

**City of Fountain Valley Salary Resolution**  
**Adopted February 21, 2017**  
**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	8/1/2015	004	Police Officer	Annual	\$ 71,808.00	\$ 75,396.00	\$ 79,164.00	\$ 83,124.00	\$ 87,288.00
				Monthly	\$ 5,984.00	\$ 6,283.00	\$ 6,597.00	\$ 6,927.00	\$ 7,274.00
				Bi-weekly	\$ 2,761.85	\$ 2,899.85	\$ 3,044.77	\$ 3,197.08	\$ 3,357.23
				Hourly	\$ 34.523	\$ 36.248	\$ 38.060	\$ 39.963	\$ 41.965
POA	8/1/2015	007	Canine Officer	Annual	\$ 73,608.00	\$ 77,292.00	\$ 81,156.00	\$ 85,212.00	\$ 89,472.00
				Monthly	\$ 6,134.00	\$ 6,441.00	\$ 6,763.00	\$ 7,101.00	\$ 7,456.00
				Bi-weekly	\$ 2,831.08	\$ 2,972.77	\$ 3,121.38	\$ 3,277.38	\$ 3,441.23
				Hourly	\$ 35.388	\$ 37.160	\$ 39.017	\$ 40.967	\$ 43.015
POA	8/1/2015	003	Police Sergeant	Annual	\$ 92,688.00	\$ 97,320.00	\$ 102,192.00	\$ 107,304.00	\$ 112,668.00
				Monthly	\$ 7,724.00	\$ 8,110.00	\$ 8,516.00	\$ 8,942.00	\$ 9,389.00
				Bi-weekly	\$ 3,564.92	\$ 3,743.08	\$ 3,930.46	\$ 4,127.08	\$ 4,333.38
				Hourly	\$ 44.562	\$ 46.788	\$ 49.131	\$ 51.588	\$ 54.167
POA	8/1/2015	005	Senior Police Officer	Annual	\$ 75,408.00	\$ 79,176.00	\$ 83,136.00	\$ 87,288.00	\$ 91,656.00
				Monthly	\$ 6,284.00	\$ 6,598.00	\$ 6,928.00	\$ 7,274.00	\$ 7,638.00
				Bi-weekly	\$ 2,900.31	\$ 3,045.23	\$ 3,197.54	\$ 3,357.23	\$ 3,525.23
				Hourly	\$ 36.254	\$ 38.065	\$ 39.969	\$ 41.965	\$ 44.065
POA	8/1/2015	006	Sr. Canine Police Officer	Annual	\$ 77,292.00	\$ 81,156.00	\$ 85,212.00	\$ 89,472.00	\$ 93,948.00
				Monthly	\$ 6,441.00	\$ 6,763.00	\$ 7,101.00	\$ 7,456.00	\$ 7,829.00
				Bi-weekly	\$ 2,972.77	\$ 3,121.38	\$ 3,277.38	\$ 3,441.23	\$ 3,613.38
				Hourly	\$ 37.160	\$ 39.017	\$ 40.967	\$ 43.015	\$ 45.167

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
POMU	8/1/2015	002	Police Lieutenant	Annual	\$ 115,236.00	\$ 120,996.00	\$ 127,044.00	\$ 133,392.00	\$ 139,644.00
				Monthly	\$ 9,603.00	\$ 10,083.00	\$ 10,587.00	\$ 11,116.00	\$ 11,637.00
				Bi-weekly	\$ 4,432.15	\$ 4,653.69	\$ 4,886.31	\$ 5,130.46	\$ 5,387.54
				Hourly	\$ 55.402	\$ 58.171	\$ 61.079	\$ 64.131	\$ 67.344
POMU	8/1/2015	001	Police Captain	Annual	\$ 131,484.00	\$ 138,060.00	\$ 144,960.00	\$ 152,208.00	\$ 159,816.00
				Monthly	\$ 10,957.00	\$ 11,505.00	\$ 12,080.00	\$ 12,684.00	\$ 13,318.00
				Bi-weekly	\$ 5,057.08	\$ 5,310.00	\$ 5,575.38	\$ 5,854.15	\$ 6,146.77
				Hourly	\$ 63.213	\$ 66.375	\$ 69.692	\$ 73.177	\$ 76.835

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVFA	2/1/2016	F03	Firefighter	Annual	\$ 64,680.00	\$ 67,920.00	\$ 71,316.00	\$ 74,880.00	\$ 78,624.00
				Monthly	\$ 5,390.00	\$ 5,660.00	\$ 5,943.00	\$ 6,240.00	\$ 6,552.00
				Bi-weekly	\$ 2,487.69	\$ 2,612.31	\$ 2,742.92	\$ 2,880.00	\$ 3,023.94
				Hourly	\$ 22.212	\$ 23.324	\$ 24.490	\$ 25.714	\$ 26.999
FVFA	2/1/2016	F04	Firefighter/Paramedic	Annual	\$ 73,428.00	\$ 77,100.00	\$ 80,952.00	\$ 84,996.00	\$ 89,244.00
				Monthly	\$ 6,119.00	\$ 6,425.00	\$ 6,746.00	\$ 7,083.00	\$ 7,437.00
				Bi-weekly	\$ 2,824.15	\$ 2,965.38	\$ 3,113.54	\$ 3,269.08	\$ 3,432.46
				Hourly	\$ 25.216	\$ 26.477	\$ 27.799	\$ 29.188	\$ 30.647
FVFA	2/1/2016	F02	Fire Engineer	Annual	\$ 73,680.00	\$ 77,364.00	\$ 81,228.00	\$ 85,284.00	\$ 89,544.00
				Monthly	\$ 6,140.00	\$ 6,447.00	\$ 6,769.00	\$ 7,107.00	\$ 7,462.00
				Bi-weekly	\$ 2,833.85	\$ 2,975.54	\$ 3,124.15	\$ 3,280.15	\$ 3,444.00
				Hourly	\$ 25.302	\$ 26.567	\$ 27.894	\$ 29.287	\$ 30.750
FVFA	2/1/2016	F05	Fire Engineer (Medic Bonus)	Annual	\$ 84,308.80	\$ 87,992.80	\$ 91,856.80	\$ 95,912.80	\$ 100,172.80
				Monthly	\$ 7,026.00	\$ 7,333.00	\$ 7,655.00	\$ 7,993.00	\$ 8,348.00
				Bi-weekly	\$ 3,242.77	\$ 3,384.46	\$ 3,533.08	\$ 3,689.08	\$ 3,852.92
				Hourly	\$ 28.952	\$ 30.217	\$ 31.544	\$ 32.937	\$ 34.400
FVFA	2/1/2016	F01	Fire Captain	Annual	\$ 86,652.00	\$ 90,984.00	\$ 95,532.00	\$ 100,308.00	\$ 105,324.00
				Monthly	\$ 7,221.00	\$ 7,582.00	\$ 7,961.00	\$ 8,359.00	\$ 8,777.00
				Bi-weekly	\$ 3,332.77	\$ 3,499.38	\$ 3,674.31	\$ 3,858.00	\$ 4,050.92
				Hourly	\$ 29.757	\$ 31.245	\$ 32.806	\$ 34.446	\$ 36.169
FVFA	2/1/2016	F06	Administrative Fire Captain	Annual	\$ 103,500.00	\$ 108,672.00	\$ 114,108.00	\$ 119,808.00	\$ 125,796.00
				Monthly	\$ 8,625.00	\$ 9,056.00	\$ 9,509.00	\$ 9,984.00	\$ 10,483.00
				Bi-weekly	\$ 3,980.77	\$ 4,179.69	\$ 4,388.77	\$ 4,608.00	\$ 4,838.31
				Hourly	\$ 49.760	\$ 52.246	\$ 54.860	\$ 57.600	\$ 60.479

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
BC	7/30/2016	P23	Battalion Chief	Annual	\$ 121,740.000	\$ 127,824.000	\$ 134,220.000	\$ 140,928.000	\$ 147,972.000
				Monthly	\$ 10,145.000	\$ 10,652.000	\$ 11,185.000	\$ 11,744.000	\$ 12,331.000
				Bi-weekly	\$ 4,682.308	\$ 4,916.308	\$ 5,162.308	\$ 5,420.308	\$ 5,691.23
				Hourly	\$ 41.806	\$ 43.896	\$ 46.092	\$ 48.396	\$ 50.815
BC	7/30/2016	P24	Operations/Training Chief	Annual	\$ 136,956.000	\$ 143,808.000	\$ 150,996.000	\$ 158,544.000	\$ 166,476.000
				Monthly	\$ 11,413.000	\$ 11,984.000	\$ 12,583.000	\$ 13,212.000	\$ 13,873.000
				Bi-weekly	\$ 5,267.538	\$ 5,531.077	\$ 5,807.538	\$ 6,097.846	\$ 6,402.92
				Hourly	\$ 65.844	\$ 69.138	\$ 72.594	\$ 76.223	\$ 80.037

