

RESOLUTION NO. 2019-R_____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
CULVER CITY, CALIFORNIA, ADOPTING THE
CLASSIFICATION AND SALARY PLAN FOR CITY
EMPLOYEES EFFECTIVE JULY 1, 2019.

NOW, THEREFORE, the City Council of the City of Culver City, DOES
RESOLVE as follows:

1. The Classification and Salary Plan, attached hereto as Exhibit "A" and
incorporated herein by this reference, is hereby adopted effective July 1, 2019.
2. The Classification and Salary Plan, attached hereto as Exhibit "A" shall
supersede and replace all previously adopted salary plans for City employees.
3. The City Manager and Chief Financial Officer are hereby authorized to
adjust and pay salaries of the City employees in accordance with the Classification and
Salary Plan adopted and approved by this Resolution, effective July 1, 2019.

APPROVED and ADOPTED this _____ day of _____, 2019.

MEGHAN SAHLI-WELLS, Mayor
City of Culver City, California

ATTEST:

APPROVED AS TO FORM:

JEREMY GREEN, City Clerk

CAROL A. SCHWAB, City Attorney

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RESOLUTION NO. 2019-R_____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
CULVER CITY, CALIFORNIA, ADOPTING THE
CLASSIFICATION AND SALARY PLAN FOR FIRE SAFETY
EMPLOYEES EFFECTIVE JULY 1, 2019.

WHEREAS, pursuant to the Salary Initiative Ordinance adopted by the
electors of the City of Culver City on August 11, 1953 and amended on November 2, 1982,
salary adjustments are required for certain safety employees; and,

WHEREAS, in accordance with the Salary Initiative Ordinance, as amended,
various changes were made to the salaries and benefits paid to fire safety employees
effective July 1, 2019.

NOW, THEREFORE, the City Council of the City of Culver City, DOES
RESOLVE as follows:

- 1. The Classification and Salary Plan, attached hereto as Exhibit "A" and
incorporated herein by this reference, is hereby adopted effective July 1, 2019.
- 2. The Classification and Salary Plan, attached hereto as Exhibit "A" shall
supersede and replace all previously adopted salary plans for fire safety employees.

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1 3. The City Manager and Chief Financial Officer are hereby authorized to
2 adjust and pay salaries of the City employees in accordance with the Classification and
3 Salary Plan adopted and approved by this Resolution, effective July 1, 2019.
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6 APPROVED and ADOPTED this _____ day of _____, 2019.
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9 MEGHAN SAHLI-WELLS, Mayor
10 City of Culver City, California

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12 ATTEST:

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14 APPROVED AS TO FORM:

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JEREMY GREEN, City Clerk

CAROL A. SCHWAB, City Attorney

RESOLUTION NO. 2019-R_____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
CULVER CITY, CALIFORNIA, ADOPTING THE
CLASSIFICATION AND SALARY PLAN FOR POLICE
SAFETY EMPLOYEES EFFECTIVE JULY 1, 2019.

WHEREAS, pursuant to the Salary Initiative Ordinance adopted by the
electors of the City of Culver City on August 11, 1953 and amended on November 2, 1982,
salary adjustments are required for certain safety employees; and,

WHEREAS, in accordance with the Salary Initiative Ordinance, as amended,
various changes were made to the salaries and benefits paid to police safety employees
effective July 1, 2019.

NOW, THEREFORE, the City Council of the City of Culver City, DOES
RESOLVE as follows:

1. The Classification and Salary Plan, attached hereto as Exhibit "A" and
incorporated herein by this reference, is hereby adopted effective July 1, 2019.
2. The Classification and Salary Plan, attached hereto as Exhibit "A" shall
supersede and replace all previously adopted salary plans for police safety employees.

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1 3. The City Manager and Chief Financial Officer are hereby authorized to
2 adjust and pay salaries of the City employees in accordance with the Classification and
3 Salary Plan adopted and approved by this Resolution, effective July 1, 2019.
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5 APPROVED and ADOPTED this _____ day of _____, 2019.
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MEGHAN SAHLI-WELLS, Mayor
City of Culver City, California
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11 ATTEST:

APPROVED AS TO FORM:

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JEREMY GREEN, City Clerk
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CAROL A. SCHWAB, City Attorney
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Culver CITY
Salary Schedule
As of 07/01/2019

EXHIBIT A

Note: For FIRE job titles, the printed hourly rates are for 40-hour employees. To determine the hourly rates for 56-hour employees, divide the annual rate by 2912. (Titles with two codes in parentheses indicate they are 40-hour & 56-hour positions. The first code is for 40-hr, the second one for 56-hr.)

Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	ACCOUNT CLERK (205)	1	21.7419	3,768.59	45,223.10
CCEA	ACCOUNT CLERK (205)	2	22.8539	3,961.34	47,536.06
CCEA	ACCOUNT CLERK (205)	3	24.0218	4,163.77	49,965.24
CCEA	ACCOUNT CLERK (205)	4	25.2503	4,376.71	52,520.52
CCEA	ACCOUNT CLERK (205)	5	26.5428	4,600.74	55,208.92
CCEA	ACCOUNT CLERK-REG PT (205R)	1	21.7419	3,768.59	45,223.10
CCEA	ACCOUNT CLERK-REG PT (205R)	2	22.8539	3,961.34	47,536.06
CCEA	ACCOUNT CLERK-REG PT (205R)	3	24.0218	4,163.77	49,965.24
CCEA	ACCOUNTANT (419)	1	32.1962	5,580.68	66,968.20
CCEA	ACCOUNTANT (419)	2	33.8408	5,865.73	70,388.76
CCEA	ACCOUNTANT (419)	3	35.5700	6,165.47	73,985.60
CCEA	ACCOUNTANT (419)	4	37.3881	6,480.61	77,767.30
CCEA	ACCOUNTANT (419)	5	39.2987	6,811.78	81,741.40
CCEA	ACCOUNTANT II (428)	1	35.2166	6,104.22	73,250.58
CCEA	ACCOUNTANT II (428)	2	37.0165	6,416.19	76,994.32
CCEA	ACCOUNTANT II (428)	3	38.9078	6,744.01	80,928.12
CCEA	ACCOUNTANT II (428)	4	40.8963	7,088.68	85,064.20
CCEA	ACCOUNTANT II (428)	5	42.9866	7,451.02	89,412.18
CCEA	ACCOUNTING TECHNICIAN (223)	1	26.4102	4,577.78	54,933.32
CCEA	ACCOUNTING TECHNICIAN (223)	2	27.7359	4,807.55	57,690.62
CCEA	ACCOUNTING TECHNICIAN (223)	3	29.1415	5,051.19	60,614.32
CCEA	ACCOUNTING TECHNICIAN (223)	4	30.6307	5,309.33	63,711.96
CCEA	ACCOUNTING TECHNICIAN (223)	5	32.1962	5,580.68	66,968.20
CCEA	ADMIN CLERK (207)	1	21.5258	3,731.13	44,773.56
CCEA	ADMIN CLERK (207)	2	22.6265	3,921.93	47,063.12
CCEA	ADMIN CLERK (207)	3	23.7828	4,122.34	49,468.12
CCEA	ADMIN CLERK (207)	4	24.9990	4,333.16	51,997.92
CCEA	ADMIN CLERK (207)	5	26.2788	4,554.98	54,659.80
CCEA	ADMIN CLERK-REG PT (207R)	1	21.5258	3,731.13	44,773.56
CCEA	ADMIN CLERK-REG PT (207R)	2	22.6265	3,921.93	47,063.12
CCEA	ADMIN CLERK-REG PT (207R)	3	23.7828	4,122.34	49,468.12
CCEA	ADMIN SECRETARY (222)	1	26.2788	4,554.98	54,659.80
CCEA	ADMIN SECRETARY (222)	2	27.5998	4,783.96	57,407.48
CCEA	ADMIN SECRETARY (222)	3	28.9965	5,026.06	60,312.72
CCEA	ADMIN SECRETARY (222)	4	30.4788	5,282.98	63,395.80
CCEA	ADMIN SECRETARY (222)	5	32.0351	5,552.76	66,633.06
CCEA	ANIMAL SERVICES OFFICER (307)	1	24.9990	4,333.16	51,997.92
CCEA	ANIMAL SERVICES OFFICER (307)	2	26.2788	4,554.98	54,659.80
CCEA	ANIMAL SERVICES OFFICER (307)	3	27.5998	4,783.96	57,407.48
CCEA	ANIMAL SERVICES OFFICER (307)	4	28.9965	5,026.06	60,312.72
CCEA	ANIMAL SERVICES OFFICER (307)	5	30.4788	5,282.98	63,395.80

EXHIBIT A

Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	ASSISTANT ENGINEER (425)	1	34.8464	6,040.04	72,480.46
CCEA	ASSISTANT ENGINEER (425)	2	36.6269	6,348.66	76,183.90
CCEA	ASSISTANT ENGINEER (425)	3	38.4977	6,672.94	80,075.32
CCEA	ASSISTANT ENGINEER (425)	4	40.4656	7,014.04	84,168.50
CCEA	ASSISTANT ENGINEER (425)	5	42.5329	7,372.37	88,468.38
CCEA	ASSISTANT PLANNER (420)	1	32.5185	5,636.54	67,638.48
CCEA	ASSISTANT PLANNER (420)	2	34.1801	5,924.56	71,094.66
CCEA	ASSISTANT PLANNER (420)	3	35.9263	6,227.22	74,726.60
CCEA	ASSISTANT PLANNER (420)	4	37.7629	6,545.57	78,546.78
CCEA	ASSISTANT PLANNER (420)	5	39.6918	6,879.90	82,558.84
CCEA	ASSOC ANL Y-RATE (495)	1	37.2420	6,455.28	77,463.36
CCEA	ASSOCIATE ANALYST (415)	1	31.5598	5,470.36	65,644.28
CCEA	ASSOCIATE ANALYST (415)	2	33.1722	5,749.86	68,998.28
CCEA	ASSOCIATE ANALYST (415)	3	34.8681	6,043.81	72,525.70
CCEA	ASSOCIATE ANALYST (415)	4	36.6497	6,352.62	76,231.48
CCEA	ASSOCIATE ANALYST (415)	5	38.5217	6,677.10	80,125.24
CCEA	ASSOCIATE ENGINEER (439)	1	41.6954	7,227.20	86,726.38
CCEA	ASSOCIATE ENGINEER (439)	2	43.8254	7,596.40	91,156.78
CCEA	ASSOCIATE ENGINEER (439)	3	46.0653	7,984.64	95,815.72
CCEA	ASSOCIATE ENGINEER (439)	4	48.4183	8,392.50	100,709.96
CCEA	ASSOCIATE ENGINEER (439)	5	50.8937	8,821.58	105,859.00
CCEA	ASSOCIATE PLANNER (431)	1	37.3881	6,480.61	77,767.30
CCEA	ASSOCIATE PLANNER (431)	2	39.2987	6,811.78	81,741.40
CCEA	ASSOCIATE PLANNER (431)	3	41.3067	7,159.84	85,918.04
CCEA	ASSOCIATE PLANNER (431)	4	43.4173	7,525.66	90,307.88
CCEA	ASSOCIATE PLANNER (431)	5	45.6356	7,910.18	94,922.10
CCEA	AUDIO VISUAL OPERATOR/ANALYST-REG PT (455R)	1	39.2987	6,811.78	81,741.40
CCEA	AUDIO VISUAL OPERATOR/ANALYST-REG PT (455R)	2	41.3067	7,159.84	85,918.04
CCEA	AUDIO VISUAL OPERATOR/ANALYST-REG PT (455R)	3	43.4173	7,525.66	90,307.88
CCEA	AUTOMATED ENFORCEMENT TECH (219)	1	24.9990	4,333.16	51,997.92
CCEA	AUTOMATED ENFORCEMENT TECH (219)	2	26.2788	4,554.98	54,659.80
CCEA	AUTOMATED ENFORCEMENT TECH (219)	3	27.5998	4,783.96	57,407.48
CCEA	AUTOMATED ENFORCEMENT TECH (219)	4	28.9965	5,026.06	60,312.72
CCEA	AUTOMATED ENFORCEMENT TECH (219)	5	30.4788	5,282.98	63,395.80
CCEA	BICYCLE/PEDESTRIAN COORDINATOR (456)	1	41.6954	7,227.20	86,726.38
CCEA	BICYCLE/PEDESTRIAN COORDINATOR (456)	2	43.8254	7,596.40	91,156.78
CCEA	BICYCLE/PEDESTRIAN COORDINATOR (456)	3	46.0653	7,984.64	95,815.72
CCEA	BICYCLE/PEDESTRIAN COORDINATOR (456)	4	48.4183	8,392.50	100,709.96
CCEA	BICYCLE/PEDESTRIAN COORDINATOR (456)	5	50.8937	8,821.58	105,859.00

Culver CITY
Salary Schedule
As of 07/01/2019

EXHIBIT A

Note: For FIRE job titles, the printed hourly rates are for 40-hour employees. To determine the hourly rates for 56-hour employees, divide the annual rate by 2912. (Titles with two codes in parentheses indicate they are 40-hour & 56-hour positions. The first code is for 40-hr, the second one for 56-hr.)

Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	BUILDING AND SAFETY INSPECTOR (327)	1	31.5598	5,470.36	65,644.28
CCEA	BUILDING AND SAFETY INSPECTOR (327)	2	33.1722	5,749.86	68,998.28
CCEA	BUILDING AND SAFETY INSPECTOR (327)	3	34.8681	6,043.81	72,525.70
CCEA	BUILDING AND SAFETY INSPECTOR (327)	4	36.6497	6,352.62	76,231.48
CCEA	BUILDING AND SAFETY INSPECTOR (327)	5	38.5217	6,677.10	80,125.24
CCEA	BUILDING ENGINEER (433)	1	38.9078	6,744.01	80,928.12
CCEA	BUILDING ENGINEER (433)	2	40.8963	7,088.68	85,064.20
CCEA	BUILDING ENGINEER (433)	3	42.9866	7,451.02	89,412.18
CCEA	BUILDING ENGINEER (433)	4	45.1830	7,831.72	93,980.64
CCEA	BUILDING ENGINEER (433)	5	47.4915	8,231.86	98,782.32
CCEA	BUS OPERATOR (305)	0	22.0699	3,825.45	45,905.34
CCEA	BUS OPERATOR (305)	1	24.3830	4,226.39	50,716.64
CCEA	BUS OPERATOR (305)	2	25.6308	4,442.66	53,311.96
CCEA	BUS OPERATOR (305)	3	26.9358	4,668.86	56,026.36
CCEA	BUS OPERATOR (305)	4	28.2833	4,902.43	58,829.16
CCEA	BUS OPERATOR (305)	5	29.7290	5,153.03	61,836.32
CCEA	BUS OPERATOR-REG PT (305R)	1	19.9741	3,462.18	41,546.18
CCEA	BUS OPERATOR-REG PT (305R)	2	20.9946	3,639.07	43,668.82
CCEA	BUS OPERATOR-REG PT (305R)	3	22.0699	3,825.45	45,905.34
CCEA	BUSINESS TAX INSPECTOR (224)	1	26.5428	4,600.74	55,208.92
CCEA	BUSINESS TAX INSPECTOR (224)	2	27.8718	4,831.10	57,973.24
CCEA	BUSINESS TAX INSPECTOR (224)	3	29.2866	5,076.35	60,916.18
CCEA	BUSINESS TAX INSPECTOR (224)	4	30.7836	5,335.83	64,029.94
CCEA	BUSINESS TAX INSPECTOR (224)	5	32.3563	5,608.42	67,301.00
CCEA	BUYER (434)	1	39.1033	6,777.90	81,334.76
CCEA	BUYER (434)	2	41.1011	7,124.20	85,490.34
CCEA	BUYER (434)	3	43.2015	7,488.26	89,859.12
CCEA	BUYER (434)	4	45.4093	7,870.94	94,451.24
CCEA	BUYER (434)	5	47.7291	8,273.05	99,276.58
CCEA	CEMENT FINISHER (314)	1	27.0663	4,691.48	56,297.80
CCEA	CEMENT FINISHER (314)	2	28.4239	4,926.81	59,121.66
CCEA	CEMENT FINISHER (314)	3	29.8764	5,178.57	62,142.86
CCEA	CEMENT FINISHER (314)	4	31.4032	5,443.23	65,318.76
CCEA	CEMENT FINISHER (314)	5	33.0077	5,721.34	68,656.12
CCEA	CITY CLERK SPECIALIST (452)	1	30.0250	5,204.33	62,452.00
CCEA	CITY CLERK SPECIALIST (452)	2	31.5598	5,470.36	65,644.28
CCEA	CITY CLERK SPECIALIST (452)	3	33.1722	5,749.86	68,998.28
CCEA	CITY CLERK SPECIALIST (452)	4	34.8681	6,043.81	72,525.70
CCEA	CITY CLERK SPECIALIST (452)	5	36.6497	6,352.62	76,231.48
CCEA	CLAIMS/SAFETY TECHNICIAN (402)	1	30.0250	5,204.33	62,452.00

Culver CITY
Salary Schedule
As of 07/01/2019

EXHIBIT A

Note: For FIRE job titles, the printed hourly rates are for 40-hour employees. To determine the hourly rates for 56-hour employees, divide the annual rate by 2912. (Titles with two codes in parentheses indicate they are 40-hour & 56-hour positions. The first code is for 40-hr, the second one for 56-hr.)

Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	CLAIMS/SAFETY TECHNICIAN (402)	2	31.5598	5,470.36	65,644.28
CCEA	CLAIMS/SAFETY TECHNICIAN (402)	3	33.1722	5,749.86	68,998.28
CCEA	CLAIMS/SAFETY TECHNICIAN (402)	4	34.8681	6,043.81	72,525.70
CCEA	CLAIMS/SAFETY TECHNICIAN (402)	5	36.6497	6,352.62	76,231.48
CCEA	CLERK (200)	1	17.3644	3,009.83	36,117.90
CCEA	CLERK (200)	2	18.2519	3,163.66	37,963.90
CCEA	CLERK (200)	3	19.1854	3,325.47	39,905.58
CCEA	CLERK (200)	4	20.1672	3,495.66	41,947.88
CCEA	CLERK (200)	5	21.1971	3,674.17	44,090.02
CCEA	CLERK TYPIST (202)	1	18.5341	3,212.58	38,550.98
CCEA	CLERK TYPIST (202)	2	19.4826	3,376.99	40,523.86
CCEA	CLERK TYPIST (202)	3	20.4780	3,549.52	42,594.24
CCEA	CLERK TYPIST (202)	4	21.5258	3,731.13	44,773.56
CCEA	CLERK TYPIST (202)	5	22.6265	3,921.93	47,063.12
CCEA	CLERK TYPIST-REG PT (202R)	1	18.5341	3,212.58	38,550.98
CCEA	CLERK TYPIST-REG PT (202R)	2	19.4826	3,376.99	40,523.86
CCEA	CLERK TYPIST-REG PT (202R)	3	20.4780	3,549.52	42,594.24
CCEA	CLERK-REG PT (200R)	1	17.3644	3,009.83	36,117.90
CCEA	CLERK-REG PT (200R)	2	18.2519	3,163.66	37,963.90
CCEA	CLERK-REG PT (200R)	3	19.1854	3,325.47	39,905.58
CCEA	COACH CLEANER (231)	1	20.1738	3,496.78	41,961.40
CCEA	COACH CLEANER (231)	2	21.2058	3,675.66	44,107.96
CCEA	COACH CLEANER (231)	3	22.2905	3,863.69	46,364.24
CCEA	COACH CLEANER (231)	4	23.4297	4,061.16	48,733.88
CCEA	COACH CLEANER (231)	5	24.6274	4,268.75	51,224.94
CCEA	CODE ENFORCEMENT ANALYST (429)	1	36.2876	6,289.86	75,478.26
CCEA	CODE ENFORCEMENT ANALYST (429)	2	38.1412	6,611.15	79,333.80
CCEA	CODE ENFORCEMENT ANALYST (429)	3	40.0908	6,949.06	83,388.76
CCEA	CODE ENFORCEMENT ANALYST (429)	4	42.1388	7,304.05	87,648.60
CCEA	CODE ENFORCEMENT ANALYST (429)	5	44.2930	7,677.45	92,129.44
CCEA	CODE ENFORCEMENT OFFICER (228)	1	29.4293	5,101.07	61,212.84
CCEA	CODE ENFORCEMENT OFFICER (228)	2	30.9332	5,361.76	64,341.16
CCEA	CODE ENFORCEMENT OFFICER (228)	3	32.5138	5,635.72	67,628.60
CCEA	CODE ENFORCEMENT OFFICER (228)	4	34.1750	5,923.67	71,084.00
CCEA	CODE ENFORCEMENT OFFICER (228)	5	35.9209	6,226.29	74,715.42
CCEA	COMM SVCS OFFICER-REG PT (201R)	1	17.2838	2,995.85	35,950.20
CCEA	COMM SVCS OFFICER-REG PT (201R)	2	18.1672	3,148.99	37,787.88
CCEA	COMM SVCS OFFICER-REG PT (201R)	3	19.0963	3,310.02	39,720.20
CCEA	COMMUNICATION SUPERVISOR (453)	1	41.9629	7,273.57	87,282.78
CCEA	COMMUNICATION SUPERVISOR (453)	2	44.1083	7,645.43	91,745.16

Culver CITY
Salary Schedule
As of 07/01/2019

**EXHIBIT
A**

Note: For FIRE job titles, the printed hourly rates are for 40-hour employees. To determine the hourly rates for 56-hour employees, divide the annual rate by 2912. (Titles with two codes in parentheses indicate they are 40-hour & 56-hour positions. The first code is for 40-hr, the second one for 56-hr.)

Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	COMMUNICATION SUPERVISOR (453)	3	46.3619	8,036.06	96,432.70
CCEA	COMMUNICATION SUPERVISOR (453)	4	48.7299	8,446.51	101,358.14
CCEA	COMMUNICATION SUPERVISOR (453)	5	51.2209	8,878.29	106,539.42
CCEA	COMMUNICATIONS TECHNICIAN (333)	1	36.4895	6,324.85	75,898.16
CCEA	COMMUNICATIONS TECHNICIAN (333)	2	38.3550	6,648.20	79,778.40
CCEA	COMMUNICATIONS TECHNICIAN (333)	3	40.3147	6,987.89	83,854.68
CCEA	COMMUNICATIONS TECHNICIAN (333)	4	42.3738	7,344.78	88,137.40
CCEA	COMMUNICATIONS TECHNICIAN (333)	5	44.5398	7,720.22	92,642.68
CCEA	COMPUTER PROGRAMMER (422)	1	33.3378	5,778.54	69,342.52
CCEA	COMPUTER PROGRAMMER (422)	2	35.0418	6,073.90	72,886.84
CCEA	COMPUTER PROGRAMMER (422)	3	36.8326	6,384.32	76,611.86
CCEA	COMPUTER PROGRAMMER (422)	4	38.7148	6,710.56	80,526.68
CCEA	COMPUTER PROGRAMMER (422)	5	40.6930	7,053.45	84,641.44
CCEA	CUSTODIAN (203)	1	18.8141	3,261.12	39,133.38
CCEA	CUSTODIAN (203)	2	19.7752	3,427.71	41,132.52
CCEA	CUSTODIAN (203)	3	20.7866	3,603.02	43,236.18
CCEA	CUSTODIAN (203)	4	21.8503	3,787.38	45,448.52
CCEA	CUSTODIAN (203)	5	22.9670	3,980.95	47,771.36
CCEA	CUSTODIAN-REG PT (203R)	1	18.8141	3,261.12	39,133.38
CCEA	CUSTODIAN-REG PT (203R)	2	19.7752	3,427.71	41,132.52
CCEA	CUSTODIAN-REG PT (203R)	3	20.7866	3,603.02	43,236.18
CCEA	ELEC FLEET SVCS TECH (338)	1	31.4221	5,446.50	65,358.02
CCEA	ELEC FLEET SVCS TECH (338)	2	33.0274	5,724.75	68,696.94
CCEA	ELEC FLEET SVCS TECH (338)	3	34.7157	6,017.40	72,208.76
CCEA	ELEC FLEET SVCS TECH (338)	4	36.4895	6,324.85	75,898.16
CCEA	ELEC FLEET SVCS TECH (338)	5	38.3550	6,648.20	79,778.40
CCEA	ELECTRICAL MAINT CREWLEADER (337)	1	39.0618	6,770.70	81,248.44
CCEA	ELECTRICAL MAINT CREWLEADER (337)	2	41.0586	7,116.83	85,401.94
CCEA	ELECTRICAL MAINT CREWLEADER (337)	3	43.1562	7,480.42	89,765.00
CCEA	ELECTRICAL MAINT CREWLEADER (337)	4	45.3616	7,862.68	94,352.18
CCEA	ELECTRICAL MAINT CREWLEADER (337)	5	47.6798	8,264.49	99,173.88
CCEA	ENGINEERING DRAWING & DOC TECH (432)	1	37.3881	6,480.61	77,767.30
CCEA	ENGINEERING DRAWING & DOC TECH (432)	2	39.2987	6,811.78	81,741.40
CCEA	ENGINEERING DRAWING & DOC TECH (432)	3	41.3067	7,159.84	85,918.04
CCEA	ENGINEERING DRAWING & DOC TECH (432)	4	43.4173	7,525.66	90,307.88
CCEA	ENGINEERING DRAWING & DOC TECH (432)	5	45.6356	7,910.18	94,922.10
CCEA	ENGINEERING TECHNICIAN (406)	1	29.1415	5,051.19	60,614.32
CCEA	ENGINEERING TECHNICIAN (406)	2	30.6307	5,309.33	63,711.96
CCEA	ENGINEERING TECHNICIAN (406)	3	32.1962	5,580.68	66,968.20
CCEA	ENGINEERING TECHNICIAN (406)	4	33.8408	5,865.73	70,388.76
CCEA	ENGINEERING TECHNICIAN (406)	5	35.5700	6,165.47	73,985.60

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Note: For FIRE job titles, the printed hourly rates are for 40-hour employees. To determine the hourly rates for 56-hour employees, divide the annual rate by 2912. (Titles with two codes in parentheses indicate they are 40-hour & 56-hour positions. The first code is for 40-hr, the second one for 56-hr.)

Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	ENVIRONMENTAL COMPLIANCE INSP (451)	1	31.7174	5,497.68	65,972.14
CCEA	ENVIRONMENTAL COMPLIANCE INSP (451)	2	33.3378	5,778.54	69,342.52
CCEA	ENVIRONMENTAL COMPLIANCE INSP (451)	3	35.0418	6,073.90	72,886.84
CCEA	ENVIRONMENTAL COMPLIANCE INSP (451)	4	36.8326	6,384.32	76,611.86
CCEA	ENVIRONMENTAL COMPLIANCE INSP (451)	5	38.7148	6,710.56	80,526.68
CCEA	FACILITIES LEADWORKER (332)	1	33.1722	5,749.86	68,998.28
CCEA	FACILITIES LEADWORKER (332)	2	34.8681	6,043.81	72,525.70
CCEA	FACILITIES LEADWORKER (332)	3	36.6497	6,352.62	76,231.48
CCEA	FACILITIES LEADWORKER (332)	4	38.5217	6,677.10	80,125.24
CCEA	FACILITIES LEADWORKER (332)	5	40.4907	7,018.40	84,220.76
CCEA	FACILITIES MAINT CREW LEADER (322)	1	30.0250	5,204.33	62,452.00
CCEA	FACILITIES MAINT CREW LEADER (322)	2	31.5598	5,470.36	65,644.28
CCEA	FACILITIES MAINT CREW LEADER (322)	3	33.1722	5,749.86	68,998.28
CCEA	FACILITIES MAINT CREW LEADER (322)	4	34.8681	6,043.81	72,525.70
CCEA	FACILITIES MAINT CREW LEADER (322)	5	36.6497	6,352.62	76,231.48
CCEA	FACILITIES MAINTENANCE WORKER (303)	1	24.2618	4,205.37	50,464.44
CCEA	FACILITIES MAINTENANCE WORKER (303)	2	25.5027	4,420.48	53,045.72
CCEA	FACILITIES MAINTENANCE WORKER (303)	3	26.8079	4,646.70	55,760.38
CCEA	FACILITIES MAINTENANCE WORKER (303)	4	28.1451	4,878.49	58,541.86
CCEA	FACILITIES MAINTENANCE WORKER (303)	5	29.5804	5,127.27	61,527.18
CCEA	FIRE PREVENTION SPECIALIST (437)	1	40.3307	6,990.66	83,887.96
CCEA	FIRE PREVENTION SPECIALIST (437)	2	42.3923	7,347.99	88,175.88
CCEA	FIRE PREVENTION SPECIALIST (437)	3	44.5580	7,723.39	92,680.64
CCEA	FIRE PREVENTION SPECIALIST (437)	4	46.8357	8,118.20	97,418.36
CCEA	FIRE PREVENTION SPECIALIST (437)	5	49.2285	8,532.94	102,395.28
CCEA	FIRE PREVENTION SPECIALIST-REG PT (437R)	1	40.3307	6,990.66	83,887.96
CCEA	FIRE PREVENTION SPECIALIST-REG PT (437R)	2	42.3923	7,347.99	88,175.88
CCEA	FIRE PREVENTION SPECIALIST-REG PT (437R)	3	44.5580	7,723.39	92,680.64
CCEA	FLEET SERVICES ASSISTANT (210)	1	21.7419	3,768.59	45,223.10
CCEA	FLEET SERVICES ASSISTANT (210)	2	22.8539	3,961.34	47,536.06
CCEA	FLEET SERVICES ASSISTANT (210)	3	24.0218	4,163.77	49,965.24
CCEA	FLEET SERVICES ASSISTANT (210)	4	25.2503	4,376.71	52,520.52
CCEA	FLEET SERVICES ASSISTANT (210)	5	26.5428	4,600.74	55,208.92
CCEA	FLEET SERVICES ASSISTANT-REG PT (210R)	1	21.7419	3,768.59	45,223.10
CCEA	FLEET SERVICES ASSISTANT-REG PT (210R)	2	22.8539	3,961.34	47,536.06
CCEA	FLEET SERVICES ASSISTANT-REG PT (210R)	3	24.0218	4,163.77	49,965.24
CCEA	FLEET SERVICES SUPERVISOR (427)	1	35.7427	6,195.41	74,344.92
CCEA	FLEET SERVICES SUPERVISOR (427)	2	37.5693	6,512.00	78,144.04
CCEA	FLEET SERVICES SUPERVISOR (427)	3	39.4890	6,844.76	82,137.12

