SIDE LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO MANAGEMENT EMPLOYEES REGARDING CONTRACT REOPENER

Pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA") and Subarticle 1.5, entitled "Letter Agreement for Variation of Provisions" of the Memorandum of Understanding between the City of Chico ("City") and Chico Management Employees ("CME") effective November 8, 2020 through June 30, 2025 ("2022 CME - MOU"), this Side Letter Agreement is entered into on May 7, 2024, between the City and CME ("Side Letter Agreement") as an amendment to the 2022 CME - MOU. It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral and/or written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by CME in the 2022 CME - MOU shall remain in full force and effect.

Therefore, the City and CME agree to the following modifications:

1.3 Term. Unless otherwise provided for herein, the provisions of this MOU shall become effective for the period of November 8, 2020, through June 30, 2025 December 31, 2025, provided, however, that such provisions shall only be applicable to those Employees who are employed on and after the date that this MOU/Side Letter is approved by the City Council. This MOU supersedes and replaces in all respects the terms and conditions established in all prior Resolutions and MOUs setting forth Employee pay and benefits. City or Employees shall provide written notice to the other of the desire to negotiate a new resolution on or before April 1, of any year during the term of this MOU in which the MOU expires at the end of the calendar year, unless otherwise agreed upon by both parties.

2.3 Basic Pay.

A. Established. A Basic Pay schedule shall be established consisting of Pay Ranges assigned to each applicable job title. Effective the first full pay period after July 1, 2024, Aa Pay Range shall consist of fourteen seven (147) Pay Steps. Each of the steps shall have an hourly Basic Pay rate and shall be titled as Steps A-NG, respectively. Employees shall be assigned to hourly Basic Pay rates within the Pay Ranges by applicable job title in accordance with Appendix "1",

entitled "Schedule of Job Titles and Hourly Pay Rates". For the purpose of this Article Two, "Anniversary Date" shall mean one year after the date of such employment or promotion.

E. Pay Range Increases.

- 1. Effective the first full pay period following July 1, 2024. November 8, 2020 the City will increase the 14-step salary table by shall provide a two and sixty-eight hundredths percent (2.68%)seven and one half percent (7.5%) General Salary Increase (GSI).
- 2. Effective the first <u>full</u> pay period after <u>July 1, 2025, ratification and approval</u>, the City shall provide a <u>four and one half five</u> percent (4.5%) <u>General Salary Increase</u> (GSI) to CME members as specified in Appendix 1 retroactive to September 11, 2022.
- 3. Effective the first full pay period of July 2023, the City shall provide a three percent (3%) GSI as specified in Appendix 1.

4. No additional GSI through end of 6/30/25 term.

//

Signed and dated as follows:

For CME:	
Robyn Ryan Robyn Ryan (Apr 18, 2024 15:17 PDT)	18/04/24
Robyn Ryan	(Date)
Mary Jo Alonzo	17/04/24
MaryJo Alonzo	(Date)
Wyatt (est (Apr 17, 2024 15:54 PDT)	17/04/24
Wyatt West	(Date)

For the City of Chico:

Chebon D Phebas

17/04/24

Chelsea Phebus, Director of HR/RM (Date)

Mark Sorensen
Mark Sorensen (Apr 18, 2024 16:34 PDT)

18/04/24

Mark Sorensen, City Manager

(Date)

Approved As To Form And Content:

John W. Lam

John Lam, City Attorney*

*Pursuant to The Charter of the City of Chico, Section 906 (D)

MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CHICO AND CHICO MANAGEMENT EMPLOYEES NOVEMBER 8, 2020 - DECEMBER 31, 2025 JUNE 30, 2028 (2022 CME - MOU)

SCHEDULE OF JOB TITLES AND HOURLY PAY RATES APPENDIX 1

Basic Pay Schedule (Effective11/3/2023)

