

CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
Adopted December 17, 2024. Effective December 22, 2024

Add New Classification: Social Services Coordinator, Schedule 42

Update Compensation: Schedule 340, Per Contract

| | | | | |
|--------------|-------------------------------------|-----------|-----------|-----------|
| | 5 Recreation Instructor | | | |
| HOURLY RANGE | 20.00 - 35.00 | | | |
| | 6 Clerical Aide I | | | |
| | 6 Police Aide | | | |
| STEP | | *4* | | *6* |
| ANNUAL | | 32,400.00 | | 35,724.00 |
| MONTHLY | | 2,700.00 | | 2,977.00 |
| BI-WEEKLY | | 1,246.15 | | 1,374.00 |
| HOURLY | | 15.5769 | | 17.1750 |
| | 7 Peer Advocate Counselor II | | | |
| | 7 Storeroom Aide | | | |
| STEP | | | | *6* |
| ANNUAL | | | | 34,908.00 |
| MONTHLY | | | | 2,909.00 |
| BI-WEEKLY | | | | 1,342.62 |
| HOURLY | | | | 16.7827 |
| | 8 Community Aide I | | | |
| STEP | | | *5* | *6* |
| ANNUAL | | | 34,068.00 | 35,772.00 |
| MONTHLY | | | 2,839.00 | 2,981.00 |
| BI-WEEKLY | | | 1,310.31 | 1,375.85 |
| HOURLY | | | 16.3788 | 17.1981 |
| | 13 | | | |
| STEP | | | *5* | *6* |
| ANNUAL | | | 34,956.00 | 36,708.00 |
| MONTHLY | | | 2,913.00 | 3,059.00 |
| BI-WEEKLY | | | 1,344.46 | 1,411.85 |
| HOURLY | | | 16.8058 | 17.6481 |
| | 14 Pool Cashier | | | |
| STEP | | *4* | *5* | *6* |
| ANNUAL | | 34,116.00 | 35,820.00 | 37,608.00 |
| MONTHLY | | 2,843.00 | 2,985.00 | 3,134.00 |
| BI-WEEKLY | | 1,312.15 | 1,377.69 | 1,446.46 |
| HOURLY | | 16.4019 | 17.2212 | 18.0808 |
| | 15 | | | |
| STEP | | *4* | *5* | *6* |
| ANNUAL | | 34,980.00 | 36,732.00 | 38,568.00 |
| MONTHLY | | 2,915.00 | 3,061.00 | 3,214.00 |
| BI-WEEKLY | | 1,345.38 | 1,412.77 | 1,483.38 |
| HOURLY | | 16.8173 | 17.6596 | 18.5423 |

16

| | | | | | | |
|-----------|--|--|-----------|-----------|-----------|-----------|
| STEP | | | *3* | *4* | *5* | *6* |
| ANNUAL | | | 34,152.00 | 35,856.00 | 37,644.00 | 39,528.00 |
| MONTHLY | | | 2,846.00 | 2,988.00 | 3,137.00 | 3,294.00 |
| BI-WEEKLY | | | 1,313.54 | 1,379.08 | 1,447.85 | 1,520.31 |
| HOURLY | | | 16.4192 | 17.2385 | 18.0981 | 19.0038 |

17 Clerk Typist

| | | | | | | |
|-----------|--|--|-----------|-----------|-----------|-----------|
| STEP | | | *3* | *4* | *5* | *6* |
| ANNUAL | | | 35,004.00 | 36,756.00 | 38,592.00 | 40,524.00 |
| MONTHLY | | | 2,917.00 | 3,063.00 | 3,216.00 | 3,377.00 |
| BI-WEEKLY | | | 1,346.31 | 1,413.69 | 1,484.31 | 1,558.62 |
| HOURLY | | | 16.8288 | 17.6712 | 18.5538 | 19.4827 |

18

| | | | | | | |
|-----------|--|--|-----------|-----------|-----------|-----------|
| STEP | | | *3* | *4* | *5* | *6* |
| ANNUAL | | | 34,176.00 | 35,880.00 | 37,680.00 | 41,544.00 |
| MONTHLY | | | 2,848.00 | 2,990.00 | 3,140.00 | 3,462.00 |
| BI-WEEKLY | | | 1,314.46 | 1,380.00 | 1,449.23 | 1,597.85 |
| HOURLY | | | 16.4308 | 17.2500 | 18.1154 | 19.9731 |

19

| | | | | | | | |
|-----------|--|--|-----------|-----------|-----------|-----------|-----------|
| STEP | | | *2* | *3* | *4* | *5* | *6* |
| ANNUAL | | | 35,016.00 | 36,768.00 | 38,604.00 | 40,536.00 | 42,564.00 |
| MONTHLY | | | 2,918.00 | 3,064.00 | 3,217.00 | 3,378.00 | 3,547.00 |
| BI-WEEKLY | | | 1,346.77 | 1,414.15 | 1,484.77 | 1,559.08 | 1,637.08 |
| HOURLY | | | 16.8346 | 17.6769 | 18.5596 | 19.4885 | 20.4635 |

20

| | | | | | | | |
|-----------|--|--|-----------|-----------|-----------|-----------|-----------|
| STEP | | | *2* | *3* | *4* | *5* | *6* |
| ANNUAL | | | 35,892.00 | 37,692.00 | 39,576.00 | 41,556.00 | 43,632.00 |
| MONTHLY | | | 2,991.00 | 3,141.00 | 3,298.00 | 3,463.00 | 3,636.00 |
| BI-WEEKLY | | | 1,380.46 | 1,449.69 | 1,522.15 | 1,598.31 | 1,678.15 |
| HOURLY | | | 17.2558 | 18.1212 | 19.0269 | 19.9788 | 20.9769 |

21 Police Cadet

| | | | | | | | | |
|-----------|--|--|-----------|-----------|-----------|-----------|-----------|-----------|
| STEP | | | *1* | *2* | *3* | *4* | *5* | *6* |
| ANNUAL | | | 35,028.00 | 36,780.00 | 38,616.00 | 40,548.00 | 42,576.00 | 44,700.00 |
| MONTHLY | | | 2,919.00 | 3,065.00 | 3,218.00 | 3,379.00 | 3,548.00 | 3,725.00 |
| BI-WEEKLY | | | 1,347.23 | 1,414.62 | 1,485.23 | 1,559.54 | 1,637.54 | 1,719.23 |
| HOURLY | | | 16.8404 | 17.6827 | 18.5654 | 19.4942 | 20.4692 | 21.4904 |

22 FCC Program Assistant I

22 Geriatric Aide

22 Human Services Aide

22 Lifeguard/Instructor

22 Recreation Leader I

| | | | | | | | | |
|-----------|--|--|-----------|-----------|-----------|-----------|-----------|-----------|
| STEP | | | *1* | *2* | *3* | *4* | *5* | *6* |
| ANNUAL | | | 35,904.00 | 37,704.00 | 39,588.00 | 41,568.00 | 43,644.00 | 45,828.00 |
| MONTHLY | | | 2,992.00 | 3,142.00 | 3,299.00 | 3,464.00 | 3,637.00 | 3,819.00 |
| BI-WEEKLY | | | 1,380.92 | 1,450.15 | 1,522.62 | 1,598.77 | 1,678.62 | 1,762.62 |
| HOURLY | | | 17.2615 | 18.1269 | 19.0327 | 19.9846 | 20.9827 | 22.0327 |

23 Community Aide II

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 36,804.00 | 38,640.00 | 40,572.00 | 42,600.00 | 44,736.00 | 46,968.00 |
| MONTHLY | 3,067.00 | 3,220.00 | 3,381.00 | 3,550.00 | 3,728.00 | 3,914.00 |
| BI-WEEKLY | 1,415.54 | 1,486.15 | 1,560.46 | 1,638.46 | 1,720.62 | 1,806.46 |
| HOURLY | 17.6942 | 18.5769 | 19.5058 | 20.4808 | 21.5077 | 22.5808 |

24

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 37,728.00 | 39,612.00 | 41,592.00 | 43,668.00 | 45,852.00 | 48,144.00 |
| MONTHLY | 3,144.00 | 3,301.00 | 3,466.00 | 3,639.00 | 3,821.00 | 4,012.00 |
| BI-WEEKLY | 1,451.08 | 1,523.54 | 1,599.69 | 1,679.54 | 1,763.54 | 1,851.69 |
| HOURLY | 18.1385 | 19.0442 | 19.9962 | 20.9942 | 22.0442 | 23.1462 |

25

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 38,676.00 | 40,608.00 | 42,636.00 | 44,772.00 | 47,016.00 | 49,368.00 |
| MONTHLY | 3,223.00 | 3,384.00 | 3,553.00 | 3,731.00 | 3,918.00 | 4,114.00 |
| BI-WEEKLY | 1,487.54 | 1,561.85 | 1,639.85 | 1,722.00 | 1,808.31 | 1,898.77 |
| HOURLY | 18.5942 | 19.5231 | 20.4981 | 21.5250 | 22.6038 | 23.7346 |

26 Pool Supervisor

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 39,636.00 | 41,616.00 | 43,692.00 | 45,876.00 | 48,168.00 | 50,580.00 |
| MONTHLY | 3,303.00 | 3,468.00 | 3,641.00 | 3,823.00 | 4,014.00 | 4,215.00 |
| BI-WEEKLY | 1,524.46 | 1,600.62 | 1,680.46 | 1,764.46 | 1,852.62 | 1,945.38 |
| HOURLY | 19.0558 | 20.0077 | 21.0058 | 22.0558 | 23.1577 | 24.3173 |

27

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 40,620.00 | 42,648.00 | 44,784.00 | 47,028.00 | 49,380.00 | 51,852.00 |
| MONTHLY | 3,385.00 | 3,554.00 | 3,732.00 | 3,919.00 | 4,115.00 | 4,321.00 |
| BI-WEEKLY | 1,562.31 | 1,640.31 | 1,722.46 | 1,808.77 | 1,899.23 | 1,994.31 |
| HOURLY | 19.5288 | 20.5038 | 21.5308 | 22.6096 | 23.7404 | 24.9288 |

28 Meal Services Coordinator

28 Police Assistant

28 Recreation Leader II

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 41,628.00 | 43,704.00 | 45,888.00 | 48,180.00 | 50,592.00 | 53,124.00 |
| MONTHLY | 3,469.00 | 3,642.00 | 3,824.00 | 4,015.00 | 4,216.00 | 4,427.00 |
| BI-WEEKLY | 1,601.08 | 1,680.92 | 1,764.92 | 1,853.08 | 1,945.85 | 2,043.23 |
| HOURLY | 20.0135 | 21.0115 | 22.0615 | 23.1635 | 24.3231 | 25.5404 |

29 Account Clerk

29 Customer Service Clerk I

29 Printing & Technology Intern

29 Recreation Therapist

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 42,672.00 | 44,808.00 | 47,052.00 | 49,404.00 | 51,876.00 | 54,468.00 |
| MONTHLY | 3,556.00 | 3,734.00 | 3,921.00 | 4,117.00 | 4,323.00 | 4,539.00 |
| BI-WEEKLY | 1,641.23 | 1,723.38 | 1,809.69 | 1,900.15 | 1,995.23 | 2,094.92 |
| HOURLY | 20.5154 | 21.5423 | 22.6212 | 23.7519 | 24.9404 | 26.1865 |

**30 Certified Nursing Assistant
30 Custodian I
30 FCC Education Assistant II
30 FCC Program Assistant II
30 Office Specialist**

| | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 43,728.00 | 45,912.00 | 48,204.00 | 50,616.00 | 53,148.00 | 55,800.00 |
| MONTHLY | 3,644.00 | 3,826.00 | 4,017.00 | 4,218.00 | 4,429.00 | 4,650.00 |
| BI-WEEKLY | 1,681.85 | 1,765.85 | 1,854.00 | 1,946.77 | 2,044.15 | 2,146.15 |
| HOURLY | 21.0231 | 22.0731 | 23.1750 | 24.3346 | 25.5519 | 26.8269 |

