

City of Fountain Valley Salary Resolution
Adopted February 20, 2018
Exhibit 1

Bargaining Unit Codes:

- POA:** Fountain Valley Police Officers' Association
- POMU:** Fountain Valley Peace Officers' Management Unit
- FVFA:** Fountain Valley Firefighters' Association IAFF Local 4530
- BC:** Individually Represented Battalion Chiefs
- P&T:** Professional/Technical Unit
- IRP&T:** Individually Represented Professional/Technical Employee
- FVGEA:** Fountain Valley General Employees' Association
- FVMEA:** Fountain Valley Municipal Employees' Association
- DD:** Department Directors (non-represented)
- PT:** Part-time employees (non-represented)

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
POA	2/20/2018		Corporal	Annual	\$ 78,418.76	\$ 82,339.70	\$ 86,456.69	\$ 90,779.52	\$ 95,318.50
				Monthly	\$ 6,534.90	\$ 6,861.64	\$ 7,204.72	\$ 7,564.96	\$ 7,943.21
				Bi-weekly	\$ 3,016.11	\$ 3,166.91	\$ 3,325.26	\$ 3,491.52	\$ 3,666.10
POA	11/3/2017	004	Police Officer	Hourly	\$ 37.701	\$ 39.586	\$ 41.566	\$ 43.644	\$ 45.826
				Annual	\$ 74,680.320	\$ 78,411.840	\$ 82,330.560	\$ 86,448.960	\$ 90,779.520
				Monthly	\$ 6,223.360	\$ 6,534.320	\$ 6,860.880	\$ 7,204.080	\$ 7,564.960
POA	11/3/2017	003	Police Sergeant	Bi-weekly	\$ 2,872.320	\$ 3,015.840	\$ 3,166.560	\$ 3,324.960	\$ 3,491.520
				Hourly	\$ 35.906	\$ 37.701	\$ 39.586	\$ 41.566	\$ 43.644
				Annual	\$ 96,395.52	\$ 101,212.80	\$ 106,279.68	\$ 111,596.16	\$ 117,174.72
				Monthly	\$ 8,032.96	\$ 8,434.40	\$ 8,856.64	\$ 9,299.68	\$ 9,764.56
				Bi-weekly	\$ 3,707.52	\$ 3,892.80	\$ 4,087.68	\$ 4,292.16	\$ 4,506.72
				Hourly	\$ 46.346	\$ 48.663	\$ 51.097	\$ 53.651	\$ 56.334

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
POA	7/13/2018		Corporal	Annual	\$ 81,555.51	\$ 85,633.29	\$ 89,914.95	\$ 94,410.70	\$ 99,131.24
				Monthly	\$ 6,796.29	\$ 7,136.11	\$ 7,492.91	\$ 7,867.56	\$ 8,260.94
				Bi-weekly	\$ 3,136.75	\$ 3,293.59	\$ 3,458.27	\$ 3,631.18	\$ 3,812.74
POA	7/13/2018	004	Police Officer	Hourly	\$ 39.209	\$ 41.170	\$ 43.228	\$ 45.390	\$ 47.659
				Annual	\$ 77,667.530	\$ 81,548.310	\$ 85,623.780	\$ 89,906.920	\$ 94,410.700
				Monthly	\$ 6,472.660	\$ 6,796.300	\$ 7,136.110	\$ 7,492.910	\$ 7,867.560
POA	7/13/2018	003	Police Sergeant	Bi-weekly	\$ 2,987.380	\$ 3,136.750	\$ 3,293.590	\$ 3,458.270	\$ 3,631.180
				Hourly	\$ 37.342	\$ 39.209	\$ 41.170	\$ 43.228	\$ 45.390
				Annual	\$ 100,251.34	\$ 105,261.31	\$ 110,530.87	\$ 116,060.01	\$ 121,861.71
				Monthly	\$ 8,354.66	\$ 8,772.39	\$ 9,211.01	\$ 9,671.56	\$ 10,155.14
				Bi-weekly	\$ 3,856.00	\$ 4,048.80	\$ 4,251.24	\$ 4,463.80	\$ 4,686.99
				Hourly	\$ 48.200	\$ 50.610	\$ 53.140	\$ 55.797	\$ 58.587

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
POA	7/12/2019		Corporal	Annual	\$ 84,412.83	\$ 88,633.47	\$ 93,065.14	\$ 97,718.40	\$ 102,604.32
				Monthly	\$ 7,034.40	\$ 7,386.12	\$ 7,755.43	\$ 8,143.20	\$ 8,550.36
				Bi-weekly	\$ 3,246.65	\$ 3,408.98	\$ 3,579.43	\$ 3,758.40	\$ 3,946.32
POA	7/12/2019	004	Police Officer	Hourly	\$ 40.583	\$ 42.612	\$ 44.743	\$ 46.980	\$ 49.329
				Annual	\$ 80,385.890	\$ 84,402.500	\$ 88,620.610	\$ 93,053.660	\$ 97,715.070
				Monthly	\$ 6,699.200	\$ 7,034.160	\$ 7,385.870	\$ 7,755.160	\$ 8,142.920
POA	7/12/2019	003	Police Sergeant	Bi-weekly	\$ 3,091.940	\$ 3,246.540	\$ 3,408.870	\$ 3,579.310	\$ 3,758.270
				Hourly	\$ 38.650	\$ 40.580	\$ 42.610	\$ 44.740	\$ 46.980
				Annual	\$ 103,760.14	\$ 108,945.46	\$ 114,399.45	\$ 120,122.11	\$ 126,126.87
				Monthly	\$ 8,647.07	\$ 9,079.42	\$ 9,533.40	\$ 10,010.06	\$ 10,510.57
				Bi-weekly	\$ 3,990.96	\$ 4,190.51	\$ 4,400.03	\$ 4,620.03	\$ 4,851.03
				Hourly	\$ 49.887	\$ 52.381	\$ 55.000	\$ 57.750	\$ 60.638

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
POMU	5/20/2017	002	Police Lieutenant	Annual	\$ 119,856.00	\$ 125,844.00	\$ 132,132.00	\$ 138,744.00	\$ 145,680.00
				Monthly	\$ 9,988.00	\$ 10,487.00	\$ 11,011.00	\$ 11,562.00	\$ 12,140.00
				Bi-weekly	\$ 4,609.85	\$ 4,840.15	\$ 5,082.00	\$ 5,336.31	\$ 5,603.08
POMU	5/20/2017	001	Police Captain	Hourly	\$ 57.623	\$ 60.502	\$ 63.525	\$ 66.704	\$ 70.038
				Annual	\$ 136,740.00	\$ 143,580.00	\$ 150,756.00	\$ 158,292.00	\$ 166,212.00
				Monthly	\$ 11,395.00	\$ 11,965.00	\$ 12,563.00	\$ 13,191.00	\$ 13,851.00
				Bi-weekly	\$ 5,259.23	\$ 5,522.31	\$ 5,798.31	\$ 6,088.15	\$ 6,392.77
				Hourly	\$ 65.740	\$ 69.029	\$ 72.479	\$ 76.102	\$ 79.910

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
POMU	5/20/2018	002	Police Lieutenant	Annual	\$ 123,456.00	\$ 129,624.00	\$ 136,104.00	\$ 142,908.00	\$ 150,048.00
				Monthly	\$ 10,288.00	\$ 10,802.00	\$ 11,342.00	\$ 11,909.00	\$ 12,504.00
				Bi-weekly	\$ 4,748.31	\$ 4,985.54	\$ 5,234.77	\$ 5,496.46	\$ 5,771.08
POMU	5/20/2018	001	Police Captain	Hourly	\$ 59.354	\$ 62.319	\$ 65.435	\$ 68.706	\$ 72.138
				Annual	\$ 140,856.00	\$ 147,900.00	\$ 155,292.00	\$ 163,056.00	\$ 171,204.00
				Monthly	\$ 11,738.00	\$ 12,325.00	\$ 12,941.00	\$ 13,588.00	\$ 14,267.00
				Bi-weekly	\$ 5,417.54	\$ 5,688.46	\$ 5,972.77	\$ 6,271.38	\$ 6,584.77
				Hourly	\$ 67.719	\$ 71.106	\$ 74.660	\$ 78.392	\$ 82.310

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
POMU	7/12/2019	002	Police Lieutenant	Annual	\$ 127,152.00	\$ 133,512.00	\$ 140,184.00	\$ 147,192.00	\$ 154,548.00
				Monthly	\$ 10,596.00	\$ 11,126.00	\$ 11,682.00	\$ 12,266.00	\$ 12,879.00
				Bi-weekly	\$ 4,890.46	\$ 5,135.08	\$ 5,391.69	\$ 5,661.23	\$ 5,944.15
POMU	7/12/2019	001	Police Captain	Hourly	\$ 61.131	\$ 64.188	\$ 67.396	\$ 70.765	\$ 74.302
				Annual	\$ 145,080.00	\$ 152,328.00	\$ 159,948.00	\$ 167,940.00	\$ 176,340.00
				Monthly	\$ 12,090.00	\$ 12,694.00	\$ 13,329.00	\$ 13,995.00	\$ 14,695.00
				Bi-weekly	\$ 5,580.00	\$ 5,858.77	\$ 6,151.85	\$ 6,459.23	\$ 6,782.31
				Hourly	\$ 69.750	\$ 73.235	\$ 76.898	\$ 80.740	\$ 84.779

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVFA	8/11/2017	F03	Firefighter	Annual	\$ 67,271.53	\$ 70,635.10	\$ 74,166.86	\$ 77,875.20	\$ 81,768.96
				Monthly	\$ 5,605.96	\$ 5,886.26	\$ 6,180.57	\$ 6,489.60	\$ 6,814.08

FVFA	8/11/2017	F04	Firefighter/Paramedic	Bi-weekly	\$ 2,587.37	\$ 2,716.73	\$ 2,852.57	\$ 2,995.20	\$ 3,144.96
				Hourly	\$ 23.101	\$ 24.257	\$ 25.469	\$ 26.743	\$ 28.080
				Annual	\$ 76,358.11	\$ 80,176.02	\$ 84,184.82	\$ 88,394.06	\$ 92,813.76
				Monthly	\$ 6,363.18	\$ 6,681.33	\$ 7,015.40	\$ 7,366.17	\$ 7,734.48
FVFA	8/11/2017	F02	Fire Engineer	Bi-weekly	\$ 2,936.85	\$ 3,083.69	\$ 3,237.88	\$ 3,399.77	\$ 3,569.76
				Hourly	\$ 26.222	\$ 27.533	\$ 28.910	\$ 30.355	\$ 31.873
				Annual	\$ 76,614.79	\$ 80,445.53	\$ 84,467.81	\$ 88,691.20	\$ 93,125.76
				Monthly	\$ 6,384.57	\$ 6,703.79	\$ 7,038.98	\$ 7,390.93	\$ 7,760.48
FVFA	8/11/2017	F05	Fire Engineer (Medic Bonus)	Bi-weekly	\$ 2,946.72	\$ 3,094.06	\$ 3,248.76	\$ 3,411.20	\$ 3,581.76
				Hourly	\$ 26.310	\$ 27.626	\$ 29.007	\$ 30.457	\$ 31.980
				Annual	\$ 85,711.64	\$ 89,997.23	\$ 94,497.09	\$ 99,221.94	\$ 104,183.04
				Monthly	\$ 7,142.64	\$ 7,499.77	\$ 7,874.76	\$ 8,268.50	\$ 8,681.92
FVFA	8/11/2017	F01	Fire Captain	Bi-weekly	\$ 3,296.60	\$ 3,461.43	\$ 3,634.50	\$ 3,816.23	\$ 4,007.04
				Hourly	\$ 29.434	\$ 30.906	\$ 32.451	\$ 34.073	\$ 35.777
				Annual	\$ 90,116.33	\$ 94,622.14	\$ 99,353.25	\$ 104,320.91	\$ 109,536.96
				Monthly	\$ 7,509.69	\$ 7,885.18	\$ 8,279.44	\$ 8,693.41	\$ 9,128.08
FVFA	8/11/2017	F06	Administrative Fire Captain	Bi-weekly	\$ 3,466.01	\$ 3,639.31	\$ 3,821.28	\$ 4,012.34	\$ 4,212.96
				Hourly	\$ 30.947	\$ 32.494	\$ 34.119	\$ 35.824	\$ 37.616
				Annual	\$ 107,632.39	\$ 113,014.01	\$ 118,664.71	\$ 124,597.94	\$ 130,827.84
				Monthly	\$ 8,969.37	\$ 9,417.83	\$ 9,888.73	\$ 10,383.16	\$ 10,902.32
				Bi-weekly	\$ 4,139.71	\$ 4,346.69	\$ 4,564.03	\$ 4,792.23	\$ 5,031.84
				Hourly	\$ 51.746	\$ 54.334	\$ 57.050	\$ 59.903	\$ 62.898

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FVFA	7/13/2018	F03	Firefighter	Annual	\$ 69,626.03	\$ 73,107.33	\$ 76,762.70	\$ 80,600.83	\$ 84,630.87
				Monthly	\$ 5,802.17	\$ 6,092.28	\$ 6,396.89	\$ 6,716.74	\$ 7,052.57
				Bi-weekly	\$ 2,677.92	\$ 2,811.82	\$ 2,952.41	\$ 3,100.03	\$ 3,255.03
				Hourly	\$ 23.910	\$ 25.106	\$ 26.361	\$ 27.679	\$ 29.063
FVFA	7/13/2018	F04	Firefighter/Paramedic	Annual	\$ 79,030.64	\$ 82,982.18	\$ 87,131.28	\$ 91,487.85	\$ 96,062.24
				Monthly	\$ 6,585.89	\$ 6,915.18	\$ 7,260.94	\$ 7,623.99	\$ 8,005.19
				Bi-weekly	\$ 3,039.64	\$ 3,191.62	\$ 3,351.20	\$ 3,518.76	\$ 3,694.70
				Hourly	\$ 27.140	\$ 28.497	\$ 29.921	\$ 31.418	\$ 32.988
FVFA	7/13/2018	F02	Fire Engineer	Annual	\$ 79,296.31	\$ 83,261.13	\$ 87,424.18	\$ 91,795.39	\$ 96,385.16
				Monthly	\$ 6,608.03	\$ 6,938.43	\$ 7,285.35	\$ 7,649.62	\$ 8,032.10
				Bi-weekly	\$ 3,049.86	\$ 3,202.35	\$ 3,362.47	\$ 3,530.59	\$ 3,707.12
				Hourly	\$ 27.231	\$ 28.592	\$ 30.022	\$ 31.523	\$ 33.099
FVFA	7/13/2018	F05	Fire Engineer (Medic Bonus)	Annual	\$ 88,711.55	\$ 93,147.13	\$ 97,804.49	\$ 102,694.71	\$ 107,829.45
				Monthly	\$ 7,392.63	\$ 7,762.26	\$ 8,150.37	\$ 8,557.89	\$ 8,985.79
				Bi-weekly	\$ 3,411.98	\$ 3,582.58	\$ 3,761.71	\$ 3,949.80	\$ 4,147.29
				Hourly	\$ 30.464	\$ 31.987	\$ 33.587	\$ 35.266	\$ 37.029
FVFA	7/13/2018	F01	Fire Captain	Annual	\$ 93,270.40	\$ 97,933.92	\$ 102,830.62	\$ 107,972.15	\$ 113,370.75
				Monthly	\$ 7,772.53	\$ 8,161.16	\$ 8,569.22	\$ 8,997.68	\$ 9,447.56
				Bi-weekly	\$ 3,587.32	\$ 3,766.69	\$ 3,955.02	\$ 4,152.77	\$ 4,360.41
				Hourly	\$ 32.030	\$ 33.631	\$ 35.313	\$ 37.078	\$ 38.932
FVFA	7/13/2018	F06	Administrative Fire Captain	Annual	\$ 111,399.52	\$ 116,969.50	\$ 122,817.97	\$ 128,958.87	\$ 135,406.81
				Monthly	\$ 9,283.29	\$ 9,747.46	\$ 10,234.83	\$ 10,746.57	\$ 11,283.90
				Bi-weekly	\$ 4,284.60	\$ 4,498.83	\$ 4,723.77	\$ 4,959.96	\$ 5,207.95
				Hourly	\$ 53.557	\$ 56.235	\$ 59.047	\$ 61.999	\$ 65.099

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FVFA	7/12/2019	F03	Firefighter	Annual	\$ 71,714.81	\$ 75,300.55	\$ 79,065.58	\$ 83,018.86	\$ 87,169.80
				Monthly	\$ 5,976.23	\$ 6,275.05	\$ 6,588.80	\$ 6,918.24	\$ 7,264.15
				Bi-weekly	\$ 2,758.26	\$ 2,896.18	\$ 3,040.98	\$ 3,193.03	\$ 3,352.68
				Hourly	\$ 24.627	\$ 25.859	\$ 27.152	\$ 28.509	\$ 29.935
FVFA	7/12/2019	F04	Firefighter/Paramedic	Annual	\$ 81,401.56	\$ 85,471.64	\$ 89,745.22	\$ 94,232.48	\$ 98,944.11
				Monthly	\$ 6,783.46	\$ 7,122.64	\$ 7,478.77	\$ 7,852.71	\$ 8,245.34
				Bi-weekly	\$ 3,130.83	\$ 3,287.37	\$ 3,451.74	\$ 3,624.33	\$ 3,805.54
				Hourly	\$ 27.954	\$ 29.352	\$ 30.819	\$ 32.360	\$ 33.978
FVFA	7/12/2019	F02	Fire Engineer	Annual	\$ 81,675.20	\$ 85,758.96	\$ 90,046.91	\$ 94,549.25	\$ 99,276.72
				Monthly	\$ 6,806.27	\$ 7,146.58	\$ 7,503.91	\$ 7,879.10	\$ 8,273.06
				Bi-weekly	\$ 3,141.35	\$ 3,298.42	\$ 3,463.34	\$ 3,636.51	\$ 3,818.34
				Hourly	\$ 28.048	\$ 29.450	\$ 30.923	\$ 32.469	\$ 34.092
FVFA	7/12/2019	F05	Fire Engineer (Medic Bonus)	Annual	\$ 91,372.90	\$ 95,941.54	\$ 100,738.62	\$ 105,775.55	\$ 111,064.33
				Monthly	\$ 7,614.41	\$ 7,995.13	\$ 8,394.89	\$ 8,814.63	\$ 9,255.36
				Bi-weekly	\$ 3,514.34	\$ 3,690.06	\$ 3,874.56	\$ 4,068.29	\$ 4,271.70
				Hourly	\$ 31.378	\$ 32.947	\$ 34.594	\$ 36.324	\$ 38.140
FVFA	7/12/2019	F01	Fire Captain	Annual	\$ 96,068.51	\$ 100,871.94	\$ 105,915.53	\$ 111,211.31	\$ 116,771.88
				Monthly	\$ 8,005.71	\$ 8,405.99	\$ 8,826.29	\$ 9,267.61	\$ 9,730.99
				Bi-weekly	\$ 3,694.94	\$ 3,879.69	\$ 4,073.67	\$ 4,277.36	\$ 4,491.23
				Hourly	\$ 32.991	\$ 34.640	\$ 36.372	\$ 38.191	\$ 40.100
FVFA	7/12/2019	F06	Administrative Fire Captain	Annual	\$ 114,741.51	\$ 120,478.58	\$ 126,502.51	\$ 132,827.64	\$ 139,469.02
				Monthly	\$ 9,561.79	\$ 10,039.88	\$ 10,541.88	\$ 11,068.97	\$ 11,622.42
				Bi-weekly	\$ 4,413.13	\$ 4,633.79	\$ 4,865.48	\$ 5,108.76	\$ 5,364.19
				Hourly	\$ 55.164	\$ 57.922	\$ 60.819	\$ 63.859	\$ 67.052

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
BC	8/11/2017	P23	Battalion Chief	Annual	\$ 126,606.408	\$ 132,936.728	\$ 139,583.565	\$ 146,562.743	\$ 153,890.880
				Monthly	\$ 10,550.534	\$ 11,078.061	\$ 11,631.964	\$ 12,213.562	\$ 12,824.240
				Bi-weekly	\$ 4,869.477	\$ 5,112.951	\$ 5,368.599	\$ 5,637.029	\$ 5,918.880
				Hourly	\$ 60.868	\$ 63.912	\$ 67.107	\$ 70.463	\$ 73.986
BC	8/11/2017	P24	Operations/Training Chief	Annual	\$ 142,438.626	\$ 149,560.557	\$ 157,038.585	\$ 164,890.514	\$ 173,135.04
				Monthly	\$ 11,869.885	\$ 12,463.380	\$ 13,086.549	\$ 13,740.876	\$ 14,427.92
				Bi-weekly	\$ 5,478.409	\$ 5,752.329	\$ 6,039.946	\$ 6,341.943	\$ 6,659.04
				Hourly	\$ 68.480	\$ 71.904	\$ 75.499	\$ 79.274	\$ 83.238

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
BC	7/13/2018	P23	Battalion Chief	Annual	\$ 131,037.632	\$ 137,589.514	\$ 144,468.989	\$ 151,692.439	\$ 159,277.061
				Monthly	\$ 10,919.803	\$ 11,465.793	\$ 12,039.082	\$ 12,641.037	\$ 13,273.088
				Bi-weekly	\$ 5,039.909	\$ 5,291.904	\$ 5,556.500	\$ 5,834.325	\$ 6,126.041
				Hourly	\$ 62.999	\$ 66.149	\$ 69.456	\$ 72.929	\$ 76.576

