

CITY OF MADISON, WISCONSIN

AN ORDINANCE _____

PRESENTED November 7, 2006

REFERRED Board of Estimates

Amending Sections 3.38(1)(f), (o) and (2) of the Madison General Ordinances to provide salary increases for Compensation Groups 17 and 43 and Nonrepresented Hourlies.

RULES SUSPENSION _____

PUBLIC HEARING _____

EXHIBIT N

Drafted by: Larry O'Brien

Date: October 31, 2006

SPONSORS: Mayor Cieslewicz

DRAFTER'S ANALYSIS: This ordinance provides salary increases for Compensation Groups 17 and 43.

The Common Council of the City of Madison do hereby ordain as follows:

1. Subdivision (f) of Subsection (1) entitled "Basic Salary Schedules By Compensation Groups" of Section 3.38 entitled "Compensation Plan" of the Madison General Ordinances is amended to read as follows:

"(f) Effective ~~June 20, 2004~~ January 1, 2006 the following positions not referred to in Subdivisions (b), (c), (d), (e), (g), (h), (i), (j), (k), or (l) hereof, shall be compensated in accordance with the salary ranges as herein designated; provided, however, that salary designations applicable to individual range steps indicated with a single asterisk (*) shall be effective for persons compensated pursuant to such range steps on and after ~~June 19, 2005~~ 18, 2006, that those indicated with a double asterisk (**) shall be effective for persons compensated pursuant to such range steps on and after December 31, 2006, and that those indicated with a triple asterisk (***) shall be effective for persons compensated pursuant to such range steps on and after June 17, 2007:

BIWEEKLY BASE RATE SALARY SCHEDULE FOR COMPENSATION GROUP 17

RANGE 02

1=942.21	2=965.64	3=1004.49	4=1039.66	5=1080.23
*961.05	*984.95	*1024.58	*1060.45	*1101.83
1=980.27	2=1004.65	3=1045.07	4=1081.66	5=1123.87
*990.07	*1014.70	*1055.52	*1092.48	*1135.11
**1014.82	**1040.07	**1081.91	**1119.79	**1163.49
***1019.89	***1045.27	***1087.32	***1125.39	***1169.31

No Classifications

Approved as to form:

RANGE 03

1=990.19	2=1026.33	3=1060.67	4=1099.24	5=1147.98
*1009.99	*1046.86	*1081.88	*1121.19	*1170.94
1=1030.19	2=1067.80	3=1103.52	4=1143.61	5=1194.36
*1040.49	*1078.48	*1114.56	*1155.05	*1206.30
**1066.50	**1105.44	**1142.42	**1183.93	**1236.46
***1071.83	***1110.97	***1148.13	***1189.85	***1242.64

Clerk

Clerk Typist

RANGE 04

1=1083.61	2=1110.99	3=1137.65	4=1169.62	5=1196.95
*1105.28	*1133.21	*1160.40	*1193.04	*1220.89
1=1127.39	2=1155.87	3=1183.61	4=1216.87	5=1245.31
*1138.66	*1167.43	*1195.45	*1229.04	*1257.76
**1167.13	**1196.62	**1225.34	**1259.77	**1289.20
***1172.97	***1202.60	***1231.47	***1266.07	***1295.65

Parking Attendant

RANGE 05

1=1110.99	2=1137.65	3=1169.62	4=1196.95	5=1236.05
*1133.21	*1160.40	*1193.04	*1220.89	*1260.77
1=1155.87	2=1183.61	3=1216.87	4=1245.31	5=1285.99
*1167.43	*1195.45	*1229.04	*1257.76	*1298.85
**1196.62	**1225.34	**1259.77	**1289.20	**1331.32
***1202.60	***1231.47	***1266.07	***1295.65	***1337.98

No Classifications

RANGE 06

1=1137.65	2=1169.62	3=1196.95	4=1236.05	5=1271.25
*1160.40	*1193.04	*1220.89	*1260.77	*1296.68
1=1183.61	2=1216.87	3=1245.31	4=1285.99	5=1322.61
*1195.45	*1229.04	*1257.76	*1298.85	*1335.84
**1225.34	**1259.77	**1289.20	**1331.32	**1369.24
***1231.47	***1266.07	***1295.65	***1337.98	***1376.09

