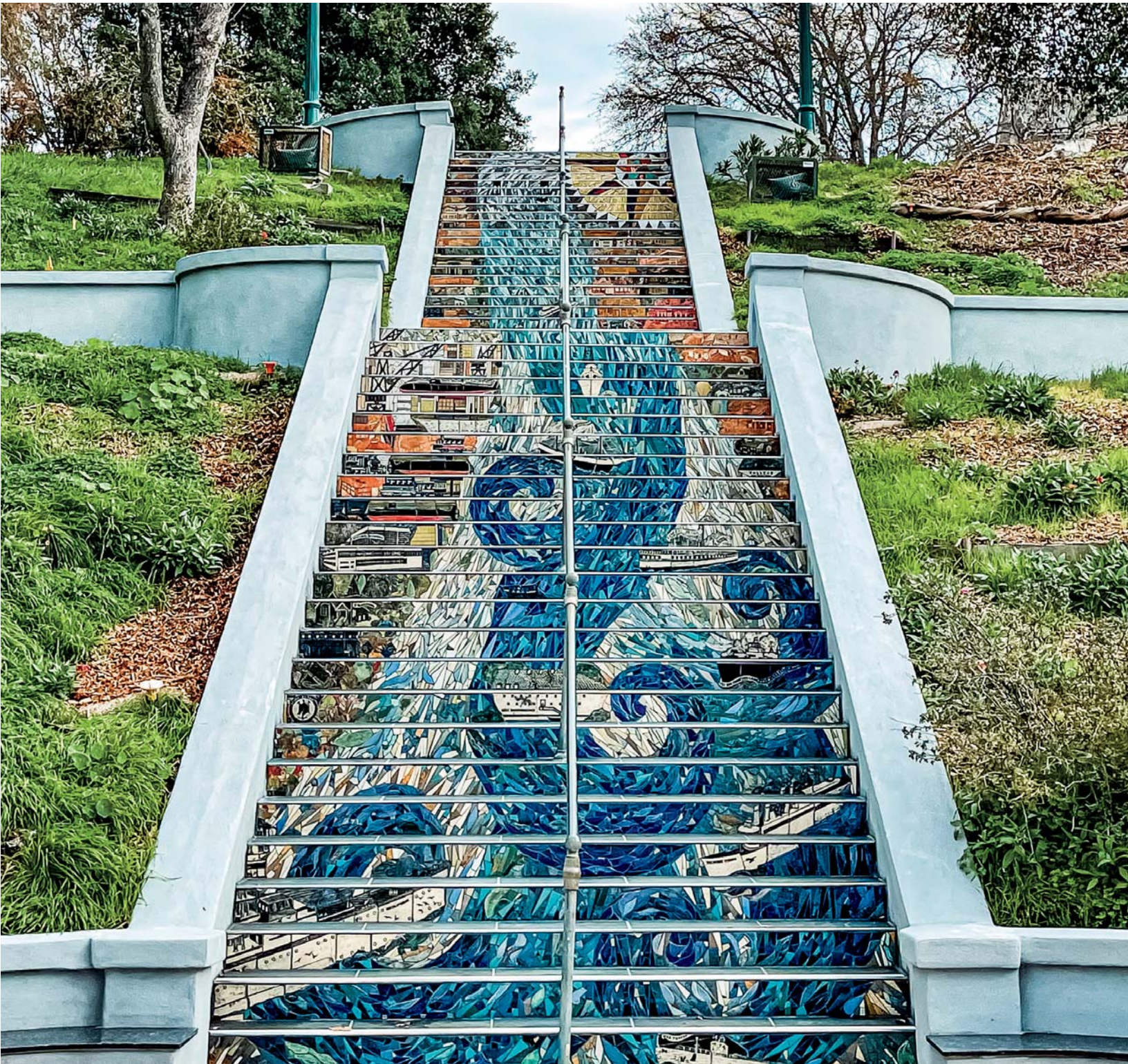




ADOPTED BUDGET

FISCAL YEAR | 2022 - 2023





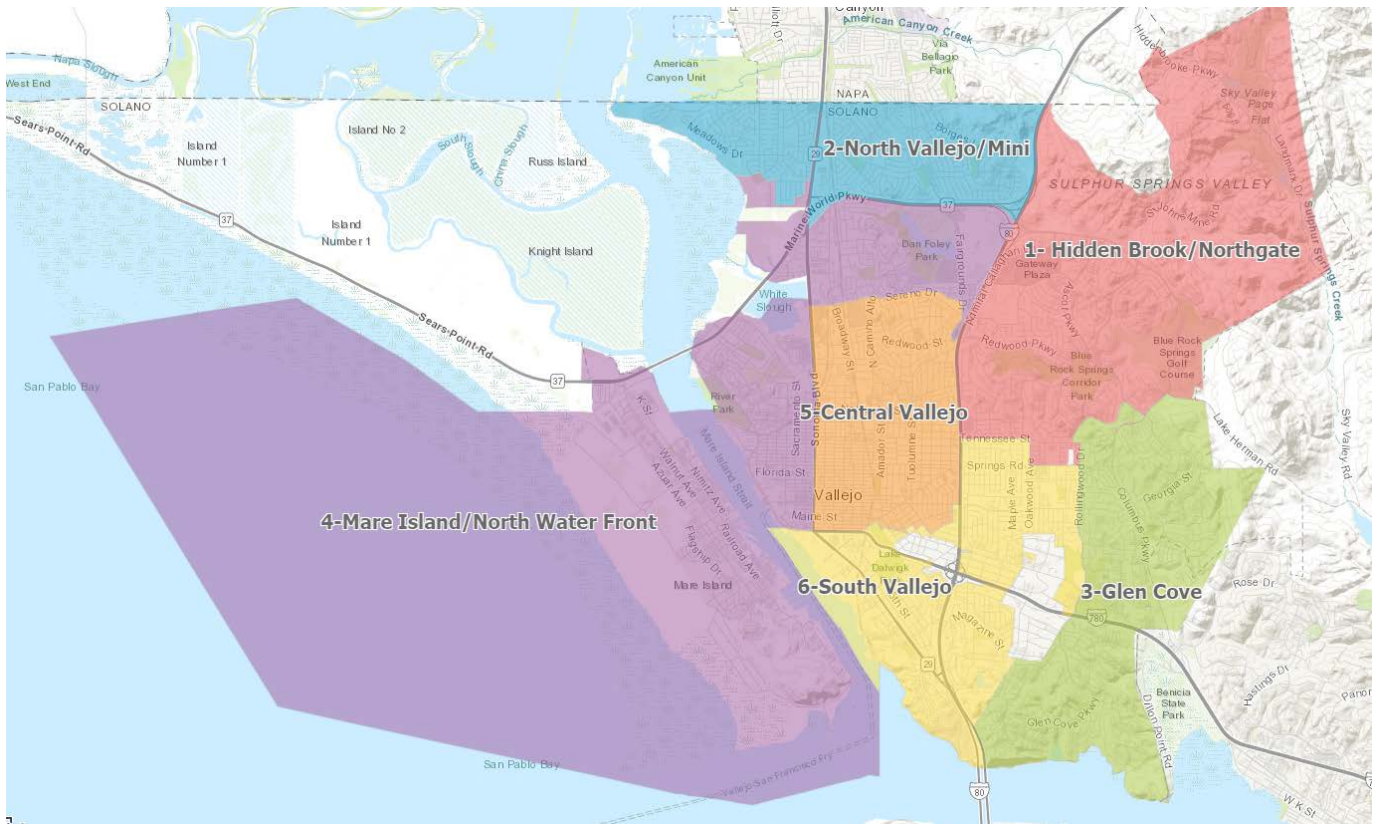
CITY OF VALLEJO

ADOPTED BUDGET

**FISCAL YEAR
2022-2023**

Prepared by:

Mike Malone, City Manager
Gillian Hayes, Assistant City Manager
Terrance Davis, Assistant City Manager
Rekha Nayar, Finance Director
Finance Department Staff
Communications Team



City Council

- District 1 -Hidden Brooke/Northgate
- District 2-North Vallejo/Mini
- District 3-Glen Cove
- District 4-Mare Island/North Waterfront
- District 5-Central Vallejo
- District 6-South Vallejo



PUBLIC OFFICIALS

City Council

	Term Expires
Robert H. McConnell, Mayor	January 2025
Rozzana Verder-Aliga, EdD, Vice Mayor (District 1)	January 2025
Cristina Arriola, Councilmember (District 6)	January 2025
Hakeem Brown, Councilmember (at-Large District 5)	January 2023
Pippin Dew, Councilmember (at-Large District 1)	January 2023
Mina Diaz, Councilmember (District 3)	January 2025
Katy Miessner, Councilmember (at-Large District 4)	January 2023

City Manager

Mike Malone

City Attorney

Veronica A.F. Nebb

City Clerk

Dawn G. Abrahamson

Department Heads

Gillian Hayes, Assistant City Manager
Terrance Davis, Assistant City Manager
Rekha Nayar, Finance Director
Vacant, Human Resources Director
Shawny Williams, Police Chief
Kyle Long, Fire Chief
Melissa Tigbao, Public Works Director
Beth Schoenberger, Water Director
Christina Ratcliffe, Planning & Development Services Director
Naveed Ashraf, Chief Innovation Officer

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FY 2022-23 BUDGET ADDENDUM

The City of Vallejo Proposed Budget for FY 2022-23 was provided to City Council on May 13, 2022 and published to the City's website. On June 14, 2022, the City Council held a public hearing on the proposed budget, and after review and deliberation, the City Council adopted and approved the budget.

The following modifications have been made to the Proposed Budget since the May 13, 2022 version of the document.

AUTHORIZED FTE LISTING WITH PERSONNEL SUMMARY CHANGES

General Fund:

- Public Works
 - Remove Maintenance Worker I/II

Corporation Shop:

- Public Works
 - Add Equipment Mechanic II



OFFICE OF THE CITY MANAGER • 555 SANTA CLARA STREET • VALLEJO • CA • 94590

DATE: May 13, 2022

TO: Mayor, City Council and Residents of Vallejo

FROM: Michael Malone, City Manager

SUBJECT: City of Vallejo Fiscal Year 2022-2023 Proposed Budget

Mayor, Council, and members of the community,

As one of my first actions as your new City Manager, I am pleased to present you with the FY 22-23 budget for the City of Vallejo.

The last two years have been nothing short of challenging here in Vallejo, but I am pleased to say that we have finally begun to reach a point of stability and growth since the early days of Covid. Many changes have taken place in the last few weeks, such as appointing interim Staff into permanent roles, including myself. I see these changes as a sign of the wonderful things to come and a powerful opportunity to strengthen and grow our City internally and externally.

The total Citywide FY 22-23 budget is \$291M, with General Fund expenditures of \$130M and \$65M in the Water Fund. Projected General Fund revenue are \$131M, which is an increase of 8.9% compared to FY 21-22 Adopted Budget. The FY 22-23 budget remains a structurally balanced budget.

In this budget we are proposing to restore service levels diminished during the pandemic, rebuild reserves, and work to implement postponed capital projects.

Major tax revenues continue to modestly grow and have leveled out at their pre-pandemic levels with a V curve, supported by new federal and state grants. Due to surging inflation, a dramatic jump in the global price of crude oil and monetary tightening by the Federal Reserve, we are cautiously forecasting a slight increase in revenue for the coming fiscal year.

Despite the challenges we faced, we were able to accomplish quite a bit as a city. In the City Managers' Office, we organized a successful council goal setting for the upcoming year. We completed the North Mare Island DDA, allowing development to begin in the Connolly Corridor on the island again after many years of slow to no growth. My office has also started the process of hiring Houselessness and Youth coordinators that will allow us to begin addressing Council's initiative to offer more services to the Vallejo community in these areas. We have also organized 53 volunteer cleanups to beautify our City once again. As your new City Manager, I know we must begin to engage our citizens far more than we ever have in the past, especially since the onset of Covid that has kept us all apart for far too long. We kicked off our community outreach and engagement with a brief yet robust community engagement program to quickly identify alternative locations for our Police Department headquarters. In partnership with the City Attorney's office, we have also launched the outreach for the Police Oversight Model (POM). I am also excited to share with you that the process of getting back into the community has begun with our commitment to having an outreach tent at the local Farmers Market on Georgia Street one Saturday a month. You can expect to see department heads and Staff out there to

re-connect with community members and share important information and updates about the City.

During the most recent goal-setting, Council identified Economic Development as one of their top priorities in the upcoming fiscal year, and I am happy to announce that the following ED projects are coming to fruition. Seka Hills, Blue Rock Springs Golf Course, and the Strategic Plan for a 5-year Roadmap are just a sampling of the exciting things to come for Economic Development in our City.

The City Attorney's office has its own successes to celebrate in the last fiscal year as well. They have settled or achieved dismissals in 25 litigation cases, filed approximately 11 criminal misdemeanor cases for illegal dumping through the Neighborhood Law Program, and several nuisance abatement/receivership cases relating to code violations on private property and were awarded (or collected) \$458,976 in fines, penalties, costs, and sanctions. As I had mentioned previously, they were also the lead office for the police reform efforts, including collaborative efforts with the CalDOJ, initiating policy review and completing policy updates, completing police oversight research, and spearheading the community engagement for the POM.

In 2021, our Public Works Department also had plenty to be proud of, securing over \$5.2M in grant funding for Capital Improvement Projects through various grants, completing construction of the Sacramento Street Bridge, and working in conjunction with Recology, Caltrans, Wotha and Conservation Core to host two Free Dump Days for Vallejo residents.

After a few winter and spring storms, we also experienced pavement issues that led to the City issuing a Request for Proposals for pothole repair, which closed on April 20, and I am happy to report that Staff is in the process of executing a contract with JetPatcher for construction in Summer 2022. Until a contractor is on board, Public Works maintenance staff will continue performing ongoing pavement repairs on local residential and collector streets.

Our Water Department also had a very successful year; in addition to delivering over 5-million gallons of safe drinking water to Vallejo Water customers, they were also successful in securing over \$2.5M in grant funding for infrastructure improvements reducing the financial burden on ratepayers and demonstrating Vallejo Water's strong reputation for delivering results. This fiscal year the Water Department will continue its commitment to addressing the aging infrastructure and catching up on previously deferred maintenance. They have already launched the implementation of bond~ funded capital improvements, such as water main replacements, plant improvements, tank replacements, and new technologically advanced metering systems. In addition, they continue to keep their sights on water conservation as California navigates through this current drought, all while delivering exceptional service and high-quality drinking water to Vallejo Water customers.

Our Fire Department continued to provide exceptional service through the last fiscal year, and thanks to Fire Chief Kyle Long, the Department was able to reopen Station 26, which was a casualty of the bankruptcy over a decade ago. They have also moved forward with purchasing a Tone Alert System for all stations, ensuring that our fighter fighters always get the call when they are needed. They also relaunched the First Responder Billing program and were the recipients of a \$6M SAFER Grant Award.

Looking at FY FY 22-23, the Fire Department is looking forward to launching projects such as a Feasibility Study for reopening Station 28 (Mare Island), completing an EMS Feasibility Study, and completing the Firefighter Recruit Academy. They will also be exploring a weed abatement implementation pilot project.

Our Police Department has made notable strides in the last year with its reform efforts and meeting

the 45 recommendations outlined in the OIR report. They also expanded the Automated License Plate Reader (ALPR) coverage throughout City and added CCTV cameras. Additionally, they updated their Use of Force Policy and drafted ordinances as a result of community concerns regarding sideshows, ghost guns, and catalytic converter thefts. The Police Department was also the recipient of \$2M in grant funds. At the most recent budget workshop, they were also proud to announce that they fully transitioned their radio system to East Bay Regional Communications System Authority (EBRCSA), with the assistance of our exception IT Department.

Lastly, I want to address the City's commitment to prioritizing recruitment, retention, morale~ building, and team~ building efforts. As a collaboration between the departments and Human Resources, the City has hired 110 new employees, and while that is a far cry from where we need to be with our staffing, it is a step in the right direction. We also look forward to welcoming a new Human Resources Director soon, which will further add to the stability of our City. In addition, we will continue to work on creating a collaborative and progressive work environment that is attractive to current and potential employees.

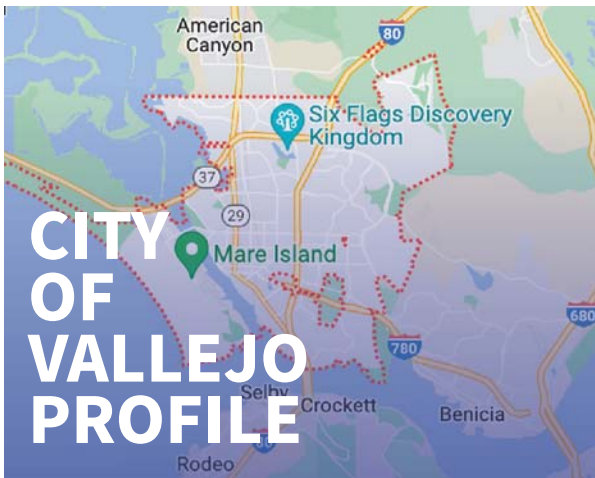
In closing, we will be requesting Council approval of the proposed budget on May 24th. If you have not had a chance to watch the Special City Council Meeting where each Department spoke about their accomplishments and upcoming projects, I encourage you to do so by clicking [here](#).

I and ACM's Hayes and Davis with support of our dedicated Department Heads, Managers, and their staff look forward to serving the City Council and the people of Vallejo in the coming year, and I am optimistic that together we can accomplish anything!

Respectfully submitted,



Michael Malone,
Vallejo City Manager



The City of Vallejo is located in Northern California, 30 miles northeast of San Francisco, 60 miles southwest of Sacramento, 70 miles north of Silicon Valley, and 385 miles north of Los Angeles.

The City of Vallejo is a municipal corporation incorporated in March 1868 under the laws of the State of California. Vallejo is located in Solano County in Northern California, and the city operates under a Charter that was initially adopted in 1911 and last amended in November 2013. The Charter provides for a Council-Manager form of government in which the City Manager recommends policy, program, and budget priorities to the City Council, which develops legislation and policies to direct the city.



Vallejo is the largest city in Solano County and the tenth most populous city in the San Francisco Bay Area, with approximately 122,000 residents. Vallejo is home to the Mare Island Naval Shipyard, the first United States Naval base established on the Pacific Ocean. Established in 1853, the shipyard began building ships the following year, producing more than 500 naval vessels, overhauling and thousands more before the bases' closure in 1996.



Vallejo is also home to several well-acclaimed higher-education campuses, Touro University, private non-profit health professions graduate school; the California State University Maritime Academy, the only maritime academy on the West Coast; and the Vallejo Center campus of Solano County Community College.

Vallejo is the residence of Six Flags Discovery Kingdom, formerly known as Marine World Africa USA, and is a marine- and wildlife theme park with various amusement rides. The park opened its gates in 1986 and continues to draw countless visitors to the area, boosting the local economy.



Even amid the Covid-19 pandemic, housing prices in the Bay Area were still some of the highest in the Country. However, Solano County remains one of the most affordable, with Vallejo being one of the most active markets in the Bay Area. Vallejo has continuously been in the County's top 10 regional housing markets, surpassing the San Francisco-



Oakland-Hayward area in sales and search volumes. With direct high-speed ferry access to downtown San Francisco, BART links, and a 15-minute drive to downtown Napa, Vallejo is a prime location for families and businesses to thrive. Vallejo is also emerging as a commuter hub, as it is home to the busiest Ferry terminal in the Bay Area, with more than 1.2 million riders a year. As people become more aware of the impacts of their carbon footprint, the popularity of the Ferry as a commute source continues to grow annually.



The City has also been experiencing a cross-sector growth of businesses and jobs. Media Publications such as Wine Spectator have highlighted the ongoing growth and improvements in Vallejo and the economic development boom on Mare Island, which is now home to over 110 businesses and more than 2,900 jobs. The new Mare Island master developer plans to expand development, services, and employment. Even with the impact of Covid-19, jobs on Mare Island steadily increased with businesses expanding. These new work opportunities have resulted in more Vallejoans being employed in their hometown.



The Waterfront and Mare Island redevelopment has become a community effort, with input from residents helping shape the future of what could become the most important economic generator of the City. The City's Ferry Terminal and ferry service have served as a model for the rest of the Bay Area, helping make Vallejo a transportation and commuter hub for the North and East Bay.



Vallejo is also home to a large art community and hosts unique attractions such as the Mad Hatter Festival, notable local restaurants, and a year-round Downtown Farmer's Market, making Vallejo the vibrant community it is today.



WHY VALLEJO

INVEST IN THE FUTURE

Vallejo is home to one of the last undeveloped waterfronts in California. With an abundance of available office, warehouse, retail, and manufacturing space; **Vallejo is the ideal location for your business.**

BUSINESS SECTORS



Manufacturing/Trade



Tourism



Healthcare



Education

MAJOR EMPLOYERS

- KAISER PERMANENTE
- SIX FLAGS
- SUTTER HEALTH
- TOURO UNIVERSITY
- FACTORY OS
- ALSTOM

OFFICE SPACE INVENTORY

- \$.50-\$2.50/square foot for lease*
- \$50-\$250/square foot for sale*

COMMERCIAL SPACE INVENTORY

- \$.50-\$2.50/square foot for lease*
- \$50-\$250/square foot for sale*

INDUSTRIAL INVENTORY

- \$.50-\$1.50/square foot for lease*
- \$50-\$250/square foot for sale*

*Rates vary by location, size, and condition; therefore, it is advisable to consult with a realtor for information applicable to a particular property.

WORK FORCE

Our residents are job ready.

With over a dozen local colleges and universities offering advance manufacturing degrees and trade programs; our residents are well-trained and ready to work.

64% of residents are 16 years +

- Cal Maritime University
- Touro University
- Solano Community College
- Sonoma State
- UC Berkeley
- UC Davis

**CENTRALLY LOCATED
WITH EASY ACCESS TO
AIRPORTS, MAJOR
HIGHWAYS, AND PORTS.**



DISTANCE TO:

San Francisco 31 miles
Sacramento 58 miles
San Rafael 38 miles
Oakland 26 miles
Napa 16 miles

HIGHWAYS

- I-80 • I-680
- I-780 • SR-29
- SR-37

PORTS

San Francisco, Oakland,
Richmond, Vallejo

AIRPORTS

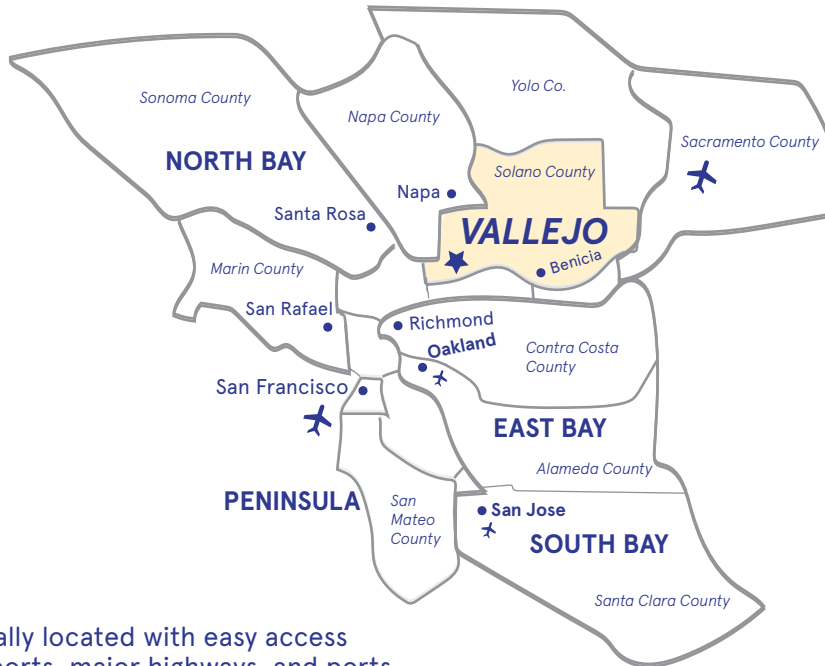
Oakland - OAK
San Francisco - SFO
Sacramento - SMF

PUBLIC TRANSPORTATION

- SOLTRANS
- SF BAY FERRY
- BART
- THE VINE

CENTRAL LOCATION

Vallejo offers easy access to the entire Bay Area. Our unique location makes us an ideal choice for your family or business.



Centrally located with easy access to airports, major highways, and ports.



Daily ferry service to and from San Francisco.



Minutes from Napa Valley.

10%
growth rate
2010-2020

POPULATION: 126,090

Vallejo is growing!

A lower cost of living makes Vallejo an ideal location for younger, educated, and family-oriented people to call home.

64%
of the
population is
16 years +

HIGH SCHOOL GRADUATES: 88%

COLLEGE DEGREES: 26%

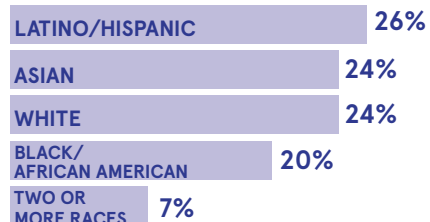
AVG. RENT: \$1,532

AVG. MORTGAGE: \$2,005

COMMUTE TO WORK: 36.5 MINUTES

DIVERSITY

Vallejo is the most diverse city in the bay area and second in the nation.



HOUSEHOLD
MAKE UP IS
86%
FAMILIES.



Scan for more
information
about what's
happening
in Vallejo.

Data Source:

U.S. Census Bureau 2020 Quick Facts Vallejo City, California.
U.S. Census Bureau 2019 ACS 1-Year Estimates

LIVING IN VALLEJO

Vallejo is a progressive, business-friendly, family oriented city with a vibrant art community, an expanding retail & manufacturing trade, and a one-of-kind waterfront.



258
sunny days



21
inches of rain
per year



MEDIAN HOME PRICE
\$476,800

VALLEJO
\$476,800

↑38%
FROM 2019

SAN FRANCISCO
\$1,522,800

OAKLAND
\$825,000

SACRAMENTO
\$475,000

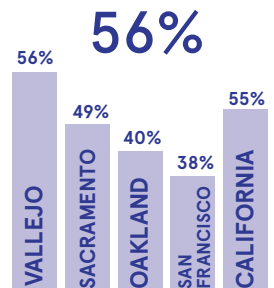
CALIFORNIA
\$626,000

US
\$408,800

Last updated:
December, 2021



OWNER OCCUPIED HOMES



**MEDIAN
HOUSEHOLD INCOME**

\$69,405

NATIONAL AVERAGE: \$67,521
CALIFORNIA AVERAGE: \$75,235

CITY COMPARISON

Percent Change in Population

2021 Population*

2020 Population

Annual % Population Growth

Employees per Capita

Total Full Time-Equivalent (FTE) Employees

Employees per Capita

Available General Fund Reserves as a Percentage of Expenditures

FY 21-22 Expenditures (in millions)

FY 21-22 Available Fund Balance (in millions)

% of Expenditures

General Fund Sales Tax Revenues per Capita

FY 21-22 Sales Tax (in millions)

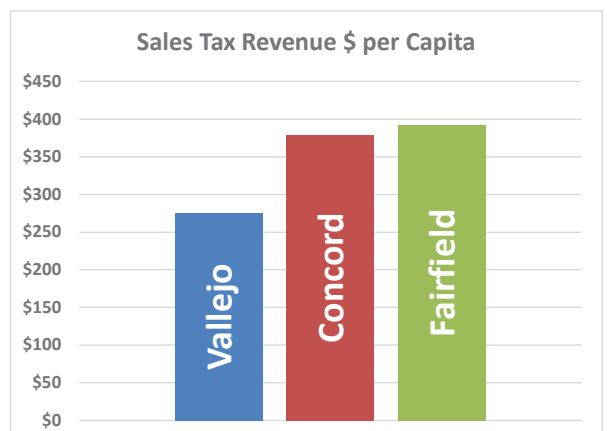
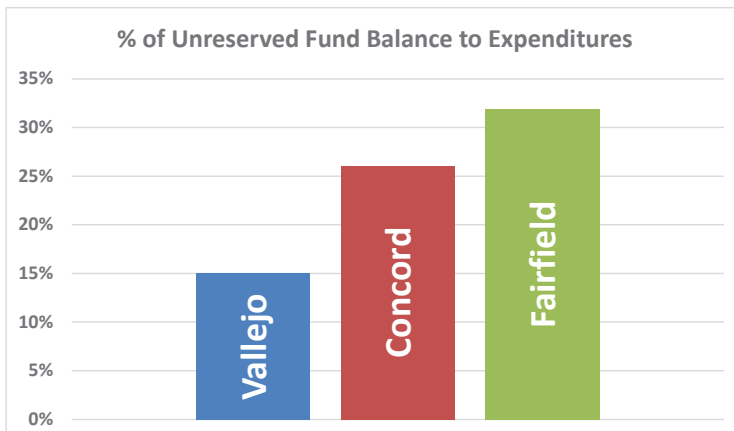
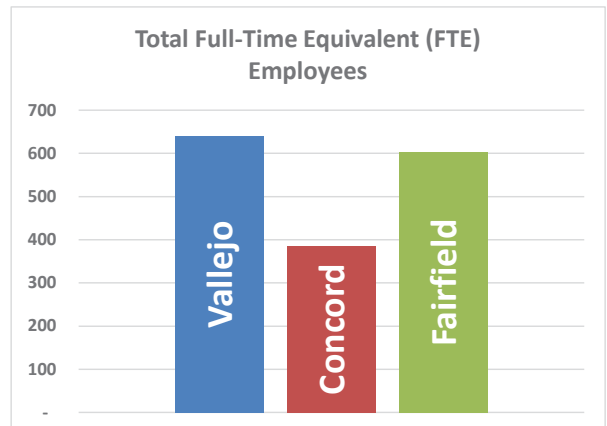
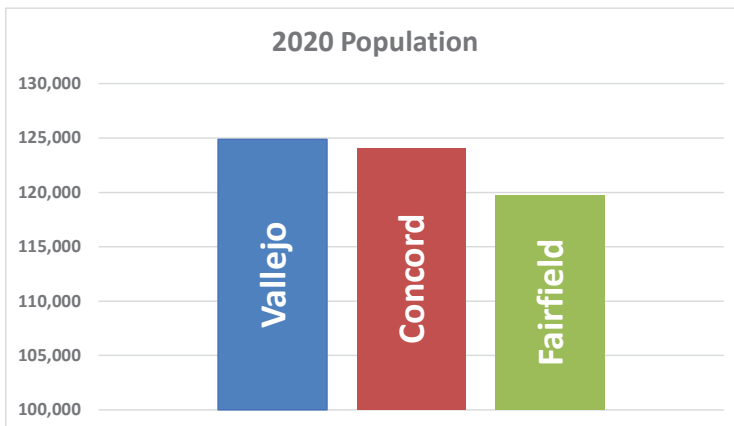
\$ per Capita

General Fund Property Tax Revenues per Capita

FY 21-22 Property Tax (in millions)

\$ per Capita

<u>Vallejo</u>	<u>Concord</u>	<u>Fairfield</u>
124,886	124,074	119,705
126,090	125,410	119,881
-0.95%	-1.07%	-0.15%
640	386	603
0.005	0.003	0.005
120	108	121
18	28	39
15%	26%	32%
34	47	47
\$ 276.0	\$ 379.0	\$ 392.0
23	31	24
\$ 184.0	\$ 246.0	\$ 203.0



*2021 population data per the United States Census Bureau estimates, July 1, 2021

AWARDS & COMMENDATIONS



GOVERNMENT FINANCE OFFICERS ASSOCIATION

Distinguished Budget Presentation Award

PRESENTED TO

**City of Vallejo
California**

For the Fiscal Year Beginning

July 01, 2021

Christopher P. Morill

Executive Director

DISTINGUISHED BUDGET PRESENTATION AWARD

The Government Finance Officers Association of the United States and Canada (GFOA) presented a Distinguished Budget Presentation Award to the City of Vallejo, California for its annual budget for the fiscal year beginning July 1, 2021. In order to receive this award, a governmental unit must publish a budget document that meets program criteria as a policy document, as an operations guide, as a financial plan and as a communications device.

The award is valid for a period of one year only. We believe our current budget continues to conform to program requirements, and we are submitting it to GFOA to determine its eligibility for another award. This is the sixth consecutive year the City of Vallejo has earned this honor.

AWARDS & COMMENDATIONS



CSMFO OPERATING BUDGET EXCELLENCE AWARD

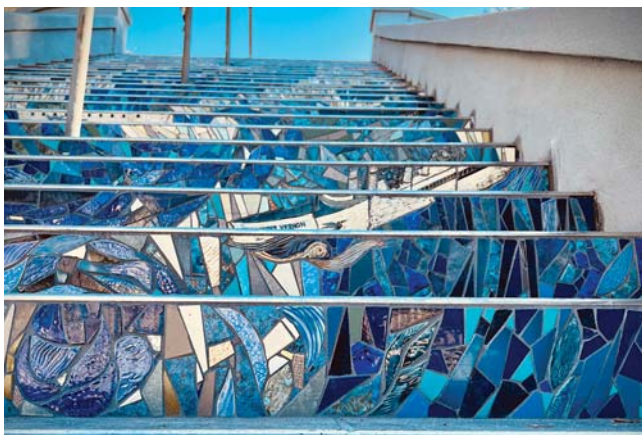
The City of Vallejo is proud to have received the California Society of Municipal Finance Officers (CSMFO) "Operating Budget Excellence Award" for the City's Fiscal Year (FY) 2021-22 Adopted Budget. This is the fifth consecutive year the City of Vallejo has earned this honor.

The CSMFO Budget Awards Program is designed to recognize those agencies that have prepared a budget that not only meets standard requirements, but also goes 'above and beyond' to include additional information, graphics, and ease of use features to create a more engaging and informative financial document.

CSMFO is California's premier statewide association for government finance professionals, with Chapters located throughout the State. CSMFO seeks to improve the knowledge, skills, and performance of individuals responsible for local government fiscal policy and management. Through an impartial review, the City's FY 2021-22 Budget was judged to meet the high standards of the CSMFO program.

The City is very proud of this achievement, and feels that it is an acknowledgement of the City's continued improvements in transparency, financial reporting, and progress toward the goal of creating more accessible, engaging and readable financial reports.

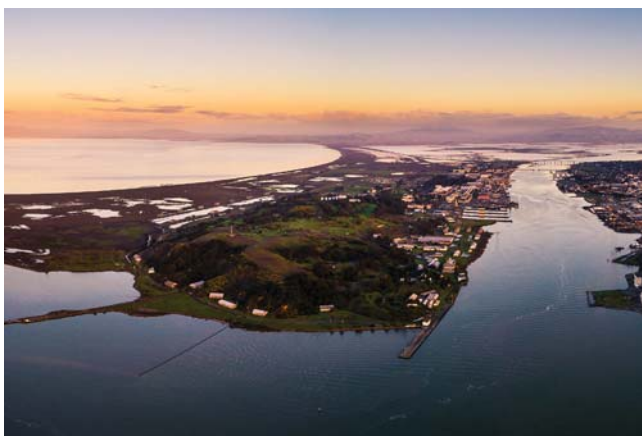
VALLEJO IN THE NEWS



VALLEJO'S CAPITOL STREET STAIRS REOPENS

From Blight to Beauty, one step at a time!

The official City of Vallejo ribbon cutting was held on Friday, December 10 at 4:00 p.m., followed by a Parade with Obtanium Works Art Cars, Los Catrinas of Solano AIDS Coalition, and the Vallejo Giant Puppets!



North Mare Island DDA

Vallejo has made the draft North Mare Island Disposition and Development Agreement available to the public for review.

The draft North Mare Island (NMI) Disposition and Development Agreement (DDA) is a purchase and sale agreement through which, if approved, the City will transfer/sell NMI to The Nimitz Group (Nimitz).

Photo: James L.



Five Vallejo restaurants receive resilience grants

To help get by during the COVID-19 pandemic, five restaurants in Vallejo have each received \$3,000 resilience grants.

The five Vallejo restaurants are just a few of the 144 statewide receiving the grants and getting a boost from the PG&E corporation and the California Restaurant Foundation (CRF).

Photo: Chris Riley, VTH



City of Vallejo completes redistricting process

After a long process, the Vallejo City Council finally completed its redistricting process by establishing a new City Council district map on Tuesday. The six-district map can be reviewed online on the City's redistricting website.

Photo: Anthony Abadilla

VALLEJO EVENTS

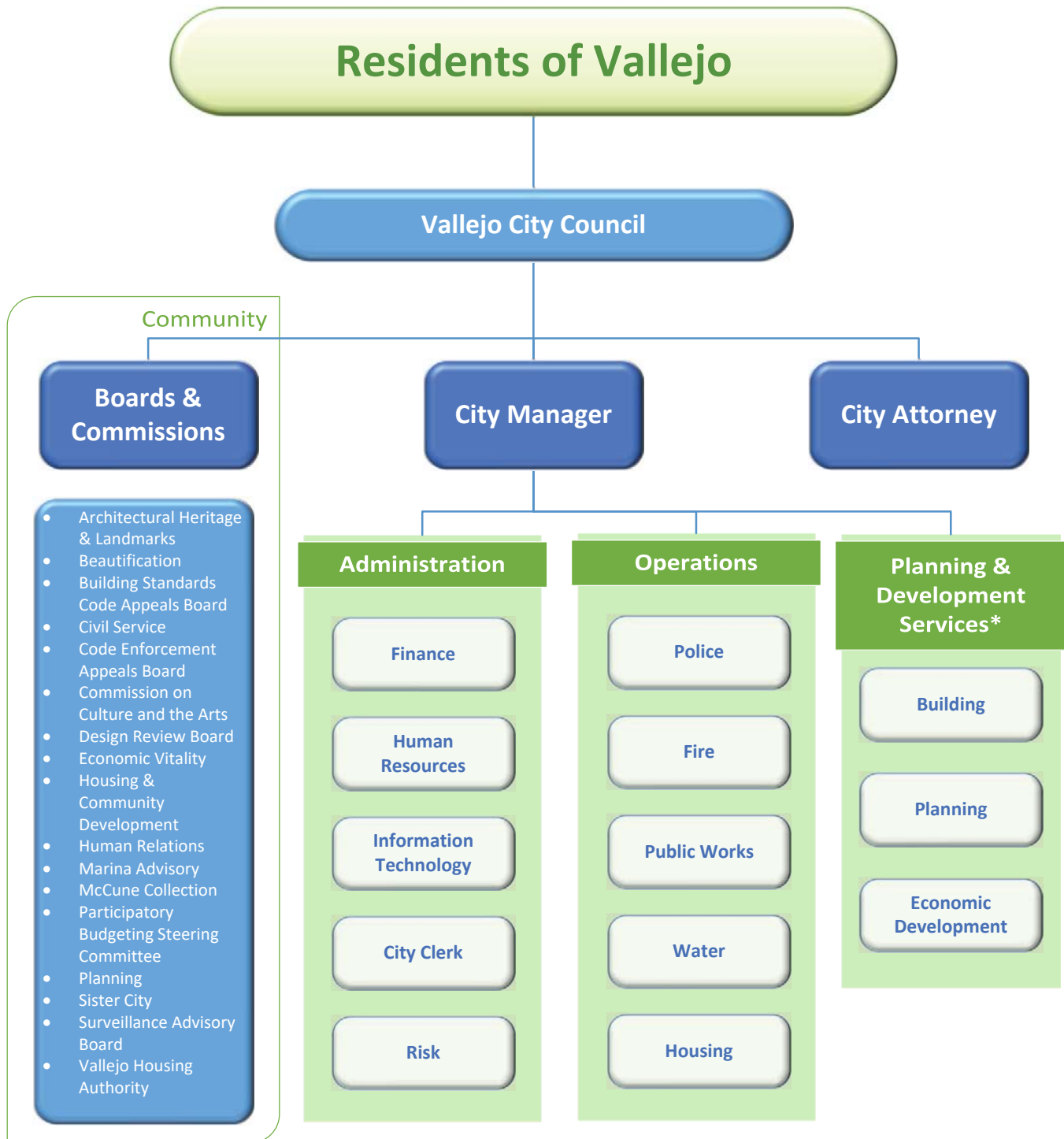


- 20th Anniversary of 9/11 Memorial Ceremony
- Mare Island 4th of July Celebration
- Vallejo Art Walk (Vendors, Music, and Art)
- Port Chicago Anniversary Memorial
- Summer Pop-Up Event for Small Businesses Vendors
- Summer Sounds Festival
- South Vallejo National Night Out (Crime Prevention)
- Merienda 707 (Community Based Fundraising for Filipino Community Center of Solano County)
- One Love Festival (Reggae, R&B, and Blues)
- Summer Art Walk
- 13th Annual Mare Faire and Fennel Festival
- Community Cleanup w/ City of Vallejo
- 14th Annual Mare Faire and Fennel Festival
- Vallejo Book Festival
- Faith Good Fridays Food Bank Fundraiser
- Summer Sounds Festival
- Vallejo Healthy Food Fest
- Spanish Heritage Month Pop-Up
- Fiestas Patrias in Downtown Vallejo
- Causing Cultural Anarchy Art Show
- Mare Island Dock of Bay Music Festival
- 2nd Annual Mare Island Pedalfest
- Vallejo Waterfront Weekend
- Pumpkin Patch Fundraiser
- Harvest Festival/Pumpkin Patch Fundraiser
- Downtown Vallejo Costume Stroll
- Halloween Weekend Haunted Trail Walk
- Trunk or Treat at the Moose Lodge
- Woofstock Dog Show
- Dia De Los Muertos/Day of the Dead Celebration
- 15th Annual Lost Boats of Mare Island Memorial
- Veteran's Day Ceremony at Mare Island Historic Naval Cemetery
- Vallejo Open Studios
- Winter at Wonderland Event
- Mad Hatter Holiday Festival
- City of Vallejo Holiday Tree Lighting
- Vallejo Yacht Club Lighted Boat Parade
- Mare Island Art Studios Holiday Bazaar Vallejo Capitol Street Stairs Grand Re-Opening
- Santa's Holiday Laser Show
- Winterfest 707 Festival
- Teddy Bear Tea & Holiday Open House



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Citywide Organizational Chart



* Proposed change in department title from Economic Development to Planning & Development Services in FY2019-20 requires formal authorization of the City Council by ordinance in accordance with City Charter Section 601.

CITY COUNCIL PRIORITY SETTING

The Vallejo City Council held a goal-setting workshop on April 11, 2022 at the Cal Maritime campus in Vallejo. This meeting was open to the public via Zoom.

The Council established its top priority for Fiscal Year 2022-23 as Economic Development.

The following are priority projects under Economic Development:

- Building code compliance and plan to resolve trash, illegal signs, and unpermitted activities
- Identify development alternatives for surplus lands (phase I)
- Seka Hills Agreement
- Blue Rock Agreement
- Northern Waterfront DDA
- Small business grants
- Citywide broadband project

The Council also established Multiyear Goals with priority projects under:



Housing Affordability & Homelessness

- Inclusionary Housing Ordinance
- Housing Element Update
- Retain current participation rate in housing program and increase utilization rate of housing vouchers



Youth Development

- Hire Youth Coordinator
- Develop Youth Initiatives Plan
- Early Learning Center



Economic Development Opportunities

- Roads & Infrastructure upgrades
- Waterfront and downtown specific plan
- Economic Strategic Plan
- Mare Island Specific Plan
- Solano 360
- Connelly Corridor
- Improve roadway construction citywide



Improve Public Safety

- OIR Group recommendations
- Police advisory commission running
- Surveillance advisor board
- New PD headquarters

Personnel Summary Authorized Full-time Equivalent (FTE) Listing

	FY 19-20	FY 20-21	FY 21-22		FY 22-23		
	Amended	Amended	Adopted	Amended	Adopted	Changes	Amended
General Fund							
Legislative	8.00	8.00	8.00	8.00	8.00	-	8.00
Executive							
City Manager	13.00	13.00	12.00	16.00	16.00	1.00	17.00
City Clerk	3.00	3.00	3.00	3.00	3.00	-	3.00
Information Technology	13.00	13.00	11.00	12.00	12.00	-	12.00
Economic Development	5.00	5.00	-	-	-	-	-
Legal	13.00	13.00	13.00	14.00	14.00	-	14.00
Finance	21.00	21.00	22.00	24.00	24.00	-	24.00
Human Resources	14.00	14.00	14.00	15.00	15.00	-	15.00
Planning & Development Services	24.00	24.00	30.00	31.00	31.00	-	31.00
Police	175.00	187.00	189.00	201.00	201.00	-	201.00
Fire	108.00	108.00	99.00	109.00	108.00	-	108.00
Public Works	73.50	73.50	73.50	74.00	73.00	-	73.00
	470.50	482.50	474.50	507.00	505.00	1.00	506.00
Enterprise Funds							
Water	101.50	107.50	108.50	120.00	121.00	-	121.00
Information Technology	-	-	1.00	-	-	-	-
Finance	17.00	17.00	17.00	17.00	17.00	-	17.00
Human Resources	-	-	1.00	1.00	1.00	-	1.00
Subtotal, Water	118.50	124.50	127.50	138.00	139.00	-	139.00
Marina	4.00	4.00	1.00	-	-	-	-
Parking	1.00	1.00	1.00	1.00	-	-	-
	123.50	129.50	129.50	139.00	139.00	-	139.00
Economic Development Funds							
Mare Island CFDs	2.00	2.00	2.00	2.00	2.00	-	2.00
	2.00	2.00	2.00	2.00	2.00	-	2.00
Public Works Funds							
Landscape Districts	5.00	5.00	5.00	5.00	5.00	-	5.00
Corp Yard	8.00	8.00	8.00	8.00	9.00	-	9.00
	13.00	13.00	13.00	13.00	14.00	-	14.00
Other Funds							
Housing	15.00	15.00	15.00	15.00	15.00	-	15.00
Self Insurance	5.00	5.00	5.00	5.00	5.00	-	5.00
	20.00	20.00	20.00	20.00	20.00	-	20.00
TOTAL	629.00	647.00	639.00	681.00	680.00	1.00	681.00



Multi-Level Authorizations

All positions in the Personnel Summaries/Authorized FTE Listings by Department that are authorized at multiple levels, where promotion is dependent on an employee obtaining certification or similar criteria not in the City's control, or other circumstances warrant, are required to be listed below and are referred to as "Multi-Level Authorizations":

Housing Specialist I/II	Assistant Engineer/ Associate Civil Engineer
Communications Operators I/II	Instrument Technician I/II
Maintenance Worker I/II	Water Maintenance Worker I/II

Temporary & Part-time Authorized Positions

The Personnel Summary/Authorized FTE Listing does not reflect temporary and part-time positions required to be paid through City payroll. These positions include interns, administrative, manual and nonmanual temporary positions, and Police Cadets and Firefighter Trainee authorizations.

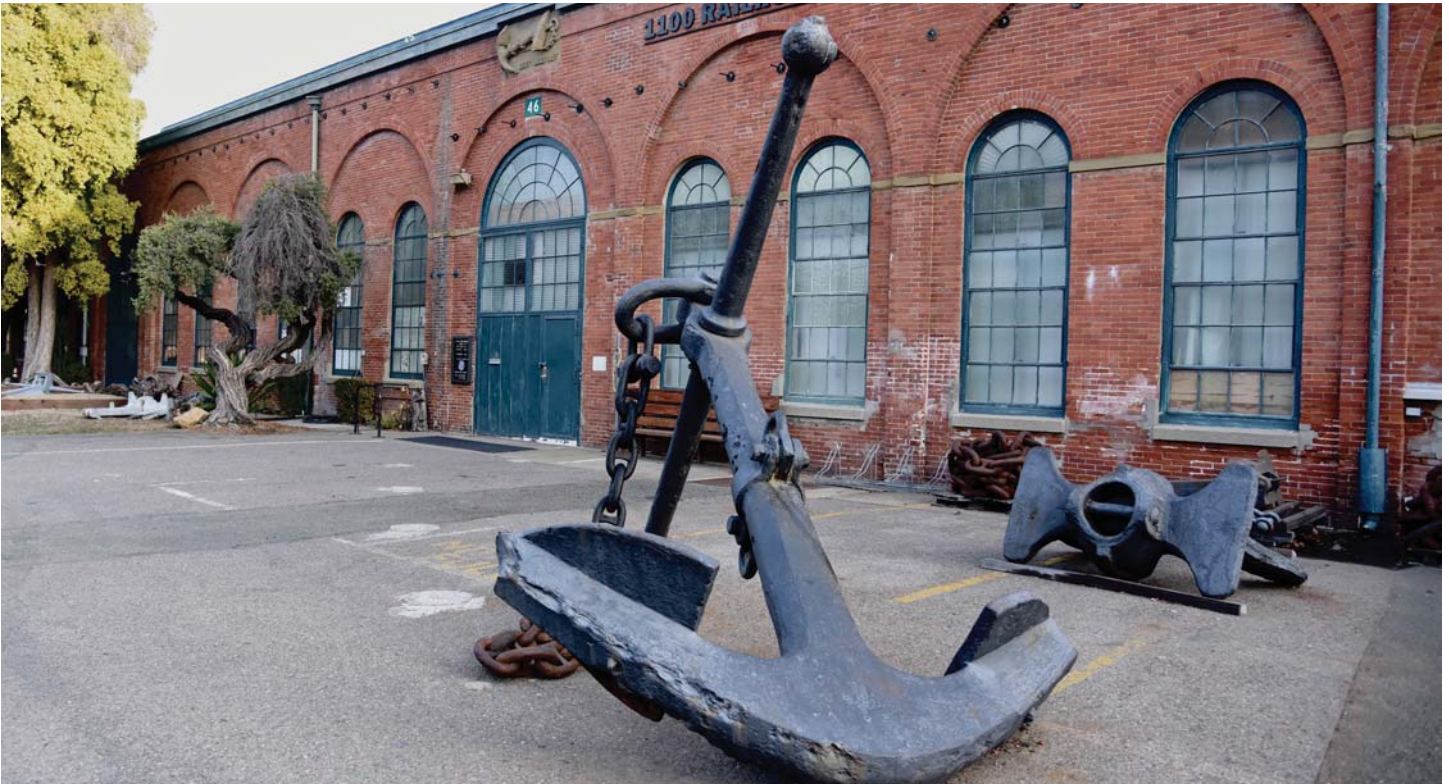
These temporary and part-time position authorizations generally fluctuate throughout the year as business needs change. As such, The City Manager has the authority to adjust staffing levels for temporary staffing positions, subject to budgetary constraints.

Note: Detailed FTE information by classification and department can be found in the Appendix.



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CITY ORGANIZATION FISCAL YEAR GOALS AND ACCOMPLISHMENTS



INTRODUCTION

The following pages contain, for each major functional unit of the City:

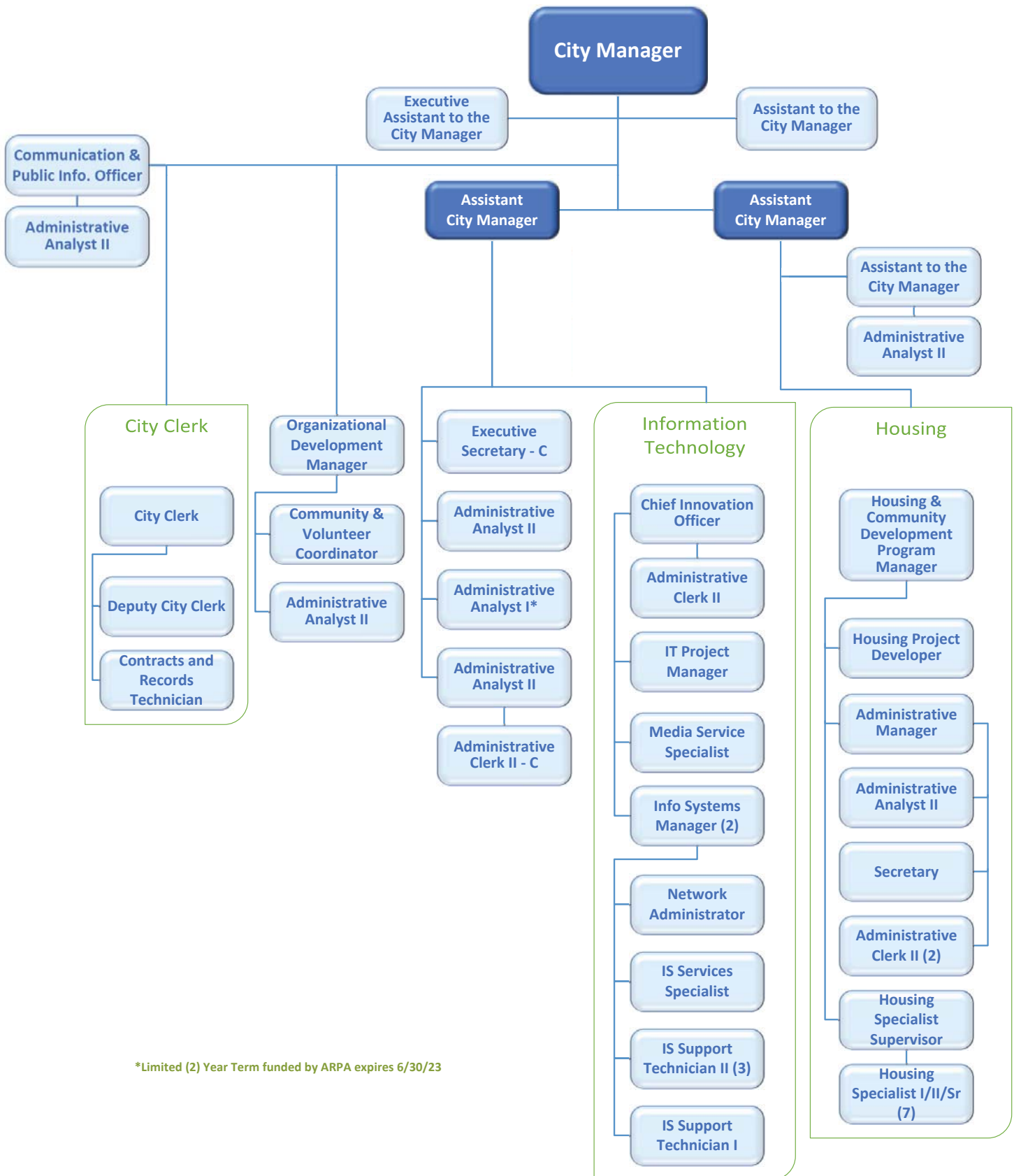
- Detailed organizational chart(s) for the unit
- Fiscal Year 2022-23 goals
- Prior year (Fiscal Year 2021-22) accomplishments

The Department and Division goals in the following pages are, of course, not all the goals and accomplishments of each unit. The goals and accomplishments herein focus on staff's work achieving each fiscal year's City Council goals, the Administration's focus on transparency and commitment to achieving and measuring results, and on continuous improvement as an organization.

These units are, in the order found in the following pages:

- City Manager's Office
- City Clerk's Office
- Information Technology Department
- Housing Division
- City Attorney's Office
- Finance Department
- Human Resources Department
- Planning and Development Services Department
- Economic Development Division
- Fire Department
- Police Department
- Public Works Department
- Water Department

City Manager / Executive Department



Fiscal Year Goals and Accomplishments



CITY MANAGER'S OFFICE FY 22-23 KEY DEPARTMENT GOALS

Multi-Year Goals:

- Youth Programming
- Hire Youth Coordinator
- Develop Youth Initiatives Plan
- Early Learning Center

Additional Goals:

- Expand Community Engagement / Outreach
- Continue to support Farmer's Markets
- Explore new initiatives
- Economic Development Projects
- Seka Hills
- Blue Rock
- Strategic Plan for 5 year Roadmap
- Update on Police Headquarters
- 400 Mare Island Way & JFK Library
- Implement youth initiatives
- Coordinate projects for Homelessness

CITY CLERK'S OFFICE

Additional Goals:

- Finalize the work started in FY 21-22 and open the on-line Rubex portal to allow members of the community and requestors to quickly search and access records, such as City Council and Commission agenda packets, minutes, resolutions, ordinances and contracts
- Administer the November 8, 2022 General Municipal Election process for Councilmember Districts 2, 4 and 5
- Update the internal Writing Styles Guide and provide training to assist staff in composing Council staff reports to be brief, clear, concise, and clearly reflect and provide a connection to

Council goals

- Ensured transparency and timely access to information that enabled the public to monitor the functioning of their government (Brown Act, Public Records Act, Political Reform Act)
- Provided external and internal customers with information and service that was helpful, solutions-oriented, courteous, timely, and accurate

HOUSING DIVISION

Multi-Year Goals:

- Affordable Housing Plan
- Inclusionary Housing Ordinance
- Housing Element Update
- Retain current participation rate in housing program and increase utilization rate of housing vouchers

Additional Goals:

- Permanent Supportive Housing Project (Sacramento St.) construction expected to be completed by December 2022 and occupied by January 2023 using Vallejo Housing Authority's Project-Based Vouchers
- Landlord Recruitment Activities/Outreach
- Reopening of the Housing Choice Voucher Program (Section 8) Waiting List
- HOME-ARP Funded Permanent Supportive Housing Project
- Navigation Center Project Site Identification

INFORMATION TECHNOLOGY DEPARTMENT

Additional Goals:

- Tone alert system for 7 fire stations
- Broadband (Update Fire Optic Master Plan, RFP to select a new P3 contract)
- City Council Chamber upgrade with Closed

Fiscal Year Goals and Accomplishments

- Caption and translation equipment
- New Public Comments Queuing System in the Council Chambers
- New Permitting system

Prior Year Key Accomplishments

CITY MANAGER'S OFFICE

- Successful organization of FY 22/23 council goal setting
- North Mare Island DDA
- Started initiative for Homelessness and Youth coordinators
- Organized 53 cleanups by volunteers
- Completed successful community outreach and engagement programs
 - 400 Mare Island Way
 - Police oversight (with CAO)

CITY CLERK'S OFFICE

- In coordination with all Departments, managed the Public Records Act process and closed 1338 Public Records Act Requests
- Ensured transparency and timely access to information that enabled the public to monitor the functioning of their government (Brown Act, Public Records Act, Political Reform Act)
- Provided external and internal customers with information and service that was helpful, solutions-oriented, courteous, timely, and accurate
- Replaced the City's electronic document management archival system, E-File cabinet,

with Rubex. This technology will soon allow community members/requestors to quickly search and access records, such as city council and commission agenda packets, minutes, resolutions, ordinances, and contracts. This new enhanced technology offers a more robust archival system for long-term document storage.

INFORMATION TECHNOLOGY DEPARTMENT

- Completed Public Safety Radios Project. The system came online in December 2021, as the City migrated from in-house VHF/ UHF system to EBRCSA a new digital radio system.
- New City website Launched in March 2022 in collaboration with communication team
- Data Centers consolidation and telecom audit, City Hall, Amador, and Fleming Hill data centers were equipped with more green virtualized technology, and backup systems.

HOUSING DIVISION

- Permanent Supportive Housing Project (Sacramento St.) construction started in October 2021
- VHA will be fully staffed by the end of the FY
- Issued 42 households (to-date) with Housing Choice Vouchers
- Helped 4 households who were at risk of homelessness secure housing through the Tenant-Based Rental Assistance Program

Performance Indicator - City Manager	FY 20/21 Actuals	FY 21/22 Estimated	FY 22/23 Projected
Number of volunteers utilized	97	208	500
Number of volunteer hours	388	832	2000
Hourly value of volunteer hours	33.61	35.26	35.26
Value of volunteer hours	13040.68	29336.32	70520
Number of community Events permitted	7	6	15
Public Events Attended	N/A	12	20
Public Outreach Events	N/A	18	24
Council Meetings	75	72	72
ED Indicators			
Employment	49,300	51,200	N/A
Unemployment rate	8.8%	4.5%	N/A
Sales tax	\$37.2M	\$39.3M	\$39.9M
Median home value	\$ 520,000	\$ 556,000	N/A
Grant funding deployed	14	60	N/A
Residential vacancies	4.9%	4.9%	N/A
Retail vacancies	24.00%	30.90%	28.80%
Office vacancies	N/A	0.3%	N/A

Fiscal Year Goals and Accomplishments

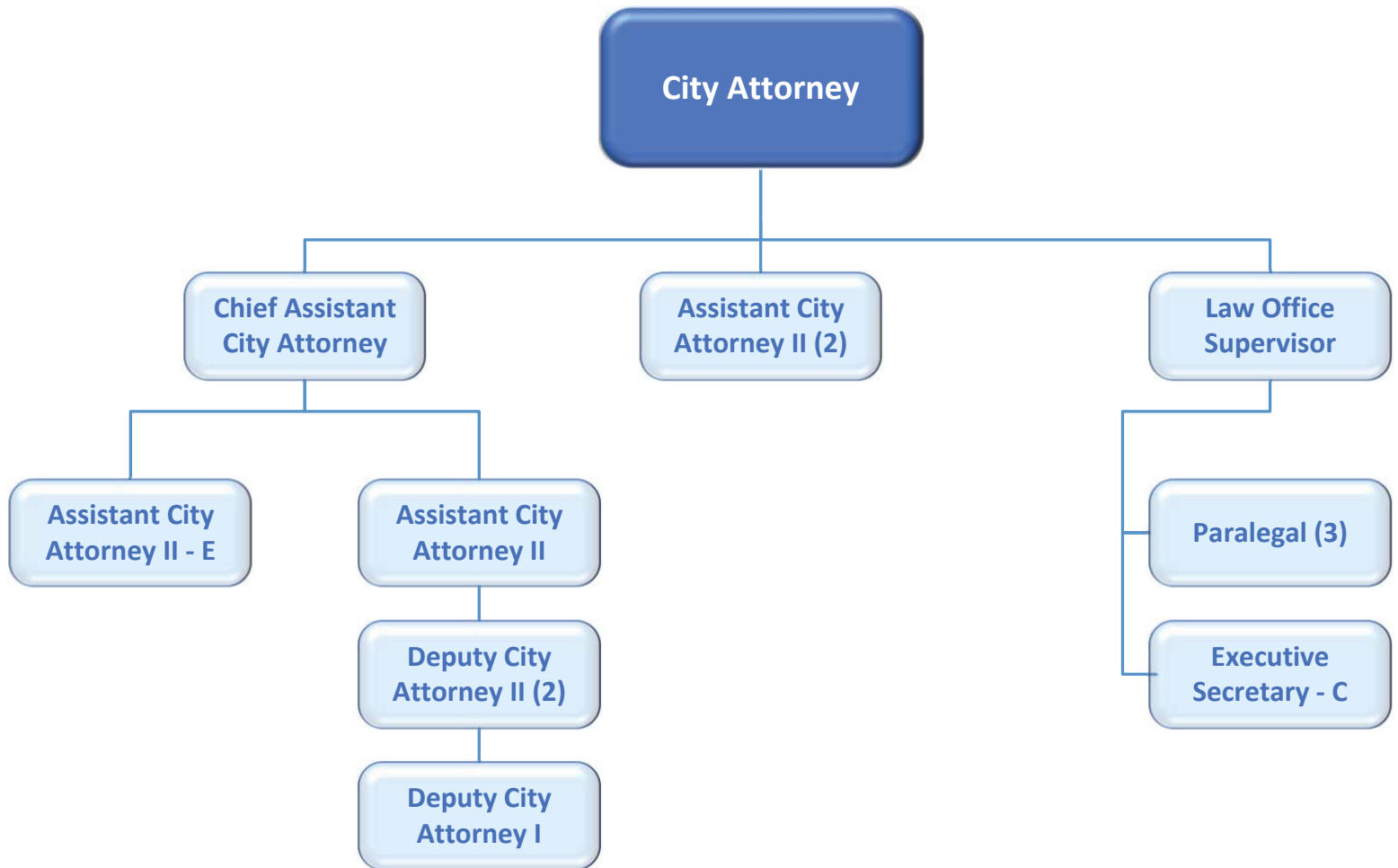
	PB Cycle 7		PB Cycle 8
Performance Indicator - Participatory Budget	FY 20/21 Actuals	FY 21/22 Estimated	FY 22/23 Projected
Number of Projects on ballot	11	N/A	12
Number of projects funded	8	N/A	9
Allocation towards Program & Service Projects	\$538,338	N/A	\$710,000
Allocation towards Capital Infrastructure Projects	0	N/A	\$300,000
Number of Adult Volunteer Budget Delegates	34	N/A	40
Number of Youth Budget Delegates	14	N/A	15
Number of Ideas Collected	856	N/A	350
Number of Total Votes Collected	1,909	N/A	6,000
Number of Youth Voters	251	N/A	1,500

Performance Indicator - City Clerk	FY 20/21 Actuals	FY 21/22 Estimated	FY 22/23 Projected
Average time to fulfill public records requests	11	10	11
Total number of Public records requests	1356	1283	1356

Performance Indicator - Information Technology	FY 20/21 Actuals	FY 21/22 Estimated	FY 22/23 Projected
Closed Circuit Cameras Supported	40	50	80
Desktops / Laptops Supported	1000	1200	1500
Technology Service Calls	2500	3000	4000
Management Prioritized IT Projects	30	50	75
GIS Layers maintained	20	30	100
Servers maintained	80	80	80
Business Applications	60	80	100

Performance Indicator - Housing	FY 20/21 Actuals	FY 21/22 Estimated	FY 22/23 Projected
Number of Housing Choice Vouchers issued	20074	18297	20000
Number of Section 8 Project-Based Vouchers issued	298	290	300
Number Veterans Affairs Supportive Housing Vouchers issued	387	274	300
Number served through non-profit supportive services (fair housing legal services)	2996	1440	1250
Number of housing rehabilitation loans provided	0	0	1

City Attorney's Office



Fiscal Year Goals and Accomplishments



CITY ATTORNEY'S OFFICE

FY 22-23 KEY DEPARTMENT GOALS

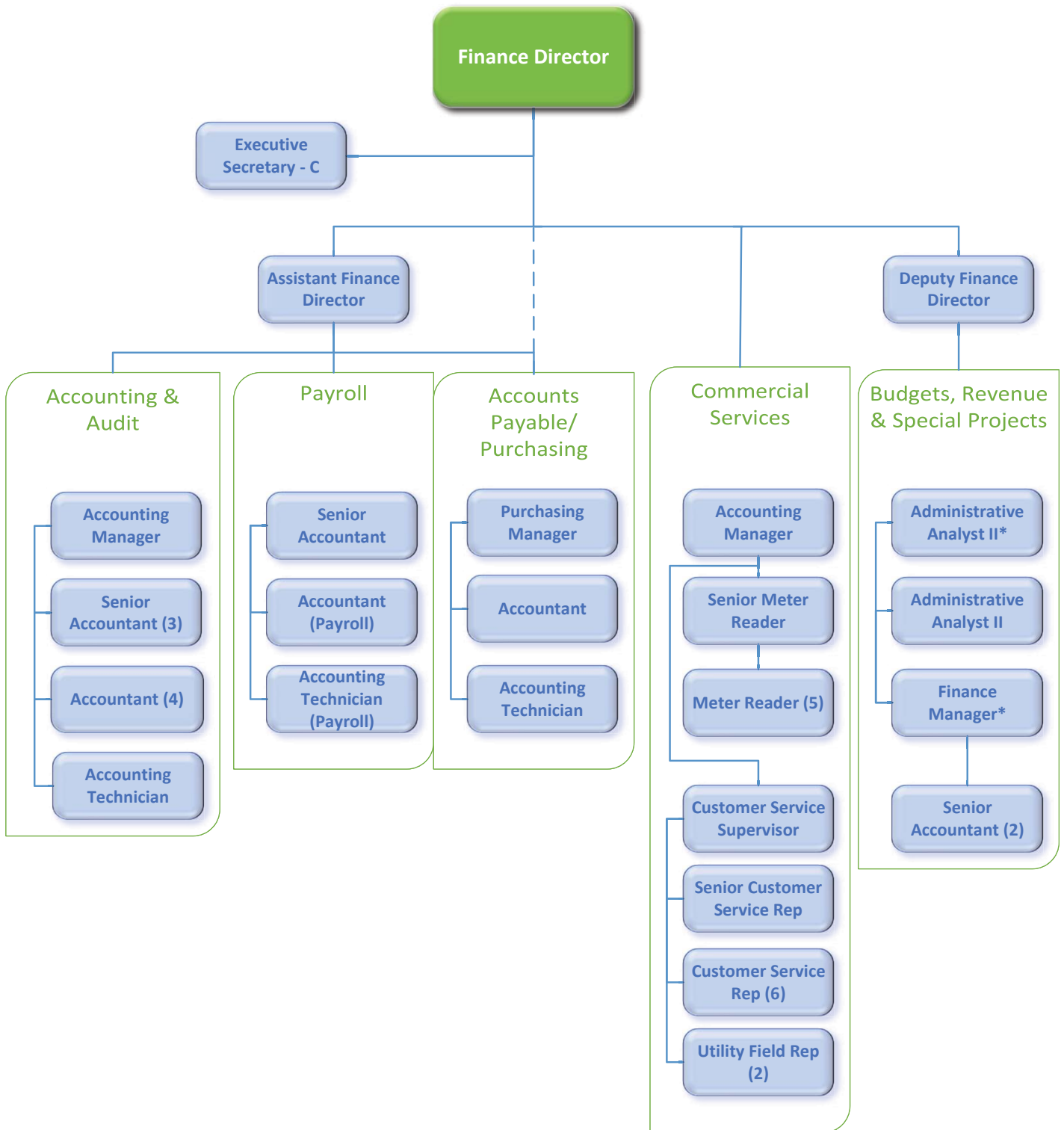
- Continue to engage in police reform efforts and bring forward a police oversight model
- Work with City Manager's Office, Police Department and Public Works on illegal dumping, property nuisance and cleanup strategies
- Work with Planning, City Manager's Office and Economic Development on key economic development projects in the pipeline
- Continue to update ordinances, policies and contracts

Prior Year Key Accomplishments:

- Settled or achieved dismissals in 25 litigation cases
- Through our Neighborhood Law Program, filed approximately 11 criminal misdemeanor cases for illegal dumping, several nuisance abatement/receivership cases relating to code violations on private property and were awarded or collected \$458,976 in fines, penalties, costs and sanctions
- Engaged in police reform efforts including collaborative efforts with CalDOJ, policy review and update, police oversight research and community engagement

Performance Indicator	FY 20/21 Actuals	FY 21/22 Estimated
Adopted Ordinances	11	10
Litigation - Defense Cases Filed & Served	27	10
Litigation - Defense Cases Dismissed or Settled	17	27
Litigation - Affirmative Cases Initiated	5	7
Litigation - Affirmative & Defense Funds Awarded or Collected	\$1,220,604	\$147,744
Pitchess Motions Defended	21	27
PRAs - Processed	1356	1283

Finance Department



*Finance Manager Limited (3) Year Term & Administrative Analyst II funded by ARPA expires 6/30/25

Fiscal Year Goals and Accomplishments

FINANCE DEPARTMENT

FY 22-23 KEY DEPARTMENT GOALS

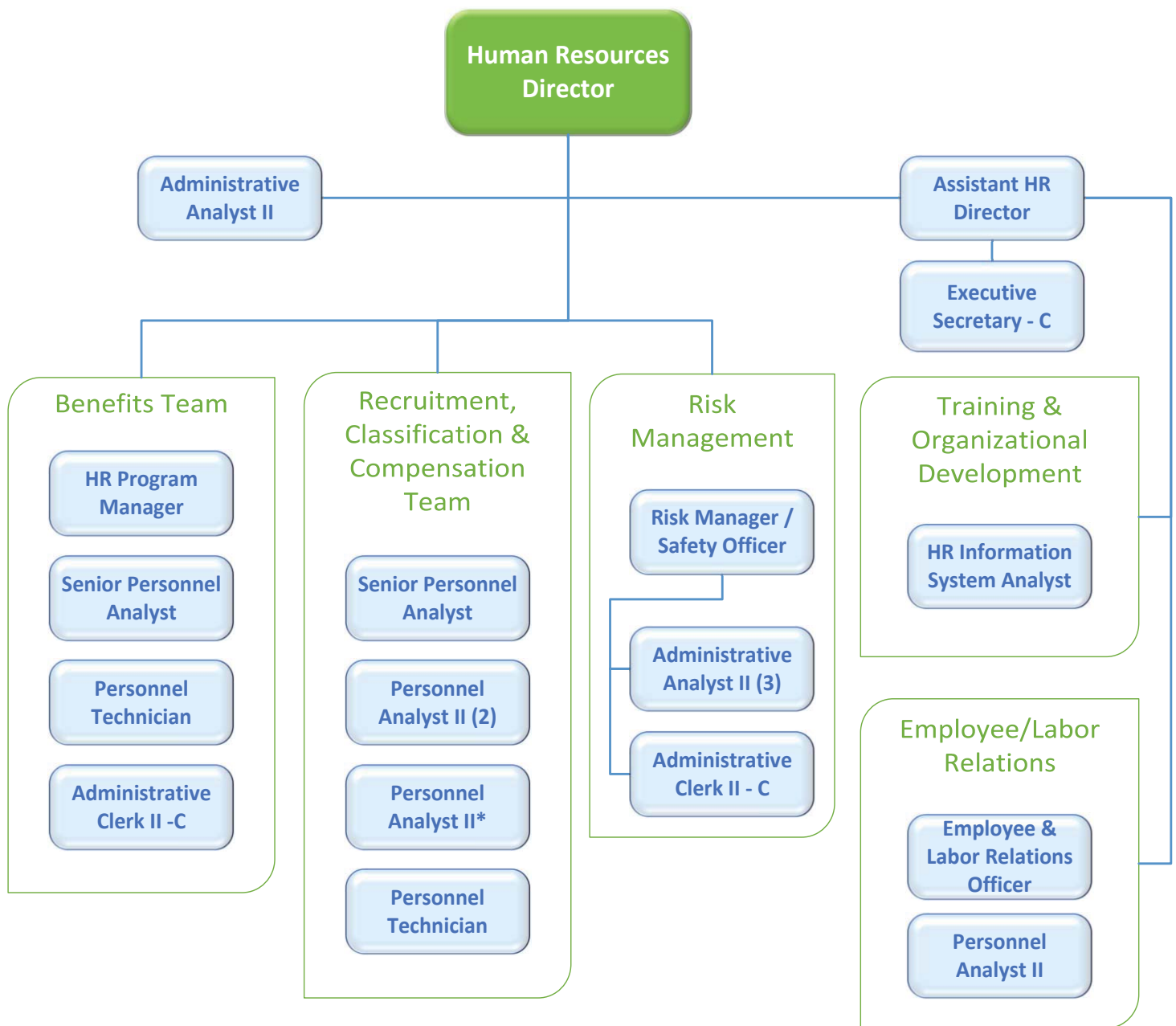
- The Finance Department will collaborate with the Information Technology Department and all other city departments to implement the City's migration to Central Square's cloud-based Finance Enterprise platform by using a phased approach. Migrating to a modern ERP system designed around best practices allows the city to streamline and improve processes, enhancing its ability to strengthen internal controls and resulting in timely, reliable, and easy-to-access information. This will support the City's mission to provide exceptional services that are responsive to our community while planning for smart and balanced growth managed in a financially responsible manner. We will hold a kick-off meeting with all stakeholders to discuss the overall project organization. This will be followed by careful planning and development of a detailed implementation plan and baseline project schedule, integration testing of all modules and system administrator and end-users' trainings. The city will go live with the new ERP applications between June 30, 2022 and June 30, 2023, after 15 days of live operations in a production environment without any urgent or critical error codes being recorded.
- Conduct Short-Term Rental audits

Prior Year Key Accomplishments:

- Worked with various departments to acquire, process and track Grant funding for Project Room Key (PRK), Coronavirus Aid, Relief and Economic Security (CARES), the American Rescue Plan Act (ARPA)
- Presented a balanced budget to Council for Fiscal Year 2021-2022
- Submitted and received GFOA and CSFMO awards for Distinguished Budget Presentation, Operating Budget Excellence and Excellence in Financial Reporting for the fourth consecutive year
- Successful Audit with Unmodified Audit Opinion
- Implemented revenue audit for cannabis, transient occupancy tax and utility users tax
- Executed quarterly revenue report to council
- Set up a temporary Lobby station to receive customers and process water payments while City Hall access is limited due to COVID restrictions
- Created new electronic Accounts Payable processes in conjunction with City departments to accommodate remote work and ensure bills continue to be paid in a timely manner

Performance Indicator	FY 20/21 Actuals	FY 21/22 Estimated	FY 22/23 Projected
Funds Monitored	100	100	100
Cash & Investments (millions)	273	298	298
Journal Entries Posted Annually	1601	1680	1700
Monthly Utility Bills Issued	22,000	22,000	22,000
Monthly AP Invoices Processed	1,876	1,816	1,830
Payroll Checks Issued Bi Weekly	14,795	14,043	13,362
Revenue Collections (millions)	\$121	\$120	\$131
New & renewing Business Licenses Issued	6846	7,055	6,960
Business Closures	538	347	350

Human Resources & Risk Management Departments



*(1) Personnel Analyst II funded by ARPA expires 6/30/25

Fiscal Year Goals and Accomplishments



HR & RISK MANAGEMENT DEPARTMENTS FY 22-23 KEY DEPARTMENT GOALS

- Efficiently increase and deliver a more diverse and highly skilled candidate pool to produce a dedicated workforce to deliver City services to the community.
- Recruit and retain qualified and highly skilled candidates; Reduce City's vacancy rate from 30% to 25%
- Develop and facilitate foundational training classes to assist staff to successfully lead and manage a dedicated workforce to deliver our City services to the community. Also, more wellness awareness training on recognizing mental illness and minimizing employee burnout
- Implement a comprehensive wellness/employee engagement program
- Revamp the City's New Hire "Onboarding Experience"
- Implement the new PERFORM module of NEOGOV to provide supervisors and managers with the tools to properly evaluate and develop staff their team's overall performance in order to maintain a dedicated workforce to deliver City services to the community.
- Create and implement a comprehensive performance management process which includes a comprehensive succession planning system for all high potential employees.
- Successfully negotiate and finalize labor contracts for Camp, IBEW, and VPOA within Council parameters.
- Emergency Evacuation Plan Review, Training and Drill for all Departments
- Conduct post-Incident root cause and hazard mitigation investigations for 100% of investigable incidents.
- Draft an effective Return to Work Program by 12/30/22.
- Institute a safety centric culture and implement processes/procedures to support safety training needs of departments and employees. Measurably improve, by at least 50%, safety training and compliance.

HR Prior Year Key Accomplishments:

- Negotiated successor contract for IAFF within Council parameters.
- Implemented equity adjustments for the Communications Operators
- Completed over 250 recruitments; processed approximately 3,653 employment applications; processed approximately 119 new hires and supported succession planning through additional promotions.
- Settled multiple grievances and PERB complaints

Risk Management Prior Year Key

Accomplishments:

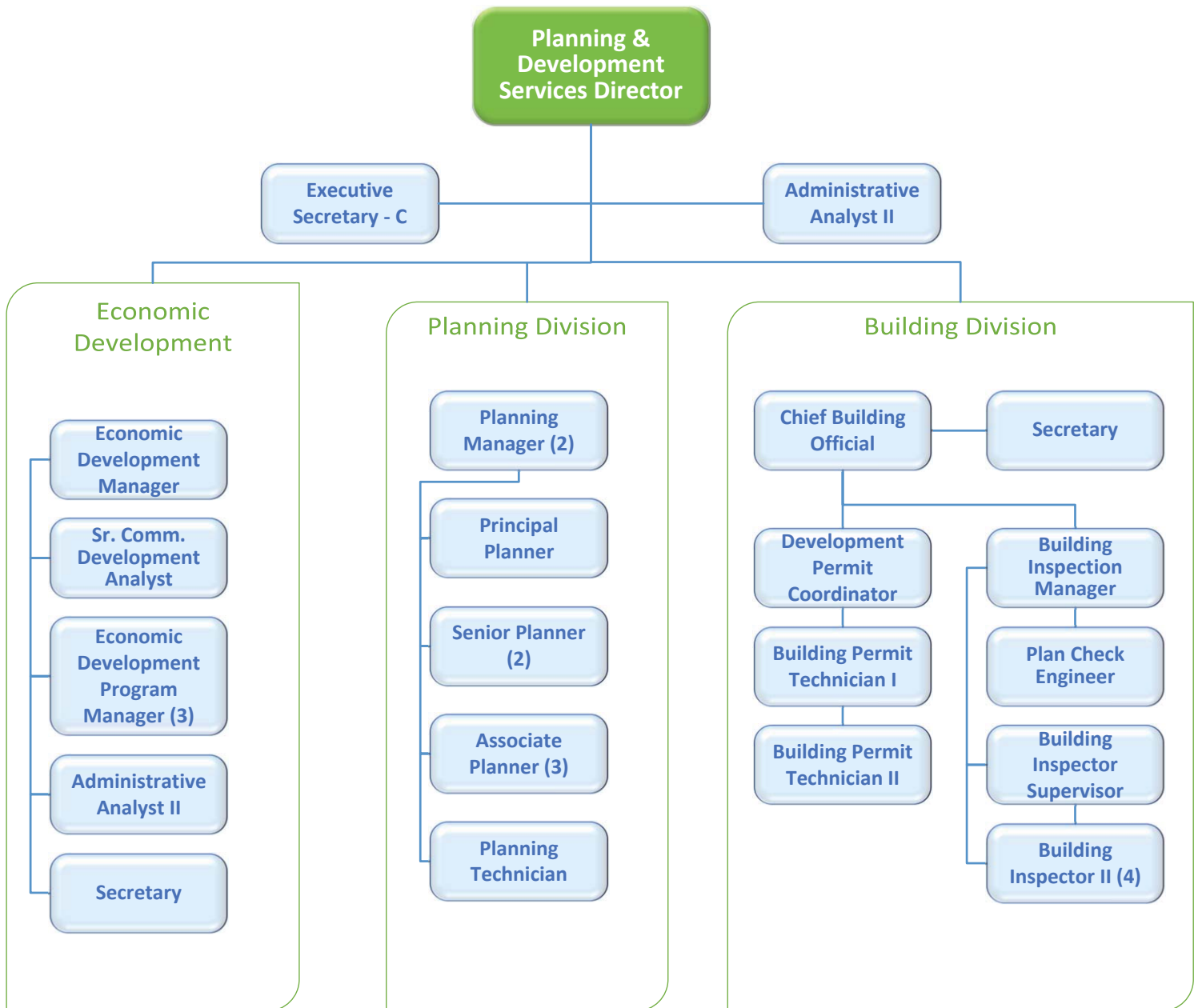
- Managed to significantly reduce average claim cost for workers' compensation claims from \$33,312.19 in FY 2020-21 to \$23,160.40 in FY 2021-22.
- Significantly improved settlement/closure rate for non-litigated liability claims against the City, closing 26% more claims than the previous fiscal year.
- Represented the City at Small claims court and defended the City against claimants, achieving 100% success rate, all cases were dismissed without any payment.
- During the fiscal year, achieved a significantly better results on settlement amounts associated with non-litigated third-party claims against the City. The average cost for settlement of such claims for the fiscal year was significantly reduced to \$574.85, compared with the rolling 5-year average \$1,730.95.
- Oversaw and managed project "RoomKey" during the transition period
- Updated, significantly, City's Injury Illness Prevention Program (IIPP) and Heat Illness Prevention Program (HIIP) and trained personnel across departments.
- Updated Covid-19 Prevention Program (CPP) several times as regulations changed, communicated changes and provided video and live training
- Reviewed and updated the insurance requirements of the most used contract

templates to ensure that the City is properly protected through 3rd party insurance

- Trained staff and key departmental contacts on insurance compliance resulting in near 100% contract compliance
- Researched and developed detailed safety training matrices for each department and job function in order to ensure appropriate and required safety trainings are identified
- Held multiple training meetings with the Public Works and Water department teams regarding how to hand third party claims as they arise and are brought to personnel attention. These trainings will yield significant savings for the City as empowered and trained personnel and risk management will be able to proactively handle and mitigate risks from the very onset.
- Instituted Medicare / Medical Lien review process reducing claims costs and achieving faster claim settlement.

Performance Indicator	FY 20/21 Actuals	FY 21/22 Estimated	FY 22/23 Projected
Number of job applications processed	3610	3653	3689
Number of people hired or promoted	110	119	125
Turnover Rate year over year (Terminations)	99	125	150
\$ of new workers' comp claims closed	98	163	163
General Liability Claims	138	145	140

Planning & Development Services Department (Including Economic Development)



(A) Planned change in department title from Economic Development Department to Planning & Development Services Department in FY2019-20 requires formal authorization by ordinance in accordance with City Charter Section 601.

