

- h. Adopt a Resolution Approving and Adopting an Updated Comprehensive Master Salary Schedule for Fiscal Year 2023-24 in Accordance with Title 2 of the California Code of Regulations Section 570.5 and the California Employees Retirement System ("CalPERS").



CITY COUNCIL STAFF REPORT

MEETING DATE: January 22, 2024

ITEM TITLE: Adopt a Resolution Approving and Adopting an Updated Comprehensive Master Salary Schedule for Fiscal Year 2023-24 in Accordance with Title 2 of the California Code of Regulations Section 570.5 and the California Employees Retirement System ("CalPERS").

RECOMMENDATION:

Staff recommends that the City Council adopt a Resolution approving and adopting an updated Comprehensive Master Salary Schedule for fiscal year ("FY") 2023-24 in accordance with Title 2 of the California Code of Regulations Section 570.5 and the California Employees Retirement System.

FISCAL IMPLICATIONS:

There is no fiscal impact. All changes have been previously approved and incorporated into the Adopted Fiscal Year 2023-25 Operating Budget.

BACKGROUND:

The attached Resolution is being brought to the City Council for approval to meet the California Public Employees' Retirement System ("CalPERS") financial reporting requirements. The City of San Carlos belongs to CalPERS, an agency that manages pension and health benefits for more than two million California public employees, retirees, and their families. Overseen by a 13-member Board of Administration whose members are elected, appointed, or ex officio, CalPERS has provided retirement security for California's public employees for more than eight decades.

In April 2016, CalPERS conducted a standard agency audit of the City's practices related to financial reporting for pension plans (Governmental Accounting Standards Board ("GASB") Statement No. 67). As a result of that audit, CalPERS now requires that the City adopt a Resolution re-approving any previously approved individual employee groups' salary schedules into a single Citywide schedule, in a format approved by CalPERS. Therefore, when there is a change to any of our employee groups' salary schedules, the City Council must adopt a Resolution approving the Citywide schedule.

ANALYSIS:

The Government Code and California Code of Regulations ("CCR") requirement 570.5 states that the City of San Carlos must maintain a single, duly approved and adopted pay schedule that identifies the positions for every employee classification. Previously, the City Council approved and adopted salary schedules by individual employee groups. Based on this new interpretation,

each time there is a modification, the Council must approve and adopt one new salary schedule in its entirety.

The most current salary schedule was approved by the City Council on October 9, 2023. Since that time, an update to the pay schedule for FY 2023-24 was approved by the City Council. The attached pay schedule now reflects the pay increases effective January 1, 2024 for the Part-Time Group, as approved by the City Council on January 8, 2024, when Resolution 2024-002 was adopted.

ALTERNATIVES:

The alternatives available to the City Council include:

1. Adopt a Resolution approving and adopting a Comprehensive Master Salary Schedule for FY 2023-24 in accordance with Title 2 of the California Code of Regulations Section 570.5 and the California Employees Retirement System ("CalPERS"); or
2. Do not adopt the Resolution; or
3. Provide staff with alternative direction.

Respectfully submitted by:

Rebecca Mendenhall, Administrative Services Director

Approved for submission by:



Jeff Maltbie, City Manager

ATTACHMENT(S):

1. Resolution

Exhibit A to Resolution - Master Salary Schedule FY 2023-2024

RESOLUTION NO. 2024 – ____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN CARLOS
APPROVING AND ADOPTING AN UPDATED COMPREHENSIVE MASTER SALARY
SCHEDULE FOR FISCAL YEAR 2023-24 IN ACCORDANCE WITH TITLE 2 OF THE
CALIFORNIA CODE OF REGULATIONS SECTION 570.5 AND THE CALIFORNIA
EMPLOYEES RETIREMENT SYSTEM ("CALPERS").**

WHEREAS, on January 8, 2024, the City Council adopted Resolution 2024-002 adopting an updated Salary and Benefit Resolution for the Part-Time employee group; and

WHEREAS, the salary schedule proposed for adoption was previously approved by the City Council using its practice of adopting a salary schedule for each employee group; and

WHEREAS, based on CalPERS interpretation, each time there is a modification to the salary schedule for one employee group, the Council must approve and adopt a new salary schedule in its entirety.

NOW, THEREFORE BE IT RESOLVED, that the City Council of the City of San Carlos hereby approves the salary schedules attached hereto as Exhibit A for Fiscal Year 2023-24.

