

**City of Fountain Valley Salary Resolution**  
**7/1/2021, Revised 7/31/2021**

**Bargaining Unit Codes:**

**POA:** Fountain Valley Police Officers' Association  
**POMU:** Fountain Valley Peace Officers' Management Unit  
**FVFA:** Fountain Valley Firefighters' Association IAFF Local 4530  
**BC:** Individually Represented Battalion Chiefs  
**P&T:** Professional/Technical Unit  
**IRP&T:** Individually Represented Professional/Technical Employee  
**FVGEA:** Fountain Valley General Employees' Association  
**FVMEA:** Fountain Valley Municipal Employees' Association  
**DD:** Department Directors (non-represented)  
**PT:** Part-time employees (non-represented)

All increased by 4%

| Bargaining Unit | Effective Date | Class Code | Classification                             | Type      | Step 1       | Step 2       | Step 3       | Step 4       | Step 5       |
|-----------------|----------------|------------|--|-----------|--------------|--------------|--------------|--------------|--------------|
| POA             | 7/1/2021       | 008        | Corporal                                   | Annual    | \$ 87,789.34 | \$ 92,178.81 | \$ 96,787.75 | \$101,627.14 | \$106,708.49 |
|                 |                |            |  | Monthly   | \$ 7,315.78  | \$ 7,681.57  | \$ 8,065.65  | \$ 8,468.93  | \$ 8,892.37  |
|                 |                |            |  | Bi-weekly | \$ 3,376.51  | \$ 3,545.34  | \$ 3,722.61  | \$ 3,908.74  | \$ 4,104.17  |
|                 |                |            |  | Hourly    | \$ 42.21     | \$ 44.32     | \$ 46.53     | \$ 48.86     | \$ 51.30     |
| POA             | 7/1/2021       | 004        | Police Officer                             | Annual    | \$ 83,601.33 | \$ 87,778.60 | \$ 92,165.43 | \$ 96,775.81 | \$101,623.67 |
|                 |                |            |  | Monthly   | \$ 6,967.17  | \$ 7,315.53  | \$ 7,681.30  | \$ 8,065.37  | \$ 8,468.64  |
|                 |                |            |  | Bi-weekly | \$ 3,215.62  | \$ 3,376.40  | \$ 3,545.22  | \$ 3,722.48  | \$ 3,908.60  |
|                 |                |            |  | Hourly    | \$ 40.20     | \$ 42.20     | \$ 44.31     | \$ 46.53     | \$ 48.86     |
| POA             | 7/1/2021       | 003        | Police Sergeant                            | Annual    | \$107,910.55 | \$113,303.28 | \$118,975.43 | \$124,926.99 | \$131,171.94 |
|                 |                |            |  | Monthly   | \$ 8,992.95  | \$ 9,442.60  | \$ 9,914.74  | \$ 10,410.46 | \$ 10,930.99 |
|                 |                |            |  | Bi-weekly | \$ 4,150.60  | \$ 4,358.13  | \$ 4,576.03  | \$ 4,804.83  | \$ 5,045.07  |
|                 |                |            |  | Hourly    | \$ 51.88     | \$ 54.48     | \$ 57.20     | \$ 60.06     | \$ 63.06     |
| POMU            | 7/1/2021       | 002        | Police Lieutenant                          | Annual    | \$132,238.08 | \$138,852.48 | \$145,791.36 | \$153,079.68 | \$160,729.92 |
|                 |                |            |  | Monthly   | \$ 11,019.84 | \$ 11,571.04 | \$ 12,149.28 | \$ 12,766.64 | \$ 13,394.16 |
|                 |                |            |  | Bi-weekly | \$ 5,086.08  | \$ 5,340.48  | \$ 5,607.36  | \$ 5,887.68  | \$ 6,181.92  |
|                 |                |            |  | Hourly    | \$ 63.58     | \$ 66.76     | \$ 70.09     | \$ 73.60     | \$ 77.27     |
| POMU            | 7/1/2021       | 001        | Police Captain                             | Annual    | \$150,883.20 | \$158,421.12 | \$166,345.92 | \$174,657.60 | \$183,393.60 |
|                 |                |            |  | Monthly   | \$ 12,573.60 | \$ 13,201.76 | \$ 13,862.16 | \$ 14,554.80 | \$ 15,282.80 |
|                 |                |            |  | Bi-weekly | \$ 5,803.20  | \$ 6,093.12  | \$ 6,397.92  | \$ 6,717.60  | \$ 7,053.60  |
|                 |                |            |  | Hourly    | \$ 72.54     | \$ 76.16     | \$ 79.97     | \$ 83.97     | \$ 88.17     |
| FVFA            | 7/1/2021       | F03        | Firefighter                                | Annual    | \$ 74,583.40 | \$ 78,312.57 | \$ 82,228.20 | \$ 86,339.61 | \$ 90,656.59 |
|                 |                |            |  | Monthly   | \$ 6,215.28  | \$ 6,526.05  | \$ 6,852.35  | \$ 7,194.97  | \$ 7,554.72  |
|                 |                |            |  | Bi-weekly | \$ 2,868.59  | \$ 3,012.02  | \$ 3,162.62  | \$ 3,320.75  | \$ 3,486.79  |
|                 |                |            |  | Hourly    | \$ 25.61     | \$ 26.89     | \$ 28.24     | \$ 29.65     | \$ 31.13     |
| FVFA            | 7/1/2021       | F04        | Firefighter/Paramedic                      | Annual    | \$ 84,657.63 | \$ 88,890.51 | \$ 93,335.03 | \$ 98,001.78 | \$102,901.87 |
|                 |                |            |  | Monthly   | \$ 7,054.80  | \$ 7,407.54  | \$ 7,777.92  | \$ 8,166.82  | \$ 8,575.16  |
|                 |                |            |  | Bi-weekly | \$ 3,256.06  | \$ 3,418.87  | \$ 3,589.81  | \$ 3,769.30  | \$ 3,957.76  |
|                 |                |            |  | Hourly    | \$ 29.07     | \$ 30.53     | \$ 32.05     | \$ 33.65     | \$ 35.34     |
| FVFA            | 7/1/2021       | F02        | Fire Engineer                              | Annual    | \$ 84,942.21 | \$ 89,189.32 | \$ 93,648.78 | \$ 98,331.22 | \$103,247.79 |
|                 |                |            |  | Monthly   | \$ 7,078.52  | \$ 7,432.44  | \$ 7,804.07  | \$ 8,194.27  | \$ 8,603.98  |
|                 |                |            |  | Bi-weekly | \$ 3,267.01  | \$ 3,430.36  | \$ 3,601.88  | \$ 3,781.97  | \$ 3,971.07  |
|                 |                |            |  | Hourly    | \$ 29.17     | \$ 30.63     | \$ 32.16     | \$ 33.77     | \$ 35.46     |
| FVFA            | 7/1/2021       | F01        | Fire Captain                               | Annual    | \$ 99,911.25 | \$104,906.81 | \$110,152.16 | \$115,659.76 | \$121,442.75 |
|                 |                |            |  | Monthly   | \$ 8,325.94  | \$ 8,742.23  | \$ 9,179.35  | \$ 9,638.31  | \$ 10,120.23 |
|                 |                |            |  | Bi-weekly | \$ 3,842.74  | \$ 4,034.88  | \$ 4,236.62  | \$ 4,448.45  | \$ 4,670.88  |
|                 |                |            |  | Hourly    | \$ 34.31     | \$ 36.03     | \$ 37.83     | \$ 39.72     | \$ 41.70     |
| FVFA            | 7/1/2021       | F06        | Administrative Fire Captain                | Annual    | \$119,331.17 | \$125,297.73 | \$131,562.61 | \$138,140.74 | \$145,047.78 |
|                 |                |            |  | Monthly   | \$ 9,944.26  | \$ 10,441.48 | \$ 10,963.55 | \$ 11,511.73 | \$ 12,087.31 |
|                 |                |            |  | Bi-weekly | \$ 4,589.66  | \$ 4,819.14  | \$ 5,060.10  | \$ 5,313.11  | \$ 5,578.76  |
|                 |                |            |  | Hourly    | \$ 57.37     | \$ 60.24     | \$ 63.25     | \$ 66.41     | \$ 69.73     |
| BC              | 7/1/2021       | P23        | Battalion Chief                            | Annual    | \$140,367.51 | \$147,385.89 | \$154,755.18 | \$162,492.94 | \$170,617.59 |
|                 |                |            |  | Monthly   | \$ 11,697.29 | \$ 12,282.16 | \$ 12,896.27 | \$ 13,541.08 | \$ 14,218.13 |
|                 |                |            |  | Bi-weekly | \$ 5,398.75  | \$ 5,668.69  | \$ 5,952.12  | \$ 6,249.73  | \$ 6,562.21  |
|                 |                |            |  | Hourly    | \$ 48.20     | \$ 50.61     | \$ 53.14     | \$ 55.80     | \$ 58.59     |
| BC              | 7/1/2021       | P56        | Division Chief                             | Annual    | \$153,000.59 | \$160,650.62 | \$168,683.15 | \$177,117.31 | \$185,973.17 |
|                 |                |            |  | Monthly   | \$ 12,750.05 | \$ 13,387.55 | \$ 14,056.93 | \$ 14,759.78 | \$ 15,497.76 |
|                 |                |            |  | Bi-weekly | \$ 5,884.64  | \$ 6,178.87  | \$ 6,487.81  | \$ 6,812.20  | \$ 7,152.81  |
|                 |                |            |  | Hourly    | \$ 52.54     | \$ 55.17     | \$ 57.93     | \$ 60.82     | \$ 63.86     |
| P&T             | 7/1/2021       | P57        | Building Official                          | Annual    | \$126,655.36 | \$132,988.13 | \$139,637.53 | \$146,619.41 | \$153,950.38 |
|                 |                |            |  | Monthly   | \$ 10,554.61 | \$ 11,082.34 | \$ 11,636.46 | \$ 12,218.28 | \$ 12,829.20 |
|                 |                |            |  | Bi-weekly | \$ 4,871.36  | \$ 5,114.93  | \$ 5,370.67  | \$ 5,639.21  | \$ 5,921.17  |
