

| Grade | Description          | Barg.      |         | Step 0    | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    |
|-------|----------------------|------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 9001  | ACADEMIC INSTRUCTOR  | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 24.01     | 25.21     | 26.47     | 27.79     | 29.18     | 30.64     | 32.17     |
| 7021  | ACCOUNTANT I         | CLERICAL   | Monthly | 4,834.16  | 5,075.87  | 5,329.68  | 5,596.15  | 5,875.96  | 6,169.78  | 6,478.29  |
|       |                      |            | Hourly  | 27.89     | 29.28     | 30.75     | 32.29     | 33.90     | 35.59     | 37.37     |
| 2036  | ACCOUNTANT II        | MID-MGT    | Monthly | 5,877.21  | 6,171.14  | 6,479.68  | 6,803.64  | 7,143.80  | 7,501.02  | 7,876.07  |
|       |                      |            | Hourly  | 33.91     | 35.60     | 37.38     | 39.25     | 41.21     | 43.28     | 45.44     |
| 7001  | ACCOUNTING ASSISTANT | CLERICAL   | Monthly | 3,561.63  | 3,739.71  | 3,926.72  | 4,123.04  | 4,329.20  | 4,545.67  | 4,772.95  |
|       |                      |            | Hourly  | 20.55     | 21.58     | 22.65     | 23.79     | 24.98     | 26.23     | 27.54     |
| 9002  | ACCOUNTING ASSISTANT | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 20.55     | 21.58     | 22.65     | 23.79     | 24.98     | 26.23     | 27.54     |
| 7002  | ACCOUNTING TECH      | CLERICAL   | Monthly | 4,530.87  | 4,757.42  | 4,995.27  | 5,245.02  | 5,507.28  | 5,782.64  | 6,071.80  |
|       |                      |            | Hourly  | 26.14     | 27.45     | 28.82     | 30.26     | 31.77     | 33.36     | 35.03     |
| 1004  | ADMIN ANALYST        | MANAGEMENT | Monthly | 5,515.90  | 5,791.72  | 6,081.31  | 6,385.34  | 6,704.64  | 7,039.87  | 7,391.84  |
|       |                      |            | Hourly  | 31.82     | 33.41     | 35.08     | 36.84     | 38.68     | 40.61     | 42.65     |
| 3001  | ADMIN ASSIST I       | CONFIDENTL | Monthly | 3,579.98  | 3,758.99  | 3,946.93  | 4,144.27  | 4,351.49  | 4,569.05  | 4,796.26  |
|       |                      |            | Hourly  | 20.65     | 21.69     | 22.77     | 23.91     | 25.10     | 26.36     | 27.67     |
| 3002  | ADMIN ASSIST II      | CONFIDENTL | Monthly | 3,855.06  | 4,047.81  | 4,250.20  | 4,462.71  | 4,685.83  | 4,920.13  | 5,166.16  |
|       |                      |            | Hourly  | 22.24     | 23.35     | 24.52     | 25.75     | 27.03     | 28.39     | 29.80     |
| 9099  | ADMIN ASSIST II      | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 22.24     | 23.35     | 24.52     | 25.75     | 27.03     | 28.39     | 29.80     |
| 1103  | ADMIN SVCS DIRECTOR  | EXECUTIVE  | Monthly | 11,113.20 | 11,668.84 | 12,252.28 | 12,864.91 | 13,508.15 | 14,183.54 | 14,892.74 |
|       |                      |            | Hourly  | 64.11     | 67.32     | 70.69     | 74.22     | 77.93     | 81.83     | 85.92     |
| 1005  | ADMIN SVCS MANAGER   | MANAGEMENT | Monthly | 8,705.75  | 9,141.04  | 9,598.05  | 10,077.99 | 10,581.87 | 11,110.97 | 11,666.50 |
|       |                      |            | Hourly  | 50.23     | 52.74     | 55.37     | 58.14     | 61.05     | 64.10     | 67.31     |

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| 1152  | AIRPORT DIRECTOR           | EXECUTIVE  | Monthly | 10,897.94 | 11,442.84 | 12,014.99 | 12,615.72 | 13,246.52 | 13,908.87 | 14,604.31 |
|       |                            |            | Hourly  | 62.87     | 66.02     | 69.32     | 72.78     | 76.42     | 80.24     | 84.26     |
| 1006  | AIRPORT MANAGER            | MANAGEMENT | Monthly | 8,740.64  | 9,177.65  | 9,636.51  | 10,118.33 | 10,624.29 | 11,155.47 | 11,713.24 |
|       |                            |            | Hourly  | 50.43     | 52.95     | 55.60     | 58.38     | 61.29     | 64.36     | 67.58     |
| 2002  | AIRPORT OPER SUPVR         | MID-MGT    | Monthly | 5,451.72  | 5,724.31  | 6,010.55  | 6,311.07  | 6,626.66  | 6,957.99  | 7,305.87  |
|       |                            |            | Hourly  | 31.45     | 33.02     | 34.68     | 36.41     | 38.23     | 40.14     | 42.15     |
| 2085  | AIRPORT OPERATIONS MANAGER | MID-MGT    | Monthly | 7,242.63  | 7,604.78  | 7,985.01  | 8,384.26  | 8,803.47  | 9,243.65  | 9,705.80  |
|       |                            |            | Hourly  | 41.78     | 43.87     | 46.07     | 48.37     | 50.79     | 53.33     | 56.00     |
| 4052  | AIRPORT OPS SPCL I         | OE3        | Monthly | 3,749.66  | 3,937.14  | 4,133.96  | 4,340.77  | 4,557.76  | 4,785.60  | 5,024.87  |
|       |                            |            | Hourly  | 21.63     | 22.71     | 23.85     | 25.04     | 26.29     | 27.61     | 28.99     |
| 9086  | AIRPORT OPS SPCL I         | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                            |            | Hourly  | 21.63     | 22.71     | 23.85     | 25.04     | 26.29     | 27.61     | 28.99     |
| 4053  | AIRPORT OPS SPCL II        | OE3        | Monthly | 4,235.92  | 4,447.73  | 4,670.08  | 4,903.60  | 5,148.78  | 5,406.22  | 5,676.54  |
|       |                            |            | Hourly  | 24.44     | 25.66     | 26.94     | 28.29     | 29.70     | 31.19     | 32.75     |
| 4054  | AIRPORT OPS SPCL III       | OE3        | Monthly | 4,911.25  | 5,156.80  | 5,414.65  | 5,685.38  | 5,969.64  | 6,268.12  | 6,581.53  |
|       |                            |            | Hourly  | 28.33     | 29.75     | 31.24     | 32.80     | 34.44     | 36.16     | 37.97     |
| 7003  | ASSIST ADMIN ANALYST       | CLERICAL   | Monthly | 4,371.14  | 4,589.67  | 4,819.14  | 5,060.12  | 5,313.14  | 5,578.80  | 5,857.71  |
|       |                            |            | Hourly  | 25.22     | 26.48     | 27.80     | 29.19     | 30.65     | 32.19     | 33.79     |
| 9005  | ASSIST ADMIN ANALYST       | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                            |            | Hourly  | 25.22     | 26.48     | 27.80     | 29.19     | 30.65     | 26.44     | 33.79     |
| 1108  | ASSIST CITY MANAGER        | EXECUTIVE  | Monthly | 11,672.33 | 12,255.95 | 12,868.74 | 13,512.18 | 14,187.81 | 14,897.18 | 15,642.03 |
|       |                            |            | Hourly  | 67.34     | 70.71     | 74.24     | 77.95     | 81.85     | 85.95     | 90.24     |
| 9076  | ASSIST CITY MANAGER        | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                            |            | Hourly  | 67.34     | 70.71     | 74.24     | 77.95     | 81.85     | 85.95     | 90.24     |

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| 1033  | ASSIST COMM DEV DIR  | MANAGEMENT | Monthly | 9,383.44  | 9,852.66  | 10,345.27 | 10,862.52 | 11,405.64 | 11,975.95 | 12,574.73 |
|       |                      |            | Hourly  | 54.14     | 56.84     | 59.68     | 62.67     | 65.80     | 69.09     | 72.55     |
| 1007  | ASSIST DIR OF PW & U | MANAGEMENT | Monthly | 10,473.93 | 10,997.65 | 11,547.51 | 12,124.91 | 12,731.14 | 13,367.71 | 14,036.08 |
|       |                      |            | Hourly  | 60.43     | 63.45     | 66.62     | 69.95     | 73.45     | 77.12     | 80.98     |
| 7004  | ASSIST ENGINEER      | CLERICAL   | Monthly | 4,958.59  | 5,206.52  | 5,466.83  | 5,740.19  | 6,027.19  | 6,328.55  | 6,644.97  |
|       |                      |            | Hourly  | 28.61     | 30.04     | 31.54     | 33.12     | 34.77     | 36.51     | 38.34     |
| 1062  | ASSIST FINANCE DIR   | MANAGEMENT | Monthly | 8,705.75  | 9,141.04  | 9,598.05  | 10,077.99 | 10,581.87 | 11,110.97 | 11,666.50 |
|       |                      |            | Hourly  | 50.23     | 52.74     | 55.37     | 58.14     | 61.05     | 64.10     | 67.31     |
| 1010  | ASSIST PCS DIRECTOR  | MANAGEMENT | Monthly | 7,783.79  | 8,172.97  | 8,581.60  | 9,010.69  | 9,461.23  | 9,934.30  | 10,430.98 |
|       |                      |            | Hourly  | 44.91     | 47.15     | 49.51     | 51.98     | 54.58     | 57.31     | 60.18     |
| 1034  | ASSIST TO THE CM     | MANAGEMENT | Monthly | 7,811.44  | 8,202.00  | 8,612.11  | 9,042.71  | 9,494.81  | 9,969.57  | 10,468.06 |
|       |                      |            | Hourly  | 45.07     | 47.32     | 49.69     | 52.17     | 54.78     | 57.52     | 60.39     |
| 1050  | ASSISTANT CHIEF PD   | MANAGEMENT | Monthly | 11,076.91 | 11,630.78 | 12,212.29 | 12,822.90 | 13,464.06 | 14,137.26 | 14,844.12 |
|       |                      |            | Hourly  | 63.91     | 67.10     | 70.46     | 73.98     | 77.68     | 81.56     | 85.64     |
| 1032  | ASSISTANT CITY CLERK | MANAGEMENT | Monthly | 5,994.60  | 6,294.36  | 6,609.07  | 6,939.53  | 7,286.52  | 7,650.80  | 8,033.35  |
|       |                      |            | Hourly  | 34.58     | 36.31     | 38.13     | 40.04     | 42.04     | 44.14     | 46.35     |
| 9006  | ASSISTANT ENGINEER   | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 28.61     | 30.04     | 31.54     | 33.12     | 34.77     | 36.51     | 38.34     |
| 7005  | ASSISTANT PLANNER    | CLERICAL   | Monthly | 4,730.31  | 4,966.82  | 5,215.15  | 5,475.90  | 5,749.68  | 6,037.20  | 6,339.04  |
|       |                      |            | Hourly  | 27.29     | 28.65     | 30.09     | 31.59     | 33.17     | 34.83     | 36.57     |
| 9008  | ASSISTANT PLANNER    | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 27.29     | 28.65     | 30.09     | 31.59     | 33.17     | 34.83     | 36.57     |
| 2037  | ASSOC CIVIL ENGINEER | MID-MGT    | Monthly | 6,705.70  | 7,041.02  | 7,393.06  | 7,762.69  | 8,150.81  | 8,558.38  | 8,986.32  |
|       |                      |            | Hourly  | 38.69     | 40.62     | 42.65     | 44.78     | 47.02     | 49.38     | 51.84     |

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| 2038  | ASSOCIATE PLANNER    | MID-MGT    | Monthly | 6,008.19 | 6,308.58 | 6,624.02 | 6,955.22  | 7,302.99  | 7,668.12  | 8,051.51  |
|       |                      |            | Hourly  | 34.66    | 36.40    | 38.22    | 40.13     | 42.13     | 44.24     | 46.45     |
| 9078  | AUDIOVISUAL TECH     | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 18.89    | 19.84    | 20.83    | 21.87     | 22.97     | 24.11     | 25.32     |
| 7039  | AUDIOVISUAL/COMM TEC | CLERICAL   | Monthly | 3,275.03 | 3,438.76 | 3,610.73 | 3,791.28  | 3,980.82  | 4,179.87  | 4,388.87  |
|       |                      |            | Hourly  | 18.89    | 19.84    | 20.83    | 21.87     | 22.97     | 24.11     | 25.32     |
| 1056  | BATT FIRE CHIEF-40   | MANAGEMENT | Monthly | 8,793.20 | 9,232.88 | 9,694.49 | 10,179.24 | 10,688.21 | 11,222.60 | 11,783.74 |
|       |                      |            | Hourly  | 50.73    | 53.27    | 55.93    | 58.73     | 61.66     | 64.75     | 67.98     |
| 1063  | BATT FIRE CHIEF-56   | MANAGEMENT | Monthly | 8,792.96 | 9,232.60 | 9,694.27 | 10,178.91 | 10,687.91 | 11,222.29 | 11,783.42 |
|       |                      |            | Hourly  | 36.23    | 38.05    | 39.95    | 41.95     | 44.04     | 46.25     | 48.56     |
| 4001  | BLDG MAINT WORKER    | OE3        | Monthly | 4,099.70 | 4,304.69 | 4,519.91 | 4,745.89  | 4,983.20  | 5,232.37  | 5,494.00  |
|       |                      |            | Hourly  | 23.65    | 24.83    | 26.08    | 27.38     | 28.75     | 30.19     | 31.70     |
| 9102  | BLDG MAINT WORKER    | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 23.65    | 24.83    | 26.08    | 27.38     | 28.75     | 30.19     | 31.70     |
| 4034  | BODY REPAIR WORKER   | OE3        | Monthly | 4,127.26 | 4,333.62 | 4,550.30 | 4,777.80  | 5,016.70  | 5,267.54  | 5,530.94  |
|       |                      |            | Hourly  | 23.81    | 25.00    | 26.25    | 27.56     | 28.94     | 30.39     | 31.91     |
| 9009  | BUILDING INSPECTOR   | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 34.38    | 36.10    | 37.91    | 39.80     | 41.79     | 43.88     | 46.08     |
| 7022  | BUILDING INSPECTOR   | CLERICAL   | Monthly | 5,959.76 | 6,257.72 | 6,570.63 | 6,899.14  | 7,244.14  | 7,606.32  | 7,986.64  |
|       |                      |            | Hourly  | 34.38    | 36.10    | 37.91    | 39.80     | 41.79     | 43.88     | 46.08     |
| 1001  | BUILDING OFFICIAL    | MANAGEMENT | Monthly | 8,643.79 | 9,075.97 | 9,529.80 | 10,006.30 | 10,506.58 | 11,031.91 | 11,583.50 |
| 1001  | BUILDING OFFICIAL    | MANAGEMENT | Monthly | 8,643.79 | 9,075.97 | 9,529.80 | 10,006.30 | 10,506.58 | 11,031.91 | 11,583.50 |
|       |                      |            | Hourly  | 49.87    | 52.36    | 54.98    | 57.73     | 60.61     | 63.65     | 66.83     |
|       |                      |            | Hourly  | 49.87    | 52.36    | 54.98    | 57.73     | 60.61     | 63.65     | 66.83     |

