

NON UNION EMPLOYEES
Ordinance 9750
Effective Date 10/13/2019

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
ACCOUNTANT		October 13, 2019									
0005	Hourly:	26.4150	27.7006	29.0488	30.4625	31.9451	33.4999	35.1303	36.8400	38.6380	
	Bi-Weekly:	2,113.20	2,216.05	2,323.90	2,437.00	2,555.61	2,679.99	2,810.42	2,947.20	3,091.04	
	Monthly:	4,578.60	4,801.44	5,035.12	5,280.17	5,537.15	5,806.64	6,089.24	6,385.60	6,697.25	
	Annual:	54,943.20	57,617.23	60,421.41	63,362.06	66,445.82	69,679.68	73,070.92	76,627.21	80,367.04	
ACCT TECH SW		October 13, 2019									
0010	Hourly:	20.4135	21.0238	21.6523	22.2996	22.9662	23.6528	24.3599	25.0882	25.8403	
	Bi-Weekly:	1,633.08	1,681.90	1,732.18	1,783.97	1,837.30	1,892.22	1,948.79	2,007.06	2,067.22	
	Monthly:	3,538.34	3,644.12	3,753.06	3,865.27	3,980.82	4,099.81	4,222.38	4,348.63	4,478.98	
	Annual:	42,460.08	43,729.40	45,036.68	46,383.22	47,769.80	49,197.72	50,668.54	52,183.56	53,747.72	
ADMIN COOR PW		October 13, 2019									
0033	Hourly:	22.0092	23.0352	24.1091	25.2330	26.4093	27.6405	28.9290	30.2777	31.6931	
	Bi-Weekly:	1,760.74	1,842.82	1,928.73	2,018.64	2,112.74	2,211.24	2,314.32	2,422.22	2,535.45	
	Monthly:	3,814.94	3,992.78	4,178.92	4,373.72	4,577.60	4,791.02	5,014.36	5,248.14	5,493.48	
	Annual:	45,779.24	47,913.32	50,146.98	52,484.64	54,931.24	57,492.24	60,172.32	62,977.72	65,921.70	
ASST FIN DIRECT		October 13, 2019									
0038	Hourly:	35.2700	36.9730	38.7584	40.6299	42.5918	44.6484	46.8043	49.0643	51.4400	
	Bi-Weekly:	2,821.60	2,957.84	3,100.67	3,250.39	3,407.34	3,571.87	3,744.34	3,925.14	4,115.20	
	Monthly:	6,113.47	6,408.66	6,718.11	7,042.51	7,382.56	7,739.04	8,112.73	8,504.47	8,916.27	
	Annual:	73,361.60	76,903.96	80,617.37	84,510.09	88,590.77	92,868.50	97,352.78	102,053.58	106,995.20	
AST UTL DIR PRO		October 13, 2019									
0045	Hourly:	56.0485	58.7580	61.5986	64.5765	67.6983	70.9710	74.4019	77.9988	81.7800	
	Bi-Weekly:	4,483.88	4,700.64	4,927.89	5,166.12	5,415.86	5,677.68	5,952.15	6,239.90	6,542.40	
	Monthly:	9,715.07	10,184.73	10,677.09	11,193.25	11,734.36	12,301.64	12,896.33	13,519.78	14,175.20	
	Annual:	116,580.88	122,216.74	128,125.05	134,318.99	140,812.37	147,619.65	154,756.01	162,237.37	170,102.40	
AST UTL DIR TRN		October 13, 2019									
0043	Hourly:	56.0485	58.7580	61.5986	64.5765	67.6983	70.9710	74.4019	77.9988	81.7800	
	Bi-Weekly:	4,483.88	4,700.64	4,927.89	5,166.12	5,415.86	5,677.68	5,952.15	6,239.90	6,542.40	
	Monthly:	9,715.07	10,184.73	10,677.09	11,193.25	11,734.36	12,301.64	12,896.33	13,519.78	14,175.20	
	Annual:	116,580.88	122,216.74	128,125.05	134,318.99	140,812.37	147,619.65	154,756.01	162,237.37	170,102.40	
ASTPWDIR/ENGINR		October 13, 2019									
0407	Hourly:	41.1300	43.3809	45.7550	48.2590	50.9000	53.6856	56.6236	59.7224	63.0000	
	Bi-Weekly:	3,290.40	3,470.47	3,660.40	3,860.72	4,072.00	4,294.85	4,529.89	4,777.79	5,040.00	
	Monthly:	7,129.20	7,519.36	7,930.86	8,364.89	8,822.67	9,305.50	9,814.76	10,351.89	10,920.00	
	Annual:	85,550.40	90,232.26	95,170.35	100,378.68	105,872.04	111,666.03	117,777.10	124,222.62	131,040.00	
ASTUTL DIR EBO		October 13, 2019									
0040	Hourly:	56.0485	58.7580	61.5986	64.5765	67.6983	70.9710	74.4019	77.9988	81.7800	
	Bi-Weekly:	4,483.88	4,700.64	4,927.89	5,166.12	5,415.86	5,677.68	5,952.15	6,239.90	6,542.40	
	Monthly:	9,715.07	10,184.73	10,677.09	11,193.25	11,734.36	12,301.64	12,896.33	13,519.78	14,175.20	
	Annual:	116,580.88	122,216.74	128,125.05	134,318.99	140,812.37	147,619.65	154,756.01	162,237.37	170,102.40	

NON UNION EMPLOYEES
Ordinance 9750
Effective Date 10/13/2019

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
ATTORNEY		October 13, 2019								
0050	Hourly:	35.0573	36.8344	38.7016	40.6636	42.7250	44.8909	47.1665	49.5576	52.0769
	Bi-Weekly:	2,804.58	2,946.75	3,096.13	3,253.09	3,418.00	3,591.27	3,773.32	3,964.61	4,166.15
	Monthly:	6,076.58	6,384.63	6,708.29	7,048.35	7,405.66	7,781.08	8,175.53	8,589.98	9,026.66
	Annual:	72,918.98	76,615.51	80,499.43	84,580.25	88,867.94	93,372.98	98,106.40	103,079.78	108,319.95
BLD DEPT DIR		October 13, 2019								
0070	Hourly:	41.2900	43.3473	45.5069	47.7741	50.1544	52.6533	55.2766	58.0306	60.9300
	Bi-Weekly:	3,303.20	3,467.78	3,640.55	3,821.93	4,012.35	4,212.26	4,422.13	4,642.45	4,874.40
	Monthly:	7,156.93	7,513.51	7,887.86	8,280.85	8,693.43	9,126.56	9,581.28	10,058.64	10,561.20
	Annual:	85,883.20	90,162.15	94,654.30	99,370.25	104,321.17	109,518.76	114,975.30	120,703.71	126,734.40
CEMETERY SUPT		October 13, 2019								
0085	Hourly:	26.2260	27.5158	28.8689	30.2885	31.7780	33.3408	34.9804	36.7006	38.5105
	Bi-Weekly:	2,098.08	2,201.26	2,309.51	2,423.08	2,542.24	2,667.26	2,798.43	2,936.05	3,080.84
	Monthly:	4,545.84	4,769.39	5,003.94	5,250.01	5,508.19	5,779.07	6,063.27	6,361.44	6,675.15
	Annual:	54,550.08	57,232.69	60,047.22	63,000.16	66,098.31	69,348.83	72,759.19	76,337.27	80,101.84
CITY ADMINISTR		October 13, 2019								
0090	Hourly:	76.1973	77.6648	79.1605	80.6851	82.2390	83.8229	85.4373	87.0826	88.7644
	Bi-Weekly:	6,095.78	6,213.18	6,332.84	6,454.81	6,579.12	6,705.83	6,834.98	6,966.61	7,101.15
	Monthly:	13,207.53	13,461.90	13,721.16	13,985.42	14,254.76	14,529.29	14,809.11	15,094.32	15,385.83
	Annual:	158,490.38	161,542.76	164,653.91	167,824.99	171,057.13	174,351.53	177,709.37	181,131.88	184,629.95
CITY ATTORNEY		October 13, 2019								
0095	Hourly:	51.1831	53.3266	55.5599	57.8866	60.3109	62.8366	65.4681	68.2099	71.0744
	Bi-Weekly:	4,094.65	4,266.13	4,444.79	4,630.93	4,824.87	5,026.93	5,237.45	5,456.79	5,685.95
	Monthly:	8,871.74	9,243.28	9,630.37	10,033.68	10,453.88	10,891.68	11,347.81	11,823.04	12,319.56
	Annual:	106,460.85	110,919.31	115,564.48	120,404.19	125,446.58	130,700.14	136,173.71	141,876.51	147,834.75
CITY CLERK		October 13, 2019								
0100	Hourly:	33.8388	35.1015	36.4115	37.7704	39.1799	40.6420	42.1588	43.7321	45.3688
	Bi-Weekly:	2,707.10	2,808.12	2,912.92	3,021.63	3,134.39	3,251.36	3,372.70	3,498.57	3,629.50
	Monthly:	5,865.38	6,084.27	6,311.33	6,546.86	6,791.18	7,044.62	7,307.52	7,580.23	7,863.91
	Annual:	70,384.50	73,011.18	75,735.90	78,562.29	81,494.17	84,535.46	87,690.25	90,962.77	94,366.90
COLLECT SYS SUP		October 13, 2019								
0125	Hourly:	26.3531	27.6368	28.9831	30.3949	31.8755	33.4282	35.0566	36.7643	38.5602
	Bi-Weekly:	2,108.25	2,210.94	2,318.65	2,431.59	2,550.04	2,674.26	2,804.53	2,941.14	3,084.82
	Monthly:	4,567.88	4,790.37	5,023.74	5,268.45	5,525.09	5,794.23	6,076.48	6,372.47	6,683.78
	Annual:	54,814.50	57,484.44	60,284.90	63,221.34	66,301.04	69,530.76	72,917.78	76,469.64	80,205.32
COM DEV ADMIN		October 13, 2019								
0135	Hourly:	23.0800	24.1871	25.3474	26.5633	27.8375	29.1729	30.5723	32.0388	33.5800
	Bi-Weekly:	1,846.40	1,934.97	2,027.79	2,125.06	2,227.00	2,333.83	2,445.78	2,563.10	2,686.40
	Monthly:	4,000.53	4,192.44	4,393.55	4,604.30	4,825.17	5,056.63	5,299.19	5,553.38	5,820.53
	Annual:	48,006.40	50,309.22	52,722.54	55,251.56	57,902.00	60,679.58	63,590.28	66,640.60	69,846.40