|                 |                |            |  | Hourly    | \$ 60.89     | \$ 63.94     | \$ 67.13     | \$ 70.49     | \$ 74.01     |
| P&T             | 7/1/2021       | P09        | Community Services Supervisor              | Annual    | \$ 76,226.40 | \$ 80,037.72 | \$ 84,039.61 | \$ 88,241.59 | \$ 92,653.67 |
|                 |                |            |  | Monthly   | \$ 6,352.20  | \$ 6,669.81  | \$ 7,003.30  | \$ 7,353.47  | \$ 7,721.14  |
|                 |                |            |  | Bi-weekly | \$ 2,931.78  | \$ 3,078.37  | \$ 3,232.29  | \$ 3,393.91  | \$ 3,563.60  |
|                 |                |            |  | Hourly    | \$ 36.65     | \$ 38.48     | \$ 40.40     | \$ 42.42     | \$ 44.55     |
| P&T             | 7/1/2021       | P46        | Crime Analyst                              | Annual    | \$ 78,249.09 | \$ 82,161.54 | \$ 86,269.62 | \$ 90,583.10 | \$ 95,112.25 |
|                 |                |            |  | Monthly   | \$ 6,520.76  | \$ 6,846.80  | \$ 7,189.13  | \$ 7,548.59  | \$ 7,926.02  |
|                 |                |            |  | Bi-weekly | \$ 3,009.58  | \$ 3,160.06  | \$ 3,318.06  | \$ 3,483.97  | \$ 3,658.16  |
|                 |                |            |  | Hourly    | \$ 37.62     | \$ 39.50     | \$ 41.48     | \$ 43.55     | \$ 45.73     |
| P&T             | 7/1/2021       | P50        | Deputy Public Works Director/City Engineer | Annual    | \$142,822.77 | \$149,963.91 | \$157,462.11 | \$165,335.21 | \$173,601.98 |
|                 |                |            |  | Monthly   | \$ 11,901.90 | \$ 12,496.99 | \$ 13,121.84 | \$ 13,777.93 | \$ 14,466.83 |
|                 |                |            |  | Bi-weekly | \$ 5,493.18  | \$ 5,767.84  | \$ 6,056.23  | \$ 6,359.05  | \$ 6,677.00  |
|                 |                |            |  | Hourly    | \$ 68.66     | \$ 72.10     | \$ 75.70     | \$ 79.49     | \$ 83.46     |
| P&T             | 7/1/2021       | P55        | Emergency Medical Services Manager         | Annual    | \$112,964.47 | \$118,612.69 | \$124,543.33 | \$130,770.49 | \$137,309.02 |
|                 |                |            |  | Monthly   | \$ 9,413.71  | \$ 9,884.39  | \$ 10,378.61 | \$ 10,897.54 | \$ 11,442.42 |
|                 |                |            |  | Bi-weekly | \$ 4,344.79  | \$ 4,562.03  | \$ 4,790.13  | \$ 5,029.63  | \$ 5,281.12  |
|                 |                |            |  | Hourly    | \$ 54.31     | \$ 57.03     | \$ 59.88     | \$ 62.87     | \$ 66.01     |

|     |          |      |   |           |              |              |              |              |              |
|-----|----------|------|---|-----------|--------------|--------------|--------------|--------------|--------------|
| P&T | 7/1/2021 | P20  | Engineering Associate                     | Annual    | \$ 96,695.99 | \$101,530.79 | \$106,607.33 | \$111,937.70 | \$117,534.58 |
|     |          |      |   | Monthly   | \$ 8,058.00  | \$ 8,460.90  | \$ 8,883.94  | \$ 9,328.14  | \$ 9,794.55  |
|     |          |      |   | Bi-weekly | \$ 3,719.08  | \$ 3,905.03  | \$ 4,100.28  | \$ 4,305.30  | \$ 4,520.56  |
|     |          |      |   | Hourly    | \$ 46.49     | \$ 48.81     | \$ 51.25     | \$ 53.82     | \$ 56.51     |
| P&T | 7/1/2021 | P31  | Environmental Services Administrator      | Annual    | \$ 99,377.50 | \$104,346.37 | \$109,563.69 | \$115,041.87 | \$120,793.97 |
|     |          |      |   | Monthly   | \$ 8,281.46  | \$ 8,695.53  | \$ 9,130.31  | \$ 9,586.82  | \$ 10,066.16 |
|     |          |      |   | Bi-weekly | \$ 3,822.21  | \$ 4,013.32  | \$ 4,213.99  | \$ 4,424.69  | \$ 4,645.92  |
|     |          |      |   | Hourly    | \$ 47.78     | \$ 50.17     | \$ 52.67     | \$ 55.31     | \$ 58.07     |
| P&T | 7/1/2021 | P25  | Field Services Manager                    | Annual    | \$138,313.27 | \$145,228.93 | \$152,490.38 | \$160,114.90 | \$168,120.65 |
|     |          |      |   | Monthly   | \$ 11,526.11 | \$ 12,102.41 | \$ 12,707.53 | \$ 13,342.91 | \$ 14,010.05 |
|     |          |      |   | Bi-weekly | \$ 5,319.74  | \$ 5,585.73  | \$ 5,865.01  | \$ 6,158.27  | \$ 6,466.18  |
|     |          |      |   | Hourly    | \$ 66.50     | \$ 69.82     | \$ 73.31     | \$ 76.98     | \$ 80.83     |
| P&T | 7/1/2021 | P48  | Fire Marshal                              | Annual    | \$112,137.76 | \$117,744.65 | \$123,631.88 | \$129,813.48 | \$136,304.15 |
|     |          |      |   | Monthly   | \$ 9,344.81  | \$ 9,812.05  | \$ 10,302.66 | \$ 10,817.79 | \$ 11,358.68 |
|     |          |      |   | Bi-weekly | \$ 4,312.99  | \$ 4,528.64  | \$ 4,755.07  | \$ 4,992.83  | \$ 5,242.47  |
|     |          |      |   | Hourly    | \$ 53.91     | \$ 56.61     | \$ 59.44     | \$ 62.41     | \$ 65.53     |
| P&T | 7/1/2021 | P05  | Housing Coordinator                       | Annual    | \$ 98,579.98 | \$103,508.98 | \$108,684.43 | \$114,118.65 | \$119,824.58 |
|     |          |      |   | Monthly   | \$ 8,215.00  | \$ 8,625.75  | \$ 9,057.04  | \$ 9,509.89  | \$ 9,985.38  |
|     |          |      |   | Bi-weekly | \$ 3,791.54  | \$ 3,981.11  | \$ 4,180.17  | \$ 4,389.18  | \$ 4,608.64  |
|     |          |      |   | Hourly    | \$ 47.39     | \$ 49.76     | \$ 52.25     | \$ 54.86     | \$ 57.61     |
| P&T | 7/1/2021 | P10  | Information Technology Manager            | Annual    | \$120,621.49 | \$126,652.56 | \$132,985.19 | \$139,634.45 | \$146,616.17 |
|     |          |      |   | Monthly   | \$ 10,051.79 | \$ 10,554.38 | \$ 11,082.10 | \$ 11,636.20 | \$ 12,218.01 |
|     |          |      |   | Bi-weekly | \$ 4,639.29  | \$ 4,871.25  | \$ 5,114.81  | \$ 5,370.56  | \$ 5,639.08  |
|     |          |      |   | Hourly    | \$ 57.99     | \$ 60.89     | \$ 63.94     | \$ 67.13     | \$ 70.49     |
| P&T | 7/1/2021 | P41  | Internal Services Supervisor              | Annual    | \$ 89,957.55 | \$ 94,455.43 | \$ 99,178.20 | \$104,137.11 | \$109,343.97 |
|     |          |      |   | Monthly   | \$ 7,496.46  | \$ 7,871.29  | \$ 8,264.85  | \$ 8,678.09  | \$ 9,112.00  |
|     |          |      |   | Bi-weekly | \$ 3,459.91  | \$ 3,632.90  | \$ 3,814.55  | \$ 4,005.27  | \$ 4,205.54  |
|     |          |      |   | Hourly    | \$ 43.25     | \$ 45.41     | \$ 47.68     | \$ 50.07     | \$ 52.57     |
| P&T | 7/1/2021 | P01  | Management Analyst                        | Annual    | \$ 78,249.09 | \$ 82,161.54 | \$ 86,269.62 | \$ 90,583.10 | \$ 95,112.25 |
|     |          |      |   | Monthly   | \$ 6,520.76  | \$ 6,846.80  | \$ 7,189.13  | \$ 7,548.59  | \$ 7,926.02  |
|     |          |      |   | Bi-weekly | \$ 3,009.58  | \$ 3,160.06  | \$ 3,318.06  | \$ 3,483.97  | \$ 3,658.16  |
|     |          |      |   | Hourly    | \$ 37.62     | \$ 39.50     | \$ 41.48     | \$ 43.55     | \$ 45.73     |
| P&T | 7/1/2021 | P02  | Management Specialist                     | Annual    | \$ 70,424.18 | \$ 73,945.39 | \$ 77,642.66 | \$ 81,524.79 | \$ 85,601.03 |
|     |          |      |   | Monthly   | \$ 5,868.68  | \$ 6,162.12  | \$ 6,470.22  | \$ 6,793.73  | \$ 7,133.42  |
|     |          |      |   | Bi-weekly | \$ 2,708.62  | \$ 2,844.05  | \$ 2,986.26  | \$ 3,135.57  | \$ 3,292.35  |
|     |          |      |   | Hourly    | \$ 33.86     | \$ 35.55     | \$ 37.33     | \$ 39.19     | \$ 41.15     |
| P&T | 7/1/2021 | P07  | Principal Planner                         | Annual    | \$111,340.24 | \$116,907.26 | \$122,752.62 | \$128,890.25 | \$135,334.76 |
|     |          |      |   | Monthly   | \$ 9,278.35  | \$ 9,742.27  | \$ 10,229.38 | \$ 10,740.85 | \$ 11,277.90 |
|     |          |      |   | Bi-weekly | \$ 4,282.32  | \$ 4,496.43  | \$ 4,721.25  | \$ 4,957.32  | \$ 5,205.18  |
|     |          |      |   | Hourly    | \$ 53.53     | \$ 56.21     | \$ 59.02     | \$ 61.97     | \$ 65.06     |
| P&T | 7/1/2021 | P07A | Principal Planner (new hire)              | Annual    | \$109,722.09 | \$115,208.20 | \$120,968.61 | \$127,017.04 | \$133,367.89 |
|     |          |      |   | Monthly   | \$ 9,143.51  | \$ 9,600.68  | \$ 10,080.72 | \$ 10,584.75 | \$ 11,113.99 |
|     |          |      |   | Bi-weekly | \$ 4,220.08  | \$ 4,431.08  | \$ 4,652.64  | \$ 4,885.27  | \$ 5,129.53  |
|     |          |      |   | Hourly    | \$ 52.75     | \$ 55.39     | \$ 58.16     | \$ 61.07     | \$ 64.12     |
| P&T | 7/1/2021 | P35  | Principal Civil Engineer                  | Annual    | \$116,032.88 | \$121,834.52 | \$127,926.25 | \$134,322.56 | \$141,038.69 |
|     |          |      |   | Monthly   | \$ 9,669.41  | \$ 10,152.88 | \$ 10,660.52 | \$ 11,193.55 | \$ 11,753.22 |
|     |          |      |   | Bi-weekly | \$ 4,462.80  | \$ 4,685.94  | \$ 4,920.24  | \$ 5,166.25  | \$ 5,424.56  |
