

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

RESOLUTION NO. 2019-05

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY
AMENDING SALARY RESOLUTION NO. 2019-01 TO IMPLEMENT PRIMARY
FINANCIAL PROVISIONS OF MEMORANDUMS OF UNDERSTANDING**

WHEREAS, the City has met and conferred in good faith with Suisun City Employees' Association (SCEA) and Suisun City Management and Professional Employees' Association (SCMPEA) consistent with the Employee-Employer Relations Resolution (Reso. 74-33); and

WHEREAS, the City, SCEA and SCMPEA have agreed to various Tentative Agreements for Memorandums of Understanding (MOUs) with each group for the period from December 28, 2018, through December 31, 2020; and

WHEREAS, the City Council has authorized immediate implementation of the primary financial provisions of the various Tentative Agreements while said MOUs are finalized by the City Manager.

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Suisun City hereby rescinds Salary Resolution No. 2019-01, and adopts an updated Salary Schedule attached hereto as Exhibit A to enact the approved primary financial provisions.

PASSED AND ADOPTED at a Regular Meeting of said City Council of the City of Suisun City duly held on Tuesday, the 5th day of February 2019, by the following vote:

| | | |
|-----------------|-----------------|---|
| AYES: | Councilmembers: | <u>Adams, Day, Segala, Williams, Wilson</u> |
| NOES: | Councilmembers: | <u>None</u> |
| ABSENT: | Councilmembers: | <u>None</u> |
| ABSTAIN: | Councilmembers: | <u>None</u> |

WITNESS my hand and the seal of said City this 5th day of February 2019.



Donna Pock, CMC
Deputy City Clerk

EXHIBIT A

Section No. 1: Executive Management Salary Schedule

Effective: December 28, 2018

| Job Class | Range | Starting | | Ending | |
|---|-------|-----------|----------|-----------|----------|
| | | Monthly | Hourly | Monthly | Hourly |
| City Manager* | 100 | \$ 11,494 | \$ 66.31 | \$ 15,516 | \$ 89.52 |
| Administrative Services Director* | 108 | \$ 8,465 | \$ 48.84 | \$ 11,428 | \$ 65.93 |
| Development Services Director* | 128 | \$ 8,465 | \$ 48.84 | \$ 11,428 | \$ 65.93 |
| Fire Chief* | 115 | \$ 8,465 | \$ 48.84 | \$ 11,428 | \$ 65.93 |
| Police Chief* | 110 | \$ 8,465 | \$ 48.84 | \$ 11,428 | \$ 65.93 |
| Pub. Wks. & Bldg. Director/City Engineer* | 123 | \$ 8,465 | \$ 48.84 | \$ 11,428 | \$ 65.93 |
| Recreation, Parks & Marina Director* | 140 | \$ 8,465 | \$ 48.84 | \$ 11,428 | \$ 65.93 |
| Community Development Director* | 130 | \$ 7,548 | \$ 43.54 | \$ 10,189 | \$ 58.78 |
| Economic Development Director* | 125 | \$ 7,548 | \$ 43.54 | \$ 10,189 | \$ 58.78 |
| Chief Building Official* | 135 | \$ 7,548 | \$ 43.54 | \$ 10,189 | \$ 58.78 |

*Exempt

EXHIBIT A

Section No. 1: Executive Management Salary Schedule

Effective: December 27, 2019

| Job Class | Range | Starting | | Ending | |
|---|-------|-----------|----------|-----------|----------|
| | | Monthly | Hourly | Monthly | Hourly |
| City Manager* | 100 | \$ 11,942 | \$ 68.90 | \$ 16,121 | \$ 93.01 |
| Administrative Services Director* | 108 | \$ 8,795 | \$ 50.74 | \$ 11,873 | \$ 68.50 |
| Development Services Director* | 128 | \$ 8,795 | \$ 50.74 | \$ 11,873 | \$ 68.50 |
| Fire Chief* | 115 | \$ 8,795 | \$ 50.74 | \$ 11,873 | \$ 68.50 |
| Police Chief* | 110 | \$ 8,795 | \$ 50.74 | \$ 11,873 | \$ 68.50 |
| Pub. Wks. & Bldg. Director/City Engineer* | 123 | \$ 8,795 | \$ 50.74 | \$ 11,873 | \$ 68.50 |
| Recreation, Parks & Marina Director* | 140 | \$ 8,795 | \$ 50.74 | \$ 11,873 | \$ 68.50 |
| Community Development Director* | 130 | \$ 7,842 | \$ 45.24 | \$ 10,587 | \$ 61.08 |
| Economic Development Director* | 125 | \$ 7,842 | \$ 45.24 | \$ 10,587 | \$ 61.08 |
| Chief Building Official* | 135 | \$ 7,842 | \$ 45.24 | \$ 10,587 | \$ 61.08 |

