

Folsom City Council Staff Report

MEETING DATE:	8/27/2024
AGENDA SECTION:	New Business
SUBJECT:	Resolution No. 11253 - A Resolution to Approve and Adopt a City-wide Pay Schedule as Required by the California Public Employee Retirement System (CalPERS)
FROM:	Human Resources Department

RECOMMENDATION / CITY COUNCIL ACTION

It is recommended that the City Council adopt Resolution No. 11253 – A Resolution to Approve and Adopt a City-wide Pay Schedule as required by the California Public Employees' Retirement System (CalPERS)

BACKGROUND / ISSUE

In order to determine the amount of compensation earnable pursuant to Government Code Sections 20630 and 20636 the California Public Employees' Retirement System (CalPERS) requires that payrates shall be limited to the amount listed on a pay scale that has been duly approved and adopted by the employer's governing body.

POLICY / RULE

Pursuant to the California Public Employees' Retirement System rules the City Council is require to adopt a pay schedule that meets all of the following guidelines:

- 1. Identifies the position title for every employee position;
- 2. Shows the payrate for each individual position which may be stated as a single amount or as multiple amounts within a range;
- 3. Indicates the time base of the range such as hourly, monthly or annually;
- 4. Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- 5. Indicates an effective date and date of any revisions;
- 6. Is retained by the employer and available for public inspection for not less than five years; and

7. Does not reference another document in lieu of disclosing payrate. In addition, in regards to *local agency executives*, the legislative body shall get an oral report on the changes in salaries, salary schedules, or compensation paid in the form of fringe benefits of a local agency executive, as defined in subdivision (d) of Section 35.11.1 of the California Government Code.

ANALYSIS

The adoption of this resolution is being proposed solely for the purposes of complying with the regulations of California Public Employees' Retirement System. Most of the salary ranges have been previously approved by the City Council through the approval of various Collective Bargaining Agreements. The attached pay schedule is effective on the date shown in Attachment 1. There are no salary changes to any employee as a result of this action or any salary range adjustments.

The latest salary schedule posted to the City's website is dated as effective 7/1/2024. Since that time, the City has made adjustments to this schedule via negotiated MOU's which are posted on the City's public website.

Attachment 1 reflects all changes to the salary schedule since 7/1/2020 through 7/1/2024. These changes were approved with approved MOU's and include:

- Folsom Police Officer Association (FPOA): FPOA has an approved MOU effective January 1, 2022, through December 31, 2024. Per this MOU, salary changes since 7/1/2022 include:
 - o The classes of Police Officer (Lateral), Police Corporal, Police Sergeant, Communications Supervisor, and Dispatcher II shall have one salary range, consisting of 9 steps, with 3 percent between steps, effective <u>1/1/2022</u>.
 - The new salaries effective <u>1/1/2022</u> included a 3.5% COLA for Law Enforcement employees (Peace Officers & Dispatchers) and 3% COLA for Miscellaneous employees represented by FPOA.
 - o In addition, a second 3% COLA, per this MOU agreement was implemented on 1/1/2023 for all Law Enforcement and Miscellaneous employees.
 - o Provide a 3% COLA effective <u>1/1/2024</u> for all Law Enforcement and Miscellaneous employees.
- International Union of Operating Engineers, Local 39 (Local 39): Approved MOU effective July 1, 2022, through June 30, 2025. Per this MOU, salary changes since 7/1/2022 include:
 - o All job classifications shall have one salary range consisting of nine (9) steps, with approximately 3% between steps, effective <u>7/1/2022</u>.
 - The new salaries effective <u>7/1/2022</u> included a 3% COLA for all classifications represented by Local 39.
 - Special salary adjustments were made effective <u>7/1/2022</u> for certain positions based on internal and external equity included a 5% increase: Mechanic I/II/Senior, Lead Plant Mechanic, Refuse Driver, Maintenance Worker

- I/II/Senior, Maintenance Specialist, Traffic Control & Lighting Technician I/II, Senior Traffic Signal Technician, Lead Senior Mechanic (combined shifts), Electrical Instrument Technician.
- o Provide a 3% COLA effective <u>7/1/2023</u> for all classifications represented by Local 39.
- o Provide a 3% COLA effective <u>7/1/2024</u> for all classifications represented by Local 39.
- O Special pay in the form of Recruitment and Retention Pay of 2.5% of the employee's base salary was implemented for any employees with ten or more years of continuous City service. Employees receiving Longevity Pay shall not be eligible to receive Recruitment and Retention Pay.
- O City match deferred compensation up to \$100 per month per employee.
- Sacramento Are Firefighters, Local 522, IAFF, Folsom Unit (Local 522): Approved MOU effective July 1, 2022, through June 30, 2025. Per this MOU, salary changes since 7/1/2022 include:
 - o The classes of Fire Captain, Fire Engineer, and Firefighter shall have 1 salary range, consisting of 7 steps with 5% between steps.
 - o The new salaries effective <u>7/1/2022</u> included a 3.5% COLA for Fire Captains, Fire Engineers, and Firefighters.
 - Special salary adjustments of 5% were made effective <u>7/1/2022</u> for the classes of Fire Captain, Fire Engineer, and Firefighter.
 - o Provide a 3% COLA effective <u>7/1/2023</u> for all classifications represented by Local 522.
 - o Provide a 3% COLA effective <u>7/1/2024</u> for all classifications represented by Local 522.
- Folsom Middle Management Group (FMMG): Approved MOU effective January 1, 2023, through December 31, 2025. Per this MOU, salary changes since 7/1/2022 include:
 - O All job classifications shall have one salary range containing between six and nine steps, with approximately 3% between steps.
 - The new salaries effective <u>1/1/2023</u> included a 3% COLA for all classifications.
 - O Special salary adjustments of 5% were made effective <u>1/1/2023</u> for certain positions based on internal and external equity: Water Treatment Plant Supervisor, Water Distribution Supervisor, Wastewater Collections Supervisor, Utility Maintenance Supervisor, Utility Maintenance Supervisor, Water Meters, Streets Operations Supervisor, Solid Waste Operations Supervisor, Facilities Maintenance Supervisor and Maintenance Supervisor.
 - o Provide a 3% COLA effective <u>1/1/2024</u> for all classifications represented by FMMG.
 - o Provide a 3% COLA effective <u>1/1/2025</u> for all classifications represented by FMMG.
 - O Special pay in the form of Retention Pay of 2.5% of the employee's base salary was implemented for any employees with ten or more years of continuous City

service. Employees receiving Longevity Pay shall not be eligible to receive this benefit.

- O City match deferred compensation per employee based on years of service:
 - 0-10 years = \$300 per month
 - 10-15 years = \$325 per month
 - 15-20 years = \$350 per month
 - = 20+ years = \$400 per month
- Folsom Police Management Association (FPMA): Previously unrepresented, approved inaugural MOU effective February 16, 2023, through December 31, 2025. Per this MOU, salary changes since 7/1/2022 include:
 - o Each job classification shall have one salary range containing five steps, with approximately 5% between steps.
 - o The classification of Police Lieutenant shall receive an increase of 3%. The classification of Police Commander shall receive an increase of 3.5%.
 - o Special salary adjustment of 3.5% was made effective <u>2/16/2023</u> for the classification of Police Commander.
 - o Provide a 3% COLA effective <u>1/1/2024</u> for all the classifications represented by FPMA.
 - o Provide a 3% COLA effective <u>1/1/2025</u> for all the classifications represented by FPMA.
- City of Folsom Fire Department Middle Management Employees (CFFDMME): Approved MOU effective January 1, 2023, through December 31, 2025. Per this MOU, salary changes since 7/1/2022 include:
 - o The classes of Fire Battalion Chief and Fire Division Chief shall each have one salary range, consisting of five steps with 5% between steps.
 - o The new salaries effective <u>1/1/2023</u> included a 3.5% COLA for Fire Battalion Chief and Fire Division Chief employees.
 - o Special salary adjustments of 5% were made effective <u>1/1/2023</u> for the classes of Fire Battalion Chief and Fire Division Chief.
 - o Paramedic License pay increase from \$425 per month to \$550 per month.
 - o Provide a 3% COLA effective <u>1/1/2024</u> for all the classifications represented by CFFDMME.
 - o Provide a 3% COLA effective <u>1/1/2025</u> for all the classifications represented by CFFDMME.

• Unrepresented Exempt Employee:

- o This group mirrors FMMG on most negotiated salaries and benefits.
- o Salary ranges are the same as negotiated with FMMG, but range code on the salary schedule is designated with an "X" rather than a "T".
- o Salary ranges are identical to those listed in FMMG including a 3% COLA given on 7/1/2023 for this unrepresented group. (*In contrast, FMMG salary change was effective 1/1/2023.*)

- o Provide a 3% COLA effective <u>7/1/2024</u> for all unrepresented exempt employees.
- o Provide a 3% COLA effective <u>7/1/2025</u> for all unrepresented exempt employees.
- O This group is unrepresented and consequently has no written MOU. As with FMMG, special pay in the form of Retention Pay of 2.5% of the employee's base salary was implemented for any employees with ten or more years of continuous City service. Employees receiving Longevity Pay shall not be eligible to receive this benefit.

• Unrepresented Non-exempt Employees:

- o This group mirrors Local 39 on most negotiated salaries and benefits.
- O Salary ranges are the same as negotiated with Local 39, but range code on the salary schedule is designated with an "W" rather than an "M".
- o Salary ranges identical to those listed in Local 39 including a 3% COLA was given on 7/1/2022 for this unrepresented group.
- o Provide a 3% COLA effective <u>7/1/2023</u> for all unrepresented non-exempt employees.
- o Provide a 3% COLA effective <u>7/1/2024</u> for all unrepresented non-exempt employees.
- o Special pay in the form of Recruitment and Retention Pay of 2.5% of the employee's base salary was implemented for any employees with ten or more years of continuous City service. Employees receiving Longevity Pay shall not be eligible to receive Recruitment and Retention Pay.
- o Deferred compensation 2.5% of employee's gross salary (employee match not required).

Contract Employees

- o Contract Employees received the following salary increases since 7/1/2021:
 - City Manager
 - o 7/1/2021 amendment to employment agreement increased salary 5% to \$263,681.25, no change to fringe benefits.
 - 7/1/2023 amendment to employment agreement increased salary 10% to \$290,050 per year. The City Manager declined a salary increase for FY 2022/2023 due to fiscal impact of emergency health order. There was no change in the standard benefit package of compensation paid in the form of fringe benefits.

Chief of Police

- o 7/1/2021 amendment to employment agreement increased salary 2.5% to \$228,192 per year, no change to fringe benefits.
- o 7/1/2022 amendment to employment agreement increased salary 8.65% to \$247,93 per year, no change to fringe benefits.
- o 7/1/2023 amendment to employment agreement increased salary 6.0% to \$262,807 per year, no change to fringe benefits.

Fire Chief:

- 10/8/2020 hired per employment agreement at annual salary of \$222,626 per year, 6.5% deferred comp contribution to a 457 plan, \$100 per month tech allowance, \$850 per year uniform allowance, 80 hours administrative leave per year.
- o 7/1/2021 amendment to employment agreement increased salary 2.5% to \$228,192 per year, no change to fringe benefits.
- 7/1/2023 amendment to employment agreement increased salary 6.0% to \$262,807 per year, no change to fringe benefits.

City Attorney:

- o 7/1/2021 amendment to employment agreement increased salary 2.5% to \$224,884 per year, no change to fringe benefits.
- 7/1/2022 amendment to employment agreement increased salary 8.65% to 244,336 per year, no change to fringe benefits.
- 7/1/2023 amendment to employment agreement increased salary 7.5% to \$262,661 per year, no change to fringe benefits.

Human Resources Director:

- o 11/15/2021 hired as Human Resources Manager per employment agreement at annual salary of \$111,260 per year, 4.5% deferred comp contribution to a 457 plan, \$100 per month tech allowance, 40 hours administrative leave per year.
- o 12/2021 amendment to employment agreement increases administrative hours to 80 per year.
- 9/16/2022 promoted from Human Resources Manager to Human Resources Director with a 34.82% increase in pay to \$150,000. Benefits include \$300 per month auto allowance, increase to 6.5% deferred comp contribution to a 457 plan, continuation of tech allowance and administrative leave hours do not change.
- 7/1/2023 amendment to employment agreement increased salary 7.5% to \$161,250 per year, no change to benefits.

Director of Community Development:

- o 7/1/2021 renewed employment agreement as Community Development Department Director increased salary 2.5% to \$186,913 per year, no change to benefits.
- o 7/1/2022 amendment to employment agreement increased salary 6.60% to \$198,768 per year, no change to fringe benefits.
- 7/1/2023 amendment to employment agreement increased salary 6% to \$210,694 per year, no change to fringe benefits.

Director of Environmental and Water Resources:

- o 7/1/2021 renewed employment agreement increased salary 2.5% to \$183,794 per year, no change to benefits.
- o 7/1/2022 amendment to employment agreement increased salary 8.65% to \$199,692 per year, no change to fringe benefits.
- 7/1/2023 amendment to employment agreement increased salary 7.5% to \$214,669 per year, no change to fringe benefits.

Director of Public Works:

- o 10/18/2021 hired per employment agreement at annual salary of \$174,300 per year, 6.5% deferred comp contribution to a 457 plan, \$100 per month tech allowance, \$300 per month car allowance, 80 hours administrative leave per year.
- o 10/18/2022 amendment to employment agreement increased salary 4% to \$181,272 per year, no change to fringe benefits.
- o 7/1/2023 amendment to employment agreement increased salary 6% to \$192,148 per year, no change to fringe benefits.

Assistant City Attorney:

- o 7/1/2021 amendment to employment agreement increased salary 2.5% to \$172,302.50 per year, no change to fringe benefits.
- o 7/1/2022 amendment to employment agreement increased salary 10.7% to \$190,739 per year, no change to fringe benefits.
- 7/1/2023 amendment to employment agreement increased salary 6% to \$202,183 per year, no change to fringe benefits.

Director of Parks and Recreation:

o 4/5/2023 hired per employment agreement at annual salary of \$179,000, 6.5% deferred comp contribution to a 457 plan, \$100 per month tech allowance, \$300 per month auto allowance, 80 hours administrative leave per year.

Director of Finance:

- o 7/1/2021 amendment to employment agreement increased salary 2.5% to \$176,300 per year, no change to fringe benefits.
- o 7/1/2022 amendment to employment agreement increased salary 10.7% to \$195,165 per year, no change to benefits.
- 7/1/2023 renewed employment agreement increased salary 7.5% to \$209,802 per year, no changes to benefits.

City Clerk:

- o 7/1/2021 amendment to employment agreement increased salary 2.5% to \$135,608 per year, no changes to benefits.
- o 7/1/2022 amendment to employment agreement increased salary 15.04% to \$156,000 per year, no changes to benefits.
- o 7/1/2023 amendment to employment agreement increased salary 7% to \$166,920, no changes to benefits.

Communications Director:

- o 7/1/2021 amendment to employment agreement increased salary 2.5% to \$132,049 per year per year, no changes to benefits.
- o 7/1/2022 amendment to employment agreement increased salary 15.11% to \$152,000 per year, no changes to benefits.
- o 7/1/2023 renewed employment agreement increased salary 7.5% to \$163,400 per year, no changes to benefits.

Library Director:

o 9/26/2022 hired per employment agreement at annual salary of \$120,000, 6.5% deferred comp contribution to a 457 plan, \$100

- per month tech allowance, \$300 per month car allowance, 80 hours administrative leave per year.
- o 7/1/2023 amendment to employment agreement increased salary 6% to \$127,200 per year, no changes to benefits.
- Legal Analyst:
 - o 7/1/2021 amendment to employment agreement increased salary 1.09% to \$73,000 per year, no changes to benefits.
 - o 7/1/2022 amendment to employment agreement increased salary 7.62% to \$78,566 per year, no changes to benefits.
 - o 7/1/2023 renewed employment agreement increased salary 6% to \$83,280 per year, no changes to benefits.
- Legal Secretary:
 - o 7/1/2021 amendment to employment agreement increased salary 3.93% to \$74,019 per year, no changes to benefits.
 - o 7/1/2022 amendment to employment agreement increased salary 7.63% to \$79,664 per year, no changes to benefits.
 - o 7/1/2023 amendment to employment agreement increased salary 6% to \$84,444 per year, no changes to benefits.
- Administration Support Specialist:
 - o 7/1/2021 amendment to employment agreement increased salary 2.50% to \$71,750 per year, no changes to benefits.
 - o 7/1/2022 amendment to employment agreement increased salary 7.63% to \$77,221 per year, no changes to benefits.
 - o 7/1/2023 renewed employment agreement increased salary 6% to \$81,854 per year, no changes to benefits.

FINANCIAL IMPACT

There is no financial impact from the adoption of this Resolution as this action will not change any employee salary or any salary range.

ATTACHMENTS

- 1. Resolution No. 11253 A Resolution to Approve and Adopt a City-wide Pay Schedule as required by the California Public Employee's Retirement System (CalPERS).
- 2. City of Folsom Position Control Listing and Salary Schedule as of July 1, 2024

Submitted.

Allison Garcia

Human Resources Director

Attachment 1

RESOLUTION NO. 11253 – A RESOLUTION TO APPROVE AND ADOPT A CITY-WIDE PAY SCHEDULE AS REQUIRED BY THE CALIFORNIA PUBLIC EMPLOYEE'S RETIREMENT SYSTEM (CALPERS)

RESOLUTION NO. 11253

A RESOLUTION TO APPROVE AND ADOPT A CITY-WIDE PAY SCHEDULE AS REQUIRED BY THE CALIFORNIA PUBLIC EMPLOYEE'S RETIREMENT SYSTEM (CalPERS)

WHEREAS, the California Public Employees' Retirement System requires, by regulation, that the City Council approve and adopt a pay schedule for every employee position;

WHEREAS, such pay schedule may be satisfied by listing on the employer's internet website;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FOLSOM, that the City Council of the City of Folsom approves and adopts the Salary Schedule effective 7/1/2024, and

BE IT FURTHER RESOLVED, the Salary Schedule shall be posted on the City internet website, and

BE IT FURTHER RESOLVED, that such schedule shall be retained and available for public inspection for not less than five years.

PASSED AND ADOPTED on this 27th day of August 2024, by the following roll-call vote:

NOES: ABSENT: ABSTAIN:	Councilmember(s): Councilmember(s): Councilmember(s):	
		Michael D. Kozlowski, MAYOR
ATTEST:		
Christa Freer	nantle, CITY CLERK	

Councilmember(s):

AVES.