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| 2004  | CIRCULATION MANAGER  | MID-MGT    | Monthly | 4,532.52  | 4,759.15 | 4,997.07 | 5,246.95 | 5,509.27 | 5,784.74 | 6,073.99 |
|       |                      |            | Hourly  | 26.15     | 27.46    | 28.83    | 30.27    | 31.78    | 33.37    | 35.04    |
| 8201  | CITY CLERK           | CITY CLERK | Monthly | 12,562.77 |          |          |          |          |          |          |
|       |                      |            | Hourly  | 72.48     |          |          |          |          |          |          |
| 8301  | CITY COUNCIL MEMBER  | COUNCIL    | Monthly | 578.81    |          |          |          |          |          |          |
|       |                      |            | Hourly  | 3.34      |          |          |          |          |          |          |
| 8101  | CITY MANAGER         | CITY MGR   | Monthly | 18,333.33 |          |          |          |          |          |          |
|       |                      |            | Hourly  | 105.77    |          |          |          |          |          |          |
| 3008  | CITY MANAGER'S INTER | CONFIDENTL | Monthly | 2,426.67  | 2,539.33 | 2,657.63 | 2,781.85 | 2,912.28 | 3,049.24 | 3,193.02 |
|       |                      |            | Hourly  | 14.00     | 14.65    | 15.33    | 16.05    | 16.80    | 17.59    | 18.42    |
| 9011  | CITY MANAGER'S INTER | TEMP       | Monthly | 0.00      | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 14.00     | 14.65    | 15.33    | 16.05    | 16.80    | 17.59    | 18.42    |
| 9012  | CITY MANAGER'S VIDEO | TEMP       | Monthly | 0.00      | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 14.00     | 14.65    | 15.33    | 16.05    | 16.80    | 17.59    | 18.42    |
| 7006  | CODE ENFORCE OFF I   | CLERICAL   | Monthly | 5,165.98  | 5,424.27 | 5,695.50 | 5,980.26 | 6,279.26 | 6,593.23 | 6,922.91 |
|       |                      |            | Hourly  | 29.80     | 31.29    | 32.86    | 34.50    | 36.23    | 38.04    | 39.94    |
| 9013  | CODE ENFORCE OFF I   | TEMP       | Monthly | 0.00      | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 29.80     | 31.29    | 32.86    | 34.50    | 36.23    | 38.04    | 39.94    |
| 7007  | CODE ENFORCE OFF II  | CLERICAL   | Monthly | 5,709.04  | 5,994.52 | 6,294.21 | 6,608.92 | 6,939.38 | 7,286.35 | 7,650.63 |
|       |                      |            | Hourly  | 32.94     | 34.58    | 36.31    | 38.13    | 40.03    | 42.04    | 44.14    |
| 2005  | COLLEC SYSTEM MNGR   | MID-MGT    | Monthly | 6,135.35  | 6,442.11 | 6,764.20 | 7,102.42 | 7,457.54 | 7,830.44 | 8,221.96 |
|       |                      |            | Hourly  | 35.40     | 37.17    | 39.02    | 40.98    | 43.02    | 45.18    | 47.43    |
| 4002  | COLLEC SYSTEM OPR I  | OE3        | Monthly | 4,544.00  | 4,771.17 | 5,009.72 | 5,260.23 | 5,523.25 | 5,799.39 | 6,089.35 |
|       |                      |            | Hourly  | 26.22     | 27.53    | 28.90    | 30.35    | 31.86    | 33.46    | 35.13    |

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| 4046  | COLLEC SYSTEM OPR II  | OE3        | Monthly | 5,021.66  | 5,272.69  | 5,536.33  | 5,813.17  | 6,103.83  | 6,409.00  | 6,729.49  |
|       |                       |            | Hourly  | 28.97     | 30.42     | 31.94     | 33.54     | 35.21     | 36.98     | 38.82     |
| 4115  | COLLEC SYSTEM OPR III | OE3        | Monthly | 5,523.81  | 5,799.97  | 6,089.96  | 6,394.48  | 6,714.20  | 7,049.90  | 7,402.44  |
|       |                       |            | Hourly  | 31.87     | 33.46     | 35.13     | 36.89     | 38.74     | 40.67     | 42.71     |
| 9014  | COMM CNTR ATTENDANT   | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                       |            | Hourly  | 14.00     | 14.65     | 15.33     | 16.05     | 16.80     | 17.59     | 18.42     |
| 1102  | COMM DEV DIRECTOR     | EXECUTIVE  | Monthly | 11,113.20 | 11,668.84 | 12,252.28 | 12,864.91 | 13,508.15 | 14,183.54 | 14,892.32 |
|       |                       |            | Hourly  | 64.11     | 67.32     | 70.69     | 74.22     | 77.93     | 81.83     | 85.92     |
| 2080  | COMM ENVIR OUT COORD  | MID-MGT    | Monthly | 5,508.45  | 5,783.87  | 6,073.08  | 6,376.74  | 6,695.56  | 7,030.36  | 7,381.83  |
|       |                       |            | Hourly  | 31.78     | 33.37     | 35.04     | 36.79     | 38.63     | 40.56     | 42.59     |
| 1061  | COMM ENVIRO OUT MGR   | MANAGEMENT | Monthly | 7,221.63  | 7,582.73  | 7,961.85  | 8,359.95  | 8,777.97  | 9,216.87  | 9,677.68  |
|       |                       |            | Hourly  | 41.66     | 43.75     | 45.93     | 48.23     | 50.64     | 53.17     | 55.83     |
| 7008  | COMMUNITY ORGANIZER   | CLERICAL   | Monthly | 3,081.52  | 3,235.61  | 3,397.40  | 3,567.27  | 3,745.63  | 3,932.89  | 4,129.54  |
|       |                       |            | Hourly  | 17.78     | 18.67     | 19.60     | 20.58     | 21.61     | 22.69     | 23.82     |
| 9015  | COMMUNITY ORGANIZER   | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                       |            | Hourly  | 17.78     | 18.67     | 19.60     | 20.58     | 21.61     | 22.69     | 23.82     |
| 2039  | COMP CENTER COORD     | MID-MGT    | Monthly | 4,865.55  | 5,108.81  | 5,364.28  | 5,632.47  | 5,914.11  | 6,209.80  | 6,520.28  |
|       |                       |            | Hourly  | 28.07     | 29.47     | 30.95     | 32.50     | 34.12     | 35.83     | 37.62     |
| 2040  | COMP CENTER MANAGER   | MID-MGT    | Monthly | 5,675.22  | 5,958.96  | 6,256.90  | 6,569.77  | 6,898.23  | 7,243.17  | 7,605.30  |
|       |                       |            | Hourly  | 32.74     | 34.38     | 36.10     | 37.90     | 39.80     | 41.79     | 43.88     |
| 9016  | COMP CNTR ASSIST/AC   | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                       |            | Hourly  | 14.00     | 14.65     | 15.33     | 16.05     | 16.80     | 17.59     | 18.42     |
| 2041  | CONST ENGINEER        | MID-MGT    | Monthly | 6,599.73  | 6,929.74  | 7,276.23  | 7,640.04  | 8,022.02  | 8,423.11  | 8,844.29  |
|       |                       |            | Hourly  | 38.08     | 39.98     | 41.98     | 44.08     | 46.28     | 48.59     | 51.02     |

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|-------|----------------------|------------|---------|----------|----------|----------|----------|----------|----------|----------|
| 7009  | CONST INSPECTOR      | CLERICAL   | Monthly | 5,202.28 | 5,462.38 | 5,735.49 | 6,022.27 | 6,323.40 | 6,639.58 | 6,971.53 |
|       |                      |            | Hourly  | 30.01    | 31.51    | 33.09    | 34.74    | 36.48    | 38.31    | 40.22    |
| 9017  | CONST INSPECTOR      | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 30.01    | 31.51    | 33.09    | 34.74    | 36.48    | 38.31    | 40.22    |
| 1011  | CONSTRUCTION MANAGER | MANAGEMENT | Monthly | 6,399.60 | 6,719.57 | 7,055.58 | 7,408.33 | 7,778.75 | 8,167.68 | 8,576.06 |
|       |                      |            | Hourly  | 36.92    | 38.77    | 40.71    | 42.74    | 44.88    | 47.12    | 49.48    |
| 9079  | CONSTRUCTION MANAGER | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 36.92    | 38.77    | 40.71    | 42.74    | 44.88    | 47.12    | 49.48    |
| 4036  | CONTAINER RPR WORKER | OE3        | Monthly | 3,628.00 | 3,809.41 | 3,999.86 | 4,199.87 | 4,409.84 | 4,630.36 | 4,861.87 |
|       |                      |            | Hourly  | 20.93    | 21.98    | 23.08    | 24.23    | 25.44    | 26.71    | 28.05    |
| 1012  | CRIME ANALYST        | MANAGEMENT | Monthly | 6,437.69 | 6,759.57 | 7,097.57 | 7,452.42 | 7,825.07 | 8,216.30 | 8,627.13 |
|       |                      |            | Hourly  | 37.14    | 39.00    | 40.95    | 42.99    | 45.14    | 47.40    | 49.77    |
| 2042  | CUST SERVICE COORD   | MID-MGT    | Monthly | 4,200.69 | 4,410.75 | 4,631.25 | 4,862.85 | 5,105.99 | 5,361.27 | 5,629.33 |
|       |                      |            | Hourly  | 24.23    | 25.45    | 26.72    | 28.05    | 29.46    | 30.93    | 32.48    |
| 2006  | CUST SERVICE MANAGER | MID-MGT    | Monthly | 5,573.99 | 5,852.69 | 6,145.34 | 6,452.62 | 6,775.23 | 7,114.01 | 7,469.69 |
|       |                      |            | Hourly  | 32.16    | 33.77    | 35.45    | 37.23    | 39.09    | 41.04    | 43.09    |
| 4003  | CUSTODIAN            | OE3        | Monthly | 3,125.18 | 3,281.42 | 3,445.54 | 3,617.79 | 3,798.69 | 3,988.64 | 4,188.06 |
|       |                      |            | Hourly  | 18.03    | 18.93    | 19.88    | 20.87    | 21.92    | 23.01    | 24.16    |
| 9082  | CUSTODIAN            | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 18.03    | 18.93    | 19.88    | 20.87    | 21.92    | 23.06    | 24.16    |
| 4120  | CUSTOMER SERV TECH 1 | OE3        | Monthly | 3,972.02 | 4,170.62 | 4,379.16 | 4,598.12 | 4,827.98 | 5,069.39 | 5,322.85 |
|       |                      |            | Hourly  | 22.92    | 24.06    | 25.26    | 26.53    | 27.85    | 29.25    | 30.71    |
| 4120  | CUSTOMER SERV TECH I | OE3        | Monthly | 3,972.02 | 4,170.62 | 4,379.16 | 4,598.12 | 4,827.98 | 5,069.39 | 5,322.85 |
|       |                      |            | Hourly  | 22.92    | 24.06    | 25.26    | 26.53    | 27.85    | 29.25    | 30.71    |

