

**City of Fountain Valley Salary Resolution
Adopted August 20, 2019**

Bargaining Unit Codes:

POA: Fountain Valley Police Officers' Association
POMU: Fountain Valley Peace Officers' Management Unit
FVFA: Fountain Valley Firefighters' Association IAFF Local 4530
BC: Individually Represented Battalion Chiefs
P&T: Professional/Technical Unit
IRP&T: Individually Represented Professional/Technical Employee
FVGEA: Fountain Valley General Employees' Association
FVMEA: Fountain Valley Municipal Employees' Association
DD: Department Directors (non-represented)
PT: Part-time employees (non-represented)

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
POA	07/12/2019	008	Corporal	Annual	\$ 84,412.83	\$ 88,633.47	\$ 93,065.14	\$ 97,718.40	\$ 102,604.32
				Monthly	\$ 7,034.40	\$ 7,386.12	\$ 7,755.43	\$ 8,143.20	\$ 8,550.36
				Bi-weekly	\$ 3,246.65	\$ 3,408.98	\$ 3,579.43	\$ 3,758.40	\$ 3,946.32
				Hourly	\$ 40.583	\$ 42.612	\$ 44.743	\$ 46.980	\$ 49.329
POA	07/12/2019	004	Police Officer	Annual	\$ 80,385.890	\$ 84,402.500	\$ 88,620.610	\$ 93,053.660	\$ 97,715.070
				Monthly	\$ 6,699.200	\$ 7,034.160	\$ 7,385.870	\$ 7,755.160	\$ 8,142.920
				Bi-weekly	\$ 3,091.940	\$ 3,246.540	\$ 3,408.870	\$ 3,579.310	\$ 3,758.270
				Hourly	\$ 38.650	\$ 40.580	\$ 42.610	\$ 44.740	\$ 46.980
POA	07/12/2019	003	Police Sergeant	Annual	\$ 103,760.14	\$ 108,945.46	\$ 114,399.45	\$ 120,122.11	\$ 126,126.87
				Monthly	\$ 8,647.07	\$ 9,079.42	\$ 9,533.40	\$ 10,010.06	\$ 10,510.57
				Bi-weekly	\$ 3,990.96	\$ 4,190.51	\$ 4,400.03	\$ 4,620.03	\$ 4,851.03
				Hourly	\$ 49.887	\$ 52.381	\$ 55.000	\$ 57.750	\$ 60.638
Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
POMU	07/12/2019	002	Police Lieutenant	Annual	\$ 127,152.00	\$ 133,512.00	\$ 140,184.00	\$ 147,192.00	\$ 154,548.00
				Monthly	\$ 10,596.00	\$ 11,126.00	\$ 11,682.00	\$ 12,266.00	\$ 12,879.00
				Bi-weekly	\$ 4,890.46	\$ 5,135.08	\$ 5,391.69	\$ 5,661.23	\$ 5,944.15
				Hourly	\$ 61.131	\$ 64.188	\$ 67.396	\$ 70.765	\$ 74.302
POMU	07/12/2019	001	Police Captain	Annual	\$ 145,080.00	\$ 152,328.00	\$ 159,948.00	\$ 167,940.00	\$ 176,340.00
				Monthly	\$ 12,090.00	\$ 12,694.00	\$ 13,329.00	\$ 13,995.00	\$ 14,695.00
				Bi-weekly	\$ 5,580.00	\$ 5,858.77	\$ 6,151.85	\$ 6,459.23	\$ 6,782.31
				Hourly	\$ 69.750	\$ 73.235	\$ 76.898	\$ 80.740	\$ 84.779
Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVFA	07/12/2019	F03	Firefighter	Annual	\$ 71,714.81	\$ 75,300.55	\$ 79,065.58	\$ 83,018.86	\$ 87,169.80
				Monthly	\$ 5,976.23	\$ 6,275.05	\$ 6,588.80	\$ 6,918.24	\$ 7,264.15
				Bi-weekly	\$ 2,758.26	\$ 2,896.18	\$ 3,040.98	\$ 3,193.03	\$ 3,352.68
				Hourly	\$ 24.627	\$ 25.859	\$ 27.152	\$ 28.509	\$ 29.935
FVFA	07/12/2019	F04	Firefighter/Paramedic	Annual	\$ 81,401.56	\$ 85,471.64	\$ 89,745.22	\$ 94,232.48	\$ 98,944.11
				Monthly	\$ 6,783.46	\$ 7,122.64	\$ 7,478.77	\$ 7,852.71	\$ 8,245.34
				Bi-weekly	\$ 3,130.83	\$ 3,287.37	\$ 3,451.74	\$ 3,624.33	\$ 3,805.54
				Hourly	\$ 27.954	\$ 29.352	\$ 30.819	\$ 32.360	\$ 33.978
FVFA	07/12/2019	F02	Fire Engineer	Annual	\$ 81,675.20	\$ 85,758.96	\$ 90,046.91	\$ 94,549.25	\$ 99,276.72
				Monthly	\$ 6,806.27	\$ 7,146.58	\$ 7,503.91	\$ 7,879.10	\$ 8,273.06
				Bi-weekly	\$ 3,141.35	\$ 3,298.42	\$ 3,463.34	\$ 3,636.51	\$ 3,818.34
				Hourly	\$ 28.048	\$ 29.450	\$ 30.923	\$ 32.469	\$ 34.092
FVFA	07/12/2019	F05	Fire Engineer (Medic Bonus)	Annual	\$ 91,372.90	\$ 95,941.54	\$ 100,738.62	\$ 105,775.55	\$ 111,064.33
				Monthly	\$ 7,614.41	\$ 7,995.13	\$ 8,394.89	\$ 8,814.63	\$ 9,255.36
				Bi-weekly	\$ 3,514.34	\$ 3,690.06	\$ 3,874.56	\$ 4,068.29	\$ 4,271.70
				Hourly	\$ 31.378	\$ 32.947	\$ 34.594	\$ 36.324	\$ 38.140
FVFA	07/12/2019	F01	Fire Captain	Annual	\$ 96,068.51	\$ 100,871.94	\$ 105,915.53	\$ 111,211.31	\$ 116,771.88
				Monthly	\$ 8,005.71	\$ 8,405.99	\$ 8,826.29	\$ 9,267.61	\$ 9,730.99
				Bi-weekly	\$ 3,694.94	\$ 3,879.69	\$ 4,073.67	\$ 4,277.36	\$ 4,491.23
				Hourly	\$ 32.991	\$ 34.640	\$ 36.372	\$ 38.191	\$ 40.100
FVFA	07/12/2019	F06	Administrative Fire Captain	Annual	\$ 114,741.51	\$ 120,478.58	\$ 126,502.51	\$ 132,827.64	\$ 139,469.02
				Monthly	\$ 9,561.79	\$ 10,039.88	\$ 10,541.88	\$ 11,068.97	\$ 11,622.42
				Bi-weekly	\$ 4,413.13	\$ 4,633.79	\$ 4,865.48	\$ 5,108.76	\$ 5,364.19
				Hourly	\$ 55.164	\$ 57.922	\$ 60.819	\$ 63.859	\$ 67.052
Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
BC	08/09/2019	P23	Battalion Chief	Annual	\$ 134,968.761	\$ 141,717.199	\$ 148,803.059	\$ 156,243.212	\$ 164,055.373
				Monthly	\$ 11,247.397	\$ 11,809.767	\$ 12,400.255	\$ 13,020.268	\$ 13,671.281
				Bi-weekly	\$ 5,191.106	\$ 5,450.662	\$ 5,723.195	\$ 6,009.354	\$ 6,309.822
				Hourly	\$ 64.889	\$ 68.133	\$ 71.540	\$ 75.117	\$ 78.873
BC	08/09/2019	P24	Operations/Training Chief	Annual	\$ 151,846.697	\$ 159,439.032	\$ 167,410.984	\$ 175,781.533	\$ 184,570.61
				Monthly	\$ 12,653.891	\$ 13,286.586	\$ 13,950.915	\$ 14,648.461	\$ 15,380.88
				Bi-weekly	\$ 5,840.258	\$ 6,132.270	\$ 6,438.884	\$ 6,760.828	\$ 7,098.87
				Hourly	\$ 73.003	\$ 76.653	\$ 80.486	\$ 84.510	\$ 88.736
Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
P&T	07/12/2019	P09	Community Services Supervisor	Annual	\$ 73,294.62	\$ 76,959.35	\$ 80,807.31	\$ 84,847.68	\$ 89,090.06
				Monthly	\$ 6,107.88	\$ 6,413.28	\$ 6,733.94	\$ 7,070.64	\$ 7,424.17
				Bi-weekly	\$ 2,819.02	\$ 2,959.97	\$ 3,107.97	\$ 3,263.37	\$ 3,426.54
				Hourly	\$ 35.238	\$ 37.000	\$ 38.850	\$ 40.792	\$ 42.832
P&T	07/12/2019	P46	Crime Analyst	Annual	\$ 75,239.51	\$ 79,001.48	\$ 82,951.56	\$ 87,099.13	\$ 91,454.09
