUNCIL AIDE III	1,576.80	1	6/28/2014	1,854.40	10	12/27/2014	6
227	COUNCIL AS NEEDED	COUNCIL AIDE II	1,227.20	1	6/28/2014	1,368.00	8	12/27/2014	4
228	MAYOR	MAYORAL AIDE V	2,943.20	5	6/28/2014	3,193.60	15	12/27/2014	3
229	COUNCIL AS NEEDED	COUNCIL AIDE II	1,368.00	3	6/28/2014	1,524.80	12	12/27/2014	4
230	COUNCIL AS NEEDED	LEGISLATIVE ANALYST III	4,106.40	5	6/28/2014	4,700.24	15	12/27/2014	3
231	MAYOR	MAYORAL AIDE V	2,943.20	5	6/28/2014	3,369.25	15	12/27/2014	3
232	COUNCIL AS NEEDED	COUNCIL AIDE I	964.80	1	6/28/2014	1,231.20	13	12/27/2014	9
233	COUNCIL AS NEEDED	COUNCIL AIDE V	3,023.20	5	6/28/2014	3,460.40	15	12/27/2014	3
234	P W ENGINEERING	LAND SURVEYING ASST	2,397.60	1	6/28/2014	3,320.00	13	12/27/2014	9
235	MAYOR	MAYORAL AIDE V	2,943.20	5	6/28/2014	3,193.60	15	12/27/2014	3
236	MAYOR	DEPUTY MAYOR	6,282.40	5	6/28/2014	6,815.20	15	12/27/2014	3
237	COUNCIL AS NEEDED	LEGISLATIVE ANALYST III	4,106.40	5	6/28/2014	4,577.72	15	12/27/2014	3
238	MAYOR GRANT REIMBURSED	MAYORAL AIDE VI	2,952.00	2	6/28/2014	3,202.40	9	12/27/2014	3
239	MAYOR	MAYORAL AIDE V	2,943.20	5	6/28/2014	3,193.60	15	12/27/2014	3
240	COUNCIL AS NEEDED	COUNCIL AIDE III	1,958.40	5	6/28/2014	2,124.00	15	12/27/2014	3
241	MAYOR	DEPUTY MAYOR	6,282.40	5	6/28/2014	7,002.62	15	12/27/2014	3
242	COUNCIL AS NEEDED	COUNCIL AIDE III	1,958.40	5	6/28/2014	2,240.82	15	12/27/2014	3
243	COUNCIL AS NEEDED	COUNCIL AIDE VII	3,873.60	5	6/28/2014	4,201.60	15	12/27/2014	3
244	MAYOR	MAYORAL AIDE V	2,943.20	5	6/28/2014	3,281.42	15	12/27/2014	3
245	COUNCIL AS NEEDED	COUNCIL AIDE III	1,958.40	5	6/28/2014	2,182.41	15	12/27/2014	3
246	MAYOR	MAYORAL AIDE I	1,585.60	2	6/28/2014	1,919.20	13	12/27/2014	7
247	MAYOR	MAYORAL AIDE IV	2,720.00	5	6/28/2014	2,952.80	15	12/27/2014	3

Appendix 5.C

Ref	Department	Job Title	Beginning of 6 Month Period			End of 6 Month Period			Step Increase
			Biweekly Rate	Step	Pay Period End Date	Biweekly Rate	Step	Pay Period End Date	
248	COUNCIL AS NEEDED	COUNCIL AIDE IV	2,564.80	5	6/28/2014	2,858.92	15	12/27/2014	3
249	COUNCIL AS NEEDED	COUNCIL AIDE VII	3,475.20	3	6/28/2014	4,201.60	15	12/27/2014	7
250	COUNCIL AS NEEDED	COUNCIL AIDE III	1,958.40	5	6/28/2014	2,124.00	15	12/27/2014	3
251	MAYOR	MAYORAL AIDE VIII	5,083.20	5	6/28/2014	5,818.54	15	12/27/2014	3
252	COUNCIL AS NEEDED	COUNCIL AIDE VI	3,559.20	5	6/28/2014	3,860.80	15	12/27/2014	3
253	COUNCIL AS NEEDED	COUNCIL AIDE III	1,958.40	5	6/28/2014	2,182.41	15	12/27/2014	3
254	COUNCIL AS NEEDED	COUNCIL AIDE IV	2,564.80	5	6/28/2014	2,782.40	15	12/27/2014	3

Appendix 6.A

City of Los Angeles

Payroll Data Analytics

Employees with Salary Increases in Excess of 30% in 2012

Ref	Department	Salary and Job Information as of 12/31/2011			Salary and Job Information as of 12/29/2012			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
1	AIRPORTS	\$2,000.75	MECH HELPER	5	\$3,391.66	AIR COND MECHANIC	0	70%
2	AIRPORTS	1,654.40	MECH HELPER	2	2,763.20	MECH REPAIRER II	0	67%
3	AIRPORTS	2,000.75	MECH HELPER	5	3,214.84	AIR COND MECHANIC	0	61%
4	AIRPORTS	2,086.24	ELECTRCL CRAFT HELPER	5	3,253.77	ELECTRICIAN	0	56%
5	AIRPORTS	2,383.46	ELEVATOR MECHANIC HLPR	5	3,621.47	ELEVATOR MECHANIC	0	52%
6	AIRPORTS	2,086.24	ELECTRCL CRAFT HELPER	5	3,084.14	ELECTRICIAN	0	48%
7	AIRPORTS	2,000.75	MECH HELPER	5	2,839.19	MECH REPAIRER II	0	42%
8	EMERGENCY MANAGEMENT DEF	1,451.20	ADMIN INTERN	5	2,265.60	MAYORAL AIDE V	1	56%
9	EMERGENCY MANAGEMENT DEF	1,451.20	ADMIN INTERN	5	2,265.60	MAYORAL AIDE V	1	56%
10	AIRPORTS	2,105.87	MAINT & CONSTR HELPER	5	2,815.35	SIGN PAINTER	0	34%
11	GSD BUILDING MAINTENANCE	1,005.60	VOCATIONAL WORKER II	2	2,970.19	PAINTER	0	195%
12	GSD BUILDING MAINTENANCE	1,183.20	VOCATIONAL WORKER II	5	1,590.94	CUSTODIAN	5	34%
13	HARBOR	1,212.00	STUDENT PROF WORKER	5	2,387.91	COUNCIL AIDE IV	4	97%
14	HARBOR	1,506.40	STUDENT ENGINEER	5	2,304.76	CIVIL ENGRG ASSOC I	1	53%
15	HARBOR	1,506.40	STUDENT ENGINEER	5	2,304.76	CIVIL ENGRG ASSOC I	1	53%
16	HARBOR	1,506.40	STUDENT ENGINEER	5	2,260.00	STUDENT ENGINEER	5	50%
17	HARBOR	1,048.00	OFFICE TRAINEE	5	1,463.20	CLERK TYPIST	1	40%
18	HARBOR	1,061.60	VOCATIONAL WORKER II	3	1,458.40	MAINTENANCE LABORER	1	37%
19	HARBOR	1,212.00	STUDENT PROF WORKER	5	1,618.40	ADMIN INTERN	5	34%
20	HARBOR	1,212.00	STUDENT PROF WORKER	5	1,618.40	ADMIN INTERN	5	34%
21	PLANNING	1,212.00	STUDENT PROF WORKER	5	2,378.40	PLANNING ASSISTANT	1	96%
22	REC PARKS REG FULL TIME	2,000.75	MECH HELPER	5	2,759.88	MECH REPAIRER I	0	38%
23	TRANSPORTATION	2,086.24	ELECTRCL CRAFT HELPER	5	3,253.77	ELECTRICIAN	0	56%
24	TRANSPORTATION	1,820.51	ELECTRCL CRAFT HELPER	2	2,567.45	ASST SIGNL SYS ELECTRCN	0	41%
25	TRANSPORTATION AS NEEDED	1,212.00	STUDENT PROF WORKER	5	2,468.00	PROGRAMMER/ANALYST I	1	104%

Category 1: Non-Professional (e.g., Helpers, Interns, Student Workers, etc.) to Professional Job Title Promotions

