

Agenda Report

CITY OF LA VERNE
City Manager's Office

Approved by City Council at
the regular meeting on
November 2, 2020

DATE: November 2, 2020

TO: Honorable Mayor and City Council

FROM: JR Ranells, Assistant to the City Manager *JR*

SUBJECT: Resolution No. 20-83 and No. 20-84 Adopting a Salary Chart for Full-Time and Part-Time Employees and Repealing Resolution No. 20-03 and No. 20-04 as well as Appropriating Measure LV Revenue to Support the Changes

SUMMARY

The attached resolutions and salary tables reflect adjustments in compensation resulting from increases agreed to in negotiations with represented employee groups. Similarly, Middle Management and Executive Management employees are also being adjusted as directed by the City Council. Part-time positions affected by mandated minimum wage increases and hourly full-time equivalent positions are being adjusted at this time as well.

RECOMMENDATION

Staff recommends the City Council adopt Resolution No. 20-83 and Resolution No. 20-84, amending both full-time and part-time salary tables as well as appropriating \$710,000 from Measure LV revenues to support the changes.

BACKGROUND

Median salary adjustments for full-time positions have traditionally been approved for represented employees each year. However, due to fiscal constraints and negotiation processes, median adjustments last took place this past January, but only adjusted salaries to the 2018 market.

The City reached agreements with the four represented groups that included salary adjustments to the January 2020 market median effective the first full pay period of December 2020. After careful consideration, the City Council directed median adjustments also take place for unrepresented employees to maintain competitiveness with neighboring agencies. In the aggregate, adjustments average just below 5% per classification and as noted above, represent a catch up of being two years behind the surrounding market.

In addition to needing adjustments for full-time equivalent hourly positions, there are pending increases to the State of California minimum wage taking place on January 1, 2021. As such, associated changes to the part-time schedule are included for the City Council's consideration effective in January to coincide with the mandated increases.

This past March, voters approved Measure LV, which in large part was pursued for supporting competitive employee compensation. The salary increases of \$710,000 will be funded using the Measure LV revenues.

Attachments: Resolution No. 20-83
Resolution No. 20-84
December 6, 2020 Full-Time Salary Chart
January 3, 2021 Part-Time Salary Chart

RESOLUTION NO. 20-83

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA VERNE, COUNTY OF LOS ANGELES, STATE OF CALIFORNIA, ADOPTING A SALARY CHART FOR ALL FULL-TIME EMPLOYEES AND REPEALING RESOLUTION NO. 20-03

BE IT RESOLVED by the La Verne City Council as follows:

Section 1. The salary chart for full-time employees, effective January 5, 2021, attached hereto and made a part hereof by reference as though the same were set forth in full herein is hereby adopted.

Section 2. Resolution No. 20-03 is hereby repealed in its entirety.

Section 3. That the Mayor shall sign and the Assistant City Clerk shall certify to the passage and adoption of this Resolution and thereupon the same shall take effect and be in force.

PASSED, APPROVED AND ADOPTED this 2nd day of November, 2020.

/ S/ TIM HEPBURN

Mayor Tim Hepburn

ATTEST:

/S/ LUPE GAETA ESTRELLA

Lupe Estrella, Assistant City Clerk

I hereby certify that the foregoing **Resolution No. 20-83** was duly and regularly adopted by the City Council of the City of La Verne at a meeting thereof held on the **2nd** day of **November, 2020**, by the following vote:

AYES: Lau, Crosby, Davis, Carder, and Mayor Hepburn.

NOES: None.

ABSENT: None.

ABSTAIN: None.

/S/ LUPE GAETA ESTRELLA

Lupe Gaeta Estrella, CMC
Assistant City Clerk

Full Time

| GRADE | DESCRIPTION | STEP | CURRENT | Increase | UPDATED |
|-------|---------------------------|------|---------|----------|---------|
| 319 | ACCOUNT CLERK I | 1 | 33,873 | 5.5% | 35,736 |
| | ACCOUNT CLERK I | 2 | 35,566 | 5.5% | 37,522 |
| | ACCOUNT CLERK I | 3 | 37,345 | 5.5% | 39,399 |
| | ACCOUNT CLERK I | 4 | 39,212 | 5.5% | 41,369 |
| | ACCOUNT CLERK I | 5 | 41,173 | 5.5% | 43,438 |
| 321 | ACCOUNT CLERK II | 1 | 37,345 | 5.5% | 39,399 |
| | ACCOUNT CLERK II | 2 | 39,212 | 5.5% | 41,369 |
| | ACCOUNT CLERK II | 3 | 41,173 | 5.5% | 43,438 |
| | ACCOUNT CLERK II | 4 | 43,232 | 5.5% | 45,610 |
| | ACCOUNT CLERK II | 5 | 45,394 | 5.5% | 47,891 |
| 333 | ACCOUNT CLERK III | 1 | 41,173 | 5.5% | 43,438 |
| | ACCOUNT CLERK III | 2 | 43,232 | 5.5% | 45,610 |
| | ACCOUNT CLERK III | 3 | 45,394 | 5.5% | 47,891 |
| | ACCOUNT CLERK III | 4 | 47,664 | 5.5% | 50,286 |
| | ACCOUNT CLERK III | 5 | 50,048 | 5.5% | 52,801 |
| 129 | ACCOUNTANT | 1 | 53,924 | 6.0% | 57,159 |
| | ACCOUNTANT | 2 | 56,620 | 6.0% | 60,017 |
| | ACCOUNTANT | 3 | 59,451 | 6.0% | 63,018 |
| | ACCOUNTANT | 4 | 62,424 | 6.0% | 66,169 |
| | ACCOUNTANT | 5 | 65,546 | 6.0% | 69,479 |
| 130 | ACCOUNTANT/PAYROLL SPCLST | 1 | 62,424 | 6.0% | 66,169 |
| | ACCOUNTANT/PAYROLL SPCLST | 2 | 65,546 | 6.0% | 69,479 |
| | ACCOUNTANT/PAYROLL SPCLST | 3 | 68,823 | 6.0% | 72,952 |
| | ACCOUNTANT/PAYROLL SPCLST | 4 | 72,264 | 6.0% | 76,600 |
| | ACCOUNTANT/PAYROLL SPCLST | 5 | 75,877 | 6.0% | 80,430 |
| 164 | ACCOUNTING MANAGER | 1 | 72,759 | 2.5% | 74,578 |
| | ACCOUNTING MANAGER | 2 | 76,397 | 2.5% | 78,307 |
| | ACCOUNTING MANAGER | 3 | 80,217 | 2.5% | 82,222 |
| | ACCOUNTING MANAGER | 4 | 84,228 | 2.5% | 86,334 |
| | ACCOUNTING MANAGER | 5 | 88,439 | 2.5% | 90,650 |
| 183 | ADMIN. BATTALION CHIEF | 1 | 123,986 | 5.0% | 130,185 |
| | ADMIN. BATTALION CHIEF | 2 | 130,186 | 5.0% | 136,695 |
| | ADMIN. BATTALION CHIEF | 3 | 136,695 | 5.0% | 143,530 |
| | ADMIN. BATTALION CHIEF | 4 | 143,530 | 5.0% | 150,707 |
| | ADMIN. BATTALION CHIEF | 5 | 150,706 | 5.0% | 158,241 |
| 131 | ADMINISTRATIVE ANALYST | 1 | 45,580 | 4.5% | 47,631 |
| | ADMINISTRATIVE ANALYST | 2 | 47,859 | 4.5% | 50,013 |
| | ADMINISTRATIVE ANALYST | 3 | 50,252 | 4.5% | 52,513 |

