

| 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 |        |        |        |

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| 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 <i>(approved by Council on 4/12/2017)</i>      | M210     | 12-Apr-2017    | MID MGMT | Hourly Rate    | 58.53    | 61.46    | 64.53    | 67.76    | 71.15    |        |        |        |
|  |          |                |          | Bi-Weekly Rate | 4682.40  | 4916.80  | 5162.40  | 5420.80  | 5692.00  |        |        |        |
|  |          |                |          | Monthly        | 10145.20 | 10653.07 | 11185.20 | 11745.07 | 12332.67 |        |        |        |
| 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 |        |        |        |
| BUILDING PLAN REVIEWER <i>(approved by Council on 6/28/2017)</i> | A690     | 28-Jun-2017    | AFSCME   | Hourly Rate    | 39.72    | 41.71    | 43.79    | 45.98    | 48.28    |        |        |        |
|  |          |                |          | Bi-Weekly Rate | 3177.60  | 3336.80  | 3503.20  | 3678.40  | 3862.40  |        |        |        |
|  |          |                |          | Monthly        | 6884.80  | 7229.73  | 7590.27  | 7969.87  | 8368.53  |        |        |        |
| 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  |        |        |        |

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| DEPUTY DIRECTOR OF ECD <i>(approved by Council on 4/12/2017)</i> | M145     | 12-Apr-2017    | MID MGMT    | Hourly Rate    | 63.28    | 66.45    | 69.77    | 73.26    | 76.92    |        |        |        |
|  |          |                |             | Bi-Weekly Rate | 5062.40  | 5316.00  | 5581.60  | 5860.80  | 6153.60  |        |        |        |
|  |          |                |             | Monthly        | 10968.53 | 11518.00 | 12093.47 | 12698.40 | 13332.80 |        |        |        |
| 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  |        |        |        |

| 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 |
|--|----------|----------------|-------------|----------------|---------|---------|----------|----------|----------|--------|--------|--------|
| 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 |        |        |        |
| LANDSCAPE ARCHITECT                       | M815     | 28-Jun-2017    | MID MGMT    | Hourly Rate    | 50.86   | 53.40   | 56.07    | 58.87    | 61.82    |        |        |        |
|   |          |                |             | Bi-Weekly Rate | 4068.80 | 4272.00 | 4485.60  | 4709.60  | 4945.60  |        |        |        |
|   |          |                |             | Monthly        | 8815.73 | 9256.00 | 9718.80  | 10204.13 | 10715.47 |        |        |        |
| 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  |        |        |        |
| PERMIT TECHNICIAN, SENIOR                | A700     | 28-Jun-2017    | AFSCME      | Hourly Rate    | 35.65   | 37.44   | 39.31   | 41.27   | 43.34    |        |        |        |
|  |          |                |             | Bi-Weekly Rate | 2852.00 | 2995.20 | 3144.80 | 3301.60 | 3467.20  |        |        |        |
|  |          |                |             | Monthly        | 6179.33 | 6489.60 | 6813.73 | 7153.47 | 7512.27  |        |        |        |
| 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  |        |        |        |