* * * * *

I, City Clerk Crystal Mui, hereby certify that the foregoing Resolution was duly and regularly passed and adopted by the City Council of the City of San Carlos at a scheduled meeting thereof held on the 22nd day of January 2024, by the following vote:

AYES, COUNCILMEMBERS:

NOES, COUNCILMEMBERS:

ABSENT, COUNCILMEMBERS:

CITY CLERK of the City of San Carlos

APPROVED:

MAYOR of the City of San Carlos

Exhibit A: Updated FY 23-24 Comprehensive Master Salary Schedule



City of San Carlos
Salary Schedule Fiscal
Year 2023-2024

(Updated 1/8/2024)

City of San Carlos – Pay Rates and Ranges
Elected Officials
Effective 12/10/2018

Classification Title	Monthly	Annually
City Council Members	\$560.00	\$6,720.00

Classification Title	Monthly	Annually
City Treasurer	\$560.00	\$6,720.00

City of San Carlos – Pay Rates and Ranges
City Manager
Effective 3/13/2023

Classification Title	Hourly	Bi-Weekly	Monthly	Annually
City Manager (By Employment Agreement)	\$191.8269	\$15,346.15	\$33,250.00	\$399,000

City of San Carlos – Pay Rates and Ranges

City Attorney

Effective 7/31/2023

Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
City Attorney (By Employment Agreement)		\$151.4423	\$12,115.38	\$26,250.00	\$315,000

City of San Carlos – Pay Rates and Ranges
Management Group (Unrepresented)
Effective 7/3/2023

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Administrative Services Director	Step 1	\$101.3978	\$8,111.83	\$17,576	\$210,907
		Step 2	\$106.4770	\$8,518.16	\$18,456	\$221,472
		Step 3	\$111.8095	\$8,944.76	\$19,380	\$232,564
		Step 4	\$117.3950	\$9,391.60	\$20,348	\$244,182
		Step 5	\$123.2751	\$9,862.01	\$21,368	\$256,412
FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Assistant City Manager	Step 1	\$108.1150	\$8,649.20	\$18,740	\$224,879
		Step 2	\$113.5285	\$9,082.28	\$19,678	\$236,139
		Step 3	\$119.2094	\$9,536.76	\$20,663	\$247,956
		Step 4	\$125.1575	\$10,012.60	\$21,694	\$260,328
		Step 5	\$131.4209	\$10,513.67	\$22,780	\$273,355
FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Assistant Community Development Director	Step 1	\$86.3647	\$6,909.17	\$14,970	\$179,638
		Step 2	\$90.6807	\$7,254.45	\$15,718	\$188,616
		Step 3	\$95.2181	\$7,617.45	\$16,504	\$198,054
		Step 4	\$99.9772	\$7,998.17	\$17,329	\$207,953
		Step 5	\$104.9767	\$8,398.13	\$18,196	\$218,351
FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Assistant Building Official	Step 1	\$67.5493	\$5,403.95	\$11,709	\$140,503
		Step 2	\$70.9295	\$5,674.36	\$12,294	\$147,533
		Step 3	\$74.4732	\$5,957.86	\$12,909	\$154,904
		Step 4	\$78.1988	\$6,255.90	\$13,554	\$162,653
		Step 5	\$82.1060	\$6,568.48	\$14,232	\$170,781
FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Building Official	Step 1	\$76.1969	\$6,095.76	\$13,207	\$158,490
		Step 2	\$80.0065	\$6,400.52	\$13,868	\$166,414
		Step 3	\$83.9993	\$6,719.94	\$14,560	\$174,718
		Step 4	\$88.2095	\$7,056.76	\$15,290	\$183,476
		Step 5	\$92.6165	\$7,409.32	\$16,054	\$192,642
FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	City Clerk/Director of Community Relations	Step 1	\$69.3921	\$5,551.37	\$12,028	\$144,336
		Step 2	\$72.8623	\$5,828.99	\$12,629	\$151,554
		Step 3	\$76.5170	\$6,121.36	\$13,263	\$159,155
		Step 4	\$80.3289	\$6,426.31	\$13,924	\$167,084
		Step 5	\$84.3457	\$6,747.66	\$14,620	\$175,439
FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	City Engineer	Step 1	\$87.7863	\$7,022.90	\$15,216	\$182,595
		Step 2	\$92.1766	\$7,374.13	\$15,977	\$191,727
		Step 3	\$96.7917	\$7,743.33	\$16,777	\$201,327
		Step 4	\$101.6250	\$8,130.00	\$17,615	\$211,380
		Step 5	\$106.7096	\$8,536.77	\$18,496	\$221,956

