Effective 7/1/2019 - 2.0% COL	A			
EXECUTIVE MANAGEMENT - AII	Job Classes are Exempt			
Group/BU Code 1010		Hourly	Monthly	Annual
Grade = 501 EXE MGMT 1	Step 0 - First 6 Months	\$66.5619	\$11,537.37	\$138,44
Positions in this grade:	Step 1 - Next 12 Months	\$69.8899	\$12,114.23	\$145,37
City Administrator (1)	Step 2 - Next 12 Months	\$73.3843	\$12,719.93	\$152,63
	Step 3 - Next 12 Months	\$77.0536	\$13,355.93	\$160,27
	Step 4 - Thereafter	\$80.9064	\$14,023.74	\$168,28
Grade = 502 EXE MGMT 2	Step 0 - First 6 Months	\$54.7606	\$9,491.82	\$113,90
Positions in this grade:	Step 1 - Next 12 Months	\$57.4986	\$9,966.41	\$119,5
City Attorney (1);	Step 2 - Next 12 Months	\$60.3736	\$10,464.73	\$125,5
Assistant City Administrator	Step 3 - Next 12 Months	\$63.3922	\$10,987.96	\$131,8
	Step 4 - Next 12 Months	\$66.5619	\$11,537.37	\$138,4
	Step 5 - Next 12 Months	\$68.2260	\$11,825.81	\$141,9
	Step 6 - Next 12 Months	\$69.9315	\$12,121.43	\$145,4
	Step 7 - Next 12 Months	\$71.6798	\$12,424.48	\$149,0
	Step 8 - Thereafter	\$73.4719	\$12,735.10	\$152,82
Grade = 504 EXE MGMT 3	Step 0 - First 6 Months	\$49.6694	\$8,609.35	\$103,3
Positions in this grade:	Step 1 - Next 12 Months	\$52,1530	\$9,039,83	\$108,4
Fire Chief (1)	Step 2 - Next 12 Months	\$54,7606	\$9,491.82	\$113,9
Police Chief (1)	Step 3 - Next 12 Months	\$57,4986	\$9,966.41	\$119,5
Director of Public Works (1)	Step 4 - Next 12 Months	\$60.3736	\$10,464.73	\$125,5
Director of Public Works (1)	Step 5 - Next 12 Months	\$61.8829	\$10,726.35	\$128,7
Director of Community Dev. (1)	Step 6 - Next 12 Months	\$63,4300	\$10,720.55	\$120,7
Director of Community Dev. (1) Director of Admin Services (1)	Step 6 - Next 12 Months Step 7 - Next 12 Months	\$65.4300	\$10,994.52	\$135,2
Director of Admin Services (1)	Step 7 - Next 12 Months Step 8 - Thereafter	\$66.6411	\$11,269.36	\$135,2 \$138,6
Director of fix (1)	Step 6 - Therearter	\$00.0411	\$11,551.10	\$150,0
Grade = 506 EXE MGMT 4	Step 0 - First 6 Months	\$49.6694	\$8,609.35	\$103,3°
Positions in this grade:	Step 1 - Next 12 Months	\$52.1530	\$9,039.83	\$108,4
Assistant to City Administrator (1)	Step 2 - Next 12 Months	\$54.7606	\$9,491.82	\$113,9
-	Step 3 - Next 12 Months	\$57.4986	\$9,966.41	\$119,5
	Step 4 - Next 12 Months	\$60.3736	\$10,464.73	\$125,5
	Step 5 - Next 12 Months	\$61.8829	\$10,726.35	\$128,7
	Step 6 - Next 12 Months	\$63.4300	\$10,994.52	\$131,9
	Step 7 - Next 12 Months	\$65,0156	\$11,269,36	\$135.2
	Step 8 - Thereafter	\$66,6411	\$11,551,10	\$138,6

