

EXHIBIT A

CITY OF FAIR OAKS RANCH

FY 2024-25 PAY SCHEDULE - GENERAL GOVERNMENT

Effective: 10/01/2024

PAY GROUP	JOB TITLES	PAY BASIS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 15	STEP 16	STEP 17	MAXIMUM OF PAY RANGE
1		A	20,571.20	21,091.20	21,611.20	22,152.00	22,713.60	29,057.60	29,785.60	30,534.40	31,304.00
		B	791.20	811.20	831.20	852.00	873.60	1,117.60	1,145.60	1,174.40	1,204.00
		H	9.89	10.14	10.39	10.65	10.92	13.97	14.32	14.68	15.05
2		A	21,611.20	22,152.00	22,713.60	23,275.20	23,857.60	30,534.40	31,304.00	32,094.40	32,905.60
		B	831.20	852.00	873.60	895.20	917.60	1,174.40	1,204.00	1,234.40	1,265.60
		H	10.39	10.65	10.92	11.19	11.47	14.68	15.05	15.43	15.82
3		A	22,713.60	23,275.20	23,857.60	24,460.80	25,064.00	32,094.40	32,905.60	33,737.60	34,590.40
		B	873.60	895.20	917.60	940.80	964.00	1,234.40	1,265.60	1,297.60	1,330.40
		H	10.92	11.19	11.47	11.76	12.05	15.43	15.82	16.22	16.63
4		A	23,857.60	24,460.80	25,064.00	25,688.00	26,332.80	33,737.60	34,590.40	35,464.00	36,358.40
		B	917.60	940.80	964.00	988.00	1,012.80	1,297.60	1,330.40	1,364.00	1,398.40
		H	11.47	11.76	12.05	12.35	12.66	16.22	16.63	17.05	17.48
5		A	25,064.00	25,688.00	26,332.80	26,998.40	27,664.00	35,464.00	36,358.40	37,273.60	38,209.60
		B	964.00	988.00	1,012.80	1,038.40	1,064.00	1,364.00	1,398.40	1,433.60	1,469.60
		H	12.05	12.35	12.66	12.98	13.30	17.05	17.48	17.92	18.37
6		A	26,332.80	26,998.40	27,664.00	28,350.40	29,057.60	37,273.60	38,209.60	39,166.40	40,144.00
		B	1,012.80	1,038.40	1,064.00	1,090.40	1,117.60	1,433.60	1,469.60	1,506.40	1,544.00
		H	12.66	12.98	13.30	13.63	13.97	17.92	18.37	18.83	19.30
7		A	27,664.00	28,350.40	29,057.60	29,785.60	30,534.40	39,166.40	40,144.00	41,142.40	42,161.60
		B	1,064.00	1,090.40	1,117.60	1,145.60	1,174.40	1,506.40	1,544.00	1,582.40	1,621.60
		H	13.30	13.63	13.97	14.32	14.68	18.83	19.30	19.78	20.27
8		A	29,057.60	29,785.60	30,534.40	31,304.00	32,094.40	41,142.40	42,161.60	43,222.40	44,304.00
		B	1,117.60	1,145.60	1,174.40	1,204.00	1,234.40	1,582.40	1,621.60	1,662.40	1,704.00
		H	13.97	14.32	14.68	15.05	15.43	19.78	20.27	20.78	21.30
9		A	30,534.40	31,304.00	32,094.40	32,905.60	33,737.60	43,222.40	44,304.00	45,406.40	46,550.40
		B	1,174.40	1,204.00	1,234.40	1,265.60	1,297.60	1,662.40	1,704.00	1,746.40	1,790.40
		H	14.68	15.05	15.43	15.82	16.22	20.78	21.30	21.83	22.38
10		A	32,094.40	32,905.60	33,737.60	34,590.40	35,464.00	45,406.40	46,550.40	47,715.20	48,900.80
		B	1,234.40	1,265.60	1,297.60	1,330.40	1,364.00	1,746.40	1,790.40	1,835.20	1,880.80
		H	15.43	15.82	16.22	16.63	17.05	21.83	22.38	22.94	23.51
11		A	33,737.60	34,590.40	35,464.00	36,358.40	37,273.60	47,715.20	48,900.80	50,128.00	51,376.00
		B	1,297.60	1,330.40	1,364.00	1,398.40	1,433.60	1,835.20	1,880.80	1,928.00	1,976.00
		H	16.22	16.63	17.05	17.48	17.92	22.94	23.51	24.10	24.70
12	Custodian/Maint Wkr	A	35,464.00	36,358.40	37,273.60	38,209.60	39,166.40	50,128.00	51,376.00	52,665.60	53,976.00
		B	1,364.00	1,398.40	1,433.60	1,469.60	1,506.40	1,928.00	1,976.00	2,025.60	2,076.00
		H	17.05	17.48	17.92	18.37	18.83	24.10	24.70	25.32	25.95