BC	7/13/2018	P24	Operations/Training Chief	Annual	\$ 147,423.978	\$ 154,795.177	\$ 162,534.936	\$ 170,661.682	\$ 179,194.77
				Monthly	\$ 12,285.331	\$ 12,899.598	\$ 13,544.578	\$ 14,221.807	\$ 14,932.90
				Bi-weekly	\$ 5,670.153	\$ 5,953.661	\$ 6,251.344	\$ 6,563.911	\$ 6,892.11
				Hourly	\$ 70.877	\$ 74.421	\$ 78.142	\$ 82.049	\$ 86.151
Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
BC	7/12/2019	P23	Battalion Chief	Annual	\$ 134,968.761	\$ 141,717.199	\$ 148,803.059	\$ 156,243.212	\$ 164,055.373
				Monthly	\$ 11,247.397	\$ 11,809.767	\$ 12,400.255	\$ 13,020.268	\$ 13,671.281
				Bi-weekly	\$ 5,191.106	\$ 5,450.662	\$ 5,723.195	\$ 6,009.354	\$ 6,309.822
				Hourly	\$ 64.889	\$ 68.133	\$ 71.540	\$ 75.117	\$ 78.873
BC	7/12/2019	P24	Operations/Training Chief	Annual	\$ 151,846.697	\$ 159,439.032	\$ 167,410.984	\$ 175,781.533	\$ 184,570.61
				Monthly	\$ 12,653.891	\$ 13,286.586	\$ 13,950.915	\$ 14,648.461	\$ 15,380.88
				Bi-weekly	\$ 5,840.258	\$ 6,132.270	\$ 6,438.884	\$ 6,760.828	\$ 7,098.87
				Hourly	\$ 73.003	\$ 76.653	\$ 80.486	\$ 84.510	\$ 88.736
Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
P&T	12/2/2017	P09	Community Services Supervisor	Annual	\$69,087.20	\$72,541.56	\$76,168.64	\$79,977.08	\$83,975.93
				Monthly	\$5,757.27	\$6,045.13	\$6,347.39	\$6,664.76	\$6,997.99
				Bi-weekly	\$2,657.20	\$2,790.06	\$2,929.56	\$3,076.04	\$3,229.84
				Hourly	\$33.215	\$34.876	\$36.620	\$38.451	\$40.373
P&T	12/2/2017	P46	Crime Analyst	Annual	\$70,920.45	\$74,466.47	\$78,189.80	\$82,099.29	\$86,204.25
				Monthly	\$5,910.04	\$6,205.54	\$6,515.82	\$6,841.61	\$7,183.69
				Bi-weekly	\$2,727.71	\$2,864.10	\$3,007.30	\$3,157.66	\$3,315.55
				Hourly	\$34.096	\$35.801	\$37.591	\$39.471	\$41.444
P&T	12/2/2017	P50	Deputy Public Works Director/City Engineer	Annual	\$129,446.31	\$135,918.63	\$142,714.56	\$149,850.29	\$157,342.80
				Monthly	\$10,787.19	\$11,326.55	\$11,892.88	\$12,487.52	\$13,111.90
				Bi-weekly	\$4,978.70	\$5,227.64	\$5,489.02	\$5,763.47	\$6,051.65
				Hourly	\$62.234	\$65.345	\$68.613	\$72.043	\$75.646
P&T	12/2/2017	P20	Engineering Associate	Annual	\$87,639.66	\$92,021.64	\$96,622.72	\$101,453.86	\$106,526.55
				Monthly	\$7,303.30	\$7,668.47	\$8,051.89	\$8,454.49	\$8,877.21
				Bi-weekly	\$3,370.76	\$3,539.29	\$3,716.26	\$3,902.07	\$4,097.18
				Hourly	\$42.134	\$44.241	\$46.453	\$48.776	\$51.215
P&T	12/2/2017	P31	Environmental Services Administrator	Annual	\$90,070.02	\$94,573.52	\$99,302.20	\$104,267.31	\$109,480.67
				Monthly	\$7,505.84	\$7,881.13	\$8,275.18	\$8,688.94	\$9,123.39
				Bi-weekly	\$3,464.23	\$3,637.44	\$3,819.32	\$4,010.28	\$4,210.80
				Hourly	\$43.303	\$45.468	\$47.741	\$50.129	\$52.635
P&T	12/2/2017	P25	Field Services Manager	Annual	\$113,704.47	\$119,389.69	\$125,359.17	\$131,627.13	\$138,208.49
				Monthly	\$9,475.37	\$9,949.14	\$10,446.60	\$10,968.93	\$11,517.37
				Bi-weekly	\$4,373.25	\$4,591.91	\$4,821.51	\$5,062.58	\$5,315.71
				Hourly	\$54.666	\$57.399	\$60.269	\$63.282	\$66.446
P&T	12/2/2017	P48	Fire Marshal	Annual	\$101,635.19	\$106,716.95	\$112,052.79	\$117,655.43	\$123,538.20
				Monthly	\$8,469.60	\$8,893.08	\$9,337.73	\$9,804.62	\$10,294.85
				Bi-weekly	\$3,909.05	\$4,104.50	\$4,309.72	\$4,525.21	\$4,751.47
				Hourly	\$48.863	\$51.306	\$53.872	\$56.565	\$59.393
P&T	12/2/2017	P05	Housing Coordinator	Annual	\$89,347.20	\$93,814.56	\$98,505.29	\$103,430.55	\$108,602.08
				Monthly	\$7,445.60	\$7,817.88	\$8,208.77	\$8,619.21	\$9,050.17
				Bi-weekly	\$3,436.43	\$3,608.25	\$3,788.66	\$3,978.10	\$4,177.00
				Hourly	\$42.955	\$45.103	\$47.358	\$49.726	\$52.213
P&T	12/2/2017	P10	Information Systems Manager	Annual	\$109,324.35	\$114,790.56	\$120,530.09	\$126,556.60	\$132,884.43
				Monthly	\$9,110.36	\$9,565.88	\$10,044.17	\$10,546.38	\$11,073.70
				Bi-weekly	\$4,204.78	\$4,415.02	\$4,635.77	\$4,867.56	\$5,110.94
				Hourly	\$52.560	\$55.188	\$57.947	\$60.845	\$63.887
P&T	12/2/2017	P41	Internal Services Supervisor	Annual	\$81,532.33	\$85,608.95	\$89,889.39	\$94,383.86	\$99,103.06
				Monthly	\$6,794.36	\$7,134.08	\$7,490.78	\$7,865.32	\$8,258.59
				Bi-weekly	\$3,135.86	\$3,292.65	\$3,457.28	\$3,630.15	\$3,811.66
				Hourly	\$39.198	\$41.158	\$43.216	\$45.377	\$47.646
P&T	12/2/2017	P01	Management Analyst	Annual	\$70,920.45	\$74,466.47	\$78,189.80	\$82,099.29	\$86,204.25
				Monthly	\$5,910.04	\$6,205.54	\$6,515.82	\$6,841.61	\$7,183.69
				Bi-weekly	\$2,727.71	\$2,864.10	\$3,007.30	\$3,157.66	\$3,315.55
				Hourly	\$34.096	\$35.801	\$37.591	\$39.471	\$41.444
P&T	12/2/2017	P02	Management Specialist	Annual	\$63,828.41	\$67,019.83	\$70,370.82	\$73,889.36	\$77,583.83
				Monthly	\$5,319.03	\$5,584.99	\$5,864.23	\$6,157.45	\$6,465.32
				Bi-weekly	\$2,454.94	\$2,577.69	\$2,706.57	\$2,841.90	\$2,983.99
				Hourly	\$30.687	\$32.221	\$33.832	\$35.524	\$37.300
P&T	12/2/2017	P07	Planner	Annual	\$100,912.36	\$105,957.98	\$111,255.88	\$116,818.68	\$122,659.61
				Monthly	\$8,409.36	\$8,829.83	\$9,271.32	\$9,734.89	\$10,221.63
				Bi-weekly	\$3,881.24	\$4,075.31	\$4,279.07	\$4,493.03	\$4,717.68
				Hourly	\$48.516	\$50.941	\$53.488	\$56.163	\$58.971
P&T	12/2/2017	P07A	Planner (new hire)	Annual	\$99,445.77	\$104,418.06	\$109,638.96	\$115,120.91	\$120,876.95
				Monthly	\$8,287.15	\$8,701.50	\$9,136.58	\$9,593.41	\$10,073.08
				Bi-weekly	\$3,824.84	\$4,016.08	\$4,216.88	\$4,427.73	\$4,649.11
				Hourly	\$47.810	\$50.201	\$52.711	\$55.347	\$58.114
P&T	12/2/2017	P35	Principal Civil Engineer	Annual	\$105,165.50	\$110,423.77	\$115,944.96	\$121,742.21	\$127,829.32
				Monthly	\$8,763.79	\$9,201.98	\$9,662.08	\$10,145.18	\$10,652.44
				Bi-weekly	\$4,044.83	\$4,247.07	\$4,459.42	\$4,682.39	\$4,916.51
				Hourly	\$50.560	\$53.088	\$55.743	\$58.530	\$61.456
P&T	12/2/2017	P42	Public Services Supervisor	Annual	\$81,532.33	\$85,608.95	\$89,889.39	\$94,383.86	\$99,103.06
				Monthly	\$6,794.36	\$7,134.08	\$7,490.78	\$7,865.32	\$8,258.59
				Bi-weekly	\$3,135.86	\$3,292.65	\$3,457.28	\$3,630.15	\$3,811.66
				Hourly	\$39.198	\$41.158	\$43.216	\$45.377	\$47.646
P&T	12/2/2017	P03	Purchasing Manager	Annual	\$84,675.04	\$88,908.79	\$93,354.23	\$98,021.94	\$102,923.04
				Monthly	\$7,056.25	\$7,409.07	\$7,779.52	\$8,168.50	\$8,576.92
				Bi-weekly	\$3,256.73	\$3,419.57	\$3,590.55	\$3,770.07	\$3,958.58
				Hourly	\$40.709	\$42.745	\$44.882	\$47.126	\$49.482
P&T	12/2/2017	P03A	Purchasing Manager (new hire)	Annual	\$83,826.51	\$88,017.83	\$92,418.72	\$97,039.66	\$101,891.64
				Monthly	\$6,985.54	\$7,334.82	\$7,701.56	\$8,086.64	\$8,490.97
				Bi-weekly	\$3,224.10	\$3,385.30	\$3,554.57	\$3,732.29	\$3,918.91

P&T	12/2/2017	P08	Recreation and Community Services Manager	Hourly	\$40.301	\$42.316	\$44.432	\$46.654	\$48.986
				Annual	\$94,134.59	\$98,841.32	\$103,783.39	\$108,972.55	\$114,421.18
				Monthly	\$7,844.55	\$8,236.78	\$8,648.62	\$9,081.05	\$9,535.10
				Bi-weekly	\$3,620.56	\$3,801.59	\$3,991.67	\$4,191.25	\$4,400.81
P&T	12/2/2017	P34	Senior Civil Engineer	Hourly	\$45.257	\$47.520	\$49.896	\$52.391	\$55.010
				Annual	\$96,407.82	\$101,228.21	\$106,289.62	\$111,604.10	\$117,184.30
				Monthly	\$8,033.98	\$8,435.68	\$8,857.47	\$9,300.34	\$9,765.36
				Bi-weekly	\$3,707.99	\$3,893.39	\$4,088.06	\$4,292.47	\$4,507.09
P&T	12/2/2017	P30	Sewer/Storm Drain Supervisor	Hourly	\$46.350	\$48.667	\$51.101	\$53.656	\$56.339
				Annual	\$81,532.33	\$85,608.95	\$89,889.39	\$94,383.86	\$99,103.06
				Monthly	\$6,794.36	\$7,134.08	\$7,490.78	\$7,865.32	\$8,258.59
				Bi-weekly	\$3,135.86	\$3,292.65	\$3,457.28	\$3,630.15	\$3,811.66
P&T	12/2/2017	P06	Support Services Supervisor	Hourly	\$39.198	\$41.158	\$43.216	\$45.377	\$47.646
				Annual	\$84,570.28	\$88,798.79	\$93,238.73	\$97,900.67	\$102,795.70
				Monthly	\$7,047.52	\$7,399.90	\$7,769.89	\$8,158.39	\$8,566.31
				Bi-weekly	\$3,252.70	\$3,415.34	\$3,586.11	\$3,765.41	\$3,953.68
P&T	12/2/2017	P36	Transportation Manager/Traffic Engineer	Hourly	\$40.659	\$42.692	\$44.826	\$47.068	\$49.421
				Annual	\$113,933.70	\$119,630.39	\$125,611.91	\$131,892.50	\$138,487.13
				Monthly	\$9,494.48	\$9,969.20	\$10,467.66	\$10,991.04	\$11,540.59
				Bi-weekly	\$4,382.07	\$4,601.17	\$4,831.23	\$5,072.79	\$5,326.43
P&T	12/2/2017	P44	Utilities Manager	Hourly	\$54.776	\$57.515	\$60.390	\$63.410	\$66.580
				Annual	\$103,133.21	\$108,289.87	\$113,704.37	\$119,389.58	\$125,359.06
				Monthly	\$8,594.43	\$9,024.16	\$9,475.36	\$9,949.13	\$10,446.59
				Bi-weekly	\$3,966.66	\$4,165.00	\$4,373.24	\$4,591.91	\$4,821.50
P&T	12/2/2017	P21	Water Supervisor	Hourly	\$49.583	\$52.062	\$54.666	\$57.399	\$60.269
				Annual	\$81,532.33	\$85,608.95	\$89,889.39	\$94,383.86	\$99,103.06
				Monthly	\$6,794.36	\$7,134.08	\$7,490.78	\$7,865.32	\$8,258.59
				Bi-weekly	\$3,135.86	\$3,292.65	\$3,457.28	\$3,630.15	\$3,811.66
P&T	12/2/2017	P06	Support Services Supervisor	Hourly	\$39.198	\$41.158	\$43.216	\$45.377	\$47.646
				Annual	\$84,570.28	\$88,798.79	\$93,238.73	\$97,900.67	\$102,795.70
				Monthly	\$7,047.52	\$7,399.90	\$7,769.89	\$8,158.39	\$8,566.31
				Bi-weekly	\$3,252.70	\$3,415.34	\$3,586.11	\$3,765.41	\$3,953.68

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
P&T	7/13/2018	P09	Community Services Supervisor	Annual	\$71,159.82	\$74,717.81	\$78,453.70	\$82,376.39	\$86,495.21
				Monthly	\$5,929.99	\$6,226.48	\$6,537.81	\$6,864.70	\$7,207.93
				Bi-weekly	\$2,736.92	\$2,873.76	\$3,017.45	\$3,168.32	\$3,326.74
				Hourly	\$34.211	\$35.922	\$37.718	\$39.604	\$41.584
P&T	7/13/2018	P46	Crime Analyst	Annual	\$73,048.06	\$76,700.47	\$80,535.49	\$84,562.27	\$88,790.38
				Monthly	\$6,087.34	\$6,391.71	\$6,711.29	\$7,046.86	\$7,399.20
				Bi-weekly	\$2,809.54	\$2,950.02	\$3,097.52	\$3,252.39	\$3,415.01
				Hourly	\$35.119	\$36.875	\$38.719	\$40.655	\$42.688
P&T	7/13/2018	P50	Deputy Public Works Director/City Engineer	Annual	\$133,329.70	\$139,996.19	\$146,995.99	\$154,345.79	\$162,063.08
				Monthly	\$11,110.81	\$11,666.35	\$12,249.67	\$12,862.15	\$13,505.26
				Bi-weekly	\$5,128.07	\$5,384.47	\$5,653.69	\$5,936.38	\$6,233.20
				Hourly	\$64.101	\$67.306	\$70.671	\$74.205	\$77.915
P&T	7/13/2018	P20	Engineering Associate	Annual	\$90,268.85	\$94,782.29	\$99,521.41	\$104,497.48	\$109,722.35
				Monthly	\$7,522.40	\$7,898.52	\$8,293.45	\$8,708.12	\$9,143.53
				Bi-weekly	\$3,471.88	\$3,645.47	\$3,827.75	\$4,019.13	\$4,220.09
				Hourly	\$43.398	\$45.568	\$47.847	\$50.239	\$52.751
P&T	7/13/2018	P31	Environmental Services Administrator	Annual	\$92,772.12	\$97,410.73	\$102,281.26	\$107,395.33	\$112,765.09
				Monthly	\$7,731.01	\$8,117.56	\$8,523.44	\$8,949.61	\$9,397.09
				Bi-weekly	\$3,568.16	\$3,746.57	\$3,933.89	\$4,130.59	\$4,337.12
				Hourly	\$44.602	\$46.832	\$49.174	\$51.632	\$54.214
P&T	7/13/2018	P25	Field Services Manager	Annual	\$117,115.60	\$122,971.38	\$129,119.95	\$135,575.95	\$142,354.74
				Monthly	\$9,759.63	\$10,247.62	\$10,760.00	\$11,298.00	\$11,862.90
				Bi-weekly	\$4,504.45	\$4,729.67	\$4,966.15	\$5,214.46	\$5,475.18
				Hourly	\$56.306	\$59.121	\$62.077	\$65.181	\$68.440
P&T	7/13/2018	P48	Fire Marshal	Annual	\$104,684.24	\$109,918.45	\$115,414.38	\$121,185.10	\$127,244.35
				Monthly	\$8,723.69	\$9,159.87	\$9,617.86	\$10,098.76	\$10,603.70
				Bi-weekly	\$4,026.32	\$4,227.63	\$4,439.01	\$4,660.97	\$4,894.01
				Hourly	\$50.329	\$52.845	\$55.488	\$58.262	\$61.175
P&T	7/13/2018	P05	Housing Coordinator	Annual	\$92,027.61	\$96,628.99	\$101,460.44	\$106,533.47	\$111,860.14
				Monthly	\$7,668.97	\$8,052.42	\$8,455.04	\$8,877.79	\$9,321.68
				Bi-weekly	\$3,539.52	\$3,716.50	\$3,902.32	\$4,097.44	\$4,302.31
				Hourly	\$44.244	\$46.456	\$48.779	\$51.218	\$53.779
P&T	7/13/2018	P10	Information Systems Manager	Annual	\$112,604.08	\$118,234.28	\$124,145.99	\$130,353.29	\$136,870.99
				Monthly	\$9,383.67	\$9,852.86	\$10,345.50	\$10,862.77	\$11,405.91
				Bi-weekly	\$4,330.93	\$4,547.47	\$4,774.85	\$5,013.59	\$5,264.27
				Hourly	\$54.137	\$56.843	\$59.686	\$62.670	\$65.803
P&T	7/13/2018	P41	Internal Services Supervisor	Annual	\$83,978.30	\$88,177.21	\$92,586.07	\$97,215.38	\$102,076.15
				Monthly	\$6,998.19	\$7,348.10	\$7,715.51	\$8,101.28	\$8,506.35
				Bi-weekly	\$3,229.93	\$3,391.43	\$3,561.00	\$3,739.05	\$3,926.01
				Hourly	\$40.374	\$42.393	\$44.513	\$46.738	\$49.075
P&T	7/13/2018	P01	Management Analyst	Annual	\$73,048.06	\$76,700.47	\$80,535.49	\$84,562.27	\$88,790.38
				Monthly	\$6,087.34	\$6,391.71	\$6,711.29	\$7,046.86	\$7,399.20
				Bi-weekly	\$2,809.54	\$2,950.02	\$3,097.52	\$3,252.39	\$3,415.01
				Hourly	\$35.119	\$36.875	\$38.719	\$40.655	\$42.688
P&T	7/13/2018	P02	Management Specialist	Annual	\$65,743.26	\$69,030.42	\$72,481.94	\$76,106.04	\$79,911.34
				Monthly	\$5,478.60	\$5,752.54	\$6,040.16	\$6,342.17	\$6,659.28
				Bi-weekly	\$2,528.59	\$2,655.02	\$2,787.77	\$2,927.16	\$3,073.51
				Hourly	\$31.607	\$33.188	\$34.847	\$36.589	\$38.419
P&T	7/13/2018	P07	Planner	Annual	\$103,939.73	\$109,136.72	\$114,593.56	\$120,323.24	\$126,339.40
				Monthly	\$8,661.64	\$9,094.73	\$9,549.46	\$10,026.94	\$10,528.28
				Bi-weekly	\$3,997.68	\$4,197.57	\$4,407.44	\$4,627.82	\$4,859.21
				Hourly	\$49.971	\$52.470	\$55.093	\$57.848	\$60.740
P&T	7/13/2018	P07A	Planner (new hire)	Annual	\$102,429.14	\$107,550.60	\$112,928.13	\$118,574.53	\$124,503.26
				Monthly	\$8,535.76	\$8,962.55	\$9,410.68	\$9,881.21	\$10,375.27
				Bi-weekly	\$3,939.58	\$4,136.56	\$4,343.39	\$4,560.56	\$4,788.59

P&T	7/13/2018	P35	Principal Civil Engineer	Hourly	\$49,245	\$51,707	\$54,292	\$57,007	\$59,857
				Annual	\$108,320.46	\$113,736.48	\$119,423.31	\$125,394.47	\$131,664.20
				Monthly	\$9,026.71	\$9,478.04	\$9,951.94	\$10,449.54	\$10,972.02
				Bi-weekly	\$4,166.17	\$4,374.48	\$4,593.20	\$4,822.86	\$5,064.01
P&T	7/13/2018	P42	Public Services Supervisor	Hourly	\$52,077	\$54,681	\$57,415	\$60,286	\$63,300
				Annual	\$83,978.30	\$88,177.21	\$92,586.07	\$97,215.38	\$102,076.15
				Monthly	\$6,998.19	\$7,348.10	\$7,715.51	\$8,101.28	\$8,506.35
				Bi-weekly	\$3,229.93	\$3,391.43	\$3,561.00	\$3,739.05	\$3,926.01
P&T	7/13/2018	P03	Purchasing Manager	Hourly	\$40,374	\$42,393	\$44,513	\$46,738	\$49,075
				Annual	\$87,215.29	\$91,576.05	\$96,154.86	\$100,962.60	\$106,010.73
				Monthly	\$7,267.94	\$7,631.34	\$8,012.90	\$8,413.55	\$8,834.23
				Bi-weekly	\$3,354.43	\$3,522.16	\$3,698.26	\$3,883.18	\$4,077.34
P&T	7/13/2018	P03A	Purchasing Manager (new hire)	Hourly	\$41,930	\$44,027	\$46,228	\$48,540	\$50,967
				Annual	\$86,341.30	\$90,658.37	\$95,191.29	\$99,950.85	\$104,948.39
				Monthly	\$7,195.11	\$7,554.86	\$7,932.61	\$8,329.24	\$8,745.70
				Bi-weekly	\$3,320.82	\$3,486.86	\$3,661.20	\$3,844.26	\$4,036.48
P&T	7/13/2018	P08	Recreation and Community Services Manager	Hourly	\$41,510	\$43,586	\$45,765	\$48,053	\$50,456
				Annual	\$96,958.63	\$101,806.56	\$106,896.89	\$112,241.73	\$117,853.82
				Monthly	\$8,079.89	\$8,483.88	\$8,908.07	\$9,353.48	\$9,821.15
				Bi-weekly	\$3,729.18	\$3,915.64	\$4,111.42	\$4,316.99	\$4,532.84
P&T	7/13/2018	P34	Senior Civil Engineer	Hourly	\$46,615	\$48,945	\$51,393	\$53,962	\$56,660
				Annual	\$99,300.05	\$104,265.05	\$109,478.31	\$114,952.22	\$120,699.83
				Monthly	\$8,275.00	\$8,688.75	\$9,123.19	\$9,579.35	\$10,058.32
				Bi-weekly	\$3,819.23	\$4,010.19	\$4,210.70	\$4,421.24	\$4,642.30
P&T	7/13/2018	P30	Sewer/Storm Drain Supervisor	Hourly	\$47,740	\$50,127	\$52,634	\$55,265	\$58,029
				Annual	\$83,978.30	\$88,177.21	\$92,586.07	\$97,215.38	\$102,076.15
				Monthly	\$6,998.19	\$7,348.10	\$7,715.51	\$8,101.28	\$8,506.35
				Bi-weekly	\$3,229.93	\$3,391.43	\$3,561.00	\$3,739.05	\$3,926.01
P&T	7/13/2018	P06	Support Services Supervisor	Hourly	\$40,374	\$42,393	\$44,513	\$46,738	\$49,075
				Annual	\$87,107.39	\$91,462.76	\$96,035.90	\$100,837.69	\$105,879.58
				Monthly	\$7,258.95	\$7,621.90	\$8,002.99	\$8,403.14	\$8,823.30
				Bi-weekly	\$3,350.28	\$3,517.80	\$3,693.69	\$3,878.37	\$4,072.29
P&T	7/13/2018	P36	Transportation Manager/Traffic Engineer	Hourly	\$41,879	\$43,972	\$46,171	\$48,480	\$50,904
				Annual	\$117,351.71	\$123,219.30	\$129,380.26	\$135,849.28	\$142,641.74
				Monthly	\$9,779.31	\$10,268.27	\$10,781.69	\$11,320.77	\$11,886.81
				Bi-weekly	\$4,513.53	\$4,739.20	\$4,976.16	\$5,224.97	\$5,486.22
P&T	7/13/2018	P44	Utilities Manager	Hourly	\$56,419	\$59,240	\$62,202	\$65,312	\$68,578
				Annual	\$106,227.21	\$111,538.57	\$117,115.50	\$122,971.27	\$129,119.83
				Monthly	\$8,852.27	\$9,294.88	\$9,759.62	\$10,247.61	\$10,759.99
				Bi-weekly	\$4,085.66	\$4,289.94	\$4,504.44	\$4,729.66	\$4,966.15
P&T	7/13/2018	P21	Water Supervisor	Hourly	\$51,071	\$53,624	\$56,306	\$59,121	\$62,077
				Annual	\$83,978.30	\$88,177.21	\$92,586.07	\$97,215.38	\$102,076.15
				Monthly	\$6,998.19	\$7,348.10	\$7,715.51	\$8,101.28	\$8,506.35
				Bi-weekly	\$3,229.93	\$3,391.43	\$3,561.00	\$3,739.05	\$3,926.01

