

**VALLEJO CITY COUNCIL
REGULAR MEETING – 7:00 PM
COUNCIL CHAMBERS**

555 Santa Clara Street, Vallejo, California

JULY 12, 2022

NOTICE: Members of the Public will be able to participate in-person or remotely via Zoom.

City Hall and the Council Chambers will be open to members of the public 30 minutes prior to the start of the meeting.

PUBLIC COMMENT: Members of the Public may provide public comments during the City Council Meeting in person or via ZOOM (<https://ZoomRegular.Cityofvallejo.net>), or via phone, by dialing (669) 900-6833.

For additional instructions on how to speak remotely during public comment, please visit, www.cityofvallejo.net/publiccomment

VIEW THE MEETING:

There are four different ways you can view this public meeting:

- **In Person**
- **Watch Vallejo local channel 28**
- **Stream from the City website: www.cityofvallejo.net/Streaming**
- **Join the Zoom webinar: <https://ZoomRegular.Cityofvallejo.net>**

- 1. CALL TO ORDER**
- 2. PLEDGE OF ALLEGIANCE**
- 3. ROLL CALL**
- 4. PRESENTATIONS AND COMMENDATIONS**

Hybrid Options are available for members of the public to participate. To participate remotely:

<https://ZoomRegular.CityofVallejo.net>

Option to join by phone:

Dial (669) 900-6833

Enter Meeting ID: 914 0075 0676#

Press *9 to digitally raise your hand from the phone

For additional instructions on how to speak during public comment, please visit, www.cityofvallejo.net/publiccomment

A. WATERFRONT WEEKEND UPDATE

5. FIRST COMMUNITY FORUM

*The Community Forum is an opportunity to address the Council on any matter for which another opportunity to speak is not provided on the agenda, and which is within the jurisdiction of the Council to resolve. Any interested members of the public desiring to communicate with the City Council as part of the First Community Forum may do so in person by submitting a completed speaker's card to the City Clerk or via ZOOM:(<https://ZoomRegular.Cityofvallejo.net>), Option to join by phone: Dial (669) 900-6833. Enter Meeting ID: 914 0075 0676#. Press * 9 to digitally raise your hand from the phone. For additional instructions on how to speak remotely during public comment, please visit, www.cityofvallejo.net/publiccomment. In person speakers will be recognized first. When called upon, each speaker should step to the podium, state his/her name for the record. The conduct of the community forum shall be limited to a maximum of fifteen (15) minutes, with each speaker limited to a maximum of three minutes pursuant to Vallejo Municipal Code Section 2.02.300.*

6. PUBLIC COMMENT REGARDING CONSENT CALENDAR ITEMS

*Members of the public wishing to address the Council on Consent Calendar items may do so in person by submitting a completed speaker's card to the City Clerk or via ZOOM:(<https://ZoomRegular.Cityofvallejo.net>), Option to join by phone: Dial (669) 900-6833. Enter Meeting ID: 914 0075 0676#. Press * 9 to digitally raise your hand from the phone. For additional instructions on how to speak remotely during public comment, please visit, www.cityofvallejo.net/publiccomment. In person speakers will be recognized first. Each speaker is limited to three minutes pursuant to Vallejo Municipal Code Section 2.02.310. Requests for removal of Consent Items received from the public are subject to approval by a majority vote of the Council. Items removed from the Consent Calendar will be heard immediately after approval of the Consent Calendar and Agenda.*

7. CONSENT CALENDAR AND APPROVAL OF AGENDA

A. APPROVAL OF MINUTES

Recommendation: Approve minutes for the special meetings of June 21 and June 23 and the special and regular meetings of June 28, 2022

Contact: Dawn G. Abrahamson, MMC, City Clerk (707) 648-4527

Dawn.Abrahamson@cityofvallejo.net

B. WAIVE FULL READING AND AUTHORIZING INTRODUCTIONS AND/OR ADOPTION OF ORDINANCES BY TITLE ONLY

Recommendation: Waive reading and authorize introductions and/or adoption of any and all ordinances on this Agenda, if any, by title only. This is a standard procedural action so the City Council does not have to read an ordinance in its entirety.

Contact: Dawn G. Abrahamson, MMC, City Clerk (707) 648-4527

Dawn.Abrahamson@cityofvallejo.net

C. ADOPT A RESOLUTION APPROVING PROJECT PLANS AND SPECIFICATIONS FOR SIDEWALK AND CROSSWALK PEDESTRIAN IMPROVEMENTS FOR PW9711: COMMUNITY BASED TRANSPORTATION PLAN-PORTER & MAGAZINE PROJECT AND PW9432: SAFE ROUTES TO SCHOOL RADAR FEEDBACK SIGNS & CROSSWALK / RESTRIPIING PROJECT AND AUTHORIZING THE CITY MANAGER TO AWARD A CONSTRUCTION CONTRACT TO LISTER CONSTRUCTION, INC., IN ACCORDANCE WITH THE APPROVED PLANS AND SPECIFICATIONS

Recommendation: Adopt a Resolution approving project plans and specifications for the sidewalk and Crosswalk Pedestrian Improvement Projects (PW9711: Community Based Transportation Plan-Porter & Magazine Project / PW9432: Safe Routes to School Radar Feedback Signs & Crosswalk / Re-striping Project) and authorizing the City Manager to award a construction contract in the amount of \$258,447.40, to Lister Construction, Inc., of Vacaville, California, in accordance with the approved plans and specifications.

Contact: Melissa L. Tigbao, Public Works Director (707) 648-4085
Melissa.Tigbao@cityofvallejo.net

- D. **ADOPT A RESOLUTION APPROVING A FIRST AMENDMENT TO THE DESIGN PROFESSIONAL SERVICES AGREEMENT WITH DEWBERRY ENGINEERS, INC. TO INCREASE THE CONTRACT AMOUNT AND TO EXTEND THE TERM BY TWO YEARS TO COMPLETE THE DESIGN OF THE PW9798: SACRAMENTO STREET BRIDGE DEMOLITION AND RECONSTRUCTION PROJECT AND AUTHORIZE CITY MANAGER TO EXECUTE SAME**

Recommendation: Adopt a Resolution approving a First Amendment to the Design Professional Services Agreement with Dewberry Engineers, Inc., to increase its current on-call Structural Design Services Agreement to a total not to exceed amount of \$500,000, extending the contract term by two years to September 30, 2024, and authorizing the City Manager or designee to execute the same.

Contact: Melissa L. Tigbao, Public Works Director, (707) 648-4085
Melissa.Tigbao@cityofvallejo.net

- E. **NOTICE OF INTENT TO AMEND FY 2022-23 CAPITAL IMPROVEMENT PROJECT BUDGET FOR PW9432: RADAR FREEDBACK SIGNS / RESTRIPIING PROJECT**

Recommendation: Receive the Notice of Intent to amend the FY 2022-23 Capital Improvement Project by recognizing grant revenue totaling \$55,000 and authorizing the expenditure of funds on project PW9432 Radar Feedback Signs / Re-striping.

Contact: Melissa L. Tigbao, Public Works Director, (707) 648-4085
Melissa.Tigbao@cityofvallejo.net

- F. **ADOPT A RESOLUTION TO AMEND THE CITY'S SALARY PLAN TO ADD ONE LIMITED TERM POSITION OF SPECIAL ADVISOR TO THE CITY MANAGER AND NOTICE OF INTENT TO AMEND FY 2022-23 GENERAL FUND BUDGET**

Recommendation: Adopt a resolution to amend the City's Salary Plan by adding a limited-term position of Special Advisor to the City Manager to oversee the Economic Development Division, effective August 1, 2022 through August 1, 2023 and Receive the Notice of Intent to amend the General Fund budget.

Contact: Gillian Hayes, Assistant City Manager (707) 648-4163
Gillian.Hayes@cityofvallejo.net

8. ACTION CALENDAR

*NOTICE: Members of the public wishing to address the Council on Action Calendar Items may do so in person by submitting a completed speakers card to the City Clerk or via ZOOM (<https://ZoomRegular.Cityofvallejo.net>), or via phone, by dialing (669) 900-6833. Enter Meeting ID: 914 0075 0676#. Press *9 to digitally raise your hand from the phone. For additional instructions on how to speak remotely during public comment, please visit, www.cityofvallejo.net/publiccomment. Each speaker is limited to five minutes pursuant to Vallejo Municipal Code Section 2.02.420. In person speakers will be recognized first.*

A. ACTIONS RELATED TO THE INCREASE OF SEVEN-EIGHTHS (0.875) OF ONE CENT TRANSACTION AND USE TAX ON THE NOVEMBER 8, 2022 BALLOT INCLUDING INTRODUCTION OF AN ORDINANCE AMENDING CHAPTER 3.09 OF THE VALLEJO MUNICIPAL CODE AND THE NECESSARY ASSOCIATED RESOLUTIONS

Recommendation:

1. Introduction of an Ordinance amending Chapter 3.09 of the Vallejo Municipal Code; and
2. Adopt a resolution calling for and ordering the submission to the qualified electors of the City of Vallejo on November 8, 2022, a measure relating to a proposed ordinance amending Chapter 3.09 of the Vallejo Municipal Code related to the Vallejo Safe Streets and Essential Services Measure. To maintain critical city services, such as keeping public spaces healthy/safe/clean; maintaining fire protection/emergency medical response/crime prevention; addressing homelessness/blight/dumping; repairing deteriorating neighborhood streets/roads/sidewalks; and for general government use; shall the City of Vallejo adopt a measure establishing a 0.875% sales tax, providing \$18,000,000 annually until ended by voters, requiring audits, independent citizen oversight, and all funds legally required to be spent; and
3. Adopt a resolution providing for the filing of ballot arguments for a City measure amending chapter 3.09 of the Vallejo Municipal Code relating to establishing a seven-eighths (0.875) cent transactions and use tax for general purposes and directing the City Attorney to prepare an impartial analysis; and
4. Adopt a resolution providing for the filing of rebuttal arguments with respect to a City measure amending Chapter 3.09 of the Vallejo Municipal Code relating to establishing a seven-eighths (.875) cent transactions and use for general purposes to be submitted to the voters at the general municipal election to be held on Tuesday November 8, 2022.
5. Adopt a resolution approving spending priorities related to revenues derived from the establishment of a seven-eighths (0.875) of one cent general purpose revenue measure.
6. **Do not adopt** the following: **a)** A resolution calling for and ordering the submission to the qualified electors of the City of Vallejo an advisory measure relating to spending priorities for revenues derived from the establishment of a seven-eighths (0.875) of one cent general purpose revenue measure subject to the approval of the voters on the November 8, 2022 ballot. **b)** A resolution providing for the filing of ballot arguments for a City measure relating to an advisory measure on spending priorities for revenues derived from the establishment of a seven-eighths (0.875) of one cent general purpose revenue measure and directing the

City Attorney to prepare an impartial analysis. **c)** A resolution providing for the filing of rebuttal arguments with respect to an advisory measure on spending priorities for revenues derived from the establishment of a seven-eighths (0.875) of one cent general purpose revenue measure.

Contact: Terrance Davis, Assistant City Manager (707) 648-4301
Terrance.Davis@cityofvallejo.net

B. ADOPT RESOLUTION MAKING APPOINTMENTS TO GREATER VALLEJO RECREATION DISTRICT BOARD OF DIRECTORS, BEAUTIFICATION COMMISSION, CIVIL SERVICE COMMISSION, MCCUNE COLLECTION COMMISSION, AND THE PLANNING COMMISSION

Recommendation: Council to take the following actions:

1. Adopt a resolution making an appointment to the Greater Vallejo Recreation District (GVRD) Board of Directors - 1 vacancy
2. Adopt a resolution making appointments to the Beautification Commission (2 vacancies); Civil Service Commission (1 vacancy); McCune Collection Commission (2 vacancies); and the Planning Commission (1 vacancy)

Contact: Dawn G. Abrahamson, City Clerk (707) 648-4527
Dawn.Abrahamson@cityofvallejo.net

C. ADOPT A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VALLEJO APPROVING A SETTLEMENT AGREEMENT AND RELEASE OF ALL CLAIMS BY AND AMONG SYAR INDUSTRIES, INC. (“SYAR”), BLUE ROCK SPRINGS, LLC (“DEVELOPER”), AND THE CITY OF VALLEJO, A MUNICIPAL CORPORATION (“CITY”) AND MAKING FINDINGS PURSUANT TO THE CALIFORNIA ENVIRONMENTAL QUALITY ACT (“CEQA”)

Recommendation: Adopt the attached Resolution approving the Settlement and Release Agreement by and among Syar Industries, Inc. (Syar), Blue Rock Springs, LLC (Developer), and the City of Vallejo and making findings pursuant to the California Environmental Quality Act (CEQA).

Contact: Gillian Hayes, Assistant City Manager and Acting Economic Development Division Manager
gillian.hayes@cityofvallejo.net (707) 648-4163

9. INFORMATION CALENDAR

NOTICE: Members of the public wishing to address the Council on Information Calendar Items may do so in person by submitting a completed speakers card to the City Clerk or via ZOOM (<https://ZoomRegular.Cityofvallejo.net>), or via phone, by dialing (669) 900-6833. Enter Meeting ID: 914 0075 0676#. Press *9 to digitally raise your hand from the phone. For additional instructions on how to speak remotely during public comment, please visit, www.cityofvallejo.net/publiccomment. Each speaker is limited to five minutes pursuant to Vallejo Municipal Code Section 2.02.420. In person speakers will be recognized first.

- A. **WATER ADVANCED METERING INFRASTRUCTURE (AMI) UPDATE**
Recommendation: Informational item only. There is no staff report or action associated with this item.
Contact: Beth Schoenberger, Water Director
Beth.Schoenberger@cityofvalljo.net
Naveed Ashraf, Chief Innovation Officer/IT Director
Naveed.Ashraf@cityofvallejo.net

10. CITY MANAGER'S REPORT

11. CITY ATTORNEY'S REPORT

12. COMMUNITY FORUM

*Any interested members of the public desiring to communicate with the City Council as part of the last Community Forum may do so in person by submitting a completed speakers cards to the City Clerk or via ZOOM:(<https://ZoomRegular.Cityofvallejo.net>), Option to join by phone: Dial (669) 900-6833. Enter Meeting ID: 914 0075 0676#. Press * 9 to digitally raise your hand from the phone. For additional instructions on how to speak remotely during public comment, please visit, www.cityofvallejo.net/publiccomment. In person speakers will be recognized first.*

13. REPORT OF THE PRESIDING OFFICER AND MEMBERS OF THE CITY COUNCIL

14. CLOSED SESSION

15. ADJOURNMENT

ADDITIONAL CITY INFORMATION

Members of the public can:

Like us on Facebook and Instagram ([@cityofvallejo](https://www.instagram.com/cityofvallejo))

Sign up to receive City Communications via e-mail (www.cityofvallejo.net/subscribe)

Sign up for emergency alerts at: alertsolano.com



Dated: Saturday, July 9, 2022

Robert H. McConnell, Mayor

I, Dawn Abrahamson, City Clerk do hereby certify that I have caused a true copy of the above notice and agenda to be delivered to each of the members of the Vallejo City Council, at the time and in the manner prescribed by law and that this agenda was posted at City Hall, 555 Santa Clara Street, CA at 9:00 a.m., Saturday, July 9, 2022.



Dated: Saturday, July 9, 2022

Dawn G. Abrahamson, City Clerk

**VALLEJO CITY COUNCIL
SPECIAL MEETING MINUTES
JUNE 21, 2022**

**COUNCIL CHAMBERS
555 Santa Clara Street, Vallejo, California**

1. CALL TO ORDER

The meeting was called to order at 6:00 p.m.

2. ROLL CALL

Present: Mayor McConnell, Councilmembers Arriola, Brown, Dew, and Miessner (arrived at 6:05 p.m.)

Absent: Vice Mayor Verder-Aliga and Councilmember Loera-Diaz

Staff present: City Manager Malone, Chief Assistant City Attorney Risner, City Clerk Abrahamson, Assistant City Manager Davis, Carmen Valdez, Human Resources Advisor, Laura Zagaroli, Assistant City Attorney; Rekha Nayar, Finance Director, and Shawny Williams, Chief of Police

Council convened into Closed Session in the Council Conference Room at 6:07 p.m.

3. CLOSED SESSION

- A. Conference with Legal Counsel - Anticipated Litigation
Initiation of Litigation Pursuant to Government Code Section 54956.9(d)(4): One Case

- B. Conference with Labor Negotiators Pursuant to Government Code Section 54957.6
Negotiators: Mike Malone, City Manager; Terrance Davis, Assistant City Manager; Carmen Valdez, Human Resources Advisor
Employee Organizations: International Brotherhood of Electrical Workers (IBEW), Local 1245

4. ADJOURNMENT

The meeting adjourned at 6:30 p.m.

ROBERT H. MCCONNELL, MAYOR

ATTEST:

DAWN G. ABRAHAMSON
CITY CLERK

**VALLEJO CITY COUNCIL
SPECIAL MEETING MINUTES
JUNE 21, 2022**

**COUNCIL CHAMBERS
555 Santa Clara Street, Vallejo, California**

1. CALL TO ORDER

The meeting was called to order at 7:00 p.m.

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL

Present: Mayor McConnell, Vice Mayor Verder-Aliga, Councilmembers Arriola, Brown, Dew, and Miessner

Absent: Councilmember Loera-Diaz

Staff present: City Manager Malone, Chief Assistant City Attorney Risner and City Clerk Abrahamson

REPORT OUT OF CLOSED SESSION – Chief Assistant City Attorney Risner reported Council gave direction to legal counsel with respect to Closed Session Item 3A and direction to its labor negotiators with respect to Closed Session Item 3B.

4. ACTION CALENDAR

A. HOLD A PUBLIC HEARING ON THE PROPOSED RATE INCREASES FOR SOLID WASTE COLLECTION, DECLARE THE RESULTS OF THE PROCEEDINGS, AND ADOPT A RESOLUTION APPROVING THE PROPOSED INCREASED RATES

Recommendation: Conduct a public hearing regarding the proposed garbage rate increase. If appropriate, after hearing, adopt a resolution adopting the proposed garbage rate increases.

Contact: Terrance Davis, Assistant City Manager (707) 648-4576

Terrance.Davis@cityofvallejo.net

Derek Crutchfield, Acting Environmental Services Manager (707) 648-5346

Derek.Crutchfield@cityofvallejo.net

Assistant City Manager Davis provided introductory comments.

Carrie Baxter (R3 Consulting Group) reviewed the mandatory requirements including the recent municipal code changes, program changes and the proposed residential and commercial rate changes.

Mayor McConnell opened the public hearing.

Speakers: The following speakers spoke in opposition to the proposed rate changes – Daniel Boone, Dana Stueland and Chris Platzer.

Natalie DuMont spoke in support of the proposed rate changes.

Staff and Ms. Baxter responded to questions and comments from members of the public and questions from Councilmembers. Councilmembers provided comment.

City Clerk Abrahamson announced 133 written protest letters were received in the City Clerk's Office.

There being no further speakers, the public hearing was closed.

Action: Moved by Vice Mayor Verder-Aliga and carried unanimously by councilmembers present, adopted Resolution No. 22-111 N.C. (Absent: Loera-Diaz)

5. ADJOURNMENT

The meeting adjourned at 8:43 p.m.

ROBERT H. MCCONNELL, MAYOR

ATTEST:

DAWN G. ABRAHAMSON
CITY CLERK

**VALLEJO CITY COUNCIL
SPECIAL MEETING MINUTES**

JUNE 23, 2022

**VALLEJO ROOM
LOWER LEVEL OF JFK LIBRARY
505 Santa Clara Street, Vallejo, California**

1. CALL TO ORDER

The meeting was called to order at 5:36 p.m.

2. ROLL CALL

Present: Mayor McConnell, Councilmembers Arriola, Brown, Dew, and Miessner

Absent: Vice Mayor Verder-Aliga and Councilmember Loera-Diaz

Staff present: City Clerk Abrahamson

3. BOARD/COMMISSION APPLICANT INTERVIEWS

A. CONDUCT APPLICANT INTERVIEWS FOR THE ARCHITECTURAL HERITAGE & LANDMARKS, BEAUTIFICATION, CIVIL SERVICE, ECONOMIC VITALITY, MCCUNE COLLECTION, AND PLANNING COMMISSIONS AND THE GREATER VALLEJO RECREATION DISTRICT (GVRD) BOARD

Recommendation: Conduct applicant interviews for appointment to the following:

- Architectural, Heritage & Landmarks Commission - 1 vacancy. Term to expire 12/31/25
- Beautification Commission: 2 vacancies. Terms to expire 6/30/26
- Civil Service Commission: 1 vacancy. Term to expire 6/30/26
- Economic Vitality Commission: 4 vacancies. 1 term to expire 6/30/23 and 3 terms to expire 6/30/26
- McCune Collection Commission: 2 vacancies. 1 term to expire 6/30/24 and 1 term to expire 6/30/26
- Planning Commission: 1 term to expire 6/30/26
- GVRD Board: 1 vacancy. Term to expire 12/31/23

Contact: Dawn G. Abrahamson, MMC, City Clerk (707) 648-4527

Dawn.Abrahamson@cityofvallejo.net

City Council conducted interviews for the following applicants:

Planning Commission: Loretta Gaddies and Donald Douglass

Greater Vallejo Recreation District: Avonelle Hanley Mills and Wendell Quigley

Architectural Heritage & Landmarks Commission: Christopher Naughton

Beautification Commission: Susan Slater
Civil Service Commission: Brenda Plechaty
McCune Collection Commission: Henry Beecher and Joel Benson
Economic Vitality Commission: Thomas Barbeiro

4. ADJOURNMENT

The meeting adjourned at 8:46 p.m.

ROBERT H. MCCONNELL, MAYOR

ATTEST:

DAWN G. ABRAHAMSON
CITY CLERK

**VALLEJO CITY COUNCIL
SPECIAL ACTIONS MINUTES
JUNE 28, 2022**

**COUNCIL CHAMBERS
555 Santa Clara Street, Vallejo, California**

1. CALL TO ORDER

The meeting was called to order at 5:15 p.m.

2. ROLL CALL

Present: Mayor McConnell, Vice Mayor Verder-Aliga, Councilmembers Arriola, Brown (arrived at 5:18 p.m.), Dew, and Loera-Diaz (arrived at 5:23 p.m.)

Absent: Councilmember Miessner

Staff present: City Manager Malone, Chief Assistant City Attorney Risner, City Attorney Nebb, City Clerk Abrahamson, Chief Assistant City Attorney Risner, Assistant City Attorney Knight, Assistant City Managers Davis and Hayes.

The Council convened into Closed Session in the Council Conference Room at 5:24 p.m.

3. CLOSED SESSION

A. Conference with Legal Counsel - Existing Litigation Pursuant to California Government Code section 54956.9(a):

DeRosa v. City of Vallejo, et al., Solano County Superior Court, Case No. FCS054570;

Dougherty v. City of Vallejo, Solano County Superior Court, Case No. FCS055975;

Hussein v. City of Vallejo, et al., Solano County Superior Court, Case No. FCS055938;

Innes v. Walker, et al., Solano County Superior Court, Case No. FCS056809;
Informed California Foundation, Inc. v. City of Vallejo, Solano County Superior Court, Case No. FCS057109;

Kessner v. City of Santa Clara, et al., Santa Clara County Superior Court, Case No. 20 CV 364054;

Landcare USA, LLC v. City of Vallejo, Solano County Superior Court, Case No. FCS058078;

Lopez v. City of Vallejo, et al., United States District Court, Eastern District of California, Case No. 2:20-cv-02432-TLN-AC;

Plump v. City of Vallejo, Solano County Superior Court, Case No. FCS054813;
Pritchett v. City of Vallejo, et al., Solano County Superior Court, Case No. FCS054074;

Raudelunas v. City of Vallejo, et al., United States District Court, Eastern District of California, Case No. 2:21-cv-00394-KJM-JDP;

Reiswig v. City of Vallejo, et al., Solano County Superior Court, Case No. FCS057914;

Robinson v. City of Vallejo, Solano County Superior Court, Case No. FCS055466;
Romey v. City of Vallejo, Solano County Superior Court, Case No. FCS053616;
Root v. City of Vallejo, et al., Solano County Superior Court, Case No.
FCS057746;
Safeway v. City of Vallejo, et al., Solano County Superior Court, Case No.
FCS055595;
Trujillo-Lopez v. City of Vallejo, et al, United States District Court, Northern
District of California, Case No. 4:20-cv-02139-JSW

- B. Conference with Real Property Negotiators Pursuant to Government Code
Section 54956.8
Property: APN 0067-140-150
Agency Negotiators: Mike Malone, City Manager; Gillian Hayes, Assistant City
Manager; and Veronica Nebb, City Attorney
Negotiating Parties: Richard and Emily Fischer
Under Negotiations: Price and Terms of Payment

4. **ADJOURNMENT**

The meeting adjourned at 6:30 p.m.

ROBERT H. MCCONNELL, MAYOR

ATTEST:

DAWN G. ABRAHAMSON
CITY CLERK

**VALLEJO CITY COUNCIL
REGULAR MEETING MINUTES**

**COUNCIL CHAMBERS
555 Santa Clara Street, Vallejo, California
JUNE 28, 2022**

1. CALL TO ORDER

The meeting was called to order at 7:12 p.m.

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL

Present: Mayor McConnell, Vice Mayor Verder-Aliga, Councilmembers Arriola, Brown, Dew, and Loera-Diaz

Absent: Councilmember Miessner

Staff present: City Manager Malone, City Attorney Nebb, Chief Assistant City Attorney Risner, and City Clerk Abrahamson

4. REPORT OUT OF CLOSED SESSION

Chief Assistant City Attorney Risner reported Council received a report from legal counsel on Closed Session Item 3A and gave legal counsel the authority to settle the case Dougherty v. City of Vallejo. Property negotiators provided a report to Council related to Closed Session Item 3B and there was no other action to report.

5. PRESENTATIONS AND COMMENDATIONS

Action: *Councilmember Arriola presented the proclamation.*

A. PRESENTATION OF A PROCLAMATION DECLARING NATIONAL POST-TRAUMATIC STRESS AWARENESS MONTH - JUNE 2022

6. FIRST COMMUNITY FORUM

Speakers: Ryan Messano, Lillie J. Hurd and David Belef.

7. PUBLIC COMMENT REGARDING CONSENT CALENDAR ITEMS

Speakers: None.

8. CONSENT CALENDAR AND APPROVAL OF AGENDA

Action: *Moved by Vice Chair Verder-Aliga and carried unanimously by members present, unless otherwise noted, approval of the Agenda and the Consent Calendar (Absent – Miessner).*

A. APPROVAL OF MINUTES

Recommendation: Approve minutes for the special meeting of June 7, 2022 and the special and regular meetings of June 14, 2022

Contact: Dawn G. Abrahamson, MMC, City Clerk (707) 648-4527

Dawn.Abrahamson@cityofvallejo.net

Action: *Approved minutes.*

- B. **WAIVE FULL READING AND AUTHORIZING INTRODUCTIONS AND/OR ADOPTION OF ORDINANCES BY TITLE ONLY**
Recommendation: Waive reading and authorize introductions and/or adoption of any and all ordinances on this agenda, if any, by title only. This is a standard procedural action so the City Council does not have to read an ordinance in its entirety.
Contact: Dawn G. Abrahamson, MMC, City Clerk (707) 648-4527
Dawn.Abrahamson@cityofvallejo.net
Action: Waived reading and authorized introductions and/or adoption of any and all ordinances on this agenda, if any, by title only. This is a standard procedural action so the City Council does not have to read an ordinance in its entirety.
- C. **PAYMENT OF CLAIMS: APRIL 2022**
Recommendation: Ratify the payment of claims for the period of April 1, 2022 through April 30, 2022.
Contact: Rekha Nayar, Finance Director (707) 648-4592
Rekha.Nayar@cityofvallejo.net
Action: Ratified the payment of claims for the period of April 1, 2022 through April 30, 2022.
- D. **ADOPT A RESOLUTION AMENDING THE FISCAL YEAR 2021/2022 BUDGET TO REFLECT REVENUES IN THE AMOUNT OF \$286,957 FROM THE BEHAVIORAL HEALTH JUSTICE INTERVENTION SERVICES (BHJIS) PROJECT GRANT AND APPROPRIATE EXPENDITURES IN THE AMOUNT OF \$286,957**
Recommendation: Adopt a resolution amending the Fiscal Year 2021/2022 General Fund to reflect revenues in the amount of \$286,957 from the California Department of Health Care Services (DHCS) Behavioral Health Justice Intervention Services (BHJIS) Project and appropriate expenditures in the amount of \$286,957.
Contact: Jason Ta, Deputy Chief of Police (707) 648-4653
jason.ta@cityofvallejo.net
Action: *Adopted Resolution No. 22-112 N.C.*
- E. **AUTHORIZE CONSULTANT AND PROFESSIONAL SERVICES AGREEMENT TO HINDERLITER DE LLAMAS AND ASSOCIATES FOR REVENUE DISCOVERY, AUDIT AND TAX COMPLIANCE AND CONSULTING SERVICES**
Recommendation: Adopt a resolution authorizing the City Manager to execute a Consultant and Professional Services Agreement ("Agreement") with Hinderliter De Llamas and Associates (HDL) for Revenue Discovery, Audit and Tax Compliance, and Consulting services, with an annual fixed fee not to exceed \$350,000 and an additional fee based on the percentage of new revenue collected.
Contact: Rekha Nayar, Finance Director (707) 648-4592

Rekha.Nayar@cityofvallejo.net

Action: *Adopted Resolution No. 22-113 N.C.*

F. **ADOPT A RESOLUTION AMENDING THE FISCAL YEAR 2021-22 SOLID WASTE FUND BUDGET AND AUTHORIZING THE CITY MANAGER TO EXECUTE TWO GRANT AGREEMENTS WITH CALRECYCLE**

Recommendation: Adopt a Resolution to amend the FY 2021-22 Solid Waste Fund (#135) budget to recognize revenue, appropriate funds, and execute grant agreements in the amount of \$167,109 for the SB1383 Local Assistance Grant and \$29,381 for the City/County Beverage Container Grant from the Department of Resource and Recovery (CalRecycle).

Contact: Melissa Tigbao, Public Works Director (707) 648-4085

Melissa.Tigbao@cityofvallejo.net

Derek Crutchfield, Acting Environmental Services Manager (707) 648-5346

Derek.Crutchfield@cityofvallejo.net

Action: *Adopted Resolution No. 22-114 N.C.*

G. **ADOPT A RESOLUTION AMENDING THE FISCAL YEAR 2021-2022 CIP BUDGET TO REALLOCATE FUNDS TO THE ALDEN PARK FLAGPOLE RESTORATION PROJECT**

Recommendation: Adopt a resolution to amend the fiscal year 2021-2022 Capital Improvement Project budget to reallocate \$65,000 in the Mare Island Community Facilities District Fund (#112) to the Project PW9442 Mare Island Facilities Major Maintenance for the Alden Park flagpole restoration project.

Contact: Melissa Tigbao, Public Works Director, 707-648-4085

Melissa.Tigbao@cityofvallejo.net

Action: *Adopted Resolution No. 22-115 N.C.*

H. **AMENDMENT TO THE CONSULTANT AND PROFESSIONAL SERVICES AGREEMENT WITH E SOURCE (FORMALLY UTILIWORKS CONSULTING) FOR WATER CONSULTING SERVICES ON ADVANCED METERING INFRASTRUCTURE**

Recommendation: Authorize the City Manager to execute the First Amendment to the Consultant and Professional Services Agreement with E Source (formerly UtiliWorks), for Advanced Metering Infrastructure consulting services, to increase the agreement by \$723,840 to a new not-to-exceed amount of \$938,400, extend the agreement to June 30, 2024, and amend the scope of work to include additional services to support staff capacity and expertise.

Contact: Beth Schoenberger, Water Director, (707) 648-5439

Beth.Schoenberger@cityofvallejo.net

Action: *Authorized the City Manager to execute the First Amendment to the Consultant and Professional Services Agreement with E Source (formerly UtiliWorks), for Advanced Metering Infrastructure consulting services, to increase the agreement by \$723,840 to a new not-to-exceed amount of \$938,400, extend the agreement to June 30, 2024, and amend the scope of work to include additional services to support staff capacity and expertise.*

I. **ADOPT A RESOLUTION APPROVING THE FIRST AMENDMENT TO THE**

CONSULTANT AND PROFESSIONAL SERVICES AGREEMENT WITH 4LEAF, INC FOR BUILDING SERVICES AND AUTHORIZING THE CITY MANAGER TO EXECUTE SAME

Recommendation: Adopt a resolution approving the First Amendment to the Consultant and Professional Services Agreement with 4LEAF, INC for supplemental building services. This First Amendment extends the term of the contract through August 31, 2022 and increases the maximum not-to-exceed amount to \$200,000.

Contact: Steve Arnold, Chief Building Official, (707) 648-4387

steve.arnold@cityofvallejo.net

Action: *Adopted Resolution No. 22-116 N.C.*

J. **CONSIDERATION AND POSSIBLE ADOPTION OF A RESOLUTION APPROVING THE HUD-REQUIRED ANNUAL ACTION PLAN FOR FISCAL YEAR 2022-23 AND FUNDING ALLOCATIONS FOR THE COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM AND HOME INVESTMENT PARTNERSHIPS PROGRAM**

Recommendation: Adopt a Resolution approving the City of Vallejo's Annual Action Plan for Fiscal Year (FY) 2022- 2023 and funding allocations for submission to the U.S. Department of Housing and Urban Development (HUD).

Contact: Guy L. Ricca, Temporary Senior Community Development Analyst (707) 648-4359

guy.ricca@cityofvallejo.net

Chari Barrera, Administrative Analyst II (707) 553-7204

chari.barrera@cityofvallejo.net

Action: *Adopted Resolution No. 22-117 N.C.*

K. **ADOPT A RESOLUTION AMENDING FY 2021-22 BUDGET FOR YOUTH STRATEGIC PLAN (STEP 2 OF 2)**

Recommendation: Adopt a resolution amending the Fiscal Year 2021-22 budget in the amount of \$290,000 to move the allocated funds from the General Fund to a Multi-Year Operation Project

Contact: Kristen Bennet (707) 648-4106

Kristen.Bennet@cityofvallejo.com

Action: *Adopted Resolution No. 22-118 N.C.*

L. **APPROVAL OF FOURTH AMENDMENT TO THE CONSULTANT AND PROFESSIONAL SERVICES AGREEMENT BETWEEN THE CITY OF VALLEJO, COUNTY OF SOLANO AND HUMANE SOCIETY OF THE NORTH BAY**

Recommendation: Approve and authorize the City Manager to execute the Fourth Amendment to the Consultant and Professional Services Agreement Between the City of Vallejo, County of Solano and Humane Society of the North Bay

Contact: Natalie Peterson, Interim Assistant to the City Manager (707) 648-4315

Natalie.Peterson@cityofvallejo.net

Action: *Approved and authorized the City Manager to execute the Fourth Amendment to the Consultant and Professional Services Agreement Between*

9. ACTION CALENDAR

A. ADOPT A RESOLUTION APPROVING THE FIRST AMENDMENT TO THE FRANCHISE AGREEMENT FOR SOLID WASTE DISPOSAL AND RECYCLING SERVICES WITH RECOLOGY VALLEJO

Recommendation: Adopt a resolution approving the First Amendment to the Franchise Agreement for Solid Waste Disposal and Recycling Services with Recology Vallejo.

Contact: Terrance Davis, Assistant City Manager (707) 648-4516

Terrance.Davis@cityofvallejo.net

Assistant City Manager Davis provided introductory comments.

Carrie Baxter (R3 Consulting Group) reviewed the current franchise agreement, outlined the proposed amendments to the agreement including new proposed services, discussed community engagement and outreach efforts, reviewed SB 1383 and the City's responsibility including costs for additional services.

Speakers: Chris Platzer.

Staff responded to comments from the speaker and questions from Councilmembers. Councilmembers provided comment.

Action: Moved by Vice Mayor Verder-Aliga and carried unanimously by members present to adopt Resolution No. 22-119 N.C., a resolution approving the first amendment to the Franchise Agreement for Solid Waste Disposal and Recycling Services with Recology Vallejo as amended to include upon request, Recology to voluntarily provide to the City any camera footage of illegal dumping unless prohibited by labor contract (Absent – Miessner).

B. ADOPT A RESOLUTION AWARDING THE LANDSCAPE MAINTENANCE SERVICES CONTRACTS FOR REGIONS 1 & 8 TO NEW IMAGE LANDSCAPING COMPANY AND AUTHORIZE THE CITY MANAGER TO EXECUTE SAME

Recommendation: Adopt a Resolution and authorize the City Manager to execute the Landscape Maintenance Services Contracts for Regions 1 and 8 with New Image Landscape Company, of Fremont, California, in the amount not to exceed \$3,831,638.40 for landscape maintenance services.

Contact: Melissa Tigbao, Public Works Director, (707) 648-4085

melissa.tigbao@cityofvallejo.net

Jason Lacey, Landscape Maintenance Manager, (707) 553-7219

jason.lacey@cityofvallejo.net

Public Works Tigbao provided an overview of the staff report and outlined the recommendation.

Speakers: Joseph Hayden, James Sotiros, Chris Platzer, and Kristen Hannum.

Staff responded to concerns raised by the speakers and responded to questions from Councilmembers. Councilmembers provided comment.

Action: Moved by Vice Mayor Verder-Aliga and carried unanimously by members present to adopt Resolution No. 22-120 N.C. (Absent – Miessner).

C. **ADOPT A RESOLUTION AWARDING THE LANDSCAPE MAINTENANCE SERVICES CONTRACTS FOR REGIONS 3, 4, 5, 6, 7, & 9 TO NORTH BAY LANDSCAPE MANAGEMENT, INC. AND AUTHORIZING THE CITY MANAGER TO EXECUTE SAME**

Recommendation: Adopt a Resolution and authorize the City Manager to execute the Landscape Maintenance Services Contract for Regions 3, 4, 5, 6, 7, and 9 with North Bay Landscape Management, Inc., of Petaluma, California, in the amount not to exceed \$7,879,222.26 for landscape maintenance services.

Contact: Melissa Tigbao, Public Works Director, (707) 648-4085

melissa.tigbao@cityofvallejo.net

Jason Lacey, Landscape Maintenance Manager, (707) 553-7219

jason.lacey@cityofvallejo.net

Public Works Tigbao provided an overview of the staff report and outlined the recommendation.

Staff responded to questions from Councilmembers.

Speakers: None.

Due to conflicts of interest related to owning property in Regions 3, 4, 5, 6, and 9, Vice Mayor Verder-Aliga and Councilmember Dew recused themselves and left the dais and the Council Chamber.

Action: Moved by Mayor McConnell and carried unanimously by members present to adopt Resolution No. 22-122 N.C., a resolution authorizing the City Manager to execute Landscape Maintenance Services Contract for Regions 3,4,5,6, and 9 with North Bay Landscape Management, Inc. for landscape maintenance services (Absent – Miessner; Abstain Due to Conflicts of Interest – Dew and Verder-Aliga).

Vice Mayor Verder-Aliga and Councilmember Dew resumed their seats at the dais.

Councilmember Loera-Diaz announced she had a conflict of interest related to owning property in Region 7 and recused herself and left the dais and Council Chambers.

Action: Moved by Vice Mayor Verder-Aliga and carried unanimously by members present, adopted Resolution No. 22-123 N.C., a resolution authorizing the City Manager to execute Landscape Maintenance Services Contract for Region 7 with North Bay Landscape Management, Inc. for landscape maintenance services (Absent – Miessner; Abstain Due to Conflict of Interest –

Loera-Diaz).

Councilmember Loera-Diaz resumed her seat at the dais.

D. **ADOPT A RESOLUTION APPROVING PARTICIPATORY BUDGETING (PB) CYCLE 8 RULEBOOK CHANGES**

Recommendation: Adopt a resolution amending the Participatory Budgeting Rulebook to commence the Cycle 8 PB process.

Contact: Jason Ackley, Administrative Analyst II

Jason.Ackley@cityofvallejo.net

Flor Magallanes, Administrative Clerk I

Flor.Magallanes@cityofvallejo.net

Administrative Analyst II Ackley outlined the proposed Rulebook changes and the background on the reason for the proposed changes.

Speakers: David Belef.

Staff responded to questions from Councilmembers. Councilmembers provided comment.

Action: Moved by Vice Mayor Verder-Aliga and carried unanimously by members present to adopt Resolution No. 22-121 N.C. (Absent – Miessner).

10. **INFORMATION CALENDAR – None.**

11. **CITY MANAGER’S REPORT**

City Manager Malone reported on the status of the contract to repair pot holes citywide and software that will assist with street sweeping.

12. **CITY ATTORNEY’S REPORT – None.**

13. **COMMUNITY FORUM**

Speakers: None.

14. **REPORT OF THE PRESIDING OFFICER AND MEMBERS OF THE CITY COUNCIL**

Councilmembers reported on various community events and meetings attended.

15. **ADJOURNMENT**

The meeting adjourned at 9:25 p.m.

ROBERT H. MCCONNELL, MAYOR

ATTEST:

DAWN G. ABRAHAMSON
CITY CLERK



DATE: July 12, 2022
TO: Mayor and Members of the City Council
FROM: Melissa L. Tigbao, Public Works Director
SUBJECT: **ADOPT A RESOLUTION APPROVING PROJECT PLANS AND SPECIFICATIONS FOR SIDEWALK AND CROSSWALK PEDESTRIAN IMPROVEMENTS FOR PW9711: COMMUNITY BASED TRANSPORTATION PLAN-PORTER & MAGAZINE PROJECT AND PW9432: SAFE ROUTES TO SCHOOL RADAR FEEDBACK SIGNS & CROSSWALK / RESTRIPIING PROJECT AND AUTHORIZING THE CITY MANAGER TO AWARD A CONSTRUCTION CONTRACT TO LISTER CONSTRUCTION, INC., IN ACCORDANCE WITH THE APPROVED PLANS AND SPECIFICATIONS**

RECOMMENDATION

Adopt a Resolution approving project plans and specifications for the sidewalk and Crosswalk Pedestrian Improvement Projects (PW9711: Community Based Transportation Plan-Porter & Magazine Project / PW9432: Safe Routes to School Radar Feedback Signs & Crosswalk / Re-striping Project) and authorizing the City Manager to award a construction contract in the amount of \$258,447.40, to Lister Construction, Inc., of Vacaville, California, in accordance with the approved plans and specifications.

REASONS FOR RECOMMENDATION

This project is part of the City's effort to maintain and enhance its existing infrastructure.

BACKGROUND AND DISCUSSION

The City of Vallejo has identified six locations; Porter Street, Fairgrounds Drive, Georgia Street, Lorenzo Drive, Corcoran Ave, and Glen Cove Parkway, for sidewalk and crosswalk improvements. A site map depicting the project locations is attached.

The Plans and Specifications, prepared and completed under the direction of the City Engineer, were advertised on April 26, 2022. A two-week-two-day advertising period was provided for this project. On May 12, 2022, sealed bids were opened and publicly read by the Deputy City Clerk. The City received one (1) bid and the result of the bidding was as follows:

Lister Construction \$488,369.30

Staff recommends awarding a construction contract to the lowest responsive and responsible bidder, Lister Construction, Inc., of Vacaville, California, in the amount of \$258,447.40. Due to budget constraints, the scope of work required by the contract was negotiated and a portion of the bid was accepted. Due to inflated prices for the striping and electrical work, only the concrete and signage work will be completed by this contract. Due to the reduction of the original scope of work, Lister has agreed to lower the mobilization cost. The electrical work will now be performed by the City of Vallejo Maintenance Department and the striping will be added to another project, PW9745: Citywide Slurry Seal Project. All submitted bid documents appear to be complete and in order, meeting all bid requirements.

**Subject: ADOPT A RESOLUTION APPROVING PROJECT PLANS AND SPECIFICATIONS FOR
SIDEWALK AND CROSSWALK PEDESTRIAN IMPROVEMENTS FOR PW9711:
COMMUNITY BASED TRANSPORTATION PLAN-PORTER & MAGAZINE PROJECT
AND PW9432: SAFE ROUTES TO SCHOOL RADAR FEEDBACK SIGNS &
CROSSWALK / RESTRIPIING PROJECT AND AUTHORIZING THE CITY MANAGER
TO AWARD A CONSTRUCTION CONTRACT TO LISTER CONSTRUCTION, INC., IN
ACCORDANCE WITH THE APPROVED PLANS AND SPECIFICATIONS**

The contract specifies 45 working days and construction is expected to begin in August 2022.

FISCAL IMPACT

There is no fiscal impact on the General Fund associated with the approval of this item. The appropriated project budget and estimated project expenditures are as follows:

Source	Project Budget	Proposed Expenditures
Fund 221: Grants / Reimbursements PW9711: Community Based Transportation Plan	\$120,000	
Fund 221: Grants / Reimbursements PW9432: Widenmann Radar Feedback Signs / Re-Striping	\$ 67,500	
Fund 203: Transportation Impact Mitigation Fee PW9432 Widenmann Radar Feedback Signs / Re-Striping	\$ 2,500	
Fund 219: Traffic Congestion Impact / Highway Users Tax Act (HUTA) PW9432: Widenmann Radar Feedback Signs / Re-Striping <i>Proposed Transfer into Project</i>	\$ 31,000	
Fund 226: Road Maintenance Rehabilitation Act (RMRA) / Senate Bill 1 (SB1) PW9432: Widenmann Radar Feedback Signs / Re-Striping <i>Proposed Transfer into Project from Completed Project</i>	\$126,955	
Design		(\$ 41,000.00)
Construction		(\$258,447.40)
Construction Contingency		(\$ 8,000.00)
Construction Management & Inspection		(\$ 40,000.00)
TOTAL	\$347,955	(\$347,447.40)

ENVIRONMENTAL REVIEW

**Subject: ADOPT A RESOLUTION APPROVING PROJECT PLANS AND SPECIFICATIONS FOR
SIDEWALK AND CROSSWALK PEDESTRIAN IMPROVEMENTS FOR PW9711:
COMMUNITY BASED TRANSPORTATION PLAN-PORTER & MAGAZINE PROJECT
AND PW9432: SAFE ROUTES TO SCHOOL RADAR FEEDBACK SIGNS &
CROSSWALK / RESTRIPIING PROJECT AND AUTHORIZING THE CITY MANAGER
TO AWARD A CONSTRUCTION CONTRACT TO LISTER CONSTRUCTION, INC., IN
ACCORDANCE WITH THE APPROVED PLANS AND SPECIFICATIONS**

This action is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines section 15301(c) relating to the maintenance of streets, sidewalks, gutters, pedestrian and bicycle trails and the addition of pedestrian crossings and similar alterations that do not create additional automobile lanes.


ATTACHMENTS

1.	Reso Award CON Contract to Lister for PW9711 and PW9432_CAO Stamp
2.	Lister Contract_PW9432_CAO Stamp with bonds
3.	Location Map_PW9432_8.5 x 11

CONTACT

Melissa L. Tigbao, Public Works Director (707) 648-4085
Melissa.Tigbao@cityofvallejo.net

Approved as to form:

By:  _____ for
Veronica A.F. Nebb
City Attorney

RESOLUTION NO. 22-_____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VALLEJO APPROVING PROJECT PLANS AND SPECIFICATIONS FOR SIDEWALK AND CROSSWALK PEDESTRIAN IMPROVEMENTS FOR THE PW9711: COMMUNITY-BASED TRANSPORTATION PLAN-PORTER & MAGAZINE PROJECT AND THE PW9432: SAFE ROUTES TO SCHOOL-WIDENMANN RADAR FEEDBACK SIGNS & CROSSWALK / RESTRIPIING PROJECT AND AUTHORIZING THE CITY MANAGER TO AWARD A CONSTRUCTION CONTRACT TO LISTER CONSTRUCTION, INC., IN ACCORDANCE WITH THE PROJECTS' APPROVED PLANS AND SPECIFICATIONS

WHEREAS, those certain plans and specifications for the Sidewalk And Crosswalk Pedestrian Improvements Projects (PW9711: Community-Based Transportation Plan-Porter & Magazine Project and PW9432: Safe Routes to School-Widenmann Radar Feedback Signs & Crosswalks/Restripping Project), prepared by Interwest Consulting Group, Inc., under the direction of the City Engineer of the City of Vallejo ("Plans and Specifications") and located in the City of Vallejo, County of Solano, California, have been presented to the City Council; and

WHEREAS, the City Council has appropriated a total budget for the PW9711: Community-Based Transportation Plan-Porter & Magazine Project in an amount of \$120,000 and a total budget for the PW9432: Safe Routes to School-Widenmann Radar Feedback Signs & Crosswalks/Restripping Project in an amount of \$70,000, for a total amount of \$190,000; and

WHEREAS, the transfer of Fund 226: Road Maintenance Rehabilitation Act/Senate Bill 1 funding from the completed project PW9738: Capital Street Rehabilitation in an amount of \$126,955 and of Fund 219 Traffic Congestion Impact / Highway Users Tax Act funding from PWC109: Streets Maintenance Project in an amount of \$31,000 will add a total of \$157,955 to the PW9432: Safe Routes to School-Widenmann Radar Feedback Signs & Crosswalks / Restripping Project and yield a total of \$347,955 available funds for these projects; and

WHEREAS, the City, in accordance with the requirements in Chapter 3.20 of the Vallejo Municipal Code, advertised the Project and publicly opened bids on May 12, 2022, and received one (1) bid; and

WHEREAS, Lister Construction Inc. of Vacaville, California submitted the apparent lowest responsive and responsible bid in the amount of \$488,369.30; and

WHEREAS, upon determination of the lowest responsive and responsible bidder and due to budget constraints, the scope of contract's work was negotiated and reduced to \$258,477.40 for which there is adequate budget available to award the contract.

NOW THEREFORE BE IT RESOLVED that the Council of the City of Vallejo hereby approves and adopts the Plans and Specifications for the Project; and

BE IT FURTHER RESOLVED that the City complied with chapter 3.20 of the Vallejo Municipal Code and an invitation for bids was duly advertised.

BE IT FURTHER RESOLVED by the Council of the City of Vallejo that Lister Construction Inc is determined to be the lowest responsive and responsible bidder with the bid in the amount of \$488,369.30; and

BE IT FURTHER RESOLVED the scope of the contract work was negotiated and reduced to conform with the appropriated budget for the project; and

BE IT FURTHER RESOLVED by the Council of the City of Vallejo that, Lister Construction Inc., of Vacaville, California is determined to be the lowest responsive and responsible bidder in the negotiated amount of \$258,477.40, and the bid is hereby accepted, and a contract is awarded to said low bidder at the priced bid; and

BE IT FURTHER RESOLVED that no other bids were submitted; and

BE IT FURTHER RESOLVED that the City Manager is hereby authorized to sign an Agreement between the City of Vallejo and Lister Construction Inc. with any modifications recommended by City Attorney, and the City Clerk to attest the signing of that Agreement; and

BE IT FURTHER RESOLVED that the City Manager, or his designee is hereby authorized to execute future contract change orders not to exceed the appropriated Project budget.

Adopted by the City Council of the City of Vallejo at a regular meeting held on July 12, 2022 with the following vote:

AYES:

NOES:

ABSENT:

ROBERT H. McCONNELL, MAYOR

ATTEST:

DAWN G. ABRAHAMSON, CITY CLERK

Approved as to form:



By: _____ for
Veronica A.F. Nebb
City Attorney

CITY OF VALLEJO
DEPARTMENT OF PUBLIC WORKS
ENGINEERING DIVISION

**CONTRACT
FOR**

City-Wide Sidewalk and Crosswalk Pedestrian Improvements Project FY 21/22

THIS CONTRACT ("Contract") made and concluded in duplicate this 13th day of July, 2022, at Vallejo, California, by and between the City of Vallejo, a municipal corporation of the State of California, acting by and through its City Council, hereinafter called City, and Lister Construction, Inc., hereinafter called CONTRACTOR.

WITNESSETH:

WHEREAS, the City Council of said City heretofore caused drawings and Specifications for the work hereinafter mentioned to be prepared, and thereafter did approve and adopt said drawings and Specifications; and,

WHEREAS, the City Council of said City did cause to be noticed for the time and in the manner required by law a notice inviting sealed bids for the performance of said work; and,

WHEREAS, Contractor, in response to such notice, submitted to the City Council of said City within the time specified in said notice, and in the manner provided for therein, a sealed bid for the performance of the work specified in said drawings and Specifications, which said bid and proposal, and the other bids and proposals submitted in response to said notice, the City Council of City, by and through its authorized representatives, publicly opened and canvassed in the manner provided by law; and,

WHEREAS, Contractor was the lowest responsible Bidder for the performance of said work, and said City Council of City, as a result of the canvass of said bids, did determine and declare Contractor to be the lowest responsible Bidder for the work and award to it a contract therefore.

NOW, THEREFORE, in consideration of the above, it is mutually agreed between the parties hereto as follows, to wit:

1. SCOPE OF WORK

The work to be done includes: In accordance with the Drawings and Specifications, the Work includes furnishing all labor, materials, tax, equipment, incidentals and services for the construction and completion of the City-Wide Sidewalk and Crosswalk Pedestrian Improvements Project FY 21/22. The work includes but is not limited to: Developing and implementing a water pollution prevention program,

traffic control for street closures and detours, surveying and staking for proposed grades, remove and replace curb, gutter, sidewalk, and curb ramps, pavement striping, signage and installation of rectangular rapid flashing beacon systems, radar feedback signs, and a traffic circle. Capital improvements shall include but are not limited to demolition, and all ancillary work associated with the work, completed in place as shown on the drawings and specifications. The Bidder shall include in his bid and provide all labor, tools and materials for a complete and working project in conformance with the intent shown on the drawings and specified herein.

The Contractor shall provide all labor, tools, and materials for a complete and working project in conformance with the intent shown on the drawings and specified herein and as provided for and set forth in the Contract Documents which hereby referred to by such reference, incorporated herein, and made a part of this Contract.

The following documents shall constitute the Contract Documents:

- (a) Notice to Contractors;
- (b) Instructions to Bidders;
- (c) Contract and exhibits thereto;
- (d) Drawings;
- (e) Specifications and Special Provisions;
- (f) Change Orders;
- (g) Standard Specifications of the State of California, Business and Transportation Agency, Department of Transportation, 2010 edition, Sections 10 through 95, all as modified herein;
- (h) City of Vallejo Regulations and Standard Specifications for Public Improvements, December 2011 edition;
- (i) Vallejo Sanitation & Flood Control District Master Bid Document, dated March 2007;
- (j) Any other documents identified as such in the Contract Documents.

2. TERMS AND CONDITIONS

This Contract consists of the Contract Documents and Contractor and City agree to comply with and fulfill all obligations, promises, covenants and conditions imposed upon each of them in the Contract Documents. All of said work done under this Contract shall be performed to the satisfaction of the City Council, or its representative, who shall have the right to reject any and all materials and supplies furnished by Contractor which do not strictly comply with said Contract Documents, together with the right to require Contractor to replace any and all work furnished by Contractor which shall not either in workmanship or material be in strict accordance with the Contract Documents.

Contractor agrees to receive and accept the prices set forth in the Contract as full compensation for furnishing all materials and for doing all the work contemplated and embraced in this Contract, also for all loss or damage arising out of the nature of the work aforesaid, or from the action of the elements or from any foreseen difficulties or obstructions which may arise or be encountered in the prosecution of the work until its acceptance by the City and for all risks of every description, connected with the work; also for all discontinuance of work, and for well and faithfully completing the work, and the whole thereof, in the manner and according to the Contract Documents.

By my signature as Contractor, I certify that I am aware of the provisions of section 3700 of the Labor Code which require every employer to be insured against liability for Worker's Compensation or

to undertake self-insurance in accordance with the provisions of that Code, and I will comply with such provisions before commencing the performance of the work of this contract.

Pursuant to section 1700, and following, of the California Labor Code, the Contractor shall pay not less than the prevailing rate of per diem wages as determined by the Director of the California Department of Industrial Relations. Copies of such prevailing rate of per diem wages are on file at the Office of the City Clerk, City of Vallejo, City Hall, 555 Santa Clara Street, Vallejo, California CA. Those copies shall be made available to any interested party upon request. The Contractor shall forfeit, as penalty to the City, Fifty Dollars (\$50.00) for each calendar day or portion thereof, for each workman paid less than the stipulated prevailing rates for any work done under the contract by it or by any subcontractor under it, in violation of the provisions of such Labor Code.

City shall pay Contractor the sums set forth on Exhibit A, hereto, in accordance with all of the terms and conditions of the Contract Documents.

The Contractor shall be permitted to substitute designated securities for any moneys withheld by the City of Vallejo to insure performance under the Contract. This right of substitution shall be exercised in the manner and subject to the conditions specified in the Contract Documents. The provisions of Public Contract Code section 22300 are incorporated herein by reference as though set forth in full, and shall govern the substitution of securities and/or escrow account.

The person signing this Contract for Contractor hereby represents and warrants that he/she is fully authorized to sign this Contract on behalf of Contractor.

[SIGNATURES ON FOLLOWING PAGE]

IN WITNESS WHEREOF, the parties to these presents have hereunto set their hands and affixed their seal the day and year first above written.

CITY OF VALLEJO,
a municipal corporation

CONTRACTOR:

By: _____
Mike Malone, City Manager

By: _____
[Signature of Authorized Agent]

Attest:

Print Name: _____

By: _____
Dawn G. Abrahamson, City Clerk

Print Title: _____

Approved as to Content:

By: _____
Melissa Tigbao, Public Works Director

(City Seal)

Approved as to Form:

By: _____
Veronica Nebb
City Attorney

(Corporate Seal)

Approved as to Insurance:

By: _____
Armond Sarkis
Risk Manager

EXHIBIT A

CITY OF VALLEJO
DEPARTMENT OF PUBLIC WORKS
ENGINEERING DIVISION

BID SHEET

FOR THE

City-Wide Sidewalk and Crosswalk Pedestrian Improvements Project FY 21/22

Base Bid Items:

ITEM No.	DESCRIPTION OF ITEM	UNIT	ESTIMATED QUANTITY	UNIT PRICE	TOTAL AMOUNT
1	Mobilization	LS	1	\$ 40,000.00	\$ 40,000.00
2	Temporary Traffic Control	LS	1	\$ 20,000.00	\$ 20,000.00
3	Water Pollution Control	LS	1	\$ 7,500.00	\$ 7,500.00
4	Clearing and Grubbing	LS	1	\$ 7,500.00	\$ 7,500.00
<i>Porter Street Sidewalk Improvements</i>					
5	Install Minor Concrete - Sidewalk	SF	2237	\$ 35.00	\$ 78,295.00
6	Install Minor Concrete - Curb Ramp	EA	1	\$ 7,500.00	\$ 7,500.00
7	Pedestrian Barricade (Type 1)	EA	1	\$ 1,668.00	\$ 1,668.00
8	Slurry Seal and Minor Grinding	SF	33	\$ 9.00	\$ 297.00
9	12" Thermoplastic Striping - Yellow	SF	200	\$ 6.90	\$ 1,380.00
10	Remove and Reset Sign	EA	2	\$ 316.25	\$ 632.50
<i>Fairgrounds Drive Pedestrian Improvements</i>					
11	Slurry Seal and Minor Grinding	SF	4164	\$ 9.00	\$ 37,476.00
12	12" Thermoplastic Striping - Yellow	SF	36	\$ 6.90	\$ 248.40
13	White Thermoplastic Striping - Pavement Markings	SF	36	\$ 6.90	\$ 248.40
14	Install New Road Sign	EA	2	\$ 431.25	\$ 862.50
15	Paint Red Curb	LF	375	\$ 4.60	\$ 1,725.00
16	Repair RRFB Assembly	EA	1	\$ 6,000.00	\$ 6,000.00
<i>Radar Speed Feedback Signs at Various Locations</i>					
17	Install New Road Sign	EA	1	\$ 431.25	\$ 431.25
18	Install Radar Feedback Sign on existing pole	EA	4	\$ 10,695.000	\$ 42,780.00
<i>Dan Mini Street Improvements</i>					
19	Remove Minor Concrete - Sidewalk, Curb, Gutter, and Curb Ramp	SF	182	\$ 15.00	\$ 2,730.00
20	Install Minor Concrete - Sidewalk	SF	160	\$ 115.84	\$ 18,534.40

City-Wide Sidewalk and Crosswalk Pedestrian Improvements Project FY 21/22

21	Install Minor Concrete - Curb Ramp	EA	2	\$ 7,500.00	\$ 15,000.00
22	Install Minor Concrete - Curb and Gutter	LF	40	\$ 50.00	\$ 2,000.00
23	Install New RRFB Assembly	LS	1	\$ 31,775.00	\$ 31,775.00
24	Slurry Seal and Minor Grinding	SF	367	\$ 9.00	\$ 3,303.00
25	12" Thermoplastic Striping - Yellow	SF	125	\$ 6.90	\$ 862.50
26	Install New Road Sign	EA	2	\$ 431.25	\$ 862.50
27	Remove and Reset Sign	EA	2	\$ 316.25	\$ 632.50
<i>Loma Vista Elementary School Pedestrian Improvements</i>					
28	Slurry Seal and Minor Grinding	SF	4000	\$ 9.00	\$ 36,000.00
29	Remove Minor Concrete - Sidewalk, Curb, Gutter, and Curb Ramp	SF	830	\$ 15.00	\$ 12,450.00
30	Remove and Reset Sign	EA	1	\$ 316.25	\$ 316.25
31	Install New Road Sign	EA	1	\$ 431.25	\$ 431.25
32	Paint Red Curb	LF	72	\$ 4.60	\$ 331.20
33	12" Thermoplastic Striping - Yellow	SF	600	\$ 6.90	\$ 4,140.00
34	White Thermoplastic Striping - Pavement Markings	SF	66	\$ 6.90	\$ 455.40
35	Install Minor Concrete - Curb Ramp	EA	4	\$ 7,500.00	\$ 30,000.00
36	Install Minor Concrete - Valley Gutter	SF	430	\$ 45.00	\$ 19,350.00
37	Install Minor Concrete - Sidewalk	SF	48	\$ 30.00	\$ 1,440.00
38	Install Traffic Circle	LS	1	\$ 10,000.00	\$ 10,000.00

Alternate Bid Items:

<i>Loma Vista Elementary School Pedestrian Improvements (Alternative)</i>					
39	Slurry Seal and Minor Grinding	SF	1650	\$ 9.00	\$ 14,850.00
40	Remove Minor Concrete - Sidewalk, Curb, Gutter, and Curb Ramp	SF	900	\$ 15.00	\$ 13,500.00
41	Install New Road Sign	EA	3	\$ 431.25	\$ 1,293.75
42	12" Thermoplastic Striping - Yellow	SF	575	\$ 6.90	\$ 3,967.50
43	White Thermoplastic Striping - Pavement Markings	SF	48	\$ 6.90	\$ 331.20
44	Install Minor Concrete - Curb Ramp	EA	5	\$ 7,500.00	\$ 37,500.00
45	Install Minor Concrete - Valley Gutter and Curb	SF	480	\$ 40.00	\$ 19,200.00
46	Install Minor Concrete - Sidewalk	SF	48	\$ 30.00	\$ 1,440.00
47	Install New RRFB Assembly	EA	1	\$ 31,775.00	\$ 31,775.00

BID SUMMARY:

TOTAL BASE BID	\$ 488,369.30
TOTAL ALTERNATE BID	\$ 123,857.45
TOTAL BID	\$ 612,226.75

THE BASIS OF DETERMINING THE LOWEST BID SHALL BE THE LOWEST TOTAL OF THE BASE BID.

BASE BID SUMMARY

Total Bid: \$ 488,369.30
(IN FIGURES)
\$ Four hundred eighty-eight thousand, three hundred sixty-nine dollars and thirty cents
(IN WORDS)

ALTERNATE BID SUMMARY

Total Bid: \$ 123,857.45
(IN FIGURES)
\$ One hundred twenty-three thousand, eight hundred fifty-seven dollars and forty-five cents
(IN WORDS)

BIDDER'S SIGNATURE: 

Bond No. _____
Premium: _____

CITY OF VALLEJO
PUBLIC WORKS DEPARTMENT
ENGINEERING DIVISION

FAITHFUL PERFORMANCE BOND

KNOW ALL PERSONS BY THESE PRESENTS that _____, _____ as
"CONTRACTOR" and _____, a corporation duly organized and doing business
under and by virtue of the law of the State of California and duly licensed for the purpose of making,
guaranteeing, or becoming sole surety upon bonds or undertakings, as "SURETY," are held and firmly
bound unto the City of Vallejo, a municipal corporation of the State of California, as "OWNER," in the
sum of _____ (\$ _____), which is one hundred percent (100%) of
the total contract amount for the project stated below, for the payment of which sum, well and truly to
be made, we bind ourselves, our heirs, executors, administrators, and successors, jointly and severally,
firmly by these presents.

THAT WHEREAS, the CONTRACTOR has entered into a contract with OWNER for the construction
of:

CITY-WIDE SIDEWALK AND CROSSWALK PEDESTRIAN
IMPROVEMENTS PROJECT FY 21/22
PW 9432

THE CONDITIONS OF THIS OBLIGATION ARE SUCH that whereas CONTRACTOR has been
awarded and is about to enter into a contract with OWNER to perform all work required pursuant to the
contract documents for the project, which Contract is by this reference incorporated herein, and is
required by OWNER to give this Bond in connection with the execution of the Contract.

NOW, THEREFORE, if CONTRACTOR and its Subcontractors shall well and truly do and perform all
the covenants and obligations of the Contract on its part to be done and performed at the times and in
the manner specified herein including compliance with all Contract specifications and quality
requirements, then this obligation shall be null and void, otherwise it shall be and remain in full force
and effect.

PROVIDED, FURTHER, that SURETY for value received hereby stipulates and agrees that no change,
extension of time, alteration, or addition to the terms of the contract or to the specifications
accompanying it shall in any manner affect SURETY's obligations on this bond. SURETY hereby
waives notice of any such change, extension, alteration, or addition and hereby waives the
requirements of Section 2845 of the Civil Code as a condition precedent to any remedies OWNER may
have.

In the event suit is brought upon this Bond by OWNER and judgment is recovered, said SURETY shall
pay all costs incurred by OWNER in such suit, including reasonable attorneys' fees to be fixed by the
Court.

IN WITNESS WHEREOF, the above bounded parties have executed this Instrument under their several seals this _____ day of _____, 20_____.

CONTRACTOR* _____

SURETY Attorney-in-Fact*

***NOTES:**

Provide CONTRACTOR and SURETY name, address, and telephone number and the name, title, address, and telephone number for the respective authorized representatives.

Power of Attorney must be attached.

Signatures of those executing for the Contractor and Surety must be properly acknowledged.

(EXECUTE IN DUPLICATE)

APPROVED AS TO FORM:

By:
Veronica A.F. Nebb, City Attorney

CITY OF VALLEJO
DEPARTMENT OF PUBLIC WORKS
ENGINEERING DIVISION

BOND FOR LABOR AND MATERIALS

WHEREAS, the City of Vallejo as OWNER has awarded to _____, as CONTRACTOR a contract for the work described as follows:

CITY-WIDE SIDEWALK AND CROSSWALK PEDESTRIAN
IMPROVEMENTS PROJECT FY 21/22
PW 9432

AND, WHEREAS, CONTRACTOR is required to furnish a bond in connection with said contract, to secure the payment of claims of laborers, mechanics, material persons, and other persons as provided by law.

NOW, THEREFORE, we, the undersigned CONTRACTOR and SURETY, are held and firmly bound unto OWNER and STATE OF CALIFORNIA in the sum of _____ Dollars (\$_____), which is one hundred percent (100%) of the total contract amount for the above-stated project, for which payment well and truly to be made we bind ourselves, our heirs, executors and administrators, successors and assigns, jointly and severally, firmly these presents.

THE CONDITIONS of this obligation are such, that if CONTRACTOR, its heirs, executors, administrators, successors or assigns, or subcontractors shall fail to pay any of the persons authorized under Civil Code Section 9100 to assert a claim, or amounts due under the Unemployment Insurance Code with respect to work or labor performed, or amounts required to be deducted, withheld, and paid over to the Employment Development Department from the wages of employees of the Contractor under Section 13020 of the Unemployment Insurance Code with respect to such work and labor, that the SURETY herein will pay for the same, in an amount not exceeding the sum specified in this bond, otherwise the above obligation shall be void. In case suit is brought upon this bond, SURETY will pay reasonable attorneys' fees to the plaintiffs and OWNER and STATE OF CALIFORNIA in an amount to be fixed by the court.

This bond shall inure to the benefit of any of the persons named in Civil Code Section 9100 as to give a right of action to such persons or their assigns in any suit brought upon this bond. Any such right of action shall be subject to the provisions of Civil Code Sections 8608 and 9566.

PROVIDED, FURTHER, that SURETY for value received hereby stipulates and agrees that no change, extension of time, alteration or addition to the terms of the contract or to the specifications accompanying it shall in any manner affect SURETY's obligations on this bond. SURETY hereby waives notice of any such change, extension, alteration or addition and hereby waives the requirements of Section 2845 of the Civil Code as a condition precedent to any remedies OWNER and STATE OF CALIFORNIA may have.

PROVIDED, FURTHER, that SURETY covenants that is an Admitted Surety Insurer in the State of California as defined by California Code of Civil Procedure Section 995.120.

IN WITNESS WHEREOF, the parties hereto have set their names, titles, hands, and seals this day of _____, 20____.

CONTRACTOR* _____

SURETY Attorney-in-Fact*

***NOTES:**

Provide CONTRACTOR and SURETY name, address, and telephone number and the name, title, address and telephone number for the respective authorized representatives.

Power of Attorney must be attached.

Signatures of those executing for the Contractor and Surety must be properly acknowledged.

(EXECUTE IN DUPLICATE)

APPROVED AS TO FORM:

By:
Veronica A.F. Nebb, City Attorney



CITY OF VALLEJO, CALIFORNIA

PUBLIC WORKS DEPARTMENT

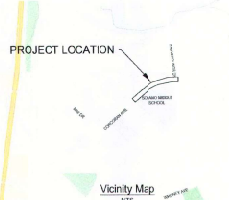
PLANS FOR

CITY-WIDE SIDEWALK AND CROSSWALK PEDESTRIAN IMPROVEMENTS PROJECT FY21/22

(1) PORTER STREET



(2) FAIRGROUNDS DRIVE



(3) REDWOOD STREET



(4) GEORGIA STREET



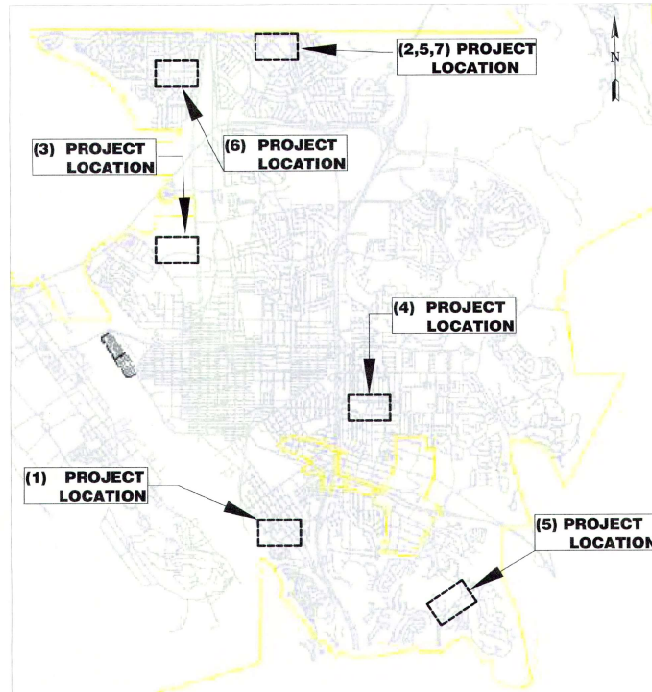
(5) SPEED RADAR LOCATIONS



(6) LORENZO DR



(7) CORCORAN AVE



INDEX OF DRAWINGS

SHEET NO.	DWG	DWG DESCRIPTION & LIMITS
1	TS1	TITLE SHEET
2	GN1	NOTES, ABBREVIATIONS & LEGEND
3	DG1	PORTER STREET LAYOUT PLAN
4	DG2	FAIRGROUNDS DRIVE LAYOUT PLAN
5-6	DG3.0-3.1	SPEED RADAR AT VARIOUS LOCATIONS LAYOUT PLAN
7	DG4.0	DAN MINI STREET IMPROVEMENTS
8-9	DG5.0-5.1	CORCORAN AVE SITE IMPROVEMENTS
10-11	DT1-2	DETAILS

CITY COUNCIL

MAYOR – ROBERT H. McCONNELL
 VICE MAYOR – ROZZANA VERDER-ALIGA
 CRISTINA ARRICLA
 HAKEEM BROWN
 PIPPIN DEW
 MINA DIAZ
 KATY MIESSNER

PLANS REVIEWED FOR CONSTRUCTION
DEPARTMENT of PUBLIC WORKS - ENGINEERING DIVISION
 STREET IMPROVEMENT PLANS - REVIEWED FOR COMPLIANCE WITH CHAPTER 15.06 OF THE VALLEJO MUNICIPAL CODE.
 By: *Melissa L. Tigbao*
 Name: MELISSA L. TIGBAO, CITY ENGINEER
 R.C.E. #1694
 Date: 04.26.2022
CITY OF VALLEJO

CITY OF VALLEJO WATER DEPARTMENT
 PLAN REVIEWED FOR CONSTRUCTION
 THIS IMPROVEMENT PLAN HAS BEEN REVIEWED FOR COMPLIANCE WITH CHAPTER 15.06.150 OF THE VALLEJO MUNICIPAL CODE.
 BY: *Melissa L. Tigbao*
 MELISSA L. TIGBAO
 ACTING UTILITIES DIRECTOR
 DATE: 04.26.2022

VALLEJO FLOOD AND WASTEWATER DISTRICT
 THIS IMPROVEMENT PLAN HAS BEEN REVIEWED FOR COMPLIANCE WITH VFWD AND IS ACCEPTED FOR CONSTRUCTION.
 BY: *Mark A. Tomko*
 MARK A. TOMKO
 DIRECTOR OF ENGINEERING
 VALLEJO FLOOD AND WASTEWATER DISTRICT
 DATE: 4/22/2022



DATE MARK

PROFESSIONAL ENGINEER
 M.E.S.A. TIGBAO
 No. 61684
 Exp. 03/31/24
 CIVIL
 STATE OF CALIFORNIA

CITY OF VALLEJO
 PUBLIC WORKS DEPARTMENT
 ENGINEERING DIVISION

APPROVED: *Melissa L. Tigbao*
 MELISSA L. TIGBAO, CITY ENGINEER

City-Wide Sidewalk and Crosswalk Pedestrian Improvements Project FY21/22

TITLE SHEET

CITY PROJECT # PW9432
 DESIGNED BY KIT
 DRAWN BY KIT
 CHECKED BY BAW
 DATE 4/22/2022
 SCALE AS SHOWN
 SHEET 1
TS1
 11 SHEETS
 DRAWING FILE #

< BID SET >



DATE: July 12, 2022
TO: Mayor and Members of the City Council
FROM: Melissa L. Tigbao, Public Works Director
SUBJECT: **ADOPT A RESOLUTION APPROVING A FIRST AMENDMENT TO THE DESIGN PROFESSIONAL SERVICES AGREEMENT WITH DEWBERRY ENGINEERS, INC. TO INCREASE THE CONTRACT AMOUNT AND TO EXTEND THE TERM BY TWO YEARS TO COMPLETE THE DESIGN OF THE PW9798: SACRAMENTO STREET BRIDGE DEMOLITION AND RECONSTRUCTION PROJECT AND AUTHORIZE CITY MANAGER TO EXECUTE SAME**

RECOMMENDATION

Adopt a Resolution approving a First Amendment to the Design Professional Services Agreement with Dewberry Engineers, Inc., to increase its current on-call Structural Design Services Agreement to a total not to exceed amount of \$500,000, extending the contract term by two years to September 30, 2024, and authorizing the City Manager or designee to execute the same.

REASONS FOR RECOMMENDATION

The services of this structural engineering Consultant are needed to complete the PW9798: Sacramento Street Bridge Demolition / Reconstruction Project. Having the ability to bring in consultants on an on-call basis allows the Public Works Department to provide better customer service and deliver projects within the allotted time frame.

BACKGROUND AND DISCUSSION

On October 13, 2020, the City Council authorized the Design Professional Services Agreement with Dewberry Engineers, Inc., for \$250,000 through September 30, 2022. Dewberry Engineers, Inc., has been providing key structural engineering services for Public Works.

To date, \$250,000 has been spent or is encumbered in relation to this contract (21-PW094). The current Statement of Work (20-PW094-03) is for Dewberry Engineers, Inc., to provide structural engineering service for the PW9798: Sacramento Street Bridge Demolition / Reconstruction due to some unanticipated findings after demolition. In order for Dewberry Engineers, Inc., to complete the structural engineering work for the PW9798: Sacramento Street Bridge Demolition / Reconstruction Project, a First Amendment increasing the not-to-exceed amount of the contract to \$500,000 and extending the contract term to September 30, 2024 is required. Staff believes it is in the City's best interest for this structural engineer consultant to stay on the project until it is completed, as it is familiar with the project, contract, federal regulations, and costs. It would be challenging and costly to do another RFP and get a new consultant up to speed in the middle of the project.

FISCAL IMPACT

The proposed action to amend the agreement with Dewberry Engineers, Inc., to increase the contract amount by \$250,000 for a new not to exceed amount of \$500,000 will not have any direct impact on the General Fund. Funds to pay for these as needed consultant services will come from existing capital improvement budgets.

ENVIRONMENTAL REVIEW

Subject: ADOPT A RESOLUTION APPROVING A FIRST AMENDMENT TO THE DESIGN PROFESSIONAL SERVICES AGREEMENT WITH DEWBERRY ENGINEERS, INC. TO INCREASE THE CONTRACT AMOUNT AND TO EXTEND THE TERM BY TWO YEARS TO COMPLETE THE DESIGN OF THE PW9798: SACRAMENTO STREET BRIDGE DEMOLITION AND RECONSTRUCTION PROJECT AND AUTHORIZE CITY MANAGER TO EXECUTE SAME

This action is exempt from the California Environmental Quality Act (CEQA) because it is not a project which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, pursuant to CEQA Guidelines section 15378.

ATTACHMENTS

1.	Dewberry - Fully EXECUTED Contract -- 21-PW094
2.	Dewberry Engineers - First Amendment to Master Agreement 21-PW094.CAO_Stamp_Final
3.	RESO 1st Amend On-Call Design - Dewberry Engineers.CAOSTamp

CONTACT

Melissa L. Tigbao, Public Works Director, (707) 648-4085

Melissa.Tigbao@cityofvallejo.net

Contract and Routing Form



21-PW094

Date Originated:

Finance Department · 555 Santa Clara Street · Vallejo · CA · 94590 · 707.648.4592

Department: Public Works Departments, Engineering

Staff Contact: Fernando Jimenez, fernando.jimenez@cityofvallejo.net

Contract Type: Professional Services Agreement

Vendor: Dewberry Engineers, Inc.

Vendor Number: 103930

Business License Number: 11707185

Contract Not to Exceed Amount: 250000.00

Contract Start Date: Jun 30, 2020

End Date: Sep 30, 2022

Option to Extend: Four Years

Authority to Contract: City Council

Date to Council: Oct 13, 2020

Attachments are uploaded for review here: <https://bit.ly/vContracts>







Approved Pre-Requisition Form

Insurance

I have uploaded additional files.No

Contract and Routing Form

Signature Page

Department	Initial	Date	Comment
Originating Department/Division		11/4/2020	
Risk Manager		11/5/2020	
Finance Director		11/6/2020	
City Attorney's Office		12/30/2020	
City Manager's Office		12/30/2020	
City Clerk Form 700 Required		12/30/2020	

Return executed contract to: Fernando Jimenez

Pre-Requisition Form



Finance Department · 555 Santa Clara Street · Vallejo · CA · 94590 · 707.648.4592

Department: Public Works Departments, Engineering

Staff Contact: Carmen Cole, carmen.cole@cityofvallejo.net

Vendor: Dewberry Engineers, Inc. (formerly Drake Haglan)

Vendor Number 103930

Term: Multi-year Term

Anticipated Start Date: Oct 20, 2020

Anticipated End Date: Sep 30, 2022

Anticipated Contract Type: Other: 2 contract (1=Master On-Call Agreement / 1 = Professional Services)

Purchasing Authority: City Council

Anticipated Date to Council: Oct 13, 2020

Total Projected Expenditure: 1278518.00

Multiple Project Numbers? Two **Multiple Account Numbers?** Three

First Project Number: PW9798 **First Account Number:** 201-2502-431.06-01 **Second Project Number:** PW9798 **Second Account Number:** 221-2502-431.34-01 **Second Amount:** 910547 **Third Account Number:** 001-2502-431.06-01 **Third Amount:** 250000

Description of Proposed Purchase:

There are two contracts. The PW9798 5th Amendment is a contract for a project which totals \$1,028,518. Since Dewberry Engineers is taking over Drake Haglan and taking over the entire contract through this 5th Amendment and approved by Council on 10/13/2020, I included the entire contract amount in this pre-req EVEN THOUGH some of this amount has already been paid to Drake Haglan. This Drake Haglan Contract originally started back in 2015. The first two acct #'s listed here are based on the Finance Letter from Caltrans with the breakdown of the Grant versus the Local Match.

The second contract is for a Master On-Call Agreement. A Statement of Work (SOW) will determine the scope of work needed and price at that time project number and account number will be determined. The Start & End dates listed above are for the On-Call Agreement Dates. The acct # listed here does not have a project number because no actual work is yet determined and wont be until a SOW is executed.

I have reviewed the city-wide contracts, expenditure and encumbrance reports to comply with the VMC.

It is an existing vendor and I am working to take an action to the City Council because it will exceed the City-wide cap of \$100,000 in a single FY.

Competitive Process: I have completed a Competitive Proposal Process for Services

Winning Quote Uploaded: Yes

Explanation for Vendor Selection:

This vendor was one of the top three selected from the reviewing group for the on-call contract and was the top rates vendor for the project PW9798 through the Request for Proposals process for Design work on the project, please see scored sheets. The company Drake Haglan combined with Dewberry Engineers and changed their tax id number. The working staff did not change, only the company name changed, and the City wanted to continue working with the same firm that was familiar with the projects. City Council approved the revised contracts, there were two, changing the firms name from Drake Haglan to Dewberry, on October 13, 2020.

Uploaded documents available for review <https://bit.ly/vPreReqs>.

WarrantyNot sure

Score SheetsYes

Winning Bid/Quote/ProposalYes

Other Bid/Quote/ProposalYes

Pre-Requisition Signature Section

Department	Comment
------------	---------

Supervisor/Manager: Debbie Martir

Title: Administrative Manager

E-mail: debbie.martir@cityofvallejo.net

Debbie Martir

Digitally signed by Debbie Martir
DN: cn=Debbie Martir, o=City of Vallejo, ou=Public Works
Dept., email=debbie.martir@cityofvallejo.net, c=US
Date: 2020.10.22 08:08:01 -07'00'

Signature

Date

Delegated Signee: Terrance Davis

Title: Public Works Director

E-mail: brisa.long@cityofvallejo.net

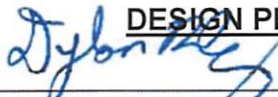
Terrance Davis

Digitally signed by Terrance Davis
DN: cn=Terrance Davis, o=City of Vallejo, ou=Public Works
Department, email=terrance.davis@cityofvallejo.net, c=US
Date: 2020.10.22 10:56:47 -07'00'

Signature

Date

Approved as to form:

By:  DESIGN PROFESSIONAL SERVICES AGREEMENT for

Randy J. Risner
Interim City Attorney
This Design Professional Services Agreement ("Agreement") is made at Vallejo, California, dated for reference this 30th day of June, 2020, by and between the City of Vallejo, a municipal corporation ("City"), and Dewberry Engineers, Inc., a Virginia corporation, hereinafter referred to as Design Professional, who agree as follows:

1. **Services.** Subject to the terms and conditions set forth in this Agreement, Design Professional shall provide the City professional services as specified in Exhibit A, entitled "Scope of Work."

2. **Payment.** City shall pay Design Professional for services rendered pursuant to this Agreement at the times and in the manner set forth in Exhibit B, entitled "Compensation." The payments specified in Exhibit B shall be the only payments to be made to Design Professional for services rendered pursuant to this Agreement.

3. **Facilities and Equipment.** Design Professional shall, at its sole cost and expense, furnish all facilities and equipment which may be required for furnishing services pursuant to this Agreement.

4. **Indemnification.** To the fullest extent permitted by law, Design Professional shall hold harmless, defend (with independent counsel approved by City) and indemnify City and its officers, employees and volunteers from and against all claims, damages, losses, penalties, fines and judgments and expenses and defense costs, including but not limited to attorney fees, court costs, associated investigation and administrative expenses, regardless of the nature or type arising out of, or pertaining to, or relating to the negligence, recklessness, or willful misconduct of the Design Professional, or the acts or omissions of an employee, agent or subcontractor of the Design Professional, except where caused by the active negligence, sole negligence, or willful misconduct of City. In no event shall the cost to defend charged to the design professional exceed the design professional's proportionate percentage of fault. However, notwithstanding the previous sentence, in the event one or more defendants is unable to pay its share of defense costs due to bankruptcy or dissolution of the business, the design professional shall meet and confer with other parties regarding unpaid defense costs. The provisions of this section pertaining to the duty and cost to defend shall not apply to either of the following: 1) Any contract for design professional services, or amendments thereto, where a project-specific general liability policy insures all project participants for general liability exposures on a primary basis and also covers all design professionals for their legal liability arising out of their professional services on a primary basis, 2) A design professional who is a party to a written design-build joint venture agreement.

The provisions of this Section are not limited by the insurance provisions of this Agreement.

The provisions of this section shall survive the completion of the services, expiration or termination of this Agreement.

5. Insurance Requirements. Design Professional agrees to comply with all of the Insurance Requirements set forth in Exhibit C, entitled "Insurance Requirements for Design Professional." Failure to maintain required insurance at all times shall constitute a default and material breach.

6. Accident Reports. Design Professional shall immediately report (as soon as feasible, but not more than 24 hours) to the City Risk Manager any accident or other occurrence causing injury to persons or property during the performance of this Agreement. The report shall be made in writing and shall include, at a minimum: (a) the names, addresses, and telephone numbers of the persons involved, (b) the names, addresses and telephone numbers of any known witnesses, (c) the date, time and description of the accident or other occurrence.

7. Conflict of Interest. Consultant warrants and represents that to the best of its knowledge, there exists no actual or potential conflict between Consultant's family, business, real property or financial interests and the services to be provided under this Agreement. Consultant shall comply with the City of Vallejo Conflict of Interest Code and not enter into any contract or agreement during the performance of this Agreement which will create a conflict of interest with its duties to City under this Agreement. In the event of a change in Consultant's family, business, real property, or financial interests occurs during the term of this Agreement that creates an actual or potential conflict of interest, then Consultant shall disclose such conflict in writing to City. Every individual who performs services on behalf of Consultant pursuant to this Agreement must file a full Statement of Economic Interests (also known as Form 700) with the City Clerk if the work of the individual involves making a governmental decision whether to issue, deny, suspend, or revoke any permit, license, application, certificate, approval, order, or similar authorization or entitlement; authorizes the City to enter into, modify, or renew a contract; grants City approval of specifications for a contract; adopts or approves for the City any policy, standard or guideline; lobbies on behalf of the City, or performs the same or substantially all the same duties for the City that would otherwise be performed by an individual holding a position specified in the City's Conflict of Interest Code.

8. Independent Contractor. Design Professional is an independent contractor. Neither Design Professional nor any of Design Professional's officers, employees, agents or subcontractors, if any, is an employee of City by virtue of this Agreement or performance of any services pursuant to this Agreement. City shall have the right to control Design Professional only insofar as the results of Design Professional's services rendered pursuant to this Agreement; however, City shall not have the right to control the means by which Design Professional

accomplishes services pursuant to this Agreement.

9. Licences, Permits, Etc. Design Professional represents and warrants to City that all design professional services shall be provided by a person or persons duly licensed by the State of California to provide the type of services to be performed under this Agreement and that Design Professional has all the permits, qualifications and approvals of whatsoever nature which are legally required for Design Professional to practice its profession. Design Professional represents and warrants to City that it shall, at its sole cost and expense, keep in effect at all times during the term of this Agreement any licenses, permits, and approvals which are legally required for Design Professional to practice its profession.

10. Business License. Design Professional and its subcontractors, has obtained or agrees to apply prior to performing any services under this Agreement to City's Finance Department for a business license, pay the applicable business license tax and maintain said business license during the term of this Agreement. The failure to obtain such license shall be a material breach of this Agreement and grounds for termination by City. No payments shall be made to Design Professional until such business license(s) has been obtained.

11. Standard of Performance. Design Professional shall provide products and perform all services required pursuant to this Agreement in accordance with generally accepted professional practices and principles and in a manner consistent with the level of care and skill ordinarily exercised under similar conditions by members of Design Professional's profession currently practicing in California.

Design Professional is responsible for making an independent evaluation and judgment of all conditions affecting performance of the work, including without limitation site conditions, as well as all areas appurtenant to the site, existing facilities, seismic, geologic, soils, hydrologic, geographic, climatic conditions, applicable federal, state, and local laws and regulations, and all other contingencies or design considerations. Data, calculations, opinions, reports, investigations, and other similar information provided by City relating to site, local, or other conditions is not warranted or guaranteed, either expressly or implied, by City.

Design Professional's responsibilities under this section shall not be delegated. Design Professional shall be responsible to City for acts, errors, or omissions of Design Professional's subcontractors.

Design Professional shall prepare plans, specifications, reports, and/or other work products in such a way that amendments or change orders to the agreement between City and its construction contractor will not be necessary, except for unforeseeable circumstances. As used herein, "unforeseeable circumstances" shall mean facts or inferences from those facts that could not be ascertained by a combination of reasonable site inspection during the preparation of the plans and

specifications by Design Professional and the reasonable application to such inspection of expertise consistent with the level of care and skill ordinarily exercised under similar conditions by a members of Design Professional's profession currently practicing in California.

Whenever the scope of work requires or permits review, approval, conditional approval or disapproval by City, it is understood that such review, approval, conditional approval or disapproval is solely for the purposes of administering this Agreement and determining whether the Design Professional is entitled to payment for such work, and not be construed as a waiver of any breach or acceptance by the City of any responsibility, professional or otherwise, for the work, and shall not relieve the Design Professional of responsibility for complying with the standard of performance or laws, regulations, industry standards, or from liability for damages caused by negligent acts, errors, omissions, noncompliance with industry standards, or the willful misconduct of Design Professional.

12. Force Majeure. Neither party shall be considered in default of this Agreement to the extent performances are prevented or delayed by any cause, or circumstances beyond either party's reasonable control, such as war, riots, strikes, lockouts, work slowdown or stoppage, acts of God, such as floods or earthquakes, and electrical blackouts or brownouts.

In the event that the Design Professional is unable to meet the completion date or schedule of services, Design Professional shall immediately inform the City Representative of this in writing. If additional time is required to perform the work, the City Representative may adjust the schedule.

13. Time is of the Essence. Time is of the essence in this Agreement. Any reference to days means calendar days, unless otherwise specifically stated.

14. Personnel. Design Professional agrees to assign only competent personnel according to the reasonable and customary standards of training and experience in the relevant field to perform services under this Agreement. Failure to assign such competent personnel shall constitute grounds for termination of this Agreement.

The payment made to Design Professional pursuant to this Agreement shall be the full and complete compensation to which Design Professional and Design Professional's officers, employees, agents, and subcontractors are entitled for performance of any work under this Agreement. Neither Design Professional nor Design Professional's officers or employees are entitled to any salary or wages, or retirement, health, leave or other fringe benefits applicable to employees of the City. The City will not make any federal or state tax withholdings on behalf of Design Professional. The City shall not be required to pay any workers' compensation insurance on behalf of Design Professional.

Design Professional shall pay, when and as due, any and all taxes incurred as a result of Design Professional's compensation hereunder, including estimated taxes, and shall provide City with proof of such payments upon request.

Design Professional shall comply with all provisions of California laws dealing with prevailing wages, apprentices, and hours of work. Design Professional shall also comply with provisions of Labor Code section 1720 as applicable. A copy of the prevailing wage rates is available for review upon request by Design Professional to the City Representative. This provision applies only to the following portions of the scope of work:

15. Design Professional Not Agent. Except as authorized under this Agreement or as City may authorize in a letter of authorization signed by the City Manager or his or her designee, Design Professional shall have no authority, express or implied to act on behalf of City in any capacity whatsoever as an agent. Design Professional shall have no authority, express or implied, under this Agreement, to bind City to any obligation whatsoever.

16. Term. The term of this Agreement shall commence on the date of complete execution of this Agreement and shall continue in full force and effect until September 30, 2022.

City shall, at its discretion, have the right to extend the term of this Agreement, in intervals of one year, by written notice to Design Professional. The total duration of this Agreement, including the exercise of any options under this section, shall not exceed four years.

17. If the term of this Agreement extends into fiscal years subsequent to that in which it is approved, such continuation of the Agreement is contingent on the appropriation of funds for such purpose by the City Council of the City of Vallejo. If funds to effect such continued payment are not appropriated, Design Professional agrees to terminate any services supplied to City of Vallejo under this Agreement, and relieve City of any further obligation therefore.

18. Termination or Abandonment by City. The City has the right, at any time and in its sole discretion, to immediately terminate or abandon any portion or all of the services to be provided under this Agreement by giving notice to Design Professional. Upon receipt of a notice of termination, Design Professional shall perform no further work except as specified in the notice. Before the date of termination, Design Professional shall deliver to City all City records and documents, all work products, whether completed or not, as of the date of termination and not otherwise previously delivered.

The City shall pay Design Professional for services performed in accordance with this Agreement before the date of termination. If this contract provides for payment of a lump sum for all services or by task and termination occurs before completion of the work or any defined task which according to the performance schedule was

commenced before the notice of termination, the fee for services performed shall be based on an amount mutually agreed to by City and Design Professional for the portion of work completed in conformance with this Agreement before the date of termination. In addition, the City will reimburse Design Professional for authorized expenses incurred and not previously reimbursed. The City shall not be liable for any fees or costs associated for the termination or abandonment except for the fees, and reimbursement of authorized expenses, payable pursuant to this section.

19. Products of Consulting Services. The work product, including without limitation, all writings, work sheets, reports, recordings, drawings, files, detailed calculations and other work products, whether complete or incomplete, of Design Professional resulting from services rendered pursuant to this Agreement, shall become the property of City. Design Professional agrees that all copyrights which arise from creation of the work under this Agreement shall be vested in the City and waives and relinquishes all claims to copyright or other intellectual property rights in favor of the City. City acknowledges that its use of the work product is limited to the purposes contemplated by the scope of work and that the Design Professional makes no representation of the suitability of the work product for use in or application to circumstances not contemplated by the scope of work.

Documents submitted to the City in electronic format shall be formatted according to specifications provided by the City, or if not otherwise specified, in Microsoft Word, Excel, PowerPoint or other Microsoft Office Suite (2002) format as appropriate for the particular work product or, if directed by the City Representative in Adobe Acrobat PDF format.

20. Cooperation by City. City shall, to the extent reasonable and practicable, assist and cooperate with Design Professional in the performance of Design Professional's services hereunder.

21. Assignment and Subcontracting. Design Professional shall not subcontract, assign or transfer voluntarily or involuntarily any of its rights, duties or obligation under this Agreement without the express written consent of the City Manager or his or her designee in each instance. Any attempted or purported assignment of any right, duty or obligation under this Agreement without City's consent shall be void and of no effect.

If subcontracting of work is permitted, Design Professional shall pay its subcontractor within ten (10) days of receipt of payment by City for work performed by a subcontractor and billed by the Design Professional. Use of the term subcontractor in any other provision of this contract shall not be construed to imply authorization for Design Professional to use subcontractors for performance of any service under this Agreement.

The City is an intended beneficiary of any work performed by Design Professional's subcontractor for purposes of establishing a duty of care between the subcontractor and City.

22. Successors and Assigns. All terms, conditions, and provisions of this Agreement shall apply to and bind the respective heirs, executors, administrators, successors, and assigns of the parties. Nothing in this section is intended to affect the limitation on assignment.

23. Non-Discrimination/Fair Employment Practices.

(a) Design Professional shall not, because of race, religious creed, color, sex, national origin, ancestry, disability, medical condition, age, marital status or sexual orientation of any person, refuse to hire or employ, or to bar or discharge from employment, or to discriminate in compensation, or in terms, conditions or privileges any person, and every employee will receive equal opportunity for employment and shall be granted equal treatment with respect to compensation, terms, conditions or other privileges of employment, without regard to his race, religious creed, color, sex, national origin or ancestry.

Design Professional warrants and represents it is an equal opportunity employer and agrees it shall not discriminate on the basis of race, religious creed, color, sex, national origin, ancestry, disability, medical condition, age, marital status or sexual orientation in the selection and retention of employees, subcontractors or procurement of materials or equipment.

In all solicitations either by competitive bidding or negotiations made by Design Professional for work to be performed under any subcontract, including procurement of materials or equipment, each potential subcontractor or supplier shall be notified by Design Professional of Design Professional's obligation under this Agreement relative to nondiscrimination and fair employment practices.

Design Professional shall include the above provisions of this section in every subcontract, including procurement of materials or equipment.

(b) Design Professional agrees to comply with Title VII of the Civil Rights Act of 1964, as amended, the California Fair Employment Practices Act, the Americans with Disabilities Act of 1990, any other applicable federal and state laws and regulations and City ordinances and regulations hereinafter enacted.

24. Notices. All notices or instruments required to be given or delivered by law or this Agreement shall be in writing and shall be effective upon receipt thereof and shall be by personal service or delivered by depositing the same in any United States Post Office, registered or certified mail, postage prepaid, addressed to:

If to City:

Melissa L. Tigbao
Assistant Public Works Director / City Engineer
Public Works Engineering
555 Santa Clara Street
Vallejo, CA 94590

If to Design Professional: Mike Pugh
 Associate Vice President
 Dewberry Engineers, Inc.
 11060 White Rock Road, Suite 200
 Rancho Cordova, CA 95670

Any party may change its address for receiving notices by giving written notice of such change to the other party in accordance with this section.

Routine administrative communications shall be made pursuant to section 1 of Exhibit A.

24. Integration Clause. This Agreement, including all Exhibits, contains the entire agreement between the parties and supersedes whatever oral or written understanding they may have had prior to the execution of this Agreement. This Agreement shall not be amended or modified except by a written agreement executed by each of the parties hereto.

25. Severability Clause. Should any provision of this Agreement ever be deemed to be legally void or unenforceable, all remaining provisions shall survive and be enforceable.

26. Law Governing. This Agreement shall in all respects be governed by the law of the State of California, without regard to its conflicts of law rules. Litigation arising out of or connected with this Agreement shall be instituted and maintained in the courts of Solano County in the State of California or in the United States District Court, Eastern District of California, Sacramento, California, and the parties consent to jurisdiction over their person and over the subject matter of any such litigation in such courts, and consent to service of process issued by such courts.

27. Waiver. Waiver by either party of any default, breach or condition precedent shall not be construed as a waiver of any other default, breach or condition precedent or any other right hereunder.

28. Ambiguity. The parties acknowledge that this is a negotiated agreement, that they have had the opportunity to have this Agreement reviewed by their respective legal counsel, and that the terms and conditions of this Agreement are not to be construed against any party on the basis of such party's draftsmanship thereof.

29. Gender. All pronouns and any variations thereof shall be deemed to refer to the masculine, feminine, neuter, singular or plural, as the identifications of the person or persons, firm or firms, corporation or corporations may require.

30. Headings. The section headings contained in this Agreement are inserted for convenience only and shall not affect in any way the meaning or interpretation of this Agreement.

31. Compliance with Laws. Design Professional will comply with all statutes, regulations and ordinances in the performance of all services under this Agreement.

32. Confidentiality of City Information. During the performance of services under this Agreement, Design Professional may gain access to and use City information regarding, but not limited to, procedures, policies, training, operational practices, and other vital information (hereafter collectively referred to as "City Information") which are valuable, special and unique assets of the City. Design Professional agrees that it will not use any information obtained as a consequence of the performance of services under this Agreement for any purpose other than fulfillment of Design Professional's scope of work, to protect all City Information and treat it as strictly confidential and proprietary to City, and that it will not at any time, either directly or indirectly, divulge, disclose or communicate in any manner any City Information to any third party, other than its own employees, agents or subcontractors who have a need for the City Information for the performance of services under this Agreement, without the prior written consent of City, or as required by law.

Design Professional shall treat all records and work product prepared or maintained by Design Professional in the performance of this Agreement as confidential.

A violation by Design Professional of this section shall be a material violation of this Agreement and will justify legal and/or equitable relief.

Design Professional's obligations under this section shall survive the completion of services, expiration or termination of this Agreement.

33. News and Information Release. Design Professional agrees that it will not issue any news releases in connection with either the award of this Agreement, or any subsequent amendment of or efforts under this Agreement, without first obtaining review and approval of said news releases from City through the City Representative.

34. City Representative. The City Representative specified in Exhibit A, or the representative's designee, shall administer this Agreement for the City.

35. Counterparts. The parties may execute this Agreement in one or more counterparts, each of which shall be deemed an original, but all of which together shall be deemed one and the same instrument.

36. Facsimile Signature; Electronic Signature. This Agreement shall be binding upon the receipt of facsimile signatures or emailed by PDF or otherwise. Any person transmitting his or her signature by facsimile or electronically shall promptly send an original signature to the other party pursuant to the notice

provision of this Agreement. The failure to send an original shall not affect the binding nature of this Agreement.

37. Authority. The person signing this Agreement for Design Professional hereby represents and warrants that he/she is fully authorized to sign this Agreement on behalf of Design Professional.

38. Exhibits. The following exhibits are attached hereto and incorporated herein by reference:

Exhibit A, entitled "Scope of Work," including any attachments

Exhibit B, entitled "Compensation," including any attachments

Exhibit C, entitled "Insurance Requirements," including attachments

[SIGNATURES ON FOLLOWING PAGE]

IN WITNESS WHEREOF, the parties have executed this Agreement on the day and year shown below the name of each of the parties.

DEWBERRY ENGINEERS, INC.,
a Virginia corporation

CITY OF VALLEJO,
a municipal corporation

DocuSigned by:
Mike Pugh
By: _____
60878008439A467...
Mike Pugh
Associate Vice President

DocuSigned by:
Greg Nyhoff
By: _____
64F88DE2392481...
Greg Nyhoff
City Manager

DATE: 11/4/2020

DATE: 12/30/2020

(City Seal)



ATTEST:
DocuSigned by:
Dawn G. Abrahamson
By: _____
1489BDA6095B425...
Dawn Abrahamson
City Clerk

APPROVED AS TO CONTENT:

DocuSigned by:
Terrance Davis
By: _____
037AD0D81416407...
Terrance Davis
Public Works Department

APPROVED AS TO FORM:

DocuSigned by:
Randy Risner
By: _____
E455108E392E47A...
Randy Risner
Interim City Attorney

APPROVED AS TO INSURANCE:

DocuSigned by:
Heather Ruiz
By: _____
087E1442E4CB422...
Heather Ruiz
Human Resources Director / Interim Risk
Manager

MEMORANDUM FOR THE DIRECTOR, FBI

TO: SAC, NEW YORK

FROM: SAC, NEW YORK

RE: [Illegible]

[Illegible]

(S)



[Illegible typed text]

SCOPE OF WORK

1. Representatives.

The City Representative for this Agreement is:

Melissa L. Tigbao
Assistant Public Works Director
Public Works Engineering
555 Santa Clara Street
Vallejo, CA 94590
Phone: (707) 648-4085
Fax: (707) 648-4691
Email: Melissa.Tigbao@cityofvallejo.net

The Design Professional's Representative for this Agreement is:

Mike Pugh, PE, SE
Associate Vice President
Dewberry Engineers, Inc.
11060 White Rock Road, Suite 200
Rancho Cordova, CA 95670
Phone: (916) 363-4210
Email: mpugh@dewberry.com

All routine administrative communications between the parties will be between the above named representatives and may be by personal delivery, mail, facsimile transmission or electronic mail as agreed between the Design Professional Representative and City's Representative.

2. Services to be Provided. Design Professional shall provide on-call structural engineering services for specific projects as may be requested by the City Engineer; such services shall be defined, scheduled, and authorized in subsequent Statement of Works. The services provided throughout the term of this Agreement may include the services specified in the Request for Qualifications issued by City on April 9, 2019.

The Statement of Work shall be substantially in the form as shown in Attachment 1 of Exhibit A, attached hereto and incorporated herein by this reference

The services provided shall be as set forth in Attachment 1 of Exhibit A, attached hereto and incorporated herein by this reference.

3. Key Personnel. All of the individuals identified below are necessary for the successful prosecution of the services due to their unique expertise and depth and breadth of experience. There shall be no change in the personnel listed below, without written approval of the City Representative. Design Professional

recognizes that the composition of this team was instrumental in the City's decision to award the work to Design Professional and that compelling reasons for substituting these individuals must be demonstrated for the City's consent to be granted. Any substitutes shall be persons of comparable or superior expertise and experience. Failure to comply with the provisions of this section shall constitute a material breach of Design Professional's obligations under this Agreement and shall be grounds for termination.

Key personnel are as follows: Mike Pugh.

ATTACHMENT 1 OF EXHIBIT A

**CITY OF VALLEJO
STATEMENT OF WORK**

Statement of Work No. _____

This Statement of Work, effective this ____ day of _____, 20____, (“Effective Date”) is issued under and subject to all the terms and conditions of the Master Consultant and Professional On-Call Agreement (“Agreement”), dated as of _____, 20____, by and between the City of Vallejo (“City”) and [type in name], [type in the type of entity], (“Consultant”).

Capitalized terms used herein shall have the meanings ascribed to them in the Agreement.

SECTION 1. SCOPE OF WORK.

The scope of work authorized by this Statement of Work is as described below.

[Insert Project description or attach a copy of the proposal and incorporate it by reference as Attachment _____ to Statement of Work No. _____.

SECTION 2. TIME OF PERFORMANCE.

- a. The start date shall be [insert date] and the completion date shall be [insert date].

SECTION 3. ESTIMATED COST AND COMPENSATION.

All services performed under this Statement of Work shall be performed on a time and materials basis.

City agrees to pay Consultant for the services set forth in this Statement of Work in an amount not to exceed [insert dollar amount in words - e.g. Two Thousand Five Hundred Fifty Dollars and 13 Cents] [insert dollar amount in number- e.g., \$2,550.13].

This Statement of Work is released as authorization for work to commence. The parties agree to perform their respective obligations under this Statement of Work in accordance with the terms and conditions of the Agreement.

IN WITNESS WHEREOF, the parties have executed this agreement on the day and year shown below the name of each of the parties.

DEWBERRY ENGINEERS, INC.
a Virginia corporation

CITY OF VALLEJO,
a municipal corporation

By: _____

Mike Pugh
Associate Vice President

DATE: _____

Vallejo Business License No.

By: _____

Terrance Davis
Public Works Director

DATE: _____

APPROVED AS TO CONTENT:

Melissa L. Tigbao
Assistant Public Works Director / City
Engineer

EXHIBIT B
COMPENSATION

1. Design Professional's Compensation.

A. Services: City agrees to pay Design Professional, at the rate(s) specified below, for those services set forth in Exhibit A of this Agreement and for all authorized reimbursable expenses, for a total not to exceed Two Hundred Fifty Thousand Dollars and Zero Cents [\$250,000.00].

Design Professional shall notify City in writing no later than thirty (30) days prior to the estimated date when Design Professional will have billed City the maximum payment amount permitted under this Agreement, and Design Professional shall provide City with an estimate of the additional compensation required to complete the project.

B. Additional Services:

1. Additional Services are those services related to the scope of Services of Consultant as set forth in Exhibit A but not anticipated at the time of execution of this Agreement. Additional Services shall be provided only when a Supplemental Agreement authorizing such Additional Services is approved by the City Manager, or his or her designee. City reserves the right to perform any Additional Services with its own staff or to retain other Consultants to perform said Additional Services.

2. Consultant's compensation for Additional Services shall be based on the total number of hours spent on Additional Services multiplied by the employees' appropriate billable hourly rate as established below. City, at its option, may negotiate a fixed fee for some or all Additional Services as the need arises. Where a fixed fee for Additional Services is established by mutual Agreement between City and Consultant, compensation to Consultant shall not exceed the fixed fee amount.

2. Appropriate Billable Hourly Rates for Services and Additional Services. Design Professional's billable hourly rates shall be as listed in Attachment 1 of Exhibit B, attached hereto and incorporated herein by this reference.

3. Design Professional's Reimbursable Expenses. Reimbursable Expenses shall be limited to actual reasonable expenditures of Design Professional for expenses that are necessary for the proper completion of the Services and shall only be payable if specifically authorized in advance by City.

4. Payments to Design Professional.

A. Payments to Design Professional shall be made within a reasonable time after receipt of Design Professional's invoice, said payments to be made in proportion to services performed. Design Professional may request payment on a monthly basis. Design Professional shall be responsible for the cost of supplying all documentation necessary to verify the monthly billings to the satisfaction of City.

B. All invoices submitted by Design Professional shall contain the following information:

1. Description of services billed under this invoice
2. Date of Invoice Issuance
3. Sequential Invoice Number
4. City's Purchase Order Number (if issued)
5. Social Security Number or Taxpayer Identification Number
6. Amount of this Invoice (Itemize all Reimbursable Expenses")
7. Total Billed to Date

C. Items shall be separated into Services and Reimbursable Expenses. Billings that do not conform to the format outlined above shall be returned to Design Professional for correction. City shall not be responsible for delays in payment to Design Professional resulting from Design Professional's failure to comply with the invoice format described above.

D. Request for payment shall be sent to:

Melissa L, Tigbao
Assistant Public Works Director / City Engineer
Public Works Engineering
555 Santa Clara Street
Vallejo, CA 94590

5. Accounting Records of Design Professional. Design Professional shall maintain for three (3) years after completion of all services hereunder, all records under this Agreement, including, but not limited to, records of Design Professional's direct salary costs for all Services and Additional Services performed under this Agreement and records of Design Professional's Reimbursable Expenses, in accordance with generally accepted accounting practices. Design Professional shall keep such records available for audit, inspection and copying by representatives of the City's Finance Department or other government agencies during regular business hours upon twenty four (24) hours notice.

The obligations of Design Professional under this section shall survive this Agreement.

6. Taxes. Design Professional shall pay, when and as due, any and all taxes incurred as a result of Design Professional's compensation hereunder, including

estimated taxes, and shall provide City with proof of such payments upon request.

7. Taxpayer Identification Number. Design Professional shall provide City with Design Professional's complete Request for Taxpayer Identification Number and Certification, Form W-9, as issued by the Internal Revenue Service, and any other State or local tax identification number requested by City.

ATTACHMENT 1 OF EXHIBIT B

Firm: Dewberry Engineers, Inc.

Hourly Rates for Structural Engineering Services to Meet Scope of:

Dewberry drakehaglan		2020 SCHEDULE OF FEES		OTHER DIRECT COSTS	
NAME OR CLASSIFICATION	2020 BILLING	CLASSIFICATION BILLING RATE	DESCRIPTION OF ITEM	COST	
Dennis Haglan*, PIC	\$295	\$ 279 - \$ 319	Outside Vendor Printing & Reproduction	Actual Cost	
Michael Pugh*, PM	\$295	\$ 273 - \$ 308	U.S. Mail	Actual Cost	
Kevin Ross*, Structures Lead	\$291	\$ 273 - \$ 308	Overnight Mail Service	Actual Cost	
F. Jose Sáez*, Roadway QA/QC Manager	\$295	\$ 273 - \$ 308	Research Fees	Actual Cost	
Brian Hansen*, Lead Bridge Design	\$245	\$ 235 - \$ 285	CDR Record Search	Actual Cost	
David Meigs*, Lead Roadway Design	\$249	\$ 214 - \$ 257	Cultural Record Search	Actual Cost	
David Richard*, Utilities Manager	\$228	\$ 235 - \$ 285	Fileable Rental	Actual Cost	
Leslie Haglan*, Environmental Services	\$202	\$ 194 - \$ 217			
Rebecca Nelson*, Grant Writing and	\$160	\$ 145 - \$ 186			
Annette Manz*, Public Outreach	\$132	\$ 145 - \$ 166			
Robert Shackelford*, Constructability Review	\$258	\$ 166 - \$ 299			
PRINCIPAL	\$299	\$ 279 - \$ 319	All rates subject to an annual escalation of 3.5%		
ENGINEER IX	\$290	\$ 273 - \$ 308	LAPM 10 H2 & 10 K available upon request		
ENGINEER VII	\$260	\$ 235 - \$ 285			
ENGINEER VII	\$235	\$ 214 - \$ 257			
ENGINEER VI	\$210	\$ 192 - \$ 228			
ENGINEER V	\$185	\$ 171 - \$ 200			
ENGINEER IV	\$165	\$ 145 - \$ 186			
ENGINEER III	\$145	\$ 125 - \$ 166			
ENGINEER I	\$130	\$ 109 - \$ 151			
TECHNICAL VI	\$115	\$ 96 - \$ 134			
TECHNICAL VI	\$155	\$ 145 - \$ 166			
TECHNICAL V	\$135	\$ 125 - \$ 146			
TECHNICAL IV	\$125	\$ 113 - \$ 137			
TECHNICAL III	\$110	\$ 100 - \$ 120			
TECHNICAL II	\$95	\$ 88 - \$ 103			
TECHNICAL I	\$80	\$ 66 - \$ 94			
CADD TECHNICIAN V	\$145	\$ 122 - \$ 168			
CADD TECHNICIAN IV	\$130	\$ 123 - \$ 137			
CADD TECHNICIAN III	\$115	\$ 105 - \$ 126			
CADD TECHNICIAN II	\$100	\$ 90 - \$ 110			
CADD TECHNICIAN I	\$80	\$ 69 - \$ 92			
DESIGNER VI	\$200	\$ 189 - \$ 211			
DESIGNER V	\$180	\$ 169 - \$ 191			
DESIGNER IV	\$160	\$ 149 - \$ 171			
DESIGNER III	\$145	\$ 136 - \$ 154			
DESIGNER II	\$125	\$ 113 - \$ 137			
DESIGNER I	\$105	\$ 96 - \$ 114			
PROFESSIONAL VII	\$205	\$ 194 - \$ 217			
PROFESSIONAL VI	\$185	\$ 174 - \$ 197			
PROFESSIONAL V	\$170	\$ 161 - \$ 180			
PROFESSIONAL IV	\$155	\$ 145 - \$ 166			
PROFESSIONAL III	\$135	\$ 125 - \$ 146			
PROFESSIONAL II	\$115	\$ 109 - \$ 126			
PROFESSIONAL I	\$95	\$ 85 - \$ 106			
CONSTRUCTION PROFESSIONAL VII	\$280	\$ 259 - \$ 328			
CONSTRUCTION PROFESSIONAL VI	\$255	\$ 266 - \$ 299			
CONSTRUCTION PROFESSIONAL V	\$230	\$ 220 - \$ 268			
CONSTRUCTION PROFESSIONAL IV	\$195	\$ 205 - \$ 228			
CONSTRUCTION PROFESSIONAL III	\$175	\$ 183 - \$ 205			
CONSTRUCTION PROFESSIONAL II	\$155	\$ 159 - \$ 186			
CONSTRUCTION PROFESSIONAL I	\$130	\$ 129 - \$ 160			
INSPECTOR VII **	\$200	\$ 207 - \$ 237			
INSPECTOR VI **	\$180	\$ 186 - \$ 214			
INSPECTOR V **	\$165	\$ 175 - \$ 191			
INSPECTOR IV **	\$150	\$ 156 - \$ 177			
INSPECTOR III **	\$130	\$ 132 - \$ 157			
INSPECTOR II **	\$110	\$ 110 - \$ 134			
INSPECTOR I **	\$90	\$ 88 - \$ 112			
ADMIN PROFESSIONAL V	\$165	\$ 154 - \$ 177			
ADMIN PROFESSIONAL IV	\$150	\$ 141 - \$ 160			
ADMIN PROFESSIONAL III	\$125	\$ 111 - \$ 140			
ADMIN ASSISTANT II	\$100	\$ 89 - \$ 112			
ADMIN ASSISTANT I	\$85	\$ 79 - \$ 92			

EXHIBIT C

INSURANCE REQUIREMENTS

Design Professional shall procure and maintain for the duration of this Agreement, including any extensions thereto, insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of services hereunder by the Consultant, their agents, representatives, or employees or subcontractors.

1. **Minimum Scope of Insurance.** Coverage shall be at least as broad as:
 - A. Insurance Services Office form number GL 0002 covering Comprehensive General Liability and Insurance Services Office form number GL 0404 covering Broad Form Comprehensive General Liability; or Insurance Services Office Commercial General Liability coverage (occurrence form CG 0001).
 - B. Insurance Services Office form number CA 0001 covering Automobile Liability, code 1 any auto and endorsement CA 0025.
 - C. Workers' Compensation insurance as required by the State of California and Employer's Liability Insurance.
 - D. Professional Liability insurance appropriate to the Consultant's profession (Errors and Omission).
2. **Minimum Limits of Insurance.** Design Professional shall maintain limits no less than:
 - A. General Liability: \$1,000,000.00 per occurrence for bodily injury, personal injury, and property damage. If Commercial General Liability Insurance or other form with a general aggregate limit is used, coverage shall be twice the per occurrence amount.
 - B. Automobile Liability: \$1,000,000.00 per accident for bodily injury and property damage.
 - C. Workers' Compensation and Employer's Liability: \$1,000,000.00 per accident for bodily injury or disease. If Borrower is not subject to California Workers' Compensation requirements, Borrower shall file a completed certificate of exemption form which may be obtained from the City of Vallejo prior to commencing any activity authorized hereunder.
 - D. Professional Liability, (Errors and Omission): \$1,000,000.00 coverage continuing for 3 years after completion of services rendered.

3. Deductible and Self-Insured Retention. Any deductibles or self-insured retention greater than \$10,000 must be declared to and approved by the City's Risk Manager. If the deductibles or self-insured retention limit is unacceptable to the City's Risk Manager, at his or her option, the insurer shall either reduce or eliminate such deductibles or self-insured retention as respects the City of Vallejo, its officers, officials, employees and volunteers; or the Consultant shall procure a bond guaranteeing payment of losses and related investigations, claim administration and defense expenses.

4. Other Insurance Provisions. The general liability and automobile liability policies, as can be provided, are to contain, or be endorsed to contain, the following provisions:

A. The City of Vallejo, its officers, officials, employees, agents and volunteers are to be covered as additional insureds as respects; liability, including defense costs, arising out of activities performed by or on behalf of the Consultant; products and completed operations of the Consultant; premises owned, occupied or used by the Consultant; or automobiles owned, leased hired or borrowed by the Consultant. The coverage shall contain no special limitations on the scope of protection afforded to the City of Vallejo, its officers, officials, employees, agents or volunteers. The insurance is to be issued by companies licensed to do business in the State of California.

B. For any claims related to this project, the Consultant's insurance coverage shall be primary insurance as respects the City of Vallejo, its officers, officials, employees, agents and volunteers. Any insurance or self-insurance maintained by the City of Vallejo, its officers, officials, employees, agents or volunteers shall be excess of the Consultant's insurance and shall not contribute with it.

C. Any failure to comply with reporting or other provisions of the policies including breaches of warranties shall not affect coverage provided to the City, its officers, officials, employees, agents or volunteers.

D. The Consultant's insurance shall apply separately to each insured against whom claim is made or suit is brought, except with respect to the limits of the insurer's liability.

E. Each insurance policy required by this clause shall be endorsed to state that coverage shall not be suspended, voided, canceled by either party, reduced in coverage or in limits except after thirty (30) days' prior written notice by certified mail, return receipt requested, has been given to the City.

F. The workers' compensation and employer's liability policy required hereunder shall be endorsed to state that the workers' compensation carrier waives its right of subrogation against City, its officers, officials, employees, agents

and volunteers, which might arise by reason of payment under such policy in connection with Consultant's performance under this Agreement.

5. Acceptability of Insurers. Insurance is to be placed with insurers with a current A.M. Best's rating of no less than A:VII.

6. Verification of Coverage. Consultant shall furnish the City with original certificates of insurance for all insurances required by this Agreement and endorsements effecting general and automobile liability insurance coverage required by this clause. The endorsements are to be signed by a person authorized by that insurer to bind coverage on its behalf. All endorsements are to be received and approved by the City Attorney before work commences. The City reserves the right to require complete, certified copies of all required insurance policies, including endorsements affecting the coverage, by this Agreement at any time. All verification of coverage and other insurance documents shall be mailed to the following address or to any other subsequent address as may be directed in writing by the City Attorney:

City of Vallejo
Attn: City Attorney
555 Santa Clara Street
Vallejo, CA 94590

7. Subcontractors. Consultant shall include all subcontractors as insureds under its policies or shall furnish separate certificates and endorsements for each subcontractor. All coverages for subcontractors shall be subject to all of the requirements stated herein.

8. Payment Withhold. City will withhold payments to Consultant if the certificates of insurance and endorsements required in Paragraph F, above, are canceled or Consultant otherwise ceases to be insured as required herein.

AGENCY CUSTOMER ID: CN102736896

LOC #: Washington



ADDITIONAL REMARKS SCHEDULE

Page 2 of 2

AGENCY MARSH USA, INC.		NAMED INSURED DEWBERRY ENGINEERS INC. DBA DEWBERRY DRAKE HAGLAN 11060 WHITE ROCK ROAD, SUITE 200 RANCHO CORDOVA, CA 95670
POLICY NUMBER		
CARRIER	NAIC CODE	EFFECTIVE DATE:

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,
FORM NUMBER: 25 FORM TITLE: Certificate of Liability Insurance

AS RESPECTS THE GENERAL LIABILITY, AUTOMOBILE LIABILITY, UMBRELLA LIABILITY, AND WORKERS' COMPENSATION COVERAGES EVIDENCED ABOVE, NOTICE OF CANCELLATION WILL BE PROVIDED BY THE INSURER(S) TO THE CERTIFICATE HOLDER PER THE ATTACHED AS REQUIRED BY WRITTEN CONTRACT. AS RESPECTS THE PRIMARY LAYER ONLY OF THE PROFESSIONAL LIABILITY COVERAGE EVIDENCED ABOVE, IF THIS POLICY IS CANCELLED BY THE INSURER, OTHER THAN FOR NON-PAYMENT OF PREMIUM, THE INSURER WILL PROVIDE 30 DAYS WRITTEN NOTICE TO CERTIFICATE HOLDER.

POLICY NUMBER: 810-1N788974-20-43-G

COMMERCIAL AUTO
ISSUE DATE: 06-06-20

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

VIRGINIA BLANKET CANCELLATION AND NONRENEWAL NOTICE

This endorsement modifies insurance provided under the following:

BUSINESS AUTO COVERAGE FORM
GARAGE COVERAGE FORM
MOTOR CARRIER COVERAGE FORM

In the event of cancellation or nonrenewal or material change that reduces or restricts the insurance afforded by this Coverage Part, we agree to mail prior written notice of cancellation or nonrenewal or material change to:

SCHEDULE

Any person or organization to whom you have agreed to under any contract or agreement that notice of cancellation or material limitation of this policy will be given, but only if:

1. You send us a written request to provide such notice, including the name and address of such person or organization, after the first Named Insured receives notice from us of the cancellation or nonrenewal or material change of this policy; and
2. We receive such written request at least 14 days before the beginning of the applicable number of days shown in this endorsement.

3. Number of days advance notice:

Cancellation for nonpayment of premium:		Days
Cancellation other than nonpayment of premium:	30	Days
Nonrenewal:		Days
Material change:		Days

Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

POLICY NUMBER: P-630-7792B312-COF-20

ISSUE DATE: 06-20-20

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

DESIGNATED ENTITY – NOTICE OF CANCELLATION PROVIDED BY US

This endorsement modifies insurance provided under the following:

ALL COVERAGE PARTS INCLUDED IN THIS POLICY

SCHEDULE

CANCELLATION:

Number of Days Notice of Cancellation: 30

**PERSON OR
ORGANIZATION:**

**ANY PERSON OR ORGANIZATION
(CONTINUED ON IL T8 06)**

**ADDRESS:
SEE IL T8 06**

**FAIRFAX
VA
22031**

PROVISIONS:

If we cancel this policy for any statutorily permitted reason other than nonpayment of premium, and a number of days is shown for cancellation in the schedule above, we will mail notice of cancellation to the person or organization shown in the schedule

above. We will mail such notice to the address shown in the schedule above at least the number of days shown for cancellation in the schedule above before the effective date of cancellation.

POLICY NUMBER: P-630-7792B312-COF-20

GENERAL PURPOSE ENDORSEMENT

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

**DESIGNATED ENTITY - NOTICE OF CANCELLATION PROVIDED BY US
IL T4 05 03 11**

**THIS ENDORSEMENT MODIFIES INSURANCE PROVIDED UNDER THE FOLLOWING:
ALL COVERAGE PARTS INCLUDED IN THIS POLICY**

CONTINUATION OF FORM IL T4 05, PERSON OR ORGANIZATION:

**ANY PERSON OR ORGANIZATION TO WHOM YOU HAVE AGREED IN A WRITTEN CONTRACT THAT
NOTICE OF CANCELLATION OF THIS POLICY WILL BE GIVEN, BUT ONLY IF:**

- 1. YOU SEND US A WRITTEN REQUEST TO PROVIDE SUCH NOTICE, INCLUDING THE NAME
AND ADDRESS OF SUCH PERSON OR
ORGANIZATION, AFTER THE FIRST NAMED INSURED SHOWN IN THE DECLARATIONS RECEIVES
NOTICE FROM US OF THE
CANCELLATION OF THIS POLICY; AND**
- 2. WE RECEIVE SUCH WRITTEN REQUEST AT LEAST 14 DAYS BEFORE THE BEGINNING OF
THE APPLICABLE NUMBER OF DAYS
SHOWN IN THIS SCHEDULE.**

ADDRESS:

**THE ADDRESS FOR THAT PERSON OR ORGANIZATION INCLUDED IN SUCH WRITTEN REQUEST
FROM YOU TO US.**



WORKERS COMPENSATION AND EMPLOYERS LIABILITY POLICY ENDORSEMENT WC 99 06 R4 (00) - 001

POLICY NUMBER: UB-6P972264-20-43-G

NOTICE OF CANCELLATION OR NONRENEWAL TO DESIGNATED PERSONS OR ORGANIZATIONS

The following is added to PART SIX – CONDITIONS :

Notice Of Cancellation Or Nonrenewal To Designated Persons Or Organizations

If we cancel or non-renew this policy for any reason other than non-payment of premium by you, we will provide notice of such cancellation or non-renewal to each person or organization designated in the Schedule below. We will mail or deliver such notice to each person or organization at its listed address at least the number of days shown for that person or organization before the cancellation or nonrenewal is to take effect.

You are responsible for providing us with the information necessary to accurately complete the Schedule below. If we cannot mail or deliver a notice of cancellation or nonrenewal to a designated person or organization because the name or address of such designated person or organization provided to us is not accurate or complete, we have no responsibility to mail, deliver or otherwise notify such designated person or organization of the cancellation or nonrenewal.

SCHEDULE

Table with 2 columns: Name and Address of Designated Persons or Organizations; Number of Days Notice. Row 1: ANY PERSON OR ORGANIZATION WITH WHOM YOU HAVE AGREED IN A WRITTEN CONTRACT THAT NOTICE OF CANCELLATION OR NON RENEWAL OF THIS POLICY WILL BE GIVEN, BUT ONLY IF: 30

- 1. YOU SEE TO IT THAT WE RECEIVE A WRITTEN REQUEST TO PROVIDE SUCH NOTICE, INCLUDING THE NAME AND ADDRESS OF SUCH PERSON OR ORGANIZATION, AFTER THE FIRST NAMED INSURED RECEIVES NOTICE FROM US OF THE CANCELLATION OR NON RENEWAL OF THIS POLICY; AND
2. WE RECEIVE SUCH WRITTEN REQUEST AT LEAST 14 DAYS BEFORE THE BEGINNING OF THE APPLICABLE NUMBER OF DAYS SHOWN IN THIS ENDORSEMENT.

ADDRESS: THE ADDRESS FOR THAT PERSON OR ORGANIZATION INCLUDED IN SUCH WRITTEN REQUEST FROM YOU TO US.

All other terms and conditions of this policy remain unchanged.

This endorsement changes the policy to which it is attached and is effective on the date issued unless otherwise stated.

(The information below is required only when this endorsement is issued subsequent to preparation of the policy.)

Endorsement Effective Insured Policy No. Endorsement No. Premium \$

Insurance Company Countersigned by _____

DATE OF ISSUE: 06-06-20 ST ASSIGN:

NOTICE: THESE POLICY FORMS AND THE APPLICABLE RATES ARE EXEMPT FROM THE FILING REQUIREMENTS OF THE NEW YORK INSURANCE LAW AND REGULATIONS. HOWEVER, THE FORMS AND RATES MUST MEET THE MINIMUM STANDARDS OF THE NEW YORK INSURANCE LAW AND REGULATIONS.

Effective date of this Endorsement: 01-Jul-2020

This Endorsement is attached to and forms a part of Policy Number: V11B5E201101
Beazley Insurance Company, Inc. referred to in this endorsement as either the "Insurer" or the "Underwriters"

DEWBERRY NOTICE OF CANCELLATION TO CERTIFICATE HOLDER

This endorsement modifies insurance provided under the following:

ARCHITECTS AND ENGINEERS PROFESSIONAL LIABILITY INSURANCE POLICY

In consideration of the premium charged for the Policy, it is hereby understood and agreed that in addition to the provisions of the Cancellation section of the Conditions, if this policy is cancelled by us, other than for non-payment of premium, we will provide 30 days written notice to the following party(ies):

As per list to be provided by the Named Insured or its Broker of Record.

All other terms and conditions of this Policy remain unchanged.

Authorized Representative

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

BLANKET ADDITIONAL INSURED – WRITTEN CONTRACTS (ARCHITECTS, ENGINEERS AND SURVEYORS)

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

1. The following is added to SECTION II – WHO IS AN INSURED:

Any person or organization that you agree in a "written contract requiring insurance" to include as an additional insured on this Coverage Part, but:

- a. Only with respect to liability for "bodily injury", "property damage" or "personal injury"; and
- b. If, and only to the extent that, the injury or damage is caused by acts or omissions of you or your subcontractor in the performance of "your work" to which the "written contract requiring insurance" applies. The person or organization does not qualify as an additional insured with respect to the independent acts or omissions of such person or organization.

The insurance provided to such additional insured is limited as follows:

- c. In the event that the Limits of Insurance of this Coverage Part shown in the Declarations exceed the limits of liability required by the "written contract requiring insurance", the insurance provided to the additional insured shall be limited to the limits of liability required by that "written contract requiring insurance". This endorsement shall not increase the limits of insurance described in Section III – Limits Of Insurance.
- d. This insurance does not apply to the rendering of or failure to render any "professional services" or construction management errors or omissions.
- e. This insurance does not apply to "bodily injury" or "property damage" caused by "your work" and included in the "products-completed operations hazard" unless the "written contract requiring insurance" specifically requires you to provide such coverage for that additional insured, and then the insurance provided to the additional insured ap-

plies only to such "bodily injury" or "property damage" that occurs before the end of the period of time for which the "written contract requiring insurance" requires you to provide such coverage or the end of the policy period, whichever is earlier.

2. The following is added to Paragraph 4.a. of SECTION IV – COMMERCIAL GENERAL LIABILITY CONDITIONS:

The insurance provided to the additional insured is excess over any valid and collectible "other insurance", whether primary, excess, contingent or on any other basis, that is available to the additional insured for a loss we cover. However, if you specifically agree in the "written contract requiring insurance" that this insurance provided to the additional insured under this Coverage Part must apply on a primary basis or a primary and non-contributory basis, this insurance is primary to "other insurance" available to the additional insured which covers that person or organization as a named insured for such loss, and we will not share with that "other insurance". But this insurance provided to the additional insured still is excess over any valid and collectible "other insurance", whether primary, excess, contingent or on any other basis, that is available to the additional insured when that person or organization is an additional insured under any "other insurance".