	HOURLY PAY RATES														BIWEEKL	BIWEEKLY PAY RATE ANNUAL PAY RATE		
POSITION TITLE	A	B	C	D.	E	F	G	#	1	4	K	I-	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Accountant	\$45.35	\$16.19	\$17.65	S18.81	\$50.06	\$51.32	\$52.50	\$53.01	\$55.26	¥56.65	\$58.07	¥59.53	\$61.01	862 53	3627 7836	5002 5864	91322 374	130067-25
Accounting Manager	\$17.80	\$49.08	\$50.30	\$51.56	\$52.86	\$51.17	\$55.52	\$56.91	\$58.34	\$50.77	S61-28	\$62.81	\$6137	\$65.98	3831 1056	5278 5852	99608 746	137213 22
Airport Manager	\$42.16	\$13.21	\$14.29	\$45.40	\$46.54	\$17.69	\$48.88	\$50.12	\$51.36	\$52.64	\$53.96	\$55.31	\$56.69	\$58.11	2272 5196	4648 7196	87686.29	120866.71
Assistant Park Manager	\$38.96	\$30.03	\$40.93	S11 95	\$13.00	\$11.07	\$15.17	\$46.31	\$17.17	\$-18.66	\$40.87	\$51 12	\$52.40	\$53.72	3116.1501	1297 1484	81027.71	111733 66
Assistant to the City Manager	\$38.96	\$30.03	\$40.93	\$41.95	\$43.00	\$44.07	\$45.17	\$46.31	\$47.47	\$48.66	\$49.87	\$51.12	\$52.40	\$53.72	3116.4504	4297 4484	81027 71	111733.66
Budget and Treasury Manager	\$47.80	\$40.08	\$5(1.30)	\$51.56	\$52.86	\$54.17	\$55.52	\$56.01	\$58.34	\$50.77	\$61.2X	\$62.81	\$64.37	\$65.08	2821 1056	5278 5852	00608 746	137243.22
Building Official	\$17.89	\$49.08	\$50.30	S51 56	\$52.86	\$54.17	\$55.52	\$56.01	\$58.34	\$50.77	\$61.28	\$62 81	\$64.37	\$65.98	3831.1056	5278 5852	99608 746	137243 22
City Engineer	\$17.89	\$40.08	\$50.30	S51 56	\$52.86	\$54.17	\$55.52	\$56.91	\$58.34	\$50.77	\$61-28	\$62.81	\$61.37	\$65.08	3831 1056	5278 5852	99608 746	137213.22
Cyber Security Analyst	\$42.16	\$13.21	\$44.29	\$45.40	\$46.54	\$17.60	\$49.99	\$50.12	\$51.36	\$52.64	\$53.06	\$55.31	\$56.69	\$58.11	3372 5496	4648 7196	87686 29	120866.71
	\$42.16	\$43.21	\$44.29	\$15.40	\$16.51	\$47.69	C10 00	\$50.12	\$51.36	\$52.64	\$53.06	\$55.31	\$56.69	\$58 11	3372.5496	4648 7196	87686.29	120866 71
Development Engineer	\$17.89	\$49.08	\$50.30	S51-56	\$52.86	\$54.17	\$55.52	\$56.91	\$58.34	\$50.77	10000	\$62.81	\$61.37	\$65.08	3372.3-196	5279 5952	00609 746	137213 22
Economic Development Manager	\$15.35	\$-15-U8 \$-16-19	\$17.65	50 110 5				\$53.91		\$56.65	\$61-28 \$58-07	\$50.52	19-19-1-19-1	\$62.53	3627.7836	5002-5864	91322 371	130067-25
Environmental Programs Manager				S18.81	\$50.06	\$51.32	\$52.50		\$55.26			40.00	\$61.01			4297 4484		
Facilities Manager	\$38.96	\$39.93	\$40.93	S41-95	\$43.00	\$44.07	\$45.17	\$46.31	\$17.47	\$48.66	\$49 X7	\$51-12	\$52.40	\$53.72	3116 4504		81027.71	111733 66
Financial Systems Engineer	\$12.16	\$43.21	\$44.29	\$45.40	\$46.54	\$47.69	\$48.88	\$50.12	\$51.36 \$47.47	\$52.64	\$53.96	\$55.31	\$56.69	\$58.11	3372.5496	4648 7196 4297 4484	87686.29 81027.71	120866.71 111733.66