Appendix 6.A

Ref	Department	Salary and Job Information as of 12/31/2011			Salary and Job Information as of 12/29/2012			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
26	TRANSPORTATION AS NEEDED	1,212.00	STUDENT PROF WORKER	5	2,378.40	PLANNING ASSISTANT	1	96%
27	PW STREET USE INSPECTION	1,212.00	STUDENT PROF WORKER	5	1,802.40	POLICE OFFICER I	1	49%
28	PW TERMINAL IS TREAT PLAN	1,842.45	MECH HELPER	3	3,081.68	W/WTR TRMT MECH I	0	67%
29	PW TERMINAL IS TREAT PLAN	2,200.98	ELECTRCL CRAFT HELPER	5	3,281.42	W/WTR TRMT ELEC I	0	49%
30	PW STREET LIGHTING	1,820.51	ELECTRCL CRAFT HELPER	2	3,253.77	ELECTRICIAN	0	79%
31	PW STREET LIGHTING	1,725.60	ELECTRCL CRAFT HELPER	2	3,084.14	ELECTRICIAN	0	79%
32	PW STREET LIGHTING	1,821.60	ELECTRCL CRAFT HELPER	3	3,001.60	ELECTRICIAN	0	65%
33	PW HYPERION TREAT PLANT	2,110.79	MECH HELPER	5	3,081.68	W/WTR TRMT MECH I	0	46%
34	PW HYPERION TREAT PLANT	2,110.79	MECH HELPER	5	3,081.68	W/WTR TRMT MECH I	0	46%
35	PW HYPERION TREAT PLANT	1,945.42	MECH HELPER	4	3,081.68	W/WTR TRMT MECH I	0	58%
36	PW HYPERION TREAT PLANT	1,945.42	MECH HELPER	4	3,081.68	W/WTR TRMT MECH I	0	58%
37	PW D C TILLMAN WATER RECLM	2,138.02	PLANT EQUIPMNT TRAINEE	5	3,447.16	W/WTR TRMT OPER I	0	61%
38	PW D C TILLMAN WATER RECLM	2,138.02	PLANT EQUIPMNT TRAINEE	5	3,363.45	W/WTR TRMT OPER I	0	57%
39	PW HYPERION TREAT PLANT	2,138.02	PLANT EQUIPMNT TRAINEE	5	3,543.16	W/WTR TRMT OPER I	0	66%
40	PW HYPERION TREAT PLANT	2,138.02	PLANT EQUIPMNT TRAINEE	5	3,543.16	W/WTR TRMT OPER I	0	66%
41	PW HYPERION TREAT PLANT	2,138.02	PLANT EQUIPMNT TRAINEE	5	3,447.16	W/WTR TRMT OPER I	0	61%
42	PW HYPERION TREAT PLANT	2,138.02	PLANT EQUIPMNT TRAINEE	5	3,447.16	W/WTR TRMT OPER I	0	61%
43	PW HYPERION TREAT PLANT	2,138.02	PLANT EQUIPMNT TRAINEE	5	3,447.16	W/WTR TRMT OPER I	0	61%
44	PW HYPERION TREAT PLANT	2,138.02	PLANT EQUIPMNT TRAINEE	5	3,363.45	W/WTR TRMT OPER I	0	57%
45	PW HYPERION TREAT PLANT	2,138.02	PLANT EQUIPMNT TRAINEE	5	3,267.45	W/WTR TRMT OPER I	0	53%

Category 2: Non-Civil Service Employees within Elected Offices of the Mayor and/or Councilmembers

1	MAYOR	\$4,131.20	MAYORAL AIDE VIII	3	\$5,766.40	GEN MGR EL PUEBLO HIST	0	40%
2	MAYOR - AS NEEDED	1,437.60	MAYORAL AIDE I	2	2,392.00	MAYORAL AIDE V	2	66%
3	MAYOR - AS NEEDED	1,646.47	MAYORAL AIDE I	4	2,392.00	MAYORAL AIDE V	2	45%
4	MAYOR - AS NEEDED	3,493.39	MAYORAL AIDE VI	5	4,836.00	DEPUTY MAYOR	1	38%
5	MAYOR - AS NEEDED	3,808.33	MAYORAL AIDE VIII	1	5,202.40	ASST GM CULTURAL AFFAIR	5	37%
6	MAYOR - AS NEEDED	1,826.48	MAYORAL AIDE II	2	2,477.60	PROJECT COORDINATOR	1	36%
7	MAYOR - AS NEEDED	1,646.47	MAYORAL AIDE I	4	2,214.40	PROJECT ASSISTANT	4	34%
8	MAYOR - AS NEEDED	3,720.00	MAYORAL AIDE VII	5	4,927.07	DIR OF PORT MRKTNG II	1	32%
9	MAYOR - AS NEEDED	1,602.40	MAYORAL AIDE I	4	2,093.60	MAYORAL AIDE IV	1	31%

Appendix 6.A

Ref	Department	Salary and Job Information as of 12/31/2011			Salary and Job Information as of 12/29/2012			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
10	COUNCIL	4,192.00	COUNCIL AIDE VII	5	6,008.80	DEPUTY MAYOR	5	43%
11	COUNCIL	4,647.20	COUNCIL AIDE VII	0	6,109.60	COUNCIL AIDE VII	0	31%
12	COUNCIL AS NEEDED	1,145.31	COUNCIL AIDE I	5	2,085.60	COUNCIL AIDE IV	2	82%
13	COUNCIL AS NEEDED	1,774.40	COUNCIL AIDE III	5	2,453.60	COUNCIL AIDE IV	5	38%
14	COUNCIL AS NEEDED	1,381.60	COUNCIL AIDE II	5	1,873.60	COUNCIL AIDE III	5	36%
15	COUNCIL AS NEEDED	1,206.70	COUNCIL AIDE II	2	1,635.78	COUNCIL AIDE III	2	36%
16	COUNCIL AS NEEDED	2,085.60	COUNCIL AIDE IV	3	2,812.88	COUNCIL AIDE V	4	35%
17	COUNCIL AS NEEDED	3,489.11	COUNCIL AIDE VI	5	4,657.60	COUNCIL AIDE VII	0	33%
18	COUNCIL AS NEEDED	1,871.99	COUNCIL AIDE III	5	2,453.60	COUNCIL AIDE IV	5	31%
19	COUNCIL AS NEEDED	1,056.27	COUNCIL AIDE I	4	1,381.60	COUNCIL AIDE II	4	31%

Category 3: Professional Job Titles at Operational Departments

1	REC PARKS REG FULL TIME	\$1,794.43	MAINTENANCE LABORER	5	\$3,088.80	PLAYGROUND EQUIP SUPVR	0	72%
2	NEIGHBORHOOD EMPOWERMEN	3,379.20	SR PROJECT COORDINATOR	4	5,533.80	GEN MGR NEIBRHD EMPW I	0	64%
3	COLISEUM	1,340.80	INFORMATION SYSTEM OPER,	0	1,992.34	INFORMATION SYSTEM OPER,	0	49%
4	PW CONTRACT ADMINS	1,660.00	CLERK TYPIST	4	2,399.20	PAYROLL SUPERVISOR I	1	45%
5	POLICE OFFICERS	2,320.00	POLICE OFFICER II	6	3,320.00	POLICE OFFICER II	7	43%
6	POLICE CIVILIAN	1,752.80	LABORATORY TECH I	2	2,488.00	CRIMINALIST I	1	42%
7	POLICE CIVILIAN	1,752.80	LABORATORY TECH I	2	2,488.00	CRIMINALIST I	1	42%
8	AIRPORTS	2,299.96	IRRIGATION SPECIALIST	5	3,214.84	PLUMBER	0	40%
9	CITY CLK - ELECTION	1,352.00	SR ELECTION CLERK	3	1,873.60	PR ELECTION CLERK	5	39%
10	PW SOLID RESOURCES DISP & EN	2,539.16	REF COLL TRUCK OPER II	5	3,479.53	EQUIPMNT OPERATOR	0	37%
11	AIRPORTS	1,909.60	AIRPORT POLICE OFCR I	2	2,598.40	AIRPORT POLICE OFCR II	3	36%
12	PW SOLID RESOURCES SOUTH CC	1,786.40	MAINTENANCE LABORER	4	2,428.80	REF COLL TRUCK OPER II	4	36%
13	L A CONVTN CTR EMPLY AS NEE	1,099.20	PARKING ATTENDANT I	3	1,463.20	CLERK TYPIST	1	33%
14	POLICE OFFICERS	3,529.52	POLICE OFFICER II	8	4,643.20	POLICE OFFICER II	8	32%
15	FIRE - FIREFIGHTERS	2,604.60	FIREFIGHTER II	3	3,425.80	FIREFIGHTER III	4	32%
16	CITY CLK - ELECTION	1,592.00	PR ELECTION CLERK	3	2,091.20	CH ELECTION CLERK	4	31%
17	AIRPORTS	2,139.61	ENVIRONMENTAL SPEC I	1	2,808.80	ENVIRONMENTAL SPEC II	1	31%
18	CITY CLK - ELECTION	1,352.00	SR ELECTION CLERK	3	1,774.40	PR ELECTION CLERK	4	31%
19	CITY CLK - ELECTION	1,280.80	SR ELECTION CLERK	2	2,477.60	PROJECT COORDINATOR	1	93%

Appendix 6.A

Ref	Department	Salary and Job Information as of 12/31/2011			Salary and Job Information as of 12/29/2012			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
20	PW STREET USE INSPECTION	1,794.43	MAINTENANCE LABORER	5	2,842.40	CONSTR INSPECTOR	3	58%
21	PW SOLID RSRC CW RYCLG AS N	1,517.60	MAINTENANCE LABORER	1	2,300.80	REF COLL TRUCK OPER II	3	52%
22	HOUSING RENT STABILIZATION	1,900.06	CLERK TYPIST	5	2,842.40	HOUSING INSPECTOR	3	50%
23	PW RESURF & RECONSTR DIV	2,368.35	HEAVY DUTY TRUCK OPER	5	3,217.31	EQUIPMNT OPERATOR	0	36%
24	PW WASTEWATER COLL SYSTEM	1,893.12	MAINTENANCE LABORER	5	2,519.43	W/WTR COLL WORKER II	5	33%
25	HOUSING HOMEOWNERSHIP & F	2,280.80	PROJECT ASSISTANT	5	3,000.80	HOUSING INSPECTOR	3	32%

Total Number of Employees Identified in 2012: 89

Appendix 6.B

City of Los Angeles

Payroll Data Analytics

Employees with Salary Increases in Excess of 30% in 2013

Ref	Department	Salary and Job Information as of 12/29/2012			Salary and Job Information as of 12/28/2013			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	

