

Class Summary Detail: OMMA

PROPOSED CLASSIFICATION	ACTUAL POSITION TITLE	FULL NAME	CURRENT SALARY (CS)	CITY MAX (CM)	%CS/(CMAX-CS)	P MAX	PMAX-CMAX	PMAX-CMAX %	Y-RATE	Y-RATE %	INSTANT INCREASE	INSTANT INCREASE %	
Administrative Services Administrator/Supervisor	BILLING & LICENSING SUPERVISOR	ARMIDA GALVAN-MONARES	92,404.83	92,404.83	0.00%	127,858.03	35,453.20	38.37%	0.00	0.00%	0.00	0.00%	
		MARTHA A GUERRA	87,577.36	92,404.83	5.51%	127,858.03	35,453.20	38.37%	0.00	0.00%	0.00	0.00%	
		CALL CENTER MANAGER	JAMES F DUNCAN III	119,123.26	119,123.26	0.00%	127,858.03	8,734.77	7.33%	0.00	0.00%	0.00	0.00%
		COMMUNITY AFFAIRS MANAGER	PAUL CARGANILLA	108,141.07	121,553.95	12.40%	127,858.03	6,304.08	5.19%	0.00	0.00%	0.00	0.00%
		FINANCIAL ANALYST II	CHANDRA CRUDUP	79,430.83	103,881.65	30.78%	127,858.03	23,976.38	23.08%	0.00	0.00%	5,807.85	7.31%
		HEALTH/SAFETY/TRAINING OFFICER	GEORGE VAN HEMERT	97,959.26	109,446.90	11.73%	127,858.03	18,411.13	16.82%	0.00	0.00%	0.00	0.00%
		HOMELESS ASSISTANCE PGM COORD	JESSICA IRENE PETRILLO	109,370.35	112,599.14	2.95%	127,858.03	15,258.89	13.55%	0.00	0.00%	0.00	0.00%
		HOUSING PROGRAM SUPERVISOR	JESUS ANDRADE	110,442.18	112,599.14	1.95%	127,858.03	15,258.89	13.55%	0.00	0.00%	0.00	0.00%
			SUSANA J LEMOS	97,772.48	112,599.14	15.16%	127,858.03	15,258.89	13.55%	0.00	0.00%	0.00	0.00%
		MANAGEMENT ACCOUNTANT/AUDITOR	DELIA DE LA CRUZ	102,011.94	112,599.14	10.38%	127,858.03	15,258.89	13.55%	0.00	0.00%	0.00	0.00%
			ZAN SUKO	103,551.76	112,599.14	8.74%	127,858.03	15,258.89	13.55%	0.00	0.00%	0.00	0.00%
		MANAGEMENT ANALYST I	ARACELI ESPINOSA	93,093.10	94,918.10	1.96%	127,858.03	32,939.93	34.70%	0.00	0.00%	0.00	0.00%
			JULIE A ESTRADA	63,287.95	94,918.10	49.98%	127,858.03	32,939.93	34.70%	0.00	0.00%	21,950.73	34.68%
		MANAGEMENT ANALYST II	AMY VAN ATTA	103,881.65	103,881.65	0.00%	127,858.03	23,976.38	23.08%	0.00	0.00%	0.00	0.00%
		MANAGEMENT ANALYST III	GRANT DUNNE	112,599.14	112,599.14	0.00%	127,858.03	15,258.89	13.55%	0.00	0.00%	0.00	0.00%
			LAUREN E. BUELING	112,599.14	112,599.14	0.00%	127,858.03	15,258.89	13.55%	0.00	0.00%	0.00	0.00%
			SABRINA B RODRIGUEZ	112,599.14	112,599.14	0.00%	127,858.03	15,258.89	13.55%	0.00	0.00%	0.00	0.00%
		PROJECT MANAGER	ADAM SMITH	115,267.15	123,802.22	7.40%	127,858.03	4,055.81	3.28%	0.00	0.00%	0.00	0.00%
			ROSARIO ORNELAS	123,802.22	123,802.22	0.00%	127,858.03	4,055.81	3.28%	0.00	0.00%	0.00	0.00%
		RECYCLING MANAGER	PLACEHOLDER	0.00	119,123.26	0.00%	127,858.03	8,734.77	7.33%	0.00	0.00%	0.00	0.00%
		TRANSPORTATION PLANNER	DEBBIE O'LEARY	127,493.39	127,493.39	0.00%	127,858.03	364.64	0.29%	0.00	0.00%	0.00	0.00%
		UTILITIES FINANCE OFFICER	VICTOR M. ZAMBRANO	142,598.77	150,039.76	5.22%	127,858.03	-22,181.73	-14.78%	-14,740.74	-10.34%	0.00	0.00%
