

CITY OF FAIR OAKS RANCH
FY 2023-2024 PROPOSED PAY SCHEDULE - GENERAL GOVERNMENT

Effective: 10/01/2023

PAY GROUP	JOB TITLES	PAY BASIS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	MAXIMUM OF PAY RANGE
1		A	20,176.00	20,675.20	21,195.20	21,715.20	22,256.00	30,680.00
		B	776.00	795.20	815.20	835.20	856.00	1,180.00
		H	9.70	9.94	10.19	10.44	10.70	14.75
2		A	21,195.20	21,715.20	22,256.00	22,817.60	23,379.20	32,240.00
		B	815.20	835.20	856.00	877.60	899.20	1,240.00
		H	10.19	10.44	10.70	10.97	11.24	15.50
3		A	22,256.00	22,817.60	23,379.20	23,961.60	24,564.80	33,883.20
		B	856.00	877.60	899.20	921.60	944.80	1,303.20
		H	10.70	10.97	11.24	11.52	11.81	16.29
4		A	23,379.20	23,961.60	24,564.80	25,188.80	25,812.80	35,609.60
		B	899.20	921.60	944.80	968.80	992.80	1,369.60
		H	11.24	11.52	11.81	12.11	12.41	17.12
5		A	24,564.80	25,188.80	25,812.80	26,457.60	27,123.20	37,419.20
		B	944.80	968.80	992.80	1,017.60	1,043.20	1,439.20
		H	11.81	12.11	12.41	12.72	13.04	17.99
6		A	25,812.80	26,457.60	27,123.20	27,809.60	28,496.00	39,312.00
		B	992.80	1,017.60	1,043.20	1,069.60	1,096.00	1,512.00
		H	12.41	12.72	13.04	13.37	13.70	18.90
7		A	27,123.20	27,809.60	28,496.00	29,203.20	29,931.20	41,288.00
		B	1,043.20	1,069.60	1,096.00	1,123.20	1,151.20	1,588.00
		H	13.04	13.37	13.70	14.04	14.39	19.85
8		A	28,496.00	29,203.20	29,931.20	30,680.00	31,449.60	43,388.80
		B	1,096.00	1,123.20	1,151.20	1,180.00	1,209.60	1,668.80
		H	13.70	14.04	14.39	14.75	15.12	20.86
9		A	29,931.20	30,680.00	31,449.60	32,240.00	33,051.20	45,572.80
		B	1,151.20	1,180.00	1,209.60	1,240.00	1,271.20	1,752.80
		H	14.39	14.75	15.12	15.50	15.89	21.91
10		A	31,449.60	32,240.00	33,051.20	33,883.20	34,736.00	47,881.60
		B	1,209.60	1,240.00	1,271.20	1,303.20	1,336.00	1,841.60
		H	15.12	15.50	15.89	16.29	16.70	23.02
11		A	33,051.20	33,883.20	34,736.00	35,609.60	36,504.00	50,315.20
		B	1,271.20	1,303.20	1,336.00	1,369.60	1,404.00	1,935.20
		H	15.89	16.29	16.70	17.12	17.55	24.19
12	Custodian/Maint Wkr	A	34,736.00	35,609.60	36,504.00	37,419.20	38,355.20	52,852.80
		B	1,336.00	1,369.60	1,404.00	1,439.20	1,475.20	2,032.80
		H	16.70	17.12	17.55	17.99	18.44	25.41

