

RESOLUTION NO. 5750

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA HABRA AMENDING RESOLUTION NO. 5692 PERTAINING TO A COMPENSATION PLAN FOR MANAGEMENT AND EXECUTIVE MANAGEMENT EMPLOYEES

WHEREAS, the City Council of the City of La Habra, California adopted a compensation plan in Resolution No. 5692 on July 6, 2015; and

WHEREAS, the City Council desires to amend said Resolution.

NOW, THEREFORE, the City Council of the City of La Habra does hereby resolve as follows:

SALARY PLAN

Section 1. Annual Employees/Benefits. The established compensation plan for those employees in the Management and Executive Management units includes the attached benefit changes, and Exhibits "A" and "B" indicating the salaries for classifications of these employee groups.

PASSED, APPROVED AND ADOPTED this 20th day of June 2016.

James Gomez Mayor

ATTEST:

Laurie Swindell, CMC, Deputy City Clerk

STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS.
CITY OF LA HABRA)

I, Laurie Swindell, Deputy City Clerk for the City of La Habra, do hereby certify that the above and foregoing is a true and correct copy of Resolution No. 5750 introduced and adopted at a Regular Meeting of the City Council of the City of La Habra held on the 20th day of June, 2016, by the following roll call vote:

AYES: COUNCILMEMBERS: BEAMISH, ESPINOZA, BLAZEY, SHAW, GOMEZ
NOES: COUNCILMEMBERS: NONE
ABSTAIN: COUNCILMEMBERS: NONE
ABSENT: COUNCILMEMBERS: NONE

Witness my hand and the official seal of the City of La Habra this 20th day of June, 2016.

Laurie Swindell, CMC, Deputy City Clerk

Management/Executive Management

Insurance Contribution (Public Safety Management):

Effective January 1, 2017, the City will increase its current insurance contribution by \$100 per month to a maximum of \$1,230.00 per month on a use or lose basis.

Effective January 1, 2017, the City will increase the opt out contribution by \$50 per month to a maximum of \$240.00 per month.

Effective January 1, 2018, the City will increase its current insurance contribution by \$100 per month to a maximum of \$1,330.00 per month on a use or lose basis.

Insurance Contribution (Miscellaneous Management):

Effective January 1, 2017, the City will increase its current insurance contribution by \$100 per month to a maximum of \$1,170 per month on a use or lose basis.

One-time Lump Sum:

Based on the salary schedule in effect on June 24, 2016, the City will provide Management employees a one-time lump sum pay adjustment of two percent (2%). The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 x .02

Based on the salary schedule in effect on June 24, 2016, the City will provide Executive Management employees a one-time lump sum pay adjustment of three percent (3%). The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 x .03

Uniform Allowance (Public Safety Management and Public Safety Executive Management):

Effective July 1, 2016, the City will increase the uniform allowance by \$75 per year to a maximum of \$875 per year.

Effective July 1, 2017, the City will increase the uniform allowance by \$75 per year to a maximum of \$950 per year.

EXHIBIT "A"

Annual Salary Effective January 7, 2017	Management Employees										
	Range	1	2	3	4	5	6	7	8	9	10
Deputy City Clerk/Records Mgr	176	58,993	61,493	63,030	64,606	66,221	67,877	69,573	71,313	73,098	74,923
	177	60,293	61,900	63,345	64,929	66,552	68,216	69,921	71,669	73,461	75,298
	178	60,594	62,109	63,662	65,254	66,885	68,567	70,271	72,028	73,828	75,674
	179	60,897	62,420	63,980	65,580	67,219	68,900	70,622	72,388	74,198	76,053
	180	61,202	62,782	64,300	65,908	67,555	69,244	70,975	72,750	74,569	76,433
Accountant	181	61,495	63,032	64,608	66,223	67,879	69,576	71,315	73,098	74,926	76,799
	182	61,802	63,347	64,931	66,554	68,218	69,924	71,672	73,464	75,300	77,183
	183	62,111	63,664	65,256	66,887	68,559	70,273	72,030	73,831	75,677	77,569
	184	62,422	63,982	65,582	67,222	68,902	70,625	72,390	74,200	76,055	77,956
	185	62,734	64,302	65,910	67,558	69,247	70,979	72,752	74,571	76,435	78,346
Employment & Training Manager; Executive Assistant	186	63,036	64,612	66,227	67,883	69,580	71,319	73,102	74,930	76,803	78,723
	187	63,351	64,935	66,558	68,222	69,928	71,676	73,468	75,304	77,187	79,117
	188	63,668	65,259	66,891	68,563	70,277	72,034	73,835	75,681	77,573	79,512
	189	63,986	65,588	67,226	68,906	70,629	72,394	74,204	76,058	77,961	79,910
	190	64,306	65,914	67,561	69,260	70,982	72,768	74,575	76,440	78,361	80,309
Street Supervisor; Park/Landscape Supervisor; Building Maint. Supervisor	191	64,614	66,230	67,886	69,583	71,322	73,106	74,933	76,808	78,726	80,695
	192	64,938	66,561	68,225	69,931	71,679	73,471	75,308	77,190	79,120	81,098
	193	65,262	66,894	68,566	70,280	72,037	73,838	75,684	77,576	79,516	81,504
	194	65,589	67,228	68,909	70,632	72,397	74,207	76,063	77,964	79,913	81,911
	195	65,916	67,564	69,253	70,985	72,769	74,578	76,443	78,364	80,313	82,321
Accountant II	196	66,227	67,883	69,580	71,319	73,102	74,930	76,803	78,723	80,691	82,709
	197	66,558	68,222	69,928	71,676	73,468	75,304	77,187	79,117	81,095	83,122
	198	66,891	68,563	70,277	72,034	73,835	75,681	77,573	79,512	81,500	83,538
	199	67,226	68,908	70,629	72,394	74,204	76,059	77,961	79,910	81,908	83,965
	200	67,562	69,261	70,982	72,766	74,575	76,440	78,361	80,309	82,317	84,376
Senior Accountant	201	67,884	69,581	71,321	73,104	74,932	76,806	78,726	80,693	82,711	84,778
	202	68,224	69,929	71,678	73,470	75,306	77,189	79,119	81,097	83,124	85,202
	203	68,565	70,279	72,038	73,837	75,683	77,576	79,514	81,502	83,540	85,628
	204	68,908	70,630	72,396	74,206	76,061	77,963	79,912	81,910	83,957	86,056
	205	69,252	70,984	72,768	74,577	76,442	78,363	80,311	82,319	84,377	86,487
Children's Museum Manager	206	69,582	71,321	73,104	74,932	76,806	78,726	80,693	82,711	84,778	86,898
	207	69,929	71,678	73,470	75,306	77,189	79,119	81,097	83,124	85,202	87,332
	208	70,279	72,036	73,837	75,683	77,576	79,514	81,502	83,540	85,628	87,769
	209	70,630	72,396	74,206	76,061	77,963	79,912	81,910	83,957	86,058	88,208
	210	70,984	72,758	74,577	76,442	78,363	80,311	82,319	84,377	86,487	88,649
Social Services Supervisor	211	71,325	73,106	74,935	76,809	78,729	80,697	82,716	84,782	86,902	89,075
	212	71,681	73,473	75,310	77,193	79,123	81,101	83,128	85,206	87,337	89,520
	213	72,040	73,841	75,687	77,579	79,519	81,506	83,544	85,632	87,773	89,968
	214	72,400	74,210	76,065	77,967	79,916	81,914	83,962	86,061	88,212	90,417
	215	72,762	74,581	76,445	78,358	80,315	82,323	84,381	86,491	88,653	90,869
Personnel/Risk Mgt Analyst; NPDES Coordinator; Water Supervisor; Recreation Manager; Code Compliance Mgr; Community Pres. Manager; Econ Housing Coord.	216	73,109	74,936	76,810	78,730	80,698	82,716	84,784	86,903	89,076	91,303
	217	73,474	75,311	77,194	79,124	81,102	83,129	85,207	87,338	89,521	91,759
	218	73,841	75,688	77,580	79,519	81,507	83,545	85,633	87,774	89,969	92,218
	219	74,211	76,066	77,968	79,917	81,915	83,963	86,062	88,213	90,419	92,679
	220	74,582	76,446	78,357	80,316	82,324	84,382	86,462	88,564	90,671	93,142
Personnel/Risk Mgt Analyst; NPDES Coordinator; Water Supervisor; Recreation Manager; Code Compliance Mgr; Community Pres. Manager; Econ Housing Coord.	221	74,939	76,812	78,732	80,701	82,718	84,786	86,906	89,079	91,305	93,588
	222	75,313	77,196	79,126	81,104	83,132	85,210	87,340	89,524	91,762	94,056
	223	75,690	77,582	79,522	81,510	83,548	85,636	87,777	89,972	92,221	94,526
	224	76,068	77,970	79,919	81,917	83,965	86,064	88,216	90,421	92,682	94,999
	225	76,449	78,360	80,319	82,327	84,385	86,485	88,657	90,874	93,145	95,474