				Monthly	\$ 6,269.96	\$ 6,583.46	\$ 6,912.63	\$ 7,258.26	\$ 7,621.17
				Bi-weekly	\$ 2,893.83	\$ 3,038.52	\$ 3,190.44	\$ 3,349.97	\$ 3,517.47
				Hourly	\$ 36.173	\$ 37.981	\$ 39.881	\$ 41.875	\$ 43.968
P&T	07/12/2019	P50	Deputy Public Works Director/City Engineer	Annual	\$ 137,329.59	\$ 144,196.07	\$ 151,405.87	\$ 158,976.17	\$ 166,924.98
				Monthly	\$ 11,444.13	\$ 12,016.34	\$ 12,617.16	\$ 13,248.01	\$ 13,910.41
				Bi-weekly	\$ 5,281.91	\$ 5,546.00	\$ 5,823.30	\$ 6,114.47	\$ 6,420.19
				Hourly	\$ 66.024	\$ 69.325	\$ 72.791	\$ 76.431	\$ 80.252

P&T	07/12/2019	P55	Emergency Medical Services Manager	Annual	\$108,619.680	\$114,050.66	\$119,753.20	\$125,740.86	\$132,027.90
				Monthly	\$9,051.64	\$9,504.22	\$9,979.43	\$10,478.40	\$11,002.32
				Bi-weekly	\$4,177.68	\$4,386.56	\$4,605.89	\$4,836.19	\$5,078.00
P&T	07/12/2019	P20	Engineering Associate	Hourly	\$52.22	\$54.83	\$57.57	\$60.45	\$63.47
				Annual	\$92,976.91	\$97,625.76	\$102,507.05	\$107,632.40	\$113,014.02
				Monthly	\$7,748.08	\$8,135.48	\$8,542.25	\$8,969.37	\$9,417.84
P&T	07/12/2019	P31	Environmental Services Administrator	Bi-weekly	\$3,576.04	\$3,754.84	\$3,942.58	\$4,139.71	\$4,346.69
				Hourly	\$44.700	\$46.935	\$49.282	\$51.746	\$54.334
				Annual	\$95,555.28	\$100,333.05	\$105,349.70	\$110,617.19	\$116,148.05
P&T	07/12/2019	P25	Field Services Manager	Monthly	\$7,962.94	\$8,361.09	\$8,779.14	\$9,218.10	\$9,679.00
				Bi-weekly	\$3,675.20	\$3,858.96	\$4,051.91	\$4,254.51	\$4,467.23
				Hourly	\$45.940	\$48.237	\$50.649	\$53.181	\$55.840
P&T	07/12/2019	P48	Fire Marshal	Annual	\$132,993.53	\$139,643.21	\$146,625.37	\$153,956.64	\$161,654.47
				Monthly	\$11,082.79	\$11,636.93	\$12,218.78	\$12,829.72	\$13,471.21
				Bi-weekly	\$5,115.14	\$5,370.89	\$5,639.44	\$5,921.41	\$6,217.48
P&T	07/12/2019	P48	Fire Marshal	Hourly	\$63.939	\$67.136	\$70.493	\$74.018	\$77.718
				Annual	\$107,824.77	\$113,216.01	\$118,876.81	\$124,820.65	\$131,061.68
				Monthly	\$8,985.40	\$9,434.67	\$9,906.40	\$10,401.72	\$10,921.81
P&T	07/12/2019	P05	Housing Coordinator	Bi-weekly	\$4,147.11	\$4,354.46	\$4,572.18	\$4,800.79	\$5,040.83
				Hourly	\$51.839	\$54.431	\$57.152	\$60.010	\$63.010
				Annual	\$94,788.44	\$99,527.86	\$104,504.26	\$109,729.47	\$115,215.94
P&T	07/12/2019	P10	Information Systems Manager	Monthly	\$7,899.04	\$8,293.99	\$8,708.69	\$9,144.12	\$9,601.33
				Bi-weekly	\$3,645.71	\$3,827.99	\$4,019.39	\$4,220.36	\$4,431.38
				Hourly	\$45.571	\$47.850	\$50.242	\$52.755	\$55.392
P&T	07/12/2019	P10	Information Systems Manager	Annual	\$115,982.20	\$121,781.31	\$127,870.37	\$134,263.89	\$140,977.09
				Monthly	\$9,665.18	\$10,148.44	\$10,655.86	\$11,188.66	\$11,748.09
				Bi-weekly	\$4,460.85	\$4,683.90	\$4,918.09	\$5,164.00	\$5,422.20
P&T	07/12/2019	P41	Internal Services Supervisor	Hourly	\$55.761	\$58.549	\$61.476	\$64.550	\$67.777
				Annual	\$86,497.65	\$90,822.53	\$95,363.66	\$100,131.84	\$105,138.43
				Monthly	\$7,208.14	\$7,568.54	\$7,946.97	\$8,344.32	\$8,761.54
P&T	07/12/2019	P01	Management Analyst	Bi-weekly	\$3,326.83	\$3,493.17	\$3,667.83	\$3,851.22	\$4,043.79
				Hourly	\$41.585	\$43.665	\$45.848	\$48.140	\$50.547
				Annual	\$75,239.51	\$79,001.48	\$82,951.56	\$87,099.13	\$91,454.09
P&T	07/12/2019	P02	Management Specialist	Monthly	\$6,269.96	\$6,583.46	\$6,912.63	\$7,258.26	\$7,621.17
				Bi-weekly	\$2,893.83	\$3,038.52	\$3,190.44	\$3,349.97	\$3,517.47
				Hourly	\$36.173	\$37.981	\$39.881	\$41.875	\$43.968
P&T	07/12/2019	P02	Management Specialist	Annual	\$67,715.56	\$71,101.33	\$74,656.40	\$78,389.22	\$82,308.68
				Monthly	\$5,642.96	\$5,925.11	\$6,221.37	\$6,532.44	\$6,859.06
				Bi-weekly	\$2,604.44	\$2,734.67	\$2,871.40	\$3,014.97	\$3,165.72
P&T	07/12/2019	P07	Principal Planner	Hourly	\$32.556	\$34.183	\$35.893	\$37.687	\$39.571
				Annual	\$107,057.93	\$112,410.82	\$118,031.36	\$123,932.93	\$130,129.58
				Monthly	\$8,921.49	\$9,367.57	\$9,835.95	\$10,327.74	\$10,844.13
P&T	07/12/2019	P07A	Principal Planner (new hire)	Bi-weekly	\$4,117.61	\$4,323.49	\$4,539.67	\$4,766.65	\$5,004.98
				Hourly	\$51.470	\$54.044	\$56.746	\$59.583	\$62.562
				Annual	\$105,502.01	\$110,777.11	\$116,315.97	\$122,131.77	\$128,238.36
P&T	07/12/2019	P35	Principal Civil Engineer	Monthly	\$8,791.83	\$9,231.43	\$9,693.00	\$10,177.65	\$10,686.53
				Bi-weekly	\$4,057.77	\$4,260.66	\$4,473.69	\$4,697.38	\$4,932.24
				Hourly	\$50.722	\$53.258	\$55.921	\$58.717	\$61.653
P&T	07/12/2019	P42	Public Services Supervisor	Annual	\$111,570.07	\$117,148.58	\$123,006.01	\$129,156.31	\$135,614.12
				Monthly	\$9,297.51	\$9,762.38	\$10,250.50	\$10,763.03	\$11,301.18
				Bi-weekly	\$4,291.16	\$4,505.71	\$4,731.00	\$4,967.55	\$5,215.93
P&T	07/12/2019	P42	Public Services Supervisor	Hourly	\$53.639	\$56.321	\$59.138	\$62.094	\$65.199
				Annual	\$86,497.65	\$90,822.53	\$95,363.66	\$100,131.84	\$105,138.43
				Monthly	\$7,208.14	\$7,568.54	\$7,946.97	\$8,344.32	\$8,761.54
P&T	07/12/2019	P03	Purchasing Manager	Bi-weekly	\$3,326.83	\$3,493.17	\$3,667.83	\$3,851.22	\$4,043.79
				Hourly	\$41.585	\$43.665	\$45.848	\$48.140	\$50.547
				Annual	\$89,831.75	\$94,323.33	\$99,039.50	\$103,991.48	\$109,191.05
P&T	07/12/2019	P03A	Purchasing Manager (new hire)	Monthly	\$7,485.98	\$7,860.28	\$8,253.29	\$8,665.96	\$9,099.25
				Bi-weekly	\$3,455.07	\$3,627.82	\$3,809.21	\$3,999.67	\$4,199.66
				Hourly	\$43.188	\$45.348	\$47.615	\$49.996	\$52.496
P&T	07/12/2019	P03A	Purchasing Manager (new hire)	Annual	\$88,931.54	\$93,378.12	\$98,047.02	\$102,949.37	\$108,096.84
				Monthly	\$7,410.96	\$7,781.51	\$8,170.59	\$8,579.11	\$9,008.07