Fleet Manager	\$38.96	\$39.93	\$40.93	\$41.95	\$43.00	\$41.07	\$45.17	\$46.31		\$48.66	\$19.87	\$51.12	\$52.40	\$53.72	3116 4504			
Homeless Housing Coordinator	\$35.93	\$36.83	\$37.73	S38 67	\$39-65	\$40.63	\$41-65	\$42.69	\$13.76	\$44.84	\$45.97	\$47.12	\$48.30	\$49.49	2874 1944	3959 1552	74729.054	102938-04
Housing Manager	\$17.80	\$49.08	\$50.30	S51-56	\$52.86	\$51.17	\$55.52	\$56.01	\$58.34	\$50.77	\$61.28	\$62.81	\$61.37	\$65.08	3831.1056	5278 5852	99608.746	1372-13-22
Housing Program Analyst	\$35.93	\$36.83	\$37.73	83× 67	\$39.65	\$40.63	\$41.65	\$42.69	\$43.76	\$44.84	\$45.97	\$47 12	\$48.30	\$49,49	2874 1944	3959 1552	74729 054	102938.04
Information Systems Manager	\$47.89	\$49.08	\$50.30	\$51.56	\$52.86	\$54.17	\$55.52	\$56.91	\$58.34	\$59.77	\$61.28	\$62.81	\$64.37	\$65.98	3831-1056	5278 5852	99608.746	137243.22
Laboratory Technical Manager	\$35.80	\$36.79	\$37.71	\$38.65	\$30.62	\$40.61	\$11.63	\$42.67	\$43.74	\$14.83	\$45.05	\$47.10	\$48.28	\$49.49	2871.5988	3959 1552	74661 569	102938-04
Management Analyst	\$35.03	\$36.83	\$37.73	S38.67	\$39.65	\$40.63	\$41.65	\$42.69	\$43.76	\$44.84	\$15.97	\$47.12	\$48.30	\$49.49	2874 1944	3959 1552	74729.054	102938.04
Park and Natural Resources Manager	\$45.35	\$46.49	\$47.65	S18 81	\$50.06	\$51.32	\$52.59	\$53.91	\$55.26	\$56.65	\$58.07	\$59.53	\$61.01	\$62.53	3627 7836	5002 5864	94322.374	130067.25
Payroll Manager	\$35.93	\$36.83	\$37.73	S38 67	\$39.65	\$40.63	\$1165	\$12.69	\$13.76	S-14-8-1	\$45.97	\$47.12	\$18.30	\$19.19	2871.1911	3959 1552	74729 054	102938-04
Principal Planner	\$47.89	\$19.08	\$50.30	851 56	\$52 X6	\$54.17	\$55.52	\$56.91	\$58.34	\$59.77	\$61.2X	\$62 X1	\$64.37	\$65 9X	3831 1056	527X 5X52	99608 7-16	137243 22
Project Manager	\$38.96	\$39.93	\$40.93	\$11.95	\$13.00	\$44.07	\$45.17	\$16.31	\$17.47	\$48.66	\$49.87	\$51.12	\$52.40	\$53.72	3116-1501	4297 1484	81027.71	111733.66
Projects and Grants Manager	\$30.81	\$40.79	\$41.82	\$42.86	\$43.94	\$45.04	\$46.16	\$47.32	\$48.49	\$49.72	\$50.06	\$52.24	\$53.53	\$54.88	3184.8012	4390 0248	82804 831	114140.64
Public Information Officer	\$38.96	\$39.93	\$40.93	\$41.95	\$43.00	\$41.07	\$45.17	\$46-31	\$47.47	\$48.66	\$19.87	\$51.12	\$52.40	\$53.72	3116 4504	4297 4484	81027 71	111733.66
Public Works Administration Manager	\$38.96	\$30.03	\$10.03	811.95	\$13.00	\$44.07	\$45.17	\$46.31	\$17.47	\$48.66	\$40.87	\$51.12	\$52.40	\$53.72	3116.1501	4297 1484	81027.71	111733 66
Public Works Manager	\$12.16	\$43.21	\$44.20	\$45.40	\$46.54	\$47.69	\$ 19.99	\$50.12	\$51.36	\$52.64	\$53.06	\$55.31	\$56.69	\$58 II	3372 5496	1648 7196	87686.29	120866 71
