



City of Vernon

CLASSIFICATION AND COMPENSATION PLAN

Adopted February 17, 2026

Section 1. PURPOSE

Exhibit A to this Plan is enacted pursuant to the City of Vernon City Charter to provide for the classification and compensation of City officers and employees, and to conform to the principle of equal pay for equal work.

Officers and employees of the City of Vernon shall receive compensation and costs in accordance with the amounts set forth in the attached compensation plan.

Section 2. THE COMPENSATION PLAN

The basic compensation plan for the various employee units, groups and non-classified employees, as of the date of adoption of this plan is hereby established as set forth in Exhibit A, which is attached hereto and incorporated herein by reference.

The City Administrator shall have authority to create and maintain salary steps to implement the provisions of this Section. Salaries granted pursuant to this provision shall be reported to CalPERS as compensation earned. Please refer to Human Resources Policy II-3, Salary Plan for specific policy and procedures.

Section 3. THE CLASSIFICATION PLAN

The Classification Plan includes the allocation of classification titles to salary ranges for City officers and employees. The Classification Plan further includes the allocation of classification titles to salary ranges for those employees that are designated as exempt from the classified service. These exempt classes are for elective officers; persons appointed by the City Council, including the City Administrator, and City Attorney; persons appointed by the City Administrator, including department head or designees; and persons appointed by the City Attorney pursuant to City of Vernon Municipal Code that serve in an "at will" capacity subject to the terms and conditions of an employment contract and are so designated in the plan as "non-classified." The Classification Plan as of the date of adoption of this plan is hereby established as set forth in Exhibit "A" which is attached hereto and incorporated herein by reference. The Director of Human Resources, with approval by the City Administrator or his/her designee, is responsible for maintenance of the Classification Plan, including the allocation of new or changed positions to the appropriate classification, the recommendation of proper salary ranges within the provision of pay administration, maintenance of up-to-date classification specifications, and the preparation of reports and recommendations on revisions to the Classification Plan. Please refer to Human Resources Policy II-1, Classification Plan Administration for specific policy and procedures.



City of Vernon
Classification and Compensation Plan
Fiscal Year: 2025-2026
Effective February 17, 2026
Exhibit A

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
CITY COUNCIL								
1025	Council Member	E	O	01	\$ 32,637	\$ 2,720	N/A	\$ 1,255.29
1030	Mayor	E	O	01	\$ 32,637	\$ 2,720	N/A	\$ 1,255.29
ADMINISTRATIVE AND CLERICAL GROUP								
1532	Administrative Aide	NE	U	T13				
	Step 1				\$ 50,300	\$ 4,192	\$ 24.1825	\$ 1,934.60
	Step 2				\$ 52,815	\$ 4,401	\$ 25.3916	\$ 2,031.33
	Step 3				\$ 55,455	\$ 4,621	\$ 26.6612	\$ 2,132.89
	Step 4				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 5				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
1530	Administrative Assistant	NE	G	16				
	Step 1				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 2				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 3				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 4				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 5				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
1530	Administrative Assistant (Confidential)	NE	C	16				
	Step 1				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 2				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 3				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 4				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 5				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
1520	Administrative Assistant, Senior	NE	G	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
1520	Administrative Assistant, Senior (Confidential)	NE	C	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
1510	Administrative Secretary	NE	C	22				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98



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1500	Executive Assistant to the City Administrator	NE	C	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
1470	Management Analyst	NE	C	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
1480	Management Intern	NE	U	Hourly				
	Step 1 Undergraduate Level						\$ 22.00	
	Step 2 Graduate Level						\$ 24.00	
1450	Principal Management Analyst	E	MM	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
1460	Senior Management Analyst	E	MM	28				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
CITY ADMINISTRATION								
1040	Assistant to the City Administrator	E	MM	35				
	Step 1				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 2				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 3				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 4				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 5				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
1010	City Administrator	E	E	50				
	Step 1				\$ 305,893	\$ 25,491	\$ 147.0640	\$ 11,765.12
	Step 2				\$ 321,188	\$ 26,766	\$ 154.4172	\$ 12,353.37
	Step 3				\$ 337,247	\$ 28,104	\$ 162.1380	\$ 12,971.04
	Step 4				\$ 354,109	\$ 29,509	\$ 170.2449	\$ 13,619.59
	Step 5				\$ 371,815	\$ 30,985	\$ 178.7572	\$ 14,300.58