A = Annual
B = Biweekly
H = Hourly

Exhibit A

PAY GROUP	JOB TITLES	PAY BASIS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	MAXIMUM OF PAY RANGE
13	Animal Services Officer	A	36,504.00	37,419.20	38,355.20	39,312.00	40,289.60	55,536.00
		B	1,404.00	1,439.20	1,475.20	1,512.00	1,549.60	2,136.00
		H	17.55	17.99	18.44	18.90	19.37	26.70
14	Administrative Clerk	A	38,355.20	39,312.00	40,289.60	41,288.00	42,328.00	58,344.00
	Utilities Clerk	B	1,475.20	1,512.00	1,549.60	1,588.00	1,628.00	2,244.00
	Utility Technician	H	18.44	18.90	19.37	19.85	20.35	28.05
	Maintenance Tech							
15		A	40,289.60	41,288.00	42,328.00	43,388.80	44,470.40	61,297.60
		B	1,549.60	1,588.00	1,628.00	1,668.80	1,710.40	2,357.60
		H	19.37	19.85	20.35	20.86	21.38	29.47
16	Admin. Support Specialist	A	42,328.00	43,388.80	44,470.40	45,572.80	46,716.80	64,417.60
	Court Clerk	B	1,628.00	1,668.80	1,710.40	1,752.80	1,796.80	2,477.60
	W/WW Operator I	H	20.35	20.86	21.38	21.91	22.46	30.97
17	Maintenance Lead	A	44,470.40	45,572.80	46,716.80	47,881.60	49,088.00	67,662.40
	Payroll/AP Specialist	B	1,710.40	1,752.80	1,796.80	1,841.60	1,888.00	2,602.40
	W/WW Operator II	H	21.38	21.91	22.46	23.02	23.60	32.53
18	Code Compliance Offr	A	46,716.80	47,881.60	49,088.00	50,315.20	51,563.20	71,073.60
	W/WW Operator III	B	1,796.80	1,841.60	1,888.00	1,935.20	1,983.20	2,733.60
		H	22.46	23.02	23.60	24.19	24.79	34.17
19	Deputy City Secretary	A	49,088.00	50,315.20	51,563.20	52,852.80	54,184.00	74,672.00
		B	1,888.00	1,935.20	1,983.20	2,032.80	2,084.00	2,872.00
		H	23.60	24.19	24.79	25.41	26.05	35.90
20	Building Inspector	A	51,563.20	52,852.80	54,184.00	55,536.00	56,929.60	78,457.60
		B	1,983.20	2,032.80	2,084.00	2,136.00	2,189.60	3,017.60
		H	24.79	25.41	26.05	26.70	27.37	37.72
21	Court Administrator	A	54,184.00	55,536.00	56,929.60	58,344.00	59,800.00	82,430.40
	GIS Technician	B	2,084.00	2,136.00	2,189.60	2,244.00	2,300.00	3,170.40
		H	26.05	26.70	27.37	28.05	28.75	39.63
22	Accountant I	A	56,929.60	58,344.00	59,800.00	61,297.60	62,836.80	86,611.20
	Environmental Proj Mgr	B	2,189.60	2,244.00	2,300.00	2,357.60	2,416.80	3,331.20
		H	27.37	28.05	28.75	29.47	30.21	41.64
23	HR/Comms Specialist	A	59,800.00	61,297.60	62,836.80	64,417.60	66,019.20	91,000.00
	Infrastructure Inspector	B	2,300.00	2,357.60	2,416.80	2,477.60	2,539.20	3,500.00
	IT Network Specialist	H	28.75	29.47	30.21	30.97	31.74	43.75
24	Maintenance Supvr	A	62,836.80	64,417.60	66,019.20	67,662.40	69,347.20	95,596.80
		B	2,416.80	2,477.60	2,539.20	2,602.40	2,667.20	3,676.80
		H	30.21	30.97	31.74	32.53	33.34	45.96
25	HR Generalist	A	66,019.20	67,662.40	69,347.20	71,073.60	72,841.60	100,443.20
	Multimedia Communications Officer	B	2,539.20	2,602.40	2,667.20	2,733.60	2,801.60	3,863.20
		H	31.74	32.53	33.34	34.17	35.02	48.29

