

**EXECUTIVE MANAGEMENT SALARY SCHEDULE**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>EFFECTIVE DATE</b>	<b>PAY RATE</b>	<b>Minimum</b>	<b>Control Point</b>	<b>Maximum</b>
ASSISTANT CITY MANAGER	N100	01-JUL-2016	Hourly Rate	98.96	108.86	119.75
			Bi-Weekly Rate	7917.09	8708.80	9579.68
			Monthly	17153.70	18869.07	20755.97
ASSISTANT TO THE CITY MANAGER	N180	01-JUL-2016	Hourly Rate	57.59	63.35	69.69
			Bi-Weekly Rate	4607.27	5068.00	5574.80
			Monthly	9982.42	10980.67	12078.73
CHIEF INNOVATION OFFICER	N165	01-JUL-2016	Hourly Rate	83.92	92.31	101.54
			Bi-Weekly Rate	6713.45	7384.80	8123.28
			Monthly	14545.82	16000.40	17600.44
CITY MANAGER	N115	27-APR-2016	Hourly Rate		121.18	
			Bi-Weekly Rate		9694.40	
			Monthly		21004.53	
COMMUNICATIONS DIRECTOR	N190	01-JUL-2016	Hourly Rate	83.92	92.31	101.54
			Bi-Weekly Rate	6713.45	7384.80	8123.28
			Monthly	14545.82	16000.40	17600.44
ECONOMIC & COMMUNITY DEVELOPMENT DIRECTOR	N140	01-JUL-2016	Hourly Rate	85.79	94.37	103.81
			Bi-Weekly Rate	6863.27	7549.60	8304.56
			Monthly	14870.42	16357.47	17993.21
FINANCE DIRECTOR	N145	01-JUL-2016	Hourly Rate	85.79	94.37	103.81
			Bi-Weekly Rate	6863.27	7549.60	8304.56
			Monthly	14870.42	16357.47	17993.21
FIRE CHIEF	N150	01-JUL-2016	Hourly Rate	95.75	105.32	115.85
			Bi-Weekly Rate	7659.64	8425.60	9268.16
			Monthly	16595.88	18255.47	20081.01

JOB TITLE	JOB CODE	EFFECTIVE DATE	PAY RATE	Minimum	Control Point	Maximum
HUMAN RESOURCES DIRECTOR	N130	01-JUL-2016	Hourly Rate	83.92	92.31	101.54
			Bi-Weekly Rate	6713.45	7384.80	8123.28
			Monthly	14545.82	16000.40	17600.44
LIBRARY DIRECTOR	N110	01-JUL-2016	Hourly Rate	83.92	92.31	101.54
			Bi-Weekly Rate	6713.45	7384.80	8123.28
			Monthly	14545.82	16000.40	17600.44
PARKS & RECREATION DIRECTOR	N175	01-JUL-2016	Hourly Rate	84.02	92.42	101.66
			Bi-Weekly Rate	6721.45	7393.60	8132.96
			Monthly	14563.15	16019.47	17621.41
POLICE CHIEF	N155	01-JUL-2016	Hourly Rate	94.59	104.05	114.46
			Bi-Weekly Rate	7567.27	8324.00	9156.40
			Monthly	16395.76	18035.33	19838.87
PUBLIC WORKS DIRECTOR/CITY ENGINEER	N160	01-JUL-2016	Hourly Rate	85.24	93.76	103.14
			Bi-Weekly Rate	6818.91	7500.80	8250.88
			Monthly	14774.30	16251.73	17876.91

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
ACCOUNTANT I	M100	01-JUL-2016	MID MGMT	Hourly Rate	34.61	36.34	38.17	40.07	42.08			
				Bi-Weekly Rate	2768.80	2907.20	3053.60	3205.60	3366.40			
				Monthly	5999.07	6298.93	6616.13	6945.47	7293.87			
ACCOUNTANT II	M620	01-JUL-2016	MID MGMT	Hourly Rate	38.05	39.96	41.96	44.06	46.27			
				Bi-Weekly Rate	3044.00	3196.80	3356.80	3524.80	3701.60			
				Monthly	6595.33	6926.40	7273.07	7637.07	8020.13			
ACCOUNTANT, SENIOR	M625	01-JUL-2016	MID MGMT	Hourly Rate	41.87	43.96	46.15	48.46	50.88			
				Bi-Weekly Rate	3349.60	3516.80	3692.00	3876.80	4070.40			
				Monthly	7257.47	7619.73	7999.33	8399.73	8819.20			
ACCOUNTING ASSISTANT I	A480	01-JUL-2016	AFSCME	Hourly Rate	22.13	23.25	24.41	25.64	26.91			
				Bi-Weekly Rate	1770.40	1860.00	1952.80	2051.20	2152.80			
				Monthly	3835.87	4030.00	4231.07	4444.27	4664.40			
ACCOUNTING ASSISTANT II	A225	01-JUL-2016	AFSCME	Hourly Rate	24.34	25.55	26.83	28.17	29.57			
				Bi-Weekly Rate	1947.20	2044.00	2146.40	2253.60	2365.60			
				Monthly	4218.93	4428.67	4650.53	4882.80	5125.47			
ACCOUNTING ASSISTANT II - HOURLY	X100	01-JUL-2016	HOURLY	Hourly Rate	24.34	25.55	26.83	28.17	29.57			
				Bi-Weekly Rate	1947.20	2044.00	2146.40	2253.60	2365.60			
				Monthly	4218.93	4428.67	4650.53	4882.80	5125.47			
ADMINISTRATIVE ASSISTANT I	O315	01-JUL-2016	CONFID	Hourly Rate	27.03	28.38	29.80	31.30	32.86			
				Bi-Weekly Rate	2162.40	2270.40	2384.00	2504.00	2628.80			
				Monthly	4685.20	4919.20	5165.33	5425.33	5695.73			
ADMINISTRATIVE ASSISTANT I - HOURLY	X110	01-JUL-2016	HOURLY	Hourly Rate	27.03	28.38	29.80	31.30	32.86			
				Bi-Weekly Rate	2162.40	2270.40	2384.00	2504.00	2628.80			
				Monthly	4685.20	4919.20	5165.33	5425.33	5695.73			
ADMINISTRATIVE ASSISTANT II	O310	01-JUL-2016	CONFID	Hourly Rate	28.48	29.89	31.39	32.96	34.62			
				Bi-Weekly Rate	2278.40	2391.20	2511.20	2636.80	2769.60			
				Monthly	4936.53	5180.93	5440.93	5713.07	6000.80			
ADMINISTRATIVE ASSISTANT II - HOURLY	X130	01-JUL-2016	HOURLY	Hourly Rate	28.48	29.89	31.39	32.96	34.62			
				Bi-Weekly Rate	2278.40	2391.20	2511.20	2636.80	2769.60			
				Monthly	4936.53	5180.93	5440.93	5713.07	6000.80			
ADMINISTRATIVE ASSISTANT, SENIOR	O340	01-JUL-2016	CONFID	Hourly Rate	29.90	31.40	32.97	34.63	36.36			
				Bi-Weekly Rate	2392.00	2512.00	2637.60	2770.40	2908.80			
				Monthly	5182.67	5442.67	5714.80	6002.53	6302.40			
BUILDING INSPECTOR	A135	01-JUL-2016	AFSCME	Hourly Rate	37.92	39.82	41.82	43.91	46.10			
				Bi-Weekly Rate	3033.60	3185.60	3345.60	3512.80	3688.00			
				Monthly	6572.80	6902.13	7248.80	7611.07	7990.67			
BUILDING INSPECTOR - HOURLY	X595	01-JUL-2016	HOURLY	Hourly Rate	37.92	39.82	41.82	43.91	46.10			
				Bi-Weekly Rate	3033.60	3185.60	3345.60	3512.80	3688.00			
				Monthly	6572.80	6902.13	7248.80	7611.07	7990.67			