Clerk Typist II
Clerk II

Referral-Tuition Specialist

RANGE 07

1=1169.62	2=1196.95	3=1236.05	4=1271.25	5=1318.14
*1193.04	*1220.89	*1260.77	*1296.68	*1344.50
1=1216.87	2=1245.31	3=1285.99	4=1322.61	5=1371.39
*1229.04	*1257.76	*1298.85	*1335.84	*1385.10
**1259.77	**1289.20	**1331.32	**1369.24	**1419.73
***1266.07	***1295.65	***1337.98	***1376.09	***1426.83

Information Clerk

Document Services Specialist 1

RANGE 08

1=1196.95	2=1236.05	3=1271.25	4=1318.14	5=1353.37
*1220.89	*1260.77	*1296.68	*1344.50	*1380.44
1=1245.31	2=1285.99	3=1322.61	4=1371.39	5=1408.05
*1257.76	*1298.85	*1335.84	*1385.10	*1422.13
**1289.20	**1331.32	**1369.24	**1419.73	**1457.68
***1295.65	***1337.98	***1376.09	***1426.83	***1464.97

Public Health Clinic Aide
Assessment-Certification Specialist

Legal Office Assistant

RANGE 09

1=1236.05	2=1271.25	3=1318.14	4=1353.37	5=1403.65
*1260.77	*1296.68	*1344.50	*1380.44	*1431.72
1=1285.99	2=1322.61	3=1371.39	4=1408.05	5=1460.35
*1298.85	*1335.84	*1385.10	*1422.13	*1474.95
**1331.32	**1369.24	**1419.73	**1457.68	**1511.82
***1337.98	***1376.09	***1426.83	***1464.97	***1519.38

Custodial Worker II
Laborer
Stock Clerk

Administrative Clerk I
Mayoral Office Clerk

RANGE 10

1=1271.25	2=1318.14	3=1353.37	4=1403.65	5=1446.15
*1296.68	*1344.50	*1380.44	*1431.72	*1475.07
1=1322.61	2=1371.39	3=1408.05	4=1460.35	5=1504.57
*1335.84	*1385.10	*1422.13	*1474.95	*1519.62
**1369.24	**1419.73	**1457.68	**1511.82	**1557.61
***1376.09	***1426.83	***1464.97	***1519.38	***1565.40

Public Works Maintenance Worker I
Secretary I
Document Services Specialist 2

Legal Secretary I
Pedestrian-Bicycle Safety Assistant (LTE)
Assistant Programming Coordinator (LTE)

RANGE 11

1=1318.14	2=1353.37	3=1403.65	4=1446.15	5=1488.78
*1344.50	*1380.44	*1431.72	*1475.07	*1518.56
1=1371.39	2=1408.05	3=1460.35	4=1504.57	5=1548.93
*1385.10	*1422.13	*1474.95	*1519.62	*1564.42
**1419.73	**1457.68	**1511.82	**1557.61	**1603.53
***1426.83	***1464.97	***1519.38	***1565.40	***1611.55

Administrative Clerk II
 Administrative Secretary II
 Building Maintenance Worker
 Legal Secretary II

Secretary II
 Account Clerk III
 Contract Compliance Aide (LTE)
 Program Assistant I
 City Channel Producer/Director (LTE)

RANGE 12

1=1300.81	2=1349.15	3=1389.99	4=1430.70	5=1472.19
*1326.83	*1376.13	*1417.79	*1459.34	*1501.63
1=1408.05	2=1460.35	3=1504.57	4=1548.64	5=1593.54
*1422.13	*1474.95	*1519.62	*1564.13	*1609.48
**1457.68	**1511.82	**1557.61	**1603.23	**1649.72
***1464.97	***1519.38	***1565.40	***1611.25	***1657.97

Operations Clerk
 Equal Opportunity Assistant (LTE)
 Housing Assistance Outreach Coordinator (LTE)
 Public Health Community Relations Assistant

