

**CITYWIDE PUBLIC PAY SCHEDULE – EFFECTIVE OCTOBER 4, 2011  
REVISION DATE – December 7, 2021**

<b>EFFECTIVE DATE</b>	<b>SALARY REVISION EFFECTIVE DATE</b>	<b>AGREEMENT NUMBER</b>	<b>JOB CLASS TITLE</b>	<b>GROUP BU</b>	<b>GRADE</b>	<b>PAY TYPE</b>	<b>HOURLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>ESCEA SALARY SCHEDULE</b>									
3/19/2019	10/1/2021	5683	Accounting Technician	ESCEA	22	Hourly	26.73	4633.14	55597.68
							28.07	4864.80	58377.60
							29.47	5108.04	61296.48
							30.94	5363.44	64361.28
							32.49	5631.61	67579.32
3/19/2019	10/1/2021	5683	Accounts Specialist I	ESCEA	12	Hourly	20.88	3619.38	43432.56
							21.93	3800.35	45604.20
							23.02	3990.37	47884.44
							24.17	4189.89	50278.68
							25.38	4399.39	52792.68
3/19/2019	10/1/2021	5683	Accounts Specialist II	ESCEA	18	Hourly	24.22	4197.42	50369.04
							25.43	4407.28	52887.36
							26.70	4627.64	55531.68
							28.03	4859.02	58308.24
							29.43	5101.96	61223.52
3/19/2019	10/1/2021	5683	Administrative Specialist	ESCEA	21	Hourly	26.08	4520.14	54241.68
							27.38	4746.14	56953.68
							28.75	4983.45	59801.40
							30.19	5232.62	62791.44
							31.70	5494.26	65931.12
3/19/2019	10/1/2021	5683	Administrative Technical Specialist	ESCEA	29	Hourly	31.77	5507.35	66088.20
							33.36	5782.73	69392.76
							35.03	6071.86	72862.32
							36.78	6375.45	76505.40
							38.62	6694.23	80330.76
3/19/2019	10/1/2021	5683	Assistant Planner	ESCEA	33	Hourly	35.07	6079.08	72948.96
							36.83	6383.04	76596.48
							38.67	6702.19	80426.28
							40.60	7037.31	84447.72
							42.63	7389.17	88670.04
3/19/2019	10/1/2021	5683	Building Inspector I	ESCEA	32	Hourly	34.22	5930.81	71169.72
							35.93	6227.35	74728.20
							37.72	6538.72	78464.64
							39.61	6865.66	82387.92
							41.59	7208.95	86507.40

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3/19/2019	10/1/2021	5683	Building Inspector II	ESCEA	36	Hourly	37.77	6546.51	78558.12
							39.66	6873.83	82485.96
							41.64	7217.52	86610.24
							43.72	7578.40	90940.80
							45.91	7957.32	95487.84
3/19/2019	10/1/2021	5683	Civil Engineering Assistant	ESCEA	34	Hourly	35.95	6231.08	74772.96
							37.75	6542.63	78511.56
							39.63	6869.76	82437.12
							41.61	7213.24	86558.88
							43.70	7573.90	90886.80
3/19/2019	10/1/2021	5683	Code Compliance Inspector	ESCEA	36	Hourly	37.77	6546.51	78558.12
							39.66	6873.83	82485.96
							41.64	7217.52	86610.24
							43.72	7578.40	90940.80
							45.91	7957.32	95487.84
3/19/2019	10/1/2021	5683	Community Cable Program Specialist	ESCEA	32	Hourly	34.22	5930.81	71169.72
							35.93	6227.35	74728.20
							37.72	6538.72	78464.64
							39.61	6865.66	82387.92
							41.59	7208.95	86507.40
3/19/2019	10/1/2021	5683	Computer Graphics Designer	ESCEA	34	Hourly	35.95	6231.08	74772.96
							37.75	6542.63	78511.56
							39.63	6869.76	82437.12
							41.61	7213.24	86558.88
							43.70	7573.90	90886.80
10/1/2019	10/1/2021	5232	Cultural Arts Coordinator	ESCEA	35S	Hourly	38.06	6597.49	79169.88
							39.97	6927.37	83128.44
							41.96	7273.73	87284.76
							44.06	7637.42	91649.04
							46.27	8019.29	96231.48
3/19/2019	10/1/2021	5683	Custodian	ESCEA	11	Hourly	20.37	3531.11	42373.32
							21.39	3707.67	44492.04
							22.46	3893.06	46716.72
							23.58	4087.71	49052.52
							24.76	4292.09	51505.08
3/19/2019	10/1/2021	5683	Economic Development Coordinator	ESCEA	33	Hourly	35.07	6079.08	72948.96
							36.83	6383.04	76596.48
							38.67	6702.19	80426.28
							40.60	7037.31	84447.72
							42.63	7389.17	88670.04