*Exempt

EXHIBIT A

Section No. 2: Police Management Salary Schedule

Effective: December 28, 2018

| Job Class | Range | Starting | | Ending | |
|-------------------|-------|----------|----------|-----------|----------|
| | | Monthly | Hourly | Monthly | Hourly |
| Police Chief* | 110 | \$ 8,465 | \$ 48.84 | \$ 11,428 | \$ 65.93 |
| Police Commander* | 255 | \$ 7,525 | \$ 43.42 | \$ 10,159 | \$ 58.61 |

*Exempt

EXHIBIT A

Section No. 2: Police Management Salary Schedule

Effective: December 27, 2019

| Job Class | Range | Starting | | Ending | |
|-------------------|-------|----------|----------|-----------|----------|
| | | Monthly | Hourly | Monthly | Hourly |
| Police Chief* | 110 | \$ 8,795 | \$ 50.74 | \$ 11,873 | \$ 68.50 |
| Police Commander* | 255 | \$ 7,819 | \$ 45.11 | \$ 10,555 | \$ 60.90 |

*Exempt

EXHIBIT A

Section No. 3: Professional/Technical Salary Schedule

Effective: December 28, 2018

| Job Class | Range | Starting | | Ending | |
|--|-------|----------|----------|----------|----------|
| | | Monthly | Hourly | Monthly | Hourly |
| City Engineer* | 267 | \$ 7,547 | \$ 43.54 | \$10,189 | \$ 58.78 |
| Police Commander* | 255 | \$ 7,525 | \$ 43.42 | \$10,159 | \$ 58.61 |
| Public Works Superintendent* | 265 | \$ 6,849 | \$ 39.51 | \$ 9,246 | \$ 53.34 |
| Financial Services Manager* | 225 | \$ 6,288 | \$ 36.28 | \$ 8,489 | \$ 48.98 |
| Accounting Services Manager* | 207 | \$ 6,035 | \$ 34.82 | \$ 8,148 | \$ 47.01 |
| Building Inspection Services Manager* | 216 | \$ 6,035 | \$ 34.82 | \$ 8,148 | \$ 47.01 |
| IT Services Manager* | 276 | \$ 6,035 | \$ 34.82 | \$ 8,148 | \$ 47.01 |
| Police Support Services Manager* | 270 | \$ 6,035 | \$ 34.82 | \$ 8,148 | \$ 47.01 |
| Assistant/Associate Engineer-Associate* | 221 | \$ 6,035 | \$ 34.82 | \$ 8,148 | \$ 47.01 |
| Fire Division Chief* | 237 | \$ 6,035 | \$ 34.82 | \$ 8,148 | \$ 47.01 |
| Senior Management Analyst* | 238 | \$ 5,754 | \$ 33.20 | \$ 7,768 | \$ 44.82 |
| Senior Planner* | 239 | \$ 5,754 | \$ 33.20 | \$ 7,768 | \$ 44.82 |
| Project Manager* | 260 | \$ 5,492 | \$ 31.69 | \$ 7,415 | \$ 42.78 |
| Senior Accountant* | 205 | \$ 5,492 | \$ 31.69 | \$ 7,415 | \$ 42.78 |
| Senior Building Inspector* | 215 | \$ 5,492 | \$ 31.69 | \$ 7,415 | \$ 42.78 |
| Assistant/Associate Engineer-Assistant* | 220 | \$ 5,486 | \$ 31.65 | \$ 7,406 | \$ 42.73 |
| Assistant/Associate Planner-Associate* | 251 | \$ 5,231 | \$ 30.18 | \$ 7,062 | \$ 40.74 |
| Management Analyst I/II-II* | 236 | \$ 5,231 | \$ 30.18 | \$ 7,062 | \$ 40.74 |
| Marina & Waterfront Events Manager* | 240 | \$ 5,231 | \$ 30.18 | \$ 7,062 | \$ 40.74 |
| Housing Manager* | 230 | \$ 5,029 | \$ 29.01 | \$ 6,789 | \$ 39.17 |
| Marketing Manager* | 245 | \$ 4,775 | \$ 27.55 | \$ 6,446 | \$ 37.19 |
| Accountant* | 200 | \$ 4,755 | \$ 27.43 | \$ 6,420 | \$ 37.04 |
| Assistant/Associate Planner-Assistant* | 250 | \$ 4,755 | \$ 27.43 | \$ 6,420 | \$ 37.04 |
| Management Analyst I/II-I* | 235 | \$ 4,755 | \$ 27.43 | \$ 6,420 | \$ 37.04 |
| Dispatch/Records Supervisor* | 223 | \$ 4,462 | \$ 25.74 | \$ 6,023 | \$ 34.75 |
| Public Works Supervisor* | 222 | \$ 4,440 | \$ 25.62 | \$ 5,994 | \$ 34.58 |
| Administrative Fire Captain | 201 | \$ 4,229 | \$ 18.41 | \$ 5,709 | \$ 24.86 |
| Sec to City Mgr/Dep City Clerk* | 300 | \$ 4,171 | \$ 24.06 | \$ 5,630 | \$ 32.48 |
| Recreation Supervisor* | 241 | \$ 3,796 | \$ 21.90 | \$ 5,125 | \$ 29.57 |