Annual Salary Effective January 7, 2017	Management Employees										
	Range	1	2	3	4	5	6	7	8	9	10
Senior Planner	226	76,813	76,733	80,702	82,719	84,787	86,807	88,079	91,306	93,589	95,929
	227	77,197	79,127	81,105	83,139	85,211	87,341	89,526	91,763	94,057	96,409
	228	77,583	79,523	81,511	83,548	85,637	87,778	89,973	92,222	94,527	96,891
	229	77,971	79,920	81,918	83,966	86,065	88,217	90,422	92,683	95,000	97,375
	230	78,361	80,320	82,328	84,388	86,498	88,658	90,874	93,148	95,475	97,862
	231	78,735	80,703	82,721	84,789	86,908	89,081	91,308	93,591	95,930	98,329
	232	79,128	81,106	83,134	85,212	87,343	89,526	91,765	94,059	96,410	98,820
	233	79,524	81,512	83,550	85,639	87,780	89,974	92,223	94,529	96,892	99,314
	234	79,922	81,920	83,968	86,067	88,218	90,424	92,684	95,002	97,377	99,811
	235	80,321	82,329	84,387	86,497	88,659	90,876	93,148	95,477	97,863	100,310
Accounting Supervisor	236	80,708	82,723	84,791	86,911	89,084	91,311	93,594	95,934	98,332	100,790
	237	81,109	83,137	85,215	87,346	89,529	91,768	94,062	96,413	98,824	101,294
	238	81,515	83,553	85,641	87,783	89,977	92,227	94,532	96,895	99,318	101,801
	239	81,922	83,970	86,070	88,221	90,427	92,688	95,005	97,380	99,814	102,310
	240	82,332	84,390	86,500	88,663	90,879	93,151	95,480	97,867	100,314	102,821
	241	82,724	84,792	86,912	89,084	91,311	93,594	95,934	98,332	100,791	103,311
Child Development Manager	242	83,137	85,216	87,346	89,530	91,768	94,062	96,414	98,824	101,295	103,827
	243	83,553	85,642	87,783	89,977	92,227	94,533	96,896	99,318	101,801	104,346
	244	83,971	86,070	88,222	90,427	92,688	95,005	97,380	99,815	102,310	104,868
	245	84,391	86,500	88,663	90,879	93,151	95,480	97,867	100,314	102,822	105,382
Revenue Manager	246	84,794	86,913	89,086	91,313	93,596	95,936	98,334	100,793	103,313	105,895
	247	85,217	87,348	89,532	91,770	94,064	96,416	98,826	101,297	103,829	106,425
	248	85,644	87,785	89,978	92,229	94,534	96,898	99,320	101,803	104,348	106,957
	249	86,072	88,224	90,428	92,690	95,007	97,382	99,817	102,312	104,870	107,492
	250	86,502	88,665	90,881	93,153	95,482	97,869	100,318	102,824	105,394	108,029
	251	86,913	89,085	91,313	93,595	95,935	98,334	100,792	103,312	105,895	108,542
Associate Civil Engineer, Traffic Engineer;	252	87,347	89,531	91,789	94,063	96,415	98,825	101,296	103,828	106,424	109,085
	253	87,784	89,979	92,228	94,534	96,887	99,320	101,802	104,348	106,956	109,630
	254	88,223	90,428	92,689	95,006	97,382	99,816	102,312	104,869	107,491	110,178
	255	88,664	90,881	93,153	95,481	97,868	100,315	102,823	105,394	108,028	110,729
	256	89,088	91,316	93,598	95,938	98,337	100,795	103,315	105,898	108,545	111,259
	257	89,534	91,772	94,066	96,418	98,829	101,299	103,832	106,428	109,088	111,816
	258	89,981	92,231	94,537	96,900	99,323	101,806	104,351	106,960	109,634	112,374
	259	90,431	92,692	95,008	97,385	99,819	102,315	104,873	107,494	110,182	112,836
	260	90,884	93,156	95,484	97,872	100,318	102,826	105,397	108,032	110,733	113,601
	261	91,312	93,595	95,935	98,333	100,791	103,311	105,894	108,541	111,255	114,038
Senior Civil Engineer	262	91,768	94,063	96,414	98,825	101,295	103,828	106,423	109,084	111,811	114,606
	263	92,227	94,533	96,896	99,319	101,802	104,347	106,965	109,629	112,370	115,179
	264	92,688	95,006	97,381	99,816	102,311	104,868	107,490	110,177	112,832	115,755
	265	93,152	95,481	97,868	100,314	102,822	105,393	108,028	110,728	113,497	116,334
	266	93,598	95,936	98,338	100,794	103,314	105,897	108,545	111,258	114,040	116,891
	267	94,065	96,417	98,828	101,296	103,831	106,427	109,087	111,814	114,610	117,475
	268	94,536	96,899	99,322	101,805	104,350	106,959	109,633	112,374	115,183	118,062
	269	95,009	97,384	99,818	102,314	104,872	107,494	110,181	112,935	115,759	118,653
	270	95,484	97,871	100,318	102,826	105,398	108,031	110,732	113,500	116,338	119,246
	271	95,938	98,337	100,795	103,315	105,898	108,545	111,259	114,040	116,891	119,814
272	96,418	98,828	101,299	103,831	106,427	109,088	111,815	114,610	117,476	120,413	
273	96,900	99,322	101,805	104,351	106,959	109,633	112,374	115,184	118,063	121,015	
274	97,384	99,819	102,314	104,872	107,494	110,182	112,936	115,759	118,653	121,620	
275	97,871	100,318	102,826	105,397	108,032	110,732	113,501	116,338	119,247	122,228	

