

Exhibit B

Pay Scale by Position: Non-Exempt (5 Steps Each)

Suggested hiring placement is shown as a range based on equivalent applicable experience at hire. Directly applicable experience counts 1.00-for-1.00; somewhat applicable experience may be credited at 0.75-for-1.00, subject to HR/management review.

Seasonal step calculations currently use the editable minimum wage assumption from 'Position Bands'!O2 = \$12.50/hr.

Grade	Band ID	Position Band	Departments Covered	Step	Hourly Rate	Annual Salary	Starting Placement Guidance
1	1	Seasonal	Parks, Streets/Snow, Water, Sewer	1	\$12.50	\$26,000.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of Must be 16 to operate machiner and have limited additional equivalent applicable experience at placement.
2	1	Seasonal	Parks, Streets/Snow, Water, Sewer	2	\$13.13	\$27,300.00	Suggested hiring range: Step 2 for candidates who meet Must be 16 to operate machiner and bring about 1.0 equivalent years of applicable experience at hire.
3	1	Seasonal	Parks, Streets/Snow, Water, Sewer	3	\$13.75	\$28,600.00	Suggested hiring range: Step 3 for candidates who meet Must be 16 to operate machiner and bring about 2.0 equivalent years of applicable experience and can perform core duties with limited supervision.
4	1	Seasonal	Parks, Streets/Snow, Water, Sewer	4	\$14.38	\$29,900.00	Suggested hiring range: Step 4 for candidates who meet Must be 16 to operate machiner and bring about 3.0 equivalent years of applicable experience plus advanced certifications, accreditation, or lead-level proficiency.
5	1	Seasonal	Parks, Streets/Snow, Water, Sewer	5	\$15.00	\$31,200.00	Suggested hiring range: Step 5 for candidates who meet Must be 16 to operate machiner, bring about 4.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
6	2	Laborer - General	Parks, Streets/Snow, Solid Waste	1	\$17.50	\$36,400.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of Pass pre-employment screening and have limited additional equivalent applicable experience at placement.
7	2	Laborer - General	Parks, Streets/Snow, Solid Waste	2	\$17.75	\$36,920.00	Suggested hiring range: Step 2 for candidates who meet Pass pre-employment screening and bring about 1.0 equivalent years of applicable experience at hire.

8	2	Laborer - General	Parks, Streets/Snow, Solid Waste	3	\$18.00	\$37,440.00	Suggested hiring range: Step 3 for candidates who meet Pass pre-employment screening and bring about 2.0 equivalent years of applicable experience and can perform core duties with limited supervision.
9	2	Laborer - General	Parks, Streets/Snow, Solid Waste	4	\$18.25	\$37,960.00	Suggested hiring range: Step 4 for candidates who meet Pass pre-employment screening and bring about 3.0 equivalent years of applicable experience plus advanced certifications, accreditation, or lead-level proficiency.
10	2	Laborer - General	Parks, Streets/Snow, Solid Waste	5	\$18.50	\$38,480.00	Suggested hiring range: Step 5 for candidates who meet Pass pre-employment screening, bring about 4.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
11	3	Laborer - Utilities	Water, Sewer	1	\$18.50	\$38,480.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of Pass pre-employment screening and have limited additional equivalent applicable experience at placement.
12	3	Laborer - Utilities	Water, Sewer	2	\$18.75	\$39,000.00	Suggested hiring range: Step 2 for candidates who meet Pass pre-employment screening and bring about 1.0 equivalent years of applicable experience at hire.
13	3	Laborer - Utilities	Water, Sewer	3	\$19.00	\$39,520.00	Suggested hiring range: Step 3 for candidates who meet Pass pre-employment screening and bring about 2.0 equivalent years of applicable experience and can perform core duties with limited supervision.
14	3	Laborer - Utilities	Water, Sewer	4	\$19.25	\$40,040.00	Suggested hiring range: Step 4 for candidates who meet Pass pre-employment screening and bring about 3.0 equivalent years of applicable experience plus advanced certifications, accreditation, or lead-level proficiency.
15	3	Laborer - Utilities	Water, Sewer	5	\$19.50	\$40,560.00	Suggested hiring range: Step 5 for candidates who meet Pass pre-employment screening, bring about 4.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
16	4	Operator - General	Parks, Streets/Snow	1	\$20.50	\$42,640.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of CDL Certified and have limited additional equivalent applicable experience at placement.
17	4	Operator - General	Parks, Streets/Snow	2	\$21.63	\$44,980.00	Suggested hiring range: Step 2 for candidates who meet CDL Certified and bring about 1.0 equivalent years of applicable experience at hire.