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3/19/2019	10/1/2021	5683	Engineering Technician	ESCEA	30	Hourly	32.57	5645.04	67740.48
							34.20	5927.29	71127.48
							35.91	6223.66	74683.92
							37.70	6534.84	78418.08
							39.59	6861.59	82339.08
3/19/2019	10/1/2021	5683	Equipment Mechanic I	ESCEA	22	Hourly	26.73	4633.14	55597.68
							28.07	4864.80	58377.60
							29.47	5108.04	61296.48
							30.94	5363.44	64361.28
							32.49	5631.61	67579.32
3/19/2019	10/1/2021	5683	Equipment Mechanic II	ESCEA	27	Hourly	30.24	5241.99	62903.88
							31.75	5504.09	66049.08
							33.34	5779.29	69351.48
							35.01	6068.25	72819.00
							36.76	6371.66	76459.92
3/19/2019	10/1/2021	5683	Facilities Systems Mechanic	ESCEA	32	Hourly	34.22	5930.81	71169.72
							35.93	6227.35	74728.20
							37.72	6538.72	78464.64
							39.61	6865.66	82387.92
							41.59	7208.95	86507.40
3/19/2019	10/1/2021	5683	Fire Equipment Mechanic	ESCEA	30	Hourly	32.57	5645.04	67740.48
							34.20	5927.29	71127.48
							35.91	6223.66	74683.92
							37.70	6534.84	78418.08
							39.59	6861.59	82339.08
3/19/2019	10/1/2021	5683	Fire Prevention Specialist	ESCEA	34	Hourly	35.95	6231.08	74772.96
							37.75	6542.63	78511.56
							39.63	6869.76	82437.12
							41.61	7213.24	86558.88
							43.70	7573.90	90886.80
3/19/2019	10/1/2021	5683	Library Assistant	ESCEA	20	Hourly	25.44	4409.90	52918.80
							26.71	4630.39	55564.68
							28.05	4861.91	58342.92
							29.45	5105.00	61260.00
							30.92	5360.25	64323.00
3/19/2019	10/1/2021	5683	Library Clerk I	ESCEA	7	Hourly	18.46	3199.00	38388.00
							19.38	3358.96	40307.52
							20.35	3526.90	42322.80
							21.36	3703.25	44439.00
							22.43	3888.42	46661.04

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3/19/2019	10/1/2021	5683	Library Clerk II	ESCEA	11	Hourly	20.37	3531.11	42373.32
							21.39	3707.67	44492.04
							22.46	3893.06	46716.72
							23.58	4087.71	49052.52
							24.76	4292.09	51505.08
3/19/2019	10/1/2021	5683	License/Permit Specialist I	ESCEA	17	Hourly	23.63	4095.01	49140.12
							24.81	4299.76	51597.12
							26.05	4514.76	54177.12
							27.35	4740.49	56885.88
							28.72	4977.52	59730.24
3/19/2019	10/1/2021	5683	License/Permit Specialist II	ESCEA	22	Hourly	26.73	4633.14	55597.68
							28.07	4864.80	58377.60
							29.47	5108.04	61296.48
							30.94	5363.44	64361.28
							32.49	5631.61	67579.32
3/19/2019	10/1/2021	5683	Maintenance Craftworker	ESCEA	29	Hourly	31.77	5507.35	66088.20
							33.36	5782.73	69392.76
							35.03	6071.86	72862.32
							36.78	6375.45	76505.40
							38.62	6694.23	80330.76
3/19/2019	10/1/2021	5683	Meter Reader/Repairer	ESCEA	26	Hourly	29.50	5114.12	61369.44
							30.98	5369.83	64437.96
							32.53	5638.32	67659.84
							34.16	5920.24	71042.88
							35.86	6216.25	74595.00
3/19/2019	10/1/2021	5683	Network Assistant	ESCEA	22	Hourly	26.73	4633.14	55597.68
							28.07	4864.80	58377.60
							29.47	5108.04	61296.48
							30.94	5363.44	64361.28
							32.49	5631.61	67579.32
3/19/2019	10/1/2021	5683	Office Specialist I	ESCEA	11	Hourly	20.37	3531.11	42373.32
							21.39	3707.67	44492.04
							22.46	3893.06	46716.72
							23.58	4087.71	49052.52
							24.76	4292.09	51505.08
3/19/2019	10/1/2021	5683	Office Specialist II	ESCEA	17	Hourly	23.63	4095.01	49140.12
							24.81	4299.76	51597.12
							26.05	4514.76	54177.12
							27.35	4740.49	56885.88
							28.72	4977.52	59730.24

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3/19/2019	10/1/2021	5683	Park Maintenance Worker I	ESCEA	15	Hourly	22.49	3897.70	46772.40
							23.61	4092.58	49110.96
							24.79	4297.21	51566.52
							26.03	4512.07	54144.84
							27.33	4737.67	56852.04
3/19/2019	10/1/2021	5683	Park Maintenance Worker II	ESCEA	19	Hourly	24.82	4302.33	51627.96
							26.06	4517.45	54209.40
							27.37	4743.32	56919.84
							28.73	4980.49	59765.88
							30.17	5229.52	62754.24
3/19/2019	10/1/2021	5683	Planning Technician	ESCEA	23	Hourly	27.40	4748.98	56987.76
							28.77	4986.42	59837.04
							30.21	5235.74	62828.88
							31.72	5497.53	65970.36
							33.30	5772.41	69268.92
3/19/2019	10/1/2021	5683	Pool Maintenance Technician	ESCEA	25	Hourly	28.78	4989.39	59872.68
							30.22	5238.86	62866.32
							31.74	5500.81	66009.72
							33.32	5775.85	69310.20
							34.99	6064.64	72775.68
3/19/2019	10/1/2021	5683	Public Works Inspector	ESCEA	22	Hourly	26.73	4633.14	55597.68
							28.07	4864.80	58377.60
							29.47	5108.04	61296.48
							30.94	5363.44	64361.28
							32.49	5631.61	67579.32
3/19/2019	10/1/2021	5683	Records Technician	ESCEA	23	Hourly	27.40	4748.98	56987.76
							28.77	4986.42	59837.04
							30.21	5235.74	62828.88
							31.72	5497.53	65970.36
							33.30	5772.41	69268.92
3/19/2019	10/1/2021	5683	Recreation Coordinator	ESCEA	25	Hourly	28.78	4989.39	59872.68
							30.22	5238.86	62866.32
							31.74	5500.81	66009.72
							33.32	5775.85	69310.20
							34.99	6064.64	72775.68
3/19/2019	10/1/2021	5683	Revenue Inspector	ESCEA	33	Hourly	35.07	6079.08	72948.96
							36.83	6383.04	76596.48
							38.67	6702.19	80426.28
							40.60	7037.31	84447.72
							42.63	7389.17	88670.04