Annual Salary Effective January 7, 2017	Management Employees										
	Range	1	2	3	4	5	6	7	8	9	10
	276	98,340	100,798	103,318	105,901	108,549	111,262	114,044	116,895	119,817	122,813
	277	98,831	101,302	103,835	106,431	109,091	111,819	114,614	117,479	120,416	123,427
	278	99,326	101,809	104,354	106,963	109,637	112,376	115,187	118,067	121,019	124,044
	279	99,822	102,318	104,876	107,498	110,185	112,940	115,763	118,657	121,624	124,664
	280	100,321	102,829	105,400	108,035	110,736	113,504	116,342	119,250	122,232	125,288
Finance Manager	281	100,798	103,318	105,901	108,548	111,262	114,044	116,895	119,817	122,812	125,869
Operations Manager	282	101,302	103,834	106,430	109,091	111,818	114,614	117,479	120,416	123,426	126,512
	283	101,808	104,354	106,962	109,639	112,377	115,187	118,067	121,018	124,044	127,145
	284	102,317	104,875	107,497	110,185	112,939	115,763	118,657	121,623	124,664	127,780
Planning Manager	285	102,829	105,400	108,035	110,736	113,504	116,342	119,250	122,231	125,267	128,419
	286	103,316	105,899	108,547	111,260	114,042	116,893	119,815	122,810	125,881	129,028
	287	103,833	106,429	109,089	111,816	114,612	117,477	120,414	123,424	126,510	129,673
HR Manager	288	104,352	106,961	109,635	112,376	115,185	118,065	121,016	124,042	127,143	130,321
	289	104,874	107,495	110,163	112,937	115,761	118,655	121,621	124,662	127,776	130,973
Housing Manager	290	105,398	108,033	110,734	113,502	116,340	119,248	122,229	125,285	128,417	131,628
	291	105,901	108,549	111,262	114,044	116,895	119,817	122,813	125,863	129,030	132,258
Water/Sewer Manager; Asst Dir Public Works/Operations; Public Works Manager	292	106,431	109,091	111,818	114,614	117,479	120,416	123,427	126,512	129,675	132,917
	293	106,953	109,637	112,378	115,167	118,067	121,018	124,044	127,145	130,324	133,682
	294	107,497	110,185	112,940	115,763	118,657	121,624	124,664	127,781	130,975	134,260
	295	108,035	110,736	113,504	116,342	119,250	122,232	125,287	128,420	131,630	134,921
	296	108,552	111,265	114,048	116,899	119,821	122,817	125,887	129,034	132,260	135,567
	297	109,095	111,822	114,618	117,483	120,420	123,431	126,517	129,680	132,922	136,245
	298	109,640	112,381	115,191	118,071	121,022	124,048	127,149	130,328	133,686	136,926
	299	110,189	112,943	115,767	118,661	121,628	124,668	127,785	130,980	134,254	137,810
	300	110,740	113,508	116,346	119,264	122,236	125,292	128,424	131,634	134,925	138,298
	301	111,285	114,047	116,898	119,820	122,818	125,888	129,034	132,259	135,666	138,955
	302	111,822	114,617	117,483	120,420	123,430	126,516	129,679	132,921	136,244	139,650
Chief Building Official	303	112,381	115,190	118,070	121,022	124,047	127,148	130,327	133,686	136,925	140,348
	304	112,943	115,765	118,660	121,627	124,667	127,784	130,979	134,253	137,610	141,050
	305	113,507	116,345	119,254	122,235	125,261	128,423	131,634	134,924	138,298	141,755
	306	114,048	116,899	119,821	122,817	125,887	129,035	132,260	135,567	138,956	142,430
	307	114,618	117,483	120,421	123,431	126,517	129,680	132,922	136,246	139,651	143,142
	308	115,191	118,071	121,023	124,048	127,149	130,328	133,686	136,926	140,349	143,858
	309	115,767	118,661	121,628	124,668	127,785	130,980	134,254	137,611	141,051	144,677
	310	116,346	119,255	122,236	125,282	128,424	131,635	134,926	138,299	141,756	145,300
	311	116,902	119,824	122,820	125,860	129,038	132,263	135,570	138,959	142,433	145,994
	312	117,468	120,423	123,434	126,520	129,683	132,925	136,248	139,654	143,145	146,724
	313	118,074	121,025	124,051	127,152	130,331	133,589	136,929	140,362	143,861	147,458
	314	118,664	121,631	124,671	127,768	130,963	134,257	137,614	141,054	144,581	148,195
	315	119,257	122,239	125,295	128,427	131,588	134,929	138,302	141,759	145,303	148,936
	316	119,826	122,821	125,892	129,039	132,285	135,572	138,961	142,435	145,966	149,646
	317	120,425	123,435	126,521	129,684	132,926	136,249	139,656	143,147	146,728	150,394
	318	121,027	124,052	127,154	130,333	133,591	136,931	140,354	143,863	147,459	151,146
	319	121,632	124,673	127,790	130,964	134,259	137,615	141,056	144,582	148,197	151,902
	320	122,240	125,296	128,429	131,639	134,930	138,303	141,761	145,305	148,938	152,661
	321	122,821	125,892	129,039	132,265	135,572	138,961	142,435	145,996	149,646	153,387
	322	123,435	126,521	129,684	132,926	136,250	139,656	143,147	146,728	150,394	154,154
	323	124,053	127,154	130,333	133,591	136,931	140,354	143,863	147,460	151,146	154,925
	324	124,673	127,790	130,984	134,259	137,616	141,056	144,582	148,197	151,902	155,699
	325	125,296	128,429	131,639	134,930	138,304	141,761	145,305	148,938	152,661	156,478