Purchasing Manager	\$39.81	\$40.79	\$11.82	842.86	\$43.94	\$45.04	\$46.16	\$47.32	\$48.49	\$49.72	\$50.96	\$52.24	\$53.53	\$54.88	31818012	4390 0248	82804 831	114140.64
Regulatory Compliance Manager	\$45.35	\$46.49	\$17.65	\$18.84	\$50.06	\$51.32	\$52.50	\$53.01	\$55.26	\$56.65	\$58.07	\$50.52	\$61.01	\$62.53	3627.7836	5002.5864	94322 374	130067-25
Senior Civil Engineer	\$52.10	\$53.40	\$54.73	\$56.10	\$57.50	\$58.04	\$60.41	\$61.92	\$63.47	\$65.05	\$66.68	\$6× 35	\$70.06	\$71.81	4167 702	5744 928	108362.50	1.10368 13
Senior Construction Inspector	\$38.96	\$30.03	\$40.93	\$41.95	\$43.00	\$41.07	\$45.17	\$46.31	\$47.47	\$48.66	\$19.87	\$51 12	\$52.40	\$53.72	3116 4501	4297 4484	81027.71	111733.66
Senior Development Engineer	\$52.10	\$53 10	\$54.73	S56-10	\$57.50	S28.01	\$60-11	\$61.92	\$63-17	\$65.05	\$66.6X	\$6× 35	\$70.06	\$71.81	4167 792	5711 928	108362.59	149368 13
Senior Human Resources Analyst	\$36.77	\$37.69	\$38.63	\$39.60	\$10.59	\$41.60	\$42.64	\$43.71	\$44.80	\$45.92	\$47.07	\$48.25	\$49.46	\$50.70	2941-6	4056	76481-6	105456
Senior Information Systems Analyst	\$42.16	\$13.21	\$44.20	\$45.40	\$46.54	\$17.60	SANAN	\$50.12	\$51.36	\$52.64	\$52.06	855 21	\$56.69	\$58 11	3372.5496	4648 7196	87686 20	120866 71
Senior Communications Analyst	\$42.16	\$43.21	\$14.29	\$45.40	\$16.54	\$17.69	\$10.00 \$19.99	\$50.12	\$51.36	\$52.64	\$53.96	\$55.31	\$56.69	\$58-11	3372 5 196	4648 7196	×7686-20	120866 71
Senior Plans Examiner	\$45.35	\$46.49	\$47.65	S-18-8-1	\$50.06	\$51.32	\$52.59	\$53.91	\$55.26	\$56-65	\$58.07	\$59.53	\$61.01	\$62.53	3627 7836	5002-5864	91322 371	130067.25
Senior Planner	\$45.35	\$46.40	\$17.65	\$48.84	\$50.06	\$51.32		\$53.91		\$56.65	\$58.07	\$50.53			3627 7836	5002 5864	94322-374	130067-25
Senior Traffic Engineer	\$52.10	\$53.40	\$54.73	S56-10	\$57.50	\$5× 91	\$52.59 \$60.41	\$61.92	\$55.26 \$63.47	\$65.05	\$58 07 \$66 68	\$68-35	\$61.01 \$70.06	\$62.53	3627 7836 4167 792	5744 928	10X362.59	149368-13
	\$38.96			S-11-95			400							\$71.81		4297 4484	81027.71	111733.66
Urban Forest Manager		\$39.93	\$40.93		\$43.00	\$44.07	\$45.17	\$46.31	\$47.47	\$48.66	\$49.87	\$51-12	\$52.40	\$53.72	3116.1501		00608.746	
Wastewater Treatment Manager	\$17.89	\$10.08	\$50-30	851 56	\$52.86	\$51.17	\$55.52	\$56.91	\$58.34	\$59.77	\$61.2X	\$62.81	\$64.37	\$65.98	3831.1056	527X 5X52	99608-7-16	137213.22
Basic Pay Schedule (Effective7/14/202	4)								Discoulder.			A						
POSITION TITLE		R	C	D	E	F	G		Biweekly	IIIL		Annual	IIIb					
	A 050.16			D 059.07		-			Low	High		Low	High					
