# City of Windcrest

# AGENDA
## CITY COUNCIL BUDGET GOAL SETTING WORKSHOP @ 5 P.M.
## April 3, 2023

**CITY COUNCIL CHAMBERS @ 8601 MIDCROWN** **CCM @ 5 P.M.**

NOTICE IS HEREBY GIVEN THAT THE CITY OF WINDCREST CITY COUNCIL CONVENE AT WINDCREST CITY HALL LOCATED AT 8601 MIDCROWN, WINDCREST, TEXAS ON THE 3rd DAY OF APRIL 2023, STARTING AT 5 P.M. ONCE CONVENED, THE CITY COUNCIL WILL TAKE UP THE FOLLOWING ITEMS IN ANY ORDER DUR THE MEETING BUT NO SOONER THAN THE DESIGNATED TIME.FOLLOWING.

**ONCE A QUORUM IS ESTABLISHED, THE CITY COUNCIL SHALL CONSIDER THE FOLLOWING.**

**ITEMS**

**1.** City Council Budget Goal Setting Workshop establishing budget policy direction that will guide the development of service priorities for the FY 2023/2024 Trial Budget and ultimately the FY 2023/2024 Proposed Budget and the FY 2023/2024 Budget Plan to include possible action on matters presented and discussed.

**CITIZENS TO BE HEARD/CITIZEN PARTICIPATION**

a) Citizens may address the City Council on topics not on the agenda for no more than three (3) minutes.

b) Citizens shall also have the opportunity to address the City Council during consideration of posted agenda items for no more than six (6) minutes.

c) A City Official may make a statement of specific factual information in response to an inquiry made by a member of the public, or a recitation of existing policy in response to an inquiry made by a member of the public.

**ADJOURNMENT**

**DISABILITY ACCESS STATEMENT**

The City of Windcrest Council Chambers are wheelchair accessible, and accessible parking spaces are available. In compliance with Americans with Disabilities Act, the City of Windcrest will provide reasonable accommodations for persons attending the meeting. To better serve you, requests should be received 48 hours

prior to the meeting. Please contact the City Secretary's Office, at 210-655-0022 ext. 2150 or Fax 210-655-8776, or 711 Texas Relay.

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**DECORUM REQUIRED:** *Any disruptive behavior, including shouting or derogatory statements or comments may be ruled out of order by the Presiding Officer. Continuation of this type of behavior could result in a request by the Presiding Officer that the individual leave the meeting, and if refused, an order of removal.*

**ACTION BY COUNCIL AUTHORIZED:** *The City Council may vote and/or act upon any item within this Agenda. The Council reserves the right to retire into executive session concerning any of the items listed on this Agenda, pursuant to and in accordance with Texas Government Code § 551.072 (Deliberations about Real Property); § 551.073 (Deliberations about Gifts & Donations); § 551.076 (Deliberations about Security Devices); §551.087 (Economic Development); §551.074 (Personnel Matters) and, § 551.071to seek the advice of its attorney about pending or contemplated litigation, settlement offer or on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas conflict with the Open Meetings Act and may invoke this right where the City Attorney, the Mayor or a majority of the Governing Body deems an executive session is necessary to allow privileged consultation between the City Attorney and the governing body, if considered necessary and legally justified under the Open Meetings Act. The attorney may appear in person, or appear in executive session by conference call in accordance with applicable state law.*

**EXECUTIVE SESSIONS APPROVED BY CITY ATTORNEY:** *This agenda has been reviewed and approved by the City's legal counsel and the presence of any subject in any Executive Session portion of the agenda constitutes a written interpretation of Texas Government Code Chapter 551 by legal counsel for the body and constitutes an opinion by the attorney that the items discussed therein may be legally discussed in the closed portion of the meeting considering available opinions of a court of record and opinions of the Texas Attorney General known to the attorney. This provision has been added to this agenda with the intent to meet all elements necessary to satisfy Texas Government Code Chapter 551.144(c) and the meeting is conducted by all participants in reliance on this opinion.*

**ATTENDANCE BY OTHER ELECTED OR APPOINTED OFFICIALS:**
*It is anticipated that members of other city boards, commissions and committees may attend the meeting in numbers that may constitute a quorum of such other city boards, commissions and committees, so that notice is hereby given that the meeting is also a meeting of the other city boards, commissions and committees whose members are in attendance. The members of the other city boards, commissions and committees may participate in discussions which occur at the meeting, but no action will be taken by the other boards, commissions, and committees whose members are in attendance.*

I, the undersigned authority, do hereby certify that the above Notice of Meeting of the City Council of the City of Windcrest is a true and correct copy of said Notice and was posted on the bulletin board at City Hall of said City in a convenient place to the public and said Notice was posted more than seventy-two (72) hours prior to the meeting on April 3, 2023.

BY: //§// Rachel C. Dominguez, City Secretary

# City of Windcrest COLA Consideration  Fiscal Year 2022-2023

| Year | City of Windcrest Pay Rate Table (%, avg.) | Budget Amendments (+/-%) | CPI, South Region (%, avg.)* | Diff.( %,+/-) |
|---|---|---|---|---|
| FY 19-20 | 2 | | 1.08 | 0.92 |
| FY 20-21 | 2 | | 3.62 | -1.62 |
| FY 21-22 | 2 | 2 | 8.44 | -4.44 |
| FY 22-23 | 2 | | 7.60 | -5.60 |

https://www.bls.gov/regions/southeast/news-release/consumerpriceindex_south.htm

* https://www.bls.gov/regions/southeast/news-release/consumerpriceindex_south.htm
U.S. Bureau of Labor Statistics, Southeast region

## Cost of Living Adjustment Data

| FY 22-23 (6 months) | 2% | 4% | 6% | 8% |
|---|---|---|---|---|
| General Fund | $ 81,127.28 | $ 162,254.56 | $ 205,741.82 | $ 255,228.55 |
| Garbage Fund | $ 1,023.98 | $ 2,047.96 | $ 2,564.05 | $ 3,080.13 |
| WCCPD | $ 5,913.47 | $ 11,826.94 | $ 17,897.26 | $ 23,690.83 |
| **Total Cost** | **$ 88,064.74** | **$ 176,129.47** | **$ 226,203.13** | **$ 281,999.51** |

| FY 23-24 (12 months) | 2% | 4% | 6% | 8% |
|---|---|---|---|---|
| General Fund | $ 162,254.56 | $ 324,509.12 | $ 411,483.64 | $ 510,457.10 |
| Garbage Fund | $ 2,047.96 | $ 4,095.93 | $ 5,128.09 | $ 6,160.26 |
| WCCPD | $ 11,826.94 | $ 23,653.89 | $ 35,794.52 | $ 47,381.65 |
| **Total Cost** | **$ 176,129.47** | **$ 352,258.94** | **$ 452,406.26** | **$ 563,999.02** |

# TABLE OF CONTENTS
# MUNICIPALITY/PUBLIC WORKS

INTRODUCTION

Survey Summary ..... 1

Survey Participants ..... 2

Organizational Information ..... 2

Data Analysis ..... 3-4

WAGE AND BENEFIT ADMINISTRATION ..... 5-10

QUICK REFERENCE

Job List and Average by Job Title ..... 11

WAGE DATA ..... 12-33

# SURVEY SUMMARY

The San Antonio Area Wage and Benefit Survey is part of a continuing effort to provide human resource-related consulting services and support to the San Antonio area business community. Werling Associates, Inc. would like to thank all participants for making this survey possible. In addition, we would like to thank the survey sponsors: the San Antonio Compensation Association, San Antonio Human Resource Management Association, and the San Antonio Manufacturers Association.

## Employers Surveyed

The 2022 San Antonio Municipality Survey provides comprehensive information on forty-three jobs in the San Antonio area. Fourteen organizations participated in the Municipality Survey.

## Report

The reported data was reviewed for accuracy and statistical distribution of wages. Survey participants were contacted to confirm job matches and clarify data. In some instances, wage information was deleted from the sample due to organizations representing a large percent of the data, job mismatch, or statistical extremes in wages, which were not representative of the general market wages. This wage information is referred to as an "outlier." Outliers are the result of organization-specific factors, which may represent a unique position as compared to the remainder of the industry. The outlier poses a problem as it may skew the analysis, resulting in reduced accuracy.

The survey report provides the job number, job title, job description, experience, minimum education and/or certification, and exempt or nonexempt status. Data includes the number of organizations reporting data and the total number of employees for each job. Wage information reported for annual base pay and annual total cash compensation includes: average pay, 10th percentile, 25th percentile, median, 75th percentile, and 90th percentile. The 10th and 90th percentiles are not reported for any subset of data with less than 20 employees due to the limited size of the data sample.

In accordance with Department of Justice wage survey guidelines for safe harbor, results are provided where at least five organizations reported wage data. Werling Associates, Inc. did not include the City of San Antonio wage data in the municipality survey results due to the sample size relative to the other cities and the impact on the reported wages on the averages. The reported wages reflect similar sized cities in the region.

All individual participants' data is kept confidential. Benefit results are provided where at least four organizations reported information. This practice maintains the confidentiality of each organization's individual responses.

## Data Interpretation

As with any survey, the information contained in the report must be interpreted with caution. Even with proper job matches, the reported wages reflect differentials based on a broad range of factors to include seniority, experience, job responsibility, organizational size, geographical differences, and differences in pay policies. Users should take these differences into consideration when establishing pay rates. Organizations should be especially careful given the current business environment due to COVID-19.

Data provided by Werling Associates, Inc. is for the purpose of informing individuals of compensation ranges reported by survey participants. Werling Associates, Inc. has exercised reasonable care in compiling data and publishing the results, but does not assume liability for any errors or omissions. Please keep in mind that all data in this survey is self-reported, and Werling Associates, Inc. cannot be responsible for errors made by the reporting entities. Werling Associates, Inc. disclaims all expressed and implied warranties and shall not be held liable for loss or damages of any kind. No part of this product may be reproduced or transmitted without the prior written consent of Werling Associates, Inc.

Werling Associates, Inc. is dedicated to providing an accurate, timely, and affordable survey that meets the needs of the San Antonio business community. Please contact Dr. Stephen Werling, President of Werling Associates, Inc. at (210) 697-8232 or at steve@werling.com with questions or recommendations for future surveys.

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# SURVEY PARTICIPANTS

City of Alamo Heights
City of Balcones Heights
City of Boerne
City of Converse
City of Fair Oaks Ranch
City of Floresville
City of Helotes
City of Kenedy
City of Pearsall
City of Schertz
City of Shavano Park
City of Universal City
New Braunfels Utilities*
San Antonio River Authority*

*Wage only

# ORGANIZATIONAL INFORMATION

**Government Type**

| Number of Responses | Government Type |
|---|---|
| 7 | Home Rule |
| 5 | General Law A |
| 0 | General Law B |
| 0 | General Law C |

Note: Two organization did not provide their government type.

**Population**

| Number of Responses | Population |
|---|---|
| 3 | Less than 5,000 |
| 5 | 5,001 to 10,000 |
| 0 | 10,001 to 15,000 |
| 2 | 15,001 to 20,000 |
| 4 | More than 20,001 |

**Size**

| Number of Responses | Size |
|---|---|
| 0 | 1 – 50 employees |
| 7 | 51 – 99 employees |
| 1 | 100 – 150 employees |
| 2 | 151 – 199 employees |
| 4 | 200 or more employees |

# DATA ANALYSIS

**Job Number and Job Title:** Job descriptions identify a summary of the typical job duties and responsibilities of the survey positions. Respondents were asked to use both the job titles and descriptions in matching the organization's positions to the survey positions. **(At least eighty percent of the duties described should be performed by the incumbent(s) for the position to be considered an appropriate match.)**

**Number of Organizations:** The number of organizations reporting wage information.

**Number of Employees:** The total number of employees in the job for all organizations.

**Average:** The base pay and total cash compensation averages provide the best indication of the average market rate for a job. The annual wage is reported by the participants for base pay and total cash compensation.

**Percentile Wages:** Percentiles provide information about the distribution of surveyed wages. The percentile data represents the value within the ordered grouping of data that falls at or below the respective percentile. The 10$^{th}$ percentile best represents the minimum starting pay for the position. The 90$^{th}$ percentile best represents the maximum pay for the position.

**Annual Base Wage:** The annual wage paid to an employee in a given position excluding any additional pay.

**Average:** The average of the actual annual base wages that are currently paid to job incumbents.

**10$^{th}$ %tile (10$^{th}$ Percentile):** Ten percent of the employees in the given position are compensated less than or equal to this value. The 10th percentile is not reported for any subset of data with less than 20 employees.

**25$^{th}$ %tile (25$^{th}$ Percentile):** Twenty-five percent of the employees in the given position are compensated less than or equal to this value.

**Median:** The middle value when data is ranked. Fifty percent of the employees in the given position are compensated less than or equal to this value, and fifty percent of the employees are compensated more than or equal to this value.

**75$^{th}$ %tile (75$^{th}$ Percentile):** Seventy-five percent of the employees in the given position are compensated less than or equal to this value.

**90$^{th}$ %tile (90$^{th}$ Percentile):** Ninety percent of the employees in the given position are compensated less than or equal to this value. The 90th percentile is not reported for any subset of data with less than 20 employees.

**Annual Total Cash Compensation:** Annual total cash compensation includes total wages paid to an employee plus additional pay including tips and/or bonuses. Total wages do not include overtime or shift differentials. *Base pay information was used when an organization did not report total cash compensation.*

**Average:** The average of the actual annual total cash compensation wages that are currently paid to job incumbents.

**10th %tile (10th Percentile):** Ten percent of the employees in the given position are compensated less than or equal to this value. The 10th percentile is not reported for any subset of data with less than 20 employees.

**25th %tile (25th Percentile):** Twenty-five percent of the employees in the given position are compensated less than or equal to this value.

**Median:** The middle value when data is ranked. Fifty percent of the employees in the given position are compensated less than or equal to this value, and fifty percent of the employees are compensated more than or equal to this value.

**75th %tile (75th Percentile):** Seventy-five percent of the employees in the given position are compensated less than or equal to this value.

**90th %tile (90th Percentile):** Ninety percent of the employees in the given position are compensated less than or equal to this value. The 90th percentile is not reported for any subset of data with less than 20 employees.

# WAGE AND BENEFIT ADMINISTRATION

## EMPLOYMENT DATA

| | |
|---|---|
| Number of organizations reporting total budgeted workers employed October 1, 2021 | 9 |
| Average number of employees reported by organizations | 122 |
| Number of organizations reporting total expected budgeted workers employed October 1, 2022 | 10 |
| Average number of employees reported by organizations | 131 |

## WAGE ADMINISTRATION DATA

| | |
|---|---|
| Number of organizations reporting general or merit wage increases provided for FY 2021-2022 | 8 |
| Average percentage wage increase provided for FY 2021-2022 | 3.09% |
| Number of organizations anticipating general or merit wage increases provided for FY 2022-2023 | 5 |
| Average percentage wage increase anticipated for FY 2022-2023 | 2.35% |
| Number of organizations providing a performance incentive for employees | 4 |

### Annual Cost per Benefit

| Job Title | Auto Allowance | | Phone Allowance | |
|---|---|---|---|---|
| | Number of Responses | Average $ | Number of Responses | Average $ |
| City Manager | 6 | 5,700 | 5 | 643 |
| City Secretary | 1 | * | 6 | 606 |
| Chief of Police | 2 | * | 4 | 588 |
| Fire Chief | 2 | * | 5 | 649 |
| Public Works Director | 1 | * | 5 | 643 |

*Annual cost is not reported when less than 4 organizations reported data.

### Annual Additional Pay Options

| Pay Option | Number of Responses | Average Annual Rate $ |
|---|---|---|
| Education Reimbursement | 3 | * |
| Education Pay Differential | | |
| Associate's Degree | 5 | 670 |
| Bachelor's Degree | 5 | 1,120 |
| Master's Degree | 4 | 1,248 |

*Annual amount is not reported when less than 4 organizations reported data.

**Hourly Shift Differentials**

| | |
|---|---|
| Number of organizations providing Hourly Shift Differentials | 3* |

*The Hourly Shift Differentials section is not reported due to less than 4 organizations reporting data.

**Annual Certification Pay**

| Certification | Number of Responses | Average Annual $ Amount |
|---|---|---|
| Paramedic Basic | 3 | * |
| Paramedic Intermediate | 2 | * |
| "A" Water Distribution License | 4 | 1,145 |
| "B" Water Distribution License | 5 | 824 |
| "C" Water Distribution License | 5 | 744 |
| Class A CDL | 2 | * |
| Class B CDL | 2 | * |
| Fire Master | 6 | 1,298 |
| Fire Advanced | 6 | 897 |
| Fire Intermediate | 6 | 518 |
| Fire Driver/Operator | 2 | * |
| Court Clerk I | 6 | 390 |
| Court Clerk II | 7 | 774 |
| Court Clerk III | 6 | 1,050 |
| Police Master | 9 | 1,647 |
| Police Advanced | 9 | 1,218 |
| Police Intermediate | 9 | 776 |
| Police Instructor | 2 | * |

*Annual cost is not reported when less than 4 organizations reported data.

**BENEFITS ADMINISTRATION DATA**

Benefits: Including federal and state mandatory benefits: i.e., social security, unemployment, and workers' compensation as well as, all optional benefits such as health insurance, vision, etc.

| | |
|---|---|
| Number of organizations reporting | 6 |
| Average total cost of benefits as a percentage of wages | 25.24% |

## Holidays, Vacation, and Paid Time Off

Number of organizations with combined Paid Time Off programs 2*

* Paid Time Off Programs are not reported when less than 4 organizations reported data.

| Paid Leave | Per Employee | | Maximum Accrual | |
|---|---|---|---|---|
| | Number of Responses | Avg. # of Days per Year | Number of Responses | Avg. # of Days per Year** |
| **Paid Holidays** | 11 | 12.8 | | |
| **Bereavement** | 10 | 3.3 | 2 | * |
| **Paid Personal Days** | 2 | * | | |
| **Paid Sick Days** | | | | |
| During 1st year of service | 8 | 10.6 | 3 | * |
| 1 year of service | 9 | 11.1 | 4 | 13.0 |
| 2 - 4 years of service | 9 | 11.2 | 3 | * |
| 5 - 9 years of service | 9 | 11.3 | 3 | * |
| 10 - 15 years of service | 9 | 11.7 | 3 | * |
| Over 15 years of service | 9 | 11.7 | 3 | * |
| **Paid Vacation Days** | | | | |
| During 1st year of service | 8 | 10.2 | 5 | 24.8 |
| 1 year of service | 10 | 11.3 | 8 | 21.5 |
| 2 - 4 years of service | 10 | 12.0 | 8 | 25.3 |
| 5 - 9 years of service | 10 | 15.2 | 8 | 28.0 |
| 10 - 15 years of service | 10 | 19.6 | 8 | 33.1 |
| Over 15 years of service | 10 | 21.2 | 8 | 34.0 |

*Data is not reported when less than 4 organizations reported data.

**Includes only organizations with maximum accrual of less than 100 days; 2 organizations allowed accrual of over 100 days.

## Benefits Offered

| Number of Responses | Benefit |
|---|---|
| 13 | Accidental Death & Dismemberment |
| 13 | Life Insurance |
| 13 | Long Term Disability |
| 6 | Post Retirement Medical |
| 12 | Short Term Disability |

**Benefit Administration Programs Provided**

| Number of Responses | Plan Type |
|---|---|
| 2 | **Flexible Benefits Plan/Cafeteria Plan**<br>Employees are given a set amount of dollars or credits to use towards selecting benefits from a menu that best fits their needs. |
| 10 | **Section 125**<br>Also referred to as premium conversion. Employees are allowed to pay the costs of their benefits on a pre-tax basis sanctioned by the Internal Revenue Code, Section 125. This is a permanent avoidance of income taxes. |
| 4 | **HRA (Health Reimbursement Account)**<br>Health Reimbursement Accounts (HRAs) are employer-funded group health plans from which employees are reimbursed tax-free for qualified medical expenses up to a fixed dollar amount per year. The employer funds and owns the account. *Health Reimbursement Accounts are sometimes called Health Reimbursement Arrangements.* |

Note: Totals greater than number of organizations reporting data due to multiple benefit plan types.

The average dollar contribution for Flexible Benefits Plan/Cafeteria Plan and HRA was not reported due to less than 4 organizations reporting data.

**Healthcare**

Number of organizations providing a medical plan 13

| Number of Responses | Waiting Period |
|---|---|
| 2 | None |
| 3 | 30 days |
| 2 | 60 days |
| 0 | 90 days |
| 6 | Other |

**Average monthly employer and employee contributions for healthcare benefits**

| Coverage - Medical | Employer Monthly Contribution | | Employer Monthly Contribution | | Employee Monthly Contribution | |
|---|---|---|---|---|---|---|
| | Number of Responses | Average % | Number of Responses | Average $ | Number of Responses | Average $ |
| Employee | 1 | * | 12 | 552.67 | 1 | * |
| Employee & Spouse | 10 | 58.2 | 11 | 684.10 | 10 | 487.80 |
| Employee & Dependents | 10 | 67.6 | 11 | 654.86 | 10 | 301.49 |
| Employee & Family | 10 | 48.7 | 11 | 801.61 | 10 | 842.99 |

Note: Employee Monthly Contribution only reports the average amount that employees pay in organizations without 100% payment.
Nine employers reported paying 100% of the employees' healthcare costs.
*Medical coverage is not reported when less than 4 organizations reported data.

| Coverage - Dental | Employer Monthly Contribution | | Employer Monthly Contribution | | Employee Monthly Contribution | |
|---|---|---|---|---|---|---|
| | Number of Responses | Average % | Number of Responses | Average $ | Number of Responses | Average $ |
| Employee | 0 | * | 9 | 27.81 | 3 | * |
| Employee & Spouse | 8 | 55.0 | 8 | 31.23 | 11 | 30.85 |
| Employee & Dependents | 8 | 48.3 | 8 | 32.60 | 11 | 39.90 |
| Employee & Family | 8 | 39.1 | 8 | 36.40 | 11 | 63.47 |

Note: Employee Monthly Contribution only reports the average amount that employees pay in organizations without 100% payment.
Nine employers reported paying 100% of the employees' dental costs.
*Dental coverage is not reported when less than 4 organizations reported data.

| Coverage - Vision | Employer Monthly Contribution | | Employer Monthly Contribution | | Employee Monthly Contribution | |
|---|---|---|---|---|---|---|
| | Number of Responses | Average % | Number of Responses | Average $ | Number of Responses | Average $ |
| Employee | 0 | * | 7 | 6.80 | 5 | 7.89 |
| Employee & Spouse | 6 | 57.9 | 6 | 7.84 | 10 | 9.35 |
| Employee & Dependents | 6 | 54.6 | 6 | 8.08 | 10 | 9.69 |
| Employee & Family | 6 | 42.9 | 6 | 8.74 | 11 | 15.90 |

Note: Employee Monthly Contribution only reports the average amount that employees pay in organizations without 100% payment.
Seven employers reported paying 100% of the employees' vision costs.
*Vision coverage is not reported when less than 4 organizations reported data.

**Retirement Plans**

| | |
|---|---|
| Number of organizations offering a retirement plan, including 401(k) | 13 |

**Type of retirement plans offered**

| Number of Responses | Type of Retirement Plan |
|---|---|
| 1 | Defined Benefit |
| 3 | Defined Contribution |
| 4 | Social Security |
| 10 | TMRS |
| 0 | Other |

Note: Total greater than number of organizations providing retirement plans due to organizations offering multiple types of retirement plans.

| | |
|---|---|
| Number of organizations contributing to all employee's retirement accounts | 10 |
| Average percent contribution to all employees' retirement accounts as a percentage of total wages in 2021 | 10.93% |

| Number of Responses | Matching Schedule |
|---|---|
| 0 | No Match |
| 6 | Match percent of the employee's gross wages |
| 5 | Match percent of the employee's contribution |
| 1 | Other |

| Number of Responses | Vesting Requirements |
|---|---|
| 0 | Vested immediately |
| 0 | 100% after one year |
| 9 | 100% after five years |
| 0 | 20% after three years; increasing 20% per year up to seven years |
| 2 | Other |

Note: Total greater than number of organizations providing retirement plans due to organizations offering multiple types of retirement plans.

