

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 | 20,779.20 | 21,299.20 | 21,840.00 | 22,380.80 | 22,942.40 | 29,369.60 | 30,097.60 | 30,846.40 | 31,616.00 |
| | | B | 799.20 | 819.20 | 840.00 | 860.80 | 882.40 | 1,129.60 | 1,157.60 | 1,186.40 | 1,216.00 |
| | | H | 9.99 | 10.24 | 10.50 | 10.76 | 11.03 | 14.12 | 14.47 | 14.83 | 15.20 |
| 2 | | A | 21,840.00 | 22,380.80 | 22,942.40 | 23,524.80 | 24,107.20 | 30,846.40 | 31,616.00 | 32,406.40 | 33,217.60 |
| | | B | 840.00 | 860.80 | 882.40 | 904.80 | 927.20 | 1,186.40 | 1,216.00 | 1,246.40 | 1,277.60 |
| | | H | 10.50 | 10.76 | 11.03 | 11.31 | 11.59 | 14.83 | 15.20 | 15.58 | 15.97 |
| 3 | | A | 22,942.40 | 23,524.80 | 24,107.20 | 24,710.40 | 25,334.40 | 32,406.40 | 33,217.60 | 34,049.60 | 34,902.40 |
| | | B | 882.40 | 904.80 | 927.20 | 950.40 | 974.40 | 1,246.40 | 1,277.60 | 1,309.60 | 1,342.40 |
| | | H | 11.03 | 11.31 | 11.59 | 11.88 | 12.18 | 15.58 | 15.97 | 16.37 | 16.78 |
| 4 | | A | 24,107.20 | 24,710.40 | 25,334.40 | 25,958.40 | 26,603.20 | 34,049.60 | 34,902.40 | 35,776.00 | 36,670.40 |
| | | B | 927.20 | 950.40 | 974.40 | 998.40 | 1,023.20 | 1,309.60 | 1,342.40 | 1,376.00 | 1,410.40 |
| | | H | 11.59 | 11.88 | 12.18 | 12.48 | 12.79 | 16.37 | 16.78 | 17.20 | 17.63 |
| 5 | | A | 25,334.40 | 25,958.40 | 26,603.20 | 27,268.80 | 27,955.20 | 35,776.00 | 36,670.40 | 37,585.60 | 38,521.60 |
| | | B | 974.40 | 998.40 | 1,023.20 | 1,048.80 | 1,075.20 | 1,376.00 | 1,410.40 | 1,445.60 | 1,481.60 |
| | | H | 12.18 | 12.48 | 12.79 | 13.11 | 13.44 | 17.20 | 17.63 | 18.07 | 18.52 |
| 6 | | A | 26,603.20 | 27,268.80 | 27,955.20 | 28,662.40 | 29,369.60 | 37,585.60 | 38,521.60 | 39,478.40 | 40,456.00 |
| | | B | 1,023.20 | 1,048.80 | 1,075.20 | 1,102.40 | 1,129.60 | 1,445.60 | 1,481.60 | 1,518.40 | 1,556.00 |
| | | H | 12.79 | 13.11 | 13.44 | 13.78 | 14.12 | 18.07 | 18.52 | 18.98 | 19.45 |
| 7 | | A | 27,955.20 | 28,662.40 | 29,369.60 | 30,097.60 | 30,846.40 | 39,478.40 | 40,456.00 | 41,475.20 | 42,515.20 |
| | | B | 1,075.20 | 1,102.40 | 1,129.60 | 1,157.60 | 1,186.40 | 1,518.40 | 1,556.00 | 1,595.20 | 1,635.20 |
| | | H | 13.44 | 13.78 | 14.12 | 14.47 | 14.83 | 18.98 | 19.45 | 19.94 | 20.44 |
| 8 | | A | 29,369.60 | 30,097.60 | 30,846.40 | 31,616.00 | 32,406.40 | 41,475.20 | 42,515.20 | 43,576.00 | 44,657.60 |
| | | B | 1,129.60 | 1,157.60 | 1,186.40 | 1,216.00 | 1,246.40 | 1,595.20 | 1,635.20 | 1,676.00 | 1,717.60 |
| | | H | 14.12 | 14.47 | 14.83 | 15.20 | 15.58 | 19.94 | 20.44 | 20.95 | 21.47 |
| 9 | | A | 30,846.40 | 31,616.00 | 32,406.40 | 33,217.60 | 34,049.60 | 43,576.00 | 44,657.60 | 45,780.80 | 46,924.80 |
| | | B | 1,186.40 | 1,216.00 | 1,246.40 | 1,277.60 | 1,309.60 | 1,676.00 | 1,717.60 | 1,760.80 | 1,804.80 |
| | | H | 14.83 | 15.20 | 15.58 | 15.97 | 16.37 | 20.95 | 21.47 | 22.01 | 22.56 |
| 10 | | A | 32,406.40 | 33,217.60 | 34,049.60 | 34,902.40 | 35,776.00 | 45,780.80 | 46,924.80 | 48,089.60 | 49,296.00 |
| | | B | 1,246.40 | 1,277.60 | 1,309.60 | 1,342.40 | 1,376.00 | 1,760.80 | 1,804.80 | 1,849.60 | 1,896.00 |
| | | H | 15.58 | 15.97 | 16.37 | 16.78 | 17.20 | 22.01 | 22.56 | 23.12 | 23.70 |
| 11 | | A | 34,049.60 | 34,902.40 | 35,776.00 | 36,670.40 | 37,585.60 | 48,089.60 | 49,296.00 | 50,523.20 | 51,792.00 |
| | | B | 1,309.60 | 1,342.40 | 1,376.00 | 1,410.40 | 1,445.60 | 1,849.60 | 1,896.00 | 1,943.20 | 1,992.00 |
| | | H | 16.37 | 16.78 | 17.20 | 17.63 | 18.07 | 23.12 | 23.70 | 24.29 | 24.90 |
| 12 | Custodian/Maint Wkr | A | 35,776.00 | 36,670.40 | 37,585.60 | 38,521.60 | 39,478.40 | 50,523.20 | 51,792.00 | 53,081.60 | 54,412.80 |
| | | B | 1,376.00 | 1,410.40 | 1,445.60 | 1,481.60 | 1,518.40 | 1,943.20 | 1,992.00 | 2,041.60 | 2,092.80 |
| | | H | 17.20 | 17.63 | 18.07 | 18.52 | 18.98 | 24.29 | 24.90 | 25.52 | 26.16 |

