

EXECUTIVE MANAGEMENT SALARY SCHEDULE

Approved by Council on June 28, 2017

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JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	MINIMUM	CONTROL POINT	MAXIMUM
ACM / CHIEF SUSTAINABILITY OFFICER	N100	30-JUN-2017	EXEC	Hourly Rate	101.94	112.13	123.34
				Bi-Weekly Rate	8154.91	8970.40	9867.44
				Monthly	17668.97	19435.87	21379.45
ASSISTANT TO THE CITY MANAGER	N180	30-JUN-2017	EXEC	Hourly Rate	59.32	65.25	71.78
				Bi-Weekly Rate	4745.45	5220.00	5742.00
				Monthly	10281.82	11310.00	12441.00
CHIEF INNOVATION OFFICER	N165	30-JUN-2017	EXEC	Hourly Rate	86.44	95.08	104.59
				Bi-Weekly Rate	6914.91	7606.40	8367.04
				Monthly	14982.30	16480.53	18128.59
CITY MANAGER	N115	27-APR-2016	EXEC	Hourly Rate		121.18	
				Bi-Weekly Rate		9694.40	
				Monthly		21004.53	
COMMUNICATIONS DIRECTOR	N190	30-JUN-2017	EXEC	Hourly Rate	86.44	95.08	104.59
				Bi-Weekly Rate	6914.91	7606.40	8367.04
				Monthly	14982.30	16480.53	18128.59
ECONOMIC & COMMUNITY DEVELOPMENT DIRECTOR	N140	30-JUN-2017	EXEC	Hourly Rate	88.36	97.20	106.92
				Bi-Weekly Rate	7069.09	7776.00	8553.60
				Monthly	15316.36	16848.00	18532.80
FINANCE DIRECTOR	N145	30-JUN-2017	EXEC	Hourly Rate	88.36	97.20	106.92
				Bi-Weekly Rate	7069.09	7776.00	8553.60
				Monthly	15316.36	16848.00	18532.80
FIRE CHIEF	N150	30-JUN-2017	EXEC	Hourly Rate	98.62	108.48	119.33
				Bi-Weekly Rate	7889.45	8678.40	9546.24
				Monthly	17093.82	18803.20	20683.52
HUMAN RESOURCES DIRECTOR	N130	30-JUN-2017	EXEC	Hourly Rate	86.44	95.08	104.59
				Bi-Weekly Rate	6914.91	7606.40	8367.04
				Monthly	14982.30	16480.53	18128.59

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LIBRARY DIRECTOR	N110	30-JUN-2017	EXEC	Hourly Rate	86.44	95.08	104.59
				Bi-Weekly Rate	6914.91	7606.40	8367.04
				Monthly	14982.30	16480.53	18128.59
PARKS & RECREATION DIRECTOR	N175	30-JUN-2017	EXEC	Hourly Rate	86.54	95.19	104.71
				Bi-Weekly Rate	6922.91	7615.20	8376.72
				Monthly	14999.64	16499.60	18149.56
POLICE CHIEF	N155	30-JUN-2017	EXEC	Hourly Rate	97.43	107.17	117.89
				Bi-Weekly Rate	7794.18	8573.60	9430.96
				Monthly	16887.39	18576.13	20433.75
PUBLIC WORKS DIRECTOR	N160	30-JUN-2017	EXEC	Hourly Rate	87.79	96.57	106.23
				Bi-Weekly Rate	7023.27	7725.60	8498.16
				Monthly	15217.09	16738.80	18412.68

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ACCOUNTANT I	M100	30-JUN-2017	MID MGMT	Hourly Rate	35.65	37.43	39.32	41.27	43.34			
				Bi-Weekly Rate	2852.00	2994.40	3145.60	3301.60	3467.20			
				Monthly	6179.33	6487.87	6815.47	7153.47	7512.27			
ACCOUNTANT II	M620	30-JUN-2017	MID MGMT	Hourly Rate	39.19	41.16	43.22	45.38	47.66			
				Bi-Weekly Rate	3135.20	3292.80	3457.60	3630.40	3812.80			
				Monthly	6792.93	7134.40	7491.47	7865.87	8261.07			
ACCOUNTANT, SENIOR	M625	30-JUN-2017	MID MGMT	Hourly Rate	43.13	45.28	47.53	49.91	52.41			
				Bi-Weekly Rate	3450.40	3622.40	3802.40	3992.80	4192.80			
				Monthly	7475.87	7848.53	8238.53	8651.07	9084.40			
ACCOUNTING ASSISTANT I	A480	30-JUN-2017	AFSCME	Hourly Rate	22.79	23.95	25.14	26.41	27.72			
				Bi-Weekly Rate	1823.20	1916.00	2011.20	2112.80	2217.60			
				Monthly	3950.27	4151.33	4357.60	4577.73	4804.80			
ACCOUNTING ASSISTANT II	A225	30-JUN-2017	AFSCME	Hourly Rate	25.07	26.32	27.63	29.02	30.46			
				Bi-Weekly Rate	2005.60	2105.60	2210.40	2321.60	2436.80			
				Monthly	4345.47	4562.13	4789.20	5030.13	5279.73			
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	30-JUN-2017	CONFID	Hourly Rate	27.84	29.23	30.69	32.24	33.85			
				Bi-Weekly Rate	2227.20	2338.40	2455.20	2579.20	2708.00			
				Monthly	4825.60	5066.53	5319.60	5588.27	5867.33			
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	30-JUN-2017	CONFID	Hourly Rate	29.33	30.79	32.33	33.95	35.66			
				Bi-Weekly Rate	2346.40	2463.20	2586.40	2716.00	2852.80			
				Monthly	5083.87	5336.93	5603.87	5884.67	6181.07			
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	30-JUN-2017	CONFID	Hourly Rate	30.80	32.34	33.96	35.67	37.45			
				Bi-Weekly Rate	2464.00	2587.20	2716.80	2853.60	2996.00			
				Monthly	5338.67	5605.60	5886.40	6182.80	6491.33			
BUILDING INSPECTOR	A135	30-JUN-2017	AFSCME	Hourly Rate	39.06	41.01	43.07	45.23	47.48			
				Bi-Weekly Rate	3124.80	3280.80	3445.60	3618.40	3798.40			
				Monthly	6770.40	7108.40	7465.47	7839.87	8229.87			
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			
BUILDING INSPECTOR, SENIOR	A400	30-JUN-2017	AFSCME	Hourly Rate	42.66	44.79	47.03	49.39	51.85			
				Bi-Weekly Rate	3412.80	3583.20	3762.40	3951.20	4148.00			
				Monthly	7394.40	7763.60	8151.87	8560.93	8987.33			
BUILDING MAINTENANCE CRAFTSWORKER	A465	30-JUN-2017	AFSCME	Hourly Rate	30.17	31.68	33.27	34.94	36.68			
				Bi-Weekly Rate	2413.60	2534.40	2661.60	2795.20	2934.40			
				Monthly	5229.47	5491.20	5766.80	6056.27	6357.87			