**Turnover Rate**

| | |
|---|---|
| Number of organizations reporting turnover rate for all employees | 7 |
| Average turnover rate, including voluntary and involuntary | 19.64% |

# QUICK REFERENCE BY JOB TITLE


| Job # | Job Title | Average | Page Number |
|---|---|---|---|
| 4074. | Animal Control Manager | $54,745 | 12 |
| 4040. | Animal Control Officer | $38,375 | 12 |
| 4041. | Assistant Chief of Police | $103,357 | 13 |
| 4000. | Assistant City Manager/Administrator | $147,423 | 13 |
| 4079. | Assistant City Secretary | $50,426 | 14 |
| 4054. | Assistant Director of Utilities/Public Works | $80,073 | 14 |
| 4029. | Assistant Fire Chief | $95,426 | 15 |
| 4055. | AutoCAD/GIS Manager | $68,496 | 15 |
| 4007. | Building Inspector | $50,707 | 16 |
| 4009. | Building Permit Clerk | $40,853 | 16 |
| 4042. | Chief of Police | $110,478 | 17 |
| 4001. | City Manager/Administrator | $160,174 | 17 |
| 4003. | City Secretary | $73,294 | 18 |
| 4010. | Code Enforcement Officer | $44,910 | 18 |
| 4043. | Communications/Dispatch Supervisor | $53,630 | 19 |
| 4011. | Community Development Director | $91,349 | 19 |
| 4004. | Court Clerk | $52,999 | 20 |
| 4012. | Deputy Court Clerk | $42,482 | 20 |
| 4056. | Director of Utilities/Public Works | $109,985 | 21 |
| 4015. | Economic Development Director | $103,921 | 21 |
| 4046. | Emergency Service Dispatcher | $42,185 | 22 |
| 4005. | Finance Director - City | $101,774 | 22 |
| 4031. | Fire Captain | $73,267 | 23 |
| 4032. | Fire Chief | $110,552 | 23 |
| 4033. | Fire Lieutenant | $67,089 | 24 |
| 4057. | Meter Reader | $40,529 | 24 |
| 4022. | Park Maintenance Supervisor | $47,047 | 25 |
| 4023. | Park Maintenance Worker | $36,043 | 25 |
| 4071. | Police Captain | $83,288 | 26 |
| 4044. | Police Corporal | $63,125 | 26 |
| 4045. | Police Detective | $64,194 | 27 |
| 4050. | Police Lieutenant/Patrol | $86,837 | 27 |
| 4052. | Police Officer | $54,600 | 28 |
| 4053. | Police Sergeant | $71,507 | 28 |
| 4080. | Street Crew Leader | $46,111 | 29 |
| 4026. | Street Foreman | $53,891 | 29 |
| 4027. | Street Maintenance Worker | $33,207 | 30 |
| 4061. | Utility Billing Clerk | $40,535 | 30 |
| 4062. | Utility Billing Supervisor | $44,755 | 31 |
| 4063. | Utility Crew Leader | $61,583 | 31 |
| 4064. | Utility Crew Member | $37,859 | 32 |
| 4067. | Water/Wastewater Operator | $45,994 | 32 |
| 4069. | Water/Wastewater Operator Supervisor | $70,245 | 33 |

**Job # :** 4074 **Job Title: Animal Control Manager**

**Job Description:** Manages and participates in the work of City staff responsible for providing animal control services. Reviews and maintains animal control records. Works with animal rescue organizations.

**Status:** Exempt

**Experience:** 5 years

**Education/Certification:** High School Diploma or GED, plus certified Texas Department of Health Services Animal Control Officer and certified Euthanasia Technician.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 5 | 5 | 54,745 | | 47,524 | 53,044 | 62,816 | | 54,816 | | 47,702 | 53,044 | 62,816 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | | | | | | | | | | | | | | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4040 **Job Title: Animal Control Officer**

**Job Description:** Patrols area to capture and impound stray, vicious, injured, or nuisance animals and to protect animals from abuse by their owners and enforce all Animal Control Ordinances. Maintains up-to-date records and reports of all activities.

**Status:** Nonexempt

**Experience:** 0-1 year

**Education/Certification:** High School Diploma or GED. Texas Basis Animal Control certification.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 8 | 17 | 38,375 | | 33,696 | 34,840 | 41,891 | | 38,735 | | 33,696 | 35,630 | 41,891 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 6 | 10 | 40,955 | | 33,207 | 38,990 | 49,826 | | 41,345 | | 33,207 | 38,990 | 51,026 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4041 **Job Title: Assistant Chief of Police**

**Job Description:** Assists the Chief of Police in administering comprehensive programs for crime prevention and law enforcement. Plans, organizes, develops, and coordinates law enforcement and support activities. Assists in over-seeing investigations. Develops training programs, evaluates effectiveness of law enforcement activities, and develops and implements plans for improved operations. Plans, organizes, develops, and coordinates Patrol Activities, such as traffic enforcement, communications, handling of persons arrested, and police vehicle maintenance.

**Status:** Exempt

**Experience:** 5 years as a Law Enforcement Officer

**Education/Certification:** High School Diploma or GED, plus a graduate from the Law Enforcement Management Institute of Texas, Advanced certification by the Texas Commission on law Enforcement Officer Standards and Education.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 5 | 5 | 103,357 | | 91,832 | 99,807 | 116,657 | | 105,753 | | 91,832 | 108,305 | 118,398 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | | | | | | | | | | | | | | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4000 **Job Title: Assistant City Manager/Administrator**

**Job Description:** Assists with management and direction of the operational activities of the City. Assists in directing the activities of various departments, completing research, and providing analysis on specific projects, solving problems, facilitating activities and meetings, monitoring expenditures, reviewing policies and procedures related to any specific issues, establishing goals, reviewing major projects, evaluating staff performance, and coordinating activities with elected officials and outside agencies. Fulfills the duties of the City Manager in their absence.

**Status:** Exempt

**Experience:** 5 years

**Education/Certification:** Bachelor's Degree

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 5 | 8 | 147,423 | | 127,410 | 151,977 | 169,529 | | 147,873 | | 127,410 | 151,977 | 169,529 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | | | | | | | | | | | | | | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4079 **Job Title: Assistant City Secretary**

**Job Description:** Provides support to the City Secretary by performing various clerical duties which may include: preparing correspondences, preparing and proofreading documents, scheduling meetings, and managing files, documents, and records. Attends boards, commissions, and council meetings. Performs the duties and responsibilities of the City Secretary in their absence.

**Status:** Nonexempt

**Experience:** 2 years

**Education/Certification:** High School Diploma or GED

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 5 | 5 | 50,426 | | 41,922 | 53,884 | 57,200 | | 50,426 | | 41,922 | 53,884 | 57,200 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | | | | | | | | | | | | | | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4054 **Job Title: Assistant Director of Utilities/Public Works**

**Job Description:** Assists the Director of Utilities in the daily operation of the Utility/Public Works Department to efficiently perform such work as needed to maintain and operate water distribution and wastewater collection systems. Maintains the water well sites, water storage sites, sewer lift station, and non-potable water pump station. In the absence of the Director of Utilities, supervises and coordinates the design, construction, and maintenance of all water/wastewater projects, wells, and lift stations to include pumps and motor repair and/or installation. Prepares estimates on construction jobs and related improvements. Coordinates work of the divisions of the department. Prepares annual reports and budgets. Assists in directing selection, training, and disciplining of personnel. Prepares specifications and approves purchases of materials, supplies, and equipment.

**Status:** Exempt

**Experience:** 3-5 years

**Education/Certification:** High School Diploma or GED. Texas Class C Water License, Wastewater Collections II License.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 5 | 6 | 80,073 | | 65,671 | 79,668 | 94,882 | | 81,010 | | 67,538 | 80,310 | 95,182 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | | | | | | | | | | | | | | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4029 **Job Title: Assistant Fire Chief**

**Job Description:** Assists the Fire Chief in leading the activities of the various divisions in the Fire Department. Oversees the daily operation of the department, directs the training division, and maintains all records of training. Assists the Fire Chief with handling managerial duties, i.e. payroll, staffing, training, discipline, attendance at meetings and functions, etc.

**Status:** Exempt

**Experience:** 3-5 years as a Firefighter

**Education/Certification:** High School Diploma or GED. Certification as Firefighter Advanced by Texas Commission of Fire Protection.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 6 | 7 | 95,426 | | 86,798 | 96,308 | 103,854 | | 97,349 | | 91,598 | 100,383 | 103,854 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | | | | | | | | | | | | | | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4055 **Job Title: AutoCAD/GIS Manager**

**Job Description:** Provides current maps and data relative to the infrastructure, collection, and utilization of data to and from various departments, sources, and agencies. Creates visual maps of current city boundaries, parcels, and zoning information. Creates mapping rules and layers for all projects. Provides paper or electronic maps for developers, engineers, other departments, and any other party that may request them. Maintains records and drawing of utility construction, subdivision development, and ordinances related to department activities. Maintains CAD and GIS files, drawings, and updates maps.

**Status:** Exempt

**Experience:** 5 years

**Education/Certification:** High School Diploma or GED. AutoCAD Certification, GIS Certification.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 5 | 9 | 68,496 | | 59,218 | 65,998 | 77,653 | | 68,496 | | 59,218 | 65,998 | 77,653 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | | | | | | | | | | | | | | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4007 **Job Title: Building Inspector**

**Job Description:** Ensures that plans for construction of all new and remodeled structures meet building code and zoning requirements. Ensures compliance with building, zoning, and other code enforcement ordinances. Issues building permits.

**Status:** Nonexempt

**Experience:** 5 years

**Education/Certification:** High School Diploma or GED. State Plumbing Inspector's License, International Code Council Inspector's Certification.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 5 | 11 | 50,707 | | 43,789 | 47,320 | 61,298 | | 50,778 | | 44,325 | 47,320 | 61,298 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | | | | | | | | | | | | | | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4009 **Job Title: Building Permit Clerk**

**Job Description:** Performs clerical work related to issuing all permits, including building, electrical, plumbing, mechanical, fence, etc. Performs receptionist and secretarial functions and maintains all building records. Assists the public with questions regarding policies and procedures relating to building activities. Notifies applicants when to pick up permits.

**Status:** Nonexempt

**Experience:** 3 years

**Education/Certification:** High School Diploma or GED

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 9 | 11 | 40,853 | | 33,363 | 37,315 | 47,150 | | 40,935 | | 33,363 | 37,315 | 47,150 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 7 | 8 | 43,178 | | 34,861 | 40,979 | 48,023 | | 43,291 | | 34,861 | 41,431 | 48,023 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4042 **Job Title: Chief of Police**

**Job Description:** Supervises and manages the overall operations of the Police Department and relations with outside officials, organizations, media, and the general public relating to police work. Plans, organizes, develops, and coordinates law enforcement, crime prevention, and support activities.

**Status:** Exempt

**Experience:** 10 years as a Law Enforcement Officer

**Education/Certification:** High School Diploma or GED, plus a graduate from the Law Enforcement Management Institute of Texas, Advanced certification by the Texas Commission on Law Enforcement Officer Standards and Education.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 12 | 12 | 110,478 | | 92,737 | 105,091 | 130,010 | | 111,431 | | 94,237 | 105,991 | 132,434 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 10 | 10 | 108,812 | | 87,737 | 100,650 | 132,724 | | 109,956 | | 87,737 | 101,550 | 135,138 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4001 **Job Title: City Manager/Administrator**

**Job Description:** Plans, organizes, and directs the operations of the City, including administering policies established by the City Council in accordance with the City Charter, state, and federal law. Develops and implements administrative procedures. Coordinates and directs all departments and staff operations. Responsible for overall supervision of projects, city financing, and intergovernmental relationships.

**Status:** Exempt

**Experience:** 5+ years

**Education/Certification:** Master's Degree

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 12 | 12 | 160,174 | | 117,003 | 170,971 | 193,556 | | 161,551 | | 117,003 | 173,709 | 193,556 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 10 | 10 | 156,279 | | 104,003 | 154,882 | 205,566 | | 157,931 | | 104,003 | 159,358 | 205,566 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4003 **Job Title: City Secretary**

**Job Description:** Performs a variety of advanced, high-level, executive secretarial and clerical duties in support of the City Manager and Assistant City Manager. Responsible for the care and keeping of public records for the city. Identifies essential records. Develops procedures to ensure the permanent preservation of the historical valuable records. Prepares agendas and assembles agenda packets for City Council meetings. Prepares minutes of City Council meetings. Reconciles monthly bank statements. Responds to routine inquiries about City operations.

**Status:** Exempt

**Experience:** 4 years

**Education/Certification:** High School Diploma or GED

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 11 | 11 | 73,294 | | 58,783 | 74,068 | 81,440 | | 73,580 | | 58,783 | 75,069 | 81,440 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 9 | 9 | 70,445 | | 57,368 | 69,014 | 78,851 | | 70,795 | | 57,368 | 69,014 | 79,301 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4010 **Job Title: Code Enforcement Officer**

**Job Description:** Under general supervision, ensures compliance with City ordinances, zoning regulations works to resolve violations. Issues appropriate warnings and citations.

**Status:** Nonexempt

**Experience:** 2 years

**Education/Certification:** High School Diploma or GED

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 10 | 15 | 44,910 | | 39,770 | 44,470 | 49,105 | | 45,125 | | 39,770 | 45,494 | 49,629 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 8 | 10 | 47,278 | | 40,823 | 47,403 | 53,685 | | 47,601 | | 41,335 | 47,403 | 53,685 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4043 **Job Title: Communications/Dispatch Supervisor**

**Job Description:** Manages and directs the operations of the emergency communications center for Police, Fire, and EMS services. Oversees the proper operation of all dispatch computer systems, i.e. in-house computer, state computer, and the 911 computer system.

**Status:** Exempt

**Experience:** 5 years

**Education/Certification:** High School Diploma or GED. Intermediate Telecommunications Certifications from the Texas Commission of Law Enforcement Officer Standards and Education.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 6 | 7 | 53,630 | | 47,985 | 56,326 | 57,755 | | 54,441 | | 48,885 | 56,326 | 60,778 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 5 | 6 | 53,130 | | 47,961 | 52,162 | 59,266 | | 54,076 | | 48,442 | 52,958 | 60,829 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4011 **Job Title: Community Development Director**

**Job Description:** Plans, directs, manages, and oversees the administration of the following areas: planning, land use, building inspections, historic preservation, neighborhood, housing, code enforcement, etc. Directs and integrates the wide variety of operations and programs in the Community Development Department. Oversees negotiations and agreements with developers related to property development. Manages the development and implementation of departmental goals, objectives, policies, performance measures, and priorities for each assigned service area.

**Status:** Exempt

**Experience:** 5+ years

**Education/Certification:** Bachelor's Degree

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 5 | 5 | 91,349 | | 68,349 | 83,779 | 118,134 | | 91,478 | | 68,349 | 84,427 | 118,134 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 5 | 5 | 91,349 | | 68,349 | 83,779 | 118,134 | | 91,478 | | 68,349 | 84,427 | 118,134 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4004 **Job Title: Court Clerk**

**Job Description:** Responsible for the administration and operations of the Municipal Court to include general office management, organization of tickets, and collecting and recording of court fines and fees. Makes recommendations for purchases and the need for additional court personnel. Maintains information technology resources and various automated court information and management systems. Researches, compiles, evaluates, and analyzes the court statistical data and required state and city reports.

**Status:** Exempt

**Experience:** 1-2 years

**Education/Certification:** High School Diploma or GED

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 10 | 11 | 52,999 | | 42,474 | 52,229 | 59,945 | | 53,265 | | 42,474 | 52,229 | 59,945 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 8 | 9 | 50,744 | | 41,701 | 50,877 | 57,880 | | 51,069 | | 41,964 | 50,877 | 58,233 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4012 **Job Title: Deputy Court Clerk**

**Job Description:** Responsible for the efficient and effective operation of municipal court. Performs complex clerical assignments in processing legal instruments, recording disposition of cases, and logging on docket sheet. Provides general office management, organization of tickets, and collecting and recording of court fines and fees.

**Status:** Nonexempt

**Experience:** 1 year

**Education/Certification:** High School Diploma or GED

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 8 | 12 | 42,482 | | 38,438 | 42,494 | 45,610 | | 42,666 | | 38,979 | 42,494 | 45,987 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 6 | 9 | 43,430 | | 40,154 | 44,553 | 47,752 | | 43,556 | | 40,154 | 44,928 | 48,017 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4056 **Job Title: Director of Utilities/Public Works**

**Job Description:** Directs the operation of all Utility/Public Works Department activities. Maintains the water well sites, water storage sites, sewer lift station, and non-potable water pump station. Prepares estimates on construction jobs and related improvements. Coordinates work of the divisions of the department. Prepares annual reports and budgets. Develops policies, procedures, and long-range plans for implementation within the department. Directs selection, training, and disciplining of personnel. Prepares specifications and approves purchases of materials, supplies, and equipment.

**Status:** Exempt

**Experience:** 5+ years

**Education/Certification:** High School Diploma or GED. Class C Groundwater Distribution License, Wastewater Collections II License.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 10 | 10 | 109,985 | | 70,860 | 107,169 | 148,470 | | 110,787 | | 70,860 | 110,769 | 148,470 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 8 | 8 | 111,263 | | 70,860 | 108,504 | 148,470 | | 112,266 | | 70,860 | 112,515 | 148,470 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4015 **Job Title: Economic Development Director**

**Job Description:** Provides administrative direction to the Economic Development Department through effective planning, staff management, and resource allocation to ensure the effective coordination of programs and strategies required to meet the City's goals and objectives. Works with City officials to formulate the City's economic development strategy and to implement priority initiatives, projects, and programs. Directs and facilitates the work of the Economic Development Department for the promotion and development of business and industry within the City.

**Status:** Exempt

**Experience:** 5+ years

**Education/Certification:** Bachelor's Degree

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 7 | 7 | 103,921 | | 75,074 | 93,454 | 132,846 | | 103,990 | | 75,074 | 93,454 | 132,846 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 5 | 5 | 97,072 | | 74,291 | 86,744 | 125,018 | | 97,168 | | 74,291 | 87,224 | 125,018 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4046 **Job Title: Emergency Service Dispatcher**

**Job Description:** Ensures operation of clerical and dispatching functions for Police, Fire, and EMS, including handling incoming telephone calls, teletype, radio messages to and from field units, dispatching emergency personnel, and using teletype machine. Maintains radio contact with mobile police and fire units and other Law Enforcement and Fire Department agencies. Keeps a log of pertinent information received during the shift.

**Status:** Nonexempt

**Experience:** 0-1 year

**Education/Certification:** High School Diploma or GED. Basic Telecommunications Certifications from the Texas Commission on Law Enforcement Officer Standards and Education.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 6 | 44 | 42,185 | 36,995 | 38,816 | 42,037 | 42,495 | 47,416 | 42,629 | 36,995 | 39,354 | 42,037 | 43,889 | 48,526 |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 5 | 38 | 42,084 | 35,412 | 38,591 | 42,037 | 42,496 | 47,416 | 42,494 | 35,412 | 38,816 | 42,037 | 44,044 | 48,526 |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4005 **Job Title: Finance Director - City**

**Job Description:** Directs municipal financial activities, including budget preparation, cash management, bank relations, purchasing, debt management, and payroll. Oversees the preparation of financial reports, interpretation of financial data, and designing accounting controls. Manages the financial operations to ensure the effective and efficient processing of all government financial transactions and the accurate reporting of the government financial condition. Supervises and provides work direction to accounting staff.

**Status:** Exempt

**Experience:** 5 years

**Education/Certification:** Bachelor's Degree

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 11 | 11 | 101,774 | | 87,422 | 97,000 | 108,305 | | 102,003 | | 87,422 | 97,000 | 108,305 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 9 | 9 | 102,365 | | 87,609 | 97,000 | 108,030 | | 102,645 | | 87,849 | 97,000 | 108,030 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4031 **Job Title: Fire Captain**

**Job Description:** Directs the activities of Fire and EMS personnel during an assigned shift. Oversees daily operations and is in command of emergency operations unless command is turned over to a higher-ranking Fire Officer. Shift Commander responsible for all activities of a multi-station Fire Department.

**Status:** Nonexempt

**Experience:** 5+ years as a Firefighter, 2 of which as Fire Lieutenant

**Education/Certification:** High School Diploma or GED. Certification as Firefighter Intermediate by Texas Commission of Fire Protection.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 8 | 24 | 73,267 | 57,542 | 66,435 | 69,424 | 84,691 | 92,657 | 75,020 | 58,146 | 66,727 | 71,391 | 86,491 | 94,200 |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 6 | 19 | 71,847 | | 66,435 | 69,424 | 76,634 | | 73,863 | | 67,018 | 71,380 | 82,292 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4032 **Job Title: Fire Chief**

**Job Description:** Provides administrative direction and leadership for all Fire Department functions, operations, and personnel through the supervision of staff. Responsibilities may include the following: reviews the general operation of the department to determine efficiency; provides direction on major projects or problem areas; plans for the future; develops and implements policies and procedures; and provides policy guidance. Consults with City Officials to develop recommendations for the protection of life and property.

**Status:** Exempt

**Experience:** 10+ years as a Firefighter

**Education/Certification:** High School Diploma or GED. Certification as Firefighter Advanced by Texas Commission of Fire Protection.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 8 | 8 | 110,552 | | 95,990 | 113,672 | 122,533 | | 112,130 | | 98,783 | 114,192 | 125,531 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 6 | 6 | 106,376 | | 91,365 | 105,543 | 122,221 | | 108,480 | | 93,108 | 106,800 | 125,531 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4033 **Job Title: Fire Lieutenant**

**Job Description:** Directs the activities of Fire and EMS personnel during an assigned shift. Oversees daily operations and is in command of emergency operations unless command is turned over to a higher-ranking Fire Officer. Directs and participates in Emergency medical services up to the EMT-P skill set and knowledge. Directs all personnel below the rank of Lieutenant.

**Status:** Exempt

**Experience:** 3-5 years as a Firefighter

**Education/Certification:** High School Diploma or GED. Certification as Firefighter by Texas Commission of Fire Protection.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 7 | 27 | 67,089 | 51,626 | 56,157 | 69,085 | 76,727 | 80,248 | 68,940 | 51,626 | 59,017 | 70,888 | 77,912 | 81,887 |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 5 | 15 | 65,324 | | 56,157 | 64,188 | 76,727 | | 67,449 | | 59,017 | 68,471 | 77,327 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4057 **Job Title: Meter Reader**

**Job Description:** Reads consumer water meters and records reading on handheld meter reading device or paper route sheets. Involved in the maintenance and upkeep of water distribution, water meters, boxes, and vaults. May assist Water Billing with administrative duties as required, may assist work crews on occasion, and reports meter readers field activities.

**Status:** Nonexempt

**Experience:** 0-1 year

**Education/Certification:** High School Diploma or GED

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 5 | 10 | 40,529 | | 36,806 | 39,572 | 44,920 | | 40,791 | | 37,128 | 39,572 | 45,304 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | | | | | | | | | | | | | | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4022 **Job Title: Park Maintenance Supervisor**

**Job Description:** Supervises and directs crews to perform manual tasks in cleaning and maintaining parks, public buildings, and grounds. Maintains facilities and parks and keeps playgrounds in good condition. Completes monthly reports to track the amount of work and equipment usage. Ensures park crews provide care and basic maintenance to equipment.

**Status:** Exempt

**Experience:** 1-2 years

**Education/Certification:** High School Diploma or GED. CPO certification.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 8 | 8 | 47,047 | | 42,260 | 45,028 | 53,872 | | 47,374 | | 42,802 | 45,496 | 53,872 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 7 | 7 | 47,989 | | 44,064 | 45,136 | 59,779 | | 48,277 | | 44,544 | 45,856 | 59,779 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4023 **Job Title: Park Maintenance Worker**

**Job Description:** Performs manual tasks in cleaning and maintaining parks, public buildings, and grounds. Cleans restrooms, paints buildings, empties and cleans waste receptacles, and provides care and basic maintenance of equipment.

**Status:** Nonexempt

**Experience:** 0-1 year

**Education/Certification:** High School Diploma or GED

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 11 | 49 | 36,043 | 31,200 | 32,614 | 34,923 | 39,967 | 45,219 | 36,228 | 31,200 | 32,864 | 34,923 | 39,967 | 45,219 |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 8 | 32 | 36,297 | 28,423 | 34,028 | 35,339 | 39,967 | 45,313 | 36,486 | 28,423 | 34,466 | 35,439 | 39,967 | 45,313 |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4071 **Job Title: Police Captain**

**Job Description:** Responsible for planning, organizing, administering, and directing the activities of one or more divisions of the Police Department. Determines and implements overall plans and policies to be followed in conducting day-to-day operations, including budgetary and fiduciary responsibility of assigned division(s), as directed by the Chief of Police or his/her designee.

**Status:** Exempt

**Experience:** 5 years as a Law Enforcement Officer

**Education/Certification:** High School Diploma or GED, plus a graduate from the Law Enforcement Management Institute of Texas, Advanced certification by the Texas Commission on law Enforcement Officer Standards and Education.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 5 | 5 | 83,288 | | 72,230 | 75,835 | 98,072 | | 83,648 | | 73,028 | 76,038 | 98,072 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | | | | | | | | | | | | | | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4044 **Job Title: Police Corporal**

**Job Description:** Supervises and directs the work of subordinates on a particular shift to prevent crime and enforce laws and ordinances. Performs patrol duties and conducts investigations.