A = Annual
 B = Biweekly
 H = Hourly

EXHIBIT A

| PAY GROUP | JOB TITLES | PAY BASIS | STEP | STEP | STEP | STEP | STEP | STEP | STEP | STEP | MAXIMUM OF PAY RANGE |
|-----------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|----------------------|
| | | | 1 | 2 | 3 | 4 | 5 | 15 | 16 | 17 | |
| 13 | Animal Services Officer | A | 37,585.60 | 38,521.60 | 39,478.40 | 40,456.00 | 41,475.20 | 53,081.60 | 54,412.80 | 55,764.80 | 57,158.40 |
| | | B | 1,445.60 | 1,481.60 | 1,518.40 | 1,556.00 | 1,595.20 | 2,041.60 | 2,092.80 | 2,144.80 | 2,198.40 |
| | | H | 18.07 | 18.52 | 18.98 | 19.45 | 19.94 | 25.52 | 26.16 | 26.81 | 27.48 |
| 14 | Administrative Clerk Utilities Clerk Utility Technician Maintenance Tech | A | 39,478.40 | 40,456.00 | 41,475.20 | 42,515.20 | 43,576.00 | 55,764.80 | 57,158.40 | 58,593.60 | 60,049.60 |
| | | B | 1,518.40 | 1,556.00 | 1,595.20 | 1,635.20 | 1,676.00 | 2,144.80 | 2,198.40 | 2,253.60 | 2,309.60 |
| | | H | 18.98 | 19.45 | 19.94 | 20.44 | 20.95 | 26.81 | 27.48 | 28.17 | 28.87 |
| 15 | | A | 41,475.20 | 42,515.20 | 43,576.00 | 44,657.60 | 45,780.80 | 58,593.60 | 60,049.60 | 61,547.20 | 63,086.40 |
| | | B | 1,595.20 | 1,635.20 | 1,676.00 | 1,717.60 | 1,760.80 | 2,253.60 | 2,309.60 | 2,367.20 | 2,426.40 |
| | | H | 19.94 | 20.44 | 20.95 | 21.47 | 22.01 | 28.17 | 28.87 | 29.59 | 30.33 |
| 16 | Admin. Support Specialist Court Clerk W/WW Operator I Administrative Assistant | A | 43,576.00 | 44,657.60 | 45,780.80 | 46,924.80 | 48,089.60 | 61,547.20 | 63,086.40 | 64,667.20 | 66,289.60 |
| | | B | 1,676.00 | 1,717.60 | 1,760.80 | 1,804.80 | 1,849.60 | 2,367.20 | 2,426.40 | 2,487.20 | 2,549.60 |
| | | H | 20.95 | 21.47 | 22.01 | 22.56 | 23.12 | 29.59 | 30.33 | 31.09 | 31.87 |
| 17 | Maintenance Lead Payroll/AP Specialist W/WW Operator II | A | 45,780.80 | 46,924.80 | 48,089.60 | 49,296.00 | 50,523.20 | 64,667.20 | 66,289.60 | 67,953.60 | 69,659.20 |
| | | B | 1,760.80 | 1,804.80 | 1,849.60 | 1,896.00 | 1,943.20 | 2,487.20 | 2,549.60 | 2,613.60 | 2,679.20 |
| | | H | 22.01 | 22.56 | 23.12 | 23.70 | 24.29 | 31.09 | 31.87 | 32.67 | 33.49 |
| 18 | Code Compliance Offr W/WW Operator III | A | 48,089.60 | 49,296.00 | 50,523.20 | 51,792.00 | 53,081.60 | 67,953.60 | 69,659.20 | 71,406.40 | 73,195.20 |
| | | B | 1,849.60 | 1,896.00 | 1,943.20 | 1,992.00 | 2,041.60 | 2,613.60 | 2,679.20 | 2,746.40 | 2,815.20 |
| | | H | 23.12 | 23.70 | 24.29 | 24.90 | 25.52 | 32.67 | 33.49 | 34.33 | 35.19 |