	Administrative Services Analyst	ACCOUNTANT I	HERMILA HERNANDEZ	85,228.94	81,484.42	-4.39%	110,561.60	29,077.18	35.68%	0.00	0.00%	0.00	0.00%
			LIANE CAIPANG	82,299.26	81,484.42	-0.99%	110,561.60	29,077.18	35.68%	0.00	0.00%	0.00	0.00%
			NATALIE N COLE	54,363.79	81,484.42	49.89%	110,561.60	29,077.18	35.68%	0.00	0.00%	19,343.94	35.58%
			OCTAVIO MEZA	60,805.06	81,484.42	34.01%	110,561.60	29,077.18	35.68%	0.00	0.00%	12,902.67	21.22%
			RAUL M. JIMENEZ	63,845.18	81,484.42	27.63%	110,561.60	29,077.18	35.68%	0.00	0.00%	9,862.55	15.45%
		ROVEE F. OERA	63,845.18	81,484.42	27.63%	110,561.60	29,077.18	35.68%	0.00	0.00%	9,862.55	15.45%	
		ACCOUNTANT II	MEIJUN FRISBIE	74,486.46	90,538.86	21.55%	110,561.60	20,022.74	22.12%	0.00	0.00%	0.00	0.00%
			RUBEN CABRERA	76,721.05	90,538.86	18.01%	110,561.60	20,022.74	22.12%	0.00	0.00%	0.00	0.00%
		ADMINISTRATIVE ASSISTANT	JAZMIN MANZO	68,550.09	81,290.77	18.59%	110,561.60	29,270.83	36.01%	0.00	0.00%	5,157.64	7.52%
		BUYER	EDWIN R. RAMOS	61,199.84	70,846.67	15.76%	110,561.60	39,714.93	56.06%	0.00	0.00%	12,507.89	20.44%
			ERIC G. HERNANDEZ	67,473.12	70,846.67	5.00%	110,561.60	39,714.93	56.06%	0.00	0.00%	6,234.61	9.24%
			PATRICIA G GARCIA	74,272.07	70,846.67	-4.61%	110,561.60	39,714.93	56.06%	0.00	0.00%	0.00	0.00%
		BUYER LIMITED TERM	RENEE D. KNIGHT	29,142.98	70,846.67	71.55%	110,561.60	39,714.93	56.06%	0.00	0.00%	7,710.89	26.46%
		COMMUNICATIONS COORDINATOR	CECILIA PEREZ	57,692.96	94,918.10	64.52%	110,561.60	15,643.50	16.48%	0.00	0.00%	16,014.77	27.76%
			ESMERALDA GARCIA	77,179.86	94,918.10	22.98%	110,561.60	15,643.50	16.48%	0.00	0.00%	0.00	0.00%
		FINANCIAL ANALYST I	CONNIE L SERVIN	71,505.82	94,918.10	32.74%	110,561.60	15,643.50	16.48%	0.00	0.00%	2,201.91	3.08%
			PAUL WEINSTEIN	73,362.02	94,918.10	29.38%	110,561.60	15,643.50	16.48%	0.00	0.00%	345.71	0.47%
	FINANCIAL ANALYST II	CLAUDIA BAEZ	74,304.46	103,881.65	39.81%	110,561.60	6,679.95	6.43%	0.00	0.00%	0.00	0.00%	

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		NEDASADAT POURTOLAMI	88,789.17	103,881.65	17.00%	110,561.60	6,679.95	6.43%	0.00	0.00%	0.00	0.00%
	FINANCIAL ANALYST III	JAMES C COSTELLO	93,325.23	103,881.65	11.31%	110,561.60	6,679.95	6.43%	0.00	0.00%	0.00	0.00%
	GRANTS COORDINATOR	DENISE LEDESMA	97,598.18	119,123.26	22.05%	110,561.60	-8,561.66	-7.19%	0.00	0.00%	0.00	0.00%
		ERIC HUMEL	77,203.36	119,123.26	54.30%	110,561.60	-8,561.66	-7.19%	0.00	0.00%	0.00	0.00%
	GRANTS SPECIALIST I	DIEDRE KOBUKE	83,114.10	81,484.42	-1.96%	110,561.60	29,077.18	35.68%	0.00	0.00%	0.00	0.00%
	MANAGEMENT ANALYST I	MATTHEW SIMPKINS	77,000.14	94,918.10	23.27%	110,561.60	15,643.50	16.48%	0.00	0.00%	0.00	0.00%
		STEPHANIE POZOS	57,467.49	94,918.10	65.17%	110,561.60	15,643.50	16.48%	0.00	0.00%	16,240.24	28.26%