				Bi-weekly	\$3,420.44	\$3,591.47	\$3,771.04	\$3,959.59	\$4,157.57
P&T	07/12/2019	P08	Recreation and Community Services Manager	Hourly	\$42.756	\$44.893	\$47.138	\$49.495	\$51.970
				Annual	\$99,867.39	\$104,860.76	\$110,103.79	\$115,608.98	\$121,389.43
				Monthly	\$8,322.28	\$8,738.40	\$9,175.32	\$9,634.08	\$10,115.79
P&T	07/12/2019	P34	Senior Civil Engineer	Bi-weekly	\$3,841.05	\$4,033.11	\$4,234.76	\$4,446.50	\$4,668.82
				Hourly	\$48.013	\$50.414	\$52.935	\$55.581	\$58.360
				Annual	\$102,279.05	\$107,393.00	\$112,762.65	\$118,400.79	\$124,320.83
P&T	07/12/2019	P53	Senior Planner	Monthly	\$8,523.25	\$8,949.42	\$9,396.89	\$9,866.73	\$10,360.07
				Bi-weekly	\$3,933.81	\$4,130.50	\$4,337.03	\$4,553.88	\$4,781.57
				Hourly	\$49.173	\$51.631	\$54.213	\$56.923	\$59.770
P&T	07/12/2019	P30	Sewer/Storm Drain Supervisor	Annual	\$93,965.433	\$98,663.70	\$103,596.89	\$108,776.73	\$114,215.57
				Monthly	\$7,830.45	\$8,221.98	\$8,633.07	\$9,064.73	\$9,517.96
				Bi-weekly	\$3,614.055	\$3,794.758	\$3,984.496	\$4,183.721	\$4,392.907
P&T	07/12/2019	P30	Sewer/Storm Drain Supervisor	Hourly	\$45.176	\$47.434	\$49.806	\$52.297	\$54.911
				Annual	93,417.460	98,088.333	102,992.750	108,142.387	113,549.507
				Monthly	7,784.788	8,174.028	8,582.729	9,011.866	9,462.459
P&T	08/20/2019	P06	Support Services Manager	Bi-weekly	3,592.979	3,772.628	3,961.260	4,159.323	4,367.289
				Hourly	44.912	47.158	49.516	51.992	54.591
				Annual	\$89,720.61	\$94,206.64	\$98,916.97	\$103,862.82	\$109,055.96
P&T	08/20/2019	P06	Support Services Manager	Monthly	\$7,476.72	\$7,850.55	\$8,243.08	\$8,655.24	\$9,088.00
				Bi-weekly	\$3,450.79	\$3,623.33	\$3,804.50	\$3,994.72	\$4,194.46
				Hourly	\$43.135	\$45.292	\$47.556	\$49.934	\$52.431

P&T	07/12/2019	P54	Support Services Supervisor	Annual	\$73,294.615	\$76,959.346	\$80,807.313	\$84,847.679	\$89,090.063
				Monthly	\$6,107.885	\$6,413.279	\$6,733.943	\$7,070.640	\$7,424.172
				Bi-weekly	\$2,819.024	\$2,959.975	\$3,107.974	\$3,263.372	\$3,426.541
				Hourly	\$35.238	\$37.000	\$38.850	\$40.792	\$42.832
P&T	07/12/2019	P36	Transportation Manager/Traffic Engineer	Annual	\$120,872.26	\$126,915.88	\$133,261.67	\$139,924.75	\$146,920.99
				Monthly	\$10,072.69	\$10,576.32	\$11,105.14	\$11,660.40	\$12,243.42
				Bi-weekly	\$4,648.93	\$4,881.38	\$5,125.45	\$5,381.72	\$5,650.81
				Hourly	\$58.112	\$61.017	\$64.068	\$67.272	\$70.635
P&T	07/12/2019	P44	Utilities Manager	Annual	\$109,414.02	\$114,884.72	\$120,628.96	\$126,660.41	\$132,993.43
				Monthly	\$9,117.84	\$9,573.73	\$10,052.41	\$10,555.03	\$11,082.79
				Bi-weekly	\$4,208.23	\$4,418.64	\$4,639.58	\$4,871.55	\$5,115.13
				Hourly	\$52.603	\$55.233	\$57.995	\$60.894	\$63.939
P&T	07/12/2019	P21	Water Supervisor	Annual	\$93,417.46	\$98,088.33	\$102,992.75	\$108,142.39	\$113,549.51
				Monthly	\$7,784.79	\$8,174.03	\$8,582.73	\$9,011.87	\$9,462.46
				Bi-weekly	\$3,592.98	\$3,772.63	\$3,961.26	\$4,159.32	\$4,367.29
				Hourly	\$44.912	\$47.158	\$49.516	\$51.992	\$54.591

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IRP&T	07/12/2019	P12	Accounting Manager	Annual	\$101,288.60	\$106,353.03	\$111,670.68	\$117,254.22	\$123,116.93
				Monthly	\$8,440.72	\$8,862.75	\$9,305.89	\$9,771.18	\$10,259.74
				Bi-weekly	\$3,895.72	\$4,090.50	\$4,295.03	\$4,509.78	\$4,735.27
				Hourly	\$48.696	\$51.131	\$53.688	\$56.372	\$59.191
IRP&T	07/12/2019	P45	Assistant to the City Manager	Annual	\$105,172.03	\$110,430.63	\$115,952.16	\$121,749.77	\$127,837.26
				Monthly	\$8,764.34	\$9,202.55	\$9,662.68	\$10,145.81	\$10,653.10
				Bi-weekly	\$4,045.08	\$4,247.33	\$4,459.70	\$4,682.68	\$4,916.82
				Hourly	\$50.563	\$53.092	\$55.746	\$58.534	\$61.460
IRP&T	07/12/2019	P51	Budget Analyst	Annual	\$82,752.34	\$86,889.96	\$91,234.46	\$95,796.18	\$100,585.99
				Monthly	\$6,896.03	\$7,240.83	\$7,602.87	\$7,983.02	\$8,382.17
				Bi-weekly	\$3,182.78	\$3,341.92	\$3,509.02	\$3,684.47	\$3,868.69
				Hourly	\$39.785	\$41.774	\$43.863	\$46.056	\$48.359
IRP&T	07/12/2019	P14	City Clerk Administrator	Annual	\$106,368.88	\$111,687.32	\$117,271.69	\$123,135.27	\$129,292.04
				Monthly	\$8,864.07	\$9,307.28	\$9,772.64	\$10,261.27	\$10,774.34
				Bi-weekly	\$4,091.11	\$4,295.67	\$4,510.45	\$4,735.97	\$4,972.77
				Hourly	\$51.139	\$53.696	\$56.381	\$59.200	\$62.160
IRP&T	07/12/2019	P49	Human Resources Analyst	Annual	\$75,239.51	\$79,001.48	\$82,951.56	\$87,099.13	\$91,454.09
				Monthly	\$6,269.96	\$6,583.46	\$6,912.63	\$7,258.26	\$7,621.17
				Bi-weekly	\$2,893.83	\$3,038.52	\$3,190.44	\$3,349.97	\$3,517.47
				Hourly	\$36.173	\$37.981	\$39.881	\$41.875	\$43.968
IRP&T	07/12/2019	P01	Management Analyst	Annual	\$75,239.51	\$79,001.48	\$82,951.56	\$87,099.13	\$91,454.09
				Monthly	\$6,269.96	\$6,583.46	\$6,912.63	\$7,258.26	\$7,621.17
				Bi-weekly	\$2,893.83	\$3,038.52	\$3,190.44	\$3,349.97	\$3,517.47
				Hourly	\$36.173	\$37.981	\$39.881	\$41.875	\$43.968
IRP&T	07/12/2019	P02	Management Specialist	Annual	\$67,715.56	\$71,101.33	\$74,656.40	\$78,389.22	\$82,308.68
				Monthly	\$5,642.96	\$5,925.11	\$6,221.37	\$6,532.44	\$6,859.06
				Bi-weekly	\$2,604.44	\$2,734.67	\$2,871.40	\$3,014.97	\$3,165.72
				Hourly	\$32.556	\$34.183	\$35.893	\$37.687	\$39.571
IRP&T	07/12/2019	P11	Personnel Manager	Annual	\$126,829.14	\$133,170.59	\$139,829.12	\$146,820.58	\$154,161.61
				Monthly	\$10,569.09	\$11,097.55	\$11,652.43	\$12,235.05	\$12,846.80
				Bi-weekly	\$4,878.04	\$5,121.95	\$5,378.04	\$5,646.95	\$5,929.29
				Hourly	\$60.976	\$64.024	\$67.226	\$70.587	\$74.116