| 19 | Deputy City Secretary | A | 50,523.20 | 51,792.00 | 53,081.60 | 54,412.80 | 55,764.80 | 71,406.40 | 73,195.20 | 75,025.60 | 76,897.60 |
| | | B | 1,943.20 | 1,992.00 | 2,041.60 | 2,092.80 | 2,144.80 | 2,746.40 | 2,815.20 | 2,885.60 | 2,957.60 |
| | | H | 24.29 | 24.90 | 25.52 | 26.16 | 26.81 | 34.33 | 35.19 | 36.07 | 36.97 |
| 20 | Mechanic Building Inspector | A | 53,081.60 | 54,412.80 | 55,764.80 | 57,158.40 | 58,593.60 | 75,025.60 | 76,897.60 | 78,811.20 | 80,787.20 |
| | | B | 2,041.60 | 2,092.80 | 2,144.80 | 2,198.40 | 2,253.60 | 2,885.60 | 2,957.60 | 3,031.20 | 3,107.20 |
| | | H | 25.52 | 26.16 | 26.81 | 27.48 | 28.17 | 36.07 | 36.97 | 37.89 | 38.84 |
| 21 | Court Administrator GIS Technician | A | 55,764.80 | 57,158.40 | 58,593.60 | 60,049.60 | 61,547.20 | 78,811.20 | 80,787.20 | 82,804.80 | 84,884.80 |
| | | B | 2,144.80 | 2,198.40 | 2,253.60 | 2,309.60 | 2,367.20 | 3,031.20 | 3,107.20 | 3,184.80 | 3,264.80 |
| | | H | 26.81 | 27.48 | 28.17 | 28.87 | 29.59 | 37.89 | 38.84 | 39.81 | 40.81 |
| 22 | Accountant I Environmental Proj Mgr | A | 58,593.60 | 60,049.60 | 61,547.20 | 63,086.40 | 64,667.20 | 82,804.80 | 84,884.80 | 87,006.40 | 89,190.40 |
| | | B | 2,253.60 | 2,309.60 | 2,367.20 | 2,426.40 | 2,487.20 | 3,184.80 | 3,264.80 | 3,346.40 | 3,430.40 |
| | | H | 28.17 | 28.87 | 29.59 | 30.33 | 31.09 | 39.81 | 40.81 | 41.83 | 42.88 |
| 23 | HR/Comms Specialist Infrastructure Inspector IT Network Specialist | A | 61,547.20 | 63,086.40 | 64,667.20 | 66,289.60 | 67,953.60 | 87,006.40 | 89,190.40 | 91,416.00 | 93,704.00 |
| | | B | 2,367.20 | 2,426.40 | 2,487.20 | 2,549.60 | 2,613.60 | 3,346.40 | 3,430.40 | 3,516.00 | 3,604.00 |
| | | H | 29.59 | 30.33 | 31.09 | 31.87 | 32.67 | 41.83 | 42.88 | 43.95 | 45.05 |
| 24 | Maintenance Supvr | A | 64,667.20 | 66,289.60 | 67,953.60 | 69,659.20 | 71,406.40 | 91,416.00 | 93,704.00 | 96,054.40 | 98,446.40 |
| | | B | 2,487.20 | 2,549.60 | 2,613.60 | 2,679.20 | 2,746.40 | 3,516.00 | 3,604.00 | 3,694.40 | 3,786.40 |
| | | H | 31.09 | 31.87 | 32.67 | 33.49 | 34.33 | 43.95 | 45.05 | 46.18 | 47.33 |
| 25 | HR Generalist Multimedia Communications Officer City Planner | A | 67,953.60 | 69,659.20 | 71,406.40 | 73,195.20 | 75,025.60 | 96,054.40 | 98,446.40 | 100,900.80 | 103,417.60 |
| | | B | 2,613.60 | 2,679.20 | 2,746.40 | 2,815.20 | 2,885.60 | 3,694.40 | 3,786.40 | 3,880.80 | 3,977.60 |
| | | H | 32.67 | 33.49 | 34.33 | 35.19 | 36.07 | 46.18 | 47.33 | 48.51 | 49.72 |