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BUILDING MAINTENANCE CUSTODIAN	A140	30-JUN-2017	AFSCME	Hourly Rate	22.17	23.27	24.43	25.66	26.93			
				Bi-Weekly Rate	1773.60	1861.60	1954.40	2052.80	2154.40			
				Monthly	3842.80	4033.47	4234.53	4447.73	4667.87			
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	30-JUN-2017	AFSCME	Hourly Rate	28.07	29.47	30.95	32.49	34.10			
				Bi-Weekly Rate	2245.60	2357.60	2476.00	2599.20	2728.00			
				Monthly	4865.47	5108.13	5364.67	5631.60	5910.67			
BUILDING MAINTENANCE CUSTODIAN, SENIOR	A320	30-JUN-2017	AFSCME	Hourly Rate	24.40	25.62	26.90	28.24	29.66			
				Bi-Weekly Rate	1952.00	2049.60	2152.00	2259.20	2372.80			
				Monthly	4229.33	4440.80	4662.67	4894.93	5141.07			
BUILDING OFFICIAL	M210	30-JUN-2017	MID MGMT	Hourly Rate	60.29	63.30	66.47	69.79	73.28			
				Bi-Weekly Rate	4823.20	5064.00	5317.60	5583.20	5862.40			
				Monthly	10450.27	10972.00	11521.47	12096.93	12701.87			
BUILDING OFFICIAL, ASSISTANT	M215	30-JUN-2017	MID MGMT	Hourly Rate	51.74	54.32	57.04	59.88	62.89			
				Bi-Weekly Rate	4139.20	4345.60	4563.20	4790.40	5031.20			
				Monthly	8968.27	9415.47	9886.93	10379.20	10900.93			
BUILDING PLAN REVIEWER	A690	30-JUN-2017	AFSCME	Hourly Rate	40.91	42.95	45.10	47.36	49.73			
				Bi-Weekly Rate	3272.80	3436.00	3608.00	3788.80	3978.40			
				Monthly	7091.07	7444.67	7817.33	8209.07	8619.87			
CHILDCARE ASSISTANT SUPERVISOR	M800	30-JUN-2017	MID MGMT	Hourly Rate	30.29	31.81	33.39	35.06	36.82			
				Bi-Weekly Rate	2423.20	2544.80	2671.20	2804.80	2945.60			
				Monthly	5250.27	5513.73	5787.60	6077.07	6382.13			
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	30-JUN-2017	CONFID	Hourly Rate	29.33	30.80	32.34	33.96	35.66			
				Bi-Weekly Rate	2346.40	2464.00	2587.20	2716.80	2852.80			
				Monthly	5083.87	5338.67	5605.60	5886.40	6181.07			
CITY COUNCIL MEMBER	E110	01-FEB-2013	ELECT	Hourly Rate								
				Bi-Weekly Rate	230.40							
				Monthly	499.20							
CITY PLANNER	M155	30-JUN-2017	MID MGMT	Hourly Rate	59.26	62.21	65.33	68.60	72.03			
				Bi-Weekly Rate	4740.80	4976.80	5226.40	5488.00	5762.40			
				Monthly	10271.73	10783.07	11323.87	11890.67	12485.20			
CITY TREASURER	E105	01-JUL-2002	ELECT	Hourly Rate	7.72							
				Bi-Weekly Rate	617.60							
				Monthly	1338.13							
COMMUNICATIONS DISPATCHER	A150	30-JUN-2017	AFSCME	Hourly Rate	32.74	34.38	36.10	37.90	39.80			
				Bi-Weekly Rate	2619.20	2750.40	2888.00	3032.00	3184.00			
				Monthly	5674.93	5959.20	6257.33	6569.33	6898.67			
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	30-JUN-2017	AFSCME	Hourly Rate	38.63	40.56	42.59	44.71	46.95			
				Bi-Weekly Rate	3090.40	3244.80	3407.20	3576.80	3756.00			
				Monthly	6695.87	7030.40	7382.27	7749.73	8138.00			
COMMUNITY DEVELOPMENT COORDINATOR	M725	30-JUN-2017	MID MGMT	Hourly Rate	38.43	40.33	42.36	44.49	46.71			
				Bi-Weekly Rate	3074.40	3226.40	3388.80	3559.20	3736.80			
				Monthly	6661.20	6990.53	7342.40	7711.60	8096.40			
COMMUNITY DEVELOPMENT SPECIALIST	A660	30-JUN-2017	AFSCME	Hourly Rate	36.65	38.47	40.39	42.41	44.53			
				Bi-Weekly Rate	2932.00	3077.60	3231.20	3392.80	3562.40			
				Monthly	6352.67	6668.13	7000.93	7351.07	7718.53			
COMMUNITY SERVICES SITE COORDINATOR	A640	30-JUN-2017	AFSCME	Hourly Rate	22.18	23.29	24.46	25.69	26.98			
				Bi-Weekly Rate	1774.40	1863.20	1956.80	2055.20	2158.40			
				Monthly	3844.53	4036.93	4239.73	4452.93	4676.53			
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	30-JUN-2017	CONFID	Hourly Rate	37.38	39.24	41.21	43.27	45.42			
				Bi-Weekly Rate	2990.40	3139.20	3296.80	3461.60	3633.60			
				Monthly	6479.20	6801.60	7143.07	7500.13	7872.80			
COMPUTER SERVICES TECHNICIAN, SENIOR	O530	30-JUN-2017	CONFID	Hourly Rate	39.24	41.21	43.26	45.42	47.70			
				Bi-Weekly Rate	3139.20	3296.80	3460.80	3633.60	3816.00			
				Monthly	6801.60	7143.07	7498.40	7872.80	8268.00			
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	30-JUN-2017	PO NONSWORN	Hourly Rate	39.38	41.34	43.41	45.59	47.85			
				Bi-Weekly Rate	3150.40	3307.20	3472.80	3647.20	3828.00			
				Monthly	6825.87	7165.60	7524.40	7902.27	8294.00			
CULTURAL ARTS SPECIALIST	A650	30-JUN-2017	AFSCME	Hourly Rate	30.26	31.78	33.35	35.03	36.78			
				Bi-Weekly Rate	2420.80	2542.40	2668.00	2802.40	2942.40			
				Monthly	5245.07	5508.53	5780.67	6071.87	6375.20			
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	30-JUN-2017	CONFID	Hourly Rate	29.33	30.79	32.33	33.95	35.66			
				Bi-Weekly Rate	2346.40	2463.20	2586.40	2716.00	2852.80			
				Monthly	5083.87	5336.93	5603.87	5884.67	6181.07			
DEPUTY CITY CLERK	O320	30-JUN-2017	CONFID	Hourly Rate	32.27	33.89	35.59	37.36	39.22			
				Bi-Weekly Rate	2581.60	2711.20	2847.20	2988.80	3137.60			
				Monthly	5593.47	5874.27	6168.93	6475.73	6798.13			
DEPUTY DIRECTOR OF ECD	M145	30-JUN-2017	MID MGMT	Hourly Rate	65.18	68.44	71.86	75.46	79.23			
				Bi-Weekly Rate	5214.40	5475.20	5748.80	6036.80	6338.40			
				Monthly	11297.87	11862.93	12455.73	13079.73	13733.20			
ECONOMIC DEVELOPMENT COORDINATOR	M185	30-JUN-2017	MID MGMT	Hourly Rate	51.13	53.69	56.37	59.18	62.16			
				Bi-Weekly Rate	4090.40	4295.20	4509.60	4734.40	4972.80			
				Monthly	8862.53	9306.27	9770.80	10257.87	10774.40			

