Section One of Classification and Compensation Plan SUMMARY OF JOB CLASSIFICATIONS AND SALARY SCHEDULE FY 2016/17

Classification	FLSA Exempt Status	See Footnote	Salary Range	Salary Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	# Auth. Positions
ELECTED OFFICIAL					_	_					
Mayor and City Council	N/A	(1)	N/A	N/A	May	yor; \$612/mon	th and City Co	ouncil; \$512/m	onth		5.00
COUNCIL ELECTED OFFICIAL											
Planning Commission	N/A	(2)	N/A	N/A			\$150/meeting				5.00
EXECUTIVE MANAGEMENT GROUP (EM)											
City Manager	Exempt		N/A	N/A		1	\$15,000.15	1	1		1.00
Community/Economic Development Director	Exempt		81	EM	\$9,567.06	\$9,997.58	\$10,447.47	\$10,917.61	\$11,408.90		1.00
Police Chief	Exempt		86	EM	\$10,811.38	\$11,297.89	\$11,806.30	\$12,337.58	\$12,892.77		1.00
Public Works Director	Exempt	(6)	81	EM	\$9,567.06	\$9,997.58	\$10,447.47	\$10,917.61	\$11,408.90		1.00
PROFESSIONAL/MID-MGMT (MM)											
Building Official	Exempt	(3)	69-B	MM	\$7,212.04	\$7,536.58	\$7,875.73	\$8,230.14	\$8,600.49		0.80
Econ. Develop./Housing Coord.	Exempt	(3)	52-B	MM	\$4,765.17	\$4,971.72	\$5,203.68	\$5,437.85	\$5,682.55		1.00
Laboratory Director	Exempt	(3)	62-B	MM	\$6,081.70	\$6,355.37	\$6,641.37	\$6,940.23	\$7,252.54		1.00
Police Records Supervisor		(3)	47-B	MM	\$4,216.73	\$4,406.48	\$4,604.77	\$4,811.99	\$5,028.53		1.00
Principal Laboratory Analyst	Exempt	(3)	56-B	MM	\$5,253.60	\$5,490.01	\$5,737.06	\$5,995.23	\$6,265.01		1.00
Public Works Supervisor		(3)	52-B	MM	\$4,765.17	\$4,971.72	\$5,203.68	\$5,437.85	\$5,682.55		1.00
Water Reclamation Chief Plant Operator	Exempt	(3)	62-B	MM	\$6,081.70	\$6,355.37	\$6,641.37	\$6,940.23	\$7,252.54		1.00
Water Reclamation Shift Supervisor		(3)	56-B	MM	\$5,253.60	\$5,490.01	\$5,737.06	\$5,995.23	\$6,265.01		2.00
Water Resources Manager	Exempt	(3)	71-B	MM	\$7,572.64	\$7,913.41	\$8,269.51	\$8,641.64	\$9,030.52		1.00
Water Systems Supervisor	Exempt	(3)	59-B	MM	\$5,650.82	\$5,905.11	\$6,170.84	\$6,448.53	\$6,738.71		1.00
UNREPRESENTED CONFIDENTIAL GROUP (CF)											
Administrative Specialist		(4)	47-B	CF	\$4,278.43	\$4,470.96	\$4,672.15	\$4,882.40	\$5,102.11		1.00
Assistant to the City Manager	Exempt	(4)	68-B	CF	\$7,321.92	\$7,651.41	\$7,995.72	\$8,355.53	\$8,731.53		1.00
Executive Assistant to the City Manager		(4)	41-B	CF	\$3,788.27	\$3,958.74	\$4,136.88	\$4,323.04	\$4,517.58		1.00
Police Commander	Exempt	(4)	73-B	CF	\$8,269.31	\$8,641.43	\$9,030.29	\$9,436.65	\$9,861.30		1.00

