

#### **CITY OF FORT COLLINS** 2024 PAY PLAN INDEX

JOB TITLE	JOB TYPE
Accountant II	P049
Administrator I, Systems	P003
Analyst I, Apps Software	P005
Analyst I, Benefits	P016
Analyst I, Bus Sys & Elections	P179
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Analyst I, Data	P020
Analyst I, Finance	P020
Analyst I, GIS Analyst I, Grant Administrator	P002 P170
Analyst I, Grant Administrator Analyst I, HRIS	P023
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Analyst II, Apps Software	P028
Analyst II, Apps Software Dev	P123 P124
Analyst II, Benefits	
Analyst II, Budget	P136
Analyst II, Bus Intelligence	P133
Analyst II, Finance	P050
Analyst II, GIS	P031
Analyst II, HRIS	P183
Architect, IT Security	P101
Architect, Landscape	P032
Architect, Portfolio Mgmt	P145
Architect, Technology	P109
Asst Superintendent, Parks	O019
Auditor II, Sales Tax & Revenue	P060
Bailiff	A001
Business Support I	A002
Business Support II	A008
Business Support III	A020
Buyer II	P043
Chemist	P008
Chief Building Official	M042
Chief Deputy City Clerk	P158
Chief Deputy City Clerk	P051
City Clerk	M072
City Engineer	M079
City Traffic Engineer	M064
Civil Engineer I	P009
Civil Engineer II	P037
Civil Engineer III	P078
Comm & Pub Relations Manager	P202
Coord, Sales Tax & Audit Rev	A097
Coordinator, AR / Billing	A021
Coordinator, Accounts Payable	A015

=	JOB FUNCTION
	FINANCE & ACCOUNTING
	TECHNOLOGY
	TECHNOLOGY
	HUMAN RESOURCES
	ADMINISTRATION
	TECHNOLOGY
	FINANCE & ACCOUNTING
	TECHNOLOGY
	FINANCE & ACCOUNTING
	HUMAN RESOURCES
	TECHNOLOGY
	TECHNOLOGY
	HUMAN RESOURCES
	FINANCE & ACCOUNTING
	TECHNOLOGY
	FINANCE & ACCOUNTING
	TECHNOLOGY
	HUMAN RESOURCES
	TECHNOLOGY
	PLANNING
	TECHNOLOGY
	TECHNOLOGY
	CULTURE, PARKS & RECREATION
	FINANCE & ACCOUNTING
	ADMINISTRATION
	ADMINISTRATION
	FINANCE & ACCOUNTING SCIENCES & ENGINEERING
	DEVELOPMENT & COMPLIANCE
	ADMINISTRATION
	ADMINISTRATION
	ADMINISTRATION
	SCIENCES & ENGINEERING
	MARKETING & CREATIVE SERVICES
	FINANCE & ACCOUNTING
	FINANCE & ACCOUNTING
	FINANCE & ACCOUNTING

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M2

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P2

M3

M3

M3

P1

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P3

P4

A4

A4

A4

JOB FAMILY ACCOUNTING SYSTEMS APPLICATIONS SOFTWARE BENEFITS MUNICIPAL ADMINISTRATION DATA SCIENCE FINANCIAL PLANNING & ANALYSIS GIS FINANCIAL PLANNING & ANALYSIS HRIS APPLICATIONS SOFTWARE APPLICATIONS SOFTWARE BENEFITS BUDGET DATA SCIENCE FINANCIAL PLANNING & ANALYSIS GIS HRIS INFORMATION SECURITY PARK PLANNING TECHNOLOGY DATA SCIENCE OUTDOOR SERVICES REVENUE JUDICIAL ADMINISTRATION ADMINISTRATION ADMINISTRATION PURCHASING SCIENCES **BUILDING & DEVELOPMENT REVIEW** MUNICIPAL ADMINISTRATION MUNICIPAL ADMINISTRATION MUNICIPAL ADMINISTRATION ENGINEERING ENGINEERING ENGINEERING ENGINEERING ENGINEERING COMMUNICATIONS REVENUE ACCOUNTING

JOB SUB FAMILY ACCOUNTING	TABLE 4
SYSTEMS ADMINISTRATION	4
APPLICATIONS SOFTWARE	3
BENEFITS	4
CITY CLERK	4
DATA ANALYSIS	3
FINANCIAL PLANNING & ANALYSIS	4
GIS	3
FINANCIAL PLANNING & ANALYSIS	4
HRIS	4
APPLICATIONS SOFTWARE	3
APPS SOFTWARE DEVELOPMENT	3
BENEFITS	4
BUDGET	4
BUSINESS INTELLIGENCE	3
FINANCIAL PLANNING & ANALYSIS	4
GIS	3
HRIS	4
INFORMATION SECURITY	3
LANDSCAPE	1
PORTFOLIO MANAGEMENT	3
DATA SCIENCE	3
PARKS	1
SALES TAX AUDIT & REVENUE	4
CUSTOMER SERVICE	4
ADMINISTRATION	4
ADMINISTRATION	4
ADMINISTRATION	4
PURCHASING	•
CHEMISTRY BUILDING & DEVELOPMENT REVIEW	3 1
CITY CLERK	4
CITY CLERK	4
CITY CLERK	4
CIVIL ENGINEERING	4
TRAFFIC ENGINEERING	3
CIVIL ENGINEERING	3
CIVIL ENGINEERING	3
CIVIL ENGINEERING	3
COMMUNICATIONS	4
SALES TAX AUDIT & REVENUE	4
ACCOUNTS RECEIVABLE / BILLING	4
ACCOUNTS PAYABLE	4

ACCOUNTING

Coordinator, Active Modes	A093	A4	PLANNING
Coordinator, Benefits	A102	A4	HUMAN RESOURCES
Coordinator, Bldg & Dev Review	A071	A4	DEVELOPMENT & COMPLIANCE
Coordinator, Communications	A028	A4	MARKETING & CREATIVE SERVICES
Coordinator, Cultural Services	A031	A4	CULTURE, PARKS & RECREATION
Coordinator, Customer Support	A074	A4	CUSTOMER SERVICE
Coordinator, Finance	A022	A4	FINANCE & ACCOUNTING
Coordinator, HRIS	A017	A4	HUMAN RESOURCES
Coordinator, Outreach	A036	A4	PROTECTIVE SERVICES
Coordinator, Payroll	A018	A4	FINANCE & ACCOUNTING
Coordinator, Public Engagement	A023	A4	CUSTOMER SERVICE
Coordinator, Talent Acquisitio	A098	A4	HUMAN RESOURCES
Coordinator, Theatre Prod	A096	A4	CULTURE, PARKS & RECREATION
Coordinator, Youth Education	A103	A4	CULTURE, PARKS & RECREATION
Court Security Officer	O036	O4	PROTECTIVE SERVICES
Crew Chief, Electric Dist	S013	S1	OPERATIONS
Crew Chief, Facilities	S006	S1	OPERATIONS
Crew Chief, Forestry	S012	S1	CULTURE, PARKS & RECREATION
Crew Chief, Natural Areas	S059	S1	CULTURE, PARKS & RECREATION
Crew Chief, Parks	S010	S1	CULTURE, PARKS & RECREATION
Crew Chief, Parks Facilities	S074	S1	CULTURE, PARKS & RECREATION
Crew Chief, Transportation Ops	S052	S1	OPERATIONS
Crew Chief, Water Field Ops	S053	S1	OPERATIONS
Crime Analyst	A062	A5	PROTECTIVE SERVICES
Crime Analyst	A090	A6	PROTECTIVE SERVICES
Criminalist	A069	A6	PROTECTIVE SERVICES
Criminalist, Serology	A105	A6	PROTECTIVE SERVICES
Curator	P014	P1	CULTURE, PARKS & RECREATION
Deputy City Clerk	A060	A5	ADMINISTRATION
Deputy Court Administrator	S002	S1	LEGAL
Deputy Court Clerk I	A005	A3	LEGAL
Deputy Court Clerk II	A013	A4	LEGAL
Dir, Economic Sustainability	M081	M3	SUSTAINABILITY
Dir, Electric Distribution	M073	M3	OPERATIONS
Dir, Environ Sustainability	M069	M3	SUSTAINABILITY
Dir, Social Sustainability	M066	M3	SUSTAINABILITY
Dir, Transportation Operations	M074	M3	OPERATIONS
Director, Accounting	M082	M3	FINANCE & ACCOUNTING
Director, Broadband	M120	M3	OPERATIONS
Director, Budget	M067	M3	FINANCE & ACCOUNTING
Director, Civil Engineering	M086	M3	SCIENCES & ENGINEERING
Director, Civil Engineering	M089	M3	SCIENCES & ENGINEERING
Director, Communications	M065	M3	MARKETING & CREATIVE SERVICES
Director, Cultural Services	M075	M3	CULTURE, PARKS & RECREATION
Director, Elec Engineering	M010 M114	M3	SCIENCES & ENGINEERING
Director, FP&A	M078	M3	FINANCE & ACCOUNTING
Director, Facilities & Fleet	M078	M3	OPERATIONS
Director, Human Resources	M088	M3	HUMAN RESOURCES
Director, Information Services	M088	M3	PROTECTIVE SERVICES
Director, Natural Areas	M040 M127	M3	CULTURE, PARKS & RECREATION
Director, Park Planning	M068	M3	PLANNING
Director, Parks	M071	M3	CULTURE, PARKS & RECREATION
Director, Plant Operations	M071 M084	M3	OPERATIONS
Director, Plant Operations	M084 M139	M3	OPERATIONS
	101133	IVIO	

TRANSPORTATION PLANNING BENEFITS **BUILDING & DEVELOPMENT REVIEW** COMMUNICATIONS CULTURAL SERVICES CUSTOMER SERVICE **FINANCIAL PLANNING & ANALYSIS** HRIS INVESTIGATION ACCOUNTING OUTREACH TALENT MANAGEMENT CULTURAL SERVICES CULTURAL SERVICES **OPERATIONS** ELECTRIC UTILITIES FACILITIES & FLEET OUTDOOR SERVICES OUTDOOR SERVICES OUTDOOR SERVICES OUTDOOR SERVICES TRANSPORTATION WATER UTILITIES PROCESSING SUPPORT PROCESSING SUPPORT INVESTIGATION INVESTIGATION CULTURAL SERVICES MUNICIPAL ADMINISTRATION JUDICIAL JUDICIAL JUDICIAL ECONOMIC SUSTAINABILITY ELECTRIC UTILITIES ENVIRONMENTAL SUSTAINABILITY SOCIAL SUSTAINABILITY TRANSPORTATION ACCOUNTING BROADBAND BUDGET ENGINEERING ENGINEERING COMMUNICATIONS CULTURAL SERVICES ENGINEERING FINANCIAL PLANNING & ANALYSIS FACILITIES & FLEET TALENT MANAGEMENT PROCESSING SUPPORT OUTDOOR SERVICES PARK PLANNING OUTDOOR SERVICES PLANT OPERATIONS PLANT OPERATIONS

ACTIVE MODES	1
BENEFITS	4
BUILDING & DEVELOPMENT REVIEW	1
COMMUNICATIONS	4
CULTURAL SERVICES	1
CUSTOMER SUPPORT	4
FINANCIAL PLANNING & ANALYSIS	4
HRIS	4
OUTREACH	5
PAYROLL	4
PUBLIC ENGAGEMENT	4
TALENT ACQUISITION	4
CULTURAL SERVICES	1
CULTURAL SERVICES	1
ENFORCEMENT	5
ELECTRIC DIST - HIGH VOLTAGE	2
FACILITIES	2
FORESTRY	1
NATURAL AREAS	1
PARKS	1
PARKS	1
TRANSPORTATION OPERATIONS	2
WATER FIELD OPERATIONS	2
INFORMATION SERVICES	5
INFORMATION SERVICES	5
INVESTIGATION	5
INVESTIGATION	5
CULTURAL SERVICES	1
CITY CLERK	4
ADMINISTRATION	4
CUSTOMER SERVICE	4
CUSTOMER SERVICE	4
ECONOMIC SUSTAINABILITY	1
ELECTRIC DIST - HIGH VOLTAGE	2
ENVIRONMENTAL SUSTAINABILITY	1
SOCIAL SUSTAINABILITY	1
TRANSPORTATION OPERATIONS	2
ACCOUNTING	4
BROADBAND	2
BUDGET	4
CIVIL ENGINEERING	3
CIVIL ENGINEERING	3
COMMUNICATIONS	4
CULTURAL SERVICES	1
ELECTRICAL ENGINEERING	3
FINANCIAL PLANNING & ANALYSIS	4
FACILITIES & FLEET	2
HUMAN RESOURCES	4
INFORMATION SERVICES	5
NATURAL AREAS	1
LANDSCAPE	1
PARKS	1
PLANT OPERATIONS	2
PLANT OPERATIONS	2

Director, Purchasing	M077	M3	FINANCE & ACCOUNTING	PURCHASING	PURCHASING
Director, Recreation	M070	M3	CULTURE, PARKS & RECREATION	RECREATION	RECREATION
Director, Sciences	M085	M3	SCIENCES & ENGINEERING	SCIENCES	SCIENCES
Director, Tech Grid Ops & Engr	M159	M3	SCIENCES & ENGINEERING	ENGINEERING	ELECTRICAL ENGINEERING
Director, Technology	M121	M3	TECHNOLOGY	TECHNOLOGY	TECHNOLOGY
Director, Total Compensation	M123	M3	HUMAN RESOURCES	COMPENSATION/BENEFITS/WELLNES	TOTAL COMPENSATION
Director, Transit	M076	M3	OPERATIONS	TRANSPORTATION	TRANSIT
Director, Water Field Ops	M108	M3	OPERATIONS	WATER UTILITIES	WATER FIELD OPERATIONS
Early Childhood Teacher	A106	A4	CULTURE, PARKS & RECREATION	RECREATION	RECREATION
Elec Engr II OT & Protect Sys	P199	P2	SCIENCES & ENGINEERING	ENGINEERING	ELECTRICAL ENGINEERING
Elec Engr II, Automation	P201	P2	SCIENCES & ENGINEERING	ENGINEERING	ELECTRICAL ENGINEERING
Elec Engr III OT & Protect Sys	P198	P3	SCIENCES & ENGINEERING	ENGINEERING	ELECTRICAL ENGINEERING
Elec Engr III, Automation	P200	P3	SCIENCES & ENGINEERING	ENGINEERING	ELECTRICAL ENGINEERING
Elec Engr IV, Automation	P195	P4	SCIENCES & ENGINEERING	ENGINEERING	ELECTRICAL ENGINEERING
	P195	P4	SCIENCES & ENGINEERING	ENGINEERING	ELECTRICAL ENGINEERING
Elec Engr IV, OT & Protect Sys	P012	P4 P1		ENGINEERING	
Electrical Engineer I		P1 P2	SCIENCES & ENGINEERING		
Electrical Engineer II	P143		SCIENCES & ENGINEERING	ENGINEERING	
Electrical Engineer II	P039	P2	SCIENCES & ENGINEERING	ENGINEERING	
Electrical Engineer III	P077	P3	SCIENCES & ENGINEERING	ENGINEERING	
Electrician	O038	O4	OPERATIONS	FACILITIES & FLEET	ELECTRICIAN
Engineer I, Fiber	P112	P1	TECHNOLOGY	FIBER	FIBER
Engineer I, Network	P004	P1	TECHNOLOGY	NETWORK	NETWORK ENGINEERING
Engineer II, Fiber	P138	P2	TECHNOLOGY	FIBER	FIBER
Engineer II, Network	P029	P2	TECHNOLOGY	NETWORK	NETWORK ENGINEERING
Engineer II, Systems	P030	P2	TECHNOLOGY	SYSTEMS	SYSTEMS ENGINEERING
Exec Assistant To The City Mgr	P001	P1	ADMINISTRATION	ADMINISTRATION	ADMINISTRATION
Executive Admin Assistant	A043	A5	ADMINISTRATION	ADMINISTRATION	ADMINISTRATION
Executive Assist, City Council	P160	P1	FINANCE & ACCOUNTING	ADMINISTRATION	ADMINISTRATION
HR Comm & Project Manager	P185	P2	ADMINISTRATION	PROJECT MANAGEMENT	PROJECT MANAGEMENT
Halligan Project Manager	P173	P4	SCIENCES & ENGINEERING	ENGINEERING	CIVIL ENGINEERING
Inspector, Code Compliance	O023	O3	DEVELOPMENT & COMPLIANCE	COMPLIANCE	CODE COMPLIANCE
Investigative Aide	A061	A5	PROTECTIVE SERVICES	INVESTIGATION	INVESTIGATION
Lab Assistant	O001	O1	SCIENCES & ENGINEERING	SCIENCES	SCIENCES
Lead Analyst, Utility Rate	P102	P4	FINANCE & ACCOUNTING	UTILITY	UTILITY RATE ANALYSIS
Lead Auditor, Sales Tax & Rev	P150	P3	FINANCE & ACCOUNTING	REVENUE	SALES TAX AUDIT & REVENUE
Lead Coord, Communications	A086	A6	MARKETING & CREATIVE SERVICES	COMMUNICATIONS	COMMUNICATIONS
Lead Coord, Utility Rate/Fee	A066	A6	FINANCE & ACCOUNTING	UTILITY	UTILITY RATE / FEE
Lead EO Compliance Specialist	P194	P3	ADMINISTRATION	ADMINISTRATION	EQUAL OPPORTUNITY
Lead EO Investigator	P099	P3	HUMAN RESOURCES	TALENT MANAGEMENT	EMPLOYEE RELATIONS
Lead Inspector Code Compliance	O064	O6	DEVELOPMENT & COMPLIANCE	COMPLIANCE	CODE COMPLIANCE
Lead Inspector, Construction	O052	O6	DEVELOPMENT & COMPLIANCE	COMPLIANCE	CONSTRUCTION INSPECTION
Lead Inspector, Rental Housing	O087	O6	DEVELOPMENT & COMPLIANCE	COMPLIANCE	RENTAL HOUSING
Lead Inspector, Zoning	O073	O6	DEVELOPMENT & COMPLIANCE	COMPLIANCE	ZONING
Lead L&P Safety Specialist	P197	P3	HUMAN RESOURCES	SAFETY & RISK MANAGEMENT	SAFETY
Lead Park Ranger	S011	S1	PROTECTIVE SERVICES	OPERATIONS	RESOURCE MANAGEMENT
Lead Project Manager	P193	P4	ADMINISTRATION	PROJECT MANAGEMENT	PROJECT MANAGEMENT
Lead Rep, Customer Support	A040	A5	CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER SUPPORT
Lead Spc, Cultural Services	P081	P3	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES
Lead Spc, Econ Sustainability	P159	P3	SUSTAINABILITY	ECONOMIC SUSTAINABILITY	ECONOMIC SUSTAINABILITY
Lead Spc, Env Sustainability	P092	P3	SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY
Lead Spc, Homelessness	P135	P3	SUSTAINABILITY	SOCIAL SUSTAINABILITY	HOMELESSNESS
Lead Spc, Process Improvement	P065	P3	ADMINISTRATION	PROJECT MANAGEMENT	PROCESS IMPROVEMENT
Lead Spc, Soc Sustainability	P097	P3	SUSTAINABILITY	SOCIAL SUSTAINABILITY	SOCIAL SUSTAINABILITY
Lead Spc, Special Events	P084	P3	DEVELOPMENT & COMPLIANCE	NEIGHBORHOOD SERVICES	SPECIAL EVENTS
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Lead Spec, Emergency Mgmt
Lead Spec, Equity & Inclusion
Lead Specialist, Communication
Lead Specialist, Forestry
Lead Specialist, Marketing
Lead Specialist, Natural Areas
Lead Specialist, Occptnl Hlth
Lead Specialist, Parks
Lead Specialist, Public Engage
Lead Specialist, Safety
Lead Specialist, Sciences
Lead Specialist, Security
Lead Sr Facilities Project Mgr
Lead Tech, Graphic Design
Lead Tech, Transportation Ops
Lead Technician, Network Engr
Lead Technician, Sciences
Lead Technician, Video Prod
Legal Assistant
Locator, Elec Dist - Field OpS
Locator, Elec Dist - Field Ops
Manager, Active Modes
Manager, Administration
Manager, Applications Software
Manager, Apps Software Dev
Manager, Benefits
Manager, Bldg & Dev Review
Manager, Broadband
Manager, Broadband Operations
Manager, Civil Engineering
Manager, Compliance
Manager, Construction Inspect
Manager, Cultural Services
Manager, Customer Support
Manager, Econ Sustainability
Manager, Elec Distr Hi Voltage
Manager, Env Sustainability
Manager, Environ Planning
Manager, FP&A
Manager, Forestry
Manager, GIS
Manager, Graphic Design
Manager, HR Business Partner
Manager, HR Operations
Manager, HRIS
Manager, Historic Preservation
Manager, Marketing
Manager, Neighborhood Svcs
Manager, Payroll
Manager, Plant Operations
Manager, Project Management
Manager, Public Engagement
Manager, Purchasing
Manager, Paral Estate