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ELECTRICAL TECHNICIAN	A160	30-JUN-2017	AFSCME	Hourly Rate	36.81	38.65	40.58	42.60	44.74			
				Bi-Weekly Rate	2944.80	3092.00	3246.40	3408.00	3579.20			
				Monthly	6380.40	6699.33	7033.87	7384.00	7754.93			
ELECTRICAL TECHNICIAN, ASSISTANT	A120	30-JUN-2017	AFSCME	Hourly Rate	27.15	28.52	29.94	31.45	33.01			
				Bi-Weekly Rate	2172.00	2281.60	2395.20	2516.00	2640.80			
				Monthly	4706.00	4943.47	5189.60	5451.33	5721.73			
ELECTRICAL TECHNICIAN, LEAD	A335	30-JUN-2017	AFSCME	Hourly Rate	45.39	47.67	50.06	52.56	55.19			
				Bi-Weekly Rate	3631.20	3813.60	4004.80	4204.80	4415.20			
				Monthly	7867.60	8262.80	8677.07	9110.40	9566.27			
ELECTRICAL TECHNICIAN, SENIOR	A500	30-JUN-2017	AFSCME	Hourly Rate	40.38	42.39	44.51	46.73	49.08			
				Bi-Weekly Rate	3230.40	3391.20	3560.80	3738.40	3926.40			
				Monthly	6999.20	7347.60	7715.07	8099.87	8507.20			
EMERGENCY MEDICAL TECHNICIAN - HOURLY	X281	28-JUN-2017	HOURLY	Hourly Rate	16.45	17.28	18.14	19.05	20.00			
				Bi-Weekly Rate	1316.00	1382.40	1451.20	1524.00	1600.00			
				Monthly	2851.33	2995.20	3144.27	3302.00	3466.67			
EMERGENCY SERVICES MANAGER	M780	30-JUN-2017	MID MGMT	Hourly Rate	40.52	42.54	44.67	46.92	49.25			
				Bi-Weekly Rate	3241.60	3403.20	3573.60	3753.60	3940.00			
				Monthly	7023.47	7373.60	7742.80	8132.80	8536.67			
EMS BATTALION CHIEF	M420	30-JUN-2017	PSM FIRE 80	Hourly Rate	69.79	73.28	76.95	80.80	84.84			
				Bi-Weekly Rate	5583.20	5862.40	6156.00	6464.00	6787.20			
				Monthly	12096.93	12701.87	13338.00	14005.33	14705.60			
ENGINEER, ASSOCIATE	M115	30-JUN-2017	MID MGMT	Hourly Rate	48.54	50.97	53.53	56.21	59.01			
				Bi-Weekly Rate	3883.20	4077.60	4282.40	4496.80	4720.80			
				Monthly	8413.60	8834.80	9278.53	9743.07	10228.40			
ENGINEER, PRINCIPAL	M760	30-JUN-2017	MID MGMT	Hourly Rate	63.27	66.44	69.74	73.22	76.88			
				Bi-Weekly Rate	5061.60	5315.20	5579.20	5857.60	6150.40			
				Monthly	10966.80	11516.27	12088.27	12691.47	13325.87			
ENGINEER, SENIOR	M340	30-JUN-2017	MID MGMT	Hourly Rate	57.77	60.67	63.70	66.88	70.22			
				Bi-Weekly Rate	4621.60	4853.60	5096.00	5350.40	5617.60			
				Monthly	10013.47	10516.13	11041.33	11592.53	12171.47			
ENGINEERING TECHNICIAN	A167	30-JUN-2017	AFSCME	Hourly Rate	30.40	31.91	33.52	35.20	36.95			
				Bi-Weekly Rate	2432.00	2552.80	2681.60	2816.00	2956.00			
				Monthly	5269.33	5531.07	5810.13	6101.33	6404.67			
ENVIRONMENTAL COMPLIANCE INSPECTOR - HOURLY	X465	30-JUN-2017	HOURLY	Hourly Rate	36.83	38.67	40.61	42.65	44.77			
				Bi-Weekly Rate	2946.40	3093.60	3248.80	3412.00	3581.60			
				Monthly	6383.87	6702.80	7039.07	7392.67	7760.13			
ENVIRONMENTAL COMPLIANCE INSPECTOR I	D210	30-JUN-2017	WQCP OP ENG	Hourly Rate	36.83	38.67	40.61	42.65	44.77			
				Bi-Weekly Rate	2946.40	3093.60	3248.80	3412.00	3581.60			
				Monthly	6383.87	6702.80	7039.07	7392.67	7760.13			
ENVIRONMENTAL COMPLIANCE INSPECTOR II	D155	30-JUN-2017	WQCP OP ENG	Hourly Rate	40.52	42.54	44.67	46.91	49.24			
				Bi-Weekly Rate	3241.60	3403.20	3573.60	3752.80	3939.20			
				Monthly	7023.47	7373.60	7742.80	8131.07	8534.93			
ENVIRONMENTAL COMPLIANCE INSPECTOR, SENIOR	D160	30-JUN-2017	WQCP OP ENG	Hourly Rate	45.68	47.97	50.36	52.89	55.53			
				Bi-Weekly Rate	3654.40	3837.60	4028.80	4231.20	4442.40			
				Monthly	7917.87	8314.80	8729.07	9167.60	9625.20			