Accountant	\$50.16	\$52.67	\$55.30	\$58.07	\$60.97	\$64.02	\$67.22		\$4,012.80	\$5,377.60		\$104,332.80	\$139,817.60					
Accounting Manager	\$52.92	\$55.57	\$58.35	\$61.27	\$64.33	\$67.55	\$70.93		\$4,233.60	\$5,674.40		\$110,073.60	\$147,534.40					
Airport Manager	\$46.62	\$48.95	\$51.40	\$53.97	\$56.67	\$59.50	\$62.47		\$3,729.60	\$4,997.60		\$96,969.60	\$129,937.60					
Assistant Park Manager	\$43.10	\$45.25	\$47.51	\$49.89	\$52.38	\$55.00	\$57.75		\$3,448.00	\$4,620.00		\$89,648.00	\$120,120.00					
Assistant to the City Manager	\$43.10	\$45.25	\$47.51	\$49.89	\$52.38	\$55.00	\$57.75		\$3,448.00	\$4,620.00		\$89,648.00	\$120,120.00					
Budget and Treasury Manager	\$52.92	\$55.57	\$58.35	\$61.27	\$64.33	\$67.55	\$70.93		\$4,233.60	\$5,674.40		\$110,073.60	\$147,534.40					
Building Official	\$52.92	\$55.57	\$58.35	\$61.27	\$64.33	\$67.55	\$70.93		\$4,233.60	\$5,674.40		\$110,073.60	\$147,534.40					
City Engineer	\$52.92	\$55.57	\$58.35	\$61.27	\$64.33	\$67.55	\$70.93		\$4,233.60	\$5,674.40		\$110,073.60	\$147,534.40					
Cyber Security Analyst	\$46.62	\$48.95	\$51.40	\$53.97	\$56.67	\$59.50	\$62.47		\$3,729.60	\$4,997.60		\$96,969.60	\$129,937.60					
Development Engineer	\$46.62	\$48.95	\$51.40	\$53.97	\$56.67	\$59.50	\$62.47		\$3,729.60	\$4,997.60)	\$96,969.60	\$129,937.60					
Economic Development Manager	\$52.92	\$55.57	\$58.35	\$61.27	\$64.33	\$67.55	\$70.93		\$4,233.60	\$5,674.40)	\$110,073.60	\$147,534.40					
Environmental Programs Manager	\$50.16	\$52.67	\$55.30	\$58.07	\$60.97	\$64.02	\$67.22		\$4,012.80	\$5,377.60)	\$104,332.80	\$139,817.60					
Facilities Manager	\$43.10	\$45.25	\$47.51	\$49.89	\$52.38	\$55.00	\$57.75		\$3,448.00	\$4,620.00)	\$89,648.00	\$120,120.00					
Financial Systems Engineer	\$46.62	\$48.95	\$51.40	\$53.97	\$56.67	\$59.50	\$62.47		\$3,729.60	\$4,997.60)	\$96,969.60	\$129,937.60					
Fleet Manager	\$43.10	\$45.25	\$47.51	\$49.89	\$52.38	\$55.00	\$57.75		\$3,448.00	\$4,620.00		\$89,648.00	\$120,120.00					
Homeless Housing Coordinator	\$39.70	\$41.69	\$43.77	\$45.96	\$48.26	\$50.67			\$3,176.00	\$4,256.00		\$82,576.00	\$110,656.00					
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Housing Manager	\$52.92	\$55.57	\$58.35	\$61.27	\$64.33	\$67.55	\$70.93	\$4,233.60	\$5,674.40	\$110,073.60	\$147,534.40
Housing Program Analyst	\$39.70	\$41.69	\$43.77	\$45.96	\$48.26	\$50.67	\$53.20	\$3,176.00	\$4,256.00	\$82,576.00	\$110,656.00
Information Systems Manager	\$52.92	\$55.57	\$58.35	\$61.27	\$64.33	\$67.55	\$70.93	\$4,233.60	\$5,674.40	\$110,073.60	\$147,534.40
Laboratory Technical Manager	\$39.70	\$41.69	\$43.77	\$45.96	\$48.26	\$50.67	\$53.20	\$3,176.00	\$4,256.00	\$82,576.00	\$110,656.00
