

ORDINANCE NO. 2023-12-05-1602

AN ORDINANCE OF THE CITY OF STOCKTON EXTENDING FOR 10 YEARS THE TERM OF THE CITY OF STOCKTON TRANSACTIONS AND USE TAX ORDINANCE ("MEASURE A") APPROVED BY VOTERS AT THE NOVEMBER 5, 2013, ELECTION

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF STOCKTON, AS FOLLOWS:

Section I. Background and Purpose

On July 9, 2013, the City Council of the City of Stockton (the "Council") adopted Ordinance No. 2013-07-09-1601, enacting a general transaction and use tax (Measure A) upon adoption by the voters. On November 5, 2013, voters approved Measure A, and the taxes imposed were first collected on April 1, 2014. Ordinance No. 2013-07-09-1601 Section 17 reads:

Sunset of Tax. (a) The taxes imposed by this Ordinance shall remain effective until the soonest to occur of the following: (1) the City Council repeals, or the voters repeal, this Ordinance; (ii) the City Council determines that the City has experienced economic recovery as defined in Section 18 of this ordinance, or (iii) ten (10) years from the date the taxes imposed by this Ordinance are first collected. However, the voters hereby authorize the Council to extend the sunset of the taxes pursuant to paragraph (b) of this Section 17.

(b) The City Council may extend the sunset of the taxes imposed by this ordinance as follows. The Council shall hold two publicly noticed meetings at least 14 days apart and shall adopt findings based on evidence before it that: (i) the revenues provided by the taxes imposed by this Ordinance continue to be necessary to accomplish the purposes stated in Section 21 of this Ordinance and (ii) the total compensation paid to City employees is not excessive when compared to those of other similarly situated public-sector employees.

The above-referenced Section 21 reads:

Declaration. The proceeds of the taxes imposed by this Ordinance may be used for any lawful purpose of the City, as authorized by ordinance, resolution or action of the City Council. These taxes are not special taxes within the meaning of Section 1, subdivision (d) of Article XIII C of the California Constitution, but are general taxes imposed for general governmental purposes.

Section II. Findings

Finding I: The revenues provided by the taxes imposed by Measure A continue to be necessary to accomplish the purposes stated in Section 21 of this Ordinance. (Any

lawful purpose of the city, as authorized by ordinance, resolution, or action of the City Council.)

Evidence Supporting this Finding:

Exhibit 1: The Long-Range Financial Plan With and Without Measure A

Attached as Exhibit 1 are two Long-Range Financial Plan scenarios, one that assumes the revenues from Measure A continue for the foreseeable future, and one that assumes that the revenues sunset on March 31, 2024. It is clear from the evidence that while the General Fund remains positive in a scenario with Measure A, at the current expenditure level, the City will likely become insolvent by FY 2027-28 if Measure A is sunset.

Exhibit 2: City Services Restored from Bankruptcy Levels Using General Fund. Measure

A has helped the City's General Fund to partially recover from the "Great Recession," prepare for the next economic downturn, and provide for the restoration of services. The attached service areas were identified as experiencing significant cuts in the staff report accompanying Motion 2013-06-25-1502 that proposed Measure A. The City has demonstrated that Measure A has significantly contributed to the General fund, indirectly improving recovery in these service areas. Attached as Exhibit 2 is a list of these restored services which would likely be unsustainable without continued Measure A funding.

Exhibit 3: City Services that would be existentially threatened by the sunset of Measure A

Currently Measure A accounts for 17% of Budgeted General Fund Revenues. City departments were required to provide a likely scenario for the case where 17% of their General Fund usage were to be eliminated, with the results included as Exhibit 3. The list at Exhibit 3 does not represent an action plan but does illustrate the difficult decisions that City Council would be forced to make, and the subsequent service impact that Citizens may feel as City services are impaired.

Finding II: The total compensation paid to City employees is not excessive when compared to those of other similarly situated public-sector employees.

Exhibit 4: Methodology Used when Preparing Compensation Studies and Negotiating Employee Salaries

The City regularly undergoes a process facilitated by an external consultant to ensure that employee remuneration is at the median or middle of market. Attached as Exhibit 4 is a detailed write-up of the methodology used to do so.

Exhibit 5: Memorandum of Understanding Appendices

Attached at Exhibit 5 are the appendices from the Memorandums of Understanding (MOUs) between the City and the bargaining groups outlining the COLAs and Market Adjustments made during this year's labor negotiations demonstrating the effort to bring these classifications to the median of market.

Section III. Extension of Sunset

The sunset date of the taxes imposed by Measure A is hereby extended for a period of 10 years, through March 31, 2034.

Adoption of this ordinance does not modify the other means by which Measure A may be repealed or expire.

Adoption of this ordinance does not impair the ability of the Council to further extend the sunset of Measure A pursuant to paragraph (b) of Section 17 of Measure A.

Section IV. Severability

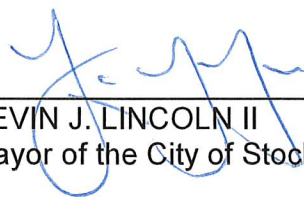
If any section of this ordinance or the application thereof to any person or circumstance is held invalid, the invalidity shall not affect other provisions or applications of the act which can be given without the invalid provisions or application, and to this end the provisions of this act are severable.

Section V. Effective Date

This ordinance shall take effect and be in full force thirty (30) days after its passage.

ADOPTED: 12/05/2023

EFFECTIVE: 01/04/2024



KEVIN J. LINCOLN II
Mayor of the City of Stockton

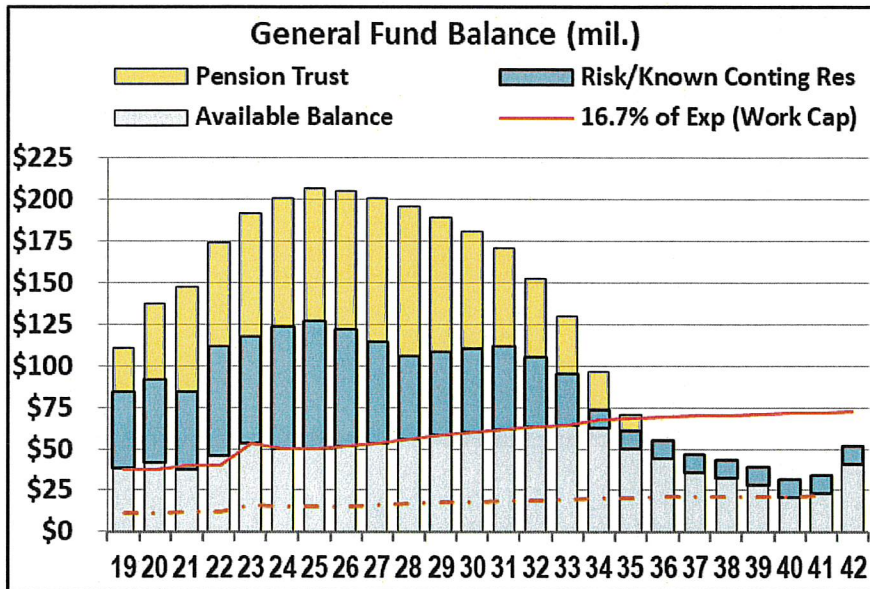
ATTEST:


ELIZA R. GARZA, CMC
City Clerk of the City of Stockton



The Long-Range Financial Plan With and Without Measure A

The Long-Range Financial Plan (L-RFP) projects the City's financial state over the next twenty years. Measure A tax revenues contributed an average of \$36 million per year to the General Fund since 2014. These revenues and the use of the funds are part of the financial projections in the L-RFP. The chart below shows the projected ending General Fund balance with Measure A revenues continuing to the end of the model.



As can be seen in the graph below, without Measure A revenues the City would quickly start operating at a deficit, consuming General Fund reserves by FY 2027-28, and quickly returning the City to a state of insolvency. Extensive cuts to vital City Services would become necessary for the City to remain solvent.

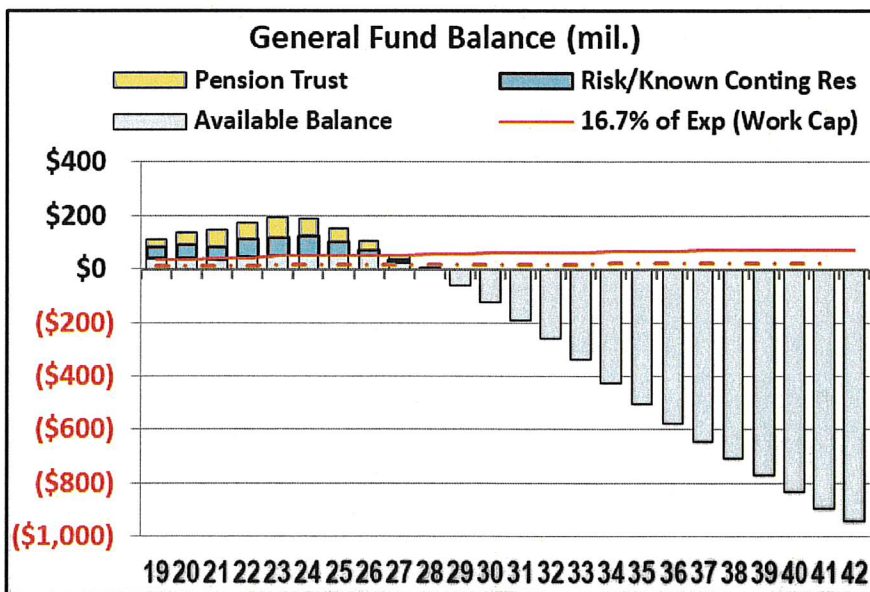


EXHIBIT 2

City Services Restored From Bankruptcy Levels Using General Fund:

Over the years that the transaction and use tax has been in effect, the City has leveraged the tax to affect considerable service recovery and delivery accomplishments:

Measure B Eligible Accomplishments

Measure A specifically:

1. Performed Neighborhood Betterment missions each year, including inspections, enforcement actions, property clean-ups, graffiti removal, and abandoned vehicle citations.
2. Overhauled the Police Department's radio systems, including a complete replacement of all 412 radios and implementation of the infrastructure to support them.
3. Put 114 Police and Office of Violence Prevention Vehicles into service.
4. Provided ongoing strategic Office of Violence Prevention efforts, including employee placements, social services, educational advancements, housing assistance, ID & DMV issue resolution, and family relocations.

Selected General Service / Bankruptcy Recovery Accomplishments Made Possible by Measure A

Over the decade that Measure A has been in service, the General Fund:

5. Provided for the fueling and operation of the City's Police Helicopter and Unmanned Air Support program.
6. Resumed Cost of Living Adjustments for police officers. Cost-of-living and market adjustments increased Police salaries by an average of 6.1% annually over the last five years.
7. Added four Human Resources and Administrative Services Department positions.
8. Provided for a police wellness staff member and wellness program.
9. Performed clean-up efforts related to the City's unhoused population consistent with Marshall Plan recommendation "Reclaim Neighborhoods: Disorder & Blight Reduction."
10. Provided for community clean-ups/Clean City initiatives consistent with Marshall Plan recommendation "Reclaim Neighborhoods: Disorder & Blight Reduction."
11. Maintained the Integrated Ballistics Identification (IBIS) System, software that allows for enhanced forensics in gun-related crimes.
12. Implemented Police Body Cameras.
13. Provided for the restoration and reopening of Fire Station No. 1, including facility improvements and the procurement of furniture, firefighting tools, and equipment.

EXHIBIT 2

14. Increased Fire sworn staffing levels 17 positions, with 9 positions for Station No. 1 which will be fully funded by the General Fund when the Staffing for Adequate Fire and Emergency Response (SAFER) grant ends.
15. Expanded the Fire Dispatch Center by 10 positions.
16. Implemented a fireworks program designed to decrease the possession and use of illegal fireworks through public awareness and enforcement.
17. Replaced outdated cardiac monitor/defibrillator equipment for emergency cardiac care.
18. Added a second fire academy per year to meet firefighter retention demands.
19. Added an Emergency Manager position that is responsible for emergency mitigation, preparedness, response, and recovery.
20. Allowed for Street Maintenance efforts, including: resurfacing streets, installing striped edge line lanes, improving sidewalk tripping hazards address, replacing sidewalks, sealing roadway cracks, street lighting improvement, and filling potholes.
21. Provided for tree services, including stump removal, trees trimmed at City Parks, and removed dead and hazardous trees citywide.
22. Helped fund parks maintenance and improvements, including replenishing playground surfacing; sports courts resurfacing; repairing and replacing playground structures; remodeling park restrooms; improvements to Pixie Woods' boat, bridge, concession stands, irrigation system, and carousel; swimming pool repairs; Van Buskirk gym floor replacement; Victory Park tennis courts lighting improvements; Weber Point Events Center shade structure maintenance; and Oak Park ball field improvements.
23. Supported one-time costs associated with reopening the Fair Oaks Library in 2017, which was closed during the bankruptcy.
24. Performed field maintenance supporting youth and adult sports at City parks.
25. Allocated \$2 million in grant funding for expanded Youth Service programming in FY 2023-24.
26. Investment in the Animal Shelter operations resulting in significantly improved live release rates.
27. Resumed and expanded staff training efforts, such as the City Manager's Leadership Academy.
28. Provided a complete replacement of all public safety radios; nearly every radio was beyond its useful life, and implemented and funded a replacement schedule for radio equipment. Completed installation of a new radio infrastructure core and new network infrastructure.

EXHIBIT 2

29. Internal self-insurance fund resources have been restored to positive balances from negative \$48 million.

30. Implemented a modernized Human Resources and Financial System resulting in increased financial accountability and efficiency.

The above list represents "one-time" and ongoing initiatives that might not have been possible without Measure A proceeds. The ongoing costs associated would likely make maintaining some of these efforts infeasible. Reproducing the "one-time" efforts the next time they are needed, such as the next financial system implementation or the next refresh of radio equipment or law enforcement vehicles would become very difficult without the continuation of Measure A revenues, eventually returning many service areas back to bankruptcy levels.

EXHIBIT 3

City Services that would be existentially threatened by the sunset of Measure A*Select Impacts of 17% General Fund Reduction on Key Departments*

Department	Citizen Impact
Police*	<p>Elimination of 155 sworn police positions. Authorized strength would be reduced to 330 from 485, permanently impacting our ability to restore services to the community and our gun violence reduction strategy. Additionally, there would be staffing cuts in Neighborhood Services, eliminating the Neighborhood Betterment Team funded by Measure A. Many support positions would be eliminated, further impacting department operations. Maintaining public safety positions is critical to our community's safety.</p>
Office of Violence Prevention*	<p>The Office of Violence Prevention (OVP) faces total closure. The department's staff, once 16 strong, would be slashed in half, reverting to pre-Marshall Plan era staffing levels. This extreme budget cut would incapacitate the Office of Violence Prevention, severely impairing their ability to combat gun and gang violence effectively in the community. The consequences would be dire: a breakdown in conflict mediation could fuel a surge in gang violence. The OVP's shooting emergency response program, a crucial peacekeeping initiative, would be eliminated, heightening the risk of retaliation without intervention. Emergency relocation services, essential for protecting victims and families, would be severely diminished, leaving them exposed to further harm. Additionally, the reduction in OVP's intensive case management would deprive high-risk clients of vital support, potentially forcing them back into a cycle of gang and gun violence in a desperate pursuit of necessities. This devastating scenario would significantly exacerbate gang and gun violence, posing an overwhelming threat to the citizens of Stockton.</p> <p>This significant budget cut threatens to plunge the City of Stockton back to the alarming homicide levels of 2012, reminiscent of the pre-Marshall Plan era when the city experienced its highest recorded number of homicides—72.</p>
Fire Department	<p>Total reduction in sworn fire personnel of approximately 30% to meet the 17% budget reduction target. Immediate response areas affected by the closures of three (3) engine companies and one (1) additional truck company will nearly double response times; and the effective response force on-scene time will almost triple the national standard identified in National Fire Protection Association (NFPA) 1710. Elimination of three engine companies will also result in the closure of three (3) fire stations as there will be insufficient number of personnel</p>

EXHIBIT 3

	<p>on duty each day to keep all fire stations open. Only 10 out of 13 fire stations will remain open.</p> <p>There will be limited resources for firefighting, medical, and all other services provided to citizens and businesses throughout the City; which will have a substantial impact on the Fire Department's ability to respond to emergencies.</p> <p>Reduction of relief crew will impact daily staffing levels as less staff will be available to fill in for absences due to illness, injuries, required training, or vacation.</p> <p>Loss of three engine companies and one truck company identified above will bring the total number of sworn personnel below the required SAFER grant minimum staffing maintenance requirement, resulting in to the potential loss of grant funds and the reduction of an additional 16 grant-funded firefighters.</p>
Public Works	<p>General Fund park sites (some City parks are funded through property owner assessments) will no longer be watered or maintained, with the exception being fire hazard mitigation (weed abatement) only. An example of this type of maintenance is the former Van Buskirk Golf Course site.</p> <p>Contracted services for illegal dumping and homeless encampment cleanups will be reduced to about 50% leaving a large amount of garbage and debris across the City.</p>
Community Services	<p>Reduction of security guard presence in Community Centers, fields, and aquatics, resulting in a loss of patron confidence in visiting centers, and participation in sports programs. Shootings have occurred at four facilities this year. Increased levels of vandalism and break-ins to facilities, and unruly behavior will be more difficult to stop and prevent. Additional funds were requested for FY 2023-24 for security services because of patron feedback; seniors and others report feeling unsafe without guards.</p> <p>Stockton Arts Commission annual grants would have to be scaled back, resulting in reduced support of local artists and mural beautification projects.</p> <p>Reduce field maintenance (Stockton Soccer Complex, Misty Holt-Singh, Louis Park), resulting in increased weeds and general health of playfields negatively impacting sports activities and creating safety hazards and poor aesthetic appearance. Loss of revenue from field rentals and tournaments.</p>

EXHIBIT 3

	<p>Eliminate library and community center staff, resulting in a reduction of open hours, including evening and weekend hours. This would further reduce programming available to patrons, access to resources, literacy programming, community-specific programs, and youth/adult activities. Reduce Library Materials, Resulting in City patrons waiting for digital books exasperating the already long wait times for materials as demand for digital items is increasing; fewer copies of newly released physical materials; patrons will need to wait longer.</p> <p>Eliminate support staff, resulting in an inability to support picnic rentals; slow response times to customer inquiries; delayed invoice processing and payment; extended timeline to fill vacant positions; reduced support of Stockton Arts and Parks and Recreation commissions; slower updates to websites.</p>
Economic Development	<p>Eliminate a position responsible for tracking and fostering business attraction leads, which has greatly improved Stockton's ability to attract new businesses and assist current businesses with expansion efforts, as well as to recruit developers that best fit with the goals of the Economic Development Strategic Plan.</p> <p>Shut down the Oak Park Ice Rink. The Oak Park Ice Rink is the only Ice Rink in this region and used by several organizations in the area, including St. Mary's high school. Total to operate is approximately \$1.1 million per year, and currently generates approximately \$500,000 of operating revenues which helps to offset yearly operating costs.</p> <p>Downscale special events such as Fourth of July, Christmas Parade/Tree Lighting, and Concerts in the Park.</p> <p>Institute a seasonal closure of the Civic Auditorium, resulting in one full-time position reduction and decreased utilization by the public.</p> <p>Downscale landscaping and maintenance of Pixie Woods, resulting in a less well-kept and enjoyable park.</p>

*Due to Police and OVP utilizing 65% of Measure A funding under Measure B, these departments were asked to provide a scenario which depicted the elimination of all Measure B expenditures and their percentage of the 35% remaining in the General Fund, rather than the flat 17% scenario that other departments were asked to prepare.

Methodology Used when Preparing Compensation Studies and Negotiating Employee Salaries

During negotiations of successor Memoranda of Understanding (MOU) with the City's Safety and Miscellaneous bargaining units, the City utilizes the services of an external consultant to conduct a comprehensive compensation study to use as a tool for negotiating employee salaries. The compensation study helps the City ensure that employees receive fair and equitable compensation to attract and retain talented individuals.

The compensation survey parameters include the selection of public agencies that are used to compare wages and benefits of the City of Stockton. These comparable agencies are selected based on public service employers with whom the City would compete for employees, the size and complexity of the agency, the geographic proximity, and the nature of services provided. During the most recent contract negotiations for Safety in 2022 and with the Miscellaneous bargaining units in 2023, the City utilized the following agencies:

- **The Stockton Police Officers' Association (SPOA) and the Stockton Police Management Association (SPMA):** Bay Area Rapid Transit (BART), City of Bakersfield, City of Elk Grove, City of Fresno, City of Livermore, City of Modesto, City of Ontario, City of Pomona, City of Riverside, City of Sacramento, City of San Bernardino, City of Tracy, and County of San Joaquin.
- **The Stockton Firefighters Local 456 (Fire) and Stockton Fire Management Unit:** Alameda County Fire Department, City of Bakersfield, City of Fresno, City of Modesto, City of Ontario, City of Pleasanton, City of Sacramento, San Joaquin Fire Authority (Tracy), Cosumnes Community Services District, County of San Bernardino, Sacramento Metro Fire Department.
- **Miscellaneous Units and Unrepresented Management/Confidential and Law Employees:** City of Bakersfield, City of Chula Vista, City of Fairfield, City of Fremont, City of Hayward, City of Livermore, City of Lodi, City of Manteca, City of Modesto, City of Riverside, City of Sacramento, City of Salinas, City of San Bernardino, San Joaquin County, City of Tracy.