City of San Carlos – Pay Rates and Ranges
Management Group (Unrepresented)
Effective 7/3/2023

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Communications Manager	Step 1	\$63.6671	\$5,093.37	\$11,036	\$132,428
		Step 2	\$66.8524	\$5,348.19	\$11,588	\$139,053
		Step 3	\$70.1950	\$5,615.60	\$12,167	\$146,006
		Step 4	\$73.7013	\$5,896.11	\$12,775	\$153,299
		Step 5	\$77.3901	\$6,191.21	\$13,414	\$160,971

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Community Development Director	Step 1	\$102.5297	\$8,202.37	\$17,772	\$213,262
		Step 2	\$107.6604	\$8,612.83	\$18,661	\$223,934
		Step 3	\$113.0456	\$9,043.64	\$19,595	\$235,135
		Step 4	\$118.6852	\$9,494.82	\$20,572	\$246,865
		Step 5	\$124.6286	\$9,970.28	\$21,602	\$259,227

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Economic Development & Housing Manager	Step 1	\$73.7106	\$5,896.85	\$12,777	\$153,318
		Step 2	\$77.3962	\$6,191.70	\$13,415	\$160,984
		Step 3	\$81.2557	\$6,500.46	\$14,084	\$169,012
		Step 4	\$85.3292	\$6,826.33	\$14,790	\$177,485
		Step 5	\$89.5833	\$7,166.66	\$15,528	\$186,333

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Economic Development Coordinator	Step 1	\$57.9025	\$4,632.20	\$10,036	\$120,437
		Step 2	\$60.7893	\$4,863.14	\$10,537	\$126,442
		Step 3	\$63.8248	\$5,105.98	\$11,063	\$132,756
		Step 4	\$67.0158	\$5,361.26	\$11,616	\$139,393
		Step 5	\$70.3749	\$5,629.99	\$12,198	\$146,380

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Financial Services Manager	Step 1	\$77.6784	\$6,214.28	\$13,464	\$161,571
		Step 2	\$81.5637	\$6,525.10	\$14,138	\$169,653
		Step 3	\$85.6412	\$6,851.30	\$14,844	\$178,134
		Step 4	\$89.9177	\$7,193.41	\$15,586	\$187,029
		Step 5	\$94.4260	\$7,554.08	\$16,367	\$196,406

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Human Resources Manager	Step 1	\$77.1292	\$6,170.34	\$13,369	\$160,429
		Step 2	\$80.9837	\$6,478.69	\$14,037	\$168,446
		Step 3	\$85.0247	\$6,801.97	\$14,738	\$176,851
		Step 4	\$89.2718	\$7,141.74	\$15,474	\$185,685
		Step 5	\$93.7454	\$7,499.63	\$16,249	\$194,990

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Information Technology Manager	Step 1	\$75.5023	\$6,040.18	\$13,087	\$157,045
		Step 2	\$79.2755	\$6,342.04	\$13,741	\$164,893
		Step 3	\$83.2282	\$6,658.26	\$14,426	\$173,115
		Step 4	\$87.4007	\$6,992.06	\$15,149	\$181,794
		Step 5	\$91.7660	\$7,341.28	\$15,906	\$190,873

City of San Carlos – Pay Rates and Ranges
Management Group (Unrepresented)
Effective 7/3/2023

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Parks & Recreation Director	Step 1	\$98.7366	\$7,898.93	\$17,114	\$205,372
		Step 2	\$103.6704	\$8,293.64	\$17,970	\$215,635
		Step 3	\$108.8559	\$8,708.47	\$18,868	\$226,420
		Step 4	\$114.2865	\$9,142.92	\$19,810	\$237,716
		Step 5	\$120.0085	\$9,600.68	\$20,801	\$249,618