Management Analyst	\$39.70	\$41.69	\$43.77	\$45.96	\$48.26	\$50.67	\$53.20	\$3,176.00	\$4,256.00	\$82,576.00	\$110,656.00
Park and Natural Resources Manager	\$50.16	\$52.67	\$55.30	\$58.07	\$60.97	\$64.02	\$67.22	\$4,012.80	\$5,377.60	\$104,332.80	\$139,817.60
Payroll Manager	\$39.70	\$41.69	\$43.77	\$45.96	\$48.26	\$50.67	\$53.20	\$3,176.00	\$4,256.00	\$82,576.00	\$110,656.00
Principal Planner	\$52.92	\$55.57	\$58.35	\$61.27	\$64.33	\$67.55	\$70.93	\$4,233.60	\$5,674.40	\$110,073.60	\$147,534.40
Project Manager	\$43.10	\$45.25	\$47.51	\$49.89	\$52.38	\$55.00	\$57.75	\$3,448.00	\$4,620.00	\$89,648.00	\$120,120.00
Projects and Grants Manager	\$44.01	\$46.21	\$48.52	\$50.95	\$53.50	\$56.18	\$58.99	\$3,520.80	\$4,719.20	\$91,540.80	\$122,699.20
Public Information Officer	\$43.10	\$45.25	\$47.51	\$49.89	\$52.38	\$55.00	\$57.75	\$3,448.00	\$4,620.00	\$89,648.00	\$120,120.00
Public Works Administration Manager	\$43.10	\$45.25	\$47.51	\$49.89	\$52.38	\$55.00	\$57.75	\$3,448.00	\$4,620.00	\$89,648.00	\$120,120.00
Public Works Manager	\$46.62	\$48.95	\$51.40	\$53.97	\$56.67	\$59.50	\$62.47	\$3,729.60	\$4,997.60	\$96,969.60	\$129,937.60
Purchasing Manager	\$44.01	\$46.21	\$48.52	\$50.95	\$53.50	\$56.18	\$58.99	\$3,520.80	\$4,719.20	\$91,540.80	\$122,699.20
Regulatory Compliance Manager	\$50.16	\$52.67	\$55.30	\$58.07	\$60.97	\$64.02	\$67.22	\$4,012.80	\$5,377.60	\$104,332.80	\$139,817.60
							\$77.20				
Senior Civil Engineer	\$57.61	\$60.49	\$63.51	\$66.69	\$70.02	\$73.52		\$4,608.80	\$6,176.00	\$119,828.80	\$160,576.00
Senior Construction Inspector	\$43.10	\$45.25	\$47.51	\$49.89	\$52.38	\$55.00	\$57.75	\$3,448.00	\$4,620.00	\$89,648.00	\$120,120.00
Senior Development Engineer	\$57.61	\$60.49	\$63.51	\$66.69	\$70.02	\$73.52	\$77.20	\$4,608.80	\$6,176.00	\$119,828.80	\$160,576.00
Senior Human Resources Analyst	\$40.67	\$42.70	\$44.84	\$47.08	\$49.43	\$51.90	\$54.50	\$3,253.60	\$4,360.00	\$84,593.60	\$113,360.00
Senior Information Systems Analyst	\$46.62	\$48.95	\$51.40	\$53.97	\$56.67	\$59.50	\$62.47	\$3,729.60	\$4,997.60	\$96,969.60	\$129,937.60
Senior Communications Analyst	\$46.62	\$48.95	\$51.40	\$53.97	\$56.67	\$59.50	\$62.47	\$3,729.60	\$4,997.60	\$96,969.60	\$129,937.60
Senior Plans Examiner	\$50.16	\$52.67	\$55.30	\$58.07	\$60.97	\$64.02	\$67.22	\$4,012.80	\$5,377.60	\$104,332.80	\$139,817.60
Senior Planner	\$50.16	\$52.67	\$55.30	\$58.07	\$60.97	\$64.02	\$67.22	\$4,012.80	\$5,377.60	\$104,332.80	\$139,817.60
Senior Traffic Engineer	\$57.61	\$60.49	\$63.51	\$66.69	\$70.02	\$73.52	\$77.20	\$4,608.80	\$6,176.00	\$119,828,80	\$160,576.00