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3/19/2019	10/1/2021	5683	Senior Administrative Specialist	ESCEA	25	Hourly	28.78	4989.39	59872.68
							30.22	5238.86	62866.32
							31.74	5500.81	66009.72
							33.32	5775.85	69310.20
							34.99	6064.64	72775.68
3/19/2019	10/1/2021	5683	Senior Library Assistant	ESCEA	27	Hourly	30.24	5241.99	62903.88
							31.75	5504.09	66049.08
							33.34	5779.29	69351.48
							35.01	6068.25	72819.00
							36.76	6371.66	76459.92
3/19/2019	10/1/2021	5683	Senior Network Assistant	ESCEA	26	Hourly	29.50	5114.12	61369.44
							30.98	5369.83	64437.96
							32.53	5638.32	67659.84
							34.16	5920.24	71042.88
							35.86	6216.25	74595.00
3/19/2019	10/1/2021	5683	Street Maintenance Leadworker	ESCEA	28	Hourly	31.00	5373.03	64476.36
							32.55	5641.68	67700.16
							34.18	5923.76	71085.12
							35.88	6219.95	74639.40
							37.68	6530.95	78371.40
3/19/2019	10/1/2021	5683	Street Maintenance Worker I	ESCEA	15	Hourly	22.49	3897.70	46772.40
							23.61	4092.58	49110.96
							24.79	4297.21	51566.52
							26.03	4512.07	54144.84
							27.33	4737.67	56852.04
3/19/2019	10/1/2021	5683	Street Maintenance Worker II	ESCEA	19	Hourly	24.82	4302.33	51627.96
							26.06	4517.45	54209.40
							27.37	4743.32	56919.84
							28.73	4980.49	59765.88
							30.17	5229.52	62754.24
3/19/2019	10/1/2021	5683	Tree Maintenance Worker	ESCEA	22	Hourly	26.73	4633.14	55597.68
							28.07	4864.80	58377.60
							29.47	5108.04	61296.48
							30.94	5363.44	64361.28
							32.49	5631.61	67579.32
3/19/2019	10/1/2021	5683	Wastewater Maintenance Leadworker	ESCEA	28	Hourly	31.00	5373.03	64476.36
							32.55	5641.68	67700.16
							34.18	5923.76	71085.12
							35.88	6219.95	74639.40
							37.68	6530.95	78371.40

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3/19/2019	10/1/2021	5683	Wastewater Maintenance Worker I	ESCEA	18	Hourly	24.22	4197.42	50369.04
							25.43	4407.28	52887.36
							26.70	4627.64	55531.68
							28.03	4859.02	58308.24
							29.43	5101.96	61223.52
3/19/2019	10/1/2021	5683	Wastewater Maintenance Worker II	ESCEA	22	Hourly	26.73	4633.14	55597.68
							28.07	4864.80	58377.60
							29.47	5108.04	61296.48
							30.94	5363.44	64361.28
							32.49	5631.61	67579.32

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<b>PSSEA SALARY SCHEDULE</b>									
4/16/2019	10/1/2021	5687	Crime Scene Investigator I	PSSEA	29ps	Hourly	30.29	5250.00	63000.00
							31.80	5512.50	66150.00
							33.39	5788.13	69457.56
							35.06	6077.53	72930.36
							36.82	6381.41	76576.92
4/16/2019	10/1/2021	5687	Crime Scene Investigator II	PSSEA	21ps	Hourly	33.43	5795.01	69540.12
							35.10	6084.77	73017.24
							36.86	6389.00	76668.00
							38.70	6708.45	80501.40
							40.64	7043.88	84526.56
4/16/2019	10/1/2021	5687	Police Assistant I	PSSEA	13ps	Hourly	21.79	3776.36	45316.32
							22.88	3965.18	47582.16
							24.02	4163.44	49961.28
							25.22	4371.61	52459.32
							26.48	4590.19	55082.28
4/16/2019	10/1/2021	5687	Police Assistant II	PSSEA	17ps	Hourly	24.05	4168.40	50020.80
							25.25	4376.82	52521.84
							26.51	4595.66	55147.92
							27.84	4825.44	57905.28
							29.23	5066.72	60800.64
4/16/2019	10/1/2021	5687	Police Service Officer I	PSSEA	22ps	Hourly	26.21	4543.07	54516.84
							27.52	4770.23	57242.76
							28.90	5008.74	60104.88
							30.34	5259.18	63110.16
							31.86	5522.14	66265.68
4/16/2019	10/1/2021	5687	Police Service Officer II	PSSEA	26ps	Hourly	28.93	5014.71	60176.52
							30.38	5265.45	63185.40
							31.90	5528.72	66344.64
							33.49	5805.16	69661.92
							35.17	6095.41	73144.92

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<b>POLICE OFFICER ASSOCIATION SALARY SCHEDULE</b>									
11/24/2018		5627	Police Officer	ESPOA	687	Hourly	41.20	7142.18	85706.16
							43.27	7499.29	89991.48
							45.43	7874.26	94491.12
							47.70	8267.97	99215.64
							50.08	8681.37	104176.44
							55.09	9549.50	114594.00
11/24/2018		5627	Police Sergeant	ESPOA	700	Hourly	51.62	8947.68	107372.16
							54.20	9395.06	112740.72
							56.91	9864.82	118377.84
							59.76	10358.06	124296.72
							62.75	10875.96	130511.52
							69.02	11963.56	143562.72

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<b>EL SEGUNDO POLICE MANAGEMENT ASSOCIATION SALARY SCHEDULE</b>									
11/5/2019	10/1/2021	5185	Police Lieutenant	ESPMA	56P	Hourly	74.18	12857.42	154289.04
							77.89	13500.29	162003.48
							81.78	14175.30	170103.60
							85.87	14884.07	178608.84
							90.16	15628.27	187539.24
11/5/2019	10/1/2021	5185	Police Captain	ESPMA	61P	Hourly	86.69	15026.89	180322.68
							91.03	15778.23	189338.76
							95.58	16567.14	198805.68
							100.36	17395.50	208746.00
							105.38	18265.27	219183.24

