Control   Cont	Classification	Unit	Monthly-1	Monthly-2	Monthly-3	Monthly-4	Monthly-5	Hourly-1	Hourly-2	Hourly-3	Hourly-4	Hourly-5	FLSA
Mathemature Marcine	Accountant	CPEA	\$7,214.31	\$7,575.03	\$7,953.78	\$8,351.47	\$8,769.04	\$41.6210	\$43.7021	\$45.8872	\$48.1816	\$50.5906	Non-Exempt
Members for Norte Marient   Members   Membe	Accounting Assistant	CPEA	\$5,174.12	\$5,432.99	\$5,704.13	\$5,989.79	\$6,288.83	\$29.8507	\$31.3441	\$32.9085	\$34.5564	\$36.2818	Non-Exempt
Membrasine Services Direction   Mode   Square	Administrative Aide	UTE						\$16.5000	\$17.3250	\$18.1913	\$19.1008	\$20.0559	Non-Exempt
Membrase Servers Frombus   1974   1988   1	Administrative Assistant	CPEA	\$5,569.12	\$5,846.96	\$6,139.31	\$6,446.16	\$6,768.64	\$32.1295	\$33.7324	\$35.4191	\$37.1894	\$39.0498	Non-Exempt
Marchaner   Marc	Administrative Services Director	UEM	\$16,114.01				\$19,586.34	\$92.9654				\$112.9981	Exempt
According from Park (PAR) (1977) (1978) (197	Administrative Services Technician	CPEA	\$5,989.79	\$6,288.83	\$6,603.50	\$6,933.78	\$7,280.80	\$34.5564	\$36.2818	\$38.0971	\$40.0026	\$42.0047	Non-Exempt
Month   Marche   Ma	Assistant City Manager	UEM	\$17,353.14				\$21,092.81	\$100.1142				\$121.6894	Exempt
Amonitor of Ingreers Amonitor	Assistant Engineer	CPEA	\$8,027.30	\$8,427.88	\$8,849.66	\$9,292.66	\$9,756.84	\$46.3113	\$48.6224	\$51.0557	\$53.6115	\$56.2895	Non-Exempt
Ministry	Assistant Planner	CPEA	\$7,950.31	\$8,347.55	\$8,764.87	\$9,203.38	\$9,664.23	\$45.8671	\$48.1589	\$50.5666	\$53.0964	\$55.7552	Non-Exempt
Marting professor   Mart	Associate Civil Engineer	UMM	\$9,186.33	\$9,645.70	\$10,127.35	\$10,634.46	\$11,165.97	\$52.9980	\$55.6483	\$58.4271	\$61.3527	\$64.4191	Exempt
Statistic Clark Plant Operator   Miles   \$10,044.4   \$11,06.9"   \$11,05.0"   \$12,210.6"   \$10,044.2"   \$10,046.2"   \$10,046.2"   \$10,044.2"   \$10,046.2"   \$10,	Associate Planner	CPEA	\$8,764.87	\$9,203.38	\$9,664.23	\$10,147.38	\$10,653.96	\$50.5666	\$53.0964	\$55.7552	\$58.5426	\$61.4652	Non-Exempt
Conference   Con	Building Inspector	CPEA	\$7,107.85	\$7,462.69	\$7,835.37	\$8,227.03	\$8,638.77	\$41.0068	\$43.0540	\$45.2041	\$47.4636	\$49.8391	Non-Exempt
Cry Manager   Mark   9,887.59   10,380.91   10,900.75   11,446.05   12,016.15   13,016.0	Building Official	UMM	\$10,634.46	\$11,165.97	\$11,725.07	\$12,310.68	\$12,926.01	\$61.3527	\$64.4191	\$67.6446	\$71.0231	\$74.5731	Exempt
Control Processing   Control	Chief Plant Operator	CPEA	\$9,021.94	\$9,473.75	\$9,946.74	\$10,444.42	\$10,966.82	\$52.0497	\$54.6563	\$57.3851	\$60.2563	\$63.2702	Non-Exempt
Cache Note   Cache Forement Office   Cache Forement	City Clerk	UMM	\$9,887.59	\$10,380.91	\$10,900.75	\$11,446.05	\$12,016.81	\$57.0438	\$59.8899	\$62.8889	\$66.0349	\$69.3278	Exempt
Concimenter	City Manager	UCM					\$24,384.53					\$140.6800	Exempt
Councinemember   Coun	Coach/Referee	UTE						\$16.5000	\$17.3250	\$18.1913	\$19.1008	\$20.0559	Non-Exempt