Attachment 2

8-248	76.	Effective	Time	928-59291	2407622		VIEWS CONTROL I	Ct 0F	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
Job Title	Range	Date	Base	Step 01	Step 02	Step 03 44,591.51	Step 04 45,706.30	Step 05 46,848.95	48,020.18	49,220.68	50,451.20	51,712.48	53,005.29	54,330.42	55,921.69	57,319.73
Account Clerk II	M37	Jul 1, 2021 A		41,407.65 46,606.19	43,503.91 48,004.38	49,444.50	50,927.85	52,455.68	54,029.35	55,650.23	57,319.74	59,039.32	33,003.23	5 1/5501 12		
Account Clerk II	M37	Jul 1, 2022 A Jul 1, 2023 A		48,004.38	49,444.51	50,927,84	52,455.68	54,029.35	55,650.23	57,319.74	59,039.33	60,810.50				
Account Clerk II	M37	Jul 1, 2024 A	-	49,444.50	50,927.84	52,455.67	54,029.34	55,650.22	57,319.73	59,039.32	60,810.50	62,634.81				
Account Clerk II	M37	Jul 1, 2021 A		61,220.53	64,319.82	65,927.81	67,576.01	69,265.41	70,997.04	72,771.97	74,591.27	76,456.05	78,367.45	80,326.64	82,634.14	84,699.99
Accounting Specialist	M53 M53	Jul 1, 2021 A		68,868.85	70,934.92	73,062.96	75,254.85	77,512,50	79,837.86	82,233.01	84,700.00	87,241.00				
Accounting Specialist	M53	Jul 1, 2022 A		70,934.91	73,062.96	75,254.85	77,512.49	79,837.87	82,233.00	84,700.00	87,241.00	89,858.23				
Accounting Specialist	M53	Jul 1, 2024 A		73,064.00	75,255.92	77,513.60	79,839.01	82,234.18	84,701.20	87,242.24	89,859.51	92,555.29				
Accounting Specialist	M41	Jul 1, 2021 A		45,671,44	47,983.55	49,183.14	50,412.72	51,673.04	52,964.86	54,288.99	55,646.21	57,037.37	58,463.30	59,924,88	61,671.55	63,211.14
Accounting Technician I	M41	Jul 1, 2022 A		51,396.44	52,938.34	54,526,49	56,162.28	57,847.16	59,582.56	61,370.05	63,211.15	65,107.48		القائد		
Accounting Technician I	M41	Jul 1, 2023 A		52,938.34	54,526.49	56,162.28	57,847.15	59,582.57	61,370.04	63,211.15	65,107.49	67,060.71				
Accounting Technician I	M41	Jul 1, 2024 A		54,526.49	56,162,28	57,847.15	59,582.56	61,370.04	63,211.14	65,107.48	67,060,70	69,072.52				
Accounting Technician I	M48	Jul 1, 2021 A		54,201.26	56,945.20	58,368.83	59,828.05	61,323.75	62,856.85	64,428.27	66,038.97	67,689.95	69,382.20	71,116.75	73,158.65	74,987.62
Accounting Technician II	M48	Jul 1, 2022 A		60,971.80	62,800.94	64,684.98	66,625.53	68,624.30	70,683.02	72,803.51	74,987.62	77,237.25				
Accounting Technician II	M48	Jul 1, 2023 A		62,800.95	64,684,97	66,625,53	68,624.30	70,683.02	72,803.51	74,987.62	77,237.24	79,554.37	1 R E 1			
Accounting Technician II	M48	Jul 1, 2024 A	-	64,684.98	66,625.53	68,624.29	70,683.02	72,803.51	74,987.62	77,237.25	79,554.36	81,940.99				
Accounting Technician II	W50	Jul 1, 2021 A		56,893.10	59,773.31	61,267.65	62,799.34	64,369.32	65,978.55	67,628.02	69,318.72	71,051.69	72,827.98	74,648.68	76,792.25	78,712.06
Admin Assistant	W50	Jul 1, 2022 A		64,000.11	65,920.11	67,897.71	69,934,64	72,032.68	74,193.66	76,419.47	78,712.05	81,073.42				
Admin Assistant	W50	Jul 1, 2023 A		65,920.11	67,897.72	69,934.64	72,032.68	74,193.66	76,419.47	78,712.05	81,073.42	83,505.62				
Admin Assistant Admin Assistant	W50	Jul 1, 2024 A		67,897.71	69,934.65	72,032.69	74,193.67	76,419.48	78,712.06	81,073.42	83,505.63	86,010.79				
Administrative Assistant	M50	Jul 1, 2021 A		56,893.10	59,773.31	61,267,65	62,799.34	64,369.32	65,978.55	67,628.02	69,318,72	71,051.69	72,827.98	74,648.68	76,792.25	78,712.06
Administrative Assistant	M50	Jul 1, 2022 A		64,000.11	65,920.11	67,897,71	69,934.64	72,032.68	74,193.66	76,419.47	78,712.05	81,073,42				
Administrative Assistant	M50	Jul 1, 2023 A		65,920.11	67,897.72	69,934.64	72,032.68	74,193.66	76,419.47	78,712.05	81,073.42	83,505.62	N. C.			-
Administrative Assistant	M50	Jul 1, 2024 A		67,897.71	69,934.65	72,032.69	74,193.67	76,419.48	78,712.06	81,073,42	83,505.63	86,010.79				
	E18	Jul 1, 2021 A		65,000.00	73,544.00	7,474,741100										
Administrative Support Specialist Administrative Support Specialist	E18	Jul 1, 2022 /		65,000.00	77,221.00											
	E18	Jul 1, 2023 A		65,000.00	81,854.00					نكسانا						
Administrative Support Specialist Administrative Support Specialist	E18	Jul 1, 2024 A		65,000.00	90,039.00		10 10 20									
Administrative Support Specialist Administrative Technician	M48	Jul 1, 2021 /		54,201.26	56,945.20	58,368.83	59,828.05	61,323.75	62,856.85	64,428.27	66,038.97	67,689.95	69,382.20	71,116.75	73,158.65	74,987.62
Administrative Technician	M48	Jul 1, 2022 A		60,971.80	62,800.94	64,684,98	66,625.53	68,624,30	70,683.02	72,803.51	74,987.62	77,237.25				
Administrative Technician	M48	Jul 1, 2023 /		62,800.95	64,684.97	66,625.53	68,624.30	70,683.02	72,803.51	74,987.62	77,237.24	79,554.37				
Administrative Technician	M48	Jul 1, 2024		64,684.98	66,625.53	68,624.29	70,683.02	72,803.51	74,987.62	77,237.25	79,554.36	81,940.99				
Animal Control Officer	47P	Jan 1, 2021		52,883.84	55,561.08	56,950.11	58,373.86	59,833.21	61,329.04	62,862.26	64,433.82	66,044.67	67,695.78	69,388.18	71,374.40	73,158.76
Animal Control Officer	47P	Jan 1, 2022		54,470.35	57,227.91	58,658,61	60.125.08	61,628.20	63,168.91	64,748.13	66,366.83	68,026.01	69,726.66	71,469.82	73,515.63	75,353.52
Animal Control Officer	47P	Jan 1, 2023		56,104.46	58,944.75	60,418.37	61,928.83	63,477.05	65,063.98	66,690.58	68,357.84	70,066.79	71,818.46	73,613.92	75,721.10	77,614.13
Animal Control Officer	47P	Jan 1, 2024		57,787.59	60,713.09	62,230.92	63,786.69	65,381.36	67,015.90	68,691.30	70,408.58	72,168.79	73,973.01	75,822.34	77,992.73	79,942.55
Arborist	M58		Annual	69,154.16	72,655.09	74,471.47	76,333.26	78,241.59	80,197.63	82,202.57	84,257.63	86,364.08	88,523.18	90,736.26	93,352.09	95,685.89
Arborist	M58	Jul 1, 2022 /		77,801.38	80,135.42	82,539.48	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.47		- Harabana	OT THE	
Arborist	M58	Jul 1, 2023		80,135.42	82,539.48	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.46	101,513.16				
Arborist	M58	Jul 1, 2024	Annual	82,539.49	85,015.67	87,566.14	90,193.13	92,898.92	95,685.89	98,556.46	101,513.16	104,558.55				
Assistant City Attorney	173	Jul 1, 2021	Annual	150,000.00	176,610.00									- C		
Assistant City Attorney	173	Jul 1, 2022	Annual	150,000.00	190,739.00											
Assistant City Attorney	173	Jul 1, 2023	Annual	150,000.00	202,183.00											
Assistant City Attorney	173	Jul 1, 2024	Annual	150,000.00	222,401.30							2				70 450 75
Assistant City Clerk	M47	Jul 1, 2021		52,883.84	55,561.08	56,950.11	58,373.86	59,833.21	61,329.04	62,862.26	64,433.82	66,044.67	67,695.78	69,388.18	71,374.40	73,158.76
Assistant City Clerk	M47	Jul 1, 2022	Annual	59,484.77	61,269.30	63,107.39	65,000.61	66,950.63	68,959.15	71,027.92	73,158.76	75,353.52				
Assistant City Clerk	M47	Jul 1, 2023	Annual	61,269.31	63,107.38	65,000.61	66,950.63	68,959.15	71,027.92	73,158.76	75,353.52	77,614.13				
Assistant City Clerk	M47	Jul 1, 2024	Annual	63,107.39	65,000.61	66,950.63	68,959.15	71,027.92	73,158.76	75,353.52	77,614.13	79,942.55				
Assistant City Manager	ACM	Jul 1, 2021	Annual	190,000.00	230,000.00											
Assistant City Manager	ACM	Jul 1, 2022	Annual	190,000.00					200							
Assistant City Manager	ACM	Jul 1, 2023	Annual	190,000.00	230,000.00											
Assistant City Manager	ACM	Jul 1, 2024	Annual	190,000.00	253,000.00						The same			00.500.0	03 353 65	05 605 60
Assistant Civil Engineer	M58	Jul 1, 2021	Annual	69,154.16	72,655.09		76,333.26	78,241.59	80,197.63	82,202.57	84,257.63	86,364.08	88,523.18	90,736.26	93,352.09	95,685.89
Assistant Civil Engineer	M58	Jul 1, 2022		77,801.38	80,135.42	82,539.48	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.47				
Assistant Civil Engineer	M58	Jul 1, 2023	Annual	80,135.42	82,539.48		87,566.14	90,193.12	92,898.92	95,685.89	98,556.46	101,513.16				
Assistant Civil Engineer	M58	Jul 1, 2024	Annual	82,539.49	85,015.67	87,566.14	90,193.13	92,898.92	95,685.89	98,556.46	101,513.16			71.040.00	76 702 77	70 712 00
Assistant Planner	M50	Jul 1, 2021		56,893.10	59,773.31	61,267.65	62,799.34	64,369.32	65,978.55	67,628.02	69,318.72	71,051.69	72,827.98	74,648.68	76,792.25	78,712.06
Assistant Planner	M50	Jul 1, 2022	Annual	64,000.11	65,920.11	67,897.71	69,934.64	72,032.68	74,193.66	76,419.47	78,712.05	81,073.42	الاسماد			
ASSISTANT PROTINCE																
Assistant Planner	M50	Jul 1, 2023	Annual	65,920.11 67,897.71	67,897.72 69,934.65	69,934.64 72,032.69	72,032.68 74,193.67	74,193.66 76,419.48	76,419.47 78,712.06	78,712.05 81,073.42	81,073.42 83,505.63	83,505.62 86,010.79				

18.35		Effective Time	MARCHEN AND A	e-contractions				2000	naporoveskav.	mazonomazan		Page 11 Target	Commence of the Commence of th	***	
Job Title	Range	Date Base	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
Assistant Zookeeper	M31	Jul 1, 2021 Annual	35,764.97	37,575.57	38,514.96	39,477.83	40,464.78	41,476.40	42,513.31	43,576.14	44,665.54	45,782.18	46,926.73	48,289.61	49,496.84
Assistant Zookeeper	M31	Jul 1, 2022 Annual	40,245.47	41,452.82	42,696,41	43,977.30	45,296.63	46,655.53	48,055.19	49,496.85	50,981.76				
Assistant Zookeeper	M31	Jul 1, 2023 Annual	41,452.83	42,696.41	43,977.31	45,296.62	46,655.53	48,055.19	49,496.84	50,981.75	52,511.21				
Assistant Zookeeper	M31	Jul 1, 2024 Annual	42,696.41	43,977.30	45,296.62	46,655.52	48,055.19	49,496.84	50,981.75	52,511.20	54,086.54	444 334 33			
Associate Civil Enginner	T89	Jan 1, 2021 Annual	89,307.94	93,829.16	96,174.88	98,579.26	101,043.74	103,569.83	106,159.08	108,813.05		114,321.72			
Associate Civil Enginner	T89	Jan 1, 2022 Annual	91,317.37	95,940.31	98,338.82	100,797.29	103,317.22	105,900.15	108,547.66	111,261.35		116,893.95			
Associate Civil Enginner	T89	Jan 1, 2023 Annual	95,045.48	97,896.85	100,833.75	103,858.76	106,974.53	110,183.76	113,489.28	116,893.95	120,400.77				
Associate Civil Enginner	T89	Jan 1, 2024 Annual	97,896.84	100,833.76	103,858.76	106,974.52	110,183.77	113,489.27	116,893.96	120,400.77	124,012.79	20 522 10	00 725 25	03.353.00	05 605 00
Associate Planner	M58	Jul 1, 2021 Annual	69,154.16	72,655.09	74,471.47	76,333.26	78,241.59	80,197.63	82,202.57	84,257.63	86,364.08	88,523.18	90,736.26	93,352.09	95,685.89
Associate Planner	M58	Jul 1, 2022 Annual	77,801.38	80,135.42	82,539.48	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.47				
Associate Planner	M58	Jul 1, 2023 Annual	80,135.42	82,539.48	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.46	101,513.16				
Associate Planner	M58	Jul 1, 2024 Annual	82,539.49	85,015.67	87,566.14	90,193.13	92,898.92	95,685.89	98,556.46	101,513.16	104,558.55	74.647.00	20.012.40	70.700.70	00 557 01
Building Inspector I	M51	Jul 1, 2021 Annual	58,314.33	61,266.50	62,798.16	64,368.11	65,977.32	67,626.75	69,317.42	71,050.35	72,826.61	74,647.28	76,513.46	78,700.30	80,667.81
Building Inspector I	M51	Jul 1, 2022 Annual	65,590.31	67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84				
Building Inspector I	M51	Jul 1, 2023 Annual	67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.48				
Building Inspector I	M51	Jul 1, 2024 Annual	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.47	88,147.89				
Building Inspector II	M55	Jul 1, 2021 Annual	64,275.19	67,529.12	69,217.34	70,947.78	72,721.47	74,539.51	76,403.00	78,313.07	80,270.90	82,277.67	84,334.61	86,756.44	88,925.38
Building Inspector II	M55	Jul 1, 2022 Annual	72,304.48	74,473.61	76,707,82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15				
Building Inspector II	MSS	Jul 1, 2023 Annual	74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15	94,340.95				
Building Inspector II	M55	Jul 1, 2024 Annual	76,707.82	79,009.05	81,379.32	83,820.70	86,335.32	88,925.38	91,593.14	94,340,94	97,171.17				
Building Inspector Supervisor	T86	Jan 1, 2021 Annual	82,931.30	87,129.70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75	103,569.84		108,813.06		
Building Inspector Supervisor	T86	Jan 1, 2022 Annual	84,797.26	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317.23	105,900.16	108,547.66	111,261.36	114,042.89	
Building Inspector Supervisor	T86	Jan 1, 2023 Annual	92,727.31	95,509.12	98,374,40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18				
Building Inspector Supervisor	T86	Jan 1, 2024 Annual	95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18	120,988.10				
Building Plan Checker II	MSS	Jul 1, 2021 Annual	64,275.19	67,529.12	69,217,34	70,947.78	72,721.47	74,539.51	76,403.00	78,313.07	80,270.90	82,277.67	84,334.61	86,756.44	88,925.38
Building Plan Checker II	M55	Jul 1, 2022 Annual	72,304.48	74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15			San	
Building Plan Checker II	M55	Jul 1, 2023 Annual	74,473.61	76,707.82	79,009.05	81,379.33	83,820,71	86,335.33	88,925.39	91,593.15	94,340.95				
Building Plan Checker II	MSS	Jul 1, 2024 Annual	76,707.82	79,009.05	81,379,32	83,820,70	86,335.32	88,925.38	91,593.14	94,340.94	97,171.17				
Building Plans Coordinator	M51	Jul 1, 2021 Annual	58,314.33	61,266.50	62,798.16	64,368.11	65,977.32	67,626.75	69,317.42	71,050.35	72,826.61	74,647.28	76,513.46	78,700.30	80,667.81
Building Plans Coordinator	M51	Jul 1, 2022 Annual	65,590.31	67,558.02	69,584.76	71,672.30	73,822.47	76,037,14	78,318.26	80,667.81	83,087.84				
	M51	Jul 1, 2023 Annual	67,558.02	69,584.76	71,672,30	73,822,47	76,037,14	78,318.26	80,667.81	83,087.84	85,580.48				
Building Plans Coordinator	M51	Jul 1, 2024 Annual	69,584.76	71,672,30	73,822.47	76,037,14	78,318.26	80,667.81	83,087.84	85,580.47	88,147.89				
Building Plans Coordinator	M41	Jul 1, 2021 Annual	45,671.44	47,983.55	49,183.14	50,412,72	51,673.04	52,964.86	54,288.99	55,646.21	57,037.37	58,463.30	59,924.88	61,671.55	63,211.14
Building Technician I	M41	Jul 1, 2022 Annual	51,396.44	52,938.34	54,526.49	56,162.28	57,847.16	59,582.56	61,370.05	63,211.15	65,107.48				
Building Technician I	M41	Jul 1, 2023 Annual	52,938.34	54,526.49	56,162,28	57,847.15	59,582.57	61,370.04	63,211.15	65,107,49	67,060.71				
Building Technician I	M41	Jul 1, 2024 Annual	54,526,49	56,162.28	57,847.15	59,582.56	61,370.04	63,211.14	65,107.48	67,060,70	69,072.52			3.2	No.
Building Technician I	M45	Jul 1, 2021 Annual	50,359,47	52,908.92	54,231.64		56,977.12	58,401.55	59,861.59	61,358.13	62,892.08	64,464.38	66,075.99	67,982.32	69,681.88
Building Technician II	M45	Jul 1, 2022 Annual	56,657.75	58,357.48	60,108.20	61,911.45		65,681.85	67,652.32	69,681.88	71,772.34				9
Building Technician II	M45	Jul 1, 2023 Annual	58,357.48	60,108.21	61,911.45		65,681.86	67,652.31	69,681.89	71,772.34	73,925.51				
Building Technician II	M45	Jul 1, 2024 Annual	60,108,20	61,911.45	63,768.79	65,681.85		69,681,88	71,772.33	73,925.50	76,143.27			In State	
Building Technician II	M43	Jul 1, 2021 Annual	47,962.41	50,390.51	51,650.27	52,941.53	54,265.07	55,621.70	57,012.24	58,437.54	59,898.48	61,395.94	62,930.84	64,755.16	66,374.07
Building Tradesworker I	M43	Jul 1, 2022 Annual	53,968.19	55,587.24	57,254.85	58,972.50	60,741.68	62,563.92	64,440.84	66,374.07	68,365.28				
Building Tradesworker I	M43	Jul 1, 2023 Annual	55,587.23	57,254.85	58,972.49		62,563.93	64,440.84	66,374.06	68,365.29	70,416.24				
Building Tradesworker I	M43	Jul 1, 2024 Annual	57,254.85	58,972.50	60,741.67	62,563.93	64,440,84	66,374.07	68,365.29	70,416.25	72,528.74				
Building Tradesworker I		Jul 1, 2021 Annual	55,535.46	58,346.95	59,805.62	61,300.76	62,833.28	64,404.11	66,014.21	67,664.57	69,356.18	71,090.09	72,867.34	74,954.91	76,828.80
Building Tradesworker II	M49 M49	Jul 1, 2022 Annual	62,468,84	64,342.91	66,273.20	68,261.40	70,309.23	72,418.51	74,591.07	76,828.80	79,133.66	13,000			
Building Tradesworker II			64,342.91	66,273.19		70,309.24	72,418.51	74,591.06	76,828.80	79,133.67	81,507.67				
Building Tradesworker II	M49	Jul 1, 2023 Annual					74,591.07	76,828.80	79,133.66	81,507.67	83,952.90				
Building Tradesworker II	M49	Jul 1, 2024 Annual	66,273.20	68,261.39	70,309.23	72,410.31	74,331.07	70,020.00	75,133.00	01,507.07	03/332130				
Chief Fin Officer/Director of Finance	160	Jul 1, 2021 Annual	150,000.00	180,708.00											
Chief Fin Officer/Director of Finance	160	Jul 1, 2022 Annual	150,000.00	195,165.00											
Chief Fin Officer/Director of Finance	160	Jul 1, 2023 Annual	150,000.00	209,802.00											-
Chief Fin Officer/Director of Finance	160	Jul 1, 2024 Annual	150,000.00												
Chief of Police	210	Jul 1, 2021 Annual	190,000.00											2	
Chief of Police	210	Jul 1, 2022 Annual	190,000.00	247,931.00											
Chief of Police	210	Jul 1, 2023 Annual	190,000.00	262,807.00											
Chief of Police	210	Jul 1, 2024 Annual	190,000.00					FF (21 FF	F7.013.71	E0 437 F4	E0 000 40	61 305 04	62,930.84	64,755.16	66,374.07
Circulation Coordinator	M43	Jul 1, 2021 Annual	47,962.41	50,390.51			54,265.07	55,621.70		58,437.54	59,898.48		62,930.84	64,/33.16	00,374,07
Circulation Coordinator	M43	Jul 1, 2022 Annual	53,968.19	55,587.24			60,741.68	62,563.92	64,440.84	66,374.07	68,365.28				
Circulation Coordinator	M43	Jul 1, 2023 Annual	55,587.23	57,254.85			62,563.93	64,440.84	66,374.06	68,365.29	70,416.24				
Circulation Coordinator	M43	Jul 1, 2024 Annual	57,254.85	58,972.50	60,741.67	62,563.93	64,440.84	66,374.07	68,365.29	70,416.25	72,528.74				

