

Proposed Changes

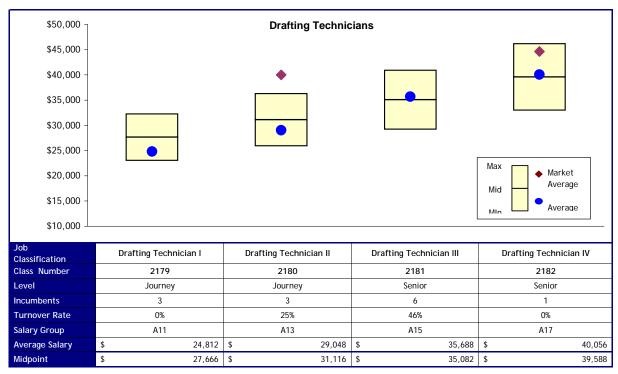
Option 1

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

Job Classification	Delete, mo	ove to B12	Architect I		Delete, mo	ove to B14	Architect II	Architect	11
New Levels			Journey				Journey	Senior	
New Salary Group	B1	2	B12		B1	4	B14	B16	
Cost	\$	-	\$	-	\$	10,084	\$ 13,908	\$	-
			·				Total Cost	\$	23,992



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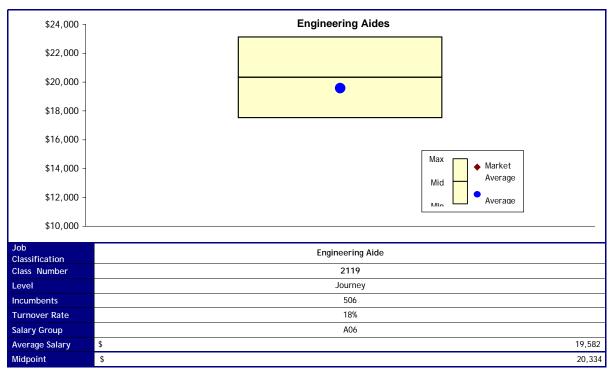
Option 1

Job Classification	Delete, move to A15		Delete, move to A15		Drafting Technician I		Drafting T	echnician II
New Levels					Journey		Se	nior
New Salary Group		A15	A1	5	A15		Ą	.17
Cost	\$	13,260	\$	2,100	\$	-	\$	-
						Total Cost	\$	15,360

Option 2

Job Classification	Delet	Delete, move to A15		Delete, move to A15		Drafting Technician I		Drafting Technician II	
New Levels						Journey		Senior	
New Salary Group		A15	A1	5		A15		A17	
Cost	\$	13,260	\$	2,100	\$	-	\$		-
						Total Cost	\$		15,360

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



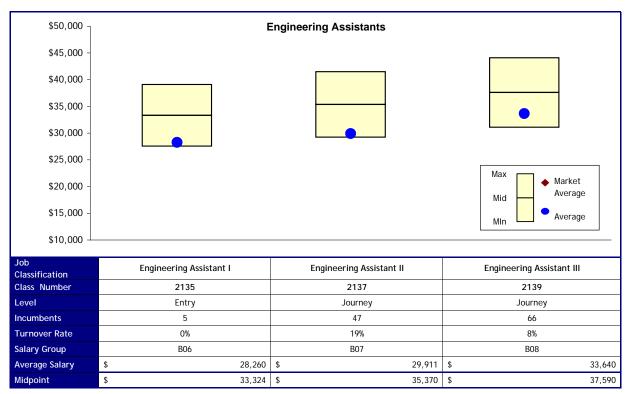
Proposed Changes

Option 1

Job	Environmental Aido	
Classification	Engineering Aide	
New Levels	Journey	
New Salary	A06	
Group		
Cost	\$	-
	Total Cost \$	-
Option 2		

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

Job	Engineering Aide	
Classification		
New Levels	Journey	
New Salary	A08	
Group	A00	
Cost	\$	269,984
	Total Cost \$	269,984



Proposed Changes

Option 1

Job	Delete, move to Engineering Specialist or	Delete, move to Engineering Specialist or	Engineering Specialist L
Classification	Engineering Technician series	Engineering Technician series	Engineering Specialist I
New Levels			Entry
New Salary	B08	B08	B08
Group	200	200	500
Cost	\$ 14,040	\$ 73,512	\$ -
		Total Cost	\$ 87,552

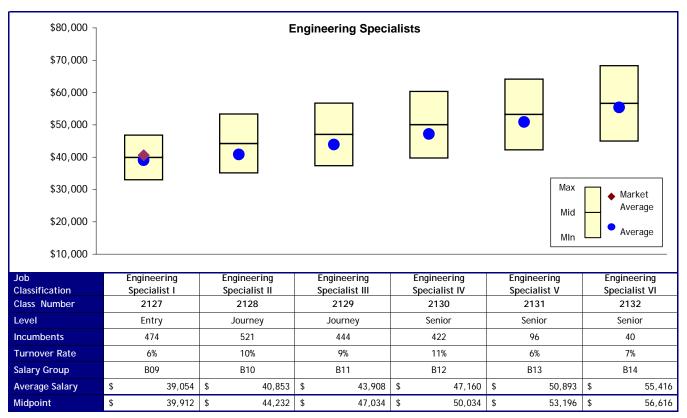
Option 2

Job	Delete, move to Engineering Specialist or	Delete, move to Engineering Specialist or	Engineering Specialist I
Classification	Engineering Technician series	Engineering Technician series	Engineering specialist i
New Levels			Entry
New Salary	B08	B08	B08
Group	200	200	500
Cost	\$ 14,040	\$ 73,512	\$ -
		Total Cost	\$ 87,552

Option 3

Job Classification	to Engineering Specialist or ering Technician series	e to Engineering Specialist or ering Technician series	E	ingineering 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.