The consultant gathers key salary and benefits data from comparable agencies to determine the City's position in the labor market based on the median of the market. The labor market median is described as the "middle" of the market and is a common market position because the data is less likely to be skewed by outliers (high and low-paying agencies in the market). The City's philosophy for salary increases is to offer a combination of Cost-of-Living Adjustment (COLA) and Market Adjustment increases that will move employees to the median of the market based on total compensation. The City has accomplished moving employees near or at the median of the market during the 2022 and 2023 MOU contract negotiations. The exception is the Operations and Maintenance (O&M) and Trades and Maintenance (T&M) units which have not yet reached an agreement on successor MOUs. Some classifications in these units remain with salaries under the median of the market.

STOCKTON POLICE OFFICERS ASSOCIATION (SPOA) SUCCESSOR MOU
TERM: July 1, 2022 – June 30, 2025

APPENDIX A. COLA AND MARKET ADJUSTMENTS

Year 1 - Effective 7/1/22;
 Year 2 - Effective 7/1/23;
 Year 3 - Effective 7/1/24

	Steps					
	1	2	3	4	5	6
Police Officer	6,055.40	6,366.58	6,694.48	7,037.52	7,400.36	7,779.88
COLA and MA year 1 (9.8%)	593.44	623.92	656.06	689.68	725.24	762.44
Year 1 - Monthly Salary	6,648.84	6,990.50	7,350.54	7,727.20	8,125.60	8,542.32
COLA and MA year 2 (4%)	265.96	279.62	294.02	309.08	325.04	341.68
Year 2 - Monthly Salary	6,914.80	7,270.12	7,644.56	8,036.28	8,450.64	8,884.00
COLA and MA year 3 (4%)	276.60	290.82	305.78	321.46	338.02	355.36
Year 3 - Monthly Salary	7,191.40	7,560.94	7,950.34	8,357.74	8,788.66	9,239.36
Police Officer Recruit	5,134.74					
COLA and MA year 1 (9.8%)	503.22					
Year 1 - Monthly Salary	5,637.96					
COLA and MA year 2 (4%)	225.51					
Year 2 - Monthly Salary	5,863.46					
COLA and MA year 3 (4%)	234.56					
Year 3 - Monthly Salary	6,098.02					
Police Officer Trainee	5,134.74					
COLA and MA year 1 (9.8%)	503.22					
Year 1 - Monthly Salary	5,637.96					
COLA and MA year 2 (4%)	225.51					
Year 2 - Monthly Salary	5,863.46					
COLA and MA year 3 (4%)	234.56					
Year 3 - Monthly Salary	6,098.02					
Police Sergeant	7,159.02	7,527.88	7,913.48	8,320.32	8,748.40	9,197.74
COLA and MA year 1 (9.8%)	701.56	737.74	775.52	815.40	857.34	901.38
Year 1 - Monthly Salary	7,860.58	8,265.62	8,689.00	9,135.72	9,605.74	10,099.12
COLA and MA year 2 (4%)	314.42	330.62	347.56	365.42	384.22	403.96
Year 2 - Monthly Salary	8,175.00	8,596.24	9,036.56	9,501.14	9,989.96	10,503.08
COLA and MA year 3 (4%)	327.02	343.86	361.46	380.06	399.60	420.14
Year 3 - Monthly Salary	8,502.02	8,940.10	9,398.02	9,881.20	10,389.56	10,923.22

POLICE MANAGEMENT UNIT SUCCESSOR MOU
TERM: July 1, 2022 – June 30, 2025

APPENDIX A. COLA AND MARKET ADJUSTMENTS

Year 1- Effective 7/1/22;
 Year 2- Effective 7/1/23;
 Year 3- Effective 7/1/24

	Steps					
	1	2	3	4	5	6
Police Captain	11,314.50	11,893.82	12,503.18	13,144.00	13,817.72	14,524.34
COLA and MA year 1 (10%)	1,131.46	1,189.38	1,250.30	1,314.40	1,381.78	1,452.42
Year 1 - Monthly Salary	12,445.96	13,083.20	13,753.48	14,458.40	15,199.50	15,976.76
COLA and MA year 2 (4%)	497.84	523.34	550.16	578.32	607.96	639.08
Year 2 - Monthly Salary	12,943.80	13,606.54	14,303.64	15,036.72	15,807.46	16,615.84
COLA and MA year 3 (4%)	517.74	544.24	572.14	601.48	632.30	664.64
Year 3 - Monthly Salary	13,461.54	14,150.78	14,875.78	15,638.20	16,439.76	17,280.48
Police Lieutenant	9,806.86	10,310.34	10,838.18	11,393.18	11,976.78	12,590.42
COLA and MA year 1 (10%)	980.70	1,031.06	1,083.84	1,139.32	1,197.68	1,259.04
Year 1 - Monthly Salary	10,787.56	11,341.40	11,922.02	12,532.50	13,174.46	13,849.46
COLA and MA year 2 (4%)	431.50	453.64	476.86	501.30	526.98	553.98
Year 2 - Monthly Salary	11,219.06	11,795.04	12,398.88	13,033.80	13,701.44	14,403.44
COLA and MA year 3 (4%)	448.76	471.80	495.96	521.36	548.04	576.14
Year 3 - Monthly Salary	11,667.82	12,266.84	12,894.84	13,555.16	14,249.48	14,979.58

**FIRE UNIT SUCCESSOR MOU
TERM: JULY 1, 2022 – JUNE 30, 2025**

APPENDIX B. COLA and Market Adjustments

Year 1- Effective 7/1/22;
Year 2- Effective 7/1/23;
Year 3- Effective 7/1/24

	Steps								
	1	2	3	4	5	6	7	8	9
Fire Captain	7,257.16	7,630.30	8,021.79	8,434.05	8,867.15	9,323.48	-	-	-
COLA and MA year 1 (9.65%)	700.32	736.32	774.10	813.89	855.68	899.72	-	-	-
Year 1 - Monthly Salary	7,957.48	8,366.62	8,795.89	9,247.94	9,722.83	10,223.20	-	-	-
COLA and MA year 2 (4%)	318.30	334.66	351.84	369.92	388.91	408.93	-	-	-
Year 2 - Monthly Salary	8,275.77	8,701.29	9,147.73	9,617.85	10,111.74	10,632.12	-	-	-
COLA and MA year 3 (4%)	331.03	348.05	365.91	384.71	404.47	425.28	-	-	-
Year 3 - Monthly Salary	8,606.81	9,049.34	9,513.64	10,002.57	10,516.21	11,057.41	-	-	-
Fire Captain - Admin	6,839.34	7,191.08	7,560.07	7,948.68	8,356.90	8,787.04	-	-	-
COLA and MA year 1 (9.65%)	660.00	693.94	729.55	767.05	806.44	847.95	-	-	-
Year 1 - Monthly Salary	7,499.34	7,885.00	8,289.82	8,715.73	9,163.34	9,634.99	-	-	-
COLA and MA year 2 (4%)	299.97	315.40	331.58	348.63	366.53	385.40	-	-	-
Year 2 - Monthly Salary	7,799.31	8,200.40	8,621.20	9,064.36	9,529.87	10,020.39	-	-	-
COLA and MA year 3 (4%)	311.97	328.02	344.85	362.57	381.19	400.82	-	-	-
Year 3 - Monthly Salary	8,111.28	8,528.41	8,966.05	9,426.93	9,911.07	10,421.20	-	-	-
Fire Captain (22 years)	7,892.16	8,297.95	8,723.68	9,172.04	9,643.02	10,139.28	-	-	-
COLA and MA year 1 (9.65%)	761.59	800.75	841.84	885.10	930.55	978.44	-	-	-
Year 1 - Monthly Salary	8,653.75	9,098.70	9,565.52	10,057.14	10,573.57	11,117.72	-	-	-
COLA and MA year 2 (4%)	346.15	363.95	382.62	402.29	422.94	444.71	-	-	-
Year 2 - Monthly Salary	8,999.90	9,462.65	9,948.14	10,459.43	10,996.51	11,562.43	-	-	-
COLA and MA year 3 (4%)	360.00	378.51	397.93	418.38	439.86	462.50	-	-	-
Year 3 - Monthly Salary	9,359.90	9,841.16	10,346.06	10,877.80	11,436.37	12,024.93	-	-	-
Fire Captain (22 years) - Admin	7,437.78	7,820.28	8,221.59	8,644.18	9,088.13	9,555.90	-	-	-
COLA and MA year 1 (9.65%)	717.75	754.66	793.38	834.16	877.00	922.14	-	-	-
Year 1 - Monthly Salary	8,155.53	8,574.94	9,014.97	9,478.34	9,965.13	10,478.04	-	-	-
COLA and MA year 2 (4%)	326.22	343.00	360.60	379.13	398.61	419.12	-	-	-
Year 2 - Monthly Salary	8,481.75	8,917.93	9,375.57	9,857.48	10,363.74	10,897.17	-	-	-
COLA and MA year 3 (4%)	339.27	356.72	375.02	394.30	414.55	435.89	-	-	-
Year 3 - Monthly Salary	8,821.02	9,274.65	9,750.60	10,251.78	10,778.29	11,333.05	-	-	-

**FIRE UNIT SUCCESSOR MOU
TERM: JULY 1, 2022 – JUNE 30, 2025**

Fire Fighter	4,772.67	5,018.13	5,276.35	5,547.28	5,833.26	6,133.15	6,448.09	6,779.23	7,127.75
COLA and MA year 1 (9.65%)	460.56	484.25	509.17	535.31	562.91	591.85	622.24	654.20	687.83
Year 1 - Monthly Salary	5,233.23	5,502.38	5,785.52	6,082.59	6,396.17	6,725.00	7,070.33	7,433.43	7,815.58
COLA and MA year 2 (4%)	209.33	220.10	231.42	243.30	255.85	269.00	282.81	297.34	312.62
Year 2 - Monthly Salary	5,442.56	5,722.47	6,016.94	6,325.90	6,652.02	6,994.00	7,353.14	7,730.76	8,128.20
COLA and MA year 3 (4%)	217.70	228.90	240.68	253.04	266.08	279.76	294.13	309.23	325.13
Year 3 - Monthly Salary	5,660.26	5,951.37	6,257.62	6,578.93	6,918.10	7,273.76	7,647.27	8,039.99	8,453.33
Fire Fighter - Admin	4,497.55	4,728.93	4,972.30	5,227.68	5,497.26	5,779.93	6,076.79	6,388.91	6,717.41
COLA and MA year 1 (9.65%)	434.01	456.34	479.83	504.47	530.49	557.76	586.41	616.53	648.23
Year 1 - Monthly Salary	4,931.56	5,185.27	5,452.13	5,732.15	6,027.75	6,337.69	6,663.20	7,005.44	7,365.64
COLA and MA year 2 (4%)	197.26	207.41	218.09	229.29	241.11	253.51	266.53	280.22	294.63
Year 2 - Monthly Salary	5,128.83	5,392.68	5,670.21	5,961.44	6,268.86	6,591.20	6,929.73	7,285.66	7,660.27
COLA and MA year 3 (4%)	205.15	215.71	226.81	238.46	250.75	263.65	277.19	291.43	306.41
Year 3 - Monthly Salary	5,333.98	5,608.39	5,897.02	6,199.89	6,519.61	6,854.85	7,206.92	7,577.08	7,966.68
Fire Fighter (22 years)	5,457.22	5,738.03	6,032.67	6,343.68	6,669.81	7,012.30	7,372.41	7,751.42	-
COLA and MA year 1 (9.65%)	526.62	553.72	582.15	612.17	643.64	676.69	711.44	748.01	-
Year 1 - Monthly Salary	5,983.84	6,291.75	6,614.82	6,955.85	7,313.45	7,688.99	8,083.85	8,499.43	-
COLA and MA year 2 (4%)	239.35	251.67	264.59	278.23	292.54	307.56	323.35	339.98	-
Year 2 - Monthly Salary	6,223.20	6,543.42	6,879.42	7,234.08	7,605.98	7,996.55	8,407.20	8,839.41	-
COLA and MA year 3 (4%)	248.93	261.74	275.18	289.36	304.24	319.86	336.29	353.58	-
Year 3 - Monthly Salary	6,472.12	6,805.16	7,154.59	7,523.44	7,910.22	8,316.41	8,743.49	9,192.99	-
Fire Fighter (22 years) - Admin	5,142.71	5,407.38	5,684.42	5,978.27	6,285.68	6,608.51	6,947.94	7,305.18	-
COLA and MA year 1 (9.65%)	496.27	521.81	548.55	576.90	606.57	637.72	670.48	704.95	-
Year 1 - Monthly Salary	5,638.98	5,929.19	6,232.97	6,555.17	6,892.25	7,246.23	7,618.42	8,010.13	-
COLA and MA year 2 (4%)	225.56	237.17	249.32	262.21	275.69	289.85	304.74	320.41	-
Year 2 - Monthly Salary	5,864.54	6,166.36	6,482.29	6,817.38	7,167.94	7,536.08	7,923.15	8,330.54	-
COLA and MA year 3 (4%)	234.58	246.65	259.29	272.70	286.72	301.44	316.93	333.22	-
Year 3 - Monthly Salary	6,099.12	6,413.01	6,741.58	7,090.08	7,454.66	7,837.52	8,240.08	8,663.76	-
Fire Fighter Engineer	6,355.55	6,681.67	7,026.03	7,386.21	7,765.86	8,164.98	-	-	-
COLA and MA year 1 (9.65%)	613.31	644.78	678.01	712.77	749.41	787.92	-	-	-
Year 1 - Monthly Salary	6,968.86	7,326.45	7,704.04	8,098.98	8,515.27	8,952.90	-	-	-
COLA and MA year 2 (4%)	278.75	293.06	308.16	323.96	340.61	358.12	-	-	-
Year 2 - Monthly Salary	7,247.61	7,619.51	8,012.20	8,422.94	8,855.88	9,311.02	-	-	-
COLA and MA year 3 (4%)	289.90	304.78	320.49	336.92	354.24	372.44	-	-	-
Year 3 - Monthly Salary	7,537.52	7,924.29	8,332.69	8,759.86	9,210.11	9,683.46	-	-	-

**FIRE UNIT SUCCESSOR MOU
TERM: JULY 1, 2022 – JUNE 30, 2025**

Fire Fighter Engineer - Admin	5,989.48	6,296.89	6,621.48	6,960.99	7,318.84	7,694.81	-	-	-
COLA and MA year 1 (9.65%)	577.98	607.65	638.97	671.74	706.27	742.55	-	-	-
Year 1 - Monthly Salary	6,567.46	6,904.54	7,260.45	7,632.73	8,025.11	8,437.36	-	-	-
COLA and MA year 2 (4%)	262.70	276.18	290.42	305.31	321.00	337.49	-	-	-
Year 2 - Monthly Salary	6,830.16	7,180.72	7,550.87	7,938.03	8,346.11	8,774.85	-	-	-
COLA and MA year 3 (4%)	273.21	287.23	302.03	317.52	333.84	350.99	-	-	-
Year 3 - Monthly Salary	7,103.37	7,467.95	7,852.91	8,255.56	8,679.96	9,125.85	-	-	-
Fire Fighter Engineer (22 years)	6,911.65	7,266.30	7,640.82	8,032.50	8,445.37	8,879.42	-	-	-
COLA and MA year 1 (9.65%)	666.97	701.20	737.34	775.14	814.98	856.86	-	-	-
Year 1 - Monthly Salary	7,578.62	7,967.50	8,378.16	8,807.64	9,260.35	9,736.28	-	-	-
COLA and MA year 2 (4%)	303.14	318.70	335.13	352.31	370.41	389.45	-	-	-
Year 2 - Monthly Salary	7,881.77	8,286.20	8,713.29	9,159.94	9,630.76	10,125.74	-	-	-
COLA and MA year 3 (4%)	315.27	331.45	348.53	366.40	385.23	405.03	-	-	-
Year 3 - Monthly Salary	8,197.04	8,617.65	9,061.82	9,526.34	10,015.99	10,530.76	-	-	-
Fire Fighter Engineer (22 years) - Admin	6,513.56	6,847.87	7,200.86	7,570.07	7,959.23	8,368.11	-	-	-
COLA and MA year 1 (9.65%)	628.56	660.82	694.88	730.51	768.07	807.52	-	-	-
Year 1 - Monthly Salary	7,142.12	7,508.69	7,895.74	8,300.58	8,727.30	9,175.63	-	-	-
COLA and MA year 2 (4%)	285.68	300.35	315.83	332.02	349.09	367.03	-	-	-
Year 2 - Monthly Salary	7,427.80	7,809.04	8,211.57	8,632.61	9,076.39	9,542.66	-	-	-
COLA and MA year 3 (4%)	297.11	312.36	328.46	345.30	363.06	381.71	-	-	-
Year 3 - Monthly Salary	7,724.92	8,121.40	8,540.04	8,977.91	9,439.44	9,924.36	-	-	-
Fire Fighter Trainee	4,772.67	-	-	-	-	-	-	-	-
COLA and MA year 1 (9.65%)	460.56	-	-	-	-	-	-	-	-
Year 1 - Monthly Salary	5,233.23	-	-	-	-	-	-	-	-
COLA and MA year 2 (4%)	209.33	-	-	-	-	-	-	-	-
Year 2 - Monthly Salary	5,442.56	-	-	-	-	-	-	-	-
COLA and MA year 3 (4%)	217.70	-	-	-	-	-	-	-	-
Year 3 - Monthly Salary	5,660.26	-	-	-	-	-	-	-	-

**FIRE MANAGEMENT UNIT SUCCESSOR MOU
TERM: JULY 1, 2022 – JUNE 30, 2025**

APPENDIX A. COLA AND MARKET ADJUSTMENTS

Year 1- Effective 7/1/22;
Year 2- Effective 7/1/23;
Year 3- Effective 7/1/24

	Steps					
	1	2	3	4	5	6
Fire Battalion Chief	9,223.50	9,697.42	10,194.53	10,718.68	11,268.69	11,848.12
COLA and MA year 1 (10%)	922.35	969.74	1,019.45	1,071.87	1,126.86	1,184.81
Year 1 - Monthly Salary	10,145.85	10,667.16	11,213.98	11,790.55	12,395.45	13,032.93
COLA and MA year 2 (4%)	405.83	426.69	448.56	471.62	495.82	521.32
Year 2 - Monthly Salary	10,551.68	11,093.85	11,662.54	12,262.17	12,891.27	13,554.25
COLA and MA year 3 (4%)	422.07	443.75	466.50	490.49	515.65	542.17
Year 3 - Monthly Salary	10,973.75	11,537.60	12,129.04	12,752.66	13,406.92	14,096.42
Fire Battalion Chief - Admin	8,692.73	9,139.45	9,608.02	10,102.08	10,620.42	11,166.66
COLA and MA year 1 (10%)	869.27	913.95	960.80	1,010.21	1,062.04	1,116.67
Year 1 - Monthly Salary	9,562.00	10,053.40	10,568.82	11,112.29	11,682.46	12,283.33
COLA and MA year 2 (4%)	382.48	402.14	422.75	444.49	467.30	491.33
Year 2 - Monthly Salary	9,944.48	10,455.53	10,991.57	11,556.78	12,149.76	12,774.66
COLA and MA year 3 (4%)	397.78	418.22	439.66	462.27	485.99	510.99
Year 3 - Monthly Salary	10,342.26	10,873.75	11,431.24	12,019.05	12,635.75	13,285.65
Fire Battalion Chief (22 years)	9,373.84	9,855.50	10,360.69	10,893.40	11,452.27	12,041.24
COLA and MA year 1 (10%)	937.38	985.55	1,036.07	1,089.34	1,145.23	1,204.12
Year 1 - Monthly Salary	10,311.22	10,841.05	11,396.76	11,982.74	12,597.50	13,245.36
COLA and MA year 2 (4%)	412.45	433.64	455.87	479.31	503.90	529.81
Year 2 - Monthly Salary	10,723.67	11,274.69	11,852.63	12,462.05	13,101.40	13,775.18
COLA and MA year 3 (4%)	428.95	450.99	474.11	498.48	524.06	551.01
Year 3 - Monthly Salary	11,152.62	11,725.68	12,326.73	12,960.53	13,625.45	14,326.19
Fire Battalion Chief (22 years) - Admin	8,834.42	9,288.43	9,764.83	10,266.75	10,793.54	11,348.69
COLA and MA year 1 (10%)	883.44	928.84	976.46	1,026.68	1,079.35	1,134.87
Year 1 - Monthly Salary	9,717.86	10,217.27	10,741.09	11,293.43	11,872.89	12,483.56
COLA and MA year 2 (4%)	388.71	408.69	429.64	451.74	474.92	499.34
Year 2 - Monthly Salary	10,106.58	10,625.96	11,170.74	11,745.16	12,347.81	12,982.90
COLA and MA year 3 (4%)	404.26	425.04	446.83	469.81	493.91	519.32
Year 3 - Monthly Salary	10,510.84	11,051.00	11,617.57	12,214.97	12,841.72	13,502.22

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

ADMINISTRATIVE, CLERICAL AND SERVICES UNIT

PROFESSIONAL AND TECHNICAL UNIT

APPENDIX B – LABOR MARKET PAY ADJUSTMENTS

Year 1 - Effective 7/1/23

Year 2 - Effective 7/1/24

Year 3 - Effective 7/1/25

Rate Calculation	
COLA year 1 (4%)	Current hourly x 0.04
MA year 1 (0%)	N/A
Year 1 - Monthly Salary	(Current hourly + COLA) x 173.34
COLA year 2 (3%)	Year 1 hourly x 0.03
MA year 2 (5%)	Current hourly x 0.05
Year 2 - Monthly Salary	(Current hourly + all increases) x 173.34
COLA year 3 (3%)	(Current hourly + COLAs) x 0.03
MA year 3 (2%)	Current hourly x 0.02
Year 3 - Monthly Salary	(Current hourly + all increases) x 173.34