A = Annual
B = Biweekly
H = Hourly

EXHIBIT A

| PAY GROUP | JOB TITLES | PAY BASIS | STEP | STEP | STEP | STEP | STEP | STEP | STEP | STEP | MAXIMUM OF PAY RANGE |
|-----------|---|-----------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|
| | | | 1 | 2 | 3 | 4 | 5 | 15 | 16 | 17 | |
| 26 | Procurement Manager | A | 71,406.40 | 73,195.20 | 75,025.60 | 76,897.60 | 78,811.20 | 100,900.80 | 103,417.60 | 105,996.80 | 108,638.40 |
| | Wastewater Supervisor | B | 2,746.40 | 2,815.20 | 2,885.60 | 2,957.60 | 3,031.20 | 3,880.80 | 3,977.60 | 4,076.80 | 4,178.40 |
| | Water Supervisor Project Manager | H | 34.33 | 35.19 | 36.07 | 36.97 | 37.89 | 48.51 | 49.72 | 50.96 | 52.23 |
| 27 | Accounting Manager | A | 75,025.60 | 76,897.60 | 78,811.20 | 80,787.20 | 82,804.80 | 105,996.80 | 108,638.40 | 111,363.20 | 114,150.40 |
| | Building Official | B | 2,885.60 | 2,957.60 | 3,031.20 | 3,107.20 | 3,184.80 | 4,076.80 | 4,178.40 | 4,283.20 | 4,390.40 |
| | City Secretary | H | 36.07 | 36.97 | 37.89 | 38.84 | 39.81 | 50.96 | 52.23 | 53.54 | 54.88 |
| 28 | | A | 78,811.20 | 80,787.20 | 82,804.80 | 84,884.80 | 87,006.40 | 111,363.20 | 114,150.40 | 117,000.00 | 119,932.80 |
| | | B | 3,031.20 | 3,107.20 | 3,184.80 | 3,264.80 | 3,346.40 | 4,283.20 | 4,390.40 | 4,500.00 | 4,612.80 |
| | | H | 37.89 | 38.84 | 39.81 | 40.81 | 41.83 | 53.54 | 54.88 | 56.25 | 57.66 |
| 29 | | A | 82,804.80 | 84,884.80 | 87,006.40 | 89,190.40 | 91,416.00 | 117,000.00 | 119,932.80 | 122,928.00 | 126,006.40 |
| | | B | 3,184.80 | 3,264.80 | 3,346.40 | 3,430.40 | 3,516.00 | 4,500.00 | 4,612.80 | 4,728.00 | 4,846.40 |
| | | H | 39.81 | 40.81 | 41.83 | 42.88 | 43.95 | 56.25 | 57.66 | 59.10 | 60.58 |
| 30 | | A | 87,006.40 | 89,190.40 | 91,416.00 | 93,704.00 | 96,054.40 | 122,928.00 | 126,006.40 | 129,147.20 | 132,371.20 |
| | | B | 3,346.40 | 3,430.40 | 3,516.00 | 3,604.00 | 3,694.40 | 4,728.00 | 4,846.40 | 4,967.20 | 5,091.20 |
| | | H | 41.83 | 42.88 | 43.95 | 45.05 | 46.18 | 59.10 | 60.58 | 62.09 | 63.64 |
| 31 | Assistant Director of Public Works | A | 91,416.00 | 93,704.00 | 96,054.40 | 98,446.40 | 100,900.80 | 129,147.20 | 132,371.20 | 135,678.40 | 139,068.80 |
| | | B | 3,516.00 | 3,604.00 | 3,694.40 | 3,786.40 | 3,880.80 | 4,967.20 | 5,091.20 | 5,218.40 | 5,348.80 |
| | | H | 43.95 | 45.05 | 46.18 | 47.33 | 48.51 | 62.09 | 63.64 | 65.23 | 66.86 |
| 32 | Mgr of Engineering Svcs | A | 96,054.40 | 98,446.40 | 100,900.80 | 103,417.60 | 105,996.80 | 135,678.40 | 139,068.80 | 142,542.40 | 146,099.20 |
| | | B | 3,694.40 | 3,786.40 | 3,880.80 | 3,977.60 | 4,076.80 | 5,218.40 | 5,348.80 | 5,482.40 | 5,619.20 |
| | | H | 46.18 | 47.33 | 48.51 | 49.72 | 50.96 | 65.23 | 66.86 | 68.53 | 70.24 |
| 33 | | A | 100,900.80 | 103,417.60 | 105,996.80 | 108,638.40 | 111,363.20 | 142,542.40 | 146,099.20 | 149,760.00 | 153,504.00 |
| | | B | 3,880.80 | 3,977.60 | 4,076.80 | 4,178.40 | 4,283.20 | 5,482.40 | 5,619.20 | 5,760.00 | 5,904.00 |
| | | H | 48.51 | 49.72 | 50.96 | 52.23 | 53.54 | 68.53 | 70.24 | 72.00 | 73.80 |
| 34 | IT Manager | A | 105,996.80 | 108,638.40 | 111,363.20 | 114,150.40 | 117,000.00 | 149,760.00 | 153,504.00 | 157,352.00 | 161,283.20 |
| | | B | 4,076.80 | 4,178.40 | 4,283.20 | 4,390.40 | 4,500.00 | 5,760.00 | 5,904.00 | 6,052.00 | 6,203.20 |
| | | H | 50.96 | 52.23 | 53.54 | 54.88 | 56.25 | 72.00 | 73.80 | 75.65 | 77.54 |
| 35 | Dir of HR & Commun Public Works Director | A | 111,363.20 | 114,150.40 | 117,000.00 | 119,932.80 | 122,928.00 | 157,352.00 | 161,283.20 | 165,318.40 | 169,457.60 |
| | | B | 4,283.20 | 4,390.40 | 4,500.00 | 4,612.80 | 4,728.00 | 6,052.00 | 6,203.20 | 6,358.40 | 6,517.60 |
| | | H | 53.54 | 54.88 | 56.25 | 57.66 | 59.10 | 75.65 | 77.54 | 79.48 | 81.47 |
| 36 | | A | 117,000.00 | 119,932.80 | 122,928.00 | 126,006.40 | 129,147.20 | 165,318.40 | 169,457.60 | 173,700.80 | 178,048.00 |
| | | B | 4,500.00 | 4,612.80 | 4,728.00 | 4,846.40 | 4,967.20 | 6,358.40 | 6,517.60 | 6,680.80 | 6,848.00 |
| | | H | 56.25 | 57.66 | 59.10 | 60.58 | 62.09 | 79.48 | 81.47 | 83.51 | 85.60 |
| 37 | Chief of Police Director of Finance | A | 122,928.00 | 126,006.40 | 129,147.20 | 132,371.20 | 135,678.40 | 173,700.80 | 178,048.00 | 182,499.20 | 187,054.40 |
| | | B | 4,728.00 | 4,846.40 | 4,967.20 | 5,091.20 | 5,218.40 | 6,680.80 | 6,848.00 | 7,019.20 | 7,194.40 |
| | | H | 59.10 | 60.58 | 62.09 | 63.64 | 65.23 | 83.51 | 85.60 | 87.74 | 89.93 |
| 38 | | A | 129,147.20 | 132,371.20 | 135,678.40 | 139,068.80 | 142,542.40 | 182,499.20 | 187,054.40 | 191,734.40 | 196,518.40 |
| | | B | 4,967.20 | 5,091.20 | 5,218.40 | 5,348.80 | 5,482.40 | 7,019.20 | 7,194.40 | 7,374.40 | 7,558.40 |
| | | H | 62.09 | 63.64 | 65.23 | 66.86 | 68.53 | 87.74 | 89.93 | 92.18 | 94.48 |