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
P&T	7/12/2019	P09	Community Services Supervisor	Annual	\$73,294.62	\$76,959.35	\$80,807.31	\$84,847.68	\$89,090.06
				Monthly	\$6,107.88	\$6,413.28	\$6,733.94	\$7,070.64	\$7,424.17
				Bi-weekly	\$2,819.02	\$2,959.97	\$3,107.97	\$3,263.37	\$3,426.54
				Hourly	\$35,238	\$37,000	\$38,850	\$40,792	\$42,832
P&T	7/12/2019	P46	Crime Analyst	Annual	\$75,239.51	\$79,001.48	\$82,951.56	\$87,099.13	\$91,454.09
				Monthly	\$6,269.96	\$6,583.46	\$6,912.63	\$7,258.26	\$7,621.17
				Bi-weekly	\$2,893.83	\$3,038.52	\$3,190.44	\$3,349.97	\$3,517.47
				Hourly	\$36,173	\$37,981	\$39,881	\$41,875	\$43,968
P&T	7/12/2019	P50	Deputy Public Works Director/City Engineer	Annual	\$137,329.59	\$144,196.07	\$151,405.87	\$158,976.17	\$166,924.98
				Monthly	\$11,444.13	\$12,016.34	\$12,617.16	\$13,248.01	\$13,910.41
				Bi-weekly	\$5,281.91	\$5,546.00	\$5,823.30	\$6,114.47	\$6,420.19
				Hourly	\$66,024	\$69,325	\$72,791	\$76,431	\$80,252
P&T	7/12/2019	P20	Engineering Associate	Annual	\$92,976.91	\$97,625.76	\$102,507.05	\$107,632.40	\$113,014.02
				Monthly	\$7,748.08	\$8,135.48	\$8,542.25	\$8,969.37	\$9,417.84
				Bi-weekly	\$3,576.04	\$3,754.84	\$3,942.58	\$4,139.71	\$4,346.69
				Hourly	\$44,700	\$46,935	\$49,282	\$51,746	\$54,334
P&T	7/12/2019	P31	Environmental Services Administrator	Annual	\$95,555.28	\$100,333.05	\$105,349.70	\$110,617.19	\$116,148.05
				Monthly	\$7,962.94	\$8,361.09	\$8,779.14	\$9,218.10	\$9,679.00
				Bi-weekly	\$3,675.20	\$3,858.96	\$4,051.91	\$4,254.51	\$4,467.23
				Hourly	\$45,940	\$48,237	\$50,649	\$53,181	\$55,840
P&T	7/12/2019	P25	Field Services Manager	Annual	\$120,629.07	\$126,660.52	\$132,993.55	\$139,643.23	\$146,625.39
				Monthly	\$10,052.42	\$10,555.04	\$11,082.80	\$11,636.94	\$12,218.78
				Bi-weekly	\$4,639.58	\$4,871.56	\$5,115.14	\$5,370.89	\$5,639.44
				Hourly	\$57,995	\$60,894	\$63,939	\$67,136	\$70,493
P&T	7/12/2019	P48	Fire Marshal	Annual	\$107,824.77	\$113,216.01	\$118,876.81	\$124,820.65	\$131,061.68
				Monthly	\$8,985.40	\$9,434.67	\$9,906.40	\$10,401.72	\$10,921.81
				Bi-weekly	\$4,147.11	\$4,354.46	\$4,572.18	\$4,800.79	\$5,040.83
				Hourly	\$51,839	\$54,431	\$57,152	\$60,010	\$63,010
P&T	7/12/2019	P05	Housing Coordinator	Annual	\$94,788.44	\$99,527.86	\$104,504.26	\$109,729.47	\$115,215.94
				Monthly	\$7,899.04	\$8,293.99	\$8,708.69	\$9,144.12	\$9,601.33
				Bi-weekly	\$3,645.71	\$3,827.99	\$4,019.39	\$4,220.36	\$4,431.38
				Hourly	\$45,571	\$47,850	\$50,242	\$52,755	\$55,392
P&T	7/12/2019	P10	Information Systems Manager	Annual	\$115,982.20	\$121,781.31	\$127,870.37	\$134,263.89	\$140,977.09
				Monthly	\$9,665.18	\$10,148.44	\$10,655.86	\$11,188.66	\$11,748.09
				Bi-weekly	\$4,460.85	\$4,683.90	\$4,918.09	\$5,164.00	\$5,422.20
				Hourly	\$55,761	\$58,549	\$61,476	\$64,550	\$67,777
P&T	7/12/2019	P41	Internal Services Supervisor	Annual	\$86,497.65	\$90,822.53	\$95,363.66	\$100,131.84	\$105,138.43
				Monthly	\$7,208.14	\$7,568.54	\$7,946.97	\$8,344.32	\$8,761.54
				Bi-weekly	\$3,326.83	\$3,493.17	\$3,667.83	\$3,851.22	\$4,043.79

P&T	7/12/2019	P01	Management Analyst	Hourly	\$41,585	\$43,665	\$45,848	\$48,140	\$50,547
				Annual	\$75,239.51	\$79,001.48	\$82,951.56	\$87,099.13	\$91,454.09
				Monthly	\$6,269.96	\$6,583.46	\$6,912.63	\$7,258.26	\$7,621.17
				Bi-weekly	\$2,893.83	\$3,038.52	\$3,190.44	\$3,349.97	\$3,517.47
P&T	7/12/2019	P02	Management Specialist	Hourly	\$36,173	\$37,981	\$39,881	\$41,875	\$43,968
				Annual	\$67,715.56	\$71,101.33	\$74,656.40	\$78,389.22	\$82,308.68
				Monthly	\$5,642.96	\$5,925.11	\$6,221.37	\$6,532.44	\$6,859.06
				Bi-weekly	\$2,604.44	\$2,734.67	\$2,871.40	\$3,014.97	\$3,165.72
P&T	7/12/2019	P07	Planner	Hourly	\$32,556	\$34,183	\$35,893	\$37,687	\$39,571
				Annual	\$107,057.93	\$112,410.82	\$118,031.36	\$123,932.93	\$130,129.58
				Monthly	\$8,921.49	\$9,367.57	\$9,835.95	\$10,327.74	\$10,844.13
				Bi-weekly	\$4,117.61	\$4,323.49	\$4,539.67	\$4,766.65	\$5,004.98
P&T	7/12/2019	P07A	Planner (new hire)	Hourly	\$51,470	\$54,044	\$56,746	\$59,583	\$62,562
				Annual	\$105,502.01	\$110,777.11	\$116,315.97	\$122,131.77	\$128,238.36
				Monthly	\$8,791.83	\$9,231.43	\$9,693.00	\$10,177.65	\$10,686.53
				Bi-weekly	\$4,057.77	\$4,260.66	\$4,473.69	\$4,697.38	\$4,932.24
P&T	7/12/2019	P35	Principal Civil Engineer	Hourly	\$50,722	\$53,258	\$55,921	\$58,717	\$61,653
				Annual	\$111,570.07	\$117,148.58	\$123,006.01	\$129,156.31	\$135,614.12
				Monthly	\$9,297.51	\$9,762.38	\$10,250.50	\$10,763.03	\$11,301.18
				Bi-weekly	\$4,291.16	\$4,505.71	\$4,731.00	\$4,967.55	\$5,215.93
P&T	7/12/2019	P42	Public Services Supervisor	Hourly	\$53,639	\$56,321	\$59,138	\$62,094	\$65,199
				Annual	\$86,497.65	\$90,822.53	\$95,363.66	\$100,131.84	\$105,138.43
				Monthly	\$7,208.14	\$7,568.54	\$7,946.97	\$8,344.32	\$8,761.54
				Bi-weekly	\$3,326.83	\$3,493.17	\$3,667.83	\$3,851.22	\$4,043.79
P&T	7/12/2019	P03	Purchasing Manager	Hourly	\$41,585	\$43,665	\$45,848	\$48,140	\$50,547
				Annual	\$89,831.75	\$94,323.33	\$99,039.50	\$103,991.48	\$109,191.05
				Monthly	\$7,485.98	\$7,860.28	\$8,253.29	\$8,665.96	\$9,099.25
				Bi-weekly	\$3,455.07	\$3,627.82	\$3,809.21	\$3,999.67	\$4,199.66
P&T	7/12/2019	P03A	Purchasing Manager (new hire)	Hourly	\$43,188	\$45,348	\$47,615	\$49,996	\$52,496
				Annual	\$88,931.54	\$93,378.12	\$98,047.02	\$102,949.37	\$108,096.84
				Monthly	\$7,410.96	\$7,781.51	\$8,170.59	\$8,579.11	\$9,008.07
				Bi-weekly	\$3,420.44	\$3,591.47	\$3,771.04	\$3,959.59	\$4,157.57
P&T	7/12/2019	P08	Recreation and Community Services Manager	Hourly	\$42,756	\$44,893	\$47,138	\$49,495	\$51,970
				Annual	\$99,867.39	\$104,860.76	\$110,103.79	\$115,608.98	\$121,389.43
				Monthly	\$8,322.28	\$8,738.40	\$9,175.32	\$9,634.08	\$10,115.79
				Bi-weekly	\$3,841.05	\$4,033.11	\$4,234.76	\$4,446.50	\$4,668.82
P&T	7/12/2019	P34	Senior Civil Engineer	Hourly	\$48,013	\$50,414	\$52,935	\$55,581	\$58,360
				Annual	\$102,279.05	\$107,393.00	\$112,762.65	\$118,400.79	\$124,320.83
				Monthly	\$8,523.25	\$8,949.42	\$9,396.89	\$9,866.73	\$10,360.07
				Bi-weekly	\$3,933.81	\$4,130.50	\$4,337.03	\$4,553.88	\$4,781.57
P&T	7/12/2019	P30	Sewer/Storm Drain Supervisor	Hourly	\$49,173	\$51,631	\$54,213	\$56,923	\$59,770
				Annual	\$86,497.65	\$90,822.53	\$95,363.66	\$100,131.84	\$105,138.43
				Monthly	\$7,208.14	\$7,568.54	\$7,946.97	\$8,344.32	\$8,761.54
				Bi-weekly	\$3,326.83	\$3,493.17	\$3,667.83	\$3,851.22	\$4,043.79
P&T	7/12/2019	P06	Support Services Supervisor	Hourly	\$41,585	\$43,665	\$45,848	\$48,140	\$50,547
				Annual	\$89,720.61	\$94,206.64	\$98,916.97	\$103,862.82	\$109,055.96
				Monthly	\$7,476.72	\$7,850.55	\$8,243.08	\$8,655.24	\$9,088.00
				Bi-weekly	\$3,450.79	\$3,623.33	\$3,804.50	\$3,994.72	\$4,194.46
P&T	7/12/2019	P36	Transportation Manager/Traffic Engineer	Hourly	\$43,135	\$45,292	\$47,556	\$49,934	\$52,431
				Annual	\$120,872.26	\$126,915.88	\$133,261.67	\$139,924.75	\$146,920.99
				Monthly	\$10,072.69	\$10,576.32	\$11,105.14	\$11,660.40	\$12,243.42
				Bi-weekly	\$4,648.93	\$4,881.38	\$5,125.45	\$5,381.72	\$5,650.81
P&T	7/12/2019	P44	Utilities Manager	Hourly	\$58,112	\$61,017	\$64,068	\$67,272	\$70,635
				Annual	\$109,414.02	\$114,884.72	\$120,628.96	\$126,660.41	\$132,993.43
				Monthly	\$9,117.84	\$9,573.73	\$10,052.41	\$10,555.03	\$11,082.79
				Bi-weekly	\$4,208.23	\$4,418.64	\$4,639.58	\$4,871.55	\$5,115.13
P&T	7/12/2019	P21	Water Supervisor	Hourly	\$52,603	\$55,233	\$57,995	\$60,894	\$63,939
				Annual	\$86,497.65	\$90,822.53	\$95,363.66	\$100,131.84	\$105,138.43
				Monthly	\$7,208.14	\$7,568.54	\$7,946.97	\$8,344.32	\$8,761.54
				Bi-weekly	\$3,326.83	\$3,493.17	\$3,667.83	\$3,851.22	\$4,043.79

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
IRP&T	12/2/2017	P12	Accounting Manager	Annual	\$90,070.02	\$94,573.52	\$99,302.20	\$104,267.31	\$109,480.67
				Monthly	\$7,505.84	\$7,881.13	\$8,275.18	\$8,688.94	\$9,123.39
				Bi-weekly	\$3,464.23	\$3,637.44	\$3,819.32	\$4,010.28	\$4,210.80
				Hourly	\$43,303	\$45,468	\$47,741	\$50,129	\$52,635
IRP&T	12/2/2017	P45	Assistant to the City Manager	Annual	\$85,104.54	\$89,359.77	\$93,827.76	\$98,519.14	\$103,445.10
				Monthly	\$7,092.05	\$7,446.65	\$7,818.98	\$8,209.93	\$8,620.43
				Bi-weekly	\$3,273.25	\$3,436.91	\$3,608.76	\$3,789.20	\$3,978.66
				Hourly	\$40,916	\$42,961	\$45,109	\$47,365	\$49,733
IRP&T	12/2/2017	P51	Budget Analyst	Annual	\$78,002.02	\$81,902.12	\$85,997.23	\$90,297.09	\$94,811.94
				Monthly	\$6,500.17	\$6,825.18	\$7,166.44	\$7,524.76	\$7,901.00
				Bi-weekly	\$3,000.08	\$3,150.08	\$3,307.59	\$3,472.96	\$3,646.61
				Hourly	\$37,501	\$39,376	\$41,345	\$43,412	\$45,583
IRP&T	12/2/2017	P14	City Clerk Administrator	Annual	\$100,262.87	\$105,276.01	\$110,539.82	\$116,066.81	\$121,870.15
				Monthly	\$8,355.24	\$8,773.00	\$9,211.65	\$9,672.23	\$10,155.85
				Bi-weekly	\$3,856.26	\$4,049.08	\$4,251.53	\$4,464.11	\$4,687.31
				Hourly	\$48,203	\$50,613	\$53,144	\$55,801	\$58,591
IRP&T	12/2/2017	P49	Human Resources Analyst	Annual	\$70,920.45	\$74,466.47	\$78,189.80	\$82,099.29	\$86,204.25
				Monthly	\$5,910.04	\$6,205.54	\$6,515.82	\$6,841.61	\$7,183.69
				Bi-weekly	\$2,727.71	\$2,864.10	\$3,007.30	\$3,157.66	\$3,315.55
				Hourly	\$34,096	\$35,801	\$37,591	\$39,471	\$41,444
IRP&T	12/2/2017	P01	Management Analyst	Annual	\$70,920.45	\$74,466.47	\$78,189.80	\$82,099.29	\$86,204.25
				Monthly	\$5,910.04	\$6,205.54	\$6,515.82	\$6,841.61	\$7,183.69
				Bi-weekly	\$2,727.71	\$2,864.10	\$3,007.30	\$3,157.66	\$3,315.55
				Hourly	\$34,096	\$35,801	\$37,591	\$39,471	\$41,444

IRP&T	12/2/2017	P02	Management Specialist	Annual	\$63,828.41	\$67,019.83	\$70,370.82	\$73,889.36	\$77,583.83
				Monthly	\$5,319.03	\$5,584.99	\$5,864.23	\$6,157.45	\$6,465.32
				Bi-weekly	\$2,454.94	\$2,577.69	\$2,706.57	\$2,841.90	\$2,983.99
				Hourly	\$30.687	\$32.221	\$33.832	\$35.524	\$37.300
IRP&T	12/2/2017	P11	Personnel Manager	Annual	\$119,548.62	\$125,526.06	\$131,802.36	\$138,392.48	\$145,312.10
				Monthly	\$9,962.39	\$10,460.50	\$10,983.53	\$11,532.71	\$12,109.34
				Bi-weekly	\$4,598.02	\$4,827.93	\$5,069.32	\$5,322.79	\$5,588.93
				Hourly	\$57.475	\$60.349	\$63.367	\$66.535	\$69.862
IRP&T	12/2/2017	P11A	Personnel Manager (new hire)	Annual	\$118,343.92	\$124,261.12	\$130,474.17	\$136,997.88	\$143,847.77
				Monthly	\$9,861.99	\$10,355.09	\$10,872.85	\$11,416.49	\$11,987.31
				Bi-weekly	\$4,551.69	\$4,779.27	\$5,018.24	\$5,269.15	\$5,532.61
				Hourly	\$56.896	\$59.741	\$62.728	\$65.864	\$69.158
IRP&T	12/2/2017	P15	Human Resources Specialist	Annual	\$63,828.41	\$67,019.83	\$70,370.82	\$73,889.36	\$77,583.83
				Monthly	\$5,319.03	\$5,584.99	\$5,864.23	\$6,157.45	\$6,465.32
				Bi-weekly	\$2,454.94	\$2,577.69	\$2,706.57	\$2,841.90	\$2,983.99
				Hourly	\$30.687	\$32.221	\$33.832	\$35.524	\$37.300
IRP&T	12/2/2017	P40	Principal Management Analyst (City Manager's office only)	Annual	\$85,104.54	\$89,359.77	\$93,827.76	\$98,519.14	\$103,445.10
				Monthly	\$7,092.05	\$7,446.65	\$7,818.98	\$8,209.93	\$8,620.43
				Bi-weekly	\$3,273.25	\$3,436.91	\$3,608.76	\$3,789.20	\$3,978.66
				Hourly	\$40.916	\$42.961	\$45.109	\$47.365	\$49.733
IRP&T	12/2/2017	P47	Safety and Human Resources Specialist	Annual	\$63,828.41	\$67,019.83	\$70,370.82	\$73,889.36	\$77,583.83
				Monthly	\$5,319.03	\$5,584.99	\$5,864.23	\$6,157.45	\$6,465.32
				Bi-weekly	\$2,454.94	\$2,577.69	\$2,706.57	\$2,841.90	\$2,983.99
				Hourly	\$30.687	\$32.221	\$33.832	\$35.524	\$37.300
IRP&T	12/2/2017	P52	Senior Human Resources Analyst	Annual	\$78,002.02	\$81,902.12	\$85,997.23	\$90,297.09	\$94,811.94
				Monthly	\$6,500.17	\$6,825.18	\$7,166.44	\$7,524.76	\$7,901.00
				Bi-weekly	\$3,000.08	\$3,150.08	\$3,307.59	\$3,472.96	\$3,646.61
				Hourly	\$37.501	\$39.376	\$41.345	\$43.412	\$45.583
IRP&T	12/2/2017	P39	Senior Management Analyst (City Manager's office only)	Annual	\$78,002.02	\$81,902.12	\$85,997.23	\$90,297.09	\$94,811.94
				Monthly	\$6,500.17	\$6,825.18	\$7,166.44	\$7,524.76	\$7,901.00
				Bi-weekly	\$3,000.08	\$3,150.08	\$3,307.59	\$3,472.96	\$3,646.61
				Hourly	\$37.501	\$39.376	\$41.345	\$43.412	\$45.583