Manager, Real Estate

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M102

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M012

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M017

M130

M027

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A6

A6

A6

A3

04

O3

M1

ADMINISTRATION
ADMINISTRATION
MARKETING & CREATIVE SERVICES
CULTURE, PARKS & RECREATION
MARKETING & CREATIVE SERVICES
CULTURE, PARKS & RECREATION
HUMAN RESOURCES
CULTURE, PARKS & RECREATION
CUSTOMER SERVICE
HUMAN RESOURCES
SCIENCES & ENGINEERING
ADMINISTRATION
ADMINISTRATION
MARKETING & CREATIVE SERVICES
OPERATIONS
TECHNOLOGY
SCIENCES & ENGINEERING
MARKETING & CREATIVE SERVICES
LEGAL
OPERATIONS
OPERATIONS
PLANNING
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PLANNING
OPERATIONS
OPERATIONS
SCIENCES & ENGINEERING
DEVELOPMENT & COMPLIANCE
DEVELOPMENT & COMPLIANCE
CULTURE, PARKS & RECREATION
CUSTOMER SERVICE
SUSTAINABILITY
OPERATIONS
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HUMAN RESOURCES
PLANNING
MARKETING & CREATIVE SERVICES
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FINANCE & ACCOUNTING
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ADMINISTRATION
CUSTOMER SERVICE
SOCI SMER DERVICE
FINANCE & ACCOUNTING
FINANCE & ACCOUNTING OPERATIONS

PROJECT MANAGEMENT ADMINISTRATION COMMUNICATIONS OUTDOOR SERVICES MARKETING OUTDOOR SERVICES SAFETY & RISK MANAGEMENT OUTDOOR SERVICES OUTREACH SAFETY & RISK MANAGEMENT SCIENCES SAFETY & RISK MANAGEMENT PROJECT MANAGEMENT MEDIA TRANSPORTATION NETWORK SCIENCES MEDIA LEGAL ELECTRIC UTILITIES ELECTRIC UTILITIES TRANSPORTATION PLANNING ADMINISTRATION APPLICATIONS SOFTWARE APPLICATIONS SOFTWARE BENEFITS **BUILDING & DEVELOPMENT REVIEW** BROADBAND BROADBAND ENGINEERING COMPLIANCE COMPLIANCE CULTURAL SERVICES CUSTOMER SERVICE ECONOMIC SUSTAINABILITY ELECTRIC UTILITIES ENVIRONMENTAL SUSTAINABILITY ENVIRONMENTAL PLANNING FINANCIAL PLANNING & ANALYSIS OUTDOOR SERVICES GIS MEDIA TALENT MANAGEMENT ADMINISTRATION HRIS CITY PLANNING MARKETING NEIGHBORHOOD SERVICES ACCOUNTING PLANT OPERATIONS PROJECT MANAGEMENT COMMUNICATIONS PURCHASING FACILITIES & FLEET

EMERGENCY MANAGEMENT	4
ADMINISTRATION	4
COMMUNICATIONS	4
	-
FORESTRY	1
MARKETING	4
NATURAL AREAS	1
OCCUPATIONAL HEALTH	4
PARKS	1
	4
PUBLIC ENGAGEMENT	•
SAFETY	4
SCIENCES	3
SECURITY	4
FACILITIES PROJECT MANAGEMENT	4
GRAPHIC DESIGN	4
	-
TRANSPORTATION OPERATIONS	2
NETWORK ENGINEERING	3
SCIENCES	3
VIDEO PRODUCTION	4
LEGAL SUPPORT	4
ELECTRIC DIST - FIELD OPS	2
ELECTRIC DIST - FIELD OPS	2
ACTIVE MODES	1
ADMINISTRATION	4
APPLICATIONS SOFTWARE	3
APPS SOFTWARE DEVELOPMENT	3
BENEFITS	4
BUILDING & DEVELOPMENT REVIEW	- 1
BROADBAND OPERATIONS	2
BROADBAND OPERATIONS	2
CIVIL ENGINEERING	3
COMPLIANCE	1
CONSTRUCTION INSPECTION	1
CULTURAL SERVICES	1
CUSTOMER SUPPORT	4
ECONOMIC SUSTAINABILITY	1
ELECTRIC DIST - HIGH VOLTAGE	2
ENVIRONMENTAL SUSTAINABILITY	1
ENVIRONMENTAL PLANNING	1
FINANCIAL PLANNING & ANALYSIS	4
FORESTRY	1
GIS	3
GRAPHIC DESIGN	4
EMPLOYEE RELATIONS	4
ADMINISTRATION	4
HRIS	4
HISTORIC PRESERVATION	1
	4
MARKETING	•
NEIGHBORHOOD SERVICES	1
PAYROLL	4
PLANT OPERATIONS	2
PROJECT MANAGEMENT	4
COMMUNICATIONS	4
PURCHASING	4
	4
REAL ESTATE	2

Manager, Recreation	M024	M1	CULTURE, PARKS & RECREATION	
Manager, Rental Housing	M152	M1	DEVELOPMENT & COMPLIANCE	
Manager, Sales	M138	M1	MARKETING & CREATIVE SERVICES	
Manager, Sciences	M019	M1	SCIENCES & ENGINEERING	
Manager, Service Delivery	M131	M1	TECHNOLOGY	
Manager, Social Sustainability	M119	M1	SUSTAINABILITY	
Manager, Stormwater MP&FA	M145	M1	SCIENCES & ENGINEERING	
Manager, Systems Admin	M009	M1	TECHNOLOGY	
Manager, Systems Engineering	M003	M1	TECHNOLOGY	
Manager, Talent Acquisition	M015	M1	HUMAN RESOURCES	
Manager, Talent Development	M030	M1	HUMAN RESOURCES	
Manager, Technical Proj Mgmt	M106	M1	ADMINISTRATION	
Manager, Traffic Engineering	M007	M1	SCIENCES & ENGINEERING	
Manager, Traffic Ops	M156	M1	OPERATIONS	
Manager, Transportation Ops	M013	M1	OPERATIONS	
Manager, Transportation Plng	M112	M1	PLANNING	
Manager, Video Production	M031	M1	MARKETING & CREATIVE SERVICES	
Manager, Water Field Ops	M006	M1	OPERATIONS	
Manager, Water Util Dev Review	M122	M1	SCIENCES & ENGINEERING	
Manager, Wellness	M014	M1	HUMAN RESOURCES	
Master Electrician	O051	O6	OPERATIONS	
Mechanical Engineer I	P011	P1	SCIENCES & ENGINEERING	
Mechanical Engineer II	P134	P2	SCIENCES & ENGINEERING	
0	P134 P075	P2 P3		
Mechanical Engineer III			SCIENCES & ENGINEERING	
Mgr, Mediation & Res Justice	M154	M1	DEVELOPMENT & COMPLIANCE	
Mgr, Network Ops & Info Sec	M150	M1 M1	TECHNOLOGY	
Mgr, Principal City Planner	M146		PLANNING	
Municipal Court Administrator	M148	M1	LEGAL	
Municipal Court Administrator	S019	S2	LEGAL	
Natural Areas Trail Ranger	O058	04	PROTECTIVE SERVICES	
Officer I, Transportation Ops	O013	02	OPERATIONS	
Officer II, Enforcement	O026	03	PROTECTIVE SERVICES	
Officer III, Enforcement	O076	04	PROTECTIVE SERVICES	
Operator I, Transit	O011	02	OPERATIONS	
Operator I, Transportation Ops	O009	O2	OPERATIONS	
Operator II, Broadband	O069	O3	OPERATIONS	
Operator II, Transit	O021	O3	OPERATIONS	
Operator II, Transportation Op	O022	O3	OPERATIONS	
Paralegal	A064	A6	LEGAL	
Park Ranger	O037	O4	PROTECTIVE SERVICES	
Parking Enforcement Officer I	O010	O2	DEVELOPMENT & COMPLIANCE	
Parking Enforcement Officer II	O066	O3	DEVELOPMENT & COMPLIANCE	
Partner, Human Resources	P062	P2	HUMAN RESOURCES	
Planner, City	P052	P2	PLANNING	
Planner, Environmental	P052			
	P052 P048	P2	PLANNING	
Planner, Transit			PLANNING PLANNING	
Planner, Transit Planner, Transit Service	P048	P2		
	P048 P046	P2 P2	PLANNING	
Planner, Transit Service	P048 P046 P187	P2 P2 P1	PLANNING PLANNING	
Planner, Transit Service Planner, Transportation	P048 P046 P187 P113	P2 P2 P1 P2	PLANNING PLANNING PLANNING	
Planner, Transit Service Planner, Transportation Plans Examiner	P048 P046 P187 P113 A073	P2 P2 P1 P2 A6	PLANNING PLANNING PLANNING DEVELOPMENT & COMPLIANCE	
Planner, Transit Service Planner, Transportation Plans Examiner Police Assistant Chief Police Psychologist	P048 P046 P187 P113 A073 M090 P103	P2 P2 P1 P2 A6 M3	PLANNING PLANNING PLANNING DEVELOPMENT & COMPLIANCE PROTECTIVE SERVICES	
Planner, Transit Service Planner, Transportation Plans Examiner Police Assistant Chief	P048 P046 P187 P113 A073 M090	P2 P1 P2 A6 M3 P4	PLANNING PLANNING PLANNING DEVELOPMENT & COMPLIANCE PROTECTIVE SERVICES PROTECTIVE SERVICES	

RECREATION NEIGHBORHOOD SERVICES SALES SCIENCES CLIENT SERVICES SOCIAL SUSTAINABILITY ENGINEERING SYSTEMS SYSTEMS TALENT MANAGEMENT ADMINISTRATION PROJECT MANAGEMENT ENGINEERING TRANSPORTATION TRANSPORTATION TRANSPORTATION PLANNING MEDIA WATER UTILITIES ENGINEERING BENEFITS FACILITIES & FLEET ENGINEERING ENGINEERING ENGINEERING NEIGHBORHOOD SERVICES NETWORK CITY PLANNING JUDICIAL JUDICIAL OPERATIONS TRANSPORTATION OPERATIONS **OPERATIONS** TRANSPORTATION TRANSPORTATION BROADBAND TRANSPORTATION TRANSPORTATION LEGAL **OPERATIONS** COMPLIANCE COMPLIANCE TALENT MANAGEMENT CITY PLANNING ENVIRONMENTAL PLANNING TRANSPORTATION PLANNING TRANSPORTATION PLANNING TRANSPORTATION PLANNING BUILDING & DEVELOPMENT REVIEW POLICE ADMINISTRATION INVESTIGATION JUDICIAL ENGINEERING OUTREACH

RECREATION	1
NEIGHBORHOOD SERVICES	1
SALES	4
SCIENCES	3
CLIENT SERVICES	3
SOCIAL SUSTAINABILITY	1
CIVIL ENGINEERING	3
SYSTEMS ADMINISTRATION	3
SYSTEMS ENGINEERING	3
TALENT ACQUISITION	4
ADMINISTRATION	4
TECHNICAL PROJECT MANAGEMENT	4
TRAFFIC ENGINEERING	3
TRAFFIC OPERATIONS	2
TRANSPORTATION OPERATIONS	2
TRANSPORTATION PLANNING	1
VIDEO PRODUCTION	4
WATER FIELD OPERATIONS	2
DEVELOPMENT REVIEW	3
WELLNESS	4
ELECTRICIAN	2
MECHANICAL ENGINEERING	3
MECHANICAL ENGINEERING	3
MECHANICAL ENGINEERING	3
NEIGHBORHOOD SERVICES	1
NETWORK ENGINEERING	3
CITY PLANNING	1
ADMINISTRATION	4
ADMINISTRATION	4
RESOURCE MANAGEMENT	5
TRANSPORTATION OPERATIONS	2
ENFORCEMENT	5
ENFORCEMENT	5
TRANSIT	2
TRANSPORTATION OPERATIONS	2
BROADBAND OPERATIONS	2
TRANSIT	2
TRANSPORTATION OPERATIONS	2
LEGAL SUPPORT	4
RESOURCE MANAGEMENT	5
PARKING	1
PARKING	1
HUMAN RESOURCES	4
	1
ENVIRONMENTAL PLANNING	1
TRANSIT PLANNING	1
TRANSIT PLANNING	1
TRANSPORTATION PLANNING	1
BUILDING & DEVELOPMENT REVIEW	1
POLICE ADMINISTRATION	5
OUTREACH	5
CUSTOMER SERVICE	4
PROCESS ENGINEERING	3
PUBLIC ENGAGEMENT	4
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Project Analyst	P026	P1
Project Coordinator	A083	A5
Project Manager	P041	P2
Project Manager, Construction	P190	P2
Reliability Engr II, Utilities	P152	P2
Reliability Engr III, Utilities	P130	P3
Rep I, Cultural Svcs	A107	A2
Rep I, Customer Support	A003	A2
Rep II, Customer Support	A006	A3
Rep II, Police Records	A011	A3
Spec, Historic Preservation	P180	P1
Spec, Regulatory Licensing	P174	P1
Specialist, Active Modes	P013	P1
Specialist, Active Modes Data	P189	P1
Specialist, City Planning	P121	P1
Specialist, Communications	P021	P1
Specialist, Compliance	P127	P1
Specialist, Customer Support	P034	P1
Specialist, DOT	P157	P1
Specialist, Econ Sustainabilty	P119	P1
Specialist, Env Sustainability	P120	P1
Specialist, Facilities	P007	P1
Specialist, Natural Areas	P140	P1
Specialist, Neighborhood Svcs	P184	P1
Specialist, Public Engagement	P015	P1
Specialist, Recruiting	P175	P1
Specialist, Regulatory Svcs	P163	P1
Specialist, Risk Claims	P188	P1
Specialist, Safety	P111	P1
Specialist, Sales	P116	P1
Specialist, Sciences	P010	P1
Specialist, Security	P181	P1
Specialist, Soc Sustainability	P168	P1
Specialist, Social Sustain	P019	P1
Specialist, Talent Acquisition	P117	P1
Specialist, Talent Development	P017	P1
Specialist, Travel Demand Mgmt	P178	P2
Specialist, Wellness	P018	P1
Specialist, Sales Tax & Revenue	P149	 P1
Sr Accountant	P083	P3
Sr Administrator, Database	P069	P3
Sr Administrator, Systems	P067	P3
Sr Administrator, Systems	P148	P3
Sr Analyst, Administration	P129	P3
Sr Analyst, Apps Software	P066	P3
Sr Analyst, Apps Software Dev	P070	P3
Sr Analyst, Budget	P080	P3
Sr Analyst, Business	P131	P3
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Sr Analyst, Compensation	P082	P3
Sr Analyst, Data	P164 P094	P3 P3
Sr Analyst, Finance		P3 P3
Sr Analyst, GIS	P126	
Sr Analyst, Grants Admin	P162 P096	P3 P3
Sr Analyst, HRIS	F090	P3

ADMINISTRATION ADMINISTRATION ADMINISTRATION **OPERATIONS** SCIENCES & ENGINEERING SCIENCES & ENGINEERING CULTURE, PARKS & RECREATION CUSTOMER SERVICE CUSTOMER SERVICE PROTECTIVE SERVICES PLANNING ADMINISTRATION PLANNING PLANNING PLANNING MARKETING & CREATIVE SERVICES **DEVELOPMENT & COMPLIANCE** CUSTOMER SERVICE HUMAN RESOURCES SUSTAINABILITY SUSTAINABILITY **OPERATIONS** CULTURE, PARKS & RECREATION **DEVELOPMENT & COMPLIANCE** CUSTOMER SERVICE HUMAN RESOURCES SCIENCES & ENGINEERING **FINANCE & ACCOUNTING** HUMAN RESOURCES MARKETING & CREATIVE SERVICES SCIENCES & ENGINEERING ADMINISTRATION SUSTAINABILITY SUSTAINABILITY HUMAN RESOURCES HUMAN RESOURCES PLANNING HUMAN RESOURCES **FINANCE & ACCOUNTING FINANCE & ACCOUNTING** TECHNOLOGY TECHNOLOGY TECHNOLOGY ADMINISTRATION TECHNOLOGY TECHNOLOGY **FINANCE & ACCOUNTING FINANCE & ACCOUNTING** HUMAN RESOURCES TECHNOLOGY **FINANCE & ACCOUNTING** TECHNOLOGY **FINANCE & ACCOUNTING** HUMAN RESOURCES

PROJECT MANAGEMENT PROJECT MANAGEMENT PROJECT MANAGEMENT TRANSPORTATION ENGINEERING ENGINEERING CULTURAL SERVICES CUSTOMER SERVICE CUSTOMER SERVICE PROCESSING SUPPORT CITY PLANNING MUNICIPAL ADMINISTRATION TRANSPORTATION PLANNING TRANSPORTATION PLANNING CITY PLANNING COMMUNICATIONS COMPLIANCE CUSTOMER SERVICE SAFETY & RISK MANAGEMENT ECONOMIC SUSTAINABILITY ENVIRONMENTAL SUSTAINABILITY FACILITIES & FLEET OUTDOOR SERVICES NEIGHBORHOOD SERVICES OUTREACH TALENT MANAGEMENT SCIENCES RISK MANAGEMENT SAFETY & RISK MANAGEMENT SALES SCIENCES SAFETY & RISK MANAGEMENT SOCIAL SUSTAINABILITY SOCIAL SUSTAINABILITY TALENT MANAGEMENT TALENT MANAGEMENT TRANSPORTATION PLANNING BENEFITS REVENUE ACCOUNTING DATABASE SYSTEMS SYSTEMS ADMINISTRATION APPLICATIONS SOFTWARE APPLICATIONS SOFTWARE BUDGET **FINANCIAL PLANNING & ANALYSIS** COMPENSATION DATA SCIENCE FINANCIAL PLANNING & ANALYSIS GIS **FINANCIAL PLANNING & ANALYSIS** HRIS