3. The following is added to SECTION IV – COMMERCIAL GENERAL LIABILITY CONDITIONS:

Duties Of An Additional Insured

As a condition of coverage provided to the additional insured:

- a. The additional insured must give us written notice as soon as practicable of an "occurrence" or an offense which may result in a claim. To the extent possible, such notice should include:

COMMERCIAL GENERAL LIABILITY

630-7792B312-COF-20

- i. How, when and where the "occurrence" or offense took place;
 - ii. The names and addresses of any injured persons and witnesses; and
 - iii. The nature and location of any injury or damage arising out of the "occurrence" or offense.
- b.** If a claim is made or "suit" is brought against the additional insured, the additional insured must:
- i. Immediately record the specifics of the claim or "suit" and the date received; and
 - ii. Notify us as soon as practicable.
- The additional insured must see to it that we receive written notice of the claim or "suit" as soon as practicable.
- c.** The additional insured must immediately send us copies of all legal papers received in connection with the claim or "suit", cooperate with us in the investigation or settlement of the claim or defense against the "suit", and otherwise comply with all policy conditions.
- d.** The additional insured must tender the defense and indemnity of any claim or "suit" to

any provider of other insurance which would cover the additional insured for a loss we cover. However, this condition does not affect whether this insurance provided to the additional insured is primary to that other insurance available to the additional insured which covers that person or organization as a named insured.

- 4.** The following is added to the **DEFINITIONS** Section:
- "Written contract requiring insurance" means that part of any written contract or agreement under which you are required to include a person or organization as an additional insured on this Coverage Part, provided that the "bodily injury" and "property damage" occurs and the "personal injury" is caused by an offense committed:
- a. After the signing and execution of the contract or agreement by you;
 - b. While that part of the contract or agreement is in effect; and
 - c. Before the end of the policy period.



**WORKERS COMPENSATION
AND
EMPLOYERS LIABILITY POLICY**

ENDORSEMENT WC 00 03 13 (00) - 003

POLICY NUMBER: UB-6P972264-20-43-G

WAIVER OF OUR RIGHT TO RECOVER FROM OTHERS ENDORSEMENT

We have the right to recover our payments from anyone liable for an injury covered by this policy. We will not enforce our right against the person or organization named in the Schedule. (This agreement applies only to the extent that you perform work under a written contract that requires you to obtain this agreement from us.)

This agreement shall not operate directly or indirectly to benefit any one not named in the Schedule.

SCHEDULE


DESIGNATED PERSON:

DESIGNATED ORGANIZATION:

**ANY PERSON OR ORGANIZATION FOR WHICH THE INSURED HAS AGREED
BY WRITTEN CONTRACT EXECUTED PRIOR TO LOSS TO FURNISH THIS
WAIVER.**

Any person or organization for which the employer has agreed by written contract, executed prior to loss, may execute a waiver of subrogation. However, for purposes of work performed by the employer in Missouri, this waiver of subrogation does not apply to any construction group of classifications as designated by the waiver of right to recover from others (subrogation) rule in our manual.

Approved as to form:

By:  for
Veronica A.F. Nebb
City Attorney

**FIRST AMENDMENT TO
DESIGN PROFESSIONAL SERVICES AGREEMENT BETWEEN
CITY OF VALLEJO
AND
DEWBERRY ENGINEERS, INC.**

This First Amendment to the Design Professional Services Agreement (“Agreement”) between Dewberry Engineers, Inc., a Virginia Corporation (“Design Professional”), and the City of Vallejo, a municipal corporation (“City”), is made and entered into on this 13th day of July 2022.

Design Professional and City do mutually agree as follows:

1. Amendment to Section 2 of Exhibit A, “Scope of Work.” Section 2, “Services to be Provided,” shall be amended to read as follows:

“Design Professional shall provide on-call structural engineering services for specific projects as may be requested by the City Engineer; such services shall be defined, scheduled, and authorized in subsequent Statement of Works. The services provided throughout the term of this Agreement may include the services specified in the Request for Qualifications issued by City on April 9, 2019 and incorporated herein by this reference.

The Statement of Work shall be substantially in the form as shown in Attachment 1 of Exhibit A, attached hereto and incorporated herein by this reference.”

2. Amendment to Attachment 1 of Exhibit A. Attachment 1 of Exhibit A, the form entitled “City of Vallejo Statement of Work,” shall be amended to remove the “DRAFT” watermark.

3. Amendment to Section 1.A of Exhibit B “Compensation.” Section 1.A of Exhibit B of the Agreement shall be modified to read:

“A. Services: City agrees to pay Design Professional, at the rate(s) specified below, for those services set forth in Exhibit A of this Agreement and for all authorized reimbursable expenses, for a total not to exceed Five Hundred Thousand Dollars and Zero Cents (\$500,000).

Design Professional shall notify City in writing no later than thirty (30) days prior to the estimated date when Design Professional will have billed City the maximum payment amount permitted under this Agreement, and Design Professional shall provide City with an estimate of the additional compensation required to complete the project.”

4. Amendment to Section 16 “Term.” Section 16 of the Agreement shall be modified to read:

“**16. Term.** The term of this Agreement shall commence on the date of complete execution of this Agreement and shall continue in full force and effect until September 30, 2024. The total duration of this Agreement shall not exceed five years.”

5. Integration. This First Amendment contains the entire agreement between the parties with respect to its subject matter and supersedes whatever oral or written understanding they may have had prior to the execution of this First Amendment. This First Amendment shall not be amended or modified except by a written agreement executed by each of the parties. Except as specifically revised herein, all terms and conditions of the Agreement shall remain in full force and effect, and Consultant shall perform all duties, obligations and conditions required under the Agreement.

6. Inconsistencies. In the event of any conflict or inconsistency between the provisions of this First Amendment and the Agreement, the provisions of this First Amendment shall control in all respects.

7. Ambiguities. The parties have each carefully reviewed this First Amendment and have agreed to each term of this First Amendment. No ambiguity shall be presumed to be construed against either party.

8. Counterparts. This First Amendment may be executed by the parties in one or more counterparts all of which collectively shall constitute one document and agreement.

9. Authority. The person signing this First Amendment for Design Professional hereby represents and warrants that he or she is fully authorized to sign this First Amendment on behalf of Design Professional.

(SIGNATURES ARE ON THE FOLLOWING PAGE)

IN WITNESS WHEREOF, the parties have entered into this First Amendment on the day and year first hereinabove appearing.

DEWBERRY ENGINEERS, INC.,
a Virginia Corporation

CITY OF VALLEJO,
a municipal corporation

BY: _____
Mike Pugh
Associate Vice President

BY: _____
MIKE MALONE
City Manager

DATE: _____

DATE: _____

(City Seal)

ATTEST: _____
DAWN G. ABRAHAMSON
City Clerk

APPROVED AS TO CONTENT:

MELISSA TIGBAO
Public Works Director


APPROVED AS TO FORM:

VERONICA A.F. NEBB
City Attorney

APPROVED AS TO INSURANCE:

ARMOND SARKIS
Risk Manager

Approved as to form:

By:  for
Veronica A.F. Nebb
City Attorney

RESOLUTION NO. 22-_____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VALLEJO APPROVING THE FIRST AMENDMENT TO THE DESIGN PROFESSIONAL SERVICES AGREEMENT WITH DEWBERRY ENGINEERS, INC. AND AUTHORIZING THE CITY MANAGER TO EXECUTE SAME

BE IT RESOLVED by the City Council of the City of Vallejo as follows:

WHEREAS, on October 13, 2020, the City Council authorized a Design Professional Services Agreement with Dewberry Engineers, Inc., for a total amount not to exceed \$250,000; and

WHEREAS, the PW9798: Sacramento Street Bridge Demolition / Rehabilitation Project will require the structural engineering services of this Design Professional until the project is completed; and

WHEREAS, in order to complete the PW9798: Sacramento Street Bridge Demolition/Rehabilitation Project with the structural engineer on hand, staff is seeking authorization for a First Amendment to the Design Professional Services Agreement with Dewberry Engineers, Inc. to increase the total amount of the contract by \$250,000 for a total not to exceed amount of \$500,000 and to extend the term by two years to September 30, 2024.

NOW, THEREFORE BE IT RESOLVED that the City Manager is hereby authorized to sign First Amendment to the Design Professional Services Agreement between the City of Vallejo and Dewberry Engineers, Inc. to increase the total amount of the contract not to exceed \$500,000 and to extend the termination date by two years to September 30, 2024, with any modifications recommended by the City Attorney and the City Clerk to attest the signing of that Agreement.

ADOPTED BY THE CITY COUNCIL OF THE CITY OF VALLEJO at a regular meeting held on July 12, 2022, with the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN

ATTEST

ROBERT H. MCCONNELL, MAYOR

DAWN G. ABRAHAMSON, CITY CLERK



DATE: July 12, 2022
TO: Mayor and Members of the City Council
FROM: Melissa L. Tigbao, Public Works Director
SUBJECT: **NOTICE OF INTENT TO AMEND FY 2022-23 CAPITAL IMPROVEMENT PROJECT BUDGET FOR PW9432: RADAR FREEDBACK SIGNS / RESTRIPING PROJECT**

RECOMMENDATION

Receive the Notice of Intent to amend the FY 2022-23 Capital Improvement Project by recognizing grant revenue totaling \$55,000 and authorizing the expenditure of funds on project PW9432 Radar Feedback Signs / Re-striping.

REASONS FOR RECOMMENDATION

The City of Vallejo has been awarded two grants totaling \$55,000 from the Solano Transportation Authority for re-striping work to be completed near schools. Per City Charter Section 703, amending the budget requires a public notice of intent prior to any action taken. This is the first step in the two-step process to amend the fiscal year 2022-2023 Capital Improvement Project budget.

BACKGROUND AND DISCUSSION

The Solano Transportation Authority has awarded the City of Vallejo two grants in the amount of \$25,000 and \$30,000, respectively, for road re-striping work in the Dan Mini Elementary School and Loma Vista Elementary School areas. The City intends to amend the budget to acknowledge the acceptance and expenditure of these funds.

A detailed staff report and draft resolution to amend the Capital Improvement Budget for PW9432: Radar Feedback Signs/Restriping Project will be presented to the City Council for consideration at the next regular meeting on July 26, 2022.

FISCAL IMPACT

The notice of intent does not have any fiscal impact. A future recommended action to amend the FY 2022-23 Capital Improvement Project budget will include the anticipated increase of \$55,000 in both revenue and expenditure budgets in PW9432: Radar Feedback Signs / Re-striping Project. More details will be provided when staff returns to the Council on July 26, 2022.

ENVIRONMENTAL REVIEW

This action is exempt from the California Environmental Quality Act (CEQA) because it is not a project which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, pursuant to CEQA Guideline section 15378.

ATTACHMENTS

None

CONTACT

Date: July 12, 2022

**Subject: NOTICE OF INTENT TO AMEND FY 2022-23 CAPITAL IMPROVEMENT PROJECT
BUDGET FOR PW9432: RADAR FREEDBACK SIGNS / RESTRIPIING PROJECT**

Page 2

Melissa L. Tigbao, Public Works Director, (707) 648-4085
Melissa.Tigbao@cityofvallejo.net



DATE: July 12, 2022
TO: Mayor and Members of the City Council
FROM: Gillian Hayes, Assistant City Manager
SUBJECT: **ADOPT A RESOLUTION TO AMEND THE CITY'S SALARY PLAN TO ADD ONE LIMITED TERM POSITION OF SPECIAL ADVISOR TO THE CITY MANAGER AND NOTICE OF INTENT TO AMEND FY 2022-23 GENERAL FUND BUDGET**

RECOMMENDATION

Adopt a resolution to amend the City's Salary Plan by adding a limited-term position of Special Advisor to the City Manager to oversee the Economic Development Division, effective August 1, 2022 through August 1, 2023 and Receive the Notice of Intent to amend the General Fund budget.

REASONS FOR RECOMMENDATION

In order to provide a better long-term solution to the City's needs, and in recognition of the growth of the vital services required for the City's economic development projects, staff is recommending amending the City's Salary Plan by adding one limited-term position (1 year) of Special Advisor to the City Manager and provide the notice to amend the General Fund budget.

BACKGROUND AND DISCUSSION

As City management staff assesses our overall city staffing needs, we are embarking on a Recruitment and Retention Plan to address hiring qualified staff and retaining them. At the same time, we are assessing vacant positions and increasing efficiencies in staffing. While this plan is underway, we are keenly aware of several key positions that cannot wait for the plan to be completed. Council has already been notified of the Communications dispatch staff needs, and now we are bringing this position, Special Advisor to the City Manager, for consideration as well, in order to keep moving forward on the Cities most crucial work: Economic Development. Currently, the Assistant City Manager (ACM) is holding this position on top of the ACM position.

In order to provide a better long-term solution to the City's needs, and in recognition of the growth in number of scope of the City's active economic development projects and with Economic Development being the City Council's top goal for Fiscal Year 22-23, staff recommends adopting a resolution to amend the City's Salary Plan by adding a limited-term position of Special Advisor to the City Manager for a period of 1 year, with the ability to extend no more than 5 years. This classification specification currently exists in the Unrepresented group.

Over the last year, there have been several positions that have been increasingly hard to recruit and fill. The Economic Development Manager has had a continuous recruitment without attaining an experienced applicant pool. Instead of filling a division manager position with an under-qualified person, City Management staff are recommending a Special Advisor to the City Manager position to be added to oversee the Economic Development Division. This will allow for more competitive pay to be offered for the highly technical position. The Special Advisor to the City Manager position has existed for the last couple of years in the City Manager's Office, overseeing the Economic Development Division.

Staff recommends adopting a resolution to amend the City's Salary Plan by adding a limited-term position of

Subject: ADOPT A RESOLUTION TO AMEND THE CITY’S SALARY PLAN TO ADD ONE LIMITED TERM POSITION OF SPECIAL ADVISOR TO THE CITY MANAGER AND NOTICE OF INTENT TO AMEND FY 2022-23 GENERAL FUND BUDGET

Special Advisor to the City Manager for a period of 1 year, with the ability to extend no more than 5 years.

Staff is also providing notice of intent to amend the budget, which is a two-step process and the second step will return July 26, 2022 for final approval.

The proposed budget amendment will defund two positions. First is the existing Economic Development Manager position in the Planning and Development Services Department and the second is the Landscape Inspector position in the Public Works Department. Defunding the two positions will utilize that salary for the new position and have a neutral or positive effect on the current budget.

FISCAL IMPACT

The notice of intent does not have any negative fiscal impact. The future recommendation to amend the budget will increase the budget for the Special Advisor to City Manager position in the City Manager's Office, which will be offset by defunding the Economic Development Manager position in the Planning and Development Services Department and the Landscape Inspector position in the Public Works Department to have a positive impact on the budget. The fiscal impact proposed will have around \$46,000 in savings for FY 22/23 and \$ 281K over 5 years.

ENVIRONMENTAL REVIEW

This action is exempt from the California Environmental Quality Act (CEQA) because it is not a project which has a potential for resulting in either a direct or indirect impact to the environment.

ATTACHMENTS

1.	Resolution to Amend Salary Plan for FY 22-23 CAO Stamp
2.	Exhibit 2 Salary Plan

CONTACT

Gillian Hayes, Assistant City Manager (707) 648-4163
Gillian.Hayes@cityofvallejo.net

Approved as to form:

By: 
Veronica A.F. Nebb
City Attorney

RESOLUTION NO. 22 - ___N.C.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VALLEJO APPROVING A SALARY PLAN AMENDMENT

WHEREAS, Vallejo Municipal Code section 2.60.340 requires that the City Council adopt an official salary plan through adoption of the annual positions and salaries resolution; and

WHEREAS, the City Council approved Resolution 22-101 on June 4, 2022, adopting the Salary Plan; and

WHEREAS, the City Council has the authority to amend the salary plan via resolution during the Fiscal Year; and

WHEREAS, the Salary Plan consists of the Full-Time Equivalent Listing and the Salary Schedule; and

WHEREAS, Staff is recommending the Salary Plan be amended by adding 1 FTE Special Advisor to the City Manager, as set forth in Exhibit 2; and

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Vallejo directs staff to amend the Salary Plan, as shown in Exhibit 2 attached hereto and incorporated herein, effective July 12, 2022.

Adopted by the City Council of the City of Vallejo at a regular meeting held on July 12, 2022 with the following vote:

AYES:

ABSENT:

ABSTAIN:

NOES:

ROBERT H. MCCONNELL, MAYOR

ATTEST:

DAWN ABRAHAMSON, CITY CLERK

Personnel Summary
Authorized Full-time Equivalent (FTE) Listing

	FY 19-20	FY 20-21	FY 21-22		FY 22-23		
	Amended	Amended	Adopted	Amended	Adopted	Proposed Changes	Amended
General Fund							
Legislative	8.00	8.00	8.00	8.00	8.00	-	8.00
Executive							
City Manager	13.00	13.00	12.00	16.00	16.00	1.00	17.00
City Clerk	3.00	3.00	3.00	3.00	3.00	-	3.00
Information Technology	13.00	13.00	11.00	12.00	12.00	-	12.00
Economic Development	5.00	5.00	-	-	-	-	-
Legal	13.00	13.00	13.00	14.00	14.00	-	14.00
Finance	21.00	21.00	22.00	24.00	24.00	-	24.00
Human Resources	14.00	14.00	14.00	15.00	15.00	-	15.00
Planning & Development Services	24.00	24.00	30.00	31.00	31.00	-	31.00
Police	175.00	187.00	189.00	201.00	201.00	-	201.00
Fire	108.00	108.00	99.00	109.00	108.00	-	108.00
Public Works	73.50	73.50	73.50	74.00	73.00	-	73.00
	470.50	482.50	474.50	507.00	505.00	1.00	506.00
Enterprise Funds							
Water	101.50	107.50	108.50	120.00	121.00	-	121.00
Information Technology	-	-	1.00	-	-	-	-
Finance	17.00	17.00	17.00	17.00	17.00	-	17.00
Human Resources	-	-	1.00	1.00	1.00	-	1.00
Subtotal, Water	118.50	124.50	127.50	138.00	139.00	-	139.00
Marina	4.00	4.00	1.00	-	-	-	-
Parking	1.00	1.00	1.00	1.00	-	-	-
	123.50	129.50	129.50	139.00	139.00	-	139.00
Economic Development Funds							
Mare Island CFDs	2.00	2.00	2.00	2.00	2.00	-	2.00
	2.00	2.00	2.00	2.00	2.00	-	2.00
Public Works Funds							
Landscape Districts	5.00	5.00	5.00	5.00	5.00	-	5.00
Corp Yard	8.00	8.00	8.00	8.00	9.00	-	9.00
	13.00	13.00	13.00	13.00	14.00	-	14.00
Other Funds							
Housing	15.00	15.00	15.00	15.00	15.00	-	15.00
Self Insurance	5.00	5.00	5.00	5.00	5.00	-	5.00
	20.00	20.00	20.00	20.00	20.00	-	20.00
TOTAL	629.00	647.00	639.00	681.00	680.00	1.00	681.00

Multi-Level Authorizations

All positions in the Personnel Summaries/Authorized FTE Listings by Department that are authorized at multiple levels, where promotion is dependent on an employee obtaining certification or similar criteria not in the City's control, or other circumstances warrant, are required to be listed below and are referred to as "Multi-Level Authorizations":

Housing Specialist I/II	Assistant Engineer/ Associate Civil Engineer
Communications Operators I/II	Instrument Technician I/II
Maintenance Worker I/II	Water Maintenance Worker I/II

Temporary & Part-time Authorized Positions

The Personnel Summary/Authorized FTE Listing does not reflect temporary and part-time positions required to be paid through City payroll. These positions include interns, administrative, manual and nonmanual temporary positions, and Police Cadets and Firefighter Trainee authorizations.

These temporary and part-time position authorizations generally fluctuate throughout the year as business needs change. As such, The City Manager has the authority to adjust staffing levels for temporary staffing positions, subject to budgetary constraints.

Note: Detailed FTE information by classification and department can be found in the Appendix.

Appendix: Personnel Summary

Legislative, Executive and Legal Departments

	Group	FY 19-20	FY 20-21	FY 21-22		FY 22-23		
		Amended	Amended	Adopted	Amended	Adopted	Proposed Changes	Amended
GENERAL FUND:								
LEGISLATIVE								
MAYOR & COUNCIL								
Mayor	MAYOR	1.00	1.00	1.00	1.00	1.00	-	1.00
City Council	COUNCIL	6.00	6.00	6.00	6.00	6.00	-	6.00
Executive Assistant to the Mayor	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Total Legislative		8.00	8.00	8.00	8.00	8.00	-	8.00
EXECUTIVE								
CITY MANAGER								
City Manager	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Assistant City Manager	EXEC	1.00	1.00	1.00	2.00	2.00	-	2.00
Assistant to the City Manager	EXEC	2.00	2.00	2.00	2.00	2.00	-	2.00
Executive Assistant to the City Manager	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Organizational Development Manager	EXEC	-	-	-	1.00	1.00	-	1.00
Real Property and Asset Manager	CAMP	1.00	1.00	-	-	-	-	-
Administrative Clerk II-C	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	2.00	2.00	2.00	3.00	4.00	-	4.00
Administrative Analyst II (Ltd term expires 6/30/25) *	CAMP	-	-	-	1.00	1.00	-	1.00
Community and Volunteer Coordinator	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Communications and Public Information Officer	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Special Advisor to the City Manager (B)	EXEC	1.00	1.00	1.00	1.00	-	1.00	1.00
		13.00	13.00	12.00	16.00	16.00	1.00	17.00
CITY CLERK								
City Clerk	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Deputy City Clerk	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Contracts & Records Technician	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
		3.00	3.00	3.00	3.00	3.00	-	3.00
INFORMATION TECHNOLOGY								
Chief Innovation Officer	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
IT Project Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Information Systems Manager	CAMP	3.00	3.00	2.00	2.00	2.00	-	2.00
Network Administrator	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
IS Services Specialist	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Media Services Specialist	CAMP	1.00	1.00	-	1.00	1.00	-	1.00
IS Support Technician II	IBEW	3.00	3.00	3.00	3.00	3.00	-	3.00
IS Support Technician I	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Administrative Clerk II	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
		13.00	13.00	11.00	12.00	12.00	-	12.00
Water Fund 401								
Information Systems Manager	CAMP	-	-	1.00	-	-	-	-
		-	-	1.00	-	-	-	-
ECONOMIC DEVELOPMENT (A)								
Economic Development Program Manager	CAMP	2.00	2.00	-	-	-	-	-
Sr. Comm. Development Analyst	IBEW	1.00	1.00	-	-	-	-	-
Administrative Analyst II	CAMP	1.00	1.00	-	-	-	-	-
Secretary	IBEW	1.00	1.00	-	-	-	-	-
		5.00	5.00	-	-	-	-	-
Subtotal Executive, General Fund		34.00	34.00	27.00	31.00	31.00	1.00	32.00

(A) Economic Development functions transferred under the Planning and Development Services Department in FY2021-22.

(B) Limited term position expired 6/30/22. New term to start on 8/1/2022 and expires 8/1/2023 with the ability to extend no more than 5 years

* Funded by ARPA expires 6/30/25

Appendix: Personnel Summary

Legislative, Executive and Legal Departments

	Group	FY 19-20	FY 20-21	FY 21-22		FY 22-23		
		Amended	Amended	Adopted	Amended	Adopted	Proposed Changes	Amended
EXECUTIVE (continued)								
HOUSING/SECTION 8 Fund 121								
Housing & Community Development Program Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Housing Project Developer	CAMP	-	1.00	1.00	1.00	1.00	-	1.00
Housing Specialist Supervisor	IBEW	-	2.00	2.00	2.00	1.00	-	1.00
Housing Specialist I / II	IBEW	7.00	-	-	-	6.00	-	6.00
Sr. Housing Specialist	IBEW	-	6.00	6.00	6.00	1.00	-	1.00
Sr. Housing Specialist	IBEW	1.00	-	-	-	-	-	-
Administrative Manager	CAMP	-	-	-	-	1.00	-	1.00
Administrative Analyst II	CAMP	3.00	2.00	2.00	2.00	1.00	-	1.00
Secretary	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Sr. Community Dev. Analyst	IBEW	-	-	-	-	-	-	-
Admin Clerk II	IBEW	2.00	2.00	2.00	2.00	2.00	-	2.00
		15.00	15.00	15.00	15.00	15.00	-	15.00
SELF INSURANCE Fund (A)								
Risk Manager / Safety Officer	EXEC	1.00	1.00	-	-	-	-	-
Administrative Analyst II	CAMP	3.00	3.00	-	-	-	-	-
Admin Clerk II-C	CAMP	1.00	1.00	-	-	-	-	-
		5.00	5.00	-	-	-	-	-
Total Executive		54.00	54.00	42.00	46.00	46.00	1.00	47.00
LEGAL								
CITY ATTORNEY								
City Attorney	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Chief Assistant City Attorney	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Asst. City Attorney II-E	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Asst. City Attorney II	CAMP	1.00	2.00	2.00	3.00	3.00	-	3.00
Deputy City Attorney II	CAMP	2.00	2.00	2.00	2.00	2.00	-	2.00
Deputy City Attorney I	CAMP	2.00	1.00	1.00	1.00	1.00	-	1.00
Law Office Supervisor	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	-	-	1.00	1.00	1.00	-	1.00
Senior Administrative Clerk-C	CAMP	1.00	1.00	-	-	-	-	-
Paralegal	CAMP	-	3.00	3.00	3.00	3.00	-	3.00
Legal Secretary	CAMP	3.00	-	-	-	-	-	-
Total Legal		13.00	13.00	13.00	14.00	14.00	-	14.00
TOTAL LEGISLATIVE, EXECUTIVE AND LEGAL		75.00	75.00	63.00	68.00	68.00	1.00	69.00

(A) Risk Management functions transferred under the Human Resources Department in FY2021-22.

Appendix: Personnel Summary Finance Department

	Group	FY 19-20	FY 20-21	FY 21-22		FY 22-23		
		Amended	Amended	Adopted	Amended	Adopted	Proposed Changes	Amended
GENERAL FUND:								
ACCOUNTING								
Finance Director	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Assistant Finance Director	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Deputy Finance Director	EXEC	-	-	-	1.00	1.00	-	1.00
Auditor Controller	CAMP	1.00	-	-	-	-	-	-
Finance Manager (Ltd term expires 6/30/25) (A)	CAMP	-	-	-	1.00	1.00	-	1.00
Finance Manager	CAMP	1.00	1.00	1.00	-	-	-	-
Purchasing Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Accounting Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Administrative Analyst II (Ltd term expires 6/30/25) *	CAMP	-	-	1.00	1.00	1.00	-	1.00
Senior Accountant	IBEW	3.00	4.00	4.00	5.00	5.00	-	5.00
Accountant	IBEW	3.00	4.00	4.00	5.00	5.00	-	5.00
Payroll Supervisor	IBEW	1.00	1.00	1.00	-	-	-	-
Executive Secretary-C	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Accounting Technician	IBEW	3.00	3.00	3.00	3.00	3.00	-	3.00
Accounting Clerk II	IBEW	1.00	-	-	-	-	-	-
		19.00	19.00	20.00	22.00	22.00	-	22.00
COMMERCIAL SERVICES								
Senior Accountant	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Customer Service Representative	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
		2.00	2.00	2.00	2.00	2.00	-	2.00
Subtotal, General Fund		21.00	21.00	22.00	24.00	24.00	-	24.00
WATER FUND:								
WATER BILLING & COLLECTION								
Customer Service Supervisor	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Accounting Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Accountant	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Sr. Customer Service Representative	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Customer Service Representative	IBEW	5.00	5.00	5.00	5.00	5.00	-	5.00
		9.00	9.00	9.00	9.00	9.00	-	9.00
WATER METER READING								
Meter Reader	IBEW	5.00	5.00	5.00	5.00	5.00	-	5.00
Sr. Meter Reader	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Utility Field Representative	IBEW	2.00	2.00	2.00	2.00	2.00	-	2.00
		8.00	8.00	8.00	8.00	8.00	-	8.00
Subtotal, Water Fund		17.00	17.00	17.00	17.00	17.00	-	17.00
TOTAL DEPARTMENT		38.00	38.00	39.00	41.00	41.00	-	41.00

(A) Funded by ERP Project expires 6/30/25

* Funded by ARPA expires 6/30/25

Appendix: Personnel Summary

Human Resources

Group	FY 19-20	FY 20-21	FY 21-22		FY 22-23			
	Amended	Amended	Adopted	Amended	Adopted	Proposed Changes	Amended	
GENERAL FUND:								
HUMAN RESOURCES								
Human Resources Director	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Assistant Human Resources Director	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
HR Program Manager	EXEC	4.00	4.00	4.00	1.00	1.00	-	1.00
Employee and Labor Relations Officer	EXEC	-	-	-	1.00	1.00	-	1.00
Senior Personnel Analyst	CAMP	1.00	1.00	1.00	2.00	2.00	-	2.00
Administrative Analyst II	CAMP	-	-	-	1.00	1.00	-	1.00
HR Information System Analyst	CAMP	-	-	-	1.00	1.00	-	1.00
Personnel Analyst II	CAMP	3.00	3.00	3.00	3.00	3.00	-	3.00
Personnel Technician	CAMP	3.00	3.00	2.00	2.00	2.00	-	2.00
Personnel Analyst II (Ltd term expires 6/30/25) *	CAMP	-	-	-	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	-	-	1.00	1.00	1.00	-	1.00
Admin Clerk II-C	CAMP	1.00	1.00	1.00	-	-	-	-
Subtotal, General Fund		14.00	14.00	14.00	15.00	15.00	-	15.00
Water Fund 401								
Personnel Analyst II	CAMP	-	-	1.00	1.00	1.00	-	1.00
		-	-	1.00	1.00	1.00	-	1.00
SELF INSURANCE Fund (A)								
Risk Manager / Safety Officer	EXEC	-	-	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	-	-	3.00	3.00	3.00	-	3.00
Admin Clerk II-C	CAMP	-	-	1.00	1.00	1.00	-	1.00
Subtotal, Self Insurance		-	-	5.00	5.00	5.00	-	5.00
TOTAL DEPARTMENT		14.00	14.00	20.00	21.00	21.00	-	21.00

(A) Risk Management functions transferred under the Human Resources Department in FY2021-22.

* Funded by ARPA expires 6/30/25

Appendix: Personnel Summary

Planning & Development Services Department

	Group	FY 19-20	FY 20-21	FY 21-22		FY 22-23		
		Amended	Amended	Adopted	Amended	Adopted	Proposed Changes	Amended
GENERAL FUND:								
ADMINISTRATION								
Community Development Director	EXEC	1.00	-	-	-	-	-	-
Planning & Development Services Director	EXEC	-	1.00	1.00	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
		3.00	3.00	3.00	3.00	3.00	-	3.00
BUILDING								
Chief Building Official	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Building Inspection Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Building Inspection Supervisor	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Building Inspector II	IBEW	4.00	4.00	4.00	4.00	4.00	-	4.00
Development Permit Coordinator	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Plan Check Engineer	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Building Permit Technician I	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Building Permit Technician II	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Secretary	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
		12.00	12.00	12.00	12.00	12.00	-	12.00
PLANNING								
Planning Manager	CAMP	2.00	2.00	2.00	2.00	2.00	-	2.00
Principal Planner	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Senior Planner	CAMP	2.00	2.00	2.00	2.00	2.00	-	2.00
Associate Planner	IBEW	3.00	3.00	3.00	3.00	3.00	-	3.00
Planning Technician (A)	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
		9.00	9.00	9.00	9.00	9.00	-	9.00
ECONOMIC DEVELOPMENT (B)								
Economic Development Manager	CAMP	-	-	-	1.00	1.00	-	1.00
Economic Development Program Manager	CAMP	-	-	2.00	3.00	3.00	-	3.00
Real Property and Asset Manager	CAMP	-	-	1.00	-	-	-	-
Sr. Comm. Development Analyst	IBEW	-	-	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	-	-	1.00	1.00	1.00	-	1.00
Secretary	IBEW	-	-	1.00	1.00	1.00	-	1.00
		-	-	6.00	7.00	7.00	-	7.00
TOTAL DEPARTMENT		24.00	24.00	30.00	31.00	31.00	-	31.00

(A) One (1) Vacant Planning Technician position defunded in FY2022-23

(B) Economic Development functions transferred under the Planning and Development Services Department in FY2021-22

Appendix: Personnel Summary

Police Department

		FY 19-20	FY 20-21	FY 21-22		FY 22-23		
Group		Amended	Amended	Adopted	Amended	Adopted	Proposed Changes	Amended
GENERAL FUND:								
PUBLIC SAFETY								
Police Chief	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Deputy Police Chief	EXEC	-	2.00	2.00	2.00	2.00	-	2.00
Police Captain (A)	VPOA	3.00	3.00	3.00	3.00	3.00	-	3.00
Police Lieutenant (B)	VPOA	8.00	8.00	8.00	8.00	8.00	-	8.00
Police Sergeant	VPOA	13.00	13.00	13.00	13.00	13.00	-	13.00
Police Corporal (c)	VPOA	12.00	12.00	12.00	12.00	12.00	-	12.00
Police Officer	VPOA	84.00	84.00	84.00	84.00	84.00	-	84.00
Police Officer (Ltd 4-yr term) (D)	VPOA	-	8.00	8.00	8.00	8.00	-	8.00
		121.00	131.00	131.00	131.00	131.00	-	131.00
Administrative Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	2.00	3.00	3.00	4.00	4.00	-	4.00
Administrative Analyst I	CAMP	1.00	2.00	2.00	2.00	2.00	-	2.00
Administrative Clerk II-C	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Communications Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Communications Supervisor	IBEW	4.00	4.00	4.00	4.00	4.00	-	4.00
Communications Operator I/II	IBEW	16.00	16.00	16.00	16.00	16.00	-	16.00
Executive Secretary-C	CAMP	1.00	1.00	2.00	2.00	2.00	-	2.00
Senior Police Assistant	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Police Assistant	IBEW	5.00	5.00	7.00	11.00	11.00	-	11.00
Police Assistant (Ltd term expires 6/30/25) *	IBEW	-	-	-	3.00	3.00	-	3.00
Forensic Analyst	IBEW	-	-	-	1.00	1.00	-	1.00
Police Clerk	IBEW	11.00	11.00	10.00	12.00	12.00	-	12.00
Police Records Supervisor	IBEW	1.00	1.00	-	-	-	-	-
Police Records Manager	CAMP	-	-	1.00	1.00	1.00	-	1.00
Crime Analyst	IBEW	1.00	1.00	1.00	2.00	2.00	-	2.00
		46.00	48.00	50.00	62.00	62.00	-	62.00
CODE ENFORCEMENT								
Police Lieutenant	VPOA	1.00	1.00	1.00	1.00	1.00	-	1.00
Sr. Code Enforcement Officer	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Code Enforcement Officer	IBEW	4.00	4.00	4.00	4.00	4.00	-	4.00
Police Clerk	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Secretary	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
		8.00	8.00	8.00	8.00	8.00	-	8.00
TOTAL DEPARTMENT		175.00	187.00	189.00	201.00	201.00	-	201.00
<p>(A) One (1) Vacant Police Captain position defunded in FY2022-23</p> <p>(B) Two (2) Vacant Police Lieutenant positions defunded in FY2022-23</p> <p>(C) One (1) Vacant Police Corporal position defunded in FY2022-23</p> <p>(D) 3-year Eight (8) Police Officer 2020 COPS grant positions with additional 1 year expire 6/30/24</p> <p>* Funded by ARPA expires 6/30/25</p>								
Staffing subtotals by type:								
Sworn		122.00	132.00	132.00	132.00	132.00	-	132.00
Unsworn		53.00	55.00	57.00	69.00	69.00	-	69.00
Total		175.00	187.00	189.00	201.00	201.00	-	201.00

Appendix: Personnel Summary
Fire Department

	Group	FY 19-20	FY 20-21	FY 21-22		FY 22-23		
		Amended	Amended	Adopted	Amended	Adopted	Proposed Changes	Amended
GENERAL FUND:								
ADMINISTRATION								
Fire Chief	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Deputy Fire Chief	EXEC	2.00	2.00	2.00	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Administrative Manager	CAMP	-	-	-	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	1.00	1.00	1.00	-	-	-	-
Administrative Clerk II	CAMP	-	-	-	1.00	1.00	-	1.00
		5.00	5.00	5.00	5.00	5.00	-	5.00
SUPPRESSION								
Battalion Chief	IAFF	3.00	3.00	3.00	3.00	3.00	-	3.00
Fire Captain	IAFF	21.00	21.00	21.00	24.00	24.00	-	24.00
Fire Engineer	IAFF	21.00	21.00	21.00	24.00	24.00	-	24.00
Firefighter	IAFF	31.00	31.00	31.00	25.00	24.00	-	24.00
Firefighter (Limited Term) (A)	IAFF	21.00	21.00	12.00	21.00	21.00	-	21.00
		97.00	97.00	88.00	97.00	96.00	-	96.00
PREVENTION								
Fire Prevention Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Fire Prevention Inspector	IBEW	2.00	2.00	2.00	3.00	3.00	-	3.00
Secretary	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
		4.00	4.00	4.00	5.00	5.00	-	5.00
TRAINING								
Battalion Chief	IAFF	1.00	1.00	1.00	1.00	1.00	-	1.00
		1.00	1.00	1.00	1.00	1.00	-	1.00
EMERGENCY MEDICAL SERVICES								
Fire Captain	IAFF	1.00	1.00	1.00	1.00	1.00	-	1.00
		1.00	1.00	1.00	1.00	1.00	-	1.00
TOTAL DEPARTMENT		108.00	108.00	99.00	109.00	108.00	-	108.00
Staffing subtotals by type:								
Sworn		102.00	102.00	93.00	101.00	100.00	-	100.00
Unsworn		6.00	6.00	6.00	8.00	8.00	-	8.00
Total		108.00	108.00	99.00	109.00	108.00	-	108.00

(A) Twelve (12) Firefighter positions funded by 2018 SAFER grant expire March 10, 2023;
Nine (9) Firefighter positions funded by 2020 SAFER grant expire February 26, 2025

Appendix: Personnel Summary Public Works Department

	Group	FY 19-20	FY 20-21	FY 21-22		FY 22-23		
		Amended	Amended	Adopted	Amended	Adopted	Proposed Changes	Amended
GENERAL FUND:								
ADMINISTRATION								
Public Works Director	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Administrative Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Real Property & Lease Manager	CAMP	-	-	-	1.00	1.00	-	1.00
Environmental Services Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Transportation Superintendent	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Senior Accountant	IBEW	-	-	-	1.00	1.00	-	1.00
Total Administration		6.00	6.00	6.00	8.00	8.00	-	8.00
ENGINEERING								
Assistant PW Director - City Engineer	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Senior Civil Engineer	IBEW	3.00	3.00	2.00	2.00	2.00	-	2.00
Associate Eng/Associate Civil Engineer	IBEW	6.00	6.00	-	-	-	-	-
Assistant Eng/Associate Civil Engineer	IBEW	-	-	8.00	7.00	7.00	-	7.00
Assistant Eng/Assistant Civil Engineer	IBEW	2.00	2.00	-	-	-	-	-
Geographic Info Systems Specialist I/II/III	IBEW	0.50	0.50	0.50	-	-	-	-
Traffic Engineer	IBEW	-	-	1.00	1.00	1.00	-	1.00
Senior Engineering Technician	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Secretary	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Engineering Technician II	IBEW	5.00	5.00	5.00	5.00	5.00	-	5.00
Public Works Supervisor	IBEW	-	-	1.00	-	-	-	-
Total Engineering		20.50	20.50	21.50	19.00	19.00	-	19.00
MAINTENANCE ADMINISTRATION								
Assistant PW Director - Maintenance	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Assistant Maintenance Superintendent	CAMP	2.00	2.00	2.00	1.00	1.00	-	1.00
Building Supervisor	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Public Works Supervisor	IBEW	3.00	3.00	3.00	3.00	3.00	-	3.00
Senior Public Works Maintenance Worker	IBEW	5.00	5.00	5.00	5.00	5.00	-	5.00
Maintenance Worker I/II	IBEW	18.00	18.00	18.00	18.00	17.00	-	17.00
Senior Building Maintenance Worker	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Building Maintenance Worker II	IBEW	4.00	4.00	4.00	4.00	4.00	-	4.00
Heavy Equipment Operator	IBEW	2.00	2.00	2.00	2.00	2.00	-	2.00
Electrician	IBEW	2.00	2.00	2.00	2.00	2.00	-	2.00
Traffic & Lighting Tech II	IBEW	2.00	2.00	2.00	2.00	2.00	-	2.00
Secretary	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Landscape Inspector	IBEW	1.00	1.00	-	1.00	1.00	-	1.00
Accounting Clerk II	IBEW	2.00	2.00	2.00	2.00	2.00	-	2.00
Asset Manager	CAMP	-	-	-	1.00	1.00	-	1.00
Customer Service Representative	IBEW	-	-	-	1.00	1.00	-	1.00
Administrative Clerk I	IBEW	1.00	1.00	1.00	-	-	-	-
Total Maintenance		46.00	46.00	45.00	46.00	45.00	-	45.00
RECYCLING PROGRAM								
Administrative Analyst II	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Total Recycling Program		1.00	1.00	1.00	1.00	1.00	-	1.00
Total Public Works (General Fund)		73.50	73.50	73.50	74.00	73.00	-	73.00

Appendix: Personnel Summary Public Works Department

		FY 19-20	FY 20-21	FY 21-22		FY 22-23		
Group	Amended	Amended	Adopted	Amended	Adopted	Proposed Changes	Amended	
OTHER FUNDS:								
MARE ISLAND COMMUNITY FACILITIES DISTRICT Fund 112								
Bridge Operator	IBEW	1.00	1.00	-	-	-	-	-
Maintenance Worker I/II	IBEW	1.00	1.00	2.00	2.00	2.00	-	2.00
Total Mare Island		2.00	2.00	2.00	2.00	2.00	-	2.00
LANDSCAPE MAINT DISTRICTS Fund 161								
Landscape Maintenance Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Sr. Landscape Inspector	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Landscape Inspector	IBEW	2.00	2.00	2.00	2.00	2.00	-	2.00
Accounting Clerk II	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Total Landscape Maint. Districts		5.00	5.00	5.00	5.00	5.00	-	5.00
MARINA MAINTENANCE Fund 415								
Marina Supervisor (Limited Term)	IBEW	1.00	1.00	-	-	-	-	-
Senior Building Maintenance Worker	IBEW	1.00	1.00	-	-	-	-	-
Building Maintenance Worker II	IBEW	1.00	1.00	-	-	-	-	-
Marina Office Attendant (Limited Term expires 6/30/22)	IBEW	1.00	1.00	1.00	-	-	-	-
Total Marina Maintenance		4.00	4.00	1.00	-	-	-	-
PARKING Fund 431								
Administrative Analyst II (A)	CAMP	1.00	1.00	1.00	1.00	-	-	-
Total Parking Fund		1.00	1.00	1.00	1.00	-	-	-
CORPORATION SHOP Fund 501								
Fleet Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Senior Equipment Mechanic	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Equipment Mechanic II	IBEW	4.00	4.00	4.00	4.00	5.00	-	5.00
Parts Specialist	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Administrative Clerk II	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Total Corporation Shop Fund		8.00	8.00	8.00	8.00	9.00	-	9.00
TOTAL DEPARTMENT		93.50	93.50	90.50	90.00	89.00	-	89.00

(A) Position is transferred to City Manager's Office

Appendix: Personnel Summary

Water Department

	Group	FY 19-20	FY 20-21	FY 21-22		FY 22-23		
		Amended	Amended	Adopted	Amended	Adopted	Proposed Changes	Amended
WATER FUND:								
WATER ADMIN & ENGINEERING								
Water Utilities Director	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Water Operations Manager	EXEC	1.00	1.00	1.00	1.00	1.00	-	1.00
Water Engineering Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Administrative Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Water Finance Manager	CAMP	-	-	-	1.00	1.00	-	1.00
IT Project Manager	CAMP	-	-	1.00	1.00	1.00	-	1.00
Information System Manager	CAMP	-	-	-	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	4.00	4.00	4.00	4.00	5.00	-	5.00
Sr. Civil Engineer	IBEW	1.00	2.00	2.00	3.00	3.00	-	3.00
Associate Civil Engineer	IBEW	3.00	4.00	-	-	-	-	-
Assistant Civil Engineer	IBEW	2.00	2.00	-	-	-	-	-
Assistant Eng/Associate Civil Engineer	IBEW	-	-	6.00	10.00	9.00	-	9.00
Geographic Info Systems Specialist I/II/III	IBEW	0.50	0.50	0.50	1.00	1.00	-	1.00
Secretary	IBEW	-	-	-	-	1.00	-	1.00
Sr. Engineering Technician	IBEW	2.00	2.00	2.00	2.00	2.00	-	2.00
Engineering Technician II	IBEW	3.00	3.00	3.00	3.00	3.00	-	3.00
Administrative Analyst I	IBEW	-	-	-	1.00	-	-	-
Accounting Clerk II	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Admin Clerk II	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
		22.50	24.50	25.50	34.00	34.00	-	34.00
WATER QUALITY (A)								
Water Quality Manager	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Laboratory Supervisor	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Water Quality Analyst	IBEW	2.00	2.00	2.00	2.00	2.00	-	2.00
Laboratory Analyst II	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
		5.00	5.00	5.00	5.00	5.00	-	5.00
SOURCE OPERATIONS								
Reservoir Keeper II	IBEW	2.00	2.00	2.00	2.00	2.00	-	2.00
		2.00	2.00	2.00	2.00	2.00	-	2.00
PUMPING & TREATMENT MAINTENANCE								
Water Facilities Superintendent	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
IT Project Manager	CAMP	-	-	1.00	1.00	1.00	-	1.00
Plant Maintenance Supervisor	CAMP	-	2.00	2.00	2.00	2.00	-	2.00
Public Works Supervisor	IBEW	-	-	-	1.00	1.00	-	1.00
Utility Mechanic II	IBEW	5.00	5.00	5.00	5.00	5.00	-	5.00
Sr. Instrument Technician	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Senior Utility Mechanic	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Instrument Technician I	IBEW	2.00	2.00	-	-	-	-	-
Instrument Technician II	IBEW	1.00	1.00	-	-	-	-	-
Instrument Technician I/II	IBEW	-	-	3.00	3.00	3.00	-	3.00
Water Maintenance Worker I/II	IBEW	4.00	4.00	4.00	4.00	4.00	-	4.00
		15.00	17.00	18.00	19.00	19.00	-	19.00
TREATMENT OPERATIONS (A)								
Water Treatment Superintendent	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
WTP Supervisor	IBEW	2.00	2.00	2.00	2.00	2.00	-	2.00
WTP Regulatory Compliance	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
WTPO Trainee II	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
WTP Operator	IBEW	10.00	11.00	11.00	11.00	12.00	-	12.00
Advanced WTPO	IBEW	6.00	7.00	-	-	-	-	-
Senior WTPO	IBEW	-	-	7.00	7.00	7.00	-	7.00
		21.00	23.00	23.00	23.00	24.00	-	24.00

Appendix: Personnel Summary
Water Department

		FY 19-20	FY 20-21	FY 21-22		FY 22-23		
		Amended	Amended	Adopted	Amended	Adopted	Proposed Changes	Amended
WATER FUND (continued):								
DISTRIBUTION MAINT								
Water Distribution Superintendent	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Assistant Water Distribution Superintendent	CAMP	1.00	1.00	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	1.00	1.00	-	-	-	-	-
Utility Supervisor	IBEW	3.00	3.00	3.00	3.00	3.00	-	3.00
Sr. Water Distribution Technician	IBEW	5.00	5.00	5.00	5.00	5.00	-	5.00
Water Distribution Technician	IBEW	13.00	13.00	13.00	14.00	14.00	-	14.00
Heavy Equipment Operator	IBEW	3.00	3.00	3.00	3.00	3.00	-	3.00
Water Maintenance Worker I/II	IBEW	4.00	4.00	4.00	5.00	5.00	-	5.00
Senior Meter Mechanic	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Meter Mechanic	IBEW	2.00	2.00	2.00	2.00	2.00	-	2.00
		34.00	34.00	33.00	35.00	35.00	-	35.00
WAREHOUSE (A)								
Warehouse Supervisor	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
Warehouse Specialist	IBEW	1.00	1.00	1.00	1.00	1.00	-	1.00
		2.00	2.00	2.00	2.00	2.00	-	2.00
TOTAL DEPARTMENT		101.50	107.50	108.50	120.00	121.00	-	121.00

**EXHIBIT 2
SALARY SCHEDULE**

CITY OF VALLEJO									
Unrepresented - Contract									
Effective April 18, 2022									
Per Reso. 22-									
Grade	Class Code	Status	Classification Title	Entry	Step 1	Step 2	Step 3	Step 4	Maximum
									Step 5
CCG	8		Mayor	Bi-weekly					565.38
				Annual					14,700.00
CCG	9		City Council members	Bi-weekly					565.38
				Annual					14,700.00
N/A			Mayor's Additional Compensation	Bi-weekly					876.92
				Annual					22,800.00
CAG	2		City Attorney	Hourly					105.654255
			(per Second Amendment effective July 1, 2019)	Bi-weekly					8,452.34
				Monthly					18,313.40
				Annual					219,760.85
CMG	1		City Manager	Hourly					133.6538
			(per contract effective April 18, 2022)	Bi-weekly					10,692.31
				Monthly					23,166.67
				Annual					278,000.00

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M01		Hourly	15.6060	16.3863	17.2056	18.0659	18.9692	
M01		Monthly	2,705.04	2,840.29	2,982.31	3,131.42	3,287.99	
M02		Hourly	15.6450	16.4273	17.2486	18.1111	19.0166	
M02		Monthly	2,711.80	2,847.39	2,989.76	3,139.25	3,296.21	
M03		Hourly	15.6841	16.4683	17.2918	18.1563	19.0641	
M03		Monthly	2,718.58	2,854.51	2,997.24	3,147.10	3,304.45	
M04		Hourly	15.7233	16.5095	17.3350	18.2017	19.1118	
M04		Monthly	2,725.38	2,861.65	3,004.73	3,154.96	3,312.71	
M05		Hourly	15.7626	16.5508	17.3783	18.2472	19.1596	
M05		Monthly	2,732.19	2,868.80	3,012.24	3,162.85	3,320.99	
M06		Hourly	15.8020	16.5921	17.4218	18.2928	19.2075	
M06		Monthly	2,739.02	2,875.97	3,019.77	3,170.76	3,329.30	
M07		Hourly	15.8416	16.6336	17.4653	18.3386	19.2555	
M07		Monthly	2,745.87	2,883.16	3,027.32	3,178.69	3,337.62	
M08		Hourly	15.8811	16.6752	17.5090	18.3844	19.3036	
M08		Monthly	2,752.73	2,890.37	3,034.89	3,186.63	3,345.96	
M09		Hourly	15.9209	16.7169	17.5528	18.4304	19.3519	
M09		Monthly	2,759.62	2,897.60	3,042.48	3,194.60	3,354.33	
M10		Hourly	15.9607	16.7587	17.5966	18.4765	19.4003	
M10		Monthly	2,766.52	2,904.84	3,050.08	3,202.59	3,362.71	
M11		Hourly	16.0006	16.8006	17.6406	18.5226	19.4488	
M11		Monthly	2,773.43	2,912.10	3,057.71	3,210.59	3,371.12	
M12		Hourly	16.0406	16.8426	17.6847	18.5690	19.4974	
M12		Monthly	2,780.37	2,919.38	3,065.35	3,218.62	3,379.55	
M13		Hourly	16.0807	16.8847	17.7290	18.6154	19.5462	
M13		Monthly	2,787.32	2,926.68	3,073.02	3,226.67	3,388.00	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M14		Hourly	16.1208	16.9269	17.7733	18.6619	19.5950	
M14		Monthly	2,794.28	2,934.00	3,080.70	3,234.73	3,396.47	
M15		Hourly	16.1612	16.9692	17.8177	18.7086	19.6440	
M15		Monthly	2,801.27	2,941.33	3,088.40	3,242.82	3,404.96	
M16		Hourly	16.2016	17.0117	17.8622	18.7554	19.6931	
M16		Monthly	2,808.27	2,948.69	3,096.12	3,250.93	3,413.47	
M17		Hourly	16.2421	17.0542	17.9069	18.8022	19.7423	
M17		Monthly	2,815.29	2,956.06	3,103.86	3,259.05	3,422.00	
M18		Hourly	16.2827	17.0968	17.9517	18.8492	19.7917	
M18		Monthly	2,822.33	2,963.45	3,111.62	3,267.20	3,430.56	
M19		Hourly	16.3234	17.1396	17.9965	18.8964	19.8412	
M19		Monthly	2,829.39	2,970.86	3,119.40	3,275.37	3,439.14	
M20		Hourly	16.3642	17.1824	18.0415	18.9436	19.8908	
M20		Monthly	2,836.46	2,978.29	3,127.20	3,283.56	3,447.73	
M21		Hourly	16.4051	17.2254	18.0867	18.9910	19.9405	
M21		Monthly	2,843.55	2,985.73	3,135.02	3,291.77	3,456.35	
M22		Hourly	16.4461	17.2685	18.1318	19.0385	19.9903	
M22		Monthly	2,850.66	2,993.20	3,142.85	3,300.00	3,464.99	
M23		Hourly	16.4873	17.3116	18.1772	19.0861	20.0403	
M23		Monthly	2,857.79	3,000.68	3,150.71	3,308.25	3,473.66	
M24		Hourly	16.5284	17.3549	18.2226	19.1338	20.0904	
M24		Monthly	2,864.93	3,008.18	3,158.59	3,316.52	3,482.34	
M25		Hourly	16.5698	17.3983	18.2682	19.1816	20.1407	
M25		Monthly	2,872.10	3,015.70	3,166.48	3,324.81	3,491.05	
M26		Hourly	16.6112	17.4418	18.3138	19.2295	20.1910	
M26		Monthly	2,879.28	3,023.24	3,174.40	3,333.12	3,499.77	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M27		Hourly	16.6527	17.4854	18.3597	19.2776	20.2415	
M27		Monthly	2,886.47	3,030.80	3,182.34	3,341.45	3,508.52	
M28		Hourly	16.6944	17.5291	18.4055	19.3258	20.2921	
M28		Monthly	2,893.69	3,038.37	3,190.29	3,349.81	3,517.30	
M29		Hourly	16.7361	17.5729	18.4516	19.3741	20.3428	
M29		Monthly	2,900.92	3,045.97	3,198.27	3,358.18	3,526.09	
M30		Hourly	16.7780	17.6169	18.4977	19.4226	20.3937	
M30		Monthly	2,908.18	3,053.59	3,206.26	3,366.58	3,534.90	
M31		Hourly	16.8199	17.6609	18.5439	19.4711	20.4447	
M31		Monthly	2,915.45	3,061.22	3,214.28	3,374.99	3,543.74	
M32		Hourly	16.8620	17.7050	18.5903	19.5198	20.4958	
M32		Monthly	2,922.74	3,068.87	3,222.32	3,383.43	3,552.60	
M33		Hourly	16.9041	17.7493	18.6368	19.5686	20.5470	
M33		Monthly	2,930.04	3,076.54	3,230.37	3,391.89	3,561.48	
M34		Hourly	16.9464	17.7937	18.6834	19.6175	20.5984	
M34		Monthly	2,937.37	3,084.24	3,238.45	3,400.37	3,570.39	
M35		Hourly	16.9887	17.8382	18.7300	19.6666	20.6499	
M35		Monthly	2,944.71	3,091.95	3,246.54	3,408.87	3,579.31	
M36		Hourly	17.0312	17.8828	18.7769	19.7157	20.7015	
M36		Monthly	2,952.07	3,099.68	3,254.66	3,417.39	3,588.26	
M37		Hourly	17.0738	17.9275	18.8238	19.7650	20.7533	
M37		Monthly	2,959.45	3,107.43	3,262.80	3,425.93	3,597.23	
M38		Hourly	17.1164	17.9723	18.8709	19.8144	20.8051	
M38		Monthly	2,966.85	3,115.19	3,270.95	3,434.50	3,606.22	
M39		Hourly	17.1593	18.0172	18.9181	19.8640	20.8572	
M39		Monthly	2,974.27	3,122.98	3,279.13	3,443.09	3,615.24	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M40		Hourly	17.2021	18.0623	18.9654	19.9136	20.9093	
M40		Monthly	2,981.70	3,130.79	3,287.33	3,451.69	3,624.28	
M41		Hourly	17.2452	18.1074	19.0128	19.9634	20.9616	
M41		Monthly	2,989.16	3,138.62	3,295.55	3,460.32	3,633.34	
M42		Hourly	17.2883	18.1527	19.0603	20.0133	21.0140	
M42		Monthly	2,996.63	3,146.46	3,303.79	3,468.97	3,642.42	
M43		Hourly	17.3315	18.1981	19.1080	20.0634	21.0665	
M43		Monthly	3,004.12	3,154.33	3,312.05	3,477.65	3,651.53	
M44		Hourly	17.3748	18.2436	19.1558	20.1135	21.1192	
M44		Monthly	3,011.63	3,162.22	3,320.33	3,486.34	3,660.66	
M45		Hourly	17.4182	18.2892	19.2036	20.1638	21.1720	
M45		Monthly	3,019.16	3,170.12	3,328.63	3,495.06	3,669.81	
M46		Hourly	17.4618	18.3349	19.2516	20.2142	21.2249	
M46		Monthly	3,026.71	3,178.05	3,336.95	3,503.79	3,678.98	
M47		Hourly	17.5055	18.3807	19.2998	20.2647	21.2780	
M47		Monthly	3,034.28	3,185.99	3,345.29	3,512.55	3,688.18	
M48		Hourly	17.5492	18.4267	19.3480	20.3154	21.3312	
M48		Monthly	3,041.86	3,193.96	3,353.65	3,521.33	3,697.40	
M49		Hourly	17.5931	18.4727	19.3964	20.3662	21.3845	
M49		Monthly	3,049.47	3,201.94	3,362.04	3,530.14	3,706.64	
M50		Hourly	17.6371	18.5189	19.4448	20.4171	21.4379	
M50		Monthly	3,057.09	3,209.95	3,370.44	3,538.96	3,715.91	
M51		Hourly	17.6811	18.5652	19.4935	20.4681	21.4915	
M51		Monthly	3,064.73	3,217.97	3,378.87	3,547.81	3,725.20	
M52		Hourly	17.7254	18.6117	19.5422	20.5193	21.5453	
M52		Monthly	3,072.40	3,226.02	3,387.32	3,556.68	3,734.51	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M53		Hourly	17.7697	18.6582	19.5910	20.5706	21.5991	
M53		Monthly	3,080.08	3,234.08	3,395.78	3,565.57	3,743.85	
M54		Hourly	17.8141	18.7048	19.6400	20.6221	21.6531	
M54		Monthly	3,087.78	3,242.17	3,404.27	3,574.49	3,753.21	
M55		Hourly	17.8587	18.7516	19.6891	20.6736	21.7073	
M55		Monthly	3,095.50	3,250.27	3,412.78	3,583.42	3,762.59	
M56		Hourly	17.9033	18.7985	19.7384	20.7253	21.7615	
M56		Monthly	3,103.24	3,258.40	3,421.32	3,592.38	3,772.00	
M57		Hourly	17.9480	18.8454	19.7877	20.7771	21.8159	
M57		Monthly	3,110.99	3,266.54	3,429.87	3,601.36	3,781.43	
M58		Hourly	17.9929	18.8926	19.8372	20.8291	21.8705	
M58		Monthly	3,118.77	3,274.71	3,438.44	3,610.37	3,790.88	
M59		Hourly	18.0379	18.9398	19.8868	20.8811	21.9252	
M59		Monthly	3,126.57	3,282.90	3,447.04	3,619.39	3,800.36	
M60		Hourly	18.0830	18.9871	19.9365	20.9333	21.9800	
M60		Monthly	3,134.38	3,291.10	3,455.66	3,628.44	3,809.86	
M61		Hourly	18.1282	19.0346	19.9863	20.9856	22.0349	
M61		Monthly	3,142.22	3,299.33	3,464.30	3,637.51	3,819.38	
M62		Hourly	18.1735	19.0822	20.0363	21.0381	22.0900	
M62		Monthly	3,150.08	3,307.58	3,472.96	3,646.60	3,828.93	
M63		Hourly	18.2189	19.1299	20.0864	21.0907	22.1453	
M63		Monthly	3,157.95	3,315.85	3,481.64	3,655.72	3,838.51	
M64		Hourly	18.2645	19.1777	20.1366	21.1434	22.2006	
M64		Monthly	3,165.85	3,324.14	3,490.34	3,664.86	3,848.10	
M65		Hourly	18.3102	19.2257	20.1869	21.1963	22.2561	
M65		Monthly	3,173.76	3,332.45	3,499.07	3,674.02	3,857.72	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M66		Hourly	18.3559	19.2737	20.2374	21.2493	22.3118	
M66		Monthly	3,181.69	3,340.78	3,507.82	3,683.21	3,867.37	
M67	Administrative Clerk I							IBEW
M67	Cashier Clerk							IBEW
M67		Hourly	18.4018	19.3219	20.2880	21.3024	22.3675	
M67		Monthly	3,189.65	3,349.13	3,516.59	3,692.42	3,877.03	
M68		Hourly	18.4478	19.3702	20.3387	21.3557	22.4234	
M68		Monthly	3,197.62	3,357.50	3,525.38	3,701.65	3,886.73	
M69		Hourly	18.4940	19.4187	20.3896	21.4090	22.4795	
M69		Monthly	3,205.62	3,365.90	3,534.19	3,710.90	3,896.44	
M70		Hourly	18.5402	19.4672	20.4406	21.4626	22.5357	
M70		Monthly	3,213.63	3,374.31	3,543.03	3,720.18	3,906.18	
M71		Hourly	18.5866	19.5159	20.4917	21.5162	22.5920	
M71		Monthly	3,221.67	3,382.75	3,551.89	3,729.48	3,915.95	
M72		Hourly	18.6330	19.5647	20.5429	21.5700	22.6485	
M72		Monthly	3,229.72	3,391.21	3,560.77	3,738.80	3,925.74	
M73		Hourly	18.6796	19.6135	20.5943	21.6239	22.7051	
M73		Monthly	3,237.79	3,399.68	3,569.67	3,748.15	3,935.55	
M74		Hourly	18.7263	19.6626	20.6457	21.6780	22.7619	
M74		Monthly	3,245.89	3,408.18	3,578.59	3,757.52	3,945.39	
M75		Hourly	18.7731	19.7117	20.6973	21.7322	22.8188	
M75		Monthly	3,254.00	3,416.70	3,587.54	3,766.91	3,955.26	
M76		Hourly	18.8200	19.7611	20.7491	21.7865	22.8759	
M76		Monthly	3,262.14	3,425.25	3,596.51	3,776.33	3,965.15	
M77		Hourly	18.8671	19.8104	20.8010	21.8410	22.9330	
M77		Monthly	3,270.29	3,433.81	3,605.50	3,785.77	3,975.06	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M78		Hourly	18.9143	19.8599	20.8529	21.8956	22.9904	
M78		Monthly	3,278.47	3,442.39	3,614.51	3,795.24	3,985.00	
M79		Hourly	18.9616	19.9096	20.9051	21.9503	23.0478	
M79		Monthly	3,286.67	3,451.00	3,623.55	3,804.72	3,994.96	
M80		Hourly	19.0089	19.9594	20.9574	22.0052	23.1055	
M80		Monthly	3,294.88	3,459.63	3,632.61	3,814.24	4,004.95	
M81		Hourly	19.0565	20.0093	21.0098	22.0602	23.1632	
M81		Monthly	3,303.12	3,468.28	3,641.69	3,823.77	4,014.96	
M82		Hourly	19.1041	20.0593	21.0623	22.1154	23.2212	
M82		Monthly	3,311.38	3,476.95	3,650.79	3,833.33	4,025.00	
M83		Hourly	19.1519	20.1095	21.1149	22.1706	23.2792	
M83		Monthly	3,319.66	3,485.64	3,659.92	3,842.91	4,035.06	
M84		Hourly	19.1997	20.1597	21.1677	22.2261	23.3374	
M84		Monthly	3,327.95	3,494.35	3,669.07	3,852.52	4,045.15	
M85		Hourly	19.2477	20.2101	21.2206	22.2816	23.3957	
M85		Monthly	3,336.27	3,503.09	3,678.24	3,862.15	4,055.26	
M86		Hourly	19.2958	20.2607	21.2737	22.3374	23.4542	
M86		Monthly	3,344.61	3,511.85	3,687.44	3,871.81	4,065.40	
M87		Hourly	19.3441	20.3113	21.3269	22.3932	23.5128	
M87		Monthly	3,352.98	3,520.63	3,696.66	3,881.49	4,075.56	
M88		Hourly	19.3925	20.3621	21.3802	22.4492	23.5716	
M88		Monthly	3,361.36	3,529.43	3,705.90	3,891.19	4,085.75	
M89		Hourly	19.4409	20.4130	21.4336	22.5053	23.6305	
M89		Monthly	3,369.76	3,538.25	3,715.16	3,900.92	4,095.96	
M90		Hourly	19.4896	20.4640	21.4872	22.5616	23.6896	
M90		Monthly	3,378.19	3,547.10	3,724.45	3,910.67	4,106.20	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M91		Hourly	19.5383	20.5152	21.5409	22.6180	23.7489	
M91		Monthly	3,386.63	3,555.96	3,733.76	3,920.45	4,116.47	
M92		Hourly	19.5871	20.5664	21.5948	22.6745	23.8082	
M92		Monthly	3,395.10	3,564.85	3,743.10	3,930.25	4,126.76	
M93		Hourly	19.6361	20.6179	21.6488	22.7312	23.8678	
M93		Monthly	3,403.59	3,573.77	3,752.45	3,940.07	4,137.08	
M94		Hourly	19.6852	20.6694	21.7029	22.7880	23.9274	
M94		Monthly	3,412.10	3,582.70	3,761.83	3,949.92	4,147.42	
M95		Hourly	19.7344	20.7211	21.7572	22.8450	23.9873	
M95		Monthly	3,420.63	3,591.66	3,771.24	3,959.80	4,157.79	
M96		Hourly	19.7837	20.7729	21.8116	22.9021	24.0472	
M96		Monthly	3,429.18	3,600.64	3,780.67	3,969.70	4,168.18	
M97		Hourly	19.8332	20.8248	21.8661	22.9593	24.1073	
M97		Monthly	3,437.75	3,609.64	3,790.12	3,979.62	4,178.60	
M98		Hourly	19.8827	20.8769	21.9207	23.0168	24.1676	
M98		Monthly	3,446.34	3,618.66	3,799.59	3,989.57	4,189.05	
M99		Hourly	19.9325	20.9291	21.9755	23.0743	24.2280	
M99		Monthly	3,454.96	3,627.71	3,809.09	3,999.55	4,199.52	
N00		Hourly	19.9823	20.9814	22.0305	23.1320	24.2886	
N00		Monthly	3,463.60	3,636.78	3,818.62	4,009.55	4,210.02	
N01		Hourly	20.0323	21.0339	22.0855	23.1898	24.3493	
N01		Monthly	3,472.26	3,645.87	3,828.16	4,019.57	4,220.55	
N02		Hourly	20.0823	21.0864	22.1408	23.2478	24.4102	
N02		Monthly	3,480.94	3,654.98	3,837.73	4,029.62	4,231.10	
N03		Hourly	20.1325	21.1392	22.1961	23.3059	24.4712	
N03		Monthly	3,489.64	3,664.12	3,847.33	4,039.69	4,241.67	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N04		Hourly	20.1828	21.1920	22.2516	23.3642	24.5324	
N04		Monthly	3,498.36	3,673.28	3,856.95	4,049.79	4,252.28	
N05		Hourly	20.2333	21.2450	22.3073	23.4226	24.5937	
N05		Monthly	3,507.11	3,682.47	3,866.59	4,059.92	4,262.91	
N06	Accounting Clerk I							IBEW
N06	Administrative Clerk II							IBEW
N06		Hourly	20.2839	21.2981	22.3630	23.4812	24.6552	
N06		Monthly	3,515.88	3,691.67	3,876.25	4,070.07	4,273.57	
N07		Hourly	20.3346	21.3513	22.4189	23.5398	24.7168	
N07		Monthly	3,524.67	3,700.90	3,885.95	4,080.24	4,284.25	
N08		Hourly	20.3855	21.4047	22.4750	23.5987	24.7786	
N08		Monthly	3,533.48	3,710.15	3,895.66	4,090.44	4,294.96	
N09		Hourly	20.4364	21.4583	22.5312	23.6577	24.8406	
N09		Monthly	3,542.31	3,719.43	3,905.40	4,100.67	4,305.70	
N10		Hourly	20.4875	21.5119	22.5875	23.7168	24.9027	
N10		Monthly	3,551.17	3,728.73	3,915.16	4,110.92	4,316.46	
N11		Hourly	20.5388	21.5657	22.6439	23.7762	24.9649	
N11		Monthly	3,560.05	3,738.05	3,924.95	4,121.20	4,327.25	
N12		Hourly	20.5901	21.6196	22.7005	23.8356	25.0273	
N12		Monthly	3,568.95	3,747.39	3,934.76	4,131.50	4,338.07	
N13		Hourly	20.6416	21.6736	22.7573	23.8952	25.0899	
N13		Monthly	3,577.87	3,756.76	3,944.60	4,141.83	4,348.92	
N14		Hourly	20.6931	21.7278	22.8142	23.9549	25.1526	
N14		Monthly	3,586.81	3,766.15	3,954.46	4,152.18	4,359.79	
N15		Hourly	20.7449	21.7821	22.8713	24.0148	25.2155	
N16		Monthly	3,595.78	3,775.57	3,964.35	4,162.56	4,370.69	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N16		Hourly	20.7968	21.8366	22.9284	24.0748	25.2786	
N16		Monthly	3,604.77	3,785.01	3,974.26	4,172.97	4,381.62	
N17		Hourly	20.8487	21.8912	22.9857	24.1350	25.3418	
N17		Monthly	3,613.78	3,794.47	3,984.19	4,183.40	4,392.57	
N18		Hourly	20.9009	21.9459	23.0432	24.1953	25.4051	
N18		Monthly	3,622.82	3,803.96	3,994.15	4,193.86	4,403.55	
N19		Hourly	20.9531	22.0008	23.1008	24.2559	25.4686	
N19		Monthly	3,631.87	3,813.47	4,004.14	4,204.35	4,414.56	
N20	Administrative Clerk I Conf							CAMP
N20		Hourly	21.0055	22.0558	23.1586	24.3165	25.5323	
N20		Monthly	3,640.95	3,823.00	4,014.15	4,214.86	4,425.60	
N21		Hourly	21.0580	22.1109	23.2165	24.3773	25.5961	
N21		Monthly	3,650.06	3,832.56	4,024.19	4,225.39	4,436.66	
N22		Hourly	21.1107	22.1662	23.2745	24.4382	25.6601	
N22		Monthly	3,659.18	3,842.14	4,034.25	4,235.96	4,447.75	
N23		Hourly	21.1634	22.2216	23.3327	24.4993	25.7243	
N23		Monthly	3,668.33	3,851.75	4,044.33	4,246.55	4,458.87	
N24		Hourly	21.2163	22.2771	23.3910	24.5605	25.7886	
N24		Monthly	3,677.50	3,861.37	4,054.44	4,257.16	4,470.02	
N25		Hourly	21.2694	22.3329	23.4495	24.6220	25.8530	
N25		Monthly	3,686.69	3,871.03	4,064.58	4,267.81	4,481.19	
N26		Hourly	21.3226	22.3887	23.5081	24.6835	25.9177	
N26		Monthly	3,695.91	3,880.71	4,074.74	4,278.48	4,492.40	
N27		Hourly	21.3759	22.4447	23.5669	24.7452	25.9825	
N27		Monthly	3,705.15	3,890.41	4,084.93	4,289.17	4,503.63	
N28		Hourly	21.4293	22.5008	23.6258	24.8071	26.0474	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N28		Monthly	3,714.41	3,900.13	4,095.14	4,299.89	4,514.89	
N29		Hourly	21.4829	22.5570	23.6849	24.8691	26.1125	
N29		Monthly	3,723.70	3,909.88	4,105.38	4,310.64	4,526.17	
N30		Hourly	21.5366	22.6134	23.7441	24.9313	26.1778	
N30		Monthly	3,733.01	3,919.66	4,115.64	4,321.42	4,537.49	
N31		Hourly	21.5904	22.6700	23.8034	24.9936	26.2433	
N31		Monthly	3,742.34	3,929.46	4,125.93	4,332.22	4,548.83	
N32		Hourly	21.6444	22.7266	23.8629	25.0561	26.3089	
N32		Monthly	3,751.70	3,939.28	4,136.24	4,343.06	4,560.21	
N33		Hourly	21.6985	22.7834	23.9226	25.1187	26.3747	
N33		Monthly	3,761.08	3,949.13	4,146.59	4,353.91	4,571.61	
N34		Hourly	21.7528	22.8404	23.9824	25.1815	26.4406	
N34		Monthly	3,770.48	3,959.00	4,156.95	4,364.80	4,583.04	
N35		Hourly	21.8071	22.8975	24.0423	25.2445	26.5067	
N35		Monthly	3,779.90	3,968.90	4,167.34	4,375.71	4,594.49	
N36	Bridge Operator							IBEW
N36	Police Clerk							IBEW
N36		Hourly	21.8616	22.9547	24.1025	25.3076	26.5730	
N36		Monthly	3,789.35	3,978.82	4,177.76	4,386.65	4,605.98	
N37		Hourly	21.9163	23.0121	24.1628	25.3709	26.6394	
N37		Monthly	3,798.83	3,988.77	4,188.21	4,397.62	4,617.49	
N38		Hourly	21.9711	23.0697	24.2232	25.4343	26.7060	
N38		Monthly	3,808.32	3,998.74	4,198.68	4,408.61	4,629.04	
N39		Hourly	22.0261	23.1273	24.2837	25.4979	26.7728	
N39		Monthly	3,817.85	4,008.74	4,209.17	4,419.63	4,640.61	
N40		Hourly	22.0811	23.1852	24.3444	25.5616	26.8397	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N40		Monthly	3,827.39	4,018.76	4,219.70	4,430.68	4,652.21	
N41		Hourly	22.1363	23.2431	24.4053	25.6255	26.9068	
N41		Monthly	3,836.96	4,028.81	4,230.25	4,441.76	4,663.84	
N42		Hourly	22.1916	23.3012	24.4663	25.6896	26.9740	
N42		Monthly	3,846.55	4,038.88	4,240.82	4,452.86	4,675.50	
N43		Hourly	22.2471	23.3595	24.5274	25.7538	27.0415	
N43		Monthly	3,856.17	4,048.98	4,251.42	4,463.99	4,687.19	
N44		Hourly	22.3028	23.4179	24.5888	25.8182	27.1091	
N44		Monthly	3,865.81	4,059.10	4,262.05	4,475.15	4,698.91	
N45		Hourly	22.3585	23.4764	24.6503	25.8827	27.1769	
N45		Monthly	3,875.47	4,069.25	4,272.71	4,486.34	4,710.66	
N46	Accounting Clerk II							IBEW
N46	Customer Service Representative							IBEW
N46	Marina Maintenance Attendant							IBEW
N46	Marina Office Attendant							IBEW
N46		Hourly	22.4144	23.5351	24.7119	25.9475	27.2448	
N46		Monthly	3,885.16	4,079.42	4,283.39	4,497.56	4,722.43	
N47		Hourly	22.4704	23.5940	24.7737	26.0123	27.3129	
N47		Monthly	3,894.87	4,089.62	4,294.10	4,508.80	4,734.24	
N48		Hourly	22.5266	23.6529	24.8356	26.0773	27.3812	
N48		Monthly	3,904.61	4,099.84	4,304.83	4,520.07	4,746.07	
N49		Hourly	22.5829	23.7121	24.8977	26.1425	27.4497	
N49		Monthly	3,914.37	4,110.09	4,315.60	4,531.37	4,757.94	
N50		Hourly	22.6394	23.7714	24.9599	26.2079	27.5183	
N50		Monthly	3,924.16	4,120.37	4,326.38	4,542.70	4,769.83	
N51		Hourly	22.6960	23.8308	25.0223	26.2734	27.5871	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N51		Monthly	3,933.97	4,130.67	4,337.20	4,554.06	4,781.76	
N52		Hourly	22.7527	23.8903	25.0848	26.3391	27.6560	
N52		Monthly	3,943.80	4,140.99	4,348.04	4,565.44	4,793.71	
N53		Hourly	22.8096	23.9501	25.1476	26.4050	27.7252	
N53		Monthly	3,953.66	4,151.35	4,358.91	4,576.86	4,805.70	
N54		Hourly	22.8666	24.0100	25.2104	26.4710	27.7945	
N54		Monthly	3,963.55	4,161.73	4,369.81	4,588.30	4,817.71	
N55		Hourly	22.9238	24.0700	25.2735	26.5371	27.8640	
N55		Monthly	3,973.46	4,172.13	4,380.74	4,599.77	4,829.76	
N56	Maintenance Worker I							IBEW
N56	Secretary							IBEW
N56		Hourly	22.9811	24.1302	25.3367	26.6035	27.9336	
N56		Monthly	3,983.39	4,182.56	4,391.69	4,611.27	4,841.83	
N57		Hourly	23.0386	24.1905	25.4000	26.6700	28.0035	
N57		Monthly	3,993.35	4,193.02	4,402.67	4,622.80	4,853.94	
N58		Hourly	23.0961	24.2510	25.4635	26.7366	28.0735	
N58		Monthly	4,003.33	4,203.50	4,413.67	4,634.35	4,866.07	
N59	Administrative Clerk II Conf							CAMP
N59		Hourly	23.1539	24.3116	25.5272	26.8035	28.1437	
N59		Monthly	4,013.34	4,214.01	4,424.71	4,645.94	4,878.24	
N60		Hourly	23.2118	24.3723	25.5910	26.8705	28.2140	
N60		Monthly	4,023.37	4,224.54	4,435.77	4,657.56	4,890.43	
N61		Hourly	23.2698	24.4333	25.6550	26.9377	28.2846	
N61		Monthly	4,033.43	4,235.10	4,446.86	4,669.20	4,902.66	
N62		Hourly	23.3280	24.4944	25.7191	27.0050	28.3553	
N62		Monthly	4,043.52	4,245.69	4,457.98	4,680.87	4,914.91	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N63		Hourly	23.3863	24.5556	25.7834	27.0725	28.4262	
N63		Monthly	4,053.62	4,256.31	4,469.12	4,692.57	4,927.20	
N64		Hourly	23.4448	24.6170	25.8478	27.1403	28.4972	
N64		Monthly	4,063.76	4,266.95	4,480.29	4,704.31	4,939.52	
N65		Hourly	23.5034	24.6785	25.9124	27.2081	28.5685	
N65		Monthly	4,073.92	4,277.61	4,491.49	4,716.07	4,951.87	
N66	Meter Reader							IBEW
N66	Parts Specialist							IBEW
N66	Water Maintenance Worker I							IBEW
N66		Hourly	23.5621	24.7403	25.9772	27.2761	28.6399	
N66		Monthly	4,084.10	4,288.31	4,502.72	4,727.86	4,964.25	
N67		Hourly	23.6210	24.8021	26.0422	27.3443	28.7115	
N67		Monthly	4,094.31	4,299.03	4,513.98	4,739.68	4,976.66	
N68	Housing Specialist I							IBEW
N68		Hourly	23.6801	24.8641	26.1073	27.4127	28.7833	
N68		Monthly	4,104.55	4,309.78	4,525.26	4,751.53	4,989.10	
N69		Hourly	23.7393	24.9263	26.1726	27.4812	28.8552	
N69		Monthly	4,114.81	4,320.55	4,536.58	4,763.40	5,001.57	
N70		Hourly	23.7987	24.9886	26.2380	27.5499	28.9274	
N70		Monthly	4,125.10	4,331.35	4,547.92	4,775.31	5,014.08	
N71		Hourly	23.8581	25.0510	26.3036	27.6188	28.9997	
N71		Monthly	4,135.41	4,342.18	4,559.29	4,787.25	5,026.61	
N72		Hourly	23.9178	25.1137	26.3694	27.6878	29.0722	
N72		Monthly	4,145.75	4,353.04	4,570.69	4,799.22	5,039.18	
N73		Hourly	23.9776	25.1765	26.4353	27.7570	29.1449	
N73		Monthly	4,156.11	4,363.92	4,582.11	4,811.22	5,051.78	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N74		Hourly	24.0375	25.2394	26.5014	27.8264	29.2178	
N74		Monthly	4,166.50	4,374.83	4,593.57	4,823.25	5,064.41	
N75	Building Maintenance Worker I							IBEW
N75	Public Works Maintenance Worker II							IBEW
N75	Warehouse Specialist							IBEW
N75		Hourly	24.0976	25.3025	26.5676	27.8960	29.2908	
N75		Monthly	4,176.92	4,385.77	4,605.05	4,835.30	5,077.07	
N76		Hourly	24.1578	25.3658	26.6341	27.9657	29.3640	
N76		Monthly	4,187.36	4,396.73	4,616.57	4,847.39	5,089.76	
N77		Hourly	24.2183	25.4292	26.7006	28.0356	29.4374	
N77		Monthly	4,197.83	4,407.72	4,628.11	4,859.51	5,102.48	
N78		Hourly	24.2788	25.4927	26.7674	28.1057	29.5110	
N78		Monthly	4,208.32	4,418.74	4,639.68	4,871.66	5,115.24	
N79		Hourly	24.3395	25.5565	26.8343	28.1760	29.5848	
N79		Monthly	4,218.85	4,429.79	4,651.28	4,883.84	5,128.03	
N80		Hourly	24.4003	25.6203	26.9014	28.2464	29.6588	
N80		Monthly	4,229.39	4,440.86	4,662.91	4,896.05	5,140.85	
N81		Hourly	24.4614	25.6844	26.9686	28.3171	29.7329	
N81		Monthly	4,239.97	4,451.96	4,674.56	4,908.29	5,153.70	
N82		Hourly	24.5225	25.7486	27.0361	28.3878	29.8072	
N82		Monthly	4,250.57	4,463.09	4,686.25	4,920.56	5,166.58	
N83		Hourly	24.5838	25.8130	27.1036	28.4588	29.8817	
N83		Monthly	4,261.19	4,474.25	4,697.96	4,932.86	5,179.50	
N84		Hourly	24.6453	25.8775	27.1714	28.5299	29.9564	
N84		Monthly	4,271.85	4,485.44	4,709.71	4,945.19	5,192.45	
N85	Reservoir Keeper I							IBEW

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N85	Public Works Maintenance Worker IIA							IBEW
N85	Senior Customer Service Representative							IBEW
N85	Water Treatment Plant Operator Trainee I							IBEW
N85		Hourly	24.7068	25.9422	27.2393	28.6013	30.0313	
N85		Monthly	4,282.52	4,496.65	4,721.48	4,957.56	5,205.43	
N86		Hourly	24.7686	26.0071	27.3074	28.6728	30.1064	
N86		Monthly	4,293.23	4,507.89	4,733.29	4,969.95	5,218.44	
N87		Hourly	24.8305	26.0721	27.3757	28.7444	30.1817	
N87		Monthly	4,303.96	4,519.16	4,745.12	4,982.37	5,231.49	
N88		Hourly	24.8926	26.1373	27.4441	28.8163	30.2571	
N88		Monthly	4,314.72	4,530.46	4,756.98	4,994.83	5,244.57	
N89	Senior Administrative Clerk Conf							CAMP
N89		Hourly	24.9549	26.2026	27.5128	28.8884	30.3328	
N89		Monthly	4,325.51	4,541.79	4,768.88	5,007.32	5,257.68	
N90		Hourly	25.0172	26.2681	27.5815	28.9606	30.4086	
N90		Monthly	4,336.32	4,553.14	4,780.80	5,019.84	5,270.83	
N91		Hourly	25.0798	26.3338	27.6505	29.0330	30.4846	
N91		Monthly	4,347.17	4,564.52	4,792.75	5,032.38	5,284.00	
N92		Hourly	25.1425	26.3997	27.7196	29.1056	30.5608	
N92		Monthly	4,358.03	4,575.94	4,804.73	5,044.97	5,297.21	
N93		Hourly	25.2054	26.4657	27.7889	29.1783	30.6373	
N93		Monthly	4,368.93	4,587.38	4,816.74	5,057.58	5,310.46	
N94		Hourly	25.2684	26.5318	27.8584	29.2513	30.7138	
N94		Monthly	4,379.85	4,598.84	4,828.79	5,070.22	5,323.73	
N95	Maintenance Worker II							IBEW
N95		Hourly	25.3315	26.5981	27.9280	29.3244	30.7906	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N95		Monthly	4,390.80	4,610.34	4,840.86	5,082.90	5,337.04	
N96		Hourly	25.3949	26.6646	27.9978	29.3978	30.8676	
N96		Monthly	4,401.78	4,621.87	4,852.96	5,095.61	5,350.38	
N97		Hourly	25.4583	26.7313	28.0678	29.4712	30.9448	
N97		Monthly	4,412.78	4,633.42	4,865.09	5,108.34	5,363.76	
N98		Hourly	25.5220	26.7981	28.1380	29.5449	31.0221	
N98		Monthly	4,423.81	4,645.00	4,877.25	5,121.11	5,377.17	
N99		Hourly	25.5858	26.8651	28.2084	29.6188	31.0997	
N99		Monthly	4,434.87	4,656.62	4,889.45	5,133.92	5,390.61	
200		Hourly	25.6498	26.9323	28.2789	29.6928	31.1774	
200		Monthly	4,445.96	4,668.26	4,901.67	5,146.75	5,404.09	
201		Hourly	25.7139	26.9996	28.3496	29.7670	31.2554	
201		Monthly	4,457.08	4,679.93	4,913.93	5,159.62	5,417.60	
202		Hourly	25.7782	27.0671	28.4204	29.8415	31.3335	
202		Monthly	4,468.22	4,691.63	4,926.21	5,172.52	5,431.14	
203		Hourly	25.8426	27.1348	28.4915	29.9161	31.4118	
203		Monthly	4,479.39	4,703.36	4,938.53	5,185.45	5,444.72	
204		Hourly	25.9073	27.2026	28.5627	29.9908	31.4904	
204		Monthly	4,490.59	4,715.12	4,950.87	5,198.41	5,458.33	
205	Equipment Mechanic I							IBEW
205	Senior Meter Reader							IBEW
205	Utility Field Representative							IBEW
205	Water Maintenance Worker II							IBEW
205		Hourly	25.9720	27.2706	28.6341	30.0658	31.5691	
205		Monthly	4,501.81	4,726.90	4,963.25	5,211.41	5,471.98	
206		Hourly	26.0369	27.3388	28.7057	30.1410	31.6480	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
206		Monthly	4,513.07	4,738.72	4,975.66	5,224.44	5,485.66	
207	Housing Specialist II							IBEW
207		Hourly	26.1020	27.4071	28.7775	30.2163	31.7271	
207		Monthly	4,524.35	4,750.57	4,988.10	5,237.50	5,499.37	
208		Hourly	26.1673	27.4757	28.8494	30.2919	31.8065	
208		Monthly	4,535.66	4,762.45	5,000.57	5,250.59	5,513.12	
209		Hourly	26.2327	27.5443	28.9216	30.3676	31.8860	
209		Monthly	4,547.00	4,774.35	5,013.07	5,263.72	5,526.90	
210		Hourly	26.2983	27.6132	28.9938	30.4435	31.9657	
210		Monthly	4,558.37	4,786.29	5,025.60	5,276.88	5,540.72	
211		Hourly	26.3640	27.6822	29.0663	30.5196	32.0456	
211		Monthly	4,569.76	4,798.25	5,038.16	5,290.07	5,554.57	
212		Hourly	26.4299	27.7514	29.1390	30.5960	32.1257	
212		Monthly	4,581.19	4,810.25	5,050.76	5,303.30	5,568.46	
213		Hourly	26.4960	27.8208	29.2119	30.6724	32.2060	
213		Monthly	4,592.64	4,822.27	5,063.39	5,316.55	5,582.38	
214	Communications Operator I							IBEW
214		Hourly	26.5622	27.8904	29.2849	30.7491	32.2866	
214		Monthly	4,604.12	4,834.33	5,076.05	5,329.85	5,596.34	
215	Building Maintenance Worker II							IBEW
215	Executive Secretary							IBEW
215	IS Support Technician I							IBEW
215	Senior Public Works Maintenance Worker							IBEW
215		Hourly	26.6286	27.9601	29.3581	30.8260	32.3673	
215		Monthly	4,615.63	4,846.42	5,088.74	5,343.17	5,610.33	
216		Hourly	26.6952	28.0300	29.4315	30.9031	32.4482	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
216		Monthly	4,627.17	4,858.53	5,101.46	5,356.53	5,624.35	
217		Hourly	26.7620	28.1001	29.5051	30.9803	32.5293	
217		Monthly	4,638.74	4,870.68	5,114.21	5,369.92	5,638.41	
218		Hourly	26.8289	28.1703	29.5788	31.0577	32.6106	
218		Monthly	4,650.34	4,882.85	5,127.00	5,383.34	5,652.51	
219		Hourly	26.8959	28.2407	29.6528	31.1354	32.6922	
219		Monthly	4,661.96	4,895.06	5,139.81	5,396.80	5,666.64	
220		Hourly	26.9632	28.3113	29.7269	31.2132	32.7739	
220		Monthly	4,673.62	4,907.30	5,152.66	5,410.29	5,680.81	
221		Hourly	27.0306	28.3821	29.8013	31.2913	32.8558	
221		Monthly	4,685.30	4,919.57	5,165.55	5,423.82	5,695.01	
222		Hourly	27.0982	28.4531	29.8757	31.3695	32.9380	
222		Monthly	4,697.02	4,931.87	5,178.46	5,437.38	5,709.25	
223		Hourly	27.1659	28.5242	29.9504	31.4479	33.0203	
223		Monthly	4,708.76	4,944.20	5,191.41	5,450.97	5,723.52	
224		Hourly	27.2338	28.5955	30.0253	31.5265	33.1029	
224		Monthly	4,720.53	4,956.56	5,204.38	5,464.60	5,737.83	
225	Building Permit Technician I							IBEW
225	Planning Technician							IBEW
225	Police Assistant							IBEW
225	Reservoir Keeper II							IBEW
225	Water Treatment Plant Operator Trainee II							IBEW
225		Hourly	27.3019	28.6670	30.1003	31.6053	33.1856	
225		Monthly	4,732.33	4,968.95	5,217.39	5,478.26	5,752.17	
226		Hourly	27.3702	28.7387	30.1756	31.6844	33.2686	
226		Monthly	4,744.16	4,981.37	5,230.44	5,491.96	5,766.55	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
227		Hourly	27.4386	28.8105	30.2510	31.7636	33.3518	
227		Monthly	4,756.02	4,993.82	5,243.51	5,505.69	5,780.97	
228		Hourly	27.5072	28.8826	30.3267	31.8430	33.4351	
228		Monthly	4,767.91	5,006.31	5,256.62	5,519.45	5,795.42	
229		Hourly	27.5759	28.9547	30.4025	31.9226	33.5187	
229		Monthly	4,779.83	5,018.82	5,269.76	5,533.25	5,809.91	
230		Hourly	27.6449	29.0271	30.4785	32.0024	33.6025	
230		Monthly	4,791.78	5,031.37	5,282.94	5,547.08	5,824.44	
231		Hourly	27.7140	29.0997	30.5547	32.0824	33.6865	
231		Monthly	4,803.76	5,043.95	5,296.15	5,560.95	5,839.00	
232		Hourly	27.7833	29.1725	30.6311	32.1626	33.7707	
232		Monthly	4,815.77	5,056.56	5,309.39	5,574.85	5,853.59	
233		Hourly	27.8528	29.2454	30.7077	32.2430	33.8552	
233		Monthly	4,827.81	5,069.20	5,322.66	5,588.79	5,868.23	
234		Hourly	27.9224	29.3185	30.7844	32.3236	33.9398	
234		Monthly	4,839.88	5,081.87	5,335.97	5,602.76	5,882.90	
235	Engineering Technician I							IBEW
235	Heavy Equipment Operator							IBEW
235	Meter Mechanic							IBEW
235	Senior Housing Specialist							IBEW
235	Warehouse Supervisor							IBEW
235	Water Distribution Technician							IBEW
235		Hourly	27.9922	29.3918	30.8614	32.4044	34.0247	
235		Monthly	4,851.98	5,094.58	5,349.31	5,616.77	5,897.61	
236		Hourly	28.0622	29.4653	30.9385	32.4854	34.1097	
236		Monthly	4,864.11	5,107.32	5,362.68	5,630.81	5,912.35	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
237		Hourly	28.1323	29.5389	31.0159	32.5667	34.1950	
237		Monthly	4,876.27	5,120.08	5,376.09	5,644.89	5,927.13	
238		Hourly	28.2027	29.6128	31.0934	32.6481	34.2805	
238		Monthly	4,888.46	5,132.88	5,389.53	5,659.00	5,941.95	
239		Hourly	28.2732	29.6868	31.1712	32.7297	34.3662	
239		Monthly	4,900.68	5,145.72	5,403.00	5,673.15	5,956.80	
240	Traffic and Lighting Technician I							IBEW
240		Hourly	28.3438	29.7610	31.2491	32.8115	34.4521	
240		Monthly	4,912.93	5,158.58	5,416.51	5,687.33	5,971.70	
241		Hourly	28.4147	29.8355	31.3272	32.8936	34.5382	
241		Monthly	4,925.22	5,171.48	5,430.05	5,701.55	5,986.62	
242		Hourly	28.4858	29.9101	31.4055	32.9758	34.6246	
242		Monthly	4,937.53	5,184.41	5,443.62	5,715.80	6,001.59	
243		Hourly	28.5569	29.9848	31.4840	33.0582	34.7112	
243		Monthly	4,949.87	5,197.37	5,457.23	5,730.09	6,016.60	
244	Equipment Mechanic II							IBEW
244		Hourly	28.6284	30.0598	31.5628	33.1409	34.7979	
244		Monthly	4,962.25	5,210.36	5,470.88	5,744.42	6,031.64	
245		Hourly	28.6999	30.1349	31.6416	33.2237	34.8849	
245		Monthly	4,974.65	5,223.39	5,484.55	5,758.78	6,046.72	
246		Hourly	28.7717	30.2102	31.7208	33.3068	34.9721	
246		Monthly	4,987.09	5,236.44	5,498.27	5,773.18	6,061.83	
247		Hourly	28.8436	30.2858	31.8001	33.3901	35.0596	
247		Monthly	4,999.56	5,249.54	5,512.01	5,787.61	6,076.99	
248		Hourly	28.9157	30.3615	31.8796	33.4735	35.1472	
248		Monthly	5,012.06	5,262.66	5,525.79	5,802.08	6,092.18	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
249		Hourly	28.9880	30.4374	31.9593	33.5572	35.2351	
249		Monthly	5,024.59	5,275.82	5,539.61	5,816.58	6,107.41	
250		Hourly	29.0605	30.5135	32.0391	33.6411	35.3232	
250		Monthly	5,037.15	5,289.01	5,553.45	5,831.12	6,122.68	
251		Hourly	29.1331	30.5898	32.1193	33.7252	35.4115	
251		Monthly	5,049.74	5,302.23	5,567.34	5,845.70	6,137.99	
252		Hourly	29.2060	30.6662	32.1996	33.8095	35.5000	
252		Monthly	5,062.37	5,315.48	5,581.26	5,860.32	6,153.33	
253		Hourly	29.2790	30.7429	32.2801	33.8941	35.5887	
253		Monthly	5,075.02	5,328.77	5,595.21	5,874.97	6,168.71	
254	Accounting Technician							IBEW
254	Building Permit Technician II							IBEW
254	IS Support Technician II							IBEW
254	Senior Building Maintenance Worker							IBEW
254		Hourly	29.3522	30.8198	32.3608	33.9788	35.6777	
254		Monthly	5,087.71	5,342.09	5,609.20	5,889.66	6,184.14	
255		Hourly	29.4256	30.8968	32.4417	34.0637	35.7669	
255		Monthly	5,100.43	5,355.45	5,623.22	5,904.38	6,199.60	
256		Hourly	29.4991	30.9741	32.5228	34.1489	35.8563	
256		Monthly	5,113.18	5,368.84	5,637.28	5,919.14	6,215.10	
257		Hourly	29.5728	31.0515	32.6041	34.2343	35.9459	
257		Monthly	5,125.96	5,382.26	5,651.37	5,933.94	6,230.63	
258		Hourly	29.6468	31.1292	32.6856	34.3198	36.0358	
258		Monthly	5,138.78	5,395.72	5,665.50	5,948.77	6,246.21	
259		Hourly	29.7209	31.2069	32.7673	34.4056	36.1259	
259		Monthly	5,151.62	5,409.20	5,679.66	5,963.64	6,261.82	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
260	Legal Secretary							CAMP
260	Personnel Technician							CAMP
260		Hourly	29.7952	31.2850	32.8492	34.4916	36.2162	
260		Monthly	5,164.50	5,422.73	5,693.86	5,978.55	6,277.48	
261		Hourly	29.8697	31.3632	32.9313	34.5779	36.3068	
261		Monthly	5,177.41	5,436.28	5,708.10	5,993.50	6,293.17	
262		Hourly	29.9444	31.4416	33.0137	34.6643	36.3976	
262		Monthly	5,190.36	5,449.88	5,722.37	6,008.48	6,308.91	
263		Hourly	30.0192	31.5202	33.0962	34.7510	36.4885	
263		Monthly	5,203.33	5,463.50	5,736.67	6,023.51	6,324.68	
264	Code Enforcement Officer							IBEW
264	Communications Operator II							IBEW
264	Customer Service Supervisor							IBEW
264	Senior Police Assistant							IBEW
264		Hourly	30.0943	31.5990	33.1790	34.8378	36.5798	
264		Monthly	5,216.34	5,477.16	5,751.02	6,038.56	6,340.49	
265		Hourly	30.1695	31.6780	33.2619	34.9250	36.6712	
265		Monthly	5,229.38	5,490.85	5,765.39	6,053.66	6,356.34	
266		Hourly	30.2450	31.7572	33.3451	35.0123	36.7629	
266		Monthly	5,242.46	5,504.58	5,779.81	6,068.79	6,372.23	
267		Hourly	30.3205	31.8366	33.4284	35.0998	36.8548	
267		Monthly	5,255.56	5,518.34	5,794.26	6,083.97	6,388.16	
268		Hourly	30.3963	31.9162	33.5120	35.1876	36.9469	
268		Monthly	5,268.70	5,532.14	5,808.74	6,099.18	6,404.13	
269		Hourly	30.4723	31.9960	33.5957	35.2755	37.0393	
269		Monthly	5,281.87	5,545.97	5,823.26	6,114.42	6,420.14	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
270		Hourly	30.5485	32.0759	33.6797	35.3637	37.1319	
270		Monthly	5,295.08	5,559.83	5,837.82	6,129.71	6,436.19	
271		Hourly	30.6249	32.1561	33.7640	35.4521	37.2247	
271		Monthly	5,308.32	5,573.73	5,852.42	6,145.03	6,452.28	
272		Hourly	30.7015	32.2366	33.8484	35.5408	37.3178	
272		Monthly	5,321.59	5,587.67	5,867.05	6,160.40	6,468.41	
273		Hourly	30.7782	32.3171	33.9330	35.6296	37.4111	
273		Monthly	5,334.89	5,601.63	5,881.72	6,175.80	6,484.59	
274	Electrician							IBEW
274	Senior Equipment Mechanic							IBEW
274	Senior Meter Mechanic							IBEW
274	Senior Water Distribution Technician							IBEW
274		Hourly	30.8552	32.3979	34.0178	35.7187	37.5046	
274		Monthly	5,348.23	5,615.64	5,896.42	6,191.24	6,500.80	
275		Hourly	30.9323	32.4789	34.1028	35.8080	37.5984	
275		Monthly	5,361.60	5,629.68	5,911.16	6,206.72	6,517.05	
276		Hourly	31.0096	32.5601	34.1881	35.8975	37.6923	
276		Monthly	5,375.00	5,643.75	5,925.94	6,222.23	6,533.34	
277		Hourly	31.0872	32.6415	34.2736	35.9873	37.7866	
277		Monthly	5,388.44	5,657.86	5,940.75	6,237.79	6,549.68	
278		Hourly	31.1649	32.7231	34.3593	36.0772	37.8811	
278		Monthly	5,401.91	5,672.01	5,955.61	6,253.38	6,566.05	
279		Hourly	31.2428	32.8049	34.4451	36.1674	37.9757	
279		Monthly	5,415.42	5,686.19	5,970.49	6,269.02	6,582.46	
280	Traffic and Lighting Technician II							IBEW
280		Hourly	31.3209	32.8869	34.5313	36.2578	38.0707	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
280		Monthly	5,428.95	5,700.40	5,985.42	6,284.69	6,598.92	
281	Laboratory Analyst I							IBEW
281		Hourly	31.3992	32.9691	34.6176	36.3485	38.1659	
281		Monthly	5,442.53	5,714.65	6,000.38	6,300.40	6,615.42	
282		Hourly	31.4777	33.0516	34.7041	36.4393	38.2613	
282		Monthly	5,456.13	5,728.94	6,015.38	6,316.15	6,631.96	
283		Hourly	31.5564	33.1342	34.7909	36.5304	38.3570	
283		Monthly	5,469.77	5,743.26	6,030.42	6,331.94	6,648.54	
284	Building Supervisor							IBEW
284		Hourly	31.6353	33.2170	34.8779	36.6218	38.4528	
284		Monthly	5,483.45	5,757.62	6,045.50	6,347.77	6,665.16	
285		Hourly	31.7144	33.3001	34.9651	36.7133	38.5490	
285		Monthly	5,497.16	5,772.01	6,060.61	6,363.64	6,681.82	
286		Hourly	31.7937	33.3833	35.0525	36.8051	38.6454	
286		Monthly	5,510.90	5,786.44	6,075.76	6,379.55	6,698.53	
287		Hourly	31.8732	33.4668	35.1401	36.8971	38.7419	
287		Monthly	5,524.68	5,800.91	6,090.95	6,395.50	6,715.27	
288		Hourly	31.9528	33.5504	35.2280	36.9894	38.8388	
288		Monthly	5,538.49	5,815.41	6,106.18	6,411.49	6,732.06	
289		Hourly	32.0327	33.6343	35.3161	37.0818	38.9359	
289		Monthly	5,552.33	5,829.95	6,121.45	6,427.52	6,748.89	
290		Hourly	32.1128	33.7184	35.4043	37.1746	39.0332	
290		Monthly	5,566.21	5,844.53	6,136.75	6,443.59	6,765.76	
291		Hourly	32.1931	33.8027	35.4928	37.2674	39.1308	
291		Monthly	5,580.13	5,859.14	6,152.09	6,459.69	6,782.68	
292		Hourly	32.2735	33.8872	35.5816	37.3606	39.2286	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
292		Monthly	5,594.08	5,873.78	6,167.47	6,475.84	6,799.63	
293		Hourly	32.3543	33.9719	35.6705	37.4540	39.3267	
293		Monthly	5,608.07	5,888.47	6,182.89	6,492.03	6,816.63	
294	Assistant Planner							IBEW
294		Hourly	32.4351	34.0569	35.7597	37.5477	39.4250	
294		Monthly	5,622.09	5,903.19	6,198.35	6,508.26	6,833.67	
295		Hourly	32.5162	34.1420	35.8491	37.6415	39.5236	
295		Monthly	5,636.14	5,917.95	6,213.84	6,524.53	6,850.76	
296		Hourly	32.5975	34.2273	35.9387	37.7357	39.6224	
296		Monthly	5,650.23	5,932.74	6,229.38	6,540.85	6,867.89	
297		Hourly	32.6790	34.3129	36.0286	37.8300	39.7215	
297		Monthly	5,664.36	5,947.57	6,244.95	6,557.20	6,885.06	
298		Hourly	32.7607	34.3987	36.1186	37.9246	39.8208	
298		Monthly	5,678.52	5,962.44	6,260.56	6,573.59	6,902.27	
299	Contracts and Records Technician							CAMP
299	Executive Secretary Conf							CAMP
299		Hourly	32.8426	34.4847	36.2090	38.0193	39.9203	
299		Monthly	5,692.71	5,977.35	6,276.22	6,590.02	6,919.52	
300		Hourly	32.9247	34.5709	36.2995	38.1144	40.0201	
300		Monthly	5,706.95	5,992.29	6,291.91	6,606.50	6,936.82	
301		Hourly	33.0070	34.6573	36.3902	38.2097	40.1202	
301		Monthly	5,721.21	6,007.27	6,307.64	6,623.02	6,954.16	
302		Hourly	33.0895	34.7440	36.4812	38.3052	40.2205	
302		Monthly	5,735.52	6,022.29	6,323.41	6,639.57	6,971.55	
303		Hourly	33.1723	34.8309	36.5724	38.4010	40.3210	
303		Monthly	5,749.86	6,037.35	6,339.21	6,656.17	6,988.98	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
304	Building Inspector I							IBEW
304	Engineering Technician II							IBEW
304	Fire Prevention Inspector							IBEW
304	Housing Specialist Supervisor							IBEW
304		Hourly	33.2552	34.9179	36.6638	38.4970	40.4218	
304		Monthly	5,764.23	6,052.44	6,355.06	6,672.81	7,006.45	
305		Hourly	33.3383	35.0052	36.7555	38.5932	40.5229	
305		Monthly	5,778.64	6,067.57	6,370.95	6,689.49	7,023.97	
306		Hourly	33.4217	35.0927	36.8474	38.6897	40.6242	
306		Monthly	5,793.09	6,082.74	6,386.88	6,706.22	7,041.53	
307		Hourly	33.5052	35.1805	36.9395	38.7864	40.7258	
307		Monthly	5,807.57	6,097.95	6,402.84	6,722.98	7,059.13	
308		Hourly	33.5890	35.2684	37.0318	38.8834	40.8276	
308		Monthly	5,822.09	6,113.19	6,418.85	6,739.79	7,076.78	
309		Hourly	33.6729	35.3566	37.1244	38.9806	40.9296	
309		Monthly	5,836.64	6,128.48	6,434.90	6,756.64	7,094.47	
310	Utility Mechanic I							IBEW
310		Hourly	33.7572	35.4450	37.2173	39.0781	41.0320	
310		Monthly	5,851.24	6,143.80	6,450.99	6,773.53	7,112.21	
311		Hourly	33.8415	35.5336	37.3103	39.1758	41.1346	
311		Monthly	5,865.86	6,159.16	6,467.11	6,790.47	7,129.99	
312	Executive Assistant to the Mayor							Unrep
312		Hourly	33.9261	35.6224	37.4035	39.2737	41.2374	
312		Monthly	5,880.53	6,174.55	6,483.28	6,807.44	7,147.81	
313		Hourly	34.0109	35.7115	37.4971	39.3719	41.3405	
313		Monthly	5,895.23	6,189.99	6,499.49	6,824.46	7,165.68	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
314	IS Services Specialist							IBEW
314		Hourly	34.0960	35.8008	37.5908	39.4703	41.4438	
314		Monthly	5,909.97	6,205.47	6,515.74	6,841.52	7,183.60	
315	Police Records Supervisor							IBEW
315		Hourly	34.1812	35.8903	37.6848	39.5690	41.5474	
315		Monthly	5,924.74	6,220.98	6,532.03	6,858.63	7,201.55	
316		Hourly	34.2666	35.9800	37.7790	39.6679	41.6513	
316		Monthly	5,939.55	6,236.53	6,548.36	6,875.77	7,219.56	
317	Accountant							IBEW
317	Marina Supervisor							IBEW
317	Public Works Supervisor							IBEW
317		Hourly	34.3523	36.0699	37.8734	39.7671	41.7554	
317		Monthly	5,954.40	6,252.12	6,564.73	6,892.96	7,237.61	
318		Hourly	34.4382	36.1601	37.9681	39.8665	41.8598	
318		Monthly	5,969.29	6,267.75	6,581.14	6,910.19	7,255.70	
319	Equipment Maintenance Supervisor							IBEW
319	Landscape Inspector							IBEW
319	Landscape Supervisor							IBEW
319		Hourly	34.5243	36.2505	38.0630	39.9662	41.9645	
319		Monthly	5,984.21	6,283.42	6,597.59	6,927.47	7,273.84	
320		Hourly	34.6106	36.3411	38.1582	40.0661	42.0694	
320		Monthly	5,999.17	6,299.13	6,614.09	6,944.79	7,292.03	
321		Hourly	34.6971	36.4320	38.2536	40.1663	42.1746	
321		Monthly	6,014.17	6,314.88	6,630.62	6,962.15	7,310.26	
322		Hourly	34.7839	36.5231	38.3492	40.2667	42.2800	
322		Monthly	6,029.21	6,330.67	6,647.20	6,979.56	7,328.53	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
323	Laboratory Analyst II							IBEW
323		Hourly	34.8708	36.6144	38.4451	40.3674	42.3857	
323		Monthly	6,044.28	6,346.49	6,663.82	6,997.01	7,346.85	
324	Crime Analyst							IBEW
324	GIS Specialist I							IBEW
324		Hourly	34.9580	36.7059	38.5412	40.4683	42.4917	
324		Monthly	6,059.39	6,362.36	6,680.48	7,014.50	7,365.22	
325		Hourly	35.0454	36.7977	38.6376	40.5694	42.5979	
325		Monthly	6,074.54	6,378.26	6,697.18	7,032.03	7,383.63	
326		Hourly	35.1330	36.8897	38.7342	40.6708	42.7044	
326		Monthly	6,089.72	6,394.21	6,713.92	7,049.61	7,402.09	
327		Hourly	35.2209	36.9819	38.8310	40.7725	42.8112	
327		Monthly	6,104.95	6,410.20	6,730.71	7,067.24	7,420.60	
328		Hourly	35.3089	37.0743	38.9281	40.8745	42.9182	
328		Monthly	6,120.21	6,426.22	6,747.53	7,084.91	7,439.15	
329	Communications Supervisor							IBEW
329		Hourly	35.3972	37.1671	39.0254	40.9767	43.0255	
329		Monthly	6,135.51	6,442.29	6,764.40	7,102.62	7,457.75	
330	Instrument Technician I							IBEW
330		Hourly	35.4857	37.2599	39.1229	41.0791	43.1330	
330		Monthly	6,150.85	6,458.39	6,781.31	7,120.37	7,476.39	
331		Hourly	35.5744	37.3531	39.2208	41.1818	43.2408	
331		Monthly	6,166.23	6,474.54	6,798.27	7,138.18	7,495.08	
332		Hourly	35.6633	37.4465	39.3188	41.2847	43.3490	
332		Monthly	6,181.64	6,490.73	6,815.26	7,156.02	7,513.82	
333		Hourly	35.7525	37.5401	39.4171	41.3879	43.4573	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
333		Monthly	6,197.10	6,506.95	6,832.30	7,173.91	7,532.60	
334	Associate Planner							IBEW
334	Building Inspector II							IBEW
334		Hourly	35.8419	37.6340	39.5157	41.4914	43.5660	
334		Monthly	6,212.59	6,523.22	6,849.38	7,191.85	7,551.44	
335		Hourly	35.9315	37.7281	39.6144	41.5952	43.6749	
335		Monthly	6,228.12	6,539.53	6,866.50	7,209.83	7,570.31	
336		Hourly	36.0213	37.8224	39.7135	41.6991	43.7841	
336		Monthly	6,243.69	6,555.88	6,883.67	7,227.85	7,589.24	
337		Hourly	36.1113	37.9169	39.8128	41.8034	43.8935	
337		Monthly	6,259.30	6,572.27	6,900.88	7,245.92	7,608.21	
338		Hourly	36.2016	38.0117	39.9123	41.9079	44.0033	
338		Monthly	6,274.95	6,588.70	6,918.13	7,264.03	7,627.23	
339	Deputy City Clerk							CAMP
339		Hourly	36.2922	38.1068	40.0121	42.0126	44.1133	
339		Monthly	6,290.64	6,605.17	6,935.43	7,282.19	7,646.30	
340		Hourly	36.3828	38.2020	40.1121	42.1177	44.2236	
340		Monthly	6,306.36	6,621.68	6,952.76	7,300.40	7,665.42	
341		Hourly	36.4738	38.2975	40.2124	42.2230	44.3341	
341		Monthly	6,322.13	6,638.24	6,970.15	7,318.65	7,684.58	
342		Hourly	36.5650	38.3933	40.3129	42.3286	44.4449	
342		Monthly	6,337.93	6,654.83	6,987.57	7,336.95	7,703.79	
343	Senior Engineering Technician							IBEW
343		Hourly	36.6564	38.4893	40.4137	42.4344	44.5561	
343		Monthly	6,353.78	6,671.47	7,005.04	7,355.29	7,723.05	
344		Hourly	36.7480	38.5855	40.5147	42.5405	44.6675	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
344		Monthly	6,369.66	6,688.15	7,022.55	7,373.68	7,742.36	
345		Hourly	36.8399	38.6819	40.6160	42.6468	44.7792	
345		Monthly	6,385.59	6,704.87	7,040.11	7,392.11	7,761.72	
346		Hourly	36.9320	38.7786	40.7176	42.7534	44.8911	
346		Monthly	6,401.55	6,721.63	7,057.71	7,410.59	7,781.12	
347		Hourly	37.0244	38.8756	40.8193	42.8603	45.0033	
347		Monthly	6,417.56	6,738.43	7,075.35	7,429.12	7,800.57	
348		Hourly	37.1169	38.9728	40.9214	42.9674	45.1158	
348		Monthly	6,433.60	6,755.28	7,093.04	7,447.69	7,820.07	
349		Hourly	37.2097	39.0702	41.0237	43.0749	45.2286	
349		Monthly	6,449.68	6,772.17	7,110.78	7,466.31	7,839.62	
350		Hourly	37.3028	39.1679	41.1263	43.1826	45.3417	
350		Monthly	6,465.81	6,789.10	7,128.55	7,484.98	7,859.22	
351		Hourly	37.3960	39.2658	41.2291	43.2905	45.4550	
351		Monthly	6,481.97	6,806.07	7,146.37	7,503.69	7,878.87	
352	Community Development Analyst I							IBEW
352	Utility Mechanic II							IBEW
352		Hourly	37.4895	39.3640	41.3322	43.3988	45.5687	
352		Monthly	6,498.18	6,823.09	7,164.24	7,522.45	7,898.57	
353		Hourly	37.5832	39.4623	41.4355	43.5072	45.6826	
353		Monthly	6,514.42	6,840.14	7,182.15	7,541.25	7,918.31	
354		Hourly	37.6772	39.5610	41.5391	43.6160	45.7968	
354		Monthly	6,530.71	6,857.24	7,200.11	7,560.11	7,938.11	
355		Hourly	37.7714	39.6599	41.6429	43.7251	45.9113	
355		Monthly	6,547.04	6,874.39	7,218.11	7,579.01	7,957.96	
356		Hourly	37.8658	39.7591	41.7470	43.8344	46.0261	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
356		Monthly	6,563.40	6,891.57	7,236.15	7,597.96	7,977.85	
357		Hourly	37.9604	39.8585	41.8514	43.9439	46.1412	
357		Monthly	6,579.81	6,908.80	7,254.24	7,616.95	7,997.80	
358	Administrative Analyst I							CAMP
358	Community and Volunteer Coordinator							CAMP
358	Paralegal							CAMP
358	Personnel Analyst I							CAMP
358	Senior Landscape Inspector							IBEW
358		Hourly	38.0553	39.9581	41.9560	44.0538	46.2565	
358		Monthly	6,596.26	6,926.07	7,272.38	7,635.99	8,017.79	
359		Hourly	38.1505	40.0580	42.0609	44.1639	46.3721	
359		Monthly	6,612.75	6,943.39	7,290.56	7,655.08	8,037.83	
360		Hourly	38.2458	40.1582	42.1660	44.2743	46.4881	
360		Monthly	6,629.28	6,960.75	7,308.78	7,674.22	8,057.93	
361		Hourly	38.3415	40.2586	42.2715	44.3851	46.6043	
361		Monthly	6,645.86	6,978.15	7,327.06	7,693.41	8,078.07	
362	Utility Supervisor							IBEW
362	Water Quality Analyst							IBEW
362		Hourly	38.4373	40.3592	42.3771	44.4960	46.7208	
362		Monthly	6,662.47	6,995.60	7,345.37	7,712.64	8,098.27	
363	GIS Specialist II							IBEW
363	Senior Building Inspector							IBEW
363		Hourly	38.5334	40.4601	42.4831	44.6072	46.8376	
363		Monthly	6,679.13	7,013.08	7,363.74	7,731.92	8,118.51	
364		Hourly	38.6298	40.5613	42.5893	44.7188	46.9547	
364		Monthly	6,695.83	7,030.62	7,382.15	7,751.25	8,138.81	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
365		Hourly	38.7264	40.6626	42.6958	44.8306	47.0721	
365		Monthly	6,712.57	7,048.19	7,400.60	7,770.63	8,159.16	
366		Hourly	38.8232	40.7643	42.8025	44.9427	47.1898	
366		Monthly	6,729.35	7,065.81	7,419.10	7,790.06	8,179.56	
367		Hourly	38.9202	40.8662	42.9095	45.0550	47.3077	
367		Monthly	6,746.17	7,083.48	7,437.65	7,809.53	8,200.00	
368		Hourly	39.0175	40.9684	43.0168	45.1677	47.4260	
368		Monthly	6,763.04	7,101.19	7,456.25	7,829.06	8,220.50	
369		Hourly	39.1150	41.0708	43.1244	45.2806	47.5446	
369		Monthly	6,779.94	7,118.94	7,474.89	7,848.63	8,241.06	
370		Hourly	39.2128	41.1735	43.2321	45.3938	47.6634	
370		Monthly	6,796.89	7,136.74	7,493.57	7,868.25	8,261.66	
371		Hourly	39.3109	41.2764	43.3403	45.5072	47.7826	
371		Monthly	6,813.89	7,154.58	7,512.31	7,887.92	8,282.31	
372	Instrument Technician II							IBEW
372		Hourly	39.4092	41.3796	43.4486	45.6210	47.9020	
372		Monthly	6,830.92	7,172.47	7,531.09	7,907.64	8,303.02	
373	Senior Code Enforcement Officer							IBEW
373		Hourly	39.5077	41.4831	43.5572	45.7351	48.0218	
373		Monthly	6,848.00	7,190.40	7,549.92	7,927.41	8,323.78	
374		Hourly	39.6065	41.5868	43.6661	45.8494	48.1419	
374		Monthly	6,865.12	7,208.37	7,568.79	7,947.23	8,344.59	
375		Hourly	39.7055	41.6907	43.7753	45.9640	48.2622	
375		Monthly	6,882.28	7,226.39	7,587.71	7,967.10	8,365.45	
376	Payroll Supervisor							IBEW
376	Senior Accountant							IBEW