IRP&T	07/12/2019	P11A	Personnel Manager (new hire)	Annual	\$125,551.06	\$131,828.62	\$138,420.05	\$145,341.05	\$152,608.10
				Monthly	\$10,462.59	\$10,985.72	\$11,535.00	\$12,111.75	\$12,717.34
				Bi-weekly	\$4,828.89	\$5,070.33	\$5,323.85	\$5,590.04	\$5,869.54
				Hourly	\$60.361	\$63.379	\$66.548	\$69.876	\$73.369
IRP&T	07/12/2019	P15	Human Resources Specialist	Annual	\$67,715.56	\$71,101.33	\$74,656.40	\$78,389.22	\$82,308.68
				Monthly	\$5,642.96	\$5,925.11	\$6,221.37	\$6,532.44	\$6,859.06
				Bi-weekly	\$2,604.44	\$2,734.67	\$2,871.40	\$3,014.97	\$3,165.72
				Hourly	\$32.556	\$34.183	\$35.893	\$37.687	\$39.571
IRP&T	07/12/2019	P40	Principal Management Analyst (City Manager's office only)	Annual	\$90,287.41	\$94,801.78	\$99,541.87	\$104,518.96	\$109,744.91
				Monthly	\$7,523.95	\$7,900.15	\$8,295.16	\$8,709.91	\$9,145.41
				Bi-weekly	\$3,472.59	\$3,646.22	\$3,828.53	\$4,019.96	\$4,220.96
				Hourly	\$43.407	\$45.578	\$47.857	\$50.250	\$52.762
IRP&T	07/12/2019	P47	Safety and Human Resources Specialist	Annual	\$67,715.56	\$71,101.33	\$74,656.40	\$78,389.22	\$82,308.68
				Monthly	\$5,642.96	\$5,925.11	\$6,221.37	\$6,532.44	\$6,859.06
				Bi-weekly	\$2,604.44	\$2,734.67	\$2,871.40	\$3,014.97	\$3,165.72
				Hourly	\$32.556	\$34.183	\$35.893	\$37.687	\$39.571
IRP&T	07/12/2019	P52	Senior Human Resources Analyst	Annual	\$82,752.34	\$86,889.96	\$91,234.46	\$95,796.18	\$100,585.99
				Monthly	\$6,896.03	\$7,240.83	\$7,602.87	\$7,983.02	\$8,382.17
				Bi-weekly	\$3,182.78	\$3,341.92	\$3,509.02	\$3,684.47	\$3,868.69
				Hourly	\$39.785	\$41.774	\$43.863	\$46.056	\$48.359
IRP&T	07/12/2019	P39	Senior Management Analyst (City Manager's office only)	Annual	\$82,752.34	\$86,889.96	\$91,234.46	\$95,796.18	\$100,585.99
				Monthly	\$6,896.03	\$7,240.83	\$7,602.87	\$7,983.02	\$8,382.17
				Bi-weekly	\$3,182.78	\$3,341.92	\$3,509.02	\$3,684.47	\$3,868.69
				Hourly	\$39.785	\$41.774	\$43.863	\$46.056	\$48.359

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVGEA	07/12/2019	G02	Accountant	Annual	\$72,805.61	\$76,445.89	\$80,268.19	\$84,281.60	\$88,495.68
				Monthly	\$6,067.13	\$6,370.49	\$6,689.02	\$7,023.47	\$7,374.64
				Bi-weekly	\$2,800.22	\$2,940.23	\$3,087.24	\$3,241.60	\$3,403.68
				Hourly	\$35.003	\$36.753	\$38.590	\$40.520	\$42.546
FVGEA	07/12/2019	G03	Accounting Technician I	Annual	\$48,900.12	\$51,345.13	\$53,912.38	\$56,608.00	\$59,438.40
				Monthly	\$4,075.01	\$4,278.76	\$4,492.70	\$4,717.33	\$4,953.20
				Bi-weekly	\$1,880.77	\$1,974.81	\$2,073.55	\$2,177.23	\$2,286.09
				Hourly	\$23.510	\$24.685	\$25.919	\$27.215	\$28.576

FVGEA	07/12/2019	G03	Accounting Technician I/ Storekeeper	Annual	\$48,900.12	\$51,345.13	\$53,912.38	\$56,608.00	\$59,438.40
				Monthly	\$4,075.01	\$4,278.76	\$4,492.70	\$4,717.33	\$4,953.20
				Bi-weekly	\$1,880.77	\$1,974.81	\$2,073.55	\$2,177.23	\$2,286.09
FVGEA	07/12/2019	G04	Accounting Technician II	Hourly	\$23.510	\$24.685	\$25.919	\$27.215	\$28.576
				Annual	\$51,345.13	\$53,912.38	\$56,608.00	\$59,438.40	\$62,410.32
				Monthly	\$4,278.76	\$4,492.70	\$4,717.33	\$4,953.20	\$5,200.86
FVGEA	07/12/2019	G79	Administrative Assistant	Bi-weekly	\$1,974.81	\$2,073.55	\$2,177.23	\$2,286.09	\$2,400.40
				Hourly	\$24.685	\$25.919	\$27.215	\$28.576	\$30.005
				Annual	\$55,034.86	\$57,786.61	\$60,675.94	\$63,709.74	\$66,895.22
FVGEA	07/12/2019	G77	Administrative Specialist	Monthly	\$4,586.24	\$4,815.55	\$5,056.33	\$5,309.14	\$5,574.60
				Bi-weekly	\$2,116.73	\$2,222.56	\$2,333.69	\$2,450.37	\$2,572.89
				Hourly	\$26.459	\$27.782	\$29.171	\$30.630	\$32.161
FVGEA	07/12/2019	G73	Assistant Engineer	Annual	\$38,175.44	\$40,084.21	\$42,088.42	\$44,192.84	\$46,402.48
				Monthly	\$3,181.29	\$3,340.35	\$3,507.37	\$3,682.74	\$3,866.87
				Bi-weekly	\$1,468.29	\$1,541.70	\$1,618.79	\$1,699.72	\$1,784.71
FVGEA	07/12/2019	G55	Assistant Planner	Hourly	\$18.354	\$19.271	\$20.235	\$21.247	\$22.309
				Annual	\$78,040.15	\$81,942.16	\$86,039.27	\$90,341.23	\$94,858.29
				Monthly	\$6,503.35	\$6,828.51	\$7,169.94	\$7,528.44	\$7,904.86
FVGEA	07/12/2019	G49	Code Enforcement Officer	Bi-weekly	\$3,001.54	\$3,151.62	\$3,309.20	\$3,474.66	\$3,648.40
				Hourly	\$37.519	\$39.395	\$41.365	\$43.433	\$45.605
				Annual	\$65,748.44	\$69,035.86	\$72,487.65	\$76,112.03	\$79,917.64
FVGEA	07/12/2019	G12	Community Services Officer	Monthly	\$5,479.04	\$5,752.99	\$6,040.64	\$6,342.67	\$6,659.80
				Bi-weekly	\$2,528.79	\$2,655.23	\$2,787.99	\$2,927.39	\$3,073.76
				Hourly	\$31.610	\$33.190	\$34.850	\$36.592	\$38.422
FVGEA	07/12/2019	G13	Crime Scene Investigator Supervisor	Annual	\$62,847.77	\$65,990.16	\$69,289.67	\$72,754.15	\$76,391.86
				Monthly	\$5,237.31	\$5,499.18	\$5,774.14	\$6,062.85	\$6,365.99
				Bi-weekly	\$2,417.22	\$2,538.08	\$2,664.99	\$2,798.24	\$2,938.15
FVGEA	07/12/2019	G13	Crime Scene Investigator Supervisor	Hourly	\$30.215	\$31.726	\$33.312	\$34.978	\$36.727
				Annual	\$51,334.01	\$53,900.72	\$56,595.75	\$59,425.54	\$62,396.82
				Monthly	\$4,277.83	\$4,491.73	\$4,716.31	\$4,952.13	\$5,199.73
FVGEA	07/12/2019	G69	Customer Service Representative Business License	Bi-weekly	\$1,974.39	\$2,073.10	\$2,176.76	\$2,285.60	\$2,399.88
				Hourly	\$24.680	\$25.914	\$27.209	\$28.570	\$29.998
				Annual	\$77,440.01	\$81,312.01	\$85,377.61	\$89,646.49	\$94,128.82
FVGEA	07/12/2019	G70	Customer Service Representative Utility Billing	Monthly	\$6,453.33	\$6,776.00	\$7,114.80	\$7,470.54	\$7,844.07
				Bi-weekly	\$2,978.46	\$3,127.39	\$3,283.75	\$3,447.94	\$3,620.34
				Hourly	\$37.231	\$39.092	\$41.047	\$43.099	\$45.254