|     |          |      |   | Hourly    | \$ 55.79     | \$ 58.57     | \$ 61.50     | \$ 64.58     | \$ 67.81     |
| P&T | 7/1/2021 | P42  | Public Services Supervisor                | Annual    | \$ 89,957.55 | \$ 94,455.43 | \$ 99,178.20 | \$104,137.11 | \$109,343.97 |
|     |          |      |   | Monthly   | \$ 7,496.46  | \$ 7,871.29  | \$ 8,264.85  | \$ 8,678.09  | \$ 9,112.00  |
|     |          |      |   | Bi-weekly | \$ 3,459.91  | \$ 3,632.90  | \$ 3,814.55  | \$ 4,005.27  | \$ 4,205.54  |
|     |          |      |   | Hourly    | \$ 43.25     | \$ 45.41     | \$ 47.68     | \$ 50.07     | \$ 52.57     |
| P&T | 7/1/2021 | P03A | Purchasing Manager                        | Annual    | \$ 92,488.80 | \$ 97,113.24 | \$101,968.90 | \$107,067.35 | \$112,420.72 |
|     |          |      |   | Monthly   | \$ 7,707.40  | \$ 8,092.77  | \$ 8,497.41  | \$ 8,922.28  | \$ 9,368.39  |
|     |          |      |   | Bi-weekly | \$ 3,557.26  | \$ 3,735.12  | \$ 3,921.88  | \$ 4,117.97  | \$ 4,323.87  |
|     |          |      |   | Hourly    | \$ 44.47     | \$ 46.69     | \$ 49.02     | \$ 51.47     | \$ 54.05     |
| P&T | 7/1/2021 | P08  | Recreation and Community Services Manager | Annual    | \$103,862.08 | \$109,055.19 | \$114,507.95 | \$120,233.34 | \$126,245.01 |
|     |          |      |   | Monthly   | \$ 8,655.17  | \$ 9,087.93  | \$ 9,542.33  | \$ 10,019.45 | \$ 10,520.42 |
|     |          |      |   | Bi-weekly | \$ 3,994.70  | \$ 4,194.43  | \$ 4,404.15  | \$ 4,624.36  | \$ 4,855.58  |
|     |          |      |   | Hourly    | \$ 49.93     | \$ 52.43     | \$ 55.05     | \$ 57.80     | \$ 60.69     |
| P&T | 7/1/2021 | P34  | Senior Civil Engineer                     | Annual    | \$106,370.21 | \$111,688.72 | \$117,273.16 | \$123,136.82 | \$129,293.66 |
|     |          |      |   | Monthly   | \$ 8,864.18  | \$ 9,307.39  | \$ 9,772.76  | \$ 10,261.40 | \$ 10,774.47 |
|     |          |      |   | Bi-weekly | \$ 4,091.16  | \$ 4,295.72  | \$ 4,510.51  | \$ 4,736.03  | \$ 4,972.83  |
|     |          |      |   | Hourly    | \$ 51.14     | \$ 53.70     | \$ 56.38     | \$ 59.20     | \$ 62.16     |
| P&T | 7/1/2021 | P53  | Senior Planner                            | Annual    | \$ 97,724.05 | \$102,610.25 | \$107,740.77 | \$113,127.80 | \$118,784.19 |
|     |          |      |   | Monthly   | \$ 8,143.67  | \$ 8,550.85  | \$ 8,978.40  | \$ 9,427.32  | \$ 9,898.68  |
|     |          |      |   | Bi-weekly | \$ 3,758.62  | \$ 3,946.55  | \$ 4,143.88  | \$ 4,351.07  | \$ 4,568.62  |
|     |          |      |   | Hourly    | \$ 46.98     | \$ 49.33     | \$ 51.80     | \$ 54.39     | \$ 57.11     |
| P&T | 7/1/2021 | P30  | Sewer/Storm Drain Supervisor              | Annual    | \$ 97,154.16 | \$102,011.87 | \$107,112.46 | \$112,468.08 | \$118,091.49 |
|     |          |      |   | Monthly   | \$ 8,096.18  | \$ 8,500.99  | \$ 8,926.04  | \$ 9,372.34  | \$ 9,840.96  |
|     |          |      |   | Bi-weekly | \$ 3,736.70  | \$ 3,923.53  | \$ 4,119.71  | \$ 4,325.70  | \$ 4,541.98  |
|     |          |      |   | Hourly    | \$ 46.71     | \$ 49.04     | \$ 51.50     | \$ 54.07     | \$ 56.77     |
| P&T | 7/1/2021 | P06  | Support Services Manager                  | Annual    | \$ 93,309.44 | \$ 97,974.91 | \$102,873.65 | \$108,017.34 | \$113,418.20 |
|     |          |      |   | Monthly   | \$ 7,775.79  | \$ 8,164.58  | \$ 8,572.80  | \$ 9,001.44  | \$ 9,451.52  |
|     |          |      |   | Bi-weekly | \$ 3,588.82  | \$ 3,768.27  | \$ 3,956.68  | \$ 4,154.51  | \$ 4,362.24  |
|     |          |      |   | Hourly    | \$ 44.86     | \$ 47.10     | \$ 49.46     | \$ 51.93     | \$ 54.53     |
| P&T | 7/1/2021 | P54  | Support Services Supervisor               | Annual    | \$ 76,226.40 | \$ 80,037.72 | \$ 84,039.61 | \$ 88,241.59 | \$ 92,653.67 |
|     |          |      |   | Monthly   | \$ 6,352.20  | \$ 6,669.81  | \$ 7,003.30  | \$ 7,353.47  | \$ 7,721.14  |
|     |          |      |   | Bi-weekly | \$ 2,931.78  | \$ 3,078.37  | \$ 3,232.29  | \$ 3,393.91  | \$ 3,563.60  |
|     |          |      |   | Hourly    | \$ 36.65     | \$ 38.48     | \$ 40.40     | \$ 42.42     | \$ 44.55     |
| P&T | 7/1/2021 | P21  | Water Supervisor                          | Annual    | \$ 97,154.16 | \$102,011.87 | \$107,112.46 | \$112,468.08 | \$118,091.49 |
|     |          |      |   | Monthly   | \$ 8,096.18  | \$ 8,500.99  | \$ 8,926.04  | \$ 9,372.34  | \$ 9,840.96  |
|     |          |      |   | Bi-weekly | \$ 3,736.70  | \$ 3,923.53  | \$ 4,119.71  | \$ 4,325.70  | \$ 4,541.98  |
|     |          |      |   | Hourly    | \$ 46.71     | \$ 49.04     | \$ 51.50     | \$ 54.07     | \$ 56.77     |

| Bargaining Unit | Effective Date | Class Code | Classification     | Type    | Step 1       | Step 2       | Step 3       | Step 4       | Step 5       |
|-----------------|----------------|------------|--------------------|---------|--------------|--------------|--------------|--------------|--------------|
| IRP&T           | 7/1/2021       | P12        | Accounting Manager | Annual  | \$105,340.15 | \$110,607.15 | \$116,137.51 | \$121,944.39 | \$128,041.61 |
|                 |                |            |                    | Monthly | \$ 8,778.35  | \$ 9,217.26  | \$ 9,678.13  | \$ 10,162.03 | \$ 10,670.13 |

|       |          |     |  |           |               |               |               |               |               |
|-------|----------|-----|--|-----------|---------------|---------------|---------------|---------------|---------------|
|       |          |     |  | Bi-weekly | \$ 4,051.54   | \$ 4,254.12   | \$ 4,466.83   | \$ 4,690.17   | \$ 4,924.68   |
|       |          |     |  | Hourly    | \$ 50.64      | \$ 53.18      | \$ 55.84      | \$ 58.63      | \$ 61.56      |
| IRP&T | 7/1/2021 | P51 | Senior Budget Analyst  | Annual    | \$ 86,062.44  | \$ 90,365.56  | \$ 94,883.84  | \$ 99,628.03  | \$ 104,609.43 |
|       |          |     |  | Monthly   | \$ 7,171.87   | \$ 7,530.46   | \$ 7,906.99   | \$ 8,302.34   | \$ 8,717.45   |
|       |          |     |  | Bi-weekly | \$ 3,310.09   | \$ 3,475.60   | \$ 3,649.38   | \$ 3,831.85   | \$ 4,023.44   |
|       |          |     |  | Hourly    | \$ 41.38      | \$ 43.44      | \$ 45.62      | \$ 47.90      | \$ 50.29      |
| IRP&T | 7/1/2021 | P14 | City Clerk Administrator                                     | Annual    | \$ 110,623.64 | \$ 116,154.82 | \$ 121,962.56 | \$ 128,060.69 | \$ 134,463.72 |
|       |          |     |  | Monthly   | \$ 9,218.64   | \$ 9,679.57   | \$ 10,163.55  | \$ 10,671.72  | \$ 11,205.31  |
|       |          |     |  | Bi-weekly | \$ 4,254.76   | \$ 4,467.49   | \$ 4,690.87   | \$ 4,925.41   | \$ 5,171.68   |
|       |          |     |  | Hourly    | \$ 53.18      | \$ 55.84      | \$ 58.64      | \$ 61.57      | \$ 64.65      |
| IRP&T | 7/1/2021 | P49 | Human Resources Analyst                                      | Annual    | \$ 78,249.09  | \$ 82,161.54  | \$ 86,269.62  | \$ 90,583.10  | \$ 95,112.25  |
|       |          |     |  | Monthly   | \$ 6,520.76   | \$ 6,846.80   | \$ 7,189.13   | \$ 7,548.59   | \$ 7,926.02   |
|       |          |     |  | Bi-weekly | \$ 3,009.58   | \$ 3,160.06   | \$ 3,318.06   | \$ 3,483.97   | \$ 3,658.16   |
|       |          |     |  | Hourly    | \$ 37.62      | \$ 39.50      | \$ 41.48      | \$ 43.55      | \$ 45.73      |
| IRP&T | 7/1/2021 | P01 | Management Analyst   | Annual    | \$ 78,249.09  | \$ 82,161.54  | \$ 86,269.62  | \$ 90,583.10  | \$ 95,112.25  |
|       |          |     |  | Monthly   | \$ 6,520.76   | \$ 6,846.80   | \$ 7,189.13   | \$ 7,548.59   | \$ 7,926.02   |
|       |          |     |  | Bi-weekly | \$ 3,009.58   | \$ 3,160.06   | \$ 3,318.06   | \$ 3,483.97   | \$ 3,658.16   |
|       |          |     |  | Hourly    | \$ 37.62      | \$ 39.50      | \$ 41.48      | \$ 43.55      | \$ 45.73      |
| IRP&T | 7/1/2021 | P02 | Management Specialist  | Annual    | \$ 70,424.18  | \$ 73,945.39  | \$ 77,642.66  | \$ 81,524.79  | \$ 85,601.03  |
|       |          |     |  | Monthly   | \$ 5,868.68   | \$ 6,162.12   | \$ 6,470.22   | \$ 6,793.73   | \$ 7,133.42   |
|       |          |     |  | Bi-weekly | \$ 2,708.62   | \$ 2,844.05   | \$ 2,986.26   | \$ 3,135.57   | \$ 3,292.35   |
|       |          |     |  | Hourly    | \$ 33.86      | \$ 35.55      | \$ 37.33      | \$ 39.19      | \$ 41.15      |
| IRP&T | 7/1/2021 | P15 | Human Resources Specialist                                   | Annual    | \$ 70,424.18  | \$ 73,945.39  | \$ 77,642.66  | \$ 81,524.79  | \$ 85,601.03  |
|       |          |     |  | Monthly   | \$ 5,868.68   | \$ 6,162.12   | \$ 6,470.22   | \$ 6,793.73   | \$ 7,133.42   |
