

Monthly Salary Steps of Non-Represented Positions (Executive Management Classifications)

| Salary Effective Date | Position Title | Monthly Salary |
|-----------------------|----------------------------------|----------------|
| 3/22/2016 | City Attorney | \$14,842 |
| 7/1/2020 | City Manager | \$19,000 |
| 10/8/2019 | Human Resources Director | \$12,127 |
| 5/11/2021 | Interim City Attorney | \$16,000 |
| 5/11/2021 | Interim City Manager | \$16,667 |
| 1/16/2021 | Police Medical Services Director | \$15,000 |

| Salary Effective Date | Position Title | Step A | Step D | Step G |
|-----------------------|-----------------|----------|----------|----------|
| 1/22/2019 | Chief of Police | \$14,598 | \$15,720 | \$17,092 |

Monthly Salary of Elected Officials

| Salary Effective Date | Position Title | Monthly Salary |
|-----------------------|----------------|----------------|
| | Mayor | \$600 |
| | Mayor Pro Tem | \$600 |
| | Council Member | \$600 |
| 7/24/2000 | City Clerk | \$833 |
| 7/24/2000 | City Treasurer | \$833 |

Monthly Salary Steps of Represented Positions (HEG)

| Salary Effective Date | Position Title | Salary Range | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J |
|-----------------------|----------------------------------------------------|--------------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|
| 7/1/2016 | Airport Manager | 11 | \$6,676 | \$6,970 | \$7,230 | \$7,530 | \$7,841 | \$8,233 | \$8,480 | \$8,734 | \$8,996 | \$9,266 |
| 7/1/2016 | Assistant City Attorney | 35 | \$8,707 | \$9,071 | \$9,452 | \$9,846 | \$10,262 | \$10,775 | \$11,098 | \$11,431 | \$11,774 | \$12,127 |
| 7/1/2016 | Assistant Director Recreation & Community Services | 19 | \$7,866 | \$8,189 | \$8,530 | \$8,885 | \$9,252 | \$9,712 | \$10,006 | \$10,306 | \$10,615 | \$10,933 |
| 7/1/2016 | Deputy City Attorney | 19 | \$7,866 | \$8,189 | \$8,530 | \$8,885 | \$9,252 | \$9,712 | \$10,006 | \$10,306 | \$10,615 | \$10,933 |
| 7/1/2016 | Director of Building & Safety/Plan Check Engineer | 35 | \$8,707 | \$9,071 | \$9,452 | \$9,846 | \$10,262 | \$10,775 | \$11,098 | \$11,431 | \$11,774 | \$12,127 |
| 7/1/2016 | Director of Finance (Licensing, AP & AR) | 25 | \$8,209 | \$8,546 | \$8,899 | \$9,265 | \$9,672 | \$10,155 | \$10,460 | \$10,774 | \$11,097 | \$11,430 |
| 7/1/2016 | Director of Finance (Payroll, GL & Grants) | 35 | \$8,707 | \$9,071 | \$9,452 | \$9,846 | \$10,262 | \$10,775 | \$11,098 | \$11,431 | \$11,774 | \$12,127 |
| 7/1/2016 | Director of Housing/CDBG | 35 | \$8,707 | \$9,071 | \$9,452 | \$9,846 | \$10,262 | \$10,775 | \$11,098 | \$11,431 | \$11,774 | \$12,127 |
| 7/1/2016 | Director of Parks and Recreation | 35 | \$8,707 | \$9,071 | \$9,452 | \$9,846 | \$10,262 | \$10,775 | \$11,098 | \$11,431 | \$11,774 | \$12,127 |
| 7/1/2016 | Director of Planning & Community Development | 35 | \$8,707 | \$9,071 | \$9,452 | \$9,846 | \$10,262 | \$10,775 | \$11,098 | \$11,431 | \$11,774 | \$12,127 |
| 7/1/2016 | Director of Public Works/City Engineer | 35 | \$8,707 | \$9,071 | \$9,452 | \$9,846 | \$10,262 | \$10,775 | \$11,098 | \$11,431 | \$11,774 | \$12,127 |
| 7/1/2016 | Director Recreation & Community Services | 25 | \$8,209 | \$8,546 | \$8,899 | \$9,265 | \$9,672 | \$10,155 | \$10,460 | \$10,774 | \$11,097 | \$11,430 |
| 7/1/2016 | Finance Manager | 19 | \$7,866 | \$8,189 | \$8,530 | \$8,885 | \$9,252 | \$9,712 | \$10,006 | \$10,306 | \$10,615 | \$10,933 |
| 7/1/2016 | Housing Manager | 19 | \$7,866 | \$8,189 | \$8,530 | \$8,885 | \$9,252 | \$9,712 | \$10,006 | \$10,306 | \$10,615 | \$10,933 |
| 7/1/2016 | Human Resources Manager | 19 | \$7,866 | \$8,189 | \$8,530 | \$8,885 | \$9,252 | \$9,712 | \$10,006 | \$10,306 | \$10,615 | \$10,933 |
| 7/1/2016 | Information Systems Manager | 19 | \$7,866 | \$8,189 | \$8,530 | \$8,885 | \$9,252 | \$9,712 | \$10,006 | \$10,306 | \$10,615 | \$10,933 |
| 7/1/2016 | Public Works Manager (Maintenance, Fleet & Airport | 19 | \$7,866 | \$8,189 | \$8,530 | \$8,885 | \$9,252 | \$9,712 | \$10,006 | \$10,306 | \$10,615 | \$10,933 |
| 7/1/2016 | Senior Assistant City Attorney | 43 | \$9,071 | \$9,452 | \$9,846 | \$10,262 | \$10,695 | \$11,230 | \$11,567 | \$11,914 | \$12,271 | \$12,639 |
| 7/1/2016 | Senior Deputy City Clerk | 11 | \$6,676 | \$6,970 | \$7,230 | \$7,530 | \$7,841 | \$8,233 | \$8,480 | \$8,734 | \$8,996 | \$9,266 |