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	FLEET SERVICES SUPERVISOR (427)	4	41.5070	7,194.55	86,334.56
CCEA	FLEET SERVICES SUPERVISOR (427)	5	43.6284	7,562.25	90,747.02
CCEA	FLEET SERVICES TECHNICIAN (309)	1	25.1234	4,354.72	52,256.62
CCEA	FLEET SERVICES TECHNICIAN (309)	2	26.4102	4,577.78	54,933.32
CCEA	FLEET SERVICES TECHNICIAN (309)	3	27.7359	4,807.55	57,690.62
CCEA	FLEET SERVICES TECHNICIAN (309)	4	29.1415	5,051.19	60,614.32
CCEA	FLEET SERVICES TECHNICIAN (309)	5	30.6307	5,309.33	63,711.96
CCEA	FORENSIC SPECIALIST (335)	1	35.3938	6,134.92	73,619.00
CCEA	FORENSIC SPECIALIST (335)	2	37.2018	6,448.30	77,379.64
CCEA	FORENSIC SPECIALIST (335)	3	39.1033	6,777.90	81,334.76
CCEA	FORENSIC SPECIALIST (335)	4	41.1011	7,124.20	85,490.34
CCEA	FORENSIC SPECIALIST (335)	5	43.2015	7,488.26	89,859.12
CCEA	GIS ANALYST (438)	1	41.3067	7,159.84	85,918.04
CCEA	GIS ANALYST (438)	2	43.4173	7,525.66	90,307.88
CCEA	GIS ANALYST (438)	3	45.6356	7,910.18	94,922.10
CCEA	GIS ANALYST (438)	4	47.9682	8,314.50	99,773.96
CCEA	GIS ANALYST (438)	5	50.4193	8,739.34	104,872.04
CCEA	GIS TECHNICIAN (424)	1	34.3516	5,954.28	71,451.38
CCEA	GIS TECHNICIAN (424)	2	36.1069	6,258.53	75,102.30
CCEA	GIS TECHNICIAN (424)	3	37.9514	6,578.24	78,938.86
CCEA	GIS TECHNICIAN (424)	4	39.8907	6,914.40	82,972.76
CCEA	GIS TECHNICIAN (424)	5	41.9295	7,267.78	87,213.36
CCEA	GRAPHIC SERVICES ASSISTANT (209)	1	21.6322	3,749.59	44,995.08
CCEA	GRAPHIC SERVICES ASSISTANT (209)	2	22.7395	3,941.51	47,298.16
CCEA	GRAPHIC SERVICES ASSISTANT (209)	3	23.9019	4,142.99	49,715.90
CCEA	GRAPHIC SERVICES ASSISTANT (209)	4	25.1234	4,354.72	52,256.62
CCEA	GRAPHIC SERVICES ASSISTANT (209)	5	26.4102	4,577.78	54,933.32
CCEA	GRAPHIC SERVICES SUPERVISOR (413)	1	30.7836	5,335.83	64,029.94
CCEA	GRAPHIC SERVICES SUPERVISOR (413)	2	32.3563	5,608.42	67,301.00
CCEA	GRAPHIC SERVICES SUPERVISOR (413)	3	34.0098	5,895.02	70,740.28
CCEA	GRAPHIC SERVICES SUPERVISOR (413)	4	35.7480	6,196.32	74,355.84
CCEA	GRAPHIC SERVICES SUPERVISOR (413)	5	37.5742	6,512.87	78,154.44
CCEA	HEAVY EQUIPMENT OPERATOR (313)	1	26.5428	4,600.74	55,208.92
CCEA	HEAVY EQUIPMENT OPERATOR (313)	2	27.8718	4,831.10	57,973.24
CCEA	HEAVY EQUIPMENT OPERATOR (313)	3	29.2866	5,076.35	60,916.18
CCEA	HEAVY EQUIPMENT OPERATOR (313)	4	30.7836	5,335.83	64,029.94
CCEA	HEAVY EQUIPMENT OPERATOR (313)	5	32.3563	5,608.42	67,301.00
CCEA	HEAVY EQUIPMENT OPERATOR-REG PT (313R)	1	26.5428	4,600.74	55,208.92
CCEA	HEAVY EQUIPMENT OPERATOR-REG PT (313R)	2	27.8718	4,831.10	57,973.24

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	HEAVY EQUIPMENT OPERATOR-REG PT (313R)	3	29.2866	5,076.35	60,916.18
CCEA	HEAVY TRUCK DRIVER (312)	1	25.5027	4,420.48	53,045.72
CCEA	HEAVY TRUCK DRIVER (312)	2	26.8079	4,646.70	55,760.38
CCEA	HEAVY TRUCK DRIVER (312)	3	28.1451	4,878.49	58,541.86
CCEA	HEAVY TRUCK DRIVER (312)	4	29.5804	5,127.27	61,527.18
CCEA	HEAVY TRUCK DRIVER (312)	5	31.0922	5,389.32	64,671.88
CCEA	HEAVY TRUCK DRIVER-REG PT (312R)	1	25.5027	4,420.48	53,045.72
CCEA	HEAVY TRUCK DRIVER-REG PT (312R)	2	26.8079	4,646.70	55,760.38
CCEA	HEAVY TRUCK DRIVER-REG PT (312R)	3	28.1451	4,878.49	58,541.86
CCEA	HOUSING ASSISTANT (409)	1	29.2866	5,076.35	60,916.18
CCEA	HOUSING ASSISTANT (409)	2	30.7836	5,335.83	64,029.94
CCEA	HOUSING ASSISTANT (409)	3	32.3563	5,608.42	67,301.00
CCEA	HOUSING ASSISTANT (409)	4	34.0098	5,895.02	70,740.28
CCEA	HOUSING ASSISTANT (409)	5	35.7480	6,196.32	74,355.84
CCEA	HOUSING SPECIALIST (426)	1	34.8681	6,043.81	72,525.70
CCEA	HOUSING SPECIALIST (426)	2	36.6497	6,352.62	76,231.48
CCEA	HOUSING SPECIALIST (426)	3	38.5217	6,677.10	80,125.24
CCEA	HOUSING SPECIALIST (426)	4	40.4907	7,018.40	84,220.76
CCEA	HOUSING SPECIALIST (426)	5	42.5602	7,377.11	88,525.32
CCEA	HUMAN RESOURCES ASSOCIATE (410)	1	33.0274	5,724.75	68,696.94
CCEA	HUMAN RESOURCES ASSOCIATE (410)	2	34.7157	6,017.40	72,208.76
CCEA	HUMAN RESOURCES ASSOCIATE (410)	3	36.4895	6,324.85	75,898.16
CCEA	HUMAN RESOURCES ASSOCIATE (410)	4	38.3550	6,648.20	79,778.40
CCEA	HUMAN RESOURCES ASSOCIATE (410)	5	40.3147	6,987.89	83,854.68
CCEA	HUMAN RESOURCES TECHNICIAN (411)	1	30.0250	5,204.33	62,452.00
CCEA	HUMAN RESOURCES TECHNICIAN (411)	2	31.5598	5,470.36	65,644.28
CCEA	HUMAN RESOURCES TECHNICIAN (411)	3	33.1722	5,749.86	68,998.28
CCEA	HUMAN RESOURCES TECHNICIAN (411)	4	34.8681	6,043.81	72,525.70
CCEA	HUMAN RESOURCES TECHNICIAN (411)	5	36.6497	6,352.62	76,231.48
CCEA	HVAC MAINTENANCE WORKER (326)	1	31.0922	5,389.32	64,671.88
CCEA	HVAC MAINTENANCE WORKER (326)	2	32.6808	5,664.66	67,975.96
CCEA	HVAC MAINTENANCE WORKER (326)	3	34.3516	5,954.28	71,451.38
CCEA	HVAC MAINTENANCE WORKER (326)	4	36.1069	6,258.53	75,102.30
CCEA	HVAC MAINTENANCE WORKER (326)	5	37.9514	6,578.24	78,938.86
CCEA	HVAC TECHNICIAN (339)	1	32.6468	5,658.77	67,905.24
CCEA	HVAC TECHNICIAN (339)	2	34.3084	5,946.79	71,361.42
CCEA	HVAC TECHNICIAN (339)	3	36.0691	6,251.98	75,023.78
CCEA	HVAC TECHNICIAN (339)	4	37.9122	6,571.46	78,857.48
CCEA	HVAC TECHNICIAN (339)	5	39.8490	6,907.16	82,885.92
CCEA	INFORMATION SYSTEMS ANALYST (435)	1	39.2987	6,811.78	81,741.40

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	INFORMATION SYSTEMS ANALYST (435)	2	41.3067	7,159.84	85,918.04
CCEA	INFORMATION SYSTEMS ANALYST (435)	3	43.4173	7,525.66	90,307.88
CCEA	INFORMATION SYSTEMS ANALYST (435)	4	45.6356	7,910.18	94,922.10
CCEA	INFORMATION SYSTEMS ANALYST (435)	5	47.9682	8,314.50	99,773.96
CCEA	INFORMATION TECHNOLOGY ANALYST (418)	1	31.8763	5,525.22	66,302.60
CCEA	INFORMATION TECHNOLOGY ANALYST (418)	2	33.5049	5,807.51	69,690.14
CCEA	INFORMATION TECHNOLOGY ANALYST (418)	3	35.2166	6,104.22	73,250.58
CCEA	INFORMATION TECHNOLOGY ANALYST (418)	4	37.0165	6,416.19	76,994.32
CCEA	INFORMATION TECHNOLOGY ANALYST (418)	5	38.9078	6,744.01	80,928.12
CCEA	IRRIGATION MAINTENANCE TECHNIC (304)	1	24.2618	4,205.37	50,464.44
CCEA	IRRIGATION MAINTENANCE TECHNIC (304)	2	25.5027	4,420.48	53,045.72
CCEA	IRRIGATION MAINTENANCE TECHNIC (304)	3	26.8079	4,646.70	55,760.38
CCEA	IRRIGATION MAINTENANCE TECHNIC (304)	4	28.1451	4,878.49	58,541.86
CCEA	IRRIGATION MAINTENANCE TECHNIC (304)	5	29.5804	5,127.27	61,527.18
CCEA	JAILER (218)	1	24.2618	4,205.37	50,464.44
CCEA	JAILER (218)	2	25.5027	4,420.48	53,045.72
CCEA	JAILER (218)	3	26.8079	4,646.70	55,760.38
CCEA	JAILER (218)	4	28.1451	4,878.49	58,541.86
CCEA	JAILER (218)	5	29.5804	5,127.27	61,527.18
CCEA	JAILER - Y-RATE (297)	1	30.8037	5,339.32	64,071.80
CCEA	LABORER (204)	1	20.1738	3,496.78	41,961.40
CCEA	LABORER (204)	2	21.2058	3,675.66	44,107.96
CCEA	LABORER (204)	3	22.2905	3,863.69	46,364.24
CCEA	LABORER (204)	4	23.4297	4,061.16	48,733.88
CCEA	LABORER (204)	5	24.6274	4,268.75	51,224.94
CCEA	LABORER-REG PT (204R)	1	20.1738	3,496.78	41,961.40
CCEA	LABORER-REG PT (204R)	2	21.2058	3,675.66	44,107.96
CCEA	LABORER-REG PT (204R)	3	22.2905	3,863.69	46,364.24
CCEA	LEGAL SECRETARY (412)	1	30.6307	5,309.33	63,711.96
CCEA	LEGAL SECRETARY (412)	2	32.1962	5,580.68	66,968.20
CCEA	LEGAL SECRETARY (412)	3	33.8408	5,865.73	70,388.76
CCEA	LEGAL SECRETARY (412)	4	35.5700	6,165.47	73,985.60
CCEA	LEGAL SECRETARY (412)	5	37.3881	6,480.61	77,767.30
CCEA	MAINTENANCE CARPENTER (319)	1	28.1451	4,878.49	58,541.86
CCEA	MAINTENANCE CARPENTER (319)	2	29.5804	5,127.27	61,527.18
CCEA	MAINTENANCE CARPENTER (319)	3	31.0922	5,389.32	64,671.88
CCEA	MAINTENANCE CARPENTER (319)	4	32.6808	5,664.66	67,975.96
CCEA	MAINTENANCE CARPENTER (319)	5	34.3516	5,954.28	71,451.38
CCEA	MAINTENANCE ELECTRICIAN (328)	1	31.5598	5,470.36	65,644.28
CCEA	MAINTENANCE ELECTRICIAN (328)	2	33.1722	5,749.86	68,998.28

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	MAINTENANCE ELECTRICIAN (328)	3	34.8681	6,043.81	72,525.70
CCEA	MAINTENANCE ELECTRICIAN (328)	4	36.6497	6,352.62	76,231.48
CCEA	MAINTENANCE ELECTRICIAN (328)	5	38.5217	6,677.10	80,125.24
CCEA	MAINTENANCE PAINTER (317)	1	28.0080	4,854.72	58,256.64
CCEA	MAINTENANCE PAINTER (317)	2	29.4330	5,101.72	61,220.64
CCEA	MAINTENANCE PAINTER (317)	3	30.9380	5,362.59	64,351.04
CCEA	MAINTENANCE PAINTER (317)	4	32.5185	5,636.54	67,638.48
CCEA	MAINTENANCE PAINTER (317)	5	34.1801	5,924.56	71,094.66
CCEA	MAINTENANCE PLUMBER (329)	1	31.5598	5,470.36	65,644.28
CCEA	MAINTENANCE PLUMBER (329)	2	33.1722	5,749.86	68,998.28
CCEA	MAINTENANCE PLUMBER (329)	3	34.8681	6,043.81	72,525.70
CCEA	MAINTENANCE PLUMBER (329)	4	36.6497	6,352.62	76,231.48
CCEA	MAINTENANCE PLUMBER (329)	5	38.5217	6,677.10	80,125.24
CCEA	MAINTENANCE WORKER I (206)	1	21.0996	3,657.27	43,887.22
CCEA	MAINTENANCE WORKER I (206)	2	22.1796	3,844.47	46,133.62
CCEA	MAINTENANCE WORKER I (206)	3	23.3121	4,040.77	48,489.22
CCEA	MAINTENANCE WORKER I (206)	4	24.5041	4,247.38	50,968.58
CCEA	MAINTENANCE WORKER I (206)	5	25.7588	4,464.85	53,578.20
CCEA	MAINTENANCE WORKER I-REG PT (206R)	1	21.0996	3,657.27	43,887.22
CCEA	MAINTENANCE WORKER I-REG PT (206R)	2	22.1796	3,844.47	46,133.62
CCEA	MAINTENANCE WORKER I-REG PT (206R)	3	23.3121	4,040.77	48,489.22
CCEA	MAINTENANCE WORKER II (213)	1	22.4025	3,883.10	46,597.20
CCEA	MAINTENANCE WORKER II (213)	2	23.5463	4,081.35	48,976.20
CCEA	MAINTENANCE WORKER II (213)	3	24.7510	4,290.17	51,482.08
CCEA	MAINTENANCE WORKER II (213)	4	26.0181	4,509.81	54,117.70
CCEA	MAINTENANCE WORKER II (213)	5	27.3324	4,737.61	56,851.34
CCEA	MAINTENANCE WORKER II-REG PT (213R)	1	22.4025	3,883.10	46,597.20
CCEA	MAINTENANCE WORKER II-REG PT (213R)	2	23.5463	4,081.35	48,976.20
CCEA	MAINTENANCE WORKER II-REG PT (213R)	3	24.7510	4,290.17	51,482.08
CCEA	NETWORK ADMINISTRATOR (440)	1	43.2015	7,488.26	89,859.12
CCEA	NETWORK ADMINISTRATOR (440)	2	45.4093	7,870.94	94,451.24
CCEA	NETWORK ADMINISTRATOR (440)	3	47.7291	8,273.05	99,276.58
CCEA	NETWORK ADMINISTRATOR (440)	4	50.1681	8,695.81	104,349.70
CCEA	NETWORK ADMINISTRATOR (440)	5	52.7325	9,140.30	109,683.60
CCEA	OFFICE AUTOMATION SPECIALIST (229)	1	29.1415	5,051.19	60,614.32
CCEA	OFFICE AUTOMATION SPECIALIST (229)	2	30.6307	5,309.33	63,711.96
CCEA	OFFICE AUTOMATION SPECIALIST (229)	3	32.1962	5,580.68	66,968.20
CCEA	OFFICE AUTOMATION SPECIALIST (229)	4	33.8408	5,865.73	70,388.76
CCEA	OFFICE AUTOMATION SPECIALIST (229)	5	35.5700	6,165.47	73,985.60
CCEA	PARK MAINTENANCE CREWLEADER (315)	1	27.3324	4,737.61	56,851.34

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EXHIBIT A

Note: For FIRE job titles, the printed hourly rates are for 40-hour employees. To determine the hourly rates for 56-hour employees, divide the annual rate by 2912. (Titles with two codes in parentheses indicate they are 40-hour & 56-hour positions. The first code is for 40-hr, the second one for 56-hr.)

Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	PARK MAINTENANCE CREWLEADER (315)	2	28.7084	4,976.12	59,713.42
CCEA	PARK MAINTENANCE CREWLEADER (315)	3	30.1757	5,230.46	62,765.56
CCEA	PARK MAINTENANCE CREWLEADER (315)	4	31.7174	5,497.68	65,972.14
CCEA	PARK MAINTENANCE CREWLEADER (315)	5	33.3378	5,778.54	69,342.52
CCEA	PARK PATROL OFFICER (220)	1	24.9990	4,333.16	51,997.92
CCEA	PARK PATROL OFFICER (220)	2	26.2788	4,554.98	54,659.80
CCEA	PARK PATROL OFFICER (220)	3	27.5998	4,783.96	57,407.48
CCEA	PARK PATROL OFFICER (220)	4	28.9965	5,026.06	60,312.72
CCEA	PARK PATROL OFFICER (220)	5	30.4788	5,282.98	63,395.80
CCEA	PARKING ENFORCEMENT OFFICER (214)	1	22.9670	3,980.95	47,771.36
CCEA	PARKING ENFORCEMENT OFFICER (214)	2	24.1419	4,184.59	50,215.10
CCEA	PARKING ENFORCEMENT OFFICER (214)	3	25.3759	4,398.49	52,781.82
CCEA	PARKING ENFORCEMENT OFFICER (214)	4	26.6754	4,623.73	55,484.78
CCEA	PARKING ENFORCEMENT OFFICER (214)	5	28.0080	4,854.72	58,256.64
CCEA	PARKING METER TECHNICIAN (310)	1	26.3796	4,572.47	54,869.62
CCEA	PARKING METER TECHNICIAN (310)	2	27.7308	4,806.66	57,679.96
CCEA	PARKING METER TECHNICIAN (310)	3	29.1227	5,047.94	60,575.32
CCEA	PARKING METER TECHNICIAN (310)	4	30.5985	5,303.74	63,644.88
CCEA	PARKING METER TECHNICIAN (310)	5	32.1621	5,574.77	66,897.22
CCEA	PARKING SUPERVISOR (446)	1	31.5598	5,470.36	65,644.28
CCEA	PARKING SUPERVISOR (446)	2	33.1722	5,749.86	68,998.28
CCEA	PARKING SUPERVISOR (446)	3	34.8681	6,043.81	72,525.70
CCEA	PARKING SUPERVISOR (446)	4	36.6497	6,352.62	76,231.48
CCEA	PARKING SUPERVISOR (446)	5	38.5217	6,677.10	80,125.24
CCEA	PAYROLL TECHNICIAN (423)	1	33.0274	5,724.75	68,696.94
CCEA	PAYROLL TECHNICIAN (423)	2	34.7157	6,017.40	72,208.76
CCEA	PAYROLL TECHNICIAN (423)	3	36.4895	6,324.85	75,898.16
CCEA	PAYROLL TECHNICIAN (423)	4	38.3550	6,648.20	79,778.40
CCEA	PAYROLL TECHNICIAN (423)	5	40.3147	6,987.89	83,854.68
CCEA	PERMIT TECHNICIAN (215)	1	23.5463	4,081.35	48,976.20
CCEA	PERMIT TECHNICIAN (215)	2	24.7510	4,290.17	51,482.08
CCEA	PERMIT TECHNICIAN (215)	3	26.0181	4,509.81	54,117.70
CCEA	PERMIT TECHNICIAN (215)	4	27.3324	4,737.61	56,851.34
CCEA	PERMIT TECHNICIAN (215)	5	28.7084	4,976.12	59,713.42
CCEA	PERMIT TECHNICIAN II (230)	1	27.0782	4,693.56	56,322.76
CCEA	PERMIT TECHNICIAN II (230)	2	28.4636	4,933.70	59,204.34
CCEA	PERMIT TECHNICIAN II (230)	3	29.9209	5,186.29	62,235.42
CCEA	PERMIT TECHNICIAN II (230)	4	31.4322	5,448.26	65,379.08
CCEA	PERMIT TECHNICIAN II (230)	5	33.0146	5,722.54	68,670.42
CCEA	PERMIT TECHNICIAN-REG PT (215R)	1	23.5463	4,081.35	48,976.20
CCEA	PERMIT TECHNICIAN-REG PT (215R)	2	24.7510	4,290.17	51,482.08

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EXHIBIT A

Note: For FIRE job titles, the printed hourly rates are for 40-hour employees. To determine the hourly rates for 56-hour employees, divide the annual rate by 2912. (Titles with two codes in parentheses indicate they are 40-hour & 56-hour positions. The first code is for 40-hr, the second one for 56-hr.)

Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	PERMIT TECHNICIAN-REG PT (215R)	3	26.0181	4,509.81	54,117.70
CCEA	PLAN CHECK ENGINEER (436)	1	40.4656	7,014.04	84,168.50
CCEA	PLAN CHECK ENGINEER (436)	2	42.5329	7,372.37	88,468.38
CCEA	PLAN CHECK ENGINEER (436)	3	44.7065	7,749.13	92,989.52
CCEA	PLAN CHECK ENGINEER (436)	4	46.9910	8,145.11	97,741.28
CCEA	PLAN CHECK ENGINEER (436)	5	49.3931	8,561.48	102,737.70
CCEA	PLANNING TECHNICIAN (400)	1	24.9990	4,333.16	51,997.92
CCEA	PLANNING TECHNICIAN (400)	2	26.2788	4,554.98	54,659.80
CCEA	PLANNING TECHNICIAN (400)	3	27.5998	4,783.96	57,407.48
CCEA	PLANNING TECHNICIAN (400)	4	28.9965	5,026.06	60,312.72
CCEA	PLANNING TECHNICIAN (400)	5	30.4788	5,282.98	63,395.80
CCEA	PLANNING TECHNICIAN II (449)	1	31.5598	5,470.36	65,644.28
CCEA	PLANNING TECHNICIAN II (449)	2	33.1722	5,749.86	68,998.28
CCEA	PLANNING TECHNICIAN II (449)	3	34.8681	6,043.81	72,525.70
CCEA	PLANNING TECHNICIAN II (449)	4	36.6497	6,352.62	76,231.48
CCEA	PLANNING TECHNICIAN II (449)	5	38.5217	6,677.10	80,125.24
CCEA	POLICE RCRDS/PROPERTY SPRVSR (447)	1	31.5598	5,470.36	65,644.28
CCEA	POLICE RCRDS/PROPERTY SPRVSR (447)	2	33.1722	5,749.86	68,998.28
CCEA	POLICE RCRDS/PROPERTY SPRVSR (447)	3	34.8681	6,043.81	72,525.70
CCEA	POLICE RCRDS/PROPERTY SPRVSR (447)	4	36.6497	6,352.62	76,231.48
CCEA	POLICE RCRDS/PROPERTY SPRVSR (447)	5	38.5217	6,677.10	80,125.24
CCEA	POLICE RECORDS TECH-Y-RATE (296)	1	30.8037	5,339.32	64,071.80
CCEA	POLICE RECORDS TECHNICIAN (208)	1	21.5258	3,731.13	44,773.56
CCEA	POLICE RECORDS TECHNICIAN (208)	2	22.6265	3,921.93	47,063.12
CCEA	POLICE RECORDS TECHNICIAN (208)	3	23.7828	4,122.34	49,468.12
CCEA	POLICE RECORDS TECHNICIAN (208)	4	24.9990	4,333.16	51,997.92
CCEA	POLICE RECORDS TECHNICIAN (208)	5	26.2788	4,554.98	54,659.80
CCEA	POOL MAINTENANCE TECHNICIAN (330)	1	31.5598	5,470.36	65,644.28
CCEA	POOL MAINTENANCE TECHNICIAN (330)	2	33.1722	5,749.86	68,998.28
CCEA	POOL MAINTENANCE TECHNICIAN (330)	3	34.8681	6,043.81	72,525.70
CCEA	POOL MAINTENANCE TECHNICIAN (330)	4	36.6497	6,352.62	76,231.48
CCEA	POOL MAINTENANCE TECHNICIAN (330)	5	38.5217	6,677.10	80,125.24
CCEA	PROPERTY INSPECTOR (443)	1	34.5231	5,984.01	71,808.10
CCEA	PROPERTY INSPECTOR (443)	2	36.2876	6,289.86	75,478.26
CCEA	PROPERTY INSPECTOR (443)	3	38.1412	6,611.15	79,333.80
CCEA	PROPERTY INSPECTOR (443)	4	40.0908	6,949.06	83,388.76
CCEA	PROPERTY INSPECTOR (443)	5	42.1388	7,304.05	87,648.60
CCEA	PROPERTY TECHNICIAN (221)	1	25.2503	4,376.71	52,520.52
CCEA	PROPERTY TECHNICIAN (221)	2	26.5428	4,600.74	55,208.92
CCEA	PROPERTY TECHNICIAN (221)	3	27.8718	4,831.10	57,973.24

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	PROPERTY TECHNICIAN (221)	4	29.2866	5,076.35	60,916.18
CCEA	PROPERTY TECHNICIAN (221)	5	30.7836	5,335.83	64,029.94
CCEA	PUBLIC WORKS INSPECTOR (417)	1	31.7174	5,497.68	65,972.14
CCEA	PUBLIC WORKS INSPECTOR (417)	2	33.3378	5,778.54	69,342.52
CCEA	PUBLIC WORKS INSPECTOR (417)	3	35.0418	6,073.90	72,886.84
CCEA	PUBLIC WORKS INSPECTOR (417)	4	36.8326	6,384.32	76,611.86
CCEA	PUBLIC WORKS INSPECTOR (417)	5	38.7148	6,710.56	80,526.68
CCEA	REC & COMMUNITY SVCS COORDINAT (454)	1	29.2866	5,076.35	60,916.18
CCEA	REC & COMMUNITY SVCS COORDINAT (454)	2	30.7836	5,335.83	64,029.94
CCEA	REC & COMMUNITY SVCS COORDINAT (454)	3	32.3563	5,608.42	67,301.00
CCEA	REC & COMMUNITY SVCS COORDINAT (454)	4	34.0098	5,895.02	70,740.28
CCEA	REC & COMMUNITY SVCS COORDINAT (454)	5	35.7480	6,196.32	74,355.84
CCEA	REC & COMMUNITY SVCS COORDINAT-REG PT (454R)	1	29.2866	5,076.35	60,916.18
CCEA	REC & COMMUNITY SVCS COORDINAT-REG PT (454R)	2	30.7836	5,335.83	64,029.94
CCEA	REC & COMMUNITY SVCS COORDINAT-REG PT (454R)	3	32.3563	5,608.42	67,301.00
CCEA	RECORDS MGMT COORDINATOR (450)	1	30.0250	5,204.33	62,452.00
CCEA	RECORDS MGMT COORDINATOR (450)	2	31.5598	5,470.36	65,644.28
CCEA	RECORDS MGMT COORDINATOR (450)	3	33.1722	5,749.86	68,998.28
CCEA	RECORDS MGMT COORDINATOR (450)	4	34.8681	6,043.81	72,525.70
CCEA	RECORDS MGMT COORDINATOR (450)	5	36.6497	6,352.62	76,231.48
CCEA	RECREATION COORDINATOR (227)	1	28.5654	4,951.33	59,415.98
CCEA	RECREATION COORDINATOR (227)	2	30.0250	5,204.33	62,452.00
CCEA	RECREATION COORDINATOR (227)	3	31.5598	5,470.36	65,644.28
CCEA	RECREATION COORDINATOR (227)	4	33.1722	5,749.86	68,998.28
CCEA	RECREATION COORDINATOR (227)	5	34.8681	6,043.81	72,525.70
CCEA	RECREATION COORDINATOR-REG PT (227R)	1	28.5654	4,951.33	59,415.98
CCEA	RECREATION COORDINATOR-REG PT (227R)	2	30.0250	5,204.33	62,452.00
CCEA	RECREATION COORDINATOR-REG PT (227R)	3	31.5598	5,470.36	65,644.28
CCEA	SAFETY OFFICER (444)	1	34.6944	6,013.69	72,164.30
CCEA	SAFETY OFFICER (444)	2	36.4669	6,320.93	75,851.10
CCEA	SAFETY OFFICER (444)	3	38.3307	6,644.00	79,727.96
CCEA	SAFETY OFFICER (444)	4	40.2896	6,983.54	83,802.42
CCEA	SAFETY OFFICER (444)	5	42.3478	7,340.28	88,083.32
CCEA	SAFETY SERVICES COMM OPER (225)	1	27.1987	4,714.45	56,573.40
CCEA	SAFETY SERVICES COMM OPER (225)	2	28.5654	4,951.33	59,415.98
CCEA	SAFETY SERVICES COMM OPER (225)	3	30.0250	5,204.33	62,452.00
CCEA	SAFETY SERVICES COMM OPER (225)	4	31.5598	5,470.36	65,644.28
CCEA	SAFETY SERVICES COMM OPER (225)	5	33.1722	5,749.86	68,998.28
CCEA	SANITATION COLLECTOR (301)	1	21.7419	3,768.59	45,223.10

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	SANITATION COLLECTOR (301)	2	22.8539	3,961.34	47,536.06
CCEA	SANITATION COLLECTOR (301)	3	24.0218	4,163.77	49,965.24
CCEA	SANITATION COLLECTOR (301)	4	25.2503	4,376.71	52,520.52
CCEA	SANITATION COLLECTOR (301)	5	26.5428	4,600.74	55,208.92
CCEA	SANITATION DISPATCH (226)	1	27.8718	4,831.10	57,973.24
CCEA	SANITATION DISPATCH (226)	2	29.2866	5,076.35	60,916.18
CCEA	SANITATION DISPATCH (226)	3	30.7836	5,335.83	64,029.94
CCEA	SANITATION DISPATCH (226)	4	32.3563	5,608.42	67,301.00
CCEA	SANITATION DISPATCH (226)	5	34.0098	5,895.02	70,740.28
CCEA	SANITATION DISPATCH-REG PT (226R)	1	27.8718	4,831.10	57,973.24
CCEA	SANITATION DISPATCH-REG PT (226R)	2	29.2866	5,076.35	60,916.18
CCEA	SANITATION DISPATCH-REG PT (226R)	3	30.7836	5,335.83	64,029.94
CCEA	SANITATION DRIVER (306)	1	24.6274	4,268.75	51,224.94
CCEA	SANITATION DRIVER (306)	2	25.8880	4,487.25	53,847.04
CCEA	SANITATION DRIVER (306)	3	27.1987	4,714.45	56,573.40
CCEA	SANITATION DRIVER (306)	4	28.5654	4,951.33	59,415.98
CCEA	SANITATION DRIVER (306)	5	30.0250	5,204.33	62,452.00
CCEA	SANITATION DRIVER-REG PT (306R)	1	24.6274	4,268.75	51,224.94
CCEA	SANITATION DRIVER-REG PT (306R)	2	25.8880	4,487.25	53,847.04
CCEA	SANITATION DRIVER-REG PT (306R)	3	27.1987	4,714.45	56,573.40
CCEA	SANITATION ROLL-OFF DRIVER (311)	1	25.1234	4,354.72	52,256.62
CCEA	SANITATION ROLL-OFF DRIVER (311)	2	26.4102	4,577.78	54,933.32
CCEA	SANITATION ROLL-OFF DRIVER (311)	3	27.7359	4,807.55	57,690.62
CCEA	SANITATION ROLL-OFF DRIVER (311)	4	29.1415	5,051.19	60,614.32
CCEA	SANITATION ROLL-OFF DRIVER (311)	5	30.6307	5,309.33	63,711.96
CCEA	SCOUT VEHICLE OPERATOR (212)	1	22.1796	3,844.47	46,133.62
CCEA	SCOUT VEHICLE OPERATOR (212)	2	23.3121	4,040.77	48,489.22
CCEA	SCOUT VEHICLE OPERATOR (212)	3	24.5041	4,247.38	50,968.58
CCEA	SCOUT VEHICLE OPERATOR (212)	4	25.7588	4,464.85	53,578.20
CCEA	SCOUT VEHICLE OPERATOR (212)	5	27.0663	4,691.48	56,297.80
CCEA	SCOUT VEHICLE OPERATOR-REG PT (212R)	1	22.1796	3,844.47	46,133.62
CCEA	SCOUT VEHICLE OPERATOR-REG PT (212R)	2	23.3121	4,040.77	48,489.22
CCEA	SCOUT VEHICLE OPERATOR-REG PT (212R)	3	24.5041	4,247.38	50,968.58
CCEA	SECRETARY (216)	1	23.5463	4,081.35	48,976.20
CCEA	SECRETARY (216)	2	24.7510	4,290.17	51,482.08
CCEA	SECRETARY (216)	3	26.0181	4,509.81	54,117.70
CCEA	SECRETARY (216)	4	27.3324	4,737.61	56,851.34
CCEA	SECRETARY (216)	5	28.7084	4,976.12	59,713.42
CCEA	SECRETARY Y-RATE (295)	1	31.2810	5,422.04	65,064.48
CCEA	SERVICE DESK TECHNICIAN (403)	1	27.7359	4,807.55	57,690.62