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
376		Hourly	39.8048	41.7950	43.8847	46.0789	48.3828	
376		Monthly	6,899.49	7,244.46	7,606.68	7,987.01	8,386.36	
377		Hourly	39.9042	41.8994	43.9944	46.1941	48.5038	
377		Monthly	6,916.73	7,262.57	7,625.70	8,006.98	8,407.33	
378		Hourly	40.0040	42.0042	44.1044	46.3096	48.6250	
378		Monthly	6,934.03	7,280.73	7,644.76	8,027.00	8,428.34	
379		Hourly	40.1040	42.1092	44.2146	46.4254	48.7467	
379		Monthly	6,951.36	7,298.93	7,663.87	8,047.07	8,449.42	
380		Hourly	40.2043	42.2145	44.3252	46.5414	48.8685	
380		Monthly	6,968.74	7,317.18	7,683.03	8,067.18	8,470.54	
381		Hourly	40.3048	42.3200	44.4360	46.6578	48.9907	
381		Monthly	6,986.16	7,335.47	7,702.24	8,087.35	8,491.72	
382		Hourly	40.4056	42.4258	44.5471	46.7744	49.1131	
382		Monthly	7,003.63	7,353.81	7,721.50	8,107.57	8,512.94	
383	Assistant Engineer							IBEW
383	Forensic Analyst	Hourly	40.5066	42.5319	44.6585	46.8914	49.2359	IBEW
383		Monthly	7,021.14	7,372.19	7,740.80	8,127.84	8,534.23	
384		Hourly	40.6078	42.6382	44.7701	47.0086	49.3590	
384		Monthly	7,038.69	7,390.62	7,760.15	8,148.16	8,555.56	
385		Hourly	40.7094	42.7448	44.8820	47.1261	49.4824	
385		Monthly	7,056.29	7,409.10	7,779.55	8,168.53	8,576.95	
386		Hourly	40.8111	42.8517	44.9942	47.2439	49.6061	
386		Monthly	7,073.93	7,427.62	7,799.00	8,188.95	8,598.39	
387		Hourly	40.9131	42.9588	45.1067	47.3620	49.7301	
387		Monthly	7,091.61	7,446.19	7,818.50	8,209.42	8,619.89	
388	Media Services Specialist							CAMP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
388		Hourly	41.0154	43.0662	45.2195	47.4805	49.8545	
388		Monthly	7,109.34	7,464.81	7,838.05	8,229.95	8,641.44	
389		Hourly	41.1179	43.1739	45.3325	47.5992	49.9791	
389		Monthly	7,127.11	7,483.47	7,857.64	8,250.52	8,663.04	
390		Hourly	41.2208	43.2818	45.4459	47.7182	50.1040	
390		Monthly	7,144.93	7,502.18	7,877.29	8,271.15	8,684.70	
391	Community Development Analyst II							IBEW
391	Senior Utility Mechanic							IBEW
391		Hourly	41.3238	43.3900	45.5595	47.8374	50.2293	
391		Monthly	7,162.79	7,520.93	7,896.98	8,291.82	8,706.41	
392		Hourly	41.4271	43.4985	45.6734	47.9570	50.3549	
392		Monthly	7,180.70	7,539.74	7,916.72	8,312.55	8,728.18	
393		Hourly	41.5307	43.6073	45.7876	48.0770	50.4808	
393		Monthly	7,198.65	7,558.59	7,936.51	8,333.34	8,750.00	
394		Hourly	41.6345	43.7162	45.9020	48.1971	50.6069	
394		Monthly	7,216.65	7,577.48	7,956.35	8,354.17	8,771.87	
395		Hourly	41.7386	43.8256	46.0168	48.3176	50.7335	
395		Monthly	7,234.69	7,596.43	7,976.24	8,375.05	8,793.80	
396		Hourly	41.8430	43.9351	46.1319	48.4384	50.8603	
396		Monthly	7,252.78	7,615.42	7,996.19	8,395.99	8,815.79	
397		Hourly	41.9476	44.0449	46.2472	48.5595	50.9875	
397		Monthly	7,270.91	7,634.45	8,016.18	8,416.98	8,837.83	
398	Executive Assistant to the City Manager							Unrep
398	Law Office Supervisor							Unrep
398		Hourly	42.0524	44.1550	46.3628	48.6809	51.1149	
398		Monthly	7,289.09	7,653.54	8,036.22	8,438.02	8,859.92	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
399		Hourly	42.1576	44.2654	46.4787	48.8026	51.2427	
399		Monthly	7,307.31	7,672.67	8,056.31	8,459.12	8,882.07	
400		Hourly	42.2630	44.3761	46.5949	48.9246	51.3708	
400		Monthly	7,325.58	7,691.86	8,076.45	8,480.27	8,904.28	
401		Hourly	42.3686	44.4871	46.7114	49.0469	51.4993	
401		Monthly	7,343.89	7,711.09	8,096.64	8,501.47	8,926.54	
402		Hourly	42.4745	44.5982	46.8282	49.1695	51.6280	
402		Monthly	7,362.25	7,730.36	8,116.88	8,522.72	8,948.85	
403	GIS Specialist III							IBEW
403		Hourly	42.5807	44.7098	46.9452	49.2925	51.7571	
403		Monthly	7,380.66	7,749.69	8,137.17	8,544.03	8,971.23	
404		Hourly	42.6872	44.8215	47.0626	49.4157	51.8864	
404		Monthly	7,399.11	7,769.06	8,157.52	8,565.39	8,993.65	
405		Hourly	42.7939	44.9336	47.1803	49.5392	52.0162	
405		Monthly	7,417.61	7,788.49	8,177.91	8,586.80	9,016.14	
406		Hourly	42.9009	45.0459	47.2982	49.6631	52.1462	
406		Monthly	7,436.15	7,807.96	8,198.35	8,608.27	9,038.68	
407		Hourly	43.0081	45.1585	47.4164	49.7873	52.2766	
407		Monthly	7,454.74	7,827.48	8,218.85	8,629.79	9,061.28	
408		Hourly	43.1157	45.2714	47.5350	49.9117	52.4073	
408		Monthly	7,473.38	7,847.05	8,239.40	8,651.36	9,083.93	
409		Hourly	43.2234	45.3846	47.6538	50.0365	52.5383	
409		Monthly	7,492.06	7,866.66	8,260.00	8,672.99	9,106.64	
410	Building Plan Engineer							IBEW
410	Senior Instrument Technician							IBEW
410		Hourly	43.3315	45.4981	47.7730	50.1616	52.6697	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
410		Monthly	7,510.79	7,886.33	8,280.65	8,694.68	9,129.41	
411		Hourly	43.4398	45.6118	47.8924	50.2870	52.8013	
411		Monthly	7,529.57	7,906.05	8,301.35	8,716.41	9,152.23	
412		Hourly	43.5484	45.7258	48.0121	50.4127	52.9333	
412		Monthly	7,548.39	7,925.81	8,322.10	8,738.20	9,175.11	
413	Water Treatment Plant Operator							IBEW
413		Hourly	43.6573	45.8402	48.1322	50.5388	53.0657	
413		Monthly	7,567.26	7,945.63	8,342.91	8,760.05	9,198.05	
414		Hourly	43.7664	45.9548	48.2525	50.6651	53.1983	
414		Monthly	7,586.18	7,965.49	8,363.76	8,781.95	9,221.04	
415		Hourly	43.8759	46.0696	48.3731	50.7917	53.3313	
415		Monthly	7,605.15	7,985.40	8,384.67	8,803.90	9,244.09	
416		Hourly	43.9855	46.1848	48.4940	50.9187	53.4646	
416		Monthly	7,624.16	8,005.37	8,405.63	8,825.91	9,267.20	
417		Hourly	44.0955	46.3003	48.6153	51.0460	53.5983	
417		Monthly	7,643.22	8,025.38	8,426.65	8,847.98	9,290.37	
418	Administrative Analyst II							CAMP
418	Personnel Analyst II							CAMP
418	HRIS Analyst	Hourly	44.2058	46.4160	48.7368	51.1737	53.7323	
418		Monthly	7,662.33	8,045.44	8,447.71	8,870.10	9,313.60	
419		Hourly	44.3162	46.5321	48.8586	51.3016	53.8666	
419		Monthly	7,681.48	8,065.56	8,468.83	8,892.27	9,336.88	
420		Hourly	44.4271	46.6484	48.9808	51.4298	54.0013	
420		Monthly	7,700.69	8,085.72	8,490.01	8,914.50	9,360.22	
421		Hourly	44.5381	46.7650	49.1033	51.5584	54.1363	
421		Monthly	7,719.94	8,105.94	8,511.23	8,936.79	9,383.63	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
422		Hourly	44.6495	46.8819	49.2260	51.6873	54.2716	
422		Monthly	7,739.24	8,126.20	8,532.51	8,959.13	9,407.08	
423		Hourly	44.7611	46.9992	49.3491	51.8165	54.4073	
423		Monthly	7,758.59	8,146.52	8,553.84	8,981.53	9,430.60	
424		Hourly	44.8730	47.1166	49.4725	51.9460	54.5433	
424		Monthly	7,777.98	8,166.88	8,575.23	9,003.98	9,454.18	
425		Hourly	44.9852	47.2344	49.5961	52.0759	54.6797	
425		Monthly	7,797.43	8,187.30	8,596.66	9,026.49	9,477.81	
426		Hourly	45.0976	47.3525	49.7201	52.2061	54.8164	
426		Monthly	7,816.92	8,207.77	8,618.15	9,049.06	9,501.51	
427		Hourly	45.2104	47.4709	49.8444	52.3366	54.9534	
427		Monthly	7,836.47	8,228.29	8,639.70	9,071.68	9,525.26	
428	Marina Manager							CAMP
428	Network Administrator							CAMP
428		Hourly	45.3234	47.5896	49.9690	52.4675	55.0908	
428		Monthly	7,856.06	8,248.86	8,661.30	9,094.36	9,549.08	
429		Hourly	45.4367	47.7085	50.0939	52.5987	55.2286	
429		Monthly	7,875.70	8,269.48	8,682.95	9,117.10	9,572.95	
430		Hourly	45.5503	47.8278	50.2192	52.7301	55.3666	
430		Monthly	7,895.39	8,290.15	8,704.66	9,139.89	9,596.88	
431		Hourly	45.6642	47.9474	50.3447	52.8620	55.5050	
431		Monthly	7,915.12	8,310.88	8,726.42	9,162.74	9,620.87	
432		Hourly	45.7783	48.0673	50.4706	52.9941	55.6438	
432		Monthly	7,934.91	8,331.66	8,748.24	9,185.65	9,644.92	
433	Advanced Water Treatment Plant Operator							IBEW
433		Hourly	45.8928	48.1874	50.5968	53.1266	55.7829	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
433		Monthly	7,954.75	8,352.49	8,770.11	9,208.61	9,669.04	
434		Hourly	46.0075	48.3079	50.7233	53.2594	55.9224	
434		Monthly	7,974.64	8,373.37	8,792.03	9,231.63	9,693.21	
435		Hourly	46.1225	48.4287	50.8501	53.3926	56.0622	
435		Monthly	7,994.57	8,394.30	8,814.01	9,254.71	9,717.44	
436		Hourly	46.2378	48.5498	50.9772	53.5261	56.2023	
436		Monthly	8,014.56	8,415.29	8,836.05	9,277.85	9,741.74	
437		Hourly	46.3535	48.6711	51.1047	53.6598	56.3428	
437		Monthly	8,034.60	8,436.32	8,858.14	9,301.04	9,766.09	
438	Communications Manager							CAMP
438	Deputy City Attorney I							CAMP
438		Hourly	46.4693	48.7928	51.2324	53.7940	56.4837	
438		Monthly	8,054.68	8,457.42	8,880.28	9,324.30	9,790.51	
439		Hourly	46.5855	48.9148	51.3605	53.9285	56.6249	
439		Monthly	8,074.82	8,478.56	8,902.49	9,347.61	9,814.98	
440		Hourly	46.7020	49.0371	51.4889	54.0633	56.7665	
440		Monthly	8,095.01	8,499.76	8,924.74	9,370.98	9,839.52	
441		Hourly	46.8187	49.1597	51.6176	54.1985	56.9084	
441		Monthly	8,115.24	8,521.01	8,947.05	9,394.40	9,864.12	
442	Associate Civil Engineer							IBEW
442	Building Inspection Supervisor							IBEW
442	Plan Check Engineer							IBEW
442		Hourly	46.9358	49.2826	51.7467	54.3340	57.0507	
442		Monthly	8,135.53	8,542.31	8,969.42	9,417.89	9,888.78	
443		Hourly	47.0531	49.4057	51.8760	54.4698	57.1933	
443		Monthly	8,155.87	8,563.66	8,991.84	9,441.43	9,913.50	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
444		Hourly	47.1707	49.5293	52.0057	54.6060	57.3362	
444		Monthly	8,176.26	8,585.07	9,014.32	9,465.04	9,938.28	
445		Hourly	47.2887	49.6531	52.1357	54.7425	57.4796	
445		Monthly	8,196.70	8,606.54	9,036.86	9,488.70	9,963.13	
446		Hourly	47.4069	49.7772	52.2661	54.8793	57.6233	
446		Monthly	8,217.19	8,628.05	9,059.45	9,512.42	9,988.04	
447		Hourly	47.5254	49.9017	52.3967	55.0165	57.7674	
447		Monthly	8,237.74	8,649.62	9,082.10	9,536.20	10,013.01	
448	Laboratory Supervisor							CAMP
448	Landscape Maintenance Manager							CAMP
448	Police Record Manager							CAMP
448		Hourly	47.6442	50.0264	52.5278	55.1541	57.9118	
448		Monthly	8,258.33	8,671.25	9,104.81	9,560.04	10,038.04	
449		Hourly	47.7633	50.1515	52.6591	55.2920	58.0566	
449		Monthly	8,278.98	8,692.92	9,127.57	9,583.94	10,063.14	
450		Hourly	47.8827	50.2769	52.7907	55.4302	58.2017	
450		Monthly	8,299.67	8,714.66	9,150.39	9,607.90	10,088.29	
451	Senior Community Development Analyst							IBEW
451		Hourly	48.0024	50.4025	52.9227	55.5688	58.3472	
451		Monthly	8,320.42	8,736.44	9,173.26	9,631.92	10,113.51	
452		Hourly	48.1224	50.5285	53.0550	55.7077	58.4931	
452		Monthly	8,341.22	8,758.28	9,196.20	9,656.00	10,138.80	
453		Hourly	48.2428	50.6549	53.1876	55.8470	58.6393	
453		Monthly	8,362.08	8,780.18	9,219.19	9,680.14	10,164.15	
454		Hourly	48.3633	50.7815	53.3206	55.9866	58.7859	
454		Monthly	8,382.98	8,802.13	9,242.23	9,704.34	10,189.56	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
455		Hourly	48.4843	50.9085	53.4539	56.1265	58.9329	
455		Monthly	8,403.94	8,824.14	9,265.34	9,728.60	10,215.03	
456		Hourly	48.6055	51.0358	53.5875	56.2669	59.0802	
456		Monthly	8,424.95	8,846.20	9,288.50	9,752.93	10,240.57	
457		Hourly	48.7270	51.1633	53.7215	56.4076	59.2279	
457		Monthly	8,446.01	8,868.31	9,311.72	9,777.31	10,266.17	
458	Assistant Water Distribution Superintendent							CAMP
458	Development Permit Coordinator							CAMP
458	Fleet Manager							CAMP
458	Senior Planner							CAMP
458		Hourly	48.8488	51.2912	53.8558	56.5486	59.3759	
458		Monthly	8,467.13	8,890.48	9,335.00	9,801.75	10,291.83	
459		Hourly	48.9709	51.4195	53.9904	56.6900	59.5244	
459		Monthly	8,488.29	8,912.71	9,358.34	9,826.26	10,317.56	
460		Hourly	49.0933	51.5480	54.1254	56.8317	59.6732	
460		Monthly	8,509.51	8,934.99	9,381.74	9,850.82	10,343.36	
461		Hourly	49.2161	51.6769	54.2607	56.9738	59.8224	
461		Monthly	8,530.79	8,957.33	9,405.19	9,875.45	10,369.22	
462		Hourly	49.3392	51.8061	54.3963	57.1162	59.9720	
462		Monthly	8,552.12	8,979.72	9,428.70	9,900.14	10,395.14	
463		Hourly	49.4625	51.9356	54.5324	57.2590	60.1219	
463		Monthly	8,573.50	9,002.17	9,452.28	9,924.89	10,421.13	
464		Hourly	49.5861	52.0655	54.6687	57.4021	60.2722	
464		Monthly	8,594.93	9,024.68	9,475.91	9,949.70	10,447.18	
465		Hourly	49.7101	52.1956	54.8054	57.5456	60.4229	
465		Monthly	8,616.42	9,047.24	9,499.60	9,974.57	10,473.30	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
466	Plant Maintenance Supervisor							CAMP
466		Hourly	49.8344	52.3261	54.9424	57.6895	60.5739	
466		Monthly	8,637.96	9,069.86	9,523.35	9,999.51	10,499.48	
467	Housing Project Developer							CAMP
467	Purchasing Manager							CAMP
467	Senior Personnel Analyst							CAMP
467		Hourly	49.9589	52.4569	55.0797	57.8337	60.7254	
467		Monthly	8,659.55	9,092.53	9,547.15	10,024.51	10,525.73	
468		Hourly	50.0838	52.5880	55.2174	57.9783	60.8772	
468		Monthly	8,681.20	9,115.26	9,571.02	10,049.57	10,552.04	
469		Hourly	50.2090	52.7195	55.3555	58.1232	61.0293	
469		Monthly	8,702.90	9,138.05	9,594.95	10,074.69	10,578.42	
470		Hourly	50.3346	52.8513	55.4939	58.2685	61.1819	
470		Monthly	8,724.66	9,160.89	9,618.94	10,099.88	10,604.87	
471		Hourly	50.4604	52.9835	55.6326	58.4142	61.3349	
471		Monthly	8,746.47	9,183.80	9,642.98	10,125.13	10,631.38	
472	Water Treatment Plant Supervisor							IBEW
472	Water Treatment Regulatory Compliance Officer							IBEW
472		Hourly	50.5866	53.1159	55.7717	58.5602	61.4882	
472		Monthly	8,768.34	9,206.76	9,667.09	10,150.44	10,657.96	
473		Hourly	50.7130	53.2487	55.9111	58.7067	61.6420	
473		Monthly	8,790.26	9,229.77	9,691.26	10,175.82	10,684.61	
474		Hourly	50.8398	53.3818	56.0509	58.8534	61.7961	
474		Monthly	8,812.24	9,252.85	9,715.49	10,201.26	10,711.32	
475		Hourly	50.9669	53.5153	56.1910	59.0005	61.9505	
475		Monthly	8,834.27	9,275.98	9,739.78	10,226.76	10,738.09	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
476		Hourly	51.0943	53.6491	56.3315	59.1481	62.1054	
476		Monthly	8,856.35	9,299.17	9,764.13	10,252.33	10,764.94	
477	Asset Manager							CAMP
477	Assistant Maintenance Superintendent	Hourly	51.2221	53.7832	56.4723	59.2959	62.2607	CAMP
477		Monthly	8,878.49	9,322.42	9,788.54	10,277.96	10,791.85	
478		Hourly	51.3501	53.9176	56.6135	59.4441	62.4163	
478		Monthly	8,900.69	9,345.72	9,813.01	10,303.65	10,818.83	
479		Hourly	51.4785	54.0524	56.7550	59.5928	62.5724	
479		Monthly	8,922.94	9,369.09	9,837.54	10,329.41	10,845.88	
480		Hourly	51.6072	54.1876	56.8969	59.7418	62.7288	
480		Monthly	8,945.25	9,392.51	9,862.13	10,355.24	10,872.99	
481		Hourly	51.7362	54.3230	57.0392	59.8911	62.8857	
481		Monthly	8,967.61	9,415.99	9,886.79	10,381.13	10,900.18	
482	Senior Civil Engineer							IBEW
482		Hourly	51.8656	54.4588	57.1818	60.0408	63.0429	
482		Monthly	8,990.03	9,439.53	9,911.51	10,407.08	10,927.43	
483		Hourly	51.9953	54.5950	57.3247	60.1910	63.2005	
483		Monthly	9,012.51	9,463.13	9,936.28	10,433.10	10,954.75	
484		Hourly	52.1252	54.7315	57.4681	60.3414	63.3584	
484		Monthly	9,035.04	9,486.79	9,961.13	10,459.18	10,982.13	
485		Hourly	52.2555	54.8683	57.6117	60.4923	63.5169	
485		Monthly	9,057.62	9,510.51	9,986.03	10,485.33	11,009.59	
486		Hourly	52.3862	55.0055	57.7557	60.6435	63.6756	
486		Monthly	9,080.27	9,534.28	10,010.99	10,511.54	11,037.11	
487	Accounting Manager							CAMP
487	Administrative Manager							CAMP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
487	Auditor Controller							CAMP
487	Environmental Services Manager							CAMP
487	Finance Manager							CAMP
487	Information Systems Manager							CAMP
487	IT Project Manager							CAMP
487	Water Finance Manager	Hourly	52.5171	55.1430	57.9001	60.7951	63.8348	CAMP
487		Monthly	9,102.97	9,558.12	10,036.02	10,537.82	11,064.70	
488		Hourly	52.6484	55.2808	58.0449	60.9471	63.9944	
488		Monthly	9,125.73	9,582.01	10,061.11	10,564.16	11,092.37	
489		Hourly	52.7800	55.4191	58.1900	61.0994	64.1544	
489		Monthly	9,148.54	9,605.97	10,086.26	10,590.57	11,120.10	
490		Hourly	52.9120	55.5576	58.3355	61.2522	64.3148	
490		Monthly	9,171.41	9,629.98	10,111.48	10,617.05	11,147.90	
491		Hourly	53.0443	55.6965	58.4813	61.4053	64.4756	
491		Monthly	9,194.34	9,654.06	10,136.76	10,643.59	11,175.77	
492		Hourly	53.1769	55.8357	58.6275	61.5588	64.6368	
492		Monthly	9,217.33	9,678.19	10,162.10	10,670.20	11,203.71	
493		Hourly	53.3098	55.9753	58.7741	61.7128	64.7984	
493		Monthly	9,240.37	9,702.39	10,187.51	10,696.88	11,231.72	
494		Hourly	53.4431	56.1152	58.9210	61.8670	64.9604	
494		Monthly	9,263.47	9,726.64	10,212.97	10,723.62	11,259.80	
495		Hourly	53.5767	56.2555	59.0683	62.0217	65.1227	
495		Monthly	9,286.63	9,750.96	10,238.51	10,750.43	11,287.94	
496		Hourly	53.7107	56.3962	59.2160	62.1767	65.2855	
496		Monthly	9,309.85	9,775.34	10,264.10	10,777.30	11,316.16	
497	Building Inspection Manager							CAMP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
497	Deputy City Attorney II							CAMP
497	Economic Development Program Manager							CAMP
497	Principal Planner							CAMP
497	Real Property and Leasing Manager							CAMP
497	Water Distribution Superintendent							CAMP
497	Water Quality Manager							CAMP
497	Water Superintendent Facilities							CAMP
497		Hourly	53.8449	56.5372	59.3640	62.3322	65.4488	
497		Monthly	9,333.12	9,799.78	10,289.76	10,804.25	11,344.45	
498		Hourly	53.9795	56.6785	59.5124	62.4880	65.6124	
498		Monthly	9,356.45	9,824.28	10,315.49	10,831.26	11,372.82	
499		Hourly	54.1145	56.8202	59.6612	62.6443	65.7764	
499		Monthly	9,379.85	9,848.84	10,341.28	10,858.34	11,401.25	
500		Hourly	54.2498	56.9623	59.8104	62.8008	65.9409	
500		Monthly	9,403.29	9,873.46	10,367.13	10,885.48	11,429.75	
501		Hourly	54.3854	57.1047	59.9599	62.9579	66.1058	
501		Monthly	9,426.80	9,898.14	10,393.05	10,912.70	11,458.33	
502		Hourly	54.5214	57.2474	60.1098	63.1153	66.2710	
502		Monthly	9,450.37	9,922.89	10,419.03	10,939.98	11,486.97	
503		Hourly	54.6577	57.3906	60.2601	63.2731	66.4367	
503		Monthly	9,474.00	9,947.70	10,445.08	10,967.33	11,515.69	
504		Hourly	54.7943	57.5340	60.4107	63.4313	66.6028	
504		Monthly	9,497.68	9,972.56	10,471.19	10,994.75	11,544.48	
505		Hourly	54.9313	57.6779	60.5618	63.5898	66.7693	
505		Monthly	9,521.43	9,997.50	10,497.37	11,022.23	11,573.34	
506		Hourly	55.0686	57.8221	60.7131	63.7488	66.9362	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
506		Monthly	9,545.23	10,022.49	10,523.61	11,049.79	11,602.27	
507	Assistant Water Superintendent-Treatment							CAMP
507		Hourly	55.2063	57.9666	60.8649	63.9081	67.1035	
507		Monthly	9,569.09	10,047.55	10,549.92	11,077.41	11,631.28	
508		Hourly	55.3443	58.1115	61.0171	64.0679	67.2713	
508		Monthly	9,593.01	10,072.66	10,576.30	11,105.11	11,660.36	
509		Hourly	55.4827	58.2568	61.1697	64.2281	67.4395	
509		Monthly	9,617.00	10,097.85	10,602.74	11,132.87	11,689.51	
510		Hourly	55.6214	58.4024	61.3225	64.3887	67.6081	
510		Monthly	9,641.04	10,123.09	10,629.24	11,160.70	11,718.73	
511		Hourly	55.7604	58.5485	61.4759	64.5496	67.7771	
511		Monthly	9,665.14	10,148.40	10,655.82	11,188.60	11,748.03	
512		Hourly	55.8998	58.6948	61.6296	64.7110	67.9465	
512		Monthly	9,689.30	10,173.77	10,682.46	11,216.58	11,777.40	
513		Hourly	56.0396	58.8415	61.7836	64.8728	68.1164	
513		Monthly	9,713.53	10,199.20	10,709.16	11,244.62	11,806.84	
514		Hourly	56.1797	58.9887	61.9381	65.0350	68.2867	
514		Monthly	9,737.81	10,224.70	10,735.93	11,272.73	11,836.36	
515		Hourly	56.3202	59.1361	62.0929	65.1976	68.4574	
515		Monthly	9,762.16	10,250.26	10,762.77	11,300.91	11,865.95	
516		Hourly	56.4609	59.2840	62.2482	65.3605	68.6285	
516		Monthly	9,786.56	10,275.89	10,789.68	11,329.16	11,895.61	
517	City Clerk							Unrep
517		Hourly	56.6021	59.4322	62.4038	65.5239	68.8001	
517		Monthly	9,811.03	10,301.58	10,816.66	11,357.48	11,925.35	
518		Hourly	56.7436	59.5808	62.5598	65.6878	68.9721	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
518		Monthly	9,835.56	10,327.33	10,843.70	11,385.88	11,955.17	
519		Hourly	56.8854	59.7297	62.7162	65.8520	69.1445	
519		Monthly	9,860.14	10,353.15	10,870.81	11,414.34	11,985.05	
520	Traffic Engineer							IBEW
520		Hourly	57.0277	59.8790	62.8730	66.0166	69.3174	
520		Monthly	9,884.80	10,379.03	10,897.98	11,442.88	12,015.02	
521		Hourly	57.1703	60.0287	63.0302	66.1817	69.4907	
521		Monthly	9,909.51	10,404.98	10,925.23	11,471.49	12,045.05	
522		Hourly	57.3132	60.1788	63.1877	66.3471	69.6644	
522		Monthly	9,934.28	10,430.99	10,952.54	11,500.17	12,075.17	
523		Hourly	57.4565	60.3293	63.3457	66.5130	69.8386	
523		Monthly	9,959.12	10,457.07	10,979.92	11,528.92	12,105.36	
524		Hourly	57.6001	60.4801	63.5041	66.6793	70.0132	
524		Monthly	9,984.01	10,483.21	11,007.37	11,557.74	12,135.62	
525		Hourly	57.7441	60.6313	63.6628	66.8459	70.1882	
525		Monthly	10,008.97	10,509.42	11,034.89	11,586.63	12,165.96	
526	Communications and Public Information Officer							Unrep
526	Employee Relations Manager							Unrep
526	Human Resources Program Manager							Unrep
526	Organizational Development Manager	Hourly	57.8885	60.7829	63.8220	67.0131	70.3637	Unrep
526		Monthly	10,034.00	10,535.70	11,062.48	11,615.60	12,196.37	
527	Fire Prevention Manager							CAMP
527		Hourly	58.0332	60.9348	63.9815	67.1806	70.5396	
527		Monthly	10,059.08	10,562.04	11,090.13	11,644.64	12,226.86	
528		Hourly	58.1783	61.0872	64.1415	67.3486	70.7159	
528		Monthly	10,084.23	10,588.44	11,117.86	11,673.75	12,257.43	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
529	Deputy Finance Director							Unrep
529		Hourly	58.3237	61.2399	64.3018	67.5169	70.8927	
529		Monthly	10,109.44	10,614.91	11,145.65	11,702.93	12,288.07	
530		Hourly	58.4695	61.3930	64.4626	67.6857	71.0699	
530		Monthly	10,134.71	10,641.45	11,173.52	11,732.19	12,318.79	
531		Hourly	58.6157	61.5464	64.6238	67.8549	71.2476	
531		Monthly	10,160.05	10,668.05	11,201.45	11,761.52	12,349.59	
532		Hourly	58.7622	61.7003	64.7853	68.0246	71.4258	
532		Monthly	10,185.45	10,694.72	11,229.46	11,790.93	12,380.47	
533		Hourly	58.9091	61.8546	64.9473	68.1946	71.6043	
533		Monthly	10,210.91	10,721.46	11,257.53	11,820.40	12,411.42	
534		Hourly	59.0564	62.0092	65.1096	68.3651	71.7833	
534		Monthly	10,236.44	10,748.26	11,285.67	11,849.95	12,442.44	
535		Hourly	59.2040	62.1642	65.2724	68.5360	71.9628	
535		Monthly	10,262.03	10,775.13	11,313.89	11,879.58	12,473.55	
536		Hourly	59.3521	62.3196	65.4356	68.7074	72.1427	
536		Monthly	10,287.69	10,802.07	11,342.17	11,909.28	12,504.73	
537	Economic Development Manager							CAMP
537		Hourly	59.5004	62.4755	65.5992	68.8791	72.3231	
537		Monthly	10,313.41	10,829.08	11,370.53	11,939.05	12,536.00	
538		Hourly	59.6492	62.6316	65.7632	69.0513	72.5039	
538		Monthly	10,339.19	10,856.15	11,398.95	11,968.90	12,567.34	
539		Hourly	59.7983	62.7882	65.9276	69.2240	72.6852	
539		Monthly	10,365.04	10,883.29	11,427.45	11,998.82	12,598.76	
540		Hourly	59.9478	62.9452	66.0924	69.3970	72.8668	
540		Monthly	10,390.95	10,910.50	11,456.02	12,028.82	12,630.25	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
541		Hourly	60.0977	63.1025	66.2577	69.5705	73.0490	
541		Monthly	10,416.93	10,937.77	11,484.66	12,058.89	12,661.83	
542		Hourly	60.2479	63.2603	66.4233	69.7445	73.2316	
542		Monthly	10,442.97	10,965.12	11,513.37	12,089.04	12,693.48	
543		Hourly	60.3985	63.4184	66.5894	69.9188	73.4147	
543		Monthly	10,469.08	10,992.53	11,542.16	12,119.26	12,725.22	
544		Hourly	60.5495	63.5770	66.7558	70.0936	73.5983	
544		Monthly	10,495.25	11,020.01	11,571.01	12,149.56	12,757.03	
545		Hourly	60.7009	63.7359	66.9227	70.2688	73.7822	
545		Monthly	10,521.49	11,047.56	11,599.94	12,179.93	12,788.92	
546		Hourly	60.8526	63.8953	67.0900	70.4445	73.9667	
546		Monthly	10,547.79	11,075.18	11,628.94	12,210.38	12,820.89	
547	Planning Manager							CAMP
547		Hourly	61.0048	64.0550	67.2578	70.6206	74.1516	
547		Monthly	10,574.16	11,102.87	11,658.01	12,240.91	12,852.95	
548		Hourly	61.1573	64.2152	67.4259	70.7972	74.3370	
548		Monthly	10,600.60	11,130.63	11,687.16	12,271.51	12,885.08	
549		Hourly	61.3102	64.3757	67.5944	70.9742	74.5228	
549		Monthly	10,627.10	11,158.45	11,716.37	12,302.19	12,917.29	
550		Hourly	61.4635	64.5366	67.7634	71.1516	74.7091	
550		Monthly	10,653.67	11,186.35	11,745.66	12,332.94	12,949.58	
551		Hourly	61.6171	64.6980	67.9329	71.3295	74.8959	
551		Monthly	10,680.30	11,214.32	11,775.03	12,363.78	12,981.96	
552	Assistant City Attorney I							Unrep
552	Assistant to the City Manager							Unrep
552		Hourly	61.7712	64.8597	68.1027	71.5078	75.0831	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
552		Monthly	10,707.00	11,242.35	11,804.47	12,394.69	13,014.41	
553		Hourly	61.9256	65.0219	68.2730	71.6866	75.2709	
553		Monthly	10,733.77	11,270.46	11,833.98	12,425.67	13,046.95	
554		Hourly	62.0804	65.1844	68.4436	71.8658	75.4591	
554		Monthly	10,760.60	11,298.63	11,863.56	12,456.74	13,079.57	
555		Hourly	62.2356	65.3474	68.6147	72.0455	75.6477	
555		Monthly	10,787.51	11,326.88	11,893.22	12,487.88	13,112.27	
556		Hourly	62.3912	65.5108	68.7863	72.2256	75.8368	
556		Monthly	10,814.47	11,355.20	11,922.95	12,519.10	13,145.05	
557	Housing and Community Development Program Manager							CAMP
557	Risk Manager/Safety Officer							Unrep
557	Transportation Program Superintendent							CAMP
557		Hourly	62.5472	65.6746	68.9582	72.4062	76.0264	
557		Monthly	10,841.51	11,383.59	11,952.76	12,550.40	13,177.91	
558		Hourly	62.7035	65.8387	69.1306	72.5871	76.2164	
558		Monthly	10,868.61	11,412.04	11,982.64	12,581.77	13,210.85	
559		Hourly	62.8603	66.0033	69.3035	72.7686	76.4070	
559		Monthly	10,895.79	11,440.57	12,012.60	12,613.23	13,243.88	
560		Hourly	63.0175	66.1683	69.4767	72.9505	76.5980	
560		Monthly	10,923.03	11,469.18	12,042.63	12,644.76	13,276.99	
561		Hourly	63.1750	66.3338	69.6504	73.1329	76.7895	
561		Monthly	10,950.33	11,497.85	12,072.74	12,676.37	13,310.18	
562		Hourly	63.3329	66.4996	69.8245	73.3157	76.9815	
562		Monthly	10,977.71	11,526.59	12,102.92	12,708.06	13,343.46	
563		Hourly	63.4913	66.6658	69.9991	73.4990	77.1740	
563		Monthly	11,005.15	11,555.41	12,133.18	12,739.83	13,376.82	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
564		Hourly	63.6500	66.8325	70.1741	73.6828	77.3669	
564		Monthly	11,032.67	11,584.30	12,163.51	12,771.68	13,410.26	
565		Hourly	63.8091	66.9996	70.3495	73.8670	77.5603	
565		Monthly	11,060.25	11,613.26	12,193.92	12,803.61	13,443.78	
566		Hourly	63.9687	67.1671	70.5254	74.0517	77.7542	
566		Monthly	11,087.90	11,642.29	12,224.40	12,835.62	13,477.39	
567		Hourly	64.1286	67.3350	70.7017	74.2368	77.9486	
567		Monthly	11,115.62	11,671.40	12,254.96	12,867.71	13,511.09	
568		Hourly	64.2889	67.5033	70.8785	74.4224	78.1435	
568		Monthly	11,143.41	11,700.58	12,285.60	12,899.88	13,544.87	
569		Hourly	64.4496	67.6721	71.0557	74.6084	78.3388	
569		Monthly	11,171.27	11,729.83	12,316.32	12,932.13	13,578.73	
570		Hourly	64.6107	67.8413	71.2333	74.7950	78.5346	
570		Monthly	11,199.19	11,759.15	12,347.11	12,964.46	13,612.67	
571		Hourly	64.7723	68.0109	71.4114	74.9819	78.7310	
571		Monthly	11,227.19	11,788.55	12,377.97	12,996.87	13,646.71	
572		Hourly	64.9342	68.1809	71.5899	75.1694	78.9278	
572		Monthly	11,255.26	11,818.02	12,408.92	13,029.36	13,680.82	
573		Hourly	65.0965	68.3514	71.7689	75.3573	79.1251	
573		Monthly	11,283.40	11,847.57	12,439.94	13,061.94	13,715.02	
574		Hourly	65.2593	68.5223	71.9483	75.5457	79.3229	
574		Monthly	11,311.61	11,877.19	12,471.04	13,094.59	13,749.31	
575		Hourly	65.4224	68.6935	72.1282	75.7346	79.5213	
575		Monthly	11,339.88	11,906.88	12,502.22	13,127.33	13,783.69	
576	Assistant Finance Director							Unrep
576	Assistant Human Resources Director							Unrep

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
576	Assistant Public Works Director - Maintenance							UNREP
576	Employee and Labor Relations Officer							Unrep
576	Water Engineering Manager	Hourly	65.5859	68.8653	72.3085	75.9239	79.7201	CAMP
576		Monthly	11,368.23	11,936.65	12,533.48	13,160.14	13,818.15	
577		Hourly	65.7500	69.0374	72.4893	76.1138	79.9194	
577		Monthly	11,396.66	11,966.49	12,564.81	13,193.05	13,852.69	
578		Hourly	65.9143	69.2100	72.6705	76.3040	80.1192	
578		Monthly	11,425.15	11,996.40	12,596.22	13,226.03	13,887.32	
579		Hourly	66.0791	69.3831	72.8522	76.4948	80.3195	
579		Monthly	11,453.71	12,026.40	12,627.71	13,259.09	13,922.04	
580		Hourly	66.2443	69.5565	73.0343	76.6860	80.5203	
580		Monthly	11,482.34	12,056.46	12,659.28	13,292.24	13,956.85	
581		Hourly	66.4099	69.7304	73.2169	76.8777	80.7216	
581		Monthly	11,511.05	12,086.60	12,690.93	13,325.47	13,991.74	
582		Hourly	66.5759	69.9047	73.4000	77.0699	80.9234	
582		Monthly	11,539.83	12,116.82	12,722.66	13,358.78	14,026.72	
583		Hourly	66.7424	70.0795	73.5834	77.2626	81.1257	
583		Monthly	11,568.68	12,147.11	12,754.46	13,392.18	14,061.78	
584		Hourly	66.9092	70.2547	73.7674	77.4557	81.3285	
584		Monthly	11,597.60	12,177.48	12,786.35	13,425.66	14,096.94	
585		Hourly	67.0765	70.4303	73.9518	77.6494	81.5318	
585		Monthly	11,626.59	12,207.92	12,818.31	13,459.23	14,132.18	
586	Chief Building Official							CAMP
586		Hourly	67.2442	70.6064	74.1367	77.8435	81.7356	
586		Monthly	11,655.66	12,238.44	12,850.36	13,492.87	14,167.51	
587		Hourly	67.4123	70.7829	74.3221	78.0381	81.9400	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
587		Monthly	11,684.80	12,269.04	12,882.49	13,526.61	14,202.93	
588		Hourly	67.5808	70.9599	74.5078	78.2332	82.1448	
588		Monthly	11,714.01	12,299.71	12,914.69	13,560.42	14,238.44	
589		Hourly	67.7498	71.1373	74.6941	78.4288	82.3502	
589		Monthly	11,743.30	12,330.46	12,946.98	13,594.32	14,274.03	
590		Hourly	67.9191	71.3151	74.8809	78.6249	82.5561	
590		Monthly	11,772.65	12,361.29	12,979.35	13,628.31	14,309.72	
591		Hourly	68.0890	71.4934	75.0681	78.8214	82.7624	
591		Monthly	11,802.09	12,392.19	13,011.80	13,662.38	14,345.49	
592		Hourly	68.2592	71.6721	75.2557	79.0185	82.9694	
592		Monthly	11,831.59	12,423.17	13,044.32	13,696.54	14,381.36	
593		Hourly	68.4298	71.8513	75.4439	79.2160	83.1768	
593		Monthly	11,861.17	12,454.23	13,076.94	13,730.78	14,417.31	
594	Water Operations Manager							Unrep
594		Hourly	68.6009	72.0309	75.6325	79.4141	83.3847	
594		Monthly	11,890.82	12,485.36	13,109.63	13,765.11	14,453.35	
595		Hourly	68.7724	72.2110	75.8215	79.6126	83.5932	
595		Monthly	11,920.55	12,516.58	13,142.40	13,799.52	14,489.49	
596	Assistant City Attorney I							CAMP
596		Hourly	68.9443	72.3916	76.0111	79.8117	83.8022	
596		Monthly	11,950.35	12,547.87	13,175.26	13,834.02	14,525.71	
597		Hourly	69.1167	72.5725	76.2012	80.0112	84.0117	
597		Monthly	11,980.23	12,579.24	13,208.20	13,868.60	14,562.02	
598		Hourly	69.2895	72.7540	76.3917	80.2112	84.2217	
598		Monthly	12,010.18	12,610.69	13,241.22	13,903.27	14,598.43	
599		Hourly	69.4627	72.9358	76.5826	80.4117	84.4323	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
599		Monthly	12,040.20	12,642.21	13,274.32	13,938.03	14,634.93	
600		Hourly	69.6363	73.1182	76.7741	80.6128	84.6433	
600		Monthly	12,070.30	12,673.82	13,307.51	13,972.88	14,671.51	
601		Hourly	69.8105	73.3010	76.9660	80.8143	84.8549	
601		Monthly	12,100.48	12,705.50	13,340.77	14,007.81	14,708.19	
602		Hourly	69.9850	73.4843	77.1584	81.0163	85.0671	
602		Monthly	12,130.73	12,737.27	13,374.13	14,042.83	14,744.96	
603		Hourly	70.1600	73.6679	77.3513	81.2189	85.2797	
603		Monthly	12,161.06	12,769.11	13,407.56	14,077.94	14,781.82	
604		Hourly	70.3353	73.8521	77.5447	81.4219	85.4930	
604		Monthly	12,191.46	12,801.03	13,441.08	14,113.13	14,818.78	
605		Hourly	70.5112	74.0368	77.7385	81.6254	85.7067	
605		Monthly	12,221.94	12,833.04	13,474.68	14,148.41	14,855.83	
606		Hourly	70.6874	74.2218	77.9329	81.8295	85.9210	
606		Monthly	12,252.49	12,865.12	13,508.37	14,183.78	14,892.97	
607		Hourly	70.8642	74.4074	78.1277	82.0341	86.1358	
607		Monthly	12,283.12	12,897.28	13,542.14	14,219.24	14,930.20	
608		Hourly	71.0413	74.5934	78.3231	82.2392	86.3511	
608		Monthly	12,313.83	12,929.52	13,576.00	14,254.79	14,967.52	
609		Hourly	71.2190	74.7799	78.5189	82.4448	86.5670	
609		Monthly	12,344.62	12,961.85	13,609.94	14,290.43	15,004.94	
610		Hourly	71.3970	74.9668	78.7152	82.6509	86.7834	
610		Monthly	12,375.48	12,994.25	13,643.96	14,326.15	15,042.45	
611		Hourly	71.5755	75.1543	78.9119	82.8575	87.0003	
611		Monthly	12,406.42	13,026.74	13,678.07	14,361.97	15,080.06	
612		Hourly	71.7544	75.3421	79.1093	83.0646	87.2178	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
612		Monthly	12,437.43	13,059.30	13,712.27	14,397.87	15,117.76	
613		Hourly	71.9338	75.5305	79.3070	83.2723	87.4359	
613		Monthly	12,468.53	13,091.95	13,746.55	14,433.87	15,155.56	
614		Hourly	72.1137	75.7193	79.5053	83.4805	87.6545	
614		Monthly	12,499.70	13,124.68	13,780.91	14,469.95	15,193.44	
615		Hourly	72.2939	75.9086	79.7041	83.6892	87.8736	
615		Monthly	12,530.95	13,157.49	13,815.37	14,506.13	15,231.43	
616		Hourly	72.4746	76.0984	79.9033	83.8984	88.0933	
616		Monthly	12,562.27	13,190.39	13,849.90	14,542.39	15,269.51	
617		Hourly	72.6558	76.2886	80.1031	84.1082	88.3135	
617		Monthly	12,593.68	13,223.36	13,884.53	14,578.75	15,307.68	
618		Hourly	72.8375	76.4793	80.3033	84.3185	88.5343	
618		Monthly	12,625.16	13,256.42	13,919.24	14,615.20	15,345.95	
619		Hourly	73.0196	76.6705	80.5041	84.5293	88.7556	
619		Monthly	12,656.73	13,289.56	13,954.04	14,651.74	15,384.31	
620		Hourly	73.2021	76.8623	80.7053	84.7405	88.9775	
620		Monthly	12,688.37	13,322.79	13,988.92	14,688.36	15,422.77	
621		Hourly	73.3851	77.0544	80.9071	84.9524	89.2000	
621		Monthly	12,720.09	13,356.09	14,023.90	14,725.09	15,461.33	
622		Hourly	73.5686	77.2470	81.1093	85.1648	89.4230	
622		Monthly	12,751.89	13,389.48	14,058.95	14,761.90	15,499.99	
623		Hourly	73.7525	77.4402	81.3121	85.3777	89.6466	
623		Monthly	12,783.77	13,422.96	14,094.10	14,798.80	15,538.74	
624		Hourly	73.9369	77.6338	81.5154	85.5912	89.8707	
624		Monthly	12,815.73	13,456.52	14,129.34	14,835.80	15,577.58	
625		Hourly	74.1218	77.8278	81.7192	85.8051	90.0954	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
625		Monthly	12,847.77	13,490.16	14,164.66	14,872.89	15,616.53	
626		Hourly	74.3071	78.0224	81.9235	86.0196	90.3206	
626		Monthly	12,879.89	13,523.88	14,200.07	14,910.07	15,655.57	
627		Hourly	74.4928	78.2174	82.1283	86.2347	90.5464	
627		Monthly	12,912.09	13,557.69	14,235.57	14,947.35	15,694.71	
628		Hourly	74.6791	78.4130	82.3336	86.4503	90.7727	
628		Monthly	12,944.37	13,591.59	14,271.16	14,984.72	15,733.94	
629		Hourly	74.8658	78.6091	82.5395	86.6664	90.9997	
629		Monthly	12,976.73	13,625.57	14,306.84	15,022.18	15,773.28	
630		Hourly	75.0529	78.8056	82.7458	86.8831	91.2272	
630		Monthly	13,009.17	13,659.63	14,342.61	15,059.73	15,812.71	
631		Hourly	75.2405	79.0026	82.9527	87.1003	91.4552	
631		Monthly	13,041.69	13,693.78	14,378.46	15,097.38	15,852.24	
632	Deputy Fire Chief							Unrep
632		Hourly	75.4287	79.2001	83.1601	87.3181	91.6839	
632		Monthly	13,074.30	13,728.01	14,414.41	15,135.13	15,891.87	
633		Hourly	75.6172	79.3981	83.3680	87.5363	91.9131	
633		Monthly	13,106.98	13,762.33	14,450.45	15,172.96	15,931.60	
634		Hourly	75.8063	79.5966	83.5764	87.7552	92.1429	
634		Monthly	13,139.75	13,796.74	14,486.57	15,210.90	15,971.43	
635		Hourly	75.9958	79.7956	83.7853	87.9745	92.3732	
635		Monthly	13,172.60	13,831.23	14,522.79	15,248.92	16,011.36	
636	Assistant City Attorney II							CAMP
636	Assistant Public Works Director - City Engineer							UNREP
636	Chief Innovation Officer							Unrep
636	Finance Director							Unrep

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
636	Human Resources Director							Unrep
636	Information and Technology Director							Unrep
636	Planning and Development Services Director							Unrep
636	Public Works Director							Unrep
636	Sr Advisor to CM							UNREP
636	Water Utilities Director							Unrep
636		Hourly	76.1858	79.9951	83.9948	88.1945	92.6042	
636		Monthly	13,205.53	13,865.81	14,559.09	15,287.04	16,051.39	
637		Hourly	76.3763	80.1950	84.2048	88.4150	92.8357	
637		Monthly	13,238.55	13,900.47	14,595.49	15,325.26	16,091.52	
638	Assistant City Attorney II							Unrep
638		Hourly	76.5672	80.3955	84.4153	88.6360	93.0678	
638		Monthly	13,271.64	13,935.22	14,631.98	15,363.58	16,131.75	
639		Hourly	76.7586	80.5965	84.6263	88.8576	93.3005	
639		Monthly	13,304.82	13,970.06	14,668.56	15,401.98	16,172.08	
640		Hourly	76.9505	80.7980	84.8379	89.0798	93.5337	
640		Monthly	13,338.08	14,004.99	14,705.23	15,440.49	16,212.51	
641		Hourly	77.1429	81.0000	85.0500	89.3024	93.7675	
641		Monthly	13,371.43	14,040.00	14,742.00	15,479.09	16,253.04	
642		Hourly	77.3357	81.2025	85.2626	89.5257	94.0019	
642		Monthly	13,404.86	14,075.10	14,778.85	15,517.79	16,293.67	
643		Hourly	77.5291	81.4055	85.4758	89.7495	94.2369	
643		Monthly	13,438.37	14,110.29	14,815.80	15,556.58	16,334.40	
644		Hourly	77.7229	81.6090	85.6895	89.9739	94.4725	
644		Monthly	13,471.97	14,145.56	14,852.84	15,595.47	16,375.24	
645		Hourly	77.9172	81.8131	85.9037	90.1988	94.7087	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
645		Monthly	13,505.65	14,180.93	14,889.97	15,634.46	16,416.18	
646		Hourly	78.1120	82.0176	86.1184	90.4243	94.9455	
646		Monthly	13,539.41	14,216.38	14,927.19	15,673.55	16,457.22	
647		Hourly	78.3073	82.2226	86.3337	90.6504	95.1828	
647		Monthly	13,573.26	14,251.92	14,964.51	15,712.73	16,498.36	
648		Hourly	78.5030	82.4282	86.5495	90.8770	95.4208	
648		Monthly	13,607.19	14,287.55	15,001.92	15,752.01	16,539.61	
649		Hourly	78.6993	82.6343	86.7659	91.1042	95.6594	
649		Monthly	13,641.21	14,323.27	15,039.43	15,791.39	16,580.96	
650		Hourly	78.8960	82.8408	86.9829	91.3319	95.8985	
650		Monthly	13,675.31	14,359.08	15,077.03	15,830.87	16,622.41	
651		Hourly	79.0933	83.0480	87.2003	91.5603	96.1382	
651		Monthly	13,709.50	14,394.98	15,114.72	15,870.45	16,663.96	
652		Hourly	79.2910	83.2555	87.4183	91.7892	96.3786	
652		Monthly	13,743.77	14,430.96	15,152.51	15,910.13	16,705.62	
653		Hourly	79.4892	83.4637	87.6369	92.0187	96.6196	
653		Monthly	13,778.13	14,467.04	15,190.39	15,949.90	16,747.39	
654		Hourly	79.6880	83.6724	87.8559	92.2487	96.8611	
654		Monthly	13,812.58	14,503.21	15,228.36	15,989.78	16,789.26	
655		Hourly	79.8872	83.8816	88.0756	92.4793	97.1033	
655		Monthly	13,847.11	14,539.47	15,266.43	16,029.75	16,831.23	
656		Hourly	80.0869	84.0912	88.2958	92.7106	97.3460	
656		Monthly	13,881.73	14,575.81	15,304.60	16,069.83	16,873.31	
657		Hourly	80.2871	84.3014	88.5165	92.9423	97.5894	
657		Monthly	13,916.43	14,612.25	15,342.86	16,110.00	16,915.49	
658		Hourly	80.4878	84.5122	88.7378	93.1747	97.8333	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
658		Monthly	13,951.22	14,648.78	15,381.22	16,150.28	16,957.78	
659		Hourly	80.6890	84.7235	88.9596	93.4076	98.0779	
659		Monthly	13,986.10	14,685.41	15,419.67	16,190.65	17,000.17	
660		Hourly	80.8908	84.9353	89.1820	93.6411	98.3232	
660		Monthly	14,021.07	14,722.12	15,458.22	16,231.13	17,042.68	
661		Hourly	81.0930	85.1477	89.4050	93.8753	98.5689	
661		Monthly	14,056.12	14,758.93	15,496.87	16,271.71	17,085.28	
662		Hourly	81.2957	85.3605	89.6285	94.1099	98.8154	
662		Monthly	14,091.26	14,795.82	15,535.61	16,312.38	17,128.00	
663		Hourly	81.4990	85.5739	89.8526	94.3452	99.0624	
663		Monthly	14,126.49	14,832.81	15,574.45	16,353.17	17,170.82	
664		Hourly	81.7027	85.7878	90.0772	94.5811	99.3100	
664		Monthly	14,161.80	14,869.89	15,613.38	16,394.05	17,213.74	
665		Hourly	81.9070	86.0023	90.3024	94.8175	99.5583	
665		Monthly	14,197.21	14,907.07	15,652.42	16,435.03	17,256.78	
666		Hourly	82.1117	86.2173	90.5282	95.0545	99.8072	
666		Monthly	14,232.70	14,944.34	15,691.55	16,476.12	17,299.92	
667		Hourly	82.3170	86.4329	90.7545	95.2922	100.0568	
667		Monthly	14,268.28	14,981.70	15,730.78	16,517.31	17,343.17	
668	Chief Assistant City Attorney							Unrep
668		Hourly	82.5228	86.6489	90.9813	95.5304	100.3069	
668		Monthly	14,303.95	15,019.15	15,770.10	16,558.60	17,386.53	
669		Hourly	82.7291	86.8656	91.2088	95.7692	100.5576	
669		Monthly	14,339.71	15,056.70	15,809.53	16,600.00	17,429.99	
670		Hourly	82.9359	87.0827	91.4368	96.0087	100.8091	
670		Monthly	14,375.56	15,094.34	15,849.05	16,641.50	17,473.57	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
671		Hourly	83.1433	87.3005	91.6655	96.2487	101.0611	
671		Monthly	14,411.50	15,132.08	15,888.68	16,683.11	17,517.25	
672		Hourly	83.3511	87.5187	91.8946	96.4893	101.3137	
672		Monthly	14,447.53	15,169.91	15,928.40	16,724.81	17,561.04	
673		Hourly	83.5595	87.7375	92.1243	96.7305	101.5670	
673		Monthly	14,483.65	15,207.83	15,968.22	16,766.62	17,604.95	
674		Hourly	83.7684	87.9568	92.3547	96.9723	101.8209	
674		Monthly	14,519.86	15,245.85	16,008.14	16,808.54	17,648.96	
675		Hourly	83.9778	88.1768	92.5855	97.2148	102.0755	
675		Monthly	14,556.16	15,283.97	16,048.16	16,850.56	17,693.08	
676		Hourly	84.1878	88.3972	92.8170	97.4578	102.3306	
676		Monthly	14,592.55	15,322.18	16,088.28	16,892.69	17,737.31	
677		Hourly	84.3983	88.6182	93.0490	97.7015	102.5865	
677		Monthly	14,629.03	15,360.48	16,128.50	16,934.92	17,781.66	
678		Hourly	84.6092	88.8397	93.2817	97.9457	102.8429	
678		Monthly	14,665.60	15,398.88	16,168.82	16,977.26	17,826.11	
679		Hourly	84.8208	89.0618	93.5148	98.1906	103.1001	
679		Monthly	14,702.27	15,437.38	16,209.24	17,019.70	17,870.68	
680		Hourly	85.0328	89.2844	93.7487	98.4361	103.3578	
680		Monthly	14,739.02	15,475.97	16,249.77	17,062.25	17,915.35	
681		Hourly	85.2454	89.5077	93.9830	98.6822	103.6162	
681		Monthly	14,775.87	15,514.66	16,290.39	17,104.91	17,960.14	
682		Hourly	85.4585	89.7314	94.2180	98.9289	103.8752	
682		Monthly	14,812.81	15,553.45	16,331.12	17,147.67	18,005.04	
683		Hourly	85.6722	89.9558	94.4536	99.1762	104.1350	
683		Monthly	14,849.84	15,592.33	16,371.95	17,190.54	18,050.06	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
684		Hourly	85.8864	90.1806	94.6897	99.4241	104.3953	
684		Monthly	14,886.97	15,631.31	16,412.88	17,233.51	18,095.18	
685		Hourly	86.1010	90.4061	94.9264	99.6727	104.6563	
685		Monthly	14,924.18	15,670.39	16,453.91	17,276.60	18,140.42	
686		Hourly	86.3163	90.6321	95.1637	99.9219	104.9179	
686		Monthly	14,961.49	15,709.57	16,495.04	17,319.79	18,185.77	
687		Hourly	86.5321	90.8587	95.4016	100.1717	105.1802	
687		Monthly	14,998.90	15,748.84	16,536.28	17,363.09	18,231.23	
688		Hourly	86.7485	91.0858	95.6401	100.4221	105.4431	
688		Monthly	15,036.40	15,788.21	16,577.62	17,406.50	18,276.81	
689		Hourly	86.9653	91.3136	95.8792	100.6731	105.7067	
689		Monthly	15,073.99	15,827.69	16,619.06	17,450.01	18,322.50	
690		Hourly	87.1827	91.5418	96.1189	100.9248	105.9710	
690		Monthly	15,111.67	15,867.25	16,660.61	17,493.64	18,368.31	
691		Hourly	87.4007	91.7707	96.3592	101.1771	106.2359	
691		Monthly	15,149.45	15,906.92	16,702.26	17,537.37	18,414.23	
692		Hourly	87.6192	92.0001	96.6001	101.4301	106.5016	
692		Monthly	15,187.32	15,946.69	16,744.02	17,581.22	18,460.27	
693		Hourly	87.8382	92.2302	96.8416	101.6837	106.7678	
693		Monthly	15,225.29	15,986.56	16,785.88	17,625.17	18,506.42	
694		Hourly	88.0578	92.4607	97.0837	101.9379	107.0347	
694		Monthly	15,263.36	16,026.52	16,827.84	17,669.23	18,552.68	
695	Assistant City Manager							Unrep
695	Fire Chief							Unrep
695		Hourly	88.2779	92.6919	97.3264	102.1927	107.3023	
695		Monthly	15,301.51	16,066.59	16,869.91	17,713.40	18,599.07	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
696		Hourly	88.4987	92.9236	97.5698	102.4482	107.5705	
696		Monthly	15,339.77	16,106.76	16,912.09	17,757.69	18,645.56	
697		Hourly	88.7199	93.1559	97.8137	102.7043	107.8395	
697		Monthly	15,378.12	16,147.02	16,954.37	17,802.08	18,692.18	
698		Hourly	88.9417	93.3888	98.0582	102.9611	108.1091	
698		Monthly	15,416.56	16,187.39	16,996.75	17,846.59	18,738.91	
699		Hourly	89.1640	93.6223	98.3034	103.2185	108.3793	
699		Monthly	15,455.10	16,227.86	17,039.25	17,891.20	18,785.75	
700		Hourly	89.3870	93.8563	98.5491	103.4765	108.6503	
700		Monthly	15,493.74	16,268.43	17,081.84	17,935.93	18,832.72	
701		Hourly	89.6105	94.0910	98.7955	103.7352	108.9219	
701		Monthly	15,532.48	16,309.10	17,124.55	17,980.77	18,879.80	
702		Hourly	89.8345	94.3262	99.0425	103.9945	109.1942	
702		Monthly	15,571.31	16,349.87	17,167.36	18,025.72	18,927.00	
703		Hourly	90.0591	94.5620	99.2901	104.2546	109.4672	
703		Monthly	15,610.24	16,390.75	17,210.28	18,070.79	18,974.32	
704		Hourly	90.2842	94.7984	99.5383	104.5152	109.7409	
704		Monthly	15,649.26	16,431.72	17,253.30	18,115.96	19,021.75	
705		Hourly	90.5099	95.0354	99.7872	104.7764	110.0153	
705		Monthly	15,688.38	16,472.80	17,296.44	18,161.25	19,069.31	
706		Hourly	90.7362	95.2730	100.0366	105.0384	110.2903	
706		Monthly	15,727.61	16,513.98	17,339.68	18,206.66	19,116.98	
707		Hourly	90.9630	95.5112	100.2867	105.3010	110.5660	
707		Monthly	15,766.92	16,555.27	17,383.03	18,252.17	19,164.77	
708		Hourly	91.1904	95.7500	100.5374	105.5643	110.8424	
708		Monthly	15,806.34	16,596.66	17,426.49	18,297.81	19,212.69	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
709		Hourly	91.4184	95.9893	100.7888	105.8282	111.1195	
709		Monthly	15,845.86	16,638.15	17,470.05	18,343.55	19,260.72	
710	Deputy Police Chief							Unrep
710		Hourly	91.6469	96.2293	101.0408	106.0928	111.3973	
710		Monthly	15,885.47	16,679.75	17,513.73	18,389.41	19,308.87	
711		Hourly	91.8761	96.4698	101.2933	106.3580	111.6758	
711		Monthly	15,925.19	16,721.44	17,557.51	18,435.38	19,357.14	
712		Hourly	92.1058	96.7111	101.5466	106.6239	111.9550	
712		Monthly	15,965.00	16,763.25	17,601.41	18,481.47	19,405.53	
713		Hourly	92.3360	96.9528	101.8004	106.8904	112.2349	
713		Monthly	16,004.91	16,805.16	17,645.41	18,527.67	19,454.05	
714		Hourly	92.5668	97.1952	102.0549	107.1576	112.5155	
714		Monthly	16,044.92	16,847.17	17,689.52	18,573.99	19,502.68	
715		Hourly	92.7983	97.4382	102.3101	107.4256	112.7968	
715		Monthly	16,085.04	16,889.29	17,733.75	18,620.43	19,551.44	
716		Hourly	93.0303	97.6818	102.5658	107.6941	113.0788	
716		Monthly	16,125.25	16,931.51	17,778.08	18,666.98	19,600.32	
717		Hourly	93.2628	97.9260	102.8223	107.9634	113.3615	
717		Monthly	16,165.56	16,973.84	17,822.53	18,713.65	19,649.32	
718		Hourly	93.4960	98.1708	103.0793	108.2333	113.6448	
718		Monthly	16,205.98	17,016.27	17,867.08	18,760.43	19,698.44	
719		Hourly	93.7298	98.4162	103.3370	108.5038	113.9290	
719		Monthly	16,246.49	17,058.81	17,911.75	18,807.33	19,747.69	
720		Hourly	93.9641	98.6623	103.5954	108.7751	114.2138	
720		Monthly	16,287.11	17,101.46	17,956.53	18,854.35	19,797.06	
721		Hourly	94.1990	98.9089	103.8543	109.0471	114.4993	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
721		Monthly	16,327.82	17,144.21	18,001.42	18,901.49	19,846.55	
722		Hourly	94.4345	99.1562	104.1140	109.3197	114.7856	
722		Monthly	16,368.64	17,187.08	18,046.42	18,948.74	19,896.17	
723		Hourly	94.6706	99.4041	104.3743	109.5929	115.0726	
723		Monthly	16,409.57	17,230.04	18,091.54	18,996.11	19,945.91	
724		Hourly	94.9073	99.6526	104.6352	109.8669	115.3602	
724		Monthly	16,450.59	17,273.12	18,136.77	19,043.60	19,995.77	
725		Hourly	95.1445	99.9017	104.8968	110.1416	115.6486	
725		Monthly	16,491.72	17,316.30	18,182.11	19,091.21	20,045.76	
726		Hourly	95.3824	100.1515	105.1591	110.4170	115.9378	
726		Monthly	16,532.95	17,359.59	18,227.57	19,138.94	20,095.88	
727		Hourly	95.6208	100.4019	105.4220	110.6930	116.2276	
727		Monthly	16,574.28	17,402.99	18,273.14	19,186.79	20,146.12	
728		Hourly	95.8599	100.6529	105.6855	110.9697	116.5182	
728		Monthly	16,615.71	17,446.50	18,318.82	19,234.75	20,196.48	
729		Hourly	96.0995	100.9045	105.9497	111.2472	116.8094	
729		Monthly	16,657.25	17,490.11	18,364.62	19,282.84	20,246.97	
730		Hourly	96.3398	101.1568	106.2146	111.5253	117.1015	
730		Monthly	16,698.90	17,533.84	18,410.53	19,331.05	20,297.59	
731		Hourly	96.5806	101.4096	106.4801	111.8041	117.3942	
731		Monthly	16,740.64	17,577.67	18,456.55	19,379.38	20,348.33	
732		Hourly	96.8221	101.6632	106.7463	112.0836	117.6877	
732		Monthly	16,782.49	17,621.62	18,502.69	19,427.82	20,399.20	
733		Hourly	97.0641	101.9173	107.0132	112.3638	117.9819	
733		Monthly	16,824.45	17,665.67	18,548.95	19,476.39	20,450.20	
734		Hourly	97.3068	102.1722	107.2807	112.6447	118.2769	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
734		Monthly	16,866.51	17,709.84	18,595.32	19,525.08	20,501.33	
735		Hourly	97.5501	102.4276	107.5489	112.9263	118.5726	
735		Monthly	16,908.68	17,754.11	18,641.81	19,573.90	20,552.58	
736		Hourly	97.7939	102.6837	107.8178	113.2086	118.8690	
736		Monthly	16,950.95	17,798.50	18,688.42	19,622.83	20,603.96	
737		Hourly	98.0384	102.9403	108.0873	113.4917	119.1662	
737		Monthly	16,993.33	17,842.99	18,735.14	19,671.89	20,655.47	
738		Hourly	98.2835	103.1977	108.3576	113.7754	119.4641	
738		Monthly	17,035.81	17,887.60	18,781.98	19,721.07	20,707.11	
739		Hourly	98.5292	103.4557	108.6284	114.0598	119.7628	
739		Monthly	17,078.40	17,932.32	18,828.93	19,770.37	20,758.88	
740		Hourly	98.7756	103.7143	108.9000	114.3450	120.0622	
740		Monthly	17,121.10	17,977.15	18,876.00	19,819.80	20,810.78	
741		Hourly	99.0225	103.9736	109.1723	114.6309	120.3623	
741		Monthly	17,163.90	18,022.09	18,923.19	19,869.35	20,862.80	
742		Hourly	99.2701	104.2336	109.4452	114.9174	120.6632	
742		Monthly	17,206.81	18,067.15	18,970.50	19,919.02	20,914.96	
743		Hourly	99.5183	104.4942	109.7188	115.2047	120.9649	
743		Monthly	17,249.83	18,112.32	19,017.93	19,968.82	20,967.25	
744		Hourly	99.7670	104.7554	109.9931	115.4927	121.2673	
744		Monthly	17,292.95	18,157.60	19,065.47	20,018.74	21,019.67	
745		Hourly	100.0164	105.0173	110.2681	115.7815	121.5704	
745		Monthly	17,336.18	18,202.99	19,113.14	20,068.79	21,072.21	
746		Hourly	100.2665	105.2798	110.5438	116.0709	121.8744	
746		Monthly	17,379.52	18,248.50	19,160.92	20,118.96	21,124.90	
747		Hourly	100.5171	105.5430	110.8201	116.3611	122.1791	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
747		Monthly	17,422.97	18,294.12	19,208.82	20,169.26	21,177.71	
748		Hourly	100.7684	105.8068	111.0972	116.6520	122.4845	
748		Monthly	17,466.53	18,339.85	19,256.84	20,219.68	21,230.65	
749		Hourly	101.0204	106.0713	111.3749	116.9436	122.7908	
749		Monthly	17,510.20	18,385.70	19,304.98	20,270.23	21,283.73	
750		Hourly	101.2729	106.3366	111.6534	117.2360	123.0977	
750		Monthly	17,553.97	18,431.67	19,353.25	20,320.90	21,336.94	
751		Hourly	101.5261	106.6024	111.9325	117.5291	123.4055	
751		Monthly	17,597.86	18,477.75	19,401.63	20,371.71	21,390.28	
752		Hourly	101.7799	106.8689	112.2123	117.8229	123.7140	
752		Monthly	17,641.85	18,523.94	19,450.13	20,422.64	21,443.76	
753		Hourly	102.0344	107.1361	112.4928	118.1174	124.0232	
753		Monthly	17,685.96	18,570.25	19,498.76	20,473.69	21,497.36	
754		Hourly	102.2894	107.4039	112.7741	118.4128	124.3333	
754		Monthly	17,730.17	18,616.68	19,547.51	20,524.88	21,551.11	
755		Hourly	102.5452	107.6724	113.0560	118.7088	124.6442	
755		Monthly	17,774.50	18,663.22	19,596.37	20,576.19	21,604.99	
756		Hourly	102.8015	107.9416	113.3387	119.0056	124.9558	
756		Monthly	17,818.93	18,709.88	19,645.37	20,627.63	21,659.00	
757		Hourly	103.0585	108.2114	113.6220	119.3031	125.2682	
757		Monthly	17,863.48	18,756.65	19,694.48	20,679.20	21,713.15	
758		Hourly	103.3162	108.4820	113.9061	119.6013	125.5813	
758		Monthly	17,908.14	18,803.54	19,743.72	20,730.90	21,767.43	
759		Hourly	103.5745	108.7532	114.1908	119.9003	125.8953	
759		Monthly	17,952.91	18,850.55	19,793.07	20,782.72	21,821.85	
760		Hourly	103.8334	109.0251	114.4763	120.2001	126.2100	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
760		Monthly	17,997.79	18,897.68	19,842.56	20,834.68	21,876.40	
761		Hourly	104.0930	109.2976	114.7625	120.5006	126.5255	
761		Monthly	18,042.78	18,944.92	19,892.16	20,886.77	21,931.09	
762		Hourly	104.3532	109.5709	115.0494	120.8018	126.8418	
762		Monthly	18,087.89	18,992.29	19,941.89	20,938.98	21,985.92	
763		Hourly	104.6141	109.8448	115.3370	121.1038	127.1590	
763		Monthly	18,133.11	19,039.77	19,991.75	20,991.33	22,040.89	
764		Hourly	104.8756	110.1194	115.6254	121.4066	127.4769	
764		Monthly	18,178.44	19,087.37	20,041.73	21,043.81	22,095.99	
765		Hourly	105.1378	110.3947	115.9144	121.7101	127.7956	
765		Monthly	18,223.89	19,135.08	20,091.83	21,096.42	22,151.23	
766		Hourly	105.4007	110.6707	116.2042	122.0144	128.1151	
766		Monthly	18,269.45	19,182.92	20,142.06	21,149.16	22,206.61	
767		Hourly	105.6642	110.9474	116.4947	122.3194	128.4353	
767		Monthly	18,315.12	19,230.88	20,192.42	21,202.03	22,262.12	
768		Hourly	105.9283	111.2248	116.7860	122.6252	128.7564	
768		Monthly	18,360.91	19,278.96	20,242.90	21,255.04	22,317.78	
769		Hourly	106.1931	111.5028	117.0779	122.9318	129.0783	
769		Monthly	18,406.81	19,327.15	20,293.51	21,308.18	22,373.57	
770		Hourly	106.4586	111.7816	117.3706	123.2391	129.4010	
770		Monthly	18,452.83	19,375.47	20,344.24	21,361.45	22,429.51	
771		Hourly	106.7248	112.0610	117.6640	123.5472	129.7245	
771		Monthly	18,498.96	19,423.91	20,395.10	21,414.85	22,485.58	
772		Hourly	106.9916	112.3412	117.9582	123.8561	130.0488	
772		Monthly	18,545.21	19,472.47	20,446.09	21,468.39	22,541.79	
773		Hourly	107.2591	112.6220	118.2531	124.1657	130.3739	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
773		Monthly	18,591.57	19,521.15	20,497.20	21,522.06	22,598.15	
774		Hourly	107.5272	112.9036	118.5488	124.4761	130.6998	
774		Monthly	18,638.05	19,569.95	20,548.45	21,575.86	22,654.64	
775	Police Chief							Unrep
775		Hourly	107.7961	113.1858	118.8451	124.7873	131.0266	
775		Monthly	18,684.65	19,618.88	20,599.82	21,629.80	22,711.28	
776		Hourly	108.0655	113.4688	119.1422	125.0993	131.3542	
776		Monthly	18,731.36	19,667.93	20,651.32	21,683.88	22,768.06	
777		Hourly	108.3357	113.7525	119.4400	125.4121	131.6826	
777		Monthly	18,778.19	19,717.10	20,702.94	21,738.09	22,824.98	
778		Hourly	108.6065	114.0369	119.7387	125.7256	132.0118	
778		Monthly	18,825.13	19,766.39	20,754.70	21,792.43	22,882.04	
779		Hourly	108.8781	114.3219	120.0380	126.0399	132.3418	
779		Monthly	18,872.20	19,815.80	20,806.59	21,846.91	22,939.25	
780		Hourly	109.1503	114.6077	120.3381	126.3550	132.6726	
780		Monthly	18,919.38	19,865.34	20,858.61	21,901.53	22,996.59	
781		Hourly	109.4231	114.8943	120.6389	126.6708	133.0044	
781		Monthly	18,966.67	19,915.01	20,910.75	21,956.28	23,054.09	
782		Hourly	109.6967	115.1815	120.9406	126.9875	133.3368	
782		Monthly	19,014.09	19,964.79	20,963.03	22,011.17	23,111.72	
783		Hourly	109.9709	115.4695	121.2429	127.3050	133.6702	
783		Monthly	19,061.63	20,014.71	21,015.44	22,066.20	23,169.50	
784		Hourly	110.2458	115.7581	121.5460	127.6233	134.0043	
784		Monthly	19,109.28	20,064.74	21,067.97	22,121.37	23,227.42	
785		Hourly	110.5214	116.0476	121.8498	127.9423	134.3394	
785		Monthly	19,157.05	20,114.91	21,120.64	22,176.67	23,285.49	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
786		Hourly	110.7978	116.3376	122.1545	128.2622	134.6753	
786		Monthly	19,204.95	20,165.19	21,173.45	22,232.11	23,343.71	
787		Hourly	111.0748	116.6285	122.4599	128.5828	135.0119	
787		Monthly	19,252.96	20,215.61	21,226.38	22,287.69	23,402.07	
788		Hourly	111.3524	116.9200	122.7661	128.9043	135.3494	
788		Monthly	19,301.09	20,266.14	21,279.45	22,343.41	23,460.57	
789		Hourly	111.6308	117.2124	123.0729	129.2266	135.6878	
789		Monthly	19,349.34	20,316.81	21,332.64	22,399.27	23,519.22	
790		Hourly	111.9099	117.5054	123.3807	129.5496	136.0270	
790		Monthly	19,397.72	20,367.60	21,385.98	22,455.27	23,578.02	
791		Hourly	112.1897	117.7992	123.6891	129.8735	136.3671	
791		Monthly	19,446.21	20,418.52	21,439.44	22,511.41	23,636.97	
792		Hourly	112.4702	118.0937	123.9983	130.1982	136.7080	
792		Monthly	19,494.83	20,469.57	21,493.04	22,567.69	23,696.06	
793		Hourly	112.7513	118.3889	124.3083	130.5237	137.0498	
793		Monthly	19,543.56	20,520.74	21,546.77	22,624.11	23,755.30	
794		Hourly	113.0332	118.6848	124.6191	130.8500	137.3924	
794		Monthly	19,592.42	20,572.04	21,600.64	22,680.67	23,814.69	
795		Hourly	113.3158	118.9816	124.9306	131.1771	137.7359	
795		Monthly	19,641.40	20,623.47	21,654.64	22,737.37	23,874.22	
796		Hourly	113.5991	119.2790	125.2430	131.5051	138.0803	
796		Monthly	19,690.51	20,675.03	21,708.78	22,794.21	23,933.91	
797		Hourly	113.8831	119.5772	125.5561	131.8338	138.4254	
797		Monthly	19,739.73	20,726.72	21,763.05	22,851.20	23,993.74	
798		Hourly	114.1678	119.8762	125.8700	132.1634	138.7715	
798		Monthly	19,789.08	20,778.54	21,817.46	22,908.32	24,053.73	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
799		Hourly	114.4532	120.1758	126.1846	132.4938	139.1184	
799		Monthly	19,838.56	20,830.48	21,872.00	22,965.59	24,113.86	
800		Hourly	114.7393	120.4763	126.5001	132.8251	139.4663	
800		Monthly	19,888.15	20,882.56	21,926.68	23,023.01	24,174.15	
801		Hourly	115.0262	120.7775	126.8163	133.1571	139.8149	
801		Monthly	19,937.87	20,934.77	21,981.50	23,080.57	24,234.58	
802		Hourly	115.3138	121.0794	127.1334	133.4900	140.1644	
802		Monthly	19,987.72	20,987.10	22,036.45	23,138.27	24,295.17	
803		Hourly	115.6021	121.3821	127.4512	133.8237	140.5149	
803		Monthly	20,037.69	21,039.57	22,091.54	23,196.11	24,355.91	
804		Hourly	115.8910	121.6856	127.7698	134.1583	140.8662	
804		Monthly	20,087.78	21,092.17	22,146.77	23,254.10	24,416.80	
805		Hourly	116.1808	121.9898	128.0893	134.4937	141.2183	
805		Monthly	20,138.00	21,144.90	22,202.14	23,312.24	24,477.84	
806		Hourly	116.4713	122.2948	128.4095	134.8299	141.5713	
806		Monthly	20,188.35	21,197.76	22,257.64	23,370.52	24,539.03	
807		Hourly	116.7624	122.6005	128.7305	135.1670	141.9253	
807		Monthly	20,238.82	21,250.76	22,313.29	23,428.95	24,600.38	
808		Hourly	117.0543	122.9070	129.0523	135.5049	142.2801	
808		Monthly	20,289.41	21,303.88	22,369.07	23,487.52	24,661.88	
809		Hourly	117.3470	123.2143	129.3749	135.8437	142.6358	
809		Monthly	20,340.14	21,357.14	22,424.99	23,546.24	24,723.54	
810		Hourly	117.6403	123.5223	129.6984	136.1833	142.9923	
810		Monthly	20,390.99	21,410.54	22,481.06	23,605.10	24,785.34	
811		Hourly	117.9344	123.8311	130.0227	136.5238	143.3499	
811		Monthly	20,441.96	21,464.06	22,537.26	23,664.12	24,847.31	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
812		Hourly	118.2293	124.1407	130.3477	136.8651	143.7083	
812		Monthly	20,493.07	21,517.72	22,593.60	23,723.28	24,909.43	
813		Hourly	118.5248	124.4511	130.6736	137.2072	144.0675	
813		Monthly	20,544.30	21,571.52	22,650.09	23,782.58	24,971.70	
814		Hourly	118.8211	124.7622	131.0003	137.5502	144.4277	
814		Monthly	20,595.66	21,625.44	22,706.71	23,842.04	25,034.13	
815		Hourly	119.1182	125.0741	131.3278	137.8941	144.7887	
815		Monthly	20,647.15	21,679.51	22,763.48	23,901.65	25,096.71	
816		Hourly	119.4160	125.3868	131.6561	138.2388	145.1507	
816		Monthly	20,698.77	21,733.71	22,820.39	23,961.40	25,159.46	
817		Hourly	119.7145	125.7002	131.9852	138.5844	145.5136	
817		Monthly	20,750.52	21,788.04	22,877.44	24,021.30	25,222.35	
818		Hourly	120.0138	126.0145	132.3152	138.9309	145.8774	
818		Monthly	20,802.39	21,842.51	22,934.63	24,081.36	25,285.41	
819		Hourly	120.3138	126.3295	132.6460	139.2782	146.2420	
819		Monthly	20,854.40	21,897.12	22,991.97	24,141.56	25,348.62	
820		Hourly	120.6147	126.6453	132.9776	139.6264	146.6077	
820		Monthly	20,906.54	21,951.86	23,049.45	24,201.91	25,412.00	
821		Hourly	120.9162	126.9620	133.3100	139.9755	146.9742	
821		Monthly	20,958.80	22,006.74	23,107.07	24,262.42	25,475.53	
822		Hourly	121.2185	127.2794	133.6433	140.3254	147.3416	
822		Monthly	21,011.20	22,061.76	23,164.84	24,323.07	25,539.21	
823		Hourly	121.5215	127.5976	133.9774	140.6762	147.7100	
823		Monthly	21,063.73	22,116.91	23,222.75	24,383.88	25,603.06	
824		Hourly	121.8253	127.9165	134.3124	141.0279	148.0793	
824		Monthly	21,116.39	22,172.20	23,280.81	24,444.84	25,667.07	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
825		Hourly	122.1299	128.2363	134.6481	141.3805	148.4495	
825		Monthly	21,169.18	22,227.63	23,339.01	24,505.95	25,731.24	
826		Hourly	122.4352	128.5569	134.9848	141.7340	148.8206	
826		Monthly	21,222.10	22,283.20	23,397.36	24,567.22	25,795.57	
827		Hourly	122.7413	128.8783	135.3222	142.0883	149.1927	
827		Monthly	21,275.16	22,338.91	23,455.85	24,628.64	25,860.06	
828		Hourly	123.0481	129.2005	135.6605	142.4435	149.5656	
828		Monthly	21,328.34	22,394.76	23,514.49	24,690.21	25,924.71	
829		Hourly	123.3557	129.5236	135.9997	142.7996	149.9395	
829		Monthly	21,381.66	22,450.75	23,573.28	24,751.93	25,989.52	
830		Hourly	123.6642	129.8473	136.3397	143.1566	150.3144	
830		Monthly	21,435.12	22,506.87	23,632.21	24,813.81	26,054.49	
831		Hourly	123.9733	130.1720	136.6805	143.5145	150.6902	
831		Monthly	21,488.71	22,563.14	23,691.29	24,875.85	26,119.63	
832		Hourly	124.2833	130.4974	137.0222	143.8733	151.0669	
832		Monthly	21,542.43	22,619.55	23,750.52	24,938.04	26,184.93	
833		Hourly	124.5939	130.8237	137.3648	144.2330	151.4446	
833		Monthly	21,596.28	22,676.10	23,809.89	25,000.38	26,250.39	
834		Hourly	124.9054	131.1507	137.7082	144.5935	151.8231	
834		Monthly	21,650.27	22,732.79	23,869.42	25,062.88	26,316.01	
835		Hourly	125.2177	131.4786	138.0524	144.9550	152.2027	
835		Monthly	21,704.40	22,789.62	23,929.09	25,125.54	26,381.80	
836		Hourly	125.5307	131.8073	138.3976	145.3174	152.5832	
836		Monthly	21,758.66	22,846.59	23,988.92	25,188.35	26,447.76	
837		Hourly	125.8446	132.1368	138.7436	145.6808	152.9647	
837		Monthly	21,813.06	22,903.71	24,048.89	25,251.33	26,513.88	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
838		Hourly	126.1592	132.4671	139.0904	146.0449	153.3471	
838		Monthly	21,867.59	22,960.97	24,109.01	25,314.45	26,580.16	
839		Hourly	126.4746	132.7983	139.4382	146.4100	153.7304	
839		Monthly	21,922.26	23,018.37	24,169.28	25,377.74	26,646.61	
840		Hourly	126.7908	133.1303	139.7868	146.7760	154.1148	
840		Monthly	21,977.07	23,075.92	24,229.71	25,441.18	26,713.23	
841		Hourly	127.1078	133.4631	140.1362	147.1430	154.5001	
841		Monthly	22,032.01	23,133.61	24,290.28	25,504.79	26,780.01	
842		Hourly	127.4255	133.7968	140.4866	147.5109	154.8863	
842		Monthly	22,087.09	23,191.44	24,351.01	25,568.55	26,846.96	
843		Hourly	127.7441	134.1313	140.8378	147.8796	155.2735	
843		Monthly	22,142.31	23,249.42	24,411.88	25,632.47	26,914.08	
844		Hourly	128.0634	134.4666	141.1899	148.2493	155.6618	
844		Monthly	22,197.66	23,307.54	24,472.91	25,696.55	26,981.37	
845		Hourly	128.3836	134.8028	141.5429	148.6199	156.0509	
845		Monthly	22,253.16	23,365.81	24,534.10	25,760.79	27,048.82	
846		Hourly	128.7046	135.1398	141.8967	148.9915	156.4410	
846		Monthly	22,308.79	23,424.23	24,595.43	25,825.20	27,116.44	
847		Hourly	129.0263	135.4776	142.2515	149.3640	156.8321	
847		Monthly	22,364.56	23,482.79	24,656.92	25,889.76	27,184.23	
848		Hourly	129.3489	135.8163	142.6071	149.7374	157.2242	
848		Monthly	22,420.47	23,541.49	24,718.56	25,954.48	27,252.19	
849		Hourly	129.6722	136.1559	142.9636	150.1118	157.6172	
849		Monthly	22,476.52	23,600.35	24,780.36	26,019.37	27,320.32	
850		Hourly	129.9964	136.4963	143.3210	150.4870	158.0113	
850		Monthly	22,532.71	23,659.35	24,842.31	26,084.42	27,388.62	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
851		Hourly	130.3214	136.8375	143.6793	150.8633	158.4063	
851		Monthly	22,589.05	23,718.50	24,904.41	26,149.63	27,457.10	
852		Hourly	130.6472	137.1796	144.0385	151.2404	158.8023	
852		Monthly	22,645.52	23,777.79	24,966.68	26,215.00	27,525.74	
853		Hourly	130.9738	137.5225	144.3986	151.6185	159.1993	
853		Monthly	22,702.13	23,837.24	25,029.09	26,280.54	27,594.55	
854		Hourly	131.3013	137.8663	144.7596	151.9975	159.5973	
854		Monthly	22,758.89	23,896.83	25,091.66	26,346.24	27,663.54	
855		Hourly	131.6295	138.2110	145.1215	152.3776	159.9963	
855		Monthly	22,815.78	23,956.57	25,154.39	26,412.11	27,732.70	
856		Hourly	131.9586	138.5565	145.4843	152.7585	160.3963	
856		Monthly	22,872.82	24,016.46	25,217.28	26,478.14	27,802.03	
857		Hourly	132.2885	138.9029	145.8480	153.1404	160.7973	
857		Monthly	22,930.01	24,076.51	25,280.32	26,544.33	27,871.53	
858		Hourly	132.6192	139.2502	146.2126	153.5232	161.1993	
858		Monthly	22,987.33	24,136.70	25,343.52	26,610.69	27,941.21	
859		Hourly	132.9508	139.5983	146.5782	153.9070	161.6023	
859		Monthly	23,044.80	24,197.04	25,406.88	26,677.22	28,011.07	
860		Hourly	133.2831	139.9473	146.9446	154.2918	162.0063	
860		Monthly	23,102.41	24,257.53	25,470.40	26,743.91	28,081.09	
861		Hourly	133.6164	140.2971	147.3120	154.6775	162.4113	
861		Monthly	23,160.17	24,318.17	25,534.08	26,810.77	28,151.30	
862		Hourly	133.9504	140.6479	147.6803	155.0642	162.8174	
862		Monthly	23,218.07	24,378.97	25,597.91	26,877.80	28,221.68	
863		Hourly	134.2853	140.9995	148.0495	155.4519	163.2244	
863		Monthly	23,276.11	24,439.92	25,661.91	26,944.99	28,292.23	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
864		Hourly	134.6210	141.3520	148.4196	155.8405	163.6325	
864		Monthly	23,334.30	24,501.02	25,726.06	27,012.36	28,362.96	
865		Hourly	134.9575	141.7054	148.7907	156.2301	164.0416	
865		Monthly	23,392.64	24,562.27	25,790.38	27,079.89	28,433.87	
866		Hourly	135.2949	142.0597	149.1626	156.6207	164.4516	
866		Monthly	23,451.12	24,623.68	25,854.85	27,147.59	28,504.95	
867		Hourly	135.6332	142.4148	149.5355	157.0123	164.8628	
867		Monthly	23,509.75	24,685.23	25,919.49	27,215.46	28,576.21	
868		Hourly	135.9722	142.7709	149.9094	157.4048	165.2750	
868		Monthly	23,568.52	24,746.95	25,984.29	27,283.49	28,647.66	
869		Hourly	136.3122	143.1278	150.2841	157.7983	165.6881	
869		Monthly	23,627.44	24,808.82	26,049.25	27,351.70	28,719.27	
870		Hourly	136.6529	143.4856	150.6598	158.1928	166.1023	
870		Monthly	23,686.51	24,870.84	26,114.37	27,420.08	28,791.07	
871		Hourly	136.9946	143.8443	151.0365	158.5883	166.5176	
871		Monthly	23,745.73	24,933.01	26,179.66	27,488.63	28,863.05	
872		Hourly	137.3371	144.2039	151.4141	158.9847	166.9339	
872		Monthly	23,805.09	24,995.35	26,245.11	27,557.35	28,935.21	
873		Hourly	137.6804	144.5644	151.7926	159.3822	167.3513	
873		Monthly	23,864.61	25,057.83	26,310.72	27,626.25	29,007.55	
874		Hourly	138.0246	144.9258	152.1721	159.7806	167.7696	
874		Monthly	23,924.27	25,120.48	26,376.50	27,695.31	29,080.06	
875		Hourly	138.3697	145.2882	152.5525	160.1801	168.1890	
875		Monthly	23,984.08	25,183.28	26,442.44	27,764.55	29,152.76	
876		Hourly	138.7156	145.6514	152.9339	160.5805	168.6095	
876		Monthly	24,044.04	25,246.24	26,508.54	27,833.96	29,225.65	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
877		Hourly	139.0624	146.0155	153.3162	160.9820	169.0310	
877		Monthly	24,104.15	25,309.35	26,574.81	27,903.55	29,298.71	
878		Hourly	139.4101	146.3806	153.6995	161.3845	169.4536	
878		Monthly	24,164.41	25,372.63	26,641.25	27,973.31	29,371.96	
879		Hourly	139.7586	146.7465	154.0838	161.7879	169.8773	
879		Monthly	24,224.82	25,436.06	26,707.86	28,043.24	29,445.39	
880		Hourly	140.1080	147.1134	154.4690	162.1924	170.3019	
880		Monthly	24,285.38	25,499.65	26,774.62	28,113.35	29,519.00	
881		Hourly	140.4583	147.4812	154.8552	162.5979	170.7277	
881		Monthly	24,346.10	25,563.40	26,841.56	28,183.63	29,592.80	
882		Hourly	140.8094	147.8499	155.2423	163.0044	171.1545	
882		Monthly	24,406.96	25,627.31	26,908.67	28,254.09	29,666.78	
883		Hourly	141.1614	148.2195	155.6304	163.4119	171.5824	
883		Monthly	24,467.98	25,691.38	26,975.94	28,324.73	29,740.95	
884		Hourly	141.5143	148.5900	156.0195	163.8204	172.0113	
884		Monthly	24,529.15	25,755.60	27,043.38	28,395.54	29,815.30	
885		Hourly	141.8681	148.9615	156.4096	164.2300	172.4414	
885		Monthly	24,590.47	25,819.99	27,110.99	28,466.53	29,889.84	
886		Hourly	142.2228	149.3339	156.8005	164.6405	172.8725	
886		Monthly	24,651.95	25,884.54	27,178.76	28,537.69	29,964.56	
887		Hourly	142.5783	149.7072	157.1926	165.0522	173.3046	
887		Monthly	24,713.58	25,949.25	27,246.71	28,609.04	30,039.47	
888		Hourly	142.9348	150.0815	157.5856	165.4648	173.7379	
888		Monthly	24,775.36	26,014.13	27,314.83	28,680.56	30,114.57	
889		Hourly	143.2921	150.4567	157.9795	165.8784	174.1723	
889		Monthly	24,837.30	26,079.16	27,383.11	28,752.26	30,189.86	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
890		Hourly	143.6503	150.8328	158.3744	166.2931	174.6077	
890		Monthly	24,899.39	26,144.36	27,451.57	28,824.14	30,265.33	
891		Hourly	144.0095	151.2099	158.7704	166.7088	175.0442	
891		Monthly	24,961.64	26,209.72	27,520.20	28,896.20	30,341.00	
892		Hourly	144.3695	151.5880	159.1673	167.1256	175.4818	
892		Monthly	25,024.05	26,275.25	27,589.00	28,968.44	30,416.85	
893		Hourly	144.7304	151.9669	159.5652	167.5434	175.9205	
893		Monthly	25,086.61	26,340.93	27,657.97	29,040.86	30,492.89	
894		Hourly	145.0922	152.3469	159.9642	167.9623	176.3603	
894		Monthly	25,149.32	26,406.79	27,727.12	29,113.47	30,569.12	
895		Hourly	145.4550	152.7277	160.3641	168.3822	176.8013	
895		Monthly	25,212.20	26,472.80	27,796.44	29,186.25	30,645.55	
896		Hourly	145.8186	153.1096	160.7650	168.8032	177.2432	
896		Monthly	25,275.23	26,538.99	27,865.93	29,259.22	30,722.16	
897		Hourly	146.1831	153.4923	161.1669	169.2252	177.6864	
897		Monthly	25,338.41	26,605.33	27,935.59	29,332.36	30,798.97	
898		Hourly	146.5486	153.8761	161.5698	169.6482	178.1305	
898		Monthly	25,401.76	26,671.85	28,005.43	29,405.69	30,875.96	
899		Hourly	146.9150	154.2608	161.9737	170.0724	178.5759	
899		Monthly	25,465.26	26,738.53	28,075.44	29,479.21	30,953.15	
900		Hourly	147.2823	154.6464	162.3786	170.4976	179.0223	
900		Monthly	25,528.93	26,805.37	28,145.63	29,552.91	31,030.54	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M01		Hourly	15.6060	16.3863	17.2056	18.0659	18.9692	
M01		Monthly	2,705.04	2,840.29	2,982.31	3,131.42	3,287.99	
M02		Hourly	15.6450	16.4273	17.2486	18.1111	19.0166	
M02		Monthly	2,711.80	2,847.39	2,989.76	3,139.25	3,296.21	
M03		Hourly	15.6841	16.4683	17.2918	18.1563	19.0641	
M03		Monthly	2,718.58	2,854.51	2,997.24	3,147.10	3,304.45	
M04		Hourly	15.7233	16.5095	17.3350	18.2017	19.1118	
M04		Monthly	2,725.38	2,861.65	3,004.73	3,154.96	3,312.71	
M05		Hourly	15.7626	16.5508	17.3783	18.2472	19.1596	
M05		Monthly	2,732.19	2,868.80	3,012.24	3,162.85	3,320.99	
M06		Hourly	15.8020	16.5921	17.4218	18.2928	19.2075	
M06		Monthly	2,739.02	2,875.97	3,019.77	3,170.76	3,329.30	
M07		Hourly	15.8416	16.6336	17.4653	18.3386	19.2555	
M07		Monthly	2,745.87	2,883.16	3,027.32	3,178.69	3,337.62	
M08		Hourly	15.8811	16.6752	17.5090	18.3844	19.3036	
M08		Monthly	2,752.73	2,890.37	3,034.89	3,186.63	3,345.96	
M09		Hourly	15.9209	16.7169	17.5528	18.4304	19.3519	
M09		Monthly	2,759.62	2,897.60	3,042.48	3,194.60	3,354.33	
M10		Hourly	15.9607	16.7587	17.5966	18.4765	19.4003	
M10		Monthly	2,766.52	2,904.84	3,050.08	3,202.59	3,362.71	
M11		Hourly	16.0006	16.8006	17.6406	18.5226	19.4488	
M11		Monthly	2,773.43	2,912.10	3,057.71	3,210.59	3,371.12	
M12		Hourly	16.0406	16.8426	17.6847	18.5690	19.4974	
M12		Monthly	2,780.37	2,919.38	3,065.35	3,218.62	3,379.55	
M13		Hourly	16.0807	16.8847	17.7290	18.6154	19.5462	
M13		Monthly	2,787.32	2,926.68	3,073.02	3,226.67	3,388.00	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M14		Hourly	16.1208	16.9269	17.7733	18.6619	19.5950	
M14		Monthly	2,794.28	2,934.00	3,080.70	3,234.73	3,396.47	
M15		Hourly	16.1612	16.9692	17.8177	18.7086	19.6440	
M15		Monthly	2,801.27	2,941.33	3,088.40	3,242.82	3,404.96	
M16		Hourly	16.2016	17.0117	17.8622	18.7554	19.6931	
M16		Monthly	2,808.27	2,948.69	3,096.12	3,250.93	3,413.47	
M17		Hourly	16.2421	17.0542	17.9069	18.8022	19.7423	
M17		Monthly	2,815.29	2,956.06	3,103.86	3,259.05	3,422.00	
M18		Hourly	16.2827	17.0968	17.9517	18.8492	19.7917	
M18		Monthly	2,822.33	2,963.45	3,111.62	3,267.20	3,430.56	
M19		Hourly	16.3234	17.1396	17.9965	18.8964	19.8412	
M19		Monthly	2,829.39	2,970.86	3,119.40	3,275.37	3,439.14	
M20		Hourly	16.3642	17.1824	18.0415	18.9436	19.8908	
M20		Monthly	2,836.46	2,978.29	3,127.20	3,283.56	3,447.73	
M21		Hourly	16.4051	17.2254	18.0867	18.9910	19.9405	
M21		Monthly	2,843.55	2,985.73	3,135.02	3,291.77	3,456.35	
M22		Hourly	16.4461	17.2685	18.1318	19.0385	19.9903	
M22		Monthly	2,850.66	2,993.20	3,142.85	3,300.00	3,464.99	
M23		Hourly	16.4873	17.3116	18.1772	19.0861	20.0403	
M23		Monthly	2,857.79	3,000.68	3,150.71	3,308.25	3,473.66	
M24		Hourly	16.5284	17.3549	18.2226	19.1338	20.0904	
M24		Monthly	2,864.93	3,008.18	3,158.59	3,316.52	3,482.34	
M25		Hourly	16.5698	17.3983	18.2682	19.1816	20.1407	
M25		Monthly	2,872.10	3,015.70	3,166.48	3,324.81	3,491.05	
M26		Hourly	16.6112	17.4418	18.3138	19.2295	20.1910	
M26		Monthly	2,879.28	3,023.24	3,174.40	3,333.12	3,499.77	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M27		Hourly	16.6527	17.4854	18.3597	19.2776	20.2415	
M27		Monthly	2,886.47	3,030.80	3,182.34	3,341.45	3,508.52	
M28		Hourly	16.6944	17.5291	18.4055	19.3258	20.2921	
M28		Monthly	2,893.69	3,038.37	3,190.29	3,349.81	3,517.30	
M29		Hourly	16.7361	17.5729	18.4516	19.3741	20.3428	
M29		Monthly	2,900.92	3,045.97	3,198.27	3,358.18	3,526.09	
M30		Hourly	16.7780	17.6169	18.4977	19.4226	20.3937	
M30		Monthly	2,908.18	3,053.59	3,206.26	3,366.58	3,534.90	
M31		Hourly	16.8199	17.6609	18.5439	19.4711	20.4447	
M31		Monthly	2,915.45	3,061.22	3,214.28	3,374.99	3,543.74	
M32		Hourly	16.8620	17.7050	18.5903	19.5198	20.4958	
M32		Monthly	2,922.74	3,068.87	3,222.32	3,383.43	3,552.60	
M33		Hourly	16.9041	17.7493	18.6368	19.5686	20.5470	
M33		Monthly	2,930.04	3,076.54	3,230.37	3,391.89	3,561.48	
M34		Hourly	16.9464	17.7937	18.6834	19.6175	20.5984	
M34		Monthly	2,937.37	3,084.24	3,238.45	3,400.37	3,570.39	
M35		Hourly	16.9887	17.8382	18.7300	19.6666	20.6499	
M35		Monthly	2,944.71	3,091.95	3,246.54	3,408.87	3,579.31	
M36		Hourly	17.0312	17.8828	18.7769	19.7157	20.7015	
M36		Monthly	2,952.07	3,099.68	3,254.66	3,417.39	3,588.26	
M37		Hourly	17.0738	17.9275	18.8238	19.7650	20.7533	
M37		Monthly	2,959.45	3,107.43	3,262.80	3,425.93	3,597.23	
M38		Hourly	17.1164	17.9723	18.8709	19.8144	20.8051	
M38		Monthly	2,966.85	3,115.19	3,270.95	3,434.50	3,606.22	
M39		Hourly	17.1593	18.0172	18.9181	19.8640	20.8572	
M39		Monthly	2,974.27	3,122.98	3,279.13	3,443.09	3,615.24	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M40		Hourly	17.2021	18.0623	18.9654	19.9136	20.9093	
M40		Monthly	2,981.70	3,130.79	3,287.33	3,451.69	3,624.28	
M41		Hourly	17.2452	18.1074	19.0128	19.9634	20.9616	
M41		Monthly	2,989.16	3,138.62	3,295.55	3,460.32	3,633.34	
M42		Hourly	17.2883	18.1527	19.0603	20.0133	21.0140	
M42		Monthly	2,996.63	3,146.46	3,303.79	3,468.97	3,642.42	
M43		Hourly	17.3315	18.1981	19.1080	20.0634	21.0665	
M43		Monthly	3,004.12	3,154.33	3,312.05	3,477.65	3,651.53	
M44		Hourly	17.3748	18.2436	19.1558	20.1135	21.1192	
M44		Monthly	3,011.63	3,162.22	3,320.33	3,486.34	3,660.66	
M45		Hourly	17.4182	18.2892	19.2036	20.1638	21.1720	
M45		Monthly	3,019.16	3,170.12	3,328.63	3,495.06	3,669.81	
M46		Hourly	17.4618	18.3349	19.2516	20.2142	21.2249	
M46		Monthly	3,026.71	3,178.05	3,336.95	3,503.79	3,678.98	
M47		Hourly	17.5055	18.3807	19.2998	20.2647	21.2780	
M47		Monthly	3,034.28	3,185.99	3,345.29	3,512.55	3,688.18	
M48		Hourly	17.5492	18.4267	19.3480	20.3154	21.3312	
M48		Monthly	3,041.86	3,193.96	3,353.65	3,521.33	3,697.40	
M49		Hourly	17.5931	18.4727	19.3964	20.3662	21.3845	
M49		Monthly	3,049.47	3,201.94	3,362.04	3,530.14	3,706.64	
M50		Hourly	17.6371	18.5189	19.4448	20.4171	21.4379	
M50		Monthly	3,057.09	3,209.95	3,370.44	3,538.96	3,715.91	
M51		Hourly	17.6811	18.5652	19.4935	20.4681	21.4915	
M51		Monthly	3,064.73	3,217.97	3,378.87	3,547.81	3,725.20	
M52		Hourly	17.7254	18.6117	19.5422	20.5193	21.5453	
M52		Monthly	3,072.40	3,226.02	3,387.32	3,556.68	3,734.51	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M53		Hourly	17.7697	18.6582	19.5910	20.5706	21.5991	
M53		Monthly	3,080.08	3,234.08	3,395.78	3,565.57	3,743.85	
M54		Hourly	17.8141	18.7048	19.6400	20.6221	21.6531	
M54		Monthly	3,087.78	3,242.17	3,404.27	3,574.49	3,753.21	
M55		Hourly	17.8587	18.7516	19.6891	20.6736	21.7073	
M55		Monthly	3,095.50	3,250.27	3,412.78	3,583.42	3,762.59	
M56		Hourly	17.9033	18.7985	19.7384	20.7253	21.7615	
M56		Monthly	3,103.24	3,258.40	3,421.32	3,592.38	3,772.00	
M57		Hourly	17.9480	18.8454	19.7877	20.7771	21.8159	
M57		Monthly	3,110.99	3,266.54	3,429.87	3,601.36	3,781.43	
M58		Hourly	17.9929	18.8926	19.8372	20.8291	21.8705	
M58		Monthly	3,118.77	3,274.71	3,438.44	3,610.37	3,790.88	
M59		Hourly	18.0379	18.9398	19.8868	20.8811	21.9252	
M59		Monthly	3,126.57	3,282.90	3,447.04	3,619.39	3,800.36	
M60		Hourly	18.0830	18.9871	19.9365	20.9333	21.9800	
M60		Monthly	3,134.38	3,291.10	3,455.66	3,628.44	3,809.86	
M61		Hourly	18.1282	19.0346	19.9863	20.9856	22.0349	
M61		Monthly	3,142.22	3,299.33	3,464.30	3,637.51	3,819.38	
M62		Hourly	18.1735	19.0822	20.0363	21.0381	22.0900	
M62		Monthly	3,150.08	3,307.58	3,472.96	3,646.60	3,828.93	
M63		Hourly	18.2189	19.1299	20.0864	21.0907	22.1453	
M63		Monthly	3,157.95	3,315.85	3,481.64	3,655.72	3,838.51	
M64		Hourly	18.2645	19.1777	20.1366	21.1434	22.2006	
M64		Monthly	3,165.85	3,324.14	3,490.34	3,664.86	3,848.10	
M65		Hourly	18.3102	19.2257	20.1869	21.1963	22.2561	
M65		Monthly	3,173.76	3,332.45	3,499.07	3,674.02	3,857.72	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M66		Hourly	18.3559	19.2737	20.2374	21.2493	22.3118	
M66		Monthly	3,181.69	3,340.78	3,507.82	3,683.21	3,867.37	
M67	Administrative Clerk I							IBEW
M67	Cashier Clerk							IBEW
M67		Hourly	18.4018	19.3219	20.2880	21.3024	22.3675	
M67		Monthly	3,189.65	3,349.13	3,516.59	3,692.42	3,877.03	
M68		Hourly	18.4478	19.3702	20.3387	21.3557	22.4234	
M68		Monthly	3,197.62	3,357.50	3,525.38	3,701.65	3,886.73	
M69		Hourly	18.4940	19.4187	20.3896	21.4090	22.4795	
M69		Monthly	3,205.62	3,365.90	3,534.19	3,710.90	3,896.44	
M70		Hourly	18.5402	19.4672	20.4406	21.4626	22.5357	
M70		Monthly	3,213.63	3,374.31	3,543.03	3,720.18	3,906.18	
M71		Hourly	18.5866	19.5159	20.4917	21.5162	22.5920	
M71		Monthly	3,221.67	3,382.75	3,551.89	3,729.48	3,915.95	
M72		Hourly	18.6330	19.5647	20.5429	21.5700	22.6485	
M72		Monthly	3,229.72	3,391.21	3,560.77	3,738.80	3,925.74	
M73		Hourly	18.6796	19.6135	20.5943	21.6239	22.7051	
M73		Monthly	3,237.79	3,399.68	3,569.67	3,748.15	3,935.55	
M74		Hourly	18.7263	19.6626	20.6457	21.6780	22.7619	
M74		Monthly	3,245.89	3,408.18	3,578.59	3,757.52	3,945.39	
M75		Hourly	18.7731	19.7117	20.6973	21.7322	22.8188	
M75		Monthly	3,254.00	3,416.70	3,587.54	3,766.91	3,955.26	
M76		Hourly	18.8200	19.7611	20.7491	21.7865	22.8759	
M76		Monthly	3,262.14	3,425.25	3,596.51	3,776.33	3,965.15	
M77		Hourly	18.8671	19.8104	20.8010	21.8410	22.9330	
M77		Monthly	3,270.29	3,433.81	3,605.50	3,785.77	3,975.06	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M78		Hourly	18.9143	19.8599	20.8529	21.8956	22.9904	
M78		Monthly	3,278.47	3,442.39	3,614.51	3,795.24	3,985.00	
M79		Hourly	18.9616	19.9096	20.9051	21.9503	23.0478	
M79		Monthly	3,286.67	3,451.00	3,623.55	3,804.72	3,994.96	
M80		Hourly	19.0089	19.9594	20.9574	22.0052	23.1055	
M80		Monthly	3,294.88	3,459.63	3,632.61	3,814.24	4,004.95	
M81		Hourly	19.0565	20.0093	21.0098	22.0602	23.1632	
M81		Monthly	3,303.12	3,468.28	3,641.69	3,823.77	4,014.96	
M82		Hourly	19.1041	20.0593	21.0623	22.1154	23.2212	
M82		Monthly	3,311.38	3,476.95	3,650.79	3,833.33	4,025.00	
M83		Hourly	19.1519	20.1095	21.1149	22.1706	23.2792	
M83		Monthly	3,319.66	3,485.64	3,659.92	3,842.91	4,035.06	
M84		Hourly	19.1997	20.1597	21.1677	22.2261	23.3374	
M84		Monthly	3,327.95	3,494.35	3,669.07	3,852.52	4,045.15	
M85		Hourly	19.2477	20.2101	21.2206	22.2816	23.3957	
M85		Monthly	3,336.27	3,503.09	3,678.24	3,862.15	4,055.26	
M86		Hourly	19.2958	20.2607	21.2737	22.3374	23.4542	
M86		Monthly	3,344.61	3,511.85	3,687.44	3,871.81	4,065.40	
M87		Hourly	19.3441	20.3113	21.3269	22.3932	23.5128	
M87		Monthly	3,352.98	3,520.63	3,696.66	3,881.49	4,075.56	
M88		Hourly	19.3925	20.3621	21.3802	22.4492	23.5716	
M88		Monthly	3,361.36	3,529.43	3,705.90	3,891.19	4,085.75	
M89		Hourly	19.4409	20.4130	21.4336	22.5053	23.6305	
M89		Monthly	3,369.76	3,538.25	3,715.16	3,900.92	4,095.96	
M90		Hourly	19.4896	20.4640	21.4872	22.5616	23.6896	
M90		Monthly	3,378.19	3,547.10	3,724.45	3,910.67	4,106.20	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M91		Hourly	19.5383	20.5152	21.5409	22.6180	23.7489	
M91		Monthly	3,386.63	3,555.96	3,733.76	3,920.45	4,116.47	
M92		Hourly	19.5871	20.5664	21.5948	22.6745	23.8082	
M92		Monthly	3,395.10	3,564.85	3,743.10	3,930.25	4,126.76	
M93		Hourly	19.6361	20.6179	21.6488	22.7312	23.8678	
M93		Monthly	3,403.59	3,573.77	3,752.45	3,940.07	4,137.08	
M94		Hourly	19.6852	20.6694	21.7029	22.7880	23.9274	
M94		Monthly	3,412.10	3,582.70	3,761.83	3,949.92	4,147.42	
M95		Hourly	19.7344	20.7211	21.7572	22.8450	23.9873	
M95		Monthly	3,420.63	3,591.66	3,771.24	3,959.80	4,157.79	
M96		Hourly	19.7837	20.7729	21.8116	22.9021	24.0472	
M96		Monthly	3,429.18	3,600.64	3,780.67	3,969.70	4,168.18	
M97		Hourly	19.8332	20.8248	21.8661	22.9593	24.1073	
M97		Monthly	3,437.75	3,609.64	3,790.12	3,979.62	4,178.60	
M98		Hourly	19.8827	20.8769	21.9207	23.0168	24.1676	
M98		Monthly	3,446.34	3,618.66	3,799.59	3,989.57	4,189.05	
M99		Hourly	19.9325	20.9291	21.9755	23.0743	24.2280	
M99		Monthly	3,454.96	3,627.71	3,809.09	3,999.55	4,199.52	
N00		Hourly	19.9823	20.9814	22.0305	23.1320	24.2886	
N00		Monthly	3,463.60	3,636.78	3,818.62	4,009.55	4,210.02	
N01		Hourly	20.0323	21.0339	22.0855	23.1898	24.3493	
N01		Monthly	3,472.26	3,645.87	3,828.16	4,019.57	4,220.55	
N02		Hourly	20.0823	21.0864	22.1408	23.2478	24.4102	
N02		Monthly	3,480.94	3,654.98	3,837.73	4,029.62	4,231.10	
N03		Hourly	20.1325	21.1392	22.1961	23.3059	24.4712	
N03		Monthly	3,489.64	3,664.12	3,847.33	4,039.69	4,241.67	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N04		Hourly	20.1828	21.1920	22.2516	23.3642	24.5324	
N04		Monthly	3,498.36	3,673.28	3,856.95	4,049.79	4,252.28	
N05		Hourly	20.2333	21.2450	22.3073	23.4226	24.5937	
N05		Monthly	3,507.11	3,682.47	3,866.59	4,059.92	4,262.91	
N06	Accounting Clerk I							IBEW
N06	Administrative Clerk II							IBEW
N06		Hourly	20.2839	21.2981	22.3630	23.4812	24.6552	
N06		Monthly	3,515.88	3,691.67	3,876.25	4,070.07	4,273.57	
N07		Hourly	20.3346	21.3513	22.4189	23.5398	24.7168	
N07		Monthly	3,524.67	3,700.90	3,885.95	4,080.24	4,284.25	
N08		Hourly	20.3855	21.4047	22.4750	23.5987	24.7786	
N08		Monthly	3,533.48	3,710.15	3,895.66	4,090.44	4,294.96	
N09		Hourly	20.4364	21.4583	22.5312	23.6577	24.8406	
N09		Monthly	3,542.31	3,719.43	3,905.40	4,100.67	4,305.70	
N10		Hourly	20.4875	21.5119	22.5875	23.7168	24.9027	
N10		Monthly	3,551.17	3,728.73	3,915.16	4,110.92	4,316.46	
N11		Hourly	20.5388	21.5657	22.6439	23.7762	24.9649	
N11		Monthly	3,560.05	3,738.05	3,924.95	4,121.20	4,327.25	
N12		Hourly	20.5901	21.6196	22.7005	23.8356	25.0273	
N12		Monthly	3,568.95	3,747.39	3,934.76	4,131.50	4,338.07	
N13		Hourly	20.6416	21.6736	22.7573	23.8952	25.0899	
N13		Monthly	3,577.87	3,756.76	3,944.60	4,141.83	4,348.92	
N14		Hourly	20.6931	21.7278	22.8142	23.9549	25.1526	
N14		Monthly	3,586.81	3,766.15	3,954.46	4,152.18	4,359.79	
N15		Hourly	20.7449	21.7821	22.8713	24.0148	25.2155	
N16		Monthly	3,595.78	3,775.57	3,964.35	4,162.56	4,370.69	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N16		Hourly	20.7968	21.8366	22.9284	24.0748	25.2786	
N16		Monthly	3,604.77	3,785.01	3,974.26	4,172.97	4,381.62	
N17		Hourly	20.8487	21.8912	22.9857	24.1350	25.3418	
N17		Monthly	3,613.78	3,794.47	3,984.19	4,183.40	4,392.57	
N18		Hourly	20.9009	21.9459	23.0432	24.1953	25.4051	
N18		Monthly	3,622.82	3,803.96	3,994.15	4,193.86	4,403.55	
N19		Hourly	20.9531	22.0008	23.1008	24.2559	25.4686	
N19		Monthly	3,631.87	3,813.47	4,004.14	4,204.35	4,414.56	
N20	Administrative Clerk I Conf							CAMP
N20		Hourly	21.0055	22.0558	23.1586	24.3165	25.5323	
N20		Monthly	3,640.95	3,823.00	4,014.15	4,214.86	4,425.60	
N21		Hourly	21.0580	22.1109	23.2165	24.3773	25.5961	
N21		Monthly	3,650.06	3,832.56	4,024.19	4,225.39	4,436.66	
N22		Hourly	21.1107	22.1662	23.2745	24.4382	25.6601	
N22		Monthly	3,659.18	3,842.14	4,034.25	4,235.96	4,447.75	
N23		Hourly	21.1634	22.2216	23.3327	24.4993	25.7243	
N23		Monthly	3,668.33	3,851.75	4,044.33	4,246.55	4,458.87	
N24		Hourly	21.2163	22.2771	23.3910	24.5605	25.7886	
N24		Monthly	3,677.50	3,861.37	4,054.44	4,257.16	4,470.02	
N25		Hourly	21.2694	22.3329	23.4495	24.6220	25.8530	
N25		Monthly	3,686.69	3,871.03	4,064.58	4,267.81	4,481.19	
N26		Hourly	21.3226	22.3887	23.5081	24.6835	25.9177	
N26		Monthly	3,695.91	3,880.71	4,074.74	4,278.48	4,492.40	
N27		Hourly	21.3759	22.4447	23.5669	24.7452	25.9825	
N27		Monthly	3,705.15	3,890.41	4,084.93	4,289.17	4,503.63	
N28		Hourly	21.4293	22.5008	23.6258	24.8071	26.0474	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N28		Monthly	3,714.41	3,900.13	4,095.14	4,299.89	4,514.89	
N29		Hourly	21.4829	22.5570	23.6849	24.8691	26.1125	
N29		Monthly	3,723.70	3,909.88	4,105.38	4,310.64	4,526.17	
N30		Hourly	21.5366	22.6134	23.7441	24.9313	26.1778	
N30		Monthly	3,733.01	3,919.66	4,115.64	4,321.42	4,537.49	
N31		Hourly	21.5904	22.6700	23.8034	24.9936	26.2433	
N31		Monthly	3,742.34	3,929.46	4,125.93	4,332.22	4,548.83	
N32		Hourly	21.6444	22.7266	23.8629	25.0561	26.3089	
N32		Monthly	3,751.70	3,939.28	4,136.24	4,343.06	4,560.21	
N33		Hourly	21.6985	22.7834	23.9226	25.1187	26.3747	
N33		Monthly	3,761.08	3,949.13	4,146.59	4,353.91	4,571.61	
N34		Hourly	21.7528	22.8404	23.9824	25.1815	26.4406	
N34		Monthly	3,770.48	3,959.00	4,156.95	4,364.80	4,583.04	
N35		Hourly	21.8071	22.8975	24.0423	25.2445	26.5067	
N35		Monthly	3,779.90	3,968.90	4,167.34	4,375.71	4,594.49	
N36	Bridge Operator							IBEW
N36	Police Clerk							IBEW
N36		Hourly	21.8616	22.9547	24.1025	25.3076	26.5730	
N36		Monthly	3,789.35	3,978.82	4,177.76	4,386.65	4,605.98	
N37		Hourly	21.9163	23.0121	24.1628	25.3709	26.6394	
N37		Monthly	3,798.83	3,988.77	4,188.21	4,397.62	4,617.49	
N38		Hourly	21.9711	23.0697	24.2232	25.4343	26.7060	
N38		Monthly	3,808.32	3,998.74	4,198.68	4,408.61	4,629.04	
N39		Hourly	22.0261	23.1273	24.2837	25.4979	26.7728	
N39		Monthly	3,817.85	4,008.74	4,209.17	4,419.63	4,640.61	
N40		Hourly	22.0811	23.1852	24.3444	25.5616	26.8397	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N40		Monthly	3,827.39	4,018.76	4,219.70	4,430.68	4,652.21	
N41		Hourly	22.1363	23.2431	24.4053	25.6255	26.9068	
N41		Monthly	3,836.96	4,028.81	4,230.25	4,441.76	4,663.84	
N42		Hourly	22.1916	23.3012	24.4663	25.6896	26.9740	
N42		Monthly	3,846.55	4,038.88	4,240.82	4,452.86	4,675.50	
N43		Hourly	22.2471	23.3595	24.5274	25.7538	27.0415	
N43		Monthly	3,856.17	4,048.98	4,251.42	4,463.99	4,687.19	
N44		Hourly	22.3028	23.4179	24.5888	25.8182	27.1091	
N44		Monthly	3,865.81	4,059.10	4,262.05	4,475.15	4,698.91	
N45		Hourly	22.3585	23.4764	24.6503	25.8827	27.1769	
N45		Monthly	3,875.47	4,069.25	4,272.71	4,486.34	4,710.66	
N46	Accounting Clerk II							IBEW
N46	Customer Service Representative							IBEW
N46	Marina Maintenance Attendant							IBEW
N46	Marina Office Attendant							IBEW
N46		Hourly	22.4144	23.5351	24.7119	25.9475	27.2448	
N46		Monthly	3,885.16	4,079.42	4,283.39	4,497.56	4,722.43	
N47		Hourly	22.4704	23.5940	24.7737	26.0123	27.3129	
N47		Monthly	3,894.87	4,089.62	4,294.10	4,508.80	4,734.24	
N48		Hourly	22.5266	23.6529	24.8356	26.0773	27.3812	
N48		Monthly	3,904.61	4,099.84	4,304.83	4,520.07	4,746.07	
N49		Hourly	22.5829	23.7121	24.8977	26.1425	27.4497	
N49		Monthly	3,914.37	4,110.09	4,315.60	4,531.37	4,757.94	
N50		Hourly	22.6394	23.7714	24.9599	26.2079	27.5183	
N50		Monthly	3,924.16	4,120.37	4,326.38	4,542.70	4,769.83	
N51		Hourly	22.6960	23.8308	25.0223	26.2734	27.5871	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N51		Monthly	3,933.97	4,130.67	4,337.20	4,554.06	4,781.76	
N52		Hourly	22.7527	23.8903	25.0848	26.3391	27.6560	
N52		Monthly	3,943.80	4,140.99	4,348.04	4,565.44	4,793.71	
N53		Hourly	22.8096	23.9501	25.1476	26.4050	27.7252	
N53		Monthly	3,953.66	4,151.35	4,358.91	4,576.86	4,805.70	
N54		Hourly	22.8666	24.0100	25.2104	26.4710	27.7945	
N54		Monthly	3,963.55	4,161.73	4,369.81	4,588.30	4,817.71	
N55		Hourly	22.9238	24.0700	25.2735	26.5371	27.8640	
N55		Monthly	3,973.46	4,172.13	4,380.74	4,599.77	4,829.76	
N56	Maintenance Worker I							IBEW
N56	Secretary							IBEW
N56		Hourly	22.9811	24.1302	25.3367	26.6035	27.9336	
N56		Monthly	3,983.39	4,182.56	4,391.69	4,611.27	4,841.83	
N57		Hourly	23.0386	24.1905	25.4000	26.6700	28.0035	
N57		Monthly	3,993.35	4,193.02	4,402.67	4,622.80	4,853.94	
N58		Hourly	23.0961	24.2510	25.4635	26.7366	28.0735	
N58		Monthly	4,003.33	4,203.50	4,413.67	4,634.35	4,866.07	
N59	Administrative Clerk II Conf							CAMP
N59		Hourly	23.1539	24.3116	25.5272	26.8035	28.1437	
N59		Monthly	4,013.34	4,214.01	4,424.71	4,645.94	4,878.24	
N60		Hourly	23.2118	24.3723	25.5910	26.8705	28.2140	
N60		Monthly	4,023.37	4,224.54	4,435.77	4,657.56	4,890.43	
N61		Hourly	23.2698	24.4333	25.6550	26.9377	28.2846	
N61		Monthly	4,033.43	4,235.10	4,446.86	4,669.20	4,902.66	
N62		Hourly	23.3280	24.4944	25.7191	27.0050	28.3553	
N62		Monthly	4,043.52	4,245.69	4,457.98	4,680.87	4,914.91	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N63		Hourly	23.3863	24.5556	25.7834	27.0725	28.4262	
N63		Monthly	4,053.62	4,256.31	4,469.12	4,692.57	4,927.20	
N64		Hourly	23.4448	24.6170	25.8478	27.1403	28.4972	
N64		Monthly	4,063.76	4,266.95	4,480.29	4,704.31	4,939.52	
N65		Hourly	23.5034	24.6785	25.9124	27.2081	28.5685	
N65		Monthly	4,073.92	4,277.61	4,491.49	4,716.07	4,951.87	
N66	Meter Reader							IBEW
N66	Parts Specialist							IBEW
N66	Water Maintenance Worker I							IBEW
N66		Hourly	23.5621	24.7403	25.9772	27.2761	28.6399	
N66		Monthly	4,084.10	4,288.31	4,502.72	4,727.86	4,964.25	
N67		Hourly	23.6210	24.8021	26.0422	27.3443	28.7115	
N67		Monthly	4,094.31	4,299.03	4,513.98	4,739.68	4,976.66	
N68	Housing Specialist I							IBEW
N68		Hourly	23.6801	24.8641	26.1073	27.4127	28.7833	
N68		Monthly	4,104.55	4,309.78	4,525.26	4,751.53	4,989.10	
N69		Hourly	23.7393	24.9263	26.1726	27.4812	28.8552	
N69		Monthly	4,114.81	4,320.55	4,536.58	4,763.40	5,001.57	
N70		Hourly	23.7987	24.9886	26.2380	27.5499	28.9274	
N70		Monthly	4,125.10	4,331.35	4,547.92	4,775.31	5,014.08	
N71		Hourly	23.8581	25.0510	26.3036	27.6188	28.9997	
N71		Monthly	4,135.41	4,342.18	4,559.29	4,787.25	5,026.61	
N72		Hourly	23.9178	25.1137	26.3694	27.6878	29.0722	
N72		Monthly	4,145.75	4,353.04	4,570.69	4,799.22	5,039.18	
N73		Hourly	23.9776	25.1765	26.4353	27.7570	29.1449	
N73		Monthly	4,156.11	4,363.92	4,582.11	4,811.22	5,051.78	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N74		Hourly	24.0375	25.2394	26.5014	27.8264	29.2178	
N74		Monthly	4,166.50	4,374.83	4,593.57	4,823.25	5,064.41	
N75	Building Maintenance Worker I							IBEW
N75	Warehouse Specialist							IBEW
N75	Public Works Maintenance Worker II							IBEW
N75		Hourly	24.0976	25.3025	26.5676	27.8960	29.2908	
N75		Monthly	4,176.92	4,385.77	4,605.05	4,835.30	5,077.07	
N76		Hourly	24.1578	25.3658	26.6341	27.9657	29.3640	
N76		Monthly	4,187.36	4,396.73	4,616.57	4,847.39	5,089.76	
N77		Hourly	24.2183	25.4292	26.7006	28.0356	29.4374	
N77		Monthly	4,197.83	4,407.72	4,628.11	4,859.51	5,102.48	
N78		Hourly	24.2788	25.4927	26.7674	28.1057	29.5110	
N78		Monthly	4,208.32	4,418.74	4,639.68	4,871.66	5,115.24	
N79		Hourly	24.3395	25.5565	26.8343	28.1760	29.5848	
N79		Monthly	4,218.85	4,429.79	4,651.28	4,883.84	5,128.03	
N80		Hourly	24.4003	25.6203	26.9014	28.2464	29.6588	
N80		Monthly	4,229.39	4,440.86	4,662.91	4,896.05	5,140.85	
N81		Hourly	24.4614	25.6844	26.9686	28.3171	29.7329	
N81		Monthly	4,239.97	4,451.96	4,674.56	4,908.29	5,153.70	
N82		Hourly	24.5225	25.7486	27.0361	28.3878	29.8072	
N82		Monthly	4,250.57	4,463.09	4,686.25	4,920.56	5,166.58	
N83		Hourly	24.5838	25.8130	27.1036	28.4588	29.8817	
N83		Monthly	4,261.19	4,474.25	4,697.96	4,932.86	5,179.50	
N84		Hourly	24.6453	25.8775	27.1714	28.5299	29.9564	
N84		Monthly	4,271.85	4,485.44	4,709.71	4,945.19	5,192.45	
N85	Reservoir Keeper I							IBEW