CLASSIFIED (CL)										
Administrative Secretary	(5)	39-B	CL	\$3,657.59	\$3,822.18	\$3,994.18	\$4,173.92	\$4,361.75		1.00
Animal Control Officer	(5)	38-B	CL	\$3,570.51	\$3,731.18	\$3,899.08	\$4,074.54	\$4,257.90		1.00
Code Enforcement and Community Services Officer	(5)	40-B	CL	\$3,749.03	\$3,917.74	\$4,094.04	\$4,278.27	\$4,470.79		1.00
Customer Service Utility Billing Technician	(5)	39-B	CL	\$3,657.59	\$3,822.18	\$3,994.18	\$4,173.92	\$4,361.75		1.00
Electrician	(5)	43-B	CL	\$4,032.50	\$4,213.96	\$4,403.59	\$4,601.75	\$4,808.83		1.00
Maintenance Worker	(5)	38-B	CL	\$3,570.51	\$3,731.18	\$3,899.08	\$4,074.54	\$4,257.90		4.00
Mechanic/Maintenance Worker	(5)	43-B	CL	\$4,032.50	\$4,213.96	\$4,403.59	\$4,601.75	\$4,808.83		2.00
Property and Evidence Technician	(5)	34-B	CL	\$3,238.55	\$3,384.29	\$3,536.58	\$3,695.73	\$3,862.04		1.00
Utility Maintenance Mechanic	(5)	43-B	CL	\$4,032.50	\$4,213.96	\$4,403.59	\$4,601.75	\$4,808.83		2.00
Water Reclamation Operator-In-Training	(5)	38-B	CL	\$3,570.51	\$3,731.18	\$3,899.08	\$4,074.54	\$4,257.90		1.00
Water Reclamation Operator I	(5)	45-B	CL	\$4,234.12	\$4,424.66	\$4,623.77	\$4,831.83	\$5,049.27		2.00
Water Reclamation Operator II	(5)	51-B	CL	\$4,901.52	\$5,122.09	\$5,352.59	\$5,593.45	\$5,845.16		2.00
Water System Operator	(5)	51-B	CL	\$4,901.52	\$5,122.09	\$5,352.59	\$5,593.45	\$5,845.16		2.00
POLICE SERGEANT (PS)										
Police Sergeant		59	PS	\$7,137.72	\$7,458.92	\$7,794.57	\$8,145.33	\$8,511.87		4.00
POLICE OFFICER (PO)										
Police Officer		45	PO	\$5,193.34	\$5,427.04	\$5,671.26	\$5,926.46	\$6,193.15	\$6,471.85	11.00
Footnotes:				- 	- 		Total A	uthorized Po	sitions:	64.80

(1) Mayor and City Council monthly compensation added to Summary of Job Classification and Salary Schedule.

- (2) Planning Commission added to Summary of Job Classification and Salary Schedule.
- (3) Pursuant to Resolution No. 5124, Council approved SEIU-Mid-Management Unit MOU, 2.5% wage increase effective 7/2/16.
- (4) Pursuant to Resolution No. 5125, Council approved Salay and Benefit Plan for Unrepresented Confidental Group, 2.5% wage increase effective 7/2/16.
- (5) Pursuant to Resolution No. 5123, Council approved SEIU-General Unti MOU, 2.5% wage increase effective 7/2/16.
- (6) Pursuant to Resolution No. 4302, Classification eligible to receive special compensation in the amount of five percent (5%) for possessing Engineering Registration (PE License).

EXECUTIVE MANAGEMENT (EM) CLASSIFICATION AND COMPENSATION PLAN FY 2016/17

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Community/Economic	81	Yearly	\$114,804.76	\$119,970.97	\$125,369.67	\$131,011.30	\$136,906.81
Development Director		Monthly	\$9,567.06	\$9,997.58	\$10,447.47	\$10,917.61	\$11,408.90
Public Works Director		Bi-weekly	\$4,415.57	\$4,614.27	\$4,821.91	\$5,038.90	\$5,265.65
		Hourly	\$55.19	\$57.68	\$60.27	\$62.99	\$65.82
Police Chief	86	Yearly	\$129,736.55	\$135,574.70	\$141,675.56	\$148,050.96	\$154,713.25
		Monthly	\$10,811.38	\$11,297.89	\$11,806.30	\$12,337.58	\$12,892.77
		Bi-weekly	\$4,989.87	\$5,214.41	\$5,449.06	\$5,694.27	\$5,950.51
		Hourly	\$62.37	\$65.18	\$68.11	\$71.18	\$74.38

