#### ORDINANCE NO. 1596

### AN ORDINANCE FOR THE CITY OF LYNDEN ADOPTING THE 2020 BUDGET FOR THE CITY OF LYNDEN, WASHINGTON

WHEREAS, the preliminary budget of the City of Lynden for the year 2020 has been heretofore filed in the office of the City Clerk of the City of Lynden; and

WHEREAS, a notice of such filing and that the City Council would, on the 2<sup>nd</sup> of December, 2019 meet for the purpose of adopting the final budget, and has been duly published by law; and

WHEREAS, the City Council of the City of Lynden has considered said budget and has resolved and determined the separate items thereof,

NOW, THEREFORE, THE CITY OF LYNDEN, WASHINGTON, DOES ORDAIN AS FOLLOWS:

<u>Section A.</u> That the final budget including addendums A through M be and the same is hereby adopted and that the appropriation totals be allowed as follows:

GENERAL FUND	
CURRENT EXPENSE	\$ 15,831,019
SPECIAL REVENUE FUNDS	
BERTHUSEN PARK	\$ 111,939
HOTEL/MOTEL TAX	206,410
DRUG BUY IMPREST	16,400
PUBLIC FACILITIES PROTECTIVE INSPECTIONS TRANSPORTATION BENEFIT DISTRICT	125,000 2,022,000
TRANSFORTATION BENEFIT DISTRICT	2,022,000
CAPITAL FACILITIES/IMPROVEMENT FUNDS	
IMPACT FEES – TRANSPORTATION	\$ 1,805,000
IMPACT FEES - FIRE	211,000
IMPACT FEE – PARK	668,000
STREETS CAPITAL CONSTRUCTION	11,311,585
CITY TRAIL BENSON ROAD/PEPIN CREEK	528,200 478,455
BENSON ROAD/FEFIN CREEK	470,433
RESERVE FUNDS	
GENERAL GOV. CAPITAL RESERVE	\$ 183,750
POLICE (STATE) SEIZURES/FORFEITURES	5,615
PARKS CAPITAL RESERVE	1,882,605
POLICE CAPITAL (1/10 <sup>th</sup> ) of 1%	594,000
FIRE/EMS CAPITAL RESERVE	179,000

#### **DEBT FUNDS**

CITY OF LYNDEN NOTE REDEMPTION, A	\$ 2,932,892
CITY OF LYNDEN NOTE REDEMPTION, B	5,266,428
PUBLIC WORK TRUST LOAN – STREETS	130,714
LTGO BOND REDEMPTION 2017 (2005)	590,000
UTGO BOND REDEMPTION 2017 (2007)	383,900
WHATCOM COUNTY EDI LOAN	145,536
PUBLIC WORKS TRUST LOAN - 17TH ST	33,422
2012 LTGO BOND REDEMPTION	747,000
COMMUNITY ECONOMIC REVITALIZATION BOARD	70,083

#### **UTILITY FUNDS**

WATER	\$ 11,752,950
SEWER	11,319,607
STORMWATER	3,854,054
AIRPORT	367,101
USDA RURAL DEV. WATER REV BOND GUARANTY	429,693
WA/SE REV REFUNDING BOND, 2017B (2008-1)	209,773
WA/SE REV REFUNDING GUARANTY, 2017B (2008-1)	147,311
2017-A GUARANTY (2003 W/S REV BOND)	147,127
WATER SOURCE	4,153,224
WATER TREATMENT PLANT IMPROVEMENT	3,022,000

#### **TOTAL 2020 BUDGET**

Less anticipated cash on hand \$25,068,274

Anticipated receipts to be raised by taxes,

service fees and bond issues 56,794,519

\$ 81,862,793

<u>Section B</u>. If any section, subsection, sentence, clause or phrase of this ordinance is for any reason held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining portions of this ordinance. The council hereby declares that it would have passed this code and each section, subsection, sentence, clause and phrase thereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses or phrases has been declared invalid or unconstitutional.

Section C. This ordinance shall take effect and be in its passage by the Council and after its approval by provided by law and five (5) days after the date of its	the Mayor, if approved, otherwise, as
PASSED BY THE CITY COUNCIL BY AN AFFIRMATIVE VO AND SIGNED BY THE MAYOR THIS 2 <sup>nd</sup> DAY OF DECEMB	· · · · · · · · · · · · · · · · · · ·
ATTEST:	MAYOR
CITY CLERK	
APPROVED AS TO FORM:	
CITY ATTORNEY	

#### ADDENDUM A

#### **Water Rates**

The following rates are adopted with the budget with an effective date of June 1, 2020.

CUSTOMER CATEGORY	MONTHLY BASE CHARGE <sup>2</sup> (Per Unit)	VOLUME CHARGE <5ccf <sup>1</sup>	VOLUME CHARGE 5-18 ccf <sup>1</sup>	VOLUME CHARGE >18ccf <sup>1</sup>
Single Family & Duplex (w/ Separate Meters)				
3/4"	\$ 31.85	\$ 1.57	\$ 2.07	\$ 3.15
1"	48.36	1.57	2.07	3.15
1.5"	94.64	1.57	2.07	3.15
2"	150.68	1.57	2.07	3.15
Low Income Senior Discount	7.35			

	MONTHLY BASE	VOLUME
CUSTOMER CATEGORY	CHARGE <sup>2</sup>	CHARGE
	(per Unit)	(per ccf <sup>1</sup> )
Multi-Family, including Duplex (w.	/ Single, Shared Meter)	
Business/Commercial/Industrial		
3/4"	\$ 31.85	\$ 1.95
1"	52.56	1.95
1.5"	102.67	1.95
2"	163.07	1.95
3"	325.09	1.95
4"	505.97	1.95
6"	1,009.31	1.95
8"	1,613.60	1.95
Grounds (Irrigation) Meter		
3/4"	\$ 31.85	\$ 2.62
1"	52.56	2.62
1.5"	102.67	2.62
2"	163.07	2.62
3"	325.09	2.62
4"	505.97	2.62
Hydrant Meters	\$163.07	\$ 3.15
Outside City Limits Multiplier	1.5	

Associations (Wholesale) (multiplier already included in rate)			
Berthusen (4-inch)	\$ 758.96	\$	2.13
Twin Ditch (1½-inch)	154.00		2.13
Meadowbrook (Northwood 2")	244.60		2.13

#### NOTES:

- 1. The volume charge is for each hundred cubic feet (ccf) approximately 748 gallons.
- 2. In addition to charges levied herein, an additional charge of 6.5% shall be assessed, which shall be paid into the Water Debt Reduction Fund to be used exclusively for debt reduction for construction debt.
- 3. In addition to charges levied herein, an additional charge of a 2% Utility Tax shall be assessed per City Ordinance.

# CITY OF LYNDEN 2020 BUDGET ADDENDUM A

### Water Rates, Continued

#### **Classification Information:**

- A. Single Family shall include Mobile Homes.
- B. Business/Commercial/Industrial(Non-Permit) covers all non-residential uses, including: Offices and Retail Stores, Churches, Recreation Centers, Service/Gas Stations, Fairgrounds, Hotels/Motels, Nursing Homes, Assisted Living Facilities (without full kitchens, including oven and cooktop), Food and Beverage Establishments, Laundromats, Car Washes, Schools, and Industries which the City has determined do not require a NPDES Permit.
- C. Grounds services shall be for all non-potable uses, including irrigation.

# CITY OF LYNDEN 2020 BUDGET ADDENDUM B

### Water General Facility Capital Improvement (FCI) Charges

The following rates are adopted with the budget and become effective January 1, 2020. The rate table below revises the charges for outside City Limits connections and incorporates meter installation fees already in effect.

