

Exhibit B

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ACCOUNTING ASSISTANT I	A480	30-JUN-2017	AFSCME	Hourly Rate	22.79	23.95	25.14	26.41	27.72
				Bi-Weekly Rate	1823.20	1916.00	2011.20	2112.80	2217.60
				Monthly	3950.27	4151.33	4357.60	4577.73	4804.80
ACCOUNTING ASSISTANT II	A225	30-JUN-2017	AFSCME	Hourly Rate	25.07	26.32	27.63	29.02	30.46
				Bi-Weekly Rate	2005.60	2105.60	2210.40	2321.60	2436.80
				Monthly	4345.47	4562.13	4789.20	5030.13	5279.73
BUILDING INSPECTOR	A135	30-JUN-2017	AFSCME	Hourly Rate	39.06	41.01	43.07	45.23	47.48
				Bi-Weekly Rate	3124.80	3280.80	3445.60	3618.40	3798.40
				Monthly	6770.40	7108.40	7465.47	7839.87	8229.87
BUILDING INSPECTOR, SENIOR	A400	30-JUN-2017	AFSCME	Hourly Rate	42.66	44.79	47.03	49.39	51.85
				Bi-Weekly Rate	3412.80	3583.20	3762.40	3951.20	4148.00
				Monthly	7394.40	7763.60	8151.87	8560.93	8987.33
BUILDING MAINTENANCE CRAFTSWORKER	A465	30-JUN-2017	AFSCME	Hourly Rate	30.17	31.68	33.27	34.94	36.68
				Bi-Weekly Rate	2413.60	2534.40	2661.60	2795.20	2934.40
				Monthly	5229.47	5491.20	5766.80	6056.27	6357.87
BUILDING MAINTENANCE CUSTODIAN	A140	30-JUN-2017	AFSCME	Hourly Rate	22.17	23.27	24.43	25.66	26.93
				Bi-Weekly Rate	1773.60	1861.60	1954.40	2052.80	2154.40
				Monthly	3842.80	4033.47	4234.53	4447.73	4667.87
BUILDING MAINTENANCE CUSTODIAN, LEAD	A190	30-JUN-2017	AFSCME	Hourly Rate	28.07	29.47	30.95	32.49	34.10
				Bi-Weekly Rate	2245.60	2357.60	2476.00	2599.20	2728.00
				Monthly	4865.47	5108.13	5364.67	5631.60	5910.67
BUILDING MAINTENANCE CUSTODIAN, SENIOR	A320	30-JUN-2017	AFSCME	Hourly Rate	24.40	25.62	26.90	28.24	29.66
				Bi-Weekly Rate	1952.00	2049.60	2152.00	2259.20	2372.80
				Monthly	4229.33	4440.80	4662.67	4894.93	5141.07
BUILDING PLAN REVIEWER	A690	30-JUN-2017	AFSCME	Hourly Rate	40.91	42.95	45.10	47.36	49.73
				Bi-Weekly Rate	3272.80	3436.00	3608.00	3788.80	3978.40
				Monthly	7091.07	7444.67	7817.33	8209.07	8619.87