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
P&T	8/13/2016	P09	Community Services Supervisor	Annual	\$ 67,074.96	\$ 70,428.70	\$ 73,950.14	\$ 77,647.65	\$ 81,530.03
				Monthly	\$ 5,589.58	\$ 5,869.06	\$ 6,162.51	\$ 6,470.64	\$ 6,794.17
				Bi-weekly	\$ 2,579.81	\$ 2,708.80	\$ 2,844.24	\$ 2,986.45	\$ 3,135.77
				Hourly	\$ 32.248	\$ 33.860	\$ 35.553	\$ 37.331	\$ 39.197

P&T	8/13/2016	P46	Crime Analyst	Annual	\$ 68,854.81	\$ 72,297.55	\$ 75,912.42	\$ 79,708.05	\$ 83,693.45
				Monthly	\$ 5,737.90	\$ 6,024.80	\$ 6,326.04	\$ 6,642.34	\$ 6,974.45
				Bi-weekly	\$ 2,648.26	\$ 2,780.67	\$ 2,919.71	\$ 3,065.69	\$ 3,218.98
				Hourly	\$ 33.103	\$ 34.758	\$ 36.496	\$ 38.321	\$ 40.237
P&T	8/13/2016	P37	Deputy City Engineer	Annual	\$ 119,453.43	\$ 125,426.10	\$ 131,697.40	\$ 138,282.27	\$ 145,196.39
				Monthly	\$ 9,954.45	\$ 10,452.17	\$ 10,974.78	\$ 11,523.52	\$ 12,099.70
				Bi-weekly	\$ 4,594.36	\$ 4,824.08	\$ 5,065.28	\$ 5,318.55	\$ 5,584.48
				Hourly	\$ 57.430	\$ 60.301	\$ 63.316	\$ 66.482	\$ 69.806
P&T	8/13/2016	P33	Deputy Fire Marshal	Annual	\$ 82,107.07	\$ 86,212.42	\$ 90,523.04	\$ 95,049.20	\$ 99,801.66
				Monthly	\$ 6,842.26	\$ 7,184.37	\$ 7,543.59	\$ 7,920.77	\$ 8,316.80
				Bi-weekly	\$ 3,157.96	\$ 3,315.86	\$ 3,481.66	\$ 3,655.74	\$ 3,838.53
				Hourly	\$ 39.475	\$ 41.448	\$ 43.521	\$ 45.697	\$ 47.982
P&T	8/13/2016	P20	Engineering Associate	Annual	\$ 85,087.05	\$ 89,341.40	\$ 93,808.47	\$ 98,498.89	\$ 103,423.84
				Monthly	\$ 7,090.59	\$ 7,445.12	\$ 7,817.37	\$ 8,208.24	\$ 8,618.65
				Bi-weekly	\$ 3,272.58	\$ 3,436.21	\$ 3,608.02	\$ 3,788.42	\$ 3,977.84
				Hourly	\$ 40.907	\$ 42.953	\$ 45.100	\$ 47.355	\$ 49.723
P&T	8/13/2016	P31	Environmental Services Administrator	Annual	\$ 87,446.62	\$ 91,818.95	\$ 96,409.90	\$ 101,230.40	\$ 106,291.92
				Monthly	\$ 7,287.22	\$ 7,651.58	\$ 8,034.16	\$ 8,435.87	\$ 8,857.66
				Bi-weekly	\$ 3,363.33	\$ 3,531.50	\$ 3,708.07	\$ 3,893.48	\$ 4,088.15
				Hourly	\$ 42.042	\$ 44.144	\$ 46.351	\$ 48.668	\$ 51.102
P&T	8/13/2016	P25	Field Services Manager	Annual	\$ 109,669.33	\$ 115,152.80	\$ 120,910.44	\$ 126,955.96	\$ 133,303.76
				Monthly	\$ 9,139.11	\$ 9,596.07	\$ 10,075.87	\$ 10,579.66	\$ 11,108.65
				Bi-weekly	\$ 4,218.05	\$ 4,428.95	\$ 4,650.40	\$ 4,882.92	\$ 5,127.07
				Hourly	\$ 52.726	\$ 55.362	\$ 58.130	\$ 61.037	\$ 64.088
P&T	8/13/2016	P48	Fire Marshal	Annual	\$ 98,674.94	\$ 103,608.69	\$ 108,789.12	\$ 114,228.58	\$ 119,940.00
				Monthly	\$ 8,222.91	\$ 8,634.06	\$ 9,065.76	\$ 9,519.05	\$ 9,995.00
				Bi-weekly	\$ 3,795.19	\$ 3,984.95	\$ 4,184.20	\$ 4,393.41	\$ 4,613.08
				Hourly	\$ 47.440	\$ 49.812	\$ 52.302	\$ 54.918	\$ 57.663
P&T	8/13/2016	P43	General Services Manager	Annual	\$ 100,129.33	\$ 105,135.80	\$ 110,392.59	\$ 115,912.22	\$ 121,707.83
				Monthly	\$ 8,344.11	\$ 8,761.32	\$ 9,199.38	\$ 9,659.35	\$ 10,142.32
				Bi-weekly	\$ 3,851.13	\$ 4,043.68	\$ 4,245.87	\$ 4,458.16	\$ 4,681.07
				Hourly	\$ 48.139	\$ 50.546	\$ 53.073	\$ 55.727	\$ 58.513
P&T	8/13/2016	P05	Housing Coordinator	Annual	\$ 86,744.85	\$ 91,082.09	\$ 95,636.20	\$ 100,418.01	\$ 105,438.91
				Monthly	\$ 7,228.74	\$ 7,590.17	\$ 7,969.68	\$ 8,368.17	\$ 8,786.58
				Bi-weekly	\$ 3,336.34	\$ 3,503.16	\$ 3,678.32	\$ 3,862.23	\$ 4,055.34
				Hourly	\$ 41.704	\$ 43.789	\$ 45.979	\$ 48.278	\$ 50.692
P&T	8/13/2016	P10	Information Systems Manager	Annual	\$ 106,140.14	\$ 111,447.15	\$ 117,019.51	\$ 122,870.48	\$ 129,014.01
				Monthly	\$ 8,845.01	\$ 9,287.26	\$ 9,751.63	\$ 10,239.21	\$ 10,751.17
				Bi-weekly	\$ 4,082.31	\$ 4,286.43	\$ 4,500.75	\$ 4,725.79	\$ 4,962.08
				Hourly	\$ 51.029	\$ 53.580	\$ 56.259	\$ 59.072	\$ 62.026
P&T	8/13/2016	P41	Internal Services Supervisor	Annual	\$ 79,157.60	\$ 83,115.48	\$ 87,271.26	\$ 91,634.82	\$ 96,216.56
				Monthly	\$ 6,596.47	\$ 6,926.29	\$ 7,272.60	\$ 7,636.23	\$ 8,018.05
				Bi-weekly	\$ 3,044.52	\$ 3,196.75	\$ 3,356.59	\$ 3,524.42	\$ 3,700.64
				Hourly	\$ 38.057	\$ 39.959	\$ 41.957	\$ 44.055	\$ 46.258
P&T	8/13/2016	P01	Management Analyst	Annual	\$ 68,854.81	\$ 72,297.55	\$ 75,912.42	\$ 79,708.05	\$ 83,693.45
				Monthly	\$ 5,737.90	\$ 6,024.80	\$ 6,326.04	\$ 6,642.34	\$ 6,974.45
				Bi-weekly	\$ 2,648.26	\$ 2,780.67	\$ 2,919.71	\$ 3,065.69	\$ 3,218.98
				Hourly	\$ 33.103	\$ 34.758	\$ 36.496	\$ 38.321	\$ 40.237
P&T	8/13/2016	P02	Management Specialist	Annual	\$ 61,969.33	\$ 65,067.79	\$ 68,321.18	\$ 71,737.24	\$ 75,324.10
				Monthly	\$ 5,164.11	\$ 5,422.32	\$ 5,693.43	\$ 5,978.10	\$ 6,277.01
				Bi-weekly	\$ 2,383.44	\$ 2,502.61	\$ 2,627.74	\$ 2,759.12	\$ 2,897.08
				Hourly	\$ 29.793	\$ 31.283	\$ 32.847	\$ 34.489	\$ 36.214
P&T	8/13/2016	P07	Planner	Annual	\$ 97,973.17	\$ 102,871.83	\$ 108,015.42	\$ 113,416.19	\$ 119,087.00
				Monthly	\$ 8,164.43	\$ 8,572.65	\$ 9,001.28	\$ 9,451.35	\$ 9,923.92
				Bi-weekly	\$ 3,768.20	\$ 3,956.61	\$ 4,154.44	\$ 4,362.16	\$ 4,580.27
				Hourly	\$ 47.102	\$ 49.458	\$ 51.930	\$ 54.527	\$ 57.253
P&T	8/13/2016	P07A	Planner (new hire)	Annual	\$ 96,549.29	\$ 101,376.75	\$ 106,445.59	\$ 111,767.87	\$ 117,356.26
				Monthly	\$ 8,045.77	\$ 8,448.06	\$ 8,870.47	\$ 9,313.99	\$ 9,779.69
				Bi-weekly	\$ 3,713.43	\$ 3,899.11	\$ 4,094.06	\$ 4,298.76	\$ 4,513.70
				Hourly	\$ 46.418	\$ 48.739	\$ 51.176	\$ 53.735	\$ 56.421
P&T	8/13/2016	P35	Principal Civil Engineer	Annual	\$ 102,102.42	\$ 107,207.54	\$ 112,567.92	\$ 118,196.32	\$ 124,106.13
				Monthly	\$ 8,508.54	\$ 8,933.96	\$ 9,380.66	\$ 9,849.69	\$ 10,342.18
				Bi-weekly	\$ 3,927.02	\$ 4,123.37	\$ 4,329.54	\$ 4,546.01	\$ 4,773.31
				Hourly	\$ 49.088	\$ 51.542	\$ 54.119	\$ 56.825	\$ 59.666
P&T	8/13/2016	P42	Public Services Supervisor	Annual	\$ 79,157.60	\$ 83,115.48	\$ 87,271.26	\$ 91,634.82	\$ 96,216.56
				Monthly	\$ 6,596.47	\$ 6,926.29	\$ 7,272.60	\$ 7,636.23	\$ 8,018.05
				Bi-weekly	\$ 3,044.52	\$ 3,196.75	\$ 3,356.59	\$ 3,524.42	\$ 3,700.64
				Hourly	\$ 38.057	\$ 39.959	\$ 41.957	\$ 44.055	\$ 46.258
P&T	8/13/2016	P03	Purchasing Manager	Annual	\$ 82,208.77	\$ 86,319.21	\$ 90,635.17	\$ 95,166.93	\$ 99,925.28
				Monthly	\$ 6,850.73	\$ 7,193.27	\$ 7,552.93	\$ 7,930.58	\$ 8,327.11
				Bi-weekly	\$ 3,161.88	\$ 3,319.97	\$ 3,485.97	\$ 3,660.27	\$ 3,843.28
				Hourly	\$ 39.523	\$ 41.500	\$ 43.575	\$ 45.753	\$ 48.041
P&T	8/13/2016	P03A	Purchasing Manager (new hire)	Annual	\$ 81,384.96	\$ 85,454.21	\$ 89,726.92	\$ 94,213.26	\$ 98,923.92
				Monthly	\$ 6,782.08	\$ 7,121.18	\$ 7,477.24	\$ 7,851.11	\$ 8,243.66
				Bi-weekly	\$ 3,130.19	\$ 3,286.70	\$ 3,451.04	\$ 3,623.59	\$ 3,804.77
				Hourly	\$ 39.127	\$ 41.084	\$ 43.138	\$ 45.295	\$ 47.560
P&T	8/13/2016	P08	Recreation and Community Services Manager	Annual	\$ 91,392.81	\$ 95,962.45	\$ 100,760.57	\$ 105,798.60	\$ 111,088.53
				Monthly	\$ 7,616.07	\$ 7,996.87	\$ 8,396.71	\$ 8,816.55	\$ 9,257.38
				Bi-weekly	\$ 3,515.11	\$ 3,690.86	\$ 3,875.41	\$ 4,069.18	\$ 4,272.64
				Hourly	\$ 43.939	\$ 46.136	\$ 48.443	\$ 50.865	\$ 53.408
P&T	8/13/2016	P34	Senior Civil Engineer	Annual	\$ 93,599.82	\$ 98,279.81	\$ 103,193.80	\$ 108,353.49	\$ 113,771.17
				Monthly	\$ 7,799.99	\$ 8,189.98	\$ 8,599.48	\$ 9,029.46	\$ 9,480.93
				Bi-weekly	\$ 3,599.99	\$ 3,779.99	\$ 3,968.99	\$ 4,167.44	\$ 4,375.81
				Hourly	\$ 45.000	\$ 47.250	\$ 49.612	\$ 52.093	\$ 54.698
P&T	8/13/2016	P30	Sewer/Storm Drain Supervisor	Annual	\$ 79,157.60	\$ 83,115.48	\$ 87,271.26	\$ 91,634.82	\$ 96,216.56
				Monthly	\$ 6,596.47	\$ 6,926.29	\$ 7,272.60	\$ 7,636.23	\$ 8,018.05