NON UNION EMPLOYEES
Ordinance 9750
Effective Date 10/13/2019

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
COM SRV OFR PT		October 13, 2019								
0150	Hourly:	16.8469	17.6711	18.5356	19.4424	20.3936	21.3913	22.4379	23.5356	0.0000
	Bi-Weekly:	1,347.75	1,413.69	1,482.85	1,555.39	1,631.49	1,711.30	1,795.03	1,882.85	0.00
	Monthly:	2,920.13	3,063.00	3,212.84	3,370.01	3,534.90	3,707.82	3,889.23	4,079.51	0.00
	Annual:	35,041.50	36,755.94	38,554.10	40,440.14	42,418.74	44,493.80	46,670.78	48,954.10	0.00
CST SRV REP HSP		October 13, 2019								
0159	Hourly:	10.6729	11.1102	11.5654	12.0393	12.5326	13.0461	13.5807	14.1371	14.7180
	Bi-Weekly:	853.83	888.82	925.23	963.14	1,002.61	1,043.69	1,086.46	1,130.97	1,177.44
	Monthly:	1,849.97	1,925.78	2,004.67	2,086.80	2,172.32	2,261.33	2,354.00	2,450.44	2,551.12
	Annual:	22,199.58	23,109.32	24,055.98	25,041.64	26,067.86	27,135.94	28,247.96	29,405.22	30,613.44
CUST SRV TM LDR		October 13, 2019								
0154	Hourly:	21.5389	22.4383	23.3753	24.3514	25.3681	26.4274	27.5310	28.6805	29.8815
	Bi-Weekly:	1,723.11	1,795.06	1,870.02	1,948.11	2,029.45	2,114.19	2,202.48	2,294.44	2,390.52
	Monthly:	3,733.41	3,889.30	4,051.71	4,220.89	4,397.14	4,580.75	4,772.03	4,971.30	5,179.46
	Annual:	44,800.91	46,671.65	48,620.50	50,650.73	52,765.73	54,969.05	57,264.37	59,655.54	62,153.52
CUSTODIAN - FT		October 13, 2019								
0155	Hourly:	15.5701	16.2290	16.9159	17.6318	18.3779	19.1557	19.9664	20.8114	21.6946
	Bi-Weekly:	1,245.61	1,298.32	1,353.27	1,410.54	1,470.23	1,532.46	1,597.31	1,664.91	1,735.57
	Monthly:	2,698.82	2,813.03	2,932.09	3,056.17	3,185.50	3,320.33	3,460.84	3,607.31	3,760.40
	Annual:	32,385.86	33,756.32	35,185.02	36,674.04	38,225.98	39,843.96	41,530.06	43,287.66	45,124.82
CUSTODIAN PD-PT		October 13, 2019								
0157	Hourly:	15.5701	16.2290	16.9159	17.6318	18.3779	19.1557	19.9664	20.8114	21.6946
	Bi-Weekly:	1,245.61	1,298.32	1,353.27	1,410.54	1,470.23	1,532.46	1,597.31	1,664.91	1,735.57
	Monthly:	2,698.82	2,813.03	2,932.09	3,056.17	3,185.50	3,320.33	3,460.84	3,607.31	3,760.40
	Annual:	32,385.86	33,756.32	35,185.02	36,674.04	38,225.98	39,843.96	41,530.06	43,287.66	45,124.82
CVL ENG I-UTLY		October 13, 2019								
0172	Hourly:	31.3740	32.7821	34.2535	35.7910	37.3974	39.0760	40.8298	42.6624	44.5826
	Bi-Weekly:	2,509.92	2,622.57	2,740.28	2,863.28	2,991.79	3,126.08	3,266.38	3,412.99	3,566.61
	Monthly:	5,438.16	5,682.24	5,937.28	6,203.77	6,482.22	6,773.16	7,077.17	7,394.82	7,727.65
	Annual:	65,257.92	68,186.93	71,247.40	74,445.24	77,786.61	81,277.95	84,926.00	88,737.78	92,731.81
CVL ENG II-UTLY		October 13, 2019								
0173	Hourly:	35.6038	37.2639	39.0013	40.8196	42.7229	44.7148	46.7996	48.9816	51.2718
	Bi-Weekly:	2,848.30	2,981.11	3,120.10	3,265.57	3,417.83	3,577.18	3,743.97	3,918.53	4,101.74
	Monthly:	6,171.33	6,459.06	6,760.21	7,075.41	7,405.30	7,750.57	8,111.93	8,490.15	8,887.11
	Annual:	74,055.90	77,508.74	81,122.57	84,904.89	88,863.56	93,006.80	97,343.21	101,881.82	106,645.34
DEP CITY CLERK		October 13, 2019								
0167	Hourly:	27.4400	28.3401	29.2699	30.2301	31.2219	32.2461	33.3039	34.3965	35.5280
	Bi-Weekly:	2,195.20	2,267.21	2,341.59	2,418.41	2,497.75	2,579.69	2,664.31	2,751.72	2,842.24
	Monthly:	4,756.27	4,912.30	5,073.45	5,239.89	5,411.78	5,589.32	5,772.68	5,962.05	6,158.19
	Annual:	57,075.20	58,947.58	60,881.38	62,878.63	64,941.39	67,071.82	69,272.14	71,544.65	73,898.24