A = Annual
B = Biweekly
H = Hourly

EXHIBIT A

PAY GROUP	JOB TITLES	PAY BASIS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 15	STEP 16	STEP 17	MAXIMUM OF PAY RANGE
13	Animal Services Officer	A	37,273.60	38,209.60	39,166.40	40,144.00	41,142.40	52,665.60	53,976.00	55,328.00	56,721.60
		B	1,433.60	1,469.60	1,506.40	1,544.00	1,582.40	2,025.60	2,076.00	2,128.00	2,181.60
		H	17.92	18.37	18.83	19.30	19.78	25.32	25.95	26.60	27.27
14	Administrative Clerk Utilities Clerk Utility Technician Maintenance Tech	A	39,166.40	40,144.00	41,142.40	42,161.60	43,222.40	55,328.00	56,721.60	58,136.00	59,592.00
		B	1,506.40	1,544.00	1,582.40	1,621.60	1,662.40	2,128.00	2,181.60	2,236.00	2,292.00
		H	18.83	19.30	19.78	20.27	20.78	26.60	27.27	27.95	28.65
15		A	41,142.40	42,161.60	43,222.40	44,304.00	45,406.40	58,136.00	59,592.00	61,089.60	62,608.00
		B	1,582.40	1,621.60	1,662.40	1,704.00	1,746.40	2,236.00	2,292.00	2,349.60	2,408.00
		H	19.78	20.27	20.78	21.30	21.83	27.95	28.65	29.37	30.10
16	Admin. Support Specialist Court Clerk W/WW Operator I Administrative Assistant	A	43,222.40	44,304.00	45,406.40	46,550.40	47,715.20	61,089.60	62,608.00	64,168.00	65,769.60
		B	1,662.40	1,704.00	1,746.40	1,790.40	1,835.20	2,349.60	2,408.00	2,468.00	2,529.60
		H	20.78	21.30	21.83	22.38	22.94	29.37	30.10	30.85	31.62
17	Maintenance Lead Payroll/AP Specialist W/WW Operator II	A	45,406.40	46,550.40	47,715.20	48,900.80	50,128.00	64,168.00	65,769.60	67,412.80	69,097.60
		B	1,746.40	1,790.40	1,835.20	1,880.80	1,928.00	2,468.00	2,529.60	2,592.80	2,657.60
		H	21.83	22.38	22.94	23.51	24.10	30.85	31.62	32.41	33.22
18	Code Compliance Offr W/WW Operator III	A	47,715.20	48,900.80	50,128.00	51,376.00	52,665.60	67,412.80	69,097.60	70,824.00	72,592.00
		B	1,835.20	1,880.80	1,928.00	1,976.00	2,025.60	2,592.80	2,657.60	2,724.00	2,792.00
		H	22.94	23.51	24.10	24.70	25.32	32.41	33.22	34.05	34.90