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N85	Public Works Maintenance Worker IIA							IBEW
N85	Senior Customer Service Representative							IBEW
N85	Water Treatment Plant Operator Trainee I							IBEW
N85		Hourly	24.7068	25.9422	27.2393	28.6013	30.0313	
N85		Monthly	4,282.52	4,496.65	4,721.48	4,957.56	5,205.43	
N86		Hourly	24.7686	26.0071	27.3074	28.6728	30.1064	
N86		Monthly	4,293.23	4,507.89	4,733.29	4,969.95	5,218.44	
N87		Hourly	24.8305	26.0721	27.3757	28.7444	30.1817	
N87		Monthly	4,303.96	4,519.16	4,745.12	4,982.37	5,231.49	
N88		Hourly	24.8926	26.1373	27.4441	28.8163	30.2571	
N88		Monthly	4,314.72	4,530.46	4,756.98	4,994.83	5,244.57	
N89	Senior Administrative Clerk Conf							CAMP
N89		Hourly	24.9549	26.2026	27.5128	28.8884	30.3328	
N89		Monthly	4,325.51	4,541.79	4,768.88	5,007.32	5,257.68	
N90		Hourly	25.0172	26.2681	27.5815	28.9606	30.4086	
N90		Monthly	4,336.32	4,553.14	4,780.80	5,019.84	5,270.83	
N91		Hourly	25.0798	26.3338	27.6505	29.0330	30.4846	
N91		Monthly	4,347.17	4,564.52	4,792.75	5,032.38	5,284.00	
N92		Hourly	25.1425	26.3997	27.7196	29.1056	30.5608	
N92		Monthly	4,358.03	4,575.94	4,804.73	5,044.97	5,297.21	
N93		Hourly	25.2054	26.4657	27.7889	29.1783	30.6373	
N93		Monthly	4,368.93	4,587.38	4,816.74	5,057.58	5,310.46	
N94		Hourly	25.2684	26.5318	27.8584	29.2513	30.7138	
N94		Monthly	4,379.85	4,598.84	4,828.79	5,070.22	5,323.73	
N95	Maintenance Worker II							IBEW
N95		Hourly	25.3315	26.5981	27.9280	29.3244	30.7906	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N95		Monthly	4,390.80	4,610.34	4,840.86	5,082.90	5,337.04	
N96		Hourly	25.3949	26.6646	27.9978	29.3978	30.8676	
N96		Monthly	4,401.78	4,621.87	4,852.96	5,095.61	5,350.38	
N97		Hourly	25.4583	26.7313	28.0678	29.4712	30.9448	
N97		Monthly	4,412.78	4,633.42	4,865.09	5,108.34	5,363.76	
N98		Hourly	25.5220	26.7981	28.1380	29.5449	31.0221	
N98		Monthly	4,423.81	4,645.00	4,877.25	5,121.11	5,377.17	
N99		Hourly	25.5858	26.8651	28.2084	29.6188	31.0997	
N99		Monthly	4,434.87	4,656.62	4,889.45	5,133.92	5,390.61	
200		Hourly	25.6498	26.9323	28.2789	29.6928	31.1774	
200		Monthly	4,445.96	4,668.26	4,901.67	5,146.75	5,404.09	
201		Hourly	25.7139	26.9996	28.3496	29.7670	31.2554	
201		Monthly	4,457.08	4,679.93	4,913.93	5,159.62	5,417.60	
202		Hourly	25.7782	27.0671	28.4204	29.8415	31.3335	
202		Monthly	4,468.22	4,691.63	4,926.21	5,172.52	5,431.14	
203		Hourly	25.8426	27.1348	28.4915	29.9161	31.4118	
203		Monthly	4,479.39	4,703.36	4,938.53	5,185.45	5,444.72	
204		Hourly	25.9073	27.2026	28.5627	29.9908	31.4904	
204		Monthly	4,490.59	4,715.12	4,950.87	5,198.41	5,458.33	
205	Equipment Mechanic I							IBEW
205	Senior Meter Reader							IBEW
205	Utility Field Representative							IBEW
205	Water Maintenance Worker II							IBEW
205		Hourly	25.9720	27.2706	28.6341	30.0658	31.5691	
205		Monthly	4,501.81	4,726.90	4,963.25	5,211.41	5,471.98	
206		Hourly	26.0369	27.3388	28.7057	30.1410	31.6480	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
206		Monthly	4,513.07	4,738.72	4,975.66	5,224.44	5,485.66	
207	Housing Specialist II							IBEW
207		Hourly	26.1020	27.4071	28.7775	30.2163	31.7271	
207		Monthly	4,524.35	4,750.57	4,988.10	5,237.50	5,499.37	
208		Hourly	26.1673	27.4757	28.8494	30.2919	31.8065	
208		Monthly	4,535.66	4,762.45	5,000.57	5,250.59	5,513.12	
209		Hourly	26.2327	27.5443	28.9216	30.3676	31.8860	
209		Monthly	4,547.00	4,774.35	5,013.07	5,263.72	5,526.90	
210		Hourly	26.2983	27.6132	28.9938	30.4435	31.9657	
210		Monthly	4,558.37	4,786.29	5,025.60	5,276.88	5,540.72	
211		Hourly	26.3640	27.6822	29.0663	30.5196	32.0456	
211		Monthly	4,569.76	4,798.25	5,038.16	5,290.07	5,554.57	
212		Hourly	26.4299	27.7514	29.1390	30.5960	32.1257	
212		Monthly	4,581.19	4,810.25	5,050.76	5,303.30	5,568.46	
213		Hourly	26.4960	27.8208	29.2119	30.6724	32.2060	
213		Monthly	4,592.64	4,822.27	5,063.39	5,316.55	5,582.38	
214		Hourly	26.5622	27.8904	29.2849	30.7491	32.2866	
214		Monthly	4,604.12	4,834.33	5,076.05	5,329.85	5,596.34	
215	Building Maintenance Worker II							IBEW
215	Executive Secretary							IBEW
215	IS Support Technician I							IBEW
215	Senior Public Works Maintenance Worker							IBEW
215		Hourly	26.6286	27.9601	29.3581	30.8260	32.3673	
215		Monthly	4,615.63	4,846.42	5,088.74	5,343.17	5,610.33	
216		Hourly	26.6952	28.0300	29.4315	30.9031	32.4482	
216		Monthly	4,627.17	4,858.53	5,101.46	5,356.53	5,624.35	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
217		Hourly	26.7620	28.1001	29.5051	30.9803	32.5293	
217		Monthly	4,638.74	4,870.68	5,114.21	5,369.92	5,638.41	
218		Hourly	26.8289	28.1703	29.5788	31.0577	32.6106	
218		Monthly	4,650.34	4,882.85	5,127.00	5,383.34	5,652.51	
219		Hourly	26.8959	28.2407	29.6528	31.1354	32.6922	
219		Monthly	4,661.96	4,895.06	5,139.81	5,396.80	5,666.64	
220		Hourly	26.9632	28.3113	29.7269	31.2132	32.7739	
220		Monthly	4,673.62	4,907.30	5,152.66	5,410.29	5,680.81	
221		Hourly	27.0306	28.3821	29.8013	31.2913	32.8558	
221		Monthly	4,685.30	4,919.57	5,165.55	5,423.82	5,695.01	
222		Hourly	27.0982	28.4531	29.8757	31.3695	32.9380	
222		Monthly	4,697.02	4,931.87	5,178.46	5,437.38	5,709.25	
223		Hourly	27.1659	28.5242	29.9504	31.4479	33.0203	
223		Monthly	4,708.76	4,944.20	5,191.41	5,450.97	5,723.52	
224		Hourly	27.2338	28.5955	30.0253	31.5265	33.1029	
224		Monthly	4,720.53	4,956.56	5,204.38	5,464.60	5,737.83	
225	Building Permit Technician I							IBEW
225	Planning Technician							IBEW
225	Police Assistant							IBEW
225	Reservoir Keeper II							IBEW
225	Water Treatment Plant Operator Trainee II							IBEW
225		Hourly	27.3019	28.6670	30.1003	31.6053	33.1856	
225		Monthly	4,732.33	4,968.95	5,217.39	5,478.26	5,752.17	
226		Hourly	27.3702	28.7387	30.1756	31.6844	33.2686	
226		Monthly	4,744.16	4,981.37	5,230.44	5,491.96	5,766.55	
227		Hourly	27.4386	28.8105	30.2510	31.7636	33.3518	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
227		Monthly	4,756.02	4,993.82	5,243.51	5,505.69	5,780.97	
228	Communications Operator I							IBEW
228		Hourly	27.5072	28.8826	30.3267	31.8430	33.4351	
228		Monthly	4,767.91	5,006.31	5,256.62	5,519.45	5,795.42	
229		Hourly	27.5759	28.9547	30.4025	31.9226	33.5187	
229		Monthly	4,779.83	5,018.82	5,269.76	5,533.25	5,809.91	
230		Hourly	27.6449	29.0271	30.4785	32.0024	33.6025	
230		Monthly	4,791.78	5,031.37	5,282.94	5,547.08	5,824.44	
231		Hourly	27.7140	29.0997	30.5547	32.0824	33.6865	
231		Monthly	4,803.76	5,043.95	5,296.15	5,560.95	5,839.00	
232		Hourly	27.7833	29.1725	30.6311	32.1626	33.7707	
232		Monthly	4,815.77	5,056.56	5,309.39	5,574.85	5,853.59	
233		Hourly	27.8528	29.2454	30.7077	32.2430	33.8552	
233		Monthly	4,827.81	5,069.20	5,322.66	5,588.79	5,868.23	
234		Hourly	27.9224	29.3185	30.7844	32.3236	33.9398	
234		Monthly	4,839.88	5,081.87	5,335.97	5,602.76	5,882.90	
235	Engineering Technician I							IBEW
235	Heavy Equipment Operator							IBEW
235	Meter Mechanic							IBEW
235	Senior Housing Specialist							IBEW
235	Warehouse Supervisor							IBEW
235	Water Distribution Technician							IBEW
235		Hourly	27.9922	29.3918	30.8614	32.4044	34.0247	
235		Monthly	4,851.98	5,094.58	5,349.31	5,616.77	5,897.61	
236		Hourly	28.0622	29.4653	30.9385	32.4854	34.1097	
236		Monthly	4,864.11	5,107.32	5,362.68	5,630.81	5,912.35	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
237		Hourly	28.1323	29.5389	31.0159	32.5667	34.1950	
237		Monthly	4,876.27	5,120.08	5,376.09	5,644.89	5,927.13	
238		Hourly	28.2027	29.6128	31.0934	32.6481	34.2805	
238		Monthly	4,888.46	5,132.88	5,389.53	5,659.00	5,941.95	
239		Hourly	28.2732	29.6868	31.1712	32.7297	34.3662	
239		Monthly	4,900.68	5,145.72	5,403.00	5,673.15	5,956.80	
240		Hourly	28.3438	29.7610	31.2491	32.8115	34.4521	
240		Monthly	4,912.93	5,158.58	5,416.51	5,687.33	5,971.70	
241		Hourly	28.4147	29.8355	31.3272	32.8936	34.5382	
241		Monthly	4,925.22	5,171.48	5,430.05	5,701.55	5,986.62	
242		Hourly	28.4858	29.9101	31.4055	32.9758	34.6246	
242		Monthly	4,937.53	5,184.41	5,443.62	5,715.80	6,001.59	
243		Hourly	28.5569	29.9848	31.4840	33.0582	34.7112	
243		Monthly	4,949.87	5,197.37	5,457.23	5,730.09	6,016.60	
244	Equipment Mechanic II							IBEW
244		Hourly	28.6284	30.0598	31.5628	33.1409	34.7979	
244		Monthly	4,962.25	5,210.36	5,470.88	5,744.42	6,031.64	
245		Hourly	28.6999	30.1349	31.6416	33.2237	34.8849	
245		Monthly	4,974.65	5,223.39	5,484.55	5,758.78	6,046.72	
246		Hourly	28.7717	30.2102	31.7208	33.3068	34.9721	
246		Monthly	4,987.09	5,236.44	5,498.27	5,773.18	6,061.83	
247		Hourly	28.8436	30.2858	31.8001	33.3901	35.0596	
247		Monthly	4,999.56	5,249.54	5,512.01	5,787.61	6,076.99	
248		Hourly	28.9157	30.3615	31.8796	33.4735	35.1472	
248		Monthly	5,012.06	5,262.66	5,525.79	5,802.08	6,092.18	
249		Hourly	28.9880	30.4374	31.9593	33.5572	35.2351	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
249		Monthly	5,024.59	5,275.82	5,539.61	5,816.58	6,107.41	
250		Hourly	29.0605	30.5135	32.0391	33.6411	35.3232	
250		Monthly	5,037.15	5,289.01	5,553.45	5,831.12	6,122.68	
251		Hourly	29.1331	30.5898	32.1193	33.7252	35.4115	
251		Monthly	5,049.74	5,302.23	5,567.34	5,845.70	6,137.99	
252		Hourly	29.2060	30.6662	32.1996	33.8095	35.5000	
252		Monthly	5,062.37	5,315.48	5,581.26	5,860.32	6,153.33	
253		Hourly	29.2790	30.7429	32.2801	33.8941	35.5887	
253		Monthly	5,075.02	5,328.77	5,595.21	5,874.97	6,168.71	
254	Accounting Technician							IBEW
254	Building Permit Technician II							IBEW
254	IS Support Technician II							IBEW
254	Senior Building Maintenance Worker							IBEW
254	Traffic and Lighting Technician I							IBEW
254		Hourly	29.3522	30.8198	32.3608	33.9788	35.6777	
254		Monthly	5,087.71	5,342.09	5,609.20	5,889.66	6,184.14	
255		Hourly	29.4256	30.8968	32.4417	34.0637	35.7669	
255		Monthly	5,100.43	5,355.45	5,623.22	5,904.38	6,199.60	
256		Hourly	29.4991	30.9741	32.5228	34.1489	35.8563	
256		Monthly	5,113.18	5,368.84	5,637.28	5,919.14	6,215.10	
257		Hourly	29.5728	31.0515	32.6041	34.2343	35.9459	
257		Monthly	5,125.96	5,382.26	5,651.37	5,933.94	6,230.63	
258		Hourly	29.6468	31.1292	32.6856	34.3198	36.0358	
258		Monthly	5,138.78	5,395.72	5,665.50	5,948.77	6,246.21	
259		Hourly	29.7209	31.2069	32.7673	34.4056	36.1259	
259		Monthly	5,151.62	5,409.20	5,679.66	5,963.64	6,261.82	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
260	Legal Secretary							CAMP
260	Personnel Technician							CAMP
260		Hourly	29.7952	31.2850	32.8492	34.4916	36.2162	
260		Monthly	5,164.50	5,422.73	5,693.86	5,978.55	6,277.48	
261		Hourly	29.8697	31.3632	32.9313	34.5779	36.3068	
261		Monthly	5,177.41	5,436.28	5,708.10	5,993.50	6,293.17	
262		Hourly	29.9444	31.4416	33.0137	34.6643	36.3976	
262		Monthly	5,190.36	5,449.88	5,722.37	6,008.48	6,308.91	
263		Hourly	30.0192	31.5202	33.0962	34.7510	36.4885	
263		Monthly	5,203.33	5,463.50	5,736.67	6,023.51	6,324.68	
264	Code Enforcement Officer							IBEW
264	Customer Service Supervisor							IBEW
264	Senior Police Assistant							IBEW
264		Hourly	30.0943	31.5990	33.1790	34.8378	36.5798	
264		Monthly	5,216.34	5,477.16	5,751.02	6,038.56	6,340.49	
265		Hourly	30.1695	31.6780	33.2619	34.9250	36.6712	
265		Monthly	5,229.38	5,490.85	5,765.39	6,053.66	6,356.34	
266		Hourly	30.2450	31.7572	33.3451	35.0123	36.7629	
266		Monthly	5,242.46	5,504.58	5,779.81	6,068.79	6,372.23	
267		Hourly	30.3205	31.8366	33.4284	35.0998	36.8548	
267		Monthly	5,255.56	5,518.34	5,794.26	6,083.97	6,388.16	
268		Hourly	30.3963	31.9162	33.5120	35.1876	36.9469	
268		Monthly	5,268.70	5,532.14	5,808.74	6,099.18	6,404.13	
269		Hourly	30.4723	31.9960	33.5957	35.2755	37.0393	
269		Monthly	5,281.87	5,545.97	5,823.26	6,114.42	6,420.14	
270		Hourly	30.5485	32.0759	33.6797	35.3637	37.1319	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
270		Monthly	5,295.08	5,559.83	5,837.82	6,129.71	6,436.19	
271	Communications Operator II							IBEW
271		Hourly	30.6249	32.1561	33.7640	35.4521	37.2247	
271		Monthly	5,308.32	5,573.73	5,852.42	6,145.03	6,452.28	
272		Hourly	30.7015	32.2366	33.8484	35.5408	37.3178	
272		Monthly	5,321.59	5,587.67	5,867.05	6,160.40	6,468.41	
273		Hourly	30.7782	32.3171	33.9330	35.6296	37.4111	
273		Monthly	5,334.89	5,601.63	5,881.72	6,175.80	6,484.59	
274	Electrician							IBEW
274	Senior Equipment Mechanic							IBEW
274	Senior Meter Mechanic							IBEW
274	Senior Water Distribution Technician							IBEW
274		Hourly	30.8552	32.3979	34.0178	35.7187	37.5046	
274		Monthly	5,348.23	5,615.64	5,896.42	6,191.24	6,500.80	
275		Hourly	30.9323	32.4789	34.1028	35.8080	37.5984	
275		Monthly	5,361.60	5,629.68	5,911.16	6,206.72	6,517.05	
276		Hourly	31.0096	32.5601	34.1881	35.8975	37.6923	
276		Monthly	5,375.00	5,643.75	5,925.94	6,222.23	6,533.34	
277		Hourly	31.0872	32.6415	34.2736	35.9873	37.7866	
277		Monthly	5,388.44	5,657.86	5,940.75	6,237.79	6,549.68	
278		Hourly	31.1649	32.7231	34.3593	36.0772	37.8811	
278		Monthly	5,401.91	5,672.01	5,955.61	6,253.38	6,566.05	
279		Hourly	31.2428	32.8049	34.4451	36.1674	37.9757	
279		Monthly	5,415.42	5,686.19	5,970.49	6,269.02	6,582.46	
280		Hourly	31.3209	32.8869	34.5313	36.2578	38.0707	
280		Monthly	5,428.95	5,700.40	5,985.42	6,284.69	6,598.92	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
281	Laboratory Analyst I							IBEW
281		Hourly	31.3992	32.9691	34.6176	36.3485	38.1659	
281		Monthly	5,442.53	5,714.65	6,000.38	6,300.40	6,615.42	
282		Hourly	31.4777	33.0516	34.7041	36.4393	38.2613	
282		Monthly	5,456.13	5,728.94	6,015.38	6,316.15	6,631.96	
283		Hourly	31.5564	33.1342	34.7909	36.5304	38.3570	
283		Monthly	5,469.77	5,743.26	6,030.42	6,331.94	6,648.54	
284	Building Supervisor							IBEW
284		Hourly	31.6353	33.2170	34.8779	36.6218	38.4528	
284		Monthly	5,483.45	5,757.62	6,045.50	6,347.77	6,665.16	
285		Hourly	31.7144	33.3001	34.9651	36.7133	38.5490	
285		Monthly	5,497.16	5,772.01	6,060.61	6,363.64	6,681.82	
286		Hourly	31.7937	33.3833	35.0525	36.8051	38.6454	
286		Monthly	5,510.90	5,786.44	6,075.76	6,379.55	6,698.53	
287		Hourly	31.8732	33.4668	35.1401	36.8971	38.7419	
287		Monthly	5,524.68	5,800.91	6,090.95	6,395.50	6,715.27	
288		Hourly	31.9528	33.5504	35.2280	36.9894	38.8388	
288		Monthly	5,538.49	5,815.41	6,106.18	6,411.49	6,732.06	
289		Hourly	32.0327	33.6343	35.3161	37.0818	38.9359	
289		Monthly	5,552.33	5,829.95	6,121.45	6,427.52	6,748.89	
290		Hourly	32.1128	33.7184	35.4043	37.1746	39.0332	
290		Monthly	5,566.21	5,844.53	6,136.75	6,443.59	6,765.76	
291		Hourly	32.1931	33.8027	35.4928	37.2674	39.1308	
291		Monthly	5,580.13	5,859.14	6,152.09	6,459.69	6,782.68	
292		Hourly	32.2735	33.8872	35.5816	37.3606	39.2286	
292		Monthly	5,594.08	5,873.78	6,167.47	6,475.84	6,799.63	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
293		Hourly	32.3543	33.9719	35.6705	37.4540	39.3267	
293		Monthly	5,608.07	5,888.47	6,182.89	6,492.03	6,816.63	
294	Assistant Planner							IBEW
294	Traffic and Lighting Technician II							IBEW
294		Hourly	32.4351	34.0569	35.7597	37.5477	39.4250	
294		Monthly	5,622.09	5,903.19	6,198.35	6,508.26	6,833.67	
295		Hourly	32.5162	34.1420	35.8491	37.6415	39.5236	
295		Monthly	5,636.14	5,917.95	6,213.84	6,524.53	6,850.76	
296		Hourly	32.5975	34.2273	35.9387	37.7357	39.6224	
296		Monthly	5,650.23	5,932.74	6,229.38	6,540.85	6,867.89	
297		Hourly	32.6790	34.3129	36.0286	37.8300	39.7215	
297		Monthly	5,664.36	5,947.57	6,244.95	6,557.20	6,885.06	
298		Hourly	32.7607	34.3987	36.1186	37.9246	39.8208	
298		Monthly	5,678.52	5,962.44	6,260.56	6,573.59	6,902.27	
299	Contracts and Records Technician							CAMP
299	Executive Secretary Conf							CAMP
299		Hourly	32.8426	34.4847	36.2090	38.0193	39.9203	
299		Monthly	5,692.71	5,977.35	6,276.22	6,590.02	6,919.52	
300		Hourly	32.9247	34.5709	36.2995	38.1144	40.0201	
300		Monthly	5,706.95	5,992.29	6,291.91	6,606.50	6,936.82	
301		Hourly	33.0070	34.6573	36.3902	38.2097	40.1202	
301		Monthly	5,721.21	6,007.27	6,307.64	6,623.02	6,954.16	
302		Hourly	33.0895	34.7440	36.4812	38.3052	40.2205	
302		Monthly	5,735.52	6,022.29	6,323.41	6,639.57	6,971.55	
303		Hourly	33.1723	34.8309	36.5724	38.4010	40.3210	
303		Monthly	5,749.86	6,037.35	6,339.21	6,656.17	6,988.98	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
304	Building Inspector I							IBEW
304	Engineering Technician II							IBEW
304	Fire Prevention Inspector							IBEW
304	Housing Specialist Supervisor							IBEW
304		Hourly	33.2552	34.9179	36.6638	38.4970	40.4218	
304		Monthly	5,764.23	6,052.44	6,355.06	6,672.81	7,006.45	
305		Hourly	33.3383	35.0052	36.7555	38.5932	40.5229	
305		Monthly	5,778.64	6,067.57	6,370.95	6,689.49	7,023.97	
306		Hourly	33.4217	35.0927	36.8474	38.6897	40.6242	
306		Monthly	5,793.09	6,082.74	6,386.88	6,706.22	7,041.53	
307		Hourly	33.5052	35.1805	36.9395	38.7864	40.7258	
307		Monthly	5,807.57	6,097.95	6,402.84	6,722.98	7,059.13	
308		Hourly	33.5890	35.2684	37.0318	38.8834	40.8276	
308		Monthly	5,822.09	6,113.19	6,418.85	6,739.79	7,076.78	
309		Hourly	33.6729	35.3566	37.1244	38.9806	40.9296	
309		Monthly	5,836.64	6,128.48	6,434.90	6,756.64	7,094.47	
310	Utility Mechanic I							IBEW
310		Hourly	33.7572	35.4450	37.2173	39.0781	41.0320	
310		Monthly	5,851.24	6,143.80	6,450.99	6,773.53	7,112.21	
311		Hourly	33.8415	35.5336	37.3103	39.1758	41.1346	
311		Monthly	5,865.86	6,159.16	6,467.11	6,790.47	7,129.99	
312	Executive Assistant to the Mayor							Unrep
312		Hourly	33.9261	35.6224	37.4035	39.2737	41.2374	
312		Monthly	5,880.53	6,174.55	6,483.28	6,807.44	7,147.81	
313		Hourly	34.0109	35.7115	37.4971	39.3719	41.3405	
313		Monthly	5,895.23	6,189.99	6,499.49	6,824.46	7,165.68	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
314	IS Services Specialist							IBEW
314		Hourly	34.0960	35.8008	37.5908	39.4703	41.4438	
314		Monthly	5,909.97	6,205.47	6,515.74	6,841.52	7,183.60	
315		Hourly	34.1812	35.8903	37.6848	39.5690	41.5474	
315		Monthly	5,924.74	6,220.98	6,532.03	6,858.63	7,201.55	
316		Hourly	34.2666	35.9800	37.7790	39.6679	41.6513	
316		Monthly	5,939.55	6,236.53	6,548.36	6,875.77	7,219.56	
317		Hourly	34.3523	36.0699	37.8734	39.7671	41.7554	
317		Monthly	5,954.40	6,252.12	6,564.73	6,892.96	7,237.61	
318		Hourly	34.4382	36.1601	37.9681	39.8665	41.8598	
318		Monthly	5,969.29	6,267.75	6,581.14	6,910.19	7,255.70	
319		Hourly	34.5243	36.2505	38.0630	39.9662	41.9645	
319		Monthly	5,984.21	6,283.42	6,597.59	6,927.47	7,273.84	
320		Hourly	34.6106	36.3411	38.1582	40.0661	42.0694	
320		Monthly	5,999.17	6,299.13	6,614.09	6,944.79	7,292.03	
321		Hourly	34.6971	36.4320	38.2536	40.1663	42.1746	
321		Monthly	6,014.17	6,314.88	6,630.62	6,962.15	7,310.26	
322		Hourly	34.7839	36.5231	38.3492	40.2667	42.2800	
322		Monthly	6,029.21	6,330.67	6,647.20	6,979.56	7,328.53	
323	Laboratory Analyst II							IBEW
323		Hourly	34.8708	36.6144	38.4451	40.3674	42.3857	
323		Monthly	6,044.28	6,346.49	6,663.82	6,997.01	7,346.85	
324	Crime Analyst							IBEW
324	GIS Specialist I							IBEW
324		Hourly	34.9580	36.7059	38.5412	40.4683	42.4917	
324		Monthly	6,059.39	6,362.36	6,680.48	7,014.50	7,365.22	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
325		Hourly	35.0454	36.7977	38.6376	40.5694	42.5979	
325		Monthly	6,074.54	6,378.26	6,697.18	7,032.03	7,383.63	
326		Hourly	35.1330	36.8897	38.7342	40.6708	42.7044	
326		Monthly	6,089.72	6,394.21	6,713.92	7,049.61	7,402.09	
327		Hourly	35.2209	36.9819	38.8310	40.7725	42.8112	
327		Monthly	6,104.95	6,410.20	6,730.71	7,067.24	7,420.60	
328		Hourly	35.3089	37.0743	38.9281	40.8745	42.9182	
328		Monthly	6,120.21	6,426.22	6,747.53	7,084.91	7,439.15	
329	Police Records Supervisor							IBEW
329		Hourly	35.3972	37.1671	39.0254	40.9767	43.0255	
329		Monthly	6,135.51	6,442.29	6,764.40	7,102.62	7,457.75	
330	Accountant							IBEW
330	Instrument Technician I							IBEW
330		Hourly	35.4857	37.2599	39.1229	41.0791	43.1330	
330		Monthly	6,150.85	6,458.39	6,781.31	7,120.37	7,476.39	
331	Marina Supervisor							IBEW
331	Public Works Supervisor							IBEW
331		Hourly	35.5744	37.3531	39.2208	41.1818	43.2408	
331		Monthly	6,166.23	6,474.54	6,798.27	7,138.18	7,495.08	
332		Hourly	35.6633	37.4465	39.3188	41.2847	43.3490	
332		Monthly	6,181.64	6,490.73	6,815.26	7,156.02	7,513.82	
333	Equipment Maintenance Supervisor							IBEW
333	Landscape Inspector							IBEW
333	Landscape Supervisor							IBEW
333		Hourly	35.7525	37.5401	39.4171	41.3879	43.4573	
333		Monthly	6,197.10	6,506.95	6,832.30	7,173.91	7,532.60	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
334	Associate Planner							IBEW
334	Building Inspector II							IBEW
334		Hourly	35.8419	37.6340	39.5157	41.4914	43.5660	
334		Monthly	6,212.59	6,523.22	6,849.38	7,191.85	7,551.44	
335		Hourly	35.9315	37.7281	39.6144	41.5952	43.6749	
335		Monthly	6,228.12	6,539.53	6,866.50	7,209.83	7,570.31	
336		Hourly	36.0213	37.8224	39.7135	41.6991	43.7841	
336		Monthly	6,243.69	6,555.88	6,883.67	7,227.85	7,589.24	
337		Hourly	36.1113	37.9169	39.8128	41.8034	43.8935	
337		Monthly	6,259.30	6,572.27	6,900.88	7,245.92	7,608.21	
338		Hourly	36.2016	38.0117	39.9123	41.9079	44.0033	
338		Monthly	6,274.95	6,588.70	6,918.13	7,264.03	7,627.23	
339	Deputy City Clerk							CAMP
339		Hourly	36.2922	38.1068	40.0121	42.0126	44.1133	
339		Monthly	6,290.64	6,605.17	6,935.43	7,282.19	7,646.30	
340		Hourly	36.3828	38.2020	40.1121	42.1177	44.2236	
340		Monthly	6,306.36	6,621.68	6,952.76	7,300.40	7,665.42	
341		Hourly	36.4738	38.2975	40.2124	42.2230	44.3341	
341		Monthly	6,322.13	6,638.24	6,970.15	7,318.65	7,684.58	
342	Communications Supervisor							IBEW
342		Hourly	36.5650	38.3933	40.3129	42.3286	44.4449	
342		Monthly	6,337.93	6,654.83	6,987.57	7,336.95	7,703.79	
343	Senior Engineering Technician							IBEW
343		Hourly	36.6564	38.4893	40.4137	42.4344	44.5561	
343		Monthly	6,353.78	6,671.47	7,005.04	7,355.29	7,723.05	
344		Hourly	36.7480	38.5855	40.5147	42.5405	44.6675	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
344		Monthly	6,369.66	6,688.15	7,022.55	7,373.68	7,742.36	
345		Hourly	36.8399	38.6819	40.6160	42.6468	44.7792	
345		Monthly	6,385.59	6,704.87	7,040.11	7,392.11	7,761.72	
346		Hourly	36.9320	38.7786	40.7176	42.7534	44.8911	
346		Monthly	6,401.55	6,721.63	7,057.71	7,410.59	7,781.12	
347		Hourly	37.0244	38.8756	40.8193	42.8603	45.0033	
347		Monthly	6,417.56	6,738.43	7,075.35	7,429.12	7,800.57	
348		Hourly	37.1169	38.9728	40.9214	42.9674	45.1158	
348		Monthly	6,433.60	6,755.28	7,093.04	7,447.69	7,820.07	
349		Hourly	37.2097	39.0702	41.0237	43.0749	45.2286	
349		Monthly	6,449.68	6,772.17	7,110.78	7,466.31	7,839.62	
350		Hourly	37.3028	39.1679	41.1263	43.1826	45.3417	
350		Monthly	6,465.81	6,789.10	7,128.55	7,484.98	7,859.22	
351		Hourly	37.3960	39.2658	41.2291	43.2905	45.4550	
351		Monthly	6,481.97	6,806.07	7,146.37	7,503.69	7,878.87	
352	Utility Mechanic II							IBEW
352		Hourly	37.4895	39.3640	41.3322	43.3988	45.5687	
352		Monthly	6,498.18	6,823.09	7,164.24	7,522.45	7,898.57	
353		Hourly	37.5832	39.4623	41.4355	43.5072	45.6826	
353		Monthly	6,514.42	6,840.14	7,182.15	7,541.25	7,918.31	
354		Hourly	37.6772	39.5610	41.5391	43.6160	45.7968	
354		Monthly	6,530.71	6,857.24	7,200.11	7,560.11	7,938.11	
355		Hourly	37.7714	39.6599	41.6429	43.7251	45.9113	
355		Monthly	6,547.04	6,874.39	7,218.11	7,579.01	7,957.96	
356		Hourly	37.8658	39.7591	41.7470	43.8344	46.0261	
356		Monthly	6,563.40	6,891.57	7,236.15	7,597.96	7,977.85	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
357		Hourly	37.9604	39.8585	41.8514	43.9439	46.1412	
357		Monthly	6,579.81	6,908.80	7,254.24	7,616.95	7,997.80	
358	Administrative Analyst I							CAMP
358	Community and Volunteer Coordinator							CAMP
358	Paralegal							CAMP
358	Personnel Analyst I							CAMP
358		Hourly	38.0553	39.9581	41.9560	44.0538	46.2565	
358		Monthly	6,596.26	6,926.07	7,272.38	7,635.99	8,017.79	
359		Hourly	38.1505	40.0580	42.0609	44.1639	46.3721	
359		Monthly	6,612.75	6,943.39	7,290.56	7,655.08	8,037.83	
360		Hourly	38.2458	40.1582	42.1660	44.2743	46.4881	
360		Monthly	6,629.28	6,960.75	7,308.78	7,674.22	8,057.93	
361		Hourly	38.3415	40.2586	42.2715	44.3851	46.6043	
361		Monthly	6,645.86	6,978.15	7,327.06	7,693.41	8,078.07	
362	Utility Supervisor							IBEW
362	Water Quality Analyst							IBEW
362		Hourly	38.4373	40.3592	42.3771	44.4960	46.7208	
362		Monthly	6,662.47	6,995.60	7,345.37	7,712.64	8,098.27	
363	GIS Specialist II							IBEW
363	Senior Building Inspector							IBEW
363		Hourly	38.5334	40.4601	42.4831	44.6072	46.8376	
363		Monthly	6,679.13	7,013.08	7,363.74	7,731.92	8,118.51	
364		Hourly	38.6298	40.5613	42.5893	44.7188	46.9547	
364		Monthly	6,695.83	7,030.62	7,382.15	7,751.25	8,138.81	
365	Community Development Analyst I							IBEW
365		Hourly	38.7264	40.6626	42.6958	44.8306	47.0721	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
365		Monthly	6,712.57	7,048.19	7,400.60	7,770.63	8,159.16	
366		Hourly	38.8232	40.7643	42.8025	44.9427	47.1898	
366		Monthly	6,729.35	7,065.81	7,419.10	7,790.06	8,179.56	
367		Hourly	38.9202	40.8662	42.9095	45.0550	47.3077	
367		Monthly	6,746.17	7,083.48	7,437.65	7,809.53	8,200.00	
368		Hourly	39.0175	40.9684	43.0168	45.1677	47.4260	
368		Monthly	6,763.04	7,101.19	7,456.25	7,829.06	8,220.50	
369		Hourly	39.1150	41.0708	43.1244	45.2806	47.5446	
369		Monthly	6,779.94	7,118.94	7,474.89	7,848.63	8,241.06	
370		Hourly	39.2128	41.1735	43.2321	45.3938	47.6634	
370		Monthly	6,796.89	7,136.74	7,493.57	7,868.25	8,261.66	
371		Hourly	39.3109	41.2764	43.3403	45.5072	47.7826	
371		Monthly	6,813.89	7,154.58	7,512.31	7,887.92	8,282.31	
372	Instrument Technician II							IBEW
372	Senior Landscape Inspector							IBEW
372		Hourly	39.4092	41.3796	43.4486	45.6210	47.9020	
372		Monthly	6,830.92	7,172.47	7,531.09	7,907.64	8,303.02	
373	Senior Code Enforcement Officer							IBEW
373		Hourly	39.5077	41.4831	43.5572	45.7351	48.0218	
373		Monthly	6,848.00	7,190.40	7,549.92	7,927.41	8,323.78	
374		Hourly	39.6065	41.5868	43.6661	45.8494	48.1419	
374		Monthly	6,865.12	7,208.37	7,568.79	7,947.23	8,344.59	
375		Hourly	39.7055	41.6907	43.7753	45.9640	48.2622	
375		Monthly	6,882.28	7,226.39	7,587.71	7,967.10	8,365.45	
376		Hourly	39.8048	41.7950	43.8847	46.0789	48.3828	
376		Monthly	6,899.49	7,244.46	7,606.68	7,987.01	8,386.36	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
377		Hourly	39.9042	41.8994	43.9944	46.1941	48.5038	
377		Monthly	6,916.73	7,262.57	7,625.70	8,006.98	8,407.33	
378		Hourly	40.0040	42.0042	44.1044	46.3096	48.6250	
378		Monthly	6,934.03	7,280.73	7,644.76	8,027.00	8,428.34	
379		Hourly	40.1040	42.1092	44.2146	46.4254	48.7467	
379		Monthly	6,951.36	7,298.93	7,663.87	8,047.07	8,449.42	
380		Hourly	40.2043	42.2145	44.3252	46.5414	48.8685	
380		Monthly	6,968.74	7,317.18	7,683.03	8,067.18	8,470.54	
381		Hourly	40.3048	42.3200	44.4360	46.6578	48.9907	
381		Monthly	6,986.16	7,335.47	7,702.24	8,087.35	8,491.72	
382		Hourly	40.4056	42.4258	44.5471	46.7744	49.1131	
382		Monthly	7,003.63	7,353.81	7,721.50	8,107.57	8,512.94	
383	Assistant Engineer							IBEW
383	Forensic Analyst	Hourly	40.5066	42.5319	44.6585	46.8914	49.2359	IBEW
383		Monthly	7,021.14	7,372.19	7,740.80	8,127.84	8,534.23	
384		Hourly	40.6078	42.6382	44.7701	47.0086	49.3590	
384		Monthly	7,038.69	7,390.62	7,760.15	8,148.16	8,555.56	
385		Hourly	40.7094	42.7448	44.8820	47.1261	49.4824	
385		Monthly	7,056.29	7,409.10	7,779.55	8,168.53	8,576.95	
386		Hourly	40.8111	42.8517	44.9942	47.2439	49.6061	
386		Monthly	7,073.93	7,427.62	7,799.00	8,188.95	8,598.39	
387		Hourly	40.9131	42.9588	45.1067	47.3620	49.7301	
387		Monthly	7,091.61	7,446.19	7,818.50	8,209.42	8,619.89	
388	Media Services Specialist							CAMP
388		Hourly	41.0154	43.0662	45.2195	47.4805	49.8545	
388		Monthly	7,109.34	7,464.81	7,838.05	8,229.95	8,641.44	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
389		Hourly	41.1179	43.1739	45.3325	47.5992	49.9791	
389		Monthly	7,127.11	7,483.47	7,857.64	8,250.52	8,663.04	
390	Payroll Supervisor							IBEW
390	Senior Accountant							IBEW
390		Hourly	41.2208	43.2818	45.4459	47.7182	50.1040	
390		Monthly	7,144.93	7,502.18	7,877.29	8,271.15	8,684.70	
391	Senior Utility Mechanic							IBEW
391		Hourly	41.3238	43.3900	45.5595	47.8374	50.2293	
391		Monthly	7,162.79	7,520.93	7,896.98	8,291.82	8,706.41	
392		Hourly	41.4271	43.4985	45.6734	47.9570	50.3549	
392		Monthly	7,180.70	7,539.74	7,916.72	8,312.55	8,728.18	
393		Hourly	41.5307	43.6073	45.7876	48.0770	50.4808	
393		Monthly	7,198.65	7,558.59	7,936.51	8,333.34	8,750.00	
394		Hourly	41.6345	43.7162	45.9020	48.1971	50.6069	
394		Monthly	7,216.65	7,577.48	7,956.35	8,354.17	8,771.87	
395		Hourly	41.7386	43.8256	46.0168	48.3176	50.7335	
395		Monthly	7,234.69	7,596.43	7,976.24	8,375.05	8,793.80	
396		Hourly	41.8430	43.9351	46.1319	48.4384	50.8603	
396		Monthly	7,252.78	7,615.42	7,996.19	8,395.99	8,815.79	
397		Hourly	41.9476	44.0449	46.2472	48.5595	50.9875	
397		Monthly	7,270.91	7,634.45	8,016.18	8,416.98	8,837.83	
398	Executive Assistant to the City Manager							Unrep
398	Law Office Supervisor							Unrep
398		Hourly	42.0524	44.1550	46.3628	48.6809	51.1149	
398		Monthly	7,289.09	7,653.54	8,036.22	8,438.02	8,859.92	
399		Hourly	42.1576	44.2654	46.4787	48.8026	51.2427	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
399		Monthly	7,307.31	7,672.67	8,056.31	8,459.12	8,882.07	
400		Hourly	42.2630	44.3761	46.5949	48.9246	51.3708	
400		Monthly	7,325.58	7,691.86	8,076.45	8,480.27	8,904.28	
401		Hourly	42.3686	44.4871	46.7114	49.0469	51.4993	
401		Monthly	7,343.89	7,711.09	8,096.64	8,501.47	8,926.54	
402		Hourly	42.4745	44.5982	46.8282	49.1695	51.6280	
402		Monthly	7,362.25	7,730.36	8,116.88	8,522.72	8,948.85	
403	GIS Specialist III							IBEW
403		Hourly	42.5807	44.7098	46.9452	49.2925	51.7571	
403		Monthly	7,380.66	7,749.69	8,137.17	8,544.03	8,971.23	
404	Community Development Analyst II							IBEW
404		Hourly	42.6872	44.8215	47.0626	49.4157	51.8864	
404		Monthly	7,399.11	7,769.06	8,157.52	8,565.39	8,993.65	
405		Hourly	42.7939	44.9336	47.1803	49.5392	52.0162	
405		Monthly	7,417.61	7,788.49	8,177.91	8,586.80	9,016.14	
406		Hourly	42.9009	45.0459	47.2982	49.6631	52.1462	
406		Monthly	7,436.15	7,807.96	8,198.35	8,608.27	9,038.68	
407		Hourly	43.0081	45.1585	47.4164	49.7873	52.2766	
407		Monthly	7,454.74	7,827.48	8,218.85	8,629.79	9,061.28	
408		Hourly	43.1157	45.2714	47.5350	49.9117	52.4073	
408		Monthly	7,473.38	7,847.05	8,239.40	8,651.36	9,083.93	
409		Hourly	43.2234	45.3846	47.6538	50.0365	52.5383	
409		Monthly	7,492.06	7,866.66	8,260.00	8,672.99	9,106.64	
410	Senior Instrument Technician							IBEW
410		Hourly	43.3315	45.4981	47.7730	50.1616	52.6697	
410		Monthly	7,510.79	7,886.33	8,280.65	8,694.68	9,129.41	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
411		Hourly	43.4398	45.6118	47.8924	50.2870	52.8013	
411		Monthly	7,529.57	7,906.05	8,301.35	8,716.41	9,152.23	
412		Hourly	43.5484	45.7258	48.0121	50.4127	52.9333	
412		Monthly	7,548.39	7,925.81	8,322.10	8,738.20	9,175.11	
413	Water Treatment Plant Operator							IBEW
413		Hourly	43.6573	45.8402	48.1322	50.5388	53.0657	
413		Monthly	7,567.26	7,945.63	8,342.91	8,760.05	9,198.05	
414		Hourly	43.7664	45.9548	48.2525	50.6651	53.1983	
414		Monthly	7,586.18	7,965.49	8,363.76	8,781.95	9,221.04	
415		Hourly	43.8759	46.0696	48.3731	50.7917	53.3313	
415		Monthly	7,605.15	7,985.40	8,384.67	8,803.90	9,244.09	
416		Hourly	43.9855	46.1848	48.4940	50.9187	53.4646	
416		Monthly	7,624.16	8,005.37	8,405.63	8,825.91	9,267.20	
417		Hourly	44.0955	46.3003	48.6153	51.0460	53.5983	
417		Monthly	7,643.22	8,025.38	8,426.65	8,847.98	9,290.37	
418	Administrative Analyst II							CAMP
418	Personnel Analyst II							CAMP
418	HRIS Analyst	Hourly	44.2058	46.4160	48.7368	51.1737	53.7323	
418		Monthly	7,662.33	8,045.44	8,447.71	8,870.10	9,313.60	
419		Hourly	44.3162	46.5321	48.8586	51.3016	53.8666	
419		Monthly	7,681.48	8,065.56	8,468.83	8,892.27	9,336.88	
420		Hourly	44.4271	46.6484	48.9808	51.4298	54.0013	
420		Monthly	7,700.69	8,085.72	8,490.01	8,914.50	9,360.22	
421		Hourly	44.5381	46.7650	49.1033	51.5584	54.1363	
421		Monthly	7,719.94	8,105.94	8,511.23	8,936.79	9,383.63	
422		Hourly	44.6495	46.8819	49.2260	51.6873	54.2716	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
422		Monthly	7,739.24	8,126.20	8,532.51	8,959.13	9,407.08	
423	Building Plan Engineer							IBEW
423		Hourly	44.7611	46.9992	49.3491	51.8165	54.4073	
423		Monthly	7,758.59	8,146.52	8,553.84	8,981.53	9,430.60	
424		Hourly	44.8730	47.1166	49.4725	51.9460	54.5433	
424		Monthly	7,777.98	8,166.88	8,575.23	9,003.98	9,454.18	
425		Hourly	44.9852	47.2344	49.5961	52.0759	54.6797	
425		Monthly	7,797.43	8,187.30	8,596.66	9,026.49	9,477.81	
426		Hourly	45.0976	47.3525	49.7201	52.2061	54.8164	
426		Monthly	7,816.92	8,207.77	8,618.15	9,049.06	9,501.51	
427		Hourly	45.2104	47.4709	49.8444	52.3366	54.9534	
427		Monthly	7,836.47	8,228.29	8,639.70	9,071.68	9,525.26	
428	Marina Manager							CAMP
428	Network Administrator							CAMP
428		Hourly	45.3234	47.5896	49.9690	52.4675	55.0908	
428		Monthly	7,856.06	8,248.86	8,661.30	9,094.36	9,549.08	
429		Hourly	45.4367	47.7085	50.0939	52.5987	55.2286	
429		Monthly	7,875.70	8,269.48	8,682.95	9,117.10	9,572.95	
430		Hourly	45.5503	47.8278	50.2192	52.7301	55.3666	
430		Monthly	7,895.39	8,290.15	8,704.66	9,139.89	9,596.88	
431		Hourly	45.6642	47.9474	50.3447	52.8620	55.5050	
431		Monthly	7,915.12	8,310.88	8,726.42	9,162.74	9,620.87	
432		Hourly	45.7783	48.0673	50.4706	52.9941	55.6438	
432		Monthly	7,934.91	8,331.66	8,748.24	9,185.65	9,644.92	
433	Advanced Water Treatment Plant Operator							IBEW
433		Hourly	45.8928	48.1874	50.5968	53.1266	55.7829	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
433		Monthly	7,954.75	8,352.49	8,770.11	9,208.61	9,669.04	
434		Hourly	46.0075	48.3079	50.7233	53.2594	55.9224	
434		Monthly	7,974.64	8,373.37	8,792.03	9,231.63	9,693.21	
435		Hourly	46.1225	48.4287	50.8501	53.3926	56.0622	
435		Monthly	7,994.57	8,394.30	8,814.01	9,254.71	9,717.44	
436		Hourly	46.2378	48.5498	50.9772	53.5261	56.2023	
436		Monthly	8,014.56	8,415.29	8,836.05	9,277.85	9,741.74	
437		Hourly	46.3535	48.6711	51.1047	53.6598	56.3428	
437		Monthly	8,034.60	8,436.32	8,858.14	9,301.04	9,766.09	
438	Communications Manager							CAMP
438		Hourly	46.4693	48.7928	51.2324	53.7940	56.4837	
438		Monthly	8,054.68	8,457.42	8,880.28	9,324.30	9,790.51	
439		Hourly	46.5855	48.9148	51.3605	53.9285	56.6249	
439		Monthly	8,074.82	8,478.56	8,902.49	9,347.61	9,814.98	
440		Hourly	46.7020	49.0371	51.4889	54.0633	56.7665	
440		Monthly	8,095.01	8,499.76	8,924.74	9,370.98	9,839.52	
441	Deputy City Attorney I							CAMP
441		Hourly	46.8187	49.1597	51.6176	54.1985	56.9084	
441		Monthly	8,115.24	8,521.01	8,947.05	9,394.40	9,864.12	
442	Associate Civil Engineer							IBEW
442	Building Inspection Supervisor							IBEW
442	Plan Check Engineer							IBEW
442		Hourly	46.9358	49.2826	51.7467	54.3340	57.0507	
442		Monthly	8,135.53	8,542.31	8,969.42	9,417.89	9,888.78	
443		Hourly	47.0531	49.4057	51.8760	54.4698	57.1933	
443		Monthly	8,155.87	8,563.66	8,991.84	9,441.43	9,913.50	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
444		Hourly	47.1707	49.5293	52.0057	54.6060	57.3362	
444		Monthly	8,176.26	8,585.07	9,014.32	9,465.04	9,938.28	
445		Hourly	47.2887	49.6531	52.1357	54.7425	57.4796	
445		Monthly	8,196.70	8,606.54	9,036.86	9,488.70	9,963.13	
446		Hourly	47.4069	49.7772	52.2661	54.8793	57.6233	
446		Monthly	8,217.19	8,628.05	9,059.45	9,512.42	9,988.04	
447		Hourly	47.5254	49.9017	52.3967	55.0165	57.7674	
447		Monthly	8,237.74	8,649.62	9,082.10	9,536.20	10,013.01	
448	Laboratory Supervisor							CAMP
448	Landscape Maintenance Manager							CAMP
448	Police Record Manager							CAMP
448		Hourly	47.6442	50.0264	52.5278	55.1541	57.9118	
448		Monthly	8,258.33	8,671.25	9,104.81	9,560.04	10,038.04	
449		Hourly	47.7633	50.1515	52.6591	55.2920	58.0566	
449		Monthly	8,278.98	8,692.92	9,127.57	9,583.94	10,063.14	
450		Hourly	47.8827	50.2769	52.7907	55.4302	58.2017	
450		Monthly	8,299.67	8,714.66	9,150.39	9,607.90	10,088.29	
451		Hourly	48.0024	50.4025	52.9227	55.5688	58.3472	
451		Monthly	8,320.42	8,736.44	9,173.26	9,631.92	10,113.51	
452		Hourly	48.1224	50.5285	53.0550	55.7077	58.4931	
452		Monthly	8,341.22	8,758.28	9,196.20	9,656.00	10,138.80	
453		Hourly	48.2428	50.6549	53.1876	55.8470	58.6393	
453		Monthly	8,362.08	8,780.18	9,219.19	9,680.14	10,164.15	
454		Hourly	48.3633	50.7815	53.3206	55.9866	58.7859	
454		Monthly	8,382.98	8,802.13	9,242.23	9,704.34	10,189.56	
455		Hourly	48.4843	50.9085	53.4539	56.1265	58.9329	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
455		Monthly	8,403.94	8,824.14	9,265.34	9,728.60	10,215.03	
456		Hourly	48.6055	51.0358	53.5875	56.2669	59.0802	
456		Monthly	8,424.95	8,846.20	9,288.50	9,752.93	10,240.57	
457		Hourly	48.7270	51.1633	53.7215	56.4076	59.2279	
457		Monthly	8,446.01	8,868.31	9,311.72	9,777.31	10,266.17	
458	Assistant Water Distribution Superintendent							CAMP
458	Development Permit Coordinator							CAMP
458	Fleet Manager							CAMP
458	Senior Planner							CAMP
458		Hourly	48.8488	51.2912	53.8558	56.5486	59.3759	
458		Monthly	8,467.13	8,890.48	9,335.00	9,801.75	10,291.83	
459		Hourly	48.9709	51.4195	53.9904	56.6900	59.5244	
459		Monthly	8,488.29	8,912.71	9,358.34	9,826.26	10,317.56	
460		Hourly	49.0933	51.5480	54.1254	56.8317	59.6732	
460		Monthly	8,509.51	8,934.99	9,381.74	9,850.82	10,343.36	
461		Hourly	49.2161	51.6769	54.2607	56.9738	59.8224	
461		Monthly	8,530.79	8,957.33	9,405.19	9,875.45	10,369.22	
462		Hourly	49.3392	51.8061	54.3963	57.1162	59.9720	
462		Monthly	8,552.12	8,979.72	9,428.70	9,900.14	10,395.14	
463		Hourly	49.4625	51.9356	54.5324	57.2590	60.1219	
463		Monthly	8,573.50	9,002.17	9,452.28	9,924.89	10,421.13	
464	Senior Community Development Analyst							IBEW
464		Hourly	49.5861	52.0655	54.6687	57.4021	60.2722	
464		Monthly	8,594.93	9,024.68	9,475.91	9,949.70	10,447.18	
465		Hourly	49.7101	52.1956	54.8054	57.5456	60.4229	
465		Monthly	8,616.42	9,047.24	9,499.60	9,974.57	10,473.30	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
466	Plant Maintenance Supervisor							CAMP
466		Hourly	49.8344	52.3261	54.9424	57.6895	60.5739	
466		Monthly	8,637.96	9,069.86	9,523.35	9,999.51	10,499.48	
467	Housing Project Developer							CAMP
467	Purchasing Manager							CAMP
467	Senior Personnel Analyst							CAMP
467		Hourly	49.9589	52.4569	55.0797	57.8337	60.7254	
467		Monthly	8,659.55	9,092.53	9,547.15	10,024.51	10,525.73	
468		Hourly	50.0838	52.5880	55.2174	57.9783	60.8772	
468		Monthly	8,681.20	9,115.26	9,571.02	10,049.57	10,552.04	
469		Hourly	50.2090	52.7195	55.3555	58.1232	61.0293	
469		Monthly	8,702.90	9,138.05	9,594.95	10,074.69	10,578.42	
470		Hourly	50.3346	52.8513	55.4939	58.2685	61.1819	
470		Monthly	8,724.66	9,160.89	9,618.94	10,099.88	10,604.87	
471		Hourly	50.4604	52.9835	55.6326	58.4142	61.3349	
471		Monthly	8,746.47	9,183.80	9,642.98	10,125.13	10,631.38	
472	Water Treatment Plant Supervisor							IBEW
472	Water Treatment Regulatory Compliance Officer							IBEW
472		Hourly	50.5866	53.1159	55.7717	58.5602	61.4882	
472		Monthly	8,768.34	9,206.76	9,667.09	10,150.44	10,657.96	
473		Hourly	50.7130	53.2487	55.9111	58.7067	61.6420	
473		Monthly	8,790.26	9,229.77	9,691.26	10,175.82	10,684.61	
474		Hourly	50.8398	53.3818	56.0509	58.8534	61.7961	
474		Monthly	8,812.24	9,252.85	9,715.49	10,201.26	10,711.32	
475		Hourly	50.9669	53.5153	56.1910	59.0005	61.9505	
475		Monthly	8,834.27	9,275.98	9,739.78	10,226.76	10,738.09	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
476		Hourly	51.0943	53.6491	56.3315	59.1481	62.1054	
476		Monthly	8,856.35	9,299.17	9,764.13	10,252.33	10,764.94	
477	Asset Manager							CAMP
477	Assistant Maintenance Superintendent	Hourly	51.2221	53.7832	56.4723	59.2959	62.2607	CAMP
477		Monthly	8,878.49	9,322.42	9,788.54	10,277.96	10,791.85	
478		Hourly	51.3501	53.9176	56.6135	59.4441	62.4163	
478		Monthly	8,900.69	9,345.72	9,813.01	10,303.65	10,818.83	
479		Hourly	51.4785	54.0524	56.7550	59.5928	62.5724	
479		Monthly	8,922.94	9,369.09	9,837.54	10,329.41	10,845.88	
480		Hourly	51.6072	54.1876	56.8969	59.7418	62.7288	
480		Monthly	8,945.25	9,392.51	9,862.13	10,355.24	10,872.99	
481		Hourly	51.7362	54.3230	57.0392	59.8911	62.8857	
481		Monthly	8,967.61	9,415.99	9,886.79	10,381.13	10,900.18	
482	Senior Civil Engineer							IBEW
482		Hourly	51.8656	54.4588	57.1818	60.0408	63.0429	
482		Monthly	8,990.03	9,439.53	9,911.51	10,407.08	10,927.43	
483		Hourly	51.9953	54.5950	57.3247	60.1910	63.2005	
483		Monthly	9,012.51	9,463.13	9,936.28	10,433.10	10,954.75	
484		Hourly	52.1252	54.7315	57.4681	60.3414	63.3584	
484		Monthly	9,035.04	9,486.79	9,961.13	10,459.18	10,982.13	
485		Hourly	52.2555	54.8683	57.6117	60.4923	63.5169	
485		Monthly	9,057.62	9,510.51	9,986.03	10,485.33	11,009.59	
486		Hourly	52.3862	55.0055	57.7557	60.6435	63.6756	
486		Monthly	9,080.27	9,534.28	10,010.99	10,511.54	11,037.11	
487	Accounting Manager							CAMP
487	Administrative Manager							CAMP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
487	Auditor Controller							CAMP
487	Environmental Services Manager							CAMP
487	Finance Manager							CAMP
487	Information Systems Manager							CAMP
487	IT Project Manager							CAMP
487	Water Finance Manager	Hourly	52.5171	55.1430	57.9001	60.7951	63.8348	CAMP
487		Monthly	9,102.97	9,558.12	10,036.02	10,537.82	11,064.70	
488		Hourly	52.6484	55.2808	58.0449	60.9471	63.9944	
488		Monthly	9,125.73	9,582.01	10,061.11	10,564.16	11,092.37	
489		Hourly	52.7800	55.4191	58.1900	61.0994	64.1544	
489		Monthly	9,148.54	9,605.97	10,086.26	10,590.57	11,120.10	
490		Hourly	52.9120	55.5576	58.3355	61.2522	64.3148	
490		Monthly	9,171.41	9,629.98	10,111.48	10,617.05	11,147.90	
491		Hourly	53.0443	55.6965	58.4813	61.4053	64.4756	
491		Monthly	9,194.34	9,654.06	10,136.76	10,643.59	11,175.77	
492		Hourly	53.1769	55.8357	58.6275	61.5588	64.6368	
492		Monthly	9,217.33	9,678.19	10,162.10	10,670.20	11,203.71	
493		Hourly	53.3098	55.9753	58.7741	61.7128	64.7984	
493		Monthly	9,240.37	9,702.39	10,187.51	10,696.88	11,231.72	
494		Hourly	53.4431	56.1152	58.9210	61.8670	64.9604	
494		Monthly	9,263.47	9,726.64	10,212.97	10,723.62	11,259.80	
495		Hourly	53.5767	56.2555	59.0683	62.0217	65.1227	
495		Monthly	9,286.63	9,750.96	10,238.51	10,750.43	11,287.94	
496		Hourly	53.7107	56.3962	59.2160	62.1767	65.2855	
496		Monthly	9,309.85	9,775.34	10,264.10	10,777.30	11,316.16	
497	Building Inspection Manager							CAMP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
497	Economic Development Program Manager							CAMP
497	Principal Planner							CAMP
497	Real Property and Leasing Manager							CAMP
497	Water Distribution Superintendent							CAMP
497	Water Quality Manager							CAMP
497	Water Superintendent Facilities							CAMP
497		Hourly	53.8449	56.5372	59.3640	62.3322	65.4488	
497		Monthly	9,333.12	9,799.78	10,289.76	10,804.25	11,344.45	
498		Hourly	53.9795	56.6785	59.5124	62.4880	65.6124	
498		Monthly	9,356.45	9,824.28	10,315.49	10,831.26	11,372.82	
499		Hourly	54.1145	56.8202	59.6612	62.6443	65.7764	
499		Monthly	9,379.85	9,848.84	10,341.28	10,858.34	11,401.25	
500		Hourly	54.2498	56.9623	59.8104	62.8008	65.9409	
500		Monthly	9,403.29	9,873.46	10,367.13	10,885.48	11,429.75	
501	Deputy City Attorney II							CAMP
501		Hourly	54.3854	57.1047	59.9599	62.9579	66.1058	
501		Monthly	9,426.80	9,898.14	10,393.05	10,912.70	11,458.33	
502		Hourly	54.5214	57.2474	60.1098	63.1153	66.2710	
502		Monthly	9,450.37	9,922.89	10,419.03	10,939.98	11,486.97	
503		Hourly	54.6577	57.3906	60.2601	63.2731	66.4367	
503		Monthly	9,474.00	9,947.70	10,445.08	10,967.33	11,515.69	
504		Hourly	54.7943	57.5340	60.4107	63.4313	66.6028	
504		Monthly	9,497.68	9,972.56	10,471.19	10,994.75	11,544.48	
505		Hourly	54.9313	57.6779	60.5618	63.5898	66.7693	
505		Monthly	9,521.43	9,997.50	10,497.37	11,022.23	11,573.34	
506		Hourly	55.0686	57.8221	60.7131	63.7488	66.9362	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
506		Monthly	9,545.23	10,022.49	10,523.61	11,049.79	11,602.27	
507	Assistant Water Superintendent-Treatment							CAMP
507		Hourly	55.2063	57.9666	60.8649	63.9081	67.1035	
507		Monthly	9,569.09	10,047.55	10,549.92	11,077.41	11,631.28	
508		Hourly	55.3443	58.1115	61.0171	64.0679	67.2713	
508		Monthly	9,593.01	10,072.66	10,576.30	11,105.11	11,660.36	
509		Hourly	55.4827	58.2568	61.1697	64.2281	67.4395	
509		Monthly	9,617.00	10,097.85	10,602.74	11,132.87	11,689.51	
510		Hourly	55.6214	58.4024	61.3225	64.3887	67.6081	
510		Monthly	9,641.04	10,123.09	10,629.24	11,160.70	11,718.73	
511		Hourly	55.7604	58.5485	61.4759	64.5496	67.7771	
511		Monthly	9,665.14	10,148.40	10,655.82	11,188.60	11,748.03	
512		Hourly	55.8998	58.6948	61.6296	64.7110	67.9465	
512		Monthly	9,689.30	10,173.77	10,682.46	11,216.58	11,777.40	
513		Hourly	56.0396	58.8415	61.7836	64.8728	68.1164	
513		Monthly	9,713.53	10,199.20	10,709.16	11,244.62	11,806.84	
514		Hourly	56.1797	58.9887	61.9381	65.0350	68.2867	
514		Monthly	9,737.81	10,224.70	10,735.93	11,272.73	11,836.36	
515		Hourly	56.3202	59.1361	62.0929	65.1976	68.4574	
515		Monthly	9,762.16	10,250.26	10,762.77	11,300.91	11,865.95	
516		Hourly	56.4609	59.2840	62.2482	65.3605	68.6285	
516		Monthly	9,786.56	10,275.89	10,789.68	11,329.16	11,895.61	
517	City Clerk							Unrep
517		Hourly	56.6021	59.4322	62.4038	65.5239	68.8001	
517		Monthly	9,811.03	10,301.58	10,816.66	11,357.48	11,925.35	
518		Hourly	56.7436	59.5808	62.5598	65.6878	68.9721	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
518		Monthly	9,835.56	10,327.33	10,843.70	11,385.88	11,955.17	
519		Hourly	56.8854	59.7297	62.7162	65.8520	69.1445	
519		Monthly	9,860.14	10,353.15	10,870.81	11,414.34	11,985.05	
520	Traffic Engineer							IBEW
520		Hourly	57.0277	59.8790	62.8730	66.0166	69.3174	
520		Monthly	9,884.80	10,379.03	10,897.98	11,442.88	12,015.02	
521		Hourly	57.1703	60.0287	63.0302	66.1817	69.4907	
521		Monthly	9,909.51	10,404.98	10,925.23	11,471.49	12,045.05	
522		Hourly	57.3132	60.1788	63.1877	66.3471	69.6644	
522		Monthly	9,934.28	10,430.99	10,952.54	11,500.17	12,075.17	
523		Hourly	57.4565	60.3293	63.3457	66.5130	69.8386	
523		Monthly	9,959.12	10,457.07	10,979.92	11,528.92	12,105.36	
524		Hourly	57.6001	60.4801	63.5041	66.6793	70.0132	
524		Monthly	9,984.01	10,483.21	11,007.37	11,557.74	12,135.62	
525		Hourly	57.7441	60.6313	63.6628	66.8459	70.1882	
525		Monthly	10,008.97	10,509.42	11,034.89	11,586.63	12,165.96	
526		Hourly	57.8885	60.7829	63.8220	67.0131	70.3637	
526		Monthly	10,034.00	10,535.70	11,062.48	11,615.60	12,196.37	
527	Fire Prevention Manager							CAMP
527		Hourly	58.0332	60.9348	63.9815	67.1806	70.5396	
527		Monthly	10,059.08	10,562.04	11,090.13	11,644.64	12,226.86	
528		Hourly	58.1783	61.0872	64.1415	67.3486	70.7159	
528		Monthly	10,084.23	10,588.44	11,117.86	11,673.75	12,257.43	
529	Deputy Finance Director							Unrep
529		Hourly	58.3237	61.2399	64.3018	67.5169	70.8927	
529		Monthly	10,109.44	10,614.91	11,145.65	11,702.93	12,288.07	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
530		Hourly	58.4695	61.3930	64.4626	67.6857	71.0699	
530		Monthly	10,134.71	10,641.45	11,173.52	11,732.19	12,318.79	
531		Hourly	58.6157	61.5464	64.6238	67.8549	71.2476	
531		Monthly	10,160.05	10,668.05	11,201.45	11,761.52	12,349.59	
532		Hourly	58.7622	61.7003	64.7853	68.0246	71.4258	
532		Monthly	10,185.45	10,694.72	11,229.46	11,790.93	12,380.47	
533		Hourly	58.9091	61.8546	64.9473	68.1946	71.6043	
533		Monthly	10,210.91	10,721.46	11,257.53	11,820.40	12,411.42	
534		Hourly	59.0564	62.0092	65.1096	68.3651	71.7833	
534		Monthly	10,236.44	10,748.26	11,285.67	11,849.95	12,442.44	
535		Hourly	59.2040	62.1642	65.2724	68.5360	71.9628	
535		Monthly	10,262.03	10,775.13	11,313.89	11,879.58	12,473.55	
536		Hourly	59.3521	62.3196	65.4356	68.7074	72.1427	
536		Monthly	10,287.69	10,802.07	11,342.17	11,909.28	12,504.73	
537	Economic Development Manager							CAMP
537		Hourly	59.5004	62.4755	65.5992	68.8791	72.3231	
537		Monthly	10,313.41	10,829.08	11,370.53	11,939.05	12,536.00	
538		Hourly	59.6492	62.6316	65.7632	69.0513	72.5039	
538		Monthly	10,339.19	10,856.15	11,398.95	11,968.90	12,567.34	
539	Communications and Public Information Officer							Unrep
539	Employee Relations Manager							Unrep
539	Human Resources Program Manager							Unrep
539	Organizational Development Manager	Hourly	59.7983	62.7882	65.9276	69.2240	72.6852	Unrep
539		Monthly	10,365.04	10,883.29	11,427.45	11,998.82	12,598.76	
540		Hourly	59.9478	62.9452	66.0924	69.3970	72.8668	
540		Monthly	10,390.95	10,910.50	11,456.02	12,028.82	12,630.25	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
541		Hourly	60.0977	63.1025	66.2577	69.5705	73.0490	
541		Monthly	10,416.93	10,937.77	11,484.66	12,058.89	12,661.83	
542		Hourly	60.2479	63.2603	66.4233	69.7445	73.2316	
542		Monthly	10,442.97	10,965.12	11,513.37	12,089.04	12,693.48	
543		Hourly	60.3985	63.4184	66.5894	69.9188	73.4147	
543		Monthly	10,469.08	10,992.53	11,542.16	12,119.26	12,725.22	
544		Hourly	60.5495	63.5770	66.7558	70.0936	73.5983	
544		Monthly	10,495.25	11,020.01	11,571.01	12,149.56	12,757.03	
545		Hourly	60.7009	63.7359	66.9227	70.2688	73.7822	
545		Monthly	10,521.49	11,047.56	11,599.94	12,179.93	12,788.92	
546		Hourly	60.8526	63.8953	67.0900	70.4445	73.9667	
546		Monthly	10,547.79	11,075.18	11,628.94	12,210.38	12,820.89	
547	Planning Manager							CAMP
547		Hourly	61.0048	64.0550	67.2578	70.6206	74.1516	
547		Monthly	10,574.16	11,102.87	11,658.01	12,240.91	12,852.95	
548		Hourly	61.1573	64.2152	67.4259	70.7972	74.3370	
548		Monthly	10,600.60	11,130.63	11,687.16	12,271.51	12,885.08	
549		Hourly	61.3102	64.3757	67.5944	70.9742	74.5228	
549		Monthly	10,627.10	11,158.45	11,716.37	12,302.19	12,917.29	
550		Hourly	61.4635	64.5366	67.7634	71.1516	74.7091	
550		Monthly	10,653.67	11,186.35	11,745.66	12,332.94	12,949.58	
551		Hourly	61.6171	64.6980	67.9329	71.3295	74.8959	
551		Monthly	10,680.30	11,214.32	11,775.03	12,363.78	12,981.96	
552		Hourly	61.7712	64.8597	68.1027	71.5078	75.0831	
552		Monthly	10,707.00	11,242.35	11,804.47	12,394.69	13,014.41	
553		Hourly	61.9256	65.0219	68.2730	71.6866	75.2709	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
553		Monthly	10,733.77	11,270.46	11,833.98	12,425.67	13,046.95	
554		Hourly	62.0804	65.1844	68.4436	71.8658	75.4591	
554		Monthly	10,760.60	11,298.63	11,863.56	12,456.74	13,079.57	
555	Assistant City Attorney I							Unrep
555		Hourly	62.2356	65.3474	68.6147	72.0455	75.6477	
555		Monthly	10,787.51	11,326.88	11,893.22	12,487.88	13,112.27	
556		Hourly	62.3912	65.5108	68.7863	72.2256	75.8368	
556		Monthly	10,814.47	11,355.20	11,922.95	12,519.10	13,145.05	
557	Housing and Community Development Program Manager							CAMP
557	Risk Manager/Safety Officer							Unrep
557	Transportation Program Superintendent							CAMP
557		Hourly	62.5472	65.6746	68.9582	72.4062	76.0264	
557		Monthly	10,841.51	11,383.59	11,952.76	12,550.40	13,177.91	
558		Hourly	62.7035	65.8387	69.1306	72.5871	76.2164	
558		Monthly	10,868.61	11,412.04	11,982.64	12,581.77	13,210.85	
559		Hourly	62.8603	66.0033	69.3035	72.7686	76.4070	
559		Monthly	10,895.79	11,440.57	12,012.60	12,613.23	13,243.88	
560		Hourly	63.0175	66.1683	69.4767	72.9505	76.5980	
560		Monthly	10,923.03	11,469.18	12,042.63	12,644.76	13,276.99	
561		Hourly	63.1750	66.3338	69.6504	73.1329	76.7895	
561		Monthly	10,950.33	11,497.85	12,072.74	12,676.37	13,310.18	
562		Hourly	63.3329	66.4996	69.8245	73.3157	76.9815	
562		Monthly	10,977.71	11,526.59	12,102.92	12,708.06	13,343.46	
563		Hourly	63.4913	66.6658	69.9991	73.4990	77.1740	
563		Monthly	11,005.15	11,555.41	12,133.18	12,739.83	13,376.82	
564		Hourly	63.6500	66.8325	70.1741	73.6828	77.3669	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
564		Monthly	11,032.67	11,584.30	12,163.51	12,771.68	13,410.26	
565	Assistant to the City Manager							Unrep
565		Hourly	63.8091	66.9996	70.3495	73.8670	77.5603	
565		Monthly	11,060.25	11,613.26	12,193.92	12,803.61	13,443.78	
566		Hourly	63.9687	67.1671	70.5254	74.0517	77.7542	
566		Monthly	11,087.90	11,642.29	12,224.40	12,835.62	13,477.39	
567		Hourly	64.1286	67.3350	70.7017	74.2368	77.9486	
567		Monthly	11,115.62	11,671.40	12,254.96	12,867.71	13,511.09	
568		Hourly	64.2889	67.5033	70.8785	74.4224	78.1435	
568		Monthly	11,143.41	11,700.58	12,285.60	12,899.88	13,544.87	
569		Hourly	64.4496	67.6721	71.0557	74.6084	78.3388	
569		Monthly	11,171.27	11,729.83	12,316.32	12,932.13	13,578.73	
570		Hourly	64.6107	67.8413	71.2333	74.7950	78.5346	
570		Monthly	11,199.19	11,759.15	12,347.11	12,964.46	13,612.67	
571		Hourly	64.7723	68.0109	71.4114	74.9819	78.7310	
571		Monthly	11,227.19	11,788.55	12,377.97	12,996.87	13,646.71	
572		Hourly	64.9342	68.1809	71.5899	75.1694	78.9278	
572		Monthly	11,255.26	11,818.02	12,408.92	13,029.36	13,680.82	
573		Hourly	65.0965	68.3514	71.7689	75.3573	79.1251	
573		Monthly	11,283.40	11,847.57	12,439.94	13,061.94	13,715.02	
574		Hourly	65.2593	68.5223	71.9483	75.5457	79.3229	
574		Monthly	11,311.61	11,877.19	12,471.04	13,094.59	13,749.31	
575		Hourly	65.4224	68.6935	72.1282	75.7346	79.5213	
575		Monthly	11,339.88	11,906.88	12,502.22	13,127.33	13,783.69	
576	Assistant Finance Director							Unrep
576	Assistant Human Resources Director							Unrep

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
576	Assistant Public Works Director - Maintenance							Unrep
576	Employee and Labor Relations Officer							Unrep
576	Water Engineering Manager	Hourly	65.5859	68.8653	72.3085	75.9239	79.7201	CAMP
576		Monthly	11,368.23	11,936.65	12,533.48	13,160.14	13,818.15	
577		Hourly	65.7500	69.0374	72.4893	76.1138	79.9194	
577		Monthly	11,396.66	11,966.49	12,564.81	13,193.05	13,852.69	
578		Hourly	65.9143	69.2100	72.6705	76.3040	80.1192	
578		Monthly	11,425.15	11,996.40	12,596.22	13,226.03	13,887.32	
579		Hourly	66.0791	69.3831	72.8522	76.4948	80.3195	
579		Monthly	11,453.71	12,026.40	12,627.71	13,259.09	13,922.04	
580		Hourly	66.2443	69.5565	73.0343	76.6860	80.5203	
580		Monthly	11,482.34	12,056.46	12,659.28	13,292.24	13,956.85	
581		Hourly	66.4099	69.7304	73.2169	76.8777	80.7216	
581		Monthly	11,511.05	12,086.60	12,690.93	13,325.47	13,991.74	
582		Hourly	66.5759	69.9047	73.4000	77.0699	80.9234	
582		Monthly	11,539.83	12,116.82	12,722.66	13,358.78	14,026.72	
583		Hourly	66.7424	70.0795	73.5834	77.2626	81.1257	
583		Monthly	11,568.68	12,147.11	12,754.46	13,392.18	14,061.78	
584		Hourly	66.9092	70.2547	73.7674	77.4557	81.3285	
584		Monthly	11,597.60	12,177.48	12,786.35	13,425.66	14,096.94	
585		Hourly	67.0765	70.4303	73.9518	77.6494	81.5318	
585		Monthly	11,626.59	12,207.92	12,818.31	13,459.23	14,132.18	
586	Chief Building Official							CAMP
586		Hourly	67.2442	70.6064	74.1367	77.8435	81.7356	
586		Monthly	11,655.66	12,238.44	12,850.36	13,492.87	14,167.51	
587		Hourly	67.4123	70.7829	74.3221	78.0381	81.9400	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
587		Monthly	11,684.80	12,269.04	12,882.49	13,526.61	14,202.93	
588		Hourly	67.5808	70.9599	74.5078	78.2332	82.1448	
588		Monthly	11,714.01	12,299.71	12,914.69	13,560.42	14,238.44	
589		Hourly	67.7498	71.1373	74.6941	78.4288	82.3502	
589		Monthly	11,743.30	12,330.46	12,946.98	13,594.32	14,274.03	
590		Hourly	67.9191	71.3151	74.8809	78.6249	82.5561	
590		Monthly	11,772.65	12,361.29	12,979.35	13,628.31	14,309.72	
591		Hourly	68.0890	71.4934	75.0681	78.8214	82.7624	
591		Monthly	11,802.09	12,392.19	13,011.80	13,662.38	14,345.49	
592		Hourly	68.2592	71.6721	75.2557	79.0185	82.9694	
592		Monthly	11,831.59	12,423.17	13,044.32	13,696.54	14,381.36	
593		Hourly	68.4298	71.8513	75.4439	79.2160	83.1768	
593		Monthly	11,861.17	12,454.23	13,076.94	13,730.78	14,417.31	
594	Water Operations Manager							Unrep
594		Hourly	68.6009	72.0309	75.6325	79.4141	83.3847	
594		Monthly	11,890.82	12,485.36	13,109.63	13,765.11	14,453.35	
595		Hourly	68.7724	72.2110	75.8215	79.6126	83.5932	
595		Monthly	11,920.55	12,516.58	13,142.40	13,799.52	14,489.49	
596		Hourly	68.9443	72.3916	76.0111	79.8117	83.8022	
596		Monthly	11,950.35	12,547.87	13,175.26	13,834.02	14,525.71	
597		Hourly	69.1167	72.5725	76.2012	80.0112	84.0117	
597		Monthly	11,980.23	12,579.24	13,208.20	13,868.60	14,562.02	
598		Hourly	69.2895	72.7540	76.3917	80.2112	84.2217	
598		Monthly	12,010.18	12,610.69	13,241.22	13,903.27	14,598.43	
599		Hourly	69.4627	72.9358	76.5826	80.4117	84.4323	
599		Monthly	12,040.20	12,642.21	13,274.32	13,938.03	14,634.93	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
600	Assistant City Attorney I							CAMP
600		Hourly	69.6363	73.1182	76.7741	80.6128	84.6433	
600		Monthly	12,070.30	12,673.82	13,307.51	13,972.88	14,671.51	
601		Hourly	69.8105	73.3010	76.9660	80.8143	84.8549	
601		Monthly	12,100.48	12,705.50	13,340.77	14,007.81	14,708.19	
602		Hourly	69.9850	73.4843	77.1584	81.0163	85.0671	
602		Monthly	12,130.73	12,737.27	13,374.13	14,042.83	14,744.96	
603		Hourly	70.1600	73.6679	77.3513	81.2189	85.2797	
603		Monthly	12,161.06	12,769.11	13,407.56	14,077.94	14,781.82	
604		Hourly	70.3353	73.8521	77.5447	81.4219	85.4930	
604		Monthly	12,191.46	12,801.03	13,441.08	14,113.13	14,818.78	
605		Hourly	70.5112	74.0368	77.7385	81.6254	85.7067	
605		Monthly	12,221.94	12,833.04	13,474.68	14,148.41	14,855.83	
606		Hourly	70.6874	74.2218	77.9329	81.8295	85.9210	
606		Monthly	12,252.49	12,865.12	13,508.37	14,183.78	14,892.97	
607		Hourly	70.8642	74.4074	78.1277	82.0341	86.1358	
607		Monthly	12,283.12	12,897.28	13,542.14	14,219.24	14,930.20	
608		Hourly	71.0413	74.5934	78.3231	82.2392	86.3511	
608		Monthly	12,313.83	12,929.52	13,576.00	14,254.79	14,967.52	
609		Hourly	71.2190	74.7799	78.5189	82.4448	86.5670	
609		Monthly	12,344.62	12,961.85	13,609.94	14,290.43	15,004.94	
610		Hourly	71.3970	74.9668	78.7152	82.6509	86.7834	
610		Monthly	12,375.48	12,994.25	13,643.96	14,326.15	15,042.45	
611		Hourly	71.5755	75.1543	78.9119	82.8575	87.0003	
611		Monthly	12,406.42	13,026.74	13,678.07	14,361.97	15,080.06	
612		Hourly	71.7544	75.3421	79.1093	83.0646	87.2178	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
612		Monthly	12,437.43	13,059.30	13,712.27	14,397.87	15,117.76	
613		Hourly	71.9338	75.5305	79.3070	83.2723	87.4359	
613		Monthly	12,468.53	13,091.95	13,746.55	14,433.87	15,155.56	
614		Hourly	72.1137	75.7193	79.5053	83.4805	87.6545	
614		Monthly	12,499.70	13,124.68	13,780.91	14,469.95	15,193.44	
615		Hourly	72.2939	75.9086	79.7041	83.6892	87.8736	
615		Monthly	12,530.95	13,157.49	13,815.37	14,506.13	15,231.43	
616		Hourly	72.4746	76.0984	79.9033	83.8984	88.0933	
616		Monthly	12,562.27	13,190.39	13,849.90	14,542.39	15,269.51	
617		Hourly	72.6558	76.2886	80.1031	84.1082	88.3135	
617		Monthly	12,593.68	13,223.36	13,884.53	14,578.75	15,307.68	
618		Hourly	72.8375	76.4793	80.3033	84.3185	88.5343	
618		Monthly	12,625.16	13,256.42	13,919.24	14,615.20	15,345.95	
619		Hourly	73.0196	76.6705	80.5041	84.5293	88.7556	
619		Monthly	12,656.73	13,289.56	13,954.04	14,651.74	15,384.31	
620		Hourly	73.2021	76.8623	80.7053	84.7405	88.9775	
620		Monthly	12,688.37	13,322.79	13,988.92	14,688.36	15,422.77	
621		Hourly	73.3851	77.0544	80.9071	84.9524	89.2000	
621		Monthly	12,720.09	13,356.09	14,023.90	14,725.09	15,461.33	
622		Hourly	73.5686	77.2470	81.1093	85.1648	89.4230	
622		Monthly	12,751.89	13,389.48	14,058.95	14,761.90	15,499.99	
623		Hourly	73.7525	77.4402	81.3121	85.3777	89.6466	
623		Monthly	12,783.77	13,422.96	14,094.10	14,798.80	15,538.74	
624		Hourly	73.9369	77.6338	81.5154	85.5912	89.8707	
624		Monthly	12,815.73	13,456.52	14,129.34	14,835.80	15,577.58	
625		Hourly	74.1218	77.8278	81.7192	85.8051	90.0954	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
625		Monthly	12,847.77	13,490.16	14,164.66	14,872.89	15,616.53	
626		Hourly	74.3071	78.0224	81.9235	86.0196	90.3206	
626		Monthly	12,879.89	13,523.88	14,200.07	14,910.07	15,655.57	
627		Hourly	74.4928	78.2174	82.1283	86.2347	90.5464	
627		Monthly	12,912.09	13,557.69	14,235.57	14,947.35	15,694.71	
628		Hourly	74.6791	78.4130	82.3336	86.4503	90.7727	
628		Monthly	12,944.37	13,591.59	14,271.16	14,984.72	15,733.94	
629		Hourly	74.8658	78.6091	82.5395	86.6664	90.9997	
629		Monthly	12,976.73	13,625.57	14,306.84	15,022.18	15,773.28	
630		Hourly	75.0529	78.8056	82.7458	86.8831	91.2272	
630		Monthly	13,009.17	13,659.63	14,342.61	15,059.73	15,812.71	
631		Hourly	75.2405	79.0026	82.9527	87.1003	91.4552	
631		Monthly	13,041.69	13,693.78	14,378.46	15,097.38	15,852.24	
632	Deputy Fire Chief							Unrep
632		Hourly	75.4287	79.2001	83.1601	87.3181	91.6839	
632		Monthly	13,074.30	13,728.01	14,414.41	15,135.13	15,891.87	
633		Hourly	75.6172	79.3981	83.3680	87.5363	91.9131	
633		Monthly	13,106.98	13,762.33	14,450.45	15,172.96	15,931.60	
634		Hourly	75.8063	79.5966	83.5764	87.7552	92.1429	
634		Monthly	13,139.75	13,796.74	14,486.57	15,210.90	15,971.43	
635		Hourly	75.9958	79.7956	83.7853	87.9745	92.3732	
635		Monthly	13,172.60	13,831.23	14,522.79	15,248.92	16,011.36	
636	Assistant Public Works Director - City Engineer							Unrep
636	Chief Innovation Officer							Unrep
636	Finance Director							Unrep
636	Human Resources Director							Unrep

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
636	Information and Technology Director							Unrep
636	Planning and Development Services Director							Unrep
636	Public Works Director							Unrep
636	Sr Advisor to CM							UNREP
636	Water Utilities Director							Unrep
636		Hourly	76.1858	79.9951	83.9948	88.1945	92.6042	
636		Monthly	13,205.53	13,865.81	14,559.09	15,287.04	16,051.39	
637		Hourly	76.3763	80.1950	84.2048	88.4150	92.8357	
637		Monthly	13,238.55	13,900.47	14,595.49	15,325.26	16,091.52	
638		Hourly	76.5672	80.3955	84.4153	88.6360	93.0678	
638		Monthly	13,271.64	13,935.22	14,631.98	15,363.58	16,131.75	
639	Assistant City Attorney II							CAMP
639		Hourly	76.7586	80.5965	84.6263	88.8576	93.3005	
639		Monthly	13,304.82	13,970.06	14,668.56	15,401.98	16,172.08	
640		Hourly	76.9505	80.7980	84.8379	89.0798	93.5337	
640		Monthly	13,338.08	14,004.99	14,705.23	15,440.49	16,212.51	
641	Assistant City Attorney II							Unrep
641		Hourly	77.1429	81.0000	85.0500	89.3024	93.7675	
641		Monthly	13,371.43	14,040.00	14,742.00	15,479.09	16,253.04	
642		Hourly	77.3357	81.2025	85.2626	89.5257	94.0019	
642		Monthly	13,404.86	14,075.10	14,778.85	15,517.79	16,293.67	
643		Hourly	77.5291	81.4055	85.4758	89.7495	94.2369	
643		Monthly	13,438.37	14,110.29	14,815.80	15,556.58	16,334.40	
644		Hourly	77.7229	81.6090	85.6895	89.9739	94.4725	
644		Monthly	13,471.97	14,145.56	14,852.84	15,595.47	16,375.24	
645		Hourly	77.9172	81.8131	85.9037	90.1988	94.7087	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
645		Monthly	13,505.65	14,180.93	14,889.97	15,634.46	16,416.18	
646		Hourly	78.1120	82.0176	86.1184	90.4243	94.9455	
646		Monthly	13,539.41	14,216.38	14,927.19	15,673.55	16,457.22	
647		Hourly	78.3073	82.2226	86.3337	90.6504	95.1828	
647		Monthly	13,573.26	14,251.92	14,964.51	15,712.73	16,498.36	
648		Hourly	78.5030	82.4282	86.5495	90.8770	95.4208	
648		Monthly	13,607.19	14,287.55	15,001.92	15,752.01	16,539.61	
649		Hourly	78.6993	82.6343	86.7659	91.1042	95.6594	
649		Monthly	13,641.21	14,323.27	15,039.43	15,791.39	16,580.96	
650		Hourly	78.8960	82.8408	86.9829	91.3319	95.8985	
650		Monthly	13,675.31	14,359.08	15,077.03	15,830.87	16,622.41	
651		Hourly	79.0933	83.0480	87.2003	91.5603	96.1382	
651		Monthly	13,709.50	14,394.98	15,114.72	15,870.45	16,663.96	
652		Hourly	79.2910	83.2555	87.4183	91.7892	96.3786	
652		Monthly	13,743.77	14,430.96	15,152.51	15,910.13	16,705.62	
653		Hourly	79.4892	83.4637	87.6369	92.0187	96.6196	
653		Monthly	13,778.13	14,467.04	15,190.39	15,949.90	16,747.39	
654		Hourly	79.6880	83.6724	87.8559	92.2487	96.8611	
654		Monthly	13,812.58	14,503.21	15,228.36	15,989.78	16,789.26	
655		Hourly	79.8872	83.8816	88.0756	92.4793	97.1033	
655		Monthly	13,847.11	14,539.47	15,266.43	16,029.75	16,831.23	
656		Hourly	80.0869	84.0912	88.2958	92.7106	97.3460	
656		Monthly	13,881.73	14,575.81	15,304.60	16,069.83	16,873.31	
657		Hourly	80.2871	84.3014	88.5165	92.9423	97.5894	
657		Monthly	13,916.43	14,612.25	15,342.86	16,110.00	16,915.49	
658		Hourly	80.4878	84.5122	88.7378	93.1747	97.8333	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
658		Monthly	13,951.22	14,648.78	15,381.22	16,150.28	16,957.78	
659		Hourly	80.6890	84.7235	88.9596	93.4076	98.0779	
659		Monthly	13,986.10	14,685.41	15,419.67	16,190.65	17,000.17	
660		Hourly	80.8908	84.9353	89.1820	93.6411	98.3232	
660		Monthly	14,021.07	14,722.12	15,458.22	16,231.13	17,042.68	
661		Hourly	81.0930	85.1477	89.4050	93.8753	98.5689	
661		Monthly	14,056.12	14,758.93	15,496.87	16,271.71	17,085.28	
662		Hourly	81.2957	85.3605	89.6285	94.1099	98.8154	
662		Monthly	14,091.26	14,795.82	15,535.61	16,312.38	17,128.00	
663		Hourly	81.4990	85.5739	89.8526	94.3452	99.0624	
663		Monthly	14,126.49	14,832.81	15,574.45	16,353.17	17,170.82	
664		Hourly	81.7027	85.7878	90.0772	94.5811	99.3100	
664		Monthly	14,161.80	14,869.89	15,613.38	16,394.05	17,213.74	
665		Hourly	81.9070	86.0023	90.3024	94.8175	99.5583	
665		Monthly	14,197.21	14,907.07	15,652.42	16,435.03	17,256.78	
666		Hourly	82.1117	86.2173	90.5282	95.0545	99.8072	
666		Monthly	14,232.70	14,944.34	15,691.55	16,476.12	17,299.92	
667		Hourly	82.3170	86.4329	90.7545	95.2922	100.0568	
667		Monthly	14,268.28	14,981.70	15,730.78	16,517.31	17,343.17	
668		Hourly	82.5228	86.6489	90.9813	95.5304	100.3069	
668		Monthly	14,303.95	15,019.15	15,770.10	16,558.60	17,386.53	
669		Hourly	82.7291	86.8656	91.2088	95.7692	100.5576	
669		Monthly	14,339.71	15,056.70	15,809.53	16,600.00	17,429.99	
670		Hourly	82.9359	87.0827	91.4368	96.0087	100.8091	
670		Monthly	14,375.56	15,094.34	15,849.05	16,641.50	17,473.57	
671		Hourly	83.1433	87.3005	91.6655	96.2487	101.0611	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
671		Monthly	14,411.50	15,132.08	15,888.68	16,683.11	17,517.25	
672	Chief Assistant City Attorney							Unrep
672		Hourly	83.3511	87.5187	91.8946	96.4893	101.3137	
672		Monthly	14,447.53	15,169.91	15,928.40	16,724.81	17,561.04	
673		Hourly	83.5595	87.7375	92.1243	96.7305	101.5670	
673		Monthly	14,483.65	15,207.83	15,968.22	16,766.62	17,604.95	
674		Hourly	83.7684	87.9568	92.3547	96.9723	101.8209	
674		Monthly	14,519.86	15,245.85	16,008.14	16,808.54	17,648.96	
675		Hourly	83.9778	88.1768	92.5855	97.2148	102.0755	
675		Monthly	14,556.16	15,283.97	16,048.16	16,850.56	17,693.08	
676		Hourly	84.1878	88.3972	92.8170	97.4578	102.3306	
676		Monthly	14,592.55	15,322.18	16,088.28	16,892.69	17,737.31	
677		Hourly	84.3983	88.6182	93.0490	97.7015	102.5865	
677		Monthly	14,629.03	15,360.48	16,128.50	16,934.92	17,781.66	
678		Hourly	84.6092	88.8397	93.2817	97.9457	102.8429	
678		Monthly	14,665.60	15,398.88	16,168.82	16,977.26	17,826.11	
679		Hourly	84.8208	89.0618	93.5148	98.1906	103.1001	
679		Monthly	14,702.27	15,437.38	16,209.24	17,019.70	17,870.68	
680		Hourly	85.0328	89.2844	93.7487	98.4361	103.3578	
680		Monthly	14,739.02	15,475.97	16,249.77	17,062.25	17,915.35	
681		Hourly	85.2454	89.5077	93.9830	98.6822	103.6162	
681		Monthly	14,775.87	15,514.66	16,290.39	17,104.91	17,960.14	
682		Hourly	85.4585	89.7314	94.2180	98.9289	103.8752	
682		Monthly	14,812.81	15,553.45	16,331.12	17,147.67	18,005.04	
683		Hourly	85.6722	89.9558	94.4536	99.1762	104.1350	
683		Monthly	14,849.84	15,592.33	16,371.95	17,190.54	18,050.06	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
684		Hourly	85.8864	90.1806	94.6897	99.4241	104.3953	
684		Monthly	14,886.97	15,631.31	16,412.88	17,233.51	18,095.18	
685		Hourly	86.1010	90.4061	94.9264	99.6727	104.6563	
685		Monthly	14,924.18	15,670.39	16,453.91	17,276.60	18,140.42	
686		Hourly	86.3163	90.6321	95.1637	99.9219	104.9179	
686		Monthly	14,961.49	15,709.57	16,495.04	17,319.79	18,185.77	
687		Hourly	86.5321	90.8587	95.4016	100.1717	105.1802	
687		Monthly	14,998.90	15,748.84	16,536.28	17,363.09	18,231.23	
688		Hourly	86.7485	91.0858	95.6401	100.4221	105.4431	
688		Monthly	15,036.40	15,788.21	16,577.62	17,406.50	18,276.81	
689		Hourly	86.9653	91.3136	95.8792	100.6731	105.7067	
689		Monthly	15,073.99	15,827.69	16,619.06	17,450.01	18,322.50	
690		Hourly	87.1827	91.5418	96.1189	100.9248	105.9710	
690		Monthly	15,111.67	15,867.25	16,660.61	17,493.64	18,368.31	
691		Hourly	87.4007	91.7707	96.3592	101.1771	106.2359	
691		Monthly	15,149.45	15,906.92	16,702.26	17,537.37	18,414.23	
692		Hourly	87.6192	92.0001	96.6001	101.4301	106.5016	
692		Monthly	15,187.32	15,946.69	16,744.02	17,581.22	18,460.27	
693		Hourly	87.8382	92.2302	96.8416	101.6837	106.7678	
693		Monthly	15,225.29	15,986.56	16,785.88	17,625.17	18,506.42	
694		Hourly	88.0578	92.4607	97.0837	101.9379	107.0347	
694		Monthly	15,263.36	16,026.52	16,827.84	17,669.23	18,552.68	
695	Assistant City Manager							Unrep
695	Fire Chief							Unrep
695		Hourly	88.2779	92.6919	97.3264	102.1927	107.3023	
695		Monthly	15,301.51	16,066.59	16,869.91	17,713.40	18,599.07	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
696		Hourly	88.4987	92.9236	97.5698	102.4482	107.5705	
696		Monthly	15,339.77	16,106.76	16,912.09	17,757.69	18,645.56	
697		Hourly	88.7199	93.1559	97.8137	102.7043	107.8395	
697		Monthly	15,378.12	16,147.02	16,954.37	17,802.08	18,692.18	
698		Hourly	88.9417	93.3888	98.0582	102.9611	108.1091	
698		Monthly	15,416.56	16,187.39	16,996.75	17,846.59	18,738.91	
699		Hourly	89.1640	93.6223	98.3034	103.2185	108.3793	
699		Monthly	15,455.10	16,227.86	17,039.25	17,891.20	18,785.75	
700		Hourly	89.3870	93.8563	98.5491	103.4765	108.6503	
700		Monthly	15,493.74	16,268.43	17,081.84	17,935.93	18,832.72	
701		Hourly	89.6105	94.0910	98.7955	103.7352	108.9219	
701		Monthly	15,532.48	16,309.10	17,124.55	17,980.77	18,879.80	
702		Hourly	89.8345	94.3262	99.0425	103.9945	109.1942	
702		Monthly	15,571.31	16,349.87	17,167.36	18,025.72	18,927.00	
703		Hourly	90.0591	94.5620	99.2901	104.2546	109.4672	
703		Monthly	15,610.24	16,390.75	17,210.28	18,070.79	18,974.32	
704		Hourly	90.2842	94.7984	99.5383	104.5152	109.7409	
704		Monthly	15,649.26	16,431.72	17,253.30	18,115.96	19,021.75	
705		Hourly	90.5099	95.0354	99.7872	104.7764	110.0153	
705		Monthly	15,688.38	16,472.80	17,296.44	18,161.25	19,069.31	
706		Hourly	90.7362	95.2730	100.0366	105.0384	110.2903	
706		Monthly	15,727.61	16,513.98	17,339.68	18,206.66	19,116.98	
707		Hourly	90.9630	95.5112	100.2867	105.3010	110.5660	
707		Monthly	15,766.92	16,555.27	17,383.03	18,252.17	19,164.77	
708		Hourly	91.1904	95.7500	100.5374	105.5643	110.8424	
708		Monthly	15,806.34	16,596.66	17,426.49	18,297.81	19,212.69	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
709		Hourly	91.4184	95.9893	100.7888	105.8282	111.1195	
709		Monthly	15,845.86	16,638.15	17,470.05	18,343.55	19,260.72	
710	Deputy Police Chief							Unrep
710		Hourly	91.6469	96.2293	101.0408	106.0928	111.3973	
710		Monthly	15,885.47	16,679.75	17,513.73	18,389.41	19,308.87	
711		Hourly	91.8761	96.4698	101.2933	106.3580	111.6758	
711		Monthly	15,925.19	16,721.44	17,557.51	18,435.38	19,357.14	
712		Hourly	92.1058	96.7111	101.5466	106.6239	111.9550	
712		Monthly	15,965.00	16,763.25	17,601.41	18,481.47	19,405.53	
713		Hourly	92.3360	96.9528	101.8004	106.8904	112.2349	
713		Monthly	16,004.91	16,805.16	17,645.41	18,527.67	19,454.05	
714		Hourly	92.5668	97.1952	102.0549	107.1576	112.5155	
714		Monthly	16,044.92	16,847.17	17,689.52	18,573.99	19,502.68	
715		Hourly	92.7983	97.4382	102.3101	107.4256	112.7968	
715		Monthly	16,085.04	16,889.29	17,733.75	18,620.43	19,551.44	
716		Hourly	93.0303	97.6818	102.5658	107.6941	113.0788	
716		Monthly	16,125.25	16,931.51	17,778.08	18,666.98	19,600.32	
717		Hourly	93.2628	97.9260	102.8223	107.9634	113.3615	
717		Monthly	16,165.56	16,973.84	17,822.53	18,713.65	19,649.32	
718		Hourly	93.4960	98.1708	103.0793	108.2333	113.6448	
718		Monthly	16,205.98	17,016.27	17,867.08	18,760.43	19,698.44	
719		Hourly	93.7298	98.4162	103.3370	108.5038	113.9290	
719		Monthly	16,246.49	17,058.81	17,911.75	18,807.33	19,747.69	
720		Hourly	93.9641	98.6623	103.5954	108.7751	114.2138	
720		Monthly	16,287.11	17,101.46	17,956.53	18,854.35	19,797.06	
721		Hourly	94.1990	98.9089	103.8543	109.0471	114.4993	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
721		Monthly	16,327.82	17,144.21	18,001.42	18,901.49	19,846.55	
722		Hourly	94.4345	99.1562	104.1140	109.3197	114.7856	
722		Monthly	16,368.64	17,187.08	18,046.42	18,948.74	19,896.17	
723		Hourly	94.6706	99.4041	104.3743	109.5929	115.0726	
723		Monthly	16,409.57	17,230.04	18,091.54	18,996.11	19,945.91	
724		Hourly	94.9073	99.6526	104.6352	109.8669	115.3602	
724		Monthly	16,450.59	17,273.12	18,136.77	19,043.60	19,995.77	
725		Hourly	95.1445	99.9017	104.8968	110.1416	115.6486	
725		Monthly	16,491.72	17,316.30	18,182.11	19,091.21	20,045.76	
726		Hourly	95.3824	100.1515	105.1591	110.4170	115.9378	
726		Monthly	16,532.95	17,359.59	18,227.57	19,138.94	20,095.88	
727		Hourly	95.6208	100.4019	105.4220	110.6930	116.2276	
727		Monthly	16,574.28	17,402.99	18,273.14	19,186.79	20,146.12	
728		Hourly	95.8599	100.6529	105.6855	110.9697	116.5182	
728		Monthly	16,615.71	17,446.50	18,318.82	19,234.75	20,196.48	
729		Hourly	96.0995	100.9045	105.9497	111.2472	116.8094	
729		Monthly	16,657.25	17,490.11	18,364.62	19,282.84	20,246.97	
730		Hourly	96.3398	101.1568	106.2146	111.5253	117.1015	
730		Monthly	16,698.90	17,533.84	18,410.53	19,331.05	20,297.59	
731		Hourly	96.5806	101.4096	106.4801	111.8041	117.3942	
731		Monthly	16,740.64	17,577.67	18,456.55	19,379.38	20,348.33	
732		Hourly	96.8221	101.6632	106.7463	112.0836	117.6877	
732		Monthly	16,782.49	17,621.62	18,502.69	19,427.82	20,399.20	
733		Hourly	97.0641	101.9173	107.0132	112.3638	117.9819	
733		Monthly	16,824.45	17,665.67	18,548.95	19,476.39	20,450.20	
734		Hourly	97.3068	102.1722	107.2807	112.6447	118.2769	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
734		Monthly	16,866.51	17,709.84	18,595.32	19,525.08	20,501.33	
735		Hourly	97.5501	102.4276	107.5489	112.9263	118.5726	
735		Monthly	16,908.68	17,754.11	18,641.81	19,573.90	20,552.58	
736		Hourly	97.7939	102.6837	107.8178	113.2086	118.8690	
736		Monthly	16,950.95	17,798.50	18,688.42	19,622.83	20,603.96	
737		Hourly	98.0384	102.9403	108.0873	113.4917	119.1662	
737		Monthly	16,993.33	17,842.99	18,735.14	19,671.89	20,655.47	
738		Hourly	98.2835	103.1977	108.3576	113.7754	119.4641	
738		Monthly	17,035.81	17,887.60	18,781.98	19,721.07	20,707.11	
739		Hourly	98.5292	103.4557	108.6284	114.0598	119.7628	
739		Monthly	17,078.40	17,932.32	18,828.93	19,770.37	20,758.88	
740		Hourly	98.7756	103.7143	108.9000	114.3450	120.0622	
740		Monthly	17,121.10	17,977.15	18,876.00	19,819.80	20,810.78	
741		Hourly	99.0225	103.9736	109.1723	114.6309	120.3623	
741		Monthly	17,163.90	18,022.09	18,923.19	19,869.35	20,862.80	
742		Hourly	99.2701	104.2336	109.4452	114.9174	120.6632	
742		Monthly	17,206.81	18,067.15	18,970.50	19,919.02	20,914.96	
743		Hourly	99.5183	104.4942	109.7188	115.2047	120.9649	
743		Monthly	17,249.83	18,112.32	19,017.93	19,968.82	20,967.25	
744		Hourly	99.7670	104.7554	109.9931	115.4927	121.2673	
744		Monthly	17,292.95	18,157.60	19,065.47	20,018.74	21,019.67	
745		Hourly	100.0164	105.0173	110.2681	115.7815	121.5704	
745		Monthly	17,336.18	18,202.99	19,113.14	20,068.79	21,072.21	
746		Hourly	100.2665	105.2798	110.5438	116.0709	121.8744	
746		Monthly	17,379.52	18,248.50	19,160.92	20,118.96	21,124.90	
747		Hourly	100.5171	105.5430	110.8201	116.3611	122.1791	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
747		Monthly	17,422.97	18,294.12	19,208.82	20,169.26	21,177.71	
748		Hourly	100.7684	105.8068	111.0972	116.6520	122.4845	
748		Monthly	17,466.53	18,339.85	19,256.84	20,219.68	21,230.65	
749		Hourly	101.0204	106.0713	111.3749	116.9436	122.7908	
749		Monthly	17,510.20	18,385.70	19,304.98	20,270.23	21,283.73	
750		Hourly	101.2729	106.3366	111.6534	117.2360	123.0977	
750		Monthly	17,553.97	18,431.67	19,353.25	20,320.90	21,336.94	
751		Hourly	101.5261	106.6024	111.9325	117.5291	123.4055	
751		Monthly	17,597.86	18,477.75	19,401.63	20,371.71	21,390.28	
752		Hourly	101.7799	106.8689	112.2123	117.8229	123.7140	
752		Monthly	17,641.85	18,523.94	19,450.13	20,422.64	21,443.76	
753		Hourly	102.0344	107.1361	112.4928	118.1174	124.0232	
753		Monthly	17,685.96	18,570.25	19,498.76	20,473.69	21,497.36	
754		Hourly	102.2894	107.4039	112.7741	118.4128	124.3333	
754		Monthly	17,730.17	18,616.68	19,547.51	20,524.88	21,551.11	
755		Hourly	102.5452	107.6724	113.0560	118.7088	124.6442	
755		Monthly	17,774.50	18,663.22	19,596.37	20,576.19	21,604.99	
756		Hourly	102.8015	107.9416	113.3387	119.0056	124.9558	
756		Monthly	17,818.93	18,709.88	19,645.37	20,627.63	21,659.00	
757		Hourly	103.0585	108.2114	113.6220	119.3031	125.2682	
757		Monthly	17,863.48	18,756.65	19,694.48	20,679.20	21,713.15	
758		Hourly	103.3162	108.4820	113.9061	119.6013	125.5813	
758		Monthly	17,908.14	18,803.54	19,743.72	20,730.90	21,767.43	
759		Hourly	103.5745	108.7532	114.1908	119.9003	125.8953	
759		Monthly	17,952.91	18,850.55	19,793.07	20,782.72	21,821.85	
760		Hourly	103.8334	109.0251	114.4763	120.2001	126.2100	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
760		Monthly	17,997.79	18,897.68	19,842.56	20,834.68	21,876.40	
761		Hourly	104.0930	109.2976	114.7625	120.5006	126.5255	
761		Monthly	18,042.78	18,944.92	19,892.16	20,886.77	21,931.09	
762		Hourly	104.3532	109.5709	115.0494	120.8018	126.8418	
762		Monthly	18,087.89	18,992.29	19,941.89	20,938.98	21,985.92	
763		Hourly	104.6141	109.8448	115.3370	121.1038	127.1590	
763		Monthly	18,133.11	19,039.77	19,991.75	20,991.33	22,040.89	
764		Hourly	104.8756	110.1194	115.6254	121.4066	127.4769	
764		Monthly	18,178.44	19,087.37	20,041.73	21,043.81	22,095.99	
765		Hourly	105.1378	110.3947	115.9144	121.7101	127.7956	
765		Monthly	18,223.89	19,135.08	20,091.83	21,096.42	22,151.23	
766		Hourly	105.4007	110.6707	116.2042	122.0144	128.1151	
766		Monthly	18,269.45	19,182.92	20,142.06	21,149.16	22,206.61	
767		Hourly	105.6642	110.9474	116.4947	122.3194	128.4353	
767		Monthly	18,315.12	19,230.88	20,192.42	21,202.03	22,262.12	
768		Hourly	105.9283	111.2248	116.7860	122.6252	128.7564	
768		Monthly	18,360.91	19,278.96	20,242.90	21,255.04	22,317.78	
769		Hourly	106.1931	111.5028	117.0779	122.9318	129.0783	
769		Monthly	18,406.81	19,327.15	20,293.51	21,308.18	22,373.57	
770		Hourly	106.4586	111.7816	117.3706	123.2391	129.4010	
770		Monthly	18,452.83	19,375.47	20,344.24	21,361.45	22,429.51	
771		Hourly	106.7248	112.0610	117.6640	123.5472	129.7245	
771		Monthly	18,498.96	19,423.91	20,395.10	21,414.85	22,485.58	
772		Hourly	106.9916	112.3412	117.9582	123.8561	130.0488	
772		Monthly	18,545.21	19,472.47	20,446.09	21,468.39	22,541.79	
773		Hourly	107.2591	112.6220	118.2531	124.1657	130.3739	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
773		Monthly	18,591.57	19,521.15	20,497.20	21,522.06	22,598.15	
774		Hourly	107.5272	112.9036	118.5488	124.4761	130.6998	
774		Monthly	18,638.05	19,569.95	20,548.45	21,575.86	22,654.64	
775	Police Chief							Unrep
775		Hourly	107.7961	113.1858	118.8451	124.7873	131.0266	
775		Monthly	18,684.65	19,618.88	20,599.82	21,629.80	22,711.28	
776		Hourly	108.0655	113.4688	119.1422	125.0993	131.3542	
776		Monthly	18,731.36	19,667.93	20,651.32	21,683.88	22,768.06	
777		Hourly	108.3357	113.7525	119.4400	125.4121	131.6826	
777		Monthly	18,778.19	19,717.10	20,702.94	21,738.09	22,824.98	
778		Hourly	108.6065	114.0369	119.7387	125.7256	132.0118	
778		Monthly	18,825.13	19,766.39	20,754.70	21,792.43	22,882.04	
779		Hourly	108.8781	114.3219	120.0380	126.0399	132.3418	
779		Monthly	18,872.20	19,815.80	20,806.59	21,846.91	22,939.25	
780		Hourly	109.1503	114.6077	120.3381	126.3550	132.6726	
780		Monthly	18,919.38	19,865.34	20,858.61	21,901.53	22,996.59	
781		Hourly	109.4231	114.8943	120.6389	126.6708	133.0044	
781		Monthly	18,966.67	19,915.01	20,910.75	21,956.28	23,054.09	
782		Hourly	109.6967	115.1815	120.9406	126.9875	133.3368	
782		Monthly	19,014.09	19,964.79	20,963.03	22,011.17	23,111.72	
783		Hourly	109.9709	115.4695	121.2429	127.3050	133.6702	
783		Monthly	19,061.63	20,014.71	21,015.44	22,066.20	23,169.50	
784		Hourly	110.2458	115.7581	121.5460	127.6233	134.0043	
784		Monthly	19,109.28	20,064.74	21,067.97	22,121.37	23,227.42	
785		Hourly	110.5214	116.0476	121.8498	127.9423	134.3394	
785		Monthly	19,157.05	20,114.91	21,120.64	22,176.67	23,285.49	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
786		Hourly	110.7978	116.3376	122.1545	128.2622	134.6753	
786		Monthly	19,204.95	20,165.19	21,173.45	22,232.11	23,343.71	
787		Hourly	111.0748	116.6285	122.4599	128.5828	135.0119	
787		Monthly	19,252.96	20,215.61	21,226.38	22,287.69	23,402.07	
788		Hourly	111.3524	116.9200	122.7661	128.9043	135.3494	
788		Monthly	19,301.09	20,266.14	21,279.45	22,343.41	23,460.57	
789		Hourly	111.6308	117.2124	123.0729	129.2266	135.6878	
789		Monthly	19,349.34	20,316.81	21,332.64	22,399.27	23,519.22	
790		Hourly	111.9099	117.5054	123.3807	129.5496	136.0270	
790		Monthly	19,397.72	20,367.60	21,385.98	22,455.27	23,578.02	
791		Hourly	112.1897	117.7992	123.6891	129.8735	136.3671	
791		Monthly	19,446.21	20,418.52	21,439.44	22,511.41	23,636.97	
792		Hourly	112.4702	118.0937	123.9983	130.1982	136.7080	
792		Monthly	19,494.83	20,469.57	21,493.04	22,567.69	23,696.06	
793		Hourly	112.7513	118.3889	124.3083	130.5237	137.0498	
793		Monthly	19,543.56	20,520.74	21,546.77	22,624.11	23,755.30	
794		Hourly	113.0332	118.6848	124.6191	130.8500	137.3924	
794		Monthly	19,592.42	20,572.04	21,600.64	22,680.67	23,814.69	
795		Hourly	113.3158	118.9816	124.9306	131.1771	137.7359	
795		Monthly	19,641.40	20,623.47	21,654.64	22,737.37	23,874.22	
796		Hourly	113.5991	119.2790	125.2430	131.5051	138.0803	
796		Monthly	19,690.51	20,675.03	21,708.78	22,794.21	23,933.91	
797		Hourly	113.8831	119.5772	125.5561	131.8338	138.4254	
797		Monthly	19,739.73	20,726.72	21,763.05	22,851.20	23,993.74	
798		Hourly	114.1678	119.8762	125.8700	132.1634	138.7715	
798		Monthly	19,789.08	20,778.54	21,817.46	22,908.32	24,053.73	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
799		Hourly	114.4532	120.1758	126.1846	132.4938	139.1184	
799		Monthly	19,838.56	20,830.48	21,872.00	22,965.59	24,113.86	
800		Hourly	114.7393	120.4763	126.5001	132.8251	139.4663	
800		Monthly	19,888.15	20,882.56	21,926.68	23,023.01	24,174.15	
801		Hourly	115.0262	120.7775	126.8163	133.1571	139.8149	
801		Monthly	19,937.87	20,934.77	21,981.50	23,080.57	24,234.58	
802		Hourly	115.3138	121.0794	127.1334	133.4900	140.1644	
802		Monthly	19,987.72	20,987.10	22,036.45	23,138.27	24,295.17	
803		Hourly	115.6021	121.3821	127.4512	133.8237	140.5149	
803		Monthly	20,037.69	21,039.57	22,091.54	23,196.11	24,355.91	
804		Hourly	115.8910	121.6856	127.7698	134.1583	140.8662	
804		Monthly	20,087.78	21,092.17	22,146.77	23,254.10	24,416.80	
805		Hourly	116.1808	121.9898	128.0893	134.4937	141.2183	
805		Monthly	20,138.00	21,144.90	22,202.14	23,312.24	24,477.84	
806		Hourly	116.4713	122.2948	128.4095	134.8299	141.5713	
806		Monthly	20,188.35	21,197.76	22,257.64	23,370.52	24,539.03	
807		Hourly	116.7624	122.6005	128.7305	135.1670	141.9253	
807		Monthly	20,238.82	21,250.76	22,313.29	23,428.95	24,600.38	
808		Hourly	117.0543	122.9070	129.0523	135.5049	142.2801	
808		Monthly	20,289.41	21,303.88	22,369.07	23,487.52	24,661.88	
809		Hourly	117.3470	123.2143	129.3749	135.8437	142.6358	
809		Monthly	20,340.14	21,357.14	22,424.99	23,546.24	24,723.54	
810		Hourly	117.6403	123.5223	129.6984	136.1833	142.9923	
810		Monthly	20,390.99	21,410.54	22,481.06	23,605.10	24,785.34	
811		Hourly	117.9344	123.8311	130.0227	136.5238	143.3499	
811		Monthly	20,441.96	21,464.06	22,537.26	23,664.12	24,847.31	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
812		Hourly	118.2293	124.1407	130.3477	136.8651	143.7083	
812		Monthly	20,493.07	21,517.72	22,593.60	23,723.28	24,909.43	
813		Hourly	118.5248	124.4511	130.6736	137.2072	144.0675	
813		Monthly	20,544.30	21,571.52	22,650.09	23,782.58	24,971.70	
814		Hourly	118.8211	124.7622	131.0003	137.5502	144.4277	
814		Monthly	20,595.66	21,625.44	22,706.71	23,842.04	25,034.13	
815		Hourly	119.1182	125.0741	131.3278	137.8941	144.7887	
815		Monthly	20,647.15	21,679.51	22,763.48	23,901.65	25,096.71	
816		Hourly	119.4160	125.3868	131.6561	138.2388	145.1507	
816		Monthly	20,698.77	21,733.71	22,820.39	23,961.40	25,159.46	
817		Hourly	119.7145	125.7002	131.9852	138.5844	145.5136	
817		Monthly	20,750.52	21,788.04	22,877.44	24,021.30	25,222.35	
818		Hourly	120.0138	126.0145	132.3152	138.9309	145.8774	
818		Monthly	20,802.39	21,842.51	22,934.63	24,081.36	25,285.41	
819		Hourly	120.3138	126.3295	132.6460	139.2782	146.2420	
819		Monthly	20,854.40	21,897.12	22,991.97	24,141.56	25,348.62	
820		Hourly	120.6147	126.6453	132.9776	139.6264	146.6077	
820		Monthly	20,906.54	21,951.86	23,049.45	24,201.91	25,412.00	
821		Hourly	120.9162	126.9620	133.3100	139.9755	146.9742	
821		Monthly	20,958.80	22,006.74	23,107.07	24,262.42	25,475.53	
822		Hourly	121.2185	127.2794	133.6433	140.3254	147.3416	
822		Monthly	21,011.20	22,061.76	23,164.84	24,323.07	25,539.21	
823		Hourly	121.5215	127.5976	133.9774	140.6762	147.7100	
823		Monthly	21,063.73	22,116.91	23,222.75	24,383.88	25,603.06	
824		Hourly	121.8253	127.9165	134.3124	141.0279	148.0793	
824		Monthly	21,116.39	22,172.20	23,280.81	24,444.84	25,667.07	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
825		Hourly	122.1299	128.2363	134.6481	141.3805	148.4495	
825		Monthly	21,169.18	22,227.63	23,339.01	24,505.95	25,731.24	
826		Hourly	122.4352	128.5569	134.9848	141.7340	148.8206	
826		Monthly	21,222.10	22,283.20	23,397.36	24,567.22	25,795.57	
827		Hourly	122.7413	128.8783	135.3222	142.0883	149.1927	
827		Monthly	21,275.16	22,338.91	23,455.85	24,628.64	25,860.06	
828		Hourly	123.0481	129.2005	135.6605	142.4435	149.5656	
828		Monthly	21,328.34	22,394.76	23,514.49	24,690.21	25,924.71	
829		Hourly	123.3557	129.5236	135.9997	142.7996	149.9395	
829		Monthly	21,381.66	22,450.75	23,573.28	24,751.93	25,989.52	
830		Hourly	123.6642	129.8473	136.3397	143.1566	150.3144	
830		Monthly	21,435.12	22,506.87	23,632.21	24,813.81	26,054.49	
831		Hourly	123.9733	130.1720	136.6805	143.5145	150.6902	
831		Monthly	21,488.71	22,563.14	23,691.29	24,875.85	26,119.63	
832		Hourly	124.2833	130.4974	137.0222	143.8733	151.0669	
832		Monthly	21,542.43	22,619.55	23,750.52	24,938.04	26,184.93	
833		Hourly	124.5939	130.8237	137.3648	144.2330	151.4446	
833		Monthly	21,596.28	22,676.10	23,809.89	25,000.38	26,250.39	
834		Hourly	124.9054	131.1507	137.7082	144.5935	151.8231	
834		Monthly	21,650.27	22,732.79	23,869.42	25,062.88	26,316.01	
835		Hourly	125.2177	131.4786	138.0524	144.9550	152.2027	
835		Monthly	21,704.40	22,789.62	23,929.09	25,125.54	26,381.80	
836		Hourly	125.5307	131.8073	138.3976	145.3174	152.5832	
836		Monthly	21,758.66	22,846.59	23,988.92	25,188.35	26,447.76	
837		Hourly	125.8446	132.1368	138.7436	145.6808	152.9647	
837		Monthly	21,813.06	22,903.71	24,048.89	25,251.33	26,513.88	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
838		Hourly	126.1592	132.4671	139.0904	146.0449	153.3471	
838		Monthly	21,867.59	22,960.97	24,109.01	25,314.45	26,580.16	
839		Hourly	126.4746	132.7983	139.4382	146.4100	153.7304	
839		Monthly	21,922.26	23,018.37	24,169.28	25,377.74	26,646.61	
840		Hourly	126.7908	133.1303	139.7868	146.7760	154.1148	
840		Monthly	21,977.07	23,075.92	24,229.71	25,441.18	26,713.23	
841		Hourly	127.1078	133.4631	140.1362	147.1430	154.5001	
841		Monthly	22,032.01	23,133.61	24,290.28	25,504.79	26,780.01	
842		Hourly	127.4255	133.7968	140.4866	147.5109	154.8863	
842		Monthly	22,087.09	23,191.44	24,351.01	25,568.55	26,846.96	
843		Hourly	127.7441	134.1313	140.8378	147.8796	155.2735	
843		Monthly	22,142.31	23,249.42	24,411.88	25,632.47	26,914.08	
844		Hourly	128.0634	134.4666	141.1899	148.2493	155.6618	
844		Monthly	22,197.66	23,307.54	24,472.91	25,696.55	26,981.37	
845		Hourly	128.3836	134.8028	141.5429	148.6199	156.0509	
845		Monthly	22,253.16	23,365.81	24,534.10	25,760.79	27,048.82	
846		Hourly	128.7046	135.1398	141.8967	148.9915	156.4410	
846		Monthly	22,308.79	23,424.23	24,595.43	25,825.20	27,116.44	
847		Hourly	129.0263	135.4776	142.2515	149.3640	156.8321	
847		Monthly	22,364.56	23,482.79	24,656.92	25,889.76	27,184.23	
848		Hourly	129.3489	135.8163	142.6071	149.7374	157.2242	
848		Monthly	22,420.47	23,541.49	24,718.56	25,954.48	27,252.19	
849		Hourly	129.6722	136.1559	142.9636	150.1118	157.6172	
849		Monthly	22,476.52	23,600.35	24,780.36	26,019.37	27,320.32	
850		Hourly	129.9964	136.4963	143.3210	150.4870	158.0113	
850		Monthly	22,532.71	23,659.35	24,842.31	26,084.42	27,388.62	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
851		Hourly	130.3214	136.8375	143.6793	150.8633	158.4063	
851		Monthly	22,589.05	23,718.50	24,904.41	26,149.63	27,457.10	
852		Hourly	130.6472	137.1796	144.0385	151.2404	158.8023	
852		Monthly	22,645.52	23,777.79	24,966.68	26,215.00	27,525.74	
853		Hourly	130.9738	137.5225	144.3986	151.6185	159.1993	
853		Monthly	22,702.13	23,837.24	25,029.09	26,280.54	27,594.55	
854		Hourly	131.3013	137.8663	144.7596	151.9975	159.5973	
854		Monthly	22,758.89	23,896.83	25,091.66	26,346.24	27,663.54	
855		Hourly	131.6295	138.2110	145.1215	152.3776	159.9963	
855		Monthly	22,815.78	23,956.57	25,154.39	26,412.11	27,732.70	
856		Hourly	131.9586	138.5565	145.4843	152.7585	160.3963	
856		Monthly	22,872.82	24,016.46	25,217.28	26,478.14	27,802.03	
857		Hourly	132.2885	138.9029	145.8480	153.1404	160.7973	
857		Monthly	22,930.01	24,076.51	25,280.32	26,544.33	27,871.53	
858		Hourly	132.6192	139.2502	146.2126	153.5232	161.1993	
858		Monthly	22,987.33	24,136.70	25,343.52	26,610.69	27,941.21	
859		Hourly	132.9508	139.5983	146.5782	153.9070	161.6023	
859		Monthly	23,044.80	24,197.04	25,406.88	26,677.22	28,011.07	
860		Hourly	133.2831	139.9473	146.9446	154.2918	162.0063	
860		Monthly	23,102.41	24,257.53	25,470.40	26,743.91	28,081.09	
861		Hourly	133.6164	140.2971	147.3120	154.6775	162.4113	
861		Monthly	23,160.17	24,318.17	25,534.08	26,810.77	28,151.30	
862		Hourly	133.9504	140.6479	147.6803	155.0642	162.8174	
862		Monthly	23,218.07	24,378.97	25,597.91	26,877.80	28,221.68	
863		Hourly	134.2853	140.9995	148.0495	155.4519	163.2244	
863		Monthly	23,276.11	24,439.92	25,661.91	26,944.99	28,292.23	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
864		Hourly	134.6210	141.3520	148.4196	155.8405	163.6325	
864		Monthly	23,334.30	24,501.02	25,726.06	27,012.36	28,362.96	
865		Hourly	134.9575	141.7054	148.7907	156.2301	164.0416	
865		Monthly	23,392.64	24,562.27	25,790.38	27,079.89	28,433.87	
866		Hourly	135.2949	142.0597	149.1626	156.6207	164.4516	
866		Monthly	23,451.12	24,623.68	25,854.85	27,147.59	28,504.95	
867		Hourly	135.6332	142.4148	149.5355	157.0123	164.8628	
867		Monthly	23,509.75	24,685.23	25,919.49	27,215.46	28,576.21	
868		Hourly	135.9722	142.7709	149.9094	157.4048	165.2750	
868		Monthly	23,568.52	24,746.95	25,984.29	27,283.49	28,647.66	
869		Hourly	136.3122	143.1278	150.2841	157.7983	165.6881	
869		Monthly	23,627.44	24,808.82	26,049.25	27,351.70	28,719.27	
870		Hourly	136.6529	143.4856	150.6598	158.1928	166.1023	
870		Monthly	23,686.51	24,870.84	26,114.37	27,420.08	28,791.07	
871		Hourly	136.9946	143.8443	151.0365	158.5883	166.5176	
871		Monthly	23,745.73	24,933.01	26,179.66	27,488.63	28,863.05	
872		Hourly	137.3371	144.2039	151.4141	158.9847	166.9339	
872		Monthly	23,805.09	24,995.35	26,245.11	27,557.35	28,935.21	
873		Hourly	137.6804	144.5644	151.7926	159.3822	167.3513	
873		Monthly	23,864.61	25,057.83	26,310.72	27,626.25	29,007.55	
874		Hourly	138.0246	144.9258	152.1721	159.7806	167.7696	
874		Monthly	23,924.27	25,120.48	26,376.50	27,695.31	29,080.06	
875		Hourly	138.3697	145.2882	152.5525	160.1801	168.1890	
875		Monthly	23,984.08	25,183.28	26,442.44	27,764.55	29,152.76	
876		Hourly	138.7156	145.6514	152.9339	160.5805	168.6095	
876		Monthly	24,044.04	25,246.24	26,508.54	27,833.96	29,225.65	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
877		Hourly	139.0624	146.0155	153.3162	160.9820	169.0310	
877		Monthly	24,104.15	25,309.35	26,574.81	27,903.55	29,298.71	
878		Hourly	139.4101	146.3806	153.6995	161.3845	169.4536	
878		Monthly	24,164.41	25,372.63	26,641.25	27,973.31	29,371.96	
879		Hourly	139.7586	146.7465	154.0838	161.7879	169.8773	
879		Monthly	24,224.82	25,436.06	26,707.86	28,043.24	29,445.39	
880		Hourly	140.1080	147.1134	154.4690	162.1924	170.3019	
880		Monthly	24,285.38	25,499.65	26,774.62	28,113.35	29,519.00	
881		Hourly	140.4583	147.4812	154.8552	162.5979	170.7277	
881		Monthly	24,346.10	25,563.40	26,841.56	28,183.63	29,592.80	
882		Hourly	140.8094	147.8499	155.2423	163.0044	171.1545	
882		Monthly	24,406.96	25,627.31	26,908.67	28,254.09	29,666.78	
883		Hourly	141.1614	148.2195	155.6304	163.4119	171.5824	
883		Monthly	24,467.98	25,691.38	26,975.94	28,324.73	29,740.95	
884		Hourly	141.5143	148.5900	156.0195	163.8204	172.0113	
884		Monthly	24,529.15	25,755.60	27,043.38	28,395.54	29,815.30	
885		Hourly	141.8681	148.9615	156.4096	164.2300	172.4414	
885		Monthly	24,590.47	25,819.99	27,110.99	28,466.53	29,889.84	
886		Hourly	142.2228	149.3339	156.8005	164.6405	172.8725	
886		Monthly	24,651.95	25,884.54	27,178.76	28,537.69	29,964.56	
887		Hourly	142.5783	149.7072	157.1926	165.0522	173.3046	
887		Monthly	24,713.58	25,949.25	27,246.71	28,609.04	30,039.47	
888		Hourly	142.9348	150.0815	157.5856	165.4648	173.7379	
888		Monthly	24,775.36	26,014.13	27,314.83	28,680.56	30,114.57	
889		Hourly	143.2921	150.4567	157.9795	165.8784	174.1723	
889		Monthly	24,837.30	26,079.16	27,383.11	28,752.26	30,189.86	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
890		Hourly	143.6503	150.8328	158.3744	166.2931	174.6077	
890		Monthly	24,899.39	26,144.36	27,451.57	28,824.14	30,265.33	
891		Hourly	144.0095	151.2099	158.7704	166.7088	175.0442	
891		Monthly	24,961.64	26,209.72	27,520.20	28,896.20	30,341.00	
892		Hourly	144.3695	151.5880	159.1673	167.1256	175.4818	
892		Monthly	25,024.05	26,275.25	27,589.00	28,968.44	30,416.85	
893		Hourly	144.7304	151.9669	159.5652	167.5434	175.9205	
893		Monthly	25,086.61	26,340.93	27,657.97	29,040.86	30,492.89	
894		Hourly	145.0922	152.3469	159.9642	167.9623	176.3603	
894		Monthly	25,149.32	26,406.79	27,727.12	29,113.47	30,569.12	
895		Hourly	145.4550	152.7277	160.3641	168.3822	176.8013	
895		Monthly	25,212.20	26,472.80	27,796.44	29,186.25	30,645.55	
896		Hourly	145.8186	153.1096	160.7650	168.8032	177.2432	
896		Monthly	25,275.23	26,538.99	27,865.93	29,259.22	30,722.16	
897		Hourly	146.1831	153.4923	161.1669	169.2252	177.6864	
897		Monthly	25,338.41	26,605.33	27,935.59	29,332.36	30,798.97	
898		Hourly	146.5486	153.8761	161.5698	169.6482	178.1305	
898		Monthly	25,401.76	26,671.85	28,005.43	29,405.69	30,875.96	
899		Hourly	146.9150	154.2608	161.9737	170.0724	178.5759	
899		Monthly	25,465.26	26,738.53	28,075.44	29,479.21	30,953.15	
900		Hourly	147.2823	154.6464	162.3786	170.4976	179.0223	
900		Monthly	25,528.93	26,805.37	28,145.63	29,552.91	31,030.54	

CITY OF VALLEJO							
IAFF		4.0%	Increase				
SALARY RANGES							
Effective April 23, 2022							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	Fire Fighter (56.3 Hour Week)						
F00	BASE	Hourly	30.7103	32.2458	33.8580	35.5510	37.3286
		Bi-weekly	3,457.98	3,630.88	3,812.41	4,003.04	4,203.20
		Monthly	7,492.29	7,866.90	8,260.22	8,673.26	9,106.93
		Annual	89,907.47	94,402.80	99,122.68	104,079.11	109,283.21
F01	Edu 1	Hourly	31.7851	33.3744	35.0431	36.7952	38.6350
		Bi-weekly	3,579.00	3,757.96	3,945.85	4,143.14	4,350.30
		Monthly	7,754.51	8,142.24	8,549.35	8,976.80	9,425.65
		Annual	93,054.06	97,706.89	102,592.18	107,721.63	113,107.83
F02	Edu 1 + Emt	Hourly	33.3206	34.9866	36.7360	38.5728	40.5014
		Bi-weekly	3,751.90	3,939.49	4,136.47	4,343.30	4,560.46
		Monthly	8,129.12	8,535.56	8,962.36	9,410.48	9,880.99
		Annual	97,549.39	102,426.77	107,548.31	112,925.73	118,571.90
F03	Edu 1 + Para	Hourly	34.8562	36.5990	38.4288	40.3503	42.3678
	(Plumber, Welder, Fire Engine Driver & Capt.)	Bi-weekly	3,924.81	4,121.05	4,327.08	4,543.44	4,770.61
		Monthly	8,503.75	8,928.94	9,375.35	9,844.13	10,336.33
		Annual	102,045.01	107,147.23	112,504.15	118,129.54	124,035.97
F04	Edu 1 + Haz	Hourly	33.3206	34.9866	36.7360	38.5728	40.5014
		Bi-weekly	3,751.90	3,939.49	4,136.47	4,343.30	4,560.46
		Monthly	8,129.12	8,535.56	8,962.36	9,410.48	9,880.99
		Annual	97,549.39	102,426.77	107,548.31	112,925.73	118,571.90
F07	Edu 1 + Biling	Hourly	32.0922	33.6968	35.3817	37.1508	39.0083
		Bi-weekly	3,613.58	3,794.26	3,983.98	4,183.18	4,392.33
		Monthly	7,829.43	8,220.90	8,631.96	9,063.56	9,516.73
		Annual	93,953.12	98,650.75	103,583.46	108,762.68	114,200.70
F08	Educ 1 + Emt + Haz	Hourly	34.8562	36.5990	38.4288	40.3503	42.3678
		Bi-weekly	3,924.81	4,121.05	4,327.08	4,543.44	4,770.61
		Monthly	8,503.75	8,928.94	9,375.35	9,844.13	10,336.33
		Annual	102,045.01	107,147.23	112,504.15	118,129.54	124,035.97
F11	Educ 1 + Emt + Biling	Hourly	33.6277	35.3091	37.0745	38.9283	40.8748
		Bi-weekly	3,786.48	3,975.80	4,174.59	4,383.33	4,602.50
		Monthly	8,204.04	8,614.24	9,044.94	9,497.21	9,972.09
		Annual	98,448.45	103,370.92	108,539.31	113,966.49	119,665.06
F12	Educ 1 + Para + Haz	Hourly	36.3917	38.2113	40.1218	42.1279	44.2343
	(Plumber, Welder, Fire Engine Driver & Capt.)	Bi-weekly	4,097.71	4,302.59	4,517.71	4,743.60	4,980.78
		Monthly	8,878.36	9,322.28	9,788.38	10,277.80	10,791.70
		Annual	106,540.34	111,867.40	117,460.58	123,333.64	129,500.34
F13	Educ 1 + Para + Biling	Hourly	35.1633	36.9214	38.7676	40.7059	42.7412
	(Plumber, Welder, Fire Engine Driver & Capt.)	Bi-weekly	3,959.39	4,157.35	4,365.23	4,583.48	4,812.66

		Monthly	8,578.67	9,007.59	9,458.00	9,930.88	10,427.43
		Annual	102,944.08	108,091.09	113,496.03	119,170.59	125,129.14
F16	Educ 1 + Haz + Biling	Hourly	33.6277	35.3091	37.0745	38.9283	40.8748
		Bi-weekly	3,786.48	3,975.80	4,174.59	4,383.33	4,602.50
		Monthly	8,204.04	8,614.24	9,044.94	9,497.21	9,972.09
		Annual	98,448.45	103,370.92	108,539.31	113,966.49	119,665.06
F21	Educ 1 + Emt + Haz + Biling	Hourly	35.1633	36.9214	38.7676	40.7059	42.7412
		Bi-weekly	3,959.39	4,157.35	4,365.23	4,583.48	4,812.66
		Monthly	8,578.67	9,007.59	9,458.00	9,930.88	10,427.43
		Annual	102,944.08	108,091.09	113,496.03	119,170.59	125,129.14
	Fire Fighter (56.3 Hour Week)						
F26	Educ 2	Hourly	32.2458	33.8580	35.5510	37.3286	39.1950
		Bi-weekly	3,630.88	3,812.41	4,003.04	4,203.20	4,413.36
		Monthly	7,866.90	8,260.22	8,673.26	9,106.93	9,562.27
		Annual	94,402.80	99,122.68	104,079.11	109,283.21	114,747.28
F27	Educ 2 + Emt	Hourly	33.7813	35.4703	37.2439	39.1061	41.0614
		Bi-weekly	3,803.77	3,993.96	4,193.66	4,403.35	4,623.51
		Monthly	8,241.51	8,653.57	9,086.27	9,540.59	10,017.61
		Annual	98,898.13	103,842.85	109,035.24	114,487.02	120,211.35
F28	Educ 2 + Para (Plumber Engineer & Capt.)	Hourly	35.3168	37.0827	38.9369	40.8836	42.9278
		Bi-weekly	3,976.67	4,175.51	4,384.29	4,603.49	4,833.67
		Monthly	8,616.12	9,046.94	9,499.31	9,974.24	10,472.95
		Annual	103,393.46	108,563.31	113,991.67	119,690.83	125,675.43
F29	Educ 2 + Haz	Hourly	33.7813	35.4703	37.2439	39.1061	41.0614
		Bi-weekly	3,803.77	3,993.96	4,193.66	4,403.35	4,623.51
		Monthly	8,241.51	8,653.57	9,086.27	9,540.59	10,017.61
		Annual	98,898.13	103,842.85	109,035.24	114,487.02	120,211.35
F32	Educ 2 + Biling	Hourly	32.5529	34.1805	35.8896	37.6840	39.5683
		Bi-weekly	3,665.46	3,848.72	4,041.17	4,243.22	4,455.39
		Monthly	7,941.82	8,338.90	8,755.87	9,193.64	9,653.35
		Annual	95,301.87	100,066.83	105,070.39	110,323.68	115,840.16
F33	Educ 2 + Emt + Haz	Hourly	35.3168	37.0827	38.9369	40.8836	42.9278
		Bi-weekly	3,976.67	4,175.51	4,384.29	4,603.49	4,833.67
		Monthly	8,616.12	9,046.94	9,499.31	9,974.24	10,472.95
		Annual	103,393.46	108,563.31	113,991.67	119,690.83	125,675.43
F36	Educ 2 + Emt + Biling	Hourly	34.0884	35.7928	37.5825	39.4616	41.4347
		Bi-weekly	3,838.35	4,030.27	4,231.79	4,443.38	4,665.55
		Monthly	8,316.43	8,732.25	9,168.88	9,627.32	10,108.69
		Annual	99,797.20	104,787.00	110,026.53	115,527.78	121,304.23
F37	Educ 2 + Para + Haz (Plumber Engineer & Capt.)	Hourly	36.8524	38.6950	40.6297	42.6612	44.7943
		Bi-weekly	4,149.58	4,357.06	4,574.90	4,803.65	5,043.84
		Monthly	8,990.76	9,440.29	9,912.29	10,407.91	10,928.32
		Annual	107,889.09	113,283.48	118,947.51	124,894.93	131,139.79
F38	Educ 2 + Para + Biling	Hourly	35.6238	37.4052	39.2754	41.2391	43.3011

F67	Haz	Hourly	32.2458	33.8580	35.5510	37.3286	39.1950
		Bi-weekly	3,630.88	3,812.41	4,003.04	4,203.20	4,413.36
		Monthly	7,866.90	8,260.22	8,673.26	9,106.93	9,562.27
		Annual	94,402.80	99,122.68	104,079.11	109,283.21	114,747.28
F70	Haz + Biling	Hourly	32.5529	34.1805	35.8896	37.6840	39.5683
		Bi-weekly	3,665.46	3,848.72	4,041.17	4,243.22	4,455.39
		Monthly	7,941.82	8,338.90	8,755.87	9,193.64	9,653.35
		Annual	95,301.87	100,066.83	105,070.39	110,323.68	115,840.16
F77	Biling	Hourly	31.0174	32.5682	34.1967	35.9064	37.7018
		Bi-weekly	3,492.56	3,667.18	3,850.55	4,043.06	4,245.22
		Monthly	7,567.21	7,945.56	8,342.86	8,759.97	9,197.98
		Annual	90,806.54	95,346.66	100,114.26	105,119.58	110,375.79
	Fire Fighter (40 Hour Week)						
G00	BASE	Hourly	43.2247	45.3860	47.6552	50.0380	52.5400
		Bi-weekly	3,457.98	3,630.88	3,812.42	4,003.04	4,203.20
		Monthly	7,492.28	7,866.91	8,260.24	8,673.25	9,106.93
		Annual	89,907.38	94,402.88	99,122.82	104,079.04	109,283.20
G01	Edu 1	Hourly	44.7376	46.9744	49.3232	51.7894	54.3788
		Bi-weekly	3,579.01	3,757.95	3,945.86	4,143.15	4,350.30
		Monthly	7,754.52	8,142.23	8,549.36	8,976.83	9,425.66
		Annual	93,054.21	97,706.75	102,592.26	107,721.95	113,107.90
	Fire Fighter (40 Hour Week)						
G02	Edu 1 + Emt	Hourly	46.8989	49.2438	51.7060	54.2912	57.0058
		Bi-weekly	3,751.91	3,939.50	4,136.48	4,343.30	4,560.46
		Monthly	8,129.14	8,535.59	8,962.37	9,410.48	9,881.01
		Annual	97,549.71	102,427.10	107,548.48	112,925.70	118,572.06
G03	Edu 1 + Para	Hourly	49.0600	51.5131	54.0886	56.7932	59.6328
	(at Engineer & Capt.)	Bi-weekly	3,924.80	4,121.05	4,327.09	4,543.46	4,770.62
		Monthly	8,503.73	8,928.94	9,375.36	9,844.16	10,336.35
		Annual	102,044.80	107,147.25	112,504.29	118,129.86	124,036.22
G04	Edu 1 + Haz	Hourly	46.8989	49.2438	51.7060	54.2912	57.0058
		Bi-weekly	3,751.91	3,939.50	4,136.48	4,343.30	4,560.46
		Monthly	8,129.14	8,535.59	8,962.37	9,410.48	9,881.01
		Annual	97,549.71	102,427.10	107,548.48	112,925.70	118,572.06
G05	Educ Incent 1 & Bi-lingual 1%	Hourly	45.1698	47.4284	49.7998	52.2896	54.9043
		Bi-weekly	3,613.58	3,794.27	3,983.98	4,183.17	4,392.34
		Monthly	7,829.43	8,220.92	8,631.97	9,063.53	9,516.75
		Annual	93,953.18	98,651.07	103,583.58	108,762.37	114,200.94
G06	Educ 1 + Emt + Haz	Hourly	49.0600	51.5131	54.0886	56.7932	59.6328
		Bi-weekly	3,924.80	4,121.05	4,327.09	4,543.46	4,770.62
		Monthly	8,503.73	8,928.94	9,375.36	9,844.16	10,336.35
		Annual	102,044.80	107,147.25	112,504.29	118,129.86	124,036.22
G07	Educ 1 + Emt + Biling	Hourly	47.3310	49.6976	52.1825	54.7917	57.5312
		Bi-weekly	3,786.48	3,975.81	4,174.60	4,383.34	4,602.50
		Monthly	8,204.04	8,614.25	9,044.97	9,497.23	9,972.08
		Annual	98,448.48	103,371.01	108,539.60	113,966.74	119,664.90

G08	Educ 1 + Para + Haz	Hourly	51.2212	53.7824	56.4715	59.2950	62.2598
st Engineer & Capt.)		Bi-weekly	4,097.70	4,302.59	4,517.72	4,743.60	4,980.78
		Monthly	8,878.34	9,322.28	9,788.39	10,277.80	10,791.70
		Annual	106,540.10	111,867.39	117,460.72	123,333.60	129,500.38
G09	Educ 1 + Haz + Biling	Hourly	47.3310	49.6976	52.1825	54.7917	57.5312
		Bi-weekly	3,786.48	3,975.81	4,174.60	4,383.34	4,602.50
		Monthly	8,204.04	8,614.25	9,044.97	9,497.23	9,972.08
		Annual	98,448.48	103,371.01	108,539.60	113,966.74	119,664.90
G10	Educ 1 + Emt + Haz + Biling	Hourly	49.4924	51.9668	54.5653	57.2935	60.1582
		Bi-weekly	3,959.39	4,157.34	4,365.22	4,583.48	4,812.66
		Monthly	8,578.68	9,007.58	9,457.99	9,930.87	10,427.42
		Annual	102,944.19	108,090.94	113,495.82	119,170.48	125,129.06
G11	Educ 2	Hourly	45.3860	47.6552	50.0380	52.5400	55.1669
		Bi-weekly	3,630.88	3,812.42	4,003.04	4,203.20	4,413.35
		Monthly	7,866.91	8,260.24	8,673.25	9,106.93	9,562.26
		Annual	94,402.88	99,122.82	104,079.04	109,283.20	114,747.15
G12	Educ 2 + Emt	Hourly	47.5471	49.9245	52.4208	55.0418	57.7939
		Bi-weekly	3,803.77	3,993.96	4,193.66	4,403.34	4,623.51
		Monthly	8,241.50	8,653.58	9,086.27	9,540.58	10,017.61
		Annual	98,897.97	103,842.96	109,035.26	114,486.94	120,211.31
G13	Educ 2 + Para	Hourly	49.7085	52.1939	54.8035	57.5437	60.4209
st Engineer & Capt.)		Bi-weekly	3,976.68	4,175.51	4,384.28	4,603.50	4,833.67
		Monthly	8,616.14	9,046.94	9,499.27	9,974.24	10,472.96
		Annual	103,393.68	108,563.31	113,991.28	119,690.90	125,675.47
	Fire Fighter (40 Hour Week)						
G14	Educ 2 + Haz	Hourly	47.5471	49.9245	52.4208	55.0418	57.7939
		Bi-weekly	3,803.77	3,993.96	4,193.66	4,403.34	4,623.51
		Monthly	8,241.50	8,653.58	9,086.27	9,540.58	10,017.61
		Annual	98,897.97	103,842.96	109,035.26	114,486.94	120,211.31
G15	Educ 2 + Biling	Hourly	45.8181	48.1092	50.5146	53.0402	55.6923
		Bi-weekly	3,665.45	3,848.74	4,041.17	4,243.22	4,455.38
		Monthly	7,941.80	8,338.93	8,755.86	9,193.64	9,653.33
		Annual	95,301.65	100,067.14	105,070.37	110,323.62	115,839.98
G16	Educ 2 + Emt + Haz	Hourly	49.7085	52.1939	54.8035	57.5437	60.4209
		Bi-weekly	3,976.68	4,175.51	4,384.28	4,603.50	4,833.67
		Monthly	8,616.14	9,046.94	9,499.27	9,974.24	10,472.96
		Annual	103,393.68	108,563.31	113,991.28	119,690.90	125,675.47
G17	Educ 2 + Emt + Biling	Hourly	47.9795	50.3784	52.8973	55.5422	58.3194
		Bi-weekly	3,838.36	4,030.27	4,231.78	4,443.38	4,665.55
		Monthly	8,316.45	8,732.26	9,168.87	9,627.32	10,108.70
		Annual	99,797.36	104,787.07	110,026.38	115,527.78	121,304.35
G18	Educ 2 + Para + Haz	Hourly	51.8697	54.4631	57.1864	60.0455	63.0479
st Engineer & Capt.)		Bi-weekly	4,149.58	4,357.05	4,574.91	4,803.64	5,043.83
		Monthly	8,990.75	9,440.27	9,912.31	10,407.89	10,928.30

		Annual	107,888.98	113,283.25	118,947.71	124,894.64	131,139.63
G19	Educ 2 + Para + Biling	Hourly	50.1407	52.6477	55.2802	58.0442	60.9463
		Bi-weekly	4,011.26	4,211.82	4,422.42	4,643.54	4,875.70
		Monthly	8,691.06	9,125.60	9,581.90	10,061.00	10,564.03
		Annual	104,292.66	109,507.22	114,982.82	120,731.94	126,768.30
G20	Educ 2 + Haz + Biling	Hourly	47.9795	50.3784	52.8973	55.5422	58.3194
		Bi-weekly	3,838.36	4,030.27	4,231.78	4,443.38	4,665.55
		Monthly	8,316.45	8,732.26	9,168.87	9,627.32	10,108.70
		Annual	99,797.36	104,787.07	110,026.38	115,527.78	121,304.35
G21	Educ 2 + EMT + Haz + Biling	Hourly	50.1407	52.6477	55.2802	58.0442	60.9463
		Bi-weekly	4,011.26	4,211.82	4,422.42	4,643.54	4,875.70
		Monthly	8,691.06	9,125.60	9,581.90	10,061.00	10,564.03
		Annual	104,292.66	109,507.22	114,982.82	120,731.94	126,768.30
G22	Emt	Hourly	45.3860	47.6552	50.0380	52.5400	55.1669
		Bi-weekly	3,630.88	3,812.42	4,003.04	4,203.20	4,413.35
		Monthly	7,866.91	8,260.24	8,673.25	9,106.93	9,562.26
		Annual	94,402.88	99,122.82	104,079.04	109,283.20	114,747.15
G23	Emt + Haz	Hourly	47.5471	49.9245	52.4208	55.0418	57.7939
		Bi-weekly	3,803.77	3,993.96	4,193.66	4,403.34	4,623.51
		Monthly	8,241.50	8,653.58	9,086.27	9,540.58	10,017.61
		Annual	98,897.97	103,842.96	109,035.26	114,486.94	120,211.31
G24	Emt + Biling	Hourly	45.8181	48.1092	50.5146	53.0402	55.6923
		Bi-weekly	3,665.45	3,848.74	4,041.17	4,243.22	4,455.38
		Monthly	7,941.80	8,338.93	8,755.86	9,193.64	9,653.33
		Annual	95,301.65	100,067.14	105,070.37	110,323.62	115,839.98
G25	Emt + Haz + Biling	Hourly	47.9795	50.3784	52.8973	55.5422	58.3194
		Bi-weekly	3,838.36	4,030.27	4,231.78	4,443.38	4,665.55
		Monthly	8,316.45	8,732.26	9,168.87	9,627.32	10,108.70
		Annual	99,797.36	104,787.07	110,026.38	115,527.78	121,304.35
	Fire Fighter (40 Hour Week)						
G26	Para	Hourly	47.5471	49.9245	52.4208	55.0418	57.7939
		Bi-weekly	3,803.77	3,993.96	4,193.66	4,403.34	4,623.51
		Monthly	8,241.50	8,653.58	9,086.27	9,540.58	10,017.61
		Annual	98,897.97	103,842.96	109,035.26	114,486.94	120,211.31
G27	Para + Haz	Hourly	49.7085	52.1939	54.8035	57.5437	60.4209
		Bi-weekly	3,976.68	4,175.51	4,384.28	4,603.50	4,833.67
		Monthly	8,616.14	9,046.94	9,499.27	9,974.24	10,472.96
		Annual	103,393.68	108,563.31	113,991.28	119,690.90	125,675.47
G28	Para + Biling	Hourly	47.9795	50.3784	52.8973	55.5422	58.3194
		Bi-weekly	3,838.36	4,030.27	4,231.78	4,443.38	4,665.55
		Monthly	8,316.45	8,732.26	9,168.87	9,627.32	10,108.70
		Annual	99,797.36	104,787.07	110,026.38	115,527.78	121,304.35
G29	Para + Haz + Biling	Hourly	50.1407	52.6477	55.2802	58.0442	60.9463
		Bi-weekly	4,011.26	4,211.82	4,422.42	4,643.54	4,875.70