Urban Forest Manager	\$43.10	\$45.25	\$47.51	\$49.89	\$52.38	\$55.00	\$57.75	\$3,448.00	\$4,620.00	\$89.648.00	\$120,120.00
Wastewater Treatment Manager	\$52.92	\$55.57	\$58.35	\$61.27	\$64.33	\$67.55	\$70.93	\$4,233.60	\$5,674.40	\$110,073.60	\$147,534.40
wastewater freatment Manager	\$32.72	333.31	330.33	301.27	304.33	\$67.33	\$10.93	34,233.00	\$3,074.40	\$110,073.00	3147,334.40
D D 01 11 000 0 11 12 0	1005)										
Basic Pay Schedule (Effective July 13, 2	2025)										
					Years 1	10000		Biweekly		Annual	
POSITION TITLE	A	В	C	D	E	F	G	Low	High	Low	High
Accountant	\$52.42	\$55.04	\$57.79	\$60.68	\$63.71	\$66.90	\$70.24	\$4,193.60	\$5,619.59	\$109,033.60	\$146,109.39
Accounting Manager	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
Airport Manager	\$48.70	\$51.14	\$53.70	\$56.39	\$59.21	\$62.17	\$65.28	\$3,896.00	\$5,222.49	\$101,296.00	\$135,784.79
Assistant Park Manager	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Assistant to the City Manager	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Budget and Treasury Manager	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
Building Official	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
City Engineer	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
Cyber Security Analyst	\$48.70	\$51.14	\$53.70	\$56.39	\$59.21	\$62.17	\$65.28	\$3,896.00	\$5,929.75		
										\$101,296.00	\$135,784.79
Development Engineer	\$48.70	\$51.14	\$53.70	\$56.39	\$59.21	\$62.17	\$65.28	\$3,896.00	\$5,222.49	\$101,296.00	\$135,784.79
Economic Development Manager	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
Environmental Programs Manager	\$52.42	\$55.04	\$57.79	\$60.68	\$63.71	\$66.90	\$70.24	\$4,193.60	\$5,619.59	\$109,033.60	\$146,109.39
Facilities Manager	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Financial Systems Engineer	\$48.70	\$51.14	\$53.70	\$56.39	\$59.21	\$62.17	\$65.28	\$3,896.00	\$5,222.49	\$101,296.00	\$135,784.79
Fleet Manager	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Homeless Housing Coordinator	\$41.49	\$43.56	\$45.74	\$48.03	\$50.43	\$52.95	\$55.59	\$3,319.20	\$4,447.52	\$86,299.20	\$115,635.52
Housing Manager	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
Housing Program Analyst	\$41.49	\$43.56	\$45.74	\$48.03	\$50.43	\$52.95	\$55.59	\$3,319.20	\$4,447.52	\$86,299.20	\$115,635.52
Information Systems Manager	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
Laboratory Technical Manager	\$41.49	\$43.56	\$45.74	\$48.03	\$50.43	\$52.95	\$55.59	\$3,319.20	\$4,447.52	\$86,299.20	\$115,635.52