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1013	Deputy City Administrator	E	E	42				
	Step 1				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
	Step 2				\$ 217,392	\$ 18,116	\$ 104.5156	\$ 8,361.25
	Step 3				\$ 228,262	\$ 19,022	\$ 109.7414	\$ 8,779.31
	Step 4				\$ 239,675	\$ 19,973	\$ 115.2284	\$ 9,218.28
	Step 5				\$ 251,659	\$ 20,972	\$ 120.9899	\$ 9,679.19
1031	Communications and Public Information Manager	E	MM	34				
	Step 1				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 2				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 3				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 4				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 5				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
Information Technology Division								
1625	Information Technology Analyst	NE	C	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
1620	Information Technology Analyst, Senior	NE	C	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
1610	Information Technology Manager	E	MM	37				
	Step 1				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 2				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 3				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 4				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 5				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
1618	Information Technology Project Manager	E	MM	32				
	Step 1				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 2				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 3				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 4				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 5				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18



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1630	Information Technology Technician	NE	C	22				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
1631	Information Technology Technician, Senior	NE	C	24				
	Step 1				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 2				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 3				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 4				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 5				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
CITY ATTORNEY DEPARTMENT								
1110	City Attorney	E	E	49				
	Step 1				\$ 291,327	\$ 24,277	\$ 140.0609	\$ 11,204.88
	Step 2				\$ 305,893	\$ 25,491	\$ 147.0640	\$ 11,765.12
	Step 3				\$ 321,188	\$ 26,766	\$ 154.4172	\$ 12,353.37
	Step 4				\$ 337,247	\$ 28,104	\$ 162.1380	\$ 12,971.04
	Step 5				\$ 354,109	\$ 29,509	\$ 170.2449	\$ 13,619.59
1115	Deputy City Attorney	E	MM	35				
	Step 1				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 2				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 3				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 4				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 5				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
1507	Executive Legal Secretary	NE	C	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
1492	Legal Analyst	E	MM	28				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65



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1113	Senior Deputy City Attorney	E	M	39				
	Step 1				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 2				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 3				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
	Step 4				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
	Step 5				\$ 217,392	\$ 18,116	\$ 104.5156	\$ 8,361.25
CITY CLERK DEPARTMENT								
1310	City Clerk	E	E	42				
	Step 1				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
	Step 2				\$ 217,392	\$ 18,116	\$ 104.5156	\$ 8,361.25
	Step 3				\$ 228,262	\$ 19,022	\$ 109.7414	\$ 8,779.31
	Step 4				\$ 239,675	\$ 19,973	\$ 115.2284	\$ 9,218.28
	Step 5				\$ 251,659	\$ 20,972	\$ 120.9899	\$ 9,679.19
1322	City Clerk Specialist	NE	C	22				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
1315	Deputy City Clerk	E	MM	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
1320	Records Management Assistant	NE	C	22				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
FINANCE DEPARTMENT								
1240	Accountant	NE	C	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15



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1230	Accountant, Senior	NE	C	28				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
1247	Account Clerk, Senior	NE	G	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
1234	Assistant Buyer	NE	G	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
1220	Assistant Finance Director	E	M	40				
	Step 1				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 2				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
	Step 3				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
	Step 4				\$ 217,392	\$ 18,116	\$ 104.5156	\$ 8,361.25
	Step 5				\$ 228,262	\$ 19,022	\$ 109.7414	\$ 8,779.31
1237	Buyer	NE	G	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
1225	Deputy City Treasurer	E	M	37				
	Step 1				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 2				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 3				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 4				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 5				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90