Bold denotes benchmark class

*Exempt

EXHIBIT A

Section No. 3: Professional/Technical Salary Schedule

Effective: December 27, 2019

| Job Class | Range | Starting | | Ending | |
|--|-------|----------|----------|----------|----------|
| | | Monthly | Hourly | Monthly | Hourly |
| City Engineer* | 267 | \$ 7,842 | \$ 45.24 | \$10,586 | \$ 61.07 |
| Police Commander* | 255 | \$ 7,819 | \$ 45.11 | \$10,555 | \$ 60.90 |
| Public Works Superintendent* | 265 | \$ 7,116 | \$ 41.05 | \$ 9,606 | \$ 55.42 |
| Financial Services Manager* | 225 | \$ 6,534 | \$ 37.69 | \$ 8,820 | \$ 50.89 |
| Accounting Services Manager* | 207 | \$ 6,271 | \$ 36.18 | \$ 8,465 | \$ 48.84 |
| Building Inspection Services Manager* | 216 | \$ 6,271 | \$ 36.18 | \$ 8,465 | \$ 48.84 |
| IT Services Manager* | 276 | \$ 6,271 | \$ 36.18 | \$ 8,465 | \$ 48.84 |
| Police Support Services Manager* | 270 | \$ 6,271 | \$ 36.18 | \$ 8,465 | \$ 48.84 |
| Assistant/Associate Engineer-Associate* | 221 | \$ 6,271 | \$ 36.18 | \$ 8,465 | \$ 48.84 |
| Fire Division Chief* | 237 | \$ 6,271 | \$ 36.18 | \$ 8,465 | \$ 48.84 |
| Senior Management Analyst* | 238 | \$ 5,979 | \$ 34.49 | \$ 8,071 | \$ 46.57 |
| Senior Planner* | 239 | \$ 5,979 | \$ 34.49 | \$ 8,071 | \$ 46.57 |
| Project Manager* | 260 | \$ 5,707 | \$ 32.92 | \$ 7,704 | \$ 44.45 |
| Senior Accountant* | 205 | \$ 5,707 | \$ 32.92 | \$ 7,704 | \$ 44.45 |
| Senior Building Inspector* | 215 | \$ 5,707 | \$ 32.92 | \$ 7,704 | \$ 44.45 |
| Assistant/Associate Engineer-Assistant* | 220 | \$ 5,700 | \$ 32.89 | \$ 7,695 | \$ 44.39 |
| Assistant/Associate Planner-Associate* | 251 | \$ 5,435 | \$ 31.36 | \$ 7,338 | \$ 42.33 |
| Management Analyst I/II-II* | 236 | \$ 5,435 | \$ 31.36 | \$ 7,338 | \$ 42.33 |
| Marina & Waterfront Events Manager* | 240 | \$ 5,435 | \$ 31.36 | \$ 7,338 | \$ 42.33 |
| Housing Manager* | 230 | \$ 5,225 | \$ 30.15 | \$ 7,054 | \$ 40.70 |
| Marketing Manager* | 245 | \$ 4,961 | \$ 28.62 | \$ 6,698 | \$ 38.64 |
| Accountant* | 200 | \$ 4,941 | \$ 28.50 | \$ 6,670 | \$ 38.48 |
| Assistant/Associate Planner-Assistant* | 250 | \$ 4,941 | \$ 28.50 | \$ 6,670 | \$ 38.48 |
| Management Analyst I/II-I* | 235 | \$ 4,941 | \$ 28.50 | \$ 6,670 | \$ 38.48 |
| Dispatch/Records Supervisor* | 223 | \$ 4,636 | \$ 26.74 | \$ 6,258 | \$ 36.11 |
| Public Works Supervisor* | 222 | \$ 4,613 | \$ 26.62 | \$ 6,228 | \$ 35.93 |
| Administrative Fire Captain | 201 | \$ 4,394 | \$ 19.13 | \$ 5,932 | \$ 25.83 |
| Sec to City Mgr/Dep City Clerk* | 300 | \$ 4,333 | \$ 25.00 | \$ 5,850 | \$ 33.75 |
| Recreation Supervisor* | 241 | \$ 3,944 | \$ 22.75 | \$ 5,324 | \$ 30.72 |

