

Blue Collar
AFSCME 624

Job Code	Job Title	Original Grade	New Grade	Salary	Penetration Percentage	Min	Mid	Max	Union Code	Non-Probation Hourly Rate
100219	Airfield Ground Maint. Worker	B22	103	\$38,771.20	29.1%	\$34,726.38	\$41,671.66	\$48,616.93	BL	\$18.64
100148	Airfield Lead Striper	B35	110	\$57,096.00	32.6%	\$50,515.74	\$60,618.89	\$70,722.04	BL	\$27.45
100065	Airfield Maint Worker	B23	104	\$39,665.60	20.7%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$19.07
100066	Airfield Striper	B27	107	\$43,763.20	4.3%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$21.04
100204	Airpt. FAC Construction Wkr	B32	106	\$51,126.40	63.5%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$24.58
100006	Animal Adoption Ctr Svcs Wkr	B20	102	\$37,273.60	33.1%	\$32,916.00	\$39,499.20	\$46,082.40	BL	\$17.92
100150	Animal Care Intake Specialist	B24	106	\$40,601.60	-1.1%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$19.52
100004	Animal Handler	B23	103	\$39,665.60	35.6%	\$34,726.38	\$41,671.66	\$48,616.93	BL	\$19.07
100098	Animal Health Tech	B28	106	\$45,011.20	26.0%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$21.64
100212	Aquarist I	B23	106	\$39,665.60	-6.8%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$19.07
100213	Aquarist II	B26	107	\$42,577.60	-2.6%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$20.47
100214	Aquarist III	B29	108	\$46,384.00	5.5%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$22.30
100215	Aquarist IV	B31	109	\$49,441.60	8.1%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$23.77
100072	Building Maint Worker	B22	104	\$38,771.20	14.6%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$18.64
100198	Bus Stop Maintenance Worker	B27	104	\$43,763.20	48.6%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$21.04
100114	Carpenter	B31	107	\$49,441.60	37.3%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$23.77
100055	Commercial Collections Driver	B29	106	\$46,384.00	34.4%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$22.30
100102	Const Fabricator/installer	B32	108	\$51,126.40	31.6%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$24.58
100007	Construction Worker I	B19	104	\$36,587.20	-0.3%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$17.59
100044	Construction Worker II	B26	105	\$42,577.60	25.4%	\$38,651.33	\$46,381.59	\$54,111.86	BL	\$20.47
100100	Construction Worker III	B28	106	\$45,011.20	26.0%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$21.64
100048	Cook	B21	102	\$38,001.60	38.6%	\$32,916.00	\$39,499.20	\$46,082.40	BL	\$18.27
100011	Custodian	B13	101	\$33,508.80	18.5%	\$31,200.00	\$37,440.00	\$43,680.00	BL	\$16.11
100203	DFA Electronics Technician	B35	111	\$57,096.00	17.8%	\$53,294.11	\$63,952.93	\$74,611.75	BL	\$27.45
100012	Driver	B20	104	\$37,273.60	4.3%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$17.92
100106	Electrician II	B34	111	\$54,953.60	7.8%	\$53,294.11	\$63,952.93	\$74,611.75	BL	\$26.42
100045	Electrician's Helper	B24	109	\$40,601.60	-38.0%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$19.52
100035	Equip Operator I	B23	105	\$39,665.60	6.6%	\$38,651.33	\$46,381.59	\$54,111.86	BL	\$19.07
100081	Equip Operator II	B27	106	\$43,763.20	18.3%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$21.04
100077	Equipment Mechanic	B28	107	\$45,011.20	11.6%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$21.64
100101	Exhibit Fabricator	B31	108	\$49,441.60	22.3%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$23.77
100112	Fabricator	B31	108	\$49,441.60	22.3%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$23.77

