

**RESOLUTION NO. 9854**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
FOUNTAIN VALLEY AMENDING THE CITY'S SALARY  
SCHEDULE – CITY MANAGER**

WHEREAS, the City Council of the City of Fountain Valley has established a basic compensation plan for City employees in all classifications of employment and for the City Manager; and

WHEREAS, the City maintains a comprehensive Salary Schedule of each paid City classification and corresponding salary range and posts the Salary Schedule on its website; and

WHEREAS, the comprehensive Salary Schedule is updated periodically to include adjustments to the salary range for a classification, title changes to an existing classification, reclassification of existing classifications or new classifications; and

WHEREAS, the City Council and the City Manager periodically negotiate in good faith to reach agreement on benefits and compensation; and

WHEREAS, the comprehensive Salary Schedule is hereby amended to include an increase to the City Manager's compensation.

NOW, THEREFORE, the City Council of the City of Fountain Valley does hereby RESOLVE as follows:

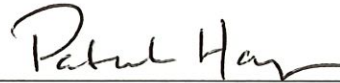
SECTION 1. The City of Fountain Valley comprehensive Salary Schedule shall be amended to reflect the following salary range for the City Manager as shown in Exhibit 1:

	CITY MANAGER
Annual	\$250,000.00
Monthly	\$20,833.33
Bi-weekly	\$9,615.38
Hourly	\$120.19

SECTION 2. Effective Date. The amendments provided for herein shall be effective as of the beginning of the pay period that includes October 4, 2022.

PASSED, APPROVED, AND ADOPTED this 4th day of October, 2022 by the following vote:

AYES: Bui, Grandis, Vo, Constantine, Harper  
NOES: None  
ABSENT: None  
ABSTAIN: None



Patrick Harper  
Mayor

ATTEST:



Rick Miller  
City Clerk

APPROVED AS TO FORM



Colin Burns  
Attorneys for the City

EXHIBIT: 1. City of Fountain Valley Comprehensive Salary Schedule

**City of Fountain Valley Salary Resolution  
City Council Meeting Effective 10/4/2022**

**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
POA	7/1/2022	008	Corporal	Annual	\$90,423.02	\$94,944.17
				Monthly	\$7,535.25	\$7,912.01
				Bi-weekly	\$3,477.81	\$3,651.70
				Hourly	\$43.47	\$45.65
POA	7/1/2022	004	Police Officer	Annual	\$86,109.37	\$90,411.96
				Monthly	\$7,175.78	\$7,534.33
				Bi-weekly	\$3,311.90	\$3,477.38
				Hourly	\$41.40	\$43.47
POA	7/1/2022	003	Police Sergeant	Annual	\$111,147.86	\$116,702.38
				Monthly	\$9,262.32	\$9,725.20
				Bi-weekly	\$4,274.92	\$4,488.55
				Hourly	\$53.44	\$56.11

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2
POMU	7/1/2022	002	Police Lieutenant	Annual	\$136,205.22	\$143,018.05
				Monthly	\$11,350.44	\$11,918.17
				Bi-weekly	\$5,238.66	\$5,500.69
				Hourly	\$65.48	\$68.76
POMU	7/1/2022	001	Police Captain	Annual	\$155,409.70	\$163,173.75
				Monthly	\$12,950.81	\$13,597.81
				Bi-weekly	\$5,977.30	\$6,275.91
				Hourly	\$74.72	\$78.45

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2
FVFA	7/1/2022	F03	Firefighter	Annual	\$77,589.11	\$81,468.57
				Monthly	\$6,465.76	\$6,789.05
				Bi-weekly	\$2,984.20	\$3,133.41
				Hourly	\$26.64	\$27.98
FVFA	7/1/2022	F04	Firefighter/Paramedic	Annual	\$88,839.54	\$93,281.51
				Monthly	\$7,403.29	\$7,773.46
				Bi-weekly	\$3,416.91	\$3,587.75
				Hourly	\$30.51	\$32.03
FVFA	7/1/2022	F02	Fire Engineer	Annual	\$89,727.93	\$94,214.33
				Monthly	\$7,477.33	\$7,851.19
				Bi-weekly	\$3,451.07	\$3,623.63
				Hourly	\$30.81	\$32.35
FVFA	7/1/2022	F01	Fire Captain	Annual	\$103,937.68	\$109,134.56
				Monthly	\$8,661.47	\$9,094.55
				Bi-weekly	\$3,997.60	\$4,197.48
				Hourly	\$35.69	\$37.48
FVFA	7/1/2022	F06	Administrative Fire Captain	Annual	\$124,140.21	\$130,347.22
				Monthly	\$10,345.02	\$10,862.27

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2
				Bi-weekly	\$4,774.62	\$5,013.35
				Hourly	\$59.68	\$62.67
BC	7/1/2022	P23	Battalion Chief	Annual	\$145,301.43	\$152,566.50
				Monthly	\$12,108.45	\$12,713.88
				Bi-weekly	\$5,588.52	\$5,867.94
				Hourly	\$49.90	\$52.39
BC	7/1/2022	P56	Division Chief	Annual	\$158,378.56	\$166,297.49
				Monthly	\$13,198.21	\$13,858.12
				Bi-weekly	\$6,091.48	\$6,396.06
				Hourly	\$54.39	\$57.11
Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2
P&T	7/1/2022	P57	Building Official	Annual	\$135,020.95	\$141,771.99
				Monthly	\$11,251.75	\$11,814.33
				Bi-weekly	\$5,193.11	\$5,452.77
				Hourly	\$ 64.91	\$ 68.16
P&T	7/1/2022	P09	Community Services Supervisor	Annual	\$81,653.72	\$85,736.41
				Monthly	\$6,804.48	\$7,144.70
				Bi-weekly	\$3,140.53	\$3,297.55
				Hourly	\$39.26	\$41.22
P&T	7/1/2022	P46	Crime Analyst	Annual	\$83,820.42	\$88,011.44
				Monthly	\$6,985.04	\$7,334.29
				Bi-weekly	\$3,223.86	\$3,385.06
				Hourly	\$40.30	\$42.31
P&T	7/1/2022	P50	Deputy Public Works Director/City Engineer	Annual	\$152,991.76	\$160,641.34
				Monthly	\$12,749.31	\$13,386.78
				Bi-weekly	\$5,884.30	\$6,178.51
				Hourly	\$73.55	\$77.23
P&T	7/1/2022	P55	Emergency Medical Services Manager	Annual	\$116,353.40	\$122,171.07
				Monthly	\$9,696.12	\$10,180.92
				Bi-weekly	\$4,475.13	\$4,698.89
				Hourly	\$55.94	\$58.74
P&T	7/1/2022	P20	Engineering Associate	Annual	\$103,580.75	\$108,759.78
				Monthly	\$8,631.73	\$9,063.32
				Bi-weekly	\$3,983.87	\$4,183.07
				Hourly	\$49.80	\$52.29
P&T	7/1/2022	P31	Environmental Services Administrator	Annual	\$102,358.82	\$107,476.76
				Monthly	\$8,529.90	\$8,956.40
				Bi-weekly	\$3,936.88	\$4,133.72
				Hourly	\$49.21	\$51.67
P&T	7/1/2022	P25	Field Services Manager	Annual	\$142,462.67	\$149,585.80
				Monthly	\$11,871.89	\$12,465.48
				Bi-weekly	\$5,479.33	\$5,753.30
				Hourly	\$68.49	\$71.92
P&T	7/1/2022	P48	Fire Marshal	Annual	\$120,121.97	\$126,128.07
				Monthly	\$10,010.16	\$10,510.67
				Bi-weekly	\$4,620.08	\$4,851.08
				Hourly	\$57.75	\$60.64
P&T	7/1/2022	P05	Housing Coordinator	Annual	\$105,598.87	\$110,878.82
				Monthly	\$8,799.91	\$9,239.90
				Bi-weekly	\$4,061.50	\$4,264.57
				Hourly	\$50.77	\$53.31
P&T	7/1/2022	P10	Information Technology Manager	Annual	\$129,209.74	\$135,670.22
				Monthly	\$10,767.48	\$11,305.85
				Bi-weekly	\$4,969.61	\$5,218.09