UNREPRESENTED CONFIDENTIAL GROUP (CF) CLASSIFICATION AND COMPENSATION PLAN FY 2016/17

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Executive Assistant to	41	Yearly	\$43,268.71	\$45,215.80	\$47,250.51	\$49,376.78	\$51,598.74
the City Manager	• •	Monthly	\$3,605.73	\$3,767.98	\$3,937.54	\$4,114.73	\$4,299.89
, g		Bi-weekly	\$1,664.18	\$1,739.07	\$1,817.33	\$1,899.11	\$1,984.57
		Hourly	\$20.80	\$21.74	\$22.72	\$23.74	\$24.81
Effective 10/10/15	41-A	Yearly	\$44,350.42	\$46,346.19	\$48,431.77	\$50,611.20	\$52,888.71
		Monthly	\$3,695.87	\$3,862.18	\$4,035.98	\$4,217.60	\$4,407.39
		Bi-weekly	\$1,705.79	\$1,782.55	\$1,862.76	\$1,946.58	\$2,034.18
		Hourly	\$21.32	\$22.28	\$23.28	\$24.33	\$25.43
Effective 7/2/16	41-B	Yearly	\$45,459.18	\$47,504.85	\$49,642.57	\$51,876.48	\$54,210.92
		Monthly	\$3,788.27	\$3,958.74	\$4,136.88	\$4,323.04	\$4,517.58
		Bi-weekly	\$1,748.43	\$1,827.11	\$1,909.33	\$1,995.25	\$2,085.04
		Hourly	\$21.86	\$22.84	\$23.87	\$24.94	\$26.06
Administrative	47-A	Yearly	\$50,088.94	\$52,342.94	\$54,698.37	\$57,159.80	\$59,731.99
Specialist		Monthly	\$4,174.08	\$4,361.91	\$4,558.20	\$4,763.32	\$4,977.67
		Bi-weekly	\$1,926.50	\$2,013.19	\$2,103.78	\$2,198.45	\$2,297.38
		Hourly	\$24.08	\$25.16	\$26.30	\$27.48	\$28.72
Effective 7/2/16	47-B	Yearly	\$51,341.16	\$53,651.51	\$56,065.83	\$58,588.79	\$61,225.29
		Monthly	\$4,278.43	\$4,470.96	\$4,672.15	\$4,882.40	\$5,102.11
		Bi-weekly	\$1,974.66	\$2,063.52	\$2,156.38	\$2,253.42	\$2,354.82
		Hourly	\$24.68	\$25.79	\$26.95	\$28.17	\$29.44
Assistant to the	68	Yearly	\$83,629.34	\$87,392.66	\$91,325.33	\$95,434.97	\$99,729.54
City Manager		Monthly	\$6,969.11	\$7,282.72	\$7,610.44	\$7,952.91	\$8,310.80
		Bi-weekly	\$3,216.51	\$3,361.26	\$3,512.51	\$3,670.58	\$3,835.75
		Hourly	\$40.21	\$42.02	\$43.91	\$45.88	\$47.95
Effective 10/10/15	68-A	Yearly	\$85,720.07	\$89,577.48	\$93,608.46	\$97,820.84	\$102,222.78
		Monthly	\$7,143.34	\$7,464.79	\$7,800.71	\$8,151.74	\$8,518.57
		Bi-weekly	\$3,296.93	\$3,445.29	\$3,600.33	\$3,762.34	\$3,931.65
		Hourly	\$41.21	\$43.07	\$45.00	\$47.03	\$49.15
Effective 7/2/16	68-B	Yearly	\$87,863.07	\$91,816.91	\$95,948.67	\$100,266.36	\$104,778.35
		Monthly	\$7,321.92	\$7,651.41	\$7,995.72	\$8,355.53	\$8,731.53
		Bi-weekly	\$3,379.35	\$3,531.42	\$3,690.33	\$3,856.40	\$4,029.94
		Hourly	\$42.24	\$44.14	\$46.13	\$48.20	\$50.37
Police Commander	73	Yearly	\$94,450.16	\$98,700.42	\$103,141.93	\$107,783.32	\$112,633.57

		Monthly	\$7,870.85	\$8,225.03	\$8,595.16	\$8,981.94	\$9,386.13
		Bi-weekly	\$3,632.70	\$3,796.17	\$3,967.00	\$4,145.51	\$4,332.06
		Hourly	\$45.41	\$47.45	\$49.59	\$51.82	\$54.15
Effective 10/10/15	73-A	Yearly	\$96,811.41	\$101,167.93	\$105,720.48	\$110,477.90	\$115,449.41
		Monthly	\$8,067.62	\$8,430.66	\$8,810.04	\$9,206.49	\$9,620.78
		Bi-weekly	\$3,723.52	\$3,891.07	\$4,066.17	\$4,249.15	\$4,440.36
		Hourly	\$46.54	\$48.64	\$50.83	\$53.11	\$55.50
Effective 7/2/16	73-B	Yearly	\$99,231.70	\$103,697.12	\$108,363.50	\$113,239.85	\$118,335.65
		Monthly	\$8,269.31	\$8,641.43	\$9,030.29	\$9,436.65	\$9,861.30
		Bi-weekly	\$3,816.60	\$3,988.35	\$4,167.83	\$4,355.38	\$4,551.37
		Hourly	\$47.71	\$49.85	\$52.10	\$54.44	\$56.89