	Effective 7/1/2020 - 0% COLA			
EXECUTIVE MANAGEMENT - All	Job Classes are Exempt			
Group/BU Code 1010		Hourly	Monthly	Annual
Grade = 501 EXE MGMT 1	Step 0 - First 6 Months	\$66.5619	\$11,537.37	\$138,44
Positions in this grade:	Step 1 - Next 12 Months	\$69.8899	\$12,114.23	\$145,37
City Administrator (1)	Step 2 - Next 12 Months	\$73.3843	\$12,719.93	\$152,63
	Step 3 - Next 12 Months	\$77.0536	\$13,355.93	\$160,27
	Step 4 - Thereafter	\$80.9064	\$14,023.74	\$168,28
Grade = 502 EXE MGMT 2	Step 0 - First 6 Months	\$54.7606	\$9,491.82	\$113,90
Positions in this grade:	Step 1 - Next 12 Months	\$57.4986	\$9,966.41	\$119,59
ity Attorney (1);	Step 2 - Next 12 Months	\$60.3736	\$10,464.73	\$125,57
Assistant City Administrator	Step 3 - Next 12 Months	\$63.3922	\$10,987.96	\$131,85
	Step 4 - Next 12 Months	\$66.5619	\$11,537.37	\$138,44
	Step 5 - Next 12 Months	\$68.2260	\$11,825.81	\$141,91
	Step 6 - Next 12 Months	\$69.9315	\$12,121.43	\$145,45
	Step 7 - Next 12 Months	\$71.6798	\$12,424.48	\$149,09
	Step 8 - Thereafter	\$73.4719	\$12,735.10	\$152,82
Grade = 504 EXE MGMT 3	Step 0 - First 6 Months	\$49.6694	\$8,609.35	\$103,31
Positions in this grade:	Step 1 - Next 12 Months	\$52.1530	\$9,039.83	\$108,47
Fire Chief (1)	Step 2 - Next 12 Months	\$54.7606	\$9,491.82	\$113,90
Police Chief (1)	Step 3 - Next 12 Months	\$57.4986	\$9,966.41	\$119,59
Director of Public Works (1)	Step 4 - Next 12 Months	\$60.3736	\$10,464.73	\$125,57
Director of Electric (1)	Step 5 - Next 12 Months	\$61.8829	\$10,726.35	\$128,71
Director of Community Dev. (1)	Step 6 - Next 12 Months	\$63.4300	\$10,994.52	\$131,93
Director of Admin Services (1)	Step 7 - Next 12 Months	\$65.0156	\$11,269.36	\$135,23
Director of HR (1)	Step 8 - Thereafter	\$66.6411	\$11,551.10	\$138,61
Grade = 506 EXE MGMT 4	Step 0 - First 6 Months	440.0004	\$8.609.35	\$103.31
Positions in this grade:	Step 0 - First 6 Months Step 1 - Next 12 Months	\$49.6694		\$103,31
rositions in this grade:		\$52.1530	\$9,039.83 \$9,491.82	\$108,47
	Step 2 - Next 12 Months	\$54.7606 \$57.4986		
	Step 3 - Next 12 Months Step 4 - Next 12 Months	\$57.4986	\$9,966.41 \$10.464.73	\$119,59 \$125,57
	Step 4 - Next 12 Months Step 5 - Next 12 Months		\$10,464.73	\$125,57 \$128,71
		\$61.8829	\$10,726.35 \$10,994.52	
	Step 6 - Next 12 Months	\$63.4300		\$131,93
	Step 7 - Next 12 Months	\$65.0156	\$11,269.36	\$135,23
	Step 8 - Thereafter	\$66.6411	\$11,551.10	\$138,613

Group/BU Code 1020		Hourly	Monthly	Annual
Grade = 511 EXP SUP 2	Step 0 - First 6 Months	\$45.0647	\$7,811.20	\$93.7
Positions in this grade:	Step 0 - First 6 Months Step 1 - Next 12 Months	\$47.3188	\$8,201,91	\$98.4
Electric Operations Superintendent (1)	Step 2 - Next 12 Months	\$49,6839	\$8,611,86	\$103.
Deputy Police Chief (1)	Step 3 - Next 12 Months	\$52,1680	\$9,042.44	\$103,
Deputy Fire Chief (1)	Step 4 - Thereafter	\$54,7764	\$9,494.56	\$113.
Deputy Public Works Director (1)	Step 4 - Mercarter	\$54.7704	\$3, 434.30	\$110 ,
Assistant City Attorney (1)				
Deputy Finance Director (1)				
Grade = 503 EXP SUP 3	Step 0 - First 6 Months	\$42.9188	\$7,439.25	\$89,
Positions in this grade:	Step 1 - Next 12 Months	\$45.0647	\$7,811.20	\$93,
EMS Division Chief	Step 2 - Next 12 Months	\$47.3188	\$8,201.91	\$98
		\$49,6839	\$8,611.86	\$103
Fire & Life Safety Division Chief	Step 3 - Next 12 Months			
	Step 3 - Next 12 Months Step 4 - Thereafter	\$52.1680	\$9,042.44	\$108
AFR Division Chief			\$9,042.44	\$108
AFR Division Chief Public Works Superintendent (1)			\$9,042.44	\$108
AFR Division Chief Public Works Superintendent (1)			\$9,042.44	\$108
AFR Division Chief Public Works Superintendent (1) Lieutenant			\$9,042.44	
FR Division Chief rublic Works Superintendent (1) Lieutenant Grade = 525 EXP SUP 4			\$9,042.44 \$7,084.99	\$85
FR Division Chief ublic Works Superintendent (1) ieutenant srade = 525 EXP SUP 4 ostions in this grade:	Step 4 - Thereafter	\$52.1680		\$85
AFR Division Chief Public Works Superintendent (1) Lieutenant Grade = 525 EXP SUP 4 Positions in this grade:	Step 4 - Thereafter Step 0 - First 6 Months	\$52.1680 \$40.8750	\$7,084.99	\$85, \$89,
Fire & Life Safety Division Chief ARR Division Chief Public Works Superintendent (1) Lieutenant Grade = 525 EXP SUP 4 Positions in this grade: Building Official (1) Planning Manager (1)	Step 4 - Thereafter Step 0 - First 6 Months Step 1 - Next 12 Months	\$52.1680 \$40.8750 \$42.9187	\$7,084.99 \$7,439.23	\$108, \$85, \$89, \$93,