		Monthly	8,691.06	9,125.60	9,581.90	10,061.00	10,564.03
		Annual	104,292.66	109,507.22	114,982.82	120,731.94	126,768.30
G30	Haz	Hourly	45.3859	47.6553	50.0380	52.5399	55.1669
		Bi-weekly	3,630.87	3,812.42	4,003.04	4,203.19	4,413.35
		Monthly	7,866.89	8,260.25	8,673.25	9,106.92	9,562.26
		Annual	94,402.67	99,123.02	104,079.04	109,282.99	114,747.15
G31	Haz + Biling	Hourly	45.8182	48.1092	50.5146	53.0403	55.6923
		Bi-weekly	3,665.46	3,848.74	4,041.17	4,243.22	4,455.38
		Monthly	7,941.82	8,338.93	8,755.86	9,193.65	9,653.33
		Annual	95,301.86	100,067.14	105,070.37	110,323.82	115,839.98
G32	Bi-lingual - 1% of Base	Hourly	43.6569	45.8398	48.1318	50.5384	53.0653
		Bi-weekly	3,492.55	3,667.18	3,850.54	4,043.07	4,245.22
		Monthly	7,567.20	7,945.57	8,342.85	8,759.99	9,197.99
		Annual	90,806.35	95,346.78	100,114.14	105,119.87	110,375.82
	Fire Engineer (56.3 Hour Week)						
H00	BASE	Hourly	33.4730	35.1466	36.9040	38.7492	40.6867
		Bi-weekly	3,769.06	3,957.51	4,155.39	4,363.16	4,581.32
		Monthly	8,166.30	8,574.60	9,003.35	9,453.51	9,926.20
		Annual	97,995.55	102,895.19	108,040.15	113,442.16	119,114.38
H01	Edu 1	Hourly	34.6446	36.3767	38.1957	40.1054	42.1106
		Bi-weekly	3,900.98	4,096.02	4,300.84	4,515.87	4,741.65
		Monthly	8,452.13	8,874.70	9,318.48	9,784.38	10,273.58
		Annual	101,425.53	106,496.43	111,821.73	117,412.57	123,282.99
H02	Edu 1 + Emt	Hourly	36.3182	38.1341	40.0408	42.0428	44.1450
		Bi-weekly	4,089.43	4,293.90	4,508.59	4,734.02	4,970.73
		Monthly	8,860.43	9,303.45	9,768.62	10,257.04	10,769.91
		Annual	106,325.16	111,641.39	117,223.45	123,084.50	129,238.90
H03	Edu 1 + Haz	Hourly	36.3182	38.1341	40.0408	42.0428	44.1450
		Bi-weekly	4,089.43	4,293.90	4,508.59	4,734.02	4,970.73
		Monthly	8,860.43	9,303.45	9,768.62	10,257.04	10,769.91
		Annual	106,325.16	111,641.39	117,223.45	123,084.50	129,238.90
H04	Edu 1 + Para	Hourly	37.1549	39.0127	40.9634	43.0116	45.1621
	(Fire Engineer & Capt. only)	Bi-weekly	4,183.64	4,392.83	4,612.48	4,843.11	5,085.25
		Monthly	9,064.56	9,517.80	9,993.70	10,493.40	11,018.05
		Annual	108,774.69	114,213.58	119,924.45	125,920.76	132,216.56
	Fire Engineer (56.3 Hour Week)						
H06	Educ Incent 1 & Bi-lingual 1%	Hourly	34.9793	36.7281	38.5647	40.4929	42.5175
		Bi-weekly	3,938.67	4,135.58	4,342.39	4,559.50	4,787.47
		Monthly	8,533.78	8,960.43	9,408.50	9,878.92	10,372.85
		Annual	102,405.40	107,525.19	112,902.02	118,547.01	124,474.23
H07	Educ 1 + Emt + Haz	Hourly	37.9918	39.8914	41.8860	43.9804	46.1793
		Bi-weekly	4,277.88	4,491.77	4,716.36	4,952.19	5,199.79
		Monthly	9,268.73	9,732.17	10,218.79	10,729.75	11,266.21
		Annual	111,224.79	116,786.06	122,625.45	128,757.02	135,194.52
H10	Educ 1 + Emt + Biling	Hourly	36.6529	38.4855	40.4098	42.4303	44.5518

		Bi-weekly	4,127.12	4,333.47	4,550.14	4,777.65	5,016.53
		Monthly	8,942.09	9,389.18	9,858.64	10,351.58	10,869.15
		Annual	107,305.03	112,670.15	118,303.73	124,218.95	130,429.85
H11	Educ 1 + Para + Haz	Hourly	38.8286	40.7701	42.8086	44.9491	47.1964
	neer & Capt. only)	Bi-weekly	4,372.10	4,590.71	4,820.25	5,061.27	5,314.31
		Monthly	9,472.88	9,946.55	10,443.87	10,966.08	11,514.35
		Annual	113,674.61	119,358.54	125,326.46	131,592.99	138,172.18
H12	Educ 1 + Para + Biling	Hourly	37.4897	39.3643	41.3325	43.3991	45.5690
	neer & Capt. only)	Bi-weekly	4,221.34	4,432.42	4,654.04	4,886.74	5,131.07
		Monthly	9,146.24	9,603.58	10,083.75	10,587.93	11,117.32
		Annual	109,754.85	115,242.92	121,005.03	127,055.21	133,407.80
H13	Educ 1 + Haz + Biling	Hourly	36.6529	38.4855	40.4098	42.4303	44.5518
		Bi-weekly	4,127.12	4,333.47	4,550.14	4,777.65	5,016.53
		Monthly	8,942.09	9,389.18	9,858.64	10,351.58	10,869.15
		Annual	107,305.03	112,670.15	118,303.73	124,218.95	130,429.85
H14	Educ 1 + Long 1 + Biling	Hourly	36.6529	38.4855	40.4098	42.4303	44.5518
		Bi-weekly	4,127.12	4,333.47	4,550.14	4,777.65	5,016.53
		Monthly	8,942.09	9,389.18	9,858.64	10,351.58	10,869.15
		Annual	107,305.03	112,670.15	118,303.73	124,218.95	130,429.85
H15	Educ 1 + Long 2 + Biling	Hourly	38.3266	40.2429	42.2550	44.3678	46.5862
		Bi-weekly	4,315.58	4,531.35	4,757.91	4,995.81	5,245.61
		Monthly	9,350.41	9,817.93	10,308.81	10,824.26	11,365.48
		Annual	112,204.95	117,815.11	123,705.74	129,891.17	136,385.76
H18	Educ 1 + Emt + Haz + Biling	Hourly	38.3265	40.2428	42.2551	44.3679	46.5862
		Bi-weekly	4,315.56	4,531.34	4,757.92	4,995.83	5,245.61
		Monthly	9,350.39	9,817.90	10,308.84	10,824.29	11,365.48
		Annual	112,204.66	117,814.82	123,706.03	129,891.46	136,385.76
H19	Educ 1 + Para + Haz + Biling	Hourly	39.1634	41.1215	43.1777	45.3365	47.6034
	neer & Capt. only)	Bi-weekly	4,409.80	4,630.28	4,861.81	5,104.89	5,360.14
		Monthly	9,554.56	10,032.28	10,533.92	11,060.60	11,613.64
		Annual	114,654.77	120,387.30	126,407.03	132,727.14	139,363.71
H23	Educ 2	Hourly	35.1466	36.9040	38.7492	40.6867	42.7209
		Bi-weekly	3,957.51	4,155.39	4,363.16	4,581.32	4,810.37
		Monthly	8,574.60	9,003.35	9,453.51	9,926.20	10,422.48
		Annual	102,895.19	108,040.15	113,442.16	119,114.38	125,069.71
H24	Educ 2 + Emt	Hourly	36.8203	38.6613	40.5944	42.6241	44.7554
		Bi-weekly	4,145.97	4,353.26	4,570.93	4,799.47	5,039.46
		Monthly	8,982.93	9,432.07	9,903.68	10,398.86	10,918.83
		Annual	107,795.11	113,184.82	118,844.17	124,786.32	131,025.91
	Fire Engineer (56.3 Hour Week)						
H25	Educ 2 + Haz	Hourly	36.8203	38.6613	40.5944	42.6241	44.7554
		Bi-weekly	4,145.97	4,353.26	4,570.93	4,799.47	5,039.46
		Monthly	8,982.93	9,432.07	9,903.68	10,398.86	10,918.83
		Annual	107,795.11	113,184.82	118,844.17	124,786.32	131,025.91

H26	Educ 2 + Para	Hourly	37.6572	39.5400	41.5170	43.5928	45.7724
	neer & Capt. only)	Bi-weekly	4,240.20	4,452.20	4,674.81	4,908.55	5,153.97
		Monthly	9,187.10	9,646.44	10,128.76	10,635.19	11,166.94
		Annual	110,245.22	115,757.30	121,545.17	127,622.28	134,003.28
H28	Educ 2 + Biling	Hourly	35.4814	37.2554	39.1182	41.0742	43.1278
		Bi-weekly	3,995.21	4,194.96	4,404.71	4,624.95	4,856.19
		Monthly	8,656.28	9,089.08	9,543.54	10,020.74	10,521.75
		Annual	103,875.35	109,068.91	114,522.44	120,248.83	126,260.95
H29	Educ 2 + Emt + Haz	Hourly	38.4939	40.4186	42.4396	44.5616	46.7896
		Bi-weekly	4,334.41	4,551.13	4,778.70	5,017.64	5,268.51
		Monthly	9,391.23	9,860.79	10,353.85	10,871.55	11,415.10
		Annual	112,694.74	118,329.49	124,246.17	130,458.54	136,981.23
H30	Educ 2 + Para + Haz	Hourly	39.3307	41.2973	43.3622	45.5303	47.8067
	neer & Capt. only)	Bi-weekly	4,428.64	4,650.08	4,882.58	5,126.71	5,383.03
		Monthly	9,595.38	10,075.17	10,578.93	11,107.88	11,663.24
		Annual	115,144.56	120,901.98	126,947.18	133,294.51	139,958.89
H32	Educ 2 + Emt + Biling	Hourly	37.1549	39.0127	40.9634	43.0116	45.1621
		Bi-weekly	4,183.64	4,392.83	4,612.48	4,843.11	5,085.25
		Monthly	9,064.56	9,517.80	9,993.70	10,493.40	11,018.05
		Annual	108,774.69	114,213.58	119,924.45	125,920.76	132,216.56
H33	Educ 2 + Para + Biling	Hourly	37.9918	39.8914	41.8860	43.9804	46.1793
	neer & Capt. only)	Bi-weekly	4,277.88	4,491.77	4,716.36	4,952.19	5,199.79
		Monthly	9,268.73	9,732.17	10,218.79	10,729.75	11,266.21
		Annual	111,224.79	116,786.06	122,625.45	128,757.02	135,194.52
H35	Educ 2 + Haz + Biling	Hourly	37.1549	39.0127	40.9634	43.0116	45.1621
		Bi-weekly	4,183.64	4,392.83	4,612.48	4,843.11	5,085.25
		Monthly	9,064.56	9,517.80	9,993.70	10,493.40	11,018.05
		Annual	108,774.69	114,213.58	119,924.45	125,920.76	132,216.56
H36	Educ 2 + Long 1 + Biling	Hourly	37.1550	39.0128	40.9634	43.0116	45.1621
		Bi-weekly	4,183.65	4,392.84	4,612.48	4,843.11	5,085.25
		Monthly	9,064.58	9,517.82	9,993.70	10,493.40	11,018.05
		Annual	108,774.98	114,213.87	119,924.45	125,920.76	132,216.56
H37	Educ 2 + Long 2 + Biling	Hourly	38.8286	40.7701	42.8086	44.9490	47.1964
		Bi-weekly	4,372.10	4,590.71	4,820.25	5,061.26	5,314.31
		Monthly	9,472.88	9,946.55	10,443.87	10,966.06	11,514.35
		Annual	113,674.61	119,358.54	125,326.46	131,592.69	138,172.18
H40	Educ 2 + EMT + Haz + Biling	Hourly	38.8286	40.7701	42.8086	44.9491	47.1964
		Bi-weekly	4,372.10	4,590.71	4,820.25	5,061.27	5,314.31
		Monthly	9,472.88	9,946.55	10,443.87	10,966.08	11,514.35
		Annual	113,674.61	119,358.54	125,326.46	131,592.99	138,172.18
H41	Educ 2 + Para + Haz + Biling	Hourly	39.6655	41.6487	43.7313	45.9178	48.2137
	neer & Capt. only)	Bi-weekly	4,466.34	4,689.64	4,924.14	5,170.34	5,428.86
		Monthly	9,677.06	10,160.89	10,668.98	11,202.41	11,762.54
		Annual	116,124.72	121,930.73	128,027.75	134,428.95	141,150.43

	Fire Engineer (56.3 Hour Week)						
H45	Emt	Hourly	35.1466	36.9040	38.7492	40.6867	42.7209
		Bi-weekly	3,957.51	4,155.39	4,363.16	4,581.32	4,810.37
		Monthly	8,574.60	9,003.35	9,453.51	9,926.20	10,422.48
		Annual	102,895.19	108,040.15	113,442.16	119,114.38	125,069.71
H46	Emt + Haz	Hourly	36.8203	38.6613	40.5944	42.6241	44.7554
		Bi-weekly	4,145.97	4,353.26	4,570.93	4,799.47	5,039.46
		Monthly	8,982.93	9,432.07	9,903.68	10,398.86	10,918.83
		Annual	107,795.11	113,184.82	118,844.17	124,786.32	131,025.91
H49	Emt + Biling	Hourly	35.4814	37.2554	39.1182	41.0742	43.1278
		Bi-weekly	3,995.21	4,194.96	4,404.71	4,624.95	4,856.19
		Monthly	8,656.28	9,089.08	9,543.54	10,020.74	10,521.75
		Annual	103,875.35	109,068.91	114,522.44	120,248.83	126,260.95
H52	Emt + Haz + Biling	Hourly	37.1549	39.0127	40.9634	43.0116	45.1621
		Bi-weekly	4,183.64	4,392.83	4,612.48	4,843.11	5,085.25
		Monthly	9,064.56	9,517.80	9,993.70	10,493.40	11,018.05
		Annual	108,774.69	114,213.58	119,924.45	125,920.76	132,216.56
H53	Para	Hourly	35.9834	37.7826	39.6718	41.6554	43.7381
			4,051.73	4,254.32	4,467.04	4,690.40	4,924.91
			8,778.75	9,217.70	9,678.60	10,162.53	10,670.64
			105,345.00	110,612.34	116,143.16	121,950.35	128,047.66
H54	Para + Haz	Hourly	37.6570	39.5400	41.5169	43.5927	45.7725
			4,240.18	4,452.20	4,674.80	4,908.54	5,153.98
			9,187.05	9,646.44	10,128.74	10,635.17	11,166.96
			110,244.63	115,757.30	121,544.88	127,621.99	134,003.57
H55	Para + Biling	Hourly	36.3182	38.1341	40.0408	42.0428	44.1450
			4,089.43	4,293.90	4,508.59	4,734.02	4,970.73
			8,860.43	9,303.45	9,768.62	10,257.04	10,769.91
			106,325.16	111,641.39	117,223.45	123,084.50	129,238.90
H56	Para + Haz + Biling	Hourly	37.9918	39.8914	41.8860	43.9804	46.1793
			4,277.88	4,491.77	4,716.36	4,952.19	5,199.79
			9,268.73	9,732.17	10,218.79	10,729.75	11,266.21
			111,224.79	116,786.06	122,625.45	128,757.02	135,194.52
H57	Haz	Hourly	35.1466	36.9040	38.7492	40.6867	42.7209
		Bi-weekly	3,957.51	4,155.39	4,363.16	4,581.32	4,810.37
		Monthly	8,574.60	9,003.35	9,453.51	9,926.20	10,422.48
		Annual	102,895.19	108,040.15	113,442.16	119,114.38	125,069.71
H60	Haz + Biling	Hourly	35.4814	37.2554	39.1182	41.0742	43.1278
		Bi-weekly	3,995.21	4,194.96	4,404.71	4,624.95	4,856.19
		Monthly	8,656.28	9,089.08	9,543.54	10,020.74	10,521.75
		Annual	103,875.35	109,068.91	114,522.44	120,248.83	126,260.95
H67	Bi-lingual - 1% of Base	Hourly	33.8077	35.4980	37.2731	39.1367	41.0935
		Bi-weekly	3,806.75	3,997.07	4,196.95	4,406.79	4,627.13
		Monthly	8,247.95	8,660.33	9,093.39	9,548.05	10,025.44

		Annual	98,975.42	103,923.94	109,120.73	114,576.60	120,305.33
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I00	BASE	Hourly	37.3774	39.2462	41.2084	43.2689	45.4324
		Bi-weekly	4,208.70	4,419.12	4,640.07	4,872.08	5,115.69
		Monthly	9,118.84	9,574.77	10,053.48	10,556.17	11,083.99
		Annual	109,426.08	114,897.18	120,641.71	126,674.03	133,007.89
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I01	Edu 1	Hourly	38.6855	40.6198	42.6508	44.7834	47.0226
		Bi-weekly	4,355.99	4,573.79	4,802.48	5,042.61	5,294.74
		Monthly	9,437.97	9,909.88	10,405.37	10,925.66	11,471.95
		Annual	113,255.67	118,918.53	124,864.48	131,107.88	137,663.36
I02	Edu 1 + Emt	Hourly	40.5545	42.5822	44.7113	46.9467	49.2941
		Bi-weekly	4,566.44	4,794.76	5,034.49	5,286.20	5,550.52
		Monthly	9,893.95	10,388.64	10,908.07	11,453.43	12,026.12
		Annual	118,727.35	124,663.65	130,896.80	137,441.16	144,313.41
I03	Edu 1 + Haz	Hourly	40.5545	42.5822	44.7113	46.9467	49.2941
		Bi-weekly	4,566.44	4,794.76	5,034.49	5,286.20	5,550.52
		Monthly	9,893.95	10,388.64	10,908.07	11,453.43	12,026.12
		Annual	118,727.35	124,663.65	130,896.80	137,441.16	144,313.41
I04	Edu 1 + Para	Hourly	41.4888	43.5633	45.7414	48.0286	50.4300
	(Paramedic & Capt. only)	Bi-weekly	4,671.64	4,905.23	5,150.48	5,408.02	5,678.42
		Monthly	10,121.88	10,627.99	11,159.38	11,717.38	12,303.24
		Annual	121,462.61	127,535.92	133,912.52	140,608.53	147,638.87
I06	Educ Incent 1 & Bi-lingual 1%	Hourly	39.0593	41.0122	43.0629	45.2160	47.4768
		Bi-weekly	4,398.08	4,617.97	4,848.88	5,091.32	5,345.89
		Monthly	9,529.17	10,005.61	10,505.91	11,031.20	11,582.76
		Annual	114,350.01	120,067.32	126,070.95	132,374.36	138,993.08
I07	Educ 1 + Emt + Haz	Hourly	42.4233	44.5444	46.7716	49.1103	51.5658
		Bi-weekly	4,776.86	5,015.70	5,266.48	5,529.82	5,806.31
		Monthly	10,349.87	10,867.35	11,410.71	11,981.28	12,580.34
		Annual	124,198.45	130,408.19	136,928.54	143,775.31	150,964.04
I08	Educ 1 + Para + Haz	Hourly	43.3577	45.5256	47.8018	50.1920	52.7016
	(Paramedic & Capt. only)	Bi-weekly	4,882.08	5,126.18	5,382.48	5,651.62	5,934.20
		Monthly	10,577.83	11,106.73	11,662.05	12,245.18	12,857.43
		Annual	126,934.00	133,280.75	139,944.55	146,942.10	154,289.20
I10	Educ 1 + Emt + Biling	Hourly	40.9282	42.9747	45.1233	47.3795	49.7484
		Bi-weekly	4,608.52	4,838.95	5,080.88	5,334.93	5,601.67
		Monthly	9,985.12	10,484.39	11,008.58	11,559.02	12,136.95
		Annual	119,821.40	125,812.73	132,102.97	138,708.22	145,643.42
I11	Educ 1 + Para + Biling	Hourly	41.8626	43.9558	46.1535	48.4613	50.8842
	(Paramedic & Capt. only)	Bi-weekly	4,713.73	4,949.42	5,196.88	5,456.74	5,729.56
		Monthly	10,213.08	10,723.75	11,259.92	11,822.94	12,414.05
		Annual	122,556.95	128,685.00	135,118.99	141,875.30	148,968.58

I13	Educ 1 + Haz + Biling	Hourly	40.9282	42.9747	45.1233	47.3795	49.7484
		Bi-weekly	4,608.52	4,838.95	5,080.88	5,334.93	5,601.67
		Monthly	9,985.12	10,484.39	11,008.58	11,559.02	12,136.95
		Annual	119,821.40	125,812.73	132,102.97	138,708.22	145,643.42
I15	Educ 1 + Para + Haz + Biling	Hourly	43.7315	45.9181	48.2140	50.6247	53.1559
	(Fire Capt. only)	Bi-weekly	4,924.17	5,170.38	5,428.90	5,700.34	5,985.35
		Monthly	10,669.03	11,202.49	11,762.61	12,350.74	12,968.27
		Annual	128,028.34	134,429.83	141,151.31	148,208.87	155,619.21
I16	Educ 1 + Para + Long 1 + Biling	Hourly	43.7315	45.9181	48.2140	50.6247	53.1559
	(Fire Capt. only)	Bi-weekly	4,924.17	5,170.38	5,428.90	5,700.34	5,985.35
		Monthly	10,669.03	11,202.49	11,762.61	12,350.74	12,968.27
		Annual	128,028.34	134,429.83	141,151.31	148,208.87	155,619.21
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I17	Educ 1 + Para + Long 2 + Biling	Hourly	45.6004	47.8804	50.2743	52.7880	55.4275
	(Fire Capt. only)	Bi-weekly	5,134.61	5,391.33	5,660.89	5,943.93	6,241.14
		Monthly	11,124.98	11,681.22	12,265.25	12,878.51	13,522.46
		Annual	133,499.73	140,174.66	147,183.04	154,542.15	162,269.55
I18	Educ 1 + Emt + Haz + Biling	Hourly	42.7970	44.9369	47.1838	49.5429	52.0201
		Bi-weekly	4,818.94	5,059.89	5,312.90	5,578.53	5,857.46
		Monthly	10,441.04	10,963.11	11,511.27	12,086.82	12,691.17
		Annual	125,292.50	131,557.27	138,135.29	145,041.79	152,294.04
I19	Educ 1 + Emt + Long 1 + Biling	Hourly	42.7970	44.9369	47.1838	49.5429	52.0201
		Bi-weekly	4,818.94	5,059.89	5,312.90	5,578.53	5,857.46
		Monthly	10,441.04	10,963.11	11,511.27	12,086.82	12,691.17
		Annual	125,292.50	131,557.27	138,135.29	145,041.79	152,294.04
I20	Educ 1 + Emt + Long 2 + Biling	Hourly	44.6659	46.8992	49.2442	51.7064	54.2917
		Bi-weekly	5,029.38	5,280.85	5,544.90	5,822.14	6,113.25
		Monthly	10,896.99	11,441.84	12,013.94	12,614.64	13,245.37
		Annual	130,763.89	137,302.10	144,167.32	151,375.66	158,944.38
I23	Educ 2	Hourly	39.2462	41.2084	43.2689	45.4324	47.7040
		Bi-weekly	4,419.12	4,640.07	4,872.08	5,115.69	5,371.47
		Monthly	9,574.77	10,053.48	10,556.17	11,083.99	11,638.19
		Annual	114,897.18	120,641.71	126,674.03	133,007.89	139,658.23
I24	Educ 2 + Emt	Hourly	41.1150	43.1708	45.3293	47.5958	49.9756
		Bi-weekly	4,629.55	4,861.03	5,104.08	5,359.29	5,627.25
		Monthly	10,030.69	10,532.24	11,058.84	11,611.79	12,192.38
		Annual	120,368.27	126,386.83	132,706.06	139,341.46	146,308.57
I25	Educ 2 + Haz	Hourly	41.1150	43.1708	45.3293	47.5958	49.9756
		Bi-weekly	4,629.55	4,861.03	5,104.08	5,359.29	5,627.25
		Monthly	10,030.69	10,532.24	11,058.84	11,611.79	12,192.38
		Annual	120,368.27	126,386.83	132,706.06	139,341.46	146,308.57
I26	Educ 2 + Para	Hourly	42.0495	44.1520	46.3596	48.6776	51.1114
	(Fire Capt. only)	Bi-weekly	4,734.77	4,971.52	5,220.09	5,481.10	5,755.14

		Monthly	10,258.68	10,771.62	11,310.20	11,875.71	12,469.48
		Annual	123,104.12	129,259.40	135,722.36	142,508.54	149,633.73
I28	Educ 2 + Biling	Hourly	39.6200	41.6009	43.6810	45.8650	48.1583
		Bi-weekly	4,461.21	4,684.26	4,918.48	5,164.40	5,422.62
		Monthly	9,665.96	10,149.23	10,656.71	11,189.53	11,749.02
		Annual	115,991.51	121,790.79	127,880.50	134,274.37	140,988.24
I29	Educ 2 + Emt + Haz	Hourly	42.9840	45.1331	47.3898	49.7593	52.2473
		Bi-weekly	4,840.00	5,081.99	5,336.09	5,602.90	5,883.05
		Monthly	10,486.66	11,010.97	11,561.53	12,139.61	12,746.60
		Annual	125,839.96	132,131.66	138,738.38	145,675.33	152,959.20
I30	Educ 2 + Para + Haz	Hourly	43.9184	46.1142	48.4200	50.8409	53.3831
	neer & Capt. only)	Bi-weekly	4,945.21	5,192.46	5,452.09	5,724.69	6,010.94
		Monthly	10,714.63	11,250.33	11,812.87	12,403.49	13,023.70
		Annual	128,575.51	135,003.93	141,754.39	148,841.82	156,284.36
I32	Educ 2 + Emt + Biling	Hourly	41.4888	43.5633	45.7414	48.0286	50.4300
		Bi-weekly	4,671.64	4,905.23	5,150.48	5,408.02	5,678.42
		Monthly	10,121.88	10,627.99	11,159.38	11,717.38	12,303.24
		Annual	121,462.61	127,535.92	133,912.52	140,608.53	147,638.87
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I33	Educ 2 + Para + Biling	Hourly	42.4233	44.5444	46.7716	49.1103	51.5658
	neer & Capt. only)	Bi-weekly	4,776.86	5,015.70	5,266.48	5,529.82	5,806.31
		Monthly	10,349.87	10,867.35	11,410.71	11,981.28	12,580.34
		Annual	124,198.45	130,408.19	136,928.54	143,775.31	150,964.04
I35	Educ 2 + Haz + Biling	Hourly	41.4888	43.5633	45.7414	48.0286	50.4300
		Bi-weekly	4,671.64	4,905.23	5,150.48	5,408.02	5,678.42
		Monthly	10,121.88	10,627.99	11,159.38	11,717.38	12,303.24
		Annual	121,462.61	127,535.92	133,912.52	140,608.53	147,638.87
I40	Educ 2 + EMT + Haz + Biling	Hourly	43.3577	45.5256	47.8018	50.1920	52.7016
		Bi-weekly	4,882.08	5,126.18	5,382.48	5,651.62	5,934.20
		Monthly	10,577.83	11,106.73	11,662.05	12,245.18	12,857.43
		Annual	126,934.00	133,280.75	139,944.55	146,942.10	154,289.20
I41	Educ 2 + Para + Haz + Biling	Hourly	44.2921	46.5067	48.8321	51.2737	53.8374
	neer & Capt. only)	Bi-weekly	4,987.29	5,236.65	5,498.49	5,773.42	6,062.09
		Monthly	10,805.80	11,346.08	11,913.41	12,509.07	13,134.53
		Annual	129,669.55	136,153.01	142,960.86	150,108.88	157,614.37
I45	Emt	Hourly	39.2462	41.2084	43.2689	45.4324	47.7040
		Bi-weekly	4,419.12	4,640.07	4,872.08	5,115.69	5,371.47
		Monthly	9,574.77	10,053.48	10,556.17	11,083.99	11,638.19
		Annual	114,897.18	120,641.71	126,674.03	133,007.89	139,658.23
I46	Emt + Haz	Hourly	41.1150	43.1708	45.3293	47.5958	49.9756
		Bi-weekly	4,629.55	4,861.03	5,104.08	5,359.29	5,627.25
		Monthly	10,030.69	10,532.24	11,058.84	11,611.79	12,192.38
		Annual	120,368.27	126,386.83	132,706.06	139,341.46	146,308.57

I49	Emt + Biling	Hourly	39.6200	41.6009	43.6810	45.8650	48.1583
		Bi-weekly	4,461.21	4,684.26	4,918.48	5,164.40	5,422.62
		Monthly	9,665.96	10,149.23	10,656.71	11,189.53	11,749.02
		Annual	115,991.51	121,790.79	127,880.50	134,274.37	140,988.24
I52	Emt + Haz + Biling	Hourly	41.4887	43.5633	45.7414	48.0286	50.4300
		Bi-weekly	4,671.63	4,905.23	5,150.48	5,408.02	5,678.42
		Monthly	10,121.86	10,627.99	11,159.38	11,717.38	12,303.24
		Annual	121,462.32	127,535.92	133,912.52	140,608.53	147,638.87
I53	Para	Hourly	40.1806	42.1897	44.2991	46.5141	48.8399
		Bi-weekly	4,524.34	4,750.56	4,988.08	5,237.49	5,499.37
		Monthly	9,802.73	10,292.88	10,807.50	11,347.89	11,915.31
		Annual	117,632.72	123,514.57	129,690.05	136,174.68	142,983.69
I54	Para + Haz	Hourly	42.0495	44.1520	46.3596	48.6776	51.1114
		Bi-weekly	4,734.77	4,971.52	5,220.09	5,481.10	5,755.14
		Monthly	10,258.68	10,771.62	11,310.20	11,875.71	12,469.48
		Annual	123,104.12	129,259.40	135,722.36	142,508.54	149,633.73
I55	Para + Biling	Hourly	40.5545	42.5822	44.7113	46.9467	49.2941
		Bi-weekly	4,566.44	4,794.76	5,034.49	5,286.20	5,550.52
		Monthly	9,893.95	10,388.64	10,908.07	11,453.43	12,026.12
		Annual	118,727.35	124,663.65	130,896.80	137,441.16	144,313.41
I56	Para + Haz + Biling	Hourly	42.4233	44.5444	46.7716	49.1103	51.5658
		Bi-weekly	4,776.86	5,015.70	5,266.48	5,529.82	5,806.31
		Monthly	10,349.87	10,867.35	11,410.71	11,981.28	12,580.34
		Annual	124,198.45	130,408.19	136,928.54	143,775.31	150,964.04
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I57	Haz	Hourly	39.2462	41.2084	43.2689	45.4324	47.7040
		Bi-weekly	4,419.12	4,640.07	4,872.08	5,115.69	5,371.47
		Monthly	9,574.77	10,053.48	10,556.17	11,083.99	11,638.19
		Annual	114,897.18	120,641.71	126,674.03	133,007.89	139,658.23
I60	Haz + Biling	Hourly	39.6200	41.6009	43.6810	45.8650	48.1583
		Bi-weekly	4,461.21	4,684.26	4,918.48	5,164.40	5,422.62
		Monthly	9,665.96	10,149.23	10,656.71	11,189.53	11,749.02
		Annual	115,991.51	121,790.79	127,880.50	134,274.37	140,988.24
I67	Bi-lingual - 1% of Base	Hourly	37.7511	39.6387	41.6206	43.7016	45.8867
		Bi-weekly	4,250.77	4,463.32	4,686.48	4,920.80	5,166.84
		Monthly	9,210.01	9,670.52	10,154.04	10,661.73	11,194.83
		Annual	110,520.12	116,046.26	121,848.47	127,940.80	134,337.90
	Fire Captain (40 Hour Week) Fire Prevention Inspector Paramedic Coord/Training Off						
J00	BASE	Hourly	52.6086	55.2390	58.0009	60.9009	63.9462
		Bi-weekly	4,208.69	4,419.12	4,640.07	4,872.07	5,115.70
		Monthly	9,118.82	9,574.76	10,053.49	10,556.16	11,084.01
		Annual	109,425.89	114,897.12	120,641.87	126,673.87	133,008.10

J01	Edu 1	Hourly	54.4499	57.1724	60.0311	63.0326	66.1841
		Bi-weekly	4,355.99	4,573.79	4,802.49	5,042.61	5,294.73
		Monthly	9,437.98	9,909.88	10,405.39	10,925.65	11,471.91
		Annual	113,255.79	118,918.59	124,864.69	131,107.81	137,662.93
J02	Edu 1 + Emt	Hourly	57.0803	59.9344	62.9311	66.0776	69.3815
		Bi-weekly	4,566.42	4,794.75	5,034.49	5,286.21	5,550.52
		Monthly	9,893.92	10,388.63	10,908.06	11,453.45	12,026.13
		Annual	118,727.02	124,663.55	130,896.69	137,441.41	144,313.52
J03	Edu 1 + Haz	Hourly	57.0803	59.9344	62.9311	66.0776	69.3815
		Bi-weekly	4,566.42	4,794.75	5,034.49	5,286.21	5,550.52
		Monthly	9,893.92	10,388.63	10,908.06	11,453.45	12,026.13
		Annual	118,727.02	124,663.55	130,896.69	137,441.41	144,313.52
J04	Edu 1 + Para	Hourly	58.3956	61.3153	64.3811	67.6002	70.9802
	(Fire Capt. only)	Bi-weekly	4,671.65	4,905.22	5,150.49	5,408.02	5,678.42
		Monthly	10,121.90	10,627.99	11,159.39	11,717.37	12,303.24
		Annual	121,462.85	127,535.82	133,912.69	140,608.42	147,638.82
J06	Educ Incent 1 & Bi-lingual 1%	Hourly	54.9760	57.7248	60.6110	63.6417	66.8236
		Bi-weekly	4,398.08	4,617.98	4,848.88	5,091.34	5,345.89
		Monthly	9,529.17	10,005.63	10,505.91	11,031.23	11,582.76
		Annual	114,350.08	120,067.58	126,070.88	132,374.74	138,993.09
J07	Educ 1 + Emt + Haz	Hourly	59.7108	62.6963	65.8312	69.1227	72.5789
		Bi-weekly	4,776.86	5,015.70	5,266.50	5,529.82	5,806.31
		Monthly	10,349.87	10,867.36	11,410.74	11,981.27	12,580.34
		Annual	124,198.46	130,408.30	136,928.90	143,775.22	150,964.11
J08	Educ 1 + Para + Haz	Hourly	61.0260	64.0772	67.2811	70.6452	74.1774
	(Fire Capt. only)	Bi-weekly	4,882.08	5,126.18	5,382.49	5,651.62	5,934.19
		Monthly	10,577.84	11,106.72	11,662.06	12,245.17	12,857.42
		Annual	126,934.08	133,280.58	139,944.69	146,942.02	154,288.99
	Fire Captain (40 Hour Week)						
	Fire Prevention Inspector						
	Paramedic Coord/Training Off						
J10	Educ 1 + Emt + Biling	Hourly	57.6064	60.4867	63.5110	66.6867	70.0210
		Bi-weekly	4,608.51	4,838.94	5,080.88	5,334.94	5,601.68
		Monthly	9,985.11	10,484.36	11,008.57	11,559.03	12,136.97
		Annual	119,821.31	125,812.34	132,102.88	138,708.34	145,643.68
J11	Educ 1 + Para + Biling	Hourly	58.9216	61.8677	64.9611	68.2092	71.6196
	(Fire Capt. only)	Bi-weekly	4,713.73	4,949.42	5,196.89	5,456.74	5,729.57
		Monthly	10,213.08	10,723.74	11,259.92	11,822.93	12,414.06
		Annual	122,556.93	128,684.82	135,119.09	141,875.14	148,968.77
J13	Educ 1 + Haz + Biling	Hourly	57.6064	60.4867	63.5110	66.6867	70.0210
		Bi-weekly	4,608.51	4,838.94	5,080.88	5,334.94	5,601.68
		Monthly	9,985.11	10,484.36	11,008.57	11,559.03	12,136.97
		Annual	119,821.31	125,812.34	132,102.88	138,708.34	145,643.68
J18	Educ 1 + Emt + Haz + Biling	Hourly	60.2368	63.2487	66.4111	69.7317	73.2182
		Bi-weekly	4,818.94	5,059.90	5,312.89	5,578.54	5,857.46

		Monthly	10,441.05	10,963.11	11,511.26	12,086.83	12,691.16
		Annual	125,292.54	131,557.30	138,135.09	145,041.94	152,293.86
J19	Educ 1 + Para + Haz + Biling	Hourly	61.5521	64.6297	67.8611	71.2542	74.8169
	(Lieut. & Capt. only)	Bi-weekly	4,924.17	5,170.38	5,428.89	5,700.34	5,985.35
		Monthly	10,669.03	11,202.48	11,762.59	12,350.73	12,968.26
		Annual	128,028.37	134,429.78	141,151.09	148,208.74	155,619.15
J23	Educ 2	Hourly	55.2390	58.0009	60.9009	63.9462	67.1433
		Bi-weekly	4,419.12	4,640.07	4,872.07	5,115.70	5,371.46
		Monthly	9,574.76	10,053.49	10,556.16	11,084.01	11,638.17
		Annual	114,897.12	120,641.87	126,673.87	133,008.10	139,658.06
J24	Educ 2 + Emt	Hourly	57.8694	60.7629	63.8010	66.9912	70.3407
		Bi-weekly	4,629.55	4,861.03	5,104.08	5,359.30	5,627.26
		Monthly	10,030.70	10,532.24	11,058.84	11,611.81	12,192.39
		Annual	120,368.35	126,386.83	132,706.08	139,341.70	146,308.66
J25	Educ 2 + Haz	Hourly	57.8694	60.7629	63.8010	66.9912	70.3407
		Bi-weekly	4,629.55	4,861.03	5,104.08	5,359.30	5,627.26
		Monthly	10,030.70	10,532.24	11,058.84	11,611.81	12,192.39
		Annual	120,368.35	126,386.83	132,706.08	139,341.70	146,308.66
J26	Educ 2 + Para	Hourly	59.1846	62.1440	65.2512	68.5136	71.9394
	(Lieut. & Capt. only)	Bi-weekly	4,734.77	4,971.52	5,220.10	5,481.09	5,755.15
		Monthly	10,258.66	10,771.63	11,310.21	11,875.69	12,469.50
		Annual	123,103.97	129,259.52	135,722.50	142,508.29	149,633.95
J28	Educ 2 + Biling	Hourly	55.7651	58.5534	61.4811	64.5551	67.7828
		Bi-weekly	4,461.21	4,684.27	4,918.49	5,164.41	5,422.62
		Monthly	9,665.95	10,149.26	10,656.72	11,189.55	11,749.02
		Annual	115,991.41	121,791.07	127,880.69	134,274.61	140,988.22
J29	Educ 2 + Emt + Haz	Hourly	60.4999	63.5250	66.7011	70.0362	73.5380
		Bi-weekly	4,839.99	5,082.00	5,336.09	5,602.90	5,883.04
		Monthly	10,486.65	11,011.00	11,561.52	12,139.61	12,746.59
		Annual	125,839.79	132,132.00	138,738.29	145,675.30	152,959.04
J30	Educ 2 + Para + Haz	Hourly	61.8151	64.9059	68.1512	71.5588	75.1366
	(Lieut. & Capt. only)	Bi-weekly	4,945.21	5,192.47	5,452.10	5,724.70	6,010.93
		Monthly	10,714.62	11,250.36	11,812.88	12,403.53	13,023.68
		Annual	128,575.41	135,004.27	141,754.50	148,842.30	156,284.13
	Fire Captain (40 Hour Week)						
	Fire Prevention Inspector						
	Paramedic Coord/Training Off						
J32	Educ 2 + Emt + Biling	Hourly	58.3956	61.3153	64.3811	67.6002	70.9802
		Bi-weekly	4,671.65	4,905.22	5,150.49	5,408.02	5,678.42
		Monthly	10,121.90	10,627.99	11,159.39	11,717.37	12,303.24
		Annual	121,462.85	127,535.82	133,912.69	140,608.42	147,638.82
J33	Educ 2 + Para + Biling	Hourly	59.7108	62.6963	65.8312	69.1227	72.5789
	(Lieut. & Capt. only)	Bi-weekly	4,776.86	5,015.70	5,266.50	5,529.82	5,806.31
		Monthly	10,349.87	10,867.36	11,410.74	11,981.27	12,580.34
		Annual	124,198.46	130,408.30	136,928.90	143,775.22	150,964.11

J35	Educ 2 + Haz + Biling	Hourly	58.3956	61.3153	64.3811	67.6002	70.9802
		Bi-weekly	4,671.65	4,905.22	5,150.49	5,408.02	5,678.42
		Monthly	10,121.90	10,627.99	11,159.39	11,717.37	12,303.24
		Annual	121,462.85	127,535.82	133,912.69	140,608.42	147,638.82
J40	Educ 2 + EMT + Haz + Biling	Hourly	61.0260	64.0772	67.2811	70.6452	74.1774
		Bi-weekly	4,882.08	5,126.18	5,382.49	5,651.62	5,934.19
		Monthly	10,577.84	11,106.72	11,662.06	12,245.17	12,857.42
		Annual	126,934.08	133,280.58	139,944.69	146,942.02	154,288.99
J41	Educ 2 + Para + Haz + Biling	Hourly	62.3412	65.4582	68.7311	72.1677	75.7761
	Fire Capt. only)	Bi-weekly	4,987.30	5,236.66	5,498.49	5,773.42	6,062.09
		Monthly	10,805.81	11,346.09	11,913.39	12,509.07	13,134.52
		Annual	129,669.70	136,153.06	142,960.69	150,108.82	157,614.29
J45	Emt	Hourly	55.2390	58.0009	60.9009	63.9462	67.1433
		Bi-weekly	4,419.12	4,640.07	4,872.07	5,115.70	5,371.46
		Monthly	9,574.76	10,053.49	10,556.16	11,084.01	11,638.17
		Annual	114,897.12	120,641.87	126,673.87	133,008.10	139,658.06
J46	Emt + Haz	Hourly	57.8694	60.7629	63.8010	66.9912	70.3407
		Bi-weekly	4,629.55	4,861.03	5,104.08	5,359.30	5,627.26
		Monthly	10,030.70	10,532.24	11,058.84	11,611.81	12,192.39
		Annual	120,368.35	126,386.83	132,706.08	139,341.70	146,308.66
J49	Emt + Biling	Hourly	55.7651	58.5534	61.4811	64.5551	67.7828
		Bi-weekly	4,461.21	4,684.27	4,918.49	5,164.41	5,422.62
		Monthly	9,665.95	10,149.26	10,656.72	11,189.55	11,749.02
		Annual	115,991.41	121,791.07	127,880.69	134,274.61	140,988.22
J52	Emt + Haz + Biling	Hourly	58.3956	61.3153	64.3811	67.6002	70.9802
		Bi-weekly	4,671.65	4,905.22	5,150.49	5,408.02	5,678.42
		Monthly	10,121.90	10,627.99	11,159.39	11,717.37	12,303.24
		Annual	121,462.85	127,535.82	133,912.69	140,608.42	147,638.82
J53	Para	Hourly	56.5543	59.3820	62.3510	65.4686	68.7420
		Bi-weekly	4,524.34	4,750.56	4,988.08	5,237.49	5,499.36
		Monthly	9,802.75	10,292.88	10,807.51	11,347.89	11,915.28
		Annual	117,632.94	123,514.56	129,690.08	136,174.69	142,983.36
J54	Para + Haz	Hourly	59.1846	62.1440	65.2512	68.5136	71.9394
		Bi-weekly	4,734.77	4,971.52	5,220.10	5,481.09	5,755.15
		Monthly	10,258.66	10,771.63	11,310.21	11,875.69	12,469.50
		Annual	123,103.97	129,259.52	135,722.50	142,508.29	149,633.95
J55	Para + Biling	Hourly	57.0803	59.9344	62.9311	66.0776	69.3815
		Bi-weekly	4,566.42	4,794.75	5,034.49	5,286.21	5,550.52
		Monthly	9,893.92	10,388.63	10,908.06	11,453.45	12,026.13
		Annual	118,727.02	124,663.55	130,896.69	137,441.41	144,313.52
	Fire Captain (40 Hour Week)						
	Fire Prevention Inspector						
	Paramedic Coord/Training Off						
J56	Para + Haz + Biling	Hourly	59.7108	62.6963	65.8312	69.1227	72.5789

K13	Educ 1 + Haz + Biling	Hourly	49.1141	51.5699	54.1483	56.8558	59.6985
		Bi-weekly	5,530.25	5,806.77	6,097.10	6,401.96	6,722.05
		Monthly	11,982.20	12,581.34	13,210.38	13,870.92	14,564.44
		Annual	143,786.44	150,976.04	158,524.56	166,451.04	174,773.33
	Batt/Div Chief (56.3 Hour Week)						
K18	Educ 1 + Emt + Haz + Biling	Hourly	51.3568	53.9246	56.6209	59.4519	62.4245
		Bi-weekly	5,782.78	6,071.91	6,375.51	6,694.28	7,029.00
		Monthly	12,529.35	13,155.81	13,813.61	14,504.28	15,229.50
		Annual	150,352.17	157,869.66	165,763.35	174,051.38	182,753.97
K23	Educ 2	Hourly	47.0958	49.4505	51.9230	54.5192	57.2452
		Bi-weekly	5,302.99	5,568.13	5,846.53	6,138.86	6,445.81
		Monthly	11,489.81	12,064.27	12,667.48	13,300.87	13,965.92
		Annual	137,877.66	144,771.28	152,009.77	159,610.41	167,591.05
K24	Educ 2 + Emt	Hourly	49.3384	51.8053	54.3955	57.1154	59.9711
		Bi-weekly	5,555.50	5,833.28	6,124.93	6,431.19	6,752.75
		Monthly	12,036.93	12,638.77	13,270.69	13,934.25	14,630.95
		Annual	144,443.10	151,665.20	159,248.27	167,211.05	175,571.39
K25	Educ 2 + Haz	Hourly	49.3384	51.8053	54.3955	57.1154	59.9711
		Bi-weekly	5,555.50	5,833.28	6,124.93	6,431.19	6,752.75
		Monthly	12,036.93	12,638.77	13,270.69	13,934.25	14,630.95
		Annual	144,443.10	151,665.20	159,248.27	167,211.05	175,571.39
K28	Educ 2 + Biling	Hourly	47.5442	49.9215	52.4176	55.0385	57.7904
		Bi-weekly	5,353.48	5,621.16	5,902.22	6,197.34	6,507.20
		Monthly	11,599.20	12,179.18	12,788.15	13,427.56	14,098.93
		Annual	139,190.40	146,150.18	153,457.77	161,130.71	169,187.18
K29	Educ 2 + Emt + Haz	Hourly	51.5811	54.1601	56.8681	59.7115	62.6971
		Bi-weekly	5,808.03	6,098.43	6,403.35	6,723.51	7,059.69
		Monthly	12,584.07	13,213.26	13,873.92	14,567.62	15,296.00
		Annual	151,008.83	158,559.11	166,487.05	174,811.39	183,552.03
K32	Educ 2 + Emt + Biling	Hourly	49.7870	52.2762	54.8901	57.6345	60.5162
		Bi-weekly	5,606.02	5,886.30	6,180.63	6,489.64	6,814.12
		Monthly	12,146.37	12,753.65	13,391.36	14,060.90	14,763.94
		Annual	145,756.42	153,043.80	160,696.26	168,730.76	177,167.23
K35	Educ 2 + Haz + Biling	Hourly	49.7870	52.2762	54.8901	57.6345	60.5162
		Bi-weekly	5,606.02	5,886.30	6,180.63	6,489.64	6,814.12
		Monthly	12,146.37	12,753.65	13,391.36	14,060.90	14,763.94
		Annual	145,756.42	153,043.80	160,696.26	168,730.76	177,167.23
K40	Educ 2 + EMT + Haz + Biling	Hourly	52.0296	54.6311	57.3627	60.2307	63.2423
		Bi-weekly	5,858.53	6,151.46	6,459.04	6,781.98	7,121.08
		Monthly	12,693.49	13,328.17	13,994.59	14,694.28	15,429.01
		Annual	152,321.86	159,938.01	167,935.04	176,331.40	185,148.16
K45	Emt	Hourly	47.0958	49.4505	51.9230	54.5192	57.2452
		Bi-weekly	5,302.99	5,568.13	5,846.53	6,138.86	6,445.81
		Monthly	11,489.81	12,064.27	12,667.48	13,300.87	13,965.92
		Annual	137,877.66	144,771.28	152,009.77	159,610.41	167,591.05

K46	Emt + Haz	Hourly	49.3384	51.8053	54.3955	57.1154	59.9711
		Bi-weekly	5,555.50	5,833.28	6,124.93	6,431.19	6,752.75
		Monthly	12,036.93	12,638.77	13,270.69	13,934.25	14,630.95
		Annual	144,443.10	151,665.20	159,248.27	167,211.05	175,571.39
K49	Emt + Biling	Hourly	47.5442	49.9215	52.4176	55.0385	57.7904
		Bi-weekly	5,353.48	5,621.16	5,902.22	6,197.34	6,507.20
		Monthly	11,599.20	12,179.18	12,788.15	13,427.56	14,098.93
		Annual	139,190.40	146,150.18	153,457.77	161,130.71	169,187.18
	Batt/Div Chief (56.3 Hour Week)						
K52	Emt + Haz + Biling	Hourly	49.7870	52.2762	54.8901	57.6345	60.5162
		Bi-weekly	5,606.02	5,886.30	6,180.63	6,489.64	6,814.12
		Monthly	12,146.37	12,753.65	13,391.36	14,060.90	14,763.94
		Annual	145,756.42	153,043.80	160,696.26	168,730.76	177,167.23
K57	Haz	Hourly	47.0958	49.4505	51.9230	54.5192	57.2452
		Bi-weekly	5,302.99	5,568.13	5,846.53	6,138.86	6,445.81
		Monthly	11,489.81	12,064.27	12,667.48	13,300.87	13,965.92
		Annual	137,877.66	144,771.28	152,009.77	159,610.41	167,591.05
K60	Haz + Biling	Hourly	47.5442	49.9215	52.4176	55.0385	57.7904
		Bi-weekly	5,353.48	5,621.16	5,902.22	6,197.34	6,507.20
		Monthly	11,599.20	12,179.18	12,788.15	13,427.56	14,098.93
		Annual	139,190.40	146,150.18	153,457.77	161,130.71	169,187.18
K67	Bi-lingual - 1% of Base	Hourly	45.3016	47.5667	49.9451	52.4423	55.0645
		Bi-weekly	5,100.96	5,356.01	5,623.82	5,905.00	6,200.26
		Monthly	11,052.08	11,604.69	12,184.94	12,794.17	13,433.90
		Annual	132,624.96	139,256.27	146,219.27	153,530.08	161,206.83
	Batt/Div Chief (40 Hour Week)						
L00	BASE	Hourly	63.1307	66.2873	69.6017	73.0817	76.7358
		Bi-weekly	5,050.46	5,302.98	5,568.14	5,846.54	6,138.86
		Monthly	10,942.66	11,489.80	12,064.30	12,667.50	13,300.87
		Annual	131,311.86	137,877.58	144,771.54	152,009.94	159,610.46
L01	Edu 1	Hourly	65.3403	68.6073	72.0377	75.6396	79.4216
		Bi-weekly	5,227.22	5,488.58	5,763.02	6,051.17	6,353.73
		Monthly	11,325.65	11,891.93	12,486.54	13,110.86	13,766.41
		Annual	135,907.82	142,703.18	149,838.42	157,330.37	165,196.93
L02	Edu 1 + Emt	Hourly	68.4968	71.9217	75.5177	79.2937	83.2583
		Bi-weekly	5,479.74	5,753.74	6,041.42	6,343.50	6,660.66
		Monthly	11,872.78	12,466.43	13,089.74	13,744.24	14,431.44
		Annual	142,473.34	149,597.14	157,076.82	164,930.90	173,177.26
L03	Edu 1 + Haz	Hourly	68.4968	71.9217	75.5177	79.2937	83.2583
		Bi-weekly	5,479.74	5,753.74	6,041.42	6,343.50	6,660.66
		Monthly	11,872.78	12,466.43	13,089.74	13,744.24	14,431.44
		Annual	142,473.34	149,597.14	157,076.82	164,930.90	173,177.26
L06	Educ 1 & Bilin	Hourly	65.9716	69.2702	72.7338	76.3703	80.1889
		Bi-weekly	5,277.73	5,541.62	5,818.70	6,109.62	6,415.11

		Monthly	11,435.08	12,006.84	12,607.19	13,237.52	13,899.41
		Annual	137,220.93	144,082.02	151,286.30	158,850.22	166,792.91
L07	Educ 1 + Emt + Haz	Hourly	71.6534	75.2361	78.9979	82.9477	87.0951
		Bi-weekly	5,732.27	6,018.89	6,319.83	6,635.82	6,967.61
		Monthly	12,419.92	13,040.92	13,692.97	14,377.60	15,096.48
		Annual	149,039.07	156,491.09	164,315.63	172,531.22	181,157.81
L10	Educ 1 + Emt + Biling	Hourly	69.1282	72.5845	76.2138	80.0245	84.0258
		Bi-weekly	5,530.26	5,806.76	6,097.10	6,401.96	6,722.06
		Monthly	11,982.22	12,581.31	13,210.39	13,870.91	14,564.47
		Annual	143,786.66	150,975.76	158,524.70	166,450.96	174,773.66
L13	Educ 1 + Haz + Biling	Hourly	69.1282	72.5845	76.2138	80.0245	84.0258
		Bi-weekly	5,530.26	5,806.76	6,097.10	6,401.96	6,722.06
		Monthly	11,982.22	12,581.31	13,210.39	13,870.91	14,564.47
		Annual	143,786.66	150,975.76	158,524.70	166,450.96	174,773.66
	Batt/Div Chief (40 Hour Week)						
L18	Educ 1 + Emt + Haz + Biling	Hourly	72.2847	75.8989	79.6938	83.6786	87.8624
		Bi-weekly	5,782.78	6,071.91	6,375.50	6,694.29	7,028.99
		Monthly	12,529.35	13,155.81	13,813.59	14,504.29	15,229.48
		Annual	150,352.18	157,869.71	165,763.10	174,051.49	182,753.79
L23	Educ 2	Hourly	66.2873	69.6017	73.0817	76.7358	80.5726
		Bi-weekly	5,302.98	5,568.14	5,846.54	6,138.86	6,445.81
		Monthly	11,489.80	12,064.30	12,667.50	13,300.87	13,965.92
		Annual	137,877.58	144,771.54	152,009.94	159,610.46	167,591.01
L24	Educ 2 + Emt	Hourly	69.4438	72.9160	76.5618	80.3899	84.4094
		Bi-weekly	5,555.50	5,833.28	6,124.94	6,431.19	6,752.75
		Monthly	12,036.93	12,638.77	13,270.71	13,934.25	14,630.96
		Annual	144,443.10	151,665.28	159,248.54	167,210.99	175,571.55
L25	Educ 2 + Haz	Hourly	69.4438	72.9160	76.5618	80.3898	84.4093
		Bi-weekly	5,555.50	5,833.28	6,124.94	6,431.18	6,752.74
		Monthly	12,036.93	12,638.77	13,270.71	13,934.23	14,630.95
		Annual	144,443.10	151,665.28	159,248.54	167,210.78	175,571.34
L28	Educ 2 + Biling	Hourly	66.9186	70.2645	73.7777	77.4666	81.3399
		Bi-weekly	5,353.49	5,621.16	5,902.22	6,197.33	6,507.19
		Monthly	11,599.22	12,179.18	12,788.14	13,427.54	14,098.92
		Annual	139,190.69	146,150.16	153,457.62	161,130.53	169,186.99
L29	Educ 2 + Emt + Haz	Hourly	72.6004	76.2303	80.0418	84.0441	88.2462
		Bi-weekly	5,808.03	6,098.42	6,403.34	6,723.53	7,059.70
		Monthly	12,584.07	13,213.25	13,873.91	14,567.64	15,296.01
		Annual	151,008.83	158,559.02	166,486.94	174,811.73	183,552.10
L32	Educ 2 + Emt + Biling	Hourly	70.0751	73.5789	77.2579	81.1207	85.1767
		Bi-weekly	5,606.01	5,886.31	6,180.63	6,489.66	6,814.14
		Monthly	12,146.35	12,753.68	13,391.37	14,060.92	14,763.96
		Annual	145,756.21	153,044.11	160,696.43	168,731.06	177,167.54
L35	Educ 2 + Haz + Biling	Hourly	70.0751	73.5789	77.2579	81.1207	85.1767

		Bi-weekly	5,606.01	5,886.31	6,180.63	6,489.66	6,814.14
		Monthly	12,146.35	12,753.68	13,391.37	14,060.92	14,763.96
		Annual	145,756.21	153,044.11	160,696.43	168,731.06	177,167.54
L40	Educ 2 + EMT + Haz + Biling	Hourly	73.2317	76.8932	80.7379	84.7748	89.0135
		Bi-weekly	5,858.54	6,151.46	6,459.03	6,781.98	7,121.08
		Monthly	12,693.50	13,328.16	13,994.57	14,694.30	15,429.01
		Annual	152,321.94	159,937.86	167,934.83	176,331.58	185,148.08
L45	Emt	Hourly	66.2873	69.6017	73.0817	76.7358	80.5726
		Bi-weekly	5,302.98	5,568.14	5,846.54	6,138.86	6,445.81
		Monthly	11,489.80	12,064.30	12,667.50	13,300.87	13,965.92
		Annual	137,877.58	144,771.54	152,009.94	159,610.46	167,591.01
L46	Emt + Haz	Hourly	69.4438	72.9160	76.5618	80.3898	84.4093
		Bi-weekly	5,555.50	5,833.28	6,124.94	6,431.18	6,752.74
		Monthly	12,036.93	12,638.77	13,270.71	13,934.23	14,630.95
		Annual	144,443.10	151,665.28	159,248.54	167,210.78	175,571.34
L49	Emt + Biling	Hourly	66.9186	70.2645	73.7777	77.4666	81.3399
		Bi-weekly	5,353.49	5,621.16	5,902.22	6,197.33	6,507.19
		Monthly	11,599.22	12,179.18	12,788.14	13,427.54	14,098.92
		Annual	139,190.69	146,150.16	153,457.62	161,130.53	169,186.99
	Batt/Div Chief (40 Hour Week)						
L52	Emt + Haz + Biling	Hourly	70.0751	73.5789	77.2579	81.1207	85.1767
		Bi-weekly	5,606.01	5,886.31	6,180.63	6,489.66	6,814.14
		Monthly	12,146.35	12,753.68	13,391.37	14,060.92	14,763.96
		Annual	145,756.21	153,044.11	160,696.43	168,731.06	177,167.54
L57	Haz	Hourly	66.2873	69.6017	73.0817	76.7358	80.5726
		Bi-weekly	5,302.98	5,568.14	5,846.54	6,138.86	6,445.81
		Monthly	11,489.80	12,064.30	12,667.50	13,300.87	13,965.92
		Annual	137,877.58	144,771.54	152,009.94	159,610.46	167,591.01
L60	Haz + Biling	Hourly	66.9186	70.2645	73.7777	77.4666	81.3399
		Bi-weekly	5,353.49	5,621.16	5,902.22	6,197.33	6,507.19
		Monthly	11,599.22	12,179.18	12,788.14	13,427.54	14,098.92
		Annual	139,190.69	146,150.16	153,457.62	161,130.53	169,186.99
L67	Bi-lingual - 1% of Base	Hourly	63.7621	66.9501	70.2977	73.8125	77.5032
		Bi-weekly	5,100.97	5,356.01	5,623.82	5,905.00	6,200.26
		Monthly	11,052.10	11,604.68	12,184.94	12,794.17	13,433.89
		Annual	132,625.17	139,256.21	146,219.22	153,530.00	161,206.66

CITY OF VALLEJO							
IAFF		4.0%	Increase				
SALARY RANGES							
Effective April 23, 2024							
Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Maximum Step 5
	Fire Fighter (56.3 Hour Week)						
F00	BASE	Hourly	31.9387	33.5356	35.2123	36.9730	38.8217
		Bi-weekly	3,596.30	3,776.11	3,964.90	4,163.16	4,371.32
		Monthly	7,791.98	8,181.57	8,590.63	9,020.18	9,471.20
		Annual	93,503.74	98,178.82	103,087.53	108,242.15	113,654.41
F01	Edu 1	Hourly	33.0565	34.7094	36.4448	38.2670	40.1804
		Bi-weekly	3,722.16	3,908.28	4,103.68	4,308.86	4,524.31
		Monthly	8,064.68	8,467.94	8,891.32	9,335.87	9,802.68
		Annual	96,776.21	101,615.24	106,695.80	112,030.47	117,632.14
F02	Edu 1 + Emt	Hourly	34.6534	36.3861	38.2054	40.1157	42.1215
		Bi-weekly	3,901.97	4,097.07	4,301.93	4,517.03	4,742.88
		Monthly	8,454.27	8,877.00	9,320.84	9,786.89	10,276.24
		Annual	101,451.29	106,523.95	111,850.13	117,442.72	123,314.90
F03	Edu 1 +Para it Engineer & Capt.)	Hourly	36.2504	38.0630	39.9660	41.9643	44.0625
		Bi-weekly	4,081.80	4,285.89	4,500.17	4,725.18	4,961.44
		Monthly	8,843.89	9,286.10	9,750.37	10,237.89	10,749.78
		Annual	106,126.67	111,433.24	117,004.46	122,854.68	128,997.38
F04	Edu 1 + Haz	Hourly	34.6534	36.3861	38.2054	40.1157	42.1215
		Bi-weekly	3,901.97	4,097.07	4,301.93	4,517.03	4,742.88
		Monthly	8,454.27	8,877.00	9,320.84	9,786.89	10,276.24
		Annual	101,451.29	106,523.95	111,850.13	117,442.72	123,314.90
F07	Edu 1 + Biling	Hourly	33.3759	35.0447	36.7970	38.6368	40.5686
		Bi-weekly	3,758.13	3,946.03	4,143.34	4,350.50	4,568.02
		Monthly	8,142.61	8,549.74	8,977.24	9,426.09	9,897.39
		Annual	97,711.28	102,596.86	107,726.90	113,113.10	118,768.63
F08	Educ 1 + Emt + Haz	Hourly	36.2504	38.0630	39.9660	41.9643	44.0625
		Bi-weekly	4,081.80	4,285.89	4,500.17	4,725.18	4,961.44
		Monthly	8,843.89	9,286.10	9,750.37	10,237.89	10,749.78
		Annual	106,126.67	111,433.24	117,004.46	122,854.68	128,997.38
F11	Educ 1 + Emt + Biling	Hourly	34.9728	36.7215	38.5575	40.4854	42.5098
		Bi-weekly	3,937.94	4,134.84	4,341.57	4,558.66	4,786.60
		Monthly	8,532.20	8,958.82	9,406.75	9,877.09	10,370.97
		Annual	102,386.37	107,505.86	112,880.94	118,525.06	124,451.69
F12	Educ 1 + Para + Haz it Engineer & Capt.)	Hourly	37.8474	39.7398	41.7267	43.8130	46.0037
		Bi-weekly	4,261.62	4,474.70	4,698.43	4,933.34	5,180.02
		Monthly	9,233.50	9,695.19	10,179.92	10,688.91	11,223.37
		Annual	110,802.05	116,342.24	122,159.09	128,266.94	134,680.43
F13	Educ 1 + Para + Biling it Engineer & Capt.)	Hourly	36.5698	38.3983	40.3183	42.3341	44.4508
		Bi-weekly	4,117.76	4,323.65	4,539.84	4,766.82	5,005.16
		Monthly	8,921.81	9,367.91	9,836.32	10,328.11	10,844.51

		Annual	107,061.75	112,414.86	118,035.86	123,937.31	130,134.16
F16	Educ 1 + Haz + Biling	Hourly	34.9728	36.7215	38.5575	40.4854	42.5098
		Bi-weekly	3,937.94	4,134.84	4,341.57	4,558.66	4,786.60
		Monthly	8,532.20	8,958.82	9,406.75	9,877.09	10,370.97
		Annual	102,386.37	107,505.86	112,880.94	118,525.06	124,451.69
F21	Educ 1 + Emt + Haz + Biling	Hourly	36.5698	38.3983	40.3183	42.3341	44.4508
		Bi-weekly	4,117.76	4,323.65	4,539.84	4,766.82	5,005.16
		Monthly	8,921.81	9,367.91	9,836.32	10,328.11	10,844.51
		Annual	107,061.75	112,414.86	118,035.86	123,937.31	130,134.16
	Fire Fighter (56.3 Hour Week)						
F26	Educ 2	Hourly	33.5356	35.2123	36.9730	38.8217	40.7628
		Bi-weekly	3,776.11	3,964.90	4,163.16	4,371.32	4,589.89
		Monthly	8,181.57	8,590.63	9,020.18	9,471.20	9,944.76
		Annual	98,178.82	103,087.53	108,242.15	113,654.41	119,337.17
F27	Educ 2 + Emt	Hourly	35.1326	36.8891	38.7337	40.6703	42.7039
		Bi-weekly	3,955.93	4,153.71	4,361.41	4,579.48	4,808.46
		Monthly	8,571.18	8,999.71	9,449.73	9,922.20	10,418.33
		Annual	102,854.20	107,996.53	113,396.78	119,066.37	125,019.94
F28	Educ 2 + Para it Engineer & Capt.)	Hourly	36.7295	38.5660	40.4944	42.5189	44.6449
		Bi-weekly	4,135.74	4,342.53	4,559.67	4,787.63	5,027.02
		Monthly	8,960.77	9,408.82	9,879.28	10,373.19	10,891.87
		Annual	107,529.28	112,905.82	118,551.41	124,478.33	130,702.41
F29	Educ 2 + Haz	Hourly	35.1326	36.8891	38.7337	40.6703	42.7039
		Bi-weekly	3,955.93	4,153.71	4,361.41	4,579.48	4,808.46
		Monthly	8,571.18	8,999.71	9,449.73	9,922.20	10,418.33
		Annual	102,854.20	107,996.53	113,396.78	119,066.37	125,019.94
F32	Educ 2 + Biling	Hourly	33.8550	35.5477	37.3252	39.1914	41.1510
		Bi-weekly	3,812.07	4,002.67	4,202.82	4,412.95	4,633.60
		Monthly	8,259.49	8,672.45	9,106.11	9,561.40	10,039.47
		Annual	99,113.90	104,069.45	109,273.26	114,736.74	120,473.67
F33	Educ 2 + Emt + Haz	Hourly	36.7295	38.5660	40.4944	42.5189	44.6449
		Bi-weekly	4,135.74	4,342.53	4,559.67	4,787.63	5,027.02
		Monthly	8,960.77	9,408.82	9,879.28	10,373.19	10,891.87
		Annual	107,529.28	112,905.82	118,551.41	124,478.33	130,702.41
F36	Educ 2 + Emt + Biling	Hourly	35.4519	37.2245	39.0858	41.0401	43.0921
		Bi-weekly	3,991.88	4,191.48	4,401.06	4,621.12	4,852.17
		Monthly	8,649.08	9,081.54	9,535.63	10,012.42	10,513.04
		Annual	103,788.98	108,978.45	114,427.59	120,149.00	126,156.43
F37	Educ 2 + Para + Haz it Engineer & Capt.)	Hourly	38.3265	40.2428	42.2549	44.3676	46.5861
		Bi-weekly	4,315.56	4,531.34	4,757.90	4,995.79	5,245.59
		Monthly	9,350.39	9,817.90	10,308.79	10,824.22	11,365.46
		Annual	112,204.66	117,814.82	123,705.45	129,890.59	136,385.47
F38	Educ 2 + Para + Biling it Engineer & Capt.)	Hourly	37.0488	38.9014	40.8464	42.8887	45.0331
		Bi-weekly	4,171.69	4,380.30	4,599.30	4,829.27	5,070.73
		Monthly	9,038.67	9,490.65	9,965.16	10,463.41	10,986.58

		Annual	108,464.07	113,887.74	119,581.92	125,560.96	131,838.90
F41	Educ 2 + Haz + Biling	Hourly	35.4519	37.2245	39.0858	41.0401	43.0921
		Bi-weekly	3,991.88	4,191.48	4,401.06	4,621.12	4,852.17
		Monthly	8,649.08	9,081.54	9,535.63	10,012.42	10,513.04
		Annual	103,788.98	108,978.45	114,427.59	120,149.00	126,156.43
F46	Educ 2 + EMT + Haz + Biling	Hourly	37.0488	38.9014	40.8464	42.8887	45.0331
		Bi-weekly	4,171.69	4,380.30	4,599.30	4,829.27	5,070.73
		Monthly	9,038.67	9,490.65	9,965.16	10,463.41	10,986.58
		Annual	108,464.07	113,887.74	119,581.92	125,560.96	131,838.90
F51	Emt	Hourly	33.5356	35.2123	36.9730	38.8217	40.7628
		Bi-weekly	3,776.11	3,964.90	4,163.16	4,371.32	4,589.89
		Monthly	8,181.57	8,590.63	9,020.18	9,471.20	9,944.76
		Annual	98,178.82	103,087.53	108,242.15	113,654.41	119,337.17
	Fire Fighter (56.3 Hour Week)						
F52	Emt + Haz	Hourly	35.1326	36.8891	38.7337	40.6703	42.7039
		Bi-weekly	3,955.93	4,153.71	4,361.41	4,579.48	4,808.46
		Monthly	8,571.18	8,999.71	9,449.73	9,922.20	10,418.33
		Annual	102,854.20	107,996.53	113,396.78	119,066.37	125,019.94
F55	Emt + Biling	Hourly	33.8550	35.5477	37.3252	39.1914	41.1510
		Bi-weekly	3,812.07	4,002.67	4,202.82	4,412.95	4,633.60
		Monthly	8,259.49	8,672.45	9,106.11	9,561.40	10,039.47
		Annual	99,113.90	104,069.45	109,273.26	114,736.74	120,473.67
F58	Emt + Haz + Biling	Hourly	35.4519	37.2245	39.0858	41.0401	43.0921
		Bi-weekly	3,991.88	4,191.48	4,401.06	4,621.12	4,852.17
		Monthly	8,649.08	9,081.54	9,535.63	10,012.42	10,513.04
		Annual	103,788.98	108,978.45	114,427.59	120,149.00	126,156.43
F63	Para	Hourly	35.1326	36.8891	38.7337	40.6703	42.7039
		Bi-weekly	3,955.93	4,153.71	4,361.41	4,579.48	4,808.46
		Monthly	8,571.18	8,999.71	9,449.73	9,922.20	10,418.33
		Annual	102,854.20	107,996.53	113,396.78	119,066.37	125,019.94
F64	Para + Haz	Hourly	36.7295	38.5660	40.4944	42.5189	44.6449
		Bi-weekly	4,135.74	4,342.53	4,559.67	4,787.63	5,027.02
		Monthly	8,960.77	9,408.82	9,879.28	10,373.19	10,891.87
		Annual	107,529.28	112,905.82	118,551.41	124,478.33	130,702.41
F65	Para + Biling	Hourly	35.4519	37.2245	39.0858	41.0401	43.0921
		Bi-weekly	3,991.88	4,191.48	4,401.06	4,621.12	4,852.17
		Monthly	8,649.08	9,081.54	9,535.63	10,012.42	10,513.04
		Annual	103,788.98	108,978.45	114,427.59	120,149.00	126,156.43
F66	Para + Haz + Biling	Hourly	37.0488	38.9014	40.8464	42.8887	45.0331
		Bi-weekly	4,171.69	4,380.30	4,599.30	4,829.27	5,070.73
		Monthly	9,038.67	9,490.65	9,965.16	10,463.41	10,986.58
		Annual	108,464.07	113,887.74	119,581.92	125,560.96	131,838.90
F67	Haz	Hourly	33.5356	35.2123	36.9730	38.8217	40.7628
		Bi-weekly	3,776.11	3,964.90	4,163.16	4,371.32	4,589.89
		Monthly	8,181.57	8,590.63	9,020.18	9,471.20	9,944.76

		Annual	98,178.82	103,087.53	108,242.15	113,654.41	119,337.17
F70	Haz + Biling	Hourly	33.8550	35.5477	37.3252	39.1914	41.1510
		Bi-weekly	3,812.07	4,002.67	4,202.82	4,412.95	4,633.60
		Monthly	8,259.49	8,672.45	9,106.11	9,561.40	10,039.47
		Annual	99,113.90	104,069.45	109,273.26	114,736.74	120,473.67
F77	Biling	Hourly	32.2581	33.8709	35.5646	37.3427	39.2099
		Bi-weekly	3,632.26	3,813.86	4,004.57	4,204.79	4,415.03
		Monthly	7,869.90	8,263.37	8,676.58	9,110.37	9,565.91
		Annual	94,438.81	99,160.45	104,118.92	109,324.49	114,790.90
	Fire Fighter (40 Hour Week)						
G00	BASE	Hourly	44.9537	47.2014	49.5614	52.0395	54.6416
		Bi-weekly	3,596.30	3,776.11	3,964.91	4,163.16	4,371.33
		Monthly	7,791.98	8,181.58	8,590.64	9,020.18	9,471.21
		Annual	93,503.70	98,178.91	103,087.71	108,242.16	113,654.53
G01	Edu 1	Hourly	46.5271	48.8534	51.2961	53.8610	56.5540
		Bi-weekly	3,722.17	3,908.27	4,103.69	4,308.88	4,524.32
		Monthly	8,064.70	8,467.92	8,891.32	9,335.91	9,802.69
		Annual	96,776.37	101,615.07	106,695.89	112,030.88	117,632.32
	Fire Fighter (40 Hour Week)						
G02	Edu 1 + Emt	Hourly	48.7749	51.2136	53.7742	56.4628	59.2860
		Bi-weekly	3,901.99	4,097.09	4,301.94	4,517.02	4,742.88
		Monthly	8,454.32	8,877.02	9,320.86	9,786.89	10,276.24
		Annual	101,451.79	106,524.29	111,850.34	117,442.62	123,314.88
G03	Edu 1 + Para	Hourly	51.0224	53.5736	56.2521	59.0649	62.0181
	(it Engineer & Capt.)	Bi-weekly	4,081.79	4,285.89	4,500.17	4,725.19	4,961.45
		Monthly	8,843.88	9,286.09	9,750.36	10,237.92	10,749.80
		Annual	106,126.59	111,433.09	117,004.37	122,854.99	128,997.65
G04	Edu 1 + Haz	Hourly	48.7749	51.2136	53.7742	56.4628	59.2860
		Bi-weekly	3,901.99	4,097.09	4,301.94	4,517.02	4,742.88
		Monthly	8,454.32	8,877.02	9,320.86	9,786.89	10,276.24
		Annual	101,451.79	106,524.29	111,850.34	117,442.62	123,314.88
G05	Educ Incent 1 & Bi-lingual 1%	Hourly	46.9766	49.3255	51.7918	54.3812	57.1005
		Bi-weekly	3,758.13	3,946.04	4,143.34	4,350.50	4,568.04
		Monthly	8,142.61	8,549.75	8,977.25	9,426.08	9,897.42
		Annual	97,711.33	102,597.04	107,726.94	113,112.90	118,769.04
G06	Educ 1 + Emt + Haz	Hourly	51.0224	53.5736	56.2521	59.0649	62.0181
		Bi-weekly	4,081.79	4,285.89	4,500.17	4,725.19	4,961.45
		Monthly	8,843.88	9,286.09	9,750.36	10,237.92	10,749.80
		Annual	106,126.59	111,433.09	117,004.37	122,854.99	128,997.65
G07	Educ 1 + Emt + Biling	Hourly	49.2242	51.6855	54.2698	56.9834	59.8324
		Bi-weekly	3,937.94	4,134.84	4,341.58	4,558.67	4,786.59
		Monthly	8,532.20	8,958.82	9,406.77	9,877.12	10,370.95
		Annual	102,386.34	107,505.84	112,881.18	118,525.47	124,451.39
G08	Educ 1 + Para + Haz	Hourly	53.2700	55.9337	58.7304	61.6668	64.7502
	(it Engineer & Capt.)	Bi-weekly	4,261.60	4,474.70	4,698.43	4,933.34	5,180.02
		Monthly	9,233.47	9,695.18	10,179.94	10,688.91	11,223.37

		Annual	110,801.60	116,342.10	122,159.23	128,266.94	134,680.42
G09	Educ 1 + Haz + Biling	Hourly	49.2242	51.6855	54.2698	56.9834	59.8324
		Bi-weekly	3,937.94	4,134.84	4,341.58	4,558.67	4,786.59
		Monthly	8,532.20	8,958.82	9,406.77	9,877.12	10,370.95
		Annual	102,386.34	107,505.84	112,881.18	118,525.47	124,451.39
G10	Educ 1 + Emt + Haz + Biling	Hourly	51.4721	54.0455	56.7479	59.5852	62.5645
		Bi-weekly	4,117.77	4,323.64	4,539.83	4,766.82	5,005.16
		Monthly	8,921.83	9,367.89	9,836.30	10,328.10	10,844.51
		Annual	107,061.97	112,414.64	118,035.63	123,937.22	130,134.16
G11	Educ 2	Hourly	47.2014	49.5614	52.0395	54.6416	57.3736
		Bi-weekly	3,776.11	3,964.91	4,163.16	4,371.33	4,589.89
		Monthly	8,181.58	8,590.64	9,020.18	9,471.21	9,944.76
		Annual	98,178.91	103,087.71	108,242.16	113,654.53	119,337.09
G12	Educ 2 + Emt	Hourly	49.4490	51.9215	54.5176	57.2435	60.1057
		Bi-weekly	3,955.92	4,153.72	4,361.41	4,579.48	4,808.46
		Monthly	8,571.16	8,999.73	9,449.72	9,922.21	10,418.32
		Annual	102,853.92	107,996.72	113,396.61	119,066.48	125,019.86
G13	Educ 2 + Para	Hourly	51.6968	54.2817	56.9956	59.8454	62.8377
it Engineer & Capt.)		Bi-weekly	4,135.74	4,342.54	4,559.65	4,787.63	5,027.02
		Monthly	8,960.78	9,408.83	9,879.24	10,373.20	10,891.87
		Annual	107,529.34	112,905.94	118,550.85	124,478.43	130,702.42
	Fire Fighter (40 Hour Week)						
G14	Educ 2 + Haz	Hourly	49.4490	51.9215	54.5176	57.2435	60.1057
		Bi-weekly	3,955.92	4,153.72	4,361.41	4,579.48	4,808.46
		Monthly	8,571.16	8,999.73	9,449.72	9,922.21	10,418.32
		Annual	102,853.92	107,996.72	113,396.61	119,066.48	125,019.86
G15	Educ 2 + Biling	Hourly	47.6508	50.0336	52.5352	55.1618	57.9200
		Bi-weekly	3,812.06	4,002.69	4,202.82	4,412.94	4,633.60
		Monthly	8,259.47	8,672.49	9,106.10	9,561.38	10,039.47
		Annual	99,113.66	104,069.89	109,273.22	114,736.54	120,473.60
G16	Educ 2 + Emt + Haz	Hourly	51.6968	54.2817	56.9956	59.8454	62.8377
		Bi-weekly	4,135.74	4,342.54	4,559.65	4,787.63	5,027.02
		Monthly	8,960.78	9,408.83	9,879.24	10,373.20	10,891.87
		Annual	107,529.34	112,905.94	118,550.85	124,478.43	130,702.42
G17	Educ 2 + Emt + Biling	Hourly	49.8987	52.3935	55.0132	57.7639	60.6522
		Bi-weekly	3,991.90	4,191.48	4,401.06	4,621.11	4,852.18
		Monthly	8,649.11	9,081.54	9,535.62	10,012.41	10,513.05
		Annual	103,789.30	108,978.48	114,427.46	120,148.91	126,156.58
G18	Educ 2 + Para + Haz	Hourly	53.9445	56.6416	59.4739	62.4473	65.5698
it Engineer & Capt.)		Bi-weekly	4,315.56	4,531.33	4,757.91	4,995.78	5,245.58
		Monthly	9,350.38	9,817.88	10,308.81	10,824.20	11,365.43
		Annual	112,204.56	117,814.53	123,705.71	129,890.38	136,385.18
G19	Educ 2 + Para + Biling	Hourly	52.1463	54.7536	57.4914	60.3660	63.3842
it Engineer & Capt.)		Bi-weekly	4,171.70	4,380.29	4,599.31	4,829.28	5,070.74
		Monthly	9,038.69	9,490.62	9,965.18	10,463.44	10,986.60

		Annual	108,464.30	113,887.49	119,582.11	125,561.28	131,839.14
G20	Educ 2 + Haz + Biling	Hourly	49.8987	52.3935	55.0132	57.7639	60.6522
		Bi-weekly	3,991.90	4,191.48	4,401.06	4,621.11	4,852.18
		Monthly	8,649.11	9,081.54	9,535.62	10,012.41	10,513.05
		Annual	103,789.30	108,978.48	114,427.46	120,148.91	126,156.58
G21	Educ 2 + EMT + Haz + Biling	Hourly	52.1463	54.7536	57.4914	60.3660	63.3842
		Bi-weekly	4,171.70	4,380.29	4,599.31	4,829.28	5,070.74
		Monthly	9,038.69	9,490.62	9,965.18	10,463.44	10,986.60
		Annual	108,464.30	113,887.49	119,582.11	125,561.28	131,839.14
G22	Emt	Hourly	47.2014	49.5614	52.0395	54.6416	57.3736
		Bi-weekly	3,776.11	3,964.91	4,163.16	4,371.33	4,589.89
		Monthly	8,181.58	8,590.64	9,020.18	9,471.21	9,944.76
		Annual	98,178.91	103,087.71	108,242.16	113,654.53	119,337.09
G23	Emt + Haz	Hourly	49.4490	51.9215	54.5176	57.2435	60.1057
		Bi-weekly	3,955.92	4,153.72	4,361.41	4,579.48	4,808.46
		Monthly	8,571.16	8,999.73	9,449.72	9,922.21	10,418.32
		Annual	102,853.92	107,996.72	113,396.61	119,066.48	125,019.86
G24	Emt + Biling	Hourly	47.6508	50.0336	52.5352	55.1618	57.9200
		Bi-weekly	3,812.06	4,002.69	4,202.82	4,412.94	4,633.60
		Monthly	8,259.47	8,672.49	9,106.10	9,561.38	10,039.47
		Annual	99,113.66	104,069.89	109,273.22	114,736.54	120,473.60
G25	Emt + Haz + Biling	Hourly	49.8987	52.3935	55.0132	57.7639	60.6522
		Bi-weekly	3,991.90	4,191.48	4,401.06	4,621.11	4,852.18
		Monthly	8,649.11	9,081.54	9,535.62	10,012.41	10,513.05
		Annual	103,789.30	108,978.48	114,427.46	120,148.91	126,156.58
	Fire Fighter (40 Hour Week)						
G26	Para	Hourly	49.4490	51.9215	54.5176	57.2435	60.1057
		Bi-weekly	3,955.92	4,153.72	4,361.41	4,579.48	4,808.46
		Monthly	8,571.16	8,999.73	9,449.72	9,922.21	10,418.32
		Annual	102,853.92	107,996.72	113,396.61	119,066.48	125,019.86
G27	Para + Haz	Hourly	51.6968	54.2817	56.9956	59.8454	62.8377
		Bi-weekly	4,135.74	4,342.54	4,559.65	4,787.63	5,027.02
		Monthly	8,960.78	9,408.83	9,879.24	10,373.20	10,891.87
		Annual	107,529.34	112,905.94	118,550.85	124,478.43	130,702.42
G28	Para + Biling	Hourly	49.8987	52.3935	55.0132	57.7639	60.6522
		Bi-weekly	3,991.90	4,191.48	4,401.06	4,621.11	4,852.18
		Monthly	8,649.11	9,081.54	9,535.62	10,012.41	10,513.05
		Annual	103,789.30	108,978.48	114,427.46	120,148.91	126,156.58
G29	Para + Haz + Biling	Hourly	52.1463	54.7536	57.4914	60.3660	63.3842
		Bi-weekly	4,171.70	4,380.29	4,599.31	4,829.28	5,070.74
		Monthly	9,038.69	9,490.62	9,965.18	10,463.44	10,986.60
		Annual	108,464.30	113,887.49	119,582.11	125,561.28	131,839.14
G30	Haz	Hourly	47.2013	49.5615	52.0395	54.6415	57.3736
		Bi-weekly	3,776.10	3,964.92	4,163.16	4,371.32	4,589.89
		Monthly	8,181.56	8,590.66	9,020.18	9,471.19	9,944.76

		Annual	98,178.70	103,087.92	108,242.16	113,654.32	119,337.09
G31	Haz + Biling	Hourly	47.6509	50.0336	52.5352	55.1619	57.9200
		Bi-weekly	3,812.07	4,002.69	4,202.82	4,412.95	4,633.60
		Monthly	8,259.49	8,672.49	9,106.10	9,561.40	10,039.47
		Annual	99,113.87	104,069.89	109,273.22	114,736.75	120,473.60
G32	Bi-lingual - 1% of Base	Hourly	45.4032	47.6734	50.0571	52.5599	55.1879
		Bi-weekly	3,632.26	3,813.87	4,004.57	4,204.79	4,415.03
		Monthly	7,869.89	8,263.39	8,676.56	9,110.38	9,565.90
		Annual	94,438.66	99,160.67	104,118.77	109,324.59	114,790.83
	Fire Engineer (56.3 Hour Week)						
H00	BASE	Hourly	34.8119	36.5525	38.3802	40.2992	42.3142
		Bi-weekly	3,919.82	4,115.81	4,321.61	4,537.69	4,764.58
		Monthly	8,492.94	8,917.59	9,363.49	9,831.66	10,323.25
		Annual	101,915.32	107,011.10	112,361.87	117,979.94	123,879.05
H01	Edu 1	Hourly	36.0304	37.8318	39.7235	41.7096	43.7950
		Bi-weekly	4,057.02	4,259.86	4,472.87	4,696.50	4,931.32
		Monthly	8,790.22	9,229.70	9,691.21	10,175.75	10,684.52
		Annual	105,482.60	110,756.38	116,294.52	122,109.02	128,214.24
H02	Edu 1 + Emt	Hourly	37.7709	39.6595	41.6424	43.7245	45.9108
		Bi-weekly	4,253.00	4,465.66	4,688.93	4,923.38	5,169.56
		Monthly	9,214.84	9,675.60	10,159.36	10,667.32	11,200.71
		Annual	110,578.09	116,107.15	121,912.29	128,007.85	134,408.46
H03	Edu 1 + Haz	Hourly	37.7709	39.6595	41.6424	43.7245	45.9108
		Bi-weekly	4,253.00	4,465.66	4,688.93	4,923.38	5,169.56
		Monthly	9,214.84	9,675.60	10,159.36	10,667.32	11,200.71
		Annual	110,578.09	116,107.15	121,912.29	128,007.85	134,408.46
H04	Edu 1 + Para	Hourly	38.6411	40.5732	42.6019	44.7321	46.9686
	(Lieut. & Capt. only)	Bi-weekly	4,350.99	4,568.54	4,796.97	5,036.83	5,288.66
		Monthly	9,427.14	9,898.51	10,393.44	10,913.14	11,458.77
		Annual	113,125.68	118,782.10	124,721.32	130,957.70	137,505.27
	Fire Engineer (56.3 Hour Week)						
H06	Educ Incent 1 & Bi-lingual 1%	Hourly	36.3785	38.1972	40.1073	42.1126	44.2182
		Bi-weekly	4,096.22	4,301.00	4,516.08	4,741.88	4,978.97
		Monthly	8,875.14	9,318.84	9,784.84	10,274.07	10,787.77
		Annual	106,501.70	111,826.12	117,418.13	123,288.85	129,453.20
H07	Educ 1 + Emt + Haz	Hourly	39.5115	41.4871	43.5614	45.7396	48.0265
		Bi-weekly	4,448.99	4,671.45	4,905.01	5,150.28	5,407.78
		Monthly	9,639.49	10,121.47	10,627.53	11,158.94	11,716.87
		Annual	115,673.87	121,457.63	127,530.35	133,907.25	140,602.38
H10	Educ 1 + Emt + Biling	Hourly	38.1190	40.0249	42.0262	44.1275	46.3339
		Bi-weekly	4,292.20	4,506.80	4,732.15	4,968.76	5,217.20
		Monthly	9,299.77	9,764.74	10,252.99	10,765.64	11,303.93
		Annual	111,597.18	117,176.90	123,035.90	129,187.67	135,647.13
H11	Educ 1 + Para + Haz	Hourly	40.3817	42.4009	44.5209	46.7471	49.0843
	(Lieut. & Capt. only)	Bi-weekly	4,546.98	4,774.34	5,013.05	5,263.72	5,526.89
		Monthly	9,851.79	10,344.41	10,861.62	11,404.73	11,974.93

		Annual	118,221.46	124,132.87	130,339.39	136,856.81	143,699.20
H12	Educ 1 + Para + Biling	Hourly	38.9893	40.9389	42.9858	45.1351	47.3918
	(Lieut. & Capt. only)	Bi-weekly	4,390.20	4,609.72	4,840.20	5,082.21	5,336.32
		Monthly	9,512.09	9,987.73	10,487.10	11,011.46	11,562.02
		Annual	114,145.07	119,852.72	125,845.23	132,137.52	138,744.23
H13	Educ 1 + Haz + Biling	Hourly	38.1190	40.0249	42.0262	44.1275	46.3339
		Bi-weekly	4,292.20	4,506.80	4,732.15	4,968.76	5,217.20
		Monthly	9,299.77	9,764.74	10,252.99	10,765.64	11,303.93
		Annual	111,597.18	117,176.90	123,035.90	129,187.67	135,647.13
H14	Educ 1 + Long 1 + Biling	Hourly	38.1190	40.0249	42.0262	44.1275	46.3339
		Bi-weekly	4,292.20	4,506.80	4,732.15	4,968.76	5,217.20
		Monthly	9,299.77	9,764.74	10,252.99	10,765.64	11,303.93
		Annual	111,597.18	117,176.90	123,035.90	129,187.67	135,647.13
H15	Educ 1 + Long 2 + Biling	Hourly	39.8597	41.8526	43.9452	46.1425	48.4496
		Bi-weekly	4,488.20	4,712.60	4,948.23	5,195.65	5,455.42
		Monthly	9,724.44	10,210.64	10,721.16	11,257.23	11,820.09
		Annual	116,693.26	122,527.67	128,653.97	135,086.78	141,841.05
H18	Educ 1 + Emt + Haz + Biling	Hourly	39.8596	41.8525	43.9453	46.1426	48.4496
		Bi-weekly	4,488.19	4,712.59	4,948.24	5,195.66	5,455.42
		Monthly	9,724.41	10,210.62	10,721.19	11,257.26	11,820.09
		Annual	116,692.96	122,527.38	128,654.26	135,087.08	141,841.05
H19	Educ 1 + Para + Haz + Biling	Hourly	40.7299	42.7664	44.9048	47.1500	49.5075
	(Lieut. & Capt. only)	Bi-weekly	4,586.19	4,815.50	5,056.28	5,309.09	5,574.54
		Monthly	9,936.74	10,433.58	10,955.27	11,503.03	12,078.18
		Annual	119,240.86	125,202.91	131,463.29	138,036.34	144,938.16
H23	Educ 2	Hourly	36.5525	38.3802	40.2992	42.3142	44.4297
		Bi-weekly	4,115.81	4,321.61	4,537.69	4,764.58	5,002.78
		Monthly	8,917.59	9,363.49	9,831.66	10,323.25	10,839.37
		Annual	107,011.10	112,361.87	117,979.94	123,879.05	130,072.39
H24	Educ 2 + Emt	Hourly	38.2931	40.2078	42.2182	44.3291	46.5456
		Bi-weekly	4,311.80	4,527.40	4,753.77	4,991.46	5,241.03
		Monthly	9,342.24	9,809.36	10,299.83	10,814.82	11,355.58
		Annual	112,106.88	117,712.36	123,598.00	129,777.87	136,266.90
	Fire Engineer (56.3 Hour Week)						
H25	Educ 2 + Haz	Hourly	38.2931	40.2078	42.2182	44.3291	46.5456
		Bi-weekly	4,311.80	4,527.40	4,753.77	4,991.46	5,241.03
		Monthly	9,342.24	9,809.36	10,299.83	10,814.82	11,355.58
		Annual	112,106.88	117,712.36	123,598.00	129,777.87	136,266.90
H26	Educ 2 + Para	Hourly	39.1635	41.1216	43.1777	45.3365	47.6033
	(Lieut. & Capt. only)	Bi-weekly	4,409.81	4,630.29	4,861.81	5,104.89	5,360.13
		Monthly	9,554.59	10,032.30	10,533.92	11,060.60	11,613.62
		Annual	114,655.06	120,387.60	126,407.03	132,727.14	139,363.42
H28	Educ 2 + Biling	Hourly	36.9007	38.7456	40.6829	42.7172	44.8529
		Bi-weekly	4,155.02	4,362.75	4,580.89	4,809.96	5,050.44
		Monthly	9,002.54	9,452.64	9,925.27	10,421.57	10,942.61

		Annual	108,030.49	113,431.62	119,103.26	125,058.87	131,311.35
H29	Educ 2 + Emt + Haz	Hourly	40.0337	42.0353	44.1372	46.3441	48.6612
		Bi-weekly	4,507.79	4,733.17	4,969.85	5,218.35	5,479.25
		Monthly	9,766.89	10,255.21	10,768.01	11,306.42	11,871.71
		Annual	117,202.66	123,062.54	129,216.07	135,676.99	142,460.53
H30	Educ 2 + Para + Haz	Hourly	40.9039	42.9492	45.0967	47.3515	49.7190
	(Lieutenant & Capt. only)	Bi-weekly	4,605.78	4,836.08	5,077.89	5,331.78	5,598.36
		Monthly	9,979.19	10,478.17	11,002.09	11,552.19	12,129.78
		Annual	119,750.26	125,738.08	132,025.10	138,626.25	145,557.34
H32	Educ 2 + Emt + Biling	Hourly	38.6411	40.5732	42.6019	44.7321	46.9686
		Bi-weekly	4,350.99	4,568.54	4,796.97	5,036.83	5,288.66
		Monthly	9,427.14	9,898.51	10,393.44	10,913.14	11,458.77
		Annual	113,125.68	118,782.10	124,721.32	130,957.70	137,505.27
H33	Educ 2 + Para + Biling	Hourly	39.5115	41.4871	43.5614	45.7396	48.0265
	(Lieutenant & Capt. only)	Bi-weekly	4,448.99	4,671.45	4,905.01	5,150.28	5,407.78
		Monthly	9,639.49	10,121.47	10,627.53	11,158.94	11,716.87
		Annual	115,673.87	121,457.63	127,530.35	133,907.25	140,602.38
H35	Educ 2 + Haz + Biling	Hourly	38.6411	40.5732	42.6019	44.7321	46.9686
		Bi-weekly	4,350.99	4,568.54	4,796.97	5,036.83	5,288.66
		Monthly	9,427.14	9,898.51	10,393.44	10,913.14	11,458.77
		Annual	113,125.68	118,782.10	124,721.32	130,957.70	137,505.27
H36	Educ 2 + Long 1 + Biling	Hourly	38.6412	40.5733	42.6019	44.7321	46.9686
		Bi-weekly	4,351.00	4,568.55	4,796.97	5,036.83	5,288.66
		Monthly	9,427.17	9,898.53	10,393.44	10,913.14	11,458.77
		Annual	113,125.98	118,782.39	124,721.32	130,957.70	137,505.27
H37	Educ 2 + Long 2 + Biling	Hourly	40.3817	42.4009	44.5209	46.7470	49.0843
		Bi-weekly	4,546.98	4,774.34	5,013.05	5,263.71	5,526.89
		Monthly	9,851.79	10,344.41	10,861.62	11,404.71	11,974.93
		Annual	118,221.46	124,132.87	130,339.39	136,856.52	143,699.20
H40	Educ 2 + EMT + Haz + Biling	Hourly	40.3817	42.4009	44.5209	46.7471	49.0843
		Bi-weekly	4,546.98	4,774.34	5,013.05	5,263.72	5,526.89
		Monthly	9,851.79	10,344.41	10,861.62	11,404.73	11,974.93
		Annual	118,221.46	124,132.87	130,339.39	136,856.81	143,699.20
H41	Educ 2 + Para + Haz + Biling	Hourly	41.2521	43.3146	45.4806	47.7545	50.1422
	(Lieutenant & Capt. only)	Bi-weekly	4,644.99	4,877.22	5,121.12	5,377.16	5,646.01
		Monthly	10,064.14	10,567.32	11,095.75	11,650.51	12,233.03
		Annual	120,769.65	126,807.82	133,149.00	139,806.07	146,796.30
	Fire Engineer (56.3 Hour Week)						
H45	Emt	Hourly	36.5525	38.3802	40.2992	42.3142	44.4297
		Bi-weekly	4,115.81	4,321.61	4,537.69	4,764.58	5,002.78
		Monthly	8,917.59	9,363.49	9,831.66	10,323.25	10,839.37
		Annual	107,011.10	112,361.87	117,979.94	123,879.05	130,072.39
H46	Emt + Haz	Hourly	38.2931	40.2078	42.2182	44.3291	46.5456
		Bi-weekly	4,311.80	4,527.40	4,753.77	4,991.46	5,241.03
		Monthly	9,342.24	9,809.36	10,299.83	10,814.82	11,355.58

		Annual	112,106.88	117,712.36	123,598.00	129,777.87	136,266.90
H49	Emt + Biling	Hourly	36.9007	38.7456	40.6829	42.7172	44.8529
		Bi-weekly	4,155.02	4,362.75	4,580.89	4,809.96	5,050.44
		Monthly	9,002.54	9,452.64	9,925.27	10,421.57	10,942.61
		Annual	108,030.49	113,431.62	119,103.26	125,058.87	131,311.35
H52	Emt + Haz + Biling	Hourly	38.6411	40.5732	42.6019	44.7321	46.9686
		Bi-weekly	4,350.99	4,568.54	4,796.97	5,036.83	5,288.66
		Monthly	9,427.14	9,898.51	10,393.44	10,913.14	11,458.77
		Annual	113,125.68	118,782.10	124,721.32	130,957.70	137,505.27
H53	Para	Hourly	37.4227	39.2939	41.2587	43.3216	45.4876
			4,213.80	4,424.49	4,645.73	4,878.01	5,121.90
			9,129.89	9,586.40	10,065.75	10,569.03	11,097.46
			109,558.70	115,036.82	120,788.97	126,828.32	133,169.50
H54	Para + Haz	Hourly	39.1633	41.1216	43.1776	45.3364	47.6034
			4,409.79	4,630.29	4,861.80	5,104.88	5,360.14
			9,554.54	10,032.30	10,533.90	11,060.57	11,613.64
			114,654.48	120,387.60	126,406.74	132,726.84	139,363.71
H55	Para + Biling	Hourly	37.7709	39.6595	41.6424	43.7245	45.9108
			4,253.00	4,465.66	4,688.93	4,923.38	5,169.56
			9,214.84	9,675.60	10,159.36	10,667.32	11,200.71
			110,578.09	116,107.15	121,912.29	128,007.85	134,408.46
H56	Para + Haz + Biling	Hourly	39.5115	41.4871	43.5614	45.7396	48.0265
			4,448.99	4,671.45	4,905.01	5,150.28	5,407.78
			9,639.49	10,121.47	10,627.53	11,158.94	11,716.87
			115,673.87	121,457.63	127,530.35	133,907.25	140,602.38
H57	Haz	Hourly	36.5525	38.3802	40.2992	42.3142	44.4297
		Bi-weekly	4,115.81	4,321.61	4,537.69	4,764.58	5,002.78
		Monthly	8,917.59	9,363.49	9,831.66	10,323.25	10,839.37
		Annual	107,011.10	112,361.87	117,979.94	123,879.05	130,072.39
H60	Haz + Biling	Hourly	36.9007	38.7456	40.6829	42.7172	44.8529
		Bi-weekly	4,155.02	4,362.75	4,580.89	4,809.96	5,050.44
		Monthly	9,002.54	9,452.64	9,925.27	10,421.57	10,942.61
		Annual	108,030.49	113,431.62	119,103.26	125,058.87	131,311.35
H67	Bi-lingual - 1% of Base	Hourly	35.1600	36.9179	38.7640	40.7022	42.7372
		Bi-weekly	3,959.02	4,156.96	4,364.83	4,583.07	4,812.21
		Monthly	8,577.87	9,006.74	9,457.12	9,929.98	10,426.45
		Annual	102,934.42	108,080.84	113,485.49	119,159.76	125,117.43
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
100	BASE	Hourly	38.8725	40.8160	42.8567	44.9997	47.2497
		Bi-weekly	4,377.04	4,595.88	4,825.66	5,066.97	5,320.32
		Monthly	9,483.59	9,957.74	10,455.61	10,978.43	11,527.35
		Annual	113,803.13	119,492.92	125,467.27	131,741.12	138,328.22
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						

I01	Edu 1	Hourly	40.2329	42.2446	44.3568	46.5747	48.9035
		Bi-weekly	4,530.22	4,756.74	4,994.58	5,244.31	5,506.53
		Monthly	9,815.49	10,306.27	10,821.58	11,362.67	11,930.82
		Annual	117,785.84	123,675.29	129,858.97	136,352.09	143,169.89
I02	Edu 1 + Emt	Hourly	42.1767	44.2855	46.4998	48.8246	51.2659
		Bi-weekly	4,749.10	4,986.55	5,235.88	5,497.65	5,772.54
		Monthly	10,289.71	10,804.19	11,344.40	11,911.58	12,507.17
		Annual	123,476.51	129,650.23	136,132.81	142,938.90	150,086.05
I03	Edu 1 + Haz	Hourly	42.1767	44.2855	46.4998	48.8246	51.2659
		Bi-weekly	4,749.10	4,986.55	5,235.88	5,497.65	5,772.54
		Monthly	10,289.71	10,804.19	11,344.40	11,911.58	12,507.17
		Annual	123,476.51	129,650.23	136,132.81	142,938.90	150,086.05
I04	Edu 1 + Para	Hourly	43.1484	45.3058	47.5711	49.9497	52.4472
	(Teacher & Capt. only)	Bi-weekly	4,858.51	5,101.43	5,356.51	5,624.34	5,905.55
		Monthly	10,526.77	11,053.11	11,605.76	12,186.06	12,795.37
		Annual	126,321.26	132,637.26	139,269.15	146,232.74	153,544.42
I06	Educ Incent 1 & Bi-lingual 1%	Hourly	40.6217	42.6527	44.7854	47.0246	49.3759
		Bi-weekly	4,574.00	4,802.69	5,042.84	5,294.97	5,559.73
		Monthly	9,910.34	10,405.84	10,926.15	11,472.44	12,046.07
		Annual	118,924.09	124,870.04	131,113.74	137,669.22	144,552.88
I07	Educ 1 + Emt + Haz	Hourly	44.1202	46.3262	48.6425	51.0747	53.6284
		Bi-weekly	4,967.93	5,216.33	5,477.15	5,751.01	6,038.56
		Monthly	10,763.86	11,302.05	11,867.15	12,460.52	13,083.54
		Annual	129,166.30	135,624.58	142,405.78	149,526.29	157,002.50
I08	Educ 1 + Para + Haz	Hourly	45.0920	47.3466	49.7139	52.1997	54.8097
	(Teacher & Capt. only)	Bi-weekly	5,077.36	5,331.23	5,597.79	5,877.69	6,171.57
		Monthly	11,000.95	11,550.99	12,128.53	12,734.99	13,371.74
		Annual	132,011.34	138,611.91	145,542.41	152,819.84	160,460.88
I10	Educ 1 + Emt + Biling	Hourly	42.5653	44.6937	46.9282	49.2747	51.7383
		Bi-weekly	4,792.85	5,032.51	5,284.12	5,548.33	5,825.73
		Monthly	10,384.51	10,903.77	11,448.92	12,021.38	12,622.42
		Annual	124,614.17	130,845.28	137,387.00	144,256.61	151,469.05
I11	Educ 1 + Para + Biling	Hourly	43.5371	45.7140	47.9996	50.3998	52.9196
	(Teacher & Capt. only)	Bi-weekly	4,902.28	5,147.40	5,404.75	5,675.02	5,958.75
		Monthly	10,621.60	11,152.69	11,710.30	12,295.87	12,910.62
		Annual	127,459.21	133,832.31	140,523.63	147,550.45	154,927.42
I13	Educ 1 + Haz + Biling	Hourly	42.5653	44.6937	46.9282	49.2747	51.7383
		Bi-weekly	4,792.85	5,032.51	5,284.12	5,548.33	5,825.73
		Monthly	10,384.51	10,903.77	11,448.92	12,021.38	12,622.42
		Annual	124,614.17	130,845.28	137,387.00	144,256.61	151,469.05
I15	Educ 1 + Para + Haz + Biling	Hourly	45.4808	47.7548	50.1426	52.6497	55.2821
	(Teacher & Capt. only)	Bi-weekly	5,121.14	5,377.19	5,646.06	5,928.36	6,224.76
		Monthly	11,095.80	11,650.58	12,233.12	12,844.77	13,486.99
		Annual	133,149.59	139,806.95	146,797.48	154,137.26	161,843.88

I16	Educ 1 + Para + Long 1 + Biling	Hourly	45.4808	47.7548	50.1426	52.6497	55.2821
neer & Capt. only)		Bi-weekly	5,121.14	5,377.19	5,646.06	5,928.36	6,224.76
		Monthly	11,095.80	11,650.58	12,233.12	12,844.77	13,486.99
		Annual	133,149.59	139,806.95	146,797.48	154,137.26	161,843.88
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I17	Educ 1 + Para + Long 2 + Biling	Hourly	47.4244	49.7956	52.2853	54.8995	57.6446
neer & Capt. only)		Bi-weekly	5,339.99	5,606.98	5,887.32	6,181.68	6,490.78
		Monthly	11,569.97	12,148.47	12,755.87	13,393.65	14,063.36
		Annual	138,839.67	145,781.60	153,070.44	160,723.78	168,760.33
I18	Educ 1 + Emt + Haz + Biling	Hourly	44.5089	46.7344	49.0712	51.5246	54.1009
		Bi-weekly	5,011.70	5,262.29	5,525.42	5,801.67	6,091.76
		Monthly	10,858.69	11,401.64	11,971.74	12,570.29	13,198.82
		Annual	130,304.26	136,819.63	143,660.85	150,843.42	158,385.79
I19	Educ 1 + Emt + Long 1 + Biling	Hourly	44.5089	46.7344	49.0712	51.5246	54.1009
		Bi-weekly	5,011.70	5,262.29	5,525.42	5,801.67	6,091.76
		Monthly	10,858.69	11,401.64	11,971.74	12,570.29	13,198.82
		Annual	130,304.26	136,819.63	143,660.85	150,843.42	158,385.79
I20	Educ 1 + Emt + Long 2 + Biling	Hourly	46.4525	48.7752	51.2140	53.7747	56.4634
		Bi-weekly	5,230.55	5,492.09	5,766.70	6,055.03	6,357.78
		Monthly	11,332.86	11,899.52	12,494.51	13,119.23	13,775.19
		Annual	135,994.34	142,794.28	149,934.11	157,430.81	165,302.25
I23	Educ 2	Hourly	40.8160	42.8567	44.9997	47.2497	49.6122
		Bi-weekly	4,595.88	4,825.66	5,066.97	5,320.32	5,586.33
		Monthly	9,957.74	10,455.61	10,978.43	11,527.35	12,103.72
		Annual	119,492.92	125,467.27	131,741.12	138,328.22	145,244.68
I24	Educ 2 + Emt	Hourly	42.7596	44.8976	47.1425	49.4996	51.9746
		Bi-weekly	4,814.73	5,055.47	5,308.25	5,573.65	5,852.34
		Monthly	10,431.92	10,953.52	11,501.20	12,076.25	12,680.07
		Annual	125,183.00	131,442.21	138,014.38	144,915.03	152,160.84
I25	Educ 2 + Haz	Hourly	42.7596	44.8976	47.1425	49.4996	51.9746
		Bi-weekly	4,814.73	5,055.47	5,308.25	5,573.65	5,852.34
		Monthly	10,431.92	10,953.52	11,501.20	12,076.25	12,680.07
		Annual	125,183.00	131,442.21	138,014.38	144,915.03	152,160.84
I26	Educ 2 + Para	Hourly	43.7315	45.9181	48.2140	50.6247	53.1559
neer & Capt. only)		Bi-weekly	4,924.17	5,170.38	5,428.90	5,700.34	5,985.35
		Monthly	10,669.03	11,202.49	11,762.61	12,350.74	12,968.27
		Annual	128,028.34	134,429.83	141,151.31	148,208.87	155,619.21
I28	Educ 2 + Biling	Hourly	41.2048	43.2649	45.4282	47.6996	50.0846
		Bi-weekly	4,639.66	4,871.63	5,115.22	5,370.97	5,639.53
		Monthly	10,052.60	10,555.19	11,082.97	11,637.11	12,218.97
		Annual	120,631.17	126,662.32	132,995.60	139,645.35	146,627.67
I29	Educ 2 + Emt + Haz	Hourly	44.7034	46.9384	49.2854	51.7497	54.3372
		Bi-weekly	5,033.60	5,285.26	5,549.54	5,827.02	6,118.37
		Monthly	10,906.14	11,451.41	12,024.00	12,625.20	13,256.47
		Annual	130,873.67	137,416.86	144,287.94	151,502.42	159,077.59

I30	Educ 2 + Para + Haz	Hourly	45.6751	47.9588	50.3568	52.8745	55.5184
neer & Capt. only)		Bi-weekly	5,143.02	5,400.16	5,670.18	5,953.67	6,251.37
		Monthly	11,143.20	11,700.35	12,285.38	12,899.62	13,544.64
		Annual	133,718.42	140,404.18	147,424.57	154,795.39	162,535.67
I32	Educ 2 + Emt + Biling	Hourly	43.1484	45.3058	47.5711	49.9497	52.4472
		Bi-weekly	4,858.51	5,101.43	5,356.51	5,624.34	5,905.55
		Monthly	10,526.77	11,053.11	11,605.76	12,186.06	12,795.37
		Annual	126,321.26	132,637.26	139,269.15	146,232.74	153,544.42
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I33	Educ 2 + Para + Biling	Hourly	44.1202	46.3262	48.6425	51.0747	53.6284
neer & Capt. only)		Bi-weekly	4,967.93	5,216.33	5,477.15	5,751.01	6,038.56
		Monthly	10,763.86	11,302.05	11,867.15	12,460.52	13,083.54
		Annual	129,166.30	135,624.58	142,405.78	149,526.29	157,002.50
I35	Educ 2 + Haz + Biling	Hourly	43.1484	45.3058	47.5711	49.9497	52.4472
		Bi-weekly	4,858.51	5,101.43	5,356.51	5,624.34	5,905.55
		Monthly	10,526.77	11,053.11	11,605.76	12,186.06	12,795.37
		Annual	126,321.26	132,637.26	139,269.15	146,232.74	153,544.42
I40	Educ 2 + EMT + Haz + Biling	Hourly	45.0920	47.3466	49.7139	52.1997	54.8097
		Bi-weekly	5,077.36	5,331.23	5,597.79	5,877.69	6,171.57
		Monthly	11,000.95	11,550.99	12,128.53	12,734.99	13,371.74
		Annual	132,011.34	138,611.91	145,542.41	152,819.84	160,460.88
I41	Educ 2 + Para + Haz + Biling	Hourly	46.0638	48.3670	50.7854	53.3246	55.9909
neer & Capt. only)		Bi-weekly	5,186.78	5,446.12	5,718.44	6,004.35	6,304.58
		Monthly	11,238.03	11,799.94	12,389.95	13,009.43	13,659.91
		Annual	134,856.38	141,599.23	148,679.34	156,113.10	163,918.96
I45	Emt	Hourly	40.8160	42.8567	44.9997	47.2497	49.6122
		Bi-weekly	4,595.88	4,825.66	5,066.97	5,320.32	5,586.33
		Monthly	9,957.74	10,455.61	10,978.43	11,527.35	12,103.72
		Annual	119,492.92	125,467.27	131,741.12	138,328.22	145,244.68
I46	Emt + Haz	Hourly	42.7596	44.8976	47.1425	49.4996	51.9746
		Bi-weekly	4,814.73	5,055.47	5,308.25	5,573.65	5,852.34
		Monthly	10,431.92	10,953.52	11,501.20	12,076.25	12,680.07
		Annual	125,183.00	131,442.21	138,014.38	144,915.03	152,160.84
I49	Emt + Biling	Hourly	41.2048	43.2649	45.4282	47.6996	50.0846
		Bi-weekly	4,639.66	4,871.63	5,115.22	5,370.97	5,639.53
		Monthly	10,052.60	10,555.19	11,082.97	11,637.11	12,218.97
		Annual	120,631.17	126,662.32	132,995.60	139,645.35	146,627.67
I52	Emt + Haz + Biling	Hourly	43.1482	45.3058	47.5711	49.9497	52.4472
		Bi-weekly	4,858.49	5,101.43	5,356.51	5,624.34	5,905.55
		Monthly	10,526.72	11,053.11	11,605.76	12,186.06	12,795.37
		Annual	126,320.67	132,637.26	139,269.15	146,232.74	153,544.42
I53	Para	Hourly	41.7878	43.8773	46.0711	48.3747	50.7935
		Bi-weekly	4,705.31	4,940.58	5,187.61	5,446.99	5,719.35
		Monthly	10,194.83	10,704.60	11,239.81	11,801.81	12,391.92

		Annual	122,337.96	128,455.18	134,877.75	141,621.77	148,703.05
I54	Para + Haz	Hourly	43.7315	45.9181	48.2140	50.6247	53.1559
		Bi-weekly	4,924.17	5,170.38	5,428.90	5,700.34	5,985.35
		Monthly	10,669.03	11,202.49	11,762.61	12,350.74	12,968.27
		Annual	128,028.34	134,429.83	141,151.31	148,208.87	155,619.21
I55	Para + Biling	Hourly	42.1767	44.2855	46.4998	48.8246	51.2659
		Bi-weekly	4,749.10	4,986.55	5,235.88	5,497.65	5,772.54
		Monthly	10,289.71	10,804.19	11,344.40	11,911.58	12,507.17
		Annual	123,476.51	129,650.23	136,132.81	142,938.90	150,086.05
I56	Para + Haz + Biling	Hourly	44.1202	46.3262	48.6425	51.0747	53.6284
		Bi-weekly	4,967.93	5,216.33	5,477.15	5,751.01	6,038.56
		Monthly	10,763.86	11,302.05	11,867.15	12,460.52	13,083.54
		Annual	129,166.30	135,624.58	142,405.78	149,526.29	157,002.50
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I57	Haz	Hourly	40.8160	42.8567	44.9997	47.2497	49.6122
		Bi-weekly	4,595.88	4,825.66	5,066.97	5,320.32	5,586.33
		Monthly	9,957.74	10,455.61	10,978.43	11,527.35	12,103.72
		Annual	119,492.92	125,467.27	131,741.12	138,328.22	145,244.68
I60	Haz + Biling	Hourly	41.2048	43.2649	45.4282	47.6996	50.0846
		Bi-weekly	4,639.66	4,871.63	5,115.22	5,370.97	5,639.53
		Monthly	10,052.60	10,555.19	11,082.97	11,637.11	12,218.97
		Annual	120,631.17	126,662.32	132,995.60	139,645.35	146,627.67
I67	Bi-lingual - 1% of Base	Hourly	39.2611	41.2242	43.2854	45.4497	47.7222
		Bi-weekly	4,420.80	4,641.84	4,873.94	5,117.64	5,373.52
		Monthly	9,578.40	10,057.33	10,560.20	11,088.21	11,642.63
		Annual	114,940.80	120,687.97	126,722.34	133,058.54	139,711.51
	Fire Captain (40 Hour Week) Paramedic Coord/Training Off						
J00	BASE	Hourly	54.7129	57.4486	60.3209	63.3369	66.5040
		Bi-weekly	4,377.03	4,595.89	4,825.67	5,066.95	5,320.32
		Monthly	9,483.57	9,957.76	10,455.62	10,978.40	11,527.36
		Annual	113,802.83	119,493.09	125,467.47	131,740.75	138,328.32
J01	Edu 1	Hourly	56.6279	59.4593	62.4323	65.5539	68.8315
		Bi-weekly	4,530.23	4,756.74	4,994.58	5,244.31	5,506.52
		Monthly	9,815.50	10,306.28	10,821.60	11,362.68	11,930.79
		Annual	117,786.03	123,675.34	129,859.18	136,352.11	143,169.52
J02	Edu 1 + Emt	Hourly	59.3635	62.3318	65.4483	68.7207	72.1568
		Bi-weekly	4,749.08	4,986.54	5,235.86	5,497.66	5,772.54
		Monthly	10,289.67	10,804.18	11,344.37	11,911.59	12,507.18
		Annual	123,476.08	129,650.14	136,132.46	142,939.06	150,086.14
J03	Edu 1 + Haz	Hourly	59.3635	62.3318	65.4483	68.7207	72.1568
		Bi-weekly	4,749.08	4,986.54	5,235.86	5,497.66	5,772.54
		Monthly	10,289.67	10,804.18	11,344.37	11,911.59	12,507.18
		Annual	123,476.08	129,650.14	136,132.46	142,939.06	150,086.14

J04	Edu 1 + Para	Hourly	60.7314	63.7679	66.9563	70.3042	73.8194
	neer & Capt. only)	Bi-weekly	4,858.51	5,101.43	5,356.50	5,624.34	5,905.55
		Monthly	10,526.78	11,053.10	11,605.76	12,186.06	12,795.36
		Annual	126,321.31	132,637.23	139,269.10	146,232.74	153,544.35
J06	Educ Incent 1 & Bi-lingual 1%	Hourly	57.1750	60.0338	63.0354	66.1874	69.4965
		Bi-weekly	4,574.00	4,802.70	5,042.83	5,294.99	5,559.72
		Monthly	9,910.33	10,405.86	10,926.14	11,472.48	12,046.06
		Annual	118,924.00	124,870.30	131,113.63	137,669.79	144,552.72
J07	Educ 1 + Emt + Haz	Hourly	62.0992	65.2042	68.4644	71.8876	75.4821
		Bi-weekly	4,967.94	5,216.34	5,477.15	5,751.01	6,038.57
		Monthly	10,763.86	11,302.06	11,867.16	12,460.52	13,083.56
		Annual	129,166.34	135,624.74	142,405.95	149,526.21	157,002.77
J08	Educ 1 + Para + Haz	Hourly	63.4670	66.6403	69.9723	73.4710	77.1445
	neer & Capt. only)	Bi-weekly	5,077.36	5,331.22	5,597.78	5,877.68	6,171.56
		Monthly	11,000.95	11,550.99	12,128.53	12,734.97	13,371.71
		Annual	132,011.36	138,611.82	145,542.38	152,819.68	160,460.56
	Fire Captain (40 Hour Week) Paramedic Coord/Training Off						
J10	Educ 1 + Emt + Biling	Hourly	59.9107	62.9062	66.0514	69.3542	72.8218
		Bi-weekly	4,792.86	5,032.50	5,284.11	5,548.34	5,825.74
		Monthly	10,384.52	10,903.74	11,448.91	12,021.40	12,622.45
		Annual	124,614.26	130,844.90	137,386.91	144,256.74	151,469.34
J11	Educ 1 + Para + Biling	Hourly	61.2785	64.3424	67.5595	70.9376	74.4844
	neer & Capt. only)	Bi-weekly	4,902.28	5,147.39	5,404.76	5,675.01	5,958.75
		Monthly	10,621.61	11,152.68	11,710.31	12,295.85	12,910.63
		Annual	127,459.28	133,832.19	140,523.76	147,550.21	154,927.55
J13	Educ 1 + Haz + Biling	Hourly	59.9107	62.9062	66.0514	69.3542	72.8218
		Bi-weekly	4,792.86	5,032.50	5,284.11	5,548.34	5,825.74
		Monthly	10,384.52	10,903.74	11,448.91	12,021.40	12,622.45
		Annual	124,614.26	130,844.90	137,386.91	144,256.74	151,469.34
J18	Educ 1 + Emt + Haz + Biling	Hourly	62.6463	65.7786	69.0675	72.5210	76.1469
		Bi-weekly	5,011.70	5,262.29	5,525.40	5,801.68	6,091.75
		Monthly	10,858.69	11,401.62	11,971.70	12,570.31	13,198.80
		Annual	130,304.30	136,819.49	143,660.40	150,843.68	158,385.55
J19	Educ 1 + Para + Haz + Biling	Hourly	64.0142	67.2149	70.5755	74.1044	77.8096
	neer & Capt. only)	Bi-weekly	5,121.14	5,377.19	5,646.04	5,928.35	6,224.77
		Monthly	11,095.80	11,650.58	12,233.09	12,844.76	13,487.00
		Annual	133,149.54	139,806.99	146,797.04	154,137.15	161,843.97
J23	Educ 2	Hourly	57.4486	60.3209	63.3369	66.5040	69.8290
		Bi-weekly	4,595.89	4,825.67	5,066.95	5,320.32	5,586.32
		Monthly	9,957.76	10,455.62	10,978.40	11,527.36	12,103.69
		Annual	119,493.09	125,467.47	131,740.75	138,328.32	145,244.32
J24	Educ 2 + Emt	Hourly	60.1842	63.1934	66.3530	69.6708	73.1543
		Bi-weekly	4,814.74	5,055.47	5,308.24	5,573.66	5,852.34
		Monthly	10,431.93	10,953.52	11,501.19	12,076.27	12,680.08
		Annual	125,183.14	131,442.27	138,014.24	144,915.26	152,160.94

J25	Educ 2 + Haz	Hourly	60.1842	63.1934	66.3530	69.6708	73.1543
		Bi-weekly	4,814.74	5,055.47	5,308.24	5,573.66	5,852.34
		Monthly	10,431.93	10,953.52	11,501.19	12,076.27	12,680.08
		Annual	125,183.14	131,442.27	138,014.24	144,915.26	152,160.94
J26	Educ 2 + Para	Hourly	61.5520	64.6298	67.8612	71.2541	74.8170
	neer & Capt. only)	Bi-weekly	4,924.16	5,170.38	5,428.90	5,700.33	5,985.36
		Monthly	10,669.01	11,202.50	11,762.61	12,350.71	12,968.28
		Annual	128,028.16	134,429.98	141,151.30	148,208.53	155,619.36
J28	Educ 2 + Biling	Hourly	57.9957	60.8955	63.9403	67.1373	70.4941
		Bi-weekly	4,639.66	4,871.64	5,115.22	5,370.98	5,639.53
		Monthly	10,052.59	10,555.22	11,082.99	11,637.13	12,218.98
		Annual	120,631.06	126,662.64	132,995.82	139,645.58	146,627.73
J29	Educ 2 + Emt + Haz	Hourly	62.9199	66.0660	69.3691	72.8376	76.4795
		Bi-weekly	5,033.59	5,285.28	5,549.53	5,827.01	6,118.36
		Monthly	10,906.12	11,451.44	12,023.98	12,625.18	13,256.45
		Annual	130,873.39	137,417.28	144,287.73	151,502.21	159,077.36
J30	Educ 2 + Para + Haz	Hourly	64.2877	67.5021	70.8772	74.4212	78.1421
	neer & Capt. only)	Bi-weekly	5,143.02	5,400.17	5,670.18	5,953.70	6,251.37
		Monthly	11,143.20	11,700.36	12,285.38	12,899.68	13,544.63
		Annual	133,718.42	140,404.37	147,424.58	154,796.10	162,535.57
	Fire Captain (40 Hour Week)						
	Paramedic Coord/Training Off						
J32	Educ 2 + Emt + Biling	Hourly	60.7314	63.7679	66.9563	70.3042	73.8194
		Bi-weekly	4,858.51	5,101.43	5,356.50	5,624.34	5,905.55
		Monthly	10,526.78	11,053.10	11,605.76	12,186.06	12,795.36
		Annual	126,321.31	132,637.23	139,269.10	146,232.74	153,544.35
J33	Educ 2 + Para + Biling	Hourly	62.0992	65.2042	68.4644	71.8876	75.4821
	neer & Capt. only)	Bi-weekly	4,967.94	5,216.34	5,477.15	5,751.01	6,038.57
		Monthly	10,763.86	11,302.06	11,867.16	12,460.52	13,083.56
		Annual	129,166.34	135,624.74	142,405.95	149,526.21	157,002.77
J35	Educ 2 + Haz + Biling	Hourly	60.7314	63.7679	66.9563	70.3042	73.8194
		Bi-weekly	4,858.51	5,101.43	5,356.50	5,624.34	5,905.55
		Monthly	10,526.78	11,053.10	11,605.76	12,186.06	12,795.36
		Annual	126,321.31	132,637.23	139,269.10	146,232.74	153,544.35
J40	Educ 2 + EMT + Haz + Biling	Hourly	63.4670	66.6403	69.9723	73.4710	77.1445
		Bi-weekly	5,077.36	5,331.22	5,597.78	5,877.68	6,171.56
		Monthly	11,000.95	11,550.99	12,128.53	12,734.97	13,371.71
		Annual	132,011.36	138,611.82	145,542.38	152,819.68	160,460.56
J41	Educ 2 + Para + Haz + Biling	Hourly	64.8348	68.0765	71.4803	75.0544	78.8071
	neer & Capt. only)	Bi-weekly	5,186.78	5,446.12	5,718.42	6,004.35	6,304.57
		Monthly	11,238.03	11,799.93	12,389.92	13,009.43	13,659.90
		Annual	134,856.38	141,599.12	148,679.02	156,113.15	163,918.77
J45	Emt	Hourly	57.4486	60.3209	63.3369	66.5040	69.8290
		Bi-weekly	4,595.89	4,825.67	5,066.95	5,320.32	5,586.32
		Monthly	9,957.76	10,455.62	10,978.40	11,527.36	12,103.69

		Annual	119,493.09	125,467.47	131,740.75	138,328.32	145,244.32
J46	Emt + Haz	Hourly	60.1842	63.1934	66.3530	69.6708	73.1543
		Bi-weekly	4,814.74	5,055.47	5,308.24	5,573.66	5,852.34
		Monthly	10,431.93	10,953.52	11,501.19	12,076.27	12,680.08
		Annual	125,183.14	131,442.27	138,014.24	144,915.26	152,160.94
J49	Emt + Biling	Hourly	57.9957	60.8955	63.9403	67.1373	70.4941
		Bi-weekly	4,639.66	4,871.64	5,115.22	5,370.98	5,639.53
		Monthly	10,052.59	10,555.22	11,082.99	11,637.13	12,218.98
		Annual	120,631.06	126,662.64	132,995.82	139,645.58	146,627.73
J52	Emt + Haz + Biling	Hourly	60.7314	63.7679	66.9563	70.3042	73.8194
		Bi-weekly	4,858.51	5,101.43	5,356.50	5,624.34	5,905.55
		Monthly	10,526.78	11,053.10	11,605.76	12,186.06	12,795.36
		Annual	126,321.31	132,637.23	139,269.10	146,232.74	153,544.35
J53	Para	Hourly	58.8165	61.7573	64.8450	68.0873	71.4917
		Bi-weekly	4,705.32	4,940.58	5,187.60	5,446.98	5,719.34
		Monthly	10,194.86	10,704.60	11,239.80	11,801.80	12,391.90
		Annual	122,338.32	128,455.18	134,877.60	141,621.58	148,702.74
J54	Para + Haz	Hourly	61.5520	64.6298	67.8612	71.2541	74.8170
		Bi-weekly	4,924.16	5,170.38	5,428.90	5,700.33	5,985.36
		Monthly	10,669.01	11,202.50	11,762.61	12,350.71	12,968.28
		Annual	128,028.16	134,429.98	141,151.30	148,208.53	155,619.36
J55	Para + Biling	Hourly	59.3635	62.3318	65.4483	68.7207	72.1568
		Bi-weekly	4,749.08	4,986.54	5,235.86	5,497.66	5,772.54
		Monthly	10,289.67	10,804.18	11,344.37	11,911.59	12,507.18
		Annual	123,476.08	129,650.14	136,132.46	142,939.06	150,086.14
	Fire Captain (40 Hour Week) Paramedic Coord/Training Off						
J56	Para + Haz + Biling	Hourly	62.0992	65.2042	68.4644	71.8876	75.4821
		Bi-weekly	4,967.94	5,216.34	5,477.15	5,751.01	6,038.57
		Monthly	10,763.86	11,302.06	11,867.16	12,460.52	13,083.56
		Annual	129,166.34	135,624.74	142,405.95	149,526.21	157,002.77
J57	Haz	Hourly	57.4486	60.3212	63.3370	66.5040	69.8290
		Bi-weekly	4,595.89	4,825.70	5,066.96	5,320.32	5,586.32
		Monthly	9,957.76	10,455.68	10,978.41	11,527.36	12,103.69
		Annual	119,493.09	125,468.10	131,740.96	138,328.32	145,244.32
J60	Haz + Biling	Hourly	57.9957	60.8955	63.9403	67.1373	70.4941
		Bi-weekly	4,639.66	4,871.64	5,115.22	5,370.98	5,639.53
		Monthly	10,052.59	10,555.22	11,082.99	11,637.13	12,218.98
		Annual	120,631.06	126,662.64	132,995.82	139,645.58	146,627.73
J67	Bi-lingual - 1% of Base	Hourly	55.2600	58.0231	60.9242	63.9704	67.1689
		Bi-weekly	4,420.80	4,641.85	4,873.94	5,117.63	5,373.51
		Monthly	9,578.40	10,057.34	10,560.20	11,088.20	11,642.61
		Annual	114,940.80	120,688.05	126,722.34	133,058.43	139,711.31
	Batt/Div Chief (56.3 Hour Week)						
K00	BASE	Hourly	46.6471	48.9796	51.4285	53.9999	56.7000
		Bi-weekly	5,252.46	5,515.10	5,790.85	6,080.39	6,384.42

		Monthly	11,380.34	11,949.39	12,546.84	13,174.18	13,832.91
		Annual	136,564.05	143,392.68	150,562.08	158,090.11	165,994.92
K01	Edu 1	Hourly	48.2799	50.6940	53.2286	55.8899	58.6845
		Bi-weekly	5,436.32	5,708.14	5,993.54	6,293.20	6,607.87
		Monthly	11,778.69	12,367.65	12,986.00	13,635.27	14,317.06
		Annual	141,344.24	148,411.75	155,832.05	163,623.27	171,804.74
K02	Edu 1 + Emt	Hourly	50.6123	53.1428	55.8000	58.5900	61.5194
		Bi-weekly	5,698.94	5,983.88	6,283.08	6,597.23	6,927.08
		Monthly	12,347.71	12,965.07	13,613.34	14,294.01	15,008.68
		Annual	148,172.57	155,580.86	163,360.08	171,528.08	180,104.20
K03	Edu 1 + Haz	Hourly	50.6123	53.1428	55.8000	58.5900	61.5194
		Bi-weekly	5,698.94	5,983.88	6,283.08	6,597.23	6,927.08
		Monthly	12,347.71	12,965.07	13,613.34	14,294.01	15,008.68
		Annual	148,172.57	155,580.86	163,360.08	171,528.08	180,104.20
K06	Educ Incent 1 & Bi-lingual 1%	Hourly	48.7465	51.1837	53.7428	56.4300	59.2515
		Bi-weekly	5,488.86	5,763.28	6,051.44	6,354.02	6,671.72
		Monthly	11,892.52	12,487.12	13,111.45	13,767.04	14,455.39
		Annual	142,710.25	149,845.40	157,337.42	165,204.47	173,464.69
K07	Educ 1 + Emt + Haz	Hourly	52.9445	55.5918	58.3715	61.2899	64.3546
		Bi-weekly	5,961.55	6,259.64	6,572.63	6,901.24	7,246.33
		Monthly	12,916.69	13,562.55	14,240.70	14,952.69	15,700.38
		Annual	155,000.32	162,750.55	170,888.40	179,432.31	188,404.53
K10	Educ 1 + Emt + Biling	Hourly	51.0787	53.6327	56.3142	59.1300	62.0864
		Bi-weekly	5,751.46	6,039.04	6,340.98	6,658.04	6,990.93
		Monthly	12,461.50	13,084.59	13,738.79	14,425.75	15,147.01
		Annual	149,538.00	157,015.09	164,865.45	173,108.99	181,764.14
K13	Educ 1 + Haz + Biling	Hourly	51.0787	53.6327	56.3142	59.1300	62.0864
		Bi-weekly	5,751.46	6,039.04	6,340.98	6,658.04	6,990.93
		Monthly	12,461.50	13,084.59	13,738.79	14,425.75	15,147.01
		Annual	149,538.00	157,015.09	164,865.45	173,108.99	181,764.14
	Batt/Div Chief (56.3 Hour Week)						
K18	Educ 1 + Emt + Haz + Biling	Hourly	53.4111	56.0816	58.8857	61.8300	64.9215
		Bi-weekly	6,014.09	6,314.79	6,630.53	6,962.06	7,310.16
		Monthly	13,030.53	13,682.04	14,366.15	15,084.46	15,838.68
		Annual	156,366.34	164,184.49	172,393.78	181,013.51	190,064.18
K23	Educ 2	Hourly	48.9796	51.4285	53.9999	56.7000	59.5350
		Bi-weekly	5,515.10	5,790.85	6,080.39	6,384.42	6,703.64
		Monthly	11,949.39	12,546.84	13,174.18	13,832.91	14,524.56
		Annual	143,392.68	150,562.08	158,090.11	165,994.92	174,294.67
K24	Educ 2 + Emt	Hourly	51.3119	53.8775	56.5713	59.4000	62.3699
		Bi-weekly	5,777.72	6,066.61	6,369.93	6,688.44	7,022.85
		Monthly	12,518.39	13,144.31	13,801.51	14,491.62	15,216.18
		Annual	150,220.72	157,731.77	165,618.14	173,899.44	182,594.12
K25	Educ 2 + Haz	Hourly	51.3119	53.8775	56.5713	59.4000	62.3699
		Bi-weekly	5,777.72	6,066.61	6,369.93	6,688.44	7,022.85