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1210	Director of Finance/City Treasurer	E	E	44				
	Step 1				\$ 228,262	\$ 19,022	\$ 109.7414	\$ 8,779.31
	Step 2				\$ 239,675	\$ 19,973	\$ 115.2284	\$ 9,218.28
	Step 3				\$ 251,659	\$ 20,972	\$ 120.9899	\$ 9,679.19
	Step 4				\$ 264,242	\$ 22,020	\$ 127.0394	\$ 10,163.15
	Step 5				\$ 277,454	\$ 23,121	\$ 133.3914	\$ 10,671.31
1224	Finance Manager	E	MM	34				
	Step 1				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 2				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 3				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 4				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 5				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
1246	Finance Specialist	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
1241	Finance Specialist, Senior	NE	G	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
1222	Financial Services Administrator	E	MM	34				
	Step 1				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 2				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 3				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 4				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 5				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
1239	Payroll Analyst	NE	C	28				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
1245	Payroll Specialist	NE	C	22				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
1227	Risk Manager	E	MM	33				
	Step 1				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 2				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 3				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 4				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 5				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT								
2010	Director of Health and Environmental Control	E	E	43				
	Step 1				\$ 217,392	\$ 18,116	\$ 104.5156	\$ 8,361.25
	Step 2				\$ 228,262	\$ 19,022	\$ 109.7414	\$ 8,779.31
	Step 3				\$ 239,675	\$ 19,973	\$ 115.2284	\$ 9,218.28
	Step 4				\$ 251,659	\$ 20,972	\$ 120.9899	\$ 9,679.19
	Step 5				\$ 264,242	\$ 22,020	\$ 127.0394	\$ 10,163.15
2015	Deputy Director of Health and Environmental Control	E	M	38				
	Step 1				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 2				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 3				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 4				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
	Step 5				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
	Environmental Health-Hazardous Materials Program							
2018	Manager	E	MM	36				
	Step 1				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 2				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 3				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 4				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 5				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
2045	Environmental Health Intern	NE	U	Hourly				
	Step 1 Undergraduate Level						\$ 22.00	
	Step 2 Graduate Level						\$ 24.00	
2040	Environmental Health Technician	NE	G	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82



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2028	Environmental Health-Hazardous Materials Specialist I	NE	G	25				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
2024	Environmental Health-Hazardous Materials Specialist II	NE	G	29				
	Step 1				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 2				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 3				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 4				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 5				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Environmental Health-Hazardous Materials Specialist							
2033	Trainee	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
2022	Environmental Specialist Temporary	NE	U	T29				
	Step 1				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 2				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 3				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 4				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 5				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 6				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 7				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 8				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
HUMAN RESOURCES DEPARTMENT								
1410	Director of Human Resources	E	E	43				
	Step 1				\$ 217,392	\$ 18,116	\$ 104.5156	\$ 8,361.25
	Step 2				\$ 228,262	\$ 19,022	\$ 109.7414	\$ 8,779.31
	Step 3				\$ 239,675	\$ 19,973	\$ 115.2284	\$ 9,218.28
	Step 4				\$ 251,659	\$ 20,972	\$ 120.9899	\$ 9,679.19
	Step 5				\$ 264,242	\$ 22,020	\$ 127.0394	\$ 10,163.15
1420	Human Resources Analyst	E	MM	28				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65



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1415	Human Resources Analyst, Senior	E	MM	33				
	Step 1				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 2				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 3				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 4				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 5				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
1421	Human Resources Technician	NE	C	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
1407	Human Resources Manager	E	MM	36				
	Step 1				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 2				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 3				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 4				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 5				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
1515	Human Resources Specialist	NE	C	24				
	Step 1				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 2				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 3				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 4				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 5				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
POLICE DEPARTMENT								
4125	Civilian Court Officer	NE	G	17				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
4123	Police Community Services Officer	NE	G	16				
	Step 1				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 2				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 3				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 4				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 5				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18