Deputy City Cierk   UMM	Code Enforcement Officer	UMM	\$6,855.54	\$7,199.27	\$7,559.97	\$7,934.47	\$8,333.37	\$39.5512	\$41.5342	\$43.6152	\$45.7758	\$48.0771	Non-Exempt
Deputy Filty Manager   UEM   \$16,114 01   \$14,143 10   \$1,443 15   \$1,443 15   \$1,435 15   \$13,076 11   \$13	Councilmember	Elected					\$950.00						Exempt
Deputy Finance Director   UMM	Deputy City Clerk	UMM	\$7,935.53	\$8,332.31	\$8,749.24	\$9,186.33	\$9,645.70	\$45.7820	\$48.0710	\$50.4764	\$52.9980	\$55.6483	Exempt
Purply Public Works Director   UMM   \$11,725.07   \$12,310.68   \$12,226.01   \$13,572.09   \$14,251.07   \$67,644   \$71.023   \$74,573   \$78,305   \$82,217   \$Emerphy Public Works Director (UMR)   \$6,070.47   \$6,371.77   \$6,692.16   \$70,263.4   \$73,775.0   \$35,022   \$36,008   \$38,008   \$0,3000   \$30,000   \$30,000   \$30,0000   \$30,000   \$3	Deputy City Manager	UEM	\$16,114.01				\$19,586.34	\$92.9654				\$112.9981	Exempt
Executive Assistant to the City Manager    MM	Deputy Finance Director	UMM	\$11,843.10	\$12,435.25	\$13,057.01	\$13,709.87	\$14,395.35	\$68.3256	\$71.7419	\$75.3289	\$79.0953	\$83.0501	Exempt
Facility Attendant	Deputy Public Works Director	UMM	\$11,725.07	\$12,310.68	\$12,926.01	\$13,572.09	\$14,251.07	\$67.6446	\$71.0231	\$74.5731	\$78.3005	\$82.2177	Exempt
Fairgrounds Revitalization Director    Fine Captain   CPFA   \$8,985.79   \$9,343.68   \$9,906.36   \$10,401.79   \$10,921.77   \$37,0294   \$38,8778   \$40,8229   \$42,8645   \$45,0073   \$0.0000   \$10,0000	Executive Assistant to the City Manager	UMM	\$6,070.47	\$6,371.77	\$6,692.16	\$7,026.34	\$7,377.50	\$35.0220	\$36.7602	\$38.6086	\$40.5366	\$42.5625	Non-Exempt
Fire Captain	Facility Attendant	UTE						\$0.0000	\$0.0000	\$0.0000	\$0.0000	\$18.0800	Non-Exempt
Fire Captain UTE	Fairgrounds Revitalization Director	UEM	\$16,114.01				\$19,586.34	\$92.9654				\$112.9981	Exempt
Fire Chief UEM \$1,333.14	Fire Captain	CPFA	\$8,985.79	\$9,434.36	\$9,906.36	\$10,401.79	\$10,921.77	\$37.0294	\$38.8778	\$40.8229	\$42.8645	\$45.0073	Non-Exempt
Fire Engineer  Fire Engineer  UTE  Fire Engineer  UTE  Fire Engineer  UTE  S8,846,89  \$9,433.24  \$9,905.24  \$33.5807  \$33.5807  \$33.5807  \$33.5807  \$33.5807  \$33.2900  \$34.2000	Fire Captain	UTE						\$30.5700	\$32.1000	\$33.7100	\$35.4000	\$37.1700	Non-Exempt
Fire Eigineer  Fire Eighter  CPFA  \$7,391.27  \$7,761.73  \$8,148.92  \$8,556.21  \$8,984.68  \$30.486  \$30.486  \$30.486  \$31.9852  \$33.5807  \$33.2901  \$37.0248  Non-Exempt Signification Si	Fire Chief	UEM	\$17,353.14				\$21,092.81	\$100.1142				\$121.6894	Exempt
Fire Fighter	Fire Engineer	CPFA	\$8,148.92	\$8,556.21	\$8,984.68	\$9,433.24	\$9,905.24	\$33.5807	\$35.2591	\$37.0248	\$38.8733	\$40.8183	Non-Exempt
Fire Fighter UTE	Fire Engineer	UTE						\$28.7500	\$30.1900	\$31.7000	\$33.2900	\$34.9500	Non-Exempt