				Hourly	\$62.12	\$65.23
P&T	7/1/2022	P41	Internal Services Supervisor	Annual	\$92,656.28	\$97,289.09
				Monthly	\$7,721.36	\$8,107.42
				Bi-weekly	\$3,563.70	\$3,741.89
				Hourly	\$44.55	\$46.77
P&T	7/1/2022	P64	Management Analyst	Annual	\$83,820.42	\$88,011.44
				Monthly	\$6,985.04	\$7,334.29
				Bi-weekly	\$3,223.86	\$3,385.06
				Hourly	\$40.30	\$42.31
P&T	7/1/2022	P65	Management Specialist	Annual	\$75,438.38	\$79,210.30
				Monthly	\$6,286.53	\$6,600.86
				Bi-weekly	\$2,901.48	\$3,046.55
				Hourly	\$36.27	\$38.08
P&T	7/1/2022	P07	Principal Planner	Annual	\$119,267.67	\$125,231.05
				Monthly	\$9,938.97	\$10,435.92
				Bi-weekly	\$4,587.22	\$4,816.58
				Hourly	\$57.34	\$60.21
P&T	7/1/2022	P07A	Principal Planner (new hire)	Annual	\$117,534.31	\$123,411.02
				Monthly	\$9,794.53	\$10,284.25
				Bi-weekly	\$4,520.55	\$4,746.58
				Hourly	\$56.51	\$59.33
P&T	7/1/2022	P35	Principal Civil Engineer	Annual	\$124,294.42	\$130,509.14
				Monthly	\$10,357.87	\$10,875.76
				Bi-weekly	\$4,780.55	\$5,019.58
				Hourly	\$59.76	\$62.74
P&T	7/1/2022	P42	Public Services Supervisor	Annual	\$92,656.28	\$97,289.09
				Monthly	\$7,721.36	\$8,107.42
				Bi-weekly	\$3,563.70	\$3,741.89
				Hourly	\$44.55	\$46.77
P&T	7/1/2022	P03A	Purchasing Manager	Annual	\$99,074.01	\$104,027.71
				Monthly	\$8,256.17	\$8,668.98
				Bi-weekly	\$3,810.54	\$4,001.07
				Hourly	\$47.63	\$50.01
P&T	7/1/2022	P08	Recreation and Community Services Manager	Annual	\$111,257.06	\$116,819.92
				Monthly	\$9,271.42	\$9,734.99
				Bi-weekly	\$4,279.12	\$4,493.07
				Hourly	\$53.49	\$56.16
P&T	7/1/2022	P34	Senior Civil Engineer	Annual	\$113,943.77	\$119,640.96
				Monthly	\$9,495.31	\$9,970.08
				Bi-weekly	\$4,382.45	\$4,601.58
				Hourly	\$54.78	\$57.52
P&T	7/1/2022	P53	Senior Planner	Annual	\$104,682.00	\$109,916.10
				Monthly	\$8,723.50	\$9,159.68
				Bi-weekly	\$4,026.23	\$4,227.54
				Hourly	\$50.33	\$52.84
P&T	7/1/2022	P30	Sewer/Storm Drain Supervisor	Annual	\$100,068.78	\$105,072.22
				Monthly	\$8,339.07	\$8,756.02
				Bi-weekly	\$3,848.80	\$4,041.24
				Hourly	\$48.11	\$50.52
P&T	7/1/2022	P06	Support Services Manager	Annual	\$99,953.08	\$104,950.73
				Monthly	\$8,329.42	\$8,745.89
				Bi-weekly	\$3,844.35	\$4,036.57
				Hourly	\$48.05	\$50.46
P&T	7/1/2022	P54	Support Services Supervisor	Annual	\$81,653.72	\$85,736.41
				Monthly	\$6,804.48	\$7,144.70
				Bi-weekly	\$3,140.53	\$3,297.55
				Hourly	\$39.26	\$41.22
P&T	7/1/2022	P21	Water Supervisor	Annual	\$102,070.16	\$107,173.67

Monthly	\$8,505.85	\$8,931.14
Bi-weekly	\$3,925.78	\$4,122.06
Hourly	\$49.07	\$51.53

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2
IRP&T	7/1/2022	P12	Accounting Manager	Annual	\$112,840.36	\$118,482.38
				Monthly	\$9,403.36	\$9,873.53
				Bi-weekly	\$4,340.01	\$4,557.01
				Hourly	\$54.25	\$56.96
IRP&T	7/1/2022	P58	Budget Manager	Annual	\$112,840.36	\$118,482.38
				Monthly	\$9,403.36	\$9,873.53
				Bi-weekly	\$4,340.01	\$4,557.01
				Hourly	\$54.25	\$56.96
IRP&T	7/1/2022	P14	City Clerk Administrator	Annual	\$118,500.04	\$124,425.04
				Monthly	\$9,875.00	\$10,368.75
				Bi-weekly	\$4,557.69	\$4,785.58
				Hourly	\$56.97	\$59.82
IRP&T	7/1/2022	P49	Human Resources Analyst	Annual	\$83,820.42	\$88,011.44
				Monthly	\$6,985.04	\$7,334.29
				Bi-weekly	\$3,223.86	\$3,385.06
				Hourly	\$40.30	\$42.31
IRP&T	7/1/2022	P15	Human Resources Specialist	Annual	\$75,438.38	\$79,210.30
				Monthly	\$6,286.53	\$6,600.86
				Bi-weekly	\$2,901.48	\$3,046.55
				Hourly	\$36.27	\$38.08
IRP&T	7/1/2022	P62	Human Resources Manager	Annual	\$125,898.24	\$133,766.88
				Monthly	\$10,491.52	\$11,147.24
				Bi-weekly	\$4,842.24	\$5,144.88
				Hourly	\$60.53	\$64.31
IRP&T	8/23/2022	P63	Information Technology Analyst	Annual	\$79,141.34	\$84,087.67
				Monthly	\$6,595.11	\$7,007.31
				Bi-weekly	\$3,043.90	\$3,234.14
				Hourly	\$38.05	\$40.43
IRP&T	7/1/2022	P01	Management Analyst (City Manager's Office Only)	Annual	\$83,820.42	\$88,011.44
				Monthly	\$6,985.04	\$7,334.29
				Bi-weekly	\$3,223.86	\$3,385.06
				Hourly	\$40.30	\$42.31
IRP&T	7/1/2022	P02	Management Specialist (City Manager's Office Only)	Annual	\$75,438.38	\$79,210.30
				Monthly	\$6,286.53	\$6,600.86
				Bi-weekly	\$2,901.48	\$3,046.55
				Hourly	\$36.27	\$38.08
IRP&T	7/1/2022	P61	Payroll Administrator	Annual	\$111,036.31	\$116,588.12
				Monthly	\$9,253.03	\$9,715.68
				Bi-weekly	\$4,270.63	\$4,484.16
				Hourly	\$53.38	\$56.05
IRP&T	7/1/2022	P40	Principal Management Analyst (City Manager's Office Only)	Annual	\$100,584.51	\$105,613.73
				Monthly	\$8,382.04	\$8,801.14
				Bi-weekly	\$3,868.63	\$4,062.07
				Hourly	\$48.36	\$50.78
IRP&T	7/1/2022	P59	Principal Human Resources Analyst	Annual	\$111,036.31	\$116,588.12
				Monthly	\$9,253.03	\$9,715.68
				Bi-weekly	\$4,270.63	\$4,484.16
				Hourly	\$53.38	\$56.05
IRP&T	7/1/2022	P60	Purchasing Administrator	Annual	\$111,036.31	\$116,588.12
				Monthly	\$9,253.03	\$9,715.68
				Bi-weekly	\$4,270.63	\$4,484.16
				Hourly	\$53.38	\$56.05
IRP&T	7/1/2022	P51	Senior Budget Analyst	Annual	\$92,190.08	\$96,799.59
				Monthly	\$7,682.51	\$8,066.63