NON UNION EMPLOYEES
Ordinance 9750
Effective Date 10/13/2019

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
ELC ENGR II UTL		October 13, 2019								
0205	Hourly:	34.8211	36.4496	38.1543	39.9388	41.8066	43.7618	45.8085	47.9509	50.1998
	Bi-Weekly:	2,785.69	2,915.97	3,052.34	3,195.10	3,344.53	3,500.94	3,664.68	3,836.07	4,015.98
	Monthly:	6,035.66	6,317.93	6,613.41	6,922.71	7,246.47	7,585.38	7,940.13	8,311.48	8,701.28
	Annual:	72,427.89	75,815.21	79,360.95	83,072.53	86,957.68	91,024.54	95,281.59	99,737.74	104,415.38
ELEC DIST SPNTD		October 13, 2019								
0185	Hourly:	41.2596	42.7663	44.3280	45.9466	47.6245	49.3636	51.1663	53.0346	54.9768
	Bi-Weekly:	3,300.77	3,421.30	3,546.24	3,675.73	3,809.96	3,949.09	4,093.30	4,242.77	4,398.14
	Monthly:	7,151.66	7,412.82	7,683.51	7,964.09	8,254.92	8,556.36	8,868.81	9,192.67	9,529.30
	Annual:	85,819.97	88,953.84	92,202.16	95,569.09	99,058.98	102,676.30	106,425.72	110,312.05	114,351.54
ELEC DIST SUPV		October 13, 2019								
0190	Hourly:	38.8735	40.4019	41.9905	43.6415	45.3574	47.1408	48.9943	50.9206	52.9283
	Bi-Weekly:	3,109.88	3,232.15	3,359.24	3,491.32	3,628.59	3,771.26	3,919.54	4,073.65	4,234.26
	Monthly:	6,738.07	7,002.99	7,278.35	7,564.53	7,861.95	8,171.06	8,492.34	8,826.24	9,174.23
	Annual:	80,856.88	84,035.90	87,340.24	90,774.32	94,343.34	98,052.76	101,908.04	105,914.90	110,090.76
ELEC ENGR I UTL		October 13, 2019								
0200	Hourly:	30.3798	31.7596	33.2023	34.7105	36.2871	37.9355	39.6586	41.4600	43.3486
	Bi-Weekly:	2,430.38	2,540.77	2,656.18	2,776.84	2,902.97	3,034.84	3,172.69	3,316.80	3,467.89
	Monthly:	5,265.82	5,505.01	5,755.07	6,016.48	6,289.77	6,575.48	6,874.16	7,186.41	7,513.76
	Annual:	63,189.78	66,060.09	69,060.78	72,197.78	75,477.27	78,905.73	82,489.92	86,236.91	90,165.09
ELEC UNGRND SPT		October 13, 2019								
0195	Hourly:	41.2596	42.7663	44.3280	45.9466	47.6245	49.3636	51.1663	53.0346	54.9768
	Bi-Weekly:	3,300.77	3,421.30	3,546.24	3,675.73	3,809.96	3,949.09	4,093.30	4,242.77	4,398.14
	Monthly:	7,151.66	7,412.82	7,683.51	7,964.09	8,254.92	8,556.36	8,868.81	9,192.67	9,529.30
	Annual:	85,819.97	88,953.84	92,202.16	95,569.09	99,058.98	102,676.30	106,425.72	110,312.05	114,351.54
EMER MGMT DIR		October 13, 2019								
0220	Hourly:	41.1754	43.2423	45.4129	47.6925	50.0865	52.6006	55.2410	58.0139	60.9343
	Bi-Weekly:	3,294.03	3,459.38	3,633.03	3,815.40	4,006.92	4,208.05	4,419.28	4,641.11	4,874.74
	Monthly:	7,137.07	7,495.33	7,871.57	8,266.69	8,681.65	9,117.44	9,575.11	10,055.75	10,561.93
	Annual:	85,644.83	89,943.92	94,458.80	99,200.31	104,179.84	109,409.31	114,901.29	120,668.95	126,743.14
EMR MNT DPT DIR		October 13, 2019								
0219	Hourly:	28.9309	30.3588	31.8571	33.4294	35.0793	36.8105	38.6273	40.5338	42.5398
	Bi-Weekly:	2,314.47	2,428.70	2,548.57	2,674.35	2,806.34	2,944.84	3,090.18	3,242.70	3,403.18
	Monthly:	5,014.69	5,262.18	5,521.89	5,794.42	6,080.40	6,380.49	6,695.39	7,025.84	7,373.57
	Annual:	60,176.27	63,146.21	66,262.73	69,533.06	72,964.80	76,565.90	80,344.73	84,310.07	88,482.78
ENG TECH-WWTP		October 13, 2019								
0551	Hourly:	22.7343	23.7122	24.7322	25.7961	26.9058	28.0631	29.2703	30.5294	31.8463
	Bi-Weekly:	1,818.74	1,896.98	1,978.58	2,063.69	2,152.46	2,245.05	2,341.62	2,442.35	2,547.70
	Monthly:	3,940.60	4,110.12	4,286.92	4,471.33	4,663.66	4,864.28	5,073.51	5,291.76	5,520.02
	Annual:	47,287.24	49,321.48	51,443.08	53,655.94	55,963.96	58,371.30	60,882.12	63,501.10	66,240.20

NON UNION EMPLOYEES
Ordinance 9750
Effective Date 10/13/2019

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
ENGINEER I - PW		October 13, 2019								
0518	Hourly:	34.6000	36.0690	37.6004	39.1966	40.8608	42.5956	44.4040	46.2893	48.2600
	Bi-Weekly:	2,768.00	2,885.52	3,008.03	3,135.73	3,268.86	3,407.65	3,552.32	3,703.14	3,860.80
	Monthly:	5,997.33	6,251.96	6,517.39	6,794.09	7,082.54	7,383.24	7,696.70	8,023.47	8,365.07
	Annual:	71,968.00	75,023.47	78,208.66	81,529.09	84,990.48	88,598.84	92,360.39	96,281.64	100,380.80
ENGINEER I-WWTP		October 13, 2019								
0657	Hourly:	34.6000	36.0690	37.6004	39.1966	40.8608	42.5956	44.4040	46.2893	48.2600
	Bi-Weekly:	2,768.00	2,885.52	3,008.03	3,135.73	3,268.86	3,407.65	3,552.32	3,703.14	3,860.80
	Monthly:	5,997.33	6,251.96	6,517.39	6,794.09	7,082.54	7,383.24	7,696.70	8,023.47	8,365.07
	Annual:	71,968.00	75,023.47	78,208.66	81,529.09	84,990.48	88,598.84	92,360.39	96,281.64	100,380.80
EQP OPR GRNSITE		October 13, 2019								
0239	Hourly:	20.1229	20.9712	21.8552	22.7764	23.7365	24.7371	25.7799	26.8666	28.0023
	Bi-Weekly:	1,609.83	1,677.70	1,748.42	1,822.11	1,898.92	1,978.97	2,062.39	2,149.33	2,240.18
	Monthly:	3,487.97	3,635.02	3,788.24	3,947.91	4,114.33	4,287.77	4,468.51	4,656.88	4,853.72
	Annual:	41,855.58	43,620.20	45,458.92	47,374.86	49,371.92	51,453.22	53,622.14	55,882.58	58,244.68
EQP OPR LANDFIL		October 13, 2019								
0240	Hourly:	20.1229	20.9712	21.8552	22.7764	23.7365	24.7371	25.7799	26.8666	28.0023
	Bi-Weekly:	1,609.83	1,677.70	1,748.42	1,822.11	1,898.92	1,978.97	2,062.39	2,149.33	2,240.18
	Monthly:	3,487.97	3,635.02	3,788.24	3,947.91	4,114.33	4,287.77	4,468.51	4,656.88	4,853.72
	Annual:	41,855.58	43,620.20	45,458.92	47,374.86	49,371.92	51,453.22	53,622.14	55,882.58	58,244.68
EQP OPR TRNS ST		October 13, 2019								
0238	Hourly:	20.1229	20.9712	21.8552	22.7764	23.7365	24.7371	25.7799	26.8666	28.0023
	Bi-Weekly:	1,609.83	1,677.70	1,748.42	1,822.11	1,898.92	1,978.97	2,062.39	2,149.33	2,240.18
	Monthly:	3,487.97	3,635.02	3,788.24	3,947.91	4,114.33	4,287.77	4,468.51	4,656.88	4,853.72
	Annual:	41,855.58	43,620.20	45,458.92	47,374.86	49,371.92	51,453.22	53,622.14	55,882.58	58,244.68
FIN OP SUPRVSR		October 13, 2019								
0257	Hourly:	25.1200	26.2016	27.3299	28.5068	29.7343	31.0145	32.3500	33.7430	35.2000
	Bi-Weekly:	2,009.60	2,096.13	2,186.39	2,280.54	2,378.74	2,481.16	2,588.00	2,699.44	2,816.00
	Monthly:	4,354.13	4,541.62	4,737.18	4,941.16	5,153.93	5,375.85	5,607.33	5,848.78	6,101.33
	Annual:	52,249.60	54,499.44	56,846.17	59,293.94	61,847.11	64,510.22	67,288.00	70,185.39	73,216.00
FINANCE DIRECTR		October 13, 2019								
0255	Hourly:	46.7955	49.2954	51.9288	54.7029	57.6251	60.7035	63.9463	67.3624	70.9710
	Bi-Weekly:	3,743.64	3,943.63	4,154.30	4,376.23	4,610.01	4,856.28	5,115.70	5,388.99	5,677.68
	Monthly:	8,111.22	8,544.53	9,000.98	9,481.82	9,988.35	10,521.93	11,084.02	11,676.14	12,301.64
	Annual:	97,334.64	102,534.33	108,011.79	113,781.86	119,860.17	126,263.19	133,008.26	140,113.66	147,619.68
FIRE CHIEF		October 13, 2019								
0265	Hourly:	46.7670	49.1681	51.6925	54.3464	57.1366	60.0701	63.1543	66.3966	69.8151
	Bi-Weekly:	3,741.36	3,933.45	4,135.40	4,347.71	4,570.93	4,805.61	5,052.34	5,311.73	5,585.21
	Monthly:	8,106.28	8,522.47	8,960.02	9,420.05	9,903.68	10,412.15	10,946.73	11,508.75	12,101.28
	Annual:	97,275.32	102,269.62	107,520.29	113,040.54	118,844.20	124,945.83	131,360.73	138,104.98	145,215.41

