

| City of Rialto Classification and Compensation Plan - Full-Time Compensation |                      |            |      |              |           |            |           |          |            |
|------------------------------------------------------------------------------|----------------------|------------|------|--------------|-----------|------------|-----------|----------|------------|
| Effective October 26, 2021                                                   |                      |            |      |              |           |            |           |          |            |
| Full-time Equivalents (FTE) reflects authorized, budgeted classifications.   |                      |            |      |              |           |            |           |          |            |
| Department / Division                                                        | Bargaining Group:    | FLSA       | FTE  | Position No. | Pay Grade | Annual     | Monthly   | Hourly   | Pay Period |
| <b>CITY COUNCIL</b>                                                          |                      |            |      |              |           |            |           |          |            |
| Mayor                                                                        | Elected              | Elected    | 1.00 | 1120         | 93        |            |           |          |            |
|                                                                              |                      |            |      |              |           | 48,024.00  | 4,002.00  | 23.0885  | 1,847.08   |
| City Council Members                                                         | Elected              | Elected    | 4.00 | 1100         | 94        |            |           |          |            |
|                                                                              |                      |            |      |              |           | 19,212.00  | 1,601.00  | 9.2365   | 738.92     |
| <b>CITY MANAGER</b>                                                          |                      |            |      |              |           |            |           |          |            |
| City Manager                                                                 |                      | Exempt     | 1.00 | 1001         | 71A       |            |           |          |            |
|                                                                              |                      |            |      |              |           | 275,000.00 | 22,916.67 | 132.2115 | 10,576.92  |
| Deputy City Manager                                                          | Executive - At Will  | Exempt     | 1.00 | 1002         | 7900      |            |           |          |            |
|                                                                              | Minimum              |            |      |              |           | 161,635.89 | 13,469.66 | 77.7096  | 6,216.77   |
|                                                                              | Maximum              |            |      |              |           | 216,613.78 | 18,051.15 | 104.1412 | 8,331.30   |
| City Manager's Executive Assistant                                           | Management - At Will | Exempt     | 1.00 | 2101         | 3600A     |            |           |          |            |
|                                                                              | Step 1               |            |      |              |           | 58,696.08  | 4,891.34  | 28.2193  | 2,257.54   |
|                                                                              | Step 2               |            |      |              |           | 61,631.04  | 5,135.92  | 29.6303  | 2,370.42   |
|                                                                              | Step 3               |            |      |              |           | 64,712.88  | 5,392.74  | 31.1120  | 2,488.96   |
|                                                                              | Step 4               |            |      |              |           | 67,948.68  | 5,662.39  | 32.6676  | 2,613.41   |
|                                                                              | Step 5               |            |      |              |           | 71,346.12  | 5,945.51  | 34.3010  | 2,744.08   |
|                                                                              | Step 6               |            |      |              |           | 74,913.48  | 6,242.79  | 36.0161  | 2,881.29   |
|                                                                              | Step 7               |            |      |              |           | 78,658.92  | 6,554.91  | 37.8168  | 3,025.34   |
| City Manager's Assistant                                                     | Management - At Will | Exempt     | 1.00 | 2102         | 3200A     |            |           |          |            |
|                                                                              | Step 1               |            |      |              |           | 50,644.08  | 4,220.34  | 24.3481  | 1,947.85   |
|                                                                              | Step 2               |            |      |              |           | 53,176.32  | 4,431.36  | 25.5655  | 2,045.24   |
|                                                                              | Step 3               |            |      |              |           | 55,835.04  | 4,652.92  | 26.8438  | 2,147.50   |
|                                                                              | Step 4               |            |      |              |           | 58,626.84  | 4,885.57  | 28.1860  | 2,254.88   |
|                                                                              | Step 5               |            |      |              |           | 61,558.08  | 5,129.84  | 29.5952  | 2,367.62   |
|                                                                              | Step 6               |            |      |              |           | 64,635.96  | 5,386.33  | 31.0750  | 2,486.00   |
|                                                                              | Step 7               |            |      |              |           | 67,867.80  | 5,655.65  | 32.6288  | 2,610.30   |
| Utilities Manager                                                            | Management - At Will | Exempt     | 1.00 | 8801         | 6100A     |            |           |          |            |
|                                                                              | Step 1               |            |      |              |           | 103,638.12 | 8,636.51  | 49.8260  | 3,986.08   |
|                                                                              | Step 2               |            |      |              |           | 108,820.08 | 9,068.34  | 52.3173  | 4,185.39   |
|                                                                              | Step 3               |            |      |              |           | 114,261.12 | 9,521.76  | 54.9332  | 4,394.66   |
|                                                                              | Step 4               |            |      |              |           | 119,973.96 | 9,997.83  | 57.6798  | 4,614.38   |
|                                                                              | Step 5               |            |      |              |           | 125,972.64 | 10,497.72 | 60.5638  | 4,845.10   |
|                                                                              | Step 6               |            |      |              |           | 132,271.32 | 11,022.61 | 63.5920  | 5,087.36   |
|                                                                              | Step 7               |            |      |              |           | 138,884.88 | 11,573.74 | 66.7716  | 5,341.73   |
| Administrative Analyst                                                       | RMMA                 | Exempt     | 1.00 | 2003         | 3900      |            |           |          |            |
|                                                                              | Step 1               |            |      |              |           | 60,199.92  | 5,016.66  | 28.9423  | 2,315.38   |
|                                                                              | Step 2               |            |      |              |           | 63,209.88  | 5,267.49  | 30.3894  | 2,431.15   |
|                                                                              | Step 3               |            |      |              |           | 66,370.44  | 5,530.87  | 31.9089  | 2,552.71   |
|                                                                              | Step 4               |            |      |              |           | 69,688.92  | 5,807.41  | 33.5043  | 2,680.34   |
|                                                                              | Step 5               |            |      |              |           | 73,173.36  | 6,097.78  | 35.1795  | 2,814.36   |
|                                                                              | Step 6               |            |      |              |           | 76,832.04  | 6,402.67  | 36.9385  | 2,955.08   |
|                                                                              | Step 7               |            |      |              |           | 80,673.60  | 6,722.80  | 38.7854  | 3,102.83   |
| Senior Administrative Analyst                                                | RMMA                 | Exempt     | 1.00 |              | 4500      |            |           |          |            |
|                                                                              | Step 1               |            |      |              |           | 69,813.24  | 5,817.77  | 33.5641  | 2,685.12   |
|                                                                              | Step 2               |            |      |              |           | 73,303.92  | 6,108.66  | 35.2423  | 2,819.38   |
|                                                                              | Step 3               |            |      |              |           | 76,969.08  | 6,414.09  | 37.0044  | 2,960.35   |
|                                                                              | Step 4               |            |      |              |           | 80,817.60  | 6,734.80  | 38.8546  | 3,108.37   |
|                                                                              | Step 5               |            |      |              |           | 84,858.48  | 7,071.54  | 40.7973  | 3,263.79   |
|                                                                              | Step 6               |            |      |              |           | 89,077.44  | 7,423.12  | 42.8257  | 3,426.06   |
|                                                                              | Step 7               |            |      |              |           | 93,556.56  | 7,796.38  | 44.9791  | 3,598.33   |
| <b>COMMUNITY COMPLIANCE DIVISION</b>                                         |                      |            |      |              |           |            |           |          |            |
| Community Compliance Manager                                                 | RMMA                 | Exempt     | 1.00 | 7301         | 5600A     |            |           |          |            |
|                                                                              | Step 1               |            |      |              |           | 91,606.80  | 7,633.90  | 44.0417  | 3,523.34   |
|                                                                              | Step 2               |            |      |              |           | 96,187.08  | 8,015.59  | 46.2438  | 3,699.50   |
|                                                                              | Step 3               |            |      |              |           | 100,996.44 | 8,416.37  | 48.5560  | 3,884.48   |
|                                                                              | Step 4               |            |      |              |           | 106,046.16 | 8,837.18  | 50.9837  | 4,078.70   |
|                                                                              | Step 5               |            |      |              |           | 111,348.48 | 9,279.04  | 53.5329  | 4,282.63   |
|                                                                              | Step 6               |            |      |              |           | 116,915.88 | 9,742.99  | 56.2096  | 4,496.76   |
|                                                                              | Step 7               |            |      |              |           | 122,761.68 | 10,230.14 | 59.0200  | 4,721.60   |
| Senior Community Compliance Officer                                          | RCEA                 | Non-Exempt | 1.00 | 7302         | 3500      |            |           |          |            |
|                                                                              | Step 1               |            |      |              |           | 54,537.24  | 4,544.77  | 26.2198  | 2,097.59   |
|                                                                              | Step 2               |            |      |              |           | 57,264.12  | 4,772.01  | 27.5308  | 2,202.47   |
|                                                                              | Step 3               |            |      |              |           | 60,127.32  | 5,010.61  | 28.9074  | 2,312.59   |
|                                                                              | Step 4               |            |      |              |           | 63,133.68  | 5,261.14  | 30.3527  | 2,428.22   |
|                                                                              | Step 5               |            |      |              |           | 66,290.40  | 5,524.20  | 31.8704  | 2,549.63   |
|                                                                              | Step 6               |            |      |              |           | 69,604.92  | 5,800.41  | 33.4639  | 2,677.11   |
|                                                                              | Step 7               |            |      |              |           | 73,085.16  | 6,090.43  | 35.1371  | 2,810.97   |
| Community Compliance Officer                                                 | RCEA                 | Non-Exempt | 4.00 | 7303         | 3100      |            |           |          |            |
|                                                                              | Step 1               |            |      |              |           | 49,409.04  | 4,117.42  | 23.7543  | 1,900.35   |
|                                                                              | Step 2               |            |      |              |           | 51,879.48  | 4,323.29  | 24.9421  | 1,995.36   |
|                                                                              | Step 3               |            |      |              |           | 54,473.52  | 4,539.46  | 26.1892  | 2,095.14   |
|                                                                              | Step 4               |            |      |              |           | 57,197.16  | 4,766.43  | 27.4986  | 2,199.89   |
|                                                                              | Step 5               |            |      |              |           | 60,057.00  | 5,004.75  | 28.8736  | 2,309.88   |
|                                                                              | Step 6               |            |      |              |           | 63,059.88  | 5,254.99  | 30.3173  | 2,425.38   |
|                                                                              | Step 7               |            |      |              |           | 66,212.88  | 5,517.74  | 31.8331  | 2,546.65   |
| <b>CITY CLERK'S OFFICE</b>                                                   |                      |            |      |              |           |            |           |          |            |
| City Clerk                                                                   | Elected              | Elected    | 1.00 |              | 95        |            |           |          |            |
|                                                                              |                      |            |      |              |           | 14,412.00  | 1,201.00  | 13.8577  | 554.31     |
| Management Services Director                                                 | Management - At Will | Exempt     | 1.00 | 1101         | 7000      |            |           |          |            |
|                                                                              | Minimum              |            |      |              |           | 129,430.00 | 10,786    | 62.2260  | 4,978.08   |
|                                                                              | Maximum              |            |      |              |           | 173,448.00 | 14,454    | 83.3885  | 6,671.08   |

| Department / Division                           | Bargaining Group:    | FLSA       | FTE  | Position No. | Pay Grade | Annual     | Monthly   | Hourly  | Pay Period |
|-------------------------------------------------|----------------------|------------|------|--------------|-----------|------------|-----------|---------|------------|
| <b>Deputy City Clerk</b>                        | RMMA                 | Exempt     | 1.00 | 1102         | 4000      |            |           |         |            |
| Step 1                                          |                      |            |      |              |           | 61,704.24  | 5,142.02  | 29.6655 | 2,373.24   |
| Step 2                                          |                      |            |      |              |           | 64,789.44  | 5,399.12  | 31.1488 | 2,491.90   |
| Step 3                                          |                      |            |      |              |           | 68,028.96  | 5,669.08  | 32.7062 | 2,616.50   |
| Step 4                                          |                      |            |      |              |           | 71,430.36  | 5,952.53  | 34.3415 | 2,747.32   |
| Step 5                                          |                      |            |      |              |           | 75,001.92  | 6,250.16  | 36.0586 | 2,884.69   |
| Step 6                                          |                      |            |      |              |           | 78,752.04  | 6,562.67  | 37.8616 | 3,028.92   |
| Step 7                                          |                      |            |      |              |           | 82,689.60  | 6,890.80  | 39.7546 | 3,180.37   |
| <b>Records Coordinator</b>                      | RCEA                 | Non-Exempt | 1.00 | 1103         | 3100      |            |           |         |            |
| Step 1                                          |                      |            |      |              |           | 49,409.04  | 4,117.42  | 23.7543 | 1,900.35   |
| Step 2                                          |                      |            |      |              |           | 51,879.48  | 4,323.29  | 24.9421 | 1,995.36   |
| Step 3                                          |                      |            |      |              |           | 54,473.52  | 4,539.46  | 26.1892 | 2,095.14   |
| Step 4                                          |                      |            |      |              |           | 57,197.16  | 4,766.43  | 27.4986 | 2,199.89   |
| Step 5                                          |                      |            |      |              |           | 60,057.00  | 5,004.75  | 28.8736 | 2,309.88   |
| Step 6                                          |                      |            |      |              |           | 63,059.88  | 5,254.99  | 30.3173 | 2,425.38   |
| Step 7                                          |                      |            |      |              |           | 66,212.88  | 5,517.74  | 31.8331 | 2,546.65   |
| <b>Public Relations Officer (At-Will)</b>       | Management - At Will | Exempt     | 0.00 | 1900         | 5400A     |            |           |         |            |
| Step 1                                          |                      |            |      |              |           | 87,187.08  | 7,265.59  | 41.9169 | 3,353.35   |
| Step 2                                          |                      |            |      |              |           | 91,546.32  | 7,628.86  | 44.0127 | 3,521.01   |
| Step 3                                          |                      |            |      |              |           | 96,123.60  | 8,010.30  | 46.2133 | 3,697.06   |
| Step 4                                          |                      |            |      |              |           | 100,929.84 | 8,410.82  | 48.5240 | 3,881.92   |
| Step 5                                          |                      |            |      |              |           | 105,983.04 | 8,831.92  | 50.9534 | 4,076.27   |
| Step 6                                          |                      |            |      |              |           | 111,275.04 | 9,272.92  | 53.4976 | 4,279.81   |
| Step 7                                          |                      |            |      |              |           | 116,838.84 | 9,736.57  | 56.1725 | 4,493.80   |
| <b>Broadcast Production Specialist</b>          | RCEA                 | Non-Exempt | 2.00 | 1203         | 2200      |            |           |         |            |
| Step 1                                          |                      |            |      |              |           | 39,563.28  | 3,296.94  | 19.0208 | 1,521.66   |
| Step 2                                          |                      |            |      |              |           | 41,541.48  | 3,461.79  | 19.9719 | 1,597.75   |
| Step 3                                          |                      |            |      |              |           | 43,618.56  | 3,634.88  | 20.9705 | 1,677.64   |
| Step 4                                          |                      |            |      |              |           | 45,799.44  | 3,816.62  | 22.0190 | 1,761.52   |
| Step 5                                          |                      |            |      |              |           | 48,089.40  | 4,007.45  | 23.1199 | 1,849.59   |
| Step 6                                          |                      |            |      |              |           | 50,493.84  | 4,207.82  | 24.2759 | 1,942.07   |
| Step 7                                          |                      |            |      |              |           | 53,018.52  | 4,418.21  | 25.4897 | 2,039.17   |
| <b>Senior Office Specialist</b>                 | RCEA                 | Non-Exempt | 2.00 | 2107         | 2000      |            |           |         |            |
| Step 1                                          |                      |            |      |              |           | 37,656.60  | 3,138.05  | 18.1041 | 1,448.33   |
| Step 2                                          |                      |            |      |              |           | 39,539.40  | 3,294.95  | 19.0093 | 1,520.75   |
| Step 3                                          |                      |            |      |              |           | 41,516.40  | 3,459.70  | 19.9598 | 1,596.78   |
| Step 4                                          |                      |            |      |              |           | 43,592.28  | 3,632.69  | 20.9578 | 1,676.63   |
| Step 5                                          |                      |            |      |              |           | 45,771.96  | 3,814.33  | 22.0058 | 1,760.46   |
| Step 6                                          |                      |            |      |              |           | 48,060.60  | 4,005.05  | 23.1061 | 1,848.48   |
| Step 7                                          |                      |            |      |              |           | 50,463.60  | 4,205.30  | 24.2613 | 1,940.91   |
| <b>Office Specialist</b>                        | RCEA                 | Non-Exempt | 2.00 | 2109         | 1400      |            |           |         |            |
| Step 1                                          |                      |            |      |              |           | 32,471.04  | 2,705.92  | 15.6111 | 1,248.89   |
| Step 2                                          |                      |            |      |              |           | 34,094.64  | 2,841.22  | 16.3917 | 1,311.33   |
| Step 3                                          |                      |            |      |              |           | 35,799.36  | 2,983.28  | 17.2112 | 1,376.90   |
| Step 4                                          |                      |            |      |              |           | 37,589.28  | 3,132.44  | 18.0718 | 1,445.74   |
| Step 5                                          |                      |            |      |              |           | 39,468.72  | 3,289.06  | 18.9753 | 1,518.03   |
| Step 6                                          |                      |            |      |              |           | 41,442.12  | 3,453.51  | 19.9241 | 1,593.93   |
| Step 7                                          |                      |            |      |              |           | 43,514.28  | 3,626.19  | 20.9203 | 1,673.63   |
| <b>Records Assistant</b>                        | RCEA                 | Non-Exempt | 1.00 |              | 2000      |            |           |         |            |
| Step 1                                          |                      |            |      |              |           | 37,656.60  | 3,138.05  | 18.1041 | 1,448.33   |
| Step 2                                          |                      |            |      |              |           | 39,539.40  | 3,294.95  | 19.0093 | 1,520.75   |
| Step 3                                          |                      |            |      |              |           | 41,516.40  | 3,459.70  | 19.9598 | 1,596.78   |
| Step 4                                          |                      |            |      |              |           | 43,592.28  | 3,632.69  | 20.9578 | 1,676.63   |
| Step 5                                          |                      |            |      |              |           | 45,771.96  | 3,814.33  | 22.0058 | 1,760.46   |
| Step 6                                          |                      |            |      |              |           | 48,060.60  | 4,005.05  | 23.1061 | 1,848.48   |
| Step 7                                          |                      |            |      |              |           | 50,463.60  | 4,205.30  | 24.2613 | 1,940.91   |
| <b>CITY TREASURER'S OFFICE</b>                  |                      |            |      |              |           |            |           |         |            |
| <b>City Treasurer (Elected) (PT)</b>            | Elected              | Elected/Ex | 1.00 | 1110         | 95        |            |           |         |            |
|                                                 |                      |            |      |              |           | 14,412.00  | 1,201.00  | 13.8577 | 554.31     |
| <b>Assistant Treasurer / Investment Officer</b> | RMMA                 | Exempt     | 1.00 | 1303         | 4000      |            |           |         |            |
| Step 1                                          |                      |            |      |              |           | 61,704.24  | 5,142.02  | 29.6655 | 2,373.24   |
| Step 2                                          |                      |            |      |              |           | 64,789.44  | 5,399.12  | 31.1488 | 2,491.90   |
| Step 3                                          |                      |            |      |              |           | 68,028.96  | 5,669.08  | 32.7062 | 2,616.50   |
| Step 4                                          |                      |            |      |              |           | 71,430.36  | 5,952.53  | 34.3415 | 2,747.32   |
| Step 5                                          |                      |            |      |              |           | 75,001.92  | 6,250.16  | 36.0586 | 2,884.69   |
| Step 6                                          |                      |            |      |              |           | 78,752.04  | 6,562.67  | 37.8616 | 3,028.92   |
| Step 7                                          |                      |            |      |              |           | 82,689.60  | 6,890.80  | 39.7546 | 3,180.37   |
| <b>Senior Accounting Assistant</b>              | RCEA                 | Non-Exempt | 2.00 | 1409         | 2100      |            |           |         |            |
| Step 1                                          |                      |            |      |              |           | 38,597.64  | 3,216.47  | 18.5566 | 1,484.52   |
| Step 2                                          |                      |            |      |              |           | 40,527.48  | 3,377.29  | 19.4844 | 1,558.75   |
| Step 3                                          |                      |            |      |              |           | 42,553.92  | 3,546.16  | 20.4586 | 1,636.69   |
| Step 4                                          |                      |            |      |              |           | 44,681.64  | 3,723.47  | 21.4816 | 1,718.52   |
| Step 5                                          |                      |            |      |              |           | 46,915.68  | 3,909.64  | 22.5556 | 1,804.45   |
| Step 6                                          |                      |            |      |              |           | 49,261.44  | 4,105.12  | 23.6834 | 1,894.67   |
| Step 7                                          |                      |            |      |              |           | 51,724.56  | 4,310.38  | 24.8676 | 1,989.41   |
| <b>Office Specialist</b>                        | RCEA                 | Non-Exempt | 1.00 | 2109         | 1400      |            |           |         |            |
| Step 1                                          |                      |            |      |              |           | 32,471.04  | 2,705.92  | 15.6111 | 1,248.89   |
| Step 2                                          |                      |            |      |              |           | 34,094.64  | 2,841.22  | 16.3917 | 1,311.33   |
| Step 3                                          |                      |            |      |              |           | 35,799.36  | 2,983.28  | 17.2112 | 1,376.90   |
| Step 4                                          |                      |            |      |              |           | 37,589.28  | 3,132.44  | 18.0718 | 1,445.74   |
| Step 5                                          |                      |            |      |              |           | 39,468.72  | 3,289.06  | 18.9753 | 1,518.03   |
| Step 6                                          |                      |            |      |              |           | 41,442.12  | 3,453.51  | 19.9241 | 1,593.93   |
| Step 7                                          |                      |            |      |              |           | 43,514.28  | 3,626.19  | 20.9203 | 1,673.63   |
| <b>COMMUNITY DEVELOPMENT DEPARTMENT</b>         |                      |            |      |              |           |            |           |         |            |
| <b>Director, Community Development</b>          | Executive - At Will  | Exempt     | 1.00 | 4201         | 7700      |            |           |         |            |
| Minimum                                         |                      |            |      |              |           | 153,847.00 | 12,820.58 | 73.9649 | 5,917.19   |
| Maximum                                         |                      |            |      |              |           | 206,167.00 | 17,180.58 | 99.1188 | 7,929.50   |