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 SUPERVISOR	M450	30-JUN-2017	MID MGMT	Hourly Rate	47.51	49.88	52.39	55.01	57.75			
				Bi-Weekly Rate	3800.80	3990.40	4191.20	4400.80	4620.00			
				Monthly	8235.07	8645.87	9080.93	9535.07	10010.00			
EQUIPMENT MECHANIC	A170	30-JUN-2017	AFSCME	Hourly Rate	31.38	32.94	34.59	36.33	38.14			
				Bi-Weekly Rate	2510.40	2635.20	2767.20	2906.40	3051.20			
				Monthly	5439.20	5709.60	5995.60	6297.20	6610.93			
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	30-JUN-2017	AFSCME	Hourly Rate	33.97	35.67	37.46	39.34	41.30			
				Bi-Weekly Rate	2717.60	2853.60	2996.80	3147.20	3304.00			
				Monthly	5888.13	6182.80	6493.07	6818.93	7158.67			
EQUIPMENT OPERATOR	A175	30-JUN-2017	AFSCME	Hourly Rate	31.47	33.02	34.68	36.42	38.23			
				Bi-Weekly Rate	2517.60	2641.60	2774.40	2913.60	3058.40			
				Monthly	5454.80	5723.47	6011.20	6312.80	6626.53			
EXECUTIVE ASSISTANT TO THE CITY MANAGER	O410	30-JUN-2017	CONFID	Hourly Rate	36.05	37.85	39.74	41.74	43.83			
				Bi-Weekly Rate	2884.00	3028.00	3179.20	3339.20	3506.40			
				Monthly	6248.67	6560.67	6888.27	7234.93	7597.20			
FINANCIAL ANALYST I	M600	30-JUN-2017	MID MGMT	Hourly Rate	35.65	37.43	39.32	41.27	43.34			
				Bi-Weekly Rate	2852.00	2994.40	3145.60	3301.60	3467.20			
				Monthly	6179.33	6487.87	6815.47	7153.47	7512.27			
FINANCIAL ANALYST II	M610	30-JUN-2017	MID MGMT	Hourly Rate	39.19	41.16	43.22	45.38	47.66			
				Bi-Weekly Rate	3135.20	3292.80	3457.60	3630.40	3812.80			
				Monthly	6792.93	7134.40	7491.47	7865.87	8261.07			
FINANCIAL ANALYST, SENIOR	M615	30-JUN-2017	MID MGMT	Hourly Rate	43.13	45.28	47.53	49.91	52.41			
				Bi-Weekly Rate	3450.40	3622.40	3802.40	3992.80	4192.80			
				Monthly	7475.87	7848.53	8238.53	8651.07	9084.40			
FINANCIAL SERVICES MANAGER	M770	30-JUN-2017	MID MGMT	Hourly Rate	55.43	58.22	61.12	64.19	67.39			
				Bi-Weekly Rate	4434.40	4657.60	4889.60	5135.20	5391.20			
				Monthly	9607.87	10091.47	10594.13	11126.27	11680.93			
FIRE APPARATUS ENGINEER	B120	30-JUN-2017	IAFF	Hourly Rate	35.02	36.77	38.60	40.54	42.56			
				FF 112 BW	3922.24	4118.24	4323.20	4540.48	4766.72			
				FF 112 Monthly	8498.19	8922.85	9366.93	9837.71	10327.89			
FIRE BATTALION CHIEF (40 HOURS)	M205	30-JUN-2017	PSM FIRE 80	Hourly Rate	69.79	73.28	76.95	80.80	84.84			
				Bi-Weekly Rate	5583.20	5862.40	6156.00	6464.00	6787.20			
				Monthly	12096.93	12701.87	13338.00	14005.33	14705.60			
FIRE BATTALION CHIEF (56 HOURS)	M390	30-JUN-2017	PSM FIRE 112	Hourly Rate	49.85	52.34	54.96	57.71	60.59			
				FF 112 BW	5583.20	5862.08	6155.52	6463.52	6786.08			
				FF 112 Monthly	12096.93	12701.17	13336.96	14004.29	14703.17			
FIRE CAPTAIN	B100	30-JUN-2017	IAFF	Hourly Rate	38.32	40.24	42.24	44.35	46.57			
				FF 112 BW	4291.84	4506.88	4730.88	4967.20	5215.84			
				FF 112 Monthly	9298.99	9764.91	10250.24	10762.27	11300.99			

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FIRE CHIEF, DEPUTY	M110	30-JUN-2017	PSM FIRE 80	Hourly Rate	81.23	85.29	89.56	94.04	98.74			
				Bi-Weekly Rate	6498.40	6823.20	7164.80	7523.20	7899.20			
				Monthly	14079.87	14783.60	15523.73	16300.27	17114.93			
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	30-JUN-2017	PSM FIRE 80	Hourly Rate	69.79	73.28	76.95	80.80	84.84			
				Bi-Weekly Rate	5583.20	5862.40	6156.00	6464.00	6787.20			
				Monthly	12096.93	12701.87	13338.00	14005.33	14705.60			
GROUNDSPERSON	A505	30-JUN-2017	AFSCME	Hourly Rate	28.64	30.08	31.57	33.16	34.81			
				Bi-Weekly Rate	2291.20	2406.40	2525.60	2652.80	2784.80			
				Monthly	4964.27	5213.87	5472.13	5747.73	6033.73			
HUMAN RESOURCES ANALYST I	M700	30-JUN-2017	MID MGMT	Hourly Rate	35.59	37.36	39.21	41.18	43.24			
				Bi-Weekly Rate	2847.20	2988.80	3136.80	3294.40	3459.20			
				Monthly	6168.93	6475.73	6796.40	7137.87	7494.93			
HUMAN RESOURCES ANALYST II	M270	30-JUN-2017	MID MGMT	Hourly Rate	39.12	41.08	43.13	45.28	47.53			
				Bi-Weekly Rate	3129.60	3286.40	3450.40	3622.40	3802.40			
				Monthly	6780.80	7120.53	7475.87	7848.53	8238.53			
HUMAN RESOURCES ANALYST, SENIOR	M271	30-JUN-2017	MID MGMT	Hourly Rate	43.03	45.19	47.44	49.81	52.31			
				Bi-Weekly Rate	3442.40	3615.20	3795.20	3984.80	4184.80			
				Monthly	7458.53	7832.93	8222.93	8633.73	9067.07			
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	30-JUN-2017	MID MGMT	Hourly Rate	55.54	58.33	61.23	64.31	67.52			
				Bi-Weekly Rate	4443.20	4666.40	4898.40	5144.80	5401.60			
				Monthly	9626.93	10110.53	10613.20	11147.07	11703.47			
HUMAN RESOURCES TECHNICIAN	O265	30-JUN-2017	CONFID	Hourly Rate	29.33	30.79	32.33	33.95	35.66			
				Bi-Weekly Rate	2346.40	2463.20	2586.40	2716.00	2852.80			
				Monthly	5083.87	5336.93	5603.87	5884.67	6181.07			
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			
INFORMATION SYSTEMS ADMINISTRATOR	M650	30-JUN-2017	MID MGMT	Hourly Rate	51.18	53.74	56.42	59.26	62.20			
				Bi-Weekly Rate	4094.40	4299.20	4513.60	4740.80	4976.00			
				Monthly	8871.20	9314.93	9779.47	10271.73	10781.33			
INFORMATION SYSTEMS ADMINISTRATOR, SENIOR	M790	30-JUN-2017	MID MGMT	Hourly Rate	53.72	56.41	59.26	62.20	65.31			
				Bi-Weekly Rate	4297.60	4512.80	4740.80	4976.00	5224.80			
				Monthly	9311.47	9777.73	10271.73	10781.33	11320.40			
INFORMATION TECHNOLOGY MANAGER	M805	30-JUN-2017	MID MGMT	Hourly Rate	56.55	59.38	62.35	65.47	68.73			
				Bi-Weekly Rate	4524.00	4750.40	4988.00	5237.60	5498.40			
				Monthly	9802.00	10292.53	10807.33	11348.13	11913.20			