Dispatcher
 Program Assistant II
 Tenant Services Aide (LTE)

RANGE 13

1=1403.65	2=1446.15	3=1488.50	4=1531.66	5=1579.86
*1431.72	*1475.07	*1518.27	*1562.29	*1611.46
1=1460.35	2=1504.57	3=1548.64	4=1593.54	5=1643.69
*1474.95	*1519.62	*1564.13	*1609.48	*1660.13
**1511.82	**1557.61	**1603.23	**1649.72	**1701.63
***1519.38	***1565.40	***1611.25	***1657.97	***1710.14

Maintenance Worker
 Account Technician I
 Legal Secretary 3

Program Assistant III
 Document Services Leadworker

RANGE 14

1=1446.15	2=1488.50	3=1531.66	4=1579.86	5=1619.30
*1475.07	*1518.27	*1562.29	*1611.46	*1651.69
1=1504.57	2=1548.64	3=1593.54	4=1643.69	5=1684.72
*1519.62	*1564.13	*1609.48	*1660.13	*1701.57
**1557.61	**1603.23	**1649.72	**1701.63	**1744.11
***1565.40	***1611.25	***1657.97	***1710.14	***1752.83

Administrative Assistant
 Personnel Technician I
 Public Works Leadworker
 Police Report Supervisor
 Public Health Community Outreach Specialist (LTE)

Account Technician II
 Ordinance Revision Specialist
 Payroll Technician 1

RANGE 15

1=1430.70	2=1472.19	3=1518.51	4=1556.42	5=1611.12
*1459.31	*1501.63	*1548.88	*1587.55	*1643.34
1=1548.64	2=1593.54	3=1643.69	4=1684.72	5=1743.92
*1564.13	*1609.48	*1660.13	*1701.57	*1761.36
**1603.23	**1649.72	**1701.63	**1744.11	**1805.39
***1611.25	***1657.97	***1710.14	***1752.83	***1814.42

Maintenance Mechanic I
 Custodial Services Supervisor

Communications Technician I
 Payroll Technician 2

RANGE 16

4=1472.19	2=1518.51	3=1556.42	4=1611.12	5=1681.98
*1501.63	*1548.88	*1587.55	*1643.34	*1715.62
1=1593.54	2=1643.69	3=1684.72	4=1743.92	5=1820.63
*1609.48	*1660.13	*1701.57	*1761.36	*1838.84
**1649.72	**1701.63	**1744.11	**1805.39	**1884.81
***1657.97	***1710.14	***1752.83	***1814.42	***1894.23

Personnel Technician 2
 Master Mechanic
 Appraisal Technician 1

Housing Construction Project Coordinator (LTE)
 Account Technician 3
 Litigation Assistant 1

RANGE 17

1=1579.86	2=1619.30	3=1676.21	4=1749.93	5=1826.25
*1611.46	*1651.69	*1709.73	*1784.93	*1862.78
1=1643.69	2=1684.72	3=1743.92	4=1820.63	5=1900.04
*1660.13	*1701.57	*1761.36	*1838.84	*1919.04
**1701.63	**1744.11	**1805.39	**1884.81	**1967.02
***1710.14	***1752.83	***1814.42	***1894.23	***1976.86

Planning Technician

RANGE 18

1=1619.30	2=1676.21	3=1749.93	4=1826.25	5=1899.22
*1651.69	*1709.73	*1784.93	*1862.78	*1937.20
1=1684.72	2=1743.92	3=1820.63	4=1900.04	5=1975.94
*1701.57	*1761.36	*1838.84	*1919.04	*1995.70
**1744.11	**1805.39	**1884.81	**1967.02	**2045.59
***1752.83	***1814.42	***1894.23	***1976.86	***2055.82

No Classifications

RANGE 19

1=1676.61	2=1749.93	3=1826.25	4=1899.22	5=1981.30
*1710.14	*1784.93	*1862.78	*1937.20	*2020.93
1=1744.34	2=1820.63	3=1900.04	4=1975.94	5=2061.35
*1761.78	*1838.84	*1919.04	*1995.70	*2081.96
**1805.82	**1884.81	**1967.02	**2045.59	**2134.01
***1814.85	***1894.23	***1976.86	***2055.82	***2144.68