A = Annual
B = Biweekly
H = Hourly

EXHIBIT A

| PAY GROUP | JOB TITLES | PAY BASIS | STEP | STEP | STEP | STEP | STEP | STEP | STEP | STEP | MAXIMUM OF PAY RANGE |
|-----------|------------------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|
| | | | 1 | 2 | 3 | 4 | 5 | 15 | 16 | 17 | |
| 39 | | A | 135,678.40 | 139,068.80 | 142,542.40 | 146,099.20 | 149,760.00 | 191,734.40 | 196,518.40 | 201,427.20 | 206,460.80 |
| | | B | 5,218.40 | 5,348.80 | 5,482.40 | 5,619.20 | 5,760.00 | 7,374.40 | 7,558.40 | 7,747.20 | 7,940.80 |
| | | H | 65.23 | 66.86 | 68.53 | 70.24 | 72.00 | 92.18 | 94.48 | 96.84 | 99.26 |
| 40 | Assistant City Manager | A | 142,542.40 | 146,099.20 | 149,760.00 | 153,504.00 | 157,352.00 | 201,427.20 | 206,460.80 | 211,619.20 | 216,902.40 |
| | | B | 5,482.40 | 5,619.20 | 5,760.00 | 5,904.00 | 6,052.00 | 7,747.20 | 7,940.80 | 8,139.20 | 8,342.40 |
| | | H | 68.53 | 70.24 | 72.00 | 73.80 | 75.65 | 96.84 | 99.26 | 101.74 | 104.28 |
| 41 | | A | 149,760.00 | 153,504.00 | 157,352.00 | 161,283.20 | 165,318.40 | 211,619.20 | 216,902.40 | 222,331.20 | 227,884.80 |
| | | B | 5,760.00 | 5,904.00 | 6,052.00 | 6,203.20 | 6,358.40 | 8,139.20 | 8,342.40 | 8,551.20 | 8,764.80 |
| | | H | 72.00 | 73.80 | 75.65 | 77.54 | 79.48 | 101.74 | 104.28 | 106.89 | 109.56 |
| 42 | | A | 157,352.00 | 161,283.20 | 165,318.40 | 169,457.60 | 173,700.80 | 222,331.20 | 227,884.80 | 233,584.00 | 239,428.80 |
| | | B | 6,052.00 | 6,203.20 | 6,358.40 | 6,517.60 | 6,680.80 | 8,551.20 | 8,764.80 | 8,984.00 | 9,208.80 |
| | | H | 75.65 | 77.54 | 79.48 | 81.47 | 83.51 | 106.89 | 109.56 | 112.30 | 115.11 |
| 43 | | A | 165,318.40 | 169,457.60 | 173,700.80 | 178,048.00 | 182,499.20 | 233,584.00 | 239,428.80 | 245,419.20 | 251,555.20 |
| | | B | 6,358.40 | 6,517.60 | 6,680.80 | 6,848.00 | 7,019.20 | 8,984.00 | 9,208.80 | 9,439.20 | 9,675.20 |
| | | H | 79.48 | 81.47 | 83.51 | 85.60 | 87.74 | 112.30 | 115.11 | 117.99 | 120.94 |
| 44 | | A | 173,700.80 | 178,048.00 | 182,499.20 | 187,054.40 | 191,734.40 | 245,419.20 | 251,555.20 | 257,836.80 | 264,284.80 |
| | | B | 6,680.80 | 6,848.00 | 7,019.20 | 7,194.40 | 7,374.40 | 9,439.20 | 9,675.20 | 9,916.80 | 10,164.80 |
| | | H | 83.51 | 85.60 | 87.74 | 89.93 | 92.18 | 117.99 | 120.94 | 123.96 | 127.06 |
| 45 | City Manager | A | 182,499.20 | 187,054.40 | 191,734.40 | 196,518.40 | 201,427.20 | 257,836.80 | 264,284.80 | 270,899.20 | 277,680.00 |
| | | B | 7,019.20 | 7,194.40 | 7,374.40 | 7,558.40 | 7,747.20 | 9,916.80 | 10,164.80 | 10,419.20 | 10,680.00 |
| | | H | 87.74 | 89.93 | 92.18 | 94.48 | 96.84 | 123.96 | 127.06 | 130.24 | 133.50 |
| 46 | | A | 191,734.40 | 196,518.40 | 201,427.20 | 206,460.80 | 211,619.20 | 270,899.20 | 277,680.00 | 284,627.20 | 291,740.80 |
| | | B | 7,374.40 | 7,558.40 | 7,747.20 | 7,940.80 | 8,139.20 | 10,419.20 | 10,680.00 | 10,947.20 | 11,220.80 |
| | | H | 92.18 | 94.48 | 96.84 | 99.26 | 101.74 | 130.24 | 133.50 | 136.84 | 140.26 |
| 47 | | A | 201,427.20 | 206,460.80 | 211,619.20 | 216,902.40 | 222,331.20 | 284,627.20 | 291,740.80 | 299,041.60 | 306,508.80 |
| | | B | 7,747.20 | 7,940.80 | 8,139.20 | 8,342.40 | 8,551.20 | 10,947.20 | 11,220.80 | 11,501.60 | 11,788.80 |
| | | H | 96.84 | 99.26 | 101.74 | 104.28 | 106.89 | 136.84 | 140.26 | 143.77 | 147.36 |
| 48 | | A | 211,619.20 | 216,902.40 | 222,331.20 | 227,884.80 | 233,584.00 | 299,041.60 | 306,508.80 | 314,163.20 | 322,025.60 |
| | | B | 8,139.20 | 8,342.40 | 8,551.20 | 8,764.80 | 8,984.00 | 11,501.60 | 11,788.80 | 12,083.20 | 12,385.60 |
| | | H | 101.74 | 104.28 | 106.89 | 109.56 | 112.30 | 143.77 | 147.36 | 151.04 | 154.82 |
| 49 | | A | 222,331.20 | 227,884.80 | 233,584.00 | 239,428.80 | 245,419.20 | 314,163.20 | 322,025.60 | 330,075.20 | 338,332.80 |
| | | B | 8,551.20 | 8,764.80 | 8,984.00 | 9,208.80 | 9,439.20 | 12,083.20 | 12,385.60 | 12,695.20 | 13,012.80 |
| | | H | 106.89 | 109.56 | 112.30 | 115.11 | 117.99 | 151.04 | 154.82 | 158.69 | 162.66 |
| 50 | | A | 233,584.00 | 239,428.80 | 245,419.20 | 251,555.20 | 257,836.80 | 330,075.20 | 338,332.80 | 346,798.40 | 355,472.00 |
| | | B | 8,984.00 | 9,208.80 | 9,439.20 | 9,675.20 | 9,916.80 | 12,695.20 | 13,012.80 | 13,338.40 | 13,672.00 |
| | | H | 112.30 | 115.11 | 117.99 | 120.94 | 123.96 | 158.69 | 162.66 | 166.73 | 170.90 |
| 51 | | A | 245,419.20 | 251,555.20 | 257,836.80 | 264,284.80 | 270,899.20 | 346,798.40 | 355,472.00 | 364,353.60 | 373,464.00 |
| | | B | 9,439.20 | 9,675.20 | 9,916.80 | 10,164.80 | 10,419.20 | 13,338.40 | 13,672.00 | 14,013.60 | 14,364.00 |
| | | H | 117.99 | 120.94 | 123.96 | 127.06 | 130.24 | 166.73 | 170.90 | 175.17 | 179.55 |