		Monthly	12,518.39	13,144.31	13,801.51	14,491.62	15,216.18
		Annual	150,220.72	157,731.77	165,618.14	173,899.44	182,594.12
K28	Educ 2 + Biling	Hourly	49.4460	51.9184	54.5143	57.2400	60.1020
		Bi-weekly	5,567.62	5,846.01	6,138.31	6,445.22	6,767.49
		Monthly	12,063.18	12,666.36	13,299.67	13,964.65	14,662.89
		Annual	144,758.11	151,996.31	159,596.06	167,575.82	175,954.62
K29	Educ 2 + Emt + Haz	Hourly	53.6443	56.3265	59.1428	62.1000	65.2050
		Bi-weekly	6,040.35	6,342.36	6,659.48	6,992.46	7,342.08
		Monthly	13,087.42	13,741.79	14,428.87	15,150.33	15,907.85
		Annual	157,049.05	164,901.46	173,146.46	181,803.96	190,894.16
K32	Educ 2 + Emt + Biling	Hourly	51.7785	54.3672	57.0857	59.9399	62.9368
		Bi-weekly	5,830.26	6,121.75	6,427.85	6,749.23	7,086.68
		Monthly	12,632.23	13,263.78	13,927.01	14,623.34	15,354.48
		Annual	151,586.74	159,165.41	167,124.10	175,480.05	184,253.78
K35	Educ 2 + Haz + Biling	Hourly	51.7785	54.3672	57.0857	59.9399	62.9368
		Bi-weekly	5,830.26	6,121.75	6,427.85	6,749.23	7,086.68
		Monthly	12,632.23	13,263.78	13,927.01	14,623.34	15,354.48
		Annual	151,586.74	159,165.41	167,124.10	175,480.05	184,253.78
K40	Educ 2 + EMT + Haz + Biling	Hourly	54.1108	56.8163	59.6572	62.6399	65.7720
		Bi-weekly	6,092.88	6,397.52	6,717.40	7,053.25	7,405.93
		Monthly	13,201.23	13,861.28	14,554.37	15,282.05	16,046.18
		Annual	158,414.78	166,335.40	174,652.42	183,384.57	192,554.11
K45	Emt	Hourly	48.9796	51.4285	53.9999	56.7000	59.5350
		Bi-weekly	5,515.10	5,790.85	6,080.39	6,384.42	6,703.64
		Monthly	11,949.39	12,546.84	13,174.18	13,832.91	14,524.56
		Annual	143,392.68	150,562.08	158,090.11	165,994.92	174,294.67
K46	Emt + Haz	Hourly	51.3119	53.8775	56.5713	59.4000	62.3699
		Bi-weekly	5,777.72	6,066.61	6,369.93	6,688.44	7,022.85
		Monthly	12,518.39	13,144.31	13,801.51	14,491.62	15,216.18
		Annual	150,220.72	157,731.77	165,618.14	173,899.44	182,594.12
K49	Emt + Biling	Hourly	49.4460	51.9184	54.5143	57.2400	60.1020
		Bi-weekly	5,567.62	5,846.01	6,138.31	6,445.22	6,767.49
		Monthly	12,063.18	12,666.36	13,299.67	13,964.65	14,662.89
		Annual	144,758.11	151,996.31	159,596.06	167,575.82	175,954.62
	Batt/Div Chief (56.3 Hour Week)						
K52	Emt + Haz + Biling	Hourly	51.7785	54.3672	57.0857	59.9399	62.9368
		Bi-weekly	5,830.26	6,121.75	6,427.85	6,749.23	7,086.68
		Monthly	12,632.23	13,263.78	13,927.01	14,623.34	15,354.48
		Annual	151,586.74	159,165.41	167,124.10	175,480.05	184,253.78
K57	Haz	Hourly	48.9796	51.4285	53.9999	56.7000	59.5350
		Bi-weekly	5,515.10	5,790.85	6,080.39	6,384.42	6,703.64
		Monthly	11,949.39	12,546.84	13,174.18	13,832.91	14,524.56
		Annual	143,392.68	150,562.08	158,090.11	165,994.92	174,294.67
K60	Haz + Biling	Hourly	49.4460	51.9184	54.5143	57.2400	60.1020
		Bi-weekly	5,567.62	5,846.01	6,138.31	6,445.22	6,767.49

		Monthly	12,063.18	12,666.36	13,299.67	13,964.65	14,662.89
		Annual	144,758.11	151,996.31	159,596.06	167,575.82	175,954.62
K67	Bi-lingual - 1% of Base	Hourly	47.1137	49.4694	51.9429	54.5400	57.2671
		Bi-weekly	5,305.00	5,570.25	5,848.77	6,141.20	6,448.28
		Monthly	11,494.17	12,068.89	12,672.34	13,305.94	13,971.26
		Annual	137,930.07	144,826.62	152,068.03	159,671.30	167,655.16
	Batt/Div Chief (40 Hour Week)						
L00	BASE	Hourly	65.6559	68.9388	72.3858	76.0050	79.8052
		Bi-weekly	5,252.47	5,515.10	5,790.86	6,080.40	6,384.42
		Monthly	11,380.36	11,949.39	12,546.87	13,174.20	13,832.90
		Annual	136,564.27	143,392.70	150,562.46	158,090.40	165,994.82
L01	Edu 1	Hourly	67.9539	71.3516	74.9192	78.6652	82.5985
		Bi-weekly	5,436.31	5,708.13	5,993.54	6,293.22	6,607.88
		Monthly	11,778.68	12,367.61	12,986.00	13,635.30	14,317.07
		Annual	141,344.11	148,411.33	155,831.94	163,623.62	171,804.88
L02	Edu 1 + Emt	Hourly	71.2367	74.7986	78.5384	82.4654	86.5886
		Bi-weekly	5,698.94	5,983.89	6,283.07	6,597.23	6,927.09
		Monthly	12,347.70	12,965.09	13,613.32	14,294.00	15,008.69
		Annual	148,172.34	155,581.09	163,359.87	171,528.03	180,104.29
L03	Edu 1 + Haz	Hourly	71.2367	74.7986	78.5384	82.4654	86.5886
		Bi-weekly	5,698.94	5,983.89	6,283.07	6,597.23	6,927.09
		Monthly	12,347.70	12,965.09	13,613.32	14,294.00	15,008.69
		Annual	148,172.34	155,581.09	163,359.87	171,528.03	180,104.29
L06	Educ 1 & Bilin	Hourly	68.6105	72.0410	75.6432	79.4251	83.3965
		Bi-weekly	5,488.84	5,763.28	6,051.46	6,354.01	6,671.72
		Monthly	11,892.49	12,487.11	13,111.49	13,767.02	14,455.39
		Annual	142,709.84	149,845.28	157,337.86	165,204.21	173,464.72
L07	Educ 1 + Emt + Haz	Hourly	74.5195	78.2455	82.1578	86.2656	90.5789
		Bi-weekly	5,961.56	6,259.64	6,572.62	6,901.25	7,246.31
		Monthly	12,916.71	13,562.55	14,240.69	14,952.70	15,700.34
		Annual	155,000.56	162,750.64	170,888.22	179,432.45	188,404.11
L10	Educ 1 + Emt + Biling	Hourly	71.8933	75.4879	79.2624	83.2255	87.3868
		Bi-weekly	5,751.46	6,039.03	6,340.99	6,658.04	6,990.94
		Monthly	12,461.51	13,084.57	13,738.82	14,425.75	15,147.05
		Annual	149,538.06	157,014.83	164,865.79	173,109.04	181,764.54
L13	Educ 1 + Haz + Biling	Hourly	71.8933	75.4879	79.2624	83.2255	87.3868
		Bi-weekly	5,751.46	6,039.03	6,340.99	6,658.04	6,990.94
		Monthly	12,461.51	13,084.57	13,738.82	14,425.75	15,147.05
		Annual	149,538.06	157,014.83	164,865.79	173,109.04	181,764.54
	Batt/Div Chief (40 Hour Week)						
L18	Educ 1 + Emt + Haz + Biling	Hourly	75.1761	78.9349	82.8816	87.0257	91.3769
		Bi-weekly	6,014.09	6,314.79	6,630.53	6,962.06	7,310.15
		Monthly	13,030.52	13,682.05	14,366.14	15,084.46	15,838.66
		Annual	156,366.29	164,184.59	172,393.73	181,013.46	190,063.95
L23	Educ 2	Hourly	68.9388	72.3858	76.0050	79.8052	83.7955

		Bi-weekly	5,515.10	5,790.86	6,080.40	6,384.42	6,703.64
		Monthly	11,949.39	12,546.87	13,174.20	13,832.90	14,524.55
		Annual	143,392.70	150,562.46	158,090.40	165,994.82	174,294.64
L24	Educ 2 + Emt	Hourly	72.2216	75.8326	79.6243	83.6055	87.7858
		Bi-weekly	5,777.73	6,066.61	6,369.94	6,688.44	7,022.86
		Monthly	12,518.41	13,144.32	13,801.55	14,491.62	15,216.21
		Annual	150,220.93	157,731.81	165,618.54	173,899.44	182,594.46
L25	Educ 2 + Haz	Hourly	72.2216	75.8326	79.6243	83.6054	87.7857
		Bi-weekly	5,777.73	6,066.61	6,369.94	6,688.43	7,022.86
		Monthly	12,518.41	13,144.32	13,801.55	14,491.60	15,216.19
		Annual	150,220.93	157,731.81	165,618.54	173,899.23	182,594.26
L28	Educ 2 + Biling	Hourly	69.5953	73.0751	76.7288	80.5653	84.5935
		Bi-weekly	5,567.62	5,846.01	6,138.30	6,445.22	6,767.48
		Monthly	12,063.19	12,666.35	13,299.66	13,964.65	14,662.87
		Annual	144,758.22	151,996.21	159,595.90	167,575.82	175,954.48
L29	Educ 2 + Emt + Haz	Hourly	75.5044	79.2795	83.2435	87.4059	91.7760
		Bi-weekly	6,040.35	6,342.36	6,659.48	6,992.47	7,342.08
		Monthly	13,087.43	13,741.78	14,428.87	15,150.36	15,907.84
		Annual	157,049.15	164,901.36	173,146.48	181,804.27	190,894.08
L32	Educ 2 + Emt + Biling	Hourly	72.8781	76.5221	80.3482	84.3655	88.5838
		Bi-weekly	5,830.25	6,121.77	6,427.86	6,749.24	7,086.70
		Monthly	12,632.20	13,263.83	13,927.02	14,623.35	15,354.53
		Annual	151,586.45	159,165.97	167,124.26	175,480.24	184,254.30
L35	Educ 2 + Haz + Biling	Hourly	72.8781	76.5221	80.3482	84.3655	88.5838
		Bi-weekly	5,830.25	6,121.77	6,427.86	6,749.24	7,086.70
		Monthly	12,632.20	13,263.83	13,927.02	14,623.35	15,354.53
		Annual	151,586.45	159,165.97	167,124.26	175,480.24	184,254.30
L40	Educ 2 + EMT + Haz + Biling	Hourly	76.1610	79.9689	83.9674	88.1658	92.5740
		Bi-weekly	6,092.88	6,397.51	6,717.39	7,053.26	7,405.92
		Monthly	13,201.24	13,861.28	14,554.35	15,282.07	16,046.16
		Annual	158,414.88	166,335.31	174,652.19	183,384.86	192,553.92
L45	Emt	Hourly	68.9388	72.3858	76.0050	79.8052	83.7955
		Bi-weekly	5,515.10	5,790.86	6,080.40	6,384.42	6,703.64
		Monthly	11,949.39	12,546.87	13,174.20	13,832.90	14,524.55
		Annual	143,392.70	150,562.46	158,090.40	165,994.82	174,294.64
L46	Emt + Haz	Hourly	72.2216	75.8326	79.6243	83.6054	87.7857
		Bi-weekly	5,777.73	6,066.61	6,369.94	6,688.43	7,022.86
		Monthly	12,518.41	13,144.32	13,801.55	14,491.60	15,216.19
		Annual	150,220.93	157,731.81	165,618.54	173,899.23	182,594.26
L49	Emt + Biling	Hourly	69.5953	73.0751	76.7288	80.5653	84.5935
		Bi-weekly	5,567.62	5,846.01	6,138.30	6,445.22	6,767.48
		Monthly	12,063.19	12,666.35	13,299.66	13,964.65	14,662.87
		Annual	144,758.22	151,996.21	159,595.90	167,575.82	175,954.48
	Batt/Div Chief (40 Hour Week)						
L52	Emt + Haz + Biling	Hourly	72.8781	76.5221	80.3482	84.3655	88.5838

		Bi-weekly	5,830.25	6,121.77	6,427.86	6,749.24	7,086.70
		Monthly	12,632.20	13,263.83	13,927.02	14,623.35	15,354.53
		Annual	151,586.45	159,165.97	167,124.26	175,480.24	184,254.30
L57	Haz	Hourly	68.9388	72.3858	76.0050	79.8052	83.7955
		Bi-weekly	5,515.10	5,790.86	6,080.40	6,384.42	6,703.64
		Monthly	11,949.39	12,546.87	13,174.20	13,832.90	14,524.55
		Annual	143,392.70	150,562.46	158,090.40	165,994.82	174,294.64
L60	Haz + Biling	Hourly	69.5953	73.0751	76.7288	80.5653	84.5935
		Bi-weekly	5,567.62	5,846.01	6,138.30	6,445.22	6,767.48
		Monthly	12,063.19	12,666.35	13,299.66	13,964.65	14,662.87
		Annual	144,758.22	151,996.21	159,595.90	167,575.82	175,954.48
L67	Bi-lingual - 1% of Base	Hourly	66.3126	69.6281	73.1096	76.7650	80.6033
		Bi-weekly	5,305.01	5,570.25	5,848.77	6,141.20	6,448.26
		Monthly	11,494.18	12,068.87	12,672.33	13,305.93	13,971.24
		Annual	137,930.21	144,826.45	152,067.97	159,671.20	167,654.86

CITY OF VALLEJO								
VPOA								
Salary Ranges								
Effective July 4, 2020								
Range			Entry					Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	POLICE OFFICER							
P00	BASE	Hourly	42.2783	44.3922	46.6118	48.9424	51.3895	53.9590
		Bi-weekly	3,382.26	3,551.38	3,728.94	3,915.39	4,111.16	4,316.72
		Monthly	7,328.23	7,694.65	8,079.38	8,483.35	8,907.52	9,352.89
		Annual	87,938.81	92,335.75	96,952.54	101,800.17	106,890.20	112,234.71
P01	Edu. 1	Hourly	43.5466	45.7240	48.0102	50.4107	52.9312	55.5778
		Bi-weekly	3,483.73	3,657.92	3,840.82	4,032.86	4,234.50	4,446.22
		Monthly	7,548.08	7,925.49	8,321.76	8,737.85	9,174.75	9,633.48
		Annual	90,576.98	95,105.83	99,861.12	104,854.18	110,096.97	115,601.82
P02	Edu. 1 + MC	Hourly	44.6036	46.8338	49.1754	51.6342	54.2159	56.9267
		Bi-weekly	3,568.29	3,746.70	3,934.03	4,130.74	4,337.27	4,554.14
		Monthly	7,731.29	8,117.85	8,523.74	8,949.93	9,397.42	9,867.30
		Annual	92,775.45	97,414.22	102,284.93	107,399.18	112,769.09	118,407.55
P03	Edu. 1 + Swat	Hourly	43.9694	46.1679	48.4763	50.9001	53.4451	56.1174
		Bi-weekly	3,517.55	3,693.43	3,878.10	4,072.01	4,275.61	4,489.39
		Monthly	7,621.36	8,002.43	8,402.55	8,822.68	9,263.82	9,727.01
		Annual	91,456.37	96,029.19	100,830.65	105,872.18	111,165.82	116,724.11
P04	Edu. 1 + Long 1	Hourly	45.6605	47.9436	50.3407	52.8578	55.5007	58.2757
		Bi-weekly	3,652.84	3,835.49	4,027.26	4,228.62	4,440.06	4,662.06
		Monthly	7,914.49	8,310.22	8,725.73	9,162.02	9,620.12	10,101.13
		Annual	94,973.91	99,722.61	104,708.74	109,944.18	115,441.44	121,213.51
P05	Edu. 1 + Long 2	Hourly	47.7745	50.1632	52.6713	55.3049	58.0701	60.9737
		Bi-weekly	3,821.96	4,013.06	4,213.70	4,424.39	4,645.61	4,877.89
		Monthly	8,280.91	8,694.95	9,129.70	9,586.18	10,065.49	10,568.77
		Annual	99,370.86	104,339.40	109,556.37	115,034.19	120,785.90	126,825.20
P06	Edu. 1 + Biling	Hourly	43.9694	46.1679	48.4763	50.9001	53.4451	56.1174
		Bi-weekly	3,517.55	3,693.43	3,878.10	4,072.01	4,275.61	4,489.39
		Monthly	7,621.36	8,002.43	8,402.55	8,822.68	9,263.82	9,727.01
		Annual	91,456.37	96,029.19	100,830.65	105,872.18	111,165.82	116,724.11
P07	Edu. 1 + MC + Swat	Hourly	45.0264	47.2777	49.6416	52.1236	54.7298	57.4663
		Bi-weekly	3,602.11	3,782.22	3,971.33	4,169.89	4,378.38	4,597.30
		Monthly	7,804.57	8,194.80	8,604.54	9,034.77	9,486.50	9,960.82
		Annual	93,654.84	98,337.58	103,254.46	108,417.18	113,837.94	119,529.84
P08	Edu. 1 + MC + Long 1	Hourly	46.7175	49.0534	51.5060	54.0813	56.7854	59.6246
		Bi-weekly	3,737.40	3,924.27	4,120.48	4,326.50	4,542.83	4,769.97
		Monthly	8,097.70	8,502.58	8,927.71	9,374.10	9,842.80	10,334.94
		Annual	97,172.39	102,031.01	107,132.56	112,489.19	118,113.56	124,019.24
P09	Edu. 1 + MC + Long 2	Hourly	48.8314	51.2730	53.8366	56.5285	59.3549	62.3227
		Bi-weekly	3,906.51	4,101.84	4,306.93	4,522.28	4,748.39	4,985.81
		Monthly	8,464.11	8,887.32	9,331.68	9,798.27	10,288.19	10,802.60
		Annual	101,569.33	106,647.80	111,980.19	117,579.20	123,458.24	129,631.16
P10	Edu. 1 + MC + Biling	Hourly	45.0264	47.2777	49.6416	52.1236	54.7298	57.4663
		Bi-weekly	3,602.11	3,782.22	3,971.33	4,169.89	4,378.38	4,597.30
		Monthly	7,804.57	8,194.80	8,604.54	9,034.77	9,486.50	9,960.82
		Annual	93,654.84	98,337.58	103,254.46	108,417.18	113,837.94	119,529.84
	POLICE OFFICER							
P11	Edu. 1 + Swat + Long 1	Hourly	46.0833	48.3875	50.8069	53.3472	56.0146	58.8153

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Bi-weekly	3,686.66	3,871.00	4,064.55	4,267.78	4,481.16	4,705.22
		Monthly	7,987.78	8,387.17	8,806.52	9,246.85	9,709.19	10,194.65
		Annual	95,853.31	100,645.98	105,678.28	110,962.19	116,510.28	122,335.80
P12	Edu. 1 + Swat + Long 2	Hourly	48.1972	50.6071	53.1375	55.7943	58.5840	61.5132
		Bi-weekly	3,855.78	4,048.57	4,251.00	4,463.54	4,686.72	4,921.06
		Monthly	8,354.19	8,771.90	9,210.49	9,671.02	10,154.56	10,662.29
		Annual	100,250.25	105,262.76	110,525.90	116,052.19	121,854.75	127,947.49
P13	Edu. 1 + Swat + Biling	Hourly	44.3922	46.6118	48.9424	51.3895	53.9590	56.6569
		Bi-weekly	3,551.38	3,728.94	3,915.39	4,111.16	4,316.72	4,532.55
		Monthly	7,694.65	8,079.38	8,483.35	8,907.52	9,352.89	9,820.53
		Annual	92,335.75	96,952.54	101,800.17	106,890.18	112,234.67	117,846.40
P14	Edu. 1 + Long 1 + Biling	Hourly	46.0833	48.3875	50.8069	53.3472	56.0146	58.8153
		Bi-weekly	3,686.66	3,871.00	4,064.55	4,267.78	4,481.16	4,705.22
		Monthly	7,987.78	8,387.17	8,806.52	9,246.85	9,709.19	10,194.65
		Annual	95,853.31	100,645.98	105,678.28	110,962.19	116,510.28	122,335.80
	POLICE OFFICER							
P15	Edu. 1 + Long 2 + Biling	Hourly	48.1972	50.6071	53.1375	55.7943	58.5840	61.5132
		Bi-weekly	3,855.78	4,048.57	4,251.00	4,463.54	4,686.72	4,921.06
		Monthly	8,354.19	8,771.90	9,210.49	9,671.02	10,154.56	10,662.29
		Annual	100,250.25	105,262.76	110,525.90	116,052.19	121,854.75	127,947.49
P16	Edu. 1 + MC + Swat + Long 1	Hourly	47.1403	49.4973	51.9722	54.5708	57.2993	60.1643
		Bi-weekly	3,771.22	3,959.78	4,157.78	4,365.66	4,583.95	4,813.14
		Monthly	8,170.98	8,579.53	9,008.51	9,458.93	9,931.89	10,428.48
		Annual	98,051.78	102,954.37	108,102.09	113,507.19	119,182.63	125,141.76
P17	Edu. 1 + MC + Swat + Long 2	Hourly	49.2542	51.7169	54.3027	57.0179	59.8688	62.8622
		Bi-weekly	3,940.34	4,137.35	4,344.22	4,561.43	4,789.50	5,028.98
		Monthly	8,537.39	8,964.26	9,412.48	9,883.10	10,377.26	10,896.12
		Annual	102,448.71	107,571.15	112,949.71	118,597.20	124,527.09	130,753.45
P18	Edu. 1 + MC + Swat + Biling	Hourly	45.4491	47.7216	50.1077	52.6131	55.2438	58.0059
		Bi-weekly	3,635.93	3,817.73	4,008.62	4,209.05	4,419.50	4,640.48
		Monthly	7,877.85	8,271.74	8,685.33	9,119.60	9,575.58	10,054.36
		Annual	94,534.22	99,260.93	104,223.98	109,435.18	114,907.01	120,652.36
P19	Edu. 1 + Swat + Long 1 + Biling	Hourly	46.5061	48.8314	51.2730	53.8366	56.5284	59.3549
		Bi-weekly	3,720.49	3,906.51	4,101.84	4,306.93	4,522.27	4,748.39
		Monthly	8,061.06	8,464.11	8,887.32	9,331.68	9,798.26	10,288.17
		Annual	96,732.70	101,569.33	106,647.80	111,980.19	117,579.13	123,458.09
P20	Edu. 1 + Swat + Long 2 + Biling	Hourly	48.6200	51.0510	53.6036	56.2838	59.0980	62.0529
		Bi-weekly	3,889.60	4,084.08	4,288.29	4,502.70	4,727.84	4,964.23
		Monthly	8,427.47	8,848.84	9,291.29	9,755.85	10,243.65	10,755.83
		Annual	101,129.64	106,186.12	111,495.43	117,070.20	122,923.82	129,070.01
P21	Edu. 2	Hourly	44.3922	46.6118	48.9424	51.3895	53.9590	56.6569
		Bi-weekly	3,551.38	3,728.94	3,915.39	4,111.16	4,316.72	4,532.55
		Monthly	7,694.65	8,079.38	8,483.35	8,907.52	9,352.89	9,820.53
		Annual	92,335.75	96,952.54	101,800.17	106,890.18	112,234.67	117,846.40
	POLICE OFFICER							
P22	Edu. 2 + MC	Hourly	45.4491	47.7216	50.1077	52.6131	55.2438	58.0059
		Bi-weekly	3,635.93	3,817.73	4,008.62	4,209.05	4,419.50	4,640.48
		Monthly	7,877.85	8,271.74	8,685.33	9,119.60	9,575.58	10,054.36
		Annual	94,534.22	99,260.93	104,223.98	109,435.18	114,907.01	120,652.36
P23	Edu. 2 + Swat	Hourly	44.8150	47.0557	49.4085	51.8789	54.4728	57.1965
		Bi-weekly	3,585.20	3,764.46	3,952.68	4,150.31	4,357.83	4,575.72

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Monthly	7,767.93	8,156.33	8,564.14	8,992.35	9,441.96	9,914.06
		Annual	93,215.14	97,875.90	102,769.70	107,908.18	113,303.52	118,968.69
P24	Edu. 2 + Long 1	Hourly	46.5061	48.8314	51.2730	53.8366	56.5284	59.3549
		Bi-weekly	3,720.49	3,906.51	4,101.84	4,306.93	4,522.27	4,748.39
		Monthly	8,061.06	8,464.11	8,887.32	9,331.68	9,798.26	10,288.17
		Annual	96,732.70	101,569.33	106,647.80	111,980.19	117,579.13	123,458.09
P25	Edu. 2 + Long 2	Hourly	48.6200	51.0510	53.6036	56.2838	59.0980	62.0529
		Bi-weekly	3,889.60	4,084.08	4,288.29	4,502.70	4,727.84	4,964.23
		Monthly	8,427.47	8,848.84	9,291.29	9,755.85	10,243.65	10,755.83
		Annual	101,129.64	106,186.12	111,495.43	117,070.20	122,923.82	129,070.01
P26	Edu. 2 + Biling	Hourly	44.8150	47.0557	49.4085	51.8789	54.4728	57.1965
		Bi-weekly	3,585.20	3,764.46	3,952.68	4,150.31	4,357.83	4,575.72
		Monthly	7,767.93	8,156.33	8,564.14	8,992.35	9,441.96	9,914.06
		Annual	93,215.14	97,875.90	102,769.70	107,908.18	113,303.52	118,968.69
P27	Edu. 2 + MC + Swat	Hourly	45.8719	48.1655	50.5738	53.1025	55.7576	58.5455
		Bi-weekly	3,669.75	3,853.24	4,045.90	4,248.20	4,460.61	4,683.64
		Monthly	7,951.13	8,348.69	8,766.13	9,204.43	9,664.66	10,147.89
		Annual	95,413.61	100,184.29	105,193.50	110,453.18	115,975.86	121,774.65
P28	Edu. 2 + MC + Long 1	Hourly	47.5631	49.9412	52.4383	55.0602	57.8132	60.7039
		Bi-weekly	3,805.05	3,995.30	4,195.06	4,404.82	4,625.06	4,856.31
		Monthly	8,244.26	8,656.48	9,089.30	9,543.77	10,020.96	10,522.00
		Annual	98,931.16	103,877.72	109,071.61	114,525.19	120,251.48	126,264.05
P29	Edu. 2 + MC + Long 2	Hourly	49.6770	52.1608	54.7689	57.5073	60.3827	63.4018
		Bi-weekly	3,974.16	4,172.86	4,381.51	4,600.58	4,830.61	5,072.14
		Monthly	8,610.68	9,041.21	9,493.27	9,967.93	10,466.33	10,989.65
		Annual	103,328.10	108,494.51	113,919.24	119,615.20	125,595.94	131,875.74
P30	Edu. 2 + MC + Biling	Hourly	45.8719	48.1655	50.5738	53.1025	55.7576	58.5455
		Bi-weekly	3,669.75	3,853.24	4,045.90	4,248.20	4,460.61	4,683.64
		Monthly	7,951.13	8,348.69	8,766.13	9,204.43	9,664.66	10,147.89
		Annual	95,413.61	100,184.29	105,193.50	110,453.18	115,975.86	121,774.65
P31	Edu. 2 + Swat + Long 1	Hourly	46.9289	49.2753	51.7391	54.3261	57.0424	59.8945
		Bi-weekly	3,754.31	3,942.02	4,139.13	4,346.09	4,563.39	4,791.56
		Monthly	8,134.34	8,541.06	8,968.11	9,416.52	9,887.35	10,381.72
		Annual	97,612.09	102,492.69	107,617.32	112,998.19	118,648.20	124,580.61
P32	Edu. 2 + Swat + Long 2	Hourly	49.0428	51.4949	54.0697	56.7732	59.6119	62.5925
		Bi-weekly	3,923.42	4,119.59	4,325.58	4,541.86	4,768.95	5,007.40
		Monthly	8,500.75	8,925.79	9,372.08	9,840.68	10,332.72	10,849.36
		Annual	102,009.03	107,109.48	112,464.95	118,088.20	123,992.67	130,192.30
	POLICE OFFICER							
P33	Edu. 2 + Swat + Biling	Hourly	45.2378	47.4996	49.8746	52.3684	54.9868	57.7362
		Bi-weekly	3,619.02	3,799.97	3,989.97	4,189.47	4,398.95	4,618.89
		Monthly	7,841.21	8,233.27	8,644.94	9,077.18	9,531.05	10,007.60
		Annual	94,094.53	98,799.26	103,739.22	108,926.18	114,372.59	120,091.21
P34	Edu. 2 + Long 1 + Biling	Hourly	46.9289	49.2753	51.7391	54.3261	57.0424	59.8945
		Bi-weekly	3,754.31	3,942.02	4,139.13	4,346.09	4,563.39	4,791.56
		Monthly	8,134.34	8,541.06	8,968.11	9,416.52	9,887.35	10,381.72
		Annual	97,612.09	102,492.69	107,617.32	112,998.19	118,648.20	124,580.61
P35	Edu. 2 + Long 2 + Biling	Hourly	49.0428	51.4949	54.0697	56.7732	59.6119	62.5925
		Bi-weekly	3,923.42	4,119.59	4,325.58	4,541.86	4,768.95	5,007.40
		Monthly	8,500.75	8,925.79	9,372.08	9,840.68	10,332.72	10,849.36

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Annual	102,009.03	107,109.48	112,464.95	118,088.20	123,992.67	130,192.30
P36	Edu. 2 + MC + Swat + Long 1	Hourly	47.9858	50.3851	52.9044	55.5496	58.3271	61.2434
		Bi-weekly	3,838.86	4,030.81	4,232.35	4,443.97	4,666.17	4,899.47
		Monthly	8,317.55	8,733.42	9,170.09	9,628.60	10,110.03	10,615.53
		Annual	99,810.55	104,801.08	110,041.13	115,543.19	121,320.33	127,386.34
P37	Edu. 2 + MC + Swat + Long 2	Hourly	50.0998	52.6047	55.2350	57.9967	60.8965	63.9414
		Bi-weekly	4,007.98	4,208.38	4,418.80	4,639.74	4,871.72	5,115.31
		Monthly	8,683.96	9,118.16	9,574.06	10,052.77	10,555.40	11,083.17
		Annual	104,207.50	109,417.87	114,888.76	120,633.20	126,664.79	132,998.03
P38	Edu. 2 + MC + Swat + Biling	Hourly	46.2947	48.6095	51.0399	53.5919	56.2715	59.0851
		Bi-weekly	3,703.58	3,888.76	4,083.19	4,287.35	4,501.72	4,726.81
		Monthly	8,024.42	8,425.64	8,846.92	9,289.27	9,753.73	10,241.41
		Annual	96,293.01	101,107.66	106,163.04	111,471.19	117,044.71	122,896.95
P39	Edu. 2 + Swat + Long 1 + Biling	Hourly	47.3517	49.7193	52.2052	54.8155	57.5563	60.4341
		Bi-weekly	3,788.14	3,977.54	4,176.42	4,385.24	4,604.50	4,834.73
		Monthly	8,207.62	8,618.00	9,048.90	9,501.35	9,976.42	10,475.24
		Annual	98,491.48	103,416.05	108,586.85	114,016.19	119,717.05	125,702.90
P40	Edu. 2 + Swat + Long 2 + Biling	Hourly	49.4656	51.9389	54.5358	57.2626	60.1257	63.1320
		Bi-weekly	3,957.25	4,155.11	4,362.86	4,581.01	4,810.06	5,050.56
		Monthly	8,574.04	9,002.74	9,452.87	9,925.52	10,421.79	10,942.88
		Annual	102,888.42	108,032.84	113,434.48	119,106.20	125,061.52	131,314.59
P41	MC	Hourly	43.3352	45.5020	47.7771	50.1659	52.6742	55.3079
		Bi-weekly	3,466.82	3,640.16	3,822.17	4,013.27	4,213.94	4,424.63
		Monthly	7,511.44	7,887.01	8,281.36	8,695.43	9,130.19	9,586.70
		Annual	90,137.28	94,644.14	99,376.35	104,345.17	109,562.33	115,040.44
P42	MC + Swat	Hourly	43.7580	45.9459	48.2432	50.6554	53.1882	55.8476
		Bi-Weekly	3,500.64	3,675.67	3,859.46	4,052.43	4,255.05	4,467.81
		Monthly	7,584.72	7,963.96	8,362.16	8,780.27	9,219.28	9,680.25
		Annual	91,016.68	95,567.51	100,345.89	105,363.18	110,631.39	116,162.96
P43	MC + Long 1	Hourly	45.4491	47.7216	50.1077	52.6131	55.2438	58.0059
		Bi-Weekly	3,635.93	3,817.73	4,008.62	4,209.05	4,419.50	4,640.48
		Monthly	7,877.85	8,271.74	8,685.33	9,119.60	9,575.58	10,054.36
		Annual	94,534.22	99,260.93	104,223.98	109,435.18	114,907.01	120,652.36
	POLICE OFFICER							
P44	MC + Long 2	Hourly	47.5631	49.9412	52.4383	55.0602	57.8132	60.7039
		Bi-Weekly	3,805.05	3,995.30	4,195.06	4,404.82	4,625.06	4,856.31
		Monthly	8,244.26	8,656.48	9,089.30	9,543.77	10,020.96	10,522.00
		Annual	98,931.16	103,877.72	109,071.61	114,525.19	120,251.48	126,264.05
P45	MC + Biling	Hourly	43.7580	45.9459	48.2432	50.6554	53.1882	55.8476
		Bi-Weekly	3,500.64	3,675.67	3,859.46	4,052.43	4,255.05	4,467.81
		Monthly	7,584.72	7,963.96	8,362.16	8,780.27	9,219.28	9,680.25
		Annual	91,016.68	95,567.51	100,345.89	105,363.18	110,631.39	116,162.96
P46	MC + Swat + Long 1	Hourly	45.8719	48.1655	50.5738	53.1025	55.7576	58.5455
		Bi-Weekly	3,669.75	3,853.24	4,045.90	4,248.20	4,460.61	4,683.64
		Monthly	7,951.13	8,348.69	8,766.13	9,204.43	9,664.66	10,147.89
		Annual	95,413.61	100,184.29	105,193.50	110,453.18	115,975.86	121,774.65
P47	MC + Swat + Long 2	Hourly	47.9858	50.3851	52.9044	55.5496	58.3271	61.2434
		Bi-Weekly	3,838.86	4,030.81	4,232.35	4,443.97	4,666.17	4,899.47
		Monthly	8,317.55	8,733.42	9,170.09	9,628.60	10,110.03	10,615.53
		Annual	99,810.55	104,801.08	110,041.13	115,543.19	121,320.33	127,386.34

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
P48	MC + Swat + Biling	Hourly	44.1808	46.3898	48.7093	51.1448	53.7020	56.3871
		Bi-Weekly	3,534.46	3,711.18	3,896.74	4,091.58	4,296.16	4,510.97
		Monthly	7,658.01	8,040.91	8,442.95	8,865.10	9,308.35	9,773.77
		Annual	91,896.07	96,490.87	101,315.41	106,381.18	111,700.24	117,285.26
P49	MC + Long 1 + Biling	Hourly	45.8719	48.1655	50.5738	53.1025	55.7576	58.5455
		Bi-Weekly	3,669.75	3,853.24	4,045.90	4,248.20	4,460.61	4,683.64
		Monthly	7,951.13	8,348.69	8,766.13	9,204.43	9,664.66	10,147.89
		Annual	95,413.61	100,184.29	105,193.50	110,453.18	115,975.86	121,774.65
P50	MC + Long 2 + Biling	Hourly	47.9858	50.3851	52.9044	55.5496	58.3271	61.2434
		Bi-Weekly	3,838.86	4,030.81	4,232.35	4,443.97	4,666.17	4,899.47
		Monthly	8,317.55	8,733.42	9,170.09	9,628.60	10,110.03	10,615.53
		Annual	99,810.55	104,801.08	110,041.13	115,543.19	121,320.33	127,386.34
P51	MC + Swat + Long 1 + Biling	Hourly	46.2947	48.6095	51.0399	53.5919	56.2715	59.0851
		Bi-Weekly	3,703.58	3,888.76	4,083.19	4,287.35	4,501.72	4,726.81
		Monthly	8,024.42	8,425.64	8,846.92	9,289.27	9,753.73	10,241.41
		Annual	96,293.01	101,107.66	106,163.04	111,471.19	117,044.71	122,896.95
P52	MC + Swat + Long 2 + Biling	Hourly	48.4086	50.8291	53.3705	56.0390	58.8410	61.7830
		Bi-Weekly	3,872.69	4,066.33	4,269.64	4,483.12	4,707.28	4,942.64
		Monthly	8,390.83	8,810.37	9,250.89	9,713.43	10,199.10	10,709.05
		Annual	100,689.94	105,724.44	111,010.66	116,561.19	122,389.18	128,508.63
P53	Swat	Hourly	42.7011	44.8361	47.0779	49.4318	51.9034	54.4986
		Bi-weekly	3,416.09	3,586.89	3,766.23	3,954.54	4,152.27	4,359.88
		Monthly	7,401.52	7,771.59	8,160.17	8,568.18	8,996.59	9,446.42
		Annual	88,818.20	93,259.11	97,922.07	102,818.17	107,959.05	113,357.00
P54	Swat + Long 1	Hourly	44.8150	47.0557	49.4085	51.8789	54.4728	57.1965
		Bi-Weekly	3,585.20	3,764.46	3,952.68	4,150.31	4,357.83	4,575.72
		Monthly	7,767.93	8,156.33	8,564.14	8,992.35	9,441.96	9,914.06
		Annual	93,215.14	97,875.90	102,769.70	107,908.18	113,303.52	118,968.69
	POLICE OFFICER							
P55	Swat + Long 2	Hourly	46.9289	49.2753	51.7391	54.3261	57.0424	59.8945
		Bi-Weekly	3,754.31	3,942.02	4,139.13	4,346.09	4,563.39	4,791.56
		Monthly	8,134.34	8,541.06	8,968.11	9,416.52	9,887.35	10,381.72
		Annual	97,612.09	102,492.69	107,617.32	112,998.19	118,648.20	124,580.61
P56	Swat + Biling	Hourly	43.1238	45.2800	47.5440	49.9212	52.4173	55.0381
		Bi-Weekly	3,449.90	3,622.40	3,803.52	3,993.70	4,193.38	4,403.05
		Monthly	7,474.80	7,848.54	8,240.97	8,653.01	9,085.66	9,539.94
		Annual	89,697.59	94,182.47	98,891.59	103,836.17	109,027.90	114,479.30
P57	Swat + Long 1 + Biling	Hourly	45.2378	47.4996	49.8746	52.3684	54.9868	57.7362
		Bi-Weekly	3,619.02	3,799.97	3,989.97	4,189.47	4,398.95	4,618.89
		Monthly	7,841.21	8,233.27	8,644.94	9,077.18	9,531.05	10,007.60
		Annual	94,094.53	98,799.26	103,739.22	108,926.18	114,372.59	120,091.21
P58	Swat + Long 2 + Biling	Hourly	47.3517	49.7193	52.2052	54.8155	57.5563	60.4341
		Bi-Weekly	3,788.14	3,977.54	4,176.42	4,385.24	4,604.50	4,834.73
		Monthly	8,207.62	8,618.00	9,048.90	9,501.35	9,976.42	10,475.24
		Annual	98,491.48	103,416.05	108,586.85	114,016.19	119,717.05	125,702.90
P59	Long 1	Hourly	44.3922	46.6118	48.9424	51.3895	53.9590	56.6569
		Bi-weekly	3,551.38	3,728.94	3,915.39	4,111.16	4,316.72	4,532.55
		Monthly	7,694.65	8,079.38	8,483.35	8,907.52	9,352.89	9,820.53
		Annual	92,335.75	96,952.54	101,800.17	106,890.18	112,234.67	117,846.40

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
P60	Long 1 + Biling	Hourly	44.8150	47.0557	49.4085	51.8789	54.4728	57.1965
		Bi-Weekly	3,585.20	3,764.46	3,952.68	4,150.31	4,357.83	4,575.72
		Monthly	7,767.93	8,156.33	8,564.14	8,992.35	9,441.96	9,914.06
		Annual	93,215.14	97,875.90	102,769.70	107,908.18	113,303.52	118,968.69
P61	Long 2	Hourly	46.5061	48.8314	51.2730	53.8366	56.5284	59.3549
		Bi-weekly	3,720.49	3,906.51	4,101.84	4,306.93	4,522.27	4,748.39
		Monthly	8,061.06	8,464.11	8,887.32	9,331.68	9,798.26	10,288.17
		Annual	96,732.70	101,569.33	106,647.80	111,980.19	117,579.13	123,458.09
P62	Long 2 + Biling	Hourly	46.9289	49.2753	51.7391	54.3261	57.0424	59.8945
		Bi-Weekly	3,754.31	3,942.02	4,139.13	4,346.09	4,563.39	4,791.56
		Monthly	8,134.34	8,541.06	8,968.11	9,416.52	9,887.35	10,381.72
		Annual	97,612.09	102,492.69	107,617.32	112,998.19	118,648.20	124,580.61
P63	Biling	Hourly	42.7011	44.8361	47.0779	49.4318	51.9034	54.4986
		Bi-weekly	3,416.09	3,586.89	3,766.23	3,954.54	4,152.27	4,359.88
		Monthly	7,401.52	7,771.59	8,160.17	8,568.18	8,996.59	9,446.42
		Annual	88,818.20	93,259.11	97,922.07	102,818.17	107,959.05	113,357.00
	CORPORAL							
R00	BASE	Hourly				52.3685	54.9869	57.7363
		Bi-weekly				4,189.48	4,398.95	4,618.90
		Monthly				9,077.21	9,531.07	10,007.62
		Annual				108,926.56	114,372.80	120,091.44
R01	Edu. 1	Hourly				53.9395	56.6365	59.4683
		Bi-weekly				4,315.16	4,530.92	4,757.46
		Monthly				9,349.52	9,816.99	10,307.84
		Annual				112,194.26	117,803.87	123,694.06
R02	Edu. 1 + MC	Hourly				55.2487	58.0111	60.9117
		Bi-weekly				4,419.90	4,640.89	4,872.94
		Monthly				9,576.44	10,055.26	10,558.03
		Annual				114,917.28	120,663.16	126,696.32
R03	Edu. 1 + Swat	Hourly				54.4633	57.1865	60.0458
		Bi-weekly				4,357.06	4,574.92	4,803.66
		Monthly				9,440.30	9,912.32	10,407.94
		Annual				113,283.64	118,947.85	124,895.24
R04	Edu. 1 + Long 1	Hourly				56.5580	59.3859	62.3552
		Bi-weekly				4,524.64	4,750.87	4,988.42
		Monthly				9,803.39	10,293.56	10,808.23
		Annual				117,640.72	123,522.67	129,698.81
R05	Edu. 1 + Long 2	Hourly				59.1763	62.1351	65.2419
		Bi-weekly				4,734.10	4,970.81	5,219.35
		Monthly				10,257.23	10,770.09	11,308.59
		Annual				123,086.75	129,241.04	135,703.09
R06	Edu. 1 + Biling	Hourly				54.4633	57.1865	60.0458
		Bi-weekly				4,357.06	4,574.92	4,803.66
		Monthly				9,440.30	9,912.32	10,407.94
		Annual				113,283.64	118,947.85	124,895.24
R07	Edu. 1 + MC + Swat	Hourly				55.7724	58.5610	61.4891
		Bi-weekly				4,461.79	4,684.88	4,919.13
		Monthly				9,667.22	10,150.58	10,658.11
		Annual				116,006.65	121,806.92	127,897.27
R08	Edu. 1 + MC + Long 1	Hourly				57.8671	60.7605	63.7985

Range Number	Classification Title	Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Bi-weekly			4,629.37	4,860.84	5,103.88
		Monthly			10,030.29	10,531.81	11,058.40
		Annual			120,363.52	126,381.75	132,700.83
R09	Edu. 1 + MC + Long 2	Hourly			60.4855	63.5098	66.6853
		Bi-weekly			4,838.84	5,080.78	5,334.82
		Monthly			10,484.15	11,008.36	11,558.78
		Annual			125,809.76	132,100.33	138,705.35
R10	Edu. 1 + MC + Biling	Hourly			55.7724	58.5610	61.4891
		Bi-weekly			4,461.79	4,684.88	4,919.13
		Monthly			9,667.22	10,150.58	10,658.11
		Annual			116,006.65	121,806.92	127,897.27
	CORPORAL						
R11	Edu. 1 + Swat + Long 1	Hourly			57.0818	59.9359	62.9327
		Bi-weekly			4,566.54	4,794.87	5,034.61
		Monthly			9,894.18	10,388.89	10,908.33
		Annual			118,730.10	124,666.65	130,899.98
R12	Edu. 1 + Swat + Long 2	Hourly			59.7001	62.6851	65.8194
		Bi-weekly			4,776.01	5,014.81	5,265.55
		Monthly			10,348.01	10,865.42	11,408.69
		Annual			124,176.12	130,385.02	136,904.27
R13	Edu. 1 + Swat + Biling	Hourly			54.9869	57.7362	60.6231
		Bi-weekly			4,398.95	4,618.90	4,849.84
		Monthly			9,531.07	10,007.62	10,508.00
		Annual			114,372.80	120,091.39	126,095.96
R14	Edu. 1 + Long 1 + Biling	Hourly			57.0818	59.9359	62.9327
		Bi-weekly			4,566.54	4,794.87	5,034.61
		Monthly			9,894.18	10,388.89	10,908.33
		Annual			118,730.10	124,666.65	130,899.98
R15	Edu. 1 + Long 2 + Biling	Hourly			59.7001	62.6851	65.8194
		Bi-weekly			4,776.01	5,014.81	5,265.55
		Monthly			10,348.01	10,865.42	11,408.69
		Annual			124,176.12	130,385.02	136,904.27
R16	Edu. 1 + MC + Swat + Long 1	Hourly			58.3910	61.3106	64.3761
		Bi-weekly			4,671.28	4,904.84	5,150.09
		Monthly			10,121.11	10,627.16	11,158.52
		Annual			121,453.33	127,525.94	133,902.24
R17	Edu. 1 + MC + Swat + Long 2	Hourly			61.0092	64.0597	67.2626
		Bi-weekly			4,880.74	5,124.77	5,381.01
		Monthly			10,574.93	11,103.67	11,658.86
		Annual			126,899.14	133,244.09	139,906.30
R18	Edu. 1 + MC + Swat + Biling	Hourly			56.2961	59.1109	62.0665
		Bi-weekly			4,503.69	4,728.87	4,965.32
		Monthly			9,757.99	10,245.89	10,758.18
		Annual			117,095.82	122,950.68	129,098.22
R19	Edu. 1 + Swat + Long 1 + Biling	Hourly			60.2239	63.2351	66.3968
		Bi-weekly			4,817.91	5,058.81	5,311.75
		Monthly			10,438.81	10,960.75	11,508.79
		Annual			125,265.72	131,529.00	138,105.45
R20	Edu. 1 + Swat + Long 2 + Biling	Hourly			57.6053	60.4856	63.5098
		Bi-weekly			4,608.42	4,838.85	5,080.79

Range Number	Classification Title	Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Monthly			9,984.92	10,484.16	11,008.37
		Annual			119,819.04	125,809.98	132,100.47
R21	Edu. 2	Hourly			54.9869	57.7362	60.6231
		Bi-weekly			4,398.95	4,618.90	4,849.84
		Monthly			9,531.07	10,007.62	10,508.00
		Annual			114,372.80	120,091.39	126,095.96
	CORPORAL						
R22	Edu. 2 + MC	Hourly			56.2961	59.1109	62.0665
		Bi-weekly			4,503.69	4,728.87	4,965.32
		Monthly			9,757.99	10,245.89	10,758.18
		Annual			117,095.82	122,950.68	129,098.22
R23	Edu. 2 + Swat	Hourly			55.5106	58.2861	61.2004
		Bi-weekly			4,440.85	4,662.89	4,896.03
		Monthly			9,621.83	10,102.93	10,608.08
		Annual			115,461.96	121,235.15	127,296.91
R24	Edu. 2 + Long 1	Hourly			57.6053	60.4856	63.5098
		Bi-weekly			4,608.42	4,838.85	5,080.79
		Monthly			9,984.92	10,484.16	11,008.37
		Annual			119,819.04	125,809.98	132,100.47
R25	Edu. 2 + Long 2	Hourly			60.2239	63.2351	66.3968
		Bi-weekly			4,817.91	5,058.81	5,311.75
		Monthly			10,438.81	10,960.75	11,508.79
		Annual			125,265.72	131,529.00	138,105.45
R26	Edu. 2 + Biling	Hourly			55.5106	58.2861	61.2004
		Bi-weekly			4,440.85	4,662.89	4,896.03
		Monthly			9,621.83	10,102.93	10,608.08
		Annual			115,461.96	121,235.15	127,296.91
R27	Edu. 2 + MC + Swat	Hourly			56.8197	59.6607	62.6437
		Bi-weekly			4,545.58	4,772.85	5,011.50
		Monthly			9,848.75	10,341.19	10,858.24
		Annual			118,184.98	124,094.22	130,298.94
R28	Edu. 2 + MC + Long 1	Hourly			58.9145	61.8602	64.9532
		Bi-weekly			4,713.16	4,948.82	5,196.26
		Monthly			10,211.84	10,722.44	11,258.56
		Annual			122,542.06	128,669.27	135,102.73
R29	Edu. 2 + MC + Long 2	Hourly			61.5329	64.6095	67.8400
		Bi-weekly			4,922.63	5,168.76	5,427.20
		Monthly			10,665.71	11,198.99	11,758.94
		Annual			127,988.52	134,387.85	141,107.25
R30	Edu. 2 + MC + Biling	Hourly			56.8197	59.6607	62.6437
		Bi-weekly			4,545.58	4,772.85	5,011.50
		Monthly			9,848.75	10,341.19	10,858.24
		Annual			118,184.98	124,094.22	130,298.94
R31	Edu. 2 + Swat + Long 1	Hourly			58.1289	61.0353	64.0871
		Bi-weekly			4,650.31	4,882.83	5,126.97
		Monthly			10,075.68	10,579.46	11,108.43
		Annual			120,908.21	126,953.52	133,301.19
R32	Edu. 2 + Swat + Long 2	Hourly			60.7473	63.7847	66.9739
		Bi-weekly			4,859.78	5,102.77	5,357.91
		Monthly			10,529.54	11,056.01	11,608.81

Range Number	Classification Title	Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Annual			126,354.45	132,672.10	139,305.71
	CORPORAL						
R33	Edu. 2 + Swat + Biling	Hourly			56.0343	58.8360	61.7778
		Bi-weekly			4,482.74	4,706.88	4,942.23
		Monthly			9,712.61	10,198.24	10,708.15
		Annual			116,551.34	122,378.91	128,497.86
R34	Edu. 2 + Long 1 + Biling	Hourly			58.1289	61.0353	64.0871
		Bi-weekly			4,650.31	4,882.83	5,126.97
		Monthly			10,075.68	10,579.46	11,108.43
		Annual			120,908.21	126,953.52	133,301.19
R35	Edu. 2 + Long 2 + Biling	Hourly			60.7473	63.7847	66.9739
		Bi-weekly			4,859.78	5,102.77	5,357.91
		Monthly			10,529.54	11,056.01	11,608.81
		Annual			126,354.45	132,672.10	139,305.71
R36	Edu. 2 + MC + Swat + Long 1	Hourly			59.4381	62.4100	65.5305
		Bi-weekly			4,755.05	4,992.80	5,242.44
		Monthly			10,302.60	10,817.73	11,358.62
		Annual			123,631.22	129,812.81	136,303.45
R37	Edu. 2 + MC + Swat + Long 2	Hourly			62.0567	65.1595	68.4175
		Bi-weekly			4,964.54	5,212.76	5,473.40
		Monthly			10,756.49	11,294.32	11,859.04
		Annual			129,077.89	135,531.83	142,308.42
R38	Edu. 2 + MC + Swat + Biling	Hourly			57.3435	60.2107	63.2212
		Bi-weekly			4,587.48	4,816.85	5,057.70
		Monthly			9,939.55	10,436.52	10,958.34
		Annual			119,274.57	125,238.20	131,500.11
R39	Edu. 2 + Swat + Long 1 + Biling	Hourly			58.6528	61.5854	64.6647
		Bi-weekly			4,692.22	4,926.84	5,173.18
		Monthly			10,166.48	10,674.81	11,208.55
		Annual			121,997.80	128,097.72	134,502.60
R40	Edu. 2 + Swat + Long 2 + Biling	Hourly			61.2712	64.3348	67.5515
		Bi-weekly			4,901.70	5,146.78	5,404.12
		Monthly			10,620.34	11,151.36	11,708.93
		Annual			127,444.04	133,816.30	140,507.12
R41	MC	Hourly			53.6777	56.3616	59.1797
		Bi-weekly			4,294.22	4,508.93	4,734.37
		Monthly			9,304.13	9,769.34	10,257.81
		Annual			111,649.57	117,232.10	123,093.70
R42	MC + Swat	Hourly			54.2014	56.9115	59.7570
		Bi-Weekly			4,336.11	4,552.92	4,780.56
		Monthly			9,394.91	9,864.65	10,357.89
		Annual			112,738.95	118,375.86	124,294.65
R43	MC + Long 1	Hourly			56.2961	59.1109	62.0665
		Bi-Weekly			4,503.69	4,728.87	4,965.32
		Monthly			9,757.99	10,245.89	10,758.18
		Annual			117,095.82	122,950.68	129,098.22
	CORPORAL						
R44	MC + Long 2	Hourly			58.9145	61.8602	64.9532
		Bi-Weekly			4,713.16	4,948.82	5,196.26
		Monthly			10,211.84	10,722.44	11,258.56
		Annual			122,542.06	128,669.27	135,102.73

Range Number	Classification Title	Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
R45	MC + Biling	Hourly			54,2014	56.9115	59,7570
		Bi-Weekly			4,336.11	4,552.92	4,780.56
		Monthly			9,394.91	9,864.65	10,357.89
		Annual			112,738.95	118,375.86	124,294.65
R46	MC + Swat + Long 1	Hourly			56.8197	59.6607	62.6437
		Bi-Weekly			4,545.58	4,772.85	5,011.50
		Monthly			9,848.75	10,341.19	10,858.24
		Annual			118,184.98	124,094.22	130,298.94
R47	MC + Swat + Long 2	Hourly			59,4381	62.4100	65.5305
		Bi-Weekly			4,755.05	4,992.80	5,242.44
		Monthly			10,302.60	10,817.73	11,358.62
		Annual			123,631.22	129,812.81	136,303.45
R48	MC + Swat + Biling	Hourly			54,7251	57.4614	60.3344
		Bi-Weekly			4,378.01	4,596.91	4,826.75
		Monthly			9,485.68	9,959.97	10,457.97
		Annual			113,828.11	119,519.62	125,495.60
R49	MC + Long 1 + Biling	Hourly			56.8197	59.6607	62.6437
		Bi-Weekly			4,545.58	4,772.85	5,011.50
		Monthly			9,848.75	10,341.19	10,858.24
		Annual			118,184.98	124,094.22	130,298.94
R50	MC + Long 2 + Biling	Hourly			59,4381	62.4100	65.5305
		Bi-Weekly			4,755.05	4,992.80	5,242.44
		Monthly			10,302.60	10,817.73	11,358.62
		Annual			123,631.22	129,812.81	136,303.45
R51	MC + Swat + Long 1 + Biling	Hourly			57,3435	60.2107	63,2212
		Bi-Weekly			4,587.48	4,816.85	5,057.70
		Monthly			9,939.55	10,436.52	10,958.34
		Annual			119,274.57	125,238.20	131,500.11
R52	MC + Swat + Long 2 + Biling	Hourly			59,9620	62.9601	66,1081
		Bi-Weekly			4,796.96	5,036.81	5,288.65
		Monthly			10,393.42	10,913.08	11,458.74
		Annual			124,721.03	130,957.01	137,504.86
R53	Swat	Hourly			52.8922	55.5368	58.3137
		Bi-weekly			4,231.38	4,442.94	4,665.09
		Monthly			9,167.98	9,626.38	10,107.70
		Annual			110,015.72	115,516.56	121,292.39
R54	Swat + Long 1	Hourly			55.5106	58.2861	61,2004
		Bi-Weekly			4,440.85	4,662.89	4,896.03
		Monthly			9,621.83	10,102.93	10,608.08
		Annual			115,461.96	121,235.15	127,296.91
	CORPORAL						
R55	Swat + Long 2	Hourly			58.1289	61.0353	64,0871
		Bi-Weekly			4,650.31	4,882.83	5,126.97
		Monthly			10,075.68	10,579.46	11,108.43
		Annual			120,908.21	126,953.52	133,301.19
R56	Swat + Biling	Hourly			53.4159	56.0867	58.8910
		Bi-Weekly			4,273.27	4,486.94	4,711.28
		Monthly			9,258.76	9,721.69	10,207.78
		Annual			111,105.10	116,660.33	122,493.34

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
R57	Swat + Long 1 + Biling	Hourly				56.0343	58.8360	61.7778
		Bi-Weekly				4,482.74	4,706.88	4,942.23
		Monthly				9,712.61	10,198.24	10,708.15
		Annual				116,551.34	122,378.91	128,497.86
R58	Swat + Long 2 + Biling	Hourly				58.6528	61.5854	64.6647
		Bi-Weekly				4,692.22	4,926.84	5,173.18
		Monthly				10,166.48	10,674.81	11,208.55
		Annual				121,997.80	128,097.72	134,502.60
R59	Long 1	Hourly				54.9869	57.7362	60.6231
		Bi-weekly				4,398.95	4,618.90	4,849.84
		Monthly				9,531.07	10,007.62	10,508.00
		Annual				114,372.80	120,091.39	126,095.96
R60	Biling + Long 1	Hourly				55.5106	58.2861	61.2004
		Bi-Weekly				4,440.85	4,662.89	4,896.03
		Monthly				9,621.83	10,102.93	10,608.08
		Annual				115,461.96	121,235.15	127,296.91
R61	Long 2	Hourly				57.6053	60.4856	63.5098
		Bi-weekly				4,608.42	4,838.85	5,080.79
		Monthly				9,984.92	10,484.16	11,008.37
		Annual				119,819.04	125,809.98	132,100.47
R62	Biling + Long 2	Hourly				55.5106	58.2861	61.2004
		Bi-Weekly				4,440.85	4,662.89	4,896.03
		Monthly				9,621.83	10,102.93	10,608.08
		Annual				115,461.96	121,235.15	127,296.91
R63	Biling	Hourly				52.8922	55.5368	58.3137
		Bi-weekly				4,231.38	4,442.94	4,665.09
		Monthly				9,167.98	9,626.38	10,107.70
		Annual				110,015.72	115,516.56	121,292.39
T00	Police Sergeant BASE	Hourly	50.7035	53.2387	55.9006	58.6956	61.6304	64.7119
		Bi-weekly	4,056.28	4,259.10	4,472.05	4,695.65	4,930.43	5,176.95
		Monthly	8,788.61	9,228.04	9,689.44	10,173.91	10,682.60	11,216.73
		Annual	105,463.27	110,736.43	116,273.25	122,086.91	128,191.19	134,600.75
T01	Edu. 1	Hourly	52.2246	54.8358	57.5776	60.4565	63.4793	66.6533
		Bi-weekly	4,177.97	4,386.86	4,606.21	4,836.52	5,078.35	5,332.26
		Monthly	9,052.26	9,504.88	9,980.12	10,479.13	11,003.08	11,553.24
		Annual	108,627.16	114,058.52	119,761.45	125,749.52	132,037.00	138,638.85
T02	Edu. 1 + MC	Hourly	53.4922	56.1668	58.9751	61.9239	65.0201	68.2711
		Bi-weekly	4,279.38	4,493.34	4,718.01	4,953.91	5,201.61	5,461.69
		Monthly	9,271.98	9,735.58	10,222.36	10,733.47	11,270.15	11,833.66
		Annual	111,263.74	116,826.93	122,668.28	128,801.69	135,241.80	142,003.89
T03	Edu. 1 + Swat	Hourly	52.7316	55.3682	58.1366	61.0435	64.0957	67.3005
		Bi-weekly	4,218.53	4,429.46	4,650.93	4,883.48	5,127.65	5,384.04
		Monthly	9,140.15	9,597.16	10,077.02	10,580.87	11,109.92	11,665.41
		Annual	109,681.80	115,165.89	120,924.18	126,970.39	133,319.00	139,984.95
T04	Edu. 1 + Long 1	Hourly	54.7598	57.4978	60.3726	63.3913	66.5609	69.8889
		Bi-weekly	4,380.78	4,599.82	4,829.81	5,071.30	5,324.87	5,591.11
		Monthly	9,491.69	9,966.28	10,464.59	10,987.82	11,537.22	12,114.08
		Annual	113,900.31	119,595.33	125,575.10	131,853.86	138,446.60	145,368.93

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
T05	Edu. 1 + Long 2	Hourly	57,2949	60,1597	63,1677	66,3261	69,6424	73,1245
		Bi-weekly	4,583.59	4,812.78	5,053.42	5,306.09	5,571.39	5,849.96
		Monthly	9,931.12	10,427.68	10,949.06	11,496.52	12,071.35	12,674.92
		Annual	119,173.49	125,132.16	131,388.77	137,958.21	144,856.20	152,099.01
T06	Edu. 1 + Biling	Hourly	52,7316	55,3682	58,1366	61,0435	64,0957	67,3005
		Bi-weekly	4,218.53	4,429.46	4,650.93	4,883.48	5,127.65	5,384.04
		Monthly	9,140.15	9,597.16	10,077.02	10,580.87	11,109.92	11,665.41
		Annual	109,681.80	115,165.89	120,924.18	126,970.39	133,319.00	139,984.95
T07	Edu. 1 + MC + Swat	Hourly	53,9992	56,6992	59,5341	62,5108	65,6363	68,9182
		Bi-weekly	4,319.94	4,535.94	4,762.73	5,000.86	5,250.91	5,513.45
		Monthly	9,359.87	9,827.86	10,319.25	10,835.21	11,376.97	11,945.81
		Annual	112,318.38	117,934.30	123,831.01	130,022.56	136,523.59	143,349.77
T08	Edu. 1 + MC + Long 1	Hourly	56,0274	58,8287	61,7702	64,8587	68,1016	71,5067
		Bi-weekly	4,482.19	4,706.30	4,941.62	5,188.70	5,448.13	5,720.54
		Monthly	9,711.41	10,196.98	10,706.83	11,242.17	11,804.28	12,394.50
		Annual	116,536.90	122,363.75	128,481.94	134,906.04	141,651.40	148,733.97
T09	Edu. 1 + MC + Long 2	Hourly	58,5625	61,4907	64,5652	67,7935	71,1832	74,7423
		Bi-weekly	4,685.00	4,919.26	5,165.22	5,423.48	5,694.65	5,979.39
		Monthly	10,150.84	10,658.38	11,191.30	11,750.87	12,338.42	12,955.34
		Annual	121,810.07	127,900.57	134,295.60	141,010.38	148,061.00	155,464.05
T10	Edu. 1 + MC + Biling	Hourly	53,9992	56,6992	59,5341	62,5108	65,6363	68,9182
		Bi-weekly	4,319.94	4,535.94	4,762.73	5,000.86	5,250.91	5,513.45
		Monthly	9,359.87	9,827.86	10,319.25	10,835.21	11,376.97	11,945.81
		Annual	112,318.38	117,934.30	123,831.01	130,022.56	136,523.59	143,349.77
T11	Edu. 1 + Swat + Long 1	Hourly	55,2668	58,0301	60,9317	63,9782	67,1771	70,5360
		Bi-weekly	4,421.34	4,642.41	4,874.54	5,118.26	5,374.17	5,642.88
		Monthly	9,579.58	10,058.56	10,561.49	11,089.56	11,644.03	12,226.23
		Annual	114,954.95	120,702.70	126,737.84	133,074.73	139,728.39	146,714.81
	Police Sergeant							
T12	Edu. 1 + Swat + Long 2	Hourly	57,8020	60,6921	63,7267	66,9130	70,2587	73,7716
		Bi-weekly	4,624.16	4,855.37	5,098.14	5,353.04	5,620.69	5,901.73
		Monthly	10,019.01	10,519.96	11,045.96	11,598.26	12,178.17	12,787.07
		Annual	120,228.11	126,239.52	132,551.50	139,179.08	146,137.99	153,444.89
T13	Edu. 1 + Swat + Biling	Hourly	53,2387	55,9006	58,6956	61,6304	64,7119	67,9475
		Bi-weekly	4,259.10	4,472.05	4,695.65	4,930.43	5,176.95	5,435.80
		Monthly	9,228.04	9,689.44	10,173.91	10,682.61	11,216.73	11,777.57
		Annual	110,736.43	116,273.25	122,086.91	128,191.26	134,600.79	141,330.83
T14	Edu. 1 + Long 1 + Biling	Hourly	55,2668	58,0301	60,9317	63,9782	67,1771	70,5360
		Bi-weekly	4,421.34	4,642.41	4,874.54	5,118.26	5,374.17	5,642.88
		Monthly	9,579.58	10,058.56	10,561.49	11,089.56	11,644.03	12,226.23
		Annual	114,954.95	120,702.70	126,737.84	133,074.73	139,728.39	146,714.81
T15	Edu. 1 + Long 2 + Biling	Hourly	57,8020	60,6921	63,7267	66,9130	70,2587	73,7716
		Bi-weekly	4,624.16	4,855.37	5,098.14	5,353.04	5,620.69	5,901.73
		Monthly	10,019.01	10,519.96	11,045.96	11,598.26	12,178.17	12,787.07
		Annual	120,228.11	126,239.52	132,551.50	139,179.08	146,137.99	153,444.89
T16	Edu. 1 + MC + Swat + Long 1	Hourly	56,5344	59,3611	62,3292	65,4456	68,7179	72,1538
		Bi-weekly	4,522.75	4,748.89	4,986.34	5,235.65	5,497.43	5,772.30
		Monthly	9,799.29	10,289.26	10,803.72	11,343.91	11,911.10	12,506.65
		Annual	117,591.53	123,471.11	129,644.67	136,126.90	142,933.19	150,079.85
T17	Edu. 1 + MC + Swat + Long 2	Hourly	59,0696	62,0230	65,1242	68,3804	71,7994	75,3894

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Bi-weekly	4,725.57	4,961.84	5,209.94	5,470.43	5,743.95	6,031.15
		Monthly	10,238.73	10,750.66	11,288.19	11,852.60	12,445.23	13,067.49
		Annual	122,864.70	129,007.93	135,458.33	142,231.25	149,342.79	156,809.93
T18	Edu. 1 + MC + Swat + Biling	Hourly	54.5063	57.2316	60.0931	63.0978	66.2527	69.5653
		Bi-weekly	4,360.50	4,578.53	4,807.45	5,047.82	5,300.22	5,565.23
		Monthly	9,447.75	9,920.14	10,416.15	10,936.95	11,483.80	12,057.99
		Annual	113,373.01	119,041.66	124,993.74	131,243.43	137,805.60	144,695.87
T19	Edu. 1 + Swat + Long 1 + Biling	Hourly	55.7738	58.5625	61.4907	64.5652	67.7935	71.1831
		Bi-weekly	4,461.90	4,685.00	4,919.26	5,165.22	5,423.48	5,694.65
		Monthly	9,667.47	10,150.84	10,658.38	11,191.30	11,750.87	12,338.41
		Annual	116,009.59	121,810.07	127,900.57	134,295.60	141,010.40	148,060.92
T20	Edu. 1 + Swat + Long 2 + Biling	Hourly	58.3090	61.2245	64.2857	67.5000	70.8750	74.4188
		Bi-weekly	4,664.72	4,897.96	5,142.86	5,400.00	5,670.00	5,953.50
		Monthly	10,106.90	10,612.24	11,142.85	11,700.00	12,285.00	12,899.25
		Annual	121,282.76	127,346.90	133,714.24	140,399.95	147,420.00	154,791.00
T21	Edu. 2	Hourly	53.2387	55.9006	58.6956	61.6304	64.7119	67.9475
		Bi-weekly	4,259.10	4,472.05	4,695.65	4,930.43	5,176.95	5,435.80
		Monthly	9,228.04	9,689.44	10,173.91	10,682.61	11,216.73	11,777.57
		Annual	110,736.43	116,273.25	122,086.91	128,191.26	134,600.79	141,330.83
	POLICE SERGEANT							
T22	Edu. 2 + MC	Hourly	54.5063	57.2316	60.0931	63.0978	66.2527	69.5653
		Bi-weekly	4,360.50	4,578.53	4,807.45	5,047.82	5,300.22	5,565.23
		Monthly	9,447.75	9,920.14	10,416.15	10,936.95	11,483.80	12,057.99
		Annual	113,373.01	119,041.66	124,993.74	131,243.43	137,805.60	144,695.87
T23	Edu. 2 + Swat	Hourly	53.7457	56.4330	59.2546	62.2174	65.3283	68.5947
		Bi-weekly	4,299.66	4,514.64	4,740.37	4,977.39	5,226.26	5,487.57
		Monthly	9,315.92	9,781.72	10,270.80	10,784.34	11,323.57	11,889.75
		Annual	111,791.06	117,380.61	123,249.64	129,412.12	135,882.80	142,676.94
T24	Edu. 2 + Long 1	Hourly	55.7738	58.5625	61.4907	64.5652	67.7935	71.1831
		Bi-weekly	4,461.90	4,685.00	4,919.26	5,165.22	5,423.48	5,694.65
		Monthly	9,667.47	10,150.84	10,658.38	11,191.30	11,750.87	12,338.41
		Annual	116,009.59	121,810.07	127,900.57	134,295.60	141,010.40	148,060.92
T25	Edu. 2 + Long 2	Hourly	58.3090	61.2245	64.2857	67.5000	70.8750	74.4188
		Bi-weekly	4,664.72	4,897.96	5,142.86	5,400.00	5,670.00	5,953.50
		Monthly	10,106.90	10,612.24	11,142.85	11,700.00	12,285.00	12,899.25
		Annual	121,282.76	127,346.90	133,714.24	140,399.95	147,420.00	154,791.00
T26	Edu. 2 + Biling	Hourly	53.7457	56.4330	59.2546	62.2174	65.3283	68.5947
		Bi-weekly	4,299.66	4,514.64	4,740.37	4,977.39	5,226.26	5,487.57
		Monthly	9,315.92	9,781.72	10,270.80	10,784.34	11,323.57	11,889.75
		Annual	111,791.06	117,380.61	123,249.64	129,412.12	135,882.80	142,676.94
T27	Edu. 2 + MC + Swat	Hourly	55.0133	57.7640	60.6522	63.6848	66.8690	70.2125
		Bi-weekly	4,401.06	4,621.12	4,852.18	5,094.78	5,349.52	5,617.00
		Monthly	9,535.64	10,012.42	10,513.04	11,038.69	11,590.63	12,170.17
		Annual	114,427.65	120,149.03	126,156.48	132,464.30	139,087.60	146,041.98
T28	Edu. 2 + MC + Long 1	Hourly	57.0414	59.8935	62.8882	66.0326	69.3342	72.8009
		Bi-weekly	4,563.31	4,791.48	5,031.06	5,282.61	5,546.74	5,824.08
		Monthly	9,887.18	10,381.54	10,900.62	11,445.65	12,017.93	12,618.83
		Annual	118,646.17	124,578.48	130,807.40	137,347.77	144,215.20	151,425.96
T29	Edu. 2 + MC + Long 2	Hourly	59.5766	62.5554	65.6832	68.9674	72.4158	76.0366
		Bi-weekly	4,766.13	5,004.43	5,254.66	5,517.39	5,793.26	6,082.92

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Monthly	10,326.61	10,842.94	11,385.09	11,954.34	12,552.07	13,179.67
		Annual	123,919.33	130,115.30	136,621.07	143,452.12	150,624.80	158,156.04
T30	Edu. 2 + MC + Biling	Hourly	55.0133	57.7640	60.6522	63.6848	66.8690	70.2125
		Bi-weekly	4,401.06	4,621.12	4,852.18	5,094.78	5,349.52	5,617.00
		Monthly	9,535.64	10,012.42	10,513.04	11,038.69	11,590.63	12,170.17
		Annual	114,427.65	120,149.03	126,156.48	132,464.30	139,087.60	146,041.98
T31	Edu. 2 + Swat + Long 1	Hourly	56.2809	59.0949	62.0497	65.1521	68.4097	71.8302
		Bi-weekly	4,502.47	4,727.59	4,963.98	5,212.17	5,472.78	5,746.42
		Monthly	9,755.35	10,243.12	10,755.28	11,293.04	11,857.68	12,450.57
		Annual	117,064.22	122,917.43	129,063.30	135,516.47	142,292.19	149,406.80
T32	Edu. 2 + Swat + Long 2	Hourly	58.8161	61.7569	64.8447	68.0869	71.4912	75.0658
		Bi-weekly	4,705.29	4,940.55	5,187.58	5,446.95	5,719.30	6,005.26
		Monthly	10,194.78	10,704.52	11,239.75	11,801.74	12,391.82	13,011.41
		Annual	122,337.39	128,454.26	134,876.97	141,620.82	148,701.79	156,136.88
	POLICE SERGEANT							
T33	Edu. 2 + Swat + Biling	Hourly	54.2527	56.9654	59.8136	62.8043	65.9445	69.2417
		Bi-weekly	4,340.22	4,557.23	4,785.09	5,024.34	5,275.56	5,539.34
		Monthly	9,403.81	9,874.00	10,367.70	10,886.08	11,430.38	12,001.90
		Annual	112,845.69	118,487.97	124,412.37	130,632.99	137,164.59	144,022.82
T34	Edu. 2 + Long 1 + Biling	Hourly	56.2809	59.0949	62.0497	65.1521	68.4097	71.8302
		Bi-weekly	4,502.47	4,727.59	4,963.98	5,212.17	5,472.78	5,746.42
		Monthly	9,755.35	10,243.12	10,755.28	11,293.04	11,857.68	12,450.57
		Annual	117,064.22	122,917.43	129,063.30	135,516.47	142,292.19	149,406.80
T35	Edu. 2 + Long 2 + Biling	Hourly	58.8161	61.7569	64.8447	68.0869	71.4912	75.0658
		Bi-weekly	4,705.29	4,940.55	5,187.58	5,446.95	5,719.30	6,005.26
		Monthly	10,194.78	10,704.52	11,239.75	11,801.74	12,391.82	13,011.41
		Annual	122,337.39	128,454.26	134,876.97	141,620.82	148,701.79	156,136.88
T36	Edu. 2 + MC + Swat + Long 1	Hourly	57.5485	60.4259	63.4472	66.6195	69.9505	73.4480
		Bi-weekly	4,603.88	4,834.07	5,075.78	5,329.56	5,596.04	5,875.84
		Monthly	9,975.07	10,473.82	10,997.51	11,547.39	12,124.75	12,730.99
		Annual	119,700.80	125,685.84	131,970.13	138,568.64	145,496.99	152,771.84
T37	Edu. 2 + MC + Swat + Long 2	Hourly	60.0836	63.0878	66.2422	69.5543	73.0320	76.6836
		Bi-weekly	4,806.69	5,047.02	5,299.38	5,564.34	5,842.56	6,134.69
		Monthly	10,414.50	10,935.22	11,481.98	12,056.08	12,658.88	13,291.83
		Annual	124,973.97	131,222.67	137,783.80	144,672.99	151,906.59	159,501.92
T38	Edu. 2 + MC + Swat + Biling	Hourly	55.5203	58.2963	61.2112	64.2717	67.4853	70.8595
		Bi-weekly	4,441.62	4,663.70	4,896.90	5,141.74	5,398.82	5,668.76
		Monthly	9,623.52	10,104.70	10,609.93	11,140.43	11,697.45	12,282.32
		Annual	115,482.28	121,256.39	127,319.21	133,685.17	140,369.39	147,387.86
T39	Edu. 2 + Swat + Long 1 + Biling	Hourly	56.7879	59.6273	62.6087	65.7391	69.0261	72.4774
		Bi-weekly	4,543.03	4,770.18	5,008.70	5,259.13	5,522.08	5,798.19
		Monthly	9,843.24	10,335.40	10,852.17	11,394.78	11,964.52	12,562.74
		Annual	118,118.86	124,024.80	130,226.04	136,737.34	143,574.19	150,752.90
T40	Edu. 2 + Swat + Long 2 + Biling	Hourly	59.3231	62.2892	65.4037	68.6739	72.1076	75.7130
		Bi-weekly	4,745.85	4,983.14	5,232.30	5,493.91	5,768.61	6,057.04
		Monthly	10,282.67	10,796.80	11,336.64	11,903.47	12,498.65	13,123.58
		Annual	123,392.02	129,561.62	136,039.70	142,841.68	149,983.80	157,482.99
T41	MC	Hourly	51.9711	54.5696	57.2981	60.1630	63.1712	66.3297
		Bi-weekly	4,157.69	4,365.57	4,583.85	4,813.04	5,053.69	5,306.38
		Monthly	9,008.32	9,458.74	9,931.67	10,428.26	10,949.67	11,497.15

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Annual	108,099.85	113,504.84	119,180.08	125,139.08	131,395.99	137,965.79
T42	MC + Swat	Hourly	52.4781	55.1020	57.8571	60.7500	63.7875	66.9769
		Bi-Weekly	4,198.25	4,408.16	4,628.57	4,860.00	5,103.00	5,358.15
		Monthly	9,096.21	9,551.02	10,028.57	10,530.00	11,056.50	11,609.33
		Annual	109,154.48	114,612.20	120,342.81	126,359.95	132,678.00	139,311.90
T43	MC + Long 1	Hourly	54.5063	57.2316	60.0931	63.0978	66.2527	69.5653
		Bi-Weekly	4,360.50	4,578.53	4,807.45	5,047.82	5,300.22	5,565.23
		Monthly	9,447.75	9,920.14	10,416.15	10,936.95	11,483.80	12,057.99
		Annual	113,373.01	119,041.66	124,993.74	131,243.43	137,805.60	144,695.87
T44	MC + Long 2	Hourly	57.0414	59.8935	62.8882	66.0326	69.3342	72.8009
		Bi-Weekly	4,563.31	4,791.48	5,031.06	5,282.61	5,546.74	5,824.08
		Monthly	9,887.18	10,381.54	10,900.62	11,445.65	12,017.93	12,618.83
		Annual	118,646.17	124,578.48	130,807.40	137,347.77	144,215.20	151,425.96
	Police Sergeant							
T45	MC + Biling	Hourly	52.4781	55.1020	57.8571	60.7500	63.7875	66.9769
		Bi-Weekly	4,198.25	4,408.16	4,628.57	4,860.00	5,103.00	5,358.15
		Monthly	9,096.21	9,551.02	10,028.57	10,530.00	11,056.50	11,609.33
		Annual	109,154.48	114,612.20	120,342.81	126,359.95	132,678.00	139,311.90
T46	MC + Swat + Long 1	Hourly	55.0133	57.7640	60.6522	63.6848	66.8690	70.2125
		Bi-Weekly	4,401.06	4,621.12	4,852.18	5,094.78	5,349.52	5,617.00
		Monthly	9,535.64	10,012.42	10,513.04	11,038.69	11,590.63	12,170.17
		Annual	114,427.65	120,149.03	126,156.48	132,464.30	139,087.60	146,041.98
T47	MC + Swat + Long 2	Hourly	57.5485	60.4259	63.4472	66.6195	69.9505	73.4480
		Bi-Weekly	4,603.88	4,834.07	5,075.78	5,329.56	5,596.04	5,875.84
		Monthly	9,975.07	10,473.82	10,997.51	11,547.39	12,124.75	12,730.99
		Annual	119,700.80	125,685.84	131,970.13	138,568.64	145,496.99	152,771.84
T48	MC + Swat + Biling	Hourly	52.9851	55.6344	58.4161	61.3369	64.4037	67.6239
		Bi-Weekly	4,238.81	4,450.75	4,673.29	4,906.95	5,152.30	5,409.91
		Monthly	9,184.09	9,643.30	10,125.46	10,631.74	11,163.32	11,721.48
		Annual	110,209.10	115,719.56	121,505.54	127,580.82	133,959.79	140,657.78
T49	MC + Long 1 + Biling	Hourly	55.0133	57.7640	60.6522	63.6848	66.8690	70.2125
		Bi-Weekly	4,401.06	4,621.12	4,852.18	5,094.78	5,349.52	5,617.00
		Monthly	9,535.64	10,012.42	10,513.04	11,038.69	11,590.63	12,170.17
		Annual	114,427.65	120,149.03	126,156.48	132,464.30	139,087.60	146,041.98
T50	MC + Long 2 + Biling	Hourly	57.5485	60.4259	63.4472	66.6195	69.9505	73.4480
		Bi-Weekly	4,603.88	4,834.07	5,075.78	5,329.56	5,596.04	5,875.84
		Monthly	9,975.07	10,473.82	10,997.51	11,547.39	12,124.75	12,730.99
		Annual	119,700.80	125,685.84	131,970.13	138,568.64	145,496.99	152,771.84
T51	MC + Swat + Long 1 + Biling	Hourly	55.5203	58.2963	61.2112	64.2717	67.4853	70.8595
		Bi-Weekly	4,441.62	4,663.70	4,896.90	5,141.74	5,398.82	5,668.76
		Monthly	9,623.52	10,104.70	10,609.93	11,140.43	11,697.45	12,282.32
		Annual	115,482.28	121,256.39	127,319.21	133,685.17	140,369.39	147,387.86
T52	MC + Swat + Long 2 + Biling	Hourly	58.0555	60.9583	64.0062	67.2065	70.5668	74.0952
		Bi-Weekly	4,644.44	4,876.66	5,120.50	5,376.52	5,645.35	5,927.61
		Monthly	10,062.95	10,566.10	11,094.41	11,649.13	12,231.58	12,843.16
		Annual	120,755.44	126,793.21	133,132.87	139,789.51	146,779.00	154,117.95
T53	Swat	Hourly	51.2105	53.7711	56.4596	59.2826	62.2467	65.3591
		Bi-weekly	4,096.84	4,301.69	4,516.77	4,742.61	4,979.74	5,228.73
		Monthly	8,876.49	9,320.32	9,786.33	10,275.65	10,789.43	11,328.90
		Annual	106,517.90	111,843.79	117,435.98	123,307.78	129,473.20	135,946.86

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
T54	Swat + Long 1	Hourly	53.7457	56.4330	59.2546	62.2174	65.3283	68.5947
		Bi-Weekly	4,299.66	4,514.64	4,740.37	4,977.39	5,226.26	5,487.57
		Monthly	9,315.92	9,781.72	10,270.80	10,784.34	11,323.57	11,889.75
		Annual	111,791.06	117,380.61	123,249.64	129,412.12	135,882.80	142,676.94
	POLICE SERGEANT							
T55	Swat + Long 2	Hourly	56.2809	59.0949	62.0497	65.1521	68.4097	71.8302
		Bi-Weekly	4,502.47	4,727.59	4,963.98	5,212.17	5,472.78	5,746.42
		Monthly	9,755.35	10,243.12	10,755.28	11,293.04	11,857.68	12,450.57
		Annual	117,064.22	122,917.43	129,063.30	135,516.47	142,292.19	149,406.80
T56	Swat + Biling	Hourly	51.7176	54.3034	57.0186	59.8695	62.8630	66.0061
		Bi-Weekly	4,137.41	4,344.27	4,561.49	4,789.56	5,029.04	5,280.49
		Monthly	8,964.38	9,412.60	9,883.23	10,377.39	10,896.25	11,441.06
		Annual	107,572.52	112,951.15	118,598.71	124,528.65	130,754.99	137,292.74
T57	Swat + Long 1 + Biling	Hourly	54.2527	56.9654	59.8136	62.8043	65.9445	69.2417
		Bi-Weekly	4,340.22	4,557.23	4,785.09	5,024.34	5,275.56	5,539.34
		Monthly	9,403.81	9,874.00	10,367.70	10,886.08	11,430.38	12,001.90
		Annual	112,845.69	118,487.97	124,412.37	130,632.99	137,164.59	144,022.82
T58	Swat + Long 2 + Biling	Hourly	56.7879	59.6273	62.6087	65.7391	69.0261	72.4774
		Bi-Weekly	4,543.03	4,770.18	5,008.70	5,259.13	5,522.08	5,798.19
		Monthly	9,843.24	10,335.40	10,852.17	11,394.78	11,964.52	12,562.74
		Annual	118,118.86	124,024.80	130,226.04	136,737.34	143,574.19	150,752.90
T59	Long 1	Hourly	53.2387	55.9006	58.6956	61.6304	64.7119	67.9475
		Bi-weekly	4,259.10	4,472.05	4,695.65	4,930.43	5,176.95	5,435.80
		Monthly	9,228.04	9,689.44	10,173.91	10,682.61	11,216.73	11,777.57
		Annual	110,736.43	116,273.25	122,086.91	128,191.26	134,600.79	141,330.83
T60	Biling + Long 1	Hourly	53.7457	56.4330	59.2546	62.2174	65.3283	68.5947
		Bi-Weekly	4,299.66	4,514.64	4,740.37	4,977.39	5,226.26	5,487.57
		Monthly	9,315.92	9,781.72	10,270.80	10,784.34	11,323.57	11,889.75
		Annual	111,791.06	117,380.61	123,249.64	129,412.12	135,882.80	142,676.94
T61	Long 2	Hourly	55.7738	58.5625	61.4907	64.5652	67.7935	71.1831
		Bi-weekly	4,461.90	4,685.00	4,919.26	5,165.22	5,423.48	5,694.65
		Monthly	9,667.47	10,150.84	10,658.38	11,191.30	11,750.87	12,338.41
		Annual	116,009.59	121,810.07	127,900.57	134,295.60	141,010.40	148,060.92
T62	Biling + Long 2	Hourly	56.2809	59.0949	62.0497	65.1521	68.4097	71.8302
		Bi-Weekly	4,502.47	4,727.59	4,963.98	5,212.17	5,472.78	5,746.42
		Monthly	9,755.35	10,243.12	10,755.28	11,293.04	11,857.68	12,450.57
		Annual	117,064.22	122,917.43	129,063.30	135,516.47	142,292.19	149,406.80
T63	Biling	Hourly	51.2105	53.7711	56.4596	59.2826	62.2467	65.3591
		Bi-weekly	4,096.84	4,301.69	4,516.77	4,742.61	4,979.74	5,228.73
		Monthly	8,876.49	9,320.32	9,786.33	10,275.65	10,789.43	11,328.90
		Annual	106,517.90	111,843.79	117,435.98	123,307.78	129,473.20	135,946.86
	POLICE LIEUTENANT							
V00	BASE		60.3751	63.3939	66.5636	69.8918	73.3864	77.0557
			4,830.01	5,071.51	5,325.09	5,591.34	5,870.91	6,164.46
			10,465.03	10,988.28	11,537.69	12,114.58	12,720.31	13,356.32
			125,580.30	131,859.32	138,452.29	145,374.90	152,643.69	160,275.88
V01	Edu. 1	Hourly	62.1864	65.2957	68.5605	71.9885	75.5879	79.3673
		Bi-weekly	4,974.91	5,223.66	5,484.84	5,759.08	6,047.03	6,349.39
		Monthly	10,778.98	11,317.93	11,883.82	12,478.01	13,101.91	13,757.00
		Annual	129,347.71	135,815.10	142,605.86	149,736.15	157,222.88	165,084.03

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
V02	Edu. 1 + MC	Hourly	63.6958	66.8806	70.2246	73.7358	77.4226	81.2937
		Bi-weekly	5,095.66	5,350.45	5,617.97	5,898.86	6,193.81	6,503.50
		Monthly	11,040.60	11,592.63	12,172.26	12,780.88	13,419.92	14,090.91
		Annual	132,487.22	139,111.58	146,067.16	153,370.52	161,038.99	169,090.94
V03	Edu. 1 + Swat	Hourly	62.7902	65.9297	69.2261	72.6875	76.3219	80.1380
		Bi-weekly	5,023.22	5,274.38	5,538.09	5,815.00	6,105.75	6,411.04
		Monthly	10,883.63	11,427.81	11,999.20	12,599.16	13,229.13	13,890.58
		Annual	130,603.52	137,133.70	143,990.38	151,189.90	158,749.50	166,686.98
V04	Edu. 1 + Long 1	Hourly	65.2052	68.4654	71.8887	75.4831	79.2573	83.2201
		Bi-weekly	5,216.42	5,477.23	5,751.10	6,038.65	6,340.58	6,657.61
		Monthly	11,302.23	11,867.34	12,460.71	13,083.74	13,737.92	14,424.82
		Annual	135,626.73	142,408.07	149,528.47	157,004.89	164,855.09	173,097.84
V05	Edu. 1 + Long 2	Hourly	68.2239	71.6351	75.2169	78.9777	82.9266	87.0729
		Bi-weekly	5,457.91	5,730.81	6,017.35	6,318.22	6,634.13	6,965.83
		Monthly	11,825.48	12,416.75	13,037.59	13,689.47	14,373.94	15,092.64
		Annual	141,905.75	149,001.04	156,451.09	164,273.64	172,487.30	181,111.66
V06	Edu. 1 + Biling	Hourly	62.7902	65.9297	69.2261	72.6875	76.3219	80.1380
		Bi-weekly	5,023.22	5,274.38	5,538.09	5,815.00	6,105.75	6,411.04
		Monthly	10,883.63	11,427.81	11,999.20	12,599.16	13,229.13	13,890.58
		Annual	130,603.52	137,133.70	143,990.38	151,189.90	158,749.50	166,686.98
V07	Edu. 1 + MC + Swat	Hourly	64.2995	67.5145	70.8902	74.4347	78.1564	82.0643
		Bi-weekly	5,143.96	5,401.16	5,671.22	5,954.78	6,252.51	6,565.14
		Monthly	11,145.25	11,702.52	12,287.64	12,902.02	13,547.12	14,224.47
		Annual	133,743.03	140,430.18	147,451.69	154,824.27	162,565.38	170,693.65
V08	Edu. 1 + MC + Long 1	Hourly	66.7145	70.0503	73.5528	77.2304	81.0919	85.1465
		Bi-weekly	5,337.16	5,604.02	5,884.22	6,178.43	6,487.35	6,811.72
		Monthly	11,563.85	12,142.05	12,749.15	13,386.61	14,055.93	14,758.73
		Annual	138,766.23	145,704.54	152,989.77	160,639.26	168,671.19	177,104.75
V09	Edu. 1 + MC + Long 2	Hourly	69.7333	73.2200	76.8810	80.7250	84.7613	88.9993
		Bi-weekly	5,578.66	5,857.60	6,150.48	6,458.00	6,780.90	7,119.95
		Monthly	12,087.10	12,691.46	13,326.03	13,992.33	14,691.95	15,426.55
		Annual	145,045.25	152,297.51	159,912.39	167,908.01	176,303.40	185,118.57
V10	Edu. 1 + MC + Biling	Hourly	64.2995	67.5145	70.8902	74.4347	78.1564	82.0643
		Bi-weekly	5,143.96	5,401.16	5,671.22	5,954.78	6,252.51	6,565.14
		Monthly	11,145.25	11,702.52	12,287.64	12,902.02	13,547.12	14,224.47
		Annual	133,743.03	140,430.18	147,451.69	154,824.27	162,565.38	170,693.65
	POLICE LIEUTENANT							
V11	Edu. 1 + Swat + Long 1	Hourly	65.8089	69.0994	72.5543	76.1820	79.9911	83.9907
		Bi-weekly	5,264.71	5,527.95	5,804.34	6,094.56	6,399.29	6,719.25
		Monthly	11,406.88	11,977.22	12,576.08	13,204.89	13,865.12	14,558.38
		Annual	136,882.53	143,726.66	150,912.99	158,458.64	166,381.49	174,700.56
V12	Edu. 1 + Swat + Long 2	Hourly	68.8277	72.2691	75.8825	79.6766	83.6604	87.8435
		Bi-weekly	5,506.22	5,781.53	6,070.60	6,374.13	6,692.83	7,027.48
		Monthly	11,930.13	12,526.64	13,152.97	13,810.62	14,501.14	15,226.20
		Annual	143,161.55	150,319.63	157,835.61	165,727.39	174,013.69	182,714.38
V13	Edu. 1 + Swat + Biling	Hourly	63.3939	66.5636	69.8918	73.3864	77.0557	80.9085
		Bi-weekly	5,071.51	5,325.09	5,591.34	5,870.91	6,164.46	6,472.68
		Monthly	10,988.28	11,537.69	12,114.58	12,720.30	13,356.32	14,024.14
		Annual	131,859.32	138,452.29	145,374.90	152,643.65	160,275.90	168,289.69
V14	Edu. 1 + Long 1 + Biling	Hourly	65.8089	69.0994	72.5543	76.1820	79.9911	83.9907

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Bi-weekly	5,264.71	5,527.95	5,804.34	6,094.56	6,399.29	6,719.25
		Monthly	11,406.88	11,977.22	12,576.08	13,204.89	13,865.12	14,558.38
		Annual	136,882.53	143,726.66	150,912.99	158,458.64	166,381.49	174,700.56
V15	Edu. 1 + Long 2 + Biling	Hourly	68.8277	72.2691	75.8825	79.6766	83.6604	87.8435
		Bi-weekly	5,506.22	5,781.53	6,070.60	6,374.13	6,692.83	7,027.48
		Monthly	11,930.13	12,526.64	13,152.97	13,810.62	14,501.14	15,226.20
		Annual	143,161.55	150,319.63	157,835.61	165,727.39	174,013.69	182,714.38
V16	Edu. 1 + MC + Swat + Long 1	Hourly	67.3183	70.6842	74.2184	77.9293	81.8258	85.9171
		Bi-weekly	5,385.46	5,654.74	5,937.47	6,234.34	6,546.06	6,873.36
		Monthly	11,668.50	12,251.93	12,864.53	13,507.75	14,183.13	14,892.29
		Annual	140,022.04	147,023.14	154,374.30	162,093.01	170,197.59	178,707.47
V17	Edu. 1 + MC + Swat + Long 2	Hourly	70.3370	73.8539	77.5466	81.4239	85.4951	89.7698
		Bi-weekly	5,626.96	5,908.31	6,203.73	6,513.91	6,839.61	7,181.59
		Monthly	12,191.75	12,801.34	13,441.41	14,113.48	14,819.15	15,560.11
		Annual	146,301.05	153,616.10	161,296.91	169,361.76	177,829.80	186,721.29
V18	Edu. 1 + MC + Swat + Biling	Hourly	64.9033	68.1484	71.5559	75.1337	78.8904	82.8349
		Bi-weekly	5,192.26	5,451.87	5,724.47	6,010.70	6,311.23	6,626.79
		Monthly	11,249.90	11,812.40	12,403.02	13,023.17	13,674.33	14,358.05
		Annual	134,998.83	141,748.77	148,836.21	156,278.02	164,092.00	172,296.60
V19	Edu. 1 + Swat + Long 1 + Biling	Hourly	66.4127	69.7333	73.2200	76.8810	80.7251	84.7613
		Bi-weekly	5,313.02	5,578.66	5,857.60	6,150.48	6,458.00	6,780.90
		Monthly	11,511.53	12,087.10	12,691.46	13,326.03	13,992.34	14,691.96
		Annual	138,138.33	145,045.25	152,297.51	159,912.39	167,908.10	176,303.51
V20	Edu. 1 + Swat + Long 2 + Biling	Hourly	69.4314	72.9030	76.5481	80.3755	84.3943	88.6140
		Bi-weekly	5,554.51	5,832.24	6,123.85	6,430.04	6,751.54	7,089.12
		Monthly	12,034.78	12,636.52	13,268.34	13,931.76	14,628.34	15,359.76
		Annual	144,417.35	151,638.22	159,220.13	167,181.14	175,540.09	184,317.10
V21	Edu. 2	Hourly	63.3939	66.5636	69.8918	73.3864	77.0557	80.9085
		Bi-weekly	5,071.51	5,325.09	5,591.34	5,870.91	6,164.46	6,472.68
		Monthly	10,988.28	11,537.69	12,114.58	12,720.30	13,356.32	14,024.14
		Annual	131,859.32	138,452.29	145,374.90	152,643.65	160,275.90	168,289.69
	POLICE LIEUTENANT							
V22	Edu. 2 + MC	Hourly	64.9033	68.1484	71.5559	75.1337	78.8904	82.8349
		Bi-weekly	5,192.26	5,451.87	5,724.47	6,010.70	6,311.23	6,626.79
		Monthly	11,249.90	11,812.40	12,403.02	13,023.17	13,674.33	14,358.05
		Annual	134,998.83	141,748.77	148,836.21	156,278.02	164,092.00	172,296.60
V23	Edu. 2 + Swat	Hourly	63.9977	67.1975	70.5574	74.0853	77.7896	81.6790
		Bi-weekly	5,119.82	5,375.80	5,644.59	5,926.82	6,223.17	6,534.32
		Monthly	11,092.93	11,647.57	12,229.95	12,841.45	13,483.52	14,157.70
		Annual	133,115.12	139,770.88	146,759.42	154,097.39	161,802.30	169,892.41
V24	Edu. 2 + Long 1	Hourly	66.4127	69.7333	73.2200	76.8810	80.7251	84.7613
		Bi-weekly	5,313.02	5,578.66	5,857.60	6,150.48	6,458.00	6,780.90
		Monthly	11,511.53	12,087.10	12,691.46	13,326.03	13,992.34	14,691.96
		Annual	138,138.33	145,045.25	152,297.51	159,912.39	167,908.10	176,303.51
V25	Edu. 2 + Long 2	Hourly	69.4314	72.9030	76.5481	80.3755	84.3943	88.6140
		Bi-weekly	5,554.51	5,832.24	6,123.85	6,430.04	6,751.54	7,089.12
		Monthly	12,034.78	12,636.52	13,268.34	13,931.76	14,628.34	15,359.76
		Annual	144,417.35	151,638.22	159,220.13	167,181.14	175,540.09	184,317.10
V26	Edu. 2 + Biling	Hourly	63.9977	67.1975	70.5574	74.0853	77.7896	81.6790
		Bi-weekly	5,119.82	5,375.80	5,644.59	5,926.82	6,223.17	6,534.32

Range Number	Classification Title		Entry					Maximum
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
		Monthly	11,092.93	11,647.57	12,229.95	12,841.45	13,483.52	14,157.70
		Annual	133,115.12	139,770.88	146,759.42	154,097.39	161,802.30	169,892.41
V27	Edu. 2 + MC + Swat	Hourly	65.5070	68.7824	72.2215	75.8326	79.6242	83.6054
		Bi-weekly	5,240.56	5,502.59	5,777.72	6,066.61	6,369.94	6,688.44
		Monthly	11,354.55	11,922.28	12,518.39	13,144.31	13,801.53	14,491.61
		Annual	136,254.63	143,067.36	150,220.73	157,731.77	165,618.40	173,899.32
V28	Edu. 2 + MC + Long 1	Hourly	67.9220	71.3181	74.8840	78.6283	82.5597	86.6877
		Bi-weekly	5,433.76	5,705.45	5,990.72	6,290.26	6,604.78	6,935.02
		Monthly	11,773.15	12,361.81	12,979.90	13,628.90	14,310.35	15,025.87
		Annual	141,277.84	148,341.73	155,758.82	163,546.76	171,724.21	180,310.42
V29	Edu. 2 + MC + Long 2	Hourly	70.9408	74.4878	78.2122	82.1228	86.2289	90.5404
		Bi-weekly	5,675.26	5,959.02	6,256.98	6,569.82	6,898.32	7,243.23
		Monthly	12,296.41	12,911.23	13,556.79	14,234.63	14,946.35	15,693.67
		Annual	147,556.86	154,934.70	162,681.44	170,815.51	179,356.20	188,324.00
V30	Edu. 2 + MC + Biling	Hourly	65.5070	68.7824	72.2215	75.8326	79.6242	83.6054
		Bi-weekly	5,240.56	5,502.59	5,777.72	6,066.61	6,369.94	6,688.44
		Monthly	11,354.55	11,922.28	12,518.39	13,144.31	13,801.53	14,491.61
		Annual	136,254.63	143,067.36	150,220.73	157,731.77	165,618.40	173,899.32
V31	Edu. 2 + Swat + Long 1	Hourly	67.0164	70.3672	73.8856	77.5799	81.4589	85.5318
		Bi-weekly	5,361.31	5,629.38	5,910.85	6,206.39	6,516.71	6,842.55
		Monthly	11,616.18	12,196.99	12,806.84	13,447.18	14,119.54	14,825.52
		Annual	139,394.14	146,363.85	153,682.04	161,366.14	169,434.50	177,906.23
V32	Edu. 2 + Swat + Long 2	Hourly	70.0352	73.5369	77.2138	81.0745	85.1282	89.3846
		Bi-weekly	5,602.82	5,882.95	6,177.10	6,485.96	6,810.26	7,150.77
		Monthly	12,139.43	12,746.40	13,383.72	14,052.91	14,755.56	15,493.34
		Annual	145,673.15	152,956.81	160,604.65	168,634.88	177,066.71	185,920.04
	POLICE LIEUTENANT							
V33	Edu. 2 + Swat + Biling	Hourly	64.6014	67.8315	71.2230	74.7842	78.5234	82.4496
		Bi-weekly	5,168.11	5,426.52	5,697.84	5,982.74	6,281.87	6,595.97
		Monthly	11,197.58	11,757.46	12,345.33	12,962.60	13,610.72	14,291.26
		Annual	134,370.92	141,089.47	148,143.94	155,551.14	163,328.69	171,495.13
V34	Edu. 2 + Long 1 + Biling	Hourly	67.0164	70.3672	73.8856	77.5799	81.4589	85.5318
		Bi-weekly	5,361.31	5,629.38	5,910.85	6,206.39	6,516.71	6,842.55
		Monthly	11,616.18	12,196.99	12,806.84	13,447.18	14,119.54	14,825.52
		Annual	139,394.14	146,363.85	153,682.04	161,366.14	169,434.50	177,906.23
V35	Edu. 2 + Long 2 + Biling	Hourly	70.0352	73.5369	77.2138	81.0745	85.1282	89.3846
		Bi-weekly	5,602.82	5,882.95	6,177.10	6,485.96	6,810.26	7,150.77
		Monthly	12,139.43	12,746.40	13,383.72	14,052.91	14,755.56	15,493.34
		Annual	145,673.15	152,956.81	160,604.65	168,634.88	177,066.71	185,920.04
V36	Edu. 2 + MC + Swat + Long 1	Hourly	68.5258	71.9521	75.5497	79.3272	83.2936	87.4582
		Bi-weekly	5,482.06	5,756.17	6,043.98	6,346.18	6,663.48	6,996.66
		Monthly	11,877.80	12,471.69	13,095.28	13,750.04	14,437.55	15,159.43
		Annual	142,533.64	149,660.32	157,143.34	165,000.51	173,250.60	181,913.14
V37	Edu. 2 + MC + Swat + Long 2	Hourly	71.5446	75.1218	78.8779	82.8218	86.9629	91.3110
		Bi-weekly	5,723.57	6,009.74	6,310.23	6,625.74	6,957.03	7,304.88
		Monthly	12,401.06	13,021.11	13,672.16	14,355.77	15,073.57	15,827.25
		Annual	148,812.67	156,253.30	164,065.96	172,269.26	180,882.81	189,926.95
V38	Edu. 2 + MC + Swat + Biling	Hourly	66.1108	69.4163	72.8871	76.5315	80.3581	84.3760
		Bi-weekly	5,288.86	5,553.30	5,830.97	6,122.52	6,428.65	6,750.08
		Monthly	11,459.20	12,032.16	12,633.77	13,265.46	13,928.73	14,625.17

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Annual	137,510.44	144,385.96	151,605.26	159,185.52	167,144.80	175,502.04
V39	Edu. 2 + Swat + Long 1 + Biling	Hourly	67.6202	71.0012	74.5512	78.2788	82.1927	86.3024
		Bi-weekly	5,409.62	5,680.10	5,964.10	6,262.30	6,575.42	6,904.19
		Monthly	11,720.83	12,306.87	12,922.21	13,568.32	14,246.74	14,959.08
		Annual	140,649.94	147,682.44	155,066.56	162,819.89	170,960.90	179,508.94
V40	Edu. 2 + Swat + Long 2 + Biling	Hourly	70.6389	74.1709	77.8794	81.7734	85.8621	90.1552
		Bi-weekly	5,651.11	5,933.67	6,230.35	6,541.87	6,868.97	7,212.41
		Monthly	12,244.08	12,856.28	13,499.10	14,174.05	14,882.76	15,626.90
		Annual	146,928.95	154,275.40	161,989.17	170,088.63	178,593.11	187,522.76
V41	MC	Hourly	61.8845	64.9788	68.2277	71.6391	75.2211	78.9821
		Bi-weekly	4,950.76	5,198.30	5,458.22	5,731.13	6,017.68	6,318.57
		Monthly	10,726.65	11,262.98	11,826.13	12,417.44	13,038.32	13,690.23
		Annual	128,719.81	135,155.80	141,913.59	149,009.27	156,459.79	164,282.78
V42	MC + Swat	Hourly	62.4883	65.6127	68.8933	72.3380	75.9549	79.7526
		Bi-Weekly	4,999.06	5,249.02	5,511.46	5,787.04	6,076.39	6,380.21
		Monthly	10,831.30	11,372.87	11,941.51	12,538.59	13,165.52	13,823.79
		Annual	129,975.61	136,474.39	143,298.11	150,463.02	157,986.19	165,885.50
V43	MC + Long 1	Hourly	64.9033	68.1484	71.5559	75.1337	78.8904	82.8349
		Bi-Weekly	5,192.26	5,451.87	5,724.47	6,010.70	6,311.23	6,626.79
		Monthly	11,249.90	11,812.40	12,403.02	13,023.17	13,674.33	14,358.05
		Annual	134,998.83	141,748.77	148,836.21	156,278.02	164,092.00	172,296.60
	POLICE LIEUTENANT							
V44	MC + Long 2	Hourly	67.9220	71.3181	74.8840	78.6283	82.5597	86.6877
		Bi-Weekly	5,433.76	5,705.45	5,990.72	6,290.26	6,604.78	6,935.02
		Monthly	11,773.15	12,361.81	12,979.90	13,628.90	14,310.35	15,025.87
		Annual	141,277.84	148,341.73	155,758.82	163,546.76	171,724.21	180,310.42
V45	MC + Biling	Hourly	62.4883	65.6127	68.8933	72.3380	75.9549	79.7526
		Bi-Weekly	4,999.06	5,249.02	5,511.46	5,787.04	6,076.39	6,380.21
		Monthly	10,831.30	11,372.87	11,941.51	12,538.59	13,165.52	13,823.79
		Annual	129,975.61	136,474.39	143,298.11	150,463.02	157,986.19	165,885.50
V46	MC + Swat + Long 1	Hourly	65.5070	68.7824	72.2215	75.8326	79.6242	83.6054
		Bi-Weekly	5,240.56	5,502.59	5,777.72	6,066.61	6,369.94	6,688.44
		Monthly	11,354.55	11,922.28	12,518.39	13,144.31	13,801.53	14,491.61
		Annual	136,254.63	143,067.36	150,220.73	157,731.77	165,618.40	173,899.32
V47	MC + Swat + Long 2	Hourly	68.5258	71.9521	75.5497	79.3272	83.2936	87.4582
		Bi-Weekly	5,482.06	5,756.17	6,043.98	6,346.18	6,663.48	6,996.66
		Monthly	11,877.80	12,471.69	13,095.28	13,750.04	14,437.55	15,159.43
		Annual	142,533.64	149,660.32	157,143.34	165,000.51	173,250.60	181,913.14
V48	MC + Swat + Biling	Hourly	63.0920	66.2466	69.5590	73.0369	76.6887	80.5232
		Bi-Weekly	5,047.36	5,299.73	5,564.72	5,842.95	6,135.10	6,441.85
		Monthly	10,935.95	11,482.75	12,056.89	12,659.73	13,292.72	13,957.35
		Annual	131,231.42	137,792.99	144,682.64	151,916.77	159,512.59	167,488.22
V49	MC + Long 1 + Biling	Hourly	65.5070	68.7824	72.2215	75.8326	79.6242	83.6054
		Bi-Weekly	5,240.56	5,502.59	5,777.72	6,066.61	6,369.94	6,688.44
		Monthly	11,354.55	11,922.28	12,518.39	13,144.31	13,801.53	14,491.61
		Annual	136,254.63	143,067.36	150,220.73	157,731.77	165,618.40	173,899.32
V50	MC + Long 2 + Biling	Hourly	68.5258	71.9521	75.5497	79.3272	83.2936	87.4582
		Bi-Weekly	5,482.06	5,756.17	6,043.98	6,346.18	6,663.48	6,996.66
		Monthly	11,877.80	12,471.69	13,095.28	13,750.04	14,437.55	15,159.43
		Annual	142,533.64	149,660.32	157,143.34	165,000.51	173,250.60	181,913.14

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
V51	MC + Swat + Long 1 + Biling	Hourly	66.1108	69.4163	72.8871	76.5315	80.3581	84.3760
		Bi-Weekly	5,288.86	5,553.30	5,830.97	6,122.52	6,428.65	6,750.08
		Monthly	11,459.20	12,032.16	12,633.77	13,265.46	13,928.73	14,625.17
		Annual	137,510.44	144,385.96	151,605.26	159,185.52	167,144.80	175,502.04
V52	MC + Swat + Long 2 + Biling	Hourly	69.1295	72.5860	76.2153	80.0261	84.0274	88.2288
		Bi-Weekly	5,530.36	5,806.88	6,097.22	6,402.09	6,722.19	7,058.30
		Monthly	11,982.45	12,581.58	13,210.66	13,871.19	14,564.75	15,292.99
		Annual	143,789.45	150,978.92	158,527.87	166,454.26	174,777.00	183,515.85
V53	Swat	Hourly	60.9789	64.0278	67.2292	70.5907	74.1202	77.8262
		Bi-weekly	4,878.31	5,122.22	5,378.34	5,647.26	5,929.62	6,226.10
		Monthly	10,569.68	11,098.16	11,653.07	12,235.72	12,847.51	13,489.88
		Annual	126,836.10	133,177.91	139,836.81	146,828.65	154,170.09	161,878.59
V54	Swat + Long 1	Hourly	63.9977	67.1975	70.5574	74.0853	77.7896	81.6790
		Bi-Weekly	5,119.82	5,375.80	5,644.59	5,926.82	6,223.17	6,534.32
		Monthly	11,092.93	11,647.57	12,229.95	12,841.45	13,483.52	14,157.70
		Annual	133,115.12	139,770.88	146,759.42	154,097.39	161,802.30	169,892.41
	POLICE LIEUTENANT							
V55	Swat + Long 2	Hourly	67.0164	70.3672	73.8856	77.5799	81.4589	85.5318
		Bi-Weekly	5,361.31	5,629.38	5,910.85	6,206.39	6,516.71	6,842.55
		Monthly	11,616.18	12,196.99	12,806.84	13,447.18	14,119.54	14,825.52
		Annual	139,394.14	146,363.85	153,682.04	161,366.14	169,434.50	177,906.23
V56	Swat + Biling	Hourly	61.5826	64.6618	67.8949	71.2896	74.8541	78.5968
		Bi-Weekly	4,926.61	5,172.94	5,431.59	5,703.17	5,988.33	6,287.74
		Monthly	10,674.33	11,208.04	11,768.44	12,356.87	12,974.71	13,623.44
		Annual	128,091.90	134,496.50	141,221.33	148,282.40	155,696.49	163,481.31
V57	Swat + Long 1 + Biling	Hourly	64.6014	67.8315	71.2230	74.7842	78.5234	82.4496
		Bi-Weekly	5,168.11	5,426.52	5,697.84	5,982.74	6,281.87	6,595.97
		Monthly	11,197.58	11,757.46	12,345.33	12,962.60	13,610.72	14,291.26
		Annual	134,370.92	141,089.47	148,143.94	155,551.14	163,328.69	171,495.13
V58	Swat + Long 2 + Biling	Hourly	67.6202	71.0012	74.5512	78.2788	82.1927	86.3024
		Bi-Weekly	5,409.62	5,680.10	5,964.10	6,262.30	6,575.42	6,904.19
		Monthly	11,720.83	12,306.87	12,922.21	13,568.32	14,246.74	14,959.08
		Annual	140,649.94	147,682.44	155,066.56	162,819.89	170,960.90	179,508.94
V59	Long 1	Hourly	63.3939	66.5636	69.8918	73.3864	77.0557	80.9085
		Bi-weekly	5,071.51	5,325.09	5,591.34	5,870.91	6,164.46	6,472.68
		Monthly	10,988.28	11,537.69	12,114.58	12,720.30	13,356.32	14,024.14
		Annual	131,859.32	138,452.29	145,374.90	152,643.65	160,275.90	168,289.69
V60	Biling + Long 1	Hourly	63.9977	67.1975	70.5574	74.0853	77.7896	81.6790
		Bi-Weekly	5,119.82	5,375.80	5,644.59	5,926.82	6,223.17	6,534.32
		Monthly	11,092.93	11,647.57	12,229.95	12,841.45	13,483.52	14,157.70
		Annual	133,115.12	139,770.88	146,759.42	154,097.39	161,802.30	169,892.41
V61	Long 2	Hourly	66.4127	69.7333	73.2200	76.8810	80.7251	84.7613
		Bi-weekly	5,313.02	5,578.66	5,857.60	6,150.48	6,458.00	6,780.90
		Monthly	11,511.53	12,087.10	12,691.46	13,326.03	13,992.34	14,691.96
		Annual	138,138.33	145,045.25	152,297.51	159,912.39	167,908.10	176,303.51
V62	Biling + Long 2	Hourly	67.0164	70.3672	73.8856	77.5799	81.4589	85.5318
		Bi-Weekly	5,361.31	5,629.38	5,910.85	6,206.39	6,516.71	6,842.55
		Monthly	11,616.18	12,196.99	12,806.84	13,447.18	14,119.54	14,825.52
		Annual	139,394.14	146,363.85	153,682.04	161,366.14	169,434.50	177,906.23

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
V63	Biling	Hourly	60.9789	64.0278	67.2292	70.5907	74.1202	77.8262
		Bi-weekly	4,878.31	5,122.22	5,378.34	5,647.26	5,929.62	6,226.10
		Monthly	10,569.68	11,098.16	11,653.07	12,235.72	12,847.51	13,489.88
		Annual	126,836.10	133,177.91	139,836.81	146,828.65	154,170.09	161,878.59
V64	Edu. 2 + MC + Long 1+ Biling	Hourly	68.5258	71.9521	75.5497	79.3272	83.2936	87.4582
		Bi-weekly	5,482.06	5,756.17	6,043.98	6,346.18	6,663.48	6,996.66
		Monthly	11,877.80	12,471.69	13,095.28	13,750.04	14,437.55	15,159.43
		Annual	142,533.64	149,660.32	157,143.34	165,000.51	173,250.60	181,913.14
V65	Edu. 2 + MC + Long 2+Biling	Hourly	71.5446	75.1218	78.8779	82.8218	86.9629	91.3110
		Bi-weekly	5,723.57	6,009.74	6,310.23	6,625.74	6,957.03	7,304.88
		Monthly	12,401.06	13,021.11	13,672.16	14,355.77	15,073.57	15,827.25
		Annual	148,812.67	156,253.30	164,065.96	172,269.26	180,882.81	189,926.95
	POLICE CAPTAIN							
W00	BASE	Hourly	70.9595	74.5075	78.2329	82.1445	86.2517	90.5643
		Bi-weekly	5,676.76	5,960.60	6,258.63	6,571.56	6,900.14	7,245.14
		Monthly	12,299.66	12,914.64	13,560.37	14,238.39	14,950.30	15,697.81
		Annual	147,595.86	154,975.65	162,724.43	170,860.65	179,403.59	188,373.77
W01	Edu. 1	Hourly	73.0883	76.7427	80.5799	84.6089	88.8393	93.2813
		Bi-weekly	5,847.06	6,139.42	6,446.39	6,768.71	7,107.15	7,462.50
		Monthly	12,668.64	13,302.08	13,967.18	14,665.54	15,398.82	16,168.76
		Annual	152,023.72	159,624.91	167,606.16	175,986.47	184,785.84	194,025.13
W02	Edu. 1 + MC	Hourly	74.8623	78.6054	82.5357	86.6625	90.9956	95.5454
		Bi-weekly	5,988.98	6,288.43	6,602.86	6,933.00	7,279.65	7,643.63
		Monthly	12,976.14	13,624.94	14,306.19	15,021.50	15,772.58	16,561.20
		Annual	155,713.63	163,499.31	171,674.28	180,257.99	189,270.90	198,734.45
W03	Edu. 1 + Swat	Hourly	73.7979	77.4878	81.3622	85.4303	89.7018	94.1869
		Bi-weekly	5,903.83	6,199.02	6,508.98	6,834.42	7,176.15	7,534.95
		Monthly	12,791.64	13,431.22	14,102.78	14,807.92	15,548.31	16,325.73
		Annual	153,499.70	161,174.68	169,233.41	177,695.08	186,579.78	195,908.76
W04	Edu. 1 + Long 1	Hourly	76.6363	80.4681	84.4915	88.7161	93.1519	97.8095
		Bi-weekly	6,130.90	6,437.45	6,759.32	7,097.29	7,452.15	7,824.76
		Monthly	13,283.63	13,947.81	14,645.20	15,377.46	16,146.33	16,953.65
		Annual	159,403.52	167,373.70	175,742.38	184,529.50	193,755.96	203,443.76
W05	Edu. 1 + Long 2	Hourly	80.1843	84.1935	88.4032	92.8233	97.4645	102.3377
		Bi-weekly	6,414.74	6,735.48	7,072.26	7,425.86	7,797.16	8,187.02
		Monthly	13,898.61	14,593.54	15,323.22	16,089.38	16,893.84	17,738.53
		Annual	166,783.31	175,122.48	183,878.60	193,072.53	202,726.09	212,862.39
W06	Edu. 1 + Biling	Hourly	73.7979	77.4878	81.3622	85.4303	89.7018	94.1869
		Bi-weekly	5,903.83	6,199.02	6,508.98	6,834.42	7,176.15	7,534.95
		Monthly	12,791.64	13,431.22	14,102.78	14,807.92	15,548.31	16,325.73
		Annual	153,499.70	161,174.68	169,233.41	177,695.08	186,579.78	195,908.76
W07	Edu. 1 + MC + Swat	Hourly	75.5719	79.3505	83.3180	87.4839	91.8581	96.4510
		Bi-weekly	6,045.75	6,348.04	6,665.44	6,998.71	7,348.65	7,716.08
		Monthly	13,099.13	13,754.09	14,441.79	15,163.88	15,922.07	16,718.17
		Annual	157,189.58	165,049.06	173,301.51	181,966.59	191,064.84	200,618.08
W08	Edu. 1 + MC + Long 1	Hourly	78.4103	82.3308	86.4474	90.7697	95.3082	100.0736
		Bi-weekly	6,272.82	6,586.46	6,915.79	7,261.58	7,624.65	8,005.89
		Monthly	13,591.12	14,270.68	14,984.21	15,733.42	16,520.09	17,346.09
		Annual	163,093.43	171,248.10	179,810.50	188,801.02	198,241.02	208,153.08
W09	Edu. 1 + MC + Long 2	Hourly	81.9583	86.0562	90.3590	94.8769	99.6207	104.6018

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Bi-weekly	6,556.66	6,884.50	7,228.72	7,590.15	7,969.66	8,368.14
		Monthly	14,206.10	14,916.41	15,662.23	16,445.34	17,267.60	18,130.98
		Annual	170,473.21	178,996.87	187,946.71	197,344.05	207,211.15	217,571.71
W10	Edu. 1 + MC + Biling	Hourly	75.5719	79.3505	83.3180	87.4839	91.8581	96.4510
		Bi-weekly	6,045.75	6,348.04	6,665.44	6,998.71	7,348.65	7,716.08
		Monthly	13,099.13	13,754.09	14,441.79	15,163.88	15,922.07	16,718.17
		Annual	157,189.58	165,049.06	173,301.51	181,966.59	191,064.84	200,618.08
	POLICE CAPTAIN							
W11	Edu. 1 + Swat + Long 1	Hourly	77.3459	81.2132	85.2739	89.5376	94.0145	98.7152
		Bi-weekly	6,187.67	6,497.06	6,821.91	7,163.01	7,521.16	7,897.22
		Monthly	13,406.62	14,076.96	14,780.80	15,519.84	16,295.84	17,110.64
		Annual	160,879.49	168,923.46	177,369.63	186,238.11	195,550.12	205,327.62
W12	Edu. 1 + Swat + Long 2	Hourly	80.8939	84.9386	89.1855	93.6448	98.3270	103.2434
		Bi-weekly	6,471.51	6,795.09	7,134.84	7,491.58	7,866.16	8,259.47
		Monthly	14,021.61	14,722.69	15,458.82	16,231.76	17,043.35	17,895.52
		Annual	168,259.28	176,672.24	185,505.85	194,781.14	204,520.24	214,746.26
W13	Edu. 1 + Swat + Biling	Hourly	74.5075	78.2329	82.1445	86.2518	90.5644	95.0926
		Bi-weekly	5,960.60	6,258.63	6,571.56	6,900.14	7,245.15	7,607.41
		Monthly	12,914.64	13,560.37	14,238.39	14,950.31	15,697.83	16,482.72
		Annual	154,975.65	162,724.43	170,860.65	179,403.68	188,373.93	197,792.63
W14	Edu. 1 + Long 1 + Biling	Hourly	77.3459	81.2132	85.2739	89.5376	94.0145	98.7152
		Bi-weekly	6,187.67	6,497.06	6,821.91	7,163.01	7,521.16	7,897.22
		Monthly	13,406.62	14,076.96	14,780.80	15,519.84	16,295.84	17,110.64
		Annual	160,879.49	168,923.46	177,369.63	186,238.11	195,550.12	205,327.62
W15	Edu. 1 + Long 2 + Biling	Hourly	80.8939	84.9386	89.1855	93.6448	98.3270	103.2434
		Bi-weekly	6,471.51	6,795.09	7,134.84	7,491.58	7,866.16	8,259.47
		Monthly	14,021.61	14,722.69	15,458.82	16,231.76	17,043.35	17,895.52
		Annual	168,259.28	176,672.24	185,505.85	194,781.14	204,520.24	214,746.26
W16	Edu. 1 + MC + Swat + Long 1	Hourly	79.1199	83.0759	87.2297	91.5912	96.1708	100.9793
		Bi-weekly	6,329.59	6,646.07	6,978.38	7,327.30	7,693.66	8,078.34
		Monthly	13,714.11	14,399.82	15,119.81	15,875.80	16,669.60	17,503.08
		Annual	164,569.37	172,797.84	181,437.73	190,509.62	200,035.18	210,036.94
W17	Edu. 1 + MC + Swat + Long 2	Hourly	82.6679	86.8013	91.1413	95.6984	100.4833	105.5075
		Bi-weekly	6,613.43	6,944.10	7,291.30	7,655.87	8,038.67	8,440.60
		Monthly	14,329.10	15,045.55	15,797.83	16,587.72	17,417.11	18,287.96
		Annual	171,949.17	180,546.63	189,573.96	199,052.66	209,005.31	219,455.57
W18	Edu. 1 + MC + Swat + Biling	Hourly	76.2815	80.0956	84.1004	88.3054	92.7207	97.3567
		Bi-weekly	6,102.52	6,407.65	6,728.03	7,064.43	7,417.65	7,788.54
		Monthly	13,222.13	13,883.24	14,577.40	15,306.27	16,071.58	16,875.16
		Annual	158,665.54	166,598.82	174,928.76	183,675.20	192,858.99	202,501.94
W19	Edu. 1 + Swat + Long 1 + Biling	Hourly	78.0555	81.9583	86.0562	90.3590	94.8770	99.6208
		Bi-weekly	6,244.44	6,556.66	6,884.50	7,228.72	7,590.16	7,969.66
		Monthly	13,529.62	14,206.10	14,916.41	15,662.23	16,445.34	17,267.60
		Annual	162,355.45	170,473.22	178,996.88	187,946.72	197,344.06	207,211.26
W20	Edu. 1 + Swat + Long 2 + Biling	Hourly	81.6035	85.6837	89.9678	94.4662	99.1895	104.1490
		Bi-weekly	6,528.28	6,854.70	7,197.42	7,557.30	7,935.16	8,331.92
		Monthly	14,144.60	14,851.83	15,594.43	16,374.15	17,192.85	18,052.49
		Annual	169,735.24	178,222.00	187,133.10	196,489.75	206,314.18	216,629.89
W21	Edu. 2	Hourly	74.5075	78.2329	82.1445	86.2518	90.5644	95.0926
		Bi-weekly	5,960.60	6,258.63	6,571.56	6,900.14	7,245.15	7,607.41

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Monthly	12,914.64	13,560.37	14,238.39	14,950.31	15,697.83	16,482.72
		Annual	154,975.65	162,724.43	170,860.65	179,403.68	188,373.93	197,792.63
	POLICE CAPTAIN							
W22	Edu. 2 + MC	Hourly	76.2815	80.0956	84.1004	88.3054	92.7207	97.3567
		Bi-weekly	6,102.52	6,407.65	6,728.03	7,064.43	7,417.65	7,788.54
		Monthly	13,222.13	13,883.24	14,577.40	15,306.27	16,071.58	16,875.16
		Annual	158,665.54	166,598.82	174,928.76	183,675.20	192,858.99	202,501.94
W23	Edu. 2 + Swat	Hourly	75.2171	78.9780	82.9269	87.0732	91.4269	95.9982
		Bi-weekly	6,017.37	6,318.24	6,634.15	6,965.86	7,314.15	7,679.86
		Monthly	13,037.63	13,689.52	14,373.99	15,092.69	15,847.32	16,639.69
		Annual	156,451.61	164,274.19	172,487.90	181,112.29	190,167.87	199,676.26
W24	Edu. 2 + Long 1	Hourly	78.0555	81.9583	86.0562	90.3590	94.8770	99.6208
		Bi-weekly	6,244.44	6,556.66	6,884.50	7,228.72	7,590.16	7,969.66
		Monthly	13,529.62	14,206.10	14,916.41	15,662.23	16,445.34	17,267.60
		Annual	162,355.45	170,473.22	178,996.88	187,946.72	197,344.06	207,211.26
W25	Edu. 2 + Long 2	Hourly	81.6035	85.6837	89.9678	94.4662	99.1895	104.1490
		Bi-weekly	6,528.28	6,854.70	7,197.42	7,557.30	7,935.16	8,331.92
		Monthly	14,144.60	14,851.83	15,594.43	16,374.15	17,192.85	18,052.49
		Annual	169,735.24	178,222.00	187,133.10	196,489.75	206,314.18	216,629.89
W26	Edu. 2 + Biling	Hourly	75.2171	78.9780	82.9269	87.0732	91.4269	95.9982
		Bi-weekly	6,017.37	6,318.24	6,634.15	6,965.86	7,314.15	7,679.86
		Monthly	13,037.63	13,689.52	14,373.99	15,092.69	15,847.32	16,639.69
		Annual	156,451.61	164,274.19	172,487.90	181,112.29	190,167.87	199,676.26
W27	Edu. 2 + MC + Swat	Hourly	76.9911	80.8407	84.8827	89.1268	93.5831	98.2623
		Bi-weekly	6,159.29	6,467.26	6,790.62	7,130.14	7,486.65	7,860.98
		Monthly	13,345.13	14,012.38	14,713.00	15,448.65	16,221.08	17,032.13
		Annual	160,141.50	168,148.58	176,556.01	185,383.81	194,652.93	204,385.58
W28	Edu. 2 + MC + Long 1	Hourly	79.8295	83.8210	88.0120	92.4126	97.0332	101.8849
		Bi-weekly	6,386.36	6,705.68	7,040.96	7,393.01	7,762.66	8,150.79
		Monthly	13,837.11	14,528.97	15,255.42	16,018.19	16,819.09	17,660.05
		Annual	166,045.33	174,347.60	183,064.98	192,218.23	201,829.12	211,920.57
W29	Edu. 2 + MC + Long 2	Hourly	83.3775	87.5463	91.9237	96.5198	101.3458	106.4131
		Bi-weekly	6,670.20	7,003.70	7,353.90	7,721.58	8,107.66	8,513.05
		Monthly	14,452.09	15,174.70	15,933.43	16,730.11	17,566.60	18,444.93
		Annual	173,425.12	182,096.38	191,201.20	200,761.26	210,799.24	221,339.21
W30	Edu. 2 + MC + Biling	Hourly	76.9911	80.8407	84.8827	89.1268	93.5831	98.2623
		Bi-weekly	6,159.29	6,467.26	6,790.62	7,130.14	7,486.65	7,860.98
		Monthly	13,345.13	14,012.38	14,713.00	15,448.65	16,221.08	17,032.13
		Annual	160,141.50	168,148.58	176,556.01	185,383.81	194,652.93	204,385.58
W31	Edu. 2 + Swat + Long 1	Hourly	78.7651	82.7033	86.8385	91.1804	95.7394	100.5264
		Bi-weekly	6,301.21	6,616.26	6,947.08	7,294.43	7,659.15	8,042.11
		Monthly	13,652.62	14,335.25	15,052.01	15,804.61	16,594.83	17,424.57
		Annual	163,831.39	172,022.96	180,624.11	189,655.32	199,137.99	209,094.89
W32	Edu. 2 + Swat + Long 2	Hourly	82.3131	86.4287	90.7502	95.2877	100.0521	105.0547
		Bi-weekly	6,585.05	6,914.30	7,260.02	7,623.02	8,004.17	8,404.38
		Monthly	14,267.60	14,980.98	15,730.03	16,516.53	17,342.36	18,209.48
		Annual	171,211.18	179,771.74	188,760.33	198,198.35	208,108.34	218,513.75
W33	Edu. 2 + Swat + Biling	Hourly	75.9267	79.7230	83.7092	87.8947	92.2894	96.9039
		Bi-weekly	6,074.14	6,377.84	6,696.74	7,031.58	7,383.15	7,752.31
		Monthly	13,160.63	13,818.66	14,509.60	15,235.08	15,996.84	16,796.68

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Annual	157,927.56	165,823.94	174,115.14	182,820.90	191,962.02	201,560.13
	POLICE CAPTAIN							
W34	Edu. 2 + Long 1 + Biling	Hourly	78.7651	82.7033	86.8385	91.1804	95.7394	100.5264
		Bi-weekly	6,301.21	6,616.26	6,947.08	7,294.43	7,659.15	8,042.11
		Monthly	13,652.62	14,335.25	15,052.01	15,804.61	16,594.83	17,424.57
		Annual	163,831.39	172,022.96	180,624.11	189,655.32	199,137.99	209,094.89
W35	Edu. 2 + Long 2 + Biling	Hourly	82.3131	86.4287	90.7502	95.2877	100.0521	105.0547
		Bi-weekly	6,585.05	6,914.30	7,260.02	7,623.02	8,004.17	8,404.38
		Monthly	14,267.60	14,980.98	15,730.03	16,516.53	17,342.36	18,209.48
		Annual	171,211.18	179,771.74	188,760.33	198,198.35	208,108.34	218,513.75
W36	Edu. 2 + MC + Swat + Long 1	Hourly	80.5391	84.5660	88.7943	93.2341	97.8958	102.7906
		Bi-weekly	6,443.13	6,765.28	7,103.54	7,458.73	7,831.66	8,223.25
		Monthly	13,960.11	14,658.11	15,391.02	16,160.57	16,968.61	17,817.04
		Annual	167,521.30	175,897.36	184,692.23	193,926.84	203,623.27	213,804.44
W37	Edu. 2 + MC + Swat + Long 2	Hourly	84.0871	88.2914	92.7060	97.3413	102.2084	107.3188
		Bi-weekly	6,726.97	7,063.31	7,416.48	7,787.30	8,176.67	8,585.50
		Monthly	14,575.09	15,303.85	16,069.04	16,872.49	17,716.12	18,601.92
		Annual	174,901.09	183,646.14	192,828.45	202,469.87	212,593.40	223,223.07
W38	Edu. 2 + MC + Swat + Biling	Hourly	77.7007	81.5857	85.6650	89.9483	94.4457	99.1680
		Bi-weekly	6,216.06	6,526.86	6,853.20	7,195.86	7,555.66	7,933.44
		Monthly	13,468.12	14,141.53	14,848.60	15,591.03	16,370.59	17,189.12
		Annual	161,617.46	169,698.33	178,183.25	187,092.41	196,447.09	206,269.44
W39	Edu. 2 + Swat + Long 1 + Biling	Hourly	79.4747	83.4484	87.6208	92.0019	96.6020	101.4321
		Bi-weekly	6,357.98	6,675.87	7,009.66	7,360.15	7,728.16	8,114.57
		Monthly	13,775.61	14,464.39	15,187.61	15,946.99	16,744.35	17,581.56
		Annual	165,307.35	173,572.72	182,251.36	191,363.93	200,932.15	210,978.76
W40	Edu. 2 + Swat + Long 2 + Biling	Hourly	83.0227	87.1738	91.5325	96.1091	100.9146	105.9603
		Bi-weekly	6,641.82	6,973.90	7,322.60	7,688.73	8,073.16	8,476.82
		Monthly	14,390.60	15,110.13	15,865.63	16,658.91	17,491.86	18,366.45
		Annual	172,687.14	181,321.50	190,387.58	199,906.96	209,902.27	220,397.39
W41	MC	Hourly	72.7335	76.3702	80.1887	84.1982	88.4081	92.8285
		Bi-weekly	5,818.68	6,109.62	6,415.10	6,735.86	7,072.65	7,426.28
		Monthly	12,607.15	13,237.50	13,899.38	14,594.35	15,324.07	16,090.28
		Annual	151,285.75	158,850.04	166,792.54	175,132.17	183,888.87	193,083.31
W42	MC + Swat	Hourly	73.4431	77.1153	80.9710	85.0196	89.2706	93.7341
		Bi-Weekly	5,875.45	6,169.22	6,477.68	6,801.57	7,141.65	7,498.73
		Monthly	12,730.14	13,366.65	14,034.98	14,736.73	15,473.57	16,247.25
		Annual	152,761.70	160,399.79	168,419.78	176,840.77	185,682.81	194,966.95
W43	MC + Long 1	Hourly	76.2815	80.0956	84.1004	88.3054	92.7207	97.3567
		Bi-Weekly	6,102.52	6,407.65	6,728.03	7,064.43	7,417.65	7,788.54
		Monthly	13,222.13	13,883.24	14,577.40	15,306.27	16,071.58	16,875.16
		Annual	158,665.54	166,598.82	174,928.76	183,675.20	192,858.99	202,501.94
W44	MC + Long 2	Hourly	79.8295	83.8210	88.0120	92.4126	97.0332	101.8849
		Bi-Weekly	6,386.36	6,705.68	7,040.96	7,393.01	7,762.66	8,150.79
		Monthly	13,837.11	14,528.97	15,255.42	16,018.19	16,819.09	17,660.05
		Annual	166,045.33	174,347.60	183,064.98	192,218.23	201,829.12	211,920.57
	POLICE CAPTAIN							
W45	MC + Biling	Hourly	73.4431	77.1153	80.9710	85.0196	89.2706	93.7341
		Bi-Weekly	5,875.45	6,169.22	6,477.68	6,801.57	7,141.65	7,498.73
		Monthly	12,730.14	13,366.65	14,034.98	14,736.73	15,473.57	16,247.25
		Annual	152,761.70	160,399.79	168,419.78	176,840.77	185,682.81	194,966.95

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
W46	MC + Swat + Long 1	Hourly	76.9911	80.8407	84.8827	89.1268	93.5831	98.2623
		Bi-Weekly	6,159.29	6,467.26	6,790.62	7,130.14	7,486.65	7,860.98
		Monthly	13,345.13	14,012.38	14,713.00	15,448.65	16,221.08	17,032.13
		Annual	160,141.50	168,148.58	176,556.01	185,383.81	194,652.93	204,385.58
W47	MC + Swat + Long 2	Hourly	80.5391	84.5660	88.7943	93.2341	97.8958	102.7906
		Bi-Weekly	6,443.13	6,765.28	7,103.54	7,458.73	7,831.66	8,223.25
		Monthly	13,960.11	14,658.11	15,391.02	16,160.57	16,968.61	17,817.04
		Annual	167,521.30	175,897.36	184,692.23	193,926.84	203,623.27	213,804.44
W48	MC + Swat + Biling	Hourly	74.1527	77.8604	81.7534	85.8410	90.1331	94.6397
		Bi-Weekly	5,932.22	6,228.83	6,540.27	6,867.28	7,210.64	7,571.18
		Monthly	12,853.14	13,495.80	14,170.59	14,879.12	15,623.06	16,404.22
		Annual	154,237.67	161,949.55	170,047.03	178,549.38	187,476.74	196,850.58
W49	MC + Long 1 + Biling	Hourly	76.9911	80.8407	84.8827	89.1268	93.5831	98.2623
		Bi-Weekly	6,159.29	6,467.26	6,790.62	7,130.14	7,486.65	7,860.98
		Monthly	13,345.13	14,012.38	14,713.00	15,448.65	16,221.08	17,032.13
		Annual	160,141.50	168,148.58	176,556.01	185,383.81	194,652.93	204,385.58
W50	MC + Long 2 + Biling	Hourly	80.5391	84.5660	88.7943	93.2341	97.8958	102.7906
		Bi-Weekly	6,443.13	6,765.28	7,103.54	7,458.73	7,831.66	8,223.25
		Monthly	13,960.11	14,658.11	15,391.02	16,160.57	16,968.61	17,817.04
		Annual	167,521.30	175,897.36	184,692.23	193,926.84	203,623.27	213,804.44
W51	MC + Swat + Long 1 + Biling	Hourly	77.7007	81.5857	85.6650	89.9483	94.4457	99.1680
		Bi-Weekly	6,216.06	6,526.86	6,853.20	7,195.86	7,555.66	7,933.44
		Monthly	13,468.12	14,141.53	14,848.60	15,591.03	16,370.59	17,189.12
		Annual	161,617.46	169,698.33	178,183.25	187,092.41	196,447.09	206,269.44
W52	MC + Swat + Long 2 + Biling	Hourly	81.2487	85.3111	89.5767	94.0555	98.7583	103.6962
		Bi-Weekly	6,499.90	6,824.89	7,166.14	7,524.44	7,900.66	8,295.70
		Monthly	14,083.10	14,787.26	15,526.62	16,302.95	17,118.10	17,974.01
		Annual	168,997.25	177,447.11	186,319.47	195,635.44	205,417.21	215,688.07
W53	Swat	Hourly	71.6691	75.2526	79.0152	82.9660	87.1143	91.4700
		Bi-weekly	5,733.53	6,020.21	6,321.22	6,637.28	6,969.14	7,317.60
		Monthly	12,422.65	13,043.78	13,695.97	14,380.77	15,099.81	15,854.80
		Annual	149,071.82	156,525.41	164,351.68	172,569.26	181,197.74	190,257.63
W54	Swat + Long 1	Hourly	75.2171	78.9780	82.9269	87.0732	91.4269	95.9982
		Bi-Weekly	6,017.37	6,318.24	6,634.15	6,965.86	7,314.15	7,679.86
		Monthly	13,037.63	13,689.52	14,373.99	15,092.69	15,847.32	16,639.69
		Annual	156,451.61	164,274.19	172,487.90	181,112.29	190,167.87	199,676.26
W55	Swat + Long 2	Hourly	78.7651	82.7033	86.8385	91.1804	95.7394	100.5264
		Bi-Weekly	6,301.21	6,616.26	6,947.08	7,294.43	7,659.15	8,042.11
		Monthly	13,652.62	14,335.25	15,052.01	15,804.61	16,594.83	17,424.57
		Annual	163,831.39	172,022.96	180,624.11	189,655.32	199,137.99	209,094.89
W56	Swat + Biling	Hourly	72.3787	75.9977	79.7976	83.7874	87.9768	92.3756
		Bi-Weekly	5,790.30	6,079.82	6,383.81	6,702.99	7,038.14	7,390.05
		Monthly	12,545.65	13,172.93	13,831.58	14,523.16	15,249.31	16,011.77
		Annual	150,547.76	158,075.15	165,978.91	174,277.86	182,991.68	192,141.27
	POLICE CAPTAIN							
W57	Swat + Long 1 + Biling	Hourly	75.9267	79.7230	83.7092	87.8947	92.2894	96.9039
		Bi-Weekly	6,074.14	6,377.84	6,696.74	7,031.58	7,383.15	7,752.31
		Monthly	13,160.63	13,818.66	14,509.60	15,235.08	15,996.84	16,796.68
		Annual	157,927.56	165,823.94	174,115.14	182,820.90	191,962.02	201,560.13

Range Number	Classification Title		Entry					Maximum
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
W58	Swat + Long 2 + Biling	Hourly	79.4747	83.4484	87.6208	92.0019	96.6020	101.4321
		Bi-Weekly	6,357.98	6,675.87	7,009.66	7,360.15	7,728.16	8,114.57
		Monthly	13,775.61	14,464.39	15,187.61	15,946.99	16,744.35	17,581.56
		Annual	165,307.35	173,572.72	182,251.36	191,363.93	200,932.15	210,978.76
W59	Long 1	Hourly	74.5075	78.2329	82.1445	86.2518	90.5644	95.0926
		Bi-weekly	5,960.60	6,258.63	6,571.56	6,900.14	7,245.15	7,607.41
		Monthly	12,914.64	13,560.37	14,238.39	14,950.31	15,697.83	16,482.72
		Annual	154,975.65	162,724.43	170,860.65	179,403.68	188,373.93	197,792.63
W60	Biling + Long 1	Hourly	75.2171	78.9780	82.9269	87.0732	91.4269	95.9982
		Bi-Weekly	6,017.37	6,318.24	6,634.15	6,965.86	7,314.15	7,679.86
		Monthly	13,037.63	13,689.52	14,373.99	15,092.69	15,847.32	16,639.69
		Annual	156,451.61	164,274.19	172,487.90	181,112.29	190,167.87	199,676.26
W61	Long 2	Hourly	78.0555	81.9583	86.0562	90.3590	94.8770	99.6208
		Bi-weekly	6,244.44	6,556.66	6,884.50	7,228.72	7,590.16	7,969.66
		Monthly	13,529.62	14,206.10	14,916.41	15,662.23	16,445.34	17,267.60
		Annual	162,355.45	170,473.22	178,996.88	187,946.72	197,344.06	207,211.26
W62	Biling + Long 2	Hourly	78.7651	82.7033	86.8385	91.1804	95.7394	100.5264
		Bi-Weekly	6,301.21	6,616.26	6,947.08	7,294.43	7,659.15	8,042.11
		Monthly	13,652.62	14,335.25	15,052.01	15,804.61	16,594.83	17,424.57
		Annual	163,831.39	172,022.96	180,624.11	189,655.32	199,137.99	209,094.89
W63	Biling	Hourly	71.6691	75.2526	79.0152	82.9660	87.1143	91.4700
		Bi-weekly	5,733.53	6,020.21	6,321.22	6,637.28	6,969.14	7,317.60
		Monthly	12,422.65	13,043.78	13,695.97	14,380.77	15,099.81	15,854.80
		Annual	149,071.82	156,525.41	164,351.68	172,569.26	181,197.74	190,257.63
W64	Edu. 2 + MC + Long 1 + Biling	Hourly	80.5391	84.5660	88.7943	93.2341	97.8958	102.7906
		Bi-weekly	6,443.13	6,765.28	7,103.54	7,458.73	7,831.66	8,223.25
		Monthly	13,960.11	14,658.11	15,391.02	16,160.57	16,968.61	17,817.04
		Annual	167,521.30	175,897.36	184,692.23	193,926.84	203,623.27	213,804.44
W65	Edu. 2 + MC + Long 2 + Biling	Hourly	84.0871	88.2914	92.7060	97.3413	102.2084	107.3188
		Bi-weekly	6,726.97	7,063.31	7,416.48	7,787.30	8,176.67	8,585.50
		Monthly	14,575.09	15,303.85	16,069.04	16,872.49	17,716.12	18,601.92
		Annual	174,901.09	183,646.14	192,828.45	202,469.87	212,593.40	223,223.07



DATE: July 12, 2022
TO: Mayor and Members of the City Council
FROM: Mike Malone, City Manager
SUBJECT: ACTIONS RELATED TO THE INCREASE OF SEVEN-EIGHTHS (0.875) OF ONE CENT TRANSACTION AND USE TAX ON THE NOVEMBER 8, 2022 BALLOT INCLUDING INTRODUCTION OF AN ORDINANCE AMENDING CHAPTER 3.09 OF THE VALLEJO MUNICIPAL CODE AND THE NECESSARY ASSOCIATED RESOLUTIONS

RECOMMENDATION

1. Introduction of an Ordinance amending Chapter 3.09 of the Vallejo Municipal Code; and
2. Adopt a resolution calling for and ordering the submission to the qualified electors of the City of Vallejo on November 8, 2022, a measure relating to a proposed ordinance amending Chapter 3.09 of the Vallejo Municipal Code related to the Vallejo Safe Streets and Essential Services Measure. To maintain critical city services, such as keeping public spaces healthy/safe/clean; maintaining fire protection/emergency medical response/crime prevention; addressing homelessness/blight/dumping; repairing deteriorating neighborhood streets/roads/sidewalks; and for general government use; shall the City of Vallejo adopt a measure establishing a 0.875% sales tax, providing \$18,000,000 annually until ended by voters, requiring audits, independent citizen oversight, and all funds legally required to be spent; and
3. Adopt a resolution providing for the filing of ballot arguments for a City measure amending chapter 3.09 of the Vallejo Municipal Code relating to establishing a seven-eighths (0.875) cent transactions and use tax for general purposes and directing the City Attorney to prepare an impartial analysis; and
4. Adopt a resolution providing for the filing of rebuttal arguments with respect to a City measure amending Chapter 3.09 of the Vallejo Municipal Code relating to establishing a seven-eighths (.875) cent transactions and use for general purposes to be submitted to the voters at the general municipal election to be held on Tuesday November 8, 2022.
5. Adopt a resolution approving spending priorities related to revenues derived from the establishment of a seven-eighths (0.875) of one cent general purpose revenue measure.
6. **Do not adopt** the following: **a)** A resolution calling for and ordering the submission to the qualified electors of the City of Vallejo an advisory measure relating to spending priorities for revenues derived from the establishment of a seven-eighths (0.875) of one cent general purpose revenue measure subject to the approval of the voters on the November 8, 2022 ballot. **b)** A resolution providing for the filing of ballot arguments for a City measure relating to an advisory measure on spending priorities for revenues derived from the establishment of a seven-eighths (0.875) of one cent general purpose revenue measure and directing the City Attorney to prepare an impartial analysis. **c)** A resolution providing for the filing of rebuttal arguments with respect to an advisory measure on spending priorities for revenues derived from the establishment of a seven-eighths (0.875) of one cent general purpose revenue measure.