Category 1: Non-Professional (e.g., Helpers, Interns, Student Workers, etc.) to Professional Job Title Promotions

1	BLDG & SAFETY AS NEEDED	\$1,279.20	STUDENT PROF WORKER	5	\$2,835.44	STRUCTRL ENGRG ASSC I	4	122%
2	AIRPORTS	1,716.80	MECH HELPER	2	3,295.40	BUILD OPERATING ENGR	0	92%
3	PLANNING	1,279.20	STUDENT PROF WORKER	5	2,413.60	PLANNING ASSISTANT	1	89%
4	PLANNING	1,279.20	STUDENT PROF WORKER	5	2,413.60	PLANNING ASSISTANT	1	89%
5	BLDG & SAFETY AS NEEDED	1,279.20	STUDENT PROF WORKER	5	2,409.72	STRUCTRL ENGRG ASSC I	1	88%
6	BLDG & SAFETY AS NEEDED	1,279.20	STUDENT PROF WORKER	5	2,409.72	STRUCTRL ENGRG ASSC I	1	88%
7	CITY CLERK - GENERAL	1,279.20	STUDENT PROF WORKER	5	2,243.20	ARCHIVIST I	1	75%
8	PERSONNEL C S 1	1,618.40	ADMIN INTERN	5	2,796.00	PERS RESEARCH ANLYST I	1	73%
9	PERSONNEL C S 2	1,618.40	ADMIN INTERN	5	2,796.00	PERS RESEARCH ANLYST I	1	73%
10	AIRPORTS	1,720.80	MAINT & CONSTR HELPER	3	2,964.13	CARPET LAYER	0	72%
11	FIRE CIVILIAN	1,913.60	MECH HELPER	4	3,055.37	HEAVY DUTY EQUIP MECH	0	60%
12	EMERGENCY MANAGEMENT DEI	1,487.20	ADMIN INTERN	5	2,369.60	MAYORAL AIDE V	1	59%
13	EMERGENCY MANAGEMENT DEI	1,487.20	ADMIN INTERN	5	2,369.60	MAYORAL AIDE V	1	59%
14	HARBOR	1,502.40	STUDENT ENGINEER	5	2,363.20	STUDENT ENGINEER	5	57%
15	GSD AS NEEDED/MISC	1,260.95	VOCATIONAL WORKER II	5	1,942.40	ACCOUNTING CLERK II	1	54%
16	PW D C TILLMAN WATER RECLM	2,131.10	MECH HELPER	5	3,246.63	W/WTR TRMT MECH I	0	52%
17	PW STREET LIGHTING	1,695.20	ELECTRCL CRAFT HELPER	1	2,544.09	ASST ST LTG ELECTRCN	0	50%
18	PW STREET LIGHTING	1,695.20	ELECTRCL CRAFT HELPER	1	2,544.09	ASST ST LTG ELECTRCN	0	50%
19	PW STREET LIGHTING	1,695.20	ELECTRCL CRAFT HELPER	1	2,544.09	ASST ST LTG ELECTRCN	0	50%
20	PW HYPERION TREAT PLANT	2,189.71	MECH HELPER	5	3,246.63	W/WTR TRMT MECH I	0	48%
21	PW HYPERION TREAT PLANT	2,189.71	MECH HELPER	5	3,246.63	W/WTR TRMT MECH I	0	48%
22	PW LA-GLENDALE WATER RECLM	2,189.71	MECH HELPER	5	3,246.63	W/WTR TRMT MECH I	0	48%
23	GSD AS NEEDED/MISC	1,260.95	VOCATIONAL WORKER II	5	1,850.40	CLERK TYPIST	5	47%
24	GSD CONSTRUCTION FORCES	1,260.95	VOCATIONAL WORKER II	5	1,850.40	CLERK TYPIST	5	47%
25	PW STREET LIGHTING	2,075.55	MECH HELPER	5	2,964.95	WELDER	0	43%
26	GSD MAIL/MESSENGER SERVICE:	1,100.80	VOCATIONAL WORKER II	3	1,571.20	MAINT & CONSTR HELPER	1	43%

Appendix 6.B

Ref	Department	Salary and Job Information as of 12/29/2012			Salary and Job Information as of 12/28/2013			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
27	PW STREET LIGHTING	1,789.60	ELECTRCL CRAFT HELPER	2	2,544.09	ASST ST LTG ELECTRCN	0	42%
28	PW STREET LIGHTING	1,789.60	ELECTRCL CRAFT HELPER	2	2,544.09	ASST ST LTG ELECTRCN	0	42%
29	PW STREET LIGHTING	1,789.60	ELECTRCL CRAFT HELPER	2	2,544.09	ASST ST LTG ELECTRCN	0	42%
30	CAO AS NEEDED	1,429.60	ADMIN TRAINEE	5	1,909.60	MANAGEMENT ASSISTANT	1	34%

Category 2: Non-Civil Service Employees within Elected Offices of the Mayor and/or Councilmembers

1	COUNCIL AS NEEDED	\$2,970.71	COUNCIL AIDE VI	2	\$5,715.20	COUNCIL AIDE VII	0	92%
2	COUNCIL AS NEEDED	1,419.59	COUNCIL AIDE II	4	2,301.60	COUNCIL AIDE IV	3	62%
3	COUNCIL AS NEEDED	2,028.17	COUNCIL AIDE III	5	3,204.16	COUNCIL AIDE VII	1	58%
4	COUNCIL AS NEEDED	1,774.40	COUNCIL AIDE III	4	2,705.86	COUNCIL AIDE IV	5	52%
5	COUNCIL AS NEEDED	973.60	COUNCIL AIDE I	2	1,483.71	COUNCIL AIDE II	4	52%
6	COUNCIL AS NEEDED	3,496.79	COUNCIL AIDE VI	5	5,268.80	COUNCIL AIDE VII	0	51%
7	COUNCIL	5,334.40	COUNCIL AIDE VII	0	7,800.25	CH OF STAFF MAYOR	5	46%
8	COUNCIL	3,234.57	COUNCIL AIDE VII	2	4,727.20	COUNCIL AIDE VII	0	46%
9	COUNCIL AS NEEDED	1,419.59	COUNCIL AIDE II	4	2,066.11	COUNCIL AIDE III	5	46%
10	COUNCIL AS NEEDED	1,774.40	COUNCIL AIDE III	4	2,496.41	COUNCIL AIDE IV	4	41%
11	COUNCIL AS NEEDED	1,823.20	COUNCIL AIDE III	4	2,501.60	MAYORAL AIDE V	2	37%
12	COUNCIL AS NEEDED	1,680.80	COUNCIL AIDE III	3	2,301.60	COUNCIL AIDE IV	3	37%
13	COUNCIL AS NEEDED	1,344.79	COUNCIL AIDE II	3	1,805.93	COUNCIL AIDE III	3	34%
14	COUNCIL AS NEEDED	1,381.60	COUNCIL AIDE II	4	1,855.20	COUNCIL AIDE III	4	34%
15	COUNCIL AS NEEDED	1,458.40	COUNCIL AIDE II	5	1,958.40	COUNCIL AIDE III	5	34%
16	COUNCIL	5,192.00	COUNCIL AIDE VII	0	6,946.05	COUNCIL MEMBER	0	34%
17	COUNCIL AS NEEDED	1,774.40	COUNCIL AIDE III	4	2,369.60	MAYORAL AIDE V	1	34%
18	COUNCIL AS NEEDED	1,508.00	COUNCIL AIDE III	1	2,012.26	COUNCIL AIDE III	5	33%
19	COUNCIL AS NEEDED	2,028.17	COUNCIL AIDE III	5	2,705.86	COUNCIL AIDE IV	5	33%
20	MAYOR - AS NEEDED	1,436.80	MAYORAL AIDE I	1	1,909.60	PROJECT ASSISTANT	1	33%
21	COUNCIL	4,316.80	COUNCIL AIDE VII	5	5,642.35	MAYORAL AIDE VIII	5	31%
22	COUNCIL AS NEEDED	2,387.91	COUNCIL AIDE IV	4	3,105.08	MAYORAL AIDE V	5	30%
23	COUNCIL	6,850.16	COUNCIL MEMBER	0	8,905.20	MAYOR	0	30%

Category 3: Professional Job Titles at Operational Departments

1	AIRPORTS	\$1,761.60	GARAGE ATTENDANT	4	\$3,199.14	EQUIPMNT MECHANIC	0	82%
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Appendix 6.B