FVGEA	07/12/2019	G70	Customer Service Representative Utility Billing	Annual	\$51,345.13	\$53,912.38	\$56,608.00	\$59,438.40	\$62,410.32
				Monthly	\$4,278.76	\$4,492.70	\$4,717.33	\$4,953.20	\$5,200.86
				Bi-weekly	\$1,974.81	\$2,073.55	\$2,177.23	\$2,286.09	\$2,400.40
FVGEA	07/12/2019	G17	Deputy City Clerk	Hourly	\$24.685	\$25.919	\$27.215	\$28.576	\$30.005
				Annual	\$65,481.71	\$68,755.79	\$72,193.58	\$75,803.26	\$79,593.43
				Monthly	\$5,456.81	\$5,729.65	\$6,016.13	\$6,316.94	\$6,632.79
FVGEA	07/12/2019	G24	Dispatcher	Bi-weekly	\$2,518.53	\$2,644.45	\$2,776.68	\$2,915.51	\$3,061.29
				Hourly	\$31.482	\$33.056	\$34.708	\$36.444	\$38.266
				Annual	\$59,813.74	\$62,804.43	\$65,944.65	\$69,241.88	\$72,703.98
FVGEA	07/12/2019	G16	Division Secretary	Monthly	\$4,984.48	\$5,233.70	\$5,495.39	\$5,770.16	\$6,058.66
				Bi-weekly	\$2,300.53	\$2,415.55	\$2,536.33	\$2,663.15	\$2,796.31
				Hourly	\$28.757	\$30.194	\$31.704	\$33.289	\$34.954
FVGEA	07/12/2019	G16A	Division Secretary (new hire)	Annual	\$51,189.54	\$53,749.01	\$56,436.46	\$59,258.29	\$62,221.20
				Monthly	\$4,265.79	\$4,479.08	\$4,703.04	\$4,938.19	\$5,185.10
				Bi-weekly	\$1,968.83	\$2,067.27	\$2,170.63	\$2,279.16	\$2,393.12
FVGEA	07/12/2019	G30	Engineering Technician I	Hourly	\$24.610	\$25.841	\$27.133	\$28.490	\$29.914
				Annual	\$50,900.58	\$53,445.61	\$56,117.89	\$58,923.79	\$61,869.98
				Monthly	\$4,241.72	\$4,453.80	\$4,676.49	\$4,910.32	\$5,155.83
FVGEA	07/12/2019	G29	Engineering Technician II	Bi-weekly	\$1,957.71	\$2,055.60	\$2,158.38	\$2,266.30	\$2,379.61
				Hourly	\$24.471	\$25.695	\$26.980	\$28.329	\$29.745
				Annual	\$55,357.16	\$58,125.02	\$61,031.27	\$64,082.83	\$67,286.98
FVGEA	07/12/2019	G31	Engineering Technician III	Monthly	\$4,613.10	\$4,843.75	\$5,085.94	\$5,340.24	\$5,607.25
				Bi-weekly	\$2,129.12	\$2,235.58	\$2,347.36	\$2,464.72	\$2,587.96
				Hourly	\$26.614	\$27.945	\$29.342	\$30.809	\$32.350
FVGEA	07/12/2019	G01	Executive Assistant to the City Manager	Annual	\$61,514.13	\$64,589.84	\$67,819.33	\$71,210.30	\$74,770.81
				Monthly	\$5,126.18	\$5,382.49	\$5,651.61	\$5,934.19	\$6,230.90
				Bi-weekly	\$2,365.93	\$2,484.22	\$2,608.44	\$2,738.86	\$2,875.80
FVGEA	07/12/2019	G50	Fire Prevention Specialist	Hourly	\$29.574	\$31.053	\$32.605	\$34.236	\$35.948
				Annual	\$68,282.35	\$71,696.47	\$75,281.29	\$79,045.36	\$82,997.63
				Monthly	\$5,690.20	\$5,974.71	\$6,273.44	\$6,587.11	\$6,916.47
FVGEA	07/12/2019	G72	Fire Prevention Analyst	Bi-weekly	\$2,626.24	\$2,757.56	\$2,895.43	\$3,040.21	\$3,192.22
				Hourly	\$32.828	\$34.469	\$36.193	\$38.003	\$39.903
				Annual	\$66,092.96	\$69,397.61	\$72,867.49	\$76,510.86	\$80,336.41
FVGEA	07/12/2019	G50	Fire Prevention Specialist	Monthly	\$5,507.75	\$5,783.13	\$6,072.29	\$6,375.91	\$6,694.70
				Bi-weekly	\$2,542.04	\$2,669.14	\$2,802.60	\$2,942.73	\$3,089.86
				Hourly	\$31.775	\$33.364	\$35.032	\$36.784	\$38.623
FVGEA	07/12/2019	G72	Fire Prevention Analyst	Annual	\$72,405.52	\$76,025.80	\$79,827.09	\$83,818.44	\$88,009.36
				Monthly	\$6,033.79	\$6,335.48	\$6,652.26	\$6,984.87	\$7,334.11
				Bi-weekly	\$2,784.83	\$2,924.07	\$3,070.27	\$3,223.79	\$3,384.98
FVGEA	07/12/2019	G72	Fire Prevention Analyst	Hourly	\$34.810	\$36.551	\$38.378	\$40.297	\$42.312
				Annual	\$76,028.58	\$79,830.01	\$83,821.51	\$88,012.58	\$92,413.21
				Monthly	\$6,335.71	\$6,652.50	\$6,985.13	\$7,334.38	\$7,701.10
FVGEA	07/12/2019	G72	Fire Prevention Analyst	Bi-weekly	\$2,924.18	\$3,070.38	\$3,223.90	\$3,385.10	\$3,554.35
				Hourly	\$36.552	\$38.380	\$40.299	\$42.314	\$44.429

FVGEA	07/12/2019	G80	Housing Analyst	Annual	\$72,005.43	\$75,605.70	\$79,385.99	\$83,355.29	\$87,523.05
				Monthly	\$6,000.45	\$6,300.48	\$6,615.50	\$6,946.27	\$7,293.59
				Bi-weekly	\$2,769.44	\$2,907.91	\$3,053.31	\$3,205.97	\$3,366.27
FVGEA	07/12/2019	G52	Housing Technician	Hourly	\$34.618	\$36.349	\$38.166	\$40.075	\$42.078
				Annual	\$65,459.48	\$68,732.46	\$72,169.08	\$75,777.53	\$79,566.41
				Monthly	\$5,454.96	\$5,727.70	\$6,014.09	\$6,314.79	\$6,630.53
FVGEA	08/20/2019	G84	Human Resources Technician	Bi-weekly	\$2,517.67	\$2,643.56	\$2,775.73	\$2,914.52	\$3,060.25
				Hourly	\$31.471	\$33.044	\$34.697	\$36.432	\$38.253
				Annual	\$55,034.86	\$57,786.61	\$60,675.94	\$63,709.73	\$66,895.220
FVGEA	07/12/2019	G10	Identification Technician	Monthly	\$4,586.24	\$4,815.55	\$5,056.33	\$5,309.14	\$5,574.60
				Bi-weekly	\$2,116.73	\$2,222.56	\$2,333.69	\$2,450.37	\$2,572.89
				Hourly	\$26.46	\$27.78	\$29.17	\$30.63	\$32.16
FVGEA	07/12/2019	G57	Information Systems Technician	Annual	\$63,459.02	\$66,631.97	\$69,963.57	\$73,461.75	\$77,134.84
				Monthly	\$5,288.25	\$5,552.66	\$5,830.30	\$6,121.81	\$6,427.90
				Bi-weekly	\$2,440.73	\$2,562.77	\$2,690.91	\$2,825.45	\$2,966.72
FVGEA	07/12/2019	G83	Lead Accounting Technician	Hourly	\$30.509	\$32.035	\$33.636	\$35.318	\$37.084
				Annual	\$61,414.11	\$64,484.81	\$67,709.05	\$71,094.51	\$74,649.23
				Monthly	\$5,117.84	\$5,373.73	\$5,642.42	\$5,924.54	\$6,220.77
FVGEA	07/12/2019	G81	Lead Code Enforcement Officer	Bi-weekly	\$2,362.08	\$2,480.19	\$2,604.19	\$2,734.40	\$2,871.12
				Hourly	\$29.526	\$31.002	\$32.552	\$34.180	\$35.889
				Annual	\$53,912.30	\$56,607.92	\$59,438.31	\$62,410.23	\$65,530.74
FVGEA	07/12/2019	G81	Lead Code Enforcement Officer	Monthly	\$4,492.69	\$4,717.33	\$4,953.19	\$5,200.85	\$5,460.89
				Bi-weekly	\$2,073.55	\$2,177.23	\$2,286.09	\$2,400.39	\$2,520.41
				Hourly	\$25.919	\$27.215	\$28.576	\$30.005	\$31.505
FVGEA	07/12/2019	G25	Lead Dispatcher	Annual	\$65,990.21	\$69,289.72	\$72,754.21	\$76,391.92	\$80,211.52