No Classifications

RANGE 20

1=1749.93	2=1826.25	3=1899.22	4=1981.30	5=2069.33
*1784.93	*1862.78	*1937.20	*2020.93	*2110.72
1=1820.63	2=1900.04	3=1975.94	4=2061.35	5=2152.93
*1838.84	*1919.04	*1995.70	*2081.96	*2174.46
**1884.81	**1967.02	**2045.59	**2134.01	**2228.82
***1894.23	***1976.86	***2055.82	***2144.68	***2239.96

Engineering Technician 2

RANGE 21

1=1826.25	2=1899.22	3=1981.30	4=2069.33	5=2168.59
*1862.78	*1937.20	*2020.93	*2110.72	*2211.96
1=1900.04	2=1975.94	3=2061.35	4=2152.93	5=2256.20
*1919.04	*1995.70	*2081.96	*2174.46	*2278.76
**1967.02	**2045.59	**2134.01	**2228.82	**2335.73
***1976.86	***2055.82	***2144.68	***2239.96	***2347.41

No Classifications

RANGE 22

1=1899.22	2=1981.30	3=2069.33	4=2168.59	5=2267.65
*1937.20	*2020.93	*2110.72	*2211.96	*2313.00
1=1975.94	2=2061.35	3=2152.93	4=2256.20	5=2359.26
*1995.70	*2081.96	*2174.46	*2278.76	*2382.85
**2045.59	**2134.01	**2228.82	**2335.73	**2442.42
***2055.82	***2144.68	***2239.96	***2347.41	***2454.63

No Classifications

RANGE 23

1=1981.30	2=2069.33	3=2168.59	4=2267.65	5=2372.50
*2020.93	*2110.72	*2211.96	*2313.00	*2419.95
1=2061.35	2=2152.93	3=2256.20	4=2359.26	5=2468.35
*2081.96	*2174.46	*2278.76	*2382.85	*2493.03
**2134.01	**2228.82	**2335.73	**2442.42	**2555.36
***2144.68	***2239.96	***2347.41	***2454.63	***2568.14

No Classifications

2. Subdivision (o) of Subsection (1) entitled "Basic Salary Schedules By Compensation Groups" of Section 3.38 entitled "Compensation Plan" of the Madison General Ordinances is amended to read as follows:

- (o) ~~Effective June 20, 2004~~ Effective January 1, 2006 the following nonrepresented Transit Division positions not identified in Section 3.38(1)(p) shall be compensated in accordance with the salary schedule, classifications, and salary ranges herein designated; provided, however, that salary designations applicable to individual range steps indicated with a single asterisk (*) shall be effective for persons compensated pursuant to such range steps on and after ~~June 18, 2006~~ June 18, 2006, that those indicated with a double asterisk (**) shall be effective for persons compensated pursuant to such range steps on and after ~~December 31, 2006~~ December 31, 2006, and that those indicated with a triple asterisk (***) shall be effective for persons compensated pursuant to such range steps on and after June 17, 2007:

BIWEEKLY BASE RATE SALARY SCHEDULE FOR COMPENSATION GROUP 43

RANGE 02

1=924.69	2=948.86	3=988.80	4=1025.07	5=1066.84
*943.18	*967.84	*1008.58	*1045.57	*1088.18
1=962.04	2=987.20	3=1028.75	4=1066.48	5=1109.94
*971.66	*997.07	*1039.04	*1077.14	*1121.04
**995.95	**1022.00	**1065.02	**1104.07	**1149.07
***1000.93	***1027.11	***1070.35	***1109.59	***1154.82

No Classifications

RANGE 03

1=974.08	2=1012.15	3=1046.69	4=1086.39	5=1136.56
*993.56	*1032.39	*1067.62	*1108.12	*1159.29
1=1013.43	2=1053.04	3=1088.97	4=1130.28	5=1182.48
*1023.56	*1063.57	*1099.86	*1141.58	*1194.30
**1049.15	**1090.16	**1127.36	**1170.12	**1224.16
***1054.40	***1095.61	***1133.00	***1175.97	***1230.28