Bold denotes benchmark class

*Exempt

EXHIBIT A

Section No. 5: General City Service

Effective: December 28, 2018

| Job Class | Range | A Step | | B Step | | C Step | | D Step | | E Step | |
|---|-------|---------|---------|---------|---------|---------|---------|----------|---------|---------|---------|
| | | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly |
| Computer Technician | 545 | \$5,190 | \$29.94 | \$5,449 | \$31.44 | \$5,722 | \$33.01 | \$ 6,008 | \$34.66 | \$6,308 | \$36.39 |
| Building Inspector I/II-II | 521 | \$4,937 | \$28.48 | \$5,184 | \$29.91 | \$5,443 | \$31.40 | \$ 5,715 | \$32.97 | \$6,001 | \$34.62 |
| Public Works Inspector | 570 | \$5,189 | \$29.94 | \$5,449 | \$31.44 | \$5,721 | \$33.01 | \$ 6,007 | \$34.66 | \$6,308 | \$36.39 |
| Youth Services Specialist | 590 | \$4,606 | \$26.57 | \$4,836 | \$27.90 | \$5,078 | \$29.30 | \$ 5,332 | \$30.76 | \$5,599 | \$32.30 |
| Senior Public Safety Dispatcher | 530 | \$4,504 | \$25.99 | \$4,730 | \$27.29 | \$4,966 | \$28.65 | \$ 5,214 | \$30.08 | \$5,475 | \$31.59 |
| Building Inspector I/II-I | 520 | \$4,489 | \$25.90 | \$4,714 | \$27.20 | \$4,950 | \$28.56 | \$ 5,197 | \$29.98 | \$5,457 | \$31.48 |
| Human Resources Technician | 519 | \$4,401 | \$25.39 | \$4,621 | \$26.66 | \$4,853 | \$28.00 | \$ 5,095 | \$29.40 | \$5,350 | \$30.87 |
| Permit Technician | 518 | \$4,401 | \$25.39 | \$4,621 | \$26.66 | \$4,853 | \$28.00 | \$ 5,095 | \$29.40 | \$5,350 | \$30.87 |
| Housing Specialist I/II-II | 561 | \$4,200 | \$24.23 | \$4,410 | \$25.44 | \$4,631 | \$26.72 | \$ 4,862 | \$28.05 | \$5,105 | \$29.45 |
| Public Safety Dispatcher I/II-II | 526 | \$4,095 | \$23.63 | \$4,300 | \$24.81 | \$4,515 | \$26.05 | \$ 4,741 | \$27.35 | \$4,978 | \$28.72 |
| Housing Specialist I/II-I | 560 | \$4,001 | \$23.08 | \$4,201 | \$24.24 | \$4,411 | \$25.45 | \$ 4,632 | \$26.72 | \$4,863 | \$28.06 |
| Administrative Assistant II | 511 | \$4,001 | \$23.08 | \$4,201 | \$24.24 | \$4,411 | \$25.45 | \$ 4,632 | \$26.72 | \$4,863 | \$28.06 |
| Recreation Coordinator | 580 | \$3,900 | \$22.50 | \$4,095 | \$23.63 | \$4,300 | \$24.81 | \$ 4,515 | \$26.05 | \$4,741 | \$27.35 |
| Accounting Technician | 508 | \$3,885 | \$22.41 | \$4,080 | \$23.54 | \$4,283 | \$24.71 | \$ 4,498 | \$25.95 | \$4,723 | \$27.25 |