	MANAGEMENT ANALYST II	JANET ALMARAS-CASAS	87,235.20	103,881.65	19.08%	110,561.60	6,679.95	6.43%	0.00	0.00%	0.00	0.00%
		LAURA CAMACHO	67,897.44	103,881.65	53.00%	110,561.60	6,679.95	6.43%	0.00	0.00%	5,810.29	8.56%
		LUIS ORTEGA	69,494.46	103,881.65	49.48%	110,561.60	6,679.95	6.43%	0.00	0.00%	4,213.27	6.06%
		NELLY BARAJAS	68,022.03	103,881.65	52.72%	110,561.60	6,679.95	6.43%	0.00	0.00%	5,685.70	8.36%
		RENEE HATCHER	99,112.21	103,881.65	4.81%	110,561.60	6,679.95	6.43%	0.00	0.00%	0.00	0.00%
	MGMT ANALYST II LIMITED TERM	AMY J. MCCORMICK	51,940.82	103,881.65	50.00%	110,561.60	6,679.95	6.43%	0.00	0.00%	0.00	0.00%
		STEPHEN ROGERS	76,607.02	103,881.65	35.60%	110,561.60	6,679.95	6.43%	0.00	0.00%	0.00	0.00%
	OUTREACH/EDUCATION SPECIALIST	BARBARA L WULF	86,168.37	81,290.77	-5.66%	110,561.60	29,270.83	36.01%	0.00	0.00%	0.00	0.00%
		SARAH AHREN	58,349.30	81,290.77	39.32%	110,561.60	29,270.83	36.01%	0.00	0.00%	15,358.43	26.32%
	WATER CONSERV/OUTREACH COORD	BRENDA HEREDIA	70,569.96	86,667.36	22.81%	110,561.60	23,894.24	27.57%	0.00	0.00%	3,137.77	4.45%
Administrative Services Analyst, Senior	FINANCIAL ANALYST III	TANYA WILLIAMS	112,599.14	112,599.14	0.00%	117,907.95	5,308.81	4.71%	0.00	0.00%	0.00	0.00%
	PROJECT MANAGER	ANTHONY MILLER	87,304.88	123,802.22	41.80%	117,907.95	-5,894.27	-4.76%	0.00	0.00%	0.00	0.00%
		SAMANTHA SHAPIRO	82,491.97	123,802.22	50.08%	117,907.95	-5,894.27	-4.76%	0.00	0.00%	0.00	0.00%
	WATER CONSERV/OUTREACH SUPERVI	MEGAN SCHNEIDER	77,003.47	100,263.70	30.21%	117,907.95	17,644.25	17.60%	0.00	0.00%	1,601.83	2.08%
Administrative Services Manager	ACCOUNTING MANAGER	ANDREA PALMER	101,959.52	130,819.10	28.30%	162,685.40	31,866.30	24.36%	0.00	0.00%	0.00	0.00%
	ADMINISTRATIVE SVCS MANAGER	JUANITA C GUZMAN	159,710.30	177,018.61	10.84%	162,685.40	-14,333.21	-8.10%	0.00	0.00%	0.00	0.00%
	COMMUNICATIONS & MKTG MANAGER	KATIE CASEY	133,633.97	133,633.97	0.00%	162,685.40	29,051.43	21.74%	0.00	0.00%	0.00	0.00%
	COMPLIANCE SERVICES MANAGER	KARL A LAWSON	112,599.14	112,599.14	0.00%	162,685.40	50,086.26	44.48%	0.00	0.00%	0.00	0.00%
	CONTROLLER	CESAR PERFECTO	130,000.00	150,039.76	15.42%	162,685.40	12,645.64	8.43%	0.00	0.00%	0.00	0.00%
	HOUSING FINANCIAL OFFICER	RHONDA HODGE	126,419.28	130,819.10	3.48%	162,685.40	31,866.30	24.36%	0.00	0.00%	0.00	0.00%
	HOUSING PROGRAMS MANAGER	BRENDA LOPEZ	132,029.46	133,633.97	1.22%	162,685.40	29,051.43	21.74%	0.00	0.00%	0.00	0.00%
	HOUSING REHAB PROGRAM MANAGER	ELSA BROWN	121,553.95	121,553.95	0.00%	162,685.40	41,131.45	33.84%	0.00	0.00%	0.00	0.00%
	POLICE FINANCE/GRANTS MANAGER	DELIA V CAMPBELL	129,993.55	150,039.76	15.42%	162,685.40	12,645.64	8.43%	0.00	0.00%	0.00	0.00%