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100201	Farmer	B26	106	\$42,577.60	11.0%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$20.47
100019	Forestry Worker I	B19	103	\$36,587.20	13.4%	\$34,726.38	\$41,671.66	\$48,616.93	BL	\$17.59
100188	Forestry Worker I/Transitional	B19	103	\$36,587.20	13.4%	\$34,726.38	\$41,671.66	\$48,616.93	BL	\$17.59
100020	Forestry Worker II	B21	104	\$38,001.60	9.3%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$18.27
100060	Forestry Worker III	B25	105	\$41,516.80	18.5%	\$38,651.33	\$46,381.59	\$54,111.86	BL	\$19.96
100061	Forestry Worker IV	B28	106	\$45,011.20	26.0%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$21.64
100117	Forestry Worker V	B30	107	\$47,798.40	27.8%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$22.98
100118	Forestry Worker VI	B32	108	\$51,126.40	31.6%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$24.58
100036	Fuel Station Tech	B19	102	\$36,587.20	27.9%	\$32,916.00	\$39,499.20	\$46,082.40	BL	\$17.59
100062	Gardener	B26	106	\$42,577.60	11.0%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$20.47
100128	General Maint Worker	B32	106	\$51,126.40	63.5%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$24.58
100028	General Srvcs Worker	B19	102	\$36,587.20	27.9%	\$32,916.00	\$39,499.20	\$46,082.40	BL	\$17.59
100029	General Srvcs Worker	B19	102	\$36,587.20	27.9%	\$32,916.00	\$39,499.20	\$46,082.40	BL	\$17.59
100087	Golf Course Maint Worker	B20	104	\$37,273.60	4.3%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$17.92
100207	Golf Equipment Operator	B23	104	\$39,665.60	20.7%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$19.07
100017	Graffiti Removal Technician I	B21	103	\$38,001.60	23.6%	\$34,726.38	\$41,671.66	\$48,616.93	BL	\$18.27
100018	Graffiti Removal Technician II	B22	105	\$38,771.20	0.8%	\$38,651.33	\$46,381.59	\$54,111.86	BL	\$18.64
100189	Grounds Maintenance Worker/CC	B20	102	\$37,273.60	33.1%	\$32,916.00	\$39,499.20	\$46,082.40	BL	\$17.92
100164	Head Cook	B26	103	\$42,577.60	56.5%	\$34,726.38	\$41,671.66	\$48,616.93	BL	\$20.47
100144	Heavy Equip Oper	B30	107	\$47,798.40	27.8%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$22.98
100050	Hvac Helper	B24	109	\$40,601.60	-38.0%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$19.52
100111	Hvac Technician	B32	110	\$51,126.40	3.0%	\$50,515.74	\$60,618.89	\$70,722.04	BL	\$24.58
100067	Irrigation Spec III	B26	107	\$42,577.60	-2.6%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$20.47
100122	Irrigation Spec IV	B28	108	\$45,011.20	-2.1%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$21.64
100123	Irrigation Spec V	B31	109	\$49,441.60	8.1%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$23.77
100139	Irrigation Spec/parks Const	B28	108	\$45,011.20	-2.1%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$21.64
100021	Irrigation Specialist I	B19	105	\$36,587.20	-13.4%	\$38,651.33	\$46,381.59	\$54,111.86	BL	\$17.59
100022	Irrigation Specialist II	B22	106	\$38,771.20	-12.3%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$18.64
100159	Irrigation Specialist/Golf	B28	108	\$45,011.20	-2.1%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$21.64
100190	Irrigation Systems Tech	B32	110	\$51,126.40	3.0%	\$50,515.74	\$60,618.89	\$70,722.04	BL	\$24.58
100109	Jetway Tech	B34	110	\$54,953.60	22.0%	\$50,515.74	\$60,618.89	\$70,722.04	BL	\$26.42
100047	Jetway Tech Helper	B26	106	\$42,577.60	11.0%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$20.47

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100009	Kitchen Aide	B13	101	\$33,508.80	18.5%	\$31,200.00	\$37,440.00	\$43,680.00	BL	\$16.11
100010	Laborer	B15	101	\$34,424.00	25.8%	\$31,200.00	\$37,440.00	\$43,680.00	BL	\$16.55