Head Lifeguard UTE \$17.6500 \$18.5300 \$19.4600 \$20.4300 \$21.4500 Non-Exempt Human Resources/Finance Specialist UMM \$7,559.97 \$7,934.47 \$8,330.19 \$8,747.12 \$9,187.39 \$43.6152 \$45.7758 \$48.0588 \$50.4641 \$53.0042 Non-Exempt Human Resources Manager UMM \$10,126.93 \$10,633.28 \$11,164.93 \$11,723.18 \$12,309.33 \$58.4246 \$61.3459 \$64.4131 \$67.6337 \$71.0154 Exempt Lifeguard I UMM \$9,848.33 \$10,340.59 \$10,857.25 \$11,400.43 \$11,970.13 \$56.8173 \$99.6573 \$62.6380 \$65.7717 \$69.0585 Exempt Maintenance Superintendent UMM \$9,848.33 \$10,340.59 \$10,857.25 \$11,400.43 \$11,970.13 \$56.8173 \$99.6573 \$62.6380 \$65.7717 \$69.0585 Exempt Maintenance Technician I CPEA \$5,741.12 \$5,464.82 \$5,737.55 \$6,024.88 \$6,325.68 \$29.8507 \$31.3441 \$32.9085 \$34.5565 \$36.2818 Non-Exempt Management Analyst I UMM \$7,746.69 \$8,133.92 \$8,541.31 \$8,966.73 \$9,415.49 \$44.6924 \$46.9265 \$49.2767 \$51.7311 \$54.3201 Exempt Management Analyst I UMM \$8,966.73 \$9,415.49 \$9,887.59 \$9,887.59 \$10,380.91 \$10,900.75 \$91.500.00 \$17.3205 \$18.1913 \$19.1008 \$20.659 Non-Exempt Management Analyst I UTE \$10.000 \$17.000 \$17.000 \$17.000 \$17.000 \$17.000 \$17.000 \$17.000 \$10.000.59 \$10.000.59 \$10.500 \$1	Fire Fighter	CPFA	\$7,391.27	\$7,761.73	\$8,148.92	\$8,556.21	\$8,984.68	\$30.4586	\$31.9852	\$33.5807	\$35.2591	\$37.0248	Non-Exempt
Human Resources/Finance Specialist UMM \$7,559.97 \$7,934.47 \$8,330.19 \$8,747.12 \$9,187.39 \$43.6152 \$45.7758 \$48.0588 \$50.4641 \$53.0042 Non-Exempt Human Resources Manager UMM \$10,126.93 \$10,633.28 \$11,164.93 \$11,723.18 \$12,309.33 \$58.4246 \$61.3459 \$64.4131 \$67.6337 \$71.0154 Exempt Lifeguard I UTE \$16.5000 \$17.3900 \$18.2600 \$19.1700 \$20.1300 Non-Exempt Maintenance Superintendent UMM \$9,848.33 \$10,340.59 \$10,857.25 \$11,400.43 \$11,970.13 \$56.8173 \$59.6573 \$62.6380 \$65.7717 \$69.0585 Exempt Maintenance Technician I CPEA \$5,174.12 \$5,464.82 \$5,737.55 \$6,024.88 \$6,325.68 \$29.8507 \$31.3441 \$32.9085 \$34.5565 \$36.2818 Non-Exempt Maintenance Technician II \$67.400 \$7,746.69 \$8,133.92 \$8,541.31 \$8,966.73 \$9,415.49 \$44.6924 \$46.926 \$49.2767 \$51.7311 \$54.3201 Exempt Management Analyst I WMM \$7,746.69 \$8,133.92 \$8,541.31 \$8,966.73 \$9,415.49 \$44.6924 \$46.926 \$49.2767 \$51.7311 \$54.3201 Exempt Management Analyst I WMM \$8,966.73 \$9,415.49 \$9,887.59 \$10,380.91 \$10,900.75 \$51.3311 \$51.000 \$51.7311 \$51.000 \$50.000 \$50.000 \$50.000 \$50.00000 \$50.0000 \$50.0000 \$50.0000 \$50.0000 \$50.0000 \$50.0000 \$50.00000 \$50.00000 \$50.00000 \$50.00000 \$50.00000 \$50.00000 \$50.00000 \$50.00000 \$50.00000 \$50.00000 \$50.00000 \$50.00000 \$50.00000 \$50.000000 \$50.00000 \$50.00000 \$50.00000 \$50.00000 \$50.00000 \$50.0000000 \$50.000000 \$50.000000 \$50.000000 \$50.0000000000	Fire Fighter	UTE						\$30.4586	\$31.9852	\$33.5807	\$35.2591	\$37.0248	Non-Exempt
Human Resources Manager	Head Lifeguard	UTE						\$17.6500	\$18.5300	\$19.4600	\$20.4300	\$21.4500	Non-Exempt