| Senior Account Clerk | 505 | \$3,885 | \$22.41 | \$4,080 | \$23.54 | \$4,283 | \$24.71 | \$ 4,498 | \$25.95 | \$4,723 | \$27.25 |
| Senior Maintenance Worker | 568 | \$3,825 | \$22.07 | \$4,017 | \$23.17 | \$4,217 | \$24.33 | \$ 4,428 | \$25.55 | \$4,650 | \$26.82 |
| Fleet Mechanic | 555 | \$3,825 | \$22.07 | \$4,017 | \$23.17 | \$4,217 | \$24.33 | \$ 4,428 | \$25.55 | \$4,650 | \$26.82 |
| Public Safety Dispatcher I/II-I | 525 | \$3,825 | \$22.07 | \$4,017 | \$23.17 | \$4,217 | \$24.33 | \$ 4,428 | \$25.55 | \$4,650 | \$26.82 |
| Administrative Assistant I | 510 | \$3,737 | \$21.56 | \$3,924 | \$22.64 | \$4,121 | \$23.77 | \$ 4,327 | \$24.96 | \$4,543 | \$26.21 |
| Rec. Prog. & Admin. Coordinator | 581 | \$3,737 | \$21.56 | \$3,924 | \$22.64 | \$4,121 | \$23.77 | \$ 4,327 | \$24.96 | \$4,543 | \$26.21 |
| Maintenance Worker I/II-II | 566 | \$3,644 | \$21.02 | \$3,826 | \$22.08 | \$4,018 | \$23.18 | \$ 4,219 | \$24.34 | \$4,430 | \$25.56 |
| Community Services Officer I/II-II | 536 | \$3,608 | \$20.81 | \$3,788 | \$21.85 | \$3,978 | \$22.95 | \$ 4,176 | \$24.10 | \$4,385 | \$25.30 |
| Account Clerk III | 503 | \$3,481 | \$20.09 | \$3,655 | \$21.09 | \$3,838 | \$22.14 | \$ 4,030 | \$23.25 | \$4,232 | \$24.41 |
| Maintenance Worker I/II-I | 565 | \$3,313 | \$19.11 | \$3,479 | \$20.07 | \$3,653 | \$21.07 | \$ 3,835 | \$22.13 | \$4,027 | \$23.23 |
| Bldg Maintenance Worker I/II-II | 516 | \$3,313 | \$19.11 | \$3,479 | \$20.07 | \$3,653 | \$21.07 | \$ 3,835 | \$22.13 | \$4,027 | \$23.23 |
| Community Services Officer I/II-I | 535 | \$3,278 | \$18.91 | \$3,442 | \$19.86 | \$3,614 | \$20.85 | \$ 3,795 | \$21.89 | \$3,984 | \$22.99 |
| Account Clerk I/II-II | 501 | \$3,165 | \$18.26 | \$3,324 | \$19.17 | \$3,490 | \$20.13 | \$ 3,664 | \$21.14 | \$3,848 | \$22.20 |
| Office Assistant | 509 | \$3,127 | \$18.04 | \$3,283 | \$18.94 | \$3,447 | \$19.89 | \$ 3,620 | \$20.88 | \$3,801 | \$21.93 |
| Bldg Maintenance Worker I/II-I | 515 | \$3,011 | \$17.37 | \$3,162 | \$18.24 | \$3,320 | \$19.15 | \$ 3,486 | \$20.11 | \$3,660 | \$21.12 |
| Account Clerk I/II-I | 500 | \$2,877 | \$16.60 | \$3,021 | \$17.43 | \$3,172 | \$18.30 | \$ 3,331 | \$19.22 | \$3,497 | \$20.18 |

