

Town of Colma Pay Schedule (Effective December 26, 2021)

Adopted Resolution xx December 8, 2021

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Ord/Reso Number	Add'l Incentive	Payroll Ref	
Elected Officials (Monthly Compensation)										
Mayor & City Council	961.00						ORD 784			
Regular/Casual/Temporary Employees (hourly rate, compensated on a biweekly basis)										
Accounting Technician	41.32	43.39	45.56	47.84	50.24	-	Reso 2021-x3	(10)(11)	8acct	
Administrative Services Director	77.66	81.55	85.62	89.91	94.40	-	Reso 2021-x3	(11)	8acm	
Administrative Technician I	38.57	40.50	42.53	44.65	46.88	-	Reso 2021-x3	(10)(11)	8at1	
Administrative Technician II	40.50	42.53	44.65	46.88	49.22	-	Reso 2021-x3	(10)(11)	8at2	
Administrative Technician III	40.50	42.53	44.65	46.88	49.22	51.69	Reso 2021-x3	(10)(11)	8at3	
City Clerk	51.68	54.27	56.98	59.82	62.81	-	Reso 2021-x3	(10)(11)	8clrk1	
City Manager	107.40	-	-	-	-	-	Reso 2019-57	(9)	mgr	
Community Service Officer	37.63	39.51	41.48	43.56	45.74	-	Reso 2021-x3	(10)(11)	8cso	
Executive Assistant to Chief of Police	40.50	42.53	44.65	46.88	49.22	51.69	Reso 2021-x3	(10)(11)	8at3	
Facility Attendant	19.00	19.94	20.94	21.99	-	-	Reso 2021-30	(11)	8fa	
Human Resources Manager	56.62	59.45	62.42	65.55	68.82	-	Reso 2021-x3	(10)(11)	8hrm	
Intern	18.21	20.36	22.50	24.64	26.79	-	Reso 2020-07	(11)	intr	
Maintenance Technician I	37.72	39.60	41.58	43.66	45.84	-	Reso 2021-x3	(7)(8)(10)(11)	8mt1	
Maintenance Technician II	39.60	41.58	43.66	45.84	48.14	-	Reso 2021-x3	(7)(8)(10)(11)	8mt2	
Maintenance Technician III	39.60	41.58	43.66	45.84	48.14	50.55	Reso 2021-x3	(7)(8)(10)(11)	8mt3	
Management Analyst I	42.95	45.09	47.35	49.71	52.20	-	Reso 2021-x3	(11)	8ma1	
Management Analyst II	46.45	48.77	51.21	53.77	56.46	-	Reso 2021-x3	(11)	8ma2	
Management Analyst III	50.24	52.74	55.39	58.15	61.06	-	Reso 2021-x3	(11)	8ma3	
Police Chief	84.22	88.43	92.86	96.57	100.23	-	Reso 2021-x3	(1)(11)	chief	
Police Commander	76.28	80.09	84.10	88.31	92.72	-	Reso 2021-x3	(1)(11)	8pcmd	
Police Dispatcher / Clerk	47.08	48.39	49.70	51.00	52.30	-	Reso 2021-x2	(6)(4)(11)	clerical	
Police Dispatcher/Records Supervisor	56.74	58.30	59.89	61.47	63.05	-	Reso 2021-x2	(2)(4)(11)	supervisor	
Police Officer - Reserve	52.68	-	-	-	-	-	Ord 773		pdres	
Police Officer 1	52.68	55.32	58.09	60.99	-	-	Reso 2021-x1	(1)(3)(5)(11)	8po1	
Police Officer 2	54.79	57.53	60.41	63.43	-	-	Reso 2021-x1	(1)(3)(5)(11)	8po2	
Police Officer 3	55.85	58.65	61.57	64.65	-	-	Reso 2021-x1	(1)(3)(5)(11)	8po3	
Police Sergeant 1	66.78	68.16	69.57	73.41	-	-	Reso 2021-x1	(1)(3)(5)(11)	8sgt1	
Police Sergeant 2	69.44	70.88	72.34	76.35	-	-	Reso 2021-x1	(1)(3)(5)(11)	8sgt2	
Police Sergeant 3	70.77	72.23	73.72	77.83	-	-	Reso 2021-x1	(1)(3)(5)(11)	8sgt3	
Public Works Maintenance Supervisor	48.16	50.56	53.09	55.75	58.53	-	Reso 2021-x3	(7)(8)(10)(11)	8mts	
Recreation Coordinator	37.61	39.49	41.47	43.54	45.71	-	Reso 2021-x3	(10)(11)	8recc	
Recreation Leader	15.00	15.75	16.53	17.38	-	-	Reso 2021-30	(11)	8rl	
Recreation Manager	44.95	47.20	49.55	52.04	54.63	-	Reso 2021-x3	(10)(11)	8rcmgr	
Senior Recreation Leader	19.00	19.94	20.94	21.99	-	-	Reso 2021-30	(11)	8rls	
Student Aide	15.00	15.75	16.53	17.38	-	-	Reso 2021-30	(11)	8sta	