| Department / Division                  | Bargaining Group:    | FLSA       | FTE  | Position No. | Pay Grade | Annual     | Monthly   | Hourly  | Pay Period |
|----------------------------------------|----------------------|------------|------|--------------|-----------|------------|-----------|---------|------------|
| <b>Community Development Manager</b>   | Management - At Will | Exempt     | 1.00 | 4202         | 6100A     |            |           |         |            |
| Step 1                                 |                      |            |      |              |           | 103,638.12 | 8,636.51  | 49.8260 | 3,986.08   |
| Step 2                                 |                      |            |      |              |           | 108,820.08 | 9,068.34  | 52.3173 | 4,185.39   |
| Step 3                                 |                      |            |      |              |           | 114,261.12 | 9,521.76  | 54.9332 | 4,394.66   |
| Step 4                                 |                      |            |      |              |           | 119,973.96 | 9,997.83  | 57.6798 | 4,614.38   |
| Step 5                                 |                      |            |      |              |           | 125,972.64 | 10,497.72 | 60.5638 | 4,845.10   |
| Step 6                                 |                      |            |      |              |           | 132,271.32 | 11,022.61 | 63.5920 | 5,087.36   |
| Step 7                                 |                      |            |      |              |           | 138,884.88 | 11,573.74 | 66.7716 | 5,341.73   |
| <b>Administrative Analyst</b>          | RMMA                 | Exempt     | 1.00 | 2003         | 3900      |            |           |         |            |
| Step 1                                 |                      |            |      |              |           | 60,199.92  | 5,016.66  | 28.9423 | 2,315.38   |
| Step 2                                 |                      |            |      |              |           | 63,209.88  | 5,267.49  | 30.3894 | 2,431.15   |
| Step 3                                 |                      |            |      |              |           | 66,370.44  | 5,530.87  | 31.9089 | 2,552.71   |
| Step 4                                 |                      |            |      |              |           | 69,688.92  | 5,807.41  | 33.5043 | 2,680.34   |
| Step 5                                 |                      |            |      |              |           | 73,173.36  | 6,097.78  | 35.1795 | 2,814.36   |
| Step 6                                 |                      |            |      |              |           | 76,832.04  | 6,402.67  | 36.9385 | 2,955.08   |
| Step 7                                 |                      |            |      |              |           | 80,673.60  | 6,722.80  | 38.7854 | 3,102.83   |
| <b>Development Services Specialist</b> | RCEA                 | Non-Exempt | 0.00 | 4103         | 3600      |            |           |         |            |
| Step 1                                 |                      |            |      |              |           | 55,901.16  | 4,658.43  | 26.8756 | 2,150.04   |
| Step 2                                 |                      |            |      |              |           | 58,696.20  | 4,891.35  | 28.2193 | 2,257.55   |
| Step 3                                 |                      |            |      |              |           | 61,631.04  | 5,135.92  | 29.6303 | 2,370.42   |
| Step 4                                 |                      |            |      |              |           | 64,712.70  | 5,392.73  | 31.1119 | 2,488.95   |
| Step 5                                 |                      |            |      |              |           | 67,948.32  | 5,662.36  | 32.6675 | 2,613.40   |
| Step 6                                 |                      |            |      |              |           | 71,345.76  | 5,945.48  | 34.3008 | 2,744.07   |
| Step 7                                 |                      |            |      |              |           | 74,913.00  | 6,242.75  | 36.0159 | 2,881.27   |
| <b>Administrative Assistant</b>        | RCEA                 | Non-Exempt | 2.00 | 2015         | 2600      |            |           |         |            |
| Step 1                                 |                      |            |      |              |           | 43,670.52  | 3,639.21  | 20.9954 | 1,679.64   |
| Step 2                                 |                      |            |      |              |           | 45,854.04  | 3,821.17  | 22.0452 | 1,763.62   |
| Step 3                                 |                      |            |      |              |           | 48,146.76  | 4,012.23  | 23.1475 | 1,851.80   |
| Step 4                                 |                      |            |      |              |           | 50,554.08  | 4,212.84  | 24.3048 | 1,944.39   |
| Step 5                                 |                      |            |      |              |           | 53,081.76  | 4,423.48  | 25.5201 | 2,041.61   |
| Step 6                                 |                      |            |      |              |           | 55,735.80  | 4,644.65  | 26.7961 | 2,143.68   |
| Step 7                                 |                      |            |      |              |           | 58,522.56  | 4,876.88  | 28.1358 | 2,250.87   |
| <b>Building Official</b>               | Management - At Will | Exempt     | 1.00 | 4301         | 6100      |            |           |         |            |
| Step 1                                 |                      |            |      |              |           | 103,638.00 | 8,636.50  | 49.8260 | 3,986.08   |
| Step 2                                 |                      |            |      |              |           | 108,819.96 | 9,068.33  | 52.3173 | 4,185.38   |
| Step 3                                 |                      |            |      |              |           | 114,261.00 | 9,521.75  | 54.9332 | 4,394.65   |
| Step 4                                 |                      |            |      |              |           | 119,974.08 | 9,997.84  | 57.6798 | 4,614.39   |
| Step 5                                 |                      |            |      |              |           | 125,972.76 | 10,497.73 | 60.5638 | 4,845.11   |
| Step 6                                 |                      |            |      |              |           | 132,271.44 | 11,022.62 | 63.5920 | 5,087.36   |
| Step 7                                 |                      |            |      |              |           | 138,885.00 | 11,573.75 | 66.7716 | 5,341.73   |
| <b>Building &amp; Safety Manager</b>   | RMMA                 | Exempt     | 1.00 | 4302         | 5600      |            |           |         |            |
| Step 1                                 |                      |            |      |              |           | 91,607.04  | 7,633.92  | 44.0418 | 3,523.35   |
| Step 2                                 |                      |            |      |              |           | 96,187.44  | 8,015.62  | 46.2440 | 3,699.52   |
| Step 3                                 |                      |            |      |              |           | 100,996.80 | 8,416.40  | 48.5562 | 3,884.49   |
| Step 4                                 |                      |            |      |              |           | 106,046.64 | 8,837.22  | 50.9840 | 4,078.72   |
| Step 5                                 |                      |            |      |              |           | 111,348.96 | 9,279.08  | 53.5332 | 4,282.65   |
| Step 6                                 |                      |            |      |              |           | 116,916.36 | 9,743.03  | 56.2098 | 4,496.78   |
| Step 7                                 |                      |            |      |              |           | 122,762.16 | 10,230.18 | 59.0203 | 4,721.62   |
| <b>Senior Building Inspector</b>       | RCEA                 | Non-Exempt | 1.00 | 4305         | 3800      |            |           |         |            |
| Step 1                                 |                      |            |      |              |           | 58,731.48  | 4,894.29  | 28.2363 | 2,258.90   |
| Step 2                                 |                      |            |      |              |           | 61,668.12  | 5,139.01  | 29.6481 | 2,371.85   |
| Step 3                                 |                      |            |      |              |           | 64,751.52  | 5,395.96  | 31.1305 | 2,490.44   |
| Step 4                                 |                      |            |      |              |           | 67,989.12  | 5,665.76  | 32.6871 | 2,614.97   |
| Step 5                                 |                      |            |      |              |           | 71,388.60  | 5,949.05  | 34.3214 | 2,745.72   |
| Step 6                                 |                      |            |      |              |           | 74,958.00  | 6,246.50  | 36.0375 | 2,883.00   |
| Step 7                                 |                      |            |      |              |           | 78,705.96  | 6,558.83  | 37.8394 | 3,027.15   |
| <b>Senior Plans Examiner</b>           | RCEA                 | Non-Exempt | 1.00 | 4309         | 4600      |            |           |         |            |
| Step 1                                 |                      |            |      |              |           | 71,311.28  | 5,942.61  | 34.2843 | 2,742.74   |
| Step 2                                 |                      |            |      |              |           | 74,876.87  | 6,239.74  | 35.9985 | 2,879.88   |
| Step 3                                 |                      |            |      |              |           | 78,620.78  | 6,551.73  | 37.7985 | 3,023.88   |
| Step 4                                 |                      |            |      |              |           | 82,551.88  | 6,879.32  | 39.6884 | 3,175.07   |
| Step 5                                 |                      |            |      |              |           | 86,679.52  | 7,223.29  | 41.6728 | 3,333.83   |
| Step 6                                 |                      |            |      |              |           | 91,013.47  | 7,584.46  | 43.7565 | 3,500.52   |
| Step 7                                 |                      |            |      |              |           | 95,564.17  | 7,963.68  | 45.9443 | 3,675.55   |
| <b>Plans Examiner</b>                  | RCEA                 | Non-Exempt | 1.00 | 4308         | 3400      |            |           |         |            |
| Step 1                                 |                      |            |      |              |           | 53,208.12  | 4,434.01  | 25.5808 | 2,046.47   |
| Step 2                                 |                      |            |      |              |           | 55,868.52  | 4,655.71  | 26.8599 | 2,148.79   |
| Step 3                                 |                      |            |      |              |           | 58,662.00  | 4,888.50  | 28.2029 | 2,256.23   |
| Step 4                                 |                      |            |      |              |           | 61,595.16  | 5,132.93  | 29.6131 | 2,369.04   |
| Step 5                                 |                      |            |      |              |           | 64,674.92  | 5,389.58  | 31.0937 | 2,487.50   |
| Step 6                                 |                      |            |      |              |           | 67,908.66  | 5,659.06  | 32.6484 | 2,611.87   |
| Step 7                                 |                      |            |      |              |           | 71,304.10  | 5,942.01  | 34.2808 | 2,742.47   |
| <b>Building Inspector</b>              | RCEA                 | Non-Exempt | 2.00 | 4307         | 3400      |            |           |         |            |
| Step 1                                 |                      |            |      |              |           | 53,208.12  | 4,434.01  | 25.5808 | 2,046.47   |
| Step 2                                 |                      |            |      |              |           | 55,868.52  | 4,655.71  | 26.8599 | 2,148.79   |
| Step 3                                 |                      |            |      |              |           | 58,662.00  | 4,888.50  | 28.2029 | 2,256.23   |
| Step 4                                 |                      |            |      |              |           | 61,595.16  | 5,132.93  | 29.6131 | 2,369.04   |
| Step 5                                 |                      |            |      |              |           | 64,676.96  | 5,389.75  | 31.0947 | 2,487.58   |
| Step 6                                 |                      |            |      |              |           | 67,910.81  | 5,659.23  | 32.6494 | 2,611.95   |
| Step 7                                 |                      |            |      |              |           | 71,304.12  | 5,942.01  | 34.2808 | 2,742.47   |
| <b>Business License Inspector</b>      | RCEA                 | Non-Exempt | 2.00 | 1605         | 2700      |            |           |         |            |
| Step 1                                 |                      |            |      |              |           | 44,762.16  | 3,730.18  | 21.5203 | 1,721.62   |
| Step 2                                 |                      |            |      |              |           | 47,000.28  | 3,916.69  | 22.5963 | 1,807.70   |
| Step 3                                 |                      |            |      |              |           | 49,350.36  | 4,112.53  | 23.7261 | 1,898.09   |
| Step 4                                 |                      |            |      |              |           | 51,817.92  | 4,318.16  | 24.9125 | 1,993.00   |
| Step 5                                 |                      |            |      |              |           | 54,408.84  | 4,534.07  | 26.1581 | 2,092.65   |
| Step 6                                 |                      |            |      |              |           | 57,129.24  | 4,760.77  | 27.4660 | 2,197.28   |
| Step 7                                 |                      |            |      |              |           | 59,985.72  | 4,998.81  | 28.8393 | 2,307.14   |

| Department / Division               | Bargaining Group:    | FLSA       | FTE  | Position No. | Pay Grade | Annual     | Monthly   | Hourly  | Pay Period |
|-------------------------------------|----------------------|------------|------|--------------|-----------|------------|-----------|---------|------------|
| <b>Permit Technician</b>            | RCEA                 | Non-Exempt | 3.00 | 4211         | 2600      |            |           |         |            |
| Step 1                              |                      |            |      |              |           | 43,670.52  | 3,639.21  | 20.9954 | 1,679.64   |
| Step 2                              |                      |            |      |              |           | 45,854.04  | 3,821.17  | 22.0452 | 1,763.62   |
| Step 3                              |                      |            |      |              |           | 48,146.76  | 4,012.23  | 23.1475 | 1,851.80   |
| Step 4                              |                      |            |      |              |           | 50,554.08  | 4,212.84  | 24.3048 | 1,944.39   |
| Step 5                              |                      |            |      |              |           | 53,081.76  | 4,423.48  | 25.5201 | 2,041.61   |
| Step 6                              |                      |            |      |              |           | 55,735.80  | 4,644.65  | 26.7961 | 2,143.68   |
| Step 7                              |                      |            |      |              |           | 58,522.56  | 4,876.88  | 28.1358 | 2,250.87   |
| <b>Senior Planner</b>               | RMMA                 | Exempt     | 3.00 | 4205         | 5000      |            |           |         |            |
| Step 1                              |                      |            |      |              |           | 78,983.16  | 6,581.93  | 37.9727 | 3,037.81   |
| Step 2                              |                      |            |      |              |           | 82,932.36  | 6,911.03  | 39.8713 | 3,189.71   |
| Step 3                              |                      |            |      |              |           | 87,078.96  | 7,256.58  | 41.8649 | 3,349.19   |
| Step 4                              |                      |            |      |              |           | 91,432.92  | 7,619.41  | 43.9581 | 3,516.65   |
| Step 5                              |                      |            |      |              |           | 96,004.56  | 8,000.38  | 46.1560 | 3,692.48   |
| Step 6                              |                      |            |      |              |           | 100,804.80 | 8,400.40  | 48.4638 | 3,877.11   |
| Step 7                              |                      |            |      |              |           | 105,845.04 | 8,820.42  | 50.8870 | 4,070.96   |
| <b>Associate Planner</b>            | RMMA                 | Exempt     | 1.00 | 4207         | 4200      |            |           |         |            |
| Step 1                              |                      |            |      |              |           | 64,828.44  | 5,402.37  | 31.1675 | 2,493.40   |
| Step 2                              |                      |            |      |              |           | 68,069.88  | 5,672.49  | 32.7259 | 2,618.07   |
| Step 3                              |                      |            |      |              |           | 71,473.44  | 5,956.12  | 34.3622 | 2,748.98   |
| Step 4                              |                      |            |      |              |           | 75,047.16  | 6,253.93  | 36.0804 | 2,886.43   |
| Step 5                              |                      |            |      |              |           | 78,799.56  | 6,566.63  | 37.8844 | 3,030.75   |
| Step 6                              |                      |            |      |              |           | 82,739.52  | 6,894.96  | 39.7786 | 3,182.29   |
| Step 7                              |                      |            |      |              |           | 86,876.52  | 7,239.71  | 41.7676 | 3,341.40   |
| <b>Assistant Planner</b>            | RCEA                 | Non-Exempt | 0.00 | 4209         | 3200      |            |           |         |            |
| Step 1                              |                      |            |      |              |           | 50,643.96  | 4,220.33  | 24.3481 | 1,947.84   |
| Step 2                              |                      |            |      |              |           | 53,176.20  | 4,431.35  | 25.5655 | 2,045.24   |
| Step 3                              |                      |            |      |              |           | 55,835.04  | 4,652.92  | 26.8438 | 2,147.50   |
| Step 4                              |                      |            |      |              |           | 58,626.84  | 4,885.57  | 28.1860 | 2,254.88   |
| Step 5                              |                      |            |      |              |           | 61,558.20  | 5,129.85  | 29.5953 | 2,367.62   |
| Step 6                              |                      |            |      |              |           | 64,636.08  | 5,386.34  | 31.0750 | 2,486.00   |
| Step 7                              |                      |            |      |              |           | 67,867.92  | 5,655.66  | 32.6288 | 2,610.30   |
| <b>Economic Development Manager</b> | Management - At-Will | Exempt     | 1.00 |              | 5900      |            |           |         |            |
| Step 1                              |                      |            |      |              |           | 98,643.63  | 8,220.30  | 47.4248 | 3,793.99   |
| Step 2                              |                      |            |      |              |           | 103,575.80 | 8,631.32  | 49.7961 | 3,983.68   |
| Step 3                              |                      |            |      |              |           | 108,754.65 | 9,062.89  | 52.2859 | 4,182.87   |
| Step 4                              |                      |            |      |              |           | 114,192.35 | 9,516.03  | 54.9002 | 4,392.01   |
| Step 5                              |                      |            |      |              |           | 119,902.01 | 9,991.83  | 57.6452 | 4,611.62   |
| Step 6                              |                      |            |      |              |           | 125,897.09 | 10,491.42 | 60.5274 | 4,842.20   |
| Step 7                              |                      |            |      |              |           | 132,192.00 | 11,016.00 | 63.5538 | 5,084.31   |
| <b>Planning Aide</b>                | RCEA                 | Non-Exempt | 1.00 |              | 2600      |            |           |         |            |
| Step 1                              |                      |            |      |              |           | 43,670.52  | 3,639.21  | 20.9954 | 1,679.64   |
| Step 2                              |                      |            |      |              |           | 45,854.04  | 3,821.17  | 22.0452 | 1,763.62   |
| Step 3                              |                      |            |      |              |           | 48,146.76  | 4,012.23  | 23.1475 | 1,851.80   |
| Step 4                              |                      |            |      |              |           | 50,554.08  | 4,212.84  | 24.3048 | 1,944.39   |
| Step 5                              |                      |            |      |              |           | 53,081.76  | 4,423.48  | 25.5201 | 2,041.61   |
| Step 6                              |                      |            |      |              |           | 55,735.80  | 4,644.65  | 26.7961 | 2,143.68   |
| Step 7                              |                      |            |      |              |           | 58,522.56  | 4,876.88  | 28.1358 | 2,250.87   |
| <b>City Engineer</b>                | Management - At-Will | Exempt     | 1.00 | 8100         | 6800      |            |           |         |            |
| Step 1                              |                      |            |      |              |           | 123,192.96 | 10,266.08 | 59.2274 | 4,738.19   |
| Step 2                              |                      |            |      |              |           | 129,352.68 | 10,779.39 | 62.1888 | 4,975.10   |
| Step 3                              |                      |            |      |              |           | 135,820.32 | 11,318.36 | 65.2982 | 5,223.86   |
| Step 4                              |                      |            |      |              |           | 142,611.36 | 11,884.28 | 68.5632 | 5,485.05   |
| Step 5                              |                      |            |      |              |           | 149,742.00 | 12,478.50 | 71.9913 | 5,759.31   |
| Step 6                              |                      |            |      |              |           | 157,229.04 | 13,102.42 | 75.5909 | 6,047.27   |
| Step 7                              |                      |            |      |              |           | 165,090.48 | 13,757.54 | 79.3704 | 6,349.63   |
| <b>Senior Civil Engineer</b>        | RMMA                 | Exempt     | 1.00 | 8101         | 5400      |            |           |         |            |
| Step 1                              |                      |            |      |              |           | 87,187.44  | 7,265.62  | 41.9170 | 3,353.36   |
| Step 2                              |                      |            |      |              |           | 91,546.80  | 7,628.90  | 44.0129 | 3,521.03   |
| Step 3                              |                      |            |      |              |           | 96,124.20  | 8,010.35  | 46.2136 | 3,697.08   |
| Step 4                              |                      |            |      |              |           | 100,930.44 | 8,410.87  | 48.5243 | 3,881.94   |
| Step 5                              |                      |            |      |              |           | 105,976.92 | 8,831.41  | 50.9504 | 4,076.04   |
| Step 6                              |                      |            |      |              |           | 111,275.76 | 9,272.98  | 53.4980 | 4,279.84   |
| Step 7                              |                      |            |      |              |           | 116,839.56 | 9,736.63  | 56.1729 | 4,493.83   |
| <b>Civil Engineer</b>               | RMMA                 | Exempt     | 0.00 | 8105         | 5400      |            |           |         |            |
| Step 1                              |                      |            |      |              |           | 87,187.44  | 7,265.62  | 41.9170 | 3,353.36   |
| Step 2                              |                      |            |      |              |           | 91,546.80  | 7,628.90  | 44.0129 | 3,521.03   |
| Step 3                              |                      |            |      |              |           | 96,124.20  | 8,010.35  | 46.2136 | 3,697.08   |
| Step 4                              |                      |            |      |              |           | 100,930.44 | 8,410.87  | 48.5243 | 3,881.94   |
| Step 5                              |                      |            |      |              |           | 105,976.92 | 8,831.41  | 50.9504 | 4,076.04   |
| Step 6                              |                      |            |      |              |           | 111,275.76 | 9,272.98  | 53.4980 | 4,279.84   |
| Step 7                              |                      |            |      |              |           | 116,839.56 | 9,736.63  | 56.1729 | 4,493.83   |
| <b>Associate Civil Engineer</b>     | RMMA                 | Exempt     | 2.00 | 8107         | 4800      |            |           |         |            |
| Step 1                              |                      |            |      |              |           | 75,181.08  | 6,265.09  | 36.1448 | 2,891.58   |
| Step 2                              |                      |            |      |              |           | 78,940.20  | 6,578.35  | 37.9520 | 3,036.16   |
| Step 3                              |                      |            |      |              |           | 82,887.24  | 6,907.27  | 39.8496 | 3,187.97   |
| Step 4                              |                      |            |      |              |           | 87,031.56  | 7,252.63  | 41.8421 | 3,347.37   |
| Step 5                              |                      |            |      |              |           | 91,383.12  | 7,615.26  | 43.9342 | 3,514.74   |
| Step 6                              |                      |            |      |              |           | 95,952.24  | 7,996.02  | 46.1309 | 3,690.47   |
| Step 7                              |                      |            |      |              |           | 100,749.84 | 8,395.82  | 48.4374 | 3,874.99   |
| <b>Project Manager</b>              | RMMA                 | Exempt     | 1.00 |              | 5200      |            |           |         |            |
| Step 1                              |                      |            |      |              |           | 82,984.92  | 6,915.41  | 39.8966 | 3,191.73   |
| Step 2                              |                      |            |      |              |           | 87,134.16  | 7,261.18  | 41.8914 | 3,351.31   |
| Step 3                              |                      |            |      |              |           | 91,490.88  | 7,624.24  | 43.9860 | 3,518.88   |
| Step 4                              |                      |            |      |              |           | 96,065.40  | 8,005.45  | 46.1853 | 3,694.82   |
| Step 5                              |                      |            |      |              |           | 100,868.64 | 8,405.72  | 48.4945 | 3,879.56   |
| Step 6                              |                      |            |      |              |           | 105,912.12 | 8,826.01  | 50.9193 | 4,073.54   |
| Step 7                              |                      |            |      |              |           | 111,207.72 | 9,267.31  | 53.4653 | 4,277.22   |