	PURCHASING MANAGER	JENNIFER YATES	130,000.00	150,039.76	15.42%	162,685.40	12,645.64	8.43%	0.00	0.00%	0.00	0.00%
	SENIOR MGR, INTERNAL CONTROL	JENNIFER M. HIRAOKA	150,039.76	150,039.76	0.00%	162,685.40	12,645.64	8.43%	0.00	0.00%	0.00	0.00%
Assistant City Clerk	ASSISTANT CITY CLERK	DIEP LAI	61,890.83	92,404.83	49.30%	95,965.18	3,560.35	3.85%	0.00	0.00%	6,655.72	0.00%
Assistant Department Director I	ASSISTANT DIR OF HOUSING	ALBERT RAMIREZ	143,000.00	161,423.39	12.88%	187,181.83	25,758.44	15.96%	0.00	0.00%	0.00	0.00%
	CULTURAL & COMMUNITY SVCS ASST DIR	RENEE J RAKESTRAW	126,794.93	161,423.39	27.31%	187,181.83	25,758.44	15.96%	0.00	0.00%	0.00	0.00%
Assistant Department Director II	ASSISTANT DIR COMMUNITY DEV	JEFF PENGILLEY	184,330.85	192,490.27	4.43%	195,012.78	2,522.51	1.31%	0.00	0.00%	0.00	0.00%
	ASSISTANT DIR PUBLIC WORKS	BRIAN YANEZ	192,490.27	192,490.27	0.00%	195,012.78	2,522.51	1.31%	0.00	0.00%	0.00	0.00%
		STEVEN F. HOWLETT	179,056.18	192,490.27	7.50%	195,012.78	2,522.51	1.31%	0.00	0.00%	0.00	0.00%
Assistant Director of Utilities	ASSISTANT DIR PUBLIC WORKS	JOSEPH P. MARCINKO	190,000.10	192,490.27	1.31%	203,170.17	10,679.90	5.55%	0.00	0.00%	0.00	0.00%
Chief Plant Operator	CHIEF OPERATOR	DANIEL M SANCHEZ	82,546.46	114,627.97	38.86%	127,858.03	13,230.06	11.54%	0.00	0.00%	2,692.22	3.26%

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City Engineer	CITY ENGINEER	JOE M. CAMACHO	82,546.46	114,627.97	38.86%	127,858.03	13,230.06	11.54%	0.00	0.00%	2,692.22	3.26%		
		TATIANA ARNAOUT	167,442.08	192,490.27	14.96%	187,181.83	-5,308.44	-2.76%	0.00	0.00%	0.00	0.00%		
Construction Project Manager	CONSTRUCTION PROJECT MANAGER	PLACEHOLDER	0.00	112,599.14	0.00%	127,858.03	15,258.89	13.55%	#DIV/0!	0.00%	0.00	0.00%		
	PROJECT MANAGER	GIANNA S POURARIEN	123,802.22	123,802.22	0.00%	127,858.03	4,055.81	3.28%	0.00	0.00%	0.00	0.00%		
Construction Project Manager, Senior	SR PROJECT MANAGER	GIOVANNY RODRIGUEZ QUEVEDO	109,356.62	123,802.22	13.21%	127,858.03	4,055.81	3.28%	0.00	0.00%	0.00	0.00%		
		JORGE E ESPINOZA CORONADO	108,407.94	123,802.22	14.20%	127,858.03	4,055.81	3.28%	0.00	0.00%	0.00	0.00%		
		NATHAN J. BARRERAS	103,200.24	123,802.22	19.96%	127,858.03	4,055.81	3.28%	0.00	0.00%	0.00	0.00%		
		NIOUSHA MOHAMMADI	110,244.99	123,802.22	12.30%	127,858.03	4,055.81	3.28%	0.00	0.00%	0.00	0.00%		
		OMAR ORTIZ	106,404.69	123,802.22	16.35%	127,858.03	4,055.81	3.28%	0.00	0.00%	0.00	0.00%		
		SUSAN PEARSON	112,320.00	123,802.22	10.22%	127,858.03	4,055.81	3.28%	0.00	0.00%	0.00	0.00%		
		MOHAMMAD BAGHERZADEH	147,275.86	147,275.86	0.00%	140,888.98	-6,386.88	-4.34%	-6,386.88	-4.34%	0.00	0.00%		
		Cultural & Recreation Services Analyst	RECREATION/HUMAN SERV COORD	EILEEN PINKARD	68,022.03	71,423.46	5.00%	103,747.52	32,324.06	45.26%	0.00	0.00%	1,142.98	1.68%