**31 On-Demand (Micro/Paratransit) Operator
31 Paratransit Driver**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 44,832.00 | 47,076.00 | 49,428.00 | 51,900.00 | 54,492.00 | 57,216.00 |
| MONTHLY | 3,736.00 | 3,923.00 | 4,119.00 | 4,325.00 | 4,541.00 | 4,768.00 |
| BI-WEEKLY | 1,724.31 | 1,810.62 | 1,901.08 | 1,996.15 | 2,095.85 | 2,200.62 |
| HOURLY | 21.5538 | 22.6327 | 23.7635 | 24.9519 | 26.1981 | 27.5077 |

**32 Home Improvement Maintenance Helper
32 Right-of-Way Maintenance Worker**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 45,948.00 | 48,240.00 | 50,652.00 | 53,184.00 | 55,848.00 | 58,644.00 |
| MONTHLY | 3,829.00 | 4,020.00 | 4,221.00 | 4,432.00 | 4,654.00 | 4,887.00 |
| BI-WEEKLY | 1,767.23 | 1,855.38 | 1,948.15 | 2,045.54 | 2,148.00 | 2,255.54 |
| HOURLY | 22.0904 | 23.1923 | 24.3519 | 25.5692 | 26.8500 | 28.1942 |

**33 Customer Service Clerk II
33 Equipment Utility Worker I
33 Public Safety Officer
33 Relief Bus Operator Trainee**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 47,100.00 | 49,452.00 | 51,924.00 | 54,516.00 | 57,240.00 | 60,108.00 |
| MONTHLY | 3,925.00 | 4,121.00 | 4,327.00 | 4,543.00 | 4,770.00 | 5,009.00 |
| BI-WEEKLY | 1,811.54 | 1,902.00 | 1,997.08 | 2,096.77 | 2,201.54 | 2,311.85 |
| HOURLY | 22.6442 | 23.7750 | 24.9635 | 26.2096 | 27.5192 | 28.8981 |

**34 Custodian II
34 Graffiti Technician
34 On-Demand Transit Dispatcher
34 Paratransit Dispatcher
34 Park Maintenance Worker I**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 48,276.00 | 50,688.00 | 53,220.00 | 55,884.00 | 58,680.00 | 61,620.00 |
| MONTHLY | 4,023.00 | 4,224.00 | 4,435.00 | 4,657.00 | 4,890.00 | 5,135.00 |
| BI-WEEKLY | 1,856.77 | 1,949.54 | 2,046.92 | 2,149.38 | 2,256.92 | 2,370.00 |
| HOURLY | 23.2096 | 24.3692 | 25.5865 | 26.8673 | 28.2115 | 29.6250 |

**35 Community Aide III
35 Help Desk Technician
35 Street Maintenance Worker**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 49,488.00 | 51,960.00 | 54,564.00 | 57,288.00 | 60,156.00 | 63,168.00 |
| MONTHLY | 4,124.00 | 4,330.00 | 4,547.00 | 4,774.00 | 5,013.00 | 5,264.00 |
| BI-WEEKLY | 1,903.38 | 1,998.46 | 2,098.62 | 2,203.38 | 2,313.69 | 2,429.54 |
| HOURLY | 23.7923 | 24.9808 | 26.2327 | 27.5423 | 28.9212 | 30.3692 |

**36 Court Liaison
36 Intermediate Clerk Typist**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 50,724.00 | 53,256.00 | 55,920.00 | 58,716.00 | 61,656.00 | 64,740.00 |
| MONTHLY | 4,227.00 | 4,438.00 | 4,660.00 | 4,893.00 | 5,138.00 | 5,395.00 |
| BI-WEEKLY | 1,950.92 | 2,048.31 | 2,150.77 | 2,258.31 | 2,371.38 | 2,490.00 |
| HOURLY | 24.3865 | 25.6038 | 26.8846 | 28.2288 | 29.6423 | 31.1250 |

**37 Nutrition Services Coordinator
37 Relief Bus Operator**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 51,996.00 | 54,600.00 | 57,336.00 | 60,204.00 | 63,216.00 | 66,372.00 |
| MONTHLY | 4,333.00 | 4,550.00 | 4,778.00 | 5,017.00 | 5,268.00 | 5,531.00 |
| BI-WEEKLY | 1,999.85 | 2,100.00 | 2,205.23 | 2,315.54 | 2,431.38 | 2,552.77 |
| HOURLY | 24.9981 | 26.2500 | 27.5654 | 28.9442 | 30.3923 | 31.9096 |

**38 Activity Coordinator
38 Equipment Utility Worker II
38 Homeless Coordinator
38 Police Records Technician I
38 Police Service Technician
38 Purchasing Clerk
38 Senior Account Clerk
38 Senior Clerk Typist**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 53,292.00 | 55,956.00 | 58,752.00 | 61,692.00 | 64,776.00 | 68,016.00 |
| MONTHLY | 4,441.00 | 4,663.00 | 4,896.00 | 5,141.00 | 5,398.00 | 5,668.00 |
| BI-WEEKLY | 2,049.69 | 2,152.15 | 2,259.69 | 2,372.77 | 2,491.38 | 2,616.00 |
| HOURLY | 25.6212 | 26.9019 | 28.2462 | 29.6596 | 31.1423 | 32.7000 |

**39 Apprentice Mechanic
39 Home Improvement Lead Person
39 Park Maintenance Worker II
39 Records Management Coordinator**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 54,624.00 | 57,360.00 | 60,228.00 | 63,240.00 | 66,408.00 | 69,732.00 |
| MONTHLY | 4,552.00 | 4,780.00 | 5,019.00 | 5,270.00 | 5,534.00 | 5,811.00 |
| BI-WEEKLY | 2,100.92 | 2,206.15 | 2,316.46 | 2,432.31 | 2,554.15 | 2,682.00 |
| HOURLY | 26.2615 | 27.5769 | 28.9558 | 30.4038 | 31.9269 | 33.5250 |

40 Engineering Aide
40 FCC Education Assistant III
40 FCC Program Assistant III
40 Public Works Coordinator
40 Sr. Transit Utility Specialist

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 55,980.00 | 58,776.00 | 61,716.00 | 64,800.00 | 68,040.00 | 71,448.00 |
| MONTHLY | 4,665.00 | 4,898.00 | 5,143.00 | 5,400.00 | 5,670.00 | 5,954.00 |
| BI-WEEKLY | 2,153.08 | 2,260.62 | 2,373.69 | 2,492.31 | 2,616.92 | 2,748.00 |
| HOURLY | 26.9135 | 28.2577 | 29.6712 | 31.1538 | 32.7115 | 34.3500 |

41 Deputy City Clerk I
41 Permit/Licensing Technician I

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 57,384.00 | 60,252.00 | 63,264.00 | 66,432.00 | 69,756.00 | 73,248.00 |
| MONTHLY | 4,782.00 | 5,021.00 | 5,272.00 | 5,536.00 | 5,813.00 | 6,104.00 |
| BI-WEEKLY | 2,207.08 | 2,317.38 | 2,433.23 | 2,555.08 | 2,682.92 | 2,817.23 |
| HOURLY | 27.5885 | 28.9673 | 30.4154 | 31.9385 | 33.5365 | 35.2154 |

42 Community Center Coordinator
42 Community Services Officer
42 Human Services Coordinator
42 Police Records Technician II
42 Police Service Officer
42 Recreation Coordinator
42 Secretary
42 Social Services Coordinator
42 Tree Trimmer I

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 58,824.00 | 61,764.00 | 64,848.00 | 68,088.00 | 71,496.00 | 75,072.00 |
| MONTHLY | 4,902.00 | 5,147.00 | 5,404.00 | 5,674.00 | 5,958.00 | 6,256.00 |
| BI-WEEKLY | 2,262.46 | 2,375.54 | 2,494.15 | 2,618.77 | 2,749.85 | 2,887.38 |
| HOURLY | 28.2808 | 29.6942 | 31.1769 | 32.7346 | 34.3731 | 36.0923 |

43 Administrative Aide
43 Building Maintenance Worker
43 Cement Finisher
43 Human Resources / Department Coordinator
43 Payroll / Personnel Technician
43 Senior Citizens Social Services Coordinator
43 Transit Maintenance Coordinator

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 60,288.00 | 63,300.00 | 66,468.00 | 69,792.00 | 73,284.00 | 76,944.00 |
| MONTHLY | 5,024.00 | 5,275.00 | 5,539.00 | 5,816.00 | 6,107.00 | 6,412.00 |
| BI-WEEKLY | 2,318.77 | 2,434.62 | 2,556.46 | 2,684.31 | 2,818.62 | 2,959.38 |
| HOURLY | 28.9846 | 30.4327 | 31.9558 | 33.5538 | 35.2327 | 36.9923 |

44 Administrative Secretary
44 Building Aide
44 Building/Planning Technician
44 Permit/Licensing Technician II
44 Sewer Maintenance Worker
44 Tree Trimmer II

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 61,800.00 | 64,896.00 | 68,136.00 | 71,544.00 | 75,120.00 | 78,876.00 |
| MONTHLY | 5,150.00 | 5,408.00 | 5,678.00 | 5,962.00 | 6,260.00 | 6,573.00 |
| BI-WEEKLY | 2,376.92 | 2,496.00 | 2,620.62 | 2,751.69 | 2,889.23 | 3,033.69 |
| HOURLY | 29.7115 | 31.2000 | 32.7577 | 34.3962 | 36.1154 | 37.9212 |

45 Street Sweeper Operator

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 63,348.00 | 66,516.00 | 69,840.00 | 73,332.00 | 77,004.00 | 80,856.00 |
| MONTHLY | 5,279.00 | 5,543.00 | 5,820.00 | 6,111.00 | 6,417.00 | 6,738.00 |
| BI-WEEKLY | 2,436.46 | 2,558.31 | 2,686.15 | 2,820.46 | 2,961.69 | 3,109.85 |
| HOURLY | 30.4558 | 31.9788 | 33.5769 | 35.2558 | 37.0212 | 38.8731 |

46 Heavy Equipment Operator

46 Street Traffic Painter

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 64,932.00 | 68,184.00 | 71,592.00 | 75,168.00 | 78,924.00 | 82,872.00 |
| MONTHLY | 5,411.00 | 5,682.00 | 5,966.00 | 6,264.00 | 6,577.00 | 6,906.00 |
| BI-WEEKLY | 2,497.38 | 2,622.46 | 2,753.54 | 2,891.08 | 3,035.54 | 3,187.38 |
| HOURLY | 31.2173 | 32.7808 | 34.4192 | 36.1385 | 37.9442 | 39.8423 |

47 Equipment Mechanic

47 Graphics Technician

47 Maintenance Painter

47 Senior Building Maintenance Worker

47 Transit Mechanic

47 Transit Parts/Storeroom Coordinator

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 66,552.00 | 69,876.00 | 73,368.00 | 77,040.00 | 80,892.00 | 84,936.00 |
| MONTHLY | 5,546.00 | 5,823.00 | 6,114.00 | 6,420.00 | 6,741.00 | 7,078.00 |
| BI-WEEKLY | 2,559.69 | 2,687.54 | 2,821.85 | 2,963.08 | 3,111.23 | 3,266.77 |
| HOURLY | 31.9962 | 33.5942 | 35.2731 | 37.0385 | 38.8904 | 40.8346 |

48 Custodian-Lead

48 Financial Services Technician

48 Human Resources Technician

48 Junior Accountant

48 Property and Evidence Technician

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 68,220.00 | 71,628.00 | 75,204.00 | 78,960.00 | 82,908.00 | 87,048.00 |
| MONTHLY | 5,685.00 | 5,969.00 | 6,267.00 | 6,580.00 | 6,909.00 | 7,254.00 |
| BI-WEEKLY | 2,623.85 | 2,754.92 | 2,892.46 | 3,036.92 | 3,188.77 | 3,348.00 |
| HOURLY | 32.7981 | 34.4365 | 36.1558 | 37.9615 | 39.8596 | 41.8500 |