| Department / Division                                 | Bargaining Group:   | FLSA       | FTE  | Position No. | Pay Grade | Annual     | Monthly  | Hourly  | Pay Period |
|-------------------------------------------------------|---------------------|------------|------|--------------|-----------|------------|----------|---------|------------|
| <b>Assistant Civil Engineer</b>                       | RCEA                | Non-Exempt | 2.00 | 8109         | 4200      |            |          |         |            |
| Step 1                                                |                     |            |      |              |           | 64,828.44  | 5,402.37 | 31.1675 | 2,493.40   |
| Step 2                                                |                     |            |      |              |           | 68,069.88  | 5,672.49 | 32.7259 | 2,618.07   |
| Step 3                                                |                     |            |      |              |           | 71,473.44  | 5,956.12 | 34.3622 | 2,748.98   |
| Step 4                                                |                     |            |      |              |           | 75,047.16  | 6,253.93 | 36.0804 | 2,886.43   |
| Step 5                                                |                     |            |      |              |           | 78,799.56  | 6,566.63 | 37.8844 | 3,030.75   |
| Step 6                                                |                     |            |      |              |           | 82,739.52  | 6,894.96 | 39.7786 | 3,182.29   |
| Step 7                                                |                     |            |      |              |           | 86,876.52  | 7,239.71 | 41.7676 | 3,341.40   |
| <b>Engineering Technician</b>                         | RCEA                | Non-Exempt | 2.00 | 8111         | 3200      |            |          |         |            |
| Step 1                                                |                     |            |      |              |           | 50,643.96  | 4,220.33 | 24.3481 | 1,947.84   |
| Step 2                                                |                     |            |      |              |           | 53,176.20  | 4,431.35 | 25.5655 | 2,045.24   |
| Step 3                                                |                     |            |      |              |           | 55,835.04  | 4,652.92 | 26.8438 | 2,147.50   |
| Step 4                                                |                     |            |      |              |           | 58,626.84  | 4,885.57 | 28.1860 | 2,254.88   |
| Step 5                                                |                     |            |      |              |           | 61,558.20  | 5,129.85 | 29.5953 | 2,367.62   |
| Step 6                                                |                     |            |      |              |           | 64,636.08  | 5,386.34 | 31.0750 | 2,486.00   |
| Step 7                                                |                     |            |      |              |           | 67,867.92  | 5,655.66 | 32.6288 | 2,610.30   |
| <b>Engineering Aide</b>                               | RCEA                | Non-Exempt | 0.00 | 8113         | 2600      |            |          |         |            |
| Step 1                                                |                     |            |      |              |           | 43,670.52  | 3,639.21 | 20.9954 | 1,679.64   |
| Step 2                                                |                     |            |      |              |           | 45,854.04  | 3,821.17 | 22.0452 | 1,763.62   |
| Step 3                                                |                     |            |      |              |           | 48,146.76  | 4,012.23 | 23.1475 | 1,851.80   |
| Step 4                                                |                     |            |      |              |           | 50,554.08  | 4,212.84 | 24.3048 | 1,944.39   |
| Step 5                                                |                     |            |      |              |           | 53,081.76  | 4,423.48 | 25.5201 | 2,041.61   |
| Step 6                                                |                     |            |      |              |           | 55,735.80  | 4,644.65 | 26.7961 | 2,143.68   |
| Step 7                                                |                     |            |      |              |           | 58,522.56  | 4,876.88 | 28.1358 | 2,250.87   |
| <b>Senior Construction Inspector</b>                  | RCEA                | Non-Exempt | 1.00 | 8114         | 4000      |            |          |         |            |
| Step 1                                                |                     |            |      |              |           | 61,704.24  | 5,142.02 | 29.6655 | 2,373.24   |
| Step 2                                                |                     |            |      |              |           | 64,789.44  | 5,399.12 | 31.1488 | 2,491.90   |
| Step 3                                                |                     |            |      |              |           | 68,028.96  | 5,669.08 | 32.7062 | 2,616.50   |
| Step 4                                                |                     |            |      |              |           | 71,430.36  | 5,952.53 | 34.3415 | 2,747.32   |
| Step 5                                                |                     |            |      |              |           | 75,001.92  | 6,250.16 | 36.0586 | 2,884.69   |
| Step 6                                                |                     |            |      |              |           | 78,752.04  | 6,562.67 | 37.8616 | 3,028.92   |
| Step 7                                                |                     |            |      |              |           | 82,689.60  | 6,890.80 | 39.7546 | 3,180.37   |
| <b>Construction Inspector</b>                         | RCEA                | Non-Exempt | 2.00 | 8115         | 3500      |            |          |         |            |
| Step 1                                                |                     |            |      |              |           | 54,537.24  | 4,544.77 | 26.2198 | 2,097.59   |
| Step 2                                                |                     |            |      |              |           | 57,264.12  | 4,772.01 | 27.5308 | 2,202.47   |
| Step 3                                                |                     |            |      |              |           | 60,127.32  | 5,010.61 | 28.9074 | 2,312.59   |
| Step 4                                                |                     |            |      |              |           | 63,133.68  | 5,261.14 | 30.3527 | 2,428.22   |
| Step 5                                                |                     |            |      |              |           | 66,290.40  | 5,524.20 | 31.8704 | 2,549.63   |
| Step 6                                                |                     |            |      |              |           | 69,604.92  | 5,800.41 | 33.4639 | 2,677.11   |
| Step 7                                                |                     |            |      |              |           | 73,085.16  | 6,090.43 | 35.1371 | 2,810.97   |
| <b>Accounting Technician</b>                          | RCEA                | Non-Exempt | 1.00 | 1406         | 3100      |            |          |         |            |
| Step 1                                                |                     |            |      |              |           | 49,409.04  | 4,117.42 | 23.7543 | 1,900.35   |
| Step 2                                                |                     |            |      |              |           | 51,879.48  | 4,323.29 | 24.9421 | 1,995.36   |
| Step 3                                                |                     |            |      |              |           | 54,473.52  | 4,539.46 | 26.1892 | 2,095.14   |
| Step 4                                                |                     |            |      |              |           | 57,197.16  | 4,766.43 | 27.4986 | 2,199.89   |
| Step 5                                                |                     |            |      |              |           | 60,057.00  | 5,004.75 | 28.8736 | 2,309.88   |
| Step 6                                                |                     |            |      |              |           | 63,059.88  | 5,254.99 | 30.3173 | 2,425.38   |
| Step 7                                                |                     |            |      |              |           | 66,212.88  | 5,517.74 | 31.8331 | 2,546.65   |
| <b>Administrative Assistant</b>                       | RCEA                | Non-Exempt | 1.00 | 2105         | 2600      |            |          |         |            |
| Step 1                                                |                     |            |      |              |           | 43,670.52  | 3,639.21 | 20.9954 | 1,679.64   |
| Step 2                                                |                     |            |      |              |           | 45,854.04  | 3,821.17 | 22.0452 | 1,763.62   |
| Step 3                                                |                     |            |      |              |           | 48,146.76  | 4,012.23 | 23.1475 | 1,851.80   |
| Step 4                                                |                     |            |      |              |           | 50,554.08  | 4,212.84 | 24.3048 | 1,944.39   |
| Step 5                                                |                     |            |      |              |           | 53,081.76  | 4,423.48 | 25.5201 | 2,041.61   |
| Step 6                                                |                     |            |      |              |           | 55,735.80  | 4,644.65 | 26.7961 | 2,143.68   |
| Step 7                                                |                     |            |      |              |           | 58,522.56  | 4,876.88 | 28.1358 | 2,250.87   |
| <b>COMMUNITY SERVICES DEPARTMENT</b>                  |                     |            |      |              |           |            |          |         |            |
| <b>Director, Community Services</b>                   | Executive - At Will | Exempt     | 1.00 | 9001         | 7000      |            |          |         |            |
| Minimum                                               |                     |            |      |              |           | 129,430.00 | 10,786   | 62.2260 | 4,978.08   |
| Maximum                                               |                     |            |      |              |           | 173,448.00 | 14,454   | 83.3885 | 6,671.08   |
| <b>Recreation &amp; Community Services Manager</b>    | RMMA                | Exempt     | 0.00 | 9003         | 5200      |            |          |         |            |
| Step 1                                                |                     |            |      |              |           | 82,984.92  | 6,915.41 | 39.8966 | 3,191.73   |
| Step 2                                                |                     |            |      |              |           | 87,134.16  | 7,261.18 | 41.8914 | 3,351.31   |
| Step 3                                                |                     |            |      |              |           | 91,490.88  | 7,624.24 | 43.9860 | 3,518.88   |
| Step 4                                                |                     |            |      |              |           | 96,065.40  | 8,005.45 | 46.1853 | 3,694.82   |
| Step 5                                                |                     |            |      |              |           | 100,868.64 | 8,405.72 | 48.4945 | 3,879.56   |
| Step 6                                                |                     |            |      |              |           | 105,912.12 | 8,826.01 | 50.9193 | 4,073.54   |
| Step 7                                                |                     |            |      |              |           | 111,207.72 | 9,267.31 | 53.4653 | 4,277.22   |
| <b>Recreation &amp; Community Services Supervisor</b> | RMMA                | Exempt     | 1.00 | 9005         | 3800      |            |          |         |            |
| Step 1                                                |                     |            |      |              |           | 58,731.48  | 4,894.29 | 28.2363 | 2,258.90   |
| Step 2                                                |                     |            |      |              |           | 61,668.12  | 5,139.01 | 29.6481 | 2,371.85   |
| Step 3                                                |                     |            |      |              |           | 64,751.52  | 5,395.96 | 31.1305 | 2,490.44   |
| Step 4                                                |                     |            |      |              |           | 67,989.12  | 5,665.76 | 32.6871 | 2,614.97   |
| Step 5                                                |                     |            |      |              |           | 71,388.60  | 5,949.05 | 34.3214 | 2,745.72   |
| Step 6                                                |                     |            |      |              |           | 74,958.00  | 6,246.50 | 36.0375 | 2,883.00   |
| Step 7                                                |                     |            |      |              |           | 78,705.96  | 6,558.83 | 37.8394 | 3,027.15   |
| <b>Recreation Programmer</b>                          | RCEA                | Non-Exempt | 6.00 | 9007         | 2800      |            |          |         |            |
| Step 1                                                |                     |            |      |              |           | 45,880.32  | 3,823.36 | 22.0578 | 1,764.63   |
| Step 2                                                |                     |            |      |              |           | 48,174.36  | 4,014.53 | 23.1608 | 1,852.86   |
| Step 3                                                |                     |            |      |              |           | 50,583.12  | 4,215.26 | 24.3188 | 1,945.50   |
| Step 4                                                |                     |            |      |              |           | 53,112.24  | 4,426.02 | 25.5347 | 2,042.78   |
| Step 5                                                |                     |            |      |              |           | 55,767.84  | 4,647.32 | 26.8115 | 2,144.92   |
| Step 6                                                |                     |            |      |              |           | 58,556.28  | 4,879.69 | 28.1521 | 2,252.16   |
| Step 7                                                |                     |            |      |              |           | 61,484.16  | 5,123.68 | 29.5597 | 2,364.78   |
| <b>Administrative Assistant</b>                       | RCEA                | Non-Exempt | 1.00 | 2015         | 2600      |            |          |         |            |
| Step 1                                                |                     |            |      |              |           | 43,670.52  | 3,639.21 | 20.9954 | 1,679.64   |
| Step 2                                                |                     |            |      |              |           | 45,854.04  | 3,821.17 | 22.0452 | 1,763.62   |
| Step 3                                                |                     |            |      |              |           | 48,146.76  | 4,012.23 | 23.1475 | 1,851.80   |
| Step 4                                                |                     |            |      |              |           | 50,554.08  | 4,212.84 | 24.3048 | 1,944.39   |
| Step 5                                                |                     |            |      |              |           | 53,081.76  | 4,423.48 | 25.5201 | 2,041.61   |
| Step 6                                                |                     |            |      |              |           | 55,735.80  | 4,644.65 | 26.7961 | 2,143.68   |
| Step 7                                                |                     |            |      |              |           | 58,522.56  | 4,876.88 | 28.1358 | 2,250.87   |