				ESTEBAN MELCHOR	60,523.02	71,423.46	18.01%	103,747.52	32,324.06	45.26%	0.00	0.00%	8,641.99	14.28%
				JORGE A CRUZ JR	51,266.66	71,423.46	39.32%	103,747.52	32,324.06	45.26%	0.00	0.00%	17,898.35	34.91%
JOSE M GOMEZ	48,342.32			71,423.46	47.75%	103,747.52	32,324.06	45.26%	0.00	0.00%	20,822.69	43.07%		
MARIA S CHAVEZ	58,760.21			71,423.46	21.55%	103,747.52	32,324.06	45.26%	0.00	0.00%	10,404.80	17.71%		
MARITZA Y. ESTRADA	60,816.82			71,423.46	17.44%	103,747.52	32,324.06	45.26%	0.00	0.00%	8,348.19	13.73%		
OLGA L FERNANDEZ	73,063.24			71,423.46	-2.24%	103,747.52	32,324.06	45.26%	0.00	0.00%	0.00	0.00%		
SUSAN MARQUEZ	58,760.21			71,423.46	21.55%	103,747.52	32,324.06	45.26%	0.00	0.00%	10,404.80	17.71%		
YOLANDA C PINA	74,866.12			71,423.46	-4.60%	103,747.52	32,324.06	45.26%	0.00	0.00%	0.00	0.00%		
Cultural & Recreation Services Manager	COMMUNITY SERVICES MANAGER			JESSY O TAPIA	87,319.44	100,263.70	14.82%	152,674.52	52,410.82	52.27%	0.00	0.00%	8,102.14	9.28%
Cultural & Recreation Services Supervisor	RECREATION SUPERVISOR	DANALY PEREZ	63,676.29	100,263.70	57.46%	127,858.03	27,594.33	27.52%	0.00	0.00%	21,562.39	33.86%		
		JANICE M ZARAGOZA	61,394.53	100,263.70	63.31%	127,858.03	27,594.33	27.52%	0.00	0.00%	23,844.15	38.84%		
		MARISUE EASTLAKE	80,249.52	100,263.70	24.94%	127,858.03	27,594.33	27.52%	0.00	0.00%	4,989.16	6.22%		
		OLYMPIA HUGO	77,978.37	100,263.70	28.58%	127,858.03	27,594.33	27.52%	0.00	0.00%	7,260.31	9.31%		
		SCOTT BREWER	127,493.39	127,493.39	0.00%	127,858.03	364.64	0.29%	0.00	0.00%	0.00	0.00%		
Emergency Services Manager	EMERGENCY SERVICES MANAGER	SCOTT BREWER	127,493.39	127,493.39	0.00%	127,858.03	364.64	0.29%	0.00	0.00%	0.00	0.00%		
EMS Coordinator	EMS COORDINATOR	JAIME VILLA	127,493.39	127,493.39	0.00%	127,858.03	364.64	0.29%	0.00	0.00%	0.00	0.00%		
Engineer Division Manager	DEPUTY BUILDING OFFICIAL	STEVEN G NEWMAN	154,540.46	154,540.46	0.00%	173,228.55	18,688.09	12.09%	0.00	0.00%	0.00	0.00%		
	SUPERVISING CIVIL ENGINEER	ARUN NEPPALLI	147,396.50	166,540.61	12.99%	173,228.55	6,687.94	4.02%	0.00	0.00%	0.00	0.00%		
		NIKOLAS A. BOAS	149,557.62	166,540.61	11.36%	173,228.55	6,687.94	4.02%	0.00	0.00%	0.00	0.00%		
		TAI PHUOC CHAU	158,848.98	166,540.61	4.84%	173,228.55	6,687.94	4.02%	0.00	0.00%	0.00	0.00%		
		TIMOTHY J. BEAMAN	149,829.47	166,540.61	11.15%	173,228.55	6,687.94	4.02%	0.00	0.00%	0.00	0.00%		
Fire Hazardous Materials Supervisor	CUPA MANAGER	NATHAN WEST	127,493.39	127,493.39	0.00%	127,858.03	364.64	0.29%	0.00	0.00%	0.00	0.00%		
Fleet Services Mechanic Supervisor	FLEET SERVICES MECHANIC SPVR	JOSE G ALVAREZ	98,819.34	98,819.34	0.00%	95,965.18	-2,854.16	-2.89%	-2,854.16	-2.89%	0.00	0.00%		