NON UNION EMPLOYEES
Ordinance 9750
Effective Date 10/13/2019

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
FIRE EMS DV CHF		October 13, 2019									
0268	Hourly:	39.6795	41.4491	43.2976	45.2286	47.2458	49.3528	51.5538	53.8530	56.2614	
	Bi-Weekly:	3,174.36	3,315.93	3,463.81	3,618.29	3,779.66	3,948.22	4,124.30	4,308.24	4,500.91	
	Monthly:	6,877.78	7,184.51	7,504.93	7,839.63	8,189.26	8,554.48	8,935.99	9,334.51	9,751.98	
	Annual:	82,533.36	86,214.16	90,059.11	94,075.53	98,271.08	102,653.74	107,231.86	112,014.15	117,023.71	
FIRE OPS DV CHF		October 13, 2019									
0270	Hourly:	39.6795	41.4491	43.2976	45.2286	47.2458	49.3528	51.5538	53.8530	56.2614	
	Bi-Weekly:	3,174.36	3,315.93	3,463.81	3,618.29	3,779.66	3,948.22	4,124.30	4,308.24	4,500.91	
	Monthly:	6,877.78	7,184.51	7,504.93	7,839.63	8,189.26	8,554.48	8,935.99	9,334.51	9,751.98	
	Annual:	82,533.36	86,214.16	90,059.11	94,075.53	98,271.08	102,653.74	107,231.86	112,014.15	117,023.71	
FIRE PRV DV CHF		October 13, 2019									
0275	Hourly:	39.6795	41.4491	43.2976	45.2286	47.2458	49.3528	51.5538	53.8530	56.2614	
	Bi-Weekly:	3,174.36	3,315.93	3,463.81	3,618.29	3,779.66	3,948.22	4,124.30	4,308.24	4,500.91	
	Monthly:	6,877.78	7,184.51	7,504.93	7,839.63	8,189.26	8,554.48	8,935.99	9,334.51	9,751.98	
	Annual:	82,533.36	86,214.16	90,059.11	94,075.53	98,271.08	102,653.74	107,231.86	112,014.15	117,023.71	
FLT SRV FOREMAN		October 13, 2019									
0235	Hourly:	26.0843	27.4181	28.8202	30.2939	31.8430	33.4713	35.1829	36.9820	38.8784	
	Bi-Weekly:	2,086.74	2,193.45	2,305.62	2,423.51	2,547.44	2,677.70	2,814.63	2,958.56	3,110.27	
	Monthly:	4,521.27	4,752.48	4,995.51	5,250.94	5,519.45	5,801.68	6,098.37	6,410.21	6,738.92	
	Annual:	54,255.24	57,029.70	59,946.12	63,011.26	66,233.44	69,620.20	73,180.38	76,922.56	80,867.02	
GIS COORDNTR-PW		October 13, 2019									
0287	Hourly:	29.8365	31.3658	32.9735	34.6635	36.4403	38.3080	40.2715	42.3356	44.5116	
	Bi-Weekly:	2,386.92	2,509.26	2,637.88	2,773.08	2,915.22	3,064.64	3,221.72	3,386.85	3,560.93	
	Monthly:	5,171.66	5,436.74	5,715.40	6,008.34	6,316.30	6,640.05	6,980.38	7,338.17	7,715.34	
	Annual:	62,059.92	65,240.82	68,584.77	72,100.11	75,795.62	79,680.56	83,764.61	88,058.00	92,584.13	
GOLF COURSE SUP		October 13, 2019									
0290	Hourly:	26.3811	27.6274	28.9325	30.2994	31.7308	33.2296	34.7995	36.4435	38.1699	
	Bi-Weekly:	2,110.49	2,210.19	2,314.60	2,423.95	2,538.46	2,658.37	2,783.96	2,915.48	3,053.59	
	Monthly:	4,572.72	4,788.74	5,014.97	5,251.88	5,499.99	5,759.81	6,031.91	6,316.86	6,616.12	
	Annual:	54,872.69	57,464.93	60,179.63	63,022.58	65,999.83	69,117.73	72,382.92	75,802.37	79,393.39	
GRND MGT CC PRK		October 13, 2019									
0296	Hourly:	23.6475	24.7312	25.8645	27.0497	28.2893	29.5857	30.9415	32.3594	33.8464	
	Bi-Weekly:	1,891.80	1,978.50	2,069.16	2,163.98	2,263.14	2,366.86	2,475.32	2,588.75	2,707.71	
	Monthly:	4,098.90	4,286.75	4,483.18	4,688.62	4,903.47	5,128.20	5,363.19	5,608.96	5,866.71	
	Annual:	49,186.80	51,441.00	53,798.16	56,263.48	58,841.64	61,538.36	64,358.32	67,307.50	70,400.46	
GRND MNG CC CEM		October 13, 2019									
0295	Hourly:	22.0203	23.1082	24.2499	25.4481	26.7054	28.0248	29.4094	30.8624	32.3915	
	Bi-Weekly:	1,761.62	1,848.66	1,939.99	2,035.85	2,136.43	2,241.98	2,352.75	2,468.99	2,591.32	
	Monthly:	3,816.84	4,005.43	4,203.31	4,411.01	4,628.93	4,857.62	5,097.63	5,349.48	5,614.53	
	Annual:	45,802.12	48,065.16	50,439.74	52,932.10	55,547.18	58,291.48	61,171.50	64,193.74	67,374.32	

NON UNION EMPLOYEES
Ordinance 9750
Effective Date 10/13/2019

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
HR BNF/RSK MNGT		October 13, 2019									
0444	Hourly:	25.1073	26.3880	27.7341	29.1488	30.6356	32.1983	33.8407	35.5670	37.3863	
	Bi-Weekly:	2,008.58	2,111.04	2,218.73	2,331.90	2,450.85	2,575.86	2,707.26	2,845.36	2,990.90	
	Monthly:	4,351.92	4,573.92	4,807.25	5,052.45	5,310.18	5,581.03	5,865.73	6,164.95	6,480.28	
	Annual:	52,223.08	54,887.04	57,686.98	60,629.40	63,722.10	66,972.36	70,388.76	73,979.36	77,763.40	
HR RECRUITER		October 13, 2019									
0448	Hourly:	25.1073	26.3880	27.7341	29.1488	30.6356	32.1983	33.8407	35.5670	37.3863	
	Bi-Weekly:	2,008.58	2,111.04	2,218.73	2,331.90	2,450.85	2,575.86	2,707.26	2,845.36	2,990.90	
	Monthly:	4,351.92	4,573.92	4,807.25	5,052.45	5,310.18	5,581.03	5,865.73	6,164.95	6,480.28	
	Annual:	52,223.08	54,887.04	57,686.98	60,629.40	63,722.10	66,972.36	70,388.76	73,979.36	77,763.40	
HR SPECIALIST		October 13, 2019									
0450	Hourly:	25.1073	26.3880	27.7341	29.1488	30.6356	32.1983	33.8407	35.5670	37.3863	
	Bi-Weekly:	2,008.58	2,111.04	2,218.73	2,331.90	2,450.85	2,575.86	2,707.26	2,845.36	2,990.90	
	Monthly:	4,351.92	4,573.92	4,807.25	5,052.45	5,310.18	5,581.03	5,865.73	6,164.95	6,480.28	
	Annual:	52,223.08	54,887.04	57,686.98	60,629.40	63,722.10	66,972.36	70,388.76	73,979.36	77,763.40	
HUMAN RES DIR		October 13, 2019									
0445	Hourly:	41.5100	43.6529	45.9064	48.2761	50.7683	53.3890	56.1451	59.0435	62.1000	
	Bi-Weekly:	3,320.80	3,492.23	3,672.51	3,862.09	4,061.46	4,271.12	4,491.61	4,723.48	4,968.00	
	Monthly:	7,195.07	7,566.49	7,957.10	8,367.86	8,799.83	9,254.10	9,731.82	10,234.20	10,764.00	
	Annual:	86,340.80	90,797.93	95,485.15	100,414.33	105,597.97	111,049.20	116,781.84	122,810.41	129,168.00	
INFOR TECH MGR		October 13, 2019									
0300	Hourly:	39.8171	41.9289	44.1526	46.4944	48.9603	51.5570	54.2914	57.1709	60.2115	
	Bi-Weekly:	3,185.37	3,354.31	3,532.21	3,719.55	3,916.82	4,124.56	4,343.31	4,573.67	4,816.92	
	Monthly:	6,901.63	7,267.67	7,653.13	8,059.02	8,486.45	8,936.54	9,410.51	9,909.61	10,436.66	
	Annual:	82,819.57	87,212.05	91,837.50	96,708.26	101,837.36	107,238.48	112,926.07	118,915.30	125,239.92	
LEGAL SECRETARY		October 13, 2019									
0310	Hourly:	21.9574	22.8987	23.8804	24.9041	25.9718	27.0852	28.2463	29.4572	30.7236	
	Bi-Weekly:	1,756.59	1,831.90	1,910.43	1,992.33	2,077.74	2,166.82	2,259.70	2,356.58	2,457.89	
	Monthly:	3,805.95	3,969.12	4,139.27	4,316.72	4,501.77	4,694.78	4,896.02	5,105.92	5,325.43	
	Annual:	45,671.34	47,629.40	49,671.18	51,800.58	54,021.24	56,337.32	58,752.20	61,271.08	63,905.14	
LIBR ASST I		October 13, 2019									
0325	Hourly:	16.0535	16.8095	17.6011	18.4299	19.2978	20.2066	21.1581	22.1545	23.2007	
	Bi-Weekly:	1,284.28	1,344.76	1,408.09	1,474.39	1,543.82	1,616.53	1,692.65	1,772.36	1,856.06	
	Monthly:	2,782.61	2,913.65	3,050.86	3,194.51	3,344.94	3,502.48	3,667.41	3,840.11	4,021.46	
	Annual:	33,391.28	34,963.76	36,610.34	38,334.14	40,139.32	42,029.78	44,008.90	46,081.36	48,257.56	
LIBRARIAN I		October 13, 2019									
0315	Hourly:	24.7613	25.6814	26.6358	27.6255	28.6520	29.7166	30.8209	31.9661	33.1573	
	Bi-Weekly:	1,980.90	2,054.51	2,130.86	2,210.04	2,292.16	2,377.33	2,465.67	2,557.29	2,652.58	
	Monthly:	4,291.96	4,451.44	4,616.85	4,788.41	4,966.34	5,150.89	5,342.29	5,540.80	5,747.27	
	Annual:	51,503.50	53,417.32	55,402.24	57,460.93	59,596.11	61,810.64	64,107.45	66,489.61	68,967.18	