Fiscal Year Goals and Accomplishments



PLANNING & DEVELOPMENT SERVICES DEPARTMENT

FY 22-23 KEY DEPARTMENT GOALS

- With Community involvement, prepare and adopt the updated Housing, Safety and Environmental Justice elements of the General Plan
- This meets State mandates, as well as creating improved goals and policies to protect all of Vallejo
- Phase 2 of Zoning Code Update
- Inclusionary Ordinance, clean up items
- Adopt and enact 2022 California Building Code Update

Prior Year Key Accomplishments:

- New Zoning Code and Associated General Plan Amendments adopted and enacted
- A clear and predictable code that streamlines the development process for all of Vallejo, while protecting historic and environmentally sensitive areas
- Hire and begin training three new Building Inspectors, two new Building Permit Technicians
- Issued 3,052 building permits and processed 212 Planning entitlements
- All while working with reduced staffing levels

ECONOMIC DEVELOPMENT SERVICES DEPARTMENT

FY22-23 KEY DEPARTMENT GOALS

- Develop and implement an Economic Development Strategic Plan
- Identify development alternatives for surplus lands and deploy sites (phase I)
- Implement grant award and effort for the Economic Development Admin (EDA) Mare Island infrastructure assessment
- Implement North Mare Island Disposition and Development Agreement
- Program and deploy round 2 of ARPA funding to support local economy
- Negotiate a lease and implement and agreement with Seka Hills for development of the Waterfront history park
- Implement a purchase and sale agreement with Lewis Group for development at Blue Rock golf course
- Implement a financial agreement with Lewis Group for the Cooke/Fairview development
- Continue to deploy Small Business Pandemic recovery and Restaurant resiliency grant programs
- Implement a DDA for Northern Waterfront
- Process additional \$1.3 M for cleanup from the NAVY for Mare Island via the ESCA 8th amendment

Multi-Year Goals:

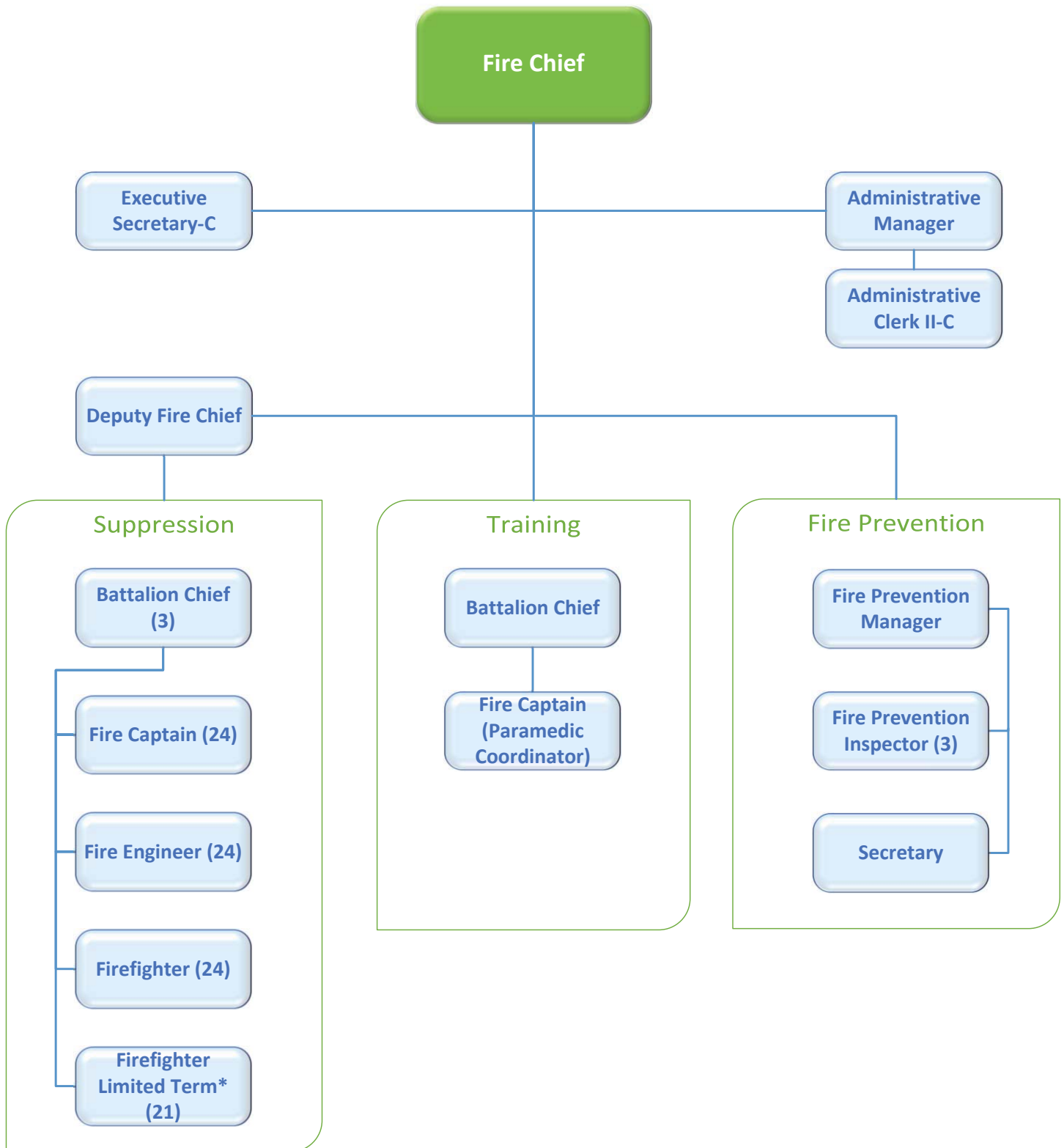
- Complete an Economic Development Strategic Plan update
 - Support adoption of a Waterfront Specific Plan
 - Coordinate an update of the Downtown Revitalization Specific Plan
 - Coordinate the County/Developer partner Solano 360 project
 - Facilitate Connelly Corridor mixed-use development on Mare Island
 - Oversee the transfer of Navy Mare Island parcels (after cleanup)
 - Building code compliance and plan to resolve illegal signs and unpermitted activities
 - Continue various business attraction efforts
 - Continue various business retention and expansion programs
 - Continue to promote Vallejo as a premier destination for doing business
- Development Admin (EDA) Mare Island infrastructure assessment
 - Were awarded \$600K from the Environmental Protection Agency (EPA) for Brownfields Assessment projects
 - Were awarded \$4.8M from Caltrans Clean CA grant program for Lake Dalwigk Park Improvement Project
 - Processed additional \$1.9 M for cleanup from the NAVY for Mare Island via the ESCA 7th amendment
 - Coordinated six Economic Vitality Commission meetings with quorum during the past year, allowing it to develop and have a City Council approved EVC Work Plan

Prior Year Key Accomplishments:

- Executed North Mare Island Disposition and Development Agreement
- Central Waterfront – Cleared Title for Future Use and signed LOI with Yocha Dehe Winton Nation at Sekha Hills to negotiate a lease extension at 285 Mare Island Way
- Deployed \$350,000 in small business micro grant program to over 60 eligible applicants and \$150,000 in restaurant resiliency program. Additional \$90,000 in micro grant is forthcoming given strong demand with over 850 applicants.
- Were awarded \$960K for the Economic

Performance Indicator	FY 20/21 Actuals	FY 21/22 Estimate	FY 22/23 Projected
Public Hearings Held for Projects	7	2	9
Staff-level discretionary Planning decisions	189	143	192
Development Entitlements Applications submitted	333	288	284
Number of Building Permits Issued	3916	3979	4000
Valuation of Building Permits Issued (millions)	\$70.90	\$119.51	\$140.00
Number of New Residential Unit Building Permits Submitted	46	75	800
Number of New Residential Unit Building Permits Issued	37	26	500
Number of ADU/JADU projects completed	35	25	150

Fire Department



*Twelve (12) Firefighter positions funded by 2018 SAFER grant expire March 10, 2023
Nine (9) Firefighter positions funded by 2020 SAFER grant expire February 26, 2025

Fiscal Year Goals and Accomplishments



PLANNING & DEVELOPMENT SERVICES DEPARTMENT

FY 22-23 KEY DEPARTMENT GOALS

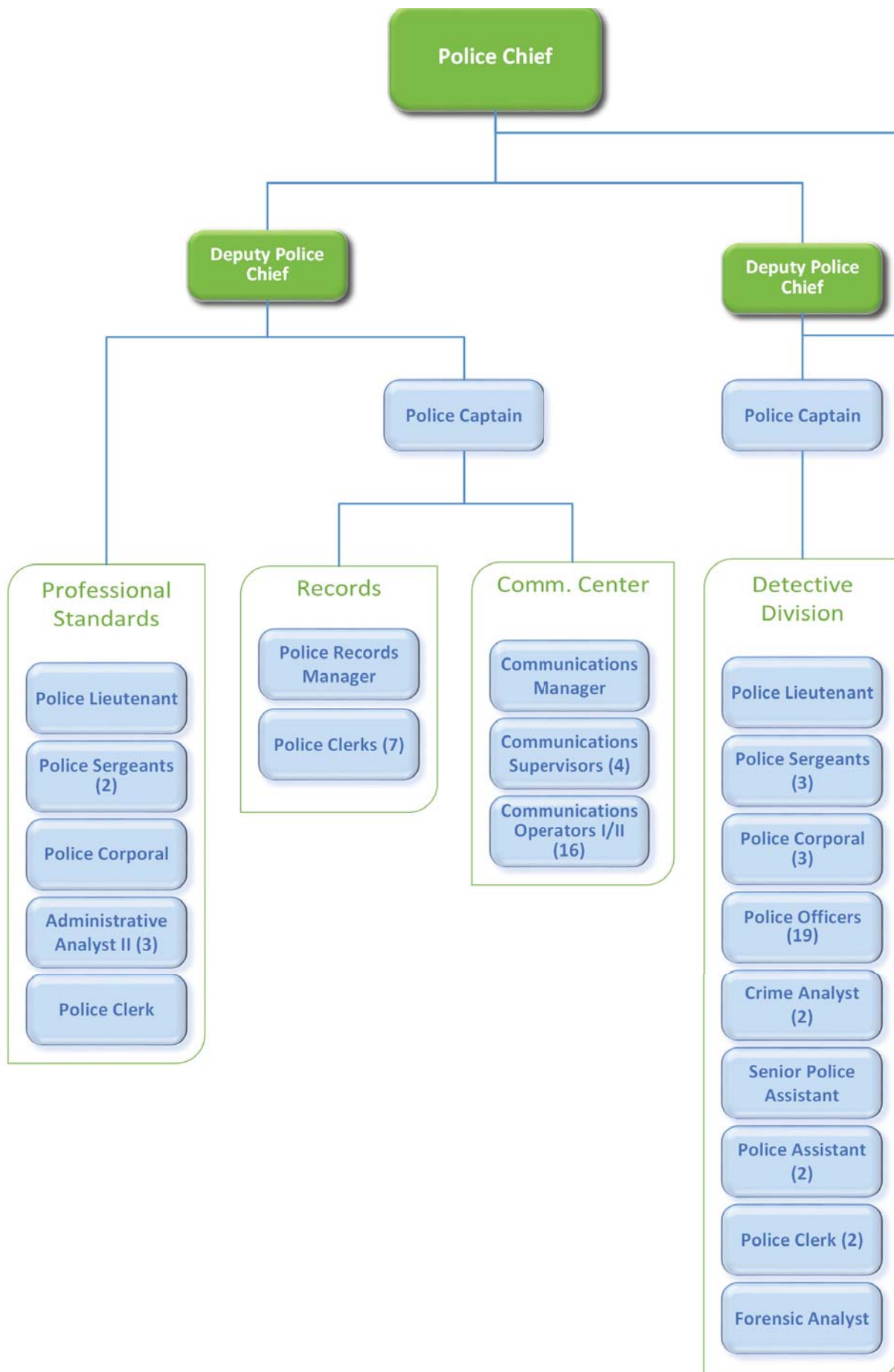
- Feasibility Study for Reopening Station 28 (Mare Island)
- EMS Feasibility Study
- Completion of Firefighter Recruit Academy
- Citywide weed abatement implementation pilot project

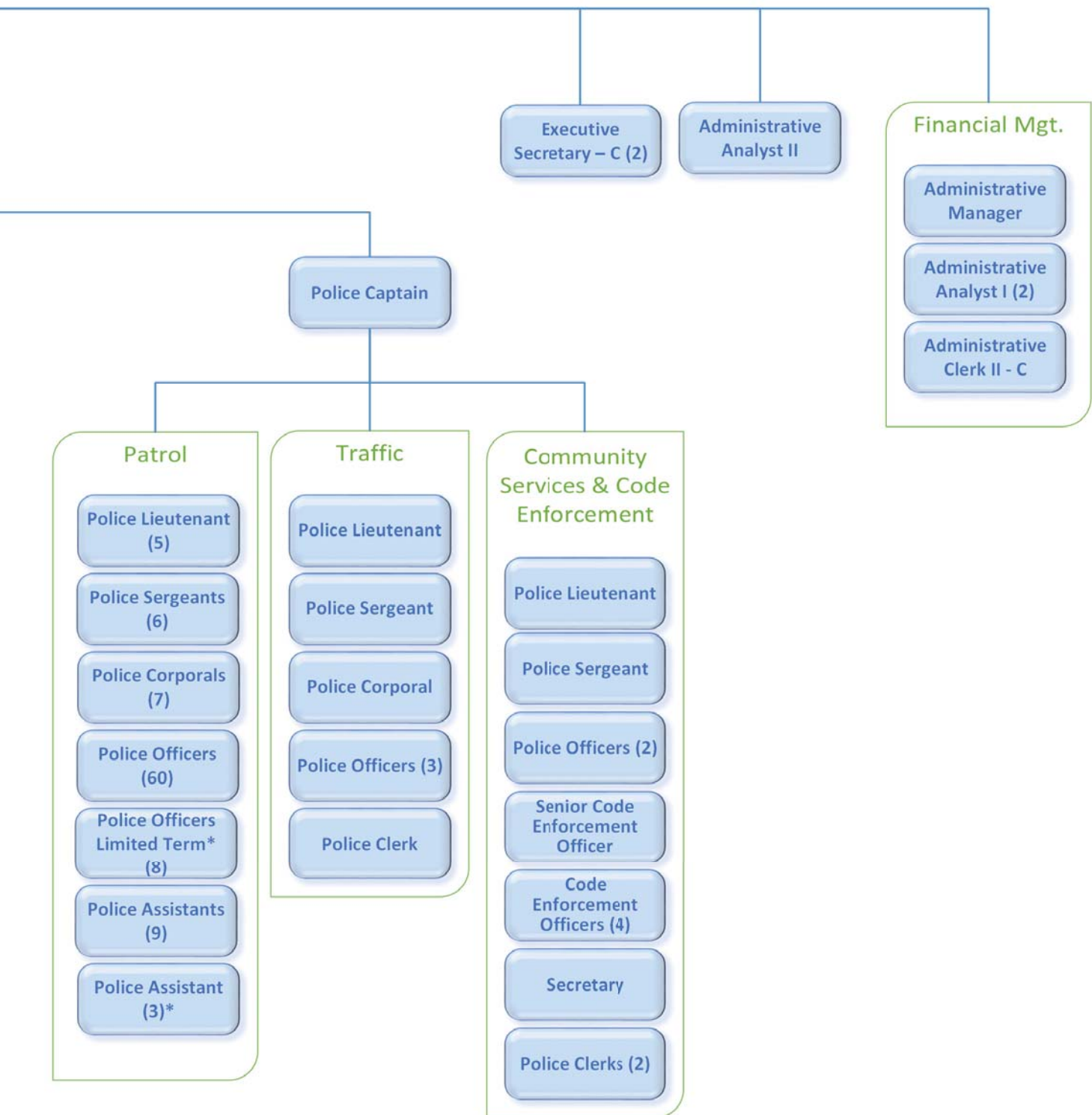
Prior Year Key Accomplishments:

- Reopening of Station 26 (Glen Cove)
- Purchase of Tone Alert System for all stations
- First Responder Billing
- \$6M SAFER Grant Award (9 Firefighters, 3 years – no cost matching)

Performance Indicator	FY 20/21 Actuals	FY 21/22 Estimated	FY 22/23 Projected
Building Fire	56	90	N/A
Brush/vegetation fire	183	145	N/A
Outside fire	449	466	N/A
Other fires	281	251	N/A
Medical Service Calls	10,179	11,927	N/A
Calls for Service	679	803	N/A
Total Fire Suppression Calls	14,781	16,796	N/A
Fire Prevention Business License Inspections	130	172	176
Fire Prevention Annual Safety Inspections	1,425	1,187	1411
Fire Prevention Weed Abatement Inspections	300	265	350
Fire Prevention Complaint-Based Inspections	118	117	146

Police Department





*8 Police Officer positions funded by 2020 COPS grant expire 6/30/24 and 3 Police Assistant positions funded by ARPA expires 6/30/25

Fiscal Year Goals and Accomplishments



POLICE DEPARTMENT FY22-23 KEY DEPARTMENT GOALS

Multi-year:

- Police Reform
- Implementation of OIR Group recommendations
- Police Oversight Commission running
- Surveillance Advisory Board

Additional Goals:

- Staffing study of the department to be completed
- Begin the implementation of the City's mobile crisis response program
- Implementation of grant Project H.O.P.E (Harm Focused Outreach and Prevention)
- Continue Collaborative Reform efforts with Department of Justice (D.O.J.)
- Fully transition to National Incident-Based Reporting System (NIBRS) to improve crime data collected

Prior Year Key Accomplishments:

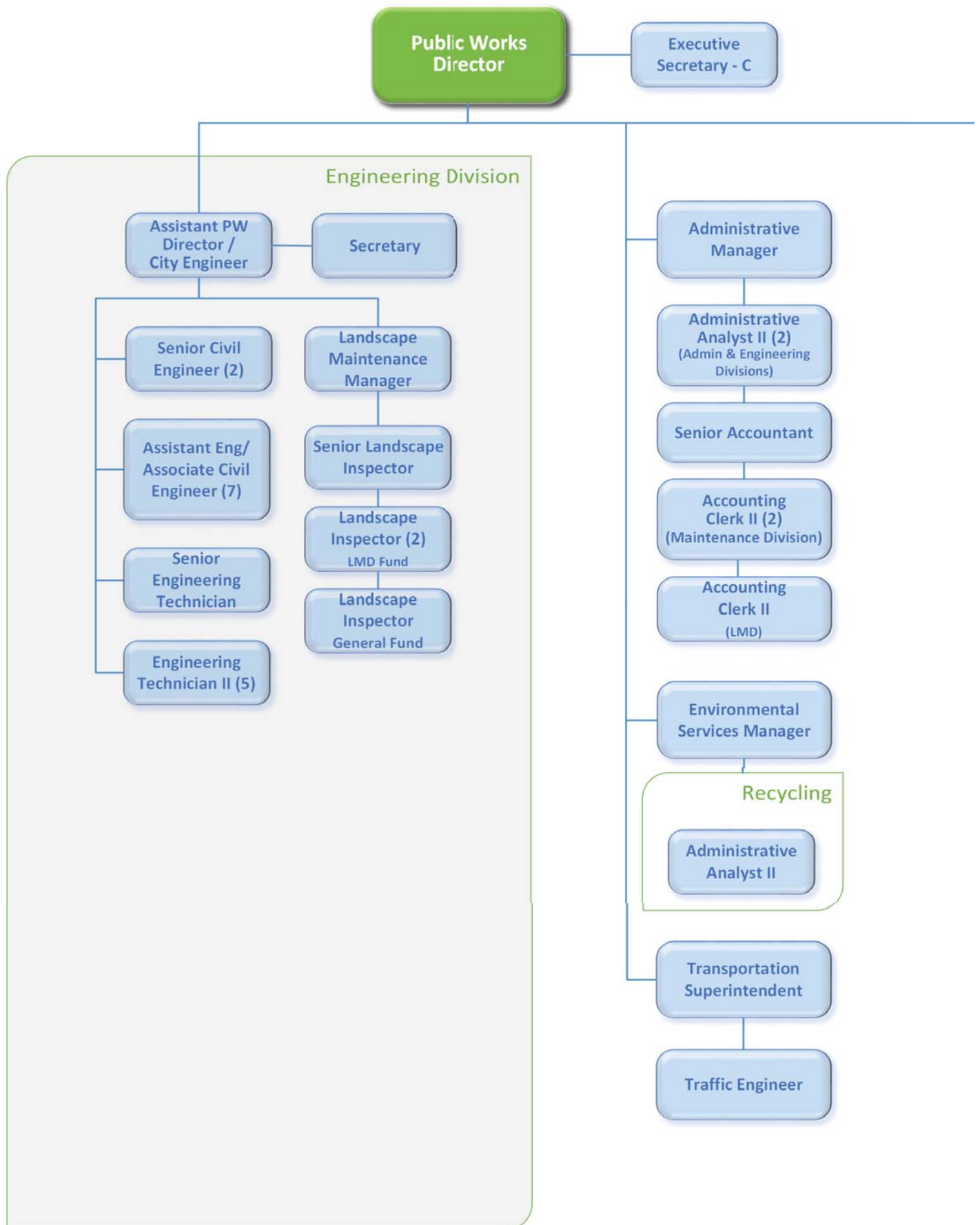
- Expanded Automated License Plate Readers (ALPR) coverage throughout city and
- added CCTV cameras
- In-car cameras deployed in all patrol vehicles
- Use-of-Force policy and dashboard updated
- Drafted ordinances as a result of community concerns regarding sideshows, ghost guns and catalytic converter thefts
- Received grant funds in excess of \$2,000,000
- Service area command / relational policing
- Substantial compliance with body cameras
- Fully transitioned to East Bay Regional Communications System Authority (EBRCSA)
- Conducted de-escalation training and Crisis Intervention for officers
- Trained additional staff in Crime Prevention Through Environmental Design (CPTED) and updated community resources

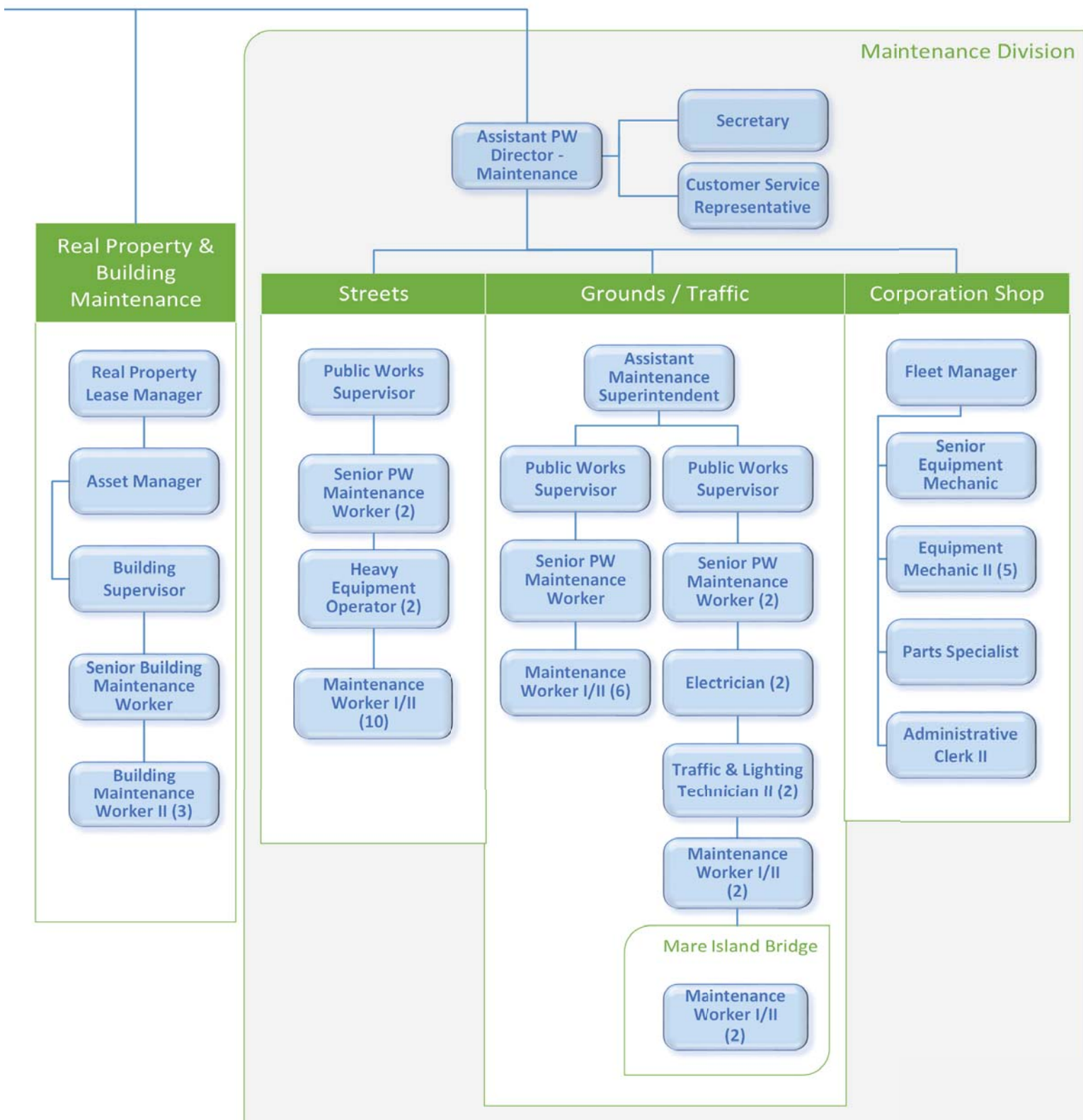
Performance Indicator	FY 20/21 Actuals	FY 21/22 Estimated	FY 22/23 Projected
Physical Arrests	2,358	1,656	1,377
Traffic Citations	232	139	126
Community Outreach Events	5	20	20
Vehicles Towed	3,405	1,845	1,860
Average Response Time (Priority 1)	4.21 M.S	4.11 M.S	4.40 M.S
Priority 1 calls for service	1,542	1,720	1,700
Non-Priority calls for service	56,529	56,016	52,775
Reports Processed	3,576	3,603	3,791
Chief Advisory Board Meetings	10	6	10
Public Records Act Requests	673	666	675



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Public Works Department





Fiscal Year Goals and Accomplishments



PUBLIC WORKS DEPARTMENT FY22-23 KEY DEPARTMENT GOALS

- Implementation of Infrastructure Programs
- Pothole Repair Program
- Sidewalk Inspection & Repair Program
- Construction and opening of the Bay Trail / Vine Trail Gap Closure Project and
- construction completion of the Community Based Transportation Projects (CBTP)
- Implementation of programs and outreach to comply with SB1383 CalRecycle's
- Organics Waste Recycling Requirement

Prior Year Key Accomplishments:

- Secured over \$5.2M in grant funding for Capital Improvement Projects
 - Safe Routes to School, Clean Air grant, Mobility Hub grants and Clean California grant
- Construction of the Sacramento Street Bridge

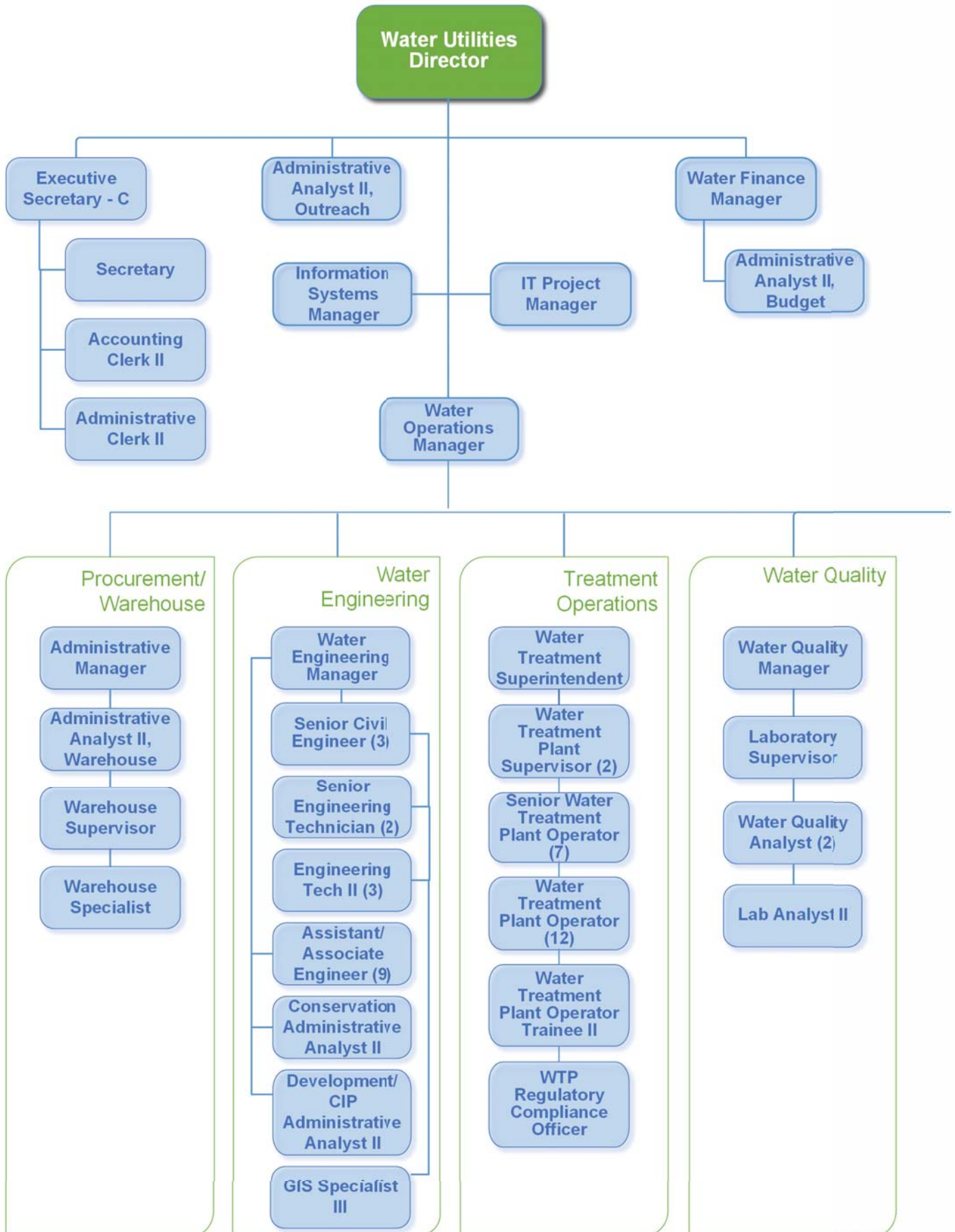
- Worked in conjunction with Recology, Caltrans, Wotha and Conservation Core to host two Free Dump Days
 - Collected 1500 tons of trash, 50 tons of metal/appliances, 22 tons of E-waste, 1800 tires and 500 mattresses
- \$500,000 Pavement repairs
 - Request for Proposals for pothole repair closed on 4/20/2022. Staff is in process of executing contract with JetPatcher for construction in Summer 2022
 - Maintenance staff performing on-going pavement repairs on local residential and collector streets
- \$40,000 Street Sweeping Pilot Program
 - Contract executed with RouteSmart to identify most efficient routes for street cleaning
 - Pilot routes to begin testing phase in Summer 2022

Performance Indicator	FY 20/21 Actuals	FY 21/22 Estimated	FY 22/23 Projected
Capital Projects in Design Count	13	15	12
Capital Projects in Construction Count	5	6	9
Encroachment Permits Issued	347	366	380
Landscape Maintenance Districts Managed	26	26	26
Community Facilities Districts Managed	1	1	1
Lane Miles of Public Streets	711	711	711
Number of Traffic Signals Maintained	150	150	150
Number of Street Lights Maintained	7500	7500	7500
Illegal Dumping Tons of Debris Removed	898	900	1000
PW Work Orders Completed (Total for the year)	4072	6440	6500
PW Work Orders Completed for Graffiti Abated	203	519	500
PW Work Orders Completed for Homeless Encampments Abated	30	83	85
PW Work Orders Completed for Pot Holes Filled	329	443	500
Number of City Fleet Vehicles Maintained	472	478	480
Number of City Fleet Work Orders Processed	2347	2380	2400

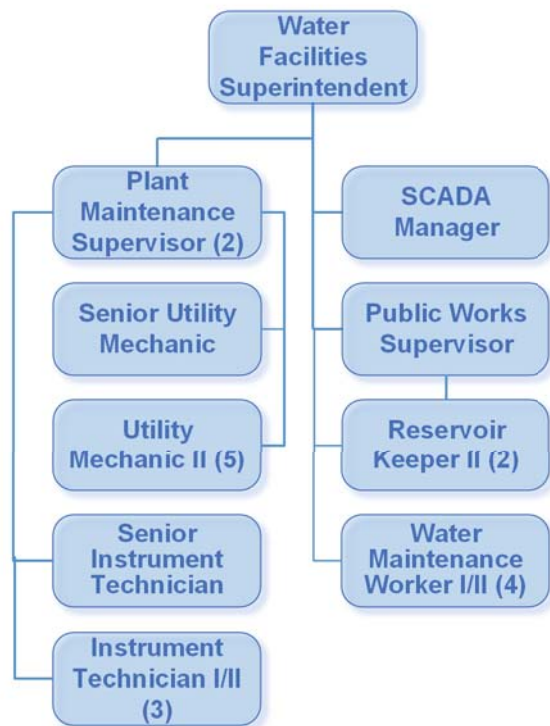


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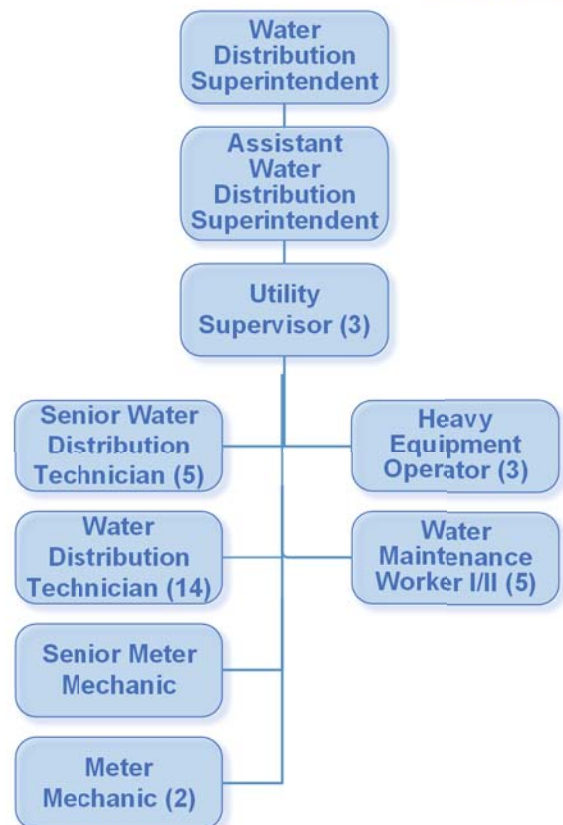
Water Department



Water Facilities Maintenance



Water Distribution Maintenance



Fiscal Year Goals and Accomplishments



WATER DEPARTMENT

FY22-23 KEY DEPARTMENT GOALS

- Community Engagement - Launch community engagement initiatives to ensure robust public outreach, conversation, and input on key Water projects impacting neighborhoods and the community overall
- Drought Response - Continue to strategically respond to multi-year drought by managing water supply, rights, and sales to ensure the community has sufficient drinking water in the short term for customers and fire suppression, and for the long-term development of Vallejo
- Strengthen and Support Water Team by prioritizing recruitment, retention, morale-building, and team-building efforts
- Infrastructure Projects - Continue to complete construction of bond-funded infrastructure projects to address deferred maintenance, antiquated equipment, and capital asset replacement to ensure reliability of the community's water system
 - Replace 38,000 outdated water meters to refine water usage data and prevent water loss
 - Replace large sections of the aged Green and Gordon Valley water lines
 - Replace 4.2 miles/22,000 linear feet of water main to continue to move towards a pipe replacement cycle of less than 100 years
 - Complete design and launch construction of Skyview Reservoir (6M gallon)
- Tackle deferred maintenance of treatment plants: improvements to structural, electrical, chemical, and treatment process infrastructure and equipment
- Back-up mobile generators at Cordelia source-water pumping complex to ensure continued water service during planned PSPS events and unplanned emergencies

Prior Year Key Accomplishments:

- Treated 5.1 billion gallons of drinking water for customers
- Exceeded or met all water quality regulations to ensure safe, affordable, and good-tasting drinking water through 24/7/365 operations, distribution, facilities maintenance, engineering, water quality, and system support
- Pandemic Moratorium On Water Shut-Offs - Water and Finance protected water customers from the fear of water shut-offs for non-payment, by initiating a moratorium, establishing interest-free bill payment plans, and applying for moratorium grants with the State
- Grants - Secured over \$2.5M in grant funding for infrastructure improvements reducing the financial burden on ratepayers and demonstrating Vallejo Water's strong reputation for delivering results
- Infrastructure Improvement Plan - To address aging infrastructure and deferred maintenance, launched implementation

Fiscal Year Goals and Accomplishments

of bond-funded capital improvements: watermain replacements, plant improvements, tank replacement, and metering

- Established consultant resources to fast-track design and construction
- Completed major repairs to treatment plant disinfection system resulting in increased plant process effectiveness, decreased power consumption, decreased oxygen consumption, decreasing operating costs overall
- Installed new water sample stations throughout Vallejo to support water quality and adherence to regulations
- Added Vac-con hydro excavator vehicle to Water Distribution fleet to make distribution operations more efficient and effective
- Completed asphalt restoration for all Water project sites
- Completed integration of SCADA controls system resulting in remote monitoring of all pumping stations to expedite response to malfunctions and prevent interruptions in water service
- Completed firebreaks by May 1, 2022, a month ahead of schedule, to increase protection of infrastructure
- Completed high voltage transformer restoration and replacement increasing energy efficiency, equipment reliability, and safety
- Community Engagement - Launch community engagement initiatives to ensure robust public outreach, conversation, and input on key Water projects impacting neighborhoods and the community overall
- Drought Response - Continue to strategically respond to multi-year drought by managing water supply, rights, and sales to ensure the community has sufficient drinking water in the short term for customers and fire suppression, and for the long term development of Vallejo
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Fiscal Year Goals and Accomplishments

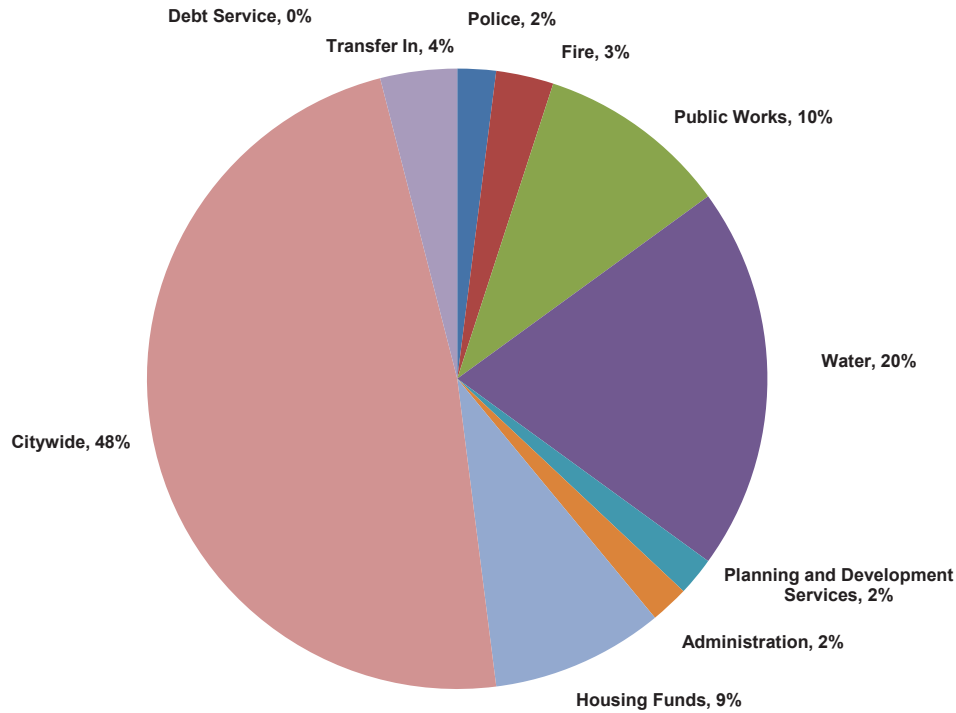
Performance Indicator	FY 20/21 Actuals	FY 21/22 Estimated	FY 22/23 Projected
Billions of Gallons of Drinking Water Produced at Fleming Hill Water Treatment Plant	5,487	5,495	5,128
Number of Days All Water Production Was in Compliance	365	365	365
Number of Microbiological Samples Collected and Analyzed	3,532	3,600	3,650
Number of Non-Microbiological Samples Collected and Analyzed	1,656	2,174	2,200
Number of Capital Projects in Design	7	10	17
Number of Capital Projects in Construction	3	4	14
Development Reviews	378	558	650
Total Facilities Maintenance After-Hours Call-Outs	52	60	72
Total Instrumentation Calibrations Completed	2546	2744	2980
Total Facilities Planned Maintenance Work Orders Performed	2487	2057	2750
Total Grounds Locations Maintained	421	517	524
Total Distribution After-Hours Call-Outs	N/A	372	350
Distribution Repair Team Work Orders Completed	486	513	450
Distribution Planned Maintenance Work Orders Completed	316	325	350
Water Meter Team Work Orders Completed	654	308	650
Service Laterals Repaired	70	72	90
Backflows Tested	3300	3300	3300
Road Restoration (avg sq ft paved for potholes)	250	150	100
Fire Road Restoration (in miles)	11	11	11
Fire Break Acres Disked	120	120	120
Regular Inter-Agency Coordination Meetings	48	60	66



Citywide Budget

Total Revenues

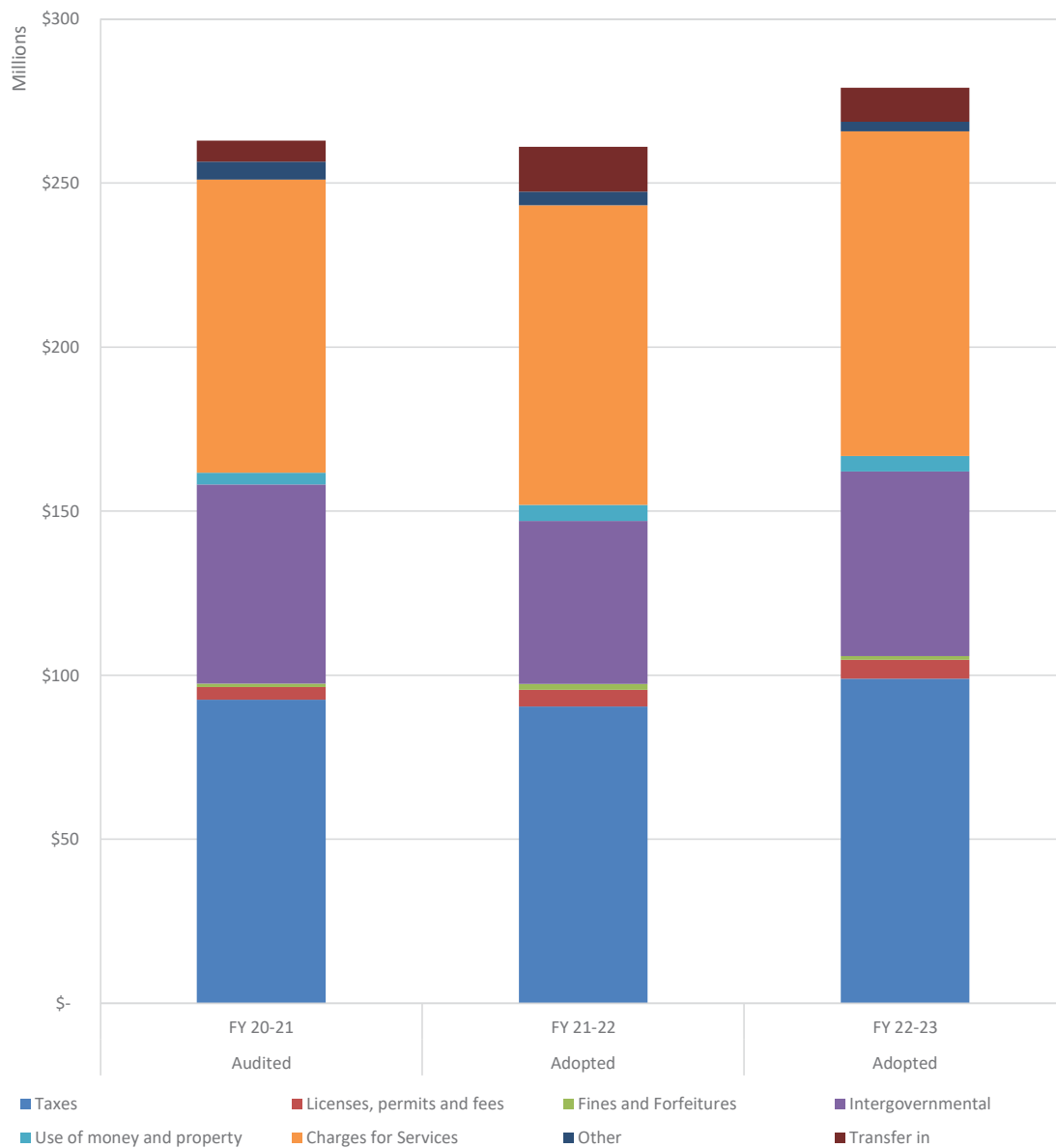
\$279,022,291



	General Fund	Enterprise Funds	Public Works Funds	Economic Development Funds	Other Program Funds	Capital Projects	Total	% of Total
Police	\$ 4,424,488	\$ -	\$ -	\$ -	\$ 496,285	\$ -	\$ 4,920,773	2%
Fire	7,524,373	-	-	-	-	-	7,524,373	3%
Public Works	3,087,791	7,050,152	16,795,184	-	146,224	-	27,079,351	10%
Water	-	55,243,891	-	-	-	-	55,243,891	20%
Planning and Development Services	4,675,517	-	-	-	1,131,171	-	5,806,688	2%
Administration	-	-	-	5,601,984	107,000	-	5,708,984	2%
Housing Funds	-	-	-	-	25,565,924	-	25,565,924	9%
Citywide	110,445,538	-	-	-	15,242,087	10,600,455	136,288,080	48%
Debt Service	-	-	-	-	535,059	-	535,059	0%
Transfer In	448,567	601,500	-	75,000	1,269,232	7,954,869	10,349,168	4%
Total	\$ 130,606,274	\$ 62,895,543	\$ 16,795,184	\$ 5,676,984	\$ 44,492,982	\$ 18,555,324	\$ 279,022,291	100%
Fund Uses:								
Cover FY 22-23 Appropriations	129,690,628	62,895,543	16,205,345	5,676,984	44,492,982	18,555,324	277,516,806	
Build-up Reserves	915,646	-	589,839	-	-	-	1,505,485	
Total	\$ 130,606,274	\$ 62,895,543	\$ 16,795,184	\$ 5,676,984	\$ 44,492,982	\$ 18,555,324	\$ 279,022,291	

City-wide Budget

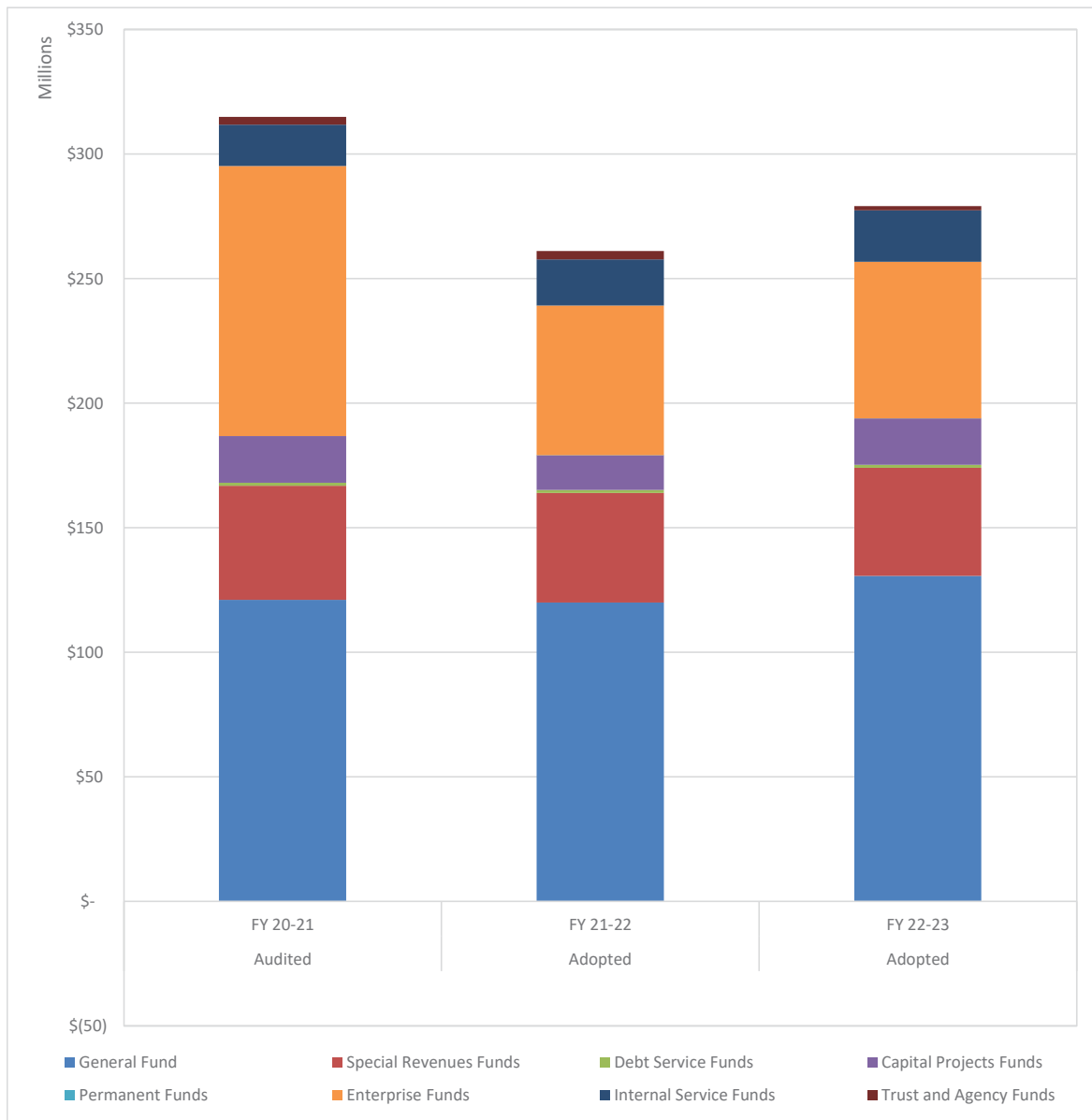
Total Revenues and Transfers In by Major Source



	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23	% of Total
Taxes	\$ 92,547,517	\$ 90,434,995	\$ 98,905,464	35%
Licenses, permits and fees	3,854,755	5,128,253	5,757,864	2%
Fines and Forfeitures	988,515	1,741,364	1,129,730	0%
Intergovernmental	60,757,238	49,650,734	56,289,243	20%
Use of money and property	3,541,237	4,955,691	4,660,561	2%
Charges for Services	89,371,983	91,326,899	98,975,873	35%
Other	5,403,174	4,161,056	2,954,388	1%
Transfer in	6,400,170	13,627,071	10,349,168	3%
Total	<u>\$ 262,864,590</u>	<u>\$ 261,026,063</u>	<u>\$ 279,022,291</u>	<u>98%</u>

City-wide Budget

Total Revenues and Transfers In by Fund Type



	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23	% of Total
General Fund	\$ 121,032,835	\$ 119,950,363	\$ 130,606,274	46%
Special Revenues Funds	45,726,459	44,003,841	43,426,653	17%
Debt Service Funds	1,184,068	1,183,788	1,149,232	1%
Capital Projects Funds	18,802,570	13,914,582	18,655,326	5%
Permanent Funds	(56)	500	500	0%
Enterprise Funds	108,378,211	60,143,801	62,895,543	23%
Internal Service Funds	16,602,653	18,491,140	20,677,647	7%
Trust and Agency Funds	3,126,466	3,338,048	1,611,116	1%
Total	\$ 314,853,206	\$ 261,026,063	\$ 279,022,291	100%

City-wide Budget

Revenues and Transfers In by Fund

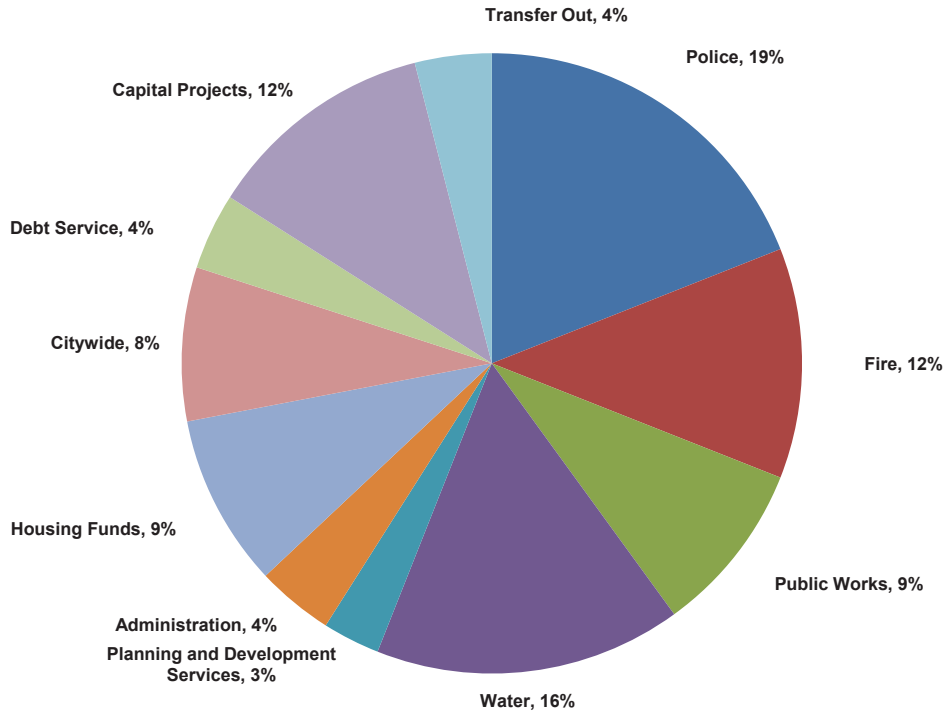
	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
<u>General Fund</u>			
General Fund/Unappropriated Reserves	\$ 121,032,835	\$ 119,950,363	\$ 130,606,274
Subtotal, General Fund	121,032,835	119,950,363	130,606,274
<u>Special Revenue Funds</u>			
Mare Island Base Reuse	54,530	210,000	116,000
Mare Island CFD 2002-1	3,572,523	3,688,968	4,103,356
Mare Island CFD 2005-1A (State)	281,428	281,569	281,569
Mare Island CFD 2005-1B (Local)	(784)	-	-
Landscape Maintenance Districts	4,837,771	4,948,693	4,907,996
Gas Tax	4,147,654	4,362,536	4,693,865
Solid Waste Disposal	1,358,282	1,536,183	1,541,880
Section 8 Voucher Program	20,348,489	21,712,453	21,712,453
Section 8 Admin Program	2,265,475	2,011,877	2,011,877
Housing Development	20,834	26,458	26,000
Affordable Housing	248,342	151,000	131,000
CDBG Program	3,335,002	1,050,455	1,019,533
Home Program	749,696	760,866	778,061
NSP Program	7,958	14,000	7,000
Asset Seizure Program	19,278	20,000	20,000
Traffic Offender VETO	45,135	50,000	20,000
Office of Traffic Safety Grant	77,330	80,000	102,000
Justice Assistance Grant	120,919	250,000	134,285
Supplemental Law Enforcement Grant	221,976	180,000	200,000
Cadet Program	-	-	-
Outside Funded Services	566,934	1,060,383	1,060,383
State Lands Commission	327,740	311,171	311,171
Hazmat	44,204	45,229	46,224
NLP Nuisance Abatement	1,763	107,000	107,000
Navigation Center	3,048,001	1,100,000	50,000
Administrative	25,979	45,000	45,000
Subtotal, Special Revenue Funds	45,726,459	44,003,841	43,426,653
<u>Debt Service</u>			
1999 COPS	369,630	369,350	334,794
UBOC Reimbursement Obligations	814,438	814,438	814,438
Subtotal, Debt Service Funds	1,184,068	1,183,788	1,149,232
<u>Capital Projects</u>			
Mare Island CFD 2005-1A (Facilities)	99,159	100,002	100,002
Mare Island Conversion	3,383,323	329,407	-
Capital Outlay	4,772,801	7,656,413	6,823,869
Transportation Impact Fee	95,971	75,000	75,000
Bridge Construction	(172)	75,910	65,720
Arts and Convention Center	(42)	560,380	480,480
Northgate Fee District	(131)	5,000	5,000
Hiddenbrooke Sky Valley Overpass	21,329	210,210	200,300
Traffic Congestion Relief	349,657	1,260,000	1,610,000
Capital Grants/Contributions	7,617,445	1,517,560	6,483,995
Vallejo Station	-	-	-
Long Term Maintenance	(334)	13,000	13,000
Columbus Parkway Improvement	(1,081)	30,000	30,000
Empress Theater	92,355	31,500	31,500
Road Maintenance/Rehab Act	2,205,466	2,020,000	2,706,260
Waterfront History Park	(56)	200	200
Neighborhood Park/Development Fee	166,880	30,000	30,000
Subtotal, Capital Project Funds	18,802,570	13,914,582	18,655,326

City-wide Budget

Revenues and Transfers In by Fund

	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
<u>Permanent Funds</u>			
McCune Collection	(56)	500	500
Subtotal, Permanent Funds	(56)	500	500
<u>Enterprise Funds</u>			
Water	101,654,142	53,200,784	55,243,891
Marina	1,682,862	2,299,957	2,192,250
Golf	4,792,417	4,342,060	4,759,402
Parking	221,874	300,000	700,000
Fiber	26,916	1,000	-
Subtotal, Enterprise Funds	108,378,211	60,143,801	62,895,543
<u>Internal Service Funds</u>			
Fleet Maintenance	3,249,657	3,485,126	3,740,799
Fleet Replacement	1,944,242	1,317,400	1,910,644
Self Insurance	11,408,754	13,688,614	15,026,204
Subtotal, Internal Service Funds	16,602,653	18,491,140	20,677,647
<u>Trust and Agency Funds</u>			
Successor Agency	902,969	1,087,989	1,076,057
Hiddenbrooke 1998	1,696,145	1,682,685	(32,315)
Hiddenbrooke 2004A	(1,168)	30,000	30,000
NE Quadrant 2003-1	528,520	537,374	537,374
NE Quadrant 2003-B	-	-	-
Subtotal, Trust and Agency Funds	3,126,466	3,338,048	1,611,116
Total, All Budgeted Funds	\$ 314,853,206	\$ 261,026,063	\$ 279,022,291

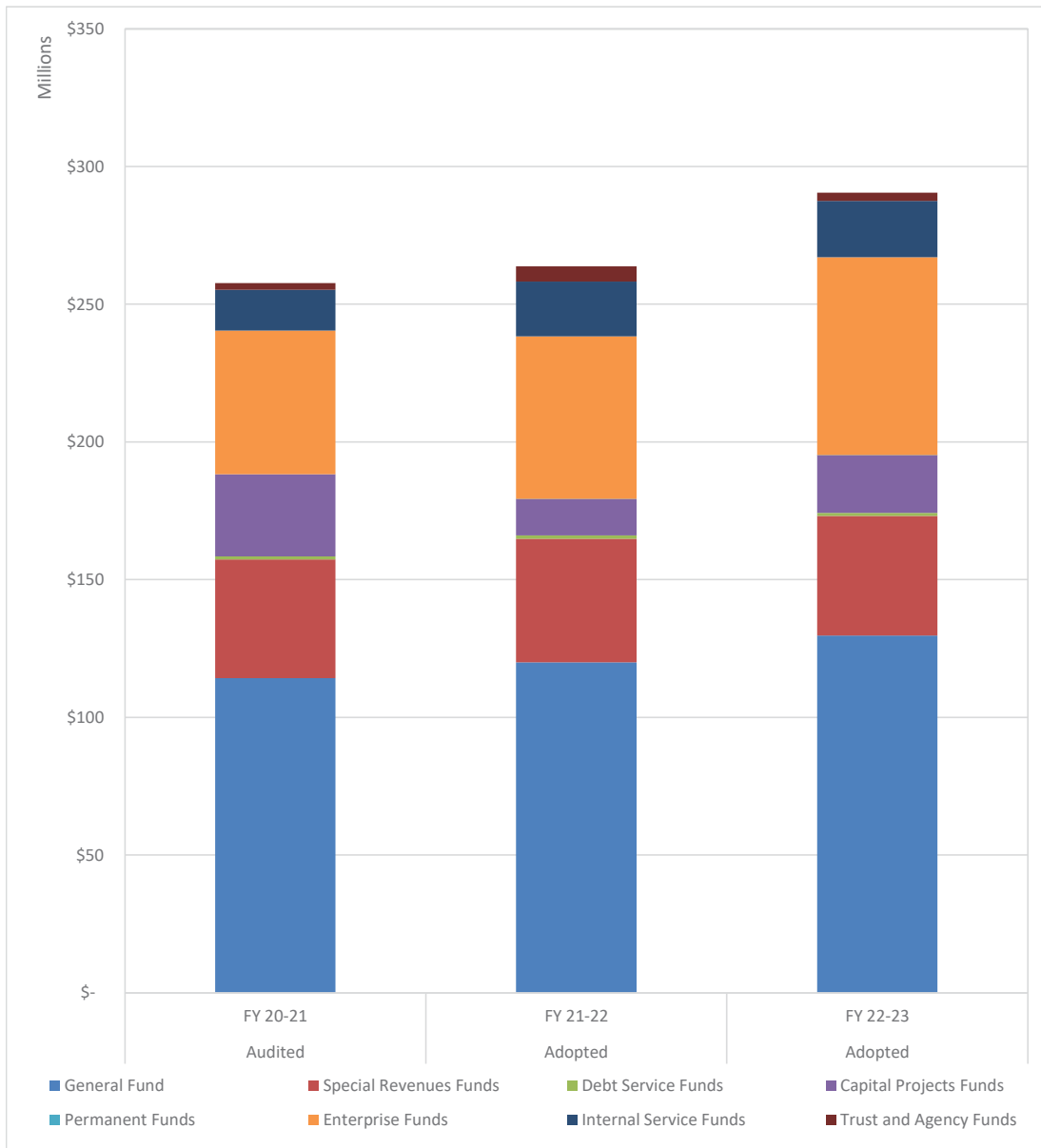
Citywide Budget
Total Expenditures
\$290,552,348



	General Fund	Enterprise Funds	Public Works Funds	Economic Development Funds	Other Program Funds	Capital Projects	Total	% of Total
Police	\$ 57,957,290	\$ -	\$ -	\$ 833,000	\$ 745,417	\$ -	\$ 59,535,707	19%
Fire	33,356,429	-	-	2,498,000	-	-	35,854,429	12%
Public Works	9,943,888	1,589,471	12,718,655	1,413,644	161,224	-	25,826,882	9%
Water	-	45,862,279	-	-	-	-	45,862,279	16%
Planning and Development Services	6,339,632	-	-	574,716	942,593	-	7,856,941	3%
Administration	12,390,032	11,519	-	-	100,000	-	12,501,551	4%
Housing Funds	-	-	-	-	24,713,079	-	24,713,079	9%
Citywide	1,762,756	3,981,964	-	481,120	15,660,840	-	21,886,680	8%
Debt Service	-	7,605,432	-	1,019,275	2,969,723	-	11,594,430	4%
Capital Projects	-	12,778,406	1,746,690	50,000	-	19,996,106	34,571,202	12%
Transfer Out	7,940,601	-	1,740,000	-	165,383	503,184	10,349,168	4%
Total	\$ 129,690,628	\$ 71,829,071	\$ 16,205,345	\$ 6,869,755	\$ 45,458,259	\$ 20,499,290	\$ 290,552,348	100%
Funding Sources:								
FY 22-23 Revenues	129,690,628	62,895,543	16,205,345	5,676,984	44,492,982	18,555,324	277,516,806	
Beginning Fund Balance	-	8,933,528	-	1,192,771	965,277	1,943,966	13,035,542	
Total	\$ 129,690,628	\$ 71,829,071	\$ 16,205,345	\$ 6,869,755	\$ 45,458,259	\$ 20,499,290	\$ 290,552,348	

City-wide Budget

Total Expenditures and Transfers Out by Fund Type



	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23	% of Total
General Fund	\$ 114,225,089	\$ 119,920,993	\$ 129,690,628	45%
Special Revenues Funds	43,070,637	44,904,678	43,422,697	15%
Debt Service Funds	1,179,038	1,179,038	1,139,744	0%
Capital Projects Funds	29,739,142	13,327,277	20,935,538	7%
Permanent Funds	-	2,500	2,500	0%
Enterprise Funds	52,253,088	58,950,787	71,829,071	25%
Internal Service Funds	14,746,947	19,945,046	20,487,176	7%
Trust and Agency Funds	2,409,024	5,535,596	3,044,994	1%
Total	<u>\$ 257,622,965</u>	<u>\$ 263,765,915</u>	<u>\$ 290,552,348</u>	<u>100%</u>

City-wide Budget

Total Expenditures and Transfers Out by Fund

	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
General Fund			
General Fund/Unappropriated Reserves	\$ 114,225,089	\$ 119,920,993	\$ 129,690,628
Subtotal, General Fund	114,225,089	119,920,993	129,690,628
Special Revenue Funds			
Mare Island Base Reuse	251,565	539,420	234,395
Mare Island CFD 2002-1	3,608,196	4,248,157	4,535,791
Mare Island CFD 2005-1A (State)	343,648	229,440	203,517
Mare Island CFD 2005-1B (Local)	82,779	345,603	340,529
Landscape Maintenance Districts	3,479,718	3,861,349	4,224,531
Gas Tax	3,788,268	4,863,960	5,218,911
Solid Waste Disposal	1,387,096	1,547,775	1,554,715
Section 8 Voucher Program	20,337,730	21,767,000	20,236,924
Section 8 Admin Program	1,965,778	2,354,162	2,646,561
Section 8 Operating Reserve	-	-	-
Housing Development	142,169	-	-
Affordable Housing	10,116	25,000	25,000
CDBG Program	2,972,846	1,050,455	1,019,533
Home Program	2,972,846	760,866	778,061
NSP Program	6,455	14,000	7,000
Asset Seizure Program	30,689	10,000	82,132
Traffic Offender VETO	7,582	50,000	115,000
Office of Traffic Safety Grant	77,330	80,000	102,000
Justice Assistance Grant	83,293	250,000	134,285
Supplemental Law Enforcement Grant	575,600	200,000	292,000
Cadet Program	-	-	-
Outside Funded Services	566,934	1,060,383	1,060,383
State Lands Commission	327,740	311,171	311,171
Hazmat	26,030	45,229	46,224
NLP Nuisance Abatement	250	100,000	209,034
Navigation Center	-	1,145,708	-
Administrative	25,979	45,000	45,000
Subtotal, Special Revenue Funds	43,070,637	44,904,678	43,422,697
Debt Service Funds			
1999 COPS	364,600	364,600	325,306
UBOC Reimbursement Obligations	814,438	814,438	814,438
Subtotal, Debt Service Funds	1,179,038	1,179,038	1,139,744
Capital Projects Funds			
Mare Island CFD 2005-1A (Facilities)	13,489	141,000	141,000
Mare Island Conversion	3,434,639	320,338	295,248
Capital Outlay	13,689,489	7,410,913	6,578,369
Transportation Impact Fee	2,154,500	49,362	4,500
Bridge Construction	4,500	18,682	16,644
Arts Convention Center	379,240	558,880	478,980
Northgate Fee District	4,500	4,500	4,500
Hiddenbrooke Sky Valley Overpass	4,500	18,542	516,560
Traffic Congestion Relief	46,460	1,250,000	1,600,000
Capital Grants/Contributions	7,617,445	1,510,060	6,491,480
Vallejo Station	-	-	-
Long Term Maintenance	-	-	-
Columbus Parkway Improvement	4,500	4,500	2,081,497
Empress Theater	23,606	31,500	31,500
Road Maintenance/Rehab Act	1,895,481	2,004,500	2,690,760
Waterfront History Park	-	4,500	4,500
Neighborhood Park/Development Fee	466,793	-	-
Subtotal, Capital Projects Funds	29,739,142	13,327,277	20,935,538
Permanent Funds			
McCune Collection	-	2,500	2,500
Subtotal, Permanent Funds	-	2,500	2,500

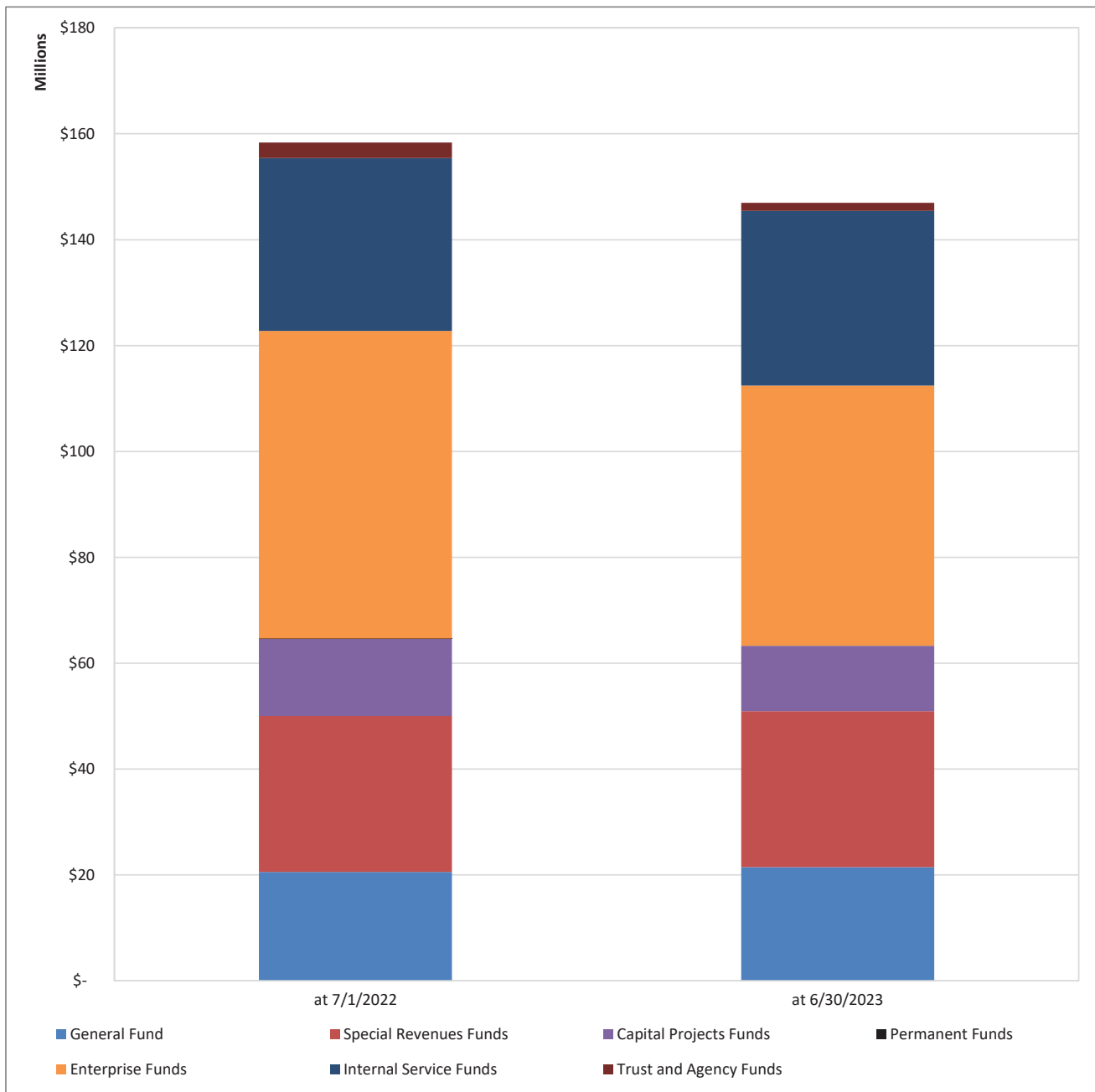
City-wide Budget

Total Expenditures and Transfers Out by Fund

	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
<u>Enterprise Funds</u>			
Water	44,688,917	50,958,700	64,763,104
Marina	2,432,838	2,773,824	2,146,251
Golf	4,004,381	4,255,480	4,742,531
Parking	957,871	948,180	165,666
Fiber	169,081	14,603	11,519
Subtotal, Enterprise Funds	52,253,088	58,950,787	71,829,071
<u>Internal Service Funds</u>			
Fleet Maintenance	2,662,791	3,046,279	3,320,498
Fleet Replacement	1,641,779	1,855,000	1,886,690
Self Insurance	10,442,377	15,043,767	15,279,988
Subtotal, Internal Service Funds	14,746,947	19,945,046	20,487,176
<u>Trust and Agency Funds</u>			
Successor Agency	394,870	1,221,600	1,119,275
Hiddenbrooke 1998	65,359	58,680	58,677
Hiddenbrooke 2004A	1,431,825	3,737,628	1,349,110
NE Quadrant 2003-1	516,970	517,688	517,932
NE Quadrant 2003-B	-	-	-
Subtotal, Trust and Agency Funds	2,409,024	5,535,596	3,044,994
Total, All Budgeted Funds	\$ 257,622,965	\$ 263,765,915	\$ 290,552,348

City-wide Budget

Changes in Available Fund Balance by Fund Type



	Beginning Available Fund Balance at 7/1/2022	Increases	Decreases	Ending Available Fund Balance at 6/30/2023	% of Total
General Fund	\$ 20,584,682	\$ 130,606,274	\$ (129,690,628)	\$ 21,500,328	25%
Special Revenues Funds	29,462,804	43,426,653	(43,429,697)	29,459,761	29%
Debt Service Funds	-	1,149,232	(1,149,232)	-	0%
Capital Projects Funds	14,626,798	18,655,326	(20,935,538)	12,346,586	20%
Permanent Funds	40,927	500	(2,500)	38,927	0%
Enterprise Funds	58,099,470	62,895,543	(71,829,071)	49,165,942	11%
Internal Service Funds	32,673,633	20,677,647	(20,347,176)	33,004,104	7%
Trust and Agency Funds	2,882,942	1,611,116	(2,971,170)	1,522,888	8%
Total	\$ 158,371,256	\$ 279,022,291	\$ (290,355,012)	\$ 147,038,535	100%

City-wide Budget

Changes in Available Fund Balance by Fund

	Beginning Available Fund Balance at 7/1/2022	Increases	Decreases	Ending Available Fund Balance at 6/30/2023
<u>General Fund</u>				
General Fund	\$ 20,584,682	\$ 130,606,274	\$(129,690,628)	\$ 21,500,328
Unappropriated Reserves	-	-	-	-
Measure B	-	-	-	-
Subtotal, General Fund	20,584,682	130,606,274	(129,690,628)	21,500,328
<u>Special Revenue Funds</u>				
Mare Island Base Reuse	143,173	116,000	(234,395)	24,778
Mare Island CFD 2002-1	1,757,943	4,103,356	(4,535,791)	1,325,508
Mare Island CFD 2005-1A (State)	303,405	281,569	(203,517)	381,457
Mare Island CFD 2005-1B (Local)	1,059,141	-	(340,529)	718,612
Landscape Maintenance Districts	20,782,294	4,907,996	(4,224,531)	21,465,759
Gas Tax	782,980	4,693,865	(5,218,911)	257,934
Solid Waste Disposal	17,681	1,541,880	(1,554,715)	4,846
Section 8 Voucher Program	61,884	21,712,453	(20,236,924)	1,537,413
Section 8 Admin Program	1,480,523	2,011,877	(2,646,561)	845,839
Section 8 Operating Reserve	373,892	-	-	373,892
Housing Development	369,317	26,000	-	395,317
Affordable Housing	1,933,194	131,000	(25,000)	2,039,194
CDBG Program	-	1,019,533	(1,019,533)	-
Home Program	-	778,061	(778,061)	-
NSP Program	-	7,000	(14,000)	(7,000)
Asset Seizure Program	82,132	20,000	(82,132)	20,000
Traffic Offender VETO	95,866	20,000	(115,000)	866
Office of Traffic Safety Grant	-	102,000	(102,000)	-
Justice Assistance Grant	-	134,285	(134,285)	-
Supplemental Law Enforcement Grant	92,218	200,000	(292,000)	218
Cadet Program	-	-	-	-
Outside Funded Services	-	1,060,383	(1,060,383)	-
State Lands Commission	-	311,171	(311,171)	-
Hazmat	25,127	46,224	(46,224)	25,127
NLP Nuisance Abatement	102,034	107,000	(209,034)	-
Navigation Center	-	50,000	-	50,000
Administrative	-	45,000	(45,000)	-
Subtotal, Special Revenue Funds	29,462,804	43,426,653	(43,429,697)	29,459,761
<u>Debt Service Funds</u>				
1999 COPS	-	334,794	(334,794)	-
UBOC Reimbursement Obligations	-	814,438	(814,438)	-
Subtotal, Debt Service Funds	-	1,149,232	(1,149,232)	-
<u>Capital Projects Funds</u>				
Mare Island CFD 2005-1A (Facilities)	1,606,191	100,002	(141,000)	1,565,193
Mare Island Conversion	1,020,227	-	(295,248)	724,979
Capital Outlay	870,721	6,823,869	(6,578,369)	1,116,221
Transportation Impact Fee	26,087	75,000	(4,500)	96,587
Bridge Construction	189,552	65,720	(16,644)	238,628
Arts and Convention Center	81,818	480,480	(478,980)	83,318
Northgate Fee District	158,068	5,000	(4,500)	158,568
Hiddenbrooke Sky Valley Overpass	7,821,343	200,300	(516,560)	7,505,083
Traffic Congestion Relief	56,498	1,610,000	(1,600,000)	66,498
Capital Grants/Contributions	7,500	6,483,995	(6,491,480)	15
Vallejo Station	-	-	-	-
Long Term Maintenance	166,802	13,000	-	179,802
Columbus Parkway Improvement	2,096,917	30,000	(2,081,497)	45,420
Empress Theater	16,762	31,500	(31,500)	16,762
Road Maintenance/Rehab Act	395,509	2,706,260	(2,690,760)	411,009
Waterfront History Park	21,433	200	(4,500)	17,133
Neighborhood Park/Development Fee	91,371	30,000	-	121,371
Subtotal, Capital Projects Funds	14,626,798	18,655,326	(20,935,538)	12,346,586
<u>Permanent Funds</u>				
McCune Collection	40,927	500	(2,500)	38,927
Subtotal, Permanent Funds	40,927	500	(2,500)	38,927

City-wide Budget
Changes in Available Fund Balance by Fund

	Beginning Available Fund Balance at 7/1/2022	Increases	Decreases	Ending Available Fund Balance at 6/30/2023
<u>Enterprise Funds</u>				
Water	57,620,973	55,243,891	(64,763,104)	48,101,760
Fiber	35,030	-	(11,519)	23,511
Marina	22,320	2,192,250	(2,146,251)	68,319
Golf	1,350,942	4,759,402	(4,742,531)	1,367,813
Parking	(929,795)	700,000	(165,666)	(395,461)
Subtotal, Enterprise Funds	58,099,470	62,895,543	(71,829,071)	49,165,942
<u>Internal Service Funds</u>				
Fleet Maintenance	862,576	3,740,799	(3,320,498)	1,282,877
Fleet Replacement	2,312,380	1,910,644	(1,746,690)	2,476,334
Self Insurance	29,498,677	15,026,204	(15,279,988)	29,244,893
Subtotal, Internal Service Funds	32,673,633	20,677,647	(20,347,176)	33,004,104
<u>Trust and Agency Funds</u>				
Successor Agency	81,005	1,076,057	(1,119,275)	37,787
Hiddenbrooke 1998	-	(32,315)	32,315	-
Hiddenbrooke 2004A	2,605,760	30,000	(1,366,278)	1,269,482
NE Quadrant 2003-1	196,177	537,374	(517,932)	215,619
NE Quadrant 2003-B	-	-	-	-
Subtotal, Trust and Agency Funds	2,882,942	1,611,116	(2,971,170)	1,522,888
Total, All Budgeted Funds	\$ 158,371,256	\$ 279,022,291	\$ (290,355,012)	\$ 147,038,535

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General Fund
Five Year Financial Forecast
Revenue and Expenditures (in Thousands)

	FY 21-22 Adopted	FY 22-23 Adopted	FY 23-24 Projected
Beginning Available Balance (A)	\$ 17,960	\$ 20,585	\$ 21,500
Revenues			
Tax and other unrestricted revenues	101,244	110,894	113,983
Program revenues	18,706	19,712	18,622
Subtotal, revenues	119,950	130,606	132,604
Expenditures			
Salaries and Benefits			
Salaries	57,463	60,626	60,312
Normal Cost	8,341	8,426	8,033
Unfunded Liability	21,064	22,317	23,685
Workers Compensation	4,935	5,406	5,306
Health benefits	6,207	7,081	7,094
Retiree health benefits (normal cost and unfunded liability)	1,975	2,105	2,125
Social security/other benefits	3,090	2,329	2,522
Leave Payouts	1,500	1,500	1,500
Projected Vacancy Savings	(5,100)	(5,000)	(5,750)
Anticipated Compensation Increases	500	715	1,820
Subtotal, salaries and benefits	99,976	105,506	106,647
Vehicle maintenance/replacement	3,070	4,010	4,210
Utilities	2,296	2,297	2,412
Service and supplies	12,277	12,502	12,148
Bonds, leases and other costs	2,526	1,512	1,843
Infrastructure/capital maintenance, including streets	4,775	6,128	6,278
Subtotal, service and supplies	24,944	26,449	26,891
Subtotal, before reimbursements	124,920	131,954	133,537
Interfund reimbursements			
General Liability	5,651	8,384	8,803
Citywide Overhead	(10,650)	(10,648)	(11,202)
Subtotal, interfund reimbursements	(4,999)	(2,264)	(2,399)
Subtotal, expenditures	119,921	129,691	131,138
Net Revenue/Expenditures	29	916	1,466
Ending Available Balance	\$ 17,988	\$ 21,500	\$ 22,967

Note:

As a percentage of annual expenditures 15% 17% 18%

(A) FY 22-23 Beginning balance is based on FY 21-22 projections

	FY 24-25 Projected	FY 25-26 Projected	FY 26-27 Projected
Beginning Available Balance (A)	<u>\$ 22,967</u>	<u>\$ 22,959</u>	<u>22,070</u>
Revenues			
Tax and other unrestricted revenues	117,564	121,298	125,201
Program revenues	<u>18,368</u>	<u>18,065</u>	<u>18,558</u>
Subtotal, revenues	<u>135,933</u>	<u>139,363</u>	<u>143,759</u>
Expenditures			
Salaries and Benefits			
Salaries	60,360	58,814	58,814
Normal Cost	7,852	7,380	7,197
Unfunded Liability	25,042	26,016	26,960
Workers Compensation	5,428	5,292	5,391
Health benefits	7,506	7,928	8,366
Retiree health benefits (normal cost and unfunded liability)	2,178	2,143	2,143
Social security/other benefits	2,526	2,506	2,513
Leave Payouts	1,500	1,500	1,500
Projected Vacancy Savings	(5,750)	(5,750)	(5,750)
Anticipated Compensation Increases	<u>3,932</u>	<u>8,848</u>	<u>11,802</u>
Subtotal, salaries and benefits	<u>110,573</u>	<u>114,676</u>	<u>118,936</u>
Vehicle maintenance/replacement	4,421	4,642	4,874
Utilities	2,532	2,659	2,792
Service and supplies	12,643	12,264	12,382
Bonds, leases and other costs	1,674	1,676	1,711
Infrastructure/capital maintenance, including streets	<u>6,279</u>	<u>6,279</u>	<u>6,279</u>
Subtotal, service and supplies	<u>27,549</u>	<u>27,520</u>	<u>28,037</u>
Subtotal, before reimbursements	<u>138,121</u>	<u>142,196</u>	<u>146,974</u>
Interfund reimbursements			
General Liability	9,243	9,705	10,191
Citywide Overhead	<u>(11,424)</u>	<u>(11,649)</u>	<u>(11,879)</u>
Subtotal, interfund reimbursements	<u>(2,181)</u>	<u>(1,944)</u>	<u>(1,689)</u>
Subtotal, expenditures	<u>135,941</u>	<u>140,252</u>	<u>145,285</u>
Net Revenue/Expenditures	<u>(8)</u>	<u>(889)</u>	<u>(1,526)</u>
Ending Available Balance	<u>\$ 22,959</u>	<u>\$ 22,070</u>	<u>20,544</u>

Note:

As a percentage of annual expenditures 17% 16% 14%

(A) FY 22-23 Beginning balance is based on FY 21-22 projections

General Fund

Five Year Assumptions

The Five-Year Financial Forecast (“Five-Year Plan”) provides City Council and management an overview of the financial position of the City’s General Fund. The schedule presents the out-year projections in the context of recent and current financial activity, including one prior year.

The City regularly utilizes the Five-Year Plan to aid in decisions that may affect long-term revenues or expenditures, such as proposed labor agreements, or to evaluate the fiscal impact of unanticipated events. The tool is also utilized as a benchmark during the Midyear Budget Revision process, when actual trends are measured against adopted budget.

The Five-Year Financial Forecast contains a number of assumptions from various sources, including:

Revenue

Revenue projections are prepared individually for each revenue source, and assumptions, and source data for the projections vary widely.

The big influencer of city revenue, property tax, was forecasted to increase by 7% when compared to FY 21-22 Adopted budget. The increase is primarily driven by buyers seeking more living space, and a perennial shortage of housing supply. Forecast for out-years assumed to increase by 5%. Sales tax was forecasted to increase by 16% when compared to FY 21-22 Adopted budget, while it is 1% in comparison to the revised FY 21-22 budget. The post-pandemic economic improvement is primarily from general consumer goods, restaurants, fuel and auto-transportation industries. Brick and mortar retailers are doing relatively well as many shoppers returned to physical stores rather than shopping online as was the trend during the COVID crisis. However, the future growth rate for sales tax revenue is expected to slow markedly and as a result, the out years are forecasted to increase by 2%-3%. Program revenues are primarily fees collected by Planning and Development Services and Public Works and were forecasted based on economic growth anticipated by the departments for the out years.

Expenditure

Salaries: Annual salaries cost is calculated for each authorized position. Step increases are assumed for employees below top step (two steps for employees at step one or two, and one step increase for those at step three or four). Salary increases, specialty and other pays authorized in Memorandums of Understanding (MOUs) or employment contracts are all incorporated based on actual data, or when vacant, on trends.

Pension: Current and out-year pension costs are based on the requirements set forth on June 30, 2020 CalPERS Annual Valuation Reports for the Safety and Miscellaneous plans and does not take in to account the impact of the CalPERS FY 2020-21 strong investment returns and reduced discount rate from 7% to 6.8%. The City’s contribution rate for both Safety and Miscellaneous Groups is comprised of two components: Normal Cost (NC) Rate, which represents the annual cost of service accrual for the upcoming fiscal year, for active employees. Annual payment on the Unfunded Accrued Liability (UAL) is the amortized dollar amount needed to fund past service credit earned (or accrued) for members who are currently receiving benefits, active members, and for members entitled to deferred benefits, as of the valuation date.

General Fund Five Year Assumptions

Workers' Compensation: Workers' compensation costs are recalculated each year based on five-year claims history by department. Costs are allocated based on the following activities: Police, Fire, Field and Office/Clerical. Out-year forecasts are based on an average escalation of 2%.

Health Benefits / Retiree Health Benefits: Average health insurance costs are calculated by bargaining group based on actual plan selections of current incumbents. Out-year costs are based on rate increase assumptions utilized by the City's actuary to prepare the Other Post-Employment Benefit ("OPEB") actuarial study. The OPEB study, which is required to be completed biannually, provides the annual Actuarially Determined Contribution (or "ADC") by bargaining unit as a percentage of payroll, which is used to calculate the retiree health benefit projection. The ADC represents the current annual payment expected to cover the total cost of both current and future retirees' medical.

Leave Payouts: Payments to exiting employees for accrued unused leave varies widely from year-to-year. The City reviews historical trends and incorporates actual known pending retirement data to arrive at this estimate. Out-year adjustments are not generally made, given the inherent uncertainty.

Projected Vacancy Savings: The City's labor budget includes all authorized positions. The anticipated savings accruing from vacancies is captured separately in the Five-Year Plan as a contra-expense (a reduction to an expenditure reflected as a separate line item). As with leave payouts, this figure fluctuates significantly, however, the City also retains some control over the pace of recruitment, and in that sense this item is a unique component of the Salaries & Benefits expenditures. This projection is generally based on a historical review of budgeted vs. actual labor expenses, and can be adjusted throughout the year.

Vehicle Maintenance/Replacement: This item follows a schedule of replacement purchases, and out-year forecasts are based on average escalation of 5%.

Utilities: The City adjusts this line item for actual known changes in utility costs, otherwise the assumption is an average of 5% increase due to anticipated increase in rates.

Services and Supplies: This line item has an escalation of 2% for out years and is adjusted based on past trends and planned new spending in each Fiscal Year. The year-to-year fluctuation of \$250,000 seen in the out years is due to adding in estimated election costs during election years.