Job Title	Range		ime ase Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
City Attorney	1175	Jul 1, 2021 Ann		0 230,506.00											
City Attorney	175	Jul 1, 2022 Ann	ual 190,000.0	0 244,336.00								77			
City Attorney	175	Jul 1, 2023 Ann	ual 190,000.0	0 262,611.00									2		
City Attorney	175	Jul 1, 2024 Ann	ual 190,000.0	0 288,927.10											
City Clerk	175	Jul 1, 2021 Ann	ual 120,000.0	0 138,998.00											
City Clerk	175	Jul 1, 2022 Ann	ual 120,000.0	0 156,000.00											
City Clerk	175	Jul 1, 2023 Ann	ual 120,000.0	0 166,920.00											
City Clerk	175	Jul 1, 2024 Ann	ual 120,000.0	0 183,612.00	N. Comment										
City Clerk Technician I	M41	Jul 1, 2021 Ann	ual 45,671.4	4 47,983.55	49,183.14	50,412.72	51,673.04	52,964.86	54,288.99	55,646.21	57,037.37	58,463.30	59,924.88	61,671.55	63,211.14
City Clerk Technician I	M41	Jul 1, 2022 Ann	ual 51,396.4	4 52,938.34	54,526.49	56,162.28	57,847.16	59,582.56	61,370.05	63,211.15	65,107.48				
City Clerk Technician I	M41	Jul 1, 2023 Ann	ual 52,938.3	4 54,526.49	56,162.28	57,847.15	59,582.57	61,370.04	63,211.15	65,107.49	67,060.71				
City Clerk Technician I	M41	Jul 1, 2024 Ani	ual 54,526.4	9 56,162.28	57,847.15	59,582.56	61,370.04	63,211.14	65,107.48	67,060.70	69,072.52				
City Clerk Technician II (I/O)	M45	Jul 1, 2021 Ann	ual 50,359.4	7 52,908.92	54,231.64	55,587.43	56,977.12	58,401.55	59,861.59	61,358.13	62,892.08	64,464.38	66,075.99	67,982.32	69,681.88
City Clerk Technician II (I/O)	M45	Jul 1, 2022 Ani	ual 56,657.	5 58,357.48	60,108.20	61,911.45	63,768.79	65,681.85	67,652.32	69,681.88	71,772.34				
City Clerk Technician II (I/O)	M45	Jul 1, 2023 Ani	ual 58,357.4	8 60,108.21	61,911.45	63,768.79	65,681.86	67,652.31	69,681.89	71,772.34	73,925.51				
City Clerk Technician II (I/O)	M45	Jul 1, 2024 Ani	ual 60,108.	0 61,911.45	63,768.79	65,681.85	67,652.31	69,681.88	71,772,33	73,925.50	76,143.27				
City Engineer	T17	Jan 1, 2021 Ani	ual 139,289.	1 142,772.16			153,750.00	157,593.75	161,533.59	165,571.93					
City Engineer	T17	Jan 1, 2022 Ani					157,209.37	161,139.61	165,168.10	169,297.30					
City Engineer	T17	Jan 1, 2023 Ani	ual 150,418.	6 154,931.01			169,297.30	174,376.22							
City Engineer	T17	Jan 1, 2024 Ani		1 159,578.94	164,366.31	169,297.30	174,376.22	179,607.51							
City Manager	004	Jan 1, 2021 Ani	ual 251,125.	0 251,125.00											
City Manager	004	Jan 1, 2022 Ani	ual 251,125.	0 263,681.00											
City Manager	004	Jan 1, 2023 Ani	nual 263,681.	5 290,050.00											
City Manager	004	Jan 1, 2024 Ani	ual 263,681.	5 319,055.00											
Code Enforcement Officer I	M51	Jul 1, 2021 An	ual 58,314.	3 61,266.50	62,798.16	64,368.11	65,977.32	67,626.75	69,317.42	71,050.35	72,826.61	74,647.28	76,513.46	78,700.30	80,667.81
Code Enforcement Officer I	M51	Jul 1, 2022 An	nual 65,590.	67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84		والمتقالية ا		
Code Enforcement Officer I	M51	Jul 1, 2023 An		2 69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.48				
Code Enforcement Officer I	M51	Jul 1, 2024 An	nual 69,584.	6 71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.47	88,147.89				
Code Enforcement Officer II	M53	Jul 1, 2021 An	nual 61,220.	64,319.82	65,927.81	67,576.01	69,265.41	70,997.04	72,771.97	74,591.27	76,456.05	78,367.45	80,326.64	82,634.14	84,699.99
Code Enforcement Officer II	M53	Jul 1, 2022 An			73,062.96	75,254.85	77,512.50	79,837.86	82,233.01	84,700.00	87,241.00				
Code Enforcement Officer II	MS3	Jul 1, 2023 An	nual 70,934.	73,062.96	75,254.85	77,512.49	79,837.87	82,233.00	84,700.00	87,241.00	89,858.23				
Code Enforcement Officer II	M53	Jul 1, 2024 An	nual 73,064.	0 75,255.92	77,513.60	79,839.01	82,234.18	84,701.20	87,242.24	89,859.51	92,555.29				
Code Enforcement Supervisor	T86	Jan 1, 2021 An		87,129.70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75	103,569.84		108,813.06		
Code Enforcement Supervisor	T86	Jan 1, 2022 An	nual 84,797.	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317.23	105,900.16	108,547.66	111,261.36	114,042.89	
Code Enforcement Supervisor	T86	Jan 1, 2023 An		95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18				
Code Enforcement Supervisor	T86	Jan 1, 2024 An				104,365.40	107,496.36	110,721.25	114,042.89	117,464.18	120,988.10				
Code Enforcement Technician	M41	Jul 1, 2021 An				50,412.72	51,673.04	52,964.86	54,288.99	55,646.21	57,037.37	58,463.30	59,924.88	61,671.55	63,211.14
Code Enforcement Technician	M41	Jul 1, 2022 An				56,162.28	57,847.16	59,582.56	61,370.05	63,211.15	65,107.48				
Code Enforcement Technician	M41	Jul 1, 2023 An				57,847.15	59,582.57	61,370.04	63,211.15	65,107.49	67,060.71				
Code Enforcement Technician	M41	Jul 1, 2024 An		19 56,162.28	57,847.15	59,582.56	61,370.04	63,211.14	65,107.48	67,060.70	69,072.52				
Communications & Marketing Specialist	M58	Jul 1, 2021 An				76,333.26	78,241.59	80,197.63	82,202.57	84,257.63	86,364.08	88,523.18	90,736.26	93,352.09	95,685.89
Communications & Marketing Specialist	M58	Jul 1, 2022 An				85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.47				100
Communications & Marketing Specialist	M58	Jul 1, 2023 An	nual 80,135.	12 82,539.48	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.46	101,513.16				
Communications & Marketing Specialist	M58	Jul 1, 2024 An	nual 82,539.	19 85,015.67	87,566.14	90,193.13	92,898.92	95,685.89	98,556.46	101,513.16	104,558.55				
Communications Director	126	Jul 1, 2021 An													UZ-
Communications Director	126	Jul 1, 2022 An	nual 120,000.	00 152,000.00							0 - 2	35			
Communications Director	126	Jul 1, 2023 An	nual 120,000.	00 163,400.00											
Communications Director	126	Jul 1, 2024 An													
Communications Supervisor	49D	Jan 1, 2021 An				82,305.30	84,362.94	86,472.01	88,633.81	90,894.35	93,166.72	95,495.89			
Communications Supervisor	49D	Jan 1, 2022 An				87,756.82	90,389.53	93,101.21	95,894.25	98,771.08	101,738.16				
Communications Supervisor	49D	Jan 1, 2023 An						95,894.25	98,771.08	101,734.21					
Communications Supervisor	49D	Jan 1, 2024 An					95,894.25	98,771.07	101,734.21	104,786.24	107,934.01				
Community & Cultural Svs Manager	T94	Jan 1, 2021 An			108,813.05	111,533.38	114,321.72	117,179.76	120,109.25	123,111,98		129,344.53		dr.	
Community & Cultural Svs Manager	T94	Jan 1, 2022 An					116,893.95	119,816.30	122,811.71	125,882.00	129,029.05	132,254.78			
Community & Cultural Svs Manager	T94	Jan 1, 2023 An					121,031.86	124,662.81	128,402.70	132,254.78	136,222.42				
Community & Cultural Svs Manager	T94	Jan 1, 2024 An						128,402.69	132,254.78	136,222.42	140,309.09				
Community Development Director	230	Jan 1, 2021 An											100		
Community Development Director	230	Jan 1, 2022 An											انسوا		
Community Development Director	230	Jan 1, 2023 An													
Community Development Director	230	Jan 1, 2024 An		The second second											

Job Title	Range		Time Base	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
Construction Inspector I	M51	Jul 1, 2021 Ar		58,314.33	61,266,50	62,798.16	64,368,11	65,977.32	67,626.75	69,317.42	71,050.35	72,826.61	74,647.28	76,513.46	78,700.30	80,667.81
Construction Inspector I	M51	Jul 1, 2022 Ar		65,590.31	67,558.02	69,584,76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84			اعتداني	
Construction Inspector I	M51	Jul 1, 2023 Ar		67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.48				
	M51	Jul 1, 2024 Ar		69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.47	88,147.89				
Construction Inspector I	M53	Jul 1, 2021 Ar		61,220,53	64,319.82	65,927.81	67,576.01	69,265.41	70,997.04	72,771.97	74,591.27	76,456.05	78,367.45	80,326.64	82,634.14	84,699.99
Construction Inspector II	M53		nnual	68,868,85	70,934.92	73,062.96	75,254.85	77,512.50	79,837.86	82,233.01	84,700.00	87,241.00				
Construction Inspector II	M53	Jul 1, 2023 As		70,934.91	73,062.96	75,254.85	77,512.49	79,837.87	82,233.00	84,700,00	87,241.00	89,858.23				
Construction Inspector II	M53	Jul 1, 2024 A		73,064.00	75,255.92	77,513.60	79,839.01	82,234,18	84,701.20	87,242.24	89,859.51	92,555.29				
Construction Inspector II		Jul 1, 2021 A		4,800.00	7,200.00	77,515.00	7 3,033.01	OZJED HIE	O I/I O XIII O							
Council Member	C01			4,800.00	7,200.00											
Council Member	C01	Jul 1, 2022 A														
Council Member	C01	Jul 1, 2023 A		4,800.00	7,200.00											
Council Member	C01	Jul 1, 2024 Ar		4,800.00	7,200.00	00 545 00	04.634.44	88,908.29	93,408.51	95,744,16						
Crime Analyst -A	45P	Jan 1, 2021 A		72,970.43	76,664.87	80,545.86	84,624.41			98,616.48						
Crime Analyst -A	45P	Jan 1, 2022 A		75,159.54	78,964.82	82,962.23	87,163.15	91,575.54	96,210.76							
Crime Analyst -A	45P	Jan 1, 2023 A		77,414.33	81,333.76	85,451.10	89,778.04	94,322.81	99,097.09	101,574.98						
Crime Analyst -A	45P	Jan 1, 2024 A		79,736.76	83,773.77	88,014.63	92,471.38	97,152.49	102,070.00	104,622.23	04 634 44	06 720 21	88,908.29	91,130.25	93,408.51	95,744.16
Crime Analyst -B	45P	Jan 1, 2021 A		71,191.09	72,970.43	74,795.02	76,664.87	78,582.18	80,545.86	82,560.30	84,624.41	86,739.31		93,864.16	96,210.76	98,616.48
Crime Analyst -B	45P	Jan 1, 2022 A		73,326.82	75,159.54	77,038.87	78,964.82	80,939.64	82,962.23	85,037,10	87,163.15	89,341.49	91,575.54	96,680.08	99,097.09	101.574.98
Crime Analyst -B	45P	Jan 1, 2023 A	nnual	75,526.63	77,414.33	79,350.04	81,333.76	83,367.83	85,451.10	87,588.22	89,778.04	92,021.73	94,322.81			104,622.23
Crime Analyst -B	45P	Jan 1, 2024 A	nnual	77,792.43	79,736.76	81,730.54	83,773.77	85,868.86	88,014.63	90,215.86	92,471.38	94,782.38	97,152.49	99,580.48	102,070.00	
Deputy City Clerk	X58	Jul 1, 2021 A	nnual	69,154.16	72,655.09	74,471.47	76,333.26	78,241.59	80,197.63	82,202.57	84,257.63	86,364.08	88,523.18	90,736.26	93,352.09	95,685.89
Deputy City Clerk	X58	Jul 1, 2022 A	nnual	77,801.38	80,135.42	82,539.49	85,015.67	87,566.14	90,193.13	92,898.92	95,685.89	98,556.46				
Deputy City Clerk	X58	Jul 1, 2023 A	nnual	80,135.42	82,539.49	85,015.67	87,566.14	90,193.13	92,898.92	95,685.89	98,556.46	101,513.16				
Deputy City Clerk	X58	Jul 1, 2024 A	nnual	82,539.49	85,015.67	87,566.14	90,193.13	92,898.92	95,685.89	98,556.46	101,513.16					
Deputy Fire Marshal	T89	Jan 1, 2021 A	nnual	89,307.94	93,829.16	96,174.88	98,579.26	101,043.74	103,569.83	106,159.08	108,813.05					
Deputy Fire Marshal	T89	Jan 1, 2022 A		91,317.37	95,940.31	98,338.82	100,797.29	103,317.22	105,900.15	108,547.66	111,261.35	114,042.88	116,893.95			
Deputy Fire Marshal	T89	Jan 1, 2023 A		95,045.48	97,896.85	100,833.75	103,858.76	106,974.53	110,183.76	113,489.28	116,893.95	120,400.77				
Deputy Fire Marshal	T89	Jan 1, 2024 A		97,896.84	100,833,76	103,858,76	106,974.52	110,183,77	113,489.27	116,893.96	120,400.77	124,012.79				
Deputy Treasurer	X95	Jul 1, 2021 A		105,900.15	111,261,35	114,042.88	116,893.95	119,816.31	122,811.71	125,882.00	129,029.05	132,254.78	135,561.15			
Deputy Treasurer	X95	Jul 1, 2022 A		110,223,62	113,530,33	116,936.24	120,444,33	124,057.66	127,779.38	131,612.77	135,561.15	139,627.98				
	X95	Jul 1, 2023 A		113,530.33	116,936.24	120,444.33	124,057.66	127,779.38	131,612.77	135,561.15	139,627.98	143,816.82				
Deputy Treasurer	X95	Jul 1, 2024 A		116,936.24	120,444.33	124,057.66	127,779,38	131,612,77	135,561.15	139,627.98	143,816.82	148,131.33			20 20 3	
Deputy Treasurer	265	Jul 1, 2021 A		150,000.00	183,794.00	11 1/037.00	TET/TT-5150	IS I O TO TO								
Director of Environment & Water Resources	265	Jul 1, 2022 A		150,000.00	188,389.00											
Director of Environment & Water Resources		Jul 1, 2023 A		150,000.00	214,699.00										-	
Director of Environment & Water Resources	265			150,000.00	236,168.90											
Director of Environment & Water Resources	265	Jul 1, 2024 A		122,259.75	125,927.54	129,705.36	133,596.53	137,604,42	141,732.55	145,984.53	150,364,07	154.874.99			-	- 6
Disbursements Manager	X98	Jul 1, 2023 A			129,705.36	133,596.53	137,604.42		145,984.53	150,364.07	154,874.99	159,521.24				
Disbursements Manager	X98	Jul 1, 2024 A		125,927.54			67,576.01	69,265.41	70,997.04	72,771.97	74,591.27	76,456.05	78,367.45	80,326.64	82,634.14	84,699.99
Disbursements Specialist	M53	Jul 1, 2021 A		61,220.53	64,319.82	65,927.81	75,254,85	77,512.50	79,837.86	82,233.01	84,700.00	87,241.00	70,507.15	00/020:01	02/03 112 1	
Disbursements Specialist	M53	Jul 1, 2022 A		68,868.85	70,934.92	73,062.96	77,512.49	79,837.87	82,233.00	84,700.00	87,241.00	89,858.23				
Disbursements Specialist	M53	Jul 1, 2023 A		70,934.91	73,062.96	75,254.85			84,701.20	87,242.24	89,859.51	92,555.29				
Disbursements Specialist	M53	Jul 1, 2024 A		73,064.00	75,255.92	77,513.60	79,839.01	82,234.18		57,012.24	58,437.54	59,898.48	61,395.94	62,930.84	64,755.16	66,374.07
Disbursements Technician	M43	Jul 1, 2021 A		47,962,41	50,390.51	51,650.27	52,941.53	54,265.07	55,621.70		66,374.07	68,365.28	01,393.94	02,930.04	04,733.10	00/37 1.07
Disbursements Technician	M43	Jul 1, 2022 A		53,968.19	55,587.24	57,254.85	58,972.50		62,563.92	64,440.84		70,416.24				
Disbursements Technician	M43	Jul 1, 2023 A		55,587.23	57,254.85	58,972.49	60,741.67	62,563.93	64,440.84	66,374.06	68,365.29					
Disbursements Technician	M43	Jul 1, 2024 A	innual	57,254.85	58,972.50	60,741.67	62,563.93	64,440.84	66,374.07	68,365.29	70,416.25	72,528.74				
Dispatcher I	36D	Jan 1, 2021 A	nnual	59,053.74							_					
Dispatcher I	36D	Jan 1, 2022 A	unnual	61,120.62												
Dispatcher I	36D	Jan 1, 2023 A	innual	62,954.24									-		_	
Dispatcher I	36D	Jan 1, 2024 A	nnual	64,842.87												
Dispatcher II	38D	Jan 1, 2021 A	innual	62,006.32	65,145.50		71,908.32		77,437.40	79,373.31	81,357.65	83,391.62	85,476.31			
Dispatcher II	38D	Jan 1, 2022 A		69,837.44	71,932.56	74,090.54	76,313.26	78,602.65	80,960.73	83,389.56	85,891.24	88,467.98				
Dispatcher II	38D	Jan 1, 2023 A		71,932.56	74,090.54	76,313.26	78,602.66	80,960.73	83,389.55	85,891.25	88,467.98	91,122.02				
Dispatcher II	38D	Jan 1, 2024 A		74,090.54	76,313.25	78,602.65	80,960.74	83,389.55	85,891.24	88,467.98	91,122.02	93,855.68			2	
Electrical & Instrument Technician	M63	Jul 1, 2022 A		85,772.93	88,346,12	90,996,50	93,726,40	96,538.19	99,434.34	102,417.37	105,489.89	108,654.58				
	M63	Jul 1, 2023 A		88,346.12	90,996.51	93,726,40	96,538.19	99,434,34	102,417.37	105,489.89	108,654.59	111,914.22				
Electrical & Instrument Technician	11103		nnual	90,996.51	93,726.40		99,434.34				111,914.23	115,271.65				

Joh Title	Range	Effective Date	Time Base	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
Job Title	M51	Jul 1, 2021	- Contract of	58,314,33	61,266.50	62,798.16	64,368.11	65,977.32	67,626.75	69,317.42	71,050.35	72,826.61	74,647.28	76,513,46	78,700.30	80,667.81
Engineering Technician I Engineering Technician I	M51	Jul 1, 2022		65,590.31	67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	- indeximal	1000		
Engineering Technician I	M51	Jul 1, 2023		67,558.02	69,584,76	71,672,30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.48				
Engineering Technician I	M51	Jul 1, 2024		69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.47	88,147.89				
Engineering Technician II	M53	Jul 1, 2021		61,220.53	64,319.82	65,927.81	67,576.01	69,265.41	70,997.04	72,771.97	74,591.27	76,456.05	78,367.45	80,326.64	82,634.14	84,699.99
Engineering Technician II	M53	Jul 1, 2022		68,868.85	70,934.92	73,062,96	75,254,85	77,512.50	79,837.86	82,233.01	84,700.00	87,241.00	-			
Engineering Technician II	M53	Jul 1, 2023		70,934.91	73,062.96	75,254.85	77,512.49	79,837.87	82,233.00	84,700.00	87,241.00	89,858.23				
Engineering Technician II	M53	Jul 1, 2024		73,064.00	75,255.92	77,513.60	79,839.01	82,234.18	84,701.20	87,242.24	89,859.51	92,555.29				
Environmental Specialist I	M49	Jul 1, 2021		55,535.46	58,346.95	59,805.62	61,300.76	62,833.28	64,404.11	66,014.21	67,664.57	69,356.18	71,090.09	72,867.34	74,954.91	76,828.80
Environmental Specialist I	M49	Jul 1, 2022		62,468.84	64,342.91	66,273.20	68,261.40	70,309.23	72,418.51	74,591.07	76,828.80	79,133.66		المان ا	الأنسنوي	
Environmental Specialist I	M49		Annual	64,342.91	66,273.19	68,261.39	70,309.24	72,418.51	74,591.06	76,828.80	79,133.67	81,507.67				
Environmental Specialist I	M49	Jul 1, 2024		66,273.20	68,261.39	70,309.23	72,418.51	74,591.07	76,828.80	79,133.66	81,507.67	83,952.90			The second second	
Environmental Specialist II	M46	Jul 1, 2021	Annual	51,589.84	54,201.58	55,556.62	56,945.53	58,369.17	59,828.40	61,324.11	62,857.21	64,428.64	66,039.36	67,690.34	69,654.82	71,396.19
Environmental Specialist II	M46	Jul 1, 2022		65,592.28	67,560.05	69,586.86	71,674.47	73,824.69	76,039.43	78,320.62	80,670.24	83,090.35				
Environmental Specialist II	M46	Jul 1, 2023		67,560.05	69,586.85	71,674.46	73,824.70	76,039.43	78,320.62	80,670.24	83,090.35	85,583.06				
Environmental Specialist II	M46	Jul 1, 2024	Annual	69,586.85	71,674.46	73,824.70	76,039.44	78,320.62	80,670.23	83,090.34	85,583.06	88,150.55				
Environmental Specialist Supervisor	T86	Jan 1, 2021	Annual	82,931.30	87,129.70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75	103,569.84		108,813.06	111,533.39	
Environmental Specialist Supervisor	T86	Jan 1, 2022		84,797.26	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317.23	105,900.16	108,547.66	111,261.36	114,042.89	
Environmental Specialist Supervisor	T86	Jan 1, 2023	Annual	92,727.31	95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18				
Environmental Specialist Supervisor	T86	Jan 1, 2024	Annual	95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18	120,988.10				
Facilities Maintenance Manager	T94	Jan 1, 2021		101,043.74	106,159.08	108,813.05	111,533.38	114,321.72	117,179.76	120,109.25	123,111.98	126,189.78				
Facilities Maintenance Manager	T94	Jan 1, 2022		103,317.23	108,547.66	111,261.35	114,042.88	116,893.95	119,816.30	122,811.71	125,882.00	129,029.05	132,254.78			
Facilities Maintenance Manager	T94	Jan 1, 2023	Annual	107,535.24	110,761.30	114,084.13	117,506.66	121,031.86	124,662.81	128,402.70	132,254.78	136,222.42				
Facilities Maintenance Manager	T94	Jan 1, 2024	Annual	110,761.30	114,084.14	117,506.65	121,031.86	124,662.82	128,402.69	132,254.78	136,222.42					
Facilities Maintenance Supervisor	T86	Jan 1, 2021	Annual	82,931.30	87,129.70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75			108,813.06		
Facilities Maintenance Supervisor	T86	Jan 1, 2022	Annual	84,797.26	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317.23		108,547.66	111,261.36	114,042.89	
Facilities Maintenance Supervisor	T91	Jan 1, 2023	Annual	97,363.67	100,284.58	103,293.12	106,391.91	109,583.67	112,871.18	116,257.31	119,745.03					
Facilities Maintenance Supervisor	T91	Jan 1, 2024	Annual	100,284.58	103,293.12	106,391.91	109,583.67	112,871.18	116,257.31	119,745.03	123,337.39					
Financial Analyst	X84	Jul 1, 2021	Annual	80,711.25	84,797.26	86,917.19	89,090.12	91,317.37	93,600.31	95,940.32	98,338.82	100,797.29	103,317.23	105,900.16	108,547.66	88,872.84
Financial Analyst	X84	Jul 1, 2022	Annual	88,259.18	90,906.96	93,634.17	96,443.19	99,336.49	102,316.58	105,386.08	108,547.66					
Financial Analyst	X84	Jul 1, 2023	Annual	90,906.96	93,634.17	96,443.19	99,336.49	102,316.58	105,386.08	108,547.66	111,804.09			_		
Financial Analyst	X84	Jul 1, 2024		93,634.17	96,443.19	99,336.49	102,316.58	105,386.08	108,547.66	111,804.09		118,612.96				
Financial Services Manager	X14	Jul 1, 2021	Annual	132,254.78	135,561.15	138,950.18	142,423.93	145,984.53	149,634.15	153,375.00	157,209.38					
Financial Services Manager	X14	Jul 1, 2022	Annual	131,660.38	135,610.19	139,678.49	143,868.85	148,184.91	152,630.46	157,209.38	161,925.66					
Financial Services Manager	X14	Jul 1, 2023	Annual	135,610.19	139,678.49	143,868.85	148,184.91	152,630.46	157,209.38	161,925.66	166,783.43					
Financial Services Manager	X14	Jul 1, 2024		139,678.49	143,868.85	148,184.91	152,630.46	157,209.38	161,925.66	166,783.43	171,786.93					
Fire Battalion Chief	E92	Jan 1, 2021		138,950.49	142,424.25	145,984.86	149,634.48	153,375.34	157,209.72	161,139.97	165,168.46		200			
Fire Battalion Chief	E92	Jan 1, 2022		142,424.25	145,984.86	149,634.48		157,209.72	161,139.96	165,168.47	169,297.67					
Fire Battalion Chief	E92	Jan 1, 2023		151,364.29	158,932.51	166,879.13	175,223.09	183,984.24								
Fire Battalion Chief	E92	Jan 1, 2024		155,905.22	163,700.49	171,885.50	180,479.78	189,503.77								
Fire Captain	S4F	Jul 1, 2021		97,268.58	99,700.09	102,192.80	104,747.56	107,366.46	110,050.44	112,801.92	115,622.26	118,512.39				
Fire Captain	54F	Jul 1, 2022		96,107.57	100,912.95	105,958.60	111,256.53		122,660.33	128,793.34						
Fire Captain	54F	Jul 1, 2023		98,990.80	103,940.34	109,137.36	114,594.23	120,323.94	126,340.14	132,657.14		W-	1		-	
Fire Captain	54F	Jul 1, 2024		101,960.53	107,058.55	112,411.48	118,032.05	123,933.66	130,130.34	136,636.86						
Fire Chief	221	Jul 1, 2021		190,000.00	233,897.00											
Fire Chief	221	Jul 1, 2022		190,000.00	247,931.00											
Fire Chief	221	Jul 1, 2023		190,000.00	262,807.00											
Fire Chief	221	Jul 1, 2024		190,000.00	289,087.00			100.000.01	400 044 74	105 073 50						
Fire Division Chief	E93	Jan 1, 2021		161,139.66	165,168.16	169,297.36		177,868.04	182,314.74	186,872.60		-				
Fire Division Chief	E93	Jan 1, 2022		165,168.15	169,297.36	173,529.79		182,314.74	186,872.61	191,544.42						
Fire Division Chief	E93	Jan 1, 2023		171,254.48	179,817.21	188,808.07	198,248.47									
Fire Division Chief	E93	Jan 1, 2024		176,392.11	185,211.73	194,472.31	204,195.92		04.770.00	97,149,42	99,578.41	107.067.66	104,619.49	107 224 51		
Fire Engineer	47F	Jul 1, 2021		83,771.64	85,865.66	88,012.52	90,213.03		94,779.86		39,578.41	102,007.00	104,019.49	107,634,01		
Fire Engineer	47F	Jul 1, 2022		86,961.86	91,309.96	95,875.45	100,669.23		110,987.82	116,537.21						
Fire Engineer	47F	Jul 1, 2023		89,570.72	94,049.25	98,751.72	103,689.30	108,873.77	114,317.46	120,033.33					-	
Fire Engineer	47F	Jul 1, 2024		92,257.84	96,870.73	101,714.27			117,746.98		21.050.25	72,826.61	74,647.28	76,513.46	78,700.30	80,667.81
Fire Prevention Officer	M51	Jul 1, 2021		58,314.33	61,266.50	62,798.16	64,368.11	65,977.32	67,626.75	69,317.42	71,050.35 80,667.81	83,087.84	/7,01/.28	70,313,40	70,700.30	00,007,01
Fire Prevention Officer	M51	Jul 1, 2022		65,590.31	67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26 80,667.81	83,087.84					
Fire Prevention Officer	M51	Jul 1, 2023		67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26		85,580.47	88,147.89				
Fire Prevention Officer	M51	Jul 1, 2024	Annual	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.47	00,147.89				