				Bi-weekly	\$ 3,044.52	\$ 3,196.75	\$ 3,356.59	\$ 3,524.42	\$ 3,700.64
				Hourly	\$ 38.057	\$ 39.959	\$ 41.957	\$ 44.055	\$ 46.258
P&T	8/13/2016	P06	Support Services Supervisor	Annual	\$ 82,107.07	\$ 86,212.42	\$ 90,523.04	\$ 95,049.20	\$ 99,801.66
				Monthly	\$ 6,842.26	\$ 7,184.37	\$ 7,543.59	\$ 7,920.77	\$ 8,316.80
				Bi-weekly	\$ 3,157.96	\$ 3,315.86	\$ 3,481.66	\$ 3,655.74	\$ 3,838.53
				Hourly	\$ 39.475	\$ 41.448	\$ 43.521	\$ 45.697	\$ 47.982
P&T	8/13/2016	P36	Transportation Manager/Traffic Engineer	Annual	\$ 110,615.20	\$ 116,145.96	\$ 121,953.25	\$ 128,050.92	\$ 134,453.46
				Monthly	\$ 9,217.93	\$ 9,678.83	\$ 10,162.77	\$ 10,670.91	\$ 11,204.46
				Bi-weekly	\$ 4,254.43	\$ 4,467.15	\$ 4,690.51	\$ 4,925.04	\$ 5,171.29
				Hourly	\$ 53.180	\$ 55.839	\$ 58.631	\$ 61.563	\$ 64.641
P&T	8/13/2016	P44	Utilities Manager	Annual	\$ 100,129.33	\$ 105,135.80	\$ 110,392.59	\$ 115,912.22	\$ 121,707.83
				Monthly	\$ 8,344.11	\$ 8,761.32	\$ 9,199.38	\$ 9,659.35	\$ 10,142.32
				Bi-weekly	\$ 3,851.13	\$ 4,043.68	\$ 4,245.87	\$ 4,458.16	\$ 4,681.07
				Hourly	\$ 48.139	\$ 50.546	\$ 53.073	\$ 55.727	\$ 58.513
P&T	8/13/2016	P21	Water Supervisor	Annual	\$ 79,157.60	\$ 83,115.48	\$ 87,271.26	\$ 91,634.82	\$ 96,216.56
				Monthly	\$ 6,596.47	\$ 6,926.29	\$ 7,272.60	\$ 7,636.23	\$ 8,018.05
				Bi-weekly	\$ 3,044.52	\$ 3,196.75	\$ 3,356.59	\$ 3,524.42	\$ 3,700.64
				Hourly	\$ 38.057	\$ 39.959	\$ 41.957	\$ 44.055	\$ 46.258