Bonds, Leases and Other Costs: The costs in this line item are based on actual costs from bond issue documents and repayment schedules.

Infrastructure/Capital Maintenance, including Streets: The City has allotted funding for Participatory Budget (PB), street and building for FY 23-24 and flat amount in out years.

General Liability: This cost assumption is estimated to increase by 10% in out years. This increase is primarily due to increase in insurance premiums and number of claims.

Salary and Benefit Assumptions

	VPOA Police	IAFF Fire	IBEW Misc	CAMP Mid-Managers	Executive Upper-Managers
Average cost per employee					
Authorized Full-Time Equivalent (FTE)	129	98	297	115	35
Salary, including various differential pays	\$ 142,918	\$ 153,960	\$ 79,763	\$ 114,586	\$ 181,357
CalPERS pension (normal cost and UAAL)	91,288	96,856	26,966	38,783	74,834
Health/Welfare Benefits	14,805	14,969	13,483	13,740	14,180
Retire Health (normal cost and UAAL)	5,917	5,460	3,019	2,969	3,551
Workers' Compensation	23,145	20,009	2,119	103	6,208
Other (including federal payroll taxes)	2,026	2,185	5,886	8,468	9,992
Subtotal	280,100	293,439	131,236	178,649	290,123
Overtime	25,558	23,602	-	-	-
Total	305,658	317,041	131,236	178,649	290,123
Salary - COLA					
Salary Increase	0.00%	5.04% +	2.00% *	2.00% *	2.00% *
Pension Benefits					
Classic Members (incl. employee cost-sharing)	3.0% @ 50	3.0% @ 50	2.7% @ 55	2.7% @ 55	2.7% @ 55
Contribution Rate - City	78.677%	74.277%	33.276%	33.276%	33.276%
Contribution Rate - City (paid by Employee) *	-	4.400%	1.000%	1.000%	1.000%
Contribution Rate - Employee*	9.000%	9.000%	8.000%	8.000%	8.000%
Total	87.677%	87.677%	42.276%	42.276%	42.276%
2nd Tier for Classic Members	-	2.0% @ 50	-	-	-
Contribution Rate - City	-	78.677%	-	-	-
Contribution Rate - Employee*	-	9.000%	-	-	-
Total	-	87.677%	-	-	-
3rd Tier for New Members (PEPRA)	2.7% @ 57	2.7% @ 57	2.0% @ 62	2.0% @ 62	2.0% @ 62
Contribution Rate - City	78.677%	78.677%	34.276%	34.276%	34.276%
Contribution Rate - Employee*	13.250%	13.250%	7.000%	7.000%	7.000%
Total	91.927%	91.927%	41.276%	41.276%	41.276%
Health and Welfare Benefits					
Medical (Share of Kaiser rate, including Cafeteria Plan)	75%	75%	75%	75%	75%
Average cost per employee (varies with dependents)	13,301	13,258	11,915	12,226	12,052
Vision/Dental	100%	100%	100%	100%	100%
Average cost per employee	1,335	1,387	1,279	1,224	1,332
Other - Life, ADD, and/or LTD (varies by group)	169	324	289	290	796
	\$ 14,805	\$ 14,969	\$ 13,483	\$ 13,740	\$ 14,180
Retiree Health Benefits					
Current Benefit	\$300/mo	\$300/mo	\$300/mo	\$300/mo	\$300/mo
If retired before July 2000 (before 3%@50 pension)	75%	75%	-	-	-
New hires RHSA (percent of base)	1.50%	-	1.50%	1.50%	-
Contribution Rate (% of payroll):					
Normal Cost	1.80%	1.00%	1.90%	1.60%	0.90%
Amortization of Unfunded Liability	3.30%	3.30%	1.90%	1.00%	1.10%
	5.10%	4.30%	3.80%	2.60%	2.00%
Workers' Comp Rate					
Workers' Comp rate	19.66%	15.31%	0.1% - 9.9%	0.09%	0.09%

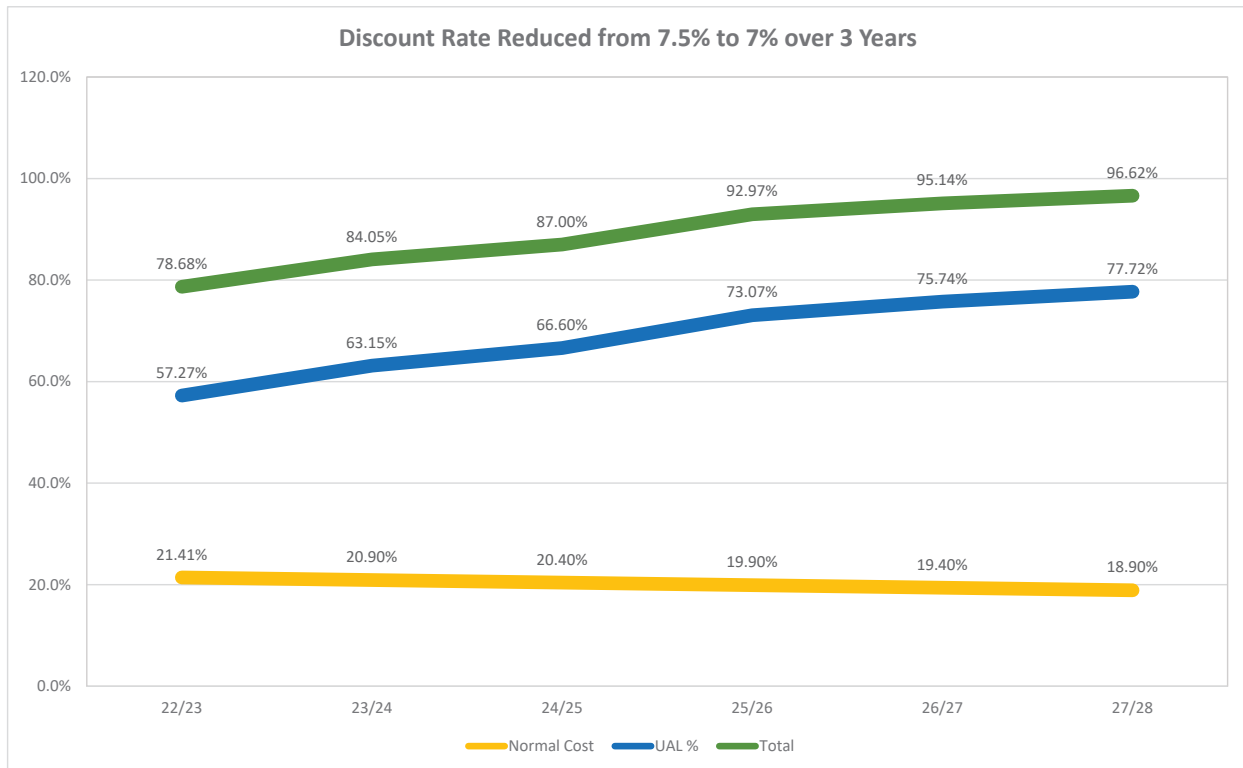
(a) Provided for information only; there is no associated cost to the City.

+ Effective rate - 4% COLA increase effective annually every April through FY 24-25

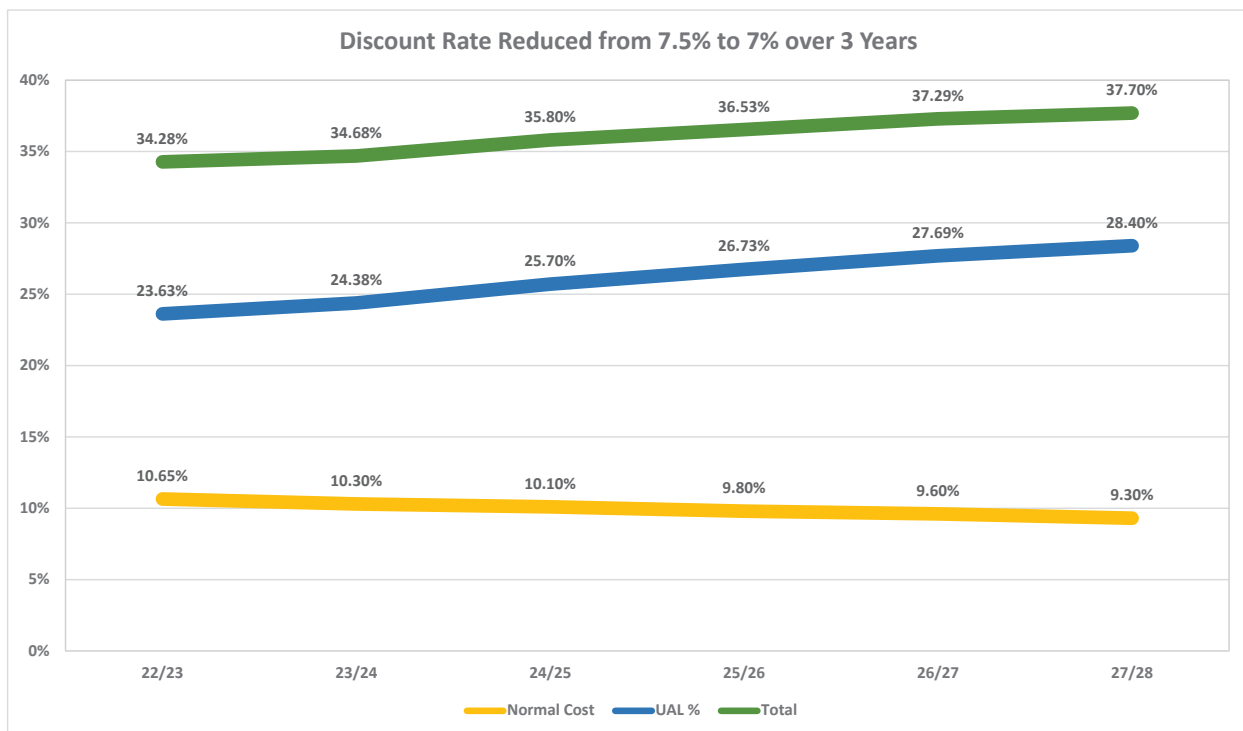
* 2% COLA increase effective July 1, 2022 for IBEW, CAMP, and Executive

General Fund CalPERS Contribution Projections

CONTRIBUTION PROJECTIONS - SAFETY



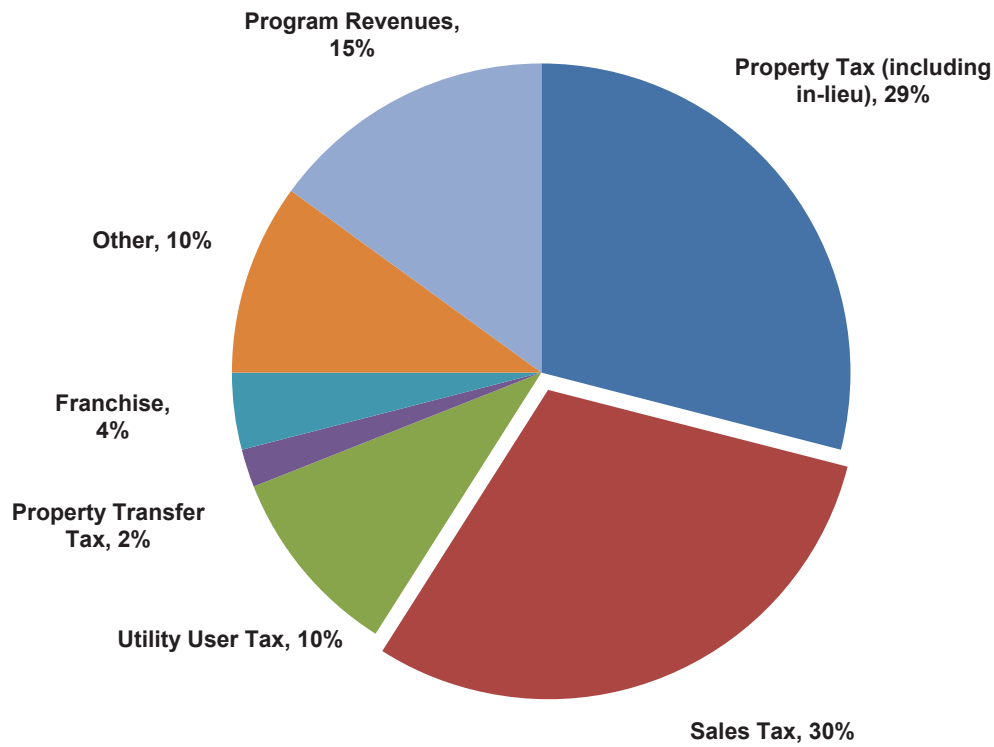
CONTRIBUTION PROJECTIONS - MISCELLANEOUS



General Fund Budget Summary

	<u>Audited FY 20-21</u>	<u>Adopted FY 21-22</u>	<u>Adopted FY 22-23</u>
Beginning Available Balance	\$ 17,982,244	\$ 17,959,527	\$ 20,584,682
Annual Operating Activity:			
Revenues	<u>121,032,835</u>	<u>119,950,363</u>	<u>130,606,274</u>
Expenditures			
Salaries and benefits	92,475,446	99,975,623	105,385,255
Service and supplies, Utilities, Vehicles, etc	24,203,653	23,655,591	27,323,396
Transfers, including debt	4,792,017	6,939,354	7,509,105
Interfund allocations	(11,655,232)	(10,649,575)	(10,527,128)
Subtotal, Expenditures	<u>109,815,884</u>	<u>119,920,993</u>	<u>129,690,628</u>
Net Annual operating results	<u>11,216,951</u>	<u>29,370</u>	<u>915,646</u>
Year end CAFR Adjustments	(7,516,379)		
Ending Available Balance/Unappropriated Reserves	<u>\$ 21,682,816</u>	<u>\$ 17,988,897</u>	<u>\$ 21,500,328</u>
% annual expenditures	19.7%	15.0%	16.6%

General Fund
Total Revenues
 (Net of Mare Island General Tax Revenue Share)



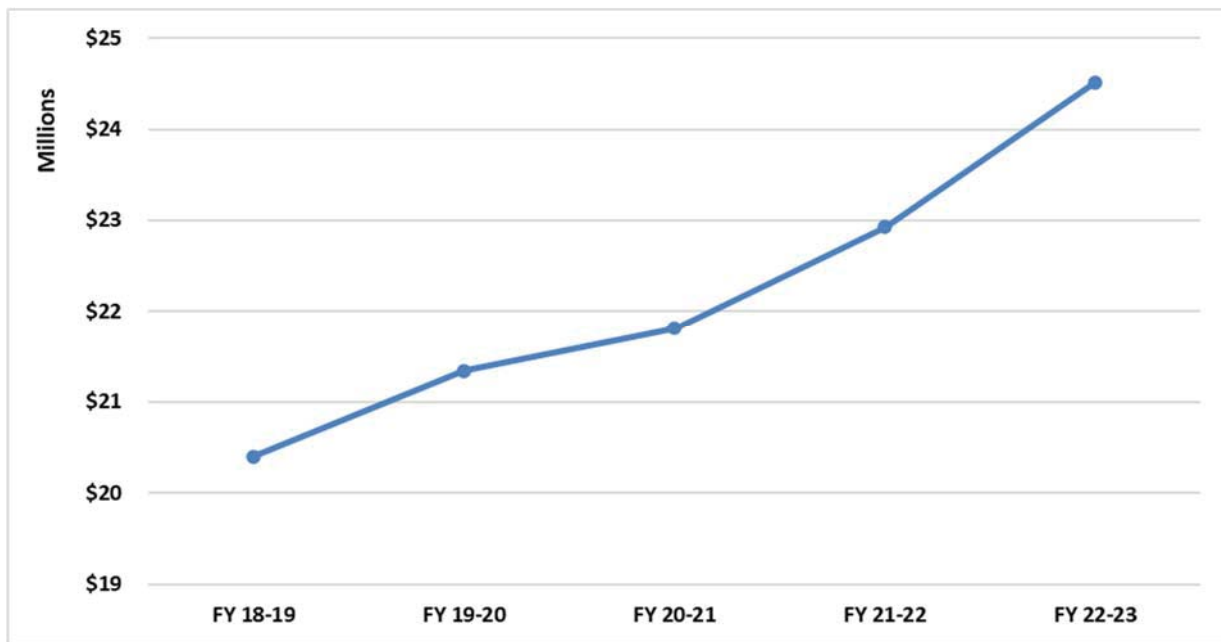
	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23	% vs. PY	% of Total FY 22-23
Property Tax	\$ 21,340,859	\$ 21,811,294	\$ 22,926,160	\$ 24,516,132	6.9%	19%
Property Tax in-lieu (MVLFF)	10,941,183	11,480,266	11,886,667	12,679,654	6.7%	10%
	<u>32,282,042</u>	<u>33,291,560</u>	<u>34,812,827</u>	<u>37,195,786</u>	<u>6.8%</u>	<u>29%</u>
Sales Tax	31,562,399	37,163,386	34,473,339	39,932,559	15.8%	30%
Utility User Tax	11,916,749	12,493,127	12,545,140	12,655,005	0.9%	10%
Property Transfer Tax	2,405,149	2,829,464	2,499,743	2,606,043	4.3%	2%
Franchise	5,392,102	5,520,516	5,519,912	5,623,142	1.9%	4%
Other	11,969,714	12,921,877	11,393,491	12,881,570	13.1%	10%
Subtotal, General Unrestricted Revenues	<u>95,528,155</u>	<u>104,219,930</u>	<u>101,244,452</u>	<u>110,894,105</u>	<u>9.5%</u>	<u>85%</u>
Program Revenues	13,915,717	16,812,905	18,705,911	19,712,169	5.4%	15%
Total	<u>\$ 109,443,872</u>	<u>\$ 121,032,835</u>	<u>\$ 119,950,363</u>	<u>\$ 130,606,274</u>	<u>8.9%</u>	<u>100%</u>

General Fund Revenue Description / Assumptions

The General Fund typically accounts for approximately 50% of the City's total budget. The remainder of the budget consists of various Special Funds, which are restricted in purpose, and Enterprise Funds' user fees. Estimates of the City's general revenues are prepared by the Finance Department using economic information obtained from the County of Solano, the State of California and third-party consultants. Estimates of other revenues are prepared by the departments based upon their forecasting of activity and updates to fee schedules.

The General Fund is comprised of eight major revenue categories: Taxes; License, Permits and Fees; Fines and Forfeitures; Intergovernmental; Charges for Services; Use of Money and Property; Other Revenue; and Transfers In. Within these categories, the City of Vallejo relies on eight major tax revenue sources to balance the General Fund, which make up 76% of the total General Fund revenue budget.

PROPERTY TAX

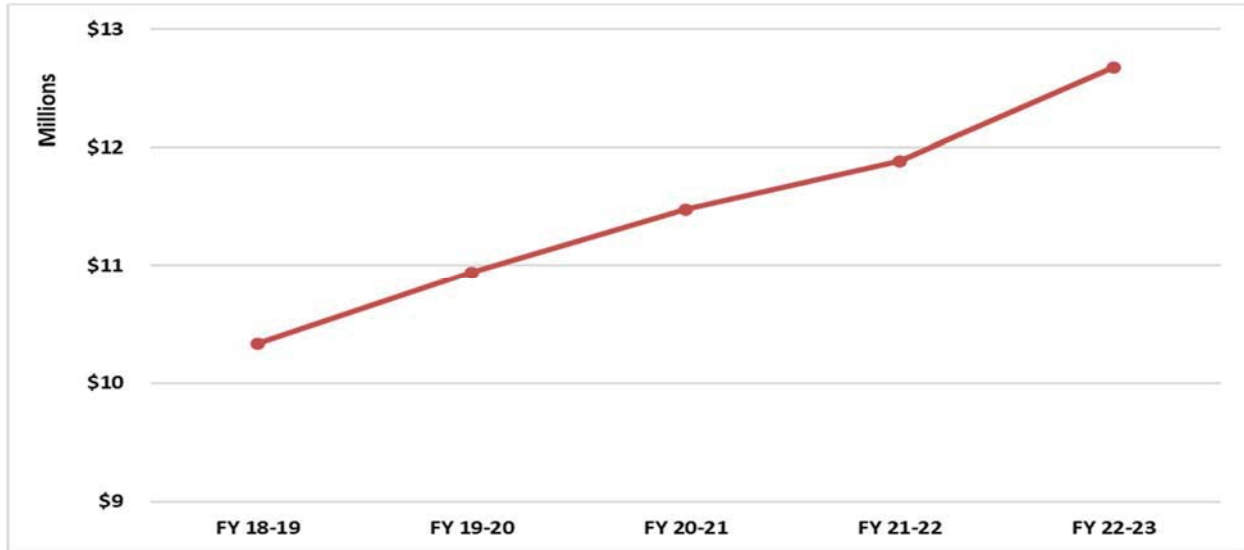


Property tax is the second largest source of revenue to the General Fund. In the State of California, the base tax rate is 1% of assessed valuation of property. The 1% tax is levied and collected by the County of Solano with the County assessor determining property tax values based on Proposition 13 limitations. Proposition 13 rolled-back property values, for tax purposes, to 1975-76 values and thereafter capped annual assessment increases at 2% until the property is transferred, at which time the assessed value is based on market value. The City of Vallejo receives approximately an 18.78% share of this 1% levy for property located within the City limits.

The City of Vallejo began to see a recovery in property taxes year over year as of FY 19-20 and a positive trend in both residential sales pricing and volume. It is anticipated that the City will experience growth in assessed valuation during FY 2022-23, due to the increase in median home prices.

General Fund Revenue Description / Assumptions

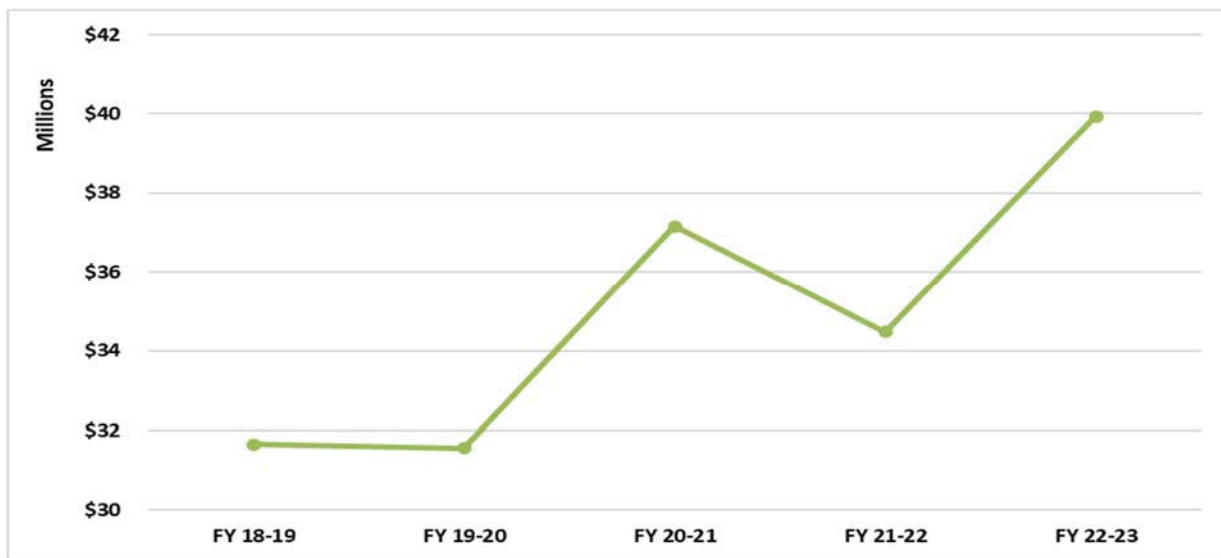
VLF PROPERTY TAX SWAP



In 2004, the Legislature approved a Vehicle License Fee (VLF) for property tax swap as a part of a state-local budget agreement that also brought Proposition 1A to the ballot. Under the 2004 VLF-Property Tax Swap, the VLF rate was reduced from 2% to .65%, its effective rate with the prior “offset” system. The reduction in VLF backfill to cities and counties was replaced with a like amount of property taxes, dollar-for-dollar. Subsequent to the 2004-05 base year, each city’s property tax in lieu of VLF increases annually in proportion to the growth in the city’s gross assessed valuation.

VLF revenue is estimated to increase to \$800,000 in 2022-23. These estimates are based on the change in assessed value in the entire city which is influenced by redevelopment project areas. This revenue source is now tied to the property value change between tax years.

SALES TAX INCLUDING MEASURE B/V

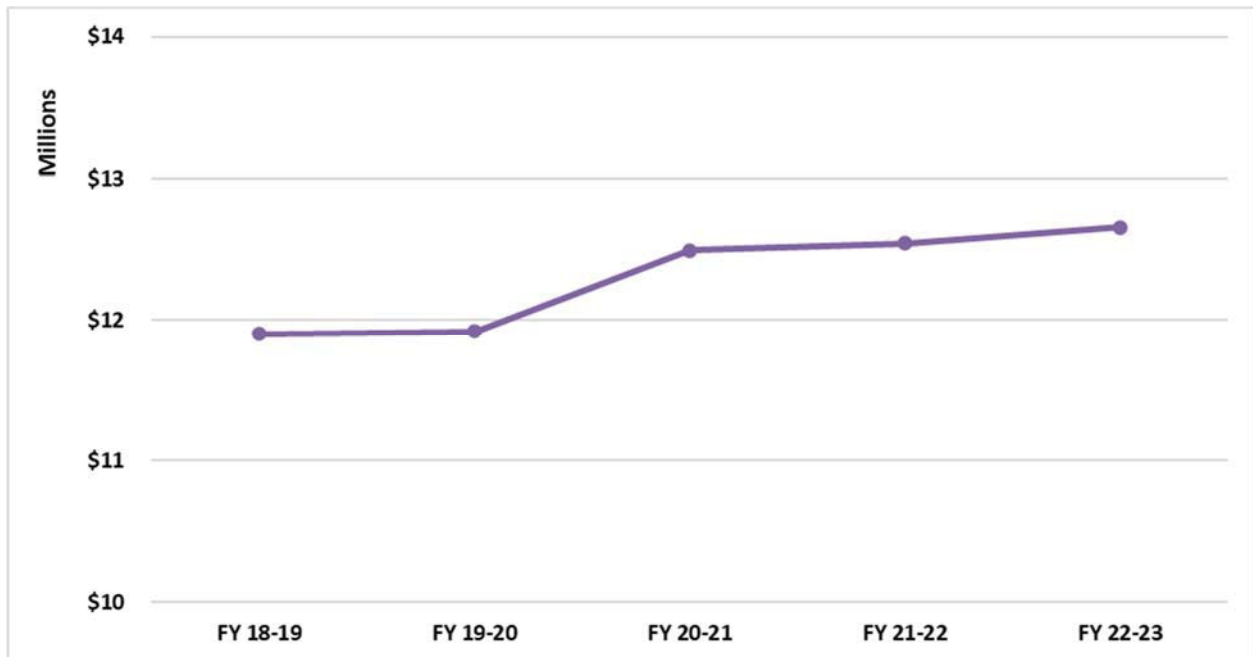


General Fund Revenue Description / Assumptions

Sales tax revenue is the General Fund's largest individual revenue source and is highly variable depending upon the economy. Sales tax is imposed on retailers for the privilege of selling tangible personal property. Transaction/Use tax (Measure B/V) of 1% is imposed on the user of a product purchased out-of-state and delivered for use in California, as well as local purchases. Sales tax and Measure V/B revenue is collected and distributed by the State of California.

FY 2022-23 projections reflect businesses recovering post pandemic. Consumers are gradually getting back to dining out, shopping in brick and mortar stores and continuing to purchase online, increasing the countywide pool which was implemented in California with AB147. Additionally, the global cost of crude oil resulting in higher gas prices locally, increased service station revenue. The City's sales tax consultant, HDL Companies report published on March 14, 2022 anticipates \$39.93 million in FY 22-23, an increase of \$5.46M (16%) from FY 2021-22.

UTILITY USERS TAX (UUT)

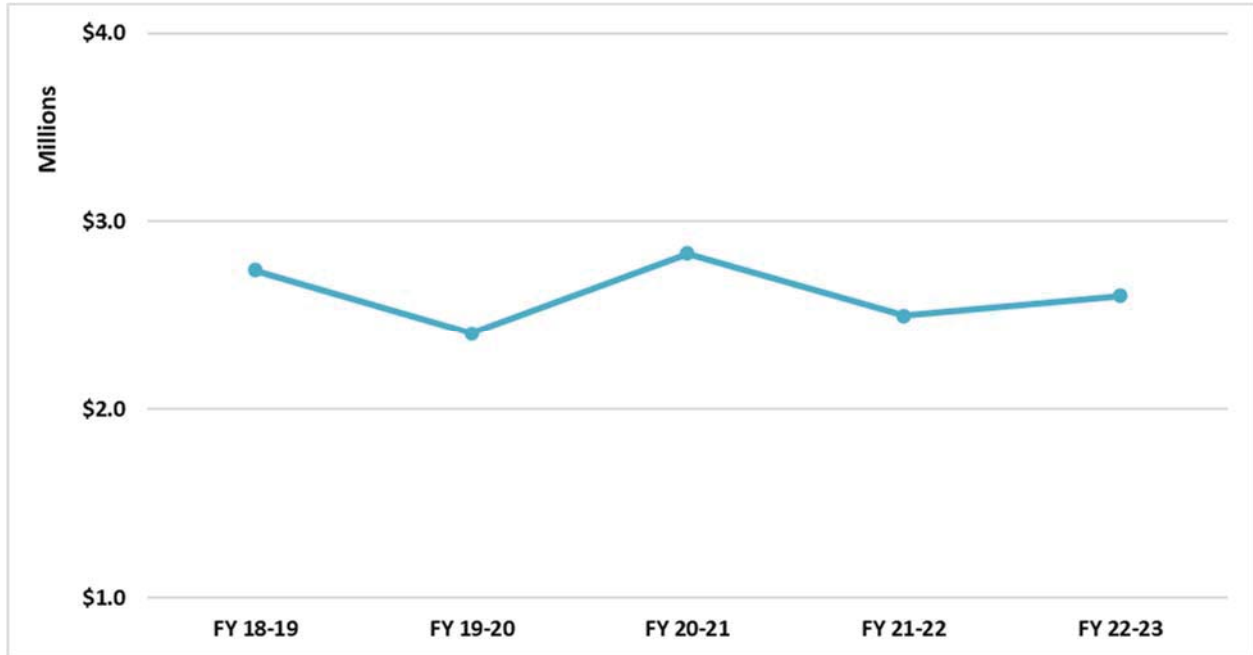


The City imposes a 7.3% utility users tax on charges for telecommunications and video services and a 7.5% utility users tax on charges for electricity usage and natural gas delivered through mains or pipes. These taxes are collected by the utility service provider and remitted to the City.

This revenue is projected to increase by \$110,000 in FY 2022-23 versus FY 2021-22 based on input from the City's UUT tax consultant MuniServices, LLC. Factors that affect the revenue generated by UUT include: commercial businesses reopening after the COVID pandemic, the use of online streaming, telephone and cable bundle packages and weather conditions.

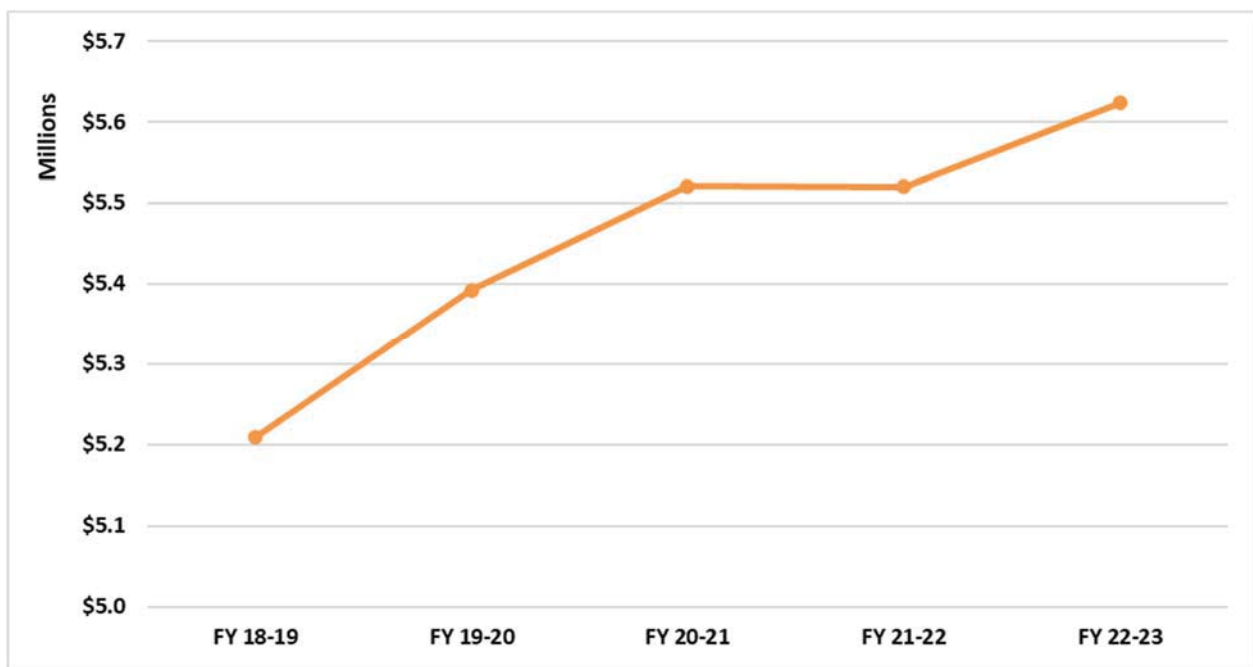
General Fund Revenue Description / Assumptions

PROPERTY TRANSFER TAX



The property transfer tax is collected when there is a transfer of ownership of real estate. The City shares in the \$3.30 tax per \$1,000 of sale price that is collected by the County. This revenue is directly tied to real property, and as the volume and pricing increases in local real estate, so does this revenue source.

FRANCHISE FEES



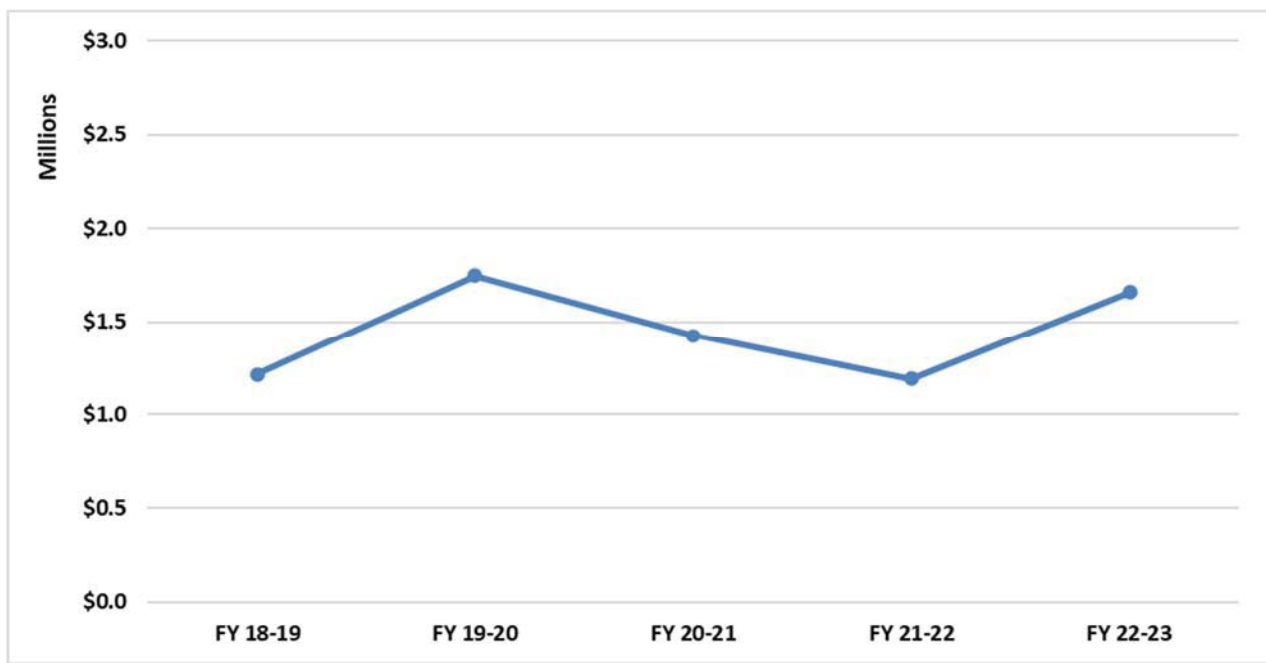
General Fund Revenue Description / Assumptions

The City imposes franchise charges on cable television, electricity, gas, and garbage services for “rental” of the City streets and rights-of-way. These taxes are collected by the franchise holders based on revenues and remitted to the City. Franchise fees can change when the customer base expands, when additional services are used, when weather impacts the use of the utility, and when consumer rates change. Based on prior year trends, and the current contracts in place with its vendor-partners, the City expects this revenue to fluctuate year over year.

OTHER REVENUES

The following items are major tax portions that make up the “Other” line within the City’s Total Revenues chart:

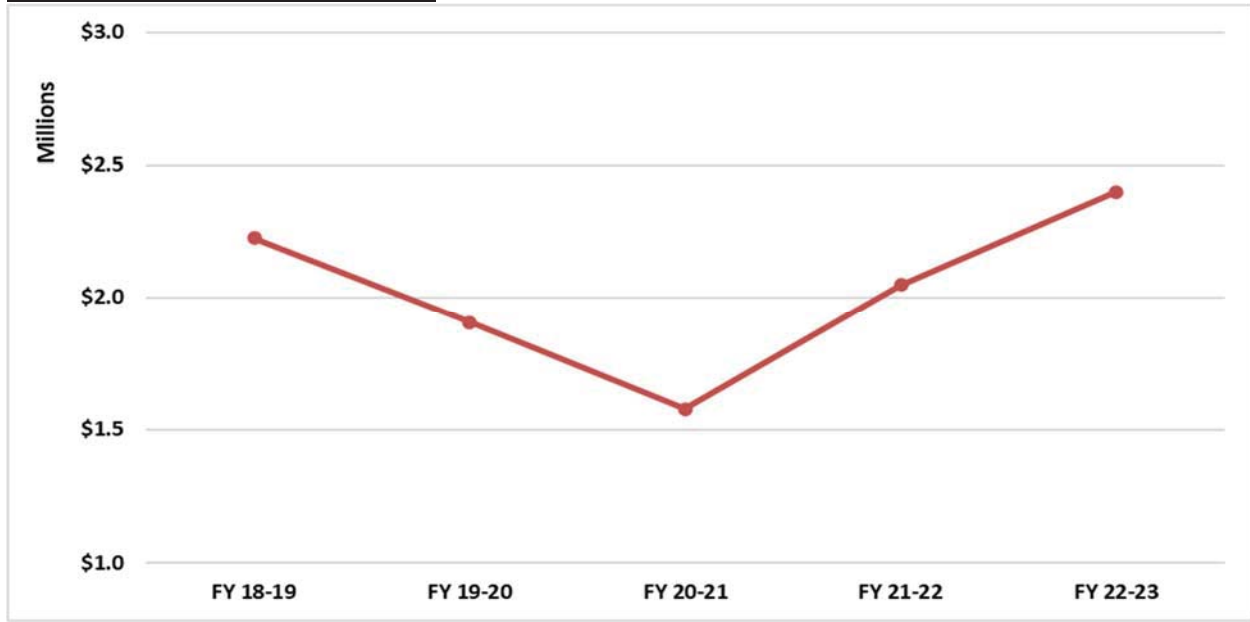
BUSINESS LICENSE TAX



The business license tax is imposed on businesses for the privilege of conducting business within the City. Licenses are issued annually beginning July 1st. The city estimated an increase for FY 22-23 as we continue to address business compliance and collection.

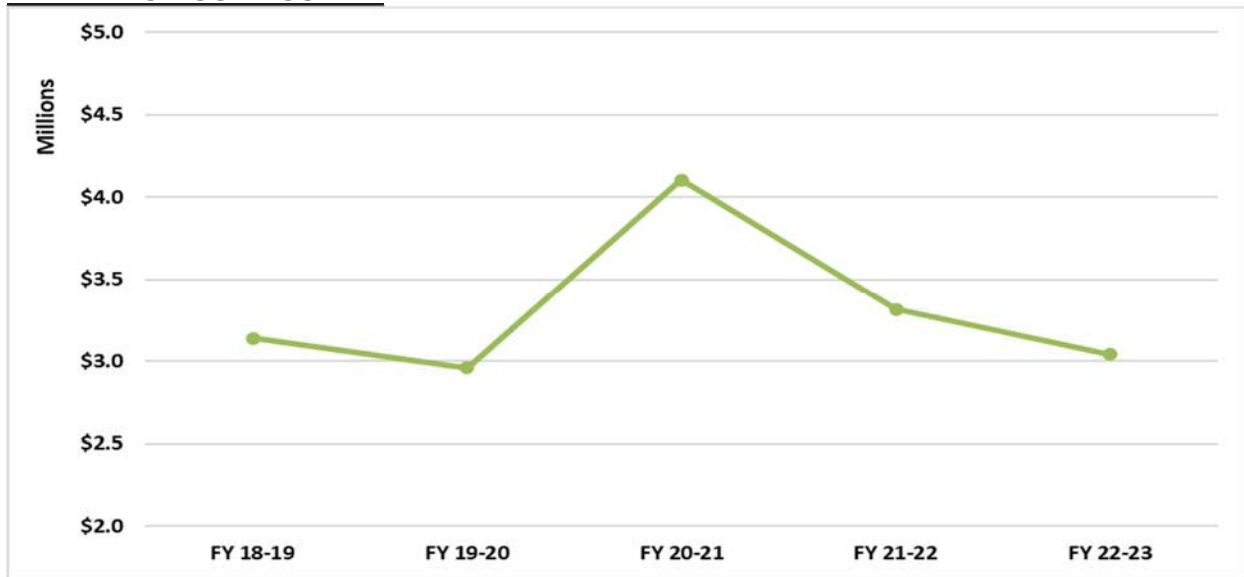
General Fund Revenue Description / Assumptions

TRANSIENT OCCUPANCY TAX



The Transient Occupancy Tax (TOT) is an 11% tax imposed by the City on hotel and motel room charges in which patrons occupy a room. Occupants are exempt from this tax if the stay exceeds thirty-one consecutive days, or if a government official is staying as part of their official duties. As this is a use tax, the collection varies with economic conditions. A decrease in FY 2020-21 occurred primarily due to multiple Vallejo hotels temporarily closing for renovation or closing permanently. The hotels were impacted by COVID-19 due to shelter in place orders. Various hotels participated in Project Room Key which offered shelter to homeless residents during the pandemic. This revenue source is projected to increase in FY 22-23 as we anticipate an increase in travel. Revenue will be closely monitored as many factors contribute to the fluctuations in tourism activity.

CANNABIS BUSINESS TAX



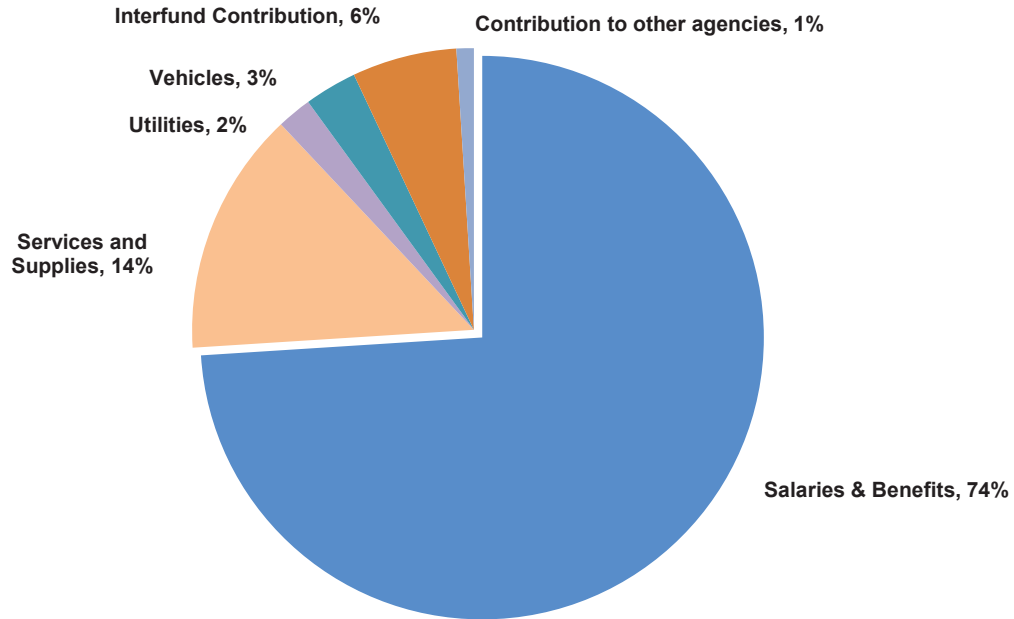
The City levies a 7% tax on users purchasing Adult-Use Cannabis. These taxes are collected by the facility provider and remitted to the City monthly. The City projected a decline in FY 22-23 as several neighboring cities are opening dispensaries.

General Fund
FY 2021-22 General Fund
(Net of Mare Island General Tax Revenue Share)

	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26	FY 26-27
	Adopted Budget	Adopted Budget	Projected Budget	Projected Budget	Projected Budget	Projected Budget
General Revenues						
Property Taxes						
Current Secured Taxes	\$ 20,227,208	\$ 21,725,520	\$ 22,814,451	\$ 23,918,036	\$ 25,062,762	\$ 26,249,146
Current Unsecured Taxes	952,581	942,325	989,556	1,037,423	1,087,075	1,138,533
Homeowners Exemption Tax	149,915	149,779	149,915	149,915	149,915	149,915
Unitary Taxes	555,437	581,995	581,995	581,995	581,995	581,995
Supplemental Taxes	392,659	446,628	446,628	446,628	446,628	446,628
Tax Increment Surplus/Pass-Through	648,360	669,886	692,126	715,104	738,846	763,375
	22,926,160	24,516,132	25,674,671	26,849,101	28,067,221	29,329,592
Vehicle License Fee (Incl. In Lieu)	11,886,667	12,679,654	13,311,101	13,951,364	14,615,449	15,303,837
	34,812,827	37,195,786	38,985,772	40,800,465	42,682,670	44,633,429
Sales Tax						
Sales Tax	16,208,511	19,080,670	19,425,611	20,017,358	20,654,699	21,312,849
Transaction And Use Tax	18,264,828	20,851,889	21,318,215	21,974,453	22,635,663	23,318,747
	34,473,339	39,932,559	40,743,826	41,991,811	43,290,362	44,631,596
Transient Occupancy Tax	2,047,953	2,398,740	2,447,000	2,496,000	2,546,000	2,597,000
Real Property Excise Tax	188,628	525,000	546,000	568,000	590,000	614,000
Franchise Tax	5,519,912	5,623,142	5,729,049	5,842,606	5,965,211	6,101,576
Utility Users Tax	12,545,140	12,655,005	12,690,002	12,734,492	12,788,670	12,870,000
Property Transfer Tax	2,499,743	2,606,043	2,765,223	2,934,126	3,113,345	3,303,513
Cannabis Tax	3,315,230	3,040,000	3,040,000	3,040,000	3,040,000	3,040,000
Business License Tax	1,189,379	1,660,000	1,700,000	1,740,000	1,780,000	1,820,000
Subtotal, Taxes	96,592,151	105,636,275	108,646,872	112,147,500	115,796,258	119,611,114
Revenue From Use of Assets						
Rentals	1,210,478	1,239,253	1,269,759	1,302,100	1,336,387	1,372,736
Investment Income (Expense)	440,000	440,000	440,000	440,000	440,000	440,000
	1,650,478	1,679,253	1,709,759	1,742,100	1,776,387	1,812,736
Misc.						
Water Rights	1,532,792	1,578,776	1,626,139	1,674,923	1,725,171	1,776,926
Discovery Kingdom/Park Fee	649,127	1,248,254	1,248,254	1,248,254	1,248,254	1,248,254
Motor Vehicle Fees	63,018	64,878	64,878	64,878	64,878	64,878
Other Misc.	244,399	238,102	238,102	238,102	238,102	238,102
	2,489,336	3,130,010	3,177,373	3,226,157	3,276,405	3,328,160
Transfers						
Redevelopment/Loan Repayment	447,104	383,184	383,184	383,184	383,184	383,184
Other Funds	65,383	65,383	65,383	65,383	65,383	65,383
	512,487	448,567	448,567	448,567	448,567	448,567
Subtotal, General Unrestricted Revenues	\$ 101,244,452	\$ 110,894,105	\$ 113,982,571	\$ 117,564,324	\$ 121,297,617	\$ 125,200,577

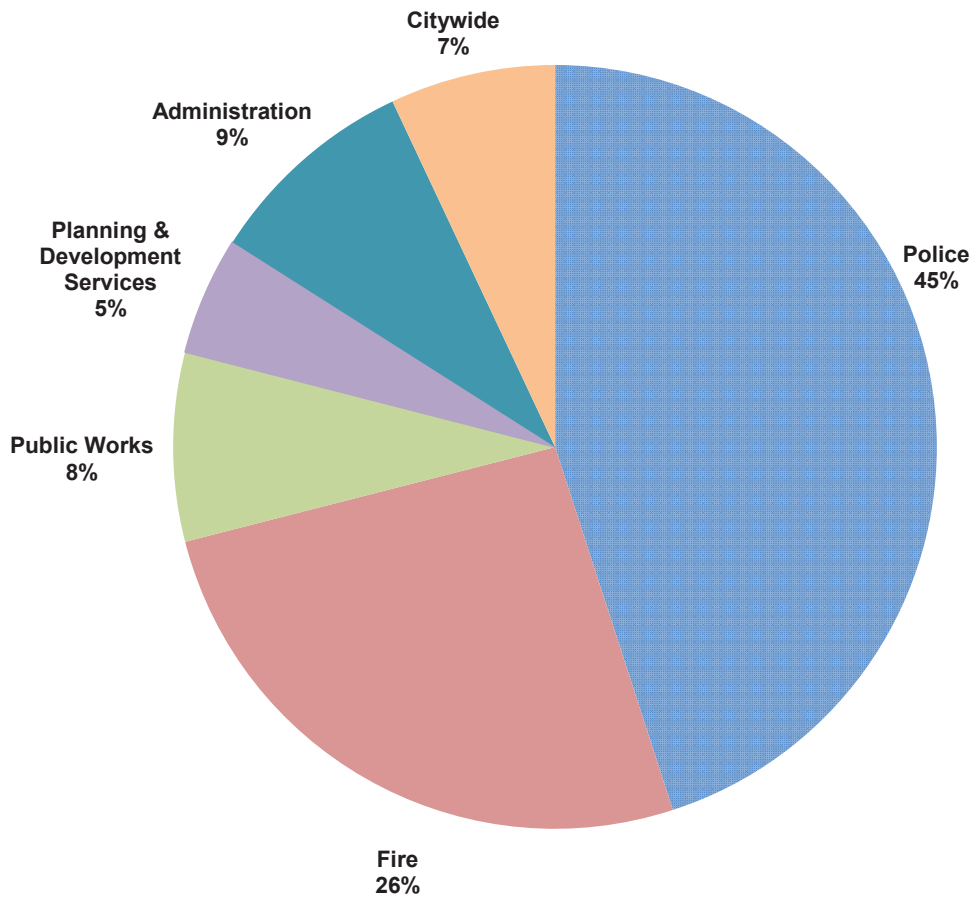
	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26	FY 26-27
	Adopted Budget	Adopted Budget	Projected Budget	Projected Budget	Projected Budget	Projected Budget
Program Revenues						
Planning and Development						
Building Fees	\$ 3,009,033	\$ 3,267,062	\$ 3,425,409	\$ 3,591,592	\$ 3,765,998	\$ 3,949,037
Planning Fees	650,500	673,580	697,809	723,249	749,962	778,010
	<u>3,659,533</u>	<u>3,940,642</u>	<u>4,123,218</u>	<u>4,314,841</u>	<u>4,515,960</u>	<u>4,727,047</u>
Economic Development						
Downtown Management District	233,851	240,139	249,744	259,734	270,123	280,928
Tourism Business Imp District	350,000	494,737	504,631	514,724	525,018	535,519
	<u>583,851</u>	<u>734,875</u>	<u>754,376</u>	<u>774,458</u>	<u>795,142</u>	<u>816,447</u>
Fire						
Prop 172 - Sales Tax Fire	-	384,063	394,886	407,128	420,563	434,862
First Responder Fee	300,000	300,000	300,000	300,000	300,000	300,000
Mare Island/Station 9 Allocation	2,320,000	2,498,000	2,498,000	2,498,000	2,498,000	2,498,000
East Vallejo Fire Dist.	659,398	685,000	685,000	685,000	685,000	685,000
Federal Grant	1,413,237	1,620,215	1,350,848	900,565	-	-
Reimbursements	-	200,000	200,000	200,000	200,000	200,000
Ambulance Savings-Solano County	980,364	1,385,895	1,506,840	1,255,700	1,382,811	1,382,811
Plan Review Fees	120,000	126,000	132,300	138,915	145,861	153,154
Inspection Fees	150,000	320,000	336,000	352,800	370,440	388,962
Other Fire Revenues	30,000	5,200	5,200	5,200	5,200	5,200
	<u>5,972,999</u>	<u>7,524,373</u>	<u>7,409,074</u>	<u>6,743,308</u>	<u>6,007,875</u>	<u>6,047,989</u>
Police						
Prop 172 - Sales Tax Police	615,092	384,063	394,886	407,128	420,563	434,862
Mare Island- Police	769,000	833,000	833,000	833,000	833,000	833,000
POST Reimbursements	65,000	-	-	-	-	-
School Resource Officer	225,000	-	-	-	-	-
Overtime Reimbursement	350,000	350,000	350,000	350,000	350,000	350,000
Vehicle Fines - City	130,000	105,366	110,635	116,167	121,975	128,074
Parking Fines	250,000	105,245	110,507	116,032	121,834	127,926
Abandoned Vehicles	150,000	100,000	100,000	100,000	100,000	100,000
Police Impound Fees	195,000	204,750	214,988	225,737	237,024	248,875
False Alarm Fees	100,000	105,000	110,250	115,763	121,551	127,628
Federal COPS Grant	1,714,724	1,368,262	-	-	-	-
Other Police Revenues	343,489	370,115	381,289	392,840	404,783	417,130
Code Enforcement Fees	960,000	498,687	511,021	523,720	536,797	550,265
	<u>5,867,305</u>	<u>4,424,488</u>	<u>3,116,575</u>	<u>3,180,386</u>	<u>3,247,526</u>	<u>3,317,760</u>
Public Works						
Engineering Fees	725,000	1,018,500	1,069,425	1,122,896	1,179,041	1,237,993
Grading Permit Fees	270,000	388,500	407,925	428,321	449,737	472,224
Excavation Fees	660,000	693,000	727,650	764,033	802,234	842,346
Recycle Waste Management	197,634	203,563	209,671	215,961	222,440	229,113
Ground Waste Management	514,077	529,499	545,384	561,746	578,598	596,477
Misc. Leases & Rentals	154,439	154,439	154,439	154,439	154,439	154,439
Other Public Works Revenues	101,073	100,290	104,049	107,980	112,093	116,394
	<u>2,622,223</u>	<u>3,087,791</u>	<u>3,218,543</u>	<u>3,355,376</u>	<u>3,498,582</u>	<u>3,648,986</u>
Subtotal, Program Revenues						
	<u>18,705,911</u>	<u>19,712,169</u>	<u>18,621,786</u>	<u>18,368,369</u>	<u>18,065,085</u>	<u>18,558,230</u>
Total	<u>\$ 119,950,363</u>	<u>\$ 130,606,274</u>	<u>\$ 132,604,357</u>	<u>\$ 135,932,693</u>	<u>\$ 139,362,702</u>	<u>\$ 143,758,808</u>

General Fund Expenditures by Classification



	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23	% vs. PY	% of Total FY 22-23
General Fund Expenditures						
Salaries & Benefits	\$ 86,258,767	\$ 90,506,469	\$ 98,475,623	\$ 103,885,255	5%	73%
Compensated Absences	1,269,188	1,968,977	1,500,000	1,500,000	0%	1%
Subtotal	87,527,955	92,475,446	99,975,623	105,385,255	5%	74%
Services and Supplies	16,104,134	16,530,020	16,664,776	18,965,331	14%	14%
Utilities	2,097,279	2,138,051	2,296,243	2,296,693	0%	2%
Vehicles	3,676,200	3,010,428	3,069,572	4,009,572	31%	3%
Contribution to other agencies	1,755,823	1,678,356	1,625,000	2,051,800	26%	1%
Encumbrances	943,125	846,798	-	-	0%	0%
Subtotal	24,576,561	24,203,653	23,655,591	27,323,396	16%	20%
Interfund Contributions:						
Infrastructure/Maintenance	2,250,000	597,693	535,000	1,250,000	134%	1%
Participatory Budget	1,000,000	500,000	500,000	500,000	0%	0%
Debt Service	1,184,310	1,184,052	1,183,788	1,149,232	-3%	1%
Debt Service-Marina	300,000	-	700,000	361,500	-48%	0%
Subsidy Golf Course	354,666	354,666	355,566	-	-100%	0%
Streets Maintenance	1,200,000	515,000	1,200,000	1,200,000	0%	1%
Marina Dredging	300,000	-	-	-	0%	0%
Mare Island Historic Park Foundation	25,000	39,000	-	-	0%	0%
Technology	4,502,000	1,225,637	1,975,000	2,600,000	32%	2%
Capital/Gas Tax/Others	2,305,385	375,969	490,000	448,373	-8%	1%
Subtotal	13,421,361	4,792,017	6,939,354	7,509,105	8%	6%
Subtotal, before Allocations	125,525,877	121,471,116	130,570,568	140,217,756	7%	100%
Interfund Allocations	(11,300,788)	(11,655,232)	(10,649,575)	(10,527,128)	-1%	
	\$ 114,225,089	\$ 109,815,884	\$ 119,920,993	\$ 129,690,628	8%	

General Fund Expenditures by Department



	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23	% vs. PY	% of Total FY 22-23
General Fund Expenditures						
Police	\$ 45,517,060	\$ 49,167,603	\$ 53,917,120	\$ 57,957,290	7%	45%
Fire	27,949,245	28,965,649	31,207,511	33,448,925	7%	26%
Public Works	8,577,728	6,280,558	9,289,133	10,039,261	8%	8%
Planning & Development Services	3,688,593	3,739,468	6,048,736	6,586,632	9%	5%
Administration	9,734,626	9,832,335	10,909,970	12,479,032	14%	9%
Citywide	17,814,712	10,983,473	8,548,523	9,179,488	7%	7%
Encumbrances	943,125	846,798	-	-	0%	0%
	\$ 114,225,089	\$ 109,815,884	\$ 119,920,993	\$ 129,690,628	8%	100%

General Fund

Major Expenditure Descriptions

Introduction

On the following pages, you will find comprehensive expenditure schedules at the Department and Division level, detailed narratives discussing the duties, responsibilities and services provided by the City Departments and Divisions, and explanations of changes in this year's budget when compared to last fiscal year.

Overall, the City budget is driven by major expenditure changes at a macro level.

Key city-wide expenditure changes include:

- Provisions for labor agreements.
- Increased CalPERS costs due to discount rate changes and the change in CalPERS methodology regarding 'normal' costs and Unfunded Accrued Liability (UAL).
- Increase in Self Insurance rates.

General Fund

Police Department

Purpose of Department Services

The mission of the Vallejo Police Department is to serve the community of Vallejo through fair and impartial policing by reducing crime and the fear of crime while building strong community partnerships for a safer Vallejo.

Services Provided

The Police Department consists of the following organizational units: Office of the Chief of Police, Support Services Bureau, Operations Bureau, and Investigations Bureau.

Office of the Chief of Police

Provides for the overall management of Police Department activities.

Support Services Bureau

Professional Standards Division

Includes the Internal Affairs, Personnel and Recruitment units. Internal Affairs is responsible for the receipt and investigation of all citizen complaints in addition to regularly reviewing department policies and maintaining general orders. The Professional Standards Division also oversees the department's Police Reserve, Police Cadet/Explorer and Citizen Volunteer programs.

Records Section

Provides telephone and walk-in assistance to citizens with report requests, ticket sign-offs, local background checks, vehicle releases, general police-related information along with a variety of specialized administrative and technical duties.

Communications Section

Provides public safety communications for the Police and Fire Departments, answers 9-1-1 and other telephone calls, and dispatches police, fire and medical responses.

Operations Bureau

Patrol Division

Responds to urgent citizen calls for service, enforces laws and regulations and maintains field police presence.

Traffic Division

Responsible for citywide enforcement activities, responds to and investigates vehicle collisions, including fatalities, conducts follow-up investigations of vehicle collisions and traffic arrests made by patrol officers. In addition, the Division manages traffic-related grants, staffs special events, enforces parking laws and regulations, regulates taxi cabs that operate in the City of Vallejo, issues oversize load permits, conducts commercial vehicle enforcement, regulates contract tow companies, and assists Investigations Division with forensic mapping of crime scenes.

Community Services (CS) and Code Enforcement Division

Addresses quality of life crimes, supports Neighborhood Watch Groups and works with other city departments to address distressed and dangerous properties. CS and Code Enforcement also manage and coordinate the City's property maintenance, vacant building, and private property

General Fund

Police Department

vehicle and abandoned shopping cart enforcement efforts, proactive and public nuisance property inspections, and other interested parties of noted code violations.

Investigations Bureau

Detective Division

Handles all investigations involving violent felony crime and, to the extent possible, serious property crime. Detectives assist other law enforcement agencies toward the common goal of suppression of crime in Vallejo and surrounding communities. The division also focuses on covert investigations, the P.E.A.C.E. Team, Federal Task Force Officers (FBI), School Resource Officers and Crime Analysis Units. These units will help to prevent, investigate and conduct proactive enforcement focused on violence prevention.

Emergency Services Unit (ESU)

Responds to emergency and high-risk situations that occur outside the scope of patrol and investigation duties. The ESU is comprised of five separate teams; SWAT, Mobile Field Force, Hostage Negotiations Team, Tactical Dispatchers, and Technology Team. The unit also works the Fire Department's Tactical Emergency Medical Team.

Salary and Benefits

The FY 2022-23 budget for salaries and benefits increased by \$838,874 from the FY 2022-23 adopted budget. This increase is primarily due to additional positions added in the prior fiscal year during midyear, employee contract increases, Other Post-Employment Benefits (OPEB) contributions, and self-insurance compensation rates.

In 2020, the City of Vallejo received a grant in the amount of \$5,114,754 from the Office of Community Oriented Policing Services to hire 8 additional officers. The department anticipates receiving \$1,368,262 from this grant award in FY 2022-23 to cover the cost of 8 police officers.

The department will also continue to receive \$301,606 from the Kaiser Foundation to fund one Police Corporal through the Neighborhood Policing Grant.

Services and Supplies

The department's budget continues to reflect services and supplies as its strides to provide exceptional policing services to the community and building and maintaining trust through transparency. The department will continue to work closely with the California Department of Justice to update and enhance with policies and processes. The department will continue to actively include the community in the creation of these updated policies as it continuously builds and maintains positive relationships through in-person or virtual townhalls, community meetings, and the Chief's Advisory Board.

The department projects spending \$115,000 in recruitment expenses for the hiring of sworn and civilian staff to fill open vacancies and reach authorized staffing levels in all divisions of the department to include Patrol, Communications and Records. Recruitment activities include outreach at community events, hiring fairs, police academy tours, and the department's online "Get Recruited" website. Other recruitment expenses are incurred during the extensive pre-employment background examinations, required of all Police Department employees. The department also continues to build its cadet program and will continue sponsoring police recruits through various local police academies.

General Fund

Police Department

The training budget of \$225,000 is used to maintain the required skill levels for personnel and the department's accreditations through the Commission on Peace Officer Standards and Training (POST), with a minimal offset of reimbursements from POST. The department receives reimbursements from POST to partially offset the costs of POST certified trainings from the State Penalty Fund. The department is also committed to identifying advanced and leadership training opportunities, over and above minimum POST requirements, to develop employee succession planning. The department will continue to prioritize trainings related to de-escalation, crisis intervention and crime prevention through environmental design.

Other notable annual expenses for the department include:

- \$395,000 for the collection, processing and preservation of evidence
- \$376,000 for the body worn camera program including the software platform and data storage
- \$104,000 for in-car cameras for the Patrol Division
- \$100,000 for the records management system

Authorized Positions

No authorized positions changes in FY 2022-23 budget

General Fund Police Department

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23	FY 21-22 vs. FY 22-23
General Fund Expenditures					
Salaries and benefits	\$ 38,157,649	\$ 40,408,881	\$ 45,446,959	\$ 46,285,833	\$ 838,874
Services and supplies	3,133,800	2,842,060	2,539,172	2,539,172	-
Vehicle maintenance & replacement	1,922,952	1,877,988	1,626,517	1,963,488	336,971
Interfund - General Liability Allocation	2,467,644	4,415,796	4,415,789	7,239,769	2,823,980
Interfund allocations	(164,985)	(377,122)	(111,317)	(70,972)	40,345
Net Expenditures	45,517,060	49,167,603	53,917,120	57,957,290	4,040,170
 Program Revenues	 3,703,922	 4,187,782	 5,867,305	 4,424,488	 (1,442,817)
Net Program Budget	\$ 41,813,138	\$ 44,979,821	\$ 48,049,815	\$ 53,532,802	\$ 5,482,987

Authorized Positions

	Amended FY 19-20	Amended FY 20-21	Adopted FY 21-22	Adopted FY 22-23	FY 21-22 vs. FY 22-23
Sworn personnel	122.00	132.00	132.00	132.00 *	-
Non-sworn personnel	53.00	55.00	57.00	69.00 *	12.00
	175.00	187.00	189.00	201.00	12.00

* 8 Police Officer positions funded by 2020 COPS grant expire 6/30/24 and 3 Police Assistant positions funded by ARPA expire 6/30/25

General Fund
Police Department
By Division

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
General Fund Expenditures				
Salaries and Benefits	\$ 38,157,649	\$ 40,408,881	\$ 45,446,959	\$ 46,285,833
Net, Salaries and benefits	38,157,649	40,408,881	45,446,959	46,285,833
Administration				
Services and supplies	1,198,080	1,204,271	1,020,872	1,020,872
Vehicle maintenance & replacement	35,292	-	-	-
Interfund - General Liability Allocation	2,460,108	4,353,516	4,353,515	7,153,892
Interfund allocations	(162,432)	(377,122)	(111,317)	(70,972)
Total Administration	3,531,048	5,180,665	5,263,070	8,103,792
Support Service				
Services and supplies	273,713	230,851	270,250	270,250
Total Support Service	273,713	230,851	270,250	270,250
Operations				
Services and supplies	414,450	581,447	584,000	584,000
Vehicle maintenance & replacement	1,880,880	1,873,572	1,621,154	1,908,216
Total Operations	2,295,330	2,455,019	2,205,154	2,492,216
Professional Standards				
Services and supplies	3,378	1,024	-	-
Total Professional Standards	3,378	1,024	-	-
Investigation				
Services and supplies	972,054	736,431	533,550	533,550
Total Investigation	972,054	736,431	533,550	533,550
Non-departmental				
Services and supplies	4,115	39,458	-	-
Vehicle maintenance & replacement	-	3,456	4,477	7,836
Total Non-departmental	4,115	42,914	4,477	7,836
Code Enforcement				
Services and supplies	103,266	48,578	130,500	130,500
Vehicle maintenance & replacement	6,780	960	886	47,436
Interfund - General Liability Allocation	7,536	62,280	62,274	85,877
Interfund allocations	(2,553)	-	-	-
Total Code Enforcement	115,029	111,818	193,660	263,813
Community Relations Grant				
Services and supplies	164,744	-	-	-
Total Community Relation Grant	164,744	-	-	-
Net Expenditures	\$ 45,517,060	\$ 49,167,603	\$ 53,917,120	\$ 57,957,290

General Fund

Fire Department

Purpose of Department Services

Vallejo Fire Department is comprised of four Divisions: Administration, Prevention, Suppression, and Training. The primary mission of the Fire Department is to ensure a safe community through exceptional, professional fire service.

Services Provided

In 2021, the Fire Department responded to 15,640 emergency calls within the city of Vallejo, provided mutual aid to dozens of large wildland fires across the state of California, and conducted 696 annual fire inspections.

Fire Administration

Responsible for the overall management and oversight of staff, budget, and operations of each Division. Fire Administration also oversees the City's Emergency Operations Center.

Fire Prevention Division

Responsible for conducting annual fire life safety inspections of regulated occupancies, fire investigations, plan checks, permit inspections, and public education programs in accordance with local, state, and federal codes and regulations. The Fire Prevention Division also manages weed abatement of empty parcels.

Fire Suppression

Responsible for providing emergency response and incident organization at structure and wildland fires, earthquakes, floods, environmental emergencies, and rescue operations. Fire Suppression also provides advanced life support for all types of trauma and medical emergencies. The Fire Suppression staff are trained and equipped to respond to releases and spills of hazardous materials and response to technical rescue services, including structural collapse and water rescue.

Training Division

Responsible for in-service and recruit training efforts. The Training Division ensures members maintain necessary fire suppression and EMS-based certifications in accordance with local, State, and Federal agencies and regulations.

Salary & Benefit Changes

Salaries and benefits will increase by \$2,135,114. This is due to increases in salaries, pension contributions, and worker's compensation rate.

Services & Supplies

Services and supplies will remain status quo \$1,437,009, based on last Fiscal Year's adopted budget.

Authorized Positions

The Department removed one Firefighter for FY 2022-23 Adopted budget.

The Department was awarded nine (9) limited-term firefighter positions through a 2020 SAFER Grant award, for a total of 21 limited-term firefighter positions.

General Fund Fire Department

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23	FY 21-22 vs. FY 22-23
General Fund Expenditures					
Salaries and benefits	\$ 25,073,245	\$ 26,400,148	\$ 28,608,576	\$ 30,743,690	\$ 2,135,114
Services and supplies	1,461,629	1,992,274	1,437,009	1,344,513	(92,496)
Vehicle maintenance & replacement	1,101,528	689,820	1,007,773	1,188,924	181,151
Transfer out - Capital Funds	-	-	-	92,496	92,496
Interfund - General Liability Allocation	598,260	139,092	139,082	58,344	(80,738)
Interfund allocations	(285,417)	(255,685)	15,071	20,958	5,887
Net Expenditures	27,949,245	28,965,649	31,207,511	33,448,925	2,241,414
Program Revenues	4,890,136	7,252,268	5,972,999	7,524,373	1,551,374
Net Program Budget	\$ 23,059,109	\$ 21,713,381	\$ 25,234,512	\$ 25,924,552	\$ 690,040

Authorized Positions

	Amended FY 19-20	Amended FY 20-21	Adopted FY 21-22	Adopted FY 22-23	FY 21-22 vs. FY 22-23
Sworn personnel	102.00	102.00	93.00	100.00 *	7.00
Non-sworn personnel	6.00	6.00	6.00	8.00	2.00
	108.00	108.00	99.00	108.00	9.00

* 12 Firefighter positions funded by 2018 SAFER grant expire 3/10/23 and 9 Firefighter positions funded by 2020 SAFER grant expire 2/26/25

General Fund
Fire Department
By Division

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
General Fund Expenditures				
Salaries and Benefits	<u>\$ 25,073,245</u>	<u>\$ 26,400,148</u>	<u>\$ 28,608,576</u>	<u>\$ 30,743,690</u>
Net, Salaries and benefits	<u>25,073,245</u>	<u>26,400,148</u>	<u>28,608,576</u>	<u>30,743,690</u>
ADMINISTRATION				
Services and supplies	696,924	691,158	725,341	674,491
Vehicle maintenance & replacement	18,972	13,140	10,122	6,156
Transfer out - Capital Funds (a)	-	-	-	92,496
Interfund - General Liability Allocation	592,896	139,092	139,082	53,115
Interfund allocation	(285,417)	(255,685)	15,071	20,958
Total Administration	<u>1,023,375</u>	<u>587,705</u>	<u>889,616</u>	<u>847,216</u>
SUPPRESSION				
Services and supplies	346,390	940,478	320,768	309,122
Vehicle maintenance & replacement	<u>1,031,268</u>	<u>649,452</u>	<u>857,066</u>	<u>1,144,392</u>
Total Suppression	<u>1,377,658</u>	<u>1,589,930</u>	<u>1,177,834</u>	<u>1,453,514</u>
PREVENTION				
Services and supplies	127,549	65,554	67,000	72,000
Vehicle maintenance & replacement	36,912	19,884	70,715	18,912
Interfund - General Liability Allocation	5,364	-	-	-
Total Prevention	<u>169,825</u>	<u>85,438</u>	<u>137,715</u>	<u>90,912</u>
TRAINING				
Services and supplies	93,485	131,184	178,400	170,400
Vehicle maintenance & replacement	13,956	7,344	9,870	19,464
Interfund - General Liability Allocation	-	-	-	5,229
Total Training	<u>107,441</u>	<u>138,528</u>	<u>188,270</u>	<u>195,093</u>
PARAMEDIC PROGRAM				
Services and supplies	197,281	163,900	145,500	118,500
Vehicle maintenance & replacement	420	-	60,000	-
Total Paramedic Program	<u>197,701</u>	<u>163,900</u>	<u>205,500</u>	<u>118,500</u>
Net Expenditures	<u>\$ 27,949,245</u>	<u>\$ 28,965,649</u>	<u>\$ 31,207,511</u>	<u>\$ 33,448,925</u>

(a) Starting FY 22-23, this includes transfer for computer hardware and software cost.

General Fund

Public Works Department

Purpose of the Department Services

The Public Works Department is responsible for the engineering design, construction, and maintenance of the City's roads, traffic signals, trees, open spaces, and buildings. The department also manages stormwater compliance programs, transportation planning, recycling & solid waste contract services, and the Vallejo Municipal Marina.

Services Provided

The Public Works Department consists of several sections that deliver many services:

- Public Works Director: manages development and implementation of departmental goals, policies and priorities, determines appropriate service and staffing levels and allocates resources for the best service, delivery methods, and procedures.
- Administration: plans, directs, and manages operations, and provides general administrative direction.
- Transportation: coordinates with Solano County Transportation Authority (STA), Caltrans, and Metropolitan Transportation Commission (MTC) on transportation transit, and traffic related programs.
 - *Parking*: addressed separately in this document.
- Environmental Services: manages the Stormwater regulatory information and regulatory permits while also advising on environmental hazards and cleanup.
 - *Recycling*: manages the recycling program and administers solid waste franchise agreements.
- Engineering Division: overseen by the Assistant PW Director / City Engineer
 - *Capital Improvement Program*: provides engineering design, construction administration and inspection services for capital improvement projects.
 - *Current Development*: provides private development plan review and inspection services to ensure compliance with Vallejo City Standards, the Subdivision Map Act and Vallejo Municipal Code.
 - *Traffic Section*: maintains traffic records, evaluates traffic signal operation, administers traffic safety improvement projects and reviews private development projects for necessary street and traffic improvements.
 - *Landscape Maintenance Districts*: addressed separately in this document.
- Maintenance Division: overseen by the Assistant PW Director / Maintenance
 - *Building Maintenance*: performs repair and maintenance services at 56 City-owned buildings.
 - *Grounds*: maintains grounds at City-owned facilities, street medians, street rights-of-way, 23 parking lots, and 2 cemeteries; performs tree trimming and maintenance of 53,000 City trees; performs illegal dumping cleanup.
 - *Fleet*: addressed separately in this document.
 - *Marina*: addressed separately in this document.
 - *Streets*: maintains 714 lane miles of roadway system; assists with illegal dumping cleanup.
 - *Traffic*: maintains nearly 9,000 streetlights, 119 traffic signals, 128 traffic signal intersections, 19,000 street signs; paints road striping and markings; performs graffiti abatement; operates the Mare Island Causeway Bridge; completes Underground Service Alerts (USAs); installs and maintains cameras; opens and closes the Mare Island Preserve every weekend.

General Fund

Public Works Department

Salary and Benefit Changes

The Salaries and Benefits budget for General Fund funded positions in Public Works increases by \$421,774 in FY 2022-23.

Services and Supplies

The FY 2022-23 Budget for services and supplies will remain status quo of \$2,525,860 based on FY 2021-22 adopted budget.

Authorized Positions

In FY 2022-23, removal of (1) Administrative Analyst II position in Parking Fund 431.

General Fund Public Works

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23	FY 21-22 vs. FY 22-23
General Fund Expenditures					
Salaries and benefits	\$ 8,237,792	\$ 7,883,858	\$ 10,160,179	\$ 10,461,521	\$ 301,342
Services and supplies	3,253,087	2,269,969	2,525,860	2,480,487	(45,373)
Vehicle maintenance & replacement	627,240	410,868	415,724	831,516	415,792
Transfer out - Capital Funds (a)	19,763	30,595	50,000	95,373	45,373
Interfund - General Liability Allocation	1,537,752	925,428	925,435	930,159	4,724
Interfund - Other Allocations	(5,097,906)	(5,240,160)	(4,788,065)	(4,759,795)	28,270
Net Expenditures	8,577,728	6,280,558	9,289,133	10,039,261	750,128
 Program Revenues	 2,256,708	 2,031,377	 2,622,223	 3,087,791	 465,568
Net Program Budget	\$ 6,321,020	\$ 4,249,181	\$ 6,666,910	\$ 6,951,470	\$ 284,560

	Amended FY 19-20	Amended FY 20-21	Adopted FY 21-22	Adopted FY 22-23	FY 21-22 vs. FY 22-23
Authorized Positions	73.50	73.50	73.50	74.00	0.50

(a) Transfer restricted technology fees to capital outlay fund, and starting FY 22-23 this also includes transfer for computer hardware and software cost.

General Fund
Public Works
By Division

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
General Fund Expenditures				
ADMINISTRATION				
Salaries and benefits	\$ 1,108,142	\$ 1,079,701	\$ 1,201,601	\$ 1,559,434
Services and supplies	96,747	34,721	87,347	87,347
Vehicle maintenance & replacement	8,040	10,608	8,241	2,088
Interfund - General Liability Allocation	11,412	11,280	11,285	11,813
Interfund allocations	(420,703)	(689,250)	(420,703)	(523,592)
Total Administration	803,638	447,060	887,771	1,137,090
RECYCLING				
Salaries and benefits	172,249	177,462	182,515	183,039
Interfund - General Liability Allocation	1,680	1,608	1,605	1,383
Interfund allocations	-	-	(20,000)	(20,440)
Total Recycling	173,929	179,070	164,120	163,982
ENVIRONMENTAL SERVICES				
Services and supplies	-	-	1,500	1,500
Total Environmental Services	-	-	1,500	1,500
TRANSPORTATION				
Services and supplies	-	-	1,500	1,500
Total Transportation	-	-	1,500	1,500
ENGINEERING				
Salaries and benefits	2,426,634	2,518,750	3,496,652	3,255,131
Services and supplies	893,112	522,211	387,373	361,500
Vehicle maintenance & replacement	79,212	37,308	42,297	168,336
Transfer out - Capital Funds (a)	19,763	30,595	50,000	75,873
Interfund - General Liability Allocation	31,044	30,420	30,420	24,240
Interfund allocation	(1,147,877)	(1,016,444)	(865,951)	(890,108)
Total Engineering	2,301,888	2,122,840	3,140,791	2,994,972
Total	3,279,455	2,748,970	4,195,682	4,299,044
MAINTENANCE				
ADMINISTRATION				
Salaries and benefits	4,530,767	4,107,945	5,279,411	5,463,917
Services and supplies	54,024	48,573	72,200	52,700
Vehicle maintenance & replacement	10,668	1,020	6,644	7,056
Transfer out - Capital Funds	-	-	-	19,500
Interfund - General Liability Allocation	1,493,616	882,120	882,125	892,723
Interfund allocation	(4,682,008)	(4,389,104)	(726,643)	(585,801)
Total Maintenance-Administration	1,407,067	650,554	5,513,737	5,850,095
PUBLIC BUILDINGS				
Services and supplies	1,117,378	849,937	1,072,690	1,072,690
Vehicle maintenance & replacement	42,588	19,308	28,361	30,636
Interfund allocation	479,114	410,309	(151,872)	(171,691)
Total Public Building	1,639,080	1,279,554	949,179	931,635
ELECTRICAL MAINTENANCE				
Services and supplies	-	(7,200)	-	-
Total Electrical Maintenance	-	(7,200)	-	-

General Fund
Public Works
By Division

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
STREET MAINTENANCE				
Services and supplies	\$ 133,871	\$ 152,923	\$ 152,700	\$ 152,700
Vehicle maintenance & replacement	266,988	208,728	211,698	296,388
Interfund allocation	(33,114)	(254,668)	(1,445,922)	(1,427,768)
Total Street Maintenance	<u>367,745</u>	<u>106,983</u>	<u>(1,081,524)</u>	<u>(978,680)</u>
GROUNDS MAINTENANCE				
Services and supplies	208,734	174,653	171,500	171,500
Vehicle maintenance & replacement	180,384	92,400	89,902	282,612
Interfund allocation	873,819	854,615	(19,095)	(25,092)
Total Grounds Maintenance	<u>1,262,937</u>	<u>1,121,668</u>	<u>242,307</u>	<u>429,020</u>
TRAFFIC				
Services and supplies	75,347	145,285	140,850	140,850
Vehicle maintenance & replacement	39,360	41,496	28,581	44,400
Interfund allocation	(216,548)	(206,329)	(1,197,726)	(1,189,967)
Total Traffic	<u>(101,841)</u>	<u>(19,548)</u>	<u>(1,028,295)</u>	<u>(1,004,717)</u>
LIBRARY MAINTENANCE				
Services and supplies	67,955	33,054	53,000	53,000
Interfund allocation	49,411	50,711	59,847	74,664
Total Library Maintenance	<u>117,366</u>	<u>83,765</u>	<u>112,847</u>	<u>127,664</u>
COMMUNITY FACILITIES				
Services and supplies	-	-	20,000	20,000
Total Community Facilities	<u>-</u>	<u>-</u>	<u>20,000</u>	<u>20,000</u>
FERRY FACILITY MAINTENANCE				
Services and supplies	142,000	134,028	197,500	197,500
Total Ferry Facility	<u>142,000</u>	<u>134,028</u>	<u>197,500</u>	<u>197,500</u>
LANDSCAPE MAINTENANCE DIST.				
Services and supplies	463,919	181,784	167,700	167,700
Interfund allocation	-	-	-	-
Total Landscape Maint. District	<u>463,919</u>	<u>181,784</u>	<u>167,700</u>	<u>167,700</u>
TOTAL MAINTENANCE				
Salaries and benefits	4,530,767	4,107,945	5,279,411	5,463,917
Services and supplies	2,263,228	1,713,037	2,048,140	2,028,640
Vehicle maintenance & replacement	539,988	362,952	365,186	661,092
Transfer out - Capital Funds (a)	-	-	-	19,500
Interfund - General Liability Allocation	1,493,616	882,120	882,125	892,723
Interfund allocation	(3,529,326)	(3,534,466)	(3,481,411)	(3,325,655)
Total Maintenance	<u>5,298,273</u>	<u>3,531,588</u>	<u>5,093,451</u>	<u>5,740,217</u>
Net Expenditures	<u>\$ 8,577,728</u>	<u>\$ 6,280,558</u>	<u>\$ 9,289,133</u>	<u>\$ 10,039,261</u>

(a) Starting FY 22-23, this includes transfer for computer hardware and software cost.

General Fund

Planning & Development Services Department

Purpose of Department Services

The primary purpose of the Planning and Development Services (P&DS) Department is to promote quality development citywide and increase investment in the community which then increases the tax base and job opportunities for Vallejoans. To implement these goals, the P&DS Department efficiently facilitates the development review and inspection process, and protects the health and safety of the community.

Services Provided

The Planning and Development Services Department consists of Department Administration and three divisions; the Planning Division, Building Division and the Economic Development Division.

Department Administration

Responsible for overall departmental management of the two core divisions, including budget oversight, facilitation of coordinated efforts within the Department and with other departments and agencies, and development and implementation of department-wide performance management efforts. In addition, Administration staff oversee Department-wide objectives such as customer service improvements, process efficiency enhancements, and grant procurement for multi-disciplinary long-range policy efforts.

Planning Division

Assists the community to establish its vision of the future and recommends appropriate regulations and standards to achieve that vision. The division facilitates the entitlement process so that people wishing to invest in the community can successfully and efficiently do so. Planning Division staff help applicants through the development review process, including use permits, development review permits, sign permits, tentative maps, and other land use entitlements. The Division also staffs the public counter, conducts preliminary development review, responds to zoning related inquiries, and supports the Planning Commission, the Architectural Heritage and Landmarks Commission and the Design Review Board.

Building Division

Provides plan review, permit, and inspection services for construction projects and ensures compliance with California Building Codes and the International Property Maintenance Code. The Division also protects community safety by enforcing the California State Health & Safety Code for habitability in all living units. Division staff investigate citizen complaints and unpermitted construction work as part of Building Code compliance efforts. Building Division staff respond to Police and Fire department dispatch for buildings that have suffered significant structural damage as a result of earthquakes, floods, fires, high winds or vehicle accidents, and are some of the first responders for the City's Emergency Operation Center (EOC).

Economic Development Division

Focuses on new business recruitment, business retention, site selection assistance for new and existing businesses, asset management of City-owned property, and facilitation of development on catalyst sites including Mare Island and the Waterfront.

General Fund

Planning & Development Services Department

Salary and Benefit Changes

The FY 2022-23 Adopted Budget for salaries and benefits will increase by \$385,065 from FY 2021-22 amounts. This is primarily due to increased costs for CalPERS and self-insurance.

Services and Supplies

The FY 2022-23 services and supplies budget will increase by \$151,475 from the FY 2021-22 adopted budget. This is primarily due to an increase in Professional Services because of vacant positions.

Authorized Positions

There are no changes to the FY 2022-23 authorized positions.