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COMMUNICATIONS DISPATCHER	A150	30-JUN-2017	AFSCME	Hourly Rate	32.74	34.38	36.10	37.90	39.80
				Bi-Weekly Rate	2619.20	2750.40	2888.00	3032.00	3184.00
				Monthly	5674.93	5959.20	6257.33	6569.33	6898.67
COMMUNICATIONS DISPATCHER, SUPERVISING	A365	30-JUN-2017	AFSCME	Hourly Rate	38.63	40.56	42.59	44.71	46.95
				Bi-Weekly Rate	3090.40	3244.80	3407.20	3576.80	3756.00
				Monthly	6695.87	7030.40	7382.27	7749.73	8138.00
COMMUNITY DEVELOPMENT SPECIALIST	A660	30-JUN-2017	AFSCME	Hourly Rate	36.65	38.47	40.39	42.41	44.53
				Bi-Weekly Rate	2932.00	3077.60	3231.20	3392.80	3562.40
				Monthly	6352.67	6668.13	7000.93	7351.07	7718.53
COMMUNITY SERVICES SITE COORDINATOR	A640	30-JUN-2017	AFSCME	Hourly Rate	22.18	23.29	24.46	25.69	26.98
				Bi-Weekly Rate	1774.40	1863.20	1956.80	2055.20	2158.40
				Monthly	3844.53	4036.93	4239.73	4452.93	4676.53
CULTURAL ARTS SPECIALIST	A650	30-JUN-2017	AFSCME	Hourly Rate	30.26	31.78	33.35	35.03	36.78
				Bi-Weekly Rate	2420.80	2542.40	2668.00	2802.40	2942.40
				Monthly	5245.07	5508.53	5780.67	6071.87	6375.20
ELECTRICAL TECHNICIAN	A160	30-JUN-2017	AFSCME	Hourly Rate	36.81	38.65	40.58	42.60	44.74
				Bi-Weekly Rate	2944.80	3092.00	3246.40	3408.00	3579.20
				Monthly	6380.40	6699.33	7033.87	7384.00	7754.93
ELECTRICAL TECHNICIAN, ASSISTANT	A120	30-JUN-2017	AFSCME	Hourly Rate	27.15	28.52	29.94	31.45	33.01
				Bi-Weekly Rate	2172.00	2281.60	2395.20	2516.00	2640.80
				Monthly	4706.00	4943.47	5189.60	5451.33	5721.73
ELECTRICAL TECHNICIAN, LEAD	A335	30-JUN-2017	AFSCME	Hourly Rate	45.39	47.67	50.06	52.56	55.19
				Bi-Weekly Rate	3631.20	3813.60	4004.80	4204.80	4415.20
				Monthly	7867.60	8262.80	8677.07	9110.40	9566.27
ELECTRICAL TECHNICIAN, SENIOR	A500	30-JUN-2017	AFSCME	Hourly Rate	40.38	42.39	44.51	46.73	49.08
				Bi-Weekly Rate	3230.40	3391.20	3560.80	3738.40	3926.40
				Monthly	6999.20	7347.60	7715.07	8099.87	8507.20

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ENGINEERING TECHNICIAN	A167	30-JUN-2017	AFSCME	Hourly Rate Bi-Weekly Rate Monthly	30.40 2432.00 5269.33	31.91 2552.80 5531.07	33.52 2681.60 5810.13	35.20 2816.00 6101.33	36.95 2956.00 6404.67
EQUIPMENT MECHANIC	A170	30-JUN-2017	AFSCME	Hourly Rate Bi-Weekly Rate Monthly	31.38 2510.40 5439.20	32.94 2635.20 5709.60	34.59 2767.20 5995.60	36.33 2906.40 6297.20	38.14 3051.20 6610.93
EQUIPMENT MECHANIC, LEAD	A345	30-JUN-2017	AFSCME	Hourly Rate Bi-Weekly Rate Monthly	33.97 2717.60 5888.13	35.67 2853.60 6182.80	37.46 2996.80 6493.07	39.34 3147.20 6818.93	41.30 3304.00 7158.67
EQUIPMENT OPERATOR	A175	30-JUN-2017	AFSCME	Hourly Rate Bi-Weekly Rate Monthly	31.47 2517.60 5454.80	33.02 2641.60 5723.47	34.68 2774.40 6011.20	36.42 2913.60 6312.80	38.23 3058.40 6626.53
GROUNDSPERSON	A505	30-JUN-2017	AFSCME	Hourly Rate Bi-Weekly Rate Monthly	28.64 2291.20 4964.27	30.08 2406.40 5213.87	31.57 2525.60 5472.13	33.16 2652.80 5747.73	34.81 2784.80 6033.73
LIBRARIAN I	A210	30-JUN-2017	AFSCME	Hourly Rate Bi-Weekly Rate Monthly	29.15 2332.00 5052.67	30.62 2449.60 5307.47	32.15 2572.00 5572.67	33.74 2699.20 5848.27	35.44 2835.20 6142.93
LIBRARIAN II	A240	30-JUN-2017	AFSCME	Hourly Rate Bi-Weekly Rate Monthly	32.08 2566.40 5560.53	33.68 2694.40 5837.87	35.37 2829.60 6130.80	37.14 2971.20 6437.60	39.00 3120.00 6760.00
LIBRARY ASSISTANT I	A220	30-JUN-2017	AFSCME	Hourly Rate Bi-Weekly Rate Monthly	22.90 1832.00 3969.33	24.04 1923.20 4166.93	25.25 2020.00 4376.67	26.51 2120.80 4595.07	27.83 2226.40 4823.87
LIBRARY ASSISTANT II	A215	30-JUN-2017	AFSCME	Hourly Rate Bi-Weekly Rate Monthly	25.28 2022.40 4381.87	26.54 2123.20 4600.27	27.88 2230.40 4832.53	29.27 2341.60 5073.47	30.74 2459.20 5328.27