Ef	fective 7/1/2020 - 0% COLA			
EXEMPT SUPERVISORS - All Job Cla	asses are Exempt			
Group/BU Code 1020		Hourly	Monthly	Annual
Grade = 511 EXP SUP 2	Step 0 - First 6 Months	\$45.0647	\$7,811.20	\$93,734
Positions in this grade:	Step 1 - Next 12 Months	\$47.3188	\$8,201.91	\$98,423
Electric Operations Superintendent (0)	Step 2 - Next 12 Months	\$49.6839	\$8,611.86	\$103,342
Deputy Police Chief (1)	Step 3 - Next 12 Months	\$52.1680	\$9,042.44	\$108,509
Deputy Fire Chief (0)	Step 4 - Thereafter	\$54.7764	\$9,494.56	\$113,935
Accounting & Audit Manager (1) Grade = 503 EXP SUP 3				
	Step 0 - First 6 Months Step 1 - Next 12 Months	\$42.9188 \$45.0647	\$7,439.25 \$7,811.20	\$89,271 \$93,734
Positions in this grade: Lieutenant		T	41,100.00	
Positions in this grade: Lieutenant Fire & Life Safety Division Chief	Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months	\$45.0647 \$47.3188 \$49.6839	\$7,811.20 \$8,201.91 \$8,611.86	\$93,734 \$98,423 \$103,342
Positions in this grade: Lieutenant Fire & Life Safety Division Chief AFR Division Chief	Step 1 - Next 12 Months Step 2 - Next 12 Months	\$45.0647 \$47.3188	\$7,811.20 \$8,201.91	\$93,734 \$98,423
Positions in this grade: Lieutenant Fire & Life Safety Division Chief AFR Division Chief Public Works Superintendent (1)	Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months	\$45.0647 \$47.3188 \$49.6839	\$7,811.20 \$8,201.91 \$8,611.86	\$93,734 \$98,423 \$103,342
Positions in this grade: Lieutenant Fire & Life Safety Division Chief AFR Division Chief Public Works Superintendent (1) Grade = 525 EXP SUP 4	Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter	\$45.0647 \$47.3188 \$49.6839 \$52.1680	\$7,811.20 \$8,201.91 \$8,611.86 \$9,042.44	\$93,734 \$98,423 \$103,342 \$108,509
Positions in this grade: Lieutenant Fire & Life Safety Division Chief AFR Division Chief Public Works Superintendent (1) Grade = 525 EXP SUP 4 Positions in this grade:	Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter Step 0 - First 6 Months	\$45.0647 \$47.3188 \$49.6839 \$52.1680	\$7,811.20 \$8,201.91 \$8,611.86 \$9,042.44 \$7,084.99	\$93,734 \$98,423 \$103,342 \$108,509
Positions in this grade: Lieutenant	Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter Step 4 - Thereafter Step 0 - First 6 Months Step 1 - Next 12 Months	\$45.0647 \$47.3188 \$49.6839 \$52.1680 \$40.8750 \$40.8750	\$7,811.20 \$8,201.91 \$8,611.86 \$9,042.44 \$7,084.99 \$7,439.23	\$93,734 \$98,423 \$103,342 \$108,509 \$85,020 \$89,271

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Grade = 515 EXP SUP 5	Step 0 - First 6 Months	\$38.9292	\$6,747.72	\$80,973
Positions in this grade:	Step 1 - Next 12 Months	\$40.8750	\$7,084.99	\$85,020
AFN Operations Mgr. (1)	Step 2 - Next 12 Months	\$42.9187	\$7,439.23	\$89,271
Computer Services Manager (1)	Step 3 - Next 12 Months	\$45.0647	\$7,811.20	\$93,734
	Step 4 - Thereafter	\$47.3188	\$8,201.91	\$98,423
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Grade = 521 EXP SUP 6	Step 0 - First 6 Months	\$35.3101	\$6,120.41	\$73,445
Positions in this grade:	Step 1 - Next 12 Months	\$37.0755	\$6,426.41	\$77,117
Management Analyst (1)	Step 2 - Next 12 Months	\$38.9292	\$6,747.72	\$80,973
Administrative Services Manager (1)	Step 3 - Next 12 Months	\$40.8750	\$7,084.99	\$85,020
	Step 4 - Thereafter	\$42.9187	\$7,439.23	\$89,271
Grade = 526 EXP SUP 7	Step 0 - First 6 Months	\$33,6286	\$5.828.95	\$69,947
Positions in this grade:	Step 1 - Next 12 Months	\$35,3101	\$6,120,41	\$73,445
Senior Planner (2)	Step 2 - Next 12 Months	\$37,0755	\$6,426,41	\$77,117
0011101 1 Idillio1 (2)	Step 3 - Next 12 Months	\$38,9292	\$6,747,72	\$80,973
	Step 4 - Thereafter	\$40.8750	\$7,084.99	\$85,020
Grade = 552 EXP SUP 8				
(GRANDFATHERED)	Step 0 - First 6 Months	\$34.7530	\$6,023.73	\$72,285
Positions in this grade:	Step 1 - Next 12 Months	\$36.5822	\$6,340.79	\$76,089
WW & Water reuse supervisor (1)	Step 2 - Next 12 Months	\$38.5124	\$6,675.35	\$80,104
WTP Supervisor	Step 3 - Next 12 Months	\$40.5348	\$7,025.90	\$84,311
Water Quality Supervisor (1)	Step 4 - Thereafter	\$42.6757	\$7,396.98	\$88,764

Grade = 529 EXP SUP 9	Step 0 - First 6 Months	\$27.6664	\$4,795.50	\$57,546
Positions in this grade:	Step 1 - Next 12 Months	\$29.0496	\$5,035.25	\$60,423
Municipal Court Supervisor (1)	Step 2 - Next 12 Months	\$30.5021	\$5,287.01	\$63,444
	Step 3 - Next 12 Months	\$32.0271	\$5,551.35	\$66,616
	Step 4 - Thereafter	\$33.6286	\$5,828.95	\$69,947