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BUILDING INSPECTOR, SENIOR	A400	01-JUL-2016	AFSCME	Hourly Rate	41.42	43.49	45.66	47.95	50.34			
				Bi-Weekly Rate	3313.60	3479.20	3652.80	3836.00	4027.20			
				Monthly	7179.47	7538.27	7914.40	8311.33	8725.60			
BUILDING MAINTENANCE CRAFTSWORKER	A465	01-JUL-2016	AFSCME	Hourly Rate	29.29	30.76	32.30	33.92	35.61			
				Bi-Weekly Rate	2343.20	2460.80	2584.00	2713.60	2848.80			
				Monthly	5076.93	5331.73	5598.67	5879.47	6172.40			
BUILDING MAINTENANCE CUSTODIAN	A140	01-JUL-2016	AFSCME	Hourly Rate	21.52	22.59	23.72	24.91	26.15			
				Bi-Weekly Rate	1721.60	1807.20	1897.60	1992.80	2092.00			
				Monthly	3730.13	3915.60	4111.47	4317.73	4532.67			
BUILDING MAINTENANCE CUSTODIAN - HOURLY	X185	01-JUL-2016	HOURLY	Hourly Rate	21.52	22.59	23.72	24.91	26.15			
				Bi-Weekly Rate	1721.60	1807.20	1897.60	1992.80	2092.00			
				Monthly	3730.13	3915.60	4111.47	4317.73	4532.67			
BUILDING MAINTENANCE CUSTODIAN, LEAD	A190	01-JUL-2016	AFSCME	Hourly Rate	27.25	28.61	30.05	31.54	33.11			
				Bi-Weekly Rate	2180.00	2288.80	2404.00	2523.20	2648.80			
				Monthly	4723.33	4959.07	5208.67	5466.93	5739.07			
BUILDING MAINTENANCE CUSTODIAN, SENIOR	A320	01-JUL-2016	AFSCME	Hourly Rate	23.69	24.87	26.12	27.42	28.80			
				Bi-Weekly Rate	1895.20	1989.60	2089.60	2193.60	2304.00			
				Monthly	4106.27	4310.80	4527.47	4752.80	4992.00			
BUILDING OFFICIAL, ASSISTANT	M215	01-JUL-2016	MID MGMT	Hourly Rate	50.23	52.74	55.38	58.14	61.06			
				Bi-Weekly Rate	4018.40	4219.20	4430.40	4651.20	4884.80			
				Monthly	8706.53	9141.60	9599.20	10077.60	10583.73			
CHILDCARE ASSISTANT SUPERVISOR	M800	01-JUL-2016	MID MGMT	Hourly Rate	29.41	30.88	32.42	34.04	35.75			
				Bi-Weekly Rate	2352.80	2470.40	2593.60	2723.20	2860.00			
				Monthly	5097.73	5352.53	5619.47	5900.27	6196.67			
CITY CLERK	E100	01-JUL-2016	ELECT	Hourly Rate	49.47	51.95	54.55	57.28	60.14			
				Bi-Weekly Rate	3957.60	4156.00	4364.00	4582.40	4811.20			
				Monthly	8574.80	9004.67	9455.33	9928.53	10424.27			
CITY CLERK RECORDS TECHNICIAN	O415	01-JUL-2016	CONFID	Hourly Rate	28.48	29.90	31.40	32.97	34.62			
				Bi-Weekly Rate	2278.40	2392.00	2512.00	2637.60	2769.60			
				Monthly	4936.53	5182.67	5442.67	5714.80	6000.80			
CITY COUNCIL MEMBER	E110	01-FEB-2013	ELECT	Hourly Rate								
				Bi-Weekly Rate	230.40							
				Monthly	499.20							
CITY PLANNER	M155	01-JUL-2016	MID MGMT	Hourly Rate	57.53	60.40	63.43	66.60	69.93			
				Bi-Weekly Rate	4602.40	4832.00	5074.40	5328.00	5594.40			
				Monthly	9971.87	10469.33	10994.53	11544.00	12121.20			
COMMUNICATIONS DISPATCHER	A150	01-JUL-2016	AFSCME	Hourly Rate	31.09	32.64	34.27	35.99	37.79			
				Bi-Weekly Rate	2487.20	2611.20	2741.60	2879.20	3023.20			
				Monthly	5388.93	5657.60	5940.13	6238.27	6550.27			
COMMUNICATIONS DISPATCHER - HOURLY	X445	25-JUN-2010	HOURLY	Hourly Rate	41.09							
				Bi-Weekly Rate	3287.20							
				Monthly	7122.27							

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COMMUNICATIONS DISPATCHER, SUPERVISING	A365	01-JUL-2016	AFSCME	Hourly Rate	35.72	37.51	39.39	41.35	43.41			
				Bi-Weekly Rate	2857.60	3000.80	3151.20	3308.00	3472.80			
				Monthly	6191.47	6501.73	6827.60	7167.33	7524.40			
COMMUNITY DEVELOPMENT COORDINATOR	M725	01-JUL-2016	MID MGMT	Hourly Rate	37.31	39.16	41.13	43.19	45.35			
				Bi-Weekly Rate	2984.80	3132.80	3290.40	3455.20	3628.00			
				Monthly	6467.07	6787.73	7129.20	7486.27	7860.67			
COMMUNITY DEVELOPMENT SPECIALIST	A660	01-JUL-2016	AFSCME	Hourly Rate	35.58	37.35	39.21	41.17	43.23			
				Bi-Weekly Rate	2846.40	2988.00	3136.80	3293.60	3458.40			
				Monthly	6167.20	6474.00	6796.40	7136.13	7493.20			
COMMUNITY SERVICES SITE COORDINATOR	A640	01-JUL-2016	AFSCME	Hourly Rate	21.53	22.61	23.75	24.94	26.19			
				Bi-Weekly Rate	1722.40	1808.80	1900.00	1995.20	2095.20			
				Monthly	3731.87	3919.07	4116.67	4322.93	4539.60			
COMMUNITY SERVICES SITE COORDINATOR - HOURLY	X660	01-JUL-2016	HOURLY	Hourly Rate	21.53	22.61	23.75	24.94	26.19			
				Bi-Weekly Rate	1722.40	1808.80	1900.00	1995.20	2095.20			
				Monthly	3731.87	3919.07	4116.67	4322.93	4539.60			
COMPUTER SERVICES TECHNICIAN	O525	01-JUL-2016	CONFID	Hourly Rate	36.29	38.10	40.01	42.01	44.10			
				Bi-Weekly Rate	2903.20	3048.00	3200.80	3360.80	3528.00			
				Monthly	6290.27	6604.00	6935.07	7281.73	7644.00			
COMPUTER SERVICES TECHNICIAN, SENIOR	O530	01-JUL-2016	CONFID	Hourly Rate	38.10	40.01	42.00	44.10	46.31			
				Bi-Weekly Rate	3048.00	3200.80	3360.00	3528.00	3704.80			
				Monthly	6604.00	6935.07	7280.00	7644.00	8027.07			
CONSULTANT - HOURLY	X570	30-Dec-2016	HOURLY	Hourly Rate	10.50				125.00			
				Bi-Weekly Rate	840.00				10000.00			
				Monthly	1820.00				21666.67			
CRIME ANALYST	C210	01-JUL-2016	PO NONSWORN	Hourly Rate	38.23	40.14	42.15	44.26	46.46			
				Bi-Weekly Rate	3058.40	3211.20	3372.00	3540.80	3716.80			
				Monthly	6626.53	6957.60	7306.00	7671.73	8053.07			
CULTURAL ARTS SPECIALIST	A650	01-JUL-2016	AFSCME	Hourly Rate	29.38	30.85	32.38	34.01	35.71			
				Bi-Weekly Rate	2350.40	2468.00	2590.40	2720.80	2856.80			
				Monthly	5092.53	5347.33	5612.53	5895.07	6189.73			
CULTURAL ARTS SPECIALIST - HOURLY	X650	01-JUL-2016	HOURLY	Hourly Rate	29.38	30.85	32.38	34.01	35.71			
				Bi-Weekly Rate	2350.40	2468.00	2590.40	2720.80	2856.80			
				Monthly	5092.53	5347.33	5612.53	5895.07	6189.73			
DATABASE BUSINESS SYSTEMS SPECIALIST	O405	01-JUL-2016	CONFID	Hourly Rate	28.48	29.89	31.39	32.96	34.62			
				Bi-Weekly Rate	2278.40	2391.20	2511.20	2636.80	2769.60			
				Monthly	4936.53	5180.93	5440.93	5713.07	6000.80			
DEPUTY CITY CLERK	O320	01-JUL-2016	CONFID	Hourly Rate	31.33	32.90	34.55	36.27	38.08			
				Bi-Weekly Rate	2506.40	2632.00	2764.00	2901.60	3046.40			
				Monthly	5430.53	5702.67	5988.67	6286.80	6600.53			
DEPUTY ECD DIR/CITY BUILDING OFFICIAL	M210	01-JUL-2016	MID MGMT	Hourly Rate	61.43	64.50	67.71	71.09	74.64			
				Bi-Weekly Rate	4914.40	5160.00	5416.80	5687.20	5971.20			
				Monthly	10647.87	11180.00	11736.40	12322.27	12937.60			