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IRP&T	8/13/2016	P12	Accounting Manager	Annual	\$ 87,446.62	\$ 91,818.95	\$ 96,409.90	\$ 101,230.40	\$ 106,291.92
				Monthly	\$ 7,287.22	\$ 7,651.58	\$ 8,034.16	\$ 8,435.87	\$ 8,857.66
				Bi-weekly	\$ 3,363.33	\$ 3,531.50	\$ 3,708.07	\$ 3,893.48	\$ 4,088.15
				Hourly	\$ 42.042	\$ 44.144	\$ 46.351	\$ 48.668	\$ 51.102
IRP&T	8/13/2016	P45	Assistant to the City Manager	Annual	\$ 82,625.77	\$ 86,757.06	\$ 91,094.91	\$ 95,649.65	\$ 100,432.14
				Monthly	\$ 6,885.48	\$ 7,229.75	\$ 7,591.24	\$ 7,970.80	\$ 8,369.34
				Bi-weekly	\$ 3,177.91	\$ 3,336.81	\$ 3,503.65	\$ 3,678.83	\$ 3,862.77
				Hourly	\$ 39.724	\$ 41.710	\$ 43.796	\$ 45.985	\$ 48.285
IRP&T	8/13/2016	P14	City Clerk Administrator	Annual	\$ 97,342.59	\$ 102,209.72	\$ 107,320.21	\$ 112,686.22	\$ 118,320.53
				Monthly	\$ 8,111.88	\$ 8,517.48	\$ 8,943.35	\$ 9,390.52	\$ 9,860.04
				Bi-weekly	\$ 3,743.95	\$ 3,931.14	\$ 4,127.70	\$ 4,334.09	\$ 4,550.79
				Hourly	\$ 46.799	\$ 49.139	\$ 51.596	\$ 54.176	\$ 56.885
IRP&T	8/13/2015	P49	Human Resources Analyst	Annual	\$ 68,854.81	\$ 72,297.55	\$ 75,912.42	\$ 79,708.05	\$ 83,693.45
				Monthly	\$ 5,737.90	\$ 6,024.80	\$ 6,326.04	\$ 6,642.34	\$ 6,974.45
				Bi-weekly	\$ 2,648.26	\$ 2,780.67	\$ 2,919.71	\$ 3,065.69	\$ 3,218.98
				Hourly	\$ 33.103	\$ 34.758	\$ 36.496	\$ 38.321	\$ 40.237
IRP&T	8/13/2016	P01	Management Analyst	Annual	\$ 68,854.81	\$ 72,297.55	\$ 75,912.42	\$ 79,708.05	\$ 83,693.45
				Monthly	\$ 5,737.90	\$ 6,024.80	\$ 6,326.04	\$ 6,642.34	\$ 6,974.45
				Bi-weekly	\$ 2,648.26	\$ 2,780.67	\$ 2,919.71	\$ 3,065.69	\$ 3,218.98
				Hourly	\$ 33.103	\$ 34.758	\$ 36.496	\$ 38.321	\$ 40.237
IRP&T	8/13/2016	P02	Management Specialist	Annual	\$ 61,969.33	\$ 65,067.79	\$ 68,321.18	\$ 71,737.24	\$ 75,324.10
				Monthly	\$ 5,164.11	\$ 5,422.32	\$ 5,693.43	\$ 5,978.10	\$ 6,277.01
				Bi-weekly	\$ 2,383.44	\$ 2,502.61	\$ 2,627.74	\$ 2,759.12	\$ 2,897.08
				Hourly	\$ 29.793	\$ 31.283	\$ 32.847	\$ 34.489	\$ 36.214
IRP&T	8/13/2016	P11	Personnel Manager	Annual	\$ 116,066.63	\$ 121,869.96	\$ 127,963.45	\$ 134,361.63	\$ 141,079.71
				Monthly	\$ 9,672.22	\$ 10,155.83	\$ 10,663.62	\$ 11,196.80	\$ 11,756.64
				Bi-weekly	\$ 4,464.10	\$ 4,687.31	\$ 4,921.67	\$ 5,167.75	\$ 5,426.14
				Hourly	\$ 55.801	\$ 58.591	\$ 61.521	\$ 64.597	\$ 67.827
IRP&T	8/13/2016	P11A	Personnel Manager (new hire)	Annual	\$ 114,897.01	\$ 120,641.86	\$ 126,673.95	\$ 133,007.65	\$ 139,658.03
				Monthly	\$ 9,574.75	\$ 10,053.49	\$ 10,556.16	\$ 11,083.97	\$ 11,638.17
				Bi-weekly	\$ 4,419.12	\$ 4,640.07	\$ 4,872.08	\$ 5,115.68	\$ 5,371.46
				Hourly	\$ 55.239	\$ 58.001	\$ 60.901	\$ 63.946	\$ 67.143
IRP&T	8/13/2016	P15	Human Resources Specialist	Annual	\$ 61,969.33	\$ 65,067.79	\$ 68,321.18	\$ 71,737.24	\$ 75,324.10
				Monthly	\$ 5,164.11	\$ 5,422.32	\$ 5,693.43	\$ 5,978.10	\$ 6,277.01
				Bi-weekly	\$ 2,383.44	\$ 2,502.61	\$ 2,627.74	\$ 2,759.12	\$ 2,897.08
				Hourly	\$ 29.793	\$ 31.283	\$ 32.847	\$ 34.489	\$ 36.214
IRP&T	8/13/2016	P40	Principal Management Analyst (City Manager's office only)	Annual	\$ 82,625.77	\$ 86,757.06	\$ 91,094.91	\$ 95,649.65	\$ 100,432.14
				Monthly	\$ 6,885.48	\$ 7,229.75	\$ 7,591.24	\$ 7,970.80	\$ 8,369.34
				Bi-weekly	\$ 3,177.91	\$ 3,336.81	\$ 3,503.65	\$ 3,678.83	\$ 3,862.77
				Hourly	\$ 39.724	\$ 41.710	\$ 43.796	\$ 45.985	\$ 48.285
IRP&T	8/13/2016	P47	Safety and Human Resources Specialist	Annual	\$ 61,969.33	\$ 65,067.79	\$ 68,321.18	\$ 71,737.24	\$ 75,324.10
				Monthly	\$ 5,164.11	\$ 5,422.32	\$ 5,693.43	\$ 5,978.10	\$ 6,277.01
				Bi-weekly	\$ 2,383.44	\$ 2,502.61	\$ 2,627.74	\$ 2,759.12	\$ 2,897.08
				Hourly	\$ 29.793	\$ 31.283	\$ 32.847	\$ 34.489	\$ 36.214
IRP&T	8/13/2016	P39	Senior Management Analyst (City Manager's office only)	Annual	\$ 75,730.12	\$ 79,516.62	\$ 83,492.45	\$ 87,667.08	\$ 92,050.43
				Monthly	\$ 6,310.84	\$ 6,626.39	\$ 6,957.70	\$ 7,305.59	\$ 7,670.87
				Bi-weekly	\$ 2,912.70	\$ 3,058.33	\$ 3,211.25	\$ 3,371.81	\$ 3,540.40
				Hourly	\$ 36.409	\$ 38.229	\$ 40.141	\$ 42.148	\$ 44.255

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVGEA	8/13/2016	G02	Accountant	Annual	\$ 66,627.45	\$ 69,958.82	\$ 73,456.76	\$ 77,129.60	\$ 80,986.08
				Monthly	\$ 5,552.29	\$ 5,829.90	\$ 6,121.40	\$ 6,427.47	\$ 6,748.84
				Bi-weekly	\$ 2,562.59	\$ 2,690.72	\$ 2,825.26	\$ 2,966.52	\$ 3,114.849
				Hourly	\$ 32.032	\$ 33.634	\$ 35.316	\$ 37.082	\$ 38.94
FVGEA	8/13/2016	G03	Accounting Technician I	Annual	\$ 44,750.54	\$ 46,988.07	\$ 49,337.47	\$ 51,804.34	\$ 54,394.56
				Monthly	\$ 3,729.21	\$ 3,915.67	\$ 4,111.46	\$ 4,317.03	\$ 4,532.88
				Bi-weekly	\$ 1,721.17	\$ 1,807.23	\$ 1,897.59	\$ 1,992.47	\$ 2,092.10
				Hourly	\$ 21.515	\$ 22.590	\$ 23.720	\$ 24.906	\$ 26.151
FVGEA	8/13/2016	G03	Accounting Technician I / Storekeeper	Annual	\$ 44,750.54	\$ 46,988.07	\$ 49,337.47	\$ 51,804.34	\$ 54,394.56
				Monthly	\$ 3,729.21	\$ 3,915.67	\$ 4,111.46	\$ 4,317.03	\$ 4,532.88
				Bi-weekly	\$ 1,721.17	\$ 1,807.23	\$ 1,897.59	\$ 1,992.47	\$ 2,092.10
				Hourly	\$ 21.515	\$ 22.590	\$ 23.720	\$ 24.906	\$ 26.151
FVGEA	8/13/2016	G04	Accounting Technician II	Annual	\$ 46,988.07	\$ 49,337.47	\$ 51,804.34	\$ 54,394.56	\$ 57,114.29
				Monthly	\$ 3,915.67	\$ 4,111.46	\$ 4,317.03	\$ 4,532.88	\$ 4,759.52
				Bi-weekly	\$ 1,807.23	\$ 1,897.59	\$ 1,992.47	\$ 2,092.10	\$ 2,196.70
				Hourly	\$ 22.590	\$ 23.720	\$ 24.906	\$ 26.151	\$ 27.459
FVGEA	8/13/2016	G79	Administrative Assistant	Annual	\$ 50,364.70	\$ 52,882.93	\$ 55,527.08	\$ 58,303.43	\$ 61,218.60