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
IRP&T	7/13/2018	P12	Accounting Manager	Annual	\$92,772.12	\$97,410.73	\$102,281.26	\$107,395.33	\$112,765.09
				Monthly	\$7,731.01	\$8,117.56	\$8,523.44	\$8,949.61	\$9,397.09
				Bi-weekly	\$3,568.16	\$3,746.57	\$3,933.89	\$4,130.59	\$4,337.12
				Hourly	\$44.602	\$46.832	\$49.174	\$51.632	\$54.214
IRP&T	7/13/2018	P45	Assistant to the City Manager	Annual	\$87,657.68	\$92,040.56	\$96,642.59	\$101,474.72	\$106,548.45
				Monthly	\$7,304.81	\$7,670.05	\$8,053.55	\$8,456.23	\$8,879.04
				Bi-weekly	\$3,371.45	\$3,540.02	\$3,717.02	\$3,902.87	\$4,098.02
				Hourly	\$42.143	\$44.250	\$46.463	\$48.786	\$51.225
IRP&T	7/13/2018	P51	Budget Analyst	Annual	\$80,342.08	\$84,359.19	\$88,577.14	\$93,006.00	\$97,656.30
				Monthly	\$6,695.17	\$7,029.93	\$7,381.43	\$7,750.50	\$8,138.03
				Bi-weekly	\$3,090.08	\$3,244.58	\$3,406.81	\$3,577.15	\$3,756.01
				Hourly	\$38.626	\$40.557	\$42.585	\$44.714	\$46.950
IRP&T	7/13/2018	P14	City Clerk Administrator	Annual	\$103,270.76	\$108,434.29	\$113,856.01	\$119,548.81	\$125,526.25
				Monthly	\$8,605.90	\$9,036.19	\$9,488.00	\$9,962.40	\$10,460.52
				Bi-weekly	\$3,971.95	\$4,170.55	\$4,379.08	\$4,598.03	\$4,827.93
				Hourly	\$49.649	\$52.132	\$54.738	\$57.475	\$60.349
IRP&T	7/13/2018	P49	Human Resources Analyst	Annual	\$73,048.06	\$76,700.47	\$80,535.49	\$84,562.27	\$88,790.38
				Monthly	\$6,087.34	\$6,391.71	\$6,711.29	\$7,046.86	\$7,399.20
				Bi-weekly	\$2,809.54	\$2,950.02	\$3,097.52	\$3,252.39	\$3,415.01
				Hourly	\$35.119	\$36.875	\$38.719	\$40.655	\$42.688
IRP&T	7/13/2018	P01	Management Analyst	Annual	\$73,048.06	\$76,700.47	\$80,535.49	\$84,562.27	\$88,790.38
				Monthly	\$6,087.34	\$6,391.71	\$6,711.29	\$7,046.86	\$7,399.20
				Bi-weekly	\$2,809.54	\$2,950.02	\$3,097.52	\$3,252.39	\$3,415.01
				Hourly	\$35.119	\$36.875	\$38.719	\$40.655	\$42.688
IRP&T	7/13/2018	P02	Management Specialist	Annual	\$65,743.26	\$69,030.42	\$72,481.94	\$76,106.04	\$79,911.34
				Monthly	\$5,478.60	\$5,752.54	\$6,040.16	\$6,342.17	\$6,659.28
				Bi-weekly	\$2,528.59	\$2,655.02	\$2,787.77	\$2,927.16	\$3,073.51
				Hourly	\$31.607	\$33.188	\$34.847	\$36.589	\$38.419
IRP&T	7/13/2018	P11	Personnel Manager	Annual	\$123,135.08	\$129,291.84	\$135,756.43	\$142,544.25	\$149,671.46
				Monthly	\$10,261.26	\$10,774.32	\$11,313.04	\$11,878.69	\$12,472.62
				Bi-weekly	\$4,735.96	\$4,972.76	\$5,221.40	\$5,482.47	\$5,756.59
				Hourly	\$59.200	\$62.160	\$65.268	\$68.531	\$71.957
IRP&T	7/13/2018	P11A	Personnel Manager (new hire)	Annual	\$121,894.24	\$127,988.95	\$134,388.40	\$141,107.82	\$148,163.21
				Monthly	\$10,157.85	\$10,665.75	\$11,199.03	\$11,758.98	\$12,346.93
				Bi-weekly	\$4,688.24	\$4,922.65	\$5,168.78	\$5,427.22	\$5,698.58
				Hourly	\$58.603	\$61.533	\$64.610	\$67.840	\$71.232
IRP&T	7/13/2018	P15	Human Resources Specialist	Annual	\$65,743.26	\$69,030.42	\$72,481.94	\$76,106.04	\$79,911.34
				Monthly	\$5,478.60	\$5,752.54	\$6,040.16	\$6,342.17	\$6,659.28
				Bi-weekly	\$2,528.59	\$2,655.02	\$2,787.77	\$2,927.16	\$3,073.51
				Hourly	\$31.607	\$33.188	\$34.847	\$36.589	\$38.419
IRP&T	7/13/2018	P40	Principal Management Analyst (City Manager's office only)	Annual	\$87,657.68	\$92,040.56	\$96,642.59	\$101,474.72	\$106,548.45
				Monthly	\$7,304.81	\$7,670.05	\$8,053.55	\$8,456.23	\$8,879.04
				Bi-weekly	\$3,371.45	\$3,540.02	\$3,717.02	\$3,902.87	\$4,098.02
				Hourly	\$42.143	\$44.250	\$46.463	\$48.786	\$51.225
IRP&T	7/13/2018	P47	Safety and Human Resources Specialist	Annual	\$65,743.26	\$69,030.42	\$72,481.94	\$76,106.04	\$79,911.34
				Monthly	\$5,478.60	\$5,752.54	\$6,040.16	\$6,342.17	\$6,659.28
				Bi-weekly	\$2,528.59	\$2,655.02	\$2,787.77	\$2,927.16	\$3,073.51
				Hourly	\$31.607	\$33.188	\$34.847	\$36.589	\$38.419
IRP&T	7/13/2018	P52	Senior Human Resources Analyst	Annual	\$80,342.08	\$84,359.19	\$88,577.14	\$93,006.00	\$97,656.30
				Monthly	\$6,695.17	\$7,029.93	\$7,381.43	\$7,750.50	\$8,138.03
				Bi-weekly	\$3,090.08	\$3,244.58	\$3,406.81	\$3,577.15	\$3,756.01
				Hourly	\$38.626	\$40.557	\$42.585	\$44.714	\$46.950
IRP&T	7/13/2018	P39	Senior Management Analyst	Annual	\$80,342.08	\$84,359.19	\$88,577.14	\$93,006.00	\$97,656.30

(City Manager's office only)	Monthly	\$6,695.17	\$7,029.93	\$7,381.43	\$7,750.50	\$8,138.03
	Bi-weekly	\$3,090.08	\$3,244.58	\$3,406.81	\$3,577.15	\$3,756.01
	Hourly	\$38.626	\$40.557	\$42.585	\$44.714	\$46.950

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
IRP&T	7/12/2019	P12	Accounting Manager	Annual	\$95,555.28	\$100,333.05	\$105,349.70	\$110,617.19	\$116,148.05
				Monthly	\$7,962.94	\$8,361.09	\$8,779.14	\$9,218.10	\$9,679.00
				Bi-weekly	\$3,675.20	\$3,858.96	\$4,051.91	\$4,254.51	\$4,467.23
				Hourly	\$45.940	\$48.237	\$50.649	\$53.181	\$55.840
IRP&T	7/12/2019	P45	Assistant to the City Manager	Annual	\$90,287.41	\$94,801.78	\$99,541.87	\$104,518.96	\$109,744.91
				Monthly	\$7,523.95	\$7,900.15	\$8,295.16	\$8,709.91	\$9,145.41
				Bi-weekly	\$3,472.59	\$3,646.22	\$3,828.53	\$4,019.96	\$4,220.96
				Hourly	\$43.407	\$45.578	\$47.857	\$50.250	\$52.762
IRP&T	7/12/2019	P51	Budget Analyst	Annual	\$82,752.34	\$86,889.96	\$91,234.46	\$95,796.18	\$100,585.99
				Monthly	\$6,896.03	\$7,240.83	\$7,602.87	\$7,983.02	\$8,382.17
				Bi-weekly	\$3,182.78	\$3,341.92	\$3,509.02	\$3,684.47	\$3,868.69
				Hourly	\$39.785	\$41.774	\$43.863	\$46.056	\$48.359
IRP&T	7/12/2019	P14	City Clerk Administrator	Annual	\$106,368.88	\$111,687.32	\$117,271.69	\$123,135.27	\$129,292.04
				Monthly	\$8,864.07	\$9,307.28	\$9,772.64	\$10,261.27	\$10,774.34
				Bi-weekly	\$4,091.11	\$4,295.67	\$4,510.45	\$4,735.97	\$4,972.77
				Hourly	\$51.139	\$53.696	\$56.381	\$59.200	\$62.160
IRP&T	7/12/2019	P49	Human Resources Analyst	Annual	\$75,239.51	\$79,001.48	\$82,951.56	\$87,099.13	\$91,454.09
				Monthly	\$6,269.96	\$6,583.46	\$6,912.63	\$7,258.26	\$7,621.17
				Bi-weekly	\$2,893.83	\$3,038.52	\$3,190.44	\$3,349.97	\$3,517.47
				Hourly	\$36.173	\$37.981	\$39.881	\$41.875	\$43.968
IRP&T	7/12/2019	P01	Management Analyst	Annual	\$75,239.51	\$79,001.48	\$82,951.56	\$87,099.13	\$91,454.09
				Monthly	\$6,269.96	\$6,583.46	\$6,912.63	\$7,258.26	\$7,621.17
				Bi-weekly	\$2,893.83	\$3,038.52	\$3,190.44	\$3,349.97	\$3,517.47
				Hourly	\$36.173	\$37.981	\$39.881	\$41.875	\$43.968
IRP&T	7/12/2019	P02	Management Specialist	Annual	\$67,715.56	\$71,101.33	\$74,656.40	\$78,389.22	\$82,308.68
				Monthly	\$5,642.96	\$5,925.11	\$6,221.37	\$6,532.44	\$6,859.06
				Bi-weekly	\$2,604.44	\$2,734.67	\$2,871.40	\$3,014.97	\$3,165.72
				Hourly	\$32.556	\$34.183	\$35.893	\$37.687	\$39.571
IRP&T	7/12/2019	P11	Personnel Manager	Annual	\$126,829.14	\$133,170.59	\$139,829.12	\$146,820.58	\$154,161.61
				Monthly	\$10,569.09	\$11,097.55	\$11,652.43	\$12,235.05	\$12,846.80
				Bi-weekly	\$4,878.04	\$5,121.95	\$5,378.04	\$5,646.95	\$5,929.29
				Hourly	\$60.976	\$64.024	\$67.226	\$70.587	\$74.116
IRP&T	7/12/2019	P11A	Personnel Manager (new hire)	Annual	\$125,551.06	\$131,828.62	\$138,420.05	\$145,341.05	\$152,608.10
				Monthly	\$10,462.59	\$10,985.52	\$11,535.00	\$12,111.75	\$12,717.34
				Bi-weekly	\$4,828.89	\$5,070.33	\$5,323.85	\$5,590.04	\$5,869.54
				Hourly	\$60.361	\$63.379	\$66.548	\$69.876	\$73.369
IRP&T	7/12/2019	P15	Human Resources Specialist	Annual	\$67,715.56	\$71,101.33	\$74,656.40	\$78,389.22	\$82,308.68
				Monthly	\$5,642.96	\$5,925.11	\$6,221.37	\$6,532.44	\$6,859.06
				Bi-weekly	\$2,604.44	\$2,734.67	\$2,871.40	\$3,014.97	\$3,165.72
				Hourly	\$32.556	\$34.183	\$35.893	\$37.687	\$39.571
IRP&T	7/12/2019	P40	Principal Management Analyst (City Manager's office only)	Annual	\$90,287.41	\$94,801.78	\$99,541.87	\$104,518.96	\$109,744.91
				Monthly	\$7,523.95	\$7,900.15	\$8,295.16	\$8,709.91	\$9,145.41
				Bi-weekly	\$3,472.59	\$3,646.22	\$3,828.53	\$4,019.96	\$4,220.96
				Hourly	\$43.407	\$45.578	\$47.857	\$50.250	\$52.762
IRP&T	7/12/2019	P47	Safety and Human Resources Specialist	Annual	\$67,715.56	\$71,101.33	\$74,656.40	\$78,389.22	\$82,308.68
				Monthly	\$5,642.96	\$5,925.11	\$6,221.37	\$6,532.44	\$6,859.06
				Bi-weekly	\$2,604.44	\$2,734.67	\$2,871.40	\$3,014.97	\$3,165.72
				Hourly	\$32.556	\$34.183	\$35.893	\$37.687	\$39.571
IRP&T	7/12/2019	P52	Senior Human Resources Analyst	Annual	\$82,752.34	\$86,889.96	\$91,234.46	\$95,796.18	\$100,585.99
				Monthly	\$6,896.03	\$7,240.83	\$7,602.87	\$7,983.02	\$8,382.17
				Bi-weekly	\$3,182.78	\$3,341.92	\$3,509.02	\$3,684.47	\$3,868.69
				Hourly	\$39.785	\$41.774	\$43.863	\$46.056	\$48.359
IRP&T	7/12/2019	P39	Senior Management Analyst (City Manager's office only)	Annual	\$82,752.34	\$86,889.96	\$91,234.46	\$95,796.18	\$100,585.99
				Monthly	\$6,896.03	\$7,240.83	\$7,602.87	\$7,983.02	\$8,382.17
				Bi-weekly	\$3,182.78	\$3,341.92	\$3,509.02	\$3,684.47	\$3,868.69
				Hourly	\$39.785	\$41.774	\$43.863	\$46.056	\$48.359

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVGEA	12/2/2017	G02	Accountant	Annual	\$68,626.27	\$72,057.59	\$75,660.47	\$79,443.49	\$83,415.66
				Monthly	\$5,718.86	\$6,004.80	\$6,305.04	\$6,620.29	\$6,951.31
				Bi-weekly	\$2,639.47	\$2,771.45	\$2,910.02	\$3,055.52	\$3,208.29
				Hourly	\$32.993	\$34.643	\$36.375	\$38.194	\$40.104
FVGEA	12/2/2017	G03	Accounting Technician I	Annual	\$46,093.06	\$48,397.71	\$50,817.59	\$53,358.47	\$56,026.40
				Monthly	\$3,841.09	\$4,033.14	\$4,234.80	\$4,446.54	\$4,668.87
				Bi-weekly	\$1,772.81	\$1,861.45	\$1,954.52	\$2,052.25	\$2,154.86
				Hourly	\$22.160	\$23.268	\$24.432	\$25.653	\$26.936
FVGEA	12/2/2017	G03	Accounting Technician I/ Storekeeper	Annual	\$46,093.06	\$48,397.71	\$50,817.59	\$53,358.47	\$56,026.40
				Monthly	\$3,841.09	\$4,033.14	\$4,234.80	\$4,446.54	\$4,668.87
				Bi-weekly	\$1,772.81	\$1,861.45	\$1,954.52	\$2,052.25	\$2,154.86
				Hourly	\$22.160	\$23.268	\$24.432	\$25.653	\$26.936
FVGEA	12/2/2017	G04	Accounting Technician II	Annual	\$48,397.71	\$50,817.59	\$53,358.47	\$56,026.40	\$58,827.72
				Monthly	\$4,033.14	\$4,234.80	\$4,446.54	\$4,668.87	\$4,902.31
				Bi-weekly	\$1,861.45	\$1,954.52	\$2,052.25	\$2,154.86	\$2,262.60
				Hourly	\$23.268	\$24.432	\$25.653	\$26.936	\$28.283
FVGEA	12/2/2017	G79	Administrative Assistant	Annual	\$51,875.64	\$54,469.42	\$57,192.89	\$60,052.54	\$63,055.16
				Monthly	\$4,322.97	\$4,539.12	\$4,766.07	\$5,004.38	\$5,254.60
				Bi-weekly	\$1,995.22	\$2,094.98	\$2,199.73	\$2,309.71	\$2,425.20
				Hourly	\$24.940	\$26.187	\$27.497	\$28.871	\$30.315
FVGEA	12/2/2017	G77	Administrative Specialist	Annual	\$35,984.01	\$37,783.21	\$39,672.37	\$41,655.99	\$43,738.79
				Monthly	\$2,998.67	\$3,148.60	\$3,306.03	\$3,471.33	\$3,644.90
				Bi-weekly	\$1,384.00	\$1,453.20	\$1,525.86	\$1,602.15	\$1,682.26
				Hourly	\$17.300	\$18.165	\$19.073	\$20.027	\$21.028

FVGEA	12/2/2017	G73	Assistant Engineer	Annual	\$73,560.33	\$77,238.34	\$81,100.26	\$85,155.27	\$89,413.04
				Monthly	\$6,130.03	\$6,436.53	\$6,758.35	\$7,096.27	\$7,451.09
				Bi-weekly	\$2,829.24	\$2,970.71	\$3,119.24	\$3,275.20	\$3,438.96
FVGEA	12/2/2017	G55	Assistant Planner	Hourly	\$35.366	\$37.134	\$38.991	\$40.940	\$42.987
				Annual	\$61,974.21	\$65,072.92	\$68,326.56	\$71,742.89	\$75,330.04
				Monthly	\$5,164.52	\$5,422.74	\$5,693.88	\$5,978.57	\$6,277.50
FVGEA	12/2/2017	G49	Code Enforcement Officer	Bi-weekly	\$2,383.62	\$2,502.80	\$2,627.94	\$2,759.34	\$2,897.31
				Hourly	\$29.795	\$31.285	\$32.849	\$34.492	\$36.216
				Annual	\$59,240.05	\$62,202.05	\$65,312.16	\$68,577.76	\$72,006.65
FVGEA	12/2/2017	G12	Community Services Officer	Monthly	\$4,936.67	\$5,183.50	\$5,442.68	\$5,714.81	\$6,000.55
				Bi-weekly	\$2,278.46	\$2,392.39	\$2,512.01	\$2,637.61	\$2,769.49
				Hourly	\$28.481	\$29.905	\$31.400	\$32.970	\$34.619
FVGEA	12/2/2017	G13	Crime Scene Investigator Supervisor	Annual	\$48,387.23	\$50,806.59	\$53,346.92	\$56,014.27	\$58,814.98
				Monthly	\$4,032.27	\$4,233.88	\$4,445.58	\$4,667.86	\$4,901.25
				Bi-weekly	\$1,861.05	\$1,954.10	\$2,051.80	\$2,154.39	\$2,262.11
FVGEA	12/2/2017	G69	Customer Service Representative Business License	Hourly	\$23.263	\$24.426	\$25.648	\$26.930	\$28.276
				Annual	\$72,994.64	\$76,644.37	\$80,476.59	\$84,500.42	\$88,725.44
				Monthly	\$6,082.89	\$6,387.03	\$6,706.38	\$7,041.70	\$7,393.79
FVGEA	12/2/2017	G70	Customer Service Representative Utility Billing	Bi-weekly	\$2,807.49	\$2,947.86	\$3,095.25	\$3,250.02	\$3,412.52
				Hourly	\$35.094	\$36.848	\$38.691	\$40.625	\$42.656
				Annual	\$48,397.71	\$50,817.59	\$53,358.47	\$56,026.40	\$58,827.72
FVGEA	12/2/2017	G17	Deputy City Clerk	Monthly	\$4,033.14	\$4,234.80	\$4,446.54	\$4,668.87	\$4,902.31
				Bi-weekly	\$1,861.45	\$1,954.52	\$2,052.25	\$2,154.86	\$2,262.60
				Hourly	\$23.268	\$24.432	\$25.653	\$26.936	\$28.283
FVGEA	12/2/2017	G24	Dispatcher	Annual	\$48,397.71	\$50,817.59	\$53,358.47	\$56,026.40	\$58,827.72
				Monthly	\$4,033.14	\$4,234.80	\$4,446.54	\$4,668.87	\$4,902.31
				Bi-weekly	\$1,861.45	\$1,954.52	\$2,052.25	\$2,154.86	\$2,262.60
FVGEA	12/2/2017	G16	Division Secretary	Hourly	\$23.268	\$24.432	\$25.653	\$26.936	\$28.283
				Annual	\$61,722.79	\$64,808.93	\$68,049.38	\$71,451.85	\$75,024.44
				Monthly	\$5,143.57	\$5,400.74	\$5,670.78	\$5,954.32	\$6,252.04
FVGEA	12/2/2017	G24	Dispatcher	Bi-weekly	\$2,373.95	\$2,492.65	\$2,617.28	\$2,748.15	\$2,885.56
				Hourly	\$29.674	\$31.158	\$32.716	\$34.352	\$36.069
				Annual	\$56,380.19	\$59,199.20	\$62,159.16	\$65,267.11	\$68,530.47
FVGEA	12/2/2017	G16A	Division Secretary (new hire)	Monthly	\$4,698.35	\$4,933.27	\$5,179.93	\$5,438.93	\$5,710.87
				Bi-weekly	\$2,168.47	\$2,276.89	\$2,390.74	\$2,510.27	\$2,635.79
				Hourly	\$27.106	\$28.461	\$29.884	\$31.378	\$32.947
FVGEA	12/2/2017	G30	Engineering Technician I	Annual	\$48,251.05	\$50,663.60	\$53,196.78	\$55,856.62	\$58,649.45
				Monthly	\$4,020.92	\$4,221.97	\$4,433.07	\$4,654.72	\$4,887.45
				Bi-weekly	\$1,855.81	\$1,948.60	\$2,046.03	\$2,148.33	\$2,255.75
FVGEA	12/2/2017	G31	Engineering Technician III	Hourly	\$23.198	\$24.358	\$25.575	\$26.854	\$28.197
				Annual	\$47,978.68	\$50,377.61	\$52,896.50	\$55,541.32	\$58,318.39
				Monthly	\$3,998.22	\$4,198.13	\$4,408.04	\$4,628.44	\$4,859.87
FVGEA	12/2/2017	G29	Engineering Technician II	Bi-weekly	\$1,845.33	\$1,937.60	\$2,034.48	\$2,136.20	\$2,243.01
				Hourly	\$23.067	\$24.220	\$25.431	\$26.703	\$28.038
				Annual	\$52,179.43	\$54,788.41	\$57,527.83	\$60,404.22	\$63,424.43
FVGEA	12/2/2017	G01	Executive Assistant to the City Manager	Monthly	\$4,348.29	\$4,565.70	\$4,793.99	\$5,033.68	\$5,285.37
				Bi-weekly	\$2,006.90	\$2,107.25	\$2,212.61	\$2,323.24	\$2,439.40
				Hourly	\$25.086	\$26.341	\$27.658	\$29.040	\$30.493
FVGEA	12/2/2017	G50	Fire Prevention Specialist	Annual	\$57,982.97	\$60,882.12	\$63,926.22	\$67,122.53	\$70,478.66
				Monthly	\$4,831.91	\$5,073.51	\$5,327.19	\$5,593.54	\$5,873.22
				Bi-weekly	\$2,230.11	\$2,341.62	\$2,458.70	\$2,581.64	\$2,710.72
FVGEA	12/2/2017	G72	Fire Prevention Analyst	Hourly	\$27.876	\$29.270	\$30.734	\$32.270	\$33.884
				Annual	\$64,362.67	\$67,580.80	\$70,959.84	\$74,507.83	\$78,233.22
				Monthly	\$5,363.56	\$5,631.73	\$5,913.32	\$6,208.99	\$6,519.44
FVGEA	12/2/2017	G80	Housing Analyst	Bi-weekly	\$2,475.49	\$2,599.26	\$2,729.22	\$2,865.69	\$3,008.97
				Hourly	\$30.944	\$32.491	\$34.115	\$35.821	\$37.612
				Annual	\$62,298.95	\$65,413.90	\$68,684.60	\$72,118.83	\$75,724.77
FVGEA	12/2/2017	G52	Housing Technician	Monthly	\$5,191.58	\$5,451.16	\$5,723.72	\$6,009.90	\$6,310.40
				Bi-weekly	\$2,396.11	\$2,515.92	\$2,641.72	\$2,773.80	\$2,912.49
				Hourly	\$29.951	\$31.449	\$33.021	\$34.673	\$36.406
FVGEA	12/2/2017	G10	Identification Technician	Annual	\$68,249.15	\$71,661.61	\$75,244.69	\$79,006.92	\$82,957.27
				Monthly	\$5,687.43	\$5,971.80	\$6,270.39	\$6,583.91	\$6,913.11
				Bi-weekly	\$2,624.97	\$2,756.22	\$2,894.03	\$3,038.73	\$3,190.66
FVGEA	12/2/2017	G57	Information Systems Technician	Hourly	\$32.812	\$34.453	\$36.175	\$37.984	\$39.883
				Annual	\$71,664.23	\$75,247.44	\$79,009.81	\$82,960.30	\$87,108.31
				Monthly	\$5,972.02	\$6,270.62	\$6,584.15	\$6,913.36	\$7,259.03
FVGEA	12/2/2017	G10	Identification Technician	Bi-weekly	\$2,756.32	\$2,894.13	\$3,038.84	\$3,190.78	\$3,350.32
				Hourly	\$34.454	\$36.177	\$37.985	\$39.885	\$41.879
				Annual	\$67,872.02	\$71,265.63	\$74,828.91	\$78,570.35	\$82,498.87
FVGEA	12/2/2017	G10	Identification Technician	Monthly	\$5,656.00	\$5,938.80	\$6,235.74	\$6,547.53	\$6,874.91
				Bi-weekly	\$2,610.46	\$2,740.99	\$2,878.03	\$3,021.94	\$3,173.03
				Hourly	\$32.631	\$34.262	\$35.975	\$37.774	\$39.663
FVGEA	12/2/2017	G10	Identification Technician	Annual	\$61,701.84	\$64,786.93	\$68,026.28	\$71,427.59	\$74,998.97
				Monthly	\$5,141.82	\$5,398.91	\$5,668.86	\$5,952.30	\$6,249.91
				Bi-weekly	\$2,373.15	\$2,491.81	\$2,616.40	\$2,747.22	\$2,884.58
FVGEA	12/2/2017	G57	Information Systems Technician	Hourly	\$29.664	\$31.148	\$32.705	\$34.340	\$36.057
				Annual	\$59,816.21	\$62,807.03	\$65,947.38	\$69,244.75	\$72,706.98
				Monthly	\$4,984.68	\$5,233.92	\$5,495.61	\$5,770.40	\$6,058.92
FVGEA	12/2/2017	G57	Information Systems Technician	Bi-weekly	\$2,300.62	\$2,415.65	\$2,536.44	\$2,663.26	\$2,796.42
				Hourly	\$28.758	\$30.196	\$31.705	\$33.291	\$34.955
				Annual	\$57,888.69	\$60,783.12	\$63,822.28	\$67,013.39	\$70,364.06
FVGEA	12/2/2017	G57	Information Systems Technician	Monthly	\$4,824.06	\$5,065.26	\$5,318.52	\$5,584.45	\$5,863.67
				Bi-weekly	\$2,226.49	\$2,337.81	\$2,454.70	\$2,577.44	\$2,706.31
				Hourly	\$27.831	\$29.223	\$30.684	\$32.218	\$33.829
FVGEA	12/2/2017		Lead Code Enforcement Officer	Annual	\$62,202.11	\$65,312.21	\$68,577.82	\$72,006.71	\$75,607.05
				Monthly	\$5,183.51	\$5,442.68	\$5,714.82	\$6,000.56	\$6,300.59