PROJECT MANAGEMENT	4
PROJECT MANAGEMENT	4
PROJECT MANAGEMENT	4
TRANSPORTATION OPERATIONS	2
RELIABILITY ENGINEERING	3
RELIABILITY ENGINEERING	3
	1
CULTURAL SERVICES	
CUSTOMER SUPPORT	4
CUSTOMER SUPPORT	4
INFORMATION SERVICES	5
HISTORIC PRESERVATION	1
CITY CLERK	4
ACTIVE MODES	1
ACTIVE MODES	1
CITY PLANNING	1
COMMUNICATIONS	4
COMPLIANCE	4
	-
CUSTOMER SUPPORT	4
SAFETY	4
ECONOMIC SUSTAINABILITY	1
ENVIRONMENTAL SUSTAINABILITY	1
FACILITIES	2
NATURAL AREAS	1
NEIGHBORHOOD SERVICES	1
PUBLIC ENGAGEMENT	4
TALENT ACQUISITION	4
SCIENCES	3
RISK MANAGEMENT	4
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SAFETY	4
SALES	4
SCIENCES	3
SECURITY	4
SOCIAL SUSTAINABILITY	1
SOCIAL SUSTAINABILITY	1
TALENT ACQUISITION	4
TALENT DEVELOPMENT	4
TRANSPORTATION PLANNING	1
WELLNESS	4
SALES TAX AUDIT & REVENUE	4
ACCOUNTING	4
DATABASE	3
SYSTEMS ADMINISTRATION	3
SYSTEMS ADMINISTRATION	3
ADMINISTRATION	4
APPLICATIONS SOFTWARE	3
APPS SOFTWARE DEVELOPMENT	3
BUDGET	4
BUSINESS ANALYSIS	4
COMPENSATION	4
DATA ANALYSIS	3
FINANCIAL PLANNING & ANALYSIS	4
GIS	4
FINANCIAL PLANNING & ANALYSIS	3 4
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Sr Analyst, IT Security	P114	P3
Sr Analyst, Systems	P071	P3
Sr Analyst, Treasury	P090	P3
Sr Architect, Landscape	P074	P3
Sr Buyer	P089	P3
Sr Coord, Sales Tax & Revenue	A056	A5
Sr Coord, Onboarding & Training	A104	A5
Sr Coordinator, AP	A039	A5
Sr Coordinator, Accounting	A088	A5
Sr Coordinator, Active Modes	A076	A5
Sr Coordinator, Benefits-Inact	A082	A5
Sr Coordinator, Camera Radar	A101	A5
Sr Coordinator, Communications	A037	A5
Sr Coordinator, Creative Svcs	A095	A5
Sr Coordinator, Cultural Svcs		A5 A5
	A049	
Sr Coordinator, Forestry	A048	A5
Sr Coordinator, HRIS	A044	A5
Sr Coordinator, Marketing	A055	A5
Sr Coordinator, Payroll	A042	A5
Sr Coordinator, Public Engage	A041	A5
Sr Coordinator, Recreation	A054	A5
Sr Coordinator, Rental Housing	A109	A5
Sr Coordinator, Risk Mgmt	A038	A5
Sr Coordinator, Safety	A052	A5
Sr Engineer, Network	P068	P3
Sr Engineer, Systems	P064	P3
Sr Engineer, Video Prod	P156	P3
Sr Facilities Project Manager	P073	P3
Sr Inspector, Compliance	O056	O5
Sr Inspector, Construction	O045	O5
Sr Inspector, Forestry Zoning	O079	O5
Sr Inspector, Nat Res Zoning	O094	O5
Sr Inspector, Stormwater	O090	O6
Sr Inspector, Zoning	O048	O5
Sr Key Accounts Rep	P171	P3
Sr Legal Assistant	A026	A4
Sr Locator, Elec Dist Field Op	O093	O5
Sr Locator, Elec Dist Field Op	O012	O4
Sr Manager, Accounting	M052	M2
Sr Manager, Apps Software	M038	M2
Sr Manager, Broadband	M155	M2
Sr Manager, City Planning	M126	M2
Sr Manager, Civil Engineering	M043	M2
Sr Manager, Creative Services	M132	M2
Sr Manager, Cultural Services	M054	M2
Sr Manager, Cultural Services	M050	M2
Sr Manager, Customer Support	M051	M2
Sr Manager, Econ Sustainabilty	M110	M2
Sr Manager, Elec Dist Ctrl Cen	M158	M2
Sr Manager, Elec Engr	M060	M2
Sr Manager, Env Sustain	M056	M2
Sr Manager, Facilities & Fleet	M044	M2
Sr Manager, Forestry	M035	M2
Sr Manager, Grid Technologies	M055 M157	M2
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TECHNOLOGY TECHNOLOGY **FINANCE & ACCOUNTING** PLANNING **FINANCE & ACCOUNTING FINANCE & ACCOUNTING** HUMAN RESOURCES **FINANCE & ACCOUNTING FINANCE & ACCOUNTING** PLANNING HUMAN RESOURCES PROTECTIVE SERVICES MARKETING & CREATIVE SERVICES MARKETING & CREATIVE SERVICES CULTURE, PARKS & RECREATION CULTURE, PARKS & RECREATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES **FINANCE & ACCOUNTING** CUSTOMER SERVICE CULTURE, PARKS & RECREATION **DEVELOPMENT & COMPLIANCE FINANCE & ACCOUNTING** HUMAN RESOURCES TECHNOLOGY TECHNOLOGY MARKETING & CREATIVE SERVICES ADMINISTRATION **DEVELOPMENT & COMPLIANCE DEVELOPMENT & COMPLIANCE** CUSTOMER SERVICE LEGAL **OPERATIONS OPERATIONS FINANCE & ACCOUNTING** TECHNOLOGY **OPERATIONS** PLANNING SCIENCES & ENGINEERING MARKETING & CREATIVE SERVICES CULTURE, PARKS & RECREATION CULTURE, PARKS & RECREATION CUSTOMER SERVICE SUSTAINABILITY **OPERATIONS** SCIENCES & ENGINEERING SUSTAINABILITY **OPERATIONS** CULTURE, PARKS & RECREATION SCIENCES & ENGINEERING

INFORMATION SECURITY SYSTEMS TREASURY / INVESTMENT PARK PLANNING PURCHASING REVENUE TALENT MANAGEMENT ACCOUNTING ACCOUNTING TRANSPORTATION PLANNING BENEFITS PROCESSING SUPPORT COMMUNICATIONS MEDIA CULTURAL SERVICES OUTDOOR SERVICES HRIS MARKETING ACCOUNTING OUTREACH RECREATION COMPLIANCE RISK MANAGEMENT SAFETY & RISK MANAGEMENT NETWORK SYSTEMS SYSTEMS PROJECT MANAGEMENT COMPLIANCE COMPLIANCE COMPLIANCE COMPLIANCE COMPLIANCE COMPLIANCE OUTREACH LEGAL ELECTRIC UTILITIES ELECTRIC UTILITIES ACCOUNTING APPLICATIONS SOFTWARE BROADBAND CITY PLANNING ENGINEERING MEDIA CULTURAL SERVICES CULTURAL SERVICES CUSTOMER SERVICE ECONOMIC SUSTAINABILITY ELECTRIC UTILITIES ENGINEERING ENVIRONMENTAL SUSTAINABILITY FACILITIES & FLEET OUTDOOR SERVICES ENGINEERING

INFORMATION SECURITY	3
SYSTEMS ADMINISTRATION	3
TREASURY / INVESTMENT	4
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LANDSCAPE	1
PURCHASING	4
SALES TAX AUDIT & REVENUE	4
TALENT ACQUISITION	4
ACCOUNTS PAYABLE	4
ACCOUNTING	4
ACTIVE MODES	1
BENEFITS	4
TECHNICAL	•
	5
COMMUNICATIONS	4
GRAPHIC DESIGN	4
CULTURAL SERVICES	1
FORESTRY	1
HRIS	4
MARKETING	4
PAYROLL	4
PUBLIC ENGAGEMENT	4
RECREATION	4
	-
RENTAL HOUSING	1
RISK MANAGEMENT	4
SAFETY	4
NETWORK ENGINEERING	3
SYSTEMS ENGINEERING	3
VIDEO PRODUCTION	3
FACILITIES PROJECT MANAGEMENT	4
COMPLIANCE	1
CONSTRUCTION INSPECTION	1
CODE COMPLIANCE	1
ZONING	1
CONSTRUCTION INSPECTION	1
ZONING	1
PUBLIC ENGAGEMENT	4
LEGAL SUPPORT	4
ELECTRIC DIST - FIELD OPS	2
ELECTRIC DIST - FIELD OPS	2
ACCOUNTING	4
APPLICATIONS SOFTWARE	3
BROADBAND OPERATIONS	2
CITY PLANNING	1
CIVIL ENGINEERING	3
GRAPHIC DESIGN	4
	4
CULTURAL SERVICES	•
CULTURAL SERVICES	1
CUSTOMER SUPPORT	4
ECONOMIC SUSTAINABILITY	1
ELECTRIC DIST - LOW VOLTAGE	2
ELECTRICAL ENGINEERING	3
ENVIRONMENTAL SUSTAINABILITY	1
FACILITIES & FLEET	2
FORESTRY	1
ELECTRICAL ENGINEERING	3
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Sr Manager, HRIS	M124
Sr Manager, Horticulture	M142
Sr Manager, Information Svcs	M062
Sr Manager, Mechanical Engr	M045
Sr Manager, Neighborhood Svcs	M058
Sr Manager, Network Engineerng	M104
Sr Manager, Parks	M057
Sr Manager, Public Engagement	M133
Sr Manager, Recreation	M134
Sr Manager, Sciences	M046
Sr Manager, Social Sustainblty	M118
Sr Manager, Technology	M039
Sr Manager, Traffic Engr	M041
Sr Manager, Transit	M049
Sr Manager, Transportation Ops	M137
Sr Manager, Transportation Pln	M037
Sr Manager, Water Engineering	M047
Sr Manager, Sales Tax & Revenue	M036
Sr Mgr, Elec Dist-High Voltage	M160
Sr Mgr, Park Planning & Dev	M149
Sr Mgr, Safety & Risk Mgmt	M117
Sr Operator, Transport Ops	O081
Sr Partner, Human Resources	P142
Sr Planner, City	P098
Sr Planner, Environmental	P086
Sr Planner, Trails	P137
Sr Planner, Transportation	P087
Sr Project Manager	P095
Sr Project Manager, Talent Mgmt	P166
Sr Rep, Cultural Svcs	A025
Sr Spc, Neighborhood Svcs	P044
Sr Spc, Process Improvement	P053
Sr Spec, Talent Development	P161
Sr Specialist, Communications	P058
Sr Specialist, Compliance	P146
Sr Specialist, Cultural Srvcs	P153
Sr Specialist, Cust Support	P027
Sr Specialist, DAR Program Mgr	P167
Sr Specialist, Digital Inclsn	P203
Sr Specialist, Econ Sustain	P056
Sr Specialist, Env Compliance	P125
Sr Specialist, Enviro Sustain	P061
Sr Specialist, Equity	P144
Sr Specialist, Floodplain Mgmt	P169
Sr Specialist, Forestry	P151
Sr Specialist, OEM	P128
Sr Specialist, Outreach	P107
Sr Specialist, Parks	P033
Sr Specialist, Public Engage	P054
Sr Specialist, Real Estate	P055
Sr Specialist, Recreation	P045
Sr Specialist, Recruiter	P172
Sr Specialist, Safety	P192
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Sr Specialist, Sciences

HUMAN RESOURCES
CULTURE, PARKS & RECREATION
PROTECTIVE SERVICES
SCIENCES & ENGINEERING
DEVELOPMENT & COMPLIANCE
TECHNOLOGY
CULTURE, PARKS & RECREATION
CUSTOMER SERVICE
CULTURE, PARKS & RECREATION
SCIENCES & ENGINEERING
SUSTAINABILITY
TECHNOLOGY
SCIENCES & ENGINEERING
OPERATIONS
OPERATIONS
PLANNING
SCIENCES & ENGINEERING
FINANCE & ACCOUNTING
OPERATIONS
PLANNING
HUMAN RESOURCES
OPERATIONS
HUMAN RESOURCES
PLANNING
PLANNING
PLANNING
PLANNING
ADMINISTRATION
ADMINISTRATION HUMAN RESOURCES
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE
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ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE PLANNING
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE PLANNING CUSTOMER SERVICE
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE PLANNING CUSTOMER SERVICE SUSTAINABILITY
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE PLANNING CUSTOMER SERVICE SUSTAINABILITY SUSTAINABILITY
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE PLANNING CUSTOMER SERVICE SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE PLANNING CUSTOMER SERVICE SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SCIENCES & ENGINEERING
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE PLANNING CUSTOMER SERVICE SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SCIENCES & ENGINEERING CULTURE, PARKS & RECREATION
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE PLANNING CUSTOMER SERVICE SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SCIENCES & ENGINEERING CULTURE, PARKS & RECREATION ADMINISTRATION
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE PLANNING CUSTOMER SERVICE SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SCIENCES & ENGINEERING CULTURE, PARKS & RECREATION ADMINISTRATION PROTECTIVE SERVICES
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE PLANNING CUSTOMER SERVICE SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SCIENCES & ENGINEERING CULTURE, PARKS & RECREATION ADMINISTRATION PROTECTIVE SERVICES CULTURE, PARKS & RECREATION
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE PLANNING CUSTOMER SERVICE SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SCIENCES & ENGINEERING CULTURE, PARKS & RECREATION ADMINISTRATION PROTECTIVE SERVICES CULTURE, PARKS & RECREATION CUSTOMER SERVICE
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE PLANNING CUSTOMER SERVICE SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SCIENCES & ENGINEERING CULTURE, PARKS & RECREATION ADMINISTRATION PROTECTIVE SERVICES CULTURE, PARKS & RECREATION CUSTOMER SERVICE OULTURE, PARKS & RECREATION
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE PLANNING CUSTOMER SERVICE SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SCIENCES & ENGINEERING CULTURE, PARKS & RECREATION ADMINISTRATION PROTECTIVE SERVICES CULTURE, PARKS & RECREATION CUSTOMER SERVICE OPERATIONS CULTURE, PARKS & RECREATION
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE PLANNING CUSTOMER SERVICE SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SCIENCES & ENGINEERING CULTURE, PARKS & RECREATION ADMINISTRATION PROTECTIVE SERVICES CULTURE, PARKS & RECREATION CUSTOMER SERVICE OPERATIONS CULTURE, PARKS & RECREATION HUMAN RESOURCES
ADMINISTRATION HUMAN RESOURCES CULTURE, PARKS & RECREATION DEVELOPMENT & COMPLIANCE ADMINISTRATION HUMAN RESOURCES MARKETING & CREATIVE SERVICES DEVELOPMENT & COMPLIANCE CULTURE, PARKS & RECREATION CUSTOMER SERVICE PLANNING CUSTOMER SERVICE SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SUSTAINABILITY SCIENCES & ENGINEERING CULTURE, PARKS & RECREATION ADMINISTRATION PROTECTIVE SERVICES CULTURE, PARKS & RECREATION CUSTOMER SERVICE OPERATIONS CULTURE, PARKS & RECREATION

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HRIS CULTURAL SERVICES PROCESSING SUPPORT ENGINEERING NEIGHBORHOOD SERVICES NETWORK OUTDOOR SERVICES OUTREACH RECREATION SCIENCES SOCIAL SUSTAINABILITY TECHNOLOGY ENGINEERING TRANSPORTATION TRANSPORTATION TRANSPORTATION PLANNING ENGINEERING REVENUE ELECTRIC UTILITIES PARK PLANNING SAFETY & RISK MANAGEMENT TRANSPORTATION TALENT MANAGEMENT CITY PLANNING ENVIRONMENTAL PLANNING PARK PLANNING TRANSPORTATION PLANNING PROJECT MANAGEMENT TALENT MANAGEMENT CULTURAL SERVICES NEIGHBORHOOD SERVICES PROJECT MANAGEMENT TALENT MANAGEMENT COMMUNICATIONS COMPLIANCE CULTURAL SERVICES CUSTOMER SERVICE TRANSPORTATION PLANNING OUTREACH ECONOMIC SUSTAINABILITY COMPLIANCE ENVIRONMENTAL SUSTAINABILITY SOCIAL SUSTAINABILITY SCIENCES OUTDOOR SERVICES PROJECT MANAGEMENT INVESTIGATION OUTDOOR SERVICES OUTREACH FACILITIES & FLEET RECREATION TALENT MANAGEMENT SAFETY & RISK MANAGEMENT SCIENCES

HRIS	4
CULTURAL SERVICES	1
INFORMATION SERVICES	5
MECHANICAL ENGINEERING	3
NEIGHBORHOOD SERVICES	1
NETWORK ENGINEERING	3
PARKS	1
PUBLIC ENGAGEMENT	4
RECREATION	1
SCIENCES	3
SOCIAL SUSTAINABILITY	1
TECHNOLOGY	3
TRAFFIC ENGINEERING	3
TRANSIT	2
TRANSPORTATION OPERATIONS	2
TRANSPORTATION PLANNING	1
WATER ENGINEERING	3
SALES TAX AUDIT & REVENUE	4
ELECTRIC DIST - HIGH VOLTAGE	2
LANDSCAPE	1
SAFETY	4
TRANSPORTATION OPERATIONS	2
HUMAN RESOURCES	4
CITY PLANNING	4
	-
ENVIRONMENTAL PLANNING	1
LANDSCAPE	1
TRANSPORTATION PLANNING	1
PROJECT MANAGEMENT	4
HUMAN RESOURCES	4
CULTURAL SERVICES	1
NEIGHBORHOOD SERVICES	1
PROCESS IMPROVEMENT	4
TALENT DEVELOPMENT	4
COMMUNICATIONS	4
COMPLIANCE	1
CULTURAL SERVICES	1
CUSTOMER SUPPORT	4
TRANSIT PLANNING	1
PUBLIC ENGAGEMENT	4
ECONOMIC SUSTAINABILITY	4
COMPLIANCE	
	1
ENVIRONMENTAL SUSTAINABILITY	1
EQUITY, DIVERSITY & INCLUSION	1
SCIENCES	3
FORESTRY	1
EMERGENCY MANAGEMENT	4
OUTREACH	5
PARKS	1
PUBLIC ENGAGEMENT	4
REAL ESTATE	2
RECREATION	1
TALENT DEVELOPMENT	4
SAFETY	4
SCIENCES	3

Sr Specialist, Security
Sr Specialist, Social Sustain
Sr Specialist, Workers Comp
Sr Supervisor, AR / Billing
Sr Supervisor, Apps Software
Sr Supervisor, Code Compliance
Sr Supervisor, Cultural Svcs
Sr Supervisor, Cust Support
Sr Supervisor, Electric Dist
Sr Supervisor, Enforcement
Sr Supervisor, Facilities
Sr Supervisor, Fleet
Sr Supervisor, Forestry
Sr Supervisor, HRIS
Sr Supervisor, Information Svc
Sr Supervisor, Land Surveying
Sr Supervisor, Maintenance
Sr Supervisor, Marketing
Sr Supervisor, Mechanical Engr
Sr Supervisor, Natural Areas
Sr Supervisor, Neighbrhood Svc
Sr Supervisor, Netwk Engineer
Sr Supervisor, Outreach
Sr Supervisor, Parks
Sr Supervisor, Plant Ops
Sr Supervisor, Plant Ops
Sr Supervisor, Process Support
Sr Supervisor, Project Mgmt
Sr Supervisor, Public Engage
Sr Supervisor, Recreation
Sr Supervisor, Safety&Security
Sr Supervisor, Sciences
Sr Supervisor, Transit
Sr Supervisor, Transportn Ops
Sr Supervisor, Video Productn
Sr Tech, Floodplain Admin
Sr Tech, Police Records
Sr Tech, Police Technology
Sr Tech, Processing Support
Sr Tech, Signal Construction
Sr Tech, Transportation Ops
Sr Technical Project Manager
Sr Technician, Broadband Ops
Sr Technician, Client Services
Sr Technician, Facilities
Sr Technician, Fiber
Sr Technician, Fiber
Sr Technician, Graphic Design
Sr Technician, Maintenance
Sr Technician, Network Engr
Sr Technician, Police Admin
Sr Technician, Sciences
Sr Technician, Traffic Engr
Sr Technician, Traffic Signals
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ADMINISTRATION
SUSTAINABILITY
ADMINISTRATION
FINANCE & ACCOUNTING
TECHNOLOGY
DEVELOPMENT & COMPLIANCE
CULTURE, PARKS & RECREATION
CUSTOMER SERVICE
OPERATIONS
PROTECTIVE SERVICES
OPERATIONS
OPERATIONS
CULTURE, PARKS & RECREATION
HUMAN RESOURCES
PROTECTIVE SERVICES
SCIENCES & ENGINEERING
OPERATIONS
MARKETING & CREATIVE SERVICES
SCIENCES & ENGINEERING
CULTURE, PARKS & RECREATION
DEVELOPMENT & COMPLIANCE
TECHNOLOGY
PROTECTIVE SERVICES
CULTURE, PARKS & RECREATION
OPERATIONS
OPERATIONS
PROTECTIVE SERVICES
ADMINISTRATION
CUSTOMER SERVICE
CULTURE, PARKS & RECREATION
PROTECTIVE SERVICES
SCIENCES & ENGINEERING
OPERATIONS
OPERATIONS
MARKETING & CREATIVE SERVICES
SCIENCES & ENGINEERING
PROTECTIVE SERVICES
PROTECTIVE SERVICES
PROTECTIVE SERVICES
OPERATIONS
OPERATIONS
ADMINISTRATION
TECHNOLOGY
TECHNOLOGY
OPERATIONS
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TECHNOLOGY
MARKETING & CREATIVE SERVICES
OPERATIONS
TECHNOLOGY
PROTECTIVE SERVICES
SCIENCES & ENGINEERING
SCIENCES & ENGINEERING
SCIENCES & ENGINEERING

SAFETY & RISK MANAGEMENT SOCIAL SUSTAINABILITY SAFETY & RISK MANAGEMENT ACCOUNTING APPLICATIONS SOFTWARE COMPLIANCE CULTURAL SERVICES CUSTOMER SERVICE ELECTRIC UTILITIES **OPERATIONS** FACILITIES & FLEET FACILITIES & FLEET OUTDOOR SERVICES HRIS PROCESSING SUPPORT ENGINEERING PLANT OPERATIONS MARKETING ENGINEERING OUTDOOR SERVICES NEIGHBORHOOD SERVICES NETWORK INVESTIGATION OUTDOOR SERVICES PLANT OPERATIONS PLANT OPERATIONS PROCESSING SUPPORT PROJECT MANAGEMENT OUTREACH RECREATION OPERATIONS SCIENCES TRANSPORTATION TRANSPORTATION MEDIA SCIENCES PROCESSING SUPPORT PROCESSING SUPPORT PROCESSING SUPPORT TRANSPORTATION TRANSPORTATION PROJECT MANAGEMENT FIBER CLIENT SERVICES FACILITIES & FLEET FIBER FIBER MEDIA PLANT OPERATIONS NETWORK POLICE ADMINISTRATION SCIENCES ENGINEERING ENGINEERING