Additional Incentive

- (1) These positions receive a \$1,025 per year uniform allowance
- (2) This position receives a 5.0% incentive for CAD Administrator
- (3) These positions receive an additional 5% Holiday Pay
- (4) These positions receive a \$774.73 per year uniform allowance
- (5) These positions may receive a 5% incentive for Acting Commander, Acting Sergeant, Officer in Charge, Training Officer, and/or Detective
- (6) This position may receive a 2.5% incentive for Back-up CAD Administrator
- (7) These positions may receive \$120 per week stand-by pay
- (8) These positions receive an in kind uniform allowance of \$68.67 per pay period
- (9) This position receives a \$300 monthly automobile allowance
- (10) These positions may received 5% out of class pay
- (11) These positions may receive retention pay (2.5% @ 10 years; 5.0% @ 20 years)

Summary of Effective Ordinance and Resolution

- Ord 773** Reinstatement of Reserve Officer Program - up to 4 Reserve Officers (Adopted 12/13/2017)
- Ord 784** City Council Compensation (Adopted 11/14/2018)
- Reso 2004-36** Establishment of Police Recruit Program - 95% of Police Officer Step 1 (5/12/2004)
- Reso 2019-57** City Manager Contract Amendment 3 (Adopted 12/11/2019)
- Reso 2020-07** Addition of Intern and Student Aide Classifications and Compensations (Adopted 2/26/2020)
- Reso 2020-32** Reclassify Chief of Police position from contract to appointed by City Manager (CC Mtg 7/8/2020)
- Reso 2021-03** Additional of Management Analyst III/III Series (CC Mtg 01/13/2021)
- Reso 2021-30** Minimum Wage Adjustment for Part-Time Staff (CC Mtg 9/22/2021)
- Reso 2021-x1** 2% COLA for POA from Dec 26, 2021 to Jun 30, 2024 (Proposed 12/08/2021)
- Reso 2021-x2** 2% COLA for CRA from Dec 26, 2021 to Jun 30, 2024 (Proposed 12/08/2021)
- Reso 2021-x3** 2% COLA for Unrepresented from Dec 26, 2021 to Jun 30, 2024 (Proposed 12/08/2021)

Town of Colma Pay Schedule (Effective June 26, 2022)