|       |          |     |  | Bi-weekly | \$ 2,708.62   | \$ 2,844.05   | \$ 2,986.26   | \$ 3,135.57   | \$ 3,292.35   |
|       |          |     |  | Hourly    | \$ 33.86      | \$ 35.55      | \$ 37.33      | \$ 39.19      | \$ 41.15      |
| IRP&T | 7/1/2021 | P40 | Principal Management Analyst<br>(City Manager's office only) | Annual    | \$ 93,898.90  | \$ 98,593.85  | \$ 103,523.54 | \$ 108,699.72 | \$ 114,134.70 |
|       |          |     |  | Monthly   | \$ 7,824.91   | \$ 8,216.15   | \$ 8,626.96   | \$ 9,058.31   | \$ 9,511.23   |
|       |          |     |  | Bi-weekly | \$ 3,611.50   | \$ 3,792.07   | \$ 3,981.67   | \$ 4,180.76   | \$ 4,389.80   |
|       |          |     |  | Hourly    | \$ 45.14      | \$ 47.40      | \$ 49.77      | \$ 52.26      | \$ 54.87      |
| IRP&T | 7/1/2021 | P47 | Safety and Human Resources<br>Specialist                     | Annual    | \$ 70,424.18  | \$ 73,945.39  | \$ 77,642.66  | \$ 81,524.79  | \$ 85,601.03  |
|       |          |     |  | Monthly   | \$ 5,868.68   | \$ 6,162.12   | \$ 6,470.22   | \$ 6,793.73   | \$ 7,133.42   |
|       |          |     |  | Bi-weekly | \$ 2,708.62   | \$ 2,844.05   | \$ 2,986.26   | \$ 3,135.57   | \$ 3,292.35   |
|       |          |     |  | Hourly    | \$ 33.86      | \$ 35.55      | \$ 37.33      | \$ 39.19      | \$ 41.15      |
| IRP&T | 7/1/2021 | P52 | Senior Human Resources Analyst                               | Annual    | \$ 86,062.44  | \$ 90,365.56  | \$ 94,883.84  | \$ 99,628.03  | \$ 104,609.43 |
|       |          |     |  | Monthly   | \$ 7,171.87   | \$ 7,530.46   | \$ 7,906.99   | \$ 8,302.34   | \$ 8,717.45   |
|       |          |     |  | Bi-weekly | \$ 3,310.09   | \$ 3,475.60   | \$ 3,649.38   | \$ 3,831.85   | \$ 4,023.44   |
|       |          |     |  | Hourly    | \$ 41.38      | \$ 43.44      | \$ 45.62      | \$ 47.90      | \$ 50.29      |
| IRP&T | 7/1/2021 | P39 | Senior Management Analyst<br>(City Manager's office only)    | Annual    | \$ 86,062.44  | \$ 90,365.56  | \$ 94,883.84  | \$ 99,628.03  | \$ 104,609.43 |
|       |          |     |  | Monthly   | \$ 7,171.87   | \$ 7,530.46   | \$ 7,906.99   | \$ 8,302.34   | \$ 8,717.45   |
|       |          |     |  | Bi-weekly | \$ 3,310.09   | \$ 3,475.60   | \$ 3,649.38   | \$ 3,831.85   | \$ 4,023.44   |
|       |          |     |  | Hourly    | \$ 41.38      | \$ 43.44      | \$ 45.62      | \$ 47.90      | \$ 50.29      |

| Bargaining Unit | Effective Date | Class Code | Classification                          | Type      | Step 1       | Step 2       | Step 3       | Step 4       | Step 5       |
|-----------------|----------------|------------|---|-----------|--------------|--------------|--------------|--------------|--------------|
| FVGEA           | 7/1/2021       | G02        | Accountant                              | Annual    | \$ 75,717.84 | \$ 79,503.73 | \$ 83,478.92 | \$ 87,652.86 | \$ 92,035.51 |
|                 |                |            |   | Monthly   | \$ 6,309.82  | \$ 6,625.31  | \$ 6,956.58  | \$ 7,304.41  | \$ 7,669.63  |
|                 |                |            |   | Bi-weekly | \$ 2,912.22  | \$ 3,057.84  | \$ 3,210.73  | \$ 3,371.26  | \$ 3,539.83  |
|                 |                |            |   | Hourly    | \$ 36.40     | \$ 38.22     | \$ 40.13     | \$ 42.14     | \$ 44.25     |
| FVGEA           | 7/1/2021       | G03        | Accounting Technician I                 | Annual    | \$ 50,856.13 | \$ 53,398.93 | \$ 56,068.88 | \$ 58,872.32 | \$ 61,815.94 |
|                 |                |            |   | Monthly   | \$ 4,238.01  | \$ 4,449.91  | \$ 4,672.41  | \$ 4,906.03  | \$ 5,151.33  |
|                 |                |            |   | Bi-weekly | \$ 1,956.00  | \$ 2,053.81  | \$ 2,156.50  | \$ 2,264.32  | \$ 2,377.54  |
|                 |                |            |   | Hourly    | \$ 24.45     | \$ 25.67     | \$ 26.96     | \$ 28.30     | \$ 29.72     |
| FVGEA           | 7/1/2021       | G03        | Accounting Technician I/<br>Storekeeper | Annual    | \$ 50,856.13 | \$ 53,398.93 | \$ 56,068.88 | \$ 58,872.32 | \$ 61,815.94 |
|                 |                |            |   | Monthly   | \$ 4,238.01  | \$ 4,449.91  | \$ 4,672.41  | \$ 4,906.03  | \$ 5,151.33  |
|                 |                |            |   | Bi-weekly | \$ 1,956.00  | \$ 2,053.81  | \$ 2,156.50  | \$ 2,264.32  | \$ 2,377.54  |
|                 |                |            |   | Hourly    | \$ 24.45     | \$ 25.67     | \$ 26.96     | \$ 28.30     | \$ 29.72     |
| FVGEA           | 7/1/2021       | G04        | Accounting Technician II                | Annual    | \$ 53,398.93 | \$ 56,068.88 | \$ 58,872.32 | \$ 61,815.94 | \$ 64,906.74 |
|                 |                |            |   | Monthly   | \$ 4,449.91  | \$ 4,672.41  | \$ 4,906.03  | \$ 5,151.33  | \$ 5,408.89  |
|                 |                |            |   | Bi-weekly | \$ 2,053.81  | \$ 2,156.50  | \$ 2,264.32  | \$ 2,377.54  | \$ 2,496.41  |
|                 |                |            |   | Hourly    | \$ 25.67     | \$ 26.96     | \$ 28.30     | \$ 29.72     | \$ 31.21     |
| FVGEA           | 7/1/2021       | G79        | Administrative Assistant                | Annual    | \$ 57,236.26 | \$ 60,098.07 | \$ 63,102.98 | \$ 66,258.13 | \$ 69,571.03 |
|                 |                |            |   | Monthly   | \$ 4,769.69  | \$ 5,008.17  | \$ 5,258.58  | \$ 5,521.51  | \$ 5,797.59  |
|                 |                |            |   | Bi-weekly | \$ 2,201.39  | \$ 2,311.46  | \$ 2,427.04  | \$ 2,548.39  | \$ 2,675.81  |
|                 |                |            |   | Hourly    | \$ 27.52     | \$ 28.89     | \$ 30.34     | \$ 31.85     | \$ 33.45     |
| FVGEA           | 7/1/2021       | G77        | Administrative Specialist               | Annual    | \$ 39,702.45 | \$ 41,687.58 | \$ 43,771.96 | \$ 45,960.55 | \$ 48,258.58 |
|                 |                |            |   | Monthly   | \$ 3,308.54  | \$ 3,473.96  | \$ 3,647.66  | \$ 3,830.05  | \$ 4,021.55  |
|                 |                |            |   | Bi-weekly | \$ 1,527.02  | \$ 1,603.37  | \$ 1,683.54  | \$ 1,767.71  | \$ 1,856.10  |
|                 |                |            |   | Hourly    | \$ 19.09     | \$ 20.04     | \$ 21.04     | \$ 22.10     | \$ 23.20     |
| FVGEA           | 7/1/2021       | G73        | Assistant Engineer                      | Annual    | \$ 81,161.76 | \$ 85,219.84 | \$ 89,480.84 | \$ 93,954.88 | \$ 98,652.62 |
|                 |                |            |   | Monthly   | \$ 6,763.48  | \$ 7,101.65  | \$ 7,456.74  | \$ 7,829.57  | \$ 8,221.05  |
|                 |                |            |   | Bi-weekly | \$ 3,121.61  | \$ 3,277.69  | \$ 3,441.57  | \$ 3,613.65  | \$ 3,794.33  |
|                 |                |            |   | Hourly    | \$ 39.02     | \$ 40.97     | \$ 43.02     | \$ 45.17     | \$ 47.43     |
| FVGEA           | 7/1/2021       | G55        | Assistant Planner                       | Annual    | \$ 68,378.37 | \$ 71,797.29 | \$ 75,387.16 | \$ 79,156.52 | \$ 83,114.34 |
|                 |                |            |   | Monthly   | \$ 5,698.20  | \$ 5,983.11  | \$ 6,282.26  | \$ 6,596.38  | \$ 6,926.20  |
|                 |                |            |   | Bi-weekly | \$ 2,629.94  | \$ 2,761.43  | \$ 2,899.51  | \$ 3,044.48  | \$ 3,196.71  |
|                 |                |            |   | Hourly    | \$ 32.87     | \$ 34.52     | \$ 36.24     | \$ 38.06     | \$ 39.96     |
| FVGEA           | 7/1/2021       | G61        | Building Inspector                      | Annual    | \$ 75,495.68 | \$ 79,270.46 | \$ 83,233.99 | \$ 87,395.69 | \$ 91,765.47 |
|                 |                |            |   | Monthly   | \$ 6,291.31  | \$ 6,605.87  | \$ 6,936.17  | \$ 7,282.97  | \$ 7,647.12  |
|                 |                |            |   | Bi-weekly | \$ 2,903.68  | \$ 3,048.86  | \$ 3,201.31  | \$ 3,361.37  | \$ 3,529.44  |
|                 |                |            |   | Hourly    | \$ 36.30     | \$ 38.11     | \$ 40.02     | \$ 42.02     | \$ 44.12     |
| FVGEA           | 7/1/2021       | G49        | Code Enforcement Officer                | Annual    | \$ 65,361.68 | \$ 68,629.77 | \$ 72,061.25 | \$ 75,664.32 | \$ 79,447.53 |
|                 |                |            |   | Monthly   | \$ 5,446.81  | \$ 5,719.15  | \$ 6,005.10  | \$ 6,305.36  | \$ 6,620.63  |
|                 |                |            |   | Bi-weekly | \$ 2,513.91  | \$ 2,639.61  | \$ 2,771.59  | \$ 2,910.17  | \$ 3,055.67  |
|                 |                |            |   | Hourly    | \$ 31.42     | \$ 33.00     | \$ 34.64     | \$ 36.38     | \$ 38.20     |