REASONS FOR RECOMMENDATION

The city's roads, public spaces, and buildings are in poor condition and disrepair. The 5-Year Pavement Condition Index (PCI), which uses a scale of 0-100, projects that Vallejo roads will be at 39 PCI (failing condition) by 2027 without additional funding. Furthermore, other quality of life services identified by the

Subject: ACTIONS RELATED TO THE INCREASE OF SEVEN-EIGHTHS (0.875) OF ONE CENT TRANSACTION AND USE TAX ON THE NOVEMBER 8, 2022 BALLOT INCLUDING INTRODUCTION OF AN ORDINANCE AMENDING CHAPTER 3.09 OF THE VALLEJO MUNICIPAL CODE AND THE NECESSARY ASSOCIATED RESOLUTIONS

community, such as addressing homelessness, blight and illegal dumping, fire protection, and crime prevention services, are significantly underfunded and have been identified as a priority for the community. On June 7, 2022, City Council received the results of a community survey, which indicated the potential viability of a local revenue measure. If enacted, the measure would establish a seven-eighths (0.875%) sales tax and generate approximately 18 million dollars annually, which can be allocated to maintain and improve city infrastructure and critical services.

Specifically, staff recommends advisory spending priorities but NOT an advisory voter measure. Unfortunately, in other cities, such as the case with Redding and Paso Robles, in recent years the placement of two measures on the ballot can be confusing for voters, which resulted in an outcome of a “yes” vote on the advisory measure and a “no” vote on the base funding measure itself, rendering the outcome moot. However, staff do not recommend the adoption of a resolution by the City Council setting forth the spending priorities which would have been part of the advisory measure. Such a resolution is included herein as an option for the Council’s consideration.

BACKGROUND AND DISCUSSION

On June 7, 2022, the City Council received an update on recent independent public opinion research assessing the community’s priorities, as well as gauging interest in a potential local revenue measure. Key findings of the research were presented to the Council, including feedback from participants regarding priority services.

In addition to questions regarding priorities for funding, the viability of a local revenue measure was assessed, with results indicating marginal viability, specifically for a general purpose measure. The language of the measure, which has been reviewed by the City Attorney, is as follows:

City of Vallejo Safe Streets and Essential Services Measure. To maintain critical city services, such as keeping public spaces healthy/safe/clean; maintaining fire protection/emergency medical response/crime prevention; addressing homelessness/blight/dumping; repairing deteriorating neighborhood streets/roads/sidewalks; and for general government use; shall the City of Vallejo adopt a measure establishing a 0.875% sales tax, providing \$18,000,000 annually until ended by voters, requiring audits, independent citizen oversight, and all funds legally required to be spent locally?

Community Priorities

The following outlines the needs and priorities identified by the Vallejo community for the use of additional local funding if the City Council places a local revenue measure on the November 2022 ballot. The City would use this information to guide its spending allocations, should the measure be enacted:

Community Identified Needs and Priorities

Quality of Life/Public Safety

Fire Protection & Emergency Response

Maintain essential fire protection, emergency medical response, and crime prevention programs. Address emergency response times that have exceeded national standards in recent years.

Addressing Homelessness

Continue to maintain the navigation center for people experiencing homelessness, including veterans and seniors, and connect them with the services, shelter and support they need while ensuring our

local businesses, neighborhoods, and public areas are safe and secure for everyone.

Keep Public Spaces Healthy, Safe, and Clean

Prevent blight and maintain public spaces such as parks that have become rundown, and which provide areas for illegal activities and dumping of trash.

Safe Streets

Repairing Streets

Repair deteriorating neighborhood streets, roads and sidewalks to prevent costly damage to cars, further road deterioration, and increase community safety and quality of life.

Safe Streets for All

Fix potholes, crumbling sidewalks, dangerous intersections, and crosswalks to provide safe routes to schools, better accessibility for seniors and people living with disabilities, and safer streets for all drivers, bicyclists and pedestrians.

Fiscal Stewardship

Make essential road repairs on over 400 lane miles of local roads identified by independent experts as among the worst in the Bay Area, before they become more hazardous and more expensive to fix.

Timeline

- July 26, 2022 – Adoption of an ordinance amending Chapter 3.09 of the Vallejo Municipal Code establishing a seven-eighths (0.875) cent transaction and use tax for general purposes, subject to the approval of the voters on the November 8, 2022 ballot
- August – October, 2022 – Public education on proposed ballot measure
- August 2022 – Ballot arguments & rebuttals due; City Attorney prepares impartial analysis; Board of Supervisors approval of resolution consolidating election.
- November 8, 2022 – Election Day.

Public Education

Staff would anticipate a permissible public information program to inform the community about the measure. Information would likely be disseminated via City online communication vehicles, water bill inserts, direct mail, digital platforms and presentations by City executive team members and managers to professional and neighborhood associations, as well as community groups. Additionally, as is the current practice, updates would be provided in regular City communications via the website, social media, etc.

FISCAL IMPACT

A seven-eighths (0.875) cent sales tax measure is expected to generate \$18 million per year going forward, though it may rise or fall depending on the state of the economy. Revenues are used to support community services based on current taxable sales volume in Vallejo. The cost of placing this measure on the November 8, 2022 ballot is estimated at \$100,000, which includes the \$16,669 cost quoted by the Registrar of Voters to place a measure on the ballot, as well as cost for voter information, all of which can be paid from the adopted FY 22-23 General Fund election costs budget.

If approved by voters on November 8, 2022, it is estimated that the tax would become effective on April 1,

Subject: ACTIONS RELATED TO THE INCREASE OF SEVEN-EIGHTHS (0.875) OF ONE CENT TRANSACTION AND USE TAX ON THE NOVEMBER 8, 2022 BALLOT INCLUDING INTRODUCTION OF AN ORDINANCE AMENDING CHAPTER 3.09 OF THE VALLEJO MUNICIPAL CODE AND THE NECESSARY ASSOCIATED RESOLUTIONS

2023.

ENVIRONMENTAL REVIEW

This action is exempt from the California Environmental Quality Act (CEQA) because it is not a project which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, pursuant to CEQA Guideline section 15378.

ATTACHMENTS

1.	3.09 Calling and Ordering Submission FINAL
2.	Resolution For Filing For FINAL
3.	Resolution for Rebuttals FINAL
4.	Resolution of Spending Authority FINAL
5.	Resolution for Advisory Measure FINAL
6.	Resolution Advisory Measure For FINAL
7.	Resolution for Advisory Measure Council Arguments FINAL
8.	Resolution of Advisory Measure Rebuttal FINAL
9.	2022 Vallejo Ballot Measure Survey - Public Summary

CONTACT

Terrance Davis, Assistant City Manager (707) 648-4301
Terrance Davis@cityofvallejo.net

RESOLUTION NO. 20-_____ N.C.

A RESOLUTION CALLING AND ORDERING THE SUBMISSION TO THE QUALIFIED ELECTORS OF THE CITY OF VALLEJO A MEASURE RELATING TO A PROPOSED ORDINANCE AMENDING CHAPTER 3.09 OF THE VALLEJO MUNICIPAL CODE RELATED TO VALLEJO SAFE STREETS AND ESSENTIAL SERVICES MEASURE. TO MAINTAIN CITY SERVICES, SUCH AS KEEPING PUBLIC SPACES HEALTHY/SAFE/CLEAN, ADDRESSING HOMELESSNESS/BLIGHT/DUMPING; REPAIRING DETERIORATING NEIGHBORHOOD STREETS/ROADS/SIDEWALKS, AND FOR GENERAL GOVERNMENT USE; SHALL THE CITY OF VALLEJO ADOPT A MEASURE ESTABLISHING A SEVEN-EIGHTS (.875) ¢ SALES TAX UNTIL ENDED BY VOTERS, PROVIDING APPROXIMATELY \$18,000,000 ANNUALLY, REQUIRING INDEPENDENT AUDITS, AND ALL FUNDS SPENT IN VALLEJO

City of Vallejo Safe Streets and Essential Services Measure. To maintain critical city services, such as keeping public spaces healthy/safe/clean; maintaining fire protection/emergency medical response/crime prevention; addressing homelessness/blight/dumping; repairing deteriorating neighborhood streets/roads/sidewalks; and for general government use; shall the City of Vallejo adopt a measure establishing a 0.875% sales tax, providing \$18,000,000 annually until ended by voters, requiring audits, independent citizen oversight, and all funds legally required to be spent locally?

WHEREAS, the City needs to effectively address our own unique local needs and community priorities; and

WHEREAS, the proposed measure includes strict accountability requirements including independent financial audits and public expenditure reports, with no funding that could be taken by the State; and

WHEREAS, the community has indicated repairing and repaving roads, keeping public spaces healthy, clean and safe; enforcing city ordinances, retaining and attracting local jobs and businesses, and addressing homelessness are important priorities; and

WHEREAS, in recent years, pavement conditions have deteriorated to failing standards and created hazardous conditions; and

WHEREAS, in response to the growing homelessness crisis the City has secured one-time funding to establish a navigation center to help people experiencing homelessness – including seniors and veterans – get access to services, shelter and support; and

WHEREAS, the City wishes to continue addressing homelessness in a compassionate manner and continue operating the navigation center while keeping the City safe; and

WHEREAS, Vallejo has some of the worst roads in the Bay Area, with half of the roads rating poor or very poor; and

WHEREAS, essential road repairs are needed immediately or they will only get more expensive to fix and more dangerous for residents, including first responders who need to reach people that need help quickly; and;

WHEREAS, a General Municipal election on Tuesday, November 8, 2022, was adopted by resolution on July 12, 2022; and

WHEREAS, on July 12, 2020, the City Council introduced and held the first reading of an Ordinance

Amending Vallejo Municipal Code Chapter 3.09 related to City of Vallejo Local Road and Essential Services Measure. To maintain critical city services, such as repairing, paving, and maintaining deteriorating local roads, city buildings, fire protection, code enforcement, and youth programs; address homelessness; and for general government use shall the City of Vallejo adopt a measure establishing a 0.875% sales tax, providing \$18,000,000 annually until ended by voters, requiring yearly audits, citizen oversight, and all funds legally required to be spent locally and

WHEREAS, the tax provided for by the proposed Ordinance shall be enacted solely to raise revenue for general purposes, and shall be placed into the City's General Fund, and is not intended for regulation; and

WHEREAS, the City Council desires, to submit to the voters at the November 8, 2022, General Municipal election a measure proposing a .875 percent transactions and use tax for general purposes; and

WHEREAS, if enacted, the Measure would provide a local revenue source and would increase the General Fund to provide services including, but not limited to, homelessness services; improved code enforcement; repairing potholes, local streets, public buildings and keeping public areas clean, well-maintained and free of graffiti and economic development; and

WHEREAS, Section 7285.9 of the California Revenue and Taxation Code authorizes any city to levy, increase or extend a transactions and use tax for general purposes at a rate of 0.125 percent, or a multiple thereof, subject to approval by a two-third vote of all members of the City Council and by a majority of the qualified voters of the City voting in an election on the issue; and

WHEREAS, Article XIII C, section 2(b) of the California Constitution requires that an election be held when a City council seeks voter approval of a new general tax and that said election be consolidated with a regularly scheduled general election for members of the City Council; and

WHEREAS, this Resolution proposes to the electorate the amendment of an ordinance which, if approved, would impose a tax on retail transactions involving sale and use of personal property. The tax rate would be an increase of (.875%) of the sales price of the property. The tax revenue would be collected by the California Department of Tax and Fee Administration and remitted to the City.

NOW, THEREFORE, THE COUNCIL OF THE CITY OF VALLEJO DOES RESOLVE, DECLARE, DETERMINE AND ORDER AS FOLLOWS, THAT:

SECTION 1. The City Council pursuant to its right and authority, does order to be submitted to the voters at the November 8, 2022 General Municipal election the following question:

THE VALLEJO SALES TAX MEASURE

City of Vallejo Safe Streets and Essential Services Measure. To maintain critical city services, such as keeping public spaces healthy/safe/clean; maintaining fire protection/emergency medical response/crime prevention; addressing homelessness/blight/dumping; repairing deteriorating neighborhood streets/roads/sidewalks; and for general government use; shall the City of Vallejo adopt a measure establishing a 0.875% sales tax, providing \$18,000,000 annually until ended by voters, requiring audits, independent citizen oversight, and all funds legally required to be spent locally?

YES

NO

SECTION 2. The proposed measure submitted to the voters is as attached in Exhibit 1 to this Resolution, which is incorporated herein by this reference.

SECTION 3. In all particulars not recited in this Resolution, the election shall be held and conducted as provided by law for holding municipal elections.

SECTION 4. Notice of the time and place of holding the election is given and the City Clerk is authorized, instructed and directed to give further or additional notice of the election, in time, form and manner as required by law.

SECTION 5. The City Clerk is hereby directed to file a certified copy of this Resolution with the Solano County Board of Supervisors and the Solano County Registrar of Voters.

Adopted by the City Council of the City of Vallejo at a regular meeting held on July 12, 2022 with the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

ROBERT H. MCCONNELL, MAYOR

ATTEST:

DAWN G. ABRAHAMSON, CITY CLERK

EXHIBIT A

Proposed Amended Transactions and Use Tax Ordinance

ORDINANCE NO. _____ N.C. (2d)

A PROPOSED ORDINANCE AMENDING CHAPTER 3.09 OF THE VALLEJO MUNICIPAL CODE RELATED TO VALLEJO SAFE STREETS AND ESSENTIAL SERVICES MEASURE. TO MAINTAIN CRITICAL CITY SERVICES, SUCH AS KEEPING PUBLIC SPACES HEALTHY/SAFE/CLEAN; MAINTAINING FIRE PROTECTION/EMERGENCY MEDICAL RESPONSE/CRIME PREVENTION; ADDRESSING HOMELESSNESS/BLIGHT/DUMPING; REPAIRING DETERIORATING NEIGHBORHOOD STREETS/ROADS/SIDEWALKS; AND FOR GENERAL GOVERNMENT USE; SHALL THE CITY OF VALLEJO ADOPT A MEASURE ESTABLISHING A 0.875% SALES TAX, PROVIDING \$18,000,000 ANNUALLY UNTIL ENDED BY VOTERS, REQUIRING AUDITS, INDEPENDENT CITIZEN OVERSIGHT, AND ALL FUNDS LEGALLY REQUIRED TO BE SPENT LOCALLY

Commented [ES1]: 75 words counting "City of Vallejo" as one word and including title

THE PEOPLE OF THE CITY OF VALLEJO DO ORDAIN AS FOLLOWS:

SECTION 1. Section 3.09.020 of the Vallejo Municipal Code is hereby amended to read as follows:

3.09.020 - Definitions.

For the purposes of this chapter the following terms shall have the meanings given in this section:

A. "City" means the incorporated territory of the city.

B. "Operative date" means the first day of the first calendar quarter commencing more than one hundred ten days after the adoption of this chapter and the approval by the voters of the city of a measure approving the imposition of a transaction and use tax; provided, that if the city shall not have contracted with the state board of equalization *California Department of Tax and Fee Administration* as required by [Section 3.09.040](#) prior to such date, the city shall nevertheless so contract and in such a case the operative date shall be the first day of the first calendar quarter following the execution of such a contract.

SECTION 2. Section 3.09.030 of the Vallejo Municipal Code is hereby amended to read as follows:

3.09.030 - Purpose.

The city council hereby declares that this chapter is adopted to achieve the

following, among other purposes, and directs that the provisions hereof be interpreted in order to accomplish those purposes:

A. To impose a retail transactions and use tax in accordance with the provisions of Part 1.6 (commencing with Section 7251) of Division 2 of the Revenue and Taxation Code and Section 7285.9 of Part 1.7 of Division 2 which authorizes the city to adopt this tax ordinance which shall be operative if a majority of the electors voting on the measure vote to approve the imposition of the tax at an election called for that purpose.

B. To adopt a retail transactions and use tax ordinance that incorporates provisions identical to those of the sales and use tax law of the State of California insofar as those provisions are not inconsistent with the requirements and limitations contained in Part 1.6 of Division 2 of the Revenue and Taxation Code.

C. To adopt a retail transactions and use tax ordinance that imposes a tax and provides a measure therefor that can be administered and collected by the **California Department of Tax and Fee Administration** in a manner that adapts itself as fully as practicable to, and requires the least possible deviation from, the existing statutory and administrative procedures followed by the **California Department of Tax and Fee Administration** in administering and collecting the California State Sales and Use Taxes.

D. To adopt a retail transactions and use tax ordinance that can be administered in a manner that will be, to the greatest degree possible, consistent with the provisions of Part 1.6 of Division 2 of the Revenue and Taxation Code, minimize the cost of collecting the transactions and use taxes, and at the same time, minimize the burden of recordkeeping upon persons subject to taxation under the provisions of this ordinance.

SECTION 3. Section 3.09.040 of the Vallejo Municipal Code is hereby amended to read as follows:

3.09.40 – Contract with State

Prior to the operative date, the city shall contract with the ~~state board of equalization~~ **California Department of Tax and Fee Administration** to perform all functions incident to the administration and operation of this chapter.

SECTION 4. Section 3.09.055 of the Vallejo Municipal Code is hereby added to read as follows:

3.09.055 - Imposition of additional transaction tax, transaction tax rate.

For the privilege of selling tangible personal property at retail, in addition to section 3.09.50 of this chapter, an additional tax is hereby imposed upon all retailers in the city at the rate of seven-eighths cent (.875%) of the gross receipts of any retailer from the sale of all tangible personal property sold at retail in said territory on and after the operative date.

SECTION 5. Section 3.09.060 of the Vallejo Municipal Code is hereby amended to read as follows:

3.09.060 - Place of sale.

For the purposes of this chapter, all retail sales are consummated at the place of business of the retailer unless the tangible personal property sold is delivered by the retailer or his agent to an out-of-state destination or to a common carrier for delivery to an out-of-state destination. The gross receipts from such sales shall include delivery charges, when such charges are subject to the state sales and use tax, regardless of the place to which delivery is made. In the event a retailer has no permanent place of business in the state or has more than one place of business, the place or places at which the retail sales are consummated shall be determined under rules and regulations to be prescribed and adopted by the state board of equalization **California Department of Tax and Fee Administration**.

SECTION 6. Section 3.09.075 of the Vallejo Municipal Code is hereby added to read as follows:

3.09.075 - Imposition of use tax, use tax rate.

In addition to section 3.09.70 of this chapter, an additional excise tax is hereby imposed on the storage, use or other consumption in the city of tangible personal property purchased from any retailer on and after the operative date and before the termination date for storage, use or other consumption in said territory at the rate of seven-eighths cent (.875%) of the sales price of the property. The sales price shall include delivery charges when such charges are subject to state sales or use tax regardless of the place to which delivery is made.

SECTION 7. Section 3.09.090 of the Vallejo Municipal Code is hereby amended to read as follows:

3.09.090 - Limitations on the adoption of state law and collection of use taxes.

In adopting the provisions of Part 1 of Division 2 of the Revenue and Taxation Code:

A. Wherever the state of California is named or referred to as the taxing agency, the name of the city shall be substituted therefor. However, the substitution shall not be made when:

1. The word "State" is used as a part of the title of the State Controller, State Treasurer, State Board of Control, State Board of Equalization, State Treasury, **California Department of Tax and Fee Administration**, or the Constitution of the State of California;

2. The result of that substitution would require action to be taken by or against this city or any agency, officer, or employee thereof rather than by or against the ~~state board of equalization~~ **California Department of Tax and Fee Administration**, in performing the functions incident to the administration or operation of this chapter.

3. In those sections, including, but not necessarily limited to, sections referring to the exterior boundaries of the state of California, where the result of the substitution would be to:

a. Provide an exemption from this tax with respect to certain sales, storage, use or other consumption of tangible personal property which would not otherwise be exempt from this tax while such sales, storage, use or other consumption remain subject to tax by the state under the provisions of Part 1 of Division 2 of the Revenue and Taxation Code; or

b. Impose this tax with respect to certain sales, storage, use or other consumption of tangible personal property which would not be subject to tax by the state under the said provision of that code.

4. In Sections 6701, 6702 (except in the last sentence thereof), 6711, 6715, 6737, 6797 or 6828 of the Revenue and Taxation Code.

B. The word "city" shall be substituted for the word "State" in the phrase "retailer engaged in business in this State" in Section 6203 and in the definition of that phrase in Section 6203.

SECTION 8. SEVERABILITY. If any provision of this Ordinance or the application thereof to any person or circumstance is held invalid, the remainder of the Ordinance and the application of such provision to other persons or circumstances shall not be affected thereby.

SECTION 9. CONSTRUCTION. To the extent the provisions of the Vallejo Municipal code as amended by this Ordinance are substantially the same as the provisions of that Code as it read earlier, those provisions shall be read as continuations of earlier enactments and not as new enactments.

SECTION 10. EFFECTIVE DATE. This Ordinance shall be submitted to the voters at an election to be held on November 8, 2022. Upon approval by a majority of the voters of the City voting on this Ordinance, this Ordinance shall take effect 10 days after the City Council certifies the result of the election, as provided by Elections Code section 9217, and the Transactions and Use Tax shall be increased as provided for in this Ordinance.

RESOLUTION NO. 20-_____ N.C.

A RESOLUTION PROVIDING FOR THE FILING OF BALLOT ARGUMENTS FOR A CITY MEASURE AMENDING CHAPTER 3.09 OF THE VALLEJO MUNICIPAL CODE RELATING TO ESTABLISHING A SEVEN-EIGHTHS (0.875) CENT TRANSACTIONS AND USE TAX FOR GENERAL PURPOSES AND DIRECTING THE CITY ATTORNEY TO PREPARE AN IMPARTIAL ANALYSIS

WHEREAS, a General Municipal election is to be held in the City of Vallejo on Tuesday, November 8, 2022, at which there will be submitted to the voters of said City a measure in substantially the following form:

	YES
City of Vallejo Safe Streets and Essential Services Measure. To maintain critical city services, such as keeping public spaces healthy/safe/clean; maintaining fire protection/emergency medical response/crime prevention programs; addressing homelessness/blight/dumping; repairing deteriorating neighborhood streets/roads/sidewalks; and for general government use; shall the City of Vallejo adopt a measure establishing a 0.875% sales tax, providing \$18,000,000 annually until ended by voters, requiring audits, independent citizen oversight, and all funds legally required to be spent locally?	NO

WHEREAS, Elections Code section 9280 authorizes the City Council to order the City Attorney to prepare an impartial analysis of the city measure qualifying for a place on the ballot; and

WHEREAS, Elections Code section 9282 authorizes the filing of written arguments for and against measures placed on the ballot by the legislative body, individual voter, or bona fide association of citizens, or combination of voters and associations, or individual voters who are eligible to vote on the measure, pursuant to Elections Code section 9287., and in accordance

with the Elections Code of the State of California, Section 9280, et seq., and may be changed until and including the date fixed by the City Clerk, after which no arguments for or against the measure may be submitted to the City Clerk.

SECTION 2. That, in accordance with Elections Code section 9286(b), the deadline for submitting arguments for or against the proposed ordinance shall be as established by the Registrar of Voters for the November 8, 2022 election, which is customarily seventy-eight (78) days prior to the election. The arguments shall be filed with the City Clerk, signed, with the printed name(s) and signature(s) of the author(s) submitting it, or if submitted on behalf of an organization, the name of the organization, and the printed name and signature of at least one of its principal officers who is the author of the argument.

SECTION 3. The City Council hereby directs the City Clerk to transmit a copy of the City Measure to the City Attorney. The City Attorney shall cause to be prepared an impartial analysis of the measure showing the effect of the measure on the existing law and the operation of the measure pursuant to Elections Code section 9289.

Adopted by the Council of the City of Vallejo at a regular meeting held on July 12, 2022 with the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

ROBERT H. MCCONNELL, MAYOR

DAWN G. ABRAHAMSON, CITY CLERK








Vallejo Voter Attitudes Toward Potential Finance Measures

*Key Findings of a Citywide Survey
Conducted May 19-26, 2022*



OPINION
RESEARCH
& STRATEGY

Survey Specifics and Methodology

Dates	May 19-26, 2022
Survey Type	Dual-mode Voter Survey
Research Population	Likely November 2022 Voters in the City of Vallejo
Total Interviews	564
Margin of Sampling Error	±4.9% at the 95% Confidence Level (Full Sample) ±6.9% at the 95% Confidence Level (Half Sample)
Contact Methods	 Telephone Calls  Email Invitations  Text Invitations
Data Collection Modes	 Telephone Interviews  Online Interviews
Languages	English, Spanish and Tagalog

(Note: Not All Results Will Sum to 100% Due to Rounding)

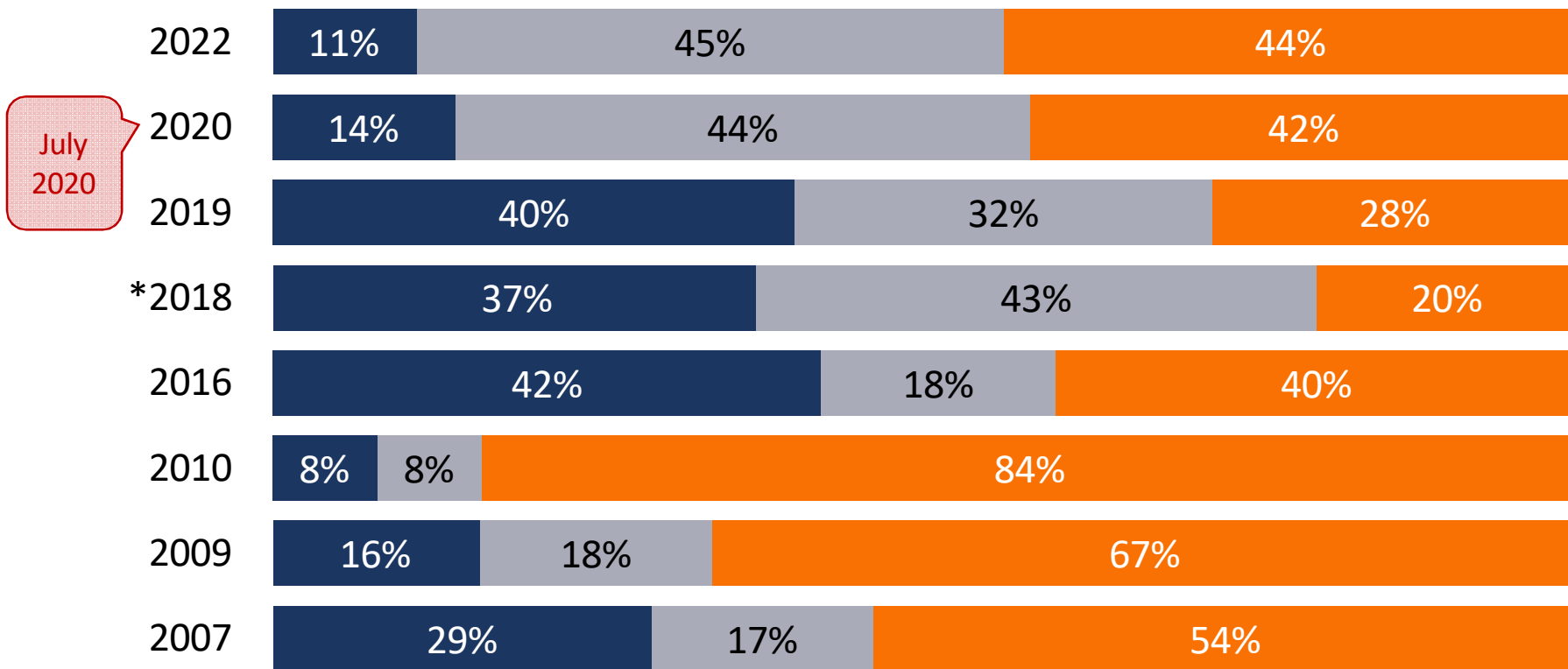


Views of Life in Vallejo

Pessimists about Vallejo's direction outnumber optimists four to one, though still at nowhere near the levels of 2010.

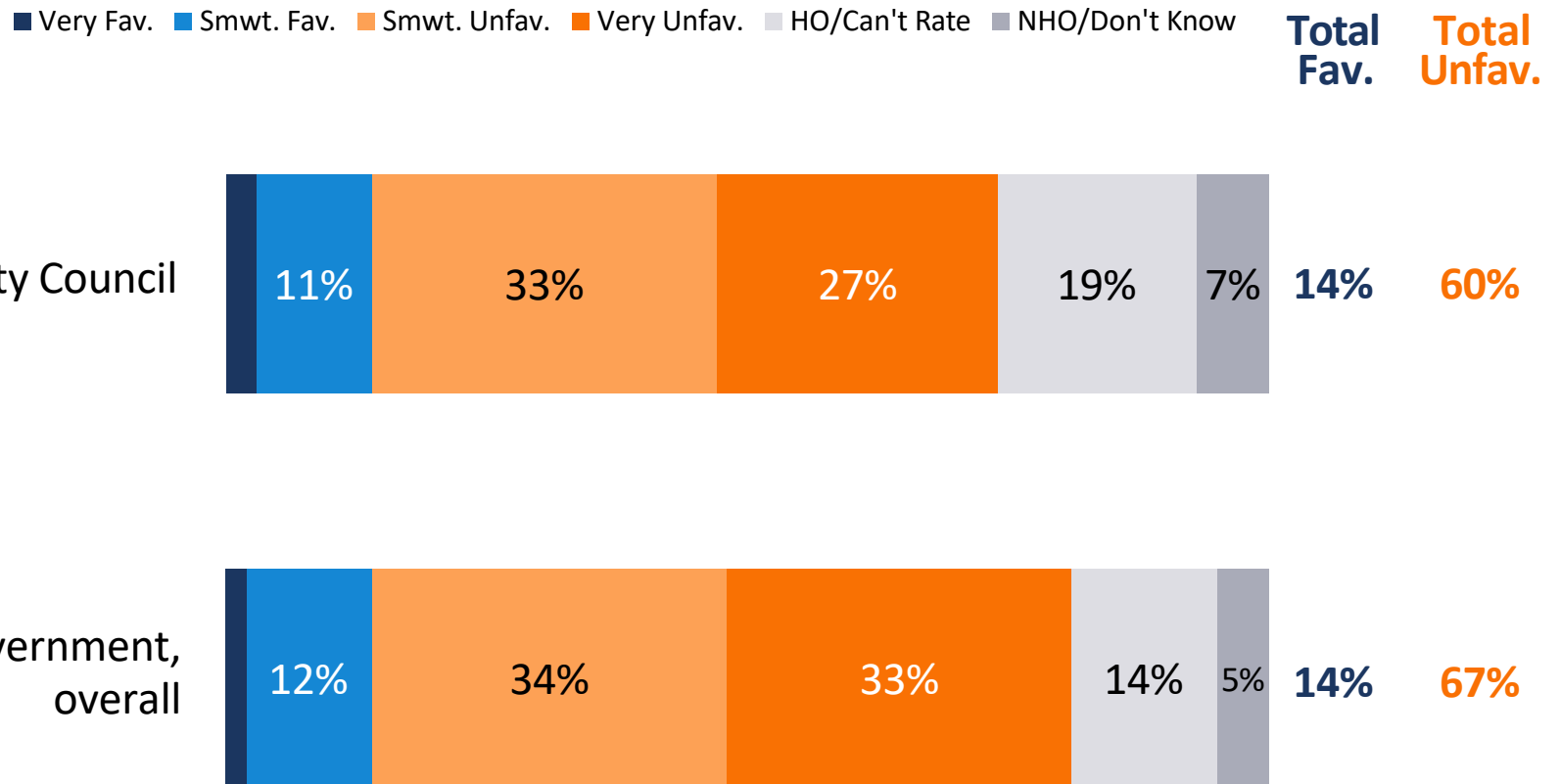
Would you say that things in the City of Vallejo have been moving in the right direction, in the wrong direction, or have not changed much over the last 2 years?

■ Right Direction ■ Have Not Changed Much/Don't Know ■ Wrong Direction



Few respondents expressed favorable opinions of city government...

I would like to ask your impressions of some organizations in public life. Please tell me whether your impression of that organization is generally favorable or unfavorable.



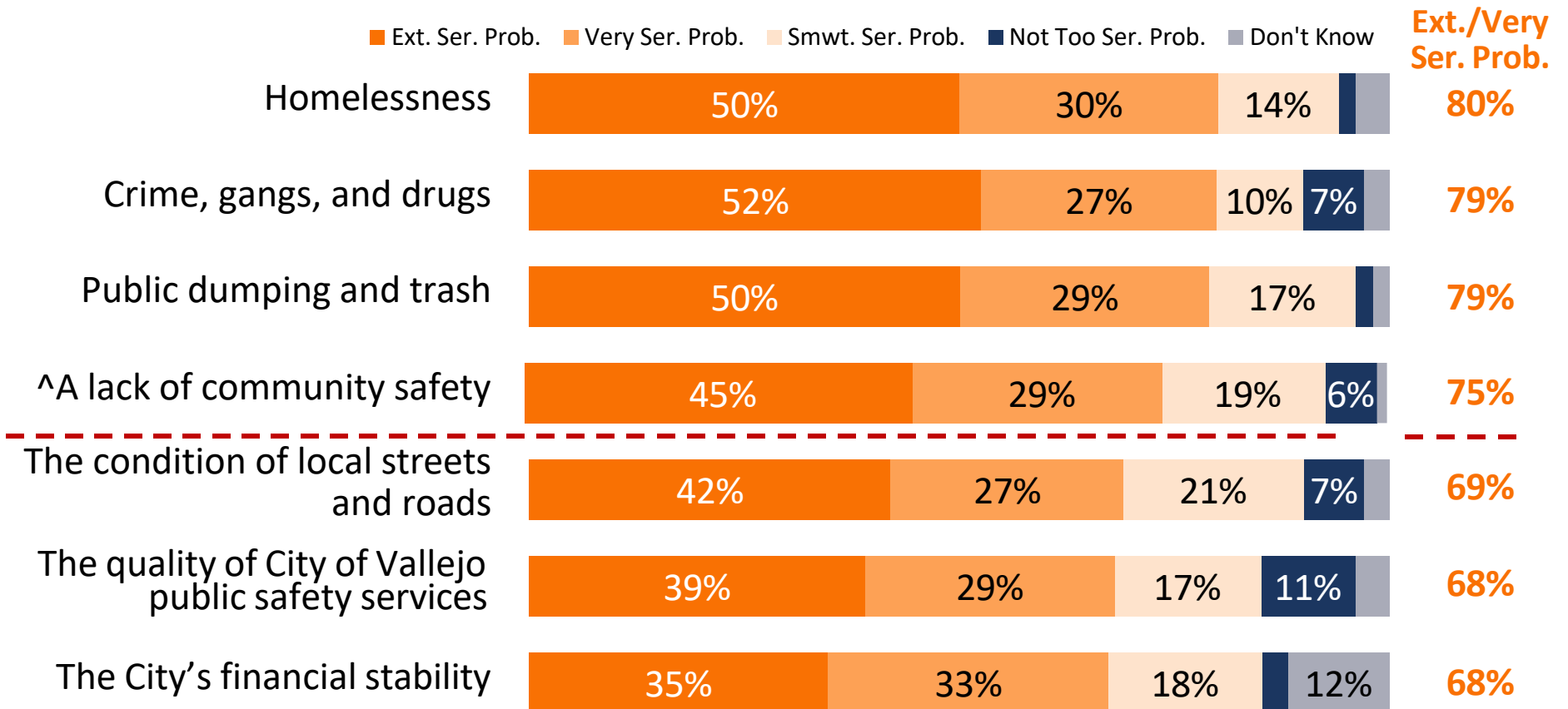
...views that have declined in recent years.

(Total Favorable)

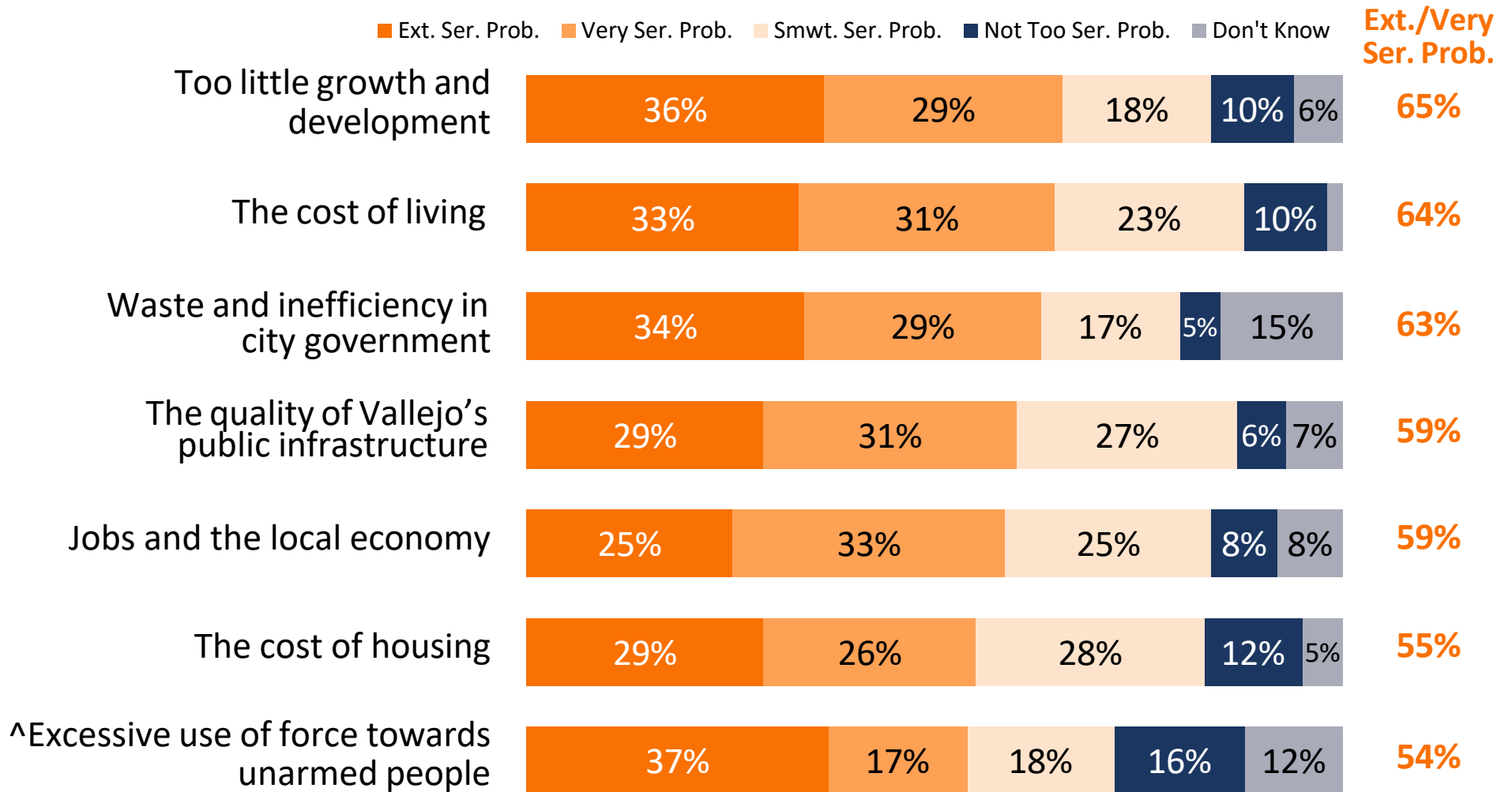
Organization	*2018	2020	2022	Difference (2020-2022)
Vallejo City government, overall	34%	28%	14%	-14%

Top concerns focused on homelessness, public dumping, and issues related to public safety.

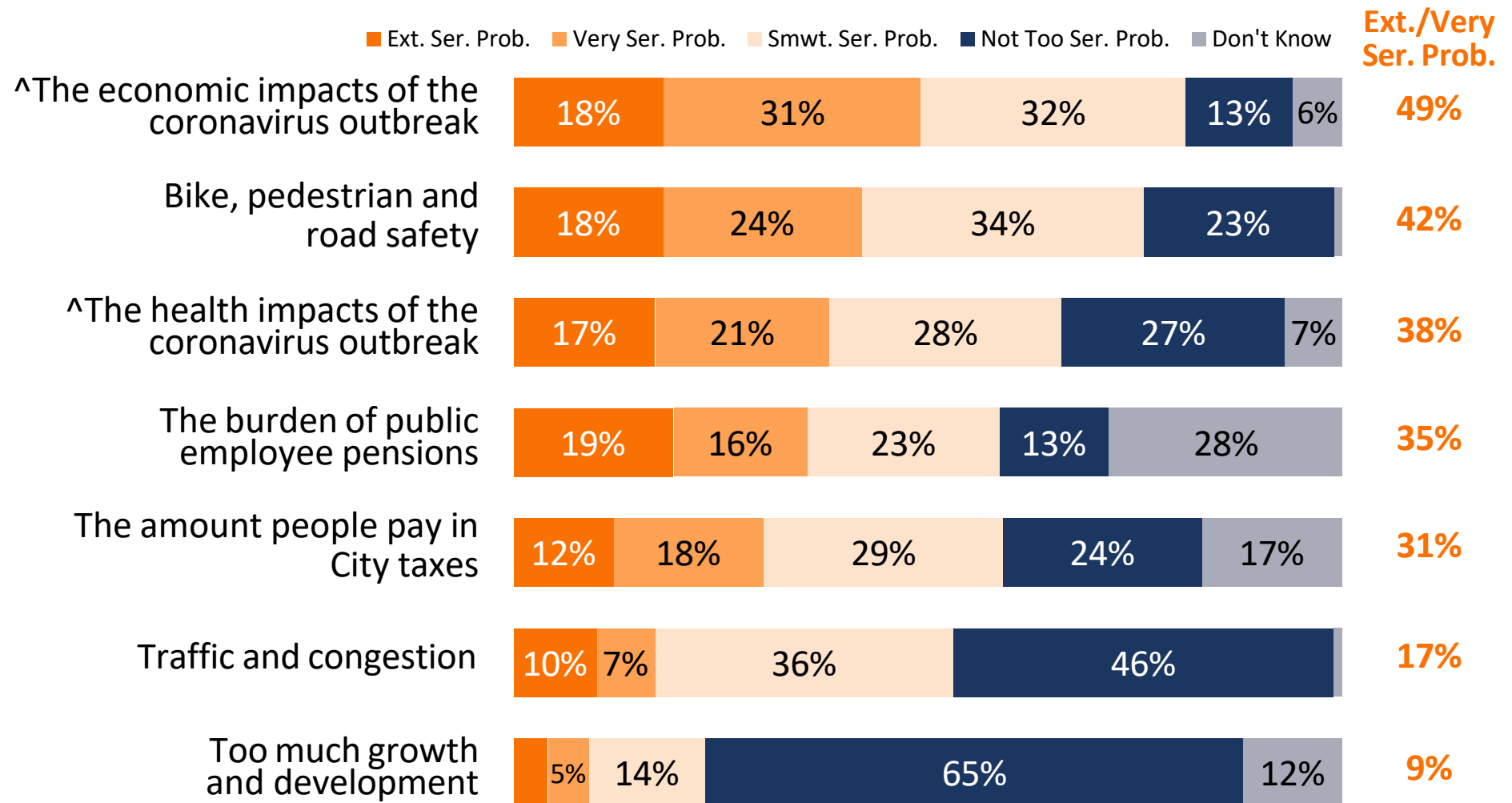
I'd like to read you some problems facing the City of Vallejo that other people have mentioned. Please tell me whether you think it is an extremely serious problem, a very serious problem, somewhat serious problem, or not too serious a problem in Vallejo.



The cost of living, government waste, and public infrastructure are second-tier concerns.



Concerns are low about city traffic and congestion; majorities do not think growth and development is a serious problem.



Concerns about the cost of living and community safety have increased notably since 2020.

(Extremely/Very Serious Problem)

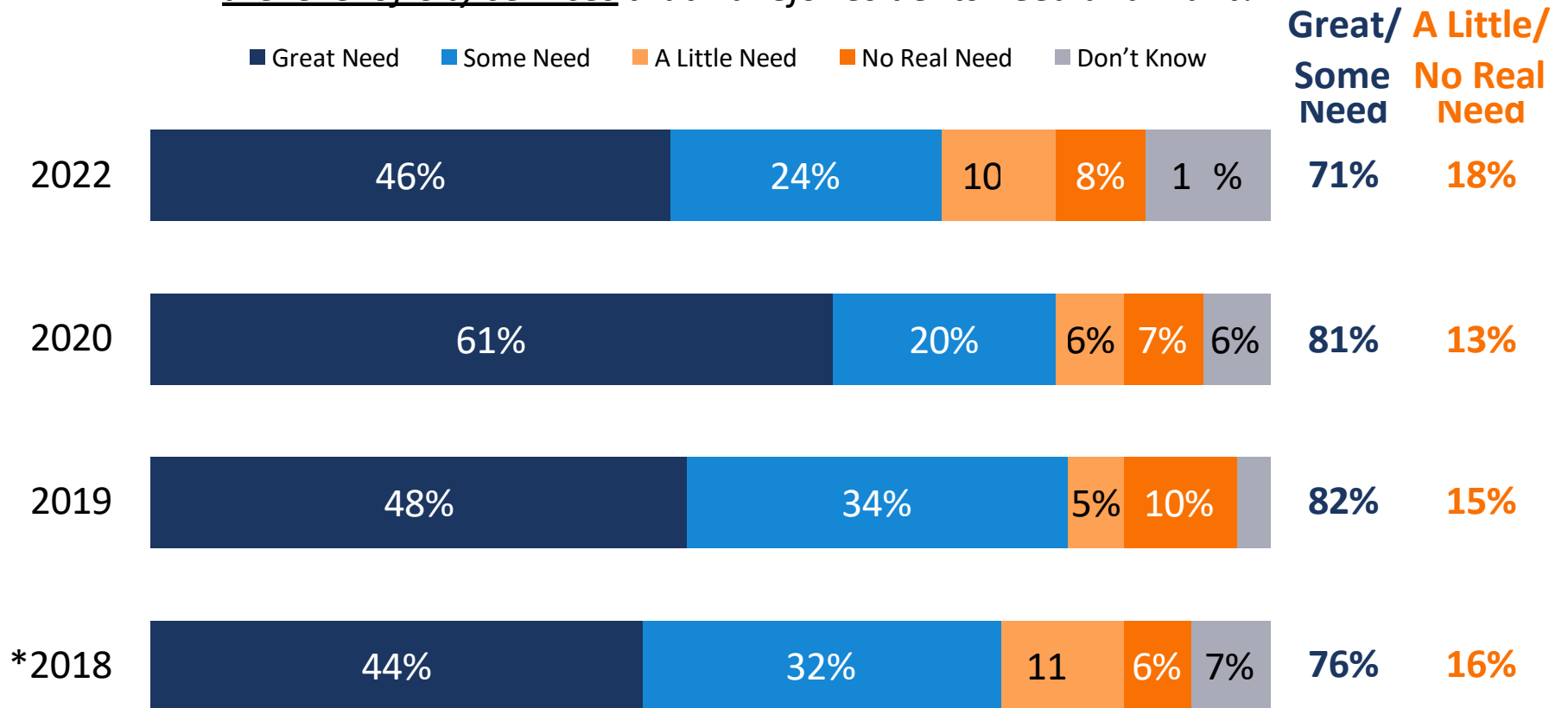
Problem	2009	2010	2016	*2018	2019	2020	2022	Difference (2020-2022)
The cost of living	--	--	--	42%	49%	40%	64%	+24%
^A lack of community safety	--	--	--	--	--	58%	75%	+17%
The quality of City of Vallejo public safety services	--	55%	47%	53%	52%	57%	68%	+11%
Crime, gangs, and drugs	--	82%	74%	76%	63%	69%	79%	+10%
The City's financial stability	--	--	--	56%	60%	59%	68%	+9%
The quality of Vallejo's public infrastructure	--	--	--	--	50%	53%	59%	+6%
The cost of housing	--	--	41%	46%	48%	50%	55%	+5%
Homelessness	--	--	--	--	--	77%	80%	+3%
Waste and inefficiency in city government	65%	74%	48%	49%	47%	61%	63%	+2%
Traffic and congestion	--	--	--	23%	22%	16%	17%	+1%

I'd like to read you some problems facing the City of Vallejo that other people have mentioned. Please tell me whether you think it is an extremely serious problem, a very serious problem, somewhat serious problem, or not too serious a problem in Vallejo. ^Not Part of Split Sample

**Tracked from a Community Survey*

While majorities expressed a gut feeling that the City needs additional funding, that perception is less strongly held than it was in prior years.

In your personal opinion, do you think there is a great need, some need, a little need, or no real need for additional funds to provide the level of City services that Vallejo residents need and want?





Initial Reactions to a Potential Funding Measure

Measures Assessed in this Survey

- All survey respondents were asked how they would vote on two hypothetical 0.875% sales tax measures.
 - One would dedicate funds exclusively for streets and roads (two-thirds vote threshold).
 - One would provide fund for the City's general fund (majority vote threshold).
- Measures were rotated in the initial vote to mitigate against any bias associated with the order in which they were heard or read.
- Respondents were also asked to react to a variety of ways that funds generated by either measure could be spent.
- Later in the survey, respondents were presented with a set of statements supporting, and then a set of statement criticizing, the measure they heard or read first.
- Respondents were asked how they would vote on the measure after being presented with each set of statements to determine hypothetical ceilings and floors of support.

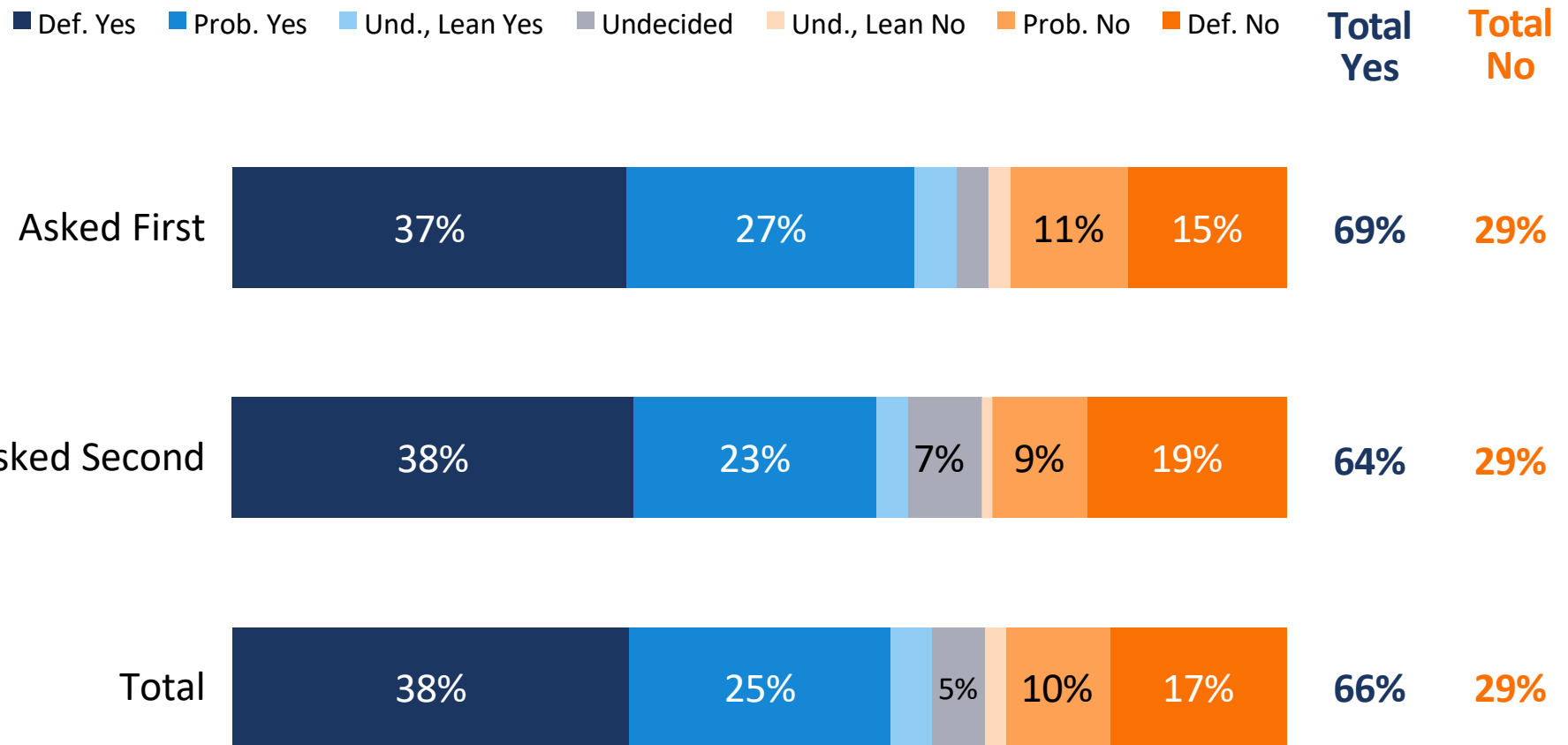
Hypothetical Special-Purpose Measure Language

(Reviewed by the City Attorney; two-thirds vote threshold for passage)

City of Vallejo Safe Streets and Pothole Repair Measure.

To maintain/improve local roads, sidewalks, and neighborhood/residential streets, provide safe routes to school; repair potholes/streets/crumbling sidewalks and prevent future deterioration; and enhance senior/disabled accessibility shall the City of Vallejo adopt a measure establishing a 0.875% sales tax, providing \$18,000,000 annually until ended by voters, requiring yearly audits, independent citizen oversight, and all funds legally required to be spent locally only on Vallejo streets and not for any other purpose?

Initial reactions to the special-purpose measure funding streets and roads were near its two-thirds vote threshold but within the margin of error.

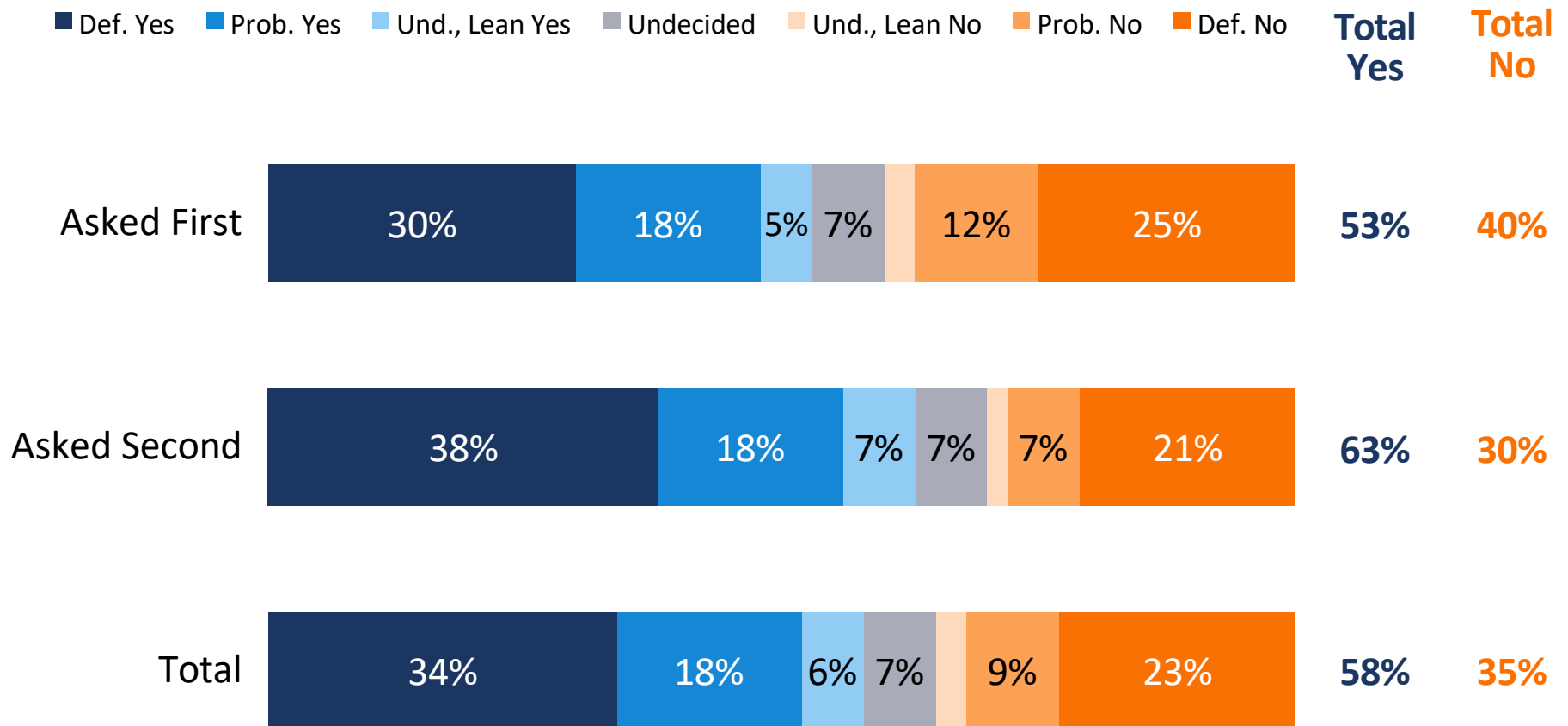


Hypothetical General-Purpose Measure Language

(Reviewed by the City Attorney; majority vote threshold for passage)

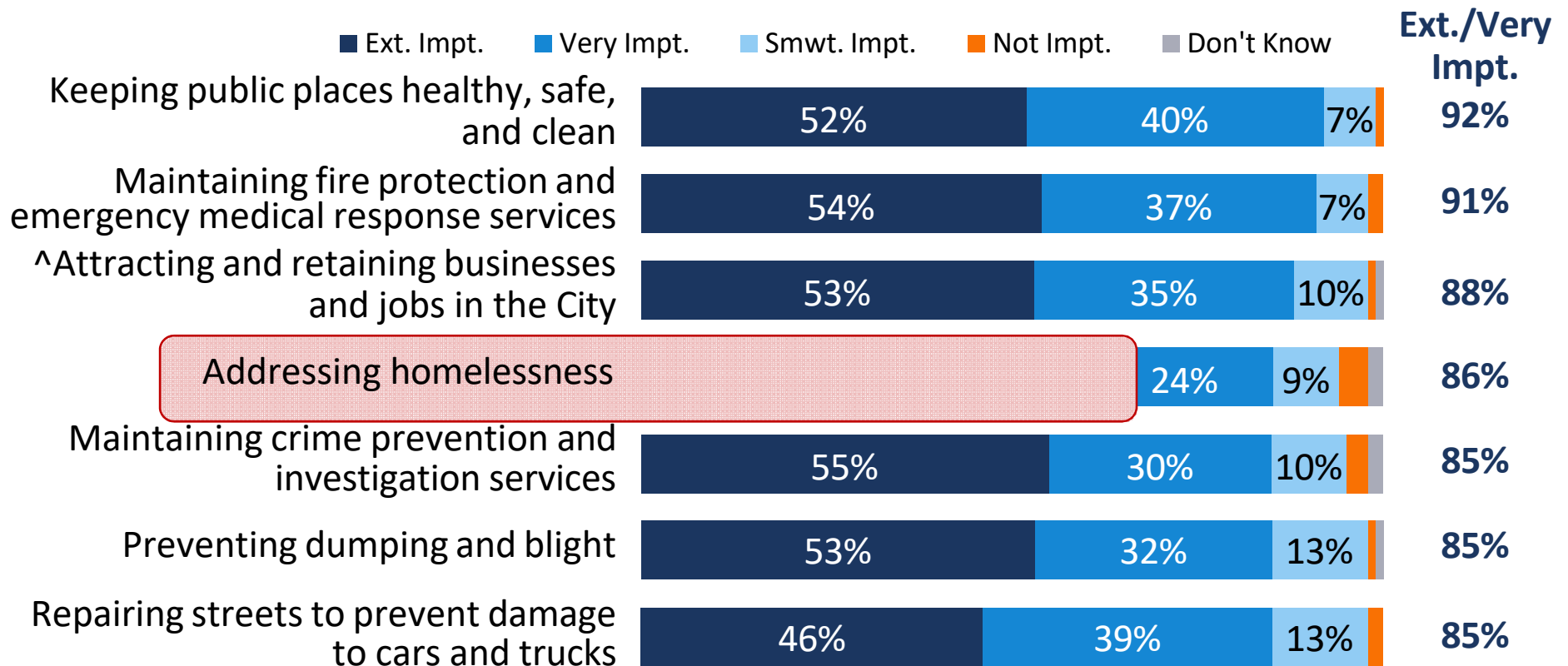
City of Vallejo Fiscal Stability and Essential Services Measure. To maintain critical city services, such as fire protection, emergency medical response, crime prevention/investigation, street maintenance, and youth programs; address homelessness; enhance police transparency/accountability and recruit/retain qualified police officers; and for general government use shall the City of Vallejo adopt a measure establishing a 0.875% sales tax, providing \$18,000,000 annually until ended by voters, requiring yearly audits, citizen oversight, and all funds legally required to be spent locally?

Initial reactions to the general-purpose measure were above it's majority vote threshold.



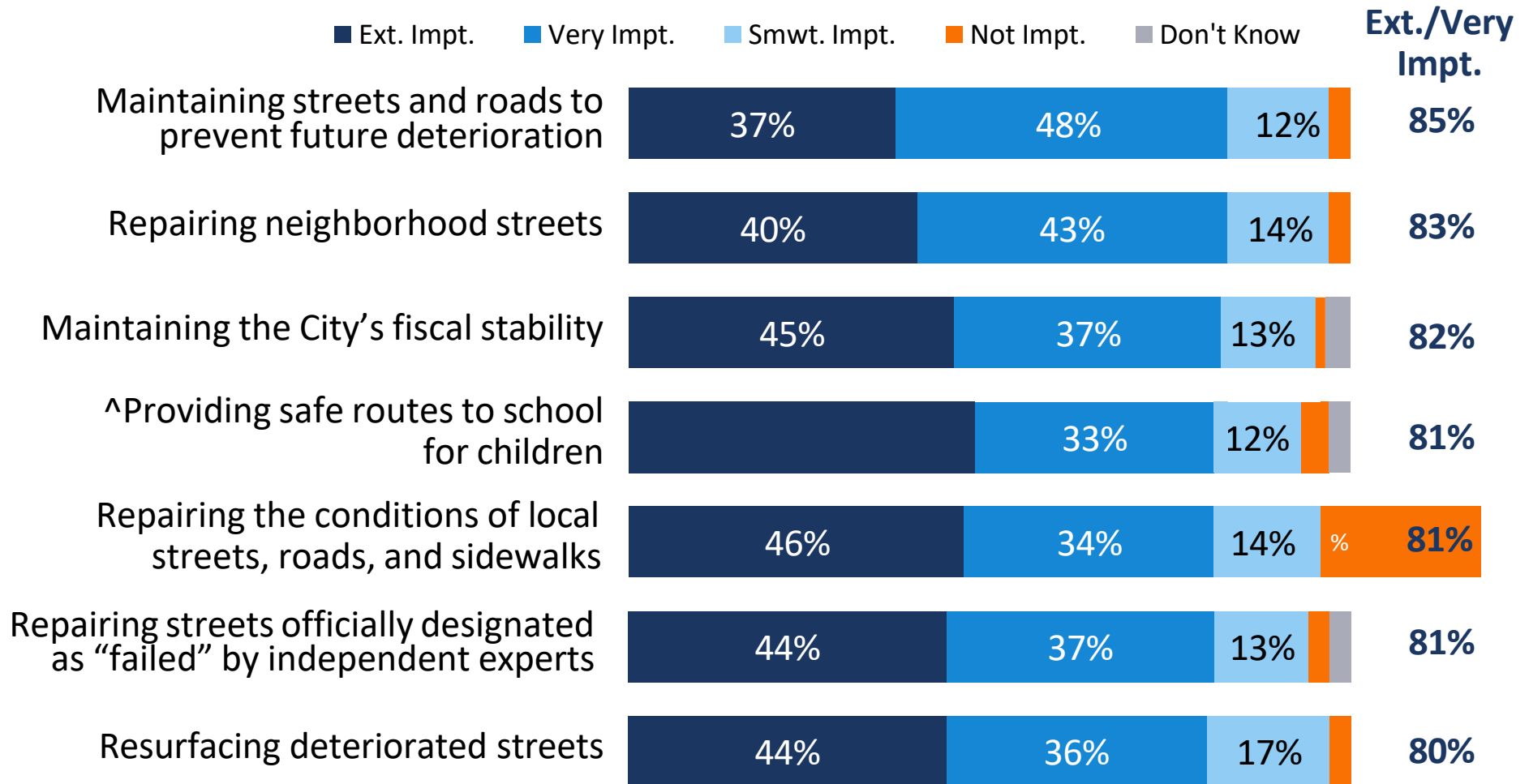
Support was particularly intense for addressing homelessness.

I am going to read you a list of specific City projects and services that could be funded if the City had additional revenue, either from a ballot measure like the ones we have discussed or from any other source. Please tell me how important each one is to you: extremely important, very important, somewhat important, or not important.



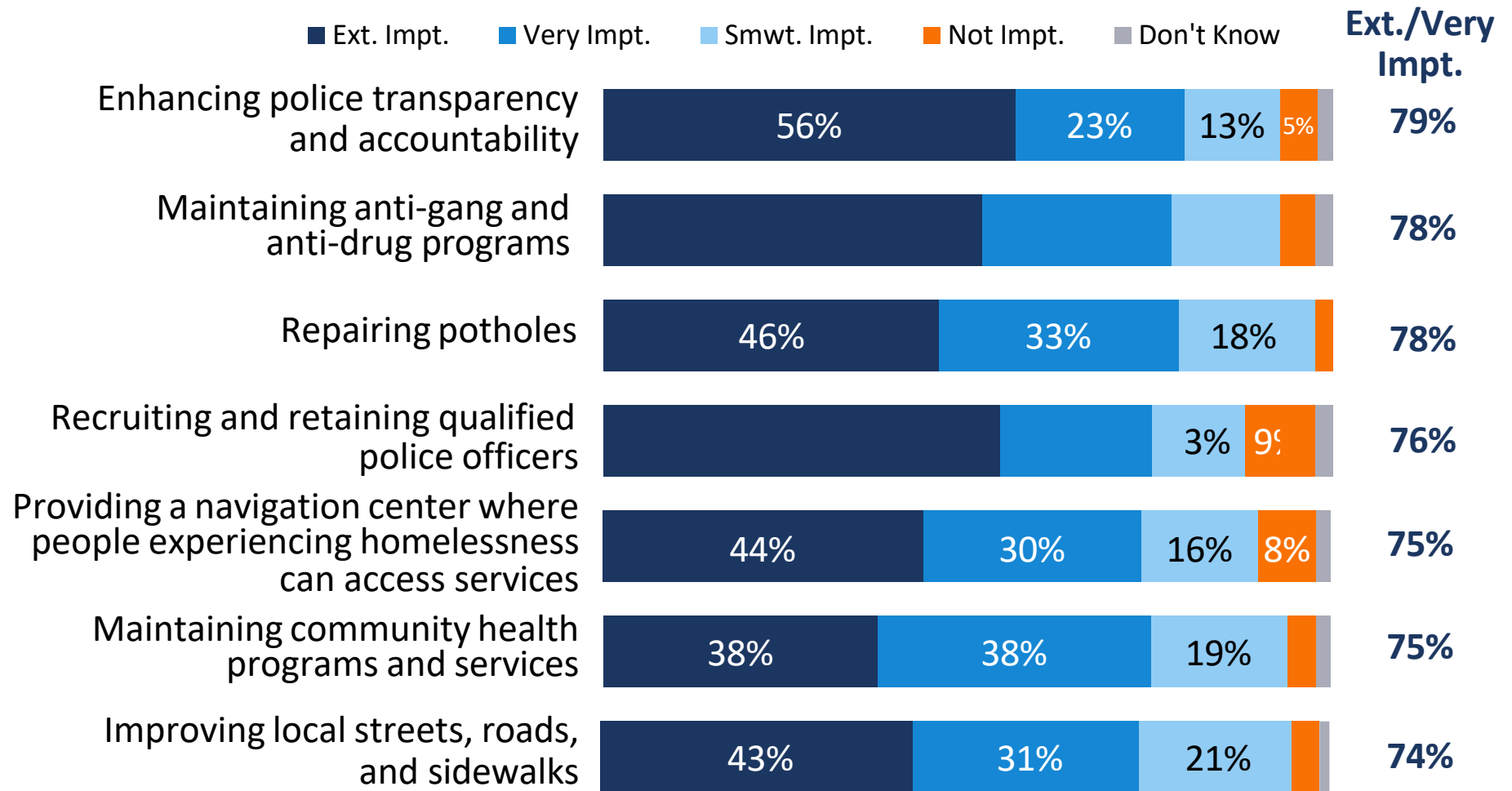
^Not Part of Split Sample

Respondents prioritized a variety of ways funds could be spent to improve roads at similar levels.



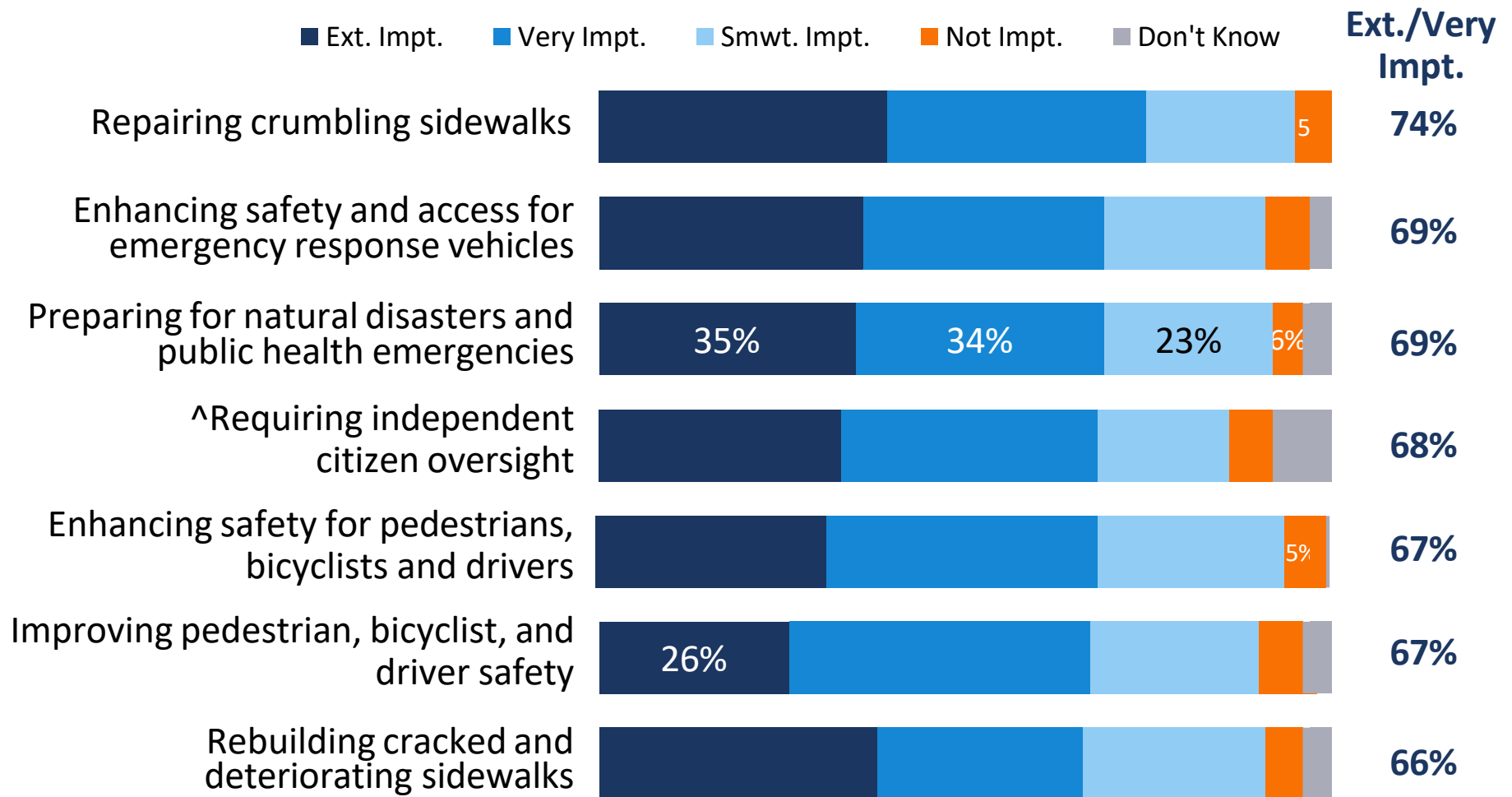
somewhat important, or not important. ^Not Part of Split Sample

Many other public safety, roads, and community services were also seen as important.



somewhat important, or not important. Split Sample

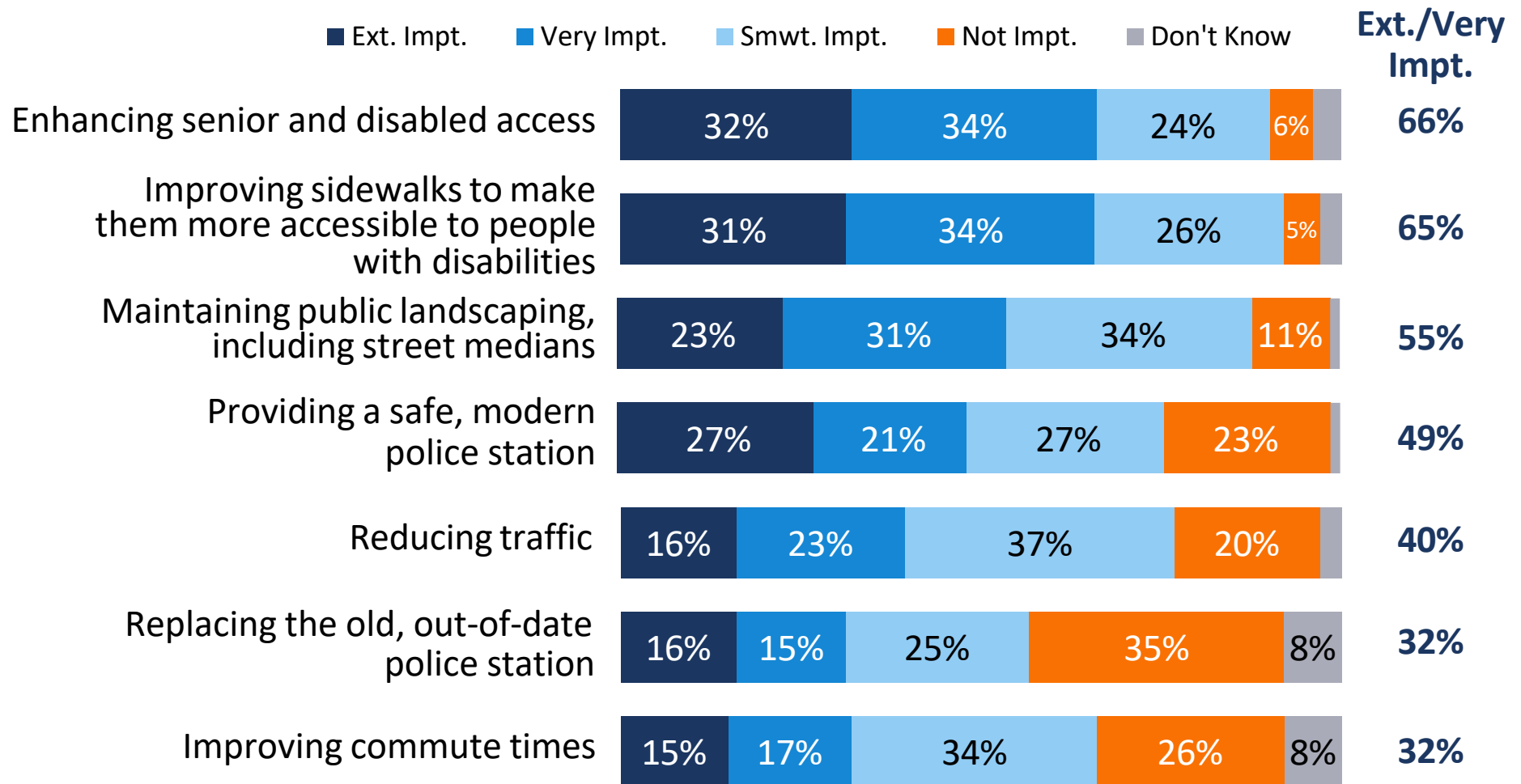
Improvements for bicycling and sidewalks were also seen as important by many, but to a slightly lesser degree.



somewhat important, or not important. ^Not Part of Split Sample

Improvements for bicycling and

Addressing traffic and the old police station are not viewed as very or extremely important by a majority of respondents.



Addressing traffic and the old police station are not



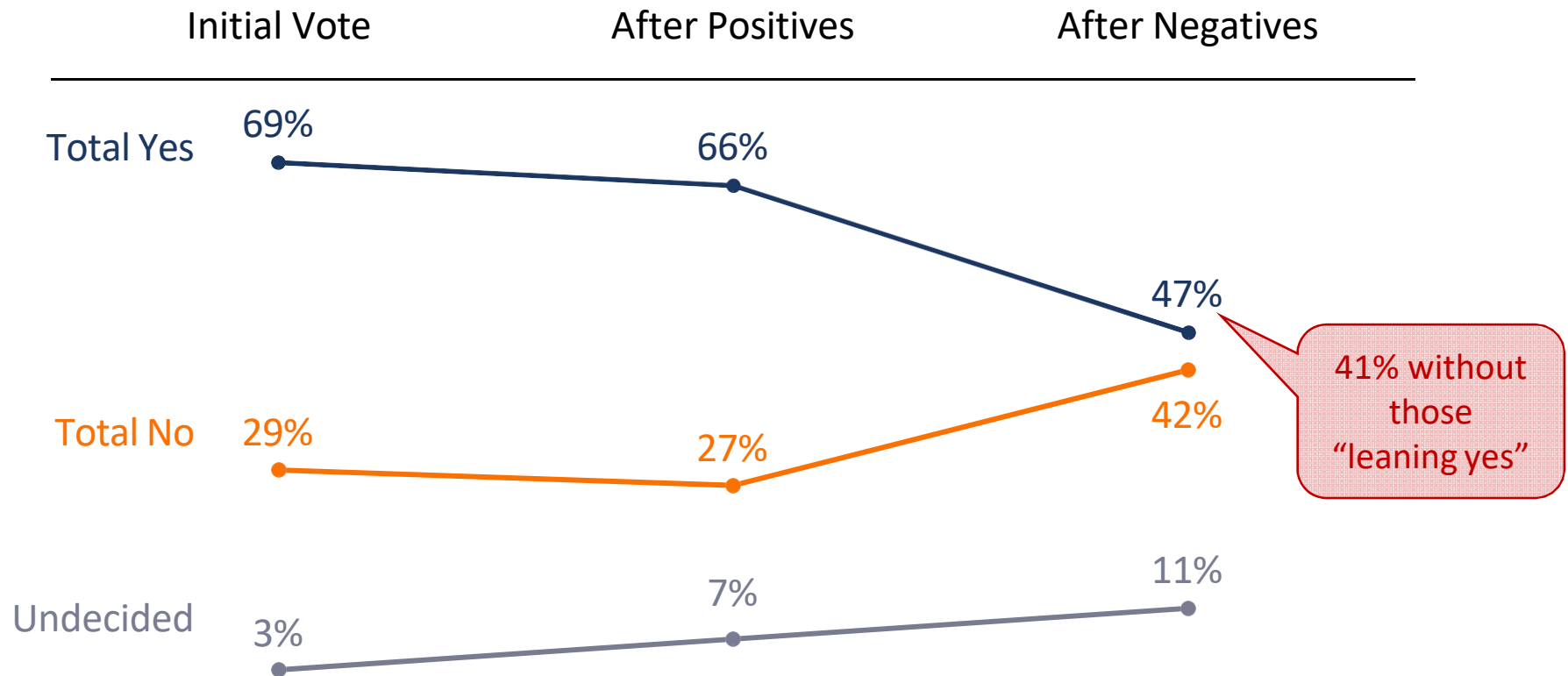
The Impact of Additional Information

Positive and Negative Statements

- Possible positive statements included quantifying road repair needs; highlighting the experience of driving on Vallejo's streets; noting the relationship between increased 911 response times and closed fire stations; noting that funds could support keeping public places clean and safe, youth programs, improved disability access, providing safe routes to schools, implementing police reforms, operating the new homeless navigation center, and modernizing the unsafe police station; and that funds would be subject to various accountability provisions.
- Possible negative statements included that the gas tax should already pay for road repairs; that Vallejo voters have tax fatigue; that sales taxes are regressive; that the City has demonstrated poor financial management and should spend funds more efficiently; that the high cost of living and inflation make higher taxes even more untenable; that the City spends too much on claims against the Police Department and on employee pensions; that a special purpose measure only on roads would generate opposition given the City's public safety needs.

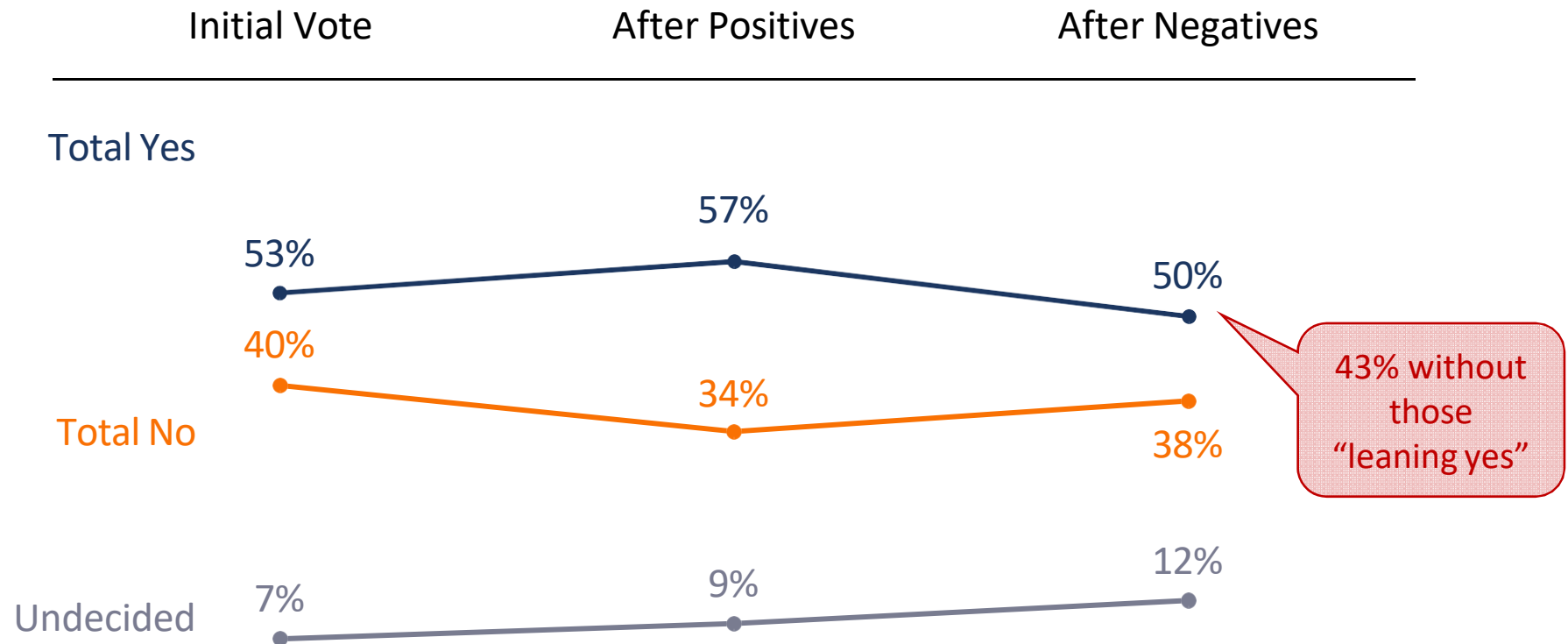
Support for the special-purpose roads measure did not increase after positive statements and fell well below the threshold after negative statements.

Road Repair Measure (two-thirds vote threshold)



Support for the general-purpose measure did go up slightly after positive statements but fell to 50% after negative statements.

General-Purpose Measure (majority vote threshold)





Conclusions

Views of Life in Vallejo

- After rebounding in the latter part of the prior decade, views of life in Vallejo and of City government are at their lowest levels since the Great Recession and Vallejo's bankruptcy.
- Concerns about homelessness, public dumping, and public safety are particularly acute.
- There is also strong sentiment that local street conditions are poor and many are not confident in the City's financial management.
- However, majorities also believe the City needs additional funding for services.

Ballot Measure Viability

- Initial support for a potential special-purpose sales tax measure funding roads was at its two-thirds vote threshold but within the margin of error. Negative arguments dropped that support significantly below 50%.
- Initial support for a potential general-purpose sales tax measure was slightly above its majority vote threshold, though it fell to 50% after critical statements, relying upon a notable number of very tentative supporters to hold at that level in addition to factoring in a margin of error of 6.9%.
- Voters see a need for funding, but misgivings about the City's management and the cost of living suggest that voters are not committed in their support and may easily be convinced to oppose a measure.
- While these results are only a snapshot in time and cannot predict the future, they do indicate that a two-thirds measure is not viable this November and a majority vote measure would likely fail.

**For more information,
contact:**



**OPINION
RESEARCH
& STRATEGY**

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Curt Below

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Lucia Del Puppo

Lucia@FM3research.com



RESOLUTION NO. 20-_____ N.C.

A RESOLUTION PROVIDING FOR THE FILING OF REBUTTAL ARGUMENTS WITH RESPECT TO A CITY MEASURE AMENDING CHAPTER 3.09 OF THE VALLEJO MUNICIPAL CODE RELATING TO ESTABLISHING A SEVEN-EIGHTHS (.875) CENT TRANSACTIONS AND USE TAX FOR GENERAL PURPOSES TO BE SUBMITTED TO THE VOTERS AT THE GENERAL MUNICIPAL ELECTION TO BE HELD ON TUESDAY, NOVEMBER 8, 2022

WHEREAS, Section 9285 of the California Elections Code authorizes the City Council, by majority vote, to adopt provisions for the filing of rebuttal arguments for city measures submitted at municipal elections;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF VALLEJO DOES RESOLVE, DECLARE, DETERMINE AND ORDER AS FOLLOWS:

SECTION 1. Pursuant to Section 9285 of the California Elections Code, when the elections official has selected the arguments for and against the measure which will be printed and distributed to the voters, the elections official shall send a copy of an argument in favor of the measure to the authors of any argument against the measure, and a copy of an argument against the measure to the authors of any argument in favor of the measure immediately upon receiving the arguments.

The author or a majority of the authors of an argument relating to a City measure may prepare and submit a rebuttal argument not exceeding 250 words or may authorize in writing any other person or persons to prepare, submit, or sign the rebuttal argument.

A rebuttal argument may not be signed by more than five persons.

The rebuttal arguments shall be filed with the City Clerk, signed, with the printed name(s) and signature(s) of the author(s) submitting it, or if submitted on behalf of an organization, the name of the organization, and the printed name and signature of at least one of its principal officers, not more than 10 days after the final date for filing arguments. The rebuttal arguments shall be accompanied by the Declaration by Author(s) form to be supplied by the City Clerk.

Rebuttal arguments shall be printed in the same manner as the direct arguments. Each rebuttal argument shall immediately follow the direct argument which it seeks to rebut.

SECTION 2.

_____, are authorized to draft and file rebuttal arguments related to the proposed ordinance enacting a transactions and use tax, pursuant to Elections Code section 9285.

SECTION 3. All previous resolutions providing for the filling of rebuttal arguments for City measures, if any, are repealed.

SECTION 4. The provisions of Section 1 shall apply only to the General Municipal Election to be held on Tuesday, November 8, 2022, and shall then be of no further force and effect.

Adopted by the City Council of the City of Vallejo at a regular meeting held on July 12, 2022 with the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

ROBERT H. MCCONNELL, MAYOR

DAWN G. ABRAHAMSON, CITY CLERK

RESOLUTION NO. 20-_____ N.C.

A RESOLUTION APPROVING SPENDING PRIORITIES RELATED TO REVENUES DERIVED FROM THE ESTABLISHMENT OF A SEVEN-EIGHTHS (0.875) OF ONE CENT GENERAL PURPOSE REVENUE MEASURE

WHEREAS, the City Council intends to submit the Vallejo Safe Streets and Essential Services Measure (the “Measure”) to the voters at the November 8, 2022 general municipal election; and

WHEREAS, the Measure, if approved by the voters, will provide approximately \$18 million annually paid to the City’s General Fund; and

WHEREAS, the citizens of the City of Vallejo have expressed their desires about how such revenue should be prioritized in the City; and

WHEREAS, the City Council has determined that the desires of the citizens are important to the safety, wellbeing, and economic development of the City of Vallejo; and

WHEREAS, the City Council now desires to set spending priorities for the use of the revenues generated by the Measure.

NOW, THEREFORE, THE COUNCIL OF THE CITY OF VALLEJO DOES RESOLVE, DECLARE, DETERMINE AND ORDER AS FOLLOWS, THAT:

SECTION 1. The City Council hereby directs staff to prioritize the following uses of revenue generated by the Measure:

1. Maintain critical city services such as keeping public spaces healthy, safe and clean;
2. Maintain fire protection;
3. Maintain emergency medical response;
4. Maintain crime prevention;
5. Address homelessness;
6. Address blight;
7. Address dumping;
8. Repair deteriorating neighborhood streets, roads and sidewalks;

SECTION 2. Any proposed uses of revenues generated by the Measure not set forth herein shall be submitted by staff to the City Council for consideration. In order to utilize funds on priorities not set forth herein, the City Council shall amend this resolution setting forth the new priorities.

SECTION 3. The City Council does hereby direct and order that this resolution may only be amended or rescinded by the affirmative vote of five (5) or more Council Members.

The Mayor, if voting affirmatively, shall be considered as one of the five or more required votes of Council Members.

Adopted by the City Council of the City of Vallejo at a regular meeting held on July 12, 2022 with the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ROBERT H. MCCONNELL, MAYOR

ATTEST:

DAWN G. ABRAHAMSON, CITY CLERK

RESOLUTION NO. 20-_____ N.C.

A RESOLUTION CALLING FOR AND ORDERING THE SUBMISSION TO THE QUALIFIED ELECTORS OF THE CITY OF VALLEJO AN ADVISORY MEASURE RELATING TO SPENDING PRIORITIES FOR REVENUES DERIVED FROM THE ESTABLISHMENT OF A SEVEN-EIGHTHS (0.875) OF ONE CENT GENERAL PURPOSE REVENUE MEASURE SUBJECT TO THE APPROVAL OF THE VOTERS ON THE NOVEMBER 8, 2022

WHEREAS, a Measure amending Section 3.09 of the Vallejo Municipal Code related to the Vallejo Safe Streets and Essential Services Measure has been ordered submitted to the voters by Resolution ____ for a General Municipal Election on Tuesday, November 8, 2022; and

WHEREAS, the City Council desires to submit to the voters at the election a question related to the designation of funding priorities for the Vallejo Safe Streets and Essential Services Measure; and

NOW, THEREFORE, THE COUNCIL OF THE CITY OF VALLEJO DOES RESOLVE, DECLARE, DETERMINE AND ORDER AS FOLLOWS, THAT:

SECTION 1. The City Council pursuant to its right and authority, does order to be submitted to the voters at the November 8, 2022 General Municipal election the following question:

THE VALLEJO COMMUNITY PRIORITIES MEASURE	
Should the City of Vallejo primarily use revenues generated from the Vallejo Safe Streets and Essential Services Measure to maintain critical city services such as keeping public spaces healthy/safe/clean; maintaining fire protection/emergency medical response/crime prevention; addressing homelessness/blight/dumping; repairing deteriorating neighborhood streets/roads/sidewalks?	YES
	NO

SECTION 2. That the full text of the proposed measure submitted to the voters is attached as Exhibit A.

SECTION 3. In all particulars not recited in this Resolution, the election shall be held and conducted as provided by law for holding municipal elections.

SECTION 4. Notice of the time and place of holding the election is given and the City Clerk is authorized, instructed and directed to give further or additional notice of the election, in time, form and manner as required by law.

SECTION 5. The City Clerk is hereby directed to file a certified copy of this Resolution with the Solano County Board of Supervisors and the Solano County Registrar of Voters.

Adopted by the City Council of the City of Vallejo at a regular meeting held on July 12, 2022 with the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ROBERT H. MCCONNELL, MAYOR

ATTEST:

DAWN G. ABRAHAMSON, CITY CLERK

EXHIBIT A

Proposed Full Text

The city's roads and facilities are in a dilapidated state and require significant repair. In addition, other quality of life services, such as code enforcement and support for the unhoused, are significantly underfunded and have been identified as a priority for the community.

The City of Vallejo City Council desires to seek input from voters on how to best proceed with addressing these issues. They pose the following question:

THE VALLEJO COMMUNITY PRIORITIES MEASURE	
Should the City of Vallejo primarily use revenues generated from the Vallejo Safe Streets and Essential Services Measure to maintain critical city services such as keeping public spaces healthy/safe/clean; maintaining fire protection/emergency medical response/crime prevention; addressing homelessness/blight/dumping; repairing deteriorating neighborhood streets/roads/sidewalks?	YES
	NO

RESOLUTION NO. 20-_____N.C.

A RESOLUTION PROVIDING FOR THE FILING OF BALLOT ARGUMENTS FOR A CITY MEASURE AMENDING CHAPTER 3.09 OF THE VALLEJO MUNICIPAL CODE RELATING TO ESTABLISHING A SEVEN-EIGHTHS (0.875) CENT TRANSACTIONS AND USE TAX FOR GENERAL PURPOSES AND DIRECTING THE CITY ATTORNEY TO PREPARE AN IMPARTIAL ANALYSIS

WHEREAS, a General Municipal election is to be held in the City of Vallejo on Tuesday, November 8, 2022, at which there will be submitted to the voters of said City a measure in substantially the following form:

VALLEJO SAFE STREETS AND ESSENTIAL SERVICES MEASURE	
City of Vallejo Safe Streets and Essential Services Measure. To maintain critical city services, such as keeping public spaces healthy/safe/clean; maintaining fire protection/emergency medical response/crime prevention programs; addressing homelessness/blight/dumping; repairing deteriorating neighborhood streets/roads/sidewalks; and for general government use; shall the City of Vallejo adopt a measure establishing a 0.875% sales tax, providing \$18,000,000 annually until ended by voters, requiring audits, independent citizen oversight, and all funds legally required to be spent locally?	YES
	NO

WHEREAS, Elections Code section 9280 authorizes the City Council to order the City Attorney to prepare an impartial analysis of the city measure qualifying for a place on the ballot; and

WHEREAS, Elections Code section 9282 authorizes the filing of written arguments for and against measures placed on the ballot by the legislative body, individual voter, or bona fide association of citizens, or combination of voters and associations, or individual voters who are eligible to vote on the measure, pursuant to Elections Code section 9287, and in accordance

with the Elections Code of the State of California, Section 9280, et seq., and may be changed until and including the date fixed by the City Clerk, after which no arguments for or against the measure may be submitted to the City Clerk.

SECTION 2. That, in accordance with Elections Code section 9286(b), the deadline for submitting arguments for or against the proposed ordinance shall be as established by the Registrar of Voters for the November 8, 2022 election, which is customarily seventy-eight (78) days prior to the election. The arguments shall be filed with the City Clerk, signed, with the printed name(s) and signature(s) of the author(s) submitting it, or if submitted on behalf of an organization, the name of the organization, and the printed name and signature of at least one of its principal officers who is the author of the argument.

SECTION 3. The City Council hereby directs the City Clerk to transmit a copy of the City Measure to the City Attorney. The City Attorney shall cause to be prepared an impartial analysis of the measure showing the effect of the measure on the existing law and the operation of the measure pursuant to Elections Code section 9289.

Adopted by the Council of the City of Vallejo at a regular meeting held on July 12, 2022 with the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

ATTEST:

ROBERT H. MCCONNELL, MAYOR

DAWN G. ABRAHAMSON, CITY CLERK

Approved as to form:

By: _____

RESOLUTION NO. 20-_____N.C.

A RESOLUTION PROVIDING FOR THE FILING OF BALLOT ARGUMENTS FOR A CITY MEASURE RELATING TO AN ADVISORY MEASURE ON SPENDING PRIORITIES FOR REVENUES DERIVED FROM THE ESTABLISHMENT OF A SEVEN-EIGHTHS (0.875) OF ONE CENT GENERAL PURPOSE REVENUE MEASURE AND DIRECTING THE CITY ATTORNEY TO PREPARE AN IMPARTIAL ANALYSIS

WHEREAS, a General Municipal election is to be held in the City of Vallejo on Tuesday, November 8, 2022, at which there will be submitted to the voters of said City a measure in substantially the following form:

THE VALLEJO COMMUNITY PRIORITY MEASURE	
Should the City of Vallejo primarily use revenues generated from the Vallejo Safe Streets and Essential Services Measure to maintain critical city services such as keeping public spaces healthy/safe/clean; maintaining fire protection/emergency medical response/crime prevention; addressing homelessness/blight/dumping; repairing deteriorating neighborhood streets/roads/sidewalks?	YES
	NO

WHEREAS, Elections Code section 9280 authorizes the City Council to order the City Attorney to prepare an impartial analysis of the city measure qualifying for a place on the ballot; and

WHEREAS, Elections Code section 9282 authorizes the filing of written arguments for and against measures placed on the ballot by the legislative body, with priority given to arguments by the City Council, acting either as a whole or through individual City Council members authorized to file written arguments on the Council's behalf, pursuant to Elections Code section 9287.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF VALLEJO DOES RESOLVE, DECLARE, DETERMINE AND ORDER AS FOLLOWS, THAT:

SECTION 1. The City Council hereby authorizes Councilmember _____, _____, Councilmember _____, and Councilmember _____ to file with the City Clerk the written argument in favor accompanied by the printed names(s) and signature(s) of the author(s), not exceeding 300 words, and in accordance with the Elections Code of the State of California, Section 9280, et seq., and may be changed

until and including the date fixed by the City Clerk, after which no arguments for or against the measure may be submitted to the City Clerk.

SECTION 2. That, in accordance with Elections Code section 9286(b), the deadline for submitting arguments for or against the proposed ordinance shall be as established by the Registrar of Voters for the November 8, 2022 election, which is customarily seventy-eight (78) days prior to the election. The arguments shall be filed with the City Clerk, signed, with the printed name(s) and signature(s) of the author(s) submitting it, or if submitted on behalf of an organization, the name of the organization, and the printed name and signature of at least one of its principal officers who is the author of the argument.

SECTION 3. The City Council hereby directs the City Clerk to transmit a copy of the City Measure to the City Attorney. The City Attorney shall cause to be prepared an impartial analysis of the measure showing the effect of the measure on the existing law and the operation of the measure pursuant to Elections Code section 9289.

Adopted by the Council of the City of Vallejo at a regular meeting held on July 12, 2022 with the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

ROBERT H. MCCONNELL, MAYOR

ATTEST:

DAWN G. ABRAHAMSON, CITY CLERK

Approved as to form:

By: _____

RESOLUTION NO. 20-_____ N.C.

A RESOLUTION PROVIDING FOR THE FILING OF REBUTTAL ARGUMENTS WITH RESPECT TO A CITY MEASURE RELATING TO SPENDING PRIORITIES TO BE SUBMITTED TO THE VOTERS AT THE GENERAL MUNICIPAL ELECTION TO BE HELD ON TUESDAY, NOVEMBER 8, 2022

WHEREAS, Section 9285 of the California Elections Code authorizes the City Council, by majority vote, to adopt provisions for the filing of rebuttal arguments for city measures submitted at municipal elections;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF VALLEJO DOES RESOLVE, DECLARE, DETERMINE AND ORDER AS FOLLOWS:

SECTION 1. Pursuant to Section 9285 of the California Elections Code, when the elections official has selected the arguments for and against the measure which will be printed and distributed to the voters, the elections official shall send a copy of an argument in favor of the measure to the authors of any argument against the measure, and a copy of an argument against the measure to the authors of any argument in favor of the measure immediately upon receiving the arguments.

The author or a majority of the authors of an argument relating to a City measure may prepare and submit a rebuttal argument not exceeding 250 words or may authorize in writing any other person or persons to prepare, submit, or sign the rebuttal argument.

A rebuttal argument may not be signed by more than five persons.

The rebuttal arguments shall be filed with the City Clerk, signed, with the printed name(s) and signature(s) of the author(s) submitting it, or if submitted on behalf of an organization, the name of the organization, and the printed name and signature of at least one of its principal officers, not more than 10 days after the final date for filing arguments. The rebuttal arguments shall be accompanied by the Declaration by Author(s) form to be supplied by the City Clerk.

Rebuttal arguments shall be printed in the same manner as the direct arguments. Each rebuttal argument shall immediately follow the direct argument which it seeks to rebut.

SECTION 2. That the City Council or Council Member _____, Council Member _____, are authorized to draft and file rebuttal arguments related to the proposed ordinance enacting a transactions and use tax, pursuant to Elections Code section 9285.

SECTION 3. All previous resolutions providing for the filling of rebuttal arguments for City measures, if any, are repealed.

SECTION 4. The provisions of Section 1 shall apply only to the General Municipal Election to be held on Tuesday, November 8, 2022, and shall then be of no further force and effect.

Adopted by the City Council of the City of Vallejo at a regular meeting held on July 12, 2022
with the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

ATTEST:

ROBERT H. MCCONNELL, MAYOR

DAWN G. ABRAHAMSON, CITY CLERK








Vallejo Voter Attitudes Toward Potential Finance Measures

*Key Findings of a Citywide Survey
Conducted May 19-26, 2022*



OPINION
RESEARCH
& STRATEGY

Survey Specifics and Methodology

Dates	May 19-26, 2022
Survey Type	Dual-mode Voter Survey
Research Population	Likely November 2022 Voters in the City of Vallejo
Total Interviews	564
Margin of Sampling Error	±4.9% at the 95% Confidence Level (Full Sample) ±6.9% at the 95% Confidence Level (Half Sample)
Contact Methods	 Telephone Calls  Email Invitations  Text Invitations
Data Collection Modes	 Telephone Interviews  Online Interviews
Languages	English, Spanish and Tagalog

(Note: Not All Results Will Sum to 100% Due to Rounding)

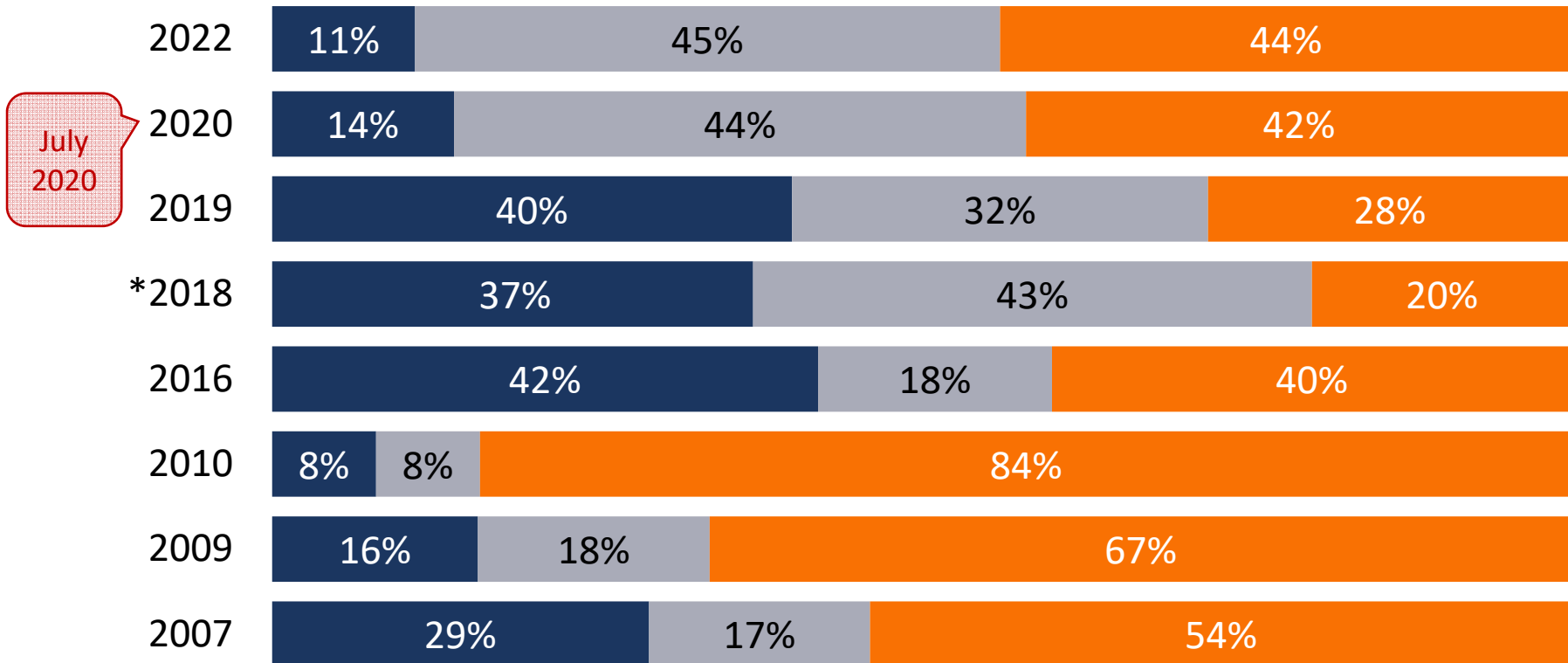


Views of Life in Vallejo

Pessimists about Vallejo's direction outnumber optimists four to one, though still at nowhere near the levels of 2010.

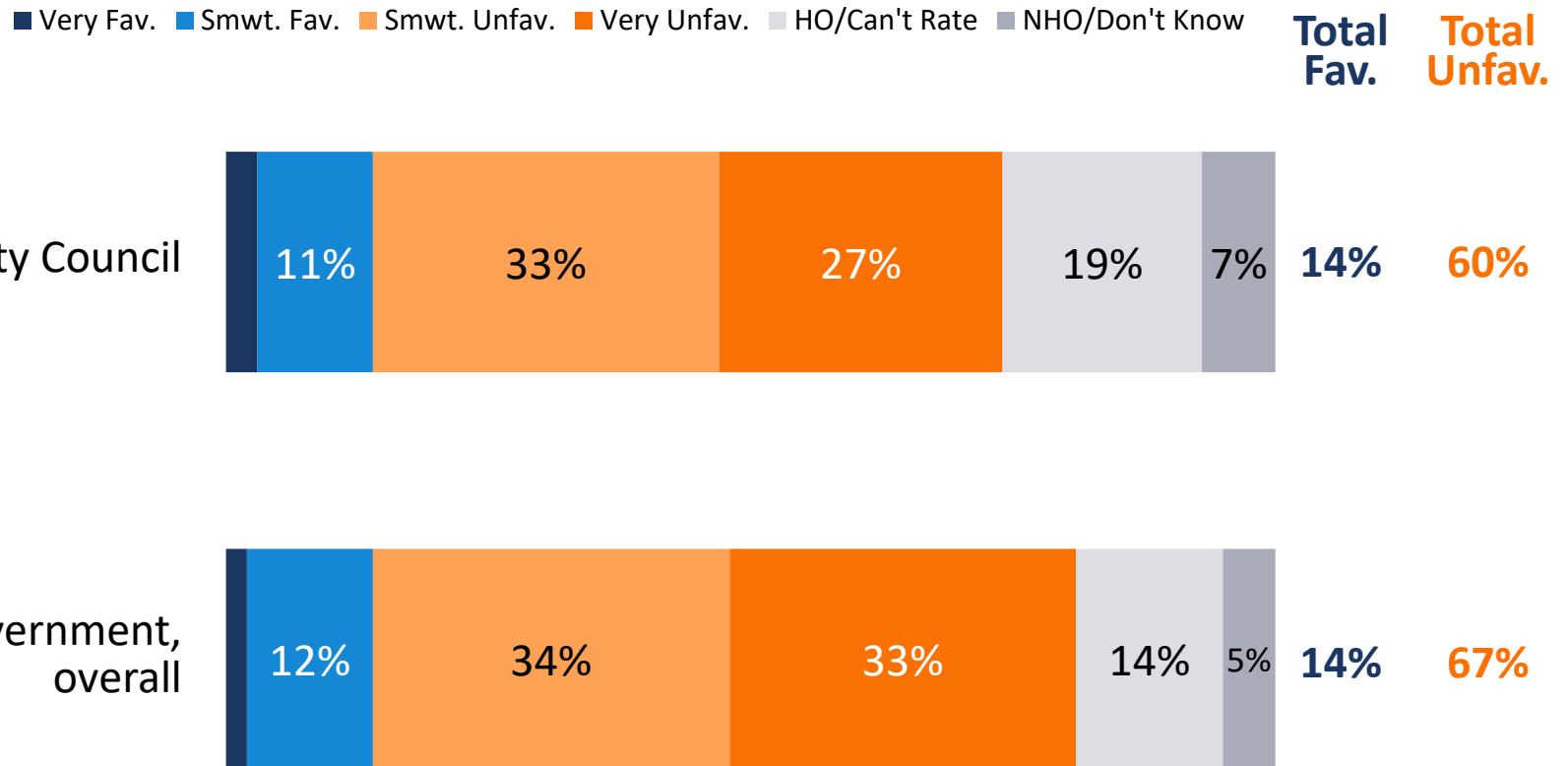
Would you say that things in the City of Vallejo have been moving in the right direction, in the wrong direction, or have not changed much over the last 2 years?

■ Right Direction ■ Have Not Changed Much/Don't Know ■ Wrong Direction



Few respondents expressed favorable opinions of city government...

I would like to ask your impressions of some organizations in public life. Please tell me whether your impression of that organization is generally favorable or unfavorable.



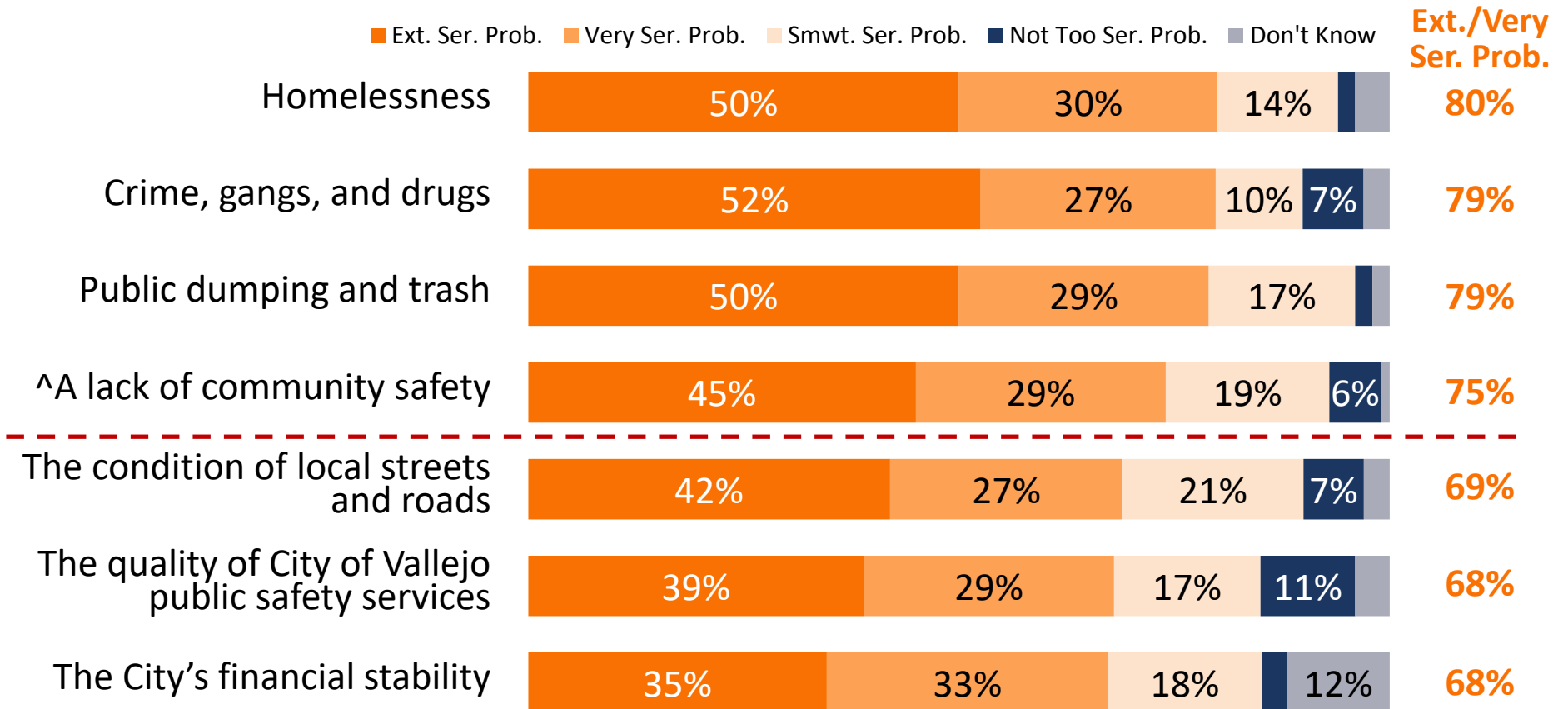
...views that have declined in recent years.

(Total Favorable)

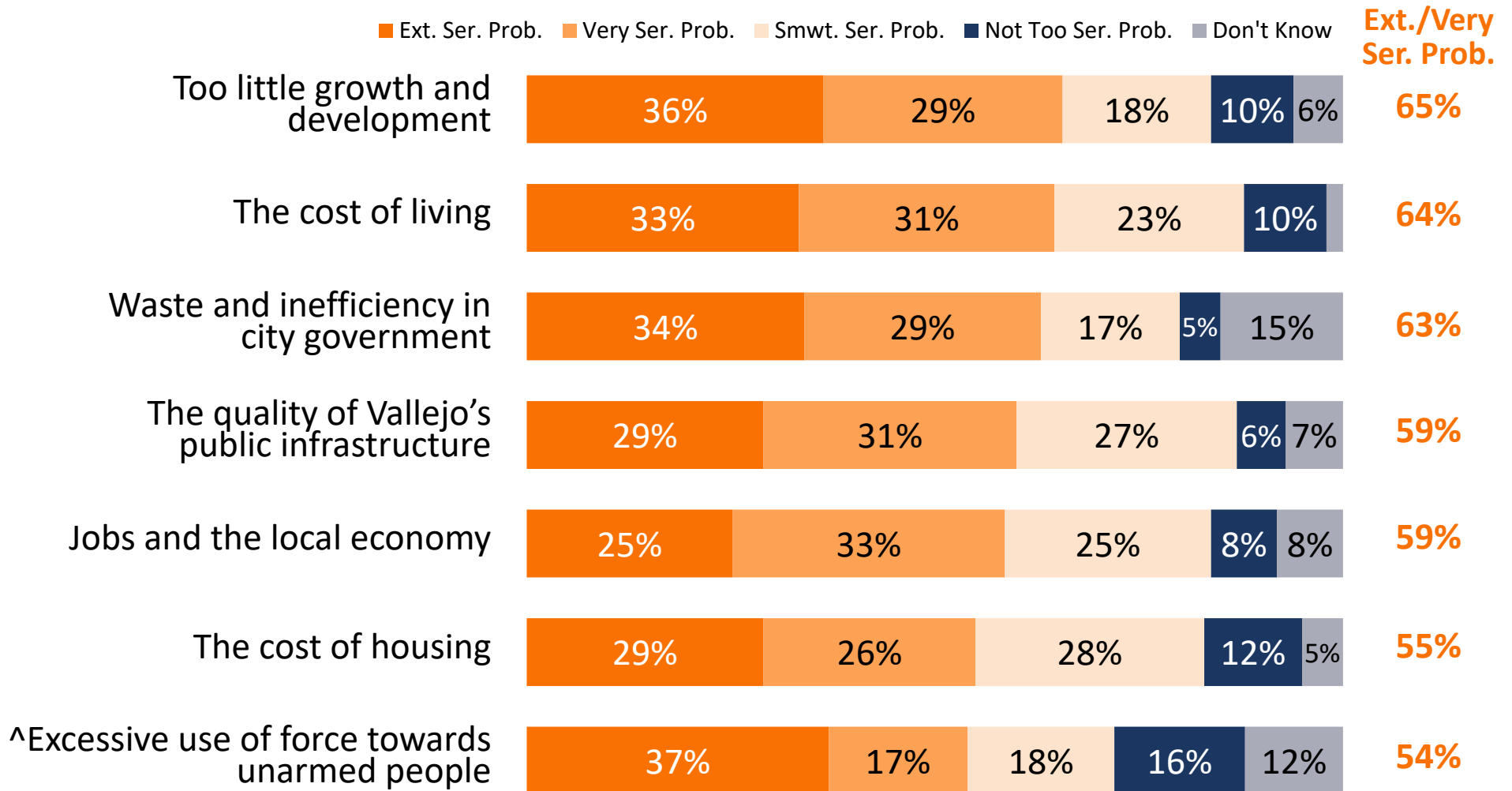
Organization	*2018	2020	2022	Difference (2020-2022)
Vallejo City government, overall	34%	28%	14%	-14%

Top concerns focused on homelessness, public dumping, and issues related to public safety.