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Planning Manager	Step 1	\$77.7526	\$6,220.21	\$13,477	\$161,725
		Step 2	\$81.5933	\$6,527.47	\$14,143	\$169,714
		Step 3	\$85.6254	\$6,850.03	\$14,842	\$178,101
		Step 4	\$89.8556	\$7,188.45	\$15,575	\$186,900
		Step 5	\$94.3036	\$7,544.29	\$16,346	\$196,151

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Principal Engineer	Step 1	\$75.0263	\$6,002.11	\$13,005	\$156,055
		Step 2	\$78.7732	\$6,301.85	\$13,654	\$163,848
		Step 3	\$82.7134	\$6,617.07	\$14,337	\$172,044
		Step 4	\$86.8535	\$6,948.28	\$15,055	\$180,655
		Step 5	\$91.2001	\$7,296.01	\$15,808	\$189,696

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Principal Planner	Step 1	\$70.4708	\$5,637.66	\$12,215	\$146,579
		Step 2	\$73.9887	\$5,919.09	\$12,825	\$153,896
		Step 3	\$77.6984	\$6,215.87	\$13,468	\$161,613
		Step 4	\$81.5857	\$6,526.86	\$14,142	\$169,698
		Step 5	\$85.6722	\$6,853.78	\$14,850	\$178,198

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Public Works Director	Step 1	\$106.3576	\$8,508.60	\$18,435	\$221,224
		Step 2	\$111.6837	\$8,934.69	\$19,359	\$232,302
		Step 3	\$117.2672	\$9,381.38	\$20,326	\$243,916
		Step 4	\$123.1279	\$9,850.23	\$21,342	\$256,106
		Step 5	\$129.2857	\$10,342.85	\$22,410	\$268,914

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Public Works Superintendent	Step 1	\$73.8984	\$5,911.87	\$12,809	\$153,709
		Step 2	\$77.5914	\$6,207.31	\$13,449	\$161,390
		Step 3	\$81.4681	\$6,517.44	\$14,121	\$169,454
		Step 4	\$85.5414	\$6,843.31	\$14,827	\$177,926
		Step 5	\$89.8181	\$7,185.45	\$15,568	\$186,822

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Recreation Manager	Step 1	\$67.5939	\$5,407.51	\$11,716	\$140,595
		Step 2	\$70.9711	\$5,677.69	\$12,302	\$147,620
		Step 3	\$74.5188	\$5,961.50	\$12,917	\$154,999
		Step 4	\$78.2490	\$6,259.92	\$13,563	\$162,758
		Step 5	\$82.1618	\$6,572.94	\$14,241	\$170,897

City of San Carlos – Pay Rates and Ranges
Management Group (Unrepresented)
Effective 7/3/2023

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Senior Accountant	Step 1	\$58.6205	\$4,689.64	\$10,161	\$121,931
		Step 2	\$61.5550	\$4,924.40	\$10,670	\$128,034
		Step 3	\$64.6327	\$5,170.62	\$11,203	\$134,436
		Step 4	\$67.8539	\$5,428.32	\$11,761	\$141,136
		Step 5	\$71.2511	\$5,700.09	\$12,350	\$148,202

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Senior Building Inspector	Step 1	\$57.2846	\$4,582.77	\$9,929	\$119,152
		Step 2	\$60.1488	\$4,811.90	\$10,426	\$125,109
		Step 3	\$63.1562	\$5,052.49	\$10,947	\$131,365
		Step 4	\$66.3140	\$5,305.12	\$11,494	\$137,933
		Step 5	\$69.6298	\$5,570.38	\$12,069	\$144,830

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Senior Engineer	Step 1	\$75.0263	\$6,002.11	\$13,005	\$156,055
		Step 2	\$78.7732	\$6,301.85	\$13,654	\$163,848
		Step 3	\$82.7134	\$6,617.07	\$14,337	\$172,044
		Step 4	\$86.8535	\$6,948.28	\$15,055	\$180,655
		Step 5	\$91.2001	\$7,296.01	\$15,808	\$189,696

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Senior Management Analyst	Step 1	\$58.7529	\$4,700.23	\$10,184	\$122,206
		Step 2	\$61.6878	\$4,935.02	\$10,693	\$128,311
		Step 3	\$64.7719	\$5,181.75	\$11,227	\$134,726
		Step 4	\$68.0187	\$5,441.49	\$11,790	\$141,479
		Step 5	\$71.4077	\$5,712.62	\$12,377	\$148,528