Ref	Department	Salary and Job Information as of 12/29/2012			Salary and Job Information as of 12/28/2013			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
2	LIBRARY	1,341.60	MESSENGER CLERK	4	2,340.80	LIBRARIAN I	3	74%
3	FIRE CIVILIAN	1,860.00	GARAGE ATTENDANT	5	3,199.14	EQUIPMNT MECHANIC	0	72%
4	LIBRARY	1,455.76	MESSENGER CLERK	5	2,469.54	LIBRARIAN I	3	70%
5	POLICE CIVILIAN	1,911.15	GARAGE ATTENDANT	5	3,199.14	EQUIPMNT MECHANIC	0	67%
6	POLICE CIVILIAN	1,911.15	GARAGE ATTENDANT	5	3,199.14	EQUIPMNT MECHANIC	0	67%
7	CLT AFFAIR AS NEEDED	1,408.00	CLERK	1	2,291.20	ARTS MANAGER I	1	63%
8	LIBRARY	1,455.76	MESSENGER CLERK	5	2,340.80	LIBRARIAN I	3	61%
9	LIBRARY	1,455.76	MESSENGER CLERK	5	2,340.80	LIBRARIAN I	3	61%
10	LIBRARY - AS NEEDED	1,463.20	CLERK TYPIST	1	2,340.80	LIBRARIAN I	3	60%
11	FIRE POLICE PEN	2,337.60	MANAGEMENT ASSISTANT	5	3,656.00	INVESTMENT OFFICER I	1	56%
12	EMERGENCY MANAGEMENT DEI	6,920.80	GEN MGR EMERG PREP DEPT	0	10,794.40	FIRE CHIEF	0	56%
13	R&P F/T PARTLY SPECIAL FUNDE	2,315.06	LIGHT EQUIP OPERATOR	5	3,540.35	EQUIPMNT OPERATOR	0	53%
14	CITY CLK - ELECTION	1,280.00	SR ELECTION CLERK	1	1,909.60	MANAGEMENT ASSISTANT	1	49%
15	PW SOLID RESOURCES AS NEEDE	1,575.20	MAINTENANCE LABORER	1	2,340.80	REF COLL TRUCK OPER II	3	49%
16	AIRPORTS	2,036.00	BUILDING REPAIRER I	4	2,988.79	CARPENTER	0	47%
17	POLICE CIVILIAN	1,911.15	GARAGE ATTENDANT	5	2,803.84	EQUIPMNT MECHANIC	0	47%
18	POLICE CIVILIAN	1,911.15	GARAGE ATTENDANT	5	2,803.84	EQUIPMNT MECHANIC	0	47%
19	POLICE CIVILIAN	1,911.15	GARAGE ATTENDANT	5	2,803.84	EQUIPMNT MECHANIC	0	47%
20	CONTROLLER	2,307.35	SR CLERK TYPIST	5	3,338.40	SYSTEMS ANALYST II	5	45%
21	AIRPORTS	1,909.60	AIRPORT POLICE OFCR I	2	2,756.80	AIRPORT POLICE OFCR II	3	44%
22	AIRPORTS	1,909.60	AIRPORT POLICE OFCR I	2	2,756.80	AIRPORT POLICE OFCR II	3	44%
23	AIRPORTS	1,909.60	AIRPORT POLICE OFCR I	2	2,756.80	AIRPORT POLICE OFCR II	3	44%
24	AIRPORTS	1,909.60	AIRPORT POLICE OFCR I	2	2,756.80	AIRPORT POLICE OFCR II	3	44%
25	AIRPORTS	1,909.60	AIRPORT POLICE OFCR I	2	2,756.80	AIRPORT POLICE OFCR II	3	44%
26	AIRPORTS	1,909.60	AIRPORT POLICE OFCR I	2	2,756.80	AIRPORT POLICE OFCR II	3	44%
27	PW RESURFACING & RECONSTRU	2,456.81	HEAVY DUTY TRUCK OPER	5	3,540.35	EQUIPMNT OPERATOR	0	44%
28	POLICE OFFICERS	2,508.00	POLICE OFFICER II	7	3,612.80	POLICE OFFICER II	8	44%
29	POLICE OFFICERS	2,508.00	POLICE OFFICER II	7	3,604.00	POLICE OFFICER II	9	44%
30	L A CONVTN CTR EMPLY AS NEEI	1,140.80	PARKING ATTENDANT I	3	1,638.40	SECURITY OFFICER	1	44%
31	POLICE OFFICERS	3,114.40	POLICE OFFICER II	6	4,459.20	POLICE OFFICER II	7	43%
32	FIRE CIVILIAN	1,911.15	GARAGE ATTENDANT	5	2,728.80	EQUIPMNT MECHANIC	0	43%

Appendix 6.B

Ref	Department	Salary and Job Information as of 12/29/2012			Salary and Job Information as of 12/28/2013			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
33	POLICE OFFICERS	3,463.20	POLICE OFFICER II	9	4,922.40	POLICE OFFICER II	9	42%
34	ANIMAL SERVICES	2,853.16	SR ANIMAL CNTRL OFCR II	5	4,037.60	DIR OF FIELD OPERATIONS	1	42%
35	REC PARKS REG FULL TIME	6,463.20	ASST GM REC & PARKS	4	9,106.40	GEN MGR REC & PARKS	0	41%
36	TRANSPORTATION AS NEEDED	1,364.80	TRAF OFFICER I	5	1,912.50	TRAF OFFICER II	1	40%
37	CITY ETHICS COMM-AS NEEDED	1,882.40	PROJECT ASSISTANT	1	2,632.80	PARALEGAL II	1	40%
38	TRANSPORTATION AS NEEDED	1,364.80	TRAF OFFICER I	5	1,908.00	ASST INSPECTOR II	4	40%
39	PW WASTEWATER COLL SYSTEM	2,519.43	W/WTR COLL WORKER II	5	3,480.46	BUILD MECH INSPECTOR	5	38%
40	L A CONVENTION CENTER	4,638.55	CONV CTR BLDG SUPT I	5	6,394.99	ASST GM CONVENTION CTR	5	38%
41	PW SOLID RESOURCES VALLEY C	1,956.80	MAINTENANCE LABORER	5	2,680.54	REF COLL TRUCK OPER II	5	37%
42	POLICE CIVILIAN	2,488.00	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	37%
43	POLICE CIVILIAN	2,488.00	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	37%
44	POLICE CIVILIAN	2,488.00	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	37%
45	POLICE CIVILIAN	2,488.00	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	37%
46	POLICE CIVILIAN	2,488.00	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	37%
47	POLICE CIVILIAN	2,488.00	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	37%
48	POLICE CIVILIAN	2,488.00	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	37%
49	POLICE CIVILIAN	2,488.00	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	37%
50	POLICE CIVILIAN	2,488.00	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	37%
51	POLICE CIVILIAN	2,488.00	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	37%
52	POLICE CIVILIAN	2,488.00	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	37%
53	POLICE CIVILIAN	2,488.00	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	37%
54	POLICE CIVILIAN	2,488.00	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	37%
55	POLICE CIVILIAN	2,488.00	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	37%
56	AIRPORTS	2,066.51	CUSTODIAN SUPERVISOR	5	2,824.02	AIRPORTS MTCE SUPVR I	1	37%
57	AIRPORTS	2,337.60	MANAGEMENT AIDE	5	3,173.60	SR MGMT ANALYST I	1	36%
58	TRANSPORTATION AS NEEDED	1,364.80	TRAF OFFICER I	5	1,849.60	WAREHOUSE & T/R WKR I	4	36%
59	AIRPORTS	3,236.21	PAINTER SUPVR	0	4,382.88	CONSTR & MAINT SUPV I	0	35%
60	PW SOLID RSRC SPPRT SVC AS NI	1,857.76	CLERK TYPIST	1	2,515.20	PROJECT COORDINATOR	1	35%
61	GSD BUILDING MAINTENANCE	2,208.71	BUILDING REPAIRER I	5	2,988.79	CARPENTER	0	35%
62	REC PARKS REG FULL TIME	2,208.71	BUILDING REPAIRER I	5	2,988.79	CARPENTER	0	35%
63	GSD OPERATION SUPPORT	2,664.10	SR STOREKEEPER	5	3,604.47	PR STOREKEEPER	5	35%