				Bi-weekly	\$3,545.77	\$3,723.06
				Hourly	\$44.32	\$46.54
IRP&T	7/1/2022	P52	Senior Human Resources Analyst	Annual	\$92,190.08	\$96,799.59
				Monthly	\$7,682.51	\$8,066.63
				Bi-weekly	\$3,545.77	\$3,723.06
				Hourly	\$44.32	\$46.54
IRP&T	7/1/2022	P39	Senior Management Analyst	Annual	\$92,190.08	\$96,799.59
				Monthly	\$7,682.51	\$8,066.63
				Bi-weekly	\$3,545.77	\$3,723.06
				Hourly	\$44.32	\$46.54

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2
FVGEA	7/1/2022	G02	Accountant	Annual	\$81,108.95	\$85,164.40
				Monthly	\$6,759.08	\$7,097.03
				Bi-weekly	\$3,119.57	\$3,275.55
				Hourly	\$38.99	\$40.94
FVGEA	7/1/2022	G03	Accounting Technician I	Annual	\$54,477.08	\$57,200.94
				Monthly	\$4,539.76	\$4,766.74
				Bi-weekly	\$2,095.27	\$2,200.04
				Hourly	\$26.19	\$27.50
FVGEA	7/1/2022	G03	Accounting Technician I/ Storekeeper	Annual	\$54,477.08	\$57,200.94
				Monthly	\$4,539.76	\$4,766.74
				Bi-weekly	\$2,095.27	\$2,200.04
				Hourly	\$26.19	\$27.50
FVGEA	7/1/2022	G04	Accounting Technician II	Annual	\$57,200.94	\$60,060.98
				Monthly	\$4,766.74	\$5,005.08
				Bi-weekly	\$2,200.04	\$2,310.04
				Hourly	\$27.50	\$28.88
FVGEA	7/1/2022	G79	Administrative Assistant	Annual	\$61,311.48	\$64,377.06
				Monthly	\$5,109.29	\$5,364.75
				Bi-weekly	\$2,358.13	\$2,476.04
				Hourly	\$29.48	\$30.95
FVGEA	7/1/2022	G77	Administrative Specialist	Annual	\$42,529.27	\$44,655.73
				Monthly	\$3,544.11	\$3,721.31
				Bi-weekly	\$1,635.74	\$1,717.53
				Hourly	\$20.45	\$21.47
FVGEA	7/1/2022	G73	Assistant Engineer	Annual	\$86,940.47	\$91,287.50
				Monthly	\$7,245.04	\$7,607.29
				Bi-weekly	\$3,343.86	\$3,511.06
				Hourly	\$41.80	\$43.89
FVGEA	7/1/2022	G55	Assistant Planner	Annual	\$73,246.92	\$76,909.26
				Monthly	\$6,103.91	\$6,409.11
				Bi-weekly	\$2,817.19	\$2,958.05
				Hourly	\$35.21	\$36.98
FVGEA	7/1/2022	G61	Building Inspector	Annual	\$79,315.76	\$83,281.55
				Monthly	\$6,609.65	\$6,940.13
				Bi-weekly	\$3,050.61	\$3,203.14
				Hourly	\$38.13	\$40.04
FVGEA	7/1/2022	G49	Code Enforcement Officer	Annual	\$70,015.43	\$73,516.21
				Monthly	\$5,834.62	\$6,126.35
				Bi-weekly	\$2,692.90	\$2,827.55
				Hourly	\$33.66	\$35.34
FVGEA	7/1/2022	G12	Community Services Officer	Annual	\$57,188.56	\$60,047.98
				Monthly	\$4,765.71	\$5,004.00
				Bi-weekly	\$2,199.56	\$2,309.54
				Hourly	\$27.49	\$28.87
FVGEA	7/1/2022	G24	Dispatcher	Annual	\$66,635.38	\$69,967.15
				Monthly	\$5,552.95	\$5,830.60
				Bi-weekly	\$2,562.90	\$2,691.04

FVGEA	7/1/2022	G30	Engineering Technician I	Hourly	\$32.04	\$33.64
				Annual	\$61,670.53	\$64,754.06
				Monthly	\$5,139.21	\$5,396.17
				Bi-weekly	\$2,371.94	\$2,490.54
FVGEA	7/1/2022	G29	Engineering Technician II	Hourly	\$29.65	\$31.13
				Annual	\$68,529.69	\$71,956.18
				Monthly	\$5,710.81	\$5,996.35
				Bi-weekly	\$2,635.76	\$2,767.55
FVGEA	7/1/2022	G31	Engineering Technician III	Hourly	\$32.95	\$34.59
				Annual	\$76,069.82	\$79,873.31
				Monthly	\$6,339.15	\$6,656.11
				Bi-weekly	\$2,925.76	\$3,072.05
FVGEA	7/1/2022	G50	Fire Prevention Specialist	Hourly	\$36.57	\$38.40
				Annual	\$80,663.23	\$84,696.39
				Monthly	\$6,721.94	\$7,058.03
				Bi-weekly	\$3,102.43	\$3,257.55
FVGEA	7/1/2022	G72	Fire Prevention Analyst	Hourly	\$38.78	\$40.72
				Annual	\$84,699.48	\$88,934.46
				Monthly	\$7,058.29	\$7,411.20
				Bi-weekly	\$3,257.67	\$3,420.56
FVGEA	7/1/2022	G80	Housing Analyst	Hourly	\$40.72	\$42.76
				Annual	\$83,820.41	\$88,011.44
				Monthly	\$6,985.03	\$7,334.29
				Bi-weekly	\$3,223.86	\$3,385.06
FVGEA	7/1/2022	G52	Housing Technician	Hourly	\$40.30	\$42.31
				Annual	\$72,925.00	\$76,571.26
				Monthly	\$6,077.08	\$6,380.94
				Bi-weekly	\$2,804.81	\$2,945.05
FVGEA	7/1/2022	G84	Human Resources Technician	Hourly	\$35.06	\$36.81
				Annual	\$61,311.48	\$64,377.05
				Monthly	\$5,109.29	\$5,364.75
				Bi-weekly	\$2,358.13	\$2,476.04
FVGEA	7/1/2022	G10	Identification Technician	Hourly	\$29.48	\$30.95
				Annual	\$70,696.40	\$74,231.22
				Monthly	\$5,891.37	\$6,185.93
				Bi-weekly	\$2,719.09	\$2,855.05
FVGEA	7/1/2022	G57	Information Technology Technician	Hourly	\$33.99	\$35.69
				Annual	\$68,418.26	\$71,839.18
				Monthly	\$5,701.52	\$5,986.60
				Bi-weekly	\$2,631.47	\$2,763.05
FVGEA	7/1/2022	G83	Sr. Accounting Technician	Hourly	\$32.89	\$34.54
				Annual	\$60,060.89	\$63,063.93
				Monthly	\$5,005.07	\$5,255.33
				Bi-weekly	\$2,310.03	\$2,425.54
FVGEA	7/1/2022	G81	Lead Code Enforcement Officer	Hourly	\$28.88	\$30.32
				Annual	\$73,516.27	\$77,192.08
				Monthly	\$6,126.36	\$6,432.67
				Bi-weekly	\$2,827.55	\$2,968.93
FVGEA	7/1/2022	G25	Lead Dispatcher	Hourly	\$35.34	\$37.11
				Annual	\$69,965.91	\$73,464.20
				Monthly	\$5,830.49	\$6,122.02
				Bi-weekly	\$2,691.00	\$2,825.55
FVGEA	7/1/2022	G86	Lead Information Technology Technician	Hourly	\$33.64	\$35.32
				Annual	\$75,260.09	\$79,023.10
				Monthly	\$6,271.67	\$6,585.26
				Bi-weekly	\$2,894.62	\$3,039.35
FVGEA	7/1/2022	G08	Lead Records Clerk	Hourly	\$36.18	\$37.99
				Annual	\$54,142.79	\$56,849.93
				Monthly	\$4,511.90	\$4,737.49