| Full Time GRADE | DESCRIPTION | STEP | CURRENT | Increase | UPDATED |
|--------------------|--------------------------|------|---------|----------|---------|
| | ADMINISTRATIVE ANALYST | 4 | 52,765 | 4.5% | 55,139 |
| | ADMINISTRATIVE ANALYST | 5 | 55,404 | 4.5% | 57,897 |
| 301 | ADMINISTRATIVE CLERK I | 1 | 31,430 | 3.5% | 32,529 |
| | ADMINISTRATIVE CLERK I | 2 | 33,001 | 3.5% | 34,155 |
| | ADMINISTRATIVE CLERK I | 3 | 34,652 | 3.5% | 35,864 |
| | ADMINISTRATIVE CLERK I | 4 | 36,385 | 3.5% | 37,658 |
| | ADMINISTRATIVE CLERK I | 5 | 38,203 | 3.5% | 39,539 |
| 309 | ADMINISTRATIVE CLERK II | 1 | 34,652 | 3.5% | 35,864 |
| | ADMINISTRATIVE CLERK II | 2 | 36,384 | 3.5% | 37,656 |
| | ADMINISTRATIVE CLERK II | 3 | 38,203 | 3.5% | 39,539 |
| | ADMINISTRATIVE CLERK II | 4 | 40,113 | 3.5% | 41,516 |
| | ADMINISTRATIVE CLERK II | 5 | 42,119 | 3.5% | 43,593 |
| 340 | ADMINISTRATIVE SECRETARY | 1 | 44,271 | 4.5% | 46,263 |
| | ADMINISTRATIVE SECRETARY | 2 | 46,485 | 4.5% | 48,577 |
| | ADMINISTRATIVE SECRETARY | 3 | 48,809 | 4.5% | 51,005 |
| | ADMINISTRATIVE SECRETARY | 4 | 51,249 | 4.5% | 53,555 |
| | ADMINISTRATIVE SECRETARY | 5 | 53,812 | 4.5% | 56,234 |
| 124 | ASSISTANT CITY CLERK | 1 | 57,552 | 4.5% | 60,142 |
| | ASSISTANT CITY CLERK | 2 | 60,430 | 4.5% | 63,149 |
| | ASSISTANT CITY CLERK | 3 | 63,452 | 4.5% | 66,307 |
| | ASSISTANT CITY CLERK | 4 | 66,625 | 4.5% | 69,623 |
| | ASSISTANT CITY CLERK | 5 | 69,956 | 4.5% | 73,104 |
| 280 | ASSISTANT CITY MANAGER | 1 | 143,026 | 0.0% | 143,026 |
| | ASSISTANT CITY MANAGER | 2 | 150,176 | 0.0% | 150,176 |
| | ASSISTANT CITY MANAGER | 3 | 157,685 | 0.0% | 157,685 |
| | ASSISTANT CITY MANAGER | 4 | 165,569 | 0.0% | 165,569 |
| | ASSISTANT CITY MANAGER | 5 | 173,848 | 0.0% | 173,848 |
| 147 | ASSISTANT PLANNER | 1 | 54,766 | 3.5% | 56,683 |
| | ASSISTANT PLANNER | 2 | 57,504 | 3.5% | 59,517 |
| | ASSISTANT PLANNER | 3 | 60,379 | 3.5% | 62,492 |
| | ASSISTANT PLANNER | 4 | 63,398 | 3.5% | 65,617 |
| | ASSISTANT PLANNER | 5 | 66,568 | 3.5% | 68,898 |
| 148 | ASSOCIATE PLANNER | 1 | 60,379 | 3.5% | 62,492 |
| | ASSOCIATE PLANNER | 2 | 63,397 | 3.5% | 65,616 |
| | ASSOCIATE PLANNER | 3 | 66,567 | 3.5% | 68,897 |
| | ASSOCIATE PLANNER | 4 | 69,896 | 3.5% | 72,342 |
| | ASSOCIATE PLANNER | 5 | 73,390 | 3.5% | 75,959 |

Full Time

| GRADE | DESCRIPTION | STEP | CURRENT | Increase | UPDATED |
|-------|---------------------------|------|---------|----------|---------|
| 297 | ASST CITY MNGR/DIR PUB WK | 1 | 169,757 | 5.5% | 179,094 |
| | ASST CITY MNGR/DIR PUB WK | 2 | 178,245 | 5.5% | 188,048 |
| | ASST CITY MNGR/DIR PUB WK | 3 | 187,157 | 5.5% | 197,451 |
| | ASST CITY MNGR/DIR PUB WK | 4 | 196,515 | 5.5% | 207,323 |
| | ASST CITY MNGR/DIR PUB WK | 5 | 206,341 | 5.5% | 217,690 |
| 272 | ASST. TO THE CITY MGR. | 1 | 104,025 | 5.5% | 109,746 |
| | ASST. TO THE CITY MGR. | 2 | 109,227 | 5.5% | 115,234 |
| | ASST. TO THE CITY MGR. | 3 | 114,688 | 5.5% | 120,996 |
| | ASST. TO THE CITY MGR. | 4 | 120,423 | 5.5% | 127,046 |
| | ASST. TO THE CITY MGR. | 5 | 126,444 | 5.5% | 133,398 |
| 306 | AUTO PARTS TECHNICIAN | 1 | 36,194 | 4.5% | 37,823 |
| | AUTO PARTS TECHNICIAN | 2 | 38,005 | 4.5% | 39,715 |
| | AUTO PARTS TECHNICIAN | 3 | 39,905 | 4.5% | 41,701 |
| | AUTO PARTS TECHNICIAN | 4 | 41,901 | 4.5% | 43,787 |
| | AUTO PARTS TECHNICIAN | 5 | 43,996 | 4.5% | 45,976 |
| 298 | CITY MANAGER | 1 | 189,338 | 1.5% | 192,146 |
| | CITY MANAGER | 2 | 198,805 | 1.5% | 201,753 |
| | CITY MANAGER | 3 | 208,745 | 1.5% | 211,841 |
| | CITY MANAGER | 4 | 219,182 | 1.5% | 222,432 |
| | CITY MANAGER | 5 | 230,141 | 1.5% | 233,553 |
| 156 | COMM. SERV. SUPERINTEND | 1 | 76,618 | 2.5% | 78,533 |
| | COMM. SERV. SUPERINTEND | 2 | 80,448 | 2.5% | 82,459 |
| | COMM. SERV. SUPERINTEND | 3 | 84,470 | 2.5% | 86,582 |
| | COMM. SERV. SUPERINTEND | 4 | 88,694 | 2.5% | 90,911 |
| | COMM. SERV. SUPERINTEND | 5 | 93,130 | 2.5% | 95,458 |
| 425 | COMMUNICATIONS OFFICER | 1 | 52,371 | 4.5% | 54,728 |
| | COMMUNICATIONS OFFICER | 2 | 54,990 | 4.5% | 57,465 |
| | COMMUNICATIONS OFFICER | 3 | 57,740 | 4.5% | 60,338 |
| | COMMUNICATIONS OFFICER | 4 | 60,627 | 4.5% | 63,355 |
| | COMMUNICATIONS OFFICER | 5 | 63,658 | 4.5% | 66,523 |
| 138 | COMMUNICATIONS SUPERVISOR | 1 | 63,556 | 5.5% | 67,052 |
| | COMMUNICATIONS SUPERVISOR | 2 | 66,734 | 5.5% | 70,404 |
| | COMMUNICATIONS SUPERVISOR | 3 | 70,071 | 5.5% | 73,925 |
| | COMMUNICATIONS SUPERVISOR | 4 | 73,575 | 5.5% | 77,622 |
| | COMMUNICATIONS SUPERVISOR | 5 | 77,254 | 5.5% | 81,503 |
| 127 | COMMUNITY SVCS SUPERVISOR | 1 | 58,053 | 0.0% | 58,053 |
| | COMMUNITY SVCS SUPERVISOR | 2 | 60,955 | 0.0% | 60,955 |
| | COMMUNITY SVCS SUPERVISOR | 3 | 64,003 | 0.0% | 64,003 |

