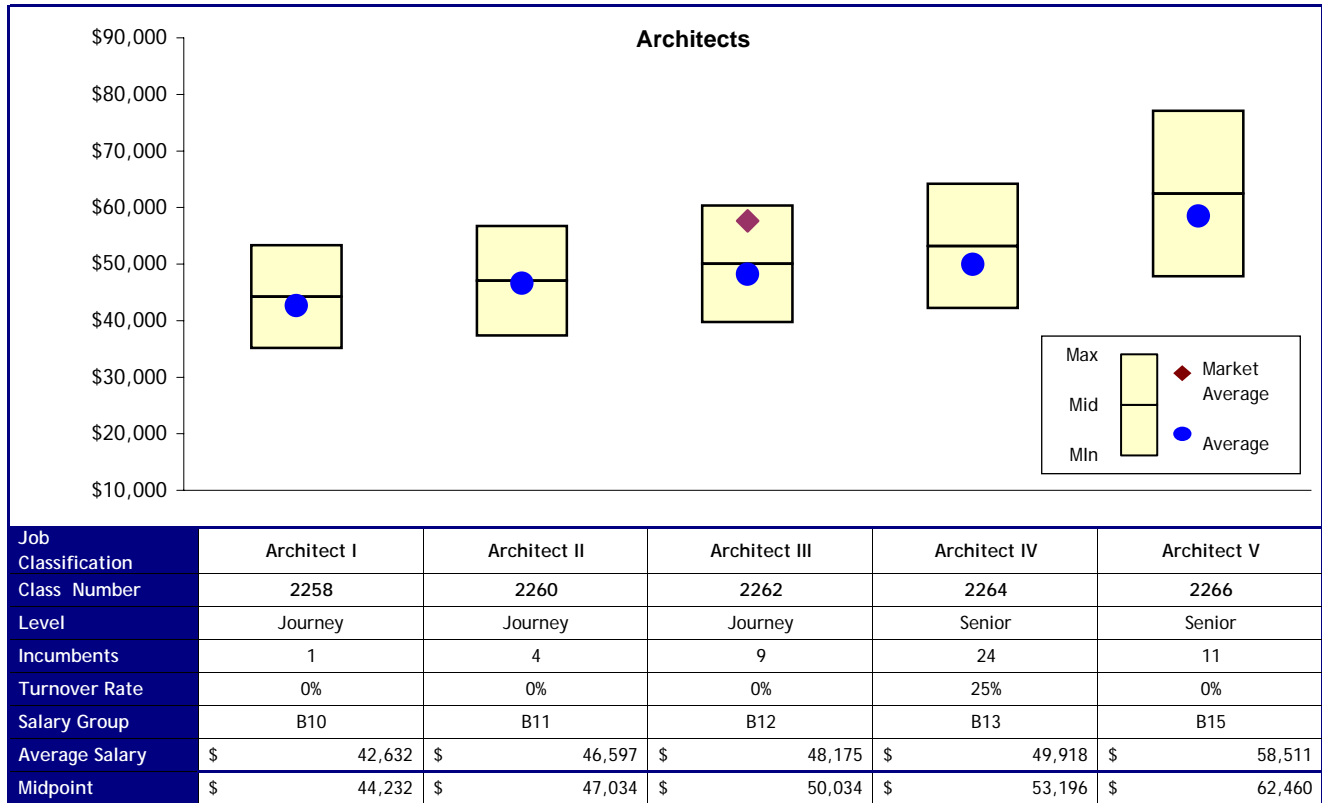


Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Delete, move to B11	Architect I	Delete, move to B13	Architect II	Architect III
New Levels		Journey		Journey	Senior
New Salary Group	B11	B11	B13	B13	B15
Cost	\$ -	\$ -	\$ 1,948	\$ -	\$ -
				Total Cost	\$ 1,948