				Bi-weekly	\$2,392.39	\$2,512.01	\$2,637.61	\$2,769.49	\$2,907.96
				Hourly	\$29.905	\$31.400	\$32.970	\$34.619	\$36.350
FVGEA	12/2/2017	G25	Lead Dispatcher	Annual	\$59,198.15	\$62,158.06	\$65,265.96	\$68,529.26	\$71,955.72
				Monthly	\$4,933.18	\$5,179.84	\$5,438.83	\$5,710.77	\$5,996.31
				Bi-weekly	\$2,276.85	\$2,390.69	\$2,510.23	\$2,635.74	\$2,767.53
FVGEA	12/2/2017	G08	Lead Records Clerk	Hourly	\$28.461	\$29.884	\$31.378	\$32.947	\$34.594
				Annual	\$45,810.21	\$48,100.72	\$50,505.76	\$53,031.05	\$55,682.60
				Monthly	\$3,817.52	\$4,008.39	\$4,208.81	\$4,419.25	\$4,640.22
				Bi-weekly	\$1,761.93	\$1,850.03	\$1,942.53	\$2,039.66	\$2,141.64
FVGEA	12/2/2017	G74	Management Aide	Hourly	\$22.024	\$23.125	\$24.282	\$25.496	\$26.770
				Annual	\$60,277.15	\$63,291.00	\$66,455.55	\$69,778.33	\$73,267.25
				Monthly	\$5,023.10	\$5,274.25	\$5,537.96	\$5,814.86	\$6,105.60
				Bi-weekly	\$2,318.35	\$2,434.27	\$2,555.98	\$2,683.78	\$2,817.97
FVGEA	12/2/2017	G06	Offset Press Operator/Stores Clerk	Hourly	\$28.979	\$30.428	\$31.950	\$33.547	\$35.225
				Annual	\$41,902.78	\$43,997.92	\$46,197.81	\$48,507.70	\$50,933.09
				Monthly	\$3,491.90	\$3,666.49	\$3,849.82	\$4,042.31	\$4,244.42
				Bi-weekly	\$1,611.65	\$1,692.23	\$1,776.84	\$1,865.68	\$1,958.96
FVGEA	12/2/2017	G06	Offset Press Operator/Stores Clerk (new hire)	Hourly	\$20.146	\$21.153	\$22.210	\$23.321	\$24.487
				Annual	\$41,483.75	\$43,557.94	\$45,735.83	\$48,022.63	\$50,423.76
				Monthly	\$3,456.98	\$3,629.83	\$3,811.32	\$4,001.89	\$4,201.98
				Bi-weekly	\$1,595.53	\$1,675.31	\$1,759.07	\$1,847.02	\$1,939.38
FVGEA	12/2/2017	G07	Personnel Assistant	Hourly	\$19.944	\$20.941	\$21.988	\$23.088	\$24.242
				Annual	\$48,251.05	\$50,663.60	\$53,196.78	\$55,856.62	\$58,649.45
				Monthly	\$4,020.92	\$4,221.97	\$4,433.07	\$4,654.72	\$4,887.45
				Bi-weekly	\$1,855.81	\$1,948.60	\$2,046.03	\$2,148.33	\$2,255.75
FVGEA	12/2/2017	G07A	Personnel Assistant (new hire)	Hourly	\$23.198	\$24.358	\$25.575	\$26.854	\$28.197
				Annual	\$47,978.68	\$50,377.61	\$52,896.50	\$55,541.32	\$58,318.39
				Monthly	\$3,998.22	\$4,198.13	\$4,408.04	\$4,628.44	\$4,859.87
				Bi-weekly	\$1,845.33	\$1,937.60	\$2,034.48	\$2,136.20	\$2,243.01
FVGEA	12/2/2017	G56	Plan Check Engineer	Hourly	\$23.067	\$24.220	\$25.431	\$26.703	\$28.038
				Annual	\$80,620.94	\$84,651.99	\$88,884.59	\$93,328.82	\$97,995.26
				Monthly	\$6,718.41	\$7,054.33	\$7,407.05	\$7,777.40	\$8,166.27
				Bi-weekly	\$3,100.81	\$3,255.85	\$3,418.64	\$3,589.57	\$3,769.05
FVGEA	12/2/2017	G11	Property Clerk	Hourly	\$38.760	\$40.698	\$42.733	\$44.870	\$47.113
				Annual	\$47,989.16	\$50,388.61	\$52,908.04	\$55,553.45	\$58,331.12
				Monthly	\$3,999.10	\$4,199.05	\$4,409.00	\$4,629.45	\$4,860.93
				Bi-weekly	\$1,845.74	\$1,938.02	\$2,034.92	\$2,136.67	\$2,243.50
FVGEA	12/2/2017	G54	Public Works Inspector	Hourly	\$23.072	\$24.225	\$25.437	\$26.708	\$28.044
				Annual	\$64,477.90	\$67,701.79	\$71,086.88	\$74,641.23	\$78,373.29
				Monthly	\$5,373.16	\$5,641.82	\$5,923.91	\$6,220.10	\$6,531.11
				Bi-weekly	\$2,479.92	\$2,603.92	\$2,734.11	\$2,870.82	\$3,014.36
FVGEA	12/2/2017	G	Records Clerk I	Hourly	\$30.999	\$32.549	\$34.176	\$35.885	\$37.679
				Annual	\$39,273.38	\$41,237.05	\$43,298.90	\$45,463.84	\$47,737.04
				Monthly	\$3,272.78	\$3,436.42	\$3,608.24	\$3,788.65	\$3,978.09
				Bi-weekly	\$1,510.51	\$1,586.04	\$1,665.34	\$1,748.61	\$1,836.04
FVGEA	12/2/2017	G09	Records Clerk II	Hourly	\$18.881	\$19.826	\$20.817	\$21.858	\$22.950
				Annual	\$43,631.27	\$45,812.83	\$48,103.47	\$50,508.65	\$53,034.08
				Monthly	\$3,635.94	\$3,817.74	\$4,008.62	\$4,209.05	\$4,419.51
				Bi-weekly	\$1,678.13	\$1,762.03	\$1,850.13	\$1,942.64	\$2,039.77
FVGEA	12/2/2017	G76	Recreation Coordinator	Hourly	\$20.977	\$22.025	\$23.127	\$24.283	\$25.497
				Annual	\$49,225.29	\$51,686.55	\$54,270.88	\$56,984.42	\$59,833.65
				Monthly	\$4,102.11	\$4,307.21	\$4,522.57	\$4,748.70	\$4,986.14
				Bi-weekly	\$1,893.28	\$1,987.94	\$2,087.34	\$2,191.71	\$2,301.29
FVGEA	12/2/2017	G14	Secretary	Hourly	\$23.666	\$24.849	\$26.092	\$27.396	\$28.766
				Annual	\$51,875.64	\$54,469.42	\$57,192.89	\$60,052.54	\$63,055.16
				Monthly	\$4,322.97	\$4,539.12	\$4,766.07	\$5,004.38	\$5,254.60
				Bi-weekly	\$1,995.22	\$2,094.98	\$2,199.73	\$2,309.71	\$2,425.20
FVGEA	12/2/2017	G08	Supervising Records Clerk	Hourly	\$24.940	\$26.187	\$27.497	\$28.871	\$30.315
				Annual	\$54,546.94	\$57,274.29	\$60,138.00	\$63,144.90	\$66,302.15
				Monthly	\$4,545.58	\$4,772.86	\$5,011.50	\$5,262.08	\$5,525.18
				Bi-weekly	\$2,097.96	\$2,202.86	\$2,313.00	\$2,428.65	\$2,550.08
				Hourly	\$26.224	\$27.536	\$28.913	\$30.358	\$31.876

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVGEA	7/13/2018	G02	Accountant	Annual	\$70,685.06	\$74,219.32	\$77,930.28	\$81,826.80	\$85,918.13
				Monthly	\$5,890.42	\$6,184.94	\$6,494.19	\$6,818.90	\$7,159.84
				Bi-weekly	\$2,718.66	\$2,854.59	\$2,997.32	\$3,147.18	\$3,304.54
				Hourly	\$33.983	\$35.682	\$37.466	\$39.340	\$41.307
FVGEA	7/13/2018	G03	Accounting Technician I	Annual	\$47,475.85	\$49,849.64	\$52,342.12	\$54,959.23	\$57,707.19
				Monthly	\$3,956.32	\$4,154.14	\$4,361.84	\$4,579.94	\$4,808.93
				Bi-weekly	\$1,825.99	\$1,917.29	\$2,013.16	\$2,113.82	\$2,219.51
				Hourly	\$22.825	\$23.966	\$25.164	\$26.423	\$27.744
FVGEA	7/13/2018	G03	Accounting Technician I / Storekeeper	Annual	\$47,475.85	\$49,849.64	\$52,342.12	\$54,959.23	\$57,707.19
				Monthly	\$3,956.32	\$4,154.14	\$4,361.84	\$4,579.94	\$4,808.93
				Bi-weekly	\$1,825.99	\$1,917.29	\$2,013.16	\$2,113.82	\$2,219.51
				Hourly	\$22.825	\$23.966	\$25.164	\$26.423	\$27.744
FVGEA	7/13/2018	G04	Accounting Technician II	Annual	\$49,849.64	\$52,342.12	\$54,959.23	\$57,707.19	\$60,592.55
				Monthly	\$4,154.14	\$4,361.84	\$4,579.94	\$4,808.93	\$5,049.38
				Bi-weekly	\$1,917.29	\$2,013.16	\$2,113.82	\$2,219.51	\$2,330.48
				Hourly	\$23.966	\$25.164	\$26.423	\$27.744	\$29.131
FVGEA	7/13/2018	G79	Administrative Assistant	Annual	\$53,431.91	\$56,103.50	\$58,908.68	\$61,854.11	\$64,946.82
				Monthly	\$4,452.66	\$4,675.29	\$4,909.06	\$5,154.51	\$5,412.23
				Bi-weekly	\$2,055.07	\$2,157.83	\$2,265.72	\$2,379.00	\$2,497.95
				Hourly	\$25.688	\$26.973	\$28.321	\$29.738	\$31.224
FVGEA	7/13/2018	G77	Administrative Specialist	Annual	\$37,063.53	\$38,916.71	\$40,862.54	\$42,905.67	\$45,050.95
				Monthly	\$3,088.63	\$3,243.06	\$3,405.21	\$3,575.47	\$3,754.25

				Bi-weekly	\$1,425.52	\$1,496.80	\$1,571.64	\$1,650.22	\$1,732.73
				Hourly	\$17.819	\$18.710	\$19.645	\$20.628	\$21.659
FVGEA	7/13/2018	G73	Assistant Engineer	Annual	\$75,767.14	\$79,555.49	\$83,533.27	\$87,709.93	\$92,095.43
				Monthly	\$6,313.93	\$6,629.62	\$6,961.11	\$7,309.16	\$7,674.62
				Bi-weekly	\$2,914.12	\$3,059.83	\$3,212.82	\$3,373.46	\$3,542.13
FVGEA	7/13/2018	G55	Assistant Planner	Hourly	\$36.427	\$38.248	\$40.160	\$42.168	\$44.277
				Annual	\$63,833.43	\$67,025.11	\$70,376.36	\$73,895.18	\$77,589.94
				Monthly	\$5,319.45	\$5,585.43	\$5,864.70	\$6,157.93	\$6,465.83
				Bi-weekly	\$2,455.13	\$2,577.89	\$2,706.78	\$2,842.12	\$2,984.23
FVGEA	7/13/2018	G49	Code Enforcement Officer	Hourly	\$30.689	\$32.224	\$33.835	\$35.527	\$37.303
				Annual	\$61,017.25	\$64,068.12	\$67,271.52	\$70,635.10	\$74,166.85
				Monthly	\$5,084.77	\$5,339.01	\$5,605.96	\$5,886.26	\$6,180.57
				Bi-weekly	\$2,346.82	\$2,464.16	\$2,587.37	\$2,716.73	\$2,852.57
FVGEA	7/13/2018	G12	Community Services Officer	Hourly	\$29.335	\$30.802	\$32.342	\$33.959	\$35.657
				Annual	\$49,838.85	\$52,330.79	\$54,947.33	\$57,694.70	\$60,579.43
				Monthly	\$4,153.24	\$4,360.90	\$4,578.94	\$4,807.89	\$5,048.29
				Bi-weekly	\$1,916.88	\$2,012.72	\$2,113.36	\$2,219.03	\$2,329.98
FVGEA	7/13/2018	G13	Crime Scene Investigator Supervisor	Hourly	\$23.961	\$25.159	\$26.417	\$27.738	\$29.125
				Annual	\$75,184.48	\$78,943.70	\$82,890.89	\$87,035.43	\$91,387.20
				Monthly	\$6,265.37	\$6,578.64	\$6,907.57	\$7,252.95	\$7,615.60
				Bi-weekly	\$2,891.71	\$3,036.30	\$3,188.11	\$3,347.52	\$3,514.89
FVGEA	7/13/2018	G69	Customer Service Representative Business License	Hourly	\$36.146	\$37.954	\$39.851	\$41.844	\$43.936
				Annual	\$49,849.64	\$52,342.12	\$54,959.23	\$57,707.19	\$60,592.55
				Monthly	\$4,154.14	\$4,361.84	\$4,579.94	\$4,808.93	\$5,049.38
				Bi-weekly	\$1,917.29	\$2,013.16	\$2,113.82	\$2,219.51	\$2,330.48
FVGEA	7/13/2018	G70	Customer Service Representative Utility Billing	Hourly	\$23.966	\$25.164	\$26.423	\$27.744	\$29.131
				Annual	\$49,849.64	\$52,342.12	\$54,959.23	\$57,707.19	\$60,592.55
				Monthly	\$4,154.14	\$4,361.84	\$4,579.94	\$4,808.93	\$5,049.38
				Bi-weekly	\$1,917.29	\$2,013.16	\$2,113.82	\$2,219.51	\$2,330.48
FVGEA	7/13/2018	G17	Deputy City Clerk	Hourly	\$23.966	\$25.164	\$26.423	\$27.744	\$29.131
				Annual	\$63,574.48	\$66,753.20	\$70,090.86	\$73,595.40	\$77,275.17
				Monthly	\$5,297.87	\$5,562.77	\$5,840.90	\$6,132.95	\$6,439.60
				Bi-weekly	\$2,445.17	\$2,567.43	\$2,695.80	\$2,830.59	\$2,972.12
FVGEA	7/13/2018	G24	Dispatcher	Hourly	\$30.565	\$32.093	\$33.698	\$35.382	\$37.152
				Annual	\$58,071.59	\$60,975.17	\$64,023.93	\$67,225.13	\$70,586.38
				Monthly	\$4,839.30	\$5,081.26	\$5,335.33	\$5,602.09	\$5,882.20
				Bi-weekly	\$2,233.52	\$2,345.20	\$2,462.46	\$2,585.58	\$2,714.86
FVGEA	7/13/2018	G16	Division Secretary	Hourly	\$27.919	\$29.315	\$30.781	\$32.320	\$33.936
				Annual	\$49,698.58	\$52,183.51	\$54,792.68	\$57,532.32	\$60,408.93
				Monthly	\$4,141.55	\$4,348.63	\$4,566.06	\$4,794.36	\$5,034.08
				Bi-weekly	\$1,911.48	\$2,007.06	\$2,107.41	\$2,212.78	\$2,323.42
FVGEA	7/13/2018	G16A	Division Secretary (new hire)	Hourly	\$23.894	\$25.088	\$26.343	\$27.660	\$29.043
				Annual	\$49,418.04	\$51,888.94	\$54,483.39	\$57,207.56	\$60,067.94
				Monthly	\$4,118.17	\$4,324.08	\$4,540.28	\$4,767.30	\$5,005.66
				Bi-weekly	\$1,900.69	\$1,995.73	\$2,095.51	\$2,200.29	\$2,310.31
FVGEA	7/13/2018	G30	Engineering Technician I	Hourly	\$23.759	\$24.947	\$26.194	\$27.504	\$28.879
				Annual	\$53,744.82	\$56,432.06	\$59,253.66	\$62,216.34	\$65,327.16
				Monthly	\$4,478.73	\$4,702.67	\$4,937.81	\$5,184.70	\$5,443.93
				Bi-weekly	\$2,067.11	\$2,170.46	\$2,278.99	\$2,392.94	\$2,512.58
FVGEA	7/13/2018	G29	Engineering Technician II	Hourly	\$25.839	\$27.131	\$28.487	\$29.912	\$31.407
				Annual	\$59,722.46	\$62,708.58	\$65,844.01	\$69,136.21	\$72,593.02
				Monthly	\$4,976.87	\$5,225.72	\$5,487.00	\$5,761.35	\$6,049.42
				Bi-weekly	\$2,297.02	\$2,411.87	\$2,532.46	\$2,659.08	\$2,792.04
FVGEA	7/13/2018	G31	Engineering Technician III	Hourly	\$28.713	\$30.148	\$31.656	\$33.239	\$34.900
				Annual	\$66,293.55	\$69,608.22	\$73,088.63	\$76,743.07	\$80,580.22
				Monthly	\$5,524.46	\$5,800.69	\$6,090.72	\$6,395.26	\$6,715.02
				Bi-weekly	\$2,549.75	\$2,677.24	\$2,811.10	\$2,951.66	\$3,099.24
FVGEA	7/13/2018	G01	Executive Assistant to the City Manager	Hourly	\$31.872	\$33.465	\$35.139	\$36.896	\$38.740
				Annual	\$64,167.92	\$67,376.32	\$70,745.14	\$74,282.39	\$77,996.51
				Monthly	\$5,347.33	\$5,614.69	\$5,895.43	\$6,190.20	\$6,499.71
				Bi-weekly	\$2,468.00	\$2,591.40	\$2,720.97	\$2,857.02	\$2,999.87
FVGEA	7/13/2018	G50	Fire Prevention Specialist	Hourly	\$30.850	\$32.392	\$34.012	\$35.713	\$37.498
				Annual	\$70,296.62	\$73,811.45	\$77,502.03	\$81,377.13	\$85,445.99
				Monthly	\$5,858.05	\$6,150.95	\$6,458.50	\$6,781.43	\$7,120.50
				Bi-weekly	\$2,703.72	\$2,838.90	\$2,980.85	\$3,129.89	\$3,286.38
FVGEA	7/13/2018	G72	Fire Prevention Analyst	Hourly	\$33.796	\$35.486	\$37.261	\$39.124	\$41.080
				Annual	\$73,814.15	\$77,504.86	\$81,380.10	\$85,449.11	\$89,721.56
				Monthly	\$6,151.18	\$6,458.74	\$6,781.68	\$7,120.76	\$7,476.80
				Bi-weekly	\$2,839.01	\$2,980.96	\$3,130.00	\$3,286.50	\$3,450.83
FVGEA	7/13/2018	G80	Housing Analyst	Hourly	\$35.488	\$37.262	\$39.125	\$41.081	\$43.135
				Annual	\$69,908.18	\$73,403.59	\$77,073.77	\$80,927.46	\$84,973.84
				Monthly	\$5,825.68	\$6,116.97	\$6,422.81	\$6,743.96	\$7,081.15
				Bi-weekly	\$2,688.78	\$2,823.22	\$2,964.38	\$3,112.59	\$3,268.22
FVGEA	7/13/2018	G52	Housing Technician	Hourly	\$33.610	\$35.290	\$37.055	\$38.907	\$40.853
				Annual	\$63,552.90	\$66,730.54	\$70,067.07	\$73,570.42	\$77,248.94
				Monthly	\$5,296.07	\$5,560.88	\$5,838.92	\$6,130.87	\$6,437.41
				Bi-weekly	\$2,444.34	\$2,566.56	\$2,694.89	\$2,829.63	\$2,971.11
FVGEA	7/13/2018	G10	Identification Technician	Hourly	\$30.554	\$32.082	\$33.686	\$35.370	\$37.139
				Annual	\$61,610.70	\$64,691.24	\$67,925.80	\$71,322.09	\$74,888.19
				Monthly	\$5,134.23	\$5,390.94	\$5,660.48	\$5,943.51	\$6,240.68
				Bi-weekly	\$2,369.64	\$2,488.12	\$2,612.53	\$2,743.16	\$2,880.32
FVGEA	7/13/2018	G57	Information Systems Technician	Hourly	\$29.621	\$31.102	\$32.657	\$34.289	\$36.004
				Annual	\$59,625.35	\$62,606.62	\$65,736.95	\$69,023.79	\$72,474.98
				Monthly	\$4,968.78	\$5,217.22	\$5,478.08	\$5,751.98	\$6,039.58
				Bi-weekly	\$2,293.28	\$2,407.95	\$2,528.34	\$2,654.76	\$2,787.50
				Hourly	\$28.666	\$30.099	\$31.604	\$33.185	\$34.844