Monthly Salary Steps of Represented Positions (HMEA)

| Salary Effective Date | Position Title | Range | Step 1P | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L |
|-----------------------|----------------------------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 7/1/2017 | Accountant | 37 | \$5,451 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,123 | \$7,353 | \$7,536 | \$7,724 | \$7,956 | \$8,076 |
| 7/1/2017 | Accountant I | 30 | \$4,768 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$6,004 | \$6,246 | \$6,402 | \$6,562 | \$6,726 | \$6,928 | \$7,032 |
| 7/1/2017 | Account Clerk | 17 | \$3,738 | \$3,875 | \$4,025 | \$4,168 | \$4,332 | \$4,500 | \$4,673 | \$4,855 | \$4,976 | \$5,102 | \$5,229 | \$5,385 | \$5,467 |
| 7/1/2017 | Account Manager | 47 | \$6,626 | \$6,891 | \$7,173 | \$7,468 | \$7,775 | \$8,101 | \$8,432 | \$8,788 | \$9,007 | \$9,232 | \$9,463 | \$9,747 | \$9,893 |
| 7/1/2017 | Account Technician | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Account Supervisor | 41 | \$5,886 | \$6,121 | \$6,368 | \$6,575 | \$6,891 | \$7,173 | \$7,468 | \$7,775 | \$7,970 | \$8,169 | \$8,374 | \$8,625 | \$8,754 |
| 7/1/2017 | Administrative Aide I | 15 | \$3,609 | \$3,740 | \$3,875 | \$4,025 | \$4,168 | \$4,332 | \$4,500 | \$4,673 | \$4,790 | \$4,910 | \$5,033 | \$5,183 | \$5,262 |
| 7/1/2017 | Administrative Aide II | 17 | \$3,738 | \$3,875 | \$4,025 | \$4,168 | \$4,332 | \$4,500 | \$4,673 | \$4,855 | \$4,976 | \$5,102 | \$5,229 | \$5,385 | \$5,467 |
| 7/1/2017 | Administrative Analyst | 33 | \$5,042 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,795 | \$6,966 | \$7,140 | \$7,354 | \$7,464 |
| 7/1/2017 | Administrative Assistant | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Airport Office Manager | 26 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$5,920 | \$6,068 | \$6,220 | \$6,406 | \$6,502 |
| 7/1/2017 | Animal Control Officer | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Assistant Engineer | 33 | \$5,042 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,795 | \$6,966 | \$7,140 | \$7,354 | \$7,464 |
| 7/1/2017 | Assistant Recreation Supervisor | 28 | \$4,588 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$6,005 | \$6,156 | \$6,309 | \$6,468 | \$6,662 | \$6,762 |
| 7/1/2017 | Associate Engineer | 37 | \$5,451 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,123 | \$7,353 | \$7,536 | \$7,724 | \$7,956 | \$8,076 |
| 7/1/2017 | Building Inspector | 30 | \$4,768 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$6,004 | \$6,246 | \$6,402 | \$6,562 | \$6,726 | \$6,928 | \$7,032 |
| 7/1/2017 | Building Permit Technician | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Business License Technician | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Buyer | 26 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$5,920 | \$6,068 | \$6,220 | \$6,406 | \$6,502 |
| 7/1/2017 | Cable Television Coordinator | 27 | \$4,502 | \$4,673 | \$4,855 | \$5,048 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,035 | \$6,186 | \$6,341 | \$6,531 | \$6,629 |
| 7/1/2017 | Cable Television Producer | 27 | \$4,502 | \$4,673 | \$4,855 | \$5,048 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,035 | \$6,186 | \$6,341 | \$6,531 | \$6,629 |