				Monthly	\$	4,197.06	\$	4,406.91	\$	4,627.26	\$	4,858.62	\$	5,101.55
				Bi-weekly	\$	1,937.10	\$	2,033.96	\$	2,135.66	\$	2,242.44	\$	2,354.56
				Hourly	\$	24.214	\$	25.424	\$	26.696	\$	28.030	\$	29.432
FVGEA	8/13/2016	G77	Administrative Specialist	Annual	\$	34,935.93	\$	36,682.73	\$	38,516.87	\$	40,442.71	\$	42,464.84
				Monthly	\$	2,911.33	\$	3,056.89	\$	3,209.74	\$	3,370.23	\$	3,538.74
				Bi-weekly	\$	1,343.69	\$	1,410.87	\$	1,481.42	\$	1,555.49	\$	1,633.26
				Hourly	\$	16.796	\$	17.636	\$	18.518	\$	19.444	\$	20.416
FVGEA	8/13/2016	G73	Assistant Engineer	Annual	\$	71,417.79	\$	74,988.68	\$	78,738.12	\$	82,675.02	\$	86,808.77
				Monthly	\$	5,951.48	\$	6,249.06	\$	6,561.51	\$	6,889.59	\$	7,234.06
				Bi-weekly	\$	2,746.84	\$	2,884.18	\$	3,028.39	\$	3,179.81	\$	3,338.80
				Hourly	\$	34.335	\$	36.052	\$	37.855	\$	39.748	\$	41.735
FVGEA	8/13/2016	G55	Assistant Planner	Annual	\$	60,169.13	\$	63,177.59	\$	66,336.47	\$	69,653.29	\$	73,135.96
				Monthly	\$	5,014.09	\$	5,264.80	\$	5,528.04	\$	5,804.44	\$	6,094.66
				Bi-weekly	\$	2,314.20	\$	2,429.91	\$	2,551.40	\$	2,678.97	\$	2,812.92
				Hourly	\$	28.927	\$	30.374	\$	31.893	\$	33.487	\$	35.162
FVGEA	8/13/2016	G49	Code Enforcement Officer	Annual	\$	57,514.61	\$	60,390.34	\$	63,409.86	\$	66,580.35	\$	69,909.37
				Monthly	\$	4,792.88	\$	5,032.53	\$	5,284.16	\$	5,548.36	\$	5,825.78
				Bi-weekly	\$	2,212.10	\$	2,322.71	\$	2,438.84	\$	2,560.78	\$	2,688.82
				Hourly	\$	27.651	\$	29.034	\$	30.486	\$	32.010	\$	33.610
FVGEA	8/13/2016	G12	Community Services Officer	Annual	\$	46,977.90	\$	49,326.79	\$	51,793.13	\$	54,382.79	\$	57,101.93
				Monthly	\$	3,914.82	\$	4,110.57	\$	4,316.09	\$	4,531.90	\$	4,758.49
				Bi-weekly	\$	1,806.84	\$	1,897.18	\$	1,992.04	\$	2,091.65	\$	2,196.23
				Hourly	\$	22.586	\$	23.715	\$	24.901	\$	26.146	\$	27.453
FVGEA	8/13/2016	G13	Crime Scene Investigator Supervisor	Annual	\$	70,868.58	\$	74,412.01	\$	78,132.61	\$	82,039.24	\$	86,141.20
				Monthly	\$	5,905.72	\$	6,201.00	\$	6,511.05	\$	6,836.60	\$	7,178.43
				Bi-weekly	\$	2,725.71	\$	2,862.00	\$	3,005.10	\$	3,155.36	\$	3,313.12
				Hourly	\$	34.071	\$	35.775	\$	37.564	\$	39.442	\$	41.414
FVGEA	8/13/2016	G69	Customer Service Representative Business License	Annual	\$	46,988.07	\$	49,337.47	\$	51,804.34	\$	54,394.56	\$	57,114.29
				Monthly	\$	3,915.67	\$	4,111.46	\$	4,317.03	\$	4,532.88	\$	4,759.52
				Bi-weekly	\$	1,807.23	\$	1,897.59	\$	1,992.47	\$	2,092.10	\$	2,196.70
				Hourly	\$	22.590	\$	23.720	\$	24.906	\$	26.151	\$	27.459
FVGEA	8/13/2016	G70	Customer Service Representative Utility Billing	Annual	\$	46,988.07	\$	49,337.47	\$	51,804.34	\$	54,394.56	\$	57,114.29
				Monthly	\$	3,915.67	\$	4,111.46	\$	4,317.03	\$	4,532.88	\$	4,759.52
				Bi-weekly	\$	1,807.23	\$	1,897.59	\$	1,992.47	\$	2,092.10	\$	2,196.70
				Hourly	\$	22.590	\$	23.720	\$	24.906	\$	26.151	\$	27.459
FVGEA	8/13/2016	G17	Deputy City Clerk	Annual	\$	59,925.04	\$	62,921.29	\$	66,067.36	\$	69,370.72	\$	72,839.26
				Monthly	\$	4,993.75	\$	5,243.44	\$	5,505.61	\$	5,780.89	\$	6,069.94
				Bi-weekly	\$	2,304.81	\$	2,420.05	\$	2,541.05	\$	2,668.10	\$	2,801.51
				Hourly	\$	28.810	\$	30.251	\$	31.763	\$	33.351	\$	35.019
FVGEA	8/13/2016	G24	Dispatcher	Annual	\$	54,738.05	\$	57,474.95	\$	60,348.70	\$	63,366.13	\$	66,534.44
				Monthly	\$	4,561.50	\$	4,789.58	\$	5,029.06	\$	5,280.51	\$	5,544.54
				Bi-weekly	\$	2,105.31	\$	2,210.57	\$	2,321.10	\$	2,437.16	\$	2,559.02
				Hourly	\$	26.316	\$	27.632	\$	29.014	\$	30.464	\$	31.988
FVGEA	8/13/2016	G16	Division Secretary	Annual	\$	46,845.68	\$	49,187.96	\$	51,647.36	\$	54,229.73	\$	56,941.21
				Monthly	\$	3,903.81	\$	4,099.00	\$	4,303.95	\$	4,519.14	\$	4,745.10
				Bi-weekly	\$	1,801.76	\$	1,891.84	\$	1,986.44	\$	2,085.76	\$	2,190.05
				Hourly	\$	22.522	\$	23.648	\$	24.830	\$	26.072	\$	27.376
FVGEA	8/13/2016	G16A	Division Secretary (new hire)	Annual	\$	46,581.24	\$	48,910.31	\$	51,355.82	\$	53,923.61	\$	56,619.79
				Monthly	\$	3,881.77	\$	4,075.86	\$	4,279.65	\$	4,493.63	\$	4,718.32
				Bi-weekly	\$	1,791.59	\$	1,881.17	\$	1,975.22	\$	2,073.99	\$	2,177.68
				Hourly	\$	22.395	\$	23.515	\$	24.690	\$	25.925	\$	27.221
FVGEA	8/13/2016	G30	Engineering Technician I	Annual	\$	50,659.64	\$	53,192.63	\$	55,852.26	\$	58,644.87	\$	61,577.11
				Monthly	\$	4,221.64	\$	4,432.72	\$	4,654.35	\$	4,887.07	\$	5,131.43
				Bi-weekly	\$	1,948.45	\$	2,045.87	\$	2,148.16	\$	2,255.57	\$	2,368.35
				Hourly	\$	24.356	\$	25.573	\$	26.852	\$	28.195	\$	29.604
FVGEA	8/13/2016	G29	Engineering Technician II	Annual	\$	56,294.14	\$	59,108.85	\$	62,064.29	\$	65,167.51	\$	68,425.88
				Monthly	\$	4,691.18	\$	4,925.74	\$	5,172.02	\$	5,430.63	\$	5,702.16
				Bi-weekly	\$	2,165.16	\$	2,273.42	\$	2,387.09	\$	2,506.44	\$	2,631.76
				Hourly	\$	27.064	\$	28.418	\$	29.839	\$	31.331	\$	32.897
FVGEA	8/13/2016	G31	Engineering Technician III	Annual	\$	62,488.03	\$	65,612.43	\$	68,893.05	\$	72,337.70	\$	75,954.59
				Monthly	\$	5,207.34	\$	5,467.70	\$	5,741.09	\$	6,028.14	\$	6,329.55
				Bi-weekly	\$	2,403.39	\$	2,523.55	\$	2,649.73	\$	2,782.22	\$	2,921.33
				Hourly	\$	30.042	\$	31.544	\$	33.122	\$	34.778	\$	36.517
FVGEA	8/13/2016	G01	Executive Assistant to the City Manager	Annual	\$	60,484.42	\$	63,508.64	\$	66,684.08	\$	70,018.28	\$	73,519.19
				Monthly	\$	5,040.37	\$	5,292.39	\$	5,557.01	\$	5,834.86	\$	6,126.60
				Bi-weekly	\$	2,326.32	\$	2,442.64	\$	2,564.77	\$	2,693.01	\$	2,827.66
				Hourly	\$	29.079	\$	30.533	\$	32.060	\$	33.663	\$	35.346
FVGEA	8/13/2016	G50	Fire Prevention Specialist	Annual	\$	66,261.31	\$	69,574.38	\$	73,053.09	\$	76,705.75	\$	80,541.04
				Monthly	\$	5,521.78	\$	5,797.86	\$	6,087.76	\$	6,392.15	\$	6,711.75
				Bi-weekly	\$	2,548.51	\$	2,675.94	\$	2,809.73	\$	2,950.22	\$	3,097.73
				Hourly	\$	31.856	\$	33.449	\$	35.122	\$	36.878	\$	38.722
FVGEA	8/13/2016	G72	Fire Prevention Analyst	Annual	\$	69,576.92	\$	73,055.76	\$	76,708.55	\$	80,543.98	\$	84,571.18
				Monthly	\$	5,798.08	\$	6,087.98	\$	6,392.38	\$	6,712.00	\$	7,047.60
				Bi-weekly	\$	2,676.04	\$	2,809.84	\$	2,950.33	\$	3,097.85	\$	3,252.74
				Hourly	\$	33.450	\$	35.123	\$	36.879	\$	38.723	\$	40.659
FVGEA	8/13/2016	G80	Housing Analyst	Annual	\$	65,895.17	\$	69,189.93	\$	72,649.42	\$	76,281.89	\$	80,095.99
				Monthly	\$	5,491.26	\$	5,765.83	\$	6,054.12	\$	6,356.82	\$	6,674.67
				Bi-weekly	\$	2,534.43	\$	2,661.15	\$	2,794.21	\$	2,933.92	\$	3,080.61
				Hourly	\$	31.680	\$	33.264	\$	34.928	\$	36.674	\$	38.508
FVGEA	8/13/2016	G52	Housing Technician	Annual	\$	59,904.70	\$	62,899.93	\$	66,044.93	\$	69,347.18	\$	72,814.54
				Monthly	\$	4,992.06	\$	5,241.66	\$	5,503.74	\$	5,778.93	\$	6,067.88
				Bi-weekly	\$	2,304.03	\$	2,419.23	\$	2,540.19	\$	2,667.20	\$	2,800.56
				Hourly	\$	28.800	\$	30.240	\$	31.752	\$	33.340	\$	35.007
FVGEA	8/13/2016	G10	Identification Technician	Annual	\$	58,074.00	\$	60,977.69	\$	64,026.58	\$	67,227.91	\$	70,589.30
				Monthly	\$	4,839.50	\$	5,081.47	\$	5,335.55	\$	5,602.33	\$	5,882.44
				Bi-weekly	\$	2,233.62	\$	2,345.30	\$	2,462.56	\$	2,585.69	\$	2,714.97