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ECONOMIC DEVELOPMENT & HOUSING MANAGER	M145	01-JUL-2016	MID MGMT	Hourly Rate	57.53	60.40	63.43	66.60	69.93			
				Bi-Weekly Rate	4602.40	4832.00	5074.40	5328.00	5594.40			
				Monthly	9971.87	10469.33	10994.53	11544.00	12121.20			
ECONOMIC DEVELOPMENT COORDINATOR	M185	01-JUL-2016	MID MGMT	Hourly Rate	49.64	52.13	54.73	57.46	60.35			
				Bi-Weekly Rate	3971.20	4170.40	4378.40	4596.80	4828.00			
				Monthly	8604.27	9035.87	9486.53	9959.73	10460.67			
ELECTRICAL TECHNICIAN	A160	01-JUL-2016	AFSCME	Hourly Rate	35.74	37.52	39.40	41.36	43.44			
				Bi-Weekly Rate	2859.20	3001.60	3152.00	3308.80	3475.20			
				Monthly	6194.93	6503.47	6829.33	7169.07	7529.60			
ELECTRICAL TECHNICIAN, ASSISTANT	A120	01-JUL-2016	AFSCME	Hourly Rate	26.36	27.69	29.07	30.53	32.05			
				Bi-Weekly Rate	2108.80	2215.20	2325.60	2442.40	2564.00			
				Monthly	4569.07	4799.60	5038.80	5291.87	5555.33			
ELECTRICAL TECHNICIAN, LEAD	A335	01-JUL-2016	AFSCME	Hourly Rate	44.07	46.28	48.60	51.03	53.58			
				Bi-Weekly Rate	3525.60	3702.40	3888.00	4082.40	4286.40			
				Monthly	7638.80	8021.87	8424.00	8845.20	9287.20			
ELECTRICAL TECHNICIAN, SENIOR	A500	01-JUL-2016	AFSCME	Hourly Rate	39.20	41.16	43.21	45.37	47.65			
				Bi-Weekly Rate	3136.00	3292.80	3456.80	3629.60	3812.00			
				Monthly	6794.67	7134.40	7489.73	7864.13	8259.33			
EMERGENCY MEDICAL TECHNICIAN - HOURLY	X281	01-JAN-0001	HOURLY	Hourly Rate	16.00	16.80	17.64	18.52	19.44			
				Bi-Weekly Rate	1280.00	1344.00	1411.20	1481.60	1555.20			
				Monthly	2773.33	2912.00	3057.60	3210.13	3369.60			
EMERGENCY SERVICES MANAGER	M780	01-JUL-2016	MID MGMT	Hourly Rate	39.34	41.30	43.37	45.55	47.82			
				Bi-Weekly Rate	3147.20	3304.00	3469.60	3644.00	3825.60			
				Monthly	6818.93	7158.67	7517.47	7895.33	8288.80			
EMS BATTALION CHIEF	M420	01-JUL-2016	PSM FIRE 80	Hourly Rate	67.76	71.15	74.71	78.45	82.37			
				Bi-Weekly Rate	5421.16	5692.22	5976.83	6275.68	6589.46			
				Monthly	11745.86	12333.15	12949.81	13597.30	14277.16			
ENGINEER, ASSOCIATE	M115	01-JUL-2016	MID MGMT	Hourly Rate	47.13	49.49	51.97	54.57	57.29			
				Bi-Weekly Rate	3770.40	3959.20	4157.60	4365.60	4583.20			
				Monthly	8169.20	8578.27	9008.13	9458.80	9930.27			
ENGINEER, PRINCIPAL	M760	01-JUL-2016	MID MGMT	Hourly Rate	61.43	64.50	67.71	71.09	74.64			
				Bi-Weekly Rate	4914.40	5160.00	5416.80	5687.20	5971.20			
				Monthly	10647.87	11180.00	11736.40	12322.27	12937.60			
ENGINEER, SENIOR	M340	01-JUL-2016	MID MGMT	Hourly Rate	56.09	58.90	61.84	64.93	68.17			
				Bi-Weekly Rate	4487.20	4712.00	4947.20	5194.40	5453.60			
				Monthly	9722.27	10209.33	10718.93	11254.53	11816.13			
ENGINEERING TECHNICIAN	A167	01-JUL-2016	AFSCME	Hourly Rate	29.51	30.98	32.54	34.17	35.87			
				Bi-Weekly Rate	2360.80	2478.40	2603.20	2733.60	2869.60			
				Monthly	5115.07	5369.87	5640.27	5922.80	6217.47			
ENVIRONMENTAL COMPLIANCE INSPECTOR - HOURLY	X465	01-JUL-2016	HOURLY	Hourly Rate	35.76	37.54	39.43	41.41	43.47			
				Bi-Weekly Rate	2860.80	3003.20	3154.40	3312.80	3477.60			
				Monthly	6198.40	6506.93	6834.53	7177.73	7534.80			

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ENVIRONMENTAL COMPLIANCE INSPECTOR I	D210	01-JUL-2016	WQCP OP ENG	Hourly Rate	35.76	37.54	39.43	41.41	43.47			
				Bi-Weekly Rate	2860.80	3003.20	3154.40	3312.80	3477.60			
				Monthly	6198.40	6506.93	6834.53	7177.73	7534.80			
ENVIRONMENTAL COMPLIANCE INSPECTOR II	D155	01-JUL-2016	WQCP OP ENG	Hourly Rate	39.34	41.30	43.37	45.54	47.81			
				Bi-Weekly Rate	3147.20	3304.00	3469.60	3643.20	3824.80			
				Monthly	6818.93	7158.67	7517.47	7893.60	8287.07			
ENVIRONMENTAL COMPLIANCE INSPECTOR, SENIOR	D160	01-JUL-2016	WQCP OP ENG	Hourly Rate	44.35	46.57	48.89	51.35	53.91			
				Bi-Weekly Rate	3548.00	3725.60	3911.20	4108.00	4312.80			
				Monthly	7687.33	8072.13	8474.27	8900.67	9344.40			
ENVIRONMENTAL COMPLIANCE SUPERVISOR	M450	01-JUL-2016	MID MGMT	Hourly Rate	46.13	48.43	50.86	53.41	56.07			
				Bi-Weekly Rate	3690.40	3874.40	4068.80	4272.80	4485.60			
				Monthly	7995.87	8394.53	8815.73	9257.73	9718.80			
EQUIPMENT MECHANIC	A170	01-JUL-2016	AFSCME	Hourly Rate	30.47	31.98	33.58	35.27	37.03			
				Bi-Weekly Rate	2437.60	2558.40	2686.40	2821.60	2962.40			
				Monthly	5281.47	5543.20	5820.53	6113.47	6418.53			
EQUIPMENT MECHANIC - HOURLY	X510	01-JUL-2016	HOURLY	Hourly Rate	30.47	31.98	33.58	35.27	37.03			
				Bi-Weekly Rate	2437.60	2558.40	2686.40	2821.60	2962.40			
				Monthly	5281.47	5543.20	5820.53	6113.47	6418.53			
EQUIPMENT MECHANIC, LEAD	A345	01-JUL-2016	AFSCME	Hourly Rate	32.98	34.63	36.37	38.19	40.10			
				Bi-Weekly Rate	2638.40	2770.40	2909.60	3055.20	3208.00			
				Monthly	5716.53	6002.53	6304.13	6619.60	6950.67			
EQUIPMENT OPERATOR	A175	01-JUL-2016	AFSCME	Hourly Rate	30.55	32.06	33.67	35.36	37.12			
				Bi-Weekly Rate	2444.00	2564.80	2693.60	2828.80	2969.60			
				Monthly	5295.33	5557.07	5836.13	6129.07	6434.13			
EXECUTIVE ASSISTANT TO THE CITY MANAGER	O410	01-JUL-2016	CONFID	Hourly Rate	35.00	36.75	38.58	40.52	42.55			
				Bi-Weekly Rate	2800.00	2940.00	3086.40	3241.60	3404.00			
				Monthly	6066.67	6370.00	6687.20	7023.47	7375.33			
FINANCIAL ANALYST I	M600	01-JUL-2016	MID MGMT	Hourly Rate	34.61	36.34	38.17	40.07	42.08			
				Bi-Weekly Rate	2768.80	2907.20	3053.60	3205.60	3366.40			
				Monthly	5999.07	6298.93	6616.13	6945.47	7293.87			
FINANCIAL ANALYST II	M610	01-JUL-2016	MID MGMT	Hourly Rate	38.05	39.96	41.96	44.06	46.27			
				Bi-Weekly Rate	3044.00	3196.80	3356.80	3524.80	3701.60			
				Monthly	6595.33	6926.40	7273.07	7637.07	8020.13			
FINANCIAL ANALYST, SENIOR	M615	01-JUL-2016	MID MGMT	Hourly Rate	41.87	43.96	46.15	48.46	50.88			
				Bi-Weekly Rate	3349.60	3516.80	3692.00	3876.80	4070.40			
				Monthly	7257.47	7619.73	7999.33	8399.73	8819.20			
FINANCIAL SERVICES MANAGER	M770	01-JUL-2016	MID MGMT	Hourly Rate	53.82	56.52	59.34	62.32	65.43			
				Bi-Weekly Rate	4305.60	4521.60	4747.20	4985.60	5234.40			
				Monthly	9328.80	9796.80	10285.60	10802.13	11341.20			
FIRE APPARATUS ENGINEER	B120	01-JUL-2016	IAFF	Hourly Rate	34.00	35.70	37.48	39.36	41.32			
				FF 112 BW	3808.00	3998.40	4197.76	4408.32	4627.84			
				FF 112 Monthly	8250.67	8663.20	9095.15	9551.36	10026.99			