FVGEA	7/13/2018		Lead Code Enforcement Officer	Annual	\$64,068.17	\$67,271.58	\$70,635.16	\$74,166.91	\$77,875.26
				Monthly	\$5,339.01	\$5,605.96	\$5,886.26	\$6,180.58	\$6,489.60
				Bi-weekly	\$2,464.16	\$2,587.37	\$2,716.74	\$2,852.57	\$2,995.20
				Hourly	\$30.802	\$32.342	\$33.959	\$35.657	\$37.440
FVGEA	7/13/2018	G25	Lead Dispatcher	Annual	\$60,974.09	\$64,022.80	\$67,223.94	\$70,585.13	\$74,114.39
				Monthly	\$5,081.17	\$5,335.23	\$5,601.99	\$5,882.09	\$6,176.20
				Bi-weekly	\$2,345.16	\$2,462.42	\$2,585.54	\$2,714.81	\$2,850.55
				Hourly	\$29.314	\$30.780	\$32.319	\$33.935	\$35.632
FVGEA	7/13/2018	G08	Lead Records Clerk	Annual	\$47,184.52	\$49,543.74	\$52,020.93	\$54,621.98	\$57,353.08
				Monthly	\$3,932.04	\$4,128.65	\$4,335.08	\$4,551.83	\$4,779.42
				Bi-weekly	\$1,814.79	\$1,905.53	\$2,000.81	\$2,100.85	\$2,205.89
				Hourly	\$22.685	\$23.819	\$25.010	\$26.261	\$27.574
FVGEA	7/13/2018	G74	Management Aide	Annual	\$62,085.46	\$65,189.73	\$68,449.22	\$71,871.68	\$75,465.26
				Monthly	\$5,173.79	\$5,432.48	\$5,704.10	\$5,989.31	\$6,288.77
				Bi-weekly	\$2,387.90	\$2,507.30	\$2,632.66	\$2,764.30	\$2,902.51
				Hourly	\$29.849	\$31.341	\$32.908	\$34.554	\$36.281
FVGEA	7/13/2018	G06	Offset Press Operator/Stores Clerk	Annual	\$43,159.86	\$45,317.85	\$47,583.75	\$49,962.93	\$52,461.08
				Monthly	\$3,596.66	\$3,776.49	\$3,965.31	\$4,163.58	\$4,371.76
				Bi-weekly	\$1,659.99	\$1,742.99	\$1,830.14	\$1,921.65	\$2,017.73
				Hourly	\$20.750	\$21.787	\$22.877	\$24.021	\$25.222
FVGEA	7/13/2018	G06	Offset Press Operator/Stores Clerk (new hire)	Annual	\$42,728.26	\$44,864.68	\$47,107.91	\$49,463.30	\$51,936.47
				Monthly	\$3,560.69	\$3,738.72	\$3,925.66	\$4,121.94	\$4,328.04
				Bi-weekly	\$1,643.39	\$1,725.56	\$1,811.84	\$1,902.43	\$1,997.56
				Hourly	\$20.542	\$21.570	\$22.648	\$23.780	\$24.969
FVGEA	7/13/2018	G07	Personnel Assistant	Annual	\$49,698.58	\$52,183.51	\$54,792.68	\$57,532.32	\$60,408.93
				Monthly	\$4,141.55	\$4,348.63	\$4,566.06	\$4,794.36	\$5,034.08
				Bi-weekly	\$1,911.48	\$2,007.06	\$2,107.41	\$2,212.78	\$2,323.42
				Hourly	\$23.894	\$25.088	\$26.343	\$27.660	\$29.043
FVGEA	7/13/2018	G07A	Personnel Assistant (new hire)	Annual	\$49,418.04	\$51,888.94	\$54,483.39	\$57,207.56	\$60,067.94
				Monthly	\$4,118.17	\$4,324.08	\$4,540.28	\$4,767.30	\$5,005.66
				Bi-weekly	\$1,900.69	\$1,995.73	\$2,095.51	\$2,200.29	\$2,310.31
				Hourly	\$23.759	\$24.947	\$26.194	\$27.504	\$28.879
FVGEA	7/13/2018	G56	Plan Check Engineer	Annual	\$83,039.57	\$87,191.55	\$91,551.13	\$96,128.68	\$100,935.12
				Monthly	\$6,919.96	\$7,265.96	\$7,629.26	\$8,010.72	\$8,411.26
				Bi-weekly	\$3,193.83	\$3,353.52	\$3,521.20	\$3,697.26	\$3,882.12
				Hourly	\$39.923	\$41.919	\$44.015	\$46.216	\$48.526
FVGEA	7/13/2018	G11	Property Clerk	Annual	\$49,428.83	\$51,900.27	\$54,495.29	\$57,220.05	\$60,081.05
				Monthly	\$4,119.07	\$4,325.02	\$4,541.27	\$4,768.34	\$5,006.75
				Bi-weekly	\$1,901.11	\$1,996.16	\$2,095.97	\$2,200.77	\$2,310.81
				Hourly	\$23.764	\$24.952	\$26.200	\$27.510	\$28.885
FVGEA	7/13/2018	G54	Public Works Inspector	Annual	\$66,412.24	\$69,732.85	\$73,219.49	\$76,880.46	\$80,724.49
				Monthly	\$5,534.35	\$5,811.07	\$6,101.62	\$6,406.71	\$6,727.04
				Bi-weekly	\$2,554.32	\$2,682.03	\$2,816.13	\$2,956.94	\$3,104.79
				Hourly	\$31.929	\$33.525	\$35.202	\$36.962	\$38.810
FVGEA	7/13/2018	G	Records Clerk I	Annual	\$40,451.58	\$42,474.16	\$44,597.87	\$46,827.76	\$49,169.15
				Monthly	\$3,370.96	\$3,539.51	\$3,716.49	\$3,902.31	\$4,097.43
				Bi-weekly	\$1,555.83	\$1,633.62	\$1,715.30	\$1,801.07	\$1,891.12
				Hourly	\$19.448	\$20.420	\$21.441	\$22.513	\$23.639
FVGEA	7/13/2018	G09	Records Clerk II	Annual	\$44,940.21	\$47,187.22	\$49,546.58	\$52,023.90	\$54,625.10
				Monthly	\$3,745.02	\$3,932.27	\$4,128.88	\$4,335.33	\$4,552.09
				Bi-weekly	\$1,728.47	\$1,814.89	\$1,905.64	\$2,000.92	\$2,100.97
				Hourly	\$21.606	\$22.686	\$23.820	\$25.011	\$26.262
FVGEA	7/13/2018	G76	Recreation Coordinator	Annual	\$50,702.05	\$53,237.15	\$55,899.01	\$58,693.96	\$61,628.65
				Monthly	\$4,225.17	\$4,436.43	\$4,658.25	\$4,891.16	\$5,135.72
				Bi-weekly	\$1,950.08	\$2,047.58	\$2,149.96	\$2,257.46	\$2,370.33
				Hourly	\$24.376	\$25.595	\$26.875	\$28.218	\$29.629
FVGEA	7/13/2018	G14	Secretary	Annual	\$53,431.91	\$56,103.50	\$58,908.68	\$61,854.11	\$64,946.82
				Monthly	\$4,452.66	\$4,675.29	\$4,909.06	\$5,154.51	\$5,412.23
				Bi-weekly	\$2,055.07	\$2,157.83	\$2,265.72	\$2,379.00	\$2,497.95
				Hourly	\$25.688	\$26.973	\$28.321	\$29.738	\$31.224
FVGEA	7/13/2018	G08	Supervising Records Clerk	Annual	\$56,183.35	\$58,992.52	\$61,942.14	\$65,039.25	\$68,291.21
				Monthly	\$4,681.95	\$4,916.04	\$5,161.85	\$5,419.94	\$5,690.93
				Bi-weekly	\$2,160.90	\$2,268.94	\$2,382.39	\$2,501.51	\$2,626.59
				Hourly	\$27.011	\$28.362	\$29.780	\$31.269	\$32.832

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVGEA	7/12/2019	G02	Accountant	Annual	\$72,805.61	\$76,445.89	\$80,268.19	\$84,281.60	\$88,495.68
				Monthly	\$6,067.13	\$6,370.49	\$6,689.02	\$7,023.47	\$7,374.64
				Bi-weekly	\$2,800.22	\$2,940.23	\$3,087.24	\$3,241.60	\$3,403.68
				Hourly	\$35.003	\$36.753	\$38.590	\$40.520	\$42.546
FVGEA	7/12/2019	G03	Accounting Technician I	Annual	\$48,900.12	\$51,345.13	\$53,912.38	\$56,608.00	\$59,438.40
				Monthly	\$4,075.01	\$4,278.76	\$4,492.70	\$4,717.33	\$4,953.20
				Bi-weekly	\$1,880.77	\$1,974.81	\$2,073.55	\$2,177.23	\$2,286.09
				Hourly	\$23.510	\$24.685	\$25.919	\$27.215	\$28.576
FVGEA	7/12/2019	G03	Accounting Technician I/ Storekeeper	Annual	\$48,900.12	\$51,345.13	\$53,912.38	\$56,608.00	\$59,438.40
				Monthly	\$4,075.01	\$4,278.76	\$4,492.70	\$4,717.33	\$4,953.20
				Bi-weekly	\$1,880.77	\$1,974.81	\$2,073.55	\$2,177.23	\$2,286.09
				Hourly	\$23.510	\$24.685	\$25.919	\$27.215	\$28.576
FVGEA	7/12/2019	G04	Accounting Technician II	Annual	\$51,345.13	\$53,912.38	\$56,608.00	\$59,438.40	\$62,410.32
				Monthly	\$4,278.76	\$4,492.70	\$4,717.33	\$4,953.20	\$5,200.86
				Bi-weekly	\$1,974.81	\$2,073.55	\$2,177.23	\$2,286.09	\$2,400.40
				Hourly	\$24.685	\$25.919	\$27.215	\$28.576	\$30.005
FVGEA	7/12/2019	G79	Administrative Assistant	Annual	\$55,034.86	\$57,786.61	\$60,675.94	\$63,709.74	\$66,895.22
				Monthly	\$4,586.24	\$4,815.55	\$5,056.33	\$5,309.14	\$5,574.60
				Bi-weekly	\$2,116.73	\$2,222.56	\$2,333.69	\$2,450.37	\$2,572.89
				Hourly	\$26.459	\$27.782	\$29.171	\$30.630	\$32.161

FVGEA	7/12/2019	G77	Administrative Specialist	Annual	\$38,175.44	\$40,084.21	\$42,088.42	\$44,192.84	\$46,402.48
				Monthly	\$3,181.29	\$3,340.35	\$3,507.37	\$3,682.74	\$3,866.87
				Bi-weekly	\$1,468.29	\$1,541.70	\$1,618.79	\$1,699.72	\$1,784.71
FVGEA	7/12/2019	G73	Assistant Engineer	Hourly	\$18.354	\$19.271	\$20.235	\$21.247	\$22.309
				Annual	\$78,040.15	\$81,942.16	\$86,039.27	\$90,341.23	\$94,858.29
				Monthly	\$6,503.35	\$6,828.51	\$7,169.94	\$7,528.44	\$7,904.86
FVGEA	7/12/2019	G55	Assistant Planner	Bi-weekly	\$3,001.54	\$3,151.62	\$3,309.20	\$3,474.66	\$3,648.40
				Hourly	\$37.519	\$39.395	\$41.365	\$43.433	\$45.605
				Annual	\$65,748.44	\$69,035.86	\$72,487.65	\$76,112.03	\$79,917.64
FVGEA	7/12/2019	G49	Code Enforcement Officer	Monthly	\$5,479.04	\$5,752.99	\$6,040.64	\$6,342.67	\$6,659.80
				Bi-weekly	\$2,528.79	\$2,655.23	\$2,787.99	\$2,927.39	\$3,073.76
				Hourly	\$31.610	\$33.190	\$34.850	\$36.592	\$38.422
FVGEA	7/12/2019	G12	Community Services Officer	Annual	\$62,847.77	\$65,990.16	\$69,289.67	\$72,754.15	\$76,391.86
				Monthly	\$5,237.31	\$5,499.18	\$5,774.14	\$6,062.85	\$6,365.99
				Bi-weekly	\$2,417.22	\$2,538.08	\$2,664.99	\$2,798.24	\$2,938.15
FVGEA	7/12/2019	G13	Crime Scene Investigator Supervisor	Hourly	\$30.215	\$31.726	\$33.312	\$34.978	\$36.727
				Annual	\$51,334.01	\$53,900.72	\$56,595.75	\$59,425.54	\$62,396.82
				Monthly	\$4,277.83	\$4,491.73	\$4,716.31	\$4,952.13	\$5,199.73
FVGEA	7/12/2019	G69	Customer Service Representative Business License	Bi-weekly	\$1,974.39	\$2,073.10	\$2,176.76	\$2,285.60	\$2,399.88
				Hourly	\$24.680	\$25.914	\$27.209	\$28.570	\$29.998
				Annual	\$77,440.01	\$81,312.01	\$85,377.61	\$89,646.49	\$94,128.82
FVGEA	7/12/2019	G70	Customer Service Representative Utility Billing	Monthly	\$6,453.33	\$6,776.00	\$7,114.80	\$7,470.54	\$7,844.07
				Bi-weekly	\$2,978.46	\$3,127.39	\$3,283.75	\$3,447.94	\$3,620.34
				Hourly	\$37.231	\$39.092	\$41.047	\$43.099	\$45.254
FVGEA	7/12/2019	G17	Deputy City Clerk	Annual	\$51,345.13	\$53,912.38	\$56,608.00	\$59,438.40	\$62,410.32
				Monthly	\$4,278.76	\$4,492.70	\$4,717.33	\$4,953.20	\$5,200.86
				Bi-weekly	\$1,974.81	\$2,073.55	\$2,177.23	\$2,286.09	\$2,400.40
FVGEA	7/12/2019	G17	Deputy City Clerk	Hourly	\$24.685	\$25.919	\$27.215	\$28.576	\$30.005
				Annual	\$51,345.13	\$53,912.38	\$56,608.00	\$59,438.40	\$62,410.32
				Monthly	\$4,278.76	\$4,492.70	\$4,717.33	\$4,953.20	\$5,200.86
FVGEA	7/12/2019	G24	Dispatcher	Bi-weekly	\$1,974.81	\$2,073.55	\$2,177.23	\$2,286.09	\$2,400.40
				Hourly	\$24.685	\$25.919	\$27.215	\$28.576	\$30.005
				Annual	\$65,481.71	\$68,755.79	\$72,193.58	\$75,803.26	\$79,593.43
FVGEA	7/12/2019	G16	Division Secretary	Monthly	\$5,456.81	\$5,729.65	\$6,016.13	\$6,316.94	\$6,632.79
				Bi-weekly	\$2,518.53	\$2,644.45	\$2,776.68	\$2,915.51	\$3,061.29
				Hourly	\$31.482	\$33.056	\$34.708	\$36.444	\$38.266
FVGEA	7/12/2019	G24	Dispatcher	Annual	\$59,813.74	\$62,804.43	\$65,944.65	\$69,241.88	\$72,703.98
				Monthly	\$4,984.48	\$5,233.70	\$5,495.39	\$5,770.16	\$6,058.66
				Bi-weekly	\$2,300.53	\$2,415.55	\$2,536.33	\$2,663.15	\$2,796.31
FVGEA	7/12/2019	G16	Division Secretary	Hourly	\$28.757	\$30.194	\$31.704	\$33.289	\$34.954
				Annual	\$51,189.54	\$53,749.01	\$56,436.46	\$59,258.29	\$62,221.20
				Monthly	\$4,265.79	\$4,479.08	\$4,703.04	\$4,938.19	\$5,185.10
FVGEA	7/12/2019	G16A	Division Secretary (new hire)	Bi-weekly	\$1,968.83	\$2,067.27	\$2,170.63	\$2,279.16	\$2,393.12
				Hourly	\$24.610	\$25.841	\$27.133	\$28.490	\$29.914
				Annual	\$50,900.58	\$53,445.61	\$56,117.89	\$58,923.79	\$61,869.98
FVGEA	7/12/2019	G30	Engineering Technician I	Monthly	\$4,241.72	\$4,453.80	\$4,676.49	\$4,910.32	\$5,155.83
				Bi-weekly	\$1,957.71	\$2,055.60	\$2,158.38	\$2,266.30	\$2,379.61
				Hourly	\$24.471	\$25.695	\$26.980	\$28.329	\$29.745
FVGEA	7/12/2019	G30	Engineering Technician I	Annual	\$55,357.16	\$58,125.02	\$61,031.27	\$64,082.83	\$67,286.98
				Monthly	\$4,613.10	\$4,843.75	\$5,085.94	\$5,340.24	\$5,607.25
				Bi-weekly	\$2,129.12	\$2,235.58	\$2,347.36	\$2,464.72	\$2,587.96
FVGEA	7/12/2019	G29	Engineering Technician II	Hourly	\$26.614	\$27.945	\$29.342	\$30.809	\$32.350
				Annual	\$61,514.13	\$64,589.84	\$67,819.33	\$71,210.30	\$74,770.81
				Monthly	\$5,126.18	\$5,382.49	\$5,651.61	\$5,934.19	\$6,230.90
FVGEA	7/12/2019	G31	Engineering Technician III	Bi-weekly	\$2,365.93	\$2,484.22	\$2,608.44	\$2,738.86	\$2,875.80
				Hourly	\$29.574	\$31.053	\$32.605	\$34.236	\$35.948
				Annual	\$68,282.35	\$71,696.47	\$75,281.29	\$79,045.36	\$82,997.63
FVGEA	7/12/2019	G01	Executive Assistant to the City Manager	Monthly	\$5,690.20	\$5,974.71	\$6,273.44	\$6,587.11	\$6,916.47
				Bi-weekly	\$2,626.24	\$2,757.56	\$2,895.43	\$3,040.21	\$3,192.22
				Hourly	\$32.828	\$34.469	\$36.193	\$38.003	\$39.903
FVGEA	7/12/2019	G50	Fire Prevention Specialist	Annual	\$66,092.96	\$69,397.61	\$72,867.49	\$76,510.86	\$80,336.41
				Monthly	\$5,507.75	\$5,783.13	\$6,072.29	\$6,375.91	\$6,694.70
				Bi-weekly	\$2,542.04	\$2,669.14	\$2,802.60	\$2,942.73	\$3,089.86
FVGEA	7/12/2019	G50	Fire Prevention Specialist	Hourly	\$31.775	\$33.364	\$35.032	\$36.784	\$38.623
				Annual	\$72,405.52	\$76,025.80	\$79,827.09	\$83,818.44	\$88,009.36
				Monthly	\$6,033.79	\$6,335.48	\$6,652.26	\$6,984.87	\$7,334.11
FVGEA	7/12/2019	G72	Fire Prevention Analyst	Bi-weekly	\$2,784.83	\$2,924.07	\$3,070.27	\$3,223.79	\$3,384.98
				Hourly	\$34.810	\$36.551	\$38.378	\$40.297	\$42.312
				Annual	\$76,028.58	\$79,830.01	\$83,821.51	\$88,012.58	\$92,413.21
FVGEA	7/12/2019	G80	Housing Analyst	Monthly	\$6,335.71	\$6,652.50	\$6,985.13	\$7,334.38	\$7,701.10
				Bi-weekly	\$2,924.18	\$3,070.38	\$3,223.90	\$3,385.10	\$3,554.35
				Hourly	\$36.552	\$38.380	\$40.299	\$42.314	\$44.429
FVGEA	7/12/2019	G80	Housing Analyst	Annual	\$72,005.43	\$75,605.70	\$79,385.99	\$83,355.29	\$87,523.05
				Monthly	\$6,000.45	\$6,300.48	\$6,615.50	\$6,946.27	\$7,293.59
				Bi-weekly	\$2,769.44	\$2,907.91	\$3,053.31	\$3,205.97	\$3,366.27
FVGEA	7/12/2019	G52	Housing Technician	Hourly	\$34.618	\$36.349	\$38.166	\$40.075	\$42.078
				Annual	\$65,459.48	\$68,732.46	\$72,169.08	\$75,777.53	\$79,566.41
				Monthly	\$5,454.96	\$5,727.70	\$6,014.09	\$6,314.79	\$6,630.53
FVGEA	7/12/2019	G10	Identification Technician	Bi-weekly	\$2,517.67	\$2,643.56	\$2,775.73	\$2,914.52	\$3,060.25
				Hourly	\$31.471	\$33.044	\$34.697	\$36.432	\$38.253
				Annual	\$63,459.02	\$66,631.97	\$69,963.57	\$73,461.75	\$77,134.84
FVGEA	7/12/2019	G57	Information Systems Technician	Monthly	\$5,288.25	\$5,552.66	\$5,830.30	\$6,121.81	\$6,427.90
				Bi-weekly	\$2,440.73	\$2,562.77	\$2,690.91	\$2,825.45	\$2,966.72
				Hourly	\$30.509	\$32.035	\$33.636	\$35.318	\$37.084
FVGEA	7/12/2019	G57	Information Systems Technician	Annual	\$61,414.11	\$64,484.81	\$67,709.05	\$71,094.51	\$74,649.23
				Monthly	\$5,117.84	\$5,373.73	\$5,642.42	\$5,924.54	\$6,220.77