FVGEA	8/13/2016	G57	Information Systems Technician	Hourly	\$ 27.920	\$ 29.316	\$ 30.782	\$ 32.321	\$ 33.937
				Annual	\$ 56,202.61	\$ 59,012.74	\$ 61,963.38	\$ 65,061.55	\$ 68,314.62
				Monthly	\$ 4,683.55	\$ 4,917.73	\$ 5,163.61	\$ 5,421.80	\$ 5,692.89
				Bi-weekly	\$ 2,161.64	\$ 2,269.72	\$ 2,383.21	\$ 2,502.37	\$ 2,627.49
FVGEA	8/13/2016		Lead Code Enforcement Officer	Hourly	\$ 27.020	\$ 28.372	\$ 29.790	\$ 31.280	\$ 32.844
				Annual	\$60,390.39	\$63,409.91	\$66,580.41	\$69,909.43	\$73,404.90
				Monthly	\$5,032.53	\$5,284.16	\$5,548.37	\$5,825.79	\$6,117.08
				Bi-weekly	\$2,322.71	\$2,438.84	\$2,560.78	\$2,688.82	\$2,823.27
FVGEA	8/13/2016	G25	Lead Dispatcher	Hourly	\$29.034	\$30.486	\$32.010	\$33.610	\$35.291
				Annual	\$ 57,473.93	\$ 60,347.63	\$ 63,365.01	\$ 66,533.26	\$ 69,859.92
				Monthly	\$ 4,789.49	\$ 5,028.97	\$ 5,280.42	\$ 5,544.44	\$ 5,821.66
				Bi-weekly	\$ 2,210.54	\$ 2,321.06	\$ 2,437.12	\$ 2,558.97	\$ 2,686.92
FVGEA	8/13/2016	G08	Lead Records Clerk	Hourly	\$ 27.632	\$ 29.013	\$ 30.464	\$ 31.987	\$ 33.587
				Annual	\$ 44,475.93	\$ 46,699.73	\$ 49,034.72	\$ 51,486.45	\$ 54,060.78
				Monthly	\$ 3,706.33	\$ 3,891.64	\$ 4,086.23	\$ 4,290.54	\$ 4,505.06
				Bi-weekly	\$ 1,710.61	\$ 1,796.14	\$ 1,885.95	\$ 1,980.25	\$ 2,079.26
FVGEA	8/13/2016	G74	Management Aide	Hourly	\$ 21.383	\$ 22.452	\$ 23.574	\$ 24.753	\$ 25.991
				Annual	\$ 58,521.50	\$ 61,447.58	\$ 64,519.95	\$ 67,745.95	\$ 71,133.25
				Monthly	\$ 4,876.79	\$ 5,120.63	\$ 5,376.66	\$ 5,645.50	\$ 5,927.77
				Bi-weekly	\$ 2,250.83	\$ 2,363.37	\$ 2,481.54	\$ 2,605.61	\$ 2,735.89
FVGEA	8/13/2016	G06	Offset Press Operator/Stores Clerk	Hourly	\$ 28.135	\$ 29.542	\$ 31.019	\$ 32.570	\$ 34.199
				Annual	\$ 40,682.31	\$ 42,716.42	\$ 44,852.24	\$ 47,094.86	\$ 49,449.60
				Monthly	\$ 3,390.19	\$ 3,559.70	\$ 3,737.69	\$ 3,924.57	\$ 4,120.80
				Bi-weekly	\$ 1,564.70	\$ 1,642.94	\$ 1,725.09	\$ 1,811.34	\$ 1,901.91
FVGEA	8/13/2016	G06	Offset Press Operator/Stores Clerk (new hire)	Hourly	\$ 19.559	\$ 20.537	\$ 21.564	\$ 22.642	\$ 23.774
				Annual	\$ 40,275.49	\$ 42,289.26	\$ 44,403.72	\$ 46,623.91	\$ 48,955.10
				Monthly	\$ 3,356.29	\$ 3,524.10	\$ 3,700.31	\$ 3,885.33	\$ 4,079.59
				Bi-weekly	\$ 1,549.06	\$ 1,626.51	\$ 1,707.84	\$ 1,793.23	\$ 1,882.89
FVGEA	8/13/2016	G07	Personnel Assistant	Hourly	\$ 19.363	\$ 20.331	\$ 21.348	\$ 22.415	\$ 23.536
				Annual	\$ 46,845.68	\$ 49,187.96	\$ 51,647.36	\$ 54,229.73	\$ 56,941.21
				Monthly	\$ 3,903.81	\$ 4,099.00	\$ 4,303.95	\$ 4,519.14	\$ 4,745.10
				Bi-weekly	\$ 1,801.76	\$ 1,891.84	\$ 1,986.44	\$ 2,085.76	\$ 2,190.05
FVGEA	8/13/2016	G07A	Personnel Assistant (new hire)	Hourly	\$ 22.522	\$ 23.648	\$ 24.830	\$ 26.072	\$ 27.376
				Annual	\$ 46,581.24	\$ 48,910.31	\$ 51,355.82	\$ 53,923.61	\$ 56,619.79
				Monthly	\$ 3,881.77	\$ 4,075.86	\$ 4,279.65	\$ 4,493.63	\$ 4,718.32
				Bi-weekly	\$ 1,791.59	\$ 1,881.17	\$ 1,975.22	\$ 2,073.99	\$ 2,177.68
FVGEA	8/13/2016	G56	Plan Check Engineer	Hourly	\$ 22.395	\$ 23.515	\$ 24.690	\$ 25.925	\$ 27.221
				Annual	\$ 78,272.76	\$ 82,186.40	\$ 86,295.72	\$ 90,610.51	\$ 95,141.03
				Monthly	\$ 6,522.73	\$ 6,848.87	\$ 7,191.31	\$ 7,550.88	\$ 7,928.42
				Bi-weekly	\$ 3,010.49	\$ 3,161.02	\$ 3,319.07	\$ 3,485.02	\$ 3,659.27
FVGEA	8/13/2016	G11	Property Clerk	Hourly	\$ 37.631	\$ 39.513	\$ 41.488	\$ 43.563	\$ 45.741
				Annual	\$ 46,591.41	\$ 48,920.98	\$ 51,367.03	\$ 53,935.39	\$ 56,632.15
				Monthly	\$ 3,882.62	\$ 4,076.75	\$ 4,280.59	\$ 4,494.62	\$ 4,719.35
				Bi-weekly	\$ 1,791.98	\$ 1,881.58	\$ 1,975.66	\$ 2,074.44	\$ 2,178.16
FVGEA	8/13/2016	G54	Public Works Inspector	Hourly	\$ 22.400	\$ 23.520	\$ 24.696	\$ 25.930	\$ 27.227
				Annual	\$ 62,599.90	\$ 65,729.90	\$ 69,016.39	\$ 72,467.21	\$ 76,090.57
				Monthly	\$ 5,216.66	\$ 5,477.49	\$ 5,751.37	\$ 6,038.93	\$ 6,340.88
				Bi-weekly	\$ 2,407.69	\$ 2,528.07	\$ 2,654.48	\$ 2,787.20	\$ 2,926.56
FVGEA	8/13/2016	G	Records Clerk I	Hourly	\$ 30.096	\$ 31.601	\$ 33.181	\$ 34.840	\$ 36.582
				Annual	\$ 38,129.49	\$ 40,035.97	\$ 42,037.77	\$ 44,139.65	\$ 46,346.64
				Monthly	\$ 3,177.46	\$ 3,336.33	\$ 3,503.15	\$ 3,678.30	\$ 3,862.22
				Bi-weekly	\$ 1,466.52	\$ 1,539.84	\$ 1,616.84	\$ 1,697.68	\$ 1,782.56
FVGEA	8/13/2016	G09	Records Clerk II	Hourly	\$ 18.331	\$ 19.248	\$ 20.210	\$ 21.221	\$ 22.282
				Annual	\$ 42,360.45	\$ 44,478.48	\$ 46,702.40	\$ 49,037.52	\$ 51,489.40
				Monthly	\$ 3,530.04	\$ 3,706.54	\$ 3,891.87	\$ 4,086.46	\$ 4,290.78
				Bi-weekly	\$ 1,629.25	\$ 1,710.71	\$ 1,796.25	\$ 1,886.06	\$ 1,980.36
FVGEA	8/13/2016	G76	Recreation Coordinator	Hourly	\$ 20.366	\$ 21.384	\$ 22.453	\$ 23.576	\$ 24.755
				Annual	\$ 47,791.54	\$ 50,181.12	\$ 52,690.17	\$ 55,324.88	\$ 58,090.92
				Monthly	\$ 3,982.63	\$ 4,181.76	\$ 4,390.85	\$ 4,610.39	\$ 4,840.91
				Bi-weekly	\$ 1,838.14	\$ 1,930.04	\$ 2,026.55	\$ 2,127.87	\$ 2,234.27
FVGEA	8/13/2016	G14	Secretary	Hourly	\$ 22.977	\$ 24.126	\$ 25.332	\$ 26.598	\$ 27.928
				Annual	\$ 50,364.70	\$ 52,882.93	\$ 55,527.08	\$ 58,303.43	\$ 61,218.60
				Monthly	\$ 4,197.06	\$ 4,406.91	\$ 4,627.26	\$ 4,858.62	\$ 5,101.55
				Bi-weekly	\$ 1,937.10	\$ 2,033.96	\$ 2,135.66	\$ 2,242.44	\$ 2,354.56
FVGEA	8/13/2016	G08	Supervising Records Clerk	Hourly	\$ 24.214	\$ 25.424	\$ 26.696	\$ 28.030	\$ 29.432
				Annual	\$ 52,958.19	\$ 55,606.10	\$ 58,386.41	\$ 61,305.73	\$ 64,371.02
				Monthly	\$ 4,413.18	\$ 4,633.84	\$ 4,865.53	\$ 5,108.81	\$ 5,364.25
				Bi-weekly	\$ 2,036.85	\$ 2,138.70	\$ 2,245.63	\$ 2,357.91	\$ 2,475.81
				Hourly	\$ 25.461	\$ 26.734	\$ 28.070	\$ 29.474	\$ 30.948