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
FIRE BATTALION CHIEF (40 HOURS)	M205	01-JUL-2016	PSM FIRE 80	Hourly Rate	67.76	71.15	74.71	78.45	82.37			
				Bi-Weekly Rate	5421.16	5692.22	5976.83	6275.68	6589.46			
				Monthly	11745.86	12333.15	12949.81	13597.30	14277.16			
FIRE BATTALION CHIEF (56 HOURS)	M390	01-JUL-2016	PSM FIRE 112	Hourly Rate	48.40	50.82	53.36	56.03	58.83			
				FF 112 BW	5421.16	5692.22	5976.83	6275.68	6589.46			
				FF 112 Monthly	11745.86	12333.15	12949.81	13597.30	14277.16			
FIRE CAPTAIN	B100	01-JUL-2016	IAFF	Hourly Rate	37.20	39.07	41.01	43.06	45.21			
				FF 112 BW	4166.40	4375.84	4593.12	4822.72	5063.52			
				FF 112 Monthly	9027.20	9480.99	9951.76	10449.23	10970.96			
FIRE CHIEF, DEPUTY	M110	01-JUL-2016	PSM FIRE 80	Hourly Rate	78.86	82.81	86.95	91.30	95.86			
				Bi-Weekly Rate	6309.14	6624.60	6955.83	7303.62	7668.80			
				Monthly	13669.80	14353.30	15070.96	15824.51	16615.73			
FIRE COURIER - HOURLY	X540	01-JUL-2016	HOURLY	Hourly Rate	17.85	18.75	19.67	20.65	21.69			
				Bi-Weekly Rate	1428.00	1500.00	1573.60	1652.00	1735.20			
				Monthly	3094.00	3250.00	3409.47	3579.33	3759.60			
FIRE MARSHAL	M410	01-JUL-2016	PSM FIRE 80	Hourly Rate	66.31	69.63	73.11	76.77	80.61			
				Bi-Weekly Rate	5304.80	5570.40	5848.80	6141.60	6448.80			
				Monthly	11493.73	12069.20	12672.40	13306.80	13972.40			
GROUNDSPERSON	A505	01-JUL-2016	AFSCME	Hourly Rate	27.81	29.20	30.65	32.19	33.80			
				Bi-Weekly Rate	2224.80	2336.00	2452.00	2575.20	2704.00			
				Monthly	4820.40	5061.33	5312.67	5579.60	5858.67			
HUMAN RESOURCES ANALYST I	M700	01-JUL-2016	MID MGMT	Hourly Rate	34.55	36.27	38.07	39.98	41.98			
				Bi-Weekly Rate	2764.00	2901.60	3045.60	3198.40	3358.40			
				Monthly	5988.67	6286.80	6598.80	6929.87	7276.53			
HUMAN RESOURCES ANALYST II	M270	01-JUL-2016	MID MGMT	Hourly Rate	37.98	39.88	41.87	43.96	46.15			
				Bi-Weekly Rate	3038.40	3190.40	3349.60	3516.80	3692.00			
				Monthly	6583.20	6912.53	7257.47	7619.73	7999.33			
HUMAN RESOURCES ANALYST, SENIOR	M271	01-JUL-2016	MID MGMT	Hourly Rate	41.78	43.87	46.06	48.36	50.79			
				Bi-Weekly Rate	3342.40	3509.60	3684.80	3868.80	4063.20			
				Monthly	7241.87	7604.13	7983.73	8382.40	8803.60			
HUMAN RESOURCES CLERK - HOURLY	X310	01-JUL-2016	HOURLY	Hourly Rate	27.03	28.38	29.80	31.30	32.86			
				Bi-Weekly Rate	2162.40	2270.40	2384.00	2504.00	2628.80			
				Monthly	4685.20	4919.20	5165.33	5425.33	5695.73			
HUMAN RESOURCES MANAGER	M775	01-JUL-2016	MID MGMT	Hourly Rate	53.92	56.63	59.45	62.44	65.55			
				Bi-Weekly Rate	4313.60	4530.40	4756.00	4995.20	5244.00			
				Monthly	9346.13	9815.87	10304.67	10822.93	11362.00			
HUMAN RESOURCES TECHNICIAN	O265	01-JUL-2016	CONFID	Hourly Rate	28.48	29.89	31.39	32.96	34.62			
				Bi-Weekly Rate	2278.40	2391.20	2511.20	2636.80	2769.60			
				Monthly	4936.53	5180.93	5440.93	5713.07	6000.80			
HUMAN RESOURCES TECHNICIAN - HOURLY	X265	01-JUL-2016	HOURLY	Hourly Rate	28.48	29.89	31.39	32.96	34.62			
				Bi-Weekly Rate	2278.40	2391.20	2511.20	2636.80	2769.60			
				Monthly	4936.53	5180.93	5440.93	5713.07	6000.80			



JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
INFORMATION SYSTEMS ADMINISTRATOR	M650	01-JUL-2016	MID MGMT	Hourly Rate	49.69	52.17	54.78	57.53	60.39			
				Bi-Weekly Rate	3975.20	4173.60	4382.40	4602.40	4831.20			
				Monthly	8612.93	9042.80	9495.20	9971.87	10467.60			
INFORMATION SYSTEMS ADMINISTRATOR, SENIOR	M790	01-JUL-2016	MID MGMT	Hourly Rate	52.16	54.77	57.53	60.39	63.41			
				Bi-Weekly Rate	4172.80	4381.60	4602.40	4831.20	5072.80			
				Monthly	9041.07	9493.47	9971.87	10467.60	10991.07			
INFORMATION TECHNOLOGY MANAGER	M805	01-JUL-2016	MID MGMT	Hourly Rate	54.90	57.65	60.53	63.56	66.73			
				Bi-Weekly Rate	4392.00	4612.00	4842.40	5084.80	5338.40			
				Monthly	9516.00	9992.67	10491.87	11017.07	11566.53			
LABORATORY CHEMIST	D120	01-JUL-2016	WQCP OP ENG	Hourly Rate	39.55	41.53	43.61	45.79	48.07			
				Bi-Weekly Rate	3164.00	3322.40	3488.80	3663.20	3845.60			
				Monthly	6855.33	7198.53	7559.07	7936.93	8332.13			
LABORATORY CHEMIST - HOURLY	X545	01-JUL-2016	HOURLY	Hourly Rate	39.55	41.53	43.61	45.79	48.07			
				Bi-Weekly Rate	3164.00	3322.40	3488.80	3663.20	3845.60			
				Monthly	6855.33	7198.53	7559.07	7936.93	8332.13			
LABORATORY CHEMIST, SENIOR	D170	01-JUL-2016	WQCP OP ENG	Hourly Rate	45.68	47.96	50.37	52.88	55.53			
				Bi-Weekly Rate	3654.40	3836.80	4029.60	4230.40	4442.40			
				Monthly	7917.87	8313.07	8730.80	9165.87	9625.20			
LABORATORY SUPERVISOR	M220	01-JUL-2016	MID MGMT	Hourly Rate	47.73	50.12	52.62	55.25	58.03			
				Bi-Weekly Rate	3818.40	4009.60	4209.60	4420.00	4642.40			
				Monthly	8273.20	8687.47	9120.80	9576.67	10058.53			
LIBRARIAN I	A210	01-JUL-2016	AFSCME	Hourly Rate	28.30	29.73	31.21	32.76	34.41			
				Bi-Weekly Rate	2264.00	2378.40	2496.80	2620.80	2752.80			
				Monthly	4905.33	5153.20	5409.73	5678.40	5964.40			
LIBRARIAN I - HOURLY	X210	01-JUL-2016	HOURLY	Hourly Rate	28.30	29.73	31.21	32.76	34.41			
				Bi-Weekly Rate	2264.00	2378.40	2496.80	2620.80	2752.80			
				Monthly	4905.33	5153.20	5409.73	5678.40	5964.40			
LIBRARIAN II	A240	01-JUL-2016	AFSCME	Hourly Rate	31.15	32.70	34.34	36.06	37.86			
				Bi-Weekly Rate	2492.00	2616.00	2747.20	2884.80	3028.80			
				Monthly	5399.33	5668.00	5952.27	6250.40	6562.40			
LIBRARIAN II - HOURLY	X670	01-JUL-2016	HOURLY	Hourly Rate	31.15	32.70	34.34	36.06	37.86			
				Bi-Weekly Rate	2492.00	2616.00	2747.20	2884.80	3028.80			
				Monthly	5399.33	5668.00	5952.27	6250.40	6562.40			
LIBRARY ASSISTANT I	A220	01-JUL-2016	AFSCME	Hourly Rate	22.23	23.34	24.51	25.74	27.02			
				Bi-Weekly Rate	1778.40	1867.20	1960.80	2059.20	2161.60			
				Monthly	3853.20	4045.60	4248.40	4461.60	4683.47			
LIBRARY ASSISTANT I - HOURLY	X220	01-JUL-2016	HOURLY	Hourly Rate	22.23	23.34	24.51	25.74	27.02			
				Bi-Weekly Rate	1778.40	1867.20	1960.80	2059.20	2161.60			
				Monthly	3853.20	4045.60	4248.40	4461.60	4683.47			
LIBRARY ASSISTANT II	A215	01-JUL-2016	AFSCME	Hourly Rate	24.54	25.77	27.07	28.42	29.84			
				Bi-Weekly Rate	1963.20	2061.60	2165.60	2273.60	2387.20			
				Monthly	4253.60	4466.80	4692.13	4926.13	5172.27			