Unrepresented Confidential Group (CF)

Amended: 1/6/16

PROFESSIONAL/MID-MANAGEMENT (MM) CLASSIFICATION AND COMPENSATION PLAN FY 2016/17

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Police Records Supervisor	47	Yearly	\$48,162.54	\$50,329.85	\$52,594.69	\$54,961.46	\$57,434.72
		Monthly	\$4,013.54	\$4,194.15	\$4,382.89	\$4,580.12	\$4,786.23
		Bi-weekly	\$1,852.41	\$1,935.76	\$2,022.87	\$2,113.90	\$2,209.03
		Hourly	\$23.16	\$24.20	\$25.29	\$26.42	\$27.61
Effective 8/29/15	47-A	Yearly	\$49,366.60	\$51,588.10	\$53,909.56	\$56,335.50	\$58,870.59
Effective 6/29/15	4/-A	Monthly	\$4,113.88	\$4,299.01	\$4,492.46	\$4,694.62	\$4,905.88
		Bi-weekly	\$1,898.72	\$1,984.16	\$2,073.44	\$2,166.75	\$2,264.25
		•					
		Hourly	\$23.73	\$24.80	\$25.92	\$27.08	\$28.30
Effective 7/2/16	47-B	Yearly	\$50,600.77	\$52,877.80	\$55,257.30	\$57,743.88	\$60,342.35
		Monthly	\$4,216.73	\$4,406.48	\$4,604.77	\$4,811.99	\$5,028.53
		Bi-weekly	\$1,946.18	\$2,033.76	\$2,125.28	\$2,220.92	\$2,320.86
		Hourly	\$24.33	\$25.42	\$26.57	\$27.76	\$29.01
Public Works Supervisor	52	Yearly	\$54,426.68	\$56,785.88	\$59,435.29	\$62,109.88	\$64,904.82
Economic Development/Housing		Monthly	\$4,535.56	\$4,739.66	\$4,952.94	\$5,175.82	\$5,408.74
Program Coordinator		Bi-weekly	\$2,093.33	\$2,187.53	\$2,285.97	\$2,388.84	\$2,496.34
		Hourly	\$26.17	\$27.34	\$28.57	\$29.86	\$31.20
Effective 8/29/15	52-A	Yearly	\$55,787.35	\$58,205.53	\$60,921.17	\$63,662.63	\$66,527.44
Effective 6/27/13	32-A	Monthly	\$4,648.95	\$4,850.46	\$5,076.76	\$5,305.22	\$5,543.95
		Bi-weekly	\$2,145.67	\$2,238.67	\$2,343.12	\$2,448.56	\$2,558.75
		Hourly	\$26.82	\$27.98	\$29.29	\$30.61	\$31.98
Effective 7/2/16	52 D	Vocale	¢57 192 02	\$50.660.67	\$62.444.20	¢65 054 10	\$68,190.63
Effective 7/2/16	52-B	Yearly Monthly	\$57,182.03 \$4,765.17	\$59,660.67	\$62,444.20	\$65,254.19	\$5,682.55
		•		\$4,971.72	\$5,203.68	\$5,437.85	
		Bi-weekly	\$2,199.31	\$2,294.64	\$2,401.70	\$2,509.78	\$2,622.72
		Hourly	\$27.49	\$28.68	\$30.02	\$31.37	\$32.78
Principal Laboratory Analyst	56	Yearly	\$60,005.41	\$62,705.65	\$65,527.41	\$68,476.14	\$71,557.57
Water Reclamation Shift Supv		Monthly	\$5,000.45	\$5,225.47	\$5,460.62	\$5,706.35	\$5,963.13
		Bi-weekly	\$2,307.90	\$2,411.76	\$2,520.28	\$2,633.70	\$2,752.21
		Hourly	\$28.85	\$30.15	\$31.50	\$32.92	\$34.40
Effective 8/29/15	56-A	Yearly	\$61,505.55	\$64,273.29	\$67,165.60	\$70,188.04	\$73,346.51
		Monthly	\$5,125.46	\$5,356.11	\$5,597.13	\$5,849.00	\$6,112.21
		Bi-weekly	\$2,365.60	\$2,472.05	\$2,583.29	\$2,699.54	\$2,821.02
		Hourly	\$29.57	\$30.90	\$32.29	\$33.74	\$35.26