SECURITY	4
SOCIAL SUSTAINABILITY	1
WORKERS COMPENSATION	4
ACCOUNTS RECEIVABLE / BILLING	4
APPLICATIONS SOFTWARE	3
CODE COMPLIANCE	1
CULTURAL SERVICES	1
CUSTOMER SUPPORT	4
ELECTRIC DIST - LOW VOLTAGE	2
ENFORCEMENT	5
FACILITIES	2
FLEET	2
FORESTRY	1
HRIS	4
INFORMATION SERVICES	5
SURVEYING	3
MAINTENANCE	2
MARKETING	4
MECHANICAL ENGINEERING	3
NATURAL AREAS	1
NEIGHBORHOOD SERVICES	1
NETWORK ENGINEERING	3
OUTREACH	5
PARKS	1
PLANT OPERATIONS	2
PLANT OPERATIONS	2
TECHNICAL	5
PROJECT MANAGEMENT	4
PUBLIC ENGAGEMENT	4
RECREATION	4
ENFORCEMENT	5
SCIENCES	5 3
TRANSIT	2
TRANSPORTATION OPERATIONS	2
VIDEO PRODUCTION	2 4
SCIENCES	4
INFORMATION SERVICES	5
POLICE TECHNOLOGY	5
TECHNICAL	5
TRANSPORTATION OPERATIONS	2
TRANSPORTATION OPERATIONS	2
TECHNICAL PROJECT MANAGEMENT	4
FIBER	4
CLIENT SERVICES	3
FACILITIES	2
FIBER	2
FIBER	3
GRAPHIC DESIGN	4
MAINTENANCE	
NETWORK ENGINEERING	2 3
POLICE ADMINISTRATION	3 5
SCIENCES	5 3
TRAFFIC ENGINEERING	3
	3
	3

Sr Technician, Video Prod	A084	A5
Sr Technician, Water Field Ops	O053	O5
Supervisor I, Sign Shop	S072	S1
Supervisor, Accounts Payable	S067	S1
Supervisor, Administration	S003	S1
Supervisor, Bldg & Dev Rev	S057	S1
Supervisor, Client Services	S004	S1
Supervisor, Cultural Services	S062	S1
Supervisor, Customer Support	S001	S1
Supervisor, Energy Services	S028	S1
Supervisor, Enforcement	S009	S1
Supervisor, Facilities	S008	S1
Supervisor, Fiber	S063	S1
Supervisor, Fleet	S021	S1
Supervisor, Land Surveying	S005	S1
Supervisor, Legal Support	S069	S1
Supervisor, NA Enforcement	S076	S1
Supervisor, Network Engr	S061	S1
Supervisor, Plans Examiner	S064	S1
Supervisor, Plant Operations	S014	S1
Supervisor, Plant Operations	S054	S1
Supervisor, Traffic Markings	S071	S1
Supervisor, Traffic Signals	S073	S1
Supervisor, Transit	S007	S1
Tech I, Material Handling	O070	03
Tech II, Investigative Support	A094	A4
Tech II, Police Technology	A089	A4
Tech II, Processing Support	A033	A4
Tech II, Transportation Ops	O031	04
Technical Project Manager	P036	P2
Technical Svcs Mgr, Police Svc	P176	P3
Technician I, Bldg Dev Review	A010	A3
Technician I, CCT Ops		A3 03
	O071	03
Technician I, Civil Engr	O014	
Technician I, Customer Support	O016	03
Technician I, Facilities	O020	O3
Technician I, Fiber	O062	O3
Technician I, Fleet	O017	03
Technician I, Forestry	O018	03
Technician I, Horticulture	O075	O3
Technician I, Natural Areas	O060	O3
Technician I, Parks	O024	O3
Technician I, Police Admin	A012	A3
Technician I, Traffic Control	O068	O3
Technician I, Water Field Util	O027	O3
Technician II, Client Services	A019	A4
Technician II, Energy Services	O040	O4
Technician II, Facilities	O032	O4
Technician II, Fiber	O061	O4
Technician II, Fleet	O054	O4
Tachnician II. Forestry	O033	O4
rechnician II, Forestry		
· · · · · ·	A027	A4
Technician II, Forestry Technician II, GIS Technician II, Graphic Design	A027 A085	A4 A4

MARKETING & CREATIVE SERV	ICES
OPERATIONS	
OPERATIONS	
FINANCE & ACCOUNTING	
ADMINISTRATION	
DEVELOPMENT & COMPLIANCE	
TECHNOLOGY	
CULTURE, PARKS & RECREATION	ON
CUSTOMER SERVICE	
OPERATIONS	
PROTECTIVE SERVICES	
OPERATIONS	
TECHNOLOGY	
OPERATIONS	
SCIENCES & ENGINEERING	
LEGAL	
PROTECTIVE SERVICES	
TECHNOLOGY	
DEVELOPMENT & COMPLIANCE	
OPERATIONS	
OPERATIONS	
OPERATIONS	
SCIENCES & ENGINEERING	
OPERATIONS	
OPERATIONS	
PROTECTIVE SERVICES	
PROTECTIVE SERVICES	
PROTECTIVE SERVICES	
OPERATIONS	
ADMINISTRATION	
ADMINISTRATION	
DEVELOPMENT & COMPLIANCE	
OPERATIONS	
SCIENCES & ENGINEERING	
CUSTOMER SERVICE	
OPERATIONS	
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OPERATIONS	
CULTURE, PARKS & RECREATION	
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PROTECTIVE SERVICES	
OPERATIONS	
OPERATIONS	
TECHNOLOGY	
OPERATIONS	
OPERATIONS	
TECHNOLOGY	
OPERATIONS	
CULTURE, PARKS & RECREATION	JN
TECHNOLOGY	
MARKETING & CREATIVE SERV	ICES
SCIENCES & ENGINEERING	

MEDIA WATER UTILITIES TRANSPORTATION ACCOUNTING ADMINISTRATION **BUILDING & DEVELOPMENT REVIEW** CLIENT SERVICES CULTURAL SERVICES CUSTOMER SERVICE FACILITIES & FLEET **OPERATIONS** FACILITIES & FLEET FIBER FACILITIES & FLEET ENGINEERING LEGAL **OPERATIONS** NETWORK **BUILDING & DEVELOPMENT REVIEW** PLANT OPERATIONS PLANT OPERATIONS TRANSPORTATION ENGINEERING TRANSPORTATION FACILITIES & FLEET INVESTIGATION PROCESSING SUPPORT PROCESSING SUPPORT TRANSPORTATION PROJECT MANAGEMENT PROCESSING SUPPORT **BUILDING & DEVELOPMENT REVIEW** CUSTOMER CONNECTIONS ENGINEERING CUSTOMER SERVICE FACILITIES & FLEET FIBER FACILITIES & FLEET OUTDOOR SERVICES OUTDOOR SERVICES OUTDOOR SERVICES OUTDOOR SERVICES POLICE ADMINISTRATION TRANSPORTATION WATER UTILITIES CLIENT SERVICES FACILITIES & FLEET FACILITIES & FLEET FIBER FACILITIES & FLEET OUTDOOR SERVICES GIS MEDIA ENGINEERING

VIDEO PRODUCTION	4
WATER FIELD OPERATIONS	2
	-
TRANSPORTATION OPERATIONS	2
ACCOUNTS PAYABLE	4
ADMINISTRATION	4
BUILDING & DEVELOPMENT REVIEW	1
CLIENT SERVICES	3
CULTURAL SERVICES	1
CUSTOMER SUPPORT	4
ENERGY SERVICES	2
ENFORCEMENT	5
FACILITIES	2
FIBER	3
	-
FLEET	2
CIVIL ENGINEERING	3
LEGAL SUPPORT	4
ENFORCEMENT	5
NETWORK ENGINEERING	3
BUILDING & DEVELOPMENT REVIEW	1
PLANT OPERATIONS	2
	_
PLANT OPERATIONS	2
TRANSPORTATION OPERATIONS	2
TRAFFIC ENGINEERING	3
TRANSIT	2
MATERIAL HANDLING	2
INVESTIGATION	5
POLICE TECHNOLOGY	5
TECHNICAL	5
TRANSPORTATION OPERATIONS	2
TECHNICAL PROJECT MANAGEMENT	4
INFORMATION SERVICES	5
BUILDING & DEVELOPMENT REVIEW	1
CUSTOMER CARE & TECH OPS	2
CIVIL ENGINEERING	3
	-
CUSTOMER SUPPORT	4
FACILITIES	2
FIBER	2
FLEET	2
FORESTRY	1
PARKS	1
NATURAL AREAS	1
PARKS	1
POLICE ADMINISTRATION	5
TRAFFIC CONTROL	2
WATER FIELD OPERATIONS	2
CLIENT SERVICES	3
ENERGY SERVICES	2
FACILITIES	2
FIBER	3
FLEET	2
FORESTRY	1
GIS	3
	-
GRAPHIC DESIGN	4
CIVIL ENGINEERING	3

Technician II, Maintenance	O041	O4	OPERATIONS	PLANT OPERATIONS	MAINTENANCE	2
Technician II, Natural Areas	O034	O4	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	NATURAL AREAS	1
Technician II, Network Engr	A079	A4	TECHNOLOGY	NETWORK	NETWORK ENGINEERING	3
Technician II, Police Records	A035	A4	PROTECTIVE SERVICES	PROCESSING SUPPORT	INFORMATION SERVICES	5
Technician II, Sciences	A078	A4	SCIENCES & ENGINEERING	SCIENCES	SCIENCES	3
Technician II, Traffic Control	O074	O4	OPERATIONS	TRANSPORTATION	TRAFFIC CONTROL	2
Technician II, Traffic Engr	O030	O4	SCIENCES & ENGINEERING	ENGINEERING	TRAFFIC ENGINEERING	3
Technician II, Traffic Ops	O091	O4	OPERATIONS	TRANSPORTATION	TRANSPORTATION OPERATIONS	2
Technician II, Traffic Signals	O085	O4	SCIENCES & ENGINEERING	ENGINEERING	TRAFFIC ENGINEERING	3
Technician II, Video Prod	A029	A4	MARKETING & CREATIVE SERVICES	MEDIA	VIDEO PRODUCTION	4
Technician II, Water Engr	O029	O4	SCIENCES & ENGINEERING	ENGINEERING	WATER ENGINEERING	3
Technician II, Wtr Field Util	O039	O4	OPERATIONS	WATER UTILITIES	WATER FIELD OPERATIONS	2
Victim Advocate	A034	A4	PROTECTIVE SERVICES	INVESTIGATION	OUTREACH	5
Water Engineer II	P038	P2	SCIENCES & ENGINEERING	ENGINEERING	WATER ENGINEERING	3
Worker I, Facilities	O003	O1	OPERATIONS	FACILITIES & FLEET	FACILITIES	2
Worker I, Fleet	O067	O1	OPERATIONS	FACILITIES & FLEET	FLEET	2
Worker I, Parks	O004	O1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	PARKS	1
Worker I, Parks Shop Attendant	O072	O1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	PARKS	1
Worker I, Rec Fac Attendant	O078	O1	CULTURE, PARKS & RECREATION	RECREATION	RECREATION	4
Worker I, Rec Ice Attendant	O077	O1	CULTURE, PARKS & RECREATION	RECREATION	RECREATION	4
Worker I, Recreation	O059	O1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	RECREATION	1
Worker I, Transit	O002	O1	OPERATIONS	TRANSPORTATION	TRANSIT	2
Worker I, Transportation Ops	O005	O1	OPERATIONS	TRANSPORTATION	TRANSPORTATION OPERATIONS	2
Worker II, Cultural Services	O063	O2	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Worker II, Facilities	O008	O2	OPERATIONS	FACILITIES & FLEET	FACILITIES	2
Worker II, Fleet	O007	O2	OPERATIONS	FACILITIES & FLEET	FLEET	2
Worker II, Theatre Audio Engr	O082	O2	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Worker II, Theatre Lighting	O083	O2	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Worker II, Theatre Production	O080	O2	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1

#### 2024 PAY PLAN INDEX - COLLECTIVE BARGAINING UNIT

JOB TITLE	JOB TYPE	LEVEL	JOB FUNCTION	JOB FAMILY	JOB SUB FAMILY	TABLE
Community Service Officer	O044	04	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	COMMUNITY SERVICES OPERATIONS	5B
Emergency Commun Dispatcher	O043	04	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	COMMUNICATIONS	5A
Police Corporal	S017	S1	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	SWORN OPERATIONS	5C
Police Lieutenant	M063	M2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	SWORN OPERATIONS	5C
Police Officer	O025	O6	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	SWORN OPERATIONS	5C
Police Sergeant	S051	S2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	SWORN OPERATIONS	5C
Sr Manager, Emergency Comms	M061	M2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	COMMUNICATIONS	5A
Sr Supervisor, CSO	S050	S2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	COMMUNITY SERVICES OPERATIONS	5B
Sr Supervisor, Emergency Comms	S046	S2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	COMMUNICATIONS	5A

TABLE 1:

SUSTAINABILITY, PLANNING, CULTURE, PARKS & RECREATION, DEVELOPMENT & COMPLIANCE

MANAGERIAL				
		MINIMUM	MIDPOINT	MAXIMUM
M3	BIWEEKLY	\$3,695.38	\$4,928.62	\$6,160.73
	MONTHLY	\$8,006.67	\$10,678.67	\$13,348.25
	ANNUAL	\$96,080.00	\$128,144.00	\$160,179.00
M2	BIWEEKLY	\$3,300.58	\$4,400.54	\$5,500.42
	MONTHLY	\$7,151.25	\$9,534.50	\$11,917.58
	ANNUAL	\$85,815.00	\$114,414.00	\$143,011.00
M1	BIWEEKLY	\$2,946.77	\$3,929.04	\$4,911.27
	MONTHLY	\$6,384.67	\$8,512.92	\$10,641.08
	ANNUAL	\$76,616.00	\$102,155.00	\$127,693.00
S2	BIWEEKLY	\$2,511.81	\$3,349.08	\$4,186.35
	MONTHLY	\$5,442.25	\$7,256.33	\$9,070.42
	ANNUAL	\$65,307.00	\$87,076.00	\$108,845.00
S1	BIWEEKLY	\$2,242.69	\$2,990.23	\$3,737.81
	MONTHLY	\$4,859.17	\$6,478.83	\$8,098.58
	ANNUAL	\$58,310.00	\$77,746.00	\$97,183.00
PROFESSIONAL				
		MINIMUM	MIDPOINT	MAXIMUM
P3	BIWEEKLY	\$2,516.35	\$3,355.15	\$4,193.92
	MONTHLY	\$5,452.08	\$7,269.50	\$9,086.83
	ANNUAL	\$65,425.00	\$87,234.00	\$109,042.00
P2	BIWEEKLY	\$2,214.38	\$2,952.50	\$3,690.62
	MONTHLY	\$4,797.83	\$6,397.08	\$7,996.33
	ANNUAL	\$57,574.00	\$76,765.00	\$95,956.00
P1	BIWEEKLY	\$1,948.69	\$2,598.19	\$3,247.77
	MONTHLY	\$4,222.17	\$5,629.42	\$7,036.83
	ANNUAL	\$50,666.00	<u>\$67,553.00</u>	<u>\$84,442.00</u>
ADMINISTRATIVE				
		MINIMUM	MIDPOINT	MAXIMUM
A6	BIWEEKLY	\$2,194.85	\$2,743.54	\$3,292.31
	MONTHLY	\$4,755.50	\$5,944.33	\$7,133.33
	ANNUAL	\$57,066.00	\$71,332.00	\$85,600.00
A5	BIWEEKLY	\$1,995.31	\$2,494.15	\$2,993.00
	MONTHLY	\$4,323.17	\$5,404.00	\$6,484.83
	ANNUAL	\$51,878.00	\$64,848.00	\$77,818.00
Α4	BIWEEKLY	\$1,813.92	\$2,267.42	\$2,720.88
	MONTHLY	\$3,930.17	\$4,912.75	\$5,895.25
	ANNUAL	\$47,162.00	\$58,953.00	\$70,743.00
A3	BIWEEKLY	\$1,632.54	\$2,040.69	\$2,448.81

TABLE 1:	SUSTAINABILITY, PLANNING, CULTURE, PARKS & RECREATION, DE	VELOPMENT & COMPLIANCE			
		MONTHLY	\$3,537.17	\$4,421.50	\$5,305
		ANNUAL	\$42,446.00	\$53,058.00	\$63,669
42		BIWEEKLY	\$1,469.27	\$1,836.62	\$2,204
		MONTHLY	\$3,183.42	\$3,979.33	\$4,77
		ANNUAL	\$38,201.00	\$47,752.00	\$57,304
OPERATIONS & SKILLED TRADE					
			MINIMUM	MIDPOINT	MAXIN
D6		BIWEEKLY	\$2,266.12	\$2,832.65	\$3,39
		MONTHLY	\$4,909.92	\$6,137.42	\$7,36
		ANNUAL	\$58,919.00	\$73,649.00	\$88,37
05		BIWEEKLY	\$2,039.50	\$2,549.38	\$3,05
		MONTHLY	\$4,418.92	\$5 <i>,</i> 523.67	\$6,62
		ANNUAL	\$53,027.00	\$66,284.00	\$79,54
04		BIWEEKLY	\$1,835.58	\$2,294.46	\$2,75
		MONTHLY	\$3,977.08	\$4,971.33	\$5,96
		ANNUAL	\$47,725.00	\$59 <i>,</i> 656.00	\$71,58
03		BIWEEKLY	\$1,652.00	\$2 <i>,</i> 065.04	\$2,47
		MONTHLY	\$3,579.33	\$4,474.25	\$5,368
		ANNUAL	\$42,952.00	\$53,691.00	\$64,42
02		BIWEEKLY	\$1,486.81	\$1,858.54	\$2,23
		MONTHLY	\$3,221.42	\$4,026.83	\$4,83
		ANNUAL	\$38,657.00	\$48,322.00	\$57,98
01		BIWEEKLY	\$1,338.15	\$1,672.65	\$2,00
		MONTHLY	\$2,899.33	\$3,624.08	\$4,34
		ANNUAL	\$34,792.00	\$43,489.00	\$52,18