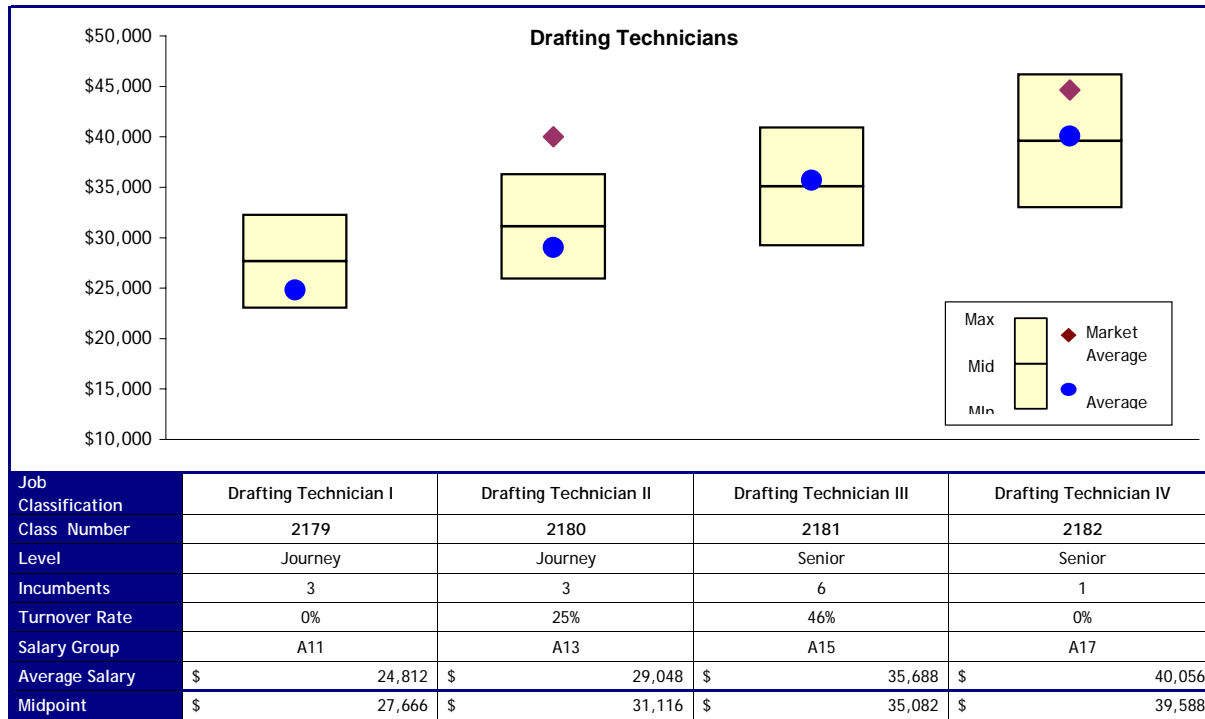
Option 2

Job Classification	Delete, move to B12	Architect I	Delete, move to B14	Architect II	Architect III
New Levels		Journey		Journey	Senior
New Salary Group	B12	B12	B14	B14	B16
Cost	\$ -	\$ -	\$ 10,084	\$ 13,908	\$ -
				Total Cost	\$ 23,992

Option 3

Job Classification	Delete, move to B12	Architect I	Delete, move to B14	Architect II	Architect III
New Levels		Journey		Journey	Senior
New Salary Group	B12	B12	B14	B14	B16
Cost	\$ -	\$ -	\$ 10,084	\$ 13,908	\$ -
				Total Cost	\$ 23,992

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Delete, move to A15	Delete, move to A15	Drafting Technician I	Drafting Technician II
New Levels			Journey	Senior
New Salary Group	A15	A15	A15	A17
Cost	\$ 13,260	\$ 2,100	\$ -	\$ -
			Total Cost	\$ 15,360