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<b>EL SEGUNDO FIREFIGHTERS ASSOCIATION SALARY SCHEDULE</b>									
11/24/2018		5628	Firefighter	ESFA - IAFF	483	Hourly	26.94	6537.32	78447.84
							28.24	6852.09	82225.08
							29.60	7182.58	86190.96
							31.03	7529.60	90355.20
							32.53	7893.94	94727.28
							34.11	8276.52	99318.24
11/24/2018		5628	Fire Paramedic	ESFA - IAFF	497	Hourly	32.59	7909.64	94915.68
							34.17	8293.01	99516.12
							35.83	8695.53	104346.36
							37.57	9118.19	109418.28
							39.40	9561.99	114743.88
11/24/2018		5628	Fire Engineer	ESFA - IAFF	497	Hourly	32.59	7909.64	94915.68
							34.17	8293.01	99516.12
							35.83	8695.53	104346.36
							37.57	9118.19	109418.28
							39.40	9561.99	114743.88
11/24/2018		5628	Fire Captain	ESFA - IAFF	510	Hourly	37.65	9136.40	109636.80
							39.48	9581.09	114973.08
							41.41	10048.04	120576.48
							43.43	10538.32	126459.84
							45.55	11053.11	132637.32

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
<b>SUPERVISORY PROFESSIONAL EMPLOYEE ASSOCIATION</b>									
10/1/2019	10/1/2021	5759	Crime Prevention Analyst I	SPEA	30S	Hourly	36.56	6336.61	76039.32
							38.39	6653.44	79841.28
							40.30	6986.11	83833.32
							42.32	7335.42	88025.04
							44.44	7702.19	92426.28
10/1/2019	10/1/2021	5759	Deputy City Treasurer I	SPEA	30S	Hourly	36.56	6336.61	76039.32
							38.39	6653.44	79841.28
							40.30	6986.11	83833.32
							42.32	7335.42	88025.04
							44.44	7702.19	92426.28
10/1/2019	10/1/2021	5759	Librarian I	SPEA	32S	Hourly	38.06	6597.49	79169.88
							39.97	6927.37	83128.44
							41.96	7273.73	87284.76
							44.06	7637.42	91649.04
							46.27	8019.29	96231.48
10/1/2019	10/1/2021	5759	Administrative Analyst	SPEA	33S	Hourly	38.84	6732.84	80794.08
							40.79	7069.49	84833.88
							42.82	7422.96	89075.52
							44.97	7794.11	93529.32
							47.21	8183.81	98205.72
10/1/2019	10/1/2021	5759	Property Owner Coordinator	SPEA	33S	Hourly	38.84	6732.84	80794.08
							40.79	7069.49	84833.88
							42.82	7422.96	89075.52
							44.97	7794.11	93529.32
							47.21	8183.81	98205.72
10/1/2019	10/1/2021	5759	Recreation Supervisor	SPEA	33S	Hourly	38.84	6732.84	80794.08
							40.79	7069.49	84833.88
							42.82	7422.96	89075.52
							44.97	7794.11	93529.32
							47.21	8183.81	98205.72
10/1/2019	10/1/2021	5759	Wellness Coordinator	SPEA	33S	Hourly	38.84	6732.84	80794.08
							40.79	7069.49	84833.88
							42.82	7422.96	89075.52
							44.97	7794.11	93529.32
							47.21	8183.81	98205.72
10/1/2019	10/1/2021	5759	Crime Prevention Analyst II	SPEA	34S	Hourly	39.64	6871.58	82458.96
							41.63	7215.16	86581.92
							43.71	7575.92	90911.04
							45.89	7954.72	95456.64
							48.19	8352.45	100229.40

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
10/1/2019	10/1/2021	5759	Equipment Maint. Supervisor	SPEA	37S	Hourly	42.17	7308.94	87707.28
							44.28	7674.39	92092.68
							46.49	8058.11	96697.32
							48.81	8461.01	101532.12
							51.25	8884.06	106608.72
10/1/2019	10/1/2021	5759	Park Maintenance Supervisor	SPEA	37S	Hourly	42.17	7308.94	87707.28
							44.28	7674.39	92092.68
							46.49	8058.11	96697.32
							48.81	8461.01	101532.12
							51.25	8884.06	106608.72
10/1/2019	10/1/2021	5759	Project Specialist/ Sr. Accountant	SPEA	37S	Hourly	42.17	7308.94	87707.28
							44.28	7674.39	92092.68
							46.49	8058.11	96697.32
							48.81	8461.01	101532.12
							51.25	8884.06	106608.72
10/1/2019	10/1/2021	5759	Street Maintenance Supervisor	SPEA	37S	Hourly	42.17	7308.94	87707.28
							44.28	7674.39	92092.68
							46.49	8058.11	96697.32
							48.81	8461.01	101532.12
							51.25	8884.06	106608.72
10/1/2019	10/1/2021	5759	Water/Wastewater Supervisor	SPEA	37S	Hourly	42.17	7308.94	87707.28
							44.28	7674.39	92092.68
							46.49	8058.11	96697.32
							48.81	8461.01	101532.12
							51.25	8884.06	106608.72
10/1/2019	10/1/2021	5759	Construction Coordinator	SPEA	38S	Hourly	43.05	7462.06	89544.72
							45.20	7835.17	94022.04
							47.46	8226.92	98723.04
							49.84	8638.27	103659.24
							52.33	9070.18	108842.16
10/1/2019	10/1/2021	5759	GIS Analyst	SPEA	38S	Hourly	43.05	7462.06	89544.72
							45.20	7835.17	94022.04
							47.46	8226.92	98723.04
							49.84	8638.27	103659.24
							52.33	9070.18	108842.16
10/1/2019	10/1/2021	5759	Program Coordinator	SPEA	38S	Hourly	43.05	7462.06	89544.72
							45.20	7835.17	94022.04
							47.46	8226.92	98723.04
							49.84	8638.27	103659.24
							52.33	9070.18	108842.16