Job Title Fire Protection Engineer Fire Protection Engineer Fire Protection Engineer Fire Protection Engineer Firefighter Firefighter Firefighter Firefighter	T89 T89 T89 T89	Jan 1, 2021 Jan 1, 2022	Annual	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
Fire Protection Engineer Fire Protection Engineer Fire Protection Engineer Firefighter Firefighter Firefighter Firefighter Firefighter	T89	lan 1, 2022		89,307.94	93,829.16	96,174.88	98,579.26	101,043.74	103,569.83	106,159.08	108,813.05	111,533.38	114,321.72			
Fire Protection Engineer Fire Protection Engineer Firefighter Firefighter Firefighter Firefighter Firefighter	T89			91,317.37	95,940.31	98,338.82	100,797.29	103,317.22	105,900.15	108,547.66	111,261.35	114,042.88	116,893.95			
Fire Protection Engineer Firefighter Firefighter Firefighter Firefighter		Jan 1, 2023		95,045.48	97,896.85	100,833.75	103,858.76	106,974.53	110,183.76	113,489.28	116,893.95	120,400.77				
irefighter irefighter irefighter irefighter	1199	Jan 1, 2024	Annual	97,896.84	100,833.76	103,858.76	106,974.52	110,183.77	113,489.27	116,893.96	120,400.77	124,012.79				
Frefighter Frefighter Frefighter	42F	Jul 1, 2021	Annual	68,124.06	72,211.51	74,017.21	75,867.15	77,764.14	79,708.30	81,700.66	83,743.23	85,836.74	87,982.75	90,182.42	95,108.32	97,485.95
Firefighter Firefighter	42F	Jul 1, 2022	Annual	79,056.19	83,009.00	87,159.45	91,517.42	96,093.30	100,897.96	105,942.86						
Firefighter	42F	Jul 1, 2023	Annual	81,427.88	85,499.27	89,774.24	94,262.95	98,976.10	103,924.90	109,121.14						
	42F	Jul 1, 2024	Annual	83,870.71	88,064.25	92,467.46	97,090.84	101,945.38	107,042.65	112,394.78					22.215.15	100 155 55
GIS Specialist	M60	Jul 1, 2021	Annual	72,611.91	76,287.89	78,195.09	80,149.97	82,153.72	84,207.56	86,312.75	88,470.57	90,682.33	92,949.39	95,273.12	98,016.15	100,466.56
GIS Specialist	M60	Jul 1, 2022	Annual	81,688.51	84,139.17	86,663.33	89,263.24	91,941.14	94,699.37	97,540.35	100,466.56	103,480.56				
GIS Specialist	M60	Jul 1, 2023	Annual	84,139.16	86,663.34	89,263.23	91,941.14	94,699.37	97,540.36	100,466.56	103,480.56	106,584.97				
GIS Specialist	M60	Jul 1, 2024	Annual	86,663.34	89,263.24	91,941.14	94,699.37	97,540.35	100,466.56	103,480.56	106,584.97	109,782.52		74.446.75	72 450 55	74.007.63
GIS Technician I	M48	Jul 1, 2021	Annual	54,201.26	56,945.20	58,368.83	59,828.05	61,323.75	62,856.85	64,428.27	66,038.97	67,689.95	69,382.20	71,116.75	73,158.65	74,987.62
GIS Technician I	M48	Jul 1, 2022	Annual	60,971.80	62,800.94	64,684.98	66,625.53	68,624.30	70,683.02	72,803.51	74,987.62	77,237.25				
GIS Technician I	M48	Jul 1, 2023	Annual	62,800.95	64,684.97	66,625.53	68,624.30	70,683.02	72,803.51	74,987.62	77,237.24	79,554.37				
GIS Technician I	M48	Jul 1, 2024		64,684.98	66,625.53	68,624.29	70,683.02	72,803.51	74,987.62	77,237.25	79,554.36	81,940.99		74.640.60	76 703 36	70 712 00
GIS Technician II	M50	Jul 1, 2021	Annual	56,893.10	59,773.31	61,267.65	62,799.34	64,369.32	65,978.55	67,628.02	69,318.72	71,051.69	72,827.98	74,648.68	76,792.25	78,712.06
GIS Technician II	M50	Jul 1, 2022		64,000.11	65,920.11	67,897.71	69,934.64	72,032.68	74,193.66	76,419.47	78,712.05	81,073.42				
GIS Technician II	M50	Jul 1, 2023		65,920.11	67,897.72	69,934.64	72,032.68	74,193.66	76,419.47	78,712.05	81,073.42	83,505.62				
GIS Technician II	M50	Jul 1, 2024	Annual	67,897.71	69,934.65	72,032.69	74,193.67	76,419.48	78,712.06	81,073.42	83,505.63	86,010.79	00.000.60	04 224 64	06.756.44	88,925.38
Hazmat Coordinator	M55	Jul 1, 2021		64,275.19	67,529.12	69,217.34	70,947.78	72,721.47	74,539.51	76,403.00	78,313.07	80,270.90	82,277.67	84,334.61	86,756.44	88,925.36
Hazmat Coordinator	M55	Jul 1, 2022		72,304.48	74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15				
Hazmat Coordinator	M55	Jul 1, 2023		74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15	94,340.95				
Hazmat Coordinator	M55	Jul 1, 2024		76,707.82	79,009.05	81,379.32	83,820.70	86,335.32	88,925.38	91,593.14	94,340.94	97,171.17				
Human Resources Director	E07	Jul 1, 2021	Annual	150,000.00	150,000.00											
Human Resources Director	E07	Jul 1, 2022	Annual	150,000.00	150,000.00											
Human Resources Director	E07	Jul 1, 2023		150,000.00	161,250.00											
Human Resources Director	E07	Jul 1, 2024		150,000.00	177,375.00							24 552 26	76 434 30	70 221 72	00 631 03	82,647.73
Human Resources Technician I	W52	Jul 1, 2021		59,735.65	62,722.43	64,290.49	65,897.76	67,545.20	69,233.83	70,964.68	72,738.79	74,557.26	76,421.20	78,331.73	80,631.93	02,047.73
Hurnan Resources Technician I	W52	Jul 1, 2022		67,200.16	69,216.17	71,292.65	73,431.43	75,634.38	77,903.41	80,240.51	82,647.73	85,127.16				
Human Resources Technician I	W52	Jul 1, 2023		69,216.17	71,292.65	73,431.43	75,634.38	77,903.41	80,240.51	82,647.73	85,127.16	87,680.97 90,311.40				
Human Resources Technician I	W52	Jul 1, 2024		71,292.65	73,431.43	75,634.38	77,903.41	80,240.51	82,647.73	85,127.16	87,680.97					
Human Resources Technician II	W56	Jul 1, 2004		78,603.08	80,961.17	83,390.01	85,891.71	88,468.46	91,122.52	93,856.19	96,671.88	99,572.03	04 214 20	86,422.14	88,900.03	91,122.51
Human Resources Technician II	W56	Jul 1, 2021		65,866.18	69,200.66	70,930.67	72,703.94	74,521.54	76,384.58	78,294.19	80,251.55	82,257.83	84,314.28	80,422.14	86,900.03	91,122.51
Human Resources Technician II	W56	Jul 1, 2022		74,090.95	76,313.67	78,603.08	80,961.17	83,390.01	85,891.71	88,468.46	91,122.51	93,856.20 96,671.88				
Human Resources Technician II	W56	Jul 1, 2023		76,313.68	78,603.08	80,961.17	83,390.01	85,891.71	88,468.46	91,122.52	93,856.19	139,289.91	142,772.16			
Information Services Manager	T98	Jan 1, 2021		111,533.38	117,179.76	120,109.25	123,111.98	126,189.78	129,344.53	135,561.15	138,950.18	142,423.93				
Information Services Manager	T98	Jan 1, 2022		114,042.88	119,816.30	122,811.71	125,882.00	129,029.05	137,604.42	141,732.55	145,984.53	150,364.07	143,504.33			
Information Services Manager	T98	Jan 1, 2023		118,698.78	122,259.75	125,927.54	129,705.36	133,596.53			150,364.07					
Information Services Manager	T98	Jan 1, 2024		122,259,74	125,927.54	129,705.37	133,596.52	137,604.43	141,732.55	145,984.53 86,312.75	88,470.57	90,682.33	92,949.39	95,273.12	98 016 15	100,466.56
Information Systems Analyst	M60	Jul 1, 2021		72,611.91	76,287.89	78,195.09	80,149.97	82,153.72 91,941.14	84,207.56 94,699.37	97,540.35	100,466.56	103,480.56	32,313,33	33,273,22	30,010.13	100,100.50
Information Systems Analyst	M60	Jul 1, 2022		81,688,51	84,139.17	86,663.33 89,263.23	89,263.24 91,941.14	94,699.37	97,540.36	100,466.56	103,480.56					
Information Systems Analyst	M60	Jul 1, 2023		84,139.16	86,663.34	91,941.14	94,699.37	97,540.35	100,466.56	103,480,56	106,584.97	109,782,52				
Information Systems Analyst	M60	Jul 1, 2024		86,663.34	89,263.24	69,217.34	70,947.78	72,721.47	74,539.51	76,403.00	78,313.07	80,270.90	82,277.67	84,334.61	86,756.44	88,925.38
Information Systems Technician	M55	Jul 1, 202		64,275.19	67,529.12 74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15	OZ,EFFIUF	0.700.001		
Information Systems Technician	M55	Jul 1, 2022		72,304.48	76,707.82	79,009.05	81,379,33	83,820,71	86,335.33	88,925.39	91,593.15	94,340.95				
Information Systems Technician	MSS	Jul 1, 2023		74,473.61	79,009.05	81,379.32	83,820.70	86,335.32	88,925.38	91,593.14	94,340.94					
Information Systems Technician	M55	Jul 1, 202		41,407.65	43,503.91	44,591.51	45,706.30	46,848.95	48,020.18	49,220.68	50,451.20	51,712.48	53,005.29	54,330.42	55,921.69	57,319.73
Inventory Clerk	M37				48,004.38	49,444.50	50,927.85	52,455.68	54,029.35	55,650.23	57,319.74	59,039.32				
Inventory Clerk	M37	Jul 1, 2022		46,606.19		50,927.84	52,455.68	54,029.35	55,650.23	57,319.74	59,039,33	60,810.50				
Inventory Clerk	M37 M37	Jul 1, 202		48,004.38 49,444.50	49,444.51 50,927.84	52,455.67	54,029.34	55,650.22	57,319.73	59,039.32	60,810.50	62,634.81			13.3	
Inventory Clerk				64,275.19	67,529.12	69.217.34	70,947.78	72,721,47	74,539.51	76,403.00	78,313.07	80,270,90	82,277.67	84,334.61	86,756.44	88,925.38
Irrigation Systems Coordinator	M55	Jul 1, 202		72,304.48	74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15		1	To The Indiana of the	- Contraction
Irrigation Systems Coordinator	MSS MSS	Jul 1, 202		74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15					
Irrigation Systems Coordinator	M55	Jul 1, 202		76,707.82	79,009.05	81,379,32	83,820.70	86,335.32	88,925.38	91,593.14	94,340.94	97,171,17				
Irrigation Systems Coordinator		Jan 1, 202		101,043.74	106,159.08	108,813.05	111,533.38	114,321.72	117,179.76		123,111.98					
L&L District Manager	T94 T94	Jan 1, 202		103,317.23	108,547.66	111,261.35	114,042.88	116,893.95	119,816.30		125,882.00					
L&L District Manager	T94	Jan 1, 202.		107,535.24		114.084.13	117,506.66		124,662.81	128,402.70	132,254.78					
L&L District Manager L&L District Manager	T94	Jan 1, 202		110,761.30				-			136,222.42					

		Effective	Time	DE-C-TO-VARCE		0-252-0-0622-0	2000000000	2220777-242	days or cares	//248007232		C+ 00	Ch 10	Chan 11	Cton 17	Stop 12
Job Title	Range	Date	Base	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10 74,647.28	76,513.46	78,700.30	Step 13 80,667.81
Lead Plant Mechanic	M51	Jul 1, 2021		58,314.33	61,266.50	62,798.16	64,368.11	65,977.32	67,626.75	69,317.42	71,050.35 84,701.20	72,826.61 87,242.24	/4,64/.28	70,513.40	76,700.30	80,007.81
Lead Plant Mechanic	M52		Annual	68,869.82	70,935.92	73,064.00	75,255.92	77,513.59	79,839.00	82,234.18						
Lead Plant Mechanic	M52	Jul 1, 2023		70,935.92	73,064.00	75,255.92	77,513.60	79,839.00	82,234.17	84,701.20	87,242.23	89,859.50 92,555.29				
Lead Plant Mechanic	M52	Jul 1, 2024		73,064.00	75,255.92	77,513.60	79,839.01	82,234.18	84,701.20	87,242.24	89,859.51 80.251.55	82,257.83	84,314.28	86,422.14	88,900.03	91,122,51
Lead Senior Librarian	M56	Jul 1, 2021	-	65,866.18	69,200.66	70,930.67	72,703.94	74,521.54	76,384.58	78,294.19	91,122,51	93,856.20	04,314.20	50,422.14	00,900.03	31,122.31
Lead Senior Librarian	M56	Jul 1, 2022		74,090.95	76,313.67	78,603.08	80,961.17	83,390.01	85,891.71	88,468.46		96,671.88				
Lead Senior Librarian	M56	Jul 1, 2023		76,313.68	78,603.08	80,961.17	83,390.01	85,891.71	88,468.46	91,122.52	93,856.19	99,572.03				
Lead Senior Librarian	M56	Jul 1, 2024		78,603.08	80,961.17	83,390.01	85,891.71	88,468.46	91,122.51	93,856.19	96,671.87		84,314.28	86,422.14	88,900.03	91,122.51
Lead Senior Mechanic (Combined Shifts)	M56	Jul 1, 2021		65,866.18	69,200.66	70,930.67	72,703.94	74,521.54	76,384.58	78,294.19	80,251.55	82,257.83	84,314.28	80,422.14	88,900.03	91,122.51
Lead Senior Mechanic (Combined Shifts)	M59	Jul 1, 2022		77,795.50	80,129.35	82,533.23	85,009.23	87,559.51	90,186.30	92,891.88	95,678.64 98,549.00	98,549.01 101,505.48				
Lead Senior Mechanic (Combined Shifts)	M59	Jul 1, 2023		80,129.36	82,533.23	85,009.23	87,559.51	90,186.29	92,891.88	95,678.64 98,549.00	101,505.47	104,550.63				
Lead Senior Mechanic (Combined Shifts)	M59		Annual	82,533.24	85,009.23	87,559.51	90,186.30	92,891.88	95,678.64	78,294.19	80,251,55	82,257.83	84,314.28	86,422.14	88,900.03	91,122.51
Lead Senior Zookeeper	M56	Jul 1, 2021		65,866.18	69,200.66	70,930.67	72,703.94	74,521.54	76,384.58	88,468.46	91,122.51	93,856.20	04,314.20	00,422.14	00,900.03	JAJAGAGA
Lead Senior Zookeeper	M56	Jul 1, 2022		74,090.95	76,313.67	78,603.08	80,961.17	83,390.01	85,891.71	91,122.52	93,856.19	96,671.88				
Lead Senior Zookeeper	M56	Jul 1, 2023		76,313.68	78,603.08	80,961.17	83,390.01	85,891.71	88,468.46		96,671.87	99,572.03				
Lead Senior Zookeeper	M56	Jul 1, 2024		78,603.08	80,961.17	83,390.01	85,891.71	88,468.46	91,122.51	93,856.19	90,071.07	99,572.05				
Legal Analyst	E12	Jul 1, 2021		65,000.00	75,870.00				-							
Legal Analyst	E12	Jul 1, 2022		65,000.00	79,664.00											
Legal Analyst	E12	Jul 1, 2023		65,000.00	84,444.00											
Legal Analyst	E12	Jul 1, 2024		65,000.00	92,888.00											
Legal Secretary	E14	Jul 1, 2021		65,000.00	74,825.00											
Legal Secretary	E14	Jul 1, 2022		65,000.00	78,566.00											
Legal Secretary	E14	Jul 1, 2023		65,000.00	83,280.00											
Legal Secretary	E14	Jul 1, 2024		65,000.00	91,608.00					*****	CD CC4 CD	CO 255 10	71,090.09	72,867.34	74,954.91	76,828.80
Librarian	M49	Jul 1, 2021		55,535.46	58,346.95	59,805.62	61,300.76	62,833.28	64,404.11	66,014.21	67,664.57	69,356.18 79,133.66	71,090.09	72,007.34	77,337.31	70,020.00
Librarian	M49	Jul 1, 2022		62,468.84	64,342.91	66,273.20	68,261,40	70,309.23	72,418.51	74,591.07	76,828.80					
Librarian	M49	Jul 1, 2023		64,342.91	66,273.19	68,261.39	70,309.24	72,418.51	74,591.06	76,828.80	79,133.67	81,507.67 83,952.90				
Librarian	M49	Jul 1, 2024		66,273.20	68,261.39	70,309.23	72,418.51	74,591.07	76,828.80	79,133.66	81,507.67		45,782.18	46,926.73	48,289.61	49,496.84
Library Assistant	M31	Jul 1, 2021		35,764.97	37,575.57	38,514.96	39,477.83	40,464.78	41,476,40	42,513.31	43,576.14	44,665.54 50,981.76	43,/02.10	40,320.73	40,203.01	13,130.01
Library Assistant	M31	Jul 1, 2022		40,245.47	41,452.82	42,696.41	43,977.30	45,296.63	46,655.53	48,055.19	49,496.85					
Library Assistant	M31	Jul 1, 2023		41,452.83	42,696.41	43,977.31	45,296.62	46,655.53	48,055.19	49,496.84	50,981.75	52,511.21				
Library Assistant	M31	Jul 1, 2024		42,696.41	43,977.30	45,296.62	46,655.52	48,055.19	49,496.84	50,981.75	52,511.20	54,086.54				
Library Director	290	Jul 1, 2021		120,000.00	120,000.00										-	
Library Director	290	Jul 1, 2022		120,000.00	120,000.00									-		
Library Director	290	Jul 1, 2023		120,000.00	127,200.00											
Library Director	290	Jul 1, 2024		120,000.00	139,920.00					00 570 05	101 012 75	102 500 04	105 150 00	108,813.06	111,533.39	
Library Supervisor	T86	Jan 1, 2021		82,931.30	87,129.70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75					
Library Supervisor	T86	Jan 1, 2022		84,797.26	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317.23	105,900.16	108,547.66	111,261.36	114,042.89	
Library Supervisor	T86	Jan 1, 2023		92,727.31	95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89					
Library Supervisor	T86	Jan 1, 2024		95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18	120,988.10	F0 452 20	CO 024 00	61,671.55	63,211.14
Library Technician	M41	Jul 1, 2021		45,671.44	47,983.55	49,183.14	50,412.72	51,673.04	52,964.86	54,288.99	55,646.21	57,037.37	58,463.30	59,924.88	61,6/1.33	63,211.14
Library Technician	M41	Jul 1, 2022		51,396.44	52,938.34	54,526.49	56,162.28	57,847.16	59,582.56	61,370.05	63,211.15	65,107.48				_
Library Technician	M41	Jul 1, 2023		52,938.34	54,526.49	56,162.28	57,847.15	59,582.57	61,370.04	63,211.15	65,107.49	67,060.71				
Library Technician	M41	Jul 1, 2024		54,526.49	56,162.28	57,847.15	59,582.56	61,370.04	63,211.14	65,107.48	67,060.70	69,072.52				
Maintenance Specialist	M46	Jul 1, 2022		65,592.28	67,560.05	69,586.86	71,674.47	73,824.69	76,039.43	78,320.62	80,670.24	83,090.35				
Maintenance Specialist	M46		Annual	67,560.05	69,586.85	71,674.46	73,824.70	76,039.43	78,320.62	80,670.24	83,090.35	85,583.06				
Maintenance Specialist	M46	Jul 1, 2024		69,586.85	71,674.46	73,824.70	76,039.44	78,320.62	80,670.23	83,090.34	85,583.06	88,150.55	71.000.00	72,867,34	74,954.91	76,828.80
Maintenance Specialist	M49	Jul 1, 2021		55,535.46	58,346.95	59,805.62	61,300.76	62,833.28	64,404.11	66,014.21	67,664,57	69,356.18				70,020.00
Maintenance Supervisor	T86	Jan 1, 2021		82,931.30	87,129.70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75	103,569.84		108,813.06		
Maintenance Supervisor	T86	Jan 1, 2022		84,797.26	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317.23	105,900.16	108,547.66	111,261.36	114,042.09	
Maintenance Supervisor	T91	Jan 1, 2023		97,363.67	100,284.58	103,293.12	106,391.91	109,583.67	112,871.18	116,257.31	119,745.03	123,337.39				
Maintenance Supervisor	T91	Jan 1, 2024		100,284.58	103,293.12	106,391.91	109,583.67	112,871.18	116,257.31	119,745.03	123,337.39	127,037.51	F2 00F 20	E4 220 42	EE 031 50	E7 210 72
Maintenance Worker I	M37	Jul 1, 2021		41,407.65	43,503.91	44,591.51	45,706.30	46,848.95	48,020.18	49,220.68	50,451.20	51,712.48		54,330.42	55,921.69	57,319.73
Maintenance Worker I	M38	Jul 1, 2022		48,936.50	50,404.59	51,916.73	53,474.24	55,078.46	56,730.82	58,432.74	60,185.72	61,991.29				
Maintenance Worker I	M38	Jul 1, 2023		50,404.60	51,916.73	53,474.23	55,078,46	56,730.81	58,432.74	60,185.72	61,991.30	63,851.03				-
Maintenance Worker I	M38	Jul 1, 2024		51,916.73	53,474.23	55,078.46	56,730.81	58,432.74	60,185.72	61,991.29	63,851.03	65,766.56	61 205 64	62,020,04	64 755 16	66,374.07
Maintenance Worker II	M43	Jul 1, 2021		47,962.41	50,390.51	51,650.27	52,941.53	54,265.07	55,621.70	57,012.24	58,437.54	59,898.48	61,395.94	62,930.84	64,755.16	00,374.07
Maintenance Worker II	M44	Jul 1, 2022		56,666.60	58,366.60	60,117.59	61,921.12		65,692.12	67,662.88	69,692.77	71,783.55				
Maintenance Worker II	M44	Jul 1, 2023		58,366.60	60,117.60	61,921.12	63,778.75	65,692.12	67,662.88	69,692.77	71,783.55	73,937.05				
Maintenance Worker II	M44	Jul 1, 2024	Annual	60,117.59	61,921.12	63,778.75	65,692.12	67,662.88	69,692.77	71,783.55	73,937.06	76,155.17				