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LIBRARY SPECIALIST, SUPERVISING	A670	30-JUN-2017	AFSCME	Hourly Rate	29.93	31.43	33.00	34.65	36.39
				Bi-Weekly Rate	2394.40	2514.40	2640.00	2772.00	2911.20
				Monthly	5187.87	5447.87	5720.00	6006.00	6307.60
LITERACY SERVICES COORDINATOR	A445	30-JUN-2017	AFSCME	Hourly Rate	32.93	34.58	36.31	38.12	40.04
				Bi-Weekly Rate	2634.40	2766.40	2904.80	3049.60	3203.20
				Monthly	5707.87	5993.87	6293.73	6607.47	6940.27
MAINTENANCE CRAFTSWORKER	A280	30-JUN-2017	AFSCME	Hourly Rate	30.17	31.68	33.27	34.94	36.68
				Bi-Weekly Rate	2413.60	2534.40	2661.60	2795.20	2934.40
				Monthly	5229.47	5491.20	5766.80	6056.27	6357.87
OFFICE SPECIALIST	A295	30-JUN-2017	AFSCME	Hourly Rate	23.62	24.80	26.05	27.35	28.72
				Bi-Weekly Rate	1889.60	1984.00	2084.00	2188.00	2297.60
				Monthly	4094.13	4298.67	4515.33	4740.67	4978.13
PARK MAINTENANCE WORKER	A250	30-JUN-2017	AFSCME	Hourly Rate	25.50	26.78	28.12	29.51	31.00
				Bi-Weekly Rate	2040.00	2142.40	2249.60	2360.80	2480.00
				Monthly	4420.00	4641.87	4874.13	5115.07	5373.33
PARK MAINTENANCE WORKER, LEAD	A195	30-JUN-2017	AFSCME	Hourly Rate	30.35	31.87	33.46	35.13	36.89
				Bi-Weekly Rate	2428.00	2549.60	2676.80	2810.40	2951.20
				Monthly	5260.67	5524.13	5799.73	6089.20	6394.27
PARK MAINTENANCE WORKER, SENIOR	A350	30-JUN-2017	AFSCME	Hourly Rate	27.32	28.69	30.12	31.62	33.21
				Bi-Weekly Rate	2185.60	2295.20	2409.60	2529.60	2656.80
				Monthly	4735.47	4972.93	5220.80	5480.80	5756.40
PARKING SYSTEM TECHNICIAN	A245	30-JUN-2017	AFSCME	Hourly Rate	30.35	31.87	33.46	35.13	36.89
				Bi-Weekly Rate	2428.00	2549.60	2676.80	2810.40	2951.20
				Monthly	5260.67	5524.13	5799.73	6089.20	6394.27
PERMIT TECHNICIAN	A460	30-JUN-2017	AFSCME	Hourly Rate	34.52	36.24	38.07	39.96	41.96
				Bi-Weekly Rate	2761.60	2899.20	3045.60	3196.80	3356.80
				Monthly	5983.47	6281.60	6598.80	6926.40	7273.07