| 7/1/2017 | CBDG/Home Coordinator | 26 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$5,920 | \$6,068 | \$6,220 | \$6,406 | \$6,502 |
| 7/1/2017 | City Maintenance Worker | 16 | \$3,668 | \$3,804 | \$3,943 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,883 | \$5,006 | \$5,131 | \$5,284 | \$5,364 |
| 7/1/2017 | Clerk Typist | 5 | \$3,030 | \$3,133 | \$3,242 | \$3,362 | \$3,478 | \$3,597 | \$3,740 | \$3,875 | \$3,971 | \$4,071 | \$4,173 | \$4,299 | \$4,363 |
| 7/1/2017 | Code Enforcement Officer | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Code Enforcement Officer II | 37 | \$5,451 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,123 | \$7,353 | \$7,536 | \$7,724 | \$7,956 | \$8,076 |
| 7/1/2017 | Code Enforcement Officer Supervisor | 41 | \$5,886 | \$6,121 | \$6,368 | \$6,575 | \$6,891 | \$7,173 | \$7,468 | \$7,775 | \$7,970 | \$8,169 | \$8,374 | \$8,625 | \$8,754 |
| 7/1/2017 | Confidential Clerk | 8 | \$3,186 | \$3,298 | \$3,417 | \$3,544 | \$3,669 | \$3,804 | \$3,942 | \$4,095 | \$4,197 | \$4,302 | \$4,410 | \$4,542 | \$4,611 |
| 7/1/2017 | Construction Inspector | 30 | \$4,768 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$6,004 | \$6,246 | \$6,402 | \$6,562 | \$6,726 | \$6,928 | \$7,032 |
| 7/1/2017 | Crew Leader | 26 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$5,920 | \$6,068 | \$6,220 | \$6,406 | \$6,502 |
| 7/1/2017 | Crew Leader Asphalt | 26 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$5,920 | \$6,068 | \$6,220 | \$6,406 | \$6,502 |
| 7/1/2017 | Crew Leader Building Maintenance | 26 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$5,920 | \$6,068 | \$6,220 | \$6,406 | \$6,502 |
| 7/1/2017 | Custodian | 10 | \$3,303 | \$3,417 | \$3,544 | \$3,669 | \$3,804 | \$3,943 | \$4,095 | \$4,249 | \$4,356 | \$4,464 | \$4,576 | \$4,714 | \$4,784 |
| 7/1/2017 | Deputy City Clerk | 26 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$5,920 | \$6,068 | \$6,220 | \$6,406 | \$6,502 |
| 7/1/2017 | Electrician | 20 | \$3,950 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,264 | \$5,395 | \$5,531 | \$5,696 | \$5,782 |
| 7/1/2017 | Engineering Technician | 30 | \$4,768 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$6,004 | \$6,246 | \$6,402 | \$6,562 | \$6,726 | \$6,928 | \$7,032 |
| 7/1/2017 | Equipment Mechanic I | 20 | \$3,950 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,264 | \$5,395 | \$5,531 | \$5,696 | \$5,782 |
| 7/1/2017 | Equipment Mechanic II | 24 | \$4,257 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,691 | \$5,834 | \$5,979 | \$6,160 | \$6,252 |
| 7/1/2017 | Equipment Mechanic III | 28 | \$4,588 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$6,005 | \$6,156 | \$6,309 | \$6,468 | \$6,662 | \$6,762 |
| 7/1/2017 | Executive Aide to the Chief of Police | 28 | \$4,588 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$6,005 | \$6,156 | \$6,309 | \$6,468 | \$6,662 | \$6,762 |
| 7/1/2017 | Executive Assistant | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Executive Assistant to Chief of Police | 35 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,063 | \$7,240 | \$7,421 | \$7,644 | \$7,759 |