#### Residential:

	<u>FCI Charge</u>	Meter Installation Fee
Single Family (1 ERU)	\$ 5,095	\$ 309
Duplex (per unit) <sup>1</sup>	\$ 5,095	309
Multi-family (3+ units, per unit) <sup>2</sup>	\$ 3,821	Same as Commercial below

### Commercial (Non-Residential) and Industrial:

Meter Size	FCI Charge	Meter Installation Fee
3/4-inch*	\$ 5,095	\$ 309
1-inch	8,503	\$ 432
1-1/2-inch	16,984	\$1,625
2-inch	27,218	\$1,846
3-inch	54,436	\$2,289
4-inch	85,026	time & material <sup>3</sup>
6-inch	169,838	time & material <sup>3</sup>
8-inch	271,740	time & material <sup>3</sup>

#### Additional Information:

- A. When a service is changed from a smaller meter to a larger meter, the fee calculation shall be the difference between the two.
- B. When a service is changed from a larger meter to a smaller meter, there will be no fee credit adjustment.
- C. Water Associations identified by the Washington State Department of Health (WSDOH) as having a contaminated groundwater source and which agree to connect to the City of Lynden for wholesale water supply will not be charged a General Facilities Charge per the terms of WSDOH loans provided to the City in 2013.
- D. Water connections outside the City Limits will have a 1.5 multiplier applied to the above connection charges. New connections outside the City Limits are only allowed with City Council approval.

<sup>&</sup>lt;sup>1</sup> Both units must be metered unless authorized by Public Works Director

<sup>&</sup>lt;sup>2</sup> Multifamily charges are based on 75% of Single Family ERU

<sup>&</sup>lt;sup>3</sup> Actual Cost. Estimate to be provide by City, upon request, prior to installation

# CITY OF LYNDEN 2020 BUDGET ADDENDUM C

#### **Sewer Rates**

The following rates are adopted with the budget with an effective date of June 1, 2020. A Late Payment Fee has been added for Industrial Users.

CONSUMER CATEGORY		HLY BASE IARGE	_	IARGE R UNIT
Single Family, Duplex, and/or a Multi-Family Dwelling Unit with a Separate Individual Meter	\$	49.85		N/A
Multi-Family (Including Duplex) with a Connected Single Meter Serving All Units First dwelling unit Each additional dwelling unit	\$	49.85 37.38		N/A N/A
Business/Commercial/Industrial – NPDES <sup>1</sup> Not Required Basic Charge Volume Charge: per 100 cubic feet (ccf)	\$	49.85	\$	2.77
Industrial Users – NPDES <sup>3</sup> Permitted  Basic Charge  Volume Charge: per 100 cubic feet (ccf)  BOD Charge: per pound (lb)	\$	99.70	\$ \$	2.16 .73 .72
TSS Charge: per pound (lb) BOD Testing Fee (per sample) <sup>2</sup> TSS Testing Fee (per sample) <sup>3</sup>	\$ \$	52.70 ea 19.00 ea		
Outside City Limits Multiplier <sup>3</sup>		1.5		

#### **Additional Information:**

- A. Business/Commercial/Industrial (Non-NPDES Permit) covers all non-residential uses, including: Offices and Retail Stores, Churches, Recreation Centers, Service/Gas Stations, Fairgrounds, Hotels/Motels, Nursing Homes, Assisted Living Facilities (without full kitchens, including oven and cooktop), Food and Beverage Establishments, Laundromats, Car Washes, Schools, and Industries which the City has determined do not require an NPDES Permit.
- B. Multi-Family shall include apartments, duplexes, Independent Living Facilities, and multiple condominium units served by a single meter.
- C. Mixed Use (with a single meter). Consumer Category to be determined by Public Works.
- D. A non-representative sample will be billed as if 100% of the Daily Maximum Demand was delivered.
- E. If an Industrial User exceeds the permit limit for Flow, BOD or TSS; it will result in a rate 3-times the established per unit rate, for each violation over the permit or contract limit.
- F. A pH reading outside the permit limit will result in a rate 3-times the established rate for flow for the period of violation.
- G. A concentration level in mg/l over the permit or contract level will result in a rate three (3) times the established per unit rate for the permit or contract charge.

<sup>&</sup>lt;sup>1</sup> National Pollution Discharge Elimination System (NPDES)

<sup>&</sup>lt;sup>2</sup> A late payment charge 5% will be added to payments not made within 30 days of invoice

<sup>&</sup>lt;sup>3</sup> Residential Outside City Limits Multiplier applied to Base Rate; Commercial Outside City Limits Multiplier applied to Base Rate and Unit Volume; and installation of flow meter(s) will be required.

## CITY OF LYNDEN 2020 BUDGET ADDENDUM D

#### **Sewer General Facility Capital Improvement Charges (FCI)**

The following rates are adopted with the budget and become effective January 1, 2020. There is no increase over the 2019 charges

The general FCI charges applicable to all areas served by the City are shown in the table below in the "All Areas" column and those <u>additional FCI</u> charges only applicable to the East Lynden/ Line Road Sub-Basin, per Ordinance No. 1447, are shown in the "East Lynden" column:

Consumer Category	Unit	All Areas	East Lynden
Single Family Residential Unit		<b>\$</b> 6,986	\$ 5,196
Duplex	Per unit	6,986	5,196
Multi-Family			,
3 or 4 unit building	Per unit	5,175	3,730
5 or more unit building	Per unit	4,377	3,137
Mobile Home Parks			
First 4 pads	Per pad	5,175	3,730
5 or more pads	Per pad	4,377	3,137
	Meter Size	All Areas	East Lynden
Business, Commercial and Industrial Users	¾-inch	\$ 5,175	\$ 3,730
	1-inch	\$ 8,625	\$ 6,211
	1½-inch	\$ 17,240	\$ 12,409
	2-inch	\$ 27,381	\$ 19,859
	3-inch	\$ 55,147	\$ 39,708
	4-inch	\$ 86,153	\$ 62,034
	6-inch	\$ 172,296	\$ 124,050
	8-inch	\$ 275,667	\$ 177,564

#### **Classification Information:**

- 1. Single Family shall include Mobile Homes.
- 2. Business and Commercial covers all non-residential uses, including: Offices and Retail Stores (with or without public restrooms), Industrial Users (not requiring an NPDES Permit), Churches, Recreation Centers, Service/Gas Stations, Fairgrounds, Nursing Homes, Assisted Living Facilities, without full kitchen (including oven and cooktop) Food and Beverage Establishments, Laundromats, Car Washes, and Schools.
- 3. Where a property owner is eliminating a septic system and connecting to the City's sanitary sewer system, the "All Areas" FCI charges shown above may be waived, Per LMC 13.12.55.

# CITY OF LYNDEN 2020 BUDGET ADDENDUM E

### **Stormwater Rates**

The following stormwater rates reflect a 10% adjustment effective June 1, 2020.

<u>Customer Category</u>	Monthly Base Rate Per Residential Unit	Monthly Increment Rate
Single Family, Duplex and/or Multi-Family Dwelling Unit with Individual Meter	\$ 8.80	N/A
Non Single Family (NSF)	Monthly Base Rate (up to 10,000 sf Impervious Surface Area	Monthly Increment Rate (over 10,000 sf Impervious Surface Area)
Non-Single Family	\$ 13.70	\$ 6.71 per each 5,000 sf
NSF w/ Provision of Water Quality	\$ 13.70	\$ 5.50 per each 5,000 sf
NSF w/ Provision of Water Quality & Detention	\$ 13.70	\$ 3.41 per each 5,000 sf
NSF w/ Provision of Water Quality & Retention	\$ 13.70	\$ 1.79 per each 5,000 sf

# CITY OF LYNDEN 2020 BUDGET ADDENDUM F

### Stormwater Management General Facility Capital Improvement Charges (FCI)

The following (New Stormwater Connection) rates reflect a 10% adjustment effective January 1, 2020.

Increment over 10,000 SF **Customer Category Base Fee** Single Family, Duplex and/or Multi-Family Dwelling Unit with Individual \$ 330.00 /unit Meter 1 Additional \$ 284.00 for each \$ 657.00 Non-Single Family (up to 10,000 sf) 5,000 sf over 10,000 sf Non-Single Family w/ Additional \$ 212.00 for each \$ 657.00 Water Quality Treatment 5,000 sf over 10,000 sf Non-Single Family w/ Additional \$ 142.00 for each **Detention and Water Quality** \$ 657.00 5,000 sf over 10,000 sf Treatment (up to 10,000 sf) Non-Single Family w/ Additional \$ 71.00 for each Retention and Water Quality \$ 657.00 5,000 sf over 10,000 sf Treatment (up to 10,000 sf)

Platted Subdivisions that have constructed City approved stormwater facilities that meet City Standards for water quality and quantity as part of the plat are exempt from General Facility Improvement Charges.