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|-------|------------------------|------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 9108  | CUSTOMER SERV TECH I   | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                        |            | Hourly  | 22.92     | 24.06     | 25.26     | 26.53     | 27.85     | 29.25     | 30.71     |
| 4121  | CUSTOMER SERV TECH II  | OE3        | Monthly | 4,364.86  | 4,583.09  | 4,812.25  | 5,052.88  | 5,305.50  | 5,570.74  | 5,849.29  |
|       |                        |            | Hourly  | 25.18     | 26.44     | 27.76     | 29.15     | 30.61     | 32.14     | 33.75     |
| 4122  | CUSTOMER SERV TECH III | OE3        | Monthly | 5,019.58  | 5,270.55  | 5,534.10  | 5,810.78  | 6,101.31  | 6,406.36  | 6,726.68  |
|       |                        |            | Hourly  | 28.96     | 30.41     | 31.93     | 33.52     | 35.20     | 36.96     | 38.81     |
| 1045  | DEPUTY CITY ATTORNEY   | MANAGEMENT | Monthly | 7,546.33  | 7,923.63  | 8,319.78  | 8,735.78  | 9,172.58  | 9,631.25  | 10,112.79 |
|       |                        |            | Hourly  | 43.54     | 45.71     | 48.00     | 50.40     | 52.92     | 55.56     | 58.34     |
| 3003  | DEPUTY CITY CLERK      | CONFIDENTL | Monthly | 4,548.61  | 4,776.03  | 5,014.84  | 5,265.59  | 5,528.86  | 5,805.32  | 6,095.57  |
|       |                        |            | Hourly  | 26.24     | 27.55     | 28.93     | 30.38     | 31.90     | 33.49     | 35.17     |
| 1113  | DEPUTY CITY MANAGER    | EXECUTIVE  | Monthly | 11,113.20 | 11,668.84 | 12,252.28 | 12,864.91 | 13,508.15 | 14,183.54 | 14,892.74 |
|       |                        |            | Hourly  | 64.11     | 67.32     | 70.69     | 74.22     | 77.93     | 81.83     | 85.92     |
| 1014  | DEPUTY POLICE CHIEF    | MANAGEMENT | Monthly | 11,448.32 | 12,020.78 | 12,621.79 | 13,252.89 | 13,915.55 | 14,611.31 | 15,341.89 |
|       |                        |            | Hourly  | 66.05     | 69.35     | 72.82     | 76.46     | 80.28     | 84.30     | 88.51     |
| 9019  | DEVELOP REVIEW TECH    | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                        |            | Hourly  | 27.02     | 28.37     | 29.79     | 31.28     | 32.85     | 34.49     | 36.21     |
| 7010  | DEVLOP REVIEW TECH     | CLERICAL   | Monthly | 4,684.01  | 4,918.20  | 5,164.12  | 5,422.32  | 5,693.44  | 5,978.12  | 6,277.01  |
|       |                        |            | Hourly  | 27.02     | 28.37     | 29.79     | 31.28     | 32.85     | 34.49     | 36.21     |
| 1016  | DIVISION FIRE CHIEF    | MANAGEMENT | Monthly | 9,878.92  | 10,372.87 | 10,891.53 | 11,436.08 | 12,007.91 | 12,608.29 | 13,238.70 |
|       |                        |            | Hourly  | 56.99     | 59.84     | 62.84     | 65.98     | 69.28     | 72.74     | 76.38     |
| 9020  | DIVISION FIRE CHIEF    | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                        |            | Hourly  | 56.99     | 59.84     | 62.84     | 65.98     | 69.28     | 72.74     | 76.38     |
| 7023  | ENGINEERING AIDE       | CLERICAL   | Monthly | 3,442.86  | 3,615.00  | 3,795.72  | 3,985.52  | 4,184.81  | 4,394.04  | 4,612.53  |
|       |                        |            | Hourly  | 19.86     | 20.86     | 21.90     | 22.99     | 24.14     | 25.35     | 26.61     |

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|-------|----------------------|------------|---------|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 7024  | ENGINEERING ASSOC    | CLERICAL   | Monthly | 5,977.66 | 6,276.55  | 6,590.35  | 6,919.86  | 7,265.87  | 7,629.18  | 8,010.64  |
|       |                      |            | Hourly  | 34.49    | 36.21     | 38.02     | 39.92     | 41.92     | 44.01     | 46.22     |
| 9021  | ENGINEERING ASSOC    | TEMP       | Monthly | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 34.49    | 36.21     | 38.02     | 39.92     | 41.92     | 44.01     | 46.22     |
| 9022  | ENGINEERING INTERN   | TEMP       | Monthly | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 17.51    | 18.38     | 19.30     | 20.26     | 21.28     | 22.34     | 23.46     |
| 1058  | ENTERPRISE ARCHITECT | MANAGEMENT | Monthly | 9,880.89 | 10,374.93 | 10,893.68 | 11,438.38 | 12,010.31 | 12,610.80 | 13,241.32 |
|       |                      |            | Hourly  | 57.01    | 59.86     | 62.85     | 65.99     | 69.29     | 72.75     | 76.39     |
| 7025  | ENVIRON ED ASSIST    | CLERICAL   | Monthly | 3,081.52 | 3,235.61  | 3,397.40  | 3,567.27  | 3,745.63  | 3,932.89  | 4,129.54  |
|       |                      |            | Hourly  | 17.78    | 18.67     | 19.60     | 20.58     | 21.61     | 22.69     | 23.82     |
| 9023  | ENVIRON ED ASSIST    | TEMP       | Monthly | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 17.78    | 18.67     | 19.60     | 20.58     | 21.61     | 22.69     | 23.82     |
| 2008  | ENVIRON ED COORD     | MID-MGT    | Monthly | 5,507.41 | 5,782.79  | 6,071.93  | 6,375.55  | 6,694.33  | 7,029.01  | 7,380.45  |
|       |                      |            | Hourly  | 31.77    | 33.36     | 35.03     | 36.78     | 38.62     | 40.55     | 42.58     |
| 9024  | ENVIRON ED INTERN    | TEMP       | Monthly | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 15.30    | 16.02     | 16.77     | 17.55     | 18.38     | 19.25     | 20.16     |
| 4005  | ENVIRON PROJ ANALYST | OE3        | Monthly | 5,293.56 | 5,558.24  | 5,836.13  | 6,127.94  | 6,434.33  | 6,756.08  | 7,093.88  |
|       |                      |            | Hourly  | 30.54    | 32.07     | 33.67     | 35.35     | 37.12     | 38.98     | 40.93     |
| 1017  | ENVIRON PROJ MANAGER | MANAGEMENT | Monthly | 7,221.63 | 7,582.73  | 7,961.85  | 8,359.95  | 8,777.97  | 9,216.87  | 9,677.68  |
|       |                      |            | Hourly  | 41.66    | 43.75     | 45.93     | 48.23     | 50.64     | 53.17     | 55.83     |
| 9091  | ENVIRON PROJ MANAGER | TEMP       | Monthly | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 41.66    | 43.75     | 45.93     | 48.23     | 50.64     | 53.17     | 55.83     |
| 2007  | ENVIRON SCIENC WK CO | MID-MGT    | Monthly | 5,030.29 | 5,281.81  | 5,545.93  | 5,823.20  | 6,114.38  | 6,420.07  | 6,741.06  |
|       |                      |            | Hourly  | 29.02    | 30.47     | 32.00     | 33.60     | 35.28     | 37.04     | 38.89     |

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|-------|---------------------------------------|------------|---------|----------|----------|-----------|-----------|-----------|-----------|-----------|
| 9084  | ENVIRON SCIENC WK CO                  | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                                       |            | Hourly  | 29.02    | 30.47    | 32.00     | 33.60     | 35.28     | 37.04     | 38.89     |
| 9115  | ENVIRONMENTAL PROJECT ANALYST INTERN  | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                                       |            | Hourly  | 29.65    | 31.13    | 32.69     | 34.32     | 36.04     | 37.84     | 39.73     |
| 9107  | ENVIRONMENTAL PROJECT OUTREACH INTERN | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                                       |            | Hourly  | 21.00    | 22.05    | 23.15     | 24.31     | 25.53     | 26.80     | 28.14     |
| 1066  | ENVIRONMENTAL SUSTAINABILITY MANAGER  | MANAGEMENT | Monthly | 9,504.32 | 9,979.54 | 10,478.52 | 11,002.44 | 11,552.58 | 12,130.19 | 12,736.71 |
|       |                                       |            | Hourly  | 54.83    | 57.57    | 60.45     | 63.48     | 66.65     | 69.98     | 73.48     |
| 2043  | EQUIP MAINT COORD                     | MID-MGT    | Monthly | 4,745.43 | 4,982.75 | 5,231.85  | 5,493.45  | 5,768.14  | 6,056.55  | 6,359.36  |
|       |                                       |            | Hourly  | 27.38    | 28.75    | 30.18     | 31.69     | 33.28     | 34.94     | 36.69     |
| 9101  | EQUIP MAINT COORD                     | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                                       |            | Hourly  | 27.38    | 28.75    | 30.18     | 31.69     | 33.28     | 34.94     | 36.69     |
| 4039  | EQUIP SERV WORKER                     | OE3        | Monthly | 3,682.77 | 3,866.94 | 4,060.29  | 4,263.29  | 4,476.46  | 4,700.30  | 4,935.30  |
|       |                                       |            | Hourly  | 21.25    | 22.31    | 23.42     | 24.60     | 25.83     | 27.12     | 28.47     |
| 9085  | EQUIPMENT MECANIC II                  | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                                       |            | Hourly  | 25.13    | 26.38    | 27.70     | 29.09     | 30.54     | 32.07     | 33.67     |
| 4037  | EQUIPMENT MECH I                      | OE3        | Monthly | 3,843.69 | 4,035.87 | 4,237.68  | 4,449.55  | 4,672.05  | 4,905.64  | 5,150.93  |
|       |                                       |            | Hourly  | 22.18    | 23.28    | 24.45     | 25.67     | 26.95     | 28.30     | 29.72     |
| 4038  | EQUIPMENT MECH II                     | OE3        | Monthly | 4,355.20 | 4,572.95 | 4,801.59  | 5,041.68  | 5,293.73  | 5,558.43  | 5,836.37  |
|       |                                       |            | Hourly  | 25.13    | 26.38    | 27.70     | 29.09     | 30.54     | 32.07     | 33.67     |
| 4006  | EQUIPMENT MECH III                    | OE3        | Monthly | 4,812.97 | 5,053.64 | 5,306.32  | 5,571.65  | 5,850.22  | 6,142.72  | 6,449.86  |
|       |                                       |            | Hourly  | 27.77    | 29.16    | 30.61     | 32.14     | 33.75     | 35.44     | 37.21     |
| 9105  | EQUIPMENT MECH III                    | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                                       |            | Hourly  | 27.77    | 29.16    | 30.61     | 32.14     | 33.75     | 35.44     | 37.21     |

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|-------|-------------------------------------|------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 3004  | EXEC AST TO CM & CC                 | CONFIDENTL | Monthly | 4,725.67  | 4,961.95  | 5,210.05  | 5,470.57  | 5,744.07  | 6,031.29  | 6,332.86  |
|       |                                     |            | Hourly  | 27.26     | 28.63     | 30.06     | 31.56     | 33.14     | 34.80     | 36.54     |
| 3005  | EXECUTIVE ASSISTANT                 | CONFIDENTL | Monthly | 4,226.95  | 4,438.31  | 4,660.22  | 4,893.20  | 5,137.86  | 5,394.78  | 5,664.51  |
|       |                                     |            | Hourly  | 24.39     | 25.61     | 26.89     | 28.23     | 29.64     | 31.12     | 32.68     |
| 2009  | FAC & MAINT SUPVR                   | MID-MGT    | Monthly | 5,695.97  | 5,980.78  | 6,279.80  | 6,593.82  | 6,923.48  | 7,269.64  | 7,633.12  |
|       |                                     |            | Hourly  | 32.86     | 34.50     | 36.23     | 38.04     | 39.94     | 41.94     | 44.04     |
| 9100  | FACILITY ATTENDANT                  | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                                     |            | Hourly  | 15.50     | 16.23     | 16.99     | 17.79     | 18.64     | 19.51     | 20.43     |
| 1018  | FINANCIAL ANALYST                   | MANAGEMENT | Monthly | 6,640.08  | 6,972.07  | 7,320.67  | 7,686.68  | 8,071.03  | 8,474.59  | 8,898.33  |
|       |                                     |            | Hourly  | 38.31     | 40.22     | 42.23     | 44.35     | 46.56     | 48.89     | 51.34     |
| 6006  | FIRE CAPTAIN-40                     | FIRE       | Monthly | 7,376.74  | 7,745.57  | 8,132.84  | 8,539.48  | 8,966.47  | 9,414.80  | 9,885.53  |
|       |                                     |            | Hourly  | 42.56     | 44.69     | 46.92     | 49.27     | 51.73     | 54.32     | 57.03     |
| 6001  | FIRE CAPTAIN-56                     | FIRE       | Monthly | 7,374.06  | 7,742.74  | 8,129.90  | 8,536.41  | 8,963.22  | 9,411.37  | 9,881.95  |
| 6001  | FIRE CAPTAIN-56                     | FIRE       | Monthly | 7,374.06  | 7,742.74  | 8,129.90  | 8,536.41  | 8,963.22  | 9,411.37  | 9,881.95  |
|       |                                     |            | Hourly  | 30.39     | 31.91     | 33.50     | 35.18     | 36.94     | 38.78     | 40.72     |
|       |                                     |            | Hourly  | 30.39     | 31.91     | 33.50     | 35.18     | 36.94     | 38.78     | 40.72     |
| 1119  | FIRE CHIEF                          | EXECUTIVE  | Monthly | 11,370.60 | 11,939.16 | 12,536.12 | 13,162.89 | 13,821.04 | 14,512.12 | 15,237.69 |
|       |                                     |            | Hourly  | 65.60     | 68.88     | 72.32     | 75.94     | 79.74     | 83.72     | 87.91     |
| 6002  | FIRE ENGINEER                       | FIRE       | Monthly | 6,591.63  | 6,921.20  | 7,267.26  | 7,630.63  | 8,012.18  | 8,412.73  | 8,833.41  |
|       |                                     |            | Hourly  | 27.16     | 28.52     | 29.95     | 31.44     | 33.02     | 34.67     | 36.40     |
| 6005  | FIRE INSPECTOR                      | FIRE       | Monthly | 5,619.51  | 5,900.48  | 6,195.50  | 6,505.29  | 6,830.57  | 7,172.08  | 7,530.68  |
|       |                                     |            | Hourly  | 32.42     | 34.04     | 35.74     | 37.53     | 39.41     | 41.38     | 43.45     |
| 4131  | FIRE VEHICLE AND EQUIPMENT MECHANIC | OE3        | Monthly | 4,812.97  | 5,053.64  | 5,306.32  | 5,571.65  | 5,850.22  | 6,142.72  | 6,449.86  |
|       |                                     |            | Hourly  | 27.77     | 29.16     | 30.61     | 32.14     | 33.75     | 35.44     | 37.21     |