**Status:** Nonexempt

**Experience:** 1 year as a Law Enforcement Officer

**Education/Certification:** High School Diploma or GED. Basic certification by the Texas Commission on Law Enforcement Officer Standards and Education.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 10 | 38 | 63,125 | 52,338 | 55,431 | 63,398 | 68,141 | 74,911 | 63,849 | 52,338 | 56,921 | 63,627 | 68,234 | 76,596 |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 8 | 25 | 60,860 | 50,020 | 53,983 | 59,012 | 68,141 | 73,996 | 61,477 | 50,020 | 54,350 | 61,352 | 68,141 | 74,719 |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4045 **Job Title: Police Detective**

**Job Description:** Gathers and analyzes evidence and facts for investigations. Manages and processes crime scene investigations. Interviews potential suspects, examines records, and apprehends criminals. Writes, reviews, and obtains search and arrest warrants. Prepares and maintains accurate, written investigative reports and case files. Prepares cases for prosecution and assists the prosecuting attorney during trial.

**Status:** Nonexempt

**Experience:** 3 years as a Law Enforcement Officer

**Education/Certification:** High School Diploma or GED. Intermediate certification by the Texas Commission on Law Enforcement Officer Standards and Education.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 9 | 24 | 64,194 | 55,470 | 58,770 | 63,991 | 67,018 | 75,090 | 65,244 | 55,770 | 58,770 | 64,241 | 68,494 | 76,997 |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 7 | 13 | 64,392 | | 56,555 | 59,301 | 74,281 | | 64,994 | | 56,855 | 59,301 | 76,406 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4050 **Job Title: Police Lieutenant/Patrol**

**Job Description:** Plans, organizes, develops, and coordinates assigned activities. Ensures timesheets and end of month statistics are completed and submitted in a timely manner. Maintains vehicle report logs, ensures patrol vehicles are operational, and shifts are covered. Assists other law enforcement agencies in clearing cases. Assists the Chief of Police in directing departmental activities.

**Status:** Exempt

**Experience:** 5 years as a Law Enforcement Officer

**Education/Certification:** High School Diploma or GED. Intermediate certification by the Texas Commission on Law Enforcement Officer Standards and Education.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 5 | 7 | 86,837 | | 84,656 | 88,213 | 93,454 | | 87,690 | | 84,656 | 88,213 | 95,254 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | | | | | | | | | | | | | | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4052 **Job Title: Police Officer**

**Job Description:** Patrols an assigned area, by vehicle, to prevent crime and enforce laws and ordinances. Responds to emergency calls, makes arrests, issues traffic citations, directs traffic, and investigates traffic accidents and crimes against persons and property.

**Status:** Nonexempt

**Experience:** 0-1 year as a Law Enforcement Officer

**Education/Certification:** High School Diploma or GED. Basic certification by the Texas Commission on Law Enforcement Officer Standards and Education.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 12 | 154 | 54,600 | 47,164 | 50,440 | 54,829 | 57,845 | 60,736 | 55,023 | 47,164 | 51,324 | 54,933 | 58,247 | 61,776 |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 10 | 101 | 54,051 | 46,332 | 49,212 | 54,329 | 58,311 | 60,034 | 54,521 | 46,332 | 49,212 | 54,933 | 58,480 | 61,585 |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4053 **Job Title: Police Sergeant**

**Job Description:** Oversees the day-to-day work of assigned personnel to prevent crimes and enforce laws and ordinances. Conducts investigations. Maintains records on police department property and disburses supplies. Processes, files, and inspects police reports to ensure they are properly completed and maintained.

**Status:** Nonexempt

**Experience:** 2 years as a Law Enforcement Officer

**Education/Certification:** High School Diploma or GED. Intermediate certification by the Texas Commission on Law Enforcement Officer Standards and Education.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 12 | 48 | 71,507 | 57,796 | 62,622 | 73,060 | 79,050 | 84,323 | 72,270 | 57,796 | 64,539 | 73,434 | 79,914 | 86,174 |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 10 | 37 | 69,432 | 56,773 | 61,870 | 69,860 | 78,915 | 81,928 | 70,297 | 56,773 | 62,480 | 71,344 | 79,810 | 82,615 |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4080 **Job Title: Street Crew Leader**

**Job Description:** Provides leadership and supervision of crews engaged in construction and maintenance repairs of city streets and related facilitates. Supervises employees assigned to crew. Operates construction and maintenance equipment.

**Status:** Nonexempt

**Experience:** 1-2 years

**Education/Certification:** High School Diploma or GED. State of Texas Class A Drivers License.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 8 | 14 | 46,111 | | 40,118 | 44,117 | 50,762 | | 46,188 | | 40,118 | 44,117 | 50,762 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 6 | 11 | 46,667 | | 36,764 | 46,717 | 51,646 | | 46,764 | | 36,764 | 47,786 | 51,646 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4026 **Job Title: Street Foreman**

**Job Description:** Directs operations of various types of construction and maintenance equipment. Directs supervision of street, grounds, and park maintenance projects and employees. Participates in coordination of street and park personnel. Ensures that all equipment and vehicles are properly maintained and operated. Performs and supervises the performance of work, including digging and backfilling trenches, blading streets, setting gravel, cutting grades, cutting and trimming grass, trees and brush, cleaning drainage ditches, asphalting, concrete work, and park maintenance and repair.

**Status:** Exempt

**Experience:** 2 years

**Education/Certification:** High School Diploma or GED. State of Texas Class A Drivers License.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 7 | 10 | 53,891 | | 44,741 | 57,242 | 59,654 | | 53,891 | | 44,741 | 57,242 | 59,654 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | | | | | | | | | | | | | | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4027 **Job Title: Street Maintenance Worker**

**Job Description:** Performs manual labor tasks to keep streets and drainage maintained, as well as buildings and property in a neat and clean appearance. Uses hand tools to dig ditches or holes. Hand shovels dirt, gravel, concrete, and/or asphalt. Trims trees, picks-up and loads brush, and cuts grass using a push or power mower or power trimmer.

**Status:** Nonexempt

**Experience:** 0-1 year

**Education/Certification:** High School Diploma or GED. State of Texas Class B Drivers License.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 10 | 62 | 33,207 | 26,104 | 31,200 | 33,029 | 35,620 | 38,126 | 33,313 | 26,104 | 31,200 | 33,218 | 35,620 | 38,126 |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 8 | 41 | 32,748 | 25,709 | 29,120 | 32,966 | 36,057 | 38,126 | 32,874 | 25,709 | 29,120 | 33,157 | 36,057 | 38,126 |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4061 **Job Title: Utility Billing Clerk**

**Job Description:** Assists the Utility Billing Supervisor in providing timely and accurate utility billing, as well as ensuring daily receipts and posting of payments for the city are completed. Records customer information and collects fees for new customer accounts for the water billing section. Balances water payments received to the daily utility receipt sheet. Locates and resolves any billing or payment discrepancies.

**Status:** Nonexempt

**Experience:** 0-1 year

**Education/Certification:** High School Diploma or GED

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 9 | 20 | 40,535 | 32,074 | 35,953 | 40,726 | 44,616 | 52,822 | 40,550 | 32,074 | 35,953 | 40,726 | 44,616 | 52,975 |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 7 | 15 | 39,598 | | 35,672 | 40,726 | 41,974 | | 39,618 | | 35,672 | 40,726 | 41,974 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4062 **Job Title: Utility Billing Supervisor**

**Job Description:** Supervises the daily operations of the Utility Billing Department. Ensures timely and accurate utility billing is provided. Ensures daily receipts and posting of payments for the city are completed. Initiates work orders to resolve problems with customer accounts and ensures the completion of the work order is noted on the appropriate customer's account. Reviews daily posting detail reports for customer receipts for the utility billing section.

**Status:** Exempt

**Experience:** 2-3 years

**Education/Certification:** High School Diploma or GED

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 7 | 12 | 44,755 | | 32,094 | 47,370 | 55,115 | | 44,805 | | 32,094 | 47,393 | 55,115 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 5 | 6 | 50,716 | | 42,047 | 50,947 | 59,155 | | 50,816 | | 42,047 | 51,247 | 59,155 | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4063 **Job Title: Utility Crew Leader**

**Job Description:** Provides leadership and supervision of water/wastewater, construction, repair, and maintenance crew workers. Supervises employees assigned to crew. Assumes responsibility for all water/wastewater, construction, repair, and maintenance throughout the City. Operates various vehicles, equipment, and machinery.

**Status:** Nonexempt

**Experience:** 3 years

**Education/Certification:** High School Diploma or GED. Class C Groundwater Distribution License,Wastewater Collections II License, State of Texas Class B Drivers License.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 7 | 16 | 61,583 | | 48,398 | 55,858 | 74,235 | | 62,103 | | 49,466 | 55,997 | 74,235 | |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | | | | | | | | | | | | | | |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4064 **Job Title: Utility Crew Member**

**Job Description:** Provides labor for the water/wastewater, construction, repair, and maintenance departments. Provides maintenance and service for utilities throughout the city. Operates hand tools and some machinery.

**Status:** Nonexempt

**Experience:** 0-1 year

**Education/Certification:** High School Diploma or GED

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 6 | 32 | 37,859 | 28,891 | 32,999 | 36,005 | 44,138 | 45,339 | 38,088 | 28,891 | 33,135 | 36,005 | 44,138 | 46,525 |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 5 | 24 | 37,470 | 28,818 | 31,572 | 36,005 | 44,138 | 44,138 | 37,776 | 28,818 | 31,595 | 36,005 | 44,138 | 45,027 |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4067 **Job Title: Water/Wastewater Operator**

**Job Description:** Performs a variety of unskilled and semi-skilled maintenance work. Operates a variety of equipment in the construction, operation, repair, maintenance, and replacement of City water supply, treatment, or distribution facilities and systems. Performs a variety of semi-skilled technical and maintenance work in the operation, maintenance and repair of wastewater treatment, and collection facilities and systems.

**Status:** Nonexempt

**Experience:** 2 years

**Education/Certification:** High School Diploma or GED. Texas Class B Commercial Drivers License, TCEQ Class C Water or Wastewater License.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 9 | 56 | 45,994 | 33,145 | 37,294 | 42,931 | 52,322 | 62,889 | 45,994 | 33,145 | 37,294 | 42,931 | 52,322 | 62,889 |
| **Population** | | | | | | | | | | | | | | |
| Less than 20,000 | 5 | 27 | 44,400 | 29,994 | 38,272 | 42,848 | 50,877 | 58,874 | 44,400 | 29,994 | 38,272 | 42,848 | 50,877 | 58,874 |
| More than 20,001 | | | | | | | | | | | | | | |

**Job # :** 4069 **Job Title: Water/Wastewater Operator Supervisor**

**Job Description:** Exercises supervision over employees who perform a variety of skilled maintenance work. Operates a variety of equipment in the construction, operation, repair, maintenance, and replacement of City water supply, treatment, or distribution facilities and systems. Performs a variety of skilled technical and maintenance work in the operation, maintenance, and repair of wastewater treatment facilities and systems.

**Status:** Exempt

**Experience:** 4 years

**Education/Certification:** High School Diploma or GED. Texas Class B Commercial Drivers License, TCEQ Class C Ground Water and Wastewater Treatment Licenses.

| | | | Annual Base Wage | | | | | | Annual Total Cash Compensation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. of Orgs | No. of Empl. | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile | Avg | 10th %tile | 25th %tile | Med | 75th %tile | 90th %tile |
| **All Firms** | 7 | 12 | 70,245 | | 58,302 | 62,629 | 83,886 | | 70,496 | | 58,302 | 63,492 | 83,886 | |

**Population**

Less than 20,000

More than 20,001

Attachment 1-2

Ordinance 2023_____(O)

# Budget and Plan for Municipal Services
## Personnel Summary

| Dept. # | Positions (General Fund) | Service Grade | FY21-22 Count | FY22-23 Count |
|---|---|---|---|---|
| 01-525 | **City Manager** | 77 | 1 | 1 |
| | **Total City Manager** | | 1 | 1 |
| 01-504 | Public Affairs/Marketing Event Specialist | 17 | 0.5 | 0.5 |
| | **Total Special Services** | | 0.5 | 0.5 |
| 01-501 | **City Secretary** | 46 | 1 | 1 |
| 01-501 | Asst. City Secretary | 32 | 1 | 1 |
| 01-501 | Administrative Assistant III | 15 | 1.5 | 2 |
| 01-501 | Permit Clerk | 16 | 1 | 1 |
| | **Total Administration** | | 4.5 | 5 |
| 01-527 | Postal Clerk | 12 | 1 | 1 |
| | **Total Post Office** | | 1 | 1 |
| 01-508 | **Assistant Court Administrator** | 35 | 1 | 1 |
| 01-508 | Court Clerk | 14 | 0 | 0.5 |
| 01-508 | Deputy Clerk | 16 | 1 | 1 |
| 01-508 | Warrant Clerk | 15 | 1 | 1 |
| 01-508 | Administrative Assistant II | 14 | 0.5 | 0 |
| 01-508 | Patrol Officer/Warrants | 26 | 2 | 2 |
| | **Total Municipal Court** | | 5.5 | 5.5 |
| 01-502 | **Police Chief** | 63 | 1 | 1 |
| 01-502 | Captain | 53 | 1 | 1 |
| 01-502 | Lieutenant | 43 | - | 2 |
| 01-502 | Sergeant | 36 | 3 | 3 |
| 01-502 | Corporal | 31 | 4 | 4 |
| 01-502 | Patrol Officer | 26 | 11 | 11 |
| 01-502 | Dispatcher | 17 | 3 | 3 |
| 01-502 | Property and Evidence Technician | 22 | 1 | 1 |
| 01-502 | Executive Assistant | 17 | 1 | 1 |
| 01-502 | Records clerk | 15 | 1 | 1 |
| | **Total Police Department** | | 26 | 28 |
| 01-519 | Patrol Officer/Code Enforcement | 26 | 1 | 1 |
| | **Total Code Enforcement** | | 1 | 1 |
| 01-517 | Animal Control Officer | 11 | 2 | 2 |
| | **Total Animal Control** | | 2 | 2 |
| 01-503 | **Fire Chief** | 57 | 1 | 1 |
| 01-503 | Assistant Fire Chief | 38 | 1 | 1 |
| 01-503 | Administrative Assistant Fire | 8 | 1 | 0 |
| 01-503 | Administrative Assistant II | 14 | 0 | 1 |
| 01-503 | Firefighter | 6 | 6 | 8 |
| | **Total Fire Department** | | 9 | 11 |
| 01-516 | **Public Works Director** | 44 | 1 | 1 |
| 01-516 | Public Works Crew Chief | 30 | 1 | 0 |
| 01-516 | Public Works Tech III | 16 | 1 | 1 |
| 01-516 | Public Works Tech II | 14 | 2 | 2 |
| 01-516 | Public Works Tech I | 12 | 4 | 5 |
| | **Total Public Works Department** | | 9 | 9 |
| 01-511 | Public Works Tech IV | 18 | 1 | 1 |
| 01-511 | Public Works Tech II | 14 | 1 | 1 |
| 01-511 | Public Works Tech I | 12 | 1 | 1 |
| | **Total Civic Center** | | 3 | 3 |
| 01-507 | Fleet Mechanic | 23 | 1 | 1 |
| | **Total Fleet Division** | | 1 | 1 |
| 01-520 | **Municipal Finance Officer** | 53 | 1 | 1 |
| 01-520 | Accountant I | 30 | 1 | 1 |
| 01-520 | Accountant I/AP | 30 | 1 | 1 |
| 01-520 | Accountant I/HR | 30 | 1 | 1 |
| | **Total Finance Department** | | 4 | 4 |
| | **Total General Fund:** | | 67.5 | 72 |

| Dept. # | Positions (WCCPD Fund) | Service Grade | FY21-22 Count | FY22-23 Count |
|---|---|---|---|---|
| 18-500 | Police Communication Supervisor | 31 | 1 | 1 |
| 18-500 | Patrol Officer | 26 | 3 | 3 |
| 18-500 | Lieutenant | 43 | 2 | - |
| 18-500 | Coporal | 31 | 2 | 2 |
| 18-500 | Police Officer/Code Enforcement | 26 | 1 | 1 |
| 18-500 | Dispatcher 4 | 17 | 3 | 3 |
| | **Total WCCPD:** | | 12 | 10 |

| Dept. # | Positions (Garbage Fund) | Service Grade | FY21-22 Count | FY22-23 Count |
|---|---|---|---|---|
| 02-500 | Utility Clerk | 18 | 1 | 1 |
| | **Total Garbage Fund** | | 1 | 1 |
| | **Total Posision Count (GF, WCCPD, Garbage Fund):** | | 80.5 | 83 |

| Dept. # | Contract employees/Seasonal | FY21-22 Count | FY22-23 Count |
|---|---|---|---|
| 01-514 | City Attorney | 0.5 | 0.5 |
| 01-514 | IT Support | 0.5 | 0.5 |
| 01-501 | Fire Inspector | 0.5 | 0.5 |
| 01-501 | Building Inspector | 0.5 | 0.5 |
| 01-514 | Food Inspector | 0.5 | 0.5 |
| 01-508 | Senior Judge | 0.5 | 0.5 |
| 01-508 | Presiding Judge | 0 | 0.5 |
| 01-508 | Associate Judge | 0 | 0.5 |
| 01-508 | Prosecutor | 0.5 | 0.5 |
| 01-527 | Postal Clerk Seasonal | 0.5 | 0.5 |
| | **Total Contract Employees/Seasonal** | 4 | 5 |
| | **Total Employees for the City of Windcrest (Less Contract/Seasonal/EDC)** | 80.5 | 83 |