A = Annual
 B = Biweekly
 H = Hourly

EXHIBIT A

**CITY OF FAIR OAKS RANCH
FY 2024-25 PAY SCHEDULE - Police**

Effective: 10/01/2024

| PAY GROUP | PAY BASIS | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 | STEP 11 | STEP 12 | STEP 13 | STEP 14 |
|-------------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | A - 2184 | 54,381.60 | 55,735.68 | 57,133.44 | 58,553.04 | 60,016.32 | 61,523.28 | 63,052.08 | 64,624.56 | 66,240.72 | 67,900.56 | 69,604.08 | 71,351.28 | 73,142.16 | 74,976.72 |
| PD-5 | A - 2080 | 54,392.00 | 55,744.00 | 57,137.60 | 58,572.80 | 60,028.80 | 61,526.40 | 63,065.60 | 64,646.40 | 66,268.80 | 67,932.80 | 69,638.40 | 71,385.60 | 73,174.40 | 75,004.80 |
| Police | B | 2,092.00 | 2,144.00 | 2,197.60 | 2,252.80 | 2,308.80 | 2,366.40 | 2,425.60 | 2,486.40 | 2,548.80 | 2,612.80 | 2,678.40 | 2,745.60 | 2,814.40 | 2,884.80 |
| Cadet | H-2184 | 24.90 | 25.52 | 26.16 | 26.81 | 27.48 | 28.17 | 28.87 | 29.59 | 30.33 | 31.09 | 31.87 | 32.67 | 33.49 | 34.33 |
| | H-2080 | 26.15 | 26.80 | 27.47 | 28.16 | 28.86 | 29.58 | 30.32 | 31.08 | 31.86 | 32.66 | 33.48 | 34.32 | 35.18 | 36.06 |
| | | | | | | | | | | | | | | | |
| | A - 2184 | 60,453.12 | 61,960.08 | 63,510.72 | 65,105.04 | 66,743.04 | 68,402.88 | 70,106.40 | 71,853.60 | 73,644.48 | 75,479.04 | 77,357.28 | 79,301.04 | 81,288.48 | 83,319.60 |
| PD-6 | A - 2080 | 60,444.80 | 61,963.20 | 63,502.40 | 65,083.20 | 66,705.60 | 68,369.60 | 70,075.20 | 71,822.40 | 73,611.20 | 75,441.60 | 77,334.40 | 79,268.80 | 81,244.80 | 83,283.20 |
| Police | B | 2,324.80 | 2,383.20 | 2,442.40 | 2,503.20 | 2,565.60 | 2,629.60 | 2,695.20 | 2,762.40 | 2,831.20 | 2,901.60 | 2,974.40 | 3,048.80 | 3,124.80 | 3,203.20 |
| Officer | H-2184 | 27.68 | 28.37 | 29.08 | 29.81 | 30.56 | 31.32 | 32.10 | 32.90 | 33.72 | 34.56 | 35.42 | 36.31 | 37.22 | 38.15 |
| | H-2080 | 29.06 | 29.79 | 30.53 | 31.29 | 32.07 | 32.87 | 33.69 | 34.53 | 35.39 | 36.27 | 37.18 | 38.11 | 39.06 | 40.04 |
| | | | | | | | | | | | | | | | |
| | A - 2184 | 68,381.04 | 70,084.56 | 71,831.76 | 73,622.64 | 75,457.20 | 77,335.44 | 79,279.20 | 81,266.64 | 83,297.76 | 85,372.56 | 87,512.88 | 89,696.88 | 91,946.40 | 94,239.60 |
| PD-7 | A - 2080 | 68,390.40 | 70,096.00 | 71,843.20 | 73,632.00 | 75,483.20 | 77,376.00 | 79,310.40 | 81,286.40 | 83,324.80 | 85,404.80 | 87,547.20 | 89,731.20 | 91,977.60 | 94,286.40 |
| Police | B | 2,630.40 | 2,696.00 | 2,763.20 | 2,832.00 | 2,903.20 | 2,976.00 | 3,050.40 | 3,126.40 | 3,204.80 | 3,284.80 | 3,367.20 | 3,451.20 | 3,537.60 | 3,626.40 |
| Corporal | H-2184 | 31.31 | 32.09 | 32.89 | 33.71 | 34.55 | 35.41 | 36.30 | 37.21 | 38.14 | 39.09 | 40.07 | 41.07 | 42.10 | 43.15 |
| | H-2080 | 32.88 | 33.70 | 34.54 | 35.40 | 36.29 | 37.20 | 38.13 | 39.08 | 40.06 | 41.06 | 42.09 | 43.14 | 44.22 | 45.33 |
| | | | | | | | | | | | | | | | |
| | A - 2184 | 81,528.72 | 83,559.84 | 85,656.48 | 87,796.80 | 90,002.64 | 92,252.16 | 94,567.20 | 96,925.92 | 99,350.16 | 101,839.92 | 104,395.20 | 107,016.00 | 109,702.32 | 112,454.16 |
| PD-8 | A - 2080 | 81,536.00 | 83,574.40 | 85,654.40 | 87,796.80 | 90,001.60 | 92,248.00 | 94,556.80 | 96,928.00 | 99,361.60 | 101,836.80 | 104,374.40 | 106,974.40 | 109,657.60 | 112,403.20 |
| Police | B | 3,136.00 | 3,214.40 | 3,294.40 | 3,376.80 | 3,461.60 | 3,548.00 | 3,636.80 | 3,728.00 | 3,821.60 | 3,916.80 | 4,014.40 | 4,114.40 | 4,217.60 | 4,323.20 |
| Sergeant | H-2184 | 37.33 | 38.26 | 39.22 | 40.20 | 41.21 | 42.24 | 43.30 | 44.38 | 45.49 | 46.63 | 47.80 | 49.00 | 50.23 | 51.49 |
| | H-2080 | 39.20 | 40.18 | 41.18 | 42.21 | 43.27 | 44.35 | 45.46 | 46.60 | 47.77 | 48.96 | 50.18 | 51.43 | 52.72 | 54.04 |
| | | | | | | | | | | | | | | | |
| | A - 2184 | 90,111.84 | 92,361.36 | 94,676.40 | 97,035.12 | 99,459.36 | 101,949.12 | 104,504.40 | 107,125.20 | 109,811.52 | 112,563.36 | 115,380.72 | 118,263.60 | 121,212.00 | 124,247.76 |
| PD-9 | A - 2080 | 90,105.60 | 92,352.00 | 94,660.80 | 97,032.00 | 99,465.60 | 101,961.60 | 104,520.00 | 107,140.80 | 109,824.00 | 112,569.60 | 115,377.60 | 118,268.80 | 121,222.40 | 124,259.20 |
| Police | B | 3,465.60 | 3,552.00 | 3,640.80 | 3,732.00 | 3,825.60 | 3,921.60 | 4,020.00 | 4,120.80 | 4,224.00 | 4,329.60 | 4,437.60 | 4,548.80 | 4,662.40 | 4,779.20 |
| Lieutenant | H-2184 | 41.26 | 42.29 | 43.35 | 44.43 | 45.54 | 46.68 | 47.85 | 49.05 | 50.28 | 51.54 | 52.83 | 54.15 | 55.50 | 56.89 |
| | H-2080 | 43.32 | 44.40 | 45.51 | 46.65 | 47.82 | 49.02 | 50.25 | 51.51 | 52.80 | 54.12 | 55.47 | 56.86 | 58.28 | 59.74 |