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Exhibit A

PAY GROUP	JOB TITLES	PAY BASIS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	MAXIMUM OF PAY RANGE
26	Procurement Manager Wastewater Supervisor Water Supervisor	A	69,347.20	71,073.60	72,841.60	74,672.00	76,544.00	105,539.20
		B	2,667.20	2,733.60	2,801.60	2,872.00	2,944.00	4,059.20
		H	33.34	34.17	35.02	35.90	36.80	50.74
27	Accounting Manager Building Official City Secretary	A	72,841.60	74,672.00	76,544.00	78,457.60	80,412.80	110,884.80
		B	2,801.60	2,872.00	2,944.00	3,017.60	3,092.80	4,264.80
		H	35.02	35.90	36.80	37.72	38.66	53.31
28		A	76,544.00	78,457.60	80,412.80	82,430.40	84,489.60	116,500.80
		B	2,944.00	3,017.60	3,092.80	3,170.40	3,249.60	4,480.80
		H	36.80	37.72	38.66	39.63	40.62	56.01
29		A	80,412.80	82,430.40	84,489.60	86,611.20	88,774.40	122,408.00
		B	3,092.80	3,170.40	3,249.60	3,331.20	3,414.40	4,708.00
		H	38.66	39.63	40.62	41.64	42.68	58.85
30		A	84,489.60	86,611.20	88,774.40	91,000.00	93,267.20	128,606.40
		B	3,249.60	3,331.20	3,414.40	3,500.00	3,587.20	4,946.40
		H	40.62	41.64	42.68	43.75	44.84	61.83
31	Assistant Director of Public Works	A	88,774.40	91,000.00	93,267.20	95,596.80	97,988.80	135,116.80
		B	3,414.40	3,500.00	3,587.20	3,676.80	3,768.80	5,196.80
		H	42.68	43.75	44.84	45.96	47.11	64.96
32	Mgr of Engineering Svcs	A	93,267.20	95,596.80	97,988.80	100,443.20	102,960.00	141,939.20
		B	3,587.20	3,676.80	3,768.80	3,863.20	3,960.00	5,459.20
		H	44.84	45.96	47.11	48.29	49.50	68.24
33		A	97,988.80	100,443.20	102,960.00	105,539.20	108,180.80	149,136.00
		B	3,768.80	3,863.20	3,960.00	4,059.20	4,160.80	5,736.00
		H	47.11	48.29	49.50	50.74	52.01	71.70
34	IT Manager	A	102,960.00	105,539.20	108,180.80	110,884.80	113,651.20	156,686.40
		B	3,960.00	4,059.20	4,160.80	4,264.80	4,371.20	6,026.40
		H	49.50	50.74	52.01	53.31	54.64	75.33
35	Dir of HR & Commun Public Works Director	A	108,180.80	110,884.80	113,651.20	116,500.80	119,412.80	164,611.20
		B	4,160.80	4,264.80	4,371.20	4,480.80	4,592.80	6,331.20
		H	52.01	53.31	54.64	56.01	57.41	79.14
36		A	113,651.20	116,500.80	119,412.80	122,408.00	125,465.60	172,952.00
		B	4,371.20	4,480.80	4,592.80	4,708.00	4,825.60	6,652.00
		H	54.64	56.01	57.41	58.85	60.32	83.15
37	Chief of Police Director of Finance	A	119,412.80	122,408.00	125,465.60	128,606.40	131,830.40	181,708.80
		B	4,592.80	4,708.00	4,825.60	4,946.40	5,070.40	6,988.80
		H	57.41	58.85	60.32	61.83	63.38	87.36
38		A	125,465.60	128,606.40	131,830.40	135,116.80	138,486.40	190,902.40
		B	4,825.60	4,946.40	5,070.40	5,196.80	5,326.40	7,342.40
		H	60.32	61.83	63.38	64.96	66.58	91.78

