

**SDHR 1Q16 Employment
(Implementation of the 1Q16 Employment Ordinance)**

Dept	Report	Position Title	Potential Positions Impacted	2014	2015
------	--------	----------------	------------------------------	------	------

New Title and/or Salary Adjustments

Fire Dept	#14-14190	Fire Protection Engineer ¹	2 *	\$21,442	\$22,876
Fire Dept	#14-14190	Fire Protection Engineer, Senior ¹	4	\$29,132	\$31,120
			Subtotal	\$50,574	\$53,997

Exempt Actions

DoIT	#15-14670	Information Technology Professional A, Exempt	1		\$10,820
FAS	#15-14770	Manager 3, Exempt ²	1		\$3,899
FAS	#15-14917	Strategic Advisor 2, Exempt ²	1		\$1,722
SPU	#15-14772	Information Technology Professional A, Exempt	1		\$6,183
SPU	#16-15060	Information Technology Professional A, Exempt	1		
SPU	#16-15086	Executive 2 ³	1		
RS	#15-14934	Information Technology Professional A, Exempt	1		\$3,091
SDHR	#16-15043	Manager 1, Exempt ²	1		
SDCI	#16-15078	Strategic Advisor 2, Exempt ²	1		

			Subtotal		\$25,715
			Total ⁴	\$50,574	\$79,712

Costing Assumptions:

¹Positions in step progression pay programs are costed from top step to top step of the old and new title and/or rate.

²Positions in discretionary pay programs are costed from midpoint to midpoint of the old and new title and/or rate.

³Positions are costed from top step of the old rate (step progression) to the midpoint of the new rate (DPP).

⁴The 2015 costs associated with exempt actions will be absorbed in departments' current budgets.

* Increased to 3 incumbents in 2016.

SDHR 1Q16 Employment (Implementation of the 1Q16 Employment Ordinance)

2016

.....
.....
\$34,868
.....
\$31,610
.....
\$66,478
.....

.....
\$21,142
.....
\$11,879
.....
\$10,494
.....
\$21,142
.....
\$19,380
.....
\$4,281
.....
\$21,142
.....
\$0
.....
\$0
.....

.....
\$109,460
.....
\$175,938
.....