| Department / Division                         | Bargaining Group:    | FLSA       | FTE  | Position No. | Pay Grade | Annual     | Monthly   | Hourly  | Pay Period |
|-----------------------------------------------|----------------------|------------|------|--------------|-----------|------------|-----------|---------|------------|
| <b>Senior Field Services Worker</b>           | RCEA                 | Non-Exempt | 5.00 |              | 2500      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 42,604.56  | 3,550.38  | 20.4830 | 1,638.64   |
| Step 2                                        |                      |            |      |              |           | 44,734.80  | 3,727.90  | 21.5071 | 1,720.57   |
| Step 3                                        |                      |            |      |              |           | 46,971.60  | 3,914.30  | 22.5825 | 1,806.60   |
| Step 4                                        |                      |            |      |              |           | 49,320.24  | 4,110.02  | 23.7117 | 1,896.93   |
| Step 5                                        |                      |            |      |              |           | 51,786.24  | 4,315.52  | 24.8972 | 1,991.78   |
| Step 6                                        |                      |            |      |              |           | 54,375.60  | 4,531.30  | 26.1421 | 2,091.37   |
| Step 7                                        |                      |            |      |              |           | 57,094.44  | 4,757.87  | 27.4493 | 2,195.94   |
| <b>Field Service Worker</b>                   | RCEA                 | Non-Exempt | 8.00 |              | 1900      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 36,738.00  | 3,061.50  | 17.6625 | 1,413.00   |
| Step 2                                        |                      |            |      |              |           | 38,574.96  | 3,214.58  | 18.5457 | 1,483.65   |
| Step 3                                        |                      |            |      |              |           | 40,503.72  | 3,375.31  | 19.4729 | 1,557.84   |
| Step 4                                        |                      |            |      |              |           | 42,528.96  | 3,544.08  | 20.4466 | 1,635.73   |
| Step 5                                        |                      |            |      |              |           | 44,655.36  | 3,721.28  | 21.4689 | 1,717.51   |
| Step 6                                        |                      |            |      |              |           | 46,888.08  | 3,907.34  | 22.5423 | 1,803.39   |
| Step 7                                        |                      |            |      |              |           | 49,232.52  | 4,102.71  | 23.6695 | 1,893.56   |
| <b>Lead Field Service Worker</b>              | RCEA                 | Non-Exempt | 1.00 |              | 3100      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 49,409.04  | 4,117.42  | 23.7543 | 1,900.35   |
| Step 2                                        |                      |            |      |              |           | 51,879.48  | 4,323.29  | 24.9421 | 1,995.36   |
| Step 3                                        |                      |            |      |              |           | 54,473.52  | 4,539.46  | 26.1892 | 2,095.14   |
| Step 4                                        |                      |            |      |              |           | 57,197.16  | 4,766.43  | 27.4986 | 2,199.89   |
| Step 5                                        |                      |            |      |              |           | 60,057.00  | 5,004.75  | 28.8736 | 2,309.88   |
| Step 6                                        |                      |            |      |              |           | 63,059.88  | 5,254.99  | 30.3173 | 2,425.38   |
| Step 7                                        |                      |            |      |              |           | 66,212.88  | 5,517.74  | 31.8331 | 2,546.65   |
| <b>Landscape Contract Specialist</b>          | RCEA                 | Non-Exempt | 1.00 | 8601         | 3100      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 49,409.04  | 4,117.42  | 23.7543 | 1,900.35   |
| Step 2                                        |                      |            |      |              |           | 51,879.48  | 4,323.29  | 24.9421 | 1,995.36   |
| Step 3                                        |                      |            |      |              |           | 54,473.52  | 4,539.46  | 26.1892 | 2,095.14   |
| Step 4                                        |                      |            |      |              |           | 57,197.16  | 4,766.43  | 27.4986 | 2,199.89   |
| Step 5                                        |                      |            |      |              |           | 60,057.00  | 5,004.75  | 28.8736 | 2,309.88   |
| Step 6                                        |                      |            |      |              |           | 63,059.88  | 5,254.99  | 30.3173 | 2,425.38   |
| Step 7                                        |                      |            |      |              |           | 66,212.88  | 5,517.74  | 31.8331 | 2,546.65   |
| <b>Administrative Analyst</b>                 | RMMA                 | Exempt     | 2.00 | 2003         | 3900      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 60,199.92  | 5,016.66  | 28.9423 | 2,315.38   |
| Step 2                                        |                      |            |      |              |           | 63,209.88  | 5,267.49  | 30.3894 | 2,431.15   |
| Step 3                                        |                      |            |      |              |           | 66,370.44  | 5,530.87  | 31.9089 | 2,552.71   |
| Step 4                                        |                      |            |      |              |           | 69,688.92  | 5,807.41  | 33.5043 | 2,680.34   |
| Step 5                                        |                      |            |      |              |           | 73,173.36  | 6,097.78  | 35.1795 | 2,814.36   |
| Step 6                                        |                      |            |      |              |           | 76,832.04  | 6,402.67  | 36.9385 | 2,955.08   |
| Step 7                                        |                      |            |      |              |           | 80,673.60  | 6,722.80  | 38.7854 | 3,102.83   |
| <b>FINANCE DEPARTMENT</b>                     |                      |            |      |              |           |            |           |         |            |
| <b>Director, Finance</b>                      | Executive - At Will  | Exempt     | 1.00 | 1400         | 7500      |            |           |         |            |
| Minimum                                       |                      |            |      |              |           | 146,438.00 | 12,203.17 | 70.4029 | 5,632.23   |
| Maximum                                       |                      |            |      |              |           | 196,241.00 | 16,353.42 | 94.3466 | 7,547.73   |
| <b>Deputy Finance Director</b>                | Management-At Will   | Exempt     | 1.00 |              | 6000      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 101,109.72 | 8,425.81  | 48.6104 | 3,888.84   |
| Step 2                                        |                      |            |      |              |           | 106,165.20 | 8,847.10  | 51.0410 | 4,083.28   |
| Step 3                                        |                      |            |      |              |           | 111,473.52 | 9,289.46  | 53.5930 | 4,287.44   |
| Step 4                                        |                      |            |      |              |           | 117,047.16 | 9,753.93  | 56.2727 | 4,501.81   |
| Step 5                                        |                      |            |      |              |           | 122,899.56 | 10,241.63 | 59.0863 | 4,726.91   |
| Step 6                                        |                      |            |      |              |           | 129,044.52 | 10,753.71 | 62.0406 | 4,963.25   |
| Step 7                                        |                      |            |      |              |           | 135,496.80 | 11,291.40 | 65.1427 | 5,211.42   |
| <b>Finance Manager</b>                        | RMMA                 | Exempt     | 0.00 | 1401         | 6000      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 101,109.72 | 8,425.81  | 48.6104 | 3,888.84   |
| Step 2                                        |                      |            |      |              |           | 106,165.20 | 8,847.10  | 51.0410 | 4,083.28   |
| Step 3                                        |                      |            |      |              |           | 111,473.52 | 9,289.46  | 53.5930 | 4,287.44   |
| Step 4                                        |                      |            |      |              |           | 117,047.16 | 9,753.93  | 56.2727 | 4,501.81   |
| Step 5                                        |                      |            |      |              |           | 122,899.56 | 10,241.63 | 59.0863 | 4,726.91   |
| Step 6                                        |                      |            |      |              |           | 129,044.52 | 10,753.71 | 62.0406 | 4,963.25   |
| Step 7                                        |                      |            |      |              |           | 135,496.80 | 11,291.40 | 65.1427 | 5,211.42   |
| <b>Principal Budget and Financial Analyst</b> | Management - At Will | Exempt     | 1.00 | 1402         | 6000a     |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 101,109.96 | 8,425.83  | 48.6106 | 3,888.84   |
| Step 2                                        |                      |            |      |              |           | 106,165.68 | 8,847.14  | 51.0412 | 4,083.30   |
| Step 3                                        |                      |            |      |              |           | 111,473.76 | 9,289.48  | 53.5932 | 4,287.45   |
| Step 4                                        |                      |            |      |              |           | 117,047.52 | 9,753.96  | 56.2728 | 4,501.83   |
| Step 5                                        |                      |            |      |              |           | 122,899.92 | 10,241.66 | 59.0865 | 4,726.92   |
| Step 6                                        |                      |            |      |              |           | 129,044.88 | 10,753.74 | 62.0408 | 4,963.26   |
| Step 7                                        |                      |            |      |              |           | 135,497.16 | 11,291.43 | 65.1429 | 5,211.43   |
| <b>Senior Administrative Analyst</b>          | RMMA                 | Exempt     | 1.00 | 2001         | 4500      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 69,813.24  | 5,817.77  | 33.5641 | 2,685.12   |
| Step 2                                        |                      |            |      |              |           | 73,303.92  | 6,108.66  | 35.2423 | 2,819.38   |
| Step 3                                        |                      |            |      |              |           | 76,969.08  | 6,414.09  | 37.0044 | 2,960.35   |
| Step 4                                        |                      |            |      |              |           | 80,817.60  | 6,734.80  | 38.8546 | 3,108.37   |
| Step 5                                        |                      |            |      |              |           | 84,858.48  | 7,071.54  | 40.7973 | 3,263.79   |
| Step 6                                        |                      |            |      |              |           | 89,077.44  | 7,423.12  | 42.8257 | 3,426.06   |
| Step 7                                        |                      |            |      |              |           | 93,556.56  | 7,796.38  | 44.9791 | 3,598.33   |
| <b>Administrative Analyst (Payroll)</b>       | RMMA                 | Exempt     | 1.00 | 2003         | 3900      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 60,199.92  | 5,016.66  | 28.9423 | 2,315.38   |
| Step 2                                        |                      |            |      |              |           | 63,209.88  | 5,267.49  | 30.3894 | 2,431.15   |
| Step 3                                        |                      |            |      |              |           | 66,370.44  | 5,530.87  | 31.9089 | 2,552.71   |
| Step 4                                        |                      |            |      |              |           | 69,688.92  | 5,807.41  | 33.5043 | 2,680.34   |
| Step 5                                        |                      |            |      |              |           | 73,173.36  | 6,097.78  | 35.1795 | 2,814.36   |
| Step 6                                        |                      |            |      |              |           | 76,832.04  | 6,402.67  | 36.9385 | 2,955.08   |
| Step 7                                        |                      |            |      |              |           | 80,673.60  | 6,722.80  | 38.7854 | 3,102.83   |
| <b>Accounting Supervisor</b>                  | RMMA                 | Exempt     | 1.00 | 1403         | 4700      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 73,348.08  | 6,112.34  | 35.2635 | 2,821.08   |
| Step 2                                        |                      |            |      |              |           | 77,015.52  | 6,417.96  | 37.0267 | 2,962.14   |
| Step 3                                        |                      |            |      |              |           | 80,866.32  | 6,738.86  | 38.8780 | 3,110.24   |
| Step 4                                        |                      |            |      |              |           | 84,909.60  | 7,075.80  | 40.8219 | 3,265.75   |
| Step 5                                        |                      |            |      |              |           | 89,155.08  | 7,429.59  | 42.8630 | 3,429.04   |
| Step 6                                        |                      |            |      |              |           | 93,612.84  | 7,801.07  | 45.0062 | 3,600.49   |
| Step 7                                        |                      |            |      |              |           | 98,173.44  | 8,181.12  | 47.1988 | 3,775.90   |

| Department / Division                   | Bargaining Group:   | FLSA       | FTE  | Position No. | Pay Grade | Annual     | Monthly   | Hourly  | Pay Period |
|-----------------------------------------|---------------------|------------|------|--------------|-----------|------------|-----------|---------|------------|
| Senior Accountant                       | RMMA                | Exempt     | 0.00 | 1404         | 4100      |            |           |         |            |
| Step 1                                  |                     |            |      |              |           | 63,247.32  | 5,270.61  | 30.4074 | 2,432.59   |
| Step 2                                  |                     |            |      |              |           | 66,409.68  | 5,534.14  | 31.9277 | 2,554.22   |
| Step 3                                  |                     |            |      |              |           | 69,730.20  | 5,810.85  | 33.5241 | 2,681.93   |
| Step 4                                  |                     |            |      |              |           | 73,218.68  | 6,101.56  | 35.2013 | 2,816.10   |
| Step 5                                  |                     |            |      |              |           | 76,877.52  | 6,406.46  | 36.9603 | 2,956.83   |
| Step 6                                  |                     |            |      |              |           | 80,721.36  | 6,726.78  | 38.8083 | 3,104.67   |
| Step 7                                  |                     |            |      |              |           | 84,757.44  | 7,063.12  | 40.7488 | 3,259.90   |
| Accountant                              | RMMA                | Exempt     | 3.00 | 1405         | 3700      |            |           |         |            |
| Step 1                                  |                     |            |      |              |           | 57,297.96  | 4,774.83  | 27.5471 | 2,203.77   |
| Step 2                                  |                     |            |      |              |           | 60,162.84  | 5,013.57  | 28.9244 | 2,313.96   |
| Step 3                                  |                     |            |      |              |           | 63,171.00  | 5,264.25  | 30.3707 | 2,429.65   |
| Step 4                                  |                     |            |      |              |           | 66,329.52  | 5,527.46  | 31.8892 | 2,551.14   |
| Step 5                                  |                     |            |      |              |           | 69,645.96  | 5,803.83  | 33.4836 | 2,678.69   |
| Step 6                                  |                     |            |      |              |           | 73,128.24  | 6,094.02  | 35.1578 | 2,812.62   |
| Step 7                                  |                     |            |      |              |           | 76,784.64  | 6,398.72  | 36.9157 | 2,953.26   |
| Accounting Technician                   | RCEA                | Non-Exempt | 4.00 | 1406         | 3100      |            |           |         |            |
| Step 1                                  |                     |            |      |              |           | 49,409.04  | 4,117.42  | 23.7543 | 1,900.35   |
| Step 2                                  |                     |            |      |              |           | 51,879.48  | 4,323.29  | 24.9421 | 1,995.36   |
| Step 3                                  |                     |            |      |              |           | 54,473.52  | 4,539.46  | 26.1892 | 2,095.14   |
| Step 4                                  |                     |            |      |              |           | 57,197.16  | 4,766.43  | 27.4986 | 2,199.89   |
| Step 5                                  |                     |            |      |              |           | 60,057.00  | 5,004.75  | 28.8736 | 2,309.88   |
| Step 6                                  |                     |            |      |              |           | 63,059.88  | 5,254.99  | 30.3173 | 2,425.38   |
| Step 7                                  |                     |            |      |              |           | 66,212.88  | 5,517.74  | 31.8331 | 2,546.65   |
| Accounting Specialist                   | RCEA                | Non-Exempt | 0.00 | 1407         | 2500      |            |           |         |            |
| Step 1                                  |                     |            |      |              |           | 42,604.56  | 3,550.38  | 20.4830 | 1,638.64   |
| Step 2                                  |                     |            |      |              |           | 44,734.80  | 3,727.90  | 21.5071 | 1,720.57   |
| Step 3                                  |                     |            |      |              |           | 46,971.60  | 3,914.30  | 22.5825 | 1,806.60   |
| Step 4                                  |                     |            |      |              |           | 49,320.24  | 4,110.02  | 23.7117 | 1,896.93   |
| Step 5                                  |                     |            |      |              |           | 51,786.24  | 4,315.52  | 24.8972 | 1,991.78   |
| Step 6                                  |                     |            |      |              |           | 54,375.60  | 4,531.30  | 26.1421 | 2,091.37   |
| Step 7                                  |                     |            |      |              |           | 57,094.44  | 4,757.87  | 27.4493 | 2,195.94   |
| Senior Accounting Assistant             | RCEA                | Non-Exempt | 1.00 | 1409         | 2100      |            |           |         |            |
| Step 1                                  |                     |            |      |              |           | 38,597.64  | 3,216.47  | 18.5566 | 1,484.52   |
| Step 2                                  |                     |            |      |              |           | 40,527.48  | 3,377.29  | 19.4844 | 1,558.75   |
| Step 3                                  |                     |            |      |              |           | 42,553.92  | 3,546.16  | 20.4586 | 1,636.69   |
| Step 4                                  |                     |            |      |              |           | 44,681.64  | 3,723.47  | 21.4816 | 1,718.52   |
| Step 5                                  |                     |            |      |              |           | 46,915.68  | 3,909.64  | 22.5556 | 1,804.45   |
| Step 6                                  |                     |            |      |              |           | 49,261.44  | 4,105.12  | 23.6834 | 1,894.67   |
| Step 7                                  |                     |            |      |              |           | 51,724.56  | 4,310.38  | 24.8676 | 1,989.41   |
| Accounting Assistant                    | RCEA                | Non-Exempt | 0.00 | 1411         | 1600      |            |           |         |            |
| Step 1                                  |                     |            |      |              |           | 34,115.64  | 2,842.97  | 16.4018 | 1,312.14   |
| Step 2                                  |                     |            |      |              |           | 35,821.44  | 2,985.12  | 17.2218 | 1,377.75   |
| Step 3                                  |                     |            |      |              |           | 37,612.56  | 3,134.38  | 18.0830 | 1,446.64   |
| Step 4                                  |                     |            |      |              |           | 39,493.20  | 3,291.10  | 18.9871 | 1,518.97   |
| Step 5                                  |                     |            |      |              |           | 41,467.92  | 3,455.66  | 19.9365 | 1,594.92   |
| Step 6                                  |                     |            |      |              |           | 43,541.28  | 3,628.44  | 20.9333 | 1,674.66   |
| Step 7                                  |                     |            |      |              |           | 45,718.32  | 3,809.86  | 21.9800 | 1,758.40   |
| Grants Coordinator                      | RMMA                | Exempt     | 0.00 | 4105         | 4000      |            |           |         |            |
| Step 1                                  |                     |            |      |              |           | 61,704.24  | 5,142.02  | 29.6655 | 2,373.24   |
| Step 2                                  |                     |            |      |              |           | 64,789.44  | 5,399.12  | 31.1488 | 2,491.90   |
| Step 3                                  |                     |            |      |              |           | 68,028.96  | 5,669.08  | 32.7062 | 2,616.50   |
| Step 4                                  |                     |            |      |              |           | 71,430.36  | 5,952.53  | 34.3415 | 2,747.32   |
| Step 5                                  |                     |            |      |              |           | 75,001.92  | 6,250.16  | 36.0586 | 2,884.69   |
| Step 6                                  |                     |            |      |              |           | 78,752.04  | 6,562.67  | 37.8616 | 3,028.92   |
| Step 7                                  |                     |            |      |              |           | 82,689.60  | 6,890.80  | 39.7546 | 3,180.37   |
| Purchasing Manager                      | RMMA                | Exempt     | 1.00 | 1701         | 4800      |            |           |         |            |
| Step 1                                  |                     |            |      |              |           | 75,181.08  | 6,265.09  | 36.1448 | 2,891.58   |
| Step 2                                  |                     |            |      |              |           | 78,940.20  | 6,578.35  | 37.9520 | 3,036.16   |
| Step 3                                  |                     |            |      |              |           | 82,887.24  | 6,907.27  | 39.8496 | 3,187.97   |
| Step 4                                  |                     |            |      |              |           | 87,031.56  | 7,252.63  | 41.8421 | 3,347.37   |
| Step 5                                  |                     |            |      |              |           | 91,383.12  | 7,615.26  | 43.9342 | 3,514.74   |
| Step 6                                  |                     |            |      |              |           | 95,952.24  | 7,996.02  | 46.1309 | 3,690.47   |
| Step 7                                  |                     |            |      |              |           | 100,749.84 | 8,395.82  | 48.4374 | 3,874.99   |
| Information Technology                  |                     |            |      |              |           |            |           |         |            |
| Director, Information Technology        | Executive - At Will | Exempt     | 1.00 | 1801         | 7000      |            |           |         |            |
| Minimum                                 |                     |            |      |              |           | 129,430.00 | 10,785.83 | 62.2260 | 4,978.08   |
| Maximum                                 |                     |            |      |              |           | 173,448.00 | 14,454.00 | 83.3885 | 6,671.08   |
| Information Technology Manager          | Management-At Will  | Exempt     | 1.00 | 3001         | 6000      |            |           |         |            |
| Step 1                                  |                     |            |      |              |           | 101,109.72 | 8,425.81  | 48.6104 | 3,888.84   |
| Step 2                                  |                     |            |      |              |           | 106,165.20 | 8,847.10  | 51.0410 | 4,083.28   |
| Step 3                                  |                     |            |      |              |           | 111,473.52 | 9,289.46  | 53.5930 | 4,287.44   |
| Step 4                                  |                     |            |      |              |           | 117,047.16 | 9,753.93  | 56.2727 | 4,501.81   |
| Step 5                                  |                     |            |      |              |           | 122,899.56 | 10,241.63 | 59.0863 | 4,726.91   |
| Step 6                                  |                     |            |      |              |           | 129,044.52 | 10,753.71 | 62.0406 | 4,963.25   |
| Step 7                                  |                     |            |      |              |           | 135,496.80 | 11,291.40 | 65.1427 | 5,211.42   |
| Information Technology Network Engineer | RMMA                | Exempt     | 1.00 |              | 5200      |            |           |         |            |
| Step 1                                  |                     |            |      |              |           | 82,984.92  | 6,915.41  | 39.8966 | 3,191.73   |
| Step 2                                  |                     |            |      |              |           | 87,134.16  | 7,261.18  | 41.8914 | 3,351.31   |
| Step 3                                  |                     |            |      |              |           | 91,490.88  | 7,624.24  | 43.9860 | 3,518.88   |
| Step 4                                  |                     |            |      |              |           | 96,065.40  | 8,005.45  | 46.1853 | 3,694.82   |
| Step 5                                  |                     |            |      |              |           | 100,868.64 | 8,405.72  | 48.4945 | 3,879.56   |
| Step 6                                  |                     |            |      |              |           | 105,912.12 | 8,826.01  | 50.9193 | 4,073.54   |
| Step 7                                  |                     |            |      |              |           | 111,207.72 | 9,267.31  | 53.4653 | 4,277.22   |