Information Technology Analyst	COMPUTER NETWORK ENGINEER III	DIEGO R ZUNIGA	76,529.49	89,444.16	16.88%	117,907.95	28,463.79	31.82%	0.00	0.00%	2,075.81	2.71%		
		JESS ROMERO	78,001.19	89,444.16	14.67%	117,907.95	28,463.79	31.82%	0.00	0.00%	604.11	0.77%		
Information Technology Analyst, Senior	COMPUTER NETWORK ENGINEER III	GABRIEL DIAZ	93,427.36	89,444.16	-4.26%	127,858.03	38,413.87	42.95%	0.00	0.00%	0.00	0.00%		
		GEORGE C IAFRATE	92,127.36	89,444.16	-2.91%	127,858.03	38,413.87	42.95%	0.00	0.00%	0.00	0.00%		
		MANUEL TORRES	88,166.41	89,444.16	1.45%	127,858.03	38,413.87	42.95%	0.00	0.00%	0.00	0.00%		
		VICTOR M LAGUNA	93,427.36	89,444.16	-4.26%	127,858.03	38,413.87	42.95%	0.00	0.00%	0.00	0.00%		

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Class Summary Detail: OMMA

PROPOSED CLASSIFICATION	ACTUAL POSITION TITLE	FULL NAME	CURRENT SALARY (CS)	CITY MAX (CM)	%CS/(CMAX-CS)	P MAX	PMAX-CMAX	PMAX-CMAX %	Y-RATE	Y-RATE %	INSTANT INCREASE	INSTANT INCREASE %
	GEOGRAPH INFO SYSTEMS TECH III	HELEN JOHNSON	76,161.59	89,444.16	17.44%	127,858.03	38,413.87	42.95%	0.00	0.00%	9,077.09	11.92%
	PROGRAMMER ANALYST	ISMAEL MELENDEZ	90,548.85	99,830.02	10.25%	127,858.03	28,028.01	28.08%	0.00	0.00%	0.00	0.00%
		JOSE L DE LEON	105,819.90	99,830.02	-5.66%	127,858.03	28,028.01	28.08%	0.00	0.00%	0.00	0.00%
		NAREG G. KRUMIAN	103,324.16	99,830.02	-3.38%	127,858.03	28,028.01	28.08%	0.00	0.00%	0.00	0.00%
	SYSTEMS ANALYST II	RYAN BOSLEY	108,321.20	123,802.22	14.29%	127,858.03	4,055.81	3.28%	0.00	0.00%	0.00	0.00%
	SYSTEMS ANALYST III	YOUNG LEE	120,906.86	133,633.97	10.53%	127,858.03	-5,775.94	-4.32%	0.00	0.00%	0.00	0.00%
Information Technology Supervisor	SYSTEMS ADMINISTRATOR	JEROME W STASZEWSKI	150,039.76	150,039.76	0.00%	140,888.98	-9,150.78	-6.10%	-9,150.78	-6.10%	0.00	0.00%
		KENNETH AUSTIN	146,235.23	150,039.76	2.60%	140,888.98	-9,150.78	-6.10%	-5,346.25	-3.66%	0.00	0.00%
		MICHAEL SHAFFER	139,271.60	150,039.76	7.73%	140,888.98	-9,150.78	-6.10%	0.00	0.00%	0.00	0.00%
Inspections/Code Compliance Administrator	CODE COMPLIANCE MANAGER	ALBERT TORRES	100,000.16	123,802.22	23.80%	127,858.03	4,055.81	3.28%	0.00	0.00%	0.00	0.00%
	SUPERVISING BUILDING INSPECTOR	SEAN O'DONNELL	123,802.22	123,802.22	0.00%	127,858.03	4,055.81	3.28%	0.00	0.00%	0.00	0.00%
Laboratory Scientist Manager	LABORATORY SUPERVISOR	ERIC NGO	87,843.81	109,446.90	24.59%	127,858.03	18,411.13	16.82%	0.00	0.00%	0.00	0.00%
Library Manager	CITY LIBRARIAN	PLACEHOLDER	0.00	121,553.95	0.00%	152,674.52	31,120.57	25.60%	#DIV/0!	0.00%	0.00	0.00%
Maintenance & Operations Manager	ENVIRONMENTAL RES DIVISION MGR	TODD B. VASQUEZ-HOUSLEY	177,018.61	177,018.61	0.00%	177,018.61	0.00	0.00%	0.00	0.00%	0.00	0.00%
Maintenance & Operations Superintendent	CHIEF OF COLLECTIONS	IGNACIO CARRILLO	85,555.39	119,123.26	39.24%	127,858.03	8,734.77	7.33%	0.00	0.00%	0.00	0.00%