NON UNION EMPLOYEES
Ordinance 9750
Effective Date 10/13/2019

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
LIBRARIAN II		October 13, 2019									
0320	Hourly:	27.9810	28.9730	30.0003	31.0639	32.1653	33.3056	34.4865	35.7091	36.9788	
	Bi-Weekly:	2,238.48	2,317.84	2,400.02	2,485.11	2,573.22	2,664.45	2,758.92	2,856.73	2,958.30	
	Monthly:	4,850.04	5,021.99	5,200.04	5,384.41	5,575.31	5,772.98	5,977.65	6,189.58	6,409.64	
	Annual:	58,200.48	60,263.93	62,400.53	64,612.89	66,903.69	69,275.70	71,731.81	74,275.00	76,915.70	
LIBRARY DIRECTR		October 13, 2019									
0340	Hourly:	44.9256	47.3456	49.8961	52.5839	55.4165	58.4018	61.5478	64.8633	68.3671	
	Bi-Weekly:	3,594.05	3,787.65	3,991.69	4,206.71	4,433.32	4,672.14	4,923.82	5,189.06	5,469.37	
	Monthly:	7,787.10	8,206.58	8,648.66	9,114.55	9,605.53	10,122.97	10,668.27	11,242.96	11,850.30	
	Annual:	93,445.25	98,478.99	103,783.89	109,374.55	115,266.38	121,475.58	128,019.27	134,915.46	142,203.57	
LIBRARY PAGE PT		October 13, 2019									
0346	Hourly:	11.4129	11.8811	12.3685	12.8759	13.4041	13.9540	14.5265	15.1224	15.7445	
	Bi-Weekly:	913.03	950.49	989.48	1,030.07	1,072.33	1,116.32	1,162.12	1,209.79	1,259.56	
	Monthly:	1,978.23	2,059.40	2,143.87	2,231.82	2,323.38	2,418.69	2,517.93	2,621.21	2,729.05	
	Annual:	23,738.78	24,712.74	25,726.48	26,781.82	27,880.58	29,024.32	30,215.12	31,454.54	32,748.56	
LIBRARY SECRETR		October 13, 2019									
0350	Hourly:	17.6121	18.3516	19.1221	19.9250	20.7617	21.6334	22.5417	23.4882	24.4772	
	Bi-Weekly:	1,408.97	1,468.13	1,529.77	1,594.00	1,660.94	1,730.67	1,803.34	1,879.06	1,958.18	
	Monthly:	3,052.77	3,180.95	3,314.50	3,453.67	3,598.70	3,749.79	3,907.24	4,071.30	4,242.72	
	Annual:	36,633.22	38,171.38	39,774.02	41,444.00	43,184.44	44,997.42	46,886.84	48,855.56	50,912.68	
LIBRY ASST I PT		October 13, 2019									
0326	Hourly:	16.0535	16.8095	17.6011	18.4299	19.2978	20.2066	21.1581	22.1545	23.2007	
	Bi-Weekly:	1,284.28	1,344.76	1,408.09	1,474.39	1,543.82	1,616.53	1,692.65	1,772.36	1,856.06	
	Monthly:	2,782.61	2,913.65	3,050.86	3,194.51	3,344.94	3,502.48	3,667.41	3,840.11	4,021.46	
	Annual:	33,391.28	34,963.76	36,610.34	38,334.14	40,139.32	42,029.78	44,008.90	46,081.36	48,257.56	
LIBRY ASST II		October 13, 2019									
0560	Hourly:	19.8390	20.7197	21.6395	22.6001	23.6034	24.6513	25.7456	26.8885	28.0855	
	Bi-Weekly:	1,587.12	1,657.58	1,731.16	1,808.01	1,888.27	1,972.10	2,059.65	2,151.08	2,246.84	
	Monthly:	3,438.76	3,591.42	3,750.85	3,917.36	4,091.25	4,272.88	4,462.58	4,660.67	4,868.15	
	Annual:	41,265.12	43,097.08	45,010.16	47,008.26	49,095.02	51,274.60	53,550.90	55,928.08	58,417.84	
MAINT WRK GOLF		October 13, 2019									
0390	Hourly:	17.0125	17.9657	18.9723	20.0353	21.1578	22.3432	23.5951	24.9171	26.3171	
	Bi-Weekly:	1,361.00	1,437.26	1,517.78	1,602.82	1,692.62	1,787.46	1,887.61	1,993.37	2,105.37	
	Monthly:	2,948.83	3,114.06	3,288.52	3,472.78	3,667.34	3,872.83	4,089.82	4,318.97	4,561.64	
	Annual:	35,386.00	37,368.76	39,462.28	41,673.32	44,008.12	46,473.96	49,077.86	51,827.62	54,739.62	
METER READ SUPV		October 13, 2019									
0410	Hourly:	24.8044	25.6231	26.4689	27.3425	28.2450	29.1773	30.1404	31.1351	32.1658	
	Bi-Weekly:	1,984.35	2,049.85	2,117.51	2,187.40	2,259.60	2,334.18	2,411.23	2,490.81	2,573.26	
	Monthly:	4,299.43	4,441.34	4,587.94	4,739.37	4,895.80	5,057.40	5,224.32	5,396.76	5,575.39	
	Annual:	51,593.15	53,296.08	55,055.22	56,872.42	58,749.60	60,688.74	62,691.88	64,761.14	66,904.66	

NON UNION EMPLOYEES
Ordinance 9750
Effective Date 10/13/2019

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
MPO PRGM MNGR		October 13, 2019									
0412	Hourly:	28.5770	29.9896	31.4721	33.0280	34.6606	36.3741	38.1721	40.0591	42.0450	
	Bi-Weekly:	2,286.16	2,399.17	2,517.77	2,642.24	2,772.85	2,909.93	3,053.77	3,204.73	3,363.60	
	Monthly:	4,953.35	5,198.21	5,455.18	5,724.85	6,007.85	6,304.84	6,616.51	6,943.59	7,287.80	
	Annual:	59,440.16	62,378.51	65,462.12	68,698.16	72,094.17	75,658.05	79,398.12	83,323.06	87,453.60	
OFFICE MGR PD		October 13, 2019									
0415	Hourly:	21.0390	22.0413	23.0914	24.1916	25.3441	26.5515	27.8165	29.1417	30.5340	
	Bi-Weekly:	1,683.12	1,763.30	1,847.31	1,935.33	2,027.53	2,124.12	2,225.32	2,331.34	2,442.72	
	Monthly:	3,646.76	3,820.48	4,002.51	4,193.22	4,392.98	4,602.26	4,821.53	5,051.24	5,292.56	
	Annual:	43,761.12	45,845.80	48,030.06	50,318.58	52,715.78	55,227.12	57,858.32	60,614.84	63,510.72	
PARKS REC DIR		October 13, 2019									
0425	Hourly:	44.9156	47.3044	49.8203	52.4700	55.2606	58.1996	61.2950	64.5549	67.9979	
	Bi-Weekly:	3,593.25	3,784.35	3,985.62	4,197.60	4,420.85	4,655.97	4,903.60	5,164.39	5,439.83	
	Monthly:	7,785.37	8,199.43	8,635.52	9,094.80	9,578.50	10,087.93	10,624.46	11,189.52	11,786.30	
	Annual:	93,424.45	98,393.21	103,626.23	109,137.57	114,942.03	121,055.20	127,493.49	134,274.21	141,435.63	
PARKS SUPRNTDNT		October 13, 2019									
0435	Hourly:	33.4069	35.0754	36.8273	38.6665	40.5976	42.6253	44.7541	46.9894	49.3428	
	Bi-Weekly:	2,672.55	2,806.03	2,946.18	3,093.32	3,247.81	3,410.02	3,580.33	3,759.15	3,947.42	
	Monthly:	5,790.53	6,079.73	6,383.38	6,702.19	7,036.93	7,388.38	7,757.39	8,144.82	8,552.75	
	Annual:	69,486.35	72,956.79	76,600.55	80,426.31	84,443.13	88,660.57	93,088.65	97,737.88	102,633.02	
PAYROLL SPEC		October 13, 2019									
0440	Hourly:	21.8505	22.9009	24.0018	25.1556	26.3649	27.6323	28.9607	30.3529	31.8161	
	Bi-Weekly:	1,748.04	1,832.07	1,920.14	2,012.45	2,109.19	2,210.58	2,316.86	2,428.23	2,545.29	
	Monthly:	3,787.42	3,969.49	4,160.30	4,360.31	4,569.91	4,789.59	5,019.86	5,261.17	5,514.80	
	Annual:	45,449.04	47,633.82	49,923.64	52,323.70	54,838.94	57,475.08	60,238.36	63,133.98	66,177.54	
PBLC WRKS DIR		October 13, 2019									
0515	Hourly:	48.0175	50.4986	53.1080	55.8521	58.7380	61.7731	64.9650	68.3219	71.8620	
	Bi-Weekly:	3,841.40	4,039.89	4,248.64	4,468.17	4,699.04	4,941.85	5,197.20	5,465.75	5,748.96	
	Monthly:	8,323.03	8,753.09	9,205.38	9,681.03	10,181.26	10,707.34	11,260.60	11,842.45	12,456.08	
	Annual:	99,876.40	105,037.13	110,464.53	116,172.36	122,175.12	128,488.06	135,127.19	142,109.37	149,472.96	
PLANNER I		October 13, 2019									
0458	Hourly:	25.0900	26.2506	27.4649	28.7354	30.0646	31.4553	32.9104	34.4328	36.0300	
	Bi-Weekly:	2,007.20	2,100.05	2,197.19	2,298.83	2,405.17	2,516.42	2,632.83	2,754.62	2,882.40	
	Monthly:	4,348.93	4,550.11	4,760.58	4,980.80	5,211.20	5,452.24	5,704.47	5,968.34	6,245.20	
	Annual:	52,187.20	54,601.30	57,126.94	59,769.58	62,534.42	65,426.92	68,453.58	71,620.12	74,942.40	
PLANNING DIR		October 13, 2019									
0460	Hourly:	42.4161	44.6205	46.9394	49.3789	51.9450	54.6446	57.4845	60.4720	63.6235	
	Bi-Weekly:	3,393.29	3,569.64	3,755.15	3,950.31	4,155.60	4,371.57	4,598.76	4,837.76	5,089.88	
	Monthly:	7,352.12	7,734.21	8,136.16	8,559.00	9,003.81	9,471.73	9,963.98	10,481.80	11,028.07	
	Annual:	88,225.49	92,810.56	97,633.91	102,707.94	108,045.66	113,660.78	119,567.73	125,781.65	132,336.88	