| Department / Division                                  | Bargaining Group:   | FLSA       | FTE   | Position No. | Pay Grade | Annual     | Monthly   | Hourly  | Pay Period |
|--------------------------------------------------------|---------------------|------------|-------|--------------|-----------|------------|-----------|---------|------------|
| <b>Information Technology Business Systems Analyst</b> | RMMA                | Exempt     | 1.00  |              | 5200      |            |           |         |            |
| Step 1                                                 |                     |            |       |              |           | 82,984.92  | 6,915.41  | 39.8966 | 3,191.73   |
| Step 2                                                 |                     |            |       |              |           | 87,134.16  | 7,261.18  | 41.8914 | 3,351.31   |
| Step 3                                                 |                     |            |       |              |           | 91,490.88  | 7,624.24  | 43.9860 | 3,518.88   |
| Step 4                                                 |                     |            |       |              |           | 96,065.40  | 8,005.45  | 46.1853 | 3,694.82   |
| Step 5                                                 |                     |            |       |              |           | 100,868.64 | 8,405.72  | 48.4945 | 3,879.56   |
| Step 6                                                 |                     |            |       |              |           | 105,912.12 | 8,826.01  | 50.9193 | 4,073.54   |
| Step 7                                                 |                     |            |       |              |           | 111,207.72 | 9,267.31  | 53.4653 | 4,277.22   |
| <b>Information Technology Network Administrator</b>    | RMMA                | Exempt     | 1.00  |              | 4800      |            |           |         |            |
| Step 1                                                 |                     |            |       |              |           | 75,181.08  | 6,265.09  | 36.1448 | 2,891.58   |
| Step 2                                                 |                     |            |       |              |           | 78,940.20  | 6,578.35  | 37.9520 | 3,036.16   |
| Step 3                                                 |                     |            |       |              |           | 82,887.24  | 6,907.27  | 39.8496 | 3,187.97   |
| Step 4                                                 |                     |            |       |              |           | 87,031.56  | 7,252.63  | 41.8421 | 3,347.37   |
| Step 5                                                 |                     |            |       |              |           | 91,383.12  | 7,615.26  | 43.9342 | 3,514.74   |
| Step 6                                                 |                     |            |       |              |           | 95,952.24  | 7,996.02  | 46.1309 | 3,690.47   |
| Step 7                                                 |                     |            |       |              |           | 100,749.84 | 8,395.82  | 48.4374 | 3,874.99   |
| <b>Information Technology Analyst</b>                  | RMMA                | Exempt     | 1.00  | 3003         | 4100      |            |           |         |            |
| Step 1                                                 |                     |            |       |              |           | 63,247.32  | 5,270.61  | 30.4074 | 2,432.59   |
| Step 2                                                 |                     |            |       |              |           | 66,409.68  | 5,534.14  | 31.9277 | 2,554.22   |
| Step 3                                                 |                     |            |       |              |           | 69,730.20  | 5,810.85  | 33.5241 | 2,681.93   |
| Step 4                                                 |                     |            |       |              |           | 73,218.68  | 6,101.56  | 35.2013 | 2,816.10   |
| Step 5                                                 |                     |            |       |              |           | 76,877.52  | 6,406.46  | 36.9603 | 2,956.83   |
| Step 6                                                 |                     |            |       |              |           | 80,721.36  | 6,726.78  | 38.8083 | 3,104.67   |
| Step 7                                                 |                     |            |       |              |           | 84,757.44  | 7,063.12  | 40.7488 | 3,259.90   |
| <b>Information Technology Specialist</b>               | RCEA                | Non-Exempt | 3.00  | 3002         | 3300      |            |           |         |            |
| Step 1                                                 |                     |            |       |              |           | 51,909.60  | 4,325.80  | 24.9565 | 1,996.52   |
| Step 2                                                 |                     |            |       |              |           | 54,505.08  | 4,542.09  | 26.2044 | 2,096.35   |
| Step 3                                                 |                     |            |       |              |           | 57,230.40  | 4,769.20  | 27.5146 | 2,201.17   |
| Step 4                                                 |                     |            |       |              |           | 60,091.92  | 5,007.66  | 28.8903 | 2,311.23   |
| Step 5                                                 |                     |            |       |              |           | 63,096.48  | 5,258.04  | 30.3348 | 2,426.79   |
| Step 6                                                 |                     |            |       |              |           | 66,251.28  | 5,520.94  | 31.8516 | 2,548.13   |
| Step 7                                                 |                     |            |       |              |           | 69,563.88  | 5,796.99  | 33.4442 | 2,675.53   |
| <b>FIRE DEPARTMENT</b>                                 |                     |            |       |              |           |            |           |         |            |
| <b>Fire Chief</b>                                      | Executive - At Will | Exempt     | 1.00  | 6001         | 7800      |            |           |         |            |
| Minimum                                                |                     |            |       |              |           | 157,693    | 13,141.08 | 75.81   | 6,065.12   |
| Maximum                                                |                     |            |       |              |           | 211,331    | 17,610.92 | 101.60  | 8,128.12   |
| <b>Fire Division Chief</b>                             | RFMA                | Exempt     | 1.00  | 6004         | 6900      |            |           |         |            |
| Step 1                                                 |                     |            |       |              |           | 126,272.52 | 10,522.71 | 43.2440 | 4,856.64   |
| Step 2                                                 |                     |            |       |              |           | 132,586.20 | 11,048.85 | 45.4062 | 5,099.47   |
| Step 3                                                 |                     |            |       |              |           | 139,215.48 | 11,601.29 | 47.6765 | 5,354.44   |
| Step 4                                                 |                     |            |       |              |           | 146,176.32 | 12,181.36 | 50.0604 | 5,622.17   |
| Step 5                                                 |                     |            |       |              |           | 153,485.16 | 12,790.43 | 52.5634 | 5,903.28   |
| Step 6                                                 |                     |            |       |              |           | 161,159.40 | 13,429.95 | 55.1916 | 6,198.44   |
| Step 7                                                 |                     |            |       |              |           | 169,217.40 | 14,101.45 | 57.9512 | 6,508.36   |
| <b>Fire Battalion Chief</b>                            | RFMA                | Exempt     | 4.00  | 6005         | 6300      |            |           |         |            |
| Step 1                                                 |                     |            |       |              |           | 108,883.92 | 9,073.66  | 37.2890 | 4,187.84   |
| Step 2                                                 |                     |            |       |              |           | 114,328.08 | 9,527.34  | 39.1535 | 4,397.23   |
| Step 3                                                 |                     |            |       |              |           | 120,044.52 | 10,003.71 | 41.1111 | 4,617.10   |
| Step 4                                                 |                     |            |       |              |           | 126,046.80 | 10,503.90 | 43.1667 | 4,847.95   |
| Step 5                                                 |                     |            |       |              |           | 132,349.20 | 11,029.10 | 45.3251 | 5,090.35   |
| Step 6                                                 |                     |            |       |              |           | 138,966.72 | 11,580.56 | 47.5913 | 5,344.87   |
| Step 7                                                 |                     |            |       |              |           | 145,915.08 | 12,159.59 | 49.9709 | 5,612.12   |
| <b>Fire Captain</b>                                    | 3688                | Non-Exempt | 15.00 | 6007         | 5200FF    |            |           |         |            |
| Step 1                                                 |                     |            |       |              |           | 90,055.00  | 7,504.58  | 30.8408 | 3,463.65   |
| Step 2                                                 |                     |            |       |              |           | 94,557.00  | 7,879.75  | 32.3825 | 3,636.81   |
| Step 3                                                 |                     |            |       |              |           | 99,285.00  | 8,273.75  | 34.0017 | 3,818.65   |
| Step 4                                                 |                     |            |       |              |           | 104,249.00 | 8,687.42  | 35.7017 | 4,009.58   |
| Step 5                                                 |                     |            |       |              |           | 109,462.00 | 9,121.83  | 37.4870 | 4,210.08   |
| Step 6                                                 |                     |            |       |              |           | 114,935.00 | 9,577.92  | 39.3613 | 4,420.58   |
| Step 7                                                 |                     |            |       |              |           | 120,682.00 | 10,056.83 | 41.3295 | 4,641.62   |
| <b>Firefighter Paramedic</b>                           | 3688                | Non-Exempt | 18.00 | 6011         | 4400FF    |            |           |         |            |
| Step 1                                                 |                     |            |       |              |           | 69,745.00  | 5,812.08  | 23.8853 | 2,682.50   |
| Step 2                                                 |                     |            |       |              |           | 73,232.00  | 6,102.67  | 25.0795 | 2,816.62   |
| Step 3                                                 |                     |            |       |              |           | 76,894.00  | 6,407.83  | 26.3336 | 2,957.46   |
| Step 4                                                 |                     |            |       |              |           | 80,739.00  | 6,728.25  | 27.6503 | 3,105.35   |
| Step 5                                                 |                     |            |       |              |           | 84,776.00  | 7,064.67  | 29.0329 | 3,260.62   |
| Step 6                                                 |                     |            |       |              |           | 89,014.00  | 7,417.83  | 30.4842 | 3,423.62   |
| Step 7                                                 |                     |            |       |              |           | 93,465.00  | 7,788.75  | 32.0086 | 3,594.81   |
| <b>Fire Engineer</b>                                   | 3688                | Non-Exempt | 15.00 | 6009         | 4600FF    |            |           |         |            |
| Step 1                                                 |                     |            |       |              |           | 78,775.00  | 6,564.58  | 26.9777 | 3,029.81   |
| Step 2                                                 |                     |            |       |              |           | 82,714.00  | 6,892.83  | 28.3267 | 3,181.31   |
| Step 3                                                 |                     |            |       |              |           | 86,849.00  | 7,237.42  | 29.7428 | 3,340.35   |
| Step 4                                                 |                     |            |       |              |           | 91,192.00  | 7,599.33  | 31.2301 | 3,507.38   |
| Step 5                                                 |                     |            |       |              |           | 95,751.00  | 7,979.25  | 32.7914 | 3,682.73   |
| Step 6                                                 |                     |            |       |              |           | 100,539.00 | 8,378.25  | 34.4312 | 3,866.88   |
| Step 7                                                 |                     |            |       |              |           | 105,566.00 | 8,797.17  | 36.1527 | 4,060.23   |
| <b>Firefighter</b>                                     | 3688                | Non-Exempt | 0.00  | 6013         | 3800FF    |            |           |         |            |
| Step 1                                                 |                     |            |       |              |           | 60,141.00  | 5,011.75  | 20.5962 | 2,313.12   |
| Step 2                                                 |                     |            |       |              |           | 63,148.00  | 5,262.33  | 21.6260 | 2,428.77   |
| Step 3                                                 |                     |            |       |              |           | 66,305.00  | 5,525.42  | 22.7072 | 2,550.19   |
| Step 4                                                 |                     |            |       |              |           | 69,621.00  | 5,801.75  | 23.8428 | 2,677.73   |
| Step 5                                                 |                     |            |       |              |           | 73,102.00  | 6,091.83  | 25.0349 | 2,811.62   |
| Step 6                                                 |                     |            |       |              |           | 76,757.00  | 6,396.42  | 26.2866 | 2,952.19   |
| Step 7                                                 |                     |            |       |              |           | 80,595.00  | 6,716.25  | 27.6010 | 3,099.81   |



| Department / Division                                         | Bargaining Group:   | FLSA       | FTE   | Position No. | Pay Grade | Annual     | Monthly   | Hourly  | Pay Period |
|---------------------------------------------------------------|---------------------|------------|-------|--------------|-----------|------------|-----------|---------|------------|
| <b>Paramedic (Non-Safety)</b>                                 | 3688                | Non-Exempt | 12.00 | 6016         | 1100FF    |            |           |         |            |
| Step 1                                                        |                     |            |       |              |           | 30,857.00  | 2,571.42  | 14.8351 | 1,186.81   |
| Step 2                                                        |                     |            |       |              |           | 32,400.00  | 2,700.00  | 15.5769 | 1,246.15   |
| Step 3                                                        |                     |            |       |              |           | 34,020.00  | 2,835.00  | 16.3558 | 1,308.46   |
| Step 4                                                        |                     |            |       |              |           | 35,721.00  | 2,976.75  | 17.1736 | 1,373.88   |
| Step 5                                                        |                     |            |       |              |           | 37,507.00  | 3,125.58  | 18.0322 | 1,442.58   |
| Step 6                                                        |                     |            |       |              |           | 39,382.00  | 3,281.83  | 18.9337 | 1,514.69   |
| Step 7                                                        |                     |            |       |              |           | 41,351.00  | 3,445.92  | 19.8803 | 1,590.42   |
| <b>Emergency Medical Technician (Non-Safety)</b>              | 3688                | Non-Exempt | 12.00 | 6017         | 900FF     |            |           |         |            |
| Step 1                                                        |                     |            |       |              |           | 29,334.00  | 2,444.50  | 14.1029 | 1,128.23   |
| Step 2                                                        |                     |            |       |              |           | 30,801.00  | 2,566.75  | 14.8082 | 1,184.65   |
| Step 3                                                        |                     |            |       |              |           | 32,341.00  | 2,695.08  | 15.5486 | 1,243.88   |
| Step 4                                                        |                     |            |       |              |           | 33,958.00  | 2,829.83  | 16.3260 | 1,306.08   |
| Step 5                                                        |                     |            |       |              |           | 35,656.00  | 2,971.33  | 17.1423 | 1,371.38   |
| Step 6                                                        |                     |            |       |              |           | 37,439.00  | 3,119.92  | 17.9995 | 1,439.96   |
| Step 7                                                        |                     |            |       |              |           | 39,311.00  | 3,275.92  | 18.8995 | 1,511.96   |
| <b>Fire Marshal</b>                                           | RFMA                | Exempt     | 0.00  | 6101         | 5200      |            |           |         |            |
| Step 1                                                        |                     |            |       |              |           | 82,984.92  | 6,915.41  | 39.8966 | 3,191.73   |
| Step 2                                                        |                     |            |       |              |           | 87,134.16  | 7,261.18  | 41.8914 | 3,351.31   |
| Step 3                                                        |                     |            |       |              |           | 91,490.88  | 7,624.24  | 43.9860 | 3,518.88   |
| Step 4                                                        |                     |            |       |              |           | 96,065.40  | 8,005.45  | 46.1853 | 3,694.82   |
| Step 5                                                        |                     |            |       |              |           | 100,868.64 | 8,405.72  | 48.4945 | 3,879.56   |
| Step 6                                                        |                     |            |       |              |           | 105,912.12 | 8,826.01  | 50.9193 | 4,073.54   |
| Step 7                                                        |                     |            |       |              |           | 111,207.72 | 9,267.31  | 53.4653 | 4,277.22   |
| <b>Assistant Fire Marshal</b>                                 | RMMA                | Exempt     | 1.00  | 6102         | 5000      |            |           |         |            |
| Step 1                                                        |                     |            |       |              |           | 78,983.16  | 6,581.93  | 37.9727 | 3,037.81   |
| Step 2                                                        |                     |            |       |              |           | 82,932.36  | 6,911.03  | 39.8713 | 3,189.71   |
| Step 3                                                        |                     |            |       |              |           | 87,078.96  | 7,256.58  | 41.8649 | 3,349.19   |
| Step 4                                                        |                     |            |       |              |           | 91,432.92  | 7,619.41  | 43.9581 | 3,516.65   |
| Step 5                                                        |                     |            |       |              |           | 96,004.56  | 8,000.38  | 46.1560 | 3,692.48   |
| Step 6                                                        |                     |            |       |              |           | 100,804.80 | 8,400.40  | 48.4638 | 3,877.11   |
| Step 7                                                        |                     |            |       |              |           | 105,845.04 | 8,820.42  | 50.8870 | 4,070.96   |
| <b>Fire Inspector</b>                                         | RCEA                | Non-Exempt | 0.00  | 6103         | 3800      |            |           |         |            |
| Step 1                                                        |                     |            |       |              |           | 58,731.48  | 4,894.29  | 28.2363 | 2,258.90   |
| Step 2                                                        |                     |            |       |              |           | 61,668.12  | 5,139.01  | 29.6481 | 2,371.85   |
| Step 3                                                        |                     |            |       |              |           | 64,751.52  | 5,395.96  | 31.1305 | 2,490.44   |
| Step 4                                                        |                     |            |       |              |           | 67,989.12  | 5,665.76  | 32.6871 | 2,614.97   |
| Step 5                                                        |                     |            |       |              |           | 71,388.60  | 5,949.05  | 34.3214 | 2,745.72   |
| Step 6                                                        |                     |            |       |              |           | 74,958.00  | 6,246.50  | 36.0375 | 2,883.00   |
| Step 7                                                        |                     |            |       |              |           | 78,705.96  | 6,558.83  | 37.8394 | 3,027.15   |
| <b>Emergency Medical Services Coordinator</b>                 | RFMA                | Exempt     | 1.00  | 6201         | 5200      |            |           |         |            |
| Step 1                                                        |                     |            |       |              |           | 82,984.92  | 6,915.41  | 39.8966 | 3,191.73   |
| Step 2                                                        |                     |            |       |              |           | 87,134.16  | 7,261.18  | 41.8914 | 3,351.31   |
| Step 3                                                        |                     |            |       |              |           | 91,490.88  | 7,624.24  | 43.9860 | 3,518.88   |
| Step 4                                                        |                     |            |       |              |           | 96,065.40  | 8,005.45  | 46.1853 | 3,694.82   |
| Step 5                                                        |                     |            |       |              |           | 100,868.64 | 8,405.72  | 48.4945 | 3,879.56   |
| Step 6                                                        |                     |            |       |              |           | 105,912.12 | 8,826.01  | 50.9193 | 4,073.54   |
| Step 7                                                        |                     |            |       |              |           | 111,207.72 | 9,267.31  | 53.4653 | 4,277.22   |
| <b>Emergency Medical Services Quality Improvement Coord.</b>  | RCEA                | Non-Exempt | 1.00  | 6202         | 4300      |            |           |         |            |
| Step 1                                                        |                     |            |       |              |           | 66,449.40  | 5,537.45  | 31.9468 | 2,555.75   |
| Step 2                                                        |                     |            |       |              |           | 69,771.84  | 5,814.32  | 33.5442 | 2,683.53   |
| Step 3                                                        |                     |            |       |              |           | 73,260.48  | 6,105.04  | 35.2214 | 2,817.71   |
| Step 4                                                        |                     |            |       |              |           | 76,923.48  | 6,410.29  | 36.9824 | 2,958.60   |
| Step 5                                                        |                     |            |       |              |           | 80,769.72  | 6,730.81  | 38.8316 | 3,106.53   |
| Step 6                                                        |                     |            |       |              |           | 84,808.20  | 7,067.35  | 40.7732 | 3,261.85   |
| Step 7                                                        |                     |            |       |              |           | 89,048.64  | 7,420.72  | 42.8118 | 3,424.95   |
| <b>Fire Prevention Specialist</b>                             | RCEA                | Non-Exempt | 2.00  | 6104         | 3000      |            |           |         |            |
| Step 1                                                        |                     |            |       |              |           | 48,202.80  | 4,016.90  | 23.1744 | 1,853.95   |
| Step 2                                                        |                     |            |       |              |           | 50,613.00  | 4,217.75  | 24.3332 | 1,946.65   |
| Step 3                                                        |                     |            |       |              |           | 53,143.68  | 4,428.64  | 25.5498 | 2,043.99   |
| Step 4                                                        |                     |            |       |              |           | 55,800.84  | 4,650.07  | 26.8273 | 2,146.19   |
| Step 5                                                        |                     |            |       |              |           | 58,590.84  | 4,882.57  | 28.1687 | 2,253.49   |
| Step 6                                                        |                     |            |       |              |           | 61,520.40  | 5,126.70  | 29.5771 | 2,366.17   |
| Step 7                                                        |                     |            |       |              |           | 64,596.48  | 5,383.04  | 31.0560 | 2,484.48   |
| <b>Executive Assistant</b>                                    | RMMA                | Non-Exempt | 1.00  | 2103         | 3200      |            |           |         |            |
| Step 1                                                        |                     |            |       |              |           | 50,643.96  | 4,220.33  | 24.3481 | 1,947.84   |
| Step 2                                                        |                     |            |       |              |           | 53,176.20  | 4,431.35  | 25.5655 | 2,045.24   |
| Step 3                                                        |                     |            |       |              |           | 55,835.04  | 4,652.92  | 26.8438 | 2,147.50   |
| Step 4                                                        |                     |            |       |              |           | 58,626.84  | 4,885.57  | 28.1860 | 2,254.88   |
| Step 5                                                        |                     |            |       |              |           | 61,558.20  | 5,129.85  | 29.5953 | 2,367.62   |
| Step 6                                                        |                     |            |       |              |           | 64,636.08  | 5,386.34  | 31.0750 | 2,486.00   |
| Step 7                                                        |                     |            |       |              |           | 67,867.92  | 5,655.66  | 32.6288 | 2,610.30   |
| <b>Senior Office Specialist</b>                               | RCEA                | Non-Exempt | 1.00  | 2107         | 2000      |            |           |         |            |
| Step 1                                                        |                     |            |       |              |           | 37,656.60  | 3,138.05  | 18.1041 | 1,448.33   |
| Step 2                                                        |                     |            |       |              |           | 39,539.40  | 3,294.95  | 19.0093 | 1,520.75   |
| Step 3                                                        |                     |            |       |              |           | 41,516.40  | 3,459.70  | 19.9598 | 1,596.78   |
| Step 4                                                        |                     |            |       |              |           | 43,592.28  | 3,632.69  | 20.9578 | 1,676.63   |
| Step 5                                                        |                     |            |       |              |           | 45,771.96  | 3,814.33  | 22.0058 | 1,760.46   |
| Step 6                                                        |                     |            |       |              |           | 48,060.60  | 4,005.05  | 23.1061 | 1,848.48   |
| Step 7                                                        |                     |            |       |              |           | 50,463.60  | 4,205.30  | 24.2613 | 1,940.91   |
| <b>HUMAN RESOURCES / RISK MANAGEMENT DEPARTMENT</b>           |                     |            |       |              |           |            |           |         |            |
| <b>Director, Human Resources / Risk Management</b>            | Executive - At Will | Exempt     | 1.00  | 1801         | 7000      |            |           |         |            |
| Minimum                                                       |                     |            |       |              |           | 129,430.00 | 10,786    | 62.2260 | 4,978.08   |
| Maximum                                                       |                     |            |       |              |           | 173,448.00 | 14,454    | 83.3885 | 6,671.08   |
| <b>Deputy Director of Human Resources and Risk Management</b> | Management-At Will  | Exempt     | 1.00  |              | 5600a     |            |           |         |            |
| Step 1                                                        |                     |            |       |              |           | 91,606.80  | 7,633.90  | 44.04   | 3,523.34   |
| Step 2                                                        |                     |            |       |              |           | 96,187.08  | 8,015.59  | 46.24   | 3,699.50   |
| Step 3                                                        |                     |            |       |              |           | 100,996.44 | 8,416.37  | 48.56   | 3,884.48   |
| Step 4                                                        |                     |            |       |              |           | 106,046.16 | 8,837.18  | 50.98   | 4,078.70   |
| Step 5                                                        |                     |            |       |              |           | 111,348.48 | 9,279.04  | 53.53   | 4,282.63   |
| Step 6                                                        |                     |            |       |              |           | 116,915.88 | 9,742.99  | 56.21   | 4,496.76   |
| Step 7                                                        |                     |            |       |              |           | 122,761.68 | 10,230.14 | 59.02   | 4,721.60   |