Lifeguard I UTE \$16.500 \$17.3900 \$18.2600 \$19.1700 \$20.1300 Non-Exempt Maintenance Superintendent UMM \$9,848.33 \$10,340.59 \$10,857.25 \$11,400.43 \$11,970.13 \$56.8173 \$59.6573 \$62.6380 \$65.7717 \$69.0585 Exempt Maintenance Technician I CPEA \$5,174.12 \$5,464.82 \$5,737.55 \$6,024.88 \$6,325.68 \$29.8507 \$31.3441 \$32.9085 \$34.5565 \$36.2818 Non-Exempt Maintenance Technician II \$6,024.88 \$6,325.68 \$6,642.19 \$6,974.41 \$32.9085 \$34.5564 \$36.2818 \$38.0971 \$40.0026 Non-Exempt Management Analyst I UMM \$7,746.69 \$8,133.92 \$8,541.31 \$8,966.73 \$9,415.49 \$44.6924 \$46.9265 \$49.2767 \$51.7311 \$54.3201 Exempt Management Analyst II UMM \$8,966.73 \$9,415.49 \$9,887.59 \$10,380.91 \$10,900.75 \$51.7311 \$54.3201 \$57.0438 \$59.8899 \$62.8889 Exempt Non-Classified Employee-Professional/Technical UTE \$16.5000 \$17.3250 \$18.1913 \$19.1008 \$20.0559 Non-Exempt Office Assistant I UTE \$17.0900 \$17.9400 \$18.8400 \$19.7800 \$20.7700 Non-Exempt Non-Exempt Non-Exempt Non-Exempt Step 5 is set at 20% below a Plant Operator I step 1 \$1.5000 \$19.7800 \$20.7700 Non-Exempt No	Human Resources/Finance Specialist	UMM	\$7,559.97	\$7,934.47	\$8,330.19	\$8,747.12	\$9,187.39	\$43.6152	\$45.7758	\$48.0588	\$50.4641	\$53.0042	Non-Exempt
Maintenance Superintendent UMM \$9,848.33 \$10,340.59 \$10,857.25 \$11,400.43 \$11,970.13 \$56.8173 \$59.6573 \$62.6380 \$65.7717 \$69.0585 Exempt Maintenance Technician I CPEA \$5,174.12 \$5,464.82 \$5,737.55 \$6,024.88 \$6,325.68 \$29.8507 \$31.3441 \$32.9085 \$34.5565 \$36.2818 Non-Exempt Maintenance Technician II CPEA \$5,704.13 \$6,024.88 \$6,325.68 \$6,642.19 \$6,974.41 \$32.9085 \$34.5564 \$36.2818 \$38.0971 \$40.0026 Non-Exempt Management Analyst I UMM \$7,746.69 \$8,133.92 \$8,541.31 \$8,966.73 \$9,415.49 \$44.6924 \$46.9265 \$49.2767 \$51.7311 \$54.3201 Exempt Management Analyst II UMM \$8,966.73 \$9,415.49 \$9,887.59 \$10,380.91 \$10,900.75 \$51.7311 \$54.3201 \$57.0438 \$59.8899 \$62.889 Exempt Non-Classified Employee-Professional/Technical UTE \$16.5000 \$17.3250 \$18.1913 \$19.1008 \$20.0559 Non-Exempt Office Assistant I UTE \$17.0900 \$17.9400 \$18.8400 \$19.7800 \$20.7700 Non-Exempt Non-Exempt Non-Exempt Step 5 is set at 20% below a Plant Operator I step 1 \$1.000 \$17.9400 \$18.8400 \$19.7800 \$20.7700 Non-Exempt Non-Exemp	Human Resources Manager	UMM	\$10,126.93	\$10,633.28	\$11,164.93	\$11,723.18	\$12,309.33	\$58.4246	\$61.3459	\$64.4131	\$67.6337	\$71.0154	Exempt