Appendix 6.B

Ref	Department	Salary and Job Information as of 12/29/2012			Salary and Job Information as of 12/28/2013			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
64	POLICE OFFICERS	3,472.00	POLICE OFFICER II	8	4,680.80	POLICE OFFICER II	8	35%
65	POLICE OFFICERS	3,472.00	POLICE OFFICER II	8	4,680.80	POLICE OFFICER II	8	35%
66	POLICE OFFICERS	1,802.40	POLICE OFFICER I	1	2,414.40	POLICE OFFICER I	5	34%
67	POLICE OFFICERS	1,802.40	POLICE OFFICER I	1	2,414.40	POLICE OFFICER I	5	34%
68	POLICE OFFICERS	1,802.40	POLICE OFFICER I	1	2,414.40	POLICE OFFICER I	5	34%
69	POLICE OFFICERS	1,802.40	POLICE OFFICER I	1	2,414.40	POLICE OFFICER I	5	34%
70	POLICE OFFICERS	1,802.40	POLICE OFFICER I	1	2,414.40	POLICE OFFICER I	5	34%
71	POLICE OFFICERS	1,802.40	POLICE OFFICER I	1	2,414.40	POLICE OFFICER I	5	34%
72	CITY CLK - ELECTION	1,112.00	INTERMED ELECTION CLERK	1	1,488.80	CLERK TYPIST	1	34%
73	CITY CLK - ELECTION	1,112.00	INTERMED ELECTION CLERK	1	1,488.80	CLERK TYPIST	1	34%
74	CITY CLK - ELECTION	1,426.40	SR ELECTION CLERK	3	1,909.60	MANAGEMENT ASSISTANT	1	34%
75	CITY CLK - ELECTION	1,505.60	SR ELECTION CLERK	4	2,009.60	POLICE OFFICER I	2	33%
76	P W GENERAL OFFICE	4,988.00	MEM BD OF PUBLIC WORKS	5	6,652.80	ASST CITY ATTY	0	33%
77	PW SOLID RESOURCES VALLEY C	2,010.61	MAINTENANCE LABORER	5	2,680.54	REF COLL TRUCK OPER II	5	33%
78	GSD FLEET SERVICES	2,060.75	GARAGE ATTENDANT	5	2,728.80	EQUIPMNT MECHANIC	0	32%
79	AIRPORTS	1,909.60	AIRPORT POLICE OFCR I	2	2,513.60	AIRPORT POLICE OFCR II	1	32%
80	FIRE - FIREFIGHTERS	3,014.60	FIREFIGHTER III	4	3,963.40	FIREFIGHTER III	5	31%
81	AIRPORTS	1,720.92	CLERK TYPIST	3	2,260.00	AIRPORT POLICE OFCR I	4	31%
82	POLICE OFFICERS	5,250.40	POLICE CAPTAIN I	4	6,857.60	POLICE CAPTAIN III	6	31%
83	LIBRARY - AS NEEDED	1,140.00	MESSENGER CLERK	1	1,488.80	CLERK TYPIST	1	31%
84	LIBRARY - AS NEEDED	1,140.00	MESSENGER CLERK	1	1,488.80	CLERK TYPIST	1	31%
85	LIBRARY - AS NEEDED	1,140.00	MESSENGER CLERK	1	1,488.80	CLERK TYPIST	1	31%
86	AIRPORTS	1,817.13	CLERK TYPIST	4	2,372.80	MANAGEMENT ASSISTANT	5	31%
87	BLDG & SAFETY AS NEEDED	1,463.20	CLERK TYPIST	1	1,909.60	MANAGEMENT ASSISTANT	1	31%
88	PW SOLID RSRC CW RCYCLG AS P	1,463.20	CLERK TYPIST	1	1,909.60	PROJECT ASSISTANT	1	31%
89	HOUSING AS NEEDED	1,463.20	CLERK TYPIST	1	1,908.00	ASST INSPECTOR II	4	30%
90	REC PARKS REG FULL TIME	3,374.31	CARPENTER SUPVR	0	4,396.88	CONSTR & MAINT SUPV II	0	30%
91	TRANSPORTATION	2,567.45	ASST SIGNL SYS ELECTRCN	0	3,338.96	W/WTR TRMT ELEC I	0	30%

Total Number of Employees Identified in 2013: 144

Appendix 6.C

City of Los Angeles

Payroll Data Analytics

Employees with Salary Increases in Excess of 30% in 2014

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	

Category 1: Non-Professional (e.g., Helpers, Interns, Student Workers, etc.) to Professional Job Title Promotions

1	TRANSPORTATION AS NEEDED	1,337.60	STUDENT PROF WORKER	5	2,772.80	CIVIL ENGRG ASSOC I	2	107%
2	TRANSPORTATION AS NEEDED	1,337.60	STUDENT PROF WORKER	5	2,626.40	TRANSP ENGRG ASSC I	1	96%
3	TRANSPORTATION AS NEEDED	1,337.60	STUDENT PROF WORKER	5	2,626.40	ENVRMNTL ENGRG ASSC I	1	96%
4	TRANSPORTATION AS NEEDED	1,337.60	STUDENT PROF WORKER	5	2,626.40	ELECTRCL ENGRG ASSC I	1	96%
5	BLDG & SAFETY AS NEEDED	1,337.60	STUDENT PROF WORKER	5	2,626.40	ELECTRCL ENGRG ASSC I	1	96%
6	BLDG & SAFETY AS NEEDED	1,337.60	STUDENT PROF WORKER	5	2,626.40	ELECTRCL ENGRG ASSC I	1	96%
7	PLANNING	1,337.60	STUDENT PROF WORKER	5	2,616.00	CITY PLANNING ASSOC	1	96%
8	PLANNING	1,337.60	STUDENT PROF WORKER	5	2,616.00	CITY PLANNING ASSOC	1	96%
9	PW LA-GLENDALE WATER RECLM	1,654.40	MECH HELPER	1	3,183.20	PIPEFITTER	0	92%
10	PW HYPERION TREAT PLANT	1,654.40	MECH HELPER	1	2,999.20	W/WTR TRMT MECH I	0	81%
11	PW HYPERION TREAT PLANT	1,654.40	MECH HELPER	1	2,999.20	W/WTR TRMT MECH I	0	81%
12	AIRPORTS	1,571.20	MAINT & CONSTR HELPER	1	2,788.00	PAINTER	0	77%
13	PLANNING	1,337.60	STUDENT PROF WORKER	5	2,287.20	PLANNING ASSISTANT	2	71%
14	HARBOR	1,337.60	STUDENT PROF WORKER	5	2,251.20	GEOG INFO SPECIALIST	1	68%
15	PLANNING	1,337.60	STUDENT PROF WORKER	5	2,225.60	PLANNING ASSISTANT	1	66%
16	PLANNING	1,337.60	STUDENT PROF WORKER	5	2,225.60	PLANNING ASSISTANT	1	66%
17	PLANNING	1,337.60	STUDENT PROF WORKER	5	2,225.60	PLANNING ASSISTANT	1	66%
18	PLANNING	1,337.60	STUDENT PROF WORKER	5	2,225.60	PLANNING ASSISTANT	1	66%
19	PW SOLID RESOURCES DISP & EN	2,104.00	MAINT & CONSTR HELPER	5	3,445.60	EQUIPMNT OPERATOR	0	64%
20	PW SOLID RESOURCES DISP & EN	2,104.00	MAINT & CONSTR HELPER	5	3,445.60	EQUIPMNT OPERATOR	0	64%
21	CAO AS NEEDED	1,496.00	ADMIN TRAINEE	5	2,438.40	MANAGEMENT ASSISTANT	13	63%
22	EMERGENCY MANAGEMENT DEF	1,509.60	ADMIN INTERN	5	2,434.40	MAYORAL AIDE V	5	61%
23	HARBOR	1,662.40	STUDENT ENGINEER	5	2,626.40	CIVIL ENGRG ASSOC I	1	58%
24	PW D C TILLMAN WATER RECLM	2,164.80	PLANT EQUIPMNT TRAINEE	5	3,180.00	W/WTR TRMT OPER I	0	47%
25	PW TERMINAL IS TREAT PLAN	2,164.80	PLANT EQUIPMNT TRAINEE	5	3,180.00	W/WTR TRMT OPER I	0	47%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
26	PW D C TILLMAN WATER RECLM	2,164.80	PLANT EQUIPMNT TRAINEE	5	3,180.00	W/WTR TRMT OPER I	0	47%
27	PW HYPERION TREAT PLANT	2,164.80	PLANT EQUIPMNT TRAINEE	5	3,180.00	W/WTR TRMT OPER I	0	47%
28	PW HYPERION TREAT PLANT	2,164.80	PLANT EQUIPMNT TRAINEE	5	3,180.00	W/WTR TRMT OPER I	0	47%
29	PW HYPERION TREAT PLANT	2,164.80	PLANT EQUIPMNT TRAINEE	5	3,180.00	W/WTR TRMT OPER I	0	47%
30	PW HYPERION TREAT PLANT	2,164.80	PLANT EQUIPMNT TRAINEE	5	3,180.00	W/WTR TRMT OPER I	0	47%
31	PW HYPERION TREAT PLANT	2,164.80	PLANT EQUIPMNT TRAINEE	5	3,180.00	W/WTR TRMT OPER I	0	47%
32	PW HYPERION TREAT PLANT	2,164.80	PLANT EQUIPMNT TRAINEE	5	3,180.00	W/WTR TRMT OPER I	0	47%
33	PW HYPERION TREAT PLANT	2,164.80	PLANT EQUIPMNT TRAINEE	5	3,180.00	W/WTR TRMT OPER I	0	47%
34	PW TERMINAL IS TREAT PLAN	2,056.00	MECH HELPER	5	2,999.20	W/WTR TRMT MECH I	0	46%
35	PW HYPERION TREAT PLANT	2,056.00	MECH HELPER	5	2,999.20	W/WTR TRMT MECH I	0	46%
36	I T A AS NEEDED	1,337.60	STUDENT PROF WORKER	5	1,932.80	GRAPHICS DESIGNER I	6	44%
37	HARBOR	2,056.00	MECH HELPER	5	2,763.20	MECH REPAIRER II	0	34%
38	FIRE CIVILIAN	2,056.00	MECH HELPER	5	2,763.20	MECH REPAIRER II	0	34%
39	HARBOR	1,120.80	VOCATIONAL WORKER II	3	1,484.80	MAINTENANCE ASST	1	32%
40	I T A AS NEEDED	1,337.60	STUDENT PROF WORKER	5	1,760.80	MANAGEMENT ASSISTANT	1	32%

Category 2: Non-Civil Service Employees within Elected Offices of the Mayor and/or Councilmembers