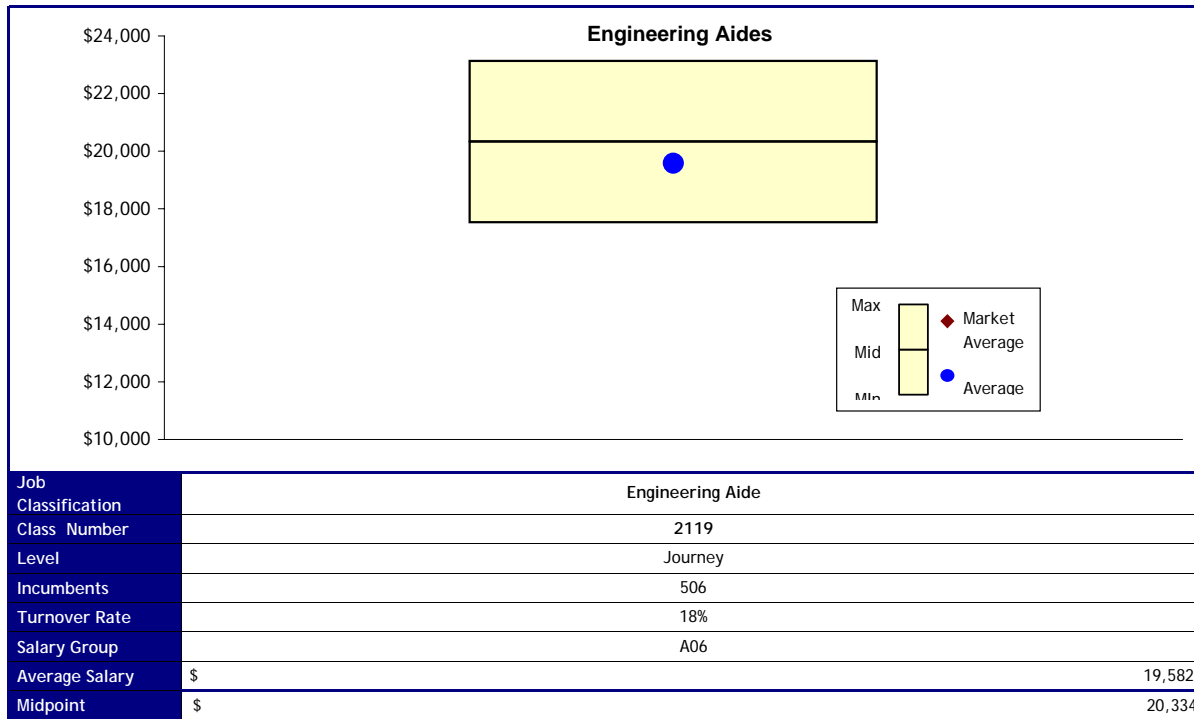
Option 2

Job Classification	Delete, move to A15	Delete, move to A15	Drafting Technician I	Drafting Technician II
New Levels			Journey	Senior
New Salary Group	A15	A15	A15	A17
Cost	\$ 13,260	\$ 2,100	\$ -	\$ -
			Total Cost	\$ 15,360

Option 3

Job Classification	Delete, move to A16	Delete, move to A16	Drafting Technician I	Drafting Technician II
New Levels			Journey	Senior
New Salary Group	A16	A16	A16	A18
Cost	\$ 18,768	\$ 6,060	\$ -	\$ -
			Total Cost	\$ 24,828

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Engineering Aide		
New Levels	Journey		
New Salary Group	A06		
Cost	\$		-
Total Cost \$			-

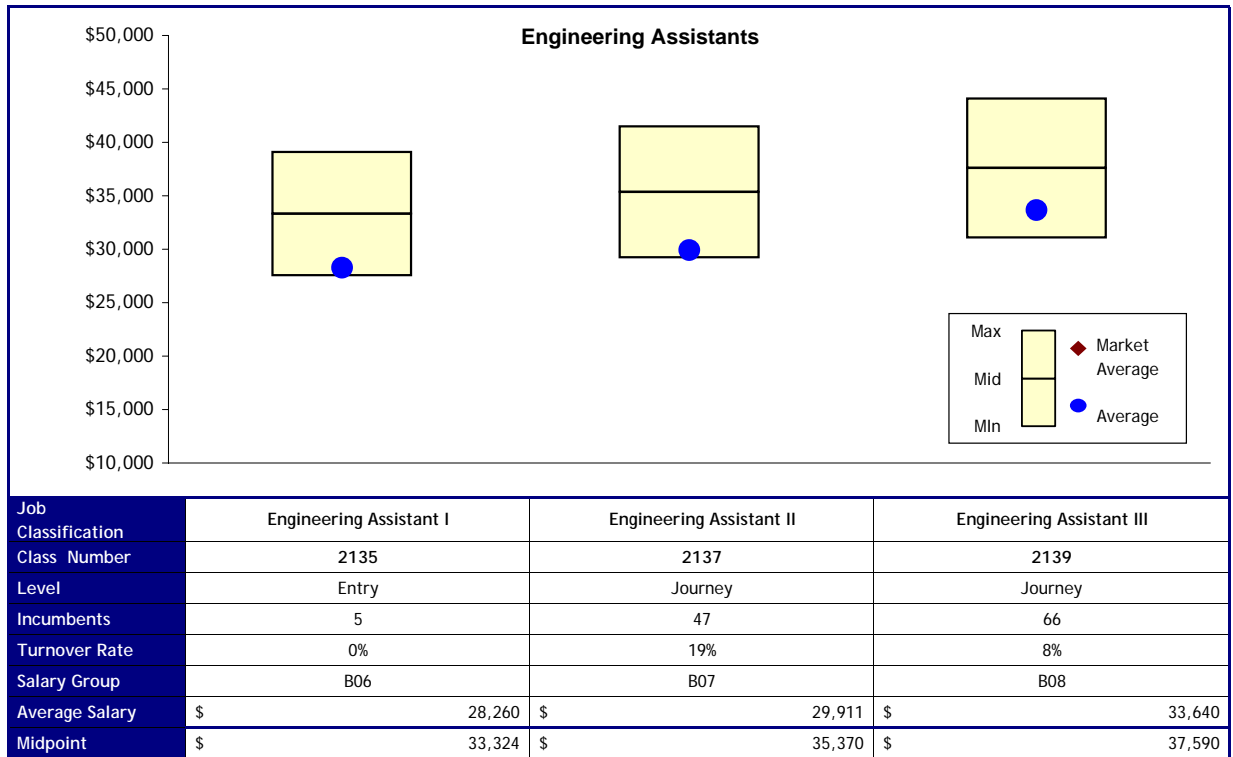
Option 2

Job Classification	Engineering Aide		
New Levels	Journey		
New Salary Group	A07		
Cost	\$		76,938
Total Cost \$			76,938