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| Grade | Description         | Barg.      |         | Step 0   | Step 1   | Step 2   | Step 3   | Step 4   | Step 5    | Step 6    |
|-------|---------------------|------------|---------|----------|----------|----------|----------|----------|-----------|-----------|
| 6003  | FIREFIGHTER         | FIRE       | Monthly | 5,988.56 | 6,287.95 | 6,602.38 | 6,932.47 | 7,279.11 | 7,643.07  | 8,025.23  |
|       |                     |            | Hourly  | 24.68    | 25.91    | 27.21    | 28.57    | 30.00    | 31.50     | 33.07     |
| 6004  | FIREFIGHTER - 40    | FIRE       | Monthly | 5,990.73 | 6,290.25 | 6,604.74 | 6,935.00 | 7,281.76 | 7,645.84  | 8,028.13  |
|       |                     |            | Hourly  | 34.56    | 36.29    | 38.10    | 40.01    | 42.01    | 44.11     | 46.32     |
| 2081  | GIS ANALYST I       | MID-MGT    | Monthly | 6,359.38 | 6,677.36 | 7,011.23 | 7,361.79 | 7,729.89 | 8,116.38  | 8,522.22  |
|       |                     |            | Hourly  | 36.69    | 38.52    | 40.45    | 42.47    | 44.60    | 46.83     | 49.17     |
| 2082  | GIS ANALYST II      | MID-MGT    | Monthly | 7,066.00 | 7,419.30 | 7,790.27 | 8,179.80 | 8,588.78 | 9,018.21  | 9,469.11  |
|       |                     |            | Hourly  | 40.77    | 42.80    | 44.94    | 47.19    | 49.55    | 52.03     | 54.63     |
| 2010  | GIS COORDINATOR     | MID-MGT    | Monthly | 7,772.61 | 8,161.23 | 8,569.30 | 8,997.76 | 9,447.64 | 9,920.02  | 10,416.01 |
|       |                     |            | Hourly  | 44.84    | 47.08    | 49.44    | 51.91    | 54.51    | 57.23     | 60.09     |
| 9026  | GIS TECH INTERN     | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      |
|       |                     |            | Hourly  | 14.00    | 14.65    | 15.33    | 16.05    | 16.80    | 17.59     | 18.42     |
| 7040  | GIS TECHNICIAN I    | CLERICAL   | Monthly | 4,685.29 | 4,919.55 | 5,165.53 | 5,423.80 | 5,695.00 | 5,979.72  | 6,278.70  |
|       |                     |            | Hourly  | 27.03    | 28.38    | 29.80    | 31.29    | 32.86    | 34.50     | 36.22     |
| 9025  | GIS TECHNICIAN I    | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      |
|       |                     |            | Hourly  | 27.03    | 28.38    | 29.80    | 31.29    | 32.86    | 34.50     | 36.22     |
| 7011  | GIS TECHNICIAN II   | CLERICAL   | Monthly | 5,205.85 | 5,466.15 | 5,739.44 | 6,026.43 | 6,327.75 | 6,644.13  | 6,976.34  |
|       |                     |            | Hourly  | 30.03    | 31.54    | 33.11    | 34.77    | 36.51    | 38.33     | 40.25     |
| 7026  | H GRNT MGMT & REHAB | CLERICAL   | Monthly | 4,788.12 | 5,027.49 | 5,278.87 | 5,542.81 | 5,819.97 | 6,110.93  | 6,416.52  |
|       |                     |            | Hourly  | 27.62    | 29.00    | 30.46    | 31.98    | 33.58    | 35.26     | 37.02     |
| 1060  | HOUSING MANAGER     | MANAGEMENT | Monthly | 8,133.71 | 8,540.42 | 8,967.42 | 9,415.79 | 9,886.57 | 10,380.93 | 10,899.96 |
|       |                     |            | Hourly  | 46.93    | 49.27    | 51.74    | 54.32    | 57.04    | 59.89     | 62.88     |
| 7027  | HOUSING REHAB SPC I | CLERICAL   | Monthly | 4,788.12 | 5,027.49 | 5,278.87 | 5,542.81 | 5,819.97 | 6,110.93  | 6,416.52  |
|       |                     |            | Hourly  | 27.62    | 29.00    | 30.46    | 31.98    | 33.58    | 35.26     | 37.02     |

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|-------|----------------------|------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 7028  | HOUSING REHAB SPC II | CLERICAL   | Monthly | 4,988.40  | 5,237.81  | 5,499.69  | 5,774.71  | 6,063.42  | 6,366.60  | 6,684.93  |
|       |                      |            | Hourly  | 28.78     | 30.22     | 31.73     | 33.32     | 34.98     | 36.73     | 38.57     |
| 1049  | HR ANALYST           | MANAGEMENT | Monthly | 5,828.46  | 6,119.86  | 6,425.88  | 6,747.15  | 7,084.55  | 7,438.77  | 7,810.68  |
|       |                      |            | Hourly  | 33.63     | 35.31     | 37.07     | 38.93     | 40.87     | 42.92     | 45.06     |
| 1035  | HR MANAGER           | MANAGEMENT | Monthly | 8,854.93  | 9,297.67  | 9,762.59  | 10,250.70 | 10,763.24 | 11,301.38 | 11,866.47 |
|       |                      |            | Hourly  | 51.09     | 53.64     | 56.32     | 59.14     | 62.10     | 65.20     | 68.46     |
| 7029  | IND WASTE INSPECTOR  | CLERICAL   | Monthly | 5,181.50  | 5,440.57  | 5,712.66  | 5,998.24  | 6,298.13  | 6,613.06  | 6,943.69  |
|       |                      |            | Hourly  | 29.89     | 31.39     | 32.96     | 34.61     | 36.34     | 38.15     | 40.06     |
| 2046  | INTGRD WASTE MANAGER | MID-MGT    | Monthly | 5,135.37  | 5,392.14  | 5,661.74  | 5,944.84  | 6,242.06  | 6,554.17  | 6,881.88  |
|       |                      |            | Hourly  | 29.63     | 31.11     | 32.66     | 34.30     | 36.01     | 37.81     | 39.70     |
| 2012  | INTGRD WASTE SUPVR   | MID-MGT    | Monthly | 5,662.17  | 5,945.29  | 6,242.56  | 6,554.67  | 6,882.42  | 7,226.55  | 7,587.84  |
|       |                      |            | Hourly  | 32.67     | 34.30     | 36.01     | 37.82     | 39.71     | 41.69     | 43.78     |
| 4007  | INTGRD WASTE WORKER  | OE3        | Monthly | 4,208.12  | 4,418.55  | 4,639.46  | 4,871.47  | 5,115.00  | 5,370.76  | 5,639.29  |
|       |                      |            | Hourly  | 24.28     | 25.49     | 26.77     | 28.10     | 29.51     | 30.99     | 32.53     |
| 9103  | INTGRD WASTE WORKER  | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 24.28     | 25.49     | 26.77     | 28.10     | 29.51     | 30.99     | 32.53     |
| 2077  | IT ANALYST I         | MID-MGT    | Monthly | 6,359.38  | 6,677.36  | 7,011.23  | 7,361.79  | 7,729.89  | 8,116.38  | 8,522.22  |
|       |                      |            | Hourly  | 36.69     | 38.52     | 40.45     | 42.47     | 44.60     | 46.83     | 49.17     |
| 2078  | IT ANALYST II        | MID-MGT    | Monthly | 7,066.00  | 7,419.30  | 7,790.27  | 8,179.80  | 8,588.78  | 9,018.21  | 9,469.11  |
|       |                      |            | Hourly  | 40.77     | 42.80     | 44.94     | 47.19     | 49.55     | 52.03     | 54.63     |
| 9092  | IT ANALYST II        | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 40.77     | 42.80     | 44.94     | 47.19     | 49.55     | 52.03     | 54.63     |
| 1120  | IT DIRECTOR          | EXECUTIVE  | Monthly | 11,134.41 | 11,691.16 | 12,275.68 | 12,889.46 | 13,533.95 | 14,210.63 | 14,921.16 |
|       |                      |            | Hourly  | 64.24     | 67.45     | 70.82     | 74.36     | 78.08     | 81.98     | 86.08     |

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|-------|----------------------|------------|---------|----------|----------|-----------|-----------|-----------|-----------|-----------|
| 9027  | IT INTERN            | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 14.00    | 14.65    | 15.33     | 16.05     | 16.80     | 17.59     | 18.42     |
| 1036  | IT MANAGER           | MANAGEMENT | Monthly | 9,458.76 | 9,931.70 | 10,428.28 | 10,949.66 | 11,497.16 | 12,072.02 | 12,675.65 |
|       |                      |            | Hourly  | 54.57    | 57.30    | 60.16     | 63.17     | 66.33     | 69.65     | 73.13     |
| 7041  | IT SPECIALIST I      | CLERICAL   | Monthly | 4,685.29 | 4,919.55 | 5,165.53  | 5,423.80  | 5,695.00  | 5,979.72  | 6,278.70  |
|       |                      |            | Hourly  | 27.03    | 28.38    | 29.80     | 31.29     | 32.86     | 34.50     | 36.22     |
| 7042  | IT SPECIALIST II     | CLERICAL   | Monthly | 5,205.85 | 5,466.15 | 5,739.44  | 6,026.43  | 6,327.75  | 6,644.13  | 6,976.34  |
|       |                      |            | Hourly  | 30.03    | 31.54    | 33.11     | 34.77     | 36.51     | 38.33     | 40.25     |
| 7030  | JUNIOR PLANNER       | CLERICAL   | Monthly | 4,554.03 | 4,781.70 | 5,020.82  | 5,271.83  | 5,535.44  | 5,812.19  | 6,102.81  |
|       |                      |            | Hourly  | 26.27    | 27.59    | 28.97     | 30.41     | 31.94     | 33.53     | 35.21     |
| 9029  | JUNIOR PLANNER       | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 26.27    | 27.59    | 28.97     | 30.41     | 31.94     | 33.53     | 35.21     |
| 9030  | LAB ASSISTANT INTERN | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 16.87    | 17.71    | 18.60     | 19.53     | 20.51     | 21.53     | 22.61     |
| 2013  | LABORATORY MANAGER   | MID-MGT    | Monthly | 6,858.84 | 7,201.76 | 7,561.84  | 7,939.92  | 8,336.90  | 8,753.77  | 9,191.48  |
|       |                      |            | Hourly  | 39.57    | 41.55    | 43.63     | 45.81     | 48.10     | 50.50     | 53.03     |
| 9031  | LABORER              | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 14.00    | 14.65    | 15.33     | 16.05     | 16.80     | 17.59     | 18.42     |
| 2047  | LANDFILL OPS SUPVR   | MID-MGT    | Monthly | 4,943.97 | 5,191.18 | 5,450.75  | 5,723.27  | 6,009.42  | 6,309.92  | 6,625.41  |
|       |                      |            | Hourly  | 28.52    | 29.95    | 31.45     | 33.02     | 34.67     | 36.40     | 38.22     |
| 4008  | LEAD CUSTODIAN       | OE3        | Monthly | 3,592.38 | 3,771.99 | 3,960.60  | 4,158.64  | 4,366.55  | 4,584.91  | 4,814.14  |
|       |                      |            | Hourly  | 20.73    | 21.76    | 22.85     | 23.99     | 25.19     | 26.45     | 27.77     |
| 3006  | LEGAL ASSISTANT      | CONFIDENTL | Monthly | 4,548.61 | 4,776.03 | 5,014.84  | 5,265.59  | 5,528.86  | 5,805.32  | 6,095.57  |
|       |                      |            | Hourly  | 26.24    | 27.55    | 28.93     | 30.38     | 31.90     | 33.49     | 35.17     |

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|-------|---------------------|-----------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 2014  | LIBRARIAN           | MID-MGT   | Monthly | 4,716.47  | 4,952.35  | 5,199.91  | 5,459.96  | 5,732.94  | 6,019.56  | 6,320.54  |
|       |                     |           | Hourly  | 27.21     | 28.57     | 30.00     | 31.50     | 33.07     | 34.73     | 36.46     |
| 9032  | LIBRARIAN           | TEMP      | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                     |           | Hourly  | 27.21     | 28.57     | 30.00     | 31.50     | 33.07     | 34.73     | 36.46     |
| 7012  | LIBRARY ASSISTANT   | CLERICAL  | Monthly | 3,751.89  | 3,939.48  | 4,136.45  | 4,343.26  | 4,560.42  | 4,788.38  | 5,027.82  |
|       |                     |           | Hourly  | 21.65     | 22.73     | 23.86     | 25.06     | 26.31     | 27.63     | 29.01     |
| 9033  | LIBRARY ASSISTANT   | TEMP      | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                     |           | Hourly  | 21.65     | 22.73     | 23.86     | 25.06     | 26.31     | 27.63     | 29.01     |
| 7013  | LIBRARY CLERK       | CLERICAL  | Monthly | 3,184.61  | 3,343.86  | 3,511.06  | 3,686.58  | 3,870.92  | 4,064.49  | 4,267.68  |
|       |                     |           | Hourly  | 18.37     | 19.29     | 20.26     | 21.27     | 22.33     | 23.45     | 24.62     |
| 9034  | LIBRARY CLERK       | TEMP      | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                     |           | Hourly  | 18.37     | 19.29     | 20.26     | 21.27     | 22.33     | 23.45     | 24.62     |
| 7031  | LIBRARY COMP OPR    | CLERICAL  | Monthly | 3,808.52  | 3,998.95  | 4,198.89  | 4,408.84  | 4,629.28  | 4,860.77  | 5,103.78  |
|       |                     |           | Hourly  | 21.97     | 23.07     | 24.22     | 25.44     | 26.71     | 28.04     | 29.44     |
| 1122  | LIBRARY DIRECTOR    | EXECUTIVE | Monthly | 10,897.94 | 11,442.84 | 12,014.99 | 12,615.72 | 13,246.52 | 13,908.87 | 14,604.31 |
|       |                     |           | Hourly  | 62.87     | 66.02     | 69.32     | 72.78     | 76.42     | 80.24     | 84.26     |
| 9035  | LIBRARY PAGE INTERN | TEMP      | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                     |           | Hourly  | 14.00     | 14.65     | 15.33     | 16.05     | 16.80     | 17.59     | 18.42     |
| 7032  | LIFE SAFETY OFFICER | CLERICAL  | Monthly | 6,037.68  | 6,339.60  | 6,656.56  | 6,989.41  | 7,338.89  | 7,705.82  | 8,091.09  |
|       |                     |           | Hourly  | 34.83     | 36.57     | 38.40     | 40.32     | 42.34     | 44.46     | 46.68     |
| 9007  | LIFEGUARD I         | TEMP      | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                     |           | Hourly  | 15.40     | 16.17     | 16.98     | 17.83     | 18.72     | 19.65     | 20.64     |
| 9036  | LIFEGUARD II        | TEMP      | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                     |           | Hourly  | 16.94     | 17.79     | 18.68     | 19.61     | 20.59     | 21.62     | 22.70     |