| Department / Division                      | Bargaining Group:    | FLSA       | FTE   | Position No. | Pay Grade | Annual     | Monthly   | Hourly  | Pay Period |
|--------------------------------------------|----------------------|------------|-------|--------------|-----------|------------|-----------|---------|------------|
| Human Resources/Risk Manager               | Management - At Will | Exempt     | 0.00  | 1802         | 5600a     |            |           |         |            |
| Step 1                                     |                      |            |       |              |           | 91,606.80  | 7,633.90  | 44.04   | 3,523.34   |
| Step 2                                     |                      |            |       |              |           | 96,187.08  | 8,015.59  | 46.24   | 3,699.50   |
| Step 3                                     |                      |            |       |              |           | 100,996.44 | 8,416.37  | 48.56   | 3,884.48   |
| Step 4                                     |                      |            |       |              |           | 106,046.16 | 8,837.18  | 50.98   | 4,078.70   |
| Step 5                                     |                      |            |       |              |           | 111,348.48 | 9,279.04  | 53.53   | 4,282.63   |
| Step 6                                     |                      |            |       |              |           | 116,915.88 | 9,742.99  | 56.21   | 4,496.76   |
| Step 7                                     |                      |            |       |              |           | 122,761.68 | 10,230.14 | 59.02   | 4,721.60   |
| Senior Human Resources Analyst             | RMMA                 | Exempt     | 1.00  | 1803         | 5200      |            |           |         |            |
| Step 1                                     |                      |            |       |              |           | 82,984.92  | 6,915.41  | 39.8966 | 3,191.73   |
| Step 2                                     |                      |            |       |              |           | 87,134.16  | 7,261.18  | 41.8914 | 3,351.31   |
| Step 3                                     |                      |            |       |              |           | 91,490.88  | 7,624.24  | 43.9860 | 3,518.88   |
| Step 4                                     |                      |            |       |              |           | 96,065.40  | 8,005.45  | 46.1853 | 3,694.82   |
| Step 5                                     |                      |            |       |              |           | 100,868.64 | 8,405.72  | 48.4945 | 3,879.56   |
| Step 6                                     |                      |            |       |              |           | 105,912.12 | 8,826.01  | 50.9193 | 4,073.54   |
| Step 7                                     |                      |            |       |              |           | 111,207.72 | 9,267.31  | 53.4653 | 4,277.22   |
| Human Resources/Risk Management Analyst    | RMMA                 | Exempt     | 1.00  | 1804         | 3900      |            |           |         |            |
| Step 1                                     |                      |            |       |              |           | 60,199.92  | 5,016.66  | 28.9423 | 2,315.38   |
| Step 2                                     |                      |            |       |              |           | 63,209.88  | 5,267.49  | 30.3894 | 2,431.15   |
| Step 3                                     |                      |            |       |              |           | 66,370.44  | 5,530.87  | 31.9089 | 2,562.71   |
| Step 4                                     |                      |            |       |              |           | 69,688.92  | 5,807.41  | 33.5043 | 2,680.34   |
| Step 5                                     |                      |            |       |              |           | 73,173.36  | 6,097.78  | 35.1795 | 2,814.36   |
| Step 6                                     |                      |            |       |              |           | 76,832.04  | 6,402.67  | 36.9385 | 2,955.08   |
| Step 7                                     |                      |            |       |              |           | 80,673.60  | 6,722.80  | 38.7854 | 3,102.83   |
| Human Resources/Risk Management Specialist | RCEA                 | Non-Exempt | 2.00  | 1805         | 2900      |            |           |         |            |
| Step 1                                     |                      |            |       |              |           | 47,027.16  | 3,918.93  | 22.6092 | 1,808.74   |
| Step 2                                     |                      |            |       |              |           | 49,378.56  | 4,114.88  | 23.7397 | 1,899.18   |
| Step 3                                     |                      |            |       |              |           | 51,847.44  | 4,320.62  | 24.9267 | 1,994.13   |
| Step 4                                     |                      |            |       |              |           | 54,439.80  | 4,536.65  | 26.1730 | 2,093.84   |
| Step 5                                     |                      |            |       |              |           | 57,161.76  | 4,763.48  | 27.4816 | 2,198.53   |
| Step 6                                     |                      |            |       |              |           | 60,019.80  | 5,001.65  | 28.8557 | 2,308.45   |
| Step 7                                     |                      |            |       |              |           | 63,020.76  | 5,251.73  | 30.2984 | 2,423.88   |
| Human Resources/Risk Management Assistant  | RCEA                 | Non-Exempt | 1.00  | 1807         | 1900      |            |           |         |            |
| Step 1                                     |                      |            |       |              |           | 36,738.00  | 3,061.50  | 17.6625 | 1,413.00   |
| Step 2                                     |                      |            |       |              |           | 38,574.96  | 3,214.58  | 18.5457 | 1,483.65   |
| Step 3                                     |                      |            |       |              |           | 40,503.72  | 3,375.31  | 19.4729 | 1,557.84   |
| Step 4                                     |                      |            |       |              |           | 42,528.96  | 3,544.08  | 20.4466 | 1,635.73   |
| Step 5                                     |                      |            |       |              |           | 44,655.36  | 3,721.28  | 21.4689 | 1,717.51   |
| Step 6                                     |                      |            |       |              |           | 46,888.08  | 3,907.34  | 22.5423 | 1,803.39   |
| Step 7                                     |                      |            |       |              |           | 49,232.52  | 4,102.71  | 23.6695 | 1,893.56   |
| <b>POLICE DEPARTMENT</b>                   |                      |            |       |              |           |            |           |         |            |
| Police Chief                               | Executive - At Will  | Exempt     | 1.00  | 7001         | 72a       |            |           |         |            |
| Minimum                                    |                      |            |       |              |           | 181,031    | 15,085.92 | 87.03   | 6,962.73   |
| Maximum                                    |                      |            |       |              |           | 248,525    | 20,710.42 | 119.48  | 9,558.65   |
| Police Captain                             | RPBA-M               | Exempt     | 2.00  | 7003         | 6900pdm   |            |           |         |            |
| Step 1                                     |                      |            |       |              |           | 127,752.00 | 10,646.00 | 61.4192 | 4,913.54   |
| Step 2                                     |                      |            |       |              |           | 134,139.60 | 11,178.30 | 64.4902 | 5,159.22   |
| Step 3                                     |                      |            |       |              |           | 140,846.64 | 11,737.22 | 67.7147 | 5,417.18   |
| Step 4                                     |                      |            |       |              |           | 147,888.96 | 12,324.08 | 71.1005 | 5,688.04   |
| Step 5                                     |                      |            |       |              |           | 155,283.36 | 12,940.28 | 74.6555 | 5,972.44   |
| Step 6                                     |                      |            |       |              |           | 163,047.48 | 13,587.29 | 78.3882 | 6,271.06   |
| Step 7                                     |                      |            |       |              |           | 171,199.92 | 14,266.66 | 82.3077 | 6,584.61   |
| Police Lieutenant                          | RPBA-M               | Exempt     | 6.00  | 7005         | 6100pdm   |            |           |         |            |
| Step 1                                     |                      |            |       |              |           | 104,856.00 | 8,738.00  | 50.4115 | 4,032.92   |
| Step 2                                     |                      |            |       |              |           | 110,098.80 | 9,174.90  | 52.9321 | 4,234.57   |
| Step 3                                     |                      |            |       |              |           | 115,603.80 | 9,633.65  | 55.5788 | 4,446.30   |
| Step 4                                     |                      |            |       |              |           | 121,383.96 | 10,115.33 | 58.3577 | 4,668.61   |
| Step 5                                     |                      |            |       |              |           | 127,453.20 | 10,621.10 | 61.2756 | 4,902.05   |
| Step 6                                     |                      |            |       |              |           | 133,825.92 | 11,152.16 | 64.3394 | 5,147.15   |
| Step 7                                     |                      |            |       |              |           | 140,517.24 | 11,709.77 | 67.5564 | 5,404.51   |
| Police Sergeant                            | RPBA-M               | Non-Exempt | 12.00 | 7007         | 5300pdm   |            |           |         |            |
| Step 1                                     |                      |            |       |              |           | 86,064.00  | 7,172.00  | 41.3769 | 3,310.15   |
| Step 2                                     |                      |            |       |              |           | 90,367.20  | 7,530.60  | 43.4458 | 3,475.66   |
| Step 3                                     |                      |            |       |              |           | 94,885.56  | 7,907.13  | 45.6181 | 3,649.44   |
| Step 4                                     |                      |            |       |              |           | 99,629.88  | 8,302.49  | 47.8990 | 3,831.92   |
| Step 5                                     |                      |            |       |              |           | 104,611.44 | 8,717.62  | 50.2940 | 4,023.52   |
| Step 6                                     |                      |            |       |              |           | 109,842.00 | 9,153.50  | 52.8087 | 4,224.69   |
| Step 7                                     |                      |            |       |              |           | 115,334.16 | 9,611.18  | 55.4491 | 4,435.93   |
| Police Corporal                            | RPBA-G               | Non-Exempt | 12.00 | 7009         | 4700pd    |            |           |         |            |
| Step 1                                     |                      |            |       |              |           | 75,792.00  | 6,316.00  | 36.4385 | 2,915.08   |
| Step 2                                     |                      |            |       |              |           | 79,581.60  | 6,631.80  | 38.2604 | 3,060.83   |
| Step 3                                     |                      |            |       |              |           | 83,560.68  | 6,963.39  | 40.1734 | 3,213.87   |
| Step 4                                     |                      |            |       |              |           | 87,738.72  | 7,311.56  | 42.1821 | 3,374.57   |
| Step 5                                     |                      |            |       |              |           | 92,125.68  | 7,677.14  | 44.2912 | 3,543.30   |
| Step 6                                     |                      |            |       |              |           | 96,732.00  | 8,061.00  | 46.5058 | 3,720.46   |
| Step 7                                     |                      |            |       |              |           | 101,568.60 | 8,464.05  | 48.8311 | 3,906.48   |
| Police Officer                             | RPBA-G               | Non-Exempt | 92.00 | 7011         | 4100pd    |            |           |         |            |
| Step 1                                     |                      |            |       |              |           | 65,916.00  | 5,493.00  | 31.6904 | 2,535.23   |
| Step 2                                     |                      |            |       |              |           | 69,091.80  | 5,757.65  | 33.2172 | 2,657.38   |
| Step 3                                     |                      |            |       |              |           | 72,672.36  | 6,056.03  | 34.9386 | 2,795.09   |
| Step 4                                     |                      |            |       |              |           | 76,305.96  | 6,358.83  | 36.6856 | 2,934.84   |
| Step 5                                     |                      |            |       |              |           | 80,121.24  | 6,676.77  | 38.5198 | 3,081.59   |
| Step 6                                     |                      |            |       |              |           | 84,127.32  | 7,010.61  | 40.4458 | 3,235.67   |
| Step 7                                     |                      |            |       |              |           | 88,333.68  | 7,361.14  | 42.4681 | 3,397.45   |

| Department / Division                | Bargaining Group: | FLSA       | FTE   | Position No. | Pay Grade | Annual    | Monthly  | Hourly  | Pay Period |
|--------------------------------------|-------------------|------------|-------|--------------|-----------|-----------|----------|---------|------------|
| <b>Police Officer Trainee</b>        | RPBA-G            | Non-Exempt | 0.00  | 7013         | 2800pd    |           |          |         |            |
| Step 1                               |                   |            |       |              |           | 47,808.00 | 3,984.00 | 22.9846 | 1,838.77   |
| Step 2                               |                   |            |       |              |           | 50,198.40 | 4,183.20 | 24.1338 | 1,930.71   |
| Step 3                               |                   |            |       |              |           | 52,708.32 | 4,392.36 | 25.3405 | 2,027.24   |
| Step 4                               |                   |            |       |              |           | 55,343.76 | 4,611.98 | 26.6076 | 2,128.61   |
| Step 5                               |                   |            |       |              |           | 58,110.96 | 4,842.58 | 27.9380 | 2,235.04   |
| Step 6                               |                   |            |       |              |           | 61,016.52 | 5,084.71 | 29.3349 | 2,346.79   |
| Step 7                               |                   |            |       |              |           | 64,067.40 | 5,338.95 | 30.8016 | 2,464.13   |
| <b>Emergency Dispatch Supervisor</b> | RPBA-M            | Exempt     | 1.00  | 7501         | 3300pdm   |           |          |         |            |
| Step 1                               |                   |            |       |              |           | 52,524.00 | 4,377.00 | 25.2519 | 2,020.15   |
| Step 2                               |                   |            |       |              |           | 55,150.20 | 4,595.85 | 26.5145 | 2,121.16   |
| Step 3                               |                   |            |       |              |           | 57,907.68 | 4,825.64 | 27.8402 | 2,227.22   |
| Step 4                               |                   |            |       |              |           | 60,803.04 | 5,066.92 | 29.2322 | 2,338.58   |
| Step 5                               |                   |            |       |              |           | 63,843.24 | 5,320.27 | 30.6939 | 2,455.51   |
| Step 6                               |                   |            |       |              |           | 67,035.36 | 5,586.28 | 32.2285 | 2,578.28   |
| Step 7                               |                   |            |       |              |           | 70,387.08 | 5,865.59 | 33.8399 | 2,707.20   |
| <b>Lead Emergency Dispatcher</b>     | RPBA-G            | Non-Exempt | 2.00  | 7502         | 2900pd    |           |          |         |            |
| Step 1                               |                   |            |       |              |           | 49,008.00 | 4,084.00 | 23.5615 | 1,884.92   |
| Step 2                               |                   |            |       |              |           | 51,458.40 | 4,288.20 | 24.7396 | 1,979.17   |
| Step 3                               |                   |            |       |              |           | 54,067.32 | 4,505.61 | 25.9939 | 2,079.51   |
| Step 4                               |                   |            |       |              |           | 56,732.88 | 4,727.74 | 27.2754 | 2,182.03   |
| Step 5                               |                   |            |       |              |           | 59,569.56 | 4,964.13 | 28.6392 | 2,291.14   |
| Step 6                               |                   |            |       |              |           | 62,548.08 | 5,212.34 | 30.0712 | 2,405.70   |
| Step 7                               |                   |            |       |              |           | 65,675.52 | 5,472.96 | 31.5748 | 2,525.98   |
| <b>Emergency Dispatcher II</b>       | RPBA-G            | Non-Exempt | 15.00 | 7503         | 2700pd    |           |          |         |            |
| Step 1                               |                   |            |       |              |           | 46,644.00 | 3,887.00 | 22.4250 | 1,794.00   |
| Step 2                               |                   |            |       |              |           | 48,976.20 | 4,081.35 | 23.5463 | 1,883.70   |
| Step 3                               |                   |            |       |              |           | 51,425.04 | 4,285.42 | 24.7236 | 1,977.89   |
| Step 4                               |                   |            |       |              |           | 53,996.28 | 4,499.69 | 25.9598 | 2,076.78   |
| Step 5                               |                   |            |       |              |           | 56,696.16 | 4,724.68 | 27.2578 | 2,180.62   |
| Step 6                               |                   |            |       |              |           | 59,530.92 | 4,960.91 | 28.6206 | 2,289.65   |
| Step 7                               |                   |            |       |              |           | 62,507.52 | 5,208.96 | 30.0517 | 2,404.14   |
| <b>Emergency Dispatcher I</b>        | RPBA-G            | Non-Exempt | 0.00  | 7505         | 2100pd    |           |          |         |            |
| Step 1                               |                   |            |       |              |           | 40,224.00 | 3,352.00 | 19.3385 | 1,547.08   |
| Step 2                               |                   |            |       |              |           | 42,235.20 | 3,519.60 | 20.3054 | 1,624.43   |
| Step 3                               |                   |            |       |              |           | 44,346.96 | 3,695.58 | 21.3207 | 1,705.65   |
| Step 4                               |                   |            |       |              |           | 46,564.32 | 3,880.36 | 22.3867 | 1,790.94   |
| Step 5                               |                   |            |       |              |           | 48,892.56 | 4,074.38 | 23.5060 | 1,880.48   |
| Step 6                               |                   |            |       |              |           | 51,337.20 | 4,278.10 | 24.6813 | 1,974.51   |
| Step 7                               |                   |            |       |              |           | 53,904.12 | 4,492.01 | 25.9154 | 2,073.24   |
| <b>Police Records Supervisor</b>     | RPBA-M            | Exempt     | 1.00  | 7101         | 3000pdm   |           |          |         |            |
| Step 1                               |                   |            |       |              |           | 48,768.00 | 4,064.00 | 23.4462 | 1,875.69   |
| Step 2                               |                   |            |       |              |           | 51,206.40 | 4,267.20 | 24.6185 | 1,969.48   |
| Step 3                               |                   |            |       |              |           | 53,766.72 | 4,480.56 | 25.8494 | 2,067.95   |
| Step 4                               |                   |            |       |              |           | 56,455.08 | 4,704.59 | 27.1419 | 2,171.35   |
| Step 5                               |                   |            |       |              |           | 59,277.84 | 4,939.82 | 28.4990 | 2,279.92   |
| Step 6                               |                   |            |       |              |           | 62,241.72 | 5,186.81 | 29.9239 | 2,393.91   |
| Step 7                               |                   |            |       |              |           | 65,355.80 | 5,446.32 | 31.4211 | 2,513.68   |
| <b>Lead Police Records Assistant</b> | RPBA-G            | Non-Exempt | 1.00  | 7102         | 2000pds   |           |          |         |            |
| Step 1                               |                   |            |       |              |           | 38,232.00 | 3,186.00 | 18.3808 | 1,470.46   |
| Step 2                               |                   |            |       |              |           | 40,143.60 | 3,345.30 | 19.2998 | 1,543.98   |
| Step 3                               |                   |            |       |              |           | 42,150.84 | 3,512.57 | 20.2648 | 1,621.19   |
| Step 4                               |                   |            |       |              |           | 44,258.40 | 3,688.20 | 21.2781 | 1,702.25   |
| Step 5                               |                   |            |       |              |           | 46,471.32 | 3,872.61 | 22.3420 | 1,787.36   |
| Step 6                               |                   |            |       |              |           | 48,794.88 | 4,066.24 | 23.4591 | 1,876.73   |
| Step 7                               |                   |            |       |              |           | 51,234.60 | 4,269.55 | 24.6320 | 1,970.56   |
| <b>Police Records Assistant II</b>   | RPBA-G            | Non-Exempt | 9.00  | 7103         | 1600pd    |           |          |         |            |
| Step 1                               |                   |            |       |              |           | 35,544.00 | 2,962.00 | 17.0885 | 1,367.08   |
| Step 2                               |                   |            |       |              |           | 37,321.20 | 3,110.10 | 17.9429 | 1,435.43   |
| Step 3                               |                   |            |       |              |           | 39,188.04 | 3,265.67 | 18.8404 | 1,507.23   |
| Step 4                               |                   |            |       |              |           | 41,146.68 | 3,428.89 | 19.7821 | 1,582.56   |
| Step 5                               |                   |            |       |              |           | 43,204.08 | 3,600.34 | 20.7712 | 1,661.70   |
| Step 6                               |                   |            |       |              |           | 45,364.32 | 3,780.36 | 21.8098 | 1,744.78   |
| Step 7                               |                   |            |       |              |           | 47,632.56 | 3,969.38 | 22.9003 | 1,832.02   |
| <b>Police Records Assistant I</b>    | RPBA-G            | Non-Exempt | 0.00  | 7105         | 1200pd    |           |          |         |            |
| Step 1                               |                   |            |       |              |           | 32,208.00 | 2,684.00 | 15.4846 | 1,238.77   |
| Step 2                               |                   |            |       |              |           | 33,818.40 | 2,818.20 | 16.2588 | 1,300.71   |
| Step 3                               |                   |            |       |              |           | 35,509.32 | 2,959.11 | 17.0718 | 1,365.74   |
| Step 4                               |                   |            |       |              |           | 37,284.84 | 3,107.07 | 17.9254 | 1,434.03   |
| Step 5                               |                   |            |       |              |           | 39,149.04 | 3,262.42 | 18.8217 | 1,505.73   |
| Step 6                               |                   |            |       |              |           | 41,106.48 | 3,425.54 | 19.7627 | 1,581.02   |
| Step 7                               |                   |            |       |              |           | 43,161.84 | 3,596.82 | 20.7509 | 1,660.07   |
| <b>Crime Analyst Supervisor</b>      | RPBA-M            | Exempt     | 1.00  | 7411         | 3800pdm   |           |          |         |            |
| Step 1                               |                   |            |       |              |           | 59,424.00 | 4,952.00 | 28.5692 | 2,285.54   |
| Step 2                               |                   |            |       |              |           | 62,395.20 | 5,199.60 | 29.9977 | 2,399.82   |
| Step 3                               |                   |            |       |              |           | 65,514.96 | 5,459.58 | 31.4976 | 2,519.81   |
| Step 4                               |                   |            |       |              |           | 68,790.72 | 5,732.56 | 33.0725 | 2,645.80   |
| Step 5                               |                   |            |       |              |           | 72,230.28 | 6,019.19 | 34.7261 | 2,778.09   |
| Step 6                               |                   |            |       |              |           | 75,841.80 | 6,320.15 | 36.4624 | 2,916.99   |
| Step 7                               |                   |            |       |              |           | 79,633.92 | 6,636.16 | 38.2855 | 3,062.84   |
| <b>Crime Analyst Assistant</b>       | RPBA-G            | Non-Exempt | 1.00  | 7412         | 3200pd    |           |          |         |            |
| Step 1                               |                   |            |       |              |           | 52,776.00 | 4,398.00 | 25.3731 | 2,029.85   |
| Step 2                               |                   |            |       |              |           | 55,414.80 | 4,617.90 | 26.6417 | 2,131.34   |
| Step 3                               |                   |            |       |              |           | 58,185.60 | 4,848.80 | 27.9738 | 2,237.91   |
| Step 4                               |                   |            |       |              |           | 61,094.88 | 5,091.24 | 29.3725 | 2,349.80   |
| Step 5                               |                   |            |       |              |           | 64,149.60 | 5,345.80 | 30.8412 | 2,467.29   |
| Step 6                               |                   |            |       |              |           | 67,357.08 | 5,613.09 | 32.3832 | 2,590.66   |
| Step 7                               |                   |            |       |              |           | 70,725.00 | 5,893.75 | 34.0024 | 2,720.19   |