Maintenance Technician I         CPEA         \$5,174.12         \$5,464.82         \$5,737.55         \$6,024.88         \$6,325.68         \$29.8507         \$31.3441         \$32.9085         \$34.5565         \$36.2818         Non-Exempt           Maintenance Technician II         CPEA         \$5,704.13         \$6,024.88         \$6,325.68         \$6,642.19         \$6,974.41         \$32.9085         \$34.5564         \$38.0971         \$40.0026         Non-Exempt           Management Analyst I         UMM         \$7,746.69         \$8,133.92         \$8,541.31         \$8,966.73         \$9,415.49         \$44.6924         \$46.9265         \$49.2767         \$51.7311         \$54.3201         Exempt           Mayor         Elected         \$9,415.49         \$9,887.59         \$10,380.91         \$10,900.75         \$51.7311         \$54.3201         \$59.8899         \$62.888         Exempt           Non-Classified Employee-Professional/Technical         UTE         \$10,500.00         \$16.5000         \$17.3250         \$18.1913         \$19.1008         \$20.0559         Non-Exempt           Office Assistant I         UTE         \$10,900         \$17.9400         \$17.9400         \$18.8400         \$19.7800         \$20.7700         Non-Exempt           Operator-in-Training         UTE         \$10,000.75	Lifeguard I	UTE						\$16.5600	\$17.3900	\$18.2600	\$19.1700	\$20.1300	Non-Exempt
Maintenance Technician II         CPEA         \$5,704.13         \$6,024.88         \$6,325.68         \$6,642.19         \$6,974.41         \$32.9085         \$34.5564         \$36.2818         \$38.0971         \$40.0026         Non-Exempt           Management Analyst I         UMM         \$7,746.69         \$8,133.92         \$8,541.31         \$8,966.73         \$9,415.49         \$44.6924         \$46.9265         \$49.2767         \$51.7311         \$54.3201         Exempt           Mayor         Elected         \$1,500.00	Maintenance Superintendent	UMM	\$9,848.33	\$10,340.59	\$10,857.25	\$11,400.43	\$11,970.13	\$56.8173	\$59.6573	\$62.6380	\$65.7717	\$69.0585	Exempt
Management Analyst I         UMM         \$7,746.69         \$8,133.92         \$8,541.31         \$8,966.73         \$9,415.49         \$44.6924         \$46.9265         \$49.2767         \$51.7311         \$54.3201         Exempt           Management Analyst II         UMM         \$8,966.73         \$9,415.49         \$9,887.59         \$10,380.91         \$10,900.75         \$51.7311         \$54.3201         \$57.0438         \$59.8899         \$62.8889         Exempt           Mayor         Elected         \$1,500.00         \$1,500.00         \$17.000         \$17.000         \$15.0000         \$150.000         \$20.0059         \$10.000         \$20.0059         \$10.000         \$17.000         \$17.3250         \$18.1913         \$19.1008         \$20.0559         \$10.000         \$17.000         \$17.000         \$17.000         \$17.000         \$17.000         \$10.000         \$	Maintenance Technician I	CPEA	\$5,174.12	\$5,464.82	\$5,737.55	\$6,024.88	\$6,325.68	\$29.8507	\$31.3441	\$32.9085	\$34.5565	\$36.2818	Non-Exempt