| FVGEA           | 7/1/2021       | G12        | Community Services Officer              | Annual    | \$ 53,387.38 | \$ 56,056.74 | \$ 58,859.58 | \$ 61,802.56 | \$ 64,892.69 |
|                 |                |            |   | Monthly   | \$ 4,448.95  | \$ 4,671.40  | \$ 4,904.97  | \$ 5,150.21  | \$ 5,407.72  |
|                 |                |            |   | Bi-weekly | \$ 2,053.36  | \$ 2,156.03  | \$ 2,263.83  | \$ 2,377.02  | \$ 2,495.87  |
|                 |                |            |   | Hourly    | \$ 25.67     | \$ 26.95     | \$ 28.30     | \$ 29.71     | \$ 31.20     |
| FVGEA           | 7/1/2021       | G24        | Dispatcher                              | Annual    | \$ 62,206.29 | \$ 65,316.60 | \$ 68,582.43 | \$ 72,011.56 | \$ 75,612.13 |

|       |          |     |  |           |              |              |              |               |               |
|-------|----------|-----|--|-----------|--------------|--------------|--------------|---------------|---------------|
|       |          |     |  | Monthly   | \$ 5,183.86  | \$ 5,443.05  | \$ 5,715.20  | \$ 6,000.96   | \$ 6,301.01   |
|       |          |     |  | Bi-weekly | \$ 2,392.55  | \$ 2,512.18  | \$ 2,637.79  | \$ 2,769.68   | \$ 2,908.16   |
|       |          |     |  | Hourly    | \$ 29.91     | \$ 31.40     | \$ 32.97     | \$ 34.62      | \$ 36.35      |
| FVGEA | 7/1/2021 | G30 | Engineering Technician I               | Annual    | \$ 57,571.45 | \$ 60,450.02 | \$ 63,472.52 | \$ 66,646.15  | \$ 69,978.45  |
|       |          |     |  | Monthly   | \$ 4,797.62  | \$ 5,037.50  | \$ 5,289.38  | \$ 5,553.85   | \$ 5,831.54   |
|       |          |     |  | Bi-weekly | \$ 2,214.29  | \$ 2,325.00  | \$ 2,441.25  | \$ 2,563.31   | \$ 2,691.48   |
|       |          |     |  | Hourly    | \$ 27.68     | \$ 29.06     | \$ 30.52     | \$ 32.04      | \$ 33.64      |
| FVGEA | 7/1/2021 | G29 | Engineering Technician II              | Annual    | \$ 63,974.70 | \$ 67,173.43 | \$ 70,532.10 | \$ 74,058.71  | \$ 77,761.64  |
|       |          |     |  | Monthly   | \$ 5,331.22  | \$ 5,597.79  | \$ 5,877.68  | \$ 6,171.56   | \$ 6,480.14   |
|       |          |     |  | Bi-weekly | \$ 2,460.57  | \$ 2,583.59  | \$ 2,712.77  | \$ 2,848.41   | \$ 2,990.83   |
|       |          |     |  | Hourly    | \$ 30.76     | \$ 32.29     | \$ 33.91     | \$ 35.61      | \$ 37.39      |
| FVGEA | 7/1/2021 | G31 | Engineering Technician III             | Annual    | \$ 71,013.65 | \$ 74,564.33 | \$ 78,292.55 | \$ 82,207.17  | \$ 86,317.53  |
|       |          |     |  | Monthly   | \$ 5,917.80  | \$ 6,213.69  | \$ 6,524.38  | \$ 6,850.60   | \$ 7,193.13   |
|       |          |     |  | Bi-weekly | \$ 2,731.29  | \$ 2,867.86  | \$ 3,011.25  | \$ 3,161.81   | \$ 3,319.91   |
|       |          |     |  | Hourly    | \$ 34.14     | \$ 35.85     | \$ 37.64     | \$ 39.52      | \$ 41.50      |
| FVGEA | 7/1/2021 | G50 | Fire Prevention Specialist             | Annual    | \$ 75,301.74 | \$ 79,066.83 | \$ 83,020.17 | \$ 87,171.18  | \$ 91,529.74  |
|       |          |     |  | Monthly   | \$ 6,275.15  | \$ 6,588.90  | \$ 6,918.35  | \$ 7,264.27   | \$ 7,627.48   |
|       |          |     |  | Bi-weekly | \$ 2,896.22  | \$ 3,041.03  | \$ 3,193.08  | \$ 3,352.74   | \$ 3,520.37   |
|       |          |     |  | Hourly    | \$ 36.20     | \$ 38.01     | \$ 39.91     | \$ 41.91      | \$ 44.00      |
| FVGEA | 7/1/2021 | G72 | Fire Prevention Analyst                | Annual    | \$ 79,069.72 | \$ 83,023.21 | \$ 87,174.37 | \$ 91,533.08  | \$ 96,109.74  |
|       |          |     |  | Monthly   | \$ 6,589.14  | \$ 6,918.60  | \$ 7,264.53  | \$ 7,627.76   | \$ 8,009.14   |
|       |          |     |  | Bi-weekly | \$ 3,041.14  | \$ 3,193.20  | \$ 3,352.86  | \$ 3,520.50   | \$ 3,696.53   |
|       |          |     |  | Hourly    | \$ 38.01     | \$ 39.92     | \$ 41.91     | \$ 44.01      | \$ 46.21      |
| FVGEA | 7/1/2021 | G80 | Housing Analyst                        | Annual    | \$ 74,885.65 | \$ 78,629.93 | \$ 82,561.43 | \$ 86,689.50  | \$ 91,023.97  |
|       |          |     |  | Monthly   | \$ 6,240.47  | \$ 6,552.49  | \$ 6,880.12  | \$ 7,224.12   | \$ 7,585.33   |
|       |          |     |  | Bi-weekly | \$ 2,880.22  | \$ 3,024.23  | \$ 3,175.44  | \$ 3,334.21   | \$ 3,500.92   |
|       |          |     |  | Hourly    | \$ 36.00     | \$ 37.80     | \$ 39.69     | \$ 41.68      | \$ 43.76      |
| FVGEA | 7/1/2021 | G52 | Housing Technician                     | Annual    | \$ 68,077.86 | \$ 71,481.75 | \$ 75,055.84 | \$ 78,808.63  | \$ 82,749.07  |
|       |          |     |  | Monthly   | \$ 5,673.16  | \$ 5,956.81  | \$ 6,254.65  | \$ 6,567.39   | \$ 6,895.76   |
|       |          |     |  | Bi-weekly | \$ 2,618.38  | \$ 2,749.30  | \$ 2,886.76  | \$ 3,031.10   | \$ 3,182.66   |
|       |          |     |  | Hourly    | \$ 32.73     | \$ 34.37     | \$ 36.08     | \$ 37.89      | \$ 39.78      |
| FVGEA | 7/1/2021 | G84 | Human Resources Technician             | Annual    | \$ 57,236.26 | \$ 60,098.07 | \$ 63,102.97 | \$ 66,258.12  | \$ 69,571.03  |
|       |          |     |  | Monthly   | \$ 4,769.69  | \$ 5,008.17  | \$ 5,258.58  | \$ 5,521.51   | \$ 5,797.59   |
|       |          |     |  | Bi-weekly | \$ 2,201.39  | \$ 2,311.46  | \$ 2,427.04  | \$ 2,548.39   | \$ 2,675.81   |
|       |          |     |  | Hourly    | \$ 27.52     | \$ 28.89     | \$ 30.34     | \$ 31.85      | \$ 33.45      |
| FVGEA | 7/1/2021 | G10 | Identification Technician              | Annual    | \$ 65,997.38 | \$ 69,297.25 | \$ 72,762.12 | \$ 76,400.22  | \$ 80,220.23  |
|       |          |     |  | Monthly   | \$ 5,499.78  | \$ 5,774.77  | \$ 6,063.51  | \$ 6,366.69   | \$ 6,685.02   |
|       |          |     |  | Bi-weekly | \$ 2,538.36  | \$ 2,665.28  | \$ 2,798.54  | \$ 2,938.47   | \$ 3,085.39   |
|       |          |     |  | Hourly    | \$ 31.73     | \$ 33.32     | \$ 34.98     | \$ 36.73      | \$ 38.57      |
| FVGEA | 7/1/2021 | G57 | Information Technology Technician      | Annual    | \$ 63,870.67 | \$ 67,064.21 | \$ 70,417.42 | \$ 73,938.29  | \$ 77,635.20  |
|       |          |     |  | Monthly   | \$ 5,322.56  | \$ 5,588.68  | \$ 5,868.12  | \$ 6,161.52   | \$ 6,469.60   |
|       |          |     |  | Bi-weekly | \$ 2,456.56  | \$ 2,579.39  | \$ 2,708.36  | \$ 2,843.78   | \$ 2,985.97   |
|       |          |     |  | Hourly    | \$ 30.71     | \$ 32.24     | \$ 33.85     | \$ 35.55      | \$ 37.32      |
| FVGEA | 7/1/2021 | G83 | Lead Accounting Technician             | Annual    | \$ 56,068.79 | \$ 58,872.23 | \$ 61,815.84 | \$ 64,906.64  | \$ 68,151.97  |
|       |          |     |  | Monthly   | \$ 4,672.40  | \$ 4,906.02  | \$ 5,151.32  | \$ 5,408.89   | \$ 5,679.33   |
|       |          |     |  | Bi-weekly | \$ 2,156.49  | \$ 2,264.32  | \$ 2,377.53  | \$ 2,496.41   | \$ 2,621.23   |
|       |          |     |  | Hourly    | \$ 26.96     | \$ 28.30     | \$ 29.72     | \$ 31.21      | \$ 32.77      |
| FVGEA | 7/1/2021 | G81 | Lead Code Enforcement Officer          | Annual    | \$ 68,629.82 | \$ 72,061.31 | \$ 75,664.38 | \$ 79,447.60  | \$ 83,419.98  |
|       |          |     |  | Monthly   | \$ 5,719.15  | \$ 6,005.11  | \$ 6,305.36  | \$ 6,620.63   | \$ 6,951.66   |
|       |          |     |  | Bi-weekly | \$ 2,639.61  | \$ 2,771.59  | \$ 2,910.17  | \$ 3,055.68   | \$ 3,208.46   |
|       |          |     |  | Hourly    | \$ 33.00     | \$ 34.64     | \$ 36.38     | \$ 38.20      | \$ 40.11      |
| FVGEA | 7/1/2021 | G25 | Lead Dispatcher                        | Annual    | \$ 65,315.45 | \$ 68,581.22 | \$ 72,010.28 | \$ 75,610.80  | \$ 79,391.34  |
|       |          |     |  | Monthly   | \$ 5,442.95  | \$ 5,715.10  | \$ 6,000.86  | \$ 6,300.90   | \$ 6,615.94   |
|       |          |     |  | Bi-weekly | \$ 2,512.13  | \$ 2,637.74  | \$ 2,769.63  | \$ 2,908.11   | \$ 3,053.51   |
|       |          |     |  | Hourly    | \$ 31.40     | \$ 32.97     | \$ 34.62     | \$ 36.35      | \$ 38.17      |
| FVGEA | 7/1/2021 | G86 | Lead Information Technology Technician | Annual    | \$ 70,257.74 | \$ 73,770.63 | \$ 77,459.16 | \$ 81,332.12  | \$ 85,398.72  |
|       |          |     |  | Monthly   | \$ 5,854.81  | \$ 6,147.55  | \$ 6,454.93  | \$ 6,777.68   | \$ 7,116.56   |
|       |          |     |  | Bi-weekly | \$ 2,702.22  | \$ 2,837.33  | \$ 2,979.20  | \$ 3,128.16   | \$ 3,284.57   |
|       |          |     |  | Hourly    | \$ 33.78     | \$ 35.47     | \$ 37.24     | \$ 39.10      | \$ 41.06      |
| FVGEA | 7/1/2021 | G08 | Lead Records Clerk                     | Annual    | \$ 50,544.06 | \$ 53,071.26 | \$ 55,724.82 | \$ 58,511.06  | \$ 61,436.62  |