				Bi-weekly	\$2,082.42	\$2,186.54
				Hourly	\$26.03	\$27.33
FVGEA	7/1/2022	G74	Management Aide	Annual	\$71,241.17	\$74,803.23
				Monthly	\$5,936.76	\$6,233.60
				Bi-weekly	\$2,740.04	\$2,877.05
				Hourly	\$34.25	\$35.96
FVGEA	7/1/2022	G87	Permit Technician	Annual	\$59,204.97	\$62,165.22
				Monthly	\$4,933.75	\$5,180.43
				Bi-weekly	\$2,277.11	\$2,390.97
				Hourly	\$28.46	\$29.89
FVGEA	7/1/2022	G56	Plan Check Engineer	Annual	\$95,285.37	\$100,049.64
				Monthly	\$7,940.45	\$8,337.47
				Bi-weekly	\$3,664.82	\$3,848.06
				Hourly	\$45.81	\$48.10
FVGEA	7/1/2022	G54	Public Works Inspector	Annual	\$76,206.01	\$80,016.31
				Monthly	\$6,350.50	\$6,668.03
				Bi-weekly	\$2,931.00	\$3,077.55
				Hourly	\$36.64	\$38.47
FVGEA	7/1/2022	G	Records Clerk I	Annual	\$46,416.95	\$48,737.80
				Monthly	\$3,868.08	\$4,061.48
				Bi-weekly	\$1,785.27	\$1,874.53
				Hourly	\$22.32	\$23.43
FVGEA	7/1/2022	G09	Records Clerk II	Annual	\$51,567.51	\$54,145.89
				Monthly	\$4,297.29	\$4,512.16
				Bi-weekly	\$1,983.37	\$2,082.53
				Hourly	\$24.79	\$26.03
FVGEA	7/1/2022	G76	Recreation Coordinator	Annual	\$58,179.05	\$61,088.00
				Monthly	\$4,848.25	\$5,090.67
				Bi-weekly	\$2,237.66	\$2,349.54
				Hourly	\$27.97	\$29.37
FVGEA	7/1/2022	G14	Secretary	Annual	\$61,311.48	\$64,377.06
				Monthly	\$5,109.29	\$5,364.75
				Bi-weekly	\$2,358.13	\$2,476.04
				Hourly	\$29.48	\$30.95
FVGEA	7/1/2022	G85	Supervising Records Clerk	Annual	\$64,468.68	\$67,692.11
				Monthly	\$5,372.39	\$5,641.01
				Bi-weekly	\$2,479.56	\$2,603.54
				Hourly	\$30.99	\$32.54

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2
FVMEA (Field)	7/1/2022	G45	Equipment Operator I	Annual	\$56,656.17	\$59,488.98
				Monthly	\$4,721.35	\$4,957.41
				Bi-weekly	\$2,179.08	\$2,288.04
				Hourly	\$27.24	\$28.60
FVMEA (Field)	7/1/2022	G82	Equipment Operator I- Water	Annual	\$61,188.64	\$64,248.07
				Monthly	\$5,099.05	\$5,354.01
				Bi-weekly	\$2,353.41	\$2,471.08
				Hourly	\$29.42	\$30.89
FVMEA (Field)	7/1/2022	G46	Equipment Operator II	Annual	\$59,355.26	\$62,323.02
				Monthly	\$4,946.27	\$5,193.59
				Bi-weekly	\$2,282.89	\$2,397.04
				Hourly	\$28.54	\$29.96
FVMEA (Field)	7/1/2022	G47	Equipment Operator II - Water	Annual	\$62,586.74	\$65,716.08
				Monthly	\$5,215.56	\$5,476.34
				Bi-weekly	\$2,407.18	\$2,527.54
				Hourly	\$30.09	\$31.59
FVMEA (Field)	7/1/2022	G62	Foreman	Annual	\$65,285.83	\$68,550.12
				Monthly	\$5,440.49	\$5,712.51
				Bi-weekly	\$2,510.99	\$2,636.54

FVMEA (Field)	7/1/2022	G63	Foreman Fleet	Hourly	\$31.39	\$32.96
				Annual	\$65,285.83	\$68,550.12
				Monthly	\$5,440.49	\$5,712.51
				Bi-weekly	\$2,510.99	\$2,636.54
FVMEA (Field)	7/1/2022	G88	Foreman Sewer/Storm Drain	Hourly	\$31.39	\$32.96
				Annual	\$69,606.86	\$73,087.20
				Monthly	\$5,800.57	\$6,090.60
				Bi-weekly	\$2,677.19	\$2,811.05
FVMEA (Field)	7/1/2022	G75	Foreman Water	Hourly	\$33.46	\$35.14
				Annual	\$69,606.86	\$73,087.20
				Monthly	\$5,800.57	\$6,090.60
				Bi-weekly	\$2,677.19	\$2,811.05
FVMEA (Field)	7/1/2022	G39	Irrigation Technician	Hourly	\$33.46	\$35.14
				Annual	\$58,265.72	\$61,179.00
				Monthly	\$4,855.48	\$5,098.25
				Bi-weekly	\$2,240.99	\$2,353.04
FVMEA (Field)	7/1/2022	G78	Landscape Inspector	Hourly	\$28.01	\$29.41
				Annual	\$72,801.19	\$76,441.25
				Monthly	\$6,066.77	\$6,370.10
				Bi-weekly	\$2,800.05	\$2,940.05
FVMEA (Field)	7/1/2022	G36	Maintenance Worker II	Hourly	\$35.00	\$36.75
				Annual	\$53,827.37	\$56,518.74
				Monthly	\$4,485.61	\$4,709.89
				Bi-weekly	\$2,070.28	\$2,173.80
FVMEA (Field)	7/1/2022	G35	Maintenance Worker II - Chemical Applicator	Hourly	\$25.88	\$27.17
				Annual	\$58,125.66	\$61,031.94
				Monthly	\$4,843.80	\$5,085.99
				Bi-weekly	\$2,235.60	\$2,347.38
FVMEA (Field)	7/1/2022	G64	Maintenance Worker II - Water	Hourly	\$27.95	\$29.34
				Annual	\$58,265.72	\$61,179.00
				Monthly	\$4,855.48	\$5,098.25
				Bi-weekly	\$2,240.99	\$2,353.04
FVMEA (Field)	7/1/2022	G33	Mechanic	Hourly	\$28.01	\$29.41
				Annual	\$61,769.58	\$64,858.06
				Monthly	\$5,147.47	\$5,404.84
				Bi-weekly	\$2,375.75	\$2,494.54
FVMEA (Field)	7/1/2022	G65	Water Quality Technician	Hourly	\$29.70	\$31.18
				Annual	\$72,838.34	\$76,480.25
				Monthly	\$6,069.86	\$6,373.35
				Bi-weekly	\$2,801.47	\$2,941.55
FVMEA (Field)	7/1/2022	G66	Water System Operator	Hourly	\$35.02	\$36.77
				Annual	\$68,529.69	\$71,956.18
				Monthly	\$5,710.81	\$5,996.35
				Bi-weekly	\$2,635.76	\$2,767.55
				Hourly	\$32.95	\$34.59

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2
City Manager	10/1/2022	CMG	City Manager	Annual		
				Monthly		
				Bi-weekly		
				Hourly		

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2
Dept. Director	7/1/2022	D01	Chief of Police	Annual	\$203,716.28	\$213,902.10
				Monthly	\$16,976.36	\$17,825.17
				Bi-weekly	\$7,835.24	\$8,227.00
				Hourly	\$97.94	\$102.84
Dept. Director	7/1/2022	D08	Community Services Director	Annual	\$155,420.64	\$163,191.67
				Monthly	\$12,951.72	\$13,599.31