NON UNION EMPLOYEES
Ordinance 9750
Effective Date 10/13/2019

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
POLICE CAPTAIN		October 13, 2019								
0474	Hourly:	38.9895	40.8300	42.7574	44.7758	46.8894	49.1029	51.4208	53.8481	56.3971
	Bi-Weekly:	3,119.16	3,266.40	3,420.59	3,582.06	3,751.15	3,928.23	4,113.66	4,307.85	4,511.77
	Monthly:	6,758.18	7,077.20	7,411.28	7,761.13	8,127.50	8,511.16	8,912.93	9,333.67	9,775.50
	Annual:	81,098.16	84,926.41	88,935.38	93,133.59	97,529.98	102,133.89	106,955.14	112,003.98	117,305.97
POLICE CHIEF		October 13, 2019								
0475	Hourly:	47.6514	50.1421	52.7631	55.5211	58.4233	61.4771	64.6905	68.0719	71.6401
	Bi-Weekly:	3,812.11	4,011.37	4,221.05	4,441.69	4,673.86	4,918.17	5,175.24	5,445.75	5,731.21
	Monthly:	8,259.58	8,691.31	9,145.61	9,623.66	10,126.69	10,656.02	11,213.02	11,799.13	12,417.62
	Annual:	99,114.91	104,295.72	109,747.33	115,483.90	121,520.33	127,872.29	134,556.26	141,589.61	149,011.41
PW ENGINEER		October 13, 2019								
0516	Hourly:	34.6028	36.2856	38.0504	39.9010	41.8416	43.8766	46.0106	48.2484	50.6015
	Bi-Weekly:	2,768.22	2,902.85	3,044.03	3,192.08	3,347.33	3,510.13	3,680.85	3,859.87	4,048.12
	Monthly:	5,997.80	6,289.51	6,595.40	6,916.17	7,252.55	7,605.28	7,975.17	8,363.04	8,770.93
	Annual:	71,973.62	75,474.10	79,144.83	82,994.09	87,030.56	91,263.34	95,702.00	100,356.52	105,251.12
PWR PL MAIN SPV		October 13, 2019								
0485	Hourly:	37.4591	38.9505	40.5014	42.1140	43.7908	45.5343	47.3473	49.2324	51.1981
	Bi-Weekly:	2,996.73	3,116.04	3,240.11	3,369.12	3,503.26	3,642.74	3,787.78	3,938.59	4,095.85
	Monthly:	6,492.91	6,751.43	7,020.24	7,299.75	7,590.40	7,892.61	8,206.86	8,533.62	8,874.34
	Annual:	77,914.93	81,017.14	84,242.88	87,597.04	91,084.76	94,711.34	98,482.31	102,403.42	106,492.05
PWR PL OPER SPV		October 13, 2019								
0490	Hourly:	39.1313	40.8014	42.5429	44.3585	46.2518	48.2258	50.2840	52.4301	54.6741
	Bi-Weekly:	3,130.50	3,264.11	3,403.43	3,548.68	3,700.14	3,858.06	4,022.72	4,194.41	4,373.93
	Monthly:	6,782.76	7,072.25	7,374.09	7,688.81	8,016.97	8,359.13	8,715.90	9,087.89	9,476.84
	Annual:	81,393.10	84,866.94	88,489.05	92,265.74	96,203.62	100,309.57	104,590.77	109,054.68	113,722.13
PWR PL SUPT BUR		October 13, 2019								
0495	Hourly:	45.5090	47.4388	49.4503	51.5471	53.7329	56.0113	58.3863	60.8620	63.4500
	Bi-Weekly:	3,640.72	3,795.10	3,956.02	4,123.77	4,298.63	4,480.90	4,670.90	4,868.96	5,076.00
	Monthly:	7,888.23	8,222.71	8,571.38	8,934.83	9,313.69	9,708.62	10,120.29	10,549.42	10,998.00
	Annual:	94,658.72	98,672.53	102,856.53	107,217.94	111,764.30	116,503.43	121,443.51	126,593.07	131,976.00
PWR PL SUPT PGS		October 13, 2019								
0500	Hourly:	51.0104	53.3441	55.7845	58.3365	61.0054	63.7963	66.7149	69.7670	72.9678
	Bi-Weekly:	4,080.83	4,267.53	4,462.76	4,666.92	4,880.43	5,103.70	5,337.19	5,581.36	5,837.42
	Monthly:	8,841.80	9,246.30	9,669.31	10,111.67	10,574.27	11,058.02	11,563.91	12,092.95	12,647.74
	Annual:	106,101.63	110,955.65	116,031.72	121,340.03	126,891.18	132,696.28	138,766.97	145,115.38	151,772.82
REC COORDINATOR		October 13, 2019								
0529	Hourly:	24.6495	25.7691	26.9396	28.1633	29.4425	30.7799	32.1780	33.6396	35.1719
	Bi-Weekly:	1,971.96	2,061.53	2,155.17	2,253.06	2,355.40	2,462.39	2,574.24	2,691.17	2,813.75
	Monthly:	4,272.58	4,466.65	4,669.54	4,881.64	5,103.38	5,335.19	5,577.52	5,830.87	6,096.46
	Annual:	51,270.96	53,599.82	56,034.46	58,579.68	61,240.52	64,022.22	66,930.27	69,970.41	73,157.55