				Bi-weekly	\$2,362.08	\$2,480.19	\$2,604.19	\$2,734.40	\$2,871.12
				Hourly	\$29.526	\$31.002	\$32.552	\$34.180	\$35.889
FVGEA	7/12/2019		Lead Code Enforcement Officer	Annual	\$65,990.21	\$69,289.72	\$72,754.21	\$76,391.92	\$80,211.52
				Monthly	\$5,499.18	\$5,774.14	\$6,062.85	\$6,365.99	\$6,684.29
				Bi-weekly	\$2,538.09	\$2,664.99	\$2,798.24	\$2,938.15	\$3,085.06
				Hourly	\$31.726	\$33.312	\$34.978	\$36.727	\$38.563
FVGEA	7/12/2019	G25	Lead Dispatcher	Annual	\$62,803.32	\$65,943.48	\$69,240.66	\$72,702.69	\$76,337.82
				Monthly	\$5,233.61	\$5,495.29	\$5,770.05	\$6,058.56	\$6,361.49
				Bi-weekly	\$2,415.51	\$2,536.29	\$2,663.10	\$2,796.26	\$2,936.07
				Hourly	\$30.194	\$31.704	\$33.289	\$34.953	\$36.701
FVGEA	7/12/2019	G08	Lead Records Clerk	Annual	\$48,600.05	\$51,030.06	\$53,581.56	\$56,260.64	\$59,073.67
				Monthly	\$4,050.00	\$4,252.50	\$4,465.13	\$4,688.39	\$4,922.81
				Bi-weekly	\$1,869.23	\$1,962.69	\$2,060.83	\$2,163.87	\$2,272.06
				Hourly	\$23.365	\$24.534	\$25.760	\$27.048	\$28.401
FVGEA	7/12/2019	G74	Management Aide	Annual	\$63,948.02	\$67,145.42	\$70,502.70	\$74,027.83	\$77,729.22
				Monthly	\$5,329.00	\$5,595.45	\$5,875.22	\$6,168.99	\$6,477.44
				Bi-weekly	\$2,459.54	\$2,582.52	\$2,711.64	\$2,847.22	\$2,989.59
				Hourly	\$30.744	\$32.281	\$33.896	\$35.590	\$37.370
FVGEA	7/12/2019	G06	Offset Press Operator/Stores Clerk	Annual	\$44,454.66	\$46,677.39	\$49,011.26	\$51,461.82	\$54,034.91
				Monthly	\$3,704.55	\$3,889.78	\$4,084.27	\$4,288.49	\$4,502.91
				Bi-weekly	\$1,709.79	\$1,795.28	\$1,885.05	\$1,979.30	\$2,078.27
				Hourly	\$21.372	\$22.441	\$23.563	\$24.741	\$25.978
FVGEA	7/12/2019	G06	Offset Press Operator/Stores Clerk (new hire)	Annual	\$44,010.11	\$46,210.62	\$48,521.15	\$50,947.20	\$53,494.56
				Monthly	\$3,667.51	\$3,850.88	\$4,043.43	\$4,245.60	\$4,457.88
				Bi-weekly	\$1,692.70	\$1,777.33	\$1,866.20	\$1,959.51	\$2,057.48
				Hourly	\$21.159	\$22.217	\$23.327	\$24.494	\$25.719
FVGEA	7/12/2019	G07	Personnel Assistant	Annual	\$51,189.54	\$53,749.01	\$56,436.46	\$59,258.29	\$62,221.20
				Monthly	\$4,265.79	\$4,479.08	\$4,703.04	\$4,938.19	\$5,185.10
				Bi-weekly	\$1,968.83	\$2,067.27	\$2,170.63	\$2,279.16	\$2,393.12
				Hourly	\$24.610	\$25.841	\$27.133	\$28.490	\$29.914
FVGEA	7/12/2019	G07A	Personnel Assistant (new hire)	Annual	\$50,900.58	\$53,445.61	\$56,117.89	\$58,923.79	\$61,869.98
				Monthly	\$4,241.72	\$4,453.80	\$4,676.49	\$4,910.32	\$5,155.83
				Bi-weekly	\$1,957.71	\$2,055.60	\$2,158.38	\$2,266.30	\$2,379.61
				Hourly	\$24.471	\$25.695	\$26.980	\$28.329	\$29.745
FVGEA	7/12/2019	G56	Plan Check Engineer	Annual	\$85,530.76	\$89,807.30	\$94,297.66	\$99,012.55	\$103,963.17
				Monthly	\$7,127.56	\$7,483.94	\$7,858.14	\$8,251.05	\$8,663.60
				Bi-weekly	\$3,289.64	\$3,454.13	\$3,626.83	\$3,808.17	\$3,998.58
				Hourly	\$41.121	\$43.177	\$45.335	\$47.602	\$49.982
FVGEA	7/12/2019	G11	Property Clerk	Annual	\$50,911.70	\$53,457.28	\$56,130.14	\$58,936.65	\$61,883.48
				Monthly	\$4,242.64	\$4,454.77	\$4,677.51	\$4,911.39	\$5,156.96
				Bi-weekly	\$1,958.14	\$2,056.05	\$2,158.85	\$2,266.79	\$2,380.13
				Hourly	\$24.477	\$25.701	\$26.986	\$28.335	\$29.752
FVGEA	7/12/2019	G54	Public Works Inspector	Annual	\$68,404.60	\$71,824.83	\$75,416.07	\$79,186.88	\$83,146.22
				Monthly	\$5,700.38	\$5,985.40	\$6,284.67	\$6,598.91	\$6,928.85
				Bi-weekly	\$2,630.95	\$2,762.49	\$2,900.62	\$3,045.65	\$3,197.93
				Hourly	\$32.887	\$34.531	\$36.258	\$38.071	\$39.974
FVGEA	7/12/2019	G	Records Clerk I	Annual	\$41,665.13	\$43,748.38	\$45,935.80	\$48,232.59	\$50,644.22
				Monthly	\$3,472.09	\$3,645.70	\$3,827.98	\$4,019.38	\$4,220.35
				Bi-weekly	\$1,602.50	\$1,682.63	\$1,766.76	\$1,855.10	\$1,947.85
				Hourly	\$20.031	\$21.033	\$22.085	\$23.189	\$24.348
FVGEA	7/12/2019	G09	Records Clerk II	Annual	\$46,288.41	\$48,602.83	\$51,032.97	\$53,584.62	\$56,263.85
				Monthly	\$3,857.37	\$4,050.24	\$4,252.75	\$4,465.39	\$4,688.65
				Bi-weekly	\$1,780.32	\$1,869.34	\$1,962.81	\$2,060.95	\$2,163.99
				Hourly	\$22.254	\$23.367	\$24.535	\$25.762	\$27.050
FVGEA	7/12/2019	G76	Recreation Coordinator	Annual	\$52,223.11	\$54,834.26	\$57,575.98	\$60,454.78	\$63,477.51
				Monthly	\$4,351.93	\$4,569.52	\$4,798.00	\$5,037.90	\$5,289.79
				Bi-weekly	\$2,008.58	\$2,109.01	\$2,214.46	\$2,325.18	\$2,441.44
				Hourly	\$25.107	\$26.363	\$27.681	\$29.065	\$30.518
FVGEA	7/12/2019	G14	Secretary	Annual	\$55,034.86	\$57,786.61	\$60,675.94	\$63,709.74	\$66,895.22
				Monthly	\$4,586.24	\$4,815.55	\$5,056.33	\$5,309.14	\$5,574.60
				Bi-weekly	\$2,116.73	\$2,222.56	\$2,333.69	\$2,450.37	\$2,572.89
				Hourly	\$26.459	\$27.782	\$29.171	\$30.630	\$32.161
FVGEA	7/12/2019	G08	Supervising Records Clerk	Annual	\$57,868.85	\$60,762.29	\$63,800.41	\$66,990.43	\$70,339.95
				Monthly	\$4,822.40	\$5,063.52	\$5,316.70	\$5,582.54	\$5,861.66
				Bi-weekly	\$2,225.72	\$2,337.01	\$2,453.86	\$2,576.55	\$2,705.38
				Hourly	\$27.822	\$29.213	\$30.673	\$32.207	\$33.817

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVMEA (Field)	12/2/2017	G45	Equipment Operator I	Annual	\$47,936.78	\$50,333.62	\$52,850.30	\$55,492.81	\$58,267.45
				Monthly	\$3,994.73	\$4,194.47	\$4,404.19	\$4,624.40	\$4,855.62
				Bi-weekly	\$1,843.72	\$1,935.91	\$2,032.70	\$2,134.34	\$2,241.06
				Hourly	\$23.047	\$24.199	\$25.409	\$26.679	\$28.013
FVMEA (Field)	12/2/2017	G82	Equipment Operator I - Water	Annual	\$51,771.70	\$54,360.29	\$57,078.30	\$59,932.22	\$62,928.83
				Monthly	\$4,314.31	\$4,530.02	\$4,756.53	\$4,994.35	\$5,244.07
				Bi-weekly	\$1,991.22	\$2,090.78	\$2,195.32	\$2,305.09	\$2,420.34
				Hourly	\$24.890	\$26.135	\$27.441	\$28.814	\$30.254
FVMEA (Field)	12/2/2017	G46	Equipment Operator II	Annual	\$50,220.48	\$52,731.50	\$55,368.08	\$58,136.48	\$61,043.31
				Monthly	\$4,185.04	\$4,394.29	\$4,614.01	\$4,844.71	\$5,086.94
				Bi-weekly	\$1,931.56	\$2,028.13	\$2,129.54	\$2,236.02	\$2,347.82
				Hourly	\$24.144	\$25.352	\$26.619	\$27.950	\$29.348
FVMEA (Field)	12/2/2017	G47	Equipment Operator II - Water	Annual	\$52,954.64	\$55,602.37	\$58,382.49	\$61,301.61	\$64,366.69
				Monthly	\$4,412.89	\$4,633.53	\$4,865.21	\$5,108.47	\$5,363.89
				Bi-weekly	\$2,036.72	\$2,138.55	\$2,245.48	\$2,357.75	\$2,475.64
				Hourly	\$25.459	\$26.732	\$28.069	\$29.472	\$30.946
FVMEA (Field)	12/2/2017	G62	Foreman	Annual	\$55,238.34	\$58,000.25	\$60,900.27	\$63,945.28	\$67,142.54
				Monthly	\$4,603.19	\$4,833.35	\$5,075.02	\$5,328.77	\$5,595.21
				Bi-weekly	\$2,124.55	\$2,230.78	\$2,342.32	\$2,459.43	\$2,582.41

FVMEA (Field)	12/2/2017	G63	Foreman Fleet	Hourly	\$26.557	\$27.885	\$29.279	\$30.743	\$32.280
				Annual	\$55,238.34	\$58,000.25	\$60,900.27	\$63,945.28	\$67,142.54
				Monthly	\$4,603.19	\$4,833.35	\$5,075.02	\$5,328.77	\$5,595.21
				Bi-weekly	\$2,124.55	\$2,230.78	\$2,342.32	\$2,459.43	\$2,582.41
FVMEA (Field)	12/2/2017	G75	Foreman Water	Hourly	\$26.557	\$27.885	\$29.279	\$30.743	\$32.280
				Annual	\$58,894.35	\$61,839.07	\$64,931.03	\$68,177.58	\$71,586.46
				Monthly	\$4,907.86	\$5,153.26	\$5,410.92	\$5,681.46	\$5,965.54
				Bi-weekly	\$2,265.17	\$2,378.43	\$2,497.35	\$2,622.21	\$2,753.33
FVMEA (Field)	12/2/2017	G39	Irrigation Technician	Hourly	\$28.315	\$29.730	\$31.217	\$32.778	\$34.417
				Annual	\$49,298.62	\$51,763.55	\$54,351.73	\$57,069.31	\$59,922.78
				Monthly	\$4,108.22	\$4,313.63	\$4,529.31	\$4,755.78	\$4,993.56
				Bi-weekly	\$1,896.10	\$1,990.91	\$2,090.45	\$2,194.97	\$2,304.72
FVMEA (Field)	12/2/2017	G78	Landscape Inspector	Hourly	\$23.701	\$24.886	\$26.131	\$27.437	\$28.809
				Annual	\$61,597.08	\$64,676.94	\$67,910.78	\$71,306.32	\$74,871.64
				Monthly	\$5,133.09	\$5,389.74	\$5,659.23	\$5,942.19	\$6,239.30
				Bi-weekly	\$2,369.12	\$2,487.57	\$2,611.95	\$2,742.55	\$2,879.68
FVMEA (Field)	12/2/2017	G36	Maintenance Worker II	Hourly	\$29.614	\$31.095	\$32.649	\$34.282	\$35.996
				Annual	\$45,653.08	\$47,935.73	\$50,332.52	\$52,849.14	\$55,491.60
				Monthly	\$3,804.42	\$3,994.64	\$4,194.38	\$4,404.10	\$4,624.30
				Bi-weekly	\$1,755.89	\$1,843.68	\$1,935.87	\$2,032.66	\$2,134.29
FVMEA (Field)	12/2/2017	G35	Maintenance Worker II - Chemical Applicator	Hourly	\$21.949	\$23.046	\$24.198	\$25.408	\$26.679
				Annual	\$49,298.62	\$51,763.55	\$54,351.73	\$57,069.31	\$59,922.78
				Monthly	\$4,108.22	\$4,313.63	\$4,529.31	\$4,755.78	\$4,993.56
				Bi-weekly	\$1,896.10	\$1,990.91	\$2,090.45	\$2,194.97	\$2,304.72
FVMEA (Field)	12/2/2017	G64	Maintenance Worker II - Water	Hourly	\$23.701	\$24.886	\$26.131	\$27.437	\$28.809
				Annual	\$49,298.62	\$51,763.55	\$54,351.73	\$57,069.31	\$59,922.78
				Monthly	\$4,108.22	\$4,313.63	\$4,529.31	\$4,755.78	\$4,993.56
				Bi-weekly	\$1,896.10	\$1,990.91	\$2,090.45	\$2,194.97	\$2,304.72
FVMEA (Field)	12/2/2017	G33	Mechanic	Hourly	\$23.701	\$24.886	\$26.131	\$27.437	\$28.809
				Annual	\$52,263.24	\$54,876.40	\$57,620.22	\$60,501.23	\$63,526.29
				Monthly	\$4,355.27	\$4,573.03	\$4,801.69	\$5,041.77	\$5,293.86
				Bi-weekly	\$2,010.12	\$2,110.63	\$2,216.16	\$2,326.97	\$2,443.32
FVMEA (Field)	12/2/2017	G37	Meter Reader	Hourly	\$25.127	\$26.383	\$27.702	\$29.087	\$30.541
				Annual	\$44,280.76	\$46,494.80	\$48,819.54	\$51,260.51	\$53,823.54
				Monthly	\$3,690.06	\$3,874.57	\$4,068.29	\$4,271.71	\$4,485.30
				Bi-weekly	\$1,703.11	\$1,788.26	\$1,877.67	\$1,971.56	\$2,070.14
FVMEA (Field)	12/2/2017	G42	Tree Trimmer	Hourly	\$21.289	\$22.353	\$23.471	\$24.644	\$25.877
				Annual	\$52,954.64	\$55,602.37	\$58,382.49	\$61,301.61	\$64,366.69
				Monthly	\$4,412.89	\$4,633.53	\$4,865.21	\$5,108.47	\$5,363.89
				Bi-weekly	\$2,036.72	\$2,138.55	\$2,245.48	\$2,357.75	\$2,475.64
FVMEA (Field)	12/2/2017	G65	Water Quality Technician	Hourly	\$25.459	\$26.732	\$28.069	\$29.472	\$30.946
				Annual	\$61,628.51	\$64,709.94	\$67,945.43	\$71,342.70	\$74,909.84
				Monthly	\$5,135.71	\$5,392.49	\$5,662.12	\$5,945.23	\$6,242.49
				Bi-weekly	\$2,370.33	\$2,488.84	\$2,613.29	\$2,743.95	\$2,881.15
FVMEA (Field)	12/2/2017	G66	Water System Operator	Hourly	\$29.629	\$31.111	\$32.666	\$34.299	\$36.014
				Annual	\$57,982.97	\$60,882.12	\$63,926.22	\$67,122.53	\$70,478.66
				Monthly	\$4,831.91	\$5,073.51	\$5,327.19	\$5,593.54	\$5,873.22
				Bi-weekly	\$2,230.11	\$2,341.62	\$2,458.70	\$2,581.64	\$2,710.72
FVMEA (Field)	12/2/2017	G66	Water System Operator	Hourly	\$27.876	\$29.270	\$30.734	\$32.270	\$33.884

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVMEA (Field)	7/13/2018	G45	Equipment Operator I	Annual	\$49,374.88	\$51,843.62	\$54,435.81	\$57,157.60	\$60,015.48
				Monthly	\$4,114.57	\$4,320.30	\$4,536.32	\$4,763.13	\$5,001.29
				Bi-weekly	\$1,899.03	\$1,993.99	\$2,093.68	\$2,198.37	\$2,308.29
				Hourly	\$23.738	\$24.925	\$26.171	\$27.480	\$28.854
FVMEA (Field)	7/13/2018	G82	Equipment Operator I- Water	Annual	\$53,324.85	\$55,991.10	\$58,790.65	\$61,730.18	\$64,816.69
				Monthly	\$4,443.74	\$4,665.92	\$4,899.22	\$5,144.18	\$5,401.39
				Bi-weekly	\$2,050.96	\$2,153.50	\$2,261.18	\$2,374.24	\$2,492.95
				Hourly	\$25.637	\$26.919	\$28.265	\$29.678	\$31.162
FVMEA (Field)	7/13/2018	G46	Equipment Operator II	Annual	\$51,727.09	\$54,313.45	\$57,029.12	\$59,880.58	\$62,874.61
				Monthly	\$4,310.59	\$4,526.12	\$4,752.43	\$4,990.05	\$5,239.55
				Bi-weekly	\$1,989.50	\$2,088.98	\$2,193.43	\$2,303.10	\$2,418.25
				Hourly	\$24.869	\$26.112	\$27.418	\$28.789	\$30.228
FVMEA (Field)	7/13/2018	G47	Equipment Operator II - Water	Annual	\$54,543.27	\$57,270.44	\$60,133.96	\$63,140.66	\$66,297.69
				Monthly	\$4,545.27	\$4,772.54	\$5,011.16	\$5,261.72	\$5,524.81
				Bi-weekly	\$2,097.82	\$2,202.71	\$2,312.84	\$2,428.49	\$2,549.91
				Hourly	\$26.223	\$27.534	\$28.911	\$30.356	\$31.874
FVMEA (Field)	7/13/2018	G62	Foreman	Annual	\$56,895.49	\$59,740.26	\$62,727.27	\$65,863.64	\$69,156.82
				Monthly	\$4,741.29	\$4,978.36	\$5,227.27	\$5,488.64	\$5,763.07
				Bi-weekly	\$2,188.29	\$2,297.70	\$2,412.59	\$2,533.22	\$2,659.88
				Hourly	\$27.354	\$28.721	\$30.157	\$31.665	\$33.248
FVMEA (Field)	7/13/2018	G63	Foreman Fleet	Annual	\$56,895.49	\$59,740.26	\$62,727.27	\$65,863.64	\$69,156.82
				Monthly	\$4,741.29	\$4,978.36	\$5,227.27	\$5,488.64	\$5,763.07
				Bi-weekly	\$2,188.29	\$2,297.70	\$2,412.59	\$2,533.22	\$2,659.88
				Hourly	\$27.354	\$28.721	\$30.157	\$31.665	\$33.248
FVMEA (Field)	7/13/2018	G75	Foreman Water	Annual	\$60,661.18	\$63,694.24	\$66,878.96	\$70,222.90	\$73,734.05
				Monthly	\$5,055.10	\$5,307.85	\$5,573.25	\$5,851.91	\$6,144.50
				Bi-weekly	\$2,333.12	\$2,449.78	\$2,572.27	\$2,700.88	\$2,835.92
				Hourly	\$29.164	\$30.622	\$32.153	\$33.761	\$35.449
FVMEA (Field)	7/13/2018	G39	Irrigation Technician	Annual	\$50,777.58	\$53,316.46	\$55,982.28	\$58,781.39	\$61,720.46
				Monthly	\$4,231.46	\$4,443.04	\$4,665.19	\$4,898.45	\$5,143.37
				Bi-weekly	\$1,952.98	\$2,050.63	\$2,153.16	\$2,260.82	\$2,373.86
				Hourly	\$24.412	\$25.633	\$26.915	\$28.260	\$29.673
FVMEA (Field)	7/13/2018	G78	Landscape Inspector	Annual	\$63,445.00	\$66,617.25	\$69,948.11	\$73,445.51	\$77,117.79
				Monthly	\$5,287.08	\$5,551.44	\$5,829.01	\$6,120.46	\$6,426.48
				Bi-weekly	\$2,440.19	\$2,562.20	\$2,690.31	\$2,824.83	\$2,966.07
				Hourly	\$30.502	\$32.028	\$33.629	\$35.310	\$37.076

FVMEA (Field)	7/13/2018	G36	Maintenance Worker II	Annual	\$47,022.67	\$49,373.80	\$51,842.49	\$54,434.62	\$57,156.35
				Monthly	\$3,918.56	\$4,114.48	\$4,320.21	\$4,536.22	\$4,763.03
				Bi-weekly	\$1,808.56	\$1,898.99	\$1,993.94	\$2,093.64	\$2,198.32
				Hourly	\$22.607	\$23.737	\$24.924	\$26.170	\$27.479
FVMEA (Field)	7/13/2018	G35	Maintenance Worker II - Chemical Applicator	Annual	\$50,777.58	\$53,316.46	\$55,982.28	\$58,781.39	\$61,720.46
				Monthly	\$4,231.46	\$4,443.04	\$4,665.19	\$4,898.45	\$5,143.37
				Bi-weekly	\$1,952.98	\$2,050.63	\$2,153.16	\$2,260.82	\$2,373.86
				Hourly	\$24.412	\$25.633	\$26.915	\$28.260	\$29.673
FVMEA (Field)	7/13/2018	G64	Maintenance Worker II - Water	Annual	\$50,777.58	\$53,316.46	\$55,982.28	\$58,781.39	\$61,720.46
				Monthly	\$4,231.46	\$4,443.04	\$4,665.19	\$4,898.45	\$5,143.37
				Bi-weekly	\$1,952.98	\$2,050.63	\$2,153.16	\$2,260.82	\$2,373.86
				Hourly	\$24.412	\$25.633	\$26.915	\$28.260	\$29.673
FVMEA (Field)	7/13/2018	G33	Mechanic	Annual	\$53,831.14	\$56,522.69	\$59,348.83	\$62,316.27	\$65,432.08
				Monthly	\$4,485.93	\$4,710.22	\$4,945.74	\$5,193.02	\$5,452.67
				Bi-weekly	\$2,070.43	\$2,173.95	\$2,282.65	\$2,396.78	\$2,516.62
				Hourly	\$25.880	\$27.174	\$28.533	\$29.960	\$31.458
FVMEA (Field)	7/13/2018	G37	Meter Reader	Annual	\$45,609.18	\$47,889.64	\$50,284.12	\$52,798.33	\$55,438.25
				Monthly	\$3,800.77	\$3,990.80	\$4,190.34	\$4,399.86	\$4,619.85
				Bi-weekly	\$1,754.20	\$1,841.91	\$1,934.00	\$2,030.71	\$2,132.24
				Hourly	\$21.927	\$23.024	\$24.175	\$25.384	\$26.653
FVMEA (Field)	7/13/2018	G42	Tree Trimmer	Annual	\$54,543.27	\$57,270.44	\$60,133.96	\$63,140.66	\$66,297.69
				Monthly	\$4,545.27	\$4,772.54	\$5,011.16	\$5,261.72	\$5,524.81
				Bi-weekly	\$2,097.82	\$2,202.71	\$2,312.84	\$2,428.49	\$2,549.91
				Hourly	\$26.223	\$27.534	\$28.911	\$30.356	\$31.874
FVMEA (Field)	7/13/2018	G65	Water Quality Technician	Annual	\$63,477.37	\$66,651.23	\$69,983.80	\$73,482.99	\$77,157.13
				Monthly	\$5,289.78	\$5,554.27	\$5,831.98	\$6,123.58	\$6,429.76
				Bi-weekly	\$2,441.44	\$2,563.51	\$2,691.68	\$2,826.27	\$2,967.58
				Hourly	\$30.518	\$32.044	\$33.646	\$35.328	\$37.095
FVMEA (Field)	7/13/2018	G66	Water System Operator	Annual	\$59,722.46	\$62,708.58	\$65,844.01	\$69,136.21	\$72,593.02
				Monthly	\$4,976.87	\$5,225.72	\$5,487.00	\$5,761.35	\$6,049.42
				Bi-weekly	\$2,297.02	\$2,411.87	\$2,532.46	\$2,659.08	\$2,792.04
				Hourly	\$28.713	\$30.148	\$31.656	\$33.239	\$34.900