Bold denotes benchmark class

EXHIBIT A

Section No. 5: General City Service

Effective: December 27, 2019

| Job Class | Range | A Step | | B Step | | C Step | | D Step | | E Step | |
|---|-------|---------|---------|---------|---------|---------|---------|----------|---------|---------|---------|
| | | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly |
| Computer Technician | 545 | \$5,392 | \$31.11 | \$5,662 | \$32.67 | \$5,945 | \$34.30 | \$ 6,242 | \$36.01 | \$6,554 | \$37.81 |
| Building Inspector I/II-II | 521 | \$5,130 | \$29.59 | \$5,386 | \$31.07 | \$5,656 | \$32.63 | \$ 5,938 | \$34.26 | \$6,235 | \$35.97 |
| Public Works Inspector | 570 | \$5,189 | \$29.94 | \$5,449 | \$31.44 | \$5,721 | \$33.01 | \$ 6,007 | \$34.66 | \$6,308 | \$36.39 |
| Youth Services Specialist | 590 | \$4,786 | \$27.61 | \$5,025 | \$28.99 | \$5,276 | \$30.44 | \$ 5,540 | \$31.96 | \$5,817 | \$33.56 |
| Senior Public Safety Dispatcher | 530 | \$4,680 | \$27.00 | \$4,914 | \$28.35 | \$5,160 | \$29.77 | \$ 5,418 | \$31.26 | \$5,689 | \$32.82 |
| Building Inspector I/II-I | 520 | \$4,664 | \$26.91 | \$4,898 | \$28.26 | \$5,143 | \$29.67 | \$ 5,400 | \$31.15 | \$5,670 | \$32.71 |
| Human Resources Technician | 519 | \$4,573 | \$26.38 | \$4,802 | \$27.70 | \$5,042 | \$29.09 | \$ 5,294 | \$30.54 | \$5,559 | \$32.07 |
| Permit Technician | 518 | \$4,573 | \$26.38 | \$4,802 | \$27.70 | \$5,042 | \$29.09 | \$ 5,294 | \$30.54 | \$5,559 | \$32.07 |
| Housing Specialist I/II-II | 561 | \$4,364 | \$25.18 | \$4,582 | \$26.44 | \$4,811 | \$27.76 | \$ 5,052 | \$29.15 | \$5,304 | \$30.60 |
| Public Safety Dispatcher I/II-II | 526 | \$4,255 | \$24.55 | \$4,468 | \$25.77 | \$4,691 | \$27.06 | \$ 4,926 | \$28.42 | \$5,172 | \$29.84 |
| Housing Specialist I/II-I | 560 | \$4,157 | \$23.98 | \$4,365 | \$25.18 | \$4,583 | \$26.44 | \$ 4,812 | \$27.76 | \$5,053 | \$29.15 |
| Administrative Assistant II | 511 | \$4,157 | \$23.98 | \$4,365 | \$25.18 | \$4,583 | \$26.44 | \$ 4,812 | \$27.76 | \$5,053 | \$29.15 |
| Recreation Coordinator | 580 | \$4,052 | \$23.38 | \$4,255 | \$24.55 | \$4,468 | \$25.78 | \$ 4,691 | \$27.06 | \$4,926 | \$28.42 |
| Accounting Technician | 508 | \$4,037 | \$23.29 | \$4,239 | \$24.45 | \$4,451 | \$25.68 | \$ 4,673 | \$26.96 | \$4,907 | \$28.31 |
| Senior Account Clerk | 505 | \$4,037 | \$23.29 | \$4,239 | \$24.45 | \$4,451 | \$25.68 | \$ 4,673 | \$26.96 | \$4,907 | \$28.31 |
| Senior Maintenance Worker | 568 | \$3,974 | \$22.93 | \$4,173 | \$24.08 | \$4,382 | \$25.28 | \$ 4,601 | \$26.54 | \$4,831 | \$27.87 |
| Fleet Mechanic | 555 | \$3,974 | \$22.93 | \$4,173 | \$24.08 | \$4,382 | \$25.28 | \$ 4,601 | \$26.54 | \$4,831 | \$27.87 |
| Public Safety Dispatcher I/II-I | 525 | \$3,974 | \$22.93 | \$4,173 | \$24.08 | \$4,382 | \$25.28 | \$ 4,601 | \$26.54 | \$4,831 | \$27.87 |
| Administrative Assistant I | 510 | \$3,883 | \$22.40 | \$4,077 | \$23.52 | \$4,281 | \$24.70 | \$ 4,495 | \$25.93 | \$4,720 | \$27.23 |
| Rec. Prog. & Admin. Coordinator | 581 | \$3,883 | \$22.40 | \$4,077 | \$23.52 | \$4,281 | \$24.70 | \$ 4,495 | \$25.93 | \$4,720 | \$27.23 |
| Maintenance Worker I/II-II | 566 | \$3,786 | \$21.84 | \$3,976 | \$22.94 | \$4,174 | \$24.08 | \$ 4,383 | \$25.29 | \$4,602 | \$26.55 |
| Community Services Officer I/II-II | 536 | \$3,749 | \$21.63 | \$3,936 | \$22.71 | \$4,133 | \$23.84 | \$ 4,339 | \$25.03 | \$4,556 | \$26.29 |
| Account Clerk III | 503 | \$3,617 | \$20.87 | \$3,798 | \$21.91 | \$3,988 | \$23.01 | \$ 4,187 | \$24.16 | \$4,397 | \$25.37 |
| Maintenance Worker I/II-I | 565 | \$3,442 | \$19.86 | \$3,615 | \$20.85 | \$3,795 | \$21.90 | \$ 3,985 | \$22.99 | \$4,184 | \$24.14 |
| Bldg Maintenance Worker I/II-II | 516 | \$3,442 | \$19.86 | \$3,615 | \$20.85 | \$3,795 | \$21.90 | \$ 3,985 | \$22.99 | \$4,184 | \$24.14 |
| Community Services Officer I/II-I | 535 | \$3,406 | \$19.65 | \$3,576 | \$20.63 | \$3,755 | \$21.66 | \$ 3,943 | \$22.75 | \$4,140 | \$23.88 |
| Account Clerk I/II-II | 501 | \$3,289 | \$18.97 | \$3,453 | \$19.92 | \$3,626 | \$20.92 | \$ 3,807 | \$21.96 | \$3,998 | \$23.06 |
| Office Assistant | 509 | \$3,249 | \$18.74 | \$3,411 | \$19.68 | \$3,582 | \$20.66 | \$ 3,761 | \$21.70 | \$3,949 | \$22.78 |
| Bldg Maintenance Worker I/II-I | 515 | \$3,129 | \$18.05 | \$3,285 | \$18.95 | \$3,449 | \$19.90 | \$ 3,622 | \$20.89 | \$3,803 | \$21.94 |
| Account Clerk I/II-I | 500 | \$2,989 | \$17.25 | \$3,139 | \$18.11 | \$3,296 | \$19.01 | \$ 3,461 | \$19.97 | \$3,634 | \$20.96 |