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
LIBRARY ASSISTANT II - HOURLY	X225	01-JUL-2016	HOURLY	Hourly Rate	24.54	25.77	27.07	28.42	29.84			
				Bi-Weekly Rate	1963.20	2061.60	2165.60	2273.60	2387.20			
				Monthly	4253.60	4466.80	4692.13	4926.13	5172.27			
LIBRARY CLERK - HOURLY	X235	24-APR-2015	HOURLY	Hourly Rate	13.78	14.47	15.19	15.95	16.75			
				Bi-Weekly Rate	1102.40	1157.60	1215.20	1276.00	1340.00			
				Monthly	2388.53	2508.13	2632.93	2764.67	2903.33			
LIBRARY DIRECTOR, ASSISTANT	M640	01-JUL-2016	MID MGMT	Hourly Rate	53.45	56.11	58.92	61.86	64.95			
				Bi-Weekly Rate	4276.00	4488.80	4713.60	4948.80	5196.00			
				Monthly	9264.67	9725.73	10212.80	10722.40	11258.00			
LIBRARY PAGE - HOURLY	X250	30-Dec-2016	HOURLY	Hourly Rate	10.50	11.03	11.58	12.16	12.76			
				Bi-Weekly Rate	840.00	882.40	926.40	972.80	1020.80			
				Monthly	1820.00	1911.87	2007.20	2107.73	2211.73			
LIBRARY PROGRAM MANAGER	M235	01-JUL-2016	MID MGMT	Hourly Rate	42.36	44.49	46.72	49.06	51.50			
				Bi-Weekly Rate	3388.80	3559.20	3737.60	3924.80	4120.00			
				Monthly	7342.40	7711.60	8098.13	8503.73	8926.67			
LIBRARY SPECIALIST, SUPERVISING	A670	01-JUL-2016	AFSCME	Hourly Rate	29.06	30.51	32.04	33.64	35.33			
				Bi-Weekly Rate	2324.80	2440.80	2563.20	2691.20	2826.40			
				Monthly	5037.07	5288.40	5553.60	5830.93	6123.87			
LITERACY PROGRAM MANAGER	M500	01-JUL-2016	MID MGMT	Hourly Rate	42.36	44.49	46.72	49.06	51.50			
				Bi-Weekly Rate	3388.80	3559.20	3737.60	3924.80	4120.00			
				Monthly	7342.40	7711.60	8098.13	8503.73	8926.67			
LITERACY SERVICES ASSISTANT COORDINATOR - HOURLY	X655	01-JUL-2016	HOURLY	Hourly Rate	24.54	25.77	27.07	28.42	29.84			
				Bi-Weekly Rate	1963.20	2061.60	2165.60	2273.60	2387.20			
				Monthly	4253.60	4466.80	4692.13	4926.13	5172.27			
LITERACY SERVICES ASSISTANT I - HOURLY	X665	01-JUL-2016	HOURLY	Hourly Rate	22.23	23.34	24.51	25.74	27.02			
				Bi-Weekly Rate	1778.40	1867.20	1960.80	2059.20	2161.60			
				Monthly	3853.20	4045.60	4248.40	4461.60	4683.47			
LITERACY SERVICES COORDINATOR	A445	01-JUL-2016	AFSCME	Hourly Rate	31.97	33.57	35.25	37.01	38.87			
				Bi-Weekly Rate	2557.60	2685.60	2820.00	2960.80	3109.60			
				Monthly	5541.47	5818.80	6110.00	6415.07	6737.47			
MAINTENANCE CRAFTSWORKER	A280	01-JUL-2016	AFSCME	Hourly Rate	29.29	30.76	32.30	33.92	35.61			
				Bi-Weekly Rate	2343.20	2460.80	2584.00	2713.60	2848.80			
				Monthly	5076.93	5331.73	5598.67	5879.47	6172.40			
MAINTENANCE SUPERVISOR	M255	01-JUL-2016	MID MGMT	Hourly Rate	38.85	40.78	42.83	44.96	47.20			
				Bi-Weekly Rate	3108.00	3262.40	3426.40	3596.80	3776.00			
				Monthly	6734.00	7068.53	7423.87	7793.07	8181.33			
MANAGEMENT ANALYST I	M570	01-JUL-2016	MID MGMT	Hourly Rate	37.18	39.05	40.99	43.04	45.20			
				Bi-Weekly Rate	2974.40	3124.00	3279.20	3443.20	3616.00			
				Monthly	6444.53	6768.67	7104.93	7460.27	7834.67			
MANAGEMENT ANALYST II	M560	01-JUL-2016	MID MGMT	Hourly Rate	40.90	42.95	45.09	47.34	49.71			
				Bi-Weekly Rate	3272.00	3436.00	3607.20	3787.20	3976.80			
				Monthly	7089.33	7444.67	7815.60	8205.60	8616.40			

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
MEMBER, CULTURAL ARTS COMMISSION	X164	30-MAY-2008	BD CMS	Hourly Rate	50.00							
MEMBER, DESIGN REVIEW BOARD	X155	01-JAN-0001	BD CMS	Hourly Rate	50.00							
MEMBER, HISTORICAL COMMISSION	X165	01-JAN-0001	BD CMS	Hourly Rate	50.00							
MEMBER, HOUSING AUTHORITY COMMISSION	X175	01-JAN-0001	BD CMS	Hourly Rate	50.00							
MEMBER, LIBRARY BOARD	X230	01-JAN-0001	BD CMS	Hourly Rate	50.00							
MEMBER, PARKING PLACE COMMISSION	X295	01-JAN-0001	BD CMS	Hourly Rate	50.00							
MEMBER, PARKS & RECREATION COMMISSION	X285	01-JAN-0001	BD CMS	Hourly Rate	50.00							
MEMBER, PERSONNEL BOARD	X305	01-JAN-0001	BD CMS	Hourly Rate	50.00							
MEMBER, PLANNING COMMISSION	X315	01-JAN-0001	BD CMS	Hourly Rate	50.00							
MISCELLANEOUS HOURLY	X280	30-Dec-2016	HOURLY	Hourly Rate	10.50				80.00			
				Bi-Weekly Rate	840.00				6400.00			
				Monthly	1820.00				13866.67			
OFFICE ASSISTANT - HOURLY	X440	01-JUL-2016	HOURLY	Hourly Rate	20.85	21.89	22.99	24.14	25.35			
				Bi-Weekly Rate	1668.00	1751.20	1839.20	1931.20	2028.00			
				Monthly	3614.00	3794.27	3984.93	4184.27	4394.00			
OFFICE SPECIALIST	A295	01-JUL-2016	AFSCME	Hourly Rate	22.93	24.08	25.29	26.55	27.88			
				Bi-Weekly Rate	1834.40	1926.40	2023.20	2124.00	2230.40			
				Monthly	3974.53	4173.87	4383.60	4602.00	4832.53			
OFFICE SPECIALIST - HOURLY	X415	01-JUL-2016	HOURLY	Hourly Rate	22.93	24.08	25.29	26.55	27.88			
				Bi-Weekly Rate	1834.40	1926.40	2023.20	2124.00	2230.40			
				Monthly	3974.53	4173.87	4383.60	4602.00	4832.53			
PARAMEDIC FIREFIGHTER	B130	01-JUL-2016	IAFF	Hourly Rate	34.00	35.70	37.48	39.36	41.32			
				FF 112 BW	3808.00	3998.40	4197.76	4408.32	4627.84			
				FF 112 Monthly	8250.67	8663.20	9095.15	9551.36	10026.99			