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Senior Planner	Step 1	\$59.9651	\$4,797.21	\$10,394	\$124,728
		Step 2	\$62.9561	\$5,036.49	\$10,912	\$130,949
		Step 3	\$66.1119	\$5,288.95	\$11,459	\$137,513
		Step 4	\$69.4125	\$5,553.00	\$12,032	\$144,378
		Step 5	\$72.8845	\$5,830.76	\$12,633	\$151,600

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Senior Sustainability Analyst	Step 1	\$57.5330	\$4,602.64	\$9,972	\$119,669
		Step 2	\$60.4070	\$4,832.56	\$10,471	\$125,647
		Step 3	\$63.4269	\$5,074.16	\$10,994	\$131,928
		Step 4	\$66.6063	\$5,328.50	\$11,545	\$138,541
		Step 5	\$69.9250	\$5,594.00	\$12,120	\$145,444

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Senior Traffic Engineer	Step 1	\$75.0263	\$6,002.11	\$13,005	\$156,055
		Step 2	\$78.7731	\$6,301.85	\$13,654	\$163,848
		Step 3	\$82.7134	\$6,617.07	\$14,337	\$172,044
		Step 4	\$86.8535	\$6,948.28	\$15,055	\$180,655
		Step 5	\$91.2001	\$7,296.01	\$15,808	\$189,696

City of San Carlos – Pay Rates and Ranges
Confidential Unit
Effective 7/3/2023

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Accountant	Step 1	\$47.1240	\$3,769.92	\$8,168	\$98,018
		Step 2	\$49.4802	\$3,958.41	\$8,577	\$102,919
		Step 3	\$51.9542	\$4,156.34	\$9,005	\$108,065
		Step 4	\$54.5519	\$4,364.15	\$9,456	\$113,468
		Step 5	\$57.2795	\$4,582.36	\$9,928	\$119,141

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Administrative Assistant	Step 1	\$38.4492	\$3,075.93	\$6,665	\$79,974
		Step 2	\$40.3727	\$3,229.82	\$6,998	\$83,975
		Step 3	\$42.3964	\$3,391.71	\$7,349	\$88,184
		Step 4	\$44.5090	\$3,560.72	\$7,715	\$92,579
		Step 5	\$46.7439	\$3,739.51	\$8,102	\$97,227

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Deputy City Clerk	Step 1	\$44.5174	\$3,561.40	\$7,716	\$92,596
		Step 2	\$46.7434	\$3,739.47	\$8,102	\$97,226
		Step 3	\$49.0805	\$3,926.44	\$8,507	\$102,087
		Step 4	\$51.5345	\$4,122.76	\$8,933	\$107,192
		Step 5	\$54.1112	\$4,328.90	\$9,379	\$112,551

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Executive Assistant	Step 1	\$45.2253	\$3,618.02	\$7,839	\$94,069
		Step 2	\$47.4904	\$3,799.23	\$8,232	\$98,780
		Step 3	\$49.8675	\$3,989.40	\$8,644	\$103,724
		Step 4	\$52.3566	\$4,188.53	\$9,075	\$108,902
		Step 5	\$54.9872	\$4,398.98	\$9,531	\$114,373

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Human Resources Management Analyst	Step 1	\$51.5881	\$4,127.05	\$8,942	\$107,303
		Step 2	\$54.1854	\$4,334.83	\$9,392	\$112,706
		Step 3	\$56.8865	\$4,550.92	\$9,860	\$118,324
		Step 4	\$59.7370	\$4,778.96	\$10,354	\$124,253
		Step 5	\$62.7175	\$5,017.40	\$10,871	\$130,452

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Legal Secretary	Step 1	\$42.9216	\$3,433.73	\$7,440	\$89,277
		Step 2	\$45.0678	\$3,605.42	\$7,812	\$93,741
		Step 3	\$47.3211	\$3,785.69	\$8,202	\$98,428
		Step 4	\$49.6871	\$3,974.97	\$8,612	\$103,349
		Step 5	\$52.1715	\$4,173.72	\$9,043	\$108,517

City of San Carlos – Pay Rates and Ranges
Confidential Unit
Effective 7/3/2023

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Management Analyst	Step 1	\$49.7885	\$3,983.08	\$8,630	\$103,560
		Step 2	\$52.2869	\$4,182.95	\$9,063	\$108,757
		Step 3	\$54.8871	\$4,390.97	\$9,514	\$114,165
		Step 4	\$57.6456	\$4,611.65	\$9,992	\$119,903
		Step 5	\$60.5172	\$4,841.37	\$10,490	\$125,876