Effective 7/2/16	56-B	Yearly	\$63,043.18	\$65,880.12	\$68,844.74	\$71,942.74	\$75,180.17
		Monthly Bi-weekly	\$5,253.60 \$2,424.74	\$5,490.01	\$5,737.06	\$5,995.23	\$6,265.01
		•	\$30.31	\$2,533.85 \$31.67	\$2,647.87 \$33.10	\$2,767.03 \$34.59	\$2,891.55 \$36.14
		Hourly	\$30.31	\$31.07	ф33.10	\$34.39	\$30.14
Water Systems Supervisor	59	Yearly	\$64,542.41	\$67,446.81	\$70,481.92	\$73,653.61	\$76,968.02
		Monthly	\$5,378.53	\$5,620.57	\$5,873.49	\$6,137.80	\$6,414.00
		Bi-weekly	\$2,482.40	\$2,594.11	\$2,710.84	\$2,832.83	\$2,960.31
		Hourly	\$31.03	\$32.43	\$33.89	\$35.41	\$37.00
Effective 8/29/15	59-A	Yearly	\$66,155.97	\$69,132.98	\$72,243.97	\$75,494.95	\$78,892.22
		Monthly	\$5,513.00	\$5,761.08	\$6,020.33	\$6,291.25	\$6,574.35
		Bi-weekly	\$2,544.46	\$2,658.96	\$2,778.61	\$2,903.65	\$3,034.32
		Hourly	\$31.81	\$33.24	\$34.73	\$36.30	\$37.93
Effective 7/2/16	59-B	Yearly	\$67,809.87	\$70,861.30	\$74,050.07	\$77,382.32	\$80,864.53
		Monthly	\$5,650.82	\$5,905.11	\$6,170.84	\$6,448.53	\$6,738.71
		Bi-weekly	\$2,608.07	\$2,725.43	\$2,848.08	\$2,976.24	\$3,110.17
		Hourly	\$32.60	\$34.07	\$35.60	\$37.20	\$38.88
Laboratory Director	62	Yearly	\$69,463.76	\$72,589.63	\$75,856.17	\$79,269.69	\$82,836.83
Water Reclamation Chief Plant Op		Monthly	\$5,788.65	\$6,049.14	\$6,321.35	\$6,605.81	\$6,903.07
		Bi-weekly	\$2,671.68	\$2,791.91	\$2,917.54	\$3,048.83	\$3,186.03
		Hourly	\$33.40	\$34.90	\$36.47	\$38.11	\$39.83
Effective 8/29/15	62-A	Yearly	\$71,200.35	\$74,404.37	\$77,752.57	\$81,251.43	\$84,907.75
		Monthly	\$5,933.36	\$6,200.36	\$6,479.38	\$6,770.95	\$7,075.65
		Bi-weekly	\$2,738.48	\$2,861.71	\$2,990.48	\$3,125.06	\$3,265.68
		Hourly	\$34.23	\$35.77	\$37.38	\$39.06	\$40.82
Effective 7/2/16	62-B	Yearly	\$72,980.36	\$76,264.48	\$79,696.39	\$83,282.72	\$87,030.44
		Monthly	\$6,081.70	\$6,355.37	\$6,641.37	\$6,940.23	\$7,252.54
		Bi-weekly	\$2,806.94	\$2,933.25	\$3,065.25	\$3,203.18	\$3,347.32
		Hourly	\$35.09	\$36.67	\$38.32	\$40.04	\$41.84
Building Official	69	Yearly	\$82,374.28	\$86,081.12	\$89,954.78	\$94,002.74	\$98,232.86
		Monthly	\$6,864.52	\$7,173.43	\$7,496.23	\$7,833.56	\$8,186.07
		Bi-weekly	\$3,168.24	\$3,310.81	\$3,459.80	\$3,615.49	\$3,778.19
		Hourly	\$39.60	\$41.39	\$43.25	\$45.19	\$47.23
Effective 8/29/15	69-A	Yearly	\$84,433.64	\$88,233.15	\$92,203.65	\$96,352.81	\$100,688.68
		Monthly	\$7,036.14	\$7,352.76	\$7,683.64	\$8,029.40	\$8,390.72
		Bi-weekly	\$3,247.45	\$3,393.58	\$3,546.29	\$3,705.88	\$3,872.64
		Hourly	\$40.59	\$42.42	\$44.33	\$46.32	\$48.41