#### **ADDENDUM G**

## **Compost Fees and City Equipment Rates**

Section 1: Compost Fees (The following rates will be effective January 1, 2020)
Note: A 5% increase is reflected in the City Labor and Equipment Rates

Category	Amount	Fee
Citizens	Self-serve – Limited Quantities (under ½ Yard Per Visit	No Charge
Any customer	1st yard free, then per yard charge up to 50 cubic yards/Year	\$13.00/cubic yard + tax
Any customer	50 to 100 cubic yards/Year	\$ 10.00/cubic yard + tax
Any customer	100 to 299 cubic yards/Year	\$ 7.00/cubic yard + tax
*Double Screened	N/A	10% additional cost per cubic yard
**Fall Clearance	N/A	20% discount per cubic yard
		October 1 – December 31

## Section 2: Rates for City Equipment – Amending Section 3 of Resolution No. 845:

1	Vactor	\$136.50
2	Sweeper	\$105.00
3	Backhoe	\$ 36.75
4	Tractor/Mower	\$ 31.50
5	Mini Excavator	\$ 31.50
6	Flat bed or Dump Truck	\$ 31.50
7	Bucket Truck	\$ 78.75
8	Utility Truck	\$ 31.50
9	Asphalt Roller	\$ 31.50
10	Jumping Jack Compactor	\$ 15.75
11	Sewer Camera	\$ 84.00
Lab	oor for Operating Equipment – Per Person, Per Hour	\$ 36.75

## **ADDENDUM H**

## **Lynden Municipal Airport Fees**

## The following fees will be effective January 1. 2020:

Fuel Profit Margin  Fuel price adjustments will be established upon approval of the Public Works Director (or designee) to reflect current market conditions.	
Access Fees (Residential Access from Adjacent Parcels)	\$ 43.00 /month or \$ 430.00 per year if paid prior to January 15th of current year
Off Premises Access Fee – Commercial (Jansen Hangers)	\$ 280.00 /month if 8 or more planes are stored (less than 8 planes - price will be negotiated with Public Works Director).
	\$2,800.00 /annually if paid prior to January 15 <sup>th</sup> of current year
Off Premises Access Fee – <b>Lot 6 Milky Way Addition</b> (Property owner located adjacent to the airport is granted access; This lot is grand-fathered into the airport overlay zone.)	\$ 43.00 /month or \$ 430.00 per year if paid prior to January 15 <sup>th</sup> of current year
Off Premises Access Fee – Lot 5 Milky Way Addition (Property owner located adjacent to the airport is granted access. This lot is grand-fathered into the airport overlay	\$ 92.00 /month or \$ 920.00 per year if paid prior to January 15 <sup>th</sup> of current year.
Vehicle Parking Daily Monthly Yearly * Plus effective leasehold excise tax rate Note: If Tie-Down Agreement executed, one vehicle may	\$ 32.00/month \$ 315.00/year*
Tie-down Fee Single/Multi Engine Aircrafts First night Each additional night Per Month * Plus effective leasehold excise tax rate Note: *First night at no charge with fuel purchase	\$ 6.00
Late Payment Penalty For airport fees not paid in full when due, there will be a	late fee as follows:
Less than \$200\$200 or greater	

## CITY OF LYNDEN 2020 BUDGET ADDENDUM I

## **Police Department Services - Fees**

	Current Fee (2019)	Proposed Fee (2020)
Motor Vehicle Accident Reports	\$8.00	\$0.00 (Omit)
Requests for incident reports and Public Disclosure Requests	\$0.15 per page	\$0.15 per page
Fingerprinting	\$12 (1 or 2 cards) \$6 each additional card	\$15 per card for Residents \$20 per card for Non-Residents \$10 each additional card
Investigation Photos	\$5.00 per photo for 33mm film \$2.00 per photo for digital prints	\$0.00 (Omit both)
Concealed Pistol Licenses	As set by the Revised Code of Washington (RCW)	As set by the Revised Code of Washington (RCW)
Animal Control Fees	Current Fee (2019)	Proposed Fee (2020)
License Fees	\$15.00 – Neutered or spayed	\$15.00 – Neutered or spayed
	\$30.00 – NOT Neutered or spayed	\$30.00 – NOT Neutered or spayed
	\$5.00 Replacement or Transferred license	\$5.00 Replacement or Transferred license
Impound Fees	\$25.00 First offense	\$25.00 First offense
	\$50.00 Second offense \$75.00 Third offense	\$50.00 Second offense \$75.00 Third offense
Kennel/Boarding Fees	\$10.00 per day	\$10.00 per day

# CITY OF LYNDEN 2020 BUDGET ADDENDUM J

## **Land Use and Development Fees**

Application Type	Current Fee (2019)	Proposed Fee (2020)
Type 1 Administrative Approvals in	cluding Design Review and	Historic Preservation
Pre-Application Meeting	\$0.00	\$0.00
Lot Line Adjustment	100.00 + 50.00 per lot	250.00
Clearing, Grading & Fill – Type A	75.00	100.00
Clearing, Grading & Fill – Type B	75.00	100.00
SEPA Environmental Checklist	300.00	350.00
Shoreline exemption	75.00	100.00
Design Review (Projects)	100.00	200.00
Design Review (Detached ADU)		100.00
Design Review (Signs)		50.00
Site Plan Approval (excluding SF)	250.00	250.00
Historic Preservation – Special Valuation Applications	0.00	300.00
Critical Area Review (by consultant)	500.00	100.00 + cost of City's consultant review if required
Type 2 Development Approvals		
Planned Residential Development	\$500.00 + 100.00 per lot	\$600.00 + 100.00 per lot
Short Plat	250.00 + 100.00 per lot	300.00 + 120.00 per lot
Subdivision Plat – Preliminary	300.00 + 100.00 per lot	350.00 + 120.00 per lot
Subdivision Plat – Final	50.00 per lot	70.00 per lot
General Binding Site Plan	300.00 + 100.00 per lot	350.00 + 120.00 per lot
Specific Binding Site Plan	250.00 + 50.00 per lot	300.00 + 100.00 per lot
Development Agreements		200.00 + legal review fees
Shoreline Substantial Development	550.00	550.00
Shoreline Conditional Use	500.00	500.00
Shoreline Variance	500.00	1,000.00

## CITY OF LYNDEN 2020 BUDGET ADDENDUM J

### **Land Use and Development Fees Continued**

Type 3 Land Use, Variance and Amendment Applications (See note 1)								
Conditional Use Permit	\$350.00 + Base fee or FRC	\$400.00						
Variance (Board of Adjustment)	300.00 + Base fee or FRC	400.00						
Variance to Design Standards (Design Review Board)		150.00						
Fence Variance		150.00						
Development Standards Variance (per	300.00 + Base fee or FRC	350.00						
variance)								
Rezone	375.00 + Base fee or FRC	450.00						
Comprehensive Plan Amendment	500.00 + Base fee or FRC	600.00						
Plat Amendment (Major)	0.00	400.00						
Plat Amendment (Prior to final plat or	0.00	200.00						
plat expiration)								
Amendment to a Planned Residential	225.00 + FRC	400.00						
Development (PRD) or Master PRD								
CC&R modifications of PRD's	Legal fees	100.00 + legal fees						
Zoning Text Amendment	350.00 + Base fee or FRC	400.00						
Vacation of Right-of-Way or Easement	0.00	300.00						

Note 1 – The term Final Review Cost (FRC) meant the total cost of reviewing the application or request, including without limitation, all legal fees and costs, inspection and testing charges, plan review, and %100 of all staff time spent on said review, calculated hourly, based on salary, benefits and other employment costs. The intent was that the Fee for Type 3 Applications must be either the Base fee of the FRC, whichever is greater.

FRC's were not successfully implemented and subsequently proposed to be removed from the land use and development fee schedule beginning in Budget year 2020.