vi 256	926	Effective	Time	1275.22		61	Ct 04	Chan DE	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
Job Title	Range	Date	Base	Step 01	Step 02	Step 03	Step 04	Step 05 89,307.94	91,540.64	93,829.16	96,174.89	98,579.26	101,043.74	103,569.84	106,159.08	Step 15
Management Analyst	T84	Jan 1, 2021		78,935.21 80,711.25	82,931.30 84,797.26	85,004.59 86,917.19	87,129.70 89,090.12	91,317.37	93,600,31	95,940.32	98,338.82	100,797.29	103,317.23	105,900.16	108,547.66	
Management Analyst	T84	Jan 1, 2022		88,259.18	90,906.96	93,634.17	96,443.19	99,336,49	102,316.58	105,386.08	108,547.66	111,804.09	103/51/105	100/100/100		
Management Analyst	T84	Jan 1, 2023 Jan 1, 2024		90,906,96	93,634.17	96,443.19	99,336.49	102,316.58	105,386.08	108,547.66	111,804.09					
Management Analyst	T84 X84	Jul 1, 2024		80,711.25	84,797.26	86,917.19	89,090.12	91,317.37	93,600.31	95,940.32	98,338.82	100,797.29	103,317.23	105,900.16	108,547.66	88,872.84
Management Analyst (Confidential)	X84	Jul 1, 2021		88,259.18	90,906.96	93,634.17	96,443.19	99,336.49	102,316.58	105,386,08	108,547.66	111,804.09				
Management Analyst (Confidential)	X84	Jul 1, 2023		90,906.96	93,634.17	96,443.19	99,336.49	102,316.58	105,386.08	108,547.66	111,804.09	115,158.21				
Management Analyst (Confidential)		Jul 1, 2023		93,634.17	96,443.19	99,336.49	102,316.58	105,386.08	108,547.66	111,804.09	115,158,21	118,612.96				
Management Analyst (Confidential)	X84	Jul 1, 2024		56,893.10	59,773,31	61,267.65	62,799.34	64,369.32	65,978.55	67,628.02	69,318,72	71,051.69	72,827.98	74,648.68	76,792.25	78,712.06
Marketing and Graphics Coordinator	M50 M50	Jul 1, 2022		64,000.11	65,920.11	67,897.71	69,934.64	72,032.68	74,193.66	76,419.47	78,712.05	81,073.42				
Marketing and Graphics Coordinator	M50	Jul 1, 2022		65,920.11	67,897.72	69,934.64	72,032.68	74,193.66	76,419.47	78,712.05	81,073.42	83,505.62				
Marketing and Graphics Coordinator	M50	Jul 1, 2023		67,897.71	69,934.65	72,032.69	74,193.67	76,419.48	78,712.06	81,073.42	83,505.63	86,010.79				
Marketing and Graphics Coordinator		Jul 1, 2024		64,275.19	67,529.12	69,217.34	70,947.78	72,721.47	74,539.51	76,403.00	78,313.07	80,270.90	82,277.67	84,334.61	86,756.44	88,925.38
Marketing and Graphics Coordinator (I/O)	M55	Jul 1, 2021		72,304.48	74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15		-		- Care -
Marketing and Graphics Coordinator (I/O)	M55	Jul 1, 2022		74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15	94,340.95				
Marketing and Graphics Coordinator (I/O)	M55	Jul 1, 2023		76,707.82	79,009.05	81,379.32	83,820.70	86,335.32	88,925.38	91,593.14	94,340.94	97,171.17				
Marketing and Graphics Coordinator (I/O)	M55				8,400.00	01,3/9.32	03,020.70	00,333.32	00,323.30	31,333,11	3.75.0.37	31,727,2127				
Mayor	C01	Jul 1, 2021		4,800.00 4,800.00	8,400.00						7					
Mayor	C01	Jul 1, 2022		4,800.00	8,400.00											
Mayor	C01	Jul 1, 2023			8,400.00											
Mayor	C01	Jul 1, 2024		4,800.00		69,586.86	71,674.47	73,824.69	76,039.43	78,320.62	80,670.24	83,090.35				
Mechanic II	M46	Jul 1, 2022		65,592.28	67,560.05	71,674.46	73,824.70	76,039.43	78,320.62	80,670.24	83,090.35	85,583.06				
Mechanic II	M46	Jul 1, 2023		67,560.05	69,586.85		76,039.44	78,320.62	80,670.23	83,090.34	85,583.06	88,150.55				
Mechanic II	M46	Jul 1, 2024		69,586.85	71,674.46	73,824.70	61,300.76	62,833.28	64,404.11	66,014.21	67,664.57	69,356.18	71,090.09	72,867.34	74,954.91	76,828.80
Mechanic II	M49	Jul 1, 2021	-	55,535.46	58,346.95	59,805.62	39,477.83	40,464.78	41,476.40	42,513.31	43,576.14	44,665.54	45,782.18	46,926.73	48,289.61	49,496.84
Office Assistant	M31	Jul 1, 2021		35,764.97	37,575.57	38,514.96		45,296.63	46,655.53	48,055.19	49,496.85	50,981.76	15,702,10	10,520,75	10,003.01	157 15010 1
Office Assistant	M31	Jul 1, 2022		40,245.47	41,452.82	42,696.41	43,977.30	46,655.53	48,055.19	49,496.84	50,981.75	52,511.21				
Office Assistant	M31	Jul 1, 2023		41,452.83	42,696.41	43,977.31		48,055.19	49,496.84	50,981.75	52,511.20	54,086.54				
Office Assistant	M31	Jul 1, 2024		42,696.41	43,977.30	45,296.62	46,655.52 62,799.34	64,369.32	65,978.55	67,628.02	69,318.72	71,051.69	72,827.98	74,648.68	76,792.25	78,712.06
Park Planner I	M50		Annual	56,893.10	59,773.31	61,267.65 67,897.71	69,934,64	72,032.68	74,193.66	76,419.47	78,712.05	81,073.42	72,027130	7 170 10100	10/13444	
Park Planner I	M50	Jul 1, 2022		64,000.11	65,920.11	69,934.64	72,032.68	74,193.66	76,419,47	78,712.05	81,073.42	83,505.62				
Park Planner I	M50	Jul 1, 2023		65,920.11	67,897.72	72,032.69	74,193.67	76,419.48	78,712.06	81,073.42	83,505.63	86,010.79				
Park Planner I	M50	Jul 1, 2024		67,897.71	69,934.65	74,471,47	76,333.26	78,241.59	80,197.63	82,202.57	84,257.63	86,364.08	88,523.18	90,736.26	93,352.09	95,685.89
Park Planner II	M58	Jul 1, 2021		69,154.16	72,655.09	82,539.48	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.47	00/323/10	30// 30/10	20/00/11/2	THE PARTY OF THE P
Park Planner II	M58	Jul 1, 2022		77,801.38	80,135.42	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.46	101.513.16				
Park Planner II	M58	Jul 1, 2023		80,135.42	82,539.48	87,566.14	90,193,13	92,898.92	95,685.89	98,556.46	101,513.16	104,558.55				
Park Planner II	M58	Jul 1, 2024		82,539.49	85,015.67	108,813.05	111,533,38	114,321.72	117,179.76	120,109.25	123,111.98		129,344.53			
Park Planning Manager	T94	Jan 1, 2021		101,043.74	106,159.08				119,816,30	122,811.71	125,882.00					
Park Planning Manager	T94	Jan 1, 2022	Annual	103,317.23	108,547.66	111,261.35	114,042.88	116,893.95	124,662.81	128,402.70	132,254.78	136,222.42	132,234.70			
Park Planning Manager	T94	Jan 1, 2023		107,535.24	110,761.30	114,084.13	117,506.66	121,031.86	128,402.69	132,254.78	136,222.42					
Park Planning Manager	T94	Jan 1, 2024		110,761.30	114,084.14	117,506.65	121,031.86	124,662.82	128,402.09	132,234.76	130,222,42	140,309.09				
Parks & Recreation Director	E06	Jan 1, 2021		150,000.00	163,898.00											
Parks & Recreation Director	E06	Jan 1, 2022		150,000.00	170,454.00											
Parks & Recreation Director	E06	Jan 1, 2023		150,000.00	179,000.00											
Parks & Recreation Director	E06	Jan 1, 2024		150,000.00	196,900.00	45.000.01	63 F36 A1	CO 205 44	70 007 04	72 771 07	74,591.27	76,456.05	78,367,45	80,326.64	82,634.14	84,699.99
Payroll Specialist	W53	Jul 1, 2021		61,220.53	64,319.82	65,927.81	67,576.01	69,265.41	70,997.04	72,771.97 82,233.01	84,700.00	87,241.00	76,307,43	00,320.01	02,051,21	01,023.33
Payroll Specialist	W53	Jul 1, 2022		68,868.85	70,934.92	73,062.96	75,254.85	77,512.50	79,837.86 82,233.00	84,700.00	87,241.00	89,858.23				
Payroll Specialist	W53	Jul 1, 2023		70,934.91	73,062.96	75,254.85	77,512.49	79,837.87	84,700.00	87,241.00	89,858.23	92,553.97			-	
Payroll Specialist	W53	Jul 1, 2024		73,062.96	75,254.85	77,512.49	79,837.87			61,324.11	62,857.21	64,428.64	66,039.36	67,690.34	69,654.82	71,396.19
Payroll Technician	W46	Jul 1, 2021		51,589.84	54,201.58	55,556.62	56,945.53	58,369.17	59,828.40			73,538.08	00,039.30	07,030.31	03,031.02	71,590.15
Payroll Technician	W46	Jul 1, 2022		58,051.64	59,793.19	61,586.98	63,434.59	65,337.63	67,297.76	69,316.69	71,396.19 73,538.08					
Payroll Technician	W46	Jul 1, 2023		59,793.19	61,586.98	63,434.59	65,337.63	67,297.76	69,316.69	71,396.19	75,744.22	78,016.55				
Payroll Technician	W46	Jul 1, 2024		61,586.98	63,434.59	65,337.63	67,297.76	69,316.69	71,396.19 103,569.83	73,538.08	108,813.05		114,321.72			
Plan Check Engineer	T89	Jan 1, 2021		89,307.94	93,829.16	96,174.88	98,579.26					111,533.38				
Plan Check Engineer	T89	Jan 1, 2022		91,317,37	95,940.31	98,338.82	100,797.29	103,317.22	105,900.15	108,547.66			110,093.95			
Plan Check Engineer	T89	Jan 1, 2023		95,045.48	97,896.85	100,833.75	103,858.76	106,974.53	110,183.76	113,489.28	116,893.95					
Plan Check Engineer	T89	Jan 1, 2024		97,896.84	100,833.76	103,858.76	106,974.52	110,183.77	113,489.27	116,893.96	120,400.77	124,012.79				
Planning Manager	T14	Jan 1, 2021		129,344.53	132,578.14	135,892.59	139,289.91	142,772.16	146,341.46	150,000.00	153,750.00					
Planning Manager	T14	Jan 1, 2022		132,254.78	135,561.15	138,950.18	142,423.93	145,984.53	149,634.14	153,375.00	157,209.37					
Planning Manager	T14	Jan 1, 2023	-	139,678.49	143,868.85	148,184.91	152,630.46		161,925.65							
Planning Manager	T14	Jan 1, 2024	Annual	143,868.84	148,184.92	152,630.46	157,209.37	161,925.65	166,783.42	التسيية						

7.33	543	Effective	Time	20.00	Ct 02	Ch	Stor Od	Chan OF	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
Job Title	Range	Date	Base	Step 01	Step 02	Step 03	Step 04	Step 05 51,673.04	52,964.86	54,288.99	55,646.21	57,037.37	58,463.30	59,924.88	61,671.55	63,211.14
Planning Technician I	M41	Jul 1, 2021		45,671.44	47,983.55	49,183.14	50,412.72		59,582,56	61,370.05	63,211.15	65,107.48	30,403.30	33,321.00	01/0/1/33	OSTETE
Planning Technician I	M41		Annual	51,396.44	52,938.34	54,526.49	56,162.28	57,847.16	61,370.04	63,211.15	65,107.49	67,060.71				
Planning Technician I	M41	Jul 1, 2023		52,938.34	54,526.49	56,162.28	57,847.15	59,582.57		65,107.48	67,060.70	69,072.52				
Planning Technician I	M41	Jul 1, 2024		54,526.49	56,162.28	57,847.15	59,582.56	61,370.04	63,211.14		61,358.13	62,892.08	64,464,38	66,075.99	67,982,32	69,681.88
Planning Technician II	M45	Jul 1, 2021		50,359.47	52,908.92	54,231.64	55,587.43	56,977.12	58,401.55	59,861.59		71,772.34	04,404.30	00,073.99	07,302.32	03,001.00
Planning Technician II	M45		Annual	56,657.75	58,357.48	60,108.20	61,911.45	63,768.79	65,681.85	67,652.32	69,681.88					
Planning Technician II	M45	Jul 1, 2023		58,357.48	60,108.21	61,911.45	63,768.79	65,681.86	67,652.31	69,681.89	71,772.34	73,925.51				
Planning Technician II	M45	Jul 1, 2024		60,108.20	61,911.45	63,768.79	65,681.85	67,652.31	69,681.88	71,772.33	73,925.50	76,143.27	66 270 12	68.029.37	69,730.10	
Police Comm Svcs Officer	34P	Jan 1, 2021		51,879.09	54,473.05	55,834.88	57,230.74	58,661.51	60,128.05	61,631.25	63,172.04	64,751.33	66,370.12	70,070.25	71,822.01	
Police Comm Svcs Officer	34P	Jan 1, 2022		53,435.47	56,107.24	57,509.93	58,947.66	60,421.36	61,931.89	63,480.19	65,067.20	66,693.87	68,361.22			
Police Comm Svcs Officer	34P	Jan 1, 2023		55,038.53	57,790.46	59,235.22	60,716.09	62,234.00	63,789.85	65,384.60	67,019.22	68,694.69	70,412.06	72,172.36	73,976.67	
Police Comm Svcs Officer	34P	Jan 1, 2024		56,689.69	59,524.17	61,012.28	62,537.58	64,101.02	65,703.54	67,346.13	69,029.79	70,755.53	72,524.42	74,337.53	76,195.97	
Police Commander	910	Jan 1, 2021	Annual	161,139.61	165,168.10	169,297.30	173,529.73	177,867.98	182,209.87	186,872.54						
Police Commander	910	Jan 1, 2022	Annual	166,779.50	170,948.98	175,222.71	179,603.27	184,093.36	188,587.22	193,413.08						
Police Commander	910	Feb 16, 2023	Annual	170,455.00		187,926.00	197,323.00	207,189.00							IIE III	
Police Commander	910	Jan 1, 2024	Annual	175,568.65	184,347.34	193,563.78	203,242.69	213,404.67								
Police Corporal - A	48P	Jan 1, 2021	Annual	78,340.58	82,306.44	86,472.49	90,850.25	95,449.15	100,280.72	102,113.78	104,666.86					
Police Corporal - A	48P	Jan 1, 2022		81,082.50	85,187.17	89,498.56	94,030.01	98,789.87	103,790.54	105,687.76	108,330.20					
Police Corporal - A	48P	Jan 1, 2023	Annual	83,514.98	87,742.79	92,183.52	96,850.91	101,753.57	106,904.26	108,858.39	111,580.11					
Police Corporal - A	48P	Jan 1, 2024	Annual	86,020.42	90,375.07	94,949.02	99,756.44	104,806.17	110,111.38	112,124.14	114,927.51					
Police Corporal - B	48P	Jan 1, 2021		86,472.49	88,634.65	90,904.75	93,176.95	95,449.15	97,835.59	100,280.72	102,113.78					
Police Corporal - B	48P	Jan 1, 2022		85,516.86	88,082.36	90,724.84	93,446.58	96,249.98	99,137.48	102,111.60	105,174.95	108,330.20			1	
Police Corporal - B	48P	Jan 1, 2023		88,082.37	90,724.83	93,446.59	96,249.98	99,137.48	102,111.60	105,174.95	108,330.20	111,580.11				
Police Corporal - B	48P	Jan 1, 2024		90,724.84	93,446.58	96,249.98	99,137.48	102,111.60	105,174.95	108,330.20	111,580.10	114,927.51				
Police Lieutenant	89A	Jan 1, 2021		138,950.21	142,423.97	145,984.57	149,634.19	153,375.04	157,209.42	161,139.65	165,168.14			المالالي		
Police Lieutenant	89A	Jan 1, 2022		143,813,47	147,408,81	151,094,03	154,871.34	158,743.17	162,711.75	166,779.54	170,949.02					
	89A	Feb 1, 2023		149,643.00	153,480.00	157,415.00	161,452.00	165,592.00	169,838.00	174,192.00						
Police Lieutenant	89A	Feb 16, 2023		151,393.00	158,962,00	166,910.00	175,256.00	184,019.00		and the same	The Assessment of the Inches					
Police Lieutenant	89A	Jan 1, 2024		155,934.79	163,730.86	171,917.30	180,513.68	189,539.57						Carlo Laboratoria		
Police Lieutenant	44P	Jan 1, 2021		74,303,44	76,160.61	78,064.94	80,016.43	82,017.18	84,067.19	86,168.55	88,323,37	90,531.64	92,794.41	95,503.65	97,891.13	
Police Officer	44P	Jan 1, 2022		79,980.83	82,380.26	84,851.66	87,397.21	90,019.13	92,719.70	95,501.29	98,366.33	101,317.32				
Police Officer	44P	Jan 1, 2022		82,380.25	84,851.67	87,397.21	90,019.13	92,719.70	95,501.29	98,366.33	101,317.32					
Police Officer	44P	Jan 1, 2023		84,851.66	87,397.22	90,019,13	92,719.70	95,501.30	98,366.33	101,317.32		107,487.54				
Police Officer	42P	Jan 1, 2024		61,644.11	0/,33/,22	30,013.13	32,7 13.70	33,302.30	30,300.55	101/01/102	20.755010.1					
Police Officer Recruit	42P	Jan 1, 2022		63,493.44												
Police Officer Recruit	42P	Jul 1, 2022		58,858.42												
Police Officer Recruit				60,624.17										70		
Police Officer Recruit	42P	Jul 1, 2023														
Police Pre-Service Officer	41P	Jan 1, 2021		68,124.06												
Police Pre-Service Officer	41P	Jan 1, 2022		70,508.40												
Police Pre-Service Officer	41P	Jan 1, 2023		72,623.65												
Police Pre-Service Officer	41P	Jan 1, 2024		74,802.36	47.040.06	E0 224 24	F2 040 26	55,488.23	58,262.65	59,719.22						
Police Records Clerk - A	33P	Jan 1, 2021		45,652.70	47,940.86		52,849.36									
Police Records Clerk - A	33P	Jan 1, 2022		47,022.28	49,379.09		54,434.84	57,152.88	60,010.53	61,510.80						
Police Records Clerk - A	33P	Jan 1, 2023		48,432.95	50,860.46		56,067.88	58,867,47	61,810.85							
Police Records Clerk - A	33P	Jan 1, 2024		49,885.94	52,386.28	54,987.48	57,749.92	60,633.49	63,665.17	65,256.80	E2 070 10	CC 22C 14	FC COC 70	58,020.92	58,262.65	59,719.22
Police Records Clerk - B	33P	Jan 1, 2021		45,325.85	46,459.01	47,620.48	48,810.99	50,031.25	51,282.03	52,564.09	53,878.19	55,225.14		59,761.55	60,010.53	61,510.80
Police Records Clerk - B	33P	Jan 1, 2022		46,685.63	47,852.78	49,049.09	50,275.31	51,532.19	52,820.49	54,141.01	55,494.53	56,881.89	58,303.96		61.810.85	63,356.12
Police Records Clerk - B	33P	Jan 1, 2023		48,086.20	49,288.36		51,783.57	53,078.16	54,405.11	55,765.24	57,159.37	58,588.35	60,053.07	61,554.39		
Police Records Clerk - B	33P	Jan 1, 2024		49,528.78	50,767.01	52,036.18	53,337.08	54,670.50	56,037.26	57,438.20	58,874,15	60,346.00	61,854.67	63,401.02	63,665.17	65,256.80
Police Records Clerk, Perm Part Time	33P	Jan 1, 2021														
Police Records Clerk, Perm Part Time	33P	Jan 1, 2022														
Police Records Clerk, Perm Part Time	33P	Jan 1, 2023	Annual													
Police Records Clerk, Perm Part Time	33P	Jan 1, 2024	Annual													
Police Records Supervisor - A	51P	Jan 1, 2021	Annual	56,397.78	59,208.46		65,281.11	68,543.15		73,769.57						
Police Records Supervisor - A	51P	Jan 1, 2022		58,089.72	60,984.71	64,027.59	67,239.54	70,599.45	74,129.41	75,982.65						
Police Records Supervisor - A	51P	Jan 1, 2023		59,832.41	62,814.25	65,948.41	69,256.73	72,717.43	76,353.30	78,262.13						
Police Records Supervisor - A	51P	Jan 1, 2024		61,627.38			71,334.43	74,898.95	78,643.90	80,610.00						