City of San Carlos – Pay Rates and Ranges

Teamsters

Effective 9/11/2023

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Maintenance Worker	Step 1	\$36.0520	\$2,884.16	\$6,249.01	\$74,988
		Step 2	\$37.8545	\$3,028.36	\$6,561.45	\$78,737
		Step 3	\$39.7472	\$3,179.78	\$6,889.52	\$82,674
		Step 4	\$41.7344	\$3,338.76	\$7,233.97	\$86,808
		Step 5	\$43.8215	\$3,505.72	\$7,595.72	\$91,149

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Senior Maintenance Worker	Step 1	\$43.1600	\$3,452.80	\$7,481.06	\$89,773
		Step 2	\$45.3178	\$3,625.42	\$7,855.08	\$94,261
		Step 3	\$47.5837	\$3,806.70	\$8,247.85	\$98,974
		Step 4	\$49.9629	\$3,997.03	\$8,660.24	\$103,923
		Step 5	\$52.4614	\$4,196.91	\$9,093.31	\$109,120

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Senior Mechanic	Step 1	\$43.7448	\$3,499.58	\$7,582.43	\$90,989
		Step 2	\$45.9320	\$3,674.56	\$7,961.55	\$95,539
		Step 3	\$48.2286	\$3,858.29	\$8,359.63	\$100,316
		Step 4	\$50.6400	\$4,051.20	\$8,777.61	\$105,331
		Step 5	\$53.1720	\$4,253.76	\$9,216.49	\$110,598

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FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Accounting Technician I	Step 1	30.4973	\$2,439.78	\$5,286.19	\$63,434
		Step 2	32.0232	\$2,561.86	\$5,550.69	\$66,608
		Step 3	33.6437	\$2,691.50	\$5,831.58	\$69,979
		Step 4	35.3047	\$2,824.37	\$6,119.48	\$73,434
		Step 5	37.0680	\$2,965.44	\$6,425.12	\$77,101

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Accounting Technician II	Step 1	35.0654	\$2,805.23	\$6,077.99	\$72,936
		Step 2	36.8159	\$2,945.28	\$6,381.43	\$76,577
		Step 3	38.6603	\$3,092.82	\$6,701.12	\$80,413
		Step 4	40.5906	\$3,247.25	\$7,035.71	\$84,429
		Step 5	42.6225	\$3,409.80	\$7,387.89	\$88,655

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Administrative Clerk	Step 1	28.2353	\$2,258.83	\$4,894.13	\$58,730
		Step 2	29.6427	\$2,371.41	\$5,138.06	\$61,657
		Step 3	31.1252	\$2,490.01	\$5,395.03	\$64,740
		Step 4	32.6829	\$2,614.63	\$5,665.04	\$67,980
		Step 5	34.3159	\$2,745.27	\$5,948.09	\$71,377

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Assistant Planner	Step 1	48.1788	\$3,854.31	\$8,351.00	\$100,212
		Step 2	50.5880	\$4,047.04	\$8,768.58	\$105,223
		Step 3	53.1185	\$4,249.48	\$9,207.20	\$110,486
		Step 4	55.7705	\$4,461.64	\$9,666.89	\$116,003
		Step 5	58.5596	\$4,684.76	\$10,150.32	\$121,804

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Associate Engineer	Step 1	61.5949	\$4,927.59	\$10,676.45	\$128,117
		Step 2	64.6702	\$5,173.62	\$11,209.51	\$134,514
		Step 3	67.9101	\$5,432.81	\$11,771.08	\$141,253
		Step 4	71.2995	\$5,703.96	\$12,358.58	\$148,303
		Step 5	74.8686	\$5,989.49	\$12,977.23	\$155,727

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Associate Planner	Step 1	53.7556	\$4,300.45	\$9,317.63	\$111,812
		Step 2	56.4390	\$4,515.12	\$9,782.76	\$117,393
		Step 3	59.2621	\$4,740.97	\$10,272.10	\$123,265
		Step 4	62.2249	\$4,977.99	\$10,785.65	\$129,428
		Step 5	65.3349	\$5,226.79	\$11,324.72	\$135,897