|       |          |     |  | Monthly   | \$ 4,212.00  | \$ 4,422.60  | \$ 4,643.74  | \$ 4,875.92   | \$ 5,119.72   |
|       |          |     |  | Bi-weekly | \$ 1,944.00  | \$ 2,041.20  | \$ 2,143.26  | \$ 2,250.43   | \$ 2,362.95   |
|       |          |     |  | Hourly    | \$ 24.30     | \$ 25.52     | \$ 26.79     | \$ 28.13      | \$ 29.54      |
| FVGEA | 7/1/2021 | G74 | Management Aide                        | Annual    | \$ 66,505.94 | \$ 69,831.24 | \$ 73,322.80 | \$ 76,988.94  | \$ 80,838.39  |
|       |          |     |  | Monthly   | \$ 5,542.16  | \$ 5,819.27  | \$ 6,110.23  | \$ 6,415.75   | \$ 6,736.53   |
|       |          |     |  | Bi-weekly | \$ 2,557.92  | \$ 2,685.82  | \$ 2,820.11  | \$ 2,961.11   | \$ 3,109.17   |
|       |          |     |  | Hourly    | \$ 31.97     | \$ 33.57     | \$ 35.25     | \$ 37.01      | \$ 38.86      |
| FVGEA | 7/1/2021 | G87 | Permit Technician                      | Annual    | \$ 55,269.76 | \$ 58,033.25 | \$ 60,934.91 | \$ 63,981.66  | \$ 67,180.74  |
|       |          |     |  | Monthly   | \$ 4,605.81  | \$ 4,836.10  | \$ 5,077.91  | \$ 5,331.80   | \$ 5,598.39   |
|       |          |     |  | Bi-weekly | \$ 2,125.76  | \$ 2,232.05  | \$ 2,343.65  | \$ 2,460.83   | \$ 2,583.87   |
|       |          |     |  | Hourly    | \$ 26.57     | \$ 27.90     | \$ 29.30     | \$ 30.76      | \$ 32.30      |
| FVGEA | 7/1/2021 | G56 | Plan Check Engineer                    | Annual    | \$ 88,951.99 | \$ 93,399.59 | \$ 98,069.57 | \$ 102,973.05 | \$ 108,121.70 |
|       |          |     |  | Monthly   | \$ 7,412.67  | \$ 7,783.30  | \$ 8,172.46  | \$ 8,581.09   | \$ 9,010.14   |
|       |          |     |  | Bi-weekly | \$ 3,421.23  | \$ 3,592.29  | \$ 3,771.91  | \$ 3,960.50   | \$ 4,158.53   |
|       |          |     |  | Hourly    | \$ 42.77     | \$ 44.90     | \$ 47.15     | \$ 49.51      | \$ 51.98      |
| FVGEA | 7/1/2021 | G54 | Public Works Inspector                 | Annual    | \$ 71,140.79 | \$ 74,697.83 | \$ 78,432.72 | \$ 82,354.35  | \$ 86,472.07  |
|       |          |     |  | Monthly   | \$ 5,928.40  | \$ 6,224.82  | \$ 6,536.06  | \$ 6,862.86   | \$ 7,206.01   |
|       |          |     |  | Bi-weekly | \$ 2,736.18  | \$ 2,872.99  | \$ 3,016.64  | \$ 3,167.48   | \$ 3,325.85   |
|       |          |     |  | Hourly    | \$ 34.20     | \$ 35.91     | \$ 37.71     | \$ 39.59      | \$ 41.57      |
| FVGEA | 7/1/2021 | G   | Records Clerk I                        | Annual    | \$ 43,331.73 | \$ 45,498.32 | \$ 47,773.23 | \$ 50,161.90  | \$ 52,669.99  |
|       |          |     |  | Monthly   | \$ 3,610.98  | \$ 3,791.53  | \$ 3,981.10  | \$ 4,180.16   | \$ 4,389.17   |
|       |          |     |  | Bi-weekly | \$ 1,666.61  | \$ 1,749.94  | \$ 1,837.43  | \$ 1,929.30   | \$ 2,025.77   |
|       |          |     |  | Hourly    | \$ 20.83     | \$ 21.87     | \$ 22.97     | \$ 24.12      | \$ 25.32      |
| FVGEA | 7/1/2021 | G09 | Records Clerk II                       | Annual    | \$ 48,139.95 | \$ 50,546.95 | \$ 53,074.29 | \$ 55,728.01  | \$ 58,514.41  |
|       |          |     |  | Monthly   | \$ 4,011.66  | \$ 4,212.25  | \$ 4,422.86  | \$ 4,644.00   | \$ 4,876.20   |
|       |          |     |  | Bi-weekly | \$ 1,851.54  | \$ 1,944.11  | \$ 2,041.32  | \$ 2,143.38   | \$ 2,250.55   |
|       |          |     |  | Hourly    | \$ 23.14     | \$ 24.30     | \$ 25.52     | \$ 26.79      | \$ 28.13      |
| FVGEA | 7/1/2021 | G76 | Recreation Coordinator                 | Annual    | \$ 54,312.03 | \$ 57,027.63 | \$ 59,879.02 | \$ 62,872.97  | \$ 66,016.61  |

|                 |                |            |   | Monthly   | \$ 4,526.00  | \$ 4,752.30  | \$ 4,989.92  | \$ 5,239.41  | \$ 5,501.38  |
|-----------------|----------------|------------|---|-----------|--------------|--------------|--------------|--------------|--------------|
|                 |                |            |   | Bi-weekly | \$ 2,088.92  | \$ 2,193.37  | \$ 2,303.04  | \$ 2,418.19  | \$ 2,539.10  |
|                 |                |            |   | Hourly    | \$ 26.11     | \$ 27.42     | \$ 28.79     | \$ 30.23     | \$ 31.74     |
| FVGEA           | 7/1/2021       | G14        | Secretary                                   | Annual    | \$ 57,236.26 | \$ 60,098.07 | \$ 63,102.98 | \$ 66,258.13 | \$ 69,571.03 |
|                 |                |            |   | Monthly   | \$ 4,769.69  | \$ 5,008.17  | \$ 5,258.58  | \$ 5,521.51  | \$ 5,797.59  |
|                 |                |            |   | Bi-weekly | \$ 2,201.39  | \$ 2,311.46  | \$ 2,427.04  | \$ 2,548.39  | \$ 2,675.81  |
|                 |                |            |   | Hourly    | \$ 27.52     | \$ 28.89     | \$ 30.34     | \$ 31.85     | \$ 33.45     |
| FVGEA           | 7/1/2021       | G85        | Supervising Records Clerk                   | Annual    | \$ 60,183.60 | \$ 63,192.78 | \$ 66,352.42 | \$ 69,670.04 | \$ 73,153.55 |
|                 |                |            |   | Monthly   | \$ 5,015.30  | \$ 5,266.07  | \$ 5,529.37  | \$ 5,805.84  | \$ 6,096.13  |
|                 |                |            |   | Bi-weekly | \$ 2,314.75  | \$ 2,430.49  | \$ 2,552.02  | \$ 2,679.62  | \$ 2,813.60  |
|                 |                |            |   | Hourly    | \$ 28.93     | \$ 30.38     | \$ 31.90     | \$ 33.50     | \$ 35.17     |
| Bargaining Unit | Effective Date | Class Code | Classification                              | Type      | Step 1       | Step 2       | Step 3       | Step 4       | Step 5       |
| FVMEA (Field)   | 7/1/2021       | G45        | Equipment Operator I                        | Annual    | \$ 52,890.37 | \$ 55,534.89 | \$ 58,311.64 | \$ 61,227.22 | \$ 64,288.58 |
|                 |                |            |   | Monthly   | \$ 4,407.53  | \$ 4,627.91  | \$ 4,859.30  | \$ 5,102.27  | \$ 5,357.38  |
|                 |                |            |   | Bi-weekly | \$ 2,034.25  | \$ 2,135.96  | \$ 2,242.76  | \$ 2,354.89  | \$ 2,472.64  |
|                 |                |            |   | Hourly    | \$ 25.43     | \$ 26.70     | \$ 28.03     | \$ 29.44     | \$ 30.91     |
| FVMEA (Field)   | 7/1/2021       | G82        | Equipment Operator I- Water                 | Annual    | \$ 57,121.58 | \$ 59,977.66 | \$ 62,976.55 | \$ 66,125.37 | \$ 69,431.64 |
|                 |                |            |   | Monthly   | \$ 4,760.13  | \$ 4,998.14  | \$ 5,248.05  | \$ 5,510.45  | \$ 5,785.97  |
|                 |                |            |   | Bi-weekly | \$ 2,196.98  | \$ 2,306.83  | \$ 2,422.17  | \$ 2,543.28  | \$ 2,670.45  |
|                 |                |            |   | Hourly    | \$ 27.46     | \$ 28.84     | \$ 30.28     | \$ 31.79     | \$ 33.38     |
| FVMEA (Field)   | 7/1/2021       | G46        | Equipment Operator II                       | Annual    | \$ 55,410.06 | \$ 58,180.57 | \$ 61,089.59 | \$ 64,144.07 | \$ 67,351.28 |
|                 |                |            |   | Monthly   | \$ 4,617.51  | \$ 4,848.38  | \$ 5,090.80  | \$ 5,345.34  | \$ 5,612.61  |
|                 |                |            |   | Bi-weekly | \$ 2,131.16  | \$ 2,237.71  | \$ 2,349.60  | \$ 2,467.08  | \$ 2,590.43  |
|                 |                |            |   | Hourly    | \$ 26.64     | \$ 27.97     | \$ 29.37     | \$ 30.84     | \$ 32.38     |
| FVMEA (Field)   | 7/1/2021       | G47        | Equipment Operator II - Water               | Annual    | \$ 58,426.76 | \$ 61,348.09 | \$ 64,415.50 | \$ 67,636.27 | \$ 71,018.09 |
|                 |                |            |   | Monthly   | \$ 4,868.90  | \$ 5,112.34  | \$ 5,367.96  | \$ 5,636.36  | \$ 5,918.17  |
|                 |                |            |   | Bi-weekly | \$ 2,247.18  | \$ 2,359.54  | \$ 2,477.52  | \$ 2,601.40  | \$ 2,731.46  |
|                 |                |            |   | Hourly    | \$ 28.09     | \$ 29.49     | \$ 30.97     | \$ 32.52     | \$ 34.14     |
| FVMEA (Field)   | 7/1/2021       | G62        | Foreman                                     | Annual    | \$ 60,946.45 | \$ 63,993.77 | \$ 67,193.46 | \$ 70,553.13 | \$ 74,080.79 |
|                 |                |            |   | Monthly   | \$ 5,078.87  | \$ 5,332.81  | \$ 5,599.45  | \$ 5,879.43  | \$ 6,173.40  |
|                 |                |            |   | Bi-weekly | \$ 2,344.09  | \$ 2,461.30  | \$ 2,584.36  | \$ 2,713.58  | \$ 2,849.26  |
|                 |                |            |   | Hourly    | \$ 29.30     | \$ 30.77     | \$ 32.30     | \$ 33.92     | \$ 35.62     |
| FVMEA (Field)   | 7/1/2021       | G63        | Foreman Fleet                               | Annual    | \$ 60,946.45 | \$ 63,993.77 | \$ 67,193.46 | \$ 70,553.13 | \$ 74,080.79 |