100058	Landfill Attendant	B22	103	\$38,771.20	29.1%	\$34,726.38	\$41,671.66	\$48,616.93	BL	\$18.64
100193	Landfill/Heavy Equipment Oper	B30	107	\$47,798.40	27.8%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$22.98
100196	Landscape Specialist	B29	109	\$46,384.00	-7.8%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$22.30
100160	Lead Collection Driver	B31	108	\$49,441.60	22.3%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$23.77
100040	Lead Custodian	B15	102	\$34,424.00	11.5%	\$32,916.00	\$39,499.20	\$46,082.40	BL	\$16.55
100187	Lead Irrigator/Clean City	B31	109	\$49,441.60	8.1%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$23.77
100134	Lead Mechanic	B35	111	\$57,096.00	17.8%	\$53,294.11	\$63,952.93	\$74,611.75	BL	\$27.45
100132	Lead Mechanic	B35	111	\$57,096.00	17.8%	\$53,294.11	\$63,952.93	\$74,611.75	BL	\$27.45
100133	Lead Mechanic	B35	111	\$57,096.00	17.8%	\$53,294.11	\$63,952.93	\$74,611.75	BL	\$27.45
100099	Master Farmer	B29	109	\$46,384.00	-7.8%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$22.30
100119	Master Gardener	B29	109	\$46,384.00	-7.8%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$22.30
100030	Mechanic I	B28	107	\$45,011.20	11.6%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$21.64
100166	Mechanic II	B31	108	\$49,441.60	22.3%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$23.77
100075	Mechanic II	B31	108	\$49,441.60	22.3%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$23.77
100131	Mechanic III	B32	109	\$51,126.40	16.9%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$24.58
100129	Mechanic III	B32	109	\$51,126.40	16.9%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$24.58
100130	Mechanic III	B32	109	\$51,126.40	16.9%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$24.58
100178	Mechanic III	B32	109	\$51,126.40	16.9%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$24.58
100032	Mechanics Helper	B22	104	\$38,771.20	14.6%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$18.64
100049	Office Srvcs Worker	B26	101	\$42,577.60	91.2%	\$31,200.00	\$37,440.00	\$43,680.00	BL	\$20.47
100145	Open Space Field Opts Tech	B32	107	\$51,126.40	47.1%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$24.58
100135	Paint & Body Worker	B31	107	\$49,441.60	37.3%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$23.77
100026	Park Facility Repairer I	B19	102	\$36,587.20	27.9%	\$32,916.00	\$39,499.20	\$46,082.40	BL	\$17.59
100027	Park Facility Repairer II	B22	103	\$38,771.20	29.1%	\$34,726.38	\$41,671.66	\$48,616.93	BL	\$18.64
100070	Park Facility Repairer III	B26	104	\$42,577.60	40.5%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$20.47
100071	Park Facility Repairer IV	B27	105	\$43,763.20	33.1%	\$38,651.33	\$46,381.59	\$54,111.86	BL	\$21.04
100126	Park Facility Repairer V	B31	106	\$49,441.60	53.1%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$23.77
100127	Park Facility Repairer VI	B32	107	\$51,126.40	47.1%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$24.58
100025	Park Maint Wkr II/Transitional	B20	104	\$37,273.60	4.3%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$17.92
100125	Park Maint Worker 6	B31	108	\$49,441.60	22.3%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$23.77

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100068	Park Maint Worker III	B22	105	\$38,771.20	0.8%	\$38,651.33	\$46,381.59	\$54,111.86	BL	\$18.64
100069	Park Maint Worker IV	B26	106	\$42,577.60	11.0%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$20.47
100124	Park Maint Worker V	B28	107	\$45,011.20	11.6%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$21.64