| Full Time | GRADE | DESCRIPTION | STEP | CURRENT | Increase | UPDATED |
|-----------|-------|---------------------------|------|---------|----------|---------|
| | | COMMUNITY SVCS SUPERVISOR | 4 | 67,203 | 0.0% | 67,203 |
| | | COMMUNITY SVCS SUPERVISOR | 5 | 70,563 | 0.0% | 70,563 |
| 318 | | CUSTOMER SERVICE REP. I | 1 | 37,462 | 5.5% | 39,522 |
| | | CUSTOMER SERVICE REP. I | 2 | 39,335 | 5.5% | 41,498 |
| | | CUSTOMER SERVICE REP. I | 3 | 41,302 | 5.5% | 43,574 |
| | | CUSTOMER SERVICE REP. I | 4 | 43,365 | 5.5% | 45,750 |
| | | CUSTOMER SERVICE REP. I | 5 | 45,534 | 5.5% | 48,038 |
| 330 | | CUSTOMER SERVICE REP. II | 1 | 41,301 | 5.5% | 43,573 |
| | | CUSTOMER SERVICE REP. II | 2 | 43,366 | 5.5% | 45,751 |
| | | CUSTOMER SERVICE REP. II | 3 | 45,534 | 5.5% | 48,038 |
| | | CUSTOMER SERVICE REP. II | 4 | 47,811 | 5.5% | 50,441 |
| | | CUSTOMER SERVICE REP. II | 5 | 50,202 | 5.5% | 52,963 |
| 173 | | DEPUTY DIR OF PUBLIC WRKS | 1 | 114,134 | 1.0% | 115,275 |
| | | DEPUTY DIR OF PUBLIC WRKS | 2 | 119,842 | 1.0% | 121,040 |
| | | DEPUTY DIR OF PUBLIC WRKS | 3 | 125,834 | 1.0% | 127,092 |
| | | DEPUTY DIR OF PUBLIC WRKS | 4 | 132,125 | 1.0% | 133,446 |
| | | DEPUTY DIR OF PUBLIC WRKS | 5 | 138,732 | 1.0% | 140,119 |
| 123 | | DEPUTY FIRE MARSHAL | 1 | 62,330 | 6.5% | 66,381 |
| | | DEPUTY FIRE MARSHAL | 2 | 65,447 | 6.5% | 69,701 |
| | | DEPUTY FIRE MARSHAL | 3 | 68,719 | 6.5% | 73,186 |
| | | DEPUTY FIRE MARSHAL | 4 | 72,155 | 6.5% | 76,845 |
| | | DEPUTY FIRE MARSHAL | 5 | 75,763 | 6.5% | 80,688 |
| 275 | | DIR OF COMMUNITY DEV. | 1 | 128,805 | 9.0% | 140,397 |
| | | DIR OF COMMUNITY DEV. | 2 | 135,245 | 9.0% | 147,417 |
| | | DIR OF COMMUNITY DEV. | 3 | 142,007 | 9.0% | 154,788 |
| | | DIR OF COMMUNITY DEV. | 4 | 149,108 | 9.0% | 162,528 |
| | | DIR OF COMMUNITY DEV. | 5 | 156,563 | 9.0% | 170,654 |
| 271 | | DIR OF COMMUNITY SERVICES | 1 | 119,176 | 5.0% | 125,135 |
| | | DIR OF COMMUNITY SERVICES | 2 | 125,135 | 5.0% | 131,392 |
| | | DIR OF COMMUNITY SERVICES | 3 | 131,392 | 5.0% | 137,962 |
| | | DIR OF COMMUNITY SERVICES | 4 | 137,962 | 5.0% | 144,860 |
| | | DIR OF COMMUNITY SERVICES | 5 | 144,860 | 5.0% | 152,103 |
| 285 | | DIR. OF PUBLIC WORKS | 1 | 142,668 | 1.0% | 144,095 |
| | | DIR. OF PUBLIC WORKS | 2 | 149,802 | 1.0% | 151,300 |
| | | DIR. OF PUBLIC WORKS | 3 | 157,292 | 1.0% | 158,865 |
| | | DIR. OF PUBLIC WORKS | 4 | 165,156 | 1.0% | 166,808 |
| | | DIR. OF PUBLIC WORKS | 5 | 173,415 | 1.0% | 175,149 |