Annual Salary Effective January 7, 2017	Management Employees										
	Range	1	2	3	4	5	6	7	8	9	10
	326	125,895	129,042	132,268	135,575	138,964	142,438	145,999	149,649	153,380	157,225
	327	126,524	129,687	132,929	136,253	139,659	143,151	146,729	150,397	154,167	158,011
	328	127,167	130,339	133,594	136,934	140,357	143,866	147,463	151,149	154,928	158,801
	329	127,793	130,967	134,262	137,619	141,059	144,596	148,200	151,895	155,703	159,595
	330	128,432	131,642	134,933	138,307	141,764	145,309	148,941	152,665	156,481	160,399
	331	129,046	132,272	135,579	138,968	142,442	146,003	149,653	153,395	157,230	161,160
	332	129,691	132,933	136,257	139,663	143,155	146,733	150,402	154,162	158,018	161,966
	333	130,339	133,598	136,938	140,361	143,870	147,467	151,154	154,933	158,806	162,776
	334	130,991	134,256	137,623	141,063	144,590	148,204	151,910	155,707	159,600	163,590
	335	131,646	134,937	138,311	141,768	145,313	148,945	152,669	156,488	160,398	164,408
	336	132,267	135,574	138,963	142,437	146,008	149,649	153,389	157,224	161,155	165,184
	337	132,929	136,252	139,658	143,150	146,728	150,397	154,156	158,010	161,961	166,010
	338	133,593	136,933	140,366	143,885	147,482	151,149	154,927	158,800	162,770	166,840
	339	134,261	137,618	141,059	144,586	148,199	151,904	155,702	159,594	163,584	167,674
	340	134,933	138,306	141,763	145,308	148,940	152,664	156,480	160,392	164,402	168,512
Police Captain	340/PS	135,603	139,301	142,763	146,353	150,011	153,762	157,606	161,546	165,685	169,724
	341	136,272	139,991	143,438	147,096	150,849	154,648	158,522	162,483	166,512	170,611
	342	136,950	140,656	144,148	147,728	151,395	155,154	159,008	162,958	167,007	171,156
	343	137,631	141,355	144,863	148,460	152,147	155,925	159,798	163,766	167,837	171,908
	344	137,816	141,566	145,063	148,597	152,262	156,000	159,852	163,822	167,872	171,963
	345	138,304	141,762	145,306	148,938	152,662	156,478	160,390	164,400	168,510	172,723
	346	138,962	142,436	145,996	149,646	153,388	157,222	161,153	165,182	169,311	173,544
	347	139,656	143,148	146,728	150,395	154,154	158,008	161,959	166,008	170,159	174,412
	348	140,355	143,864	147,460	151,147	154,925	158,798	162,768	166,838	171,009	175,284
	349	141,056	144,583	148,197	151,902	155,700	159,592	163,582	167,672	171,864	176,160
	350	141,762	145,306	148,938	152,662	156,478	160,390	164,400	168,510	172,723	177,041
	351	142,439	145,999	149,649	153,391	157,225	161,156	165,185	169,315	173,547	177,880
	352	143,151	146,729	150,399	154,158	158,012	161,962	166,011	170,161	174,415	178,776
	353	143,866	147,463	151,150	154,928	158,802	162,772	166,841	171,012	175,287	179,699
	354	144,596	148,200	151,905	155,703	159,598	163,586	167,675	171,867	176,184	180,568
	355	145,309	148,941	152,685	156,482	160,394	164,403	168,514	172,726	177,045	181,471
	356	146,004	149,654	153,398	157,231	161,161	165,190	169,320	173,553	177,892	182,339
	357	146,734	150,403	154,163	158,017	161,967	166,016	170,167	174,421	178,781	183,251
	358	147,468	151,155	154,934	158,807	162,777	166,846	171,018	175,293	179,675	184,167
	359	148,205	151,910	155,708	159,601	163,591	167,681	171,873	176,170	180,574	185,088
	360	148,946	152,670	156,467	160,399	164,408	168,519	172,732	177,050	181,477	186,014
	361	149,685	153,396	157,231	161,162	165,191	169,321	173,554	177,893	182,340	186,899
	362	150,403	154,163	158,017	161,968	166,017	170,168	174,422	178,782	183,262	187,893
	363	151,156	154,934	158,808	162,778	166,847	171,018	175,294	179,678	184,188	188,772
	364	151,911	155,709	159,602	163,592	167,681	171,873	176,170	180,575	185,099	189,716
	365	152,671	156,467	160,400	164,410	168,520	172,733	177,061	181,477	186,014	190,685
	366	153,403	157,238	161,169	165,198	169,328	173,561	177,900	182,348	186,907	191,579
	367	154,170	158,024	161,975	166,024	170,175	174,429	178,790	183,260	187,841	192,537
	368	154,941	158,814	162,785	166,854	171,026	175,301	179,684	184,176	188,780	193,500
	369	155,716	159,608	163,599	167,689	171,881	176,178	180,582	185,097	189,724	194,487
	370	156,484	160,407	164,417	168,527	172,740	177,059	181,485	186,022	190,673	195,440
	371	157,245	161,178	165,205	169,335	173,569	177,908	182,358	186,914	191,587	196,377
	372	158,031	161,982	166,031	170,162	174,437	178,797	183,267	187,849	192,545	197,369
	373	158,821	162,792	166,861	171,033	175,309	179,691	184,184	188,788	193,508	198,346
	374	159,615	163,606	167,696	171,888	176,185	180,590	185,105	189,732	194,478	199,337
	375	160,413	164,424	168,534	172,747	177,066	181,493	186,030	190,681	195,448	200,334

Annual Salary
Effective January 7, 2017

Range	Management Employees									
	1	2	3	4	5	6	7	8	9	10
376	161,180	166,210	169,340	173,574	177,913	182,361	186,920	191,593	196,383	201,292
377	161,996	166,036	170,187	174,441	178,802	183,272	187,854	192,551	197,364	202,299
378	162,798	166,866	171,038	175,314	179,696	184,189	188,794	193,513	198,351	203,310
379	163,610	167,700	171,893	176,190	180,595	185,110	189,738	194,481	199,343	204,327
380	164,428	168,539	172,752	177,071	181,488	186,035	190,698	195,463	200,340	205,348
381	165,216	169,347	173,580	177,920	182,368	186,927	191,600	196,390	201,300	206,332
382	166,042	170,183	174,448	178,809	183,280	187,862	192,555	197,372	202,308	207,364
383	166,873	171,044	175,320	179,704	184,198	188,801	193,521	198,369	203,318	208,401
384	167,707	171,900	176,197	180,602	185,117	189,745	194,489	199,351	204,335	209,443
385	168,545	172,759	177,078	181,505	186,043	190,694	195,461	200,348	205,356	210,490
386	169,365	173,589	177,929	182,377	186,936	191,610	196,400	201,310	206,343	211,501
387	170,202	174,457	178,818	183,289	187,871	192,569	197,382	202,317	207,375	212,559
388	171,053	175,329	179,713	184,205	188,810	193,531	198,369	203,328	208,411	213,622
389	171,808	176,206	180,611	185,126	189,755	194,498	199,361	204,345	209,454	214,680
390	172,768	177,087	181,514	186,052	190,703	195,471	200,358	205,367	210,501	215,763
391	173,599	177,939	182,367	186,947	191,620	196,411	201,321	206,354	211,513	216,801
392	174,467	178,828	183,299	187,881	192,579	197,393	202,328	207,386	212,571	217,885
393	175,339	179,722	184,215	188,821	193,541	198,360	203,339	208,423	213,633	218,974
394	176,216	180,621	186,137	189,788	194,509	199,372	204,356	209,465	214,702	220,069
395	177,097	181,524	186,062	190,714	195,482	200,369	205,378	210,512	215,776	221,170
396	177,950	182,399	186,959	191,633	196,424	201,334	206,368	211,627	216,815	222,236
397	178,840	183,311	187,894	192,591	197,406	202,341	207,400	212,585	217,899	223,347
398	179,734	184,228	188,833	193,554	198,393	203,353	208,437	213,647	218,989	224,463
399	180,633	185,149	189,777	194,522	199,385	204,369	209,479	214,716	220,084	225,586
400	181,536	186,074	190,726	195,484	200,382	205,391	210,528	215,789	221,184	226,714
401	182,409	186,969	191,643	196,434	201,345	206,379	211,538	216,827	222,247	227,803
402	183,321	187,904	192,601	197,416	202,352	207,411	212,588	217,911	223,358	228,942
403	184,237	188,843	193,564	198,403	203,364	208,448	213,659	219,000	224,475	230,087
404	185,159	189,787	194,532	199,395	204,380	209,490	214,727	220,095	225,596	231,238
405	186,084	190,736	195,505	200,392	205,402	210,537	215,801	221,198	226,726	232,394
406	186,964	191,658	196,460	201,361	206,395	211,555	216,844	222,285	227,822	233,517
407	187,919	192,617	197,432	202,368	207,427	212,613	217,928	223,376	228,881	234,665
408	188,858	193,580	198,419	203,360	208,464	213,676	219,018	224,493	230,105	235,868
409	189,803	194,548	199,411	204,397	209,506	214,744	220,113	225,616	231,266	237,037
410	190,762	195,520	200,408	205,418	210,564	215,818	221,213	226,744	232,412	238,223
411	191,673	196,465	201,377	206,411	211,571	216,861	222,282	227,839	233,535	239,374
412	192,632	197,447	202,384	207,443	212,629	217,945	223,394	228,979	234,703	240,671
413	193,595	198,435	203,396	208,480	213,682	219,035	224,511	230,123	235,878	241,773
414	194,563	199,427	204,413	209,523	214,761	220,130	225,533	231,274	237,058	242,982
415	195,536	200,424	205,435	210,570	215,835	221,231	226,781	232,430	238,241	244,187
416	196,478	201,390	206,425	211,586	216,875	222,297	227,855	233,551	239,380	245,374
417	197,461	202,397	207,467	212,644	217,960	223,409	228,964	234,719	240,587	246,601
418	198,448	203,409	208,494	213,707	219,049	224,526	230,139	235,892	241,790	247,834
419	199,440	204,426	209,537	214,775	220,145	225,648	231,290	237,072	242,999	249,074
420	200,437	205,446	210,585	216,849	221,245	226,777	232,446	238,257	244,214	250,319
421	201,406	206,441	211,602	216,882	222,314	227,872	233,569	239,408	245,393	251,528
422	202,413	207,473	212,660	217,976	223,426	229,011	234,737	240,605	246,620	252,768
423	203,425	208,510	213,723	219,066	224,543	230,156	235,810	241,808	247,853	254,050
424	204,442	209,553	214,792	220,181	225,668	231,307	237,090	243,017	249,093	255,320
425	205,464	210,601	215,866	221,262	226,794	232,464	238,275	244,232	250,338	256,596