49 Administrative Analyst I
49 Community Services Counselor
49 Program Coordinator
49 Recreation Supervisor

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 69,924.00 | 73,416.00 | 77,088.00 | 80,940.00 | 84,984.00 | 89,232.00 |
| MONTHLY | 5,827.00 | 6,118.00 | 6,424.00 | 6,745.00 | 7,082.00 | 7,436.00 |
| BI-WEEKLY | 2,689.38 | 2,823.69 | 2,964.92 | 3,113.08 | 3,268.62 | 3,432.00 |
| HOURLY | 33.6173 | 35.2962 | 37.0615 | 38.9135 | 40.8577 | 42.9000 |

50 Case Management Supervisor/Instructor
50 Transit Dispatcher/Operations Assistant

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 71,676.00 | 75,264.00 | 79,032.00 | 82,980.00 | 87,132.00 | 91,488.00 |
| MONTHLY | 5,973.00 | 6,272.00 | 6,586.00 | 6,915.00 | 7,261.00 | 7,624.00 |
| BI-WEEKLY | 2,756.77 | 2,894.77 | 3,039.69 | 3,191.54 | 3,351.23 | 3,518.77 |
| HOURLY | 34.4596 | 36.1846 | 37.9962 | 39.8942 | 41.8904 | 43.9846 |

51 Electrical/Signal Technician I
51 Emergency Preparedness Coordinator
51 Engineering Technician
51 Executive Assistant to Chief of Police
51 General Building Inspector
51 Information Technology Coordinator
51 Lead Equipment Mechanic
51 Lead Mechanic

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 73,464.00 | 77,136.00 | 80,988.00 | 85,032.00 | 89,280.00 | 93,744.00 |
| MONTHLY | 6,122.00 | 6,428.00 | 6,749.00 | 7,086.00 | 7,440.00 | 7,812.00 |
| BI-WEEKLY | 2,825.54 | 2,966.77 | 3,114.92 | 3,270.46 | 3,433.85 | 3,605.54 |
| HOURLY | 35.3192 | 37.0846 | 38.9365 | 40.8808 | 42.9231 | 45.0692 |

52 Payroll Specialist

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 75,300.00 | 79,068.00 | 83,016.00 | 87,168.00 | 91,524.00 | 96,096.00 |
| MONTHLY | 6,275.00 | 6,589.00 | 6,918.00 | 7,264.00 | 7,627.00 | 8,008.00 |
| BI-WEEKLY | 2,896.15 | 3,041.08 | 3,192.92 | 3,352.62 | 3,520.15 | 3,696.00 |
| HOURLY | 36.2019 | 38.0135 | 39.9115 | 41.9077 | 44.0019 | 46.2000 |

53 Code Enforcement Officer
53 FCC Education Coordinator
53 Park Maintenance Lead
53 Public Works Inspector
53 Public Works Lead

53 Transit Operations Training Coordinator

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 77,184.00 | 81,048.00 | 85,104.00 | 89,364.00 | 93,828.00 | 98,520.00 |
| MONTHLY | 6,432.00 | 6,754.00 | 7,092.00 | 7,447.00 | 7,819.00 | 8,210.00 |
| BI-WEEKLY | 2,968.62 | 3,117.23 | 3,273.23 | 3,437.08 | 3,608.77 | 3,789.23 |
| HOURLY | 37.1077 | 38.9654 | 40.9154 | 42.9635 | 45.1096 | 47.3654 |

54 Administrative Analyst II
54 Building Maintenance Lead
54 Forensic Technician
54 Transit Marketing Coordinator

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| ANNUAL | 79,128.00 | 83,088.00 | 87,240.00 | 91,608.00 | 96,192.00 | 101,004.00 |
| MONTHLY | 6,594.00 | 6,924.00 | 7,270.00 | 7,634.00 | 8,016.00 | 8,417.00 |
| BI-WEEKLY | 3,043.38 | 3,195.69 | 3,355.38 | 3,523.38 | 3,699.69 | 3,884.77 |
| HOURLY | 38.0423 | 39.9462 | 41.9423 | 44.0423 | 46.2462 | 48.5596 |

55 Crime Analyst
55 Electrical/Signal Technician II

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| ANNUAL | 81,108.00 | 85,164.00 | 89,424.00 | 93,900.00 | 98,592.00 | 103,524.00 |
| MONTHLY | 6,759.00 | 7,097.00 | 7,452.00 | 7,825.00 | 8,216.00 | 8,627.00 |
| BI-WEEKLY | 3,119.54 | 3,275.54 | 3,439.38 | 3,611.54 | 3,792.00 | 3,981.69 |
| HOURLY | 38.9942 | 40.9442 | 42.9923 | 45.1442 | 47.4000 | 49.7712 |

56 Administrative Coordinator
56 Assistant Engineer
56 FCC Program Coordinator

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|------------|------------|
| ANNUAL | 83,124.00 | 87,276.00 | 91,644.00 | 96,228.00 | 101,040.00 | 106,092.00 |
| MONTHLY | 6,927.00 | 7,273.00 | 7,637.00 | 8,019.00 | 8,420.00 | 8,841.00 |
| BI-WEEKLY | 3,197.08 | 3,356.77 | 3,524.77 | 3,701.08 | 3,886.15 | 4,080.46 |
| HOURLY | 39.9635 | 41.9596 | 44.0596 | 46.2635 | 48.5769 | 51.0058 |

57 Communications Liaison Officer
57 Senior Accountant

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|-----------|------------|------------|
| ANNUAL | 85,212.00 | 89,472.00 | 93,948.00 | 98,640.00 | 103,572.00 | 108,756.00 |
| MONTHLY | 7,101.00 | 7,456.00 | 7,829.00 | 8,220.00 | 8,631.00 | 9,063.00 |
| BI-WEEKLY | 3,277.38 | 3,441.23 | 3,613.38 | 3,793.85 | 3,983.54 | 4,182.92 |
| HOURLY | 40.9673 | 43.0154 | 45.1673 | 47.4231 | 49.7942 | 52.2865 |

58 Associate Planner
58 Code Enforcement Supervisor

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|------------|------------|------------|
| ANNUAL | 87,348.00 | 91,716.00 | 96,300.00 | 101,112.00 | 106,164.00 | 111,468.00 |
| MONTHLY | 7,279.00 | 7,643.00 | 8,025.00 | 8,426.00 | 8,847.00 | 9,289.00 |
| BI-WEEKLY | 3,359.54 | 3,527.54 | 3,703.85 | 3,888.92 | 4,083.23 | 4,287.23 |
| HOURLY | 41.9942 | 44.0942 | 46.2981 | 48.6115 | 51.0404 | 53.5904 |

59 Administrative Support Services Supervisor

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|-----------|------------|------------|------------|
| ANNUAL | 89,532.00 | 94,008.00 | 98,712.00 | 103,644.00 | 108,828.00 | 114,264.00 |
| MONTHLY | 7,461.00 | 7,834.00 | 8,226.00 | 8,637.00 | 9,069.00 | 9,522.00 |
| BI-WEEKLY | 3,443.54 | 3,615.69 | 3,796.62 | 3,986.31 | 4,185.69 | 4,394.77 |
| HOURLY | 43.0442 | 45.1962 | 47.4577 | 49.8288 | 52.3212 | 54.9346 |

60

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|------------|------------|------------|------------|
| ANNUAL | 91,764.00 | 96,348.00 | 101,160.00 | 106,224.00 | 111,540.00 | 117,120.00 |
| MONTHLY | 7,647.00 | 8,029.00 | 8,430.00 | 8,852.00 | 9,295.00 | 9,760.00 |
| BI-WEEKLY | 3,529.38 | 3,705.69 | 3,890.77 | 4,085.54 | 4,290.00 | 4,504.62 |
| HOURLY | 44.1173 | 46.3212 | 48.6346 | 51.0692 | 53.6250 | 56.3077 |

61 Administrative Analyst III**61 Associate Engineer****61 Information Technology Systems Analyst - Transit****61 Transit Planning and Scheduling Analyst**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----------|------------|------------|------------|------------|
| ANNUAL | 94,056.00 | 98,760.00 | 103,704.00 | 108,888.00 | 114,336.00 | 120,048.00 |
| MONTHLY | 7,838.00 | 8,230.00 | 8,642.00 | 9,074.00 | 9,528.00 | 10,004.00 |
| BI-WEEKLY | 3,617.54 | 3,798.46 | 3,988.62 | 4,188.00 | 4,397.54 | 4,617.23 |
| HOURLY | 45.2192 | 47.4808 | 49.8577 | 52.3500 | 54.9692 | 57.7154 |

62 Information Technology Supervisor

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|------------|------------|------------|------------|------------|
| ANNUAL | 96,408.00 | 101,232.00 | 106,296.00 | 111,612.00 | 117,192.00 | 123,048.00 |
| MONTHLY | 8,034.00 | 8,436.00 | 8,858.00 | 9,301.00 | 9,766.00 | 10,254.00 |
| BI-WEEKLY | 3,708.00 | 3,893.54 | 4,088.31 | 4,292.77 | 4,507.38 | 4,732.62 |
| HOURLY | 46.3500 | 48.6692 | 51.1038 | 53.6596 | 56.3423 | 59.1577 |

63

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|------------|------------|------------|------------|------------|
| ANNUAL | 98,820.00 | 103,764.00 | 108,948.00 | 114,396.00 | 120,120.00 | 126,132.00 |
| MONTHLY | 8,235.00 | 8,647.00 | 9,079.00 | 9,533.00 | 10,010.00 | 10,511.00 |
| BI-WEEKLY | 3,800.77 | 3,990.92 | 4,190.31 | 4,399.85 | 4,620.00 | 4,851.23 |
| HOURLY | 47.5096 | 49.8865 | 52.3788 | 54.9981 | 57.7500 | 60.6404 |

64

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 101,292.00 | 106,356.00 | 111,672.00 | 117,252.00 | 123,120.00 | 129,276.00 |
| MONTHLY | 8,441.00 | 8,863.00 | 9,306.00 | 9,771.00 | 10,260.00 | 10,773.00 |
| BI-WEEKLY | 3,895.85 | 4,090.62 | 4,295.08 | 4,509.69 | 4,735.38 | 4,972.15 |
| HOURLY | 48.6981 | 51.1327 | 53.6885 | 56.3712 | 59.1923 | 62.1519 |

65

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 103,824.00 | 109,020.00 | 114,468.00 | 120,192.00 | 126,204.00 | 132,516.00 |
| MONTHLY | 8,652.00 | 9,085.00 | 9,539.00 | 10,016.00 | 10,517.00 | 11,043.00 |
| BI-WEEKLY | 3,993.23 | 4,193.08 | 4,402.62 | 4,622.77 | 4,854.00 | 5,096.77 |
| HOURLY | 49.9154 | 52.4135 | 55.0327 | 57.7846 | 60.6750 | 63.7096 |

66 Civil Engineer

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 106,416.00 | 111,732.00 | 117,324.00 | 123,192.00 | 129,348.00 | 135,816.00 |
| MONTHLY | 8,868.00 | 9,311.00 | 9,777.00 | 10,266.00 | 10,779.00 | 11,318.00 |
| BI-WEEKLY | 4,092.92 | 4,297.38 | 4,512.46 | 4,738.15 | 4,974.92 | 5,223.69 |
| HOURLY | 51.1615 | 53.7173 | 56.4058 | 59.2269 | 62.1865 | 65.2962 |

67

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 109,080.00 | 114,540.00 | 120,264.00 | 126,276.00 | 132,588.00 | 139,212.00 |
| MONTHLY | 9,090.00 | 9,545.00 | 10,022.00 | 10,523.00 | 11,049.00 | 11,601.00 |
| BI-WEEKLY | 4,195.38 | 4,405.38 | 4,625.54 | 4,856.77 | 5,099.54 | 5,354.31 |
| HOURLY | 52.4423 | 55.0673 | 57.8192 | 60.7096 | 63.7442 | 66.9288 |