General Fund Planning & Development Services

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23	FY 21-22 vs. FY 22-23
General Fund Expenditures					
Salaries and benefits	\$ 2,736,959	\$ 3,230,582	\$ 4,907,157	\$ 5,292,222	\$ 385,065
Services and supplies	818,188	192,707	985,413	1,123,888	138,475
Vehicle maintenance & replacement	17,928	30,408	18,109	21,852	3,743
Transfer out - Capital Funds (a)	81,198	253,380	234,000	247,000	13,000
Interfund - General Liability Allocation	34,320	35,016	42,471	38,200	(4,271)
Interfund allocations	-	(2,625)	(138,414)	(136,530)	1,884
Net Expenditures	3,688,593	3,739,468	6,048,736	6,586,632	537,896
 Program Revenues (b)	 2,471,984	 2,767,900	 4,243,384	 4,675,517	 432,133
Net Program Budget	\$ 1,216,609	\$ 971,568	\$ 1,805,352	\$ 1,911,115	\$ 105,763
	Amended FY 19-20	Amended FY 20-21	Adopted FY 21-22	Adopted FY 22-23	FY 21-22 vs. FY 22-23
General Fund (b)	24.00	24.00	30.00	31.00	1.00
Authorized Positions	24.00	24.00	30.00	31.00	1.00

- (a) Transfer restricted technology, permit coordination and general plan update fees to capital outlay fund and starting FY 22-23, this also includes transfer for computer hardware and software cost.
- (b) Economic Development Division was moved to Planning & Development Services starting FY 21-22

General Fund
Planning & Development Services
By Division

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
General Fund				
Building				
Salary and benefits	\$ 1,255,405	\$ 1,607,867	\$ 1,870,294	\$ 1,940,921
Services and supplies	463,761	80,833	105,000	105,000
Vehicle maintenance & replacement	16,020	29,592	17,943	21,108
Transfer out - Capital Funds	30,249	44,893	45,000	45,000
Interfund - General Liability Allocation	15,984	16,488	16,488	12,902
Interfund allocation	-	(2,625)	-	-
Subtotal Building	<u>1,781,419</u>	<u>1,777,048</u>	<u>2,054,725</u>	<u>2,124,931</u>
Planning				
Salary and benefits	994,266	1,043,272	1,426,389	1,464,969
Services and supplies	259,818	103,173	78,302	72,302
Vehicle maintenance & replacement	1,908	816	166	744
Transfer out - Capital Funds	50,949	208,487	189,000	195,000
Interfund - General Liability Allocation	12,708	13,080	13,083	11,008
Interfund allocation	-	-	-	-
Subtotal Planning	<u>1,319,649</u>	<u>1,368,828</u>	<u>1,706,940</u>	<u>1,744,023</u>
Economic Development (a)				
Salary and benefits	-	-	1,006,940	1,286,491
Services and supplies	-	-	763,851	910,326
Transfer out - Capital Funds	-	-	-	5,000
Interfund - General Liability Allocation	-	-	7,447	9,658
Interfund allocation	-	-	(138,414)	(136,530)
Subtotal Econ. Development	<u>-</u>	<u>-</u>	<u>1,639,824</u>	<u>2,074,945</u>
Administration				
Salary and benefits	487,288	579,443	603,534	599,841
Services and supplies	94,609	8,701	38,260	36,260
Transfer out - Capital Funds	-	-	-	2,000
Interfund - General Liability Allocation	5,628	5,448	5,453	4,632
Subtotal, Administration	<u>587,525</u>	<u>593,592</u>	<u>647,247</u>	<u>642,733</u>
Total Planning & Development Services				
Salary and benefits	2,736,959	3,230,582	4,907,157	5,292,222
Services and supplies	818,188	192,707	985,413	1,123,888
Vehicle maintenance & replacement	17,928	30,408	18,109	21,852
Transfer out - Capital Funds (b)	81,198	253,380	234,000	247,000
Interfund - General Liability Allocation	34,320	35,016	42,471	38,200
Interfund allocation	-	(2,625)	(138,414)	(136,530)
Net Expenditures	<u>\$ 3,688,593</u>	<u>\$ 3,739,468</u>	<u>\$ 6,048,736</u>	<u>\$ 6,586,632</u>

(a) Economic Development Division was moved to Planning & Development Services starting FY 21-22

(b) Transfer restricted technology, permit coordination and general plan update fees to capital outlay fund and starting FY 22-23, this also includes computer hardware and software cost.

General Fund Administration

The City's internal service departments and divisions are accounted for within the City's overall *Administration* budget. These departments and divisions provide services to both internal (fellow City departments/divisions) and external (residents, businesses, and stakeholders) customers.

Purpose of Administration Services

City Administration performs the following functions: Legislative, Executive, City Attorney, Finance and Human Resources.

Legislative: Develops legislation and policies to direct the City.

Executive: Recommends policy, program and budget priorities to the City Council. The City Manager is appointed by the City Council, serves as the chief executive officer of the City and is responsible for implementation of City Council policies, administration of City affairs, day-to-day operations, appointment of the Assistant City Manager and the Directors of the City's departments, and oversees all City personnel and all municipal operations.

City Manager's Office provides implementation of the City Council's policies and oversight to the administration of all municipal functions. Additionally, the office includes the City Clerk's Office, Information Technology and Housing and Community Development Divisions.

- **City Clerk's Office** manages and provides Municipal Election services, maintains the official records of all City Council proceedings and performs other State and Municipal statutory duties for elected officials, voters, City Departments, and the public, in order that they may be guaranteed fair and impartial elections and open access to information and the legislative process.
- **Information Technology Division (IT)** implements and maintains secure, reliable, and customer-oriented information technology solutions. Some of the core functions are network services & infrastructure security, telecommunications support, desktop & server support, applications & programming support, website support, GIS support, technology disaster recovery testing & implementation, licensing & compliance, policies & procedures, support of Vallejo's governmental channel 28, and broadcast live streams of City's various commissions.
- **Finance Department** provides accountability for the taxpayers' dollars and maintains accurate and complete financial records of the City's financial transactions. Additionally, the department provides timely financial information to internal and external customers and seeks to improve efficiency and governance of financial record keeping and financial reporting.

The Finance Department manages and coordinates financial functions including: financial analysis, cash management and investment, debt administration, general accounting, financial reporting/auditing, budgeting, accounts payable, payroll, cashier/utility billing, and business tax billing and collections. Finance manages and participates in development and administration of the overall City budget, generates revenue and expenditure projections, coordinates with other City departments on the development of operating and capital budgets, develops and maintains a long-term banking, investment, and debt management structure, participates in group projects and the administration of

General Fund Administration

special projects and analyses. The department assists various stakeholders to solve fiscal and administrative problems.

- **Human Resources Department** delivers services to the City Council, City Manager, City departments, employees, City Bargaining Units/Associations, job candidates and the general public. These services provide information to the City and the public on a wide variety of human resources programs, and ensure that the City remains compliant in all human resources functions while serving as a strategic partner in assisting city departments to accomplish their goals.

The department provides ongoing counseling, mentorship, and leadership for all human resources programs throughout the year, equal employment opportunities for job candidates, and assists stakeholders with proactive measures in alleviating and solving personnel and administrative problems.

The Human Resources Department manages and coordinates the City's human resources functions. These include recruitment and selection of employees, classification and compensation management, benefit administration, employee and labor relations, performance and disciplinary counseling/guidance, training and organizational development, payroll support, compliance with Federal and State labor laws, support to the Civil Service Commission and assistance to the Human Relations Commission.

- **Risk Management Division** ensures the City's assets are protected from accidental loss by identifying the risks involved in the City's varied activities and deals with them through recognized risk management methods: accident or loss prevention efforts, safety training and awareness, insurance and self-insurance, and transferring risk via contract. Additional information can be found in the Other Programs Section.
- **City Attorney's Office** provides legal services to the City Council and the various City Departments, employees and related entities and defends the City's interests in administrative proceedings as well as in State and Federal court. The office provides advice and counsel to ensure compliance with applicable laws and regulations, minimize the City's exposure to monetary liability, reduce risk, and to initiate litigation as directed to enforce the Municipal Code and protect the interests of the City.

The City Attorney is the primary legal counsel for the City Council, City Boards, Commissions and Committees, City Manager, City Departments and other City-related entities such as the Vallejo Housing Authority. In an advisory capacity, attorneys review and prepare legal documents, including ordinances, resolutions, regulations, and contracts. Attorneys evaluate requests for legal advice, perform research as appropriate and render opinions on the legality of various projects as requested by City officials and employees. Our litigation unit represents and defends the City's interests in negotiations, administrative proceedings, and civil litigation in both State and Federal Courts. Additionally, the Neighborhood Law Program uses legal remedies such as public nuisance litigation, receiverships, criminal and administrative citations to abate nuisances and enforce the City's codes. The City Attorney's Office is the lead department for nuisance prosecutions and criminal prosecutions for unlawful dumping.

The City Attorney's Office exercises budgeting, management and oversight of all legal services paid for through the general fund, as well as those funded through special funds.

General Fund Administration

Salary and Benefit Changes

The FY 2022-23 Budget for salaries and benefits is approximately \$1.43 million higher than the FY 2021-22 adopted budget due to the changes detailed below:

- Position changes as detailed below under Authorized Positions.

Services and Supplies

There is an overall decrease of \$164k in the FY 2022-23 Budget for services and supplies as compared to the FY 2020-21 adopted budget primarily due to the costs during election years

Authorized Positions

The adopted FY 2022-23 budget includes the following changes:

City Manager's Office

- Addition of (1) Administrative Analyst II, and elimination of (1) Special Advisor to the City Manager

General Fund Administration

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23	FY 21-22 vs. FY 22-23
General Fund Expenditures, net of interfund allocations					
Legislative	\$ 254,522	\$ 214,631	\$ 232,454	\$ 214,089	\$ (18,365)
Boards and Commissions (a)	27,669	9,182	65,100	65,100	-
Executive	4,884,750	4,637,610	4,158,692	4,751,291	592,599
Elections	-	182,921	60,000	250,000	190,000
City Attorney	1,240,867	1,203,502	1,858,188	2,148,035	289,847
Finance	1,559,129	1,593,385	2,142,255	2,597,263	455,008
Human Resources	1,767,689	1,991,104	2,393,281	2,453,254	59,973
	9,734,626	9,832,335	10,909,970	12,479,032	1,569,062
Program Revenues (b)	592,967	573,578	-	-	-
Net Program Budget	\$ 9,141,659	\$ 9,258,757	\$ 10,909,970	\$ 12,479,032	\$ 1,569,062
	Amended FY 19-20	Amended FY 20-21	Adopted FY 21-22	Adopted FY 22-23	FY 21-22 vs. FY 22-23
General Fund	90.00	90.00	83.00	92.00 *	9.00
Authorized Positions	90.00	90.00	83.00	92.00	9.00

* 2 Administrative Analyst II & 1 Personnel Analyst II positions funded by ARPA expire 6/30/25

(a) **Boards and Commissions**

Architectural Heritage & Landmark	-	-	3,000	3,000	-
Beautification	5,765	-	400	400	-
Civil Service	600	225	400	1,200	800
Planning	6,969	3,830	10,000	10,000	-
Sister City	7,959	3,121	16,000	16,000	-
Human Relations	-	-	400	400	-
Commissions on Culture and the Arts	-	-	400	400	-
Building Standards Code Appeals Board	-	-	400	400	-
McCune Collection	1,680	2,006	2,500	2,500	-
Code Enforcement Appeals Board	-	-	400	400	-
Design Review Board	-	-	400	400	-
Economic Vitality	-	-	400	400	-
Housing & Community Development	-	-	400	400	-
Marina Advisory	-	-	400	400	-
Surveillance Advisory Board	-	-	-	400	400
Training & Technology (c)	4,696	-	29,600	28,400	(1,200)
Total	\$ 27,669	\$ 9,182	\$ 65,100	\$ 65,100	\$ -

(b) Economic Development Division was moved to Planning & Development Services starting FY 21-22

(c) Starting FY 22-23, this includes transfer for computer hardware and software cost.

General Fund Administration By Division

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
LEGISLATIVE				
Salaries and benefits	\$ 362,168	\$ 374,412	\$ 377,038	\$ 387,179
Services and supplies	111,960	87,846	75,150	72,150
Boards and Commissions	27,669	9,182	65,100	51,100
Transfer out - Capital Funds (a)	-	-	-	17,000
Interfund - General Liability Allocation	3,228	3,096	3,100	2,483
Interfund allocation	(222,834)	(250,723)	(222,834)	(250,723)
Total Legislative	<u>282,191</u>	<u>223,813</u>	<u>297,554</u>	<u>279,189</u>
EXECUTIVE				
City Manager				
Salaries and benefits	2,289,252	2,260,059	2,659,577	3,147,060
Services and supplies	399,066	287,813	338,350	336,350
Transfer out - Capital Funds	-	-	-	2,000
Interfund - General Liability Allocation	22,140	25,980	25,977	23,796
Interfund allocation	(689,702)	(784,791)	(652,187)	(741,828)
Total City Manager	<u>2,020,756</u>	<u>1,789,061</u>	<u>2,371,717</u>	<u>2,767,378</u>
City Clerk				
Salaries and benefits	395,472	410,641	473,590	495,060
Services and supplies	45,189	18,620	53,800	53,800
Elections (b)	-	182,921	60,000	250,000
Transfer out - Capital Funds	-	-	-	-
Interfund - General Liability Allocation	4,620	4,356	4,360	3,698
Interfund allocation	(174,189)	(174,767)	(174,189)	(174,242)
Total City Clerk	<u>271,092</u>	<u>441,771</u>	<u>417,561</u>	<u>628,316</u>
Economic Development (c)				
Salary and benefits	812,277	715,037	-	-
Services and supplies	896,851	711,935	-	-
Interfund - General Liability Allocation	9,612	7,452	-	-
Interfund allocation	(159,821)	(136,040)	-	-
Total Economic Development	<u>1,558,919</u>	<u>1,298,384</u>	<u>-</u>	<u>-</u>
Information Technology				
Salaries and benefits	1,306,423	1,579,413	1,791,090	1,901,927
Services and supplies	399,387	275,264	245,950	245,950
Vehicle maintenance & replacement	552	1,344	1,449	3,792
Transfer out - Capital Funds	-	-	-	-
Interfund - General Liability Allocation	15,288	18,216	18,219	14,098
Interfund allocation	(687,667)	(582,922)	(627,294)	(560,170)
Total Information Technology	<u>1,033,983</u>	<u>1,291,315</u>	<u>1,429,414</u>	<u>1,605,597</u>
Total Executive				
Salaries and benefits	4,803,424	4,965,150	4,924,257	5,544,047
Services and supplies	1,740,493	1,293,632	638,100	636,100
Vehicle maintenance & replacement	552	1,344	1,449	3,792
Elections (b)	-	182,921	60,000	250,000
Transfer out - Capital Funds (a)	-	-	-	2,000
Interfund - General Liability Allocation	51,660	56,004	48,556	41,592
Interfund allocation	(1,711,379)	(1,678,520)	(1,453,670)	(1,476,240)
Total Executive	<u>\$ 4,884,750</u>	<u>\$ 4,820,531</u>	<u>\$ 4,218,692</u>	<u>\$ 5,001,291</u>

(a) Starting FY 22-23, this includes transfer for computer hardware and software cost.

(b) Elections are held bi-annually every even year.

(c) Economic Development Division was moved to Planning & Development Services starting FY 21-22

General Fund
Administration
By Division

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
CITY ATTORNEY				
Salaries and benefits	\$ 2,279,816	\$ 2,082,113	\$ 2,779,274	\$ 3,069,810
Services and supplies	469,837	687,611	588,585	588,585
Interfund - General Liability Allocation	25,356	24,468	24,471	23,601
Interfund allocation	(1,534,142)	(1,590,690)	(1,534,142)	(1,533,961)
Previous Year Measure B	-	-	-	-
Total City Attorney	<u>1,240,867</u>	<u>1,203,502</u>	<u>1,858,188</u>	<u>2,148,035</u>
FINANCE				
Accounting/Administration				
Salaries and benefits	2,481,895	2,563,835	3,059,037	3,467,023
Services and supplies	308,127	249,677	302,000	252,000
Transfer out - Capital Funds	-	-	-	5,000
Interfund - General Liability Allocation	27,408	27,300	27,298	27,064
Interfund allocation	<u>(1,510,280)</u>	<u>(1,499,519)</u>	<u>(1,507,808)</u>	<u>(1,483,293)</u>
Total Accounting	<u>1,307,150</u>	<u>1,341,293</u>	<u>1,880,527</u>	<u>2,267,794</u>
Commercial Services				
Salaries and benefits	236,504	238,507	233,843	258,611
Services and supplies	58,426	59,198	112,500	157,500
Interfund - General Liability Allocation	2,256	2,088	2,087	1,860
Interfund allocation	<u>(45,207)</u>	<u>(47,701)</u>	<u>(86,702)</u>	<u>(88,502)</u>
Total Commercial Services	<u>251,979</u>	<u>252,092</u>	<u>261,728</u>	<u>329,469</u>
Total Finance				
Salaries and benefits	2,718,399	2,802,342	3,292,880	3,725,634
Services and supplies	366,553	308,875	414,500	409,500
Transfer out - Capital Funds (a)	-	-	-	5,000
Interfund - General Liability Allocation	29,664	29,388	29,385	28,924
Interfund allocation	<u>(1,555,487)</u>	<u>(1,547,220)</u>	<u>(1,594,510)</u>	<u>(1,571,795)</u>
Total Finance	<u>1,559,129</u>	<u>1,593,385</u>	<u>2,142,255</u>	<u>2,597,263</u>
HUMAN RESOURCES				
Salaries and benefits	2,075,030	2,137,132	2,507,303	2,587,822
Services and supplies	442,089	608,831	642,180	537,180
Vehicle maintenance & replacement	6,000	-	-	-
Transfer out - Capital Funds (a)	-	-	-	65,000
Interfund - General Liability Allocation	23,232	22,464	22,459	20,739
Interfund allocation	<u>(778,662)</u>	<u>(777,323)</u>	<u>(778,661)</u>	<u>(757,487)</u>
Total Human Resources	<u>1,767,689</u>	<u>1,991,104</u>	<u>2,393,281</u>	<u>2,453,254</u>
Net Expenditures	<u>\$ 9,734,626</u>	<u>\$ 9,832,335</u>	<u>\$ 10,909,970</u>	<u>\$ 12,479,032</u>

(a) Starting FY 22-23, this includes transfer for computer hardware and software cost.

General Fund Citywide

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
General Fund Expenditures				
Contributions to other agencies				
Arts and Culture Commission Grant Program	\$ 47,790	\$ 48,719	\$ -	\$ -
Humane Society of the North Bay (Animal Control Services)	828,984	851,097	945,000	955,000
County of Solano - Animal Sheltering	750,039	661,740	680,000	710,000
Meals On Wheels	16,800	16,800	-	16,800
Friday Art Walk	-	-	-	20,000
Youth Initiative/Community Programs	15,000	-	-	-
First 5 Solano	100,000	100,000	-	-
Community Programs	-	-	-	350,000
Naval & Historical Museum	20,000	-	-	-
Museums and Preserves	25,000	-	-	-
Leave Payouts	1,269,188	1,968,977	1,500,000	1,500,000
Services and supplies	1,307,202	2,432,096	2,639,202	2,414,042
Youth Initiative Strategic Plan	-	-	450,000	-
Interfund allocations	50,024	64,836	(43,033)	9,417
Payroll Benefits	(185,715)	81,166	72,000	72,000
Anticipated Compensation Increases	-	-	400,000	715,497
Staff vacancy assumption	-	-	(5,000,000)	(5,000,000)
Transfer out				
Participatory Budget	1,000,000	500,000	500,000	500,000
Debt Service	1,184,310	1,184,052	1,183,788	1,149,232
Subsidy - Marina	300,000	-	700,000	361,500
Subsidy - Golf Course	354,666	354,666	355,566	-
Streets Maintenance	1,200,000	515,000	1,200,000	1,200,000
Building Maintenance	2,250,000	597,693	535,000	1,250,000
Marina Dredging	300,000	-	-	-
Mare Island Historic Park Foundation	25,000	39,000	-	-
Technology	4,502,000	1,225,637	1,975,000	2,600,000
Empress Theatre	31,000	91,994	31,000	31,000
Capital/Gas Tax/Others	2,173,424	-	175,000	75,000
Causeway Bridge	250,000	250,000	250,000	250,000
Net Expenditures	17,814,712	10,983,473	8,548,523	9,179,488
Program Revenues	-	-	-	-
Net Program Budget	\$ 17,814,712	\$ 10,983,473	\$ 8,548,523	\$ 9,179,488



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Enterprise Funds Summary Schedule

	Water	Fiber	Marina	Golf Course	Vallejo Station Parking	Total
Beginning Available Fund Balance (a)						
Operating	\$ 20,768,265	\$ 35,030	\$ 22,320	\$ 1,350,942	\$ (929,795)	\$ 21,246,762
Capital	36,852,708	-	-	-	-	36,852,708
	<u>57,620,973</u>	<u>35,030</u>	<u>22,320</u>	<u>1,350,942</u>	<u>(929,795)</u>	<u>58,099,470</u>
Annual Activity						
Revenues						
Operating						
Charges for Services	54,169,891	-	1,590,750	4,494,121	700,000	60,954,762
Other	-	-	-	265,281	-	265,281
Capital Contribution	1,074,000	-	-	-	-	1,074,000
	<u>55,243,891</u>	<u>-</u>	<u>1,590,750</u>	<u>4,759,402</u>	<u>700,000</u>	<u>62,294,043</u>
Expenditures						
Public Works	-	-	1,444,090	-	145,381	1,589,471
Water	45,862,279	-	-	-	-	45,862,279
Nondepartmental	-	-	-	3,981,964	-	3,981,964
Debt service	6,547,704	-	702,161	355,567	-	7,605,432
Equipment Capital Outlay	1,671,500	-	-	-	-	1,671,500
Capital Outlay	10,681,621	-	-	405,000	20,285	11,106,906
Administration	-	11,519	-	-	-	11,519
	<u>64,763,104</u>	<u>11,519</u>	<u>2,146,251</u>	<u>4,742,531</u>	<u>165,666</u>	<u>71,829,071</u>
Other Sources/(Uses)						
Transfers in	-	-	601,500	-	-	601,500
Transfer from operating reserve	(650,000)	-	-	-	-	(650,000)
Transfer to capital reserve	650,000	-	-	-	-	650,000
	<u>-</u>	<u>-</u>	<u>601,500</u>	<u>-</u>	<u>-</u>	<u>601,500</u>
Net Annual Activity						
Operating	(561,592)	(11,519)	45,999	16,871	534,334	24,093
Capital	(8,957,621)	-	-	-	-	(8,957,621)
	<u>(9,519,213)</u>	<u>(11,519)</u>	<u>45,999</u>	<u>16,871</u>	<u>534,334</u>	<u>(8,933,528)</u>
Ending Available Fund Balance						
Operating	20,206,673	23,511	68,319	1,367,813	(395,461)	21,270,855
Capital	27,895,087	-	-	-	-	27,895,087
	<u>\$ 48,101,760</u>	<u>\$ 23,511</u>	<u>\$ 68,319</u>	<u>\$ 1,367,813</u>	<u>\$ (395,461)</u>	<u>\$ 49,165,942</u>
Authorized Positions	139.00	-	-	-	-	139.00
Remaining Project Balances (estimated April 2021)	34,440,515	-	489,913	-	68,962	34,999,390
FY 22-23 Appropriations	-	-	-	-	-	-
Total Project Balances	<u>\$ 34,440,515</u>	<u>\$ -</u>	<u>\$ 489,913</u>	<u>\$ -</u>	<u>\$ 68,962</u>	<u>\$ 34,999,390</u>

(a) FY 22-23 beginning balance is based on FY 21-22 projections

Enterprise Funds

Water Fund

Purpose of Water System Services

The Water Department's mission is to provide high quality water service to our customers in a safe, reliable, sustainable, and fiscally responsible manner. The City of Vallejo Water System exists to ensure that the City's water customers receive drinking water that meets or exceeds all water regulations and standards, and that sufficient water is always available for fire suppression.

Services Provided

The Water Department provides the drinking water treatment and distribution, water quality and laboratory, engineering, watershed management, instrumentation, mechanical, electrical and facilities maintenance, as well as administrative and leadership support needed to operate the City Water System and Lakes Water System. The Department also provides drinking water treatment and treatment laboratory services to Travis Air Force Base. The City's Finance Department (Commercial Services Division) provides meter reading and water billing services. All Water-related services are funded entirely by the Water Enterprise Fund.

Water Revenues – Operating and Capital

For the City Water System, as part of the 5-year Water Rate Plan adopted by City Council in 2019, a rate increase of 6% went into effect on July 1, 2022. A primary goal of the 2019-2024 Water Rate Plan is to address deferred infrastructure maintenance and capital investment. For the Lakes Water System, as part of the Emergency Water Rate adjustment adopted by Council in 2017, a rate increase of 3.5% went into effect on July 1, 2021. Currently, there are no additional approved rate increases for the Lakes Water System. A rate study for both the City Water System and the Lakes Water System is planned in coming years to continue to address deferred infrastructure maintenance and capital investment.

In FY 22-23, Operating Revenues are projected to be \$54 million, while development fee revenues for new water connections are conservatively projected at nearly \$1.1 million and are designated for the Capital Improvement Plan (CIP) budget. In FY 20-21 the City issued Series 2021-A Water Revenue Bonds (part of the rate plan approved by Council in 2019) providing \$51 million in capital project funds to finance the design and construction of water capital improvements. The Water Department has identified existing and new CIP projects to be funded by the bond revenue.

Enterprise Funds

Water Fund

Salary and Benefit Changes

The budget book includes updated budget information for a total of 139 funded positions. Of the authorized positions, 121 work in the Water Department, 17 positions report to Finance for Water Billing Services, and 1 position reports to the Human Resources Department (Please see “Authorized Positions” below.)

The budget for salaries and benefits is \$20.0 million, which is 9.3% higher than the FY 21-22 adopted budget of \$18.3 million (including salaries and benefits). The increase results from City’s updated labor agreements negotiated in 2021, and the addition of 10.5 positions at mid-year FY 21-22 and 1.0 position at FY 22-23. These new employees handle essential operational, maintenance, engineering, and fiscal demands. The costs of the positions were anticipated in the Water system’s long-term financial plan that is the foundation of the five-year water rate plan adopted by Council in 2019.

Services and Supplies

Services and supplies expenditures increased by a net 4.2%. Due to inflation, supply chain issues, and a post-COVID environment, there has been a rise in the cost of chemicals, power, replacement equipment, and services provided by outside vendors and consultants.

Capital Projects and Equipment

The total FY 22-23 capital improvement budget allocation is \$10.7 million.

Examples of major project types include:

- Pipeline Projects - City System and Lakes Water System Projects (in conjunction with Public Works’ street paving projects)
- Meter Replacement and Advanced Metering Infrastructure (AMI)
- Pumps and Pressure Stations projects
- Treatment Plant Projects – all plants
- Operational Technology Projects
- Water Storage Projects - Skyview Tank
- Facilities Projects – Backup Generators

Capital equipment allocations of \$1.0 million increased by \$174,500 and are primarily to repair and upgrade maintenance assets and facilities, and to purchase necessary fleet assets.

Enterprise Funds

Water Fund

Authorized Positions

FY 22-23, the following positions were changed:

- Added (1) Administrative Analyst II
- Removed (1) Administrative Analyst I
- Removed (1) Assistant Engineer/Associate Civil Engineer
- Added (1) Secretary
- Added (1) WTP Operator



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Enterprise Funds

Water Enterprise Fund

	City System Fund #401 & 404		Water Rate Stabilization Fund #412	
	Adopted FY 21-22	Adopted FY 22-23	Adopted FY 21-22	Adopted FY 22-23
Beginning Available Fund Balance (a)				
Operating	\$ 18,410,577	\$ 26,617,832	\$ 2,500,000	\$ 2,500,000
Capital Outlay (b)	-	13,418,893	-	-
Capital Outlay (c)	-	18,080,359	-	-
Total	18,410,577	58,117,084	2,500,000	2,500,000
Annual Activity				
Revenues				
Operating (d)	46,192,000	47,386,500	-	-
Capital	1,182,000	1,064,000	-	-
	47,374,000	48,450,500	-	-
Expenditures				
Salaries and benefits (e)	18,311,487	20,002,842	-	-
Services and supplies	17,132,158	17,781,729	-	-
Interfund allocation to Travis/Lakes	(3,291,206)	(3,359,206)	-	-
Pumping Operations/Power	2,873,600	3,126,000	-	-
Equipment Acquisition	557,100	651,800	-	-
Return to Rate Base	-	-	-	-
Other Expenses	1,180,000	1,101,000	-	-
Debt Service	6,338,768	6,338,768	-	-
Equipment Capital Outlay	1,193,500	1,365,000	-	-
Capital Outlay (b)	-	90,000	-	-
Capital Outlay (c)	16,427,248	6,839,000	-	-
	60,722,655	53,936,933	-	-
Transfers				
Transfers to/(from) operating reserve	-	-	-	-
Transfers to/(from) capital reserve	-	-	-	-
	-	-	-	-
Net Annual Activity				
Operating	1,896,593	378,567	-	-
Capital Outlay (b)	1,182,000	974,000	-	-
Capital Outlay (c)	-	(6,839,000)	-	-
	3,078,593	(5,486,433)	-	-
Ending Available Fund Balance				
Operating reserve	20,307,170	26,996,399	2,500,000	2,500,000
Capital Outlay (b)	1,182,000	14,392,893	-	-
Capital Outlay (c)	-	11,241,359	-	-
	<u>\$ 21,489,170</u>	<u>\$ 52,630,651</u>	<u>\$ 2,500,000</u>	<u>\$ 2,500,000</u>
Operating Reserve				
as % of Annual Operating Expenditures	46%	57%	0%	0%
Debt Service Coverage Ratio				

- (a) FY 22-23 beginning balance is based on FY 21-22 projections
(b) Capital Improvement and Major Maintenance Program: Pay-Go Funded
(c) Capital Improvement and Major Maintenance Program: Bond-Funded
(d) Increase due to approval of 2019 water rate plan
(e) FY 21-22 include \$750k Vacancy Saving; FY 22-23 \$1.85M Vacancy Saving

Travis System Fund #402 & 410		Lakes System Fund #403 & 411		Total	
Adopted FY 21-22	Adopted FY 22-23	Adopted FY 21-22	Adopted FY 22-23	Adopted FY 21-22	Adopted FY 22-23
\$ -	\$ -	\$ (6,977,301)	\$ (8,349,567)	\$ 13,933,276	\$ 20,768,265
-	-	-	1,010,000	-	14,428,893
-	-	-	4,343,456	-	22,423,815
-	-	(6,977,301)	(2,996,111)	13,933,276	57,620,973
3,467,784	4,433,391	2,349,000	2,350,000	52,008,784	54,169,891
-	-	10,000	10,000	1,192,000	1,074,000
3,467,784	4,433,391	2,359,000	2,360,000	53,200,784	55,243,891
-	-	-	-	18,311,487	20,002,842
943,429	1,132,612	1,311,620	1,279,796	19,387,207	20,194,137
1,897,779	1,965,779	1,393,427	1,393,427	-	-
90,376	100,000	26,426	30,000	2,990,402	3,256,000
145,200	165,500	85,500	145,000	787,800	962,300
125,000	145,000	-	-	125,000	145,000
176,000	180,000	20,000	21,000	1,376,000	1,302,000
-	-	208,936	208,936	6,547,704	6,547,704
90,000	94,500	149,600	212,000	1,433,100	1,671,500
-	650,000	-	150,000	-	890,000
-	-	355,924	2,952,621	16,783,172	9,791,621
3,467,784	4,433,391	3,551,433	6,392,780	67,741,872	64,763,104
-	(650,000)	-	-	-	(650,000)
-	650,000	-	-	-	650,000
-	-	-	-	-	-
-	-	(846,509)	(940,159)	1,050,084	(561,592)
-	-	10,000	(140,000)	1,192,000	834,000
-	-	-	(2,952,621)	-	(9,791,621)
-	-	(836,509)	(4,032,780)	2,242,084	(9,519,213)
-	-	-	-	-	-
-	-	(7,823,810)	(9,289,726)	14,983,360	20,206,673
-	-	10,000	870,000	1,192,000	15,262,893
-	-	-	1,390,835	-	12,632,194
\$ -	\$ -	\$ (7,813,810)	\$ (7,028,891)	\$ 16,175,360	\$ 48,101,760
0%	0%	-245%	-282%	29%	37%
				1.56	1.43

Enterprise Funds

Water Enterprise Fund

		City System Fund #401, 404	Travis System Fund #402, 410	Lakes System Fund #403, 411	Total
		Adopted FY 22-23	Adopted FY 22-23	Adopted FY 22-23	Adopted FY 22-23
Capital Improvement and Major Maintenance Program					
EXISTING PROJECTS					
WT7040	Pressure Regulatory Study & System Replacement	\$ 700,000	\$ -	\$ -	\$ 700,000
WT7013*	Water Facilities Access Road Improvement	50,000	-	-	50,000
WT7031	Lakes Facilities Renovations	-	-	415,000	415,000
WT7047	Water Master Plan & Modeling Update	270,000	-	29,500	299,500
WT7054	Distribution Facilities Security Project	230,000	-	120,000	350,000
WT7065	Cordelia Unit No. 3 Emergency Standby	300,000	-	-	300,000
WT7086	Distribution System SCADA Renovation	950,000	-	13,000	963,000
WT7089	Distribution Sampling Station	-	-	15,000	15,000
WT7098	Meter Replacement Project	-	-	10,000	10,000
WT7099	Skyview Tank Replacement Project	854,000	-	-	854,000
WT7101	Lake Madigan Dam Improvement	-	-	50,121	50,121
WT7102*	Travis Water Treatment Plant Improvement Project	-	650,000	-	650,000
WT7113	Portable Emergency Generators	-	-	100,000	100,000
WT7115	Mare Island Booster Pump Station	50,000	-	-	50,000
WT7117	Gordon Valley Water Main Rehab/Replacement	-	-	1,200,000	1,200,000
WT7118	Water Main Replacement FY 21-22	50,000	-	-	50,000
WT7119	Water Main Replacement FY 22-23	2,200,000	-	-	2,200,000
WT7123	Clearwell Repairs Fleming Hill	50,000	-	-	50,000
NEW PROPOSED PROJECTS					
WT7126	Water Main Replacement FY 23-24	200,000	-	-	200,000
WT7127	Cache Main & Pump Station Rehab	200,000	-	-	200,000
WT7128	Lake Water System Auxiliary Pump Supply	-	-	500,000	500,000
WT7129*	Water Main Installation under Highway 80 at Coach & Turner	25,000	-	-	25,000
WT7130	Summit Reservoir Rehabilitation	50,000	-	-	50,000
WT7131*	Water Main Replacement FY 24-25	5,000	-	-	5,000
WT7132*	Water Main Replacement FY 25-26	5,000	-	-	5,000
WT7133*	Water Main Replacement FY 26-27	5,000	-	-	5,000
WT7134*	Lake Water System Master Plan	-	-	150,000	150,000
WT7135	McGary - Cache Main Rehabilitation & Replacement	500,000	-	-	500,000
WT7136	Green Valley Line Rehabilitation	-	-	500,000	500,000
WT7137	Mud Press Roof Replacement	235,000	-	-	235,000
		\$ 6,929,000	\$ 650,000	\$ 3,102,621	\$ 10,681,621

* Denotes Pay-Go funded

Enterprise Funds

Fiber Enterprise Fund

Services Provided

The Fiber Enterprise Fund utilizes the City-owned fiber infrastructure network to provide retail internet and transport services to non-City customers, including public agencies, medical facilities, educational institutions, and non-profit organizations. Under a Private-Public Partnership Multi-year contract, retail internet services are provided through the telecom partners and contractors, a Competitive Local Exchange Carrier (CLEC). The CLEC also operates and maintains the City's fiber networks. The contract requires CLEC to share up to 33 percent of all gross revenues generated through the City fiber infrastructure asset starting in FY 2022-23.

As businesses face growing pressure to accelerate their digital transformations, the demand for bandwidth is growing. The cry for better and on-demand infrastructure can be heard from every corner of our ever-more-wired economy, from the digital fixes needed for the broken supply chain to the rise of network-dependent technologies like autonomous vehicles.

These innovations can only be achieved by meeting growing bandwidth demand, which is why City of Vallejo has invested in two diverse 10Gb internet services tied to the global ISP networks to fuel the city fiber network infrastructure.

High-speed broadband internet services can be offered over City-owned fiber infrastructure at a fraction of incumbent pricing, providing a business attraction/retention tool, as well as developing public benefits such as public safety, Wi-Fi and Smart City services that enhance quality of life for Vallejo residents.

Revenues – Operating and Capital

An RFP process to select a new open access P3 partner is in progress. Revenue sharing contract details are to be decided as a new vendor is selected to manage the retail/residential customers.

Services and Supplies

FY 22-2023 operation and capital expenses are budgeted through ARPA. The following capital projects are scheduled for FY 22-2023:

- Extending fiber connectivity to 7 municipal buildings
- WIFI install in Vallejo Downtown, Waterfront Park, Blue Rock Springs Park, and River Park
- Fiber to premise pilot project in neighborhood to be determined
- Building a resilient redundant path for existing fiber network

Authorized Positions

The FY 2022-23 budget does not have any City staff positions directly affiliated with the project. Project management is covered by the General Fund through staff within the Information Technology Department.

Enterprise Funds

Fiber Enterprise Fund

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
Beginning Available Fund Balance (a)	\$ 252,629	\$ 195,021	\$ 37,175	\$ 35,030
REVENUES				
Charges for services	-	27,016	1,000	-
Investment Income	9,301	(100)	-	-
	<u>9,301</u>	<u>26,916</u>	<u>1,000</u>	<u>-</u>
EXPENDITURES				
Operating				
Maintenance	48,851	3,843	-	-
Utilities	13,455	13,717	10,000	10,000
Others	4,603	1,521	4,603	1,519
Debt Payment	-	150,000	-	-
	<u>66,909</u>	<u>169,081</u>	<u>14,603</u>	<u>11,519</u>
Net Annual Activity	<u>(57,608)</u>	<u>(142,165)</u>	<u>(13,603)</u>	<u>(11,519)</u>
Ending Available Fund Balance	<u><u>\$ 195,021</u></u>	<u><u>\$ 52,856</u></u>	<u><u>\$ 23,572</u></u>	<u><u>\$ 23,511</u></u>

(a) FY 22-23 beginning balance is based on FY 21-22 projections

Enterprise Funds

Marina Fund

Purpose of Services

The services provided by the City and its third-party manager helps to efficiently operate, maintain and preserve the use of the Marina and Small Boat Launch Ramp.

Services Provided

The Vallejo Municipal Marina premises consists of 642 marina berths, a harbormaster facility, three restroom facilities, a highly used promenade area, and a boat launch area. The F3 Marina provides daily management, operation and maintenance of the Marina, including a fueling facility, two sewer pump-out stations, a laundry facility, a shower facility and Wi Fi services.

Salary and Benefit Changes

Due to an outside management firm taking over the operations and management of the Vallejo Municipal Marina there are no authorized positions for Marina in FY 2022-23.

Services and Supplies

The FY 2022-23 Marina services and supplies budget decreases mainly due to decreased allocation and staffing costs. There is currently a \$700,000 General Fund subsidy being provided in order to cover debt service.

Authorized Positions

Marina Fund does not have any full or part-time authorized positions.

Enterprise Funds

Marina Fund

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
Beginning Available Fund Balance (a)	\$ 1,500,063	\$ 1,261,349	\$ 494,079	\$ 22,320
REVENUES				
Operations				
Berth Rentals	1,176,908	1,113,644	1,150,000	1,250,000
Live-aboard Fees	89,498	89,190	90,000	90,000
Other Operating Revenues	172,573	167,362	172,140	250,750
Investment Income	79,224	(896)	-	-
State Grant	38,585	59,791	-	-
Other Revenues	(26,564)	15,858	-	-
	<u>1,530,224</u>	<u>1,444,949</u>	<u>1,412,140</u>	<u>1,590,750</u>
Transfers In				
Fleet Fund	-	-	-	140,000
State Lands - Operations	224,636	237,913	187,817	100,000
General Fund	799,000	-	700,000	361,500
General Fund- Measure B	300,000	-	-	-
	<u>1,323,636</u>	<u>237,913</u>	<u>887,817</u>	<u>601,500</u>
Total Revenues	<u>2,853,860</u>	<u>1,682,862</u>	<u>2,299,957</u>	<u>2,192,250</u>
EXPENDITURES				
Operations				
Salaries and Benefits	475,290	518,113	96,688	-
Gasoline for Resale	120,848	68,696	150,000	126,000
Utilities	165,280	153,881	183,500	188,500
Other	1,330,975	691,967	1,341,475	1,129,590
	<u>2,092,393</u>	<u>1,432,657</u>	<u>1,771,663</u>	<u>1,444,090</u>
Debt Service	700,181	700,181	702,161	702,161
Capital Outlay	300,000	300,000	300,000	-
	<u>3,092,574</u>	<u>2,432,838</u>	<u>2,773,824</u>	<u>2,146,251</u>
Net Annual Activity	<u>(238,714)</u>	<u>(749,976)</u>	<u>(473,867)</u>	<u>45,999</u>
Ending Available Fund Balance	<u><u>\$ 1,261,349</u></u>	<u><u>\$ 511,373</u></u>	<u><u>\$ 20,212</u></u>	<u><u>\$ 68,319</u></u>

(a) FY 22-23 beginning balance is based on FY 21-22 projections

Enterprise Funds

Golf Course Fund

Purpose of Services

The services provided by the City and its third-party manager helps to promote the use of the Vallejo Municipal Golf Courses, Blue Rocks Springs, and to efficiently operate, enhance, maintain and preserve these valuable City assets.

Services Provided

Blue Rock Springs consists of two, City-owned, championship 18-hole public golf courses, a 28-stall lighted driving range, retail pro-shop, golf cart barns, banquet, café, and maintenance facilities.

On December 7, 2021, the City amended the existing contract with Touchstone Golf, LLC., for the daily management, operation and maintenance of the City's Golf Courses. Touchstone has managed the course and play successfully and was given an extension starting January 2022 through December 31, 2025 with the option for a two year extension. Touchstone has made improvements to the course, pro-shop and café to benefit the City and the users of the course. They have also increased teaching programs and interactions with youth and supporting school golf programs.

It is the City's intention that the City-owned golf courses be operated as a self-supporting enterprise with the maintenance and operational costs of the golf courses, as well as the financial support for all capital improvement projects related to the facility, being funded by golf fees. Since mid-2020 when play increased, Touchstone has been able to start funding of important maintenance and capital improvement projects.

Authorized Positions / Salary and Benefit Changes

The Golf Fund does not have any full or part time authorized City staff positions.

Services and Supplies

In FY 2022-23, no annual subsidy from General Fund for the Blue Rock Springs Golf Course.

Enterprise Funds Golf Course Fund

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
Beginning Available Fund Balance (a)				
Operating	\$ 607,947	\$ 831,892	\$ 486,704	\$ 1,350,942
Total	<u>607,947</u>	<u>831,892</u>	<u>486,704</u>	<u>1,350,942</u>
REVENUES				
Charges for services	2,595,917	4,064,601	3,663,047	4,494,121
Investment income	39,046	(514)	-	-
Other Income	302,774	373,664	323,447	265,281
	<u>2,937,737</u>	<u>4,437,751</u>	<u>3,986,494</u>	<u>4,759,402</u>
EXPENDITURES				
Operating				
Services and supplies	1,985,574	2,576,927	2,895,913	3,110,231
Water	562,269	853,312	779,000	871,733
Debt service				
Principal	399,849	541,684	326,186	326,186
Interest	120,666	32,458	28,481	28,481
Fees and legal costs	100	-	900	900
Capital outlay	-	-	225,000	405,000
	<u>3,068,458</u>	<u>4,004,381</u>	<u>4,255,480</u>	<u>4,742,531</u>
Other Sources/(Uses)				
Transfers in - General Fund	354,666	354,666	355,566	-
	<u>354,666</u>	<u>354,666</u>	<u>355,566</u>	<u>-</u>
Net Annual Activity	<u>223,945</u>	<u>788,036</u>	<u>86,580</u>	<u>16,871</u>
Ending Available Fund Balance				
Operating	831,892	1,619,928	573,284	1,367,813
	<u>\$ 831,892</u>	<u>\$ 1,619,928</u>	<u>\$ 573,284</u>	<u>\$ 1,367,813</u>

(a) FY 22-23 beginning balance is based on FY 21-22 projections

Enterprise Funds

Vallejo Station Parking Fund

Purpose of Services

Consistent with the City Council's parking goals, the Parking Fund's mission is to manage a fully integrated parking program, which supports businesses, residents, and visitors in the Waterfront and Downtown areas. In addition to providing a full range of parking options, the Fund creates opportunities to recoup the cost of operations and maintenance for parking lots, garages, and equipment.

Services Provided

The parking program offers a 748 stall parking structure, and sixteen City-owned surface parking lots, providing over 2,700 total public parking spaces in the City's Downtown and Waterfront areas.

In fiscal year 2022-2023, the City plans to continue making progress on the Vallejo Station Parking Structure *Phase-B* project, which will convert the temporary Waterfront Parking Lot A3 to provide for additional parking structure space and exciting mixed-use development opportunities.

In addition to providing public parking, the Program offers two residential limited parking permit programs, as well as a residential discount program to residents in specific geographic locations. The Program also provides contracted security services throughout the Downtown and Waterfront parking areas, including real-time monitoring of surveillance camera feeds for 24/7/365 coverage, as well as contracted Parking Enforcement services.

Revenue

As revenues slowly recover from the COVID-19 pandemic, the City is projecting an increase of \$400,000 in fiscal year 2022-23 compared to last fiscal year, as commuter traffic is returning to the Vallejo Waterfront and businesses have been reopening and recovering.

Staff continue to monitor regional economic indicators and adjust expectations accordingly, though as the economy continues to reopen it is expected that revenues will continue to recover.

Salary and Benefits

In FY 2022-23, the Administrative Analyst II position of \$172,792 was moved from Parking Fund to City Manager's Office General Fund.

Services and Supplies

Expenditures are budgeted for operating costs, operational maintenance and replacement costs of the facility and pay-station equipment, including cleaning, painting, lighting, elevator maintenance, utilities and mechanical equipment, landscaping, contracted parking enforcement, as well as full-time security services.

The FY 2022-23 budget retains the pandemic-level expenditure reductions enacted in the prior Fiscal Year. Staff have made significant ongoing cuts to expenditures by eliminating or deferring short term projects and improvements during the pandemic, and through reducing or consolidating some non-essential services, for example through the temporary closure of Lot B at the Vallejo Waterfront.

Enterprise Funds

Vallejo Station Parking Fund

Staff are reviewing further potential cost-saving measures with the goal of limiting the impact on service levels, but as Program revenues remain greatly reduced due to the pandemic additional service reductions may be required.

Authorized Positions

Parking Enterprise Fund does not have any full or part-time authorized positions.

Enterprise Funds
Vallejo Station Parking Fund

Park Vallejo



WATERFRONT PARKING (PAID)	
Garage	415 Santa Clara Street
A1	145 Georgia Street
A2	121 Maine Street
A3	485 Santa Clara Street
B	150 Georgia Street
F	201 Capitol Street
MARINA PARKING BOAT LAUNCH (PAID)	
M	3 Curtola Parkway

DOWNTOWN PARKING (PAID)	
Maine Street	Between Santa Clara Street & Marin Street
D	542 Santa Clara Street
H	325 York Street
I	435 York Street
J	301 Virginia Street
K	340 York Street
L	432 York Street

Effective January 1, 2020

THREE HOUR TIME LIMITED PARKING (FREE)	
A	291 Mare Island Way
C	555 Santa Clara Street
E	283 Mare Island Way
* Most on-street parking is free, with time limits.	



Enterprise Funds

Vallejo Station Parking Fund

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
Beginning Available Fund Balance (a)	\$ 624,542	\$ 410,587	\$ 72,129	\$ (929,795)
REVENUES				
Charges for services	1,167,635	221,982	300,000	700,000
Others	45,404	(108)	-	-
	<u>1,213,039</u>	<u>221,874</u>	<u>300,000</u>	<u>700,000</u>
EXPENDITURES				
Salaries and Benefits	177,818	172,653	172,792	-
Operating				
Maintenance	417,951	261,458	278,888	95,581
Utilities	40,571	47,848	41,000	4,450
Others	690,654	375,912	455,500	45,350
	<u>1,326,994</u>	<u>857,871</u>	<u>948,180</u>	<u>145,381</u>
Capital Outlay	100,000	100,000		20,285
	<u>1,426,994</u>	<u>957,871</u>	<u>948,180</u>	<u>165,666</u>
Net Annual Activity	<u>(213,955)</u>	<u>(735,997)</u>	<u>(648,180)</u>	<u>534,334</u>
Ending Available Fund Balance	<u><u>\$ 410,587</u></u>	<u><u>\$ (325,410)</u></u>	<u><u>\$ (576,051)</u></u>	<u><u>\$ (395,461)</u></u>

(a) FY 22-23 beginning balance is based on FY 21-22 projections

Economic Development Funds

Summary Schedule

	Successor Agency	Mare Island Programs	Total
Beginning Available Fund Balance (a)	\$ 81,005	\$ 5,890,080	\$ 5,971,085
Revenues			
Taxes	1,061,057	1,911,601	2,972,658
Charges for Services	-	2,523,326	2,523,326
Investment Income	15,000	50,000	65,000
Lease Revenue	-	41,000	41,000
Transfer In	-	75,000	75,000
	<u>1,076,057</u>	<u>4,600,927</u>	<u>5,676,984</u>
Expenditures			
Economic Development	100,000	474,716	574,716
Police	-	833,000	833,000
Fire	-	2,498,000	2,498,000
Public Works	-	1,413,644	1,413,644
Nondepartmental	-	481,120	481,120
Debt service	1,019,275	-	1,019,275
Capital outlay/projects	-	50,000	50,000
	<u>1,119,275</u>	<u>5,750,480</u>	<u>6,869,755</u>
Net Annual Activity	<u>(43,218)</u>	<u>(1,149,553)</u>	<u>(1,192,771)</u>
Ending Available Fund Balance	<u><u>\$ 37,787</u></u>	<u><u>\$ 4,740,527</u></u>	<u><u>\$ 4,778,314</u></u>
Project Balances, including FY 22-23 Appropriations			
ESCA-E Navy Environmental Services Agreement	\$ -	\$ 15,461,163	\$ 15,461,163
MIPRES Mare Island Preserve	-	45,378	45,378
Mare Island CFD Major Maintenance Projects	-	3,218,546	3,218,546
	<u><u>\$ -</u></u>	<u><u>\$ 18,725,087</u></u>	<u><u>\$ 18,725,087</u></u>
Authorized Positions	<u>-</u>	<u>2.00</u>	<u>2.00</u>

(a) FY 22-23 beginning balance is based on FY 21-22 projections

Successor Agency to the former Vallejo Redevelopment Agency

Purpose of Department Services

The Economic Development Division staff, working under direction of the Planning and Development Services Department, are responsible for winding down the former Redevelopment Agency and implementing the functions of the Successor Agency with assistance from City Attorney's Office and Finance Department staff.

Services Provided

All activities of the Successor Agency are administrative in nature related to complying with the Dissolution Act and are subject to the review and approval of the Oversight Board and State of California.

Salary and Benefit Changes

Staff charges are allocated through the citywide cost plan and are subject to the annual administrative cost allowance as set by the legislation which dissolved the Redevelopment Agency (the "Dissolution Act"). There are no direct salaries and benefits allocated to the Successor Agency.

Services and Supplies

The Dissolution Act eliminated redevelopment agencies effective February 1, 2012. The City elected to assume the role of Successor Agency to the former Vallejo Redevelopment Agency (the "Successor Agency").

The California Health and Safety Code (Section 34177 et. seq.) allows up to three percent of enforceable obligations (or \$250,000 per fiscal year, whichever is greater) for administrative costs paid from the Successor Agency Fund. The Dissolution Act provides for an allowance to cover administrative functions, which includes salaries and benefits costs, and services and supplies costs.

The City, as administrator of the Agency, continues to incur significant costs associated with the efforts to unwind the affairs of the former Redevelopment Agency. The FY 2022-23 administrative allowance is budgeted at \$100,000.

Debt service and payments on existing enforceable obligations are not part of the administrative allowance cap, but must be approved on an annual basis by Solano Consolidated Oversight Board- Solano County and the State Department of Finance. Funding for Successor Agency obligations and the administrative allowance comes from incremental property tax revenue in the former Redevelopment Agency Project Areas.

Authorized Positions

The Successor Agency does not have authorized positions.

Economic Development Funds

Mare Island Program

Purpose of Services

The following Mare Island Funds (which are non-General Fund) support the development and municipal services on Mare Island as follows:

- Conversion Fund #106
The Conversion Fund accounts for the pass-through of federal environmental clean-up dollars to facilitate the base conversion from military to civilian use. The fund received an \$8 million injection from the Navy in FY 2011-12, \$399,000 in FY 2014-15, \$955,262 in FY 2016-17, approximately \$31 Million in FY 2017-18 due to a settlement with the insurance company, an additional \$2,393,391 from the Navy in FY 2018-19, \$962,689 in FY2020-21 and an additional \$1,908,104 in FY2021-22. These funds are restricted for the costs of remediating the remaining environmental conditions that require cleanup at the Eastern Early Transfer Parcel (EETP).
- Base Reuse Fund #107
The Base Reuse Fund accounts for ongoing development support on Mare Island. Historically revenue was almost entirely from percentage rent payments from Lennar Mare Island (LMI) pursuant to the Acquisition Agreement. Effective December 2017, LMI stopped making these payments, thereby reducing the annual revenues to this account from over \$400,000 per year to approximately \$35,000 a year. As this fund no longer has sufficient revenue and carryforward funds from FY 2021-22 to cover budgeted costs in FY 2022-23, the City's General Fund is budgeted to provide a subsidy to this account totaling \$75,000 to continue operations of this fund and support of Mare Island development.
- CFD 2002-1
The 2002 Community Facilities District (CFD) includes residential and commercial properties, the Mare Island Golf Course, Touro University and City-owned portions of North Mare Island. It is a services-only 939-acre district that funds the municipal services costs on the Island. The district receives an allocation of all tax revenues generated on Mare Island and assesses property owners a special tax for the balance of funds needed to support approximately \$4-5 million in annual services. As development expands, tax revenues are expected to increase, and the special tax requirement is expected to decrease.
- CFD 2005-1A (State) and 2005-1B (Local)
The 2005 Community Facilities District (CFD) is a residential district. The 2005-1A CFD was formed under state law and is composed of both a facility and a services component. It was anticipated that the Facilities component would eventually issue bonded debt to pay for capital improvements, however no bonds have been issued to date. The 2005-1B CFD was formed under the City's Mare Island Services Financing Code and is composed of a services component. The 2005-1B CFD will not issue bonded debt. Services in these districts are provided by the City as improvements are completed by the developer.

Economic Development Funds

Mare Island Program

Services Provided

The Mare Island Funds provide for the conversion, development, infrastructure, and municipal services of the former Mare Island Naval Shipyard converts from military to civilian use. The City has executed a series of grants, leases, and Community Facilities District (CFD) Funds to finance the annual operating and infrastructure maintenance requirements for this former naval base.

Salary and Benefit Changes

Economic Development Division staff coordinates with The Nimitz Group, Lennar Mare Island, State Lands Commission, regulatory agencies, community stakeholders and other interested parties regarding ongoing issues with environmental clean-up and transfer of property from the Navy, and the potential re-use and development of Mare Island.

Services and Supplies

- CFD 2002-1 Fund #112
In FY 2022-23, the expenditure budget totaling approximately \$4.54 million represents an increase of approximately \$288,000 from the FY 2021-22 operating budget of \$4.25 million. This increase is primarily due to an increase in the City's overall police and fire costs. However, this increase in operating costs was offset by an increase in revenues credited to this CFD, and the City's ongoing \$250,000 subsidy provided for the Mare Island Bridge costs. The 2002-1 CFD is charged an allocation of the City-wide Police Department budget based on population served, and an allocation of the City-wide Fire Department budget based on building square feet.
- Conversion Fund #106
The FY 2022-23 expenditure budget for the Mare Island Environmental Conversion Fund reflects a decrease of approximately \$25,000 from the FY 2021-22 budget due to a decrease in anticipated consulting costs. The Fund 106 budgeted costs are primarily needed to oversee the ongoing environmental cleanup projects on the Island, and to process the Navy's anticipated parcel transfers to the City and the environmental cleanup grant requests anticipated in FY 2022-23.
- Base Reuse Fund #107
The FY 2022-23 expenditure budget for Fund 107 reflects a decrease of approximately \$300,000 from the FY 2021-22 adopted budget. This decrease is due to cost reductions associated with the anticipated transfer of North Mare Island to Nimitz, the allocation of \$125,000 of capital for City facilities, and a reduction of legal costs for negotiations with State lands and Nimitz for work outside of the environmental cleanup.

Authorized Positions

There are no changes to the FY 2022-23 Full Time Equivalent (FTE) Mare Island 2002 CFD Fund positions as compared to FY 2021-22.



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Economic Development Funds

Mare Island Programs

	Mare Island Conversion Fund #106	Mare Island Base Reuse Fund #107
Beginning Available Fund Balance (a)	\$ 1,020,227	\$ 143,173
Revenues		
Taxes	-	-
Charges for Services	-	-
Investment Income	-	-
Transfer In	-	75,000
Lease Revenues (b)	-	41,000
	<u>-</u>	<u>116,000</u>
Expenditures		
Economic Development	286,716	93,000
2002-1 CFD Levy	-	95,000
Police	-	-
Fire	-	-
Public Works	-	-
Nondepartmental	8,532	46,395
Capital outlay		
	<u>295,248</u>	<u>234,395</u>
Net Annual Activity	<u>(295,248)</u>	<u>(118,395)</u>
Ending Available Fund Balance	<u><u>\$ 724,979</u></u>	<u><u>\$ 24,778</u></u>
Project Balances, including FY 22-23 Appropriations		
Navy Environmental Services Agreement-East	\$ 15,461,163	\$ -
Mare Island Preserve	-	45,378
Major Maintenance Project (c)	-	125,000
	<u><u>\$ 15,461,163</u></u>	<u><u>\$ 170,378</u></u>

(a) The FY 22-23 Beginning Available Fund Balance is calculated as follows:
Fund Balance per City ACFR as of June 30, 2021
Less: Remaining Major Maintenance Project balances as of June 30, 2021
Less: FY 21-22 Projected Net Annual Activity
Less: FY 21-22 Adopted Major Maintenance Project Budget
FY 22-23 Beginning Available Fund Balance

(b) Decrease in revenue, LMI stopped paying 5% fee on lease revenue.

(c) Detailed Remaining Project Balances are presented in the 5-Year
Major Maintenance Projects Plan Page.

Mare Island CFDs

2002-1 Fund #112	2005-1A (State) Operating Fund #113	2005-1A (State) Capital Facilities Fund #213	2005-1B (Local) Fund #114	Total
<i>See Supporting Schedule</i>				
\$ 1,757,943	\$ 303,405	\$ 1,606,191	\$ 1,059,141	\$ 5,890,080
(a)				
1,911,601	-	-	-	1,911,601
2,141,755	281,569	100,002	-	2,523,326
50,000	-	-	-	50,000
-	-	-	-	75,000
-	-	-	-	41,000
4,103,356	281,569	100,002	-	4,600,927
-	-	-	-	379,716
-	-	-	-	95,000
833,000	-	-	-	833,000
2,498,000	-	-	-	2,498,000
958,402	196,242	-	259,000	1,413,644
196,389	7,275	141,000	81,529	481,120
50,000	-	-	-	50,000
4,535,791	203,517	141,000	340,529	5,750,480
(432,435)	78,052	(40,998)	(340,529)	(1,149,553)
\$ 1,325,508	\$ 381,457	\$ 1,565,193	\$ 718,612	\$ 4,740,527
\$ -				\$ 15,461,163
3,093,546				45,378
<u>\$ 3,093,546</u>				<u>3,218,546</u>
\$ 5,567,300				
(3,126,577)				
(682,780)				
-				
<u>\$ 1,757,943</u>				

Economic Development Funds

Mare Island Community Facilities District #2002-1

This schedule presents the CFD cash flow by month

	Audited FY 20-21	Adopted FY 21-22	Revised FY 21-22	FY 2022-2023 Adopted Budget						
				Annual Budget	July	August	September	October	November	December 1-20 (a)
Revenues										
General taxes/fees	\$ 1,787,950	\$ 1,833,371	\$ 1,833,371	\$ 1,911,601	\$ 104,548	\$ 104,548	\$ 104,548	\$ 104,548	\$ 104,548	\$ 104,548
Special Taxes										
County/Teeter	1,702,202	1,805,597	1,805,597	-	-	-	-	-	-	-
City	84,655	-	-	-	-	-	-	-	-	-
Assessments-Net Cost of Service (a)	-	-	-	2,141,755	-	-	-	-	-	-
	1,786,857	1,805,597	1,805,597	2,141,755	-	-	-	-	-	-
Other										
Investment income	(2,283)	50,000	50,000	50,000	4,167	4,167	4,167	4,167	4,167	2,778
	(2,283)	50,000	50,000	50,000	4,167	4,167	4,167	4,167	4,167	2,778
Subtotal, revenues	3,572,524	3,688,968	3,688,968	4,103,356	108,714	108,714	108,714	108,714	108,714	107,325
Expenditures										
Public Safety										
Fire	2,153,000	2,320,000	2,320,000	2,498,000	208,167	208,167	208,167	208,167	208,167	138,778
Police - patrol	699,000	769,000	769,000	833,000	69,417	69,417	69,417	69,417	69,417	46,278
Public Works										
General	124,720	147,997	163,299	132,924	11,077	11,077	11,077	11,077	11,077	7,385
Buildings	35,283	99,882	99,882	42,840	3,570	3,570	3,570	3,570	3,570	2,380
Streets	276,113	367,506	370,506	360,291	30,024	30,024	30,024	30,024	30,024	20,016
Bridge	211,435	200,946	244,493	225,524	18,794	18,794	18,794	18,794	18,794	12,529
Grounds	110,791	149,035	161,035	196,823	16,402	16,402	16,402	16,402	16,402	10,935
Infrastructure maintenance projects	-	-	-	50,000	-	-	-	-	-	-
Administration	131,709	193,791	243,533	196,389	16,366	16,366	16,366	16,366	16,366	10,911
Subtotal, expenditures	3,742,051	4,248,157	4,371,748	4,535,791	373,816	373,816	373,816	373,816	373,816	249,211
Net operating results	(169,527)	(559,189)	(682,780)	(432,435)	(265,102)	(265,102)	(265,102)	(265,102)	(265,102)	(141,885)
Subtotal, July-Dec. 20, 2020 cash flow										(1,325,508)
Beginning Fund Balance	2,610,253	1,802,189	2,440,723	1,757,943	1,757,943	1,492,841	1,227,740	962,638	697,537	432,435
Ending Fund Balance	\$ 2,440,723	\$ 1,243,000	\$ 1,757,943	\$ 1,325,508	\$ 1,492,841	\$ 1,227,740	\$ 962,638	\$ 697,537	\$ 432,435	\$ 290,550

(a) County distributes first installment of special taxes to the City in December

FY 2022-2023 Adopted Budget							FY 2023-24 Projected					
<u>December 21-31</u>	<u>January</u>	<u>February</u>	<u>March</u>	<u>April</u>	<u>May</u>	<u>June</u>	<u>July</u>	<u>August</u>	<u>September</u>	<u>October</u>	<u>November</u>	<u>December 1-20</u>
\$ 328,515	\$ 104,548	\$ 104,548	\$ 104,548	\$ 433,062	\$ 104,548	\$ 104,548	\$ 104,548	\$ 104,548	\$ 104,548	\$ 104,548	\$ 104,548	\$ 104,548
-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-
1,070,878	-	-	-	1,070,878	-	-	-	-	-	-	-	-
1,070,878	-	-	-	1,070,878	-	-	-	-	-	-	-	-
1,389	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	2,778
1,389	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	2,778
1,400,781	108,714	108,714	108,714	1,508,106	108,714	108,714	108,714	108,714	108,714	108,714	108,714	107,325
69,389	208,167	208,167	208,167	208,167	208,167	208,167	208,167	208,167	208,167	208,167	208,167	138,778
23,139	69,417	69,417	69,417	69,417	69,417	69,417	69,417	69,417	69,417	69,417	69,417	46,278
3,692	11,077	11,077	11,077	11,077	11,077	11,077	11,077	11,077	11,077	11,077	11,077	7,385
1,190	3,570	3,570	3,570	3,570	3,570	3,570	3,570	3,570	3,570	3,570	3,570	2,380
10,008	30,024	30,024	30,024	30,024	30,024	30,024	30,024	30,024	30,024	30,024	30,024	20,016
6,265	18,794	18,794	18,794	18,794	18,794	18,794	18,794	18,794	18,794	18,794	18,794	12,529
5,467	16,402	16,402	16,402	16,402	16,402	16,402	16,402	16,402	16,402	16,402	16,402	10,935
-	-	-	-	-	-	50,000	-	-	-	-	-	-
5,455	16,366	16,366	16,366	16,366	16,366	16,366	16,366	16,366	16,366	16,366	16,366	10,911
124,605	373,816	373,816	373,816	373,816	373,816	423,816	373,816	373,816	373,816	373,816	373,816	249,211
1,276,176	(265,102)	(265,102)	(265,102)	1,134,290	(265,102)	(315,102)	(265,102)	(265,102)	(265,102)	(265,102)	(265,102)	(141,885)
290,550	1,566,726	1,301,624	1,036,523	771,421	1,905,712	1,640,610	1,325,508	1,060,406	795,305	530,203	265,102	0
\$ 1,566,726	\$ 1,301,624	\$ 1,036,523	\$ 771,421	\$ 1,905,712	\$ 1,640,610	\$ 1,325,508	\$ 1,060,406	\$ 795,305	\$ 530,203	\$ 265,102	\$ 0	\$ (141,885)

Mare Island Community Facilities District #2002-1 Fund #112

Five Year Major Maintenance Projects Plan

	Project Cost Estimate	FY 21-22 Est CFD Balance	FY 22-23	23-24	24-25	25-26	26-27
Bridge Painting / Pilings / Railings PW9762	13,800,000	-	-	-	-	-	-
Revenues (CFD Allocation)		2,099,073	-	-	-	-	-
Transfer In/(Out)		-	-	-	-	-	(483,891)
Grant Reimbursements		1,058,818	-	-	-	10,926,000	-
Expenses		(1,200,000)	(400,000)	-	-	(7,000,000)	(5,000,000)
Balance		1,957,891	1,557,891	1,557,891	1,557,891	5,483,891	-
Bridge Controls PW9775	2,825,000	-	-	-	-	-	-
Revenues (CFD Allocation)		1,275,000	-	-	-	-	-
Transfer In/(Out) (a)		(190,614)	-	-	-	-	483,891
Expenses		(13,731)	(25,000)	-	-	-	-
Balance		1,070,655	1,045,655	1,045,655	1,045,655	1,045,655	1,529,546
Mare Island Facilities PW9442	125,000	-	-	-	-	-	-
Revenues (CFD Allocation)		7,476	50,000	-	-	-	-
Transfer In/(Out) (a)		65,000	-	-	-	-	-
Expenses		(7,476)	(115,000)	-	-	-	-
Balance		65,000	-	-	-	-	-
TOTALS	16,750,000						
Revenues (CFD Allocation)		3,381,549	50,000	-	-	-	-
Transfer In/(Out)		(125,614)	-	-	-	-	-
Grant Reimbursements		1,058,818	-	-	-	10,926,000	-
Expenses		(1,221,207)	(540,000)	-	-	(7,000,000)	(5,000,000)
Balance - Mare Island CFD# 112 Funding		\$ 3,093,546	\$ 2,603,546	\$ 2,603,546	\$ 2,603,546	\$ 6,529,546	\$ 1,529,546

(a) Any remaining balance in the project will be transferred to Bridge Control Project. There are no associated safety costs included in the estimated project costs.



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Public Works Funds Summary Schedule

	Fleet Maintenance/ Replacement Fund #501/502 <i>See Supporting Schedule</i>	Landscape Maintenance Districts <i>See Supporting Schedule</i>	Gas Tax Fund #133 <i>See Supporting Schedule</i>	Solid Waste Disposal Fund #135	Total
Beginning Available Fund Balance (a)	\$ 3,174,956	\$ 20,782,294	\$ 782,980	\$ 17,681	\$ 24,757,911
Revenues					
Departmental Charges	5,573,443	2,776	-	-	5,576,219
Operating Grants	-	-	3,114,827	45,327	3,160,154
Charges for Services	36,000	4,736,797	1,579,038	1,496,553	7,848,388
Investment Income	42,000	168,423	-	-	210,423
Transfers in	-	-	-	-	-
	<u>5,651,443</u>	<u>4,907,996</u>	<u>4,693,865</u>	<u>1,541,880</u>	<u>16,795,184</u>
Expenditures					
Public Works	3,320,498	4,224,531	3,618,911	1,554,715	12,718,655
Vehicle Replacement	1,746,690	-	-	-	1,746,690
Transfers out	140,000	-	1,600,000	-	1,740,000
	<u>5,207,188</u>	<u>4,224,531</u>	<u>5,218,911</u>	<u>1,554,715</u>	<u>16,205,345</u>
Net Annual Activity	<u>444,255</u>	<u>683,465</u>	<u>(525,046)</u>	<u>(12,835)</u>	<u>589,839</u>
Ending Available Fund Balance	<u><u>\$ 3,619,211</u></u>	<u><u>\$ 21,465,759</u></u>	<u><u>\$ 257,934</u></u>	<u><u>\$ 4,846</u></u>	<u><u>\$ 25,347,750</u></u>
Ending Balance by Program					
Fleet Operations, Fund #501	\$ 1,282,877				
Vehicle Replacement, General Fund	1,451,546				
Vehicle Replacement, Other Funds	884,788				
	<u><u>\$ 3,619,211</u></u>				
Project Balances, including FY 22-23 Appropriations					
Vehicle Replacement	\$ 1,746,690				
Department of Conservation Program	-			29,381	
Used Oil Block Grant Program	-			15,946	
Household Hazardous Waste	-			-	
	<u><u>\$ 1,746,690</u></u>			<u><u>\$ 45,327</u></u>	
Authorized Positions	<u>8.00</u>	<u>5.00</u>	<u>-</u>	<u>-</u>	<u>13.00</u>

(a) FY 22-23 beginning balance is based on FY 21-22 projections

Public Works Funds

Fleet Maintenance/Replacement

Purpose of Program Services

The Fleet Program is designed to maximize the cost-effective utilization of the City's fleet while ensuring sufficient funds are available for scheduled maintenance, repair and replacements.

Services Provided

The Corporation Shop Fleet Branch of the Public Works, Maintenance Division is responsible for the management of City of Vallejo Fleet Programs comprised of the Operation, Maintenance and Repair Program and the Vehicle and Equipment Replacement Program.

The Operation, Maintenance and Repair Program provides fueling services, scheduled vehicle and equipment maintenance, repairs, and inspections. This branch is responsible for maintaining fleet maintenance and safety records, and filing mandated reports to regulatory agencies, such as Environmental Protection Agency, California Highway Patrol, Department of Transportation, and California Bureau of Automotive Repair for smog inspection requirements. The Fleet Replacement Program includes all actions necessary to replace each unit when scheduled and upon receipt of available funding, and outfit each new unit with required operations and safety equipment, such as lights, sirens, and City logos. The Fleet Branch is responsible for all City fleet units, including fire apparatus, police vehicles, electric vehicles, excavators, dump trucks, pavement grinders, paving machines, special equipment, and the accessories for each unit.

Salary and Benefit Changes

The new fiscal year budget is based on all authorized positions being filled.

Services and Supplies

The FY 2022-23 vehicles and equipment maintenance budget will be funded with \$2,746,332 from the General Fund and \$941,467 from Other Funds. The replacement budget will be funded with \$1,263,240 from the General Fund and \$622,404 from Other Funds.

Authorized Positions

Replacing (1) Maintenance Worker I/II funded by General Fund with (1) Equipment Mechanic II in Corporation Shop Fund 501 in FY 2022-23.

Public Works Funds

Fleet Maintenance and Replacement Fund

	Fleet Maintenance (Fund #501)	General Fund	Other Funds	Equipment Replacement (Fund #502)	Combining Total
Beginning Available Fund Balance (a)	\$ 862,576	\$ 1,307,996	\$ 1,004,384	\$ 2,312,380	\$ 3,174,956
Revenues					
Departmental charges:					
General Fund:					
Operating	2,746,332	-	-	-	2,746,332
Replacement	-	1,263,240	-	1,263,240	1,263,240
Water Fund:					
Operating	602,232	-	-	-	602,232
Replacement	-	-	316,404	316,404	316,404
Other Programs:					
Operating	339,235	-	-	-	339,235
Replacement	-	-	306,000	306,000	306,000
Charges for Services	36,000	-	-	-	36,000
Investment Income	17,000	25,000	-	25,000	42,000
Total Revenues	<u>3,740,799</u>	<u>1,288,240</u>	<u>622,404</u>	<u>1,910,644</u>	<u>5,651,443</u>
Expenditures					
Fleet Operations					
General Fund	2,472,800	-	-	-	2,472,800
Water Fund	542,250	-	-	-	542,250
Other Programs	305,448	-	-	-	305,448
Vehicle Replacement:					
General Fund	-	1,144,690	-	1,144,690	1,144,690
Water Fund	-	-	272,000	272,000	272,000
Other Programs	-	-	330,000	330,000	330,000
Total Expenditures	<u>3,320,498</u>	<u>1,144,690</u>	<u>602,000</u>	<u>1,746,690</u>	<u>5,067,188</u>
Transfers to Marina Fund	-	-	140,000	140,000	140,000
Net Annual Activity	<u>420,301</u>	<u>143,550</u>	<u>(119,596)</u>	<u>23,954</u>	<u>444,255</u>
Ending Available Fund Balance	<u><u>\$ 1,282,877</u></u>	<u><u>\$ 1,451,546</u></u>	<u><u>\$ 884,788</u></u>	<u><u>\$ 2,336,334</u></u>	<u><u>\$ 3,619,211</u></u>
% of Operations	39%				

(a) FY 22-23 beginning balance is based on FY 21-22 projections

Public Works Funds

Landscape Maintenance District

Purpose of Program Services

The Landscape Maintenance District program provides stewardship and administration of dedicated funding necessary to support maintenance, repair and improvement of Landscape Maintenance Districts formed in accordance with the California Streets and Highway Code Improvement Act of 1911 and the Landscape and Lighting Act of 1972, as well as the City of Vallejo Municipal Code and Proposition 218.

Services Provided

The Landscape Maintenance District (LMD) Section of the Public Works Engineering Division provides oversight to ensure that funding for each approved LMD is expended in a cost-effective manner on clearly defined services and/or improvements that provide a direct advantage to property in each assessment district, typically through administration of maintenance service contracts. The City of Vallejo has 27 LMDs; 13 LMDs were formed under the Landscape and Lighting Act of 1972 and 14 LMDs were formed under the California Streets and Highway Code Improvement Act of 1911.

Salary and Benefit Changes

The FY 2022-23 Landscape Maintenance District (LMD) budget for salaries and benefits will remain essentially flat when compared to FY 2021-22.

Services and Supplies

The FY 2022-23 Landscape Maintenance District (LMD) services and supplies budget rises slightly due to increased costs of landscape maintenance contracts and utilities.

Authorized Positions

There are no changes to the FY 2022-23 authorized positions.

Public Works Funds
Landscape Maintenance Districts
FY 22-23 Adopted Budget

	1972 Districts						
	Landscape Maintenance District Admin Fund #161	Hiddenbrooke Fund #138	South Vallejo Business Park Fund #162	Sandpiper Point Fund #163	Carriage Oaks Fund #170	Bordoni Ranch Fund #177	NE Quadrant Fund #178
Beginning Fund Balance, June 30, 2021	\$ 12,604	\$ 3,515,475	\$ 556,771	\$ 136,443	\$ 37,319	\$ 421,656	\$ 3,843,921
FY 21-22 Activity							
Revenues	-	855,641	127,328	55,058	15,149	176,200	899,873
Expenditures	(1,203,875)	(578,926)	(71,567)	(38,824)	(15,710)	(111,475)	(511,525)
Interfund Allocation	1,203,875	(133,521)	(32,111)	(17,432)	(7,190)	(50,302)	(216,698)
Net Annual Activity	-	143,194	23,650	(1,198)	(7,751)	14,423	171,650
Projected Fund Balance, June 30, 2022	12,604	3,658,671	580,421	135,246	29,567	436,078	4,015,570
FY 22-23 Activity							
Revenues							
Charges for services	-	721,027	123,031	54,011	14,864	172,784	862,794
Investment income	-	31,821	4,297	1,047	285	3,416	37,079
Other	-	2,776	-	-	-	-	-
Total Revenue	-	755,624	127,328	55,058	15,149	176,200	899,873
Expenditures							
District Maintenance							
Contract Services	-	403,232	17,322	23,064	10,455	54,369	276,393
Rehabilitation / Vandalism	-	55,000	7,000	5,000	5,000	15,000	30,000
Utilities	-	100,333	46,383	11,595	3,016	43,912	185,419
Subtotal, District Maintenance	-	558,565	70,705	39,659	18,471	113,281	491,812
Administration							
Citywide and Department Allocations	1,363,145	-	-	-	-	-	-
District Allocations	(1,363,145)	152,828	35,620	19,980	9,306	57,068	247,763
Engineer's Report	-	4,133	638	279	77	896	4,471
County Fees	-	7,210	1,230	540	149	1,728	8,628
Subtotal, Administration	-	164,171	37,488	20,799	9,532	59,692	260,862
Total Expenditures	-	722,736	108,193	60,458	28,003	172,973	752,674
Net Annual Activity	-	32,888	19,135	(5,400)	(12,854)	3,227	147,199
Ending Fund Balance, June 30, 2022	\$ 12,604	\$ 3,691,559	\$ 599,556	\$ 129,846	\$ 16,713	\$ 439,305	\$ 4,162,769
Total Fund Balance							
Operating reserve (50% annual operations)	\$ -	\$ 359,980	\$ 54,097	\$ 30,229	\$ 14,002	\$ 86,487	\$ 376,337
Rehabilitation reserve	-	3,331,579	545,459	99,617	2,711	352,818	3,786,432
Undesignated/Available	12,604	-	-	-	-	-	-
	\$ 12,604	\$ 3,691,559	\$ 599,556	\$ 129,846	\$ 16,713	\$ 439,305	\$ 4,162,769

1972 Districts

Garthe Ranch Fund #180	Hunter Ranch III Fund #183	Town and Country II Fund #184	Glen Cove III Fund #185	Marine World Fund #186	Marine View Fund #187	Garthe Ranch Fund #188	Subtotal 1972 Districts
\$ 252,197	\$ 76,817	\$ 130,558	\$ 1,528,188	\$ 488,226	\$ 46,485	\$ 1,594,009	\$ 9,112,590
180,884	14,244	24,432	786,225	110,113	6,767	231,683	2,627,956
(152,488)	(46,232)	(9,633)	(497,135)	(68,920)	(1,351)	(94,342)	(1,619,202)
(69,508)	(4,957)	(4,190)	(219,134)	(31,057)	(553)	(42,252)	(695,384)
(41,112)	(36,945)	10,609	69,956	10,136	4,863	95,089	313,370
211,088	39,872	141,167	1,598,145	498,361	51,348	1,689,099	9,425,962
178,342	13,688	23,329	789,329	105,951	6,360	217,919	2,562,402
2,542	556	1,103	10,356	4,162	407	13,764	79,014
-	-	-	-	-	-	-	-
180,884	14,244	24,432	799,685	110,113	6,767	231,683	2,641,416
108,883	11,734	6,619	379,059	31,443	1,309	28,479	949,129
25,000	5,000	3,000	30,000	20,000	3,000	15,000	163,000
36,102	-	-	97,728	18,302	-	53,267	495,724
169,985	16,734	9,619	506,787	69,745	4,309	96,746	1,607,853
-	-	-	-	-	-	-	-
85,634	8,431	4,845	255,307	35,135	2,170	48,739	809,998
925	71	121	3,952	549	33	1,130	13,142
1,783	137	233	7,893	1,060	64	2,179	25,624
88,342	8,639	5,199	267,152	36,744	2,267	52,048	848,764
258,327	25,373	14,818	773,939	106,489	6,576	148,794	2,456,617
(77,443)	(11,129)	9,614	25,746	3,624	191	82,889	184,799
\$ 133,645	\$ 28,743	\$ 150,781	\$ 1,623,891	\$ 501,985	\$ 51,539	\$ 1,771,988	\$ 9,610,761
\$ 129,164	\$ 12,687	\$ 7,409	\$ 386,970	\$ 53,245	\$ 3,288	\$ 74,397	\$ 1,228,312
4,481	16,056	143,372	1,236,920	448,740	48,251	1,697,591	8,382,448
-	-	-	-	-	-	-	-
\$ 133,645	\$ 28,743	\$ 150,781	\$ 1,623,890	\$ 501,985	\$ 51,539	\$ 1,771,988	\$ 9,610,760

Public Works Funds
Landscape Maintenance Districts
FY 22-23 Adopted Budget

	1911 Districts						
	Summit II Fund #164	Town and Country Fund #165	Costa del Rio Fund #166	Monica Place Fund #167	Greenmont/ Seaport Fund #168	Ridgecrest Fund #169	Cimarron Hill/ Madigan Fund #171
Beginning Fund Balance, June 30, 2021	\$ 316,533	\$ 162,902	\$ 480,857	\$ 35,112	\$ 234,901	\$ 119,598	\$ 1,633,248
FY 21-22 Activity							
Revenues	48,887	45,327	121,945	3,165	40,232	62,823	358,585
Expenditures	(14,070)	(20,043)	(73,951)	(1,310)	(25,515)	(61,293)	(97,115)
Interfund Allocation	(6,345)	(9,081)	(33,587)	-	(11,724)	-	(44,104)
Net Annual Activity	28,472	16,203	14,407	1,855	2,993	1,530	217,366
Projected Fund Balance, June 30, 2022	345,004	179,105	495,264	36,967	237,894	121,129	1,850,614
FY 22-23 Activity							
Revenues							
Charges for services	47,486	46,997	123,467	2,892	39,153	64,298	355,698
Investment income	2,751	1,212	3,610	302	2,123	166	12,616
Other	-	-	-	-	-	-	-
Total Revenue	50,237	48,209	127,077	3,194	41,276	64,464	368,314
Expenditures							
District Maintenance							
Contract Services	6,218	15,365	33,353	735	16,753	25,000	56,486
Rehabilitation / Vandalism	8,000	5,000	14,500	-	10,000	10,000	25,000
Utilities	-	2,652	27,511	-	-	4,000	28,831
Subtotal, District Maintenance	14,218	23,017	75,364	735	26,753	39,000	110,317
Administration							
Citywide and Department Allocations	-	-	-	-	-	-	-
District Allocations	7,163	11,595	37,967	-	13,477	-	55,575
Engineer's Report	220	210	559	17	181	292	1,642
County Fees	-	-	-	-	-	-	-
Subtotal, Administration	7,383	11,805	38,526	17	13,658	292	57,217
Total Expenditures	21,601	34,822	113,890	752	40,411	39,292	167,534
Net Annual Activity	28,636	13,387	13,187	2,442	865	25,172	200,780
Ending Fund Balance, June 30, 2022	\$ 373,640	\$ 192,492	\$ 508,451	\$ 39,409	\$ 238,759	\$ 146,301	\$ 2,051,394
Total Fund Balance							
Operating reserve (50% annual operations)	\$ 10,801	\$ 17,411	\$ 56,945	\$ 376	\$ 20,206	\$ 19,646	\$ 83,767
Rehabilitation reserve	362,839	175,081	451,506	39,033	218,553	126,655	1,967,627
Undesignated/Available	-	-	-	-	-	-	-
	<u>\$ 373,640</u>	<u>\$ 192,492</u>	<u>\$ 508,451</u>	<u>\$ 39,409</u>	<u>\$ 238,759</u>	<u>\$ 146,301</u>	<u>\$ 2,051,394</u>

1911 Districts

Flem Hill/ Springtree Fund #172	Somerset I and II Fund #173	Woodridge Fund #174	College Hills Fund #175	Somerset III Fund #176	Hunter Ranch I and II Fund #181	Glen Cove I and II Fund #182	Subtotal 1911 District	Total	Mare Island 2005-1A (State) Operating Fund #113 Allocation
\$ 1,080,513	\$ 374,154	\$ 345,763	\$ 298,968	\$ 185,647	\$ 748,565	\$ 1,153,569	\$ 7,170,330	\$ 19,810,999	\$ -
151,920	97,167	90,670	48,382	112,163	110,863	172,967	1,465,096	4,948,693	97,585
(59,491)	(62,313)	(51,703)	(18,410)	(77,633)	(48,521)	(61,612)	(672,980)	(4,074,983)	
(27,039)	(28,722)	(23,432)	(8,259)	(35,234)	(22,063)	(27,795)	(277,385)	97,585	(97,585)
65,390	6,132	15,535	21,713	(704)	40,279	83,560	514,731	971,295	-
1,145,902	380,286	361,297	320,681	184,943	788,844	1,237,127	7,685,057	20,782,294	-
147,523	98,132	90,048	47,525	114,527	106,092	169,530	1,453,368	4,736,797	65,742
8,989	3,318	2,714	2,495	1,111	6,480	9,701	57,588	168,423	-
-	-	-	-	-	-	-	-	2,776	-
156,512	101,450	92,762	50,020	115,638	112,572	179,231	1,510,956	4,907,996	65,742
36,842	51,930	31,816	11,984	53,589	20,388	41,193	401,652	1,754,013	-
15,000	10,000	15,000	7,500	15,000	15,000	20,000	170,000	388,000	-
9,888	4,644	11,535	1,904	12,127	16,471	12,661	132,224	728,281	-
61,730	66,574	58,351	21,388	80,716	51,859	73,854	703,876	2,870,294	-
-	-	-	-	-	-	-	-	1,363,145	-
-	-	-	-	-	-	-	-	1,363,145	-
31,098	33,538	29,396	10,775	40,662	26,125	37,206	334,577	(65,742)	65,742
683	449	419	215	537	507	794	6,725	24,000	-
-	-	-	-	-	-	-	-	32,834	-
31,781	33,987	29,815	10,990	41,199	26,632	38,000	341,302	1,354,237	65,742
93,511	100,561	88,166	32,378	121,915	78,491	111,854	1,045,178	4,224,531	65,742
63,001	889	4,596	17,642	(6,277)	34,081	67,377	465,778	683,465	-
\$ 1,208,903	\$ 381,175	\$ 365,893	\$ 338,323	\$ 178,666	\$ 822,925	\$ 1,304,504	\$ 8,150,835	\$ 21,465,759	\$ -
\$ 46,756	\$ 50,281	\$ 44,083	\$ 16,189	\$ 60,958	\$ 39,246	\$ 55,927	\$ 522,592	\$ 2,110,884	\$ -
1,162,147	330,894	321,810	322,133	117,708	783,679	1,248,577	7,628,242	19,342,269	-
-	-	-	-	-	-	-	-	12,604	-
\$ 1,208,903	\$ 381,175	\$ 365,893	\$ 338,322	\$ 178,666	\$ 822,925	\$ 1,304,504	\$ 8,150,834	\$ 21,465,757	\$ -

Public Works Funds

Gas Tax

Purpose of the Fund

This is a special revenue fund established under Streets and Highways Code §2105 – 2107.5, and is used to account for the City's share of the State's annual gas tax revenue allocation and the City's use of those funds in compliance with S&H codes. The Gas Tax Fund budget is based on projections made by the State of California. Revenue is also collected from garbage services (through Recology), street sweeping, and insurance proceeds for damages to street signs, lights, and signals.

Services Provided

Gas Tax budget funds the construction and maintenance of road facilities to provide safe, convenient, and economical transportation.