100023	Park Maintenance Worker I	B15	103	\$34,424.00	-2.2%	\$34,726.38	\$41,671.66	\$48,616.93	BL	\$16.55
100024	Park Maintenance Worker II	B20	104	\$37,273.60	4.3%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$17.92
100015	Parking Attendant	B13	102	\$33,508.80	4.5%	\$32,916.00	\$39,499.20	\$46,082.40	BL	\$16.11
100016	Parking Meter Collector	B15	102	\$34,424.00	11.5%	\$32,916.00	\$39,499.20	\$46,082.40	BL	\$16.55
100086	Parking Meter Repairer	B26	104	\$42,577.60	40.5%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$20.47
100052	Parts Worker	B26	104	\$42,577.60	40.5%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$20.47
100205	Personal Protective Equip Tech	B26	107	\$42,577.60	-2.6%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$20.47
100206	Pharmacy Worker	B22	106	\$38,771.20	-12.3%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$18.64
100091	Plant Operator	B28	109	\$45,011.20	-15.0%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$21.64
100113	Plumber	B32	110	\$51,126.40	3.0%	\$50,515.74	\$60,618.89	\$70,722.04	BL	\$24.58
100051	Plumber's Helper	B24	105	\$40,601.60	12.6%	\$38,651.33	\$46,381.59	\$54,111.86	BL	\$19.52
100093	Rangemaster	B26	107	\$42,577.60	-2.6%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$20.47
100056	Residential Collections Driver	B29	106	\$46,384.00	34.4%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$22.30
100146	Scba System Technician	B32	107	\$51,126.40	47.1%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$24.58
100005	Senior Animal Handler	B26	108	\$42,577.60	-15.5%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$20.47
100116	Service Writer	B27	106	\$43,763.20	18.3%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$21.04
100002	Signs & Markings Worker 1	B20	104	\$37,273.60	4.3%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$17.92
100041	Signs & Markings Worker II	B27	106	\$43,763.20	18.3%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$21.04
100092	Solid Waste Operator	B27	106	\$43,763.20	18.3%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$21.04
100096	Sr Zookeeper	B29	108	\$46,384.00	5.5%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$22.30
100014	Stockkeeper I	B22	103	\$38,771.20	29.1%	\$34,726.38	\$41,671.66	\$48,616.93	BL	\$18.64
100054	Stockkeeper II	B26	104	\$42,577.60	40.5%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$20.47
100088	Storm Drainage Worker 2a	B25	105	\$41,516.80	18.5%	\$38,651.33	\$46,381.59	\$54,111.86	BL	\$19.96
100157	Storm Drainage Worker 2b	B24	104	\$40,601.60	27.1%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$19.52
100141	Storm Drainage Worker 3a	B32	107	\$51,126.40	47.1%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$24.58
100140	Storm Drainage Worker 3b	B31	106	\$49,441.60	53.1%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$23.77
100038	Street Maint Worker 1b	B20	103	\$37,273.60	18.3%	\$34,726.38	\$41,671.66	\$48,616.93	BL	\$17.92
100089	Street Maint Worker 2(b)	B24	104	\$40,601.60	27.1%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$19.52
100090	Street Maint Worker 2a	B25	105	\$41,516.80	18.5%	\$38,651.33	\$46,381.59	\$54,111.86	BL	\$19.96

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100143	Street Maint Worker 3a	B32	107	\$51,126.40	47.1%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$24.58
100142	Street Maint Worker 3b	B31	106	\$49,441.60	53.1%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$23.77
100094	Survey Crew Tech	B30	109	\$47,798.40	-0.4%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$22.98
100197	SW Electronics Technician	B35	112	\$57,096.00	3.9%	\$56,225.28	\$67,470.34	\$78,715.40	BL	\$27.45