Grade = 515 EXP SUP 5	Step 0 - First 6 Months	\$38.9292	\$6,747.72	\$80,97
Positions in this grade:	Step 1 - Next 12 Months	\$40.8750	\$7,084.99	\$85,0
AFN Operations Mgr. (1)	Step 2 - Next 12 Months	\$42.9187	\$7,439.23	\$89,2
Computer Services Manager (1)	Step 3 - Next 12 Months	\$45.0647	\$7,811.20	\$93,7
	Step 4 - Thereafter	\$47.3188	\$8,201.91	\$98,4
Grade = 521 EXP SUP 6	Step 0 - First 6 Months	\$35,3101	\$6,120,41	\$73,4
Positions in this grade:	Step 0 - Pirst 6 Months Step 1 - Next 12 Months	\$37.0755	\$6,426.41	\$73,4
Management Analyst (0)	Step 2 - Next 12 Months	\$37.0755	\$6,747.72	\$80.9
Financial Systems Manager	Step 2 - Next 12 Months Step 3 - Next 12 Months	\$40.8750	\$7,084,99	\$85.0
rinanciai Systems Manager	Step 4 - Thereafter	\$40.8750	\$7,064.99	\$89.2
	Step 4 - Therealter	\$42.9107	\$7,439.23	\$09,2
Grade = 526 EXP SUP 7	Step 0 - First 6 Months	\$33,6286	\$5.828.95	\$69.9
Positions in this grade:	Step 1 - Next 12 Months	\$35,3101	\$6,120,41	\$73.4
Senior Planner (2)	Step 2 - Next 12 Months	\$37,0755	\$6,426,41	\$77.1
(- /	Step 3 - Next 12 Months	\$38,9292	\$6,747,72	\$80.9
	Step 4 - Thereafter	\$40.8750	\$7,084.99	\$85,0
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Cond. CEO EVE CUE O (CE ANDEATUEDE	D	404 7500	\$6,023.73	\$72,2
Grade = 552 EXP SUP 8 (GRANDFATHERE Positions in this grade:	D) Step 0 - First 6 Months Step 1 - Next 12 Months	\$34.7530 \$36.5822		
WW & Water reuse supervisor (1)	Step 2 - Next 12 Months	\$38.5124	\$6,340.79 \$6,675.35	\$76,0 \$80,1
WTP Supervisor (1)			\$7,025.90	\$84.3
With Supervisor (1) Water Quality Supervisor (1)	Step 3 - Next 12 Months Step 4 - Thereafter	\$40.5348 \$42.6757	\$7,396.98	\$88.7
water Quanty Supervisor (1)	Step 4 * Therealter	\$42.0737	ψ1,000.00	\$00,1
Grade = 529 EXP SUP 9	Step 0 - First 6 Months	\$27.6664	\$4,795.50	\$57,5
Positions in this grade:	Step 1 - Next 12 Months	\$29.0496	\$5,035.25	\$60,4
Municipal Court Supervisor (0)	Step 2 - Next 12 Months	\$30.5021	\$5,287.01	\$63,4
	Step 3 - Next 12 Months	\$32.0271	\$5,551.35	\$66,6
	Step 4 - Thereafter	\$33,6286	\$5,828,95	\$69.9