				Monthly	\$5,499.18	\$5,774.14	\$6,062.85	\$6,365.99	\$6,684.29
				Bi-weekly	\$2,538.09	\$2,664.99	\$2,798.24	\$2,938.15	\$3,085.06
FVGEA	07/12/2019	G08	Lead Records Clerk	Hourly	\$31.726	\$33.312	\$34.978	\$36.727	\$38.563
				Annual	\$62,803.32	\$65,943.48	\$69,240.66	\$72,702.69	\$76,337.82
				Monthly	\$5,233.61	\$5,495.29	\$5,770.05	\$6,058.56	\$6,361.49
FVGEA	07/12/2019	G08	Lead Records Clerk	Bi-weekly	\$2,415.51	\$2,536.29	\$2,663.10	\$2,796.26	\$2,936.07
				Hourly	\$30.194	\$31.704	\$33.289	\$34.953	\$36.701
				Annual	\$48,600.05	\$51,030.06	\$53,581.56	\$56,260.64	\$59,073.67
FVGEA	07/12/2019	G74	Management Aide	Monthly	\$4,050.00	\$4,252.50	\$4,465.13	\$4,688.39	\$4,922.81
				Bi-weekly	\$1,869.23	\$1,962.69	\$2,060.83	\$2,163.87	\$2,272.06
				Hourly	\$23.365	\$24.534	\$25.760	\$27.048	\$28.401
FVGEA	07/12/2019	G06	Offset Press Operator/Stores Clerk	Annual	\$63,948.02	\$67,145.42	\$70,502.70	\$74,027.83	\$77,729.22
				Monthly	\$5,329.00	\$5,595.45	\$5,875.22	\$6,168.99	\$6,477.44
				Bi-weekly	\$2,459.54	\$2,582.52	\$2,711.64	\$2,847.22	\$2,989.59
FVGEA	07/12/2019	G06	Offset Press Operator/Stores Clerk (new hire)	Hourly	\$30.744	\$32.281	\$33.896	\$35.590	\$37.370
				Annual	\$44,454.66	\$46,677.39	\$49,011.26	\$51,461.82	\$54,034.91
				Monthly	\$3,704.55	\$3,889.78	\$4,084.27	\$4,288.49	\$4,502.91
FVGEA	07/12/2019	G06	Offset Press Operator/Stores Clerk (new hire)	Bi-weekly	\$1,709.79	\$1,795.28	\$1,885.05	\$1,979.30	\$2,078.27
				Hourly	\$21.372	\$22.441	\$23.563	\$24.741	\$25.978
				Annual	\$44,010.11	\$46,210.62	\$48,521.15	\$50,947.20	\$53,494.56
FVGEA	07/12/2019	G07	Personnel Assistant	Monthly	\$3,667.51	\$3,850.88	\$4,043.43	\$4,245.60	\$4,457.88
				Bi-weekly	\$1,692.70	\$1,777.33	\$1,866.20	\$1,959.51	\$2,057.48
				Hourly	\$21.159	\$22.217	\$23.327	\$24.494	\$25.719
FVGEA	07/12/2019	G07	Personnel Assistant	Annual	\$51,189.54	\$53,749.01	\$56,436.46	\$59,258.29	\$62,221.20
				Monthly	\$4,265.79	\$4,479.08	\$4,703.04	\$4,938.19	\$5,185.10
				Bi-weekly	\$1,968.83	\$2,067.27	\$2,170.63	\$2,279.16	\$2,393.12
FVGEA	07/12/2019	G07A	Personnel Assistant (new hire)	Hourly	\$24.610	\$25.841	\$27.133	\$28.490	\$29.914
				Annual	\$50,900.58	\$53,445.61	\$56,117.89	\$58,923.79	\$61,869.98
				Monthly	\$4,241.72	\$4,453.80	\$4,676.49	\$4,910.32	\$5,155.83
FVGEA	07/12/2019	G56	Plan Check Engineer	Bi-weekly	\$1,957.71	\$2,055.60	\$2,158.38	\$2,266.30	\$2,379.61
				Hourly	\$24.471	\$25.695	\$26.980	\$28.329	\$29.745
				Annual	\$85,530.76	\$89,807.30	\$94,297.66	\$99,012.55	\$103,963.17
FVGEA	07/12/2019	G11	Property Clerk	Monthly	\$7,127.56	\$7,483.94	\$7,858.14	\$8,251.05	\$8,663.60
				Bi-weekly	\$3,289.64	\$3,454.13	\$3,626.83	\$3,808.17	\$3,998.58
				Hourly	\$41.121	\$43.177	\$45.335	\$47.602	\$49.982
FVGEA	07/12/2019	G54	Public Works Inspector	Annual	\$50,911.70	\$53,457.28	\$56,130.14	\$58,936.65	\$61,883.48
				Monthly	\$4,242.64	\$4,454.77	\$4,677.51	\$4,911.39	\$5,156.96
				Bi-weekly	\$1,958.14	\$2,056.05	\$2,158.85	\$2,266.79	\$2,380.13
FVGEA	07/12/2019	G54	Public Works Inspector	Hourly	\$24.477	\$25.701	\$26.986	\$28.335	\$29.752
				Annual	\$68,404.60	\$71,824.83	\$75,416.07	\$79,186.88	\$83,146.22
				Monthly	\$5,700.38	\$5,985.40	\$6,284.67	\$6,598.91	\$6,928.85
FVGEA	07/12/2019	G	Records Clerk I	Bi-weekly	\$2,630.95	\$2,762.49	\$2,900.62	\$3,045.65	\$3,197.93
				Hourly	\$32.887	\$34.531	\$36.258	\$38.071	\$39.974
				Annual	\$41,665.13	\$43,748.38	\$45,935.80	\$48,232.59	\$50,644.22
FVGEA	07/12/2019	G09	Records Clerk II	Monthly	\$3,472.09	\$3,645.70	\$3,827.98	\$4,019.38	\$4,220.35
				Bi-weekly	\$1,602.50	\$1,682.63	\$1,766.76	\$1,855.10	\$1,947.85
				Hourly	\$20.031	\$21.033	\$22.085	\$23.189	\$24.348
FVGEA	07/12/2019	G09	Records Clerk II	Annual	\$46,288.41	\$48,602.83	\$51,032.97	\$53,584.62	\$56,263.85
				Monthly	\$3,857.37	\$4,050.24	\$4,252.75	\$4,465.39	\$4,688.65
				Bi-weekly	\$1,780.32	\$1,869.34	\$1,962.81	\$2,060.95	\$2,163.99
FVGEA	07/12/2019	G76	Recreation Coordinator	Hourly	\$22.254	\$23.367	\$24.535	\$25.762	\$27.050
				Annual	\$52,223.11	\$54,834.26	\$57,575.98	\$60,454.78	\$63,477.51
				Monthly	\$4,351.93	\$4,569.52	\$4,798.00	\$5,037.90	\$5,289.79
FVGEA	07/12/2019	G14	Secretary	Bi-weekly	\$2,008.58	\$2,109.01	\$2,214.46	\$2,325.18	\$2,441.44
				Hourly	\$25.107	\$26.363	\$27.681	\$29.065	\$30.518
				Annual	\$55,034.86	\$57,786.61	\$60,675.94	\$63,709.74	\$66,895.22
FVGEA	07/12/2019	G14	Secretary	Monthly	\$4,586.24	\$4,815.55	\$5,056.33	\$5,309.14	\$5,574.60
				Bi-weekly	\$2,116.73	\$2,222.56	\$2,333.69	\$2,450.37	\$2,572.89
				Hourly	\$26.459	\$27.782	\$29.171	\$30.630	\$32.161

FVGEA	07/12/2019	G08	Supervising Records Clerk	Annual	\$57,868.85	\$60,762.29	\$63,800.41	\$66,990.43	\$70,339.95
				Monthly	\$4,822.40	\$5,063.52	\$5,316.70	\$5,582.54	\$5,861.66
				Bi-weekly	\$2,225.72	\$2,337.01	\$2,453.86	\$2,576.55	\$2,705.38
				Hourly	\$27.822	\$29.213	\$30.673	\$32.207	\$33.817
Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVMEA (Field)	07/12/2019	G45	Equipment Operator I	Annual	\$50,856.13	\$53,398.93	\$56,068.88	\$58,872.32	\$61,815.94
				Monthly	\$4,238.01	\$4,449.91	\$4,672.41	\$4,906.03	\$5,151.33
				Bi-weekly	\$1,956.00	\$2,053.81	\$2,156.50	\$2,264.32	\$2,377.54
				Hourly	\$24.450	\$25.673	\$26.956	\$28.304	\$29.719
FVMEA (Field)	07/12/2019	G82	Equipment Operator I- Water	Annual	\$54,924.60	\$57,670.83	\$60,554.37	\$63,582.09	\$66,761.19
				Monthly	\$4,577.05	\$4,805.90	\$5,046.20	\$5,298.51	\$5,563.43
				Bi-weekly	\$2,112.48	\$2,218.11	\$2,329.01	\$2,445.47	\$2,567.74