Adopted Resolution xx December 8, 2021

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Ord/Reso Number	Add'l Incentive	Payroll Ref	
Elected Officials (Monthly Compensation)										
Mayor & City Council	961.00						ORD 784			
Regular/Casual/Temporary Employees (hourly rate, compensated on a biweekly basis)										
Accounting Technician	42.15	44.26	46.48	48.80	51.25	-	Reso 2021-x3	(10)(11)	8acct	
Administrative Services Director	79.21	83.18	87.33	91.70	96.29	-	Reso 2021-x3	(11)	8acm	
Administrative Technician I	39.34	41.31	43.38	45.54	47.81	-	Reso 2021-x3	(10)(11)	8at1	
Administrative Technician II	41.31	43.38	45.54	47.81	50.21	-	Reso 2021-x3	(10)(11)	8at2	
Administrative Technician III	41.31	43.38	45.54	47.81	50.21	52.72	Reso 2021-x3	(10)(11)	8at3	
City Clerk	52.72	55.35	58.12	61.02	64.07	-	Reso 2021-x3	(10)(11)	8clrk1	
City Manager	107.40	-	-	-	-	-	Reso 2019-57	(9)	mgr	
Community Service Officer	38.38	40.30	42.31	44.43	46.65	-	Reso 2021-x3	(10)(11)	8cso	
Executive Assistant to Chief of Police	41.31	43.38	45.54	47.81	50.21	52.72	Reso 2021-x3	(10)(11)	8at3	
Facility Attendant	19.00	19.94	20.94	21.99	-	-	Reso 2021-30	(11)	8fa	
Human Resources Manager	57.75	60.64	63.67	66.86	70.20	-	Reso 2021-x3	(10)(11)	8hrm	
Intern	18.21	20.36	22.50	24.64	26.79	-	Reso 2020-07	(11)	intr	
Maintenance Technician I	38.47	40.39	42.41	44.53	46.76	-	Reso 2021-x3	(7)(8)(10)(11)	8mt1	
Maintenance Technician II	40.39	42.41	44.53	46.76	49.10	-	Reso 2021-x3	(7)(8)(10)(11)	8mt2	
Maintenance Technician III	40.39	42.41	44.53	46.76	49.10	51.56	Reso 2021-x3	(7)(8)(10)(11)	8mt3	
Management Analyst I	43.81	46.00	48.30	50.71	53.25	-	Reso 2021-x3	(11)	8ma1	
Management Analyst II	47.38	49.74	52.24	54.85	57.59	-	Reso 2021-x3	(11)	8ma2	
Management Analyst III	51.24	53.80	56.49	59.31	62.28	-	Reso 2021-x3	(11)	8ma3	
Police Chief	85.91	90.20	94.72	98.51	102.23	-	Reso 2021-x3	(1)(11)	chief	
Police Commander	77.81	81.69	85.79	90.07	94.57	-	Reso 2021-x3	(1)(11)	8pcmd	
Police Dispatcher / Clerk	48.02	49.35	50.69	52.02	53.34	-	Reso 2021-x2	(6)(4)(11)	clerical	
Police Dispatcher/Records Supervisor	57.87	59.47	61.09	62.70	64.31	-	Reso 2021-x2	(2)(4)(11)	supervisor	
Police Officer - Reserve	53.73	-	-	-	-	-	Ord 773		pdres	
Police Officer 1	53.73	56.42	59.25	62.21	-	-	Reso 2021-x1	(1)(3)(5)(11)	8po1	
Police Officer 2	55.88	58.68	61.62	64.70	-	-	Reso 2021-x1	(1)(3)(5)(11)	8po2	
Police Officer 3	56.97	59.82	62.81	65.94	-	-	Reso 2021-x1	(1)(3)(5)(11)	8po3	
Police Sergeant 1	68.11	69.52	70.96	74.88	-	-	Reso 2021-x1	(1)(3)(5)(11)	8sgt1	
Police Sergeant 2	70.83	72.30	73.79	77.88	-	-	Reso 2021-x1	(1)(3)(5)(11)	8sgt2	
Police Sergeant 3	72.19	73.68	75.20	79.38	-	-	Reso 2021-x1	(1)(3)(5)(11)	8sgt3	
Public Works Maintenance Supervisor	49.12	51.58	54.15	56.87	59.70	-	Reso 2021-x3	(7)(8)(10)(11)	8mts	
Recreation Coordinator	38.36	40.28	42.30	44.41	46.62	-	Reso 2021-x3	(10)(11)	8recc	
Recreation Leader	15.00	15.75	16.53	17.38	-	-	Reso 2021-30	(11)	8rl	
Recreation Manager	45.85	48.14	50.54	53.08	55.72	-	Reso 2021-x3	(10)(11)	8rcmgr	
Senior Recreation Leader	19.00	19.94	20.94	21.99	-	-	Reso 2021-30	(11)	8rls	
Student Aide	15.00	15.75	16.53	17.38	-	-	Reso 2021-30	(11)	8sta	