NON EXEMPT SUPERVISORS - A	AII			
Job Classes are NON-EXEMPT				
Group/BU Code 1060		Hourly	Monthly	Annual
Grade = 520 NonEXP SUP 1	Step 0 - First 6 Months	\$36.7085	\$6,362.79	\$76,35
Positions in this grade:	Step 1 - Next 12 Months	\$38.5439	\$6,680.93	\$80,17
Police Sergeants (6)	Step 2 - Next 12 Months	\$40.4710	\$7,014.96	\$84,17
	Step 3 - Next 12 Months	\$42.4937	\$7,365.57	\$88,38
	Step 4 - Thereafter	\$44.6184	\$7,733.84	\$92,80
Effective 7/1/2019 - 2.0% COLA				
NON EXEMPT SUPERVISORS - A	•			
Job Classes are NON-EXEMPT				
Group/BU Code 1030		Hourly	Monthly	Annual
Grade - 512 NonEYP SHP 2		\$33,6286	\$5,828,05	\$60.04
Grade = 512 NonEXP SUP 2 Positions in this grade:	Step 0 - First 6 Months Step 1 - Next 12 Months	\$33.6286 \$35.3101	\$5,828.95 \$6,120.41	
Positions in this grade:	Step 1 - Next 12 Months	\$35.3101	\$6,120.41	\$69,94 \$73,44 \$77,11
Positions in this grade:	Step 1 - Next 12 Months Step 2 - Next 12 Months	\$35.3101 \$37.0755	\$6,120.41 \$6,426.41	\$73,44 \$77,11
Positions in this grade:	Step 1 - Next 12 Months	\$35.3101	\$6,120.41	\$73,44 \$77,11 \$80,97
Positions in this grade:	Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months	\$35.3101 \$37.0755 \$38.9292	\$6,120.41 \$6,426.41 \$6,747.72	\$73,44 \$77,11 \$80,97
Positions in this grade: GIS Manger (1)	Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months	\$35.3101 \$37.0755 \$38.9292	\$6,120.41 \$6,426.41 \$6,747.72	\$73,44 \$77,11 \$80,97 \$85,02
Positions in this grade: GIS Manger (1) Grade = 527 NonEXP SUP 3 Positions in this grade:	Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter	\$35.3101 \$37.0755 \$38.9292 \$40.8750	\$6,120.41 \$6,426.41 \$6,747.72 \$7,084.99	
Positions in this grade: GIS Manger (1) Grade = 527 NonEXP SUP 3 Positions in this grade:	Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter Step 0 - First 6 Months Step 1 - Next 12 Months Step 1 - Next 12 Months Step 2 - Kext 12 Months	\$35.3101 \$37.0755 \$38.9292 \$40.8750 \$32.0272	\$6,120.41 \$6,426.41 \$6,747.72 \$7,084.99 \$5,551.37	\$73,44 \$77,11 \$80,97 \$85,02 \$66,61 \$69,94
Positions in this grade: GIS Manger (1) Grade = 527 NonEXP SUP 3 Positions in this grade:	Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter Step 0 - First 6 Months Step 1 - Next 12 Months	\$35.3101 \$37.0755 \$38.9292 \$40.8750 \$32.0272 \$33.6285	\$6,120.41 \$6,426.41 \$6,747.72 \$7,084.99 \$5,551.37 \$5,828.93	\$73,44 \$77,11 \$80,97 \$85,02 \$66,61 \$69,94 \$73,44
Positions in this grade: Grade = 527 NonEXP SUP 3 Positions in this grade:	Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter Step 0 - First 6 Months Step 1 - Next 12 Months Step 1 - Next 12 Months Step 2 - Kext 12 Months	\$35.3101 \$37.0755 \$38.9292 \$40.8750 \$32.0272 \$33.6285 \$35.3101	\$6,120.41 \$6,426.41 \$6,747.72 \$7,084.99 \$5,551.37 \$5,828.93 \$6,120.41	\$73,44 \$77,11 \$80,97 \$85,02 \$66,61 \$69,94 \$73,44
Positions in this grade: GIS Manger (1) Grade = 527 NonEXP SUP 3 Positions in this grade: Distribution Supervisor (1)	Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter Step 0 - First 6 Months Step 1 - Next 12 Months Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter	\$35.3101 \$37.0755 \$38.9292 \$40.8750 \$32.0272 \$33.6285 \$35.3101 \$37.0756 \$38.9292	\$6,120.41 \$6,426.41 \$6,747.72 \$7,084.99 \$5,551.37 \$5,828.93 \$6,120.41 \$6,426.42 \$6,747.72	\$73,44 \$77,11 \$80,97 \$85,02 \$66,61 \$69,94 \$73,44 \$77,11 \$80,97
Positions in this grade: GIS Manger (1) Grade = 527 NonEXP SUP 3 Positions in this grade: Distribution Supervisor (1) Grade = 528 NonEXP SUP 4	Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter Step 0 - First 6 Months Step 1 - Next 12 Months Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months Step 2 - Next 12 Months Step 4 - Thereafter Step 0 - First 6 Months	\$35.3101 \$37.0755 \$38.9292 \$40.8750 \$32.0272 \$33.6285 \$35.3101 \$37.0756 \$38.9292	\$6,120.41 \$6,426.41 \$6,747.72 \$7,084.99 \$5,551.37 \$5,828.93 \$6,120.41 \$6,426.42 \$6,747.72	\$73,44 \$77,11 \$80,97 \$85,02 \$66,61 \$69,94 \$73,44 \$77,11 \$80,97
Positions in this grade: GIS Manger (1) Grade = 527 NonEXP SUP 3 Positions in this grade: Distribution Supervisor (1) Grade = 528 NonEXP SUP 4 Positions in this grade:	Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter Step 0 - First 6 Months Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter Step 0 - First 6 Months Step 1 - Next 12 Months	\$35.3101 \$37.0755 \$38.9292 \$40.8750 \$32.0272 \$33.6285 \$35.3101 \$37.0756 \$38.9292 \$30.5021 \$30.5021 \$32.0272	\$6,120.41 \$6,426.41 \$6,747.72 \$7,084.99 \$5,551.37 \$5,828.93 \$6,120.41 \$6,426.42 \$6,747.72 \$5,287.01 \$5,551.37	\$73,44 \$77,11 \$80,97 \$85,02 \$66,61 \$69,94 \$73,44 \$77,11 \$80,97
Grade = 512 NonEXP SUP 2 Positions in this grade: GIS Manger (1) Grade = 527 NonEXP SUP 3 Positions in this grade: Distribution Supervisor (1) Grade = 528 NonEXP SUP 4 Positions in this grade: Maintenance & Safety Supervisor (1) Street Supervisor (1)	Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter Step 0 - First 6 Months Step 1 - Next 12 Months Step 1 - Next 12 Months Step 2 - Next 12 Months Step 3 - Next 12 Months Step 2 - Next 12 Months Step 4 - Thereafter Step 0 - First 6 Months	\$35.3101 \$37.0755 \$38.9292 \$40.8750 \$32.0272 \$33.6285 \$35.3101 \$37.0756 \$38.9292	\$6,120.41 \$6,426.41 \$6,747.72 \$7,084.99 \$5,551.37 \$5,828.93 \$6,120.41 \$6,426.42 \$6,747.72	\$73,44 \$77,11 \$80,97 \$85,02