**Attachment 1-2**
**Ordinance 2022___**

# Budget and Plan for Municipal Services Fiscal Year 2021-2022
## Personnel Summary Grade and Pay Rate Table

| Service grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **85** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 76.46 | 77.99 | 79.55 | 81.14 | 82.76 | 84.42 | 86.11 | 87.83 | 89.59 | 91.38 | 93.20 | 95.07 | 96.97 | 98.91 | 100.89 | 102.91 | 104.96 | 107.06 | 109.20 | 111.39 |
| **Biweekly** | 6,116.80 | 6,239.14 | 6,363.92 | 6,491.20 | 6,621.02 | 6,753.44 | 6,888.51 | 7,026.28 | 7,166.81 | 7,310.14 | 7,456.35 | 7,605.47 | 7,757.58 | 7,912.73 | 8,070.99 | 8,232.41 | 8,397.06 | 8,565.00 | 8,736.30 | 8,911.02 |
| **Month** | 13,253.07 | 13,518.13 | 13,788.49 | 14,064.26 | 14,345.55 | 14,632.46 | 14,925.11 | 15,223.61 | 15,528.08 | 15,838.64 | 16,155.41 | 16,478.52 | 16,808.09 | 17,144.25 | 17,487.14 | 17,836.88 | 18,193.62 | 18,557.49 | 18,928.64 | 19,307.22 |
| **Annual** | 159,036.80 | 162,217.54 | 165,461.89 | 168,771.12 | 172,146.55 | 175,589.48 | 179,101.27 | 182,683.29 | 186,336.96 | 190,063.70 | 193,864.97 | 197,742.27 | 201,697.12 | 205,731.06 | 209,845.68 | 214,042.59 | 218,323.45 | 222,689.91 | 227,143.71 | 231,686.59 |
| **84** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 74.93 | 76.43 | 77.96 | 79.52 | 81.11 | 82.73 | 84.38 | 86.07 | 87.79 | 89.55 | 91.34 | 93.17 | 95.03 | 96.93 | 98.87 | 100.85 | 102.86 | 104.92 | 107.02 | 109.16 |
| **Biweekly** | 5,994.46 | 6,114.35 | 6,236.64 | 6,361.37 | 6,488.60 | 6,618.37 | 6,750.74 | 6,885.75 | 7,023.47 | 7,163.94 | 7,307.22 | 7,453.36 | 7,602.43 | 7,754.48 | 7,909.57 | 8,067.76 | 8,229.11 | 8,393.70 | 8,561.57 | 8,732.80 |
| **Month** | 12,988.01 | 13,247.77 | 13,512.72 | 13,782.98 | 14,058.63 | 14,339.81 | 14,626.60 | 14,919.14 | 15,217.52 | 15,521.87 | 15,832.31 | 16,148.95 | 16,471.93 | 16,801.37 | 17,137.40 | 17,480.15 | 17,829.75 | 18,186.34 | 18,550.07 | 18,921.07 |
| **Annual** | 155,856.06 | 158,973.19 | 162,152.65 | 165,395.70 | 168,703.62 | 172,077.69 | 175,519.24 | 179,029.63 | 182,610.22 | 186,262.42 | 189,987.67 | 193,787.43 | 197,663.17 | 201,616.44 | 205,648.77 | 209,761.74 | 213,956.98 | 218,236.12 | 222,600.84 | 227,052.86 |
| **83** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 73.43 | 74.90 | 76.40 | 77.93 | 79.49 | 81.08 | 82.70 | 84.35 | 86.04 | 87.76 | 89.51 | 91.30 | 93.13 | 94.99 | 96.89 | 98.83 | 100.81 | 102.82 | 104.88 | 106.98 |
| **Biweekly** | 5,874.57 | 5,992.07 | 6,111.91 | 6,234.15 | 6,358.83 | 6,486.01 | 6,615.73 | 6,748.04 | 6,883.00 | 7,020.66 | 7,161.07 | 7,304.30 | 7,450.38 | 7,599.39 | 7,751.38 | 7,906.40 | 8,064.53 | 8,225.82 | 8,390.34 | 8,558.15 |
| **Month** | 12,728.25 | 12,982.81 | 13,242.47 | 13,507.32 | 13,777.46 | 14,053.01 | 14,334.07 | 14,620.75 | 14,913.17 | 15,211.43 | 15,515.66 | 15,825.97 | 16,142.49 | 16,465.34 | 16,794.65 | 17,130.54 | 17,473.15 | 17,822.62 | 18,179.07 | 18,542.65 |
| **Annual** | 152,738.94 | 155,793.72 | 158,909.60 | 162,087.79 | 165,329.54 | 168,636.13 | 172,008.86 | 175,449.03 | 178,958.02 | 182,537.18 | 186,187.92 | 189,911.68 | 193,709.91 | 197,584.11 | 201,535.79 | 205,566.51 | 209,677.84 | 213,871.39 | 218,148.82 | 222,511.80 |
| **82** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 71.96 | 73.40 | 74.87 | 76.37 | 77.90 | 79.45 | 81.04 | 82.66 | 84.32 | 86.00 | 87.72 | 89.48 | 91.27 | 93.09 | 94.95 | 96.85 | 98.79 | 100.77 | 102.78 | 104.84 |
| **Biweekly** | 5,757.08 | 5,872.22 | 5,989.67 | 6,109.46 | 6,231.65 | 6,356.29 | 6,483.41 | 6,613.08 | 6,745.34 | 6,880.25 | 7,017.85 | 7,158.21 | 7,301.37 | 7,447.40 | 7,596.35 | 7,748.28 | 7,903.24 | 8,061.31 | 8,222.53 | 8,386.98 |
| **Month** | 12,473.68 | 12,723.15 | 12,977.62 | 13,237.17 | 13,501.91 | 13,771.95 | 14,047.39 | 14,328.34 | 14,614.90 | 14,907.20 | 15,205.35 | 15,509.45 | 15,819.64 | 16,136.04 | 16,458.76 | 16,787.93 | 17,123.69 | 17,466.16 | 17,815.49 | 18,171.80 |
| **Annual** | 149,684.16 | 152,677.85 | 155,731.40 | 158,846.03 | 162,022.95 | 165,263.41 | 168,568.68 | 171,940.05 | 175,378.85 | 178,886.43 | 182,464.16 | 186,113.44 | 189,835.71 | 193,632.43 | 197,505.08 | 201,455.18 | 205,484.28 | 209,593.97 | 213,785.85 | 218,061.56 |
| **81** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 70.52 | 71.93 | 73.37 | 74.84 | 76.34 | 77.86 | 79.42 | 81.01 | 82.63 | 84.28 | 85.97 | 87.69 | 89.44 | 91.23 | 93.06 | 94.92 | 96.81 | 98.75 | 100.73 | 102.74 |
| **Biweekly** | 5,641.94 | 5,754.78 | 5,869.88 | 5,987.27 | 6,107.02 | 6,229.16 | 6,353.74 | 6,480.82 | 6,610.43 | 6,742.64 | 6,877.50 | 7,015.05 | 7,155.35 | 7,298.45 | 7,444.42 | 7,593.31 | 7,745.18 | 7,900.08 | 8,058.08 | 8,219.24 |
| **Month** | 12,224.21 | 12,468.69 | 12,718.06 | 12,972.43 | 13,231.87 | 13,496.51 | 13,766.44 | 14,041.77 | 14,322.61 | 14,609.06 | 14,901.24 | 15,199.26 | 15,503.25 | 15,813.31 | 16,129.58 | 16,452.17 | 16,781.22 | 17,116.84 | 17,459.18 | 17,808.36 |
| **Annual** | 146,690.48 | 149,624.29 | 152,616.78 | 155,669.11 | 158,782.49 | 161,958.14 | 165,197.31 | 168,501.25 | 171,871.28 | 175,308.70 | 178,814.88 | 182,391.17 | 186,039.00 | 189,759.78 | 193,554.97 | 197,426.07 | 201,374.59 | 205,402.09 | 209,510.13 | 213,700.33 |
| **80** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 69.11 | 70.50 | 71.91 | 73.34 | 74.81 | 76.31 | 77.83 | 79.39 | 80.98 | 82.60 | 84.25 | 85.93 | 87.65 | 89.41 | 91.19 | 93.02 | 94.88 | 96.78 | 98.71 | 100.69 |
| **Biweekly** | 5,529.10 | 5,639.68 | 5,752.48 | 5,867.53 | 5,984.88 | 6,104.58 | 6,226.67 | 6,351.20 | 6,478.23 | 6,607.79 | 6,739.95 | 6,874.74 | 7,012.24 | 7,152.48 | 7,295.53 | 7,441.44 | 7,590.27 | 7,742.08 | 7,896.92 | 8,054.86 |
| **Month** | 11,979.72 | 12,219.32 | 12,463.70 | 12,712.98 | 12,967.24 | 13,226.58 | 13,491.11 | 13,760.94 | 14,036.15 | 14,316.88 | 14,603.21 | 14,895.28 | 15,193.18 | 15,497.05 | 15,806.99 | 16,123.13 | 16,445.59 | 16,774.50 | 17,109.99 | 17,452.19 |
| **Annual** | 143,756.67 | 146,631.80 | 149,564.44 | 152,555.73 | 155,606.84 | 158,718.98 | 161,893.36 | 165,131.23 | 168,433.85 | 171,802.53 | 175,238.58 | 178,743.35 | 182,318.22 | 185,964.58 | 189,683.87 | 193,477.55 | 197,347.10 | 201,294.04 | 205,319.93 | 209,426.32 |
| **79** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 67.73 | 69.09 | 70.47 | 71.88 | 73.31 | 74.78 | 76.28 | 77.80 | 79.36 | 80.95 | 82.56 | 84.22 | 85.90 | 87.62 | 89.37 | 91.16 | 92.98 | 94.84 | 96.74 | 98.67 |
| **Biweekly** | 5,418.52 | 5,526.89 | 5,637.43 | 5,750.18 | 5,865.18 | 5,982.48 | 6,102.13 | 6,224.18 | 6,348.66 | 6,475.63 | 6,605.15 | 6,737.25 | 6,871.99 | 7,009.43 | 7,149.62 | 7,292.62 | 7,438.47 | 7,587.24 | 7,738.98 | 7,893.76 |
| **Month** | 11,740.13 | 11,974.93 | 12,214.43 | 12,458.72 | 12,707.89 | 12,962.05 | 13,221.29 | 13,485.72 | 13,755.43 | 14,030.54 | 14,311.15 | 14,597.37 | 14,889.32 | 15,187.11 | 15,490.85 | 15,800.67 | 16,116.68 | 16,439.01 | 16,767.79 | 17,103.15 |
| **Annual** | 140,881.54 | 143,699.17 | 146,573.15 | 149,504.61 | 152,494.71 | 155,544.60 | 158,655.49 | 161,828.60 | 165,065.18 | 168,366.48 | 171,733.81 | 175,168.48 | 178,671.85 | 182,245.29 | 185,890.20 | 189,608.00 | 193,400.16 | 197,268.16 | 201,213.53 | 205,237.80 |
| **78** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 66.38 | 67.70 | 69.06 | 70.44 | 71.85 | 73.29 | 74.75 | 76.25 | 77.77 | 79.33 | 80.91 | 82.53 | 84.18 | 85.87 | 87.58 | 89.33 | 91.12 | 92.94 | 94.80 | 96.70 |
| **Biweekly** | 5,310.15 | 5,416.35 | 5,524.68 | 5,635.17 | 5,747.88 | 5,862.83 | 5,980.09 | 6,099.69 | 6,221.69 | 6,346.12 | 6,473.04 | 6,602.50 | 6,734.55 | 6,869.25 | 7,006.63 | 7,146.76 | 7,289.70 | 7,435.49 | 7,584.20 | 7,735.89 |
| **Month** | 11,505.33 | 11,735.43 | 11,970.14 | 12,209.54 | 12,453.73 | 12,702.81 | 12,956.87 | 13,216.00 | 13,480.32 | 13,749.93 | 14,024.93 | 14,305.43 | 14,591.53 | 14,883.37 | 15,181.03 | 15,484.65 | 15,794.35 | 16,110.23 | 16,432.44 | 16,761.09 |
| **Annual** | 138,063.91 | 140,825.18 | 143,641.69 | 146,514.52 | 149,444.81 | 152,433.71 | 155,482.38 | 158,592.03 | 161,763.87 | 164,999.15 | 168,299.13 | 171,665.11 | 175,098.42 | 178,600.39 | 182,172.39 | 185,815.84 | 189,532.16 | 193,322.80 | 197,189.26 | 201,133.04 |
| **77** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 65.05 | 66.35 | 67.68 | 69.03 | 70.41 | 71.82 | 73.26 | 74.72 | 76.22 | 77.74 | 79.29 | 80.88 | 82.50 | 84.15 | 85.83 | 87.55 | 89.30 | 91.08 | 92.91 | 94.76 |
| **Biweekly** | 5,203.95 | 5,308.03 | 5,414.19 | 5,522.47 | 5,632.92 | 5,745.58 | 5,860.49 | 5,977.70 | 6,097.25 | 6,219.20 | 6,343.58 | 6,470.45 | 6,599.86 | 6,731.86 | 6,866.50 | 7,003.83 | 7,143.90 | 7,286.78 | 7,432.52 | 7,581.17 |
| **Month** | 11,275.22 | 11,500.72 | 11,730.74 | 11,965.35 | 12,204.66 | 12,448.75 | 12,697.73 | 12,951.68 | 13,210.72 | 13,474.93 | 13,744.43 | 14,019.32 | 14,299.70 | 14,585.70 | 14,877.41 | 15,174.96 | 15,478.46 | 15,788.03 | 16,103.79 | 16,425.87 |
| **Annual** | 135,302.63 | 138,008.68 | 140,768.85 | 143,584.23 | 146,455.92 | 149,385.03 | 152,372.74 | 155,420.19 | 158,528.59 | 161,699.17 | 164,933.15 | 168,231.81 | 171,596.45 | 175,028.38 | 178,528.95 | 182,099.52 | 185,741.51 | 189,456.34 | 193,245.47 | 197,110.38 |
| **76** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 63.75 | 65.02 | 66.32 | 67.65 | 69.00 | 70.38 | 71.79 | 73.23 | 74.69 | 76.19 | 77.71 | 79.26 | 80.85 | 82.47 | 84.11 | 85.80 | 87.51 | 89.26 | 91.05 | 92.87 |
| **Biweekly** | 5,099.87 | 5,201.87 | 5,305.90 | 5,412.02 | 5,520.26 | 5,630.67 | 5,743.28 | 5,858.15 | 5,975.31 | 6,094.81 | 6,216.71 | 6,341.05 | 6,467.87 | 6,597.22 | 6,729.17 | 6,863.75 | 7,001.03 | 7,141.05 | 7,283.87 | 7,429.55 |
| **Month** | 11,049.71 | 11,270.71 | 11,496.12 | 11,726.05 | 11,960.57 | 12,199.78 | 12,443.77 | 12,692.65 | 12,946.50 | 13,205.43 | 13,469.54 | 13,738.93 | 14,013.71 | 14,293.98 | 14,579.86 | 14,871.46 | 15,168.89 | 15,472.27 | 15,781.71 | 16,097.35 |
| **Annual** | 132,596.58 | 135,248.51 | 137,953.48 | 140,712.55 | 143,526.80 | 146,397.33 | 149,325.28 | 152,311.79 | 155,358.02 | 158,465.18 | 161,634.49 | 164,867.18 | 168,164.52 | 171,527.81 | 174,958.37 | 178,457.53 | 182,026.68 | 185,667.22 | 189,380.56 | 193,168.17 |
| **75** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 62.47 | 63.72 | 65.00 | 66.30 | 67.62 | 68.98 | 70.36 | 71.76 | 73.20 | 74.66 | 76.15 | 77.68 | 79.23 | 80.82 | 82.43 | 84.08 | 85.76 | 87.48 | 89.23 | 91.01 |
| **Biweekly** | 4,997.87 | 5,097.83 | 5,199.78 | 5,303.78 | 5,409.86 | 5,518.05 | 5,628.41 | 5,740.98 | 5,855.80 | 5,972.92 | 6,092.38 | 6,214.22 | 6,338.51 | 6,465.28 | 6,594.58 | 6,726.48 | 6,861.01 | 6,998.23 | 7,138.19 | 7,280.95 |
| **Month** | 10,828.72 | 11,045.29 | 11,266.20 | 11,491.52 | 11,721.36 | 11,955.78 | 12,194.90 | 12,438.80 | 12,687.57 | 12,941.32 | 13,200.15 | 13,464.15 | 13,733.44 | 14,008.10 | 14,288.27 | 14,574.03 | 14,865.51 | 15,162.82 | 15,466.08 | 15,775.40 |
| **Annual** | 129,944.64 | 132,543.54 | 135,194.41 | 137,898.30 | 140,656.26 | 143,469.39 | 146,338.78 | 149,265.55 | 152,250.86 | 155,295.88 | 158,401.80 | 161,569.83 | 164,801.23 | 168,097.25 | 171,459.20 | 174,888.38 | 178,386.15 | 181,953.87 | 185,592.95 | 189,304.81 |
| **74** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 61.22 | 62.45 | 63.70 | 64.97 | 66.27 | 67.60 | 68.95 | 70.33 | 71.73 | 73.17 | 74.63 | 76.12 | 77.65 | 79.20 | 80.78 | 82.40 | 84.05 | 85.73 | 87.44 | 89.19 |
| **Biweekly** | 4,897.91 | 4,995.87 | 5,095.79 | 5,197.71 | 5,301.66 | 5,407.69 | 5,515.85 | 5,626.16 | 5,738.69 | 5,853.46 | 5,970.53 | 6,089.94 | 6,211.74 | 6,335.97 | 6,462.69 | 6,591.95 | 6,723.79 | 6,858.26 | 6,995.43 | 7,135.34 |
| **Month** | 10,612.15 | 10,824.39 | 11,040.88 | 11,261.69 | 11,486.93 | 11,716.67 | 11,951.00 | 12,190.02 | 12,433.82 | 12,682.50 | 12,936.15 | 13,194.87 | 13,458.77 | 13,727.94 | 14,002.50 | 14,282.55 | 14,568.20 | 14,859.57 | 15,156.76 | 15,459.89 |
| **Annual** | 127,345.75 | 129,892.67 | 132,490.52 | 135,140.33 | 137,843.14 | 140,600.00 | 143,412.00 | 146,280.24 | 149,205.84 | 152,189.96 | 155,233.76 | 158,338.44 | 161,505.20 | 164,735.31 | 168,030.01 | 171,390.62 | 174,818.43 | 178,314.80 | 181,881.09 | 185,518.71 |
| **73** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 60.00 | 61.20 | 62.42 | 63.67 | 64.95 | 66.24 | 67.57 | 68.92 | 70.30 | 71.70 | 73.14 | 74.60 | 76.09 | 77.62 | 79.17 | 80.75 | 82.37 | 84.01 | 85.69 | 87.41 |
| **Biweekly** | 4,799.96 | 4,895.95 | 4,993.87 | 5,093.75 | 5,195.63 | 5,299.54 | 5,405.53 | 5,513.64 | 5,623.91 | 5,736.39 | 5,851.12 | 5,968.14 | 6,087.50 | 6,209.25 | 6,333.44 | 6,460.11 | 6,589.31 | 6,721.10 | 6,855.52 | 6,992.63 |
| **Month** | 10,399.90 | 10,607.90 | 10,820.06 | 11,036.46 | 11,257.19 | 11,482.33 | 11,711.98 | 11,946.22 | 12,185.14 | 12,428.85 | 12,677.42 | 12,930.97 | 13,189.59 | 13,453.38 | 13,722.45 | 13,996.90 | 14,276.84 | 14,562.38 | 14,853.62 | 15,150.69 |
| **Annual** | 124,798.84 | 127,294.81 | 129,840.71 | 132,437.52 | 135,086.27 | 137,788.00 | 140,543.76 | 143,354.63 | 146,221.73 | 149,146.16 | 152,129.09 | 155,171.67 | 158,275.10 | 161,440.60 | 164,669.41 | 167,962.80 | 171,322.06 | 174,748.50 | 178,243.47 | 181,808.34 |

**Attachment 1-2**
**Ordinance 2022___**

**Budget and Plan for Municipal Services Fiscal Year 2021-2022**
**Personnel Summary Grade and Pay Rate Table**

| Service grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **72** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 58.80 | 59.98 | 61.17 | 62.40 | 63.65 | 64.92 | 66.22 | 67.54 | 68.89 | 70.27 | 71.68 | 73.11 | 74.57 | 76.06 | 77.58 | 79.14 | 80.72 | 82.33 | 83.98 | 85.66 |
| **Biweekly** | 4,703.96 | 4,798.04 | 4,894.00 | 4,991.88 | 5,091.71 | 5,193.55 | 5,297.42 | 5,403.37 | 5,511.43 | 5,621.66 | 5,734.10 | 5,848.78 | 5,965.75 | 6,085.07 | 6,206.77 | 6,330.91 | 6,457.52 | 6,586.67 | 6,718.41 | 6,852.78 |
| **Month** | 10,191.90 | 10,395.74 | 10,603.66 | 10,815.73 | 11,032.05 | 11,252.69 | 11,477.74 | 11,707.30 | 11,941.44 | 12,180.27 | 12,423.88 | 12,672.35 | 12,925.80 | 13,184.32 | 13,448.00 | 13,716.96 | 13,991.30 | 14,271.13 | 14,556.55 | 14,847.68 |
| **Annual** | 122,302.86 | 124,748.92 | 127,243.90 | 129,788.77 | 132,384.55 | 135,032.24 | 137,732.88 | 140,487.54 | 143,297.29 | 146,163.24 | 149,086.50 | 152,068.23 | 155,109.60 | 158,211.79 | 161,376.03 | 164,603.55 | 167,895.62 | 171,253.53 | 174,678.60 | 178,172.17 |
| **71** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 57.62 | 58.78 | 59.95 | 61.15 | 62.37 | 63.62 | 64.89 | 66.19 | 67.52 | 68.87 | 70.24 | 71.65 | 73.08 | 74.54 | 76.03 | 77.55 | 79.10 | 80.69 | 82.30 | 83.95 |
| **Biweekly** | 4,609.88 | 4,702.07 | 4,796.12 | 4,892.04 | 4,989.88 | 5,089.68 | 5,191.47 | 5,295.30 | 5,401.21 | 5,509.23 | 5,619.41 | 5,731.80 | 5,846.44 | 5,963.37 | 6,082.63 | 6,204.29 | 6,328.37 | 6,454.94 | 6,584.04 | 6,715.72 |
| **Month** | 9,988.07 | 10,187.83 | 10,391.58 | 10,599.42 | 10,811.40 | 11,027.63 | 11,248.19 | 11,473.15 | 11,702.61 | 11,936.66 | 12,175.40 | 12,418.91 | 12,667.28 | 12,920.63 | 13,179.04 | 13,442.62 | 13,711.48 | 13,985.70 | 14,265.42 | 14,550.73 |
| **Annual** | 119,856.80 | 122,253.94 | 124,699.02 | 127,193.00 | 129,736.86 | 132,331.60 | 134,978.23 | 137,677.79 | 140,431.35 | 143,239.97 | 146,104.77 | 149,026.87 | 152,007.41 | 155,047.55 | 158,148.51 | 161,311.48 | 164,537.71 | 167,828.46 | 171,185.03 | 174,608.73 |
| **70** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 56.47 | 57.60 | 58.75 | 59.93 | 61.13 | 62.35 | 63.60 | 64.87 | 66.16 | 67.49 | 68.84 | 70.21 | 71.62 | 73.05 | 74.51 | 76.00 | 77.52 | 79.07 | 80.65 | 82.27 |
| **Biweekly** | 4,517.68 | 4,608.03 | 4,700.19 | 4,794.20 | 4,890.08 | 4,987.88 | 5,087.64 | 5,189.39 | 5,293.18 | 5,399.05 | 5,507.03 | 5,617.17 | 5,729.51 | 5,844.10 | 5,960.98 | 6,080.20 | 6,201.81 | 6,325.84 | 6,452.36 | 6,581.41 |
| **Month** | 9,788.31 | 9,984.07 | 10,183.75 | 10,387.43 | 10,595.18 | 10,807.08 | 11,023.22 | 11,243.69 | 11,468.56 | 11,697.93 | 11,931.89 | 12,170.53 | 12,413.94 | 12,662.22 | 12,915.46 | 13,173.77 | 13,437.25 | 13,705.99 | 13,980.11 | 14,259.71 |
| **Annual** | 117,459.67 | 119,808.86 | 122,205.04 | 124,649.14 | 127,142.12 | 129,684.96 | 132,278.66 | 134,924.24 | 137,622.72 | 140,375.17 | 143,182.68 | 146,046.33 | 148,967.26 | 151,946.60 | 154,985.54 | 158,085.25 | 161,246.95 | 164,471.89 | 167,761.33 | 171,116.55 |
| **69** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 55.34 | 56.45 | 57.58 | 58.73 | 59.90 | 61.10 | 62.32 | 63.57 | 64.84 | 66.14 | 67.46 | 68.81 | 70.19 | 71.59 | 73.02 | 74.48 | 75.97 | 77.49 | 79.04 | 80.62 |
| **Biweekly** | 4,427.33 | 4,515.87 | 4,606.19 | 4,698.31 | 4,792.28 | 4,888.13 | 4,985.89 | 5,085.61 | 5,187.32 | 5,291.06 | 5,396.89 | 5,504.82 | 5,614.92 | 5,727.22 | 5,841.76 | 5,958.60 | 6,077.77 | 6,199.33 | 6,323.31 | 6,449.78 |
| **Month** | 9,592.54 | 9,784.39 | 9,980.08 | 10,179.68 | 10,383.27 | 10,590.94 | 10,802.76 | 11,018.81 | 11,239.19 | 11,463.97 | 11,693.25 | 11,927.12 | 12,165.66 | 12,408.97 | 12,657.15 | 12,910.30 | 13,168.50 | 13,431.87 | 13,700.51 | 13,974.52 |
| **Annual** | 115,110.47 | 117,412.68 | 119,760.94 | 122,156.16 | 124,599.28 | 127,091.26 | 129,633.09 | 132,225.75 | 134,870.27 | 137,567.67 | 140,319.02 | 143,125.41 | 145,987.91 | 148,907.67 | 151,885.82 | 154,923.54 | 158,022.01 | 161,182.45 | 164,406.10 | 167,694.22 |
| **68** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 54.23 | 55.32 | 56.43 | 57.55 | 58.71 | 59.88 | 61.08 | 62.30 | 63.54 | 64.82 | 66.11 | 67.43 | 68.78 | 70.16 | 71.56 | 72.99 | 74.45 | 75.94 | 77.46 | 79.01 |
| **Biweekly** | 4,338.78 | 4,425.55 | 4,514.07 | 4,604.35 | 4,696.43 | 4,790.36 | 4,886.17 | 4,983.89 | 5,083.57 | 5,185.24 | 5,288.95 | 5,394.73 | 5,502.62 | 5,612.67 | 5,724.93 | 5,839.43 | 5,956.21 | 6,075.34 | 6,196.85 | 6,320.78 |
| **Month** | 9,400.69 | 9,588.70 | 9,780.48 | 9,976.09 | 10,175.61 | 10,379.12 | 10,586.70 | 10,798.44 | 11,014.41 | 11,234.69 | 11,459.39 | 11,688.57 | 11,922.35 | 12,160.79 | 12,404.01 | 12,652.09 | 12,905.13 | 13,163.23 | 13,426.50 | 13,695.03 |
| **Annual** | 112,808.26 | 115,064.43 | 117,365.72 | 119,713.03 | 122,107.29 | 124,549.44 | 127,040.43 | 129,581.24 | 132,172.86 | 134,816.32 | 137,512.64 | 140,262.90 | 143,068.16 | 145,929.52 | 148,848.11 | 151,825.07 | 154,861.57 | 157,958.80 | 161,117.98 | 164,340.34 |
| **67** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 53.15 | 54.21 | 55.30 | 56.40 | 57.53 | 58.68 | 59.86 | 61.05 | 62.27 | 63.52 | 64.79 | 66.09 | 67.41 | 68.76 | 70.13 | 71.53 | 72.96 | 74.42 | 75.91 | 77.43 |
| **Biweekly** | 4,252.00 | 4,337.04 | 4,423.78 | 4,512.26 | 4,602.51 | 4,694.56 | 4,788.45 | 4,884.22 | 4,981.90 | 5,081.54 | 5,183.17 | 5,286.83 | 5,392.57 | 5,500.42 | 5,610.43 | 5,722.64 | 5,837.09 | 5,953.83 | 6,072.91 | 6,194.37 |
| **Month** | 9,212.67 | 9,396.93 | 9,584.87 | 9,776.56 | 9,972.10 | 10,171.54 | 10,374.97 | 10,582.47 | 10,794.12 | 11,010.00 | 11,230.20 | 11,454.80 | 11,683.90 | 11,917.58 | 12,155.93 | 12,399.05 | 12,647.03 | 12,899.97 | 13,157.97 | 13,421.13 |
| **Annual** | 110,552.10 | 112,763.14 | 115,018.40 | 117,318.77 | 119,665.15 | 122,058.45 | 124,499.62 | 126,989.61 | 129,529.40 | 132,119.99 | 134,762.39 | 137,457.64 | 140,206.79 | 143,010.93 | 145,871.15 | 148,788.57 | 151,764.34 | 154,799.63 | 157,895.62 | 161,053.53 |
| **66** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 52.09 | 53.13 | 54.19 | 55.28 | 56.38 | 57.51 | 58.66 | 59.83 | 61.03 | 62.25 | 63.49 | 64.76 | 66.06 | 67.38 | 68.73 | 70.10 | 71.50 | 72.93 | 74.39 | 75.88 |
| **Biweekly** | 4,166.96 | 4,250.30 | 4,335.31 | 4,422.02 | 4,510.46 | 4,600.66 | 4,692.68 | 4,786.53 | 4,882.26 | 4,979.91 | 5,079.51 | 5,181.10 | 5,284.72 | 5,390.41 | 5,498.22 | 5,608.18 | 5,720.35 | 5,834.76 | 5,951.45 | 6,070.48 |
| **Month** | 9,028.42 | 9,208.99 | 9,393.17 | 9,581.03 | 9,772.65 | 9,968.11 | 10,167.47 | 10,370.82 | 10,578.23 | 10,789.80 | 11,005.60 | 11,225.71 | 11,450.22 | 11,679.23 | 11,912.81 | 12,151.07 | 12,394.09 | 12,641.97 | 12,894.81 | 13,152.71 |
| **Annual** | 108,341.06 | 110,507.88 | 112,718.04 | 114,972.40 | 117,271.84 | 119,617.28 | 122,009.63 | 124,449.82 | 126,938.82 | 129,477.59 | 132,067.14 | 134,708.49 | 137,402.66 | 140,150.71 | 142,953.72 | 145,812.80 | 148,729.05 | 151,703.63 | 154,737.71 | 157,832.46 |
| **65** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 51.05 | 52.07 | 53.11 | 54.17 | 55.25 | 56.36 | 57.49 | 58.64 | 59.81 | 61.00 | 62.22 | 63.47 | 64.74 | 66.03 | 67.35 | 68.70 | 70.07 | 71.48 | 72.91 | 74.36 |
| **Biweekly** | 4,083.62 | 4,165.30 | 4,248.60 | 4,333.57 | 4,420.25 | 4,508.65 | 4,598.82 | 4,690.80 | 4,784.62 | 4,880.31 | 4,977.92 | 5,077.47 | 5,179.02 | 5,282.60 | 5,388.26 | 5,496.02 | 5,605.94 | 5,718.06 | 5,832.42 | 5,949.07 |
| **Month** | 8,847.85 | 9,024.81 | 9,205.31 | 9,389.41 | 9,577.20 | 9,768.74 | 9,964.12 | 10,163.40 | 10,366.67 | 10,574.00 | 10,785.48 | 11,001.19 | 11,221.22 | 11,445.64 | 11,674.55 | 11,908.05 | 12,146.21 | 12,389.13 | 12,636.91 | 12,889.65 |
| **Annual** | 106,174.24 | 108,297.72 | 110,463.67 | 112,672.95 | 114,926.41 | 117,224.94 | 119,569.43 | 121,960.82 | 124,400.04 | 126,888.04 | 129,425.80 | 132,014.32 | 134,654.60 | 137,347.70 | 140,094.65 | 142,896.54 | 145,754.47 | 148,669.56 | 151,642.95 | 154,675.81 |
| **64** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 50.02 | 51.02 | 52.05 | 53.09 | 54.15 | 55.23 | 56.34 | 57.46 | 58.61 | 59.78 | 60.98 | 62.20 | 63.44 | 64.71 | 66.01 | 67.33 | 68.67 | 70.05 | 71.45 | 72.88 |
| **Biweekly** | 4,001.95 | 4,081.99 | 4,163.63 | 4,246.90 | 4,331.84 | 4,418.48 | 4,506.85 | 4,596.98 | 4,688.92 | 4,782.70 | 4,878.36 | 4,975.92 | 5,075.44 | 5,176.95 | 5,280.49 | 5,386.10 | 5,493.82 | 5,603.70 | 5,715.77 | 5,830.09 |
| **Month** | 8,670.90 | 8,844.31 | 9,021.20 | 9,201.62 | 9,385.66 | 9,573.37 | 9,764.84 | 9,960.13 | 10,159.34 | 10,362.52 | 10,569.77 | 10,781.17 | 10,996.79 | 11,216.73 | 11,441.06 | 11,669.88 | 11,903.28 | 12,141.35 | 12,384.17 | 12,631.86 |
| **Annual** | 104,050.75 | 106,131.77 | 108,254.40 | 110,419.49 | 112,627.88 | 114,880.44 | 117,178.05 | 119,521.61 | 121,912.04 | 124,350.28 | 126,837.28 | 129,374.03 | 131,961.51 | 134,600.74 | 137,292.76 | 140,038.61 | 142,839.38 | 145,696.17 | 148,610.09 | 151,582.30 |
| **63** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 49.02 | 50.00 | 51.00 | 52.02 | 53.07 | 54.13 | 55.21 | 56.31 | 57.44 | 58.59 | 59.76 | 60.96 | 62.17 | 63.42 | 64.69 | 65.98 | 67.30 | 68.65 | 70.02 | 71.42 |
| **Biweekly** | 3,921.91 | 4,000.35 | 4,080.36 | 4,161.97 | 4,245.20 | 4,330.11 | 4,416.71 | 4,505.05 | 4,595.15 | 4,687.05 | 4,780.79 | 4,876.41 | 4,973.93 | 5,073.41 | 5,174.88 | 5,278.38 | 5,383.95 | 5,491.62 | 5,601.46 | 5,713.49 |
| **Month** | 8,497.48 | 8,667.43 | 8,840.78 | 9,017.59 | 9,197.94 | 9,381.90 | 9,569.54 | 9,760.93 | 9,956.15 | 10,155.27 | 10,358.38 | 10,565.55 | 10,776.86 | 10,992.39 | 11,212.24 | 11,436.49 | 11,665.22 | 11,898.52 | 12,136.49 | 12,379.22 |
| **Annual** | 101,969.74 | 104,009.13 | 106,089.31 | 108,211.10 | 110,375.32 | 112,582.83 | 114,834.48 | 117,131.17 | 119,473.80 | 121,863.27 | 124,300.54 | 126,786.55 | 129,322.28 | 131,908.73 | 134,546.90 | 137,237.84 | 139,982.60 | 142,782.25 | 145,637.89 | 148,550.65 |
| **62** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 48.04 | 49.00 | 49.98 | 50.98 | 52.00 | 53.04 | 54.10 | 55.19 | 56.29 | 57.42 | 58.56 | 59.74 | 60.93 | 62.15 | 63.39 | 64.66 | 65.95 | 67.27 | 68.62 | 69.99 |
| **Biweekly** | 3,843.47 | 3,920.34 | 3,998.75 | 4,078.73 | 4,160.30 | 4,243.51 | 4,328.38 | 4,414.94 | 4,503.24 | 4,593.31 | 4,685.17 | 4,778.88 | 4,874.46 | 4,971.94 | 5,071.38 | 5,172.81 | 5,276.27 | 5,381.79 | 5,489.43 | 5,599.22 |
| **Month** | 8,327.53 | 8,494.08 | 8,663.96 | 8,837.24 | 9,013.98 | 9,194.26 | 9,378.15 | 9,565.71 | 9,757.03 | 9,952.17 | 10,151.21 | 10,354.23 | 10,561.32 | 10,772.55 | 10,988.00 | 11,207.76 | 11,431.91 | 11,660.55 | 11,893.76 | 12,131.64 |
| **Annual** | 99,930.34 | 101,928.95 | 103,967.53 | 106,046.88 | 108,167.81 | 110,331.17 | 112,537.79 | 114,788.55 | 117,084.32 | 119,426.01 | 121,814.53 | 124,250.82 | 126,735.84 | 129,270.55 | 131,855.96 | 134,493.08 | 137,182.94 | 139,926.60 | 142,725.13 | 145,579.64 |
| **61** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 47.29 | 48.24 | 49.20 | 50.18 | 51.19 | 52.21 | 53.26 | 54.32 | 55.41 | 56.52 | 57.65 | 58.80 | 59.98 | 61.17 | 62.40 | 63.65 | 64.92 | 66.22 | 67.54 | 68.89 |
| **Biweekly** | 3,783.20 | 3,858.86 | 3,936.04 | 4,014.76 | 4,095.06 | 4,176.96 | 4,260.50 | 4,345.71 | 4,432.62 | 4,521.27 | 4,611.70 | 4,703.93 | 4,798.01 | 4,893.97 | 4,991.85 | 5,091.69 | 5,193.52 | 5,297.39 | 5,403.34 | 5,511.41 |
| **Month** | 8,196.93 | 8,360.87 | 8,528.09 | 8,698.65 | 8,872.62 | 9,050.08 | 9,231.08 | 9,415.70 | 9,604.01 | 9,796.09 | 9,992.02 | 10,191.86 | 10,395.69 | 10,603.61 | 10,815.68 | 11,031.99 | 11,252.63 | 11,477.69 | 11,707.24 | 11,941.38 |
| **Annual** | 98,363.20 | 100,330.46 | 102,337.07 | 104,383.81 | 106,471.49 | 108,600.92 | 110,772.94 | 112,988.40 | 115,248.17 | 117,553.13 | 119,904.19 | 122,302.28 | 124,748.32 | 127,243.29 | 129,788.15 | 132,383.92 | 135,031.59 | 137,732.23 | 140,486.87 | 143,296.61 |