| Salary Effective Date | Position Title | Range | Step 1P | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L |
|-----------------------|-----------------------------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 7/1/2017 | Executive Assistant to City Manager | 35 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,063 | \$7,240 | \$7,421 | \$7,644 | \$7,759 |
| 7/1/2017 | Forensics Specialist | 35 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,063 | \$7,240 | \$7,421 | \$7,644 | \$7,759 |
| 7/1/2017 | Gang Analyst | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Graffiti Worker | 10 | \$3,303 | \$3,417 | \$3,544 | \$3,669 | \$3,804 | \$3,943 | \$4,095 | \$4,249 | \$4,356 | \$4,464 | \$4,576 | \$4,714 | \$4,784 |
| 7/1/2017 | Heavy Equipment Operator | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Housing Administrator | 41 | \$5,886 | \$6,121 | \$6,368 | \$6,575 | \$6,891 | \$7,173 | \$7,468 | \$7,775 | \$7,970 | \$8,169 | \$8,374 | \$8,625 | \$8,754 |
| 7/1/2017 | Housing Clerk | 5 | \$3,030 | \$3,133 | \$3,242 | \$3,362 | \$3,478 | \$3,597 | \$3,740 | \$3,875 | \$3,971 | \$4,071 | \$4,173 | \$4,299 | \$4,363 |
| 7/1/2017 | Housing Assistant | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Housing Inspector | 30 | \$4,768 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$6,004 | \$6,246 | \$6,402 | \$6,562 | \$6,726 | \$6,928 | \$7,032 |
| 7/1/2017 | Housing Rehabilitation Specialist | 35 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,063 | \$7,240 | \$7,421 | \$7,644 | \$7,759 |
| 7/1/2017 | Housing Specialist (HUD) | 26 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$5,920 | \$6,068 | \$6,220 | \$6,406 | \$6,502 |
| 7/1/2017 | Human Resources Analyst | 35 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,063 | \$7,240 | \$7,421 | \$7,644 | \$7,759 |
| 7/1/2017 | Human Resources Assistant | 26 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$5,920 | \$6,068 | \$6,220 | \$6,406 | \$6,502 |
| 7/1/2017 | Human Resources Specialist | 32 | \$4,946 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$6,004 | \$6,246 | \$6,498 | \$6,660 | \$6,828 | \$6,997 | \$7,207 | \$7,315 |
| 7/1/2017 | Information Support Technician | 27 | \$4,502 | \$4,673 | \$4,855 | \$5,048 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,035 | \$6,186 | \$6,341 | \$6,531 | \$6,629 |
| 7/1/2017 | Information Systems Analyst | 37 | \$5,451 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,123 | \$7,353 | \$7,536 | \$7,724 | \$7,956 | \$8,076 |
| 7/1/2017 | Information Systems Specialist | 30 | \$4,768 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$6,004 | \$6,246 | \$6,402 | \$6,562 | \$6,726 | \$6,928 | \$7,032 |
| 7/1/2017 | Internal Auditor | 26 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$5,920 | \$6,068 | \$6,220 | \$6,406 | \$6,502 |
| 7/1/2017 | Jailer I | 18 | \$3,804 | \$3,943 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,075 | \$5,203 | \$5,333 | \$5,492 | \$5,575 |
| 7/1/2017 | Jailer II | 24 | \$4,257 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,691 | \$5,834 | \$5,979 | \$6,160 | \$6,252 |
| 7/1/2017 | Jailer Supervisor | 27 | \$4,502 | \$4,673 | \$4,855 | \$5,048 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,035 | \$6,186 | \$6,341 | \$6,531 | \$6,629 |
| 7/1/2017 | Legal Assistant | 35 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,063 | \$7,240 | \$7,421 | \$7,644 | \$7,759 |