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|-------|----------------------|------------|---------|----------|----------|----------|----------|----------|----------|----------|
| 2015  | LIT OUTREACH COORD   | MID-MGT    | Monthly | 5,453.05 | 5,725.70 | 6,011.98 | 6,312.58 | 6,628.20 | 6,959.62 | 7,307.60 |
|       |                      |            | Hourly  | 31.46    | 33.03    | 34.68    | 36.42    | 38.24    | 40.15    | 42.16    |
| 9083  | LITERACY ASSISTANT   | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 15.20    | 15.96    | 16.76    | 17.60    | 18.48    | 19.41    |          |
| 9038  | LITERACY LIAISON     | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 14.00    | 14.65    | 15.33    | 16.05    | 16.80    | 17.59    | 18.42    |
| 7014  | LITERACY PRGM ASSIST | CLERICAL   | Monthly | 3,751.89 | 3,939.48 | 4,136.45 | 4,343.26 | 4,560.42 | 4,788.38 | 5,027.82 |
|       |                      |            | Hourly  | 21.65    | 22.73    | 23.86    | 25.06    | 26.31    | 27.63    | 29.01    |
| 9039  | MAINTENANCE WORKER I | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 14.00    | 14.65    | 15.33    | 16.05    | 16.80    | 17.59    | 18.42    |
| 8302  | MAYOR                | COUNCIL    | Monthly | 689.06   |          |          |          |          |          |          |
|       |                      |            | Hourly  | 3.98     |          |          |          |          |          |          |
| 1057  | MULTIMED/COMM ANALYS | MANAGEMENT | Monthly | 5,515.90 | 5,791.72 | 6,081.31 | 6,385.34 | 6,704.64 | 7,039.87 | 7,391.84 |
|       |                      |            | Hourly  | 31.82    | 33.41    | 35.08    | 36.84    | 38.68    | 40.61    | 42.65    |
| 2016  | MUNI SRVCS OPS MGR   | MID-MGT    | Monthly | 7,100.67 | 7,455.70 | 7,828.47 | 8,219.92 | 8,630.87 | 9,062.43 | 9,515.57 |
|       |                      |            | Hourly  | 40.97    | 43.01    | 45.16    | 47.42    | 49.79    | 52.28    | 54.90    |
| 2048  | NATURE CENTER COORD  | MID-MGT    | Monthly | 4,346.51 | 4,563.82 | 4,792.04 | 5,031.63 | 5,283.20 | 5,547.36 | 5,824.74 |
|       |                      |            | Hourly  | 25.08    | 26.33    | 27.65    | 29.03    | 30.48    | 32.00    | 33.60    |
| 9041  | NATURE CENTER COORD  | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 25.08    | 26.33    | 27.65    | 29.03    | 30.48    | 32.00    | 33.60    |
| 2049  | NBHD OUTREACH COORD  | MID-MGT    | Monthly | 4,203.81 | 4,413.98 | 4,634.70 | 4,866.42 | 5,109.74 | 5,365.23 | 5,633.49 |
|       |                      |            | Hourly  | 24.25    | 25.47    | 26.74    | 28.08    | 29.48    | 30.95    | 32.50    |
| 9042  | NBHD OUTREACH COORD  | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 24.25    | 25.47    | 26.74    | 28.08    | 29.48    | 30.95    | 32.50    |

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|-------|----------------------|----------|---------|----------|----------|----------|----------|----------|----------|----------|
| 7033  | OFFICE ASSISTANT I   | CLERICAL | Monthly | 3,081.52 | 3,235.61 | 3,397.40 | 3,567.27 | 3,745.63 | 3,932.89 | 4,129.54 |
|       |                      |          | Hourly  | 17.78    | 18.67    | 19.60    | 20.58    | 21.61    | 22.69    | 23.82    |
| 9043  | OFFICE ASSISTANT I   | TEMP     | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |          | Hourly  | 17.78    | 18.67    | 19.60    | 20.58    | 21.61    | 22.69    | 23.82    |
| 7034  | OFFICE ASSISTANT II  | CLERICAL | Monthly | 3,391.14 | 3,560.68 | 3,738.71 | 3,925.65 | 4,121.95 | 4,328.05 | 4,544.45 |
|       |                      |          | Hourly  | 19.56    | 20.54    | 21.57    | 22.65    | 23.78    | 24.97    | 26.22    |
| 9044  | OFFICE ASSISTANT II  | TEMP     | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |          | Hourly  | 19.56    | 20.54    | 21.57    | 22.65    | 23.78    | 24.97    | 26.22    |
| 9045  | OFFICIAL             | TEMP     | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |          | Hourly  | 22.00    | 23.05    | 24.15    | 25.31    | 26.53    | 27.80    | 29.14    |
| 2083  | OLDER ADULT SERV SUP | MID-MGT  | Monthly | 5,080.40 | 5,334.44 | 5,601.20 | 5,881.22 | 6,175.28 | 6,484.03 | 6,808.23 |
|       |                      |          | Hourly  | 29.31    | 30.78    | 32.31    | 33.93    | 35.63    | 37.41    | 39.28    |
| 2017  | PARK MAINT SUPVR     | MID-MGT  | Monthly | 5,068.85 | 5,322.31 | 5,588.42 | 5,867.83 | 6,161.24 | 6,469.30 | 6,792.80 |
|       |                      |          | Hourly  | 29.24    | 30.71    | 32.24    | 33.85    | 35.55    | 37.32    | 39.19    |
| 9046  | PARK MAINT TRAINEE   | TEMP     | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |          | Hourly  | 14.00    | 14.65    | 15.33    | 16.05    | 16.80    | 17.59    | 18.42    |
| 4009  | PARK MAINT WORKER I  | OE3      | Monthly | 3,317.12 | 3,482.96 | 3,657.12 | 3,839.96 | 4,031.95 | 4,233.56 | 4,445.26 |
|       |                      |          | Hourly  | 19.14    | 20.09    | 21.10    | 22.15    | 23.26    | 24.42    | 25.65    |
| 9047  | PARK MAINT WORKER I  | TEMP     | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |          | Hourly  | 19.14    | 20.09    | 21.10    | 22.15    | 23.26    | 24.42    | 25.65    |
| 4010  | PARK MAINT WORKER II | OE3      | Monthly | 3,672.28 | 3,855.89 | 4,048.70 | 4,251.13 | 4,463.68 | 4,686.89 | 4,921.24 |
|       |                      |          | Hourly  | 21.19    | 22.25    | 23.36    | 24.53    | 25.75    | 27.04    | 28.39    |
| 9087  | PARK MAINT WORKER II | TEMP     | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |          | Hourly  | 21.19    | 22.25    | 23.36    | 24.53    | 25.75    | 27.04    | 28.39    |

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|-------|----------------------|------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 2051  | PARK SVCS MANAGER    | MID-MGT    | Monthly | 5,573.99  | 5,852.69  | 6,145.34  | 6,452.62  | 6,775.23  | 7,114.01  | 7,469.69  |
|       |                      |            | Hourly  | 32.16     | 33.77     | 35.45     | 37.23     | 39.09     | 41.04     | 43.09     |
| 4011  | PARKNG CONTROL OFFCR | OE3        | Monthly | 3,603.69  | 3,783.89  | 3,973.04  | 4,171.72  | 4,380.29  | 4,599.34  | 4,829.28  |
|       |                      |            | Hourly  | 20.79     | 21.83     | 22.92     | 24.07     | 25.27     | 26.53     | 27.86     |
| 9048  | PARKNG CONTROL OFFCR | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 20.79     | 21.83     | 22.92     | 24.07     | 25.27     | 26.53     | 27.86     |
| 9094  | PARKS MAINT AIDE I   | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 15.62     | 16.35     | 17.12     | 17.92     | 18.77     | 19.66     | 20.59     |
| 1024  | PARKS SUPERINTENDENT | MANAGEMENT | Monthly | 6,391.02  | 6,710.56  | 7,046.09  | 7,398.39  | 7,768.30  | 8,156.74  | 8,564.57  |
|       |                      |            | Hourly  | 36.87     | 38.71     | 40.65     | 42.68     | 44.82     | 47.06     | 49.41     |
| 2071  | PAYROLL ANALYST      | MID-MGT    | Monthly | 5,885.10  | 6,179.33  | 6,488.30  | 6,812.72  | 7,153.34  | 7,511.01  | 7,886.56  |
|       |                      |            | Hourly  | 33.95     | 35.65     | 37.43     | 39.30     | 41.27     | 43.33     | 45.50     |
| 3009  | PAYROLL COORDINATOR  | CONFIDENTL | Monthly | 4,556.09  | 4,783.89  | 5,023.09  | 5,274.25  | 5,537.96  | 5,814.88  | 6,105.60  |
|       |                      |            | Hourly  | 26.29     | 27.60     | 28.98     | 30.43     | 31.95     | 33.55     | 35.22     |
| 1123  | PCS DIRECTOR         | EXECUTIVE  | Monthly | 10,897.94 | 11,442.84 | 12,014.99 | 12,615.72 | 13,246.52 | 13,908.87 | 14,604.31 |
|       |                      |            | Hourly  | 62.87     | 66.02     | 69.32     | 72.78     | 76.42     | 80.24     | 84.26     |
| 7035  | PERMIT CLERK         | CLERICAL   | Monthly | 3,560.85  | 3,738.93  | 3,925.87  | 4,122.17  | 4,328.26  | 4,544.69  | 4,771.89  |
|       |                      |            | Hourly  | 20.54     | 21.57     | 22.65     | 23.78     | 24.97     | 26.22     | 27.53     |
| 9049  | PERMIT CLERK         | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 20.54     | 21.57     | 22.65     | 23.78     | 24.97     | 26.22     | 27.53     |
| 2074  | PERMIT SERVE SUPVR   | MID-MGT    | Monthly | 5,411.64  | 5,682.21  | 5,966.33  | 6,264.66  | 6,577.87  | 6,906.79  | 7,252.14  |
|       |                      |            | Hourly  | 31.22     | 32.78     | 34.42     | 36.14     | 37.95     | 39.85     | 41.84     |
| 9050  | PERMIT TECHNICIAN    | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 24.56     | 25.79     | 27.08     | 28.44     | 29.86     | 31.35     | 32.92     |

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|-------|----------------------|------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 7036  | PERMIT TECHNICIAN    | CLERICAL   | Monthly | 4,257.91  | 4,470.81  | 4,694.34  | 4,929.06  | 5,175.52  | 5,434.28  | 5,706.00  |
|       |                      |            | Hourly  | 24.56     | 25.79     | 27.08     | 28.44     | 29.86     | 31.35     | 32.92     |
| 1037  | PERSONNEL OFFICER    | MANAGEMENT | Monthly | 8,854.93  | 9,297.67  | 9,762.59  | 10,250.70 | 10,763.24 | 11,301.38 | 11,866.47 |
|       |                      |            | Hourly  | 51.09     | 53.64     | 56.32     | 59.14     | 62.10     | 65.20     | 68.46     |
| 3010  | PERSONNEL TECHNICIAN | CONFIDENTL | Monthly | 4,461.36  | 4,684.44  | 4,918.66  | 5,164.60  | 5,422.78  | 5,693.96  | 5,978.66  |
|       |                      |            | Hourly  | 25.74     | 27.03     | 28.38     | 29.80     | 31.29     | 32.85     | 34.49     |
| 1046  | POLICE CAPTAIN       | MANAGEMENT | Monthly | 10,023.30 | 10,524.48 | 11,050.67 | 11,603.24 | 12,183.38 | 12,792.56 | 13,432.21 |
|       |                      |            | Hourly  | 57.83     | 60.72     | 63.75     | 66.94     | 70.29     | 73.80     | 77.49     |
| 1121  | POLICE CHIEF         | EXECUTIVE  | Monthly | 12,350.59 | 12,968.15 | 13,616.55 | 14,297.38 | 15,012.27 | 15,762.89 | 16,551.02 |
|       |                      |            | Hourly  | 71.25     | 74.82     | 78.56     | 82.48     | 86.61     | 90.94     | 95.49     |
| 7017  | POLICE CLERK I       | CLERICAL   | Monthly | 3,450.98  | 3,623.53  | 3,804.71  | 3,994.94  | 4,194.71  | 4,404.36  | 4,624.58  |
|       |                      |            | Hourly  | 19.91     | 20.91     | 21.95     | 23.05     | 24.20     | 25.41     | 26.68     |
| 9051  | POLICE CLERK I       | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 19.91     | 20.91     | 21.95     | 23.05     | 24.20     | 25.41     | 26.68     |
| 7018  | POLICE CLERK II      | CLERICAL   | Monthly | 3,798.04  | 3,987.92  | 4,187.34  | 4,396.71  | 4,616.52  | 4,847.35  | 5,089.72  |
|       |                      |            | Hourly  | 21.91     | 23.01     | 24.16     | 25.37     | 26.63     | 27.97     | 29.36     |
| 9052  | POLICE CLERK II      | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 21.91     | 23.01     | 24.16     | 25.37     | 26.63     | 27.97     | 29.36     |
| 7043  | POLICE CLERK III     | CLERICAL   | Monthly | 4,176.27  | 4,385.10  | 4,604.34  | 4,834.57  | 5,076.28  | 5,330.13  | 5,596.63  |
|       |                      |            | Hourly  | 24.09     | 25.30     | 26.56     | 27.89     | 29.29     | 30.75     | 32.29     |
| 1038  | POLICE FIN TECH MGR  | MANAGEMENT | Monthly | 7,822.77  | 8,213.88  | 8,624.59  | 9,055.84  | 9,508.63  | 9,984.07  | 10,483.29 |
|       |                      |            | Hourly  | 45.13     | 47.39     | 49.76     | 52.25     | 54.86     | 57.60     | 60.48     |
| 1047  | POLICE FISCAL MNGR   | MANAGEMENT | Monthly | 7,270.79  | 7,634.34  | 8,016.02  | 8,416.85  | 8,837.70  | 9,279.60  | 9,743.57  |
|       |                      |            | Hourly  | 41.95     | 44.04     | 46.25     | 48.56     | 50.99     | 53.54     | 56.21     |