Bold denotes benchmark class

Exhibit A: Temporary/Hourly Employees

Effective: December 28, 2018

Minimum \$ 12.00

| Job Class | Range | A | B | C | D | E |
|---|-------|---------|---------|---------|---------|---------|
| Traffic Engineer - Temp | 959 | \$85.00 | | | | |
| Economic Development Consultant | 956 | \$65.00 | | | | |
| Background Investigator | 955 | \$49.92 | | | | |
| Engineering Technician - Temp | 900 | \$20.50 | \$21.53 | \$22.60 | \$23.73 | \$24.92 |
| Maintenance Worker II - Temp | 916 | \$17.77 | \$18.66 | \$19.59 | \$20.57 | \$21.60 |
| Police Officer - Temp | 905 | \$17.52 | \$18.39 | \$19.31 | \$20.28 | \$21.29 |
| Firefighter - Temp | 910 | \$17.52 | \$18.39 | \$19.31 | \$20.28 | \$21.29 |
| Computer Systems Specialist | 917 | \$16.95 | \$17.80 | \$18.69 | \$19.63 | \$20.61 |
| Financial Services Specialist | 918 | \$16.95 | \$17.80 | \$18.69 | \$19.63 | \$20.61 |
| Planning Specialist | 919 | \$16.95 | \$17.80 | \$18.69 | \$19.63 | \$20.61 |
| Public Works Specialist | 921 | \$16.95 | \$17.80 | \$18.69 | \$19.63 | \$20.61 |
| Communications & Records Tech I - Temp | 920 | \$16.95 | \$17.80 | \$18.69 | \$19.63 | \$20.61 |
| Administrative Assistant I - Temp | 925 | \$16.61 | \$17.44 | \$18.32 | \$19.23 | \$20.19 |
| Community Services Officer I/II-I - Temp | 930 | \$15.92 | \$16.72 | \$17.56 | \$18.43 | \$19.36 |
| Maintenance Worker I - Temp | 915 | \$16.16 | \$16.96 | \$17.81 | \$18.70 | \$19.64 |
| Building Maintenance Worker I/II-I - Temp | 914 | \$15.23 | \$16.00 | \$16.80 | \$17.64 | \$18.52 |
| Office Assistant - Temp | 926 | \$14.37 | \$15.09 | \$15.85 | \$16.64 | \$17.47 |
| Recreation Specialist Supervisor | 939 | \$15.81 | \$16.60 | \$17.43 | \$18.30 | \$19.22 |
| Recreation Specialist III | 937 | \$14.37 | \$15.09 | \$15.85 | \$16.64 | \$17.47 |
| Recreation Specialist II | 936 | \$13.07 | \$13.72 | \$14.41 | \$15.13 | \$15.88 |
| Recreation Specialist I | 935 | \$11.88 | \$12.47 | \$13.10 | \$13.75 | \$14.44 |

Exhibit A: Temporary/Hourly Employees

Effective: December 27, 2019

Minimum \$ 13.00

| Job Class | Range | A | B | C | D | E |
|---|-------|---------|---------|---------|---------|---------|
| Traffic Engineer - Temp | 959 | \$85.00 | | | | |
| Economic Development Consultant | 956 | \$65.00 | | | | |
| Background Investigator | 955 | \$49.92 | | | | |
| Engineering Technician - Temp | 900 | \$21.32 | \$22.39 | \$23.51 | \$24.68 | \$25.92 |
| Maintenance Worker II - Temp | 916 | \$18.66 | \$19.59 | \$20.57 | \$21.60 | \$22.68 |
| Police Officer - Temp | 905 | \$18.22 | \$19.13 | \$20.09 | \$21.09 | \$22.15 |
| Firefighter - Temp | 910 | \$18.22 | \$19.13 | \$20.09 | \$21.09 | \$22.15 |
| Computer Systems Specialist | 917 | \$17.63 | \$18.51 | \$19.44 | \$20.41 | \$21.43 |
| Financial Services Specialist | 918 | \$17.63 | \$18.51 | \$19.44 | \$20.41 | \$21.43 |
| Planning Specialist | 919 | \$17.63 | \$18.51 | \$19.44 | \$20.41 | \$21.43 |
| Public Works Specialist | 921 | \$17.63 | \$18.51 | \$19.44 | \$20.41 | \$21.43 |
| Communications & Records Tech I - Temp | 920 | \$17.63 | \$18.51 | \$19.44 | \$20.41 | \$21.43 |
| Administrative Assistant I - Temp | 925 | \$17.28 | \$18.14 | \$19.05 | \$20.00 | \$21.00 |
| Community Services Officer I/II-I - Temp | 930 | \$16.56 | \$17.39 | \$18.26 | \$19.17 | \$20.13 |
| Maintenance Worker I - Temp | 915 | \$16.96 | \$17.81 | \$18.70 | \$19.64 | \$20.62 |
| Building Maintenance Worker I/II-I - Temp | 914 | \$16.00 | \$16.80 | \$17.64 | \$18.52 | \$19.44 |
| Office Assistant - Temp | 926 | \$15.38 | \$16.15 | \$16.96 | \$17.81 | \$18.70 |
| Recreation Specialist Supervisor | 939 | \$16.92 | \$17.77 | \$18.65 | \$19.59 | \$20.57 |
| Recreation Specialist III | 937 | \$15.38 | \$16.15 | \$16.96 | \$17.81 | \$18.70 |
| Recreation Specialist II | 936 | \$13.98 | \$14.68 | \$15.42 | \$16.19 | \$17.00 |
| Recreation Specialist I | 935 | | \$13.35 | \$14.01 | \$14.72 | \$15.45 |