1	COUNCIL AS NEEDED	2,301.60	COUNCIL AIDE IV	3	4,083.20	LEGISLATIVE REP	5	77%
2	MAYOR	1,501.60	MAYORAL AIDE I	1	2,577.60	MAYORAL AIDE VI	1	72%
3	MAYOR	2,943.20	MAYORAL AIDE V	5	4,815.20	MAYORAL AIDE VIII	10	64%
4	COUNCIL AS NEEDED	1,296.00	COUNCIL AIDE II	2	2,012.00	COUNCIL AIDE III	13	55%
5	COUNCIL AS NEEDED	1,368.00	COUNCIL AIDE II	3	2,012.00	COUNCIL AIDE III	13	47%
6	COUNCIL AS NEEDED	1,198.40	COUNCIL AIDE I	5	1,756.80	COUNCIL AIDE III	8	47%
7	COUNCIL AS NEEDED	1,958.40	COUNCIL AIDE III	5	2,782.40	COUNCIL AIDE IV	15	42%
8	COUNCIL AS NEEDED	1,524.80	COUNCIL AIDE II	5	2,120.80	COUNCIL AIDE IV	5	39%
9	MAYOR	2,072.00	MAYORAL AIDE II	3	2,873.60	MAYORAL AIDE IV	14	39%
10	MAYOR	1,501.60	MAYORAL AIDE I	1	2,064.00	COUNCIL AIDE IV	4	37%
11	MAYOR	2,099.20	MAYORAL AIDE III	2	2,873.60	MAYORAL AIDE IV	14	37%
12	COUNCIL AS NEEDED	1,757.60	COUNCIL AIDE III	3	2,364.00	COUNCIL AIDE IV	9	35%
13	COUNCIL AS NEEDED	1,368.00	COUNCIL AIDE II	3	1,804.80	COUNCIL AIDE III	9	32%
14	MAYOR	3,473.60	MAYORAL AIDE VI	5	4,561.60	MAYORAL AIDE VIII	8	31%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
15	COUNCIL AS NEEDED	1,958.40	COUNCIL AIDE III	5	2,564.80	COUNCIL AIDE IV	12	31%
16	COUNCIL AS NEEDED	1,757.60	COUNCIL AIDE III	3	2,300.80	COUNCIL AIDE IV	8	31%
17	COUNCIL AS NEEDED	1,135.20	COUNCIL AIDE I	4	1,484.00	COUNCIL AIDE II	11	31%

Category 3: Professional Job Titles at Operational Departments

1	LIBRARY - AS NEEDED	1,160.80	MESSENGER CLERK	1	2,340.80	LIBRARIAN I	3	102%
2	LIBRARY - AS NEEDED	1,160.80	MESSENGER CLERK	1	2,340.80	LIBRARIAN I	3	102%
3	REC PARKS REG FULL TIME	2,657.60	PR PARK SVCS ATTENDANT	5	4,879.20	SUPT OF R/P OPERATIONS	1	84%
4	REC & PARKS PART TIME	1,752.80	CLERK TYPIST	4	3,054.40	COMMUN ELECTRICIAN	0	74%
5	PW SOLID RESOURCES DISP & EN	1,991.20	MAINTENANCE LABORER	5	3,445.60	EQUIPMNT OPERATOR	0	73%
6	PW RESURFACING & RECONSTRU	1,844.00	MAINTENANCE LABORER	5	3,185.60	EQUIPMNT OPERATOR	0	73%
7	GSD FLEET SERVICES	1,892.80	GARAGE ATTENDANT	5	3,237.60	HELICOPTER MECH	0	71%
8	LIBRARY	1,441.60	MESSENGER CLERK	5	2,340.80	LIBRARIAN I	3	62%
9	LIBRARY	1,441.60	MESSENGER CLERK	5	2,340.80	LIBRARIAN I	3	62%
10	BLDG & SAFETY RSRCE MGMT BU	2,372.80	SYSTEMS AIDE	5	3,820.80	SYSTEMS PROGRAMMER I	9	61%
11	FIRE - FIREFIGHTERS	7,016.00	FIRE ASSISTANT CHIEF	6	11,204.00	FIRE CHIEF	0	60%
12	LIBRARY - AS NEEDED	1,488.80	CLERK TYPIST	1	2,340.80	LIBRARIAN I	3	57%
13	COUNCIL	6,994.40	ASST CH LEGIS ANALYST	5	10,860.80	CH LEGISLATIVE ANALYST	0	55%
14	POLICE CIVILIAN	1,792.80	GARAGE ATTENDANT	4	2,728.80	AUTO BODY BLDR/REPAIRER	0	52%
15	GSD MATERIALS MANAGEMENT	1,579.20	DELIVERY DRIVER II	1	2,340.80	REF COLL TRUCK OPER II	3	48%
16	ATTORNEY	1,779.20	LEGAL CLERK I	5	2,604.80	CITY ATTY ADMIN CRD I	9	46%
17	PW SOLID RESOURCES SOUTH CC	3,338.40	MANAGEMENT ANALYST II	5	4,879.20	SOLID RESOURCES MGR II	1	46%
18	BLDG & SAFETY INSPECTION BUR	2,014.40	ASST INSPECTOR II	5	2,928.00	BUILD MECH INSPECTOR	3	45%
19	BLDG & SAFETY INSPECTION BUR	\$2,014.40	ASST INSPECTOR II	5	\$2,928.00	BUILD MECH INSPECTOR	3	45%
20	BLDG & SAFETY INSPECTION BUR	2,014.40	ASST INSPECTOR II	5	2,928.00	BUILD MECH INSPECTOR	3	45%
21	BLDG & SAFETY INSPECTION BUR	2,014.40	ASST INSPECTOR II	5	2,928.00	BUILD MECH INSPECTOR	3	45%
22	PW SOLID RSRC SPPRT SVC AS NE	1,488.80	CLERK TYPIST	1	2,164.00	COMMUN INFO REP II	4	45%
23	POLICE CIVILIAN	1,892.80	GARAGE ATTENDANT	5	2,728.80	AUTO BODY BLDR/REPAIRER	0	44%
24	PW TERMINAL IS TREAT PLAN	1,534.40	CUSTODIAN	5	2,164.80	PLANT EQUIPMNT TRAINEE	5	41%
25	PW SOLID RSRC SPPRT SVC AS NE	1,488.80	CLERK TYPIST	1	2,049.60	COMMUN INFO REP II	3	38%
26	PW SOLID RSRC SPPRT SVC AS NE	1,488.80	CLERK TYPIST	1	2,049.60	COMMUN INFO REP II	3	38%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
27	GSD CUSTODIAL SERVICES	2,016.00	MANAGEMENT ASSISTANT	2	2,754.40	ADMIN ANALYST II	1	37%
28	LIBRARY	1,488.80	CLERK TYPIST	1	2,016.80	MANAGEMENT ASSISTANT	6	35%
29	LIBRARY	1,488.80	CLERK TYPIST	1	2,016.80	MANAGEMENT ASSISTANT	6	35%
30	LOS ANGELES ZOO	1,441.60	PARK SERVICES ATT I	5	1,942.40	ACCOUNTING CLERK II	1	35%
31	LIBRARY	1,441.60	MESSENGER CLERK	5	1,936.80	ASST INSPECTOR II	4	34%
32	POLICE CIVILIAN	2,680.00	POLICE SERVICE REP II	5	3,595.20	SR POLICE SERV REP I	15	34%
33	POLICE CIVILIAN	2,680.00	POLICE SERVICE REP II	5	3,595.20	SR POLICE SERV REP I	15	34%
34	POLICE CIVILIAN	2,680.00	POLICE SERVICE REP II	5	3,595.20	SR POLICE SERV REP I	15	34%
35	POLICE CIVILIAN	2,372.80	MANAGEMENT ASSISTANT	5	3,178.40	FORENSIC PRNT SPEC II	13	34%
36	FIRE - FIREFIGHTERS	3,256.80	FIREFIGHTER III	9	4,362.40	FIRE CAPTAIN I	5	34%
37	FIRE - FIREFIGHTERS	3,256.80	FIREFIGHTER III	9	4,362.40	FIRE CAPTAIN I	5	34%
38	FIRE - FIREFIGHTERS	3,256.80	FIREFIGHTER III	7	4,362.40	FIRE CAPTAIN I	5	34%
39	FIRE - FIREFIGHTERS	3,256.80	FIREFIGHTER III	6	4,362.40	FIRE CAPTAIN I	5	34%
40	HARBOR	2,633.60	PR CLERK	5	3,524.00	MANAGEMENT ANALYST II	14	34%
41	AIRPORTS	2,187.20	BUILDING REPAIRER I	5	2,908.80	CARPENTER	0	33%
42	POLICE CIVILIAN	3,160.00	AUTOMOTIVE SUPERVISOR	0	4,188.00	GEN AUTOMOTIVE SUPVR	0	33%
43	PW SOLID RESOURCES DISP & EN	2,608.80	REF COLL TRUCK OPER II	5	3,445.60	EQUIPMNT OPERATOR	0	32%
44	PW SOLID RSRC CW RYCLG AS N	1,488.80	CLERK TYPIST	1	1,963.20	MANAGEMENT ASSISTANT	5	32%
45	P W ENGINEERING	3,648.00	STRUCTRL ENGRG ASSC II	5	4,806.40	STRUCT ENG ASSC/PM I	5	32%
46	BLDG & SAFETY ENGINEERING	3,090.40	STRUCTRL ENGRG ASSC I	4	4,063.20	STRUCTRL ENGRG ASSC III	5	31%
47	BLDG & SAFETY ENGINEERING	3,090.40	STRUCTRL ENGRG ASSC I	4	4,063.20	STRUCTRL ENGRG ASSC III	5	31%
48	POLICE CIVILIAN	2,601.60	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	31%
49	POLICE CIVILIAN	2,601.60	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	31%
50	POLICE CIVILIAN	2,601.60	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	31%
51	POLICE CIVILIAN	2,601.60	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	31%
52	POLICE CIVILIAN	2,601.60	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	31%
53	POLICE CIVILIAN	2,601.60	CRIMINALIST I	1	3,406.40	CRIMINALIST II	1	31%
54	AIRPORTS	3,173.60	SR MGMT ANALYST I	1	4,150.40	SR MGMT ANALYST II	6	31%
55	HARBOR	3,129.60	SR SPECIAL OFCR-HARBOR	5	4,088.80	PORT POLICE SERGEANT	5	31%
56	POLICE OFFICERS	2,344.00	POLICE SPECIALIST	5	3,062.40	POLICE OFFICER II	5	31%
57	LIBRARY	1,488.80	CLERK TYPIST	1	1,942.40	ACCOUNTING CLERK II	1	30%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
1	POLICE	1,875.20	POLICE OFFICER I	1	2,880.00	POLICE OFFICER I	5	54%
2	POLICE	2,139.20	POLICE OFFICER II	4	3,210.40	POLICE OFFICER II	6	50%
3	POLICE	1,951.20	POLICE OFFICER I	2	2,880.00	POLICE OFFICER II	4	48%
4	POLICE	1,951.20	POLICE OFFICER I	2	2,880.00	POLICE OFFICER I	5	48%
5	POLICE	1,875.20	POLICE OFFICER I	1	2,729.60	POLICE OFFICER I	4	46%
6	POLICE	1,875.20	POLICE OFFICER I	1	2,729.60	POLICE OFFICER I	4	46%
7	POLICE	1,875.20	POLICE OFFICER I	1	2,729.60	POLICE OFFICER I	4	46%
8	POLICE	1,875.20	POLICE OFFICER I	1	2,729.60	POLICE OFFICER I	4	46%
9	POLICE	1,875.20	POLICE OFFICER I	1	2,729.60	POLICE OFFICER I	4	46%
10	POLICE	1,875.20	POLICE OFFICER I	1	2,729.60	POLICE OFFICER I	4	46%
11	POLICE	1,875.20	POLICE OFFICER I	1	2,729.60	POLICE OFFICER I	4	46%
12	POLICE	1,875.20	POLICE OFFICER I	1	2,729.60	POLICE OFFICER I	4	46%
13	POLICE	1,875.20	POLICE OFFICER I	1	2,729.60	POLICE OFFICER I	4	46%
14	POLICE	1,875.20	POLICE OFFICER I	1	2,729.60	POLICE OFFICER I	4	46%
15	POLICE	1,875.20	POLICE OFFICER I	1	2,729.60	POLICE OFFICER I	4	46%
16	POLICE	1,875.20	POLICE OFFICER I	1	2,729.60	POLICE OFFICER I	4	46%
17	POLICE	1,875.20	POLICE OFFICER I	1	2,729.60	POLICE OFFICER I	4	46%
18	POLICE	1,875.20	POLICE OFFICER I	1	2,729.60	POLICE OFFICER I	4	46%
19	POLICE	2,139.20	POLICE OFFICER II	4	3,062.40	POLICE OFFICER II	5	43%
20	POLICE	2,139.20	POLICE OFFICER II	4	3,062.40	POLICE OFFICER II	5	43%
21	POLICE	2,139.20	POLICE OFFICER I	4	3,062.40	POLICE OFFICER I	6	43%
22	POLICE	2,139.20	POLICE OFFICER I	4	3,062.40	POLICE OFFICER I	6	43%
23	POLICE	2,027.20	POLICE OFFICER I	3	2,880.00	POLICE OFFICER I	5	42%
24	POLICE	2,027.20	POLICE OFFICER I	3	2,880.00	POLICE OFFICER II	4	42%
25	POLICE	2,027.20	POLICE OFFICER I	3	2,880.00	POLICE OFFICER II	4	42%
26	POLICE	2,027.20	POLICE OFFICER I	3	2,880.00	POLICE OFFICER I	5	42%
27	POLICE	2,027.20	POLICE OFFICER I	3	2,880.00	POLICE OFFICER I	5	42%
28	POLICE	2,027.20	POLICE OFFICER I	3	2,880.00	POLICE OFFICER I	5	42%
29	POLICE	2,027.20	POLICE OFFICER I	3	2,880.00	POLICE OFFICER I	5	42%