A = Annual
B = Biweekly
H = Hourly

EXHIBIT A

CITY OF FAIR OAKS RANCH

Effective 10/01/2024

PAY SCHEDULE - SEASONAL

| GROUP | | PAY BASIS | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|--------------|--|------------------|---------------|---------------|---------------|---------------|---------------|
| 1 | | A | 17,379.84 | 17,814.33 | 18,259.69 | 18,716.18 | 19,184.08 |
| | | M | 1,448.32 | 1,484.53 | 1,521.64 | 1,559.68 | 1,598.67 |
| | | SM | 724.16 | 742.26 | 760.82 | 779.84 | 799.34 |
| | | H | 8.36 | 8.56 | 8.78 | 9.00 | 9.22 |
| 2 | | A | 18,259.69 | 18,716.18 | 19,184.08 | 19,663.68 | 20,155.27 |
| | | M | 1,521.64 | 1,559.68 | 1,598.67 | 1,638.64 | 1,679.61 |
| | | SM | 760.82 | 779.84 | 799.34 | 819.32 | 839.80 |
| | | H | 8.78 | 9.00 | 9.22 | 9.45 | 9.69 |
| 3 | | A | 19,184.08 | 19,663.68 | 20,155.27 | 20,659.15 | 21,175.63 |
| | | M | 1,598.67 | 1,638.64 | 1,679.61 | 1,721.60 | 1,764.64 |
| | | SM | 799.34 | 819.32 | 839.80 | 860.80 | 882.32 |
| | | H | 9.22 | 9.45 | 9.69 | 9.93 | 10.18 |
| 4 | | A | 20,155.27 | 20,659.15 | 21,175.63 | 21,705.02 | 22,247.65 |
| | | M | 1,679.61 | 1,721.60 | 1,764.64 | 1,808.75 | 1,853.97 |
| | | SM | 839.80 | 860.80 | 882.32 | 904.38 | 926.99 |
| | | H | 9.69 | 9.93 | 10.18 | 10.44 | 10.70 |
| 5 | | A | 21,175.63 | 21,705.02 | 22,247.65 | 22,803.84 | 23,373.94 |
| | | M | 1,764.64 | 1,808.75 | 1,853.97 | 1,900.32 | 1,947.83 |
| | | SM | 882.32 | 904.38 | 926.99 | 950.16 | 973.91 |
| | | H | 10.18 | 10.44 | 10.70 | 10.96 | 11.24 |
| 6 | | A | 22,247.65 | 22,803.84 | 23,373.94 | 23,958.29 | 24,557.25 |
| | | M | 1,853.97 | 1,900.32 | 1,947.83 | 1,996.52 | 2,046.44 |
| | | SM | 926.99 | 950.16 | 973.91 | 998.26 | 1,023.22 |
| | | H | 10.70 | 10.96 | 11.24 | 11.52 | 11.81 |
| 7 | | A | 23,373.94 | 23,958.29 | 24,557.25 | 25,171.18 | 25,800.46 |
| | | M | 1,947.83 | 1,996.52 | 2,046.44 | 2,097.60 | 2,150.04 |
| | | SM | 973.91 | 998.26 | 1,023.22 | 1,048.80 | 1,075.02 |
| | | H | 11.24 | 11.52 | 11.81 | 12.10 | 12.40 |
| 8 | | A | 24,557.25 | 25,171.18 | 25,800.46 | 26,445.47 | 27,106.61 |
| | | M | 2,046.44 | 2,097.60 | 2,150.04 | 2,203.79 | 2,258.88 |
| | | SM | 1,023.22 | 1,048.80 | 1,075.02 | 1,101.89 | 1,129.44 |
| | | H | 11.81 | 12.10 | 12.40 | 12.71 | 13.03 |
| 9 | | A | 25,800.46 | 26,445.47 | 27,106.61 | 27,784.28 | 28,478.89 |
| | | M | 2,150.04 | 2,203.79 | 2,258.88 | 2,315.36 | 2,373.24 |
| | | SM | 1,075.02 | 1,101.89 | 1,129.44 | 1,157.68 | 1,186.62 |
| | | H | 12.40 | 12.71 | 13.03 | 13.36 | 13.69 |
| 10 | | A | 27,106.61 | 27,784.28 | 28,478.89 | 29,190.86 | 29,920.63 |
| | | M | 2,258.88 | 2,315.36 | 2,373.24 | 2,432.57 | 2,493.39 |
| | | SM | 1,129.44 | 1,157.68 | 1,186.62 | 1,216.29 | 1,246.69 |
| | | H | 13.03 | 13.36 | 13.69 | 14.03 | 14.38 |
| 11 | Utility Technician Maintenance Technician | A | 28,478.89 | 29,190.86 | 29,920.63 | 30,668.65 | 31,435.37 |
| | | M | 2,373.24 | 2,432.57 | 2,493.39 | 2,555.72 | 2,619.61 |
| | | SM | 1,186.62 | 1,216.29 | 1,246.69 | 1,277.86 | 1,309.81 |
| | | H | 13.69 | 14.03 | 14.38 | 14.74 | 15.11 |