Effective 7/2/16	69-B	Yearly	\$86,544.48	\$90,438.98	\$94,508.74	\$98,761.63	\$103,205.90
		Monthly	\$7,212.04	\$7,536.58	\$7,875.73	\$8,230.14	\$8,600.49
		Bi-weekly	\$3,328.63	\$3,478.42	\$3,634.95	\$3,798.52	\$3,969.46
		Hourly	\$41.61	\$43.48	\$45.44	\$47.48	\$49.62
Water Resources Manager	71	Yearly	\$86,493.00	\$90,385.18	\$94,452.51	\$98,702.88	\$103,144.51
		Monthly	\$7,207.75	\$7,532.10	\$7,871.04	\$8,225.24	\$8,595.38
		Bi-weekly	\$3,326.65	\$3,476.35	\$3,632.79	\$3,796.26	\$3,967.10
		Hourly	\$41.58	\$43.45	\$45.41	\$47.45	\$49.59
Effective 8/29/15	71-A	Yearly	\$88,655.33	\$92,644.81	\$96,813.82	\$101,170.45	\$105,723.12
		Monthly	\$7,387.94	\$7,720.40	\$8,067.82	\$8,430.87	\$8,810.26
		Bi-weekly	\$3,409.82	\$3,563.26	\$3,723.61	\$3,891.17	\$4,066.27
		Hourly	\$42.62	\$44.54	\$46.55	\$48.64	\$50.83
Effective 7/2/16							
	71-B	Yearly	\$90,871.71	\$94,960.93	\$99,234.17	\$103,699.71	\$108,366.20
		Monthly	\$7,572.64	\$7,913.41	\$8,269.51	\$8,641.64	\$9,030.52
		Bi-weekly	\$3,495.07	\$3,652.34	\$3,816.70	\$3,988.45	\$4,167.93
		Hourly	\$43.69	\$45.65	\$47.71	\$49.86	\$52.10

CLASSIFIED (CL) CLASSIFICATION AND COMPENSATION PLAN FY 2016/17

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Property and Evidence Tech	34	Yearly	\$36,990.04	\$38,654.59	\$40,394.05	\$42,211.78	\$44,111.31
		Monthly	\$3,082.50	\$3,221.22	\$3,366.17	\$3,517.65	\$3,675.94
		Bi-weekly	\$1,422.69	\$1,486.71	\$1,553.62	\$1,623.53	\$1,696.59
		Hourly	\$17.78	\$18.58	\$19.42	\$20.29	\$21.21
Effective 8/29/15	34-A	Yearly	\$37,914.79	\$39,620.95	\$41,403.90	\$43,267.07	\$45,214.09
		Monthly	\$3,159.57	\$3,301.75	\$3,450.32	\$3,605.59	\$3,767.84
		Bi-weekly	\$1,458.26	\$1,523.88	\$1,592.46	\$1,664.12	\$1,739.00
		Hourly	\$18.23	\$19.05	\$19.91	\$20.80	\$21.74
Effective 7/2/16	34-B	Yearly	\$38,862.66	\$40,611.48	\$42,438.99	\$44,348.75	\$46,344.44
		Monthly	\$3,238.55	\$3,384.29	\$3,536.58	\$3,695.73	\$3,862.04
		Bi-weekly	\$1,494.72	\$1,561.98	\$1,632.27	\$1,705.72	\$1,782.48
		Hourly	\$18.68	\$19.52	\$20.40	\$21.32	\$22.28
Animal Control Officer	38	Yearly	\$40,781.52	\$42,616.68	\$44,534.44	\$46,538.49	\$48,632.72
Maintenance Worker		Monthly	\$3,398.46	\$3,551.39	\$3,711.20	\$3,878.21	\$4,052.73
Water Reclamation		Bi-weekly	\$1,568.52	\$1,639.10	\$1,712.86	\$1,789.94	\$1,870.49
Operator In Training		Hourly	\$19.61	\$20.49	\$21.41	\$22.37	\$23.38
Effective 8/29/15	38-A	Yearly	\$41,801.05	\$43,682.10	\$45,647.80	\$47,701.95	\$49,848.53
Effective 6/29/13	36-A	Monthly	\$3,483.42	\$3,640.18	\$3,803.98	\$3,975.16	\$4,154.04
		Bi-weekly	\$1,607.73	\$1,680.08	\$1,755.68	\$1,834.69	\$1,917.25
		Hourly	\$20.10	\$21.00	\$21.95	\$22.93	\$23.97
		Hourry	Ψ20.10	Ψ21.00	Ψ21.73	Ψ22.73	Ψ23.71
Effective 7/2/16	38-B	Yearly	\$42,846.08	\$44,774.15	\$46,788.99	\$48,894.50	\$51,094.75
		Monthly	\$3,570.51	\$3,731.18	\$3,899.08	\$4,074.54	\$4,257.90
		Bi-weekly	\$1,647.93	\$1,722.08	\$1,799.58	\$1,880.56	\$1,965.18
		Hourly	\$20.60	\$21.53	\$22.49	\$23.51	\$24.56
Administrative Secretary	39	Yearly	\$41,776.19	\$43,656.12	\$45,620.64	\$47,673.57	\$49,818.88
Customer Service Utility	39	Monthly	\$3,481.35	\$3,638.01	\$3,801.72	\$3,972.80	\$4,151.57
Billing Technician		Bi-weekly	\$1,606.78	\$1,679.08	\$1,754.64	\$1,833.60	\$1,916.11
Diffing Technician		Hourly	\$20.08	\$20.99	\$21.93	\$22.92	\$23.95
		пошту	\$20.06	\$20.99	\$21.93	\$22.92	\$23.93
Effective 8/29/15	39-A	Yearly	\$42,820.59	\$44,747.52	\$46,761.16	\$48,865.41	\$51,064.35
		Monthly	\$3,568.38	\$3,728.96	\$3,896.76	\$4,072.12	\$4,255.36
		Bi-weekly	\$1,646.95	\$1,721.06	\$1,798.51	\$1,879.44	\$1,964.01
		Hourly	\$20.59	\$21.51	\$22.48	\$23.49	\$24.55
Effective 7/2/16	39-B	Yearly	\$43,891.11	\$45,866.21	\$47,930.19	\$50,087.04	\$52,340.96
EMICCUIC 1/2/10	39 -D	Monthly	\$3,657.59	\$3,822.18	\$3,994.18	\$4,173.92	\$4,361.75
		Monuny	Ψ3,031.33	Ψ2,022.10	ψυ, ΣΣΤ.10	Ψ-7,1/3.72	ψ+,501.75