	Effective 7/1/2020 - 0% COLA			
NON EXEMPT SUPERVISORS - A	II Job Classes are NON-EXEMF	PT		
Group/BU Code 1060		Hourly	Monthly	Annual
Grade = 520 NonEXP SUP 1	Step 0 - First 6 Months	\$36.7085	\$6,362.79	\$76,353
Positions in this grade:	Step 1 - Next 12 Months	\$38.5439	\$6,680.93	\$80,171
Police Sergeants (6)	Step 2 - Next 12 Months	\$40.4710	\$7,014.96	\$84,179
	Step 3 - Next 12 Months	\$42.4937	\$7,365.57	\$88,387
	Step 4 - Thereafter	\$44.6184	\$7,733.84	\$92,806
	Effective 7/1/2020 - 0% COLA			
		_		
NON EXEMPT SUPERVISORS - A	III Job Classes are NON-EXEMP	PT		
Group/BU Code 1030		Hourly	Monthly	Annual
Grade = 512 NonEXP SUP 2	Step 0 - First 6 Months	\$33.6286	\$5,828.95	\$69,947
Positions in this grade:	Step 1 - Next 12 Months	\$35.3101	\$6,120.41	\$73,445
GIS Manger (1)	Step 2 - Next 12 Months	\$37.0755	\$6,426.41	\$77,117
	Step 3 - Next 12 Months	\$38.9292	\$6,747.72	\$80,973
	Step 4 - Thereafter	\$40.8750	\$7,084.99	\$85,020
Grade = 527 NonEXP SUP 3	Step 0 - First 6 Months	\$32.0272 \$33.6285	\$5,551.37	\$66,616
	Step 1 - Next 12 Months			
Positions in this grade:		¥00000=000	\$5,828.93	\$69,947
	Step 2 - Next 12 Months	\$35.3101	\$6,120.41	\$73,445
	Step 2 - Next 12 Months Step 3 - Next 12 Months	\$35.3101 \$37.0756	\$6,120.41 \$6,426.42	\$73,445 \$77,117
	Step 2 - Next 12 Months	\$35.3101	\$6,120.41	\$73,445
WW Collections Supervisor (1)	Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter	\$35.3101 \$37.0756 \$38.9292	\$6,120.41 \$6,426.42 \$6,747.72	\$73,445 \$77,117 \$80,973
WW Collections Supervisor (1) Grade = 528 NonEXP SUP 4	Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter Step 0 - First 6 Months	\$35.3101 \$37.0756 \$38.9292 \$30.5021	\$6,120.41 \$6,426.42 \$6,747.72 \$5,287.01	\$73,445 \$77,117 \$80,973 \$63,444
WW Collections Supervisor (1) Grade = 528 NonEXP SUP 4 Positions in this grade:	Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter Step 0 - First 6 Months Step 1 - Next 12 Months	\$35.3101 \$37.0756 \$38.9292 \$30.5021 \$32.0272	\$6,120.41 \$6,426.42 \$6,747.72 \$5,287.01 \$5,551.37	\$73,445 \$77,117 \$80,973 \$63,444 \$66,616
WW Collections Supervisor (1) Grade = 528 NonEXP SUP 4 Positions in this grade: Maintenance & Safety Supervisor (1)	Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter Step 0 - First 6 Months Step 1 - Next 12 Months Step 2 - Next 12 Months	\$35.3101 \$37.0756 \$38.9292 \$30.5021 \$32.0272 \$33.6285	\$6,120.41 \$6,426.42 \$6,747.72 \$5,287.01 \$5,551.37 \$5,828.93	\$73,445 \$77,117 \$80,973 \$63,444 \$66,616 \$69,947
WW Collections Supervisor (1) Grade = 528 NonEXP SUP 4 Positions in this grade: Maintenance & Safety Supervisor (1) Street Supervisor (1) Development Services Coord.	Step 2 - Next 12 Months Step 3 - Next 12 Months Step 4 - Thereafter Step 0 - First 6 Months Step 1 - Next 12 Months	\$35.3101 \$37.0756 \$38.9292 \$30.5021 \$32.0272	\$6,120.41 \$6,426.42 \$6,747.72 \$5,287.01 \$5,551.37	\$73,445 \$77,117 \$80,973 \$63,444 \$66,616

Non-Represented Non Supervisory -	All Job Classes are mixed			
Group/BU Code 1040		Hourly	Monthly	Annual
Grade = 543 NonSup 1 (exempt)	Step 0 - First 6 Months	\$35.4850	\$6,150.71	\$73,80
Positions in this grade:	Step 1 - Next 12 Months	\$37.2591	\$6,458.23	\$77,49
Senior Engineer (1)	Step 2 - Next 12 Months	\$39.1219	\$6,781.12	\$81,37
	Step 3 - Next 12 Months	\$41.0773	\$7,120.05	\$85,44
	Step 4 - Thereafter	\$43.1312	\$7,476.06	\$89,71
O	0. 0.5.4014.5	A00 7050	AF 057 70	470.00
Grade = 549 NonSup 2 (exempt) Positions in this grade:	Step 0 - First 6 Months Step 1 - Next 12 Months	\$33.7950 \$35.4850	\$5,857.79 \$6,150.71	\$70,29 \$73,80
			,	,
Network Administrator (2) Senior Information Systems Analyst (2)	Step 2 - Next 12 Months	\$37.2591	\$6,458.23	\$77,49 \$81,37
Asset Management/Staking Technician	Step 3 - Next 12 Months Step 4 - Thereafter	\$39.1219 \$41.0773	\$6,781.12 \$7.120.05	\$81,37 \$85,44
ASSET Warragement Otaking Teermician	Step 4 - Therearter	\$41.0775	\$7,120.03	\$00,44
Grade = 542 NonSup 3 (exempt)	Step 0 - First 6 Months	\$27.8032	\$4,819.22	\$57,83
Positions in this grade:	Step 1 - Next 12 Months	\$29.1934	\$5,060.18	\$60,72
IS Analyst/Programmer (1)	Step 2 - Next 12 Months	\$30.6531	\$5,313.19	\$63,75
User Support Coordinator (1)	Step 3 - Next 12 Months	\$32.1858	\$5,578.85	\$66,94
Telecommunication Technician (1)	Step 4 - Thereafter	\$33.7950	\$5,857.79	\$70,29
Grade = 522 NonSup 4 (not exempt)	Step 0 - First 6 Months	\$27.8032	\$4.819.22	\$57.83
Positions in this grade:	Step 1 - Next 12 Months	\$29,1934	\$5,060,18	\$60,72
Risk Management (1)	Step 2 - Next 12 Months	\$30.6531	\$5,000.18	\$63,75
Fire Adapted Communities Coordinator (1)	Step 3 - Next 12 Months	\$32,1858	\$5,578.85	\$66,94
Community Preparedness Coord (1)	Step 4 - Thereafter	\$32.1656	\$5,857.79	\$70,29
Community 1 repareuress Coold (1)	Otep 4 - Therearter	\$55.1550	\$5,057.75	\$10,23
Grade = 535 NonSup 5 (non exempt)	Step 0 - First 6 Months	\$21.7843	\$3,775.94	\$45,31
Positions in this grade:	Step 1 - Next 12 Months	\$22.8738	\$3,964.78	\$47,57
	Step 2 - Next 12 Months	\$24.0175	\$4,163.03	\$49,95
	Step 3 - Next 12 Months	\$25.2183	\$4,371.17	\$52,45
	Step 4 - Thereafter	\$26,4796	\$4,589.78	\$55.07