| 7/1/2017 | Legal Clerk | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | License Permit Technician | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Maintenance Worker I | 16 | \$3,668 | \$3,804 | \$3,943 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,883 | \$5,006 | \$5,131 | \$5,284 | \$5,364 |
| 7/1/2017 | Master Mechanic | 37 | \$5,451 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,123 | \$7,353 | \$7,536 | \$7,724 | \$7,956 | \$8,076 |
| 7/1/2017 | Mechanic | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | NPDES - Maintenance Worker | 10 | \$3,303 | \$3,417 | \$3,544 | \$3,669 | \$3,804 | \$3,943 | \$4,095 | \$4,249 | \$4,356 | \$4,464 | \$4,576 | \$4,714 | \$4,784 |
| 7/1/2017 | Park Maintenance Worker | 16 | \$3,668 | \$3,804 | \$3,943 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,883 | \$5,006 | \$5,131 | \$5,284 | \$5,364 |
| 7/1/2017 | Parking Enforcement Officer I | 10 | \$3,303 | \$3,417 | \$3,544 | \$3,669 | \$3,804 | \$3,943 | \$4,095 | \$4,249 | \$4,356 | \$4,464 | \$4,576 | \$4,714 | \$4,784 |
| 7/1/2017 | Parking Enforcement Officer II | 15 | \$3,609 | \$3,740 | \$3,875 | \$4,025 | \$4,168 | \$4,332 | \$4,500 | \$4,673 | \$4,790 | \$4,910 | \$5,033 | \$5,183 | \$5,262 |
| 7/1/2017 | Payroll Assistant | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Payroll Technician | 30 | \$4,768 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$6,004 | \$6,246 | \$6,402 | \$6,562 | \$6,726 | \$6,928 | \$7,032 |
| 7/1/2017 | Plan Check Specialist | 26 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$5,920 | \$6,068 | \$6,220 | \$6,406 | \$6,502 |
| 7/1/2017 | Plan Check Engineer | 44 | \$6,247 | \$6,498 | \$6,756 | \$7,027 | \$7,319 | \$7,619 | \$7,940 | \$8,265 | \$8,471 | \$8,683 | \$8,900 | \$9,167 | \$9,304 |
| 7/1/2017 | Planning Analyst | 37 | \$5,451 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,123 | \$7,353 | \$7,536 | \$7,724 | \$7,956 | \$8,076 |
| 7/1/2017 | Planning Assistant | 30 | \$4,768 | \$4,951 | \$5,136 | \$5,344 | \$5,553 | \$5,774 | \$6,004 | \$6,246 | \$6,402 | \$6,562 | \$6,726 | \$6,928 | \$7,032 |
| 7/1/2017 | Planning Associate | 37 | \$5,451 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,123 | \$7,353 | \$7,536 | \$7,724 | \$7,956 | \$8,076 |
| 7/1/2017 | Planning Clerk | 17 | \$3,738 | \$3,875 | \$4,025 | \$4,168 | \$4,332 | \$4,500 | \$4,673 | \$4,855 | \$4,976 | \$5,102 | \$5,229 | \$5,385 | \$5,467 |
| 7/1/2017 | Police Administrative Technician | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Police Records Manager | 35 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,063 | \$7,240 | \$7,421 | \$7,644 | \$7,759 |
| 7/1/2017 | Police Records Supervisor | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Police Records Technician | 15 | \$3,609 | \$3,740 | \$3,875 | \$4,025 | \$4,168 | \$4,332 | \$4,500 | \$4,673 | \$4,790 | \$4,910 | \$5,033 | \$5,183 | \$5,262 |
| 7/1/2017 | Police Service Officer | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Public Works Maintenance Superintendent | 45 | \$6,371 | \$6,630 | \$6,891 | \$7,173 | \$7,468 | \$7,775 | \$8,101 | \$8,432 | \$8,644 | \$8,861 | \$9,082 | \$9,355 | \$9,495 |
| 7/1/2017 | Recreation Specialist | 20 | \$3,950 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,264 | \$5,395 | \$5,531 | \$5,696 | \$5,782 |
| 7/1/2017 | Recreation Supervisor | 35 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,063 | \$7,240 | \$7,421 | \$7,644 | \$7,759 |