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		Bi-weekly	\$1,688.12	\$1,764.08	\$1,843.47	\$1,926.42	\$2,013.11
		Hourly	\$21.10	\$22.05	\$23.04	\$24.08	\$25.16
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Code Enforcement and	40	Yearly	\$42,820.59	\$44,747.52	\$46,761.16	\$48,865.41	\$51,064.35
Community Services Officer		Monthly	\$3,568.38	\$3,728.96	\$3,896.76	\$4,072.12	\$4,255.36
		Bi-weekly	\$1,646.95	\$1,721.06	\$1,798.51	\$1,879.44	\$1,964.01
		Hourly	\$20.59	\$21.51	\$22.48	\$23.49	\$24.55
Effective 8/29/15	40-A	Yearly	\$43,891.11	\$45,866.21	\$47,930.19	\$50,087.04	\$52,340.96
Effective 6/29/15	40-A	Monthly	\$3,657.59	\$3,822.18	\$3,994.18	\$4,173.92	\$4,361.75
		•					
		Bi-weekly	\$1,688.12	\$1,764.08	\$1,843.47	\$1,926.42	\$2,013.11
		Hourly	\$21.10	\$22.05	\$23.04	\$24.08	\$25.16
Effective 7/2/16	40-B	Yearly	\$44,988.38	\$47,012.86	\$49,128.44	\$51,339.22	\$53,649.49
Effective 1/2/10	10 B	Monthly	\$3,749.03	\$3,917.74	\$4,094.04	\$4,278.27	\$4,470.79
		Bi-weekly	\$1,730.32	\$1,808.19	\$1,889.56	\$1,974.59	\$2,063.44
		Hourly	\$21.63	\$22.60	\$23.62	\$24.68	\$25.79
		Hourry	Ψ21.03	Ψ22.00	Ψ23.02	Ψ24.00	Ψ23.17
Utility Maint. Mechanic	43	Yearly	\$46,058.25	\$48,130.87	\$50,296.76	\$52,560.11	\$54,925.32
Electrician		Monthly	\$3,838.19	\$4,010.91	\$4,191.40	\$4,380.01	\$4,577.11
Mechanic/Maintenance		Bi-weekly	\$1,771.47	\$1,851.19	\$1,934.49	\$2,021.54	\$2,112.51
Worker		Hourly	\$22.14	\$23.14	\$24.18	\$25.27	\$26.41
Worker		Hourry	Ψ22.11	Ψ23.11	Ψ210	Ψ23.27	Ψ20.11
Effective 8/29/15	43-A	Yearly	\$47,209.70	\$49,334.14	\$51,554.18	\$53,874.11	\$56,298.45
		Monthly	\$3,934.14	\$4,111.18	\$4,296.18	\$4,489.51	\$4,691.54
		Bi-weekly	\$1,815.76	\$1,897.47	\$1,982.85	\$2,072.08	\$2,165.32
		Hourly	\$22.70	\$23.72	\$24.79	\$25.90	\$27.07
Effective 7/2/16	43-B	Yearly	\$48,389.95	\$50,567.49	\$52,843.03	\$55,220.97	\$57,705.91
		Monthly	\$4,032.50	\$4,213.96	\$4,403.59	\$4,601.75	\$4,808.83
		Bi-weekly	\$1,861.15	\$1,944.90	\$2,032.42	\$2,123.88	\$2,219.46
		Hourly	\$23.26	\$24.31	\$25.41	\$26.55	\$27.74
Water Reclamation Op 1	45	Yearly	\$48,361.16	\$50,537.41	\$52,811.59	\$55,188.12	\$57,671.58
		Monthly	\$4,030.10	\$4,211.45	\$4,400.97	\$4,599.01	\$4,805.97
		Bi-weekly	\$1,860.04	\$1,943.75	\$2,031.22	\$2,122.62	\$2,218.14
		Hourly	\$23.25	\$24.30	\$25.39	\$26.53	\$27.73
Effective 8/29/15	45-A	Yearly	\$49,570.19	\$51,800.85	\$54,131.88	\$56,567.82	\$59,113.37
		Monthly	\$4,130.85	\$4,316.74	\$4,510.99	\$4,713.98	\$4,926.11
		Bi-weekly	\$1,906.55	\$1,992.34	\$2,082.00	\$2,175.69	\$2,273.59
		Hourly	\$23.83	\$24.90	\$26.02	\$27.20	\$28.42
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Effective 7/2/16	45-B	Yearly	\$50,809.44	\$53,095.87	\$55,485.18	\$57,982.01	\$60,591.21
		Monthly	\$4,234.12	\$4,424.66	\$4,623.77	\$4,831.83	\$5,049.27
		Bi-weekly	\$1,954.21	\$2,042.15	\$2,134.05	\$2,230.08	\$2,330.43
		Hourly	\$24.43	\$25.53	\$26.68	\$27.88	\$29.13