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EXHIBIT A

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	SERVICE DESK TECHNICIAN (403)	2	29.1415	5,051.19	60,614.32
CCEA	SERVICE DESK TECHNICIAN (403)	3	30.6307	5,309.33	63,711.96
CCEA	SERVICE DESK TECHNICIAN (403)	4	32.1962	5,580.68	66,968.20
CCEA	SERVICE DESK TECHNICIAN (403)	5	33.8408	5,865.73	70,388.76
CCEA	SEWER LIFT STATION ELECTRO MEC (318)	1	28.0080	4,854.72	58,256.64
CCEA	SEWER LIFT STATION ELECTRO MEC (318)	2	29.4330	5,101.72	61,220.64
CCEA	SEWER LIFT STATION ELECTRO MEC (318)	3	30.9380	5,362.59	64,351.04
CCEA	SEWER LIFT STATION ELECTRO MEC (318)	4	32.5185	5,636.54	67,638.48
CCEA	SEWER LIFT STATION ELECTRO MEC (318)	5	34.1801	5,924.56	71,094.66
CCEA	SOLID WASTE & RECYC CRW SPVR (405)	1	32.9298	5,707.82	68,493.88
CCEA	SOLID WASTE & RECYC CRW SPVR (405)	2	34.6091	5,998.92	71,986.98
CCEA	SOLID WASTE & RECYC CRW SPVR (405)	3	36.3780	6,305.52	75,666.24
CCEA	SOLID WASTE & RECYC CRW SPVR (405)	4	38.2366	6,627.68	79,532.18
CCEA	SOLID WASTE & RECYC CRW SPVR (405)	5	40.1913	6,966.48	83,597.80
CCEA	SR & SOCIAL SERVICES SPEC (408)	1	29.2866	5,076.35	60,916.18
CCEA	SR & SOCIAL SERVICES SPEC (408)	2	30.7836	5,335.83	64,029.94
CCEA	SR & SOCIAL SERVICES SPEC (408)	3	32.3563	5,608.42	67,301.00
CCEA	SR & SOCIAL SERVICES SPEC (408)	4	34.0098	5,895.02	70,740.28
CCEA	SR & SOCIAL SERVICES SPEC (408)	5	35.7480	6,196.32	74,355.84
CCEA	SR ACCOUNT CLERK (217)	1	23.7828	4,122.34	49,468.12
CCEA	SR ACCOUNT CLERK (217)	2	24.9990	4,333.16	51,997.92
CCEA	SR ACCOUNT CLERK (217)	3	26.2788	4,554.98	54,659.80
CCEA	SR ACCOUNT CLERK (217)	4	27.5998	4,783.96	57,407.48
CCEA	SR ACCOUNT CLERK (217)	5	28.9965	5,026.06	60,312.72
CCEA	SR COMP PROGRAMMER ANALYST (442)	1	45.6356	7,910.18	94,922.10
CCEA	SR COMP PROGRAMMER ANALYST (442)	2	47.9682	8,314.50	99,773.96
CCEA	SR COMP PROGRAMMER ANALYST (442)	3	50.4193	8,739.34	104,872.04
CCEA	SR COMP PROGRAMMER ANALYST (442)	4	52.9953	9,185.84	110,230.12
CCEA	SR COMP PROGRAMMER ANALYST (442)	5	55.7038	9,655.32	115,863.80
CCEA	SR ENGINEERING TECHNICIAN (416)	1	31.7174	5,497.68	65,972.14
CCEA	SR ENGINEERING TECHNICIAN (416)	2	33.3378	5,778.54	69,342.52
CCEA	SR ENGINEERING TECHNICIAN (416)	3	35.0418	6,073.90	72,886.84
CCEA	SR ENGINEERING TECHNICIAN (416)	4	36.8326	6,384.32	76,611.86
CCEA	SR ENGINEERING TECHNICIAN (416)	5	38.7148	6,710.56	80,526.68
CCEA	SR FLEET SERVICES TECHNICIAN (321)	1	28.5654	4,951.33	59,415.98
CCEA	SR FLEET SERVICES TECHNICIAN (321)	2	30.0250	5,204.33	62,452.00
CCEA	SR FLEET SERVICES TECHNICIAN (321)	3	31.5598	5,470.36	65,644.28
CCEA	SR FLEET SERVICES TECHNICIAN (321)	4	33.1722	5,749.86	68,998.28
CCEA	SR FLEET SERVICES TECHNICIAN (321)	5	34.8681	6,043.81	72,525.70
CCEA	SR FORENSIC SPECIALIST (448)	1	38.9329	6,748.37	80,980.38
CCEA	SR FORENSIC SPECIALIST (448)	2	40.9220	7,093.15	85,117.76

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EXHIBIT A

Note: For FIRE job titles, the printed hourly rates are for 40-hour employees. To determine the hourly rates for 56-hour employees, divide the annual rate by 2912. (Titles with two codes in parentheses indicate they are 40-hour & 56-hour positions. The first code is for 40-hr, the second one for 56-hr.)

Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	SR FORENSIC SPECIALIST (448)	3	43.0136	7,455.70	89,468.34
CCEA	SR FORENSIC SPECIALIST (448)	4	45.2111	7,836.60	94,039.14
CCEA	SR FORENSIC SPECIALIST (448)	5	47.5217	8,237.10	98,845.24
CCEA	SR JAILER (404)	1	28.1451	4,878.49	58,541.86
CCEA	SR JAILER (404)	2	29.5804	5,127.27	61,527.18
CCEA	SR JAILER (404)	3	31.0922	5,389.32	64,671.88
CCEA	SR JAILER (404)	4	32.6808	5,664.66	67,975.96
CCEA	SR JAILER (404)	5	34.3516	5,954.28	71,451.38
CCEA	SR PUBLIC WORKS INSPECTOR (445)	1	35.7480	6,196.32	74,355.84
CCEA	SR PUBLIC WORKS INSPECTOR (445)	2	37.5742	6,512.87	78,154.44
CCEA	SR PUBLIC WORKS INSPECTOR (445)	3	39.4953	6,845.84	82,150.12
CCEA	SR PUBLIC WORKS INSPECTOR (445)	4	41.5135	7,195.67	86,348.08
CCEA	SR PUBLIC WORKS INSPECTOR (445)	5	43.6346	7,563.34	90,760.02
CCEA	SR WELDER (340)	1	30.2914	5,250.51	63,006.06
CCEA	SR WELDER (340)	2	31.8397	5,518.89	66,226.68
CCEA	SR WELDER (340)	3	33.4664	5,800.84	69,610.06
CCEA	SR WELDER (340)	4	35.3512	6,127.55	73,530.60
CCEA	SR WELDER (340)	5	36.9742	6,408.87	76,906.44
CCEA	STAFF ASST/SOLID WASTE OPS (421)	1	34.6944	6,013.69	72,164.30
CCEA	STAFF ASST/SOLID WASTE OPS (421)	2	36.4669	6,320.93	75,851.10
CCEA	STAFF ASST/SOLID WASTE OPS (421)	3	38.3307	6,644.00	79,727.96
CCEA	STAFF ASST/SOLID WASTE OPS (421)	4	40.2896	6,983.54	83,802.42
CCEA	STAFF ASST/SOLID WASTE OPS (421)	5	42.3478	7,340.28	88,083.32
CCEA	STORES SPECIALIST (211)	1	22.1785	3,844.27	46,131.28
CCEA	STORES SPECIALIST (211)	2	23.3132	4,040.96	48,491.56
CCEA	STORES SPECIALIST (211)	3	24.5044	4,247.43	50,969.10
CCEA	STORES SPECIALIST (211)	4	25.7578	4,464.68	53,576.12
CCEA	STORES SPECIALIST (211)	5	27.0761	4,693.20	56,318.34
CCEA	STREET LIGHTS TECHNICIAN (331)	1	31.5598	5,470.36	65,644.28
CCEA	STREET LIGHTS TECHNICIAN (331)	2	33.1722	5,749.86	68,998.28
CCEA	STREET LIGHTS TECHNICIAN (331)	3	34.8681	6,043.81	72,525.70
CCEA	STREET LIGHTS TECHNICIAN (331)	4	36.6497	6,352.62	76,231.48
CCEA	STREET LIGHTS TECHNICIAN (331)	5	38.5217	6,677.10	80,125.24
CCEA	STREET MAINTENANCE CREW LEADER (323)	1	30.0250	5,204.33	62,452.00
CCEA	STREET MAINTENANCE CREW LEADER (323)	2	31.5598	5,470.36	65,644.28
CCEA	STREET MAINTENANCE CREW LEADER (323)	3	33.1722	5,749.86	68,998.28
CCEA	STREET MAINTENANCE CREW LEADER (323)	4	34.8681	6,043.81	72,525.70
CCEA	STREET MAINTENANCE CREW LEADER (323)	5	36.6497	6,352.62	76,231.48
CCEA	STRUCTURAL REHAB SPECIALIST (334)	1	36.2492	6,283.20	75,398.44
CCEA	STRUCTURAL REHAB SPECIALIST (334)	2	38.1020	6,604.35	79,252.16
CCEA	STRUCTURAL REHAB SPECIALIST (334)	3	40.0483	6,941.70	83,300.36

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EXHIBIT A

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	STRUCTURAL REHAB SPECIALIST (334)	4	42.0953	7,296.51	87,558.12
CCEA	STRUCTURAL REHAB SPECIALIST (334)	5	44.2456	7,669.24	92,030.90
CCEA	SUBDRAIN CREWLEADER (324)	1	30.0250	5,204.33	62,452.00
CCEA	SUBDRAIN CREWLEADER (324)	2	31.5598	5,470.36	65,644.28
CCEA	SUBDRAIN CREWLEADER (324)	3	33.1722	5,749.86	68,998.28
CCEA	SUBDRAIN CREWLEADER (324)	4	34.8681	6,043.81	72,525.70
CCEA	SUBDRAIN CREWLEADER (324)	5	36.6497	6,352.62	76,231.48
CCEA	SUBDRAIN WORKER (302)	1	22.9670	3,980.95	47,771.36
CCEA	SUBDRAIN WORKER (302)	2	24.1419	4,184.59	50,215.10
CCEA	SUBDRAIN WORKER (302)	3	25.3759	4,398.49	52,781.82
CCEA	SUBDRAIN WORKER (302)	4	26.6754	4,623.73	55,484.78
CCEA	SUBDRAIN WORKER (302)	5	28.0080	4,854.72	58,256.64
CCEA	TELECOMMUNICATIONS ANALYST (430)	1	40.5159	7,022.75	84,273.02
CCEA	TELECOMMUNICATIONS ANALYST (430)	2	42.5863	7,381.62	88,579.40
CCEA	TELECOMMUNICATIONS ANALYST (430)	3	44.7624	7,758.81	93,105.74
CCEA	TELECOMMUNICATIONS ANALYST (430)	4	47.0503	8,155.38	97,864.52
CCEA	TELECOMMUNICATIONS ANALYST (430)	5	49.4537	8,571.98	102,863.80
CCEA	TRAFFIC PAINTER (308)	1	24.9990	4,333.16	51,997.92
CCEA	TRAFFIC PAINTER (308)	2	26.2788	4,554.98	54,659.80
CCEA	TRAFFIC PAINTER (308)	3	27.5998	4,783.96	57,407.48
CCEA	TRAFFIC PAINTER (308)	4	28.9965	5,026.06	60,312.72
CCEA	TRAFFIC PAINTER (308)	5	30.4788	5,282.98	63,395.80
CCEA	TRAFFIC PAINTING CREWLEADER (325)	1	30.4788	5,282.98	63,395.80
CCEA	TRAFFIC PAINTING CREWLEADER (325)	2	32.0351	5,552.76	66,633.06
CCEA	TRAFFIC PAINTING CREWLEADER (325)	3	33.6728	5,836.61	70,039.32
CCEA	TRAFFIC PAINTING CREWLEADER (325)	4	35.3938	6,134.92	73,619.00
CCEA	TRAFFIC PAINTING CREWLEADER (325)	5	37.2018	6,448.30	77,379.64
CCEA	TRAFFIC SIGNAL TECHNICIAN (336)	1	37.2018	6,448.30	77,379.64
CCEA	TRAFFIC SIGNAL TECHNICIAN (336)	2	39.1033	6,777.90	81,334.76
CCEA	TRAFFIC SIGNAL TECHNICIAN (336)	3	41.1011	7,124.20	85,490.34
CCEA	TRAFFIC SIGNAL TECHNICIAN (336)	4	43.2015	7,488.26	89,859.12
CCEA	TRAFFIC SIGNAL TECHNICIAN (336)	5	45.4093	7,870.94	94,451.24
CCEA	TRAINING & SAFETY INSTRUCTOR (414)	1	34.0098	5,895.02	70,740.28
CCEA	TRAINING & SAFETY INSTRUCTOR (414)	2	35.7480	6,196.32	74,355.84
CCEA	TRAINING & SAFETY INSTRUCTOR (414)	3	37.5742	6,512.87	78,154.44
CCEA	TRAINING & SAFETY INSTRUCTOR (414)	4	39.4953	6,845.84	82,150.12
CCEA	TRAINING & SAFETY INSTRUCTOR (414)	5	41.5135	7,195.67	86,348.08
CCEA	TRANSIT OPERATIONS SUPERVISOR (407)	1	32.3563	5,608.42	67,301.00
CCEA	TRANSIT OPERATIONS SUPERVISOR (407)	2	34.0098	5,895.02	70,740.28
CCEA	TRANSIT OPERATIONS SUPERVISOR (407)	3	35.7480	6,196.32	74,355.84
CCEA	TRANSIT OPERATIONS SUPERVISOR (407)	4	37.5742	6,512.87	78,154.44

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCEA	TRANSIT OPERATIONS SUPERVISOR (407)	5	39.4953	6,845.84	82,150.12
CCEA	URBAN FORESTER (316)	1	28.7087	4,976.18	59,714.20
CCEA	URBAN FORESTER (316)	2	30.1762	5,230.55	62,766.60
CCEA	URBAN FORESTER (316)	3	31.7170	5,497.61	65,971.36
CCEA	URBAN FORESTER (316)	4	33.3380	5,778.59	69,343.04
CCEA	URBAN FORESTER (316)	5	35.0420	6,073.95	72,887.36
CCEA	VAN DRIVER (300)	1	20.2745	3,514.25	42,170.96
CCEA	VAN DRIVER (300)	2	21.2058	3,675.66	44,107.96
CCEA	VAN DRIVER (300)	3	22.2905	3,863.69	46,364.24
CCEA	VAN DRIVER (300)	4	23.4297	4,061.16	48,733.88
CCEA	VAN DRIVER (300)	5	24.6274	4,268.75	51,224.94
CCEA	WAREHOUSE SUPERVISOR (401)	1	27.7980	4,818.32	57,819.84
CCEA	WAREHOUSE SUPERVISOR (401)	2	29.2206	5,064.91	60,778.90
CCEA	WAREHOUSE SUPERVISOR (401)	3	30.6781	5,317.54	63,810.50
CCEA	WAREHOUSE SUPERVISOR (401)	4	32.2427	5,588.74	67,064.92
CCEA	WAREHOUSE SUPERVISOR (401)	5	33.8906	5,874.38	70,492.50
CCEA	WEBMASTER (441)	1	44.9579	7,792.70	93,512.38
CCEA	WEBMASTER (441)	2	47.2562	8,191.08	98,293.00
CCEA	WEBMASTER (441)	3	49.6709	8,609.62	103,315.42
CCEA	WEBMASTER (441)	4	52.2090	9,049.56	108,594.72
CCEA	WEBMASTER (441)	5	54.8765	9,511.93	114,143.12
CCEA	WELDER (320)	1	28.8490	5,000.49	60,005.92
CCEA	WELDER (320)	2	30.3236	5,256.10	63,073.14
CCEA	WELDER (320)	3	31.8727	5,524.61	66,295.32
CCEA	WELDER (320)	4	33.6678	5,835.74	70,028.92
CCEA	WELDER (320)	5	35.2136	6,103.70	73,244.34
CCEA	WELDER-REG PT (320R)	1	28.8490	5,000.49	60,005.92
CCEA	WELDER-REG PT (320R)	2	30.3236	5,256.10	63,073.14
CCEA	WELDER-REG PT (320R)	3	31.8727	5,524.61	66,295.32