Full Time

| GRADE | DESCRIPTION | STEP | CURRENT | Increase | UPDATED |
|-------|---------------------------|------|---------|----------|---------|
| | FINANCE OFFICER | 4 | 112,854 | 5.5% | 119,061 |
| | FINANCE OFFICER | 5 | 118,496 | 5.5% | 125,013 |
| 186 | FIRE BATTALION CHIEF | 1 | 123,986 | 5.0% | 130,185 |
| | FIRE BATTALION CHIEF | 2 | 130,186 | 5.0% | 136,695 |
| | FIRE BATTALION CHIEF | 3 | 136,695 | 5.0% | 143,530 |
| | FIRE BATTALION CHIEF | 4 | 143,530 | 5.0% | 150,707 |
| | FIRE BATTALION CHIEF | 5 | 150,706 | 5.0% | 158,241 |
| 580 | FIRE CAPTAIN | 1 | 96,697 | 11.0% | 107,334 |
| | FIRE CAPTAIN | 2 | 101,531 | 11.0% | 112,699 |
| | FIRE CAPTAIN | 3 | 106,608 | 11.0% | 118,335 |
| | FIRE CAPTAIN | 4 | 111,938 | 11.0% | 124,251 |
| | FIRE CAPTAIN | 5 | 117,535 | 11.0% | 130,464 |
| 585 | FIRE CAPTAIN + 5% ASSIGN | 1 | 100,118 | 0.0% | 111,148 |
| | FIRE CAPTAIN + 5% ASSIGN | 2 | 105,124 | 0.0% | 116,705 |
| | FIRE CAPTAIN + 5% ASSIGN | 3 | 110,380 | 0.0% | 122,540 |
| | FIRE CAPTAIN + 5% ASSIGN | 4 | 115,899 | 0.0% | 128,667 |
| | FIRE CAPTAIN + 5% ASSIGN | 5 | 121,694 | 0.0% | 135,101 |
| 590 | FIRE CAPTAIN + 15% ASSIGN | 1 | 106,960 | 0.0% | 118,777 |
| | FIRE CAPTAIN + 15% ASSIGN | 2 | 112,309 | 0.0% | 124,716 |
| | FIRE CAPTAIN + 15% ASSIGN | 3 | 117,924 | 0.0% | 130,952 |
| | FIRE CAPTAIN + 15% ASSIGN | 4 | 123,820 | 0.0% | 137,499 |
| | FIRE CAPTAIN + 15% ASSIGN | 5 | 130,011 | 0.0% | 144,374 |
| 290 | FIRE CHIEF | 1 | 168,774 | 5.5% | 178,057 |
| | FIRE CHIEF | 2 | 177,213 | 5.5% | 186,960 |
| | FIRE CHIEF | 3 | 186,074 | 5.5% | 196,308 |
| | FIRE CHIEF | 4 | 195,378 | 5.5% | 206,124 |
| | FIRE CHIEF | 5 | 205,146 | 5.5% | 216,429 |
| 565 | FIRE ENGINEER | 1 | 81,623 | 11.0% | 90,602 |
| | FIRE ENGINEER | 2 | 85,704 | 11.0% | 95,131 |
| | FIRE ENGINEER | 3 | 89,990 | 11.0% | 99,889 |
| | FIRE ENGINEER | 4 | 94,489 | 11.0% | 104,883 |
| | FIRE ENGINEER | 5 | 99,213 | 11.0% | 110,126 |
| 570 | FIRE ENGINEER + 5% ASSIGN | 1 | 85,044 | 0.0% | 94,416 |
| | FIRE ENGINEER + 5% ASSIGN | 2 | 89,296 | 0.0% | 99,137 |
| | FIRE ENGINEER + 5% ASSIGN | 3 | 93,761 | 0.0% | 104,094 |
| | FIRE ENGINEER + 5% ASSIGN | 4 | 98,449 | 0.0% | 109,298 |
| | FIRE ENGINEER + 5% ASSIGN | 5 | 103,372 | 0.0% | 114,763 |

Full Time

| GRADE | DESCRIPTION | STEP | CURRENT | Increase | UPDATED |
|-------|---------------------------|------|---------|----------|---------|
| 276 | DIRECTOR OF FINANCE | 1 | 129,851 | 5.0% | 136,344 |
| | DIRECTOR OF FINANCE | 2 | 136,343 | 5.0% | 143,160 |
| | DIRECTOR OF FINANCE | 3 | 143,160 | 5.0% | 150,318 |
| | DIRECTOR OF FINANCE | 4 | 150,318 | 5.0% | 157,834 |
| | DIRECTOR OF FINANCE | 5 | 157,835 | 5.0% | 165,727 |
| 345 | EQUIPMENT MECHANIC I | 1 | 44,432 | 4.5% | 46,431 |
| | EQUIPMENT MECHANIC I | 2 | 46,654 | 4.5% | 48,753 |
| | EQUIPMENT MECHANIC I | 3 | 48,987 | 4.5% | 51,191 |
| | EQUIPMENT MECHANIC I | 4 | 51,436 | 4.5% | 53,751 |
| | EQUIPMENT MECHANIC I | 5 | 54,008 | 4.5% | 56,438 |
| 347 | EQUIPMENT MECHANIC II | 1 | 48,987 | 4.5% | 51,191 |
| | EQUIPMENT MECHANIC II | 2 | 51,436 | 4.5% | 53,751 |
| | EQUIPMENT MECHANIC II | 3 | 54,008 | 4.5% | 56,438 |
| | EQUIPMENT MECHANIC II | 4 | 56,709 | 4.5% | 59,261 |
| | EQUIPMENT MECHANIC II | 5 | 59,544 | 4.5% | 62,223 |
| 336 | EQUIPMENT OPERATOR | 1 | 43,996 | 4.5% | 45,976 |
| | EQUIPMENT OPERATOR | 2 | 46,196 | 4.5% | 48,275 |
| | EQUIPMENT OPERATOR | 3 | 48,506 | 4.5% | 50,689 |
| | EQUIPMENT OPERATOR | 4 | 50,931 | 4.5% | 53,223 |
| | EQUIPMENT OPERATOR | 5 | 53,477 | 4.5% | 55,883 |
| 326 | EQUIPMENT SERVICE WORKER | 1 | 39,905 | 4.5% | 41,701 |
| | EQUIPMENT SERVICE WORKER | 2 | 41,901 | 4.5% | 43,787 |
| | EQUIPMENT SERVICE WORKER | 3 | 43,997 | 4.5% | 45,977 |
| | EQUIPMENT SERVICE WORKER | 4 | 46,196 | 4.5% | 48,275 |
| | EQUIPMENT SERVICE WORKER | 5 | 48,506 | 4.5% | 50,689 |
| 132 | EXEC ASST TO CITY MANAGER | 1 | 55,339 | 4.5% | 57,829 |
| | EXEC ASST TO CITY MANAGER | 2 | 58,106 | 4.5% | 60,721 |
| | EXEC ASST TO CITY MANAGER | 3 | 61,012 | 4.5% | 63,758 |
| | EXEC ASST TO CITY MANAGER | 4 | 64,063 | 4.5% | 66,946 |
| | EXEC ASST TO CITY MANAGER | 5 | 67,266 | 4.5% | 70,293 |
| 166 | FINANCE MANAGER | 1 | 94,879 | 5.5% | 100,097 |
| | FINANCE MANAGER | 2 | 99,623 | 5.5% | 105,102 |
| | FINANCE MANAGER | 3 | 104,605 | 5.5% | 110,358 |
| | FINANCE MANAGER | 4 | 109,835 | 5.5% | 115,876 |
| | FINANCE MANAGER | 5 | 115,326 | 5.5% | 121,669 |
| 273 | FINANCE OFFICER | 1 | 97,487 | 5.5% | 102,849 |
| | FINANCE OFFICER | 2 | 102,361 | 5.5% | 107,991 |
| | FINANCE OFFICER | 3 | 107,480 | 5.5% | 113,391 |