Gas Tax funding is used for the construction of new roads, reconstruction and/or realignment of existing roads, resurfacing, restoration or rehabilitation services, and performing betterment work, such as upgrading guardrail or widening shoulders. This budget can also be allocated to administration and engineering costs incurred and directly related to these activities.

Gas Tax budget also funds road preservation and maintenance efforts, such as the following: pavement patching and resealing; restoring erosion controls and reshaping drainage channels; mowing, tree trimming, and watering within the street right-of-way; replacing topsoil, sod, shrubs, trees, and irrigation facilities; repairing curbs, gutters, culverts, and drains; cleaning (street sweeping); painting and repairing bridges and structures; repainting pavement striping and markings; repainting and repairing signs, guardrails, traffic signals, and lighting standards; servicing street lighting and traffic control devices; and furnishing power for street lighting and traffic control devices.

Salary and Benefit Changes

Salaries and benefits are not directly charged to the Gas Tax Fund. Costs associated with salaries and benefits for Maintenance Division staff are recovered through cost allocations from the Gas Tax Fund to the General Fund.

Services and Supplies

The services and supplies budget remain essentially flat. Overall expenditures increased approximately \$350,000 due to the increased transfer out to capital improvement projects.

Authorized Positions

The Gas Tax Fund does not have any full or part-time authorized positions.

Public Works Funds
Gas Tax Fund
Fund #133

	Audited FY 19-20	Audited FY 20-21	Adopted FY 21-22	Adopted FY 22-23
Beginning Available Fund Balance (a)	<u>\$ 271,430</u>	<u>\$ 925,015</u>	<u>\$ 942,393</u>	<u>\$ 782,980</u>
Revenues				
State Gas Tax Apportionment	1,925,596	1,838,944	2,024,655	2,164,827
State Proposition 42 Replacement	824,300	794,356	800,000	950,000
Investment Income	21,171	(503)	-	-
Misc Revenue:				
Vallejo Garbage	1,292,247	1,357,911	1,371,893	1,413,050
VFWD	141,448	141,448	141,488	141,488
Solano County	-	9,000	4,500	4,500
Misc Revenue/Reimbursements	20,999	6,500	20,000	20,000
	<u>4,225,761</u>	<u>4,147,656</u>	<u>4,362,536</u>	<u>4,693,865</u>
 Total Resources Available	 <u>4,497,191</u>	 <u>5,072,671</u>	 <u>5,304,929</u>	 <u>5,476,845</u>
Expenditures (b)				
Traffic Signal Maintenance	582,273	816,251	807,150	903,118
Street Sweeping	522,933	695,062	558,175	602,186
Street Lighting	871,056	840,815	693,180	787,275
Signs & Markings	354,284	341,597	559,485	567,381
Overlay & Sidewalk Repair	621,690	512,632	576,030	327,040
Other	219,940	231,911	419,940	431,911
Transfer out - Capital Fund	400,000	350,000	1,250,000	1,600,000
	<u>3,572,176</u>	<u>3,788,268</u>	<u>4,863,960</u>	<u>5,218,911</u>
 Net Annual Activity	 <u>653,585</u>	 <u>359,388</u>	 <u>(501,424)</u>	 <u>(525,046)</u>
 Ending Available Fund Balance	 <u><u>\$ 925,015</u></u>	 <u><u>\$ 1,284,403</u></u>	 <u><u>\$ 440,969</u></u>	 <u><u>\$ 257,934</u></u>

(a) FY 22-23 beginning balance is based on FY 21-22 projections

(b) **Expenditures by Type:**

Public Works Maintenance Staff Allocations	\$ 1,592,212
Utilities	750,000
Vehicles	568,788
Other Services/Supplies	476,000
Capital programs	1,600,000
Citywide and Public Works Overhead Allocations	231,911
Total	<u><u>\$ 5,218,911</u></u>

Other Funds Summary Schedule

	Housing Funds <i>See Supporting Schedule</i>	Risk Management (Self Insurance) <i>See Supporting Schedule</i>	Police Grants Funds #139, 140, 146, 149 151, 152 <i>See Supporting Schedule</i>	Outside Funded Services Fund #129 (A)
Beginning Available Fund Balance (H)	\$ 4,218,810	\$ 29,498,677	\$ 270,216	\$ -
Revenues				
Operating				
Charges for Services	-	14,741,544	-	1,020,000
County recoupment - delinquencies	-	-	-	-
Operating Grants and Contributions	25,383,192	-	476,285	-
Investment Income	12,232	284,660	-	40,383
Lease Revenue	-	-	-	-
Program Income	122,000	-	-	-
Miscellaneous	48,500	-	-	-
	<u>25,565,924</u>	<u>15,026,204</u>	<u>476,285</u>	<u>1,060,383</u>
Expenditures				
Housing Funds	24,713,079	-	-	-
Planning and Development Services	-	-	-	500,000
Economic Development	-	-	-	320,000
Police	-	-	725,417	-
Public Works	-	-	-	100,000
Nondepartmental	-	15,279,988	-	-
Administration	-	-	-	100,000
Debt service	-	-	-	-
	<u>24,713,079</u>	<u>15,279,988</u>	<u>725,417</u>	<u>1,020,000</u>
Other Financing Sources (Uses)				
Transfers in - General Fund	-	-	-	-
Transfers in - Capital Funds	120,000	-	-	-
Transfers out - General Fund	-	-	-	(40,383)
Transfers out - Marina Fund	-	-	-	-
Fund balance reserve	-	-	-	-
	<u>120,000</u>	<u>-</u>	<u>-</u>	<u>(40,383)</u>
Net Annual Activity	<u>972,845</u>	<u>(253,784)</u>	<u>(249,132)</u>	<u>-</u>
Ending Available Fund Balance	<u><u>\$ 5,191,655</u></u>	<u><u>\$ 29,244,893</u></u>	<u><u>\$ 21,084</u></u>	<u><u>\$ -</u></u>
Endowment Principal				
Remaining Unexpended Appropriation				
(A) The Outside Services Fund appropriates funds for development related expenditures that are reimbursed by applicants.				
(B) The State Lands Commission Fund reports revenues earned on waterfront land protected by the State Land Trust. Surplus in this fund is transferred to the Marina Fund to support its debt service burden.				
(C) The Hazmat Fund appropriates funds received from Vallejo Garbage Service (Recology) to support the Public Works Department's hazardous materials response team.				
(D) The Navigation Center Fund appropriates various donations to support the operation of the Vallejo Homeless Navigation Center				
(E) NLP Nuisance Abatement Fund pays for the demolition of dangerous buildings and escalating nuisance conditions through board-ups or other special projects on private property.				
(F) The Administration Fund appropriates various special purpose collections and donations.				
(G) The McCune Collection Trust Fund supports the McCune Collection of rare books at the JFK Library.				
(H) FY 22-23 beginning balance is based on FY 21-22 projections				
Authorized Positions	<u>15.00</u>	<u>5.00</u>	<u>-</u>	<u>-</u>

State Lands Commission Fund #134 (B)	Hazmat Fund #143 (C)	Navigation Center Fund #191 (D)	NLP Nuisance Abatement Fund #147 (E)	Administrative Fund #601 (F)	McCune Collection Fund #603 (G)	Debt Service <i>See Supporting Schedule</i>	Total
\$ -	\$ 25,127	\$ -	\$ 102,034	\$ -	\$40,927	\$ 2,801,937	\$ 36,957,728
-	46,224	-	-	-	-	2,208,059	18,015,827
-	-	-	-	-	-	(1,715,000)	(1,715,000)
-	-	-	-	20,000	-	-	25,879,477
-	-	50,000	-	25,000	500	42,000	454,775
311,171	-	-	-	-	-	-	311,171
-	-	-	-	-	-	-	122,000
-	-	-	107,000	-	-	-	155,500
311,171	46,224	50,000	107,000	45,000	500	535,059	43,223,750
-	-	-	-	-	-	-	24,713,079
122,593	-	-	-	-	-	-	622,593
-	-	-	-	-	-	-	320,000
-	-	-	-	20,000	-	-	745,417
15,000	46,224	-	-	-	-	-	161,224
73,578	-	-	209,034	-	2,500	95,740	15,660,840
-	-	-	-	-	-	-	100,000
-	-	-	-	-	-	2,969,723	2,969,723
211,171	46,224	-	209,034	20,000	2,500	3,065,463	45,292,876
-	-	-	-	-	-	1,149,232	1,149,232
-	-	-	-	-	-	-	120,000
-	-	-	-	(25,000)	-	-	(65,383)
(100,000)	-	-	-	-	-	-	(100,000)
-	-	-	-	-	-	(31,982)	(31,982)
(100,000)	-	-	-	(25,000)	-	1,117,250	1,071,867
-	-	50,000	(102,034)	-	(2,000)	(1,413,154)	(997,259)
\$ -	\$ 25,127	\$ 50,000	\$ -	\$ -	\$ 38,927	\$ 1,388,783	\$ 35,960,469
					<u>\$ 64,625</u>		
		<u>\$ 5,150,000</u>					

-	-	-	-	-	-	-	20.00
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Other Funds

Housing and Community Development Division

Purpose of Housing and Community Development Division Services

The Housing and Community Development (HCD) Division, under the City Manager's Office, manages programs funded by the U.S. Department of Housing and Urban Development (HUD). The HCD Division is home to the Vallejo Housing Authority (VHA) which administers the Housing Choice Voucher (HCV) Program (more commonly known as Section 8) and its subprograms: [Project-Based Voucher](#), [Family Self-Sufficiency](#), and [HCV Homeownership](#). The HCV Program provides rental subsidy assistance to eligible low-income families and individuals. The VHA also administers the [Veterans Affairs Supportive Housing](#) Program which combines HUD housing vouchers with Veterans Affairs supportive services to help veterans find and sustain housing. The VHA ensures that program participants have decent, safe, sanitary, and quality housing, and facilitates to improve the quality of life of families of Vallejo.

The HCD Division also coordinates the application and implementation of the Community Development Block Grant Program, HOME Investment Partnerships Program, and the Neighborhood Stabilization Program. These HUD-funded programs allow the City to develop community development projects, housing, and supportive services for low-income individuals and families. The HCD Division sponsors new solutions to local housing and community issues by forming partnerships with non-profit organizations, other public agencies, and the private sector.

The HCD Division also provides staff support to the [Housing and Community Development Commission](#).

Through these HUD-funded programs, the Housing and Community Development Division provides services in accordance with its mission to improve the living environments and the quality of life of low- and moderate-income families residing within Vallejo's diverse communities, and promote housing affordability, access, fairness, dignity, and stability.

Programs and Services Provided

Vallejo Housing Authority

Housing Choice Voucher Program

The Housing Choice Voucher (HCV) Program provides long-term rental assistance to eligible very low-income households, including the elderly, and the disabled. A program participant that is issued a voucher is responsible for finding a suitable housing unit of their choice in the private market where the owner agrees to rent under the HCV Program and adhere to program requirements. The VHA partners with property owners and managers to assist up to 2,200 low-income families. A housing subsidy is paid to the landlord directly by the VHA on behalf of the participating household. The household pays the difference between the actual rent charged by the landlord and the amount subsidized by the program.

For calendar year 2022, the renewal funding allocation determined by HUD is \$19,937,089. This amount represents housing assistance payments that will be made available to the VHA as payments to landlords. It is projected that the VHA will receive approximately \$2 million in administrative fees. Administrative fees are revenue that housing authorities receive from HUD to fund the day-to-day operations of the HCV Program and its subprograms.

Other Funds

Housing and Community Development Division

Project-Based Voucher Program

Project-based vouchers are a component of the HCV Program where up to 20 percent of the housing authority's authorized voucher units may be attached to specific housing units located within the city. The owner enters into a Housing Assistance Payments contract with the housing authority which requires the owner to provide affordable housing for a certain period of time. In turn, the housing authority provides a subsidy to cover the difference between the contract rent and the amount the tenant is required to pay each month.

Family Self-Sufficiency Program

The Family Self-Sufficiency (FSS) Program offers opportunities for existing HCV Program participants to receive case management services and financial incentive enabling them to move toward economic independence and self-sufficiency. Participation is voluntary and requires a five-year personal commitment. As the FSS Program participant's rental share increases because of increased earned income, a specified amount of money is deposited into an interest earning savings account on behalf of the qualifying participant. Upon successful completion of the FSS program, the participant will have access to those funds.

Veterans Affairs Supportive Housing Program

The Veteran Affairs Supportive Housing (VASH) Program provides rental assistance vouchers to veterans who are experiencing homelessness. The VHA partners with the Department of Veterans Affairs to assist up to 81 participants. VA case workers also provide case management and clinical services to help veterans maintain a stable housing environment.

HCV Homeownership Program

The HCV Homeownership Program allows housing subsidies to be made for homeownership purposes under specified circumstances and at the discretion of the VHA. The VHA currently has nine (9) Homeownership Program participants. However, the VHA is not currently accepting applications for new participants.

Community Development Programs

Community Development Block Grant Program

The Community Development Block Grant (CDBG) Program aims to develop viable urban communities by providing adequate housing and a suitable living environment and through expanding economic opportunities for persons of low- and moderate-income. CDBG Program funds may be used for projects in target areas such as public facilities, public improvements, and mortgage assistance for eligible first-time homebuyers. The CDBG Program may also fund public service activities provided by non-profit agencies such as House of Acts, Global Center for Success, Community Housing Development Corporation, and Fair Housing Advocates of Northern California.

In Fiscal Year (FY) 2022-23, the anticipated CDBG Program funding is \$1,049,156, \$15,000 of which is projected program income. A portion will be used to assist non-profit public service organizations and to cover administrative expenses. Approximately 67 percent of available funding will be used for the Homeless Navigation Center and Sonoma Estates Project.

Other Funds

Housing and Community Development Division

HOME Investment Partnerships Program

The HOME Investment Partnerships (HOME) Program provides funding for the acquisition and/or rehabilitation of abandoned and foreclosed properties, homeowner mortgage assistance and rehabilitation programs, and enables the City to partner with non-profit and for-profit developers to produce quality affordable housing for low-income families. It may also be used to provide temporary rental assistance to Vallejo residents who are homeless or at risk of homelessness.

In FY 2022-23, the anticipated HOME Program funding is \$730,390, \$100,000 of which is projected program income. Approximately 90 percent will be spent on activities that focus on the development of affordable housing units.

Neighborhood Stabilization Program

The Neighborhood Stabilization Program (NSP) was established to revitalize neighborhoods, reduce blight, and stabilize declining property values by funding the acquisition and rehabilitation of foreclosed and/or abandoned properties.

For FY 2022-23, \$897,748 in NSP1 (Round 1) and NSP3 (Round 3) funds received in prior fiscal years are still available for the development of the Sonoma Estates Project, an eleven (11) for-ownership affordable housing project for qualified first-time homebuyers, at 759 Sonoma Boulevard.

Other Funds

Housing Funds

Section 8				
Voucher Program Fund #123		Admin Program Fund #121		
Adopted FY 21-22	Adopted FY 22-23	Adopted FY 21-22	Adopted FY 22-23	
Beginning Available Fund Balance (a)	\$ 54,547	\$ 61,884	\$ 1,216,025	\$ 1,480,523
Revenues				
Operating				
Operating Grants and Contributions	21,707,453	21,707,453	1,993,145	1,993,145
Investment Income	-	-	1,232	1,232
Program Income	-	-	-	-
Fees and Forfeitures	5,000	5,000	17,500	17,500
Transfer in - Capital Funds	-	-	-	-
	<u>21,712,453</u>	<u>21,712,453</u>	<u>2,011,877</u>	<u>2,011,877</u>
Expenditures				
Grant programs	21,767,000	20,236,924	-	-
Administration	-	-	2,515,210	2,814,974
Interfund Reimbursement - staff costs	-	-	(161,048)	(168,413)
	<u>21,767,000</u>	<u>20,236,924</u>	<u>2,354,162</u>	<u>2,646,561</u>
Net Annual Activity	<u>(54,547)</u>	<u>1,475,529</u>	<u>(342,285)</u>	<u>(634,684)</u>
Ending Available Fund Balance	<u><u>\$ -</u></u>	<u><u>\$ 1,537,413</u></u>	<u><u>\$ 873,740</u></u>	<u><u>\$ 845,839</u></u>
Project Balances, Including FY 22-23 Appropriations				
Housing Development				
Affordable Housing Loans outstanding at June 30, 2021				
Section 8 Funding:	June 30, 2022	June 30, 2023		
One month average expenditures :				
Voucher Program	\$ 21,767,000	\$ 20,236,924		
Admin Program	2,354,162	2,646,561		
Operating reserve	-	-		
Total Annual expenditures	<u>24,121,162</u>	<u>22,883,485</u>		
Number of months	12	12		
Average monthly expenditures	<u><u>\$ 2,010,097</u></u>	<u><u>\$ 1,906,957</u></u>		
Combined Available Fund				
Balance June 30				
Voucher Program	\$ -	\$ 1,537,413		
Admin Program	873,740	845,839		
Operating Reserve	373,892	373,892		
	<u><u>\$ 1,247,632</u></u>	<u><u>\$ 2,757,144</u></u>		

(a) FY 22-23 beginning balance is based on FY 21-22 projections

Housing Authority

Operating Reserve Fund #122		Housing Development Fund #124		Affordable Housing Fund #126	
Adopted FY 21-22	Adopted FY 22-23	Adopted FY 21-22	Adopted FY 22-23	Adopted FY 21-22	Adopted FY 22-23
\$ 373,892	\$ 373,892	\$ 329,240	\$ 369,317	\$ 1,332,616	\$ 1,933,194
-	-	-	-	-	-
-	-	458	-	11,000	11,000
-	-	-	-	-	-
-	-	26,000	26,000	-	-
-	-	-	-	140,000	120,000
-	-	26,458	26,000	151,000	131,000
-	-	-	-	-	-
-	-	-	-	25,000	25,000
-	-	-	-	-	-
-	-	-	-	25,000	25,000
-	-	26,458	26,000	126,000	106,000
\$ 373,892	\$ 373,892	\$ 355,698	\$ 395,317	\$ 1,458,616	\$ 2,039,194
	\$ 591,052		\$ -		
	\$ 919,125				\$ 13,969,868

Other Funds Housing Funds

	City			
	CDBG Program Fund #101		Home Program Fund #102	
	Adopted FY 21-22	Adopted FY 22-23	Adopted FY 21-22	Adopted FY 22-23
Beginning Available Fund Balance (a)	\$ -	\$ -	\$ -	\$ -
Revenues				
Operating				
Operating Grants and Contributions	1,035,455	1,004,533	610,866	678,061
Investment Income	-	-	-	-
Program Income	15,000	15,000	150,000	100,000
Fees and Forfeitures	-	-	-	-
Transfer in - Capital Funds	-	-	-	-
	<u>1,050,455</u>	<u>1,019,533</u>	<u>760,866</u>	<u>778,061</u>
Expenditures				
Grant programs	840,364	815,626	684,780	700,255
Administration	87,743	85,100	38,455	28,200
Interfund Reimbursement - staff costs	122,348	118,807	37,631	49,606
	<u>1,050,455</u>	<u>1,019,533</u>	<u>760,866</u>	<u>778,061</u>
Net Annual Activity	-	-	-	-
Ending Available Fund Balance	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Project Balances, Including FY 22-23 Appropriations				
Housing Development				
Affordable Housing Loans outstanding at June 30, 2021		<u>\$ 1,889,349</u>		<u>\$ 5,708,628</u>

(a) FY 22-23 beginning balance is based on FY 21-22 projections

NSP Program Fund #103		Total	
Adopted FY 21-22	Adopted FY 22-23	Adopted FY 21-22	Adopted FY 22-23
\$ -	\$ -	\$ 3,306,320	\$ 4,218,810
-	-	25,346,919	25,383,192
-	-	12,690	12,232
14,000	7,000	179,000	122,000
-	-	48,500	48,500
-	-	140,000	120,000
14,000	7,000	25,727,109	25,685,924
12,600	6,300	23,304,744	21,759,105
331	700	2,666,739	2,953,974
1,069	-	-	-
14,000	7,000	25,971,483	24,713,079
-	-	(244,374)	972,845
\$ -	\$ -	\$ 3,061,946	\$ 5,191,655
			<u>\$ 591,052</u>
	<u>\$ 2,180,596</u>		<u>\$ 24,667,566</u>

Other Funds

Self-Insurance Fund

Purpose of Services

To ensure the City's assets are protected from loss by identifying the risks involved in the City's varied activities and deal with them through recognized risk management methods including risk assessment and prevention, risk reduction and claims handling, risk retention through self-insurance, and risk transfer through insurance and contractual arrangements.

Services Provided

The Self-Insurance Fund serves to fund the self-insured workers' compensation and general liability programs, as well as the employee safety program. Staff also oversees the administration of third-party liability and workers' compensation claims, and investigates claims against the City.

The City is a member of Public Risk Innovation, Solutions, and Management or PRISM (formerly CSAC-EIA), a body made of counties, cities and other public entities who have pooled resources to self-insure. Presently, the City participates in excess general liability, excess workers' compensation and Property programs offered through PRISM.

Risk management division staff represents the City's interests at PRISM and actively participates in its General Liability and Claim Reviews committees. Staff manages the purchase and maintenance of all City-procured insurance policies covering general liability, real property, cyber, fleet, marina operations and heavy equipment insurance programs, and manages other risk transfer activities.

Risk Management Division

The Risk Management Division was consolidated and relocated under the City Manager's office in FY 2018-19. When the Risk Management Division was created, one new Risk Manager position was developed, one position was transferred from the City Attorney's Office and two positions were transferred from Human Resources. In FY 2020-21, the Risk Management Division was relocated under the Human Resources Department and one additional position was added for a total of five positions.

Other Funds
Self Insurance
Internal Service Fund #508 & 509

	Total Audited FY 20-21	Total Adopted FY 21-22	Adopted General Liability Fund #508 FY 22-23	Adopted Workers' Comp Fund #509 FY 22-23	Total Adopted FY 22-23
Beginning Available Fund Balance (a)	<u>\$ 26,387,459</u>	<u>\$ 28,672,259</u>	<u>\$ 11,966,305</u>	<u>\$ 17,532,372</u>	<u>\$ 29,498,677</u>
REVENUE					
Charges for services	11,422,056	11,461,614	8,942,998	5,798,546	14,741,544
Other income	(13,302)	227,000	114,660	170,000	284,660
	<u>11,408,754</u>	<u>11,688,614</u>	<u>9,057,658</u>	<u>5,968,546</u>	<u>15,026,204</u>
EXPENDITURES					
Administration	2,808,736	2,395,267	1,753,222	652,466	2,405,688
General Liability	4,734,168	5,877,500	7,259,300	-	7,259,300
Workers' compensation	2,862,286	4,671,000	-	5,515,000	5,515,000
Safety programs	37,187	100,000	-	100,000	100,000
	<u>10,442,377</u>	<u>13,043,767</u>	<u>9,012,522</u>	<u>6,267,466</u>	<u>15,279,988</u>
Net Annual Activity	<u>966,377</u>	<u>(1,355,153)</u>	<u>45,136</u>	<u>(298,920)</u>	<u>(253,784)</u>
Ending Balance before Actuarial Liability	<u>\$ 27,353,836</u>	<u>\$ 27,317,106</u>	<u>\$ 12,011,441</u>	<u>\$ 17,233,452</u>	<u>\$ 29,244,893</u>
Actuarial Liability at 80% confidence level:					
Workers' Compensation		\$ 17,930,000			
General Liability		12,100,000			
Total		<u>\$ 30,030,000</u>			
Authorized Positions	<u>5.00</u>	<u>5.00</u>			<u>5.00</u>

(a) FY 22-23 beginning balance is based on FY 21-22 projections

Other Funds Police Grants

	Asset Seizure Program Fund #139 (A)	Traffic Offender VETO Fund #140	Office of Traffic Safety Grant Fund #146	Justice Assistance Grant Fund #149	Supplemental Law Enforcement Grant Fund #151 (B)	Total
Beginning Available Fund Balance (C)	\$ 82,132	\$ 95,866	\$ -	\$ -	\$ 92,218	\$ 270,216
Revenues						
Operating Grants	20,000	20,000	102,000	134,285	200,000	476,285
	20,000	20,000	102,000	134,285	200,000	476,285
Expenditures						
Program Support	82,132	115,000	12,000	134,285	292,000	635,417
Interfund Reimbursements	-	-	90,000	-	-	90,000
	82,132	115,000	102,000	134,285	292,000	725,417
Net Annual Activity	(62,132)	(95,000)	-	-	(92,000)	(249,132)
Ending Available Fund Balance	\$ 20,000	\$ 866	\$ -	\$ -	\$ 218	\$ 21,084
Restrictions:	Federal Funds		Federal Grant	Federal Grant	State Grant	

- (A) The Asset Seizure Fund accounts for monies received from Police confiscated money and property, often in connection with drug cases. Funds are held until final court disposition. The expenditure of released funds is subject to Federal rules and regulations.
- (B) The Supplemental Law Enforcement Grant Fund accounts for an annual State "Citizens Option for Public Safety (COPS)" grant. Local allocations are distributed based upon population.
- (C) FY 22-23 beginning balance is based on FY 21-22 projections

Other Funds

Debt Service

Purpose of Service

To account for the accumulation of resources for, and the payment of, general long-term debt principal and interest, and fiscal agent fees.

Services Provided

With attention to current economic conditions and funding needs, the City executes debt instruments, administers debt proceeds, manages ongoing disclosure and debt compliance, and makes timely debt service payments.

Debt Service Funds are a recognized fund type in generally accepted governmental accounting principles. These funds account for the resources allocated toward debt service payments. All bonded indebtedness is administered by trustees as designated in the bond's Official Statement. Debt service payments and related administrative fees are budgeted annually for each of the relevant funds.

Revenue Bonds, Tax Allocation Bonds, and Other City Debt

The FY 22-23 Budget assumes all debt obligations will continue to be paid in full and on schedule.

Salary and Benefit Changes

The city does not charge salary and benefits to the debt service funds.

Service and Supplies

The FY 2022-23 Adopted Debt Service Funds expenditures of roughly \$3,065,000 includes scheduled annual debt service payments and a \$300,000 prepayment for Hiddenbrooke 2004 A debt. The City's debt service funds make principal and interest payments on the City's outstanding debt. The debt proceeds were used to fund various economic development and public improvement projects.

Authorized Positions

Debt Service Funds do not have any full or part time authorized positions.

Other Funds

Debt Service Funds

	City Debt		Land -Based Assessment Debt Hiddenbrooke		Land -Based Assessment Debt	
	1999 COPS Fund #303	Union Bank Loan A Fund #309	1998 Fund #343	2004 A Fund #348	NE Quadrant 2003-1 Fund #346	Total
Beginning Available Fund Balance (a)	\$ -	\$ -	\$ -	\$ 2,605,760	\$ 196,177	\$ 2,801,937
Revenues						
Operating						
Charges for Services	-	-	1,682,685	-	525,374	2,208,059
County recoupment - delinquencies	-	-	(1,715,000)	-	-	(1,715,000)
Investment Income	-	-	-	30,000	12,000	42,000
	-	-	(32,315)	30,000	537,374	535,059
Expenditures						
Nondepartmental	8,600	4,500	58,677	-	23,963	95,740
Debt service	316,706	809,938	-	1,349,110	493,969	2,969,723
	325,306	814,438	58,677	1,349,110	517,932	3,065,463
Other Financing Sources (Uses)						
Transfers in - General Fund	334,794	814,438	-	-	-	1,149,232
Transfers within districts	-	-	90,992	(90,992)	-	-
Fund Balance reserve	(9,488)	-	-	(17,168)	(5,326)	(31,982)
	325,306	814,438	90,992	(108,160)	(5,326)	1,117,250
Net Annual Activity	-	-	-	(1,427,270)	14,116	(1,413,154)
Ending Available Fund Balance	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 1,178,490</u>	<u>\$ 210,293</u>	<u>\$ 1,388,783</u>
Total Fund Balance:						
Debt Service Reserve	\$ -	\$ -	\$ -	\$ 352,363	\$ 501,919	\$ 854,282
Delinquency Maintenance Reserve	-	-	-	1,000,000	-	1,000,000
Designated for Subsequent Payment	273,169	-	-	1,156,168	375,959	1,805,296
Undesignated/Available	-	-	-	1,178,490	210,293	1,388,783
	<u>\$ 273,169</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 3,687,021</u>	<u>\$ 1,088,171</u>	<u>\$ 5,048,361</u>

(a) FY 22-23 beginning balance is based on FY 21-22 projections



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Capital Projects

Capital Project Funds

	Capital Outlay Fund #201	Transportation Impact Mitigation Fund #203	Bridge Construction Fund #204	Art & Convention Center Fund #206	Northgate Fee Dist. #94-1 Fund #208	Hiddenbrooke Sky Valley Overpass Fund #211
Beginning Available Fund Balance at 7/1/2021 (a)	\$ 870,721	\$ 26,087	\$ 189,552	\$ 81,818	\$ 158,068	\$ 7,821,343
Revenues						
Investment Income	250,000	75,000	5,000	1,500	5,000	140,000
Development Impact Fees	-	-	-	-	-	-
Capital Grants	-	-	-	-	-	-
IT-PEG	250,000	-	-	-	-	-
RMRA Funding	-	-	-	-	-	-
Loan Repayment	-	-	60,720	478,980	-	60,300
	500,000	75,000	65,720	480,480	5,000	200,300
Expenditures						
Administration	4,500	4,500	4,500	-	4,500	4,500
Sub-total for Admin	4,500	4,500	4,500	-	4,500	4,500
Capital Improvement Projects (CIP) (b)						
PW9415 ADA Sidewalk Shaving Program	50,000	-	-	-	-	-
PW9437 Ferry Terminal Mobility Hubs Project	-	-	-	-	-	-
PW9440 Sonoma Blvd Complete Streets	721,000	-	-	-	-	-
PW9441 Magazine Street Narrowing	100,000	-	-	-	-	-
PW9443 Lake Dalwigk Park Improvements	-	-	-	-	-	-
PW9703 Springs Road Pavement Rehabilitation	-	-	-	-	-	-
PW9712 Columbus Parkway Widening	-	-	-	-	-	-
PW9731 Redwood Street Road Diet	-	-	-	-	-	-
PW9798 Sacramento Street Bridge Seismic	-	-	-	-	-	-
PWC113 Street Sign Upgrade - MUTCD	100,000	-	-	-	-	-
PW9967 Hiddenbrooke Overpass	-	-	-	-	-	500,000
PWC109 Streets Overlay/Preservation (MB)	229,000	-	-	-	-	-
PWC109 Streets Overlay/Preservation (SB1)	-	-	-	-	-	-
PWC111 Public Building Repairs	1,000,000	-	-	-	-	-
PWV001 Vallejo Station Major Maintenance	-	-	-	-	-	-
PW9802 Bay Trail/ Vine Trail Gap Closure Project	-	-	-	-	-	-
Sub-total for CIP	2,200,000	-	-	-	-	500,000

(a) FY 22-23 beginning balance is based on FY 21-22 projections

(b) Detailed information of the CIP projects are presented separately in the Proposed Five Year Capital Improvement Program Budget Book

Gas Tax Sec 2103 Fund #219	Capital Grants/ Contributions Fund #221	Long Term Maintenance Fund #223	Columbus Parkway Improvement Fund #224	Empress Theater Fund #225	Road Maintenance/ Rehab Act Fund #226	Waterfront History Park Fund #227	Neighborhood Park/ Development Fee Fund #137	Total
\$ 56,498	\$ 7,500	\$ 166,802	\$ 2,096,917	\$ 16,762	\$ 395,509	\$ 21,433	\$ 91,371	\$ 12,000,380
10,000	12,800	13,000	30,000	500	20,000	200	5,000	568,000
-	-	-	-	-	-	-	25,000	25,000
-	6,471,195	-	-	-	-	-	-	6,471,195
-	-	-	-	-	-	-	-	250,000
-	-	-	-	-	2,686,260	-	-	2,686,260
-	-	-	-	-	-	-	-	600,000
10,000	6,483,995	13,000	30,000	500	2,706,260	200	30,000	10,600,455
-	-	-	4,500	31,500	4,500	4,500	-	67,500
-	-	-	4,500	31,500	4,500	4,500	-	67,500
-	-	-	-	-	-	-	-	50,000
-	200,000	-	-	-	-	-	-	200,000
-	-	-	-	-	-	-	-	721,000
-	-	-	-	-	-	-	-	100,000
-	4,767,980	-	-	-	-	-	-	4,767,980
-	-	-	-	-	2,000,000	-	-	2,000,000
-	-	-	2,076,997	-	-	-	-	2,076,997
-	-	-	-	-	386,260	-	-	386,260
-	486,915	-	-	-	-	-	-	486,915
-	-	-	-	-	-	-	-	100,000
-	-	-	-	-	-	-	-	500,000
-	-	-	-	-	300,000	-	-	529,000
1,550,000	-	-	-	-	-	-	-	1,550,000
-	-	-	-	-	-	-	-	1,000,000
-	20,285	-	-	-	-	-	-	20,285
-	1,016,300	-	-	-	-	-	-	1,016,300
1,550,000	6,491,480	-	2,076,997	-	2,686,260	-	-	15,504,737

Capital Projects

Capital Project Funds

		Capital Outlay Fund #201	Transportation Impact Mitigation Fund #203	Bridge Construction Fund #204	Art & Convention Center Fund #206	Northgate Fee Dist. #94-1 Fund #208	Hiddenbrooke Sky Valley Overpass Fund #211
Multi Year Operational Projects							
EDVGPU	General Plan Update	100,000	-	-	-	-	-
TECHNO	Technology Purchases - Development Services	60,000	-	-	-	-	-
TECHNO	Technology Purchases - Public Works	50,000	-	-	-	-	-
IT-PEG	Public, Education and Government Programming	250,000	-	-	-	-	-
IT-ORA	Oracle Project	74,000	-	-	-	-	-
FIN007	ERP	300,000	-	-	-	-	-
IT000	IT Improvement - Departments	239,869	-	-	-	-	-
IT000	IT Improvement	1,050,000	-	-	-	-	-
PD-RAD	PD Radio Repeaters	1,250,000	-	-	-	-	-
MY2001	Causeway CIP	250,000	-	-	-	-	-
MY2301	Sidewalk Repair and Maintenance	-	-	-	-	-	-
MY2302	Annual Green Infrastructure improvements	100,000	-	-	-	-	-
MY2303	Real Property Management	150,000	-	-	-	-	-
PBC9	PB Cycle 8	500,000	-	-	-	-	-
	Sub-total for MYOP	<u>4,373,869</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Grand Total Expenditures		<u>6,578,369</u>	<u>4,500</u>	<u>4,500</u>	<u>-</u>	<u>4,500</u>	<u>504,500</u>
Other Sources / Uses							
	Transfers In - Technology/General Plan Update Fees	284,000	-	-	-	-	-
	Transfers In - General Fund	539,869	-	-	-	-	-
	Transfers In - General Fund MB	5,500,000	-	-	-	-	-
	Transfers In - Gas Tax SB1	-	-	-	-	-	-
	Transfers In - Hiddenbrooke Imp Dist-2004A	-	-	-	-	-	-
	Transfers Out - General Fund	-	-	-	-	-	-
	Transfers Out - Affordable Housing Fund	-	-	(12,144)	(478,980)	-	(12,060)
		<u>6,323,869</u>	<u>-</u>	<u>(12,144)</u>	<u>(478,980)</u>	<u>-</u>	<u>(12,060)</u>
Net Annual Activity		<u>245,500</u>	<u>70,500</u>	<u>49,076</u>	<u>1,500</u>	<u>500</u>	<u>(316,260)</u>
Projected Available Fund Balance at 6/30/2022		<u>\$ 1,116,221</u>	<u>\$ 96,587</u>	<u>\$ 238,628</u>	<u>\$ 83,318</u>	<u>\$ 158,568</u>	<u>\$ 7,505,083</u>
Remaining CIP Project Balances (estimated April 2022)		\$ 12,099,361	\$ 2,345,952	\$ 231,249	\$ -	\$ 91,979	\$ 105,279
FY 22-23 Appropriations		6,573,869	-	-	-	-	500,000
Total Project Balances		<u>\$ 18,673,230</u>	<u>\$ 2,345,952</u>	<u>\$ 231,249</u>	<u>\$ -</u>	<u>\$ 91,979</u>	<u>\$ 605,279</u>

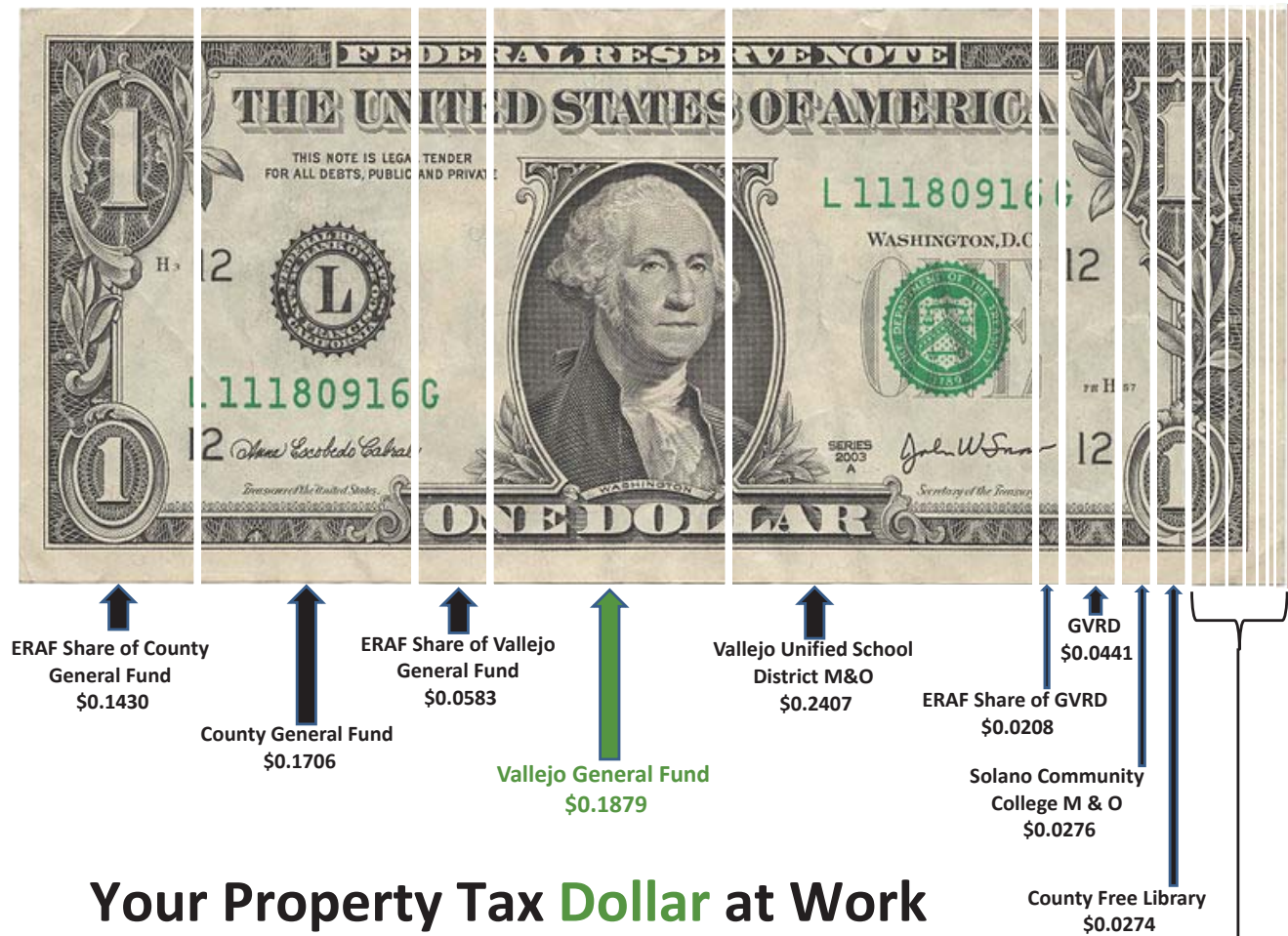
Gas Tax Sec 2103 Fund #219	Capital Grants/ Contributions Fund #221	Long Term Maintenance Fund #223	Columbus Parkway Improvement Fund #224	Empress Theater Fund #225	Road Maintenance/ Rehab Act Fund #226	Waterfront History Park Fund #227	Neighborhood Park/ Development Fee Fund #137	Total
-	-	-	-	-	-	-	-	100,000
-	-	-	-	-	-	-	-	60,000
-	-	-	-	-	-	-	-	50,000
-	-	-	-	-	-	-	-	250,000
-	-	-	-	-	-	-	-	74,000
-	-	-	-	-	-	-	-	300,000
-	-	-	-	-	-	-	-	239,869
-	-	-	-	-	-	-	-	1,050,000
-	-	-	-	-	-	-	-	1,250,000
50,000	-	-	-	-	-	-	-	250,000
-	-	-	-	-	-	-	-	50,000
-	-	-	-	-	-	-	-	100,000
-	-	-	-	-	-	-	-	150,000
-	-	-	-	-	-	-	-	500,000
50,000	-	-	-	-	-	-	-	4,423,869
1,600,000	6,491,480	-	2,081,497	31,500	2,690,760	4,500	-	19,996,106
-	-	-	-	-	-	-	-	284,000
-	-	-	-	31,000	-	-	-	570,869
-	-	-	-	-	-	-	-	5,500,000
1,600,000	-	-	-	-	-	-	-	1,600,000
-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	(503,184)
1,600,000	-	-	-	31,000	-	-	-	7,451,685
10,000	(7,485)	13,000	(2,051,497)	-	15,500	(4,300)	30,000	(1,943,966)
\$ 66,498	\$ 15	\$ 179,802	\$ 45,420	\$ 16,762	\$ 411,009	\$ 17,133	\$ 121,371	\$ 10,056,414
\$ 925,248	\$ -	\$ 451,717	\$ -	\$ -	\$ 3,140,859	\$ 65,221	\$ 170,038	\$ 19,626,903
1,600,000	6,491,480	-	2,076,997	-	2,686,260	-	-	19,928,606
\$ 2,525,248	\$ 6,491,480	\$ 451,717	\$ 2,076,997	\$ -	\$ 5,827,119	\$ 65,221	\$ 170,038	\$ 39,555,509



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Comparisons and Trends

Property Tax Dollar Breakdown

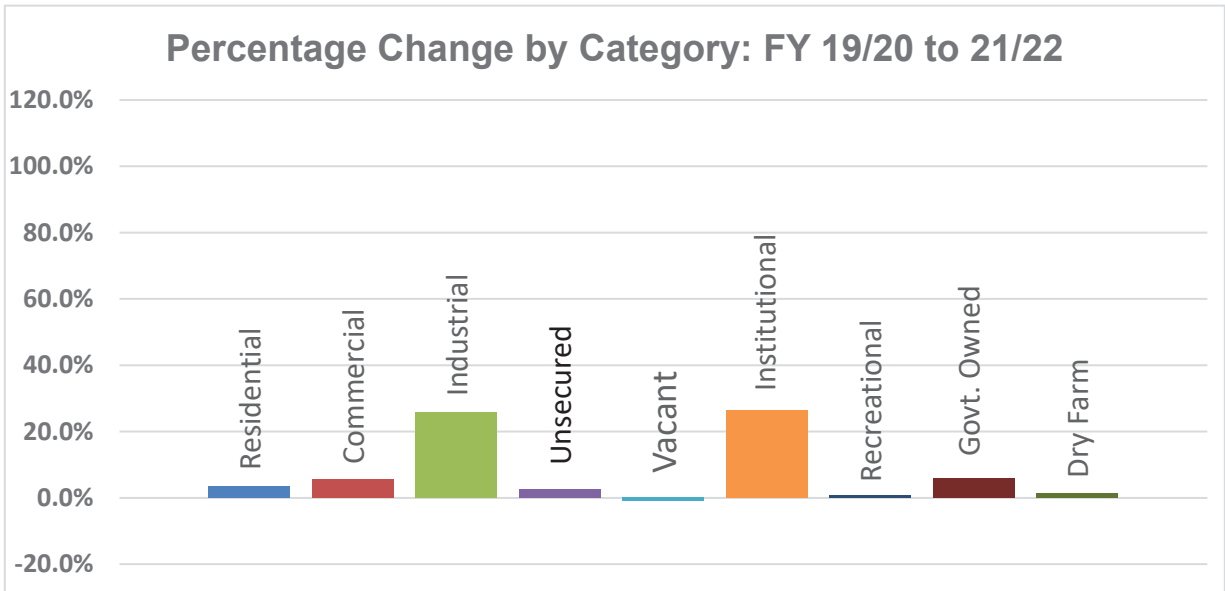


ERAF Share of County General Fund	\$ 0.1428
County General Fund	\$ 0.1706
ERAF Share of Vallejo General Fund	\$ 0.0589
Vallejo General Fund	\$ 0.1873
Vallejo Unified School District M&O	\$ 0.2407
ERAF Share of GVRD	\$ 0.0208
GVRD	\$ 0.0441
Solano Community College M & O	\$ 0.0276
County Free Library	\$ 0.0274
Solano County Water Agency	\$ 0.0153
VSFCD Operating	\$ 0.0147
Library Special Tax Zone 7	\$ 0.0137
County Superintendent-co. School Services Fund Sup	\$ 0.0103
Acc Cap Outlay*	\$ 0.0081
Mosquito Abatement District	\$ 0.0059
County Superintendent-board of Education	\$ 0.0033
BAAQMD	\$ 0.0022
County Superintendent-development Center	\$ 0.0022
Recreation	\$ 0.0020
Aviation	\$ 0.0012
County Superintendent-co. School Series Fund Supp.	\$ 0.0011
Total	\$ 1.00

ATI Annual Tax Increment) Ratios for Tax Rate Area 007000, Excluding Redevelopment factors & Additional Debt Service
 Data Source: Hdl. Coren & Cone Report using Solano County Assessor 2021/22 Annual Tax Increment Tables

Comparisons and Trends

Property Tax Growth by Use Category



2020/21 to 2021/22 Value Growth by Use Category

Category	Net Taxable Value			Amount Change 20/21 to 21/22	Percentage Change 20/21 to 21/22
	2019/20	2020/21	2021/22		
Residential	\$9,642,737,645	\$10,125,689,885	\$10,487,692,156	\$362,002,271	3.6%
Commercial	\$1,204,690,775	\$1,224,613,231	\$1,292,109,321	\$67,496,090	5.5%
Industrial	\$212,945,563	\$215,228,239	\$270,689,523	\$55,461,284	25.8%
Unsecured	\$253,612,249	\$269,332,935	\$275,945,271	\$6,612,336	2.5%
Vacant	\$111,242,463	\$131,203,092	\$129,965,496	-\$1,237,596	-0.9%
Institutional	\$19,306,544	\$42,340,805	\$53,572,322	\$11,231,517	26.5%
Recreational	\$2,236,557	\$2,275,789	\$2,295,533	\$19,744	0.9%
Govt. Owned	\$3,156,338	\$3,745,230	\$3,967,080	\$221,850	5.9%
Dry Farm	\$1,191,134	\$1,255,119	\$1,272,310	\$17,191	1.4%
Irrigated	\$1,065,054	\$1,086,354	\$1,097,607	\$11,253	1.0%
Miscellaneous	\$155,814	\$165,443	\$176,385	\$10,942	6.6%
SBE Nonunitary*	\$271,792	\$485,562	\$485,562	\$0	0.0%
Totals	\$11,452,611,928	\$12,017,421,684	\$12,519,268,566	\$501,846,882	4.2%

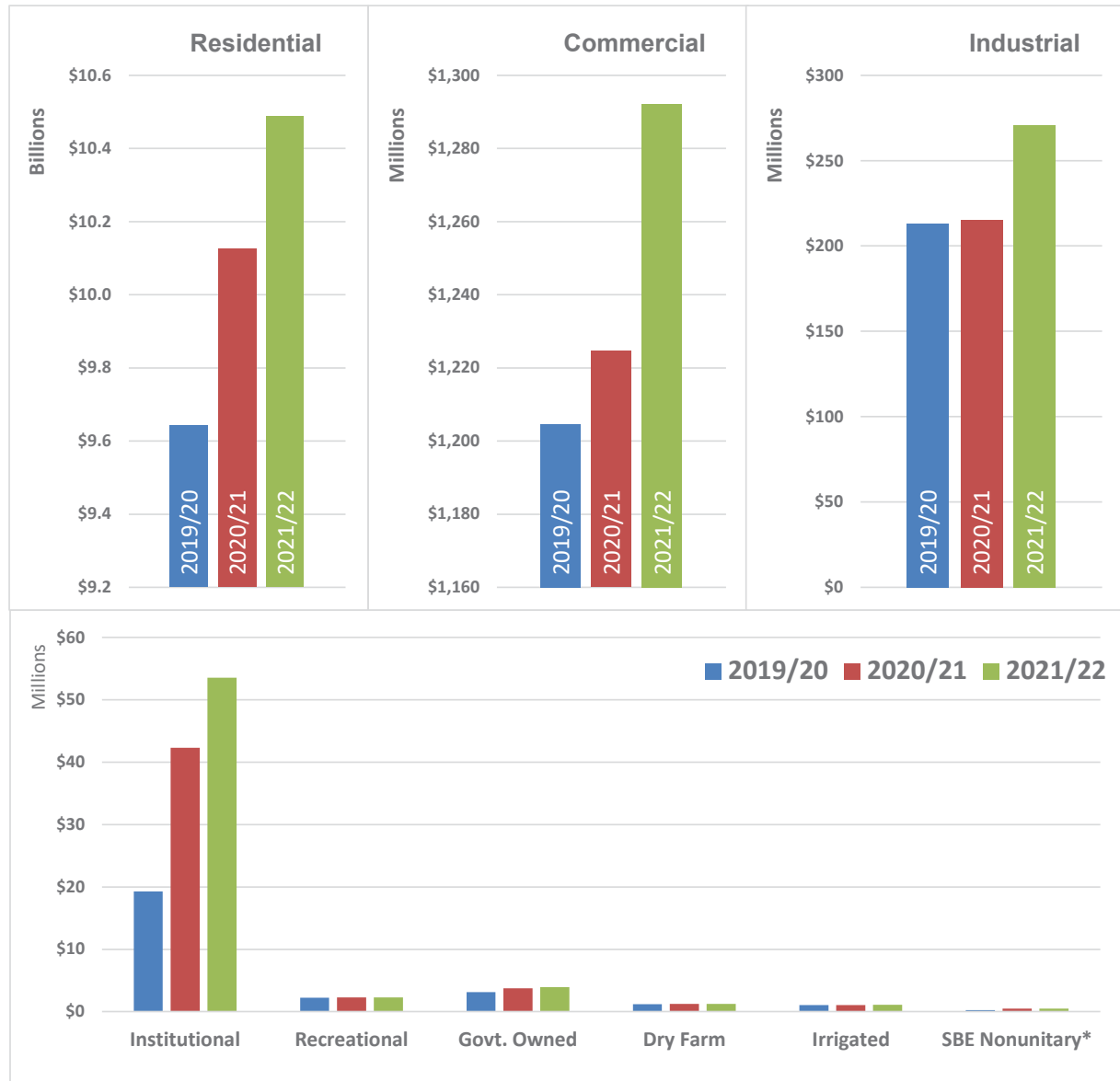
Data Source: HdL Coren & Cone report; using Solano County Assessor 2021/2022 Combined Tax Rolls

*SBE Nonunitary land is defined as land owned by a State assesse, but not used in primary operation.

Comparisons and Trends

Growth by Use Category

(Property Assessed Value)



Comparisons and Trends

Pending Appeals Impact Projections

Potential AV Loss Based on Prior Success Rates on Current Average Appeals

Vallejo General Fund Appeals History:

Lien Year	Total Appeals	Resolved Appeals	Pending Appeals	Successful Appeals	Success Rate	Successful Orig Value	Successful Appeal Value Loss	Loss Rate
2017/18	37	24	13	15	62.50%	23,097,889	4,320,970	18.71%
2018/19	29	12	17	10	83.33%	66,171,275	15,301,701	23.12%
2019/20	12	4	8	1	25.00%	27,975,856	11,175,856	39.95%
2020/21	19	7	12	1	14.29%	828,529	134,163	16.19%
2021/22	[25]*	[2]*	23	[1]*	50.00%	[\$144,212]*	[\$116,920]*	0.00%
2022/23	[11]*	[0]*	11	[0]*	0.00%	[\$0]*	[\$0]*	0.00%
Totals:	97	47	84	27	57.45%	\$ 118,073,549	\$ 30,932,690	26.20%

*Years with less than 10% resolved appeals or no successful appeals are not included in history totals.

Vallejo General Fund Pending Appeals Impact Projection Based on Annual Experience:

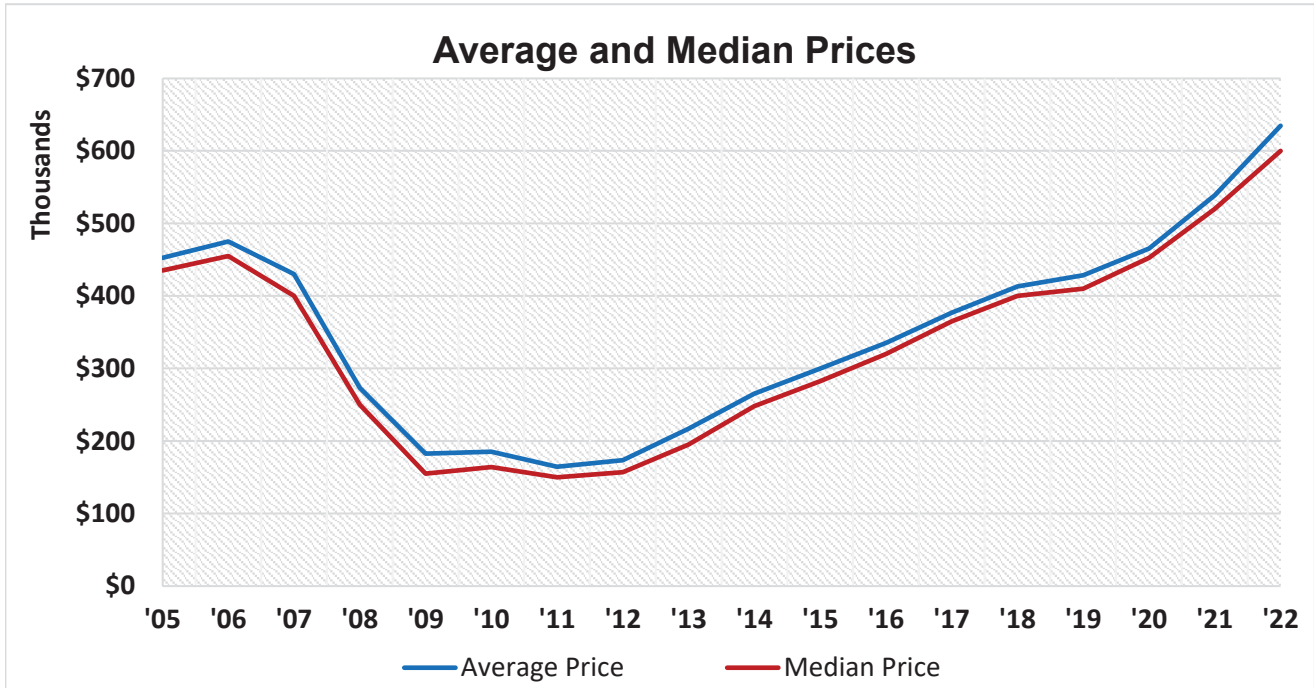
Lien Year	Pending Appeals	Prior Successful	Avg. Appeal Value	Prior Loss	Projected AV Loss	Avg. Tax Rate	Projected Revenue Loss
2017/18	13	62.50%	2,545,684	18.71%	3,869,339	0.182448	7,060
2018/19	17	83.33%	5,150,832	23.12%	16,873,894	0.182448	30,786
2019/20	8	25.00%	5,469,671	39.95%	4,370,072	0.182448	7,973
2020/21	12	14.29%	8,604,620	16.19%	2,388,581	0.182448	4,358
2021/22	23	57.45%	6,127,399	26.20%	21,209,723	0.182448	38,697
2022/23	11	57.45%	12,090,988	26.20%	20,016,377	0.182448	36,519
Totals:	84		\$ 5,705,821 **		\$ 68,727,986		\$ 125,393

*Years with less than 10% resolved appeals or no successful appeals are not included in history totals.

**Combined Average value per appeal is based on 133 appeals in the years 2017/18 to 2022/23 with a total value of \$758,874,129

Data Source: HdL Coren & Cone Report; using Solano County Assessor Combined Tax Rolls & Most Recent Appeals Roll data

Comparisons and Trends
Sales Value History
Single Family Residential Full Value Sales (2005-2022)



Year	Full Value Sales	Average Price	Median Price	Median % Change
2005	2,607	\$452,423	\$435,000	23.58%
2006	1,793	\$474,918	\$455,000	4.60%
2007	877	\$430,046	\$400,000	-12.09%
2008	1,450	\$273,137	\$250,000	-37.50%
2009	2,338	\$182,488	\$155,000	-38.00%
2010	1,787	\$185,082	\$164,000	5.81%
2011	1,820	\$164,564	\$150,000	-8.54%
2012	1,867	\$173,389	\$157,000	4.67%
2013	1,466	\$216,879	\$195,000	24.20%
2014	1,383	\$265,264	\$248,000	27.18%
2015	1,453	\$299,854	\$282,500	13.91%
2016	1,618	\$335,133	\$320,000	13.27%
2017	1,513	\$376,894	\$365,000	14.06%
2018	1,344	\$412,965	\$400,000	9.59%
2019	1,306	\$428,442	\$410,000	2.50%
2020	1,189	\$465,311	\$452,500	10.37%
2021	1,458	\$538,677	\$520,000	14.92%
2022	1,408	\$634,584	\$600,000	15.38%

Data Source: HdL Coren & Cone report; using Solano County Recorder data

*sales not included in the analysis are quitclaim deeds, trust transfers, timeshares, and partial sales.



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Appendix

Summary of Budget Process

The City of Vallejo operates on a fiscal year basis that begins on July 1 of each year, and ends the following year on June 30. The City Manager's Office and Finance Department manage the budget process, with support from each of the operating departments. The preparation of the budget takes place between January and June, culminating with the adoption of an annual budget by the City.

Budget Preparation

The City Manager and City Council shall prepare a five year strategic and financial plan to be reviewed and updated annually. The annual budget shall correlate to the proposed plan.

At least 45 days prior to the beginning of each fiscal year, the City Manager shall submit to the Council a budget of proposed expenditures and estimated revenues. This shall include a general fund budget in which proposed expenditures shall not exceed estimated revenues accompanied by an explanatory budget message in such form as they deem desirable or as the Council may require. For such purpose, the City Manager, on such schedule and under such terms as they may prescribe, shall obtain from the head of each department or other agency of the City estimates of revenue and expenditure in such detail and with such supporting plans and data as he/she may require. The City Manager may revise such estimates in any manner they deem advisable. The explanatory budget message of the City Manager to the Council shall explain the budget, both in fiscal terms and in terms of work programs, outline the proposed financial policies of the City for the ensuing fiscal year, propose priorities for capital expenditures, and describe other important features of the budget plan. It shall state the reasons for salient changes from the previous year in cost and revenue items, explain any major changes in financial policy, and enable the Council to compare the prior and current years' revenues and expenditures to which such proposed revenues and expenditures relate. Estimates of revenue shall include surpluses to be carried over from the current year, plus miscellaneous revenues.

Council Hearing and Approval

After submission of the budget by the City Manager, the Council shall publish in one or more newspapers of general circulation in the City the following: a general summary of the budget, information as to times and places where copies of the budget are available for inspection by the public, and the time and place for a public hearing on the budget which shall be no less than two weeks after such publication.

After the public hearing, the Council may revise the budget in any manner it finds necessary and shall adopt a budget for the ensuing fiscal year no later than the last day of the current fiscal year.

If it fails to adopt the budget by this date, the amounts appropriated for current operation for the current fiscal year shall be adopted for the ensuing fiscal year on a month-to-month basis, with all items in it prorated accordingly, until such time as the Council adopts a budget for the ensuing fiscal year. Adoption of the budget shall constitute appropriations of the amounts specified therein as expenditures from the funds indicated and shall constitute a levy of the property tax therein proposed.

Appendix

Summary of Budget Process

Budget Calendar

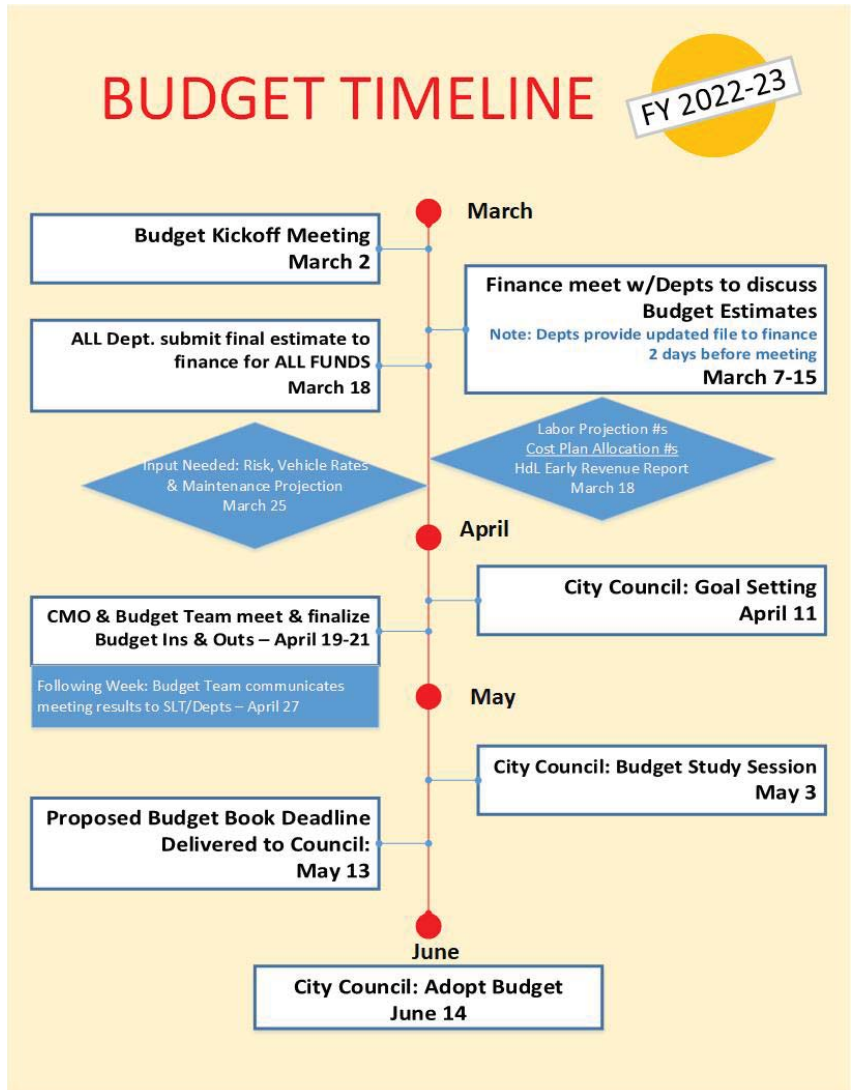
The calendar, to the right, represents key milestones that took place during the FY2022-23 budget process.

Level of Budgetary Control

Budgetary control is established at the following levels: a) General Fund – Department Level, b) Other Funds – Fund level, and c) Capital Projects – Department level. The City Manager may authorize line item budget transfers within a General Fund Department, or within a fund other than General Fund.

Budget Revisions

At any time during the fiscal year the City Manager may transfer part or all of any unencumbered appropriation balance among programs within a department, office or agency. Also, upon written request by the City Manager, the Council, after having given one week's notice of intention, may transfer by resolution part (or all) of any unencumbered appropriation balance between one department, office or agency and another. In the same manner, the City Manager may also appropriate available funds not included in the budget.



Appendix

Budget and Financial Policies

In planning for and preparing the annual budget, many fiscal decisions are made to help sustain the long-term health and well-being of the City. Accordingly, the City Manager strives to make fiscal recommendations in the proposed budget that adhere to the following guiding principles:

- Fund current operations with current year revenues.
- Realistically project revenue growth.
- Continue to address long-term debt liabilities and maintenance deficiencies.
- Maintain General Fund reserves at least at City Council's 15% target reserve to protect the City in times of economic uncertainty or unforeseen circumstances.
- Utilize Measure B revenues to augment General Fund existing services or rebuild services, and Fund Reserves.
- Use a General Fund five-year financial forecast to foresee potential challenges and allow the Council and staff to craft timely and prudent budget solutions.

Balanced Budget- The City shall strive to balance resources with expenditure appropriations. To maintain a "balanced budget", total expenditures in the fund cannot exceed its total of revenues and its beginning balance. Ending fund balance should always be positive. A negative fund balance indicates that the budget is not balanced.

Grant Funds, Multiyear Operational Projects and Donation Funds- The City Manager is authorized to carry-over or re-appropriate into the following fiscal year any appropriations for uncompleted grant projects, multiyear operational projects (MYOP), and donation funds.

Encumbrances- All encumbrances for valid purchase orders and contracts in effect as of June 30, will remain in effect in the following Fiscal Year. The City Manager is authorized to increase budget appropriations in the amount of the outstanding encumbrances for valid purchase orders and contracts as of June 30. The City Council reappropriates the encumbrances in the same amounts and into the same accounts in the Funds as they existed on June 30.

Donations- The City Manager is authorized to receive and accept on behalf of the city: a) cash donations for specific purposes, to deposit such donations in trust funds, and to expend such donations for the purpose for which the donation was made, and b) in kind/non-cash donations that would serve a useful purpose in the provision of City services.

Grants- The City Manager is authorized to submit grant applications for activities within the jurisdiction of the City. The City Manager is authorized to accept grants, to expend grant funds if the funds have been appropriated, and to implement the actions required by any grant for projects and programs within the City's jurisdiction.

Inventory and Accounts Receivable- The City Manager is authorized to conduct a physical inventory, analyze receivables for collection, and to reconcile related financial records accordingly.

Debt- The City Manager is authorized to amend the Budget to reflect all required debt service requirements and payments, bond covenants or other applicable requirements, laws and regulations.

Appendix

Budget and Financial Policies

Short term Inter-fund Borrowing- The City Manager is authorized to transfer cash on a daily basis to support funds with a negative cash position so long as the borrowing is paid back within one year.

Transfers and Reserves- The City Manager is authorized to make transfers among funds and reserves in accordance with the City Charter, the Vallejo Municipal Code, and the Budget for the Fiscal year.

Completed or Inactive CIP Projects- Annually, completed or inactive projects will be closed, except for projects that have existing litigation or payment disputes. An inactive project is defined as one where transaction activity is less than \$1,000 over the prior three years. The City Manager, or his or her designee, is authorized to close projects and to process the necessary documentation to close inactive projects.

Capital Improvement Program- Capital Improvement cost is a permanent addition to the City's assets, including design, construction purchase of land, buildings or facilities, or major renovations. This includes installation or repair of new or existing traffic signals, roads, sewer lines and parks. To qualify as a capital improvement project, the cost of the project must exceed \$10,000. The City will actively pursue grant and other outside funding sources for all capital improvement projects.

Cash Management and Investment- After taking into account the amounts required to meet the current and pending requirements of the City, the City Manager may arrange for the term deposit or investment in securities authorized by law of any balances available for such purpose, and the yield therefrom shall be credited as revenue to each fund from which investments are made.

Accounting System- The City Manager shall direct the establishment and supervise the maintenance of a uniform system of accounting, applicable to all departments and other agencies of the City, conforming to modern and accepted practices of public and governmental accounting, which shall be adequate to account for all money on hand and for all income and expenditures in such detail as will provide complete and informative data concerning the financial affairs of the City, and in such manner as will be readily susceptible to audit and review.

Authorization and Control of Expenditure- No expenditure of City funds shall be made except for the purposes and in the manner specified in an appropriation by the Council. The City Manager shall establish and direct such systems of internal control and audit as he/she may find necessary to insure the fulfillment of the purpose of this Section.

Appendix

Basis of Accounting

The accounting policies of the City conform to “Generally Accepted Accounting Principles” (GAAP) Accounts of the City are organized on the basis of funds, each of which is considered a separate accounting entity. Fund accounting segregates funds according to their purpose and is used to aid management in demonstrating compliance with finance-related legal and contractual provisions.

All governmental funds (i.e. General, Special Revenue, Capital Projects, Debt Service, Permanent Funds) are accounted for on the modified accrual basis of accounting. Under this method, revenues are recognized in the accounting period in which they become both measurable and available to finance expenditures of the current period. Revenues are recorded when received in cash, except that revenues subject to accrual (generally 60 days after year-end) are recognized when due. Expenditures are recorded in the accounting period when the liability is incurred.

Proprietary funds (i.e. Enterprise and Internal Service Funds) are accounted for using the accrual basis of accounting. Under the accrual basis of accounting, revenues are recognized in the period in which they are earned, while expenses are recognized when the liability is incurred.

The Annual Comprehensive Financial Report (ACFR) shows the status of the City’s finances on GAAP basis. The City’s budget is adopted on a basis substantially consistent with GAAP, with the following exceptions:

- Principal payments on long-term debt within the Enterprise Funds are applied to the outstanding liability on a GAAP basis, but are expended on a Budget basis.
- Capital Outlay within Enterprise Funds are recorded as assets on a GAAP basis and expended on a Budget basis.
- Depreciation expense is recorded on a GAAP basis only.

Appendix

Fund Description

The City's finances are structured in a variety of funds, which are the basic accounting and reporting entities in governmental accounting. All of the funds included in this list are accounted for in the City's Comprehensive Annual Financial Report and are budgeted by the City. Note: The City does not budget Fire Station Fund# 205, The Arts and Convention Center Fund # 206, Intergovernmental Loan Fund# 503, Retiree Health Benefits Fund # 506 or Payroll Benefits Fund # 602

Fund #	ACFR Fund Name	Fund Type	Responsible Department/Division
001-004	General Fund	General Fund	Various
101	Community Development Block Grant	Special Revenue	Housing and Community Development
102	HOME Program	Special Revenue	Housing and Community Development
103	Neighborhood Stabilization Program	Special Revenue	Housing and Community Development
106	Mare Island Conversion	Capital Project	Economic Development
107	Mare Island Base Reuse	Special Revenue	Economic Development
109	Emergency Disaster	Special Revenue	Various
112	Mare Island CFD 2002	Special Revenue	Economic Development
113	Mare Island CFD 2005 1A (State)	Special Revenue	Economic Development
114	Mare Island CFD 2005 1B (Local)	Special Revenue	Economic Development
121-124, 126	Housing Authority Funds	Special Revenue	Housing and Community Development
129	Outside Funded Services	Special Revenue	Various
133	State Gas Tax	Special Revenue	Public Works
134	State Lands	Special Revenue	Public Works
135	Solid Waste Disposal	Special Revenue	Public Works
137	Neighborhood Parks	Capital Project	Public Works
138	Hiddenbrooke Community Services District	Special Revenue	Public Works
139	Asset Seizure	Special Revenue	Police
140	Traffic Offender/Vehicle Impound Program	Special Revenue	Police
143	Hazmat Revolving	Special Revenue	Public Works
146	Office of Traffic Safety	Special Revenue	Police
147	NLP Nuisance Abatement	Special Revenue	City Attorney
149	Justice Assistance Grant	Special Revenue	Police
151	Supplemental Law Enforcement Grant	Special Revenue	Police
161-188	Landscape Maintenance Districts	Special Revenue	Public Works
191	Navigation Center	Special Revenue	Housing and Community Development
201	Capital Outlay	Capital Project	Public Works
203	Transportation Impact Mitigation	Capital Project	Public Works
204	Bridge Construction	Capital Project	Public Works
205	Fire Station # 7	Capital Project	Finance/Economic Development
206	Arts and Convention Center	Capital Project	Economic Development
208	Northgate Fee & Benefit District	Capital Project	Public Works
211	Hiddenbrooke Overpass	Capital Project	Public Works
213	Mare Island CFD 2005 1A Facilities	Capital Project	Public Works
219	Traffic Congestion Relief	Capital Project	Public Works
221	Capital Grants and Contributions	Capital Project	Public Works
222	Vallejo Station	Capital Project	Public Works
223	Long Term Maintenance	Capital Project	Public Works
224	Columbus Parkway Improvements	Capital Project	Public Works
225	Empress Theater	Capital Project	Economic Development/Public Works
226	Road Maintenance/Rehab Act	Capital Project	Public Works
227	Waterfront History Park	Capital Project	Public Works
303, 309	Certificate of Participation	Debt Service	Finance
343-348	Agency Funds-Assessment District Debt Service	Agency	Finance/ Public Works
401-412	Water	Enterprise	Water
415	Marina	Enterprise	Public Works
425	Golf	Enterprise	Public Works
431	Vallejo Station Parking	Enterprise	Public Works
432	Fiber Enterprise	Enterprise	City Manager's Office/IT
501-502	Fleet Maintenance/Replacement	Internal Service	Public Works
506	Retiree Health Benefits	Internal Service	Finance
508-509	Self Insurance	Internal Service	City Manager's Office/Risk
601	Administrative Trust	Special Revenue	Various
602	Payroll Benefits	Internal Service	Finance
603	McCune Collection	Permanent	City Manager's Office
	Successor Agency to the Redevelopment Agency		
627	Private-Purpose Trust	Trust	Finance/Economic Development

Appendix

Fund Description

General Fund accounts for all general revenues of the City not specifically levied or collected for other City funds including Measure B transaction tax and the related expenditures.

Special Revenue Funds

Special Revenue Funds are used to account for the proceeds of specific revenue that are legally restricted to be expended for specified purposes:

Community Development Block Grant Fund #101 accounts for monies received and expended by the City as a participant in the Federal Community Development Block Grant program.

HOME Program Fund #102 accounts for monies received and expended by the City as a participant in the Federal HOME Grant program.

Neighborhood Stabilization Program Fund #103 accounts for monies received and expended by the City as a participant in the Federal NSP Grant.

Mare Island Base Reuse Fund #107 accounts for monies received from tenants placed on the former Mare Island Naval Shipyard during the conversion process. It also accounts for operating costs to support ongoing development programs on the island. Funds are restricted for use on the island.

Emergency Disaster Fund #109 accounts for monies received and expended including federal and state grant revenues for activities related to disasters.

Mare Island CFD 2002 Fund #112 accounts for monies received from general taxes and from property owner assessments for maintenance and repair of infrastructure and facilities on the former Mare Island Naval Shipyard

Mare Island CFD 2005 1A (State) Fund #113 accounts for transactions of this district formed under state statute to provide municipal services within the district.

Mare Island CFD 2005 1B (Local) Fund #114 accounts for transactions of this district formed under local statute to provide municipal services within the district.

The Section 8 Administration and Voucher Program Funds #121 & #123 are used to provide separate accountability for the HUD Housing Choice Voucher program and its administrative grant allocations.

The Section 8 Operating Reserve Fund #122 is used to track pre-2004 administrative grant funds that can be used for any general housing purpose.

The Housing Development Fund #124 reports the status of non-federal, unrestricted Housing Authority resources.

Appendix

Fund Description

The Low Income Housing and Moderate Income Housing Asset Fund #126 accounts for the activities related to the housing assets assumed by the Authority as Housing Successor to the former Redevelopment Agency. The activities are governed by California redevelopment law and must be used to provide housing for low and moderate income households.

Outside Funded Services Fund #129 accounts for one-time billings to third parties and the related expenditures of these funds. The primary activity is development review.

State Gas Tax Fund #133 accounts for monies received from the state gas tax allocation and expended on construction, improvement and maintenance of public streets and related infrastructure.

State Lands Fund #134 accounts for lease rentals generated from City-owned waterfront property subject to State Lands Commission restrictions.

Solid Waste Disposal Fund #135 accounts for monies received from garbage collection fines and expended on enforcing major portions of the mandatory garbage subscription ordinance. This fund is also used for the mandatory city-wide recycling program and related recycling program grants.

Hiddenbrooke Community Services District Fund #138 accounts for monies collected as the result of special taxes which are used to fund a variety of municipal services provided to the residents of the Hiddenbrooke development.

Assets Seizure Fund #139 accounts for monies received from police confiscated drug money and property. Funds are held until final court disposition is received. The funds are then restricted for police related activities only.

Traffic Offender/Vehicle Impound Program Fund #140 accounts for monies received and expended from vehicle impound fees.

Hazmat Revolving Fund #143 accounts for monies received and expended for hazardous material removal.

Office of Traffic Safety Fund #146 accounts for the award and expenditure of grants from the California Office of Traffic Safety.

NLP Nuisance Abatement Fund #147 accounts for monies received and expended to address nuisance and blight conditions throughout the city.

Justice Assistance Grant Fund #149 accounts for revenues received from the Justice Assistance Grant.

Supplemental Law Enforcement Grant Fund #151 accounts for revenues received from the Supplemental Law Enforcement Services Grant.

Landscape Maintenance Districts Funds #161-188 accounts for special assessments on property within district boundaries for the restricted purpose of providing landscape services within the specified districts.

Appendix

Fund Description

Navigation Center Fund #191 appropriates various donations to support the operation of the Vallejo Homeless Navigation Center

Administrative Trust Fund #601 accounts for funds held for special programs, including performance bonds for construction projects.

Debt Service Funds

Debt Service Funds are used to account for the servicing of long-term debt not being financed by business-type funds:

1999 Certificates of Participation Fund #303 accounts for the accumulation of resources for, and the payments of annual General Fund debt service requirements related to 1999 debt issue.

Union Bank Fund #309 accounts for the accumulation of resources for, and the payments of annual General Fund debt service requirements. The former 2000, 2002 and 2003 COPS were restructured on January 1, 2012 into Loan A and Loan B with payment of Loan.

Capital Project Funds

Capital Project Funds are used to account for the acquisition and construction of capital improvements not being financed by business-type funds:

Mare Island Conversion Fund #106 is used to account for monies received from federal grants which are used for activities relating to the conversion of the Mare Island Naval Shipyard to civilian use.

Neighborhood Parks Fund #137 accounts for park development impact fee revenue and for contributions to the Greater Vallejo Recreation District for park improvements.

Capital Outlay Fund #201 accounts for the expenditure of General Fund and grant funded capital projects, including acquisitions and improvements of public property, public works projects, facilities, equipment and systems.

Transportation Impact Mitigation Fund #203 accounts for monies received from the Transportation Impact fee imposed on commercial and residential development and expended on transportation improvements necessitated by such development.

Bridge Construction Fund #204 accounts for monies received from the Bridge Construction Development Tax Ordinance.

Fire Station #7 Fund #205 accounts for development fees that support debt service payments on Columbus Fire Station #7.

Arts and Convention Center Fund #206 accounts for the Empress Theatre advances to the former Redevelopment Agency.

Appendix

Fund Description

Northgate Fee & Benefit District #94-1 Fund 208 accounts for monies received from the development of the Northgate District #94-1 and expended for public improvements within that development area.

Hiddenbrooke Overpass Fund #211 accounts for monies received from the Hiddenbrooke Overpass fee imposed on commercial and residential development within the Hiddenbrooke development area. These funds will be used to renovate the existing Hiddenbrooke overpass.

Mare Island CFD 2005 1A Facilities Fund #213 accounts for transactions of this district formed under state statute to provide municipal facilities within the district.

Traffic Congestion Relief Fund #219 accounts for street maintenance and capital expenditures to be paid from State Proposition 42 allocations.

Capital Grants & Contributions Fund #221 accounts for capital project expenditures to be reimbursed from by granting agencies, developers, or other third parties.

Vallejo Station Fund #222 accounts for grants received to support construction of a new Transit Center and related parking structure in downtown Vallejo.

Long-Term Maintenance Fund #223 accounts for revenues received from cell tower leases for use on long term repairs and maintenance expenditures.

Columbus Parkway Improvements Fund #224 accounts for monies received from a developer for the Columbus Parkway widening project.

Empress Theater Fund #225 accounts for the maintenance of Empress Theater.

Road Maintenance / Rehab Act Fund #226 accounts for street maintenance and capital projects to be paid from Senate Bill (SB) 1 allocation.

Waterfront History Park Fund #227 accounts for the planning, development, and construction of the Waterfront History Park Project and other activities that further the goals of the project.

Permanent Funds

Permanent Funds are used to account for and report resources that are restricted to the extent that only earnings, and not principal, may be used for purposes that support the reporting government's programs, that is, for the benefit of the government or its citizenry:

McCune Collection Fund #603 accounts for monies held for the Library which consists of donations and sales of rare books to maintain the McCune book collection.

Appendix

Fund Description

Enterprise Funds

Enterprise Funds are used to account for operations that are financed substantially through user fees and are operated in a manner similar to private business enterprises:

Water Fund #401-412 is used to account for the production and distribution of water to residents and businesses located within the City. Water service is also provided to Lakes District and Travis Air Force Base customers outside the City limits.

Marina Fund #415 is used to account for the operations, improvement and management of the City marina operations.

Golf Fund #425 is used to account for the capital assets of the City's municipal golf course and the course operator's pass-through revenues that service the City debt used to acquire and improve the assets of the fund.

Vallejo Station Parking Fund #431 is used to account for the operations, maintenance and management of the Vallejo Station Parking Structure.

Fiber Enterprise Fund #432 is used to account for the operations, maintenance and management of the City's new Municipal Fiber endeavor.

Internal Service Funds

Internal Service Funds are used to account for the financing of goods and services provided by one City department to other department on a cost reimbursement basis:

Fleet Maintenance/Replacement Fund #501-502 accounts for the maintenance and replacements of vehicles and equipment used by all City departments.

Retiree Health Benefits Fund #506 accounts for the City's Retiree Healthcare Plan's annual OPEB costs and unfunded actuarial accrued liabilities in compliance with GASB 45.

Self-Insurance Fund #508-509 accounts for risk management operations involving management of City's Workers Compensation and General Liability Insurance accounts and transactions.

Payroll Benefits Fund #602 accounts for cash transferred from various funds from which actual cash is remitted to governmental agencies, employees and other agencies for employee benefits.

Trust and Agency Funds

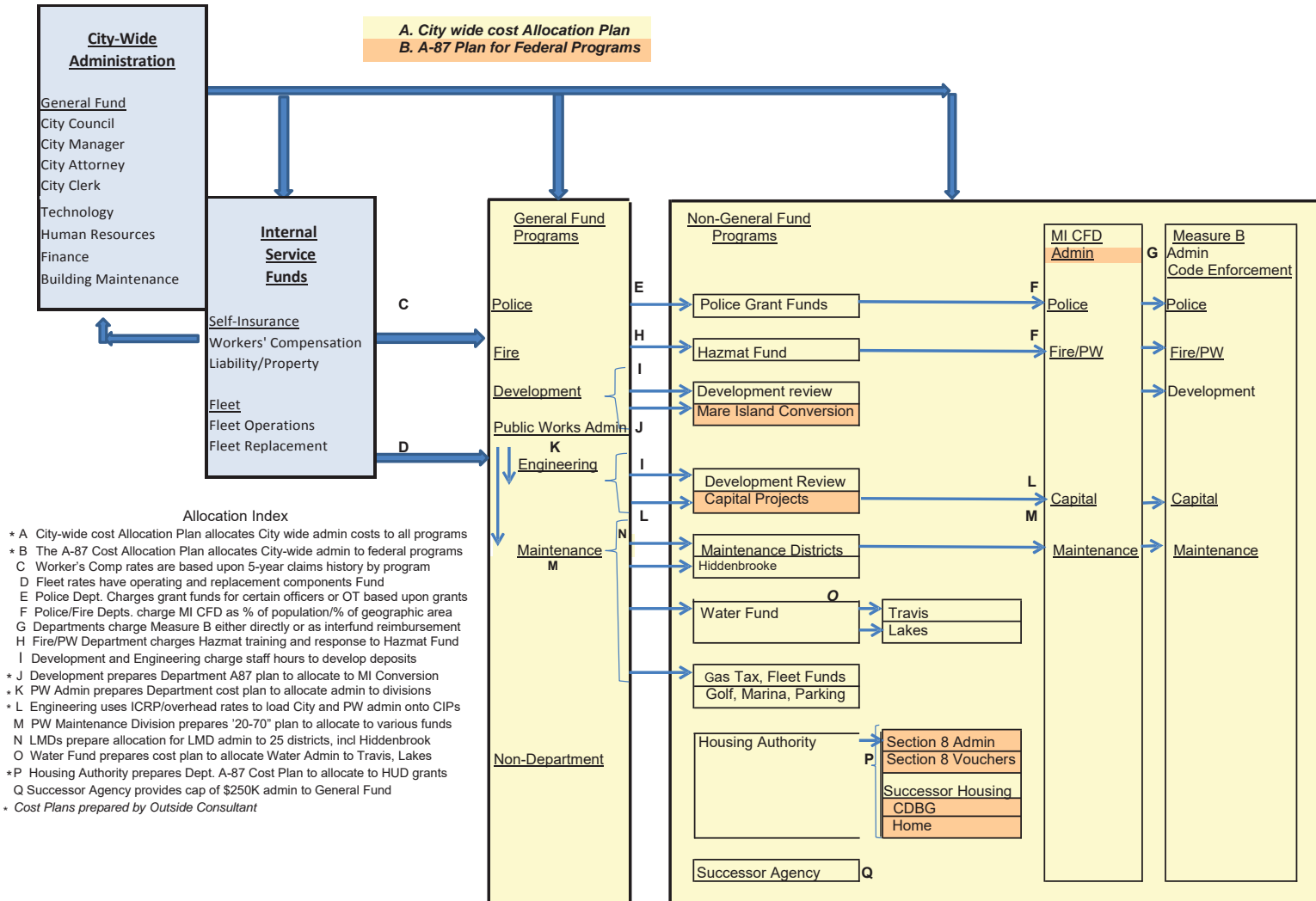
The Successor Agency to the Redevelopment Agency Private-Purpose Trust Fund #627 accounts for the accumulation of resources to be used to make payments that are on the Enforceable Obligations Schedule and to dispose of assets and property of the former Redevelopment Agency for the benefit of the taxing agencies.

The City uses **Agency Funds #343-348** to account for its **Improvement District and Assessment District funds**. These funds account for the annual collection of assessments and disbursements to district bond holders for debt without City commitment.

Appendix Cost Allocation

The City shall maintain and regularly update a cost allocation plan which shall be used to maximize recovery of direct and indirect costs from other City funds, outside funding sources, maintenance districts and fee-supported programs. It also utilizes internal service funds to charge back costs to user activities on fleet maintenance and replacement, workers compensation and general liability claims.