Option 3

Job Classification	Engineering Aide		
New Levels	Journey		
New Salary Group	A08		
Cost	\$		269,984
Total Cost \$			269,984

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Delete, move to Engineering Specialist or Engineering Technician series	Delete, move to Engineering Specialist or Engineering Technician series	Engineering Specialist I
New Levels			Entry
New Salary Group	B08	B08	B08
Cost	\$ 14,040	\$ 73,512	\$ -
Total Cost			\$ 87,552

Option 2

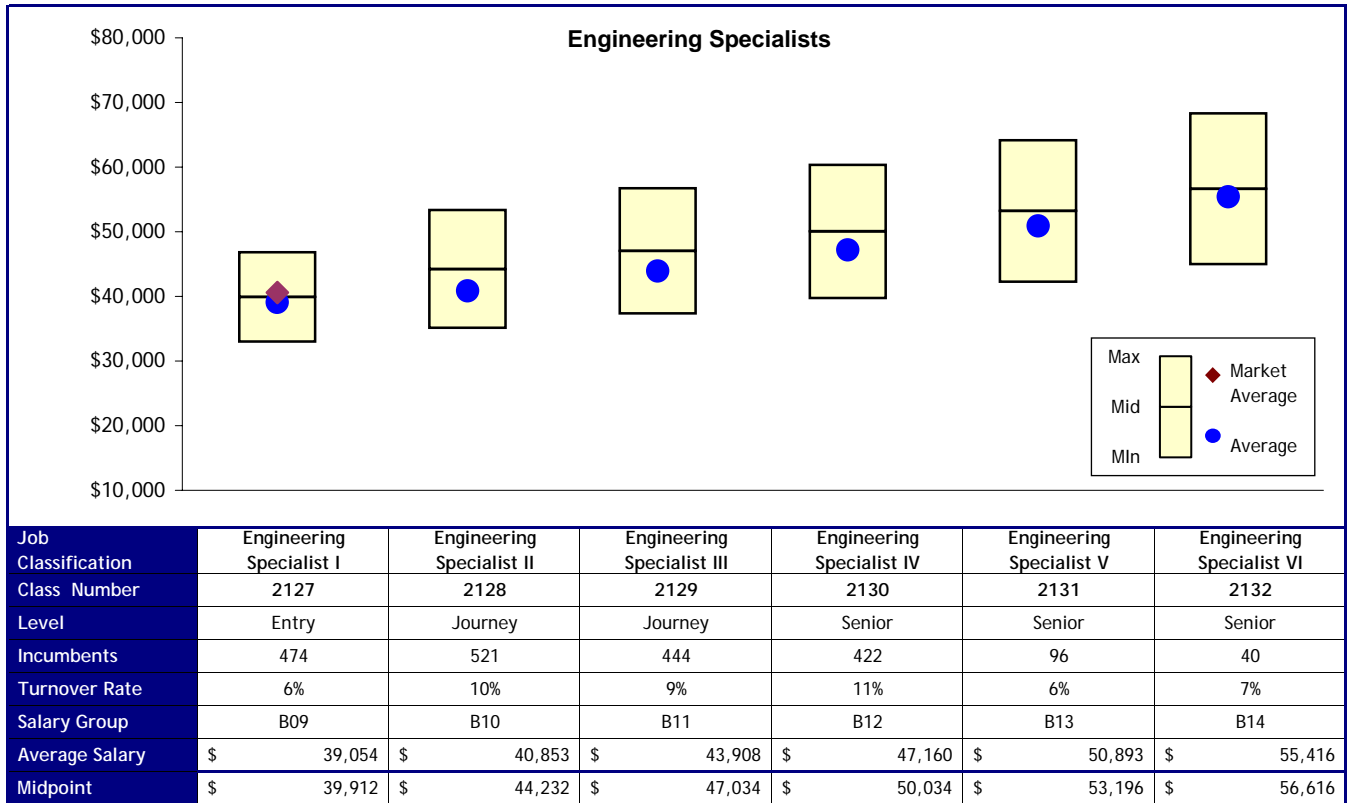
Job Classification	Delete, move to Engineering Specialist or Engineering Technician series	Delete, move to Engineering Specialist or Engineering Technician series	Engineering Specialist I
New Levels			Entry
New Salary Group	B08	B08	B08
Cost	\$ 14,040	\$ 73,512	\$ -
Total Cost			\$ 87,552

Option 3

Job Classification	Delete, move to Engineering Specialist or Engineering Technician series	Delete, move to Engineering Specialist or Engineering Technician series	Engineering Specialist I
New Levels			Entry
New Salary Group	B08	B08	B08
Cost	\$ 14,040	\$ 73,512	\$ -
Total Cost			\$ 87,552

Note: Engineering Assistant series is being merged with Engineering Specialist series.