**Attachment 1-2**
**Ordinance 2022___**

# Budget and Plan for Municipal Services Fiscal Year 2021-2022
## Personnel Summary Grade and Pay Rate Table

| Service grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **60** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 46.34 | 47.27 | 48.22 | 49.18 | 50.16 | 51.17 | 52.19 | 53.23 | 54.30 | 55.39 | 56.49 | 57.62 | 58.78 | 59.95 | 61.15 | 62.37 | 63.62 | 64.89 | 66.19 | 67.51 |
| **Biweekly** | 3,707.54 | 3,781.69 | 3,857.32 | 3,934.47 | 4,013.16 | 4,093.42 | 4,175.29 | 4,258.79 | 4,343.97 | 4,430.85 | 4,519.47 | 4,609.86 | 4,702.05 | 4,796.09 | 4,892.02 | 4,989.86 | 5,089.65 | 5,191.45 | 5,295.27 | 5,401.18 |
| **Month** | 8,032.99 | 8,193.65 | 8,357.53 | 8,524.68 | 8,695.17 | 8,869.08 | 9,046.46 | 9,227.39 | 9,411.93 | 9,600.17 | 9,792.18 | 9,988.02 | 10,187.78 | 10,391.54 | 10,599.37 | 10,811.35 | 11,027.58 | 11,248.13 | 11,473.09 | 11,702.56 |
| **Annual** | 96,395.94 | 98,323.85 | 100,290.33 | 102,296.14 | 104,342.06 | 106,428.90 | 108,557.48 | 110,728.63 | 112,943.20 | 115,202.07 | 117,506.11 | 119,856.23 | 122,253.35 | 124,698.42 | 127,192.39 | 129,736.24 | 132,330.96 | 134,977.58 | 137,677.13 | 140,430.68 |
| **59** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 45.42 | 46.33 | 47.25 | 48.20 | 49.16 | 50.14 | 51.15 | 52.17 | 53.21 | 54.28 | 55.36 | 56.47 | 57.60 | 58.75 | 59.93 | 61.13 | 62.35 | 63.60 | 64.87 | 66.16 |
| **Biweekly** | 3,633.39 | 3,706.05 | 3,780.17 | 3,855.78 | 3,932.89 | 4,011.55 | 4,091.78 | 4,173.62 | 4,257.09 | 4,342.23 | 4,429.08 | 4,517.66 | 4,608.01 | 4,700.17 | 4,794.17 | 4,890.06 | 4,987.86 | 5,087.62 | 5,189.37 | 5,293.16 |
| **Month** | 7,872.33 | 8,029.78 | 8,190.38 | 8,354.18 | 8,521.27 | 8,691.69 | 8,865.53 | 9,042.84 | 9,223.69 | 9,408.17 | 9,596.33 | 9,788.26 | 9,984.02 | 10,183.70 | 10,387.38 | 10,595.13 | 10,807.03 | 11,023.17 | 11,243.63 | 11,468.51 |
| **Annual** | 94,468.02 | 96,357.38 | 98,284.53 | 100,250.22 | 102,255.22 | 104,300.32 | 106,386.33 | 108,514.06 | 110,684.34 | 112,898.03 | 115,155.99 | 117,459.11 | 119,808.29 | 122,204.45 | 124,648.54 | 127,141.51 | 129,684.34 | 132,278.03 | 134,923.59 | 137,622.06 |
| **58** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 44.51 | 45.40 | 46.31 | 47.23 | 48.18 | 49.14 | 50.12 | 51.13 | 52.15 | 53.19 | 54.26 | 55.34 | 56.45 | 57.58 | 58.73 | 59.90 | 61.10 | 62.32 | 63.57 | 64.84 |
| **Biweekly** | 3,560.72 | 3,631.93 | 3,704.57 | 3,778.66 | 3,854.24 | 3,931.32 | 4,009.95 | 4,090.15 | 4,171.95 | 4,255.39 | 4,340.49 | 4,427.30 | 4,515.85 | 4,606.17 | 4,698.29 | 4,792.26 | 4,888.10 | 4,985.86 | 5,085.58 | 5,187.29 |
| **Month** | 7,714.89 | 7,869.19 | 8,026.57 | 8,187.10 | 8,350.84 | 8,517.86 | 8,688.22 | 8,861.98 | 9,039.22 | 9,220.01 | 9,404.41 | 9,592.49 | 9,784.34 | 9,980.03 | 10,179.63 | 10,383.22 | 10,590.89 | 10,802.71 | 11,018.76 | 11,239.14 |
| **Annual** | 92,578.66 | 94,430.23 | 96,318.83 | 98,245.21 | 100,210.12 | 102,214.32 | 104,258.60 | 106,343.78 | 108,470.65 | 110,640.06 | 112,852.87 | 115,109.92 | 117,412.12 | 119,760.36 | 122,155.57 | 124,598.68 | 127,090.66 | 129,632.47 | 132,225.12 | 134,869.62 |
| **57** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 43.62 | 44.49 | 45.38 | 46.29 | 47.21 | 48.16 | 49.12 | 50.10 | 51.11 | 52.13 | 53.17 | 54.23 | 55.32 | 56.43 | 57.55 | 58.71 | 59.88 | 61.08 | 62.30 | 63.54 |
| **Biweekly** | 3,489.50 | 3,559.29 | 3,630.48 | 3,703.09 | 3,777.15 | 3,852.69 | 3,929.75 | 4,008.34 | 4,088.51 | 4,170.28 | 4,253.68 | 4,338.76 | 4,425.53 | 4,514.04 | 4,604.33 | 4,696.41 | 4,790.34 | 4,886.15 | 4,983.87 | 5,083.55 |
| **Month** | 7,560.59 | 7,711.80 | 7,866.04 | 8,023.36 | 8,183.83 | 8,347.50 | 8,514.45 | 8,684.74 | 8,858.44 | 9,035.61 | 9,216.32 | 9,400.64 | 9,588.66 | 9,780.43 | 9,976.04 | 10,175.56 | 10,379.07 | 10,586.65 | 10,798.38 | 11,014.35 |
| **Annual** | 90,727.08 | 92,541.63 | 94,392.46 | 96,280.31 | 98,205.91 | 100,170.03 | 102,173.43 | 104,216.90 | 106,301.24 | 108,427.26 | 110,595.81 | 112,807.73 | 115,063.88 | 117,365.16 | 119,712.46 | 122,106.71 | 124,548.84 | 127,039.82 | 129,580.62 | 132,172.23 |
| **56** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 42.75 | 43.60 | 44.47 | 45.36 | 46.27 | 47.20 | 48.14 | 49.10 | 50.08 | 51.09 | 52.11 | 53.15 | 54.21 | 55.30 | 56.40 | 57.53 | 58.68 | 59.86 | 61.05 | 62.27 |
| **Biweekly** | 3,419.71 | 3,488.11 | 3,557.87 | 3,629.03 | 3,701.61 | 3,775.64 | 3,851.15 | 3,928.18 | 4,006.74 | 4,086.87 | 4,168.61 | 4,251.98 | 4,337.02 | 4,423.76 | 4,512.24 | 4,602.48 | 4,694.53 | 4,788.42 | 4,884.19 | 4,981.88 |
| **Month** | 7,409.38 | 7,557.57 | 7,708.72 | 7,862.89 | 8,020.15 | 8,180.55 | 8,344.16 | 8,511.05 | 8,681.27 | 8,854.89 | 9,031.99 | 9,212.63 | 9,396.88 | 9,584.82 | 9,776.52 | 9,972.05 | 10,171.49 | 10,374.92 | 10,582.42 | 10,794.07 |
| **Annual** | 88,912.54 | 90,690.79 | 92,504.61 | 94,354.70 | 96,241.80 | 98,166.63 | 100,129.96 | 102,132.56 | 104,175.21 | 106,258.72 | 108,383.89 | 110,551.57 | 112,762.60 | 115,017.85 | 117,318.21 | 119,664.58 | 122,057.87 | 124,499.02 | 126,989.00 | 129,528.78 |
| **55** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 41.89 | 42.73 | 43.58 | 44.46 | 45.34 | 46.25 | 47.18 | 48.12 | 49.08 | 50.06 | 51.07 | 52.09 | 53.13 | 54.19 | 55.27 | 56.38 | 57.51 | 58.66 | 59.83 | 61.03 |
| **Biweekly** | 3,351.32 | 3,418.35 | 3,486.71 | 3,556.45 | 3,627.58 | 3,700.13 | 3,774.13 | 3,849.61 | 3,926.60 | 4,005.14 | 4,085.24 | 4,166.94 | 4,250.28 | 4,335.29 | 4,421.99 | 4,510.43 | 4,600.64 | 4,692.66 | 4,786.51 | 4,882.24 |
| **Month** | 7,261.19 | 7,406.41 | 7,554.54 | 7,705.63 | 7,859.75 | 8,016.94 | 8,177.28 | 8,340.83 | 8,507.64 | 8,677.80 | 8,851.35 | 9,028.38 | 9,208.95 | 9,393.12 | 9,580.99 | 9,772.61 | 9,968.06 | 10,167.42 | 10,370.77 | 10,578.18 |
| **Annual** | 87,134.29 | 88,876.98 | 90,654.52 | 92,467.61 | 94,316.96 | 96,203.30 | 98,127.36 | 100,089.91 | 102,091.71 | 104,133.54 | 106,216.21 | 108,340.54 | 110,507.35 | 112,717.50 | 114,971.85 | 117,271.28 | 119,616.71 | 122,009.04 | 124,449.22 | 126,938.21 |
| **54** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 41.05 | 41.87 | 42.71 | 43.57 | 44.44 | 45.33 | 46.23 | 47.16 | 48.10 | 49.06 | 50.04 | 51.05 | 52.07 | 53.11 | 54.17 | 55.25 | 56.36 | 57.49 | 58.63 | 59.81 |
| **Biweekly** | 3,284.29 | 3,349.98 | 3,416.98 | 3,485.32 | 3,555.02 | 3,626.12 | 3,698.65 | 3,772.62 | 3,848.07 | 3,925.03 | 4,003.53 | 4,083.60 | 4,165.28 | 4,248.58 | 4,333.55 | 4,420.23 | 4,508.63 | 4,598.80 | 4,690.78 | 4,784.59 |
| **Month** | 7,115.97 | 7,258.29 | 7,403.45 | 7,551.52 | 7,702.55 | 7,856.60 | 8,013.73 | 8,174.01 | 8,337.49 | 8,504.24 | 8,674.32 | 8,847.81 | 9,024.77 | 9,205.26 | 9,389.37 | 9,577.15 | 9,768.70 | 9,964.07 | 10,163.35 | 10,366.62 |
| **Annual** | 85,391.61 | 87,099.44 | 88,841.43 | 90,618.25 | 92,430.62 | 94,279.23 | 96,164.82 | 98,088.11 | 100,049.88 | 102,050.87 | 104,091.89 | 106,173.73 | 108,297.20 | 110,463.15 | 112,672.41 | 114,925.86 | 117,224.38 | 119,568.86 | 121,960.24 | 124,399.44 |
| **53** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 40.23 | 41.04 | 41.86 | 42.70 | 43.55 | 44.42 | 45.31 | 46.21 | 47.14 | 48.08 | 49.04 | 50.02 | 51.02 | 52.05 | 53.09 | 54.15 | 55.23 | 56.34 | 57.46 | 58.61 |
| **Biweekly** | 3,218.61 | 3,282.98 | 3,348.64 | 3,415.61 | 3,483.92 | 3,553.60 | 3,624.67 | 3,697.17 | 3,771.11 | 3,846.53 | 3,923.46 | 4,001.93 | 4,081.97 | 4,163.61 | 4,246.88 | 4,331.82 | 4,418.46 | 4,506.83 | 4,596.96 | 4,688.90 |
| **Month** | 6,973.65 | 7,113.12 | 7,255.38 | 7,400.49 | 7,548.50 | 7,699.47 | 7,853.46 | 8,010.53 | 8,170.74 | 8,334.15 | 8,500.84 | 8,670.85 | 8,844.27 | 9,021.16 | 9,201.58 | 9,385.61 | 9,573.32 | 9,764.79 | 9,960.09 | 10,159.29 |
| **Annual** | 83,683.77 | 85,357.45 | 87,064.60 | 88,805.89 | 90,582.01 | 92,393.65 | 94,241.52 | 96,126.35 | 98,048.88 | 100,009.86 | 102,010.05 | 104,050.25 | 106,131.26 | 108,253.88 | 110,418.96 | 112,627.34 | 114,879.89 | 117,177.49 | 119,521.04 | 121,911.46 |
| **52** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 39.43 | 40.22 | 41.02 | 41.84 | 42.68 | 43.53 | 44.40 | 45.29 | 46.20 | 47.12 | 48.06 | 49.02 | 50.00 | 51.00 | 52.02 | 53.06 | 54.13 | 55.21 | 56.31 | 57.44 |
| **Biweekly** | 3,154.23 | 3,217.32 | 3,281.67 | 3,347.30 | 3,414.24 | 3,482.53 | 3,552.18 | 3,623.22 | 3,695.69 | 3,769.60 | 3,844.99 | 3,921.89 | 4,000.33 | 4,080.34 | 4,161.95 | 4,245.18 | 4,330.09 | 4,416.69 | 4,505.02 | 4,595.12 |
| **Month** | 6,834.17 | 6,970.86 | 7,110.28 | 7,252.48 | 7,397.53 | 7,545.48 | 7,696.39 | 7,850.32 | 8,007.33 | 8,167.47 | 8,330.82 | 8,497.44 | 8,667.39 | 8,840.73 | 9,017.55 | 9,197.90 | 9,381.86 | 9,569.49 | 9,760.88 | 9,956.10 |
| **Annual** | 82,010.10 | 83,650.30 | 85,323.31 | 87,029.77 | 88,770.37 | 90,545.77 | 92,356.69 | 94,203.82 | 96,087.90 | 98,009.66 | 99,969.85 | 101,969.25 | 104,008.63 | 106,088.81 | 108,210.58 | 110,374.79 | 112,582.29 | 114,833.94 | 117,130.61 | 119,473.23 |
| **51** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 38.64 | 39.41 | 40.20 | 41.00 | 41.82 | 42.66 | 43.51 | 44.38 | 45.27 | 46.18 | 47.10 | 48.04 | 49.00 | 49.98 | 50.98 | 52.00 | 53.04 | 54.10 | 55.19 | 56.29 |
| **Biweekly** | 3,091.15 | 3,152.97 | 3,216.03 | 3,280.35 | 3,345.96 | 3,412.88 | 3,481.14 | 3,550.76 | 3,621.77 | 3,694.21 | 3,768.09 | 3,843.46 | 3,920.33 | 3,998.73 | 4,078.71 | 4,160.28 | 4,243.49 | 4,328.36 | 4,414.92 | 4,503.22 |
| **Month** | 6,697.49 | 6,831.44 | 6,968.07 | 7,107.43 | 7,249.58 | 7,394.57 | 7,542.46 | 7,693.31 | 7,847.18 | 8,004.12 | 8,164.20 | 8,327.49 | 8,494.04 | 8,663.92 | 8,837.20 | 9,013.94 | 9,194.22 | 9,378.10 | 9,565.67 | 9,756.98 |
| **Annual** | 80,369.90 | 81,977.29 | 83,616.84 | 85,289.18 | 86,994.96 | 88,734.86 | 90,509.56 | 92,319.75 | 94,166.14 | 96,049.47 | 97,970.45 | 99,929.86 | 101,928.46 | 103,967.03 | 106,046.37 | 108,167.30 | 110,330.64 | 112,537.26 | 114,788.00 | 117,083.76 |
| **50** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 37.87 | 38.62 | 39.40 | 40.18 | 40.99 | 41.81 | 42.64 | 43.50 | 44.37 | 45.25 | 46.16 | 47.08 | 48.02 | 48.98 | 49.96 | 50.96 | 51.98 | 53.02 | 54.08 | 55.16 |
| **Biweekly** | 3,029.33 | 3,089.91 | 3,151.71 | 3,214.75 | 3,279.04 | 3,344.62 | 3,411.51 | 3,479.74 | 3,549.34 | 3,620.33 | 3,692.73 | 3,766.59 | 3,841.92 | 3,918.76 | 3,997.13 | 4,077.08 | 4,158.62 | 4,241.79 | 4,326.62 | 4,413.16 |
| **Month** | 6,563.54 | 6,694.81 | 6,828.71 | 6,965.28 | 7,104.59 | 7,246.68 | 7,391.61 | 7,539.45 | 7,690.23 | 7,844.04 | 8,000.92 | 8,160.94 | 8,324.16 | 8,490.64 | 8,660.45 | 8,833.66 | 9,010.34 | 9,190.54 | 9,374.35 | 9,561.84 |
| **Annual** | 78,762.50 | 80,337.75 | 81,944.50 | 83,583.39 | 85,255.06 | 86,960.16 | 88,699.37 | 90,473.35 | 92,282.82 | 94,128.48 | 96,011.05 | 97,931.27 | 99,889.89 | 101,887.69 | 103,925.44 | 106,003.95 | 108,124.03 | 110,286.51 | 112,492.24 | 114,742.09 |
| **49** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 37.11 | 37.85 | 38.61 | 39.38 | 40.17 | 40.97 | 41.79 | 42.63 | 43.48 | 44.35 | 45.24 | 46.14 | 47.06 | 48.00 | 48.96 | 49.94 | 50.94 | 51.96 | 53.00 | 54.06 |
| **Biweekly** | 2,968.74 | 3,028.12 | 3,088.68 | 3,150.45 | 3,213.46 | 3,277.73 | 3,343.28 | 3,410.15 | 3,478.35 | 3,547.92 | 3,618.88 | 3,691.26 | 3,765.08 | 3,840.38 | 3,917.19 | 3,995.53 | 4,075.44 | 4,156.95 | 4,240.09 | 4,324.89 |
| **Month** | 6,432.27 | 6,560.92 | 6,692.13 | 6,825.98 | 6,962.50 | 7,101.75 | 7,243.78 | 7,388.66 | 7,536.43 | 7,687.16 | 7,840.90 | 7,997.72 | 8,157.67 | 8,320.83 | 8,487.24 | 8,656.99 | 8,830.13 | 9,006.73 | 9,186.87 | 9,370.60 |
| **Annual** | 77,187.25 | 78,730.99 | 80,305.61 | 81,911.73 | 83,549.96 | 85,220.96 | 86,925.38 | 88,663.89 | 90,437.16 | 92,245.91 | 94,090.82 | 95,972.64 | 97,892.09 | 99,849.94 | 101,846.93 | 103,883.87 | 105,961.55 | 108,080.78 | 110,242.40 | 112,447.25 |