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVMEA (Field)	8/13/2016	G45	Equipment Operator I	Annual	\$ 46,540.56	\$ 48,867.59	\$ 51,310.97	\$ 53,876.52	\$ 56,570.34
				Monthly	\$ 3,878.38	\$ 4,072.30	\$ 4,275.91	\$ 4,489.71	\$ 4,714.20
				Bi-weekly	\$ 1,790.02	\$ 1,879.52	\$ 1,973.50	\$ 2,072.17	\$ 2,175.78
				Hourly	\$ 22.375	\$ 23.494	\$ 24.669	\$ 25.902	\$ 27.197
FVMEA (Field)	8/13/2016	G82	Equipment Operator I - Water	Annual	\$ 50,263.79	\$ 52,776.98	\$ 55,415.83	\$ 58,186.62	\$ 61,095.95
				Monthly	\$ 4,188.65	\$ 4,398.08	\$ 4,617.99	\$ 4,848.88	\$ 5,091.33
				Bi-weekly	\$ 1,933.22	\$ 2,029.88	\$ 2,131.38	\$ 2,237.95	\$ 2,349.84
				Hourly	\$ 24.165	\$ 25.374	\$ 26.642	\$ 27.974	\$ 29.373
FVMEA (Field)	8/13/2016	G46	Equipment Operator II	Annual	\$ 48,757.75	\$ 51,195.63	\$ 53,755.42	\$ 56,443.19	\$ 59,265.35
				Monthly	\$ 4,063.15	\$ 4,266.30	\$ 4,479.62	\$ 4,703.60	\$ 4,938.78
				Bi-weekly	\$ 1,875.30	\$ 1,969.06	\$ 2,067.52	\$ 2,170.89	\$ 2,279.44
				Hourly	\$ 23.441	\$ 24.613	\$ 25.844	\$ 27.136	\$ 28.493
FVMEA (Field)	8/13/2016	G47	Equipment Operator II - Water	Annual	\$ 51,412.27	\$ 53,982.88	\$ 56,682.02	\$ 59,516.13	\$ 62,491.93
				Monthly	\$ 4,284.36	\$ 4,498.57	\$ 4,723.50	\$ 4,959.68	\$ 5,207.66
				Bi-weekly	\$ 1,977.39	\$ 2,076.26	\$ 2,180.08	\$ 2,289.08	\$ 2,403.54
				Hourly	\$ 24.717	\$ 25.953	\$ 27.251	\$ 28.614	\$ 30.044

FVMEA (Field)	8/13/2016	G62	Foreman	Annual	\$ 53,629.45	\$ 56,310.93	\$ 59,126.47	\$ 62,082.80	\$ 65,186.94
				Monthly	\$ 4,469.12	\$ 4,692.58	\$ 4,927.21	\$ 5,173.57	\$ 5,432.24
				Bi-weekly	\$ 2,062.67	\$ 2,165.80	\$ 2,274.10	\$ 2,387.80	\$ 2,507.19
				Hourly	\$ 25.783	\$ 27.073	\$ 28.426	\$ 29.847	\$ 31.340
FVMEA (Field)	8/13/2016	G63	Foreman Fleet	Annual	\$ 53,629.45	\$ 56,310.93	\$ 59,126.47	\$ 62,082.80	\$ 65,186.94
				Monthly	\$ 4,469.12	\$ 4,692.58	\$ 4,927.21	\$ 5,173.57	\$ 5,432.24
				Bi-weekly	\$ 2,062.67	\$ 2,165.80	\$ 2,274.10	\$ 2,387.80	\$ 2,507.19
				Hourly	\$ 25.783	\$ 27.073	\$ 28.426	\$ 29.847	\$ 31.340
FVMEA (Field)	8/13/2016	G75	Foreman Water	Annual	\$ 57,178.98	\$ 60,037.93	\$ 63,039.83	\$ 66,191.82	\$ 69,501.41
				Monthly	\$ 4,764.92	\$ 5,003.16	\$ 5,253.32	\$ 5,515.99	\$ 5,791.78
				Bi-weekly	\$ 2,199.19	\$ 2,309.15	\$ 2,424.61	\$ 2,545.84	\$ 2,673.13
				Hourly	\$ 27.490	\$ 28.864	\$ 30.308	\$ 31.823	\$ 33.414
FVMEA (Field)	8/13/2016	G39	Irrigation Technician	Annual	\$ 47,862.74	\$ 50,255.87	\$ 52,768.67	\$ 55,407.10	\$ 58,177.45
				Monthly	\$ 3,988.56	\$ 4,187.99	\$ 4,397.39	\$ 4,617.26	\$ 4,848.12
				Bi-weekly	\$ 1,840.87	\$ 1,932.92	\$ 2,029.56	\$ 2,131.04	\$ 2,237.59
				Hourly	\$ 23.011	\$ 24.161	\$ 25.370	\$ 26.638	\$ 27.970
FVMEA (Field)	8/13/2016	G78	Landscape Inspector	Annual	\$ 59,802.99	\$ 62,793.14	\$ 65,932.80	\$ 69,229.44	\$ 72,690.91
				Monthly	\$ 4,983.58	\$ 5,232.76	\$ 5,494.40	\$ 5,769.12	\$ 6,057.58
				Bi-weekly	\$ 2,300.12	\$ 2,415.12	\$ 2,535.88	\$ 2,662.67	\$ 2,795.80
				Hourly	\$ 28.751	\$ 30.189	\$ 31.698	\$ 33.283	\$ 34.948
FVMEA (Field)	8/13/2016	G36	Maintenance Worker II	Annual	\$ 44,323.37	\$ 46,539.54	\$ 48,866.52	\$ 51,309.85	\$ 53,875.34
				Monthly	\$ 3,693.61	\$ 3,878.30	\$ 4,072.21	\$ 4,275.82	\$ 4,489.61
				Bi-weekly	\$ 1,704.75	\$ 1,789.98	\$ 1,879.48	\$ 1,973.46	\$ 2,072.13
				Hourly	\$ 21.309	\$ 22.375	\$ 23.494	\$ 24.668	\$ 25.902
FVMEA (Field)	8/13/2016	G35	Maintenance Worker II - Chemical Applicator	Annual	\$ 47,862.74	\$ 50,255.87	\$ 52,768.67	\$ 55,407.10	\$ 58,177.45
				Monthly	\$ 3,988.56	\$ 4,187.99	\$ 4,397.39	\$ 4,617.26	\$ 4,848.12
				Bi-weekly	\$ 1,840.87	\$ 1,932.92	\$ 2,029.56	\$ 2,131.04	\$ 2,237.59
				Hourly	\$ 23.011	\$ 24.161	\$ 25.370	\$ 26.638	\$ 27.970
FVMEA (Field)	8/13/2016	G64	Maintenance Worker II - Water	Annual	\$ 47,862.74	\$ 50,255.87	\$ 52,768.67	\$ 55,407.10	\$ 58,177.45
				Monthly	\$ 3,988.56	\$ 4,187.99	\$ 4,397.39	\$ 4,617.26	\$ 4,848.12
				Bi-weekly	\$ 1,840.87	\$ 1,932.92	\$ 2,029.56	\$ 2,131.04	\$ 2,237.59
				Hourly	\$ 23.011	\$ 24.161	\$ 25.370	\$ 26.638	\$ 27.970
FVMEA (Field)	8/13/2016	G33	Mechanic	Annual	\$ 50,741.01	\$ 53,278.06	\$ 55,941.96	\$ 58,739.06	\$ 61,676.01
				Monthly	\$ 4,228.42	\$ 4,439.84	\$ 4,661.83	\$ 4,894.92	\$ 5,139.67
				Bi-weekly	\$ 1,951.58	\$ 2,049.16	\$ 2,151.61	\$ 2,259.19	\$ 2,372.15
				Hourly	\$ 24.395	\$ 25.614	\$ 26.895	\$ 28.240	\$ 29.652
FVMEA (Field)	8/13/2016	G37	Meter Reader	Annual	\$ 42,991.03	\$ 45,140.58	\$ 47,397.61	\$ 49,767.49	\$ 52,255.86
				Monthly	\$ 3,582.59	\$ 3,761.72	\$ 3,949.80	\$ 4,147.29	\$ 4,354.66
				Bi-weekly	\$ 1,653.50	\$ 1,736.18	\$ 1,822.98	\$ 1,914.13	\$ 2,009.84
				Hourly	\$ 20.669	\$ 21.702	\$ 22.787	\$ 23.927	\$ 25.123
FVMEA (Field)	8/13/2016	G42	Tree Trimmer	Annual	\$ 51,412.27	\$ 53,982.88	\$ 56,682.02	\$ 59,516.13	\$ 62,491.93
				Monthly	\$ 4,284.36	\$ 4,498.57	\$ 4,723.50	\$ 4,959.68	\$ 5,207.66
				Bi-weekly	\$ 1,977.39	\$ 2,076.26	\$ 2,180.08	\$ 2,289.08	\$ 2,403.54
				Hourly	\$ 24.717	\$ 25.953	\$ 27.251	\$ 28.614	\$ 30.044
FVMEA (Field)	8/13/2016	G65	Water Quality Technician	Annual	\$ 59,833.50	\$ 62,825.18	\$ 65,966.44	\$ 69,264.76	\$ 72,728.00
				Monthly	\$ 4,986.13	\$ 5,235.43	\$ 5,497.20	\$ 5,772.06	\$ 6,060.67
				Bi-weekly	\$ 2,301.29	\$ 2,416.35	\$ 2,537.17	\$ 2,664.03	\$ 2,797.23
				Hourly	\$ 28.766	\$ 30.204	\$ 31.715	\$ 33.300	\$ 34.965
FVMEA (Field)	8/13/2016	G66	Water System Operator	Annual	\$ 56,294.14	\$ 59,108.85	\$ 62,064.29	\$ 65,167.51	\$ 68,425.88
				Monthly	\$ 4,691.18	\$ 4,925.74	\$ 5,172.02	\$ 5,430.63	\$ 5,702.16
				Bi-weekly	\$ 2,165.16	\$ 2,273.42	\$ 2,387.09	\$ 2,506.44	\$ 2,631.76
				Hourly	\$ 27.064	\$ 28.418	\$ 29.839	\$ 31.331	\$ 32.897