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| 1054  | POLICE MEDIA&COMM SP | MANAGEMENT | Monthly | 5,515.90 | 5,791.72 | 6,081.31 | 6,385.34  | 6,704.64  | 7,039.87  | 7,391.84  |
|       |                      |            | Hourly  | 31.82    | 33.41    | 35.08    | 36.84     | 38.68     | 40.61     | 42.65     |
| 5001  | POLICE OFFICER       | POLICE     | Monthly | 7,061.12 | 7,414.20 | 7,784.90 | 8,174.16  | 8,582.88  | 9,012.01  | 9,462.61  |
|       |                      |            | Hourly  | 40.74    | 42.77    | 44.91    | 47.16     | 49.52     | 51.99     | 54.59     |
| 9053  | POLICE OFFICER       | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 40.74    | 42.77    | 44.91    | 47.16     | 49.52     | 51.99     | 54.59     |
| 5002  | POLICE OFFICER TRAIN | POLICE     | Monthly | 6,518.48 | 6,844.41 | 7,186.62 | 7,545.96  | 7,923.26  | 8,319.44  | 8,735.42  |
|       |                      |            | Hourly  | 37.61    | 39.49    | 41.46    | 43.53     | 45.71     | 48.00     | 50.40     |
| 9054  | POLICE RESERVE       | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 14.00    | 14.65    | 15.33    | 16.05     | 16.80     | 17.59     | 18.42     |
| 5502  | POLICE SERGEANT      | POLICE MM  | Monthly | 8,678.89 | 9,112.85 | 9,568.48 | 10,046.90 | 10,549.24 | 11,076.74 | 11,630.56 |
|       |                      |            | Hourly  | 50.07    | 52.57    | 55.20    | 57.96     | 60.86     | 63.90     | 67.10     |
| 9056  | POLICE SRVC ASSIST   | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 14.00    | 14.65    | 15.33    | 16.05     | 16.80     | 17.59     | 18.42     |
| 4012  | POLICE SRVC SPCLST   | OE3        | Monthly | 4,131.70 | 4,338.25 | 4,555.16 | 4,782.92  | 5,022.07  | 5,273.15  | 5,539.43  |
|       |                      |            | Hourly  | 23.84    | 25.03    | 26.28    | 27.59     | 28.97     | 30.42     | 31.96     |
| 9057  | POOL MANAGER         | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 18.63    | 19.57    | 20.54    | 21.57     | 22.65     | 23.78     | 24.97     |
| 1025  | PRINCIPAL ENGINEER   | MANAGEMENT | Monthly | 8,846.76 | 9,289.11 | 9,753.55 | 10,241.23 | 10,753.28 | 11,290.96 | 11,855.50 |
|       |                      |            | Hourly  | 51.04    | 53.59    | 56.27    | 59.08     | 62.04     | 65.14     | 68.40     |
| 1026  | PRINCIPAL LIBRARIAN  | MANAGEMENT | Monthly | 6,074.90 | 6,378.62 | 6,697.58 | 7,032.46  | 7,384.09  | 7,753.29  | 8,140.97  |
|       |                      |            | Hourly  | 35.05    | 36.80    | 38.64    | 40.57     | 42.60     | 44.73     | 46.97     |
| 1027  | PRINCIPAL PLANNER    | MANAGEMENT | Monthly | 8,133.71 | 8,540.42 | 8,967.42 | 9,415.79  | 9,886.57  | 10,380.93 | 10,899.96 |
|       |                      |            | Hourly  | 46.93    | 49.27    | 51.74    | 54.32     | 57.04     | 59.89     | 62.88     |

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|-------|----------------------|------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 2018  | PROCESS CENTER COORD | MID-MGT    | Monthly | 4,745.43  | 4,982.75  | 5,231.85  | 5,493.45  | 5,768.14  | 6,056.55  | 6,359.36  |
|       |                      |            | Hourly  | 27.38     | 28.75     | 30.18     | 31.69     | 33.28     | 34.94     | 36.69     |
| 1028  | PROJECT MANAGER      | MANAGEMENT | Monthly | 7,440.64  | 7,812.65  | 8,203.26  | 8,613.43  | 9,044.14  | 9,496.33  | 9,971.15  |
|       |                      |            | Hourly  | 42.93     | 45.07     | 47.33     | 49.69     | 52.18     | 54.79     | 57.53     |
| 1039  | PROMO & COMM COORD   | MANAGEMENT | Monthly | 6,241.06  | 6,553.11  | 6,880.77  | 7,224.82  | 7,586.04  | 7,965.36  | 8,363.64  |
|       |                      |            | Hourly  | 36.01     | 37.81     | 39.70     | 41.68     | 43.77     | 45.95     | 48.25     |
| 4013  | PROP & EVID TECH I   | OE3        | Monthly | 3,596.54  | 3,776.35  | 3,965.17  | 4,163.42  | 4,371.62  | 4,590.19  | 4,819.69  |
|       |                      |            | Hourly  | 20.75     | 21.79     | 22.88     | 24.02     | 25.22     | 26.48     | 27.81     |
| 4041  | PROP & EVID TECH II  | OE3        | Monthly | 4,001.62  | 4,201.71  | 4,411.81  | 4,632.38  | 4,863.99  | 5,107.18  | 5,362.57  |
|       |                      |            | Hourly  | 23.09     | 24.24     | 25.45     | 26.73     | 28.06     | 29.46     | 30.94     |
| 4055  | PROP & EVID TECH III | OE3        | Monthly | 4,363.71  | 4,581.92  | 4,811.02  | 5,051.56  | 5,304.13  | 5,569.35  | 5,847.83  |
|       |                      |            | Hourly  | 25.18     | 26.43     | 27.76     | 29.14     | 30.60     | 32.13     | 33.74     |
| 2019  | PROPERTY & EVID SUPV | MID-MGT    | Monthly | 5,006.32  | 5,256.62  | 5,519.45  | 5,795.42  | 6,085.21  | 6,389.46  | 6,708.93  |
|       |                      |            | Hourly  | 28.88     | 30.33     | 31.84     | 33.44     | 35.11     | 36.86     | 38.71     |
| 9090  | PROPERTY EVID TECH I | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 20.75     | 21.79     | 22.88     | 24.02     | 25.22     | 26.48     | 27.81     |
| 1115  | PW & U DIRECTOR      | EXECUTIVE  | Monthly | 11,713.59 | 12,299.28 | 12,914.24 | 13,560.00 | 14,237.97 | 14,949.87 | 15,697.35 |
|       |                      |            | Hourly  | 67.58     | 70.96     | 74.51     | 78.23     | 82.14     | 86.25     | 90.56     |
| 1051  | PW ADMIN SRVCS MNGR  | MANAGEMENT | Monthly | 8,705.75  | 9,141.04  | 9,598.05  | 10,077.99 | 10,581.87 | 11,110.97 | 11,666.50 |
|       |                      |            | Hourly  | 50.23     | 52.74     | 55.37     | 58.14     | 61.05     | 64.10     | 67.31     |
| 2052  | READ&COMP LIT COORD  | MID-MGT    | Monthly | 5,099.60  | 5,354.55  | 5,622.28  | 5,903.39  | 6,198.57  | 6,508.52  | 6,833.93  |
|       |                      |            | Hourly  | 29.42     | 30.89     | 32.44     | 34.06     | 35.76     | 37.55     | 39.43     |
| 9106  | REC ASSISTANT        | TEMP       | Monthly | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 16.57     | 17.40     | 18.27     | 19.18     | 20.14     | 21.15     | 22.21     |

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| 9096  | REC CLASS INSTR I    | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 16.00    | 16.80    | 17.64    | 18.52    | 19.45    | 20.42    | 21.44    |
| 9097  | REC CLASS INSTR II   | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 22.00    | 23.10    | 24.26    | 25.47    | 26.74    | 28.08    | 29.48    |
| 9098  | REC CLASS INSTR III  | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 30.00    | 31.50    | 33.08    | 34.73    | 36.47    | 38.29    | 40.20    |
| 2021  | REC COORDINATOR      | MID-MGT    | Monthly | 4,427.97 | 4,649.36 | 4,881.80 | 5,125.90 | 5,382.22 | 5,651.32 | 5,933.87 |
|       |                      |            | Hourly  | 25.55    | 26.82    | 28.16    | 29.57    | 31.05    | 32.60    | 34.23    |
| 9089  | REC COORDINATOR      | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 25.55    | 26.82    | 28.16    | 29.57    | 31.05    | 32.60    | 34.23    |
| 2053  | REC FACILITIES COORD | MID-MGT    | Monthly | 4,427.97 | 4,649.36 | 4,881.80 | 5,125.90 | 5,382.22 | 5,651.32 | 5,933.87 |
|       |                      |            | Hourly  | 25.55    | 26.82    | 28.16    | 29.57    | 31.05    | 32.60    | 34.23    |
| 2022  | REC SPECIALIST       | MID-MGT    | Monthly | 3,657.51 | 3,840.40 | 4,032.38 | 4,234.04 | 4,445.72 | 4,668.02 | 4,901.41 |
|       |                      |            | Hourly  | 21.10    | 22.16    | 23.26    | 24.43    | 25.65    | 26.93    | 28.28    |
| 9059  | REC SPECIALIST       | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |            | Hourly  | 21.10    | 22.16    | 23.26    | 24.43    | 25.65    | 26.93    | 28.28    |
| 1040  | REC SUPERINTENDENT   | MANAGEMENT | Monthly | 6,391.02 | 6,710.56 | 7,046.09 | 7,398.39 | 7,768.30 | 8,156.74 | 8,564.57 |
|       |                      |            | Hourly  | 36.87    | 38.71    | 40.65    | 42.68    | 44.82    | 47.06    | 49.41    |
| 2023  | REC SUPERVISOR       | MID-MGT    | Monthly | 5,080.40 | 5,334.44 | 5,601.20 | 5,881.22 | 6,175.28 | 6,484.03 | 6,808.23 |
|       |                      |            | Hourly  | 29.31    | 30.78    | 32.31    | 33.93    | 35.63    | 37.41    | 39.28    |
| 2054  | REC SVCS MNGR        | MID-MGT    | Monthly | 5,591.24 | 5,870.84 | 6,164.36 | 6,472.57 | 6,796.21 | 7,136.03 | 7,492.81 |
|       |                      |            | Hourly  | 32.26    | 33.87    | 35.56    | 37.34    | 39.21    | 41.17    | 43.23    |
| 2020  | RECORDS SUPERVISOR   | MID-MGT    | Monthly | 5,006.99 | 5,257.33 | 5,520.21 | 5,796.22 | 6,086.04 | 6,390.32 | 6,709.86 |
|       |                      |            | Hourly  | 28.89    | 30.33    | 31.85    | 33.44    | 35.11    | 36.87    | 38.71    |

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|-------|---------------------------------------|------------|---------|----------|----------|----------|----------|----------|-----------|-----------|
| 7044  | RECREATION ASSISTANT                  | CLERICAL   | Monthly | 2,872.42 | 3,016.02 | 3,166.82 | 3,325.18 | 3,491.45 | 3,666.02  | 3,849.32  |
|       |                                       |            | Hourly  | 16.57    | 17.40    | 18.27    | 19.18    | 20.14    | 21.15     | 22.21     |
| 9058  | RECREATION LEADER                     | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      |
|       |                                       |            | Hourly  | 14.00    | 14.65    | 15.33    | 16.05    | 16.80    | 17.59     | 18.42     |
| 9060  | RECYCLING WTR COORD                   | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      |
|       |                                       |            | Hourly  | 19.91    | 20.91    | 21.96    | 23.05    | 24.21    | 25.42     | 26.69     |
| 1041  | REDEVELOPMENT MGR                     | MANAGEMENT | Monthly | 8,133.71 | 8,540.42 | 8,967.42 | 9,415.79 | 9,886.57 | 10,380.93 | 10,899.96 |
|       |                                       |            | Hourly  | 46.93    | 49.27    | 51.74    | 54.32    | 57.04    | 59.89     | 62.88     |
| 4145  | RESOURCE WASTE ADVOCATE I             | OE3        | Monthly | 3,411.46 | 3,582.02 | 3,761.12 | 3,949.18 | 4,146.63 | 4,353.96  | 4,571.67  |
|       |                                       |            | Hourly  | 19.68    | 20.67    | 21.70    | 22.78    | 23.92    | 25.12     | 26.38     |
| 4146  | RESOURCE WASTE ADVOCATE II            | OE3        | Monthly | 3,751.22 | 3,938.78 | 4,135.73 | 4,342.50 | 4,559.71 | 4,787.55  | 5,026.93  |
|       |                                       |            | Hourly  | 21.64    | 22.72    | 23.86    | 25.05    | 26.31    | 27.62     | 29.00     |
| 2024  | REV COLLEC SUPVR                      | MID-MGT    | Monthly | 4,899.70 | 5,144.69 | 5,401.91 | 5,672.03 | 5,955.60 | 6,253.39  | 6,566.06  |
|       |                                       |            | Hourly  | 28.27    | 29.68    | 31.16    | 32.72    | 34.36    | 36.08     | 37.88     |
| 1064  | SAFETY & REGULATORY COMPLIANE OFFICER | MANAGEMENT | Monthly | 7,221.63 | 7,582.73 | 7,961.85 | 8,359.95 | 8,777.97 | 9,216.87  | 9,677.68  |
|       |                                       |            | Hourly  | 41.66    | 43.75    | 45.93    | 48.23    | 50.64    | 53.17     | 55.83     |
| 9062  | SCOREKEEPER                           | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      |
|       |                                       |            | Hourly  | 14.00    | 14.65    | 15.33    | 16.05    | 16.80    | 17.59     | 18.42     |
| 4044  | SOURCE CONTROL INSP                   | OE3        | Monthly | 5,127.20 | 5,383.54 | 5,652.70 | 5,935.35 | 6,232.11 | 6,543.75  | 6,870.91  |
|       |                                       |            | Hourly  | 29.58    | 31.06    | 32.61    | 34.24    | 35.95    | 37.75     | 39.64     |
| 2025  | SOURCE CONTROL MGR                    | MID-MGT    | Monthly | 6,857.46 | 7,200.35 | 7,560.35 | 7,938.39 | 8,335.30 | 8,752.08  | 9,189.66  |
|       |                                       |            | Hourly  | 39.56    | 41.54    | 43.62    | 45.80    | 48.09    | 50.49     | 53.02     |
| 7038  | SPC PROJ INSPECTOR                    | CLERICAL   | Monthly | 5,441.58 | 5,713.65 | 5,999.35 | 6,299.32 | 6,614.27 | 6,944.99  | 7,292.26  |
|       |                                       |            | Hourly  | 31.39    | 32.96    | 34.61    | 36.34    | 38.16    | 40.07     | 42.07     |