**Attachment 1-2**
**Ordinance 2022___**

**Budget and Plan for Municipal Services Fiscal Year 2021-2022**
**Personnel Summary Grade and Pay Rate Table**

| Service grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **48** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 36.37 | 37.09 | 37.84 | 38.59 | 39.36 | 40.15 | 40.96 | 41.77 | 42.61 | 43.46 | 44.33 | 45.22 | 46.12 | 47.04 | 47.99 | 48.95 | 49.92 | 50.92 | 51.94 | 52.98 |
| **Biweekly** | 2,909.37 | 2,967.55 | 3,026.90 | 3,087.44 | 3,149.19 | 3,212.17 | 3,276.42 | 3,341.95 | 3,408.79 | 3,476.96 | 3,546.50 | 3,617.43 | 3,689.78 | 3,763.57 | 3,838.85 | 3,915.62 | 3,993.94 | 4,073.81 | 4,155.29 | 4,238.40 |
| **Month** | 6,303.63 | 6,429.70 | 6,558.29 | 6,689.46 | 6,823.25 | 6,959.71 | 7,098.91 | 7,240.88 | 7,385.70 | 7,533.42 | 7,684.08 | 7,837.77 | 7,994.52 | 8,154.41 | 8,317.50 | 8,483.85 | 8,653.53 | 8,826.60 | 9,003.13 | 9,183.19 |
| **Annual** | 75,643.50 | 77,156.37 | 78,699.50 | 80,273.49 | 81,878.96 | 83,516.54 | 85,186.87 | 86,890.61 | 88,628.42 | 90,400.99 | 92,209.01 | 94,053.19 | 95,934.25 | 97,852.94 | 99,810.00 | 101,806.20 | 103,842.32 | 105,919.17 | 108,037.55 | 110,198.30 |
| **47** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 35.64 | 36.35 | 37.08 | 37.82 | 38.58 | 39.35 | 40.14 | 40.94 | 41.76 | 42.59 | 43.44 | 44.31 | 45.20 | 46.10 | 47.03 | 47.97 | 48.93 | 49.90 | 50.90 | 51.92 |
| **Biweekly** | 2,851.18 | 2,908.20 | 2,966.37 | 3,025.69 | 3,086.21 | 3,147.93 | 3,210.89 | 3,275.11 | 3,340.61 | 3,407.42 | 3,475.57 | 3,545.08 | 3,615.98 | 3,688.30 | 3,762.07 | 3,837.31 | 3,914.06 | 3,992.34 | 4,072.18 | 4,153.63 |
| **Month** | 6,177.55 | 6,301.10 | 6,427.13 | 6,555.67 | 6,686.78 | 6,820.52 | 6,956.93 | 7,096.07 | 7,237.99 | 7,382.75 | 7,530.40 | 7,681.01 | 7,834.63 | 7,991.32 | 8,151.15 | 8,314.17 | 8,480.46 | 8,650.07 | 8,823.07 | 8,999.53 |
| **Annual** | 74,130.63 | 75,613.25 | 77,125.51 | 78,668.02 | 80,241.38 | 81,846.21 | 83,483.13 | 85,152.80 | 86,855.85 | 88,592.97 | 90,364.83 | 92,172.12 | 94,015.57 | 95,895.88 | 97,813.80 | 99,770.07 | 101,765.47 | 103,800.78 | 105,876.80 | 107,994.33 |
| **46** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 34.93 | 35.63 | 36.34 | 37.06 | 37.81 | 38.56 | 39.33 | 40.12 | 40.92 | 41.74 | 42.58 | 43.43 | 44.30 | 45.18 | 46.09 | 47.01 | 47.95 | 48.91 | 49.88 | 50.88 |
| **Biweekly** | 2,794.15 | 2,850.04 | 2,907.04 | 2,965.18 | 3,024.48 | 3,084.97 | 3,146.67 | 3,209.61 | 3,273.80 | 3,339.27 | 3,406.06 | 3,474.18 | 3,543.66 | 3,614.54 | 3,686.83 | 3,760.56 | 3,835.78 | 3,912.49 | 3,990.74 | 4,070.56 |
| **Month** | 6,054.00 | 6,175.08 | 6,298.58 | 6,424.56 | 6,553.05 | 6,684.11 | 6,817.79 | 6,954.14 | 7,093.23 | 7,235.09 | 7,379.79 | 7,527.39 | 7,677.94 | 7,831.50 | 7,988.13 | 8,147.89 | 8,310.85 | 8,477.06 | 8,646.61 | 8,819.54 |
| **Annual** | 72,648.02 | 74,100.98 | 75,583.00 | 77,094.66 | 78,636.55 | 80,209.28 | 81,813.47 | 83,449.74 | 85,118.73 | 86,821.11 | 88,557.53 | 90,328.68 | 92,135.26 | 93,977.96 | 95,857.52 | 97,774.67 | 99,730.16 | 101,724.77 | 103,759.26 | 105,834.45 |
| **45** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 34.44 | 35.13 | 35.83 | 36.55 | 37.28 | 38.02 | 38.79 | 39.56 | 40.35 | 41.16 | 41.98 | 42.82 | 43.68 | 44.55 | 45.44 | 46.35 | 47.28 | 48.22 | 49.19 | 50.17 |
| **Biweekly** | 2,755.20 | 2,810.30 | 2,866.51 | 2,923.84 | 2,982.32 | 3,041.96 | 3,102.80 | 3,164.86 | 3,228.16 | 3,292.72 | 3,358.57 | 3,425.74 | 3,494.26 | 3,564.14 | 3,635.43 | 3,708.14 | 3,782.30 | 3,857.95 | 3,935.10 | 4,013.81 |
| **Month** | 5,969.60 | 6,088.99 | 6,210.77 | 6,334.99 | 6,461.69 | 6,590.92 | 6,722.74 | 6,857.19 | 6,994.34 | 7,134.22 | 7,276.91 | 7,422.45 | 7,570.90 | 7,722.31 | 7,876.76 | 8,034.30 | 8,194.98 | 8,358.88 | 8,526.06 | 8,696.58 |
| **Annual** | 71,635.20 | 73,067.90 | 74,529.26 | 76,019.85 | 77,540.24 | 79,091.05 | 80,672.87 | 82,286.33 | 83,932.05 | 85,610.70 | 87,322.91 | 89,069.37 | 90,850.75 | 92,667.77 | 94,521.13 | 96,411.55 | 98,339.78 | 100,306.57 | 102,312.71 | 104,358.96 |
| **44** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 33.75 | 34.43 | 35.11 | 35.82 | 36.53 | 37.26 | 38.01 | 38.77 | 39.54 | 40.34 | 41.14 | 41.97 | 42.80 | 43.66 | 44.53 | 45.42 | 46.33 | 47.26 | 48.21 | 49.17 |
| **Biweekly** | 2,700.10 | 2,754.10 | 2,809.18 | 2,865.36 | 2,922.67 | 2,981.12 | 3,040.75 | 3,101.56 | 3,163.59 | 3,226.86 | 3,291.40 | 3,357.23 | 3,424.37 | 3,492.86 | 3,562.72 | 3,633.97 | 3,706.65 | 3,780.79 | 3,856.40 | 3,933.53 |
| **Month** | 5,850.21 | 5,967.21 | 6,086.56 | 6,208.29 | 6,332.45 | 6,459.10 | 6,588.28 | 6,720.05 | 6,854.45 | 6,991.54 | 7,131.37 | 7,274.00 | 7,419.48 | 7,567.87 | 7,719.23 | 7,873.61 | 8,031.08 | 8,191.70 | 8,355.54 | 8,522.65 |
| **Annual** | 70,202.50 | 71,606.55 | 73,038.68 | 74,499.45 | 75,989.44 | 77,509.23 | 79,059.41 | 80,640.60 | 82,253.41 | 83,898.48 | 85,576.45 | 87,287.98 | 89,033.74 | 90,814.41 | 92,630.70 | 94,483.32 | 96,372.98 | 98,300.44 | 100,266.45 | 102,271.78 |
| **43** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 33.08 | 33.74 | 34.41 | 35.10 | 35.80 | 36.52 | 37.25 | 37.99 | 38.75 | 39.53 | 40.32 | 41.13 | 41.95 | 42.79 | 43.64 | 44.52 | 45.41 | 46.31 | 47.24 | 48.19 |
| **Biweekly** | 2,646.09 | 2,699.02 | 2,753.00 | 2,808.06 | 2,864.22 | 2,921.50 | 2,979.93 | 3,039.53 | 3,100.32 | 3,162.33 | 3,225.57 | 3,290.09 | 3,355.89 | 3,423.00 | 3,491.46 | 3,561.29 | 3,632.52 | 3,705.17 | 3,779.27 | 3,854.86 |
| **Month** | 5,733.20 | 5,847.87 | 5,964.83 | 6,084.12 | 6,205.80 | 6,329.92 | 6,456.52 | 6,585.65 | 6,717.36 | 6,851.71 | 6,988.74 | 7,128.52 | 7,271.09 | 7,416.51 | 7,564.84 | 7,716.14 | 7,870.46 | 8,027.87 | 8,188.43 | 8,352.20 |
| **Annual** | 68,798.45 | 70,174.42 | 71,577.90 | 73,009.46 | 74,469.65 | 75,959.04 | 77,478.22 | 79,027.79 | 80,608.34 | 82,220.51 | 83,864.92 | 85,542.22 | 87,253.06 | 88,998.13 | 90,778.09 | 92,593.65 | 94,445.52 | 96,334.43 | 98,261.12 | 100,226.34 |
| **42** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 32.41 | 33.06 | 33.72 | 34.40 | 35.09 | 35.79 | 36.50 | 37.23 | 37.98 | 38.74 | 39.51 | 40.30 | 41.11 | 41.93 | 42.77 | 43.63 | 44.50 | 45.39 | 46.30 | 47.22 |
| **Biweekly** | 2,593.17 | 2,645.04 | 2,697.94 | 2,751.90 | 2,806.93 | 2,863.07 | 2,920.33 | 2,978.74 | 3,038.31 | 3,099.08 | 3,161.06 | 3,224.28 | 3,288.77 | 3,354.54 | 3,421.64 | 3,490.07 | 3,559.87 | 3,631.07 | 3,703.69 | 3,777.76 |
| **Month** | 5,618.54 | 5,730.91 | 5,845.53 | 5,962.44 | 6,081.69 | 6,203.32 | 6,327.39 | 6,453.94 | 6,583.01 | 6,714.68 | 6,848.97 | 6,985.95 | 7,125.67 | 7,268.18 | 7,413.54 | 7,561.81 | 7,713.05 | 7,867.31 | 8,024.66 | 8,185.15 |
| **Annual** | 67,422.48 | 68,770.93 | 70,146.35 | 71,549.27 | 72,980.26 | 74,439.86 | 75,928.66 | 77,447.23 | 78,996.18 | 80,576.10 | 82,187.62 | 83,831.38 | 85,508.00 | 87,218.16 | 88,962.53 | 90,741.78 | 92,556.61 | 94,407.75 | 96,295.90 | 98,221.82 |
| **41** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 31.77 | 32.40 | 33.05 | 33.71 | 34.38 | 35.07 | 35.77 | 36.49 | 37.22 | 37.96 | 38.72 | 39.50 | 40.29 | 41.09 | 41.92 | 42.75 | 43.61 | 44.48 | 45.37 | 46.28 |
| **Biweekly** | 2,541.31 | 2,592.13 | 2,643.98 | 2,696.86 | 2,750.79 | 2,805.81 | 2,861.93 | 2,919.16 | 2,977.55 | 3,037.10 | 3,097.84 | 3,159.80 | 3,222.99 | 3,287.45 | 3,353.20 | 3,420.27 | 3,488.67 | 3,558.45 | 3,629.61 | 3,702.21 |
| **Month** | 5,506.17 | 5,616.29 | 5,728.62 | 5,843.19 | 5,960.05 | 6,079.26 | 6,200.84 | 6,324.86 | 6,451.35 | 6,580.38 | 6,711.99 | 6,846.23 | 6,983.15 | 7,122.82 | 7,265.27 | 7,410.58 | 7,558.79 | 7,709.97 | 7,864.17 | 8,021.45 |
| **Annual** | 66,074.03 | 67,395.51 | 68,743.42 | 70,118.29 | 71,520.65 | 72,951.07 | 74,410.09 | 75,898.29 | 77,416.25 | 78,964.58 | 80,543.87 | 82,154.75 | 83,797.84 | 85,473.80 | 87,183.28 | 88,926.94 | 90,705.48 | 92,519.59 | 94,369.98 | 96,257.38 |
| **40** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 31.13 | 31.75 | 32.39 | 33.04 | 33.70 | 34.37 | 35.06 | 35.76 | 36.47 | 37.20 | 37.95 | 38.71 | 39.48 | 40.27 | 41.08 | 41.90 | 42.74 | 43.59 | 44.46 | 45.35 |
| **Biweekly** | 2,490.48 | 2,540.29 | 2,591.10 | 2,642.92 | 2,695.78 | 2,749.69 | 2,804.69 | 2,860.78 | 2,918.00 | 2,976.36 | 3,035.88 | 3,096.60 | 3,158.53 | 3,221.70 | 3,286.14 | 3,351.86 | 3,418.90 | 3,487.28 | 3,557.02 | 3,628.16 |
| **Month** | 5,396.05 | 5,503.97 | 5,614.05 | 5,726.33 | 5,840.85 | 5,957.67 | 6,076.82 | 6,198.36 | 6,322.33 | 6,448.77 | 6,577.75 | 6,709.30 | 6,843.49 | 6,980.36 | 7,119.97 | 7,262.37 | 7,407.61 | 7,555.77 | 7,706.88 | 7,861.02 |
| **Annual** | 64,752.55 | 66,047.60 | 67,368.55 | 68,715.92 | 70,090.24 | 71,492.04 | 72,921.89 | 74,380.32 | 75,867.93 | 77,385.29 | 78,932.99 | 80,511.65 | 82,121.89 | 83,764.32 | 85,439.61 | 87,148.40 | 88,891.37 | 90,669.20 | 92,482.58 | 94,332.23 |
| **39** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 30.51 | 31.12 | 31.74 | 32.38 | 33.02 | 33.68 | 34.36 | 35.04 | 35.75 | 36.46 | 37.19 | 37.93 | 38.69 | 39.47 | 40.26 | 41.06 | 41.88 | 42.72 | 43.57 | 44.44 |
| **Biweekly** | 2,440.67 | 2,489.49 | 2,539.28 | 2,590.06 | 2,641.86 | 2,694.70 | 2,748.59 | 2,803.57 | 2,859.64 | 2,916.83 | 2,975.17 | 3,034.67 | 3,095.36 | 3,157.27 | 3,220.42 | 3,284.82 | 3,350.52 | 3,417.53 | 3,485.88 | 3,555.60 |
| **Month** | 5,288.12 | 5,393.89 | 5,501.76 | 5,611.80 | 5,724.04 | 5,838.52 | 5,955.29 | 6,074.39 | 6,195.88 | 6,319.80 | 6,446.19 | 6,575.12 | 6,706.62 | 6,840.75 | 6,977.57 | 7,117.12 | 7,259.46 | 7,404.65 | 7,552.74 | 7,703.80 |
| **Annual** | 63,457.50 | 64,726.65 | 66,021.18 | 67,341.60 | 68,688.43 | 70,062.20 | 71,463.45 | 72,892.72 | 74,350.57 | 75,837.58 | 77,354.33 | 78,901.42 | 80,479.45 | 82,089.04 | 83,730.82 | 85,405.43 | 87,113.54 | 88,855.81 | 90,632.93 | 92,445.59 |
| **38** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 29.90 | 30.50 | 31.11 | 31.73 | 32.36 | 33.01 | 33.67 | 34.34 | 35.03 | 35.73 | 36.45 | 37.17 | 37.92 | 38.68 | 39.45 | 40.24 | 41.04 | 41.86 | 42.70 | 43.56 |
| **Biweekly** | 2,391.86 | 2,439.70 | 2,488.49 | 2,538.26 | 2,589.03 | 2,640.81 | 2,693.62 | 2,747.49 | 2,802.44 | 2,858.49 | 2,915.66 | 2,973.98 | 3,033.46 | 3,094.13 | 3,156.01 | 3,219.13 | 3,283.51 | 3,349.18 | 3,416.16 | 3,484.49 |
| **Month** | 5,182.36 | 5,286.01 | 5,391.73 | 5,499.56 | 5,609.56 | 5,721.75 | 5,836.18 | 5,952.91 | 6,071.96 | 6,193.40 | 6,317.27 | 6,443.62 | 6,572.49 | 6,703.94 | 6,838.02 | 6,974.78 | 7,114.27 | 7,256.56 | 7,401.69 | 7,549.72 |
| **Annual** | 62,188.35 | 63,432.11 | 64,700.76 | 65,994.77 | 67,314.67 | 68,660.96 | 70,034.18 | 71,434.86 | 72,863.56 | 74,320.83 | 75,807.25 | 77,323.39 | 78,869.86 | 80,447.26 | 82,056.20 | 83,697.33 | 85,371.27 | 87,078.70 | 88,820.27 | 90,596.68 |
| **37** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 29.40 | 29.99 | 30.59 | 31.20 | 31.82 | 32.46 | 33.11 | 33.77 | 34.45 | 35.14 | 35.84 | 36.56 | 37.29 | 38.03 | 38.79 | 39.57 | 40.36 | 41.17 | 41.99 | 42.83 |
| **Biweekly** | 2,261.60 | 2,306.83 | 2,352.97 | 2,400.03 | 2,448.03 | 2,496.99 | 2,546.93 | 2,597.87 | 2,649.82 | 2,702.82 | 2,756.88 | 2,812.02 | 2,868.26 | 2,925.62 | 2,984.13 | 3,043.82 | 3,104.69 | 3,166.79 | 3,230.12 | 3,294.72 |
| **Month** | 5,096.00 | 5,197.92 | 5,301.88 | 5,407.92 | 5,516.07 | 5,626.40 | 5,738.92 | 5,853.70 | 5,970.78 | 6,090.19 | 6,212.00 | 6,336.24 | 6,462.96 | 6,592.22 | 6,724.06 | 6,858.55 | 6,995.72 | 7,135.63 | 7,278.34 | 7,423.91 |
| **Annual** | 61,152.00 | 62,375.04 | 63,622.54 | 64,894.99 | 66,192.89 | 67,516.75 | 68,867.08 | 70,244.43 | 71,649.31 | 73,082.30 | 74,543.95 | 76,034.83 | 77,555.52 | 79,106.63 | 80,688.77 | 82,302.54 | 83,948.59 | 85,627.56 | 87,340.11 | 89,086.92 |