MARNING         S31,73.71         S12,705.08         S13,801.00         S15,801.00         S15,801.00           M2         S07,750.00         S13,902.00	TABLE: 2	OPERATIONS			
M3         BMCERLY 543806         S54838         S52838         S53838         S53832         S53	MANAGERIAL				
M3         BMCERLY 543806         S54838         S52838         S53838         S53832         S53			MINIMUM	MIDPOINT	MAXIMUM
MONTHLY         \$35,23.7         \$12,205.08         \$15,820.00         \$15,820.00           M2         \$37,82.3         \$5494.31         \$52,020.00         \$51,850.00         \$51,950.00         \$51,9	М3	BIWEEKLY			\$7,329.73
M2         BWREELY 50,793.23         54,983.31         54,220.31           M1         S0,995.00         S12,952.00         S15,1468.5           M1         BWREELY 56,884.25         S0,177.35         S4,28.65         S2,293.3           M2         BWREELY 56,884.25         S0,177.35         S4,28.65         S2,293.3           S2         BWREELY 50,864.25         S3,548.45         S4,43.55           MMIMAL 56,981.25         S3,548.45         S4,43.55           MMIMAL 56,991.50         S3,548.45         S4,43.55           MMIMAL 56,991.50         S3,548.45         S4,43.55           MMIMAL 56,991.50         S3,548.45         S4,43.55           MMIMAL 56,991.50         S3,548.45         S4,43.55           MMIMAL 56,992.00         S92,260.00         S11,33.20           S11,33.20         BWREELY 53,086.75         S5,48.47           MMIMAL 56,082.00         S11,03.20         S11,33.20           MMIMAL 56,082.00         S11,03.20         S11,03.20           PPOFESSIONAL         MINIMAL MONTHLY         S4,64.33         S6,08.7,5         S7,02.00           P2         MINIMAL MONTHLY         S4,46.33         S6,08.7,5         S7,02.00         S10,13.70           MONTHLY 54,07.01         S4,48.60		MONTHLY	\$9,529.17	\$12,705.08	\$15,881.08
MQUITHLY ANNUAL         S009.50         S117.99.30         S13.488.8           M1         S07.194.00         S127.35         S4,26.65         S5.29.00         S116.986.0           M0         S007.17.35         S4,26.65         S5.29.00         S116.196.0         S127.93.50         S12.1474.5           M0.0711LY         S5.684.25         S9.17.94.20         S137.95.05         S12.79.05         S12.29.00         S11.52.70         S11.70.53         S11.70.53         S11.70.53         S11.70.53         S11.70.53         S11.70.53         S12.80.80         S71.60.72         S11.70.53         S11.70.53         S		ANNUAL	\$114,350.00	\$152,461.00	\$190,573.00
ANNALA         \$97,194.00         \$12,992.00         \$16,198.00           M1         BMYESLY         \$3,17,33         \$42,36.50         \$57,375           MDATIHY         \$6,884.25         \$9,179.42         \$11,474.5           ANNALA         \$92,611.00         \$11,015.00         \$11,376.00           S2         MONTHY         \$5,668.25         \$5,768.33         \$56,005           MONTHY         \$5,766.52         \$57,888.30         \$51,015.00         \$11,52.70           S1         ANNALA         \$50,805.00         \$11,52.70         \$11,52.70         \$11,52.70           S1         S5,766.75         \$57,858.35         \$51,01.20         \$11,52.70         \$1,50.70         \$11,52.70         \$1,50.70	M2	BIWEEKLY	\$3,738.23	\$4,984.31	\$6,230.23
M1         BYXELEX MONTRLY         \$3,177,35         \$4,286,65         \$5,255 MONTRLY           S0,884,25         \$9,179,42         \$3,177,85         \$3,177,85         \$3,177,85           S2         BYXELEX         \$2,661,35         \$3,548,46         \$4,315,00         \$13,377,685,00           MONTRLY         \$5,762,25         \$7,868,33         \$5,061,55         \$3,548,46         \$4,315,00           MONTRLY         \$5,762,25         \$7,868,33         \$5,061,55         \$9,788,33         \$5,010,57           S1         BWXEEKY         \$5,283,38         \$3,119,19         \$3,888,40         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,377,000         \$1,377,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,327,000         \$1,320,000         \$1,320,000         \$1,327,000 <td></td> <td>MONTHLY</td> <td>\$8,099.50</td> <td>\$10,799.33</td> <td>\$13,498.83</td>		MONTHLY	\$8,099.50	\$10,799.33	\$13,498.83
MONITALY ANNUAL         \$6,884.25         \$9,179.42         \$11,474.5           ANNUAL         \$82,811.00         \$101.015.00         \$123,769.00         \$115,372.00         \$101,373.00         \$101,070.10         \$101,373.00		ANNUAL	\$97,194.00	\$129,592.00	\$161,986.00
ANNUAL         SR2 (1.00         S110,153.00         S153,054.05         S153,074.05         S153,054.05         S153,054.05         S153,054.05         S153,054.05         S153,054.05         S153,054.05         S153,054.05         S153,054.05         S153,054.05         S163,057.05	M1	BIWEEKLY	\$3,177.35	\$4,236.65	\$5,295.96
S2         BIVEERLY MONTHLY         S2,661.35 (S1,527.0)         S3,548.46 (S4,455.6)         S4,455.6 (S1,527.0)           S1         BIVEERLY S2,333.38         S3,119.19 (S5,782.5)         S3,848.46 (S5,782.5)         S5,844.7 (S5,782.5)           PROFESSIONAL         BIVEERLY S2,303.38         S5,119.19 (S1,720.6)         S3,210.90.00 (S1,720.6)         S1,01,07.00 (S1,720.6)           P2         MONTHLY S4,206.62         S2,808.81 (S2,808.81, S5,51.0)         MAXMUM S5,110.173.00 (S1,021.0)         MAXMUM MIDPOINT MAXMUM S4,016.67         S2,808.81 (S2,808.81, S5,51.0)           P1         BIVEERLY S4,016.67         S2,808.81 (S2,807.81, S5,51.0)         S3,089.6 (S1,217.20, S7,3,029.00         S1,11.00           P1         BIVEERLY S4,016.67         S5,335.42         S6,085.75         S7,07.2 (S1,215.0)         S5,035.24           P2         BIVEERLY ANNUAL S4,020.00         S3,005.62         S5,350.79         S0,032.0           OF         MINIMUM MONTHLY S4,717.75         S5,224.85         S6,083.75           O6         BIVEERLY S1,215.05         S5,112.00         S5,313.07         S6,083.75           O6         BIVEERLY S1,215.05         S5,213.00         S7,812.00         S5,328.97           O3         BIVEERLY MONTHLY S1,218.65         S2,733.27         S3,279.97           O4         BIVEERLY S1,97.165		MONTHLY	\$6,884.25	\$9,179.42	\$11,474.58
MONTHLY ANNUAL         S5,766,25         S7,888,33         S1,515,327.0           S1         BWYEELY MONTHLY         S2,393,38         S3,1151,97.0         S3,889,47.7           MONTHLY         S5,088,67         S6,758,25         S8,8447.7           MONTHLY         S5,088,67         S6,758,25         S8,8447.7           MONTHLY         S5,088,67         S5,758,25         S8,8447.7           MONTHLY         S5,088,67         S5,758,25         S8,8447.7           MONTHLY         S5,082,40         S10,137.0         S10,137.0           PROFESSIONAL         MINIMUM         MIDPOINT         MAXIMUM           P1         MINIMUM         S4,564,37         S5,058,75         S7,607.2           ANNUAL         S44,77.00         S73,029.00         S64,255.00         S9,128.7           P1         BWYEELY         S4,800.00         S64,255.00         S9,332.0           OFERATIONS & SKILED TRADE         MINIMUM         MIDPOINT         MAXIMUM           O6         BWYEELY         S2,186,55         S7,132.7         S3,307.0           MONTHLY         S4,000.00         S78,172.0         S73,029.00         S78,172.0           O6         BWYEELY         S2,186,55         S7,132.7         S3,307.		ANNUAL	\$82,611.00	\$110,153.00	\$137,695.00
ANNUAL         590,90,00         5113,27.0           S1         BWYEKY         52,393,80         53,119,19         53,896.9           MONTHY         55,088,70         56,758.2         58,447.7           ANNUAL         56,0824.00         581,099.00         510,137.0           PROFESSIONAL         MINIMUM         MONTHY         52,068,27         57,607.2           P2         MINIMUM         S4,564.33         56,085.75         57,607.2           ANNUAL         54,772.00         573,207.00         591,287.0           P1         MINIMUM         54,564.33         56,085.75         57,607.2           ANNUAL         54,001.65         55,355.42         56,694.3           ANNUAL         544.001.05         55,355.42         56,694.3           ANNUAL         544.001.05         55,355.42         56,694.3           ANNUAL         544.001.05         55,357.42         56,093.30.0           OPERATIONS & SKILED TRADE         MINIMUM         MIDPOINT         MAXIMUM           06         BWYEKY         52,318.00         578,172.00         593,807.0           07         MINIMUM         S52,318.00         578,172.00         593,807.0           08         WYEKY	S2	BIWEEKLY	\$2,661.35	\$3,548.46	\$4,435.65
SI         BWVEKLY MONTHLY S5,08.67         53,119.19         53,88.9 S3,119.19         53,88.47 S3,847.7           ANNUAL         \$60,024.00         \$51,095.00         \$10,137.0           PROFESSIONAL         BWVEKLY S2,006.62         \$2,008.81         MAXIMUM S5,078.67,57         MAXIMUM S5,078.75           P2         MINIMUM MONTHLY S2,106.62         MINIMUM S54,772.00         MINIMUM S54,772.00         MAXIMUM S54,772.00         S73,029.00         S91,287.0           P1         BWVEKLY MONTHLY S4,453.85         \$2,471.73         \$3,089.0         S91,287.0           P1         BWVEKLY S4,453.85         \$2,471.73         \$3,089.0         \$91,287.0           P1         BWVEKLY S4,453.85         \$2,471.73         \$3,089.0         \$91,287.0           P1         BWVEKLY S4,453.85         \$2,471.73         \$3,089.0         \$94,255.00         \$98,332.0           OPERATIONS & SKILED TRADE         MINIMUM MONTHLY S4,377.75         MINIMUM S50,853.00         MINIMUM S51,085.00         MAXIMUM S51,085.00         \$78,172.00         \$93,807.0           O5         BWVEKLY MONTHLY S4,370.76         \$3,807.0         \$3,807.0         \$3,807.0         \$3,807.0         \$3,807.0         \$3,807.0         \$3,807.0         \$3,807.0         \$3,807.0         \$3,807.0         \$3,807.0         \$3,807.0		MONTHLY	\$5,766.25	\$7,688.33	\$9,610.58
MONTHLY ANNUAL         S50,88.67         S67,58.25         S8,447,7 S10,137.0           PROFESSIONAL         MINUM         MIDPOINT         MAXIMUM           P2         MINIMU         S50,08.67         S7,58.25         S7,87.07           MONTHLY         S2,106.62         S2,808.81         S3,51.10           MONTHLY         S54,64.23         S60,05.75         S7,67.07           MONTHLY         S4,564.33         S60,05.75         S7,67.07           MONTHLY         S4,564.33         S60,05.75         S7,67.07           MONTHLY         S4,016.67         S5,355.42         S6,69.32.0           MONTHLY         S4,016.67         S5,355.42         S6,69.32.0           MONTHLY         S4,016.67         S5,355.42         S6,69.32.0           OPERATIONS & SKILED TRADE         MINIMUM         MIDPOINT         MAXIMUA           O6         MINIMUM         S6,253.80         S7,81.72.0         S9,80.32.0           O5         MINIMUM         MIDPOINT         MAXIMUM         MISSIMUM         MAXIMUM           O6         MINIMUM         S6,253.80         S7,81.72.0         S9,80.70         S9,80.70         S9,80.70         S9,80.70         S9,80.70         S9,80.70         S9,87.70         S5,22.88 </td <td></td> <td></td> <td></td> <td></td> <td>\$115,327.00</td>					\$115,327.00
ANNUAL         \$60,824.00         \$81,099.00         \$101,373.0           PROFESSIONAL         MINIMUM         MIDPOINT         MAXIMUM           2         MINIMUM         \$50,675.0         \$7,607.2           400.071H1Y         \$54,673.3         \$50,687.5         \$7,607.2           400.071H1Y         \$54,673.3         \$50,687.5         \$7,607.2           400.071H1Y         \$54,673.3         \$53,039.00         \$91,287.00           91         BIWEEKLY         \$1,853.85         \$2,471.73         \$53,089.60           MONTHLY         \$44,200.00         \$64.650.00         \$60.33.0           OPERATIONS & \$KILLED TRADE         MINIMUM         \$100,067.2         \$3,009.62           05         SUVEEKLY         \$2,405.31         \$3,006.62         \$3,807.9           06         BIWEEKLY         \$2,405.31         \$3,006.62         \$3,807.9           05         BIWEEKLY         \$2,405.31         \$3,006.62         \$3,307.93           06         BIWEEKLY         \$2,405.31         \$3,007.9         \$3,007.9           07         MINIMUM         \$4,07.37.75         \$5,92.20         \$3,07.93           08         BIWEEKLY         \$2,405.31         \$3,005.62         \$3,307.93      <	S1				
Minimum         Minimum         Minimum           P2         BIWEEKIY         \$2,106.62         \$2,808.81         \$3,511.0           MONTHLY         \$4,564.33         \$6,065.75         \$7,607.2           ANNUAL         \$54,772.00         \$73,029.00         \$91,827.00           P1         BIWEEKIY         \$1,853.85         \$2,471.73         \$3,089.6           MONTHLY         \$4,616.67         \$53,355.42         \$6,669.3           ANNUAL         \$44,200.00         \$64,255.00         \$80,332.0           OPERATIONS & SKILED TRADE         MINIMUM         MIDPOINT         MAXIMUM           06         BIWEEKIY         \$5,213.51         \$5,614.33         \$7,817.2           075         MONTHLY         \$5,211.50         \$6,514.33         \$7,817.2           076         BIWEEKIY         \$2,186.65         \$2,732.70         \$93,807.0           05         MONTHLY         \$4,373.75         \$5,922.06         \$7,817.2           06         BIWEEKIY         \$1,897.88         \$2,484.81         \$2,789.8           05         MONTHLY         \$4,373.75         \$5,922.06         \$7,712.00         \$5,833.75         \$6,600.50         \$7,727.00         \$2,888.8         \$2,881.8         \$2,881.8					
MINIMUM         MIDPOINT         MAXIMUM           P2         BIWEEKLY         \$2,106.62         \$2,808.81         \$3,51.10           MONTHLY         \$4,564.33         \$6,085.75         \$7,607.2           ANNUAL         \$54,772.00         \$73,020.00         \$91,287.0           P1         BIWEEKLY         \$1,853.85         \$2,471.73         \$3,089.6           MONTHLY         \$4,016.67         \$5,355.42         \$6,69.32.0           OPERATIONS & SKILLED TRADE         MINIMUM         MIDPOINT         MAXIMUM           06         BIWEEKLY         \$2,405.31         \$3,006.62         \$3,007.9           06         BIWEEKLY         \$2,405.31         \$3,006.62         \$3,807.9           06         BIWEEKLY         \$2,186.65         \$2,733.27         \$3,270.0           05         BIWEEKLY         \$2,186.65         \$2,733.27         \$3,270.0           06         BIWEEKLY         \$2,186.50         \$2,733.27         \$3,270.0           05         BIWEEKLY         \$2,186.50         \$2,733.27         \$3,270.0           04         BIWEEKLY         \$1,987.88         \$2,484.81         \$2,288.9           04         BIWEEKLY         \$1,987.88         \$2,484.81         \$2,288.9		ANNUAL	\$60,824.00	\$81,099.00	\$101,373.00
MINIMUM         MIDPOINT         MAXIMUM           P2         BIWEEKLY         \$2,106.62         \$2,808.81         \$3,51.10           MONTHLY         \$4,564.33         \$6,085.75         \$7,607.2           ANNUAL         \$54,772.00         \$73,020.00         \$91,287.0           P1         BIWEEKLY         \$1,853.85         \$2,471.73         \$3,089.6           MONTHLY         \$4,016.67         \$5,355.42         \$6,69.32.0           OPERATIONS & SKILLED TRADE         MINIMUM         MIDPOINT         MAXIMUM           06         BIWEEKLY         \$2,405.31         \$3,006.62         \$3,007.9           06         BIWEEKLY         \$2,405.31         \$3,006.62         \$3,807.9           06         BIWEEKLY         \$2,186.65         \$2,733.27         \$3,270.0           05         BIWEEKLY         \$2,186.65         \$2,733.27         \$3,270.0           06         BIWEEKLY         \$2,186.50         \$2,733.27         \$3,270.0           05         BIWEEKLY         \$2,186.50         \$2,733.27         \$3,270.0           04         BIWEEKLY         \$1,987.88         \$2,484.81         \$2,288.9           04         BIWEEKLY         \$1,987.88         \$2,484.81         \$2,288.9					