*Monthly hours of 173.34 are calculated from 86.67 x 2

*Fire Telecommunicators (56) are calculated at 242.66 Monthly hours

		Hourly/Monthly Steps					
		1	2	3	4	5	6
Accountant II	<i>current monthly</i>	6,018.72	6,327.18	6,652.14	6,992.14	7,351.34	7,727.00
	<i>current hourly</i>	34.7220	36.5016	38.3763	40.3377	42.4100	44.5771
COLA year 1 (4%)		1.3889	1.4601	1.5351	1.6135	1.6964	1.7831
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,259.46	6,580.27	6,918.23	7,271.82	7,645.40	8,036.07
COLA year 2 (3%)		1.0833	1.1388	1.1973	1.2585	1.3232	1.3908
MA year 2 (0.54%)		0.1875	0.1971	0.2072	0.2178	0.2290	0.2407
Year 2 - Monthly Salary		6,479.74	6,811.85	7,161.70	7,527.73	7,914.46	8,318.88
COLA year 3 (3%)		1.1215	1.1789	1.2395	1.3028	1.3698	1.4398
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,674.14	7,016.21	7,376.55	7,753.57	8,151.90	8,568.45

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT

Accountant I	<i>current monthly</i>	5,165.42	5,429.08	5,707.40	6,000.34	6,307.94	6,630.22
	<i>current hourly</i>	29.7994	31.3204	32.9260	34.6160	36.3906	38.2498
COLA year 1 (4%)		1.1920	1.2528	1.3170	1.3846	1.4556	1.5300
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,372.05	5,646.24	5,935.69	6,240.35	6,560.26	6,895.43
COLA year 2 (3%)		0.9297	0.9772	1.0273	1.0800	1.1354	1.1934
MA year 2 (7%)		2.0860	2.1924	2.3048	2.4231	2.5473	2.6775
Year 2 - Monthly Salary		5,894.79	6,195.66	6,513.28	6,847.59	7,198.63	7,566.41
COLA year 3 (3%)		1.0202	1.0723	1.1273	1.1851	1.2459	1.3095
MA year 3 (0.11%)		0.0328	0.0345	0.0362	0.0381	0.0400	0.0421
Year 3 - Monthly Salary		6,077.31	6,387.51	6,714.95	7,059.61	7,421.53	7,800.69
Grants Analyst	<i>current monthly</i>	5,044.30	5,302.70	5,574.34	5,860.38	6,160.84	6,476.94
	<i>current hourly</i>	29.1006	30.5913	32.1584	33.8086	35.5419	37.3655
COLA year 1 (4%)		1.1640	1.2237	1.2863	1.3523	1.4217	1.4946
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,246.07	5,514.80	5,797.31	6,094.80	6,407.27	6,736.01
COLA year 2 (3%)		0.9079	0.9544	1.0033	1.0548	1.1089	1.1658
MA year 2 (7%)		2.0370	2.1414	2.2511	2.3666	2.4879	2.6156
Year 2 - Monthly Salary		5,756.55	6,051.44	6,361.43	6,687.87	7,030.74	7,391.48
COLA year 3 (3%)		0.9963	1.0473	1.1010	1.1575	1.2168	1.2792

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

MA year 3 (2.89%)		0.8410	0.8841	0.9294	0.9771	1.0272	1.0799
Year 3 - Monthly Salary		6,075.03	6,386.23	6,713.37	7,057.87	7,419.71	7,800.41
Customer Service Assistant	<i>current monthly</i>	3,416.54	3,591.70	3,775.22	3,969.58	4,172.32	4,385.84
	<i>current hourly</i>	19.7101	20.7205	21.7793	22.9005	24.0701	25.3020
COLA year 1 (4%)		0.7884	0.8288	0.8712	0.9160	0.9628	1.0121
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,553.21	3,735.36	3,926.23	4,128.36	4,339.20	4,561.28
COLA year 2 (3%)		0.6150	0.6465	0.6795	0.7145	0.7510	0.7894
MA year 2 (4.02%)		0.7923	0.8330	0.8755	0.9206	0.9676	1.0171
Year 2 - Monthly Salary		3,797.15	3,991.81	4,195.78	4,411.78	4,637.11	4,874.43
COLA year 3 (3%)		0.6572	0.6909	0.7262	0.7635	0.8025	0.8436
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		3,911.07	4,111.56	4,321.66	4,544.14	4,776.22	5,020.67
Reprographics/ Mailroom Technician II	<i>current monthly</i>	3,478.92	3,656.46	3,843.60	4,041.56	4,247.88	4,466.22
	<i>current hourly</i>	20.0699	21.0942	22.1738	23.3158	24.5061	25.7657
COLA year 1 (4%)		0.8028	0.8438	0.8870	0.9326	0.9802	1.0306
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,618.07	3,802.73	3,997.35	4,203.22	4,417.80	4,644.88
COLA year 2 (3%)		0.6262	0.6581	0.6918	0.7275	0.7646	0.8039
MA year 2 (1.97%)		0.3954	0.4156	0.4368	0.4593	0.4828	0.5076

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026
ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT

Year 2 - Monthly Salary		3,795.15	3,988.84	4,192.99	4,408.94	4,634.02	4,872.21
COLA year 3 (3%)		0.6568	0.6903	0.7257	0.7631	0.8020	0.8432
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		3,909.00	4,108.51	4,318.78	4,541.21	4,773.04	5,018.37
Reprographics/ Mailroom Technician I							
	<i>current monthly</i>	3,006.28	3,159.82	3,321.78	3,492.12	3,670.86	3,859.20
	<i>current hourly</i>	17.3432	18.2290	19.1634	20.1461	21.1772	22.2638
COLA year 1 (4%)		0.6937	0.7292	0.7665	0.8058	0.8471	0.8906
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,126.52	3,286.21	3,454.66	3,631.81	3,817.69	4,013.58
COLA year 2 (3%)		0.5411	0.5687	0.5979	0.6286	0.6607	0.6946
MA year 2 (7%)		1.2140	1.2760	1.3414	1.4102	1.4824	1.5585
Year 2 - Monthly Salary		3,430.76	3,605.98	3,790.82	3,985.21	4,189.18	4,404.13
COLA year 3 (3%)		0.5938	0.6241	0.6561	0.6897	0.7250	0.7622
MA year 3 (0.8%)		0.1387	0.1458	0.1533	0.1612	0.1694	0.1781
Year 3 - Monthly Salary		3,557.73	3,739.44	3,931.12	4,132.71	4,344.22	4,567.12
Senior Recreation Assistant							
	<i>current monthly</i>	4,231.10	4,448.24	4,676.16	4,916.08	5,168.00	5,431.90
	<i>current hourly</i>	24.4092	25.6619	26.9768	28.3609	29.8142	31.3367
COLA year 1 (4%)		0.9764	1.0265	1.0791	1.1344	1.1926	1.2535
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,400.33	4,626.16	4,863.20	5,112.72	5,374.71	5,649.18

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
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COLA year 2 (3%)		0.7616	0.8007	0.8417	0.8849	0.9302	0.9777
MA year 2 (0.42%)		0.1025	0.1078	0.1133	0.1191	0.1252	0.1316
Year 2 - Monthly Salary		4,550.11	4,783.63	5,028.74	5,286.75	5,557.66	5,841.47
COLA year 3 (3%)		0.7875	0.8279	0.8703	0.9150	0.9619	1.0110
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,686.62	4,927.14	5,179.60	5,445.35	5,724.39	6,016.71
Recreation Assistant II	<i>current monthly</i>	3,478.92	3,656.46	3,843.60	4,041.56	4,247.88	4,466.22
	<i>current hourly</i>	20.0699	21.0942	22.1738	23.3158	24.5061	25.7657
COLA year 1 (4%)		0.8028	0.8438	0.8870	0.9326	0.9802	1.0306
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,618.07	3,802.73	3,997.35	4,203.22	4,417.80	4,644.88
COLA year 2 (3%)		0.6262	0.6581	0.6918	0.7275	0.7646	0.8039
MA year 2 (7%)		1.4049	1.4766	1.5522	1.6321	1.7154	1.8036
Year 2 - Monthly Salary		3,970.14	4,172.76	4,386.32	4,612.23	4,847.69	5,096.86
COLA year 3 (3%)		0.6871	0.7222	0.7591	0.7982	0.8390	0.8821
MA year 3 (5.09%)		1.0216	1.0737	1.1286	1.1868	1.2474	1.3115
Year 3 - Monthly Salary		4,266.32	4,484.06	4,713.55	4,956.31	5,209.34	5,477.09
Recreation Assistant I	<i>current monthly</i>	3,234.20	3,399.76	3,573.72	3,757.24	3,949.18	4,151.92
	<i>current hourly</i>	18.6581	19.6132	20.6168	21.6756	22.7829	23.9525
COLA year 1 (4%)		0.7463	0.7845	0.8247	0.8670	0.9113	0.9581

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MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,363.56	3,535.74	3,716.66	3,907.54	4,107.16	4,318.00
COLA year 2 (3%)		0.5821	0.6119	0.6432	0.6763	0.7108	0.7473
MA year 2 (7%)		1.3061	1.3729	1.4432	1.5173	1.5948	1.6767
Year 2 - Monthly Salary		3,690.86	3,879.80	4,078.32	4,287.77	4,506.81	4,738.18
COLA year 3 (3%)		0.6388	0.6715	0.7058	0.7421	0.7800	0.8200
MA year 3 (2.39%)		0.4459	0.4688	0.4927	0.5180	0.5445	0.5725
Year 3 - Monthly Salary		3,878.89	4,077.45	4,286.09	4,506.20	4,736.40	4,979.55
Librarian I	<i>current monthly</i>	4,421.84	4,648.56	4,886.10	5,136.82	5,399.54	5,676.64
	<i>current hourly</i>	25.5096	26.8176	28.1880	29.6344	31.1500	32.7486
COLA year 1 (4%)		1.0204	1.0727	1.1275	1.1854	1.2460	1.3099
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,598.71	4,834.51	5,081.55	5,342.30	5,615.52	5,903.71
COLA year 2 (3%)		0.7959	0.8367	0.8795	0.9246	0.9719	1.0218
MA year 2 (3.17%)		0.8087	0.8501	0.8936	0.9394	0.9875	1.0381
Year 2 - Monthly Salary		4,876.84	5,126.90	5,388.89	5,665.41	5,955.15	6,260.77
COLA year 3 (3%)		0.8440	0.8873	0.9327	0.9805	1.0307	1.0836
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,023.15	5,280.71	5,550.56	5,835.37	6,133.81	6,448.59
Librarian Trainee	<i>current monthly</i>	4,029.56	4,235.90	4,453.02	4,680.96	4,920.88	5,172.80

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	<i>current hourly</i>	23.2466	24.4370	25.6895	27.0045	28.3886	29.8419
COLA year 1 (4%)		0.9299	0.9775	1.0276	1.0802	1.1355	1.1937
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,190.75	4,405.35	4,631.14	4,868.20	5,117.72	5,379.71
COLA year 2 (3%)		0.7253	0.7624	0.8015	0.8425	0.8857	0.9311
MA year 2 (2.90%)		0.6742	0.7087	0.7450	0.7831	0.8233	0.8654
Year 2 - Monthly Salary		4,433.33	4,660.35	4,899.21	5,149.99	5,413.95	5,691.11
COLA year 3 (3%)		0.7673	0.8066	0.8479	0.8913	0.9370	0.9850
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,566.33	4,800.16	5,046.19	5,304.49	5,576.37	5,861.84
Associate Planner	<i>current monthly</i>	6,118.12	6,432.40	6,761.10	7,107.80	7,472.50	7,855.16
	<i>current hourly</i>	35.2955	37.1086	39.0049	41.0050	43.1089	45.3165
COLA year 1 (4%)		1.4118	1.4843	1.5602	1.6402	1.7244	1.8127
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,362.85	6,689.70	7,031.55	7,392.12	7,771.40	8,169.37
COLA year 2 (3%)		1.1012	1.1578	1.2170	1.2794	1.3450	1.4139
MA year 2 (2.10%)		0.7412	0.7793	0.8191	0.8611	0.9053	0.9516
Year 2 - Monthly Salary		6,682.21	7,025.47	7,384.48	7,763.15	8,161.46	8,579.41
COLA year 3 (3%)		1.1565	1.2159	1.2780	1.3436	1.4125	1.4848
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,882.68	7,236.24	7,606.02	7,996.04	8,406.30	8,836.79

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Assistant Planner	<i>current monthly</i>	5,044.30	5,302.70	5,574.34	5,860.38	6,160.84	6,476.94
	<i>current hourly</i>	29.1006	30.5913	32.1584	33.8086	35.5419	37.3655
COLA year 1 (4%)		1.1640	1.2237	1.2863	1.3523	1.4217	1.4946
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,246.07	5,514.80	5,797.31	6,094.80	6,407.27	6,736.01
COLA year 2 (3%)		0.9079	0.9544	1.0033	1.0548	1.1089	1.1658
MA year 2 (7%)		2.0370	2.1414	2.2511	2.3666	2.4879	2.6156
Year 2 - Monthly Salary		5,756.55	6,051.44	6,361.43	6,687.87	7,030.74	7,391.48
COLA year 3 (3%)		0.9963	1.0473	1.1010	1.1575	1.2168	1.2792
MA year 3 (6.59%)		1.9177	2.0160	2.1192	2.2280	2.3422	2.4624
Year 3 - Monthly Salary		6,261.67	6,582.43	6,919.63	7,274.70	7,647.66	8,040.05
Community Development Technician	<i>current monthly</i>	4,593.02	4,828.04	5,075.16	5,335.70	5,608.32	5,895.72
	<i>current hourly</i>	26.4972	27.8530	29.2786	30.7817	32.3545	34.0125
COLA year 1 (4%)		1.0599	1.1141	1.1711	1.2313	1.2942	1.3605
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,776.75	5,021.16	5,278.16	5,549.13	5,832.66	6,131.56
COLA year 2 (3%)		0.8267	0.8690	0.9135	0.9604	1.0095	1.0612
MA year 2 (2.47%)		0.6545	0.6880	0.7232	0.7603	0.7992	0.8401
Year 2 - Monthly Salary		5,033.50	5,291.05	5,561.86	5,847.39	6,146.17	6,461.13
COLA year 3 (3%)		0.8711	0.9157	0.9626	1.0120	1.0637	1.1182
MA year 3 (0%)		-	-	-	-	-	-

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Year 3 - Monthly Salary		5,184.50	5,449.78	5,728.72	6,022.82	6,330.55	6,654.96
Senior Plan Checker	<i>current monthly</i>	6,542.78	6,877.48	7,230.16	7,600.86	7,989.54	8,399.82
	<i>current hourly</i>	37.7454	39.6763	41.7109	43.8494	46.0917	48.4586
COLA year 1 (4%)		1.5098	1.5871	1.6684	1.7540	1.8437	1.9383
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,804.50	7,152.59	7,519.37	7,904.89	8,309.12	8,735.81
COLA year 2 (3%)		1.1777	1.2379	1.3014	1.3681	1.4381	1.5119
MA year 2 (7%)		2.6422	2.7773	2.9198	3.0695	3.2264	3.3921
Year 2 - Monthly Salary		7,466.63	7,848.59	8,251.07	8,674.10	9,117.66	9,585.87
COLA year 3 (3%)		1.2923	1.3584	1.4280	1.5012	1.5780	1.6590
MA year 3 (1%)		0.3775	0.3968	0.4171	0.4385	0.4609	0.4846
Year 3 - Monthly Salary		7,756.06	8,152.82	8,570.90	9,010.33	9,471.08	9,957.44
Plan Checker II	<i>current monthly</i>	6,118.12	6,432.40	6,761.10	7,107.80	7,472.50	7,855.18
	<i>current hourly</i>	35.2955	37.1086	39.0049	41.0050	43.1089	45.3166
COLA year 1 (4%)		1.4118	1.4843	1.5602	1.6402	1.7244	1.8127
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,362.85	6,689.70	7,031.55	7,392.12	7,771.40	8,169.39
COLA year 2 (3%)		1.1012	1.1578	1.2170	1.2794	1.3450	1.4139
MA year 2 (5.1%)		1.8001	1.8925	1.9892	2.0913	2.1986	2.3111
Year 2 - Monthly Salary		6,865.76	7,218.44	7,587.32	7,976.38	8,385.64	8,815.08

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COLA year 3 (3%)		1.1883	1.2493	1.3131	1.3805	1.4513	1.5256
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		7,071.73	7,435.00	7,814.94	8,215.67	8,637.20	9,079.53
Senior Combination Inspector	<i>current monthly</i>	5,575.86	5,861.38	6,161.30	6,476.80	6,809.08	7,158.18
	<i>current hourly</i>	32.1672	33.8144	35.5446	37.3647	39.2817	41.2956
COLA year 1 (4%)		1.2867	1.3526	1.4218	1.4946	1.5713	1.6518
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,798.90	6,095.84	6,407.75	6,735.87	7,081.45	7,444.51
COLA year 2 (3%)		1.0036	1.0550	1.1090	1.1658	1.2256	1.2884
MA year 2 (7%)		2.2517	2.3670	2.4881	2.6155	2.7497	2.8907
Year 2 - Monthly Salary		6,363.17	6,689.02	7,031.28	7,391.32	7,770.53	8,168.91
COLA year 3 (3%)		1.1013	1.1577	1.2169	1.2792	1.3448	1.4138
MA year 3 (0.54%)		0.1737	0.1826	0.1919	0.2018	0.2121	0.2230
Year 3 - Monthly Salary		6,584.18	6,921.34	7,275.49	7,648.04	8,040.42	8,452.64
Combination Inspector II	<i>current monthly</i>	5,353.74	5,627.68	5,916.12	6,219.16	6,537.94	6,872.46
	<i>current hourly</i>	30.8858	32.4661	34.1302	35.8784	37.7174	39.6473
COLA year 1 (4%)		1.2354	1.2986	1.3652	1.4351	1.5087	1.5859
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,567.89	5,852.78	6,152.77	6,467.93	6,799.45	7,147.36
COLA year 2 (3%)		0.9636	1.0129	1.0649	1.1194	1.1768	1.2370

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MA year 2 (3.73%)		1.1520	1.2110	1.2731	1.3383	1.4069	1.4788
Year 2 - Monthly Salary		5,934.63	6,238.28	6,558.03	6,893.94	7,247.30	7,618.13
COLA year 3 (3%)		1.0271	1.0797	1.1350	1.1931	1.2543	1.3185
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,112.66	6,425.42	6,754.77	7,100.76	7,464.72	7,846.67
Combination Inspector I	<i>current monthly</i>	4,844.66	5,091.94	5,353.74	5,627.68	5,916.12	6,219.16
	<i>current hourly</i>	27.9489	29.3754	30.8858	32.4661	34.1302	35.8784
COLA year 1 (4%)		1.1180	1.1750	1.2354	1.2986	1.3652	1.4351
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,038.45	5,295.61	5,567.89	5,852.78	6,152.77	6,467.93
COLA year 2 (3%)		0.8720	0.9165	0.9636	1.0129	1.0649	1.1194
MA year 2 (4.25%)		1.1878	1.2485	1.3126	1.3798	1.4505	1.5248
Year 2 - Monthly Salary		5,395.50	5,670.88	5,962.47	6,267.54	6,588.79	6,926.28
COLA year 3 (3%)		0.9338	0.9815	1.0319	1.0847	1.1403	1.1987
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,557.37	5,841.01	6,141.34	6,455.57	6,786.46	7,134.07
Real Property Agent II	<i>current monthly</i>	5,872.14	6,172.84	6,489.84	6,821.82	7,171.46	7,540.16
	<i>current hourly</i>	33.8764	35.6112	37.4399	39.3551	41.3722	43.4993
COLA year 1 (4%)		1.3551	1.4244	1.4976	1.5742	1.6549	1.7400
MA year 1 (0%)		-	-	-	-	-	-

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Year 1 - Monthly Salary		6,107.02	6,419.76	6,749.43	7,094.69	7,458.32	7,841.78
COLA year 2 (3%)		1.0569	1.1111	1.1681	1.2279	1.2908	1.3572
MA year 2 (0.2%)		0.0678	0.0712	0.0749	0.0787	0.0827	0.0870
Year 2 - Monthly Salary		6,301.98	6,624.70	6,964.89	7,321.17	7,696.41	8,092.11
COLA year 3 (3%)		1.0907	1.1465	1.2054	1.2671	1.3320	1.4005
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,491.03	6,823.44	7,173.83	7,540.80	7,927.30	8,334.87
Real Property Agent I	<i>current monthly</i>	5,050.36	5,308.86	5,580.98	5,866.70	6,167.36	6,483.02
	<i>current hourly</i>	29.1356	30.6269	32.1967	33.8450	35.5796	37.4006
COLA year 1 (4%)		1.1654	1.2251	1.2879	1.3538	1.4232	1.4960
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,252.38	5,521.22	5,804.22	6,101.36	6,414.06	6,742.34
COLA year 2 (3%)		0.9090	0.9556	1.0045	1.0560	1.1101	1.1669
MA year 2 (6.52%)		1.8996	1.9969	2.0992	2.2067	2.3198	2.4385
Year 2 - Monthly Salary		5,739.23	6,033.00	6,342.22	6,666.91	7,008.60	7,367.30
COLA year 3 (3%)		0.9933	1.0441	1.0976	1.1538	1.2130	1.2751
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,911.41	6,213.99	6,532.49	6,866.92	7,218.85	7,588.32
Senior Housing Rehabilitation Counselor	<i>current monthly</i>	5,362.36	5,637.06	5,926.18	6,229.68	6,548.78	6,884.68
	<i>current hourly</i>	30.9355	32.5203	34.1882	35.9391	37.7800	39.7178