19	Deputy City Secretary	A	50,128.00	51,376.00	52,665.60	53,976.00	55,328.00	70,824.00	72,592.00	74,401.60	76,252.80
		B	1,928.00	1,976.00	2,025.60	2,076.00	2,128.00	2,724.00	2,792.00	2,861.60	2,932.80
		H	24.10	24.70	25.32	25.95	26.60	34.05	34.90	35.77	36.66
20	Mechanic Building Inspector	A	52,665.60	53,976.00	55,328.00	56,721.60	58,136.00	74,401.60	76,252.80	78,166.40	80,121.60
		B	2,025.60	2,076.00	2,128.00	2,181.60	2,236.00	2,861.60	2,932.80	3,006.40	3,081.60
		H	25.32	25.95	26.60	27.27	27.95	35.77	36.66	37.58	38.52
21	Court Administrator GIS Technician	A	55,328.00	56,721.60	58,136.00	59,592.00	61,089.60	78,166.40	80,121.60	82,118.40	84,177.60
		B	2,128.00	2,181.60	2,236.00	2,292.00	2,349.60	3,006.40	3,081.60	3,158.40	3,237.60
		H	26.60	27.27	27.95	28.65	29.37	37.58	38.52	39.48	40.47
22	Accountant I Environmental Proj Mgr Civilian Investigator	A	58,136.00	59,592.00	61,089.60	62,608.00	64,168.00	82,118.40	84,177.60	86,278.40	88,441.60
		B	2,236.00	2,292.00	2,349.60	2,408.00	2,468.00	3,158.40	3,237.60	3,318.40	3,401.60
		H	27.95	28.65	29.37	30.10	30.85	39.48	40.47	41.48	42.52
23	HR/Comms Specialist Infrastructure Inspector IT Network Specialist	A	61,089.60	62,608.00	64,168.00	65,769.60	67,412.80	86,278.40	88,441.60	90,646.40	92,913.60
		B	2,349.60	2,408.00	2,468.00	2,529.60	2,592.80	3,318.40	3,401.60	3,486.40	3,573.60
		H	29.37	30.10	30.85	31.62	32.41	41.48	42.52	43.58	44.67
24	Maintenance Supvr	A	64,168.00	65,769.60	67,412.80	69,097.60	70,824.00	90,646.40	92,913.60	95,243.20	97,614.40
		B	2,468.00	2,529.60	2,592.80	2,657.60	2,724.00	3,486.40	3,573.60	3,663.20	3,754.40
		H	30.85	31.62	32.41	33.22	34.05	43.58	44.67	45.79	46.93
25	HR Generalist Multimedia Communications Officer City Planner	A	67,412.80	69,097.60	70,824.00	72,592.00	74,401.60	95,243.20	97,614.40	100,048.00	102,544.00
		B	2,592.80	2,657.60	2,724.00	2,792.00	2,861.60	3,663.20	3,754.40	3,848.00	3,944.00
		H	32.41	33.22	34.05	34.90	35.77	45.79	46.93	48.10	49.30