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVMEA (Field)	7/12/2019	G45	Equipment Operator I	Annual	\$50,856.13	\$53,398.93	\$56,068.88	\$58,872.32	\$61,815.94
				Monthly	\$4,238.01	\$4,449.91	\$4,672.41	\$4,906.03	\$5,151.33
				Bi-weekly	\$1,956.00	\$2,053.81	\$2,156.50	\$2,264.32	\$2,377.54
				Hourly	\$24.450	\$25.673	\$26.956	\$28.304	\$29.719
FVMEA (Field)	7/12/2019	G82	Equipment Operator I- Water	Annual	\$54,924.60	\$57,670.83	\$60,554.37	\$63,582.09	\$66,761.19
				Monthly	\$4,577.05	\$4,805.90	\$5,046.20	\$5,298.51	\$5,563.43
				Bi-weekly	\$2,112.48	\$2,218.11	\$2,329.01	\$2,445.47	\$2,567.74
				Hourly	\$26.406	\$27.726	\$29.113	\$30.568	\$32.097
FVMEA (Field)	7/12/2019	G46	Equipment Operator II	Annual	\$53,278.91	\$55,942.85	\$58,739.99	\$61,676.99	\$64,760.84
				Monthly	\$4,439.91	\$4,661.90	\$4,895.00	\$5,139.75	\$5,396.74
				Bi-weekly	\$2,049.19	\$2,151.65	\$2,259.23	\$2,372.19	\$2,490.80
				Hourly	\$25.615	\$26.896	\$28.240	\$29.652	\$31.135
FVMEA (Field)	7/12/2019	G47	Equipment Operator II - Water	Annual	\$56,179.57	\$58,988.55	\$61,937.98	\$65,034.88	\$68,286.62
				Monthly	\$4,681.63	\$4,915.71	\$5,161.50	\$5,419.57	\$5,690.55
				Bi-weekly	\$2,160.75	\$2,268.79	\$2,382.23	\$2,501.34	\$2,626.41
				Hourly	\$27.009	\$28.360	\$29.778	\$31.267	\$32.830
FVMEA (Field)	7/12/2019	G62	Foreman	Annual	\$58,602.35	\$61,532.47	\$64,609.09	\$67,839.55	\$71,231.52
				Monthly	\$4,883.53	\$5,127.71	\$5,384.09	\$5,653.30	\$5,935.96
				Bi-weekly	\$2,253.94	\$2,366.63	\$2,484.97	\$2,609.21	\$2,739.67
				Hourly	\$28.174	\$29.583	\$31.062	\$32.615	\$34.246
FVMEA (Field)	7/12/2019	G63	Foreman Fleet	Annual	\$58,602.35	\$61,532.47	\$64,609.09	\$67,839.55	\$71,231.52
				Monthly	\$4,883.53	\$5,127.71	\$5,384.09	\$5,653.30	\$5,935.96
				Bi-weekly	\$2,253.94	\$2,366.63	\$2,484.97	\$2,609.21	\$2,739.67
				Hourly	\$28.174	\$29.583	\$31.062	\$32.615	\$34.246
FVMEA (Field)	7/12/2019	G75	Foreman Water	Annual	\$62,481.02	\$65,605.07	\$68,885.32	\$72,329.59	\$75,946.07
				Monthly	\$5,206.75	\$5,467.09	\$5,740.44	\$6,027.47	\$6,328.84
				Bi-weekly	\$2,403.12	\$2,523.27	\$2,649.44	\$2,781.91	\$2,921.00
				Hourly	\$30.039	\$31.541	\$33.118	\$34.774	\$36.513
FVMEA (Field)	7/12/2019	G39	Irrigation Technician	Annual	\$52,300.90	\$54,915.95	\$57,661.75	\$60,544.83	\$63,572.08
				Monthly	\$4,358.41	\$4,576.33	\$4,805.15	\$5,045.40	\$5,297.67
				Bi-weekly	\$2,011.57	\$2,112.15	\$2,217.76	\$2,328.65	\$2,445.08
				Hourly	\$25.145	\$26.402	\$27.722	\$29.108	\$30.563
FVMEA (Field)	7/12/2019	G78	Landscape Inspector	Annual	\$65,348.35	\$68,615.76	\$72,046.55	\$75,648.88	\$79,431.32
				Monthly	\$5,445.70	\$5,717.98	\$6,003.88	\$6,304.07	\$6,619.28
				Bi-weekly	\$2,513.40	\$2,639.07	\$2,771.02	\$2,909.57	\$3,055.05
				Hourly	\$31.417	\$32.988	\$34.638	\$36.370	\$38.188
FVMEA (Field)	7/12/2019	G36	Maintenance Worker II	Annual	\$48,433.35	\$50,855.02	\$53,397.77	\$56,067.66	\$58,871.04
				Monthly	\$4,036.11	\$4,237.92	\$4,449.81	\$4,672.30	\$4,905.92
				Bi-weekly	\$1,862.82	\$1,955.96	\$2,053.76	\$2,156.45	\$2,264.27
				Hourly	\$23.285	\$24.450	\$25.672	\$26.956	\$28.303
FVMEA (Field)	7/12/2019	G35	Maintenance Worker II - Chemical Applicator	Annual	\$52,300.90	\$54,915.95	\$57,661.75	\$60,544.83	\$63,572.08
				Monthly	\$4,358.41	\$4,576.33	\$4,805.15	\$5,045.40	\$5,297.67
				Bi-weekly	\$2,011.57	\$2,112.15	\$2,217.76	\$2,328.65	\$2,445.08
				Hourly	\$25.145	\$26.402	\$27.722	\$29.108	\$30.563
FVMEA (Field)	7/12/2019	G64	Maintenance Worker II - Water	Annual	\$52,300.90	\$54,915.95	\$57,661.75	\$60,544.83	\$63,572.08
				Monthly	\$4,358.41	\$4,576.33	\$4,805.15	\$5,045.40	\$5,297.67
				Bi-weekly	\$2,011.57	\$2,112.15	\$2,217.76	\$2,328.65	\$2,445.08
				Hourly	\$25.145	\$26.402	\$27.722	\$29.108	\$30.563
FVMEA (Field)	7/12/2019	G33	Mechanic	Annual	\$55,446.07	\$58,218.37	\$61,129.29	\$64,185.76	\$67,395.05
				Monthly	\$4,620.51	\$4,851.53	\$5,094.11	\$5,348.81	\$5,616.25
				Bi-weekly	\$2,132.54	\$2,239.17	\$2,351.13	\$2,468.68	\$2,592.12
				Hourly	\$26.657	\$27.990	\$29.389	\$30.859	\$32.401
FVMEA (Field)	7/12/2019	G37	Meter Reader	Annual	\$46,977.46	\$49,326.33	\$51,792.65	\$54,382.28	\$57,101.39

				Monthly	\$3,914.79	\$4,110.53	\$4,316.05	\$4,531.86	\$4,758.45
				Bi-weekly	\$1,806.83	\$1,897.17	\$1,992.02	\$2,091.63	\$2,196.21
				Hourly	\$22.585	\$23.715	\$24.900	\$26.145	\$27.453
FVMEA (Field)	7/12/2019	G42	Tree Trimmer	Annual	\$56,179.57	\$58,988.55	\$61,937.98	\$65,034.88	\$68,286.62
				Monthly	\$4,681.63	\$4,915.71	\$5,161.50	\$5,419.57	\$5,690.55
				Bi-weekly	\$2,160.75	\$2,268.79	\$2,382.23	\$2,501.34	\$2,626.41
				Hourly	\$27.009	\$28.360	\$29.778	\$31.267	\$32.830
FVMEA (Field)	7/12/2019	G65	Water Quality Technician	Annual	\$65,381.69	\$68,650.77	\$72,083.31	\$75,687.47	\$79,471.85
				Monthly	\$5,448.47	\$5,720.90	\$6,006.94	\$6,307.29	\$6,622.65
				Bi-weekly	\$2,514.68	\$2,640.41	\$2,772.43	\$2,911.06	\$3,056.61
				Hourly	\$31.434	\$33.005	\$34.655	\$36.388	\$38.208
FVMEA (Field)	7/12/2019	G66	Water System Operator	Annual	\$61,514.13	\$64,589.84	\$67,819.33	\$71,210.30	\$74,770.81
				Monthly	\$5,126.18	\$5,382.49	\$5,651.61	\$5,934.19	\$6,230.90
				Bi-weekly	\$2,365.93	\$2,484.22	\$2,608.44	\$2,738.86	\$2,875.80
				Hourly	\$29.574	\$31.053	\$32.605	\$34.236	\$35.948

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
City Manager	7/31/2017	CMG	City Manager	Annual	\$ 166,995.06	\$ 175,773.75	\$ 185,025.00	\$ 195,000.00	\$ 210,000.00
				Monthly	\$ 13,916.26	\$ 14,647.81	\$ 15,418.75	\$ 16,250.00	\$ 17,500.00
				Bi-weekly	\$ 6,421.90	\$ 7,323.90	\$ 7,709.38	\$ 8,125.00	\$ 8,750.00
				Hourly	\$ 80.270	\$ 84.490	\$ 88.940	\$ 93.740	\$ 100.950

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
Dept. Director	12/2/2017	D08	Community Services Director	Annual	\$131,501.39	\$138,076.45	\$144,980.28	\$152,229.29	\$159,840.76
				Monthly	\$10,958.45	\$11,506.37	\$12,081.69	\$12,685.77	\$13,320.06
				Bi-weekly	\$5,057.75	\$5,310.63	\$5,576.16	\$5,854.97	\$6,147.72
				Hourly	\$63.222	\$66.383	\$69.702	\$73.187	\$76.847
Dept. Director	12/2/2017	D01	Chief of Police	Annual	\$174,886.73	\$183,631.07	\$192,812.62	\$202,453.26	\$212,575.92
				Monthly	\$14,573.89	\$15,302.59	\$16,067.72	\$16,871.10	\$17,714.66
				Bi-weekly	\$6,726.41	\$7,062.73	\$7,415.87	\$7,786.66	\$8,176.00
				Hourly	\$84.080	\$88.284	\$92.698	\$97.333	\$102.200
Dept. Director	12/2/2017	D06	Finance Director	Annual	\$145,245.50	\$152,507.78	\$160,133.17	\$168,139.83	\$176,546.82
				Monthly	\$12,103.79	\$12,708.98	\$13,344.43	\$14,011.65	\$14,712.23
				Bi-weekly	\$5,586.37	\$5,865.68	\$6,158.97	\$6,466.92	\$6,790.26
				Hourly	\$69.830	\$73.321	\$76.987	\$80.836	\$84.878
Dept. Director	12/2/2017	D02	Fire Chief	Annual	\$167,546.02	\$175,923.32	\$184,719.49	\$193,955.46	\$203,653.23
				Monthly	\$13,962.17	\$14,660.28	\$15,393.29	\$16,162.95	\$16,971.10
				Bi-weekly	\$6,444.08	\$6,766.28	\$7,104.60	\$7,459.83	\$7,832.82
				Hourly	\$80.551	\$84.579	\$88.807	\$93.248	\$97.910
Dept. Director	12/2/2017	D07	Human Resources Director	Annual	\$131,501.39	\$138,076.45	\$144,980.28	\$152,229.29	\$159,840.76
				Monthly	\$10,958.45	\$11,506.37	\$12,081.69	\$12,685.77	\$13,320.06
				Bi-weekly	\$5,057.75	\$5,310.63	\$5,576.16	\$5,854.97	\$6,147.72
				Hourly	\$63.222	\$66.383	\$69.702	\$73.187	\$76.847
Dept. Director	12/2/2017	D04	Planning/Building Director	Annual	\$145,444.54	\$152,716.77	\$160,352.61	\$168,370.24	\$176,788.75
				Monthly	\$12,120.38	\$12,726.40	\$13,362.72	\$14,030.85	\$14,732.40
				Bi-weekly	\$5,594.02	\$5,873.72	\$6,167.41	\$6,475.78	\$6,799.57
				Hourly	\$69.925	\$73.422	\$77.093	\$80.947	\$84.995
Dept. Director	12/2/2017	D03	Director of Public Works	Annual	\$154,464.11	\$162,187.32	\$170,296.69	\$178,811.52	\$187,752.10
				Monthly	\$12,872.01	\$13,515.61	\$14,191.39	\$14,900.96	\$15,646.01
				Bi-weekly	\$5,940.93	\$6,237.97	\$6,549.87	\$6,877.37	\$7,221.23
				Hourly	\$74.262	\$77.975	\$81.873	\$85.967	\$90.265

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
Dept. Director	7/13/2018	D08	Community Services Director	Annual	\$135,446.43	\$142,218.75	\$149,329.69	\$156,796.17	\$164,635.98
				Monthly	\$11,287.20	\$11,851.56	\$12,444.14	\$13,066.35	\$13,719.66
				Bi-weekly	\$5,209.48	\$5,469.95	\$5,743.45	\$6,030.62	\$6,332.15
				Hourly	\$65.118	\$68.374	\$71.793	\$75.383	\$79.152
Dept. Director	7/13/2018	D01	Chief of Police	Annual	\$180,133.34	\$189,140.00	\$198,597.00	\$208,526.85	\$218,953.20
				Monthly	\$15,011.11	\$15,761.67	\$16,549.75	\$17,377.24	\$18,246.10
				Bi-weekly	\$6,928.21	\$7,274.62	\$7,638.35	\$8,020.26	\$8,421.28
				Hourly	\$86.603	\$90.933	\$95.479	\$100.253	\$105.266
Dept. Director	7/13/2018	D06	Finance Director	Annual	\$149,602.87	\$157,083.01	\$164,937.16	\$173,184.02	\$181,843.22
				Monthly	\$12,466.91	\$13,090.25	\$13,744.76	\$14,432.00	\$15,153.60
				Bi-weekly	\$5,753.96	\$6,041.65	\$6,343.74	\$6,660.92	\$6,993.97
				Hourly	\$71.924	\$75.521	\$79.297	\$83.262	\$87.425
Dept. Director	7/13/2018	D02	Fire Chief	Annual	\$173,410.13	\$182,080.64	\$191,184.67	\$200,743.90	\$210,781.10
				Monthly	\$14,450.84	\$15,173.39	\$15,932.06	\$16,728.66	\$17,565.09
				Bi-weekly	\$6,669.62	\$7,003.10	\$7,353.26	\$7,720.92	\$8,106.97
				Hourly	\$83.370	\$87.539	\$91.916	\$96.511	\$101.337
Dept. Director	7/13/2018	D07	Human Resources Director	Annual	\$135,446.43	\$142,218.75	\$149,329.69	\$156,796.17	\$164,635.98
				Monthly	\$11,287.20	\$11,851.56	\$12,444.14	\$13,066.35	\$13,719.66
				Bi-weekly	\$5,209.48	\$5,469.95	\$5,743.45	\$6,030.62	\$6,332.15
				Hourly	\$65.118	\$68.374	\$71.793	\$75.383	\$79.152
Dept. Director	7/13/2018	D04	Planning/Building Director	Annual	\$149,807.88	\$157,298.27	\$165,163.18	\$173,421.34	\$182,092.41
				Monthly	\$12,483.99	\$13,108.19	\$13,763.60	\$14,451.78	\$15,174.37
				Bi-weekly	\$5,761.84	\$6,049.93	\$6,352.43	\$6,670.05	\$7,003.55
				Hourly	\$72.023	\$75.624	\$79.405	\$83.376	\$87.544
Dept. Director	7/13/2018	D03	Director of Public Works	Annual	\$159,098.04	\$167,052.94	\$175,405.59	\$184,175.87	\$193,384.66
				Monthly	\$13,258.17	\$13,921.08	\$14,617.13	\$15,347.99	\$16,115.39
				Bi-weekly	\$6,119.16	\$6,425.11	\$6,746.37	\$7,083.69	\$7,437.87
				Hourly	\$76.489	\$80.314	\$84.330	\$88.546	\$92.973

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
Dept. Director	7/12/2019	D08	Community Services Director	Annual	\$139,509.82	\$146,485.31	\$153,809.58	\$161,500.06	\$169,575.06
				Monthly	\$11,625.82	\$12,207.11	\$12,817.46	\$13,458.34	\$14,131.25
				Bi-weekly	\$5,365.76	\$5,634.05	\$5,915.75	\$6,211.54	\$6,522.12
				Hourly	\$67.072	\$70.426	\$73.947	\$77.644	\$81.526
Dept. Director	7/12/2019	D06	Finance Director	Annual	\$154,090.95	\$161,795.50	\$169,885.28	\$178,379.54	\$187,298.52
				Monthly	\$12,840.91	\$13,482.96	\$14,157.11	\$14,864.96	\$15,608.21
				Bi-weekly	\$5,926.58	\$6,222.90	\$6,534.05	\$6,860.75	\$7,203.79

Dept. Director	7/12/2019	D07	Human Resources Director	Hourly	\$74.082	\$77.786	\$81.676	\$85.759	\$90.047
				Annual	\$139,509.82	\$146,485.31	\$153,809.58	\$161,500.06	\$169,575.06
				Monthly	\$11,625.82	\$12,207.11	\$12,817.46	\$13,458.34	\$14,131.25
				Bi-weekly	\$5,365.76	\$5,634.05	\$5,915.75	\$6,211.54	\$6,522.12
Dept. Director	7/12/2019	D04	Planning/Building Director	Hourly	\$67.072	\$70.426	\$73.947	\$77.644	\$81.526
				Annual	\$154,302.11	\$162,017.22	\$170,118.08	\$178,623.98	\$187,555.18
				Monthly	\$12,858.51	\$13,501.43	\$14,176.51	\$14,885.33	\$15,629.60
				Bi-weekly	\$5,934.70	\$6,231.43	\$6,543.00	\$6,870.15	\$7,213.66
Dept. Director	7/12/2019	D03	Director of Public Works	Hourly	\$74.184	\$77.893	\$81.788	\$85.877	\$90.171
				Annual	\$163,870.98	\$172,064.53	\$180,667.75	\$189,701.14	\$199,186.20
				Monthly	\$13,655.91	\$14,338.71	\$15,055.65	\$15,808.43	\$16,598.85
				Bi-weekly	\$6,302.73	\$6,617.87	\$6,948.76	\$7,296.20	\$7,661.01
				Hourly	\$78.784	\$82.723	\$86.859	\$91.202	\$95.763

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3
PT	10/4/2008	T06	Administrative Intern Administrative Intern- City	Hourly	\$ 12.31	\$ 12.93	\$ 13.58
PT	1/1/2018	T28	Manager's Office	Hourly	\$ 11.00	\$ 11.55	\$ 12.13
PT	12/2/2017	T29	Administrative Specialist	Hourly	\$ 17.30	\$ 18.17	\$ 19.07
PT	7/1/2018	T29	Administrative Specialist	Hourly	\$ 17.82	\$ 18.71	\$ 19.65
PT	7/1/2019	T29	Administrative Specialist	Hourly	\$ 18.35	\$ 19.27	\$ 20.23
PT	12/2/2017	T14	Customer Service Representative	Hourly	\$ 23.27	\$ 24.43	\$ 25.65
PT	7/1/2018	T14	Customer Service Representative	Hourly	\$ 23.97	\$ 25.16	\$ 26.42
PT	7/1/2019	T14	Customer Service Representative	Hourly	\$ 24.69	\$ 25.92	\$ 27.22
PT	12/2/2017	T15	Dispatcher	Hourly	\$ 27.11	\$ 28.46	\$ 29.88
PT	7/1/2018	T15	Dispatcher	Hourly	\$ 27.92	\$ 29.31	\$ 30.78
PT	7/1/2019	T15	Dispatcher	Hourly	\$ 28.76	\$ 30.19	\$ 31.70
PT	10/4/2008	T21	Dispatcher Trainee	Hourly	\$ 16.00	N/A	N/A
PT	7/1/2014	T32	Emergency Medical Services Manager	Hourly	\$ 49.23	\$ 51.69	\$ 54.27
PT	10/4/2008	T22	Emergency Preparedness Assistant	Hourly	\$ 17.50	\$ 18.37	\$ 19.29
PT	12/2/2017	T05	Engineering Technician I	Hourly	\$ 25.09	\$ 26.34	\$ 27.66
PT	12/2/2017	T05	Engineering Technician I	Hourly	\$ 25.84	\$ 27.13	\$ 28.49
PT	12/2/2017	T05	Engineering Technician I	Hourly	\$ 26.61	\$ 27.94	\$ 29.34
PT	1/4/2016	T35	Fire Administrative Aide	Hourly	\$ 14.70	\$ 15.43	\$ 16.20
PT	10/3/2017	T36	Firefighter Trainee	Hourly	\$ 20.79		
PT	12/19/2013	T31	Graduate Intern	Hourly	\$ 14.70	\$ 15.43	\$ 16.20
PT	10/4/2008	T18	Human Resources Coordinator	Hourly	\$ 11.09	\$ 11.64	\$ 12.22
PT	12/2/2017	T25	Information Systems Technician	Hourly	\$ 27.83	\$ 29.22	\$ 30.68
PT	7/1/2018	T25	Information Systems Technician	Hourly	\$ 28.67	\$ 30.10	\$ 31.60
PT	7/1/2019	T25	Information Systems Technician	Hourly	\$ 29.53	\$ 31.00	\$ 32.55
PT	2/6/2018	T10	Lifeguard	Hourly	\$ 11.90	\$ 12.50	\$ 13.12
PT	12/2/2017	T33	Management Aide	Hourly	\$ 28.98	\$ 30.43	\$ 31.95
PT	7/1/2018	T33	Management Aide	Hourly	\$ 29.85	\$ 31.34	\$ 32.91
PT	7/1/2019	T33	Management Aide	Hourly	\$ 30.74	\$ 32.28	\$ 33.90
PT	10/4/2008	T23	Management Intern	Hourly	\$ 18.48	\$ 19.40	\$ 20.37
PT	10/4/2008	T17	Office Specialist I	Hourly	\$ 15.74	\$ 16.53	\$ 17.36
PT	10/4/2008	T13	Office Specialist II	Hourly	\$ 17.50	\$ 18.37	\$ 19.29
PT	10/3/2017	T37	Paramedic Trainee	Hourly	\$ 23.10		
PT	10/3/2017	T01	Police Recruit	Hourly	\$ 31.07	N/A	N/A
PT	10/4/2008	T12	Police Reserve Officer	Hourly	\$ 20.00	N/A	N/A
PT	1/6/2014	T30	Police Services Officer	Hourly	\$ 19.77	\$ 20.76	\$ 21.80
PT	1/1/2018	T20	Police Cadet	Hourly	\$ 11.00	\$ 11.55	\$ 12.13
PT	6/10/2015	T34	Public Information Officer	Hourly	N/A	N/A	\$ 50.00
PT	8/13/2016	T26	Recreation Coordinator	Hourly	\$ 22.98	\$ 24.13	\$ 25.33
PT	1/1/2018	T03	Recreation Leader	Hourly	\$ 11.55	\$ 12.13	\$ 12.74
PT	10/4/2008	T04	Recreation Specialist	Hourly	\$ 14.70	\$ 15.43	\$ 16.20
PT	2/6/2018	T09	Swim Instructor/Lifeguard	Hourly	\$ 13.22	\$ 13.89	\$ 14.58
PT	10/4/2008	T07	Temporary Laborer	Hourly	\$ 11.32	\$ 11.89	\$ 12.49