Effective: 5/4/2021

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|-------|----------------------|------------|---------|----------|----------|----------|----------|----------|----------|-----------|
| 7019  | SR ACCOUNTING ASSIST | CLERICAL   | Monthly | 4,158.44 | 4,366.33 | 4,584.69 | 4,813.92 | 5,054.62 | 5,307.34 | 5,572.71  |
|       |                      |            | Hourly  | 23.99    | 25.19    | 26.45    | 27.77    | 29.16    | 30.62    | 32.15     |
| 1029  | SR ADMIN ANALYST     | MANAGEMENT | Monthly | 6,323.74 | 6,639.92 | 6,971.94 | 7,320.52 | 7,686.53 | 8,070.88 | 8,474.40  |
|       |                      |            | Hourly  | 36.48    | 38.31    | 40.22    | 42.23    | 44.35    | 46.56    | 48.89     |
| 2056  | SR BUILDNG INSPECTOR | MID-MGT    | Monthly | 6,686.03 | 7,020.37 | 7,371.39 | 7,739.96 | 8,126.95 | 8,533.31 | 8,959.99  |
|       |                      |            | Hourly  | 38.57    | 40.50    | 42.53    | 44.65    | 46.89    | 49.23    | 51.69     |
| 2057  | SR CIVIL ENGINEER    | MID-MGT    | Monthly | 7,705.23 | 8,090.49 | 8,495.00 | 8,919.73 | 9,365.72 | 9,834.00 | 10,325.75 |
|       |                      |            | Hourly  | 44.45    | 46.68    | 49.01    | 51.46    | 54.03    | 56.73    | 59.57     |
| 2058  | SR CONST INSPECTOR   | MID-MGT    | Monthly | 5,801.34 | 6,091.43 | 6,396.00 | 6,715.82 | 7,051.59 | 7,404.17 | 7,774.41  |
|       |                      |            | Hourly  | 33.47    | 35.14    | 36.90    | 38.75    | 40.68    | 42.72    | 44.85     |
| 2059  | SR ENGINEERING ASSOC | MID-MGT    | Monthly | 7,242.63 | 7,604.78 | 7,985.01 | 8,384.26 | 8,803.47 | 9,243.65 | 9,705.80  |
|       |                      |            | Hourly  | 41.78    | 43.87    | 46.07    | 48.37    | 50.79    | 53.33    | 56.00     |
| 1053  | SR FINANCIAL ANALYST | MANAGEMENT | Monthly | 7,444.62 | 7,816.86 | 8,207.68 | 8,618.07 | 9,049.00 | 9,501.40 | 9,976.48  |
|       |                      |            | Hourly  | 42.95    | 45.10    | 47.35    | 49.72    | 52.21    | 54.82    | 57.56     |
| 1048  | SR HR ANALYST        | MANAGEMENT | Monthly | 6,367.70 | 6,686.12 | 7,020.43 | 7,371.46 | 7,740.01 | 8,127.04 | 8,533.37  |
|       |                      |            | Hourly  | 36.74    | 38.57    | 40.50    | 42.53    | 44.65    | 46.89    | 49.23     |
| 2026  | SR INT WASTE WORKER  | MID-MGT    | Monthly | 5,027.32 | 5,278.69 | 5,542.64 | 5,819.78 | 6,110.78 | 6,416.30 | 6,737.10  |
|       |                      |            | Hourly  | 29.00    | 30.45    | 31.98    | 33.58    | 35.25    | 37.02    | 38.87     |
| 1055  | SR IT ANALYST        | MANAGEMENT | Monthly | 7,773.35 | 8,162.01 | 8,570.08 | 8,998.60 | 9,448.53 | 9,920.95 | 10,416.99 |
|       |                      |            | Hourly  | 44.85    | 47.09    | 49.44    | 51.92    | 54.51    | 57.24    | 60.10     |
| 2079  | SR IT SPECIALIST     | MID-MGT    | Monthly | 5,725.87 | 6,012.18 | 6,312.78 | 6,628.42 | 6,959.85 | 7,307.86 | 7,673.25  |
|       |                      |            | Hourly  | 33.03    | 34.69    | 36.42    | 38.24    | 40.15    | 42.16    | 44.27     |
| 2028  | SR LIBRARIAN         | MID-MGT    | Monthly | 5,203.92 | 5,464.12 | 5,737.31 | 6,024.18 | 6,325.39 | 6,641.66 | 6,973.72  |
|       |                      |            | Hourly  | 30.02    | 31.52    | 33.10    | 34.75    | 36.49    | 38.32    | 40.23     |

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|-------|----------------------|------------|---------|----------|----------|----------|----------|-----------|-----------|-----------|
| 7020  | SR LIBRARY ASSIST    | CLERICAL   | Monthly | 4,047.98 | 4,250.37 | 4,462.88 | 4,686.02 | 4,920.33  | 5,166.37  | 5,424.66  |
|       |                      |            | Hourly  | 23.35    | 24.52    | 25.75    | 27.03    | 28.39     | 29.81     | 31.30     |
| 9063  | SR OFFICIAL          | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 27.00    | 28.30    | 29.67    | 31.10    | 32.60     | 34.18     | 35.84     |
| 4016  | SR PARK MAINT WORKER | OE3        | Monthly | 4,033.25 | 4,234.92 | 4,446.65 | 4,669.02 | 4,902.43  | 5,147.59  | 5,404.95  |
|       |                      |            | Hourly  | 23.27    | 24.43    | 25.65    | 26.94    | 28.28     | 29.70     | 31.18     |
| 2066  | SR PLANNER           | MID-MGT    | Monthly | 7,070.96 | 7,424.52 | 7,795.75 | 8,185.54 | 8,594.80  | 9,024.56  | 9,475.77  |
|       |                      |            | Hourly  | 40.79    | 42.83    | 44.98    | 47.22    | 49.59     | 52.06     | 54.67     |
| 2084  | SR PROGRAMMER ANALYS | MID-MGT    | Monthly | 7,822.04 | 8,213.12 | 8,623.79 | 9,054.98 | 9,507.72  | 9,983.13  | 10,482.29 |
|       |                      |            | Hourly  | 45.13    | 47.38    | 49.75    | 52.24    | 54.85     | 57.60     | 60.47     |
| 9064  | SR RECREATION LEADER | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 15.40    | 16.17    | 16.98    | 17.83    | 18.72     | 19.65     | 20.64     |
| 1030  | SR UTILITIES ENGR    | MANAGEMENT | Monthly | 8,339.50 | 8,756.48 | 9,194.34 | 9,654.04 | 10,136.75 | 10,643.58 | 11,175.73 |
|       |                      |            | Hourly  | 48.11    | 50.52    | 53.04    | 55.70    | 58.48     | 61.41     | 64.48     |
| 9080  | SR UTILITIES ENGR    | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 48.11    | 50.52    | 53.04    | 55.70    | 58.48     | 61.41     | 64.48     |
| 4017  | SR WATER OPR         | OE3        | Monthly | 6,458.51 | 6,781.41 | 7,120.49 | 7,476.47 | 7,850.31  | 8,242.82  | 8,654.99  |
|       |                      |            | Hourly  | 37.26    | 39.12    | 41.08    | 43.13    | 45.29     | 47.55     | 49.93     |
| 9093  | SR. CIVIL ENGINEER   | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 44.45    | 46.68    | 49.01    | 51.46    | 54.03     | 56.73     | 59.57     |
| 2073  | SR. CODE ENFORCE OFF | MID-MGT    | Monthly | 6,389.54 | 6,709.04 | 7,044.48 | 7,396.72 | 7,766.55  | 8,154.88  | 8,562.62  |
|       |                      |            | Hourly  | 36.86    | 38.71    | 40.64    | 42.67    | 44.81     | 47.05     | 49.40     |
| 4018  | STREET SWEEPER OPR   | OE3        | Monthly | 3,843.67 | 4,035.85 | 4,237.61 | 4,449.51 | 4,672.01  | 4,905.62  | 5,150.90  |
|       |                      |            | Hourly  | 22.18    | 23.28    | 24.45    | 25.67    | 26.95     | 28.30     | 29.72     |

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|-------|----------------------|------------|---------|----------|----------|-----------|-----------|-----------|-----------|-----------|
| 9067  | STUDENT ARTIST INTER | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 14.00    | 14.65    | 15.33     | 16.05     | 16.80     | 17.59     | 18.42     |
| 9068  | STUDENT ASSISTANT I  | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 14.00    | 14.65    | 15.33     | 16.05     | 16.80     | 17.59     | 18.42     |
| 9069  | STUDENT INTERN       | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 14.00    | 14.65    | 15.33     | 16.05     | 16.80     | 17.59     | 18.42     |
| 2063  | SUPVR EQUIP MECH     | MID-MGT    | Monthly | 5,482.97 | 5,757.09 | 6,044.98  | 6,347.25  | 6,664.56  | 6,997.84  | 7,347.69  |
|       |                      |            | Hourly  | 31.63    | 33.21    | 34.87     | 36.62     | 38.45     | 40.37     | 42.39     |
| 2072  | SUPVR PLANS EXAMINER | MID-MGT    | Monthly | 7,340.93 | 7,707.98 | 8,093.37  | 8,498.06  | 8,922.92  | 9,369.08  | 9,837.58  |
|       |                      |            | Hourly  | 42.35    | 44.47    | 46.69     | 49.03     | 51.48     | 54.05     | 56.76     |
| 1042  | SW DIV MANAGER       | MANAGEMENT | Monthly | 9,504.32 | 9,979.54 | 10,478.52 | 11,002.44 | 11,552.58 | 12,130.19 | 12,736.71 |
|       |                      |            | Hourly  | 54.83    | 57.57    | 60.45     | 63.48     | 66.65     | 69.98     | 73.48     |
| 2061  | SW OPS SUPERVISOR    | MID-MGT    | Monthly | 4,684.18 | 4,918.40 | 5,164.34  | 5,422.52  | 5,693.68  | 5,978.33  | 6,277.27  |
|       |                      |            | Hourly  | 27.02    | 28.38    | 29.79     | 31.28     | 32.85     | 34.49     | 36.22     |
| 2062  | SW SVCS MANAGER      | MID-MGT    | Monthly | 5,409.34 | 5,679.83 | 5,963.82  | 6,262.01  | 6,575.10  | 6,903.87  | 7,249.04  |
|       |                      |            | Hourly  | 31.21    | 32.77    | 34.41     | 36.13     | 37.93     | 39.83     | 41.82     |
| 9077  | SWIM INSTRUCTOR      | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 14.00    | 14.65    | 15.33     | 16.05     | 16.80     | 17.59     | 18.42     |
| 2075  | TRAFFIC OPS MANAGER  | MID-MGT    | Monthly | 7,072.46 | 7,426.08 | 7,797.38  | 8,187.27  | 8,596.62  | 9,026.46  | 9,477.76  |
|       |                      |            | Hourly  | 40.80    | 42.84    | 44.98     | 47.23     | 49.60     | 52.08     | 54.68     |
| 2030  | TRAFFIC SYSTMS COORD | MID-MGT    | Monthly | 5,350.41 | 5,617.91 | 5,898.77  | 6,193.74  | 6,503.45  | 6,828.60  | 7,170.06  |
|       |                      |            | Hourly  | 30.87    | 32.41    | 34.03     | 35.73     | 37.52     | 39.40     | 41.37     |
| 2064  | TRANSPORTATION ENGIN | MID-MGT    | Monthly | 7,693.29 | 8,077.98 | 8,481.85  | 8,905.95  | 9,351.27  | 9,818.84  | 10,309.76 |
|       |                      |            | Hourly  | 44.38    | 46.60    | 48.93     | 51.38     | 53.95     | 56.65     | 59.48     |