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COLA year 1 (4%)		1.2374	1.3008	1.3675	1.4376	1.5112	1.5887
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,576.85	5,862.55	6,163.23	6,478.87	6,810.74	7,160.07
COLA year 2 (3%)		0.9652	1.0146	1.0667	1.1213	1.1787	1.2392
MA year 2 (3.53%)		1.0920	1.1480	1.2068	1.2687	1.3336	1.4020
Year 2 - Monthly Salary		5,933.45	6,237.42	6,557.32	6,893.14	7,246.23	7,617.90
COLA year 3 (3%)		1.0269	1.0795	1.1349	1.1930	1.2541	1.3184
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,111.45	6,424.54	6,754.04	7,099.94	7,463.62	7,846.44
Fire Telecommunicator II (40 hr work week)							
	<i>current monthly</i>	4,794.42	5,040.44	5,298.72	5,569.32	5,854.68	6,154.78
	<i>current hourly</i>	27.6591	29.0783	30.5684	32.1294	33.7757	35.5070
COLA year 1 (4%)		1.1064	1.1631	1.2227	1.2852	1.3510	1.4203
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,986.21	5,242.05	5,510.68	5,792.08	6,088.87	6,400.97
COLA year 2 (3%)		0.8630	0.9072	0.9537	1.0024	1.0538	1.1078
MA year 2 (5.8%)		1.6042	1.6865	1.7730	1.8635	1.9590	2.0594
Year 2 - Monthly Salary		5,413.87	5,691.66	5,983.32	6,288.87	6,611.10	6,949.98
COLA year 3 (3%)		0.9370	0.9851	1.0355	1.0884	1.1442	1.2028
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,576.28	5,862.41	6,162.82	6,477.53	6,809.44	7,158.48

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Fire Telecommunicator I (40 hr work week)	<i>current monthly</i>	4,560.74	4,794.42	5,040.44	5,298.72	5,569.32	5,854.68
	<i>current hourly</i>	26.3109	27.6591	29.0783	30.5684	32.1294	33.7757
COLA year 1 (4%)		1.0524	1.1064	1.1631	1.2227	1.2852	1.3510
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,743.16	4,986.21	5,242.05	5,510.68	5,792.08	6,088.87
COLA year 2 (3%)		0.8209	0.8630	0.9072	0.9537	1.0024	1.0538
MA year 2 (0.67%)		0.1763	0.1853	0.1948	0.2048	0.2153	0.2263
Year 2 - Monthly Salary		4,916.01	5,167.91	5,433.08	5,711.50	6,003.16	6,310.76
COLA year 3 (3%)		0.8508	0.8944	0.9403	0.9885	1.0390	1.0922
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,063.49	5,322.95	5,596.07	5,882.84	6,183.25	6,500.08
Fire Telecommunicator II (56 hr work week)	<i>current monthly</i>	4,794.26	5,040.24	5,298.50	5,569.10	5,854.44	6,154.54
	<i>current hourly</i>	19.7571	20.7708	21.8351	22.9502	24.1261	25.3628
COLA year 1 (4%)		0.7903	0.8308	0.8734	0.9180	0.9650	1.0145
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,986.03	5,241.85	5,510.45	5,791.86	6,088.62	6,400.72
COLA year 2 (3%)		0.6164	0.6480	0.6813	0.7160	0.7527	0.7913
MA year 2 (5.8%)		1.1459	1.2047	1.2664	1.3311	1.3993	1.4710
Year 2 - Monthly Salary		5,413.68	5,691.44	5,983.07	6,288.62	6,610.83	6,949.70
COLA year 3 (3%)		0.6693	0.7036	0.7397	0.7775	0.8173	0.8592
MA year 3 (0%)		-	-	-	-	-	-

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Year 3 - Monthly Salary		5,576.09	5,862.18	6,162.56	6,477.28	6,809.16	7,158.19
Fire Telecommunicator I (56 hr work week)	<i>current monthly</i>	4,560.56	4,794.26	5,040.24	5,298.50	5,569.10	5,854.44
	<i>current hourly</i>	18.7940	19.7571	20.7708	21.8351	22.9502	24.1261
COLA year 1 (4%)		0.7518	0.7903	0.8308	0.8734	0.9180	0.9650
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,742.97	4,986.03	5,241.85	5,510.45	5,791.86	6,088.62
COLA year 2 (3%)		0.5864	0.6164	0.6480	0.6813	0.7160	0.7527
MA year 2 (0.67%)		0.1259	0.1324	0.1392	0.1463	0.1538	0.1616
Year 2 - Monthly Salary		4,915.82	5,167.73	5,432.88	5,711.26	6,002.93	6,310.50
COLA year 3 (3%)		0.6077	0.6389	0.6717	0.7061	0.7421	0.7802
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,063.29	5,322.76	5,595.86	5,882.60	6,183.02	6,499.82
Fire Telecommunicator Call Taker	<i>current monthly</i>	3,113.14	3,268.72	3,432.08	3,603.60	3,783.72	3,972.82
	<i>current hourly</i>	17.9597	18.8573	19.7997	20.7892	21.8283	22.9192
COLA year 1 (4%)		0.7184	0.7543	0.7920	0.8316	0.8731	0.9168
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,237.66	3,399.47	3,569.36	3,747.74	3,935.07	4,131.73
COLA year 2 (3%)		0.5603	0.5883	0.6178	0.6486	0.6810	0.7151
MA year 2 (7%)		1.2572	1.3200	1.3860	1.4552	1.5280	1.6043
Year 2 - Monthly Salary		3,552.71	3,730.27	3,916.69	4,112.43	4,317.98	4,533.78

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COLA year 3 (3%)		0.6149	0.6456	0.6779	0.7117	0.7473	0.7847
MA year 3 (31.26%)		5.6142	5.8948	6.1894	6.4987	6.8235	7.1645
Year 3 - Monthly Salary		4,632.46	4,863.98	5,107.06	5,362.29	5,630.31	5,911.69
Senior Geographic Information Systems Analyst							
	<i>current monthly</i>	7,334.90	7,711.64	8,105.92	8,522.22	8,959.00	9,417.82
	<i>current hourly</i>	42.3151	44.4885	46.7631	49.1648	51.6846	54.3315
COLA year 1 (4%)		1.6926	1.7795	1.8705	1.9666	2.0674	2.1733
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		7,628.30	8,020.10	8,430.15	8,863.12	9,317.37	9,794.54
COLA year 2 (3%)		1.3202	1.3880	1.4590	1.5339	1.6126	1.6951
MA year 2 (3.2%)		1.3541	1.4236	1.4964	1.5733	1.6539	1.7386
Year 2 - Monthly Salary		8,091.86	8,507.48	8,942.45	9,401.72	9,883.58	10,389.74
COLA year 3 (3%)		1.4005	1.4724	1.5477	1.6272	1.7106	1.7982
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		8,334.62	8,762.70	9,210.72	9,683.77	10,180.09	10,701.43
Geographic Information Systems Analyst II							
	<i>current monthly</i>	6,188.64	6,506.72	6,839.46	7,189.80	7,559.18	7,946.16
	<i>current hourly</i>	35.7023	37.5373	39.4569	41.4780	43.6090	45.8415
COLA year 1 (4%)		1.4281	1.5015	1.5783	1.6591	1.7444	1.8337
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,436.18	6,766.98	7,113.04	7,477.39	7,861.55	8,264.01

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COLA year 2 (3%)		1.1139	1.1712	1.2311	1.2941	1.3606	1.4303
MA year 2 (6.67%)		2.3813	2.5037	2.6318	2.7666	2.9087	3.0576
Year 2 - Monthly Salary		7,042.05	7,403.99	7,782.62	8,181.27	8,601.60	9,041.94
COLA year 3 (3%)		1.2188	1.2814	1.3469	1.4159	1.4887	1.5649
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		7,253.31	7,626.11	8,016.10	8,426.71	8,859.64	9,313.20
Geographic Information							
Systems Analyst I	<i>current monthly</i>	5,017.48	5,274.00	5,545.16	5,829.52	6,127.08	6,442.24
	<i>current hourly</i>	28.9459	30.4257	31.9901	33.6305	35.3472	37.1653
COLA year 1 (4%)		1.1578	1.2170	1.2796	1.3452	1.4139	1.4866
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,218.18	5,484.95	5,766.97	6,062.69	6,372.17	6,699.92
COLA year 2 (3%)		0.9031	0.9493	0.9981	1.0493	1.1028	1.1596
MA year 2 (7%)		2.0262	2.1298	2.2393	2.3541	2.4743	2.6016
Year 2 - Monthly Salary		5,725.95	6,018.68	6,328.14	6,652.64	6,992.23	7,351.88
COLA year 3 (3%)		0.9910	1.0417	1.0952	1.1514	1.2101	1.2724
MA year 3 (13.82%)		4.0003	4.2048	4.4210	4.6477	4.8850	5.1362
Year 3 - Monthly Salary		6,591.15	6,928.10	7,284.33	7,657.86	8,048.76	8,462.75
Systems Analyst I							
	<i>current monthly</i>	5,007.70	5,263.72	5,534.34	5,818.18	6,115.16	6,429.70
	<i>current hourly</i>	28.8895	30.3664	31.9277	33.5651	35.2784	37.0930
COLA year 1 (4%)		1.1556	1.2147	1.2771	1.3426	1.4111	1.4837

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MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	5,208.01	5,474.26	5,755.72	6,050.90	6,359.76	6,686.89
COLA year 2 (3%)	0.9014	0.9474	0.9961	1.0472	1.1007	1.1573
MA year 2 (7%)	2.0223	2.1256	2.2349	2.3496	2.4695	2.5965
Year 2 - Monthly Salary	5,714.79	6,006.95	6,315.80	6,639.70	6,978.62	7,337.57
COLA year 3 (3%)	0.9891	1.0396	1.0931	1.1491	1.2078	1.2699
MA year 3 (2.49%)	0.7193	0.7561	0.7950	0.8358	0.8784	0.9236
Year 3 - Monthly Salary	6,010.93	6,318.22	6,643.08	6,983.76	7,340.24	7,717.80
Network Support Analyst II						
<i>current monthly</i>	6,159.42	6,476.00	6,807.16	7,155.82	7,523.46	7,908.62
<i>current hourly</i>	35.5337	37.3601	39.2706	41.2820	43.4029	45.6249
COLA year 1 (4%)	1.4213	1.4944	1.5708	1.6513	1.7361	1.8250
MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	6,405.79	6,735.04	7,079.45	7,442.05	7,824.40	8,224.96
COLA year 2 (3%)	1.1087	1.1656	1.2252	1.2880	1.3542	1.4235
MA year 2 (6.66%)	2.3665	2.4882	2.6154	2.7494	2.8906	3.0386
Year 2 - Monthly Salary	7,008.18	7,368.39	7,745.19	8,141.89	8,560.19	8,998.43
COLA year 3 (3%)	1.2129	1.2752	1.3405	1.4091	1.4815	1.5574
MA year 3 (0%)	-	-	-	-	-	-
Year 3 - Monthly Salary	7,218.42	7,589.44	7,977.55	8,386.15	8,817.00	9,268.38
Network Support Analyst I						
<i>current monthly</i>	4,993.76	5,249.08	5,518.98	5,801.98	6,098.16	6,411.82

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	<i>current hourly</i>	28.8091	30.2820	31.8390	33.4717	35.1803	36.9898
COLA year 1 (4%)		1.1524	1.2113	1.2736	1.3389	1.4072	1.4796
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,193.52	5,459.05	5,739.73	6,034.06	6,342.08	6,668.28
COLA year 2 (3%)		0.8988	0.9448	0.9934	1.0443	1.0976	1.1541
MA year 2 (7%)		2.0166	2.1197	2.2287	2.3430	2.4626	2.5893
Year 2 - Monthly Salary		5,698.89	5,990.25	6,298.25	6,621.22	6,959.21	7,317.16
COLA year 3 (3%)		0.9863	1.0367	1.0900	1.1459	1.2044	1.2664
MA year 3 (13.81%)		3.9785	4.1819	4.3970	4.6224	4.8584	5.1083
Year 3 - Monthly Salary		6,559.50	6,894.86	7,249.37	7,621.12	8,010.14	8,422.15
Technology Support Specialist II	<i>current monthly</i>	4,911.30	5,162.02	5,427.12	5,705.44	5,996.96	6,305.24
	<i>current hourly</i>	28.3333	29.7797	31.3091	32.9147	34.5965	36.3750
COLA year 1 (4%)		1.1333	1.1912	1.2524	1.3166	1.3839	1.4550
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,107.75	5,368.49	5,644.20	5,933.65	6,236.84	6,557.45
COLA year 2 (3%)		0.8840	0.9291	0.9768	1.0269	1.0794	1.1349
MA year 2 (5.71%)		1.6178	1.7004	1.7877	1.8794	1.9755	2.0770
Year 2 - Monthly Salary		5,541.41	5,824.30	6,123.42	6,437.44	6,766.37	7,114.21
COLA year 3 (3%)		0.9591	1.0080	1.0598	1.1141	1.1711	1.2313
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,707.66	5,999.03	6,307.12	6,630.56	6,969.36	7,327.63

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Technology Support Specialist I	<i>current monthly</i>	4,106.34	4,316.26	4,538.22	4,770.94	5,014.44	5,272.38
	<i>current hourly</i>	23.6895	24.9005	26.1810	27.5236	28.9284	30.4164
COLA year 1 (4%)		0.9476	0.9960	1.0472	1.1009	1.1571	1.2167
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,270.59	4,488.90	4,719.74	4,961.78	5,215.03	5,483.27
COLA year 2 (3%)		0.7391	0.7769	0.8168	0.8587	0.9026	0.9490
MA year 2 (7%)		1.6583	1.7430	1.8327	1.9267	2.0250	2.1291
Year 2 - Monthly Salary		4,686.15	4,925.71	5,179.01	5,444.60	5,722.49	6,016.84
COLA year 3 (3%)		0.8110	0.8525	0.8963	0.9423	0.9904	1.0413
MA year 3 (8.8%)		2.0847	2.1912	2.3039	2.4221	2.5457	2.6766
Year 3 - Monthly Salary		5,188.10	5,453.31	5,733.74	6,027.78	6,335.44	6,661.31
Technology Training Coordinator	<i>current monthly</i>	4,911.30	5,162.02	5,427.12	5,705.44	5,996.96	6,305.24
	<i>current hourly</i>	28.3333	29.7797	31.3091	32.9147	34.5965	36.3750
COLA year 1 (4%)		1.1333	1.1912	1.2524	1.3166	1.3839	1.4550
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,107.75	5,368.49	5,644.20	5,933.65	6,236.84	6,557.45
COLA year 2 (3%)		0.8840	0.9291	0.9768	1.0269	1.0794	1.1349
MA year 2 (5.71%)		1.6178	1.7004	1.7877	1.8794	1.9755	2.0770
Year 2 - Monthly Salary		5,541.41	5,824.30	6,123.42	6,437.44	6,766.37	7,114.21
COLA year 3 (3%)		0.9591	1.0080	1.0598	1.1141	1.1711	1.2313

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MA year 3 (0%)	-	-	-	-	-	-
Year 3 - Monthly Salary	5,707.66	5,999.03	6,307.12	6,630.56	6,969.36	7,327.63
Utility Technology Specialist						
<i>current monthly</i>	6,548.80	6,876.12	7,219.76	7,580.60	7,959.48	8,357.30
<i>current hourly</i>	37.7801	39.6684	41.6509	43.7326	45.9183	48.2133
COLA year 1 (4%)	1.5112	1.5867	1.6660	1.7493	1.8367	1.9285
MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	6,810.75	7,151.17	7,508.56	7,883.83	8,277.86	8,691.59
COLA year 2 (3%)	1.1787	1.2377	1.2995	1.3645	1.4327	1.5043
MA year 2 (1.23%)	0.4647	0.4879	0.5123	0.5379	0.5648	0.5930
Year 2 - Monthly Salary	7,095.63	7,450.28	7,822.62	8,213.59	8,624.09	9,055.13
COLA year 3 (3%)	1.2280	1.2894	1.3539	1.4215	1.4926	1.5672
MA year 3 (0%)	-	-	-	-	-	-
Year 3 - Monthly Salary	7,308.50	7,673.78	8,057.30	8,460.00	8,882.82	9,326.78
Geographic Information Systems Specialist II						
<i>current monthly</i>	5,240.90	5,509.76	5,792.74	6,088.44	6,401.16	6,729.42
<i>current hourly</i>	30.2348	31.7858	33.4184	35.1243	36.9283	38.8221
COLA year 1 (4%)	1.2094	1.2714	1.3367	1.4050	1.4771	1.5529
MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	5,450.54	5,730.14	6,024.46	6,331.98	6,657.20	6,998.60
COLA year 2 (3%)	0.9433	0.9917	1.0427	1.0959	1.1522	1.2112
MA year 2 (4.51%)	1.3636	1.4335	1.5072	1.5841	1.6655	1.7509

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Year 2 - Monthly Salary		5,850.42	6,150.53	6,466.44	6,796.53	7,145.61	7,512.05
COLA year 3 (3%)		1.0125	1.0645	1.1191	1.1763	1.2367	1.3001
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,025.93	6,335.05	6,660.44	7,000.43	7,359.97	7,737.42
Geographic Information							
Systems Specialist I	<i>current monthly</i>	4,843.32	5,090.94	5,352.68	5,627.18	5,914.42	6,218.62
	<i>current hourly</i>	27.9411	29.3697	30.8797	32.4632	34.1203	35.8753
COLA year 1 (4%)		1.1176	1.1748	1.2352	1.2985	1.3648	1.4350
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,037.04	5,294.58	5,566.79	5,852.26	6,150.99	6,467.37
COLA year 2 (3%)		0.8718	0.9163	0.9634	1.0129	1.0646	1.1193
MA year 2 (2.65%)		0.7404	0.7783	0.8183	0.8603	0.9042	0.9507
Year 2 - Monthly Salary		5,316.50	5,588.33	5,875.64	6,176.95	6,492.25	6,826.18
COLA year 3 (3%)		0.9201	0.9672	1.0169	1.0690	1.1236	1.1814
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,476.00	5,755.98	6,051.91	6,362.25	6,687.02	7,030.97
Senior Code Enforcement Officer							
	<i>current monthly</i>	5,157.26	5,421.68	5,699.42	5,991.74	6,298.58	6,621.24
	<i>current hourly</i>	29.7523	31.2777	32.8800	34.5664	36.3366	38.1980
COLA year 1 (4%)		1.1901	1.2511	1.3152	1.3827	1.4535	1.5279
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,363.55	5,638.54	5,927.40	6,231.41	6,550.53	6,886.09

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COLA year 2 (3%)		0.9283	0.9759	1.0259	1.0785	1.1337	1.1918
MA year 2 (2.75%)		0.8182	0.8601	0.9042	0.9506	0.9993	1.0504
Year 2 - Monthly Salary		5,666.29	5,956.80	6,261.95	6,583.12	6,920.26	7,274.76
COLA year 3 (3%)		0.9807	1.0309	1.0838	1.1393	1.1977	1.2590
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,836.27	6,135.50	6,449.81	6,780.62	7,127.86	7,493.00
Community Service Officer II							
	<i>current monthly</i>	4,069.20	4,278.12	4,497.02	4,728.32	4,970.84	5,224.54
	<i>current hourly</i>	23.4752	24.6805	25.9433	27.2777	28.6768	30.1404
COLA year 1 (4%)		0.9390	0.9872	1.0377	1.0911	1.1471	1.2056
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,231.96	4,449.24	4,676.89	4,917.45	5,169.67	5,433.52
COLA year 2 (3%)		0.7324	0.7700	0.8094	0.8511	0.8947	0.9404
MA year 2 (4.56%)		1.0705	1.1254	1.1830	1.2439	1.3077	1.3744
Year 2 - Monthly Salary		4,544.47	4,777.80	5,022.26	5,280.58	5,551.43	5,834.76
COLA year 3 (3%)		0.7865	0.8269	0.8692	0.9139	0.9608	1.0098
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,680.81	4,921.14	5,172.93	5,439.00	5,717.97	6,009.81
Community Service Officer I							
	<i>current monthly</i>	3,786.88	3,980.90	4,184.86	4,400.00	4,625.10	4,862.64
	<i>current hourly</i>	21.8466	22.9658	24.1425	25.3836	26.6823	28.0526
COLA year 1 (4%)		0.8739	0.9186	0.9657	1.0153	1.0673	1.1221

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ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT

MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,938.37	4,140.13	4,352.26	4,575.99	4,810.11	5,057.14
COLA year 2 (3%)		0.6816	0.7165	0.7532	0.7920	0.8325	0.8752
MA year 2 (1.9%)		0.4151	0.4364	0.4587	0.4823	0.5070	0.5330
Year 2 - Monthly Salary		4,128.47	4,339.97	4,562.34	4,796.87	5,042.29	5,301.25
COLA year 3 (3%)		0.7145	0.7511	0.7896	0.8302	0.8727	0.9175
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,252.32	4,470.17	4,699.21	4,940.78	5,193.56	5,460.29
Police Court Coordinator	<i>current monthly</i>	4,864.32	5,113.56	5,375.94	5,651.46	5,940.04	6,244.42
	<i>current hourly</i>	28.0623	29.5002	31.0139	32.6033	34.2682	36.0241
COLA year 1 (4%)		1.1225	1.1800	1.2406	1.3041	1.3707	1.4410
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,058.89	5,318.11	5,590.99	5,877.51	6,177.65	6,494.19
COLA year 2 (3%)		0.8755	0.9204	0.9676	1.0172	1.0692	1.1240
MA year 2 (1.16%)		0.3255	0.3422	0.3598	0.3782	0.3975	0.4179
Year 2 - Monthly Salary		5,267.08	5,536.97	5,821.08	6,119.40	6,431.89	6,761.46
COLA year 3 (3%)		0.9116	0.9583	1.0075	1.0591	1.1132	1.1702
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,425.10	5,703.08	5,995.71	6,302.98	6,624.84	6,964.30
Senior Police Records Assistant	<i>current monthly</i>	4,629.72	4,866.80	5,116.00	5,378.68	5,653.44	5,943.06

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	<i>current hourly</i>	26.7089	28.0766	29.5142	31.0296	32.6148	34.2856
COLA year 1 (4%)		1.0684	1.1231	1.1806	1.2412	1.3046	1.3714
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,814.91	5,061.47	5,320.63	5,593.82	5,879.59	6,180.79
COLA year 2 (3%)		0.8333	0.8760	0.9208	0.9681	1.0176	1.0697
MA year 2 (1.24%)		0.3312	0.3481	0.3660	0.3848	0.4044	0.4251
Year 2 - Monthly Salary		5,016.77	5,273.66	5,543.69	5,828.33	6,126.08	6,439.91
COLA year 3 (3%)		0.8683	0.9127	0.9594	1.0087	1.0602	1.1146
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,167.27	5,431.87	5,710.00	6,003.18	6,309.86	6,633.10
Police Records Assistant III	<i>current monthly</i>	4,097.44	4,306.70	4,528.36	4,759.70	5,004.76	5,260.86
	<i>current hourly</i>	23.6382	24.8454	26.1242	27.4587	28.8725	30.3499
COLA year 1 (4%)		0.9455	0.9938	1.0450	1.0983	1.1549	1.2140
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,261.34	4,478.97	4,709.50	4,950.08	5,204.95	5,471.29
COLA year 2 (3%)		0.7375	0.7752	0.8151	0.8567	0.9008	0.9469
MA year 2 (4.24%)		1.0023	1.0534	1.1077	1.1642	1.2242	1.2868
Year 2 - Monthly Salary		4,562.92	4,795.94	5,042.79	5,300.39	5,573.30	5,858.48
COLA year 3 (3%)		0.7897	0.8300	0.8728	0.9173	0.9646	1.0139
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,699.80	4,939.82	5,194.08	5,459.40	5,740.50	6,034.24

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Police Records Assistant II	<i>current monthly</i>	3,801.42	3,996.92	4,200.68	4,416.86	4,642.66	4,880.84
	<i>current hourly</i>	21.9304	23.0583	24.2338	25.4809	26.7836	28.1576
COLA year 1 (4%)		0.8772	0.9223	0.9694	1.0192	1.0713	1.1263
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,953.47	4,156.80	4,368.71	4,593.53	4,828.38	5,076.07
COLA year 2 (3%)		0.6842	0.7194	0.7561	0.7950	0.8356	0.8785
MA year 2 (1.94%)		0.4254	0.4473	0.4701	0.4943	0.5196	0.5463
Year 2 - Monthly Salary		4,145.82	4,359.05	4,581.27	4,817.03	5,063.30	5,323.04
COLA year 3 (3%)		0.7175	0.7544	0.7929	0.8337	0.8763	0.9213
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,270.20	4,489.82	4,718.71	4,961.54	5,215.19	5,482.73
Police Telecommunicator II	<i>current monthly</i>	4,858.40	5,107.66	5,369.40	5,643.58	5,932.76	6,236.88
	<i>current hourly</i>	28.0281	29.4661	30.9761	32.5579	34.2261	35.9806
COLA year 1 (4%)		1.1211	1.1786	1.2390	1.3023	1.3690	1.4392
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,052.73	5,311.96	5,584.17	5,869.33	6,170.06	6,486.35
COLA year 2 (3%)		0.8745	0.9193	0.9665	1.0158	1.0679	1.1226
MA year 2 (7%)		1.9620	2.0626	2.1683	2.2791	2.3958	2.5186
Year 2 - Monthly Salary		5,544.40	5,828.85	6,127.56	6,440.46	6,770.46	7,117.52
COLA year 3 (3%)		0.9596	1.0088	1.0605	1.1147	1.1718	1.2318
MA year 3 (0.12%)		0.0336	0.0354	0.0372	0.0391	0.0411	0.0432

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Year 3 - Monthly Salary		5,716.56	6,009.85	6,317.83	6,640.45	6,980.69	7,338.53
Police Telecommunicator I	<i>current monthly</i>	4,621.56	4,858.40	5,107.66	5,369.40	5,643.58	5,932.76
	<i>current hourly</i>	26.6618	28.0281	29.4661	30.9761	32.5579	34.2261
COLA year 1 (4%)		1.0665	1.1211	1.1786	1.2390	1.3023	1.3690
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,806.42	5,052.73	5,311.96	5,584.17	5,869.33	6,170.06
COLA year 2 (3%)		0.8318	0.8745	0.9193	0.9665	1.0158	1.0679
MA year 2 (1.93%)		0.5146	0.5409	0.5687	0.5978	0.6284	0.6606
Year 2 - Monthly Salary		5,039.81	5,298.08	5,569.90	5,855.33	6,154.33	6,469.67
COLA year 3 (3%)		0.8722	0.9169	0.9640	1.0134	1.0651	1.1197
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,191.00	5,457.02	5,736.99	6,030.99	6,338.96	6,663.76
Police Telecommunicator Call Taker	<i>current monthly</i>	4,158.64	4,371.42	4,595.18	4,831.08	5,077.92	5,338.12
	<i>current hourly</i>	23.9912	25.2188	26.5096	27.8705	29.2946	30.7957
COLA year 1 (4%)		0.9596	1.0088	1.0604	1.1148	1.1718	1.2318
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,324.98	4,546.28	4,778.98	5,024.32	5,281.04	5,551.65
COLA year 2 (3%)		0.7485	0.7868	0.8271	0.8696	0.9140	0.9608
MA year 2 (3.09%)		0.7413	0.7793	0.8191	0.8612	0.9052	0.9516
Year 2 - Monthly Salary		4,583.23	4,817.75	5,064.34	5,324.32	5,596.38	5,883.15

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COLA year 3 (3%)		0.7932	0.8338	0.8765	0.9215	0.9686	1.0182
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,720.73	4,962.28	5,216.27	5,484.05	5,764.27	6,059.64
Senior Evidence Technician	<i>current monthly</i>	5,181.90	5,446.52	5,726.54	6,019.18	6,327.18	6,652.02
	<i>current hourly</i>	29.8944	31.4210	33.0365	34.7247	36.5016	38.3756
COLA year 1 (4%)		1.1958	1.2568	1.3215	1.3890	1.4601	1.5350
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,389.17	5,664.38	5,955.61	6,259.95	6,580.27	6,918.11
COLA year 2 (3%)		0.9327	0.9803	1.0307	1.0834	1.1388	1.1973
MA year 2 (4.81%)		1.4379	1.5114	1.5891	1.6703	1.7557	1.8459
Year 2 - Monthly Salary		5,800.10	6,096.29	6,409.72	6,737.27	7,082.02	7,445.61
COLA year 3 (3%)		1.0038	1.0551	1.1093	1.1660	1.2257	1.2886
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,974.10	6,279.17	6,602.02	6,939.39	7,294.48	7,668.98
Evidence Technician II	<i>current monthly</i>	4,641.44	4,879.46	5,130.08	5,391.90	5,669.14	5,958.96
	<i>current hourly</i>	26.7765	28.1497	29.5955	31.1059	32.7053	34.3773
COLA year 1 (4%)		1.0711	1.1260	1.1838	1.2442	1.3082	1.3751
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,827.10	5,074.65	5,335.29	5,607.57	5,895.90	6,197.32
COLA year 2 (3%)		0.8354	0.8783	0.9234	0.9705	1.0204	1.0726

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MA year 2 (6.51%)		1.7432	1.8325	1.9267	2.0250	2.1291	2.2380
Year 2 - Monthly Salary		5,274.07	5,544.54	5,829.31	6,126.81	6,441.84	6,771.17
COLA year 3 (3%)		0.9128	0.9596	1.0089	1.0604	1.1149	1.1719
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,432.29	5,710.88	6,004.19	6,310.62	6,635.10	6,974.30
Evidence Technician I	<i>current monthly</i>	4,200.40	4,416.00	4,641.44	4,879.46	5,130.08	5,391.90
	<i>current hourly</i>	24.2321	25.4760	26.7765	28.1497	29.5955	31.1059
COLA year 1 (4%)		0.9693	1.0190	1.0711	1.1260	1.1838	1.2442
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,368.41	4,592.65	4,827.10	5,074.65	5,335.29	5,607.57
COLA year 2 (3%)		0.7560	0.7949	0.8354	0.8783	0.9234	0.9705
MA year 2 (7%)		1.6962	1.7833	1.8744	1.9705	2.0717	2.1774
Year 2 - Monthly Salary		4,793.49	5,039.55	5,296.81	5,568.45	5,854.45	6,153.23
COLA year 3 (3%)		0.8296	0.8722	0.9167	0.9637	1.0132	1.0649
MA year 3 (0.06%)		0.0145	0.0153	0.0161	0.0169	0.0178	0.0187
Year 3 - Monthly Salary		4,939.81	5,193.39	5,458.50	5,738.43	6,033.16	6,341.06
Property Clerk	<i>current monthly</i>	3,898.92	4,099.46	4,308.46	4,530.14	4,761.74	5,006.04
	<i>current hourly</i>	22.4929	23.6498	24.8555	26.1344	27.4705	28.8799
COLA year 1 (4%)		0.8997	0.9460	0.9942	1.0454	1.0988	1.1552
MA year 1 (0%)		-	-	-	-	-	-

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Year 1 - Monthly Salary		4,054.88	4,263.43	4,480.79	4,711.34	4,952.21	5,206.28
COLA year 2 (3%)		0.7018	0.7379	0.7755	0.8154	0.8571	0.9011
MA year 2 (7%)		1.5745	1.6555	1.7399	1.8294	1.9229	2.0216
Year 2 - Monthly Salary		4,449.45	4,678.30	4,916.81	5,169.79	5,434.09	5,712.89
COLA year 3 (3%)		0.7701	0.8097	0.8510	0.8947	0.9405	0.9887
MA year 3 (2.50%)		0.5623	0.5912	0.6214	0.6534	0.6868	0.7220
Year 3 - Monthly Salary		4,680.40	4,921.13	5,172.02	5,438.14	5,716.16	6,009.43
Senior Animal Services Officer	<i>current monthly</i>	4,560.46	4,793.16	5,039.78	5,297.78	5,568.40	5,854.22
	<i>current hourly</i>	26.3093	27.6518	29.0745	30.5629	32.1242	33.7731
COLA year 1 (4%)		1.0524	1.1061	1.1630	1.2225	1.2850	1.3509
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,742.87	4,984.89	5,241.36	5,509.68	5,791.15	6,088.40
COLA year 2 (3%)		0.8209	0.8627	0.9071	0.9536	1.0023	1.0537
MA year 2 (0.77%)		0.2026	0.2129	0.2239	0.2353	0.2474	0.2601
Year 2 - Monthly Salary		4,920.27	5,171.34	5,437.41	5,715.77	6,007.76	6,316.13
COLA year 3 (3%)		0.8516	0.8950	0.9411	0.9892	1.0398	1.0931
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,067.88	5,326.48	5,600.53	5,887.24	6,187.99	6,505.61
Animal Services Officer	<i>current monthly</i>	3,885.56	4,083.88	4,292.88	4,513.96	4,744.44	4,988.28
	<i>current hourly</i>	22.4158	23.5599	24.7657	26.0411	27.3707	28.7774

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COLA year 1 (4%)		0.8966	0.9424	0.9906	1.0416	1.0948	1.1511
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,040.98	4,247.23	4,464.60	4,694.52	4,934.21	5,187.81
COLA year 2 (3%)		0.6994	0.7351	0.7727	0.8125	0.8540	0.8979
MA year 2 (7%)		1.5691	1.6492	1.7336	1.8229	1.9159	2.0144
Year 2 - Monthly Salary		4,434.20	4,660.52	4,899.04	5,151.34	5,414.35	5,692.62
COLA year 3 (3%)		0.7674	0.8066	0.8479	0.8915	0.9371	0.9852
MA year 3 (1.18%)		0.2645	0.2780	0.2922	0.3073	0.3230	0.3396
Year 3 - Monthly Salary		4,613.07	4,848.52	5,096.67	5,359.14	5,632.77	5,922.26
Assistant Engineer	<i>current monthly</i>	-	-	7,103.10	7,467.08	7,849.12	8,251.86
	<i>current hourly</i>	-	-	40.9778	43.0776	45.2817	47.6050
COLA year 1 (4%)		-	-	1.6391	1.7231	1.8113	1.9042
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		-	-	7,387.22	7,765.75	8,163.10	8,581.92
COLA year 2 (3%)		-	-	1.2785	1.3440	1.4128	1.4853
MA year 2 (7%)		-	-	2.8684	3.0154	3.1697	3.3324
Year 2 - Monthly Salary		-	-	8,106.05	8,521.42	8,957.43	9,417.01
COLA year 3 (3%)		-	-	1.4029	1.4748	1.5503	1.6298
MA year 3 (0.91%)		-	-	0.3729	0.3920	0.4121	0.4332
Year 3 - Monthly Salary		-	-	8,413.87	8,845.01	9,297.58	9,774.61

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Junior Engineer	<i>current monthly</i>	-	-	6,142.44	6,457.72	6,788.10	7,136.14
	<i>current hourly</i>	-	-	35.4358	37.2546	39.1606	41.1684
COLA year 1 (4%)		-	-	1.4174	1.4902	1.5664	1.6467
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		-	-	6,388.14	6,716.02	7,059.62	7,421.58
COLA year 2 (3%)		-	-	1.1056	1.1623	1.2218	1.2845
MA year 2 (7%)		-	-	2.4805	2.6078	2.7412	2.8818
Year 2 - Monthly Salary		-	-	7,009.75	7,369.54	7,746.58	8,143.75
COLA year 3 (3%)		-	-	1.2132	1.2754	1.3407	1.4094
MA year 3 (6.95%)		-	-	2.4628	2.5892	2.7217	2.8612
Year 3 - Monthly Salary		-	-	7,646.95	8,039.44	8,450.75	8,884.03
Assessment District Program Coordinator	<i>current monthly</i>	5,932.16	6,235.68	6,555.98	6,891.88	7,244.58	7,615.24
	<i>current hourly</i>	34.2227	35.9737	37.8215	39.7593	41.7940	43.9324
COLA year 1 (4%)		1.3689	1.4389	1.5129	1.5904	1.6718	1.7573
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,169.45	6,485.11	6,818.22	7,167.55	7,534.35	7,919.85
COLA year 2 (3%)		1.0677	1.1224	1.1800	1.2405	1.3040	1.3707
MA year 2 (7%)		2.3956	2.5182	2.6475	2.7832	2.9256	3.0753
Year 2 - Monthly Salary		6,769.78	7,116.16	7,481.68	7,865.01	8,267.51	8,690.51
COLA year 3 (3%)		1.1716	1.2316	1.2949	1.3612	1.4309	1.5041
MA year 3 (10.77%)		3.6858	3.8744	4.0734	4.2821	4.5012	4.7315

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Year 3 - Monthly Salary		7,611.77	8,001.23	8,412.21	8,843.22	9,295.77	9,771.39
Administrative Analyst I	<i>current monthly</i>	4,986.96	5,242.68	5,510.54	5,793.32	6,089.60	6,402.16
	<i>current hourly</i>	28.7698	30.2451	31.7904	33.4217	35.1310	36.9341
COLA year 1 (4%)		1.1508	1.2098	1.2716	1.3369	1.4052	1.4774
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,186.44	5,452.39	5,730.97	6,025.05	6,333.19	6,658.24
COLA year 2 (3%)		0.8976	0.9436	0.9919	1.0428	1.0961	1.1523
MA year 2 (2.64%)		0.7595	0.7985	0.8393	0.8823	0.9275	0.9751
Year 2 - Monthly Salary		5,473.68	5,754.37	6,048.38	6,358.75	6,683.95	7,027.01
COLA year 3 (3%)		0.9473	0.9959	1.0468	1.1005	1.1568	1.2162
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,637.89	5,927.00	6,229.83	6,549.51	6,884.47	7,237.82
Administrative Aide I	<i>current monthly</i>	4,421.84	4,648.56	4,886.10	5,136.82	5,399.54	5,676.64
	<i>current hourly</i>	25.5096	26.8176	28.1880	29.6344	31.1500	32.7486
COLA year 1 (4%)		1.0204	1.0727	1.1275	1.1854	1.2460	1.3099
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,598.71	4,834.51	5,081.55	5,342.30	5,615.52	5,903.71
COLA year 2 (3%)		0.7959	0.8367	0.8795	0.9246	0.9719	1.0218
MA year 2 (5.48%)		1.3979	1.4696	1.5447	1.6240	1.7070	1.7946
Year 2 - Monthly Salary		4,978.99	5,234.28	5,501.76	5,784.07	6,079.88	6,391.90

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT

COLA year 3 (3%)		0.8617	0.9059	0.9522	1.0011	1.0522	1.1062
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,128.35	5,391.31	5,666.81	5,957.59	6,262.28	6,583.66
Office Technician	<i>current monthly</i>	4,351.06	4,574.20	4,809.32	5,055.24	5,314.38	5,586.70
	<i>current hourly</i>	25.1013	26.3886	27.7450	29.1637	30.6587	32.2297
COLA year 1 (4%)		1.0041	1.0555	1.1098	1.1665	1.2263	1.2892
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,525.10	4,757.17	5,001.69	5,257.45	5,526.95	5,810.16
COLA year 2 (3%)		0.7832	0.8233	0.8656	0.9099	0.9566	1.0056
MA year 2 (3.95%)		0.9915	1.0423	1.0959	1.1520	1.2110	1.2731
Year 2 - Monthly Salary		4,832.72	5,080.56	5,341.71	5,614.85	5,902.68	6,205.14
COLA year 3 (3%)		0.8364	0.8793	0.9245	0.9718	1.0216	1.0739
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,977.70	5,232.98	5,501.96	5,783.30	6,079.76	6,391.30
Office Assistant II	<i>current monthly</i>	3,312.18	3,482.52	3,660.08	3,848.40	4,045.16	4,252.68
	<i>current hourly</i>	19.1080	20.0907	21.1150	22.2015	23.3366	24.5338
COLA year 1 (4%)		0.7643	0.8036	0.8446	0.8881	0.9335	0.9814
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,444.67	3,621.82	3,806.48	4,002.34	4,206.97	4,422.80
COLA year 2 (3%)		0.5962	0.6268	0.6588	0.6927	0.7281	0.7655

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026
ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT

MA year 2 (1.99%)		0.3802	0.3998	0.4202	0.4418	0.4644	0.4882
Year 2 - Monthly Salary		3,613.92	3,799.78	3,993.51	4,199.00	4,413.68	4,640.11
COLA year 3 (3%)		0.6255	0.6576	0.6912	0.7267	0.7639	0.8031
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		3,722.34	3,913.77	4,113.31	4,324.97	4,546.09	4,779.31
Office Assistant I	<i>current monthly</i>	3,006.28	3,159.82	3,321.78	3,492.12	3,670.86	3,859.20
	<i>current hourly</i>	17.3432	18.2290	19.1634	20.1461	21.1772	22.2638
COLA year 1 (4%)		0.6937	0.7292	0.7665	0.8058	0.8471	0.8906
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,126.52	3,286.21	3,454.66	3,631.81	3,817.69	4,013.58
COLA year 2 (3%)		0.5411	0.5687	0.5979	0.6286	0.6607	0.6946
MA year 2 (2.19%)		0.3798	0.3992	0.4197	0.4412	0.4638	0.4876
Year 2 - Monthly Salary		3,286.15	3,453.99	3,631.04	3,817.24	4,012.61	4,218.50
COLA year 3 (3%)		0.5687	0.5978	0.6284	0.6607	0.6945	0.7301
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		3,384.74	3,557.61	3,739.97	3,931.76	4,132.99	4,345.05

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

APPENDIX A – COMPENSATION MARKET ADJUSTMENTS

Year 1 - Effective 7/1/23	Rate Calculation	
Year 2 - Effective 7/1/24	COLA year 1 (4%)	Current hourly x 0.04
Year 3 - Effective 7/1/25	MA year 1 (0%)	N/A
	Year 1 - Monthly Salary	(Current hourly + COLA) x 173.34
	COLA year 2 (3%)	Year 1 hourly x 0.03
	MA year 2 (5%)	Current hourly x 0.05
	Year 2 - Monthly Salary	(Current hourly + all increases) x 173.34
	COLA year 3 (3%)	(Current hourly + all increases) x 0.03
	MA year 3 (2%)	Current hourly x 0.02
	Year 3 - Monthly Salary	(Current hourly + all increases) x 173.34