Management Analyst I         UMM         \$7,746.69         \$8,133.92         \$8,541.31         \$8,966.73         \$9,415.49         \$44.6924         \$46.9265         \$49.2767         \$51.7311         \$54.3201         Exempt           Management Analyst II         UMM         \$8,966.73         \$9,415.49         \$9,887.59         \$10,380.91         \$10,900.75         \$51.7311         \$54.3201         \$57.0438         \$59.8899         \$62.8889         Exempt           Mayor         Elected         \$1,500.00         \$1,500.00         \$17.000         \$17.000         \$15.0000         \$150.000         \$20.0059         \$10.000         \$20.0059         \$10.000         \$17.000         \$17.3250         \$18.1913         \$19.1008         \$20.0559         \$10.000         \$17.000         \$17.000         \$17.000         \$17.000         \$17.000         \$10.000         \$	Maintenance Technician II	CPEA									\$38.0971		
Management Analyst II         UMM         \$8,966.73         \$9,415.49         \$9,887.59         \$10,380.91         \$10,900.75         \$51.7311         \$54.3201         \$57.0438         \$59.8899         \$62.8889         Exempt           Mayor         Elected         \$1,500.00         \$1,500.00         \$1.500.00         \$1.500.00         \$1.500.00         \$1.500.00         \$2.600.00         \$1.500.000         \$2.600.00 </td <td>Management Analyst I</td> <td></td> <td>\$54.3201</td> <td>Exempt</td>	Management Analyst I											\$54.3201	Exempt
Mayor         Elected         \$1,500.00         Exempt           Non-Classified Employee-Professional/Technical         UTE         \$16.5000         \$17.3250         \$18.1913         \$19.1008         \$20.0559         Non-Exempt           Office Assistant II         UTE         \$17.0900         \$17.9400         \$18.8400         \$19.7800         \$20.7700         Non-Exempt           Operator-in-Training         UTE         Step 5 is set at 20% below a Plant Operator I step 1         Non-Exempt													*
Non-Classified Employee-Professional/Technical         UTE         \$16.5000         \$17.3250         \$18.1913         \$19.1008         \$20.0559         Non-Exempt           Office Assistant I         UTE         \$17.0900         \$17.9400         \$18.8400         \$19.7800         \$20.7700         Non-Exempt           Operator-in-Training         UTE         Step 5 is set at 20% below a Plant Operator I step 1         Non-Exempt													·
Office Assistant I         UTE         \$16.5000         \$17.3250         \$18.1913         \$19.1008         \$20.0559         Non-Exempt           Office Assistant II         UTE         \$17.0900         \$17.9400         \$18.8400         \$19.7800         \$20.7700         Non-Exempt           Operator-in-Training         UTE         Step 5 is set at 20% below a Plant Operator I step 1         Non-Exempt								\$16.5000				\$150.0000	*
Office Assistant II UTE \$17.090 \$17.940 \$18.840 \$19.780 \$20.770 Non-Exempt Operator-in-Training UTE step 5 is set at 20% below a Plant Operator I step 1 Non-Exempt	, , ,								\$17.3250	\$18.1913	\$19.1008		