| Salary Effective Date | Position Title | Range | Step 1P | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L |
|-----------------------|---------------------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|----------|----------|
| 7/1/2017 | Section 8 Housing Inspector | 20 | \$3,950 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,264 | \$5,395 | \$5,531 | \$5,696 | \$5,782 |
| 7/1/2017 | Senior Account Clerk | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Senior Building Inspector | 37 | \$5,451 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,123 | \$7,353 | \$7,536 | \$7,724 | \$7,956 | \$8,076 |
| 7/1/2017 | Senior Engineer | 44 | \$6,247 | \$6,498 | \$6,756 | \$7,027 | \$7,319 | \$7,619 | \$7,940 | \$8,265 | \$8,471 | \$8,683 | \$8,900 | \$9,167 | \$9,304 |
| 7/1/2017 | Senior Forensics Specialist | 37 | \$5,451 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,123 | \$7,353 | \$7,536 | \$7,724 | \$7,956 | \$8,076 |
| 7/1/2017 | Senior Human Resources Analyst | 41 | \$5,886 | \$6,121 | \$6,368 | \$6,575 | \$6,891 | \$7,173 | \$7,468 | \$7,775 | \$7,970 | \$8,169 | \$8,374 | \$8,625 | \$8,754 |
| 7/1/2017 | Senior Planner | 41 | \$5,886 | \$6,121 | \$6,368 | \$6,575 | \$6,891 | \$7,173 | \$7,468 | \$7,775 | \$7,970 | \$8,169 | \$8,374 | \$8,625 | \$8,754 |
| 7/1/2017 | Senior Public Works Inspector | 37 | \$5,451 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,123 | \$7,353 | \$7,536 | \$7,724 | \$7,956 | \$8,076 |
| 7/1/2017 | Senior Transportation Engineer | 51 | \$7,178 | \$7,468 | \$7,774 | \$8,101 | \$8,432 | \$8,788 | \$9,150 | \$9,537 | \$9,776 | \$10,020 | \$10,270 | \$10,578 | \$10,737 |
| 7/1/2017 | Sewer Service Technician | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |
| 7/1/2017 | Skilled City Maintenance Worker | 20 | \$3,950 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,264 | \$5,395 | \$5,531 | \$5,696 | \$5,782 |
| 7/1/2017 | Supervisor, Maintenance | 35 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,063 | \$7,240 | \$7,421 | \$7,644 | \$7,759 |
| 7/1/2017 | Supervisor, Park Maintenance | 35 | \$5,239 | \$5,444 | \$5,666 | \$5,888 | \$6,121 | \$6,368 | \$6,630 | \$6,891 | \$7,063 | \$7,240 | \$7,421 | \$7,644 | \$7,759 |
| 7/1/2017 | Traffic Clerk | 15 | \$3,609 | \$3,740 | \$3,875 | \$4,025 | \$4,168 | \$4,332 | \$4,500 | \$4,673 | \$4,790 | \$4,910 | \$5,033 | \$5,183 | \$5,262 |
| 7/1/2017 | Traffic Specialist | 22 | \$4,095 | \$4,249 | \$4,418 | \$4,586 | \$4,765 | \$4,951 | \$5,136 | \$5,347 | \$5,481 | \$5,619 | \$5,759 | \$5,932 | \$6,022 |