# CITY OF LYNDEN 2020 BUDGET ADDENDUM J

## Land Use and Development Fees Continued

Application Type	Current Fee (2019)	Proposed Fee (2020)
Type 4 Applications		
Home Occupation	\$50.00	\$100.00
Request to Petition for Annexation	0.00	100.00
Annexation	150.00 + 50.00 per lot	300.00 + legal review
		fees
Appeal of Administrative Decision (non-SEPA)	100.00	200.00
Appeal of Administrative Decision - SEPA	100.00	500.00
Cell Towers Constructed	Building permit fees	1,000.00 + cost of
		outside review if needed
		+ building permit fees
Cell Tower Revision	Building permit fees	400.00 + building permit
		fees
ADU Covenant	0.00	100.00
Covenant to Remove an ADU	0.00	100.00
Zoning Verification Letter	0.00	200.00
HBD Commercial Parking – Payment in	Unknown - \$2,333.00 per	2,350.00 per required
lieu of on-site parking	stall by recent easement	stall
	agreement	
Downtown Residential Parking Permit	240.00 by recent agreement	240.00 per year
Public Sidewalk / Outdoor Dining	0.00	10.00 + 2.00 per square
Application		foot of sidewalk used

### **ADDENDUM K**

## **Non Represented Salaries**

3% Between Steps and Ranges	Base Annual
3.25% COLA	Base Monthly
Increase effective 1-1-2020	Base Hourly Rate