The following represents the basis for allocating various types of costs

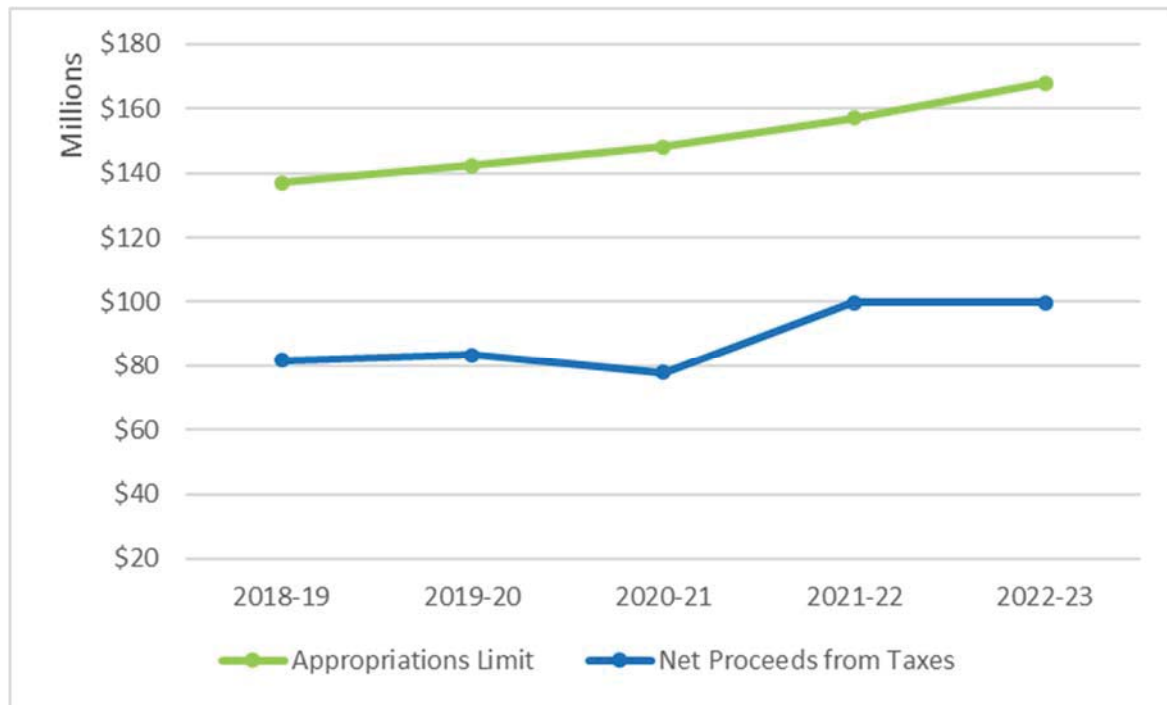


Appendix Gann Limit

Section 7910 of the California Government Code and Article XIIB of the California Constitution (commonly referred to as the “Gann Limit”) restrict the amount of revenue that cities can appropriate in any fiscal year. Annually, the City must adopt a resolution to approve the appropriations limit based on actual appropriations in FY 78-79, adjusted by a.) the greater of growth in California per capita income or the percentage change in the local assessment roll from the preceding year due to the addition of new nonresidential construction in the City, and b.) the greater of the growth in City of Country population. Section 37200 requires that the Gann limit and the total appropriations subject to the limitation be published in the annual budget. The City’s limitation is calculated annually and was adopted by City Council Resolution No. 22-082 on May 24, 2022, as part of its annual operating budget.

For Fiscal Year 2022-2023, the City’s appropriation limit is calculated to be \$167,991,471. Appropriations subject to limit have been determined to be \$99,824,432. This is \$68,167,039 below the calculated limit. Additional appropriations to the budget funded by non-tax sources such as beginning fund balances, grants or service charges are unaffected by the appropriations limit. However, any supplemental appropriations funded through increased tax sources are subject to the appropriations limit and cannot exceed \$68,167,039. Any overall actual receipts from tax sources greater than the variance would result in taxes in excess of the appropriations limit and would require refunds of the excess in the next two years or voter approval of an increase in the appropriations limit. A request of voters to authorize an increase in the appropriations limit is not anticipated in the future due to the significant margin between the limit and tax revenue.

Gann Limit 5-Year Trend



Item	2018-19	2019-20	2020-21	2021-22	2022-23
Appropriations Limit	136,925,557	142,410,487	148,224,654	157,109,722	167,991,471
Net Proceeds from Taxes	81,656,790	83,273,266	77,761,962	99,824,433	99,824,432
Difference	55,268,767	59,137,221	70,462,692	57,285,289	68,167,039
% of Limit	59.6%	58.5%	52.5%	63.5%	59.4%

Appendix

Debt Limit / Obligation

Debt Limit

State Law sets the legal limit at 3.75% of assessed value of all taxable property within the City. As of June 30, 2020, the City's total debt limit capacity was \$432 million, but it has no outstanding debt subject to this limit.

Debt Obligation

Below is the annual debt service payments budget for Fiscal Year 2022-2023 and listing of City's long-term debt. The City's existing debt levels are not expected to significantly impact current operations since the City has identifiable sources of debt repayment except for Golf and Marina debts. The FY 2022-23 budget continues to provide General Fund subsidies to cover the annual debt service payments for Marina operations.

	Outstanding Balance as of 6-30-21	FY 21-22 Budget		FY 2022-23 Budget	
		Principal	Interest	Principal	Interest
<u>General Fund:</u>					
1999 COPS	\$ 2,336,517	\$ 200,000	\$ 112,612	\$ 210,000	\$ 101,849
1999 COPS Shortfall Indebtedness	46,658	-	43,388	-	4,857
UBOC Tranche A - General Fund	2,522,129	584,047	63,053	598,648	48,452
UBOC Tranche B - General Fund	8,601,412	119,738	43,100	121,684	41,154
2001 Site & Facility Lease	-	-	-	-	-
City Hall Security Cart Capital Lease	3,215			1,429	-
Motorolla Equipment Lease(Police)	2,999,967			419,516	42,984
VAR Tech Equipment (IT&Police)	154,435			37,683	5,567
Triad Communities LP	42,500			-	-
HUD Section 108 Loan	2,533,000	236,000	50,660		
Subtotal, General Fund	19,239,833	1,139,785	312,813	1,388,960	244,863
<u>Water Fund:</u>					
2020-A Water Rev Refunding Bonds	9,995,000	3,310,000	399,800	-	267,400
2020-B Water Rev Refunding Bonds	20,075,000	-	340,000	3,610,000	340,000
2021 A Water Revenue Bonds	42,600,000	775,000	1,688,300	795,000	1,665,050
State Safe Drinking Water - 0%	11,913	3,404	-	3,404	-
VAR Tech Equipment	76,065			18,561	2,742
Subtotal, Water Fund	72,757,978	4,088,404	2,428,100	4,426,965	2,275,192
<u>Golf Course Fund:</u>					
UBOC Tranche A - Golf Course	1,139,228	326,186	28,481	334,340	20,326
UBOC Tranche B - Golf Course	5,106,554	-	-	-	-
Golf Course Cart Capital Lease	402,216			178,763	-
Subtotal, Golf Course Fund	6,647,998	326,186	28,481	513,103	20,326
<u>Marina Fund:</u>					
UBOC Tranche A - Marina	2,037,870	610,078	50,947	625,330	35,695
UBOC Tranche B - Marina	9,830,418	28,443	10,533	28,905	10,071
Marina Utility Cart Capital Lease	-	-	-	-	-
Subtotal, Marina Fund	11,868,288	638,521	61,480	654,235	45,766
Total, Debt Service	\$ 110,514,097	\$ 6,192,896	\$ 2,830,874	\$ 6,983,263	\$ 2,586,147

Appendix

Debt Limit / Obligation

Certificates of Participation (COPs)

1999 COPs – In July 1999, the City issued \$4,815,000 of Certificates of Participation (1999 Capital Improvements Project) to finance City capital improvements. Principal payments are payable annually on July 15. Interest payments are due semiannually on January 15 and July 15.

Due to the failure of the City to pay the scheduled amounts due under the original agreement, on January 25, 2011, the City, National Public Finance Guarantee Corporation (“National”) and the Controller for the State of California (the “Controller”) entered into a Settlement Agreement (the “Settlement Agreement”).

Commencing July 1, 2013, the City was to pay the Trustee the full scheduled amount when due. Commencing on January 15, 2014 the City was to pay National (on January 15th and July 15 of each year) an amount equal to 100% of all MVLF to which the City would be entitled under the California Revenue and Taxation Code during the previous six months, minus the amount paid to the Trustee for the same period, provided that the MVLF exceed the total amounts due for that period. The City’s obligation to pay amounts is not dependent on its receipt of MVLF in any amount.

The MVLF catch-up payment is to be applied to the shortfall indebtedness until paid in full. To the extent that the shortfall indebtedness is not paid in full by the last scheduled payment under the Lease Agreement, the City is to pay the remaining balance of the shortfall indebtedness to National no later than January 15, 2030.

UBOC Reimbursement Obligations

On August 2, 2011, Union Bank and the City reached a restructuring agreement regarding series 2000, 2001, 2002, and 2003 Certificates of Participation (COPs) which amends and replaces the COPs as follows:

There are two tranches: the “A” obligation and the “B” obligation. The starting principal balance of the “A” obligation is \$18,049,887 and the “B” obligation has a starting principal of \$21,369,933. No interest accrued on either the “A” or the “B” obligation from the effective date of November 1, 2011, through December 31, 2014, and interest will commence to accrue on both obligations on January 1, 2015. The “A” obligation has a fixed annual interest rate of 2.5% and the “B” obligation has a fixed annual interest rate of 1.625%. Interest is payable in a single annual payment on the first business day of each calendar year. Interest payments on the obligations commence in the calendar years 2015 and 2018 for obligations “A” and “B”, respectively, and continuing in each case until the principal balance of that obligation has been paid in full.

Principal is payable in a single annual payment on the first business day of each calendar year, commencing with the 2012 calendar year for the “A” obligation and 2018 for the “B” obligation. The outstanding principal balance, all accrued but unpaid interest, and all other amounts due under the New Union Bank Reimbursement Agreement Payment Agreement with respect to the “A” obligation is due and payable on January 1, 2026, and the “B” obligation is due and payable on January 1, 2042.

Appendix

Debt Limit / Obligation

Revenue Bonds

2020-A Water Revenue Refunding Bonds – In March 2020 the City issued \$16,750,000 in Water Revenue Refunding Bonds to refund the outstanding 2006 Water Revenue Refunding Bonds. The defeased 2006 Bonds were called on May 1, 2020. Interest is payable on May 1 and November 1. Annual principal payments are due on May 1. The debt is secured and serviced by water system operations.

The pledge of future net revenues ends upon repayment of the \$9,995,000 in remaining debt service on the bonds and loans which is scheduled to occur in 2030. Under the terms of the indenture, net revenues are required to provide a 1.25 debt service coverage ratio.

2020-B Water Revenue Refunding Bonds – in March 2020 the City issued \$20,075,000 in Water Revenue Refunding Bonds to refund the outstanding 2013 Water Revenue Refunding Bonds. The refunding decreased total debt service, resulting in an economic gain (difference between the present values of the debt service payments on the old and new debt) of \$2,042,229.13. The defeased 2013 Bonds were called on May 1, 2020. Interest is payable on May 1 and November 1. Annual principal payments are due on May 1. The debt is secured and serviced by water system operations.

The pledge of future net revenues ends upon repayment of the \$20,075,000 in remaining debt service on the bonds which is scheduled to occur in 2028. Under the terms of the indenture, net revenues are required to provide a 1.25 debt service coverage ratio.

2021-A Water Revenue Bonds – in February 2021 the City issued \$42,600,000 in Water Revenue Bonds to finance the design and construction of certain capital improvements to the City's Water System. Interest is payable on May 1 and November 1. Annual principal payments are due on May 1. The debt is secured and serviced by water system operations.

The pledge of future net revenues ends upon repayment of the \$42,600,000 in remaining debt service on the bonds which is scheduled to occur in 2051. Under the terms of the indenture, net revenues are required to provide a 1.25 debt service coverage ratio.

Other Notes and Loans Payable

State Safe Drinking Water, Water Fund – The loan, with original amount of \$68,080, from the State of California, Department of Water Resources was used to finance construction of a project which enables the City to meet safe drinking water standards. The interest rate is 0%. Semiannual principal and interest payments are due on July 1 and January 2, through 2025.

Capital Lease Obligations

2001 Site & Facility Lease – The City entered into a long-term contract for the lease of the John F. Kennedy Library, part of the Vallejo Public Library System, and certain parcels of real property within the City which cost \$1,385,248.

As part of its Plan for the Adjustment of Debts confirmed in August 2011, on December 28, 2011, a Notice of Subordination replaced the original payment schedule of the lease. Under the new schedule, commencing on December 1, 2014, payments of \$50,732 are payable semi-annually on December 1 and June 1.

Appendix

Debt Limit / Obligation

City Hall, Marina, and Blue Rock Springs Golf Course carts Capital Lease – On September 18, 2019, the City entered into a 4-year contract for the lease of golf and utility carts for City Hall, the Marina and the Blue Rock Springs golf course for an amount not to exceed \$675,000. On March 10, 2020, the City entered into a 5-year contract for the lease of VAR servers for IT and Police not to exceed \$198,696. On May 6, 2020, the City entered into a 7-year contract for the lease purchase of Motorola radio system for the Police and Fire department not to exceed \$3,999,967.

HUD Section 108 Loan Guarantee

On July 16, 2015, HUD approved the \$4,719,000 loan for the demolition of vacant buildings on North Mare Island. On April 24, 2019, the City received the first loan advance in the amount of \$1.7M. On January 6, 2020, the City received the second loan advance in the amount of \$1.305M. Interest is payable quarterly. Annual principal payments are due on August 1. The debt will be paid by General Fund and guaranteed by future CDBG funds. In March 2022, City Council voted to sell North Mare Island Property to the Nimitz Group, who will be taking over the payment of outstanding balance of the loan.

Appendix

Authorized Positions Salary and Benefits Listing by Department

Note: Excludes acting pays, differential pays, standby pays, overtime and other labor costs that are budgeted as a lump sum amount and not allocated to specific positions.

Employer - Paid Benefits							
Department / Description	Authorized Position Title	Group	Total Salaries & Other Pay	PERS Retirement	Other	Total	Total Salaries and Benefits
Mayor/City Council							
	MAYOR	Mayor	37,500.00	6,361.53	16,358.49	22,720.02	60,220.02
	CITY COUNCIL	City Council	14,700.00	5,038.53	14,593.77	19,632.30	34,332.30
	CITY COUNCIL	City Council	14,700.00	5,038.53	14,593.77	19,632.30	34,332.30
	CITY COUNCIL	City Council	14,700.00	-	13,816.56	13,816.56	28,516.56
	CITY COUNCIL	City Council	14,700.00	5,038.53	14,593.77	19,632.30	34,332.30
	CITY COUNCIL	City Council	14,700.00	-	13,816.56	13,816.56	28,516.56
	CITY COUNCIL	City Council	14,700.00	-	13,816.56	13,816.56	28,516.56
	EXEC. ASST. TO THE MAYOR - E	EXEC	86,631.50	29,399.57	22,381.39	51,780.96	138,412.46
Executive							
City Manager							
	CITY MANAGER	EXEC	280,780.10	80,530.12	29,176.99	109,707.11	390,487.21
	ASSISTANT CITY MANAGER	EXEC	226,320.76	64,798.29	27,610.88	92,409.17	318,729.93
	ASSISTANT CITY MANAGER	EXEC	226,320.76	64,798.29	27,610.88	92,409.17	318,729.93
	ASSISTANT TO THE CITY MANAGER	EXEC	161,236.88	54,015.60	28,905.19	82,920.79	244,157.67
	ASSISTANT TO THE CITY MANAGER	EXEC	152,701.79	51,443.43	28,622.75	80,066.18	232,767.97
	ORGANIZATIONAL DEVELOPMENT MANAGER	EXEC	103,168.85	34,453.16	23,970.38	58,423.54	161,592.39
	EXECUTIVE ASSISTANT TO THE CITY MANAGER	EXEC	102,268.85	34,453.16	23,900.72	58,353.88	160,622.73
	COMM. & PUBLIC INFO. OFFICER	EXEC	150,258.71	50,992.31	28,536.12	79,528.43	229,787.14
	ADMINISTRATIVE ANALYST II	CAMP	102,272.74	34,746.22	24,085.79	58,832.01	161,104.75
	ADMINISTRATIVE ANALYST II	CAMP	112,663.45	38,307.71	25,160.20	63,467.91	176,131.36
	ADMINISTRATIVE ANALYST II	CAMP	111,763.45	38,307.71	25,090.54	63,398.25	175,161.70
	ADMINISTRATIVE ANALYST II	CAMP	106,441.38	36,217.44	24,540.23	60,757.67	167,199.05
	ADMINISTRATIVE ANALYST II (Limited term expires 6/30/2025)	CAMP	-	(ARPA Funded)	-	-	-
	COMMUNITY AND VOLUNTEER COORDINATOR	CAMP	97,113.42	32,977.83	23,552.31	56,530.14	153,643.56
	ADMINISTRATIVE CLERK II (CONF)	CAMP	59,438.92	20,064.62	19,656.78	39,721.40	99,160.32
	EXECUTIVE SECRETARY - C	CAMP	83,034.40	27,630.28	22,119.95	49,750.23	132,784.63
City Clerk							
	CITY CLERK	EXEC	145,435.47	47,619.01	28,078.81	75,697.82	221,133.30
	DEPUTY CITY CLERK	CAMP	91,755.87	31,449.97	23,021.75	54,471.72	146,227.59
	CONTRACTS & RECORDS TECHNICIAN	CAMP	79,080.38	26,907.66	21,711.10	48,618.76	127,699.14
Information Technology							
	CHIEF INNOVATION OFFICER	EXEC	195,443.15	66,020.83	30,109.97	96,130.80	291,573.95
	INFORMATION SYSTEMS MANAGER	CAMP	127,353.82	43,342.94	26,679.18	70,022.12	197,375.94
	INFORMATION SYSTEMS MANAGER	CAMP	127,353.82	43,342.94	26,679.18	70,022.12	197,375.94
	IT PROJECT MANAGER	CAMP	126,453.82	43,342.94	26,609.52	69,952.46	196,406.28
	NETWORK ADMINISTRATOR	CAMP	115,489.02	39,276.19	25,452.35	64,728.54	180,217.56
	MEDIA SERVICES SPECIALIST	CAMP	98,759.35	33,603.56	23,745.90	57,349.46	156,108.81
	IS SERVICES SPECIALIST	IBEW	82,998.40	28,139.80	22,856.06	50,995.86	133,994.26
	IS SUPPORT TECHNICIAN II	IBEW	71,575.99	24,224.70	21,537.91	45,762.61	117,338.60
	IS SUPPORT TECHNICIAN II	IBEW	71,575.99	24,224.70	21,537.91	45,762.61	117,338.60
	IS SUPPORT TECHNICIAN II	IBEW	71,575.99	24,224.70	21,537.91	45,762.61	117,338.60
	IS SUPPORT TECHNICIAN I	IBEW	68,223.84	23,075.72	21,151.07	44,226.79	112,450.63
	ADMINISTRATIVE CLERK II	IBEW	48,840.79	16,618.53	18,948.47	35,567.00	84,407.79
Housing Programs							
	HOUSING & COMM DEV PROG MGR	CAMP	150,604.90	51,244.38	29,049.87	80,294.25	230,899.15
	ADMINISTRATIVE MANAGER	CAMP	132,776.52	44,182.32	27,263.29	71,445.61	204,222.13
	ADMINISTRATIVE ANALYST II	CAMP	101,372.74	34,746.22	24,016.13	58,762.35	160,135.09
	HOUSING PROJECT DEVELOPER	CAMP	120,294.04	40,930.90	25,972.58	66,903.48	187,197.52
	HOUSING SPECIALIST SUPERVISOR	IBEW	84,077.56	27,977.18	23,014.79	50,991.97	135,069.53
	SR. HOUSING SPECIALIST	IBEW	80,073.86	27,245.88	22,552.77	49,798.65	129,872.51
	HOUSING SPECIALIST I/II	IBEW	71,671.36	24,257.38	21,548.91	45,806.30	117,477.66
	HOUSING SPECIALIST I/II	IBEW	70,771.37	24,257.38	21,479.25	45,736.64	116,508.00
	HOUSING SPECIALIST I/II	IBEW	67,401.30	22,933.27	21,090.35	44,023.62	111,424.92
	HOUSING SPECIALIST I/II	IBEW	70,771.37	24,257.38	21,479.25	45,736.64	116,508.00
	HOUSING SPECIALIST I/II	IBEW	67,401.30	22,933.27	21,090.35	44,023.62	111,424.92
	HOUSING SPECIALIST I/II	IBEW	70,771.36	23,549.38	21,479.25	45,028.64	115,800.00
	SECRETARY	IBEW	58,102.04	19,914.88	20,017.22	39,932.10	98,034.14
	ADMINISTRATIVE CLERK II	IBEW	51,282.83	17,577.55	19,230.28	36,807.83	88,090.66
	ADMINISTRATIVE CLERK II	IBEW	49,740.79	16,925.01	19,052.33	35,977.34	85,718.13
City Attorney							
	CITY ATTORNEY	EXEC	254,058.55	75,324.61	31,554.64	106,879.25	360,937.80
	CHIEF ASST. CITY ATTORNEY	EXEC	212,682.45	71,871.22	30,716.45	102,587.67	315,270.11
	ASST. CITY ATTORNEY II - EXEMPT	EXEC	186,906.76	62,966.68	29,827.51	92,794.19	279,700.95
	ASST. CITY ATTORNEY II	CAMP	176,266.04	60,107.94	30,088.85	90,196.79	266,462.83
	ASST. CITY ATTORNEY II	CAMP	184,134.35	63,113.35	30,437.99	93,551.34	277,685.69
	ASST. CITY ATTORNEY II	CAMP	194,241.07	66,269.01	30,833.01	97,102.02	291,343.09
	DEPUTY CITY ATTORNEY II	CAMP	130,301.70	44,336.08	27,007.39	71,343.47	201,645.17
	DEPUTY CITY ATTORNEY II	CAMP	130,301.70	44,661.83	27,007.39	71,669.22	201,970.92
	DEPUTY CITY ATTORNEY I	CAMP	112,312.22	38,495.80	25,147.28	63,643.08	175,955.30
	LAW OFFICE SUPERVISOR	EXEC	108,282.30	36,441.63	24,468.16	60,909.79	169,192.09
	PARALEGAL	CAMP	83,112.77	28,487.49	22,128.05	50,615.54	133,728.31
	PARALEGAL	CAMP	83,112.77	28,487.49	22,128.05	50,615.54	133,728.31
	PARALEGAL	CAMP	87,268.42	29,911.87	22,557.74	52,469.61	139,738.03
	EXECUTIVE SECRETARY - C	CAMP	75,314.65	25,814.63	21,321.72	47,136.35	122,451.00

Appendix

Authorized Positions Salary and Benefits Listing by Department

Note: Excludes acting pays, differential pays, standby pays, overtime and other labor costs that are budgeted as a lump sum amount and not allocated to specific positions.

		Employer - Paid Benefits					
Department / Description	Authorized Position Title	Group	Total Salaries & Other Pay	PERS Retirement	Other	Total	Total Salaries and Benefits
Finance							
Accounting							
	FINANCE DIRECTOR	EXEC	195,443.15	66,020.83	30,109.97	96,130.80	291,573.95
	ASSISTANT FINANCE DIRECTOR - E	EXEC	168,375.93	55,177.02	29,156.13	84,333.15	252,709.08
	DEPUTY FINANCE DIRECTOR	EXEC	149,831.64	50,541.95	28,503.55	79,045.50	228,877.14
	PURCHASING MANAGER	CAMP	121,194.04	41,231.64	26,042.24	67,273.88	188,467.92
	FINANCE MANAGER (Limited Term expires 6/30/2025)	CAMP	126,453.82	43,026.81	26,609.52	69,636.33	196,090.15
	ACCOUNTING MANAGER	CAMP	126,453.82	42,078.40	26,609.52	68,687.92	195,141.74
	ADMINISTRATIVE ANALYST II	CAMP	106,441.38	36,217.44	24,540.23	60,757.67	167,199.05
	ADMINISTRATIVE ANALYST II (Limited term expires 6/30/2025)	CAMP	-	(ARPA Funded)	-	-	-
	EXECUTIVE SECRETARY - C	CAMP	83,934.40	28,460.62	22,189.61	50,650.23	134,584.63
	SR. ACCOUNTANT	IBEW	97,549.15	33,435.66	24,569.41	58,005.07	155,554.22
	SR. ACCOUNTANT	IBEW	97,549.15	33,435.66	24,569.41	58,005.07	155,554.22
	SR. ACCOUNTANT	IBEW	97,549.15	33,435.66	24,569.41	58,005.07	155,554.22
	SR. ACCOUNTANT	IBEW	88,479.95	30,327.13	23,522.83	53,849.95	142,329.91
	SR. ACCOUNTANT	IBEW	102,426.61	35,107.44	25,132.27	60,239.71	162,666.32
	ACCOUNTANT	IBEW	82,715.52	28,144.33	22,857.61	51,001.94	133,717.46
	ACCOUNTANT	IBEW	84,080.06	28,819.03	23,015.08	51,834.11	135,914.18
	ACCOUNTANT	IBEW	88,284.07	30,259.99	23,500.23	53,760.22	142,044.29
	ACCOUNTANT	IBEW	84,080.06	28,819.03	23,015.08	51,834.11	135,914.18
	ACCOUNTANT	IBEW	82,715.52	28,144.33	22,857.61	51,001.94	133,717.46
	ACCOUNTING TECHNICIAN	IBEW	70,675.99	24,224.70	21,468.25	45,692.95	116,368.94
	ACCOUNTING TECHNICIAN	IBEW	74,209.79	25,435.93	21,876.05	47,311.98	121,521.77
	ACCOUNTING TECHNICIAN	IBEW	74,209.79	25,435.93	21,876.05	47,311.98	121,521.77
Commercial Services							
	SENIOR ACCOUNTANT	IBEW	102,426.61	35,107.44	25,132.27	60,239.71	162,666.32
	CUSTOMER SERVICE REP.	IBEW	56,669.28	19,423.79	19,851.87	39,275.67	95,944.95
Water Billing and Collection							
	ACCOUNTING MANAGER	CAMP	133,676.52	45,510.09	27,332.95	72,843.04	206,519.56
	ACCOUNTANT	IBEW	88,284.06	30,259.99	23,500.23	53,760.21	142,044.28
	CUSTOMER SERVICE SUPERVISOR	IBEW	72,462.86	24,112.16	21,674.46	45,786.62	118,249.48
	SR. CUSTOMER SERVICE REP.	IBEW	59,490.51	20,241.79	20,177.45	40,419.24	99,909.75
	CUSTOMER SERVICE REP.	IBEW	56,669.27	19,423.79	19,851.87	39,275.67	95,944.94
	CUSTOMER SERVICE REP.	IBEW	56,669.28	19,423.79	19,851.87	39,275.67	95,944.95
	CUSTOMER SERVICE REP.	IBEW	56,669.27	18,856.79	19,851.87	38,708.67	95,377.94
	CUSTOMER SERVICE REP.	IBEW	56,669.28	19,423.79	19,851.87	39,275.67	95,944.95
	CUSTOMER SERVICE REP.	IBEW	56,669.28	19,423.79	19,851.87	39,275.67	95,944.95
Water Meter Reading							
	METER READER	IBEW	59,570.95	20,418.36	26,042.56	46,460.92	106,031.87
	METER READER	IBEW	59,570.95	20,418.36	26,042.56	46,460.92	106,031.87
	METER READER	IBEW	56,734.24	19,304.06	25,436.35	44,740.41	101,474.65
	METER READER	IBEW	59,570.95	20,418.36	26,042.56	46,460.92	106,031.87
	METER READER	IBEW	59,570.95	19,822.36	26,042.56	45,864.92	105,435.87
	SR. METER READER	IBEW	65,663.79	21,849.73	20,889.85	42,739.57	108,403.36
	UTILITY FIELD REPRESENTATIVE	IBEW	62,536.94	21,278.98	26,676.38	47,955.36	110,492.30
	UTILITY FIELD REPRESENTATIVE	IBEW	65,663.79	21,849.73	27,344.60	49,194.32	114,858.11
Human Resources							
	HUMAN RESOURCES DIRECTOR	EXEC	185,279.19	62,418.37	29,769.44	92,187.81	277,467.00
	ASST HUMAN RESOURCES DIRECTOR	EXEC	167,475.93	56,835.20	29,142.27	85,977.47	253,453.40
	HR PROGRAM MANAGER	EXEC	151,158.71	50,992.31	28,549.98	79,542.29	230,701.00
	EMPLOYEE & LABOR RELATIONS OFFICER	EXEC	151,158.71	50,992.31	28,549.98	79,542.29	230,701.01
	SR. PERSONNEL ANALYST	CAMP	127,208.74	42,030.12	26,664.19	68,694.31	195,903.05
	SR. PERSONNEL ANALYST	CAMP	121,194.04	41,231.64	26,042.24	67,273.88	188,467.92
	ADMINISTRATIVE ANALYST II	CAMP	112,663.45	38,307.71	25,160.20	63,467.91	176,131.36
	HRIS ANALYST	CAMP	106,441.38	36,217.44	24,540.23	60,757.67	167,199.05
	PERSONNEL ANALYST II	CAMP	111,763.45	38,307.71	25,090.54	63,398.25	175,161.70
	PERSONNEL ANALYST II	CAMP	106,441.38	36,217.44	24,540.23	60,757.67	167,199.05
	PERSONNEL ANALYST II	CAMP	106,441.38	36,217.44	24,540.23	60,757.67	167,199.05
	PERSONNEL ANALYST II (Limited Term expires 6/30/2025)	CAMP	-	(ARPA Funded)	-	-	-
	PERSONNEL TECHNICIAN	CAMP	68,326.36	23,419.34	20,599.13	44,018.47	112,344.83
	PERSONNEL TECHNICIAN	CAMP	76,229.80	25,819.82	21,392.96	47,212.78	123,442.58
	EXECUTIVE SECRETARY - C	CAMP	75,314.65	25,814.63	21,321.72	47,136.35	122,451.00
Water Fund							
	PERSONNEL ANALYST II	CAMP	97,445.46	33,091.64	23,586.65	56,678.29	154,123.75
Self Insurance Fund							
	RISK MANAGER / SAFETY OFFICER	EXEC	153,010.95	51,620.89	28,615.51	80,236.40	233,247.35
	ADMINISTRATIVE ANALYST II	CAMP	106,441.38	36,483.54	24,540.23	61,023.77	167,465.15
	ADMINISTRATIVE ANALYST II	CAMP	97,445.46	33,091.64	23,586.65	56,678.29	154,123.75
	ADMINISTRATIVE ANALYST II	CAMP	106,441.38	36,217.44	24,540.23	60,757.67	167,199.05
	ADMINISTRATIVE CLERK II - C	CAMP	58,538.92	20,064.62	19,587.12	39,651.74	98,190.66
Planning & Development Services							
Administration							
	PLANNING & DEVELOPMENT SERVICES DIRECTOR	EXEC	195,443.15	79,208.71	36,480.41	115,689.12	311,132.27
	EXECUTIVE SECRETARY - C	CAMP	83,934.40	28,460.62	22,189.61	50,650.23	134,584.63
	ADMINISTRATIVE ANALYST II	CAMP	97,445.46	33,091.64	23,586.65	56,678.29	154,123.75

Appendix

Note: Excludes acting pays, differential pays, standby pays, overtime and other labor costs that are budgeted as a lump sum amount and not allocated to specific positions.

				Employer - Paid Benefits			
Department / Description	Authorized Position Title	Group	Total Salaries & Other Pay	PERS Retirement	Other	Total	Total Salaries and Benefits
Building	CHIEF BUILDING OFFICIAL	CAMP	170,910.35	56,572.14	29,867.12	86,439.26	257,349.61
	BUILDING INSPECTION MANAGER	CAMP	136,133.53	46,660.73	27,610.40	74,271.13	210,404.66
	BUILDING INSPECTION SUPERVISOR	IBEW	119,565.58	39,486.46	38,829.21	78,315.68	197,881.26
	BUILDING INSPECTOR II	IBEW	86,302.28	29,580.72	23,271.52	52,852.24	139,154.52
	BUILDING INSPECTOR II	IBEW	87,202.28	29,580.72	23,341.18	52,921.90	140,124.18
	BUILDING INSPECTOR II	IBEW	91,517.39	30,153.75	23,839.15	53,992.91	145,510.30
	BUILDING INSPECTOR II	IBEW	90,617.39	31,059.75	23,769.49	54,829.24	145,446.63
	PLAN CHECK ENGINEER	IBEW	120,465.58	40,981.95	27,179.77	68,161.72	188,627.30
	BUILDING PERMIT TECHNICIAN II	IBEW	74,209.79	25,435.93	21,876.05	47,311.98	121,521.77
	BUILDING PERMIT TECHNICIAN I	IBEW	62,608.72	21,459.58	20,537.29	41,996.87	104,605.59
	DEVT. PERMIT COORDINATOR	CAMP	124,402.12	41,096.21	26,373.97	67,470.18	191,872.30
	SECRETARY	IBEW	59,002.04	19,333.88	20,086.88	39,420.76	98,422.80
Economic Development	ECONOMIC DEVELOPMENT MGR	CAMP	129,650.98	44,114.66	26,940.12	71,054.78	200,705.76
	ECONOMIC DEVELOPMENT PRGM MGR	CAMP	137,033.53	46,660.73	27,680.06	74,340.79	211,374.32
	ECONOMIC DEVELOPMENT PRGM MGR	CAMP	137,033.53	45,299.39	27,680.06	72,979.45	210,012.98
	ECONOMIC DEVELOPMENT PRGM MGR	CAMP	137,033.53	46,660.73	27,680.06	74,340.79	211,374.32
	SR. COMM. DEVELOPMENT ANALYST	IBEW	123,364.21	41,049.95	27,548.47	68,598.43	191,962.64
	ADMINISTRATIVE ANALYST II	CAMP	106,441.38	36,217.44	24,540.23	60,757.67	167,199.05
	SECRETARY	IBEW	55,335.27	18,828.56	19,697.93	38,526.49	93,861.76
Planning	PLANNING MANAGER	CAMP	162,847.35	52,865.33	29,332.81	82,198.14	245,045.49
	PLANNING MANAGER	CAMP	154,235.57	51,322.97	29,200.18	80,523.15	234,758.72
	PRINCIPAL PLANNER	CAMP	129,650.98	44,438.79	26,940.12	71,378.91	201,029.89
	SR. PLANNER	CAMP	112,920.07	38,395.67	25,186.73	63,582.40	176,502.47
	SR. PLANNER	CAMP	117,621.07	40,021.40	25,696.21	65,717.61	183,338.68
	ASSOCIATE PLANNER	IBEW	86,302.28	29,364.72	23,271.52	52,636.24	138,938.52
	ASSOCIATE PLANNER	IBEW	91,517.39	31,059.75	23,839.15	54,898.91	146,416.30
	ASSOCIATE PLANNER	IBEW	86,302.28	29,364.72	23,271.52	52,636.24	138,938.52
	PLANNING TECHNICIAN (Defunded for FY 2022-23)	IBEW	-	-	-	-	-
Fire Administration	FIRE CHIEF	EXEC	225,420.75	165,778.23	56,424.46	222,202.69	447,623.44
	DEPUTY FIRE CHIEF	EXEC	183,437.96	140,896.89	48,557.14	189,454.03	372,892.00
	EXECUTIVE SECRETARY - C	CAMP	83,034.40	28,460.62	22,119.95	50,580.57	133,614.97
	ADMINISTRATIVE MANAGER	CAMP	132,776.52	44,182.32	27,263.29	71,445.61	204,222.13
	ADMINISTRATIVE CLERK II - C	CAMP	50,568.12	17,332.58	18,762.94	36,095.52	86,663.64
Suppression, Training and Emergency Medical Services	BATTALION/DIV. CHIEF (TRAINING)	IAFF	187,498.38	139,268.29	54,998.76	194,267.05	381,765.43
	BATTALION/DIV. CHIEF (SUPPRESSION)	IAFF	184,949.24	137,374.71	54,461.91	191,836.62	376,785.85
	BATTALION/DIV. CHIEF (SUPPRESSION)	IAFF	192,993.52	143,349.71	56,156.04	199,505.76	392,499.27
	BATTALION/DIV. CHIEF (SUPPRESSION)	IAFF	195,986.00	145,573.11	56,786.26	202,359.37	398,345.37
	FIRE CAPTAIN	IAFF	152,828.52	113,517.06	47,697.30	161,214.35	314,042.88
	FIRE CAPTAIN	IAFF	159,903.34	118,771.32	49,187.24	167,958.56	327,861.90
	FIRE CAPTAIN	IAFF	164,855.71	122,449.70	50,230.22	172,679.92	337,535.63
	FIRE CAPTAIN	IAFF	152,828.30	113,620.05	47,335.39	160,955.44	313,783.74
	FIRE CAPTAIN	IAFF	156,365.93	116,144.19	48,442.27	164,586.46	320,952.39
	FIRE CAPTAIN	IAFF	159,903.34	118,771.32	49,187.24	167,958.56	327,861.90
	FIRE CAPTAIN	IAFF	161,318.30	119,822.57	49,485.24	169,307.81	330,626.11
	FIRE CAPTAIN	IAFF	152,828.52	113,517.06	47,697.30	161,214.35	314,042.88
	FIRE CAPTAIN	IAFF	161,318.30	119,822.57	49,485.24	169,307.81	330,626.11
	FIRE CAPTAIN	IAFF	164,855.71	122,449.70	50,230.22	172,679.92	337,535.63
	FIRE CAPTAIN	IAFF	156,367.62	116,145.51	48,442.63	164,588.14	320,955.76
	FIRE CAPTAIN	IAFF	152,828.30	113,620.05	47,335.39	160,955.44	313,783.74
	FIRE CAPTAIN	IAFF	159,903.34	118,771.32	49,187.24	167,958.56	327,861.90
	FIRE CAPTAIN	IAFF	156,365.93	116,144.19	48,442.27	164,586.46	320,952.39
	FIRE CAPTAIN	IAFF	152,828.52	113,517.06	47,697.30	161,214.35	314,042.88
	FIRE CAPTAIN	IAFF	156,365.93	116,144.19	48,442.27	164,586.46	320,952.39
	FIRE CAPTAIN	IAFF	159,903.34	118,771.32	49,187.24	167,958.56	327,861.90
	FIRE CAPTAIN	IAFF	152,828.52	113,517.06	47,697.30	161,214.35	314,042.88
	FIRE CAPTAIN	IAFF	169,774.85	126,103.94	51,266.19	177,370.13	347,144.98
	FIRE CAPTAIN	IAFF	152,828.52	113,517.06	47,697.30	161,214.35	314,042.88
	FIRE CAPTAIN	IAFF	166,978.16	124,026.58	50,677.20	174,703.78	341,681.94
	FIRE CAPTAIN	IAFF	164,855.71	122,449.70	50,230.22	172,679.92	337,535.63
	FIRE CAPTAIN	IAFF	129,061.16	94,526.76	42,381.73	136,908.49	265,969.65
	FIRE CAPTAIN	IAFF	129,061.16	94,526.76	42,381.73	136,908.49	265,969.65
	FIRE CAPTAIN	IAFF	129,061.16	94,526.76	42,381.73	136,908.49	265,969.65
	FIRE ENGINEER	IAFF	149,610.98	111,126.59	47,019.68	158,146.26	307,757.24
	FIRE ENGINEER	IAFF	136,939.40	101,751.55	44,023.75	145,775.30	282,714.70
	FIRE ENGINEER	IAFF	115,654.90	84,652.70	39,587.54	124,240.24	239,895.14
	FIRE ENGINEER	IAFF	138,206.55	102,655.92	44,617.91	147,273.83	285,480.38
	FIRE ENGINEER	IAFF	138,206.55	102,655.92	44,617.91	147,273.83	285,480.38
	FIRE ENGINEER	IAFF	136,939.40	101,714.95	44,351.04	146,065.99	283,005.39
FIRE ENGINEER	IAFF	146,443.08	108,774.18	46,352.52	155,126.69	301,569.78	
FIRE ENGINEER	IAFF	143,275.19	112,724.77	45,685.36	158,410.13	301,685.32	
FIRE ENGINEER	IAFF	141,858.54	105,368.19	45,387.02	150,755.21	292,613.75	

Appendix

Authorized Positions Salary and Benefits Listing by Department

Note: Excludes acting pays, differential pays, standby pays, overtime and other labor costs that are budgeted as a lump sum amount and not allocated to specific positions.

Department / Description	Authorized Position Title	Group	Total Salaries & Other Pay	Employer - Paid Benefits			Total Salaries and Benefits
				PERS Retirement	Other	Total	
	FIRE ENGINEER	IAFF	141,374.45	105,009.32	45,285.06	150,294.38	291,668.83
	FIRE ENGINEER	IAFF	138,206.55	102,698.07	44,287.86	146,985.93	285,192.49
	FIRE ENGINEER	IAFF	115,654.90	84,652.70	39,587.54	124,240.24	239,895.14
	FIRE ENGINEER	IAFF	136,939.40	101,714.95	44,351.04	146,065.99	283,005.39
	FIRE ENGINEER	IAFF	138,206.55	102,698.07	44,287.86	146,985.93	285,192.49
	FIRE ENGINEER	IAFF	144,542.34	107,361.73	45,952.22	153,313.95	297,856.29
	FIRE ENGINEER	IAFF	136,939.40	101,714.95	44,351.04	146,065.99	283,005.39
	FIRE ENGINEER	IAFF	152,828.30	113,516.88	47,697.24	161,214.12	314,042.42
	FIRE ENGINEER	IAFF	152,828.30	113,516.88	47,697.24	161,214.12	314,042.42
	FIRE ENGINEER	IAFF	136,939.53	101,751.65	44,023.78	145,775.42	282,714.95
	FIRE ENGINEER	IAFF	115,654.90	84,652.70	39,587.54	124,240.24	239,895.14
	FIRE ENGINEER	IAFF	143,275.19	106,420.77	45,685.36	152,106.13	295,381.32
	FIRE ENGINEER	IAFF	115,654.90	84,652.70	39,587.54	124,240.24	239,895.14
	FIRE ENGINEER	IAFF	115,654.90	84,652.70	39,587.54	124,240.24	239,895.14
	FIRE ENGINEER	IAFF	115,654.90	84,652.70	39,587.54	124,240.24	239,895.14
	FIREFIGHTER	IAFF	128,602.99	95,524.52	42,286.24	137,810.75	266,413.74
	FIREFIGHTER	IAFF	128,602.99	95,524.52	42,286.24	137,810.75	266,413.74
	FIREFIGHTER	IAFF	122,513.59	90,975.93	41,017.06	131,992.99	254,506.58
	FIREFIGHTER	IAFF	128,602.91	95,524.46	42,286.22	137,810.68	266,413.59
	FIREFIGHTER	IAFF	128,602.91	95,524.46	42,286.22	137,810.68	266,413.59
	FIREFIGHTER	IAFF	134,415.85	99,840.50	43,819.58	143,660.09	278,075.94
	FIREFIGHTER	IAFF	116,977.26	85,626.47	39,863.15	125,489.62	242,466.88
	FIREFIGHTER	IAFF	128,602.99	95,524.52	42,286.24	137,810.75	266,413.74
	FIREFIGHTER	IAFF	128,602.99	95,522.11	42,595.39	138,117.50	266,720.49
	FIREFIGHTER	IAFF	128,602.99	95,524.52	42,286.24	137,810.75	266,413.74
	FIREFIGHTER	IAFF	122,513.59	90,975.93	41,017.06	131,992.99	254,506.58
	FIREFIGHTER	IAFF	106,168.93	77,665.99	37,610.43	115,276.42	221,445.35
	FIREFIGHTER	IAFF	128,602.91	95,524.46	42,286.22	137,810.68	266,413.59
	FIREFIGHTER	IAFF	128,602.99	95,524.52	42,286.24	137,810.75	266,413.74
	FIREFIGHTER	IAFF	106,168.93	77,665.99	37,610.43	115,276.42	221,445.35
	FIREFIGHTER	IAFF	106,168.93	77,665.99	37,610.43	115,276.42	221,445.35
	FIREFIGHTER	IAFF	122,513.59	90,975.93	41,017.06	131,992.99	254,506.58
	FIREFIGHTER	IAFF	122,513.59	90,975.93	41,017.06	131,992.99	254,506.58
	FIREFIGHTER	IAFF	128,602.99	95,524.52	42,286.24	137,810.75	266,413.74
	FIREFIGHTER	IAFF	135,086.95	99,670.41	43,922.22	143,592.62	278,679.57
	FIREFIGHTER (2018 SAFER expires 3/10/2023)	IAFF	80,686.54	59,905.31	27,485.36	87,390.67	168,077.21
	FIREFIGHTER (2018 SAFER expires 3/10/2023)	IAFF	80,686.54	59,905.31	27,485.36	87,390.67	168,077.21
	FIREFIGHTER (2018 SAFER expires 3/10/2023)	IAFF	80,686.54	59,905.31	27,485.36	87,390.67	168,077.21
	FIREFIGHTER (2018 SAFER expires 3/10/2023)	IAFF	80,686.54	59,905.31	27,485.36	87,390.67	168,077.21
	FIREFIGHTER (2018 SAFER expires 3/10/2023)	IAFF	80,686.54	59,905.31	27,485.36	87,390.67	168,077.21
	FIREFIGHTER (2018 SAFER expires 3/10/2023)	IAFF	80,686.54	59,905.31	27,485.36	87,390.67	168,077.21
	FIREFIGHTER (2018 SAFER expires 3/10/2023)	IAFF	73,410.57	53,708.39	25,968.86	79,677.26	153,087.82
	FIREFIGHTER (2018 SAFER expires 3/10/2023)	IAFF	73,410.57	53,708.39	25,968.86	79,677.26	153,087.82
	FIREFIGHTER (2018 SAFER expires 3/10/2023)	IAFF	80,686.54	59,905.31	27,485.36	87,390.67	168,077.21
	FIREFIGHTER (2018 SAFER expires 3/10/2023)	IAFF	80,686.54	59,905.31	27,485.36	87,390.67	168,077.21
	FIREFIGHTER (2018 SAFER expires 3/10/2023)	IAFF	73,410.57	53,708.39	25,968.86	79,677.26	153,087.82
	FIREFIGHTER (2018 SAFER expires 3/10/2023)	IAFF	80,686.54	59,905.31	27,485.36	87,390.67	168,077.21
	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	106,168.93	77,665.99	37,610.43	115,276.42	221,445.35
	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	106,168.93	77,665.99	37,610.43	115,276.42	221,445.35
	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	106,168.93	77,665.99	37,610.43	115,276.42	221,445.35
	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	116,713.82	86,643.68	39,808.25	126,451.93	243,165.75
	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	106,168.93	77,665.99	37,610.43	115,276.42	221,445.35
	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	116,713.82	86,643.68	39,808.25	126,451.93	243,165.75
	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	116,713.82	86,643.68	39,808.25	126,451.93	243,165.75
	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	128,602.99	95,524.52	42,286.24	137,810.75	266,413.74
	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	106,168.93	77,665.99	37,610.43	115,276.42	221,445.35
	FIREFIGHTER	IAFF	106,168.93	77,665.99	37,610.43	115,276.42	221,445.35
	FIREFIGHTER	IAFF	116,977.26	85,626.47	39,863.15	125,489.62	242,466.88
	FIREFIGHTER	IAFF	128,602.99	95,524.52	42,286.24	137,810.75	266,413.74
	FIREFIGHTER	IAFF	134,415.85	99,866.54	43,497.78	143,364.32	277,780.18
Fire Prevention							
	FIRE PREVENTION MANAGER	CAMP	146,722.61	48,822.98	28,705.32	77,528.30	224,250.91
	FIRE PREV.INSPECTOR NON-SAFETY	IBEW	80,793.86	27,445.88	22,608.49	50,054.37	130,848.23
	FIRE PREV.INSPECTOR NON-SAFETY	IBEW	80,793.86	27,445.88	22,608.49	50,054.37	130,848.23
	FIRE PREV.INSPECTOR NON-SAFETY	IBEW	80,793.86	27,245.88	22,608.49	49,854.37	130,648.23
	SECRETARY	IBEW	58,102.04	19,914.88	20,017.22	39,932.10	98,034.14
Police							
Administration, Operations and Investigation							
	POLICE CHIEF	EXEC	275,261.17	214,423.29	77,738.58	292,161.87	567,423.04
	DEPUTY POLICE CHIEF	EXEC	222,879.63	173,619.05	65,642.84	239,261.89	462,141.52
	DEPUTY POLICE CHIEF	EXEC	234,023.62	182,300.00	68,216.33	250,516.33	484,539.94
	POLICE CAPTAIN	VPOA	198,595.85	155,494.17	67,234.38	222,728.55	421,324.40
	POLICE CAPTAIN	VPOA	196,368.09	154,449.52	66,696.39	221,145.91	417,514.01
	POLICE CAPTAIN (Defunded for FY22-23)	VPOA	-	-	-	-	-
	POLICE LIEUTENANT	VPOA	176,064.44	137,767.10	61,328.90	199,096.00	375,160.44
	POLICE LIEUTENANT	VPOA	144,646.55	113,756.51	53,140.17	166,896.68	311,543.23
	POLICE LIEUTENANT	VPOA	167,257.05	131,545.80	59,066.39	190,612.19	357,869.24
	POLICE LIEUTENANT	VPOA	184,762.55	144,610.53	63,608.68	208,219.21	392,981.76

Appendix

Authorized Positions Salary and Benefits Listing by Department

Note: Excludes acting pays, differential pays, standby pays, overtime and other labor costs that are budgeted as a lump sum amount and not allocated to specific positions.

Department / Description	Authorized Position Title	Group	Total Salaries & Other Pay	Employer - Paid Benefits			Total Salaries and Benefits
				PERS Retirement	Other	Total	
	POLICE LIEUTENANT	VPOA	180,808.87	141,499.88	62,572.41	204,072.29	384,881.16
	POLICE LIEUTENANT (Defunded for FY22-23)	VPOA	-	-	-	-	-
	POLICE LIEUTENANT	VPOA	185,523.11	145,917.00	63,853.91	209,770.91	395,294.02
	POLICE LIEUTENANT (Defunded for FY22-23)	VPOA	-	-	-	-	-
	POLICE SERGEANT	VPOA	162,474.26	127,074.74	57,766.91	184,841.65	347,315.91
	POLICE SERGEANT	VPOA	151,115.21	118,845.87	54,835.60	173,681.47	324,796.68
	POLICE SERGEANT	VPOA	149,023.40	117,200.09	54,287.34	171,487.43	320,510.83
	POLICE SERGEANT	VPOA	154,601.56	121,588.83	55,749.38	177,338.21	331,939.77
	POLICE SERGEANT	VPOA	154,601.56	121,588.83	55,749.38	177,338.21	331,939.77
	POLICE SERGEANT	VPOA	167,257.04	131,545.79	59,066.38	190,612.17	357,869.21
	POLICE SERGEANT	VPOA	140,656.14	110,616.97	52,094.28	162,711.25	303,367.39
	POLICE SERGEANT	VPOA	154,601.56	121,588.83	55,749.38	177,338.21	331,939.77
	POLICE SERGEANT	VPOA	140,339.99	110,368.24	52,011.42	162,379.66	302,719.65
	POLICE SERGEANT	VPOA	155,996.10	122,686.01	56,114.88	178,800.89	334,796.99
	POLICE SERGEANT	VPOA	140,656.14	110,616.97	52,094.28	162,711.25	303,367.39
	POLICE SERGEANT	VPOA	148,528.85	116,102.90	54,111.82	170,214.72	318,743.57
	POLICE SERGEANT	VPOA	155,501.56	121,588.83	55,939.37	177,528.20	333,029.76
	POLICE CORPORAL	VPOA	132,744.60	99,208.58	49,684.64	148,893.22	281,637.81
	POLICE CORPORAL	VPOA	131,844.60	103,684.30	49,784.77	153,469.07	285,313.67
	POLICE CORPORAL	VPOA	125,623.52	98,789.74	48,154.23	146,943.97	272,567.49
	POLICE CORPORAL	VPOA	140,209.88	109,557.77	51,931.42	161,489.19	301,699.07
	POLICE CORPORAL	VPOA	132,744.60	99,208.58	49,684.64	148,893.22	281,637.81
	POLICE CORPORAL	VPOA	131,844.60	103,684.30	49,784.77	153,469.07	285,313.67
	POLICE CORPORAL	VPOA	133,088.81	104,663.22	50,110.89	154,774.11	287,862.92
	POLICE CORPORAL	VPOA	131,844.60	103,684.30	49,784.77	153,469.07	285,313.67
	POLICE CORPORAL	VPOA	133,988.81	104,663.22	50,300.88	154,964.10	288,952.91
	POLICE CORPORAL	VPOA	133,988.81	104,663.22	50,300.88	154,964.10	288,952.91
	POLICE CORPORAL (Defunded for FY22-23)	VPOA	-	-	-	-	-
	POLICE CORPORAL	VPOA	132,744.60	103,684.30	49,974.76	153,659.06	286,403.66
	POLICE OFFICER	VPOA	111,791.69	83,297.16	44,230.08	127,527.24	239,318.92
	POLICE OFFICER	VPOA	118,383.63	88,303.02	45,946.12	134,249.14	252,632.77
	POLICE OFFICER	VPOA	117,483.59	88,302.99	45,756.11	134,059.10	251,542.69
	POLICE OFFICER	VPOA	111,946.41	88,028.99	44,569.46	132,598.45	244,544.86
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	101,650.46	76,279.48	41,634.36	117,913.84	219,564.29
	POLICE OFFICER	VPOA	101,650.46	76,279.48	41,634.36	117,913.84	219,564.29
	POLICE OFFICER	VPOA	101,650.46	76,279.48	41,634.36	117,913.84	219,564.29
	POLICE OFFICER	VPOA	96,867.22	72,647.13	40,389.15	113,036.28	209,903.49
	POLICE OFFICER	VPOA	123,034.86	91,835.11	47,156.94	138,992.05	262,026.91
	POLICE OFFICER	VPOA	123,297.67	96,959.84	47,544.62	144,504.46	267,802.13
	POLICE OFFICER (2020 COPS grant expires 6/30/2024)	VPOA	96,867.22	72,647.13	40,389.15	113,036.28	209,903.49
	POLICE OFFICER	VPOA	118,646.46	89,186.06	46,058.84	135,244.90	253,891.36
	POLICE OFFICER	VPOA	124,197.73	96,959.88	47,734.64	144,694.52	268,892.25
	POLICE OFFICER	VPOA	117,483.59	92,385.48	46,020.75	138,406.23	255,889.82
	POLICE OFFICER	VPOA	101,650.46	76,279.48	41,634.36	117,913.84	219,564.29
	POLICE OFFICER	VPOA	117,483.65	92,385.52	46,020.78	138,406.30	255,889.95
	POLICE OFFICER	VPOA	129,111.81	97,133.33	48,783.24	145,916.57	275,028.37
	POLICE OFFICER	VPOA	96,867.22	72,647.13	40,389.15	113,036.28	209,903.49
	POLICE OFFICER (2020 COPS grant expires 6/30/2024)	VPOA	96,867.22	72,647.13	40,389.15	113,036.28	209,903.49
	POLICE OFFICER	VPOA	120,972.09	95,130.13	46,935.09	142,065.22	263,037.31
	POLICE OFFICER	VPOA	123,297.73	92,718.19	47,269.69	139,987.88	263,285.61
	POLICE OFFICER	VPOA	111,946.41	84,098.11	44,314.65	128,412.76	240,359.17
	POLICE OFFICER	VPOA	123,297.73	96,959.88	47,544.65	144,504.53	267,802.26
	POLICE OFFICER	VPOA	101,650.46	76,279.48	41,634.36	117,913.84	219,564.29
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	101,650.46	76,279.48	41,634.36	117,913.84	219,564.29
	POLICE OFFICER	VPOA	96,867.22	72,647.13	40,389.15	113,036.28	209,903.49
	POLICE OFFICER	VPOA	101,650.46	76,279.48	41,634.36	117,913.84	219,564.29
	POLICE OFFICER	VPOA	120,972.09	95,130.13	46,935.09	142,065.22	263,037.31
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	123,297.73	96,959.88	47,544.65	144,504.53	267,802.26
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	104,663.91	78,567.86	42,418.84	120,986.70	225,650.61
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	123,297.73	96,959.88	47,544.65	144,504.53	267,802.26
	POLICE OFFICER	VPOA	106,672.85	80,093.43	42,941.81	123,035.24	229,708.08
	POLICE OFFICER	VPOA	106,672.85	83,879.90	43,187.25	127,067.15	233,740.00
	POLICE OFFICER	VPOA	130,011.81	101,534.23	49,258.50	150,792.73	280,804.54
	POLICE OFFICER	VPOA	124,460.54	97,874.75	47,849.42	145,724.17	270,184.71
	POLICE OFFICER	VPOA	132,600.26	104,278.84	49,982.83	154,261.67	286,861.93
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	123,297.73	96,959.88	47,544.65	144,504.53	267,802.26
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	107,572.85	80,093.43	43,131.80	123,225.23	230,798.07
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER (2020 COPS grant expires 6/30/2024)	VPOA	96,867.22	72,647.13	40,389.15	113,036.28	209,903.49
	POLICE OFFICER	VPOA	117,483.65	92,385.52	46,020.78	138,406.30	255,889.95
	POLICE OFFICER	VPOA	112,846.41	84,098.11	44,504.64	128,602.75	241,449.16
	POLICE OFFICER	VPOA	117,483.65	92,385.52	46,020.78	138,406.30	255,889.95
	POLICE OFFICER	VPOA	124,460.54	93,601.21	47,572.40	141,173.61	265,634.15
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80

Appendix

Authorized Positions Salary and Benefits Listing by Department

Note: Excludes acting pays, differential pays, standby pays, overtime and other labor costs that are budgeted as a lump sum amount and not allocated to specific positions.

Department / Description	Authorized Position Title	Group	Total Salaries & Other Pay	Employer - Paid Benefits			Total Salaries and Benefits
				PERS Retirement	Other	Total	
	POLICE OFFICER	VPOA	96,867.22	72,647.13	40,389.15	113,036.28	209,903.49
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER (2020 COPS grant expires 6/30/2024)	VPOA	96,867.22	76,165.12	40,617.21	116,782.33	213,649.55
	POLICE OFFICER	VPOA	117,483.65	92,385.52	46,020.78	138,406.30	255,889.95
	POLICE OFFICER (2020 COPS grant expires 6/30/2024)	VPOA	96,867.22	72,647.13	40,389.15	113,036.28	209,903.49
	POLICE OFFICER (2020 COPS grant expires 6/30/2024)	VPOA	96,867.22	72,647.13	40,389.15	113,036.28	209,903.49
	POLICE OFFICER	VPOA	125,360.54	97,874.75	48,039.41	145,914.16	271,274.70
	POLICE OFFICER	VPOA	134,925.89	106,108.58	50,592.38	156,700.96	291,626.85
	POLICE OFFICER	VPOA	106,672.85	83,879.90	43,187.25	127,067.15	233,740.00
	POLICE OFFICER	VPOA	124,197.73	96,959.88	47,734.64	144,694.52	268,892.25
	POLICE OFFICER	VPOA	127,104.71	99,247.00	48,496.56	147,743.56	274,848.27
	POLICE OFFICER	VPOA	125,360.49	97,874.70	48,039.40	145,914.10	271,274.59
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	111,791.69	83,297.16	44,230.08	127,527.24	239,318.92
	POLICE OFFICER	VPOA	123,297.73	96,959.88	47,544.65	144,504.53	267,802.26
	POLICE OFFICER	VPOA	117,483.65	92,385.52	46,020.78	138,406.30	255,889.95
	POLICE OFFICER	VPOA	124,197.73	96,959.88	47,734.64	144,694.52	268,892.25
	POLICE OFFICER	VPOA	123,297.73	96,959.88	47,544.65	144,504.53	267,802.26
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER (2020 COPS grant expires 6/30/2024)	VPOA	96,867.22	72,647.13	40,389.15	113,036.28	209,903.49
	POLICE OFFICER	VPOA	109,836.98	82,496.23	43,765.52	126,261.75	236,098.73
	POLICE OFFICER (2020 COPS grant expires 6/30/2024)	VPOA	96,867.22	72,647.13	40,389.15	113,036.28	209,903.49
	POLICE OFFICER	VPOA	101,650.46	76,279.48	41,634.36	117,913.84	219,564.29
	POLICE OFFICER	VPOA	101,650.46	76,279.48	41,634.36	117,913.84	219,564.29
	POLICE OFFICER	VPOA	123,297.73	96,959.88	47,544.65	144,504.53	267,802.26
	POLICE OFFICER	VPOA	101,650.46	76,279.48	41,634.36	117,913.84	219,564.29
	POLICE OFFICER	VPOA	124,460.54	97,874.75	47,849.42	145,724.17	270,184.71
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	117,483.65	92,385.52	46,020.78	138,406.30	255,889.95
	POLICE OFFICER	VPOA	123,297.73	96,959.88	47,544.65	144,504.53	267,802.26
	POLICE OFFICER	VPOA	101,650.46	79,928.44	41,870.90	121,799.34	223,449.80
	POLICE OFFICER	VPOA	96,867.22	72,647.13	40,389.15	113,036.28	209,903.49
	ADMINISTRATIVE MANAGER	CAMP	132,776.52	44,182.32	27,263.29	71,445.61	204,222.13
	ADMINISTRATIVE ANALYST II	CAMP	111,763.45	38,307.71	25,090.54	63,398.25	175,161.70
	ADMINISTRATIVE ANALYST II	CAMP	111,763.45	38,307.71	25,090.54	63,398.25	175,161.70
	ADMINISTRATIVE ANALYST II	CAMP	106,441.38	36,217.44	24,540.23	60,757.67	167,199.05
	ADMINISTRATIVE ANALYST II	CAMP	106,441.38	36,217.44	24,540.23	60,757.67	167,199.05
	ADMINISTRATIVE ANALYST I	CAMP	96,213.42	32,977.83	23,482.65	56,460.48	152,673.90
	ADMINISTRATIVE ANALYST I	CAMP	96,213.43	32,977.83	23,482.65	56,460.48	152,673.91
	ADMINISTRATIVE CLERK II - C	CAMP	59,438.92	20,064.62	19,656.78	39,721.40	99,160.32
	COMMUNICATIONS MANAGER	CAMP	129,234.77	43,003.78	26,897.07	69,900.85	199,135.62
	EXECUTIVE SECRETARY - C	CAMP	79,080.38	26,907.66	21,711.10	48,618.76	127,699.14
	EXECUTIVE SECRETARY - C	CAMP	76,214.65	25,814.63	21,391.38	47,206.01	123,420.66
	POLICE RECORDS MANAGER	CAMP	121,083.45	39,991.90	26,030.83	66,022.73	187,106.18
	COMMUNICATIONS SUPERVISOR	IBEW	100,613.44	33,479.97	24,923.03	58,403.00	159,016.44
	COMMUNICATIONS SUPERVISOR	IBEW	94,710.10	31,980.77	24,214.43	56,195.20	150,905.30
	COMMUNICATIONS SUPERVISOR	IBEW	101,513.44	33,479.97	24,992.69	58,472.66	159,986.10
	COMMUNICATIONS SUPERVISOR	IBEW	100,613.44	33,479.97	24,923.03	58,403.00	159,016.44
	COMMUNICATIONS OPERATOR I/II	IBEW	75,273.13	25,367.61	21,971.41	47,339.02	122,612.15
	COMMUNICATIONS OPERATOR I/II	IBEW	80,590.89	26,517.61	22,578.23	49,095.84	129,686.73
	COMMUNICATIONS OPERATOR I/II	IBEW	75,273.13	25,367.61	21,971.41	47,339.02	122,612.15
	COMMUNICATIONS OPERATOR I/II	IBEW	79,690.89	26,517.61	22,508.57	49,026.18	128,717.07
	COMMUNICATIONS OPERATOR I/II	IBEW	75,273.13	25,367.61	21,971.41	47,339.02	122,612.15
	COMMUNICATIONS OPERATOR I/II	IBEW	79,690.89	26,517.61	22,508.57	49,026.18	128,717.07
	COMMUNICATIONS OPERATOR I/II	IBEW	72,348.93	24,551.32	21,633.94	46,185.27	118,534.19
	COMMUNICATIONS OPERATOR I/II	IBEW	75,273.13	25,367.61	21,971.41	47,339.02	122,612.15
	COMMUNICATIONS OPERATOR I/II	IBEW	79,690.89	27,067.83	22,481.21	49,549.04	129,239.93
	COMMUNICATIONS OPERATOR I/II	IBEW	75,273.13	25,367.61	21,971.41	47,339.02	122,612.15
	COMMUNICATIONS OPERATOR I/II	IBEW	79,690.89	27,067.83	22,481.21	49,549.04	129,239.93
	COMMUNICATIONS OPERATOR I/II	IBEW	75,273.13	25,367.61	21,971.41	47,339.02	122,612.15
	COMMUNICATIONS OPERATOR I/II	IBEW	75,930.36	25,778.88	22,047.25	47,826.13	123,756.49
	COMMUNICATIONS OPERATOR I/II	IBEW	75,273.13	25,367.61	21,971.41	47,339.02	122,612.15
	COMMUNICATIONS OPERATOR I/II	IBEW	75,273.13	25,367.61	21,971.41	47,339.02	122,612.15
	COMMUNICATIONS OPERATOR I/II	IBEW	79,690.89	27,067.83	22,481.21	49,549.04	129,239.93
	SR POLICE ASSISTANT	IBEW	79,000.79	26,288.08	22,428.93	48,717.01	127,717.80
	POLICE ASSISTANT	IBEW	68,355.48	23,013.54	21,173.10	44,186.64	112,542.12
	POLICE ASSISTANT	IBEW	68,355.48	23,013.54	21,173.10	44,186.64	112,542.12
	POLICE ASSISTANT	IBEW	71,737.25	23,871.45	21,590.72	45,462.17	117,199.42
	POLICE ASSISTANT	IBEW	71,737.25	23,871.45	21,590.72	45,462.17	117,199.42
	POLICE ASSISTANT	IBEW	71,737.25	24,341.66	21,563.36	45,905.02	117,642.27
	POLICE ASSISTANT	IBEW	68,355.48	23,013.54	21,173.10	44,186.64	112,542.12
	POLICE ASSISTANT	IBEW	68,355.48	23,013.54	21,173.10	44,186.64	112,542.12
	POLICE ASSISTANT	IBEW	68,355.48	23,013.54	21,173.10	44,186.64	112,542.12

Appendix

Authorized Positions Salary and Benefits Listing by Department

Note: Excludes acting pays, differential pays, standby pays, overtime and other labor costs that are budgeted as a lump sum amount and not allocated to specific positions.

Department / Description	Authorized Position Title	Group	Total Salaries & Other Pay	Employer - Paid Benefits			Total Salaries and Benefits
				PERS Retirement	Other	Total	
	POLICE ASSISTANT	IBEW	68,355.48	23,013.54	21,173.10	44,186.64	112,542.12
	POLICE ASSISTANT	IBEW	68,355.48	23,013.54	21,173.10	44,186.64	112,542.12
	POLICE ASSISTANT	IBEW	68,355.48	23,013.54	21,173.10	44,186.64	112,542.12
	POLICE ASSISTANT (Limited Term expires 6/30/2025)	IBEW	-	(ARPA Funded)	-	-	-
	POLICE ASSISTANT (Limited Term expires 6/30/2025)	IBEW	-	(ARPA Funded)	-	-	-
	POLICE ASSISTANT (Limited Term expires 6/30/2025)	IBEW	-	(ARPA Funded)	-	-	-
	POLICE CLERK	IBEW	57,586.03	19,491.23	19,930.31	39,421.55	97,007.58
	POLICE CLERK	IBEW	57,586.03	19,491.23	19,930.31	39,421.55	97,007.58
	POLICE CLERK	IBEW	57,586.03	19,162.02	19,957.67	39,119.69	96,705.72
	POLICE CLERK	IBEW	57,586.03	19,491.23	19,930.31	39,421.55	97,007.58
	POLICE CLERK	IBEW	54,878.12	18,428.08	19,617.82	38,045.90	92,924.02
	POLICE CLERK	IBEW	57,586.03	19,162.02	19,957.67	39,119.69	96,705.72
	POLICE CLERK	IBEW	54,878.12	18,563.08	19,617.82	38,180.90	93,059.02
	POLICE CLERK	IBEW	57,586.03	19,491.23	19,930.31	39,421.55	97,007.58
	POLICE CLERK	IBEW	54,878.12	18,428.08	19,617.82	38,045.90	92,924.02
	POLICE CLERK	IBEW	54,878.12	18,428.08	19,617.82	38,045.90	92,924.02
	POLICE CLERK	IBEW	57,586.03	19,491.23	19,930.31	39,421.55	97,007.58
	POLICE CLERK	IBEW	57,586.02	19,491.23	19,930.31	39,421.54	97,007.57
	FORENSIC ANALYST	IBEW	101,067.72	34,143.89	24,948.10	59,091.98	160,159.70
	CRIME ANALYST	IBEW	83,198.15	28,269.97	22,885.95	51,155.92	134,354.07
	CRIME ANALYST	IBEW	87,322.07	29,466.47	23,361.85	52,828.32	140,150.40
Code Enforcement							
	POLICE LIEUTENANT	VPOA	176,745.92	139,011.37	61,553.42	200,564.79	377,310.71
	SR. CODE ENFORCEMENT OFFICER	IBEW	100,785.46	33,237.45	24,908.69	58,146.13	158,931.59
	CODE ENFORCEMENT OFFICER	IBEW	72,462.86	24,656.16	21,674.46	46,330.62	118,793.48
	CODE ENFORCEMENT OFFICER	IBEW	72,462.86	24,656.16	21,674.46	46,330.62	118,793.48
	CODE ENFORCEMENT OFFICER	IBEW	76,986.00	26,079.01	22,162.23	48,241.24	125,227.24
	CODE ENFORCEMENT OFFICER	IBEW	76,986.00	26,079.01	22,162.23	48,241.24	125,227.25
	POLICE CLERK	IBEW	57,586.03	19,491.23	19,930.31	39,421.55	97,007.58
	SECRETARY	IBEW	59,002.04	19,914.88	20,086.88	40,001.76	99,003.80
Public Works							
Administration							
	PUBLIC WORKS DIRECTOR	EXEC	195,443.15	64,094.66	30,109.97	94,204.63	289,647.78
	ADMINISTRATIVE MANAGER	CAMP	133,676.52	44,182.32	27,332.95	71,515.27	205,191.79
	REAL PROPERTY AND LEASING MGR.	CAMP	129,650.98	44,114.66	26,940.12	71,054.78	200,705.76
	TRANSPORTATION SUPERINTENDENT	CAMP	159,035.15	54,201.93	29,375.48	83,577.41	242,612.56
	ENVIRONMENTAL SERVICES MANAGER	CAMP	126,453.82	43,026.81	26,609.52	69,636.33	196,090.15
	EXECUTIVE SECRETARY - C	CAMP	72,628.24	24,585.36	21,020.56	45,605.92	118,234.16
	ADMINISTRATIVE ANALYST II	CAMP	97,445.46	33,091.64	23,586.65	56,678.29	154,123.75
	SENIOR ACCOUNTANT	IBEW	95,844.39	32,611.34	24,372.68	56,984.03	152,828.41
Engineering							
	ASST. PW DIRECTOR/CITY ENGR.	EXEC	195,443.15	64,094.66	30,109.97	94,204.63	289,647.78
	ADMINISTRATIVE ANALYST II	CAMP	112,663.45	38,307.71	25,160.20	63,467.91	176,131.36
	SR. CIVIL ENGINEER	IBEW	124,885.10	42,493.25	27,723.99	70,217.24	195,102.33
	SR. CIVIL ENGINEER	IBEW	131,129.36	43,634.51	28,444.57	72,079.09	203,208.45
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	113,014.84	38,736.63	26,354.15	65,090.78	178,105.62
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	119,565.58	40,673.46	27,075.91	67,749.38	187,314.96
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	113,014.84	38,736.63	26,354.15	65,090.78	178,105.62
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	113,914.84	38,760.11	26,458.01	65,218.13	179,132.97
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	113,014.84	38,453.63	26,354.15	64,807.78	177,822.62
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	113,014.84	38,453.63	26,354.15	64,807.78	177,822.62
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	113,014.84	38,453.63	26,354.15	64,807.78	177,822.62
	TRAFFIC ENGINEER	IBEW	137,314.72	46,722.59	29,158.36	75,880.94	213,195.66
	SR. ENGINEERING TECHNICIAN	IBEW	92,676.65	30,838.58	24,007.13	54,845.70	147,522.35
	ENGINEERING TECHNICIAN II	IBEW	84,977.56	27,977.18	23,084.45	51,061.63	136,039.19
	ENGINEERING TECHNICIAN II	IBEW	84,977.56	27,977.18	23,084.45	51,061.63	136,039.19
	ENGINEERING TECHNICIAN II	IBEW	84,977.56	27,977.18	23,084.45	51,061.63	136,039.19
	ENGINEERING TECHNICIAN II	IBEW	84,077.56	27,977.18	23,014.79	50,991.97	135,069.53
	ENGINEERING TECHNICIAN II	IBEW	84,977.56	27,977.18	23,084.45	51,061.63	136,039.19
	SECRETARY	IBEW	56,235.27	18,966.56	19,767.59	38,734.15	94,969.42
Recycling							
	ADMINISTRATIVE ANALYST II	CAMP	118,251.62	39,049.58	25,738.02	64,787.60	183,039.22
Maintenance							
	ASST PW DIRECTOR - MAINT	EXEC	168,375.93	55,177.02	29,156.13	84,333.15	252,709.08
	ASSISTANT MAINTENANCE SUPT.	CAMP	112,769.07	37,225.23	25,171.12	62,396.35	175,165.42
	ASSET MANAGER	CAMP	123,335.65	41,965.83	26,287.10	68,252.93	191,588.58
	BUILDING SUPERVISOR	IBEW	76,173.37	26,108.96	22,102.65	48,211.61	124,384.99
	PUBLIC WORKS SUPERVISOR	IBEW	89,296.19	29,414.42	23,582.83	52,997.24	142,293.43
	PUBLIC WORKS SUPERVISOR	IBEW	89,296.19	30,298.42	23,582.83	53,881.25	143,177.44
	PUBLIC WORKS SUPERVISOR	IBEW	89,296.19	29,414.42	23,582.83	52,997.25	142,293.44
	SR. PW MAINTENANCE WORKER	IBEW	67,323.84	23,075.72	27,699.34	50,775.06	118,098.90
	SR. PW MAINTENANCE WORKER	IBEW	64,117.95	21,816.88	27,014.25	48,831.13	112,949.07
	SR. PW MAINTENANCE WORKER	IBEW	65,017.95	21,976.88	27,172.38	49,149.26	114,167.20
	SR. PW MAINTENANCE WORKER	IBEW	61,064.70	20,930.36	27,292.13	48,222.63	108,356.83
	SR. PW MAINTENANCE WORKER	IBEW	64,117.95	21,816.88	27,014.25	48,831.13	112,949.07
	MAINTENANCE WORKER I/II	IBEW	58,990.20	19,910.83	25,884.25	45,795.08	104,785.28

Appendix

Authorized Positions Salary and Benefits Listing by Department

Note: Excludes acting pays, differential pays, standby pays, overtime and other labor costs that are budgeted as a lump sum amount and not allocated to specific positions.

Department / Description	Authorized Position Title	Group	Total Salaries & Other Pay	Employer - Paid Benefits			Total Salaries and Benefits
				PERS Retirement	Other	Total	
	MAINTENANCE WORKER I/II	IBEW	60,994.71	20,906.37	26,346.82	47,253.18	108,247.89
	MAINTENANCE WORKER I/II	IBEW	64,944.45	21,951.69	27,156.67	49,108.36	114,052.80
	MAINTENANCE WORKER I/II	IBEW	64,944.45	21,951.69	27,156.67	49,108.36	114,052.80
	MAINTENANCE WORKER I/II	IBEW	58,990.20	19,910.83	25,884.25	45,795.08	104,785.28
	MAINTENANCE WORKER I/II	IBEW	58,990.20	19,910.83	25,884.25	45,795.08	104,785.28
	MAINTENANCE WORKER I/II	IBEW	64,944.44	21,951.68	27,156.67	49,108.35	114,052.79
	MAINTENANCE WORKER I/II	IBEW	64,944.44	21,951.68	27,156.67	49,108.35	114,052.79
	MAINTENANCE WORKER I/II	IBEW	64,944.45	21,951.69	27,156.67	49,108.36	114,052.80
	MAINTENANCE WORKER I/II	IBEW	58,090.20	19,910.83	25,726.12	45,636.95	103,727.15
	MAINTENANCE WORKER I/II	IBEW	64,944.44	21,951.68	27,156.67	49,108.35	114,052.79
	MAINTENANCE WORKER I/II	IBEW	64,044.45	21,951.69	26,998.54	48,950.23	112,994.67
	MAINTENANCE WORKER I/II	IBEW	58,990.20	19,910.83	25,884.25	45,795.08	104,785.28
	MAINTENANCE WORKER I/II	IBEW	60,994.71	20,906.37	26,346.82	47,253.18	108,247.89
	MAINTENANCE WORKER I/II	IBEW	58,090.20	19,910.83	25,726.12	45,636.95	103,727.15
	MAINTENANCE WORKER I/II	IBEW	58,090.20	19,910.83	25,726.12	45,636.95	103,727.15
	MAINTENANCE WORKER I/II	IBEW	64,044.45	21,951.69	26,998.54	48,950.23	112,994.67
	MAINTENANCE WORKER I/II	IBEW	64,944.45	21,951.69	27,156.67	49,108.36	114,052.80
	SR. BUILDING MAINTENANCE WORKER	IBEW	74,209.79	25,435.93	29,170.87	54,606.80	128,816.59
	BUILDING MAINTENANCE WORKER II	IBEW	64,117.95	21,816.88	27,014.25	48,831.13	112,949.07
	BUILDING MAINTENANCE WORKER II	IBEW	67,323.84	23,075.72	27,699.34	50,775.06	118,098.90
	BUILDING MAINTENANCE WORKER II	IBEW	67,323.84	23,075.72	27,699.34	50,775.06	118,098.90
	BUILDING MAINTENANCE WORKER II	IBEW	67,323.84	23,075.72	27,699.34	50,775.06	118,098.90
	HEAVY EQUIPMENT OPERATOR	IBEW	67,401.30	22,933.27	27,715.90	50,649.17	118,050.47
	HEAVY EQUIPMENT OPERATOR	IBEW	67,401.30	22,933.27	27,715.90	50,649.17	118,050.47
	ELECTRICIAN	IBEW	78,009.75	26,738.39	29,982.93	56,721.32	134,731.07
	ELECTRICIAN	IBEW	75,195.00	25,465.13	29,347.21	54,812.34	130,007.34
	TRAFFIC & LIGHTING TECH II	IBEW	75,416.34	25,660.48	29,428.71	55,089.20	130,505.54
	TRAFFIC & LIGHTING TECH II	IBEW	80,595.65	27,624.73	30,535.53	58,160.26	138,755.91
	LANDSCAPE INSPECTOR	IBEW	83,129.68	28,285.28	22,905.41	51,190.69	134,320.37
	SECRETARY	IBEW	56,235.27	18,966.56	19,767.59	38,734.15	94,969.42
	CUSTOMER SERVICE REP.	IBEW	51,400.70	17,617.95	19,243.88	36,861.84	88,262.54
	ACCOUNTING CLERK II	IBEW	56,669.27	19,423.79	19,851.87	39,275.67	95,944.94
	ACCOUNTING CLERK II	IBEW	56,669.27	18,856.79	19,851.87	38,708.67	95,377.94
Mare Island Community Facilities District							
	MAINTENANCE WORKER I/II	IBEW	58,090.20	19,910.83	25,726.12	45,636.95	103,727.15
	MAINTENANCE WORKER I/II	IBEW	60,994.71	20,754.37	26,346.82	47,101.18	108,095.89
Landscape Maintenance Districts							
	LANDSCAPE MAINTENANCE MANAGER	CAMP	120,456.59	40,082.78	25,989.41	66,072.19	186,528.78
	SR. LANDSCAPE INSPECTOR	IBEW	97,924.93	32,585.46	24,612.78	57,198.24	155,123.17
	LANDSCAPE INSPECTOR	IBEW	85,508.35	29,000.11	23,145.71	52,145.82	137,654.17
	LANDSCAPE INSPECTOR	IBEW	84,608.35	29,000.11	23,076.05	52,076.16	136,684.51
	ACCOUNTING CLERK II	IBEW	57,569.27	19,423.79	19,921.53	39,345.33	96,914.60
Corporation Shop							
	FLEET MANAGER	CAMP	117,621.07	40,021.40	25,696.21	65,717.61	183,338.68
	ADMINISTRATIVE CLERK II	IBEW	46,515.04	15,943.36	18,680.07	34,623.43	81,138.48
	SENIOR EQUIPMENT MECHANIC	IBEW	78,909.75	25,958.39	30,141.06	56,099.45	135,009.20
	EQUIPMENT MECHANIC II	IBEW	68,933.18	23,455.33	28,043.26	51,498.60	120,431.78
	EQUIPMENT MECHANIC II	IBEW	73,279.84	24,084.70	28,937.94	53,022.64	126,302.48
	EQUIPMENT MECHANIC II	IBEW	68,933.18	23,455.33	28,043.26	51,498.60	120,431.78
	EQUIPMENT MECHANIC II	IBEW	69,833.18	23,627.33	28,201.39	51,828.73	121,661.91
	PARTS SPECIALIST	IBEW	59,570.95	20,418.36	26,042.56	46,460.92	106,031.87
Water Department							
Admin / Engineering							
	WATER UTILITIES DIRECTOR	EXEC	195,443.15	64,094.66	30,109.97	94,204.63	289,647.78
	WATER OPERATIONS MANAGER	EXEC	176,074.83	59,447.94	29,427.70	88,875.64	264,950.47
	WATER ENGINEERING MANAGER	CAMP	166,717.75	55,177.02	29,693.55	84,870.57	251,588.32
	ADMINISTRATIVE MANAGER	CAMP	132,776.52	45,510.09	27,263.29	72,773.38	205,549.90
	WATER FINANCE MANAGER	CAMP	126,453.82	43,026.81	26,609.52	69,636.33	196,090.15
	IT PROJECT MANAGER	CAMP	126,453.82	43,026.81	26,609.52	69,636.33	196,090.15
	INFORMATION SYSTEMS MANAGER	CAMP	133,676.51	45,510.09	27,332.95	72,843.04	206,519.55
	EXECUTIVE SECRETARY - C	CAMP	83,934.40	27,630.28	22,189.61	49,819.89	133,754.29
	ADMINISTRATIVE ANALYST II	CAMP	106,441.38	36,217.44	24,540.23	60,757.67	167,199.05
	ADMINISTRATIVE ANALYST II	CAMP	106,441.38	36,217.44	24,540.23	60,757.67	167,199.05
	ADMINISTRATIVE ANALYST II	CAMP	112,663.45	38,307.71	25,160.20	63,467.91	176,131.36
	ADMINISTRATIVE ANALYST II	CAMP	106,441.38	36,217.44	24,540.23	60,757.67	167,199.05
	ADMINISTRATIVE ANALYST II	CAMP	106,441.38	36,217.44	24,540.23	60,757.67	167,199.05
	SR. CIVIL ENGINEER	IBEW	131,129.36	43,634.51	28,444.57	72,079.09	203,208.44
	SR. CIVIL ENGINEER	IBEW	124,885.10	42,493.25	27,723.99	70,217.24	195,102.33
	SR. CIVIL ENGINEER	IBEW	124,885.10	42,493.25	27,723.99	70,217.24	195,102.33
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	113,014.84	38,736.63	26,354.15	65,090.78	178,105.62
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	119,565.58	40,981.95	27,110.11	68,092.06	187,657.64
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	118,665.58	40,673.46	27,006.25	67,679.72	186,345.30
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	119,565.58	39,486.46	27,075.91	66,562.38	186,127.96
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	113,014.84	38,453.63	26,354.15	64,807.78	177,822.62
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	113,014.84	38,453.63	26,354.15	64,807.78	177,822.62

Appendix

Authorized Positions Salary and Benefits Listing by Department

Note: Excludes acting pays, differential pays, standby pays, overtime and other labor costs that are budgeted as a lump sum amount and not allocated to specific positions.