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Delete, move to B10	Engineering Specialist II	Delete, move to B12	Engineering Specialist III	Delete, move to B14	Engineering Specialist IV
New Levels		Journey		Senior		Senior
New Salary Group	B10	B10	B12	B12	B14	B14
Cost	\$ 97,994	\$ -	\$ 68,486	\$ -	\$ 15,210	\$ -
					Total Cost	\$ 181,690

Option 2

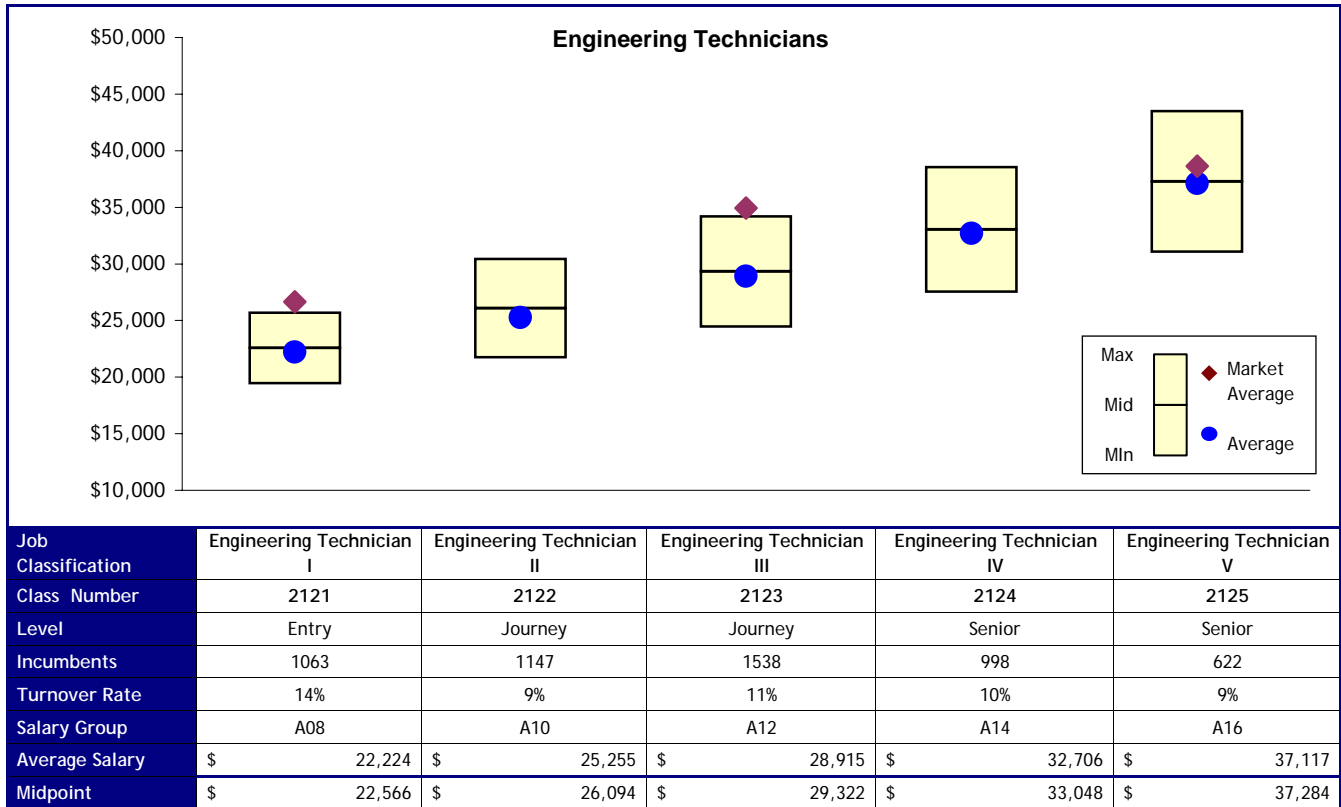
Job Classification	Delete, move to B10	Engineering Specialist II	Delete, move to B12	Engineering Specialist III	Delete, move to B14	Engineering Specialist IV
New Levels		Journey		Senior		Senior
New Salary Group	B10	B10	B12	B12	B14	B14
Cost	\$ 97,994	\$ -	\$ 68,486	\$ -	\$ 15,210	\$ -
					Total Cost	\$ 181,690