**Attachment 1-2**
**Ordinance 2022___**

# Budget and Plan for Municipal Services Fiscal Year 2021-2022
## Personnel Summary Grade and Pay Rate Table

| Service grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **36** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 28.81 | 29.39 | 29.98 | 30.58 | 31.19 | 31.81 | 32.45 | 33.10 | 33.76 | 34.43 | 35.12 | 35.82 | 36.54 | 37.27 | 38.02 | 38.78 | 39.55 | 40.34 | 41.15 | 41.97 |
| **Biweekly** | 2,008.00 | 2,048.16 | 2,089.12 | 2,130.91 | 2,173.52 | 2,216.99 | 2,261.33 | 2,306.56 | 2,352.69 | 2,399.75 | 2,447.74 | 2,496.70 | 2,546.63 | 2,597.56 | 2,649.51 | 2,702.50 | 2,756.55 | 2,811.68 | 2,867.92 | 2,925.28 |
| **Month** | 4,994.08 | 5,093.96 | 5,195.84 | 5,299.76 | 5,405.75 | 5,513.87 | 5,624.15 | 5,736.63 | 5,851.36 | 5,968.39 | 6,087.76 | 6,209.51 | 6,333.70 | 6,460.38 | 6,589.58 | 6,721.37 | 6,855.80 | 6,992.92 | 7,132.78 | 7,275.43 |
| **Annual** | 59,928.96 | 61,127.54 | 62,350.09 | 63,597.09 | 64,869.03 | 66,166.41 | 67,489.74 | 68,839.54 | 70,216.33 | 71,620.65 | 73,053.07 | 74,514.13 | 76,004.41 | 77,524.50 | 79,074.99 | 80,656.49 | 82,269.62 | 83,915.01 | 85,593.31 | 87,305.18 |
| **35** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 28.24 | 28.80 | 29.38 | 29.96 | 30.56 | 31.17 | 31.80 | 32.43 | 33.08 | 33.74 | 34.42 | 35.11 | 35.81 | 36.53 | 37.26 | 38.00 | 38.76 | 39.54 | 40.33 | 41.13 |
| **Biweekly** | 3,104.80 | 3,166.90 | 3,230.23 | 3,294.84 | 3,360.74 | 3,427.95 | 3,496.51 | 3,566.44 | 3,637.77 | 3,710.52 | 3,784.73 | 3,860.43 | 3,937.64 | 4,016.39 | 4,096.72 | 4,178.65 | 4,262.23 | 4,347.47 | 4,434.42 | 4,523.11 |
| **Month** | 4,894.20 | 4,992.08 | 5,091.92 | 5,193.76 | 5,297.64 | 5,403.59 | 5,511.66 | 5,621.90 | 5,734.33 | 5,849.02 | 5,966.00 | 6,085.32 | 6,207.03 | 6,331.17 | 6,457.79 | 6,586.95 | 6,718.69 | 6,853.06 | 6,990.12 | 7,129.92 |
| **Annual** | 58,730.38 | 59,904.99 | 61,103.09 | 62,325.15 | 63,571.65 | 64,843.09 | 66,139.95 | 67,462.75 | 68,812.00 | 70,188.24 | 71,592.01 | 73,023.85 | 74,484.32 | 75,974.01 | 77,493.49 | 79,043.36 | 80,624.23 | 82,236.71 | 83,881.45 | 85,559.07 |
| **34** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 27.67 | 28.22 | 28.79 | 29.36 | 29.95 | 30.55 | 31.16 | 31.79 | 32.42 | 33.07 | 33.73 | 34.41 | 35.09 | 35.80 | 36.51 | 37.24 | 37.99 | 38.75 | 39.52 | 40.31 |
| **Biweekly** | 2,546.40 | 2,597.33 | 2,649.27 | 2,702.26 | 2,756.31 | 2,811.43 | 2,867.66 | 2,925.01 | 2,983.51 | 3,043.18 | 3,104.05 | 3,166.13 | 3,229.45 | 3,294.04 | 3,359.92 | 3,427.12 | 3,495.66 | 3,565.57 | 3,636.89 | 3,709.62 |
| **Month** | 4,796.31 | 4,892.24 | 4,990.09 | 5,089.89 | 5,191.68 | 5,295.52 | 5,401.43 | 5,509.46 | 5,619.65 | 5,732.04 | 5,846.68 | 5,963.61 | 6,082.89 | 6,204.54 | 6,328.64 | 6,455.21 | 6,584.31 | 6,716.00 | 6,850.32 | 6,987.32 |
| **Annual** | 57,555.77 | 58,706.89 | 59,881.03 | 61,078.65 | 62,300.22 | 63,546.22 | 64,817.15 | 66,113.49 | 67,435.76 | 68,784.48 | 70,160.17 | 71,563.37 | 72,994.64 | 74,454.53 | 75,943.62 | 77,462.49 | 79,011.74 | 80,591.98 | 82,203.82 | 83,847.89 |
| **33** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 27.12 | 27.66 | 28.21 | 28.78 | 29.35 | 29.94 | 30.54 | 31.15 | 31.77 | 32.41 | 33.06 | 33.72 | 34.39 | 35.08 | 35.78 | 36.50 | 37.23 | 37.97 | 38.73 | 39.51 |
| **Biweekly** | 2,008.00 | 2,048.16 | 2,089.12 | 2,130.91 | 2,173.52 | 2,216.99 | 2,261.33 | 2,306.56 | 2,352.69 | 2,399.75 | 2,447.74 | 2,496.70 | 2,546.63 | 2,597.56 | 2,649.51 | 2,702.50 | 2,756.55 | 2,811.68 | 2,867.92 | 2,925.28 |
| **Month** | 4,700.39 | 4,794.40 | 4,890.28 | 4,988.09 | 5,087.85 | 5,189.61 | 5,293.40 | 5,399.27 | 5,507.25 | 5,617.40 | 5,729.75 | 5,844.34 | 5,961.23 | 6,080.45 | 6,202.06 | 6,326.10 | 6,452.63 | 6,581.68 | 6,713.31 | 6,847.58 |
| **Annual** | 56,404.66 | 57,532.75 | 58,683.41 | 59,857.07 | 61,054.22 | 62,275.30 | 63,520.81 | 64,791.22 | 66,087.05 | 67,408.79 | 68,756.96 | 70,132.10 | 71,534.74 | 72,965.44 | 74,424.75 | 75,913.24 | 77,431.51 | 78,980.14 | 80,559.74 | 82,170.94 |
| **32** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 26.58 | 27.11 | 27.65 | 28.20 | 28.77 | 29.34 | 29.93 | 30.53 | 31.14 | 31.76 | 32.40 | 33.04 | 33.70 | 34.38 | 35.07 | 35.77 | 36.48 | 37.21 | 37.96 | 38.72 |
| **Biweekly** | 1,930.40 | 1,969.01 | 2,008.39 | 2,048.56 | 2,089.53 | 2,131.32 | 2,173.94 | 2,217.42 | 2,261.77 | 2,307.01 | 2,353.15 | 2,400.21 | 2,448.21 | 2,497.18 | 2,547.12 | 2,598.06 | 2,650.03 | 2,703.03 | 2,757.09 | 2,812.23 |
| **Month** | 4,606.38 | 4,698.51 | 4,792.48 | 4,888.33 | 4,986.09 | 5,085.82 | 5,187.53 | 5,291.28 | 5,397.11 | 5,505.05 | 5,615.15 | 5,727.46 | 5,842.00 | 5,958.84 | 6,078.02 | 6,199.58 | 6,323.57 | 6,450.04 | 6,579.05 | 6,710.63 |
| **Annual** | 55,276.56 | 56,382.10 | 57,509.74 | 58,659.93 | 59,833.13 | 61,029.79 | 62,250.39 | 63,495.40 | 64,765.31 | 66,060.61 | 67,381.82 | 68,729.46 | 70,104.05 | 71,506.13 | 72,936.25 | 74,394.98 | 75,882.88 | 77,400.54 | 78,948.55 | 80,527.52 |
| **31** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 26.10 | 26.62 | 27.15 | 27.70 | 28.25 | 28.82 | 29.39 | 29.98 | 30.58 | 31.19 | 31.82 | 32.45 | 33.10 | 33.76 | 34.44 | 35.13 | 35.83 | 36.55 | 37.28 | 38.02 |
| **Biweekly** | 2,088.00 | 2,129.76 | 2,172.36 | 2,215.80 | 2,260.12 | 2,305.32 | 2,351.43 | 2,398.46 | 2,446.42 | 2,495.35 | 2,545.26 | 2,596.17 | 2,648.09 | 2,701.05 | 2,755.07 | 2,810.17 | 2,866.38 | 2,923.70 | 2,982.18 | 3,041.82 |
| **Month** | 4,524.00 | 4,614.48 | 4,706.77 | 4,800.90 | 4,896.92 | 4,994.86 | 5,094.76 | 5,196.65 | 5,300.59 | 5,406.60 | 5,514.73 | 5,625.03 | 5,737.53 | 5,852.28 | 5,969.32 | 6,088.71 | 6,210.48 | 6,334.69 | 6,461.39 | 6,590.61 |
| **Annual** | 54,288.00 | 55,373.76 | 56,481.24 | 57,610.86 | 58,763.08 | 59,938.34 | 61,137.11 | 62,359.85 | 63,607.04 | 64,879.19 | 66,176.77 | 67,500.30 | 68,850.31 | 70,227.32 | 71,631.86 | 73,064.50 | 74,525.79 | 76,016.31 | 77,536.63 | 79,087.36 |
| **30** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 25.09 | 25.59 | 26.10 | 26.63 | 27.16 | 27.70 | 28.26 | 28.82 | 29.40 | 29.98 | 30.58 | 31.20 | 31.82 | 32.46 | 33.11 | 33.77 | 34.44 | 35.13 | 35.83 | 36.55 |
| **Biweekly** | 2,007.20 | 2,047.34 | 2,088.29 | 2,130.06 | 2,172.66 | 2,216.11 | 2,260.43 | 2,305.64 | 2,351.75 | 2,398.79 | 2,446.77 | 2,495.70 | 2,545.61 | 2,596.53 | 2,648.46 | 2,701.43 | 2,755.46 | 2,810.56 | 2,866.78 | 2,924.11 |
| **Month** | 4,348.93 | 4,435.91 | 4,524.63 | 4,615.12 | 4,707.43 | 4,801.57 | 4,897.61 | 4,995.56 | 5,095.47 | 5,197.38 | 5,301.33 | 5,407.35 | 5,515.50 | 5,625.81 | 5,738.33 | 5,853.09 | 5,970.15 | 6,089.56 | 6,211.35 | 6,335.57 |
| **Annual** | 52,187.20 | 53,230.94 | 54,295.56 | 55,381.47 | 56,489.10 | 57,618.89 | 58,771.26 | 59,946.69 | 61,145.62 | 62,368.53 | 63,615.91 | 64,888.22 | 66,185.99 | 67,509.71 | 68,859.90 | 70,237.10 | 71,641.84 | 73,074.68 | 74,536.17 | 76,026.90 |
| **29** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 24.59 | 25.08 | 25.58 | 26.09 | 26.62 | 27.15 | 27.69 | 28.24 | 28.81 | 29.39 | 29.97 | 30.57 | 31.18 | 31.81 | 32.44 | 33.09 | 33.75 | 34.43 | 35.12 | 35.82 |
| **Biweekly** | 1,967.06 | 2,006.40 | 2,046.53 | 2,087.46 | 2,129.20 | 2,171.79 | 2,215.22 | 2,259.53 | 2,304.72 | 2,350.81 | 2,397.83 | 2,445.79 | 2,494.70 | 2,544.60 | 2,595.49 | 2,647.40 | 2,700.35 | 2,754.35 | 2,809.44 | 2,865.63 |
| **Month** | 4,261.95 | 4,347.19 | 4,434.14 | 4,522.82 | 4,613.28 | 4,705.54 | 4,799.65 | 4,895.65 | 4,993.56 | 5,093.43 | 5,195.30 | 5,299.20 | 5,405.19 | 5,513.29 | 5,623.56 | 5,736.03 | 5,850.75 | 5,967.77 | 6,087.12 | 6,208.86 |
| **Annual** | 51,143.46 | 52,166.33 | 53,209.65 | 54,273.84 | 55,359.32 | 56,466.51 | 57,595.84 | 58,747.75 | 59,922.71 | 61,121.16 | 62,343.59 | 63,590.46 | 64,862.27 | 66,159.51 | 67,482.70 | 68,832.36 | 70,209.01 | 71,613.19 | 73,045.45 | 74,506.36 |
| **28** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 24.10 | 24.58 | 25.07 | 25.57 | 26.08 | 26.60 | 27.14 | 27.68 | 28.23 | 28.80 | 29.37 | 29.96 | 30.56 | 31.17 | 31.79 | 32.43 | 33.08 | 33.74 | 34.42 | 35.10 |
| **Biweekly** | 1,927.71 | 1,966.27 | 2,005.59 | 2,045.71 | 2,086.62 | 2,128.35 | 2,170.92 | 2,214.34 | 2,258.63 | 2,303.80 | 2,349.87 | 2,396.87 | 2,444.81 | 2,493.70 | 2,543.58 | 2,594.45 | 2,646.34 | 2,699.27 | 2,753.25 | 2,808.32 |
| **Month** | 4,176.72 | 4,260.25 | 4,345.45 | 4,432.36 | 4,521.01 | 4,611.43 | 4,703.66 | 4,797.73 | 4,893.69 | 4,991.56 | 5,091.39 | 5,193.22 | 5,297.09 | 5,403.03 | 5,511.09 | 5,621.31 | 5,733.74 | 5,848.41 | 5,965.38 | 6,084.69 |
| **Annual** | 50,120.59 | 51,123.00 | 52,145.46 | 53,188.37 | 54,252.14 | 55,337.18 | 56,443.92 | 57,572.80 | 58,724.26 | 59,898.74 | 61,096.72 | 62,318.65 | 63,565.02 | 64,836.32 | 66,133.05 | 67,455.71 | 68,804.83 | 70,180.92 | 71,584.54 | 73,016.23 |
| **27** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 23.61 | 24.09 | 24.57 | 25.06 | 25.56 | 26.07 | 26.59 | 27.13 | 27.67 | 28.22 | 28.79 | 29.36 | 29.95 | 30.55 | 31.16 | 31.78 | 32.42 | 33.07 | 33.73 | 34.40 |
| **Biweekly** | 1,889.16 | 1,926.94 | 1,965.48 | 2,004.79 | 2,044.89 | 2,085.79 | 2,127.50 | 2,170.05 | 2,213.45 | 2,257.72 | 2,302.88 | 2,348.93 | 2,395.91 | 2,443.83 | 2,492.71 | 2,542.56 | 2,593.41 | 2,645.28 | 2,698.19 | 2,752.15 |
| **Month** | 4,093.18 | 4,175.04 | 4,258.55 | 4,343.72 | 4,430.59 | 4,519.20 | 4,609.59 | 4,701.78 | 4,795.81 | 4,891.73 | 4,989.57 | 5,089.36 | 5,191.14 | 5,294.97 | 5,400.87 | 5,508.88 | 5,619.06 | 5,731.44 | 5,846.07 | 5,962.99 |
| **Annual** | 49,118.18 | 50,100.54 | 51,102.55 | 52,124.60 | 53,167.09 | 54,230.43 | 55,315.04 | 56,421.34 | 57,549.77 | 58,700.77 | 59,874.78 | 61,072.28 | 62,293.72 | 63,539.60 | 64,810.39 | 66,106.60 | 67,428.73 | 68,777.30 | 70,152.85 | 71,555.91 |
| **26** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 23.18 | 23.64 | 24.12 | 24.60 | 25.09 | 25.59 | 26.10 | 26.63 | 27.16 | 27.70 | 28.26 | 28.82 | 29.40 | 29.99 | 30.59 | 31.20 | 31.82 | 32.46 | 33.11 | 33.77 |
| **Biweekly** | 1,854.40 | 1,891.49 | 1,929.32 | 1,967.90 | 2,007.26 | 2,047.41 | 2,088.36 | 2,130.12 | 2,172.73 | 2,216.18 | 2,260.50 | 2,305.71 | 2,351.83 | 2,398.86 | 2,446.84 | 2,495.78 | 2,545.69 | 2,596.61 | 2,648.54 | 2,701.51 |
| **Month** | 4,017.87 | 4,098.22 | 4,180.19 | 4,263.79 | 4,349.07 | 4,436.05 | 4,524.77 | 4,615.27 | 4,707.57 | 4,801.72 | 4,897.76 | 4,995.71 | 5,095.63 | 5,197.54 | 5,301.49 | 5,407.52 | 5,515.67 | 5,625.98 | 5,738.50 | 5,853.27 |
| **Annual** | 48,214.40 | 49,178.69 | 50,162.26 | 51,165.51 | 52,188.82 | 53,232.59 | 54,297.25 | 55,383.19 | 56,490.85 | 57,620.67 | 58,773.08 | 59,948.55 | 61,147.52 | 62,370.47 | 63,617.88 | 64,890.23 | 66,188.04 | 67,511.80 | 68,862.04 | 70,239.28 |
| **25** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 22.28 | 22.73 | 23.18 | 23.64 | 24.12 | 24.60 | 25.09 | 25.59 | 26.10 | 26.63 | 27.16 | 27.70 | 28.26 | 28.82 | 29.40 | 29.99 | 30.59 | 31.20 | 31.82 | 32.46 |
| **Biweekly** | 1,782.40 | 1,818.05 | 1,854.41 | 1,891.50 | 1,929.33 | 1,967.91 | 2,007.27 | 2,047.42 | 2,088.37 | 2,130.13 | 2,172.74 | 2,216.19 | 2,260.51 | 2,305.72 | 2,351.84 | 2,398.88 | 2,446.85 | 2,495.79 | 2,545.71 | 2,596.62 |
| **Month** | 3,861.87 | 3,939.10 | 4,017.89 | 4,098.24 | 4,180.21 | 4,263.81 | 4,349.09 | 4,436.07 | 4,524.79 | 4,615.29 | 4,707.59 | 4,801.75 | 4,897.78 | 4,995.74 | 5,095.65 | 5,197.56 | 5,301.52 | 5,407.55 | 5,515.70 | 5,626.01 |
| **Annual** | 46,342.40 | 47,269.25 | 48,214.63 | 49,178.93 | 50,162.50 | 51,165.75 | 52,189.07 | 53,232.85 | 54,297.51 | 55,383.46 | 56,491.13 | 57,620.95 | 58,773.37 | 59,948.84 | 61,147.81 | 62,370.77 | 63,618.18 | 64,890.55 | 66,188.36 | 67,512.13 |

**Attachment 1-2**
**Ordinance 2022___**

**Budget and Plan for Municipal Services Fiscal Year 2021-2022**
**Personnel Summary Grade and Pay Rate Table**

| Service grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **24** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 21.83 | 22.27 | 22.72 | 23.17 | 23.63 | 24.11 | 24.59 | 25.08 | 25.58 | 26.09 | 26.62 | 27.15 | 27.69 | 28.25 | 28.81 | 29.39 | 29.97 | 30.57 | 31.18 | 31.81 |
| **Biweekly** | 1,746.75 | 1,781.69 | 1,817.32 | 1,853.67 | 1,890.74 | 1,928.56 | 1,967.13 | 2,006.47 | 2,046.60 | 2,087.53 | 2,129.28 | 2,171.87 | 2,215.30 | 2,259.61 | 2,304.80 | 2,350.90 | 2,397.92 | 2,445.87 | 2,494.79 | 2,544.69 |
| **Month** | 3,784.63 | 3,860.32 | 3,937.53 | 4,016.28 | 4,096.60 | 4,178.54 | 4,262.11 | 4,347.35 | 4,434.30 | 4,522.98 | 4,613.44 | 4,705.71 | 4,799.83 | 4,895.82 | 4,993.74 | 5,093.61 | 5,195.49 | 5,299.39 | 5,405.38 | 5,513.49 |
| **Annual** | 45,415.55 | 46,323.86 | 47,250.34 | 48,195.35 | 49,159.25 | 50,142.44 | 51,145.29 | 52,168.19 | 53,211.56 | 54,275.79 | 55,361.30 | 56,468.53 | 57,597.90 | 58,749.86 | 59,924.86 | 61,123.35 | 62,345.82 | 63,592.74 | 64,864.59 | 66,161.88 |
| **23** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 21.41 | 21.84 | 22.27 | 22.72 | 23.17 | 23.64 | 24.11 | 24.59 | 25.09 | 25.59 | 26.10 | 26.62 | 27.15 | 27.70 | 28.25 | 28.82 | 29.39 | 29.98 | 30.58 | 31.19 |
| **Biweekly** | 1,712.80 | 1,747.06 | 1,782.00 | 1,817.64 | 1,853.99 | 1,891.07 | 1,928.89 | 1,967.47 | 2,006.82 | 2,046.95 | 2,087.89 | 2,129.65 | 2,172.24 | 2,215.69 | 2,260.00 | 2,305.20 | 2,351.31 | 2,398.33 | 2,446.30 | 2,495.23 |
| **Month** | 3,711.07 | 3,785.29 | 3,860.99 | 3,938.21 | 4,016.98 | 4,097.32 | 4,179.26 | 4,262.85 | 4,348.11 | 4,435.07 | 4,523.77 | 4,614.24 | 4,706.53 | 4,800.66 | 4,896.67 | 4,994.61 | 5,094.50 | 5,196.39 | 5,300.32 | 5,406.32 |
| **Annual** | 44,532.80 | 45,423.46 | 46,331.93 | 47,258.56 | 48,203.73 | 49,167.81 | 50,151.17 | 51,154.19 | 52,177.27 | 53,220.82 | 54,285.23 | 55,370.94 | 56,478.36 | 57,607.93 | 58,760.08 | 59,935.29 | 61,133.99 | 62,356.67 | 63,603.80 | 64,875.88 |
| **22** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 20.98 | 21.40 | 21.83 | 22.27 | 22.71 | 23.17 | 23.63 | 24.10 | 24.58 | 25.08 | 25.58 | 26.09 | 26.61 | 27.14 | 27.69 | 28.24 | 28.80 | 29.38 | 29.97 | 30.57 |
| **Biweekly** | 1,678.54 | 1,712.11 | 1,746.36 | 1,781.28 | 1,816.91 | 1,853.25 | 1,890.31 | 1,928.12 | 1,966.68 | 2,006.02 | 2,046.14 | 2,087.06 | 2,128.80 | 2,171.38 | 2,214.80 | 2,259.10 | 2,304.28 | 2,350.37 | 2,397.37 | 2,445.32 |
| **Month** | 3,636.85 | 3,709.58 | 3,783.77 | 3,859.45 | 3,936.64 | 4,015.37 | 4,095.68 | 4,177.59 | 4,261.14 | 4,346.37 | 4,433.29 | 4,521.96 | 4,612.40 | 4,704.65 | 4,798.74 | 4,894.71 | 4,992.61 | 5,092.46 | 5,194.31 | 5,298.20 |
| **Annual** | 43,642.14 | 44,514.99 | 45,405.29 | 46,313.39 | 47,239.66 | 48,184.45 | 49,148.14 | 50,131.11 | 51,133.73 | 52,156.40 | 53,199.53 | 54,263.52 | 55,348.79 | 56,455.77 | 57,584.88 | 58,736.58 | 59,911.31 | 61,109.54 | 62,331.73 | 63,578.36 |
| **21** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 20.58 | 20.99 | 21.41 | 21.84 | 22.28 | 22.72 | 23.18 | 23.64 | 24.11 | 24.60 | 25.09 | 25.59 | 26.10 | 26.62 | 27.15 | 27.70 | 28.25 | 28.82 | 29.39 | 29.98 |
| **Biweekly** | 1,646.40 | 1,679.33 | 1,712.91 | 1,747.17 | 1,782.12 | 1,817.76 | 1,854.11 | 1,891.20 | 1,929.02 | 1,967.60 | 2,006.95 | 2,047.09 | 2,088.03 | 2,129.79 | 2,172.39 | 2,215.84 | 2,260.15 | 2,305.36 | 2,351.46 | 2,398.49 |
| **Month** | 3,567.20 | 3,638.54 | 3,711.31 | 3,785.54 | 3,861.25 | 3,938.48 | 4,017.25 | 4,097.59 | 4,179.54 | 4,263.13 | 4,348.40 | 4,435.36 | 4,524.07 | 4,614.55 | 4,706.84 | 4,800.98 | 4,897.00 | 4,994.94 | 5,094.84 | 5,196.74 |
| **Annual** | 42,806.40 | 43,662.53 | 44,535.78 | 45,426.49 | 46,335.02 | 47,261.72 | 48,206.96 | 49,171.10 | 50,154.52 | 51,157.61 | 52,180.76 | 53,224.38 | 54,288.87 | 55,374.64 | 56,482.14 | 57,611.78 | 58,764.01 | 59,939.29 | 61,138.08 | 62,360.84 |
| **20** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 20.17 | 20.57 | 20.98 | 21.40 | 21.83 | 22.27 | 22.71 | 23.17 | 23.63 | 24.10 | 24.59 | 25.08 | 25.58 | 26.09 | 26.61 | 27.14 | 27.69 | 28.24 | 28.81 | 29.38 |
| **Biweekly** | 1,613.47 | 1,645.74 | 1,678.66 | 1,712.23 | 1,746.47 | 1,781.40 | 1,817.03 | 1,853.37 | 1,890.44 | 1,928.25 | 1,966.81 | 2,006.15 | 2,046.27 | 2,087.20 | 2,128.94 | 2,171.52 | 2,214.95 | 2,259.25 | 2,304.44 | 2,350.52 |
| **Month** | 3,495.86 | 3,565.77 | 3,637.09 | 3,709.83 | 3,784.03 | 3,859.71 | 3,936.90 | 4,015.64 | 4,095.95 | 4,177.87 | 4,261.43 | 4,346.66 | 4,433.59 | 4,522.26 | 4,612.71 | 4,704.96 | 4,799.06 | 4,895.04 | 4,992.94 | 5,092.80 |
| **Annual** | 41,950.27 | 42,789.28 | 43,645.06 | 44,517.96 | 45,408.32 | 46,316.49 | 47,242.82 | 48,187.68 | 49,151.43 | 50,134.46 | 51,137.15 | 52,159.89 | 53,203.09 | 54,267.15 | 55,352.49 | 56,459.54 | 57,588.73 | 58,740.51 | 59,915.32 | 61,113.62 |
| **19** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 19.77 | 20.16 | 20.56 | 20.97 | 21.39 | 21.82 | 22.26 | 22.70 | 23.16 | 23.62 | 24.09 | 24.58 | 25.07 | 25.57 | 26.08 | 26.60 | 27.13 | 27.68 | 28.23 | 28.79 |
| **Biweekly** | 1,581.20 | 1,612.83 | 1,645.08 | 1,677.98 | 1,711.54 | 1,745.78 | 1,780.69 | 1,816.30 | 1,852.63 | 1,889.68 | 1,927.48 | 1,966.03 | 2,005.35 | 2,045.45 | 2,086.36 | 2,128.09 | 2,170.65 | 2,214.07 | 2,258.35 | 2,303.51 |
| **Month** | 3,425.94 | 3,494.46 | 3,564.35 | 3,635.63 | 3,708.35 | 3,782.51 | 3,858.16 | 3,935.33 | 4,014.03 | 4,094.31 | 4,176.20 | 4,259.72 | 4,344.92 | 4,431.82 | 4,520.45 | 4,610.86 | 4,703.08 | 4,797.14 | 4,893.08 | 4,990.95 |
| **Annual** | 41,111.27 | 41,933.49 | 42,772.16 | 43,627.60 | 44,500.16 | 45,390.16 | 46,297.96 | 47,223.92 | 48,168.40 | 49,131.77 | 50,114.40 | 51,116.69 | 52,139.03 | 53,181.81 | 54,245.44 | 55,330.35 | 56,436.96 | 57,565.70 | 58,717.01 | 59,891.35 |
| **18** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 19.37 | 19.76 | 20.15 | 20.56 | 20.97 | 21.39 | 21.81 | 22.25 | 22.69 | 23.15 | 23.61 | 24.08 | 24.57 | 25.06 | 25.56 | 26.07 | 26.59 | 27.12 | 27.66 | 28.22 |
| **Biweekly** | 1,549.58 | 1,580.57 | 1,612.18 | 1,644.43 | 1,677.31 | 1,710.86 | 1,745.08 | 1,779.98 | 1,815.58 | 1,851.89 | 1,888.93 | 1,926.71 | 1,965.24 | 2,004.55 | 2,044.64 | 2,085.53 | 2,127.24 | 2,169.78 | 2,213.18 | 2,257.44 |
| **Month** | 3,357.42 | 3,424.57 | 3,493.06 | 3,562.92 | 3,634.18 | 3,706.86 | 3,781.00 | 3,856.62 | 3,933.75 | 4,012.43 | 4,092.68 | 4,174.53 | 4,258.02 | 4,343.18 | 4,430.04 | 4,518.65 | 4,609.02 | 4,701.20 | 4,795.22 | 4,891.13 |
| **Annual** | 40,289.04 | 41,094.82 | 41,916.72 | 42,755.05 | 43,610.15 | 44,482.36 | 45,372.00 | 46,279.44 | 47,205.03 | 48,149.13 | 49,112.12 | 50,094.36 | 51,096.25 | 52,118.17 | 53,160.53 | 54,223.74 | 55,308.22 | 56,414.38 | 57,542.67 | 58,693.53 |
| **17** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 19.02 | 19.40 | 19.79 | 20.18 | 20.59 | 21.00 | 21.42 | 21.85 | 22.28 | 22.73 | 23.19 | 23.65 | 24.12 | 24.60 | 25.10 | 25.60 | 26.11 | 26.63 | 27.17 | 27.71 |
| **Biweekly** | 1,521.60 | 1,552.03 | 1,583.07 | 1,614.73 | 1,647.03 | 1,679.97 | 1,713.57 | 1,747.84 | 1,782.80 | 1,818.45 | 1,854.82 | 1,891.92 | 1,929.76 | 1,968.35 | 2,007.72 | 2,047.87 | 2,088.83 | 2,130.61 | 2,173.22 | 2,216.68 |
| **Month** | 3,296.80 | 3,362.74 | 3,429.99 | 3,498.59 | 3,568.56 | 3,639.93 | 3,712.73 | 3,786.99 | 3,862.73 | 3,939.98 | 4,018.78 | 4,099.16 | 4,181.14 | 4,264.76 | 4,350.06 | 4,437.06 | 4,525.80 | 4,616.32 | 4,708.64 | 4,802.82 |
| **Annual** | 39,561.60 | 40,352.83 | 41,159.89 | 41,983.09 | 42,822.75 | 43,679.20 | 44,552.79 | 45,443.84 | 46,352.72 | 47,279.77 | 48,225.37 | 49,189.88 | 50,173.67 | 51,177.15 | 52,200.69 | 53,244.70 | 54,309.60 | 55,395.79 | 56,503.71 | 57,633.78 |
| **16** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 18.64 | 19.01 | 19.39 | 19.78 | 20.18 | 20.58 | 20.99 | 21.41 | 21.84 | 22.28 | 22.72 | 23.18 | 23.64 | 24.11 | 24.59 | 25.09 | 25.59 | 26.10 | 26.62 | 27.15 |
| **Biweekly** | 1,491.17 | 1,520.99 | 1,551.41 | 1,582.44 | 1,614.09 | 1,646.37 | 1,679.30 | 1,712.88 | 1,747.14 | 1,782.08 | 1,817.73 | 1,854.08 | 1,891.16 | 1,928.98 | 1,967.56 | 2,006.92 | 2,047.05 | 2,088.00 | 2,129.76 | 2,172.35 |
| **Month** | 3,230.86 | 3,295.48 | 3,361.39 | 3,428.62 | 3,497.19 | 3,567.13 | 3,638.48 | 3,711.25 | 3,785.47 | 3,861.18 | 3,938.41 | 4,017.17 | 4,097.52 | 4,179.47 | 4,263.06 | 4,348.32 | 4,435.28 | 4,523.99 | 4,614.47 | 4,706.76 |
| **Annual** | 38,770.37 | 39,545.78 | 40,336.69 | 41,143.42 | 41,966.29 | 42,805.62 | 43,661.73 | 44,534.97 | 45,425.67 | 46,334.18 | 47,260.86 | 48,206.08 | 49,170.20 | 50,153.61 | 51,156.68 | 52,179.81 | 53,223.41 | 54,287.88 | 55,373.63 | 56,481.11 |
| **15** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 18.26 | 18.63 | 19.00 | 19.38 | 19.77 | 20.16 | 20.56 | 20.98 | 21.39 | 21.82 | 22.26 | 22.70 | 23.16 | 23.62 | 24.09 | 24.58 | 25.07 | 25.57 | 26.08 | 26.60 |
| **Biweekly** | 1,460.80 | 1,490.02 | 1,519.82 | 1,550.21 | 1,581.22 | 1,612.84 | 1,645.10 | 1,678.00 | 1,711.56 | 1,745.79 | 1,780.71 | 1,816.32 | 1,852.65 | 1,889.70 | 1,927.49 | 1,966.04 | 2,005.37 | 2,045.47 | 2,086.38 | 2,128.11 |
| **Month** | 3,165.07 | 3,228.37 | 3,292.94 | 3,358.79 | 3,425.97 | 3,494.49 | 3,564.38 | 3,635.67 | 3,708.38 | 3,782.55 | 3,858.20 | 3,935.36 | 4,014.07 | 4,094.35 | 4,176.24 | 4,259.76 | 4,344.96 | 4,431.86 | 4,520.49 | 4,610.90 |
| **Annual** | 37,980.80 | 38,740.42 | 39,515.22 | 40,305.53 | 41,111.64 | 41,933.87 | 42,772.55 | 43,628.00 | 44,500.56 | 45,390.57 | 46,298.38 | 47,224.35 | 48,168.84 | 49,132.21 | 50,114.86 | 51,117.16 | 52,139.50 | 53,182.29 | 54,245.94 | 55,330.85 |
| **14** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 17.89 | 18.25 | 18.62 | 18.99 | 19.37 | 19.76 | 20.15 | 20.56 | 20.97 | 21.39 | 21.81 | 22.25 | 22.69 | 23.15 | 23.61 | 24.08 | 24.57 | 25.06 | 25.56 | 26.07 |
| **Biweekly** | 1,431.58 | 1,460.22 | 1,489.42 | 1,519.21 | 1,549.59 | 1,580.58 | 1,612.20 | 1,644.44 | 1,677.33 | 1,710.88 | 1,745.09 | 1,779.99 | 1,815.59 | 1,851.91 | 1,888.94 | 1,926.72 | 1,965.26 | 2,004.56 | 2,044.65 | 2,085.55 |
| **Month** | 3,101.77 | 3,163.80 | 3,227.08 | 3,291.62 | 3,357.45 | 3,424.60 | 3,493.09 | 3,562.95 | 3,634.21 | 3,706.90 | 3,781.03 | 3,856.66 | 3,933.79 | 4,012.46 | 4,092.71 | 4,174.57 | 4,258.06 | 4,343.22 | 4,430.08 | 4,518.69 |
| **Annual** | 37,221.18 | 37,965.61 | 38,724.92 | 39,499.42 | 40,289.41 | 41,095.19 | 41,917.10 | 42,755.44 | 43,610.55 | 44,482.76 | 45,372.42 | 46,279.86 | 47,205.46 | 48,149.57 | 49,112.56 | 50,094.81 | 51,096.71 | 52,118.64 | 53,161.02 | 54,224.24 |
| **13** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 17.56 | 17.91 | 18.27 | 18.63 | 19.01 | 19.39 | 19.78 | 20.17 | 20.57 | 20.99 | 21.41 | 21.83 | 22.27 | 22.72 | 23.17 | 23.63 | 24.11 | 24.59 | 25.08 | 25.58 |
| **Biweekly** | 1,404.80 | 1,432.90 | 1,461.55 | 1,490.78 | 1,520.60 | 1,551.01 | 1,582.03 | 1,613.67 | 1,645.95 | 1,678.87 | 1,712.44 | 1,746.69 | 1,781.63 | 1,817.26 | 1,853.60 | 1,890.68 | 1,928.49 | 1,967.06 | 2,006.40 | 2,046.53 |
| **Month** | 3,043.73 | 3,104.61 | 3,166.70 | 3,230.03 | 3,294.63 | 3,360.53 | 3,427.74 | 3,496.29 | 3,566.22 | 3,637.54 | 3,710.29 | 3,784.50 | 3,860.19 | 3,937.39 | 4,016.14 | 4,096.46 | 4,178.39 | 4,261.96 | 4,347.20 | 4,434.14 |
| **Annual** | 36,524.80 | 37,255.30 | 38,000.40 | 38,760.41 | 39,535.62 | 40,326.33 | 41,132.86 | 41,955.51 | 42,794.62 | 43,650.52 | 44,523.53 | 45,414.00 | 46,322.28 | 47,248.72 | 48,193.70 | 49,157.57 | 50,140.72 | 51,143.54 | 52,166.41 | 53,209.74 |