				Hourly	\$26.406	\$27.726	\$29.113	\$30.568	\$32.097
FVMEA (Field)	07/12/2019	G46	Equipment Operator II	Annual	\$53,278.91	\$55,942.85	\$58,739.99	\$61,676.99	\$64,760.84
				Monthly	\$4,439.91	\$4,661.90	\$4,895.00	\$5,139.75	\$5,396.74
				Bi-weekly	\$2,049.19	\$2,151.65	\$2,259.23	\$2,372.19	\$2,490.80
				Hourly	\$25.615	\$26.896	\$28.240	\$29.652	\$31.135
FVMEA (Field)	07/12/2019	G47	Equipment Operator II - Water	Annual	\$56,179.57	\$58,988.55	\$61,937.98	\$65,034.88	\$68,286.62
				Monthly	\$4,681.63	\$4,915.71	\$5,161.50	\$5,419.57	\$5,690.55
				Bi-weekly	\$2,160.75	\$2,268.79	\$2,382.23	\$2,501.34	\$2,626.41
				Hourly	\$27.009	\$28.360	\$29.778	\$31.267	\$32.830
FVMEA (Field)	07/12/2019	G62	Foreman	Annual	\$58,602.35	\$61,532.47	\$64,609.09	\$67,839.55	\$71,231.52
				Monthly	\$4,883.53	\$5,127.71	\$5,384.09	\$5,653.30	\$5,935.96
				Bi-weekly	\$2,253.94	\$2,366.63	\$2,484.97	\$2,609.21	\$2,739.67
				Hourly	\$28.174	\$29.583	\$31.062	\$32.615	\$34.246
FVMEA (Field)	07/12/2019	G63	Foreman Fleet	Annual	\$58,602.35	\$61,532.47	\$64,609.09	\$67,839.55	\$71,231.52
				Monthly	\$4,883.53	\$5,127.71	\$5,384.09	\$5,653.30	\$5,935.96
				Bi-weekly	\$2,253.94	\$2,366.63	\$2,484.97	\$2,609.21	\$2,739.67
				Hourly	\$28.174	\$29.583	\$31.062	\$32.615	\$34.246
FVMEA (Field)	07/12/2019	G75	Foreman Water	Annual	\$62,481.02	\$65,605.07	\$68,885.32	\$72,329.59	\$75,946.07
				Monthly	\$5,206.75	\$5,467.09	\$5,740.44	\$6,027.47	\$6,328.84
				Bi-weekly	\$2,403.12	\$2,523.27	\$2,649.44	\$2,781.91	\$2,921.00
				Hourly	\$30.039	\$31.541	\$33.118	\$34.774	\$36.513
FVMEA (Field)	07/12/2019	G39	Irrigation Technician	Annual	\$52,300.90	\$54,915.95	\$57,661.75	\$60,544.83	\$63,572.08
				Monthly	\$4,358.41	\$4,576.33	\$4,805.15	\$5,045.40	\$5,297.67
				Bi-weekly	\$2,011.57	\$2,112.15	\$2,217.76	\$2,328.65	\$2,445.08
				Hourly	\$25.145	\$26.402	\$27.722	\$29.108	\$30.563
FVMEA (Field)	07/12/2019	G78	Landscape Inspector	Annual	\$65,348.35	\$68,615.76	\$72,046.55	\$75,648.88	\$79,431.32
				Monthly	\$5,445.70	\$5,717.98	\$6,003.88	\$6,304.07	\$6,619.28
				Bi-weekly	\$2,513.40	\$2,639.07	\$2,771.02	\$2,909.57	\$3,055.05
				Hourly	\$31.417	\$32.988	\$34.638	\$36.370	\$38.188
FVMEA (Field)	07/12/2019	G36	Maintenance Worker II	Annual	\$48,433.35	\$50,855.02	\$53,397.77	\$56,067.66	\$58,871.04
				Monthly	\$4,036.11	\$4,237.92	\$4,449.81	\$4,672.30	\$4,905.92
				Bi-weekly	\$1,862.82	\$1,955.96	\$2,053.76	\$2,156.45	\$2,264.27
				Hourly	\$23.285	\$24.450	\$25.672	\$26.956	\$28.303
FVMEA (Field)	07/12/2019	G35	Maintenance Worker II - Chemical Applicator	Annual	\$52,300.90	\$54,915.95	\$57,661.75	\$60,544.83	\$63,572.08
				Monthly	\$4,358.41	\$4,576.33	\$4,805.15	\$5,045.40	\$5,297.67
				Bi-weekly	\$2,011.57	\$2,112.15	\$2,217.76	\$2,328.65	\$2,445.08
				Hourly	\$25.145	\$26.402	\$27.722	\$29.108	\$30.563
FVMEA (Field)	07/12/2019	G64	Maintenance Worker II - Water	Annual	\$52,300.90	\$54,915.95	\$57,661.75	\$60,544.83	\$63,572.08
				Monthly	\$4,358.41	\$4,576.33	\$4,805.15	\$5,045.40	\$5,297.67
				Bi-weekly	\$2,011.57	\$2,112.15	\$2,217.76	\$2,328.65	\$2,445.08
				Hourly	\$25.145	\$26.402	\$27.722	\$29.108	\$30.563
FVMEA (Field)	07/12/2019	G33	Mechanic	Annual	\$55,446.07	\$58,218.37	\$61,129.29	\$64,185.76	\$67,395.05
				Monthly	\$4,620.51	\$4,851.53	\$5,094.11	\$5,348.81	\$5,616.25
				Bi-weekly	\$2,132.54	\$2,239.17	\$2,351.13	\$2,468.68	\$2,592.12
				Hourly	\$26.657	\$27.990	\$29.389	\$30.859	\$32.401
FVMEA (Field)	07/12/2019	G37	Meter Reader	Annual	\$46,977.46	\$49,326.33	\$51,792.65	\$54,382.28	\$57,101.39
				Monthly	\$3,914.79	\$4,110.53	\$4,316.05	\$4,531.86	\$4,758.45
				Bi-weekly	\$1,806.83	\$1,897.17	\$1,992.02	\$2,091.63	\$2,196.21
				Hourly	\$22.585	\$23.715	\$24.900	\$26.145	\$27.453
FVMEA (Field)	07/12/2019	G42	Tree Trimmer	Annual	\$56,179.57	\$58,988.55	\$61,937.98	\$65,034.88	\$68,286.62
				Monthly	\$4,681.63	\$4,915.71	\$5,161.50	\$5,419.57	\$5,690.55
				Bi-weekly	\$2,160.75	\$2,268.79	\$2,382.23	\$2,501.34	\$2,626.41
				Hourly	\$27.009	\$28.360	\$29.778	\$31.267	\$32.830
FVMEA (Field)	07/12/2019	G65	Water Quality Technician	Annual	\$65,381.69	\$68,650.77	\$72,083.31	\$75,687.47	\$79,471.85
				Monthly	\$5,448.47	\$5,720.90	\$6,006.94	\$6,307.29	\$6,622.65
				Bi-weekly	\$2,514.68	\$2,640.41	\$2,772.43	\$2,911.06	\$3,056.61
				Hourly	\$31.434	\$33.005	\$34.655	\$36.388	\$38.208
FVMEA (Field)	07/12/2019	G66	Water System Operator	Annual	\$61,514.13	\$64,589.84	\$67,819.33	\$71,210.30	\$74,770.81
				Monthly	\$5,126.18	\$5,382.49	\$5,651.61	\$5,934.19	\$6,230.90
				Bi-weekly	\$2,365.93	\$2,484.22	\$2,608.44	\$2,738.86	\$2,875.80
				Hourly	\$29.574	\$31.053	\$32.605	\$34.236	\$35.948
Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
City Manager	08/10/2019	CMG	City Manager	Annual	\$ 200,658.664	\$ 210,691.597	\$ 221,226.177	\$ 232,287.486	\$ 243,901.860
				Monthly	\$ 16,721.555	\$ 17,557.633	\$ 18,435.515	\$ 19,357.290	\$ 20,325.155
				Bi-weekly	\$ 7,717.641	\$ 8,103.523	\$ 8,508.699	\$ 8,934.134	\$ 9,380.841
				Hourly	\$ 96.471	\$ 101.294	\$ 106.359	\$ 111.677	\$ 117.261
Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
Dept. Director	07/12/2019	D01	Chief of Police	Annual	\$185,537.34	\$194,814.20	\$204,554.91	\$214,782.66	\$225,521.79
				Monthly	\$15,461.44	\$16,234.52	\$17,046.24	\$17,898.55	\$18,793.48
				Bi-weekly	\$7,136.05	\$7,492.85	\$7,867.50	\$8,260.87	\$8,673.92
				Hourly	\$89.201	\$93.661	\$98.344	\$103.261	\$108.424