|                 |                |            |   | Monthly   | \$ 5,078.87  | \$ 5,332.81  | \$ 5,599.45  | \$ 5,879.43  | \$ 6,173.40  |
|                 |                |            |   | Bi-weekly | \$ 2,344.09  | \$ 2,461.30  | \$ 2,584.36  | \$ 2,713.58  | \$ 2,849.26  |
|                 |                |            |   | Hourly    | \$ 29.30     | \$ 30.77     | \$ 32.30     | \$ 33.92     | \$ 35.62     |
| FVMEA (Field)   | 7/1/2021       | G75        | Foreman Water                               | Annual    | \$ 64,980.26 | \$ 68,229.27 | \$ 71,640.74 | \$ 75,222.77 | \$ 78,983.91 |
|                 |                |            |   | Monthly   | \$ 5,415.02  | \$ 5,685.77  | \$ 5,970.06  | \$ 6,268.56  | \$ 6,581.99  |
|                 |                |            |   | Bi-weekly | \$ 2,499.24  | \$ 2,624.20  | \$ 2,755.41  | \$ 2,893.18  | \$ 3,037.84  |
|                 |                |            |   | Hourly    | \$ 31.24     | \$ 32.80     | \$ 34.44     | \$ 36.16     | \$ 37.97     |
| FVMEA (Field)   | 7/1/2021       | G39        | Irrigation Technician                       | Annual    | \$ 54,392.94 | \$ 57,112.59 | \$ 59,968.22 | \$ 62,966.63 | \$ 66,114.96 |
|                 |                |            |   | Monthly   | \$ 4,532.74  | \$ 4,759.38  | \$ 4,997.35  | \$ 5,247.22  | \$ 5,509.58  |
|                 |                |            |   | Bi-weekly | \$ 2,092.04  | \$ 2,196.64  | \$ 2,306.47  | \$ 2,421.79  | \$ 2,542.88  |
|                 |                |            |   | Hourly    | \$ 26.15     | \$ 27.46     | \$ 28.83     | \$ 30.27     | \$ 31.79     |
| FVMEA (Field)   | 7/1/2021       | G78        | Landscape Inspector                         | Annual    | \$ 67,962.28 | \$ 71,360.39 | \$ 74,928.41 | \$ 78,674.83 | \$ 82,608.58 |
|                 |                |            |   | Monthly   | \$ 5,663.52  | \$ 5,946.70  | \$ 6,244.03  | \$ 6,552.24  | \$ 6,884.05  |
|                 |                |            |   | Bi-weekly | \$ 2,613.93  | \$ 2,744.63  | \$ 2,881.86  | \$ 3,025.96  | \$ 3,177.25  |
|                 |                |            |   | Hourly    | \$ 32.67     | \$ 34.31     | \$ 36.02     | \$ 37.82     | \$ 39.72     |
| FVMEA (Field)   | 7/1/2021       | G36        | Maintenance Worker II                       | Annual    | \$ 50,370.68 | \$ 52,889.22 | \$ 55,533.68 | \$ 58,310.36 | \$ 61,225.88 |
|                 |                |            |   | Monthly   | \$ 4,197.56  | \$ 4,407.43  | \$ 4,627.81  | \$ 4,859.20  | \$ 5,102.16  |
|                 |                |            |   | Bi-weekly | \$ 1,937.33  | \$ 2,034.20  | \$ 2,135.91  | \$ 2,242.71  | \$ 2,354.84  |
|                 |                |            |   | Hourly    | \$ 24.22     | \$ 25.43     | \$ 26.70     | \$ 28.03     | \$ 29.44     |
| FVMEA (Field)   | 7/1/2021       | G35        | Maintenance Worker II - Chemical Applicator | Annual    | \$ 54,392.94 | \$ 57,112.59 | \$ 59,968.22 | \$ 62,966.63 | \$ 66,114.96 |
|                 |                |            |   | Monthly   | \$ 4,532.74  | \$ 4,759.38  | \$ 4,997.35  | \$ 5,247.22  | \$ 5,509.58  |
|                 |                |            |   | Bi-weekly | \$ 2,092.04  | \$ 2,196.64  | \$ 2,306.47  | \$ 2,421.79  | \$ 2,542.88  |
|                 |                |            |   | Hourly    | \$ 26.15     | \$ 27.46     | \$ 28.83     | \$ 30.27     | \$ 31.79     |
| FVMEA (Field)   | 7/1/2021       | G64        | Maintenance Worker II - Water               | Annual    | \$ 54,392.94 | \$ 57,112.59 | \$ 59,968.22 | \$ 62,966.63 | \$ 66,114.96 |
|                 |                |            |   | Monthly   | \$ 4,532.74  | \$ 4,759.38  | \$ 4,997.35  | \$ 5,247.22  | \$ 5,509.58  |
|                 |                |            |   | Bi-weekly | \$ 2,092.04  | \$ 2,196.64  | \$ 2,306.47  | \$ 2,421.79  | \$ 2,542.88  |
|                 |                |            |   | Hourly    | \$ 26.15     | \$ 27.46     | \$ 28.83     | \$ 30.27     | \$ 31.79     |
| FVMEA (Field)   | 7/1/2021       | G33        | Mechanic                                    | Annual    | \$ 57,663.91 | \$ 60,547.11 | \$ 63,574.46 | \$ 66,753.19 | \$ 70,090.85 |
|                 |                |            |   | Monthly   | \$ 4,805.33  | \$ 5,045.59  | \$ 5,297.87  | \$ 5,562.77  | \$ 5,840.90  |
|                 |                |            |   | Bi-weekly | \$ 2,217.84  | \$ 2,328.73  | \$ 2,445.17  | \$ 2,567.43  | \$ 2,695.80  |
|                 |                |            |   | Hourly    | \$ 27.72     | \$ 29.11     | \$ 30.56     | \$ 32.09     | \$ 33.70     |
| FVMEA (Field)   | 7/1/2021       | G37        | Meter Reader                                | Annual    | \$ 48,856.56 | \$ 51,299.38 | \$ 53,864.35 | \$ 56,557.57 | \$ 59,385.45 |
|                 |                |            |   | Monthly   | \$ 4,071.38  | \$ 4,274.95  | \$ 4,488.70  | \$ 4,713.13  | \$ 4,948.79  |
|                 |                |            |   | Bi-weekly | \$ 1,879.10  | \$ 1,973.05  | \$ 2,071.71  | \$ 2,175.29  | \$ 2,284.06  |
|                 |                |            |   | Hourly    | \$ 23.49     | \$ 24.66     | \$ 25.90     | \$ 27.19     | \$ 28.55     |
| FVMEA (Field)   | 7/1/2021       | G65        | Water Quality Technician                    | Annual    | \$ 67,996.95 | \$ 71,396.80 | \$ 74,966.64 | \$ 78,714.97 | \$ 82,650.72 |
|                 |                |            |   | Monthly   | \$ 5,666.41  | \$ 5,949.73  | \$ 6,247.22  | \$ 6,559.58  | \$ 6,887.56  |
|                 |                |            |   | Bi-weekly | \$ 2,615.27  | \$ 2,746.03  | \$ 2,883.33  | \$ 3,027.50  | \$ 3,178.87  |
|                 |                |            |   | Hourly    | \$ 32.69     | \$ 34.33     | \$ 36.04     | \$ 37.84     | \$ 39.74     |
| FVMEA (Field)   | 7/1/2021       | G66        | Water System Operator                       | Annual    | \$ 63,974.70 | \$ 67,173.43 | \$ 70,532.10 | \$ 74,058.71 | \$ 77,761.64 |
|                 |                |            |   | Monthly   | \$ 5,331.22  | \$ 5,597.79  | \$ 5,877.68  | \$ 6,171.56  | \$ 6,480.14  |
|                 |                |            |   | Bi-weekly | \$ 2,460.57  | \$ 2,583.59  | \$ 2,712.77  | \$ 2,848.41  | \$ 2,990.83  |
|                 |                |            |   | Hourly    | \$ 30.76     | \$ 32.29     | \$ 33.91     | \$ 35.61     | \$ 37.39     |
| Bargaining Unit | Effective Date | Class Code | Classification                              | Type      | Step 1       | Step 2       | Step 3       | Step 4       | Step 5       |
| City Manager    | 7/31/2021      | CMG        | City Manager                                | Annual    | \$208,685.01 | \$219,119.26 | \$230,075.22 | \$241,578.99 | \$253,657.93 |
|                 |                |            |   | Monthly   | \$ 17,390.42 | \$ 18,259.94 | \$ 19,172.94 | \$ 20,131.58 | \$ 21,138.16 |
|                 |                |            |   | Bi-weekly | \$ 8,026.35  | \$ 8,427.66  | \$ 8,849.05  | \$ 9,291.50  | \$ 9,756.07  |
|                 |                |            |   | Hourly    | \$ 100.33    | \$ 105.35    | \$ 110.61    | \$ 116.14    | \$ 121.95    |
| Bargaining Unit | Effective Date | Class Code | Classification                              | Type      | Step 1       | Step 2       | Step 3       | Step 4       | Step 5       |
| Dept. Director  | 7/1/2021       | D01        | Chief of Police                             | Annual    | \$192,958.83 | \$202,606.77 | \$212,737.11 | \$223,373.97 | \$234,542.66 |
|                 |                |            |   | Monthly   | \$ 16,079.90 | \$ 16,883.90 | \$ 17,728.09 | \$ 18,614.50 | \$ 19,545.22 |
|                 |                |            |   | Bi-weekly | \$ 7,421.49  | \$ 7,792.57  | \$ 8,182.20  | \$ 8,591.31  | \$ 9,020.87  |
|                 |                |            |   | Hourly    | \$ 92.77     | \$ 97.41     | \$ 102.28    | \$ 107.39    | \$ 112.76    |
| Dept. Director  | 7/1/2021       | D08        | Community Services Director                 | Annual    | \$145,090.21 | \$152,344.72 | \$159,961.96 | \$167,960.06 | \$176,358.06 |
|                 |                |            |   | Monthly   | \$ 12,090.85 | \$ 12,695.39 | \$ 13,330.16 | \$ 13,996.67 | \$ 14,696.51 |

|                |          |     |                            |           |              |              |              |              |              |
|----------------|----------|-----|----------------------------|-----------|--------------|--------------|--------------|--------------|--------------|