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Exhibit A

PAY GROUP	JOB TITLES	PAY BASIS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	MAXIMUM OF PAY RANGE
39		A	131,830.40	135,116.80	138,486.40	141,939.20	145,496.00	200,553.60
		B	5,070.40	5,196.80	5,326.40	5,459.20	5,596.00	7,713.60
		H	63.38	64.96	66.58	68.24	69.95	96.42
40	Assistant City Manager	A	138,486.40	141,939.20	145,496.00	149,136.00	152,859.20	210,704.00
		B	5,326.40	5,459.20	5,596.00	5,736.00	5,879.20	8,104.00
		H	66.58	68.24	69.95	71.70	73.49	101.30
41		A	145,496.00	149,136.00	152,859.20	156,686.40	160,596.80	221,374.40
		B	5,596.00	5,736.00	5,879.20	6,026.40	6,176.80	8,514.40
		H	69.95	71.70	73.49	75.33	77.21	106.43
42		A	152,859.20	156,686.40	160,596.80	164,611.20	168,729.60	232,585.60
		B	5,879.20	6,026.40	6,176.80	6,331.20	6,489.60	8,945.60
		H	73.49	75.33	77.21	79.14	81.12	111.82
43		A	160,596.80	164,611.20	168,729.60	172,952.00	177,278.40	244,379.20
		B	6,176.80	6,331.20	6,489.60	6,652.00	6,818.40	9,399.20
		H	77.21	79.14	81.12	83.15	85.23	117.49
44		A	168,729.60	172,952.00	177,278.40	181,708.80	186,243.20	256,755.20
		B	6,489.60	6,652.00	6,818.40	6,988.80	7,163.20	9,875.20
		H	81.12	83.15	85.23	87.36	89.54	123.44
45	City Manager	A	177,278.40	181,708.80	186,243.20	190,902.40	195,665.60	269,755.20
		B	6,818.40	6,988.80	7,163.20	7,342.40	7,525.60	10,375.20
		H	85.23	87.36	89.54	91.78	94.07	129.69
46		A	186,243.20	190,902.40	195,665.60	200,553.60	205,566.40	283,400.00
		B	7,163.20	7,342.40	7,525.60	7,713.60	7,906.40	10,900.00
		H	89.54	91.78	94.07	96.42	98.83	136.25
47		A	195,665.60	200,553.60	205,566.40	210,704.00	215,966.40	297,752.00
		B	7,525.60	7,713.60	7,906.40	8,104.00	8,306.40	11,452.00
		H	94.07	96.42	98.83	101.30	103.83	143.15
48		A	205,566.40	210,704.00	215,966.40	221,374.40	226,907.20	312,832.00
		B	7,906.40	8,104.00	8,306.40	8,514.40	8,727.20	12,032.00
		H	98.83	101.30	103.83	106.43	109.09	150.40
49		A	215,966.40	221,374.40	226,907.20	232,585.60	238,409.60	328,660.80
		B	8,306.40	8,514.40	8,727.20	8,945.60	9,169.60	12,640.80
		H	103.83	106.43	109.09	111.82	114.62	158.01
50		A	226,907.20	232,585.60	238,409.60	244,379.20	250,494.40	345,300.80
		B	8,727.20	8,945.60	9,169.60	9,399.20	9,634.40	13,280.80
		H	109.09	111.82	114.62	117.49	120.43	166.01
51		A	238,409.60	244,379.20	250,494.40	256,755.20	263,182.40	362,772.80
		B	9,169.60	9,399.20	9,634.40	9,875.20	10,122.40	13,952.80
		H	114.62	117.49	120.43	123.44	126.53	174.41