	Position										
	(+Step Placement)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Range	Parks & Public Works Seasonal	\$37,391.64	\$38,513.39	\$39,668.79	\$40,858.85	\$42,084.62	\$43,347.16	\$44,647.57	\$45,987.00	\$47,366.61	\$48,787.61
1	(Step Varies)	\$3,115.97	\$3,209.45	\$3,305.73	\$3,404.90	\$3,507.05	\$3,612.26	\$3,720.63	\$3,832.25	\$3,947.22	\$4,065.63
	, ,	\$17.98	\$18.52	\$19.07	\$19.64	\$20.23	\$20.84	\$21.47	\$22.11	\$22.77	\$23.46
	T										
Range		\$38,513.39	\$39,668.79	\$40,858.85	\$42,084.62	\$43,347.16	\$44,647.57	\$45,987.00	\$47,366.61	\$48,787.61	\$50,251.24 \$4,187.60
2		\$3,209.45 \$18.52	\$3,305.73 \$19.07	\$3,404.90 \$19.64	\$3,507.05 \$20.23	\$3,612.26 \$20.84	\$3,720.63 \$21.47	\$3,832.25 \$22.11	\$3,947.22 \$22.77	\$4,065.63 \$23.46	\$4,187.60
		Ψ10.52	Ψ19.07	Ψ19.04	Ψ20.23	Ψ20.04	ΨΖ1.47	ΨΖΖ.11	ΨΖΖ.11	Ψ23.40	Ψ24.10
Range	Civil Service Secretary* (S-5)	\$39,668.79	\$40,858.85	\$42,084.62	\$43,347.16	\$44,647.57	\$45,987.00	\$47,366.61	\$48,787.61	\$50,251.24	\$51,758.77
3	(*Temp-Steps 1-5 Only)	\$3,305.73	\$3,404.90	\$3,507.05	\$3,612.26	\$3,720.63	\$3,832.25	\$3,947.22	\$4,065.63	\$4,187.60	\$4,313.23
		\$19.07	\$19.64	\$20.23	\$20.84	\$21.47	\$22.11	\$22.77	\$23.46	\$24.16	\$24.88
	T										
Range		\$40,858.85	\$42,084.62	\$43,347.16 \$3,612.26	\$44,647.57	\$45,987.00 \$3,832.25	\$47,366.61 \$3,947.22	\$48,787.61	\$50,251.24 \$4,187.60	\$51,758.77 \$4,313,23	\$53,311.54 \$4,442.63
4		\$3,404.90 \$19.64	\$3,507.05 \$20.23	\$20.84	\$3,720.63 \$21.47	\$22.11	\$22.77	\$4,065.63 \$23.46	\$24.16	\$24.88	\$25.63
		ψ10.01	<b>QE</b> 0.20	Ψ20.01	Ψ21111	ŲLL	ΨΕΕΙΤΙ	Ψ20.10	Ψ2 11.10	Ψ2 1.00	Ψ20.00
Range		\$42,084.62	\$43,347.16	\$44,647.57	\$45,987.00	\$47,366.61	\$48,787.61	\$50,251.24	\$51,758.77	\$53,311.54	\$54,910.88
5		\$3,507.05	\$3,612.26	\$3,720.63	\$3,832.25	\$3,947.22	\$4,065.63	\$4,187.60	\$4,313.23	\$4,442.63	\$4,575.91
		\$20.23	\$20.84	\$21.47	\$22.11	\$22.77	\$23.46	\$24.16	\$24.88	\$25.63	\$26.40
Danas		\$43,347.16	\$44,647.57	\$45,987.00	\$47,366.61	\$48,787.61	\$50,251.24	\$51,758.77	\$53,311.54	\$54,910.88	\$56,558.21
Range 6		\$3,612.26	\$3,720.63	\$3,832.25	\$3,947.22	\$4,065.63	\$4,187.60	\$4,313.23	\$4,442.63	\$4,575.91	\$4,713.18
•		\$20.84	\$21.47	\$22.11	\$22.77	\$23.46	\$24.16	\$24.88	\$25.63	\$26.40	\$27.19
Range		\$44,647.57	\$45,987.00	\$47,366.61	\$48,787.61	\$50,251.24	\$51,758.77	\$53,311.54	\$54,910.88	\$56,558.21	\$58,254.96
7		\$3,720.63	\$3,832.25	\$3,947.22	\$4,065.63	\$4,187.60	\$4,313.23	\$4,442.63	\$4,575.91	\$4,713.18	\$4,854.58
		\$21.47	\$22.11	\$22.77	\$23.46	\$24.16	\$24.88	\$25.63	\$26.40	\$27.19	\$28.01
Range		\$45,987.00	\$47,366.61	\$48,787.61	\$50,251.24	\$51,758.77	\$53,311.54	\$54.910.88	\$56,558.21	\$58,254.96	\$60,002.61
8		\$3,832.25	\$3,947.22	\$4,065.63	\$4,187.60	\$4,313.23	\$4,442.63	\$4,575.91	\$4,713.18	\$4,854.58	\$5,000.22
		\$22.11	\$22.77	\$23.46	\$24.16	\$24.88	\$25.63	\$26.40	\$27.19	\$28.01	\$28.85
Range	Parks Admin. Assistant (S-10)	\$47,366.61	\$48,787.61	\$50,251.24	\$51,758.77	\$53,311.54	\$54,910.88	\$56,558.21	\$58,254.96	\$60,002.61	\$61,802.68
9		\$3,947.22	\$4,065.63	\$4,187.60	\$4,313.23	\$4,442.63	\$4,575.91	\$4,713.18	\$4,854.58	\$5,000.22	\$5,150.22
		\$22.77	\$23.46	\$24.16	\$24.88	\$25.63	\$26.40	\$27.19	\$28.01	\$28.85	\$29.71
Range	Computer Support Tech. (S-10)	\$48,787.61	\$50,251.24	\$51,758.77	\$53,311.54	\$54,910.88	\$56,558.21	\$58,254.96	\$60,002.61	\$61,802.68	\$63,656.76
10	, ,	\$4,065.63	\$4,187.60	\$4,313.23	\$4,442.63	\$4,575.91	\$4,713.18	\$4,854.58	\$5,000.22	\$5,150.22	\$5,304.73
		\$23.46	\$24.16	\$24.88	\$25.63	\$26.40	\$27.19	\$28.01	\$28.85	\$29.71	\$30.60
	In								****		
Range	Parks Maintenance Worker (S-8/9/10)										
	( 3,3,10	\$50,251.24	\$51,758.77	\$53,311.54	\$54,910.88	\$56,558.21	\$58,254.96	\$60,002.61	\$61,802.68	\$63,656.76	
11	(	\$4,187.60	\$4,313.23	\$4,442.63	\$4,575.91	\$4,713.18	\$4,854.58	\$5,000.22	\$5,150.22	\$5,304.73	\$5,463.87
	(2 1111)										
	GIS Analyst (S-10)	\$4,187.60	\$4,313.23	\$4,442.63	\$4,575.91	\$4,713.18	\$4,854.58	\$5,000.22	\$5,150.22	\$5,304.73	\$5,463.87 \$31.52
11		\$4,187.60 \$24.16 \$51,758.77 \$4,313.23	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79
11 Range		\$4,187.60 \$24.16 \$51,758.77	\$4,313.23 \$24.88 \$53,311.54	\$4,442.63 \$25.63 \$54,910.88	\$4,575.91 \$26.40 \$56,558.21	\$4,713.18 \$27.19 \$58,254.96	\$4,854.58 \$28.01 \$60,002.61	\$5,000.22 \$28.85 \$61,802.68	\$5,150.22 \$29.71 \$63,656.76	\$5,304.73 \$30.60 \$65,566.47	\$5,463.87 \$31.52 \$67,533.46
Range		\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47
Range 12		\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47
Range		\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47
Range 12 Range 13		\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44
Range 12 Range 13		\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44
Range 12 Range 13		\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52
Range 12 Range 13		\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44
Range 12 Range 13		\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52
Range 12 Range 13 Range 14	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52
Range 12  Range 13  Range 14	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40	\$4,313,23 \$24,88 \$53,311,54 \$4,442,63 \$25,63 \$54,910,88 \$4,575,91 \$26,40 \$56,558,21 \$4,713,18 \$27,19	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45
Range 12  Range 13  Range 14  Range 14	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19	\$4,313,23 \$24,88 \$53,311,54 \$4,442,63 \$25,63 \$54,910,88 \$4,575,91 \$26,40 \$56,558,21 \$4,713,18 \$27,19 \$58,254,96 \$4,854,58 \$28,01	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45
Range 12  Range 13  Range 14  Range 14  Range 15	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19	\$4,313,23 \$24,88 \$53,311,54 \$4,442,63 \$25,63 \$54,910,88 \$4,575,91 \$26,40 \$56,558,21 \$4,713,18 \$27,19 \$58,254,96 \$4,854,58 \$28,01	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$31.52	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$6,149.64 \$35,48
Range 12  Range 13  Range 14  Range 14	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$25.63 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$31.52 \$97,533.46 \$5,627.79	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$34.45	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$35.48
Range 12  Range 13  Range 14  Range 14  Range 15	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19	\$4,313,23 \$24,88 \$53,311,54 \$4,442,63 \$25,63 \$54,910,88 \$4,575,91 \$26,40 \$56,558,21 \$4,713,18 \$27,19 \$58,254,96 \$4,854,58 \$28,01	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$31.52	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$6,149.64 \$35,48
Range 12  Range 13  Range 14  Range 15  Range 16  Range 16	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,773.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$51,50.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$5,463.87 \$31.52	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,04.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,149.64 \$35.48	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54
Range 13  Range 14  Range 15  Range 16	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$4,910.88 \$4,575.91 \$26.40 \$54,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$66,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$89,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$34.45 \$73,795.64 \$61,49.64 \$35.48	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$34.45 \$76,009.51 \$6,334.13 \$76,009.51 \$6,334.13 \$36.54
Range 12  Range 13  Range 14  Range 15  Range 16  Range 16	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,773.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$51,50.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$5,463.87 \$31.52	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,04.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,149.64 \$35.48	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54
Range 13  Range 14  Range 15  Range 16  Range 17	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$50,002.25 \$28.85 \$51,50.22 \$29.71	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$31.52 \$67,533.46 \$5,627.79	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,04.73 \$30.60 \$5,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,149.64 \$35.48 \$76,009.51 \$6,334.13	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54
Range 12  Range 13  Range 14  Range 14  Range 16  Range 16	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$4,575.91 \$26.40 \$54,575.91 \$26.40 \$54,575.91 \$26.40 \$58,254.96 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,773.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,49.64 \$35,48 \$76,009.51 \$6,334.13 \$36.54	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$4,45 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.75 \$6,524.15 \$37.64