NON UNION EMPLOYEES
Ordinance 9750
Effective Date 10/13/2019

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
RECCOR AQUATICS		October 13, 2019								
0531	Hourly:	24.6495	25.7691	26.9396	28.1633	29.4425	30.7799	32.1780	33.6396	35.1719
	Bi-Weekly:	1,971.96	2,061.53	2,155.17	2,253.06	2,355.40	2,462.39	2,574.24	2,691.17	2,813.75
	Monthly:	4,272.58	4,466.65	4,669.54	4,881.64	5,103.38	5,335.19	5,577.52	5,830.87	6,096.46
	Annual:	51,270.96	53,599.82	56,034.46	58,579.68	61,240.52	64,022.22	66,930.27	69,970.41	73,157.55
RECEPTIONIST		October 13, 2019								
0528	Hourly:	17.1392	18.0858	19.0847	20.1388	21.2511	22.4248	23.6634	24.9704	26.3534
	Bi-Weekly:	1,371.14	1,446.86	1,526.78	1,611.10	1,700.09	1,793.98	1,893.07	1,997.63	2,108.27
	Monthly:	2,970.80	3,134.86	3,308.02	3,490.72	3,683.53	3,886.96	4,101.65	4,328.20	4,567.92
	Annual:	35,649.64	37,618.36	39,696.28	41,888.60	44,202.34	46,643.48	49,219.82	51,938.38	54,815.02
RECREATION SUPT		October 13, 2019								
0530	Hourly:	33.4353	35.1853	37.0268	38.9648	41.0043	43.1504	45.4089	47.7856	50.2938
	Bi-Weekly:	2,674.82	2,814.82	2,962.14	3,117.18	3,280.34	3,452.03	3,632.71	3,822.85	4,023.50
	Monthly:	5,795.44	6,098.77	6,417.98	6,753.90	7,107.40	7,479.40	7,870.87	8,282.83	8,717.58
	Annual:	69,545.22	73,185.22	77,015.74	81,046.75	85,288.75	89,752.77	94,450.44	99,393.98	104,610.90
REG & ENV MNGR		October 13, 2019								
0533	Hourly:	41.1493	42.9045	44.7346	46.6429	48.6324	50.7069	52.8698	55.1250	57.4829
	Bi-Weekly:	3,291.94	3,432.36	3,578.77	3,731.43	3,890.59	4,056.55	4,229.58	4,410.00	4,598.63
	Monthly:	7,132.55	7,436.79	7,754.01	8,084.76	8,429.62	8,789.19	9,164.09	9,554.99	9,963.70
	Annual:	85,590.54	89,241.45	93,048.08	97,017.09	101,155.39	105,470.22	109,969.10	114,659.88	119,564.43
SHOOTRANGE SUPT		October 13, 2019								
0577	Hourly:	29.7586	31.3298	32.9838	34.7251	36.5584	38.4885	40.5205	42.6598	44.9183
	Bi-Weekly:	2,380.69	2,506.38	2,638.70	2,778.01	2,924.67	3,079.08	3,241.64	3,412.78	3,593.46
	Monthly:	5,158.16	5,430.48	5,717.18	6,019.02	6,336.79	6,671.34	7,023.55	7,394.36	7,785.84
	Annual:	61,897.89	65,165.77	68,606.18	72,228.22	76,041.49	80,056.08	84,282.62	88,732.30	93,430.06
SR CIVIL ENG		October 13, 2019								
0538	Hourly:	37.6163	39.5133	41.5058	43.5989	45.7975	48.1070	50.5329	53.0813	55.7655
	Bi-Weekly:	3,009.30	3,161.06	3,320.46	3,487.91	3,663.80	3,848.56	4,042.63	4,246.50	4,461.24
	Monthly:	6,520.16	6,848.96	7,194.34	7,557.14	7,938.23	8,338.54	8,759.04	9,200.74	9,666.02
	Annual:	78,241.90	82,187.50	86,332.07	90,685.64	95,258.76	100,062.48	105,108.45	110,408.89	115,992.24
SR ELEC ENGR		October 13, 2019								
0545	Hourly:	40.4714	42.2571	44.1216	46.0685	48.1011	50.2236	52.4396	54.7534	57.1761
	Bi-Weekly:	3,237.71	3,380.57	3,529.73	3,685.48	3,848.09	4,017.89	4,195.17	4,380.27	4,574.09
	Monthly:	7,015.04	7,324.57	7,647.76	7,985.20	8,337.54	8,705.42	9,089.53	9,490.59	9,910.52
	Annual:	84,180.51	87,894.85	91,773.08	95,822.42	100,050.44	104,465.02	109,074.38	113,887.12	118,926.29
SR PUB SFTY DIS		October 13, 2019								
0570	Hourly:	21.2775	22.0516	22.8539	23.6854	24.5471	25.4402	26.3658	27.3251	28.3220
	Bi-Weekly:	1,702.20	1,764.13	1,828.31	1,894.83	1,963.77	2,035.22	2,109.26	2,186.01	2,265.76
	Monthly:	3,688.10	3,822.28	3,961.34	4,105.47	4,254.84	4,409.64	4,570.06	4,736.36	4,909.15
	Annual:	44,257.20	45,867.38	47,536.06	49,265.58	51,058.02	52,915.72	54,840.76	56,836.26	58,909.76

NON UNION EMPLOYEES
Ordinance 9750
Effective Date 10/13/2019

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SR UTILITY SECR		October 13, 2019								
0575	Hourly:	19.6160	20.4141	21.2447	22.1090	23.0086	23.9447	24.9189	25.9327	26.9908
	Bi-Weekly:	1,569.28	1,633.13	1,699.58	1,768.72	1,840.69	1,915.58	1,993.51	2,074.62	2,159.26
	Monthly:	3,400.11	3,538.45	3,682.42	3,832.23	3,988.16	4,150.42	4,319.27	4,495.01	4,678.40
	Annual:	40,801.28	42,461.38	44,189.08	45,986.72	47,857.94	49,805.08	51,831.26	53,940.12	56,140.76
STREET FOREMAN		October 13, 2019								
0595	Hourly:	25.3949	26.6499	27.9669	29.3490	30.7994	32.3215	33.9188	35.5950	37.3590
	Bi-Weekly:	2,031.59	2,131.99	2,237.35	2,347.92	2,463.95	2,585.72	2,713.50	2,847.60	2,988.72
	Monthly:	4,401.78	4,619.31	4,847.59	5,087.16	5,338.56	5,602.39	5,879.25	6,169.80	6,475.56
	Annual:	52,821.34	55,431.74	58,171.10	61,045.92	64,062.70	67,228.72	70,551.00	74,037.60	77,706.72
STREET SUPT		October 13, 2019								
0590	Hourly:	32.6403	34.2753	35.9921	37.7950	39.6883	41.6764	43.7640	45.9563	48.2648
	Bi-Weekly:	2,611.22	2,742.02	2,879.37	3,023.60	3,175.06	3,334.11	3,501.12	3,676.50	3,861.18
	Monthly:	5,657.64	5,941.04	6,238.64	6,551.14	6,879.30	7,223.90	7,585.76	7,965.74	8,365.88
	Annual:	67,891.62	71,292.44	74,863.62	78,613.68	82,551.60	86,686.77	91,029.08	95,588.90	100,390.58
SW DIV CLK FT		October 13, 2019								
0580	Hourly:	20.4252	21.0294	21.6515	22.2920	22.9514	23.6304	24.3294	25.0491	25.7922
	Bi-Weekly:	1,634.02	1,682.35	1,732.12	1,783.36	1,836.11	1,890.43	1,946.35	2,003.93	2,063.38
	Monthly:	3,540.38	3,645.09	3,752.93	3,863.95	3,978.24	4,095.93	4,217.09	4,341.85	4,470.66
	Annual:	42,484.52	43,741.10	45,035.12	46,367.36	47,738.86	49,151.18	50,605.10	52,102.18	53,647.88
SW DIVCLK PT LF		October 13, 2019								
0581	Hourly:	18.3827	18.9265	19.4864	20.0628	20.6563	21.2674	21.8965	22.5442	23.2130
	Bi-Weekly:	1,470.62	1,514.12	1,558.91	1,605.02	1,652.50	1,701.39	1,751.72	1,803.54	1,857.04
	Monthly:	3,186.34	3,280.59	3,377.64	3,477.54	3,580.42	3,686.35	3,795.39	3,907.67	4,023.59
	Annual:	38,236.12	39,367.12	40,531.66	41,730.52	42,965.00	44,236.14	45,544.72	46,892.04	48,283.04
SW DIVCLK PT TR		October 13, 2019								
0582	Hourly:	18.3827	18.9265	19.4864	20.0628	20.6563	21.2674	21.8965	22.5442	23.2130
	Bi-Weekly:	1,470.62	1,514.12	1,558.91	1,605.02	1,652.50	1,701.39	1,751.72	1,803.54	1,857.04
	Monthly:	3,186.34	3,280.59	3,377.64	3,477.54	3,580.42	3,686.35	3,795.39	3,907.67	4,023.59
	Annual:	38,236.12	39,367.12	40,531.66	41,730.52	42,965.00	44,236.14	45,544.72	46,892.04	48,283.04
SW FOREMAN		October 13, 2019								
0555	Hourly:	24.2594	25.2925	26.3695	27.4924	28.6632	29.8838	31.1563	32.4831	33.8702
	Bi-Weekly:	1,940.75	2,023.40	2,109.56	2,199.39	2,293.06	2,390.70	2,492.50	2,598.65	2,709.62
	Monthly:	4,204.96	4,384.03	4,570.71	4,765.35	4,968.30	5,179.85	5,400.42	5,630.41	5,870.84
	Annual:	50,459.50	52,608.40	54,848.56	57,184.14	59,619.56	62,158.20	64,805.00	67,564.90	70,450.12
SW SUPERNTDNT		October 13, 2019								
0585	Hourly:	34.5540	36.2851	38.1030	40.0119	42.0164	44.1214	46.3319	48.6530	51.0973
	Bi-Weekly:	2,764.32	2,902.81	3,048.24	3,200.95	3,361.31	3,529.71	3,706.55	3,892.24	4,087.78
	Monthly:	5,989.36	6,289.42	6,604.51	6,935.39	7,282.85	7,647.71	8,030.85	8,433.19	8,856.87
	Annual:	71,872.32	75,473.04	79,254.15	83,224.70	87,394.16	91,772.50	96,370.20	101,198.24	106,282.38