Non-Represented Non Supervisory - A	All Job Classes are mixed			
Group/BU Code 1040		Hourly	Monthly	Annual
Grade = 543 NonSup 1 (exempt)	Step 0 - First 6 Months	\$35.4850	\$6,150.71	\$73,80
Positions in this grade:	Step 1 - Next 12 Months	\$37.2591	\$6,458.23	\$77,49
	Step 2 - Next 12 Months	\$39.1219	\$6,781.12	\$81,3
	Step 3 - Next 12 Months	\$41.0773	\$7,120.05	\$85,4
	Step 4 - Thereafter	\$43.1312	\$7,476.06	\$89,7
Grade = 549 NonSup 2 (exempt)	Step 0 - First 6 Months	\$33.7950	\$5,857.79	\$70,2
Positions in this grade:	Step 1 - Next 12 Months	\$35.4850	\$6,150.71	\$73,8
Network Administrator (2)	Step 2 - Next 12 Months	\$37.2591	\$6,458.23	\$77,4
Senior Information Systems Analyst (2)	Step 3 - Next 12 Months	\$39.1219	\$6,781.12	\$81,3
Asset Management/Staking Technician	Step 4 - Thereafter	\$41.0773	\$7,120.05	\$85,4
Grade = 542 NonSup 3 (exempt)	Step 0 - First 6 Months	\$27.8032	\$4.819.22	\$57.8
Positions in this grade:	Step 1 - Next 12 Months	\$29,1934	\$5,060,18	\$60.7
IS Analyst/Programmer (0)	Step 2 - Next 12 Months	\$30,6531	\$5,313,19	\$63,7
User Support Coordinator (1)	Step 3 - Next 12 Months	\$32,1858	\$5,578,85	\$66.9
	Step 4 - Thereafter	\$33.7950	\$5,857.79	\$70,2

Grade = 522 NonSup 4 (not exempt)	Step 0 - First 6 Months	\$27.8032	\$4,819.22	\$57,8
Positions in this grade:	Step 1 - Next 12 Months	\$29.1934	\$5,060.18	\$60,7
Risk Management (0)	Step 2 - Next 12 Months	\$30.6531	\$5,313.19	\$63,7
Fire Adapted Communities Coordinator (1)	Step 3 - Next 12 Months	\$32.1858	\$5,578.85	\$66,9
	Step 4 - Thereafter	\$33.7950	\$5,857.79	\$70,2
Grade = 535 NonSup 5 (non exempt)	Step 0 - First 6 Months	\$21,7843	\$3,775,94	\$45.3
Positions in this grade:	Step 1 - Next 12 Months	\$22,8738	\$3,964,78	\$47.5
CERT Program Coordinator	Step 2 - Next 12 Months	\$24.0175	\$4,163,03	\$49.9
	Step 3 - Next 12 Months	\$25.2183	\$4,371,17	\$52.4
	Step 4 - Thereafter	\$26,4796	\$4,589,78	\$55.0

Group/BU Code 1050 Grade = 531 Conf 5 Positions in this grade:				
		Hourly	Monthly	Annual
Positions in this grade:	Step 0 - First 6 Months	\$32.0272	\$5,551.37	\$66,61
contone in the grade.	Step 1 - Next 12 Months	\$33.6285	\$5,828.93	\$69,94
Senior Accounting Analyst	Step 2 - Next 12 Months	\$35.3101	\$6,120.41	\$73,44
Senior HR Analyst	Step 3 - Next 12 Months	\$37.0756	\$6,426.42	\$77,11
<u> </u>	Step 4 - Thereafter	\$38.9292	\$6,747.72	\$80,97