Range 12  Range 13  Range 14  Range 15  Range 16  Range 17	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$50,002.25 \$28.85 \$51,50.22 \$29.71	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$31.52 \$67,533.46 \$5,627.79	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,04.73 \$30.60 \$5,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,149.64 \$35.48 \$76,009.51 \$6,334.13	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$4,45 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.75 \$6,524.15 \$37.64
Range 12  Range 13  Range 14  Range 15  Range 16  Range 17	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,773.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,49.64 \$35,48 \$76,009.51 \$6,334.13 \$36.54	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.75 \$6,524.15 \$37.64 \$80,638.46 \$80,638.46 \$80,638.47 \$80,638.47 \$80,638.47 \$80,638.47 \$80,638.47 \$80,638.47 \$80,638.47 \$80,638.47 \$80,638.47
Range 12  Range 13  Range 14  Range 15  Range 16  Range 17  Range 18	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$53,25.91 \$26.40 \$54,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,49.64 \$35.48	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$34.45 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37,644 \$80,638.48	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$34.45 \$76,009.51 \$6,334.13 \$76,009.51 \$6,334.13 \$76,009.51 \$6,334.13 \$76,009.51 \$36,524.15 \$37.64
Range 12  Range 13  Range 14  Range 15  Range 16  Range 17	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,677.79 \$32.47	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$56,533.46 \$56,57.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$34.45 \$73,795.64 \$61,149.64 \$35.48	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,49.64 \$35.48	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37.64	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$35.48 \$76,49.64 \$36.34.13 \$36.54 \$78,289.75 \$6,524.15 \$37.64 \$80,638.46 \$80,638.47 \$81,289.75 \$81,289.75 \$81,289.75 \$81,289.75 \$81,289.75 \$81,289.75 \$81,289.75 \$81,289.75 \$81,289.75 \$81,289.75 \$81,289.75 \$81,289.75 \$81,289.75 \$81,289.75 \$81,289.75
Range 12  Range 13  Range 14  Range 15  Range 16  Range 17  Range 18	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$53,25.91 \$26.40 \$54,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.02 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,49.64 \$35.48	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$34.45 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37,644 \$80,638.48	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$34.45 \$76,009.51 \$6,334.13 \$76,009.51 \$6,334.13 \$76,009.51 \$6,334.13 \$76,009.51 \$36,524.15 \$37.64
Range 13  Range 13  Range 14  Range 15  Range 16  Range 17  Range 17	GIS Analyst (S-10)  Street/Utility Technician (S-8)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$4,575.91 \$26.40 \$54,575.91 \$26.40 \$54,575.91 \$26.40 \$55,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$9,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,49.64 \$35.48	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,49.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37.64 \$80,638.48 \$6,719.87 \$38.77	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$80,638.46 \$6,719.87 \$80,638.46 \$6,719.87 \$83,057.64 \$83,057.64
Range 13  Range 13  Range 14  Range 15  Range 16  Range 17  Range 19	GIS Analyst (S-10)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,313.23 \$24,88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$4,442.63 \$25.63 \$54.910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29,71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,149.64 \$35,48	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$67,795.52 \$34.45 \$73,795.64 \$35,48 \$76,009.51 \$63,34.13 \$36,54	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37.64	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33,44 \$71,646.25 \$5,970.52 \$34,45 \$73,795.64 \$61,49.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37,64 \$80,638.48 \$6,719.87 \$38,057.64	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$34.45 \$73,795.64 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37.64 \$80,638.48 \$6,719.87 \$38.77
Range 13  Range 13  Range 14  Range 15  Range 16  Range 17  Range 17	GIS Analyst (S-10)  Street/Utility Technician (S-8)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$5,150.22 \$29.71 \$61,802.68 \$5,150.22 \$28.71 \$63,656.76 \$3,066 \$65,566.47 \$31.52	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$31.52 \$67,533.46 \$67,533.46 \$69,559.46 \$5,796.62	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$56,27.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$34.45	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,796.62 \$34.45 \$73,795.64 \$51,49.64 \$35.48	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$71,646.25 \$5,970.52 \$34.45 \$71,646.25 \$73,795.64 \$73,795.64 \$73,795.64 \$74,009.51 \$76,009.51 \$76,009.51 \$78,289.79 \$6,524.15	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37.64	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37.64 \$80,638.48 \$80,638.48 \$80,638.48	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37.64 \$80,638.48 \$6,719.87 \$38.77 \$39.93
Range 12  Range 13  Range 14  Range 15  Range 16  Range 17  Range 19	GIS Analyst (S-10)  Street/Utility Technician (S-8)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,313.23 \$24,88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$4,442.63 \$25.63 \$54.910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29,71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,149.64 \$35,48	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$67,795.52 \$34.45 \$73,795.64 \$35,48 \$76,009.51 \$63,34.13 \$36,54	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37.64	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33,44 \$71,646.25 \$5,970.52 \$34,45 \$73,795.64 \$61,49.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37,64 \$80,638.48 \$6,719.87 \$38,057.64	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,779.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37.64 \$80,638.48 \$6,719.87 \$38.77 \$83,057.64 \$6,921.47 \$39.93
Range 13  Range 13  Range 14  Range 15  Range 16  Range 17  Range 19  Range 20	GIS Analyst (S-10)  Street/Utility Technician (S-8)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$54,463.87 \$31.52	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$3,060 \$4,854.58 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$32.47 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,19.64 \$35,48	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,149.64 \$35.48 \$76,009.51 \$63,334.13 \$36.54	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$71,646.25 \$71,6	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,49.64 \$35.48 \$76,009.51 \$61,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37.64 \$80,638.48 \$6,719.87 \$38.77	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,49.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$36.54 \$37.64 \$38.77 \$80,638.48 \$6,719.87 \$38.77 \$83,057.64 \$6,921.47 \$39.93 \$85,549.37	\$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37.64 \$80,638.48 \$6,719.87 \$38.77 \$83,057.64 \$6,921.47 \$39.93 \$85,549.37 \$7,129.11 \$41.13
Range 13  Range 13  Range 14  Range 15  Range 16  Range 17  Range 19  Range 19	GIS Analyst (S-10)  Street/Utility Technician (S-8)  Building Official (S-5)	\$4,187.60 \$24.16 \$51,758.77 \$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$53,254.96 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60	\$4,313.23 \$24.88 \$53,311.54 \$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$66,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52	\$4,442.63 \$25.63 \$54,910.88 \$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$31.52 \$67,533.46 \$5,627.79 \$32.47	\$4,575.91 \$26.40 \$56,558.21 \$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44	\$4,713.18 \$27.19 \$58,254.96 \$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45	\$4,854.58 \$28.01 \$60,002.61 \$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,49.64 \$35.48	\$5,000.22 \$28.85 \$61,802.68 \$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,49.64 \$35,48 \$76,009.51 \$6,334.13 \$36.54	\$5,150.22 \$29.71 \$63,656.76 \$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37.64	\$5,304.73 \$30.60 \$65,566.47 \$5,463.87 \$31.52 \$67,533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$61,49.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37,64 \$80,638.48 \$6,719.87 \$38.77 \$83,057.64 \$6,921.47 \$39.93	\$31.52 \$67.533.46 \$5,627.79 \$32.47 \$69,559.46 \$5,796.62 \$33.44 \$71,646.25 \$5,970.52 \$34.45 \$73,795.64 \$6,149.64 \$35.48 \$76,009.51 \$6,334.13 \$36.54 \$78,289.79 \$6,524.15 \$37,64 \$80,638.48 \$6,719.87 \$38.77 \$38.77