Dept. Director	07/12/2019	D08	Community Services Director	Annual	\$139,509.82	\$146,485.31	\$153,809.58	\$161,500.06	\$169,575.06

				Monthly	\$11,625.82	\$12,207.11	\$12,817.46	\$13,458.34	\$14,131.25
				Bi-weekly	\$5,365.76	\$5,634.05	\$5,915.75	\$6,211.54	\$6,522.12
				Hourly	\$67.072	\$70.426	\$73.947	\$77.644	\$81.526
Dept. Director	07/12/2019	D03	Director of Public Works	Annual	\$163,870.98	\$172,064.53	\$180,667.75	\$189,701.14	\$199,186.20
				Monthly	\$13,655.91	\$14,338.71	\$15,055.65	\$15,808.43	\$16,598.85
				Bi-weekly	\$6,302.73	\$6,617.87	\$6,948.76	\$7,296.20	\$7,661.01
				Hourly	\$78.784	\$82.723	\$86.859	\$91.202	\$95.763
Dept. Director	11/05/2019	D03	Director of Public Works (new hire)	Annual	\$158,500.00	\$166,425.00	\$174,746.25	\$183,483.56	\$192,657.740
				Monthly	\$13,208.33	\$13,868.75	\$14,562.19	\$15,290.30	\$16,054.81
				Bi-weekly	\$6,096.15	\$6,400.96	\$6,721.01	\$7,057.06	\$7,409.91
				Hourly	\$76.202	\$80.012	\$84.013	\$88.213	\$92.624
Dept. Director	07/12/2019	D06	Finance Director	Annual	\$154,090.95	\$161,795.50	\$169,885.28	\$178,379.54	\$187,298.52
				Monthly	\$12,840.91	\$13,482.96	\$14,157.11	\$14,864.96	\$15,608.21
				Bi-weekly	\$5,926.58	\$6,222.90	\$6,534.05	\$6,860.75	\$7,203.79
				Hourly	\$74.082	\$77.786	\$81.676	\$85.759	\$90.047
Dept. Director	07/12/2019	D02	Fire Chief	Annual	\$176,878.33	\$185,722.25	\$195,008.36	\$204,758.78	\$214,996.72
				Monthly	\$14,739.86	\$15,476.85	\$16,250.70	\$17,063.23	\$17,916.39
				Bi-weekly	\$6,803.01	\$7,143.16	\$7,500.32	\$7,875.34	\$8,269.10
				Hourly	\$85.038	\$89.290	\$93.754	\$98.442	\$103.364
Dept. Director	07/12/2019	D07	Human Resources Director	Annual	\$139,509.82	\$146,485.31	\$153,809.58	\$161,500.06	\$169,575.06
				Monthly	\$11,625.82	\$12,207.11	\$12,817.46	\$13,458.34	\$14,131.25
				Bi-weekly	\$5,365.76	\$5,634.05	\$5,915.75	\$6,211.54	\$6,522.12
				Hourly	\$67.072	\$70.426	\$73.947	\$77.644	\$81.526
Dept. Director	07/12/2019	D04	Planning/Building Director	Annual	\$154,302.11	\$162,017.22	\$170,118.08	\$178,623.98	\$187,555.18
				Monthly	\$12,858.51	\$13,501.43	\$14,176.51	\$14,885.33	\$15,629.60
				Bi-weekly	\$5,934.70	\$6,231.43	\$6,543.00	\$6,870.15	\$7,213.66
				Hourly	\$74.184	\$77.893	\$81.788	\$85.877	\$90.171

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3
PT	07/13/2018	T38	Accounting Technician I	Hourly	\$ 22.82	\$ 23.97	\$ 25.16
PT	07/13/2018	T39	Accounting Technician II	Hourly	\$ 23.97	\$ 25.16	\$ 26.42
PT	10/04/2008	T06	Administrative Intern	Hourly	\$ 12.31	\$ 12.93	\$ 13.58
PT	01/01/2020	T06	Administrative Intern	Hourly	\$ 13.00	\$ 13.65	\$ 14.33
PT	01/01/2019	T28	Administrative Intern- City Manager's Office	Hourly	\$ 12.00	\$ 12.60	\$ 13.23
PT	01/01/2020	T28	Administrative Intern- City Manager's Office	Hourly	\$ 13.00	\$ 13.65	\$ 14.33
PT	07/01/2018	T29	Administrative Specialist	Hourly	\$ 18.35	\$ 19.27	\$ 20.23
PT	07/01/2019	T14	Customer Service Representative	Hourly	\$ 24.69	\$ 25.92	\$ 27.22
PT	07/01/2018	T15	Dispatcher	Hourly	\$ 27.92	\$ 29.31	\$ 30.78
PT	07/01/2019	T15	Dispatcher	Hourly	\$ 28.76	\$ 30.19	\$ 31.70
PT	10/04/2008	T21	Dispatcher Trainee	Hourly	\$ 16.00	N/A	N/A
PT	07/12/2019	T32	Emergency Medical Services Manager	Hourly	\$ 52.22	\$ 54.83	\$ 57.57
PT	10/04/2008	T22	Emergency Preparedness Assistant	Hourly	\$ 17.50	\$ 18.37	\$ 19.29
PT	12/02/2017	T05	Engineering Technician I	Hourly	\$ 25.09	\$ 26.34	\$ 27.66
PT	12/02/2017	T05	Engineering Technician II	Hourly	\$ 25.84	\$ 27.13	\$ 28.49
PT	12/02/2017	T05	Engineering Technician III	Hourly	\$ 26.61	\$ 27.94	\$ 29.34
PT	01/04/2016	T35	Fire Administrative Aide	Hourly	\$ 14.70	\$ 15.43	\$ 16.20
PT	07/13/2018	T36	Firefighter Trainee	Hourly	\$ 21.52	N/A	N/A
PT	07/12/2019	T36	Firefighter Trainee	Hourly	\$ 22.16	N/A	N/A
PT	12/19/2013	T31	Graduate Intern	Hourly	\$ 14.70	\$ 15.43	\$ 16.20
PT	01/01/2019	T18	Human Resources Coordinator	Hourly	\$ 12.00	\$ 12.60	\$ 13.23
PT	01/01/2020	T18	Human Resources Coordinator	Hourly	\$ 13.00	\$ 13.65	\$ 14.33
PT	07/01/2018	T25	Information Systems Technician	Hourly	\$ 28.67	\$ 30.10	\$ 31.60
PT	07/01/2019	T25	Information Systems Technician	Hourly	\$ 29.53	\$ 31.00	\$ 32.55
PT	03/23/2019	T10	Lifeguard	Hourly	\$ 13.00	\$ 13.65	\$ 14.33
PT	07/01/2018	T33	Management Aide	Hourly	\$ 29.85	\$ 31.34	\$ 32.91
PT	07/01/2019	T33	Management Aide	Hourly	\$ 30.74	\$ 32.28	\$ 33.90
PT	10/04/2008	T23	Management Intern	Hourly	\$ 18.48	\$ 19.40	\$ 20.37
PT	10/04/2008	T17	Office Specialist I	Hourly	\$ 15.74	\$ 16.53	\$ 17.36
PT	10/04/2008	T13	Office Specialist II	Hourly	\$ 17.50	\$ 18.37	\$ 19.29
PT	07/13/2018	T37	Paramedic Trainee	Hourly	\$ 23.91	N/A	N/A
PT	07/12/2019	T37	Paramedic Trainee	Hourly	\$ 24.63	N/A	N/A
PT	07/13/2018	T01	Police Recruit	Hourly	\$ 33.61	N/A	N/A
PT	07/12/2019	T01	Police Recruit	Hourly	\$ 34.79	N/A	N/A
PT	10/04/2008	T12	Police Reserve Officer	Hourly	\$ 20.00	N/A	N/A
PT	01/06/2014	T30	Police Services Officer	Hourly	\$ 19.77	\$ 20.76	\$ 21.80
PT	03/23/2019	T20	Police Cadet	Hourly	\$ 12.50	\$ 13.13	\$ 13.78
PT	01/01/2020	T20	Police Cadet	Hourly	\$ 13.00	\$ 13.65	\$ 14.33
PT	06/10/2015	T34	Public Information Officer	Hourly	N/A	N/A	\$ 50.00
PT	08/13/2016	T26	Recreation Coordinator	Hourly	\$ 22.98	\$ 24.13	\$ 25.33
PT	03/23/2019	T03	Recreation Leader	Hourly	\$ 12.25	\$ 12.86	\$ 13.51
PT	01/01/2020	T03	Recreation Leader	Hourly	\$ 13.00	\$ 13.65	\$ 14.33
PT	03/23/2019	T04	Recreation Specialist	Hourly	\$ 15.50	\$ 16.28	\$ 17.09
PT	03/23/2019	T09	Swim Instructor/Lifeguard	Hourly	\$ 13.50	\$ 14.18	\$ 14.88
PT	03/23/2019	T07	Temporary Laborer	Hourly	\$ 14.00	\$ 14.70	\$ 15.44