P2         BIWEEKLY MONTHLY         \$2,106.62         \$2,808.81         \$3,511.0           MONTHLY         \$4,664.33         \$6,085.75         \$7,07.02           ANNUAL         \$54,772.00         \$53,029.00         \$91,287.0           P1         BIWEEKLY         \$1,853.85         \$2,471.73         \$3,089.00           MONTHLY         \$4,016.67         \$5,355.42         \$6,664.3           MONTHLY         \$4,000.67         \$5,355.42         \$6,664.3           MONTHLY         \$4,82.00         \$6,2471.73         \$8,03.20           OFERATIONS & SKILED TRADE         MINIMUM         \$48,200.0         \$8,30.62         \$8,07.9           O         MONTHLY         \$2,405.31         \$3,006.62         \$3,07.9           MONTHLY         \$2,405.31         \$3,006.62         \$3,07.9           MONTHLY         \$5,235.00         \$78,172.00         \$78,172.00           O5         MONTHLY         \$2,186.65         \$2,733.27         \$3,279.9           MONTHLY         \$4,373.75         \$5,92.08         \$77,052.00           O4         BIWEEKLY         \$1,987.88         \$2,484.81         \$2,981.80           MONTHLY         \$4,307.08         \$5,333.75         \$6,640.50         \$77,527.00 <td>PROFESSIONAL</td> <td></td> <td></td> <td></td> <td></td>	PROFESSIONAL				
MONTHLY ANNUAL         \$4,564.33         \$6,085.75         \$7,672.2           ANNUAL         \$54,772.00         \$73,029.00         \$91,287.0           P1         MONTHLY         \$1,853.85         \$2,532.52         \$6,686.75           MONTHLY         \$4,016.67         \$53,355.42         \$6,608.75         \$80,332.0           OPERATIONS & SKILLED TRADE         MINIMUM         \$48,200.00         \$64,265.00         \$80,332.0           O6 <u>BIWEEKLY</u> \$2,405.31         \$3,006.62         \$80,332.0           O5 <u>MONTHLY</u> \$2,405.31         \$3,006.62         \$3,67.9.2           MONTHLY         \$2,405.31         \$3,006.62         \$3,67.9.2           O5 <u>MONTHLY</u> \$2,405.31         \$3,006.62         \$3,67.9.2           MONTHLY         \$2,405.31         \$3,006.62         \$3,67.9.2           MONTHLY         \$2,405.31         \$3,006.62         \$3,67.9.2           MONTHLY         \$2,405.31         \$3,006.62         \$3,67.9.2           MONTHLY         \$2,405.31         \$3,006.2         \$3,67.9.2           MONTHLY         \$2,405.31         \$3,006.2         \$3,67.9.2           MONTHLY         \$4,737.7         \$5,92.20.8         \$7,107.2					
ANNUAL         \$54,772.00         \$73,029.00         \$91,287.00           P1         BWEEKLY         \$1,853.85         \$2,471.73         \$3,089.6           MONTHLY         \$44,016.67         \$5,355.42         \$6,694.3           OPERATIONS & SKILLED TRADE         MIDPOINT         MAXIMUM         \$44,800.00         \$64,650.00         \$63,302.0           OPERATIONS & SKILLED TRADE         MIDPOINT         MAXIMUM         \$6,513.31         \$3,006.62         \$3,007.02           OG         BWEEKLY         \$2,405.31         \$3,006.62         \$3,079.02         \$93,807.02           OS         MONTHLY         \$2,186.65         \$2,733.27         \$3,807.02         \$93,807.02           OS         BWEEKLY         \$2,186.65         \$2,733.27         \$93,807.02         \$93,807.02           OS         BWEEKLY         \$2,186.65         \$2,733.27         \$2,327.93         \$2,783.27           OS         BWEEKLY         \$4,737.75         \$5,922.08         \$71,055.00         \$85,778.00           O4         BWEEKLY         \$1,987.88         \$2,484.31         \$2,981.65         \$2,779.27           O3         BWEEKLY         \$1,807.15         \$2,28.96         \$2,710.65         \$1,987.88         \$2,28.96         \$2,710.65	P2				
P1         BIWEEKLY MONTHLY \$4,016.67         \$2,471.73         \$3,089.6           MONTHLY \$4,016.67         \$5,355.42         \$6,694.3           ANNUAL         \$48,200.00         \$64,265.00         \$80,332.0           OPERATIONS & SKILLED TRADE         MINIMUM         MIDPOINT         MAXIMUM           06         BIWEEKLY MONTHLY         \$2,405.31         \$3,006.62         \$3,607.9           07         MONTHLY         \$5,211.50         \$6,514.33         \$7,817.20           05         BIWEEKLY         \$2,405.31         \$3,006.62         \$3,807.0           05         BIWEEKLY         \$2,186.55         \$2,733.27         \$3,279.0           04         BIWEEKLY         \$2,186.55         \$2,733.27         \$3,279.0           04         BIWEEKLY         \$2,186.55         \$2,733.27         \$3,279.0           04         BIWEEKLY         \$1,987.88         \$2,484.81         \$2,981.8           MONTHLY         \$4,307.08         \$5,383.75         \$6,400.50           03         BIWEEKLY         \$1,807.15         \$2,258.96         \$2,710.65           04         BIWEEKLY         \$1,807.15         \$2,258.96         \$2,710.65           03         BIWEEKLY         \$1,807.15         \$2					
MONTHLY ANNUAL         \$4,016.67 \$4,820.00         \$5,355.42 \$6,694.3         \$6,694.3           OPERATIONS & SKILLED TRADE              \$6,265.00         \$80,332.0           O6           MIDPOINT         MIDPOINT         MAXIMUM           MONTHLY         \$2,405.31         \$3,006.62         \$3,007.02         \$3,006.62         \$3,007.02         \$3,0					
ANNUAL         \$48,200.00         \$64,265.00         \$80,332.0           OPERATIONS & SKILLED TRADE         MINIMUM         MIDPOINT         MAXIMUM           06         BIWEEKLY         \$2,405.31         \$5,005.02         \$3,006.62 </td <td>P1</td> <td></td> <td></td> <td></td> <td></td>	P1				
OPERATIONS & SKILLED TRADE         MINIMUM         MIDPOINT         MAXIMUM           06         BIWEEKLY         \$2,405.31         \$3,006.62         \$3,607.9           MONTHLY         \$5,211.50         \$6,514.33         \$7,817.2           ANNUAL         \$62,538.00         \$78,172.00         \$93,807.0           05         BIWEEKLY         \$2,186.65         \$2,733.27         \$3,279.9           MONTHLY         \$4,737.75         \$5,592.08         \$7,106.5.00         \$85,278.0           04         BIWEEKLY         \$1,987.88         \$2,484.81         \$2,981.8           MONTHLY         \$4,307.08         \$5,383.75         \$6,660.5           ANNUAL         \$51,685.00         \$64,605.00         \$77,527.0           03         BIWEEKLY         \$1,807.15         \$2,288.65         \$2,710.65           04         BIWEEKLY         \$1,807.08         \$5,383.75         \$6,640.5.00           04         BIWEEKLY         \$1,807.15         \$2,258.96         \$2,710.65           03         MONTHLY         \$3,915.50         \$4,894.42         \$5,873.1           04         BIWEEKLY         \$1,642.85         \$2,053.58         \$2,464.31           05         ANNUAL         \$61,896.00					
MINIMUM         MIDPOINT         MAXIMUM           06         BIWEEKLY         \$2,405.31         \$3,006.62         \$3,607.9           MONTHLY         \$5,211.50         \$6,514.33         \$7,817.2           MONTHLY         \$5,211.50         \$6,514.33         \$7,817.2           ANNUAL         \$62,538.00         \$78,172.00         \$93,807.00           05         BIWEEKLY         \$2,186.65         \$2,733.27         \$3,279.90           MONTHLY         \$4,737.75         \$5,922.08         \$7,106.50           MONTHLY         \$4,737.75         \$5,922.08         \$7,106.50           ANNUAL         \$56,853.00         \$71,065.00         \$85,278.00           04         BIWEEKLY         \$1,987.88         \$2,484.81         \$2,981.8           MONTHLY         \$4,307.08         \$54,605.00         \$77,527.00           03         BIWEEKLY         \$1,807.15         \$2,258.96         \$77,527.00           03         BIWEEKLY         \$1,807.15         \$2,258.95         \$74,670.00           04         BIWEEKLY         \$1,807.15         \$2,258.95         \$74,670.00           03         BIWEEKLY         \$1,807.15         \$2,258.95         \$74,780.00           04         S0,98		ANNUAL	\$48,200.00	\$64,265.00	\$80,332.00
BIWEEKLY         \$2,405,31         \$3,006,62         \$3,007,90           MONTHLY         \$5,211.50         \$6,514.33         \$7,817.2           ANNUAL         \$62,538.00         \$78,172.00         \$93,807.00           OS         BIWEEKLY         \$2,186.65         \$2,733.27         \$3,279.90           MONTHLY         \$4,737.75         \$5,922.08         \$7,106.50           MONTHLY         \$4,737.75         \$5,922.08         \$7,106.50           ANNUAL         \$56,853.00         \$71,065.00         \$85,278.00           O4         BIWEEKLY         \$1,987.88         \$2,484.81         \$2,981.80           MONTHLY         \$4,307.08         \$5,383.75         \$64,605.00         \$77,527.00           MONTHLY         \$4,307.08         \$5,383.75         \$64,605.00         \$77,527.00           MONTHLY         \$3,915.50         \$64,605.00         \$77,527.00         \$	OPERATIONS & SKILLED TRADE				
MONTHLY ANNUAL         \$5,211.50 \$6,514.33         \$7,817.20 \$93,807.0           O5         BIWEEKLY \$4,737.75         \$5,922.08         \$7,106.50           MONTHLY \$4,737.75         \$5,922.08         \$7,106.50           MONTHLY \$4,737.75         \$5,922.08         \$7,106.50           ANNUAL         \$56,853.00         \$71,065.00         \$85,278.00           O4         BIWEEKLY \$1,987.88         \$2,484.81         \$2,981.80           MONTHLY \$4,307.08         \$5,383.75         \$6,660.50         \$77,527.00           O3         BIWEEKLY \$1,807.15         \$2,258.96         \$2,710.65           MONTHLY \$4,807.08         \$5,383.75         \$6,460.50         \$77,527.00           O3         BIWEEKLY \$1,807.15         \$2,258.96         \$2,710.65           MONTHLY \$4,6986.00         \$58,733.00         \$70,478.00           MONTHLY \$4,6986.00         \$58,733.00         \$70,478.00           O2         BIWEEKLY \$1,642.85         \$2,053.58         \$2,464.33           MONTHLY \$3,559.50         \$4,449.42         \$5,339.33					
ANNUAL         \$62,538.00         \$78,172.00         \$93,807.0           O5         BIWEEKLY         \$2,186.65         \$2,733.27         \$3,279.9           MONTHLY         \$4,737.75         \$5,922.08         \$7,106.5           ANNUAL         \$56,853.00         \$71,065.00         \$85,278.00           O4         BIWEEKLY         \$1,987.88         \$2,484.81         \$2,981.8           MONTHLY         \$4,307.08         \$5,383.75         \$6,6405.00         \$77,527.00           O3         BIWEEKLY         \$1,807.15         \$2,258.96         \$2,710.65           MONTHLY         \$3,915.50         \$4,894.42         \$5,873.10           MONTHLY         \$3,959.50         \$4,494.42         \$5,383.35           O2         BIWEEKLY         \$1,642.85         \$2,053.58         \$2,464.33           MONTHLY         \$3,559.50         \$4,449.42         \$5,339.33	06				
OS         BIWEEKLY         \$2,186.65         \$2,733.27         \$3,279.9           MONTHLY         \$4,737.75         \$5,922.08         \$7,106.50           ANNUAL         \$56,853.00         \$71,065.00         \$85,278.00           O4         BIWEEKLY         \$1,987.88         \$2,484.81         \$2,981.8           MONTHLY         \$4,307.08         \$5,383.75         \$6,460.50           ANNUAL         \$51,685.00         \$64,605.00         \$77,527.00           O3         BIWEEKLY         \$1,807.15         \$2,258.96         \$2,710.6           MONTHLY         \$3,915.50         \$4,894.42         \$5,873.1           ANNUAL         \$51,685.00         \$58,733.00         \$70,478.00           O4         BIWEEKLY         \$1,642.85         \$2,053.58         \$2,484.81           O3         BIWEEKLY         \$1,642.85         \$2,258.96         \$2,710.6           MONTHLY         \$3,915.50         \$4,894.42         \$5,873.1           ANNUAL         \$46,986.00         \$58,733.00         \$70,478.00           O2         BIWEEKLY         \$1,642.85         \$2,053.58         \$2,464.33           MONTHLY         \$3,559.50         \$4,449.42         \$5,339.33         \$5,339.33 <td></td> <td></td> <td></td> <td></td> <td></td>					
MONTHLY ANNUAL         \$4,737.75         \$5,922.08         \$7,106.50         \$85,278.00           O4         BIWEEKLY         \$1,987.88         \$2,484.81         \$2,981.80           MONTHLY         \$4,307.08         \$5,383.75         \$6,660.50           MONTHLY         \$4,307.08         \$5,383.75         \$6,660.50           O4         BIWEEKLY         \$1,987.88         \$2,288.48         \$2,981.80           MONTHLY         \$4,307.08         \$5,383.75         \$6,660.50         \$77,527.00           O3         BIWEEKLY         \$1,807.15         \$2,258.96         \$2,710.65           MONTHLY         \$3,915.50         \$4,894.42         \$5,873.10           MONTHLY         \$46,986.00         \$58,733.00         \$70,478.00           O2         BIWEEKLY         \$1,642.85         \$2,053.58         \$2,464.31           MONTHLY         \$3,559.50         \$4,449.42         \$5,333.30					
ANNUAL       \$56,853.00       \$71,065.00       \$85,278.0         04       BIWEEKLY       \$1,987.88       \$2,484.81       \$2,981.8         MONTHLY       \$4,307.08       \$5,383.75       \$64,605.00         03       BIWEEKLY       \$1,807.15       \$2,258.96       \$2,710.6         MONTHLY       \$3,915.50       \$4,894.42       \$5,873.10         MONTHLY       \$46,986.00       \$58,733.00       \$70,478.00         02       BIWEEKLY       \$1,642.85       \$2,053.58       \$2,464.31         MONTHLY       \$3,559.50       \$4,449.42       \$5,339.30	05				
O4       BIWEEKLY       \$1,987.88       \$2,484.81       \$2,981.8         MONTHLY       \$4,307.08       \$5,383.75       \$6,605.00         ANNUAL       \$51,685.00       \$64,605.00       \$77,527.0         O3       BIWEEKLY       \$1,807.15       \$2,258.96       \$2,710.6         MONTHLY       \$3,915.50       \$4,894.42       \$5,873.10         MONTHLY       \$46,986.00       \$58,733.00       \$70,478.00         O2       BIWEEKLY       \$1,642.85       \$2,053.58       \$2,464.3         MONTHLY       \$3,559.50       \$4,449.42       \$5,339.3					
MONTHLY         \$4,307.08         \$5,383.75         \$6,460.50           ANNUAL         \$51,685.00         \$64,605.00         \$77,527.00           O3         BIWEEKLY         \$1,807.15         \$2,258.96         \$2,710.60           MONTHLY         \$3,915.50         \$4,894.42         \$5,873.10           MONTHLY         \$3,915.50         \$4,894.42         \$5,873.10           O2         BIWEEKLY         \$1,642.85         \$2,053.58         \$2,464.31           MONTHLY         \$3,559.50         \$4,449.42         \$5,339.31					
ANNUAL       \$51,685.00       \$64,605.00       \$77,527.0         O3       BIWEEKLY       \$1,807.15       \$2,258.96       \$2,710.6         MONTHLY       \$3,915.50       \$4,894.42       \$5,873.10         ANNUAL       \$46,986.00       \$58,733.00       \$70,478.00         O2       BIWEEKLY       \$1,642.85       \$2,053.58       \$2,464.30         MONTHLY       \$3,559.50       \$4,494.42       \$5,339.30	04				
O3         BIWEEKLY         \$1,807.15         \$2,258.96         \$2,710.6           MONTHLY         \$3,915.50         \$4,894.42         \$5,873.1           ANNUAL         \$46,986.00         \$58,733.00         \$70,478.0           O2         BIWEEKLY         \$1,642.85         \$2,053.58         \$2,464.3           MONTHLY         \$3,559.50         \$4,449.42         \$5,339.3					\$6,460.58
MONTHLY         \$3,915.50         \$4,894.42         \$5,873.10           ANNUAL         \$46,986.00         \$58,733.00         \$70,478.00           O2         BIWEEKLY         \$1,642.85         \$2,053.58         \$2,464.30           MONTHLY         \$3,559.50         \$4,449.42         \$5,339.30					
ANNUAL         \$46,986.00         \$58,733.00         \$70,478.0           O2         BIWEEKLY         \$1,642.85         \$2,053.58         \$2,464.3           MONTHLY         \$3,559.50         \$4,449.42         \$5,339.3	03				\$2,710.69
D2         BIWEEKLY         \$1,642.85         \$2,053.58         \$2,464.3           MONTHLY         \$3,559.50         \$4,449.42         \$5,339.3					\$5,873.17
<u>MONTHLY</u> \$3,559.50 \$4,449.42 \$5,339.3					
	02				\$2,464.31
<u>ANNUAL</u> \$42,714.00 \$53,393.00 \$64,072.0					\$5,339.33
		ANNUAL	\$42,714.00	\$53,393.00	\$64,072.00