Additional Incentive

- (1) These positions receive a \$1,025 per year uniform allowance
- (2) This position receives a 5.0% incentive for CAD Administrator
- (3) These positions receive an additional 5% Holiday Pay
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- (5) These positions may receive a 5% incentive for Acting Commander, Acting Sergeant, Officer in Charge, Training Officer, and/or Detective
- (6) This position may receive a 2.5% incentive for Back-up CAD Administrator
- (7) These positions may receive \$120 per week stand-by pay
- (8) These positions receive an in kind uniform allowance of \$68.67 per pay period
- (9) This position receives a \$300 monthly automobile allowance
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- Reso 2019-57** City Manager Contract Amendment 3 (Adopted 12/11/2019)
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Town of Colma Pay Schedule (Effective December 25, 2022)

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Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Ord/Reso Number	Add'l Incentive	Payroll Ref	
Elected Officials (Monthly Compensation)										
Mayor & City Council	961.00						ORD 784			
Regular/Casual/Temporary Employees (hourly rate, compensated on a biweekly basis)										
Accounting Technician	42.99	45.15	47.41	49.78	52.28	-	Reso 2021-x3	(10)(11)	8acct	
Administrative Services Director	80.79	84.84	89.08	93.53	98.22	-	Reso 2021-x3	(11)	8acm	
Administrative Technician I	40.13	42.14	44.25	46.45	48.77	-	Reso 2021-x3	(10)(11)	8at1	
Administrative Technician II	42.14	44.25	46.45	48.77	51.21	-	Reso 2021-x3	(10)(11)	8at2	
Administrative Technician III	42.14	44.25	46.45	48.77	51.21	53.77	Reso 2021-x3	(10)(11)	8at3	
City Clerk	53.77	56.46	59.28	62.24	65.35	-	Reso 2021-x3	(10)(11)	8clrk1	
City Manager	107.40	-	-	-	-	-	Reso 2019-57	(9)	mgr	
Community Service Officer	39.15	41.11	43.16	45.32	47.58	-	Reso 2021-x3	(10)(11)	8cso	
Executive Assistant to Chief of Police	42.14	44.25	46.45	48.77	51.21	53.77	Reso 2021-x3	(10)(11)	8at3	