RANGE 04

1=1070.24	2=1098.50	3=1126.63	4=1158.82	5=1186.95
*1091.64	*1120.47	*1149.16	*1182.00	*1210.69
1=1113.47	2=1142.88	3=1172.14	4=1205.64	5=1234.90
*1124.60	*1154.31	*1183.86	*1217.70	*1247.25
**1152.72	**1183.17	**1213.46	**1248.14	**1278.43
***1158.48	***1189.09	***1219.53	***1254.38	***1284.82

No Classifications

RANGE 05

1=1098.50	2=1126.63	3=1158.82	4=1186.95	5=1227.28
*1120.47	*1149.16	*1182.00	*1210.69	*1251.83
1=1142.88	2=1172.14	3=1205.64	4=1234.90	5=1276.87
*1154.31	*1183.86	*1217.70	*1247.25	*1289.64
**1183.17	**1213.46	**1248.14	**1278.43	**1321.88
***1189.09	***1219.53	***1254.38	***1284.82	***1328.49

No Classifications

RANGE 06

1=1126.63	2=1158.82	3=1186.95	4=1227.28	5=1263.47
*1149.16	1182.00	1210.69	1251.83	1288.74
<u>1=1172.14</u>	<u>2=1205.64</u>	<u>3=1234.90</u>	<u>4=1276.87</u>	<u>5=1314.51</u>
<u>*1183.86</u>	<u>*1217.70</u>	<u>*1247.25</u>	<u>*1289.64</u>	<u>*1327.66</u>
<u>**1213.46</u>	<u>**1248.14</u>	<u>**1278.43</u>	<u>**1321.88</u>	<u>**1360.85</u>
<u>***1219.53</u>	<u>***1254.38</u>	<u>***1284.82</u>	<u>***1328.49</u>	<u>***1367.65</u>

RANGE 07

1=1158.82	2=1186.95	3=1227.28	4=1263.47	5=1311.77
*1182.00	*1210.69	*1251.83	*1288.74	*1338.01
<u>1=1205.64</u>	<u>2=1234.90</u>	<u>3=1276.87</u>	<u>4=1314.51</u>	<u>5=1364.77</u>
<u>*1217.70</u>	<u>*1247.25</u>	<u>*1289.64</u>	<u>*1327.66</u>	<u>*1378.42</u>
<u>**1248.14</u>	<u>**1278.43</u>	<u>**1321.88</u>	<u>**1360.85</u>	<u>**1412.88</u>
<u>***1254.38</u>	<u>***1284.82</u>	<u>***1328.49</u>	<u>***1367.65</u>	<u>***1419.94</u>

No Classifications

RANGE 08

1=1186.95	2=1227.28	3=1263.47	4=1311.77	5=1348.01
*1210.69	*1251.83	*1288.74	*1338.01	*1374.97
<u>1=1234.90</u>	<u>2=1276.87</u>	<u>3=1314.51</u>	<u>4=1364.77</u>	<u>5=1402.47</u>
<u>*1247.25</u>	<u>*1289.64</u>	<u>*1327.66</u>	<u>*1378.42</u>	<u>*1416.49</u>
<u>**1278.43</u>	<u>**1321.88</u>	<u>**1360.85</u>	<u>**1412.88</u>	<u>**1451.90</u>
<u>***1284.82</u>	<u>***1328.49</u>	<u>***1367.65</u>	<u>***1419.94</u>	<u>***1459.16</u>

No Classifications

RANGE 09

1=1227.28	2=1263.47	3=1311.77	4=1348.01	5=1399.84
*1251.83	*1288.74	*1338.01	*1374.97	*1427.84
<u>1=1276.87</u>	<u>2=1314.51</u>	<u>3=1364.77</u>	<u>4=1402.47</u>	<u>5=1456.40</u>
<u>*1289.64</u>	<u>*1327.66</u>	<u>*1378.42</u>	<u>*1416.49</u>	<u>*1470.96</u>
<u>**1321.88</u>	<u>**1360.85</u>	<u>**1412.88</u>	<u>**1451.90</u>	<u>**1507.73</u>
<u>***1328.49</u>	<u>***1367.65</u>	<u>***1419.94</u>	<u>***1459.16</u>	<u>***1515.27</u>