Management Analyst	\$41.49	\$43.56	\$45.74	\$48.03	\$50.43	\$52.95	\$55.59	\$3,319.20	\$4,447.52	\$86,299.20	\$115,635.52
Park and Natural Resources Manager	\$52.42	\$55.04	\$57.79	\$60.68		\$66.90	\$70.24				
					\$63.71			\$4,193.60	\$5,619.59	\$109,033.60	\$146,109.39
Payroll Manager	\$41.49	\$43.56	\$45.74	\$48.03	\$50.43	\$52.95	\$55.59	\$3,319.20	\$4,447.52	\$86,299.20	\$115,635.52
Principal Planner	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
Project Manager	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Projects and Grants Manager	\$46.00	\$48.30	\$50.71	\$53.25	\$55.91	\$58.71	\$61.64	\$3,680.00	\$4,931.56	\$95,680.00	\$128,220.66
Public Information Officer	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Public Works Administration Manager	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Public Works Manager	\$48.70	\$51.14	\$53.70	\$56.39	\$59.21	\$62.17	\$65.28	\$3,896.00	\$5,222.49	\$101,296.00	\$135,784.79
Purchasing Manager	\$46.00	\$48.30	\$50.71	\$53.25	\$55.91	\$58.71	\$61.64	\$3,680.00	\$4,931.56	\$95,680.00	\$128,220.66
Regulatory Compliance Manager	\$52.42	\$55.04	\$57.79	\$60.68	\$63.71	\$66.90	\$70.24	\$4,193.60	\$5,619.59	\$109.033.60	\$146,109.39
Senior Civil Engineer	\$60.20	\$63.21	\$66.37	\$69.69	\$73.17	\$76.83	\$80.67				
Senior Construction Inspector	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$4,816.00	\$6,453.92	\$125,216.00	\$167,801.92
								\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Senior Development Engineer	\$60.20	\$63.21	\$66.37	\$69.69	\$73.17	\$76.83	\$80.67	\$4,816.00	\$6,453.92	\$125,216.00	\$167,801.92
Senior Human Resources Analyst	\$42.50	\$44.63	\$46.86	\$49.20	\$51.66	\$54.24	\$56.95	\$3,400.00	\$4,556.20	\$88,400.00	\$118,461.20
Senior Information Systems Analyst	\$48.70	\$51.14	\$53.70	\$56.39	\$59.21	\$62.17	\$65.28	\$3,896.00	\$5,222.49	\$101,296.00	\$135,784.79
Senior Communications Analyst	\$48.70	\$51.14	\$53.70	\$56.39	\$59.21	\$62.17	\$65.28	\$3,896.00	\$5,222.49	\$101,296.00	\$135,784.79
Senior Plans Examiner	\$52.42	\$55.04	\$57.79	\$60.68	\$63.71	\$66.90	\$70.24	\$4,193.60	\$5,619.59	\$109,033.60	\$146,109.39
Senior Planner	\$52.42	\$55.04	\$57.79	\$60.68	\$63.71	\$66.90	\$70.24	\$4,193.60	\$5,619.59	\$109,033.60	\$146,109.39
Senior Traffic Engineer	\$60.20	\$63.21	\$66.37	\$69.69	\$73.17	\$76.83	\$80.67	\$4,816.00	\$6,453.92	\$125,216.00	\$167,801.92
Urban Forest Manager	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Wastewater Treatment Manager	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115.044.80	\$154,173.45
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