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4130	Police Dispatcher	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
4115	Police Dispatcher, Lead	NE	G	25				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
4035	Police Officer Recruit	NE	U	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
4145	Reserve Police Officer	NE	U	Stipend				
	Step 1				\$ 3,600			
4110	Police Records Manager	E	MM	29				
	Step 1				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 2				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 3				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 4				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 5				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
4135	Police Records Technician	NE	G	14				
	Step 1				\$ 52,815	\$ 4,401	\$ 25.3916	\$ 2,031.33
	Step 2				\$ 55,455	\$ 4,621	\$ 26.6612	\$ 2,132.89
	Step 3				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 4				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 5				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
4120	Police Records Technician, Lead	NE	G	18				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
Police Sworn								
4015	Police Captain	E	PM	45				
	Step 1				\$ 239,675	\$ 19,973	\$ 115.2284	\$ 9,218.28
	Step 2				\$ 251,659	\$ 20,972	\$ 120.9899	\$ 9,679.19
	Step 3				\$ 264,242	\$ 22,020	\$ 127.0394	\$ 10,163.15
	Step 4				\$ 277,454	\$ 23,121	\$ 133.3914	\$ 10,671.31
	Step 5				\$ 291,327	\$ 24,277	\$ 140.0609	\$ 11,204.88
4010	Police Chief	E	E	48				
	Step 1				\$ 277,454	\$ 23,121	\$ 133.3914	\$ 10,671.31
	Step 2				\$ 291,327	\$ 24,277	\$ 140.0609	\$ 11,204.88
	Step 3				\$ 305,893	\$ 25,491	\$ 147.0640	\$ 11,765.12
	Step 4				\$ 321,188	\$ 26,766	\$ 154.4172	\$ 12,353.37
	Step 5				\$ 337,247	\$ 28,104	\$ 162.1380	\$ 12,971.04
4020	Police Lieutenant	NE	PM	42				
	Step 1				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
	Step 2				\$ 217,392	\$ 18,116	\$ 104.5156	\$ 8,361.25
	Step 3				\$ 228,262	\$ 19,022	\$ 109.7414	\$ 8,779.31
	Step 4				\$ 239,675	\$ 19,973	\$ 115.2284	\$ 9,218.28
	Step 5				\$ 251,659	\$ 20,972	\$ 120.9899	\$ 9,679.19
4030	Police Officer	NE	PM	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
4025	Police Sergeant	NE	PM	35				
	Step 1				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 2				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 3				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 4				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 5				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
PUBLIC UTILITIES DEPARTMENT								
8011	Assistant General Manager of Public Utilities	E	M	45				
	Step 1				\$ 239,675	\$ 19,973	\$ 115.2284	\$ 9,218.28
	Step 2				\$ 251,659	\$ 20,972	\$ 120.9899	\$ 9,679.19
	Step 3				\$ 264,242	\$ 22,020	\$ 127.0394	\$ 10,163.15
	Step 4				\$ 277,454	\$ 23,121	\$ 133.3914	\$ 10,671.31
	Step 5				\$ 291,327	\$ 24,277	\$ 140.0609	\$ 11,204.88



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8204	Deputy General Manager of Public Utilities	E	M	42				
	Step 1				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
	Step 2				\$ 217,392	\$ 18,116	\$ 104.5156	\$ 8,361.25
	Step 3				\$ 228,262	\$ 19,022	\$ 109.7414	\$ 8,779.31
	Step 4				\$ 239,675	\$ 19,973	\$ 115.2284	\$ 9,218.28
	Step 5				\$ 251,659	\$ 20,972	\$ 120.9899	\$ 9,679.19
8008	General Manager of Public Utilities	E	E	50				
	Step 1				\$ 305,893	\$ 25,491	\$ 147.0640	\$ 11,765.12
	Step 2				\$ 321,188	\$ 26,766	\$ 154.4172	\$ 12,353.37
	Step 3				\$ 337,247	\$ 28,104	\$ 162.1380	\$ 12,971.04
	Step 4				\$ 354,109	\$ 29,509	\$ 170.2449	\$ 13,619.59
	Step 5				\$ 371,815	\$ 30,985	\$ 178.7572	\$ 14,300.58
1236	Procurement Specialist	NE	G	22				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
8014	Utilities Services Financial Manager	E	MM	40				
	Step 1				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 2				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
	Step 3				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
	Step 4				\$ 217,392	\$ 18,116	\$ 104.5156	\$ 8,361.25
	Step 5				\$ 228,262	\$ 19,022	\$ 109.7414	\$ 8,779.31
8612	Utilities Strategic Planning Coordinator	NE	C	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
Compliance Division								
8606	Utilities Compliance Administrator	E	MM	36				
	Step 1				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 2				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 3				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 4				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 5				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76



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8615	Utilities Compliance Analyst	NE	G	28				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
Customer Service Division								
8710	Business and Account Supervisor	E	MM	33				
	Step 1				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 2				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 3				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 4				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 5				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
8507	Customer Service Manager	E	MM	36				
	Step 1				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 2				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 3				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 4				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 5				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
8505	Customer Relations and Marketing Manager	E	MM	40				
	Step 1				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 2				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
	Step 3				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
	Step 4				\$ 217,392	\$ 18,116	\$ 104.5156	\$ 8,361.25
	Step 5				\$ 228,262	\$ 19,022	\$ 109.7414	\$ 8,779.31
8515	Key Accounts Administrator	E	MM	34				
	Step 1				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 2				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 3				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 4				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 5				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
7935	Meter Reader	NE	G	18				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20