Dept. Director	7/1/2022	D09	Deputy City Manager	Bi-weekly	\$5,977.72	\$6,276.60
				Hourly	\$74.72	\$78.46
				Annual	\$155,420.64	\$163,191.67
				Monthly	\$12,951.72	\$13,599.31
Dept. Director	7/1/2022	D03	Director of Public Works	Bi-weekly	\$5,977.72	\$6,276.60
				Hourly	\$74.72	\$78.46
				Annual	\$176,576.61	\$185,405.44
				Monthly	\$14,714.72	\$15,450.45
Dept. Director	7/1/2022	D06	Finance Director	Bi-weekly	\$6,791.41	\$7,130.98
				Hourly	\$84.89	\$89.14
				Annual	\$171,664.72	\$180,247.95
				Monthly	\$14,305.39	\$15,020.66
Dept. Director	7/1/2022	D02	Fire Chief	Bi-weekly	\$6,602.49	\$6,932.61
				Hourly	\$82.53	\$86.66
				Annual	\$197,050.95	\$206,903.50
				Monthly	\$16,420.91	\$17,241.96
Dept. Director	7/1/2022	D07	Human Resources Director	Bi-weekly	\$7,578.88	\$7,957.83
				Hourly	\$94.74	\$99.47
				Annual	\$155,420.64	\$163,191.67
				Monthly	\$12,951.72	\$13,599.31
Dept. Director	7/1/2022	D04	Planning/Building Director	Bi-weekly	\$5,977.72	\$6,276.60
				Hourly	\$74.72	\$78.46
				Annual	\$171,899.96	\$180,494.96
				Monthly	\$14,325.00	\$15,041.25
				Bi-weekly	\$6,611.54	\$6,942.11
				Hourly	\$82.64	\$86.78

Part-time	Effective Date	Class Code	Classification	Type	Step 1	Step 2
PT	7/1/2022	T38	Accounting Technician I *	Hourly	\$26.19	\$27.50
PT	7/1/2022	T39	Accounting Technician II *	Hourly	\$27.50	\$28.88
PT	7/1/2022	T06	Administrative Intern	Hourly		\$15.29
PT	7/1/2022	T28	Administrative Intern- City Manager's Office	Hourly		\$15.29
PT	7/1/2022	T29	Administrative Specialist *	Hourly	\$20.45	\$21.47
PT	7/1/2022	T14	Customer Service Representative	Hourly	\$25.67	\$26.96
PT	7/1/2022	T15	Dispatcher *	Hourly	\$32.04	\$33.64
PT	7/1/2022	T21	Dispatcher Trainee	Hourly	\$16.64	
PT	7/1/2022	T32	Emergency Medical Services Manager *	Hourly	\$55.94	\$58.74
PT	7/1/2022	T22	Emergency Preparedness Assistant	Hourly	\$18.20	\$19.11
PT	7/1/2022	T05	Engineering Technician I *	Hourly	\$27.95	\$29.34
PT	7/1/2022	T05	Engineering Technician II *	Hourly	\$28.79	\$30.23
PT	7/1/2022	T05	Engineering Technician III *	Hourly	\$29.65	\$31.13
PT	7/1/2022	T35	Fire Administrative Aide	Hourly	\$15.29	\$16.05
PT	7/1/2022	T36	Firefighter Trainee	Hourly	\$23.05	
PT	7/1/2022	T31	Graduate Intern	Hourly	\$15.29	\$16.05
PT	7/1/2022	T18	Human Resources Coordinator	Hourly		\$15.29
PT	7/1/2022	T25	Information Technology Technician *	Hourly	\$32.89	\$34.54
PT	7/1/2022	T10	Lifeguard	Hourly		\$15.29
PT	7/1/2022	T33	Management Aide *	Hourly	\$34.25	\$35.96
PT	7/1/2022	T23	Management Intern	Hourly	\$19.22	\$20.18
PT	7/1/2022	T17	Office Specialist I	Hourly	\$16.37	\$17.19
PT	7/1/2022	T13	Office Specialist II	Hourly	\$18.20	\$19.11
PT	7/1/2022	T37	Paramedic Trainee	Hourly	\$25.61	
PT	7/1/2022	T01	Police Recruit	Hourly	\$36.18	
PT	7/1/2022	T12	Police Reserve Officer	Hourly	\$20.80	

PT	7/1/2022	T30	Police Services Officer	Hourly	\$20.56	\$21.59
PT	7/1/2022	T20	Police Cadet	Hourly		\$15.29
PT	7/1/2022	T34	Public Information Officer	Hourly		
PT	7/1/2022	T26	Recreation Coordinator *	Hourly	\$25.60	\$26.88
PT	7/1/2022	T03	Recreation Leader	Hourly		\$15.29
PT	7/1/2022	T04	Recreation Specialist	Hourly	\$16.12	\$16.93
PT	7/1/2022	T09	Swim Instructor/Lifeguard	Hourly		\$15.29
PT	7/1/2022	T07	Maintenance Worker I	Hourly	\$17.46	\$18.33

Step 1 removed for part-time classes due to minimum wage law as of 1/1/2022, beginning step is Step 2 for these classes  
 \*Classifications are considered full-time equivalents

EXHIBIT 1

Step 3	Step 4	Step 5
\$99,691.38	\$104,675.95	\$109,909.75
\$8,307.62	\$8,723.00	\$9,159.15
\$3,834.28	\$4,026.00	\$4,227.30
\$47.93	\$50.32	\$52.84
\$94,930.40	\$99,679.08	\$104,672.38
\$7,910.87	\$8,306.59	\$8,722.70
\$3,651.17	\$3,833.81	\$4,025.86
\$45.64	\$47.92	\$50.32
\$122,544.69	\$128,674.80	\$135,107.10
\$10,212.06	\$10,722.90	\$11,258.93
\$4,713.26	\$4,949.03	\$5,196.43
\$58.92	\$61.86	\$64.96

Step 3	Step 4	Step 5
\$150,165.10	\$157,672.07	\$165,551.82
\$12,513.76	\$13,139.34	\$13,795.98
\$5,775.58	\$6,064.31	\$6,367.38
\$72.19	\$75.80	\$79.59
\$171,336.30	\$179,897.33	\$188,895.41
\$14,278.02	\$14,991.44	\$15,741.28
\$6,589.86	\$6,919.13	\$7,265.21
\$82.37	\$86.49	\$90.82

Step 3	Step 4	Step 5
\$85,542.00	\$89,819.10	\$94,310.05
\$7,128.50	\$7,484.92	\$7,859.17
\$3,290.08	\$3,454.58	\$3,627.31
\$29.38	\$30.84	\$32.39
\$97,945.59	\$102,842.87	\$107,985.01
\$8,162.13	\$8,570.24	\$8,998.75
\$3,767.14	\$3,955.49	\$4,153.27
\$33.64	\$35.32	\$37.08
\$98,925.04	\$103,871.30	\$109,064.86
\$8,243.75	\$8,655.94	\$9,088.74
\$3,804.81	\$3,995.05	\$4,194.80
\$33.97	\$35.67	\$37.45
\$114,591.29	\$120,320.85	\$126,336.89
\$9,549.27	\$10,026.74	\$10,528.07
\$4,407.36	\$4,627.73	\$4,859.11
\$39.35	\$41.32	\$43.38
\$136,864.59	\$143,707.81	\$150,893.21
\$11,405.38	\$11,975.65	\$12,574.43

\$5,264.02      \$5,527.22      \$5,803.58  
 \$65.80          \$69.09          \$72.54

Step 3	Step 4	Step 5
\$160,194.83	\$168,204.57	\$176,614.80
\$13,349.57	\$14,017.05	\$14,717.90
\$6,161.34	\$6,469.41	\$6,792.88
\$55.01	\$57.76	\$60.65
\$174,612.36	\$183,342.98	\$192,510.13
\$14,551.03	\$15,278.58	\$16,042.51
\$6,715.86	\$7,051.65	\$7,404.24
\$59.96	\$62.96	\$66.11