Operator-in-Training UTE step 5 is set at 20% below a Plant Operator I step 1 Non-Exempt													·
							step 5 is set at 2						
	Parks & Recreation Director	UEM	\$16,114.01				\$19,586.34	\$92.9654	•			\$112.9981	

Permit Technician	CPEA	\$5,973.20	\$6,272.33	\$6,585.48	\$6,914.98	\$7,260.85	\$34.4608	\$36.1865	\$37.9932	\$39.8941	\$41.8895	Non-Exempt
Planning & Building Director	UEM	\$16,114.01				\$19,586.34	\$92.9654				\$112.9981	Exempt
Plant Operator I	CPEA	\$6,592.46	\$6,962.03	\$7,310.01	\$7,676.24	\$8,059.51	\$38.0334	\$39.9316	\$41.9275	\$44.0280	\$46.2263	Non-Exempt
Plant Operator II	CPEA	\$7,445.25	\$7,863.62	\$8,256.61	\$8,669.09	\$9,102.23	\$42.9533	\$45.0128	\$47.3568	\$49.7227	\$52.2070	Non-Exempt
Police Chief	UEM	\$17,353.14				\$21,092.81	\$100.1142				\$121.6894	Exempt
Police Lieutenant	UMM	\$12,310.68	\$12,926.01	\$13,572.09	\$14,251.07	\$14,962.93	\$71.0231	\$74.5731	\$78.3005	\$82.2177	\$86.3246	Exempt
Police Officer	CPOA	\$7,536.32	\$7,959.17	\$8,356.85	\$8,774.64	\$9,213.65	\$43.4788	\$45.6508	\$47.9318	\$50.3281	\$52.8460	Non-Exempt
Police Officer Trainee	UTE					step 5 is set at 20% below a Police Officer step 1						Non-Exempt
Police Technician	UTE						\$16.5000	\$17.3250	\$18.1913	\$19.1008	\$20.0559	Non-Exempt
Police Sergeant	CPOA	\$8,941.20	\$9,444.88	\$9,915.17	\$10,413.38	\$10,933.94	\$51.5838	\$54.1723	\$56.8697	\$59.7273	\$62.7130	Non-Exempt
Pool Manager	UTE						\$18.7300	\$19.6700	\$20.6500	\$21.6800	\$22.7600	Non-Exempt
Principal Engineer	UMM	\$10,900.99	\$11,446.04	\$12,018.35	\$12,619.26	\$13,250.23	\$62.8903	\$66.0349	\$69.3366	\$72.8034	\$76.4436	Exempt
Public Safety Communications Manager	UMM	\$8,308.09	\$8,755.72	\$9,203.36	\$9,651.00	\$10,098.64	\$47.9314	\$50.5138	\$53.0963	\$55.6788	\$58.2613	Exempt
Public Safety Community Services Officer	CPOA	\$5,934.00	\$6,265.07	\$6,579.33	\$6,909.31	\$7,252.76	\$34.2346	\$35.9341	\$37.7366	\$39.6292	\$41.5991	Non-Exempt
Public Safety Dispatch Supervisor	CPOA	\$6,869.06	\$7,252.76	\$7,616.41	\$7,996.89	\$8,396.46	\$39.8614	\$41.8545	\$43.9472	\$46.1446	\$48.4518	Non-Exempt
Public Safety Dispatcher	CPOA	\$5,934.00	\$6,265.07	\$6,579.33	\$6,909.31	\$7,252.76	\$34.2346	\$35.9341	\$37.7366	\$39.6292	\$41.5991	Non-Exempt
Public Works Director/City Engineer	UEM	\$16,114.01				\$19,586.34	\$92.9654				\$112.9981	Exempt
Recreation Aide	UTE						\$16.5000	\$17.3250	\$18.1913	\$19.1008	\$20.0559	Non-Exempt
Recreation Coordinator	CPEA	\$5,381.01	\$5,649.82	\$5,931.83	\$6,228.23	\$6,540.25	\$31.0443	\$32.5951	\$34.2221	\$35.9322	\$37.7321	Non-Exempt
Recreation Leader	UTE						\$16.5600	\$17.3900	\$18.2600	\$19.1700	\$20.1300	Non-Exempt
Recreation Manager	UMM	\$10,126.93	\$10,633.28	\$11,164.93	\$11,723.18	\$12,309.33	\$58.4246	\$61.3458	\$64.4131	\$67.6338	\$71.0155	Exempt