	FLEET SERVICES MANAGER	JOSE ARREOLA	93,600.00	127,493.39	36.21%	127,858.03	364.64	0.29%	0.00	0.00%	0.00	0.00%
	HOUSING MAINT SUPERVISOR	IDELFREDI CONTRERAS	90,448.80	94,918.10	4.94%	127,858.03	32,939.93	34.70%	0.00	0.00%	0.00	0.00%
	MAINTENANCE SERVICES MANAGER	BRIAN ALLEN	102,208.70	127,493.39	24.74%	127,858.03	364.64	0.29%	0.00	0.00%	0.00	0.00%
	MRF MANAGER	JAMES TORREZ	121,954.98	127,493.39	4.54%	127,858.03	364.64	0.29%	0.00	0.00%	0.00	0.00%
	PARKS MANAGER	KEVIN J. THOMPSON	99,671.52	127,493.39	27.91%	127,858.03	364.64	0.29%	0.00	0.00%	0.00	0.00%
	SCADA/PROGRAMS SUPERVISOR	LUIS T. PEREZ	76,400.48	100,263.70	31.23%	127,858.03	27,594.33	27.52%	0.00	0.00%	0.00	0.00%
	STREETS MANAGER	PHILIP D SCHWIEDER	87,093.14	127,493.39	46.39%	127,858.03	364.64	0.29%	0.00	0.00%	0.00	0.00%
Maintenance Crew Supervisor	CUSTODIAL SUPERVISOR	SHERRY THOMAS	88,414.35	94,918.10	7.36%	95,965.18	1,047.08	1.10%	0.00	0.00%	0.00	0.00%
	ENVIRONMENTAL RESOURCES SUPV	ANDREA TORRES	100,263.70	100,263.70	0.00%	95,965.18	-4,298.52	-4.29%	-4,298.52	-4.29%	0.00	0.00%
		ERIC I OKADA	89,529.65	100,263.70	11.99%	95,965.18	-4,298.52	-4.29%	0.00	0.00%	0.00	0.00%
		REBECCA GUEVARA	76,994.32	100,263.70	30.22%	95,965.18	-4,298.52	-4.29%	0.00	0.00%	0.00	0.00%
		VICTOR R. MAGANA	83,084.14	100,263.70	20.68%	95,965.18	-4,298.52	-4.29%	0.00	0.00%	0.00	0.00%
	FACILITIES MAINTENANCE SPVR	TAMARRA L. BARBEY	71,674.72	100,263.70	39.89%	95,965.18	-4,298.52	-4.29%	0.00	0.00%	0.00	0.00%
	PARKS MAINTENANCE SUPERVISOR	HET H LUGO	58,375.41	94,918.10	62.60%	95,965.18	1,047.08	1.10%	0.00	0.00%	10,171.14	17.42%
		JOSE M PEREZ	82,259.84	94,918.10	15.39%	95,965.18	1,047.08	1.10%	0.00	0.00%	0.00	0.00%
		SERGIO CERVANTES	81,807.86	94,918.10	16.03%	95,965.18	1,047.08	1.10%	0.00	0.00%	0.00	0.00%
	STREET MAINTENANCE SUPERVISOR	ALEXANDER HERNANDEZ	69,900.89	94,918.10	35.79%	95,965.18	1,047.08	1.10%	0.00	0.00%	0.00	0.00%
Permit Coordinator	PERMIT COORDINATOR	JESSICA SMITH	100,613.55	112,599.14	11.91%	110,561.60	-2,037.54	-1.81%	0.00	0.00%	0.00	0.00%
Planning Manager	PLAN & ENV SRVCS MANAGER	PLACEHOLDER	0.00	161,301.92	0.00%	162,685.40	1,383.48	0.86%	#DIV/0!	0.00%	0.00	0.00%
	PLANNING & SUSTAINABILITY MGR	KATHLEEN M MALLORY	161,301.92	161,301.92	0.00%	162,685.40	1,383.48	0.86%	0.00	0.00%	0.00	0.00%
Planning Supervisor	PRINCIPAL PLANNER	JOE E PEARSON	120,055.94	127,493.39	6.19%	127,858.03	364.64	0.29%	0.00	0.00%	0.00	0.00%
	SR PLANNER	JAY DOBROWALSKI	114,627.97	114,627.97	0.00%	127,858.03	13,230.06	11.54%	0.00	0.00%	0.00	0.00%
Plant Maintenance Superintendent	WASTEWATER INFRASTRUCTURE MGR	JEFFREY S MILLER	119,457.94	127,493.39	6.73%	127,858.03	364.64	0.29%	0.00	0.00%	0.00	0.00%