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
10/1/2019	10/1/2021	5759	RSI Design Coordinator	SPEA	38S	Hourly	43.05	7462.06	89544.72
							45.20	7835.17	94022.04
							47.46	8226.92	98723.04
							49.84	8638.27	103659.24
							52.33	9070.18	108842.16
10/1/2019	10/1/2021	5759	Information Systems Developer	SPEA	39S	Hourly	43.96	7619.04	91428.48
							46.15	7999.99	95999.88
							48.46	8399.99	100799.88
							50.88	8819.99	105839.88
							53.43	9260.99	111131.88
11/3/2020	10/1/2021	NA	Media Supervisor	SPEA	40S	Hourly	43.96	7619.04	91428.48
							46.15	7999.99	95999.88
							48.46	8399.99	100799.88
							50.88	8819.99	105839.88
							53.43	9260.99	111131.88
10/1/2019	10/1/2021	5759	Accounting Supervisor	SPEA	40S	Hourly	44.88	7779.92	93359.04
							47.13	8168.91	98026.92
							49.48	8577.36	102928.32
							51.96	9006.23	108074.76
							54.56	9456.54	113478.48
10/1/2019	10/1/2021	5759	Economic Development Analyst	SPEA	40S	Hourly	44.88	7779.92	93359.04
							47.13	8168.91	98026.92
							49.48	8577.36	102928.32
							51.96	9006.23	108074.76
							54.56	9456.54	113478.48
10/1/2019	10/1/2021	5759	Police Records Supervisor	SPEA	40S	Hourly	44.88	7779.92	93359.04
							47.13	8168.91	98026.92
							49.48	8577.36	102928.32
							51.96	9006.23	108074.76
							54.56	9456.54	113478.48
10/1/2019	10/1/2021	5759	Senior Administrative Analyst	SPEA	40S	Hourly	44.88	7779.92	93359.04
							47.13	8168.91	98026.92
							49.48	8577.36	102928.32
							51.96	9006.23	108074.76
							54.56	9456.54	113478.48
10/1/2019	10/1/2021	5759	Associate Engineer	SPEA	42S	Hourly	46.81	8113.85	97366.20
							49.15	8519.54	102234.48
							51.61	8945.52	107346.24
							54.19	9392.80	112713.60
							56.90	9862.43	118349.16

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
10/1/2019	10/1/2021	5759	Facilities Maintenance Supervisor	SPEA	42S	Hourly	46.81	8113.85	97366.20
							49.15	8519.54	102234.48
							51.61	8945.52	107346.24
							54.19	9392.80	112713.60
							56.90	9862.43	118349.16
10/1/2019	10/1/2021	5759	Plan Check Engineer	SPEA	42S	Hourly	46.81	8113.85	97366.20
							49.15	8519.54	102234.48
							51.61	8945.52	107346.24
							54.19	9392.80	112713.60
							56.90	9862.43	118349.16
10/1/2019	10/1/2021	5759	Purchasing Agent	SPEA	42S	Hourly	46.81	8113.85	97366.20
							49.15	8519.54	102234.48
							51.61	8945.52	107346.24
							54.19	9392.80	112713.60
							56.90	9862.43	118349.16
10/1/2019	10/1/2021	5759	RSI Supervisor	SPEA	42S	Hourly	46.81	8113.85	97366.20
							49.15	8519.54	102234.48
							51.61	8945.52	107346.24
							54.19	9392.80	112713.60
							56.90	9862.43	118349.16
10/1/2019	10/1/2021	5759	Information System Specialist	SPEA	43S	Hourly	47.81	8287.10	99445.20
							50.20	8701.46	104417.52
							52.71	9136.53	109638.36
							55.35	9593.36	115120.32
							58.11	10073.02	120876.24
10/1/2019	10/1/2021	5759	Senior Building Inspector	SPEA	44S	Hourly	48.83	8464.69	101576.28
							51.28	8887.93	106655.16
							53.84	9332.32	111987.84
							56.53	9798.94	117587.28
							59.36	10288.88	123466.56
10/1/2019	10/1/2021	5759	Assistant Fire Marshall	SPEA	45S	Hourly	49.88	8646.73	103760.76
							52.38	9079.06	108948.72
							55.00	9533.02	114396.24
							57.75	10009.67	120116.04
							60.64	10510.15	126121.80
10/1/2019	10/1/2021	5759	Emergency Management Coordinator	SPEA	45S	Hourly	49.88	8646.73	103760.76
							52.38	9079.06	108948.72
							55.00	9533.02	114396.24
							57.75	10009.67	120116.04
							60.64	10510.15	126121.80