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LABORATORY CHEMIST	D120	30-JUN-2017	WQCP OP ENG	Hourly Rate	40.74	42.78	44.92	47.16	49.51			
				Bi-Weekly Rate	3259.20	3422.40	3593.60	3772.80	3960.80			
				Monthly	7061.60	7415.20	7786.13	8174.40	8581.73			
LABORATORY CHEMIST - HOURLY	X545	30-JUN-2017	HOURLY	Hourly Rate	40.74	42.78	44.92	47.16	49.51			
				Bi-Weekly Rate	3259.20	3422.40	3593.60	3772.80	3960.80			
				Monthly	7061.60	7415.20	7786.13	8174.40	8581.73			
LABORATORY CHEMIST, SENIOR	D170	30-JUN-2017	WQCP OP ENG	Hourly Rate	47.05	49.40	51.88	54.47	57.20			
				Bi-Weekly Rate	3764.00	3952.00	4150.40	4357.60	4576.00			
				Monthly	8155.33	8562.67	8992.53	9441.47	9914.67			
LABORATORY SUPERVISOR	M220	30-JUN-2017	MID MGMT	Hourly Rate	49.16	51.62	54.20	56.91	59.77			
				Bi-Weekly Rate	3932.80	4129.60	4336.00	4552.80	4781.60			
				Monthly	8521.07	8947.47	9394.67	9864.40	10360.13			
LANDSCAPE ARCHITECT	M815	30-JUN-2017	MID MGMT	Hourly Rate	52.39	55.00	57.75	60.64	63.67			
				Bi-Weekly Rate	4191.20	4400.00	4620.00	4851.20	5093.60			
				Monthly	9080.93	9533.33	10010.00	10510.93	11036.13			
LIBRARIAN I	A210	30-JUN-2017	AFSCME	Hourly Rate	29.15	30.62	32.15	33.74	35.44			
				Bi-Weekly Rate	2332.00	2449.60	2572.00	2699.20	2835.20			
				Monthly	5052.67	5307.47	5572.67	5848.27	6142.93			
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	30-JUN-2017	AFSCME	Hourly Rate	32.08	33.68	35.37	37.14	39.00			
				Bi-Weekly Rate	2566.40	2694.40	2829.60	2971.20	3120.00			
				Monthly	5560.53	5837.87	6130.80	6437.60	6760.00			
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	30-JUN-2017	AFSCME	Hourly Rate	22.90	24.04	25.25	26.51	27.83			
				Bi-Weekly Rate	1832.00	1923.20	2020.00	2120.80	2226.40			
				Monthly	3969.33	4166.93	4376.67	4595.07	4823.87			
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	30-JUN-2017	AFSCME	Hourly Rate	25.28	26.54	27.88	29.27	30.74			
				Bi-Weekly Rate	2022.40	2123.20	2230.40	2341.60	2459.20			
				Monthly	4381.87	4600.27	4832.53	5073.47	5328.27			
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	30-JUN-2017	MID MGMT	Hourly Rate	55.05	57.79	60.69	63.72	66.90			
				Bi-Weekly Rate	4404.00	4623.20	4855.20	5097.60	5352.00			
				Monthly	9542.00	10016.93	10519.60	11044.80	11596.00			

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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	30-JUN-2017	MID MGMT	Hourly Rate	43.63	45.82	48.12	50.53	53.05			
				Bi-Weekly Rate	3490.40	3665.60	3849.60	4042.40	4244.00			
				Monthly	7562.53	7942.13	8340.80	8758.53	9195.33			
LIBRARY SPECIALIST, SUPERVISING	A670	30-JUN-2017	AFSCME	Hourly Rate	29.93	31.43	33.00	34.65	36.39			
				Bi-Weekly Rate	2394.40	2514.40	2640.00	2772.00	2911.20			
				Monthly	5187.87	5447.87	5720.00	6006.00	6307.60			
LITERACY PROGRAM MANAGER	M500	30-JUN-2017	MID MGMT	Hourly Rate	43.63	45.82	48.12	50.53	53.05			
				Bi-Weekly Rate	3490.40	3665.60	3849.60	4042.40	4244.00			
				Monthly	7562.53	7942.13	8340.80	8758.53	9195.33			
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	30-JUN-2017	AFSCME	Hourly Rate	32.93	34.58	36.31	38.12	40.04			
				Bi-Weekly Rate	2634.40	2766.40	2904.80	3049.60	3203.20			
				Monthly	5707.87	5993.87	6293.73	6607.47	6940.27			
MAINTENANCE CRAFTSWORKER	A280	30-JUN-2017	AFSCME	Hourly Rate	30.17	31.68	33.27	34.94	36.68			
				Bi-Weekly Rate	2413.60	2534.40	2661.60	2795.20	2934.40			
				Monthly	5229.47	5491.20	5766.80	6056.27	6357.87			
MAINTENANCE SUPERVISOR	M255	30-JUN-2017	MID MGMT	Hourly Rate	40.02	42.00	44.11	46.31	48.62			
				Bi-Weekly Rate	3201.60	3360.00	3528.80	3704.80	3889.60			
				Monthly	6936.80	7280.00	7645.73	8027.07	8427.47			
MANAGEMENT ANALYST I	M570	30-JUN-2017	MID MGMT	Hourly Rate	38.30	40.22	42.22	44.33	46.56			
				Bi-Weekly Rate	3064.00	3217.60	3377.60	3546.40	3724.80			
				Monthly	6638.67	6971.47	7318.13	7683.87	8070.40			
MANAGEMENT ANALYST II	M560	30-JUN-2017	MID MGMT	Hourly Rate	42.13	44.24	46.44	48.76	51.20			
				Bi-Weekly Rate	3370.40	3539.20	3715.20	3900.80	4096.00			
				Monthly	7302.53	7668.27	8049.60	8451.73	8874.67			
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							

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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	30-JUN-2017	AFSCME	Hourly Rate	23.62	24.80	26.05	27.35	28.72			
				Bi-Weekly Rate	1889.60	1984.00	2084.00	2188.00	2297.60			
				Monthly	4094.13	4298.67	4515.33	4740.67	4978.13			
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	30-JUN-2017	IAFF	Hourly Rate	35.02	36.77	38.60	40.54	42.56			
				FF 112 BW	3922.24	4118.24	4323.20	4540.48	4766.72			
				FF 112 Monthly	8498.19	8922.85	9366.93	9837.71	10327.89			
PARAMEDIC/FIREFIGHTER RECRUIT (40 hours)	B135	30-JUN-2017	IAFF	Hourly Rate	46.68							
				Bi-Weekly Rate	3734.40							
				Monthly	8091.20							
PARK MAINTENANCE WORKER	A250	30-JUN-2017	AFSCME	Hourly Rate	25.50	26.78	28.12	29.51	31.00			
				Bi-Weekly Rate	2040.00	2142.40	2249.60	2360.80	2480.00			
				Monthly	4420.00	4641.87	4874.13	5115.07	5373.33			
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			