| Department / Division                         | Bargaining Group: | FLSA       | FTE  | Position No. | Pay Grade | Annual    | Monthly  | Hourly  | Pay Period |
|-----------------------------------------------|-------------------|------------|------|--------------|-----------|-----------|----------|---------|------------|
| <b>Animal Control Supervisor</b>              | RPBA-M            | Exempt     | 0.00 | 7401         | 3000pdm   |           |          |         |            |
| Step 1                                        |                   |            |      |              |           | 48,768.00 | 4,064.00 | 23.4462 | 1,875.69   |
| Step 2                                        |                   |            |      |              |           | 51,206.40 | 4,267.20 | 24.6185 | 1,969.48   |
| Step 3                                        |                   |            |      |              |           | 53,766.72 | 4,480.56 | 25.8494 | 2,067.95   |
| Step 4                                        |                   |            |      |              |           | 56,455.08 | 4,704.59 | 27.1419 | 2,171.35   |
| Step 5                                        |                   |            |      |              |           | 59,277.84 | 4,939.82 | 28.4990 | 2,279.92   |
| Step 6                                        |                   |            |      |              |           | 62,241.72 | 5,186.81 | 29.9239 | 2,393.91   |
| Step 7                                        |                   |            |      |              |           | 65,355.80 | 5,446.32 | 31.4211 | 2,513.68   |
| <b>Animal Control Officer II</b>              | RPBA-G            | Non-Exempt | 3.00 | 7403         | 2400pd    |           |          |         |            |
| Step 1                                        |                   |            |      |              |           | 43,320.00 | 3,610.00 | 20.8269 | 1,666.15   |
| Step 2                                        |                   |            |      |              |           | 45,486.00 | 3,790.50 | 21.8683 | 1,749.46   |
| Step 3                                        |                   |            |      |              |           | 47,760.36 | 3,980.03 | 22.9617 | 1,836.94   |
| Step 4                                        |                   |            |      |              |           | 50,148.36 | 4,179.03 | 24.1098 | 1,928.78   |
| Step 5                                        |                   |            |      |              |           | 52,655.76 | 4,387.98 | 25.3153 | 2,025.22   |
| Step 6                                        |                   |            |      |              |           | 55,288.56 | 4,607.38 | 26.5810 | 2,126.48   |
| Step 7                                        |                   |            |      |              |           | 58,053.00 | 4,837.75 | 27.9101 | 2,232.81   |
| <b>Animal Control Officer I</b>               | RPBA-G            | Non-Exempt | 0.00 | 7408         | 2000pd    |           |          |         |            |
| Step 1                                        |                   |            |      |              |           | 39,240.00 | 3,270.00 | 18.8654 | 1,509.23   |
| Step 2                                        |                   |            |      |              |           | 41,202.00 | 3,433.50 | 19.8087 | 1,584.69   |
| Step 3                                        |                   |            |      |              |           | 43,262.16 | 3,605.18 | 20.7991 | 1,663.93   |
| Step 4                                        |                   |            |      |              |           | 45,425.28 | 3,785.44 | 21.8391 | 1,747.13   |
| Step 5                                        |                   |            |      |              |           | 47,696.52 | 3,974.71 | 22.9310 | 1,834.48   |
| Step 6                                        |                   |            |      |              |           | 50,081.40 | 4,173.45 | 24.0776 | 1,926.21   |
| Step 7                                        |                   |            |      |              |           | 52,585.44 | 4,382.12 | 25.2815 | 2,022.52   |
| <b>Animal Control Licensing Inspector</b>     | RPBA-G            | Non-Exempt | 1.00 | 7405         | 2400pds   |           |          |         |            |
| Step 1                                        |                   |            |      |              |           | 42,048.00 | 3,504.00 | 20.2154 | 1,617.23   |
| Step 2                                        |                   |            |      |              |           | 44,150.40 | 3,679.20 | 21.2262 | 1,698.09   |
| Step 3                                        |                   |            |      |              |           | 46,357.92 | 3,863.16 | 22.2875 | 1,783.00   |
| Step 4                                        |                   |            |      |              |           | 48,675.84 | 4,056.32 | 23.4018 | 1,872.15   |
| Step 5                                        |                   |            |      |              |           | 51,109.68 | 4,259.14 | 24.5720 | 1,965.76   |
| Step 6                                        |                   |            |      |              |           | 53,665.20 | 4,472.10 | 25.8006 | 2,064.05   |
| Step 7                                        |                   |            |      |              |           | 56,348.52 | 4,695.71 | 27.0906 | 2,167.25   |
| <b>Community Outreach Specialist</b>          | RPBA-G            | Non-Exempt | 2.00 | 7014         | 2800pd    |           |          |         |            |
| Step 1                                        |                   |            |      |              |           | 47,808.00 | 3,984.00 | 22.9846 | 1,838.77   |
| Step 2                                        |                   |            |      |              |           | 50,198.40 | 4,183.20 | 24.1338 | 1,930.71   |
| Step 3                                        |                   |            |      |              |           | 52,708.32 | 4,392.36 | 25.3405 | 2,027.24   |
| Step 4                                        |                   |            |      |              |           | 55,343.76 | 4,611.98 | 26.6076 | 2,128.61   |
| Step 5                                        |                   |            |      |              |           | 58,110.96 | 4,842.58 | 27.9380 | 2,235.04   |
| Step 6                                        |                   |            |      |              |           | 61,016.52 | 5,084.71 | 29.3349 | 2,346.79   |
| Step 7                                        |                   |            |      |              |           | 64,067.40 | 5,338.95 | 30.8016 | 2,464.13   |
| <b>Property Evidence Technician</b>           | RPBA-G            | Non-Exempt | 2.00 | 7108         | 2600pd    |           |          |         |            |
| Step 1                                        |                   |            |      |              |           | 45,504.00 | 3,792.00 | 21.8769 | 1,750.15   |
| Step 2                                        |                   |            |      |              |           | 47,779.20 | 3,981.60 | 22.9708 | 1,837.66   |
| Step 3                                        |                   |            |      |              |           | 50,168.16 | 4,180.68 | 24.1193 | 1,929.54   |
| Step 4                                        |                   |            |      |              |           | 52,676.52 | 4,389.71 | 25.3253 | 2,026.02   |
| Step 5                                        |                   |            |      |              |           | 55,310.40 | 4,609.20 | 26.5915 | 2,127.32   |
| Step 6                                        |                   |            |      |              |           | 58,075.92 | 4,839.66 | 27.9211 | 2,233.69   |
| Step 7                                        |                   |            |      |              |           | 60,979.68 | 5,081.64 | 29.3172 | 2,345.37   |
| <b>Law Enforcement Technician</b>             | RPBA-G            | Non-Exempt | 5.00 | 7107         | 2600pd    |           |          |         |            |
| Step 1                                        |                   |            |      |              |           | 45,504.00 | 3,792.00 | 21.8769 | 1,750.15   |
| Step 2                                        |                   |            |      |              |           | 47,779.20 | 3,981.60 | 22.9708 | 1,837.66   |
| Step 3                                        |                   |            |      |              |           | 50,168.16 | 4,180.68 | 24.1193 | 1,929.54   |
| Step 4                                        |                   |            |      |              |           | 52,676.52 | 4,389.71 | 25.3253 | 2,026.02   |
| Step 5                                        |                   |            |      |              |           | 55,310.40 | 4,609.20 | 26.5915 | 2,127.32   |
| Step 6                                        |                   |            |      |              |           | 58,075.92 | 4,839.66 | 27.9211 | 2,233.69   |
| Step 7                                        |                   |            |      |              |           | 60,979.68 | 5,081.64 | 29.3172 | 2,345.37   |
| <b>Executive Assistant to Chief of Police</b> | RPBA-M            | Non-Exempt | 1.00 | 7002         | 3200pds   |           |          |         |            |
| Step 1                                        |                   |            |      |              |           | 51,240.00 | 4,270.00 | 24.6346 | 1,970.77   |
| Step 2                                        |                   |            |      |              |           | 53,802.00 | 4,483.50 | 25.8663 | 2,069.31   |
| Step 3                                        |                   |            |      |              |           | 56,492.16 | 4,707.68 | 27.1597 | 2,172.78   |
| Step 4                                        |                   |            |      |              |           | 59,316.72 | 4,943.06 | 28.5177 | 2,281.41   |
| Step 5                                        |                   |            |      |              |           | 62,282.52 | 5,190.21 | 29.9435 | 2,395.48   |
| Step 6                                        |                   |            |      |              |           | 65,396.64 | 5,449.72 | 31.4407 | 2,515.26   |
| Step 7                                        |                   |            |      |              |           | 68,666.52 | 5,722.21 | 33.0128 | 2,641.02   |
| <b>Senior Office Specialist (PD)</b>          | RPBA-G            | Non-Exempt | 2.00 | 2107pd       | 2000pds   |           |          |         |            |
| Step 1                                        |                   |            |      |              |           | 38,232.00 | 3,186.00 | 18.3808 | 1,470.46   |
| Step 2                                        |                   |            |      |              |           | 40,143.60 | 3,345.30 | 19.2998 | 1,543.98   |
| Step 3                                        |                   |            |      |              |           | 42,150.84 | 3,512.57 | 20.2648 | 1,621.19   |
| Step 4                                        |                   |            |      |              |           | 44,258.40 | 3,688.20 | 21.2781 | 1,702.25   |
| Step 5                                        |                   |            |      |              |           | 46,471.32 | 3,872.61 | 22.3420 | 1,787.36   |
| Step 6                                        |                   |            |      |              |           | 48,794.88 | 4,066.24 | 23.4591 | 1,876.73   |
| Step 7                                        |                   |            |      |              |           | 51,234.60 | 4,269.55 | 24.6320 | 1,970.56   |
| <b>Office Specialist (PD)</b>                 | RPBA-G            | Non-Exempt | 0.00 | 2109pd       | 1400pd    |           |          |         |            |
| Step 1                                        |                   |            |      |              |           | 33,840.00 | 2,820.00 | 16.2692 | 1,301.54   |
| Step 2                                        |                   |            |      |              |           | 35,532.00 | 2,961.00 | 17.0827 | 1,366.62   |
| Step 3                                        |                   |            |      |              |           | 37,308.60 | 3,109.05 | 17.9368 | 1,434.95   |
| Step 4                                        |                   |            |      |              |           | 39,174.00 | 3,264.50 | 18.8337 | 1,506.69   |
| Step 5                                        |                   |            |      |              |           | 41,132.76 | 3,427.73 | 19.7754 | 1,582.03   |
| Step 6                                        |                   |            |      |              |           | 43,189.44 | 3,599.12 | 20.7642 | 1,661.13   |
| Step 7                                        |                   |            |      |              |           | 45,348.96 | 3,779.08 | 21.8024 | 1,744.19   |
| <b>Information Systems Analyst</b>            | RMMA              | Non-Exempt | 2.00 | 3003         | 4100      |           |          |         |            |
| Step 1                                        |                   |            |      |              |           | 63,247.32 | 5,270.61 | 30.4074 | 2,432.59   |
| Step 2                                        |                   |            |      |              |           | 66,409.68 | 5,534.14 | 31.9277 | 2,554.22   |
| Step 3                                        |                   |            |      |              |           | 69,730.20 | 5,810.85 | 33.5241 | 2,681.93   |
| Step 4                                        |                   |            |      |              |           | 73,218.68 | 6,101.56 | 35.2013 | 2,816.10   |
| Step 5                                        |                   |            |      |              |           | 76,877.52 | 6,406.46 | 36.9603 | 2,956.83   |
| Step 6                                        |                   |            |      |              |           | 80,721.36 | 6,726.78 | 38.8083 | 3,104.67   |
| Step 7                                        |                   |            |      |              |           | 84,757.44 | 7,063.12 | 40.7488 | 3,259.90   |

| Department / Division                         | Bargaining Group:    | FLSA       | FTE  | Position No. | Pay Grade | Annual     | Monthly   | Hourly  | Pay Period |
|-----------------------------------------------|----------------------|------------|------|--------------|-----------|------------|-----------|---------|------------|
| Information Systems Supervisor                | RMMA                 | Non-Exempt | 1.00 |              | 5000      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 78,983.16  | 6,581.93  | 37.9727 | 3,037.81   |
| Step 2                                        |                      |            |      |              |           | 82,932.36  | 6,911.03  | 39.8713 | 3,189.71   |
| Step 3                                        |                      |            |      |              |           | 87,078.96  | 7,256.58  | 41.8649 | 3,349.19   |
| Step 4                                        |                      |            |      |              |           | 91,432.92  | 7,619.41  | 43.9581 | 3,516.65   |
| Step 5                                        |                      |            |      |              |           | 96,004.56  | 8,000.38  | 46.1560 | 3,692.48   |
| Step 6                                        |                      |            |      |              |           | 100,804.80 | 8,400.40  | 48.4638 | 3,877.11   |
| Step 7                                        |                      |            |      |              |           | 105,845.04 | 8,820.42  | 50.8870 | 4,070.96   |
| Administrative Assistant (PD)                 | RPBA-G               | Non-Exempt | 1.00 | 2105pd       | 2600pd    |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 45,504.00  | 3,792.00  | 21.8769 | 1,750.15   |
| Step 2                                        |                      |            |      |              |           | 47,779.20  | 3,981.60  | 22.9708 | 1,837.66   |
| Step 3                                        |                      |            |      |              |           | 50,168.16  | 4,180.68  | 24.1193 | 1,929.54   |
| Step 4                                        |                      |            |      |              |           | 52,676.52  | 4,389.71  | 25.3253 | 2,026.02   |
| Step 5                                        |                      |            |      |              |           | 55,310.40  | 4,609.20  | 26.5915 | 2,127.32   |
| Step 6                                        |                      |            |      |              |           | 58,075.92  | 4,839.66  | 27.9211 | 2,233.69   |
| Step 7                                        |                      |            |      |              |           | 60,979.68  | 5,081.64  | 29.3172 | 2,345.37   |
| Police Transcriptionist                       | RPBA-G               | Non-Exempt | 1.00 | 7407         | 1600pd    |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 35,544.00  | 2,962.00  | 17.0885 | 1,367.08   |
| Step 2                                        |                      |            |      |              |           | 37,321.20  | 3,110.10  | 17.9429 | 1,435.43   |
| Step 3                                        |                      |            |      |              |           | 39,188.04  | 3,265.67  | 18.8404 | 1,507.23   |
| Step 4                                        |                      |            |      |              |           | 41,146.68  | 3,428.89  | 19.7821 | 1,582.56   |
| Step 5                                        |                      |            |      |              |           | 43,204.08  | 3,600.34  | 20.7712 | 1,661.70   |
| Step 6                                        |                      |            |      |              |           | 45,364.32  | 3,780.36  | 21.8098 | 1,744.78   |
| Step 7                                        |                      |            |      |              |           | 47,632.56  | 3,969.38  | 22.9003 | 1,832.02   |
| Accounting Technician (PD)                    | RPBA-G               | Non-Exempt | 1.00 | 1406pd       | 3100pds   |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 49,992.00  | 4,166.00  | 24.0346 | 1,922.77   |
| Step 2                                        |                      |            |      |              |           | 52,491.60  | 4,374.30  | 25.2363 | 2,018.91   |
| Step 3                                        |                      |            |      |              |           | 55,116.24  | 4,593.02  | 26.4982 | 2,119.86   |
| Step 4                                        |                      |            |      |              |           | 57,872.04  | 4,822.67  | 27.8231 | 2,225.85   |
| Step 5                                        |                      |            |      |              |           | 60,765.60  | 5,063.80  | 29.2142 | 2,337.14   |
| Step 6                                        |                      |            |      |              |           | 63,803.88  | 5,316.99  | 30.6749 | 2,454.00   |
| Step 7                                        |                      |            |      |              |           | 66,994.08  | 5,582.84  | 32.2087 | 2,576.70   |
| Senior Accounting Assistant (PD)              | RPBA-G               | Non-Exempt | 0.00 | 1409pd       | 2100pds   |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 39,192.00  | 3,266.00  | 18.8423 | 1,507.38   |
| Step 2                                        |                      |            |      |              |           | 41,151.60  | 3,429.30  | 19.7844 | 1,582.75   |
| Step 3                                        |                      |            |      |              |           | 43,209.24  | 3,600.77  | 20.7737 | 1,661.89   |
| Step 4                                        |                      |            |      |              |           | 45,369.72  | 3,780.81  | 21.8124 | 1,744.99   |
| Step 5                                        |                      |            |      |              |           | 47,638.20  | 3,969.85  | 22.9030 | 1,832.24   |
| Step 6                                        |                      |            |      |              |           | 50,020.80  | 4,168.40  | 24.0485 | 1,923.88   |
| Step 7                                        |                      |            |      |              |           | 52,521.12  | 4,376.76  | 25.2505 | 2,020.04   |
| Park Ranger                                   | RCEA                 | Non-Exempt | 2.00 |              | 3100      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 49,409.04  | 4,117.42  | 23.7543 | 1,900.35   |
| Step 2                                        |                      |            |      |              |           | 51,879.48  | 4,323.29  | 24.9421 | 1,995.36   |
| Step 3                                        |                      |            |      |              |           | 54,473.52  | 4,539.46  | 26.1892 | 2,095.14   |
| Step 4                                        |                      |            |      |              |           | 57,197.16  | 4,766.43  | 27.4986 | 2,199.89   |
| Step 5                                        |                      |            |      |              |           | 60,057.00  | 5,004.75  | 28.8736 | 2,309.88   |
| Step 6                                        |                      |            |      |              |           | 63,059.88  | 5,254.99  | 30.3173 | 2,425.38   |
| Step 7                                        |                      |            |      |              |           | 66,212.88  | 5,517.74  | 31.8331 | 2,546.65   |
| MAINTENANCE AND FACILITIES                    |                      |            |      |              |           |            |           |         |            |
| Director, Public Works                        | Executive - At Will  | Exempt     | 0.00 | 8002         | 7500      |            |           |         |            |
| Minimum                                       |                      |            |      |              |           | 146,438.00 | 12,203.17 | 70.4029 | 5,632.23   |
| Maximum                                       |                      |            |      |              |           | 196,241.00 | 16,353.42 | 94.3466 | 7,547.73   |
| Director of Maintenance and Facilities        | Executive - At Will  | Exempt     | 1.00 |              | 7000      |            |           |         |            |
| Minimum                                       |                      |            |      |              |           | 129,430.00 | 10,785.83 | 62.2260 | 4,978.08   |
| Maximum                                       |                      |            |      |              |           | 173,448.00 | 14,454.00 | 83.3885 | 6,671.08   |
| Deputy Director of Maintenance and Facilities | Management - At Will | Exempt     | 1.00 |              | 6000      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 101,109.72 | 8,425.81  | 48.6104 | 3,888.84   |
| Step 2                                        |                      |            |      |              |           | 106,165.20 | 8,847.10  | 51.0410 | 4,083.28   |
| Step 3                                        |                      |            |      |              |           | 111,473.52 | 9,289.46  | 53.5930 | 4,287.44   |
| Step 4                                        |                      |            |      |              |           | 117,047.16 | 9,753.93  | 56.2727 | 4,501.81   |
| Step 5                                        |                      |            |      |              |           | 122,899.56 | 10,241.63 | 59.0863 | 4,726.91   |
| Step 6                                        |                      |            |      |              |           | 129,044.52 | 10,753.71 | 62.0406 | 4,963.25   |
| Step 7                                        |                      |            |      |              |           | 135,496.80 | 11,291.40 | 65.1427 | 5,211.42   |
| Public Works Superintendent                   | RMMA                 | Exempt     | 0.00 | 8501         | 5300      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 85,060.56  | 7,088.38  | 40.8945 | 3,271.56   |
| Step 2                                        |                      |            |      |              |           | 89,313.60  | 7,442.80  | 42.9392 | 3,435.14   |
| Step 3                                        |                      |            |      |              |           | 93,779.28  | 7,814.94  | 45.0862 | 3,606.90   |
| Step 4                                        |                      |            |      |              |           | 98,468.28  | 8,205.69  | 47.3405 | 3,787.24   |
| Step 5                                        |                      |            |      |              |           | 103,391.76 | 8,615.98  | 49.7076 | 3,976.61   |
| Step 6                                        |                      |            |      |              |           | 108,561.36 | 9,046.78  | 52.1930 | 4,175.44   |
| Step 7                                        |                      |            |      |              |           | 113,989.44 | 9,499.12  | 54.8026 | 4,384.21   |
| Public Works Supervisor                       | RMMA                 | Exempt     | 0.00 | 8503         | 4300      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 66,449.40  | 5,537.45  | 31.9468 | 2,555.75   |
| Step 2                                        |                      |            |      |              |           | 69,771.84  | 5,814.32  | 33.5442 | 2,683.53   |
| Step 3                                        |                      |            |      |              |           | 73,260.48  | 6,105.04  | 35.2214 | 2,817.71   |
| Step 4                                        |                      |            |      |              |           | 76,923.48  | 6,410.29  | 36.9824 | 2,958.60   |
| Step 5                                        |                      |            |      |              |           | 80,769.72  | 6,730.81  | 38.8316 | 3,106.53   |
| Step 6                                        |                      |            |      |              |           | 84,808.20  | 7,067.35  | 40.7732 | 3,261.85   |
| Step 7                                        |                      |            |      |              |           | 89,048.64  | 7,420.72  | 42.8118 | 3,424.95   |
| Lead Field Service Worker                     | RCEA                 | Non-Exempt | 1.00 | 8507         | 3100      |            |           |         |            |
| Step 1                                        |                      |            |      |              |           | 49,409.04  | 4,117.42  | 23.7543 | 1,900.35   |
| Step 2                                        |                      |            |      |              |           | 51,879.48  | 4,323.29  | 24.9421 | 1,995.36   |
| Step 3                                        |                      |            |      |              |           | 54,473.52  | 4,539.46  | 26.1892 | 2,095.14   |
| Step 4                                        |                      |            |      |              |           | 57,197.16  | 4,766.43  | 27.4986 | 2,199.89   |
| Step 5                                        |                      |            |      |              |           | 60,057.00  | 5,004.75  | 28.8736 | 2,309.88   |
| Step 6                                        |                      |            |      |              |           | 63,059.88  | 5,254.99  | 30.3173 | 2,425.38   |
| Step 7                                        |                      |            |      |              |           | 66,212.88  | 5,517.74  | 31.8331 | 2,546.65   |