*Monthly hours of 173.34 are calculated from 86.67 x 2

*Fire Telecommunications Supervisors (56) are calculated at 242.66 Monthly hours

		Hourly/Monthly Steps					
		1	2	3	4	5	6
Supervising Accountant	<i>current monthly</i>	7,007.14	7,366.30	7,744.30	8,141.10	8,558.04	8,996.30
	<i>current hourly</i>	40.4243	42.4963	44.6769	46.9661	49.3714	51.8997
COLA year 1 (4%)		1.6170	1.6999	1.7871	1.8786	1.9749	2.0760
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		7,287.43	7,660.96	8,054.07	8,466.75	8,900.36	9,356.15
COLA year 2 (3%)		1.2612	1.3259	1.3939	1.4653	1.5404	1.6193
MA year 2 (7%)		2.8297	2.9747	3.1274	3.2876	3.4560	3.6330
Year 2 - Monthly Salary		7,996.56	8,406.43	8,837.79	9,290.63	9,766.43	10,266.57
COLA year 3 (3%)		1.3840	1.4549	1.5296	1.6079	1.6903	1.7768
MA year 3 (3.1%)		1.2532	1.3174	1.3850	1.4559	1.5305	1.6089

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

Year 3 - Monthly Salary		8,453.68	8,886.98	9,342.99	9,821.72	10,324.73	10,853.45
Revenue Supervisor	<i>current monthly</i>	5,050.46	5,309.56	5,580.68	5,867.40	6,167.30	6,484.00
	<i>current hourly</i>	29.1361	30.6309	32.1950	33.8491	35.5792	37.4063
COLA year 1 (4%)		1.1654	1.2252	1.2878	1.3540	1.4232	1.4963
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,252.47	5,521.94	5,803.91	6,102.10	6,413.99	6,743.37
COLA year 2 (3%)		0.9090	0.9557	1.0045	1.0561	1.1101	1.1671
MA year 2 (7%)		2.0395	2.1442	2.2537	2.3694	2.4905	2.6184
Year 2 - Monthly Salary		5,763.58	6,059.27	6,368.67	6,695.88	7,038.12	7,399.55
COLA year 3 (3%)		0.9975	1.0487	1.1022	1.1589	1.2181	1.2806
MA year 3 (0.55%)		0.1602	0.1685	0.1771	0.1862	0.1957	0.2057
Year 3 - Monthly Salary		5,964.26	6,270.25	6,590.43	6,929.03	7,283.18	7,657.20
Deputy Director of Community Services - Recreation	<i>current monthly</i>	9,190.36	9,660.62	10,156.06	10,676.70	11,223.74	11,798.36
	<i>current hourly</i>	53.0193	55.7322	58.5904	61.5940	64.7498	68.0649
COLA year 1 (4%)		2.1208	2.2293	2.3436	2.4638	2.5900	2.7226
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,557.98	10,047.04	10,562.30	11,103.77	11,672.68	12,270.30
COLA year 2 (3%)		1.6542	1.7388	1.8280	1.9217	2.0202	2.1236
MA year 2 (0.02%)		0.0106	0.0111	0.0117	0.0123	0.0129	0.0136

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

Year 2 - Monthly Salary		9,846.56	10,350.39	10,881.20	11,439.02	12,025.10	12,640.77
COLA year 3 (3%)		1.7041	1.7913	1.8832	1.9798	2.0812	2.1877
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,141.95	10,660.90	11,207.64	11,782.19	12,385.86	13,020.00
Deputy Director of Community Services - City Librarian	<i>current monthly</i>	9,190.36	9,660.62	10,156.06	10,676.70	11,223.74	11,798.36
	<i>current hourly</i>	53.0193	55.7322	58.5904	61.5940	64.7498	68.0649
COLA year 1 (4%)		2.1208	2.2293	2.3436	2.4638	2.5900	2.7226
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,557.98	10,047.04	10,562.30	11,103.77	11,672.68	12,270.30
COLA year 2 (3%)		1.6542	1.7388	1.8280	1.9217	2.0202	2.1236
MA year 2 (0.02%)		0.0106	0.0111	0.0117	0.0123	0.0129	0.0136
Year 2 - Monthly Salary		9,846.56	10,350.39	10,881.20	11,439.02	12,025.10	12,640.77
COLA year 3 (3%)		1.7041	1.7913	1.8832	1.9798	2.0812	2.1877
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,141.95	10,660.90	11,207.64	11,782.19	12,385.86	13,020.00
Deputy Community Development Director/Planning & Engineering	<i>current monthly</i>	10,328.32	10,857.46	11,413.58	11,999.08	12,609.06	13,257.02
	<i>current hourly</i>	59.5842	62.6368	65.8450	69.2228	72.7418	76.4799
COLA year 1 (4%)		2.3834	2.5055	2.6338	2.7689	2.9097	3.0592

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	10,741.46	11,291.76	11,870.12	12,479.04	13,113.43	13,787.31
COLA year 2 (3%)	1.8590	1.9543	2.0544	2.1598	2.2695	2.3862
MA year 2 (6.23%)	3.7121	3.9023	4.1021	4.3126	4.5318	4.7647
Year 2 - Monthly Salary	11,707.16	12,306.93	12,937.28	13,600.96	14,292.37	15,026.84
COLA year 3 (3%)	2.0262	2.1300	2.2391	2.3539	2.4736	2.6007
MA year 3 (0%)	-	-	-	-	-	-
Year 3 - Monthly Salary	12,058.37	12,676.14	13,325.40	14,008.99	14,721.14	15,477.64
Deputy Community Development Director/Engineering and Transportation Planning						
<i>current monthly</i>	10,115.28	10,633.50	11,178.14	11,751.56	12,348.98	12,983.60
<i>current hourly</i>	58.3551	61.3448	64.4868	67.7949	71.2414	74.9025
COLA year 1 (4%)	2.3342	2.4538	2.5795	2.7118	2.8497	2.9961
MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	10,519.88	11,058.85	11,625.27	12,221.63	12,842.94	13,502.94
COLA year 2 (3%)	1.8207	1.9140	2.0120	2.1152	2.2227	2.3370
MA year 2 (7%)	4.0849	4.2941	4.5141	4.7456	4.9869	5.2432
Year 2 - Monthly Salary	11,543.55	12,134.96	12,756.50	13,410.89	14,092.66	14,816.88
COLA year 3 (3%)	1.9978	2.1002	2.2078	2.3210	2.4390	2.5644
MA year 3 (1.68%)	0.9804	1.0306	1.0834	1.1390	1.1969	1.2584
Year 3 - Monthly Salary	12,059.79	12,677.65	13,326.98	14,010.64	14,722.90	15,479.51

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

Planning Manager	<i>current monthly</i>	8,699.96	9,146.42	9,614.72	10,107.38	10,625.72	11,169.70
	<i>current hourly</i>	50.1901	52.7658	55.4674	58.3096	61.2999	64.4381
COLA year 1 (4%)		2.0076	2.1106	2.2187	2.3324	2.4520	2.5775
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,047.95	9,512.28	9,999.31	10,511.68	11,050.75	11,616.49
COLA year 2 (3%)		1.5659	1.6463	1.7306	1.8193	1.9126	2.0105
MA year 2 (4.96%)		2.4894	2.6172	2.7512	2.8922	3.0405	3.1961
Year 2 - Monthly Salary		9,750.91	10,251.31	10,776.18	11,328.36	11,909.31	12,519.00
COLA year 3 (3%)		1.6876	1.7742	1.8650	1.9606	2.0611	2.1667
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,043.43	10,558.85	11,099.46	11,668.21	12,266.59	12,894.57
Deputy Community Development Director/Building & Life Safety	<i>current monthly</i>	10,387.40	10,919.58	11,478.86	12,067.72	12,681.20	13,332.88
	<i>current hourly</i>	59.9250	62.9951	66.2217	69.6188	73.1579	76.9175
COLA year 1 (4%)		2.3970	2.5198	2.6489	2.7848	2.9263	3.0767
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		10,802.90	11,356.35	11,938.02	12,550.43	13,188.44	13,866.19
COLA year 2 (3%)		1.8697	1.9654	2.0661	2.1721	2.2825	2.3998
MA year 2 (6.32%)		3.7873	3.9813	4.1852	4.3999	4.6236	4.8612
Year 2 - Monthly Salary		11,783.47	12,387.16	13,021.63	13,689.62	14,385.54	15,124.82

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

COLA year 3 (3%)		2.0394	2.1438	2.2537	2.3693	2.4897	2.6177
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		12,136.97	12,758.78	13,412.28	14,100.31	14,817.11	15,578.56
Deputy Building Official	<i>current monthly</i>	8,727.14	9,174.76	9,644.50	10,138.96	10,658.12	11,204.62
	<i>current hourly</i>	50.3470	52.9293	55.6392	58.4917	61.4868	64.6395
COLA year 1 (4%)		2.0139	2.1172	2.2256	2.3397	2.4595	2.5856
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,076.23	9,541.76	10,030.28	10,544.51	11,084.45	11,652.80
COLA year 2 (3%)		1.5708	1.6514	1.7359	1.8249	1.9184	2.0168
MA year 2 (5.34%)		2.6885	2.8264	2.9711	3.1235	3.2834	3.4517
Year 2 - Monthly Salary		9,814.55	10,317.94	10,846.20	11,402.26	11,986.12	12,600.71
COLA year 3 (3%)		1.6986	1.7857	1.8772	1.9734	2.0744	2.1808
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,108.99	10,627.48	11,171.59	11,744.33	12,345.71	12,978.73
Plan Check Engineer	<i>current monthly</i>	7,720.24	8,115.84	8,532.08	8,968.90	9,427.66	9,910.88
	<i>current hourly</i>	44.5381	46.8203	49.2216	51.7417	54.3882	57.1760
COLA year 1 (4%)		1.7815	1.8728	1.9689	2.0697	2.1755	2.2870
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		8,029.04	8,440.46	8,873.36	9,327.66	9,804.76	10,307.32
COLA year 2 (3%)		1.3896	1.4608	1.5357	1.6143	1.6969	1.7839

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

MA year 2 (3.39%)		1.5098	1.5872	1.6686	1.7540	1.8438	1.9383
Year 2 - Monthly Salary		8,531.63	8,968.80	9,428.79	9,911.54	10,418.50	10,952.52
COLA year 3 (3%)		1.4766	1.5522	1.6318	1.7154	1.8031	1.8956
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		8,787.58	9,237.87	9,711.66	10,208.88	10,731.05	11,281.10
Supervising Combination Inspector	<i>current monthly</i>	6,459.16	6,791.26	7,138.92	7,504.78	7,888.76	8,293.48
	<i>current hourly</i>	37.2629	39.1788	41.1845	43.2951	45.5103	47.8452
COLA year 1 (4%)		1.4905	1.5672	1.6474	1.7318	1.8204	1.9138
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,717.52	7,062.90	7,424.48	7,804.96	8,204.31	8,625.23
COLA year 2 (3%)		1.1626	1.2224	1.2850	1.3508	1.4199	1.4928
MA year 2 (6.67%)		2.4854	2.6132	2.7470	2.8878	3.0355	3.1913
Year 2 - Monthly Salary		7,349.87	7,727.77	8,123.38	8,539.68	8,976.61	9,437.16
COLA year 3 (3%)		1.2720	1.3374	1.4059	1.4780	1.5536	1.6333
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		7,570.36	7,959.60	8,367.08	8,795.87	9,245.91	9,720.27
Fire Telecommunications Supervisor (40 hr work week)	<i>current monthly</i>	5,635.82	5,924.94	6,227.44	6,547.06	6,882.52	7,235.08
	<i>current hourly</i>	32.5131	34.1810	35.9262	37.7701	39.7053	41.7392
COLA year 1 (4%)		1.3005	1.3672	1.4370	1.5108	1.5882	1.6696

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	5,861.25	6,161.93	6,476.55	6,808.95	7,157.82	7,524.48
COLA year 2 (3%)	1.0144	1.0664	1.1209	1.1784	1.2388	1.3023
MA year 2 (3.29%)	1.0697	1.1246	1.1820	1.2426	1.3063	1.3732
Year 2 - Monthly Salary	6,222.51	6,541.72	6,875.72	7,228.62	7,598.99	7,988.24
COLA year 3 (3%)	1.0769	1.1322	1.1900	1.2511	1.3152	1.3825
MA year 3 (0%)	-	-	-	-	-	-
Year 3 - Monthly Salary	6,409.18	6,737.97	7,082.00	7,445.48	7,826.96	8,227.89
Fire Telecommunications Supervisor (56 hr work week)						
<i>current monthly</i>	5,635.46	5,924.54	6,227.06	6,546.62	6,882.08	7,234.62
<i>current hourly</i>	23.2237	24.4150	25.6617	26.9786	28.3610	29.8138
COLA year 1 (4%)	0.9289	0.9766	1.0265	1.0791	1.1344	1.1926
MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	5,860.88	6,161.53	6,476.15	6,808.49	7,157.36	7,524.00
COLA year 2 (3%)	0.7246	0.7617	0.8006	0.8417	0.8849	0.9302
MA year 2 (3.29%)	0.7641	0.8033	0.8443	0.8876	0.9331	0.9809
Year 2 - Monthly Salary	6,222.11	6,541.29	6,875.31	7,228.13	7,598.50	7,987.74
COLA year 3 (3%)	0.7692	0.8087	0.8500	0.8936	0.9394	0.9875
MA year 3 (0%)	-	-	-	-	-	-
Year 3 - Monthly Salary	6,408.78	6,737.53	7,081.57	7,444.97	7,826.46	8,227.37

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

Code Enforcement Supervisor	<i>current monthly</i>	5,900.34	6,203.36	6,520.68	6,854.90	7,207.34	7,575.38
	<i>current hourly</i>	34.0391	35.7872	37.6179	39.5460	41.5792	43.7024
COLA year 1 (4%)		1.3616	1.4315	1.5047	1.5818	1.6632	1.7481
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,136.35	6,451.49	6,781.51	7,129.10	7,495.63	7,878.39
COLA year 2 (3%)		1.0620	1.1166	1.1737	1.2338	1.2973	1.3635
MA year 2 (3.33%)		1.1335	1.1917	1.2527	1.3169	1.3846	1.4553
Year 2 - Monthly Salary		6,516.92	6,851.60	7,202.10	7,571.24	7,960.51	8,367.00
COLA year 3 (3%)		1.1279	1.1858	1.2465	1.3104	1.3777	1.4481
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,712.43	7,057.15	7,418.16	7,798.38	8,199.32	8,618.01
Police Services Manager	<i>current monthly</i>	8,206.76	8,627.92	9,070.56	9,534.70	10,022.90	10,537.66
	<i>current hourly</i>	47.3449	49.7745	52.3281	55.0058	57.8222	60.7918
COLA year 1 (4%)		1.8938	1.9910	2.0931	2.2002	2.3129	2.4317
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		8,535.04	8,973.03	9,433.37	9,916.09	10,423.82	10,959.16
COLA year 2 (3%)		1.4772	1.5530	1.6326	1.7162	1.8041	1.8967
MA year 2 (0.33%)		0.1577	0.1657	0.1743	0.1832	0.1925	0.2024
Year 2 - Monthly Salary		8,818.42	9,270.95	9,746.58	10,245.33	10,769.91	11,323.02
COLA year 3 (3%)		1.5262	1.6045	1.6868	1.7732	1.8640	1.9597
MA year 3 (0%)		-	-	-	-	-	-

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

Year 3 - Monthly Salary		9,082.97	9,549.08	10,038.98	10,552.69	11,093.00	11,662.71
Supervising Police Records Assistant	<i>current monthly</i>	4,960.34	5,214.38	5,481.80	5,762.54	6,057.92	6,369.08
	<i>current hourly</i>	28.6163	30.0818	31.6245	33.2442	34.9482	36.7433
COLA year 1 (4%)		1.1447	1.2033	1.2650	1.3298	1.3979	1.4697
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,158.76	5,422.95	5,701.06	5,993.05	6,300.24	6,623.85
COLA year 2 (3%)		0.8928	0.9386	0.9867	1.0372	1.0904	1.1464
MA year 2 (7%)		2.0031	2.1057	2.2137	2.3271	2.4464	2.5720
Year 2 - Monthly Salary		5,660.75	5,950.65	6,255.82	6,576.22	6,913.30	7,268.40
COLA year 3 (3%)		0.9797	1.0299	1.0827	1.1381	1.1965	1.2579
MA year 3 (2.37%)		0.6782	0.7129	0.7495	0.7879	0.8283	0.8708
Year 3 - Monthly Salary		5,948.13	6,252.75	6,573.41	6,910.08	7,264.27	7,637.40
Supervising Evidence Technician	<i>current monthly</i>	5,915.54	6,219.56	6,537.62	6,872.50	7,225.60	7,595.48
	<i>current hourly</i>	34.1268	35.8807	37.7156	39.6475	41.6845	43.8184
COLA year 1 (4%)		1.3651	1.4352	1.5086	1.5859	1.6674	1.7527
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,152.16	6,468.34	6,799.13	7,147.40	7,514.61	7,899.30
COLA year 2 (3%)		1.0648	1.1195	1.1767	1.2370	1.3006	1.3671
MA year 2 (5.63%)		1.9213	2.0201	2.1234	2.2322	2.3468	2.4670
Year 2 - Monthly Salary							

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

		6,669.77	7,012.55	7,371.17	7,748.74	8,146.85	8,563.91
COLA year 3 (3%)		1.1543	1.2137	1.2757	1.3411	1.4100	1.4822
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,869.86	7,222.93	7,592.30	7,981.20	8,391.26	8,820.82
Property Room Supervisor	<i>current monthly</i>	5,587.24	5,873.38	6,174.60	6,490.84	6,823.52	7,174.00
	<i>current hourly</i>	32.2328	33.8836	35.6213	37.4457	39.3650	41.3869
COLA year 1 (4%)		1.2893	1.3553	1.4249	1.4978	1.5746	1.6555
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,810.72	6,108.32	6,421.58	6,750.47	7,096.47	7,460.97
COLA year 2 (3%)		1.0057	1.0572	1.1114	1.1683	1.2282	1.2913
MA year 2 (7%)		2.2563	2.3719	2.4935	2.6212	2.7556	2.8971
Year 2 - Monthly Salary		6,376.15	6,702.70	7,046.45	7,407.34	7,787.01	8,186.97
COLA year 3 (3%)		1.1035	1.1600	1.2195	1.2820	1.3477	1.4169
MA year 3 (5.42%)		1.7470	1.8365	1.9307	2.0296	2.1336	2.2432
Year 3 - Monthly Salary		6,870.26	7,222.12	7,592.51	7,981.37	8,390.46	8,821.42
Deputy Public Works Director (PE)	<i>current monthly</i>	10,979.00	11,541.66	12,133.06	12,746.08	13,405.86	14,089.64
	<i>current hourly</i>	63.3380	66.5839	69.9957	73.5322	77.3385	81.2833
COLA year 1 (4%)		2.5335	2.6634	2.7998	2.9413	3.0935	3.2513
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		11,418.17	12,003.32	12,618.38	13,255.91	13,942.09	14,653.23

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

COLA year 2 (3%)		1.9761	2.0774	2.1839	2.2942	2.4130	2.5360
MA year 2 (5.32%)		3.3696	3.5423	3.7238	3.9119	4.1144	4.3243
Year 2 - Monthly Salary		12,344.80	12,977.43	13,642.41	14,331.68	15,073.54	15,842.40
COLA year 3 (3%)		2.1365	2.2460	2.3611	2.4804	2.6088	2.7418
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		12,715.14	13,366.76	14,051.68	14,761.63	15,525.75	16,317.67
Deputy Public Works Director	<i>current monthly</i>	10,615.06	11,158.54	11,731.16	12,330.46	12,956.44	13,623.68
	<i>current hourly</i>	61.2384	64.3737	67.6772	71.1345	74.7458	78.5951
COLA year 1 (4%)		2.4495	2.5749	2.7071	2.8454	2.9898	3.1438
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		11,039.67	11,604.88	12,200.41	12,823.67	13,474.69	14,168.62
COLA year 2 (3%)		1.9106	2.0085	2.1115	2.2194	2.3321	2.4522
MA year 2 (3.59%)		2.1985	2.3110	2.4296	2.5537	2.6834	2.8216
Year 2 - Monthly Salary		11,751.94	12,353.62	12,987.57	13,651.05	14,344.07	15,082.77
COLA year 3 (3%)		2.0339	2.1380	2.2478	2.3626	2.4825	2.6104
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		12,104.50	12,724.22	13,377.20	14,060.58	14,774.39	15,535.25
Engineering Services Manager	<i>current monthly</i>	10,401.64	10,934.44	11,494.20	12,083.48	12,702.28	13,344.20
	<i>current hourly</i>	60.0072	63.0809	66.3101	69.7097	73.2796	76.9828
COLA year 1 (4%)							