Job Title Police Records Supervisor - B Police Sergeant - A Police Sergeant - A Police Sergeant - A Police Sergeant - A Police Sergeant - B Police Sergeant - B	S1P 51P 51P 51P 51P 54P 54P	Jan 1, 2021 Jan 1, 2022 Jan 1, 2023		Step 01 55,994.01	Step 02 57,393.86	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09			74 070 74	
Police Records Supervisor - B Police Sergeant - A Police Sergeant - A Police Sergeant - A Police Sergeant - A Police Sergeant - B	51P 51P 51P 54P	Jan 1, 2022 Jan 1, 2023				58,828.71	60,299,42	61.806.91	63,352.09	64,935.88	66,559.28	68,223.27	69,928,85	71,677.07	71,970.71	73,769.99
Police Records Supervisor - B Police Records Supervisor - B Police Sergeant - A Police Sergeant - B Police Sergeant - B	51P 51P 54P	Jan 1, 2023		57,673.83	59,115.68	60,593.57	62,108,40	63,661.11	65,252.65	66,883.95	68,556.06	70,269.97	72,026.71	73,827.38	74,129.84	75,983.09
Police Records Supervisor - B Police Sergeant - A Police Sergeant - A Police Sergeant - A Police Sergeant - A Police Sergeant - B Police Sergeant - B	51P 54P			59,404.04	60,889.15	62,411.38	63.971.65	65,570,95	67,210.23	68,890.47	70,612,74	72,378.07	74,187.51	76,042.20	76,353.73	78,262.58
Police Sergeant - A Police Sergeant - A Police Sergeant - A Police Sergeant - A Police Sergeant - B Police Sergeant - B	54P	Jan 1, 2024		61,186,16	62,715.82	64,283.72	65,890.80	67,538.08	69,226.54	70,957.19	72,731.13	74,549.41	76,413.14	78,323.47	78,644.34	80,610.46
Police Sergeant - A Police Sergeant - A Police Sergeant - A Police Sergeant - B Police Sergeant - B		Jan 1, 2021		93,074,24	97,728.68	102,626.28	107,767.03	113,155.12	115,984.88	118,883.83						
Police Sergeant - A Police Sergeant - A Police Sergeant - B Police Sergeant - B		Jan 1, 2022		96,331.84	101,149.19	106,218.20	111,538.87	117,115,54	120,044.36	123,044.76						
Police Sergeant - A Police Sergeant - B Police Sergeant - B	54P	Jan 1, 2023		99,221,80	104,183.67	109,404.75	114,885.04	120,629.01	123,645.69	126,736.10						
Police Sergeant - B Police Sergeant - B	54P	Jan 1, 2024		102,198.45	107,309.18	112,686.89	118,331.59	124,247.88	127,355.06	130,538.19					i i	
Police Sergeant - B	54P	Jan 1, 2021		95,401.99	100,171.72	102,626.28	105.191.94	107,767,03	110,461.60	113,155.12	115,984.88	118,883.83				
	54P	Jan 1, 2022		97,132,67	100,046.65	103,048.05	106,139,49	109,323.68	112,603.39	115,981.49	119,460.93	123,044.76				
Police Sergeant - B	54P	Jan 1, 2023		100,046.65	103,048.05	106,139.49	109,323.67	112,603.39	115,981.49	119,460.93	123,044.76	126,736.10				
Police Sergeant - B	54P	Jan 1, 2024		103,048.05	106,139.49	109,323.68	112,603.38	115,981.49	119,460.94	123,044.76	126,736.10	130,538.19				
Police Volunteer Coordinator - A	S1P	Jan 1, 2021	Annual	56,397.78	59,208.46	62,162,70	65,281.11	68,543.15	71,970.31	73,769.57					10 m	
Police Volunteer Coordinator - A	51P	Jan 1, 2022	Annual	58,089.72	60,984.71	64,027.59	67,239.54	70,599.45	74,129.41	75,982.65						
Police Volunteer Coordinator - A	51P	Jan 1, 2023	Annual	59,832.41	62,814.25	65,948.41	69,256.73	72,717.43	76,353.30	78,262.13						
Police Volunteer Coordinator - A	51P	Jan 1, 2024	Annual	61,627,38	64,698.68	67,926.87	71,334.43	74,898.95	78,643.90	80,609.99						
Police Volunteer Coordinator - B	51P	Jan 1, 2021	Annual	55,994.01	57,393.86	58,828.71	60,299.42	61,806.91	63,352.09	64,935.88	66,559.28	68,223.27	69,928.85	71,677.07	71,970.71	73,769.99
Police Volunteer Coordinator - 8	51P	Jan 1, 2022	Annual	57,673.83	59,115.68	60,593.57	62,108.40	63,661.11	65,252.65	66,883.95	68,556.06	70,269.97	72,026.71	73,827.38	74,129.84	75,983.09
Police Volunteer Coordinator - 8	51P	Jan 1, 2023	Annual	59,404.04	60,889.15	62,411.38	63,971.65	65,570.95	67,210.23	68,890.47	70,612.74	72,378.07	74,187.51	76,042.20	76,353.73	78,262.58
Police Volunteer Coordinator - B	51P	Jan 1, 2024	Annual	61,186.16	62,715.82	64,283.72	65,890.80	67,538.08	69,226.54	70,957.19	72,731.13	74,549.41	76,413.14	78,323.47	78,644.34	80,610.46
Principal Civil Engineer	T98	Jan 1, 2021	Annual	111,533,38	117,179.76	120,109.25	123,111.98	126,189.78	129,344.53	132,578.14	135,892.59	139,289.91	142,772.16			
Principal Civil Engineer	T98	Jan 1, 2022	Annual	114,042.88	119,816.30	122,811.71	125,882.00	129,029.05	132,254.78	135,561.15	138,950.18	142,423.93	145,984.53		حيصالتني	
Principal Civil Engineer	T98	Jan 1, 2023	Annual	118,698.78	122,259.75	125,927.54	129,705.36	133,596.53	137,604.42	141,732.55	145,984.53	150,364.07				
Principal Civil Engineer	T98	Jan 1, 2024	Annual	122,259.74	125,927.54	129,705.37	133,596.52	137,604.43	141,732.55	145,984.53	150,364.07	154,874.99			فسيني	
Principal Planner	T95	Jan 1, 2021	Annual	103,569.83	108,813.05	111,533.38	114,321.72	117,179.76	120,109.25	123,111.98	126,189.78	129,344.53	132,578.14	100		
Principal Planner	T95	Jan 1, 2022	Annual	105,900.15	111,261.35	114,042.88	116,893.95	119,816.30	122,811.71	125,882.00	129,029.05	132,254.78	135,561.15			
Principal Planner	T95	Jan 1, 2023	Annual	110,223.62	113,530.33	116,936.24	120,444.33	124,057.66	127,779.38	131,612.77	135,561.15	139,627.98				
Principal Planner	T95	Jan 1, 2024	Annual	113,530.33	116,936.24	120,444.33	124,057.66	127,779.39	131,612.76	135,561.15	139,627.98	143,816.82				
Process Improvement Specialist	M56	Jul 1, 2021	Annual	65,866.18	69,200.66	70,930.67	72,703.94	74,521.54	76,384.58	78,294.19	80,251.55	82,257.83	84,314.28	86,422.14	88,900.03	91,122.51
Process Improvement Specialist	M56	Jul 1, 2022	Annual	74,090.95	76,313.67	78,603.08	80,961.17	83,390.01	85,891,71	88,468.46	91,122.51	93,856.20				
Process Improvement Specialist	M56	Jul 1, 2023	Annual	76,313.68	78,603.08	80,961.17	83,390.01	85,891.71	88,468.46	91,122.52	93,856.19	96,671.88				
Process Improvement Specialist	M56	Jul 1, 2024		78,603.08	80,961.17	83,390.01	85,891.71	88,468.46	91,122.51	93,856.19	96,671.87	99,572.03				
Property / Evidence Technician - A	33P	Jan 1, 2021		45,652.70	47,940.86	50,321.34	52,849.36	55,488.23	58,262.65	59,719.22						
Property / Evidence Technician - A	33P	Jan 1, 2022		47,022.28	49,379.09	51,830.98	54,434.84	57,152.88	60,010.53	61,510.80						
Property / Evidence Technician - A	33P	Jan 1, 2023		48,432.95	50,860.46	53,385.91	56,067.88	58,867.47	61,810.85	63,356.12						
Property / Evidence Technician - A	33P	Jan 1, 2024		49,885.94	52,386.28	54,987.48	57,749.92	60,633.49	63,665.17	65,256.80				TO 020 02	50 262 65	50.740.22
Property / Evidence Technician - B	33P	Jan 1, 2021		45,325.85	46,459.01	47,620.48	48,810.99	50,031.25	51,282.03	52,564.09	53,878.19	55,225.14	56,605.78	58,020.92	58,262.65	59,719.22
Property / Evidence Technician - B	33P	Jan 1, 2022		46,685.63	47,852.78	49,049.09	50,275.31	51,532.19	52,820.49	54,141.01	55,494.53	56,881.89	58,303.96	59,761.55	60,010.53	61,510.80
Property / Evidence Technician - B	33P	Jan 1, 2023		48,086.20	49,288.36	50,520.57	51,783.57	53,078.16	54,405.11	55,765.24	57,159.37	58,588.35	60,053.07	61,554.39	61,810.85	63,356.12
Property / Evidence Technician - 8	33P	Jan 1, 2024		49,528.78	50,767.01	52,036.18	53,337.08	54,670.50	56,037.26	57,438.20	58,874.15	60,346.00	61,854.67	63,401.02	63,665.17	65,256.80
Public Works Director	260	Jan 1, 2021		150,000.00	174,300.00											
Public Works Director	260	Jan 1, 2022		150,000.00	181,272.00											
Public Works Director	260	Jan 1, 2023		150,000.00	192,148.00		-									
Public Works Director	260	Jan 1, 2024	-	150,000.00	211,363.00	400 400 00	472 444 00	125 100 70	120 244 52	122 570 14	125 002 50	120 200 01	142,772.16			
Public Works Section Manager	T98	Jan 1, 2021		111,533.38	117,179.76		123,111.98	126,189.78	129,344.53	132,578.14	135,892.59	139,289.91	145,984.53			
Public Works Section Manager	T98	Jan 1, 2022		114,042.88	119,816.30	122,811.71	125,882.00	129,029.05	132,254.78	135,561.15	138,950.18		145,904.53			
Public Works Section Manager	T98	Jan 1, 2023		118,698.78	122,259.75		129,705.36	133,596.53	137,604.42	141,732.55	145,984.53					
Public Works Section Manager	T98	Jan 1, 2024		122,259.74	125,927.54	129,705.37	133,596.52	137,604.43	141,732.55	145,984.53		154,874.99				
Public Works Section Manager - Engineer	T14	Jan 1, 2021		129,344.53	132,578.14	135,892.59	139,289.91	142,772.16	146,341.46	150,000.00	153,750.00					
Public Works Section Manager - Engineer	T14	Jan 1, 2022		132,254.78	135,561.15		142,423.93	145,984.53	149,634.14	153,375.00	157,209.37					
Public Works Section Manager - Engineer	T14	Jan 1, 2023		139,678.49	143,868.85	148,184.91	152,630.46	157,209.37	161,925.65					-		
Public Works Section Manager - Engineer	T14	Jan 1, 2024		143,868.84	148,184.92	152,630.46	157,209.37	161,925.65	166,783.42	57.012.24	E0 437 54	E0 000 40	61,395.94	62,930.84	64,755.16	66,374.07
Recreation Coordinator I	M43	Jul 1, 2021		47,962.41	50,390.51	51,650.27	52,941.53	54,265.07	55,621.70	57,012.24	58,437.54	59,898.48	01,395.94	02,930.84	04,755.10	00,3/4.0/
Recreation Coordinator I	M43	Jul 1, 2022		53,968.19	55,587.24	57,254.85	58,972.50	60,741.68	62,563.92	64,440.84	66,374.07	68,365.28				
Recreation Coordinator I	M43	Jul 1, 2023		55,587.23	57,254.85	58,972.49	60,741.67	62,563.93	64,440.84	66,374.06 68,365.29	68,365.29 70,416.25	70,416.24				
Recreation Coordinator I	M43	Jul 1, 2024		57,254.85	58,972.50	60,741.67	62,563.93	64,440.84	66,374.07			72,826.61	74,647.28	76,513.46	78,700.30	80,667.81
Recreation Coordinator II	M51	Jul 1, 2021		58,314.33	61,266.50	62,798.16	64,368.11	65,977.32	67,626.75 76,037.14	69,317.42 78,318.26	71,050.35 80,667.81	83,087.84	/4,047.28	70,313.40	70,700.30	00,007.01
Recreation Coordinator II	M51	Jul 1, 2022		65,590.31	67,558.02	69,584.76	71,672.30	73,822.47	78,318.26	80,667.81	83,087.84	85,580,48				
Recreation Coordinator II Recreation Coordinator II	M51 M51	Jul 1, 2023	_	67,558.02	69,584.76 71,672.30	71,672.30	76,037.14	78,318.26	80,667.81	83,087.84	85,580.47	88,147.89				

		Effective	Time												- 223	Car Ven
Job Title	Range	Date	Base	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
Recreation Manager	T94	Jan 1, 2021	Annual	101,043.74	106,159.08	108,813.05	111,533.38	114,321.72	117,179.76	120,109.25	123,111.98	126,189.78	129,344.53			
Recreation Manager	T94	Jan 1, 2022	Annual	103,317.23	108,547.66	111,261.35	114,042.88	116,893.95	119,816.30	122,811.71	125,882.00	129,029.05	132,254.78			
Recreation Manager	T94	Jan 1, 2023	Annual	107,535.24	110,761.30	114,084.13	117,506.66	121,031.86	124,662.81	128,402.70	132,254.78	136,222.42				
Recreation Manager	T94	Jan 1, 2024	Annual	110,761.30	114,084.14		121,031.86	124,662.82	128,402.69	132,254.78	136,222.42	140,309.09				
Recreation Supervisor	T86	Jan 1, 2021	Annual	82,931.30	87,129.70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75	103,569.84	106,159.08	108,813.06	111,533.39	
Recreation Supervisor	T86	Jan 1, 2022	Annual	84,797.26	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317.23	105,900.16	108,547.66	111,261.36	114,042.89	
Recreation Supervisor	T86	Jan 1, 2023	Annual	92,727.31	95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18				
Recreation Supervisor	T86	Jan 1, 2024	Annual	95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18	120,988.10				
Refuse Driver	M43	Jul 1, 2021	Annual	47,962.41	50,390.51	51,650.27	52,941.53	54,265.07	55,621.70	57,012.24	58,437.54	59,898,48	61,395.94	62,930.84	64,755.16	66,374.07
Refuse Driver	M44	Jul 1, 2022	Annual	56,666.60	58,366.60	60,117,59	61,921.12	63,778.76	65,692.12	67,662.88	69,692.77	71,783.55				
Refuse Driver	M44	Jul 1, 2023	Annual	58,366.60	60,117.60	61,921.12	63,778.75	65,692.12	67,662.88	69,692.77	71,783.55	73,937.05				
Refuse Driver	M44	Jul 1, 2024	Annual	60,117.59	61,921.12	63,778.75	65,692.12	67,662.88	69,692.77	71,783.55	73,937.06	76,155.17				
Revenue Services Supervisor	X86	Jul 1, 2021		84,797.26	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317.23	105,900.16	108,547.66	111,261.36	114,042.89	
Revenue Services Supervisor	X86	Jul 1, 2022	Annual	92,727.31	95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18				
Revenue Services Supervisor	X86	Jul 1, 2023	Annual	95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18	120,988.10				
Revenue Services Supervisor	X86	Jul 1, 2024		98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18	120,988.10	124,617.74				44.004.00
Revenue Technician II	M43	Jul 1, 2021		47,962.41	50,390.51	51,650.27	52,941.53	54,265.07	55,621.70	57,012.24	58,437.54	59,898.48	61,395.94	62,930.84	64,755.16	66,374.07
Revenue Technician II	M43	Jul 1, 2022	Annual	53,968.19	55,587.24	57,254.85	58,972.50	60,741.68	62,563.92	64,440.84	66,374.07	68,365.28				
Revenue Technician II	M43	Jul 1, 2023		55,587.23	57,254.85	58,972.49	60,741.67	62,563.93	64,440.84	66,374.06	68,365.29	70,416.24				
Revenue Technician II	M43	Jul 1, 2024		57,254.85	58,972.50	60,741.67	62,563.93	64,440.84	66,374.07	68,365.29	70,416.25	72,528.74		00 704 04	02.252.00	05.605.00
Senior Building Inspector	M58	Jul 1, 2021		69,154.16	72,655.09	74,471.47	76,333.26	78,241.59	80,197.63	82,202.57	84,257.63	86,364.08	88,523,18	90,736.26	93,352.09	95,685.89
Senior Building Inspector	M58	Jul 1, 2022		77,801.38	80,135.42	82,539.48	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.47				
Senior Building Inspector	M58	Jul 1, 2023		80,135.42	82,539.48	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.46	101,513.16				
Senior Building Inspector	M58	Jul 1, 2024		82,539.49	85,015.67	87,566.14	90,193.13	92,898.92	95,685.89	98,556.46	101,513.16	104,558.55				
Senior Building Tradesworker	M51	Jul 1, 2021		58,314.33	61,266.50	62,798.16	64,368.11	65,977.32	67,626.75	69,317.42	71,050.35	72,826.61	74,647.28	76,513.46	78,700.30	80,667.81
Senior Building Tradesworker	M51	Jul 1, 2022	Annual	65,590.31	67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84				
Senior Building Tradesworker	MS1	Jul 1, 2023		67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.48				
Senior Building Tradesworker	M51	Jul 1, 2024	Annual	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.47	88,147.89				
Senior Civil Engineer	T95	Jan 1, 2021	Annual	103,569.83	108,813.05	111,533.38	114,321.72	117,179.76	120,109.25	123,111.98	126,189.78	129,344.53	132,578.14			
Senior Civil Engineer	T95	Jan 1, 2022	Annual	105,900.15	111,261.35	114,042.88	116,893.95	119,816.30	122,811.71	125,882.00	129,029.05	132,254.78	135,561.15			
Senior Civil Engineer	T95	Jan 1, 2023	Annual	110,223.62	113,530.33	116,936.24	120,444.33	124,057.66	127,779.38	131,612.77	135,561.15	139,627.98				
Senior Civil Engineer	T95	Jan 1, 2024	Annual	113,530.33	116,936.24	120,444.33	124,057.66	127,779.39	131,612.76	135,561.15	139,627.98	143,816.82				
Senior Communications & Marketing Specialist	M60	Jul 1, 2021	Annual	72,611.91	76,287.89	78,195.09	80,149.97	82,153.72	84,207.56	86,312.75	88,470.57	90,682.33	92,949.39	95,273.12	98,016.15	100,466.56
Senior Communications & Marketing Specialist	M60	Jul 1, 2022	Annual	81,688.51	84,139.17	86,663.33	89,263.24	91,941.14	94,699.37	97,540.35	100,466.56	103,480.56				
Senior Communications & Marketing Specialist	M60	Jul 1, 2023	Annual	84,139.16	86,663.34	89,263.23	91,941.14	94,699.37	97,540.36	100,466.56	103,480.56	106,584.97				
Senior Communications & Marketing Specialist	M60	Jul 1, 2024	Annual	86,663.34	89,263.24	91,941.14	94,699.37	97,540.35	100,466.56	103,480.56	106,584.97	109,782.52				
Senior Construction Inspector	M55	Jul 1, 2021	Annual	64,275.19	67,529.12	69,217.34	70,947.78	72,721.47	74,539.51	76,403.00	78,313.07	80,270.90	82,277.67	84,334.61	86,756.44	88,925.38
Senior Construction Inspector	M55	Jul 1, 2022	Annual	72,304.48	74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15				
Senior Construction Inspector	M55	Jul 1, 2023		74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15	94,340.95				
Senior Construction Inspector	M55	Jul 1, 2024		76,707.82	79,009.05	81,379.32	83,820.70	86,335.32	88,925.38	91,593.14	94,340.94	97,171.17	17 17 17 17			
Senior Environmental Specialist	MSS	Jul 1, 2021	Annual	64,275.19	67,529.12	69,217.34	70,947.78	72,721.47	74,539.51	76,403.00	78,313.07	80,270.90	82,277.67	84,334.61	86,756.44	88,925.38
Senior Environmental Specialist	M55	Jul 1, 2022	Annual	72,304.48	74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15				
Senior Environmental Specialist	M55	Jul 1, 2023		74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15	94,340.95				
Senior Environmental Specialist	MS5	Jul 1, 2024		76,707.82	79,009.05	81,379.32	83,820.70	86,335.32	88,925.38	91,593.14	94,340.94	97,171.17				20.000.01
Senior Equipment Mechanic	M51	Jul 1, 2021		58,314.33	61,266.50	62,798.16	64,368.11	65,977.32	67,626.75	69,317.42	71,050.35	72,826.61	74,647.28	76,513.46	78,700.30	80,667.81
Senior Equipment Mechanic	M52	Jul 1, 2022		68,869.82	70,935.92	73,064.00	75,255.92	77,513.59	79,839.00	82,234.18	84,701.20	87,242.24				
Senior Equipment Mechanic	MS2	Jul 1, 2023	Annual	70,935.92	73,064.00	75,255.92	77,513.60	79,839.00	82,234.17	84,701.20	87,242.23	89,859.50				
Senior Equipment Mechanic	M52	Jul 1, 2024	Annuai	73,064.00	75,255.92	77,513.60	79,839.01	82,234.18	84,701.20	87,242.24	89,859.51	92,555.29				
Senior Financial Analyst	X94	Jul 1, 2021	Annual	103,317.23	108,547.66	111,261.35	114,042.88	116,893.95	119,816.30	122,811.71	125,882.00	129,029.05	132,254.78			
Senior Financial Analyst	X94	Jul 1, 2022	Annual	107,535.24	110,761.30	114,084.13	117,506.66	121,031.86	124,662.81	128,402.70	132,254.78	136,222.42				
Senior Financial Analyst	X94	Jul 1, 2023	Annual	110,761.30	114,084.13	117,506.66	121,031.86	124,662.81	128,402.70	132,254.78	136,222.42	140,309.10		1		
Senior Financial Analyst	X94	Jul 1, 2024	Annual	114,084.13	117,506.66	121,031.86	124,662.81	128,402.70	132,254.78	136,222.42	140,309.10	144,518.37				
Senior Librarian	M51	Jul 1, 2021	Annual	58,314.33	61,266.50	62,798.16	64,368.11	65,977.32	67,626.75	69,317.42	71,050.35	72,826.61	74,647.28	76,513.46	78,700.30	80,667.81
Senior Librarian	M51	Jul 1, 2022	Annual	65,590.31	67,558.02	69,584.76	71,672.30	73,822,47	76,037.14	78,318.26	80,667.81	83,087.84				
Senior Librarian	M51	Jul 1, 2023		67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.48				
Senior Librarian	M51	Jul 1, 2024	Annual	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.47	88,147.89				
Senior Maintenance Worker	M51	Jul 1, 2021		58,314.33	61,266.50	62,798.16	64,368.11	65,977.32	67,626.75	69,317.42	71,050.35	72,826.61	74,647.28	76,513.46	78,700.30	80,667.81
Senior Maintenance Worker	M52	Jul 1, 2022	Annual	68,869.82	70,935.92	73,064.00	75,255.92	77,513.59	79,839.00	82,234.18	84,701.20	87,242.24	أأحسك الم			
	100000		Participation of the second					70.000.00	22 224 17	1 04 701 30	07 343 33					
Senior Maintenance Worker	M52	Jul 1, 2023	Isunnal	70,935.92	73,064.00	75,255.92	77,513.60	79,839.00 82,234.18	82,234.17 84,701.20	84,701.20 87,242.24	87,242.23 89,859.51	89,859.50 92,555.29				