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26	Procurement Manager Wastewater Supervisor Water Supervisor Project Manager	A	70,824.00	72,592.00	74,401.60	76,252.80	78,166.40	100,048.00	102,544.00	105,102.40	107,723.20
		B	2,724.00	2,792.00	2,861.60	2,932.80	3,006.40	3,848.00	3,944.00	4,042.40	4,143.20
		H	34.05	34.90	35.77	36.66	37.58	48.10	49.30	50.53	51.79
27	Accounting Manager Building Official City Secretary	A	74,401.60	76,252.80	78,166.40	80,121.60	82,118.40	105,102.40	107,723.20	110,406.40	113,172.80
		B	2,861.60	2,932.80	3,006.40	3,081.60	3,158.40	4,042.40	4,143.20	4,246.40	4,352.80
		H	35.77	36.66	37.58	38.52	39.48	50.53	51.79	53.08	54.41
28		A	78,166.40	80,121.60	82,118.40	84,177.60	86,278.40	110,406.40	113,172.80	116,001.60	118,892.80
		B	3,006.40	3,081.60	3,158.40	3,237.60	3,318.40	4,246.40	4,352.80	4,461.60	4,572.80
		H	37.58	38.52	39.48	40.47	41.48	53.08	54.41	55.77	57.16
29		A	82,118.40	84,177.60	86,278.40	88,441.60	90,646.40	116,001.60	118,892.80	121,867.20	124,904.00
		B	3,158.40	3,237.60	3,318.40	3,401.60	3,486.40	4,461.60	4,572.80	4,687.20	4,804.00
		H	39.48	40.47	41.48	42.52	43.58	55.77	57.16	58.59	60.05
30		A	86,278.40	88,441.60	90,646.40	92,913.60	95,243.20	121,867.20	124,904.00	128,024.00	131,227.20
		B	3,318.40	3,401.60	3,486.40	3,573.60	3,663.20	4,687.20	4,804.00	4,924.00	5,047.20
		H	41.48	42.52	43.58	44.67	45.79	58.59	60.05	61.55	63.09
31	Assistant Director of Public Works	A	90,646.40	92,913.60	95,243.20	97,614.40	100,048.00	128,024.00	131,227.20	134,513.60	137,883.20
		B	3,486.40	3,573.60	3,663.20	3,754.40	3,848.00	4,924.00	5,047.20	5,173.60	5,303.20
		H	43.58	44.67	45.79	46.93	48.10	61.55	63.09	64.67	66.29
32	Mgr of Engineering Svcs	A	95,243.20	97,614.40	100,048.00	102,544.00	105,102.40	134,513.60	137,883.20	141,336.00	144,872.00
		B	3,663.20	3,754.40	3,848.00	3,944.00	4,042.40	5,173.60	5,303.20	5,436.00	5,572.00
		H	45.79	46.93	48.10	49.30	50.53	64.67	66.29	67.95	69.65
33		A	100,048.00	102,544.00	105,102.40	107,723.20	110,406.40	141,336.00	144,872.00	148,491.20	152,193.60
		B	3,848.00	3,944.00	4,042.40	4,143.20	4,246.40	5,436.00	5,572.00	5,711.20	5,853.60
		H	48.10	49.30	50.53	51.79	53.08	67.95	69.65	71.39	73.17
34	IT Manager	A	105,102.40	107,723.20	110,406.40	113,172.80	116,001.60	148,491.20	152,193.60	156,000.00	159,910.40
		B	4,042.40	4,143.20	4,246.40	4,352.80	4,461.60	5,711.20	5,853.60	6,000.00	6,150.40
		H	50.53	51.79	53.08	54.41	55.77	71.39	73.17	75.00	76.88
35	Dir of HR & Commun Public Works Director	A	110,406.40	113,172.80	116,001.60	118,892.80	121,867.20	156,000.00	159,910.40	163,904.00	168,001.60
		B	4,246.40	4,352.80	4,461.60	4,572.80	4,687.20	6,000.00	6,150.40	6,304.00	6,461.60
		H	53.08	54.41	55.77	57.16	58.59	75.00	76.88	78.80	80.77
36		A	116,001.60	118,892.80	121,867.20	124,904.00	128,024.00	163,904.00	168,001.60	172,203.20	176,508.80
		B	4,461.60	4,572.80	4,687.20	4,804.00	4,924.00	6,304.00	6,461.60	6,623.20	6,788.80
		H	55.77	57.16	58.59	60.05	61.55	78.80	80.77	82.79	84.86
37	Chief of Police Director of Finance	A	121,867.20	124,904.00	128,024.00	131,227.20	134,513.60	172,203.20	176,508.80	180,918.40	185,432.00
		B	4,687.20	4,804.00	4,924.00	5,047.20	5,173.60	6,623.20	6,788.80	6,958.40	7,132.00
		H	58.59	60.05	61.55	63.09	64.67	82.79	84.86	86.98	89.15
38		A	128,024.00	131,227.20	134,513.60	137,883.20	141,336.00	180,918.40	185,432.00	190,070.40	194,812.80
		B	4,924.00	5,047.20	5,173.60	5,303.20	5,436.00	6,958.40	7,132.00	7,310.40	7,492.80
		H	61.55	63.09	64.67	66.29	67.95	86.98	89.15	91.38	93.66