Full Time

| GRADE | DESCRIPTION | STEP | CURRENT | Increase | UPDATED |
|-------|---------------------------|------|---------|----------|---------|
| 571 | FIRE ENGINEER +5% Y-RATED | 1 | 97,035 | 0.0% | 97,035 |
| 575 | FIRE ENGINEER+15% ASSIGN | 1 | 91,887 | 0.0% | 102,046 |
| | FIRE ENGINEER+15% ASSIGN | 2 | 96,481 | 0.0% | 107,148 |
| | FIRE ENGINEER+15% ASSIGN | 3 | 101,305 | 0.0% | 112,505 |
| | FIRE ENGINEER+15% ASSIGN | 4 | 106,370 | 0.0% | 118,130 |
| | FIRE ENGINEER+15% ASSIGN | 5 | 111,689 | 0.0% | 124,037 |
| 350 | FIRE SAFETY SPECIALIST | 1 | 51,486 | 4.5% | 53,803 |
| | FIRE SAFETY SPECIALIST | 2 | 54,060 | 4.5% | 56,493 |
| | FIRE SAFETY SPECIALIST | 3 | 56,763 | 4.5% | 59,317 |
| | FIRE SAFETY SPECIALIST | 4 | 59,601 | 4.5% | 62,283 |
| | FIRE SAFETY SPECIALIST | 5 | 62,582 | 4.5% | 65,398 |
| 540 | FIREFIGHTER | 1 | 68,426 | 11.5% | 76,295 |
| | FIREFIGHTER | 2 | 71,847 | 11.5% | 80,109 |
| | FIREFIGHTER | 3 | 75,440 | 11.5% | 84,116 |
| | FIREFIGHTER | 4 | 79,212 | 11.5% | 88,321 |
| | FIREFIGHTER | 5 | 83,172 | 11.5% | 92,737 |
| 550 | FIREFIGHTER +15% ASSIGN. | 1 | 78,690 | 0.0% | 87,739 |
| | FIREFIGHTER +15% ASSIGN. | 2 | 82,624 | 0.0% | 92,126 |
| | FIREFIGHTER +15% ASSIGN. | 3 | 86,756 | 0.0% | 96,732 |
| | FIREFIGHTER +15% ASSIGN. | 4 | 91,093 | 0.0% | 101,569 |
| | FIREFIGHTER +15% ASSIGN. | 5 | 95,648 | 0.0% | 106,647 |
| 545 | FIREFIGHTER +5% ASSIGN. | 1 | 71,847 | 0.0% | 80,110 |
| | FIREFIGHTER +5% ASSIGN. | 2 | 75,440 | 0.0% | 84,115 |
| | FIREFIGHTER +5% ASSIGN. | 3 | 79,212 | 0.0% | 88,321 |
| | FIREFIGHTER +5% ASSIGN. | 4 | 83,172 | 0.0% | 92,737 |
| | FIREFIGHTER +5% ASSIGN. | 5 | 87,331 | 0.0% | 97,374 |
| 535 | FIRFIGHTR-PARAMED TRAINEE | 1 | 56,230 | 0.0% | 64,851 |
| | FIRFIGHTR-PARAMED TRAINEE | 2 | 59,042 | 0.0% | 68,093 |
| | FIRFIGHTR-PARAMED TRAINEE | 3 | 61,995 | 0.0% | 71,498 |
| | FIRFIGHTR-PARAMED TRAINEE | 4 | 65,094 | 0.0% | 75,073 |
| | FIRFIGHTR-PARAMED TRAINEE | 5 | 68,349 | 0.0% | 78,826 |
| 159 | FLEET ANALYST | 1 | 45,580 | 4.5% | 47,631 |
| | FLEET ANALYST | 2 | 47,859 | 4.5% | 50,013 |
| | FLEET ANALYST | 3 | 50,252 | 4.5% | 52,513 |
| | FLEET ANALYST | 4 | 52,765 | 4.5% | 55,139 |
| | FLEET ANALYST | 5 | 55,404 | 4.5% | 57,897 |
| 158 | FLEET SUPERINTENDENT | 1 | 94,879 | 5.5% | 100,097 |

| Full Time GRADE | DESCRIPTION | STEP | CURRENT | Increase | UPDATED |
|--------------------|--------------------------|------|---------|----------|---------|
| | FLEET SUPERINTENDENT | 2 | 99,623 | 5.5% | 105,102 |
| | FLEET SUPERINTENDENT | 3 | 104,605 | 5.5% | 110,358 |
| | FLEET SUPERINTENDENT | 4 | 109,835 | 5.5% | 115,876 |
| | FLEET SUPERINTENDENT | 5 | 115,326 | 5.5% | 121,669 |
| 346 | HEAVY EQUIPMENT MECHANIC | 1 | 47,360 | 4.5% | 49,491 |
| | HEAVY EQUIPMENT MECHANIC | 2 | 49,728 | 4.5% | 51,966 |
| | HEAVY EQUIPMENT MECHANIC | 3 | 52,215 | 4.5% | 54,565 |
| | HEAVY EQUIPMENT MECHANIC | 4 | 54,826 | 4.5% | 57,293 |
| | HEAVY EQUIPMENT MECHANIC | 5 | 57,567 | 4.5% | 60,158 |
| 278 | INFO SYSTEMS MANAGER | 1 | 91,471 | 5.5% | 96,502 |
| | INFO SYSTEMS MANAGER | 2 | 96,044 | 5.5% | 101,326 |
| | INFO SYSTEMS MANAGER | 3 | 100,847 | 5.5% | 106,394 |
| | INFO SYSTEMS MANAGER | 4 | 105,889 | 5.5% | 111,713 |
| | INFO SYSTEMS MANAGER | 5 | 111,183 | 5.5% | 117,298 |
| 128 | INFO SYSTEMS SPECIALIST | 1 | 54,131 | 4.5% | 56,567 |
| | INFO SYSTEMS SPECIALIST | 2 | 56,838 | 4.5% | 59,396 |
| | INFO SYSTEMS SPECIALIST | 3 | 59,680 | 4.5% | 62,366 |
| | INFO SYSTEMS SPECIALIST | 4 | 62,665 | 4.5% | 65,485 |
| | INFO SYSTEMS SPECIALIST | 5 | 65,797 | 4.5% | 68,758 |
| 134 | INFO SYSTEMS TECHNICIAN | 1 | 46,761 | 4.5% | 48,865 |
| | INFO SYSTEMS TECHNICIAN | 2 | 49,099 | 4.5% | 51,308 |
| | INFO SYSTEMS TECHNICIAN | 3 | 51,554 | 4.5% | 53,874 |
| | INFO SYSTEMS TECHNICIAN | 4 | 54,131 | 4.5% | 56,567 |
| | INFO SYSTEMS TECHNICIAN | 5 | 56,838 | 4.5% | 59,396 |
| 323 | IRRIGATION SPECIALIST | 1 | 43,997 | 4.5% | 45,977 |
| | IRRIGATION SPECIALIST | 2 | 46,196 | 4.5% | 48,275 |
| | IRRIGATION SPECIALIST | 3 | 48,506 | 4.5% | 50,689 |
| | IRRIGATION SPECIALIST | 4 | 50,931 | 4.5% | 53,223 |
| | IRRIGATION SPECIALIST | 5 | 53,477 | 4.5% | 55,883 |
| 348 | MAINTENANCE LEADWORKER | 1 | 46,890 | 4.5% | 49,000 |
| | MAINTENANCE LEADWORKER | 2 | 49,235 | 4.5% | 51,451 |
| | MAINTENANCE LEADWORKER | 3 | 51,696 | 4.5% | 54,022 |
| | MAINTENANCE LEADWORKER | 4 | 54,281 | 4.5% | 56,724 |
| | MAINTENANCE LEADWORKER | 5 | 56,995 | 4.5% | 59,560 |
| 167 | MAINTENANCE MANAGER | 1 | 94,879 | 5.5% | 100,097 |
| | MAINTENANCE MANAGER | 2 | 99,623 | 5.5% | 105,102 |
| | MAINTENANCE MANAGER | 3 | 104,605 | 5.5% | 110,358 |
| | MAINTENANCE MANAGER | 4 | 109,835 | 5.5% | 115,876 |