TABLE: 2:	OPERATIONS			
01	BIWEEKLY	\$1,493.50	\$1,866.88	\$2,240.27
	MONTHLY	\$3,235.92	\$4,044.92	\$4,853.92
	ANNUAL	\$38,831.00	<u>\$48,539.00</u>	\$58,247.00

MINIMUM         MIDPOINT         MAXMUM           13         MINITENY         54,46.81         55,992.42         57,478.80           MIDNITHY         59,712.12         52,902.92         55,502.02         55,502.02           14         MINIMUM         5116.67.00         515,574.00         55,502.02         55,502.02         55,502.02         55,502.02         55,502.02         55,502.02         55,502.02         55,502.02         55,502.02         55,502.02         55,502.02         55,502.02         55,502.02         55,502.02         55,502.02         55,502.02         55,503.02         55,503.02         51,071.17         514,092.00         51,071.17         514,092.00         51,071.17         514,092.00         51,071.10         51,071.00         51,071.00         51,071.00         51,071.00         51,071.00         51,071.00         51,071.00         51,071.00         51,071.00         51,071.00         51,072.00         52,072.00         52,072.00         50,072.00         51,072.01         51,072.10         51,072.10         51,072.10         51,072.10         51,072.10         51,072.10         51,072.10         51,072.10         51,072.10         51,072.10         51,072.10         51,072.10         51,072.10         51,072.10         51,072.10         51,072.10         51,072.10	TABLE: 3	SCIENCES & ENGINEERING, TECHNOLOGY				
Bit         Bit <th>MANAGERIAL</th> <th></th> <th></th> <th></th> <th></th> <th></th>	MANAGERIAL					
MONTHAY         Sh7,147         Sh7,257         Sh7,257         Sh7,257         Sh7,257         Sh7,257         Sh7,257,400         Sh7,274         Sh7,257,400         Sh7,274,00         Sh7,274,00         Sh7,274,00         Sh7,274,00         Sh7,274,00         Sh7,274,00         Sh7,274         Sh7,000         Sh7,274,00         Sh7,284,00         Sh1,274,00         Sh1,274,00 </th <th></th> <th></th> <th></th> <th>MINIMUM</th> <th>MIDPOINT</th> <th>MAXIMUM</th>				MINIMUM	MIDPOINT	MAXIMUM
ANNUAL         S116.67.00         S155.87.00         S152.87.00         S155.87.00         S152.87.00         S152.87.00<	M3		BIWEEKLY	\$4,486.81	\$5,982.42	\$7,478.04
N2         BIVE EEUY ANNUAL         S3.01.6.2         S5.02.6.5         S5.02.6.5           MONTRUY         S3.01.6.2         S1.127.1.1.5         S1.00.90.0         S1.027.0.1         S1.00.90.0           11         BIWEEEUY         S3.392.6.5         S4.523.6.2         S5.554.4.6           ANNUAL         S8.00.6.0         S1.127.1.1.6.4.0         S1.127.1.1.6.4.0         S1.127.0.1.6.0           2         BIWEEEUY         S3.592.0.5         S4.523.6.2         S5.054.8.6           MONTIVY         S5.592.0.0         S5.02.2.7         S1.056.3.3           MONTIVY         S5.932.0.0         S5.02.2.7         S1.027.6.2           MONTIVY         S5.932.0.0         S5.02.2.7         S1.027.0.0           12         BIWEEEUY         S3.945.1         S4.61.54         S4.956.00           14         BIWEEEUY         S3.945.7         S4.861.00         S6.07.2.00         S9.07.2.00         S9.07.5.00         S9.07.5.00         S9.07			MONTHLY	\$9,721.42	\$12,961.92	\$16,202.42
MONTHUY ANNUAL         SRASS 0 5137,240         S127,17         S1408008 5180,940           1         BWEELY         5337,240         555,240         555,5440           MONTHUY         7330,757         59,001,17         5147,61400         5147,61400         5147,61400         5147,61400         5147,61400         5147,61400         5147,61400         5147,61400         5147,61400         5147,61400         5147,61400         5147,61400         5147,61400         5147,61400         5147,61400         5147,61400         5147,61400         5147,61400         5147,61400         5127,2700         5137,84400           ANNUAL         S76,74400         5102,7200         5137,84400         5137,24400         5337,4240         5337,4240         5337,4240         5337,4240         5337,4240         5337,4240         5337,4240         5337,4240         5337,4240         5337,4240         5337,4240         5347,428			ANNUAL	\$116,657.00	\$155,543.00	\$194,429.00
NNULL         S101,442.00         S135,256.00         S150,966.00           N         NUELELY         S133,256.00         S150,556.00           MONTHLY         S73,80.75         S93,001.17         S12,251.33           ANNULL         S88,208.00         S117,614.00         S12,251.33           ANNULL         S53,950.15         S3,335.4         S4,916.02           MONTHLY         S53,920.00         S3,352.67         S10,633.33           ANNULL         S56,740.00         S10,227.00         S12,278.40.00           MONTHLY         S5,892.00         S3,374.92         S7,500.00         S3,374.92           MONTHLY         S5,674.90         S50,000.00         S112,499.00           S100,400.11         S56,749.00         S50,000.00         S112,499.00           ANNULL         S6,749.00         S50,000.00         S112,499.00           ANNULL         S6,749.00         S12,638.00         S112,499.00           ANNULL         S6,749.00         S12,638.00         S112,719.00           ANNULL         S6,749.00         S12,638.00         S112,719.00           MONTHLY         S12,819.10         S13,152.0         S157,981.00           ANNULL         S44.70.0         S112,21.00         S157,981.0	M2		BIWEEKLY	\$3,901.62	\$5,202.08	\$6,502.65
NI         BIVEERLY MONTHLY         \$3,392,65         \$4,522,62         \$5,564,46           MONTHLY         \$7,350,75         \$9,801,17         \$12,251,33           AANUAA         \$88,209,00         \$11,764,00         \$147,016,00           BIVEERLY         \$5,393,254         \$5,495,00         \$11,764,00         \$147,016,00           AANUAA         \$88,209,00         \$12,724,00         \$12,754,00         \$12,754,00           AANUAA         \$76,704,00         \$102,272,00         \$12,784,000         \$13,374,92           AANUAA         \$57,699,00         \$50,000,00         \$112,499,00         \$102,272,00         \$13,374,92           AANUAA         \$67,499,00         \$50,000,00         \$112,499,00         \$102,272,00         \$13,374,92           AANUAA         \$57,499,00         \$50,000,00         \$112,499,00         \$50,000,00         \$112,499,00           AANUAA         \$59,499,00         \$50,000,00         \$112,499,00         \$102,277,3         \$53,473,2           AANUAA         \$59,499,00         \$102,277,3         \$53,473,2         \$13,145,03           AANUAA         \$94,990,00         \$12,588,00         \$12,598,00         \$12,598,00         \$12,598,00         \$12,598,00         \$12,598,00         \$12,598,00         \$13,32			MONTHLY			\$14,089.08
MONTHLY ANNUAL         \$7,38,075         \$9,801,17         \$12,251,33           ANNUAL         \$88,000         \$11,761,400         \$147,016.00           2         MONTHLY         \$58,320,00         \$8,522,67         \$10,633,40           MONTHLY         \$5,394,00         \$10,272,00         \$10,272,00         \$10,272,00         \$10,272,00         \$10,272,00         \$10,272,00         \$10,272,00         \$10,272,00         \$10,272,00         \$10,33,26,80           MONTHLY         \$5,674,90         \$50,000         \$13,24,20         \$3,34,26,80         \$11,49,00         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,900         \$10,000,00         \$12,49,910         \$13,39,00         \$10,7,61,00 <th></th> <th></th> <th></th> <th></th> <th></th> <th></th>						
MNUAL         \$88,209.00         \$17,614.00         \$17,614.00         \$17,614.00         \$17,614.00         \$17,614.00         \$17,614.00         \$1,614.00	M1					
BUWEEKLY MONTHLY         \$2,950.15         \$3,933.54         \$4,916.92           MONTHLY         \$5,393.354         \$4,916.92           MONTHLY         \$5,393.354         \$4,916.92           ANNUAL         \$75,704.00         \$5,227.40         \$10,653.33           MINIMAL         \$75,704.00         \$5,227.40         \$12,784.00           MINIMAL         \$5,624.92         \$7,500.00         \$5,374.92           ANNUAL         \$5,624.92         \$7,600.00         \$112,499.00           ANNUAL         \$5,624.92         \$7,500.00         \$5,127.84.00           ANNUAL         \$5,645.97         \$4,861.00         \$5,077.519           MONTHLY         \$7,899.17         \$10,532.17         \$13,150.60           S12,538.00         \$12,380.00         \$12,380.00         \$157,981.00           ANNUAL         \$94,790.00         \$12,380.00         \$13,390.40           ANNUAL         \$54,416.00         \$111,281.53         \$13,583.30           MONTHLY         \$6,951.33         \$9,2684.2         \$13,583.30           MONTHLY         \$6,484.50         \$3,312.62         \$4,140.81           MONTHLY         \$5,485.00         \$11,212.00         \$13,902.00           MINIMAL         \$73,405.00						
MONTHLY         \$6,392.00         \$8,522.67         \$10,653.33           ANNUAA         \$7,67.04.00         \$102,272.00         \$127,840.00           MUNERLY         \$2,556.12         \$2,556.12         \$2,550.10         \$3,346.15           MONTHLY         \$5,624.92         \$7,500.00         \$503,274.92           ANNUAA         \$67,090.00         \$103,274.92         \$103,274.92           ANNUAA         \$67,090.00         \$103,274.92         \$103,274.92           ANNUAA         \$67,090.00         \$103,274.92         \$103,274.92           ANNUAA         \$67,090.00         \$103,289.00         \$103,277           ANNUAA         \$57,900.00         \$105,532.17         \$10,553.17         \$10,553.17           ANNUAA         \$94,970.00         \$126,386.00         \$157,981.00           3         BUWEEKLY         \$5,900.00         \$11,251.00         \$13,250.00           3         BUWEEKLY         \$5,900.00         \$11,251.00         \$13,250.00         \$11,251.00           4         MONTHLY         \$6,951.33         \$94,287.73         \$5,947.06         \$11,251.00         \$11,251.00         \$11,251.00         \$11,251.00         \$11,251.00         \$11,251.00         \$11,251.00         \$11,251.00         \$11,251.00						
ANNUAL         S76,704.00         S102,727.00         S127,840.00           INVERTING         S2,596.12         S3,461.54         S4,326.80           ANNUAL         S56,749.00         S9,374.80         S9,374.80           ANNUAL         S57,499.00         S9,374.80         S9,374.80           ANNUAL         S57,499.00         S9,374.80         S9,300.00         S112,499.00           ROFESSIONA L         MINIMUM         MIDPOINT         MAXIMUM           ANNUAL         S94,790.00         S125,245.71         S13,105.08           ANNUAL         S94,790.00         S125,380.00         S157,981.00           ANNUAL         S94,790.00         S125,380.00         S157,981.00           ANNUAL         S94,790.00         S125,380.00         S157,981.00           ANNUAL         S94,790.00         S125,380.00         S157,981.00           ANNUAL         S94,790.00         S125,380.00         S115,7981.00           ANNUAL         S94,790.00         S121,590.00         S157,981.00           ANNUAL         S94,790.00         S111,210.00         S131,90.00           ANNUAL         S94,790.00         S111,210.00         S131,90.00           ANNUAL         S92,822.21         S50,086.10 <td< th=""><th>S2</th><td></td><td></td><td></td><td></td><td></td></td<>	S2					
BIWEEKY MONTHLY         \$2,596,12         \$3,461,54         \$4,326,88           MONTHLY         \$5,624,92         \$7,500,00         \$50,374,92           ANNUAL         \$67,499,00         \$90,000,00         \$112,499,00           ROFESSIONA L         MINIMUM         MIDPOINT         MAXIMUM           4         BIWEEKLY         \$3,665,77         \$4,661,00         \$5,076,19           3         MONTHLY         \$7,899,17         \$10,532,17         \$13,165,08           ANNUAL         \$94,790,00         \$125,286,00         \$15,7861,00         \$5,076,19           3         MONTHLY         \$5,091,33         \$6,977,37         \$5,347,08           MONTHLY         \$5,091,33         \$6,977,37         \$5,347,08           MONTHLY         \$5,091,33         \$6,976,31         \$9,768,42         \$11,985,33           ANNUAL         \$84,100,01         \$11,985,33         \$40,773         \$5,347,08           MONTHLY         \$5,091,33         \$9,768,42         \$11,985,33         \$10,950,08           MONTHLY         \$2,832,77         \$5,764,35         \$4,070,42         \$10,950,08         \$10,950,08         \$10,950,08         \$10,950,08         \$10,950,08         \$10,950,08         \$10,750,08         \$10,950,08         \$10,761						
MONTHLY ANNUAL         \$5,624.92 (\$7,500.00         \$7,500.00         \$9,374.92 (\$12,499.00           ANNUAL         \$67,499.00         \$50,000.00         \$112,499.00           A         MINIMUM         \$7,899.00         \$50,000.00         \$112,499.00           A         MINIMUM         \$7,899.01         \$10,503.01         \$50,076.10           MONTHLY         \$3,845.77         \$4,861.00         \$51,57,981.00           MONTHLY         \$5,370.31         \$4,777.31         \$5,347.00           MONTHLY         \$6,951.31         \$59,284.20         \$51,579.80           MONTHLY         \$6,951.31         \$59,284.20         \$11,550.80           MONTHLY         \$6,951.31         \$59,284.20         \$11,550.80           MONTHLY         \$6,951.30         \$59,284.20         \$11,550.80           MONTHLY         \$6,951.30         \$59,284.20         \$11,550.80           MONTHLY         \$6,951.00         \$11,221.00         \$139,024.00           MONTHLY         \$2,342.27         \$3,764.35         \$4,4705.42           MONTHLY         \$5,337.00         \$33,024.00         \$33,024.00           MONTHLY         \$5,333.00         \$7,177.33         \$8,97.07           MININTHY         \$5,333.00						
ANNUAL         \$67,499.00         \$90,000.00         \$112,499.00           ROFESSIONA L	\$1					
A         MINMUM         MIDPOINT         MAXIMUM           4         BIWEEKLY         \$3,645.77         \$4,861.00         \$56,076.19           MONTHLY         \$7,899.17         \$10,532.07         \$13,165.08           ANNUAL         \$94,790.00         \$12,5386.00         \$157,981.00           3         BIWEEKLY         \$3,208.31         \$4,277.73         \$5,347.08           MONTHLY         \$6,951.33         \$9,288.42         \$11,158.33         ANNUAL         \$53,376.35         \$4,277.73         \$5,347.08           2         BIWEEKLY         \$2,823.27         \$3,764.35         \$4,277.30         \$13,902.00         \$139,024.00         \$139,024.00         \$11,221.00         \$139,024.00         \$12,341.00         \$111,221.00         \$139,024.00         \$12,241.00         \$139,024.00         \$12,241.00         \$139,024.00         \$11,221.00         \$139,024.00         \$11,221.00         \$139,024.00         \$11,221.00         \$139,024.00         \$11,221.00         \$139,024.00         \$11,221.00         \$12,241.00         \$13,927.19         \$13,135.08         \$10,155.08         \$10,155.08         \$10,155.08         \$10,155.08         \$10,661.00         \$100,111.14         \$54,359.00         \$107,661.00         \$100,155.08         \$71,773,3         \$8,971.75         \$10,661.00 <th></th> <td></td> <td></td> <td></td> <td></td> <td></td>						
MINIMUM         MIDPOINT         MAXIMUM           BWEEKLY         \$3,645.77         \$4,861.00         \$6,076.19           MONTHLY         \$7,899.17         \$10,532.17         \$11,165.08           ANNUAL         \$9,479.00         \$12,638.00         \$157,5981.00           3         BIWEEKLY         \$3,208.31         \$4,277.73         \$5,347.08           MONTHLY         \$5,951.03         \$9,268.42         \$11,583.33         \$9,268.42         \$11,583.33           MONTHLY         \$5,81.00         \$11,221.00         \$122,341.00         \$122,341.00         \$122,341.00           MONTHLY         \$5,338.08         \$7,177.33         \$58,971.75         \$48,971.75         \$48,971.75           MONTHLY         \$53,830.08         \$7,177.33         \$58,971.75         \$41,0481           MONTHLY         \$58,383.08         \$7,177.33         \$58,971.75           MONTHLY         \$58,383.08         \$7,177.33         \$58,971.75           MONTHLY         \$53,872.09         \$10,761.00         \$10,761.00           MONTHLY         \$58,383.08         \$7,177.33         \$58,971.75           MONTHLY         \$4,870.02         \$50,875.01         \$50,77.006           MONTHLY         \$4,870.02         \$50,875.01 <th></th> <td></td> <td>ANNUAL</td> <td>\$67,499.00</td> <td>\$90,000.00</td> <td>\$112,499.00</td>			ANNUAL	\$67,499.00	\$90,000.00	\$112,499.00
4         BIWEEKLY MONTHLY         \$3,645.77         \$4,861.00         \$6,076.19           MONTHLY         \$7,899.17         \$10,532.17         \$13,165.08           ANNUAL         \$34,700.00         \$126,386.00         \$157,981.00           3         BIWEEKLY         \$33,208.31         \$4,277.73         \$53,370.83           MONTHLY         \$56,951.33         \$9,268.42         \$11,585.33           MONTHLY         \$56,376.45         \$11,585.33           ANNUAL         \$83,416.00         \$111,221.0         \$139,020.00           2         BIWEEKLY         \$52,327.08         \$517,981.00         \$119,920.00           2         MONTHLY         \$52,337.08         \$517,981.00         \$119,920.00           2         MONTHLY         \$52,337.08         \$517,981.00         \$119,920.00           2         MONTHLY         \$52,337.08         \$512,341.00         \$110,950.80           3         S8,910.08         \$71,77.33         \$8,971.73         \$8,971.73         \$8,971.73           1         BIWEEKLY         \$52,383.08         \$71,77.33         \$8,971.73         \$8,971.73           5         MONTHLY         \$54,851.00         \$70,661.00         \$70,661.00         \$70,661.00	PROFESSIONA L					
MONTHLY         \$7,899.17         \$10,532.17         \$13,165.08           ANNUAL         \$94,790.00         \$126,386.00         \$157,981.00           3         BIWEERLY         \$3,208.31         \$4,27.73         \$5,347.08           MONTHLY         \$6,951.33         \$9,268.42         \$11,585.33           MONTHLY         \$6,951.33         \$9,268.42         \$11,585.33           ANNUAL         \$83,416.00         \$111,221.00         \$139,024.00           2         BIWEERLY         \$2,823.27         \$3,764.35         \$4,705.42           MONTHLY         \$6,170.08         \$510,950.08         \$10,195.08           ANNUAL         \$73,405.00         \$97,873.00         \$122,240.00           MONTHLY         \$6,4397.00         \$97,873.00         \$122,240.00           ANNUAL         \$73,405.00         \$12,22,340.00         \$123,312.62           MONTHLY         \$5,383.08         \$5,1,77.33         \$8,97.17.53           MONTHLY         \$5,383.08         \$5,1,77.33         \$8,97.17.53           MONTHLY         \$2,484.50         \$3,312.62         \$4,140.81           MONTHLY         \$2,484.50         \$3,312.62         \$4,140.81           MONTHLY         \$2,484.50         \$3,372.19						
ANNUAL         \$94,790.00         \$126,386.00         \$157,981.00           3         BIWEEKLY         \$3,208.31         \$4,277.73         \$5,347.08           MONTHLY         \$5,951.33         \$94,268.01         \$111,221.00         \$119,024.00           ANNUAL         \$83,416.00         \$111,221.00         \$139,024.00           MONTHLY         \$2,832.37         \$3,764.35         \$4,705.40           MONTHLY         \$5,117.08         \$8,156.08         \$10,195.08           MONTHLY         \$5,137.00         \$97,873.00         \$122,2341.00           MONTHLY         \$5,383.08         \$7,177.33         \$8,971.75           ANNUAL         \$64,597.00         \$86,158.00         \$10,195.08           MONTHLY         \$5,383.08         \$7,177.33         \$8,971.75           ANNUAL         \$64,597.00         \$86,158.00         \$10,661.00           DMINISTRA TIVE         MONTHLY         \$4,87.02         \$0,88.75         \$7,306.42           MONTHLY         \$4,87.02         \$0,88.75         \$7,306.42           MONTHLY         \$4,87.02         \$0,88.75         \$7,306.42           MONTHLY         \$4,87.02         \$0,88.75         \$7,306.42           MONTHLY         \$4,48.08         \$5,5	P4					
BIWEEKLY         \$3,208.31         \$4,277.73         \$5,347.08           MONTHLY         \$6,951.33         \$9,268.42         \$11,585.33           ANNUAL         \$83,416.00         \$111,221.00         \$139,024.00           BIWEEKLY         \$2,823.27         \$3,764.35         \$4,705.42           MONTHLY         \$6,170.8         \$8,156.08         \$10,195.08           ANNUAL         \$73,405.00         \$97,873.00         \$122,341.00           1         BIWEEKLY         \$2,484.50         \$3,312.62         \$4,40.81           MONTHLY         \$5,387.00         \$97,873.00         \$122,341.00           1         BIWEEKLY         \$2,484.50         \$3,312.62         \$4,40.81           MONTHLY         \$5,383.08         \$7,177.33         \$8,971.75           ANNUAL         \$64,597.00         \$86,128.00         \$107,661.00           DMINISTRA TIVE         MINIMUM         MIDPOINT         MAXIMUM           6         BIWEEKLY         \$2,248.12         \$2,810.19         \$3,372.19           5         MONTHLY         \$4,870.92         \$6,088.75         \$7,306.42           ANNUAL         \$58,451.00         \$73,065.00         \$87,670.00           5         BIWEEKLY         \$2,043						
MONTHLY         \$6,951.33         \$9,268.42         \$11,585.33           ANNUAL         \$83,416.00         \$111,221.00         \$139,024.00           BWEEKLY         \$2,823.27         \$3,764.35         \$4,705.42           MONTHLY         \$6,117.08         \$8,156.08         \$101,950.06           ANNUAL         \$73,405.00         \$97,873.00         \$212,341.00           BWEEKLY         \$2,2484.50         \$3,312.62         \$4,410.00           BWEEKLY         \$2,2484.50         \$3,312.62         \$4,100.00           MONTHLY         \$5,383.08         \$7,177.33         \$8,971.75           ANNUAL         \$64,597.00         \$86,128.00         \$107,661.00           DMINISTRA TIVE          MINIMUM         MIDPOINT         MAXIMUM           6         BIWEEKLY         \$2,2481.12         \$2,810.19         \$3,372.19           6.         BIWEEKLY         \$2,2481.20         \$2,810.31         \$3,372.19           6.         BIWEEKLY         \$2,2481.20         \$2,810.49         \$3,372.19           6.         BIWEEKLY         \$2,848.30         \$7,3065.00         \$87,677.00           5.         MONTHLY         \$4,870.92         \$6,088.75         \$7,3065.00           6. </th <th></th> <td></td> <td></td> <td></td> <td></td> <td></td>						
ANNUAL         \$83,416.00         \$111,221.00         \$139,024.00           2         BIWEEKLY         \$2,823.27         \$3,764.35         \$4,705.42           MONTHLY         \$6,117.08         \$81,56.08         \$10,195.08           ANNUAL         \$73,405.00         \$97,873.00         \$97,873.00         \$92,2341.00           BIWEEKLY         \$2,484.50         \$3,312.62         \$4,404.81           MONTHLY         \$5,383.08         \$7,177.33         \$\$8,971.75           ANNUAL         \$64,597.00         \$86,128.00         \$107,661.00           DMINISTRA TIVE         MIDPOINT         MAXIMUM           6         BIWEEKLY         \$2,2481.30         \$137,219           MONTHLY         \$4,870.92         \$6,088.75         \$7,306.40           MONTHLY         \$4,480.88         \$5,535.17         \$6,642.25           MONTHLY         \$4,480.88         \$5,535.17         \$6,642.25	P3					
BIWEEKLY         \$2,823.27         \$3,764.35         \$4,705.42           MONTHLY         \$6,117.08         \$8,156.08         \$10,195.08           ANNUAL         \$73,405.00         \$97,873.00         \$122,341.00           BIWEEKLY         \$2,484.50         \$3,312.62         \$4,140.81           MONTHLY         \$5,383.08         \$7,177.33         \$8,971.75           ANNUAL         \$64,597.00         \$86,128.00         \$107,661.00           DOMINISTRA TIVE         MINIMUM         MIDPOINT         MAXIMUM           6         BIWEEKLY         \$2,248.12         \$2,810.19         \$3,372.19           MONTHLY         \$4,870.92         \$6,688.75         \$7,306.42           ANNUAL         \$58,851.00         \$73,055.00         \$87,677.00           5         BIWEEKLY         \$2,043.73         \$2,554.69         \$3,065.65           MONTHLY         \$4,428.08         \$5,535.17         \$6,6422.00         \$79,707.00           4         BIWEEKLY         \$1,857.92         \$2,322.46         \$2,786.92           MONTHLY         \$4,428.05         \$5,032.00         \$6,038.33						
MONTHLY         \$8,156.08         \$10,195.08           ANNUAL         \$73,405.00         \$97,873.00         \$122,341.00           BIWEEKLY         \$2,484.50         \$3,312.62         \$4,140.81           MONTHLY         \$5,383.08         \$7,177.33         \$8,971.75           ANNUAL         \$64,597.00         \$86,128.00         \$107,661.00           DMINISTRA TIVE          MINIMUM         MIDPOINT         MAXIMUM           6         MINIMUM         \$2,248.12         \$2,810.19         \$3,372.19           MONTHLY         \$4,870.02         \$6,088.75         \$7,306.20         \$87,677.00           MONTHLY         \$4,870.02         \$6,088.75         \$7,306.42         \$87,677.00           5         BIWEEKLY         \$2,043.73         \$2,554.69         \$3,065.65           MONTHLY         \$4,870.02         \$2,554.69         \$3,065.65           MONTHLY         \$4,428.08         \$5,535.17         \$6,642.20           MONTHLY         \$4,428.08         \$5,535.17         \$6,642.20           MONTHLY         \$4,428.08         \$5,535.17         \$6,642.20           MONTHLY         \$4,428.08         \$5,535.17         \$6,642.20           MONTHLY         \$4,428.08						
ANNUAL       \$73,405.00       \$97,873.00       \$122,341.00         BWEEKLY       \$2,484.50       \$3,312.62       \$4,140.81         MONTHLY       \$5,383.08       \$7,177.33       \$8,971.75         ANNUAL       \$64,597.00       \$86,128.00       \$107,661.00         DMINISTRA TIVE        MINIMUM       MIDPOINT       MAXIMUM         6       MINIMLY       \$2,481.02       \$2,810.19       \$3,372.19         MONTHLY       \$4,870.92       \$6,608.75       \$7,306.42         MONTHLY       \$58,451.00       \$73,065.00       \$87,677.00         5       BIWEEKLY       \$2,043.73       \$2,554.69       \$3,065.65         5       MONTHLY       \$4,428.08       \$5,553.71       \$6,642.20         6       BIWEEKLY       \$2,043.73       \$2,554.69       \$3,065.65         5       MONTHLY       \$4,428.08       \$5,553.51       \$6,642.20         4       BIWEEKLY       \$1,857.92       \$2,322.46       \$2,786.92         4       BIWEEKLY       \$1,857.92       \$2,322.46       \$2,786.92         MONTHLY       \$4,4025.50       \$5,032.00       \$6,038.33	P2					
1       BIWEEKLY       \$2,484.50       \$3,312.62       \$4,140.81         MONTHLY       \$5,383.08       \$7,177.33       \$8,971.75         ANNUAL       \$64,597.00       \$86,128.00       \$107,661.00         DMINISTRA TIVE       MINIMUM       MIDPOINT       MAXIMUM         6       BIWEEKLY       \$2,248.12       \$2,810.19       \$3,372.19         MONTHLY       \$4,870.92       \$6,088.75       \$7,306.42         ANNUAL       \$58,451.00       \$73,065.00       \$87,677.00         5       BIWEEKLY       \$2,243.73       \$2,554.69       \$3,065.65         MONTHLY       \$4,428.08       \$5,535.17       \$6,642.20       \$79,707.00         4       BIWEEKLY       \$1,857.92       \$2,322.46       \$2,786.92         MONTHLY       \$4,425.00       \$5,032.00       \$6,038.33						
MONTHLY ANNUAL         \$5,383.08         \$7,177.33         \$8,971.75           ANNUAL         \$64,597.00         \$86,128.00         \$107,661.00           DMINISTRA TIVE						
ANNUAL         \$64,597.00         \$86,128.00         \$107,661.00           DMINISTRA TIVE         MINIMUM         MIDPOINT         MAXIMUM           6         MINNUAL         \$2,248.12         \$2,810.19         \$3,372.19           MONTHLY         \$4,870.92         \$6,088.75         \$7,306.42           MONTHLY         \$58,451.00         \$73,065.00         \$87,677.00           5         BIWEEKLY         \$2,248.12         \$2,554.69         \$3,065.65           MONTHLY         \$4,428.08         \$5,535.17         \$6,642.25           ANNUAL         \$53,137.00         \$66,422.00         \$79,707.00           4         BIWEEKLY         \$1,857.92         \$2,322.46         \$2,786.92           MONTHLY         \$4,425.50         \$5,032.00         \$6,038.33	P1					
Image: DMINISTRA TIVE         MINIMUM         MIDPOINT         MAXIMUM           6         BIWEEKLY         \$2,248.12         \$2,810.19         \$3,372.19           MONTHLY         \$4,870.92         \$6,088.75         \$7,306.42           ANNUAL         \$58,451.00         \$73,065.00         \$87,677.00           5         BIWEEKLY         \$2,043.73         \$2,554.69         \$3,065.65           MONTHLY         \$4,428.08         \$5,535.17         \$6,642.25           ANNUAL         \$53,137.00         \$66,422.00         \$79,707.00           4         BIWEEKLY         \$1,857.92         \$2,322.46         \$2,786.92           MONTHLY         \$4,025.50         \$5,032.00         \$6,038.33						
MINIMUM         MIDPOINT         MAXIMUM           BIWEEKLY         \$2,248.12         \$2,810.19         \$3,372.19           MONTHLY         \$4,870.92         \$6,088.75         \$7,306.42           ANNUAL         \$58,451.00         \$73,065.00         \$87,677.00           5         BIWEEKLY         \$2,043.73         \$2,554.69         \$3,065.65           MONTHLY         \$4,428.08         \$5,535.17         \$6,642.20           ANNUAL         \$53,137.00         \$66,422.00         \$79,707.00           4         BIWEEKLY         \$1,857.92         \$2,322.46         \$2,786.92           MONTHLY         \$4,4025.50         \$5,032.00         \$6,038.33			ANNUAL	\$64,597.00	\$86,128.00	\$107,661.00
BIWEEKLY       \$2,248.12       \$2,810.19       \$3,372.19         MONTHLY       \$4,870.92       \$6,088.75       \$7,306.42         ANNUAL       \$58,451.00       \$73,065.00       \$87,677.00         5       BIWEEKLY       \$2,043.73       \$2,554.69       \$3,065.65         MONTHLY       \$4,428.08       \$5,535.17       \$6,642.25         ANNUAL       \$53,137.00       \$66,422.00       \$79,707.00         4       BIWEEKLY       \$1,857.92       \$2,322.46       \$2,786.92         MONTHLY       \$4,025.50       \$5,032.00       \$6,038.33	ADMINISTRA TIVE					
MONTHLY         \$4,870.92         \$6,088.75         \$7,306.42           ANNUAL         \$58,451.00         \$73,065.00         \$87,677.00           5         BIWEEKLY         \$2,043.73         \$2,554.69         \$3,065.65           MONTHLY         \$4,428.08         \$5,535.17         \$6,642.25           ANNUAL         \$53,137.00         \$66,422.00         \$79,707.00           4         BIWEEKLY         \$1,857.92         \$2,322.46         \$2,786.92           MONTHLY         \$4,025.50         \$5,032.00         \$6,038.33						
ANNUAL       \$58,451.00       \$73,065.00       \$87,677.00         5       BIWEEKLY       \$2,043.73       \$2,554.69       \$3,065.65         MONTHLY       \$4,428.08       \$5,535.17       \$6,642.25         ANNUAL       \$53,137.00       \$66,422.00       \$79,707.00         BIWEEKLY       \$1,857.92       \$2,322.46       \$2,786.92         MONTHLY       \$4,025.50       \$5,032.00       \$6,038.33	A6					
BIWEEKLY       \$2,043.73       \$2,554.69       \$3,065.65         MONTHLY       \$4,428.08       \$5,535.17       \$6,642.25         ANNUAL       \$53,137.00       \$66,422.00       \$79,707.00         BIWEEKLY       \$1,857.92       \$2,322.46       \$2,786.92         MONTHLY       \$4,025.50       \$5,032.00       \$6,038.33						
MONTHLY         \$4,428.08         \$5,535.17         \$6,642.25           ANNUAL         \$53,137.00         \$66,422.00         \$79,707.00           BIWEEKLY         \$1,857.92         \$2,322.46         \$2,786.92           MONTHLY         \$4,025.50         \$5,032.00         \$6,038.33						
ANNUAL         \$53,137.00         \$66,422.00         \$79,707.00           4         BIWEEKLY         \$1,857.92         \$2,322.46         \$2,786.92           MONTHLY         \$4,025.50         \$5,032.00         \$6,038.33	A5					
BIWEEKLY         \$1,857.92         \$2,322.46         \$2,786.92           MONTHLY         \$4,025.50         \$5,032.00         \$6,038.33						
MONTHLY \$4,025.50 \$5,032.00 \$6,038.33						
	A4					
ANNUAL \$48,306.00 \$60,384.00 \$72,460.00						
			ANNUAL	\$48,306.00	\$60,384.00	\$72,460.00