90 Bus Operator

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|----------------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 59,424.00 | 62,400.00 | 65,520.00 | 68,796.00 | 72,240.00 | 75,852.00 |
| MONTHLY | 4,952.00 | 5,200.00 | 5,460.00 | 5,733.00 | 6,020.00 | 6,321.00 |
| BI-WEEKLY | 2,285.54 | 2,400.00 | 2,520.00 | 2,646.00 | 2,778.46 | 2,917.38 |
| HOURLY | 28.5692 | 30.0000 | 31.5000 | 33.0750 | 34.7308 | 36.4673 |
| Specialty - 5% | 247.60 | 260.00 | 273.00 | 286.65 | 301.00 | 316.05 |

104

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 63,600.00 | 66,780.00 | 70,116.00 | 73,620.00 | 77,304.00 | 81,168.00 |
| MONTHLY | 5,300.00 | 5,565.00 | 5,843.00 | 6,135.00 | 6,442.00 | 6,764.00 |
| BI-WEEKLY | 2,446.15 | 2,568.46 | 2,696.77 | 2,831.54 | 2,973.23 | 3,121.85 |
| HOURLY | 30.5769 | 32.1058 | 33.7096 | 35.3942 | 37.1654 | 39.0231 |
| Lgy Bonus 20 | 132.50 | 139.13 | 146.08 | 153.38 | 161.05 | 169.10 |
| Lgy Bonus 25 | 265.00 | 278.25 | 292.15 | 306.75 | 322.10 | 338.20 |
| Lgy Bonus 30 | 397.50 | 417.38 | 438.23 | 460.13 | 483.15 | 507.30 |

105

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 65,184.00 | 68,448.00 | 71,868.00 | 75,456.00 | 79,224.00 | 83,184.00 |
| MONTHLY | 5,432.00 | 5,704.00 | 5,989.00 | 6,288.00 | 6,602.00 | 6,932.00 |
| BI-WEEKLY | 2,507.08 | 2,632.62 | 2,764.15 | 2,902.15 | 3,047.08 | 3,199.38 |
| HOURLY | 31.3385 | 32.9077 | 34.5519 | 36.2769 | 38.0885 | 39.9923 |
| Lgy Bonus 20 | 135.80 | 142.60 | 149.73 | 157.20 | 165.05 | 173.30 |
| Lgy Bonus 25 | 271.60 | 285.20 | 299.45 | 314.40 | 330.10 | 346.60 |
| Lgy Bonus 30 | 407.40 | 427.80 | 449.18 | 471.60 | 495.15 | 519.90 |

106

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 66,816.00 | 70,152.00 | 73,656.00 | 77,340.00 | 81,204.00 | 85,260.00 |
| MONTHLY | 5,568.00 | 5,846.00 | 6,138.00 | 6,445.00 | 6,767.00 | 7,105.00 |
| BI-WEEKLY | 2,569.85 | 2,698.15 | 2,832.92 | 2,974.62 | 3,123.23 | 3,279.23 |
| HOURLY | 32.1231 | 33.7269 | 35.4115 | 37.1827 | 39.0404 | 40.9904 |
| Lgy Bonus 20 | 139.20 | 146.15 | 153.45 | 161.13 | 169.18 | 177.63 |
| Lgy Bonus 25 | 278.40 | 292.30 | 306.90 | 322.25 | 338.35 | 355.25 |
| Lgy Bonus 30 | 417.60 | 438.45 | 460.35 | 483.38 | 507.53 | 532.88 |

107

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 68,496.00 | 71,916.00 | 75,516.00 | 79,296.00 | 83,256.00 | 87,420.00 |
| MONTHLY | 5,708.00 | 5,993.00 | 6,293.00 | 6,608.00 | 6,938.00 | 7,285.00 |
| BI-WEEKLY | 2,634.46 | 2,766.00 | 2,904.46 | 3,049.85 | 3,202.15 | 3,362.31 |
| HOURLY | 32.9308 | 34.5750 | 36.3058 | 38.1231 | 40.0269 | 42.0288 |
| Lgy Bonus 20 | 142.70 | 149.83 | 157.33 | 165.20 | 173.45 | 182.13 |
| Lgy Bonus 25 | 285.40 | 299.65 | 314.65 | 330.40 | 346.90 | 364.25 |
| Lgy Bonus 30 | 428.10 | 449.48 | 471.98 | 495.60 | 520.35 | 546.38 |

108 Economic Development Analyst

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 70,200.00 | 73,716.00 | 77,400.00 | 81,276.00 | 85,344.00 | 89,616.00 |
| MONTHLY | 5,850.00 | 6,143.00 | 6,450.00 | 6,773.00 | 7,112.00 | 7,468.00 |
| BI-WEEKLY | 2,700.00 | 2,835.23 | 2,976.92 | 3,126.00 | 3,282.46 | 3,446.77 |
| HOURLY | 33.7500 | 35.4404 | 37.2115 | 39.0750 | 41.0308 | 43.0846 |
| Lgy Bonus 20 | 146.25 | 153.58 | 161.25 | 169.33 | 177.80 | 186.70 |
| Lgy Bonus 25 | 292.50 | 307.15 | 322.50 | 338.65 | 355.60 | 373.40 |
| Lgy Bonus 30 | 438.75 | 460.73 | 483.75 | 507.98 | 533.40 | 560.10 |

109

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 71,964.00 | 75,564.00 | 79,344.00 | 83,316.00 | 87,480.00 | 91,860.00 |
| MONTHLY | 5,997.00 | 6,297.00 | 6,612.00 | 6,943.00 | 7,290.00 | 7,655.00 |
| BI-WEEKLY | 2,767.85 | 2,906.31 | 3,051.69 | 3,204.46 | 3,364.62 | 3,533.08 |
| HOURLY | 34.5981 | 36.3288 | 38.1462 | 40.0558 | 42.0577 | 44.1635 |
| Lgy Bonus 20 | 149.93 | 157.43 | 165.30 | 173.58 | 182.25 | 191.38 |
| Lgy Bonus 25 | 299.85 | 314.85 | 330.60 | 347.15 | 364.50 | 382.75 |
| Lgy Bonus 30 | 449.78 | 472.28 | 495.90 | 520.73 | 546.75 | 574.13 |

110

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 73,752.00 | 77,436.00 | 81,312.00 | 85,380.00 | 89,652.00 | 94,140.00 |
| MONTHLY | 6,146.00 | 6,453.00 | 6,776.00 | 7,115.00 | 7,471.00 | 7,845.00 |
| BI-WEEKLY | 2,836.62 | 2,978.31 | 3,127.38 | 3,283.85 | 3,448.15 | 3,620.77 |
| HOURLY | 35.4577 | 37.2288 | 39.0923 | 41.0481 | 43.1019 | 45.2596 |
| Lgy Bonus 20 | 153.65 | 161.33 | 169.40 | 177.88 | 186.78 | 196.13 |
| Lgy Bonus 25 | 307.30 | 322.65 | 338.80 | 355.75 | 373.55 | 392.25 |
| Lgy Bonus 30 | 460.95 | 483.98 | 508.20 | 533.63 | 560.33 | 588.38 |

111

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 75,600.00 | 79,380.00 | 83,352.00 | 87,516.00 | 91,896.00 | 96,492.00 |
| MONTHLY | 6,300.00 | 6,615.00 | 6,946.00 | 7,293.00 | 7,658.00 | 8,041.00 |
| BI-WEEKLY | 2,907.69 | 3,053.08 | 3,205.85 | 3,366.00 | 3,534.46 | 3,711.23 |
| HOURLY | 36.3462 | 38.1635 | 40.0731 | 42.0750 | 44.1808 | 46.3904 |
| Lgy Bonus 20 | 157.50 | 165.38 | 173.65 | 182.33 | 191.45 | 201.03 |
| Lgy Bonus 25 | 315.00 | 330.75 | 347.30 | 364.65 | 382.90 | 402.05 |
| Lgy Bonus 30 | 472.50 | 496.13 | 520.95 | 546.98 | 574.35 | 603.08 |

112

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 77,508.00 | 81,384.00 | 85,452.00 | 89,724.00 | 94,212.00 | 98,928.00 |
| MONTHLY | 6,459.00 | 6,782.00 | 7,121.00 | 7,477.00 | 7,851.00 | 8,244.00 |
| BI-WEEKLY | 2,981.08 | 3,130.15 | 3,286.62 | 3,450.92 | 3,623.54 | 3,804.92 |
| HOURLY | 37.2635 | 39.1269 | 41.0827 | 43.1365 | 45.2942 | 47.5615 |
| Lgy Bonus 20 | 161.48 | 169.55 | 178.03 | 186.93 | 196.28 | 206.10 |
| Lgy Bonus 25 | 322.95 | 339.10 | 356.05 | 373.85 | 392.55 | 412.20 |
| Lgy Bonus 30 | 484.43 | 508.65 | 534.08 | 560.78 | 588.83 | 618.30 |

113

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|-----------|-----------|-----------|------------|
| ANNUAL | 79,452.00 | 83,424.00 | 87,600.00 | 91,980.00 | 96,576.00 | 101,400.00 |
| MONTHLY | 6,621.00 | 6,952.00 | 7,300.00 | 7,665.00 | 8,048.00 | 8,450.00 |
| BI-WEEKLY | 3,055.85 | 3,208.62 | 3,369.23 | 3,537.69 | 3,714.46 | 3,900.00 |
| HOURLY | 38.1981 | 40.1077 | 42.1154 | 44.2212 | 46.4308 | 48.7500 |
| Lgy Bonus 20 | 165.53 | 173.80 | 182.50 | 191.63 | 201.20 | 211.25 |
| Lgy Bonus 25 | 331.05 | 347.60 | 365.00 | 383.25 | 402.40 | 422.50 |
| Lgy Bonus 30 | 496.58 | 521.40 | 547.50 | 574.88 | 603.60 | 633.75 |

114

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|-----------|-----------|-----------|------------|
| ANNUAL | 81,432.00 | 85,500.00 | 89,772.00 | 94,260.00 | 98,976.00 | 103,920.00 |
| MONTHLY | 6,786.00 | 7,125.00 | 7,481.00 | 7,855.00 | 8,248.00 | 8,660.00 |
| BI-WEEKLY | 3,132.00 | 3,288.46 | 3,452.77 | 3,625.38 | 3,806.77 | 3,996.92 |
| HOURLY | 39.1500 | 41.1058 | 43.1596 | 45.3173 | 47.5846 | 49.9615 |
| Lgy Bonus 20 | 169.65 | 178.13 | 187.03 | 196.38 | 206.20 | 216.50 |
| Lgy Bonus 25 | 339.30 | 356.25 | 374.05 | 392.75 | 412.40 | 433.00 |
| Lgy Bonus 30 | 508.95 | 534.38 | 561.08 | 589.13 | 618.60 | 649.50 |

115 Deputy City Clerk/Records Management Officer**115 Deputy City Treasurer****115 Human Resources Analyst****115 Risk Management Analyst**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|-----------|-----------|------------|------------|
| ANNUAL | 83,472.00 | 87,648.00 | 92,028.00 | 96,624.00 | 101,460.00 | 106,536.00 |
| MONTHLY | 6,956.00 | 7,304.00 | 7,669.00 | 8,052.00 | 8,455.00 | 8,878.00 |
| BI-WEEKLY | 3,210.46 | 3,371.08 | 3,539.54 | 3,716.31 | 3,902.31 | 4,097.54 |
| HOURLY | 40.1308 | 42.1385 | 44.2442 | 46.4538 | 48.7788 | 51.2192 |
| Lgy Bonus 20 | 173.90 | 182.60 | 191.73 | 201.30 | 211.38 | 221.95 |
| Lgy Bonus 25 | 347.80 | 365.20 | 383.45 | 402.60 | 422.75 | 443.90 |
| Lgy Bonus 30 | 521.70 | 547.80 | 575.18 | 603.90 | 634.13 | 665.85 |