Option 3

Job Classification	Delete, move to B10	Engineering Specialist II	Delete, move to B12	Engineering Specialist III	Delete, move to B14	Engineering Specialist IV
New Levels		Journey		Senior		Senior
New Salary Group	B10	B10	B12	B12	B14	B14
Cost	\$ 97,994	\$ -	\$ 68,486	\$ -	\$ 15,210	\$ -
					Total Cost	\$ 181,690

Note: Engineering Assistant series is being merged with Engineering Specialist series.

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Engineering Technician I	Engineering Technician II	Engineering Technician III	Engineering Technician IV	Engineering Technician V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A08	A10	A12	A14	A16
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
				Total Cost	\$ -

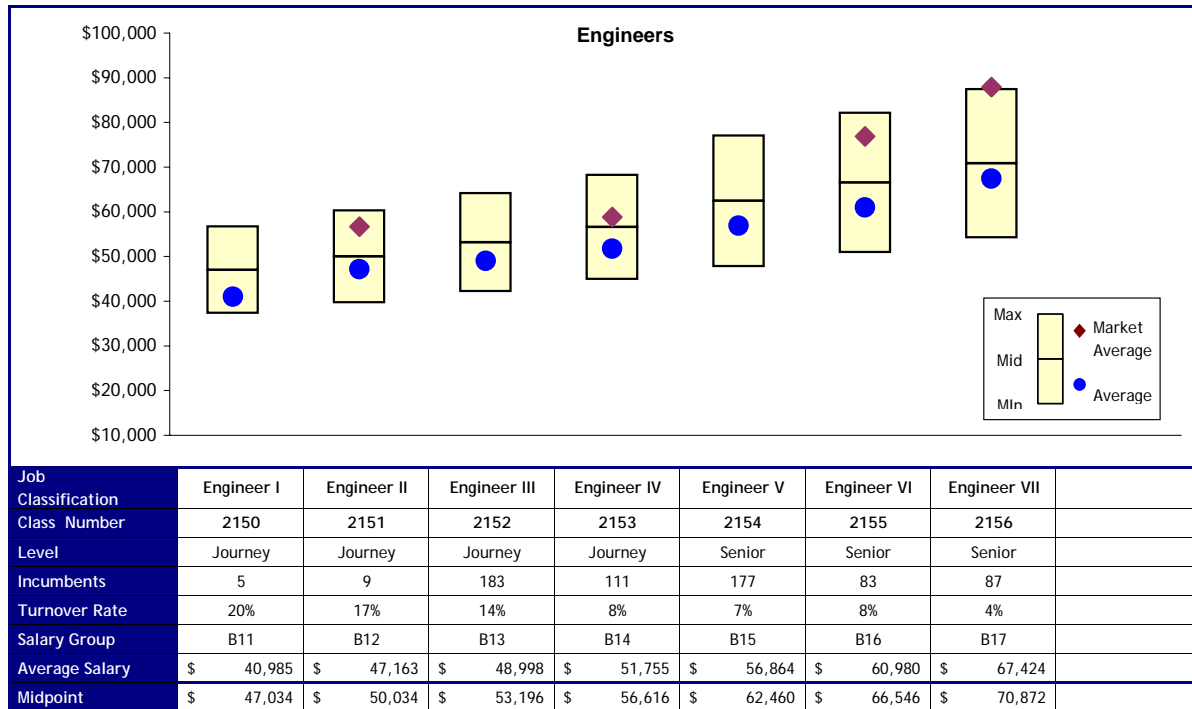
Option 2

Job Classification	Engineering Technician I	Engineering Technician II	Engineering Technician III	Engineering Technician IV	Engineering Technician V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A09	A11	A13	A15	A17
Cost	\$ 107,846	\$ 52,747	\$ 103,396	\$ 62,087	\$ 38,493
				Total Cost	\$ 364,569

Option 3

Job Classification	Engineering Technician I	Engineering Technician II	Engineering Technician III	Engineering Technician IV	Engineering Technician V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A10	A12	A14	A16	A18
Cost	\$ 440,530	\$ 386,193	\$ 633,888	\$ 450,161	\$ 285,506
				Total Cost	\$ 2,196,278

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Delete, move to B12	Engineer I	Delete, move to B14	Engineer II	Delete, move to B16	Engineer III	Delete, move to B18	Engineer IV
New Levels		Journey		Journey		Senior		Senior
New Salary Group	B12	B12	B14	B14	B16	B16	B18	B18
Cost	\$ 4,752		\$ 41,183		\$ 15,687		\$ 2,760	
							Total Cost	\$ 64,382