100165	SW Truck/Equipment Operator	B24	106	\$40,601.60	-1.1%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$19.52
100079	Tire Repairer	B25	104	\$41,516.80	33.3%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$19.96
100078	Tire Repairer	B25	104	\$41,516.80	33.3%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$19.96
100217	Tire Technician	B21	102	\$38,001.60	38.6%	\$32,916.00	\$39,499.20	\$46,082.40	BL	\$18.27
100151	Tow Recovery Operator/Mechanic	B35	111	\$57,096.00	17.8%	\$53,294.11	\$63,952.93	\$74,611.75	BL	\$27.45
100121	Traffic Investigator I	B26	106	\$42,577.60	11.0%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$20.47
100195	Traffic Sign & Mrkg Tech Hlp A	B24	104	\$40,601.60	27.1%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$19.52
100194	Traffic Sign & Mrkg Tech Hlp B	B23	102	\$39,665.60	51.3%	\$32,916.00	\$39,499.20	\$46,082.40	BL	\$19.07
100169	Traffic Signal Tech 1A	B26	106	\$42,577.60	11.0%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$20.47
100162	Traffic Signal Tech Helper B	B23	103	\$39,665.60	35.6%	\$34,726.38	\$41,671.66	\$48,616.93	BL	\$19.07
100168	Traffic Signal Tech Level 1B	B25	105	\$41,516.80	18.5%	\$38,651.33	\$46,381.59	\$54,111.86	BL	\$19.96
100179	Traffic Signal Tech Level 2A	B33	108	\$52,852.80	41.1%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$25.41
100176	Traffic Signal Tech Level 2B	B32	107	\$51,126.40	47.1%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$24.58
100181	Traffic Signal Tech Level 3A	B35	110	\$57,096.00	32.6%	\$50,515.74	\$60,618.89	\$70,722.04	BL	\$27.45
100180	Traffic Signal Tech Level 3B	B34	109	\$54,953.60	36.9%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$26.42
100183	Traffic Signs & Mkngs Tech 2A	B28	107	\$45,011.20	11.6%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$21.64
100184	Traffic Signs & Mkngs Tech 3B	B34	109	\$54,953.60	36.9%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$26.42
100202	Transit Body Shop Lead	B33	111	\$52,852.80	-2.1%	\$53,294.11	\$63,952.93	\$74,611.75	BL	\$25.41
100034	Transit Vehicle Servicer	B19	105	\$36,587.20	-13.4%	\$38,651.33	\$46,381.59	\$54,111.86	BL	\$17.59
100057	Transport Operator	B29	105	\$46,384.00	50.0%	\$38,651.33	\$46,381.59	\$54,111.86	BL	\$22.30
100082	Truck Driver	B23	104	\$39,665.60	20.7%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$19.07
100074	Utility Repairer	B26	107	\$42,577.60	-2.6%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$20.47
100003	Vault Puller	B15	101	\$34,424.00	25.8%	\$31,200.00	\$37,440.00	\$43,680.00	BL	\$16.55
100192	Warehouse Assistant	B24	101	\$40,601.60	75.3%	\$31,200.00	\$37,440.00	\$43,680.00	BL	\$19.52
100053	Warehouse Worker	B26	104	\$42,577.60	40.5%	\$36,636.33	\$43,963.60	\$51,290.86	BL	\$20.47
100200	Water Quality/Life Supp Tech	B22	102	\$38,771.20	44.5%	\$32,916.00	\$39,499.20	\$46,082.40	BL	\$18.64
100115	Welder	B31	108	\$49,441.60	22.3%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$23.77
100147	Welder / Fabricator	B32	109	\$51,126.40	16.9%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$24.58

Blue Collar
AFSCME 624

Job Code	Job Title	Original Grade	New Grade	Salary	Penetration Percentage	Min	Mid	Max	Union Code	Non-Probation Hourly Rate
100208	Zookeeper I	B23	106	\$39,665.60	-6.8%	\$40,777.15	\$48,932.58	\$57,088.01	BL	\$19.07
100043	Zookeeper II	B23	107	\$39,665.60	-19.5%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$19.07
100209	Zookeeper II	B26	107	\$42,577.60	-2.6%	\$43,019.90	\$51,623.87	\$60,227.85	BL	\$20.47
100210	Zookeeper III	B29	108	\$46,384.00	5.5%	\$45,385.99	\$54,463.19	\$63,540.39	BL	\$22.30
100211	Zookeeper IV	B31	109	\$49,441.60	8.1%	\$47,882.22	\$57,458.66	\$67,035.11	BL	\$23.77