Category 4: Police Officers

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
30	POLICE	2,027.20	POLICE OFFICER I	3	2,880.00	POLICE OFFICER I	5	42%
31	POLICE	2,027.20	POLICE OFFICER I	3	2,880.00	POLICE OFFICER I	5	42%
32	POLICE	2,027.20	POLICE OFFICER I	3	2,880.00	POLICE OFFICER I	5	42%
33	POLICE	2,027.20	POLICE OFFICER I	3	2,880.00	POLICE OFFICER I	5	42%
34	POLICE	2,027.20	POLICE OFFICER I	3	2,880.00	POLICE OFFICER I	5	42%
35	POLICE	2,027.20	POLICE OFFICER I	3	2,880.00	POLICE OFFICER I	5	42%
36	POLICE	2,027.20	POLICE OFFICER I	3	2,880.00	POLICE OFFICER I	5	42%
37	POLICE	2,533.60	POLICE OFFICER II	2	3,581.60	POLICE OFFICER III	7	41%
38	POLICE	2,533.60	POLICE OFFICER II	2	3,581.60	POLICE OFFICER III	7	41%
39	POLICE	1,951.20	POLICE OFFICER I	2	2,729.60	POLICE OFFICER I	4	40%
40	POLICE	1,951.20	POLICE OFFICER I	2	2,729.60	POLICE OFFICER I	4	40%
41	POLICE	1,951.20	POLICE OFFICER I	2	2,729.60	POLICE OFFICER I	4	40%
42	POLICE	1,951.20	POLICE OFFICER I	2	2,729.60	POLICE OFFICER I	4	40%
43	POLICE	1,951.20	POLICE OFFICER I	2	2,729.60	POLICE OFFICER I	4	40%
44	POLICE	1,951.20	POLICE OFFICER I	2	2,729.60	POLICE OFFICER I	4	40%
45	POLICE	1,951.20	POLICE OFFICER I	2	2,729.60	POLICE OFFICER I	4	40%
46	POLICE	2,438.40	POLICE OFFICER I	6	3,388.00	POLICE OFFICER II	7	39%
47	POLICE	2,438.40	POLICE OFFICER II	6	3,388.00	POLICE OFFICER II	7	39%
48	POLICE	2,438.40	POLICE OFFICER II	6	3,388.00	POLICE OFFICER II	7	39%
49	POLICE	2,438.40	POLICE OFFICER II	6	3,388.00	POLICE OFFICER II	7	39%
50	POLICE	2,438.40	POLICE OFFICER II	6	3,388.00	POLICE OFFICER II	7	39%
51	POLICE	1,875.20	POLICE OFFICER I	1	2,584.00	POLICE OFFICER I	3	38%
52	POLICE	1,875.20	POLICE OFFICER I	1	2,584.00	POLICE OFFICER I	3	38%
53	POLICE	1,875.20	POLICE OFFICER I	1	2,584.00	POLICE OFFICER I	3	38%
54	POLICE	1,875.20	POLICE OFFICER I	1	2,584.00	POLICE OFFICER I	3	38%
55	POLICE	1,875.20	POLICE OFFICER I	1	2,584.00	POLICE OFFICER I	3	38%
56	POLICE	1,875.20	POLICE OFFICER I	1	2,584.00	POLICE OFFICER I	3	38%
57	POLICE	1,875.20	POLICE OFFICER I	1	2,584.00	POLICE OFFICER I	3	38%
58	POLICE	1,875.20	POLICE OFFICER I	1	2,584.00	POLICE OFFICER I	3	38%
59	POLICE	1,875.20	POLICE OFFICER I	1	2,584.00	POLICE OFFICER I	3	38%
60	POLICE	1,875.20	POLICE OFFICER I	1	2,584.00	POLICE OFFICER I	3	38%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
61	POLICE	1,875.20	POLICE OFFICER I	1	2,584.00	POLICE OFFICER I	3	38%
62	POLICE	1,875.20	POLICE OFFICER I	1	2,584.00	POLICE OFFICER I	3	38%
63	POLICE	1,875.20	POLICE OFFICER I	1	2,584.00	POLICE OFFICER I	3	38%
64	POLICE	2,344.00	POLICE OFFICER II	5	3,210.40	POLICE OFFICER II	6	37%
65	POLICE	2,344.00	POLICE OFFICER II	5	3,210.40	POLICE OFFICER II	6	37%
66	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
67	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
68	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
69	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
70	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
71	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
72	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
73	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
74	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
75	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
76	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
77	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
78	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
79	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
80	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
81	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
82	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
83	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
84	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
85	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
86	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
87	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
88	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
89	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
90	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
91	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
92	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
93	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
94	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
95	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
96	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
97	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
98	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
99	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
100	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
101	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
102	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
103	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
104	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
105	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
106	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
107	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
108	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
109	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
110	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
111	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
112	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
113	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
114	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
115	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
116	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
117	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
118	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
119	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
120	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
121	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
122	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%