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7940	Meter Reader, Lead	NE	G	22				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
8530	Utilities Customer Service Representative	NE	G	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
8513	Utilities Customer Service Representative, Lead	NE	G	24				
	Step 1				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 2				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 3				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 4				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 5				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
8520	Utilities Customer Service Representative, Senior	NE	G	22				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
8510	Utilities Customer Service Supervisor	E	MM	28				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
8512	Utility Program Administrator	E	MM	34				
	Step 1				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 2				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 3				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 4				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 5				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25



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Electric Operations Division								
8040	Electric Operations Supervisor	E	MM	37				
	Step 1				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 2				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 3				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 4				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 5				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
8035	Electric Operator	NE	I	31				
	Step 1				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 2				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 3				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 4				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 5				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
8032	Electric Operator, Senior	NE	I	32				
	Step 1				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 2				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 3				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 4				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 5				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
8055	Electrical Test Technician	NE	I	29				
	Step 1				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 2				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 3				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 4				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 5				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
8049	Electrical Test Technician, Lead	NE	I	33				
	Step 1				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 2				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 3				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 4				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 5				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
8053	Electrical Test Technician, Senior	NE	I	31				
	Step 1				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 2				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 3				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 4				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 5				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22



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8022	Chief Utilities Dispatcher	NE	I	37				
	Step 1				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 2				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 3				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 4				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 5				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
8320	Maintenance Manager	E	MM	37				
	Step 1				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 2				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 3				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 4				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 5				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
8050	Metering Technician	NE	I	29				
	Step 1				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 2				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 3				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 4				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 5				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
8047	Metering Technician, Senior	NE	I	31				
	Step 1				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 2				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 3				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 4				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 5				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
8316	Operations Manager	E	MM	38				
	Step 1				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 2				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 3				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 4				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
	Step 5				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
8045	Power Plant Operator	NE	I	28				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65



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8030	Utilities Dispatcher	NE	I	34				
	Step 1				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 2				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 3				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 4				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 5				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
8025	Utilities Dispatcher, Senior	NE	I	36				
	Step 1				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 2				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 3				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 4				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 5				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
8033	Utilities Dispatcher, Trainee	NE	I	32				
	Step 1				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 2				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 3				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 4				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 5				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
8070	Utilities Maintenance Worker	NE	I	19				
	Step 1				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 2				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 3				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 4				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 5				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
8381	Utilities Materials Administrator	NE	I	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
8015	Utilities Operations Manager	E	MM	41				
	Step 1				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
	Step 2				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
	Step 3				\$ 217,392	\$ 18,116	\$ 104.5156	\$ 8,361.25
	Step 4				\$ 228,262	\$ 19,022	\$ 109.7414	\$ 8,779.31
	Step 5				\$ 239,675	\$ 19,973	\$ 115.2284	\$ 9,218.28



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8042	Utilities Operations Supervisor	E	MM	37				
	Step 1				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 2				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 3				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 4				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 5				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
8060	Utilities Operations Trainee	NE	I	24				
	Step 1				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 2				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 3				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 4				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 5				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
Malburg Generation Station Division								
8321	Assistant Plant Engineer	NE	U	27				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
8353	Control Room Operator I	NE	I	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
8355	Control Room Operator II	NE	I	32				
	Step 1				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 2				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 3				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 4				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 5				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
8340	Control Room Operator, Senior	NE	I	35				
	Step 1				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 2				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 3				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 4				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 5				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82



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8375	Field Operator I	NE	I	27				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
8370	Field Operator II	NE	I	29				
	Step 1				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 2				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 3				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 4				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 5				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
8373	Generation and Field Specialist	NE	I	27				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
8360	Instrument and Controls Technician	NE	I	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
8357	Instrument and Controls Technician, Lead	NE	I	33				
	Step 1				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 2				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 3				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 4				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 5				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
8330	Plant Engineer	E	MM	37				
	Step 1				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 2				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 3				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 4				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 5				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90