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PARAMEDIC FIREFIGHTER RECRUIT (40 hours)	B135	01-JUL-2016	IAFF	Hourly Rate	45.32							
				Bi-Weekly Rate	3625.60							
				Monthly	7855.47							
PARK MAINTENANCE WORKER	A250	01-JUL-2016	AFSCME	Hourly Rate	24.76	26.00	27.30	28.65	30.10			
				Bi-Weekly Rate	1980.80	2080.00	2184.00	2292.00	2408.00			
				Monthly	4291.73	4506.67	4732.00	4966.00	5217.33			
PARK MAINTENANCE WORKER - HOURLY	X300	01-JUL-2016	HOURLY	Hourly Rate	24.76	26.00	27.30	28.65	30.10			
				Bi-Weekly Rate	1980.80	2080.00	2184.00	2292.00	2408.00			
				Monthly	4291.73	4506.67	4732.00	4966.00	5217.33			
PARK MAINTENANCE WORKER, LEAD	A195	01-JUL-2016	AFSCME	Hourly Rate	29.47	30.94	32.49	34.11	35.82			
				Bi-Weekly Rate	2357.60	2475.20	2599.20	2728.80	2865.60			
				Monthly	5108.13	5362.93	5631.60	5912.40	6208.80			
PARK MAINTENANCE WORKER, SENIOR	A350	01-JUL-2016	AFSCME	Hourly Rate	26.52	27.85	29.24	30.70	32.24			
				Bi-Weekly Rate	2121.60	2228.00	2339.20	2456.00	2579.20			
				Monthly	4596.80	4827.33	5068.27	5321.33	5588.27			
PARKING ENFORCEMENT OFFICER	C175	01-JUL-2016	PO NONSWORN	Hourly Rate	22.75	23.89	25.09	26.35	27.66			
				Bi-Weekly Rate	1820.00	1911.20	2007.20	2108.00	2212.80			
				Monthly	3943.33	4140.93	4348.93	4567.33	4794.40			
PARKING ENFORCEMENT OFFICER - HOURLY	X180	01-JUL-2016	HOURLY	Hourly Rate	22.75	23.89	25.09	26.35	27.66			
				Bi-Weekly Rate	1820.00	1911.20	2007.20	2108.00	2212.80			
				Monthly	3943.33	4140.93	4348.93	4567.33	4794.40			
PARKING SYSTEM TECHNICIAN	A245	01-JUL-2016	AFSCME	Hourly Rate	29.47	30.94	32.49	34.11	35.82			
				Bi-Weekly Rate	2357.60	2475.20	2599.20	2728.80	2865.60			
				Monthly	5108.13	5362.93	5631.60	5912.40	6208.80			
PAYROLL ADMINISTRATOR	M785	01-JUL-2016	MID MGMT	Hourly Rate	36.34	38.17	40.07	42.08	44.19			
				Bi-Weekly Rate	2907.20	3053.60	3205.60	3366.40	3535.20			
				Monthly	6298.93	6616.13	6945.47	7293.87	7659.60			
PERMIT TECHNICIAN	A460	01-JUL-2016	AFSCME	Hourly Rate	33.51	35.18	36.96	38.80	40.74			
				Bi-Weekly Rate	2680.80	2814.40	2956.80	3104.00	3259.20			
				Monthly	5808.40	6097.87	6406.40	6725.33	7061.60			
PLANNER, ASSOCIATE	M125	01-JUL-2016	MID MGMT	Hourly Rate	37.31	39.16	41.13	43.19	45.35			
				Bi-Weekly Rate	2984.80	3132.80	3290.40	3455.20	3628.00			
				Monthly	6467.07	6787.73	7129.20	7486.27	7860.67			
PLANNER, ASSOCIATE - HOURLY	X125	01-JUL-2016	HOURLY	Hourly Rate	37.31	39.16	41.13	43.19	45.35			
				Bi-Weekly Rate	2984.80	3132.80	3290.40	3455.20	3628.00			
				Monthly	6467.07	6787.73	7129.20	7486.27	7860.67			
PLANNER, PRINCIPAL	M590	01-JUL-2016	MID MGMT	Hourly Rate	49.64	52.13	54.73	57.46	60.35			
				Bi-Weekly Rate	3971.20	4170.40	4378.40	4596.80	4828.00			
				Monthly	8604.27	9035.87	9486.53	9959.73	10460.67			
PLANNER, SENIOR	M335	01-JUL-2016	MID MGMT	Hourly Rate	46.22	48.52	50.93	53.49	56.16			
				Bi-Weekly Rate	3697.60	3881.60	4074.40	4279.20	4492.80			
				Monthly	8011.47	8410.13	8827.87	9271.60	9734.40			

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PLANNER, SENIOR - HOURLY	X335	01-JUL-2016	HOURLY	Hourly Rate	46.22	48.52	50.93	53.49	56.16			
				Bi-Weekly Rate	3697.60	3881.60	4074.40	4279.20	4492.80			
				Monthly	8011.47	8410.13	8827.87	9271.60	9734.40			
PLANNING TECHNICIAN	A462	01-JUL-2016	AFSCME	Hourly Rate	33.51	35.18	36.95	38.79	40.73			
				Bi-Weekly Rate	2680.80	2814.40	2956.00	3103.20	3258.40			
				Monthly	5808.40	6097.87	6404.67	6723.60	7059.87			
PLANT ELECTRICIAN I	D105	01-JUL-2016	WQCP OP ENG	Hourly Rate	34.62	36.35	38.16	40.08	42.09			
				Bi-Weekly Rate	2769.60	2908.00	3052.80	3206.40	3367.20			
				Monthly	6000.80	6300.67	6614.40	6947.20	7295.60			
PLANT ELECTRICIAN I - HOURLY	X500	01-JUL-2016	HOURLY	Hourly Rate	34.62	36.35	38.16	40.08	42.09			
				Bi-Weekly Rate	2769.60	2908.00	3052.80	3206.40	3367.20			
				Monthly	6000.80	6300.67	6614.40	6947.20	7295.60			
PLANT ELECTRICIAN II	D140	01-JUL-2016	WQCP OP ENG	Hourly Rate	38.08	39.99	41.98	44.08	46.30			
				Bi-Weekly Rate	3046.40	3199.20	3358.40	3526.40	3704.00			
				Monthly	6600.53	6931.60	7276.53	7640.53	8025.33			
PLANT MAINTENANCE SUPERVISOR	M745	01-JUL-2016	MID MGMT	Hourly Rate	47.52	49.90	52.41	55.02	57.76			
				Bi-Weekly Rate	3801.60	3992.00	4192.80	4401.60	4620.80			
				Monthly	8236.80	8649.33	9084.40	9536.80	10011.73			
PLANT MECHANIC - HOURLY	X355	01-JUL-2016	HOURLY	Hourly Rate	31.84	33.42	35.10	36.85	38.70			
				Bi-Weekly Rate	2547.20	2673.60	2808.00	2948.00	3096.00			
				Monthly	5518.93	5792.80	6084.00	6387.33	6708.00			
PLANT MECHANIC I	D130	01-JUL-2016	WQCP OP ENG	Hourly Rate	31.84	33.42	35.10	36.85	38.70			
				Bi-Weekly Rate	2547.20	2673.60	2808.00	2948.00	3096.00			
				Monthly	5518.93	5792.80	6084.00	6387.33	6708.00			
PLANT MECHANIC II	D135	01-JUL-2016	WQCP OP ENG	Hourly Rate	35.03	36.78	38.61	40.54	42.58			
				Bi-Weekly Rate	2802.40	2942.40	3088.80	3243.20	3406.40			
				Monthly	6071.87	6375.20	6692.40	7026.93	7380.53			
PLANT MECHANIC, APPRENTICE	D220	01-JUL-2016	WQCP OP ENG	Hourly Rate	27.68	29.80	31.93	34.05	36.19	38.33	40.45	42.58
				Bi-Weekly Rate	2214.40	2384.00	2554.40	2724.00	2895.20	3066.40	3236.00	3406.40
				Monthly	4797.87	5165.33	5534.53	5902.00	6272.93	6643.87	7011.33	7380.53
PLANT MECHANIC, ASSISTANT - HOURLY	X135	01-JUL-2016	HOURLY	Hourly Rate	28.65	30.09	31.60	33.18	34.83			
				Bi-Weekly Rate	2292.00	2407.20	2528.00	2654.40	2786.40			
				Monthly	4966.00	5215.60	5477.33	5751.20	6037.20			
PLANT MECHANIC, LEAD	D180	01-JUL-2016	WQCP OP ENG	Hourly Rate	39.50	41.47	43.54	45.72	48.01			
				Bi-Weekly Rate	3160.00	3317.60	3483.20	3657.60	3840.80			
				Monthly	6846.67	7188.13	7546.93	7924.80	8321.73			
PLANT OPERATOR I	D145	01-JUL-2016	WQCP OP ENG	Hourly Rate	30.50	32.03	33.63	35.32	37.07			
				Bi-Weekly Rate	2440.00	2562.40	2690.40	2825.60	2965.60			
				Monthly	5286.67	5551.87	5829.20	6122.13	6425.47			
PLANT OPERATOR I - CONTRACT FT	X145	01-JUL-2016	HOURLY	Hourly Rate	30.50	32.03	33.63	35.32	37.07			
				Bi-Weekly Rate	2440.00	2562.40	2690.40	2825.60	2965.60			
				Monthly	5286.67	5551.87	5829.20	6122.13	6425.47			