TABLE: 3	SCIENCES & ENGINEERING, TECHNOLOGY			
OPERATIONS & SKILLED TRADE				
	1	MINIMUM	MIDPOINT	MAXIMUM
O5	BIWEEKLY	\$2 <i>,</i> 329.85	\$2,907.42	\$3,489.31
	MONTHLY	\$5 <i>,</i> 048.00	\$6,299.42	\$7,560.17
	ANNUAL	\$60,576.00	\$75 <i>,</i> 593.00	\$90,722.00
04	BIWEEKLY	\$2,093.15	\$2,617.00	\$3,140.15
	MONTHLY	\$4,535.17	\$5,670.17	\$6,803.67
	ANNUAL	\$54,422.00	\$68,042.00	\$81,644.00
03	BIWEEKLY	\$1,884.27	\$2,355.35	\$2,826.58
	MONTHLY	\$4,082.58	\$5,103.25	\$6,124.25
	ANNUAL	\$48,991.00	\$61,239.00	\$73,491.00
02	BIWEEKLY	\$1,662.42	\$2,078.23	\$2,494.04
	MONTHLY	\$3,601.92	\$4,502.83	\$5,403.75
	ANNUAL	\$43,223.00	\$54,034.00	\$64,845.00
01	BIWEEKLY	\$1,496.35	\$1,870.38	\$2,244.31
	MONTHLY	\$3,242.08	\$4,052.50	\$4,862.67
	ANNUAL	\$38,905.00	\$48,630.00	\$58,352.00

TABLE: 4	HUMAN RESOURCES, FINANCE & ACCTG, CUSTOMER SERVICE, ADMINISTRATION, MARKETING, LEGAL		
MANAGERIAL			
	MINIMUM	MIDPOINT	MAXIMUM
M3	<u>BIWEEKLY</u> \$4,037.42	\$5,383.31	\$6,729.08
	<u>MONTHLY</u> \$8,747.75	\$11,663.83	\$14,579.67
	<u>ANNUAL</u> \$104,973.00	\$139,966.00	\$174,956.00
M2	<u>BIWEEKLY</u> \$3,510.85	\$4,681.12	\$5,851.42
	<u>MONTHLY</u> \$7,606.83	\$10,142.42	\$12,678.08
	<u>ANNUAL</u> \$91,282.00	\$121,709.00	\$152,137.00
M1	<u>BIWEEKLY</u> \$3,052.92	\$4,070.50	\$5,088.19
	<u>MONTHLY</u> \$6,614.67	\$8,819.42	\$11,024.42
	<u>ANNUAL</u> \$79,376.00	\$105,833.00	\$132,293.00
S2	<u>BIWEEKLY</u> \$2,405.50	\$3,246.00	\$4,009.38
	<u>MONTHLY</u> \$5,211.92	\$7,033.00	\$8,687.00
	ANNUAL \$62,543.00	\$84,396.00	\$104,244.00
S1	BIWEEKLY \$2,117.04	\$2,822.54	\$3,528.08
	MONTHLY \$4,586.92	\$6,115.50	\$7,644.17
PROFESSIONAL	<u>ANNUAL</u> \$55,043.00	\$73,386.00	\$91,730.00
PROFESSIONAL			
24	MINIMUM 63.040.04	MIDPOINT	MAXIMUM
P4	BIWEEKLY \$3,010.04	\$4,013.77	\$5,017.15
	MONTHLY \$6,521.75	\$8,696.50	\$10,870.50
	ANNUAL \$78,261.00	\$104,358.00	\$130,446.00
P3	BIWEEKLY \$2,649.19	\$3,532.12	\$4,415.08
	MONTHLY \$5,739.92	\$7,652.92	\$9,566.00
	ANNUAL \$68,879.00	\$91,835.00	\$114,792.00
P2	BIWEEKLY \$2,331.19	\$3,108.23	\$3,885.35
	MONTHLY \$5,050.92	\$6,734.50	\$8,418.25
~	ANNUAL \$60,611.00	\$80,814.00	\$101,019.00
P1	BIWEEKLY \$2,051.46	\$2,735.27	\$3,419.08
	MONTHLY \$4,444.83	\$5,926.42	\$7,408.00
ADMINISTRATIVE	<u>ANNUAL</u> \$53,338.00	\$71,117.00	\$88,896.00
	NAININA INA	MIDDOINIT	
		MIDPOINT	MAXIMUM
A6	BIWEEKLY \$2,062.96	\$2,578.65	\$3,094.42
	MONTHLY \$4,469.75	\$5,587.08	\$6,704.58
	ANNUAL \$53,637.00	\$67,045.00	\$80,455.00
A5	BIWEEKLY \$1,875.38	\$2,344.31	\$2,813.12
	MONTHLY \$4,063.33	\$5,079.33	\$6,095.08
	ANNUAL \$48,760.00	\$60,952.00	\$73,141.00
A4	BIWEEKLY \$1,704.92	\$2,131.15	\$2,557.38
	MONTHLY \$3,694.00	\$4,617.50	\$5,541.00
	<u>ANNUAL</u> \$44,328.00	\$55,410.00	\$66,492.00

TABLE: 4	HUMAN RESOURCES, FINANCE & ACCTG, CUSTOMER SERVICE, ADMINISTRATION, MAI	RKETING, LEGAL			
A3	BIWE	EEKLY	\$1,534.42	\$1,918.04	\$2,301.65
	MON	NTHLY	\$3 <i>,</i> 324.58	\$4,155.75	\$4,986.92
	ANN	IUAL \$	39,895.00	\$49,869.00	\$59,843.00
A2	BIWE	EEKLY	\$1,381.00	\$1,726.27	\$2,071.50
	MOM	NTHLY	\$2,992.17	\$3,740.25	\$4,488.25
	ANN	IUAL \$	35,906.00	\$44,883.00	\$53,859.00
OPERATIONS & SKILLED TRADE					
		MIN	IIMUM	MIDPOINT	MAXIMUM
03	BIWE	EEKLY	\$1,690.69	\$2,113.38	\$2,536.04
	MON	NTHLY	\$3,663.17	\$4,579.00	\$5,494.75
	ANN	IUAL \$	43,958.00	\$54,948.00	\$65,937.00
02	BIWE	EEKLY	\$1,521.62	\$1,902.04	\$2,282.42
	MON ANN		\$3,296.83 39,562.00	\$4,121.08 \$49,453.00	\$4,945.25 \$59,343.00

TABLE: 5 PROTECTIVE SERVICES (non-CBU)				
MANAGERIAL				
		MINIMUM	MIDPOINT	MAXIMUM
M3	BIWEEKLY	\$3,953.58	\$5,271.31	\$6,589.04
	MONTHLY	\$8,566.08	\$11,421.17	\$14,276.25
	ANNUAL	\$102,793.00	\$137,054.00	\$171,315.00
M2	BIWEEKLY	\$3,294.58	\$4,392.81	\$5,490.96
	MONTHLY	\$7,138.25	\$9,517.75	\$11,897.08
	ANNUAL	\$85,659.00	\$114,213.00	\$142,765.00
M1	BIWEEKLY	\$2,800.42	\$3,733.88	\$4,667.35
	MONTHLY	\$6,067.58	\$8,090.08	\$10,112.58
	ANNUAL	\$72,811.00	\$97,081.00	\$121,351.00
S2	BIWEEKLY	\$2,257.04	\$3,009.38	\$3,761.81
	MONTHLY	\$4,890.25	\$6,520.33	\$8,150.58
	ANNUAL	\$58,683.00	\$78,244.00	\$97,807.00
S1	BIWEEKLY	\$1,986.27	\$2,648.27	\$3,310.35
	MONTHLY	\$4,303.58	\$5,737.92	\$7,172.42
	ANNUAL	\$51,643.00	\$68,855.00	\$86,069.00
PROFESSIONAL				
		MINIMUM	MIDPOINT	MAXIMUM
P4	BIWEEKLY	\$3,855.27	\$5,139.65	\$6,425.08
	MONTHLY	\$8,353.08	\$11,135.92	\$13,921.00
	ANNUAL	\$100,237.00	\$133,631.00	\$167,052.00
P3	BIWEEKLY	\$2,553.85	\$3,405.27	\$4,256.65
	MONTHLY	\$5,533.33	\$7,378.08	\$9,222.75
	ANNUAL	\$66,400.00	\$88,537.00	\$110,673.00
P2	BIWEEKLY	\$2,280.27	\$3,040.42	\$3,800.42
	MONTHLY	\$4,940.58	\$6,587.58	\$8,234.25
	ANNUAL	\$59,287.00	\$79,051.00	\$98,811.00
P1	BIWEEKLY	\$2,036.19	\$2,714.69	\$3,393.54
	MONTHLY	\$4,411.75	\$5,881.83	\$7,352.67
	ANNUAL	\$52,941.00	\$70,582.00	\$88,232.00
ADMINISTRATIVE				
		MINIMUM	MIDPOINT	MAXIMUM
A6	BIWEEKLY	\$2,544.12	\$3,179.73	\$3,815.81
	MONTHLY	\$5,512.25	\$6,889.42	\$8,267.58
	ANNUAL	\$66,147.00	\$82,673.00	\$99,211.00
A5	BIWEEKLY	\$2,312.62	\$2,890.65	\$3,468.69
	<u>MONTHLY</u> ANNUAL	\$5,010.67 \$60,128.00	\$6,263.08 \$75,157.00	\$7,515.50 \$90,186.00
	ANNOAL			
A4	BIWEEKLY	\$2,023.65	\$2,529.62	\$3,035.50
A4			\$2,529.62 \$5,480.83	\$3,035.50 \$6,576.92

TABLE: 5	PROTECTIVE SERVICES (non-CBU)		
A3	BIWEEKLY \$1,	339.81 \$2,299.6	9 \$2,759.50
	MONTHLY \$3,	986.25 \$4,982.6	7 \$5,978.92
	ANNUAL \$47,	\$35.00 \$59,792.0	0 \$71,747.00
A2	BIWEEKLY \$1,	555.96 \$2,069.6	5 \$2,483.92
	MONTHLY \$3,	\$4,484.2	5 \$5,381.83
	ANNUAL \$43,	\$53,811.0	0 \$64,582.00
OPERATIONS & SKILLED TRADE			
	MINIM	JM <u>MIDPOINT</u>	MAXIMUM
04	BIWEEKLY \$1,	\$39.08 \$2,298.8	5 \$2,758.62
	MONTHLY \$3,	984.67 \$4,980.8	\$5,977.00
	ANNUAL \$47,	\$16.00 \$59,770.0	0 \$71,724.00
03	BIWEEKLY \$1,	555.15 \$2,068.9	6 \$2,482.73
	MONTHLY \$3,	586.17 \$4,482.7	5 \$5,379.25
	ANNUAL \$43,	)34.00 \$53,793.0	0 \$64,551.00
02	BIWEEKLY \$1,	\$1,862.0	8 \$2,234.50
	MONTHLY \$3,	227.58 \$4,034.5	0 \$4,841.42
	<u>ANNUAL</u> \$38,	731.00 \$48,414.0	0 \$58,097.00



# **CITY OF FORT COLLINS**

2024 PAY PLAN Step Ladders

	Step									
Job Title	1	2	3	4	5	6	7	8	9	10
LINE GROUNDWORKER	\$61,221	\$64,158	\$67,239	\$70,466	\$73 <i>,</i> 850	\$77,395	\$81,186	\$81,186		
ELECTRIC LINEWORKER	\$85,352	\$90,173	\$92,858	\$95,630	\$98,531	\$101,476	\$104,509	\$108,276	\$112,282	\$119,084
LINE CREW CHIEF	\$124,443	\$129,875								
ELECTRIC METER SYSTEM TECH	\$66,574	\$73,223	\$78,199	\$83,136	\$88,035	\$92,884	\$96,830	\$100,802	\$104,760	\$108,719
SUBSTATION SPECIALIST	\$85,419	\$95 <i>,</i> 489	\$103,420	\$111,266	\$119,177					
SUBSTATION ELEC/COMM SPEC	\$97,151	\$107,114	\$116,651	\$125,787	\$135,545					
ELECTRIC SYSTEMS OPERATOR	\$82,598	\$88,039	\$93 <i>,</i> 479	\$98 <i>,</i> 920	\$104,361	\$109,801	\$115,242			
PLANT OPERATOR	\$63,347	\$68,884	\$73,001	\$77,392	\$82,053	\$88,382				
LEAD PLANT OPERATOR	\$63,347	\$68,884	\$73,001	\$77,392	\$82,053	\$88,382	\$92,801	\$97,221		
WATER UTILITY MAINT OPERATOR	¢E2 202	\$57.050	¢61 421	\$65 110	\$60,026	\$74.266				
	\$53,302	\$57,950	\$61,431	\$65,110	\$69,026	\$74,366				
FLEET MAINTENANCE TECHNICIAN	\$56,246	\$62,346	\$64,812	\$67,430	\$70,124	\$72,932	\$75,853	\$78,476		
BUILDING INSPECTOR	\$67,163	\$73,732	\$76,698	\$80,116	\$83,247	\$86,582	\$90,042	\$93,705		
LEAD BUILDING INSPECTOR	\$73,878	\$73,732	\$84,370	\$88,110	\$91,634	\$95,287	\$99,042	\$103,076		

TABLE: 5A

#### COLLECTIVE BARGAINING UNIT (CBU) - COMMUNICATIONS

MANAGERIAL				
		MINIMUM	MIDPOINT	MAXIMUN
M2	BIWEEKLY	\$5,268.35	\$5,639.12	\$6,009.88
	MONTHLY	\$11,414.75	\$12,218.08	\$13,021.42
	ANNUAL	\$136,977.00	\$146,617.00	\$156,257.00
S2	BIWEEKLY	\$3,708.46	\$4,036.69	\$4,364.92
	MONTHLY	\$8,035.00	\$8,746.17	\$9,457.33
	ANNUAL	\$96,420.00	\$104,954.00	\$113,488.00
OPERATIONS & SKILLED TRADE				
OF ERATIONS & SRIELED TRADE		MINIMUM	MIDPOINT	MAXIMUN
OT4				
	BIWEEKLY	\$2,584.15	\$3,050.85	\$3,517.54
	MONTHLY	\$5,599.00	\$6,610.17	\$7,621.33
	ANNUAL	\$67,188.00	\$79,322.00	\$91,456.00

TABLE: 5B

COLLECTIVE BARGAINING UNIT (CBU) - COMMUNITY SERVICES OPERATIONS

MANAGERIAL				
		MINIMUM	MIDPOINT	MAXIMUM
\$2	BIWEEKLY	\$4,025.50	\$4,112.96	\$4,200.38
	MONTHLY	\$8,721.92	\$8,911.42	\$9,100.83
	ANNUAL	\$104,663.00	\$106,937.00	\$109,210.00
		<b>, , , , , , , , , ,</b>	+ ,	\$100,£10.00
		, , , ,	+ ;	\$100, <u>2</u> 10.00
OPERATIONS & SKILLED TRADE		, . ,	+,	\$100, <u>2</u> 10.00
		MINIMUM	MIDPOINT	MAXIMUM
	BIWEEKLY			MAXIMUM
OPERATIONS & SKILLED TRADE OT4	<u>BIWEEKLY</u> MONTHLY	MINIMUM	MIDPOINT	

TABLE: 5C

#### COLLECTIVE BARGAINING UNIT (CBU) - SWORN OPERATIONS

MANAGERIAL M2		MINIMUM	MIDPOINT	MAXIMUN
M2				
	BIWEEKLY	\$6,091.50	\$6,351.69	\$6,611.8
	MONTHLY	\$13,198.25	\$13,762.00	\$14,325.6
	ANNUAL	\$158,379.00	\$165,144.00	\$171,908.0
52	<b>BIWEEKLY</b>	\$4,624.88	\$4,942.46	\$5,260.0
	MONTHLY	\$10,020.58	\$10,708.67	\$11,396.6
	ANNUAL	\$120,247.00	\$128,504.00	\$136,760.00
S1	BIWEEKLY	\$4,578.88	\$4,643.04	\$4,707.1
	MONTHLY	\$9,920.92	\$10,059.92	\$10,198.9
	ANNUAL	\$119,051.00	\$120,719.00	\$122,387.0
OPERATIONS & SKILLED TRADE			MIDDOINIT	
OT6		MINIMUM	MIDPOINT	MAXIMUI
	<b>BIWEEKLY</b>	\$3,144.27	\$3,711.85	\$4,279.3
	MONTHLY	\$6,812.58	\$8,042.33	\$9,272.0
	ANNUAL	\$81,751.00	\$96,508.00	\$111,264.0