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39		A	134,513.60	137,883.20	141,336.00	144,872.00	148,491.20	190,070.40	194,812.80	199,680.00	204,672.00
		B	5,173.60	5,303.20	5,436.00	5,572.00	5,711.20	7,310.40	7,492.80	7,680.00	7,872.00
		H	64.67	66.29	67.95	69.65	71.39	91.38	93.66	96.00	98.40
40	Assistant City Manager	A	141,336.00	144,872.00	148,491.20	152,193.60	156,000.00	199,680.00	204,672.00	209,788.80	215,030.40
		B	5,436.00	5,572.00	5,711.20	5,853.60	6,000.00	7,680.00	7,872.00	8,068.80	8,270.40
		H	67.95	69.65	71.39	73.17	75.00	96.00	98.40	100.86	103.38
41		A	148,491.20	152,193.60	156,000.00	159,910.40	163,904.00	209,788.80	215,030.40	220,396.80	225,908.80
		B	5,711.20	5,853.60	6,000.00	6,150.40	6,304.00	8,068.80	8,270.40	8,476.80	8,688.80
		H	71.39	73.17	75.00	76.88	78.80	100.86	103.38	105.96	108.61
42		A	156,000.00	159,910.40	163,904.00	168,001.60	172,203.20	220,396.80	225,908.80	231,566.40	237,348.80
		B	6,000.00	6,150.40	6,304.00	6,461.60	6,623.20	8,476.80	8,688.80	8,906.40	9,128.80
		H	75.00	76.88	78.80	80.77	82.79	105.96	108.61	111.33	114.11
43		A	163,904.00	168,001.60	172,203.20	176,508.80	180,918.40	231,566.40	237,348.80	243,276.80	249,350.40
		B	6,304.00	6,461.60	6,623.20	6,788.80	6,958.40	8,906.40	9,128.80	9,356.80	9,590.40
		H	78.80	80.77	82.79	84.86	86.98	111.33	114.11	116.96	119.88
44		A	172,203.20	176,508.80	180,918.40	185,432.00	190,070.40	243,276.80	249,350.40	255,590.40	261,976.00
		B	6,623.20	6,788.80	6,958.40	7,132.00	7,310.40	9,356.80	9,590.40	9,830.40	10,076.00
		H	82.79	84.86	86.98	89.15	91.38	116.96	119.88	122.88	125.95
45	City Manager	A	180,918.40	185,432.00	190,070.40	194,812.80	199,680.00	255,590.40	261,976.00	268,528.00	275,246.40
		B	6,958.40	7,132.00	7,310.40	7,492.80	7,680.00	9,830.40	10,076.00	10,328.00	10,586.40
		H	86.98	89.15	91.38	93.66	96.00	122.88	125.95	129.10	132.33
46		A	190,070.40	194,812.80	199,680.00	204,672.00	209,788.80	268,528.00	275,246.40	282,131.20	289,182.40
		B	7,310.40	7,492.80	7,680.00	7,872.00	8,068.80	10,328.00	10,586.40	10,851.20	11,122.40
		H	91.38	93.66	96.00	98.40	100.86	129.10	132.33	135.64	139.03
47		A	199,680.00	204,672.00	209,788.80	215,030.40	220,396.80	282,131.20	289,182.40	296,420.80	303,825.60
		B	7,680.00	7,872.00	8,068.80	8,270.40	8,476.80	10,851.20	11,122.40	11,400.80	11,685.60
		H	96.00	98.40	100.86	103.38	105.96	135.64	139.03	142.51	146.07
48		A	209,788.80	215,030.40	220,396.80	225,908.80	231,566.40	296,420.80	303,825.60	311,417.60	319,196.80
		B	8,068.80	8,270.40	8,476.80	8,688.80	8,906.40	11,400.80	11,685.60	11,977.60	12,276.80
		H	100.86	103.38	105.96	108.61	111.33	142.51	146.07	149.72	153.46
49		A	220,396.80	225,908.80	231,566.40	237,348.80	243,276.80	311,417.60	319,196.80	327,184.00	335,358.40
		B	8,476.80	8,688.80	8,906.40	9,128.80	9,356.80	11,977.60	12,276.80	12,584.00	12,898.40
		H	105.96	108.61	111.33	114.11	116.96	149.72	153.46	157.30	161.23
50		A	231,566.40	237,348.80	243,276.80	249,350.40	255,590.40	327,184.00	335,358.40	343,740.80	352,331.20
		B	8,906.40	9,128.80	9,356.80	9,590.40	9,830.40	12,584.00	12,898.40	13,220.80	13,551.20
		H	111.33	114.11	116.96	119.88	122.88	157.30	161.23	165.26	169.39
51		A	243,276.80	249,350.40	255,590.40	261,976.00	268,528.00	343,740.80	352,331.20	361,129.60	370,156.80
		B	9,356.80	9,590.40	9,830.40	10,076.00	10,328.00	13,220.80	13,551.20	13,889.60	14,236.80
		H	116.96	119.88	122.88	125.95	129.10	165.26	169.39	173.62	177.96

A = Annual
B = Biweekly
H = Hourly