3% Between Steps and Ranges	Base Annual
3.25% COLA	Base Monthly
Increase effective 1-1-2020	Base Hourly Rate

	Banklan.										
	Position (+Step Placement)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Range	(+Step Flacement)	\$69,559.46	\$71,646.25	\$73,795.64	\$76,009.51	\$78,289.79	\$80,638.48	\$83,057.64	\$85,549.37	\$88,115.85	\$90,759.32
22		\$5,796.62	\$5,970.52	\$6,149.64	\$6,334.13	\$6,524.15	\$6,719.87	\$6,921.47	\$7,129.11	\$7,342.99	\$7,563.28
		\$33.44	\$34.45	\$35.48	\$36.54	\$37.64	\$38.77	\$39.93	\$41.13	\$42.36	\$43.63
Range		\$71,646.25	\$72.70F.64	\$76,000 F1	¢70 000 70	\$00.639.49	\$00 0E7 64	COE E 40 27	POO 44E OE	\$00.7E0.22	£02 492 40
23		\$5,970.52	\$73,795.64 \$6,149.64	\$76,009.51 \$6,334.13	\$78,289.79 \$6,524.15	\$80,638.48 \$6,719.87	\$83,057.64 \$6,921.47	\$85,549.37 \$7,129.11	\$88,115.85 \$7,342.99	\$90,759.32 \$7,563.28	\$93,482.10 \$7,790.18
		\$34.45	\$35.48	\$36.54	\$37.64	\$38.77	\$39.93	\$41.13	\$42.36	\$43.63	\$44.94
Range 24	Network Administrator (S-8), Human Resources Manager (S-8)	\$73,795.64 \$6,149.64	\$76,009.51 \$6,334.13	\$78,289.79 \$6,524.15	\$80,638.48 \$6,719.87	\$83,057.64 \$6,921.47	\$85,549.37 \$7,129.11	\$88,115.85 \$7,342.99	\$90,759.32 \$7,563.28	\$93,482.10 \$7,790.18	\$96,286.57 \$8,023.88
24	Human Resources Manager (3-6)	\$35.48	\$36.54	\$37.64	\$38.77	\$39.93	\$41.13	\$42.36	\$43.63	\$44.94	\$46.29
Range	PW Program Manager (S-10)	\$76,009.51	\$78,289.79	\$80,638.48	\$83,057.64	\$85,549.37	\$88,115.85	\$90,759.32	\$93,482.10	\$96,286.57	\$99,175.16
25		\$6,334.13 \$36.54	\$6,524.15 \$37.64	\$6,719.87 \$38.77	\$6,921.47 \$39.93	\$7,129.11 \$41.13	\$7,342.99 \$42.36	\$7,563.28 \$43.63	\$7,790.18 \$44.94	\$8,023.88 \$46.29	\$8,264.60 \$47.68
	1	φοσίο :	φοιιοι	φοσ	ψου.σσ	Ψιιισ	ψ i.Σ.σσ	ψ 10.00	<b>\$11.01</b>	<b>\$10.20</b>	ψ11.00
Range		\$78,289.79	\$80,638.48	\$83,057.64	\$85,549.37	\$88,115.85	\$90,759.32	\$93,482.10	\$96,286.57	\$99,175.16	\$102,150.42
26		\$6,524.15 \$37.64	\$6,719.87 \$38.77	\$6,921.47 \$39.93	\$7,129.11 \$41.13	\$7,342.99 \$42.36	\$7,563.28 \$43.63	\$7,790.18 \$44.94	\$8,023.88 \$46.29	\$8,264.60 \$47.68	\$8,512.53 \$49.11
		\$37.04	φ30.77	<b>Ф</b> 39.93	φ41.13	<b>Φ42.36</b>	<b>Ф43.63</b>	544.94	\$46.29	\$47.00	\$49.11
Range	Parks & Rec. Director (S-10)	\$80,638.48	\$83,057.64	\$85,549.37	\$88,115.85	\$90,759.32	\$93,482.10	\$96,286.57	\$99,175.16	\$102,150.42	\$105,214.93
27		\$6,719.87	\$6,921.47	\$7,129.11	\$7,342.99	\$7,563.28	\$7,790.18	\$8,023.88	\$8,264.60	\$8,512.53	\$8,767.91
l		\$38.77	\$39.93	\$41.13	\$42.36	\$43.63	\$44.94	\$46.29	\$47.68	\$49.11	\$50.58
Range	Planning & Community Dev. Dir. (S-7)	\$83,057.64	\$85,549.37	\$88,115.85	\$90,759.32	\$93,482.10	\$96,286.57	\$99,175.16	\$102,150.42	\$105,214.93	\$108,371.38
28		\$6,921.47	\$7,129.11	\$7,342.99	\$7,563.28	\$7,790.18	\$8,023.88	\$8,264.60	\$8,512.53	\$8,767.91	\$9,030.95
		\$39.93	\$41.13	\$42.36	\$43.63	\$44.94	\$46.29	\$47.68	\$49.11	\$50.58	\$52.10
Range		\$85,549.37	\$88,115.85	\$90,759.32	\$93,482.10	\$96,286.57	\$99,175.16	\$102,150.42	\$105,214.93	\$108,371.38	\$111,622.52
29		\$7,129.11	\$7,342.99	\$7,563.28	\$7,790.18	\$8,023.88	\$8,264.60	\$8,512.53	\$8,767.91	\$9,030.95	\$9,301.88
		\$41.13	\$42.36	\$43.63	\$44.94	\$46.29	\$47.68	\$49.11	\$50.58	\$52.10	\$53.66
Range		\$88,115.85	\$90,759.32	\$93,482.10	\$96,286.57	\$99,175.16	\$102,150.42	\$105,214.93	\$108,371.38	\$111,622.52	\$114,971.20
30		\$7,342.99	\$7,563.28	\$7,790.18	\$8,023.88	\$8,264.60	\$8,512.53	\$8,767.91	\$9,030.95	\$9,301.88	\$9,580.93
		\$42.36	\$43.63	\$44.94	\$46.29	\$47.68	\$49.11	\$50.58	\$52.10	\$53.66	\$55.27
Range	Assistant Fire Chief (S-)	\$90,759.32	\$93,482.10	\$96,286.57	\$99,175.16	\$102,150.42	\$105,214.93	\$108,371.38	\$111,622.52	\$114,971.20	\$118,420.33
31	Finance Director(S-10)	\$7,563.28	\$7,790.18	\$8,023.88	\$8,264.60	\$8,512.53	\$8,767.91	\$9,030.95	\$9,301.88	\$9,580.93	\$9,868.36
		\$43.63	\$44.94	\$46.29	\$47.68	\$49.11	\$50.58	\$52.10	\$53.66	\$55.27	\$56.93
Range	Public Works Director (S-10)	\$93.482.10	\$96 286 57	\$99 175 16	\$102 150 42	\$105 214 93	\$108 371 38	\$111 622 52	\$114 971 20	\$118 420 33	\$121 Q72 Q4
Range 32	Public Works Director (S-10)	\$93,482.10 \$7,790.18	\$96,286.57 \$8,023.88	\$99,175.16 \$8,264.60	\$102,150.42 \$8,512.53	\$105,214.93 \$8,767.91	\$108,371.38 \$9,030.95	\$111,622.52 \$9,301.88	\$114,971.20 \$9,580.93	\$118,420.33 \$9,868.36	\$121,972.94 \$10,164.41
_	Public Works Director (S-10)										
32	Public Works Director (S-10)	\$7,790.18 \$44.94	\$8,023.88 \$46.29	\$8,264.60 \$47.68	\$8,512.53 \$49.11	\$8,767.91 \$50.58	\$9,030.95 \$52.10	\$9,301.88 \$53.66	\$9,580.93 \$55.27	\$9,868.36 \$56.93	\$10,164.41 \$58.64
_	Public Works Director (S-10)	\$7,790.18	\$8,023.88	\$8,264.60	\$8,512.53	\$8,767.91	\$9,030.95	\$9,301.88	\$9,580.93	\$9,868.36	\$10,164.41
32 Range	Public Works Director (S-10)	\$7,790.18 \$44.94 \$96,286.57	\$8,023.88 \$46.29 \$99,175.16	\$8,264.60 \$47.68 \$102,150.42	\$8,512.53 \$49.11 \$105,214.93	\$8,767.91 \$50.58 \$108,371.38	\$9,030.95 \$52.10 \$111,622.52	\$9,301.88 \$53.66 \$114,971.20	\$9,580.93 \$55.27 \$118,420.33	\$9,868.36 \$56.93 \$121,972.94	\$10,164.41 \$58.64 \$125,632.13
Range 33	Public Works Director (S-10)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40
32 Range	Public Works Director (S-10)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34
Range 33	Public Works Director (S-10)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10
Range 33 Range 34	Public Works Director (S-10)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21
Range 33 Range 34	Public Works Director (S-10)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21
Range 33 Range 34	Public Works Director (S-10)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21
Range 33 Range 34 Range 35		\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08
Range 33  Range 34  Range 35	Public Works Director (S-10)  Fire Chief (S-6), Police Chief (S-8)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8.512.53 \$49.11	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08
Range 33 Range 34 Range 35		\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08
Range 33  Range 34  Range 35  Range 36		\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00
Range 33  Range 34  Range 35  Range 36  Range 36		\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,888.36 \$56.93	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,888.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00
Range 33  Range 34  Range 35  Range 36		\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00
Range 33  Range 34  Range 35  Range 36  Range 37	Fire Chief (S-6), Police Chief (S-8)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$119,72.94 \$10,164.41 \$58.64	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98
Range 34  Range 35  Range 36  Range 37  Range 37		\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$103,71.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98
Range 33  Range 34  Range 35  Range 36  Range 37	Fire Chief (S-6), Police Chief (S-8)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$119,72.94 \$10,164.41 \$58.64	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98
Range 34  Range 34  Range 35  Range 36  Range 37  Range 37	Fire Chief (S-6), Police Chief (S-8)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$6,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49,11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02
Range 34  Range 35  Range 36  Range 37  Range 37	Fire Chief (S-6), Police Chief (S-8)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$6,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,67.91 \$50.58 \$1108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33
Range 34  Range 35  Range 36  Range 36  Range 37  Range 37	Fire Chief (S-6), Police Chief (S-8)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$6,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49,11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02
Range 34  Range 34  Range 35  Range 36  Range 37  Range 38  Range 39	Fire Chief (S-6), Police Chief (S-8)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$10,783.42 \$62.21	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$144,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33 \$12,500.94 \$72.12
Range 34  Range 35  Range 36  Range 36  Range 37  Range 39  Range 39	Fire Chief (S-6), Police Chief (S-8)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,67.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$103,71.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$114,40.14 \$66.00	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,281.33 \$64.08 \$11,106.93 \$64.08 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,440.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33 \$12,500.94 \$72.12
Range 34  Range 35  Range 36  Range 36  Range 37  Range 38	Fire Chief (S-6), Police Chief (S-8)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$10,783.42 \$62.21	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$144,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33 \$12,500.94 \$72.12
Range 34  Range 35  Range 36  Range 36  Range 37  Range 39  Range 40	Fire Chief (S-6), Police Chief (S-8)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$6,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,67.91 \$50.58 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,722.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33 \$12,500.94 \$72.12 \$154,511.67 \$12,875.97 \$74.28
Range 34  Range 35  Range 36  Range 36  Range 37  Range 38  Range 39  Range 40	Fire Chief (S-6), Police Chief (S-8)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$109,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,68.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,888.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$14,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$137,281.62 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62,21 \$133,281.63 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33 \$12,500.94 \$72.12	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33 \$12,500.94 \$72.12 \$154,511.67 \$12,875.97 \$74.28 \$159,147.02
Range 34  Range 35  Range 36  Range 36  Range 37  Range 39  Range 40	Fire Chief (S-6), Police Chief (S-8)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49,11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,68.36 \$125,632.13	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,649.34 \$60.40	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$10,783.42 \$62.21	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$13,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$1129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,642.07	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33 \$12,500.94 \$72.12 \$154,511.67 \$12,875.97 \$74.28
Range 34  Range 35  Range 36  Range 36  Range 37  Range 38  Range 39  Range 40	Fire Chief (S-6), Police Chief (S-8)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$109,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,68.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,888.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$14,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$137,281.62 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62,21 \$133,281.63 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33 \$12,500.94 \$72.12	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33 \$12,500.94 \$72.12 \$154,511.67 \$12,875.97 \$74.28 \$159,147.02
Range 35  Range 35  Range 36  Range 37  Range 37  Range 40  Range 40  Range 41	Fire Chief (S-6), Police Chief (S-8)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$10,164.91 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33 \$12,500.94 \$72.12	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33 \$12,500.94 \$72.12 \$154,511.67 \$12,875.97 \$74.28	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33 \$12,500.94 \$72.12 \$154,511.67 \$12,875.97 \$74.28 \$159,147.02 \$13,262.25 \$76.51 \$163,921.44
Range 34  Range 34  Range 35  Range 36  Range 36  Range 37  Range 40  Range 40	Fire Chief (S-6), Police Chief (S-8)	\$7,790.18 \$44.94 \$96,286.57 \$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,67.91 \$50.58 \$111,622.52 \$9,301.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93	\$8,023.88 \$46.29 \$99,175.16 \$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$103,71.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40	\$8,264.60 \$47.68 \$102,150.42 \$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21	\$8,512.53 \$49.11 \$105,214.93 \$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$8,767.91 \$50.58 \$108,371.38 \$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08	\$9,030.95 \$52.10 \$111,622.52 \$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$137,281.62 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98	\$9,301.88 \$53.66 \$114,971.20 \$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02	\$9,580.93 \$55.27 \$118,420.33 \$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33 \$12,500.94 \$72.12	\$9,868.36 \$56.93 \$121,972.94 \$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,28.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,400.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33 \$12,500.94 \$72.12 \$154,511.67 \$12,875.97 \$74.28	\$10,164.41 \$58.64 \$125,632.13 \$10,469.34 \$60.40 \$129,401.10 \$10,783.42 \$62.21 \$133,283.13 \$11,106.93 \$64.08 \$137,281.62 \$11,440.14 \$66.00 \$141,440.07 \$11,783.34 \$67.98 \$145,642.07 \$12,136.84 \$70.02 \$150,011.33 \$12,500.94 \$72.12 \$154,511.67 \$12,875.97 \$74.28 \$159,147.02 \$159,147.02 \$159,147.02 \$13,262.25 \$76.51