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PLANT OPERATOR I - HOURLY	X140	01-JUL-2016	HOURLY	Hourly Rate	30.50	32.03	33.63	35.32	37.07			
				Bi-Weekly Rate	2440.00	2562.40	2690.40	2825.60	2965.60			
				Monthly	5286.67	5551.87	5829.20	6122.13	6425.47			
PLANT OPERATOR II	D150	01-JUL-2016	WQCP OP ENG	Hourly Rate	33.56	35.23	37.00	38.84	40.79			
				Bi-Weekly Rate	2684.80	2818.40	2960.00	3107.20	3263.20			
				Monthly	5817.07	6106.53	6413.33	6732.27	7070.27			
PLANT OPERATOR II - HOURLY	X530	01-JUL-2016	HOURLY	Hourly Rate	33.56	35.23	37.00	38.84	40.79			
				Bi-Weekly Rate	2684.80	2818.40	2960.00	3107.20	3263.20			
				Monthly	5817.07	6106.53	6413.33	6732.27	7070.27			
PLANT OPERATOR III	D200	01-JUL-2016	WQCP OP ENG	Hourly Rate	35.23	37.00	38.84	40.79	42.83			
				Bi-Weekly Rate	2818.40	2960.00	3107.20	3263.20	3426.40			
				Monthly	6106.53	6413.33	6732.27	7070.27	7423.87			
PLANT OPERATOR, APPRENTICE	D100	01-JUL-2016	WQCP OP ENG	Hourly Rate	26.51	28.55	30.60	32.64	34.68	36.71	38.75	40.79
				Bi-Weekly Rate	2120.80	2284.00	2448.00	2611.20	2774.40	2936.80	3100.00	3263.20
				Monthly	4595.07	4948.67	5304.00	5657.60	6011.20	6363.07	6716.67	7070.27
PLANT OPERATOR, LEAD	D190	01-JUL-2016	WQCP OP ENG	Hourly Rate	38.75	40.70	42.73	44.87	47.11			
				Bi-Weekly Rate	3100.00	3256.00	3418.40	3589.60	3768.80			
				Monthly	6716.67	7054.67	7406.53	7777.47	8165.73			
PLANT SUPERINTENDENT	M355	01-JUL-2016	MID MGMT	Hourly Rate	55.37	58.15	61.06	64.12	67.31			
				Bi-Weekly Rate	4429.60	4652.00	4884.80	5129.60	5384.80			
				Monthly	9597.47	10079.33	10583.73	11114.13	11667.07			
PLANT SUPERINTENDENT, ASSISTANT	M465	01-JUL-2016	MID MGMT	Hourly Rate	51.58	54.16	56.87	59.71	62.69			
				Bi-Weekly Rate	4126.40	4332.80	4549.60	4776.80	5015.20			
				Monthly	8940.53	9387.73	9857.47	10349.73	10866.27			
PLANT UTILITY WORKER	D125	01-JUL-2016	WQCP OP ENG	Hourly Rate	27.91	29.30	30.77	32.30	33.93			
				Bi-Weekly Rate	2232.80	2344.00	2461.60	2584.00	2714.40			
				Monthly	4837.73	5078.67	5333.47	5598.67	5881.20			
PLANT UTILITY WORKER - HOURLY	X490	01-JUL-2016	HOURLY	Hourly Rate	27.91	29.30	30.77	32.30	33.93			
				Bi-Weekly Rate	2232.80	2344.00	2461.60	2584.00	2714.40			
				Monthly	4837.73	5078.67	5333.47	5598.67	5881.20			
POLICE CAPTAIN	M280	01-JUL-2016	PSM POLICE	Hourly Rate	74.76	78.50	82.42	86.54	90.88			
				Bi-Weekly Rate	5980.80	6280.00	6593.60	6923.20	7270.40			
				Monthly	12958.40	13606.67	14286.13	15000.27	15752.53			
POLICE CHIEF, DEPUTY	M765	01-JUL-2016	PSM POLICE	Hourly Rate	78.44	82.37	86.49	90.80	95.35			
				Bi-Weekly Rate	6275.20	6589.60	6919.20	7264.00	7628.00			
				Monthly	13596.27	14277.47	14991.60	15738.67	16527.33			
POLICE COMMUNICATIONS & RECORDS MANAGER	M285	01-JUL-2016	MID MGMT	Hourly Rate	50.73	53.26	55.92	58.71	61.65			
				Bi-Weekly Rate	4058.40	4260.80	4473.60	4696.80	4932.00			
				Monthly	8793.20	9231.73	9692.80	10176.40	10686.00			
POLICE CORPORAL	C100	01-JUL-2016	PO SWORN	Hourly Rate	51.96	53.25	54.60	55.96				
				Bi-Weekly Rate	4156.80	4260.00	4368.00	4476.80				
				Monthly	9006.40	9230.00	9464.00	9699.73				

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
POLICE COURT LIAISON - HOURLY	X193	01-JUL-2016	HOURLY	Hourly Rate	24.40	25.63	26.90	28.24	29.65			
				Bi-Weekly Rate	1952.00	2050.40	2152.00	2259.20	2372.00			
				Monthly	4229.33	4442.53	4662.67	4894.93	5139.33			
POLICE LIEUTENANT	M275	01-JUL-2016	PSM POLICE	Hourly Rate	65.60	68.89	72.33	75.95	79.75			
				Bi-Weekly Rate	5248.00	5511.20	5786.40	6076.00	6380.00			
				Monthly	11370.67	11940.93	12537.20	13164.67	13823.33			
POLICE MEDIA TECHNICIAN	C220	01-JUL-2016	PO NONSWORN	Hourly Rate	27.03	28.38	29.80	31.30	32.86			
				Bi-Weekly Rate	2162.40	2270.40	2384.00	2504.00	2628.80			
				Monthly	4685.20	4919.20	5165.33	5425.33	5695.73			
POLICE OFFICER	C115	01-JUL-2016	PO SWORN	Hourly Rate	38.81	41.53	44.42	47.54	50.87			
				Bi-Weekly Rate	3104.80	3322.40	3553.60	3803.20	4069.60			
				Monthly	6727.07	7198.53	7699.47	8240.27	8817.47			
POLICE PROPERTY/ EVIDENCE SPECIALIST	C110	01-JUL-2016	PO NONSWORN	Hourly Rate	26.42	27.73	29.12	30.57	32.09			
				Bi-Weekly Rate	2113.60	2218.40	2329.60	2445.60	2567.20			
				Monthly	4579.47	4806.53	5047.47	5298.80	5562.27			
POLICE PROPERTY/EVIDENCE ASSISTANT - HOURLY	X190	01-JUL-2016	HOURLY	Hourly Rate	24.40	25.63	26.90	28.24	29.65			
				Bi-Weekly Rate	1952.00	2050.40	2152.00	2259.20	2372.00			
				Monthly	4229.33	4442.53	4662.67	4894.93	5139.33			
POLICE RECORDS SPECIALIST	C105	01-JUL-2016	PO NONSWORN	Hourly Rate	24.40	25.63	26.90	28.24	29.65			
				Bi-Weekly Rate	1952.00	2050.40	2152.00	2259.20	2372.00			
				Monthly	4229.33	4442.53	4662.67	4894.93	5139.33			
POLICE RECORDS SPECIALIST - HOURLY	X191	01-JUL-2016	HOURLY	Hourly Rate	24.40	25.63	26.90	28.24	29.65			
				Bi-Weekly Rate	1952.00	2050.40	2152.00	2259.20	2372.00			
				Monthly	4229.33	4442.53	4662.67	4894.93	5139.33			
POLICE RECORDS SPECIALIST, SENIOR	C180	01-JUL-2016	PO NONSWORN	Hourly Rate	25.70	26.98	28.33	29.74	31.23			
				Bi-Weekly Rate	2056.00	2158.40	2266.40	2379.20	2498.40			
				Monthly	4454.67	4676.53	4910.53	5154.93	5413.20			
POLICE RECORDS SPECIALIST, SUPERVISING	C200	01-JUL-2016	PO NONSWORN	Hourly Rate	28.07	29.47	30.94	32.48	34.10			
				Bi-Weekly Rate	2245.60	2357.60	2475.20	2598.40	2728.00			
				Monthly	4865.47	5108.13	5362.93	5629.87	5910.67			
POLICE RECRUIT	C190	01-JUL-2016	PO NONSWORN	Hourly Rate	38.05							
				Bi-Weekly Rate	3044.00							
				Monthly	6595.33							
POLICE RESERVE OFFICER - HOURLY	X325	25-JUN-2010	HOURLY	Hourly Rate	41.76							
				Bi-Weekly Rate	3340.80							
				Monthly	7238.40							
POLICE SERGEANT	C165	01-JUL-2016	PO SWORN	Hourly Rate	55.76	57.17	58.59	60.05	61.55			
				Bi-Weekly Rate	4460.80	4573.60	4687.20	4804.00	4924.00			
				Monthly	9665.07	9909.47	10155.60	10408.67	10668.67			
POLICE SERVICE TECHNICIAN	C125	01-JUL-2016	PO NONSWORN	Hourly Rate	25.10	26.36	27.68	29.07	30.52			
				Bi-Weekly Rate	2008.00	2108.80	2214.40	2325.60	2441.60			
				Monthly	4350.67	4569.07	4797.87	5038.80	5290.13			