Facility Attendant	19.00	19.94	20.94	21.99	-	-	Reso 2021-30	(11)	8fa	
Human Resources Manager	58.91	61.85	64.94	68.20	71.60	-	Reso 2021-x3	(10)(11)	8hrm	
Intern	18.21	20.36	22.50	24.64	26.79	-	Reso 2020-07	(11)	intr	
Maintenance Technician I	39.24	41.20	43.26	45.42	47.70	-	Reso 2021-x3	(7)(8)(10)(11)	8mt1	
Maintenance Technician II	41.20	43.26	45.42	47.70	50.08	-	Reso 2021-x3	(7)(8)(10)(11)	8mt2	
Maintenance Technician III	41.20	43.26	45.42	47.70	50.08	52.59	Reso 2021-x3	(7)(8)(10)(11)	8mt3	
Management Analyst I	44.69	46.92	49.27	51.72	54.32	-	Reso 2021-x3	(11)	8ma1	
Management Analyst II	48.33	50.73	53.28	55.95	58.74	-	Reso 2021-x3	(11)	8ma2	
Management Analyst III	52.26	54.88	57.62	60.50	63.53	-	Reso 2021-x3	(11)	8ma3	
Police Chief	87.63	92.00	96.61	100.48	104.27	-	Reso 2021-x3	(1)(11)	chief	
Police Commander	79.37	83.32	87.51	91.87	96.46	-	Reso 2021-x3	(1)(11)	8pcmd	
Police Dispatcher / Clerk	48.98	50.34	51.70	53.06	54.41	-	Reso 2021-x2	(6)(4)(11)	clerical	
Police Dispatcher/Records Supervisor	59.03	60.66	62.31	63.95	65.60	-	Reso 2021-x2	(2)(4)(11)	supervisor	
Police Officer - Reserve	54.80	-	-	-	-	-	Ord 773		pdres	
Police Officer 1	54.80	57.55	60.44	63.45	-	-	Reso 2021-x1	(1)(3)(5)(11)	8po1	
Police Officer 2	57.00	59.85	62.85	65.99	-	-	Reso 2021-x1	(1)(3)(5)(11)	8po2	
Police Officer 3	58.11	61.02	64.07	67.26	-	-	Reso 2021-x1	(1)(3)(5)(11)	8po3	
Police Sergeant 1	69.47	70.91	72.38	76.38	-	-	Reso 2021-x1	(1)(3)(5)(11)	8sgt1	
Police Sergeant 2	72.25	73.75	75.27	79.44	-	-	Reso 2021-x1	(1)(3)(5)(11)	8sgt2	
Police Sergeant 3	73.63	75.15	76.70	80.97	-	-	Reso 2021-x1	(1)(3)(5)(11)	8sgt3	
Public Works Maintenance Supervisor	50.10	52.61	55.23	58.01	60.89	-	Reso 2021-x3	(7)(8)(10)(11)	8mts	
Recreation Coordinator	39.13	41.09	43.15	45.30	47.55	-	Reso 2021-x3	(10)(11)	8recc	
Recreation Leader	15.00	15.75	16.53	17.38	-	-	Reso 2021-30	(11)	8rl	
Recreation Manager	46.77	49.10	51.55	54.14	56.83	-	Reso 2021-x3	(10)(11)	8rcmgr	
Senior Recreation Leader	19.00	19.94	20.94	21.99	-	-	Reso 2021-30	(11)	8rls	
Student Aide	15.00	15.75	16.53	17.38	-	-	Reso 2021-30	(11)	8sta	