| Department / Division                       | Bargaining Group: | FLSA       | FTE  | Position No. | Pay Grade | Annual    | Monthly  | Hourly  | Pay Period |
|---------------------------------------------|-------------------|------------|------|--------------|-----------|-----------|----------|---------|------------|
| <b>Senior Field Service Worker</b>          | RCEA              | Non-Exempt | 5.00 | 8509         | 2500      |           |          |         |            |
| Step 1                                      |                   |            |      |              |           | 42,604.56 | 3,550.38 | 20.4830 | 1,638.64   |
| Step 2                                      |                   |            |      |              |           | 44,734.80 | 3,727.90 | 21.5071 | 1,720.57   |
| Step 3                                      |                   |            |      |              |           | 46,971.60 | 3,914.30 | 22.5825 | 1,806.60   |
| Step 4                                      |                   |            |      |              |           | 49,320.24 | 4,110.02 | 23.7117 | 1,896.93   |
| Step 5                                      |                   |            |      |              |           | 51,786.24 | 4,315.52 | 24.8972 | 1,991.78   |
| Step 6                                      |                   |            |      |              |           | 54,375.60 | 4,531.30 | 26.1421 | 2,091.37   |
| Step 7                                      |                   |            |      |              |           | 57,094.44 | 4,757.87 | 27.4493 | 2,195.94   |
| <b>Field Service Worker</b>                 | RCEA              | Non-Exempt | 5.00 | 8515         | 1900      |           |          |         |            |
| Step 1                                      |                   |            |      |              |           | 36,738.00 | 3,061.50 | 17.6625 | 1,413.00   |
| Step 2                                      |                   |            |      |              |           | 38,574.96 | 3,214.58 | 18.5457 | 1,483.65   |
| Step 3                                      |                   |            |      |              |           | 40,503.72 | 3,375.31 | 19.4729 | 1,557.84   |
| Step 4                                      |                   |            |      |              |           | 42,528.96 | 3,544.08 | 20.4466 | 1,635.73   |
| Step 5                                      |                   |            |      |              |           | 44,655.36 | 3,721.28 | 21.4689 | 1,717.51   |
| Step 6                                      |                   |            |      |              |           | 46,888.08 | 3,907.34 | 22.5423 | 1,803.39   |
| Step 7                                      |                   |            |      |              |           | 49,232.52 | 4,102.71 | 23.6695 | 1,893.56   |
| <b>Lead Facility Maintenance Technician</b> | RCEA              | Non-Exempt | 1.00 | 8401         | 3000      |           |          |         |            |
| Step 1                                      |                   |            |      |              |           | 48,202.80 | 4,016.90 | 23.1744 | 1,853.95   |
| Step 2                                      |                   |            |      |              |           | 50,613.00 | 4,217.75 | 24.3332 | 1,946.65   |
| Step 3                                      |                   |            |      |              |           | 53,143.68 | 4,428.64 | 25.5498 | 2,043.99   |
| Step 4                                      |                   |            |      |              |           | 55,800.84 | 4,650.07 | 26.8273 | 2,146.19   |
| Step 5                                      |                   |            |      |              |           | 58,590.84 | 4,882.57 | 28.1687 | 2,253.49   |
| Step 6                                      |                   |            |      |              |           | 61,520.40 | 5,126.70 | 29.5771 | 2,366.17   |
| Step 7                                      |                   |            |      |              |           | 64,596.48 | 5,383.04 | 31.0560 | 2,484.48   |
| <b>Facility Maintenance Technician</b>      | RCEA              | Non-Exempt | 4.00 | 8403         | 2600      |           |          |         |            |
| Step 1                                      |                   |            |      |              |           | 43,670.52 | 3,639.21 | 20.9954 | 1,679.64   |
| Step 2                                      |                   |            |      |              |           | 45,854.04 | 3,821.17 | 22.0452 | 1,763.62   |
| Step 3                                      |                   |            |      |              |           | 48,146.76 | 4,012.23 | 23.1475 | 1,851.80   |
| Step 4                                      |                   |            |      |              |           | 50,554.08 | 4,212.84 | 24.3048 | 1,944.39   |
| Step 5                                      |                   |            |      |              |           | 53,081.76 | 4,423.48 | 25.5201 | 2,041.61   |
| Step 6                                      |                   |            |      |              |           | 55,735.80 | 4,644.65 | 26.7961 | 2,143.68   |
| Step 7                                      |                   |            |      |              |           | 58,522.56 | 4,876.88 | 28.1358 | 2,250.87   |
| <b>Facility Maintenance Assistant</b>       | RCEA              | Non-Exempt | 3.00 | 8405         | 2000      |           |          |         |            |
| Step 1                                      |                   |            |      |              |           | 37,656.60 | 3,138.05 | 18.1041 | 1,448.33   |
| Step 2                                      |                   |            |      |              |           | 39,539.40 | 3,294.95 | 19.0093 | 1,520.75   |
| Step 3                                      |                   |            |      |              |           | 41,516.40 | 3,459.70 | 19.9598 | 1,596.78   |
| Step 4                                      |                   |            |      |              |           | 43,592.28 | 3,632.69 | 20.9578 | 1,676.63   |
| Step 5                                      |                   |            |      |              |           | 45,771.96 | 3,814.33 | 22.0058 | 1,760.46   |
| Step 6                                      |                   |            |      |              |           | 48,060.60 | 4,005.05 | 23.1061 | 1,848.48   |
| Step 7                                      |                   |            |      |              |           | 50,463.60 | 4,205.30 | 24.2613 | 1,940.91   |
| <b>Fleet Services Coordinator</b>           | RCEA              | Non-Exempt | 1.00 | 8202         | 3200      |           |          |         |            |
| Step 1                                      |                   |            |      |              |           | 50,643.96 | 4,220.33 | 24.3481 | 1,947.84   |
| Step 2                                      |                   |            |      |              |           | 53,176.20 | 4,431.35 | 25.5655 | 2,045.24   |
| Step 3                                      |                   |            |      |              |           | 55,835.04 | 4,652.92 | 26.8438 | 2,147.50   |
| Step 4                                      |                   |            |      |              |           | 58,626.84 | 4,885.57 | 28.1860 | 2,254.88   |
| Step 5                                      |                   |            |      |              |           | 61,558.20 | 5,129.85 | 29.5953 | 2,367.62   |
| Step 6                                      |                   |            |      |              |           | 64,636.08 | 5,386.34 | 31.0750 | 2,486.00   |
| Step 7                                      |                   |            |      |              |           | 67,867.92 | 5,655.66 | 32.6288 | 2,610.30   |
| <b>Fleet Maintenance Lead</b>               | RCEA              | Non-Exempt | 1.00 |              | 3600      |           |          |         |            |
| Step 1                                      |                   |            |      |              |           | 55,901.16 | 4,658.43 | 26.8756 | 2,150.04   |
| Step 2                                      |                   |            |      |              |           | 58,696.20 | 4,891.35 | 28.2193 | 2,257.55   |
| Step 3                                      |                   |            |      |              |           | 61,631.04 | 5,135.92 | 29.6303 | 2,370.42   |
| Step 4                                      |                   |            |      |              |           | 64,712.70 | 5,392.73 | 31.1119 | 2,488.95   |
| Step 5                                      |                   |            |      |              |           | 67,948.32 | 5,662.36 | 32.6675 | 2,613.40   |
| Step 6                                      |                   |            |      |              |           | 71,345.76 | 5,945.48 | 34.3008 | 2,744.07   |
| Step 7                                      |                   |            |      |              |           | 74,913.00 | 6,242.75 | 36.0159 | 2,881.27   |
| <b>Lead Equipment Mechanic</b>              | RCEA              | Non-Exempt | 0.00 | 8201         | 3600      |           |          |         |            |
| Step 1                                      |                   |            |      |              |           | 55,901.16 | 4,658.43 | 26.8756 | 2,150.04   |
| Step 2                                      |                   |            |      |              |           | 58,696.20 | 4,891.35 | 28.2193 | 2,257.55   |
| Step 3                                      |                   |            |      |              |           | 61,631.04 | 5,135.92 | 29.6303 | 2,370.42   |
| Step 4                                      |                   |            |      |              |           | 64,712.70 | 5,392.73 | 31.1119 | 2,488.95   |
| Step 5                                      |                   |            |      |              |           | 67,948.32 | 5,662.36 | 32.6675 | 2,613.40   |
| Step 6                                      |                   |            |      |              |           | 71,345.76 | 5,945.48 | 34.3008 | 2,744.07   |
| Step 7                                      |                   |            |      |              |           | 74,913.00 | 6,242.75 | 36.0159 | 2,881.27   |
| <b>Senior Equipment Mechanic</b>            | RCEA              | Non-Exempt | 1.00 | 8203         | 3200      |           |          |         |            |
| Step 1                                      |                   |            |      |              |           | 50,643.96 | 4,220.33 | 24.3481 | 1,947.84   |
| Step 2                                      |                   |            |      |              |           | 53,176.20 | 4,431.35 | 25.5655 | 2,045.24   |
| Step 3                                      |                   |            |      |              |           | 55,835.04 | 4,652.92 | 26.8438 | 2,147.50   |
| Step 4                                      |                   |            |      |              |           | 58,626.84 | 4,885.57 | 28.1860 | 2,254.88   |
| Step 5                                      |                   |            |      |              |           | 61,558.20 | 5,129.85 | 29.5953 | 2,367.62   |
| Step 6                                      |                   |            |      |              |           | 64,636.08 | 5,386.34 | 31.0750 | 2,486.00   |
| Step 7                                      |                   |            |      |              |           | 67,867.92 | 5,655.66 | 32.6288 | 2,610.30   |
| <b>Equipment Mechanic</b>                   | RCEA              | Non-Exempt | 2.00 | 8205         | 2800      |           |          |         |            |
| Step 1                                      |                   |            |      |              |           | 45,880.32 | 3,823.36 | 22.0578 | 1,764.63   |
| Step 2                                      |                   |            |      |              |           | 48,174.36 | 4,014.53 | 23.1608 | 1,852.86   |
| Step 3                                      |                   |            |      |              |           | 50,583.12 | 4,215.26 | 24.3188 | 1,945.50   |
| Step 4                                      |                   |            |      |              |           | 53,112.24 | 4,426.02 | 25.5347 | 2,042.78   |
| Step 5                                      |                   |            |      |              |           | 55,767.84 | 4,647.32 | 26.8115 | 2,144.92   |
| Step 6                                      |                   |            |      |              |           | 58,556.28 | 4,879.69 | 28.1521 | 2,252.16   |
| Step 7                                      |                   |            |      |              |           | 61,484.16 | 5,123.68 | 29.5597 | 2,364.78   |
| <b>Equipment Mechanic Assistant</b>         | RCEA              | Non-Exempt | 0.00 | 8207         | 2400      |           |          |         |            |
| Step 1                                      |                   |            |      |              |           | 41,565.24 | 3,463.77 | 19.9833 | 1,598.66   |
| Step 2                                      |                   |            |      |              |           | 43,643.52 | 3,636.96 | 20.9825 | 1,678.60   |
| Step 3                                      |                   |            |      |              |           | 45,825.72 | 3,818.81 | 22.0316 | 1,762.53   |
| Step 4                                      |                   |            |      |              |           | 48,117.00 | 4,009.75 | 23.1332 | 1,850.65   |
| Step 5                                      |                   |            |      |              |           | 50,522.88 | 4,210.24 | 24.2898 | 1,943.19   |
| Step 6                                      |                   |            |      |              |           | 53,049.00 | 4,420.75 | 25.5043 | 2,040.35   |
| Step 7                                      |                   |            |      |              |           | 55,701.48 | 4,641.79 | 26.7796 | 2,142.36   |

| Department / Division                | Bargaining Group:    | FLSA       | FTE  | Position No. | Pay Grade | Annual     | Monthly   | Hourly  | Pay Period |
|--------------------------------------|----------------------|------------|------|--------------|-----------|------------|-----------|---------|------------|
| Equipment Operator                   | RCEA                 | Non-Exempt | 1.00 | 8301         | 2600      |            |           |         |            |
| Step 1                               |                      |            |      |              |           | 43,670.52  | 3,639.21  | 20.9954 | 1,679.64   |
| Step 2                               |                      |            |      |              |           | 45,854.04  | 3,821.17  | 22.0452 | 1,763.62   |
| Step 3                               |                      |            |      |              |           | 48,146.76  | 4,012.23  | 23.1475 | 1,851.80   |
| Step 4                               |                      |            |      |              |           | 50,554.08  | 4,212.84  | 24.3048 | 1,944.39   |
| Step 5                               |                      |            |      |              |           | 53,081.76  | 4,423.48  | 25.5201 | 2,041.61   |
| Step 6                               |                      |            |      |              |           | 55,735.80  | 4,644.65  | 26.7961 | 2,143.68   |
| Step 7                               |                      |            |      |              |           | 58,522.56  | 4,876.88  | 28.1358 | 2,250.87   |
|                                      |                      |            |      |              |           |            |           |         |            |
| Environmental Technician             | RCEA                 | Non-Exempt | 0.00 | 5011         | 3300      |            |           |         |            |
| Step 1                               |                      |            |      |              |           | 51,909.60  | 4,325.80  | 24.9565 | 1,996.52   |
| Step 2                               |                      |            |      |              |           | 54,505.08  | 4,542.09  | 26.2044 | 2,096.35   |
| Step 3                               |                      |            |      |              |           | 57,230.40  | 4,769.20  | 27.5146 | 2,201.17   |
| Step 4                               |                      |            |      |              |           | 60,091.92  | 5,007.66  | 28.8903 | 2,311.23   |
| Step 5                               |                      |            |      |              |           | 63,096.48  | 5,258.04  | 30.3348 | 2,426.79   |
| Step 6                               |                      |            |      |              |           | 66,251.28  | 5,520.94  | 31.8516 | 2,548.13   |
| Step 7                               |                      |            |      |              |           | 69,563.88  | 5,796.99  | 33.4442 | 2,675.53   |
| Environmental Program Specialist     | RCEA                 | Non-Exempt | 0.00 | 5009         | 2700      |            |           |         |            |
| Step 1                               |                      |            |      |              |           | 44,762.16  | 3,730.18  | 21.5203 | 1,721.62   |
| Step 2                               |                      |            |      |              |           | 47,000.28  | 3,916.69  | 22.5963 | 1,807.70   |
| Step 3                               |                      |            |      |              |           | 49,350.36  | 4,112.53  | 23.7261 | 1,898.09   |
| Step 4                               |                      |            |      |              |           | 51,817.92  | 4,318.16  | 24.9125 | 1,993.00   |
| Step 5                               |                      |            |      |              |           | 54,408.84  | 4,534.07  | 26.1581 | 2,092.65   |
| Step 6                               |                      |            |      |              |           | 57,129.24  | 4,760.77  | 27.4660 | 2,197.28   |
| Step 7                               |                      |            |      |              |           | 59,985.72  | 4,998.81  | 28.8393 | 2,307.14   |
| Executive Assistant                  | RMMA                 | Exempt     | 1.00 | 2103         | 3200      |            |           |         |            |
| Step 1                               |                      |            |      |              |           | 50,643.96  | 4,220.33  | 24.3481 | 1,947.84   |
| Step 2                               |                      |            |      |              |           | 53,176.20  | 4,431.35  | 25.5655 | 2,045.24   |
| Step 3                               |                      |            |      |              |           | 55,835.04  | 4,652.92  | 26.8438 | 2,147.50   |
| Step 4                               |                      |            |      |              |           | 58,626.84  | 4,885.57  | 28.1860 | 2,254.88   |
| Step 5                               |                      |            |      |              |           | 61,558.20  | 5,129.85  | 29.5953 | 2,367.62   |
| Step 6                               |                      |            |      |              |           | 64,636.08  | 5,386.34  | 31.0750 | 2,486.00   |
| Step 7                               |                      |            |      |              |           | 67,867.92  | 5,655.66  | 32.6288 | 2,610.30   |
| Principal Budget & Financial Analyst | Management - At-Will | Exempt     | 1.00 | 1402         | 6000a     |            |           |         |            |
| Step 1                               |                      |            |      |              |           | 101,109.96 | 8,425.83  | 48.6106 | 3,888.84   |
| Step 2                               |                      |            |      |              |           | 106,165.68 | 8,847.14  | 51.0412 | 4,083.30   |
| Step 3                               |                      |            |      |              |           | 111,473.76 | 9,289.48  | 53.5932 | 4,287.45   |
| Step 4                               |                      |            |      |              |           | 117,047.52 | 9,753.96  | 56.2728 | 4,501.83   |
| Step 5                               |                      |            |      |              |           | 122,899.92 | 10,241.66 | 59.0865 | 4,726.92   |
| Step 6                               |                      |            |      |              |           | 129,044.88 | 10,753.74 | 62.0408 | 4,963.26   |
| Step 7                               |                      |            |      |              |           | 135,497.16 | 11,291.43 | 65.1429 | 5,211.43   |
| Administrative Analyst               | RMMA                 | Exempt     | 1.00 | 2003         | 3900      |            |           |         |            |
| Step 1                               |                      |            |      |              |           | 60,199.92  | 5,016.66  | 28.9423 | 2,315.38   |
| Step 2                               |                      |            |      |              |           | 63,209.88  | 5,267.49  | 30.3894 | 2,431.15   |
| Step 3                               |                      |            |      |              |           | 66,370.44  | 5,530.87  | 31.9089 | 2,552.71   |
| Step 4                               |                      |            |      |              |           | 69,688.92  | 5,807.41  | 33.5043 | 2,680.34   |
| Step 5                               |                      |            |      |              |           | 73,173.36  | 6,097.78  | 35.1795 | 2,814.36   |
| Step 6                               |                      |            |      |              |           | 76,832.04  | 6,402.67  | 36.9385 | 2,955.08   |
| Step 7                               |                      |            |      |              |           | 80,673.60  | 6,722.80  | 38.7854 | 3,102.83   |
| Administrative Assistant             | RCEA                 | Non-Exempt | 1.00 | 2105         | 2600      |            |           |         |            |
| Step 1                               |                      |            |      |              |           | 43,670.52  | 3,639.21  | 20.9954 | 1,679.64   |
| Step 2                               |                      |            |      |              |           | 45,854.04  | 3,821.17  | 22.0452 | 1,763.62   |
| Step 3                               |                      |            |      |              |           | 48,146.76  | 4,012.23  | 23.1475 | 1,851.80   |
| Step 4                               |                      |            |      |              |           | 50,554.08  | 4,212.84  | 24.3048 | 1,944.39   |
| Step 5                               |                      |            |      |              |           | 53,081.76  | 4,423.48  | 25.5201 | 2,041.61   |
| Step 6                               |                      |            |      |              |           | 55,735.80  | 4,644.65  | 26.7961 | 2,143.68   |
| Step 7                               |                      |            |      |              |           | 58,522.56  | 4,876.88  | 28.1358 | 2,250.87   |
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