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|-------|----------------------|---------|---------|----------|----------|----------|----------|----------|----------|----------|
| 4020  | UTIL MAINT MECH I    | OE3     | Monthly | 5,225.20 | 5,486.48 | 5,760.78 | 6,048.84 | 6,351.26 | 6,668.83 | 7,002.26 |
|       |                      |         | Hourly  | 30.15    | 31.65    | 33.24    | 34.90    | 36.64    | 38.47    | 40.40    |
| 4021  | UTIL MAINT MECH II   | OE3     | Monthly | 5,774.49 | 6,063.20 | 6,366.40 | 6,684.69 | 7,018.94 | 7,369.92 | 7,738.38 |
|       |                      |         | Hourly  | 33.31    | 34.98    | 36.73    | 38.57    | 40.49    | 42.52    | 44.64    |
| 4160  | UTIL MAINT MECH III  | OE3     | Monthly | 6,207.59 | 6,517.94 | 6,843.87 | 7,186.03 | 7,545.37 | 7,922.68 | 8,318.77 |
|       |                      |         | Hourly  | 35.81    | 37.60    | 39.48    | 41.46    | 43.53    | 45.71    | 47.99    |
| 2031  | UTIL MAINT SUPVR     | MID-MGT | Monthly | 6,411.21 | 6,731.75 | 7,068.34 | 7,421.74 | 7,792.83 | 8,182.46 | 8,591.61 |
|       |                      |         | Hourly  | 36.99    | 38.84    | 40.78    | 42.82    | 44.96    | 47.21    | 49.57    |
| 2032  | UTILITY CREW LEADER  | MID-MGT | Monthly | 5,543.03 | 5,820.21 | 6,111.19 | 6,416.76 | 6,737.60 | 7,074.49 | 7,428.22 |
|       |                      |         | Hourly  | 31.98    | 33.58    | 35.26    | 37.02    | 38.87    | 40.81    | 42.86    |
| 4022  | UTILITY WORKER I     | OE3     | Monthly | 3,679.11 | 3,863.04 | 4,056.22 | 4,259.04 | 4,471.98 | 4,695.56 | 4,930.36 |
|       |                      |         | Hourly  | 21.23    | 22.29    | 23.40    | 24.57    | 25.80    | 27.09    | 28.44    |
| 9081  | UTILITY WORKER I     | TEMP    | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |         | Hourly  | 21.23    | 22.29    | 23.40    | 24.57    | 25.80    | 27.09    | 28.44    |
| 4023  | UTILITY WORKER II    | OE3     | Monthly | 4,156.23 | 4,369.30 | 4,582.26 | 4,811.34 | 5,051.93 | 5,304.54 | 5,569.74 |
|       |                      |         | Hourly  | 23.98    | 25.21    | 26.44    | 27.76    | 29.15    | 30.60    | 32.13    |
| 9070  | UTILITY WORKER II    | TEMP    | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
|       |                      |         | Hourly  | 23.98    | 25.21    | 26.44    | 27.76    | 29.15    | 30.60    | 32.13    |
| 4024  | UTILITY WORKER III   | OE3     | Monthly | 4,818.84 | 5,059.77 | 5,312.78 | 5,578.43 | 5,857.32 | 6,150.19 | 6,457.71 |
|       |                      |         | Hourly  | 27.80    | 29.19    | 30.65    | 32.18    | 33.79    | 35.48    | 37.26    |
| 4047  | UTL ELC/INST TECH I  | OE3     | Monthly | 5,774.49 | 6,063.20 | 6,366.40 | 6,684.69 | 7,018.94 | 7,369.92 | 7,738.38 |
|       |                      |         | Hourly  | 33.31    | 34.98    | 36.73    | 38.57    | 40.49    | 42.52    | 44.64    |
| 4019  | UTL ELC/INST TECH II | OE3     | Monthly | 6,143.67 | 6,450.84 | 6,773.39 | 7,112.06 | 7,467.63 | 7,841.04 | 8,233.07 |
|       |                      |         | Hourly  | 35.44    | 37.22    | 39.08    | 41.03    | 43.08    | 45.24    | 47.50    |

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|-------|-------------------------------------|------------|---------|----------|----------|-----------|-----------|-----------|-----------|-----------|
| 2033  | VEH SRVC SUPERVISOR                 | MID-MGT    | Monthly | 6,175.56 | 6,484.36 | 6,808.56  | 7,148.98  | 7,506.46  | 7,881.75  | 8,275.84  |
|       |                                     |            | Hourly  | 35.63    | 37.41    | 39.28     | 41.24     | 43.31     | 45.47     | 47.75     |
| 1065  | VEHICLE AND EQUIPMENT MANAGER       | MANAGEMENT | Monthly | 7,072.46 | 7,426.08 | 7,797.38  | 8,187.27  | 8,596.62  | 9,026.46  | 9,477.76  |
|       |                                     |            | Hourly  | 40.80    | 42.84    | 44.98     | 47.23     | 49.60     | 52.08     | 54.68     |
| 2065  | VOLUNTEER COORD                     | MID-MGT    | Monthly | 4,774.01 | 5,012.69 | 5,263.33  | 5,526.52  | 5,802.83  | 6,092.97  | 6,397.63  |
|       |                                     |            | Hourly  | 27.54    | 28.92    | 30.37     | 31.88     | 33.48     | 35.15     | 36.91     |
| 4165  | WASTE & RECYCLING CENTER WORKER I   | OE3        | Monthly | 3,411.46 | 3,582.02 | 3,761.12  | 3,949.18  | 4,146.63  | 4,353.96  | 4,571.67  |
|       |                                     |            | Hourly  | 19.68    | 20.67    | 21.70     | 22.78     | 23.92     | 25.12     | 26.38     |
| 9112  | WASTE & RECYCLING CENTER WORKER I   | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                                     |            | Hourly  | 19.68    | 20.67    | 21.70     | 22.78     | 23.92     | 25.12     | 26.38     |
| 4166  | WASTE & RECYCLING CENTER WORKER II  | OE3        | Monthly | 3,751.22 | 3,938.78 | 4,135.73  | 4,342.50  | 4,559.71  | 4,787.55  | 5,026.93  |
|       |                                     |            | Hourly  | 21.64    | 22.72    | 23.86     | 25.05     | 26.31     | 27.62     | 29.00     |
| 4167  | WASTE & RECYCLING CENTER WORKER III | OE3        | Monthly | 4,126.33 | 4,332.68 | 4,549.31  | 4,776.76  | 5,015.68  | 5,266.32  | 5,529.64  |
|       |                                     |            | Hourly  | 23.81    | 25.00    | 26.25     | 27.56     | 28.94     | 30.38     | 31.90     |
| 4025  | WASTEWATER OPR I                    | OE3        | Monthly | 5,070.87 | 5,324.39 | 5,590.63  | 5,870.15  | 6,163.69  | 6,471.83  | 6,795.47  |
|       |                                     |            | Hourly  | 29.26    | 30.72    | 32.25     | 33.87     | 35.56     | 37.34     | 39.20     |
| 4026  | WASTEWATER OPR II                   | OE3        | Monthly | 5,603.91 | 5,884.10 | 6,178.29  | 6,487.22  | 6,811.57  | 7,152.15  | 7,509.78  |
|       |                                     |            | Hourly  | 32.33    | 33.95    | 35.64     | 37.43     | 39.30     | 41.26     | 43.33     |
| 4027  | WASTEWATER OPR III                  | OE3        | Monthly | 6,458.51 | 6,781.41 | 7,120.49  | 7,476.47  | 7,850.31  | 8,242.82  | 8,654.99  |
|       |                                     |            | Hourly  | 37.26    | 39.12    | 41.08     | 43.13     | 45.29     | 47.55     | 49.93     |
| 1043  | WATER DIV MANAGER                   | MANAGEMENT | Monthly | 9,504.32 | 9,979.54 | 10,478.52 | 11,002.44 | 11,552.58 | 12,130.19 | 12,736.71 |
|       |                                     |            | Hourly  | 54.83    | 57.57    | 60.45     | 63.48     | 66.65     | 69.98     | 73.48     |
| 4028  | WATER OPERATOR I                    | OE3        | Monthly | 5,070.87 | 5,324.39 | 5,590.63  | 5,870.15  | 6,163.69  | 6,471.83  | 6,795.47  |
|       |                                     |            | Hourly  | 29.26    | 30.72    | 32.25     | 33.87     | 35.56     | 37.34     | 39.20     |

Effective: 5/4/2021

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| Grade | Description          | Barg.      |         | Step 0   | Step 1   | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    |
|-------|----------------------|------------|---------|----------|----------|-----------|-----------|-----------|-----------|-----------|
| 4029  | WATER OPERATOR II    | OE3        | Monthly | 5,603.91 | 5,884.10 | 6,178.29  | 6,487.22  | 6,811.57  | 7,152.15  | 7,509.78  |
|       |                      |            | Hourly  | 32.33    | 33.95    | 35.64     | 37.43     | 39.30     | 41.26     | 43.33     |
| 2035  | WATER OPS SUPERVISOR | MID-MGT    | Monthly | 7,293.50 | 7,658.17 | 8,041.09  | 8,443.13  | 8,865.31  | 9,308.56  | 9,773.99  |
|       |                      |            | Hourly  | 42.08    | 44.18    | 46.39     | 48.71     | 51.15     | 53.70     | 56.39     |
| 4030  | WATER QLITY CHEMIST  | OE3        | Monthly | 5,810.63 | 6,101.14 | 6,406.23  | 6,726.55  | 7,062.86  | 7,416.00  | 7,786.81  |
|       |                      |            | Hourly  | 33.52    | 35.20    | 36.96     | 38.81     | 40.75     | 42.78     | 44.92     |
| 4031  | WATER QLITY LAB TECH | OE3        | Monthly | 5,255.94 | 5,518.76 | 5,794.69  | 6,084.41  | 6,388.66  | 6,708.07  | 7,043.49  |
|       |                      |            | Hourly  | 30.32    | 31.84    | 33.43     | 35.10     | 36.86     | 38.70     | 40.64     |
| 2070  | WATER SERV CREW LEAD | MID-MGT    | Monthly | 5,803.44 | 6,093.58 | 6,398.28  | 6,718.18  | 7,054.10  | 7,406.84  | 7,777.16  |
|       |                      |            | Hourly  | 33.48    | 35.16    | 36.91     | 38.76     | 40.70     | 42.73     | 44.87     |
| 4049  | WATER SERV TECH I    | OE3        | Monthly | 4,028.77 | 4,230.18 | 4,441.71  | 4,663.79  | 4,896.97  | 5,141.83  | 5,398.90  |
|       |                      |            | Hourly  | 23.24    | 24.40    | 25.63     | 26.91     | 28.25     | 29.66     | 31.15     |
| 9104  | WATER SERV TECH I    | TEMP       | Monthly | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 23.24    | 24.40    | 25.63     | 26.91     | 28.25     | 29.66     | 31.15     |
| 4050  | WATER SERV TECH II   | OE3        | Monthly | 4,551.21 | 4,778.76 | 5,017.70  | 5,268.58  | 5,532.02  | 5,808.64  | 6,099.04  |
|       |                      |            | Hourly  | 26.26    | 27.57    | 28.95     | 30.40     | 31.92     | 33.51     | 35.19     |
| 4051  | WATER SERV TECH III  | OE3        | Monthly | 5,276.81 | 5,541.88 | 5,817.65  | 6,108.55  | 6,413.98  | 6,734.67  | 7,071.39  |
|       |                      |            | Hourly  | 30.44    | 31.97    | 33.56     | 35.24     | 37.00     | 38.85     | 40.80     |
| 2068  | WATER SERVICES MGR   | MID-MGT    | Monthly | 7,412.21 | 7,782.84 | 8,171.97  | 8,580.56  | 9,009.59  | 9,460.06  | 9,933.08  |
|       |                      |            | Hourly  | 42.76    | 44.90    | 47.15     | 49.50     | 51.98     | 54.58     | 57.31     |
| 2069  | WATER SERVICES SUP   | MID-MGT    | Monthly | 7,113.41 | 7,469.06 | 7,842.51  | 8,234.63  | 8,646.37  | 9,078.68  | 9,532.62  |
|       |                      |            | Hourly  | 41.04    | 43.09    | 45.25     | 47.51     | 49.88     | 52.38     | 55.00     |
| 1031  | WW DIV MANAGER       | MANAGEMENT | Monthly | 9,504.32 | 9,979.54 | 10,478.52 | 11,002.44 | 11,552.58 | 12,130.19 | 12,736.71 |
|       |                      |            | Hourly  | 54.83    | 57.57    | 60.45     | 63.48     | 66.65     | 69.98     | 73.48     |

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| Grade | Description          | Barg.      |         | Step 0   | Step 1   | Step 2   | Step 3   | Step 4    | Step 5    | Step 6    |
|-------|----------------------|------------|---------|----------|----------|----------|----------|-----------|-----------|-----------|
| 2034  | WW OPS SUPERVISOR    | MID-MGT    | Monthly | 7,293.50 | 7,658.17 | 8,041.09 | 8,443.13 | 8,865.31  | 9,308.56  | 9,773.99  |
|       |                      |            | Hourly  | 42.08    | 44.18    | 46.39    | 48.71    | 51.15     | 53.70     | 56.39     |
| 1044  | WW TRTMNT FAC MGR    | MANAGEMENT | Monthly | 8,251.92 | 8,664.52 | 9,097.75 | 9,552.62 | 10,030.26 | 10,531.78 | 11,058.36 |
|       |                      |            | Hourly  | 47.61    | 49.99    | 52.49    | 55.11    | 57.87     | 60.76     | 63.80     |
| 9072  | WW/STORM WTR COL INT | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 14.00    | 14.65    | 15.33    | 16.05    | 16.80     | 17.59     | 18.42     |
| 9071  | WW/WATER OPR ASSIST  | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 16.87    | 17.71    | 18.60    | 19.53    | 20.51     | 21.53     | 22.61     |
| 9073  | YOUTH DEV ASSISTANT  | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 15.19    | 15.95    | 16.75    | 17.58    | 18.46     | 19.39     | 20.36     |
| 9074  | YOUTH OUTREACH WORKR | TEMP       | Monthly | 0.00     | 0.00     | 0.00     | 0.00     | 0.00      | 0.00      | 0.00      |
|       |                      |            | Hourly  | 14.00    | 14.65    | 15.33    | 16.05    | 16.80     | 17.59     | 18.42     |
| 2067  | YOUTH SPECIALIST     | MID-MGT    | Monthly | 4,607.72 | 4,838.08 | 5,079.99 | 5,333.99 | 5,600.70  | 5,880.72  | 6,174.78  |
|       |                      |            | Hourly  | 26.58    | 27.91    | 29.31    | 30.77    | 32.31     | 33.93     | 35.62     |

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