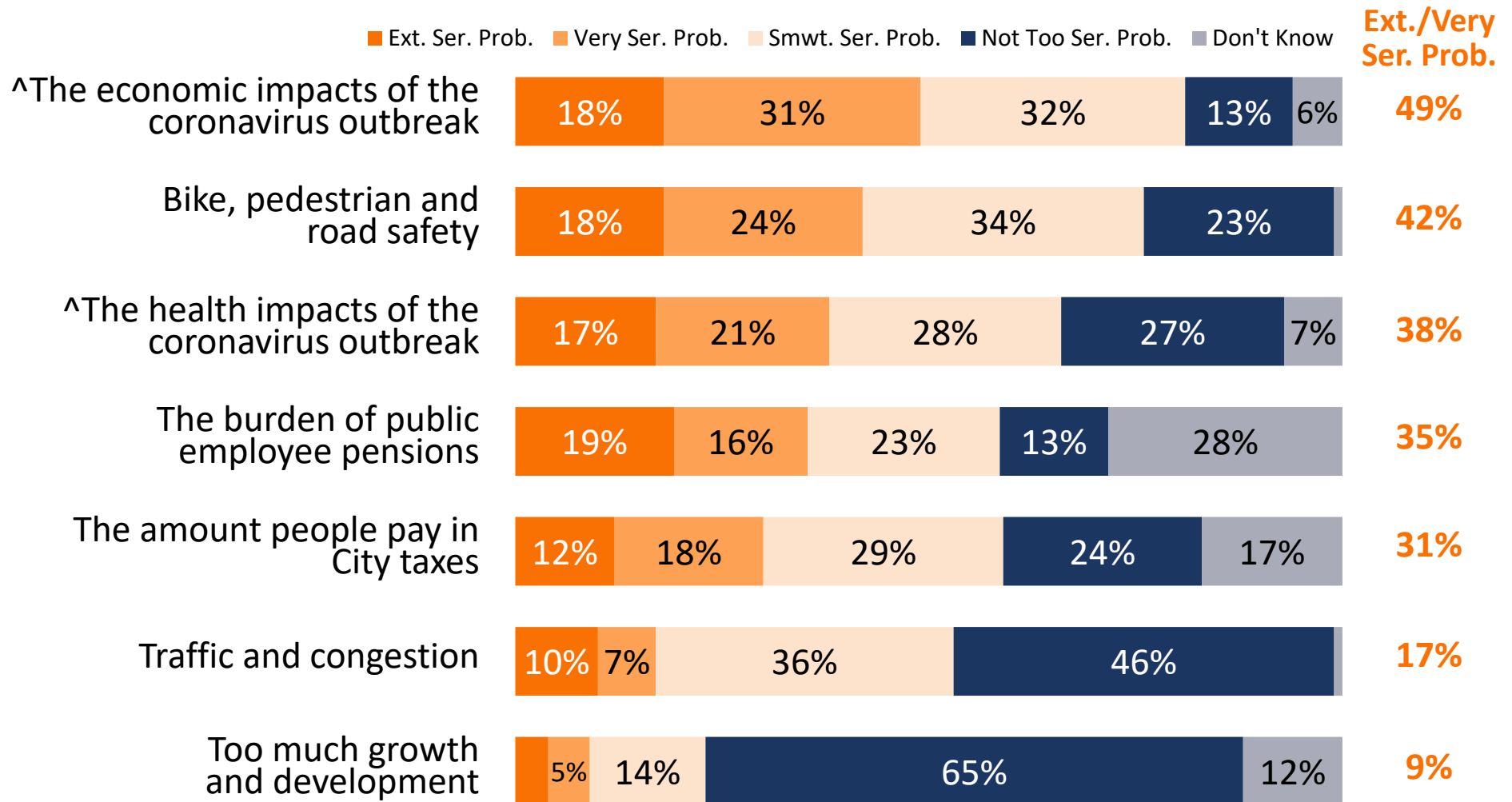
I'd like to read you some problems facing the City of Vallejo that other people have mentioned. Please tell me whether you think it is an extremely serious problem, a very serious problem, somewhat serious problem, or not too serious a problem in Vallejo.



The cost of living, government waste, and public infrastructure are second-tier concerns.



Concerns are low about city traffic and congestion; majorities do not think growth and development is a serious problem.



Concerns about the cost of living and community safety have increased notably since 2020.

(Extremely/Very Serious Problem)

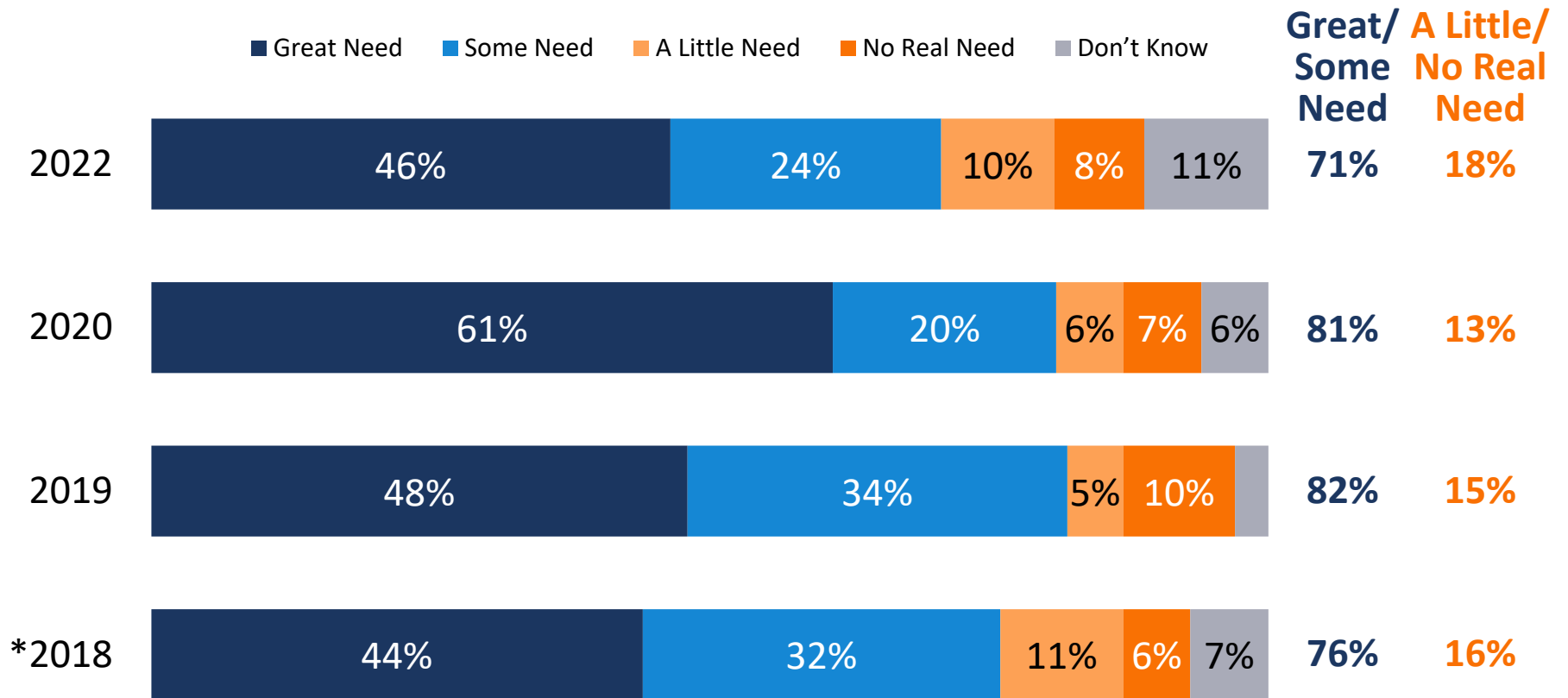
Problem	2009	2010	2016	*2018	2019	2020	2022	Difference (2020-2022)
The cost of living	--	--	--	42%	49%	40%	64%	+24%
^A lack of community safety	--	--	--	--	--	58%	75%	+17%
The quality of City of Vallejo public safety services	--	55%	47%	53%	52%	57%	68%	+11%
Crime, gangs, and drugs	--	82%	74%	76%	63%	69%	79%	+10%
The City's financial stability	--	--	--	56%	60%	59%	68%	+9%
The quality of Vallejo's public infrastructure	--	--	--	--	50%	53%	59%	+6%
The cost of housing	--	--	41%	46%	48%	50%	55%	+5%
Homelessness	--	--	--	--	--	77%	80%	+3%
Waste and inefficiency in city government	65%	74%	48%	49%	47%	61%	63%	+2%
Traffic and congestion	--	--	--	23%	22%	16%	17%	+1%

I'd like to read you some problems facing the City of Vallejo that other people have mentioned. Please tell me whether you think it is an extremely serious problem, a very serious problem, somewhat serious problem, or not too serious a problem in Vallejo. ^Not Part of Split Sample

**Tracked from a Community Survey*

While majorities expressed a gut feeling that the City needs additional funding, that perception is less strongly held than it was in prior years.

In your personal opinion, do you think there is a great need, some need, a little need, or no real need for additional funds to provide the level of City services that Vallejo residents need and want?





Initial Reactions to a Potential Funding Measure

Measures Assessed in this Survey

- All survey respondents were asked how they would vote on two hypothetical 0.875% sales tax measures.
 - One would dedicate funds exclusively for streets and roads (two-thirds vote threshold).
 - One would provide fund for the City's general fund (majority vote threshold).
- Measures were rotated in the initial vote to mitigate against any bias associated with the order in which they were heard or read.
- Respondents were also asked to react to a variety of ways that funds generated by either measure could be spent.
- Later in the survey, respondents were presented with a set of statements supporting, and then a set of statement criticizing, the measure they heard or read first.
- Respondents were asked how they would vote on the measure after being presented with each set of statements to determine hypothetical ceilings and floors of support.

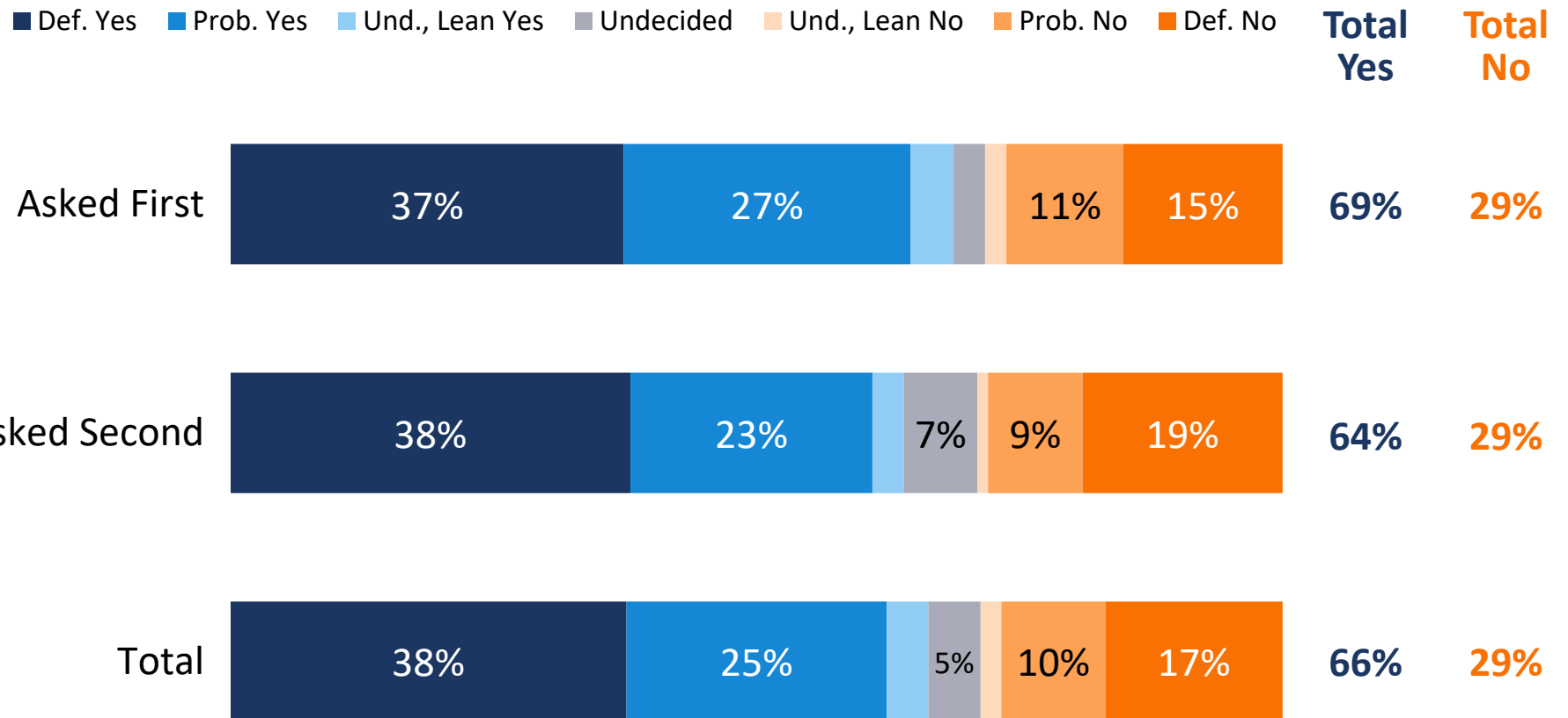
Hypothetical Special-Purpose Measure Language

(Reviewed by the City Attorney; two-thirds vote threshold for passage)

City of Vallejo Safe Streets and Pothole Repair Measure.

To maintain/improve local roads, sidewalks, and neighborhood/residential streets, provide safe routes to school; repair potholes/streets/crumbling sidewalks and prevent future deterioration; and enhance senior/disabled accessibility shall the City of Vallejo adopt a measure establishing a 0.875% sales tax, providing \$18,000,000 annually until ended by voters, requiring yearly audits, independent citizen oversight, and all funds legally required to be spent locally only on Vallejo streets and not for any other purpose?

Initial reactions to the special-purpose measure funding streets and roads were near its two-thirds vote threshold but within the margin of error.



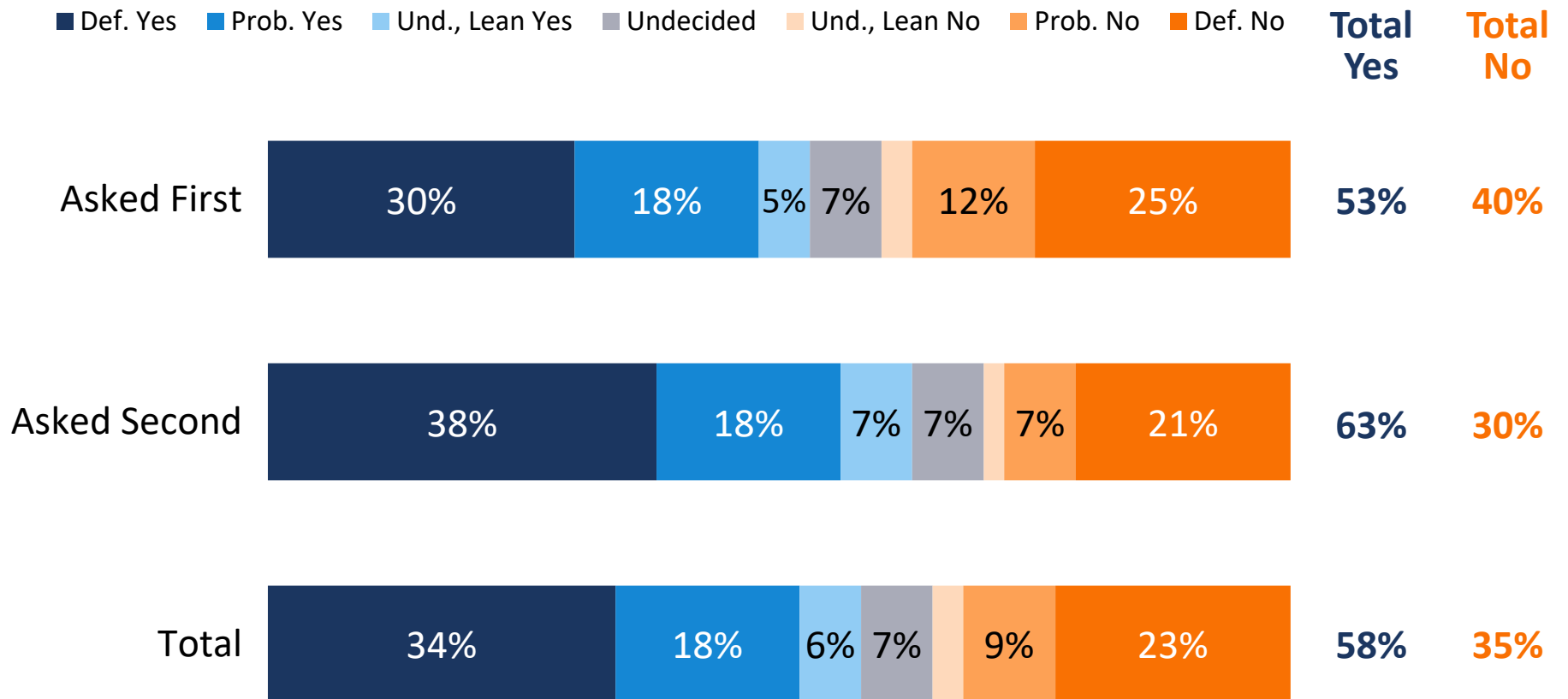
Hypothetical General-Purpose Measure Language

(Reviewed by the City Attorney; majority vote threshold for passage)

City of Vallejo Fiscal Stability and Essential Services Measure.

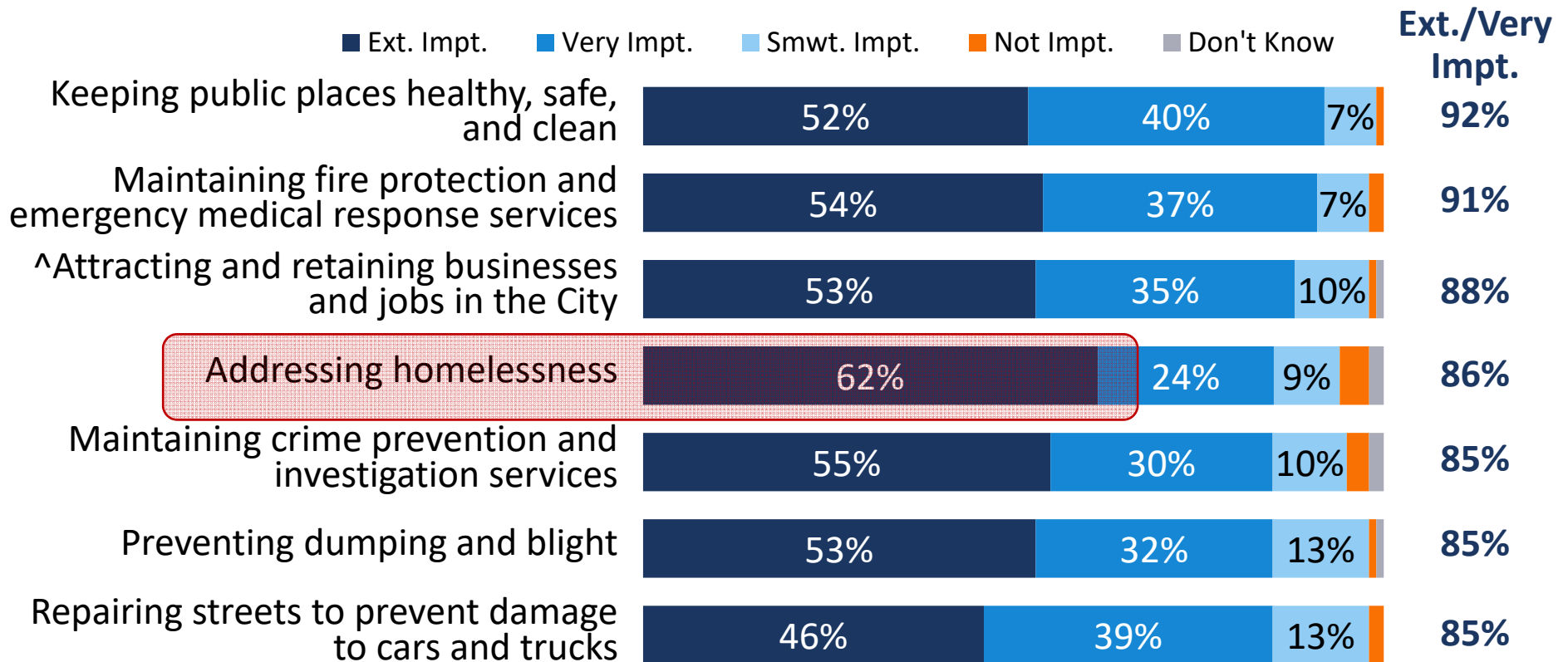
To maintain critical city services, such as fire protection, emergency medical response, crime prevention/investigation, street maintenance, and youth programs; address homelessness; enhance police transparency/accountability and recruit/retain qualified police officers; and for general government use shall the City of Vallejo adopt a measure establishing a 0.875% sales tax, providing \$18,000,000 annually until ended by voters, requiring yearly audits, citizen oversight, and all funds legally required to be spent locally?

Initial reactions to the general-purpose measure were above it's majority vote threshold.

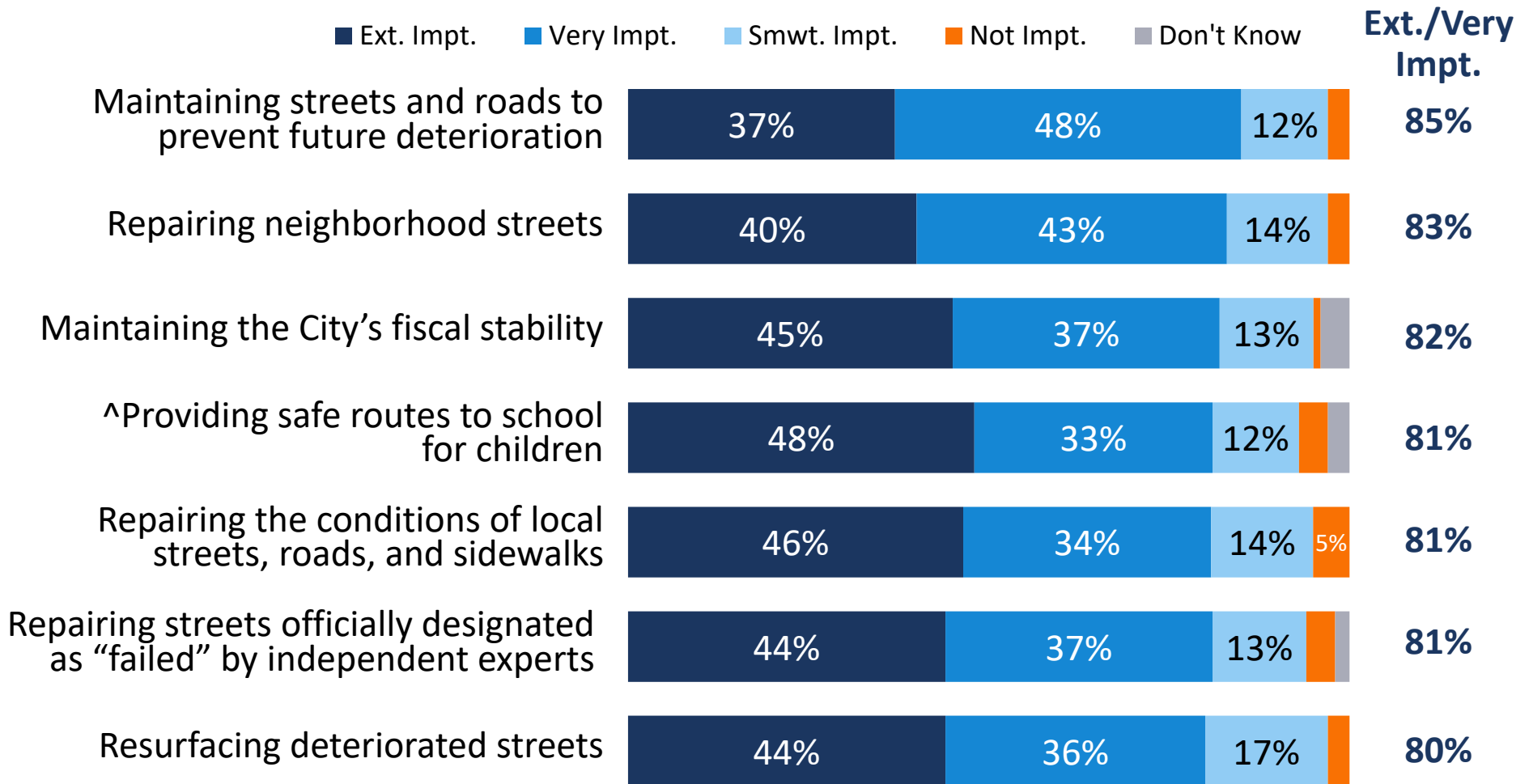


Support was particularly intense for addressing homelessness.

I am going to read you a list of specific City projects and services that could be funded if the City had additional revenue, either from a ballot measure like the ones we have discussed or from any other source. Please tell me how important each one is to you: extremely important, very important, somewhat important, or not important.

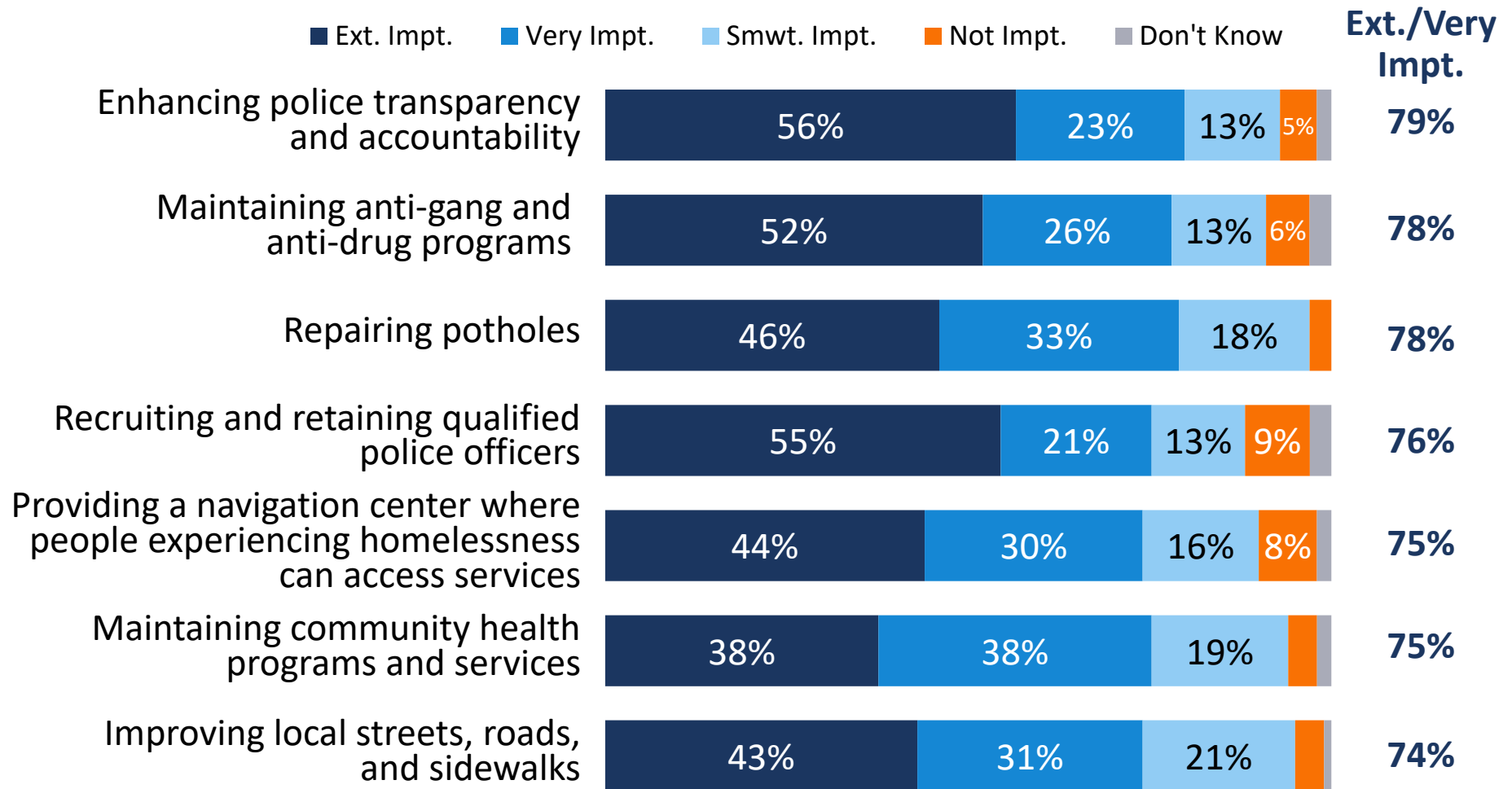


Respondents prioritized a variety of ways funds could be spent to improve roads at similar levels.



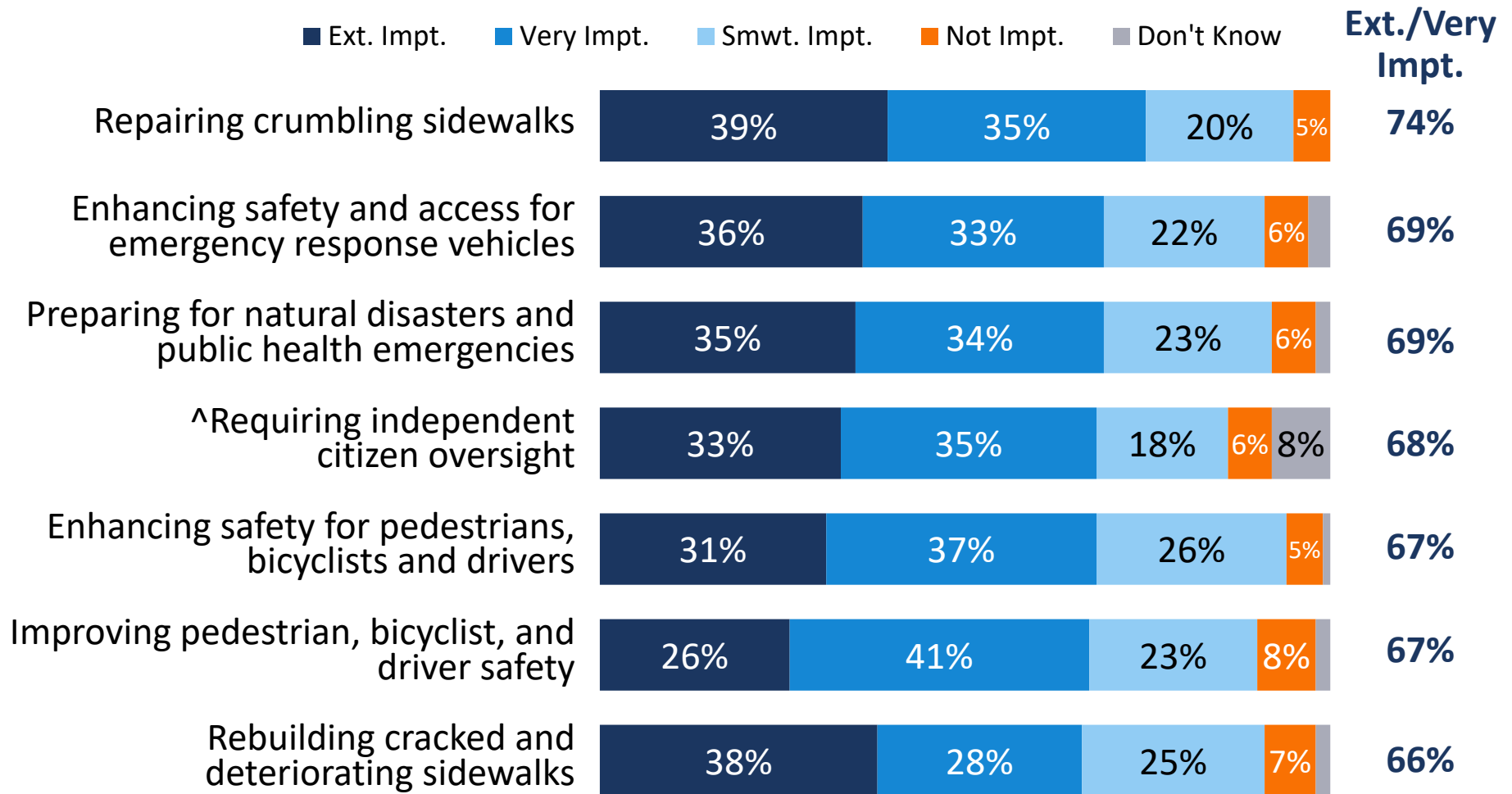
I am going to read you a list of specific City projects and services that could be funded if the City had additional revenue, either from a ballot measure like the ones we have discussed or from any other source. Please tell me how important each one is to you: extremely important, very important, somewhat important, or not important. ^Not Part of Split Sample

Many other public safety, roads, and community services were also seen as important.



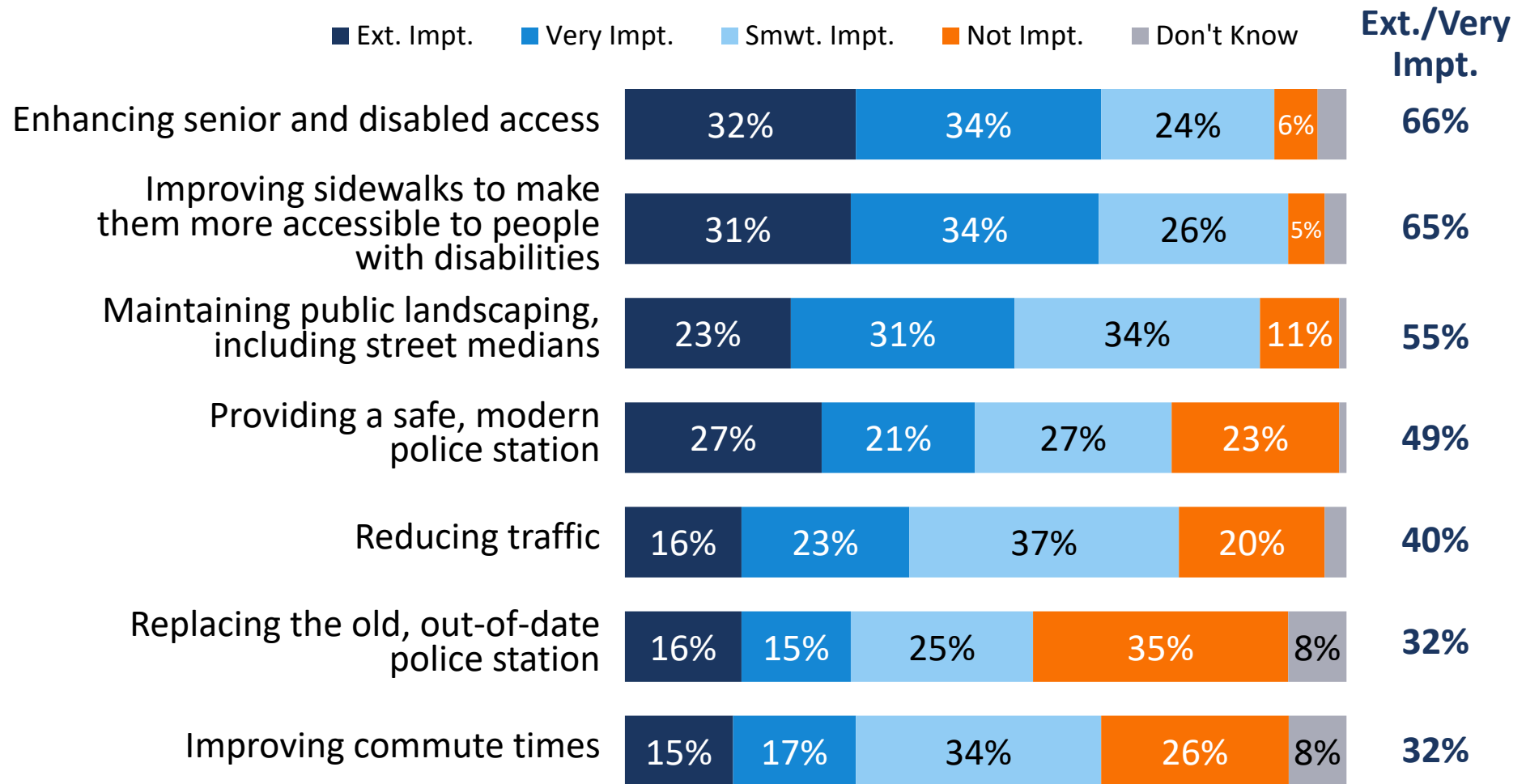
I am going to read you a list of specific City projects and services that could be funded if the City had additional revenue, either from a ballot measure like the ones we have discussed or from any other source. Please tell me how important each one is to you: extremely important, very important, somewhat important, or not important. Split Sample

Improvements for bicycling and sidewalks were also seen as important by many, but to a slightly lesser degree.



I am going to read you a list of specific City projects and services that could be funded if the City had additional revenue, either from a ballot measure like the ones we have discussed or from any other source. Please tell me how important each one is to you: extremely important, very important, somewhat important, or not important. ^Not Part of Split Sample

Addressing traffic and the old police station are not viewed as very or extremely important by a majority of respondents.



I am going to read you a list of specific City projects and services that could be funded if the City had additional revenue, either from a ballot measure like the ones we have discussed or from any other source. Please tell me how important each one is to you: extremely important, very important, somewhat important, or not important. Split Sample



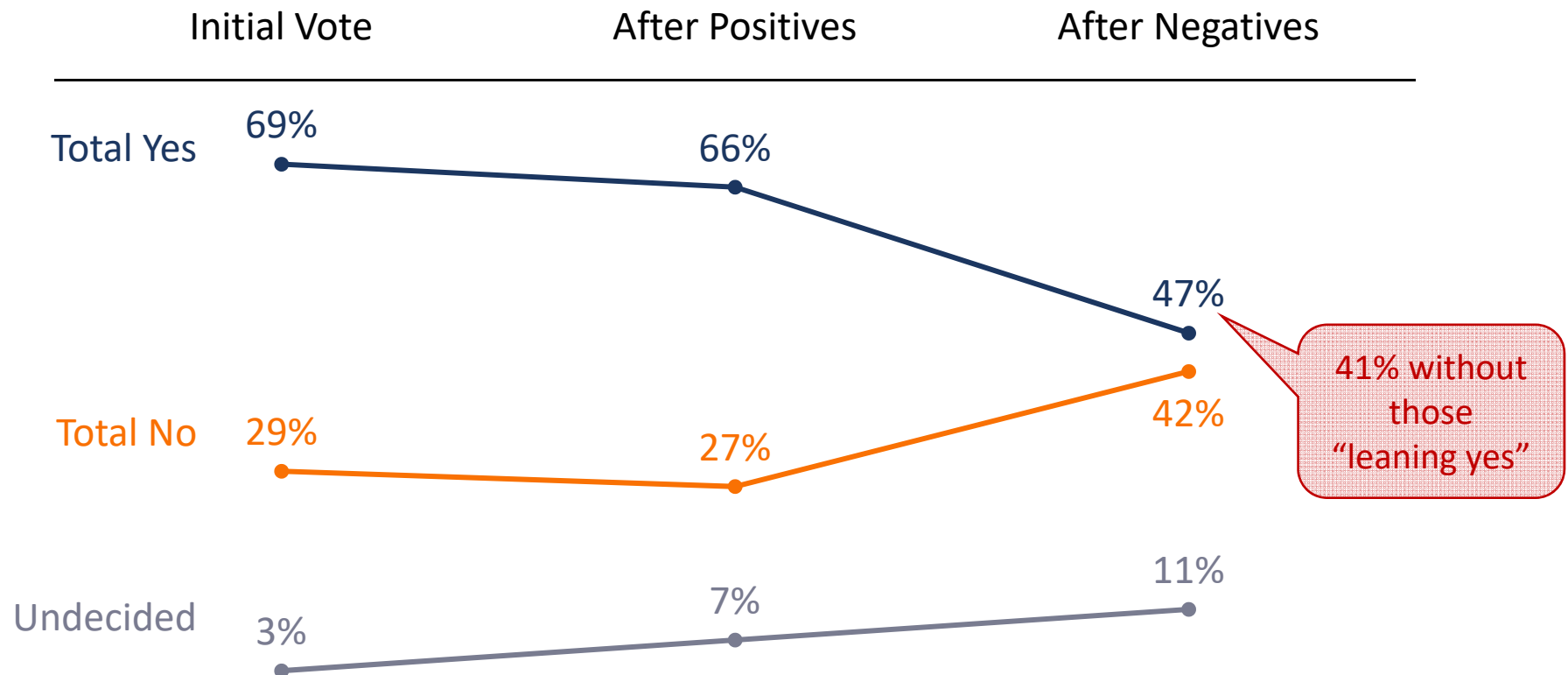
The Impact of Additional Information

Positive and Negative Statements

- Possible positive statements included quantifying road repair needs; highlighting the experience of driving on Vallejo's streets; noting the relationship between increased 911 response times and closed fire stations; noting that funds could support keeping public places clean and safe, youth programs, improved disability access, providing safe routes to schools, implementing police reforms, operating the new homeless navigation center, and modernizing the unsafe police station; and that funds would be subject to various accountability provisions.
- Possible negative statements included that the gas tax should already pay for road repairs; that Vallejo voters have tax fatigue; that sales taxes are regressive; that the City has demonstrated poor financial management and should spend funds more efficiently; that the high cost of living and inflation make higher taxes even more untenable; that the City spends too much on claims against the Police Department and on employee pensions; that a special purpose measure only on roads would generate opposition given the City's public safety needs.

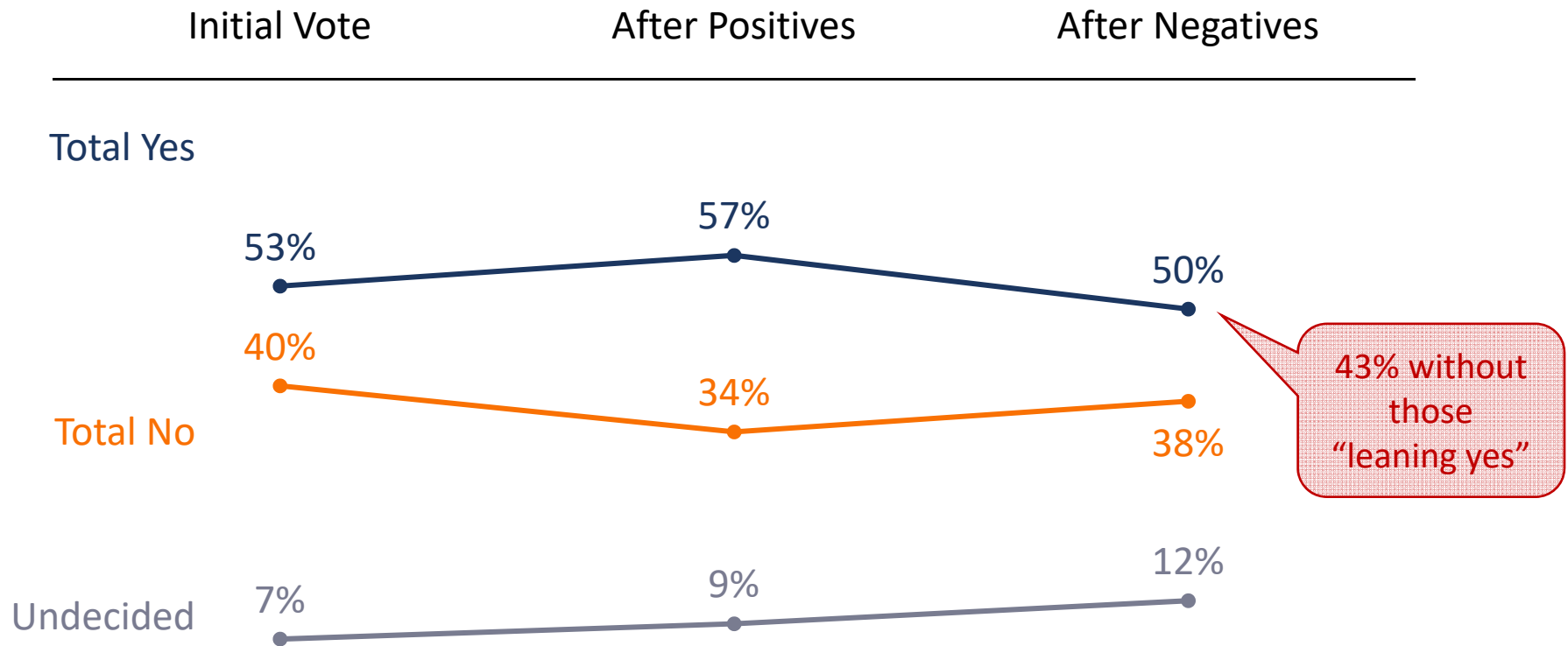
Support for the special-purpose roads measure did not increase after positive statements and fell well below the threshold after negative statements.

Road Repair Measure (two-thirds vote threshold)



Support for the general-purpose measure did go up slightly after positive statements but fell to 50% after negative statements.

General-Purpose Measure (majority vote threshold)





Conclusions

Views of Life in Vallejo

- After rebounding in the latter part of the prior decade, views of life in Vallejo and of City government are at their lowest levels since the Great Recession and Vallejo's bankruptcy.
- Concerns about homelessness, public dumping, and public safety are particularly acute.
- There is also strong sentiment that local street conditions are poor and many are not confident in the City's financial management.
- However, majorities also believe the City needs additional funding for services.

Ballot Measure Viability

- Initial support for a potential special-purpose sales tax measure funding roads was at its two-thirds vote threshold but within the margin of error. Negative arguments dropped that support significantly below 50%.
- Initial support for a potential general-purpose sales tax measure was slightly above its majority vote threshold, though it fell to 50% after critical statements, relying upon a notable number of very tentative supporters to hold at that level in addition to factoring in a margin of error of 6.9%.
- Voters see a need for funding, but misgivings about the City's management and the cost of living suggest that voters are not committed in their support and may easily be convinced to oppose a measure.
- While these results are only a snapshot in time and cannot predict the future, they do indicate that a two-thirds measure is not viable this November and a majority vote measure would likely fail.

**For more information,
contact:**



**OPINION
RESEARCH
& STRATEGY**

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Oakland, CA 94612
Phone (510) 451-9521
Fax (510) 451-0384

Curt Below

Curt@FM3research.com

Lucia Del Puppo

Lucia@FM3research.com



DATE: July 12, 2022
TO: Mayor and Members of the City Council
FROM: Dawn G. Abrahamson, City Clerk
SUBJECT: **ADOPT RESOLUTION MAKING APPOINTMENTS TO GREATER VALLEJO RECREATION DISTRICT BOARD OF DIRECTORS, BEAUTIFICATION COMMISSION, CIVIL SERVICE COMMISSION, MCCUNE COLLECTION COMMISSION, AND THE PLANNING COMMISSION**

RECOMMENDATION

Council to take the following actions:

1. Adopt a resolution making an appointment to the Greater Vallejo Recreation District (GVRD) Board of Directors - 1 vacancy
2. Adopt a resolution making appointments to the Beautification Commission (2 vacancies); Civil Service Commission (1 vacancy); McCune Collection Commission (2 vacancies); and the Planning Commission (1 vacancy)

REASONS FOR RECOMMENDATION

A number of vacancies and term expirations on City Commissions exist, including the GVRD Board of Directors for one member appointed by the Vallejo City Council due to a resignation. Interviews were conducted at a Special City Council meeting held June 23, 2022. With the exception of one, all applicants attended and participated in the interviews. According to the City Council's procedure for selecting commissioners, appointments shall be made at the next regular meeting following the conclusion of the special meeting, which was June 28, 2022. Appointments were delayed to the July 12 regular Council meeting given the number of items that were before the City Council at its June 28 meeting.

BACKGROUND AND DISCUSSION

On May 13, 2022, a press release was issued to advise the public concerning a number of vacancies on City boards and commissions and for seats held by members whose terms expired on June 30, 2022. The notice was posted on the City's various social media platforms. The application filing period closed on June 3 and while the City Clerk's Office was successful in receiving applications for some of the vacancies to City Commissions and the vacant GVRD position, a number will remain vacant. Staff has reopened the application filing period for 5 City Commissions, the Solano County Library Advisory Council and the SolTrans Public Advisory Committee until a sufficient number have been received.

Applicant interviews were conducted by the Council on June 23, 2022. With the exception of one applicant, the remainder scheduled for the evening attended and participated in the interviews. Applicants must attend and be interviewed in order to be considered for appointment. Applicants who participated in the interviews are presented to the City Council for consideration. A second round of interviews will be conducted on July 7 and appointments to the Architectural Heritage & Landmarks Commission, Code Enforcement Appeals Board, Economic Vitality Commission, and the Sister City Commission will be made at the July 26 regular Council

**Subject: ADOPT RESOLUTION MAKING APPOINTMENTS TO GREATER VALLEJO
RECREATION DISTRICT BOARD OF DIRECTORS, BEAUTIFICATION
COMMISSION, CIVIL SERVICE COMMISSION, MCCUNE COLLECTION
COMMISSION, AND THE PLANNING COMMISSION**

meeting.

Copies of applications for these commissions have been provided to the Mayor and City Council and copies are available for review in the Office of the City Clerk.

Greater Vallejo Recreation District (GVRD)

Public Resources Code Section 5783.5 provides for the process of either an elected or appointed board of directors for a district that contains unincorporated territory and territory of one or more cities. GVRD Board members are appointed by the Solano County Board of Supervisors and the Vallejo City Council according to the proportionate share of the County and the City within the district. Currently, the Vallejo City Council appoints three members to the Board.

Presently there is one vacancy due to a resignation with a term expiring on December 31, 2023. This appointment shall be made by the Vallejo City Council. Two applications were received and both participated in interviews held on June 23. The two applicants are presented to the City Council for its consideration. In order for the GVRD Board of Directors to continue to function at full capacity, the City Council should make one appointment for a term to commence immediately and expire on December 31, 2023.

Beautification Commission

Chapter 2.39 of the Vallejo Municipal Code provides for a BC to consist of seven members who shall be residents of the City.

Presently there are two vacancies with both terms expiring on June 30, 2026. One application was received. The applicant attended and participated in the interview with the City Council on June 23. This applicant is presented to the City Council for its consideration. If the City Council chooses to appoint the applicant to fill one of the two vacancies, the appointment shall be made for a term to commence from date of appointment and expire on June 30, 2026.

Civil Service Commission

Chapter 2.43 of the Vallejo Municipal Code currently provides for a Civil Service Commission to consist of five members who shall be residents of the City.

Presently there is 1 vacancy with a term expiring on June 30, 2026. One application was received and the applicant participated in the interview with the City Council on June 23. The applicant is presented to the City Council for its consideration. If the City Council chooses to make an appointment to fill the vacancy, the appointment shall be made for a term to commence from date of appointment and expire on June 30, 2026.

McCune Collection Commission

Chapter 2.51 of the Vallejo Municipal Code currently provides for a McCune Collection Commission to consist of seven members who shall be residents of the City.

Presently there are two vacancies. Three applications were received for Council consideration and two applicants attended and participated in the interviews with the City Council on June 23. Since the interviews were held, the additional applicant withdrew their application. Both applicants are presented to the City Council for its consideration. If the City Council chooses to make appointments to fill the vacancies, one appointment shall be made for a term to commence from the date of appointment and expire on June 30, 2024 and the other appointment shall commence from date of appointment and expire on June 30, 2026.

Subject: ADOPT RESOLUTION MAKING APPOINTMENTS TO GREATER VALLEJO RECREATION DISTRICT BOARD OF DIRECTORS, BEAUTIFICATION COMMISSION, CIVIL SERVICE COMMISSION, MCCUNE COLLECTION COMMISSION, AND THE PLANNING COMMISSION

Planning Commission

Chapter 2.44 of the Vallejo Municipal Code currently provides for a Planning Commission to consist of seven members who shall be residents of the City.

Presently there is one vacancy with a term expiring on June 30, 2026. Two applications were received. Both applicants attended and participated in the interviews with the City Council on June 23. Both applicants are presented to the City Council for its consideration. If the City Council chooses to appoint an applicant to fill the vacancy, the appointment shall be made for a term to commence from date of appointment and expire on June 30, 2026.

Staff will continue its efforts to solicit interested applicants for the remaining vacancies to the Beautification Commission, Design Review Board, Human Relations Commission, Participatory Budgeting Steering Committee, Housing Authority Board of Commissioners - tenant commissioner, the SolTrans Public Advisory Committee, and the Solano County Library Advisory Council - Vallejo representative.

Pursuant to the City Council's procedure for selecting commissioners, only interviews were conducted at the special meeting on June 23. Appointments to these advisory bodies are before the City Council this evening for consideration.

FISCAL IMPACT

There is no fiscal impact associated with filling vacancies to standing commissions.

ENVIRONMENTAL REVIEW

This action is exempt from the California Environmental Quality Act (CEQA) because it is not a project which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, pursuant to CEQA Guideline section 15378.

ATTACHMENTS

1.	List of Eligible Applicants for Appointment_071222
2.	Appointment GVRD Boardmember short term_071222 CAO Stamp
3.	Resolution Making Appointments to Various Commissions_071222 CAO STAMP

CONTACT

Dawn G. Abrahamson, City Clerk (707) 648-4527
Dawn.Abrahamson@cityofvallejo.net

List of Eligible Applicants for Appointment

Beautification Commission – 2 vacancies (terms to expire 6/30/26)

*Susan Slater

Civil Service Commission 1 – vacancy (term to expire 6/30/26)

*Brenda Plechaty

McCune Collection Commission 1 vacancy (term to expire 6/30/24) & 1 vacancy (term to expire 6/30/26)

*Henry Beecher
Joel Benson

Planning Commission – 1 vacancy (term to expire 6/30/26)

*Donald Douglass
Loretta Gaddies

GVRD – 1 vacancy (term to expire 12/31/23)

Wendell Quigley
Avonelle Hanley-Mills

*Current Commissioner

Approved as to form:

By:  for
Veronica Nebb, City Attorney

RESOLUTION NO. 22- N.C.

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VALLEJO MAKING
APPOINTMENTS TO THE GREATER VALLEJO RECREATION DISTRICT
BOARD OF DIRECTORS**

WHEREAS, Public Resources Code Section 5783.5 provides for the process of either an elected or appointed board of directors for a district that contains unincorporated territory and the territory of one or more cities; and

WHEREAS, Greater Vallejo Recreation District Board members are appointed by the Solano County Board of Supervisors and the Vallejo City Council according to the proportionate share of population of the County and the City within the district, with the Vallejo City Council appointing three members to the Board; and

WHEREAS, Greater Vallejo Recreation District Policy No. 400 states that the term of office of each member appointed by the City Council and the Solano County Board of Supervisors shall be for four years, and that terms of members shall be staggered so that the number of terms expiring annually shall be approximately equal; and

WHEREAS, said policy also states that appointments become effective at the first Board meeting in January following the uneven selection years and that there is no restriction to the number of succeeding terms a member may serve; and

WHEREAS, there currently exists one vacancy on the Greater Vallejo Recreation District Board of Directors; and

WHEREAS, the City Council reviewed applications and conducted interviews.

NOW, THEREFORE, BE IT RESOLVED that the City Council hereby appoints _____ to the Greater Vallejo Recreation District Board of Directors for a term to expire on December 31, 2023.

Adopted by the City Council of the City of Vallejo at a regular meeting held on July 12, 2022
with the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ROBERT H. MCCONNELL, MAYOR

ATTEST:

DAWN G. ABRAHAMSON, CITY CLERK

Approved as to form:

By:  for _____
Veronica Nebb, City Attorney

RESOLUTION NO. 22- N.C.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VALLEJO MAKING APPOINTMENTS TO VARIOUS BOARDS, COMMISSIONS, AND COMMITTEES

WHEREAS, the Vallejo City Council has established various boards and commissions and such boards may be advisory, policy, appellate and/or rule making; and

WHEREAS, members of these boards, committees, and commissions shall be appointed by the City Council and vacancies shall be filled for the unexpired portion of the term in the same manner as the original appointment pursuant to the Vallejo Municipal Code; and

WHEREAS, section 2.26.030 of the Vallejo Municipal Code provides that the term of office of each member appointed by the City Council shall be for four years, except as otherwise provided by ordinance or resolution, and that terms of members shall be staggered so that the number of terms expiring annually shall be approximately equal; and

WHEREAS, there currently exist vacancies on the boards and commissions, and

WHEREAS, pursuant to section 2.02.350 of the Vallejo Municipal Code, the City Clerk has published notices of these vacancies, received applications of interest, and delivered to the City Council all applications submitted; and

WHEREAS, the City Council reviewed the applications submitted and has conducted interviews.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL AS FOLLOWS:

The following person is appointed to the Beautification Commission – 2 vacancies (terms to expire 12/31/26):

1. _____ – term to expire 6/30/26

The following person is appointed to the Civil Service Commission – 1 vacancy (term to expire 6/30/26):

1. _____ – term to expire 6/30/2026

The following persons are appointed to the McCune Collection Commission – 1 member (term to expire 6/30/24 and 1 member term to expire 6/30/26):

1. _____ - term to expire 6/30/24
2. _____ – term to expire 6/30/2026

The following person is appointed to the Planning Commission – 1 member (term to expire 6/30/26):

3. _____ – term to expire 6/30/2026

Adopted by the City Council of the City of Vallejo at a regular meeting held on July 12, 2022 with the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ROBERT H. MCCONNELL, MAYOR

ATTEST:

DAWN G. ABRAHAMSON, CITY CLERK



DATE: July 12, 2022
TO: Mayor and Members of the City Council
FROM: Gillian Hayes, Assistant City Manager
SUBJECT: **ADOPT A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VALLEJO APPROVING A SETTLEMENT AGREEMENT AND RELEASE OF ALL CLAIMS BY AND AMONG SYAR INDUSTRIES, INC. (“SYAR”), BLUE ROCK SPRINGS, LLC (“DEVELOPER”), AND THE CITY OF VALLEJO, A MUNICIPAL CORPORATION (“CITY”) AND MAKING FINDINGS PURSUANT TO THE CALIFORNIA ENVIRONMENTAL QUALITY ACT (“CEQA”)**

RECOMMENDATION

Adopt the attached Resolution approving the Settlement and Release Agreement by and among Syar Industries, Inc. (Syar), Blue Rock Springs, LLC (Developer), and the City of Vallejo and making findings pursuant to the California Environmental Quality Act (CEQA).

REASONS FOR RECOMMENDATION

In order to promote redevelopment and revitalization of the Blue Rock Springs Golf Course, staff recommends the City Council consider and approve the attached Settlement and Release Agreement (Attachment 2).

In response to the proposed redevelopment of the Golf Course adjacent to the Quarry, Syar filed a legal claim against the City and sponsored an initiative that would block the City’s ability to develop on open space zoned land within the City limits. After two years of negotiation, the parties involved have agreed to settle on specific terms in order to move a potential future project forward.

Syar, the Developer, and the City seek to enter into this settlement agreement to resolve the aforementioned disputes. Details in the Settlement and Release Agreement will resolve concerns related to the potential redevelopment of the Blue Rock Golf Course site and its proximity to Syar’s Quarry, as defined in the Use Permit approved by Solano County in 2014, and provides a path forward for all parties involved.

BACKGROUND AND DISCUSSION

The Blue Rock Springs Golf Course is a City-owned facility developed with two, 18-hole, golf courses, a small clubhouse, and related facilities. Over time, the underutilized site has resulted in an operational deficit. By 2017, the City was heavily subsidizing the site and its operations from the City’s General Fund. At that time, the City Council approved two proactive measures to address the deficit. The first was to employ a consultant to operate the site; the second was to issue an RFP to call for redevelopment of this underutilized City-owned asset.

On December 12, 2017, the City Council approved an agreement with Touchstone Golf LLC to provide management services to operate and maintain the City’s golf course and its related facilities.

During the same general time period (on August 8, 2017), the City issued a Request for Qualifications (RFQ) for revitalization of the Golf Courses and the 225 Acres that make up its environs, including a proposal for a “Public-Private Partnership, Management, Lease or Other Agreement.” The RFQ identified three goals for any revitalization project: (1) fund the design, renovation, and restoration of Blue Rock in a manner that allows for it

Subject: ADOPT A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VALLEJO APPROVING A SETTLEMENT AGREEMENT AND RELEASE OF ALL CLAIMS BY AND AMONG SYAR INDUSTRIES, INC. (“SYAR”), BLUE ROCK SPRINGS, LLC (“DEVELOPER”), AND THE CITY OF VALLEJO, A MUNICIPAL CORPORATION (“CITY”) AND MAKING FINDINGS PURSUANT TO THE CALIFORNIA ENVIRONMENTAL QUALITY ACT (“CEQA”)

to operate as an affordable public course but independent of subsidies from City; (2) fund the development of a new or renovated multi-use clubhouse and associated facilities serving both the golf course and the local community; and (3) preserve or improve the existing aesthetics, quality, property values, environment and views of the surrounding neighborhoods.

In November of 2018, the City received various proposals responsive to the RFQ including a proposal which was selected - the proposal submitted by the Developer’s predecessor-in-interest, the Greg Norman Golf Course Design Company, LLC. The proposal included a design to redevelop the City-owned property with one 18-hole Greg Norman Signature golf course, a new, larger clubhouse and associated improvements, and a new residential subdivision consisting of 615 residential units over 92 acres fronting two sides of Columbus Parkway. As depicted in Figure 1, below, 30 acres of the residential component were proposed east of the roadway and in general proximity to the Quarry owned by Syar.

The Syar Quarry is located within the jurisdiction of the County of Solano. As explained in the Settlement Agreement in more detail, Syar owns and operates the Lake Herman Quarry (Quarry), which includes an active quarry pit, an asphalt plant, a rock processing plant, a concrete batch plant, and other related operations authorized under the related 2014 Solano County Use Permit, included with the Settlement as Exhibit E.

Figure 1 – 2018 Blue Rock Springs LLC Original Residential Proposal
(Note Quarry located east of the 30-acre residential component):



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Upon release of the proposed redevelopment design, Syar expressed concern regarding new residential development being placed immediately adjacent to their business operation. Syar pointed out that the residential housing would be within one half mile of the Quarry and its related business activities.

City staff began to negotiate with Syar at this time in 2018-2019 regarding the proposed development and those negotiations proved unfruitful. The failed negotiations regarding the proposed density and location of residential units spurred Syar to submit the 2020 legal claim against the City and 2020 Initiative in order to hinder the proposed development.

Proposed Initiative and Legal Claim.

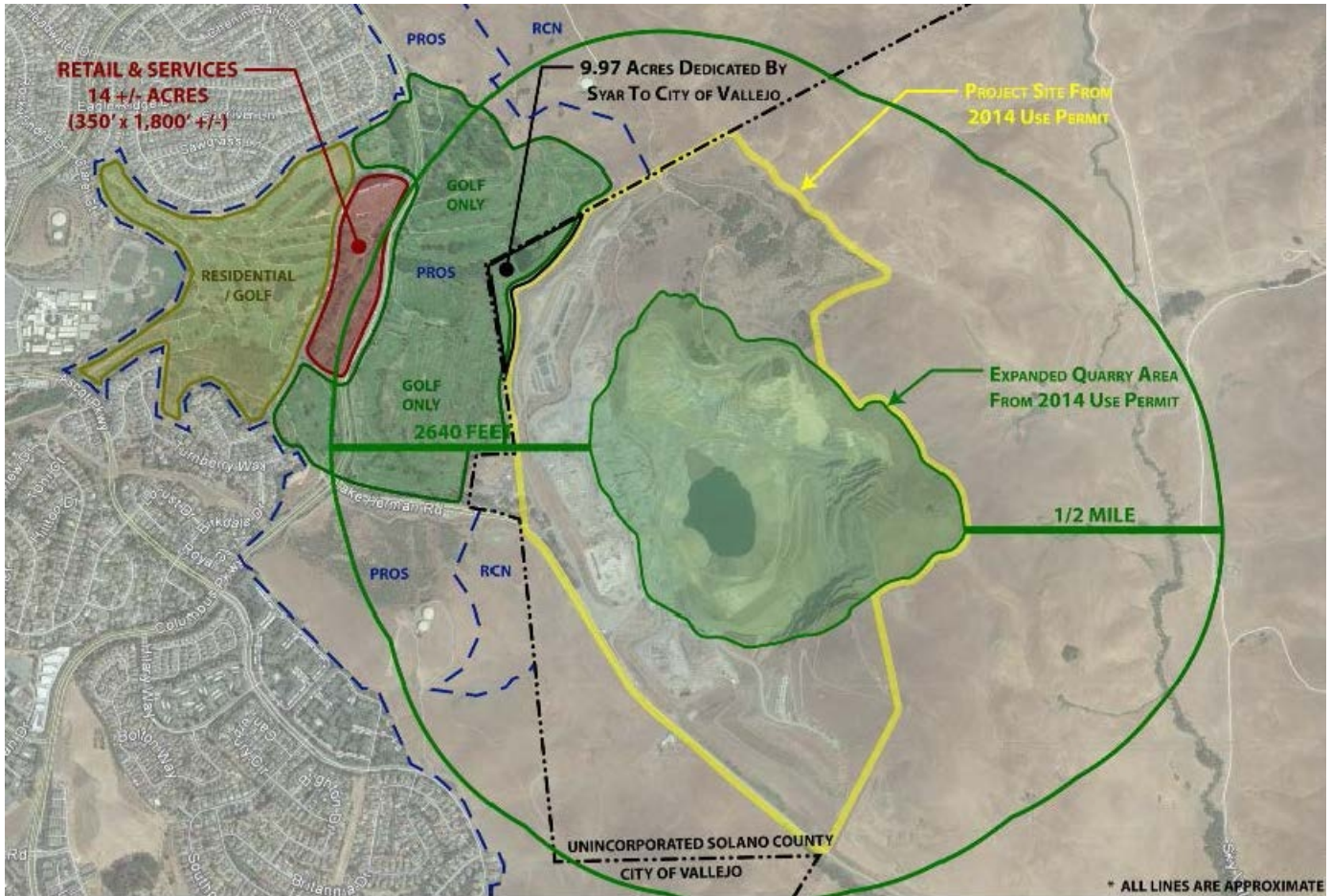
Syar circulated an initiative that purports to protect open space ("Initiative"). The Initiative, entitled the "City of Vallejo Parks, Recreation, and Open Space Protection Initiative," was submitted to the City on February 19, 2020 and includes the Blue Rock Golf Course site as one of the proposed open space locations. It is currently scheduled to be considered by the voters on November 3, 2022. Open space initiatives are typically well received by the public, even where they represent a potential for preventing the City from meeting other expected public needs such as providing housing, jobs, and operational revenue. In addition to submitting the Initiative, on June 2, 2020, Syar sent a letter to the City asserting that, should the City allow the project to move forward with the current design, it would result in violation of the terms associated with the City's prior agreements with Syar.

After the Initiative and legal claim were filed, new City staff began negotiating with Syar in 2020 and rebuilding that relationship.

Staff requested the Developer reconsider multiple redesign options sensitive to Syar's Quarry operational needs, but that would also implement the City's General Plan goals and policies. The most recent revised proposal calls for the relocation of the residential component fully west of Columbus Parkway, a commercial zone east of Columbus Parkway, and a buffer area between the Quarry and the subdivision, provided that Syar agrees to withdraw its opposition to the development, the legal claim, and the Initiative. See Figure 2, below. The proposed Settlement Agreement includes these terms. Additional terms are described below and in more detail in Attachment 2.

Figure 2 – Blue Rock Springs LLC Revised Residential Proposal

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Settlement Terms.

Below is a summary of the terms contained in the attached Settlement and Release Agreement (Attachment 2):

Syar Obligations:

- Affirmatively support the golf course expansion
- Withdraw its Initiative within 5 days of execution of the Settlement and Release Agreement
- Waive all legal claims against the City
- Donate materials to Developer (\$1M value over 4 years)

Developer Obligations:

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Submit a revised application which:

- Relocates residential development to the west side of Columbus Parkway
- Observes a ½ mile buffer zone between the Quarry and the residential development (inside the buffer are the golf course, clubhouse, and a small portion of residential west of Columbus Parkway)
- Enter into a collaborative use easement with Syar which provides for notice of quarry activity for all Developer property within the buffer zone

City Obligations:

- Abide by the buffer zone so long as Syar maintains its land use permit with Solano County (permit runs until 2045 and can be renewed)
- If the City approves the Developer’s application, the City must abide by the land plan for ten (10) years, including if the City transfers the property to a different developer or proposes City development in the buffer zone

Buffer Zone

The Buffer Zone was created to address Syar’s concerns with Quarry operations and the proximity to the proposed project activities. The Buffer Zone includes the following restrictions:

- No residential uses will be allowed within the Buffer Zone except in the orange-shaded area
- Commercial Uses within the Buffer Zone are limited to the red-shaded area
- Any future clubhouse east of Columbus Parkway will be within 300 ft. of the Parkway and no further north than the existing clubhouse
- The buffer zone will not preclude outdoor golf uses

Land Plan

The Land Plan was developed to guide the future project submittal from the Developer and consists of details the Developer and Syar agree to:

- Development of the golf course will be designed to shield outdoor activities from the Quarry. This will be accomplished by using the clubhouse or masonry walls as barriers
- Commercial buildings will use engineering designs to mitigate quarry noise, vibrations, and resist rockfall
- All outdoor commercial activity in the red zone (other than golfing uses) may be subject to cancellation based on the quarry’s blasting schedule
- Quarry will not blast on weekends unless in case of an emergency
- In the event of an emergency, Quarry will give at least a 48-hour notice

Collaborative Use Easement

- So long as Solano County permits Syar to operate the Quarry, effects of its operations can pass over the easement area in compliance with the 2014 existing Use Permit. Examples: Noise, dust, vibrations, light
- A disclosure for future residential owners in the easement area will be recorded along with the easement,

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development application, and residential deeds

Staff recommends the City Council adopt the attached resolution and approve the Settlement and Release Agreement described the Attachment 2 and summarized above. Minor changes to the Agreement may be facilitated by the City Manager and the City Attorney.

Next Steps

Upon execution of the Settlement and Release Agreement, the Developer is expected to begin design and preparation for application submittals. Syar will within 5 days withdraw th initiative and withdraw its claims against the City. Negotiation of the Purchase and Sale Agreement will commence and the project and all related entitlements will return to the City Council for consideration.

At this time, neither the City nor the Developer has submitted applications for the proposed project, nor has the City begun processing the proposed project. Upon submittal of a complete application by the Developer, the City will proceed to prepare appropriate environmental review and process the proposed revised project in accordance with all applicable laws, rules and regulations.

FISCAL IMPACT

The action to approve this Settlement and Release Agreement has no fiscal impact.

ENVIRONMENTAL REVIEW

This action is exempt from CEQA because it is not a project which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, pursuant to CEQA Guidelines Section 15378. At the time a revised project is submitted for entitlements, appropriate environmental review will be conducted.

ATTACHMENTS

1.	Resolution Approving Settlement and Release Agreement_CAO Stamp
2.	Settlement and Release Agreement_CAO

CONTACT

Gillian Hayes, Assistant City Manager and Acting Economic Development Division Manager
gillian.hayes@cityofvallejo.net (707) 648-4163

Approved as to form:



By: _____ for
Veronica A.F. Nebb
City Attorney

RESOLUTION NO. 22-_____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VALLEJO
APPROVING A SETTLEMENT AGREEMENT AND RELEASE OF ALL CLAIMS
BY AND AMONG SYAR INDUSTRIES, INC. (“SYAR”), BLUE ROCK SPRINGS,
LLC (“DEVELOPER”), AND THE CITY OF VALLEJO, A MUNICIPAL
CORPORATION (“CITY”) AND MAKING FINDINGS PURSUANT TO THE
CALIFORNIA ENVIRONMENTAL QUALITY ACT (“CEQA”)**

WHEREAS, on August 8, 2017, City issued a Request for Qualifications (“RFQ”) for the “Revitalization of Two 18-Hole Golf Courses and 225 Acres at Blue Rock Springs Municipal Golf Course through a Public-Private Partnership, Management, Lease or Other Agreement.” The RFQ identified three goals for any revitalization project: (1) fund the design, renovation, and restoration of the Blue Rock Springs Municipal Golf Course (“City Property”) in a manner that allows for it to operate as an affordable public course but independent of subsidies from City; (2) fund the development of a new or renovated multi-use clubhouse and associated facilities serving both the golf course and the local community; and (3) preserve or improve the existing aesthetics, quality, property values, environment and views of the surrounding neighborhoods; and

WHEREAS, on November 18, 2018, the City received a proposal in response to the RFQ to develop on the City Property one 8-hole Greg Norman Signature golf course and associated improvements and a new subdivision consisting of 615 residential units; and

WHEREAS, Syar owns and operates the Lake Herman Quarry (“Quarry”) immediately east of the City in unincorporated Solano County, which includes an active quarry pit, an asphalt plant, a rock processing plant, a concrete batch plant, and other related operations; and

WHEREAS, on February 19, 2020, Syar submitted to the City the “City of Vallejo Parks, Recreation, and Open Space Protection Initiative.” Presently, such initiative is scheduled to be considered by the voters on the November 3, 2022 ballot (“Initiative”); and

WHEREAS, on June 2, 2020, Syar sent a claim letter to the City alleging that by carrying out the proposal submitted by Developer, the City would violate the terms of two agreements entered into between the City and Syar, namely, the Agreement Pertaining to Site Preparation for Expansion of the Blue Rock Springs Golf Course and Improvements to Columbus Parkway and Lake Herman Road (“Site Preparation Agreement”) and Agreement Pertaining to the Donation of Land for the Expansion of the Blue Rock Springs Golf Course (“Donation Agreement”) (“the Claim”); and

WHEREAS, City disputes both the legality/validity of the Initiative and the allegations of the Claim; and

WHEREAS, Syar is willing to withdraw the Initiative and release the Claim and all other legal claims against the City, provided that: (1) the City confirms that the Site Preparation and Donation Agreements remain in effect; (2) the City is willing to permit the submission of an application by Developer which includes a designation of a portion of City-owned property located between the Quarry and Columbus Parkway to serve as a buffer between new development and the Quarry; and (3) Developer is willing to submit a revised proposal for development consistent with a land plan agreed upon between Developer and Syar; and

WHEREAS, Developer is willing to submit a revised proposal consistent with the agreed-upon land plan to relocate the residential subdivision component of the Project to the west side of Columbus Parkway and to designate an area between the Quarry and the subdivision to serve as a buffer, provided Syar withdraws its opposition to the Project and withdraws the Initiative; and

WHEREAS, City, Developer, and Syar seek to settle and release all claims pursuant to the terms of a Settlement and Release Agreement (“Settlement Agreement”) negotiated by the parties and their attorneys. The Settlement Agreement is attached hereto as **Exhibit A** and incorporated herein by reference.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Vallejo hereby finds and determines that the foregoing recitals are true and correct.

BE IT FURTHER RESOLVED that the City Council hereby finds that approval of the Settlement Agreement is exempt from the California Environmental Quality Act as set forth in the California Code of Regulations Title 14, section 15378(b)(5). CEQA applies to discretionary project approvals, and although a vote to approve the Settlement Agreement would be a discretionary act, the Settlement Agreement does not meet the definition of a “project” under the CEQA Guidelines (See Cal. Code Regs., tit. 14, § 15378). Under CEQA, the definition of “[p]roject does not include . . . administrative activities of governments that will not result in direct or indirect physical changes in the environment.” (Cal. Code Regs., tit. 14, § 15378(b)(5).) The Settlement Agreement does not obligate or commit City to undertake (i) any acquisition of land, (ii) any disposition of land, or (iii) any other act or activity requiring the subsequent independent exercise of discretion by City. Nor has the Developer submitted any application for any project related to the City Property for approval or consideration by the City. The Settlement Agreement confirms that prior to the approval of any project on the City Property, appropriate environmental review will be undertaken. Accordingly, this action will not result in direct or indirect physical changes in the environment.

BE IT FURTHER RESOLVED that the City Council hereby approves the Settlement Agreement substantially in the form set forth herein as **Exhibit A** and incorporated herein by reference, with changes as may be approved by the City Manager and the City Attorney and authorizes the City Manager to execute same.

ADOPTED, by the City Council of the City of Vallejo at a regular meeting held on July 12, 2022, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

ROBERT H. MCCONNELL, MAYOR


ATTEST:

DAWN G. ABRAHAMSON, CITY CLERK

EXHIBIT A

[Insert Settlement and Release Agreement]

Approved as to form:


By: _____ for
Veronica A.F. Nebb
City Attorney

SETTLEMENT AND RELEASE AGREEMENT

This Settlement and Release Agreement ("**Agreement**") is entered into effective July ____, 2022 ("**Effective Date**"), by and among SYAR INDUSTRIES, INC. ("**Syar**"), the CITY OF VALLEJO ("**City**"), and BLUE ROCK SPRINGS, LLC ("**Developer**"). Syar, the City, and Developer are each individually referred to as "Party" and collectively referred to as "Parties."

RECITALS

WHEREAS, Syar is the record owner of that certain real property located immediately east of the City, in the unincorporated area of Solano County which property consists of APN 0181-190-060 and portions of 181-210-030 and 181-220-040 ("**Syar Property**"). Syar owns and operates the Lake Herman Quarry (hereafter the "**Quarry**"), which includes an active quarry pit, an asphalt plant, a rock processing plant, a concrete batch plant, and other related operations authorized under a Land Use Permit from the County of Solano and located on the Syar Property (collectively the "**Quarry Operations**"); and

WHEREAS, City is the record owner of that certain real property consisting of approximately 225 acres of land located adjacent to the Syar Property consisting of APNs 0081-040-100; and 0081-040-110; 0081-040-120; and 0081-040-880; and 0081-191-010; and 0181-190-010; and 0181-190-070; and 0182-040-080, which is more particularly described in **Exhibit A**, attached hereto and incorporated herein by reference (the "**City Property**"); and

WHEREAS, City owns and operates on the City Property the Blue Rock Springs Golf Course, which consists of two 18-hole courses, and associated structures ("**Blue Rock GC**"); and

WHEREAS, a portion of Blue Rock GC is located upon land that was the donated to the City by Syar pursuant to a Donation Agreement as referenced below; and

WHEREAS, a portion of Columbus Parkway and a portion of Lake Herman Road, within the City limits of the City of Vallejo, are designated as truck routes pursuant to City Resolution No. 10-294 N.C.; and

WHEREAS, on November 6, 1990, City and Syar entered into that certain Agreement Pertaining to Site Preparation for Expansion of the Blue Rock Springs Golf Course and Improvements to Columbus Parkway and Lake Herman Road, which was amended on May 20, 1991 ("**Site Preparation Agreement**"); and

WHEREAS, on November 6, 1990, City and Syar entered into that certain Agreement Pertaining to the Donation of Land for the Expansion of the Blue Rock Springs Golf Course ("**Donation Agreement**"); and

WHEREAS, on December 4, 2014, the County of Solano (“**County**”) granted to Syar Land Use Permit No. U-08-09 and Reclamation Plan No. RP-08-01 (“**Quarry Permit**”). Said Quarry Permit was subject to a Mitigation Monitoring Plan and conditions of approval (“**Conditions**”) outlined in the Quarry Permit. The Quarry Permit is valid until December 4, 2049, and Syar is permitted to apply to the County for an extension of the term of the Quarry Permit at least 6 months prior to its expiration. Syar is required to submit compliance reporting information to the County by October 1 of each year; and

WHEREAS, on August 8, 2017, City issued a Request for Qualifications (“**RFQ**”) for the “Revitalization of Two 18-Hole Golf Courses and 225 Acres at Blue Rock Springs Municipal Golf Course through a Public-Private Partnership, Management, Lease or Other Agreement.” The RFQ identified three goals for any revitalization project: (1) fund the design, renovation, and restoration of Blue Rock in a manner that allows for it to operate as an affordable public course but independent of subsidies from City; (2) fund the development of a new or renovated multi-use clubhouse and associated facilities serving both the golf course and the local community; and (3) preserve or improve the existing aesthetics, quality, property values, environment and views of the surrounding neighborhoods; and

WHEREAS, on November 18, 2018, Developer’s predecessor-in-interest, the Greg Norman Golf Course Design Company, LLC, submitted a proposal in response to the RFQ, to City to develop on the City Property one 8-hole Greg Norman Signature golf course and associated improvements and a new subdivision consisting of 615 residential units (“**Project**”); and

WHEREAS, Syar contends that the Project has substantial potential to create significant environmental impacts, including land use compatibility problems because the Project proposes placing residential housing within one half mile of the Quarry and the activities permitted by the Quarry Permit; and

WHEREAS, on February 19, 2020, Syar submitted to the City the “City of Vallejo Parks, Recreation, and Open Space Protection Initiative”. Presently, such initiative is scheduled to be considered by the voters on the November 3, 2022 ballot (“**Initiative**”); and

WHEREAS, on June 2, 2020, Syar sent a letter to the City (pursuant to Gov. Code, §§ 910, 910.2 & 910.4) alleging that by “carrying out this Project in its current form, the City will violate the terms of the Site Preparation and Donation Agreements” (“**Claim**”); and

WHEREAS, City disputes both the legality/validity of the Initiative and the allegations of the Claim; and

WHEREAS, On December 23, 2020, Syar and City entered into a Tolling Agreement to toll any applicable statute of limitations arising out of the Site Preparation Agreement or the Donation Agreement, which will expire at 11:59 p.m. on May 31, 2022; and

WHEREAS, Developer has prepared a revised proposal to relocate the residential subdivision component of the Project to the west side of Columbus Parkway and to designate an

area of the Project Site between the Quarry and the subdivision to serve as a buffer, provided Syar withdraws its opposition to the Project and withdraws the Initiative; and

WHEREAS, neither the City nor the Developer has submitted any application for any project related to the Golf Course for approval or consideration by the City, and City has not commenced environmental review for any proposal to redevelop the City Property; and

WHEREAS, City is willing to enter into an agreement confirming that the Site Preparation Agreement and Donation Agreements remain in effect. City is further willing to: (1) permit the submission of an application by Developer which includes a designation of an area of the City Property between the Quarry and Columbus Parkway as a buffer zone between new development, and the Quarry; and (2) agree to the recordation of a Collaborative Use Easement providing notice of the Quarry and its operations to all land uses within the easement area provided that Syar withdraws the Initiative and releases the Claim and all other legal claims against the City and provided that the Project, as revised, is ultimately approved.

NOW, THEREFORE, in consideration of, and in return for, the promises and covenants undertaken in this Agreement by the Parties, and for other good and valuable consideration, the receipt of which is hereby acknowledged, the Parties hereby agree as follows:

TERMS

1. All of the foregoing recitals are hereby incorporated by this reference.
2. The City acknowledges the existence of the Site Preparation and Donation Agreements and that such agreements remain in full force and effect as of the Effective Date of this Agreement.
3. Developer agrees that Developer will submit development applications (“**Development Applications**”) for a revised project (“**Revised Project**”). The Revised Project shall comply with and be supported by a land plan which shall illustrate the placement, location, and design of structures and associated outdoor facilities for which the Developer will submit applications for development proposed to be constructed upon the City Property. Such applications of Developer shall be in substantial conformance with the Land Plan and the Buffer Zone attached hereto as **Exhibits B (“Land Plan”), Exhibit C (“Buffer Zone”), and Exhibit D (Buffer Zone Legal Description)** incorporated herein by reference. The terms of this Agreement that apply to or contemplate the aforesaid Development Applications shall also apply to and contemplate any applications submitted by Developer subsequent to any approval of the Revised Project seeking, for instance, a modification of the Revised Project.
 - 3.1. The Parties understand and agree that City retains both its authority as the owner of the City Property and its land use authority as a municipality and charter city and may approve or deny a Purchase and Sale/ Disposition Agreement relating to

any portion of the City Property and may likewise, approve, approve with conditions, or deny the Revised Project.

- 3.2. If the Revised Project is approved, and the City Property or a portion thereof is transferred to the Developer, all development on the City Property constructed by the Developer, or any successor thereto, shall be consistent with the Land Plan & Buffer Zone, both of which shall apply to the City Property for the term of the Quarry Permit and any extension to the Quarry Permit as may be approved by Solano County in the future, unless earlier terminated by the Parties, in writing.
- 3.3. In the event that the Developer abandons the Revised Project before it is built, withdraws its Development Applications, or otherwise abandons the Revised Project before the City has decided whether to approve or deny the Revised Project, or in the event that the City approves the Revised Project but does not transfer the City Property to the Developer, the Buffer Zone shall apply to any future development of that portion of the City Property depicted in **Exhibit C** and described in **Exhibit D**, attached hereto and incorporated herein by reference (“Buffer Zone”) for the term of the Quarry Permit and any extension to the Quarry Permit as may be approved by Solano County in the future.
- 3.4. In the event that the Developer abandons the Revised Project before construction thereof, but after approval of the Revised Project, and before transfer of the City Property to the Developer, or in the event that the City approves the Revised Project but does not transfer the City Property to the Developer, the Land Plan shall apply to any future development of the City Property either (1) for a term of 10 years from date of such abandonment, withdrawal, or any City decision not to transfer the City Property to the Developer; (2) for the term of the Quarry Permit and any extension to the Quarry Permit as may be approved by Solano County in the future; or (3) until cessation of use of the Quarry Property pursuant to the approved Quarry Permit (or any extension thereof) for a period of 365 Days, whichever is less. Said 10-year period may be extended upon the mutual written agreement of City and Syar. Notwithstanding the forgoing terms applicable to the Land Plan in **Exhibit B**, the Buffer Zone provisions referenced in Section 3.3, described in Section 3.5 and depicted in **Exhibit C** and **Exhibit D** shall apply continuously for the term of the Quarry Permit and any extension thereto.
- 3.5. The Buffer Zone as depicted in **Exhibit C** and described in **Exhibit D** affects future residential and commercial development within one-half mile of the Quarry Area throughout the term of the Quarry Permit and any extension to the Quarry Permit as may be approved by Solano County in the future. Specifically, (a) the maximum development footprint for residential uses within the one-half mile radius of the Quarry Area is depicted as the orange area shown on the Buffer Zone map (**Exhibit C**); (b) the maximum development footprint for commercial uses within the one-half mile radius of the Quarry Area is depicted as the red area shown on the Buffer Zone map (**Exhibit C**); (c) no residential uses shall be allowed east of Columbus Parkway but are not excluded from the

orange area west of Columbus Parkway; and (d) any future clubhouse east of Columbus Parkway shall be within 300 feet of the Parkway and no further north than the existing clubhouse. The Buffer Zone shall not in any way preclude outdoor golf uses.

4. Syar, City and Developer shall negotiate and enter into a collaborative use easement, which shall, conditioned upon and concurrent with the transfer of any portion of the City Property to Developer or any other party, be recorded in the Official Records for Solano County, and which shall be appurtenant to the Syar Property and encumber the portion of the City Property described in **Exhibit E**, attached hereto and incorporated herein by reference (“**Easement Area**”). The easement shall substantially comply with the form of easement appended to this Agreement as **Exhibit F**, attached hereto and incorporated herein by reference (“**Easement**”). The Easement shall include the following material terms:

- 4.1.1. The Easement shall provide that for so long as the Quarry and/or Quarry Operations are permitted and actually operated on the Syar Property, noise, dust, odor, vapors, vibration, illumination, and all other effects arising from operation under the Quarry Permit and as identified in the Environmental Impact Report supporting the Quarry Permit (or some combination thereof) shall be permitted to pass over the Easement Area, provided that such activities are in compliance with the Quarry Permit and all applicable laws and environmental restrictions.

- 4.1.2. The Easement shall terminate at such time as the legally permitted Quarry operations cease and/or the Quarry Permit expires, whichever occurs first, which easement termination/expiration shall be documented by a Quitclaim Deed executed by the Parties, acknowledged, and recorded in the Official Records.

- 4.1.3. The Easement described herein shall be appurtenant to, and shall pass with title to the Syar Property, and shall burden, and shall pass with title to, the portion of the City Property containing the Easement Area. Each and all of the covenants, conditions and restrictions contained in the Easement: (i) shall run with the land; (ii) shall be binding upon, and shall inure to the benefit of the Parties, each owner and any person having or acquiring any interest in any portion of the City Property, containing the Easement Area or the Syar Property, and all of their respective heirs, successors, and assigns; and (iii) shall be binding upon the City Property or portion thereof, containing the Easement Area and the Syar Property.

- 4.1.4. Nothing in the Easement shall be construed to change or modify the existing location of the boundary between the City Property and the Syar Property. Any change to such boundary, or lot line adjustment shall

be accomplished only in compliance with the Subdivision Map Act or other applicable statutory scheme.

4.1.5. An agreed form of disclosure to future residential owners, if any, of any portion of the City Property shall be appended as an exhibit to the Easement (“Disclosure”), together with a copy of the staff report and Quarry Permit, which Disclosure shall be provided to prospective purchasers or tenants of any residential property located within the Easement Area.

4.1.6. In the event the Revised Project is approved for any combination of residential and commercial development, conditions of approval for the Project shall (i) identify the Easement and Disclosure as documents that shall be disclosed by Developer to prospective purchasers and tenants of the residential properties and purchasers and lessees of commercial properties in the Easement Area, and subsequent purchasers, tenants, or lessees of all of the foregoing, and (ii) require the recordation of the Easement prior to execution of a commercial lease or recordation of a subdivision map by Developer.

4.1.7. Nothing in the Easement shall limit the exercise of City’s police powers concerning health and safety issues.

5. The City agrees that, consistent with the Site Preparation Agreement, in the event the Revised Project is approved by the City and actually constructed by Developer, City will undertake or cause to be undertaken the noticing and operational provisions relating to the Golf Course portions of the Revised Project as set forth in **Exhibit H**, attached hereto and incorporated herein by reference.
6. This Agreement shall not compel City to approve the Revised Project, or any other real estate development project based on the Development Applications and shall not compel Developer to pursue a Development Application, acquire any portion of the City Property, or perform any real estate development or construction activities based on the Development Applications and/or Land Plan. Rather, this Agreement provides only that if a Development Application is submitted by Developer for residential development on any portion of the City Property, such development shall be consistent with the Land Plan and the Buffer Zone. Notwithstanding anything else in this Agreement, if Developer submits a Development Application consistent with the terms of this Agreement and, based upon such Development Application, the City approves development inconsistent with the Land Plan and the terms of this Agreement, Syar shall not be bound by the terms of this Agreement; the terms of Sections 17 and 18 shall not apply and shall be deemed *void ab initio*; all applicable statutes of limitation shall be tolled during the time during which the entire Agreement was in full force and effect; and Syar may submit and pursue a new initiative.

7. The Parties acknowledge that this Agreement is not a project within the meaning of Public Resources Code Section 21065 because it is not an activity that has the potential for resulting in either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment. Rather, this Agreement is intended to define the terms under which a project within the City Property may be applied for by Developer, and to outline some of the components of any proposed project Developer and Syar agree shall be included in the detailed project description prepared for the Revised Project and the Development Applications that may be submitted to City for consideration of approval of the Revised Project.
8. In response to any Development Applications submitted to City, City shall prepare a comprehensive environmental review document for the Revised Project that complies with CEQA.
9. To comply with CEQA and give the public the opportunity to be aware of the environmental consequences of the Revised Project, and to fully participate in the CEQA process, the Parties acknowledge that City has no obligation to consider the Revised Project unless and until the CEQA environmental review process and any other public review and hearing processes have been completed, subject to all applicable laws, rules, regulations and governmental approvals. Consistent with the provisions of this Agreement, including the Land Use and the Buffer Zone, City shall retain discretion in accordance with applicable law before action on the Revised Project is taken by the City to (i) identify and impose mitigation measures to mitigate significant environmental impacts, (ii) select other feasible alternatives to avoid significant environmental impacts, (iii) balance the benefits of the Revised Project against any significant environmental impacts prior to taking final action if such significant impacts cannot otherwise be avoided, or (iv) determine not to proceed with the Revised Project.
10. For the avoidance of doubt, this Agreement shall not obligate or commit City to undertake (i) an acquisition of land, (ii) a disposition of land, or (iii) any other act or activity requiring the subsequent independent exercise of discretion by City. No agreement drafts, actions, deliverables, or communications arising from the performance of this Agreement shall impose any legally binding obligation on City to sell any portion of the City Property or be used as evidence of any oral or implied agreement by either City to enter into any other legally binding agreement with Developer or otherwise.
11. This Agreement does not limit in any way the discretion of City in acting on any applications for required permits or approvals for the Revised Project or any portion thereof, that may be applicable to the City Property, including the anticipated scope of the public improvements that may be associated with the Revised Project, provided however, that any such action by the City is consistent with the terms of this Agreement and its Land Use and Buffer Zone. The Parties acknowledge that compliance with CEQA will be required in connection with consideration of such

permits and approvals required for the Revised Project or any portion thereof, including but not limited to development of any portion of the City Property, and that City shall retain the discretion in accordance with CEQA and other applicable law before taking action on any such permits or approvals to (i) adopt or certify an environmental analysis of the Revised Project or any portion thereof, prepared in accordance with CEQA, (ii) identify and impose mitigation measures to mitigate significant environmental impacts, including the anticipated scope of required public improvements on the Revised Project, (iii) select other feasible alternatives to avoid significant environmental impacts, including the “no project” alternative, (iv) adopt a statement of overriding considerations in accordance with Public Resources Code Section 21081(b) relative to any significant environmental impacts of the Revised Project or any portion thereof, prior to taking final action if such significant impacts cannot otherwise be avoided, or (v) determine not to proceed with Revised Project or any portion thereof. Any action taken by City in the exercise of its discretion relating to any analysis required by CEQA or on any application for a permit or approval required to develop and construct the Revised Project or any portion thereof, shall not constitute a default or a breach of the terms of this Agreement by City, provided that such action is consistent with the terms of this Agreement and its Land Use and Buffer Zone.

12. Within 5 calendar days of the Effective Date, Syar shall withdraw the City of Vallejo Parks, Recreation, and Open Space Protection Initiative and the Claim, and all other legal claims, if any, and Syar shall not put forward, sponsor, or financially support a similar initiative in the future.
13. In the event the Revised Project is approved, and from and after such time as the first certificate of occupancy is issued for any component of the Revised Project, Syar shall limit blasting events to weekdays unless it reasonably determines within the limits of the Quarry Permit that emergency conditions require aggregate production with blasting on a twenty-four (24) hours per day, seven (7) days per week schedule (e.g., the collapse of State Highway 680 or other emergencies as defined by the County of Solano, the State of California, or other agency with jurisdiction). For the avoidance of doubt, general market conditions and demand for the production of construction aggregates and /or associated products shall not constitute emergency conditions.
14. Syar shall donate to Developer, in kind, a total of One Million Dollars (\$1,000,000) worth of aggregate base rock material over four years to be used in connection with implementation of the Revised Project. The value of said donation shall not exceed Two Hundred and Fifty Thousand Dollars (\$250,000) in any calendar year beginning in 2022. The materials donated will be ¾” Class 2 Virgin Base Rock, 3” Minus (Black) and Pipe Bedding. The value of the materials shall be determined by the list price of SYAR in effect at the time of the delivery of materials.
15. Syar shall affirmatively support the Revised Project and not oppose residential development on the City Property, including without limitation the filing of,

sponsorship of, or participation in a lawsuit filed under CEQA, provided that such development is consistent with the requirements of this Agreement, including the Land Plan and Buffer Zone. The terms of this Section do not apply to any project alternatives or other development proposals submitted during administrative proceedings for the Revised Project that are inconsistent with the Land Plan or Buffer Zone, and Syar may oppose such alternatives or other development proposals without limitation.

16. City shall not oppose, delay, or otherwise object to any application that may be made by Syar to the County regarding a future expansion of the Quarry, provided however, that such expansion does not extend westerly of a north-south longitudinal line intersecting the westernmost point on the boundary of the Expanded Quarry Area from the 2014 Use Permit as shown in **Exhibit G**, attached hereto and incorporated herein by reference.
17. Except as to such rights or obligations as provided herein and as otherwise provided in this Agreement, the Parties and each of their representatives, agents, principals, partners, affiliates, joint venturers, attorneys, administrators, executors, successors and assigns hereby unconditionally release, acquit and forever discharge the other Parties, and each of their representatives, agents, principals, partners, affiliates, joint venturers, attorneys, administrators, executors, successors and assigns from any and all claims, including the Claim, and any and all demands, injuries, actions, causes of action, either at law or in equity, or of any kind, nature, or description, known or unknown, which any of them has had or now has against any other Party upon or relating, directly or indirectly, to the facts and legal issues regarding the matters contained herein.
18. The Parties hereto specifically and knowingly waive all rights any of them have or may have pursuant to California Civil Code section 1542, which states as follows:

“A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release and that, if known by him or her, would have materially affected his or her settlement with the debtor or released party.”

The Parties represent and warrant that they have been advised by their respective attorneys of the meaning of Section 1542 of the California Civil Code, and the implications of waiving the protections thereof.
19. Any disputes between the Parties concerning any alleged breach of this Agreement shall be subject to the dispute resolution procedures set forth below. The Parties covenant and agree that, if any Party believes another Party is in violation of one or more terms of this Agreement, the Party shall provide written notice to all other Parties specifying the actions or inactions it deems to be in violation of this Agreement. Within thirty (30) days of receipt of such notice, the Party or Parties subject to the notice shall respond to the notice in writing. If the Parties still dispute

compliance with this Agreement after completing the notice process, the Parties shall meet and confer in a good faith attempt to resolve their dispute within 30 days.

20. If the Parties cannot informally resolve the dispute pursuant to the procedures set forth immediately above, any Party may seek relief in Solano County Superior Court. In the event any Party files a complaint to enforce its rights under this Agreement, the relief the reviewing court is empowered to award is limited to injunctive relief requiring the Parties to take the relevant action(s) specified in this Agreement, and each party shall bear its own attorney's fees and costs incurred in such a proceeding.
21. This Agreement shall be interpreted under the laws of the State of California. The Parties hereto agree that money damages may be an inadequate remedy for any breach (or threatened breach) of this Agreement and agree that the same may be enforced by a preliminary or permanent, mandatory, or prohibitory injunction, by a decree of specific performance, or other such order or decree of a court of competent jurisdiction. Each Party to this Agreement waives and releases any claim or defense that any term hereof is not enforceable and acknowledges that it is estopped to challenge the enforceability of any of its provisions.
22. Each of the persons signing this Agreement on behalf of an entity represents and warrants that he or she has actual authority and capacity to execute this Settlement and Release Agreement on behalf of the entity and to bind it to all the terms hereof.
23. This Agreement is entered into and is to be performed in Solano County, California and shall be governed and construed in accordance with the laws of the State of California and is binding upon the Parties.
24. The Parties and their respective counsel have carefully and fully read and reviewed this Agreement. The Parties hereby represent that the contents of this Agreement are understood and agree that this Agreement is binding on each Party or its respective members, representatives, predecessors, successors, and assigns and as described herein. This Agreement is entered into voluntarily, free of undue influence, coercion, duress, menace, or fraud of any kind. No Party, nor any member, officer, agent, employee, representative, or attorney of or for any Party, has made any statement or representation to another Party regarding any fact relied upon in entering this Agreement, and no Party to this Agreement is relying upon any statement, representation, or promise another Party, nor of any member, officer, agent, employee, representative, or attorney of or for another Party, in executing this Agreement or in making the settlement provided herein, except as expressly stated in this Agreement.
25. The provisions of this Agreement comprise all the terms, conditions, agreements, and representations of the Parties respecting the matters herein described. This Agreement may not be altered or amended, and no provision hereof may be waived, except by written agreement executed by the Parties, or their representative if notice of counsel is given, to be bound. The Parties hereby agree that the terms of this Agreement have

- not been changed, modified, or expanded by any oral agreements or representations entered into or made prior to or at the execution of this Agreement.
26. This Agreement may be executed in multiple counterparts, each of which shall evidence one and the same document.
 27. This Agreement may be modified only by express written consent of all Parties to this Agreement.
 28. This Agreement, and each of its provisions, including all representations, warranties, and promises contained herein, binds, and inures to the benefit of the Parties, and each of their respective representatives, officers, directors, partners, heirs, executors, assigns, present and future affiliates, subsidiaries, predecessors and successors in interest whether by merger, consolidation, or otherwise, as well as their respective representatives, agents, and administrators, past, present, and future.
 29. This Agreement and its terms shall inure to the benefit of and be binding upon each of the Parties hereto and each and all of their respective representatives, successors, assignees, buyers, grantees, vendees, or transferees with respect to the Project or any portion of the Project, and shall survive the transfer of the property upon which any components of the Project are located to any entity that acquires title to such property whether by sale, lease or other transfer, or contribution to partnership, joint venture or any other entity.
 30. The invalidity or unenforceability of any provision of this Agreement shall in no way affect the validity or enforceability of any other provision. If, in any action before any court or other tribunal of competent jurisdiction, any term, restriction, covenant, or promise is held to be unenforceable for any reason, then such term, restriction, covenant, or promise shall be deemed modified to the extent necessary to make it enforceable by such court or other tribunal. Any such modification or amendment in any event shall apply only with respect to the operation of this Agreement in the particular jurisdiction in which such adjudication is made. If the Agreement cannot be modified to make it enforceable by such court or other tribunal then, notwithstanding anything else in this Agreement, the Party denied the benefit of such term, restriction, covenant, or promise may enforce any and all actions, causes of action, suits, losses, liabilities, rights, debts, dues, sums of money, accounts, reckonings, obligations, costs, expenses, liens, bonds, bills, specialties, covenants, contracts, controversies, agreements, promises, variances, trespasses, damages, judgments, extents, executions, claims, and demands contemplated in Sections 17 and 18 of this Agreement, including the Claim, and all applicable statutes of limitation shall be tolled during the time during which the entire Agreement, consistent with the above, was in full force and effect. Under the aforesaid circumstances and to the extent Syar is denied the aforementioned benefits, Syar may pursue a new Initiative.
 31. Except as otherwise expressly stated herein, all notices, requests, demands and other communications (collectively, “**Notice**”) which the Parties are required or desire to

serve upon or deliver to the other party shall be in writing and shall be given by nationally recognized overnight courier, by certified United States mail, return receipt requested, postage prepaid, addressed as set forth below, or by electronic mail addressed as set forth below:

SYAR: Paul Aherne
Counsel for Syar Industries, Inc.
PO Box 2540
Napa, CA 94558
paherne@syar.com

CITY: Gillian Hayes
Assistant City Manager
555 Santa Clara Street
Vallejo, CA 94590

Veronica A.F. Nebb
City Attorney
555 Santa Clara Street
Vallejo, CA 94590
Veronica.Nebb@cityofvallejo.net

DEVELOPER:
Blue Rock, LLC
c/o Jeb Elmore
Vice President - Acquisitions
Lewis Management Corp.
9216 Kiefer Blvd.
Sacramento, CA 95826
Jeb.Elmore@lewismc.com

The foregoing addresses may be changed by Notice given in accordance with this paragraph. Any Notice sent by certified mail shall be deemed received on the date shown in the proof of delivery. Any Notice sent by electronic mail shall be deemed received upon electronic transmission thereof provided that the sender does not receive electronic notice of non-delivery. Any Notice sent by overnight courier service shall be deemed received on the day of actual delivery as shown by the confirmation of delivery by the messenger or courier service. If the date of receipt of any Notice to be given hereunder falls on a weekend or legal holiday, then such date of receipt shall automatically be deemed extended to the next business day immediately following such weekend or holiday for purposes of calculating time periods commencing upon the date of service.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement effective as of the date written above.

Dated: July _____, 2022

SYAR INDUSTRIES, INC.

By: _____
By: James M. Syar
Its: Chief Executive Officer

Dated: July _____, 2022

BLUE ROCK SPRINGS, LLC

By: _____
By: Jeb Elmore
Its: Vice President - Acquisitions

Dated: July _____, 2022

CITY OF VALLEJO,
A Municipal Corporation

By: _____
Michael Malone
City Manager

Approved as to form:

By: _____
Veronica A.F. Nebb
City Attorney

(City Seal)

ATTEST:

By: _____
Dawn Abrahamson
City Clerk

[Append Notary Pages.]

EXHIBIT A

[Insert legal description of City Property.]

EXHIBIT B

Land Plan

1. The Land Plan shall include a buffer zone, as depicted in Exhibit C to maintain separation between the Quarry and all other future development. The Buffer Zone as depicted in **Exhibit C** and described in **Exhibit D** affects future residential and commercial development within one-half mile of the Quarry Area throughout the term of the Quarry Permit and any extension to the Quarry Permit as may be approved by Solano County in the future. Specifically, (a) the maximum development footprint for residential uses within the one-half mile radius of the Quarry Area is depicted as the orange area shown on the Buffer Zone map (**Exhibit C**). (b) the maximum development footprint for commercial uses within the one-half mile radius of the Quarry Area is depicted as the red area shown on the Buffer Zone map (**Exhibit C**); (c) No residential uses shall be allowed east of Columbus Parkway but are not excluded from the orange area west of Columbus Parkway; and (d) Any future clubhouse east of Columbus Parkway shall be within 300 feet of the Parkway and no further north than the existing clubhouse. The Buffer Zone shall not in any way preclude outdoor golf uses.
2. There shall be no residential development on the east side of Columbus Parkway; residential development may be accommodated within the Buffer Zone. west of Columbus Parkway.
3. Any clubhouse that is to be part of the Revised Project that is proposed to be sited on the east side of Columbus Parkway shall be sited no more than three hundred feet (300') east of Columbus Parkway, and no further north than the existing clubhouse building. The clubhouse design shall avoid use of large east or northeast-facing unprotected picture windows. The Proposed Project shall include that all windows shall be constructed using safety glass and comply with recommendations of a qualified engineer.
4. The Revised Project shall be designed such that outdoor activities and gatherings involving more intensive use by people be shielded from direct exposure to the Quarry and Quarry Operations by the clubhouse building and/or reinforced masonry walls.
5. The Land Plan shall include an eight foot (8') tall (as measured from highest adjoining grade), reinforced masonry wall or building walls with no openings, to be placed along the eastern boundary of any commercial site located east of Columbus Parkway. Unprotected windows shall not face the East or Northeast (i.e., in line with potential rock fall).
6. The design of the structures of the commercial development shall be either masonry construction or an approved alternative which is found by a qualified engineer to reduce interior noise levels to mitigate for quarry noise and be resistant to potential damage from rockfall and vibration associated with ongoing Quarry Operations.
7. All commercial use customer and employee parking shall be located westerly of the commercial buildings.

8. Developer shall include as part of the Development Application for the Revised Project conditions that require that all outdoor activity related to commercial development in the red area depicted on Exhibit C, including that on any portion of the City Property transferred to developer, such as outdoor seating, and outdoor activities associated with any clubhouse special event, subject to final center design and the placement of these sensitive uses, may be subject to cancellation based upon blasting schedules provided by the Quarry Operator, consistent with Exhibit H. The Quarry Operator is to provide a minimum of 48-hour notice to Developer of blasting events.

9. The Developer's final application for the commercial center design shall be subject to review by the Quarry operator's environmental planners to confirm consistency with these measures.

10. Developer's final application shall include proposed conditions that the Developer must: (1) ensure that commercial leases and sales include a deed restriction providing notice of Quarry Operations; and (2) a requirement that commercial uses other than the golf course, should temporarily suspend all outdoor activities during scheduled blasting events.

11. The Land Plan shall be consistent with the Buffer Zone in **Exhibit C**. Accommodation of either fewer residential or commercial acres than depicted by the "Maximum Development" footprint shown in **Exhibit C** shall be considered consistent for purposes of the Land Plan, provided that separation of such uses from the Quarry meet the specifications in **Exhibit C**.

EXHIBIT D

[Insert legal description/depiction of City Property affected by Buffer Zone.]

EXHIBIT E

[Insert legal description of Easement Area.]

EXHIBIT F

**RECORDING REQUESTED BY AND
WHEN RECORDED MAIL TO:**

REUBEN, JUNIUS & ROSE, LLP

One Bush Street
Suite 600
San Francisco, CA 94104
Attn: 11405.01.MDV.CAE

(Space above line for Recorder's use only)

APN:	0081-040-100	0081-040-110	0081-040-620	0081-040-790	0081-040-880
	0081-191-010	0081-630-030	0181-190-010	0181-190-070	0182-040-080

Property Address: None

COLLABORATIVE USE EASEMENT

The undersigned declares that the document to which this page is affixed and made a part of is exempt from the fee imposed by the Affordable Housing & Job Act (SB2) (GC 27388.1) and Restrictive Covenant Modification (GC 27388.2)

Recorded [concurrently] in connection with a transfer of real property subject to the imposition of Documentary Transfer Tax per GC 27388.1 (a) (2) & Gov't Code 27388.2(b).

Recorded [concurrently] in connection with a transfer of real property that is residential dwelling to an owner-occupier per GC 27388.1(a)(2) & Gov't Code 27388.2(b).

Maximum fee of \$225 has been reached per GC 27388.1(a)(1).

Not related to real property GC 27388.1(a)(1).

Transfer of real property subject to the imposition of Documentary Transfer Tax - GC 27388.1(a)(2) and 27388.2(b).

Transfer of real property that is a residential dwelling to an owner-occupier - GC 27388.1(a)(2) and 27388.2(b).

Document is executed or recorded by the state or any county, municipality, or other political subdivision of the state – Gov't Code 27388.1(a)(2) & Gov't Code 27388.2(b).

THIS PAGE ADDED TO PROVIDE EXEMPTION INFORMATION FOR THE BUILDING HOMES
AND JOBS ACT FEE

(SB-2; AFFORDABLE HOUSING FEE) (\$3.00 Additional recording fee applies)
and Restrictive Covenant Modification Fee (\$2.00 Additional recording fee applies)

**RECORDING REQUESTED BY AND
WHEN RECORDED MAIL TO:**

REUBEN, JUNIUS & ROSE, LLP
One Bush Street
Suite 600
San Francisco, CA 94104
Attn: Attn: 11405.01.MDV.CAE

	(Space above line for Recorder's use only)				
APN:	0081-040-100	0081-040-110	0081-040-620	0081-040-790	0081-040-880
	0081-191-010	0081-630-030	0181-190-010	0181-190-070	0182-040-080

Property Address: None

The undersigned grantor(s) declare(s):

Documentary Transfer Tax is: \$0.00 [Cal. Rev. & Tax. Code § 11911 [easement + consideration less than \$100]

- computed on full value of property conveyed, or
- computed on full value of less of liens and encumbrances remaining at time of sale.
- unincorporated area: City of Vallejo
- Signature of Declarant

By:
Its:

COLLABORATIVE USE EASEMENT

This Collaborative Use Easement is made and entered into by and between BLUE ROCK SPRINGS, LLC, a Delaware limited liability company (“**Grantor**”) and SYAR INDUSTRIES, INC., a California corporation (“**Grantee**”), is dated for reference purposes as of July ___, 2022, and shall be effective on the date it is recorded (“**Effective Date**”) in the Official Records for the County of Solano (“**Official Records**”). Grantor and Grantee are referred to collectively herein as the “**Parties**,” each of Grantor and Grantee is referred to individually as a “**Party**.”

The Parties do hereby agree as follows:

RECITALS

A. Grantor is the record owner of that certain real property that was formerly a portion of the Blue Rock Springs golf course, commonly known as 655 Columbus Parkway, Vallejo, California, also known as Solano County Assessor’s Parcel Numbers (“APN”) 0081-040-100, 0081-040-110, 0081-040-880, 0081-191-010, 0181-190-010, 0181-190-070, 0182-040-080 (“**Project Site**”). A portion of the Project Site as set forth in **Exhibit A**, appended hereto and incorporated by this reference, is located within 2640 feet of the Quarry Property, described below and is therefore subject to this Easement (“**Burdened Property**”).

B. Grantee is the record owner of that certain real property located immediately east of the City, in the unincorporated area of Solano County, which property, is commonly known as 885 Lake Herman Road, Vallejo, California, consists of APN 0181-190-060 and portions of 181-210-030 and 181-220-040, California, and is further described on **Exhibit B**, appended hereto and incorporated by this reference (“**Quarry Property**”). The Quarry Property is the subject of that certain Land Use Permit No. U-08-09 and Reclamation

Plan No. RP-08-01, Mitigation Monitoring Plan, and conditions of approval, issued by the County of Solano on or about December 4, 2014, as it may be amended and extended from time-to-time (collectively, “**Quarry Permit**”).

C. Certain activities are and will continued to be carried out in, on, and around the Quarry Property, pursuant to the Quarry Permit, including without limitation the generation of noxious odors, truck traffic, vibrations, noise, illumination, glare, dust, vapors, smoke, electrical disturbances, and other impacts at levels and during hours that residents and other occupants of the Project Site may find disturbing or harmful, or which may create difficulties with activities that include sleeping, eating, and relaxation.

D. The Project Site is intended to be developed with certain residential and commercial development, all of which is more fully described in that certain development application submitted to City of Vallejo (“**City**”) on or about ____ [DATE].

E. The Quarry Property contains an active quarry pit, an asphalt plant, a rock processing plant, a concrete batch plant, and other related operations authorized under Land Use Permit No. U-08-09 and Reclamation Plan No. RP-08-01 issued to Grantee by the County of Solano and located on the Quarry Property (collectively the “**Quarry Operations**”).

F. The intent of this Agreement is to ensure and facilitate the ongoing operation of the Quarry Property in compliance with the Quarry Permit, while at the same time furthering the goals of the City of Vallejo’s General Plan, including without limitation the those goals, policies, and programs stated in the City of Vallejo’s Housing Element, *e.g.*, (1) facilitating production of housing to accommodate Vallejo’s fair share of regional housing demand, (2) increasing home ownership opportunities; (3) providing housing choice for Vallejo residents; and (4) building and maintaining quality residential environments. More specifically, this Agreement is intended to maintain Grantee’s ability to conduct and continue to conduct the Quarry Operations and/or Industrial Activities as authorized by the Quarry Permit, while facilitating the development and occupation of residential and commercial uses by informed and consenting individuals who may wish to reside or otherwise occupy the Project notwithstanding its proximity to the Quarry Property, and despite its industrial character and effects.

G. Grantor and Grantee understand and agree that the paragraphs above are not mere recitals, but are a substantive and meaningful part of this Agreement

AGREEMENT

NOW, THEREFORE, for good and valuable consideration, the receipt and adequacy of which are hereby acknowledged, the Parties agree as follows:

1. **Grant of Easement.** Grantor hereby conveys to Grantee an easement over the Project Site, on the conditions stated in this Agreement, so that Grantee may continue to pursue Quarry Operations as allowed by the Quarry Permit, irrespective of the conduct of residential, commercial and/or other activities on the Project Site. The easement shall benefit all property now owned by Grantee on which the Quarry Operations are allowed by the Quarry Permit on the Quarry Property, as described in **Exhibit B**.

2. **Easement Appurtenant; Binding on Successors.**

a. Each and all of the covenants, conditions and restrictions contained in this Agreement (a) shall run with the land (*i.e.*, title to the Quarry Property and Burdened Property, and each of them); (b) shall be binding upon, and shall inure to the benefit of the Parties, each owner and any person having or acquiring any interest in any portion of the Quarry Property and Burdened Property, or either of them, and all of their respective heirs, successors, and assigns; and (c) shall be binding upon, and shall inure

to the benefit of the Quarry Property and Burdened Property, and each of them, and each parcel thereof, and every portion thereof and interest therein.

b. This Agreement shall be prima facie evidence that Grantor and its successors and assigns acknowledge and accept the ongoing conduct of the Quarry Operations as allowed by the Quarry Permit. It shall be admissible in any court of law, mediation and/or arbitration as a binding agreement, made based on an exchange of good and valuable consideration.

3. **Covenant by Grantee; Compliance with Laws.**

a. Grantee hereby covenants and agrees that Grantee shall at its sole cost and expense, comply with all conditions on the issuance of the Quarry Permit, as well as laws, rules, requirements, ordinances, orders, directions, regulations, and/or environmental restrictions of any federal, state, city, municipal or other governmental or lawful authority affecting, regulating or related to the Quarry Operations and/or the Quarry Permit (collectively, “**Governmental Laws**”).

b. Nothing herein shall limit the policy powers of the City of Vallejo, or any other federal, state, city, municipal or other governmental or lawful authority affecting, regulating or related to the Quarry Operations and/or the Quarry Permit.

4. **Term of Easement.**

a. The easement conferred by this Agreement shall commence on the Effective Date. For the avoidance of doubt, Grantor and Grantee contemplate that this Agreement shall be recorded in the Official Records prior to the recordation of any subdivision map of the Project Site by Grantor, and prior to the execution of any commercial lease for any portion of the Burdened Property.

b. Grantor acknowledges that this Agreement and the easement it conveys are imposed on the Burdened Property for the direct benefit of Grantee. Accordingly, the easement shall continue for so long as the Quarry Operations are allowed by the Quarry Permit are ongoing and shall terminate at such time as the Quarry Permit expires.

c. At such time as this easement is terminated, Grantee shall execute and cause to be recorded in the Official Records a document that quitclaims Grantee’s interest in the Easement or otherwise terminates and acknowledges the termination of the easement and this Agreement, which document shall be substantially in the form attached hereto as **Exhibit C**.

5. **Disclosure to Future Owners of the Burdened Property.** Grantor and Grantee contemplate that the Burdened Property, and/or portions thereof shall be offered for sale to third parties for further development and/or ownership and/or occupancy of residential dwelling units and commercial structures. Accordingly, Grantor covenants and agrees that it shall provide to prospective buyers (a) a copy of this Agreement, (b) a copy of the Disclosures to Potential Buyers (appended to this Agreement as **Exhibit D** and incorporated herein by this reference), (c) a copy of the Quarry Permit, and (d) a copy of the December 4, 2014 Staff Report prepared by the Solano County Department of Resource Management Planning Services Division in connection with the Quarry Permit, for the benefit of the Solano County Planning Commission (“**Staff Report**”) (a true and correct copy of the first 18 pages of the Staff Report is appended to this Agreement as **Exhibit E** and incorporated herein by this reference).

6. **No Change of Boundary.** Nothing in this Agreement shall be construed to change or modify the existing location of the boundary line between the Project Site and the Quarry Property. Any change to such Boundary, or lot line adjustment shall be accomplished only in compliance with the Subdivision Map Act or other applicable statutory scheme.

7. **Dispute Resolution.** Any claim or controversy between the Parties which relates to or arises from this Agreement, the rights and obligations conferred thereby (“**Dispute**”), shall be resolved as provided herein:

a. Good Faith Negotiations. The Parties shall meet no later than twenty (20) calendar days following receipt of written request to meet signed by any Party and delivered to the other Party (the “**Resolution Notice**”). The Parties shall negotiate in good faith in an effort to resolve the Dispute. If the Parties cannot resolve the claim within twenty (20) calendar days following the date of the Resolution Notice or if any Party to the Dispute fails to meet as required by this Section 7, the Parties agree that the Dispute shall be submitted to mediation as provided below.

b. Mediation.

i. In the event of unsuccessful or incomplete Good Faith Negotiations, all disputes shall next be submitted to nonbinding confidential mediation by written notice by one of the Parties to another Party, and shall be treated as compromise and settlement negotiations under the standards set forth in the Federal Rules of Evidence and all applicable state counterparts, together with any applicable statutes protecting the confidentiality of mediations or settlement discussions. If the Parties cannot agree on a mediator, ADR Services, Inc. shall, at the written request of a Party, designate a mediator. The person who acts as mediator shall not act as arbitrator without the written consent of the Parties.

ii. If either of the Parties (A) commences any legal action without first having attempted to resolve the Dispute through mediation, or (B) refuses to mediate after a request has been made, that Party shall not be entitled to recover attorneys’ fees incurred in connection with such Dispute, even if such recovery would otherwise be available in such action. The filing of an action to preserve a statute of limitations, to enable the recording of a notice of pending action/*lis pendens*, or for provisional remedies (*i.e.*, a temporary restraining order) shall not constitute a waiver or violation of these mediation requirements.

c. Judicial Reference. Any Dispute not resolved by Good Faith Negotiations and/or Mediation shall be submitted for determination by a reference proceeding, in the Superior Court of the State of California, for the County of Solano (“**Court**”), in accordance with the provisions of Section 638 through 645.1, inclusive of the California Code of Civil Procedure (“**CCP**”), as such statutes may be modified or amended, and Rule 244.1 of the California Rules of Court or any subsequently enacted rule, which shall constitute the exclusive procedure for the determination of any such claim, cause of action, controversy, or dispute. Any Party seeking to enforce this provision for a judicial reference shall file a petition to enforce this Section 7(c) in the Court, or if an action has already been commenced respecting any claim, civil action, controversy, or dispute, any Party seeking to enforce this Section 7(c) shall file a motion for reference pursuant to the provisions of CCP Section 638. The order granting the petition or motion shall be consistent with the provisions contained in this Section 7(c), including the provisions contained in the following subsection concerning the appointment of a referee. The Parties hereto acknowledge and agree that the Court shall exercise jurisdiction over the Parties, and each of the Parties knowingly waives and relinquishes any and all rights to seek an alternative venue or forum. Pending appointment of the referee as provided in subsection 7(c)(i), below, the Court is empowered to issue temporary and/or provisional remedies, as appropriate.

i. Appointment of Referee. The Parties shall mutually agree upon the referee, who shall be a retired judge or justice of any court of the State of California. If the Parties cannot mutually agree upon the referee within ten (10) days of a request to do so, the Court, through the presiding judge or his designee, shall appoint a referee. If the referee shall be appointed by said presiding judge or his designee, then each Party shall have one preemptory challenge pursuant to CCP Section 170.6 (or any successor statutes). The referee shall be appointed to sit as a temporary judge, with all of the powers of a temporary judge, as authorized by law (including Rule 244 of the California Rules of Court or any subsequently enacted rule), and upon

selection shall take and subscribe to the oath of office as provided for in Rule 244 of the California Rules of Court or any subsequently enacted rule.

ii. *Procedure.* The referee shall schedule an initial pre-hearing conference as soon as reasonably practicable following his or her appointment. The purpose of the pre-hearing conference is to attempt to reach agreement on procedural matters, arrange for the exchange of information, obtain stipulations, and attempt to narrow the issues. In addition, the referee shall set a date for the completion of discovery, the date(s) for any further pre-hearing conferences, the date(s) on which any hearing briefs, witness lists and exhibits lists as the referee may require shall be exchanged and submitted, and the date on which the hearing shall commence. All discovery methods (and sanctions and other remedies for noncompliance with same) available to litigants under the California Civil Discovery Act (CCP Section 2016, *et seq.*) and means of production permitted under CCP Section 1985 *et seq.* shall be available to the Parties in such reference. Such discovery may include exchanges of expert trial witness information pursuant to CCP Section 2034. The referee shall be requested to set the matter for hearing, and try any and all issues of law and fact, within sixty (60) days after his or her appointment. All discovery shall be completed no later than fifteen (15) days before the first hearing date established by the referee. The referee may extend such period in the event of a Party's refusal to provide requested discovery for any reason whatsoever, including, without limitation, legal objections raised to such discovery or unavailability of a witness due to absence or illness. No Party shall be entitled to "priority" in conducting discovery. All discovery requests shall be served by means of facsimile or overnight (next day) delivery. Depositions may be taken by either Party upon seven (7) days' written notice, and requests for production or inspection of documents shall be responded to within ten (10) days after receipt of service. All disputes relating to discovery which cannot be resolved by the Parties shall be submitted to the referee whose decision on such matters shall be final and binding upon the Parties. The referee shall determine the manner in which the reference proceeding is conducted including the time and place of all hearings, the order of presentation of evidence, and all other questions that arise with respect to the course of the reference proceedings. All proceedings and hearings conducted before the referee, except for trial, shall be conducted without a court reporter, except that when any Party so requests, a court reporter shall be used at any hearing conducted before the referee. The Party making such a request shall have the obligation to arrange for and pay for the court reporter. The costs of the court reporter at the trial shall be borne equally by the Parties. Judgment shall be entered pursuant to CCP Section 644 by the Court on any decision rendered by the referee. The Parties shall cooperate in seeking that all proceedings shall be closed to the public, and that confidentiality is maintained with respect to all pleadings, records and evidence.

iii. *Waiver of Jury Trial.* Each Party hereby expressly waives any and all rights to a jury trial in connection with any reference proceeding under this Agreement.

iv. *Governing law; rules of evidence.* The referee shall be required to determine all issues in accordance with existing law of the State of California, without regard to conflicts of law principles. The referee shall be empowered to enter equitable as well as legal relief, to provide all temporary and/or provisional remedies and to enter equitable orders that will be binding upon the Parties.

v. *Statement of Decision and Judgment.* The referee shall issue a written statement of decision within twenty (20) days of the date on which the case has been submitted for decision, which statement of decision shall be reported to the Court in accordance with CCP Section 644 and mailed promptly to the Parties. Judgment shall be entered on the decision of the referee in accordance with CCP Section 644; and the decision may be excepted to, challenged and appealed according to law.

8. **Entire Agreement.** This Agreement is the entire agreement between the Parties with respect to the matters described herein. No prior agreement, statement or promise made by either Party shall be binding or valid.

9. **Amendments.** Grantor and Grantee may amend this Agreement only by written amendment signed by both Parties.

10. **Assignment.** The covenants, conditions, and restrictions contained in this Agreement are intended to run with the land and to bind all future owners of any interest in, as applicable, Burdened Property or the Quarry Property. Any subsequent transferee shall, by acceptance of title, be deemed to have assumed the obligations of this Agreement and to have accepted the restrictions contained herein.

11. **Construction.** This Agreement shall be governed by the laws of the State of California. This Agreement shall be construed as if both Parties (or their counsel) prepared it.

12. **Notices.** Except as otherwise expressly stated herein, all notices, requests, demands and other communications (collectively, “**Notice**”) which the Parties are required or desire to serve upon or deliver to the other Party shall be in writing and shall be given by nationally recognized overnight courier, by certified United States mail, return receipt requested, postage prepaid, addressed as set forth below, or by electronic mail (if acknowledged following delivery) addressed as set forth below:

TO GRANTOR:

Blue Rock Springs, LLC
c/o Jeb Elmore
Vice President - Acquisitions
Lewis Management Corp.
9216 Kiefer Blvd.
Sacramento, CA 95826

Blue Rock Springs, LLC
c/o Lewis Management Corp.
1156 N. Mountain Avenue
Upland, CA 91786

COPY TO:

Corie A. Edwards, Esq.
Reuben, Junius & Rose LLP
One Bush Street, Suite 600
San Francisco, CA 94104

TO GRANTEE:

Syar Industries, Inc.
c/o Roni Krueger
2301 Napa Vallejo Highway
Napa, CA 94558

COPY TO:

Paul Aherne, Esq.
PO Box 2540
Napa, CA 94558

13. **Counterparts.** This Agreement may be executed in counterparts with the same force and effect as if executed in the form of a single document.

14. **Article and Section Headings.** The headings of the articles and sections in this Agreement are inserted solely for convenience or reference, and are not intended to govern, limit or aid in the construction of any term or provision hereof.

15. **Waiver.**

a. No claim of waiver, consent or acquiescence with respect to any provision of this Agreement shall be made against either Party except on the basis of a written instrument executed by or on behalf of such Party.

b. Either Party's consent to or approval of any act by the other Party requiring such Party's consent or approval shall not be deemed to waive or render unnecessary such Party's consent to or approval of any subsequent act by the other Party.

16. **No Agency.** Nothing in this Agreement shall be construed as permitting or authorizing either Party to act in any capacity as an agent of the other. Any intention to create a joint venture, partnership or principal and agent relationship between the Parties is hereby expressly disclaimed. This Agreement shall create the relationships of Grantor and Grantee only, subject to the limitations herein.

17. **Time of the Essence.** Time is of the essence with respect to this Agreement.

18. **Authority.** Each person signing this Agreement on behalf of either Grantee or Grantor warrants and represents to the other Party that such person is duly and fully authorized to enter into this Agreement on behalf of such entity, that this Agreement will be binding upon such entity and its constituent members and that the execution of this Agreement has been approved and ratified as required by the organizational documents of such entity.

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the date and year first above written.

Dated: [DATE]

SYAR INDUSTRIES, INC.

By: James M. Syar
Its: Chief Executive Officer

Dated: [DATE]

BLUE ROCK SPRINGS, LLC

By: Jeb Elmore
Its: Vice President - Acquisitions

Exhibit A

Legal Description – Burdened Property

Exhibit B

Legal Description – Quarry Property

Exhibit C

Form of Termination of Collaborative Use Easement

Exhibit D

Disclosures to Potential Buyers

Exhibit E

December 4, 2014 Solano County Department of Resource Management Planning Services Division
Staff Report

EXHIBIT G

Quarry Expansion Area

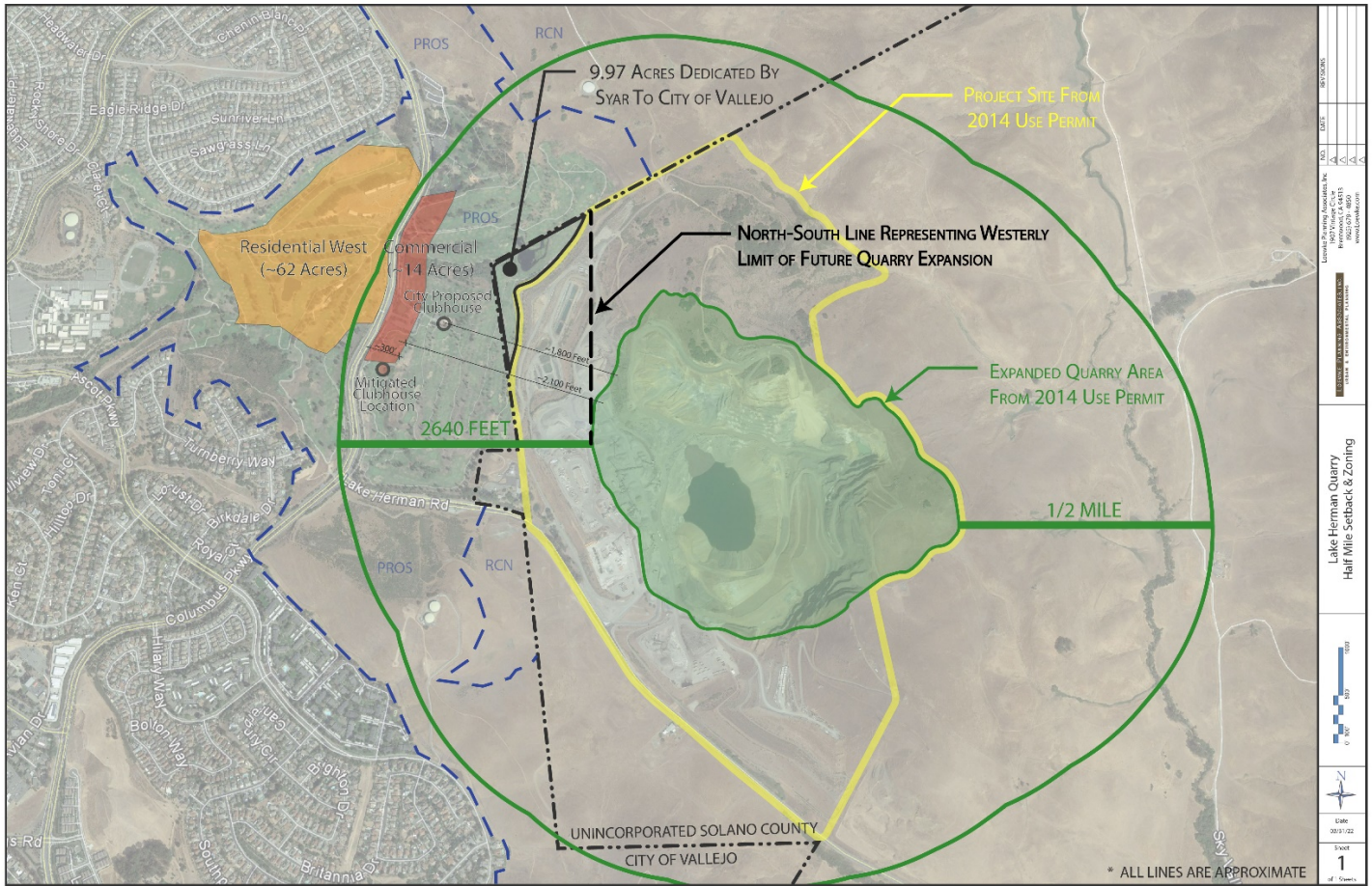


EXHIBIT H

1. In accordance with paragraph 10 of the Site Preparation Agreement, City and Syar agree to the following:
 - a. The Quarry Operator will not blast on weekends except under emergency situations (as defined in Section 13 hereof). The Quarry Operator will give City 48-hour notice prior written notice of any emergency blasting events. The City may require cancellation of outdoor activities at the revised Blue Rock GC during the scheduled emergency blasting events.
 - b. The City may temporarily suspend special outdoor activities at the clubhouse during the scheduled Quarry weekday blasting events and emergency blasting events. This provision shall in no way cancel golf play.
 - c. City shall require, consistent with SB 110 of 2011 (amending Section 1103.4 of the Civil Code), that future land purchasers or lessors, and business operators, within one mile of the Quarry receive a “Notice of Mining Operations” disclosing the presence and continued operation of the Lake Herman Quarry with its blasting consistent with the Quarry Permit and EIR.
 - d. Commercial land sales/leases, and residential sales/leases for all properties listed in Exhibit A of this Agreement shall include a deed restriction providing notice of Quarry Operations consistent with the Quarry Permit and the Easement identified in Exhibit F .