No	on-Represented Longevity Pay Policy AD-24, approved Aug. 20, 2018							
\$40.00/mo. beginning 6th year.								
Additional \$6.00/ mo. for each year after six.*								
Amount / mo. Beginning "n th" year of employment								
\$40.00	6th year							
\$46.00	7th year							
\$52.00	8th year							
\$58.00	9th year							
\$64.00	10th year							
\$70.00	11th year							
\$76.00	12th year							
\$82.00	13th year							
\$88.00	14th year							
\$94.00	15th year							
\$100.00	16th year							
\$106.00	17th year							
\$112.00	18th year							
\$118.00	19th year							
\$124.00	20th year							
\$130.00	21st year							
\$136.00	22nd year							
\$142.00	23rd year							
\$148.00	24th year							
\$154.00	25th year							
\$160.00	26th year							
\$166.00	27th year							
\$172.00	28th year							
\$178.00	29th year							
\$184.00	30th year							
\$190.00	31st year							
\$196.00	32nd year							
\$202.00	33rd year							
\$208.00	34th year							
\$214.00	35th year**							
	ontinuous of employment with the City.							
**No current er	mployee exceeds 35 yrs.							

Non-Represented Employees Longevity Compensation as of 1/1/2019*			
Range	Position	Amount / mo.	
9	Parks Administrative Assistant	\$118.00	
10	Computer Support Technician	\$0.00	
11	Parks Maint. Worker [A]	\$118.00	
11	Parks Maint. Worker [B]	\$82.00	
11	Parks Maint. Worker [C]	\$76.00	
11	Parks Maint. Worker [D]	\$58.00	
12	GIS Analyst	\$0.00	
15	Street/Utility Technician	\$88.00	
20	Building Official	\$0.00	
21	City Clerk	\$40.00	
24	Network Administrator	\$64.00	
24	Human Resources Manager	\$0.00	
25	PW Program Manager	\$118.00	
27	Parks & Recreation Director	\$202.00	
28	Planning & Community Dev. Dir.	\$0.00	
30	Finance Director	\$0.00	
32	Public Works Director	\$46.00	
36	Fire Chief	\$0.00	
36	Police Chief**	\$250.00	
38	City Administrator	\$40.00	
	*Longevity increases in month of employee anniversary date.		
**Police Chief Id	**Police Chief longevity rate "grandfathered" from former CBA.		

Non-Represented Employees Other Compensation as of 1/1/2019				
Range	Position	Type	Amount / mo.	
36	Police Chief*	Deferred Comp.	\$33.00	
36	Fire Chief**	Deferred Comp.	\$630.19	
38	City Administrator	Car Allowance	\$250.00	
*Police Chief Deferred Comp. "grandfathered" from former CBA.				
**Fire Chief Deferred Comp. is social security replacement (6.2%).				

Non-Represented Positions Annual Clothing Allowance as of 1/1/2020			
Range	Position	Amount / year	
11	Parks Maintenance Worker	\$450	
15	Street Utility Technician	\$450	
20	Building Official	\$450	
25	PW Program Manager	\$450	
32	Assistant Fire Chief	Per Quartermaster	
36	Fire Chief	Per Quartermaster	
36	Police Chief	\$900	

# CITY OF LYNDEN 2020 BUDGET ADDENDUM L

### Fire Facilities Mitigation Fund - Fees

As addressed in Lynden Municipal Code (LMC) Title 3, Chapter 3.44 and further described in Ordinance 1330, in consideration of the impacts of property development on fire service facilities.

Residential Applications	Current Fee (2019)	Proposed Fee (2020)
Single Family Unit or each Lot	\$517.00	\$517.00
Duplex Unit (each)	\$517.00	\$517.00
Mobile Home Unit on its own Lot	\$517.00	\$517.00
Multi-family Dwelling Unit (3 or more per building)	\$389.00	\$389.00
Mobile Home Unit within a MH Park	\$389.00	\$389.00
Non-Residential Application	Current Fee (2019)	Proposed Fee (2020)
		<del></del>
Each Square Foot of Additional Floor Space on a Lot of Record	\$0.28 / square foot	\$0.28 / square foot

Note – Fees and formulas previously appeared within Chapter 3.44 of the LMC. Addendum L of the 2020 Budget is proposed concurrently with Ordinance 1594 which amends LMC Title 3 to note fees by reference and implements an impact fee deferral option as required by RCW 82.02.050.

# CITY OF LYNDEN 2020 BUDGET ADDENDUM M

### Public Parks, Recreation Facilities, and Open Spaces Mitigation Assessments

As required in Lynden Municipal Code (LMC) Title 3, Chapter 3.40 and further described in Ordinance 1197, this addendum addressed the impacts of property development on public parks, recreation facilities, and open spaces. When the dedication of land does not meet the criteria established under the Park and Trail Master Plan, the following mitigation assessment shall be applied.

Residential Applications	Current Fee (2019) (established in 2004)	Proposed Fee (2020)		
Cinale Femily Unit or each Lat	\$03C 00	Ф02C 00		
Single Family Unit or each Lot	\$936.00	\$936.00		
Duplex Unit (each)	\$936.00	\$936.00		
Mobile Home Unit on its own Lot	\$936.00	\$936.00		
Multi-family Dwelling Unit (3 or more per building)	\$546.00	\$546.00		
Non Posidential Application	Current Fee (2010)	Droposed Fee (2020)		
Non-Residential Application	Current Fee (2019)	Proposed Fee (2020)		
Each Square Foot of Additional Floor Space on a Lot of Record				
General Commercial	\$234.00 / 1000 square feet	\$234.00 / 1000 square feet		
Retail	\$140.00 / 1000 square feet	\$140.00 / 1000 square feet		
Manufacturing or Warehouse Space	\$94.00 / 1000 square feet	\$94.00 / 1000 square feet		
Assembly (i.e. schools, churches)	\$47.00 / 1000 square feet	\$47.00 / 1000 square feet		
	·			

Note – Fees and formulas previously appeared within "Exhibit A" of Chapter 3.40.080 of the LMC. Addendum M of the 2020 Budget is proposed concurrently with Ordinance 1594 which amends LMC Title 3 to note fees by reference, and implements an impact fee deferral option as required by RCW 82.02.050.