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
10/1/2019	10/1/2021	5759	Principal Environmental Specialist	SPEA	45S	Hourly	49.88	8646.73	103760.76
							52.38	9079.06	108948.72
							55.00	9533.02	114396.24
							57.75	10009.67	120116.04
							60.64	10510.15	126121.80
10/1/2019	10/1/2021	5759	Senior Engineer Associate	SPEA	46S	Hourly	50.96	8833.30	105999.60
							53.51	9274.97	111299.64
							56.18	9738.71	116864.52
							58.99	10225.65	122707.80
							61.94	10736.93	128843.16
10/1/2019	10/1/2021	5759	Technical Services Analyst	SPEA	47S	Hourly	52.06	9024.54	108294.48
							54.67	9475.77	113709.24
							57.40	9949.56	119394.72
							60.27	10447.04	125364.48
							63.28	10969.39	131632.68
10/1/2019	10/1/2021	5759	Fire Marshall	SPEA	49S	Hourly	54.35	9421.48	113057.76
							57.07	9892.56	118710.72
							59.93	10387.19	124646.28
							62.92	10906.54	130878.48
							66.07	11451.87	137422.44
10/1/2019	10/1/2021	5759	Principal Planner	SPEA	52S	Hourly	58.01	10054.88	120658.56
							60.91	10557.63	126691.56
							63.95	11085.51	133026.12
							67.15	11639.78	139677.36
							70.51	12221.77	146661.24
10/1/2019	10/1/2021	5759	Senior Plan Check Engineer	SPEA	52S	Hourly	58.01	10054.88	120658.56
							60.91	10557.63	126691.56
							63.95	11085.51	133026.12
							67.15	11639.78	139677.36
							70.51	12221.77	146661.24
10/1/2019	10/1/2021	5759	Environmental Safety Manager	SPEA	53S	Hourly	58.76	10185.73	122228.76
							61.70	10695.02	128340.24
							64.79	11229.77	134757.24
							68.03	11791.26	141495.12
							71.43	12380.82	148569.84

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
<b>UNREPRESENTED: EXECUTIVE, MID-MANAGEMENT, CONFIDENTIAL EMPLOYEES</b>									
11/3/2020		5232	Deputy City Manager	EXECUTIVE	60d	Salaried	68.20	11822.00	141864.00
							92.87	16098.00	193176.00
6/4/2019		5154	Chief of Police	EXECUTIVE	60f	Salaried	101.66	17620.73	211448.76
							125.41	21737.72	260852.64
6/4/2019		5154	Fire Chief	EXECUTIVE	70f	Salaried	96.69	16760.14	201121.68
							116.03	20112.17	241346.04
6/4/2019		5232	Chief Financial Officer	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							92.87	16098.00	193176.00
11/3/2020		5232	Director of Human Resources	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							92.87	16098.00	193176.00
11/3/2020		5232	Information Technology Services Director	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							92.87	16098.00	193176.00
11/3/2020		5232	Community Services Director	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							92.87	16098.00	193176.00
11/3/2020		5232	Development Services Director	EXECUTIVE	64d	Salaried	78.35	13581.00	162972.00
							102.12	17700.00	212400.00
6/4/2019		5154	Director of Public Works	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							92.87	16098.00	193176.00
6/4/2019		5154	Accounting Manager	MANAGEMENT	51m	Salaried	58.10	10070.98	120851.76
							69.72	12085.18	145022.16
6/4/2019		5154	Assistant City Engineer	MANAGEMENT	56m	Salaried	60.70	10521.52	126258.24
							72.84	12625.83	151509.96
6/4/2019		5154	Battalion Chief	MANAGEMENT	60f	Salaried	75.24	13041.06	156492.72
							90.28	15649.27	187791.24
6/4/2019		5154	Building Safety Manager	MANAGEMENT	60f	Salaried	64.83	11236.58	134838.96
							77.79	13483.89	161806.68
6/4/2019		5154	City Engineer (At-Will)	MANAGEMENT	60m	Salaried	68.91	11943.54	143322.48
							82.69	14332.25	171987.00
6/4/2019		5154	Community Cable Program Manager	MANAGEMENT	51m	Salaried	58.10	10070.98	120851.76
							69.72	12085.18	145022.16
11/3/2020		NA	Communications & Legislative Affairs Manager	MANAGEMENT	51m	Salaried	58.10	10070.98	120851.76
							69.72	12085.18	145022.16
6/4/2019		5154	Deputy City Clerk I	MANAGEMENT	27m	Salaried	35.43	6140.99	73691.88
							42.27	7325.99	87911.88
6/4/2019		5154	Deputy City Clerk II	MANAGEMENT	36m	Salaried	39.57	6859.26	82311.12
							47.49	8231.11	98773.32
6/4/2019		5154	Deputy City Treasurer II	MANAGEMENT	30s	Salaried	44.05	7635.47	91625.64
							52.86	9162.56	109950.72
6/4/2019		5154	Finance Manager	MANAGEMENT	55m	Salaried	59.38	10292.33	123507.96
							71.25	12350.80	148209.60

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/4/2019		5154	General Services Manager	MANAGEMENT	53m	Salaried	59.04	10233.12	122797.44
							70.84	12279.74	147356.88
6/4/2019		5154	Human Resources Manager	MANAGEMENT	51m	Salaried	58.10	10070.98	120851.76
							69.72	12085.18	145022.16
6/4/2019		5154	Information Systems Manager	MANAGEMENT	54m	Salaried	62.04	10753.00	129036.00
							74.44	12903.60	154843.20
6/4/2019		5154	Librarian II	MANAGEMENT	37m	Salaried	41.97	7274.57	87294.84
							50.36	8729.48	104753.76
11/3/2020		1620	Library Services Manager	MANAGEMENT	50m	Salaried	56.85	9854.65	118255.80
							68.22	11825.58	141906.96
6/4/2019		5154	Park Maintenance Superintendent	MANAGEMENT	48m	Salaried	54.45	9437.67	113252.04
							65.34	11325.20	135902.40
6/4/2019		5154	Planning Manager	MANAGEMENT	56m	Salaried	64.83	11236.58	134838.96
							77.79	13483.89	161806.68
6/4/2019		5154	Recreation Superintendent	MANAGEMENT	50m	Salaried	56.85	9854.65	118255.80
							68.22	11825.58	141906.96
6/4/2019		5154	Revenue Manager	MANAGEMENT	51m	Salaried	58.10	10070.98	120851.76
							69.72	12085.18	145022.16
11/3/2020		5232	Risk Manager	MANAGEMENT	52m	Salaried	58.10	10071.00	120852.00
							69.72	12085.00	145020.00
6/4/2019		5154	Senior Librarian	MANAGEMENT	39m	Salaried	44.98	7796.33	93555.96
							53.97	9355.60	112267.20
11/3/2020		5232	Treasury & Customer Service Manager	MANAGEMENT	141	Salaried	59.38	10292.00	123504.00
							71.26	12351.00	148212.00
6/4/2019		5154	Accountant	CONFIDENTIAL	31m	Salaried	38.16	6614.09	79369.08
							45.79	7936.91	95242.92
6/4/2019		5154	Executive Assistant	CONFIDENTIAL	34m	Salaried	37.98	6582.92	78995.04
							45.57	7899.51	94794.12
6/4/2019		5154	Human Resources Analyst	CONFIDENTIAL	34m	Salaried	40.56	7030.31	84363.72
							48.67	8436.37	101236.44
6/4/2019		NA	Human Resources Technician	CONFIDENTIAL	18m	Salaried	29.58	5127.76	61533.12
							35.50	6153.32	73839.84
6/4/2019		5154	Management Analyst	CONFIDENTIAL	35m	Salaried	41.40	7176.04	86112.48
							49.68	8611.25	103335.00
6/4/2019		5154	Payroll Accountant	CONFIDENTIAL	31m	Salaried	38.16	6614.09	79369.08
							45.79	7936.91	95242.92
6/4/2019		5154	Principal Civil Engineer	CONFIDENTIAL	51m	Salaried	58.10	10070.98	120851.76
							69.72	12085.18	145022.16
6/4/2019		5154	Senior Civil Engineer (At-Will)	CONFIDENTIAL	48m	Salaried	54.45	9437.67	113252.04
							65.34	11325.20	135902.40