	WASTEWATER MAINTENANCE MANAGER	CLIFF REILLY	101,028.93	114,627.97	13.46%	127,858.03	13,230.06	11.54%	0.00	0.00%	0.00	0.00%
Plant Maintenance Supervisor	WASTEWATER MAINTENANCE SUPERVISOR	MIGUEL A. DIAZ	70,378.26	100,263.70	42.46%	95,965.18	-4,298.52	-4.29%	0.00	0.00%	0.00	0.00%

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PROPOSED CLASSIFICATION	ACTUAL POSITION TITLE	FULL NAME	CURRENT SALARY (CS)	CITY MAX (CM)	%CS/(CMAX-CS)	P MAX	PMAX-CMAX	PMAX-CMAX %	Y-RATE	Y-RATE %	INSTANT INCREASE	INSTANT INCREASE %
Plant Operations Manager	AWPF OPER MGR/CHIEF PLANT OPER	MICHAEL LOVE	109,297.55	150,039.76	37.28%	152,674.52	2,634.76	1.76%	0.00	0.00%	0.00	0.00%
	WASTEWATER OPER MGR/CHIEF OPER	ROBERTO FUENTES	106,139.49	150,039.76	41.36%	152,674.52	2,634.76	1.76%	0.00	0.00%	0.00	0.00%
	WATER OPERATIONS MGR/CHIEF OPE	CHRISTOPHER PEYTON	106,963.17	150,039.76	40.27%	152,674.52	2,634.76	1.76%	0.00	0.00%	0.00	0.00%
Police Records Supervisor	POLICE RECORDS SUPERVISOR	CRYSTAL A PALM	84,156.80	92,404.83	9.80%	95,965.18	3,560.35	3.85%	0.00	0.00%	0.00	0.00%
		MELISSA GARIBAY	76,472.24	92,404.83	20.83%	95,965.18	3,560.35	3.85%	0.00	0.00%	0.00	0.00%
Property and Evidence Supervisor	PROPERTY & EVIDENCE CUSTODIAN	JULIO PANIAGUA	66,454.75	84,815.12	27.63%	87,734.23	2,919.11	3.44%	0.00	0.00%	0.00	0.00%
Property and Records Manager	POLICE RECORDS MANAGER	BETH ROSEANNA WARD	123,802.22	123,802.22	0.00%	127,858.03	4,055.81	3.28%	0.00	0.00%	0.00	0.00%
Public Safety Communications Manager	PUBLIC SAFETY COMM MANAGER	GAYE L WARD	133,262.90	147,275.86	10.52%	162,685.40	15,409.54	10.46%	0.00	0.00%	0.00	0.00%
Special Districts Manager	SPECIAL DISTRICTS MANAGER	ERIC L. STORRIE	121,619.89	147,275.86	21.10%	152,674.52	5,398.66	3.67%	0.00	0.00%	0.00	0.00%
Utilities Field Superintendent	WASTEWATER COLLECTIONS MANAGER	RAMON TREVINO	98,914.40	114,627.97	15.89%	127,858.03	13,230.06	11.54%	0.00	0.00%	0.00	0.00%
Utilities Manager	WASTEWATER DIVISION MANAGER	JAN HAUSER	177,018.61	177,018.61	0.00%	177,018.61	0.00	0.00%	0.00	0.00%	0.00	0.00%
	WATER DIVISION MANAGER	OMAR CASTRO	177,018.61	177,018.61	0.00%	177,018.61	0.00	0.00%	0.00	0.00%	0.00	0.00%
Utilities Technical Services Analyst	SR WASTEWATER ENVIR SPECIALIST	HEATHER D'ANNA NICHOLS	85,792.51	87,969.44	2.54%	110,561.60	22,592.16	25.68%	0.00	0.00%	0.00	0.00%
		KEITH J FOLMAN	82,424.99	87,969.44	6.73%	110,561.60	22,592.16	25.68%	0.00	0.00%	0.00	0.00%
Utilities Technical Services Manager	TECHNICAL SVCS/WTR QUALITY MGR	BADAoui MOUDERRES	150,039.76	150,039.76	0.00%	140,888.98	-9,150.78	-6.10%	-9,150.78	-6.10%	0.00	0.00%
	WATER RESOURCE MANAGER	ABRAHAM MALDONADO	103,453.17	123,802.22	19.67%	140,888.98	17,086.76	13.80%	0.00	0.00%	0.00	0.00%

*P Min/P Max = Proposed Min/Proposed Max

** CS = Current Salary

Part Time Employees