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PERMIT TECHNICIAN, SENIOR	A700	30-JUN-2017	AFSCME	Hourly Rate	36.72	38.56	40.49	42.51	44.64
				Bi-Weekly Rate	2937.60	3084.80	3239.20	3400.80	3571.20
				Monthly	6364.80	6683.73	7018.27	7368.40	7737.60
PLANNING TECHNICIAN	A462	30-JUN-2017	AFSCME	Hourly Rate	34.52	36.24	38.06	39.95	41.95
				Bi-Weekly Rate	2761.60	2899.20	3044.80	3196.00	3356.00
				Monthly	5983.47	6281.60	6597.07	6924.67	7271.33
PRESCHOOL TEACHER I	A495	30-JUN-2017	AFSCME	Hourly Rate	20.21	21.23	22.29	23.40	24.57
				Bi-Weekly Rate	1616.80	1698.40	1783.20	1872.00	1965.60
				Monthly	3503.07	3679.87	3863.60	4056.00	4258.80
PRESCHOOL TEACHER II	A680	30-JUN-2017	AFSCME	Hourly Rate	22.24	23.35	24.51	25.75	27.03
				Bi-Weekly Rate	1779.20	1868.00	1960.80	2060.00	2162.40
				Monthly	3854.93	4047.33	4248.40	4463.33	4685.20
PUBLIC WORKS INSPECTOR	A310	30-JUN-2017	AFSCME	Hourly Rate	39.06	41.01	43.07	45.23	47.48
				Bi-Weekly Rate	3124.80	3280.80	3445.60	3618.40	3798.40
				Monthly	6770.40	7108.40	7465.47	7839.87	8229.87
PUBLIC WORKS MAINTENANCE WORKER	A275	30-JUN-2017	AFSCME	Hourly Rate	25.50	26.78	28.12	29.51	31.00
				Bi-Weekly Rate	2040.00	2142.40	2249.60	2360.80	2480.00
				Monthly	4420.00	4641.87	4874.13	5115.07	5373.33
PUBLIC WORKS MAINTENANCE WORKER, LEAD	A200	30-JUN-2017	AFSCME	Hourly Rate	30.35	31.87	33.46	35.13	36.89
				Bi-Weekly Rate	2428.00	2549.60	2676.80	2810.40	2951.20
				Monthly	5260.67	5524.13	5799.73	6089.20	6394.27
PUBLIC WORKS MAINTENANCE WORKER, SENIOR	A360	30-JUN-2017	AFSCME	Hourly Rate	27.32	28.69	30.12	31.62	33.21
				Bi-Weekly Rate	2185.60	2295.20	2409.60	2529.60	2656.80
				Monthly	4735.47	4972.93	5220.80	5480.80	5756.40
RECREATION LEADER II	A610	30-JUN-2017	AFSCME	Hourly Rate	12.09	12.70	13.34	14.01	14.71
				Bi-Weekly Rate	967.20	1016.00	1067.20	1120.80	1176.80
				Monthly	2095.60	2201.33	2312.27	2428.40	2549.73

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RECREATION LEADER III	A620	30-JUN-2017	AFSCME	Hourly Rate	14.13	14.84	15.58	16.36	17.19
				Bi-Weekly Rate	1130.40	1187.20	1246.40	1308.80	1375.20
				Monthly	2449.20	2572.27	2700.53	2835.73	2979.60
RECREATION LEADER IV	A515	30-JUN-2017	AFSCME	Hourly Rate	18.39	19.31	20.26	21.27	22.34
				Bi-Weekly Rate	1471.20	1544.80	1620.80	1701.60	1787.20
				Monthly	3187.60	3347.07	3511.73	3686.80	3872.27
SWEEPER OPERATOR	A370	30-JUN-2017	AFSCME	Hourly Rate	29.69	31.18	32.74	34.37	36.09
				Bi-Weekly Rate	2375.20	2494.40	2619.20	2749.60	2887.20
				Monthly	5146.27	5404.53	5674.93	5957.47	6255.60
TREE TRIMMER	A375	30-JUN-2017	AFSCME	Hourly Rate	30.58	32.13	33.72	35.40	37.17
				Bi-Weekly Rate	2446.40	2570.40	2697.60	2832.00	2973.60
				Monthly	5300.53	5569.20	5844.80	6136.00	6442.80
VAN DRIVER	A510	30-JUN-2017	AFSCME	Hourly Rate	15.61	16.39	17.22	18.08	18.98
				Bi-Weekly Rate	1248.80	1311.20	1377.60	1446.40	1518.40
				Monthly	2705.73	2840.93	2984.80	3133.87	3289.87