EXHIBIT "A"

Annual Salary Effective January 7, 2017	RANGE	Management Employees (HIRED AFTER JULY 1, 2010)									
		1	2	3	4	5	6	7	8	9	10
Deputy City Clerk/Records Mgr*	176 A	56,688	58,105	59,558	61,047	62,573	64,137	65,741	67,384	69,069	70,798
	177 A	55,971	58,398	59,856	61,352	62,888	64,458	66,069	67,721	69,414	71,150
	178 A	57,256	58,688	60,155	61,659	63,200	64,780	66,400	68,080	69,761	71,505
	179 A	57,543	58,981	60,456	61,967	63,516	65,104	66,732	68,400	70,110	71,863
	180 A	57,830	59,278	60,768	62,277	63,834	65,430	67,065	68,742	70,461	72,222
Accountant*	181 A	58,108	59,559	61,048	62,574	64,139	65,742	67,388	69,070	70,787	72,567
	182 A	58,397	59,857	61,359	62,887	64,459	66,071	67,723	69,416	71,161	72,930
	183 A	58,689	60,156	61,660	63,202	64,782	66,401	68,061	69,763	71,507	73,294
	184 A	58,982	60,457	61,968	63,519	65,106	66,733	68,402	70,112	71,864	73,661
	185 A	59,277	60,759	62,278	63,835	65,431	67,067	68,744	70,462	72,224	74,029
Employment & Training Manager*; Executive Assistant*	186 A	59,562	61,061	62,577	64,141	65,745	67,389	69,073	70,800	72,570	74,384
	187 A	59,860	61,358	62,880	64,462	66,074	67,726	69,419	71,154	72,933	74,766
	188 A	60,159	61,663	63,204	64,784	66,404	68,064	69,766	71,510	73,296	75,130
	189 A	60,460	61,971	63,520	65,108	66,736	68,404	70,115	71,867	73,664	75,506
	190 A	60,762	62,281	63,838	65,434	67,070	68,747	70,465	72,227	74,032	75,883
Accountant II*	191 A	61,053	62,579	64,144	65,747	67,391	69,076	70,802	72,572	74,387	76,248
	192 A	61,358	62,882	64,484	66,078	67,728	69,421	71,156	72,935	74,769	76,628
	193 A	61,665	63,208	64,787	66,408	68,068	69,768	71,512	73,300	75,133	77,011
	194 A	61,973	63,522	65,110	66,738	68,407	70,117	71,870	73,667	75,508	77,396
	195 A	62,283	63,840	65,435	67,072	68,749	70,467	72,229	74,035	75,886	77,763
Street Supervisor*; Park/Landscape Supervisor*; Building Maint Supervisor*	196 A	62,578	64,141	65,744	67,388	69,073	70,799	72,589	74,384	76,243	78,149
	197 A	62,889	64,461	66,073	67,725	69,418	71,153	72,932	74,766	76,624	78,540
	198 A	63,204	64,784	66,403	68,083	69,765	71,509	73,297	75,129	77,008	78,963
	199 A	63,520	65,108	66,735	68,404	70,114	71,867	73,663	75,505	77,393	79,327
	200 A	63,837	65,439	67,069	68,746	70,464	72,225	74,032	75,883	77,760	79,724
Senior Accountant*	201 A	64,143	65,746	67,390	69,074	70,801	72,571	74,386	76,245	78,161	80,106
	202 A	64,463	66,075	67,727	69,420	71,155	72,934	74,758	76,627	78,542	80,508
	203 A	64,788	66,405	68,085	69,767	71,511	73,299	75,131	77,010	78,935	80,908
	204 A	65,109	66,737	68,406	70,116	71,869	73,665	75,507	77,395	79,330	81,313
	205 A	65,435	67,071	68,748	70,466	72,228	74,034	75,885	77,782	79,728	81,719
Children's Museum Manager*	206 A	65,748	67,390	69,075	70,801	72,571	74,386	76,245	78,152	80,105	82,108
	207 A	66,075	67,727	69,420	71,155	72,934	74,758	76,627	78,542	80,508	82,519
	208 A	66,405	68,065	69,767	71,511	73,299	75,131	77,010	78,935	80,908	82,931
	209 A	66,737	68,406	70,116	71,869	73,666	75,507	77,395	79,330	81,313	83,346
	210 A	67,071	68,748	70,466	72,228	74,034	75,885	77,782	79,728	81,719	83,762
Social Services Supervisor*	211 A	67,391	69,076	70,803	72,573	74,387	76,247	78,163	80,107	82,110	84,163
	212 A	67,723	69,422	71,167	72,936	74,759	76,628	78,544	80,508	82,520	84,583
	213 A	68,067	69,769	71,513	73,301	75,133	77,012	78,937	80,910	82,933	85,006
	214 A	68,407	70,117	71,870	73,687	75,509	77,367	79,331	81,315	83,348	85,431
	215 A	68,749	70,468	72,230	74,036	75,886	77,784	79,728	81,721	83,764	85,858
Social Services Supervisor*	216 A	69,075	70,802	72,572	74,386	76,246	78,152	80,106	82,109	84,161	86,285
	217 A	69,420	71,156	72,935	74,758	76,627	78,543	80,508	82,519	84,582	86,687
	218 A	69,768	71,512	73,300	75,132	77,010	78,936	80,909	82,932	85,005	87,130
	219 A	70,116	71,869	73,686	75,508	77,395	79,330	81,314	83,346	85,430	87,586
Social Services Supervisor*	220 A	70,467	72,229	74,034	75,885	77,782	79,727	81,720	83,763	85,857	88,004

EXHIBIT "A"