Step 3	Step 4	Step 5
\$148,860.59	\$156,303.62	\$164,118.80
\$12,405.05	\$13,025.30	\$13,676.57
\$5,725.41	\$6,011.68	\$6,312.26
\$ 71.57	\$ 75.15	\$78.90
\$90,023.23	\$94,524.39	\$99,250.61
\$7,501.94	\$7,877.03	\$8,270.88
\$3,462.43	\$3,635.55	\$3,817.33
\$43.28	\$45.44	\$47.72
\$92,412.01	\$97,032.62	\$101,884.25
\$7,701.00	\$8,086.05	\$8,490.35
\$3,554.31	\$3,732.02	\$3,918.62
\$44.43	\$46.65	\$48.98
\$168,673.41	\$177,107.08	\$185,962.44
\$14,056.12	\$14,758.92	\$15,496.87
\$6,487.44	\$6,811.81	\$7,152.40
\$81.09	\$85.15	\$89.41
\$128,279.62	\$134,693.61	\$141,428.29
\$10,689.97	\$11,224.47	\$11,785.69
\$4,933.83	\$5,180.52	\$5,439.55
\$61.67	\$64.76	\$67.99
\$114,197.77	\$119,907.66	\$125,903.04
\$9,516.48	\$9,992.31	\$10,491.92
\$4,392.22	\$4,611.83	\$4,842.42
\$54.90	\$57.65	\$60.53
\$112,850.60	\$118,493.13	\$124,417.79
\$9,404.22	\$9,874.43	\$10,368.15
\$4,340.41	\$4,557.43	\$4,785.30
\$54.26	\$56.97	\$59.82
\$157,065.09	\$164,918.35	\$173,164.26
\$13,088.76	\$13,743.20	\$14,430.36
\$6,040.97	\$6,343.01	\$6,660.16
\$75.51	\$79.29	\$83.25
\$132,434.47	\$139,056.19	\$146,009.00
\$11,036.21	\$11,588.02	\$12,167.42
\$5,093.63	\$5,348.32	\$5,615.73
\$63.67	\$66.85	\$70.20
\$116,422.76	\$122,243.90	\$128,356.09
\$9,701.90	\$10,186.99	\$10,696.34
\$4,477.80	\$4,701.69	\$4,936.77
\$55.97	\$58.77	\$61.71
\$142,453.74	\$149,576.42	\$157,055.24
\$11,871.14	\$12,464.70	\$13,087.94
\$5,478.99	\$5,752.94	\$6,040.59

\$68.49	\$71.91	\$75.51
\$102,153.55	\$107,261.23	\$112,624.29
\$8,512.80	\$8,938.44	\$9,385.36
\$3,928.98	\$4,125.43	\$4,331.70
\$49.11	\$51.57	\$54.15
\$92,412.01	\$97,032.62	\$101,884.25
\$7,701.00	\$8,086.05	\$8,490.35
\$3,554.31	\$3,732.02	\$3,918.62
\$44.43	\$46.65	\$48.98
\$83,170.81	\$87,329.35	\$91,695.82
\$6,930.90	\$7,277.45	\$7,641.32
\$3,198.88	\$3,358.82	\$3,526.76
\$39.99	\$41.99	\$44.08
\$131,492.61	\$138,067.24	\$144,970.60
\$10,957.72	\$11,505.60	\$12,080.88
\$5,057.41	\$5,310.28	\$5,575.79
\$63.22	\$66.38	\$69.70
\$129,581.57	\$136,060.65	\$142,863.69
\$10,798.46	\$11,338.39	\$11,905.31
\$4,983.91	\$5,233.10	\$5,494.76
\$62.30	\$65.41	\$68.68
\$137,034.60	\$143,886.33	\$151,080.64
\$11,419.55	\$11,990.53	\$12,590.05
\$5,270.56	\$5,534.09	\$5,810.79
\$65.88	\$69.18	\$72.63
\$102,153.55	\$107,261.23	\$112,624.29
\$8,512.80	\$8,938.44	\$9,385.36
\$3,928.98	\$4,125.43	\$4,331.70
\$49.11	\$51.57	\$54.15
\$109,229.09	\$114,690.55	\$120,425.07
\$9,102.42	\$9,557.55	\$10,035.42
\$4,201.12	\$4,411.17	\$4,631.73
\$52.51	\$55.14	\$57.90
\$122,660.91	\$128,793.96	\$135,233.65
\$10,221.74	\$10,732.83	\$11,269.47
\$4,717.73	\$4,953.61	\$5,201.29
\$58.97	\$61.92	\$65.02
\$125,623.01	\$131,904.16	\$138,499.37
\$10,468.58	\$10,992.01	\$11,541.61
\$4,831.65	\$5,073.24	\$5,326.90
\$60.40	\$63.42	\$66.59
\$115,411.91	\$121,182.50	\$127,241.63
\$9,617.66	\$10,098.54	\$10,603.47
\$4,438.92	\$4,660.87	\$4,893.91
\$55.49	\$58.26	\$61.17
\$110,325.83	\$115,842.13	\$121,634.23
\$9,193.82	\$9,653.51	\$10,136.19
\$4,243.30	\$4,455.47	\$4,678.24
\$53.04	\$55.69	\$58.48
\$110,198.27	\$115,708.18	\$121,493.59
\$9,183.19	\$9,642.35	\$10,124.47
\$4,238.39	\$4,450.31	\$4,672.83
\$52.98	\$55.63	\$58.41
\$90,023.23	\$94,524.39	\$99,250.61
\$7,501.94	\$7,877.03	\$8,270.88
\$3,462.43	\$3,635.55	\$3,817.33
\$43.28	\$45.44	\$47.72
\$112,532.35	\$118,158.97	\$124,066.92

\$9,377.70	\$9,846.58	\$10,338.91
\$4,328.17	\$4,544.58	\$4,771.80
\$54.10	\$56.81	\$59.65

Step 3	Step 4	Step 5
\$124,406.50	\$130,626.83	\$137,158.17
\$10,367.21	\$10,885.57	\$11,429.85
\$4,784.87	\$5,024.11	\$5,275.31
\$59.81	\$62.80	\$65.94
\$124,406.50	\$130,626.83	\$137,158.17
\$10,367.21	\$10,885.57	\$11,429.85
\$4,784.87	\$5,024.11	\$5,275.31
\$59.81	\$62.80	\$65.94
\$130,646.29	\$137,178.61	\$144,037.54
\$10,887.19	\$11,431.55	\$12,003.13
\$5,024.86	\$5,276.10	\$5,539.91
\$62.81	\$65.95	\$69.25
\$92,412.01	\$97,032.62	\$101,884.25
\$7,701.00	\$8,086.05	\$8,490.35
\$3,554.31	\$3,732.02	\$3,918.62
\$44.43	\$46.65	\$48.98
\$83,170.81	\$87,329.35	\$91,695.82
\$6,930.90	\$7,277.45	\$7,641.32
\$3,198.88	\$3,358.82	\$3,526.76
\$39.99	\$41.99	\$44.08
\$141,635.52	\$149,504.16	\$157,372.80
\$11,802.96	\$12,458.68	\$13,114.40
\$5,447.52	\$5,750.16	\$6,052.80
\$68.09	\$71.88	\$75.66
\$89,034.00	\$93,980.34	\$98,926.67
\$7,419.50	\$7,831.69	\$8,243.89
\$3,424.38	\$3,614.63	\$3,804.87
\$42.80	\$45.18	\$47.56
\$92,412.01	\$97,032.62	\$101,884.25
\$7,701.00	\$8,086.05	\$8,490.35
\$3,554.31	\$3,732.02	\$3,918.62
\$44.43	\$46.65	\$48.98
\$83,170.81	\$87,329.35	\$91,695.82
\$6,930.90	\$7,277.45	\$7,641.32
\$3,198.88	\$3,358.82	\$3,526.76
\$39.99	\$41.99	\$44.08
\$122,417.53	\$128,538.41	\$134,965.33
\$10,201.46	\$10,711.53	\$11,247.11
\$4,708.37	\$4,943.78	\$5,190.97
\$58.85	\$61.80	\$64.89
\$110,894.42	\$116,439.14	\$122,261.10
\$9,241.20	\$9,703.26	\$10,188.42
\$4,265.17	\$4,478.43	\$4,702.35
\$53.31	\$55.98	\$58.78
\$122,417.53	\$128,538.41	\$134,965.33
\$10,201.46	\$10,711.53	\$11,247.11
\$4,708.37	\$4,943.78	\$5,190.97
\$58.85	\$61.80	\$64.89
\$122,417.53	\$128,538.41	\$134,965.33
\$10,201.46	\$10,711.53	\$11,247.11
\$4,708.37	\$4,943.78	\$5,190.97
\$58.85	\$61.80	\$64.89
\$101,639.57	\$106,721.54	\$112,057.62
\$8,469.96	\$8,893.46	\$9,338.14