Proposed Changes

Option 1

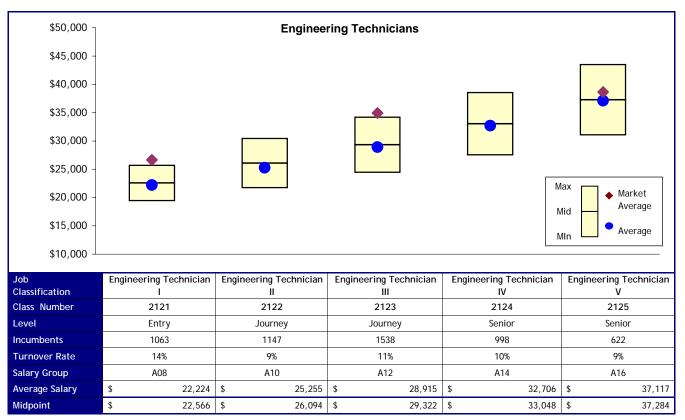
Job Classification	Dele	Delete, move to B10 Engineering Specialist Delete, move to		Delete, move to B12	Engineering Specialist III	Delete, move to B14	Engineering Specialist IV	
New Levels			Journey		Senior		Senior	
New Salary Group		B10	B10	B12	B12	B14	B14	
Cost	\$	97,994	\$ -	\$ 68,486	\$ -	\$ 15,210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

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	Delet	te, move to B10 Engineering Specialist Delete, move to		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.



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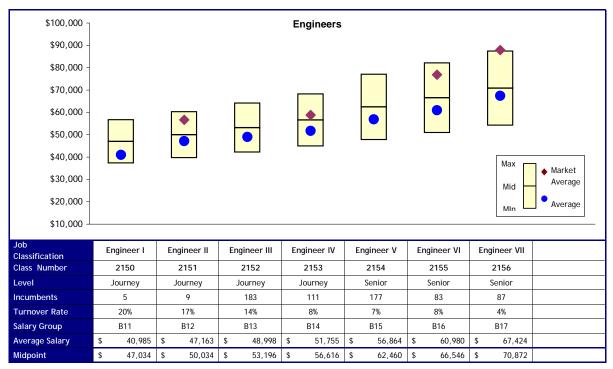
Option 1

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	

Job Classification	Engineering	Engineering Technician I		Engineering Technician II		II Er	ngineering Technician IV	Engineering Technician V	
New Levels	Ent	try	Journey		Journey		Senior	Senior	
New Salary Group	A1	10	A12		A14		A16		A18
Cost	\$	440,530	\$ 38	36,193	\$ 633,88	8 \$	450,161	\$	285,506
							Total Cost	\$	2,196,278



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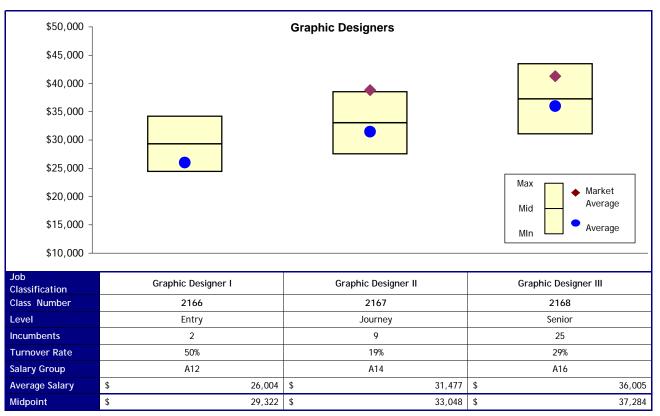
Option 1

Job Classification	Dele	ete, 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	Dele	te, 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

Job	Delete, move to	Engineer I	Delete, move to	Engineer II	Delete, move to	Engineer III	Delete, move to	Engineer IV
Classification	B12	Engineeri	B14	Engineer ii	B16	Engineer m	B18	Engineer iv
New Levels		Journey		Journey		Senior		Senior
New Salary	B12	B12	B14	B14	B16	B16	B18	B18
Group	012	DIE	DIT	ын	BIO	DIO	510	510
Cost	\$ 4,752		\$ 41,183		\$ 15,687		\$ 2,760	
							Total Cost	\$ 64,382



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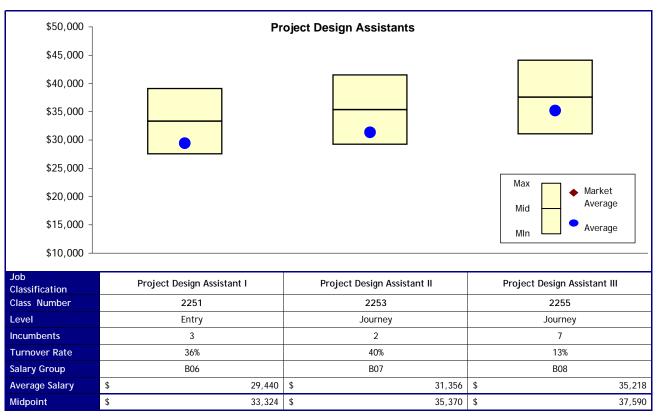
Option 1

Job Classification	De	lete, move to A12	Graphic Designer I	Graphic Designer II		
New Levels			Journey	Senior		
New Salary Group		A12	B06	B08	_	
Cost	\$	3,072				
			Total Cost	\$ 3,07	12	

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

Job Classification	De	lete, 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



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	\$ 4,88	34

Option 2

Job Classification	De	elete, move to B08	Delete, move to B08	Project Design Assistant	
New Levels				Journey	
New Salary Group		B08	B08	B08	
Cost	\$	4,884	\$ -	\$	-
			Total Cost	\$ 4,8	84

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	