Annual Salary Effective January 7, 2017	RANGE	Management Employees (HIRED AFTER JULY 1, 2010)									
		1	2	3	4	5	6	7	8	9	10
	221 A	70,804	72,574	74,389	76,248	78,155	80,109	82,111	84,164	86,268	88,425
	222 A	71,158	72,937	74,761	76,630	78,546	80,509	82,522	84,586	86,700	88,867
	223 A	71,514	73,302	75,135	77,013	78,938	80,912	82,934	85,008	87,133	89,311
	224 A	71,872	73,668	75,510	77,398	79,333	81,316	83,349	85,433	87,569	89,758
Personnel/Risk Mgt Analyst*, NPDES Coordinator*, Writer Supervisor*, Recreation Manager*, Code Compliance Mgr*, Community Pres. Manager*, Econ Housing Coord*	225 A	72,231	74,037	75,888	77,785	79,730	81,723	83,766	85,860	88,007	90,207
	228 A	72,573	74,388	76,247	78,153	80,107	82,110	84,163	86,267	88,423	90,634
	227 A	72,936	74,759	76,628	78,544	80,508	82,520	84,583	86,698	88,866	91,087
Senior Planner*	228 A	73,301	75,133	77,012	78,937	80,910	82,933	85,008	87,132	89,310	91,543
	229 A	73,667	75,509	77,397	79,332	81,316	83,348	85,431	87,567	89,756	92,000
	230 A	74,038	75,889	77,784	79,728	81,721	83,764	85,859	88,005	90,205	92,460
	231 A	74,389	76,248	78,155	80,109	82,111	84,164	86,268	88,425	90,635	92,901
	232 A	74,761	76,630	78,546	80,509	82,522	84,586	86,699	88,867	91,089	93,368
	233 A	75,135	77,013	78,938	80,912	82,934	85,008	87,133	89,311	91,544	93,833
	234 A	75,510	77,398	79,333	81,316	83,349	85,433	87,569	89,768	92,002	94,302
	235 A	75,888	77,785	79,730	81,723	83,766	85,860	88,007	90,207	92,462	94,773
	236 A	76,249	78,155	80,109	82,112	84,165	86,269	88,426	90,636	92,902	95,225
	237 A	76,630	78,546	80,510	82,523	84,586	86,700	88,868	91,089	93,367	95,701
	238 A	77,014	78,939	80,912	82,935	85,009	87,134	89,312	91,545	93,834	96,179
	239 A	77,399	79,334	81,317	83,350	85,434	87,569	89,769	92,003	94,303	96,600
Accounting Supervisor*	240 A	77,786	79,730	81,724	83,767	85,861	88,007	90,207	92,463	94,774	97,144
	241 A	78,166	80,109	82,112	84,165	86,269	88,426	90,636	92,902	95,225	97,606
	242 A	78,546	80,510	82,523	84,586	86,700	88,868	91,090	93,367	95,701	98,094
Child Development Manager*	243 A	78,939	80,913	82,935	85,009	87,134	89,312	91,545	93,834	96,180	98,584
	244 A	79,334	81,317	83,350	85,434	87,570	89,769	92,003	94,303	96,660	99,077
Revenue Manager*	245 A	79,730	81,724	83,767	85,861	88,007	90,208	92,463	94,774	97,144	99,572
	246 A	80,110	82,113	84,166	86,270	88,427	90,637	92,903	95,226	97,606	100,047
	247 A	80,511	82,523	84,586	86,701	88,869	91,090	93,368	95,702	98,094	100,547
	248 A	80,913	82,936	85,009	87,135	89,313	91,546	93,834	96,180	98,585	101,049
	249 A	81,318	83,351	85,434	87,570	89,760	92,004	94,304	96,661	99,078	101,555
	250 A	81,724	83,767	85,862	88,008	90,208	92,464	94,775	97,145	99,573	102,063
	251 A	82,112	84,165	86,269	88,426	90,636	92,902	95,225	97,605	100,045	102,547
	252 A	82,523	84,586	86,700	88,868	91,089	93,367	95,701	98,093	100,548	103,069
	253 A	82,935	85,009	87,134	89,312	91,545	93,833	96,179	98,584	101,048	103,575
	254 A	83,350	85,434	87,569	89,759	92,003	94,303	96,660	99,077	101,554	104,082
Associate Civil Engineer*, Traffic Engineer*	255 A	83,767	85,861	88,007	90,207	92,463	94,774	97,144	99,572	102,061	104,613
	256 A	84,168	86,273	88,429	90,640	92,906	95,229	97,610	100,050	102,551	105,116
	257 A	84,589	86,704	88,872	91,093	93,371	95,705	98,098	100,550	103,064	105,640
	258 A	85,012	87,137	89,316	91,549	93,836	96,183	98,588	101,053	103,579	106,169
	259 A	85,437	87,573	89,763	92,007	94,307	96,664	99,081	101,556	104,097	106,699
Network Administrator*	260 A	85,864	88,011	90,211	92,467	94,778	97,148	99,578	102,066	104,617	107,233
	261 A	86,269	88,425	90,638	92,902	95,225	97,605	100,045	102,546	105,110	107,738
	262 A	86,700	88,868	91,069	93,367	95,701	98,093	100,548	103,059	105,636	108,277
	263 A	87,134	89,312	91,545	93,833	96,179	98,584	101,048	103,574	106,164	108,818
	264 A	87,569	89,758	92,002	94,303	96,660	99,077	101,553	104,092	106,695	109,362
	265 A	88,007	90,207	92,462	94,774	97,143	99,572	102,061	104,613	107,228	109,909

EXHIBIT "A"

Annual Salary Effective January 7, 2017	RANGE	Management Employees (HIRED AFTER JULY 1, 2010)									
		1	2	3	4	5	6	7	8	9	10
Senior Civil Engineer*	266 A	88,430	90,641	92,907	95,230	97,610	100,051	102,552	105,116	107,744	110,437
	267 A	88,872	91,084	93,371	95,708	98,098	100,551	103,065	105,641	108,282	110,988
	268 A	89,317	91,550	93,838	96,184	98,589	101,054	103,580	106,169	108,824	111,544
	269 A	89,763	92,007	94,308	96,665	99,082	101,559	104,098	106,700	109,368	112,102
	270 A	90,212	92,467	94,779	97,149	99,577	102,067	104,618	107,234	109,915	112,662
	271 A	90,640	92,906	95,229	97,609	100,050	102,551	105,115	107,743	110,436	113,197
	272 A	91,063	93,371	95,705	98,098	100,550	103,064	105,640	108,281	110,988	113,763
	273 A	91,549	93,838	96,183	98,588	101,053	103,579	106,169	108,823	111,543	114,332
	274 A	92,007	94,307	96,654	99,081	101,558	104,097	106,699	109,367	112,101	114,904
	275 A	92,467	94,778	97,148	99,576	102,066	104,617	107,233	109,914	112,662	115,478
Finance Manager*	276 A	92,909	95,232	97,612	100,053	102,554	105,118	107,746	110,439	113,200	116,030
	277 A	93,373	95,708	98,100	100,553	103,067	105,643	108,285	110,992	113,766	116,611
	278 A	93,840	96,188	98,601	101,066	103,662	106,172	108,826	111,547	114,335	117,194
	279 A	94,310	96,667	99,084	101,561	104,100	106,703	109,370	112,104	114,907	117,780
	280 A	94,781	97,151	99,579	102,069	104,621	107,236	109,917	112,666	115,482	118,369
	281 A	95,231	97,612	100,062	102,563	105,117	107,745	110,439	113,200	116,030	118,930
	282 A	95,707	98,100	100,552	103,066	105,643	108,284	110,991	113,766	116,610	119,525
	283 A	96,188	98,590	101,055	103,581	106,171	108,825	111,546	114,335	117,193	120,123
	284 A	96,667	99,083	101,550	104,099	106,702	109,369	112,104	114,906	117,779	120,723
	285 A	97,150	99,579	102,068	104,620	107,235	109,916	112,664	115,481	118,368	121,327
HR Manager*	286 A	97,611	100,051	102,552	105,116	107,744	110,438	113,198	116,028	118,929	121,902
	287 A	98,099	100,551	103,065	105,642	108,263	110,990	113,764	116,609	119,524	122,612
	288 A	98,589	101,054	103,580	106,170	108,824	111,545	114,333	117,192	120,121	123,124
	289 A	99,082	101,559	104,098	106,701	109,368	112,102	114,905	117,778	120,722	123,740
Housing Manager*	290 A	99,573	102,067	104,619	107,234	109,915	112,663	115,479	118,368	121,326	124,359
	291 A	100,062	102,554	105,118	107,746	110,439	113,200	116,030	118,931	121,904	124,952
Water/Sewer Manager*/Assistant Dir Public Works/Operations*/ Public Works Manager*	292 A	100,553	103,067	105,643	108,284	110,991	113,766	116,610	119,526	122,514	125,577
	293 A	101,055	103,582	106,171	108,826	111,546	114,335	117,193	120,123	123,126	126,204
	294 A	101,561	104,100	106,702	109,370	112,104	114,907	117,779	120,724	123,742	126,835
	295 A	102,069	104,620	107,236	109,917	112,665	115,481	118,368	121,327	124,361	127,470
	296 A	102,557	105,121	107,749	110,443	113,204	116,034	118,935	121,908	124,956	128,080
	297 A	103,070	105,646	108,288	110,995	113,770	116,614	119,529	122,517	125,580	128,720
	298 A	103,585	106,175	108,829	111,550	114,338	117,197	120,127	123,130	126,205	129,364
	299 A	104,103	106,706	109,373	112,108	114,910	117,783	120,728	123,746	126,839	130,010
	300 A	104,623	107,239	109,920	112,688	115,485	118,372	121,331	124,364	127,474	130,660
	Chief Building Official*	301 A	105,121	107,749	110,442	113,203	116,033	118,934	121,908	124,955	128,079
302 A		105,646	108,287	110,995	113,769	116,614	119,529	122,517	125,580	128,720	131,938
303 A		106,174	108,829	111,560	114,338	117,197	120,127	123,130	126,208	129,363	132,597
304 A		106,705	109,373	112,107	114,910	117,783	120,727	123,745	126,839	130,010	133,280
305 A		107,239	109,920	112,668	115,484	118,372	121,331	124,364	127,473	130,660	133,927
306 A		107,750	110,444	113,205	116,035	118,936	121,909	124,957	128,081	131,283	134,565
307 A		108,289	110,995	113,771	116,615	119,531	122,519	125,582	128,721	131,939	135,298
308 A		108,830	111,551	114,340	117,198	120,128	123,131	126,210	129,365	132,599	135,914
309 A		109,374	112,109	114,911	117,784	120,729	123,747	126,841	130,012	133,282	136,594
310 A		109,921	112,669	115,486	118,373	121,332	124,366	127,475	130,662	133,928	137,277