NON UNION EMPLOYEES
Ordinance 9750
Effective Date 10/13/2019

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SWFOREMN-TRN ST		October 13, 2019								
0556	Hourly:	24.2594	25.2925	26.3695	27.4924	28.6632	29.8838	31.1563	32.4831	33.8702
	Bi-Weekly:	1,940.75	2,023.40	2,109.56	2,199.39	2,293.06	2,390.70	2,492.50	2,598.65	2,709.62
	Monthly:	4,204.96	4,384.03	4,570.71	4,765.35	4,968.30	5,179.85	5,400.42	5,630.41	5,870.84
	Annual:	50,459.50	52,608.40	54,848.56	57,184.14	59,619.56	62,158.20	64,805.00	67,564.90	70,450.12
TRNSIT PROG MN		October 13, 2019								
0603	Hourly:	28.5300	29.9094	31.3555	32.8715	34.4609	36.1270	37.8738	39.7049	41.6300
	Bi-Weekly:	2,282.40	2,392.75	2,508.44	2,629.72	2,756.87	2,890.16	3,029.90	3,176.39	3,330.40
	Monthly:	4,945.20	5,184.30	5,434.96	5,697.73	5,973.21	6,262.02	6,564.78	6,882.18	7,215.87
	Annual:	59,342.40	62,211.57	65,219.46	68,372.79	71,678.57	75,144.19	78,777.36	82,586.20	86,590.40
TURF MGMT SPEC		October 13, 2019								
0605	Hourly:	23.7096	24.7698	25.8774	27.0345	28.2434	29.5063	30.8257	32.2041	33.6482
	Bi-Weekly:	1,896.77	1,981.58	2,070.19	2,162.76	2,259.47	2,360.50	2,466.06	2,576.33	2,691.86
	Monthly:	4,109.67	4,293.42	4,485.41	4,685.98	4,895.52	5,114.42	5,343.13	5,582.05	5,832.36
	Annual:	49,316.02	51,521.08	53,824.94	56,231.76	58,746.22	61,373.00	64,117.56	66,984.58	69,988.36
UTIL DIRECTOR		October 13, 2019								
0610	Hourly:	75.7041	78.6230	81.6546	84.8030	88.0728	91.4686	94.9954	98.6581	102.4728
	Bi-Weekly:	6,056.33	6,289.84	6,532.37	6,784.24	7,045.82	7,317.49	7,599.63	7,892.65	8,197.82
	Monthly:	13,122.04	13,628.00	14,153.46	14,699.18	15,265.94	15,854.56	16,465.87	17,100.75	17,761.95
	Annual:	157,464.53	163,535.96	169,841.49	176,390.14	183,191.29	190,254.68	197,590.41	205,209.00	213,143.42
UTIL PROD ENGR		October 13, 2019								
0615	Hourly:	39.4781	41.4141	43.4450	45.5756	47.8106	50.1553	52.6149	55.1951	57.9095
	Bi-Weekly:	3,158.25	3,313.13	3,475.60	3,646.05	3,824.85	4,012.42	4,209.19	4,415.61	4,632.76
	Monthly:	6,842.87	7,178.45	7,530.48	7,899.77	8,287.18	8,693.58	9,119.92	9,567.16	10,037.65
	Annual:	82,114.45	86,141.35	90,365.72	94,797.26	99,446.13	104,322.97	109,438.98	114,805.87	120,451.76
UTIL WARE SUPV		October 13, 2019								
0630	Hourly:	28.2792	29.4749	30.7211	32.0200	33.3739	34.7849	36.2557	37.7886	39.3908
	Bi-Weekly:	2,262.34	2,357.99	2,457.69	2,561.60	2,669.91	2,782.79	2,900.46	3,023.09	3,151.26
	Monthly:	4,901.74	5,108.98	5,325.00	5,550.13	5,784.81	6,029.38	6,284.33	6,550.03	6,827.73
	Annual:	58,820.84	61,307.74	63,899.94	66,601.60	69,417.66	72,352.54	75,411.96	78,600.34	81,932.76
VCTM AST CRDNTR		October 13, 2019								
0633	Hourly:	17.3274	18.1311	18.9722	19.8522	20.7731	21.7366	22.7449	23.7999	24.9070
	Bi-Weekly:	1,386.19	1,450.49	1,517.78	1,588.18	1,661.85	1,738.93	1,819.59	1,903.99	1,992.56
	Monthly:	3,003.41	3,142.73	3,288.52	3,441.06	3,600.68	3,767.68	3,942.45	4,125.31	4,317.21
	Annual:	36,040.94	37,712.74	39,462.28	41,292.68	43,208.10	45,212.18	47,309.34	49,503.74	51,806.56
VCTM WTNS ADV		October 13, 2019								
0632	Hourly:	15.8857	16.6220	17.3925	18.1987	19.0423	19.9249	20.8485	21.8149	22.8289
	Bi-Weekly:	1,270.86	1,329.76	1,391.40	1,455.90	1,523.38	1,593.99	1,667.88	1,745.19	1,826.31
	Monthly:	2,753.53	2,881.15	3,014.70	3,154.45	3,300.66	3,453.65	3,613.74	3,781.25	3,957.01
	Annual:	33,042.36	34,573.76	36,176.40	37,853.40	39,607.88	41,443.74	43,364.88	45,374.94	47,484.06

NON UNION EMPLOYEES
Ordinance 9750
Effective Date 10/13/2019

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
WATER SUPERVISR		October 13, 2019								
0670	Hourly:	26.7174	28.1864	29.7363	31.3713	33.0962	34.9160	36.8358	38.8612	41.0040
	Bi-Weekly:	2,137.39	2,254.91	2,378.90	2,509.70	2,647.70	2,793.28	2,946.86	3,108.90	3,280.32
	Monthly:	4,631.01	4,885.64	5,154.28	5,437.68	5,736.68	6,052.11	6,384.86	6,735.95	7,107.36
	Annual:	55,572.14	58,627.66	61,851.40	65,252.20	68,840.20	72,625.28	76,618.36	80,831.40	85,288.32
WATER SUPT		October 13, 2019								
0665	Hourly:	33.4413	35.0844	36.8081	38.6166	40.5139	42.5045	44.5928	46.7838	49.0888
	Bi-Weekly:	2,675.30	2,806.75	2,944.65	3,089.33	3,241.11	3,400.36	3,567.42	3,742.70	3,927.10
	Monthly:	5,796.49	6,081.29	6,380.08	6,693.54	7,022.41	7,367.44	7,729.42	8,109.18	8,508.73
	Annual:	69,557.90	72,975.45	76,560.90	80,322.52	84,268.95	88,409.28	92,753.04	97,310.21	102,104.70
WW PLT MAINT SV		October 13, 2019								
0640	Hourly:	26.8071	28.0463	29.3427	30.6991	32.1182	33.6029	35.1563	36.7814	38.4864
	Bi-Weekly:	2,144.57	2,243.70	2,347.42	2,455.93	2,569.46	2,688.23	2,812.50	2,942.51	3,078.91
	Monthly:	4,646.57	4,861.35	5,086.08	5,321.18	5,567.16	5,824.50	6,093.75	6,375.44	6,670.97
	Annual:	55,758.82	58,336.20	61,032.92	63,854.18	66,805.96	69,893.98	73,125.00	76,505.26	80,051.66
WW REG COM MNGR		October 13, 2019								
0658	Hourly:	33.9519	34.7706	35.6091	36.4679	37.3473	38.2479	39.1703	40.1148	41.0848
	Bi-Weekly:	2,716.15	2,781.65	2,848.73	2,917.43	2,987.78	3,059.83	3,133.62	3,209.18	3,286.78
	Monthly:	5,885.00	6,026.91	6,172.25	6,321.09	6,473.52	6,629.63	6,789.50	6,953.23	7,121.37
	Annual:	70,619.95	72,322.93	74,066.97	75,853.08	77,682.25	79,555.53	81,473.99	83,438.71	85,456.38
WWTP CHIEF OPER		October 13, 2019								
0660	Hourly:	25.5094	26.6945	27.9346	29.2323	30.5904	32.0115	33.4986	35.0548	36.6879
	Bi-Weekly:	2,040.75	2,135.56	2,234.77	2,338.58	2,447.23	2,560.92	2,679.89	2,804.38	2,935.03
	Monthly:	4,421.63	4,627.05	4,842.00	5,066.92	5,302.33	5,548.66	5,806.43	6,076.16	6,359.23
	Annual:	53,059.50	55,524.56	58,104.02	60,803.08	63,627.98	66,583.92	69,677.14	72,913.88	76,310.78
WWTP ENGINEER		October 13, 2019								
0636	Hourly:	35.5893	37.4804	39.4719	41.5691	43.7779	46.1041	48.5538	51.1338	53.8583
	Bi-Weekly:	2,847.14	2,998.43	3,157.75	3,325.53	3,502.23	3,688.33	3,884.30	4,090.70	4,308.66
	Monthly:	6,168.81	6,496.59	6,841.79	7,205.32	7,588.18	7,991.37	8,415.99	8,863.17	9,335.44
	Annual:	74,025.74	77,959.08	82,101.42	86,463.86	91,058.10	95,896.45	100,991.89	106,358.07	112,025.26
WWTP OPER ENGR		October 13, 2019								
0639	Hourly:	34.7543	36.5533	38.4454	40.4355	42.5285	44.7300	47.0454	49.4806	52.0493
	Bi-Weekly:	2,780.34	2,924.26	3,075.63	3,234.84	3,402.28	3,578.40	3,763.63	3,958.45	4,163.94
	Monthly:	6,024.06	6,335.89	6,663.86	7,008.81	7,371.62	7,753.20	8,154.54	8,576.65	9,021.86
	Annual:	72,288.74	76,030.70	79,966.36	84,105.74	88,459.40	93,038.42	97,854.47	102,919.82	108,262.34