A = Annual
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H = Hourly

CITY OF FAIR OAKS RANCH
FY 2023-2024 RECOMMENDED PAY SCHEDULE - POLICE
Effective: 10/01/2023

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	58,684.08	60,147.36	61,654.32	63,204.96	64,777.44	66,393.60	68,053.44	69,756.96	71,504.16	73,295.04	75,129.60	77,007.84	78,929.76	80,895.36
PD-6	A - 2080	58,676.80	60,153.60	61,651.20	63,190.40	64,771.20	66,393.60	68,057.60	69,763.20	71,510.40	73,299.20	75,129.60	77,001.60	78,936.00	80,912.00
Police	B	2,256.80	2,313.60	2,371.20	2,430.40	2,491.20	2,553.60	2,617.60	2,683.20	2,750.40	2,819.20	2,889.60	2,961.60	3,036.00	3,112.00
Officer	H-2184	26.87	27.54	28.23	28.94	29.66	30.40	31.16	31.94	32.74	33.56	34.40	35.26	36.14	37.04
	H-2080	28.21	28.92	29.64	30.38	31.14	31.92	32.72	33.54	34.38	35.24	36.12	37.02	37.95	38.90
	A - 2184	66,393.60	68,053.44	69,756.96	71,504.16	73,295.04	75,129.60	77,007.84	78,929.76	80,895.36	82,926.48	85,001.28	87,119.76	89,303.76	91,531.44
PD-7	A - 2080	66,393.60	68,057.60	69,763.20	71,510.40	73,299.20	75,129.60	77,001.60	78,936.00	80,912.00	82,929.60	85,009.60	87,131.20	89,315.20	91,540.80
Police	B	2,553.60	2,617.60	2,683.20	2,750.40	2,819.20	2,889.60	2,961.60	3,036.00	3,112.00	3,189.60	3,269.60	3,351.20	3,435.20	3,520.80
Corporal	H-2184	30.40	31.16	31.94	32.74	33.56	34.40	35.26	36.14	37.04	37.97	38.92	39.89	40.89	41.91
	H-2080	31.92	32.72	33.54	34.38	35.24	36.12	37.02	37.95	38.90	39.87	40.87	41.89	42.94	44.01
	A - 2184	79,170.00	81,157.44	83,188.56	85,263.36	87,403.68	89,587.68	91,837.20	94,130.40	96,489.12	98,891.52	101,359.44	103,892.88		
PD-8	A - 2080	79,164.80	81,140.80	83,179.20	85,259.20	87,380.80	89,564.80	91,811.20	94,099.20	96,449.60	98,862.40	101,337.60	103,875.20		
Police	B	3,044.80	3,120.80	3,199.20	3,279.20	3,360.80	3,444.80	3,531.20	3,619.20	3,709.60	3,802.40	3,897.60	3,995.20		
Sergeant	H-2184	36.25	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	46.41	47.57		
	H-2080	38.06	39.01	39.99	40.99	42.01	43.06	44.14	45.24	46.37	47.53	48.72	49.94		
	A - 2184	87,491.04	89,675.04	91,924.56	94,217.76	96,576.48	99,000.72	101,468.64	104,002.08	106,601.04	109,265.52	111,995.52	114,791.04		
PD-9	A - 2080	87,484.80	89,668.80	91,915.20	94,203.20	96,553.60	98,966.40	101,441.60	103,979.20	106,579.20	109,241.60	111,966.40	114,774.40		
Police	B	3,364.80	3,448.80	3,535.20	3,623.20	3,713.60	3,806.40	3,901.60	3,999.20	4,099.20	4,201.60	4,306.40	4,414.40		
Lieutenant	H-2184	40.06	41.06	42.09	43.14	44.22	45.33	46.46	47.62	48.81	50.03	51.28	52.56		
	H-2080	42.06	43.11	44.19	45.29	46.42	47.58	48.77	49.99	51.24	52.52	53.83	55.18		

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CITY OF FAIR OAKS RANCH
Effective 10/01/2023
PROPOSED PAY SCHEDULE - SEASONAL