Department / Description	Authorized Position Title	Group	Total Salaries & Other Pay	Employer - Paid Benefits			Total Salaries and Benefits
				PERS Retirement	Other	Total	
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	113,014.84	38,453.63	26,354.15	64,807.78	177,822.62
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	113,014.84	38,453.63	26,354.15	64,807.78	177,822.62
	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	113,014.84	38,453.63	26,354.15	64,807.78	177,822.62
	GEOGRAPHIC INFO SYSTEMS SPECIALIST I/II/III	IBEW	102,528.36	34,886.32	25,144.02	60,030.34	162,558.70
	SR. ENGINEERING TECHNICIAN	IBEW	92,676.65	31,765.58	24,007.13	55,772.70	148,449.35
	SR. ENGINEERING TECHNICIAN	IBEW	93,576.65	30,838.58	24,076.79	54,915.36	148,492.01
	ENGINEERING TECHNICIAN II	IBEW	80,073.86	27,245.88	22,552.77	49,798.65	129,872.51
	ENGINEERING TECHNICIAN II	IBEW	80,073.86	27,445.88	22,552.77	49,998.65	130,072.51
	ENGINEERING TECHNICIAN II	IBEW	80,073.86	27,245.88	22,552.77	49,798.65	129,872.51
	ACCOUNTING CLERK II	IBEW	57,569.27	19,423.79	19,921.53	39,345.33	96,914.60
	SECRETARY	IBEW	55,335.27	18,828.56	19,697.93	38,526.49	93,861.76
	ADMINISTRATIVE CLERK II	IBEW	52,182.83	17,577.55	19,299.94	36,877.49	89,060.32
Water Quality							
	WATER QUALITY MANAGER	CAMP	136,133.53	46,660.73	27,610.40	74,271.13	210,404.66
	LABORATORY SUPERVISOR	CAMP	120,456.59	41,287.35	25,989.41	67,276.76	187,733.35
	WATER QUALITY ANALYST	IBEW	97,179.22	33,308.86	24,526.72	57,835.59	155,014.81
	WATER QUALITY ANALYST	IBEW	92,551.64	31,722.73	23,992.71	55,715.43	148,267.07
	LABORATORY ANALYST II	IBEW	83,964.01	28,779.26	23,001.69	51,780.95	135,744.95
Source Operations							
	RESERVOIR KEEPER II	IBEW	69,026.11	22,969.19	21,277.85	44,247.04	113,273.15
	RESERVOIR KEEPER II	IBEW	69,026.11	22,969.19	21,277.85	44,247.04	113,273.15
Pumping & Treatment Maintenance							
	WATER FACILITIES SUPERINTENDENT	CAMP	136,133.53	45,299.39	27,610.40	72,909.79	209,043.32
	IT PROJECT MANAGER	CAMP	126,453.82	43,026.81	26,609.52	69,636.33	196,090.15
	PLANT MAINTENANCE SUPERVISOR	CAMP	125,993.97	41,925.38	26,561.96	68,487.34	194,481.31
	PLANT MAINTENANCE SUPERVISOR	CAMP	119,994.26	40,828.89	25,941.60	66,770.49	186,764.75
	PUBLIC WORKS SUPERVISOR	IBEW	82,715.52	28,144.33	22,857.61	51,001.94	133,717.46
	SR. UTILITY MECHANIC	IBEW	104,477.02	35,810.24	25,368.89	61,179.13	165,656.15
	UTILITY MECHANIC II	IBEW	90,269.47	30,714.50	32,602.83	63,317.32	153,586.79
	UTILITY MECHANIC II	IBEW	94,782.94	31,539.52	24,250.19	55,789.71	150,572.65
	UTILITY MECHANIC II	IBEW	90,269.47	30,940.50	23,729.34	54,669.83	144,939.30
	UTILITY MECHANIC II	IBEW	90,269.47	30,714.50	23,729.34	54,443.83	144,713.30
	UTILITY MECHANIC II	IBEW	90,269.47	30,714.50	23,729.34	54,443.83	144,713.30
	WATER MAINTENANCE WORKER I/II	IBEW	63,436.94	21,434.98	26,834.51	48,269.49	111,706.43
	WATER MAINTENANCE WORKER I/II	IBEW	63,436.94	21,434.98	26,834.51	48,269.49	111,706.43
	WATER MAINTENANCE WORKER I/II	IBEW	66,563.79	21,849.73	27,502.73	49,352.45	115,916.24
	WATER MAINTENANCE WORKER I/II	IBEW	62,536.94	21,434.98	26,676.38	48,111.36	110,648.30
	SR. INSTRUMENT TECHNICIAN	IBEW	109,552.99	36,454.06	36,723.72	73,177.78	182,730.77
	INSTRUMENT TECHNICIAN I/II	IBEW	91,273.17	30,976.04	23,810.97	54,787.01	146,060.19
	INSTRUMENT TECHNICIAN I/II	IBEW	94,891.84	32,287.85	24,262.76	56,550.61	151,442.44
	INSTRUMENT TECHNICIAN I/II	IBEW	94,891.84	32,287.85	24,262.76	56,550.61	151,442.44
Treatment Operations							
	WATER TREATMENT SUPERINTENDENT	CAMP	146,554.26	48,766.97	28,687.91	77,454.88	224,009.14
	WTR TRTMT REGULATOR COMPLNCE	IBEW	131,585.02	43,785.69	28,497.16	72,282.85	203,867.87
	WATER TREATMENT PLANT SPVR.	IBEW	131,585.02	43,785.69	28,497.16	72,282.85	203,867.87
	WATER TREATMENT PLANT SPVR.	IBEW	131,585.02	43,785.69	28,497.16	72,282.85	203,867.87
	WATER TPO TRAINEE II	IBEW	71,017.25	24,341.66	21,507.64	45,849.30	116,866.55
	WATER TREATMENT PLANT OPERATOR	IBEW	113,560.64	37,787.71	26,417.14	64,204.85	177,765.49
	WATER TREATMENT PLANT OPERATOR	IBEW	109,053.00	35,988.20	25,862.76	61,850.96	170,903.96
	WATER TREATMENT PLANT OPERATOR	IBEW	113,560.64	37,787.71	26,417.14	64,204.85	177,765.49
	WATER TREATMENT PLANT OPERATOR	IBEW	108,153.00	36,800.20	25,793.10	62,593.30	170,746.30
	WATER TREATMENT PLANT OPERATOR	IBEW	113,560.64	37,787.71	26,417.14	64,204.85	177,765.49
	WATER TREATMENT PLANT OPERATOR	IBEW	113,560.64	37,787.71	26,417.14	64,204.85	177,765.49
	WATER TREATMENT PLANT OPERATOR	IBEW	108,153.00	37,070.20	25,793.10	62,863.30	171,016.30
	WATER TREATMENT PLANT OPERATOR	IBEW	113,560.64	37,787.71	26,417.14	64,204.85	177,765.49
	WATER TREATMENT PLANT OPERATOR	IBEW	114,460.64	37,787.71	26,486.80	64,274.51	178,735.15
	WATER TREATMENT PLANT OPERATOR	IBEW	113,560.64	38,923.71	26,417.14	65,340.85	178,901.49
	WATER TREATMENT PLANT OPERATOR	IBEW	113,560.64	38,923.71	26,417.14	65,340.85	178,901.49
	WATER TREATMENT PLANT OPERATOR	IBEW	108,153.00	36,800.20	25,793.10	62,593.30	170,746.30
	SENIOR WATER TPO	IBEW	119,375.59	39,722.83	27,088.19	66,811.01	186,186.60
	SENIOR WATER TPO	IBEW	119,375.59	39,722.83	27,088.19	66,811.01	186,186.60
	SENIOR WATER TPO	IBEW	119,375.59	39,722.83	27,088.19	66,811.01	186,186.60
	SENIOR WATER TPO	IBEW	119,375.59	39,722.83	27,088.19	66,811.01	186,186.60
	SENIOR WATER TPO	IBEW	113,691.04	38,684.41	26,432.19	65,116.59	178,807.63
	SENIOR WATER TPO	IBEW	119,375.59	40,916.83	27,088.19	68,005.01	187,380.60
	SENIOR WATER TPO	IBEW	119,375.59	39,722.83	27,088.19	66,811.01	186,186.60
Distribution Maintenance							
	WATER DISTRIBUTION SUPT.	CAMP	137,033.53	45,299.39	27,680.06	72,979.45	210,012.98
	ASST. WATER DISTRIBUTION SUPT.	CAMP	117,621.07	39,139.24	25,696.21	64,835.45	182,456.52
	UTILITY SUPERVISOR	IBEW	84,847.06	27,934.45	31,409.86	59,344.31	144,191.37
	UTILITY SUPERVISOR	IBEW	97,179.22	32,336.86	34,079.44	66,416.31	163,595.53
	UTILITY SUPERVISOR	IBEW	84,847.06	28,773.45	31,409.86	60,183.31	145,030.37
	SENIOR WATER DISTRIBUTION TECH	IBEW	78,909.75	25,958.39	30,141.06	56,099.45	135,009.20
	SENIOR WATER DISTRIBUTION TECH	IBEW	78,009.75	25,958.39	29,982.93	55,941.32	133,951.07
	SENIOR WATER DISTRIBUTION TECH	IBEW	74,295.00	25,279.13	29,189.08	54,468.21	128,763.21

Appendix

Authorized Positions Salary and Benefits Listing by Department

Note: Excludes acting pays, differential pays, standby pays, overtime and other labor costs that are budgeted as a lump sum amount and not allocated to specific positions.

Department / Description	Authorized Position Title	Group	Total Salaries & Other Pay	Employer - Paid Benefits			Total Salaries and Benefits
				PERS Retirement	Other	Total	
	SENIOR WATER DISTRIBUTION TECH	IBEW	78,909.75	26,738.39	30,141.06	56,879.45	135,789.20
	SENIOR WATER DISTRIBUTION TECH	IBEW	74,295.00	25,279.13	29,189.08	54,468.21	128,763.21
	WATER DISTRIBUTION TECHNICIAN	IBEW	67,401.30	23,102.27	27,715.90	50,818.17	118,219.47
	WATER DISTRIBUTION TECHNICIAN	IBEW	71,671.36	24,257.38	28,594.21	52,851.60	124,522.96
	WATER DISTRIBUTION TECHNICIAN	IBEW	67,401.30	23,102.27	27,715.90	50,818.17	118,219.47
	WATER DISTRIBUTION TECHNICIAN	IBEW	71,671.36	24,257.38	28,594.21	52,851.60	124,522.96
	WATER DISTRIBUTION TECHNICIAN	IBEW	67,401.30	23,102.27	27,715.90	50,818.17	118,219.47
	WATER DISTRIBUTION TECHNICIAN	IBEW	67,401.30	22,933.27	27,715.90	50,649.17	118,050.47
	WATER DISTRIBUTION TECHNICIAN	IBEW	71,671.37	24,257.38	28,594.21	52,851.60	124,522.96
	WATER DISTRIBUTION TECHNICIAN	IBEW	71,671.36	24,257.38	28,594.21	52,851.60	124,522.96
	WATER DISTRIBUTION TECHNICIAN	IBEW	67,401.30	22,933.27	27,715.90	50,649.17	118,050.47
	WATER DISTRIBUTION TECHNICIAN	IBEW	70,771.37	24,257.38	28,436.08	52,693.47	123,464.83
	WATER DISTRIBUTION TECHNICIAN	IBEW	64,191.71	22,002.16	27,030.01	49,032.17	113,223.88
	WATER DISTRIBUTION TECHNICIAN	IBEW	67,401.30	22,933.27	27,715.90	50,649.17	118,050.47
	WATER DISTRIBUTION TECHNICIAN	IBEW	67,401.30	22,933.27	27,715.90	50,649.17	118,050.47
	WATER DISTRIBUTION TECHNICIAN	IBEW	67,401.30	22,933.27	27,715.90	50,649.17	118,050.47
	HEAVY EQUIPMENT OPERATOR	IBEW	71,671.36	24,257.38	28,594.21	52,851.60	124,522.96
	HEAVY EQUIPMENT OPERATOR	IBEW	70,771.36	23,549.38	28,436.08	51,985.47	122,756.83
	HEAVY EQUIPMENT OPERATOR	IBEW	67,401.30	22,933.27	27,715.90	50,649.17	118,050.47
	WATER MAINTENANCE WORKER I/II	IBEW	62,536.94	21,278.98	26,676.38	47,955.36	110,492.30
	WATER MAINTENANCE WORKER I/II	IBEW	61,824.83	20,273.42	26,490.01	46,763.42	108,588.25
	WATER MAINTENANCE WORKER I/II	IBEW	62,536.94	21,278.98	26,676.38	47,955.36	110,492.30
	WATER MAINTENANCE WORKER I/II	IBEW	66,563.79	22,506.73	27,502.73	50,009.45	116,573.24
	WATER MAINTENANCE WORKER I/II	IBEW	62,536.94	21,278.98	26,676.38	47,955.36	110,492.30
	SR. METER MECHANIC	IBEW	78,909.75	26,738.39	30,141.06	56,879.45	135,789.20
	METER MECHANIC	IBEW	71,671.36	24,257.38	28,594.21	52,851.60	124,522.96
	METER MECHANIC	IBEW	71,671.36	23,549.38	28,594.21	52,143.60	123,814.96
Warehouse							
	WAREHOUSE SPECIALIST	IBEW	61,824.83	20,882.42	20,412.63	41,295.04	103,119.87
	WAREHOUSE SUPERVISOR	IBEW	67,401.30	22,933.27	27,715.90	50,649.17	118,050.47

Appendix

Glossary of Budget Terms

ACCRUAL BASIS: A basis of accounting in which transactions are recognized at the time they are incurred, as opposed to when cash is received or spent.

ADOPTED BUDGET: Adopted level of expenditures/revenues/Full-Time Equivalents (FTEs) as outlined in the adopted budget document.

ACTUAL: Actual level of revenues or expenditures in the fiscal year noted.

APPROPRIATIONS: An authorization by the City Council to make expenditures and to incur obligations for a specific purpose.

APPROVED BUDGET: The approved budget is the annual City budget approved by the City Council for expenditures on or before June 30.

ASSESSED VALUATION: The estimated value placed upon real and personal property by the chief appraiser of the appraisal district as the basis for levying property taxes.

ASSESSMENT: Revenue collected for City services which benefit properties in specific areas or district.

ASSETS: Property owned by the City for which a monetary value has been established.

AVAILABLE BALANCE: The unreserved, undesignated portion of fund balance available for future operations. For Enterprise funds, fund balance represents the current working capital portion of the fund's equity, which excludes capital assets, long-term debt, and other non-current items.

AUTHORIZED POSITIONS: Positions approved by the City Council, which may or may not have funding (see Budgeted Positions).

BALANCED BUDGET: The budget for a fund is balanced when total budgeted resources, including revenues, transfers in from other funds, and unallocated fund balance from previous years meet or exceed total budgeted uses of resources, including expenditures and transfers out to other funds.

BASIS OF ACCOUNTING: Refers to when revenues, expenses, expenditures and transfers are recognized and reported. The budgetary basis of accounting for all the funds is modified accrual, with a focus on current financial resources.

BOND: A certificate of debt issued by an entity, guaranteeing payment of the original investment plus interest, by a specified future date. Bonds are typically used for long-term debt to pay for specific capital expenditures.

BUDGET: An annual plan of financial operation embodying an estimate of recommended expenditures and the estimated means of financing them. The approved budget is authorized by City Council action and thus specifies the legal spending limits of the fiscal year.

BUDGET MODIFICATION: A change of expenditure levels and corresponding resources over and above the base budget, which is needed to accomplish an existing service level or unanticipated service. All budget modifications are approved by the City Council.

Appendix

Glossary of Budget Terms

BUDGETED POSITIONS: The number of full-time equivalent positions to be funded in the budget. Example: Funding of two half-time positions would equal one full-time equivalent position.

CAPITAL IMPROVEMENT: A permanent addition to the City's assets, including the design, construction or purchase of land, buildings or facilities, or major renovations. This includes installation or repair of new or existing traffic signals, roads, sewer lines and parks. To qualify as a capital improvement project, the cost of the project must exceed \$10,000.

CAPITAL IMPROVEMENT PROGRAM (CIP): An on-going five-year plan of single and multiple year capital expenditures, which is updated annually.

CAPITAL OUTLAY: Expenditure for tangible property of a relatively permanent nature such as vehicles or office equipment, with a unit cost of \$5,000 or more.

CONTINGENCY: A budgetary reserve set aside for emergencies or unforeseen expenditures.

CERTIFICATES OF PARTICIPATION (COP'S): This financing technique provides long-term financing through a lease, installment sale agreement or loan agreement. Certificates of Participation (COP's) allow the public to purchase participation in a stream of lease payments, installment payments or loan payments relating to the acquisition or construction of specific equipment, land or facilities.

CPI: Consumer Price Index, measure of inflation in area of consumer products.

DEBT SERVICE: Payment of interest and principal on an obligation resulting from the issuance of bonds and notes.

DEPARTMENT: The basic unit of service responsibility, encompassing a broad mandate of related activities.

DIVISION: A sub-unit of a department, which encompasses more specific functions of that department and may consist of several activities.

ENCUMBRANCE: Financial commitments related to unperformed contracts for goods or services for which part of an appropriation is reserved. They cease to be encumbrances when the obligations are paid or otherwise terminated.

ENTERPRISE FUND: A governmental facility or service which operates like a private business and is intended to be self-supporting, i.e., revenues will cover all expenses of the operations including capital costs. These funds operate on a full accrual basis recognizing revenues or expenses when the event occurs.

ERAF: Educational Revenue Augmentation Fund is a fund in each county into which county, city and special district revenues are transferred to local education agencies.

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Glossary of Budget Terms

EXPENDITURE: The actual spending of funds authorized by an appropriation. Expenditures are divided into the following classes of individual line items:

- a. Personnel
- b. Services and Supplies
- c. Capital Improvement and Major Maintenance Projects
- d. Multi-Year operating projects
- e. Debt Services
- f. Interdepartmental Allocations

FINAL BUDGET: The approved revenue and expenditure budget as appropriated.

FUNDS AVAILABLE: Actual cash available for discretionary purposes, projects or appropriations.

FISCAL YEAR: A twelve-month period of time to which the budget applies. For the City of Vallejo, it is July 1 through June 30.

FULL TIME EQUIVALENT (FTE): The decimal equivalent of a part-time position converted to a full time basis, i.e., one person working half-time would count as 0.5 FTE.

FUND: A separate set of accounts used to record receipt and use of money restricted for specific purposes. The City's finances are distributed among 150 separate funds required by the City, state or federal government, or by proper accounting practice. Fund types include:

- a. General Fund receives all unrestricted money which pays for the majority of departmental spending for traditional City services.
- b. Special Revenue funds are revenues earmarked for specific purposes.
- c. Debt Service funds are used to repay the principal and interest on indebtedness.
- d. Capital Project funds are used to account for construction of major public facilities.
- e. Enterprise funds are self-supporting activities financed by users and operated similar to private businesses.
- f. Internal Service funds are enterprises that sell services internally to other City entities, rather than to the general public.
- g. Trust and Agency funds are used to account for assets held by the City as a trustee or agent for employees, private organizations or other governments. (These are not included in the City budget).

GANN APPROPRIATIONS LIMIT: Article XIII B of the State constitution was amended by Proposition 4 (Gann initiative) in 1979. Article XIII B limits growth in the spending of tax proceeds to tax proceeds appropriated in the "base year" of 1978-79 times the product of the allowable annual percentage change in a cost-of-living factor and the allowable annual percentage change in a population change factor. The cost-of-living factor is the larger of the annual percentage change in the State per capita personal income or the annual percentage change in the local non-residential assessed valuation due to new construction. The population

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Glossary of Budget Terms

change factor is the larger of the annual percentage change of the jurisdiction's population or the annual percentage population change of the county in which the jurisdiction is located.

GENERAL FUND: The City's principal operating account, which is supported by taxes and fees and generally has no restrictions on their use. Expenditures may be described as discretionary and non-discretionary.

- Discretionary – that portion of the General Fund for which there are no restrictions on the use of the fees or taxes collected;
- Non-discretionary – expenditure of revenues which are collected by users of a program to offset the cost of the program. State law requires that fees charged cannot exceed the cost of the service.

GENERALLY ACCEPTED ACCOUNTING PRINCIPLES (GAAP): The guidelines for financial accounting and reporting. They govern the form and content of the financial statements of an entity. GAAP encompass the conventions, rules and procedures necessary to define accepted accounting practice at a particular time. The primary authoritative body on the application of GAAP to state and local governments is the Governmental Accounting Standards Board.

GOVERNMENTAL FUND: Funds, such as the General Fund, which recognizes events when they affect current financial resources. Reductions are called expenditures. These funds operate on a modified accrual basis.

GRANTS: A transfer or awarding of moneys from either the federal or state government to the City in order to finance a specific activity or program. The City receiving the grant funds is not required to repay the awarding entity the amount in the future.

INDIRECT COST ALLOCATION PLAN: The City uses an indirect cost allocation plan to ensure that enterprises and certain special revenue supported operations pay for themselves and are not subsidized by City taxpayers. General Fund supported central services costs such as payroll, accounting, data processing, personnel, city management and facilities maintenance are allocated to those funds benefiting from these services based on statistical data reflecting use of these support services.

INTEREST: Income earned on the investment of available cash balances.

INTERFUND TRANSFERS: Moneys transferred from one fund to another, such as from a fund receiving revenue to the fund through which the resources are to be expended.

INTERNAL SERVICE FUNDS (ISF): Internal service funds operate as small business, which “sells” services to other City departments. Examples include the Self-Insurance Fund and the Corporation Shop.

LONG-TERM DEBT: Debt with a maturity of more than one year after the date of issuance.

MEASURE B/V: Measure B is a one percent (1%) sales tax measure, approved by voters on the November 8, 2011 ballot set to expire in ten years on March 31, 2022. On November 8, 2016 the voters approved Measure V which removed the 10-year sun setting of Measure B. This transactions and use tax measure is estimated to provide the City with approximately \$14 million of additional annual General Fund general purpose revenue to support enhanced community services.

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NON-DEPARTMENTAL / CITYWIDE: Program costs that do not relate to any one department, but represent costs of a general citywide nature, i.e., debt service, animal control, reserves.

NORMAL COST: That portion of the Actuarial Present Value of Projected Benefits allocated to the current year.

OPERATING BUDGET: Annual appropriation of funds for on-going program costs, including personnel, operations, capital outlay and debt service.

OPERATION EXPENDITURES: Department costs for other services and supplies.

OPERATING TRANSFERS: Transfers from a fund receiving revenue to a fund, which will expend the resources.

ORDINANCE: A formal legislative enactment by the City Council. It has the full force and effect of law within the City boundaries unless it is in conflict with any higher form of law such as a State statute or constitutional provision. An ordinance has higher legal standing than a resolution.

OTHER SERVICES AND SUPPLIES: Cost of contractual or outside services, office supplies, and equipment items (costing under \$1,000).

PERSONNEL COSTS: The cost of a City department, including wage/salary, direct and indirect benefits such as health insurance, social security costs, retirement contribution, workers' compensation, unemployment insurance, etc.

SUCCESSOR AGENCY: An entity created by a legislative body in accordance with state statutes which has elected to exercise the powers granted to it for planning, development, re-planning, redesign, clearance, reconstruction, or rehabilitation of an area.

RESERVES: Amount of fund balance designated for a specific purpose.

RESOLUTION: A special order of the City Council, which requires less legal formality than an ordinance in terms of public notice and the number of public readings prior to approval. A resolution has lower legal standing than an ordinance. The adopted City budget is approved by resolution and requires a majority vote of the Council members present at budget adoption time.

RESOURCES: Total amounts available for appropriation during the fiscal year, including revenues, fund transfers and beginning fund balances.

REVENUES: Amounts received from seven categories of revenue:

- Taxes – Revenue including sales tax, property tax, utility user tax, etc., collected to fund general operating City programs.
- Charges for fees and services – Fees charged to the user of any specific service provided by the City not supported by the General Fund. The fee cannot exceed the cost of providing the service.

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Glossary of Budget Terms

- Licenses and Permits – Revenues collected for construction, maintenance and/or operation of designated equipment, businesses, buildings, private property including animals.
- Use of Money and Property – Interest earned on City investments or leases held by the City.
- Inter-governmental – Revenue disbursements from other agencies such as State Motor Vehicle in Lieu Tax & State Homeowners Property Tax Relief, and revenue reimbursement for services provided to other agencies.
- Fines, Forfeitures, and Penalties – Revenues collected for violations of city ordinances, late payments, etc.
- Miscellaneous Revenues – Unanticipated revenues.

In the Enterprise activities, revenues can also be classified as “operating” or “non-operating”. Operating revenues are those revenues directly related to the fund’s primary service activity and consist primarily of user fees and charges. Non-operating revenues are incidental to, or by-products of the enterprise’s primary service such as interest income.

SELF INSURANCE: Assuming risk of loss through the maintenance of reserves or some other plan instead of through the purchase of insurance coverage.

SERAF: Supplemental Educational Revenue Augmentation Fund (“SERAF”) is a fund in each county into which Redevelopment Agencies are required to remit a portion of their tax increment revenues for allocation to schools wholly or partially within the area of a redevelopment project.

UNFUNDED ACTUARIAL ACCRUED LIABILITY (UAAL): The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets.

USER FEES: Charges of a voluntary nature paid by persons receiving a service in exchange for the fee (such as recreation activities or water sales).

VARIANCE: Change in expenditures/staffing levels.

Appendix

Acronyms/Abbreviations

<u>Acronym/Abbreviation</u>		<u>Description</u>
ABAG	Association of Bay Area Governments	ABAG is part regional planning agency and part local government service provider. Provides planning and cost saving services to local governments.
AHLC	Architectural Heritage & Landmarks Commission (City)	Seven members to designate, preserve, protect, enhance and perpetuate those historic structures, districts and neighborhoods which contribute to the cultural and aesthetic heritage of the city of Vallejo.
AKA	Also known as	Also known as
BAAQMD	Bay Area Air Quality Management District	Regulates stationary sources of air pollution in the nine counties that surround San Francisco Bay. The Board oversees policies and adopts regulations for the control of air pollution in the district.
BART	Bay Area Rapid Transit District	A heavy-rail public transit system that connects the San Francisco Peninsula with communities in the East Bay and South Bay.
BCDC	Bay Conservation & Development Commission	Protects and enhances San Francisco Bay and encourages the Bay's responsible and productive use for this and future generations.
BMPs	Best Management Practices	Methods that have been determined to be the most effective and practical means of preventing or reducing non-point source pollution to help achieve water quality goals.
BMR	Below Market Rate Housing Unit (AKA Affordable Housing)	A home that is priced to be affordable to households that are low to moderate income.
– C	Confidential	“– C” used at the end of titles to differentiate between regular and confidential positions.
CAC	Commission on Culture & the Arts (City)	Seven members to represent a cross-section of community interests and organizations; serve the city of Vallejo as the official voice for the arts in the community.
CAD	Computer aided design	CAD, or computer-aided design and drafting (CADD), is the use of computer technology for design and design documentation.
CALPERS	California Public Employees Retirement System	The California Public Employees' Retirement System (CalPERS) is an agency in the California executive branch that "manages pension and health benefits for more than 1.6 million California public employees, retirees, and their families".
CAMP	Confidential, Administrative, Managerial, and Professional Association Of Vallejo Employees	The Confidential, Administrative, Managerial and Professional Association of Vallejo Employees (CAMP) is the recognized bargaining unit between the organization and the City of Vallejo.

Appendix

Acronyms/Abbreviations

CAO	City Attorney's Office	Provide timely, efficient and high quality legal services, advice and support to the City Council and the City Administration.
CCO	City Clerk's Office	The City Clerk is local Elections Official who administers democratic processes such as elections, access to city records, and all legislative actions ensuring transparency to the public.
CDBG	Community Development Block Grant	The Community Development Block Grant (CDBG) program is a flexible program that provides communities with resources to address a wide range of unique community development needs. Beginning in 1974, the CDBG program is one of the longest continuously run programs at HUD. The CDBG program provides annual grants on a formula basis to 1209 general units of local government and States.
CDBW	California Division of Boating & Waterways	CDBW is responsible for planning, developing, and improving facilities on state-owned and state-managed properties, including those on State Parks and State Water Project properties. It also provides funding so that local agencies can renew deteriorated facilities or develop new public access.
CDFW	California Department of Fish & Wildlife	Manage California's diverse fish, wildlife, and plant resources, and the habitats upon which they depend, for their ecological values and for their use and enjoyment by the public.
CCRC	Central Core Restoration Corporation	Established in 1980, as a committee, to study ways to revitalize the Historic Downtown Vallejo's central core. Purpose is to provide supplemental services and improvements in addition to those provided by city government and to coordinate with property and business owners, city agencies, and community organizations in an effort to promote the best interest of the district and ensure consistent, high-quality provision of services.
CC&R's	Covenants, Conditions & Restrictions	A legally binding document that is officially recorded and filed with your state. CC&Rs cover the rights and obligations of the homeowners association to its members and vice versa.
CEAB	Code Enforcement Appeals Board (City)	Seven members. Exercise duties, functions and powers assigned to the Code Enforcement Appeals Board as prescribed by the City Council, pursuant to resolution or ordinance.
CEQA	California Environmental Quality Act	Discloses to the public the significant environmental effects of a proposed discretionary project, through the preparation of an initial study, negative declaration, mitigated negative declaration, or environmental impact report.
CERT	Community Emergency Response Team	The Vallejo program is designed as a neighborhood-based program. It enables neighborhoods to assess and help themselves until emergency responders arrive. This in turn lightens the load on all emergency service responders. CERT prepares individuals and their households to be self-sufficient after a major event and then to assist others in their neighborhood.

Appendix

Acronyms/Abbreviations

CFD	Community Facilities District	CFD stands for “Community Facilities District”. A CFD is formed by a local governmental agency pursuant to the Mello-Roos Community Facilities Act of 1982 in order to finance certain capital facilities and services. Once formed, a CFD has the authority to levy a special tax on real property within its boundaries.
CHDC	Community Housing Development Corporation	Community Housing Development Corporation (CHDC) administers the loan packaging for approval for the City's First Time Homebuyer Program.
CIMMP	Capital Improvement and Major Maintenance Program	Capital Improvement and Major Maintenance Program
CIP	Capital Improvement Project	A Capital Improvement Plan (Program), or CIP, is a short-range plan, usually four to ten years, which identifies capital projects and equipment purchases, provides a planning schedule and identifies options for financing the plan.
CMO	City Manager’s Office	The City Manager serves as the chief executive officer responsible for day-to-day administration of Vallejo's City affairs and implementation of City Council policies.
CNG	Compressed Natural Gas	Compressed Natural Gas
CPRA	California Public Records Act	Enacted in 1968 to: (1) safeguard the accountability of government to the public; (2) promote maximum disclosure of the conduct of governmental operations; and (3) explicitly acknowledge the principle that secrecy is antithetical to a democratic system of “government of the people, by the people and for the people.”
COP	Certificates of Participation	An instrument evidencing a pro rata share in a specific pledged revenue stream, usually lease payments by the issuer that are typically subject to annual appropriation. The certificate generally entitles the holder to receive a share, or participation, in the payments from a particular project. The payments are passed through the lessor to the certificate holders. The lessor typically assigns the lease and the payments to a trustee, which then distributes the payments to the certificate holders.
COPS	Citizens Option for Public Safety	The Department of Justice offers funding opportunities to support law enforcement and public safety activities in state, local, and tribal jurisdictions; to assist victims of crime; to provide training and technical assistance; to conduct research; and to implement programs that improve the criminal, civil, and juvenile justice systems.
COV	City of Vallejo	City of Vallejo
COPPS	Community Oriented Policing and Public Safety	Community Oriented Policing and Public Safety

Appendix

Acronyms/Abbreviations

CPI	Consumer Price Index	The Consumer Price Indexes (CPI) program produces monthly data on changes in the prices paid by urban consumers for a representative basket of goods and services.
CPR	Cardiopulmonary Resuscitation	Cardiopulmonary resuscitation: A life-saving emergency procedure that involves breathing for the victim and applying external chest compression to make the heart pump.
CSAC	California State Association of Counties	Represents county government before the California Legislature, administrative agencies and the federal government. CSAC places a strong emphasis on educating the public about the value and need for county programs and services.
CSC	Civil Service Commission (City)	Five members to provide for the standardization and classification of all positions and employment in the classified service of the city; for competitive tests to ascertain the relative fitness of all applicants for appointment in the classified service; for rules for the government, supervision and control of the classified service, as such duties are designated in the City Charter, the ordinances adopted thereunder and the rules and regulations in effect pursuant to said Charter and ordinances.
CSS	Community Services Section	The Vallejo Police Department created the Community Services Section (CSS) in the tail-end of 2013 to address quality of life crimes, assist and support Neighborhood Watch groups, and to work with the City Attorney's Neighborhood Law Program and the Code Enforcement Division to address distressed and dangerous properties.
CSTI	California Specialized Training Institute	CSTI has evolved into a statewide enterprise with responsibility for supporting training, exercises and education in wide variety of areas including but not limited to; emergency management, public safety, homeland security, hazardous materials, disaster recovery and crisis communications.
CTC	California Transportation Commission	Responsible for programming and allocating funds for the construction of highway, passenger rail, transit and active transportation improvements throughout California.
dB	Decibel	A unit used to measure the intensity of a sound or the power level of an electrical signal.
DEIR	Draft Environmental Impact Report	Draft Environmental Impact Report
DU/AC	Dwelling Units per Acre	Dwelling Units per Acre
DRB	Design Review Board (City)	Conduct, design, review and approve or deny unit plans for development projects within the boundaries of the districts specified in the Downtown Vallejo Specific Plan and the districts specified in the Vallejo Waterfront Design Guidelines.

Appendix

Acronyms/Abbreviations

– E	Exempt	“– E” used at the end of titles to differentiate between CAMP and Unrepresented positions.
EDMS	Electronic Document Management System	EDMS - electronic document management system is a software program that manages the creation, storage and control of documents electronically. The primary function of an EDMS is to manage electronic information within an organization workflow.
EIR	Environmental Impact Report (CEQA related document)	Environmental Impact Report (CEQA related document)
EIS	Environmental Impact Statement (NEPA related document)	Environmental Impact Statement (NEPA related document)
EVA	Emergency Vehicle Access	Emergency Vehicle Access
EVC	Economic Vitality Commission (City)	Economic Vitality Commission (City)
EMS	Emergency Medical Services	Emergency medical services, also known as ambulance services or paramedic services, are a type of emergency service dedicated to providing out-of-hospital acute medical care, transport to definitive care, and other medical transport to patients with illnesses and injuries which prevent the patient from transporting themselves.
EOC	Emergency Operation Center	An emergency operations center (EOC) is a central command and control facility responsible for carrying out the principles of emergency preparedness and emergency management, or disaster management functions at a strategic level during an emergency, and ensuring the continuity of operation of a company, political subdivision or other organization.
ERAF	Educational Revenue Augmentation Fund	ERAF is a mechanism; enacted in July of 1992 by the State Legislature to shift local tax revenues from cities, counties, and special districts to a State controlled Education Revenue Augmentation Fund. The state uses this fund to reduce its obligation to the schools.
ERP	Enterprise Resource Planning	A type of software that organizations use to manage day-to-day business activities such as accounting, procurement, project management, risk management and compliance.
ESU	Emergency Services Unit	An Emergency Service Unit (ESU) is a multi-faceted and multi-talented element within the special operations commands of some U.S. municipal, county, or state-level law enforcement agencies.
FAR	Floor Area Ratio	Ratio of a building's total floor area to the size of the piece of land upon which it is built. Often used as one of the regulations in city planning.
FEMA	Federal Emergency Management Agency	Federal Emergency Management Agency

Appendix

Acronyms/Abbreviations

FPPC	Fair Political Practices Commission (conflict of interest agency)	Fair Political Practices Commission (conflict of interest agency)
FTE	Full Time Equivalent	The ratio units are FTE units or equivalent employees working full-time. In other words, one FTE is equivalent to one employee working full-time.
GAAP	Generally Accepted Accounting Principles	Generally accepted accounting principles (GAAP) are a common set of accounting principles, standards and procedures that companies must follow when they compile their financial statements.
GASB	Governmental Accounting Standards Board	The Governmental Accounting Standards Board (GASB) is the source of generally accepted accounting principles (GAAP) used by state and local governments in the United States. As with most of the entities involved in creating GAAP in the United States, it is a private, non-governmental organization.
GC	Government Code	Government Code
GIS	Geographic Information System	Geographic information system (GIS) is a system designed to capture, store, manipulate, analyze, manage, and present spatial or geographic data.
GPA	General Plan Amendment	General Plan Amendment
GVRD	The Greater Vallejo Recreation District	The Greater Vallejo Recreation District offers a broad array of classes for children, adults and seniors. Classes range from swimming to soccer, wellness to science, basketball to ballet and much more.
HA	Housing Authority (City)	Housing Authority (City)
HAP	Housing Assistance Payments	This form of Housing Assistance Payments Contract (HAP contract) is used to provide Section 8 tenant-based assistance under the housing choice voucher program (voucher program) of the U.S. Department of Housing and Urban Development (HUD).
HCV	Housing Choice Voucher	The housing choice voucher program provides assistance to very low-income families to afford decent, safe, and sanitary housing. Housing can include single-family homes, townhouses and apartments and is not limited to units located in subsidized housing projects.
HCD	Housing and Community Development Division	The Housing & Community Development Division implements and maintains the HOME and Community Development Block Grant (CDBG) Programs and other vital programs and services.
HCDC	Housing & Community Development Commission (City)	Housing & Community Development Commission (City)

Appendix

Acronyms/Abbreviations

HOME	Home Investment Partnership Program	The HOME Investment Partnerships Program (HOME) provides formula grants to States and localities that communities use - often in partnership with local nonprofit groups - to fund a wide range of activities including building, buying, and/or rehabilitating affordable housing for rent or homeownership or providing direct rental assistance to low-income people.
HR	Human Resources	A human-resources department (HR department) of an organization performs human resource management, overseeing various aspects of employment, such as compliance with labor law and employment standards, administration of employee benefits, and some aspects of recruitment and dismissal.
HRC	Human Relations Commission (City)	Human Relations Commission (City)
HSIP	Highway Safety Improvement Program	The Highway Safety Improvement Program (HSIP) is a core Federal-aid program with the purpose to achieve a significant reduction in traffic fatalities and serious injuries on all public roads, including non-State-owned roads and roads on tribal land. The HSIP requires a data-driven, strategic approach to improving highway safety on all public roads with a focus on performance.
HUD	Housing and Urban Development	The United States Department of Housing and Urban Development (Commonly known as HUD) is a Cabinet department in the Executive branch of the United States federal government.
HUTA	Highway User Tax Allocations	Highway User Tax Allocations
HVAC	Heating, ventilating, and air conditioning	Heating, ventilation, and air conditioning (HVAC) is the technology of indoor and vehicular environmental comfort. Refrigeration is sometimes added to the field's abbreviation as HVAC&R or HVACR, or ventilating is dropped, as in HACR (as in the designation of HACR-rated circuit breakers).
HWY	Highway	A highway is any public road or other public way on land. It is used for major roads, but also includes other public roads and public tracks. It is not an equivalent term to controlled-access highway, or a translation for autobahn, auto route, etc.
IAFF	International Association of Fire Fighters	The International Association of Fire Fighters (IAFF) is a labor union representing professional fire fighters and emergency medical services personnel in the United States and Canada.
IBEW	International Brotherhood of Electrical Workers	The International Brotherhood of Electrical Workers (IBEW) is a labor union which represents approximately 775,000 active members and retirees who work in a wide variety of fields, including utilities, construction, telecommunications, broadcasting, manufacturing, railroads and government. The IBEW has members in both the United States and Canada.
ICMA	International City/County Management Association	Leading association of professional city and county managers and other employees who serve local governments.

Appendix

Acronyms/Abbreviations

IT	Information Technology	Information technology (IT) is the application of computers to store, study, retrieve, transmit, and manipulate data, or information, often in the context of a business or other enterprise.
JPA	Joint Powers Authority	A joint powers authority (JPA) is an entity permitted under the laws of some U.S. states, whereby two or more public authorities (e.g. local governments, or utility or transport districts), not necessarily located in the same state, may jointly exercise any power common to all of them.
LAWCX	Local Agency Workers' Compensation Excess Joint Powers Authority	The Local Agency Workers' Compensation Excess Joint Powers Authority (LAWCX) was established exclusively for California self-insured workers' compensation joint powers authorities, individual public entities, and special districts. LAWCX was formed on July 1, 1992, as a state-wide authority to self-insure and pool workers' compensation losses.
LCC	League of California Cities	An association of California city officials who work together to enhance their knowledge and skills, exchange information, and combine resources so that they may influence policy decisions that affect cities.
LLMD	Lighting & Landscape Maintenance District	Lighting & Landscape Maintenance District
LMD	Landscape Maintenance District	A LMD is a financing vehicle utilized to make certain improvements to particular neighborhoods within the community. These improvements, such as parks, playgrounds, landscapes, sidewalks, trees, etc., are paid for by the landowners within the LMD.
LOS	Level of Service	Level of Service
LRPMP	Long Range Property Management Plan	Long Range Property Management Plan
MAC	Marina Advisory Committee (City)	Marina Advisory Committee (City)
MCC	McCune Collection Commission (City)	McCune Collection Commission (City)
MOU	Memorandum of Understanding	Memorandum of Understanding
MTC	Metropolitan Transportation Commission	MTC is the transportation planning, financing and coordinating agency for the nine-county San Francisco Bay Area.

Appendix

Acronyms/Abbreviations

MYOP	Multi-Year Operating Projects	MYOPs are a relatively new financial tool used by the City in the City's financial system. Having MYOPs ensures that the CIP remains focused on tangible assets and separated from the long term operating projects that are reviewed and funded as part of the operating budgeting process.
MVLF	Motor Vehicle License Fees	Motor vehicle fees are collected by the registration of a motor vehicle with a government authority.
NEPA	National Environmental Policy Act	NEPA requires federal agencies to assess the environmental effects of their proposed actions prior to making decisions.
NIMS	National Incident Management System	Used by FEMA. NIMS guides all levels of government, nongovernmental organizations and the private sector to work together to prevent, protect against, mitigate, respond to and recover from incidents. NIMS provides stakeholders across the whole community with the shared vocabulary, systems and processes to successfully deliver the capabilities described in the National Preparedness System. NIMS defines operational systems that guide how personnel work together during incidents.
NLC	National League of Cities	An organization comprised of city, town and village leaders that are focused on improving the quality of life for their current and future constituents.
NLP	Neighborhood Law Program	The Neighborhood Law Program (NLP) is funded by Measure B. The program puts attorneys on the streets of Vallejo to tackle blight and nuisance conditions.
NPDES	National Pollutant Discharge Elimination System	National Pollutant Discharge Elimination System
NPO	Neighborhood Preservation Ordinance	Neighborhood Preservation Ordinance
NSP	Neighborhood Stabilization Program	Congress established the Neighborhood Stabilization Program (NSP) for the purpose of stabilizing communities that have suffered from foreclosures and abandonment.
NVWMA	Napa-Vallejo Waste Management Authority	Napa-Vallejo Waste Management Authority
OPEB	Other Post-Employment Benefits	Other post-employment benefits (OPEB) are the benefits that an employee will begin to receive at the start of retirement. This does not include pension benefits paid to the retired employee.
OPR	Office of Planning and Research (State agency)	Office of Planning and Research (State agency)
P.O.S.T	Peace Officer Standards and Training	Peace Officer Standards and Training or Peace Officer's Standards and Training are minimum educational requirement set for Law Enforcement Officers in various regions of the United States of America. These standards are locally set, and vary from region to region.

Appendix

Acronyms/Abbreviations

PB	Participatory Budgeting	Participatory Budgeting (PB) is a different way to manage public money, and to engage people in government. It is a democratic process in which community members directly decide how to spend part of a public budget. It enables taxpayers to work with government to make the budget decisions that affect their lives.
PC	Planning Commission (City)	Planning Commission (City)
PCI	Pavement Condition Index	The Pavement Condition Index (PCI) is a numerical index between 0 and 100 which is used to indicate the general condition of a pavement. It is widely used in transportation civil engineering. It is a statistical measure and requires manual survey of the pavement. PCI surveying processes and calculation methods have been standardized by ASTM for both roads and airport pavements:
PD	Planned District	Planned District
PDA	Priority Development Area	Priority Development Area
PEPRA	Public Employee Pension Reform Act of 2013	The California Public Employees' Pension Reform Act (PEPRA), which took effect in January 2013, changes the way CalPERS retirement and health benefits are applied, and places compensation limits on members. The greatest impact is felt by new CalPERS members
PIO	Public Information Officer	Public Information Officer
PUC	Public Utilities Commission	Public Utilities Commission
PVAW	Private Vehicle Access Way	Private Vehicle Access Way
PW	Public Works	Public Works
PWC	Public Works Contract	Public Works Contract
RBPM	Results Based Performance Management	Results-Based Performance Management (RBPM) is a management strategy which uses feedback loops to achieve strategic goals. All people and organizations (actors) who contribute directly or indirectly to the result, map out their business processes, products and services, showing how they contribute to the outcome.
RDA	Redevelopment Agency	A redevelopment agency is a government body dedicated to urban renewal. Typically it is a municipal level city department focused on a particular district or corridor that has become neglected or blighted. In many cases this is the city's original downtown that has been supplanted in importance by a regional shopping center. Redevelopment efforts often focus on reducing crime, destroying unsuitable buildings and dwellings, restoring historic features and structures, and creating new landscaping, housing and business opportunities mixed with expanded government services and transportation infrastructure.

Appendix

Acronyms/Abbreviations

RFP	Request for Proposals	Request for Proposals
RFQ	Request for Qualifications	Request for Qualifications
RHNA	Regional Housing Needs Allocation	Regional Housing Needs Allocation
RMS	Records Management System	Records Management system (RMS) is the management of records for an organization throughout the records-life cycle.
ROP	Regional Occupational Program	Regional Occupational Program
SA	Successor Agency to the former Vallejo Redevelopment Agency	Successor Agency to the former Vallejo Redevelopment Agency
SC	Sister City Commission (City)	Sister City Commission (City)
SCADA	Supervisory Control and Data Acquisition	Supervisory control and data acquisition (SCADA) is a control system architecture that uses computers, networked data communications and graphical user interfaces for high-level process supervisory management, but uses other peripheral devices such as programmable logic controllers and discrete PID controllers to interface to the process plant or machinery. The operator interfaces which enable monitoring and the issuing of process commands, such as controller set point changes, are handled through the SCADA supervisory computer system. However, the real-time control logic or controller calculations are performed by networked modules which connect to the field sensors and actuators.
SCWA	Solano County Water Agency	A wholesale water supply agency providing untreated water to cities and agricultural districts in Solano County from the Federal Solano Project and the North Bay Aqueduct of the Water Project.
SEMS	Standardized Emergency Management System	Standardized Emergency Management System
SET	Sheriff's Enforcement Team	Sheriff's Enforcement Team
SOLTRANS	Solano County Transit Board	Solano County Transit Board

Appendix

Acronyms/Abbreviations

STA	Solano County Transportation Authority	The STA was created in 1990 through a Joint Powers Agreement between the cities of Benicia, Dixon, Fairfield, Rio Vista, Suisun City, Vacaville, Vallejo and the County of Solano to serve as the Congestion Management Agency for Solano. As the Congestion Management Agency for Solano, the STA is responsible for countywide transportation planning, programming transportation funds, managing and providing transportation programs and services, delivering transportation projects, and setting transportation priorities. Management Agency (CMA) for the Solano area, the STA partners with various transportation and planning agencies, such as the Metropolitan Transportation Commission (MTC) and Caltrans District 4. The STA uses an open and inclusive public involvement process through various committees made up of local elected officials, public works directors, transit operators, and interested citizens.
STIP	State Transportation Improvement Program	State Transportation Improvement Program
SWAT	Special Weapons and Tactics (team)	In the United States, SWAT (Special Weapons and Tactics) is a law enforcement unit which uses specialized or military equipment and tactics.
TEMS	Tactical Emergency Medical Services	Tactical Emergency Medical Services (TEMS) is out-of-hospital care given in hostile situations by specially trained practitioners.
TOT	Transient Occupancy Tax	A tax charged in most of the United States, including California, to travelers when they rent accommodations (a room, rooms, entire home, or other living space) in a hotel, inn, tourist home or house, motel, or other lodging unless the stay is for a period of 30 days or more.
UAAL	Unfunded Actuarial Accrued Liability	The UAAL is an actuarial term that refers to the difference between the actuarial values of assets (AVA) and the actuarial accrued liabilities (AAL) of a plan. Essentially, the UAAL is the amount of retirement that is owed to an employee in future years that exceed current assets and their projected growth.
UBOC	Union Bank of California	Union Bank of California
USFWS	United States Federal Fish & Wildlife	The premier government agency dedicated to the conservation, protection, and enhancement of fish, wildlife and plants, and their habitats.
USPS	United States Postal System	The United States Postal Service (USPS; also known as the Post Office, U.S. Mail, or Postal Service) is an independent agency of the United States federal government responsible for providing postal service in the United States. It is one of the few government agencies explicitly authorized by the United States Constitution.

Appendix

Acronyms/Abbreviations

UUT	Utility User Tax	The City imposes a 7.3% utility users tax on charges for telecommunications and video services and a 7.5% utility users tax on charges for electricity usage and natural gas delivered through mains or pipes. These taxes are collected by the utility service provider and remitted to the City. The complete details of these taxes are contained in Vallejo Municipal Code chapters 3.13 and 3.12.
VASH	Veterans Affairs Supportive Housing Voucher Program	The HUD-Veterans Affairs Supportive Housing (HUD-VASH) program combines Housing Choice Voucher (HCV) rental assistance for homeless Veterans with case management and clinical services provided by the Department of Veterans Affairs (VA). VA provides these services for participating Veterans at VA medical centers (VAMCs) and community-based outreach clinics.
VCAT	Vallejo Community Access Television	Vallejo Community Access Television
VCUSD	Vallejo City Unified School District	Vallejo City Unified School District
VFD	Vallejo Fire Department	Vallejo Fire Department
VFWD	Vallejo Flood Wastewater District	Vallejo Flood Wastewater District
VLF	Vehicle License Fee	A form of a use tax charged by various government entities for the granting of a license to conduct an activity, such as driving a car, operating a business, hunting, or practicing certain vocations. License fees are a significant source of revenue for state and local governments and are often imposed in lieu of taxes which require legislative approval.
VMC	Vallejo Municipal Code	Vallejo Municipal Code
VMT	Vehicle Miles Traveled	Vehicle Miles Traveled
VPD	Vallejo Police Department	Vallejo Police Department
VPOA	Vallejo Police Officers Association	The Vallejo Police Officers' Association (VPOA) is the recognized bargaining unit between all Vallejo Police Officers and the City of Vallejo
VTBIDB	Vallejo Tourism Business Improvement District Board	Vallejo Tourism Business Improvement District Board

Appendix

Acronyms/Abbreviations

WTP	Water Treatment Plant	Water treatment is any process that makes water more acceptable for a specific end-use. The end use may be drinking, industrial water supply, irrigation, river flow maintenance, water recreation or many other uses, including being safely returned to the environment. Water treatment removes contaminants and undesirable components, or reduces their concentration so that the water becomes fit for its desired end-use.
ZA	Zoning Administrator	Zoning Administrator
ZTA	Zoning Text Amendment	Zoning Text Amendment

RESOLUTION NO. 22-100 N.C.

RESOLUTION APPROVING THE BUDGET FOR THE CITY OF VALLEJO FOR FISCAL YEAR 2022-2023

WHEREAS, in accordance with City Charter Section 701, the City Manager has submitted the Proposed Budget for Fiscal Year 2022-2023 (“Proposed Budget”), consisting of the recommended expenditures, estimated revenues and an explanatory budget message and including the budget for the Vallejo Housing Authority and the Capital Improvement (CIP) Budgets; and

WHEREAS, in accordance with City Charter Section 702, the City Council published a general summary of the Proposed Budget, information as to the times and places where copies of the Proposed Budget were available for inspection by the public, and the time and place for two public hearings on the Proposed Budget; and

WHEREAS, the expenditures provided in said Proposed Budget, together with any revisions to it, are within the expenditure limitations imposed by Article XIII B of the California Constitution; and

WHEREAS, the City Council conducted two public hearings on the Proposed Budget, the first on May 24, 2022 and the second on June 14, 2022, at which times any and all members of the public were afforded an opportunity to express their views:

NOW, THEREFORE BE IT RESOLVED, that the City Council hereby adopts the City of Vallejo Fiscal Year 2022-2023 Budget in accordance with the following provisions and authorities:

1. Appropriations - Appropriations are adopted as set forth in the City of Vallejo Proposed Budget Fiscal Year 2022-2023 published May 13, 2022 as amended by the items shown on **Exhibit 1** to this Resolution.
2. Level of Budgetary Control - Budgetary control is established at the following levels: a) General Fund – Department level; b) Other Funds – Fund level; and Capital Projects – Department level. The City Manager may authorize line item budget transfers within a General Fund department, or within a fund other than the General Fund, consistent with the City Charter, the Vallejo Municipal Code and this Resolution.
3. Budget Revisions – Pursuant to City Charter Sec. 703, at any time during the fiscal year, the City Manager may transfer part or all of any unencumbered appropriation balance among programs within a department, office or agency. Such transfers shall be reported in writing to the City Council. Upon written request by the City Manager, the Council, after being given one week’s notice of intention to do so, may by resolution transfer part or all of any unencumbered appropriation balance from one department, office or agency to another or may appropriate available funds not included in the budget.

4. Grant Funds, Multiyear Operational Projects, and Donation Funds. The City Manager is authorized to carry over and re-appropriate into FY 2022-2023 any unexpended appropriations remaining from FY 2021-2022 for grant projects, multiyear operational projects (MYOP), and donation funds.
5. Encumbrances - All encumbrances for valid purchase orders and contracts in effect as of June 30, 2022, will remain in effect in the following Fiscal Year 2022-2023. The City Manager is authorized to increase the FY 2022-2023 budget appropriations in the amount of the outstanding encumbrances for valid purchase orders and contracts as of June 30, 2022. The City Council re-appropriates the encumbrances in the same amounts and into the same accounts in the Funds as they existed on June 30, 2022.
6. Authorized Payments – The City Manager and City Attorney are hereby authorized to make payments to/for: all utility payments and telephone charges; rents and lease payments; claims and litigation settlements, judgments, court orders, legal costs and outside counsel fees; pass through loans, grants and payments; membership dues, periodical subscriptions and software subscriptions; employee reimbursements, e.g. tuition, professional development, auto mileage; retirement contributions and benefit payments; refunds to City customers; permits and fees paid to governmental or regulatory agencies.
7. Donations - The City Manager is authorized to receive and accept:
 - a. cash donations for specific purposes, to deposit such donations in trust funds, and to expend such donations for the purpose for which the donation was made; and
 - b. in kind/non-cash donations that would serve a useful purpose in the provision of City services.
 - c. City Manager can appropriate and spend up to \$100,000 without additional city council approval.
8. Grants - The City Manager is authorized to submit grant applications for activities within the jurisdiction of the City. The City Manager is authorized to accept such grants, to expend grant funds if the funds have been appropriated, and to implement the actions required by any grant for projects and programs within the City's jurisdiction.
9. Inventory and Accounts Receivable - The City Manager is authorized to conduct a physical inventory, analyze receivables for collection, and to reconcile related financial records accordingly.
10. Debt - The City Manager is authorized to amend the Budget to reflect all required debt service requirements and payments, bond covenants or other applicable requirements, laws and regulations.
11. Short-term Inter-fund Borrowing - The City Manager is authorized to transfer cash on a daily basis to support funds with a negative cash position so long as the borrowing is paid back within one year, except for capital grant funds because grantor may not provide city with reimbursement of expended funds within the one year period.

12. Transfers and Reserves - The City Manager is authorized to make transfers among funds and reserves in accordance with the City Charter, the Vallejo Municipal Code, this resolution, and the Budget for Fiscal Year 2022-2023.
13. Completed or Inactive CIP Projects - Annually, completed or inactive projects will be closed, except for projects that have existing litigation or payment disputes. An inactive project is defined as one where transaction activity is less than \$1,000 over the prior three years. The City Manager, or his or her designee, is authorized to close a project(s) and to process the necessary documentation to close inactive projects.
14. Insurance – The City Manager is authorized to procure insurance coverage in such amounts and with such self-insured retentions as is deemed prudent and necessary for the City, in amounts consistent with this budget.
15. Claims and Judgments - The City Manager and City Attorney are hereby authorized to pay claims and judgments as otherwise authorized by Council Resolution, a valid court order, or a stipulated judgment entered into pursuant to direction given by this Council in closed session.

Adopted by the City Council of the City of Vallejo at a regular meeting held on June 14, 2022 with the following vote:

AYES: Mayor McConnell, Vice Mayor Verder-Aliga, Councilmembers Dew, Loera-Diaz and Miessner
NOES: Councilmember Arriola
ABSENT: Councilmember Brown
ABSTAIN: None

DocuSigned by:

FDED3EAE23444F...
ROBERT H. MCCONNELL, MAYOR

ATTEST:

DocuSigned by:

1489DDA8695D425...
DAWN G. ABRAHAMSON, CITY CLERK

at 06-14-2022

City of Vallejo
FY 2022-2023 Proposed Budget
Changes from 5-13-22

	Project#	Revenue	Expenditure	Reserves	Net
General Fund					
<u>Expenditures</u>					
Public Works					
Salaries- IBEW			(68,933)		
Benefits			(51,499)		
General Cost Distribution			120,432		
		-	-	-	-
Total, General Fund Adjustments		-	-	-	-
 Other Funds					
<u>Corporation Shop Fund #501</u>					
Salaries- IBEW			68,933		
Benefits			51,499		
General Cost Distribution			(120,432)		
		-	-	-	-
Total, Other Funds Adjustments		-	-	-	-

RESOLUTION NO. 22-003

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE VALLEJO HOUSING AUTHORITY APPROVING THE BUDGET FOR FISCAL YEAR 2022-23

WHEREAS, the Vallejo Housing Authority prepares an annual budget to coincide with the City of Vallejo's fiscal year; and

WHEREAS, the Executive Director has submitted the Proposed Budget for Fiscal Year 2022-23 (Proposed Budget), consisting of the proposed expenditures, estimated revenues, and an explanatory budget message; and

WHEREAS, the City of Vallejo published a general summary of the Proposed Budget, including the recommended budget for the Vallejo Housing Authority, information as to the times and places where copies of the Proposed Budget were available for inspection by the public, and the time and place for a public hearing on the Proposed Budget; and

WHEREAS, the Vallejo Housing Authority Fiscal Year 2022-23 budget was included on the City of Vallejo Proposed Budget document; and

WHEREAS, the Vallejo Housing Authority Fiscal Year 2022-23 budget is attached to this Resolution as **Exhibit 1**.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Vallejo Housing Authority hereby approves the Housing Authority's Proposed Budget for Fiscal Year 2022-23, as set forth in **Exhibit 1** of this Resolution, which is by this reference incorporated herein.

BE IT FURTHER RESOLVED that the Executive Director, or his designee, may expend funds from any of the Housing Authority funds, in accordance with the U.S. Department of Housing and Urban Development provisions, up to the limit authorized by the Vallejo Housing Authority Bylaws.

BE IT FURTHER RESOLVED that the Executive Director, or his designee, is authorized to transfer cash among funds on a daily basis to support funds that have negative cash positions.

BE IT FURTHER RESOLVED that the Executive Director, or his designee, is authorized to receive and accept:

- a. cash donations for specific purposes, to deposit such donations in trust funds, and to expend such donations for the purpose for which the donation was made; and
- b. in-kind/non-cash donations that would serve a useful purpose in the provision of Vallejo Housing Authority services.

BE IT FURTHER RESOLVED that the Executive Director, or his designee, is authorized to submit grant applications for activities within the jurisdiction of the Vallejo Housing Authority

and to accept such grants, to expend grant funds if the funds have been appropriated, and to implement the actions required by any grant for projects and programs within the Vallejo Housing Authority's jurisdiction.

BE IT FURTHER RESOLVED that the Executive Director, or his designee, is authorized to amend the Proposed Budget to reflect all required debt service requirements and payments, bond covenants or other applicable requirements, laws, and regulations.

Adopted by the Board of the Housing Authority of the City of Vallejo at a special meeting held on June 14, 2022 with the following vote:

AYES: Chair McConnell, Vice Chair Verder-Aliga, Boardmembers Arriola, Dew, Diaz, Miessner
NOES: None
ABSENT: Boardmember Brown and Gordon
ABSTAIN: None

DocuSigned by:
ROBERT H. MCCONNELL
FDED3EAE23444F...
ROBERT H. MCCONNELL, CHAIR

ATTEST:

DocuSigned by:
Dawn G. Abrahamson
1489DDA6695D425...
DAWN G. ABRAHAMSON, SECRETARY

7/190436A-6 25762A/(A%-%-A% 3A 3A\$,- A)#5A\$ 7A%-+,-

EXHIBIT 1 TO ATTACHMENT 1

Other Funds
Housing Funds
FY 22-23 Proposed Budget

Voucher Program Fund # 123				Admin Program Fund # 121		Operating Reserve Fund # 122		Housing Development Fund # 124		Affordable Housing Fund # 126		Total	
Adopted FY 21-22	Proposed FY 22-23			Adopted FY 21-22	Proposed FY 22-23	Adopted FY 21-22	Proposed FY 22-23	Adopted FY 21-22	Proposed FY 22-23	Adopted FY 21-22	Proposed FY 22-23	Adopted FY 21-22	Proposed FY 22-23
\$ 54,547	\$ 61,884			\$ 1,216,025	\$ 1,480,523	\$ 373,892	\$ 373,892	\$ 329,240	\$ 395,317	\$ 1,332,616	\$ 1,933,194	\$ 3,306,320	\$ 4,218,810
Beginning Available Fund Balance													
Revenues													
Operating													
Operating Grants and Contributions	21,707,453	21,707,453		1,993,145	1,993,145	-	-	-	-	-	-	\$ 23,700,598	\$ 23,700,598
Investment Income	-	-		1,232	1,232	-	-	458	-	11,000	11,000	\$ 12,690	\$ 12,232
Program Income	-	-		-	-	-	-	-	-	-	-	\$ -	\$ -
Fees and Forfeitures	5,000	5,000		17,500	17,500	-	-	26,000	26,000	-	-	\$ 48,500	\$ 48,500
Transfer in - Capital Funds	-	-		-	-	-	-	-	-	140,000	120,000	\$ 140,000	\$ 120,000
	21,712,453	21,712,453		2,011,877	2,011,877	-	-	28,458	26,000	151,000	131,000	\$ 23,901,768	\$ 23,881,330
Expenditures													
Grant programs	21,767,000	20,236,924		-	-	-	-	-	-	-	-	\$ 21,767,000	\$ 20,236,924
Administration	-	-		2,515,210	2,814,974	-	-	-	-	25,000	25,000	\$ 2,540,210	\$ 2,839,974
Interfund Reimbursement - staff costs	-	-		(161,048)	(168,413)	-	-	-	-	-	-	\$ (161,048)	\$ (168,413)
	21,767,000	20,236,924		2,354,162	2,646,561	-	-	-	-	25,000	25,000	\$ 24,146,162	\$ 22,908,485
	(54,547)	1,475,929		(342,285)	(634,684)	-	-	26,458	26,000	126,000	106,000	(244,374)	972,845
Net Annual Activity													
	\$ -	\$ 1,537,413		\$ 873,740	\$ 845,839	\$ 373,892	\$ 373,892	\$ 355,698	\$ 395,317	\$ 1,458,616	\$ 2,039,194	\$ 3,061,946	\$ 5,191,655
Ending Available Fund Balance													
Project Balances, Including FY 22-23 Appropriations													
Housing Development						\$ 591,052	\$ 591,052					\$ 591,052	\$ 591,052
Affordable Housing Loans outstanding at June 30, 2021													
						\$ 919,125	\$ 919,125				\$ 13,969,668		\$ 14,888,993
Section 8 Funding:													
One month average expenditures:													
Voucher Program	\$ 21,767,000	\$ 20,236,924	June 30, 2022	June 30, 2023									
Admin Program	2,354,162	2,646,561											
Operating reserve	-	-											
Total Annual expenditures	24,121,162	22,883,485											
Number of months	12	12											
Average monthly expenditures	\$ 2,010,097	\$ 1,906,957											
Combined Available Fund													
Balance June 30	-	\$ 1,537,413											
Voucher Program	873,740	845,839											
Admin Program	373,892	373,892											
Operating Reserve	1,247,632	2,757,144											

FY 22-23 beginning balance is based on FY 21-22 projections

RESOLUTION NO. 22-101 N.C.

FISCAL YEAR 2022-2023 POSITIONS AND SALARIES RESOLUTION

WHEREAS, Vallejo Municipal Code Section 2.60.340 requires the City Council adopt an official salary plan through adoption of the annual positions and salaries ordinance or resolution which shall continue or abolish positions which existed on the last day of the preceding fiscal year; create new positions and prescribe the number of regular positions authorized for each department, division, branch, section and other unit of the City's organization; and

WHEREAS, the City Council has reviewed the supplementary information to the Proposed Budget for Fiscal Year (FY) 2022-2023, containing the Salary Plan;

NOW, THEREFORE, BE IT RESOLVED by the City Council that the positions as set forth in **Exhibit 1** to this Resolution and amended items shown on **Exhibit 3** to this Resolution are authorized and funded for FY 2022-2023.

BE IT FURTHER RESOLVED that the City Manager is authorized to retain interim, part-time, temporary or seasonal personnel within the amounts appropriated for such purposes. In addition, to enable quick response in the City's difficult fiscal conditions, the City Manager, after review by the Human Resources Director and the Finance Director, is authorized to respond to staffing vacancies by either under filling them or using current staff that are at other similar pay level positions as long as there are sufficient monies remaining in the current budget.

BE IT FURTHER RESOLVED that the City Manager is further authorized to reassign authorized staffing positions within a department and within the same fund as long as there is no net change to authorized staffing positions and no change in the total expenditures appropriated for the department or fund.

BE IT FURTHER RESOLVED by the City Council that the salary schedule as set forth in the supplementary information to the Proposed Budget for FY 2022-2023 and attached to the Resolution as **Exhibit 1** and **Exhibit 2**, with any salary and benefit adjustment authorized by the Proposed Budget for FY 2022-2023 adopted concurrently with this Resolution shall be the Official FY 2022-2023 Salary Plan (Salary Plan) for the City of Vallejo; and

BE IT FURTHER RESOLVED that the positions contained therein shall be continued from FY 2021-2022 to FY 2022-2023, and that any new positions created shall be as reflected therein, and such Salary Plan.

BE IT FURTHER RESOLVED that the City Manager is authorized to adjust staffing levels in the Police and Fire Training Academies based on projected vacancies.

BE IT FURTHER RESOLVED that the City Manager is authorized to adjust staffing levels for temporary staffing (extra-help) positions based on projected total budget amount available.

BE IT FURTHER RESOLVED that the City Manager is authorized to adjust any appropriation made in the approved budget to reflect changes from amounts budgeted for updated labor, cost plan, and risk management changes, such as retirement rates, payroll taxes, health benefits, fleet costs, and risk management costs from designated funds or reserves.

BE IT FURTHER RESOLVED that the City Manager is authorized to adjust staffing levels for renewals, expansions, or reductions to fully offset City Council-approved operating grants or externally funded programs (EFP). Grant/EFP positions shall be terminated upon completion or cancellation of the grant/EFP, unless specifically continued by a resolution that includes a source of replacement funding. Any existing positions which were approved based on the assumption of the City receiving a grant or other reimbursements must have continued funding verified prior to filling the position.

Adopted by the City Council of the City of Vallejo at a regular meeting held on June 14, 2022 with the following vote:

AYES: Mayor McConnell, Vice Mayor Verder-Aliga, Councilmembers Dew, Loera-Diaz and Miessner
NOES: Councilmember Arriola
ABSENT: Councilmember Brown
ABSTAIN: None

DocuSigned by:

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ROBERT H. MCCONNELL, MAYOR

ATTEST:

DocuSigned by:

1489DDA8895D425...
DAWN G. ABRAHAMSON, CITY CLERK

Personnel Summary

Authorized Full-time Equivalent (FTE) Listing

	FY 19-20	FY 20-21	FY 21-22		FY 22-23	
	Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
General Fund						
Legislative	8.00	8.00	8.00	8.00	-	8.00
Executive						
City Manager	13.00	13.00	12.00	16.00	-	16.00
City Clerk	3.00	3.00	3.00	3.00	-	3.00
Information Technology	13.00	13.00	11.00	12.00	-	12.00
Economic Development	5.00	5.00	-	-	-	-
Legal	13.00	13.00	13.00	14.00	-	14.00
Finance	21.00	21.00	22.00	24.00	-	24.00
Human Resources	14.00	14.00	14.00	15.00	-	15.00
Planning & Development Services	24.00	24.00	30.00	31.00	-	31.00
Police	175.00	187.00	189.00	201.00	-	201.00
Fire	108.00	108.00	99.00	109.00	(1.00)	108.00
Public Works	73.50	73.50	73.50	74.00	-	74.00
	470.50	482.50	474.50	507.00	(1.00)	506.00
Enterprise Funds						
Water	101.50	107.50	108.50	120.00	1.00	121.00
Information Technology	-	-	1.00	-	-	-
Finance	17.00	17.00	17.00	17.00	-	17.00
Human Resources	-	-	1.00	1.00	-	1.00
Subtotal, Water	118.50	124.50	127.50	138.00	1.00	139.00
Marina	4.00	4.00	1.00	-	-	-
Parking	1.00	1.00	1.00	1.00	(1.00)	-
	123.50	129.50	129.50	139.00	-	139.00
Economic Development Funds						
Mare Island CFDs	2.00	2.00	2.00	2.00	-	2.00
	2.00	2.00	2.00	2.00	-	2.00
Public Works Funds						
Landscape Districts	5.00	5.00	5.00	5.00	-	5.00
Corp Yard	8.00	8.00	8.00	8.00	-	8.00
	13.00	13.00	13.00	13.00	-	13.00
Other Funds						
Housing	15.00	15.00	15.00	15.00	-	15.00
Self Insurance	5.00	5.00	5.00	5.00	-	5.00
	20.00	20.00	20.00	20.00	-	20.00
TOTAL	629.00	647.00	639.00	681.00	(1.00)	680.00

Multi-Level Authorizations

All positions in the Personnel Summaries/Authorized FTE Listings by Department that are authorized at multiple levels, where promotion is dependent on an employee obtaining certification or similar criteria not in the City's control, or other circumstances warrant, are required to be listed below and are referred to as "Multi-Level Authorizations":

Housing Specialist I/II
Communications Operators I/II
Maintenance Worker I/II

Assistant Engineer/ Associate Civil Engineer
Instrument Technician I/II
Water Maintenance Worker I/II

Temporary & Part-time Authorized Positions

The Personnel Summary/Authorized FTE Listing does not reflect temporary and part-time positions required to be paid through City payroll. These positions include interns, administrative, manual and nonmanual temporary positions, and Police Cadets and Firefighter Trainee authorizations.

These temporary and part-time position authorizations generally fluctuate throughout the year as business needs change. As such, The City Manager has the authority to adjust staffing levels for temporary staffing positions, subject to budgetary constraints.

Note: Detailed FTE information by classification and department can be found in the Appendix.

Appendix: Personnel Summary

Legislative, Executive and Legal Departments

		FY 19-20	FY 20-21	FY 21-22		FY 22-23	
				Adopted	Amended	Proposed Changes	Proposed
GENERAL FUND:	Group	Amended	Amended				
LEGISLATIVE							
MAYOR & COUNCIL							
Mayor	MAYOR	1.00	1.00	1.00	1.00	-	1.00
City Council	COUNCIL	6.00	6.00	6.00	6.00	-	6.00
Executive Assistant to the Mayor	EXEC	1.00	1.00	1.00	1.00	-	1.00
Total Legislative		8.00	8.00	8.00	8.00	-	8.00
EXECUTIVE							
CITY MANAGER							
City Manager	EXEC	1.00	1.00	1.00	1.00	-	1.00
Assistant City Manager	EXEC	1.00	1.00	1.00	2.00	-	2.00
Assistant to the City Manager	EXEC	2.00	2.00	2.00	2.00	-	2.00
Executive Assistant to the City Manager	EXEC	1.00	1.00	1.00	1.00	-	1.00
Organizational Development Manager	EXEC	-	-	-	1.00	-	1.00
Real Property and Asset Manager	CAMP	1.00	1.00	-	-	-	-
Administrative Clerk II-C	CAMP	1.00	1.00	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	1.00	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	2.00	2.00	2.00	3.00	1.00	4.00
Administrative Analyst II (Ltd term expires 6/30/25) *	CAMP	-	-	-	1.00	-	1.00
Community and Volunteer Coordinator	CAMP	1.00	1.00	1.00	1.00	-	1.00
Communications and Public Information Officer	EXEC	1.00	1.00	1.00	1.00	-	1.00
Special Advisor to the City Manager (Ltd term expires 6/30/22)	EXEC	1.00	1.00	1.00	1.00	(1.00)	-
		13.00	13.00	12.00	16.00	-	16.00
CITY CLERK							
City Clerk	EXEC	1.00	1.00	1.00	1.00	-	1.00
Deputy City Clerk	CAMP	1.00	1.00	1.00	1.00	-	1.00
Contracts & Records Technician	CAMP	1.00	1.00	1.00	1.00	-	1.00
		3.00	3.00	3.00	3.00	-	3.00
INFORMATION TECHNOLOGY							
Chief Innovation Officer	EXEC	1.00	1.00	1.00	1.00	-	1.00
IT Project Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00
Information Systems Manager	CAMP	3.00	3.00	2.00	2.00	-	2.00
Network Administrator	CAMP	1.00	1.00	1.00	1.00	-	1.00
IS Services Specialist	IBEW	1.00	1.00	1.00	1.00	-	1.00
Media Services Specialist	CAMP	1.00	1.00	-	1.00	-	1.00
IS Support Technician II	IBEW	3.00	3.00	3.00	3.00	-	3.00
IS Support Technician I	IBEW	1.00	1.00	1.00	1.00	-	1.00
Administrative Clerk II	IBEW	1.00	1.00	1.00	1.00	-	1.00
		13.00	13.00	11.00	12.00	-	12.00
Water Fund 401							
Information Systems Manager	CAMP	-	-	1.00	-	-	-
		-	-	1.00	-	-	-
ECONOMIC DEVELOPMENT (A)							
Economic Development Program Manager	CAMP	2.00	2.00	-	-	-	-
Sr. Comm. Development Analyst	IBEW	1.00	1.00	-	-	-	-
Administrative Analyst II	CAMP	1.00	1.00	-	-	-	-
Secretary	IBEW	1.00	1.00	-	-	-	-
		5.00	5.00	-	-	-	-
Subtotal Executive, General Fund		34.00	34.00	27.00	31.00	-	31.00

(A) Economic Development functions transferred under the Planning and Development Services Department in FY2021-22.

* Funded by ARPA expires 6/30/25

Appendix: Personnel Summary

Legislative, Executive and Legal Departments

		FY 19-20	FY 20-21	FY 21-22		FY 22-23	
				Adopted	Amended	Proposed Changes	Proposed
Group		Amended	Amended				
EXECUTIVE (continued)							
HOUSING/SECTION 8 Fund 121							
Housing & Community Development Program Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00
Housing Project Developer	CAMP	-	1.00	1.00	1.00	-	1.00
Housing Specialist Supervisor	IBEW	-	2.00	2.00	2.00	(1.00)	1.00
Housing Specialist I / II	IBEW	7.00	-	-	-	6.00	6.00
Sr. Housing Specialist	IBEW	-	6.00	6.00	6.00	(5.00)	1.00
Sr. Housing Specialist	IBEW	1.00	-	-	-	-	-
Administrative Manager	CAMP					1.00	1.00
Administrative Analyst II	CAMP	3.00	2.00	2.00	2.00	(1.00)	1.00
Secretary	IBEW	1.00	1.00	1.00	1.00	-	1.00
Sr. Community Dev. Analyst	IBEW	-	-	-	-	-	-
Admin Clerk II	IBEW	2.00	2.00	2.00	2.00	-	2.00
		15.00	15.00	15.00	15.00	-	15.00
SELF INSURANCE Fund (A)							
Risk Manager / Safety Officer	EXEC	1.00	1.00	-	-	-	-
Administrative Analyst II	CAMP	3.00	3.00	-	-	-	-
Admin Clerk II-C	CAMP	1.00	1.00	-	-	-	-
		5.00	5.00	-	-	-	-
Total Executive		54.00	54.00	42.00	46.00	-	46.00
LEGAL							
CITY ATTORNEY							
City Attorney	EXEC	1.00	1.00	1.00	1.00	-	1.00
Chief Assistant City Attorney	EXEC	1.00	1.00	1.00	1.00	-	1.00
Asst. City Attorney II-E	EXEC	1.00	1.00	1.00	1.00	-	1.00
Asst. City Attorney II	CAMP	1.00	2.00	2.00	3.00	-	3.00
Deputy City Attorney II	CAMP	2.00	2.00	2.00	2.00	-	2.00
Deputy City Attorney I	CAMP	2.00	1.00	1.00	1.00	-	1.00
Law Office Supervisor	EXEC	1.00	1.00	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	-	-	1.00	1.00	-	1.00
Senior Administrative Clerk-C	CAMP	1.00	1.00	-	-	-	-
Paralegal	CAMP	-	3.00	3.00	3.00	-	3.00
Legal Secretary	CAMP	3.00	-	-	-	-	-
Total Legal		13.00	13.00	13.00	14.00	-	14.00
TOTAL LEGISLATIVE, EXECUTIVE AND LEGAL		75.00	75.00	63.00	68.00	0.00	68.00

(A) Risk Management functions transferred under the Human Resources Department in FY2021-22.

Appendix: Personnel Summary

Finance Department

		FY 19-20	FY 20-21	FY 21-22		FY 22-23	
Group		Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
GENERAL FUND:							
ACCOUNTING							
Finance Director	EXEC	1.00	1.00	1.00	1.00	-	1.00
Assistant Finance Director	EXEC	1.00	1.00	1.00	1.00	-	1.00
Deputy Finance Director	EXEC	-	-	-	1.00	-	1.00
Auditor Controller	CAMP	1.00	-	-	-	-	-
Finance Manager (Ltd term expires 6/30/25) (A)	CAMP	-	-	-	1.00	-	1.00
Finance Manager	CAMP	1.00	1.00	1.00	-	-	-
Purchasing Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00
Accounting Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	1.00	1.00	1.00	1.00	-	1.00
Administrative Analyst II (Ltd term expires 6/30/25) *	CAMP	-	-	1.00	1.00	-	1.00
Senior Accountant	IBEW	3.00	4.00	4.00	5.00	-	5.00
Accountant	IBEW	3.00	4.00	4.00	5.00	-	5.00
Payroll Supervisor	IBEW	1.00	1.00	1.00	-	-	-
Executive Secretary-C	CAMP	1.00	1.00	1.00	1.00	-	1.00
Accounting Technician	IBEW	3.00	3.00	3.00	3.00	-	3.00
Accounting Clerk II	IBEW	1.00	-	-	-	-	-
		19.00	19.00	20.00	22.00	-	22.00
COMMERCIAL SERVICES							
Senior Accountant	IBEW	1.00	1.00	1.00	1.00	-	1.00
Customer Service Representative	IBEW	1.00	1.00	1.00	1.00	-	1.00
		2.00	2.00	2.00	2.00	-	2.00
Subtotal, General Fund		21.00	21.00	22.00	24.00	-	24.00
WATER FUND:							
WATER BILLING & COLLECTION							
Customer Service Supervisor	IBEW	1.00	1.00	1.00	1.00	-	1.00
Accounting Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00
Accountant	IBEW	1.00	1.00	1.00	1.00	-	1.00
Sr. Customer Service Representative	IBEW	1.00	1.00	1.00	1.00	-	1.00
Customer Service Representative	IBEW	5.00	5.00	5.00	5.00	-	5.00
		9.00	9.00	9.00	9.00	-	9.00
WATER METER READING							
Meter Reader	IBEW	5.00	5.00	5.00	5.00	-	5.00
Sr. Meter Reader	IBEW	1.00	1.00	1.00	1.00	-	1.00
Utility Field Representative	IBEW	2.00	2.00	2.00	2.00	-	2.00
		8.00	8.00	8.00	8.00	-	8.00
Subtotal, Water Fund		17.00	17.00	17.00	17.00	-	17.00
TOTAL DEPARTMENT		38.00	38.00	39.00	41.00	-	41.00

(A) Funded by ERP Project expires 6/30/25

* Funded by ARPA expires 6/30/25

Appendix: Personnel Summary

Human Resources

		FY 19-20	FY 20-21	FY 21-22		FY 22-23	
Group		Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
GENERAL FUND:							
HUMAN RESOURCES							
Human Resources Director	EXEC	1.00	1.00	1.00	1.00	-	1.00
Assistant Human Resources Director	EXEC	1.00	1.00	1.00	1.00	-	1.00
HR Program Manager	EXEC	4.00	4.00	4.00	1.00	-	1.00
Employee and Labor Relations Officer	EXEC	-	-	-	1.00	-	1.00
Senior Personnel Analyst	CAMP	1.00	1.00	1.00	2.00	-	2.00
Administrative Analyst II	CAMP	-	-	-	1.00	-	1.00
HR Information System Analyst	CAMP	-	-	-	1.00	-	1.00
Personnel Analyst II	CAMP	3.00	3.00	3.00	3.00	-	3.00
Personnel Technician	CAMP	3.00	3.00	2.00	2.00	-	2.00
Personnel Analyst II (Ltd term expires 6/30/25) *	CAMP	-	-	-	1.00	-	1.00
Executive Secretary-C	CAMP	-	-	1.00	1.00	-	1.00
Admin Clerk II-C	CAMP	1.00	1.00	1.00	-	-	-
Subtotal, General Fund		14.00	14.00	14.00	15.00	-	15.00
Water Fund 401							
Personnel Analyst II	CAMP	-	-	1.00	1.00	-	1.00
		-	-	1.00	1.00	-	1.00
SELF INSURANCE Fund (A)							
Risk Manager / Safety Officer	EXEC	-	-	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	-	-	3.00	3.00	-	3.00
Admin Clerk II-C	CAMP	-	-	1.00	1.00	-	1.00
Subtotal, Self Insurance		-	-	5.00	5.00	-	5.00
TOTAL DEPARTMENT		14.00	14.00	20.00	21.00	-	21.00

(A) Risk Management functions transferred under the Human Resources Department in FY2021-22.