Transit Account Clerk

RANGE 10

1=1263.47	2=1311.77	3=1348.01	4=1399.84	5=1443.60
*1288.74	*1338.01	*1374.97	*1427.84	*1472.47
1=1314.51	2=1364.77	3=1402.47	4=1456.40	5=1501.92
*1327.66	*1378.42	*1416.49	*1470.96	*1516.94
**1360.85	**1412.88	**1451.90	**1507.73	**1554.86
***1367.65	***1419.94	***1459.16	***1515.27	***1562.63

No Classifications

RANGE 11

1=1311.77	2=1348.01	3=1399.84	4=1443.60	5=1487.48
*1338.01	*1374.97	*1427.84	*1472.47	*1517.23
1=1364.77	2=1402.47	3=1456.40	4=1501.92	5=1547.57
*1378.42	*1416.49	*1470.96	*1516.94	*1563.05
**1412.88	**1451.90	**1507.73	**1554.86	**1602.13
***1419.94	***1459.16	***1515.27	***1562.63	***1610.14

Transit Office Manager

Transit Employee Relations Clerk

RANGE 12

1=1348.01	2=1399.84	3=1443.60	4=1487.48	5=1531.19
*1374.97	*1427.84	*1472.47	*1517.23	*1561.84
1=1402.47	2=1456.40	3=1501.92	4=1547.57	5=1593.05
*1416.49	*1470.96	*1516.94	*1563.05	*1608.98
**1451.90	**1507.73	**1554.86	**1602.13	**1649.20
***1459.16	***1515.27	***1562.63	***1610.14	***1657.45

Transit Information Supervisor

2. Subdivision (a) of Subsection (2) entitled "Hourly Rate Schedule" of Section 3.38 entitled "Compensation Plan" of the Madison General Ordinances is amended to read as follows:

"(a) ~~Effective June 20, 2004~~ January 1, 2006, the following Hourly Positions which are not included in any recognized bargaining unit shall be compensated in accordance with the hourly rates specified for the classifications herein designated; provided, however, that salary designations applicable to individual range steps indicated with a single asterisk (*) shall be effective for persons compensated pursuant to such range steps on and after ~~June 19, 2005~~ June 18, 2006, that those indicated with a double asterisk (**) shall be effective for persons compensated pursuant to such range steps on and after December 31, 2006, and that those indicated with a triple asterisk (***) shall be effective for persons compensated pursuant to such range steps on and after June 17, 2007:

NONREPRESENTED CLASSIFICATIONS

HOURLY RATES

Summer Youth Corps Member	7.12	*7.26	7.41	7.48*	7.67**	7.71***
Clerical Aide Trainee	9.09	*9.27	9.46	9.55*	9.79**	9.84***
Library Page I	+9.74	++0.00	10.23	10.23*	10.58**	10.58***
Clerical Aide	9.86	*10.06	10.26	10.36*	10.62**	10.67***
Library Page II	+9.74	++0.00	10.23	10.23*	10.58**	10.58***
Attendant	10.03	*10.23	10.43	10.53*	10.79**	10.84***
Usher			10.43	10.53*	10.79**	10.84***
Shallow Pool Attendant		10.30	10.51	10.62*	10.89**	10.94***
Automotive Maintenance Worker			10.82	10.93*	11.20**	11.26***
Assistant Cook			10.99	11.10*	11.38**	11.44***
Building Cleaner	10.56	*10.77	10.99	11.10*	11.38**	11.44***
Ticket-Taker	10.56	*10.77	10.99	11.10*	11.38**	11.44***
Clerk	10.56	*10.77	10.99	11.10*	11.38**	11.44***
Clerk Typist	10.56	*10.77	10.99	11.10*	11.38**	11.44***
Street & Sewer Maintenance Helper	10.56	*10.77	10.99	11.10*	11.38**	11.44***
Administrative Aide (Trainee)	10.69	*10.90	11.12	11.23*	11.51**	11.57***
Head Usher	10.69	*10.90	11.12	11.23*	11.51**	11.57***
Community Service Worker	10.85	*11.07	11.29	11.40*	11.69**	11.75***
Crew Leader	11.26	*11.49	11.72	11.84*	12.14**	12.20***
Administrative Clerk I	11.33	*11.56	11.79	11.91*	12.21**	12.27***
Stock Clerk	11.33	*11.56	11.79	11.91*	12.21**	12.27***
Engineering Aide	11.37	*11.60	11.83	11.95*	12.25**	12.31***
Drafting Technician I	11.37	*11.60	11.83	11.95*	12.25**	12.31***
Technical Aide I	11.37	*11.60	11.83	11.95*	12.25**	12.31***
Cook	11.40	*11.63	11.86	11.98*	12.28**	12.34***
Library Assistant	11.50	*11.73	11.96	12.08*	12.38**	12.44***
Management Intern I	11.87	*12.11	12.35	12.47*	12.78**	12.84***
Pedestrian/Bicycle Monitor	11.87	*12.11	12.35	12.47*	12.78**	12.84***
Administrative Aide I	11.87	*12.11	12.35	12.47*	12.78**	12.84***
Professional Aide I	11.87	*12.11	12.35	12.47*	12.78**	12.84***
Secretary	11.87	*12.11	12.35	12.47*	12.78**	12.84***
Street & Sewer Machine Operator III	11.90	*12.14	12.38	12.50*	12.81**	12.87***
Crossing Guard Substitute			12.70	12.83*	13.15**	13.22***
Construction Inspector	12.38	*12.63	12.88	13.01*	13.34**	13.41***
Technical Aide II	12.38	*12.63	12.88	13.01*	13.34**	13.41***
Engineering Assistant I	12.38	*12.63	12.88	13.01*	13.34**	13.41***
Management Intern II	13.07	*13.33	13.60	13.74*	14.08**	14.15***
Administrative Aide II	13.07	*13.33	13.60	13.74*	14.08**	14.15***
Interpreter	13.07	*13.33	13.60	13.74*	14.08**	14.15***
Professional Aide II	13.07	*13.33	13.60	13.74*	14.08**	14.15***
Planner Aide	13.24	*13.50	13.77	13.91*	14.26**	14.33***
Technical Aide III	13.27	*13.54	13.81	13.95*	14.30**	14.37***
Public Health Nurses' Aide	13.28	*13.55	13.82	13.96*	14.31**	14.38***
Planner Aide II	13.88	*14.16	14.44	14.58*	14.94**	15.01***
Engineering Assistant III	13.88	*14.16	14.44	14.58*	14.94**	15.01***
Assistant Box Office Manager	14.20	*14.48	14.77	14.92*	15.29**	15.37***
Administrative Aide III	14.20	*14.48	14.77	14.92*	15.29**	15.37***
Professional Aide III	14.20	*14.48	14.77	14.92*	15.29**	15.37***
Overture Center Security Coordinator	14.20	*14.48	14.77	14.92*	15.29**	15.37***
Beach Supervisor	14.54	*14.83	15.13	15.28*	15.66**	15.74***
Budget Aide	14.55	*14.84	15.14	15.29*	15.67**	15.75***
Budget Analyst	15.29	*15.60	15.91	16.07*	16.47**	16.55***
Registered Nurse	15.36	*15.67	15.98	16.14*	16.54**	16.62***
WIC Nutritionist	15.36	*15.67	15.98	16.14*	16.54**	16.62***
Civil Engineer			16.89	17.06*	17.49**	17.58***
Madison Skating Academy Director	16.24	*16.56	16.89	17.06*	17.49**	17.58***
Community Planner I	16.24	*16.56	16.89	17.06*	17.49**	17.58***
Pool Manager		16.56	16.89	17.06*	17.49**	17.58***
Professional Assistant	16.24	*16.56	16.89	17.06*	17.49**	17.58***