**Attachment 1-2**
**Ordinance 2022___**

**Budget and Plan for Municipal Services Fiscal Year 2021-2022**
**Personnel Summary Grade and Pay Rate Table**

| Service grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **12** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 17.26 | 17.61 | 17.96 | 18.32 | 18.68 | 19.06 | 19.44 | 19.83 | 20.22 | 20.63 | 21.04 | 21.46 | 21.89 | 22.33 | 22.77 | 23.23 | 23.69 | 24.17 | 24.65 | 25.14 |
| **Biweekly** | 1,380.80 | 1,408.42 | 1,436.58 | 1,465.32 | 1,494.62 | 1,524.51 | 1,555.01 | 1,586.11 | 1,617.83 | 1,650.18 | 1,683.19 | 1,716.85 | 1,751.19 | 1,786.21 | 1,821.94 | 1,858.38 | 1,895.54 | 1,933.45 | 1,972.12 | 2,011.56 |
| **Month** | 2,991.73 | 3,051.57 | 3,112.60 | 3,174.85 | 3,238.35 | 3,303.12 | 3,369.18 | 3,436.56 | 3,505.29 | 3,575.40 | 3,646.91 | 3,719.84 | 3,794.24 | 3,870.13 | 3,947.53 | 4,026.48 | 4,107.01 | 4,189.15 | 4,272.93 | 4,358.39 |
| **Annual** | 35,900.80 | 36,618.82 | 37,351.19 | 38,098.22 | 38,860.18 | 39,637.38 | 40,430.13 | 41,238.73 | 42,063.51 | 42,904.78 | 43,762.87 | 44,638.13 | 45,530.90 | 46,441.51 | 47,370.34 | 48,317.75 | 49,284.11 | 50,269.79 | 51,275.18 | 52,300.69 |
| **11** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 16.91 | 17.25 | 17.60 | 17.95 | 18.31 | 18.68 | 19.05 | 19.43 | 19.82 | 20.21 | 20.62 | 21.03 | 21.45 | 21.88 | 22.32 | 22.77 | 23.22 | 23.68 | 24.16 | 24.64 |
| **Biweekly** | 1,353.18 | 1,380.25 | 1,407.85 | 1,436.01 | 1,464.73 | 1,494.02 | 1,523.90 | 1,554.38 | 1,585.47 | 1,617.18 | 1,649.52 | 1,682.51 | 1,716.16 | 1,750.49 | 1,785.50 | 1,821.21 | 1,857.63 | 1,894.78 | 1,932.68 | 1,971.33 |
| **Month** | 2,931.90 | 2,990.54 | 3,050.35 | 3,111.35 | 3,173.58 | 3,237.05 | 3,301.79 | 3,367.83 | 3,435.19 | 3,503.89 | 3,573.97 | 3,645.45 | 3,718.36 | 3,792.72 | 3,868.58 | 3,945.95 | 4,024.87 | 4,105.37 | 4,187.47 | 4,271.22 |
| **Annual** | 35,182.78 | 35,886.44 | 36,604.17 | 37,336.25 | 38,082.98 | 38,844.64 | 39,621.53 | 40,413.96 | 41,222.24 | 42,046.68 | 42,887.62 | 43,745.37 | 44,620.28 | 45,512.68 | 46,422.94 | 47,351.40 | 48,298.42 | 49,264.39 | 50,249.68 | 51,254.67 |
| **10** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 16.58 | 16.91 | 17.25 | 17.59 | 17.94 | 18.30 | 18.67 | 19.04 | 19.42 | 19.81 | 20.21 | 20.61 | 21.02 | 21.44 | 21.87 | 22.31 | 22.76 | 23.21 | 23.68 | 24.15 |
| **Biweekly** | 1,326.12 | 1,352.64 | 1,379.70 | 1,407.29 | 1,435.44 | 1,464.14 | 1,493.43 | 1,523.30 | 1,553.76 | 1,584.84 | 1,616.53 | 1,648.86 | 1,681.84 | 1,715.48 | 1,749.79 | 1,784.78 | 1,820.48 | 1,856.89 | 1,894.03 | 1,931.91 |
| **Month** | 2,873.26 | 2,930.73 | 2,989.34 | 3,049.13 | 3,110.11 | 3,172.31 | 3,235.76 | 3,300.47 | 3,366.48 | 3,433.81 | 3,502.49 | 3,572.54 | 3,643.99 | 3,716.87 | 3,791.21 | 3,867.03 | 3,944.37 | 4,023.26 | 4,103.72 | 4,185.80 |
| **Annual** | 34,479.13 | 35,168.71 | 35,872.09 | 36,589.53 | 37,321.32 | 38,067.74 | 38,829.10 | 39,605.68 | 40,397.79 | 41,205.75 | 42,029.87 | 42,870.46 | 43,727.87 | 44,602.43 | 45,494.48 | 46,404.37 | 47,332.45 | 48,279.10 | 49,244.69 | 50,229.58 |
| **9** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 16.22 | 16.54 | 16.88 | 17.21 | 17.56 | 17.91 | 18.27 | 18.63 | 19.00 | 19.38 | 19.77 | 20.17 | 20.57 | 20.98 | 21.40 | 21.83 | 22.27 | 22.71 | 23.17 | 23.63 |
| **Biweekly** | 1,297.60 | 1,323.55 | 1,350.02 | 1,377.02 | 1,404.56 | 1,432.66 | 1,461.31 | 1,490.53 | 1,520.35 | 1,550.75 | 1,581.77 | 1,613.40 | 1,645.67 | 1,678.58 | 1,712.16 | 1,746.40 | 1,781.33 | 1,816.95 | 1,853.29 | 1,890.36 |
| **Month** | 2,811.47 | 2,867.70 | 2,925.05 | 2,983.55 | 3,043.22 | 3,104.09 | 3,166.17 | 3,229.49 | 3,294.08 | 3,359.96 | 3,427.16 | 3,495.71 | 3,565.62 | 3,636.93 | 3,709.67 | 3,783.86 | 3,859.54 | 3,936.73 | 4,015.47 | 4,095.78 |
| **Annual** | 33,737.60 | 34,412.35 | 35,100.60 | 35,802.61 | 36,518.66 | 37,249.04 | 37,994.02 | 38,753.90 | 39,528.98 | 40,319.56 | 41,125.95 | 41,948.47 | 42,787.43 | 43,643.18 | 44,516.05 | 45,406.37 | 46,314.50 | 47,240.78 | 48,185.60 | 49,149.31 |
| **8** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 15.90 | 16.21 | 16.54 | 16.87 | 17.21 | 17.55 | 17.90 | 18.26 | 18.62 | 19.00 | 19.38 | 19.76 | 20.16 | 20.56 | 20.97 | 21.39 | 21.82 | 22.26 | 22.70 | 23.16 |
| **Biweekly** | 1,271.65 | 1,297.08 | 1,323.02 | 1,349.48 | 1,376.47 | 1,404.00 | 1,432.08 | 1,460.72 | 1,489.94 | 1,519.74 | 1,550.13 | 1,581.13 | 1,612.76 | 1,645.01 | 1,677.91 | 1,711.47 | 1,745.70 | 1,780.61 | 1,816.23 | 1,852.55 |
| **Month** | 2,755.24 | 2,810.34 | 2,866.55 | 2,923.88 | 2,982.36 | 3,042.00 | 3,102.84 | 3,164.90 | 3,228.20 | 3,292.76 | 3,358.62 | 3,425.79 | 3,494.31 | 3,564.19 | 3,635.48 | 3,708.19 | 3,782.35 | 3,858.00 | 3,935.16 | 4,013.86 |
| **Annual** | 33,062.85 | 33,724.10 | 34,398.59 | 35,086.56 | 35,788.29 | 36,504.06 | 37,234.14 | 37,978.82 | 38,738.40 | 39,513.16 | 40,303.43 | 41,109.50 | 41,931.69 | 42,770.32 | 43,625.73 | 44,498.24 | 45,388.21 | 46,295.97 | 47,221.89 | 48,166.33 |
| **7** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 15.58 | 15.89 | 16.21 | 16.53 | 16.86 | 17.20 | 17.54 | 17.89 | 18.25 | 18.62 | 18.99 | 19.37 | 19.76 | 20.15 | 20.55 | 20.97 | 21.38 | 21.81 | 22.25 | 22.69 |
| **Biweekly** | 1,246.22 | 1,271.14 | 1,296.56 | 1,322.49 | 1,348.94 | 1,375.92 | 1,403.44 | 1,431.51 | 1,460.14 | 1,489.34 | 1,519.13 | 1,549.51 | 1,580.50 | 1,612.11 | 1,644.35 | 1,677.24 | 1,710.79 | 1,745.00 | 1,779.90 | 1,815.50 |
| **Month** | 2,700.13 | 2,754.14 | 2,809.22 | 2,865.40 | 2,922.71 | 2,981.16 | 3,040.79 | 3,101.60 | 3,163.64 | 3,226.91 | 3,291.45 | 3,357.28 | 3,424.42 | 3,492.91 | 3,562.77 | 3,634.02 | 3,706.70 | 3,780.84 | 3,856.45 | 3,933.58 |
| **Annual** | 32,401.59 | 33,049.62 | 33,710.62 | 34,384.83 | 35,072.52 | 35,773.97 | 36,489.45 | 37,219.24 | 37,963.63 | 38,722.90 | 39,497.36 | 40,287.31 | 41,093.05 | 41,914.91 | 42,753.21 | 43,608.28 | 44,480.44 | 45,370.05 | 46,277.45 | 47,203.00 |
| **6** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 15.27 | 15.57 | 15.88 | 16.20 | 16.52 | 16.86 | 17.19 | 17.54 | 17.89 | 18.24 | 18.61 | 18.98 | 19.36 | 19.75 | 20.14 | 20.55 | 20.96 | 21.38 | 21.80 | 22.24 |
| **Biweekly** | 1,221.29 | 1,245.72 | 1,270.63 | 1,296.04 | 1,321.96 | 1,348.40 | 1,375.37 | 1,402.88 | 1,430.94 | 1,459.56 | 1,488.75 | 1,518.52 | 1,548.89 | 1,579.87 | 1,611.47 | 1,643.70 | 1,676.57 | 1,710.10 | 1,744.30 | 1,779.19 |
| **Month** | 2,646.13 | 2,699.05 | 2,753.03 | 2,808.09 | 2,864.26 | 2,921.54 | 2,979.97 | 3,039.57 | 3,100.36 | 3,162.37 | 3,225.62 | 3,290.13 | 3,355.93 | 3,423.05 | 3,491.51 | 3,561.34 | 3,632.57 | 3,705.22 | 3,779.33 | 3,854.91 |
| **Annual** | 31,753.56 | 32,388.63 | 33,036.40 | 33,697.13 | 34,371.07 | 35,058.50 | 35,759.67 | 36,474.86 | 37,204.36 | 37,948.44 | 38,707.41 | 39,481.56 | 40,271.19 | 41,076.61 | 41,898.15 | 42,736.11 | 43,590.83 | 44,462.65 | 45,351.90 | 46,258.94 |
| **5** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 14.99 | 15.29 | 15.60 | 15.91 | 16.23 | 16.55 | 16.88 | 17.22 | 17.56 | 17.91 | 18.27 | 18.64 | 19.01 | 19.39 | 19.78 | 20.17 | 20.58 | 20.99 | 21.41 | 21.84 |
| **Biweekly** | 1,199.20 | 1,223.18 | 1,247.65 | 1,272.60 | 1,298.05 | 1,324.01 | 1,350.49 | 1,377.50 | 1,405.05 | 1,433.16 | 1,461.82 | 1,491.05 | 1,520.88 | 1,551.29 | 1,582.32 | 1,613.97 | 1,646.24 | 1,679.17 | 1,712.75 | 1,747.01 |
| **Month** | 2,598.27 | 2,650.23 | 2,703.24 | 2,757.30 | 2,812.45 | 2,868.70 | 2,926.07 | 2,984.59 | 3,044.28 | 3,105.17 | 3,167.27 | 3,230.62 | 3,295.23 | 3,361.13 | 3,428.36 | 3,496.92 | 3,566.86 | 3,638.20 | 3,710.96 | 3,785.18 |
| **Annual** | 31,179.20 | 31,802.78 | 32,438.84 | 33,087.62 | 33,749.37 | 34,424.36 | 35,112.84 | 35,815.10 | 36,531.40 | 37,262.03 | 38,007.27 | 38,767.42 | 39,542.76 | 40,333.62 | 41,140.29 | 41,963.10 | 42,802.36 | 43,658.41 | 44,531.58 | 45,422.21 |
| **4** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 14.73 | 15.02 | 15.33 | 15.63 | 15.94 | 16.26 | 16.59 | 16.92 | 17.26 | 17.60 | 17.96 | 18.31 | 18.68 | 19.05 | 19.44 | 19.82 | 20.22 | 20.63 | 21.04 | 21.46 |
| **Biweekly** | 1,178.40 | 1,201.97 | 1,226.01 | 1,250.53 | 1,275.54 | 1,301.05 | 1,327.07 | 1,353.61 | 1,380.68 | 1,408.30 | 1,436.46 | 1,465.19 | 1,494.50 | 1,524.39 | 1,554.87 | 1,585.97 | 1,617.69 | 1,650.04 | 1,683.05 | 1,716.71 |
| **Month** | 2,553.20 | 2,604.26 | 2,656.35 | 2,709.48 | 2,763.67 | 2,818.94 | 2,875.32 | 2,932.82 | 2,991.48 | 3,051.31 | 3,112.34 | 3,174.58 | 3,238.07 | 3,302.84 | 3,368.89 | 3,436.27 | 3,505.00 | 3,575.10 | 3,646.60 | 3,719.53 |
| **Annual** | 30,638.40 | 31,251.17 | 31,876.19 | 32,513.72 | 33,163.99 | 33,827.27 | 34,503.81 | 35,193.89 | 35,897.77 | 36,615.72 | 37,348.04 | 38,095.00 | 38,856.90 | 39,634.04 | 40,426.72 | 41,235.25 | 42,059.96 | 42,901.16 | 43,759.18 | 44,634.36 |
| **3** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 14.44 | 14.72 | 15.02 | 15.32 | 15.63 | 15.94 | 16.26 | 16.58 | 16.91 | 17.25 | 17.60 | 17.95 | 18.31 | 18.67 | 19.05 | 19.43 | 19.82 | 20.21 | 20.62 | 21.03 |
| **Biweekly** | 1,154.83 | 1,177.93 | 1,201.49 | 1,225.52 | 1,250.03 | 1,275.03 | 1,300.53 | 1,326.54 | 1,353.07 | 1,380.13 | 1,407.73 | 1,435.89 | 1,464.61 | 1,493.90 | 1,523.78 | 1,554.25 | 1,585.34 | 1,617.04 | 1,649.38 | 1,682.37 |
| **Month** | 2,502.14 | 2,552.18 | 2,603.22 | 2,655.29 | 2,708.39 | 2,762.56 | 2,817.81 | 2,874.17 | 2,931.65 | 2,990.28 | 3,050.09 | 3,111.09 | 3,173.31 | 3,236.78 | 3,301.52 | 3,367.55 | 3,434.90 | 3,503.59 | 3,573.67 | 3,645.14 |
| **Annual** | 30,025.63 | 30,626.14 | 31,238.67 | 31,863.44 | 32,500.71 | 33,150.72 | 33,813.74 | 34,490.01 | 35,179.81 | 35,883.41 | 36,601.08 | 37,333.10 | 38,079.76 | 38,841.36 | 39,618.18 | 40,410.55 | 41,218.76 | 42,043.13 | 42,884.00 | 43,741.68 |
| **2** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 14.15 | 14.43 | 14.72 | 15.01 | 15.31 | 15.62 | 15.93 | 16.25 | 16.58 | 16.91 | 17.24 | 17.59 | 17.94 | 18.30 | 18.67 | 19.04 | 19.42 | 19.81 | 20.20 | 20.61 |
| **Biweekly** | 1,131.74 | 1,154.37 | 1,177.46 | 1,201.01 | 1,225.03 | 1,249.53 | 1,274.52 | 1,300.01 | 1,326.01 | 1,352.53 | 1,379.58 | 1,407.17 | 1,435.31 | 1,464.02 | 1,493.30 | 1,523.17 | 1,553.63 | 1,584.70 | 1,616.40 | 1,648.72 |
| **Month** | 2,452.09 | 2,501.14 | 2,551.16 | 2,602.18 | 2,654.22 | 2,707.31 | 2,761.46 | 2,816.68 | 2,873.02 | 2,930.48 | 2,989.09 | 3,048.87 | 3,109.85 | 3,172.04 | 3,235.49 | 3,300.19 | 3,366.20 | 3,433.52 | 3,502.19 | 3,572.24 |
| **Annual** | 29,425.12 | 30,013.62 | 30,613.89 | 31,226.17 | 31,850.70 | 32,487.71 | 33,137.46 | 33,800.21 | 34,476.22 | 35,165.74 | 35,869.06 | 36,586.44 | 37,318.17 | 38,064.53 | 38,825.82 | 39,602.34 | 40,394.38 | 41,202.27 | 42,026.32 | 42,866.84 |
| **1** | | | | | | | | | | | | | | | | | | | | |
| **Hour** | 14.40 | 14.69 | 14.98 | 15.28 | 15.59 | 15.90 | 16.22 | 16.54 | 16.87 | 17.21 | 17.55 | 17.90 | 18.26 | 18.63 | 19.00 | 19.38 | 19.77 | 20.16 | 20.57 | 20.98 |
| **Biweekly** | 1,152.00 | 1,175.04 | 1,198.54 | 1,222.51 | 1,246.96 | 1,271.90 | 1,297.34 | 1,323.29 | 1,349.75 | 1,376.75 | 1,404.28 | 1,432.37 | 1,461.01 | 1,490.23 | 1,520.04 | 1,550.44 | 1,581.45 | 1,613.08 | 1,645.34 | 1,678.25 |
| **Month** | 2,496.00 | 2,545.92 | 2,596.84 | 2,648.78 | 2,701.75 | 2,755.79 | 2,810.90 | 2,867.12 | 2,924.46 | 2,982.95 | 3,042.61 | 3,103.46 | 3,165.53 | 3,228.84 | 3,293.42 | 3,359.29 | 3,426.47 | 3,495.00 | 3,564.90 | 3,636.20 |
| **Annual** | 29,952.00 | 30,551.04 | 31,162.06 | 31,785.30 | 32,421.01 | 33,069.43 | 33,730.82 | 34,405.43 | 35,093.54 | 35,795.41 | 36,511.32 | 37,241.55 | 37,986.38 | 38,746.11 | 39,521.03 | 40,311.45 | 41,117.68 | 41,940.03 | 42,778.83 | 43,634.41 |

***Note: The above hourly rates apply to Fire Department personnel working 48/96 shifts.**