Exhibit A: Temporary/Hourly Employees

Effective: December 25, 2020

Minimum \$ 14.00

| Job Class | Range | A | B | C | D | E |
|---|-------|---------|---------|---------|---------|---------|
| Traffic Engineer - Temp | 959 | \$85.00 | | | | |
| Economic Development Consultant | 956 | \$65.00 | | | | |
| Background Investigator | 955 | \$49.92 | | | | |
| Engineering Technician - Temp | 900 | \$22.18 | \$23.28 | \$24.45 | \$25.67 | \$26.95 |
| Maintenance Worker II - Temp | 916 | \$19.59 | \$20.57 | \$21.60 | \$22.68 | \$23.82 |
| Police Officer - Temp | 905 | \$18.95 | \$19.90 | \$20.89 | \$21.93 | \$23.03 |
| Firefighter - Temp | 910 | \$18.95 | \$19.90 | \$20.89 | \$21.93 | \$23.03 |
| Computer Systems Specialist | 917 | \$18.34 | \$19.25 | \$20.22 | \$21.23 | \$22.29 |
| Financial Services Specialist | 918 | \$18.34 | \$19.25 | \$20.22 | \$21.23 | \$22.29 |
| Planning Specialist | 919 | \$18.34 | \$19.25 | \$20.22 | \$21.23 | \$22.29 |
| Public Works Specialist | 921 | \$18.34 | \$19.25 | \$20.22 | \$21.23 | \$22.29 |
| Communications & Records Tech I - Temp | 920 | \$18.34 | \$19.25 | \$20.22 | \$21.23 | \$22.29 |
| Administrative Assistant I - Temp | 925 | \$17.97 | \$18.87 | \$19.81 | \$20.80 | \$21.84 |
| Community Services Officer I/II-I - Temp | 930 | \$17.22 | \$18.09 | \$18.99 | \$19.94 | \$20.94 |
| Maintenance Worker I - Temp | 915 | \$17.81 | \$18.70 | \$19.64 | \$20.62 | \$21.65 |
| Building Maintenance Worker I/II-I - Temp | 914 | \$16.80 | \$17.64 | \$18.52 | \$19.44 | \$20.42 |
| Office Assistant - Temp | 926 | \$16.46 | \$17.28 | \$18.14 | \$19.05 | \$20.00 |
| Recreation Specialist Supervisor | 939 | \$18.10 | \$19.01 | \$19.96 | \$20.96 | \$22.00 |
| Recreation Specialist III | 937 | \$16.46 | \$17.28 | \$18.14 | \$19.05 | \$20.00 |
| Recreation Specialist II | 936 | \$14.96 | \$15.71 | \$16.50 | \$17.32 | \$18.19 |
| Recreation Specialist I | 935 | | \$14.28 | \$15.00 | \$15.75 | \$16.53 |

Exhibit A: Temporary/Hourly Employees

Effective: December 24, 2021

Minimum \$ 15.00

| Job Class | Range | A | B | C | D | E |
|---|-------|---------|---------|---------|---------|---------|
| Traffic Engineer - Temp | 959 | \$85.00 | | | | |
| Economic Development Consultant | 956 | \$65.00 | | | | |
| Background Investigator | 955 | \$49.92 | | | | |
| Engineering Technician - Temp | 900 | \$23.06 | \$24.22 | \$25.43 | \$26.70 | \$28.03 |
| Maintenance Worker II - Temp | 916 | \$20.57 | \$21.60 | \$22.68 | \$23.82 | \$25.01 |
| Police Officer - Temp | 905 | \$19.71 | \$20.69 | \$21.73 | \$22.81 | \$23.95 |
| Firefighter - Temp | 910 | \$19.71 | \$20.69 | \$21.73 | \$22.81 | \$23.95 |
| Computer Systems Specialist | 917 | \$19.07 | \$20.02 | \$21.02 | \$22.08 | \$23.18 |
| Financial Services Specialist | 918 | \$19.07 | \$20.02 | \$21.02 | \$22.08 | \$23.18 |
| Planning Specialist | 919 | \$19.07 | \$20.02 | \$21.02 | \$22.08 | \$23.18 |
| Public Works Specialist | 921 | \$19.07 | \$20.02 | \$21.02 | \$22.08 | \$23.18 |
| Communications & Records Tech I - Temp | 920 | \$19.07 | \$20.02 | \$21.02 | \$22.08 | \$23.18 |
| Administrative Assistant I - Temp | 925 | \$18.69 | \$19.62 | \$20.60 | \$21.63 | \$22.72 |
| Community Services Officer I/II-I - Temp | 930 | \$17.91 | \$18.81 | \$19.75 | \$20.74 | \$21.77 |
| Maintenance Worker I - Temp | 915 | \$18.70 | \$19.64 | \$20.62 | \$21.65 | \$22.73 |
| Building Maintenance Worker I/II-I - Temp | 914 | \$17.64 | \$18.52 | \$19.44 | \$20.42 | \$21.44 |
| Office Assistant - Temp | 926 | \$17.61 | \$18.49 | \$19.41 | \$20.39 | \$21.40 |
| Recreation Specialist Supervisor | 939 | \$19.37 | \$20.34 | \$21.36 | \$22.42 | \$23.55 |
| Recreation Specialist III | 937 | \$17.61 | \$18.49 | \$19.41 | \$20.39 | \$21.40 |
| Recreation Specialist II | 936 | \$16.01 | \$16.81 | \$17.65 | \$18.53 | \$19.46 |
| Recreation Specialist I | 935 | | \$15.28 | \$16.05 | \$16.85 | \$17.69 |