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCMG	ACCOUNTING OPERATIONS MANAGER (803)	1	49.1722	8,523.19	102,278.28
CCMG	ACCOUNTING OPERATIONS MANAGER (803)	2	51.6854	8,958.80	107,505.58
CCMG	ACCOUNTING OPERATIONS MANAGER (803)	3	54.3257	9,416.46	112,997.56
CCMG	ACCOUNTING OPERATIONS MANAGER (803)	4	57.1022	9,897.72	118,772.68
CCMG	ACCOUNTING OPERATIONS MANAGER (803)	5	60.0199	10,403.45	124,841.34
CCMG	ADVANCE PLANNING MANAGER (826)	1	63.7185	11,044.54	132,534.48
CCMG	ADVANCE PLANNING MANAGER (826)	2	66.9754	11,609.07	139,308.78
CCMG	ADVANCE PLANNING MANAGER (826)	3	70.3978	12,202.28	146,427.32
CCMG	ADVANCE PLANNING MANAGER (826)	4	73.9951	12,825.82	153,909.86
CCMG	ADVANCE PLANNING MANAGER (826)	5	77.7754	13,481.07	161,772.78
CCMG	ASSISTANT CITY ATTORNEY (818)	1	81.5611	14,137.26	169,647.14
CCMG	ASSISTANT CITY ATTORNEY (818)	2	85.7305	14,859.95	178,319.44
CCMG	ASSISTANT CITY ATTORNEY (818)	3	90.1105	15,619.15	187,429.84
CCMG	ASSISTANT CITY ATTORNEY (818)	4	94.7143	16,417.14	197,005.64
CCMG	ASSISTANT CITY ATTORNEY (818)	5	99.5533	17,255.90	207,070.76
CCMG	ASST CHIEF FINANCIAL OFFICER (824)	1	66.9754	11,609.07	139,308.78
CCMG	ASST CHIEF FINANCIAL OFFICER (824)	2	70.3978	12,202.28	146,427.32
CCMG	ASST CHIEF FINANCIAL OFFICER (824)	3	73.9951	12,825.82	153,909.86
CCMG	ASST CHIEF FINANCIAL OFFICER (824)	4	77.7754	13,481.07	161,772.78
CCMG	ASST CHIEF FINANCIAL OFFICER (824)	5	81.7501	14,170.02	170,040.26
CCMG	ASST ENVRN PROGAMS/OPS MGR (832)	1	51.1713	8,869.68	106,436.20
CCMG	ASST ENVRN PROGAMS/OPS MGR (832)	2	53.7871	9,323.10	111,877.22
CCMG	ASST ENVRN PROGAMS/OPS MGR (832)	3	56.5357	9,799.53	117,594.36
CCMG	ASST ENVRN PROGAMS/OPS MGR (832)	4	59.4243	10,300.20	123,602.44
CCMG	ASST ENVRN PROGAMS/OPS MGR (832)	5	62.4598	10,826.36	129,916.28
CCMG	ASST MAINT OPERATIONS MANAGER (823)	1	45.4026	7,869.79	94,437.46
CCMG	ASST MAINT OPERATIONS MANAGER (823)	2	47.7223	8,271.86	99,262.28
CCMG	ASST MAINT OPERATIONS MANAGER (823)	3	50.1607	8,694.53	104,334.36
CCMG	ASST MAINT OPERATIONS MANAGER (823)	4	52.7241	9,138.85	109,666.18
CCMG	ASST MAINT OPERATIONS MANAGER (823)	5	55.4191	9,605.98	115,271.78
CCMG	BUDGET & FINANCIAL OPS MANAGER (804)	1	54.0895	9,375.51	112,506.16
CCMG	BUDGET & FINANCIAL OPS MANAGER (804)	2	56.8540	9,854.69	118,256.32
CCMG	BUDGET & FINANCIAL OPS MANAGER (804)	3	59.7582	10,358.10	124,297.16
CCMG	BUDGET & FINANCIAL OPS MANAGER (804)	4	62.8125	10,887.50	130,650.00
CCMG	BUDGET & FINANCIAL OPS MANAGER (804)	5	66.0218	11,443.77	137,325.24
CCMG	BUDGET MANAGEMENT ANALYST (709)	1	41.3005	7,158.75	85,905.04
CCMG	BUDGET MANAGEMENT ANALYST (709)	2	43.4115	7,524.66	90,295.92
CCMG	BUDGET MANAGEMENT ANALYST (709)	3	45.6298	7,909.16	94,909.88
CCMG	BUDGET MANAGEMENT ANALYST (709)	4	47.9612	8,313.28	99,759.40
CCMG	BUDGET MANAGEMENT ANALYST (709)	5	50.4114	8,737.97	104,855.66
CCMG	BUILDING MAINTENANCE SUPV (706)	1	38.7104	6,709.80	80,517.58

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCMG	BUILDING MAINTENANCE SUPV (706)	2	40.6886	7,052.70	84,632.34
CCMG	BUILDING MAINTENANCE SUPV (706)	3	42.7681	7,413.14	88,957.70
CCMG	BUILDING MAINTENANCE SUPV (706)	4	44.9537	7,791.98	93,503.80
CCMG	BUILDING MAINTENANCE SUPV (706)	5	47.2500	8,190.00	98,280.00
CCMG	BUILDING OFFICIAL (817)	1	65.6523	11,379.72	136,556.68
CCMG	BUILDING OFFICIAL (817)	2	69.0072	11,961.26	143,535.08
CCMG	BUILDING OFFICIAL (817)	3	72.5334	12,572.45	150,869.42
CCMG	BUILDING OFFICIAL (817)	4	76.2378	13,214.54	158,574.52
CCMG	BUILDING OFFICIAL (817)	5	80.1358	13,890.20	166,682.36
CCMG	CITY CLERK (828)	1	66.9754	11,609.07	139,308.78
CCMG	CITY CLERK (828)	2	70.3978	12,202.28	146,427.32
CCMG	CITY CLERK (828)	3	73.9951	12,825.82	153,909.86
CCMG	CITY CLERK (828)	4	77.7754	13,481.07	161,772.78
CCMG	CITY CLERK (828)	5	81.7501	14,170.02	170,040.26
CCMG	CLAIMS & SAFETY COORDINATOR (711)	1	41.9230	7,266.65	87,199.84
CCMG	CLAIMS & SAFETY COORDINATOR (711)	2	44.0655	7,638.02	91,656.24
CCMG	CLAIMS & SAFETY COORDINATOR (711)	3	46.3175	8,028.37	96,340.40
CCMG	CLAIMS & SAFETY COORDINATOR (711)	4	48.6837	8,438.52	101,262.20
CCMG	CLAIMS & SAFETY COORDINATOR (711)	5	51.1713	8,869.68	106,436.20
CCMG	COMMUNICATION SUPERVISOR (830)	1	41.9629	7,273.57	87,282.78
CCMG	COMMUNICATION SUPERVISOR (830)	2	44.1083	7,645.43	91,745.16
CCMG	COMMUNICATION SUPERVISOR (830)	3	46.3619	8,036.06	96,432.70
CCMG	COMMUNICATION SUPERVISOR (830)	4	48.7299	8,446.51	101,358.14
CCMG	COMMUNICATION SUPERVISOR (830)	5	51.2209	8,878.29	106,539.42
CCMG	CULTURAL AFFAIRS COORD (724)	1	45.4026	7,869.79	94,437.46
CCMG	CULTURAL AFFAIRS COORD (724)	2	47.7223	8,271.86	99,262.28
CCMG	CULTURAL AFFAIRS COORD (724)	3	50.1607	8,694.53	104,334.36
CCMG	CULTURAL AFFAIRS COORD (724)	4	52.7241	9,138.85	109,666.18
CCMG	CULTURAL AFFAIRS COORD (724)	5	55.4191	9,605.98	115,271.78
CCMG	CURRENT PLANNING MANAGER (831)	1	63.7185	11,044.54	132,534.48
CCMG	CURRENT PLANNING MANAGER (831)	2	66.9754	11,609.07	139,308.78
CCMG	CURRENT PLANNING MANAGER (831)	3	70.3978	12,202.28	146,427.32
CCMG	CURRENT PLANNING MANAGER (831)	4	73.9951	12,825.82	153,909.86
CCMG	CURRENT PLANNING MANAGER (831)	5	77.7754	13,481.07	161,772.78
CCMG	DEP CMTY DEV DIR/ECON DEV MGR (819)	1	66.9754	11,609.07	139,308.78
CCMG	DEP CMTY DEV DIR/ECON DEV MGR (819)	2	70.3978	12,202.28	146,427.32
CCMG	DEP CMTY DEV DIR/ECON DEV MGR (819)	3	73.9951	12,825.82	153,909.86
CCMG	DEP CMTY DEV DIR/ECON DEV MGR (819)	4	77.7754	13,481.07	161,772.78
CCMG	DEP CMTY DEV DIR/ECON DEV MGR (819)	5	81.7501	14,170.02	170,040.26
CCMG	DEP CMTY DEV DIR/PLANNING MGR (816)	1	63.7185	11,044.54	132,534.48
CCMG	DEP CMTY DEV DIR/PLANNING MGR (816)	2	66.9754	11,609.07	139,308.78

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCMG	DEP CMTY DEV DIR/PLANNING MGR (816)	3	70.3978	12,202.28	146,427.32
CCMG	DEP CMTY DEV DIR/PLANNING MGR (816)	4	73.9951	12,825.82	153,909.86
CCMG	DEP CMTY DEV DIR/PLANNING MGR (816)	5	77.7754	13,481.07	161,772.78
CCMG	DEPUTY CITY ATTORNEY I (720)	1	57.3879	9,947.23	119,366.78
CCMG	DEPUTY CITY ATTORNEY I (720)	2	60.3206	10,455.58	125,466.90
CCMG	DEPUTY CITY ATTORNEY I (720)	3	63.4016	10,989.62	131,875.38
CCMG	DEPUTY CITY ATTORNEY I (720)	4	66.6409	11,551.09	138,613.02
CCMG	DEPUTY CITY ATTORNEY I (720)	5	70.0481	12,141.68	145,700.10
CCMG	DEPUTY CITY ATTORNEY II (721)	1	61.8406	10,719.04	128,628.50
CCMG	DEPUTY CITY ATTORNEY II (721)	2	65.0007	11,266.80	135,201.56
CCMG	DEPUTY CITY ATTORNEY II (721)	3	68.3217	11,842.44	142,109.24
CCMG	DEPUTY CITY ATTORNEY II (721)	4	71.8128	12,447.54	149,370.52
CCMG	DEPUTY CITY ATTORNEY II (721)	5	75.4823	13,083.59	157,003.08
CCMG	DEPUTY TRANS DIRECTOR (821)	1	61.8406	10,719.04	128,628.50
CCMG	DEPUTY TRANS DIRECTOR (821)	2	65.0007	11,266.80	135,201.56
CCMG	DEPUTY TRANS DIRECTOR (821)	3	68.3217	11,842.44	142,109.24
CCMG	DEPUTY TRANS DIRECTOR (821)	4	71.8128	12,447.54	149,370.52
CCMG	DEPUTY TRANS DIRECTOR (821)	5	75.4823	13,083.59	157,003.08
CCMG	ECON DEV PROJECT MANAGER (718)	1	51.1713	8,869.68	106,436.20
CCMG	ECON DEV PROJECT MANAGER (718)	2	53.7871	9,323.10	111,877.22
CCMG	ECON DEV PROJECT MANAGER (718)	3	56.5357	9,799.53	117,594.36
CCMG	ECON DEV PROJECT MANAGER (718)	4	59.4243	10,300.20	123,602.44
CCMG	ECON DEV PROJECT MANAGER (718)	5	62.4598	10,826.36	129,916.28
CCMG	ECONOMIC DEV MANAGER (806)	1	51.1713	8,869.68	106,436.20
CCMG	ECONOMIC DEV MANAGER (806)	2	53.7871	9,323.10	111,877.22
CCMG	ECONOMIC DEV MANAGER (806)	3	56.5357	9,799.53	117,594.36
CCMG	ECONOMIC DEV MANAGER (806)	4	59.4243	10,300.20	123,602.44
CCMG	ECONOMIC DEV MANAGER (806)	5	62.4598	10,826.36	129,916.28
CCMG	EMERGENCY PREPAREDNESS COORD (712)	1	43.6234	7,561.39	90,736.62
CCMG	EMERGENCY PREPAREDNESS COORD (712)	2	45.8529	7,947.83	95,373.98
CCMG	EMERGENCY PREPAREDNESS COORD (712)	3	48.1950	8,353.80	100,245.60
CCMG	EMERGENCY PREPAREDNESS COORD (712)	4	50.6586	8,780.83	105,369.94
CCMG	EMERGENCY PREPAREDNESS COORD (712)	5	53.2470	9,229.48	110,753.76
CCMG	ENFORCMENT SERVICES MANAGER (800)	1	51.1713	8,869.68	106,436.20
CCMG	ENFORCMENT SERVICES MANAGER (800)	2	53.7871	9,323.10	111,877.22
CCMG	ENFORCMENT SERVICES MANAGER (800)	3	56.5357	9,799.53	117,594.36
CCMG	ENFORCMENT SERVICES MANAGER (800)	4	59.4243	10,300.20	123,602.44
CCMG	ENFORCMENT SERVICES MANAGER (800)	5	62.4598	10,826.36	129,916.28
CCMG	ENGINEERING SERVICES MANAGER (814)	1	61.5319	10,665.53	127,986.30
CCMG	ENGINEERING SERVICES MANAGER (814)	2	64.6767	11,210.64	134,527.64
CCMG	ENGINEERING SERVICES MANAGER (814)	3	67.9813	11,783.42	141,401.00

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Salary Schedule
As of 07/01/2019

EXHIBIT A

Note: For FIRE job titles, the printed hourly rates are for 40-hour employees. To determine the hourly rates for 56-hour employees, divide the annual rate by 2912. (Titles with two codes in parentheses indicate they are 40-hour & 56-hour positions. The first code is for 40-hr, the second one for 56-hr.)

Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCMG	ENGINEERING SERVICES MANAGER (814)	4	71.4563	12,385.75	148,629.00
CCMG	ENGINEERING SERVICES MANAGER (814)	5	75.1060	13,018.37	156,220.48
CCMG	ENVIRONMENTAL COORDINATOR (722)	1	42.7681	7,413.14	88,957.70
CCMG	ENVIRONMENTAL COORDINATOR (722)	2	44.9537	7,791.98	93,503.80
CCMG	ENVIRONMENTAL COORDINATOR (722)	3	47.2500	8,190.00	98,280.00
CCMG	ENVIRONMENTAL COORDINATOR (722)	4	49.6654	8,608.67	103,303.98
CCMG	ENVIRONMENTAL COORDINATOR (722)	5	52.2030	9,048.52	108,582.24
CCMG	ENVIRONMENTAL PROGS/OPS MANAGE (815)	1	61.5319	10,665.53	127,986.30
CCMG	ENVIRONMENTAL PROGS/OPS MANAGE (815)	2	64.6767	11,210.64	134,527.64
CCMG	ENVIRONMENTAL PROGS/OPS MANAGE (815)	3	67.9813	11,783.42	141,401.00
CCMG	ENVIRONMENTAL PROGS/OPS MANAGE (815)	4	71.4563	12,385.75	148,629.00
CCMG	ENVIRONMENTAL PROGS/OPS MANAGE (815)	5	75.1060	13,018.37	156,220.48
CCMG	FLEET SERVICES MANAGER (811)	1	55.4191	9,605.98	115,271.78
CCMG	FLEET SERVICES MANAGER (811)	2	58.2504	10,096.73	121,160.78
CCMG	FLEET SERVICES MANAGER (811)	3	61.2263	10,612.55	127,350.60
CCMG	FLEET SERVICES MANAGER (811)	4	64.3550	11,154.87	133,858.40
CCMG	FLEET SERVICES MANAGER (811)	5	67.6446	11,725.07	140,700.82
CCMG	HOUSING PROGRAMS ADMINISTRATOR (809)	1	54.8711	9,511.00	114,131.94
CCMG	HOUSING PROGRAMS ADMINISTRATOR (809)	2	57.6745	9,996.91	119,962.96
CCMG	HOUSING PROGRAMS ADMINISTRATOR (809)	3	60.6213	10,507.68	126,092.20
CCMG	HOUSING PROGRAMS ADMINISTRATOR (809)	4	63.7185	11,044.54	132,534.48
CCMG	HOUSING PROGRAMS ADMINISTRATOR (809)	5	66.9754	11,609.07	139,308.78
CCMG	HOUSING PROGRAMS SUPERVISOR (827)	1	41.2666	7,152.88	85,834.58
CCMG	HOUSING PROGRAMS SUPERVISOR (827)	2	43.3297	7,510.49	90,125.88
CCMG	HOUSING PROGRAMS SUPERVISOR (827)	3	45.4964	7,886.04	94,632.46
CCMG	HOUSING PROGRAMS SUPERVISOR (827)	4	47.7712	8,280.35	99,364.20
CCMG	HOUSING PROGRAMS SUPERVISOR (827)	5	50.1598	8,694.36	104,332.28
CCMG	HUMAN RESOURCES ANALYST (702)	1	38.1358	6,610.20	79,322.36
CCMG	HUMAN RESOURCES ANALYST (702)	2	40.0848	6,948.02	83,376.28
CCMG	HUMAN RESOURCES ANALYST (702)	3	42.1328	7,303.01	87,636.12
CCMG	HUMAN RESOURCES ANALYST (702)	4	44.2857	7,676.20	92,114.36
CCMG	HUMAN RESOURCES ANALYST (702)	5	46.5482	8,068.36	96,820.36
CCMG	HUMAN RESOURCES EQUITY MANAGER (833)	1	49.1722	8,523.19	102,278.28
CCMG	HUMAN RESOURCES EQUITY MANAGER (833)	2	51.6854	8,958.80	107,505.58

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EXHIBIT A

Note: For FIRE job titles, the printed hourly rates are for 40-hour employees. To determine the hourly rates for 56-hour employees, divide the annual rate by 2912. (Titles with two codes in parentheses indicate they are 40-hour & 56-hour positions. The first code is for 40-hr, the second one for 56-hr.)

Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCMG	HUMAN RESOURCES EQUITY MANAGER (833)	3	54.3257	9,416.46	112,997.56
CCMG	HUMAN RESOURCES EQUITY MANAGER (833)	4	57.1022	9,897.72	118,772.68
CCMG	HUMAN RESOURCES EQUITY MANAGER (833)	5	60.0199	10,403.45	124,841.34
CCMG	LEGAL OPERATIONS MANAGER (715)	1	45.4026	7,869.79	94,437.46
CCMG	LEGAL OPERATIONS MANAGER (715)	2	47.7223	8,271.86	99,262.28
CCMG	LEGAL OPERATIONS MANAGER (715)	3	50.1607	8,694.53	104,334.36
CCMG	LEGAL OPERATIONS MANAGER (715)	4	52.7241	9,138.85	109,666.18
CCMG	LEGAL OPERATIONS MANAGER (715)	5	55.4191	9,605.98	115,271.78
CCMG	MAINTENANCE OPERATIONS MGR (813)	1	55.9739	9,702.14	116,425.66
CCMG	MAINTENANCE OPERATIONS MGR (813)	2	58.8343	10,197.94	122,375.24
CCMG	MAINTENANCE OPERATIONS MGR (813)	3	61.8406	10,719.04	128,628.50
CCMG	MAINTENANCE OPERATIONS MGR (813)	4	65.0007	11,266.80	135,201.56
CCMG	MAINTENANCE OPERATIONS MGR (813)	5	68.3217	11,842.44	142,109.24
CCMG	MANAGEMENT ANALYST (703)	1	38.1358	6,610.20	79,322.36
CCMG	MANAGEMENT ANALYST (703)	2	40.0848	6,948.02	83,376.28
CCMG	MANAGEMENT ANALYST (703)	3	42.1328	7,303.01	87,636.12
CCMG	MANAGEMENT ANALYST (703)	4	44.2857	7,676.20	92,114.36
CCMG	MANAGEMENT ANALYST (703)	5	46.5482	8,068.36	96,820.36
CCMG	MOBILITY & TRAFFIC ENGINEER (801)	1	66.9754	11,609.07	139,308.78
CCMG	MOBILITY & TRAFFIC ENGINEER (801)	2	70.3978	12,202.28	146,427.32
CCMG	MOBILITY & TRAFFIC ENGINEER (801)	3	73.9951	12,825.82	153,909.86
CCMG	MOBILITY & TRAFFIC ENGINEER (801)	4	77.7754	13,481.07	161,772.78
CCMG	MOBILITY & TRAFFIC ENGINEER (801)	5	81.7501	14,170.02	170,040.26
CCMG	PARK MAINTENANCE SUPERVISOR (700)	1	37.1963	6,447.35	77,368.20
CCMG	PARK MAINTENANCE SUPERVISOR (700)	2	39.0974	6,776.88	81,322.54
CCMG	PARK MAINTENANCE SUPERVISOR (700)	3	41.0954	7,123.20	85,478.38
CCMG	PARK MAINTENANCE SUPERVISOR (700)	4	43.1948	7,487.09	89,845.08
CCMG	PARK MAINTENANCE SUPERVISOR (700)	5	45.4026	7,869.79	94,437.46
CCMG	PARKS MANAGER (802)	1	50.1084	8,685.45	104,225.42
CCMG	PARKS MANAGER (802)	2	52.6688	9,129.25	109,551.00
CCMG	PARKS MANAGER (802)	3	55.3601	9,595.76	115,149.06
CCMG	PARKS MANAGER (802)	4	58.1900	10,086.27	121,035.20
CCMG	PARKS MANAGER (802)	5	61.1629	10,601.57	127,218.78
CCMG	PAYROLL ANALYST (726)	1	38.1358	6,610.20	79,322.36
CCMG	PAYROLL ANALYST (726)	2	40.0848	6,948.02	83,376.28
CCMG	PAYROLL ANALYST (726)	3	42.1328	7,303.01	87,636.12
CCMG	PAYROLL ANALYST (726)	4	44.2857	7,676.20	92,114.36
CCMG	PAYROLL ANALYST (726)	5	46.5482	8,068.36	96,820.36
CCMG	PROCURE & FINANCIAL SVCS MGR (820)	1	49.1722	8,523.19	102,278.28

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EXHIBIT A

Note: For FIRE job titles, the printed hourly rates are for 40-hour employees. To determine the hourly rates for 56-hour employees, divide the annual rate by 2912. (Titles with two codes in parentheses indicate they are 40-hour & 56-hour positions. The first code is for 40-hr, the second one for 56-hr.)

Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCMG	PROCURE & FINANCIAL SVCS MGR (820)	2	51.6854	8,958.80	107,505.58
CCMG	PROCURE & FINANCIAL SVCS MGR (820)	3	54.3257	9,416.46	112,997.56
CCMG	PROCURE & FINANCIAL SVCS MGR (820)	4	57.1022	9,897.72	118,772.68
CCMG	PROCURE & FINANCIAL SVCS MGR (820)	5	60.0199	10,403.45	124,841.34
CCMG	RECREATION & COMM SVCS MGR (834)	1	55.1451	9,558.49	114,701.86
CCMG	RECREATION & COMM SVCS MGR (834)	2	57.9625	10,046.83	120,562.00
CCMG	RECREATION & COMM SVCS MGR (834)	3	60.9245	10,560.25	126,722.96
CCMG	RECREATION & COMM SVCS MGR (834)	4	64.0379	11,099.90	133,198.78
CCMG	RECREATION & COMM SVCS MGR (834)	5	67.3100	11,667.07	140,004.80
CCMG	RECREATION SUPERVISOR (701)	1	37.3827	6,479.68	77,756.12
CCMG	RECREATION SUPERVISOR (701)	2	39.2921	6,810.64	81,727.62
CCMG	RECREATION SUPERVISOR (701)	3	41.3005	7,158.75	85,905.04
CCMG	RECREATION SUPERVISOR (701)	4	43.4115	7,524.66	90,295.92
CCMG	RECREATION SUPERVISOR (701)	5	45.6298	7,909.16	94,909.88
CCMG	REVENUE OPERATIONS MANAGER (805)	1	49.1722	8,523.19	102,278.28
CCMG	REVENUE OPERATIONS MANAGER (805)	2	51.6854	8,958.80	107,505.58
CCMG	REVENUE OPERATIONS MANAGER (805)	3	54.3257	9,416.46	112,997.56
CCMG	REVENUE OPERATIONS MANAGER (805)	4	57.1022	9,897.72	118,772.68
CCMG	REVENUE OPERATIONS MANAGER (805)	5	60.0199	10,403.45	124,841.34
CCMG	SENIOR ACCOUNTANT (707)	1	39.2921	6,810.64	81,727.62
CCMG	SENIOR ACCOUNTANT (707)	2	41.3005	7,158.75	85,905.04
CCMG	SENIOR ACCOUNTANT (707)	3	43.4115	7,524.66	90,295.92
CCMG	SENIOR ACCOUNTANT (707)	4	45.6298	7,909.16	94,909.88
CCMG	SENIOR ACCOUNTANT (707)	5	47.9612	8,313.28	99,759.40
CCMG	SPECIAL EVENTS COORDINATOR (708)	1	41.0954	7,123.20	85,478.38
CCMG	SPECIAL EVENTS COORDINATOR (708)	2	43.1948	7,487.09	89,845.08
CCMG	SPECIAL EVENTS COORDINATOR (708)	3	45.4026	7,869.79	94,437.46
CCMG	SPECIAL EVENTS COORDINATOR (708)	4	47.7223	8,271.86	99,262.28
CCMG	SPECIAL EVENTS COORDINATOR (708)	5	50.1607	8,694.53	104,334.36
CCMG	SR & SOCIAL SERVICES MANAGER (810)	1	55.1451	9,558.49	114,701.86
CCMG	SR & SOCIAL SERVICES MANAGER (810)	2	57.9625	10,046.83	120,562.00
CCMG	SR & SOCIAL SERVICES MANAGER (810)	3	60.9245	10,560.25	126,722.96
CCMG	SR & SOCIAL SERVICES MANAGER (810)	4	64.0379	11,099.90	133,198.78
CCMG	SR & SOCIAL SERVICES MANAGER (810)	5	67.3100	11,667.07	140,004.80
CCMG	SR BUILDING & SAFETY INSPECTOR (705)	1	38.3257	6,643.13	79,717.56
CCMG	SR BUILDING & SAFETY INSPECTOR (705)	2	40.2852	6,982.78	83,793.32
CCMG	SR BUILDING & SAFETY INSPECTOR (705)	3	42.3439	7,339.61	88,075.26
CCMG	SR BUILDING & SAFETY INSPECTOR (705)	4	44.5073	7,714.59	92,575.08
CCMG	SR BUILDING & SAFETY INSPECTOR (705)	5	46.7815	8,108.79	97,305.52
CCMG	SR CIVIL ENGINEER (719)	1	54.8711	9,511.00	114,131.94
CCMG	SR CIVIL ENGINEER (719)	2	57.6745	9,996.91	119,962.96

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EXHIBIT A

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCMG	SR CIVIL ENGINEER (719)	3	60.6213	10,507.68	126,092.20
CCMG	SR CIVIL ENGINEER (719)	4	63.7185	11,044.54	132,534.48
CCMG	SR CIVIL ENGINEER (719)	5	66.9754	11,609.07	139,308.78
CCMG	SR DEPUTY CITY ATTORNEY II (725)	1	69.8800	12,112.53	145,350.40
CCMG	SR DEPUTY CITY ATTORNEY II (725)	2	73.4509	12,731.49	152,777.82
CCMG	SR DEPUTY CITY ATTORNEY II (725)	3	77.2035	13,381.94	160,583.28
CCMG	SR DEPUTY CITY ATTORNEY II (725)	4	81.1485	14,065.74	168,788.88
CCMG	SR DEPUTY CITY ATTORNEY II (725)	5	85.2950	14,784.47	177,413.60
CCMG	SR ENTERPRISE BUSINESS ANALYST (716)	1	46.5482	8,068.36	96,820.36
CCMG	SR ENTERPRISE BUSINESS ANALYST (716)	2	48.9275	8,480.77	101,769.20
CCMG	SR ENTERPRISE BUSINESS ANALYST (716)	3	51.4277	8,914.14	106,969.72
CCMG	SR ENTERPRISE BUSINESS ANALYST (716)	4	54.0552	9,369.58	112,434.92
CCMG	SR ENTERPRISE BUSINESS ANALYST (716)	5	56.8177	9,848.41	118,180.92
CCMG	SR MANAGEMENT ANALYST (713)	1	45.4026	7,869.79	94,437.46
CCMG	SR MANAGEMENT ANALYST (713)	2	47.7223	8,271.86	99,262.28
CCMG	SR MANAGEMENT ANALYST (713)	3	50.1607	8,694.53	104,334.36
CCMG	SR MANAGEMENT ANALYST (713)	4	52.7241	9,138.85	109,666.18
CCMG	SR MANAGEMENT ANALYST (713)	5	55.4191	9,605.98	115,271.78
CCMG	SR MANAGEMENT ANALYST/BUDGET (714)	1	45.4026	7,869.79	94,437.46
CCMG	SR MANAGEMENT ANALYST/BUDGET (714)	2	47.7223	8,271.86	99,262.28
CCMG	SR MANAGEMENT ANALYST/BUDGET (714)	3	50.1607	8,694.53	104,334.36
CCMG	SR MANAGEMENT ANALYST/BUDGET (714)	4	52.7241	9,138.85	109,666.18
CCMG	SR MANAGEMENT ANALYST/BUDGET (714)	5	55.4191	9,605.98	115,271.78
CCMG	SR MGMT ANALYST Y-RATE (795)	1	54.6547	9,473.49	113,681.88
CCMG	SR PLANNER (717)	1	49.1722	8,523.19	102,278.28
CCMG	SR PLANNER (717)	2	51.6854	8,958.80	107,505.58
CCMG	SR PLANNER (717)	3	54.3257	9,416.46	112,997.56
CCMG	SR PLANNER (717)	4	57.1022	9,897.72	118,772.68
CCMG	SR PLANNER (717)	5	60.0199	10,403.45	124,841.34
CCMG	SR SOLID WASTE & REC CRW SUPV (710)	1	45.4026	7,869.79	94,437.46
CCMG	SR SOLID WASTE & REC CRW SUPV (710)	2	47.7223	8,271.86	99,262.28
CCMG	SR SOLID WASTE & REC CRW SUPV (710)	3	50.1607	8,694.53	104,334.36
CCMG	SR SOLID WASTE & REC CRW SUPV (710)	4	52.7241	9,138.85	109,666.18
CCMG	SR SOLID WASTE & REC CRW SUPV (710)	5	55.4191	9,605.98	115,271.78
CCMG	SYSTEMS DEVELOPMENT MANAGER (807)	1	53.7871	9,323.10	111,877.22
CCMG	SYSTEMS DEVELOPMENT MANAGER (807)	2	56.5357	9,799.53	117,594.36
CCMG	SYSTEMS DEVELOPMENT MANAGER (807)	3	59.4243	10,300.20	123,602.44
CCMG	SYSTEMS DEVELOPMENT MANAGER (807)	4	62.4598	10,826.36	129,916.28
CCMG	SYSTEMS DEVELOPMENT MANAGER (807)	5	65.6523	11,379.72	136,556.68
CCMG	SYSTEMS SUPPORT MANAGER (825)	1	59.1658	10,255.40	123,064.76

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EXHIBIT A

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CCMG	SYSTEMS SUPPORT MANAGER (825)	2	62.1892	10,779.47	129,353.64
CCMG	SYSTEMS SUPPORT MANAGER (825)	3	65.3667	11,330.24	135,962.84
CCMG	SYSTEMS SUPPORT MANAGER (825)	4	68.7058	11,909.00	142,907.96
CCMG	SYSTEMS SUPPORT MANAGER (825)	5	72.2175	12,517.70	150,212.40
CCMG	TECHNICAL SERVICES MANAGER (808)	1	59.1658	10,255.40	123,064.76
CCMG	TECHNICAL SERVICES MANAGER (808)	2	62.1892	10,779.47	129,353.64
CCMG	TECHNICAL SERVICES MANAGER (808)	3	65.3667	11,330.24	135,962.84
CCMG	TECHNICAL SERVICES MANAGER (808)	4	68.7058	11,909.00	142,907.96
CCMG	TECHNICAL SERVICES MANAGER (808)	5	72.2175	12,517.70	150,212.40
CCMG	TRAFFIC ENGINEERING MGR (822)	1	47.4867	8,231.04	98,772.44
CCMG	TRAFFIC ENGINEERING MGR (822)	2	49.9135	8,651.67	103,820.08
CCMG	TRAFFIC ENGINEERING MGR (822)	3	52.4641	9,093.78	109,125.38
CCMG	TRAFFIC ENGINEERING MGR (822)	4	55.1451	9,558.49	114,701.86
CCMG	TRAFFIC ENGINEERING MGR (822)	5	57.9625	10,046.83	120,562.00
CCMG	TRANSIT OPERATIONS ANALYST (704)	1	38.1358	6,610.20	79,322.36
CCMG	TRANSIT OPERATIONS ANALYST (704)	2	40.0848	6,948.02	83,376.28
CCMG	TRANSIT OPERATIONS ANALYST (704)	3	42.1328	7,303.01	87,636.12
CCMG	TRANSIT OPERATIONS ANALYST (704)	4	44.2857	7,676.20	92,114.36
CCMG	TRANSIT OPERATIONS ANALYST (704)	5	46.5482	8,068.36	96,820.36
CCMG	TRANSIT OPERATIONS MANAGER (812)	1	55.4191	9,605.98	115,271.78
CCMG	TRANSIT OPERATIONS MANAGER (812)	2	58.2504	10,096.73	121,160.78
CCMG	TRANSIT OPERATIONS MANAGER (812)	3	61.2263	10,612.55	127,350.60
CCMG	TRANSIT OPERATIONS MANAGER (812)	4	64.3550	11,154.87	133,858.40
CCMG	TRANSIT OPERATIONS MANAGER (812)	5	67.6446	11,725.07	140,700.82
CCMG	TRANSIT PLANNING MANAGER (829)	1	55.4191	9,605.98	115,271.78
CCMG	TRANSIT PLANNING MANAGER (829)	2	58.2504	10,096.73	121,160.78
CCMG	TRANSIT PLANNING MANAGER (829)	3	61.2263	10,612.55	127,350.60
CCMG	TRANSIT PLANNING MANAGER (829)	4	64.3550	11,154.87	133,858.40
CCMG	TRANSIT PLANNING MANAGER (829)	5	67.6446	11,725.07	140,700.82
CCMG	TRFC ENG ANALYST (723)	1	42.1328	7,303.01	87,636.12
CCMG	TRFC ENG ANALYST (723)	2	44.2857	7,676.20	92,114.36
CCMG	TRFC ENG ANALYST (723)	3	46.5482	8,068.36	96,820.36
CCMG	TRFC ENG ANALYST (723)	4	48.9275	8,480.77	101,769.20
CCMG	TRFC ENG ANALYST (723)	5	51.4277	8,914.14	106,969.72

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EXHIBIT A

Note: For FIRE job titles, the printed hourly rates are for 40-hour employees. To determine the hourly rates for 56-hour employees, divide the annual rate by 2912. (Titles with two codes in parentheses indicate they are 40-hour & 56-hour positions. The first code is for 40-hr, the second one for 56-hr.)

Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
CNCL	COUNCIL MEMBER (001)	1	27.9870	485.12	5,821.40

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
EXEC	ADMIN SERVICES DIRECTOR (911)	1	84.1041	14,578.05	174,936.58
EXEC	ADMIN SERVICES DIRECTOR (911)	2	88.3997	15,322.62	183,871.48
EXEC	ADMIN SERVICES DIRECTOR (911)	3	92.9176	16,105.72	193,268.66
EXEC	ADMIN SERVICES DIRECTOR (911)	4	97.6647	16,928.56	203,142.68
EXEC	ADMIN SERVICES DIRECTOR (911)	5	102.6572	17,793.92	213,527.08
EXEC	ASSISTANT CITY MANAGER (908)	1	90.7558	15,731.00	188,771.96
EXEC	ASSISTANT CITY MANAGER (908)	2	95.3939	16,534.94	198,419.26
EXEC	ASSISTANT CITY MANAGER (908)	3	100.2676	17,379.72	208,556.66
EXEC	ASSISTANT CITY MANAGER (908)	4	105.3918	18,267.90	219,214.84
EXEC	ASSISTANT CITY MANAGER (908)	5	110.7769	19,201.33	230,415.90
EXEC	ASSTANT TO CITY MANAGER (900)	1	55.9739	9,702.14	116,425.66
EXEC	ASSTANT TO CITY MANAGER (900)	2	58.8343	10,197.94	122,375.24
EXEC	ASSTANT TO CITY MANAGER (900)	3	61.8406	10,719.04	128,628.50
EXEC	ASSTANT TO CITY MANAGER (900)	4	65.0007	11,266.80	135,201.56
EXEC	ASSTANT TO CITY MANAGER (900)	5	68.3217	11,842.44	142,109.24
EXEC	CHIEF FINANCIAL OFFICER (907)	1	87.2194	15,118.03	181,416.30
EXEC	CHIEF FINANCIAL OFFICER (907)	2	91.6769	15,890.66	190,687.90
EXEC	CHIEF FINANCIAL OFFICER (907)	3	96.3605	16,702.49	200,429.84
EXEC	CHIEF FINANCIAL OFFICER (907)	4	101.2854	17,556.13	210,673.58
EXEC	CHIEF FINANCIAL OFFICER (907)	5	106.4610	18,453.24	221,438.88
EXEC	CHIEF INFO OFFICER (905)	1	78.9444	13,683.69	164,204.30
EXEC	CHIEF INFO OFFICER (905)	2	82.9775	14,382.77	172,593.20
EXEC	CHIEF INFO OFFICER (905)	3	87.2194	15,118.03	181,416.30
EXEC	CHIEF INFO OFFICER (905)	4	91.6769	15,890.66	190,687.90
EXEC	CHIEF INFO OFFICER (905)	5	96.3605	16,702.49	200,429.84
EXEC	CITY ATTORNEY (909)	1	104.2931	18,077.48	216,929.70
EXEC	CITY ATTORNEY (909)	2	109.6223	19,001.19	228,014.28
EXEC	CITY ATTORNEY (909)	3	115.2242	19,972.20	239,666.44
EXEC	CITY ATTORNEY (909)	4	121.1124	20,992.81	251,913.74
EXEC	CITY ATTORNEY (909)	5	127.3012	22,065.55	264,786.60
EXEC	CITY MANAGER (910)	1	113.0342	19,592.60	235,111.24
EXEC	CITY MANAGER (910)	2	118.8088	20,593.52	247,122.20
EXEC	CITY MANAGER (910)	3	124.8808	21,646.00	259,751.96
EXEC	CITY MANAGER (910)	4	131.2627	22,752.21	273,026.52
EXEC	CITY MANAGER (910)	5	137.9699	23,914.78	286,977.34
EXEC	COMMUNITY DEVOPMENT DIRECTOR (904)	1	78.1622	13,548.12	162,577.48
EXEC	COMMUNITY DEVOPMENT DIRECTOR (904)	2	82.1555	14,240.29	170,883.44
EXEC	COMMUNITY DEVOPMENT DIRECTOR (904)	3	86.3563	14,968.42	179,621.00
EXEC	COMMUNITY DEVOPMENT DIRECTOR (904)	4	90.7689	15,733.27	188,799.26
EXEC	COMMUNITY DEVOPMENT DIRECTOR (904)	5	95.4075	16,537.30	198,447.60
EXEC	HUMAN RESOURCES DIRECTOR (902)	1	78.6019	13,624.33	163,491.90

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
EXEC	HUMAN RESOURCES DIRECTOR (902)	2	82.6164	14,320.17	171,842.06
EXEC	HUMAN RESOURCES DIRECTOR (902)	3	86.8389	15,052.07	180,624.86
EXEC	HUMAN RESOURCES DIRECTOR (902)	4	91.2753	15,821.04	189,852.52
EXEC	HUMAN RESOURCES DIRECTOR (902)	5	95.9414	16,629.84	199,558.06
EXEC	PRCS DIRECTOR (901)	1	73.2336	12,693.83	152,325.94
EXEC	PRCS DIRECTOR (901)	2	76.9748	13,342.29	160,107.48
EXEC	PRCS DIRECTOR (901)	3	80.9082	14,024.10	168,289.16
EXEC	PRCS DIRECTOR (901)	4	85.0444	14,741.03	176,892.30
EXEC	PRCS DIRECTOR (901)	5	89.3895	15,494.18	185,930.16
EXEC	PUBLIC WORKS DIRECTOR (906)	1	82.9775	14,382.77	172,593.20
EXEC	PUBLIC WORKS DIRECTOR (906)	2	87.2194	15,118.03	181,416.30
EXEC	PUBLIC WORKS DIRECTOR (906)	3	91.6769	15,890.66	190,687.90
EXEC	PUBLIC WORKS DIRECTOR (906)	4	96.3605	16,702.49	200,429.84
EXEC	PUBLIC WORKS DIRECTOR (906)	5	101.2854	17,556.13	210,673.58
EXEC	TRANSPORTATION DIRECTOR (903)	1	78.8944	13,675.03	164,100.30
EXEC	TRANSPORTATION DIRECTOR (903)	2	82.9253	14,373.71	172,484.52
EXEC	TRANSPORTATION DIRECTOR (903)	3	87.1622	15,108.12	181,297.48
EXEC	TRANSPORTATION DIRECTOR (903)	4	91.6160	15,880.11	190,561.28
EXEC	TRANSPORTATION DIRECTOR (903)	5	96.2982	16,691.70	200,300.36

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
FIRE	FIRE CAPTAIN (504/505)	1	60.7845	10,535.98	126,431.75
FIRE	FIRE ENGINEER (502/503)	1	52.8560	9,161.72	109,940.59
FIRE	FIREFIGHTER (500/501)	0	31.6514	5,486.24	65,834.84
FIRE	FIREFIGHTER (500/501)	1	35.3128	6,120.87	73,450.49
FIRE	FIREFIGHTER (500/501)	2	36.2069	6,275.86	75,310.26
FIRE	FIREFIGHTER (500/501)	3	39.5475	6,854.90	82,258.75
FIRE	FIREFIGHTER (500/501)	4	41.7776	7,241.45	86,897.37
FIRE	FIREFIGHTER (500/501)	5	44.1398	7,650.89	91,810.65
FIRE	FIREFIGHTER (500/501)	6	45.9618	7,966.71	95,600.53

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
FMGT	ASST FIRE CHIEF (509)	1	86.0481	14,915.01	178,980.16
FMGT	BATTALION CHIEF (506/507)	1	71.2610	12,351.90	148,222.84
FMGT	FIRE CHIEF (510)	1	99.9451	17,323.83	207,885.92
FMGT	FIRE MARSHAL (508)	1	81.9506	14,204.77	170,457.29

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
NBNE	ADMIN INTERN (107)	1	15.6279	0.00	0.00
NBNE	ADMIN INTERN (107)	2	16.4093	0.00	0.00
NBNE	ADMIN INTERN (107)	3	17.2298	0.00	0.00
NBNE	AMBULANCE OPERATOR (116)	1	16.5375	0.00	0.00
NBNE	AMBULANCE OPERATOR (116)	2	17.3644	0.00	0.00
NBNE	AMBULANCE OPERATOR (116)	3	18.2326	0.00	0.00
NBNE	BUS OPERATOR TRAINEE (106)	1	19.1008	0.00	0.00
NBNE	CASHIER PLUNGE (101)	1	12.0393	0.00	0.00
NBNE	CASHIER PLUNGE (101)	2	12.6413	0.00	0.00
NBNE	CASHIER PLUNGE (101)	3	13.2733	0.00	0.00
NBNE	CONTRACT EMPLOYEE (199)	1	20.0000	0.00	0.00
NBNE	CONTRACT EMPLOYEE (199)	2	30.0000	0.00	0.00
NBNE	CONTRACT EMPLOYEE (199)	3	40.0000	0.00	0.00
NBNE	CONTRACT EMPLOYEE (199)	4	50.0000	0.00	0.00
NBNE	CONTRACT EMPLOYEE (199)	5	60.0000	0.00	0.00
NBNE	CONTRACT EMPLOYEE (199)	6	70.0000	0.00	0.00
NBNE	CONTRACT EMPLOYEE (199)	7	80.0000	0.00	0.00
NBNE	CONTRACT EMPLOYEE (199)	8	90.0000	0.00	0.00
NBNE	CONTRACT EMPLOYEE (199)	9	100.0000	0.00	0.00
NBNE	CONTRACT EMPLOYEE (199)	10	110.0000	0.00	0.00
NBNE	CONTRACT EMPLOYEE (199)	11	120.0000	0.00	0.00
NBNE	CONTRACT EMPLOYEE (199)	12	130.0000	0.00	0.00
NBNE	CROSSING GUARD (104)	1	15.2807	0.00	0.00
NBNE	GIS INTERN (111)	1	17.3644	0.00	0.00
NBNE	GIS INTERN (111)	2	18.2326	0.00	0.00
NBNE	GIS INTERN (111)	3	19.1442	0.00	0.00
NBNE	INSTRCTR/PPL/DISABILITIES (115)	1	23.8471	0.00	0.00
NBNE	LIFEGUARD (108)	1	16.8042	0.00	0.00
NBNE	LIFEGUARD (108)	2	17.5914	0.00	0.00
NBNE	LIFEGUARD (108)	3	18.4179	0.00	0.00
NBNE	LIFEGUARD SWIM INSTRUCTOR NB (110)	1	18.1934	0.00	0.00
NBNE	LIFEGUARD SWIM INSTRUCTOR NB (110)	2	19.0500	0.00	0.00
NBNE	LIFEGUARD SWIM INSTRUCTOR NB (110)	3	19.9495	0.00	0.00
NBNE	POOL MANAGER (113)	1	25.4203	0.00	0.00
NBNE	POOL MANAGER (113)	2	26.3405	0.00	0.00
NBNE	POOL MANAGER (113)	3	27.3068	0.00	0.00
NBNE	RECREATION LEADER I (103)	1	12.3866	0.00	0.00
NBNE	RECREATION LEADER I (103)	2	13.0059	0.00	0.00
NBNE	RECREATION LEADER I (103)	3	13.6562	0.00	0.00

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
NBNE	RECREATION LEADER II (109)	1	15.8595	0.00	0.00
NBNE	RECREATION LEADER II (109)	2	16.6524	0.00	0.00
NBNE	RECREATION LEADER II (109)	3	17.4851	0.00	0.00
NBNE	RECREATION SPECIALIST (114)	1	20.0269	0.00	0.00
NBNE	RECREATION SPECIALIST (114)	2	21.0283	0.00	0.00
NBNE	RECREATION SPECIALIST (114)	3	22.0797	0.00	0.00
NBNE	SR RECREATION LEADER (112)	1	17.8274	0.00	0.00
NBNE	SR RECREATION LEADER (112)	2	18.7188	0.00	0.00
NBNE	SR RECREATION LEADER (112)	3	19.6547	0.00	0.00
NBNE	STUDENT WORKER I (100)	1	12.0000	0.00	0.00
NBNE	STUDENT WORKER I (100)	2	12.6000	0.00	0.00
NBNE	STUDENT WORKER I (100)	3	13.2300	0.00	0.00
NBNE	STUDENT WORKER II (102)	1	12.6000	0.00	0.00
NBNE	STUDENT WORKER II (102)	2	13.2300	0.00	0.00
NBNE	STUDENT WORKER II (102)	3	13.8915	0.00	0.00
NBNE	STUDENT WORKER III (105)	1	15.7437	0.00	0.00
NBNE	STUDENT WORKER III (105)	2	16.5309	0.00	0.00
NBNE	STUDENT WORKER III (105)	3	17.3574	0.00	0.00

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
PMGT	ASSISTANT CHIEF (605)	1	97.4787	16,896.32	202,755.80
PMGT	POLICE CAPTAIN (604)	1	84.3943	14,628.34	175,540.04
PMGT	POLICE CHIEF (606)	1	112.1008	19,430.80	233,169.56
PMGT	POLICE LIEUTENANT (603)	1	67.3288	11,670.32	140,043.80

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
POLC	POLICE OFFICER (601)	1	36.7072	6,362.59	76,351.08
POLC	POLICE OFFICER (601)	2	37.8254	6,556.40	78,676.78
POLC	POLICE OFFICER (601)	3	40.5133	7,022.30	84,267.56
POLC	POLICE OFFICER (601)	4	41.5344	7,199.29	86,391.50
POLC	POLICE OFFICER (601)	5	42.7882	7,416.63	88,999.56
POLC	POLICE OFFICER (601)	6	44.2105	7,663.15	91,957.84
POLC	POLICE OFFICER (601)	7	45.5599	7,897.05	94,764.54
POLC	POLICE OFFICER (601)	8	46.7104	8,096.47	97,157.58
POLC	POLICE OFFICER (601)	9	47.9915	8,318.53	99,822.32
POLC	POLICE SERGEANT (602)	1	55.2778	9,581.48	114,977.72

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Group	Title	Step	Hourly Rate	Monthly Rate	Annual Rate
POLR	POLICE RECRUIT (600)	1	36.7072	6,362.59	76,351.08