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/4/2019		5154	Senior Executive Assistant (At-Will)	CONFIDENTIAL	35m	Salaried	41.40	7176.04	86112.48
							49.68	8611.25	103335.00
6/4/2019		5154	Senior Human Resources Analyst	CONFIDENTIAL	39m	Salaried	44.98	7796.33	93555.96
							53.97	9355.60	112267.20
6/4/2019		5154	Senior Management Analyst	CONFIDENTIAL	39m	Salaried	44.98	7796.33	93555.96
							53.97	9355.60	112267.20

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
<b>CONTRACTS</b>									
6/19/2019	10/19/2021	5720	City Manager	CONTRACT	227	Salaried	124.85	21641.66	259700.00
<b>ELECTED OFFICIALS</b>									
3/7/2006	Ordinance	1392	Council Member	ELECTED	290	Stipend		900.00	
6/4/2019		5154	City Clerk	ELECTED	209	Stipend		2375.00	
6/5/2019		5154	City Treasurer	ELECTED	236	Stipend		2375.00	

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
<b>PART-TIME HOURLY SCHEDULE</b>									
12/14/2020		5243	Administrative Intern PT	TEMPORARY	28pt	Hourly	15.00	2600.00	31200.00
							15.75	2730.00	32760.00
							16.54	2866.93	34403.20
							17.36	3009.07	36108.80
							18.23	3159.87	37918.40
							19.14	3317.60	39811.20
12/14/2020		5243	Library Assistant PT	TEMPORARY	20h	Hourly	21.37	3704.13	44449.60
							22.44	3889.60	46675.20
							23.56	4083.73	49004.80
							24.74	4288.27	51459.20
							25.98	4503.20	54038.40
12/14/2020		5243	Library Clerk PT	TEMPORARY	7h	Hourly	15.50	2686.67	32240.00
							16.28	2821.87	33862.40
							17.09	2962.27	35547.20
							17.95	3111.33	37336.00
							18.84	3265.60	39187.20
12/14/2020		5243	Lifeguard PT	TEMPORARY	680	Hourly	15.00	2600.00	31200.00
							15.75	2730.00	32760.00
							16.54	2866.93	34403.20
							17.36	3009.07	36108.80
							18.23	3159.87	37918.40
							19.14	3317.60	39811.20
11/3/2020		NA	Park Maintenance Worker I - PT	TEMPORARY	15H	Hourly	24.82	4,302.33	51,627.96
							26.06	4,517.45	54,209.40
							27.37	4,743.32	56,919.84
							28.73	3,979.73	47,756.80
							30.17	5,229.52	62,754.24
12/14/2020		5243	Police Cadet PT	TEMPORARY	05c	Hourly	16.27	2820.13	33841.60
							17.08	2960.53	35526.40
							17.94	3109.60	37315.20
							18.83	3263.87	39166.40
							19.78	3428.53	41142.40
							20.77	3600.13	43201.60
2/21/2017		5025	Police Officer Trainee	TEMPORARY	NA	Hourly	29.06	5038.42	60444.80
							30.52	5290.35	63481.60
							32.04	5554.86	66643.20
							33.64	5832.61	69971.20
							35.33	6124.22	73486.40

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
12/14/2020	11/2/2021	5243	Recreation Assistant PT	TEMPORARY	2pt	Hourly	15.44	2676.27	32115.20
							16.21	2809.73	33716.80
							17.02	2950.13	35401.60
							17.87	3097.47	37169.60
12/14/2020		5243	Recreation Leader PT	TEMPORARY	11pt	Hourly	15.00	2600.00	31200.00
							15.75	2730.00	32760.00
							16.54	2866.93	34403.20
							17.36	3009.07	36108.80
							18.23	3159.87	37918.40
							19.14	3317.60	39811.20
12/14/2020		5243	Senior Recreation Leader PT	TEMPORARY	21pt	Hourly	16.00	2773.33	33280.00
							16.80	2912.00	34944.00
							17.64	3057.60	36691.20
							18.52	3210.13	38521.60
							19.45	3371.33	40456.00
							20.42	3539.47	42473.60
12/14/2020		5243	Recreation Specialist PT	TEMPORARY	31pt	Hourly	18.29	3170.27	38043.20
							19.20	3328.00	39936.00
							20.16	3494.40	41932.80
							21.17	3669.47	44033.60
							22.23	3853.20	46238.40
							23.34	4045.60	48547.20
12/14/2020		5243	Senior Lifeguard PT	TEMPORARY	681	Hourly	18.00	3120.00	37440.00
							18.90	3276.00	39312.00
							19.85	3440.67	41288.00
							20.84	3612.27	43347.20
							21.88	3792.53	45510.40
							22.97	3981.47	47777.60
12/14/2020		5243	Senior Video Technician/Media Specialist PT	TEMPORARY	31pt	Hourly	17.25	2990.00	35880.00
							18.11	3139.07	37668.80
							19.02	3296.80	39561.60
							19.97	3461.47	41537.60
							20.97	3634.80	43617.60
							22.02	3816.80	45801.60
12/14/2020		5243	Senior Video Technician II PT	TEMPORARY	35pt	Hourly	22.25	3856.67	46280.00
							23.36	4049.07	48588.80
							24.53	4251.87	51022.40
							25.76	4465.07	53580.80
							27.05	4688.67	56264.00
							28.40	4922.67	59072.00