Job Title	Range	Effective Date	Time Base	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
Senior Management Analyst	T94	Jan 1, 2021	_	101,043,74	106,159.08	108,813.05	111,533.38	114,321.72	117,179.76	120,109.25	123,111.98	126,189.78	129,344.53			
Senior Management Analyst	T94	Jan 1, 2022		103,317,23	108,547.66	111,261,35	114,042.88	116,893.95	119,816.30	122,811.71	125,882.00	129,029.05	132,254.78			
Senior Management Analyst	T94	Jan 1, 2023		107,535.24	110,761,30	114,084.13	117,506.66	121,031.86	124,662.81	128,402.70	132,254.78	136,222.42				
Senior Management Analyst	T94	Jan 1, 2024	-	110,761.30	114,084.14	117,506.65	121,031.86	124,662.82	128,402.69	132,254.78	136,222.42	140,309.09				
Senior Management Analyst (Confidential)	X94	Jul 1, 2021		103,317.23	108,547.66	111,261.35	114,042.88	116,893.95	119,816.30	122,811.71	125,882.00	129,029.05	132,254.78			
Senior Management Analyst (Confidential)	X94	Jul 1, 2022		107,535,24	110,761.30	114,084,13	117,506.66	121,031.86	124,662.81	128,402.70	132,254.78	136,222.42				
Senior Management Analyst (Confidential)	X94	Jul 1, 2023		110,761.30	114,084.13	117,506.66	121,031.86	124,662.81	128,402.70	132,254.78	136,222.42	140,309.10				
Senior Management Analyst (Confidential)	X94	Jul 1, 2024		114,084.13	117,506.66	121,031.86	124,662.81	128,402.70	132,254.78	136,222.42	140,309.10	144,518.37				
Senior Office Assistant	M41	Jul 1, 2021		45,671.44	47,983.55	49,183.14	50,412.72	51,673.04	52,964.86	54,288.99	55,646.21	57,037.37	58,463.30	59,924.88	61,671.55	63,211.14
Senior Office Assistant	M41	Jul 1, 2022	Annual	51,396.44	52,938.34	54,526.49	56,162.28	57,847.16	59,582.56	61,370.05	63,211.15	65,107.48				
Senior Office Assistant	M41	Jul 1, 2023	Annual	52,938.34	54,526.49	56,162.28	57,847.15	59,582.57	61,370.04	63,211.15	65,107.49	67,060.71				
Senior Office Assistant	M41	Jul 1, 2024	Annual	54,526.49	56,162.28	57,847.15	59,582.56	61,370.04	63,211.14	65,107.48	67,060.70	69,072.52				
Senior Office Assistant (I/O)	M43	Jul 1, 2021	Annual	47,962.41	50,390.51	51,650.27	52,941.53	54,265.07	55,621.70	57,012.24	58,437.54	59,898.48	61,395.94	62,930.84	64,755.16	66,374.07
Senior Office Assistant (I/O)	M43	Jul 1, 2022	Annual	53,968.19	55,587.24	57,254.85	58,972.50	60,741.68	62,563.92	64,440.84	66,374.07	68,365.28				
Senior Office Assistant (I/O)	M43	Jul 1, 2023	Annual	55,587.23	57,254.85	58,972.49	60,741.67	62,563.93	64,440.84	66,374.06	68,365.29	70,416.24	كسينان			
Senior Office Assistant (I/O)	M43	Jul 1, 2024	Annual	57,254.85	58,972.50	60,741.67	62,563.93	64,440.84	66,374.07	68,365.29	70,416.25	72,528.74				
Senior Park Panner	T86	Jan 1, 2021	Annual	82,931.30	87,129.70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75	103,569.84	106,159.08	108,813.06		
Senior Park Panner	T86	Jan 1, 2022	Annual	84,797.26	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317,23	105,900.16	108,547.66	111,261.36	114,042.89	
Senior Park Panner	T86	Jan 1, 2023	Annual	92,727.31	95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18				
Senior Park Panner	T86	Jan 1, 2024	Annual	95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18	120,988.10				
Senior Planner	T86	Jan 1, 2021	Annual	82,931.30	87,129.70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75	103,569.84			111,533.39	
Senior Planner	T86	Jan 1, 2022	Annual	84,797.26	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317.23	105,900.16	108,547.66	111,261.36	114,042.89	
Senior Planner	T86	Jan 1, 2023	Annual	92,727.31	95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18			-0	
Senior Planner	T86	Jan 1, 2024	Annual	95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18	120,988.10				
Senior Police Records Clerk - A	40P	Jan 1, 2021	Annual	51,222.34	53,783.50	56,473.06	59,296.74	62,261.56	65,374.63	67,008.99						
Senior Police Records Clerk - A	40P	Jan 1, 2022	Annual	52,759.01	55,397.00	58,167.25	61,075.64	64,129.40	67,335.87	69,019.26						
Senior Police Records Clerk - A	40P	Jan 1, 2023	Annual	54,341.78	57,058.91	59,912.26	62,907.91	66,053.29	69,355.94	71,089.83						
Senior Police Records Clerk - A	40P	Jan 1, 2024	Annual	55,972.03	58,770.68	61,709.63	64,795.14	68,034.88	71,436.62	73,222.53						
Senior Police Records Clerk - B	40P	Jan 1, 2021	Annual	48,433.93	49,644.77	50,885.89	52,158.04	53,461.99	54,798.55	56,168.49	57,572.71	59,012.04	60,487.33	61,999.52	62,820.90	64,391.43
Senior Police Records Clerk - B	40P	Jan 1, 2022	Annual	49,886.95	51,134.11	52,412.46	53,722.78	55,065.85	56,442.50	57,853.54	59,299.90	60,782.40	62,301.95	63,859.51	64,705.52	66,323.17
Senior Police Records Clerk - B	40P	Jan 1, 2023	Annual	51,383.56	52,668.14	53,984.84	55,334.46	56,717.83	58,135.78	59,589.15	61,078.89	62,605.87	64,171.01	65,775.29	66,646.69	68,312.87
Senior Police Records Clerk - B	40P	Jan 1, 2024	Annual	52,925.07	54,248.18	55,604.38	56,994.49	58,419.36	59,879.85	61,376.82	62,911.26	64,484.05	66,096.14	67,748.55	68,646.09	70,362.25
Senior Recreation Coordinator	M55	Jul 1, 2021		64,275.19	67,529.12	69,217.34	70,947.78	72,721.47	74,539.51	76,403.00	78,313.07	80,270.90	82,277.67	84,334.61	86,756.44	88,925.38
Senior Recreation Coordinator	M55	Jul 1, 2022		72,304.48	74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15				
Senior Recreation Coordinator	M55	Jul 1, 2023		74,473.61	76,707,82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15	94,340.95				
Senior Recreation Coordinator	M55	Jul 1, 2024		76,707.82	79,009.05	81,379.32	83,820.70	86,335.32	88,925.38	91,593.14	94,340.94	97,171.17	CO 202 20	21.116.75	72 150 65	74,987.62
Senior Revenue Technician	M48	Jul 1, 2021		54,201.26	56,945.20	58,368.83	59,828.05	61,323.75	62,856.85	64,428.27	66,038.97	67,689.95	69,382.20	71,116.75	73,158.65	74,907.02
Senior Revenue Technician	M48	Jul 1, 2022		60,971.80	62,800.94	64,684.98	66,625.53	68,624.30	70,683.02	72,803.51	74,987.62	77,237.25				
Senior Revenue Technician	M48	Jul 1, 2023		62,800.95	64,684.97	66,625.53	68,624.30	70,683.02	72,803.51	74,987.62	77,237.24	79,554.37				
Senior Revenue Technician	M48	Jul 1, 2024		64,684.98	66,625.53	68,624.29	70,683.02	72,803.51	74,987.62	77,237.25	79,554.36	81,940.99	03 377 67	84,334.61	86,756.44	88,925.38
Senior Traffic Control & Light	M55	Jul 1, 2021		64,275.19	67,529.12	69,217.34	70,947.78	72,721.47	74,539.51	76,403.00	78,313.07	80,270.90	82,277.67	04,334.01	80,730,44	00,723,30
Senior Traffic Control & Light	M55	Jul 1, 2022		72,304.48	74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39 91,593.15	91,593.15				
Senior Traffic Control & Light	M55	Jul 1, 2023		74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39 91.593.14	94,340.94	97,171.17				the same of
Senior Traffic Control & Light	MSS	Jul 1, 2024		76,707.82	79,009.05	81,379.32	83,820.70	86,335.32	88,925.38		78,313.07	80,270.90	82,277.67	84,334.61	86,756.44	88,925.38
Senior Traffic Signal Technician	M55	Jul 1, 2021		64,275.19	67,529.12	69,217.34	70,947.78	72,721.47	74,539.51	76,403.00	93,371.66	96,172.81	02,277.07	07,554.01	00,730.11	00,323.30
Senior Traffic Signal Technician	M57	Jul 1, 2022		75,919.70	78,197.30	80,543.21	82,959.51	85,448.30	88,011.75	90,652.10	96,172.81	99,057.99				
Senior Traffic Signal Technician	M57	Jul 1, 202	-	78,197.29	80,543.21	82,959.51	85,448.29	88,011.75	90,652.10	96,172.81	99,057.99	102,029,73		-		
Senior Traffic Signal Technician	MS7	Jul 1, 202		80,543.21	82,959.51	85,448.30	88,011.74	90,652.10	93,371.66 96,174.89	98,579.26	101,043.75	103,569.84	106,159.08	108,813.06	111,533.39	
Senior Trails Planner	T86	Jan 1, 202		82,931.30	87,129.70	89,307.95	91,540.65	93,829.16	98,338.83	100,797.30	103,317,23	105,900.16				
Senior Trails Planner	T86	Jan 1, 2022		84,797.26	89,090.12	91,317.38	93,600.31	95,940.32			114,042,89	117,464.18	100,347.00	111,201.30	114,042.05	
Senior Trails Planner	T86	Jan 1, 202		92,727.31	95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	117,464.18	120,988.10				
Senior Trails Planner	T86	Jan 1, 2024		95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	84,257.63	86,364.08	88,523,18	90,736.26	93,352.09	95,685.89
Senior Wastewater Collection Technician	M58	Jul 1, 202		69,154.16	72,655.09	74,471.47	76,333.26	78,241.59	80,197.63	82,202.57	95,685.89	98,556,47	00,323,18	90,730.20	33,332.09	33,003.09
Senior Wastewater Collection Technician	M58	Jul 1, 202		77,801.38	80,135.42	82,539.48	85,015.67	87,566.14	90,193.12	92,898.92	98,556.46	101,513.16				
Senior Wastewater Collection Technician	M58	Jul 1, 202		80,135.42	82,539.48	85,015.67	87,566.14		92,898.92	95,685.89 98,556.46	101,513.16	101,513.16				
Senior Wastewater Collection Technician	M58	Jul 1, 2024		82,539.49	85,015.67	87,566.14	90,193.13	92,898.92	95,685.89		78,313.07	80,270.90	82,277.67	84,334.61	86,756.44	88,925.38
Senior Water Treatment Plant Operator	M55	Jul 1, 202		64,275.19	67,529.12	69,217.34	70,947.78	72,721.47	74,539.51 83,820.71	76,403.00 86,335.33	88,925.39	91,593.15	02,217.07	04,334.01	00,730.44	.00,32,3,30
Senior Water Treatment Plant Operator	M55	Jul 1, 202		72,304.48	74,473.61	76,707.82	79,009.05	81,379.33 83,820.71	86,335.33	88,925.39	91,593.15	94,340.95				
Senior Water Treatment Plant Operator	M55	Jul 1, 202		74,473.61	76,707.82	79,009.05	81,379.33		88,925.38			97,171.17				
Senior Water Treatment Plant Operator	M55	Jul 1, 2024	*IAnnual	76,707.82	79,009.05	81,379.32	83,820.70	80,333.32	00,929.38	31,373.19	27,370,37	3/11/11/1				

Job Title	Range	Effective Date	Time Base	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
Senior Water Utility Worker	M58	Jul 1, 2021	Annual	69,154.16	72,655.09	74,471.47	76,333.26	78,241.59	80,197.63	82,202.57	84,257.63	86,364.08	88,523.18	90,736.26	93,352.09	95,685.89
Senior Water Utility Worker	M58	Jul 1, 2022		77,801.38	80,135.42	82,539.48	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.47				
Senior Water Utility Worker	M58	Jul 1, 2023		80,135,42	82,539,48	85,015.67	87,565.14	90,193.12	92,898.92	95,685.89	98,556.46	101,513.16				
Senior Water Utility Worker	M58	Jul 1, 2024		82,539.49	85,015.67	87,566.14	90,193,13	92,898.92	95,685.89	98,556.46	101,513.16	104,558.55	7			
Solid Waste Manager	T94	Jan 1, 2021		101,043.74	106,159.08	108,813.05	111,533.38	114,321.72	117,179.76	120,109.25	123,111.98	126,189.78	129,344.53			
Solid Waste Manager	T94	Jan 1, 2022		103,317.23	108,547.66	111,261.35	114,042.88	116,893.95	119,816.30	122,811.71	125,882.00	129,029.05	132,254.78			
Solid Waste Manager	T94	Jan 1, 2023		107,535.24	110,761.30	114,084.13	117,506.66	121,031.86	124,662.81	128,402.70	132,254.78	136,222.42				
Solid Waste Manager	T94	Jan 1, 2024		110,761.30	114,084.14	117,506.65	121,031.86	124,662.82	128,402.69	132,254.78	136,222.42	140,309.09				
Solid Waste Supervisor	T86	Jan 1, 2021		82,931.30	87,129.70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75	103,569.84	106,159.08	108,813.06	111,533.39	- X 10
Solid Waste Supervisor	T86	Jan 1, 2022		84,797.26	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317.23	105,900.16	108,547.66	111,261.36	114,042.89	
Solid Waste Supervisor	T91	Jan 1, 2023		97,363.67	100,284.58	103,293.12	106,391.91	109,583.67	112,871.18	116,257.31	119,745.03	123,337.39				
	T91	Jan 1, 2024		100,284.58	103,293.12	106,391.91	109,583.67	112,871.18	116,257.31	119,745.03	123,337.39	127.037.51				
Solid Waste Supervisor	T94	Jan 1, 2021		101,043.74	106,159.08	108,813.05	111,533.38	114,321.72	117,179,76	120,109.25	123,111.98	126,189.78	129,344.53			
Streets Operations Manager				103,317.23	108,547.66		114,042.88	116,893.95	119,816.30	122,811.71	125,882.00		132,254.78			
Streets Operations Manager	T94	Jan 1, 2022		103,317.23	110,761.30	114,084.13	117,506.66	121,031.86	124,662.81	128,402.70	132,254.78					
Streets Operations Manager	T94	Jan 1, 2023					121,031.86	124,662.82	128,402.69	132,254.78	136,222.42					
Streets Operations Manager	T94	3an 1, 2024		110,761.30	114,084.14	117,506.65	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75	103,569.84	106,159.08	108,813,06	111.533.39	
Streets Operations Supervisor	T86	Jan 1, 2021		82,931.30	87,129.70	89,307.95		95,940,32	98,338.83	100,797.30	103,317.23	105,900.16		111,261.36		
Streets Operations Supervisor	T86	Jan 1, 2022		84,797.26	89,090.12	91,317.38	93,600.31		112,871.18	116,257.31	119,745.03	123,337.39	200,317,00	-11/202130	-1,0 .2.03	
Streets Operations Supervisor	T91	Jan 1, 2023		97,363.67	100,284.58	103,293.12	106,391.91	109,583.67		119,745.03	123,337.39	127,037.51				
Streets Operations Supervisor	T91	Jan 1, 2024		100,284.58	103,293.12	106,391.91	109,583.67	112,871.18	116,257.31	69,317.42	71,050.35	72,826.61	74,647.28	76,513.46	78,700.30	80,667.81
Traffic Control & Lighting Technician I	M51	Jul 1, 2021		58,314.33	61,266.50	62,798.16	64,368.11	65,977.32	67,626.75			87,242.24	74,047,20	70,313.40	70,700.50	00,007.01
Traffic Control & Lighting Technician I	M52	Jul 1, 2022		68,869.82	70,935.92	73,064.00	75,255.92	77,513.59	79,839.00	82,234.18	84,701.20					
Traffic Control & Lighting Technician I	M52	Jul 1, 2023		70,935.92	73,064.00	75,255.92	77,513.60	79,839.00	82,234.17	84,701.20	87,242.23	89,859.50				
Traffic Control & Lighting Technician I	M52	Jul 1, 2024	Annual	73,064.00	75,255.92	77,513.60	79,839.01	82,234.18	84,701.20	87,242.24	89,859.51	92,555.29	70.247.45	20 225 54	02.624.14	84 600 00
Traffic Control & Lighting Technician II	M53	Jul 1, 2021	Annual	61,220.53	64,319.82	65,927.81	67,576.01	69,265.41	70,997.04	72,771.97	74,591.27	76,456.05	78,367.45	80,326.64	82,634.14	84,699.99
Traffic Control & Lighting Technician II	M54	Jul 1, 2022	Annual	72,312.29	74,481.66	76,716.11	79,017.59	81,388.12	83,829.76	86,344.66	88,935.00	91,603.05				
Traffic Control & Lighting Technician II	M54	Jul 1, 2023	Annual	74,481.66	76,716.11	79,017.59	81,388.12	83,829.76	86,344.65	88,935.00	91,603.05	94,351.14				
Traffic Control & Lighting Technician II	M54	Jul 1, 2024	Annual	76,716.11	79,017.60	81,388.12	83,829.77	86,344.66	88,935.00	91,603.05	94,351.14	97,181.68				25.000.00
Traffic Control Device Technician	M49	Jul 1, 2021	Annual	55,535.46	58,346.95	59,805.62	61,300.76	62,833.28	64,404.11	66,014.21	67,664.57	69,356.18	71,090.09	72,867.34	74,954.91	76,828.80
Traffic Control Device Technician	M49	Jul 1, 2022	Annual	62,468.84	64,342.91	66,273.20	68,261.40	70,309.23	72,418.51	74,591.07	76,828.80	79,133.66				
Traffic Control Device Technician	M49	Jul 1, 2023	Annual	64,342.91	66,273.19	68,261.39	70,309.24	72,418.51	74,591.06	76,828.80	79,133.67	81,507.67				
Traffic Control Device Technician	M49	Jul 1, 2024	Annual	66,273.20	68,261.39	70,309.23	72,418.51	74,591.07	76,828.80	79,133.66	81,507.67	83,952.90				
Traffic Control/Lighting Supervisor	T86	Jan 1, 2021		82,931.30	87,129.70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75				111,533.39	
Traffic Control/Lighting Supervisor	T86	Jan 1, 2022		84,797.26	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317.23	105,900.16	108,547.66	111,261.36	114,042.89	
Traffic Control/Lighting Supervisor	T86	Jan 1, 2023		92,727,31	95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18				
Traffic Control/Lighting Supervisor	T86	Jan 1, 2024		95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18	120,988.10				
Urban Forester	T84	Jan 1, 2023		88,259.18	90,906.96	93,634.17	96,443.19	99,336.49	102,316.58	105,386.08	108,547.66	111,804.09		100		
Urban Forester	T84	Jan 1, 2024		90,906.96	93,634.17	96,443.19	99,336.49	102,316,58	105,386.08	108,547.66	111,804.09	115,158.21				
Utilities Manager	T94	Jan 1, 2021		101,043,74	106,159.08	108,813.05	111,533.38	114,321.72	117,179.76	120,109.25	123,111.98	126,189.78	129,344.53			
Utilities Manager	T94	Jan 1, 2022		103,317.23	108,547.66	111,261.35	114,042.88	116,893.95	119,816.30	122,811.71	125,882.00	129,029.05	132,254.78			
Utilities Manager	T94	Jan 1, 2023		107,535.24	110,761.30	114,084.13	117,506.66	121,031.86	124,662.81	128,402.70	132,254.78	136,222.42				
Utilities Manager	T94	Jan 1, 2024		110,761.30	114,084.14	117,506.65	121,031.86	124,662.82	128,402.69	132,254.78	136,222.42	140,309.09				
Utilities Technician	M49	Jul 1, 202		55,535.46	58,346.95	59,805.62	61,300.76	62,833.28	64,404.11	66,014.21	67,664.57	69,356.18	71,090.09	72,867.34	74,954.91	76,828.80
	M49	Jul 1, 2022		62,468.84	64,342.91	66,273.20	68,261,40	70,309.23	72,418.51	74,591,07	76.828.80	79,133.66				
Utilities Technician	M49	Jul 1, 202		64,342.91	66,273.19	68,261.39	70,309.24	72,418.51	74,591.06	76,828.80	79,133.67	81,507.67				
Utilities Technician	M49	Jul 1, 2024		66,273.20	68,261.39	70,309.23	72,418.51	74,591.07	76,828.80	79,133.66	81,507.67					
Utilities Technician	T86	Jan 1, 202		82,931.30	87,129,70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75			108,813.06	111,533.39	
Utility Maintenance Supervisor		Jan 1, 202		84,797.26	89,090.12	91,317,38	93,600.31	95,940.32	98,338.83	100,797.30	103,317,23		108,547.66	111.261.36	114,042.89	
Utility Maintenance Supervisor	T86	Jan 1, 202		97,363.67	100,284.58	103,293.12	106,391.91	109,583.67	112,871.18	116,257.31	119,745.03				2	
Utility Maintenance Supervisor				100,284.58	103,293.12	106,391.91	109,583,67	112,871.18	116,257.31	119,745.03	123,337.39				4	
Utility Maintenance Supervisor	T91	Jan 1, 2024					160,357.37	165,168.10	170,123.14	119,743.03	123,337,33	127/037/31				
Utility Manager - Engineer	T16	Jul 1, 202		146,749.71	151,152.20	155,686.77		170,123.14	175,226.83							
Utility Manager - Engineer	T16	Jul 1, 202		151,152.20	155,686.77	160,357.37	105,108.09	170,123.14	1/3,220.83							
Vice Mayor	C01	Jan 1, 202		4,800.00	7,200.00					1.0	10000					
Vice Mayor	C01	Jan 1, 202		4,800.00	7,200.00											
Vice Mayor	C01	Jan 1, 202		4,800.00	7,200.00									1		
Vice Mayor	C01	Jan 1, 202		4,800.00	7,200.00		01 540	07.070 15	06 174 00	00 570 36	101 042 75	102 550 04	106,159.08	108,813.06	111,533.39	
Wastewater Collection Supervisor	T86	Jan 1, 202		82,931.30	87,129.70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26				111,261.36		
Wastewater Collection Supervisor	T86	Jan 1, 202		84,797.26	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317.23		108,547.66	111,201.30	117,042.69	
Wastewater Collection Supervisor	T91	Jan 1, 202		97,363.67	100,284.58	103,293.12			112,871.18	116,257.31	119,745.03					
Wastewater Collection Supervisor	T91	Jan 1, 202	Annual	100,284.58	103,293,12	106,391.91	109,583.67	112,871.18	116,257.31	119,745.03	123,337.39	127,037.51				