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FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Building Inspector I	Step 1	45.4714	\$3,637.71	\$7,881.71	\$94,580
		Step 2	47.7447	\$3,819.58	\$8,275.75	\$99,309
		Step 3	50.1294	\$4,010.35	\$8,689.09	\$104,269
		Step 4	52.6339	\$4,210.72	\$9,123.22	\$109,479
		Step 5	55.2660	\$4,421.28	\$9,579.44	\$114,953

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Building Inspector II	Step 1	50.4815	\$4,038.52	\$8,750.13	\$105,002
		Step 2	53.0068	\$4,240.55	\$9,187.85	\$110,254
		Step 3	55.6588	\$4,452.70	\$9,647.52	\$115,770
		Step 4	58.4373	\$4,674.99	\$10,129.14	\$121,550
		Step 5	61.3585	\$4,908.68	\$10,635.47	\$127,626

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Civil Engineering Assistant	Step 1	50.8187	\$4,065.49	\$8,808.57	\$105,703
		Step 2	53.3595	\$4,268.76	\$9,248.99	\$110,988
		Step 3	56.0279	\$4,482.24	\$9,711.51	\$116,538
		Step 4	58.8239	\$4,705.91	\$10,196.14	\$122,354
		Step 5	61.7711	\$4,941.69	\$10,706.98	\$128,484

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Civil Engineering Technician	Step 1	42.8829	\$3,430.63	\$7,433.04	\$89,196
		Step 2	45.0168	\$3,601.34	\$7,802.91	\$93,635
		Step 3	47.2733	\$3,781.86	\$8,194.03	\$98,328
		Step 4	49.6328	\$3,970.62	\$8,603.02	\$103,236
		Step 5	52.1161	\$4,169.28	\$9,033.45	\$108,401

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Communications Coordinator	Step 1	35.8131	\$2,865.05	\$6,207.60	\$74,491
		Step 2	37.6012	\$3,008.10	\$6,517.55	\$78,211
		Step 3	39.4861	\$3,158.89	\$6,844.26	\$82,131
		Step 4	41.4603	\$3,316.82	\$7,186.45	\$86,237
		Step 5	43.5314	\$3,482.51	\$7,545.45	\$90,545

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Cook	Step 1	32.8546	\$2,628.37	\$5,694.80	\$68,338
		Step 2	34.4985	\$2,759.88	\$5,979.73	\$71,757
		Step 3	36.2300	\$2,898.40	\$6,279.86	\$75,358
		Step 4	38.0382	\$3,043.05	\$6,593.28	\$79,119
		Step 5	39.9340	\$3,194.72	\$6,921.90	\$83,063

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FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Facility Attendant	Step 1	19.9221	\$1,593.77	\$3,453.16	\$41,438
		Step 2	20.9181	\$1,673.45	\$3,625.80	\$43,510
		Step 3	21.9640	\$1,757.12	\$3,807.09	\$45,685
		Step 4	23.0623	\$1,844.98	\$3,997.47	\$47,970
		Step 5	24.2154	\$1,937.23	\$4,197.34	\$50,368

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Fire Prevention Officer	Step 1	63.9412	\$5,115.30	\$11,083.14	\$132,998
		Step 2	67.1406	\$5,371.25	\$11,637.70	\$139,652
		Step 3	70.5094	\$5,640.75	\$12,221.63	\$146,660
		Step 4	74.0288	\$5,922.30	\$12,831.66	\$153,980
		Step 5	77.7270	\$6,218.16	\$13,472.68	\$161,672

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Permit Technician	Step 1	36.8329	\$2,946.63	\$6,384.36	\$76,612
		Step 2	38.6744	\$3,093.95	\$6,703.57	\$80,443
		Step 3	40.6081	\$3,248.65	\$7,038.74	\$84,465
		Step 4	42.6386	\$3,411.09	\$7,390.70	\$88,688
		Step 5	44.7705	\$3,581.64	\$7,760.23	\$93,123

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Public Works Assistant Superintendent	Step 1	54.8276	\$4,386.21	\$9,503.45	\$114,041
		Step 2	57.5691	\$4,605.53	\$9,978.64	\$119,744
		Step 3	60.4475	\$4,835.80	\$10,477.56	\$125,731
		Step 4	63.4699	\$5,077.59	\$11,001.45	\$132,017
		Step 5	66.6433	\$5,331.46	\$11,551.51	\$138,618