18	4	Operator - General	Parks, Streets/Snow	3	\$22.75	\$47,320.00	Suggested hiring range: Step 3 for candidates who meet CDL Certified and bring about 2.0 equivalent years of applicable experience and can perform core duties with limited supervision.
19	4	Operator - General	Parks, Streets/Snow	4	\$23.88	\$49,660.00	Suggested hiring range: Step 4 for candidates who meet CDL Certified and bring about 3.0 equivalent years of applicable experience plus advanced certifications, accreditation, or lead-level proficiency.
20	4	Operator - General	Parks, Streets/Snow	5	\$25.00	\$52,000.00	Suggested hiring range: Step 5 for candidates who meet CDL Certified, bring about 4.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
21	5	Driver	Solid Waste, Sweeping	1	\$20.50	\$42,640.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of CDL Certified and have limited additional equivalent applicable experience at placement.
22	5	Driver	Solid Waste, Sweeping	2	\$21.63	\$44,980.00	Suggested hiring range: Step 2 for candidates who meet CDL Certified and bring about 1.0 equivalent years of applicable experience at hire.
23	5	Driver	Solid Waste, Sweeping	3	\$22.75	\$47,320.00	Suggested hiring range: Step 3 for candidates who meet CDL Certified and bring about 2.0 equivalent years of applicable experience and can perform core duties with limited supervision.
24	5	Driver	Solid Waste, Sweeping	4	\$23.88	\$49,660.00	Suggested hiring range: Step 4 for candidates who meet CDL Certified and bring about 3.0 equivalent years of applicable experience plus advanced certifications, accreditation, or lead-level proficiency.
25	5	Driver	Solid Waste, Sweeping	5	\$25.00	\$52,000.00	Suggested hiring range: Step 5 for candidates who meet CDL Certified, bring about 4.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
26	6	Operator - Water	Water	1	\$25.00	\$52,000.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of CDL Certified, Water Operator Certified and have limited additional equivalent applicable experience at placement.
27	6	Operator - Water	Water	2	\$25.75	\$53,560.00	Suggested hiring range: Step 2 for candidates who meet CDL Certified, Water Operator Certified and bring about 1.0 equivalent years of applicable experience at hire.
28	6	Operator - Water	Water	3	\$26.50	\$55,120.00	Suggested hiring range: Step 3 for candidates who meet CDL Certified, Water Operator Certified and bring about 2.0 equivalent years of applicable experience and can perform core duties with limited supervision.

29	6	Operator - Water	Water	4	\$27.25	\$56,680.00	Suggested hiring range: Step 4 for candidates who meet CDL Certified, Water Operator Certified and bring about 3.0 equivalent years of applicable experience plus advanced certifications, accreditation, or lead-level proficiency.
30	6	Operator - Water	Water	5	\$28.00	\$58,240.00	Suggested hiring range: Step 5 for candidates who meet CDL Certified, Water Operator Certified, bring about 4.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
31	7	Operator - Sewer	Sewer	1	\$25.00	\$52,000.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of CDL Certified, Sewer Operator Certified and have limited additional equivalent applicable experience at placement.
32	7	Operator - Sewer	Sewer	2	\$25.75	\$53,560.00	Suggested hiring range: Step 2 for candidates who meet CDL Certified, Sewer Operator Certified and bring about 1.0 equivalent years of applicable experience at hire.
33	7	Operator - Sewer	Sewer	3	\$26.50	\$55,120.00	Suggested hiring range: Step 3 for candidates who meet CDL Certified, Sewer Operator Certified and bring about 2.0 equivalent years of applicable experience and can perform core duties with limited supervision.
34	7	Operator - Sewer	Sewer	4	\$27.25	\$56,680.00	Suggested hiring range: Step 4 for candidates who meet CDL Certified, Sewer Operator Certified and bring about 3.0 equivalent years of applicable experience plus advanced certifications, accreditation, or lead-level proficiency.
35	7	Operator - Sewer	Sewer	5	\$28.00	\$58,240.00	Suggested hiring range: Step 5 for candidates who meet CDL Certified, Sewer Operator Certified, bring about 4.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
36	8	Cashier	City Hall/Misc Positions	1	\$17.00	\$35,360.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of Pass pre-employment screening and have limited additional equivalent applicable experience at placement.
37	8	Cashier	City Hall/Misc Positions	2	\$18.25	\$37,960.00	Suggested hiring range: Step 2 for candidates who meet Pass pre-employment screening and bring about 1.0 equivalent years of applicable experience at hire.