Water Reclamation Op 2	51	Yearly	\$55,984.09	\$58,503.37	\$61,136.02	\$63,887.14	\$66,762.06
Water Systems Operator		Monthly	\$4,665.34	\$4,875.28	\$5,094.67	\$5,323.93	\$5,563.51
		Bi-weekly	\$2,153.23	\$2,250.13	\$2,351.39	\$2,457.20	\$2,567.77
		Hourly	\$26.92	\$28.13	\$29.39	\$30.71	\$32.10
Effective 8/29/15	51-A	Yearly	\$57,383.69	\$59,965.95	\$62,664.42	\$65,484.32	\$68,431.12
		Monthly	\$4,781.97	\$4,997.16	\$5,222.04	\$5,457.03	\$5,702.59
		Bi-weekly	\$2,207.06	\$2,306.38	\$2,410.17	\$2,518.63	\$2,631.97
		Hourly	\$27.59	\$28.83	\$30.13	\$31.48	\$32.90
Effective 7/2/16	51-B	Yearly	\$58,818.28	\$61,465.10	\$64,231.03	\$67,121.43	\$70,141.89
211000110 1/2/10	31 D	Monthly	\$4,901.52	\$5,122.09	\$5,352.59	\$5,593.45	\$5,845.16
		•					
		Bi-weekly	\$2,262.24	\$2,364.04	\$2,470.42	\$2,581.59	\$2,697.77
		Hourly	\$28.28	\$29.55	\$30.88	\$32.27	\$33.72

POLICE SERGEANT (PS) CLASSIFICATION AND COMPENSATION PLAN FY 2016/17

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Police Sergeant	59	Yearly	\$85,652.68	\$89,507.05	\$93,534.86	\$97,743.93	\$102,142.41
		Monthly	\$7,137.72	\$7,458.92	\$7,794.57	\$8,145.33	\$8,511.87
		Bi-weekly	\$3,294.33	\$3,442.58	\$3,597.49	\$3,759.38	\$3,928.55
		Hourly	\$39.22	\$40.98	\$42.83	\$44.76	\$46.77

POLICE OFFICER (PO) CLASSIFICATION AND COMPENSATION PLAN FY 2016/17

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Police Officer	45	Yearly	\$62,320.07	\$65,124.47	\$68,055.07	\$71,117.55	\$74,317.84	\$77,662.14
		Monthly	\$5,193.34	\$5,427.04	\$5,671.26	\$5,926.46	\$6,193.15	\$6,471.85
		Bi-weekly	\$2,396.93	\$2,504.79	\$2,617.50	\$2,735.29	\$2,858.38	\$2,987.01
		Hourly	\$28.54	\$29.82	\$31.16	\$32.56	\$34.03	\$35.56