\$3,909.21	\$4,104.67	\$4,309.91
\$48.87	\$51.31	\$53.87
\$101,639.57	\$106,721.54	\$112,057.62
\$8,469.96	\$8,893.46	\$9,338.14
\$3,909.21	\$4,104.67	\$4,309.91
\$48.87	\$51.31	\$53.87
\$101,639.57	\$106,721.54	\$112,057.62
\$8,469.96	\$8,893.46	\$9,338.14
\$3,909.21	\$4,104.67	\$4,309.91
\$48.87	\$51.31	\$53.87

Step 3	Step 4	Step 5
\$89,422.62	\$93,893.75	\$98,588.43
\$7,451.88	\$7,824.48	\$8,215.70
\$3,439.33	\$3,611.30	\$3,791.86
\$42.99	\$45.14	\$47.40
\$60,060.98	\$63,064.03	\$66,217.24
\$5,005.08	\$5,255.34	\$5,518.10
\$2,310.04	\$2,425.54	\$2,546.82
\$28.88	\$30.32	\$31.84
\$60,060.98	\$63,064.03	\$66,217.24
\$5,005.08	\$5,255.34	\$5,518.10
\$2,310.04	\$2,425.54	\$2,546.82
\$28.88	\$30.32	\$31.84
\$63,064.03	\$66,217.24	\$69,528.10
\$5,255.34	\$5,518.10	\$5,794.01
\$2,425.54	\$2,546.82	\$2,674.16
\$30.32	\$31.84	\$33.43
\$67,595.91	\$70,975.70	\$74,524.49
\$5,632.99	\$5,914.64	\$6,210.37
\$2,599.84	\$2,729.83	\$2,866.33
\$32.50	\$34.12	\$35.83
\$46,888.52	\$49,232.94	\$51,694.59
\$3,907.38	\$4,102.75	\$4,307.88
\$1,803.40	\$1,893.57	\$1,988.25
\$22.54	\$23.67	\$24.85
\$95,851.87	\$100,644.46	\$105,676.69
\$7,987.66	\$8,387.04	\$8,806.39
\$3,686.61	\$3,870.94	\$4,064.49
\$46.08	\$48.39	\$50.81
\$80,754.72	\$84,792.46	\$89,032.08
\$6,729.56	\$7,066.04	\$7,419.34
\$3,105.95	\$3,261.25	\$3,424.31
\$38.82	\$40.77	\$42.80
\$87,445.63	\$91,817.91	\$96,408.80
\$7,287.14	\$7,651.49	\$8,034.07
\$3,363.29	\$3,531.46	\$3,708.03
\$42.04	\$44.14	\$46.35
\$77,192.02	\$81,051.62	\$85,104.20
\$6,432.67	\$6,754.30	\$7,092.02
\$2,968.92	\$3,117.37	\$3,273.24
\$37.11	\$38.97	\$40.92
\$63,050.38	\$66,202.90	\$69,513.05
\$5,254.20	\$5,516.91	\$5,792.75
\$2,425.01	\$2,546.27	\$2,673.58
\$30.31	\$31.83	\$33.42
\$73,465.50	\$77,138.78	\$80,995.72
\$6,122.13	\$6,428.23	\$6,749.64
\$2,825.60	\$2,966.88	\$3,115.22

\$35.32	\$37.09	\$38.94
\$67,991.76	\$71,391.35	\$74,960.92
\$5,665.98	\$5,949.28	\$6,246.74
\$2,615.07	\$2,745.82	\$2,883.11
\$32.69	\$34.32	\$36.04
\$75,553.99	\$79,331.69	\$83,298.27
\$6,296.17	\$6,610.97	\$6,941.52
\$2,905.92	\$3,051.22	\$3,203.78
\$36.32	\$38.14	\$40.05
\$83,866.97	\$88,060.32	\$92,463.34
\$6,988.91	\$7,338.36	\$7,705.28
\$3,225.65	\$3,386.94	\$3,556.28
\$40.32	\$42.34	\$44.45
\$88,931.21	\$93,377.77	\$98,046.66
\$7,410.93	\$7,781.48	\$8,170.55
\$3,420.43	\$3,591.45	\$3,771.03
\$42.76	\$44.89	\$47.14
\$93,381.18	\$98,050.24	\$102,952.75
\$7,781.77	\$8,170.85	\$8,579.40
\$3,591.58	\$3,771.16	\$3,959.72
\$44.89	\$47.14	\$49.50
\$92,412.01	\$97,032.61	\$101,884.24
\$7,701.00	\$8,086.05	\$8,490.35
\$3,554.31	\$3,732.02	\$3,918.62
\$44.43	\$46.65	\$48.98
\$80,399.82	\$84,419.81	\$88,640.80
\$6,699.98	\$7,034.98	\$7,386.73
\$3,092.30	\$3,246.92	\$3,409.26
\$38.65	\$40.59	\$42.62
\$67,595.91	\$70,975.70	\$74,524.49
\$5,632.99	\$5,914.64	\$6,210.37
\$2,599.84	\$2,729.83	\$2,866.33
\$32.50	\$34.12	\$35.83
\$77,942.78	\$81,839.92	\$85,931.91
\$6,495.23	\$6,819.99	\$7,160.99
\$2,997.80	\$3,147.69	\$3,305.07
\$37.47	\$39.35	\$41.31
\$75,431.14	\$79,202.69	\$83,162.83
\$6,285.93	\$6,600.22	\$6,930.24
\$2,901.20	\$3,046.26	\$3,198.57
\$36.26	\$38.08	\$39.98
\$66,217.13	\$69,527.99	\$73,004.39
\$5,518.09	\$5,794.00	\$6,083.70
\$2,546.81	\$2,674.15	\$2,807.86
\$31.84	\$33.43	\$35.10
\$81,051.68	\$85,104.27	\$89,359.48
\$6,754.31	\$7,092.02	\$7,446.62
\$3,117.37	\$3,273.24	\$3,436.90
\$38.97	\$40.92	\$42.96
\$77,137.41	\$80,994.29	\$85,044.00
\$6,428.12	\$6,749.52	\$7,087.00
\$2,966.82	\$3,115.16	\$3,270.92
\$37.09	\$38.94	\$40.89
\$82,974.25	\$87,122.96	\$91,479.11
\$6,914.52	\$7,260.25	\$7,623.26
\$3,191.32	\$3,350.88	\$3,518.43
\$39.89	\$41.89	\$43.98
\$59,692.43	\$62,677.05	\$65,810.90
\$4,974.37	\$5,223.09	\$5,484.24