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
PARK MAINTENANCE WORKER, LEAD	A195	30-JUN-2017	AFSCME	Hourly Rate	30.35	31.87	33.46	35.13	36.89			
				Bi-Weekly Rate	2428.00	2549.60	2676.80	2810.40	2951.20			
				Monthly	5260.67	5524.13	5799.73	6089.20	6394.27			
PARK MAINTENANCE WORKER, SENIOR	A350	30-JUN-2017	AFSCME	Hourly Rate	27.32	28.69	30.12	31.62	33.21			
				Bi-Weekly Rate	2185.60	2295.20	2409.60	2529.60	2656.80			
				Monthly	4735.47	4972.93	5220.80	5480.80	5756.40			
PARKING ENFORCEMENT OFFICER	C175	30-JUN-2017	PO NONSWORN	Hourly Rate	23.43	24.61	25.84	27.14	28.49			
				Bi-Weekly Rate	1874.40	1968.80	2067.20	2171.20	2279.20			
				Monthly	4061.20	4265.73	4478.93	4704.27	4938.27			
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	30-JUN-2017	AFSCME	Hourly Rate	30.35	31.87	33.46	35.13	36.89			
				Bi-Weekly Rate	2428.00	2549.60	2676.80	2810.40	2951.20			
				Monthly	5260.67	5524.13	5799.73	6089.20	6394.27			
PAYROLL ADMINISTRATOR	M785	30-JUN-2017	MID MGMT	Hourly Rate	37.43	39.32	41.27	43.34	45.52			
				Bi-Weekly Rate	2994.40	3145.60	3301.60	3467.20	3641.60			
				Monthly	6487.87	6815.47	7153.47	7512.27	7890.13			
PERMIT TECHNICIAN	A460	30-JUN-2017	AFSCME	Hourly Rate	34.52	36.24	38.07	39.96	41.96			
				Bi-Weekly Rate	2761.60	2899.20	3045.60	3196.80	3356.80			
				Monthly	5983.47	6281.60	6598.80	6926.40	7273.07			
PERMIT TECHNICIAN, SENIOR	A700	30-JUN-2017	AFSCME	Hourly Rate	36.72	38.56	40.49	42.51	44.64			
				Bi-Weekly Rate	2937.60	3084.80	3239.20	3400.80	3571.20			
				Monthly	6364.80	6683.73	7018.27	7368.40	7737.60			
PLANNER, ASSOCIATE	M125	30-JUN-2017	MID MGMT	Hourly Rate	38.43	40.33	42.36	44.49	46.71			
				Bi-Weekly Rate	3074.40	3226.40	3388.80	3559.20	3736.80			
				Monthly	6661.20	6990.53	7342.40	7711.60	8096.40			
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	30-JUN-2017	MID MGMT	Hourly Rate	51.13	53.69	56.37	59.18	62.16			
				Bi-Weekly Rate	4090.40	4295.20	4509.60	4734.40	4972.80			
				Monthly	8862.53	9306.27	9770.80	10257.87	10774.40			
PLANNER, SENIOR	M335	30-JUN-2017	MID MGMT	Hourly Rate	47.61	49.98	52.46	55.09	57.84			
				Bi-Weekly Rate	3808.80	3998.40	4196.80	4407.20	4627.20			
				Monthly	8252.40	8663.20	9093.07	9548.93	10025.60			
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	30-JUN-2017	AFSCME	Hourly Rate	34.52	36.24	38.06	39.95	41.95			
				Bi-Weekly Rate	2761.60	2899.20	3044.80	3196.00	3356.00			
				Monthly	5983.47	6281.60	6597.07	6924.67	7271.33			

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 ELECTRICIAN I	D105	30-JUN-2017	WQCP OP ENG	Hourly Rate	35.66	37.44	39.30	41.28	43.35			
				Bi-Weekly Rate	2852.80	2995.20	3144.00	3302.40	3468.00			
				Monthly	6181.07	6489.60	6812.00	7155.20	7514.00			
PLANT ELECTRICIAN I - HOURLY	X500	30-JUN-2017	HOURLY	Hourly Rate	35.66	37.44	39.30	41.28	43.35			
				Bi-Weekly Rate	2852.80	2995.20	3144.00	3302.40	3468.00			
				Monthly	6181.07	6489.60	6812.00	7155.20	7514.00			
PLANT ELECTRICIAN II	D140	30-JUN-2017	WQCP OP ENG	Hourly Rate	39.22	41.19	43.24	45.40	47.69			
				Bi-Weekly Rate	3137.60	3295.20	3459.20	3632.00	3815.20			
				Monthly	6798.13	7139.60	7494.93	7869.33	8266.27			
PLANT MAINTENANCE SUPERVISOR	M745	30-JUN-2017	MID MGMT	Hourly Rate	48.95	51.40	53.98	56.67	59.49			
				Bi-Weekly Rate	3916.00	4112.00	4318.40	4533.60	4759.20			
				Monthly	8484.67	8909.33	9356.53	9822.80	10311.60			
PLANT MECHANIC - HOURLY	X355	30-JUN-2017	HOURLY	Hourly Rate	32.80	34.42	36.15	37.96	39.86			
				Bi-Weekly Rate	2624.00	2753.60	2892.00	3036.80	3188.80			
				Monthly	5685.33	5966.13	6266.00	6579.73	6909.07			
PLANT MECHANIC I	D130	30-JUN-2017	WQCP OP ENG	Hourly Rate	32.80	34.42	36.15	37.96	39.86			
				Bi-Weekly Rate	2624.00	2753.60	2892.00	3036.80	3188.80			
				Monthly	5685.33	5966.13	6266.00	6579.73	6909.07			
PLANT MECHANIC II	D135	30-JUN-2017	WQCP OP ENG	Hourly Rate	36.08	37.88	39.77	41.76	43.86			
				Bi-Weekly Rate	2886.40	3030.40	3181.60	3340.80	3508.80			
				Monthly	6253.87	6565.87	6893.47	7238.40	7602.40			
PLANT MECHANIC, APPRENTICE	D220	30-JUN-2017	WQCP OP ENG	Hourly Rate	28.51	30.69	32.89	35.07	37.28	39.48	41.66	43.86
				Bi-Weekly Rate	2280.80	2455.20	2631.20	2805.60	2982.40	3158.40	3332.80	3508.80
				Monthly	4941.73	5319.60	5700.93	6078.80	6461.87	6843.20	7221.07	7602.40
PLANT MECHANIC, ASSISTANT - HOURLY	X135	30-JUN-2017	HOURLY	Hourly Rate	29.51	30.99	32.55	34.18	35.87			
				Bi-Weekly Rate	2360.80	2479.20	2604.00	2734.40	2869.60			
				Monthly	5115.07	5371.60	5642.00	5924.53	6217.47			
PLANT MECHANIC, LEAD	D180	30-JUN-2017	WQCP OP ENG	Hourly Rate	40.69	42.71	44.85	47.09	49.45			
				Bi-Weekly Rate	3255.20	3416.80	3588.00	3767.20	3956.00			
				Monthly	7052.93	7403.07	7774.00	8162.27	8571.33			
PLANT OPERATOR I	D145	30-JUN-2017	WQCP OP ENG	Hourly Rate	31.42	32.99	34.64	36.38	38.18			
				Bi-Weekly Rate	2513.60	2639.20	2771.20	2910.40	3054.40			
				Monthly	5446.13	5718.27	6004.27	6305.87	6617.87			
PLANT OPERATOR I - CONTRACT FT	X145	30-JUN-2017	HOURLY	Hourly Rate	31.42	32.99	34.64	36.38	38.18			
				Bi-Weekly Rate	2513.60	2639.20	2771.20	2910.40	3054.40			
				Monthly	5446.13	5718.27	6004.27	6305.87	6617.87			
PLANT OPERATOR I - HOURLY	X140	30-JUN-2017	HOURLY	Hourly Rate	31.42	32.99	34.64	36.38	38.18			
				Bi-Weekly Rate	2513.60	2639.20	2771.20	2910.40	3054.40			
				Monthly	5446.13	5718.27	6004.27	6305.87	6617.87			
PLANT OPERATOR II	D150	30-JUN-2017	WQCP OP ENG	Hourly Rate	34.57	36.29	38.11	40.01	42.01			
				Bi-Weekly Rate	2765.60	2903.20	3048.80	3200.80	3360.80			
				Monthly	5992.13	6290.27	6605.73	6935.07	7281.73			
PLANT OPERATOR II - HOURLY	X530	30-JUN-2017	HOURLY	Hourly Rate	34.57	36.29	38.11	40.01	42.01			
				Bi-Weekly Rate	2765.60	2903.20	3048.80	3200.80	3360.80			
				Monthly	5992.13	6290.27	6605.73	6935.07	7281.73			