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Public Works Inspector	Step 1	50.6460	\$4,051.68	\$8,778.64	\$105,344
		Step 2	53.1807	\$4,254.45	\$9,217.98	\$110,616
		Step 3	55.8381	\$4,467.05	\$9,678.60	\$116,143
		Step 4	58.6261	\$4,690.09	\$10,161.86	\$121,942
		Step 5	61.5600	\$4,924.80	\$10,670.41	\$128,045

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Recreation Coordinator	Step 1	38.1748	\$3,053.99	\$6,616.97	\$79,404
		Step 2	40.0809	\$3,206.47	\$6,947.36	\$83,368
		Step 3	42.0901	\$3,367.21	\$7,295.62	\$87,547
		Step 4	44.1945	\$3,535.56	\$7,660.38	\$91,925
		Step 5	46.4022	\$3,712.18	\$8,043.06	\$96,517

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FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Recreation Supervisor	Step 1	50.7262	\$4,058.09	\$8,792.54	\$105,510
		Step 2	53.2581	\$4,260.65	\$9,231.40	\$110,777
		Step 3	55.9244	\$4,473.95	\$9,693.57	\$116,323
		Step 4	58.7177	\$4,697.41	\$10,177.73	\$122,133
		Step 5	61.6530	\$4,932.24	\$10,686.52	\$128,238

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Senior Administrative Clerk	Step 1	33.9868	\$2,718.95	\$5,891.05	\$70,693
		Step 2	35.6828	\$2,854.62	\$6,185.02	\$74,220
		Step 3	37.4707	\$2,997.66	\$6,494.92	\$77,939
		Step 4	39.3431	\$3,147.45	\$6,819.47	\$81,834
		Step 5	41.3075	\$3,304.60	\$7,159.97	\$85,920

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Senior Facility Attendant	Step 1	28.8261	\$2,306.09	\$4,996.53	\$59,958
		Step 2	30.2674	\$2,421.39	\$5,246.35	\$62,956
		Step 3	31.7808	\$2,542.47	\$5,508.68	\$66,104
		Step 4	33.3698	\$2,669.59	\$5,784.10	\$69,409
		Step 5	35.0384	\$2,803.07	\$6,073.32	\$72,880

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Senior Systems Analyst	Step 1	60.8222	\$4,865.77	\$10,542.51	\$126,510
		Step 2	63.8636	\$5,109.09	\$11,069.69	\$132,836
		Step 3	67.0567	\$5,364.53	\$11,623.16	\$139,478
		Step 4	70.4098	\$5,632.78	\$12,204.36	\$146,452
		Step 5	73.9302	\$5,914.41	\$12,814.56	\$153,775

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Systems Analyst	Step 1	53.0074	\$4,240.59	\$9,187.94	\$110,255
		Step 2	55.6597	\$4,452.78	\$9,647.68	\$115,772
		Step 3	58.4455	\$4,675.64	\$10,130.55	\$121,567
		Step 4	61.3645	\$4,909.16	\$10,636.52	\$127,638
		Step 5	64.4328	\$5,154.63	\$11,168.36	\$134,020

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Part-Time Employee Group
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FLSA	Classification Title	Step	Hourly
Non-Exempt	Facility Attendant	Step 1	\$18.77
		Step 2	\$19.72
		Step 3	\$20.71
		Step 4	\$21.74
		Step 5	\$22.83

FLSA	Classification Title	Step	Hourly
Non-Exempt	Intern	Step 1	\$21.00
		Step 2	\$22.05
		Step 3	\$23.15
		Step 4	\$24.31
		Step 5	\$25.53

FLSA	Classification Title	Step	Hourly
Non-Exempt	Program Coordinator	Step 1	\$25.64
		Step 2	\$26.92
		Step 3	\$28.28
		Step 4	\$29.68
		Step 5	\$31.17

FLSA	Classification Title	Step	Hourly
Non-Exempt	Recreation Leader I	Step 1	\$18.23
		Step 2	\$19.13

FLSA	Classification Title	Step	Hourly
Non-Exempt	Recreation Leader II	Step 1	\$20.10
		Step 2	\$21.09
		Step 3	\$22.16
		Step 4	\$23.26
		Step 5	\$24.42