38	8	Cashier	City Hall/Misc Positions	3	\$19.50	\$40,560.00	Suggested hiring range: Step 3 for candidates who meet Pass pre-employment screening and bring about 2.0 equivalent years of applicable experience and can perform core duties with limited supervision.
39	8	Cashier	City Hall/Misc Positions	4	\$20.75	\$43,160.00	Suggested hiring range: Step 4 for candidates who meet Pass pre-employment screening and bring about 3.0 equivalent years of applicable experience plus advanced certifications, accreditation, or lead-level proficiency.
40	8	Cashier	City Hall/Misc Positions	5	\$22.00	\$45,760.00	Suggested hiring range: Step 5 for candidates who meet Pass pre-employment screening, bring about 4.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
41	9	Assistant/Zoning Admin	City Hall/Misc Positions	1	\$12.50	\$26,000.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of Pass pre-employment screening and have limited additional equivalent applicable experience at placement.
42	9	Assistant/Zoning Admin	City Hall/Misc Positions	2	\$14.25	\$29,640.00	Suggested hiring range: Step 2 for candidates who meet Pass pre-employment screening and bring about 1.0 equivalent years of applicable experience at hire.
43	9	Assistant/Zoning Admin	City Hall/Misc Positions	3	\$16.00	\$33,280.00	Suggested hiring range: Step 3 for candidates who meet Pass pre-employment screening and bring about 2.0 equivalent years of applicable experience and can perform core duties with limited supervision.
44	9	Assistant/Zoning Admin	City Hall/Misc Positions	4	\$17.75	\$36,920.00	Suggested hiring range: Step 4 for candidates who meet Pass pre-employment screening and bring about 3.0 equivalent years of applicable experience plus advanced certifications, accreditation, or lead-level proficiency.
45	9	Assistant/Zoning Admin	City Hall/Misc Positions	5	\$19.50	\$40,560.00	Suggested hiring range: Step 5 for candidates who meet Pass pre-employment screening, bring about 4.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
46	10	Mechanic	City Hall/Misc Positions	1	\$22.00	\$45,760.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of 5-years of applicable experience and have limited additional equivalent applicable experience at placement.
47	10	Mechanic	City Hall/Misc Positions	2	\$22.75	\$47,320.00	Suggested hiring range: Step 2 for candidates who meet 5-years of applicable experience and bring about 1.0 to 2.99 equivalent years of applicable experience at hire.

48	10	Mechanic	City Hall/Misc Positions	3	\$23.50	\$48,880.00	Suggested hiring range: Step 3 for candidates who meet 5-years of applicable experience and bring about 3.0 to 4.99 equivalent years of applicable experience and can perform core duties with limited supervision.
49	10	Mechanic	City Hall/Misc Positions	4	\$24.25	\$50,440.00	Suggested hiring range: Step 4 for candidates who meet 5-years of applicable experience and bring about 5.0 to 6.99 equivalent years of applicable experience plus advanced certifications, accreditation, or lead-level proficiency.
50	10	Mechanic	City Hall/Misc Positions	5	\$25.00	\$52,000.00	Suggested hiring range: Step 5 for candidates who meet 5-years of applicable experience, bring about 7.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
51	11	Compliance Officer	City Hall/Misc Positions	1	\$20.00	\$41,600.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of Pass pre-employment screening and have limited additional equivalent applicable experience at placement.
52	11	Compliance Officer	City Hall/Misc Positions	2	\$21.25	\$44,200.00	Suggested hiring range: Step 2 for candidates who meet Pass pre-employment screening and bring about 1.0 to 2.99 equivalent years of applicable experience at hire.
53	11	Compliance Officer	City Hall/Misc Positions	3	\$22.50	\$46,800.00	Suggested hiring range: Step 3 for candidates who meet Pass pre-employment screening and bring about 3.0 to 4.99 equivalent years of applicable experience and can perform core duties with limited supervision.
54	11	Compliance Officer	City Hall/Misc Positions	4	\$23.75	\$49,400.00	Suggested hiring range: Step 4 for candidates who meet Pass pre-employment screening and bring about 5.0 to 6.99 equivalent years of applicable experience plus advanced certifications, accreditation, or lead-level proficiency.
55	11	Compliance Officer	City Hall/Misc Positions	5	\$25.00	\$52,000.00	Suggested hiring range: Step 5 for candidates who meet Pass pre-employment screening, bring about 7.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.

Administration note: You can change any source min/max range on 'Position Bands' and the 5-step rates on this sheet will update automatically.