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
PLANT OPERATOR III	D200	30-JUN-2017	WQCP OP ENG	Hourly Rate	36.29	38.11	40.01	42.01	44.11			
				Bi-Weekly Rate	2903.20	3048.80	3200.80	3360.80	3528.80			
				Monthly	6290.27	6605.73	6935.07	7281.73	7645.73			
PLANT OPERATOR, APPRENTICE	D100	30-JUN-2017	WQCP OP ENG	Hourly Rate	27.31	29.41	31.52	33.62	35.72	37.81	39.91	42.01
				Bi-Weekly Rate	2184.80	2352.80	2521.60	2689.60	2857.60	3024.80	3192.80	3360.80
				Monthly	4733.73	5097.73	5463.47	5827.47	6191.47	6553.73	6917.73	7281.73
PLANT OPERATOR, LEAD	D190	30-JUN-2017	WQCP OP ENG	Hourly Rate	39.91	41.92	44.01	46.22	48.52			
				Bi-Weekly Rate	3192.80	3353.60	3520.80	3697.60	3881.60			
				Monthly	6917.73	7266.13	7628.40	8011.47	8410.13			
PLANT SUPERINTENDENT	M355	30-JUN-2017	MID MGMT	Hourly Rate	57.03	59.89	62.89	66.04	69.33			
				Bi-Weekly Rate	4562.40	4791.20	5031.20	5283.20	5546.40			
				Monthly	9885.20	10380.93	10900.93	11446.93	12017.20			
PLANT SUPERINTENDENT, ASSISTANT	M465	30-JUN-2017	MID MGMT	Hourly Rate	53.13	55.78	58.58	61.50	64.57			
				Bi-Weekly Rate	4250.40	4462.40	4686.40	4920.00	5165.60			
				Monthly	9209.20	9668.53	10153.87	10660.00	11192.13			
PLANT UTILITY WORKER	D125	30-JUN-2017	WQCP OP ENG	Hourly Rate	28.75	30.18	31.69	33.27	34.95			
				Bi-Weekly Rate	2300.00	2414.40	2535.20	2661.60	2796.00			
				Monthly	4983.33	5231.20	5492.93	5766.80	6058.00			
PLANT UTILITY WORKER - HOURLY	X490	30-JUN-2017	HOURLY	Hourly Rate	28.75	30.18	31.69	33.27	34.95			
				Bi-Weekly Rate	2300.00	2414.40	2535.20	2661.60	2796.00			
				Monthly	4983.33	5231.20	5492.93	5766.80	6058.00			
POLICE CAPTAIN	M280	30-JUN-2017	PSM POLICE	Hourly Rate	77.00	80.86	84.89	89.14	93.61			
				Bi-Weekly Rate	6160.00	6468.80	6791.20	7131.20	7488.80			
				Monthly	13346.67	14015.73	14714.27	15450.93	16225.73			
POLICE CHIEF, DEPUTY	M765	30-JUN-2017	PSM POLICE	Hourly Rate	80.79	84.84	89.08	93.52	98.21			
				Bi-Weekly Rate	6463.20	6787.20	7126.40	7481.60	7856.80			
				Monthly	14003.60	14705.60	15440.53	16210.13	17023.07			
POLICE COMMUNICATIONS & RECORDS MANAGER	M285	30-JUN-2017	MID MGMT	Hourly Rate	52.25	54.86	57.60	60.47	63.50			
				Bi-Weekly Rate	4180.00	4388.80	4608.00	4837.60	5080.00			
				Monthly	9056.67	9509.07	9984.00	10481.47	11006.67			
POLICE CORPORAL	C100	30-JUN-2017	PO SWORN	Hourly Rate	53.52	54.85	56.24	57.64				
				Bi-Weekly Rate	4281.60	4388.00	4499.20	4611.20				
				Monthly	9276.80	9507.33	9748.27	9990.93				
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	30-JUN-2017	PSM POLICE	Hourly Rate	67.57	70.96	74.50	78.23	82.14			
				Bi-Weekly Rate	5405.60	5676.80	5960.00	6258.40	6571.20			
				Monthly	11712.13	12299.73	12913.33	13559.87	14237.60			
POLICE MEDIA TECHNICIAN	C220	30-JUN-2017	PO NONSWORN	Hourly Rate	27.84	29.23	30.69	32.24	33.85			
				Bi-Weekly Rate	2227.20	2338.40	2455.20	2579.20	2708.00			
				Monthly	4825.60	5066.53	5319.60	5588.27	5867.33			

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 OFFICER	C115	30-JUN-2017	PO SWORN	Hourly Rate	39.97	42.78	45.75	48.97	52.40			
				Bi-Weekly Rate	3197.60	3422.40	3660.00	3917.60	4192.00			
				Monthly	6928.13	7415.20	7930.00	8488.13	9082.67			
POLICE PROPERTY/ EVIDENCE SPECIALIST	C110	30-JUN-2017	PO NONSWORN	Hourly Rate	27.21	28.56	29.99	31.49	33.05			
				Bi-Weekly Rate	2176.80	2284.80	2399.20	2519.20	2644.00			
				Monthly	4716.40	4950.40	5198.27	5458.27	5728.67			
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	30-JUN-2017	PO NONSWORN	Hourly Rate	25.13	26.40	27.71	29.09	30.54			
				Bi-Weekly Rate	2010.40	2112.00	2216.80	2327.20	2443.20			
				Monthly	4355.87	4576.00	4803.07	5042.27	5293.60			
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	30-JUN-2017	PO NONSWORN	Hourly Rate	26.47	27.79	29.18	30.63	32.17			
				Bi-Weekly Rate	2117.60	2223.20	2334.40	2450.40	2573.60			
				Monthly	4588.13	4816.93	5057.87	5309.20	5576.13			
POLICE RECORDS SPECIALIST, SUPERVISING	C200	30-JUN-2017	PO NONSWORN	Hourly Rate	28.91	30.35	31.87	33.45	35.12			
				Bi-Weekly Rate	2312.80	2428.00	2549.60	2676.00	2809.60			
				Monthly	5011.07	5260.67	5524.13	5798.00	6087.47			
POLICE RECRUIT	C190	30-JUN-2017	PO NONSWORN	Hourly Rate	39.19							
				Bi-Weekly Rate	3135.20							
				Monthly	6792.93							
POLICE RESERVE OFFICER - HOURLY	X325	25-JUN-2010	HOURLY	Hourly Rate	41.76							
				Bi-Weekly Rate	3340.80							
				Monthly	7238.40							
POLICE SERGEANT	C165	30-JUN-2017	PO SWORN	Hourly Rate	57.43	58.89	60.35	61.85	63.40			
				Bi-Weekly Rate	4594.40	4711.20	4828.00	4948.00	5072.00			
				Monthly	9954.53	10207.60	10460.67	10720.67	10989.33			
POLICE SERVICE TECHNICIAN	C125	30-JUN-2017	PO NONSWORN	Hourly Rate	25.85	27.15	28.51	29.94	31.44			
				Bi-Weekly Rate	2068.00	2172.00	2280.80	2395.20	2515.20			
				Monthly	4480.67	4706.00	4941.73	5189.60	5449.60			
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	30-JUN-2017	AFSCME	Hourly Rate	20.21	21.23	22.29	23.40	24.57			
				Bi-Weekly Rate	1616.80	1698.40	1783.20	1872.00	1965.60			
				Monthly	3503.07	3679.87	3863.60	4056.00	4258.80			
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			