Grade = 541 Conf 1	Step 0 - First 6 Months	\$27.8032	\$4,819.22	\$57,83
Positions in this grade:	Step 1 - Next 12 Months	\$29.1934	\$5,060.18	\$60,72
Accounting Analyst (1)	Step 2 - Next 12 Months	\$30.6531	\$5,313.19	\$63,75
Human Resources Analyst	Step 3 - Next 12 Months	\$32.1858	\$5,578.85	\$66,94
Administrative Analyst (1)	Step 4 - Thereafter	\$33.7950	\$5,857.79	\$70,29
Executive Analyst (1)				
Grade = 530 Conf 2	Step 0 - First 6 Months	\$24.0175	\$4,163.03	\$49,95
Positions in this grade:	Step 1 - Next 12 Months	\$25.2183	\$4,371.17	\$52,45
Administrative Supervisor (2)	Step 2 - Next 12 Months	\$26.4794	\$4,589.76	\$55,07
Fiscal Services Specialist (1)	Step 3 - Next 12 Months	\$27.8032	\$4,819.22	\$57,83
Paralegal	Step 4 - Thereafter	\$29.1934	\$5,060.18	\$60,72
Grade = 534 Conf 3	Step 0 - First 6 Months	\$22.8738	\$3,964,78	\$47.57
Positions in this grade:	Step 1 - Next 12 Months	\$24,0175	\$4,163,03	\$49.95
Executive Assistant (1)	Step 2 - Next 12 Months	\$25,2183	\$4,371,17	\$52,45
(-,	Step 3 - Next 12 Months	\$26,4794	\$4,589,76	\$55,07
	Step 4 - Thereafter	\$27.8033	\$4,819.23	\$57,83
Grade = 535 Conf 4	Step 0 - First 6 Months	\$21.7843	\$3,775.94	\$45,31
Positions in this grade:	Step 1 - Next 12 Months	\$22.8738	\$3,964.78	\$47,57
Administrative Assistant (5)	Step 2 - Next 12 Months	\$24.0175	\$4,163.03	\$49,95
	Step 3 - Next 12 Months Step 4 - Thereafter	\$25.2183 \$26.4796	\$4,371.17 \$4,589.78	\$52,45 \$55,07

	Effective 7/1/2020 - 0% COLA			
Non-Represented Confidential -	All Job Classes are non exempt			
Group/BU Code 1050		Hourly	Monthly	Annual
Grade = 531 Conf 5	Step 0 - First 6 Months	\$32.0272	\$5,551.37	\$66,610
Positions in this grade:	Step 1 - Next 12 Months	\$33.6285	\$5,828.93	\$69,947
Senior Accounting Analyst	Step 2 - Next 12 Months	\$35.3101	\$6,120.41	\$73,445
Senior HR Analyst	Step 3 - Next 12 Months	\$37.0756	\$6,426.42	\$77,117
	Step 4 - Thereafter	\$38.9292	\$6,747.72	\$80,973
Grade = 541 Conf 1	Step 0 - First 6 Months	\$27.8032	\$4,819.22	\$57,83
Positions in this grade:	Step 1 - Next 12 Months	\$29.1934	\$5,060.18	\$60,722
Accounting Analyst (1)	Step 2 - Next 12 Months	\$30.6531	\$5,313.19	\$63,758
Administrative Analyst (4)	Step 3 - Next 12 Months	\$32.1858	\$5,578.85	\$66,946
Executive Analyst (0)	Step 4 - Thereafter	\$33.7950	\$5,857.79	\$70,293
Grade = 530 Conf 2	Step 0 - First 6 Months	\$24.0175	\$4,163.03	\$49,956
Positions in this grade:	Step 1 - Next 12 Months	\$25.2183	\$4,371.17	\$52,454
Administrative Supervisor (1)	Step 2 - Next 12 Months	\$26.4794	\$4,589.76	\$55,077
Paralegal	Step 3 - Next 12 Months	\$27.8032	\$4,819.22	\$57,83
	Step 4 - Thereafter	\$29.1934	\$5,060.18	\$60,722
Grade = 534 Conf 3	Step 0 - First 6 Months	\$22.8738	\$3,964,78	\$47.57
Positions in this grade:	Step 1 - Next 12 Months	\$24,0175	\$4,163,03	\$49,956
Executive Assistant (1)	Step 2 - Next 12 Months	\$25,2183	\$4,371,17	\$52,454
Executive Assistant (1)	Step 3 - Next 12 Months	\$26,4794	\$4,589,76	\$55,077
	Step 4 - Thereafter	\$27.8033	\$4,819.23	\$57,83
Grade = 535 Conf 4	Step 0 - First 6 Months	\$21.7843	\$3,775.94	\$45,311
Positions in this grade:	Step 1 - Next 12 Months	\$22.8738	\$3,964.78	\$47,57
Administrative Assistant (1)	Step 2 - Next 12 Months	\$24.0175	\$4,163.03	\$49,950
	Step 3 - Next 12 Months	\$25.2183	\$4,371.17	\$52,454
	Step 4 - Thereafter	\$26,4796	\$4,589,78	\$55,077

ELECTED OFFICIALS - FLSA EXEMPT Group/BU Code 1070				
x% increase calculated per City Charter	Hourly	Monthly	Annual	
City Recorder	\$45.0760	\$7,813	\$93,756	
Municipal Judge	\$30.6354	\$5,310	\$63,720	
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ELECTED OFFICIALS - FLSA EXEMPT Group/BU Code 1070						
xxx% increase calculated per City Charter	Hourly	Monthly	Annual			
City Recorder	\$45.0760	\$7,813	\$93,756			
Municipal Judge	\$30.6354	\$5,310	\$63,720			