116

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|-----------|-----------|------------|------------|
| ANNUAL | 85,548.00 | 89,820.00 | 94,308.00 | 99,024.00 | 103,980.00 | 109,176.00 |
| MONTHLY | 7,129.00 | 7,485.00 | 7,859.00 | 8,252.00 | 8,665.00 | 9,098.00 |
| BI-WEEKLY | 3,290.31 | 3,454.62 | 3,627.23 | 3,808.62 | 3,999.23 | 4,199.08 |
| HOURLY | 41.1288 | 43.1827 | 45.3404 | 47.6077 | 49.9904 | 52.4885 |
| Lgy Bonus 20 | 178.23 | 187.13 | 196.48 | 206.30 | 216.63 | 227.45 |
| Lgy Bonus 25 | 356.45 | 374.25 | 392.95 | 412.60 | 433.25 | 454.90 |
| Lgy Bonus 30 | 534.68 | 561.38 | 589.43 | 618.90 | 649.88 | 682.35 |

117 Transportation Operations Supervisor

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|-----------|------------|------------|------------|
| ANNUAL | 87,684.00 | 92,064.00 | 96,672.00 | 101,508.00 | 106,584.00 | 111,912.00 |
| MONTHLY | 7,307.00 | 7,672.00 | 8,056.00 | 8,459.00 | 8,882.00 | 9,326.00 |
| BI-WEEKLY | 3,372.46 | 3,540.92 | 3,718.15 | 3,904.15 | 4,099.38 | 4,304.31 |
| HOURLY | 42.1558 | 44.2615 | 46.4769 | 48.8019 | 51.2423 | 53.8038 |
| Lgy Bonus 20 | 182.68 | 191.80 | 201.40 | 211.48 | 222.05 | 233.15 |
| Lgy Bonus 25 | 365.35 | 383.60 | 402.80 | 422.95 | 444.10 | 466.30 |
| Lgy Bonus 30 | 548.03 | 575.40 | 604.20 | 634.43 | 666.15 | 699.45 |

118 Administrative Management Analyst I

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|-----------|------------|------------|------------|
| ANNUAL | 89,880.00 | 94,380.00 | 99,096.00 | 104,052.00 | 109,260.00 | 114,720.00 |
| MONTHLY | 7,490.00 | 7,865.00 | 8,258.00 | 8,671.00 | 9,105.00 | 9,560.00 |
| BI-WEEKLY | 3,456.92 | 3,630.00 | 3,811.38 | 4,002.00 | 4,202.31 | 4,412.31 |
| HOURLY | 43.2115 | 45.3750 | 47.6423 | 50.0250 | 52.5288 | 55.1538 |
| Lgy Bonus 20 | 187.25 | 196.63 | 206.45 | 216.78 | 227.63 | 239.00 |
| Lgy Bonus 25 | 374.50 | 393.25 | 412.90 | 433.55 | 455.25 | 478.00 |
| Lgy Bonus 30 | 561.75 | 589.88 | 619.35 | 650.33 | 682.88 | 717.00 |

119 Accountant/Cost Accountant**119 Fleet Maintenance Supervisor****119 Transit Administrative Supervisor****119 Transit Training and Safety Supervisor**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|------------|------------|------------|------------|
| ANNUAL | 92,124.00 | 96,732.00 | 101,568.00 | 106,644.00 | 111,972.00 | 117,576.00 |
| MONTHLY | 7,677.00 | 8,061.00 | 8,464.00 | 8,887.00 | 9,331.00 | 9,798.00 |
| BI-WEEKLY | 3,543.23 | 3,720.46 | 3,906.46 | 4,101.69 | 4,306.62 | 4,522.15 |
| HOURLY | 44.2904 | 46.5058 | 48.8308 | 51.2712 | 53.8327 | 56.5269 |
| Lgy Bonus 20 | 191.93 | 201.53 | 211.60 | 222.18 | 233.28 | 244.95 |
| Lgy Bonus 25 | 383.85 | 403.05 | 423.20 | 444.35 | 466.55 | 489.90 |
| Lgy Bonus 30 | 575.78 | 604.58 | 634.80 | 666.53 | 699.83 | 734.85 |

120 Administrative Management Analyst II**120 Executive Office Assistant**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|-----------|------------|------------|------------|------------|
| ANNUAL | 94,440.00 | 99,168.00 | 104,124.00 | 109,332.00 | 114,804.00 | 120,540.00 |
| MONTHLY | 7,870.00 | 8,264.00 | 8,677.00 | 9,111.00 | 9,567.00 | 10,045.00 |
| BI-WEEKLY | 3,632.31 | 3,814.15 | 4,004.77 | 4,205.08 | 4,415.54 | 4,636.15 |
| HOURLY | 45.4038 | 47.6769 | 50.0596 | 52.5635 | 55.1942 | 57.9519 |
| Lgy Bonus 20 | 196.75 | 206.60 | 216.93 | 227.78 | 239.18 | 251.13 |
| Lgy Bonus 25 | 393.50 | 413.20 | 433.85 | 455.55 | 478.35 | 502.25 |
| Lgy Bonus 30 | 590.25 | 619.80 | 650.78 | 683.33 | 717.53 | 753.38 |

121

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|------------|------------|------------|------------|------------|
| ANNUAL | 96,792.00 | 101,628.00 | 106,704.00 | 112,044.00 | 117,648.00 | 123,528.00 |
| MONTHLY | 8,066.00 | 8,469.00 | 8,892.00 | 9,337.00 | 9,804.00 | 10,294.00 |
| BI-WEEKLY | 3,722.77 | 3,908.77 | 4,104.00 | 4,309.38 | 4,524.92 | 4,751.08 |
| HOURLY | 46.5346 | 48.8596 | 51.3000 | 53.8673 | 56.5615 | 59.3885 |
| Lgy Bonus 20 | 201.65 | 211.73 | 222.30 | 233.43 | 245.10 | 257.35 |
| Lgy Bonus 25 | 403.30 | 423.45 | 444.60 | 466.85 | 490.20 | 514.70 |
| Lgy Bonus 30 | 604.95 | 635.18 | 666.90 | 700.28 | 735.30 | 772.05 |

122 Facilities Maintenance Supervisor**122 Senior Human Resources Analyst****122 Senior Planner**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|-----------|------------|------------|------------|------------|------------|
| ANNUAL | 99,216.00 | 104,172.00 | 109,380.00 | 114,852.00 | 120,600.00 | 126,636.00 |
| MONTHLY | 8,268.00 | 8,681.00 | 9,115.00 | 9,571.00 | 10,050.00 | 10,553.00 |
| BI-WEEKLY | 3,816.00 | 4,006.62 | 4,206.92 | 4,417.38 | 4,638.46 | 4,870.62 |
| HOURLY | 47.7000 | 50.0827 | 52.5865 | 55.2173 | 57.9808 | 60.8827 |
| Lgy Bonus 20 | 206.70 | 217.03 | 227.88 | 239.28 | 251.25 | 263.83 |
| Lgy Bonus 25 | 413.40 | 434.05 | 455.75 | 478.55 | 502.50 | 527.65 |
| Lgy Bonus 30 | 620.10 | 651.08 | 683.63 | 717.83 | 753.75 | 791.48 |

123

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 101,700.00 | 106,788.00 | 112,128.00 | 117,732.00 | 123,624.00 | 129,804.00 |
| MONTHLY | 8,475.00 | 8,899.00 | 9,344.00 | 9,811.00 | 10,302.00 | 10,817.00 |
| BI-WEEKLY | 3,911.54 | 4,107.23 | 4,312.62 | 4,528.15 | 4,754.77 | 4,992.46 |
| HOURLY | 48.8942 | 51.3404 | 53.9077 | 56.6019 | 59.4346 | 62.4058 |
| Lgy Bonus 20 | 211.88 | 222.48 | 233.60 | 245.28 | 257.55 | 270.43 |
| Lgy Bonus 25 | 423.75 | 444.95 | 467.20 | 490.55 | 515.10 | 540.85 |
| Lgy Bonus 30 | 635.63 | 667.43 | 700.80 | 735.83 | 772.65 | 811.28 |

**124 Assistant Transit Operations Manager
124 Senior Administrative Analyst
124 Transit Training and Safety Manager**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 104,244.00 | 109,452.00 | 114,924.00 | 120,672.00 | 126,708.00 | 133,044.00 |
| MONTHLY | 8,687.00 | 9,121.00 | 9,577.00 | 10,056.00 | 10,559.00 | 11,087.00 |
| BI-WEEKLY | 4,009.38 | 4,209.69 | 4,420.15 | 4,641.23 | 4,873.38 | 5,117.08 |
| HOURLY | 50.1173 | 52.6212 | 55.2519 | 58.0154 | 60.9173 | 63.9635 |
| Lgy Bonus 20 | 217.18 | 228.03 | 239.43 | 251.40 | 263.98 | 277.18 |
| Lgy Bonus 25 | 434.35 | 456.05 | 478.85 | 502.80 | 527.95 | 554.35 |
| Lgy Bonus 30 | 651.53 | 684.08 | 718.28 | 754.20 | 791.93 | 831.53 |

125 Public Information Officer

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 106,848.00 | 112,188.00 | 117,792.00 | 123,684.00 | 129,864.00 | 136,356.00 |
| MONTHLY | 8,904.00 | 9,349.00 | 9,816.00 | 10,307.00 | 10,822.00 | 11,363.00 |
| BI-WEEKLY | 4,109.54 | 4,314.92 | 4,530.46 | 4,757.08 | 4,994.77 | 5,244.46 |
| HOURLY | 51.3692 | 53.9365 | 56.6308 | 59.4635 | 62.4346 | 65.5558 |
| Lgy Bonus 20 | 222.60 | 233.73 | 245.40 | 257.68 | 270.55 | 284.08 |
| Lgy Bonus 25 | 445.20 | 467.45 | 490.80 | 515.35 | 541.10 | 568.15 |
| Lgy Bonus 30 | 667.80 | 701.18 | 736.20 | 773.03 | 811.65 | 852.23 |

126 Administrative Services Manager

126 Community Development Manager

126 Economic Development Manager

126 Family Child Care Manager

126 Recreation & Human Services Manager

126 Transportation Administrative Manager

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 109,524.00 | 114,996.00 | 120,744.00 | 126,780.00 | 133,116.00 | 139,776.00 |
| MONTHLY | 9,127.00 | 9,583.00 | 10,062.00 | 10,565.00 | 11,093.00 | 11,648.00 |
| BI-WEEKLY | 4,212.46 | 4,422.92 | 4,644.00 | 4,876.15 | 5,119.85 | 5,376.00 |
| HOURLY | 52.6558 | 55.2865 | 58.0500 | 60.9519 | 63.9981 | 67.2000 |
| Lgy Bonus 20 | 228.18 | 239.58 | 251.55 | 264.13 | 277.33 | 291.20 |
| Lgy Bonus 25 | 456.35 | 479.15 | 503.10 | 528.25 | 554.65 | 582.40 |
| Lgy Bonus 30 | 684.53 | 718.73 | 754.65 | 792.38 | 831.98 | 873.60 |

127

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 112,260.00 | 117,876.00 | 123,768.00 | 129,960.00 | 136,464.00 | 143,292.00 |
| MONTHLY | 9,355.00 | 9,823.00 | 10,314.00 | 10,830.00 | 11,372.00 | 11,941.00 |
| BI-WEEKLY | 4,317.69 | 4,533.69 | 4,760.31 | 4,998.46 | 5,248.62 | 5,511.23 |
| HOURLY | 53.9712 | 56.6712 | 59.5038 | 62.4808 | 65.6077 | 68.8904 |
| Lgy Bonus 20 | 233.88 | 245.58 | 257.85 | 270.75 | 284.30 | 298.53 |
| Lgy Bonus 25 | 467.75 | 491.15 | 515.70 | 541.50 | 568.60 | 597.05 |
| Lgy Bonus 30 | 701.63 | 736.73 | 773.55 | 812.25 | 852.90 | 895.58 |