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
City Manager	8/19/2016	CMG	City Manager	Annual	\$ 184,611.08	\$ 193,841.63	\$ 203,533.71	\$ 213,710.40	\$ 224,395.92
				Monthly	\$ 15,384.26	\$ 16,153.47	\$ 16,961.14	\$ 17,809.20	\$ 18,699.66
				Bi-weekly	\$ 7,100.43	\$ 7,455.45	\$ 7,828.22	\$ 8,219.63	\$ 8,630.61
				Hourly	\$ 88.755	\$ 93.193	\$ 97.853	\$ 102.745	\$ 107.883

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
Dept. Director	8/13/2016	D01	Chief of Police	Annual	\$ 168,160.32	\$ 176,568.34	\$ 185,396.75	\$ 194,666.59	\$ 204,399.92
				Monthly	\$ 14,013.36	\$ 14,714.03	\$ 15,449.73	\$ 16,222.22	\$ 17,033.33
				Bi-weekly	\$ 6,467.70	\$ 6,791.09	\$ 7,130.64	\$ 7,487.18	\$ 7,861.54
				Hourly	\$ 80.846	\$ 84.889	\$ 89.133	\$ 93.590	\$ 98.269
Dept. Director	8/13/2016	D06	Finance Director	Annual	\$ 141,015.05	\$ 148,065.80	\$ 155,469.09	\$ 163,242.55	\$ 171,404.68
				Monthly	\$ 11,751.25	\$ 12,338.82	\$ 12,955.76	\$ 13,603.55	\$ 14,283.72
				Bi-weekly	\$ 5,423.66	\$ 5,694.84	\$ 5,979.58	\$ 6,278.56	\$ 6,592.49
				Hourly	\$ 67.796	\$ 71.185	\$ 74.745	\$ 78.482	\$ 82.406
Dept. Director	8/13/2016	D02	Fire Chief	Annual	\$ 161,101.94	\$ 169,157.04	\$ 177,614.89	\$ 186,495.63	\$ 195,820.42
				Monthly	\$ 13,425.16	\$ 14,096.42	\$ 14,801.24	\$ 15,541.30	\$ 16,318.37
				Bi-weekly	\$ 6,196.23	\$ 6,506.04	\$ 6,831.34	\$ 7,172.91	\$ 7,531.55
				Hourly	\$ 77.453	\$ 81.325	\$ 85.392	\$ 89.661	\$ 94.144
Dept. Director	8/13/2016	D07	Human Resources Director	Annual	\$ 127,671.25	\$ 134,054.82	\$ 140,757.56	\$ 147,795.44	\$ 155,185.21
				Monthly	\$ 10,639.27	\$ 11,171.23	\$ 11,729.80	\$ 12,316.29	\$ 12,932.10
				Bi-weekly	\$ 4,910.43	\$ 5,155.95	\$ 5,413.75	\$ 5,684.44	\$ 5,968.66
				Hourly	\$ 61.380	\$ 64.449	\$ 67.672	\$ 71.055	\$ 74.608
Dept. Director	8/13/2016	D04	Planning/Building Director	Annual	\$ 141,208.29	\$ 148,268.71	\$ 155,682.14	\$ 163,466.25	\$ 171,639.56
				Monthly	\$ 11,767.36	\$ 12,355.73	\$ 12,973.51	\$ 13,622.19	\$ 14,303.30
				Bi-weekly	\$ 5,431.09	\$ 5,702.64	\$ 5,987.77	\$ 6,287.16	\$ 6,601.52
				Hourly	\$ 67.889	\$ 71.283	\$ 74.847	\$ 78.590	\$ 82.519
Dept. Director	8/13/2016	D03	Director of Public Works	Annual	\$ 149,965.16	\$ 157,463.42	\$ 165,336.59	\$ 173,603.42	\$ 182,283.59
				Monthly	\$ 12,497.10	\$ 13,121.95	\$ 13,778.05	\$ 14,466.95	\$ 15,190.30
				Bi-weekly	\$ 5,767.89	\$ 6,056.29	\$ 6,359.10	\$ 6,677.05	\$ 7,010.91
				Hourly	\$ 72.099	\$ 75.704	\$ 79.489	\$ 83.463	\$ 87.636

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3
PT	10/4/2008	T06	Administrative Intern	Hourly	\$ 12.31	\$ 12.93	\$ 13.58
PT	1/1/2017	T28	Administrative Intern- City Manager's Office	Hourly	\$ 10.50	\$ 11.03	\$ 11.58

PT	8/13/2016	T29	Administrative Specialist	Hourly	\$	16.80	\$	17.64	\$	18.52
PT	8/13/2016	T14	Customer Service Representative	Hourly	\$	22.59	\$	23.72	\$	24.91
PT	8/13/2016	T15	Dispatcher	Hourly	\$	26.32	\$	27.63	\$	29.01
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	8/13/2016	T05	Engineering Technician I	Hourly	\$	24.36	\$	25.57	\$	26.85
PT	1/4/2016	T35	Fire Administrative Aide	Hourly	\$	14.70	\$	15.43	\$	16.20
PT	1/17/2017	T36	Firefighter/Paramedic Recruit	Hourly	\$	14.70	\$	15.43	\$	16.20
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	8/13/2016	T25	Information Systems Technician	Hourly	\$	27.02	\$	28.37	\$	29.79
PT	10/4/2008	T10	Lifeguard	Hourly	\$	10.54	\$	11.07	\$	11.63
PT	8/13/2016	T33	Management Aide	Hourly	\$	28.14	\$	29.54	\$	31.02
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	10/4/2008	T01	Police Recruit	Hourly	\$	25.51		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	10/4/2008	T20	Police Cadet	Hourly	\$	10.80	\$	11.34	\$	11.90
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	1/1/2017	T02	Recreation Leader I	Hourly	\$	10.50	\$	11.03	\$	11.58
PT	1/1/2017	T03	Recreation Leader II	Hourly	\$	11.03	\$	11.58	\$	12.16
PT	10/4/2008	T04	Recreation Specialist	Hourly	\$	14.70	\$	15.43	\$	16.20
PT	10/4/2008	T09	Swim Instructor/Lifeguard	Hourly	\$	11.60	\$	12.18	\$	12.79
PT	10/4/2008	T07	Temporary Laborer	Hourly	\$	11.32	\$	11.89	\$	12.49