		Effective	Time													
Job Title	Range	Date	Base	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
Wastewater Collection Technician I	M45	Jul 1, 2021		50,359.47	52,908.92	54,231.64	55,587.43	56,977.12	58,401.55	59,861.59	61,358.13	62,892.08	64,464.38	66,075.99	67,982.32	69,681.88
Wastewater Collection Technician I	M45	Jul 1, 2022		56,657.75	58,357.48	60,108.20	61,911.45	63,768.79	65,681.85	67,652.32	69,681.88	71,772,34				
Wastewater Collection Technician I	M45	Jul 1, 2023	-	58,357.48	60,108.21	61,911.45	63,768.79	65,681.86	67,652.31	69,681.89	71,772.34	73,925.51				
Wastewater Collection Technician I	M45	Jul 1, 2024		60,108.20	61,911.45	63,768.79	65,681.85	67,652.31	69,681.88	71,772.33	73,925.50	76,143.27				
Wastewater Collection Technician II	M51	Jul 1, 2021		58,314.33	61,266.50	62,798.16	64,368.11	65,977.32	67,626.75	69,317.42	71,050.35	72,826.61	74,647.28	76,513.46	78,700.30	80,667.81
Wastewater Collection Technician II	M51	Jul 1, 2022		65,590.31	67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84				
Wastewater Collection Technician II	M51	Jul 1, 2023		67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.48				
Wastewater Collection Technician II	M51	Jul 1, 2024		69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.47	88,147.89				
Wastewater Collection Technician III	M55	Jul 1, 2021		64,275.19	67,529.12	69,217.34	70,947.78	72,721.47	74,539.51	76,403.00	78,313.07	80,270.90	82,277.67	84,334.61	86,756.44	88,925.38
Wastewater Collection Technician III	M55	Jul 1, 2022		72,304.48	74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593,15				
Wastewater Collection Technician III	M55	Jul 1, 2023		74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15	94,340.95				
Wastewater Collection Technician III	M55	Jul 1, 2024		76,707.82	79,009.05	81,379.32	83,820.70	86,335.32	88,925.38	91,593.14	94,340.94	97,171.17	20 522 40	20.725.25	02 252 00	05.505.00
Water Distribution Chief Operator	M58	Jul 1, 2021		69,154.16	72,655.09	74,471.47	76,333.26	78,241.59	80,197.63	82,202.57	84,257.63	86,364.08	88,523.18	90,736.26	93,352.09	95,685,89
Water Distribution Chief Operator	M58	Jul 1, 2022		77,801.38	80,135.42	82,539.48	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.47				
Water Distribution Chief Operator	M58	Jul 1, 2023	-	80,135.42	82,539.48	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.46	101,513.16				
Water Distribution Chief Operator	M58	Jul 1, 2024		82,539.49	85,015.67	87,566.14	90,193.13	92,898.92	95,685.89	98,556.46	101,513.16	104,558.55	44.454.30	66 ATE AA	67 002 22	50 501 00
Water Distribution Operator I	M45	Jul 1, 2021		50,359.47	52,908.92	54,231.64	55,587.43	56,977.12	58,401.55	59,861.59	61,358.13	62,892.08	64,464.38	66,075.99	67,982.32	69,681.88
Water Distribution Operator I	M45	Jul 1, 2022		56,657.75	58,357.48	60,108.20	61,911.45	63,768.79	65,681.85	67,652.32	69,681.88	71,772.34				
Water Distribution Operator I	M45	Jul 1, 2023		58,357.48	60,108.21	61,911.45	63,768.79	65,681.86	67,652.31	69,681.89	71,772.34	73,925.51				
Water Distribution Operator I	M45	Jul 1, 2024		60,108.20	61,911.45	63,768.79	65,681.85	67,652.31	69,681.88	71,772.33	73,925.50	76,143.27	74.647.20	75 517 45	70 700 70	00.557.01
Water Distribution Operator II	M51	Jul 1, 2021		58,314.33	61,266.50	62,798.16	64,368.11	65,977.32	67,626.75	69,317.42	71,050.35	72,826.61	74,647.28	76,513.46	78,700.30	80,667.81
Water Distribution Operator II	M51	Jul 1, 2022		65,590.31	67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84				
Water Distribution Operator II	M51	Jul 1, 2023		67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.48				
Water Distribution Operator II	M51	Jul 1, 2024		69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667,81	83,087.84	85,580.47	88,147.89	00.000.40	04 334 64	06 756 44	00.025.20
Water Distribution Operator III	MS5	Jul 1, 2021		64,275.19	67,529.12	69,217.34	70,947.78	72,721.47	74,539.51	76,403.00	78,313.07	80,270.90	82,277.67	84,334.61	86,756.44	88,925.38
Water Distribution Operator III	M55	Jul 1, 2022		72,304.48	74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15				
Water Distribution Operator III	M55	Jul 1, 2023		74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15	94,340.95				
Water Distribution Operator III	MS5	Jul 1, 2024		76,707.82	79,009.05	81,379.32	83,820.70	86,335.32	88,925.38	91,593.14	94,340.94	97,171.17				
Water Distribution Supervisor	T86	Jan 1, 2021		82,931.30	87,129.70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75	103,569.84		108,813.06	111,533.39	
Water Distribution Supervisor	T86	Jan 1, 2022		84,797.26	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317.23	105,900.16	108,547.66	111,261.36	114,042.89	
Water Distribution Supervisor	T91	Jan 1, 2023		97,363.67	100,284.58	103,293.12	106,391.91	109,583.67	112,871.18	116,257.31	119,745.03	123,337.39				
Water Distribution Supervisor	T91	Jan 1, 2024		100,284.58	103,293.12	106,391.91	109,583.67	112,871.18	116,257.31	119,745.03	123,337.39	127,037.51				100 155 00
Water Management Coordinator	M60	Jul 1, 2021		72,611.91	76,287.89	78,195.09	80,149.97	82,153.72	84,207.56	86,312.75	88,470.57	90,682.33	92,949.39	95,273.12	98,016.15	100,466.56
Water Management Coordinator	M60	Jul 1, 2022		81,688.51	84,139.17	86,663.33	89,263.24	91,941.14	94,699.37	97,540.35	100,466.56	103,480.56				
Water Management Coordinator	M60	Jul 1, 2023		84,139.16	86,663.34	89,263.23	91,941.14	94,699.37	97,540.36	100,466.56	103,480.56	106,584.97				
Water Management Coordinator	M60	Jul 1, 2024		86,663.34	89,263.24	91,941.14	94,699.37	97,540.35	100,466.56	103,480.56	106,584.97	109,782.52				
Water Management Specialist	M49	Jul 1, 2021		55,535.46	58,346.95	59,805.62	61,300.76	62,833.28	64,404.11	66,014.21	67,664.57	69,356.18	71,090.09	72,867.34	74,954.91	76,828.80
Water Management Specialist	M49	Jul 1, 2022		62,468.84	64,342.91	66,273.20	68,261.40	70,309.23	72,418,51	74,591.07	76,828.80	79,133.66				
Water Management Specialist	M49	Jul 1, 2023		64,342.91	66,273.19	68,261.39	70,309.24	72,418.51	74,591.06	76,828.80	79,133.67	81,507.67				
Water Management Specialist	M49	Jul 1, 2024		66,273.20	68,261.39	70,309.23	72,418.51	74,591.07	76,828.80	79,133.66	81,507.67	83,952.90			- C - C - C - C - C - C - C - C - C - C	
Water Quality Technician	MS5	Jul 1, 2021		64,275.19	67,529.12	69,217.34	70,947.78	72,721.47	74,539.51	76,403.00	78,313.07	80,270.90	82,277.67	84,334.61	86,756.44	88,925.38
Water Quality Technician	M55	Jul 1, 2022		72,304.48	74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15				
Water Quality Technician	M55	Jul 1, 2023		74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15	94,340.95				
Water Quality Technician	M55	Jul 1, 2024		76,707.82	79,009.05	81,379.32	83,820.70	86,335.32	88,925.38	91,593.14	94,340.94	97,171.17	44 544 44	00 720 20	02 252 00	05.505.00
Water Treatment Plant Chief Operator (Non-Shift)	M58	Jul 1, 2021		69,154.16	72,655.09	74,471.47	76,333.26	78,241.59	80,197.63	82,202.57	84,257.63	86,364.08	88,523.18	90,736.26	93,352.09	95,685.89
Water Treatment Plant Chief Operator (Non-Shift)	M58	Jul 1, 2022		77,801.38	80,135.42	82,539.48	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.47				
Water Treatment Plant Chief Operator (Non-Shift)	M58	Jul 1, 2023		80,135.42	82,539.48	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.46	101,513.16				
Water Treatment Plant Chief Operator (Non-Shift)	M58	Jul 1, 2024		82,539.49	85,015.67	87,566.14	90,193.13	92,898.92	95,685.89	98,556.46	101,513.16	104,558.55		05.000.40	40.016.15	100 100 50
Water Treatment Plant Chief Operator (Shift)	M60	Jul 1, 2021		72,611.91	76,287.89	78,195.09	80,149.97	82,153.72	84,207,56	86,312.75	88,470.57	90,682.33	92,949.39	95,273.12	98,016.15	100,466.56
Water Treatment Plant Chief Operator (Shift)	M60	Jul 1, 2022		81,688.51	84,139.17	86,663.33	89,263.24	91,941.14	94,699.37	97,540.35	100,466.56	103,480.56				
Water Treatment Plant Chief Operator (Shift)	M60	Jul 1, 2023		84,139.16	86,663.34	89,263.23	91,941.14	94,699.37	97,540.36	100,466.56	103,480.56	106,584.97				
Water Treatment Plant Chief Operator (Shift)	M60	Jul 1, 2024		86,663.34	89,263.24	91,941.14	94,699.37	97,540.35	100,466.56	103,480.56	106,584.97	109,782.52	74 600 00	77 647 74	74.054.01	76 630 63
Water Treatment Plant Mechanic	M49	Jul 1, 2021		55,535.46	58,346.95	59,805.62	61,300.76	62,833.28	64,404.11	66,014.21	67,664.57	69,356.18	71,090.09	72,867.34	74,954.91	76,828.80
Water Treatment Plant Mechanic	M49	Jul 1, 2022		62,468.84	64,342.91	66,273.20	68,261.40	70,309.23	72,418.51	74,591.07	76,828.80	79,133.66				
Water Treatment Plant Mechanic	M49	Jul 1, 2023		64,342.91	66,273.19	68,261.39	70,309.24	72,418.51	74,591.06	76,828.80	79,133.67	81,507.67				
Water Treatment Plant Mechanic	M49	Jul 1, 2024		66,273.20	68,261.39	70,309.23	72,418.51	74,591.07	76,828.80	79,133.66	81,507.67	83,952.90	***	20.000.00	£7.600.00	10 (21 21
Water Treatment Plant Operator I	M45	Jul 1, 2021		50,359.47	52,908.92	54,231.64	55,587.43	56,977.12	58,401.55	59,861.59	61,358.13	62,892.08	64,464.38	66,075.99	67,982.32	69,681.88
Water Treatment Plant Operator I	M45	Jul 1, 2022		56,657.75	58,357.48	60,108.20	61,911.45	63,768.79	65,681.85	67,652.32	69,681.88	71,772.34				
Water Treatment Plant Operator I	M45	Jul 1, 202		58,357.48	60,108.21	61,911.45	63,768.79	65,681.86	67,652.31	69,681.89	71,772.34	73,925.51		200		
Water Treatment Plant Operator I	M45	Jul 1, 2024	Annual	60,108.20	61,911.45	63,768.79	65,681.85	67,652.31	69,681.88	71,772.33	73,925.50	76,143.27	- V			

CAV(CE)1/	(<u> </u> <u> </u> <u> </u>	Effective	Time	2010/201	40000			C+ 0F	Chan Of	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13
Job Title	Range	Date	Base	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06		71,050.35	72,826.61	74,647.28	76,513.46	78,700,30	80,667.81
Water Treatment Plant Operator II	M51	Jul 1, 2021		58,314.33	61,266.50	62,798.16	64,368.11	65,977.32	67,626.75	69,317.42	80,667.81	83,087,84	74,047.20	70,513.40	70,700.30	80,007.01
Water Treatment Plant Operator II	M51	Jul 1, 2022		65,590.31	67,558.02	69,584.76	71,672.30	73,822,47	76,037.14	78,318.26		85,580.48				
Water Treatment Plant Operator II	M51	Jul 1, 2023		67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84					
Water Treatment Plant Operator II	M51	Jul 1, 2024		69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.47	88,147.89 80,270.90	82,277.67	84,334.61	86,756.44	88,925.38
Water Treatment Plant Operator III	M55	Jul 1, 2021		64,275.19	67,529.12	69,217.34	70,947.78	72,721.47	74,539.51	76,403.00	78,313.07		82,2/7.6/	84,334.01	00,/30.44	00,923,30
Water Treatment Plant Operator III	M55	Jul 1, 2022		72,304.48	74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15				
Water Treatment Plant Operator III	M55	Jul 1, 2023		74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15	94,340.95				
Water Treatment Plant Operator III	M55	Jul 1, 2024		76,707.82	79,009.05	81,379.32	83,820.70	86,335.32	88,925.38	91,593.14	94,340.94	97,171.17	105 150 00	100 012 05	444 522 20	
Water Treatment Plant Supervisor	T86	Jan 1, 2021		82,931.30	87,129.70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75	103,569.84	106,159.08	108,813.06	111,533.39	
Water Treatment Plant Supervisor	T86	Jan 1, 2022		84,797.26	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317.23	105,900.16	108,547.66	111,261.36	114,042.89	
Water Treatment Plant Supervisor	T91	Jan 1, 2023		97,363.67	100,284.58	103,293.12	106,391.91	109,583.67	112,871.18	116,257.31	119,745.03	123,337.39				
Water Treatment Plant Supervisor	T91	Jan 1, 2024		100,284.58	103,293.12	106,391.91	109,583.67	112,871.18	116,257.31	119,745.03	123,337.39	127,037.51				
Water Utility Worker I	M45	Jul 1, 2021	Annual	50,359.47	52,908.92	54,231.64	55,587.43	56,977.12	58,401.55	59,861.59	61,358.13	62,892.08	64,464.38	66,075.99	67,982.32	69,681.88
Water Utility Worker I	M45	Jul 1, 2022	Annual	56,657.75	58,357.48	60,108.20	61,911.45	63,768.79	65,681.85	67,652.32	69,681.88	71,772.34				
Water Utility Worker I	M45	Jul 1, 2023	Annual	58,357.48	60,108.21	61,911.45	63,768.79	65,681.86	67,652.31	69,681.89	71,772.34	73,925.51				
Water Utility Worker I	M45	Jul 1, 2024	Annual	60,108.20	61,911.45	63,768.79	65,681.85	67,652.31	69,681.88	71,772.33	73,925.50	76,143.27				
Water Utility Worker II	M51	Jul 1, 2021	Annual	58,314.33	61,266.50	62,798.16	64,368.11	65,977.32	67,626.75	69,317.42	71,050.35	72,826.61	74,647.28	76,513.46	78,700.30	80,667.81
Water Utility Worker II	M51	Jul 1, 2022	Annual	65,590.31	67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84				
Water Utility Worker II	M51	Jul 1, 2023	Annual	67,558.02	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.48				
Water Utility Worker II	M51	Jul 1, 2024	Annual	69,584.76	71,672.30	73,822.47	76,037.14	78,318.26	80,667.81	83,087.84	85,580.47	88,147.89				
Water Utility Worker III	M55	Jul 1, 2021	Annual	64,275.19	67,529.12	69,217.34	70,947.78	72,721.47	74,539.51	76,403.00	78,313.07	80,270.90	82,277.67	84,334.61	86,756.44	88,925.38
Water Utility Worker III	M55	Jul 1, 2022	Annual	72,304.48	74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15				
Water Utility Worker III	MS5	Jul 1, 2023	Annual	74,473.61	76,707.82	79,009.05	81,379.33	83,820.71	86,335.33	88,925.39	91,593.15					
Water Utility Worker III	M55	Jul 1, 2024	Annual	76,707.82	79,009.05	81,379.32	83,820.70	86,335.32	88,925.38	91,593.14	94,340.94	97,171.17			المناسبة المناسبة	
Zoo Manager	T94	Jan 1, 2021	Annual	101,043,74	106,159.08	108,813.05	111,533.38	114,321.72	117,179.76	120,109.25	123,111.98		129,344.53			
Zoo Manager	T94	Jan 1, 2022	Annual	103,317.23	108,547.66	111,261.35	114,042.88	116,893.95	119,816.30	122,811.71	125,882.00		132,254.78			
Zoo Manager	T94	Jan 1, 2023	Annual	107,535,24	110,761.30	114,084.13	117,506.66	121,031.86	124,662.81	128,402.70	132,254.78	136,222.42				
Zoo Manager	T94	Jan 1, 2024	Annual	110,761.30	114,084.14	117,506.65	121,031.86	124,662.82	128,402.69	132,254.78	136,222.42					
Zoo Supervisor	T86	Jan 1, 202	Annual	82,931,30	87,129.70	89,307.95	91,540.65	93,829.16	96,174.89	98,579.26	101,043.75	103,569.84	106,159.08	108,813.06		
Zoo Supervisor	T86	Jan 1, 2022	Annual	84,797.26	89,090.12	91,317.38	93,600.31	95,940.32	98,338.83	100,797.30	103,317.23		108,547.66	111,261.36	114,042.89	
Zoo Supervisor	T86	Jan 1, 2023	Annual	92,727.31	95,509,12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18				
Zoo Supervisor	T86	Jan 1, 2024		95,509.12	98,374.40	101,325.63	104,365.40	107,496.36	110,721.25	114,042.89	117,464.18	120,988.10				
Zookeeper I	M37	Jul 1, 202		41,407,65	43,503,91	44,591.51	45,706,30	46,848.95	48,020.18	49,220.68	50,451.20	51,712.48	53,005.29	54,330.42	55,921.69	57,319.73
Zookeeper I	M37	Jul 1, 202		46,606.19	48,004.38	49,444,50	50,927.85	52,455.68	54,029.35	55,650.23	57,319.74	59,039.32				
Zookeeper I	M37	Jul 1, 202		48,004.38	49,444.51	50,927.84	52,455.68	54,029.35	55,650.23	57,319.74	59,039.33	60,810.50				
Zookeeper I	M37	Jul 1, 202		49,444.50	50,927.84	52,455,67	54,029.34	55,650.22	57,319.73	59,039.32	60,810.50	62,634.81				
Zookeeper II	M43	Jul 1, 202		47,962,41	50,390,51	51,650.27	52,941.53	54,265.07	55,621.70	57,012.24	58,437.54	59,898.48	61,395.94	62,930.84	64,755.16	66,374.07
Zookeeper II	M43	Jul 1, 202		53,968.19	55,587.24	57,254,85	58,972.50	60,741.68	62,563.92	64,440.84	66,374.07	68,365.28				
Zookeeper II	M43	Jul 1, 202	_	55,587.23	57,254.85	58,972,49	60,741.67	62,563.93	64,440.84	66,374.06	68,365.29	70,416.24				
Zookeeper II	M43	Jul 1, 202		57,254.85	58,972.50	60,741,67	62,563.93	64,440.84	66,374.07	68,365.29	70,416,25					