**128 Equipment Maintenance Superintendent
128 Finance and Administrative Services Manager
128 Financial Services Manager
128 Transit Maintenance Manager**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 115,068.00 | 120,816.00 | 126,852.00 | 133,200.00 | 139,860.00 | 146,856.00 |
| MONTHLY | 9,589.00 | 10,068.00 | 10,571.00 | 11,100.00 | 11,655.00 | 12,238.00 |
| BI-WEEKLY | 4,425.69 | 4,646.77 | 4,878.92 | 5,123.08 | 5,379.23 | 5,648.31 |
| HOURLY | 55.3212 | 58.0846 | 60.9865 | 64.0385 | 67.2404 | 70.6038 |
| Lgy Bonus 20 | 239.73 | 251.70 | 264.28 | 277.50 | 291.38 | 305.95 |
| Lgy Bonus 25 | 479.45 | 503.40 | 528.55 | 555.00 | 582.75 | 611.90 |
| Lgy Bonus 30 | 719.18 | 755.10 | 792.83 | 832.50 | 874.13 | 917.85 |

129

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 117,948.00 | 123,840.00 | 130,032.00 | 136,536.00 | 143,364.00 | 150,528.00 |
| MONTHLY | 9,829.00 | 10,320.00 | 10,836.00 | 11,378.00 | 11,947.00 | 12,544.00 |
| BI-WEEKLY | 4,536.46 | 4,763.08 | 5,001.23 | 5,251.38 | 5,514.00 | 5,789.54 |
| HOURLY | 56.7058 | 59.5385 | 62.5154 | 65.6423 | 68.9250 | 72.3692 |
| Lgy Bonus 20 | 245.73 | 258.00 | 270.90 | 284.45 | 298.68 | 313.60 |
| Lgy Bonus 25 | 491.45 | 516.00 | 541.80 | 568.90 | 597.35 | 627.20 |
| Lgy Bonus 30 | 737.18 | 774.00 | 812.70 | 853.35 | 896.03 | 940.80 |

**130 Accounting/Finance Manager
130 Information Technology Manager
130 Park Maintenance Superintendent
130 Recreation Program Administrator
130 Revenue and Purchasing Manager
130 Street Maintenance Superintendent**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 120,888.00 | 126,936.00 | 133,284.00 | 139,944.00 | 146,940.00 | 154,284.00 |
| MONTHLY | 10,074.00 | 10,578.00 | 11,107.00 | 11,662.00 | 12,245.00 | 12,857.00 |
| BI-WEEKLY | 4,649.54 | 4,882.15 | 5,126.31 | 5,382.46 | 5,651.54 | 5,934.00 |
| HOURLY | 58.1192 | 61.0269 | 64.0788 | 67.2808 | 70.6442 | 74.1750 |
| Lgy Bonus 20 | 251.85 | 264.45 | 277.68 | 291.55 | 306.13 | 321.43 |
| Lgy Bonus 25 | 503.70 | 528.90 | 555.35 | 583.10 | 612.25 | 642.85 |
| Lgy Bonus 30 | 755.55 | 793.35 | 833.03 | 874.65 | 918.38 | 964.28 |

**131 Plan Check Engineer
131 Transit Operations Manager**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 123,912.00 | 130,104.00 | 136,608.00 | 143,436.00 | 150,612.00 | 158,148.00 |
| MONTHLY | 10,326.00 | 10,842.00 | 11,384.00 | 11,953.00 | 12,551.00 | 13,179.00 |
| BI-WEEKLY | 4,765.85 | 5,004.00 | 5,254.15 | 5,516.77 | 5,792.77 | 6,082.62 |
| HOURLY | 59.5731 | 62.5500 | 65.6769 | 68.9596 | 72.4096 | 76.0327 |
| Lgy Bonus 20 | 258.15 | 271.05 | 284.60 | 298.83 | 313.78 | 329.48 |
| Lgy Bonus 25 | 516.30 | 542.10 | 569.20 | 597.65 | 627.55 | 658.95 |
| Lgy Bonus 30 | 774.45 | 813.15 | 853.80 | 896.48 | 941.33 | 988.43 |

132 FCC Therapist/Trainer II

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 127,008.00 | 133,356.00 | 140,028.00 | 147,024.00 | 154,380.00 | 162,096.00 |
| MONTHLY | 10,584.00 | 11,113.00 | 11,669.00 | 12,252.00 | 12,865.00 | 13,508.00 |
| BI-WEEKLY | 4,884.92 | 5,129.08 | 5,385.69 | 5,654.77 | 5,937.69 | 6,234.46 |
| HOURLY | 61.0615 | 64.1135 | 67.3212 | 70.6846 | 74.2212 | 77.9308 |
| Lgy Bonus 20 | 264.60 | 277.83 | 291.73 | 306.30 | 321.63 | 337.70 |
| Lgy Bonus 25 | 529.20 | 555.65 | 583.45 | 612.60 | 643.25 | 675.40 |
| Lgy Bonus 30 | 793.80 | 833.48 | 875.18 | 918.90 | 964.88 | 1013.10 |

133 Human Resources Manager**133 Public Works Superintendent**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 130,176.00 | 136,680.00 | 143,520.00 | 150,696.00 | 158,232.00 | 166,140.00 |
| MONTHLY | 10,848.00 | 11,390.00 | 11,960.00 | 12,558.00 | 13,186.00 | 13,845.00 |
| BI-WEEKLY | 5,006.77 | 5,256.92 | 5,520.00 | 5,796.00 | 6,085.85 | 6,390.00 |
| HOURLY | 62.5846 | 65.7115 | 69.0000 | 72.4500 | 76.0731 | 79.8750 |
| Lgy Bonus 20 | 271.20 | 284.75 | 299.00 | 313.95 | 329.65 | 346.13 |
| Lgy Bonus 25 | 542.40 | 569.50 | 598.00 | 627.90 | 659.30 | 692.25 |
| Lgy Bonus 30 | 813.60 | 854.25 | 897.00 | 941.85 | 988.95 | 1038.38 |

134 Assistant to the City Manager

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 133,440.00 | 140,112.00 | 147,120.00 | 154,476.00 | 162,204.00 | 170,316.00 |
| MONTHLY | 11,120.00 | 11,676.00 | 12,260.00 | 12,873.00 | 13,517.00 | 14,193.00 |
| BI-WEEKLY | 5,132.31 | 5,388.92 | 5,658.46 | 5,941.38 | 6,238.62 | 6,550.62 |
| HOURLY | 64.1538 | 67.3615 | 70.7308 | 74.2673 | 77.9827 | 81.8827 |
| Lgy Bonus 20 | 278.00 | 291.90 | 306.50 | 321.83 | 337.93 | 354.83 |
| Lgy Bonus 25 | 556.00 | 583.80 | 613.00 | 643.65 | 675.85 | 709.65 |
| Lgy Bonus 30 | 834.00 | 875.70 | 919.50 | 965.48 | 1013.78 | 1064.48 |

135

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 136,764.00 | 143,604.00 | 150,780.00 | 158,316.00 | 166,236.00 | 174,552.00 |
| MONTHLY | 11,397.00 | 11,967.00 | 12,565.00 | 13,193.00 | 13,853.00 | 14,546.00 |
| BI-WEEKLY | 5,260.15 | 5,523.23 | 5,799.23 | 6,089.08 | 6,393.69 | 6,713.54 |
| HOURLY | 65.7519 | 69.0404 | 72.4904 | 76.1135 | 79.9212 | 83.9192 |
| Lgy Bonus 20 | 284.93 | 299.18 | 314.13 | 329.83 | 346.33 | 363.65 |
| Lgy Bonus 25 | 569.85 | 598.35 | 628.25 | 659.65 | 692.65 | 727.30 |
| Lgy Bonus 30 | 854.78 | 897.53 | 942.38 | 989.48 | 1038.98 | 1090.95 |

136

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 140,184.00 | 147,192.00 | 154,548.00 | 162,276.00 | 170,388.00 | 178,908.00 |
| MONTHLY | 11,682.00 | 12,266.00 | 12,879.00 | 13,523.00 | 14,199.00 | 14,909.00 |
| BI-WEEKLY | 5,391.69 | 5,661.23 | 5,944.15 | 6,241.38 | 6,553.38 | 6,881.08 |
| HOURLY | 67.3962 | 70.7654 | 74.3019 | 78.0173 | 81.9173 | 86.0135 |
| Lgy Bonus 20 | 292.05 | 306.65 | 321.98 | 338.08 | 354.98 | 372.73 |
| Lgy Bonus 25 | 584.10 | 613.30 | 643.95 | 676.15 | 709.95 | 745.45 |
| Lgy Bonus 30 | 876.15 | 919.95 | 965.93 | 1014.23 | 1064.93 | 1118.18 |

137

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 143,700.00 | 150,888.00 | 158,436.00 | 166,356.00 | 174,672.00 | 183,408.00 |
| MONTHLY | 11,975.00 | 12,574.00 | 13,203.00 | 13,863.00 | 14,556.00 | 15,284.00 |
| BI-WEEKLY | 5,526.92 | 5,803.38 | 6,093.69 | 6,398.31 | 6,718.15 | 7,054.15 |
| HOURLY | 69.0865 | 72.5423 | 76.1712 | 79.9788 | 83.9769 | 88.1769 |
| Lgy Bonus 20 | 299.38 | 314.35 | 330.08 | 346.58 | 363.90 | 382.10 |
| Lgy Bonus 25 | 598.75 | 628.70 | 660.15 | 693.15 | 727.80 | 764.20 |
| Lgy Bonus 30 | 898.13 | 943.05 | 990.23 | 1039.73 | 1091.70 | 1146.30 |

138 Chief Fiscal Officer
138 Principal Civil Engineer
138 Transit Administrative Officer
138 Transit Operations Officer

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 147,288.00 | 154,656.00 | 162,384.00 | 170,508.00 | 179,028.00 | 187,980.00 |
| MONTHLY | 12,274.00 | 12,888.00 | 13,532.00 | 14,209.00 | 14,919.00 | 15,665.00 |
| BI-WEEKLY | 5,664.92 | 5,948.31 | 6,245.54 | 6,558.00 | 6,885.69 | 7,230.00 |
| HOURLY | 70.8115 | 74.3538 | 78.0692 | 81.9750 | 86.0712 | 90.3750 |
| Lgy Bonus 20 | 306.85 | 322.20 | 338.30 | 355.23 | 372.98 | 391.63 |
| Lgy Bonus 25 | 613.70 | 644.40 | 676.60 | 710.45 | 745.95 | 783.25 |
| Lgy Bonus 30 | 920.55 | 966.60 | 1014.90 | 1065.68 | 1118.93 | 1174.88 |

139

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 150,972.00 | 158,520.00 | 166,452.00 | 174,780.00 | 183,516.00 | 192,696.00 |
| MONTHLY | 12,581.00 | 13,210.00 | 13,871.00 | 14,565.00 | 15,293.00 | 16,058.00 |
| BI-WEEKLY | 5,806.62 | 6,096.92 | 6,402.00 | 6,722.31 | 7,058.31 | 7,411.38 |
| HOURLY | 72.5827 | 76.2115 | 80.0250 | 84.0288 | 88.2288 | 92.6423 |
| Lgy Bonus 20 | 314.53 | 330.25 | 346.78 | 364.13 | 382.33 | 401.45 |
| Lgy Bonus 25 | 629.05 | 660.50 | 693.55 | 728.25 | 764.65 | 802.90 |
| Lgy Bonus 30 | 943.58 | 990.75 | 1040.33 | 1092.38 | 1146.98 | 1204.35 |

140

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 154,740.00 | 162,480.00 | 170,604.00 | 179,136.00 | 188,088.00 | 197,496.00 |
| MONTHLY | 12,895.00 | 13,540.00 | 14,217.00 | 14,928.00 | 15,674.00 | 16,458.00 |
| BI-WEEKLY | 5,951.54 | 6,249.23 | 6,561.69 | 6,889.85 | 7,234.15 | 7,596.00 |
| HOURLY | 74.3942 | 78.1154 | 82.0212 | 86.1231 | 90.4269 | 94.9500 |
| Lgy Bonus 20 | 322.38 | 338.50 | 355.43 | 373.20 | 391.85 | 411.45 |
| Lgy Bonus 25 | 644.75 | 677.00 | 710.85 | 746.40 | 783.70 | 822.90 |
| Lgy Bonus 30 | 967.13 | 1015.50 | 1066.28 | 1119.60 | 1175.55 | 1234.35 |

