

**MEMORANDUM OF UNDERSTANDING PROVIDING FOR PAY, BENEFITS AND OTHER TERMS AND
CONDITIONS OF EMPLOYMENT FOR CONFIDENTIAL POSITIONS
(2019 CONFIDENTIAL MOU)**

APPENDIX "1"

PAY SCHEDULE FOR EMPLOYEES

	A	B	C	D	E	F	G	H
EFFECTIVE: First full pay period following date of Council adoption.								
Accounting Technician I	21.04	22.10	23.20	24.36	25.58	26.86	28.20	28.91
Accounting Technician II	24.16	25.37	26.64	27.97	29.37	30.84	32.38	33.19
Administrative Analyst I	21.04	22.10	23.20	24.36	25.58	26.86	28.20	28.91
Administrative Analyst II	24.16	25.37	26.64	27.97	29.37	30.84	32.38	33.19
Administrative Assistant	18.29	19.21	20.17	21.18	22.23	23.35	24.51	25.13
City Clerk Technician	18.29	19.21	20.17	21.18	22.23	23.35	24.51	25.13
Deputy City Clerk	27.74	29.13	30.58	32.11	33.72	35.40	37.17	38.10
Executive Administrative Assistant	19.20	20.16	21.17	22.23	23.34	24.51	25.74	26.39
Executive Paralegal	23.81	25.00	26.25	27.56	28.94	30.39	31.90	32.70
Finance Analyst	20.75	21.78	22.87	24.02	25.22	26.48	27.80	28.91
Human Resources Analyst	21.04	22.10	23.20	24.36	25.58	26.86	28.20	28.91
Human Resources Technician	18.29	19.21	20.17	21.18	22.23	23.35	24.51	25.13
Office Assistant I	12.64	13.27	13.93	14.63	15.36	16.13	16.94	17.36
Office Assistant II	13.94	14.64	15.37	16.14	16.95	17.80	18.69	19.15
Office Assistant III	15.38	16.15	16.95	17.80	18.69	19.63	20.61	21.12
Paralegal I	20.75	21.78	22.87	24.02	25.22	26.48	27.80	28.50
Paralegal II	23.81	25.00	26.25	27.56	28.94	30.39	31.90	32.70
Senior Human Resources Analyst	24.16	25.37	26.64	27.97	29.37	30.84	32.38	33.19

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PAY SCHEDULE FOR EMPLOYEES

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
EFFECTIVE: First full pay period following date of Council adoption.														
Accounting Technician I	20.98	21.50	22.04	22.59	23.15	23.73	24.32	24.93	25.55	26.19	26.84	27.51	28.20	28.91
Accounting Technician II	24.08	24.68	25.30	25.93	26.58	27.24	27.92	28.62	29.34	30.07	30.82	31.59	32.38	33.19
Administrative Analyst I	20.98	21.50	22.04	22.59	23.15	23.73	24.32	24.93	25.55	26.19	26.84	27.51	28.20	28.91
Administrative Analyst II	24.08	24.68	25.30	25.93	26.58	27.24	27.92	28.62	29.34	30.07	30.82	31.59	32.38	33.19
Administrative Assistant	18.22	18.68	19.15	19.63	20.12	20.62	21.14	21.67	22.21	22.77	23.34	23.92	24.52	25.13
City Clerk Technician	18.22	18.68	19.15	19.63	20.12	20.62	21.14	21.67	22.21	22.77	23.34	23.92	24.52	25.13
Deputy City Clerk	27.65	28.34	29.05	29.78	30.52	31.28	32.06	32.86	33.68	34.52	35.38	36.26	37.17	38.10
Executive Administrative Assistant	19.14	19.62	20.11	20.61	21.13	21.66	22.20	22.75	23.32	23.90	24.50	25.11	25.74	26.39
Executive Paralegal	23.73	24.32	24.93	25.55	26.19	26.84	27.51	28.20	28.90	29.62	30.36	31.12	31.90	32.70
Finance Analyst	20.98	21.50	22.04	22.59	23.15	23.73	24.32	24.93	25.55	26.19	26.84	27.51	28.20	28.91
Human Resources Analyst	20.98	21.50	22.04	22.59	23.15	23.73	24.32	24.93	25.55	26.19	26.84	27.51	28.20	28.91
Human Resources Technician	18.22	18.68	19.15	19.63	20.12	20.62	21.14	21.67	22.21	22.77	23.34	23.92	24.52	25.13
Office Assistant I	12.60	12.92	13.24	13.57	13.91	14.26	14.62	14.99	15.36	15.74	16.13	16.53	16.94	17.36
Office Assistant II	13.90	14.25	14.61	14.98	15.35	15.73	16.12	16.52	16.93	17.35	17.78	18.22	18.68	19.15
Office Assistant III	15.33	15.71	16.10	16.50	16.91	17.33	17.76	18.20	18.66	19.13	19.61	20.10	20.60	21.12
Paralegal I	20.67	21.19	21.72	22.26	22.82	23.39	23.97	24.57	25.18	25.81	26.46	27.12	27.80	28.50
Paralegal II	23.73	24.32	24.93	25.55	26.19	26.84	27.51	28.20	28.90	29.62	30.36	31.12	31.90	32.70
Senior Human Resources Analyst	24.08	24.68	25.30	25.93	26.58	27.24	27.92	28.62	29.34	30.07	30.82	31.59	32.38	33.19