EXHIBIT 'A'

Annual Salary Effective January 7, 2017	RANGE	Management Employees (HIRED AFTER JULY 1, 2010)									
		1	2	3	4	5	6	7	8	9	10
311	A	110,446	113,207	116,037	118,938	121,912	124,959	128,083	131,285	134,566	137,932
312	A	110,998	113,773	116,617	119,533	122,521	125,584	128,724	131,942	135,240	138,621
313	A	111,553	114,342	117,200	120,130	123,134	126,212	129,367	132,602	135,917	139,314
314	A	112,111	114,914	117,786	120,731	123,749	126,843	130,014	133,265	136,596	140,011
315	A	112,671	115,488	118,375	121,335	124,368	127,477	130,664	133,931	137,279	140,711
316	A	113,207	116,037	118,938	121,911	124,959	128,083	131,265	134,567	137,931	141,360
317	A	113,773	116,617	119,533	122,521	125,584	128,723	131,942	135,240	138,621	142,087
318	A	114,342	117,200	120,130	123,133	126,212	129,367	132,601	135,916	139,314	142,797
319	A	114,913	117,786	120,731	123,749	126,843	130,014	133,264	136,596	140,011	143,511
320	A	115,488	118,375	121,334	124,368	127,477	130,664	133,931	137,279	140,711	144,228
321	A	116,036	118,937	121,911	124,958	128,082	131,284	134,567	137,931	141,379	144,914
322	A	116,617	119,532	122,520	125,583	128,723	131,941	135,239	138,620	142,088	145,638
323	A	117,200	120,130	123,133	126,211	129,366	132,601	135,916	139,314	142,798	146,368
324	A	117,786	120,730	123,749	126,842	130,013	133,264	136,596	140,010	143,510	147,098
325	A	118,375	121,334	124,367	127,476	130,663	133,930	137,278	140,710	144,228	147,834
326	A	118,936	121,912	124,960	128,084	131,286	134,568	137,932	141,380	144,915	148,538
327	A	119,533	122,521	125,584	128,724	131,942	135,241	138,622	142,087	145,639	149,280
328	A	120,131	123,134	126,212	129,368	132,602	135,917	139,315	142,798	146,368	150,027
329	A	120,731	123,760	126,843	130,015	133,266	136,597	140,011	143,512	147,100	150,777
330	A	121,335	124,368	127,478	130,665	133,931	137,280	140,711	144,229	147,835	151,531
331	A	121,914	124,962	128,086	131,288	134,570	137,934	141,383	144,917	148,540	152,254
332	A	122,523	125,586	128,726	131,944	135,243	138,624	142,089	145,642	149,283	153,015
333	A	123,136	126,214	129,370	132,604	135,919	139,317	142,800	146,370	150,029	153,780
334	A	123,762	126,845	130,017	133,287	136,599	140,014	143,514	147,102	150,779	154,549
335	A	124,370	127,480	130,667	133,933	137,282	140,714	144,232	147,837	151,583	155,322
336	A	124,960	128,084	131,288	134,569	137,933	141,381	144,916	148,538	152,252	156,068
337	A	125,585	128,725	131,943	135,241	138,622	142,088	145,640	149,281	153,013	156,838
338	A	126,213	129,368	132,602	135,918	139,316	142,798	146,388	150,028	153,778	157,623
339	A	126,844	130,015	133,266	136,597	140,012	143,512	147,100	150,778	154,547	158,411
340	A	127,478	130,665	133,932	137,280	140,712	144,230	147,836	151,582	155,320	159,203
Police Captain*											
341	A	128,085	131,287	134,569	137,933	141,381	144,916	148,539	152,252	156,069	159,860
342	A	128,725	131,943	135,242	138,623	142,088	145,641	149,282	153,014	156,839	160,760
343	A	129,369	132,603	135,918	139,316	142,799	146,369	150,029	153,779	157,623	161,564
344	A	130,016	133,268	136,598	140,013	143,513	147,101	150,778	154,548	158,411	162,372
345	A	130,666	133,932	137,281	140,713	144,230	147,836	151,532	155,320	159,203	163,163
346	A	131,289	134,571	137,935	141,384	144,918	148,541	152,255	156,061	159,963	163,882
347	A	131,945	135,244	138,625	142,091	145,643	149,284	153,016	156,842	160,783	164,782
348	A	132,605	135,920	139,318	142,801	146,371	150,031	153,781	157,626	161,586	165,606
349	A	133,268	136,600	140,015	143,515	147,103	150,781	154,560	158,414	162,374	166,434
350	A	133,934	137,283	140,715	144,233	147,839	151,535	155,323	159,206	163,186	167,268
351	A	134,573	137,937	141,388	144,921	148,544	152,257	156,064	159,965	163,964	168,083
352	A	135,246	138,627	142,093	145,645	149,286	153,018	156,844	160,785	164,784	168,904
353	A	135,922	139,320	142,803	146,373	150,033	153,784	157,628	161,589	165,608	169,748
354	A	136,602	140,017	143,517	147,105	150,783	154,562	158,416	162,377	166,436	170,597
355	A	137,285	140,717	144,235	147,841	151,537	155,325	159,208	163,189	167,268	171,450
356	A	137,941	141,390	144,925	148,548	152,261	156,068	159,970	163,969	168,088	172,270
357	A	138,631	142,097	145,649	149,290	153,023	156,846	160,789	164,789	168,908	173,131
358	A	139,324	142,807	146,377	150,037	153,788	157,632	161,573	165,613	169,753	173,997
359	A	140,021	143,621	147,109	150,787	154,567	158,421	162,381	166,441	170,602	174,887
360	A	140,721	144,239	147,845	151,541	155,330	159,213	163,183	167,273	171,455	175,741
361	A	141,391	144,926	148,549	152,263	156,070	159,971	163,971	168,070	172,272	176,579
362	A	142,098	145,651	149,292	153,024	156,850	160,771	164,791	168,910	173,133	177,461
363	A	142,809	146,379	150,039	153,790	157,634	161,575	165,615	169,755	173,999	178,349
364	A	143,523	147,111	150,789	154,569	158,423	162,383	166,443	170,604	174,889	178,241
365	A	144,241	147,847	151,543	155,331	159,215	163,195	167,275	171,467	175,743	180,137