**141 Assistant Director of Transportation
141 Assistant Public Works Director/City Engineer**

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 158,604.00 | 166,536.00 | 174,864.00 | 183,612.00 | 192,792.00 | 202,428.00 |
| MONTHLY | 13,217.00 | 13,878.00 | 14,572.00 | 15,301.00 | 16,066.00 | 16,869.00 |
| BI-WEEKLY | 6,100.15 | 6,405.23 | 6,725.54 | 7,062.00 | 7,415.08 | 7,785.69 |
| HOURLY | 76.2519 | 80.0654 | 84.0692 | 88.2750 | 92.6885 | 97.3212 |
| Lgy Bonus 20 | 330.43 | 346.95 | 364.30 | 382.53 | 401.65 | 421.73 |
| Lgy Bonus 25 | 660.85 | 693.90 | 728.60 | 765.05 | 803.30 | 843.45 |
| Lgy Bonus 30 | 991.28 | 1040.85 | 1092.90 | 1147.58 | 1204.95 | 1265.18 |

142

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 162,576.00 | 170,700.00 | 179,232.00 | 188,196.00 | 197,604.00 | 207,480.00 |
| MONTHLY | 13,548.00 | 14,225.00 | 14,936.00 | 15,683.00 | 16,467.00 | 17,290.00 |
| BI-WEEKLY | 6,252.92 | 6,565.38 | 6,893.54 | 7,238.31 | 7,600.15 | 7,980.00 |
| HOURLY | 78.1615 | 82.0673 | 86.1692 | 90.4788 | 95.0019 | 99.7500 |
| Lgy Bonus 20 | 338.70 | 355.63 | 373.40 | 392.08 | 411.68 | 432.25 |
| Lgy Bonus 25 | 677.40 | 711.25 | 746.80 | 784.15 | 823.35 | 864.50 |
| Lgy Bonus 30 | 1016.10 | 1066.88 | 1120.20 | 1176.23 | 1235.03 | 1296.75 |

143

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 166,644.00 | 174,972.00 | 183,720.00 | 192,912.00 | 202,560.00 | 212,688.00 |
| MONTHLY | 13,887.00 | 14,581.00 | 15,310.00 | 16,076.00 | 16,880.00 | 17,724.00 |
| BI-WEEKLY | 6,409.38 | 6,729.69 | 7,066.15 | 7,419.69 | 7,790.77 | 8,180.31 |
| HOURLY | 80.1173 | 84.1212 | 88.3269 | 92.7462 | 97.3846 | 102.2538 |
| Lgy Bonus 20 | 347.18 | 364.53 | 382.75 | 401.90 | 422.00 | 443.10 |
| Lgy Bonus 25 | 694.35 | 729.05 | 765.50 | 803.80 | 844.00 | 886.20 |
| Lgy Bonus 30 | 1041.53 | 1093.58 | 1148.25 | 1205.70 | 1266.00 | 1329.30 |

144

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 170,808.00 | 179,352.00 | 188,316.00 | 197,736.00 | 207,624.00 | 218,004.00 |
| MONTHLY | 14,234.00 | 14,946.00 | 15,693.00 | 16,478.00 | 17,302.00 | 18,167.00 |
| BI-WEEKLY | 6,569.54 | 6,898.15 | 7,242.92 | 7,605.23 | 7,985.54 | 8,384.77 |
| HOURLY | 82.1192 | 86.2269 | 90.5365 | 95.0654 | 99.8192 | 104.8096 |
| Lgy Bonus 20 | 355.85 | 373.65 | 392.33 | 411.95 | 432.55 | 454.18 |
| Lgy Bonus 25 | 711.70 | 747.30 | 784.65 | 823.90 | 865.10 | 908.35 |
| Lgy Bonus 30 | 1067.55 | 1120.95 | 1176.98 | 1235.85 | 1297.65 | 1362.53 |

145

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 175,080.00 | 183,840.00 | 193,032.00 | 202,680.00 | 212,820.00 | 223,464.00 |
| MONTHLY | 14,590.00 | 15,320.00 | 16,086.00 | 16,890.00 | 17,735.00 | 18,622.00 |
| BI-WEEKLY | 6,733.85 | 7,070.77 | 7,424.31 | 7,795.38 | 8,185.38 | 8,594.77 |
| HOURLY | 84.1731 | 88.3846 | 92.8038 | 97.4423 | 102.3173 | 107.4346 |
| Lgy Bonus 20 | 364.75 | 383.00 | 402.15 | 422.25 | 443.38 | 465.55 |
| Lgy Bonus 25 | 729.50 | 766.00 | 804.30 | 844.50 | 886.75 | 931.10 |
| Lgy Bonus 30 | 1094.25 | 1149.00 | 1206.45 | 1266.75 | 1330.13 | 1396.65 |

146

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 179,460.00 | 188,436.00 | 197,856.00 | 207,744.00 | 218,136.00 | 229,044.00 |
| MONTHLY | 14,955.00 | 15,703.00 | 16,488.00 | 17,312.00 | 18,178.00 | 19,087.00 |
| BI-WEEKLY | 6,902.31 | 7,247.54 | 7,609.85 | 7,990.15 | 8,389.85 | 8,809.38 |
| HOURLY | 86.2788 | 90.5942 | 95.1231 | 99.8769 | 104.8731 | 110.1173 |
| Lgy Bonus 20 | 373.88 | 392.58 | 412.20 | 432.80 | 454.45 | 477.18 |
| Lgy Bonus 25 | 747.75 | 785.15 | 824.40 | 865.60 | 908.90 | 954.35 |
| Lgy Bonus 30 | 1121.63 | 1177.73 | 1236.60 | 1298.40 | 1363.35 | 1431.53 |

147

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 183,960.00 | 193,164.00 | 202,824.00 | 212,964.00 | 223,608.00 | 234,792.00 |
| MONTHLY | 15,330.00 | 16,097.00 | 16,902.00 | 17,747.00 | 18,634.00 | 19,566.00 |
| BI-WEEKLY | 7,075.38 | 7,429.38 | 7,800.92 | 8,190.92 | 8,600.31 | 9,030.46 |
| HOURLY | 88.4423 | 92.8673 | 97.5115 | 102.3865 | 107.5038 | 112.8808 |
| Lgy Bonus 20 | 383.25 | 402.43 | 422.55 | 443.68 | 465.85 | 489.15 |
| Lgy Bonus 25 | 766.50 | 804.85 | 845.10 | 887.35 | 931.70 | 978.30 |
| Lgy Bonus 30 | 1149.75 | 1207.28 | 1267.65 | 1331.03 | 1397.55 | 1467.45 |

148

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 188,556.00 | 197,988.00 | 207,888.00 | 218,280.00 | 229,200.00 | 240,660.00 |
| MONTHLY | 15,713.00 | 16,499.00 | 17,324.00 | 18,190.00 | 19,100.00 | 20,055.00 |
| BI-WEEKLY | 7,252.15 | 7,614.92 | 7,995.69 | 8,395.38 | 8,815.38 | 9,256.15 |
| HOURLY | 90.6519 | 95.1865 | 99.9462 | 104.9423 | 110.1923 | 115.7019 |
| Lgy Bonus 20 | 392.83 | 412.48 | 433.10 | 454.75 | 477.50 | 501.38 |
| Lgy Bonus 25 | 785.65 | 824.95 | 866.20 | 909.50 | 955.00 | 1002.75 |
| Lgy Bonus 30 | 1178.48 | 1237.43 | 1299.30 | 1364.25 | 1432.50 | 1504.13 |

149

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 193,272.00 | 202,932.00 | 213,084.00 | 223,740.00 | 234,924.00 | 246,672.00 |
| MONTHLY | 16,106.00 | 16,911.00 | 17,757.00 | 18,645.00 | 19,577.00 | 20,556.00 |
| BI-WEEKLY | 7,433.54 | 7,805.08 | 8,195.54 | 8,605.38 | 9,035.54 | 9,487.38 |
| HOURLY | 92.9192 | 97.5635 | 102.4442 | 107.5673 | 112.9442 | 118.5923 |
| Lgy Bonus 20 | 402.65 | 422.78 | 443.93 | 466.13 | 489.43 | 513.90 |
| Lgy Bonus 25 | 805.30 | 845.55 | 887.85 | 932.25 | 978.85 | 1027.80 |
| Lgy Bonus 30 | 1207.95 | 1268.33 | 1331.78 | 1398.38 | 1468.28 | 1541.70 |

150 Joint Powers Authority Accountant

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|------------|-----|-----|-----|-----|-----|
| ANNUAL | 156,000.00 | | | | | |
| MONTHLY | 13,000.00 | | | | | |
| BI-WEEKLY | 6,000.00 | | | | | |
| HOURLY | 75.0000 | | | | | |

200 Police Trainee

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|-----|-----|-----|-----|-----|
| ANNUAL | 83,124.00 | - | - | - | - | - |
| MONTHLY | 6,927.00 | - | - | - | - | - |
| BI-WEEKLY | 3,197.08 | - | - | - | - | - |
| HOURLY | 39.9635 | - | - | - | - | - |

201 Police Officer

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|-----------|------------|------------|------------|------------|------------|
| ANNUAL | 97,788.00 | 102,660.00 | 107,808.00 | 113,184.00 | 118,860.00 | 124,800.00 |
| MONTHLY | 8,149.00 | 8,555.00 | 8,984.00 | 9,432.00 | 9,905.00 | 10,400.00 |
| BI-WEEKLY | 3,761.08 | 3,948.46 | 4,146.46 | 4,353.23 | 4,571.54 | 4,800.00 |
| HOURLY | 47.0135 | 49.3558 | 51.8308 | 54.4154 | 57.1442 | 60.0000 |

EDUCATIONAL INCENTIVE BONUS

| | | | | | | |
|----|----------|----------|----------|----------|----------|----------|
| AA | 1,303.96 | 1,303.96 | 1,303.96 | 1,303.96 | 1,303.96 | 1,303.96 |
| BA | 1,819.96 | 1,819.96 | 1,819.96 | 1,819.96 | 1,819.96 | 1,819.96 |

| | | | | | | |
|------------|--------|--------|--------|--------|--------|--------|
| SPECIALIST | 664.75 | 664.75 | 664.75 | 664.75 | 664.75 | 664.75 |
|------------|--------|--------|--------|--------|--------|--------|

| | | | | | | |
|--------------|----------|----------|----------|----------|----------|----------|
| Lgy Bonus 7 | 365.00 | 365.00 | 365.00 | 365.00 | 365.00 | 365.00 |
| Lgy Bonus 12 | 520.00 | 520.00 | 520.00 | 520.00 | 520.00 | 520.00 |
| Lgy Bonus 20 | 927.45 | 947.75 | 969.20 | 991.60 | 1,015.25 | 1,040.00 |
| Lgy Bonus 26 | 1,334.90 | 1,375.50 | 1,418.40 | 1,463.20 | 1,510.50 | 1,560.00 |

203 Police Sergeant

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 126,528.00 | 132,864.00 | 139,488.00 | 146,472.00 | 153,804.00 | 161,496.00 |
| MONTHLY | 10,544.00 | 11,072.00 | 11,624.00 | 12,206.00 | 12,817.00 | 13,458.00 |
| BI-WEEKLY | 4,866.46 | 5,110.15 | 5,364.92 | 5,633.54 | 5,915.54 | 6,211.38 |
| HOURLY | 60.8308 | 63.8769 | 67.0615 | 70.4192 | 73.9442 | 77.6423 |