| Full Time GRADE | DESCRIPTION | STEP | CURRENT | Increase | UPDATED |
|--------------------|------------------------|------|---------|----------|---------|
| | MAINTENANCE MANAGER | 5 | 115,326 | 5.5% | 121,669 |
| 146 | MAINTENANCE SUPERVISOR | 1 | 59,822 | 4.0% | 62,215 |
| | MAINTENANCE SUPERVISOR | 2 | 62,813 | 4.0% | 65,326 |
| | MAINTENANCE SUPERVISOR | 3 | 65,953 | 4.0% | 68,591 |
| | MAINTENANCE SUPERVISOR | 4 | 69,251 | 4.0% | 72,021 |
| | MAINTENANCE SUPERVISOR | 5 | 72,714 | 4.0% | 75,623 |
| 312 | MAINTENANCE WORKER I | 1 | 36,196 | 4.5% | 37,825 |
| | MAINTENANCE WORKER I | 2 | 38,005 | 4.5% | 39,715 |
| | MAINTENANCE WORKER I | 3 | 39,905 | 4.5% | 41,701 |
| | MAINTENANCE WORKER I | 4 | 41,901 | 4.5% | 43,787 |
| | MAINTENANCE WORKER I | 5 | 43,997 | 4.5% | 45,977 |
| 325 | MAINTENANCE WORKER II | 1 | 39,905 | 4.5% | 41,701 |
| | MAINTENANCE WORKER II | 2 | 41,901 | 4.5% | 43,787 |
| | MAINTENANCE WORKER II | 3 | 43,997 | 4.5% | 45,977 |
| | MAINTENANCE WORKER II | 4 | 46,196 | 4.5% | 48,275 |
| | MAINTENANCE WORKER II | 5 | 48,506 | 4.5% | 50,689 |
| 337 | MAINTENANCE WORKER III | 1 | 43,997 | 4.5% | 45,977 |
| | MAINTENANCE WORKER III | 2 | 46,196 | 4.5% | 48,275 |
| | MAINTENANCE WORKER III | 3 | 48,506 | 4.5% | 50,689 |
| | MAINTENANCE WORKER III | 4 | 50,931 | 4.5% | 53,223 |
| | MAINTENANCE WORKER III | 5 | 53,477 | 4.5% | 55,883 |
| 140 | MANAGEMENT ANALYST | 1 | 55,402 | 4.5% | 57,895 |
| | MANAGEMENT ANALYST | 2 | 58,173 | 4.5% | 60,791 |
| | MANAGEMENT ANALYST | 3 | 61,082 | 4.5% | 63,831 |
| | MANAGEMENT ANALYST | 4 | 64,137 | 4.5% | 67,023 |
| | MANAGEMENT ANALYST | 5 | 67,344 | 4.5% | 70,374 |
| 162 | PARKS MANAGER | 1 | 94,879 | 5.5% | 100,097 |
| | PARKS MANAGER | 2 | 99,623 | 5.5% | 105,102 |
| | PARKS MANAGER | 3 | 104,605 | 5.5% | 110,358 |
| | PARKS MANAGER | 4 | 109,835 | 5.5% | 115,876 |
| | PARKS MANAGER | 5 | 115,326 | 5.5% | 121,669 |
| 292 | PERSONNEL OFFICER | 1 | 90,045 | 6.5% | 95,898 |
| | PERSONNEL OFFICER | 2 | 94,546 | 6.5% | 100,691 |
| | PERSONNEL OFFICER | 3 | 99,274 | 6.5% | 105,727 |
| | PERSONNEL OFFICER | 4 | 104,237 | 6.5% | 111,012 |
| | PERSONNEL OFFICER | 5 | 109,449 | 6.5% | 116,563 |
| 314 | POLICE AIDE I | 1 | 33,664 | 5.0% | 35,347 |

Full Time

| GRADE | DESCRIPTION | STEP | CURRENT | Increase | UPDATED |
|-------|---------------------------|------|---------|----------|---------|
| | POLICE AIDE I | 2 | 35,347 | 5.0% | 37,114 |
| | POLICE AIDE I | 3 | 37,115 | 5.0% | 38,971 |
| | POLICE AIDE I | 4 | 38,971 | 5.0% | 40,920 |
| | POLICE AIDE I | 5 | 40,920 | 5.0% | 42,966 |
| 316 | POLICE AIDE II | 1 | 37,115 | 5.0% | 38,971 |
| | POLICE AIDE II | 2 | 38,971 | 5.0% | 40,920 |
| | POLICE AIDE II | 3 | 40,920 | 5.0% | 42,966 |
| | POLICE AIDE II | 4 | 42,966 | 5.0% | 45,114 |
| | POLICE AIDE II | 5 | 45,115 | 5.0% | 47,371 |
| 191 | POLICE CAPTAIN | 1 | 137,646 | 6.0% | 145,905 |
| | POLICE CAPTAIN | 2 | 144,528 | 6.0% | 153,200 |
| | POLICE CAPTAIN | 3 | 151,754 | 6.0% | 160,859 |
| | POLICE CAPTAIN | 4 | 159,342 | 6.0% | 168,903 |
| | POLICE CAPTAIN | 5 | 167,308 | 6.0% | 177,346 |
| 295 | POLICE CHIEF | 1 | 169,757 | 5.5% | 179,094 |
| | POLICE CHIEF | 2 | 178,245 | 5.5% | 188,048 |
| | POLICE CHIEF | 3 | 187,157 | 5.5% | 197,451 |
| | POLICE CHIEF | 4 | 196,515 | 5.5% | 207,323 |
| | POLICE CHIEF | 5 | 206,341 | 5.5% | 217,690 |
| 303 | POLICE CLERK I | 1 | 33,664 | 5.0% | 35,347 |
| | POLICE CLERK I | 2 | 35,347 | 5.0% | 37,114 |
| | POLICE CLERK I | 3 | 37,115 | 5.0% | 38,971 |
| | POLICE CLERK I | 4 | 38,971 | 5.0% | 40,920 |
| | POLICE CLERK I | 5 | 40,920 | 5.0% | 42,966 |
| 315 | POLICE CLERK II | 1 | 37,115 | 5.0% | 38,971 |
| | POLICE CLERK II | 2 | 38,971 | 5.0% | 40,920 |
| | POLICE CLERK II | 3 | 40,920 | 5.0% | 42,966 |
| | POLICE CLERK II | 4 | 42,966 | 5.0% | 45,114 |
| | POLICE CLERK II | 5 | 45,115 | 5.0% | 47,371 |
| 338 | POLICE COMM. SERV. OFFICE | 1 | 45,115 | 5.0% | 47,371 |
| | POLICE COMM. SERV. OFFICE | 2 | 47,371 | 5.0% | 49,740 |
| | POLICE COMM. SERV. OFFICE | 3 | 49,740 | 5.0% | 52,227 |
| | POLICE COMM. SERV. OFFICE | 4 | 52,226 | 5.0% | 54,837 |
| | POLICE COMM. SERV. OFFICE | 5 | 54,837 | 5.0% | 57,579 |
| 135 | POLICE COMM. SERV. SUPER | 1 | 75,896 | 0.0% | 75,896 |
| | POLICE COMM. SERV. SUPER | 2 | 79,690 | 0.0% | 79,690 |
| | POLICE COMM. SERV. SUPER | 3 | 83,675 | 0.0% | 83,675 |
| | POLICE COMM. SERV. SUPER | 4 | 87,859 | 0.0% | 87,859 |