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Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
123	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
124	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
125	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
126	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
127	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
128	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
129	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
130	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
131	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
132	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
133	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
134	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
135	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
136	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
137	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
138	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
139	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
140	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
141	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
142	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
143	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
144	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
145	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
146	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
147	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
148	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
149	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
150	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
151	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
152	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
153	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
154	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
155	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
156	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
157	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
158	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
159	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
160	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
161	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
162	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
163	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
164	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
165	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
166	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
167	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
168	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
169	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
170	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
171	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
172	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
173	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
174	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
175	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
176	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
177	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
178	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
179	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
180	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
181	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER I	4	35%
182	POLICE	2,027.20	POLICE OFFICER II	3	2,729.60	POLICE OFFICER II	3	35%
183	POLICE	2,027.20	POLICE OFFICER I	3	2,729.60	POLICE OFFICER II	3	35%
184	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
185	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
186	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
187	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
188	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
189	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
190	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
191	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
192	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
193	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
194	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
195	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
196	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
197	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
198	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
199	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
200	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
201	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
202	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
203	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
204	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
205	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
206	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
207	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
208	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
209	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
210	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
211	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
212	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
213	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
214	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
215	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
216	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
217	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
218	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
219	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
220	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
221	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
222	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
223	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
224	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
225	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
226	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
227	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
228	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
229	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
230	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
231	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
232	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
233	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
234	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
235	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
236	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
237	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
238	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
239	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
240	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
241	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
242	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
243	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
244	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
245	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
246	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
247	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
248	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
249	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
250	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
251	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
252	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
253	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
254	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
255	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
256	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
257	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
258	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
259	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
260	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
261	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
262	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
263	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
264	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
265	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
266	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
267	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
268	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
269	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
270	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
271	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
272	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
273	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
274	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
275	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
276	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
277	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
278	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
279	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
280	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
281	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
282	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
283	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
284	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
285	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
286	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
287	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
288	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
289	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
290	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
291	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
292	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
293	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
294	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
295	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
296	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
297	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
298	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
299	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
300	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
301	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
302	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
303	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
304	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
305	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
306	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
307	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
308	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
309	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
310	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
311	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
312	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
313	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
314	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
315	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
316	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
317	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
318	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
319	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
320	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
321	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
322	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
323	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
324	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
325	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
326	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
327	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
328	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
329	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
330	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
331	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
332	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
333	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
334	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
335	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
336	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
337	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
338	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
339	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%

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Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
340	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
341	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
342	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
343	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
344	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
345	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
346	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
347	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
348	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
349	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
350	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
351	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
352	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
353	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
354	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
355	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
356	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
357	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
358	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
359	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
360	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
361	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER I	5	35%
362	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER I	5	35%
363	POLICE	2,139.20	POLICE OFFICER II	4	2,880.00	POLICE OFFICER II	4	35%
364	POLICE	2,139.20	POLICE OFFICER I	4	2,880.00	POLICE OFFICER II	4	35%
365	POLICE	2,676.00	POLICE OFFICER III	2	3,581.60	POLICE OFFICER III	7	34%
366	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
367	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
368	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
369	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
370	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
371	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
372	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
373	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
374	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
375	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
376	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
377	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
378	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
379	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
380	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
381	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
382	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
383	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
384	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
385	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
386	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
387	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
388	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
389	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
390	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
391	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
392	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
393	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
394	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
395	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
396	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
397	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
398	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
399	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
400	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
401	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%

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Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
402	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
403	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
404	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
405	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
406	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
407	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
408	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
409	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
410	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
411	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
412	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
413	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
414	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
415	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
416	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
417	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
418	POLICE	2,533.60	POLICE OFFICER II	2	3,388.00	POLICE OFFICER II	7	34%
419	POLICE	1,875.20	POLICE OFFICER I	1	2,487.20	POLICE OFFICER I	2	33%
420	POLICE	1,875.20	POLICE OFFICER I	1	2,487.20	POLICE OFFICER I	2	33%
421	POLICE	1,875.20	POLICE OFFICER I	1	2,487.20	POLICE OFFICER I	2	33%
422	POLICE	1,875.20	POLICE OFFICER I	1	2,487.20	POLICE OFFICER I	2	33%
423	POLICE	1,875.20	POLICE OFFICER I	1	2,487.20	POLICE OFFICER I	2	33%
424	POLICE	1,875.20	POLICE OFFICER I	1	2,487.20	POLICE OFFICER I	2	33%
425	POLICE	1,875.20	POLICE OFFICER I	1	2,487.20	POLICE OFFICER I	2	33%
426	POLICE	1,875.20	POLICE OFFICER I	1	2,487.20	POLICE OFFICER I	2	33%
427	POLICE	1,875.20	POLICE OFFICER I	1	2,487.20	POLICE OFFICER I	2	33%
428	POLICE	1,875.20	POLICE OFFICER I	1	2,487.20	POLICE OFFICER I	2	33%
429	POLICE	1,875.20	POLICE OFFICER I	1	2,487.20	POLICE OFFICER I	2	33%
430	POLICE	1,875.20	POLICE OFFICER I	1	2,487.20	POLICE OFFICER I	2	33%
431	POLICE	1,875.20	POLICE OFFICER I	1	2,487.20	POLICE OFFICER I	2	33%
432	POLICE	1,875.20	POLICE OFFICER I	1	2,487.20	POLICE OFFICER I	2	33%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
433	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
434	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
435	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
436	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
437	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
438	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
439	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
440	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
441	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
442	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
443	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
444	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
445	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
446	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
447	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
448	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
449	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
450	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
451	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
452	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
453	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
454	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
455	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
456	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER I	3	32%
457	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
458	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
459	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
460	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
461	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
462	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
463	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%

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Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
464	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
465	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
466	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER I	3	32%
467	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
468	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
469	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
470	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER I	3	32%
471	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
472	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
473	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
474	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
475	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
476	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER II	2	32%
477	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER I	3	32%
478	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER I	3	32%
479	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER I	3	32%
480	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER I	3	32%
481	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER I	3	32%
482	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER I	3	32%
483	POLICE	1,951.20	POLICE OFFICER I	2	2,584.00	POLICE OFFICER I	3	32%
484	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
485	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
486	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
487	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
488	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
489	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
490	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
491	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
492	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
493	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
494	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%

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Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
495	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
496	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
497	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
498	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
499	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
500	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
501	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
502	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
503	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
504	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
505	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
506	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
507	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
508	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
509	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
510	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
511	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
512	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
513	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
514	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
515	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
516	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
517	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
518	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
519	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
520	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
521	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
522	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
523	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
524	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
525	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%

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Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
526	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
527	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
528	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
529	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
530	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
531	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
532	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
533	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
534	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
535	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
536	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
537	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
538	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
539	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
540	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
541	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
542	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
543	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
544	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
545	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
546	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
547	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
548	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
549	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
550	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
551	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
552	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
553	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
554	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
555	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
556	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%

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Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
557	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
558	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
559	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
560	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
561	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
562	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
563	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
564	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
565	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
566	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
567	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
568	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
569	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
570	POLICE	2,438.40	POLICE OFFICER II	6	3,210.40	POLICE OFFICER II	6	32%
571	POLICE	2,438.40	POLICE OFFICER I	6	3,210.40	POLICE OFFICER II	6	32%
572	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
573	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
574	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
575	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
576	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
577	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
578	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
579	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
580	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
581	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
582	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
583	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
584	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
585	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
586	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
587	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%

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Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
588	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
589	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
590	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
591	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
592	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
593	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
594	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
595	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
596	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
597	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
598	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
599	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
600	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
601	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
602	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
603	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
604	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
605	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
606	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
607	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
608	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
609	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
610	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
611	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
612	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
613	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
614	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
615	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
616	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
617	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
618	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
619	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
620	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
621	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
622	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
623	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
624	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
625	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
626	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
627	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
628	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
629	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
630	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
631	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
632	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
633	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
634	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
635	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
636	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
637	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
638	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
639	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
640	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
641	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
642	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
643	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
644	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
645	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
646	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
647	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
648	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
649	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
650	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
651	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
652	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
653	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
654	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
655	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
656	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
657	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
658	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
659	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
660	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
661	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
662	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
663	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
664	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
665	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
666	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
667	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
668	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
669	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
670	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
671	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
672	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
673	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
674	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
675	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
676	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
677	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
678	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
679	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
680	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%

Appendix 6.C

Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
681	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
682	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
683	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
684	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
685	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
686	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
687	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
688	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
689	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
690	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
691	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
692	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
693	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
694	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
695	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
696	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
697	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
698	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
699	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
700	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
701	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
702	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
703	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
704	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
705	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
706	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
707	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
708	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
709	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
710	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
711	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%

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Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
712	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
713	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
714	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
715	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
716	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
717	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
718	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
719	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
720	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
721	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
722	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
723	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
724	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
725	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
726	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
727	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
728	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
729	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
730	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
731	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
732	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
733	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
734	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
735	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
736	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
737	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
738	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
739	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
740	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
741	POLICE	2,344.00	POLICE OFFICER I	5	3,062.40	POLICE OFFICER II	5	31%
742	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%

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Ref	Department	Salary and Job Information as of 12/28/2013			Salary and Job Information as of 12/27/2014			Salary Increase
		Biweekly Rate	Job Title	Step	Biweekly Rate	Job Title	Step	
743	POLICE	2,344.00	POLICE OFFICER II	5	3,062.40	POLICE OFFICER II	5	31%
Total Number of Employees Identified in 2014 (excluding Police Officers):				114				