EXHIBIT "A"

Annual Salary Effective January 7, 2017	RANGE	Management Employees (HIRED AFTER JULY 1, 2010)									
		1	2	3	4	5	6	7	8	9	10
366	A	144,932	148,555	152,269	156,076	159,978	163,977	168,076	172,278	176,586	181,000
367	A	146,658	149,298	153,030	156,856	160,777	164,797	168,917	173,140	177,468	181,905
368	A	148,385	150,044	153,785	157,540	161,381	165,321	169,461	174,005	178,356	182,814
369	A	147,117	150,795	154,564	158,429	162,389	166,449	170,610	174,876	179,247	183,729
370	A	147,852	151,549	155,337	159,221	163,201	167,281	171,463	175,750	180,144	184,647
371	A	148,580	152,275	156,081	159,983	163,983	168,083	172,285	176,592	181,007	185,532
372	A	149,303	153,038	156,862	160,783	164,803	168,923	173,146	177,475	181,912	186,459
373	A	150,050	153,801	157,646	161,587	165,627	169,768	174,012	178,362	182,821	187,382
374	A	150,800	154,570	158,434	162,395	166,456	170,616	174,882	179,254	183,736	188,329
375	A	151,554	155,343	159,226	163,207	167,287	171,470	175,756	180,150	184,654	189,270
376	A	152,290	156,087	159,989	163,989	168,088	172,291	176,598	181,013	185,538	190,177
377	A	153,041	156,867	160,789	164,809	168,829	173,052	177,481	181,918	186,466	191,128
378	A	153,806	157,652	161,593	165,633	169,774	174,018	178,368	182,828	187,398	192,083
379	A	154,576	158,440	162,401	166,461	170,622	174,885	179,260	183,742	188,335	193,044
380	A	155,348	159,232	163,213	167,293	171,476	175,762	180,166	184,680	189,277	194,009
381	A	156,093	159,995	163,995	168,095	172,298	176,605	181,020	185,546	190,184	194,939
382	A	156,874	160,796	164,815	168,936	173,159	177,489	181,926	186,473	191,136	195,914
383	A	157,658	161,599	165,639	169,780	174,025	178,375	182,835	187,408	192,091	196,893
384	A	158,448	162,407	166,468	170,629	174,895	179,267	183,749	188,343	193,051	197,878
385	A	159,238	163,219	167,300	171,482	175,769	180,164	184,668	189,284	194,017	198,867
386	A	160,003	164,003	168,103	172,305	176,613	181,028	185,554	190,193	194,948	199,821
387	A	160,803	164,823	168,943	173,167	177,498	181,933	186,482	191,144	195,822	200,820
388	A	161,607	165,647	169,788	174,033	178,384	182,843	187,414	192,100	196,902	201,826
389	A	162,415	166,475	170,637	174,903	179,275	183,757	188,351	193,060	197,887	202,834
390	A	163,227	167,307	171,490	175,777	180,172	184,676	189,293	194,025	198,876	203,848
391	A	164,013	168,113	172,315	176,624	181,040	185,566	190,205	194,960	199,834	204,830
392	A	164,833	168,954	173,178	177,507	181,946	186,493	191,156	195,935	200,833	205,854
393	A	165,657	169,799	174,044	178,395	182,854	187,426	192,111	196,914	201,837	206,883
394	A	166,485	170,648	174,914	179,287	183,769	188,363	193,072	197,899	202,846	207,917
395	A	167,316	171,501	175,788	180,183	184,688	189,305	194,037	198,888	203,861	208,957
396	A	168,123	172,327	176,635	181,051	185,577	190,216	194,972	199,848	204,842	209,963
397	A	168,984	173,188	177,518	181,956	186,505	191,167	195,946	200,845	205,866	211,019
398	A	169,809	174,054	178,405	182,866	187,437	192,123	196,926	201,849	206,896	212,068
399	A	170,656	174,924	179,297	183,780	188,374	193,084	197,911	202,859	207,930	213,126
400	A	171,511	175,799	180,194	184,699	189,318	194,049	198,900	203,873	208,970	214,194
401	A	172,336	176,644	181,060	185,587	190,228	194,982	199,857	204,853	209,974	215,224
402	A	173,197	177,527	181,966	186,515	191,178	195,967	200,868	205,877	211,024	216,300
403	A	174,063	178,415	182,875	187,447	192,133	196,937	201,860	206,907	212,079	217,381
404	A	174,934	179,307	183,790	188,385	193,094	197,821	202,870	207,941	213,140	218,488
405	A	175,808	180,204	184,709	189,326	194,060	198,911	203,884	208,981	214,205	219,661

EXHIBIT "A"

Annual Salary Effective January 7, 2017	RANGE	Management Employees (HIRED AFTER JULY 1, 2010)									
		1	2	3	4	5	6	7	8	9	10
406	A	176,656	181,073	185,600	190,240	194,986	199,871	204,867	209,988	215,239	220,620
407	A	177,640	181,978	186,528	191,191	195,971	200,870	205,892	211,039	216,316	221,723
408	A	178,427	182,888	187,480	192,147	196,951	201,874	206,921	212,094	217,397	222,831
409	A	179,320	183,803	188,398	193,108	197,935	202,884	207,968	213,185	218,483	223,946
410	A	180,216	184,722	189,340	194,073	198,925	203,898	208,996	214,220	219,576	225,065
411	A	181,085	185,612	190,253	195,009	199,884	204,881	210,003	215,253	220,636	226,151
412	A	181,991	186,540	191,204	195,984	200,884	205,908	211,053	216,330	221,738	227,281
413	A	182,901	187,473	192,160	196,964	201,888	206,936	212,109	217,411	222,847	228,418
414	A	183,815	188,411	193,121	197,949	202,898	207,970	213,189	218,498	223,961	229,560
415	A	184,734	189,353	194,086	198,939	203,912	209,010	214,295	219,591	225,061	230,708
416	A	185,627	190,268	195,024	199,900	204,897	210,020	215,270	220,652	226,168	231,823
417	A	186,556	191,219	195,999	200,899	205,922	211,070	216,347	221,756	227,299	232,982
418	A	187,488	192,176	196,979	201,904	206,951	212,126	217,428	222,864	228,436	234,147
419	A	188,425	193,136	197,964	202,913	207,886	213,188	218,516	223,978	229,578	235,317
420	A	189,367	194,102	198,954	203,928	209,028	214,252	219,608	225,098	230,726	236,494
421	A	190,281	195,038	199,914	204,912	210,035	215,286	220,668	226,186	231,839	237,636
422	A	191,233	196,013	200,914	205,937	211,085	216,362	221,771	227,316	232,998	238,823
423	A	192,189	196,993	201,918	206,968	212,140	217,444	222,880	228,452	234,163	240,017
424	A	193,150	197,978	202,928	208,001	213,201	218,531	223,994	229,594	235,334	241,218
425	A	194,115	198,968	203,943	209,041	214,267	219,624	225,114	230,742	236,511	242,424

*HIRED AFTER JULY 1, 2010