Full Time

| GRADE | DESCRIPTION | STEP | CURRENT | Increase | UPDATED |
|-------|---------------------------|------|---------|----------|---------|
| | POLICE COMM. SERV. SUPER | 5 | 92,252 | 0.0% | 92,252 |
| 785 | POLICE LIEUTENANT | 1 | 113,811 | 6.0% | 120,640 |
| | POLICE LIEUTENANT | 2 | 119,502 | 6.0% | 126,672 |
| | POLICE LIEUTENANT | 3 | 125,477 | 6.0% | 133,006 |
| | POLICE LIEUTENANT | 4 | 131,751 | 6.0% | 139,656 |
| | POLICE LIEUTENANT | 5 | 138,339 | 6.0% | 146,639 |
| 786 | POLICE LT.W/COMPACTION | 1 | 124,221 | 0.0% | 131,615 |
| | POLICE LT.W/COMPACTION | 2 | 130,432 | 0.0% | 138,196 |
| | POLICE LT.W/COMPACTION | 3 | 136,953 | 0.0% | 145,106 |
| | POLICE LT.W/COMPACTION | 4 | 143,802 | 0.0% | 152,361 |
| | POLICE LT.W/COMPACTION | 5 | 150,919 | 0.0% | 159,979 |
| 450 | POLICE OFFICER | 1 | 73,565 | 7.5% | 79,082 |
| | POLICE OFFICER | 2 | 77,244 | 7.5% | 83,037 |
| | POLICE OFFICER | 3 | 81,106 | 7.5% | 87,189 |
| | POLICE OFFICER | 4 | 85,161 | 7.5% | 91,548 |
| | POLICE OFFICER | 5 | 89,419 | 7.5% | 96,125 |
| 133 | POLICE RECORDS SUPRVR | 1 | 54,118 | 4.0% | 56,283 |
| | POLICE RECORDS SUPRVR | 2 | 56,823 | 4.0% | 59,096 |
| | POLICE RECORDS SUPRVR | 3 | 59,665 | 4.0% | 62,052 |
| | POLICE RECORDS SUPRVR | 4 | 62,648 | 4.0% | 65,154 |
| | POLICE RECORDS SUPRVR | 5 | 65,779 | 4.0% | 68,410 |
| 440 | POLICE RECRUIT TRAINEE | 1 | 63,970 | 0.0% | 68,768 |
| | POLICE RECRUIT TRAINEE | 2 | 67,168 | 0.0% | 72,206 |
| | POLICE RECRUIT TRAINEE | 3 | 70,527 | 0.0% | 75,816 |
| | POLICE RECRUIT TRAINEE | 4 | 74,053 | 0.0% | 79,607 |
| | POLICE RECRUIT TRAINEE | 5 | 77,755 | 0.0% | 83,587 |
| 465 | POLICE SENIOR OFFICER | 1 | 82,951 | 0.0% | 91,173 |
| | POLICE SENIOR OFFICER | 2 | 87,098 | 0.0% | 95,731 |
| | POLICE SENIOR OFFICER | 3 | 91,454 | 0.0% | 100,518 |
| | POLICE SENIOR OFFICER | 4 | 96,026 | 0.0% | 105,544 |
| | POLICE SENIOR OFFICER | 5 | 100,827 | 0.0% | 110,821 |
| 460 | POLICE SENIOR OFFICER 95+ | 1 | 81,106 | 7.5% | 87,189 |
| | POLICE SENIOR OFFICER 95+ | 2 | 85,161 | 7.5% | 91,548 |
| | POLICE SENIOR OFFICER 95+ | 3 | 89,419 | 7.5% | 96,125 |
| | POLICE SENIOR OFFICER 95+ | 4 | 93,890 | 7.5% | 100,932 |
| | POLICE SENIOR OFFICER 95+ | 5 | 98,585 | 7.5% | 105,978 |
| 470 | POLICE SENIOR/MOTOR OFFCR | 1 | 83,937 | 0.0% | 92,160 |