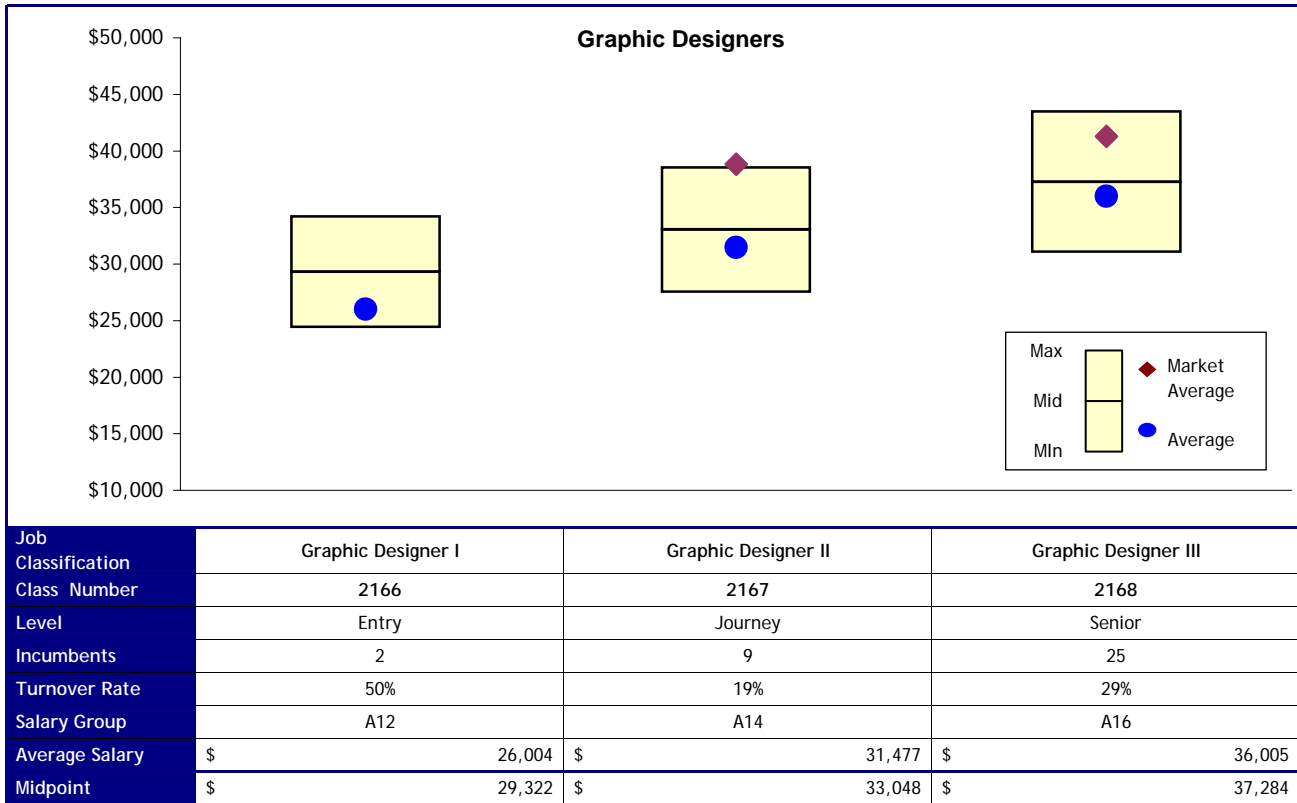
Option 2

Job Classification	Delete, move to B12	Engineer I	Delete, move to B14	Engineer II	Delete, move to B16	Engineer III	Delete, move to B18	Engineer IV
New Levels		Journey		Journey		Senior		Senior
New Salary Group	B12	B12	B14	B14	B16	B16	B18	B18
Cost	\$ 4,752		\$ 41,183		\$ 15,687		\$ 2,760	
							Total Cost	\$ 64,382

Option 3

Job Classification	Delete, move to B12	Engineer I	Delete, move to B14	Engineer II	Delete, move to B16	Engineer III	Delete, move to B18	Engineer IV
New Levels		Journey		Journey		Senior		Senior
New Salary Group	B12	B12	B14	B14	B16	B16	B18	B18
Cost	\$ 4,752		\$ 41,183		\$ 15,687		\$ 2,760	
							Total Cost	\$ 64,382

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Delete, move to A12	Graphic Designer I	Graphic Designer II
New Levels		Journey	Senior
New Salary Group	A12	B06	B08
Cost	\$ 3,072		
Total Cost			\$ 3,072