Monthly Salary Steps of Represented Positions (HMEA_PART TIME)

| Salary Effective Date | Position Title | Step A |
|-----------------------|------------------------------------|---------|
| 1/1/2020 | Aquatics Directors | \$20.90 |
| 1/1/2020 | Attorney I (civil litigation) | \$17.00 |
| 1/1/2020 | Attorney II (civil litigation) | \$22.00 |
| 1/1/2020 | Clerk Typist (P/T) | \$19.31 |
| 1/1/2020 | Deputy City Attorney (Part-Time) | \$50.23 |
| 1/1/2020 | Emergency Preparedness Coordinator | \$32.00 |
| 1/1/2020 | Engineering Trainee | \$21.09 |
| 1/1/2021 | Facility Cashier | \$14.00 |
| 1/1/2020 | Forensics Technician | \$20.41 |
| 1/1/2021 | Graffiti Worker | \$14.00 |
| 1/1/2020 | Graphic Artist/Editor | \$24.24 |
| 1/1/2020 | Helicopter Pilot | \$35.10 |
| 1/1/2020 | Information Service Technician | \$23.10 |
| 1/1/2021 | Legal Intern | \$14.00 |
| 1/1/2020 | Lifeguard | \$16.22 |
| 1/1/2020 | Maintenance Worker I | \$22.64 |
| 1/1/2020 | Office Clerk I | \$15.43 |
| 1/1/2020 | Office Clerk II | \$23.81 |
| 1/1/2020 | Park Maintenance Aide | \$18.91 |
| 1/1/2020 | Parking Enforcement Officer | \$20.23 |
| 1/1/2021 | Police Cadet | \$14.00 |
| 1/1/2020 | Police Records Aide | \$20.31 |
| 1/1/2020 | Police Reserve - Level I | \$18.52 |
| 1/1/2021 | Police Reserve - Level II | \$14.00 |
| 1/1/2020 | Producer | \$20.32 |
| 1/1/2021 | Production Assistant I | \$14.00 |
| 1/1/2020 | Production Assistant II | \$14.61 |
| 1/1/2020 | Prosecutor I | \$17.00 |
| 1/1/2020 | Prosecutor II | \$22.00 |
| 1/1/2021 | Recreation Leader I | \$14.00 |
| 1/1/2021 | Recreation Leader II | \$14.00 |
| 1/1/2020 | Recreation Leader III | \$15.59 |
| 1/1/2020 | Recreation Leader IV | \$17.95 |
| 1/1/2021 | Reporter I | \$14.00 |
| 1/1/2020 | Reporter II | \$16.00 |
| 1/1/2020 | Senior Center Specialist | \$14.83 |
| 1/1/2020 | Senior Life Guard | \$18.66 |
| 1/1/2020 | Street Maintenance Aide | \$18.91 |
| 1/1/2020 | Survey Technician | \$28.83 |
| 1/1/2021 | Swimming Pool Aide | \$14.00 |
| 1/1/2020 | Video Specialist I | \$14.42 |
| 1/1/2020 | Video Specialist II | \$17.70 |

Monthly Salary Steps of Represented Positions (HPMSG)

| Salary Effective Date | Position Title | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H |
|-----------------------|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|
| 7/1/2018 | Police Sergeant | | \$8,011 | \$8,369 | \$8,577 | \$8,792 | \$9,013 | \$9,283 | \$9,561 |
| 7/1/2018 | Police Lieutenant | \$8,948 | \$9,323 | \$9,742 | \$9,984 | \$10,235 | \$10,490 | \$10,806 | \$11,130 |
| 7/1/2018 | Police Captain | \$10,814 | \$11,235 | \$11,673 | \$11,965 | \$12,264 | \$12,572 | \$12,950 | \$13,339 |

Monthly Salary Steps of Represented Positions (HPOA)

| Salary Effective Date | Position Title | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J |
|-----------------------|----------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 7/1/2020 | Police Officer | \$6,085 | \$6,237 | \$6,393 | \$6,553 | \$6,717 | \$6,885 | \$7,057 | \$7,233 | \$7,428 | \$7,623 |