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8351	Power Plant Mechanic-Welder	NE	I	29				
	Step 1				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 2				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 3				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 4				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 5				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
8361	Power Plant Mechanic, Lead	NE	I	33				
	Step 1				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 2				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 3				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 4				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 5				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
8345	Site Safety Administrator/Control Room Operator	NE	I	33				
	Step 1				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 2				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 3				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 4				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 5				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
Engineering Division (Public Utilities)								
8110	Utilities Engineering Manager	E	MM	42				
	Step 1				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
	Step 2				\$ 217,392	\$ 18,116	\$ 104.5156	\$ 8,361.25
	Step 3				\$ 228,262	\$ 19,022	\$ 109.7414	\$ 8,779.31
	Step 4				\$ 239,675	\$ 19,973	\$ 115.2284	\$ 9,218.28
	Step 5				\$ 251,659	\$ 20,972	\$ 120.9899	\$ 9,679.19
8135	Electrical Engineering Technician	NE	U	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
8425	Electric Service Planner	NE	G	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15



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8130	Associate Electrical Engineer	NE	U	31				
	Step 1				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 2				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 3				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 4				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 5				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
8125	Electrical Engineer	NE	U	36				
	Step 1				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 2				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 3				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 4				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 5				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
8132	Utilities Program Analyst	NE	G	29				
	Step 1				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 2				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 3				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 4				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 5				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
8031	Utilities Project Coordinator	NE	U	34				
	Step 1				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 2				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 3				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 4				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 5				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
Gas Division								
8211	Gas Systems Field Supervisor	E	MM	36				
	Step 1				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 2				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 3				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 4				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 5				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
8208	Gas Systems Manager	E	MM	40				
	Step 1				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 2				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
	Step 3				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
	Step 4				\$ 217,392	\$ 18,116	\$ 104.5156	\$ 8,361.25
	Step 5				\$ 228,262	\$ 19,022	\$ 109.7414	\$ 8,779.31



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8215	Gas Systems Specialist	NE	I	32				
	Step 1				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 2				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 3				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 4				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 5				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
8212	Gas Systems Specialist, Lead	NE	I	34				
	Step 1				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 2				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 3				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 4				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 5				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
8210	Gas Systems Field Superintendent	E	MM	38				
	Step 1				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 2				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 3				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 4				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
	Step 5				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
8220	Gas Systems Technician	NE	I	28				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
Resource Planning and Scheduling Division								
8435	Assistant Resource Scheduler	NE	U	28				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
8430	Associate Resource Scheduler	NE	U	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73



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8405	Integrated Resource Manager	E	MM	41				
	Step 1				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
	Step 2				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
	Step 3				\$ 217,392	\$ 18,116	\$ 104.5156	\$ 8,361.25
	Step 4				\$ 228,262	\$ 19,022	\$ 109.7414	\$ 8,779.31
	Step 5				\$ 239,675	\$ 19,973	\$ 115.2284	\$ 9,218.28
8436	Power Resources Settlement Analyst	NE	U	28				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
8431	Power Resources Settlement Analyst, Senior	NE	U	31				
	Step 1				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 2				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 3				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 4				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 5				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
8411	Principal Resource Planner	E	MM	39				
	Step 1				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 2				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 3				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
	Step 4				\$ 207,040	\$ 17,253	\$ 99.5387	\$ 7,963.09
	Step 5				\$ 217,392	\$ 18,116	\$ 104.5156	\$ 8,361.25
8422	Principal Resource Scheduler/Trader	NE	U	36				
	Step 1				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 2				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 3				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 4				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 5				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
8415	Resource Planner	NE	U	35				
	Step 1				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 2				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 3				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 4				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 5				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82



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8420	Resource Scheduler	NE	U	33				
	Step 1				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 2				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 3				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 4				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 5				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
Electric Operations Division								
8140	Computer Aided Drafting Technician	NE	G	22				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
Water Operations Division								
7137	Assistant Civil Engineer - Public Utilities	NE	G	27				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
7127	Civil Engineer - Public Utilities	E	MM	33				
	Step 1				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 2				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 3				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 4				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 5				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
7145	Engineering Aide	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
7905	Water Administrator	E	MM	36				
	Step 1				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 2				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 3				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 4				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 5				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76