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

		2.4003	2.5232	2.6524	2.7884	2.9312	3.0793
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		10,817.71	11,371.82	11,953.96	12,566.82	13,210.38	13,877.97
COLA year 2 (3%)		1.8722	1.9681	2.0689	2.1749	2.2863	2.4019
MA year 2 (0.77%)		0.4621	0.4857	0.5106	0.5368	0.5643	0.5928
Year 2 - Monthly Salary		11,222.34	11,797.17	12,401.08	13,036.87	13,704.50	14,397.06
COLA year 3 (3%)		1.9423	2.0417	2.1463	2.2563	2.3718	2.4917
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		11,559.01	12,151.09	12,773.12	13,427.97	14,115.63	14,828.97
Principal Civil Engineer	<i>current monthly</i>	9,758.74	10,259.14	10,785.04	11,337.76	11,918.58	12,530.00
	<i>current hourly</i>	56.2983	59.1851	62.2190	65.4076	68.7584	72.2857
COLA year 1 (4%)		2.2519	2.3674	2.4888	2.6163	2.7503	2.8914
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		10,149.10	10,669.51	11,216.44	11,791.26	12,395.32	13,031.20
COLA year 2 (3%)		1.7565	1.8466	1.9412	2.0407	2.1453	2.2553
MA year 2 (7%)		3.9409	4.1430	4.3553	4.5785	4.8131	5.0600
Year 2 - Monthly Salary		11,136.68	11,707.74	12,307.89	12,938.64	13,601.48	14,299.24
COLA year 3 (3%)		1.9274	2.0263	2.1301	2.2393	2.3540	2.4748
MA year 3 (1.61%)		0.9064	0.9529	1.0017	1.0531	1.1070	1.1638
Year 3 - Monthly Salary		11,627.90	12,224.14	12,850.77	13,509.34	14,201.42	14,929.95

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

Senior Civil Engineer	<i>current monthly</i>	8,793.82	9,244.44	9,717.78	10,216.36	10,738.90	11,289.22
	<i>current hourly</i>	50.7316	53.3312	56.0620	58.9383	61.9528	65.1276
COLA year 1 (4%)		2.0293	2.1332	2.2425	2.3575	2.4781	2.6051
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,145.57	9,614.21	10,106.50	10,625.02	11,168.45	11,740.79
COLA year 2 (3%)		1.5828	1.6639	1.7491	1.8389	1.9329	2.0320
MA year 2 (4.48%)		2.2728	2.3892	2.5116	2.6404	2.7755	2.9177
Year 2 - Monthly Salary		9,813.90	10,316.78	10,845.05	11,401.46	11,984.61	12,598.77
COLA year 3 (3%)		1.6985	1.7855	1.8770	1.9733	2.0742	2.1805
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,108.32	10,626.29	11,170.40	11,743.51	12,344.15	12,976.73
Associate Civil Engineer	<i>current monthly</i>	7,847.34	8,249.62	8,672.06	9,115.94	9,583.78	10,074.32
	<i>current hourly</i>	45.2714	47.5921	50.0292	52.5899	55.2889	58.1188
COLA year 1 (4%)		1.8109	1.9037	2.0012	2.1036	2.2116	2.3248
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		8,161.24	8,579.60	9,018.94	9,480.57	9,967.13	10,477.29
COLA year 2 (3%)		1.4125	1.4849	1.5609	1.6408	1.7250	1.8133
MA year 2 (1.55%)		0.7017	0.7377	0.7755	0.8151	0.8570	0.9008
Year 2 - Monthly Salary		8,527.71	8,964.86	9,423.93	9,906.28	10,414.69	10,947.76
COLA year 3 (3%)		1.4759	1.5516	1.6310	1.7145	1.8025	1.8947
MA year 3 (0%)		-	-	-	-	-	-

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

Year 3 - Monthly Salary		8,783.54	9,233.80	9,706.65	10,203.47	10,727.13	11,276.19
Associate Engineer	<i>current monthly</i>	7,071.80	7,434.98	7,815.82	8,215.58	8,636.76	9,079.36
	<i>current hourly</i>	40.7973	42.8925	45.0895	47.3957	49.8255	52.3789
COLA year 1 (4%)		1.6319	1.7157	1.8036	1.8958	1.9930	2.0952
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		7,354.68	7,732.39	8,128.45	8,544.19	8,982.22	9,442.53
COLA year 2 (3%)		1.2729	1.3382	1.4068	1.4787	1.5546	1.6342
MA year 2 (7%)		2.8558	3.0025	3.1563	3.3177	3.4878	3.6665
Year 2 - Monthly Salary		8,070.34	8,484.81	8,919.41	9,375.61	9,856.26	10,361.36
COLA year 3 (3%)		1.3967	1.4685	1.5437	1.6226	1.7058	1.7932
MA year 3 (0.88%)		0.3590	0.3775	0.3968	0.4171	0.4385	0.4609
Year 3 - Monthly Salary		8,374.68	8,804.78	9,255.77	9,729.17	10,227.95	10,752.10
Assistant City Traffic Engineer	<i>current monthly</i>	8,793.82	9,244.44	9,717.78	10,216.36	10,738.90	11,289.22
	<i>current hourly</i>	50.7316	53.3312	56.0620	58.9383	61.9528	65.1276
COLA year 1 (4%)		2.0293	2.1332	2.2425	2.3575	2.4781	2.6051
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,145.57	9,614.21	10,106.50	10,625.02	11,168.45	11,740.79
COLA year 2 (3%)		1.5828	1.6639	1.7491	1.8389	1.9329	2.0320
MA year 2 (4.48%)		2.2728	2.3892	2.5116	2.6404	2.7755	2.9177
Year 2 - Monthly Salary							

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
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		9,813.90	10,316.78	10,845.05	11,401.46	11,984.61	12,598.77
COLA year 3 (3%)		1.6985	1.7855	1.8770	1.9733	2.0742	2.1805
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,108.32	10,626.29	11,170.40	11,743.51	12,344.15	12,976.73
Senior Public Works Supervisor	<i>current monthly</i>	6,870.30	7,222.98	7,592.44	7,982.32	8,391.40	8,820.90
	<i>current hourly</i>	39.6348	41.6694	43.8009	46.0501	48.4101	50.8878
COLA year 1 (4%)		1.5854	1.6668	1.7520	1.8420	1.9364	2.0355
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		7,145.11	7,511.89	7,896.15	8,301.62	8,727.06	9,173.73
COLA year 2 (3%)		1.2366	1.3001	1.3666	1.4368	1.5104	1.5877
MA year 2 (7%)		2.7744	2.9169	3.0661	3.2235	3.3887	3.5621
Year 2 - Monthly Salary		7,840.38	8,242.86	8,664.50	9,109.43	9,576.27	10,066.40
COLA year 3 (3%)		1.3569	1.4266	1.4996	1.5766	1.6574	1.7422
MA year 3 (14.68%)		5.8184	6.1171	6.4300	6.7602	7.1066	7.4703
Year 3 - Monthly Salary		9,084.15	9,550.48	10,039.01	10,554.52	11,095.42	11,663.30
Public Works Supervisor	<i>current monthly</i>	6,712.22	7,056.66	7,417.88	7,798.42	8,198.38	8,617.64
	<i>current hourly</i>	38.7228	40.7099	42.7938	44.9892	47.2965	49.7152
COLA year 1 (4%)		1.5489	1.6284	1.7118	1.7996	1.8919	1.9886
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,980.70	7,338.92	7,714.59	8,110.37	8,526.31	8,962.34

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

COLA year 2 (3%)		1.2082	1.2701	1.3352	1.4037	1.4757	1.5511
MA year 2 (7%)		2.7106	2.8497	2.9956	3.1492	3.3108	3.4801
Year 2 - Monthly Salary		7,659.97	8,053.05	8,465.28	8,899.57	9,355.99	9,834.44
COLA year 3 (3%)		1.3257	1.3937	1.4651	1.5403	1.6192	1.7020
MA year 3 (5.53%)		2.1414	2.2513	2.3665	2.4879	2.6155	2.7493
Year 3 - Monthly Salary		8,260.96	8,684.88	9,129.45	9,597.81	10,090.04	10,606.03
Fleet Manager	<i>current monthly</i>	7,726.64	8,123.30	8,538.84	8,977.32	9,437.36	9,920.38
	<i>current hourly</i>	44.5750	46.8634	49.2607	51.7902	54.4442	57.2308
COLA year 1 (4%)		1.7830	1.8745	1.9704	2.0716	2.1778	2.2892
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		8,035.70	8,448.23	8,880.40	9,336.41	9,814.85	10,317.20
COLA year 2 (3%)		1.3907	1.4621	1.5369	1.6159	1.6987	1.7856
MA year 2 (2.14%)		0.9539	1.0029	1.0542	1.1083	1.1651	1.2247
Year 2 - Monthly Salary		8,442.12	8,875.52	9,329.55	9,808.61	10,311.26	10,839.01
COLA year 3 (3%)		1.4611	1.5361	1.6147	1.6976	1.7846	1.8759
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		8,695.38	9,141.79	9,609.43	10,102.87	10,620.59	11,164.19
Supervising Mechanic	<i>current monthly</i>	5,798.64	6,096.30	6,409.16	6,737.22	7,083.00	7,445.28
	<i>current hourly</i>	33.4524	35.1696	36.9745	38.8671	40.8619	42.9519
COLA year 1 (4%)		1.3381	1.4068	1.4790	1.5547	1.6345	1.7181

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	6,030.58	6,340.15	6,665.53	7,006.71	7,366.32	7,743.09
COLA year 2 (3%)	1.0437	1.0973	1.1536	1.2127	1.2749	1.3401
MA year 2 (3.20%)	1.0705	1.1254	1.1832	1.2437	1.3076	1.3745
Year 2 - Monthly Salary	6,397.06	6,725.44	7,070.59	7,432.50	7,813.97	8,213.64
COLA year 3 (3%)	1.1071	1.1640	1.2237	1.2863	1.3524	1.4215
MA year 3 (0%)	-	-	-	-	-	-
Year 3 - Monthly Salary	6,588.97	6,927.20	7,282.70	7,655.48	8,048.39	8,460.04
Solid Waste Manager						
<i>current monthly</i>	7,791.74	8,191.60	8,611.88	9,052.54	9,516.04	10,004.76
<i>current hourly</i>	44.9506	47.2574	49.6820	52.2242	54.8981	57.7175
COLA year 1 (4%)	1.7980	1.8903	1.9873	2.0890	2.1959	2.3087
MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	8,103.41	8,519.26	8,956.35	9,414.64	9,896.68	10,404.94
COLA year 2 (3%)	1.4025	1.4744	1.5501	1.6294	1.7128	1.8008
MA year 2 (7%)	3.1465	3.3080	3.4777	3.6557	3.8429	4.0402
Year 2 - Monthly Salary	8,891.93	9,348.25	9,827.88	10,330.76	10,859.70	11,417.42
COLA year 3 (3%)	1.5389	1.6179	1.7009	1.7879	1.8795	1.9760
MA year 3 (8.50%)	3.8208	4.0169	4.2230	4.4391	4.6663	4.9060
Year 3 - Monthly Salary	9,820.99	10,324.98	10,854.72	11,410.15	11,994.36	12,610.35

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Appendix A. Market Adjustments

Year 1 - Effective 7/1/23

Year 2 - Effective 7/1/24

Year 3 - Effective 7/1/25

Rate Calculation	
COLA year 1 (4%)	Current hourly x 0.04
MA year 1 (0%)	N/A
Year 1 - Monthly Salary	(Current hourly + COLA) x 173.34
COLA year 2 (3%)	Year 1 hourly x 0.03
MA year 2 (5%)	Current hourly x 0.05
Year 2 - Monthly Salary	(Current hourly + all increases) x 173.34
COLA year 3 (3%)	(Current hourly + all increases) x 0.03
MA year 3 (2%)	Current hourly x 0.02
Year 3 - Monthly Salary	(Current hourly + all increases) x 173.34

*Monthly hours of 173.34 are calculated from 86.67 x 2

		Hourly/Monthly Steps					
		1	2	3	4	5	6
Accounting Manager	<i>current monthly</i>	9,008.22	9,458.44	9,931.16	10,427.52	10,948.68	11,495.88
	<i>current hourly</i>	51.9685	54.5658	57.2930	60.1564	63.1630	66.3198
COLA year 1 (4%)		2.0787	2.1826	2.2917	2.4063	2.5265	2.6528
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,368.55	9,836.77	10,328.42	10,844.61	11,386.62	11,955.71
COLA year 2 (3%)		1.6214	1.7025	1.7875	1.8769	1.9707	2.0692
MA year 2 (1.99%)		1.0342	1.0859	1.1401	1.1971	1.2569	1.3198
Year 2 - Monthly Salary		9,828.87	10,320.10	10,835.90	11,377.46	11,946.10	12,543.15
COLA year 3 (3%)		1.7011	1.7861	1.8754	1.9691	2.0675	2.1708
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,123.73	10,629.70	11,160.98	11,718.78	12,304.48	12,919.44

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Budget Analyst II (Confidential)	<i>current monthly</i>	6,508.08	6,833.48	7,175.14	7,533.92	7,910.62	8,306.16
	<i>current hourly</i>	37.5452	39.4224	41.3935	43.4633	45.6364	47.9183
COLA year 1 (4%)		1.5018	1.5769	1.6557	1.7385	1.8255	1.9167
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,768.41	7,106.82	7,462.16	7,835.29	8,227.04	8,638.40
COLA year 2 (3%)		1.1714	1.2300	1.2915	1.3561	1.4239	1.4951
MA year 2 (2.9%)		1.0888	1.1432	1.2004	1.2604	1.3235	1.3896
Year 2 - Monthly Salary		7,160.20	7,518.19	7,894.10	8,288.83	8,703.26	9,138.44
COLA year 3 (3%)		1.2392	1.3012	1.3662	1.4345	1.5063	1.5816
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		7,375.00	7,743.74	8,130.92	8,537.49	8,964.35	9,412.59
Budget Analyst I (Confidential)	<i>current monthly</i>	5,316.54	5,582.38	5,861.48	6,154.56	6,462.28	6,785.42
	<i>current hourly</i>	30.6712	32.2048	33.8149	35.5057	37.2810	39.1451
COLA year 1 (4%)		1.2268	1.2882	1.3526	1.4202	1.4912	1.5658
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,529.21	5,805.68	6,095.93	6,400.74	6,720.78	7,056.83
COLA year 2 (3%)		0.9569	1.0048	1.0550	1.1078	1.1632	1.2213
MA year 2 (7%)		2.1470	2.2543	2.3670	2.4854	2.6097	2.7402
Year 2 - Monthly Salary		6,067.24	6,370.61	6,689.12	7,023.58	7,374.76	7,743.51
COLA year 3 (3%)		1.0501	1.1026	1.1577	1.2156	1.2764	1.3402
MA year 3 (8.64%)		2.6500	2.7825	2.9216	3.0677	3.2211	3.3821
Year 3 - Monthly Salary		6,708.61	7,044.05	7,396.22	7,766.04	8,154.35	8,562.08

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Assistant City Attorney	<i>current monthly</i>	12,618.26	13,248.92	13,911.08	14,606.32	15,336.34	16,102.86
	<i>current hourly</i>	72.7949	76.4331	80.2531	84.2640	88.4755	92.8975
COLA year 1 (4%)		2.9118	3.0573	3.2101	3.3706	3.5390	3.7159
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		13,123.00	13,778.87	14,467.52	15,190.57	15,949.80	16,746.97
COLA year 2 (3%)		2.2712	2.3847	2.5039	2.6290	2.7604	2.8984
MA year 2 (7%)		5.0956	5.3503	5.6177	5.8985	6.1933	6.5028
Year 2 - Monthly Salary		14,399.97	15,119.66	15,875.32	16,668.73	17,501.83	18,376.58
COLA year 3 (3%)		2.4922	2.6168	2.7475	2.8849	3.0290	3.1804
MA year 3 (1.98%)		1.4413	1.5134	1.5890	1.6684	1.7518	1.8394
Year 3 - Monthly Salary		15,081.81	15,835.58	16,627.01	17,458.00	18,330.55	19,246.71
Assistant City Clerk	<i>current monthly</i>	6,433.94	6,763.92	7,109.86	7,474.18	7,858.12	8,260.46
	<i>current hourly</i>	37.1175	39.0211	41.0168	43.1186	45.3336	47.6547
COLA year 1 (4%)		1.4847	1.5608	1.6407	1.7247	1.8133	1.9062
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,691.31	7,034.47	7,394.25	7,773.15	8,172.45	8,590.88
COLA year 2 (3%)		1.1581	1.2175	1.2797	1.3453	1.4144	1.4868
MA year 2 (7%)		2.5982	2.7315	2.8712	3.0183	3.1734	3.3358
Year 2 - Monthly Salary		7,342.42	7,718.98	8,113.76	8,529.53	8,967.69	9,426.84
COLA year 3 (3%)		1.2708	1.3359	1.4043	1.4762	1.5520	1.6315
MA year 3 (4.6%)		1.7074	1.7950	1.8868	1.9835	2.0853	2.1921
Year 3 - Monthly Salary		7,858.66	8,261.69	8,684.23	9,129.23	9,598.20	10,089.63

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Records Research Specialist	<i>current monthly</i>	4,022.56	4,228.54	4,445.06	4,673.28	4,912.04	5,163.68
	<i>current hourly</i>	23.2062	24.3945	25.6436	26.9602	28.3376	29.7893
COLA year 1 (4%)		0.9282	0.9758	1.0257	1.0784	1.1335	1.1916
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,183.47	4,397.68	4,622.86	4,860.21	5,108.52	5,370.22
COLA year 2 (3%)		0.7240	0.7611	0.8001	0.8412	0.8841	0.9294
MA year 2 (7%)		1.6244	1.7076	1.7951	1.8872	1.9836	2.0853
Year 2 - Monthly Salary		4,590.55	4,825.61	5,072.70	5,333.15	5,605.62	5,892.79
COLA year 3 (3%)		0.7945	0.8352	0.8779	0.9230	0.9702	1.0199
MA year 3 (1.89%)		0.4386	0.4611	0.4847	0.5095	0.5356	0.5630
Year 3 - Monthly Salary		4,804.29	5,050.30	5,308.90	5,581.47	5,866.63	6,167.17
Deputy City Clerk II	<i>current monthly</i>	3,908.16	4,109.14	4,318.64	4,540.88	4,773.02	5,017.90
	<i>current hourly</i>	22.5462	23.7057	24.9143	26.1964	27.5356	28.9483
COLA year 1 (4%)		0.9018	0.9482	0.9966	1.0479	1.1014	1.1579
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,064.48	4,273.51	4,491.39	4,722.52	4,963.94	5,218.61
COLA year 2 (3%)		0.7034	0.7396	0.7773	0.8173	0.8591	0.9032
MA year 2 (1.22%)		0.2751	0.2892	0.3040	0.3196	0.3359	0.3532
Year 2 - Monthly Salary		4,234.10	4,451.85	4,678.82	4,919.59	5,171.09	5,436.39
COLA year 3 (3%)		0.7328	0.7705	0.8098	0.8514	0.8950	0.9409
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,361.12	4,585.40	4,819.18	5,067.18	5,326.22	5,599.48

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Deputy City Clerk I	<i>current monthly</i>	3,547.22	3,728.38	3,919.50	4,120.48	4,331.40	4,553.62
	<i>current hourly</i>	20.4639	21.5090	22.6116	23.7711	24.9879	26.2699
COLA year 1 (4%)		0.8186	0.8604	0.9045	0.9508	0.9995	1.0508
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,689.10	3,877.50	4,076.27	4,285.30	4,504.66	4,735.77
COLA year 2 (3%)		0.6385	0.6711	0.7055	0.7417	0.7796	0.8196
MA year 2 (1.42%)		0.2906	0.3054	0.3211	0.3375	0.3548	0.3730
Year 2 - Monthly Salary		3,850.14	4,046.77	4,254.22	4,472.37	4,701.30	4,942.50
COLA year 3 (3%)		0.6663	0.7004	0.7363	0.7740	0.8137	0.8554
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		3,965.65	4,168.18	4,381.85	4,606.54	4,842.34	5,090.78
Outreach Supervisor	<i>current monthly</i>	5,016.20	5,273.68	5,544.04	5,827.28	6,126.90	6,440.54
	<i>current hourly</i>	28.9385	30.4239	31.9836	33.6176	35.3461	37.1555
COLA year 1 (4%)		1.1575	1.2170	1.2793	1.3447	1.4138	1.4862
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,216.85	5,484.63	5,765.80	6,060.37	6,371.97	6,698.16
COLA year 2 (3%)		0.9029	0.9492	0.9979	1.0489	1.1028	1.1593
MA year 2 (1.96%)		0.5672	0.5963	0.6269	0.6589	0.6928	0.7282
Year 2 - Monthly Salary		5,471.67	5,752.53	6,047.44	6,356.39	6,683.21	7,025.33
COLA year 3 (3%)		0.9470	0.9956	1.0466	1.1001	1.1567	1.2159
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,635.82	5,925.10	6,228.86	6,547.08	6,883.71	7,236.09