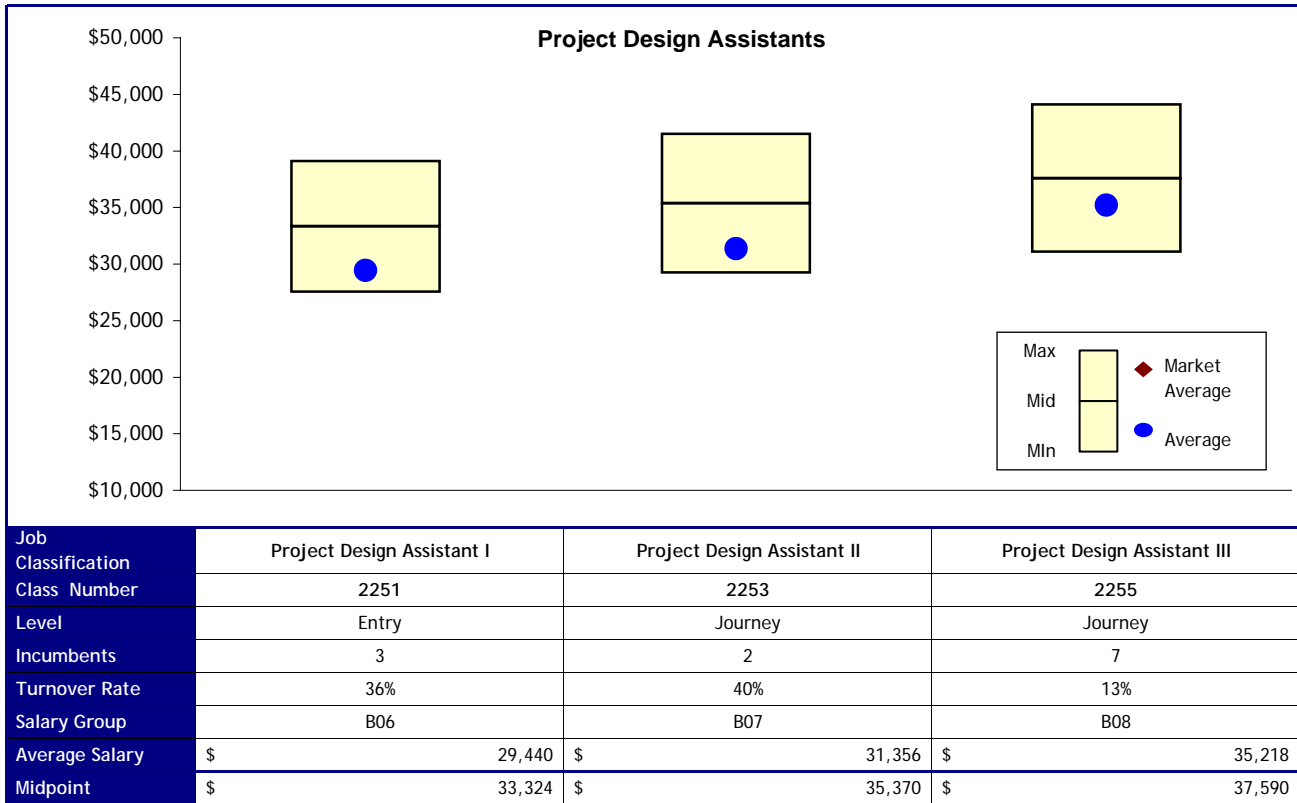
Option 2

Job Classification	Delete, move to A12	Graphic Designer I	Graphic Designer II
New Levels		Journey	Senior
New Salary Group	A12	B06	B08
Cost	\$ 3,072		
Total Cost			\$ 3,072

Option 3

Job Classification	Delete, move to A12	Graphic Designer I	Graphic Designer II
New Levels		Journey	Senior
New Salary Group	A12	B07	B09
Cost	\$ 6,456	\$ 492	\$ 5,376
Total Cost			\$ 12,324

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Delete, move to B08	Delete, move to B08	Project Design Assistant
New Levels			Journey
New Salary Group	B08	B08	B08
Cost	\$ 4,884	\$ -	\$ -
Total Cost			\$ 4,884

Option 2

Job Classification	Delete, move to B08	Delete, move to B08	Project Design Assistant
New Levels			Journey
New Salary Group	B08	B08	B08
Cost	\$ 4,884	\$ -	\$ -
Total Cost			\$ 4,884

Option 3

Job Classification	Delete, move to B08	Delete, move to B08	Project Design Assistant
New Levels			Journey
New Salary Group	B08	B08	B08
Cost	\$ 4,884	\$ -	\$ -
Total Cost			\$ 4,884