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
POLICE SERVICE TECHNICIAN - HOURLY	X192	01-JUL-2016	HOURLY	Hourly Rate	25.10	26.36	27.68	29.07	30.52			
				Bi-Weekly Rate	2008.00	2108.80	2214.40	2325.60	2441.60			
				Monthly	4350.67	4569.07	4797.87	5038.80	5290.13			
PRESCHOOL TEACHER I	A495	01-JUL-2016	AFSCME	Hourly Rate	19.62	20.61	21.64	22.72	23.85			
				Bi-Weekly Rate	1569.60	1648.80	1731.20	1817.60	1908.00			
				Monthly	3400.80	3572.40	3750.93	3938.13	4134.00			
PRESCHOOL TEACHER I - HOURLY	X690	01-JUL-2016	HOURLY	Hourly Rate	19.62	20.61	21.64	22.72	23.85			
				Bi-Weekly Rate	1569.60	1648.80	1731.20	1817.60	1908.00			
				Monthly	3400.80	3572.40	3750.93	3938.13	4134.00			
PRESCHOOL TEACHER II	A680	01-JUL-2016	AFSCME	Hourly Rate	21.59	22.67	23.80	25.00	26.24			
				Bi-Weekly Rate	1727.20	1813.60	1904.00	2000.00	2099.20			
				Monthly	3742.27	3929.47	4125.33	4333.33	4548.27			
PRESCHOOL TEACHER II - HOURLY	X680	01-JUL-2016	HOURLY	Hourly Rate	21.59	22.67	23.80	25.00	26.24			
				Bi-Weekly Rate	1727.20	1813.60	1904.00	2000.00	2099.20			
				Monthly	3742.27	3929.47	4125.33	4333.33	4548.27			
PROGRAM MANAGER	M750	01-JUL-2016	MID MGMT	Hourly Rate	48.63	51.07	53.61	56.29	59.12			
				Bi-Weekly Rate	3890.40	4085.60	4288.80	4503.20	4729.60			
				Monthly	8429.20	8852.13	9292.40	9756.93	10247.47			
PUBLIC WORKS ADMINISTRATOR	M795	01-JUL-2016	MID MGMT	Hourly Rate	47.87	50.27	52.78	55.42	58.20			
				Bi-Weekly Rate	3829.60	4021.60	4222.40	4433.60	4656.00			
				Monthly	8297.47	8713.47	9148.53	9606.13	10088.00			
PUBLIC WORKS ASSISTANT DIRECTOR/CITY ENGINEER	M755	01-JUL-2016	MID MGMT	Hourly Rate	70.56	74.09	77.80	81.69	85.76			
				Bi-Weekly Rate	5644.80	5927.20	6224.00	6535.20	6860.80			
				Monthly	12230.40	12842.27	13485.33	14159.60	14865.07			
PUBLIC WORKS INSPECTOR	A310	01-JUL-2016	AFSCME	Hourly Rate	37.92	39.82	41.82	43.91	46.10			
				Bi-Weekly Rate	3033.60	3185.60	3345.60	3512.80	3688.00			
				Monthly	6572.80	6902.13	7248.80	7611.07	7990.67			
PUBLIC WORKS MAINTENANCE WORKER	A275	01-JUL-2016	AFSCME	Hourly Rate	24.76	26.00	27.30	28.65	30.10			
				Bi-Weekly Rate	1980.80	2080.00	2184.00	2292.00	2408.00			
				Monthly	4291.73	4506.67	4732.00	4966.00	5217.33			
PUBLIC WORKS MAINTENANCE WORKER - HOURLY	X345	01-JUL-2016	HOURLY	Hourly Rate	24.76	26.00	27.30	28.65	30.10			
				Bi-Weekly Rate	1980.80	2080.00	2184.00	2292.00	2408.00			
				Monthly	4291.73	4506.67	4732.00	4966.00	5217.33			
PUBLIC WORKS MAINTENANCE WORKER, LEAD	A200	01-JUL-2016	AFSCME	Hourly Rate	29.47	30.94	32.49	34.11	35.82			
				Bi-Weekly Rate	2357.60	2475.20	2599.20	2728.80	2865.60			
				Monthly	5108.13	5362.93	5631.60	5912.40	6208.80			
PUBLIC WORKS MAINTENANCE WORKER, SENIOR	A360	01-JUL-2016	AFSCME	Hourly Rate	26.52	27.85	29.24	30.70	32.24			
				Bi-Weekly Rate	2121.60	2228.00	2339.20	2456.00	2579.20			
				Monthly	4596.80	4827.33	5068.27	5321.33	5588.27			
RECREATION & COMMUNITY SERVICES PROG COOR - HOURLY	X700	01-JUL-2016	HOURLY	Hourly Rate	27.20	28.55	29.97	31.49	33.06			
				Bi-Weekly Rate	2176.00	2284.00	2397.60	2519.20	2644.80			
				Monthly	4714.67	4948.67	5194.80	5458.27	5730.40			



JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
RECREATION & COMMUNITY SERVICES PROGRAM COORD	M530	01-JUL-2016	MID MGMT	Hourly Rate	27.20	28.55	29.97	31.49	33.06			
				Bi-Weekly Rate	2176.00	2284.00	2397.60	2519.20	2644.80			
				Monthly	4714.67	4948.67	5194.80	5458.27	5730.40			
RECREATION & COMMUNITY SERVICES SUPERVISOR	M295	01-JUL-2016	MID MGMT	Hourly Rate	38.85	40.78	42.83	44.96	47.20			
				Bi-Weekly Rate	3108.00	3262.40	3426.40	3596.80	3776.00			
				Monthly	6734.00	7068.53	7423.87	7793.07	8181.33			
RECREATION INSTRUCTOR - HOURLY	X350	30-Dec-2016	HOURLY	Hourly Rate	10.50				35.00			
				Bi-Weekly Rate	840.00				2800.00			
				Monthly	1820.00				6066.67			
RECREATION LEADER I - HOURLY	X360	30-Dec-2016	HOURLY	Hourly Rate	10.50	11.03	11.58	12.16	12.76			
				Bi-Weekly Rate	840.00	882.40	926.40	972.80	1020.80			
				Monthly	1820.00	1911.87	2007.20	2107.73	2211.73			
RECREATION LEADER II	A610	01-JUL-2016	AFSCME	Hourly Rate	11.74	12.33	12.95	13.60	14.28			
				Bi-Weekly Rate	939.20	986.40	1036.00	1088.00	1142.40			
				Monthly	2034.93	2137.20	2244.67	2357.33	2475.20			
RECREATION LEADER II - HOURLY	X365	01-JUL-2016	HOURLY	Hourly Rate	11.74	12.33	12.95	13.60	14.28			
				Bi-Weekly Rate	939.20	986.40	1036.00	1088.00	1142.40			
				Monthly	2034.93	2137.20	2244.67	2357.33	2475.20			
RECREATION LEADER III	A620	01-JUL-2016	AFSCME	Hourly Rate	13.72	14.41	15.13	15.88	16.69			
				Bi-Weekly Rate	1097.60	1152.80	1210.40	1270.40	1335.20			
				Monthly	2378.13	2497.73	2622.53	2752.53	2892.93			
RECREATION LEADER III - HOURLY	X370	01-JUL-2016	HOURLY	Hourly Rate	13.72	14.41	15.13	15.88	16.69			
				Bi-Weekly Rate	1097.60	1152.80	1210.40	1270.40	1335.20			
				Monthly	2378.13	2497.73	2622.53	2752.53	2892.93			
RECREATION LEADER IV	A515	01-JUL-2016	AFSCME	Hourly Rate	17.85	18.75	19.67	20.65	21.69			
				Bi-Weekly Rate	1428.00	1500.00	1573.60	1652.00	1735.20			
				Monthly	3094.00	3250.00	3409.47	3579.33	3759.60			
RECREATION LEADER IV - HOURLY	X375	01-JUL-2016	HOURLY	Hourly Rate	17.85	18.75	19.67	20.65	21.69			
				Bi-Weekly Rate	1428.00	1500.00	1573.60	1652.00	1735.20			
				Monthly	3094.00	3250.00	3409.47	3579.33	3759.60			
SAFETY INSPECTOR - HOURLY	X181	25-JUN-2010	HOURLY	Hourly Rate	26.99	28.34	29.76	31.25	32.81			
				Bi-Weekly Rate	2159.20	2267.20	2380.80	2500.00	2624.80			
				Monthly	4678.27	4912.27	5158.40	5416.67	5687.07			
SAFETY INSPECTOR I	B200	01-JUL-2016	IAFF	Hourly Rate	45.31	47.59	49.97	52.46	55.09			
				Bi-Weekly Rate	3624.80	3807.20	3997.60	4196.80	4407.20			
				Monthly	7853.73	8248.93	8661.47	9093.07	9548.93			
SAFETY INSPECTOR II	B195	01-JUL-2016	IAFF	Hourly Rate	49.84	52.32	54.95	57.69	60.56			
				Bi-Weekly Rate	3987.20	4185.60	4396.00	4615.20	4844.80			
				Monthly	8638.93	9068.80	9524.67	9999.60	10497.07			
SAFETY INSPECTOR III	B190	01-JUL-2016	IAFF	Hourly Rate	54.39	57.10	59.97	62.96	66.13			
				Bi-Weekly Rate	4351.20	4568.00	4797.60	5036.80	5290.40			
				Monthly	9427.60	9897.33	10394.80	10913.07	11462.53			

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
SWEEPER OPERATOR	A370	01-JUL-2016	AFSCME	Hourly Rate	28.83	30.27	31.79	33.37	35.04			
				Bi-Weekly Rate	2306.40	2421.60	2543.20	2669.60	2803.20			
				Monthly	4997.20	5246.80	5510.27	5784.13	6073.60			
TECHNICAL SERVICES SUPERVISOR	M735	01-JUL-2016	MID MGMT	Hourly Rate	48.40	50.83	53.37	56.04	58.84			
				Bi-Weekly Rate	3872.00	4066.40	4269.60	4483.20	4707.20			
				Monthly	8389.33	8810.53	9250.80	9713.60	10198.93			
TREE TRIMMER	A375	01-JUL-2016	AFSCME	Hourly Rate	29.69	31.19	32.74	34.37	36.09			
				Bi-Weekly Rate	2375.20	2495.20	2619.20	2749.60	2887.20			
				Monthly	5146.27	5406.27	5674.93	5957.47	6255.60			
VAN DRIVER	A510	01-JUL-2016	AFSCME	Hourly Rate	15.16	15.91	16.72	17.55	18.43			
				Bi-Weekly Rate	1212.80	1272.80	1337.60	1404.00	1474.40			
				Monthly	2627.73	2757.73	2898.13	3042.00	3194.53			
VAN DRIVER - HOURLY	X555	01-JUL-2016	HOURLY	Hourly Rate	15.16	15.91	16.72	17.55	18.43			
				Bi-Weekly Rate	1212.80	1272.80	1337.60	1404.00	1474.40			
				Monthly	2627.73	2757.73	2898.13	3042.00	3194.53			