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Elected Officials (Monthly Compensation)										
Mayor & City Council	961.00						ORD 784			
Regular/Casual/Temporary Employees (hourly rate, compensated on a biweekly basis)										
Accounting Technician	43.85	46.05	48.36	50.77	53.32	-	Reso 2021-x3	(10)(11)	8acct	
Administrative Services Director	82.41	86.54	90.86	95.40	100.18	-	Reso 2021-x3	(11)	8acm	
Administrative Technician I	40.93	42.98	45.13	47.38	49.74	-	Reso 2021-x3	(10)(11)	8at1	
Administrative Technician II	42.98	45.13	47.38	49.74	52.24	-	Reso 2021-x3	(10)(11)	8at2	
Administrative Technician III	42.98	45.13	47.38	49.74	52.24	54.85	Reso 2021-x3	(10)(11)	8at3	
City Clerk	54.85	57.59	60.47	63.49	66.66	-	Reso 2021-x3	(10)(11)	8clrk1	
City Manager	107.40	-	-	-	-	-	Reso 2019-57	(9)	mgr	
Community Service Officer	39.93	41.93	44.02	46.22	48.53	-	Reso 2021-x3	(10)(11)	8cso	
Executive Assistant to Chief of Police	42.98	45.13	47.38	49.74	52.24	54.85	Reso 2021-x3	(10)(11)	8at3	
Facility Attendant	19.00	19.94	20.94	21.99	-	-	Reso 2021-30	(11)	8fa	
Human Resources Manager	60.08	63.09	66.24	69.56	73.04	-	Reso 2021-x3	(10)(11)	8hrm	
Intern	18.21	20.36	22.50	24.64	26.79	-	Reso 2020-07	(11)	intr	
Maintenance Technician I	40.02	42.02	44.12	46.33	48.65	-	Reso 2021-x3	(7)(8)(10)(11)	8mt1	
Maintenance Technician II	42.02	44.12	46.33	48.65	51.08	-	Reso 2021-x3	(7)(8)(10)(11)	8mt2	
Maintenance Technician III	42.02	44.12	46.33	48.65	51.08	53.64	Reso 2021-x3	(7)(8)(10)(11)	8mt3	
Management Analyst I	45.58	47.86	50.25	52.76	55.40	-	Reso 2021-x3	(11)	8ma1	
Management Analyst II	49.29	51.75	54.35	57.07	59.92	-	Reso 2021-x3	(11)	8ma2	
Management Analyst III	53.31	55.97	58.77	61.71	64.80	-	Reso 2021-x3	(11)	8ma3	
Police Chief	89.38	93.84	98.55	102.49	106.36	-	Reso 2021-x3	(1)(11)	chief	
Police Commander	80.95	84.99	89.26	93.71	98.39	-	Reso 2021-x3	(1)(11)	8pcmd	
Police Dispatcher / Clerk	49.96	51.34	52.74	54.12	55.49	-	Reso 2021-x2	(6)(4)(11)	clerical	
Police Dispatcher/Records Supervisor	60.21	61.87	63.56	65.23	66.91	-	Reso 2021-x2	(2)(4)(11)	supervisor	
Police Officer - Reserve	55.90	-	-	-	-	-	Ord 773		pdres	
Police Officer 1	55.90	58.70	61.64	64.72	-	-	Reso 2021-x1	(1)(3)(5)(11)	8po1	
Police Officer 2	58.14	61.05	64.11	67.31	-	-	Reso 2021-x1	(1)(3)(5)(11)	8po2	
Police Officer 3	59.27	62.24	65.35	68.60	-	-	Reso 2021-x1	(1)(3)(5)(11)	8po3	
Police Sergeant 1	70.86	72.33	73.83	77.91	-	-	Reso 2021-x1	(1)(3)(5)(11)	8sgt1	
Police Sergeant 2	73.69	75.22	76.77	81.03	-	-	Reso 2021-x1	(1)(3)(5)(11)	8sgt2	
Police Sergeant 3	75.11	76.66	78.24	82.59	-	-	Reso 2021-x1	(1)(3)(5)(11)	8sgt3	
Public Works Maintenance Supervisor	51.10	53.66	56.34	59.17	62.11	-	Reso 2021-x3	(7)(8)(10)(11)	8mts	
Recreation Coordinator	39.91	41.91	44.01	46.20	48.50	-	Reso 2021-x3	(10)(11)	8recc	
Recreation Leader	15.00	15.75	16.53	17.38	-	-	Reso 2021-30	(11)	8rl	
Recreation Manager	47.70	50.08	52.58	55.22	57.97	-	Reso 2021-x3	(10)(11)	8rcmgr	
Senior Recreation Leader	19.00	19.94	20.94	21.99	-	-	Reso 2021-30	(11)	8rls	
Student Aide	15.00	15.75	16.53	17.38	-	-	Reso 2021-30	(11)	8sta	