A = Annual
B = Biweekly
H = Hourly

EXHIBIT A

| Department | Certification Name | Cert/Std. Amount | Authorized Eligible FTE's |
|-----------------------------|---|-----------------------------|--------------------------------------|
| Administration | Bilingual Pay | \$600.00 | All |
| | Certified Public Manager | \$1,200.00 | 1 |
| | Microsoft Specialty | \$100.00 | 2 |
| Building Codes | Bilingual Pay | \$600.00 | All |
| | Certified Building Inspector | \$300.00 | 1 |
| | Permit Technician | \$300.00 | 1 |
| City Secretary | Bilingual Pay | \$600.00 | All |
| | FORMDD City Secretary | \$910.00 | 1 |
| | Municipal City Clerk | \$900.00 | 1 |
| | Parliamentary Procedure | \$300.00 | 2 |
| Engineering Services | AICP | \$1,200.00 | 1 |
| | Bilingual Pay | \$600.00 | All |
| | Certified Flood Plain Manager | \$600.00 | 2 |
| | Certified Public Infrastructure Inspector | \$1,000.00 | 1 |
| | Certified Stormwater Inspector | \$600.00 | 1 |
| | GIS Professional | \$600.00 | 1 |
| Finance | Bilingual Pay | \$600.00 | All |
| | Certified Government Chief Finance Officer* | \$1,200.00 | 1 |
| | Certified Payroll Professional | \$300.00 | 1 |
| | Certified Public Accountant (CPA) | \$2,500.00 | 1 |
| | FORMDD Investment Officer | \$1,300.00 | 1 |
| | Texas Procurement Manager | \$600.00 | 1 |
| HR / Comms | Bilingual Pay | \$600.00 | All |
| | HRP Professional Level | \$600.00 | 1 |
| | HRP Senior Professional Level | \$1,600.00 | 1 |

EXHIBIT A

| Department | Certification Name | Cert/Std. Amount | Authorized Eligible FTE's |
|-----------------------------|--|-----------------------------|--------------------------------------|
| IT | Bilingual Pay | \$600.00 | All |
| | Certified Government Chief Information Officer | \$1,200.00 | 1 |
| | Certified Information Security Manager | \$1,000.00 | 1 |
| | Certified Information System Security Professional | \$900.00 | 1 |
| | Cisco Certified Network Professional | \$900.00 | 1 |
| | Net (+) | \$600.00 | 1 |
| | Sec (+) | \$600.00 | 1 |
| Municipal Court | Bilingual Pay | \$600.00 | All |
| | Court Clerk Level II | \$800.00 | 1 |
| | Court Clerk Level III | \$1,200.00 | 1 |
| | Licensed Court Interpreter | \$1,500.00 | 2 |
| Police/Public Safety | Bilingual Pay | \$600.00 | All |
| | ASCM Physical Trainer | \$600.00 | 2 |
| | College Degree - Associates | \$1,000.00 | All |
| | College Degree - Bachelors | \$2,000.00 | All |
| | Investigator (CID) | \$1,000.00 | 3 |
| | K-9 Handler | \$1,000.00 | 1 |
| | Microsoft Specialty | \$100.00 | 2 |
| | P.O Cert - Intermediate | \$600.00 | All |
| | P.O Cert - Advanced | \$1,200.00 | All |
| | P.O Cert - Master | \$1,800.00 | All |
| | UoF - Firearms Instructor | \$300.00 | All |
| | UoF - Patrol Rifle Instructor | \$300.00 | All |
| | UoF - Taser Instructor | \$300.00 | All |
| | UoF - Baton & Handcuff Instructor | \$300.00 | All |
| | Night Shift Differential | \$1,200.00 | By Shift |

EXHIBIT A

| Department | Certification Name | Cert/Std. Amount | Authorized Eligible FTE's |
|-------------------------------|---------------------------|-----------------------------|--------------------------------------|
| Public Works/Utilities | Bilingual Pay | \$600.00 | All |
| | HVAC Certified | \$300.00 | 1 |
| | Microsoft Specialty | \$100.00 | 2 |
| | NASSCO Certified | \$300.00 | 3 |
| | Public Fleet Professional | \$600.00 | 1 |
| | Water B | \$900.00 | All |
| | Wastewater B | \$1,000.00 | All |
| | Water A | \$1,400.00 | All |
| | Wastewater A | \$1,500.00 | All |