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
12/14/2020	11/2/2021	5243	Video Technician II/Media Assistant PT	TEMPORARY	12pt	Hourly	15.44	2676.27	32115.20
							16.21	2809.73	33716.80
							17.02	2950.13	35401.60
							17.87	3097.47	37169.60
							18.76	3251.73	39020.80
							19.69	3412.93	40955.20
12/14/2020		5243	Shuttle Driver PT	TEMPORARY	38pt	Hourly	17.25	2990.00	35880.00
							18.11	3139.07	37668.80
							19.02	3296.80	39561.60
							19.97	3461.47	41537.60
							20.97	3634.80	43617.60
							22.02	3816.80	45801.60
12/14/2020		5243	Swim Instructor PT	TEMPORARY	682	Hourly	16.50	2860.00	34320.00
							17.33	3003.87	36046.40
							18.19	3152.93	37835.20
							19.10	3310.67	39728.00
							20.06	3477.07	41724.80
							21.06	3650.40	43804.80
6/15/2021		5270	Special Projects Administrator PT	TEMPORARY	40pt	Hourly	25.00	4333.33	52000.00
							125.00	21666.67	260000
3/16/2021		5254	Police Services Officer II PT	TEMPORARY	26ps	Hourly	28.37	4917.47	59009.60
							34.48	5976.53	71718.40
3/2/2021		5252	Public Safety Officer II PT	TEMPORARY	26ps	Hourly	27.81	4820.40	57844.80
							33.80	5858.67	70304.00
3/2/2021		5252	Fire Marshal PT	TEMPORARY	49S	Hourly	52.24	9054.93	108659.20
							63.50	11006.67	132080.00
3/2/2021		5252	Battalion Chief PT	TEMPORARY	60F	Hourly	75.24	13041.60	156499.20
							90.28	15648.53	187782.40

10/04/2011 - 12/07/2021

Revision Dates	Group	% of Revision	Revision	Council Adoption Date
10/1/2021	PMA	3.00		1/16/2020
10/1/2021	CEA	2.00		3/20/2019
10/1/2021	PSSEA	2.00		10/1/2018
10/1/2021	SPEA	2.00		10/1/2018
4/20/2021	MC	-	Reclassification of HR Assistant to HR Technician	4/20/2021
12/15/2020	Unrepresented		Part-time salary	12/15/2020
12/14/2020	Unrepresented	-	Administrative Intern	12/14/2020
11/20/2020	MC	-	Risk Manager, Library Services Manager, Deputy City Manager, HR Director, Community Services Director, Development Services Director, IT Services Director, Treasury and Customer Service Manager, Chief Financial Officer	11/20/2020
11/3/2020	MC	-	Communications and Legislative Affairs Manager	11/3/2020
10/1/2020	PMA	3.00		1/16/2020
10/1/2020	CEA	2.00		3/20/2019
10/1/2020	FFA	2.50		10/1/2018
10/1/2020	POA	2.00		10/1/2018
10/1/2020	PSSEA	2.00		10/1/2018
10/1/2020	SPEA	2.00		10/1/2018
10/1/2019	FFA	2.50		10/1/2018
10/1/2019	POA	2.00		10/1/2018
6/4/2019	MC	-		6/4/2019
6/5/2018	Unrepresented	-	New PT Lifeguard and Senior Lifeguard	6/5/2018
1/6/2018	SPEA	-	Accounting Supervisor	1/6/2018
1/6/2018	SPEA	-	Assistant Fire Marshal	1/6/2018
6/20/2017	MC	-	Director of Information Systems (At-will)	6/20/2017
5/13/2017	CEA	-	Records Technician	9/20/2016
5/13/2017	CEA	-	Crime Scene Investigator	5/13/2017
4/18/2017	MC	-	Accountant	4/18/2017
4/15/2017	PSSEA	-	Police Assistant I	4/15/2017
3/4/2017	Unrepresented	-	Police Officer Trainee	2/21/2017
3/4/2017	POA	-	Police Sergeant	3/4/2017
10/1/2016	FFA	3.00		10/1/2014
10/1/2016	FFA	-	Fire Paramedic, Firefighter	10/1/2016

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Revision Dates	Group	% of Revision	Revision	Council Adoption Date
3/15/2016	Elected	-	City Treasurer	3/15/2016
12/26/2015	MC	-	Accounting Manager	12/26/2015
12/26/2015	MC	-	Executives	12/26/2015
12/26/2015	MC	-	Planning Manager	12/26/2015
11/28/2015	FFA	2.00		10/1/2014
9/21/2013	CEA	-	COLA	9/21/2013
10/1/2012	PMA	-	COLA	9/27/2011
10/1/2012	PSSEA	-	COLA	10/1/2011
10/1/2011	POA	-	COLA	10/3/2011