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PRESCHOOL TEACHER II	A680	30-JUN-2017	AFSCME	Hourly Rate	22.24	23.35	24.51	25.75	27.03			
				Bi-Weekly Rate	1779.20	1868.00	1960.80	2060.00	2162.40			
				Monthly	3854.93	4047.33	4248.40	4463.33	4685.20			
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	30-JUN-2017	MID MGMT	Hourly Rate	50.09	52.60	55.22	57.98	60.89			
				Bi-Weekly Rate	4007.20	4208.00	4417.60	4638.40	4871.20			
				Monthly	8682.27	9117.33	9571.47	10049.87	10554.27			
PUBLIC WORKS ADMINISTRATOR	M795	30-JUN-2017	MID MGMT	Hourly Rate	49.31	51.78	54.36	57.08	59.95			
				Bi-Weekly Rate	3944.80	4142.40	4348.80	4566.40	4796.00			
				Monthly	8547.07	8975.20	9422.40	9893.87	10391.33			
PUBLIC WORKS ASSISTANT DIRECTOR/CITY ENGINEER	M755	30-JUN-2017	MID MGMT	Hourly Rate	72.68	76.31	80.13	84.14	88.33			
				Bi-Weekly Rate	5814.40	6104.80	6410.40	6731.20	7066.40			
				Monthly	12597.87	13227.07	13889.20	14584.27	15310.53			
PUBLIC WORKS INSPECTOR	A310	30-JUN-2017	AFSCME	Hourly Rate	39.06	41.01	43.07	45.23	47.48			
				Bi-Weekly Rate	3124.80	3280.80	3445.60	3618.40	3798.40			
				Monthly	6770.40	7108.40	7465.47	7839.87	8229.87			
PUBLIC WORKS MAINTENANCE WORKER	A275	30-JUN-2017	AFSCME	Hourly Rate	25.50	26.78	28.12	29.51	31.00			
				Bi-Weekly Rate	2040.00	2142.40	2249.60	2360.80	2480.00			
				Monthly	4420.00	4641.87	4874.13	5115.07	5373.33			
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	30-JUN-2017	AFSCME	Hourly Rate	30.35	31.87	33.46	35.13	36.89			
				Bi-Weekly Rate	2428.00	2549.60	2676.80	2810.40	2951.20			
				Monthly	5260.67	5524.13	5799.73	6089.20	6394.27			
PUBLIC WORKS MAINTENANCE WORKER, SENIOR	A360	30-JUN-2017	AFSCME	Hourly Rate	27.32	28.69	30.12	31.62	33.21			
				Bi-Weekly Rate	2185.60	2295.20	2409.60	2529.60	2656.80			
				Monthly	4735.47	4972.93	5220.80	5480.80	5756.40			
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			
RECREATION & COMMUNITY SERVICES PROGRAM COORD	M530	30-JUN-2017	MID MGMT	Hourly Rate	28.02	29.41	30.87	32.43	34.05			
				Bi-Weekly Rate	2241.60	2352.80	2469.60	2594.40	2724.00			
				Monthly	4856.80	5097.73	5350.80	5621.20	5902.00			
RECREATION & COMMUNITY SERVICES SUPERVISOR	M295	30-JUN-2017	MID MGMT	Hourly Rate	40.02	42.00	44.11	46.31	48.62			
				Bi-Weekly Rate	3201.60	3360.00	3528.80	3704.80	3889.60			
				Monthly	6936.80	7280.00	7645.73	8027.07	8427.47			
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			

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 LEADER II	A610	30-JUN-2017	AFSCME	Hourly Rate	12.09	12.70	13.34	14.01	14.71			
				Bi-Weekly Rate	967.20	1016.00	1067.20	1120.80	1176.80			
				Monthly	2095.60	2201.33	2312.27	2428.40	2549.73			
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	30-JUN-2017	AFSCME	Hourly Rate	14.13	14.84	15.58	16.36	17.19			
				Bi-Weekly Rate	1130.40	1187.20	1246.40	1308.80	1375.20			
				Monthly	2449.20	2572.27	2700.53	2835.73	2979.60			
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	30-JUN-2017	AFSCME	Hourly Rate	18.39	19.31	20.26	21.27	22.34			
				Bi-Weekly Rate	1471.20	1544.80	1620.80	1701.60	1787.20			
				Monthly	3187.60	3347.07	3511.73	3686.80	3872.27			
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	30-JUN-2017	IAFF	Hourly Rate	46.67	49.02	51.47	54.03	56.74			
				Bi-Weekly Rate	3733.60	3921.60	4117.60	4322.40	4539.20			
				Monthly	8089.47	8496.80	8921.47	9365.20	9834.93			
SAFETY INSPECTOR II	B195	30-JUN-2017	IAFF	Hourly Rate	51.34	53.89	56.60	59.42	62.38			
				Bi-Weekly Rate	4107.20	4311.20	4528.00	4753.60	4990.40			
				Monthly	8898.93	9340.93	9810.67	10299.47	10812.53			
SAFETY INSPECTOR III	B190	30-JUN-2017	IAFF	Hourly Rate	56.02	58.81	61.77	64.85	68.11			
				Bi-Weekly Rate	4481.60	4704.80	4941.60	5188.00	5448.80			
				Monthly	9710.13	10193.73	10706.80	11240.67	11805.73			
SWEEPER OPERATOR	A370	30-JUN-2017	AFSCME	Hourly Rate	29.69	31.18	32.74	34.37	36.09			
				Bi-Weekly Rate	2375.20	2494.40	2619.20	2749.60	2887.20			
				Monthly	5146.27	5404.53	5674.93	5957.47	6255.60			
TECHNICAL SERVICES SUPERVISOR	M735	30-JUN-2017	MID MGMT	Hourly Rate	49.85	52.35	54.97	57.72	60.61			
				Bi-Weekly Rate	3988.00	4188.00	4397.60	4617.60	4848.80			
				Monthly	8640.67	9074.00	9528.13	10004.80	10505.73			
TREE TRIMMER	A375	30-JUN-2017	AFSCME	Hourly Rate	30.58	32.13	33.72	35.40	37.17			
				Bi-Weekly Rate	2446.40	2570.40	2697.60	2832.00	2973.60			
				Monthly	5300.53	5569.20	5844.80	6136.00	6442.80			
VAN DRIVER	A510	30-JUN-2017	AFSCME	Hourly Rate	15.61	16.39	17.22	18.08	18.98			
				Bi-Weekly Rate	1248.80	1311.20	1377.60	1446.40	1518.40			
				Monthly	2705.73	2840.93	2984.80	3133.87	3289.87			
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			