Senior Accounting Assistant	CPEA	\$5,846.96	\$6,139.31	\$6,446.16	\$6,768.64	\$7,107.85	\$33.7324	\$35.4191	\$37.1894	\$39.0498	\$41.0068	Non-Exempt
Senior Civil Engineer	UMM	\$10,380.91	\$10,899.95	\$11,446.05	\$12,016.81	\$12,618.34	\$59.8899	\$62.8844	\$66.0349	\$69.3278	\$72.7981	Exempt
Senior Maintenance Technician	CPEA	\$6,750.23	\$7,087.91	\$7,443.13	\$7,814.70	\$8,204.96	\$38.9436	\$40.8918	\$42.9411	\$45.0848	\$47.3363	Non-Exempt
Senior Planner	UMM	\$9,645.70	\$10,127.35	\$10,634.46	\$11,165.97	\$11,725.07	\$55.6483	\$58.4271	\$61.3527	\$64.4191	\$67.6446	Exempt
Senior Planner/Assistant to the City Manager	UMM	\$10,634.46	\$11,165.97	\$11,725.07	\$12,310.68	\$12,926.01	\$61.3527	\$64.4191	\$67.6446	\$71.0231	\$74.5731	Exempt
Senior Plant Operator	CPEA	\$8,165.31	\$8,570.37	\$9,001.07	\$9,451.00	\$9,923.99	\$47.1076	\$49.4445	\$51.9293	\$54.5250	\$57.2538	Non-Exempt
Senior Recreation Leader	UTE						\$18.7300	\$19.6700	\$20.6500	\$21.6800	\$22.7600	Non-Exempt
Speciality Instructor I	UTE						\$16.5000	\$17.3250	\$18.1913	\$19.1008	\$20.0559	Non-Exempt
Speciality Instructor II	UTE						\$18.7300	\$19.6700	\$20.6500	\$21.6800	\$22.7600	Non-Exempt
Swim Instructor I	UTE						\$16.5000	\$17.3250	\$18.1913	\$19.1008	\$20.0559	Non-Exempt
Swim Instructor II	UTE						\$17.6500	\$18.5300	\$19.4600	\$20.4300	\$21.4500	Non-Exempt
Utilities Systems Superintendent	UMM	\$11,022.75	\$11,573.36	\$12,152.61	\$12,759.44	\$13,398.11	\$63.5928	\$66.7693	\$70.1112	\$73.6121	\$77.2968	Exempt
Water Conservation Manager	UTE						\$27.4200	\$28.7900	\$30.2300	\$31.7400	\$33.3300	Non-Exempt
Water Conservation Specialist	UTE						\$17.2600	\$18.1200	\$19.0300	\$19.9800	\$20.9800	Non-Exempt
Water Conservation Technician	CPEA	\$5,174.12	\$5,432.99	\$5,704.13	\$5,989.79	\$6,288.83	\$29.8507	\$31.3441	\$32.9085	\$34.5564	\$36.2818	Non-Exempt

## Legend

CPEA - Calistoga Public Employees Association

CPFA - Calistoga Professional Firefighters Association

CPOA - Calistoga Police Officers Association

Elected - Mayor & Councilmembers

UCM - City Manager

UEM - Unrepresented Executive Management

UMM - Unrepresented Mid-Management

UTE - Unrepresented Temporary Employee

## Notes

- 1 Hourly, except FLSA Non-Exempt fire safety, is the Yearly (Monthly x 12) divided by 2,080 hours, rounded to 4 decimal places
- 2 Hourly FLSA Non-Exempt fire safety is the Yearly (Monthly x 12) divided by 2,912 hours (2,756 regular hours + 156 overtime hours)
- 3 Exempt or non-exempt status under the FLSA is to be reviewed based on the assigned duties and pay; pay is at any value from the minimum to the maximum.
- 4 A Temporary Employee working in a classification which <u>not listed in Group UTE</u> receives the same wage/salary schedule as the represented classification
- 5 UEM classifications have a minimum and maximum rate; an employee may be at any value from the minimum to the maximum.

Salary schedule as of 2025-10-14