EDUCATIONAL INCENTIVE BONUS

| | | | | | | |
|----|----------|----------|----------|----------|----------|----------|
| AA | 1,612.53 | 1,612.53 | 1,612.53 | 1,612.53 | 1,612.53 | 1,612.53 |
| BA | 2,230.53 | 2,230.53 | 2,230.53 | 2,230.53 | 2,230.53 | 2,230.53 |

| | | | | | | |
|------------------|--------|--------|--------|--------|--------|--------|
| SPECIAL DUTY PAY | 420.00 | 420.00 | 420.00 | 420.00 | 420.00 | 420.00 |
|------------------|--------|--------|--------|--------|--------|--------|

| | | | | | | |
|--------------|-------------|----------|----------|----------|----------|----------|
| Lgy Bonus 7 | 326.00 | 326.00 | 326.00 | 326.00 | 326.00 | 326.00 |
| Lgy Bonus 12 | 520.00 | 520.00 | 520.00 | 520.00 | 520.00 | 520.00 |
| Lgy Bonus 20 | 1,047.20 | 1,073.60 | 1,101.20 | 1,130.30 | 1,160.85 | 1,192.90 |
| Lgy Bonus 26 | \$ 1,574.40 | 1,627.20 | 1,682.40 | 1,740.60 | 1,801.70 | 1,865.80 |

227 Police Lieutenant

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 162,720.00 | 170,856.00 | 179,400.00 | 188,376.00 | 197,796.00 | 207,684.00 |
| MONTHLY | 13,560.00 | 14,238.00 | 14,950.00 | 15,698.00 | 16,483.00 | 17,307.00 |
| BI-WEEKLY | 6,258.46 | 6,571.38 | 6,900.00 | 7,245.23 | 7,607.54 | 7,987.85 |
| HOURLY | 78.2308 | 82.1423 | 86.2500 | 90.5654 | 95.0942 | 99.8481 |

EDUCATIONAL INCENTIVE BONUS

| | | | | | | |
|----|----------|----------|----------|----------|----------|----------|
| BA | 1,766.44 | 1,837.84 | 1,912.84 | 1,991.56 | 2,074.24 | 2,161.00 |
|----|----------|----------|----------|----------|----------|----------|

| | | | | | | |
|---------------------|--------|--------|--------|--------|--------|--------|
| CA POST Mgmt. Cert. | 678.00 | 711.90 | 747.50 | 784.90 | 824.15 | 865.35 |
|---------------------|--------|--------|--------|--------|--------|--------|

| | | | | | | |
|--------------|--------|--------|--------|--------|--------|--------|
| Lgy Bonus 20 | 678.00 | 711.90 | 747.50 | 784.90 | 824.15 | 865.35 |
|--------------|--------|--------|--------|--------|--------|--------|

| | | | | | | |
|--------------|----------|----------|----------|----------|----------|----------|
| Lgy Bonus 26 | 1,356.00 | 1,423.80 | 1,495.00 | 1,569.80 | 1,648.30 | 1,730.70 |
|--------------|----------|----------|----------|----------|----------|----------|

| | | | | | | |
|--------------------|----------|----------|----------|----------|----------|----------|
| Mgmt Incentive Pay | 1,288.20 | 1,352.61 | 1,420.25 | 1,491.31 | 1,565.89 | 1,644.17 |
|--------------------|----------|----------|----------|----------|----------|----------|

231 Police Captain

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|-----------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 193,476.00 | 203,148.00 | 213,300.00 | 223,968.00 | 235,164.00 | 246,924.00 |
| MONTHLY | 16,123.00 | 16,929.00 | 17,775.00 | 18,664.00 | 19,597.00 | 20,577.00 |
| BI-WEEKLY | 7,441.38 | 7,813.38 | 8,203.85 | 8,614.15 | 9,044.77 | 9,497.08 |
| HOURLY | 93.0173 | 97.6673 | 102.5481 | 107.6769 | 113.0596 | 118.7135 |

EDUCATIONAL INCENTIVE BONUS

| | | | | | | |
|----|----------|----------|----------|----------|----------|----------|
| BA | 2,036.08 | 2,120.92 | 2,209.96 | 2,303.56 | 2,401.84 | 2,505.04 |
|----|----------|----------|----------|----------|----------|----------|

| | | | | | | |
|---------------------|--------|--------|--------|--------|--------|----------|
| CA POST Mgmt. Cert. | 806.15 | 846.45 | 888.75 | 933.20 | 979.85 | 1,028.85 |
|---------------------|--------|--------|--------|--------|--------|----------|

| | | | | | | |
|--------------|--------|--------|--------|--------|--------|----------|
| Lgy Bonus 20 | 806.15 | 846.45 | 888.75 | 933.20 | 979.85 | 1,028.85 |
|--------------|--------|--------|--------|--------|--------|----------|

| | | | | | | |
|--------------|----------|----------|----------|----------|----------|----------|
| Lgy Bonus 26 | 1,612.30 | 1,692.90 | 1,777.50 | 1,866.40 | 1,959.70 | 2,057.70 |
|--------------|----------|----------|----------|----------|----------|----------|

| | | | | | | |
|--------------------|----------|----------|----------|----------|----------|----------|
| Mgmt Incentive Pay | 1,531.69 | 1,608.26 | 1,688.63 | 1,773.08 | 1,861.72 | 1,954.82 |
|--------------------|----------|----------|----------|----------|----------|----------|

232 Deputy Police Chief

| STEP | *1* |
|-----------|------------|
| ANNUAL | 259,272.00 |
| MONTHLY | 21,606.00 |
| BI-WEEKLY | 9,972.00 |
| HOURLY | 124.6500 |

EDUCATIONAL INCENTIVE BONUS

| | |
|----|----------|
| BA | 2,792.72 |
|----|----------|

| | |
|---------------------|----------|
| CA POST Mgmt. Cert. | 1,080.30 |
|---------------------|----------|

| | |
|--------------|----------|
| Lgy Bonus 20 | 1,080.30 |
|--------------|----------|

| | |
|--------------|----------|
| Lgy Bonus 26 | 2,160.60 |
|--------------|----------|

| | |
|--------------------|----------|
| Mgmt Incentive Pay | 2,052.57 |
|--------------------|----------|

301 Mayor

| | | | | | | |
|-----------|-----------|-----|-----|-----|-----|-----|
| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
| ANNUAL | 31,200.00 | | | | | |
| MONTHLY | 2,600.00 | | | | | |
| BI-WEEKLY | 1,200.00 | | | | | |
| HOURLY | 15.0000 | | | | | |

302 Councilmember

| | | | | | | |
|-----------|-----------|-----|-----|-----|-----|-----|
| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
| ANNUAL | 19,200.00 | | | | | |
| MONTHLY | 1,600.00 | | | | | |
| BI-WEEKLY | 738.46 | | | | | |
| HOURLY | 9.2308 | | | | | |

303 City Clerk

| | | | | | | |
|-----------|-----------|-----|-----|-----|-----|-----|
| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
| ANNUAL | 12,000.00 | | | | | |
| MONTHLY | 1,000.00 | | | | | |
| BI-WEEKLY | 461.54 | | | | | |
| HOURLY | 5.7692 | | | | | |

304 City Treasurer

| | | | | | | |
|-----------|----------|-----|-----|-----|-----|-----|
| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
| ANNUAL | 6,000.00 | | | | | |
| MONTHLY | 500.00 | | | | | |
| BI-WEEKLY | 230.77 | | | | | |
| HOURLY | 2.8846 | | | | | |

305 Youth Commissioner

| | | | | | | |
|-----------|--------|-----|-----|-----|-----|-----|
| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
| ANNUAL | 300.00 | - | - | - | - | - |
| MONTHLY | 25.00 | - | - | - | - | - |
| BI-WEEKLY | 11.54 | - | - | - | - | - |
| HOURLY | 0.1442 | - | - | - | - | - |

306 Gardena Beautification Commissioner
306 Gardena Economic Business Advisory Commissioner
306 Human Services Commissioner
306 Recreation Commissioner
306 Rent Mediation Board Member
306 Senior Citizens Commissioner

| | | | | | | |
|-----------|--------|-----|-----|-----|-----|-----|
| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
| ANNUAL | 600.00 | - | - | - | - | - |
| MONTHLY | 50.00 | - | - | - | - | - |
| BI-WEEKLY | 23.08 | - | - | - | - | - |
| HOURLY | 0.2885 | - | - | - | - | - |

308 Planning Commissioner

| | | | | | | |
|-----------|----------|-----|-----|-----|-----|-----|
| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
| ANNUAL | 1,200.00 | - | - | - | - | - |
| MONTHLY | 100.00 | - | - | - | - | - |
| BI-WEEKLY | 46.15 | - | - | - | - | - |
| HOURLY | 0.5769 | - | - | - | - | - |

330 Department Heads

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 183,084.00 | 192,240.00 | 201,852.00 | 211,944.00 | 222,540.00 | 233,664.00 |
| MONTHLY | 15,257.00 | 16,020.00 | 16,821.00 | 17,662.00 | 18,545.00 | 19,472.00 |
| BI-WEEKLY | 7,041.69 | 7,393.85 | 7,763.54 | 8,151.69 | 8,559.23 | 8,987.08 |
| HOURLY | 88.0212 | 92.4231 | 97.0442 | 101.8962 | 106.9904 | 112.3385 |
| Lgy Bonus 20 | 381.43 | 400.50 | 420.53 | 441.55 | 463.63 | 486.80 |
| Lgy Bonus 25 | 762.85 | 801.00 | 841.05 | 883.10 | 927.25 | 973.60 |
| Lgy Bonus 30 | 1144.28 | 1201.50 | 1261.58 | 1324.65 | 1390.88 | 1460.40 |

335 Deputy City Manager

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 192,240.00 | 201,852.00 | 211,944.00 | 222,540.00 | 233,664.00 | 245,352.00 |
| MONTHLY | 16,020.00 | 16,821.00 | 17,662.00 | 18,545.00 | 19,472.00 | 20,446.00 |
| BI-WEEKLY | 7,393.85 | 7,763.54 | 8,151.69 | 8,559.23 | 8,987.08 | 9,436.62 |
| HOURLY | 92.4231 | 97.0442 | 101.8962 | 106.9904 | 112.3385 | 117.9577 |
| Lgy Bonus 20 | 400.50 | 420.53 | 441.55 | 463.63 | 486.80 | 511.15 |
| Lgy Bonus 25 | 801.00 | 841.05 | 883.10 | 927.25 | 973.60 | 1022.30 |
| Lgy Bonus 30 | 1201.50 | 1261.58 | 1324.65 | 1390.88 | 1460.40 | 1533.45 |

339 Assistant City Manager

| STEP | *1* | *2* | *3* | *4* | *5* | *6* |
|--------------|------------|------------|------------|------------|------------|------------|
| ANNUAL | 200,964.00 | 211,008.00 | 221,556.00 | 232,632.00 | 244,260.00 | 256,476.00 |
| MONTHLY | 16,747.00 | 17,584.00 | 18,463.00 | 19,386.00 | 20,355.00 | 21,373.00 |
| BI-WEEKLY | 7,729.38 | 8,115.69 | 8,521.38 | 8,947.38 | 9,394.62 | 9,864.46 |
| HOURLY | 96.6173 | 101.4462 | 106.5173 | 111.8423 | 117.4327 | 123.3058 |
| Lgy Bonus 20 | 418.68 | 439.60 | 461.58 | 484.65 | 508.88 | 534.33 |
| Lgy Bonus 25 | 837.35 | 879.20 | 923.15 | 969.30 | 1017.75 | 1068.65 |
| Lgy Bonus 30 | 1256.03 | 1318.80 | 1384.73 | 1453.95 | 1526.63 | 1602.98 |

340 Police Chief

| STEP | *1* |
|--------------------|------------|
| ANNUAL | 290,712.00 |
| MONTHLY | 24,226.00 |
| BI-WEEKLY | 11,181.23 |
| HOURLY | 139.7654 |
| Edu Incentive Pay | 3,107.12 |
| CA POST Exe Cert | 2,422.60 |
| Lgy Bonus 26 | 2,422.60 |
| Mgmt Incentive Pay | 2,301.47 |

350 City Manager

| STEP | *1* |
|-----------|------------|
| ANNUAL | 324,010.00 |
| MONTHLY | 27,000.83 |
| BI-WEEKLY | 12,461.92 |
| HOURLY | 155.7740 |