Additional Incentive

- (1) These positions receive a \$1,025 per year uniform allowance
- (2) This position receives a 5.0% incentive for CAD Administrator
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- (5) These positions may receive a 5% incentive for Acting Commander, Acting Sergeant, Officer in Charge, Training Officer, and/or Detective
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Summary of Effective Ordinance and Resolution

- Ord 773** Reinstatement of Reserve Officer Program - up to 4 Reserve Officers (Adopted 12/13/2017)
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- Reso 2004-36** Establishment of Police Recruit Program - 95% of Police Officer Step 1 (5/12/2004)
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- Reso 2021-x2** 2% COLA for CRA from Dec 26, 2021 to Jun 30, 2024 (Proposed 12/08/2021)
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Town of Colma Pay Schedule (Effective December 24, 2023)

Adopted Resolution xx December 8, 2021

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Ord/Reso Number	Add'l Incentive	Payroll Ref
Elected Officials (Monthly Compensation)									
Mayor & City Council	961.00						ORD 784		
Regular/Casual/Temporary Employees (hourly rate, compensated on a biweekly basis)									
Accounting Technician	44.73	46.97	49.32	51.79	54.39	-	Reso 2021-x3	(10)(11)	8acct
Administrative Services Director	84.06	88.27	92.68	97.31	102.18	-	Reso 2021-x3	(11)	8acm
Administrative Technician I	41.75	43.84	46.04	48.33	50.74	-	Reso 2021-x3	(10)(11)	8at1
Administrative Technician II	43.84	46.04	48.33	50.74	53.28	-	Reso 2021-x3	(10)(11)	8at2
Administrative Technician III	43.84	46.04	48.33	50.74	53.28	55.95	Reso 2021-x3	(10)(11)	8at3
City Clerk	55.95	58.74	61.68	64.75	67.99	-	Reso 2021-x3	(10)(11)	8clrk1
City Manager	107.40	-	-	-	-	-	Reso 2019-57	(9)	mgr
Community Service Officer	40.73	42.77	44.90	47.15	49.51	-	Reso 2021-x3	(10)(11)	8cso
Executive Assistant to Chief of Police	43.84	46.04	48.33	50.74	53.28	55.95	Reso 2021-x3	(10)(11)	8at3
Facility Attendant	19.00	19.94	20.94	21.99	-	-	Reso 2021-30	(11)	8fa
Human Resources Manager	61.28	64.35	67.57	70.95	74.50	-	Reso 2021-x3	(10)(11)	8hrm
Intern	18.21	20.36	22.50	24.64	26.79	-	Reso 2020-07	(11)	intr
Maintenance Technician I	40.82	42.86	45.01	47.26	49.62	-	Reso 2021-x3	(7)(8)(10)(11)	8mt1
Maintenance Technician II	42.86	45.01	47.26	49.62	52.11	-	Reso 2021-x3	(7)(8)(10)(11)	8mt2
Maintenance Technician III	42.86	45.01	47.26	49.62	52.11	54.72	Reso 2021-x3	(7)(8)(10)(11)	8mt3
Management Analyst I	46.49	48.82	51.26	53.81	56.51	-	Reso 2021-x3	(11)	8ma1
Management Analyst II	50.28	52.78	55.44	58.21	61.11	-	Reso 2021-x3	(11)	8ma2
Management Analyst III	54.38	57.09	59.95	62.94	66.09	-	Reso 2021-x3	(11)	8ma3
Police Chief	91.17	95.72	100.52	104.54	108.49	-	Reso 2021-x3	(1)(11)	chief
Police Commander	82.57	86.69	91.04	95.58	100.36	-	Reso 2021-x3	(1)(11)	8pcmd
Police Dispatcher / Clerk	50.96	52.37	53.79	55.20	56.60	-	Reso 2021-x2	(6)(4)(11)	clerical
Police Dispatcher/Records Supervisor	61.41	63.11	64.83	66.54	68.25	-	Reso 2021-x2	(2)(4)(11)	supervisor
Police Officer - Reserve	57.02	-	-	-	-	-	Ord 773		pdres
Police Officer 1	57.02	59.87	62.88	66.02	-	-	Reso 2021-x1	(1)(3)(5)(11)	8po1
Police Officer 2	59.30	62.27	65.39	68.66	-	-	Reso 2021-x1	(1)(3)(5)(11)	8po2
Police Officer 3	60.46	63.48	66.65	69.98	-	-	Reso 2021-x1	(1)(3)(5)(11)	8po3
Police Sergeant 1	72.28	73.78	75.30	76.86	-	-	Reso 2021-x1	(1)(3)(5)(11)	8sgt1
Police Sergeant 2	75.17	76.73	78.31	80.00	-	-	Reso 2021-x1	(1)(3)(5)(11)	8sgt2
Police Sergeant 3	76.61	78.19	79.80	81.44	-	-	Reso 2021-x1	(1)(3)(5)(11)	8sgt3
Public Works Maintenance Supervisor	52.13	54.74	57.46	60.35	63.35	-	Reso 2021-x3	(7)(8)(10)(11)	8mts
Recreation Coordinator	40.71	42.75	44.89	47.13	49.47	-	Reso 2021-x3	(10)(11)	8recc
Recreation Leader	15.00	15.75	16.53	17.38	-	-	Reso 2021-30	(11)	8rl
Recreation Manager	48.66	51.09	53.63	56.33	59.13	-	Reso 2021-x3	(10)(11)	8rcmgr
Senior Recreation Leader	19.00	19.94	20.94	21.99	-	-	Reso 2021-30	(11)	8rls
Student Aide	15.00	15.75	16.53	17.38	-	-	Reso 2021-30	(11)	8sta

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