| Full Time GRADE | DESCRIPTION | STEP | CURRENT | Increase | UPDATED |
|--------------------|---------------------------|------|---------|----------|---------|
| | POLICE SENIOR/MOTOR OFFCR | 2 | 88,134 | 0.0% | 96,768 |
| | POLICE SENIOR/MOTOR OFFCR | 3 | 92,542 | 0.0% | 101,606 |
| | POLICE SENIOR/MOTOR OFFCR | 4 | 97,169 | 0.0% | 106,687 |
| | POLICE SENIOR/MOTOR OFFCR | 5 | 102,027 | 0.0% | 112,021 |
| 480 | POLICE SERGEANT | 1 | 97,417 | 6.0% | 103,262 |
| | POLICE SERGEANT | 2 | 102,288 | 6.0% | 108,425 |
| | POLICE SERGEANT | 3 | 107,403 | 6.0% | 113,847 |
| | POLICE SERGEANT | 4 | 112,773 | 6.0% | 119,539 |
| | POLICE SERGEANT | 5 | 118,412 | 6.0% | 125,517 |
| 144 | POLICE SERV. COORDINATOR | 1 | 62,330 | 4.5% | 65,135 |
| | POLICE SERV. COORDINATOR | 2 | 65,447 | 4.5% | 68,392 |
| | POLICE SERV. COORDINATOR | 3 | 68,719 | 4.5% | 71,811 |
| | POLICE SERV. COORDINATOR | 4 | 72,155 | 4.5% | 75,402 |
| | POLICE SERV. COORDINATOR | 5 | 75,763 | 4.5% | 79,172 |
| 322 | POLICE SERVICE TECHNICAN | 1 | 52,371 | 4.5% | 54,728 |
| | POLICE SERVICE TECHNICAN | 2 | 54,990 | 4.5% | 57,465 |
| | POLICE SERVICE TECHNICAN | 3 | 57,740 | 4.5% | 60,338 |
| | POLICE SERVICE TECHNICAN | 4 | 60,627 | 4.5% | 63,355 |
| | POLICE SERVICE TECHNICAN | 5 | 63,658 | 4.5% | 66,523 |
| 155 | PRINCIPAL PLANNER | 1 | 83,139 | 8.0% | 89,790 |
| | PRINCIPAL PLANNER | 2 | 87,296 | 8.0% | 94,280 |
| | PRINCIPAL PLANNER | 3 | 91,662 | 8.0% | 98,995 |
| | PRINCIPAL PLANNER | 4 | 96,244 | 8.0% | 103,944 |
| | PRINCIPAL PLANNER | 5 | 101,057 | 8.0% | 109,142 |
| 172 | PUBLIC WORKS MANAGER | 1 | 94,879 | 5.5% | 100,097 |
| | PUBLIC WORKS MANAGER | 2 | 99,623 | 5.5% | 105,102 |
| | PUBLIC WORKS MANAGER | 3 | 104,605 | 5.5% | 110,358 |
| | PUBLIC WORKS MANAGER | 4 | 109,835 | 5.5% | 115,876 |
| | PUBLIC WORKS MANAGER | 5 | 115,326 | 5.5% | 121,669 |
| 126 | RECREATION COORDINATOR | 1 | 44,155 | 5.5% | 46,584 |
| | RECREATION COORDINATOR | 2 | 46,363 | 5.5% | 48,913 |
| | RECREATION COORDINATOR | 3 | 48,681 | 5.5% | 51,358 |
| | RECREATION COORDINATOR | 4 | 51,116 | 5.5% | 53,927 |
| | RECREATION COORDINATOR | 5 | 53,671 | 5.5% | 56,623 |
| 154 | SENIOR PLANNER | 1 | 69,896 | 8.0% | 75,488 |
| | SENIOR PLANNER | 2 | 73,390 | 8.0% | 79,261 |
| | SENIOR PLANNER | 3 | 77,060 | 8.0% | 83,225 |
| | SENIOR PLANNER | 4 | 80,913 | 8.0% | 87,386 |

Full Time

| GRADE | DESCRIPTION | STEP | CURRENT | Increase | UPDATED |
|-------|---------------------------|------|---------|----------|---------|
| | SENIOR PLANNER | 5 | 84,958 | 8.0% | 91,755 |
| 320 | SENIOR POLICE AIDE | 1 | 40,920 | 5.0% | 42,966 |
| | SENIOR POLICE AIDE | 2 | 42,966 | 5.0% | 45,114 |
| | SENIOR POLICE AIDE | 3 | 45,115 | 5.0% | 47,371 |
| | SENIOR POLICE AIDE | 4 | 47,371 | 5.0% | 49,740 |
| | SENIOR POLICE AIDE | 5 | 49,740 | 5.0% | 52,227 |
| 141 | SR. MANAGEMENT ANALYST | 1 | 67,344 | 4.5% | 70,374 |
| | SR. MANAGEMENT ANALYST | 2 | 70,711 | 4.5% | 73,893 |
| | SR. MANAGEMENT ANALYST | 3 | 74,247 | 4.5% | 77,588 |
| | SR. MANAGEMENT ANALYST | 4 | 77,959 | 4.5% | 81,467 |
| | SR. MANAGEMENT ANALYST | 5 | 81,857 | 4.5% | 85,541 |
| 168 | UTILITIES MANAGER | 1 | 98,832 | 5.5% | 104,268 |
| | UTILITIES MANAGER | 2 | 103,774 | 5.5% | 109,482 |
| | UTILITIES MANAGER | 3 | 108,962 | 5.5% | 114,955 |
| | UTILITIES MANAGER | 4 | 114,411 | 5.5% | 120,704 |
| | UTILITIES MANAGER | 5 | 120,131 | 5.5% | 126,738 |
| 150 | UTILITY SUPERVISOR | 1 | 66,030 | 5.5% | 69,662 |
| | UTILITY SUPERVISOR | 2 | 69,331 | 5.5% | 73,144 |
| | UTILITY SUPERVISOR | 3 | 72,798 | 5.5% | 76,802 |
| | UTILITY SUPERVISOR | 4 | 76,437 | 5.5% | 80,641 |
| | UTILITY SUPERVISOR | 5 | 80,259 | 5.5% | 84,673 |
| | | | | 0.0% | |
| 152 | WATER SUPERVISOR | 1 | 69,333 | 5.5% | 73,146 |
| | WATER SUPERVISOR | 2 | 72,799 | 5.5% | 76,803 |
| | WATER SUPERVISOR | 3 | 76,439 | 5.5% | 80,643 |
| | WATER SUPERVISOR | 4 | 80,261 | 5.5% | 84,675 |
| | WATER SUPERVISOR | 5 | 84,273 | 5.5% | 88,908 |
| 353 | WATER SYSTEM SPECIALIST | 1 | 57,040 | 5.5% | 60,177 |
| | WATER SYSTEM SPECIALIST | 2 | 59,892 | 5.5% | 63,186 |
| | WATER SYSTEM SPECIALIST | 3 | 62,886 | 5.5% | 66,345 |
| | WATER SYSTEM SPECIALIST | 4 | 66,031 | 5.5% | 69,663 |
| | WATER SYSTEM SPECIALIST | 5 | 69,332 | 5.5% | 73,145 |
| 151 | WATER/SEWER MAINT. SUPERV | 1 | 66,031 | 5.5% | 69,663 |
| | WATER/SEWER MAINT. SUPERV | 2 | 69,333 | 5.5% | 73,146 |
| | WATER/SEWER MAINT. SUPERV | 3 | 72,799 | 5.5% | 76,803 |
| | WATER/SEWER MAINT. SUPERV | 4 | 76,439 | 5.5% | 80,643 |
| | WATER/SEWER MAINT. SUPERV | 5 | 80,261 | 5.5% | 84,675 |
| 352 | WTR. PROD. SYS. OPERATOR | 1 | 47,564 | 7.5% | 51,131 |

Full Time

| <u>GRADE</u> | <u>DESCRIPTION</u> | <u>STEP</u> | <u>CURRENT</u> | <u>Increase</u> | <u>UPDATED</u> |
|--------------|--------------------------|-------------|----------------|-----------------|----------------|
| | WTR. PROD. SYS. OPERATOR | 2 | 49,942 | 7.5% | 53,688 |
| | WTR. PROD. SYS. OPERATOR | 3 | 52,439 | 7.5% | 56,372 |
| | WTR. PROD. SYS. OPERATOR | 4 | 55,061 | 7.5% | 59,191 |
| | WTR. PROD. SYS. OPERATOR | 5 | 57,814 | 7.5% | 62,150 |