GROUP		PAY BASIS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1		A	16,873.63	17,295.47	17,727.86	18,171.06	18,625.34
		M	1,406.14	1,441.29	1,477.32	1,514.26	1,552.11
		SM	703.07	720.64	738.66	757.13	776.06
		H	8.11	8.32	8.52	8.74	8.95
2		A	17,727.86	18,171.06	18,625.34	19,090.97	19,568.24
		M	1,477.32	1,514.26	1,552.11	1,590.91	1,630.69
		SM	738.66	757.13	776.06	795.46	815.34
		H	8.52	8.74	8.95	9.18	9.41
3		A	18,625.34	19,090.97	19,568.24	20,057.45	20,558.89
		M	1,552.11	1,590.91	1,630.69	1,671.45	1,713.24
		SM	776.06	795.46	815.34	835.73	856.62
		H	8.95	9.18	9.41	9.64	9.88
4		A	19,568.24	20,057.45	20,558.89	21,072.86	21,599.68
		M	1,630.69	1,671.45	1,713.24	1,756.07	1,799.97
		SM	815.34	835.73	856.62	878.04	899.99
		H	9.41	9.64	9.88	10.13	10.38
5		A	20,558.89	21,072.86	21,599.68	22,139.67	22,693.16
		M	1,713.24	1,756.07	1,799.97	1,844.97	1,891.10
		SM	856.62	878.04	899.99	922.49	945.55
		H	9.88	10.13	10.38	10.64	10.91
6		A	21,599.68	22,139.67	22,693.16	23,260.49	23,842.00
		M	1,799.97	1,844.97	1,891.10	1,938.37	1,986.83
		SM	899.99	922.49	945.55	969.19	993.42
		H	10.38	10.64	10.91	11.18	11.46
7		A	22,693.16	23,260.49	23,842.00	24,438.05	25,049.00
		M	1,891.10	1,938.37	1,986.83	2,036.50	2,087.42
		SM	945.55	969.19	993.42	1,018.25	1,043.71
		H	10.91	11.18	11.46	11.75	12.04
8		A	23,842.00	24,438.05	25,049.00	25,675.23	26,317.11
		M	1,986.83	2,036.50	2,087.42	2,139.60	2,193.09
		SM	993.42	1,018.25	1,043.71	1,069.80	1,096.55
		H	11.46	11.75	12.04	12.34	12.65
9		A	25,049.00	25,675.23	26,317.11	26,975.04	27,649.42
		M	2,087.42	2,139.60	2,193.09	2,247.92	2,304.12
		SM	1,043.71	1,069.80	1,096.55	1,123.96	1,152.06
		H	12.04	12.34	12.65	12.97	13.29
10		A	26,317.11	26,975.04	27,649.42	28,340.66	29,049.18
		M	2,193.09	2,247.92	2,304.12	2,361.72	2,420.77
		SM	1,096.55	1,123.96	1,152.06	1,180.86	1,210.38
		H	12.65	12.97	13.29	13.63	13.97
11	Utility Tech Maintenance Tech	A	27,649.42	28,340.66	29,049.18	29,775.41	30,519.80
		M	2,304.12	2,361.72	2,420.77	2,481.28	2,543.32
		SM	1,152.06	1,180.86	1,210.38	1,240.64	1,271.66
		H	13.29	13.63	13.97	14.32	14.67

A = Annual
B = Biweekly
H = Hourly

PROPOSED CERTIFICATION UPDATES FY 2023-24

Department	Certification Name	Cert/Stpd. Amount
Administration	Bilingual Pay Certified Public Manager Microsoft Specialty	\$600.00 \$1,200.00 \$100.00
Building Codes	Bilingual Pay Certified Building Inspector Permit Technician	\$600.00 \$300.00 \$300.00
City Secretary	Bilingual Pay FORMDD City Secretary Municipal City Clerk Parliamentary Procedure	\$600.00 \$910.00 \$900.00 \$300.00
Engineering Services	AICP Bilingual Pay Certified Flood Plain Manager Certified Public Infrastructure Inspector Certified Stormwater Inspector GIS Professional	\$1,200.00 \$600.00 \$600.00 \$1,000.00 \$600.00 \$600.00
Finance	Bilingual Pay Certified Government Finance Officer (CGFO) Certified Payroll Professional Certified Public Accountant (CPA) FORMDD Investment Officer Texas Procurement Manager	\$600.00 \$1,200.00 \$300.00 \$2,500.00 \$1,300.00 \$600.00
HR/Comms	Bilingual Pay HRP Professional Level HRP Senior Professional Level Public Information Officer	\$600.00 \$600.00 \$1,600.00 \$700.00

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

Department	Certification Name	Cert/Stpd. Amount
Public Works / Utilities	Bilingual Pay	\$600.00
	HVAC Certified	\$300.00
	Microsoft Specialty	\$100.00
	NASSCO Certified	\$300.00
	Public Fleet Professional	\$600.00
	Water B	\$900.00
	Wastewater B	\$1,000.00
	Water A	\$1,400.00
	Wastewater A	\$1,500.00