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Outreach Worker	<i>current monthly</i>	3,807.22	4,002.66	4,207.48	4,422.82	4,649.88	4,887.48
	<i>current hourly</i>	21.9639	23.0914	24.2730	25.5153	26.8252	28.1959
COLA year 1 (4%)		0.8786	0.9237	0.9709	1.0206	1.0730	1.1278
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,959.51	4,162.77	4,375.78	4,599.73	4,835.88	5,082.98
COLA year 2 (3%)		0.6853	0.7205	0.7573	0.7961	0.8369	0.8797
MA year 2 (1.33%)		0.2921	0.3071	0.3228	0.3394	0.3568	0.3750
Year 2 - Monthly Salary		4,128.93	4,340.89	4,563.01	4,796.55	5,042.80	5,300.47
COLA year 3 (3%)		0.7146	0.7513	0.7897	0.8301	0.8728	0.9174
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,252.80	4,471.11	4,699.90	4,940.45	5,194.08	5,459.48
Assistant Director of Community Development	<i>current monthly</i>	11,126.48	11,696.66	12,296.02	12,917.26	13,585.92	14,278.90
	<i>current hourly</i>	64.1888	67.4781	70.9358	74.5198	78.3773	82.3751
COLA year 1 (4%)		2.5676	2.6991	2.8374	2.9808	3.1351	3.2950
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		11,571.55	12,164.52	12,787.85	13,433.95	14,129.36	14,850.06
COLA year 2 (3%)		2.0027	2.1053	2.2132	2.3250	2.4454	2.5701
MA year 2 (7%)		4.4932	4.7235	4.9655	5.2164	5.4864	5.7663
Year 2 - Monthly Salary		12,697.55	13,348.22	14,032.21	14,741.18	15,504.25	16,295.08
COLA year 3 (3%)		2.1976	2.3102	2.4286	2.5513	2.6833	2.8202
MA year 3 (1.7%)		1.0912	1.1471	1.2059	1.2668	1.3324	1.4004
Year 3 - Monthly Salary		13,267.62	13,947.51	14,662.21	15,403.01	16,200.34	17,026.67

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Director of Economic Development	<i>current monthly</i>	13,096.64	13,750.54	14,437.28	15,159.28	15,917.72	16,712.62
	<i>current hourly</i>	75.5546	79.3270	83.2888	87.4540	91.8295	96.4153
COLA year 1 (4%)		3.0222	3.1731	3.3316	3.4982	3.6732	3.8566
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		13,620.50	14,300.56	15,014.77	15,765.65	16,554.43	17,381.13
COLA year 2 (3%)		2.3573	2.4750	2.5986	2.7286	2.8651	3.0082
MA year 2 (1.52%)		1.1484	1.2058	1.2660	1.3293	1.3958	1.4655
Year 2 - Monthly Salary		14,228.18	14,938.59	15,684.66	16,469.04	17,293.02	18,156.60
COLA year 3 (3%)		2.4625	2.5854	2.7145	2.8503	2.9929	3.1424
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		14,655.03	15,386.75	16,155.20	16,963.11	17,811.81	18,701.30
Deputy Director of Human Resources	<i>current monthly</i>	9,171.08	9,629.44	10,110.70	10,616.04	11,146.62	11,703.70
	<i>current hourly</i>	52.9080	55.5523	58.3287	61.2440	64.3049	67.5188
COLA year 1 (4%)		2.1163	2.2221	2.3331	2.4498	2.5722	2.7008
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,537.92	10,014.61	10,515.12	11,040.68	11,592.48	12,171.86
COLA year 2 (3%)		1.6507	1.7332	1.8199	1.9108	2.0063	2.1066
MA year 2 (3.1%)		1.6401	1.7221	1.8082	1.8986	1.9935	2.0931
Year 2 - Monthly Salary		10,108.36	10,613.56	11,144.01	11,700.99	12,285.80	12,899.83
COLA year 3 (3%)		1.7495	1.8369	1.9287	2.0251	2.1263	2.2326
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,411.61	10,931.97	11,478.33	12,052.02	12,654.37	13,286.82

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Human Resources Analyst I	<i>current monthly</i>	4,791.50	5,036.12	5,294.76	5,566.28	5,850.68	6,151.46
	<i>current hourly</i>	27.6422	29.0534	30.5455	32.1119	33.7526	35.4878
COLA year 1 (4%)		1.1057	1.1621	1.2218	1.2845	1.3501	1.4195
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,983.16	5,237.56	5,506.55	5,788.93	6,084.70	6,397.51
COLA year 2 (3%)		0.8624	0.9065	0.9530	1.0019	1.0531	1.1072
MA year 2 (7%)		1.9350	2.0337	2.1382	2.2478	2.3627	2.4841
Year 2 - Monthly Salary		5,468.06	5,747.22	6,042.38	6,352.24	6,676.79	7,020.04
COLA year 3 (3%)		0.9464	0.9947	1.0458	1.0994	1.1556	1.2150
MA year 3 (6.27%)		1.7332	1.8216	1.9152	2.0134	2.1163	2.2251
Year 3 - Monthly Salary		5,932.53	6,235.40	6,555.63	6,891.81	7,243.93	7,616.34
Human Resources Technician	<i>current monthly</i>	4,339.74	4,562.12	4,796.18	5,041.94	5,299.44	5,570.98
	<i>current hourly</i>	25.0360	26.3189	27.6692	29.0870	30.5725	32.1390
COLA year 1 (4%)		1.0014	1.0528	1.1068	1.1635	1.2229	1.2856
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,513.33	4,744.60	4,988.03	5,243.62	5,511.41	5,793.81
COLA year 2 (3%)		0.7811	0.8211	0.8633	0.9075	0.9539	1.0027
MA year 2 (6.34%)		1.5873	1.6686	1.7542	1.8441	1.9383	2.0376
Year 2 - Monthly Salary		4,923.87	5,176.18	5,441.74	5,720.59	6,012.74	6,320.83
COLA year 3 (3%)		0.8522	0.8958	0.9418	0.9901	1.0406	1.0939
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,071.59	5,331.46	5,605.00	5,892.20	6,193.12	6,510.45

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Human Resources Assistant II	<i>current monthly</i>	3,313.32	3,483.02	3,660.92	3,849.34	4,045.98	4,254.28
	<i>current hourly</i>	19.1146	20.0936	21.1199	22.2069	23.3413	24.5430
COLA year 1 (4%)		0.7646	0.8037	0.8448	0.8883	0.9337	0.9817
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,445.86	3,622.35	3,807.36	4,003.32	4,207.82	4,424.45
COLA year 2 (3%)		0.5964	0.6269	0.6589	0.6929	0.7282	0.7657
MA year 2 (7%)		1.3380	1.4066	1.4784	1.5545	1.6339	1.7180
Year 2 - Monthly Salary		3,781.17	3,974.83	4,177.85	4,392.87	4,617.27	4,854.99
COLA year 3 (3%)		0.6544	0.6879	0.7231	0.7603	0.7991	0.8403
MA year 3 (0.55%)		0.1051	0.1105	0.1162	0.1221	0.1284	0.1350
Year 3 - Monthly Salary		3,912.82	4,113.23	4,323.32	4,545.83	4,778.04	5,024.04
Human Resources Assistant I	<i>current monthly</i>	3,006.68	3,161.16	3,322.68	3,493.56	3,672.60	3,861.06
	<i>current hourly</i>	17.3456	18.2368	19.1686	20.1544	21.1873	22.2745
COLA year 1 (4%)		0.6938	0.7295	0.7667	0.8062	0.8475	0.8910
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,126.95	3,287.61	3,455.59	3,633.31	3,819.51	4,015.50
COLA year 2 (3%)		0.5412	0.5690	0.5981	0.6288	0.6610	0.6950
MA year 2 (7%)		1.2142	1.2766	1.3418	1.4108	1.4831	1.5592
Year 2 - Monthly Salary		3,431.23	3,607.52	3,791.85	3,986.85	4,191.18	4,406.24
COLA year 3 (3%)		0.5938	0.6244	0.6563	0.6900	0.7254	0.7626
MA year 3 (0.74%)		0.1284	0.1350	0.1418	0.1491	0.1568	0.1648
Year 3 - Monthly Salary		3,556.42	3,739.14	3,930.19	4,132.31	4,344.09	4,567.00

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Senior Risk Analyst	<i>current monthly</i>	7,347.58	7,722.10	8,118.86	8,534.34	8,972.06	9,432.00
	<i>current hourly</i>	42.3882	44.5489	46.8378	49.2347	51.7599	54.4133
COLA year 1 (4%)		1.6955	1.7820	1.8735	1.9694	2.0704	2.1765
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		7,641.47	8,030.99	8,443.62	8,875.72	9,330.94	9,809.28
COLA year 2 (3%)		1.3225	1.3899	1.4613	1.5361	1.6149	1.6977
MA year 2 (0.52%)		0.2204	0.2317	0.2436	0.2560	0.2692	0.2829
Year 2 - Monthly Salary		7,908.92	8,312.08	8,739.15	9,186.37	9,657.53	10,152.61
COLA year 3 (3%)		1.3688	1.4386	1.5125	1.5899	1.6714	1.7571
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		8,146.19	8,561.44	9,001.32	9,461.96	9,947.25	10,457.18
Risk Analyst II	<i>current monthly</i>	6,122.20	6,437.04	6,767.08	7,113.50	7,478.66	7,861.38
	<i>current hourly</i>	35.3190	37.1353	39.0394	41.0379	43.1445	45.3524
COLA year 1 (4%)		1.4128	1.4854	1.5616	1.6415	1.7258	1.8141
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,367.08	6,694.51	7,037.77	7,398.05	7,777.81	8,175.84
COLA year 2 (3%)		1.1020	1.1586	1.2180	1.2804	1.3461	1.4150
MA year 2 (5.3%)		1.8719	1.9682	2.0691	2.1750	2.2867	2.4037
Year 2 - Monthly Salary		6,882.57	7,236.51	7,607.56	7,997.01	8,407.52	8,837.77
COLA year 3 (3%)		1.1912	1.2524	1.3166	1.3840	1.4551	1.5296
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		7,089.05	7,453.61	7,835.79	8,236.92	8,659.74	9,102.90

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Risk Analyst I	<i>current monthly</i>	4,791.50	5,036.12	5,294.76	5,566.28	5,850.68	6,151.46
	<i>current hourly</i>	27.6422	29.0534	30.5455	32.1119	33.7526	35.4878
COLA year 1 (4%)		1.1057	1.1621	1.2218	1.2845	1.3501	1.4195
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,983.16	5,237.56	5,506.55	5,788.93	6,084.70	6,397.51
COLA year 2 (3%)		0.8624	0.9065	0.9530	1.0019	1.0531	1.1072
MA year 2 (7%)		1.9350	2.0337	2.1382	2.2478	2.3627	2.4841
Year 2 - Monthly Salary		5,468.06	5,747.22	6,042.38	6,352.24	6,676.79	7,020.04
COLA year 3 (3%)		0.9464	0.9947	1.0458	1.0994	1.1556	1.2150
MA year 3 (16.95%)		4.6854	4.9246	5.1775	5.4430	5.7211	6.0152
Year 3 - Monthly Salary		6,444.26	6,773.25	7,121.11	7,486.29	7,868.78	8,273.31
Risk/ Loss Control Officer	<i>current monthly</i>	6,104.12	6,417.20	6,746.24	7,092.50	7,456.02	7,838.10
	<i>current hourly</i>	35.2147	37.0209	38.9191	40.9167	43.0138	45.2181
COLA year 1 (4%)		1.4086	1.4808	1.5568	1.6367	1.7206	1.8087
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,348.28	6,673.89	7,016.09	7,376.20	7,754.25	8,151.63
COLA year 2 (3%)		1.0987	1.1551	1.2143	1.2766	1.3420	1.4108
MA year 2 (5.64%)		1.9861	2.0880	2.1950	2.3077	2.4260	2.5503
Year 2 - Monthly Salary		6,883.00	7,236.04	7,607.06	7,997.50	8,407.40	8,838.25
COLA year 3 (3%)		1.1912	1.2523	1.3166	1.3841	1.4551	1.5296
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		7,089.49	7,453.12	7,835.27	8,237.43	8,659.62	9,103.40

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Director of Information Technology	<i>current monthly</i>	13,096.64	13,750.54	14,437.28	15,159.28	15,917.72	16,712.62
	<i>current hourly</i>	75.5546	79.3270	83.2888	87.4540	91.8295	96.4153
COLA year 1 (4%)		3.0222	3.1731	3.3316	3.4982	3.6732	3.8566
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		13,620.50	14,300.56	15,014.77	15,765.65	16,554.43	17,381.13
COLA year 2 (3%)		2.3573	2.4750	2.5986	2.7286	2.8651	3.0082
MA year 2 (2.72%)		2.0551	2.1577	2.2655	2.3787	2.4978	2.6225
Year 2 - Monthly Salary		14,385.34	15,103.60	15,857.91	16,650.95	17,484.03	18,357.15
COLA year 3 (3%)		2.4897	2.6140	2.7445	2.8818	3.0260	3.1771
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		14,816.90	15,556.70	16,333.65	17,150.48	18,008.55	18,907.87
Public Information Officer I	<i>current monthly</i>	5,016.20	5,273.68	5,544.04	5,827.28	6,126.90	6,440.54
	<i>current hourly</i>	28.9385	30.4239	31.9836	33.6176	35.3461	37.1555
COLA year 1 (4%)		1.1575	1.2170	1.2793	1.3447	1.4138	1.4862
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,216.85	5,484.63	5,765.80	6,060.37	6,371.97	6,698.16
COLA year 2 (3%)		0.9029	0.9492	0.9979	1.0489	1.1028	1.1593
MA year 2 (7%)		2.0257	2.1297	2.2389	2.3532	2.4742	2.6009
Year 2 - Monthly Salary		5,724.49	6,018.32	6,326.86	6,650.09	6,992.01	7,349.94
COLA year 3 (3%)		0.9907	1.0416	1.0950	1.1509	1.2101	1.2721
MA year 3 (23.27%)		6.7340	7.0796	7.4426	7.8228	8.2250	8.6461
Year 3 - Monthly Salary		7,063.49	7,426.06	7,806.76	8,205.60	8,627.50	9,069.15

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Assistant Director of MUD	<i>current monthly</i>	11,592.74	12,172.14	12,780.50	13,419.26	14,089.92	14,794.14
	<i>current hourly</i>	66.8786	70.2212	73.7308	77.4158	81.2849	85.3475
COLA year 1 (4%)		2.6751	2.8088	2.9492	3.0966	3.2514	3.4139
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		12,056.45	12,659.03	13,291.72	13,956.02	14,653.52	15,385.90
COLA year 2 (3%)		2.0866	2.1909	2.3004	2.4154	2.5361	2.6628
MA year 2 (4.9%)		3.2771	3.4408	3.6128	3.7934	3.9830	4.1820
Year 2 - Monthly Salary		12,986.18	13,635.23	14,316.71	15,032.25	15,783.53	16,572.39
COLA year 3 (3%)		2.2475	2.3599	2.4778	2.6016	2.7317	2.8682
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		13,375.77	14,044.29	14,746.21	15,483.22	16,257.04	17,069.56
Chief Water Systems Operator	<i>current monthly</i>	8,581.82	9,022.22	9,485.10	9,970.46	10,480.96	11,019.22
	<i>current hourly</i>	49.5086	52.0493	54.7196	57.5197	60.4648	63.5700
COLA year 1 (4%)		1.9803	2.0820	2.1888	2.3008	2.4186	2.5428
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		8,925.09	9,383.11	9,864.50	10,369.28	10,900.21	11,459.99
COLA year 2 (3%)		1.5447	1.6239	1.7073	1.7946	1.8865	1.9834
MA year 2 (0.05%)		0.0248	0.0260	0.0274	0.0288	0.0302	0.0318
Year 2 - Monthly Salary		9,197.14	9,669.12	10,165.18	10,685.35	11,232.45	11,809.30
COLA year 3 (3%)		1.5918	1.6734	1.7593	1.8493	1.9440	2.0438
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		9,473.05	9,959.19	10,470.13	11,005.91	11,569.43	12,163.58

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Chief Plant Operator - Water	<i>current monthly</i>	8,581.82	9,022.22	9,485.10	9,970.46	10,480.96	11,019.22
	<i>current hourly</i>	49.5086	52.0493	54.7196	57.5197	60.4648	63.5700
COLA year 1 (4%)		1.9803	2.0820	2.1888	2.3008	2.4186	2.5428
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		8,925.09	9,383.11	9,864.50	10,369.28	10,900.21	11,459.99
COLA year 2 (3%)		1.5447	1.6239	1.7073	1.7946	1.8865	1.9834
MA year 2 (0.05%)		0.0248	0.0260	0.0274	0.0288	0.0302	0.0318
Year 2 - Monthly Salary		9,197.14	9,669.12	10,165.18	10,685.35	11,232.45	11,809.30
COLA year 3 (3%)		1.5918	1.6734	1.7593	1.8493	1.9440	2.0438
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		9,473.05	9,959.19	10,470.13	11,005.91	11,569.43	12,163.58
Chief Plant Operator - Wastewater	<i>current monthly</i>	8,581.82	9,022.22	9,485.10	9,970.46	10,480.96	11,019.22
	<i>current hourly</i>	49.5086	52.0493	54.7196	57.5197	60.4648	63.5700
COLA year 1 (4%)		1.9803	2.0820	2.1888	2.3008	2.4186	2.5428
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		8,925.09	9,383.11	9,864.50	10,369.28	10,900.21	11,459.99
COLA year 2 (3%)		1.5447	1.6239	1.7073	1.7946	1.8865	1.9834
MA year 2 (0.05%)		0.0248	0.0260	0.0274	0.0288	0.0302	0.0318
Year 2 - Monthly Salary		9,197.14	9,669.12	10,165.18	10,685.35	11,232.45	11,809.30
COLA year 3 (3%)		1.5918	1.6734	1.7593	1.8493	1.9440	2.0438
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		9,473.05	9,959.19	10,470.13	11,005.91	11,569.43	12,163.58

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Chief of Police	<i>current monthly</i>	15,787.60	16,579.84	17,444.94	18,324.34	19,275.00	20,260.56
	<i>current hourly</i>	91.0788	95.6493	100.6400	105.7133	111.1977	116.8833
COLA year 1 (4%)		3.6432	3.8260	4.0256	4.2285	4.4479	4.6753
Salary Adjustment year 1 (4.4%)		4.0075	4.2086	4.4282	4.6514	4.8927	5.1429
Year 1 - Monthly Salary		17,113.76	17,972.56	18,910.31	19,863.59	20,894.11	21,962.44
COLA year 2 (3%)		2.9619	3.1105	3.2728	3.4378	3.6161	3.8010
Salary Adjustment year 2 (1%)		0.9108	0.9565	1.0064	1.0571	1.1120	1.1688
Year 2 - Monthly Salary		17,785.05	18,677.53	19,652.07	20,642.74	21,713.68	22,823.92
COLA year 3 (3%)		3.0781	3.2325	3.4012	3.5726	3.7580	3.9501
Salary Adjustment year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		18,318.60	19,237.86	20,241.63	21,262.02	22,365.09	23,508.63
Deputy Chief of Police II	<i>current monthly</i>	13,795.40	14,487.66	15,243.60	16,012.00	16,842.74	17,703.90
	<i>current hourly</i>	79.5858	83.5794	87.9405	92.3734	97.1659	102.1340
COLA year 1 (4%)		3.1834	3.3432	3.5176	3.6949	3.8866	4.0854
Salary Adjustment year 1 (4.4%)		3.5018	3.6775	3.8694	4.0644	4.2753	4.4939
Year 1 - Monthly Salary		14,954.22	15,704.62	16,524.07	17,357.01	18,257.53	19,191.04
COLA year 2 (3%)		2.5881	2.7180	2.8598	3.0040	3.1598	3.3214
Salary Adjustment year 2 (1%)		0.7959	0.8358	0.8794	0.9237	0.9717	1.0213
Year 2 - Monthly Salary		15,540.80	16,320.63	17,172.23	18,037.84	18,973.68	19,943.81
COLA year 3 (3%)		2.6896	2.8246	2.9720	3.1218	3.2838	3.4517
Salary Adjustment year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		16,007.02	16,810.25	17,687.39	18,578.98	19,542.89	20,542.12

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Deputy Chief of Police I	<i>current monthly</i>	13,138.48	13,797.78	14,517.72	15,249.56	16,040.70	16,860.86
	<i>current hourly</i>	75.7960	79.5995	83.7528	87.9748	92.5389	97.2705
COLA year 1 (4%)		3.0318	3.1840	3.3501	3.5190	3.7016	3.8908
Salary Adjustment year 1 (4.4%)		3.3350	3.5024	3.6851	3.8709	4.0717	4.2799
Year 1 - Monthly Salary		14,242.11	14,956.79	15,737.20	16,530.51	17,388.11	18,277.18
COLA year 2 (3%)		2.4649	2.5886	2.7236	2.8609	3.0094	3.1632
Salary Adjustment year 2 (1%)		0.7580	0.7960	0.8375	0.8797	0.9254	0.9727
Year 2 - Monthly Salary		14,800.76	15,543.47	16,354.49	17,178.93	18,070.16	18,994.11
COLA year 3 (3%)		2.5616	2.6901	2.8305	2.9732	3.1274	3.2873
Salary Adjustment year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		15,244.78	16,009.78	16,845.13	17,694.29	18,612.27	19,563.93
Administrative Aide I (Confidential)	<i>current monthly</i>	4,421.84	4,648.56	4,886.10	5,136.82	5,399.54	5,676.64
	<i>current hourly</i>	25.5096	26.8176	28.1880	29.6344	31.1500	32.7486
COLA year 1 (4%)		1.0204	1.0727	1.1275	1.1854	1.2460	1.3099
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,598.71	4,834.51	5,081.55	5,342.30	5,615.52	5,903.71
COLA year 2 (3%)		0.7959	0.8367	0.8795	0.9246	0.9719	1.0218
MA year 2 (5.48%)		1.3979	1.4696	1.5447	1.6240	1.7070	1.7946
Year 2 - Monthly Salary		4,978.99	5,234.28	5,501.76	5,784.07	6,079.88	6,391.90
COLA year 3 (3%)		0.8617	0.9059	0.9522	1.0011	1.0522	1.1062
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,128.35	5,391.31	5,666.81	5,957.59	6,262.28	6,583.66