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7913	Water Maintenance and Construction Supervisor	E	MM	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
7930	Water Maintenance Worker	NE	G	19				
	Step 1				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 2				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 3				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 4				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 5				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
7922	Water Maintenance Worker, Lead	NE	G	27				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
7925	Water Maintenance Worker, Senior	NE	G	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
7933	Water Operations Trainee	NE	G	16				
	Step 1				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 2				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 3				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 4				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 5				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
7920	Water Project Coordinator	E	G	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73



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7911	Water Project Specialist	E	MM	35				
	Step 1				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 2				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 3				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 4				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 5				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
7910	Water Superintendent	E	MM	33				
	Step 1				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 2				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 3				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 4				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 5				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
PUBLIC WORKS DEPARTMENT								
7015	Deputy Director of Public Works	E	M	37				
	Step 1				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 2				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 3				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 4				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76
	Step 5				\$ 197,181	\$ 16,432	\$ 94.7987	\$ 7,583.90
7001	Director of Public Works-City Engineer	E	E	45				
	Step 1				\$ 239,675	\$ 19,973	\$ 115.2284	\$ 9,218.28
	Step 2				\$ 251,659	\$ 20,972	\$ 120.9899	\$ 9,679.19
	Step 3				\$ 264,242	\$ 22,020	\$ 127.0394	\$ 10,163.15
	Step 4				\$ 277,454	\$ 23,121	\$ 133.3914	\$ 10,671.31
	Step 5				\$ 291,327	\$ 24,277	\$ 140.0609	\$ 11,204.88
7300	Public Works Superintendent	E	MM	33				
	Step 1				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 2				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 3				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 4				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 5				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
Building and Planning Division								
7207	Building and Planning Operations Supervisor	E	MM	36				
	Step 1				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 2				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 3				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 4				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
	Step 5				\$ 187,792	\$ 15,649	\$ 90.2845	\$ 7,222.76



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7227	Building Inspector	NE	G	25				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
7215	Building Inspector, Senior	NE	G	27				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
7237	Code Enforcement Officer	NE	G	22				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
7225	Electrical Inspector	NE	G	25				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
7213	Electrical Inspector, Senior	NE	G	27				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
7250	Permit Technician	NE	G	17				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28



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7245	Permit Technician, Senior	NE	G	19				
	Step 1				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 2				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 3				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 4				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 5				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
7220	Assistant Planner	NE	G	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
7235	Plumbing and Mechanical Inspector	NE	G	25				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
7217	Plumbing and Mechanical Inspector, Senior	NE	G	27				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
Engineering Division (Public Works)								
7140	Assistant Engineer	NE	G	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
7135	Associate Engineer	NE	G	28				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65



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7118	Civil Engineer	E	MM	33				
	Step 1				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 2				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 3				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 4				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 5				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
7145	Engineering Aide	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
7120	Project Engineer	NE	G	31				
	Step 1				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 2				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 3				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 4				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 5				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
Facilities Maintenance Division								
7307	Facilities Maintenance Supervisor	E	MM	29				
	Step 1				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 2				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 3				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 4				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 5				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
7720	Facilities Maintenance Worker	NE	G	18				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
7735	Facilities Maintenance Worker, Lead	NE	G	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15



City of Vernon
Classification and Compensation Plan
Fiscal Year: 2025-2026
Effective February 17, 2026
Exhibit A

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7730	Facilities Maintenance Worker, Senior	NE	G	22				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
Garage Division								
7515	Fleet Supervisor	E	MM	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
7530	Mechanic	NE	G	19				
	Step 1				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 2				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 3				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 4				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 5				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
7520	Mechanic, Lead	NE	G	27				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
7525	Mechanic, Senior	NE	G	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
7630	Warehouse Worker	NE	G	16				
	Step 1				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 2				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 3				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 4				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 5				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18



City of Vernon
Classification and Compensation Plan
Fiscal Year: 2025-2026
Effective February 17, 2026
Exhibit A

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
Street Maintenance Division								
7308	Street Maintenance Supervisor	E	MM	29				
	Step 1				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 2				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 3				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 4				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 5				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
7430	Street Maintenance Worker	NE	G	17				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
7427	Street Maintenance Worker, Lead	NE	G	25				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
7425	Street Maintenance Worker, Senior	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27

{a) - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.