|                |          |     |                            | Bi-weekly | \$ 5,580.39  | \$ 5,859.41  | \$ 6,152.38  | \$ 6,460.00  | \$ 6,783.00  |
|                |          |     |                            | Hourly    | \$ 69.75     | \$ 73.24     | \$ 76.90     | \$ 80.75     | \$ 84.79     |
| Dept. Director | 7/1/2021 | D09 | Deputy City Manager        | Annual    | \$145,090.21 | \$152,344.72 | \$159,961.96 | \$167,960.06 | \$176,358.06 |
|                |          |     |                            | Monthly   | \$ 12,090.85 | \$ 12,695.39 | \$ 13,330.16 | \$ 13,996.67 | \$ 14,696.51 |
|                |          |     |                            | Bi-weekly | \$ 5,580.39  | \$ 5,859.41  | \$ 6,152.38  | \$ 6,460.00  | \$ 6,783.00  |
|                |          |     |                            | Hourly    | \$ 69.75     | \$ 73.24     | \$ 76.90     | \$ 80.75     | \$ 84.79     |
| Dept. Director | 7/1/2021 | D03 | Director of Public Works   | Annual    | \$164,840.00 | \$173,082.00 | \$181,736.10 | \$190,822.90 | \$200,364.05 |
|                |          |     |                            | Monthly   | \$ 13,736.67 | \$ 14,423.50 | \$ 15,144.67 | \$ 15,901.91 | \$ 16,697.00 |
|                |          |     |                            | Bi-weekly | \$ 6,340.00  | \$ 6,657.00  | \$ 6,989.85  | \$ 7,339.34  | \$ 7,706.31  |
|                |          |     |                            | Hourly    | \$ 79.25     | \$ 83.21     | \$ 87.37     | \$ 91.74     | \$ 96.33     |
| Dept. Director | 7/1/2021 | D06 | Finance Director           | Annual    | \$160,254.59 | \$168,267.32 | \$176,680.69 | \$185,514.72 | \$194,790.46 |
|                |          |     |                            | Monthly   | \$ 13,354.55 | \$ 14,022.28 | \$ 14,723.39 | \$ 15,459.56 | \$ 16,232.54 |
|                |          |     |                            | Bi-weekly | \$ 6,163.64  | \$ 6,471.82  | \$ 6,795.41  | \$ 7,135.18  | \$ 7,491.94  |
|                |          |     |                            | Hourly    | \$ 77.05     | \$ 80.90     | \$ 84.94     | \$ 89.19     | \$ 93.65     |
| Dept. Director | 7/1/2021 | D02 | Fire Chief                 | Annual    | \$183,953.46 | \$193,151.14 | \$202,808.70 | \$212,949.13 | \$223,596.59 |
|                |          |     |                            | Monthly   | \$ 15,329.46 | \$ 16,095.93 | \$ 16,900.72 | \$ 17,745.76 | \$ 18,633.05 |
|                |          |     |                            | Bi-weekly | \$ 7,075.13  | \$ 7,428.89  | \$ 7,800.33  | \$ 8,190.35  | \$ 8,599.87  |
|                |          |     |                            | Hourly    | \$ 88.44     | \$ 92.86     | \$ 97.50     | \$ 102.38    | \$ 107.50    |
| Dept. Director | 7/1/2021 | D07 | Human Resources Director   | Annual    | \$145,090.21 | \$152,344.72 | \$159,961.96 | \$167,960.06 | \$176,358.06 |
|                |          |     |                            | Monthly   | \$ 12,090.85 | \$ 12,695.39 | \$ 13,330.16 | \$ 13,996.67 | \$ 14,696.51 |
|                |          |     |                            | Bi-weekly | \$ 5,580.39  | \$ 5,859.41  | \$ 6,152.38  | \$ 6,460.00  | \$ 6,783.00  |
|                |          |     |                            | Hourly    | \$ 69.75     | \$ 73.24     | \$ 76.90     | \$ 80.75     | \$ 84.79     |
| Dept. Director | 7/1/2021 | D04 | Planning/Building Director | Annual    | \$160,474.20 | \$168,497.91 | \$176,922.80 | \$185,768.94 | \$195,057.39 |
|                |          |     |                            | Monthly   | \$ 13,372.85 | \$ 14,041.49 | \$ 14,743.57 | \$ 15,480.75 | \$ 16,254.78 |
|                |          |     |                            | Bi-weekly | \$ 6,172.08  | \$ 6,480.69  | \$ 6,804.72  | \$ 7,144.96  | \$ 7,502.21  |
|                |          |     |                            | Hourly    | \$ 77.15     | \$ 81.01     | \$ 85.06     | \$ 89.31     | \$ 93.78     |

Increased by 4%

| Bargaining Unit | Effective Date | Class Code | Classification                        | Type   | Step 1  | Step 2  | Step 3  |
|-----------------|----------------|------------|---------------------------------------|--------|---------|---------|---------|
| PT              | 7/1/2021       | T38        | Accounting Technician I               | Hourly | \$24.45 | \$25.67 | \$26.96 |
| PT              | 7/1/2021       | T39        | Accounting Technician II              | Hourly | \$25.67 | \$26.96 | \$28.30 |
| PT              | 7/1/2021       | T06        | Administrative Intern                 | Hourly | \$14.56 | \$15.29 | \$16.05 |
|                 |                |            | Administrative Intern- City           |        |         |         |         |
| PT              | 7/1/2021       | T28        | Manager's Office                      | Houtly | \$14.56 | \$15.29 | \$16.06 |
| PT              | 7/1/2021       | T29        | Administrative Specialist             | Hourly | \$19.09 | \$20.04 | \$21.04 |
| PT              | 7/1/2021       | T14        | Customer Service Representative       | Hourly | \$25.67 | \$26.96 | \$28.30 |
| PT              | 7/1/2021       | T15        | Dispatcher                            | Hourly | \$29.91 | \$31.40 | \$32.97 |
| PT              | 7/1/2021       | T21        | Dispatcher Trainee                    | Hourly | \$16.64 |         |         |
| PT              | 7/1/2021       | T32        | Emergency Medical Services<br>Manager | Hourly | \$54.31 | \$57.03 | \$59.88 |
| PT              | 7/1/2021       | T22        | Emergency Preparedness<br>Assistant   | Hourly | \$18.20 | \$19.10 | \$20.06 |
| PT              | 7/1/2021       | T05        | Engineering Technician I              | Hourly | \$26.09 | \$27.39 | \$28.76 |
| PT              | 7/1/2021       | T05        | Engineering Technician II             | Hourly | \$26.87 | \$28.22 | \$29.63 |
| PT              | 7/1/2021       | T05        | Engineering Technician III            | Hourly | \$27.68 | \$29.06 | \$30.52 |
| PT              | 7/1/2021       | T35        | Fire Administrative Aide              | Hourly | \$15.29 | \$16.05 | \$16.85 |
| PT              | 7/1/2021       | T36        | Firefighter Trainee                   | Hourly | \$23.05 |         |         |
| PT              | 7/1/2021       | T31        | Graduate Intern                       | Hourly | \$15.29 | \$16.05 | \$16.85 |
| PT              | 7/1/2021       | T18        | Human Resources Coordinator           | Hourly | \$14.56 | \$15.29 | \$16.06 |
| PT              | 7/1/2021       | T25        | Information Technology Technician     | Hourly | \$30.71 | \$32.24 | \$33.85 |
| PT              | 7/1/2021       | T10        | Lifeguard                             | Hourly | \$14.56 | \$15.29 | \$16.05 |
| PT              | 7/1/2021       | T33        | Management Aide                       | Hourly | \$31.97 | \$33.57 | \$35.25 |
| PT              | 7/1/2021       | T23        | Management Intern                     | Hourly | \$19.22 | \$20.18 | \$21.18 |
| PT              | 7/1/2021       | T17        | Office Specialist I                   | Hourly | \$16.37 | \$17.19 | \$18.05 |
| PT              | 7/1/2021       | T13        | Office Specialist II                  | Hourly | \$18.20 | \$19.10 | \$20.06 |
| PT              | 7/1/2021       | T37        | Paramedic Trainee                     | Hourly | \$25.61 |         |         |
| PT              | 7/1/2021       | T01        | Police Recruit                        | Hourly | \$36.18 |         |         |
| PT              | 7/1/2021       | T12        | Police Reserve Officer                | Hourly | \$20.80 |         |         |
| PT              | 7/1/2021       | T30        | Police Services Officer               | Hourly | \$20.56 | \$21.59 | \$22.67 |
| PT              | 7/1/2021       | T20        | Police Cadet                          | Hourly | \$14.56 | \$15.29 | \$16.06 |
| PT              | 7/1/2021       | T34        | Public Information Officer            | Hourly |         |         | \$52.00 |
| PT              | 7/1/2021       | T26        | Recreation Coordinator                | Hourly | \$23.90 | \$25.10 | \$26.34 |
| PT              | 7/1/2021       | T03        | Recreation Leader                     | Hourly | \$14.56 | \$15.29 | \$16.06 |
| PT              | 7/1/2021       | T04        | Recreation Specialist                 | Hourly | \$16.12 | \$16.93 | \$17.77 |
| PT              | 7/1/2021       | T09        | Swim Instructor/Lifeguard             | Hourly | \$14.56 | \$15.29 | \$16.06 |
| PT              | 7/1/2021       | T07        | Maintenance Worker I                  | Hourly | \$17.46 | \$18.34 | \$19.26 |