\$2,295.86	\$2,410.66	\$2,531.19
\$28.70	\$30.13	\$31.64
\$78,543.39	\$82,470.56	\$86,594.08
\$6,545.28	\$6,872.55	\$7,216.17
\$3,020.90	\$3,171.94	\$3,330.54
\$37.76	\$39.65	\$41.63
\$65,273.48	\$68,537.15	\$71,964.01
\$5,439.46	\$5,711.43	\$5,997.00
\$2,510.52	\$2,636.04	\$2,767.85
\$31.38	\$32.95	\$34.60
\$105,052.12	\$110,304.73	\$115,819.96
\$8,754.34	\$9,192.06	\$9,651.66
\$4,040.47	\$4,242.49	\$4,454.61
\$50.51	\$53.03	\$55.68
\$84,017.13	\$88,217.98	\$92,628.88
\$7,001.43	\$7,351.50	\$7,719.07
\$3,231.43	\$3,393.00	\$3,562.65
\$40.39	\$42.41	\$44.53
\$51,174.69	\$53,733.42	\$56,420.09
\$4,264.56	\$4,477.79	\$4,701.67
\$1,968.26	\$2,066.67	\$2,170.00
\$24.60	\$25.83	\$27.13
\$56,853.18	\$59,695.84	\$62,680.63
\$4,737.77	\$4,974.65	\$5,223.39
\$2,186.66	\$2,295.99	\$2,410.79
\$27.33	\$28.70	\$30.13
\$64,142.40	\$67,349.52	\$70,717.00
\$5,345.20	\$5,612.46	\$5,893.08
\$2,467.02	\$2,590.37	\$2,719.88
\$30.84	\$32.38	\$34.00
\$67,595.91	\$70,975.70	\$74,524.49
\$5,632.99	\$5,914.64	\$6,210.37
\$2,599.84	\$2,729.83	\$2,866.33
\$32.50	\$34.12	\$35.83
\$71,076.72	\$74,630.55	\$78,362.08
\$5,923.06	\$6,219.21	\$6,530.17
\$2,733.72	\$2,870.41	\$3,013.93
\$34.17	\$35.88	\$37.67

Step 3	Step 4	Step 5
\$62,463.42	\$65,586.60	\$68,865.92
\$5,205.29	\$5,465.55	\$5,738.83
\$2,402.44	\$2,522.56	\$2,648.69
\$30.03	\$31.53	\$33.11
\$67,460.48	\$70,833.50	\$74,375.18
\$5,621.71	\$5,902.79	\$6,197.93
\$2,594.63	\$2,724.37	\$2,860.58
\$32.43	\$34.05	\$35.76
\$65,439.17	\$68,711.13	\$72,146.69
\$5,453.26	\$5,725.93	\$6,012.22
\$2,516.89	\$2,642.74	\$2,774.87
\$31.46	\$33.03	\$34.69
\$69,001.88	\$72,451.98	\$76,074.57
\$5,750.16	\$6,037.66	\$6,339.55
\$2,653.92	\$2,786.61	\$2,925.95
\$33.17	\$34.83	\$36.57
\$71,977.63	\$75,576.51	\$79,355.34
\$5,998.14	\$6,298.04	\$6,612.94
\$2,768.37	\$2,906.79	\$3,052.13

\$34.60	\$36.33	\$38.15
\$71,977.63	\$75,576.51	\$79,355.34
\$5,998.14	\$6,298.04	\$6,612.94
\$2,768.37	\$2,906.79	\$3,052.13
\$34.60	\$36.33	\$38.15
\$76,741.56	\$80,578.64	\$84,607.57
\$6,395.13	\$6,714.89	\$7,050.63
\$2,951.60	\$3,099.18	\$3,254.14
\$36.89	\$38.74	\$40.68
\$76,741.56	\$80,578.64	\$84,607.57
\$6,395.13	\$6,714.89	\$7,050.63
\$2,951.60	\$3,099.18	\$3,254.14
\$36.89	\$38.74	\$40.68
\$64,237.95	\$67,449.85	\$70,822.34
\$5,353.16	\$5,620.82	\$5,901.86
\$2,470.69	\$2,594.23	\$2,723.94
\$30.88	\$32.43	\$34.05
\$80,263.32	\$84,276.48	\$88,490.31
\$6,688.61	\$7,023.04	\$7,374.19
\$3,087.05	\$3,241.40	\$3,403.47
\$38.59	\$40.52	\$42.54
\$59,344.68	\$62,311.91	\$65,427.51
\$4,945.39	\$5,192.66	\$5,452.29
\$2,282.49	\$2,396.61	\$2,516.44
\$28.53	\$29.96	\$31.46
\$64,083.53	\$67,287.71	\$70,652.10
\$5,340.29	\$5,607.31	\$5,887.67
\$2,464.75	\$2,587.99	\$2,717.39
\$30.81	\$32.35	\$33.97
\$64,237.95	\$67,449.85	\$70,822.34
\$5,353.16	\$5,620.82	\$5,901.86
\$2,470.69	\$2,594.23	\$2,723.94
\$30.88	\$32.43	\$34.05
\$68,100.97	\$71,506.01	\$75,081.32
\$5,675.08	\$5,958.83	\$6,256.78
\$2,619.27	\$2,750.23	\$2,887.74
\$32.74	\$34.38	\$36.10
\$80,304.27	\$84,319.48	\$88,535.45
\$6,692.02	\$7,026.62	\$7,377.95
\$3,088.63	\$3,243.06	\$3,405.21
\$38.61	\$40.54	\$42.57
\$75,553.99	\$79,331.69	\$83,298.27
\$6,296.17	\$6,610.97	\$6,941.52
\$2,905.92	\$3,051.22	\$3,203.78
\$36.32	\$38.14	\$40.05

Step 3	Step 4	Step 5
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\$250,000.00  
\$20,833.33  
\$9,615.38  
\$120.19

Step 3	Step 4	Step 5
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\$224,597.20    \$235,827.06    \$247,618.42  
\$18,716.43    \$19,652.26    \$20,634.87  
\$8,638.35    \$9,070.27    \$9,523.79  
\$107.98    \$113.38    \$119.05  
\$171,351.25    \$179,918.81    \$188,914.75  
\$14,279.27    \$14,993.23    \$15,742.90

\$6,590.43	\$6,919.95	\$7,265.95
\$82.38	\$86.50	\$90.82
\$171,351.25	\$179,918.81	\$188,914.75
\$14,279.27	\$14,993.23	\$15,742.90
\$6,590.43	\$6,919.95	\$7,265.95
\$82.38	\$86.50	\$90.82
\$194,675.71	\$204,409.50	\$214,629.97
\$16,222.98	\$17,034.12	\$17,885.83
\$7,487.53	\$7,861.90	\$8,255.00
\$93.59	\$98.27	\$103.19
\$189,260.35	\$198,723.37	\$208,659.54
\$15,771.70	\$16,560.28	\$17,388.29
\$7,279.24	\$7,643.21	\$8,025.37
\$90.99	\$95.54	\$100.32
\$217,248.67	\$228,111.11	\$239,516.66
\$18,104.06	\$19,009.26	\$19,959.72
\$8,355.72	\$8,773.50	\$9,212.18
\$104.45	\$109.67	\$115.15
\$171,351.25	\$179,918.81	\$188,914.75
\$14,279.27	\$14,993.23	\$15,742.90
\$6,590.43	\$6,919.95	\$7,265.95
\$82.38	\$86.50	\$90.82
\$189,519.71	\$198,995.69	\$208,945.48
\$15,793.31	\$16,582.97	\$17,412.12
\$7,289.22	\$7,653.68	\$8,036.36
\$91.12	\$95.67	\$100.45

**Step 3**

\$28.88  
 \$30.32  
 \$16.05

\$16.05  
 \$22.54  
 \$28.30  
 \$35.32

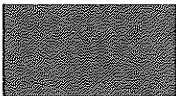


\$61.67  
 \$20.07  
 \$30.81  
 \$31.74  
 \$32.69  
 \$16.86



\$16.86  
 \$16.05

\$36.26  
 \$16.05  
 \$37.76  
 \$21.19  
 \$18.05  
 \$20.07



\$22.67  
\$16.05  
\$52.00  
\$28.22  
\$16.05  
\$17.77  
\$16.05  
\$19.25

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