* Funded by ARPA expires 6/30/25

Appendix: Personnel Summary

Planning & Development Services Department

		FY 19-20	FY 20-21	FY 21-22		FY 22-23	
Group		Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
GENERAL FUND:							
ADMINISTRATION							
Community Development Director	EXEC	1.00	-	-	-	-	-
Planning & Development Services Director	EXEC	-	1.00	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	1.00	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	1.00	1.00	1.00	1.00	-	1.00
		3.00	3.00	3.00	3.00	-	3.00
BUILDING							
Chief Building Official	CAMP	1.00	1.00	1.00	1.00	-	1.00
Building Inspection Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00
Building Inspection Supervisor	IBEW	1.00	1.00	1.00	1.00	-	1.00
Building Inspector II	IBEW	4.00	4.00	4.00	4.00	-	4.00
Development Permit Coordinator	CAMP	1.00	1.00	1.00	1.00	-	1.00
Plan Check Engineer	IBEW	1.00	1.00	1.00	1.00	-	1.00
Building Permit Technician I	IBEW	1.00	1.00	1.00	1.00	-	1.00
Building Permit Technician II	IBEW	1.00	1.00	1.00	1.00	-	1.00
Secretary	IBEW	1.00	1.00	1.00	1.00	-	1.00
		12.00	12.00	12.00	12.00	-	12.00
PLANNING							
Planning Manager	CAMP	2.00	2.00	2.00	2.00	-	2.00
Principal Planner	CAMP	1.00	1.00	1.00	1.00	-	1.00
Senior Planner	CAMP	2.00	2.00	2.00	2.00	-	2.00
Associate Planner	IBEW	3.00	3.00	3.00	3.00	-	3.00
Planning Technician (A)	IBEW	1.00	1.00	1.00	1.00	-	1.00
		9.00	9.00	9.00	9.00	-	9.00
ECONOMIC DEVELOPMENT (B)							
Economic Development Manager	CAMP	-	-	-	1.00	-	1.00
Economic Development Program Manager	CAMP	-	-	2.00	3.00	-	3.00
Real Property and Asset Manager	CAMP	-	-	1.00	-	-	-
Sr. Comm. Development Analyst	IBEW	-	-	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	-	-	1.00	1.00	-	1.00
Secretary	IBEW	-	-	1.00	1.00	-	1.00
		-	-	6.00	7.00	-	7.00
TOTAL DEPARTMENT		24.00	24.00	30.00	31.00	-	31.00

(A) One (1) Vacant Planning Technician position defunded in FY2022-23

(B) Economic Development functions transferred under the Planning and Development Services Department in FY2021-22

Appendix: Personnel Summary

Fire Department

		FY 19-20	FY 20-21	FY 21-22		FY 22-23		
		Group	Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
GENERAL FUND:								
ADMINISTRATION								
Fire Chief	EXEC	1.00	1.00	1.00	1.00	-	1.00	
Deputy Fire Chief	EXEC	2.00	2.00	2.00	1.00	-	1.00	
Executive Secretary-C	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Administrative Manager	CAMP	-	-	-	1.00	-	1.00	
Administrative Analyst II	CAMP	1.00	1.00	1.00	-	-	-	
Administrative Clerk II	CAMP	-	-	-	1.00	-	1.00	
		5.00	5.00	5.00	5.00	-	5.00	
SUPPRESSION								
Battalion Chief	IAFF	3.00	3.00	3.00	3.00	-	3.00	
Fire Captain	IAFF	21.00	21.00	21.00	24.00	-	24.00	
Fire Engineer	IAFF	21.00	21.00	21.00	24.00	-	24.00	
Firefighter	IAFF	31.00	31.00	31.00	25.00	(1.00)	24.00	
Firefighter (Limited Term) (A)	IAFF	21.00	21.00	12.00	21.00	-	21.00	
		97.00	97.00	88.00	97.00	(1.00)	96.00	
PREVENTION								
Fire Prevention Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Fire Prevention Inspector	IBEW	2.00	2.00	2.00	3.00	-	3.00	
Secretary	IBEW	1.00	1.00	1.00	1.00	-	1.00	
		4.00	4.00	4.00	5.00	-	5.00	
TRAINING								
Battalion Chief	IAFF	1.00	1.00	1.00	1.00	-	1.00	
		1.00	1.00	1.00	1.00	-	1.00	
EMERGENCY MEDICAL SERVICES								
Fire Captain	IAFF	1.00	1.00	1.00	1.00	-	1.00	
		1.00	1.00	1.00	1.00	-	1.00	
TOTAL DEPARTMENT		108.00	108.00	99.00	109.00	(1.00)	108.00	
Staffing subtotals by type:								
Sworn		102.00	102.00	93.00	101.00	(1.00)	100.00	
Unsworn		6.00	6.00	6.00	8.00	-	8.00	
Total		108.00	108.00	99.00	109.00	(1.00)	108.00	

(A) Twelve (12) Firefighter positions funded by 2018 SAFER grant expire March 10, 2023;
 Nine (9) Firefighter positions funded by 2020 SAFER grant expire February 26, 2025

Appendix: Personnel Summary

Police Department

		FY 19-20	FY 20-21	FY 21-22		FY 22-23	
Group		Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
GENERAL FUND:							
PUBLIC SAFETY							
Police Chief	EXEC	1.00	1.00	1.00	1.00	-	1.00
Deputy Police Chief	EXEC	-	2.00	2.00	2.00	-	2.00
Police Captain (A)	VPOA	3.00	3.00	3.00	3.00	-	3.00
Police Lieutenant (B)	VPOA	8.00	8.00	8.00	8.00	-	8.00
Police Sergeant	VPOA	13.00	13.00	13.00	13.00	-	13.00
Police Corporal (C)	VPOA	12.00	12.00	12.00	12.00	-	12.00
Police Officer	VPOA	84.00	84.00	84.00	84.00	-	84.00
Police Officer (Ltd 4-yr term) (D)	VPOA	-	8.00	8.00	8.00	-	8.00
		121.00	131.00	131.00	131.00	-	131.00
Administrative Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	2.00	3.00	3.00	4.00	-	4.00
Administrative Analyst I	CAMP	1.00	2.00	2.00	2.00	-	2.00
Administrative Clerk II-C	CAMP	1.00	1.00	1.00	1.00	-	1.00
Communications Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00
Communications Supervisor	IBEW	4.00	4.00	4.00	4.00	-	4.00
Communications Operator I/II	IBEW	16.00	16.00	16.00	16.00	-	16.00
Executive Secretary-C	CAMP	1.00	1.00	2.00	2.00	-	2.00
Senior Police Assistant	IBEW	1.00	1.00	1.00	1.00	-	1.00
Police Assistant	IBEW	5.00	5.00	7.00	11.00	-	11.00
Police Assistant (Ltd term expires 6/30/25) *	IBEW	-	-	-	3.00	-	3.00
Forensic Analyst	IBEW	-	-	-	1.00	-	1.00
Police Clerk	IBEW	11.00	11.00	10.00	12.00	-	12.00
Police Records Supervisor	IBEW	1.00	1.00	-	-	-	-
Police Records Manager	CAMP	-	-	1.00	1.00	-	1.00
Crime Analyst	IBEW	1.00	1.00	1.00	2.00	-	2.00
		46.00	48.00	50.00	62.00	-	62.00
CODE ENFORCEMENT							
Police Lieutenant	VPOA	1.00	1.00	1.00	1.00	-	1.00
Sr. Code Enforcement Officer	IBEW	1.00	1.00	1.00	1.00	-	1.00
Code Enforcement Officer	IBEW	4.00	4.00	4.00	4.00	-	4.00
Police Clerk	IBEW	1.00	1.00	1.00	1.00	-	1.00
Secretary	IBEW	1.00	1.00	1.00	1.00	-	1.00
		8.00	8.00	8.00	8.00	-	8.00
TOTAL DEPARTMENT		175.00	187.00	189.00	201.00	-	201.00

(A) One (1) Vacant Police Captain position defunded in FY2022-23

(B) Two (2) Vacant Police Lieutenant positions defunded in FY2022-23

(C) One (1) Vacant Police Corporal position defunded in FY2022-23

(D) 3-year Eight (8) Police Officer 2020 COPS grant positions with additional 1 year expire 6/30/24

* Funded by ARPA expires 6/30/25

Staffing subtotals by type:

Sworn	122.00	132.00	132.00	132.00	-	132.00
Unsworn	53.00	55.00	57.00	69.00	-	69.00
Total	175.00	187.00	189.00	201.00	-	201.00

Appendix: Personnel Summary

Public Works Department

		FY 19-20	FY 20-21	FY 21-22		FY 22-23		
		Group	Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
GENERAL FUND:								
ADMINISTRATION								
Public Works Director	EXEC	1.00	1.00	1.00	1.00	-	1.00	
Administrative Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Real Property & Lease Manager	CAMP	-	-	-	1.00	-	1.00	
Environmental Services Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Transportation Superintendent	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Executive Secretary-C	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Administrative Analyst II	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Senior Accountant	IBEW	-	-	-	1.00	-	1.00	
Total Administration		6.00	6.00	6.00	8.00	-	8.00	
ENGINEERING								
Assistant PW Director - City Engineer	EXEC	1.00	1.00	1.00	1.00	-	1.00	
Administrative Analyst II	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Senior Civil Engineer	IBEW	3.00	3.00	2.00	2.00	-	2.00	
Associate Eng/Associate Civil Engineer	IBEW	6.00	6.00	-	-	-	-	
Assistant Eng/Associate Civil Engineer	IBEW	-	-	8.00	7.00	-	7.00	
Assistant Eng/Assistant Civil Engineer	IBEW	2.00	2.00	-	-	-	-	
Geographic Info Systems Specialist I/II/III	IBEW	0.50	0.50	0.50	-	-	-	
Traffic Engineer	IBEW	-	-	1.00	1.00	-	1.00	
Senior Engineering Technician	IBEW	1.00	1.00	1.00	1.00	-	1.00	
Secretary	IBEW	1.00	1.00	1.00	1.00	-	1.00	
Engineering Technician II	IBEW	5.00	5.00	5.00	5.00	-	5.00	
Public Works Supervisor	IBEW	-	-	1.00	-	-	-	
Total Engineering		20.50	20.50	21.50	19.00	-	19.00	
MAINTENANCE ADMINISTRATION								
Assistant PW Director - Maintenance	EXEC	1.00	1.00	1.00	1.00	-	1.00	
Assistant Maintenance Superintendent	CAMP	2.00	2.00	2.00	1.00	-	1.00	
Building Supervisor	IBEW	1.00	1.00	1.00	1.00	-	1.00	
Public Works Supervisor	IBEW	3.00	3.00	3.00	3.00	-	3.00	
Senior Public Works Maintenance Worker	IBEW	5.00	5.00	5.00	5.00	-	5.00	
Maintenance Worker I/II	IBEW	18.00	18.00	18.00	18.00	-	18.00	
Senior Building Maintenance Worker	IBEW	1.00	1.00	1.00	1.00	-	1.00	
Building Maintenance Worker II	IBEW	4.00	4.00	4.00	4.00	-	4.00	
Heavy Equipment Operator	IBEW	2.00	2.00	2.00	2.00	-	2.00	
Electrician	IBEW	2.00	2.00	2.00	2.00	-	2.00	
Traffic & Lighting Tech II	IBEW	2.00	2.00	2.00	2.00	-	2.00	
Secretary	IBEW	1.00	1.00	1.00	1.00	-	1.00	
Landscape Inspector	IBEW	1.00	1.00	-	1.00	-	1.00	
Accounting Clerk II	IBEW	2.00	2.00	2.00	2.00	-	2.00	
Asset Manager	CAMP	-	-	-	1.00	-	1.00	
Customer Service Representative	IBEW	-	-	-	1.00	-	1.00	
Administrative Clerk I	IBEW	1.00	1.00	1.00	-	-	-	
Total Maintenance		46.00	46.00	45.00	46.00	-	46.00	
RECYCLING PROGRAM								
Administrative Analyst II	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Total Recycling Program		1.00	1.00	1.00	1.00	-	1.00	
Total Public Works (General Fund)		73.50	73.50	73.50	74.00	-	74.00	

Appendix: Personnel Summary

Public Works Department

		FY 19-20	FY 20-21	FY 21-22		FY 22-23	
	Group	Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
OTHER FUNDS:							
MARE ISLAND COMMUNITY							
FACILITIES DISTRICT Fund 112							
Bridge Operator	IBEW	1.00	1.00	-	-	-	-
Maintenance Worker I/II	IBEW	1.00	1.00	2.00	2.00	-	2.00
Total Mare Island		2.00	2.00	2.00	2.00	-	2.00
LANDSCAPE MAINT DISTRICTS Fund 161							
Landscape Maintenance Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00
Sr. Landscape Inspector	IBEW	1.00	1.00	1.00	1.00	-	1.00
Landscape Inspector	IBEW	2.00	2.00	2.00	2.00	-	2.00
Accounting Clerk II	IBEW	1.00	1.00	1.00	1.00	-	1.00
Total Landscape Maint. Districts		5.00	5.00	5.00	5.00	-	5.00
MARINA MAINTENANCE Fund 415							
Marina Supervisor (Limited Term)	IBEW	1.00	1.00	-	-	-	-
Senior Building Maintenance Worker	IBEW	1.00	1.00	-	-	-	-
Building Maintenance Worker II	IBEW	1.00	1.00	-	-	-	-
Marina Office Attendant (Limited Term expires 6/30/22)	IBEW	1.00	1.00	1.00	-	-	-
Total Marina Maintenance		4.00	4.00	1.00	-	-	-
PARKING Fund 431							
Administrative Analyst II (A)	CAMP	1.00	1.00	1.00	1.00	(1.00)	-
Total Parking Fund		1.00	1.00	1.00	1.00	(1.00)	-
CORPORATION SHOP Fund 501							
Fleet Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00
Senior Equipment Mechanic	IBEW	1.00	1.00	1.00	1.00	-	1.00
Equipment Mechanic II	IBEW	4.00	4.00	4.00	4.00	-	4.00
Parts Specialist	IBEW	1.00	1.00	1.00	1.00	-	1.00
Administrative Clerk II	IBEW	1.00	1.00	1.00	1.00	-	1.00
Total Corporation Shop Fund		8.00	8.00	8.00	8.00	-	8.00
TOTAL DEPARTMENT		93.50	93.50	90.50	90.00	(1.00)	89.00

(A) Position is transferred to City Manager's Office

Appendix: Personnel Summary

Water Department

		FY 19-20	FY 20-21	FY 21-22		FY 22-23		
		Group	Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
WATER FUND:								
WATER ADMIN & ENGINEERING								
Water Utilities Director	EXEC	1.00	1.00	1.00	1.00	-	1.00	
Water Operations Manager	EXEC	1.00	1.00	1.00	1.00	-	1.00	
Water Engineering Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Administrative Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Water Finance Manager	CAMP	-	-	-	1.00	-	1.00	
IT Project Manager	CAMP	-	-	1.00	1.00	-	1.00	
Information System Manager	CAMP	-	-	-	1.00	-	1.00	
Executive Secretary-C	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Administrative Analyst II	CAMP	4.00	4.00	4.00	4.00	1.00	5.00	
Sr. Civil Engineer	IBEW	1.00	2.00	2.00	3.00	-	3.00	
Associate Civil Engineer	IBEW	3.00	4.00	-	-	-	-	
Assistant Civil Engineer	IBEW	2.00	2.00	-	-	-	-	
Assistant Eng/Associate Civil Engineer	IBEW	-	-	6.00	10.00	(1.00)	9.00	
Geographic Info Systems Specialist I/II/III	IBEW	0.50	0.50	0.50	1.00	-	1.00	
Secretary	IBEW	-	-	-	-	1.00	1.00	
Sr. Engineering Technician	IBEW	2.00	2.00	2.00	2.00	-	2.00	
Engineering Technician II	IBEW	3.00	3.00	3.00	3.00	-	3.00	
Administrative Analyst I	IBEW	-	-	-	1.00	(1.00)	-	
Accounting Clerk II	IBEW	1.00	1.00	1.00	1.00	-	1.00	
Admin Clerk II	IBEW	1.00	1.00	1.00	1.00	-	1.00	
		22.50	24.50	25.50	34.00	-	34.00	
WATER QUALITY (A)								
Water Quality Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Laboratory Supervisor	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Water Quality Analyst	IBEW	2.00	2.00	2.00	2.00	-	2.00	
Laboratory Analyst II	IBEW	1.00	1.00	1.00	1.00	-	1.00	
		5.00	5.00	5.00	5.00	-	5.00	
SOURCE OPERATIONS								
Reservoir Keeper II	IBEW	2.00	2.00	2.00	2.00	-	2.00	
		2.00	2.00	2.00	2.00	-	2.00	
PUMPING & TREATMENT MAINTENANCE								
Water Facilities Superintendent	CAMP	1.00	1.00	1.00	1.00	-	1.00	
IT Project Manager	CAMP	-	-	1.00	1.00	-	1.00	
Plant Maintenance Supervisor	CAMP	-	2.00	2.00	2.00	-	2.00	
Public Works Supervisor	IBEW	-	-	-	1.00	-	1.00	
Utility Mechanic II	IBEW	5.00	5.00	5.00	5.00	-	5.00	
Sr. Instrument Technician	IBEW	1.00	1.00	1.00	1.00	-	1.00	
Senior Utility Mechanic	IBEW	1.00	1.00	1.00	1.00	-	1.00	
Instrument Technician I	IBEW	2.00	2.00	-	-	-	-	
Instrument Technician II	IBEW	1.00	1.00	-	-	-	-	
Instrument Technician I/II	IBEW	-	-	3.00	3.00	-	3.00	
Water Maintenance Worker I/II	IBEW	4.00	4.00	4.00	4.00	-	4.00	
		15.00	17.00	18.00	19.00	-	19.00	
TREATMENT OPERATIONS (A)								
Water Treatment Superintendent	CAMP	1.00	1.00	1.00	1.00	-	1.00	
WTP Supervisor	IBEW	2.00	2.00	2.00	2.00	-	2.00	
WTP Regulatory Compliance	IBEW	1.00	1.00	1.00	1.00	-	1.00	
WTPO Trainee II	IBEW	1.00	1.00	1.00	1.00	-	1.00	
WTP Operator	IBEW	10.00	11.00	11.00	11.00	1.00	12.00	
Advanced WTPO	IBEW	6.00	7.00	-	-	-	-	
Senior WTPO	IBEW	-	-	7.00	7.00	-	7.00	
		21.00	23.00	23.00	23.00	1.00	24.00	

Appendix: Personnel Summary

Water Department

		FY 19-20	FY 20-21	FY 21-22		FY 22-23		
		Group	Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
WATER FUND (continued):								
DISTRIBUTION MAINT								
Water Distribution Superintendent	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Assistant Water Distribution Superintendent	CAMP	1.00	1.00	1.00	1.00	-	1.00	
Administrative Analyst II	CAMP	1.00	1.00	-	-	-	-	
Utility Supervisor	IBEW	3.00	3.00	3.00	3.00	-	3.00	
Sr. Water Distribution Technician	IBEW	5.00	5.00	5.00	5.00	-	5.00	
Water Distribution Technician	IBEW	13.00	13.00	13.00	14.00	-	14.00	
Heavy Equipment Operator	IBEW	3.00	3.00	3.00	3.00	-	3.00	
Water Maintenance Worker I/II	IBEW	4.00	4.00	4.00	5.00	-	5.00	
Senior Meter Mechanic	IBEW	1.00	1.00	1.00	1.00	-	1.00	
Meter Mechanic	IBEW	2.00	2.00	2.00	2.00	-	2.00	
		34.00	34.00	33.00	35.00	-	35.00	
WAREHOUSE (A)								
Warehouse Supervisor	IBEW	1.00	1.00	1.00	1.00	-	1.00	
Warehouse Specialist	IBEW	1.00	1.00	1.00	1.00	-	1.00	
		2.00	2.00	2.00	2.00	-	2.00	
TOTAL DEPARTMENT		101.50	107.50	108.50	120.00	1.00	121.00	

CITY OF VALLEJO								
Unrepresented - Contract								
Effective April 18, 2022								
Per Reso. 22-								
Grade	Class Code	Status	Classification Title	Entry	Step 1	Step 2	Step 3	Maximum
				Step 1	Step 2	Step 3	Step 4	Step 5
CCG	8		Mayor	Bi-weekly				565.38
				Annual				14,700.00
CCG	9		City Council members	Bi-weekly				565.38
				Annual				14,700.00
N/A			Mayor's Additional Compensation	Bi-weekly				876.92
				Annual				22,800.00
CAG	2		City Attorney	Hourly				105.654255
			(per Second Amendment effective July 1, 2019)	Bi-weekly				8,452.34
				Monthly				18,313.40
				Annual				219,760.85
CMG	1		City Manager	Hourly				133.6538
			(per contract effective April 18, 2022)	Bi-weekly				10,692.31
				Monthly				23,166.67
				Annual				278,000.00

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M01		Hourly	15.6060	16.3863	17.2056	18.0659	18.9692	
M01		Monthly	2,705.04	2,840.29	2,982.31	3,131.42	3,287.99	
M02		Hourly	15.6450	16.4273	17.2486	18.1111	19.0166	
M02		Monthly	2,711.80	2,847.39	2,989.76	3,139.25	3,296.21	
M03		Hourly	15.6841	16.4683	17.2918	18.1563	19.0641	
M03		Monthly	2,718.58	2,854.51	2,997.24	3,147.10	3,304.45	
M04		Hourly	15.7233	16.5095	17.3350	18.2017	19.1118	
M04		Monthly	2,725.38	2,861.65	3,004.73	3,154.96	3,312.71	
M05		Hourly	15.7626	16.5508	17.3783	18.2472	19.1596	
M05		Monthly	2,732.19	2,868.80	3,012.24	3,162.85	3,320.99	
M06		Hourly	15.8020	16.5921	17.4218	18.2928	19.2075	
M06		Monthly	2,739.02	2,875.97	3,019.77	3,170.76	3,329.30	
M07		Hourly	15.8416	16.6336	17.4653	18.3386	19.2555	
M07		Monthly	2,745.87	2,883.16	3,027.32	3,178.69	3,337.62	
M08		Hourly	15.8811	16.6752	17.5090	18.3844	19.3036	
M08		Monthly	2,752.73	2,890.37	3,034.89	3,186.63	3,345.96	
M09		Hourly	15.9209	16.7169	17.5528	18.4304	19.3519	
M09		Monthly	2,759.62	2,897.60	3,042.48	3,194.60	3,354.33	
M10		Hourly	15.9607	16.7587	17.5966	18.4765	19.4003	
M10		Monthly	2,766.52	2,904.84	3,050.08	3,202.59	3,362.71	
M11		Hourly	16.0006	16.8006	17.6406	18.5226	19.4488	
M11		Monthly	2,773.43	2,912.10	3,057.71	3,210.59	3,371.12	
M12		Hourly	16.0406	16.8426	17.6847	18.5690	19.4974	
M12		Monthly	2,780.37	2,919.38	3,065.35	3,218.62	3,379.55	
M13		Hourly	16.0807	16.8847	17.7290	18.6154	19.5462	
M13		Monthly	2,787.32	2,926.68	3,073.02	3,226.67	3,388.00	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M14		Hourly	16.1208	16.9269	17.7733	18.6619	19.5950	
M14		Monthly	2,794.28	2,934.00	3,080.70	3,234.73	3,396.47	
M15		Hourly	16.1612	16.9692	17.8177	18.7086	19.6440	
M15		Monthly	2,801.27	2,941.33	3,088.40	3,242.82	3,404.96	
M16		Hourly	16.2016	17.0117	17.8622	18.7554	19.6931	
M16		Monthly	2,808.27	2,948.69	3,096.12	3,250.93	3,413.47	
M17		Hourly	16.2421	17.0542	17.9069	18.8022	19.7423	
M17		Monthly	2,815.29	2,956.06	3,103.86	3,259.05	3,422.00	
M18		Hourly	16.2827	17.0968	17.9517	18.8492	19.7917	
M18		Monthly	2,822.33	2,963.45	3,111.62	3,267.20	3,430.56	
M19		Hourly	16.3234	17.1396	17.9965	18.8964	19.8412	
M19		Monthly	2,829.39	2,970.86	3,119.40	3,275.37	3,439.14	
M20		Hourly	16.3642	17.1824	18.0415	18.9436	19.8908	
M20		Monthly	2,836.46	2,978.29	3,127.20	3,283.56	3,447.73	
M21		Hourly	16.4051	17.2254	18.0867	18.9910	19.9405	
M21		Monthly	2,843.55	2,985.73	3,135.02	3,291.77	3,456.35	
M22		Hourly	16.4461	17.2685	18.1318	19.0385	19.9903	
M22		Monthly	2,850.66	2,993.20	3,142.85	3,300.00	3,464.99	
M23		Hourly	16.4873	17.3116	18.1772	19.0861	20.0403	
M23		Monthly	2,857.79	3,000.68	3,150.71	3,308.25	3,473.66	
M24		Hourly	16.5284	17.3549	18.2226	19.1338	20.0904	
M24		Monthly	2,864.93	3,008.18	3,158.59	3,316.52	3,482.34	
M25		Hourly	16.5698	17.3983	18.2682	19.1816	20.1407	
M25		Monthly	2,872.10	3,015.70	3,166.48	3,324.81	3,491.05	
M26		Hourly	16.6112	17.4418	18.3138	19.2295	20.1910	
M26		Monthly	2,879.28	3,023.24	3,174.40	3,333.12	3,499.77	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M27		Hourly	16.6527	17.4854	18.3597	19.2776	20.2415	
M27		Monthly	2,886.47	3,030.80	3,182.34	3,341.45	3,508.52	
M28		Hourly	16.6944	17.5291	18.4055	19.3258	20.2921	
M28		Monthly	2,893.69	3,038.37	3,190.29	3,349.81	3,517.30	
M29		Hourly	16.7361	17.5729	18.4516	19.3741	20.3428	
M29		Monthly	2,900.92	3,045.97	3,198.27	3,358.18	3,526.09	
M30		Hourly	16.7780	17.6169	18.4977	19.4226	20.3937	
M30		Monthly	2,908.18	3,053.59	3,206.26	3,366.58	3,534.90	
M31		Hourly	16.8199	17.6609	18.5439	19.4711	20.4447	
M31		Monthly	2,915.45	3,061.22	3,214.28	3,374.99	3,543.74	
M32		Hourly	16.8620	17.7050	18.5903	19.5198	20.4958	
M32		Monthly	2,922.74	3,068.87	3,222.32	3,383.43	3,552.60	
M33		Hourly	16.9041	17.7493	18.6368	19.5686	20.5470	
M33		Monthly	2,930.04	3,076.54	3,230.37	3,391.89	3,561.48	
M34		Hourly	16.9464	17.7937	18.6834	19.6175	20.5984	
M34		Monthly	2,937.37	3,084.24	3,238.45	3,400.37	3,570.39	
M35		Hourly	16.9887	17.8382	18.7300	19.6666	20.6499	
M35		Monthly	2,944.71	3,091.95	3,246.54	3,408.87	3,579.31	
M36		Hourly	17.0312	17.8828	18.7769	19.7157	20.7015	
M36		Monthly	2,952.07	3,099.68	3,254.66	3,417.39	3,588.26	
M37		Hourly	17.0738	17.9275	18.8238	19.7650	20.7533	
M37		Monthly	2,959.45	3,107.43	3,262.80	3,425.93	3,597.23	
M38		Hourly	17.1164	17.9723	18.8709	19.8144	20.8051	
M38		Monthly	2,966.85	3,115.19	3,270.95	3,434.50	3,606.22	
M39		Hourly	17.1593	18.0172	18.9181	19.8640	20.8572	
M39		Monthly	2,974.27	3,122.98	3,279.13	3,443.09	3,615.24	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M40		Hourly	17.2021	18.0623	18.9654	19.9136	20.9093	
M40		Monthly	2,981.70	3,130.79	3,287.33	3,451.69	3,624.28	
M41		Hourly	17.2452	18.1074	19.0128	19.9634	20.9616	
M41		Monthly	2,989.16	3,138.62	3,295.55	3,460.32	3,633.34	
M42		Hourly	17.2883	18.1527	19.0603	20.0133	21.0140	
M42		Monthly	2,996.63	3,146.46	3,303.79	3,468.97	3,642.42	
M43		Hourly	17.3315	18.1981	19.1080	20.0634	21.0665	
M43		Monthly	3,004.12	3,154.33	3,312.05	3,477.65	3,651.53	
M44		Hourly	17.3748	18.2436	19.1558	20.1135	21.1192	
M44		Monthly	3,011.63	3,162.22	3,320.33	3,486.34	3,660.66	
M45		Hourly	17.4182	18.2892	19.2036	20.1638	21.1720	
M45		Monthly	3,019.16	3,170.12	3,328.63	3,495.06	3,669.81	
M46		Hourly	17.4618	18.3349	19.2516	20.2142	21.2249	
M46		Monthly	3,026.71	3,178.05	3,336.95	3,503.79	3,678.98	
M47		Hourly	17.5055	18.3807	19.2998	20.2647	21.2780	
M47		Monthly	3,034.28	3,185.99	3,345.29	3,512.55	3,688.18	
M48		Hourly	17.5492	18.4267	19.3480	20.3154	21.3312	
M48		Monthly	3,041.86	3,193.96	3,353.65	3,521.33	3,697.40	
M49		Hourly	17.5931	18.4727	19.3964	20.3662	21.3845	
M49		Monthly	3,049.47	3,201.94	3,362.04	3,530.14	3,706.64	
M50		Hourly	17.6371	18.5189	19.4448	20.4171	21.4379	
M50		Monthly	3,057.09	3,209.95	3,370.44	3,538.96	3,715.91	
M51		Hourly	17.6811	18.5652	19.4935	20.4681	21.4915	
M51		Monthly	3,064.73	3,217.97	3,378.87	3,547.81	3,725.20	
M52		Hourly	17.7254	18.6117	19.5422	20.5193	21.5453	
M52		Monthly	3,072.40	3,226.02	3,387.32	3,556.68	3,734.51	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M53		Hourly	17.7697	18.6582	19.5910	20.5706	21.5991	
M53		Monthly	3,080.08	3,234.08	3,395.78	3,565.57	3,743.85	
M54		Hourly	17.8141	18.7048	19.6400	20.6221	21.6531	
M54		Monthly	3,087.78	3,242.17	3,404.27	3,574.49	3,753.21	
M55		Hourly	17.8587	18.7516	19.6891	20.6736	21.7073	
M55		Monthly	3,095.50	3,250.27	3,412.78	3,583.42	3,762.59	
M56		Hourly	17.9033	18.7985	19.7384	20.7253	21.7615	
M56		Monthly	3,103.24	3,258.40	3,421.32	3,592.38	3,772.00	
M57		Hourly	17.9480	18.8454	19.7877	20.7771	21.8159	
M57		Monthly	3,110.99	3,266.54	3,429.87	3,601.36	3,781.43	
M58		Hourly	17.9929	18.8926	19.8372	20.8291	21.8705	
M58		Monthly	3,118.77	3,274.71	3,438.44	3,610.37	3,790.88	
M59		Hourly	18.0379	18.9398	19.8868	20.8811	21.9252	
M59		Monthly	3,126.57	3,282.90	3,447.04	3,619.39	3,800.36	
M60		Hourly	18.0830	18.9871	19.9365	20.9333	21.9800	
M60		Monthly	3,134.38	3,291.10	3,455.66	3,628.44	3,809.86	
M61		Hourly	18.1282	19.0346	19.9863	20.9856	22.0349	
M61		Monthly	3,142.22	3,299.33	3,464.30	3,637.51	3,819.38	
M62		Hourly	18.1735	19.0822	20.0363	21.0381	22.0900	
M62		Monthly	3,150.08	3,307.58	3,472.96	3,646.60	3,828.93	
M63		Hourly	18.2189	19.1299	20.0864	21.0907	22.1453	
M63		Monthly	3,157.95	3,315.85	3,481.64	3,655.72	3,838.51	
M64		Hourly	18.2645	19.1777	20.1366	21.1434	22.2006	
M64		Monthly	3,165.85	3,324.14	3,490.34	3,664.86	3,848.10	
M65		Hourly	18.3102	19.2257	20.1869	21.1963	22.2561	
M65		Monthly	3,173.76	3,332.45	3,499.07	3,674.02	3,857.72	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M66		Hourly	18.3559	19.2737	20.2374	21.2493	22.3118	
M66		Monthly	3,181.69	3,340.78	3,507.82	3,683.21	3,867.37	
M67	Administrative Clerk I							IBEW
M67	Cashier Clerk							IBEW
M67		Hourly	18.4018	19.3219	20.2880	21.3024	22.3675	
M67		Monthly	3,189.65	3,349.13	3,516.59	3,692.42	3,877.03	
M68		Hourly	18.4478	19.3702	20.3387	21.3557	22.4234	
M68		Monthly	3,197.62	3,357.50	3,525.38	3,701.65	3,886.73	
M69		Hourly	18.4940	19.4187	20.3896	21.4090	22.4795	
M69		Monthly	3,205.62	3,365.90	3,534.19	3,710.90	3,896.44	
M70		Hourly	18.5402	19.4672	20.4406	21.4626	22.5357	
M70		Monthly	3,213.63	3,374.31	3,543.03	3,720.18	3,906.18	
M71		Hourly	18.5866	19.5159	20.4917	21.5162	22.5920	
M71		Monthly	3,221.67	3,382.75	3,551.89	3,729.48	3,915.95	
M72		Hourly	18.6330	19.5647	20.5429	21.5700	22.6485	
M72		Monthly	3,229.72	3,391.21	3,560.77	3,738.80	3,925.74	
M73		Hourly	18.6796	19.6135	20.5943	21.6239	22.7051	
M73		Monthly	3,237.79	3,399.68	3,569.67	3,748.15	3,935.55	
M74		Hourly	18.7263	19.6626	20.6457	21.6780	22.7619	
M74		Monthly	3,245.89	3,408.18	3,578.59	3,757.52	3,945.39	
M75		Hourly	18.7731	19.7117	20.6973	21.7322	22.8188	
M75		Monthly	3,254.00	3,416.70	3,587.54	3,766.91	3,955.26	
M76		Hourly	18.8200	19.7611	20.7491	21.7865	22.8759	
M76		Monthly	3,262.14	3,425.25	3,596.51	3,776.33	3,965.15	
M77		Hourly	18.8671	19.8104	20.8010	21.8410	22.9330	
M77		Monthly	3,270.29	3,433.81	3,605.50	3,785.77	3,975.06	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M78		Hourly	18.9143	19.8599	20.8529	21.8956	22.9904	
M78		Monthly	3,278.47	3,442.39	3,614.51	3,795.24	3,985.00	
M79		Hourly	18.9616	19.9096	20.9051	21.9503	23.0478	
M79		Monthly	3,286.67	3,451.00	3,623.55	3,804.72	3,994.96	
M80		Hourly	19.0089	19.9594	20.9574	22.0052	23.1055	
M80		Monthly	3,294.88	3,459.63	3,632.61	3,814.24	4,004.95	
M81		Hourly	19.0565	20.0093	21.0098	22.0602	23.1632	
M81		Monthly	3,303.12	3,468.28	3,641.69	3,823.77	4,014.96	
M82		Hourly	19.1041	20.0593	21.0623	22.1154	23.2212	
M82		Monthly	3,311.38	3,476.95	3,650.79	3,833.33	4,025.00	
M83		Hourly	19.1519	20.1095	21.1149	22.1706	23.2792	
M83		Monthly	3,319.66	3,485.64	3,659.92	3,842.91	4,035.06	
M84		Hourly	19.1997	20.1597	21.1677	22.2261	23.3374	
M84		Monthly	3,327.95	3,494.35	3,669.07	3,852.52	4,045.15	
M85		Hourly	19.2477	20.2101	21.2206	22.2816	23.3957	
M85		Monthly	3,336.27	3,503.09	3,678.24	3,862.15	4,055.26	
M86		Hourly	19.2958	20.2607	21.2737	22.3374	23.4542	
M86		Monthly	3,344.61	3,511.85	3,687.44	3,871.81	4,065.40	
M87		Hourly	19.3441	20.3113	21.3269	22.3932	23.5128	
M87		Monthly	3,352.98	3,520.63	3,696.66	3,881.49	4,075.56	
M88		Hourly	19.3925	20.3621	21.3802	22.4492	23.5716	
M88		Monthly	3,361.36	3,529.43	3,705.90	3,891.19	4,085.75	
M89		Hourly	19.4409	20.4130	21.4336	22.5053	23.6305	
M89		Monthly	3,369.76	3,538.25	3,715.16	3,900.92	4,095.96	
M90		Hourly	19.4896	20.4640	21.4872	22.5616	23.6896	
M90		Monthly	3,378.19	3,547.10	3,724.45	3,910.67	4,106.20	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M91		Hourly	19.5383	20.5152	21.5409	22.6180	23.7489	
M91		Monthly	3,386.63	3,555.96	3,733.76	3,920.45	4,116.47	
M92		Hourly	19.5871	20.5664	21.5948	22.6745	23.8082	
M92		Monthly	3,395.10	3,564.85	3,743.10	3,930.25	4,126.76	
M93		Hourly	19.6361	20.6179	21.6488	22.7312	23.8678	
M93		Monthly	3,403.59	3,573.77	3,752.45	3,940.07	4,137.08	
M94		Hourly	19.6852	20.6694	21.7029	22.7880	23.9274	
M94		Monthly	3,412.10	3,582.70	3,761.83	3,949.92	4,147.42	
M95		Hourly	19.7344	20.7211	21.7572	22.8450	23.9873	
M95		Monthly	3,420.63	3,591.66	3,771.24	3,959.80	4,157.79	
M96		Hourly	19.7837	20.7729	21.8116	22.9021	24.0472	
M96		Monthly	3,429.18	3,600.64	3,780.67	3,969.70	4,168.18	
M97		Hourly	19.8332	20.8248	21.8661	22.9593	24.1073	
M97		Monthly	3,437.75	3,609.64	3,790.12	3,979.62	4,178.60	
M98		Hourly	19.8827	20.8769	21.9207	23.0168	24.1676	
M98		Monthly	3,446.34	3,618.66	3,799.59	3,989.57	4,189.05	
M99		Hourly	19.9325	20.9291	21.9755	23.0743	24.2280	
M99		Monthly	3,454.96	3,627.71	3,809.09	3,999.55	4,199.52	
N00		Hourly	19.9823	20.9814	22.0305	23.1320	24.2886	
N00		Monthly	3,463.60	3,636.78	3,818.62	4,009.55	4,210.02	
N01		Hourly	20.0323	21.0339	22.0855	23.1898	24.3493	
N01		Monthly	3,472.26	3,645.87	3,828.16	4,019.57	4,220.55	
N02		Hourly	20.0823	21.0864	22.1408	23.2478	24.4102	
N02		Monthly	3,480.94	3,654.98	3,837.73	4,029.62	4,231.10	
N03		Hourly	20.1325	21.1392	22.1961	23.3059	24.4712	
N03		Monthly	3,489.64	3,664.12	3,847.33	4,039.69	4,241.67	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N04		Hourly	20.1828	21.1920	22.2516	23.3642	24.5324	
N04		Monthly	3,498.36	3,673.28	3,856.95	4,049.79	4,252.28	
N05		Hourly	20.2333	21.2450	22.3073	23.4226	24.5937	
N05		Monthly	3,507.11	3,682.47	3,866.59	4,059.92	4,262.91	
N06	Accounting Clerk I							IBEW
N06	Administrative Clerk II							IBEW
N06		Hourly	20.2839	21.2981	22.3630	23.4812	24.6552	
N06		Monthly	3,515.88	3,691.67	3,876.25	4,070.07	4,273.57	
N07		Hourly	20.3346	21.3513	22.4189	23.5398	24.7168	
N07		Monthly	3,524.67	3,700.90	3,885.95	4,080.24	4,284.25	
N08		Hourly	20.3855	21.4047	22.4750	23.5987	24.7786	
N08		Monthly	3,533.48	3,710.15	3,895.66	4,090.44	4,294.96	
N09		Hourly	20.4364	21.4583	22.5312	23.6577	24.8406	
N09		Monthly	3,542.31	3,719.43	3,905.40	4,100.67	4,305.70	
N10		Hourly	20.4875	21.5119	22.5875	23.7168	24.9027	
N10		Monthly	3,551.17	3,728.73	3,915.16	4,110.92	4,316.46	
N11		Hourly	20.5388	21.5657	22.6439	23.7762	24.9649	
N11		Monthly	3,560.05	3,738.05	3,924.95	4,121.20	4,327.25	
N12		Hourly	20.5901	21.6196	22.7005	23.8356	25.0273	
N12		Monthly	3,568.95	3,747.39	3,934.76	4,131.50	4,338.07	
N13		Hourly	20.6416	21.6736	22.7573	23.8952	25.0899	
N13		Monthly	3,577.87	3,756.76	3,944.60	4,141.83	4,348.92	
N14		Hourly	20.6931	21.7278	22.8142	23.9549	25.1526	
N14		Monthly	3,586.81	3,766.15	3,954.46	4,152.18	4,359.79	
N15		Hourly	20.7449	21.7821	22.8713	24.0148	25.2155	
N16		Monthly	3,595.78	3,775.57	3,964.35	4,162.56	4,370.69	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N16		Hourly	20.7968	21.8366	22.9284	24.0748	25.2786	
N16		Monthly	3,604.77	3,785.01	3,974.26	4,172.97	4,381.62	
N17		Hourly	20.8487	21.8912	22.9857	24.1350	25.3418	
N17		Monthly	3,613.78	3,794.47	3,984.19	4,183.40	4,392.57	
N18		Hourly	20.9009	21.9459	23.0432	24.1953	25.4051	
N18		Monthly	3,622.82	3,803.96	3,994.15	4,193.86	4,403.55	
N19		Hourly	20.9531	22.0008	23.1008	24.2559	25.4686	
N19		Monthly	3,631.87	3,813.47	4,004.14	4,204.35	4,414.56	
N20	Administrative Clerk I Conf							CAMP
N20		Hourly	21.0055	22.0558	23.1586	24.3165	25.5323	
N20		Monthly	3,640.95	3,823.00	4,014.15	4,214.86	4,425.60	
N21		Hourly	21.0580	22.1109	23.2165	24.3773	25.5961	
N21		Monthly	3,650.06	3,832.56	4,024.19	4,225.39	4,436.66	
N22		Hourly	21.1107	22.1662	23.2745	24.4382	25.6601	
N22		Monthly	3,659.18	3,842.14	4,034.25	4,235.96	4,447.75	
N23		Hourly	21.1634	22.2216	23.3327	24.4993	25.7243	
N23		Monthly	3,668.33	3,851.75	4,044.33	4,246.55	4,458.87	
N24		Hourly	21.2163	22.2771	23.3910	24.5605	25.7886	
N24		Monthly	3,677.50	3,861.37	4,054.44	4,257.16	4,470.02	
N25		Hourly	21.2694	22.3329	23.4495	24.6220	25.8530	
N25		Monthly	3,686.69	3,871.03	4,064.58	4,267.81	4,481.19	
N26		Hourly	21.3226	22.3887	23.5081	24.6835	25.9177	
N26		Monthly	3,695.91	3,880.71	4,074.74	4,278.48	4,492.40	
N27		Hourly	21.3759	22.4447	23.5669	24.7452	25.9825	
N27		Monthly	3,705.15	3,890.41	4,084.93	4,289.17	4,503.63	
N28		Hourly	21.4293	22.5008	23.6258	24.8071	26.0474	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N28		Monthly	3,714.41	3,900.13	4,095.14	4,299.89	4,514.89	
N29		Hourly	21.4829	22.5570	23.6849	24.8691	26.1125	
N29		Monthly	3,723.70	3,909.88	4,105.38	4,310.64	4,526.17	
N30		Hourly	21.5366	22.6134	23.7441	24.9313	26.1778	
N30		Monthly	3,733.01	3,919.66	4,115.64	4,321.42	4,537.49	
N31		Hourly	21.5904	22.6700	23.8034	24.9936	26.2433	
N31		Monthly	3,742.34	3,929.46	4,125.93	4,332.22	4,548.83	
N32		Hourly	21.6444	22.7266	23.8629	25.0561	26.3089	
N32		Monthly	3,751.70	3,939.28	4,136.24	4,343.06	4,560.21	
N33		Hourly	21.6985	22.7834	23.9226	25.1187	26.3747	
N33		Monthly	3,761.08	3,949.13	4,146.59	4,353.91	4,571.61	
N34		Hourly	21.7528	22.8404	23.9824	25.1815	26.4406	
N34		Monthly	3,770.48	3,959.00	4,156.95	4,364.80	4,583.04	
N35		Hourly	21.8071	22.8975	24.0423	25.2445	26.5067	
N35		Monthly	3,779.90	3,968.90	4,167.34	4,375.71	4,594.49	
N36	Bridge Operator							IBEW
N36	Police Clerk							IBEW
N36		Hourly	21.8616	22.9547	24.1025	25.3076	26.5730	
N36		Monthly	3,789.35	3,978.82	4,177.76	4,386.65	4,605.98	
N37		Hourly	21.9163	23.0121	24.1628	25.3709	26.6394	
N37		Monthly	3,798.83	3,988.77	4,188.21	4,397.62	4,617.49	
N38		Hourly	21.9711	23.0697	24.2232	25.4343	26.7060	
N38		Monthly	3,808.32	3,998.74	4,198.68	4,408.61	4,629.04	
N39		Hourly	22.0261	23.1273	24.2837	25.4979	26.7728	
N39		Monthly	3,817.85	4,008.74	4,209.17	4,419.63	4,640.61	
N40		Hourly	22.0811	23.1852	24.3444	25.5616	26.8397	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N40		Monthly	3,827.39	4,018.76	4,219.70	4,430.68	4,652.21	
N41		Hourly	22.1363	23.2431	24.4053	25.6255	26.9068	
N41		Monthly	3,836.96	4,028.81	4,230.25	4,441.76	4,663.84	
N42		Hourly	22.1916	23.3012	24.4663	25.6896	26.9740	
N42		Monthly	3,846.55	4,038.88	4,240.82	4,452.86	4,675.50	
N43		Hourly	22.2471	23.3595	24.5274	25.7538	27.0415	
N43		Monthly	3,856.17	4,048.98	4,251.42	4,463.99	4,687.19	
N44		Hourly	22.3028	23.4179	24.5888	25.8182	27.1091	
N44		Monthly	3,865.81	4,059.10	4,262.05	4,475.15	4,698.91	
N45		Hourly	22.3585	23.4764	24.6503	25.8827	27.1769	
N45		Monthly	3,875.47	4,069.25	4,272.71	4,486.34	4,710.66	
N46	Accounting Clerk II							IBEW
N46	Customer Service Representative							IBEW
N46	Marina Maintenance Attendant							IBEW
N46	Marina Office Attendant							IBEW
N46		Hourly	22.4144	23.5351	24.7119	25.9475	27.2448	
N46		Monthly	3,885.16	4,079.42	4,283.39	4,497.56	4,722.43	
N47		Hourly	22.4704	23.5940	24.7737	26.0123	27.3129	
N47		Monthly	3,894.87	4,089.62	4,294.10	4,508.80	4,734.24	
N48		Hourly	22.5266	23.6529	24.8356	26.0773	27.3812	
N48		Monthly	3,904.61	4,099.84	4,304.83	4,520.07	4,746.07	
N49		Hourly	22.5829	23.7121	24.8977	26.1425	27.4497	
N49		Monthly	3,914.37	4,110.09	4,315.60	4,531.37	4,757.94	
N50		Hourly	22.6394	23.7714	24.9599	26.2079	27.5183	
N50		Monthly	3,924.16	4,120.37	4,326.38	4,542.70	4,769.83	
N51		Hourly	22.6960	23.8308	25.0223	26.2734	27.5871	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N51		Monthly	3,933.97	4,130.67	4,337.20	4,554.06	4,781.76	
N52		Hourly	22.7527	23.8903	25.0848	26.3391	27.6560	
N52		Monthly	3,943.80	4,140.99	4,348.04	4,565.44	4,793.71	
N53		Hourly	22.8096	23.9501	25.1476	26.4050	27.7252	
N53		Monthly	3,953.66	4,151.35	4,358.91	4,576.86	4,805.70	
N54		Hourly	22.8666	24.0100	25.2104	26.4710	27.7945	
N54		Monthly	3,963.55	4,161.73	4,369.81	4,588.30	4,817.71	
N55		Hourly	22.9238	24.0700	25.2735	26.5371	27.8640	
N55		Monthly	3,973.46	4,172.13	4,380.74	4,599.77	4,829.76	
N56	Maintenance Worker I							IBEW
N56	Secretary							IBEW
N56		Hourly	22.9811	24.1302	25.3367	26.6035	27.9336	
N56		Monthly	3,983.39	4,182.56	4,391.69	4,611.27	4,841.83	
N57		Hourly	23.0386	24.1905	25.4000	26.6700	28.0035	
N57		Monthly	3,993.35	4,193.02	4,402.67	4,622.80	4,853.94	
N58		Hourly	23.0961	24.2510	25.4635	26.7366	28.0735	
N58		Monthly	4,003.33	4,203.50	4,413.67	4,634.35	4,866.07	
N59	Administrative Clerk II Conf							CAMP
N59		Hourly	23.1539	24.3116	25.5272	26.8035	28.1437	
N59		Monthly	4,013.34	4,214.01	4,424.71	4,645.94	4,878.24	
N60		Hourly	23.2118	24.3723	25.5910	26.8705	28.2140	
N60		Monthly	4,023.37	4,224.54	4,435.77	4,657.56	4,890.43	
N61		Hourly	23.2698	24.4333	25.6550	26.9377	28.2846	
N61		Monthly	4,033.43	4,235.10	4,446.86	4,669.20	4,902.66	
N62		Hourly	23.3280	24.4944	25.7191	27.0050	28.3553	
N62		Monthly	4,043.52	4,245.69	4,457.98	4,680.87	4,914.91	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N63		Hourly	23.3863	24.5556	25.7834	27.0725	28.4262	
N63		Monthly	4,053.62	4,256.31	4,469.12	4,692.57	4,927.20	
N64		Hourly	23.4448	24.6170	25.8478	27.1403	28.4972	
N64		Monthly	4,063.76	4,266.95	4,480.29	4,704.31	4,939.52	
N65		Hourly	23.5034	24.6785	25.9124	27.2081	28.5685	
N65		Monthly	4,073.92	4,277.61	4,491.49	4,716.07	4,951.87	
N66	Meter Reader							IBEW
N66	Parts Specialist							IBEW
N66	Water Maintenance Worker I							IBEW
N66		Hourly	23.5621	24.7403	25.9772	27.2761	28.6399	
N66		Monthly	4,084.10	4,288.31	4,502.72	4,727.86	4,964.25	
N67		Hourly	23.6210	24.8021	26.0422	27.3443	28.7115	
N67		Monthly	4,094.31	4,299.03	4,513.98	4,739.68	4,976.66	
N68	Housing Specialist I							IBEW
N68		Hourly	23.6801	24.8641	26.1073	27.4127	28.7833	
N68		Monthly	4,104.55	4,309.78	4,525.26	4,751.53	4,989.10	
N69		Hourly	23.7393	24.9263	26.1726	27.4812	28.8552	
N69		Monthly	4,114.81	4,320.55	4,536.58	4,763.40	5,001.57	
N70		Hourly	23.7987	24.9886	26.2380	27.5499	28.9274	
N70		Monthly	4,125.10	4,331.35	4,547.92	4,775.31	5,014.08	
N71		Hourly	23.8581	25.0510	26.3036	27.6188	28.9997	
N71		Monthly	4,135.41	4,342.18	4,559.29	4,787.25	5,026.61	
N72		Hourly	23.9178	25.1137	26.3694	27.6878	29.0722	
N72		Monthly	4,145.75	4,353.04	4,570.69	4,799.22	5,039.18	
N73		Hourly	23.9776	25.1765	26.4353	27.7570	29.1449	
N73		Monthly	4,156.11	4,363.92	4,582.11	4,811.22	5,051.78	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N74		Hourly	24.0375	25.2394	26.5014	27.8264	29.2178	
N74		Monthly	4,166.50	4,374.83	4,593.57	4,823.25	5,064.41	
N75	Building Maintenance Worker I							IBEW
N75	Public Works Maintenance Worker II							IBEW
N75	Warehouse Specialist							IBEW
N75		Hourly	24.0976	25.3025	26.5676	27.8960	29.2908	
N75		Monthly	4,176.92	4,385.77	4,605.05	4,835.30	5,077.07	
N76		Hourly	24.1578	25.3658	26.6341	27.9657	29.3640	
N76		Monthly	4,187.36	4,396.73	4,616.57	4,847.39	5,089.76	
N77		Hourly	24.2183	25.4292	26.7006	28.0356	29.4374	
N77		Monthly	4,197.83	4,407.72	4,628.11	4,859.51	5,102.48	
N78		Hourly	24.2788	25.4927	26.7674	28.1057	29.5110	
N78		Monthly	4,208.32	4,418.74	4,639.68	4,871.66	5,115.24	
N79		Hourly	24.3395	25.5565	26.8343	28.1760	29.5848	
N79		Monthly	4,218.85	4,429.79	4,651.28	4,883.84	5,128.03	
N80		Hourly	24.4003	25.6203	26.9014	28.2464	29.6588	
N80		Monthly	4,229.39	4,440.86	4,662.91	4,896.05	5,140.85	
N81		Hourly	24.4614	25.6844	26.9686	28.3171	29.7329	
N81		Monthly	4,239.97	4,451.96	4,674.56	4,908.29	5,153.70	
N82		Hourly	24.5225	25.7486	27.0361	28.3878	29.8072	
N82		Monthly	4,250.57	4,463.09	4,686.25	4,920.56	5,166.58	
N83		Hourly	24.5838	25.8130	27.1036	28.4588	29.8817	
N83		Monthly	4,261.19	4,474.25	4,697.96	4,932.86	5,179.50	
N84		Hourly	24.6453	25.8775	27.1714	28.5299	29.9564	
N84		Monthly	4,271.85	4,485.44	4,709.71	4,945.19	5,192.45	
N85	Reservoir Keeper I							IBEW

City of Vallejo
 Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N85	Public Works Maintenance Worker IIA							IBEW
N85	Senior Customer Service Representative							IBEW
N85	Water Treatment Plant Operator Trainee I							IBEW
N85		Hourly	24.7068	25.9422	27.2393	28.6013	30.0313	
N85		Monthly	4,282.52	4,496.65	4,721.48	4,957.56	5,205.43	
N86		Hourly	24.7686	26.0071	27.3074	28.6728	30.1064	
N86		Monthly	4,293.23	4,507.89	4,733.29	4,969.95	5,218.44	
N87		Hourly	24.8305	26.0721	27.3757	28.7444	30.1817	
N87		Monthly	4,303.96	4,519.16	4,745.12	4,982.37	5,231.49	
N88		Hourly	24.8926	26.1373	27.4441	28.8163	30.2571	
N88		Monthly	4,314.72	4,530.46	4,756.98	4,994.83	5,244.57	
N89	Senior Administrative Clerk Conf							CAMP
N89		Hourly	24.9549	26.2026	27.5128	28.8884	30.3328	
N89		Monthly	4,325.51	4,541.79	4,768.88	5,007.32	5,257.68	
N90		Hourly	25.0172	26.2681	27.5815	28.9606	30.4086	
N90		Monthly	4,336.32	4,553.14	4,780.80	5,019.84	5,270.83	
N91		Hourly	25.0798	26.3338	27.6505	29.0330	30.4846	
N91		Monthly	4,347.17	4,564.52	4,792.75	5,032.38	5,284.00	
N92		Hourly	25.1425	26.3997	27.7196	29.1056	30.5608	
N92		Monthly	4,358.03	4,575.94	4,804.73	5,044.97	5,297.21	
N93		Hourly	25.2054	26.4657	27.7889	29.1783	30.6373	
N93		Monthly	4,368.93	4,587.38	4,816.74	5,057.58	5,310.46	
N94		Hourly	25.2684	26.5318	27.8584	29.2513	30.7138	
N94		Monthly	4,379.85	4,598.84	4,828.79	5,070.22	5,323.73	
N95	Maintenance Worker II							IBEW
N95		Hourly	25.3315	26.5981	27.9280	29.3244	30.7906	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N95		Monthly	4,390.80	4,610.34	4,840.86	5,082.90	5,337.04	
N96		Hourly	25.3949	26.6646	27.9978	29.3978	30.8676	
N96		Monthly	4,401.78	4,621.87	4,852.96	5,095.61	5,350.38	
N97		Hourly	25.4583	26.7313	28.0678	29.4712	30.9448	
N97		Monthly	4,412.78	4,633.42	4,865.09	5,108.34	5,363.76	
N98		Hourly	25.5220	26.7981	28.1380	29.5449	31.0221	
N98		Monthly	4,423.81	4,645.00	4,877.25	5,121.11	5,377.17	
N99		Hourly	25.5858	26.8651	28.2084	29.6188	31.0997	
N99		Monthly	4,434.87	4,656.62	4,889.45	5,133.92	5,390.61	
200		Hourly	25.6498	26.9323	28.2789	29.6928	31.1774	
200		Monthly	4,445.96	4,668.26	4,901.67	5,146.75	5,404.09	
201		Hourly	25.7139	26.9996	28.3496	29.7670	31.2554	
201		Monthly	4,457.08	4,679.93	4,913.93	5,159.62	5,417.60	
202		Hourly	25.7782	27.0671	28.4204	29.8415	31.3335	
202		Monthly	4,468.22	4,691.63	4,926.21	5,172.52	5,431.14	
203		Hourly	25.8426	27.1348	28.4915	29.9161	31.4118	
203		Monthly	4,479.39	4,703.36	4,938.53	5,185.45	5,444.72	
204		Hourly	25.9073	27.2026	28.5627	29.9908	31.4904	
204		Monthly	4,490.59	4,715.12	4,950.87	5,198.41	5,458.33	
205	Equipment Mechanic I							IBEW
205	Senior Meter Reader							IBEW
205	Utility Field Representative							IBEW
205	Water Maintenance Worker II							IBEW
205		Hourly	25.9720	27.2706	28.6341	30.0658	31.5691	
205		Monthly	4,501.81	4,726.90	4,963.25	5,211.41	5,471.98	
206		Hourly	26.0369	27.3388	28.7057	30.1410	31.6480	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
206		Monthly	4,513.07	4,738.72	4,975.66	5,224.44	5,485.66	
207	Housing Specialist II							IBEW
207		Hourly	26.1020	27.4071	28.7775	30.2163	31.7271	
207		Monthly	4,524.35	4,750.57	4,988.10	5,237.50	5,499.37	
208		Hourly	26.1673	27.4757	28.8494	30.2919	31.8065	
208		Monthly	4,535.66	4,762.45	5,000.57	5,250.59	5,513.12	
209		Hourly	26.2327	27.5443	28.9216	30.3676	31.8860	
209		Monthly	4,547.00	4,774.35	5,013.07	5,263.72	5,526.90	
210		Hourly	26.2983	27.6132	28.9938	30.4435	31.9657	
210		Monthly	4,558.37	4,786.29	5,025.60	5,276.88	5,540.72	
211		Hourly	26.3640	27.6822	29.0663	30.5196	32.0456	
211		Monthly	4,569.76	4,798.25	5,038.16	5,290.07	5,554.57	
212		Hourly	26.4299	27.7514	29.1390	30.5960	32.1257	
212		Monthly	4,581.19	4,810.25	5,050.76	5,303.30	5,568.46	
213		Hourly	26.4960	27.8208	29.2119	30.6724	32.2060	
213		Monthly	4,592.64	4,822.27	5,063.39	5,316.55	5,582.38	
214	Communications Operator I							IBEW
214		Hourly	26.5622	27.8904	29.2849	30.7491	32.2866	
214		Monthly	4,604.12	4,834.33	5,076.05	5,329.85	5,596.34	
215	Building Maintenance Worker II							IBEW
215	Executive Secretary							IBEW
215	IS Support Technician I							IBEW
215	Senior Public Works Maintenance Worker							IBEW
215		Hourly	26.6286	27.9601	29.3581	30.8260	32.3673	
215		Monthly	4,615.63	4,846.42	5,088.74	5,343.17	5,610.33	
216		Hourly	26.6952	28.0300	29.4315	30.9031	32.4482	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
216		Monthly	4,627.17	4,858.53	5,101.46	5,356.53	5,624.35	
217		Hourly	26.7620	28.1001	29.5051	30.9803	32.5293	
217		Monthly	4,638.74	4,870.68	5,114.21	5,369.92	5,638.41	
218		Hourly	26.8289	28.1703	29.5788	31.0577	32.6106	
218		Monthly	4,650.34	4,882.85	5,127.00	5,383.34	5,652.51	
219		Hourly	26.8959	28.2407	29.6528	31.1354	32.6922	
219		Monthly	4,661.96	4,895.06	5,139.81	5,396.80	5,666.64	
220		Hourly	26.9632	28.3113	29.7269	31.2132	32.7739	
220		Monthly	4,673.62	4,907.30	5,152.66	5,410.29	5,680.81	
221		Hourly	27.0306	28.3821	29.8013	31.2913	32.8558	
221		Monthly	4,685.30	4,919.57	5,165.55	5,423.82	5,695.01	
222		Hourly	27.0982	28.4531	29.8757	31.3695	32.9380	
222		Monthly	4,697.02	4,931.87	5,178.46	5,437.38	5,709.25	
223		Hourly	27.1659	28.5242	29.9504	31.4479	33.0203	
223		Monthly	4,708.76	4,944.20	5,191.41	5,450.97	5,723.52	
224		Hourly	27.2338	28.5955	30.0253	31.5265	33.1029	
224		Monthly	4,720.53	4,956.56	5,204.38	5,464.60	5,737.83	
225	Building Permit Technician I							IBEW
225	Planning Technician							IBEW
225	Police Assistant							IBEW
225	Reservoir Keeper II							IBEW
225	Water Treatment Plant Operator Trainee II							IBEW
225		Hourly	27.3019	28.6670	30.1003	31.6053	33.1856	
225		Monthly	4,732.33	4,968.95	5,217.39	5,478.26	5,752.17	
226		Hourly	27.3702	28.7387	30.1756	31.6844	33.2686	
226		Monthly	4,744.16	4,981.37	5,230.44	5,491.96	5,766.55	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
227		Hourly	27.4386	28.8105	30.2510	31.7636	33.3518	
227		Monthly	4,756.02	4,993.82	5,243.51	5,505.69	5,780.97	
228		Hourly	27.5072	28.8826	30.3267	31.8430	33.4351	
228		Monthly	4,767.91	5,006.31	5,256.62	5,519.45	5,795.42	
229		Hourly	27.5759	28.9547	30.4025	31.9226	33.5187	
229		Monthly	4,779.83	5,018.82	5,269.76	5,533.25	5,809.91	
230		Hourly	27.6449	29.0271	30.4785	32.0024	33.6025	
230		Monthly	4,791.78	5,031.37	5,282.94	5,547.08	5,824.44	
231		Hourly	27.7140	29.0997	30.5547	32.0824	33.6865	
231		Monthly	4,803.76	5,043.95	5,296.15	5,560.95	5,839.00	
232		Hourly	27.7833	29.1725	30.6311	32.1626	33.7707	
232		Monthly	4,815.77	5,056.56	5,309.39	5,574.85	5,853.59	
233		Hourly	27.8528	29.2454	30.7077	32.2430	33.8552	
233		Monthly	4,827.81	5,069.20	5,322.66	5,588.79	5,868.23	
234		Hourly	27.9224	29.3185	30.7844	32.3236	33.9398	
234		Monthly	4,839.88	5,081.87	5,335.97	5,602.76	5,882.90	
235	Engineering Technician I							IBEW
235	Heavy Equipment Operator							IBEW
235	Meter Mechanic							IBEW
235	Senior Housing Specialist							IBEW
235	Warehouse Supervisor							IBEW
235	Water Distribution Technician							IBEW
235		Hourly	27.9922	29.3918	30.8614	32.4044	34.0247	
235		Monthly	4,851.98	5,094.58	5,349.31	5,616.77	5,897.61	
236		Hourly	28.0622	29.4653	30.9385	32.4854	34.1097	
236		Monthly	4,864.11	5,107.32	5,362.68	5,630.81	5,912.35	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
237		Hourly	28.1323	29.5389	31.0159	32.5667	34.1950	
237		Monthly	4,876.27	5,120.08	5,376.09	5,644.89	5,927.13	
238		Hourly	28.2027	29.6128	31.0934	32.6481	34.2805	
238		Monthly	4,888.46	5,132.88	5,389.53	5,659.00	5,941.95	
239		Hourly	28.2732	29.6868	31.1712	32.7297	34.3662	
239		Monthly	4,900.68	5,145.72	5,403.00	5,673.15	5,956.80	
240	Traffic and Lighting Technician I							IBEW
240		Hourly	28.3438	29.7610	31.2491	32.8115	34.4521	
240		Monthly	4,912.93	5,158.58	5,416.51	5,687.33	5,971.70	
241		Hourly	28.4147	29.8355	31.3272	32.8936	34.5382	
241		Monthly	4,925.22	5,171.48	5,430.05	5,701.55	5,986.62	
242		Hourly	28.4858	29.9101	31.4055	32.9758	34.6246	
242		Monthly	4,937.53	5,184.41	5,443.62	5,715.80	6,001.59	
243		Hourly	28.5569	29.9848	31.4840	33.0582	34.7112	
243		Monthly	4,949.87	5,197.37	5,457.23	5,730.09	6,016.60	
244	Equipment Mechanic II							IBEW
244		Hourly	28.6284	30.0598	31.5628	33.1409	34.7979	
244		Monthly	4,962.25	5,210.36	5,470.88	5,744.42	6,031.64	
245		Hourly	28.6999	30.1349	31.6416	33.2237	34.8849	
245		Monthly	4,974.65	5,223.39	5,484.55	5,758.78	6,046.72	
246		Hourly	28.7717	30.2102	31.7208	33.3068	34.9721	
246		Monthly	4,987.09	5,236.44	5,498.27	5,773.18	6,061.83	
247		Hourly	28.8436	30.2858	31.8001	33.3901	35.0596	
247		Monthly	4,999.56	5,249.54	5,512.01	5,787.61	6,076.99	
248		Hourly	28.9157	30.3615	31.8796	33.4735	35.1472	
248		Monthly	5,012.06	5,262.66	5,525.79	5,802.08	6,092.18	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
249		Hourly	28.9880	30.4374	31.9593	33.5572	35.2351	
249		Monthly	5,024.59	5,275.82	5,539.61	5,816.58	6,107.41	
250		Hourly	29.0605	30.5135	32.0391	33.6411	35.3232	
250		Monthly	5,037.15	5,289.01	5,553.45	5,831.12	6,122.68	
251		Hourly	29.1331	30.5898	32.1193	33.7252	35.4115	
251		Monthly	5,049.74	5,302.23	5,567.34	5,845.70	6,137.99	
252		Hourly	29.2060	30.6662	32.1996	33.8095	35.5000	
252		Monthly	5,062.37	5,315.48	5,581.26	5,860.32	6,153.33	
253		Hourly	29.2790	30.7429	32.2801	33.8941	35.5887	
253		Monthly	5,075.02	5,328.77	5,595.21	5,874.97	6,168.71	
254	Accounting Technician							IBEW
254	Building Permit Technician II							IBEW
254	IS Support Technician II							IBEW
254	Senior Building Maintenance Worker							IBEW
254		Hourly	29.3522	30.8198	32.3608	33.9788	35.6777	
254		Monthly	5,087.71	5,342.09	5,609.20	5,889.66	6,184.14	
255		Hourly	29.4256	30.8968	32.4417	34.0637	35.7669	
255		Monthly	5,100.43	5,355.45	5,623.22	5,904.38	6,199.60	
256		Hourly	29.4991	30.9741	32.5228	34.1489	35.8563	
256		Monthly	5,113.18	5,368.84	5,637.28	5,919.14	6,215.10	
257		Hourly	29.5728	31.0515	32.6041	34.2343	35.9459	
257		Monthly	5,125.96	5,382.26	5,651.37	5,933.94	6,230.63	
258		Hourly	29.6468	31.1292	32.6856	34.3198	36.0358	
258		Monthly	5,138.78	5,395.72	5,665.50	5,948.77	6,246.21	
259		Hourly	29.7209	31.2069	32.7673	34.4056	36.1259	
259		Monthly	5,151.62	5,409.20	5,679.66	5,963.64	6,261.82	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
260	Legal Secretary							CAMP
260	Personnel Technician							CAMP
260		Hourly	29.7952	31.2850	32.8492	34.4916	36.2162	
260		Monthly	5,164.50	5,422.73	5,693.86	5,978.55	6,277.48	
261		Hourly	29.8697	31.3632	32.9313	34.5779	36.3068	
261		Monthly	5,177.41	5,436.28	5,708.10	5,993.50	6,293.17	
262		Hourly	29.9444	31.4416	33.0137	34.6643	36.3976	
262		Monthly	5,190.36	5,449.88	5,722.37	6,008.48	6,308.91	
263		Hourly	30.0192	31.5202	33.0962	34.7510	36.4885	
263		Monthly	5,203.33	5,463.50	5,736.67	6,023.51	6,324.68	
264	Code Enforcement Officer							IBEW
264	Communications Operator II							IBEW
264	Customer Service Supervisor							IBEW
264	Senior Police Assistant							IBEW
264		Hourly	30.0943	31.5990	33.1790	34.8378	36.5798	
264		Monthly	5,216.34	5,477.16	5,751.02	6,038.56	6,340.49	
265		Hourly	30.1695	31.6780	33.2619	34.9250	36.6712	
265		Monthly	5,229.38	5,490.85	5,765.39	6,053.66	6,356.34	
266		Hourly	30.2450	31.7572	33.3451	35.0123	36.7629	
266		Monthly	5,242.46	5,504.58	5,779.81	6,068.79	6,372.23	
267		Hourly	30.3205	31.8366	33.4284	35.0998	36.8548	
267		Monthly	5,255.56	5,518.34	5,794.26	6,083.97	6,388.16	
268		Hourly	30.3963	31.9162	33.5120	35.1876	36.9469	
268		Monthly	5,268.70	5,532.14	5,808.74	6,099.18	6,404.13	
269		Hourly	30.4723	31.9960	33.5957	35.2755	37.0393	
269		Monthly	5,281.87	5,545.97	5,823.26	6,114.42	6,420.14	

City of Vallejo
 Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
270		Hourly	30.5485	32.0759	33.6797	35.3637	37.1319	
270		Monthly	5,295.08	5,559.83	5,837.82	6,129.71	6,436.19	
271		Hourly	30.6249	32.1561	33.7640	35.4521	37.2247	
271		Monthly	5,308.32	5,573.73	5,852.42	6,145.03	6,452.28	
272		Hourly	30.7015	32.2366	33.8484	35.5408	37.3178	
272		Monthly	5,321.59	5,587.67	5,867.05	6,160.40	6,468.41	
273		Hourly	30.7782	32.3171	33.9330	35.6296	37.4111	
273		Monthly	5,334.89	5,601.63	5,881.72	6,175.80	6,484.59	
274	Electrician							IBEW
274	Senior Equipment Mechanic							IBEW
274	Senior Meter Mechanic							IBEW
274	Senior Water Distribution Technician							IBEW
274		Hourly	30.8552	32.3979	34.0178	35.7187	37.5046	
274		Monthly	5,348.23	5,615.64	5,896.42	6,191.24	6,500.80	
275		Hourly	30.9323	32.4789	34.1028	35.8080	37.5984	
275		Monthly	5,361.60	5,629.68	5,911.16	6,206.72	6,517.05	
276		Hourly	31.0096	32.5601	34.1881	35.8975	37.6923	
276		Monthly	5,375.00	5,643.75	5,925.94	6,222.23	6,533.34	
277		Hourly	31.0872	32.6415	34.2736	35.9873	37.7866	
277		Monthly	5,388.44	5,657.86	5,940.75	6,237.79	6,549.68	
278		Hourly	31.1649	32.7231	34.3593	36.0772	37.8811	
278		Monthly	5,401.91	5,672.01	5,955.61	6,253.38	6,566.05	
279		Hourly	31.2428	32.8049	34.4451	36.1674	37.9757	
279		Monthly	5,415.42	5,686.19	5,970.49	6,269.02	6,582.46	
280	Traffic and Lighting Technician II							IBEW
280		Hourly	31.3209	32.8869	34.5313	36.2578	38.0707	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
280		Monthly	5,428.95	5,700.40	5,985.42	6,284.69	6,598.92	
281	Laboratory Analyst I							IBEW
281		Hourly	31.3992	32.9691	34.6176	36.3485	38.1659	
281		Monthly	5,442.53	5,714.65	6,000.38	6,300.40	6,615.42	
282		Hourly	31.4777	33.0516	34.7041	36.4393	38.2613	
282		Monthly	5,456.13	5,728.94	6,015.38	6,316.15	6,631.96	
283		Hourly	31.5564	33.1342	34.7909	36.5304	38.3570	
283		Monthly	5,469.77	5,743.26	6,030.42	6,331.94	6,648.54	
284	Building Supervisor							IBEW
284		Hourly	31.6353	33.2170	34.8779	36.6218	38.4528	
284		Monthly	5,483.45	5,757.62	6,045.50	6,347.77	6,665.16	
285		Hourly	31.7144	33.3001	34.9651	36.7133	38.5490	
285		Monthly	5,497.16	5,772.01	6,060.61	6,363.64	6,681.82	
286		Hourly	31.7937	33.3833	35.0525	36.8051	38.6454	
286		Monthly	5,510.90	5,786.44	6,075.76	6,379.55	6,698.53	
287		Hourly	31.8732	33.4668	35.1401	36.8971	38.7419	
287		Monthly	5,524.68	5,800.91	6,090.95	6,395.50	6,715.27	
288		Hourly	31.9528	33.5504	35.2280	36.9894	38.8388	
288		Monthly	5,538.49	5,815.41	6,106.18	6,411.49	6,732.06	
289		Hourly	32.0327	33.6343	35.3161	37.0818	38.9359	
289		Monthly	5,552.33	5,829.95	6,121.45	6,427.52	6,748.89	
290		Hourly	32.1128	33.7184	35.4043	37.1746	39.0332	
290		Monthly	5,566.21	5,844.53	6,136.75	6,443.59	6,765.76	
291		Hourly	32.1931	33.8027	35.4928	37.2674	39.1308	
291		Monthly	5,580.13	5,859.14	6,152.09	6,459.69	6,782.68	
292		Hourly	32.2735	33.8872	35.5816	37.3606	39.2286	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
292		Monthly	5,594.08	5,873.78	6,167.47	6,475.84	6,799.63	
293		Hourly	32.3543	33.9719	35.6705	37.4540	39.3267	
293		Monthly	5,608.07	5,888.47	6,182.89	6,492.03	6,816.63	
294	Assistant Planner							IBEW
294		Hourly	32.4351	34.0569	35.7597	37.5477	39.4250	
294		Monthly	5,622.09	5,903.19	6,198.35	6,508.26	6,833.67	
295		Hourly	32.5162	34.1420	35.8491	37.6415	39.5236	
295		Monthly	5,636.14	5,917.95	6,213.84	6,524.53	6,850.76	
296		Hourly	32.5975	34.2273	35.9387	37.7357	39.6224	
296		Monthly	5,650.23	5,932.74	6,229.38	6,540.85	6,867.89	
297		Hourly	32.6790	34.3129	36.0286	37.8300	39.7215	
297		Monthly	5,664.36	5,947.57	6,244.95	6,557.20	6,885.06	
298		Hourly	32.7607	34.3987	36.1186	37.9246	39.8208	
298		Monthly	5,678.52	5,962.44	6,260.56	6,573.59	6,902.27	
299	Contracts and Records Technician							CAMP
299	Executive Secretary Conf							CAMP
299		Hourly	32.8426	34.4847	36.2090	38.0193	39.9203	
299		Monthly	5,692.71	5,977.35	6,276.22	6,590.02	6,919.52	
300		Hourly	32.9247	34.5709	36.2995	38.1144	40.0201	
300		Monthly	5,706.95	5,992.29	6,291.91	6,606.50	6,936.82	
301		Hourly	33.0070	34.6573	36.3902	38.2097	40.1202	
301		Monthly	5,721.21	6,007.27	6,307.64	6,623.02	6,954.16	
302		Hourly	33.0895	34.7440	36.4812	38.3052	40.2205	
302		Monthly	5,735.52	6,022.29	6,323.41	6,639.57	6,971.55	
303		Hourly	33.1723	34.8309	36.5724	38.4010	40.3210	
303		Monthly	5,749.86	6,037.35	6,339.21	6,656.17	6,988.98	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
304	Building Inspector I							IBEW
304	Engineering Technician II							IBEW
304	Fire Prevention Inspector							IBEW
304	Housing Specialist Supervisor							IBEW
304		Hourly	33.2552	34.9179	36.6638	38.4970	40.4218	
304		Monthly	5,764.23	6,052.44	6,355.06	6,672.81	7,006.45	
305		Hourly	33.3383	35.0052	36.7555	38.5932	40.5229	
305		Monthly	5,778.64	6,067.57	6,370.95	6,689.49	7,023.97	
306		Hourly	33.4217	35.0927	36.8474	38.6897	40.6242	
306		Monthly	5,793.09	6,082.74	6,386.88	6,706.22	7,041.53	
307		Hourly	33.5052	35.1805	36.9395	38.7864	40.7258	
307		Monthly	5,807.57	6,097.95	6,402.84	6,722.98	7,059.13	
308		Hourly	33.5890	35.2684	37.0318	38.8834	40.8276	
308		Monthly	5,822.09	6,113.19	6,418.85	6,739.79	7,076.78	
309		Hourly	33.6729	35.3566	37.1244	38.9806	40.9296	
309		Monthly	5,836.64	6,128.48	6,434.90	6,756.64	7,094.47	
310	Utility Mechanic I							IBEW
310		Hourly	33.7572	35.4450	37.2173	39.0781	41.0320	
310		Monthly	5,851.24	6,143.80	6,450.99	6,773.53	7,112.21	
311		Hourly	33.8415	35.5336	37.3103	39.1758	41.1346	
311		Monthly	5,865.86	6,159.16	6,467.11	6,790.47	7,129.99	
312	Executive Assistant to the Mayor							Unrep
312		Hourly	33.9261	35.6224	37.4035	39.2737	41.2374	
312		Monthly	5,880.53	6,174.55	6,483.28	6,807.44	7,147.81	
313		Hourly	34.0109	35.7115	37.4971	39.3719	41.3405	
313		Monthly	5,895.23	6,189.99	6,499.49	6,824.46	7,165.68	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
314	IS Services Specialist							IBEW
314		Hourly	34.0960	35.8008	37.5908	39.4703	41.4438	
314		Monthly	5,909.97	6,205.47	6,515.74	6,841.52	7,183.60	
315	Police Records Supervisor							IBEW
315		Hourly	34.1812	35.8903	37.6848	39.5690	41.5474	
315		Monthly	5,924.74	6,220.98	6,532.03	6,858.63	7,201.55	
316		Hourly	34.2666	35.9800	37.7790	39.6679	41.6513	
316		Monthly	5,939.55	6,236.53	6,548.36	6,875.77	7,219.56	
317	Accountant							IBEW
317	Marina Supervisor							IBEW
317	Public Works Supervisor							IBEW
317		Hourly	34.3523	36.0699	37.8734	39.7671	41.7554	
317		Monthly	5,954.40	6,252.12	6,564.73	6,892.96	7,237.61	
318		Hourly	34.4382	36.1601	37.9681	39.8665	41.8598	
318		Monthly	5,969.29	6,267.75	6,581.14	6,910.19	7,255.70	
319	Equipment Maintenance Supervisor							IBEW
319	Landscape Inspector							IBEW
319	Landscape Supervisor							IBEW
319		Hourly	34.5243	36.2505	38.0630	39.9662	41.9645	
319		Monthly	5,984.21	6,283.42	6,597.59	6,927.47	7,273.84	
320		Hourly	34.6106	36.3411	38.1582	40.0661	42.0694	
320		Monthly	5,999.17	6,299.13	6,614.09	6,944.79	7,292.03	
321		Hourly	34.6971	36.4320	38.2536	40.1663	42.1746	
321		Monthly	6,014.17	6,314.88	6,630.62	6,962.15	7,310.26	
322		Hourly	34.7839	36.5231	38.3492	40.2667	42.2800	
322		Monthly	6,029.21	6,330.67	6,647.20	6,979.56	7,328.53	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
323	Laboratory Analyst II							IBEW
323		Hourly	34.8708	36.6144	38.4451	40.3674	42.3857	
323		Monthly	6,044.28	6,346.49	6,663.82	6,997.01	7,346.85	
324	Crime Analyst							IBEW
324	GIS Specialist I							IBEW
324		Hourly	34.9580	36.7059	38.5412	40.4683	42.4917	
324		Monthly	6,059.39	6,362.36	6,680.48	7,014.50	7,365.22	
325		Hourly	35.0454	36.7977	38.6376	40.5694	42.5979	
325		Monthly	6,074.54	6,378.26	6,697.18	7,032.03	7,383.63	
326		Hourly	35.1330	36.8897	38.7342	40.6708	42.7044	
326		Monthly	6,089.72	6,394.21	6,713.92	7,049.61	7,402.09	
327		Hourly	35.2209	36.9819	38.8310	40.7725	42.8112	
327		Monthly	6,104.95	6,410.20	6,730.71	7,067.24	7,420.60	
328		Hourly	35.3089	37.0743	38.9281	40.8745	42.9182	
328		Monthly	6,120.21	6,426.22	6,747.53	7,084.91	7,439.15	
329	Communications Supervisor							IBEW
329		Hourly	35.3972	37.1671	39.0254	40.9767	43.0255	
329		Monthly	6,135.51	6,442.29	6,764.40	7,102.62	7,457.75	
330	Instrument Technician I							IBEW
330		Hourly	35.4857	37.2599	39.1229	41.0791	43.1330	
330		Monthly	6,150.85	6,458.39	6,781.31	7,120.37	7,476.39	
331		Hourly	35.5744	37.3531	39.2208	41.1818	43.2408	
331		Monthly	6,166.23	6,474.54	6,798.27	7,138.18	7,495.08	
332		Hourly	35.6633	37.4465	39.3188	41.2847	43.3490	
332		Monthly	6,181.64	6,490.73	6,815.26	7,156.02	7,513.82	
333		Hourly	35.7525	37.5401	39.4171	41.3879	43.4573	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
333		Monthly	6,197.10	6,506.95	6,832.30	7,173.91	7,532.60	
334	Associate Planner							IBEW
334	Building Inspector II							IBEW
334		Hourly	35.8419	37.6340	39.5157	41.4914	43.5660	
334		Monthly	6,212.59	6,523.22	6,849.38	7,191.85	7,551.44	
335		Hourly	35.9315	37.7281	39.6144	41.5952	43.6749	
335		Monthly	6,228.12	6,539.53	6,866.50	7,209.83	7,570.31	
336		Hourly	36.0213	37.8224	39.7135	41.6991	43.7841	
336		Monthly	6,243.69	6,555.88	6,883.67	7,227.85	7,589.24	
337		Hourly	36.1113	37.9169	39.8128	41.8034	43.8935	
337		Monthly	6,259.30	6,572.27	6,900.88	7,245.92	7,608.21	
338		Hourly	36.2016	38.0117	39.9123	41.9079	44.0033	
338		Monthly	6,274.95	6,588.70	6,918.13	7,264.03	7,627.23	
339	Deputy City Clerk							CAMP
339		Hourly	36.2922	38.1068	40.0121	42.0126	44.1133	
339		Monthly	6,290.64	6,605.17	6,935.43	7,282.19	7,646.30	
340		Hourly	36.3828	38.2020	40.1121	42.1177	44.2236	
340		Monthly	6,306.36	6,621.68	6,952.76	7,300.40	7,665.42	
341		Hourly	36.4738	38.2975	40.2124	42.2230	44.3341	
341		Monthly	6,322.13	6,638.24	6,970.15	7,318.65	7,684.58	
342		Hourly	36.5650	38.3933	40.3129	42.3286	44.4449	
342		Monthly	6,337.93	6,654.83	6,987.57	7,336.95	7,703.79	
343	Senior Engineering Technician							IBEW
343		Hourly	36.6564	38.4893	40.4137	42.4344	44.5561	
343		Monthly	6,353.78	6,671.47	7,005.04	7,355.29	7,723.05	
344		Hourly	36.7480	38.5855	40.5147	42.5405	44.6675	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
344		Monthly	6,369.66	6,688.15	7,022.55	7,373.68	7,742.36	
345		Hourly	36.8399	38.6819	40.6160	42.6468	44.7792	
345		Monthly	6,385.59	6,704.87	7,040.11	7,392.11	7,761.72	
346		Hourly	36.9320	38.7786	40.7176	42.7534	44.8911	
346		Monthly	6,401.55	6,721.63	7,057.71	7,410.59	7,781.12	
347		Hourly	37.0244	38.8756	40.8193	42.8603	45.0033	
347		Monthly	6,417.56	6,738.43	7,075.35	7,429.12	7,800.57	
348		Hourly	37.1169	38.9728	40.9214	42.9674	45.1158	
348		Monthly	6,433.60	6,755.28	7,093.04	7,447.69	7,820.07	
349		Hourly	37.2097	39.0702	41.0237	43.0749	45.2286	
349		Monthly	6,449.68	6,772.17	7,110.78	7,466.31	7,839.62	
350		Hourly	37.3028	39.1679	41.1263	43.1826	45.3417	
350		Monthly	6,465.81	6,789.10	7,128.55	7,484.98	7,859.22	
351		Hourly	37.3960	39.2658	41.2291	43.2905	45.4550	
351		Monthly	6,481.97	6,806.07	7,146.37	7,503.69	7,878.87	
352	Community Development Analyst I							IBEW
352	Utility Mechanic II							IBEW
352		Hourly	37.4895	39.3640	41.3322	43.3988	45.5687	
352		Monthly	6,498.18	6,823.09	7,164.24	7,522.45	7,898.57	
353		Hourly	37.5832	39.4623	41.4355	43.5072	45.6826	
353		Monthly	6,514.42	6,840.14	7,182.15	7,541.25	7,918.31	
354		Hourly	37.6772	39.5610	41.5391	43.6160	45.7968	
354		Monthly	6,530.71	6,857.24	7,200.11	7,560.11	7,938.11	
355		Hourly	37.7714	39.6599	41.6429	43.7251	45.9113	
355		Monthly	6,547.04	6,874.39	7,218.11	7,579.01	7,957.96	
356		Hourly	37.8658	39.7591	41.7470	43.8344	46.0261	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
356		Monthly	6,563.40	6,891.57	7,236.15	7,597.96	7,977.85	
357		Hourly	37.9604	39.8585	41.8514	43.9439	46.1412	
357		Monthly	6,579.81	6,908.80	7,254.24	7,616.95	7,997.80	
358	Administrative Analyst I							CAMP
358	Community and Volunteer Coordinator							CAMP
358	Paralegal							CAMP
358	Personnel Analyst I							CAMP
358	Senior Landscape Inspector							IBEW
358		Hourly	38.0553	39.9581	41.9560	44.0538	46.2565	
358		Monthly	6,596.26	6,926.07	7,272.38	7,635.99	8,017.79	
359		Hourly	38.1505	40.0580	42.0609	44.1639	46.3721	
359		Monthly	6,612.75	6,943.39	7,290.56	7,655.08	8,037.83	
360		Hourly	38.2458	40.1582	42.1660	44.2743	46.4881	
360		Monthly	6,629.28	6,960.75	7,308.78	7,674.22	8,057.93	
361		Hourly	38.3415	40.2586	42.2715	44.3851	46.6043	
361		Monthly	6,645.86	6,978.15	7,327.06	7,693.41	8,078.07	
362	Utility Supervisor							IBEW
362	Water Quality Analyst							IBEW
362		Hourly	38.4373	40.3592	42.3771	44.4960	46.7208	
362		Monthly	6,662.47	6,995.60	7,345.37	7,712.64	8,098.27	
363	GIS Specialist II							IBEW
363	Senior Building Inspector							IBEW
363		Hourly	38.5334	40.4601	42.4831	44.6072	46.8376	
363		Monthly	6,679.13	7,013.08	7,363.74	7,731.92	8,118.51	
364		Hourly	38.6298	40.5613	42.5893	44.7188	46.9547	
364		Monthly	6,695.83	7,030.62	7,382.15	7,751.25	8,138.81	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
365		Hourly	38.7264	40.6626	42.6958	44.8306	47.0721	
365		Monthly	6,712.57	7,048.19	7,400.60	7,770.63	8,159.16	
366		Hourly	38.8232	40.7643	42.8025	44.9427	47.1898	
366		Monthly	6,729.35	7,065.81	7,419.10	7,790.06	8,179.56	
367		Hourly	38.9202	40.8662	42.9095	45.0550	47.3077	
367		Monthly	6,746.17	7,083.48	7,437.65	7,809.53	8,200.00	
368		Hourly	39.0175	40.9684	43.0168	45.1677	47.4260	
368		Monthly	6,763.04	7,101.19	7,456.25	7,829.06	8,220.50	
369		Hourly	39.1150	41.0708	43.1244	45.2806	47.5446	
369		Monthly	6,779.94	7,118.94	7,474.89	7,848.63	8,241.06	
370		Hourly	39.2128	41.1735	43.2321	45.3938	47.6634	
370		Monthly	6,796.89	7,136.74	7,493.57	7,868.25	8,261.66	
371		Hourly	39.3109	41.2764	43.3403	45.5072	47.7826	
371		Monthly	6,813.89	7,154.58	7,512.31	7,887.92	8,282.31	
372	Instrument Technician II							IBEW
372		Hourly	39.4092	41.3796	43.4486	45.6210	47.9020	
372		Monthly	6,830.92	7,172.47	7,531.09	7,907.64	8,303.02	
373	Senior Code Enforcement Officer							IBEW
373		Hourly	39.5077	41.4831	43.5572	45.7351	48.0218	
373		Monthly	6,848.00	7,190.40	7,549.92	7,927.41	8,323.78	
374		Hourly	39.6065	41.5868	43.6661	45.8494	48.1419	
374		Monthly	6,865.12	7,208.37	7,568.79	7,947.23	8,344.59	
375		Hourly	39.7055	41.6907	43.7753	45.9640	48.2622	
375		Monthly	6,882.28	7,226.39	7,587.71	7,967.10	8,365.45	
376	Payroll Supervisor							IBEW
376	Senior Accountant							IBEW

City of Vallejo
 Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
376		Hourly	39.8048	41.7950	43.8847	46.0789	48.3828	
376		Monthly	6,899.49	7,244.46	7,606.68	7,987.01	8,386.36	
377		Hourly	39.9042	41.8994	43.9944	46.1941	48.5038	
377		Monthly	6,916.73	7,262.57	7,625.70	8,006.98	8,407.33	
378		Hourly	40.0040	42.0042	44.1044	46.3096	48.6250	
378		Monthly	6,934.03	7,280.73	7,644.76	8,027.00	8,428.34	
379		Hourly	40.1040	42.1092	44.2146	46.4254	48.7467	
379		Monthly	6,951.36	7,298.93	7,663.87	8,047.07	8,449.42	
380		Hourly	40.2043	42.2145	44.3252	46.5414	48.8685	
380		Monthly	6,968.74	7,317.18	7,683.03	8,067.18	8,470.54	
381		Hourly	40.3048	42.3200	44.4360	46.6578	48.9907	
381		Monthly	6,986.16	7,335.47	7,702.24	8,087.35	8,491.72	
382		Hourly	40.4056	42.4258	44.5471	46.7744	49.1131	
382		Monthly	7,003.63	7,353.81	7,721.50	8,107.57	8,512.94	
383	Assistant Engineer							IBEW
383	Forensic Analyst	Hourly	40.5066	42.5319	44.6585	46.8914	49.2359	IBEW
383		Monthly	7,021.14	7,372.19	7,740.80	8,127.84	8,534.23	
384		Hourly	40.6078	42.6382	44.7701	47.0086	49.3590	
384		Monthly	7,038.69	7,390.62	7,760.15	8,148.16	8,555.56	
385		Hourly	40.7094	42.7448	44.8820	47.1261	49.4824	
385		Monthly	7,056.29	7,409.10	7,779.55	8,168.53	8,576.95	
386		Hourly	40.8111	42.8517	44.9942	47.2439	49.6061	
386		Monthly	7,073.93	7,427.62	7,799.00	8,188.95	8,598.39	
387		Hourly	40.9131	42.9588	45.1067	47.3620	49.7301	
387		Monthly	7,091.61	7,446.19	7,818.50	8,209.42	8,619.89	
388	Media Services Specialist							CAMP

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
388		Hourly	41.0154	43.0662	45.2195	47.4805	49.8545	
388		Monthly	7,109.34	7,464.81	7,838.05	8,229.95	8,641.44	
389		Hourly	41.1179	43.1739	45.3325	47.5992	49.9791	
389		Monthly	7,127.11	7,483.47	7,857.64	8,250.52	8,663.04	
390		Hourly	41.2208	43.2818	45.4459	47.7182	50.1040	
390		Monthly	7,144.93	7,502.18	7,877.29	8,271.15	8,684.70	
391	Community Development Analyst II							IBEW
391	Senior Utility Mechanic							IBEW
391		Hourly	41.3238	43.3900	45.5595	47.8374	50.2293	
391		Monthly	7,162.79	7,520.93	7,896.98	8,291.82	8,706.41	
392		Hourly	41.4271	43.4985	45.6734	47.9570	50.3549	
392		Monthly	7,180.70	7,539.74	7,916.72	8,312.55	8,728.18	
393		Hourly	41.5307	43.6073	45.7876	48.0770	50.4808	
393		Monthly	7,198.65	7,558.59	7,936.51	8,333.34	8,750.00	
394		Hourly	41.6345	43.7162	45.9020	48.1971	50.6069	
394		Monthly	7,216.65	7,577.48	7,956.35	8,354.17	8,771.87	
395		Hourly	41.7386	43.8256	46.0168	48.3176	50.7335	
395		Monthly	7,234.69	7,596.43	7,976.24	8,375.05	8,793.80	
396		Hourly	41.8430	43.9351	46.1319	48.4384	50.8603	
396		Monthly	7,252.78	7,615.42	7,996.19	8,395.99	8,815.79	
397		Hourly	41.9476	44.0449	46.2472	48.5595	50.9875	
397		Monthly	7,270.91	7,634.45	8,016.18	8,416.98	8,837.83	
398	Executive Assistant to the City Manager							Unrep
398	Law Office Supervisor							Unrep
398		Hourly	42.0524	44.1550	46.3628	48.6809	51.1149	
398		Monthly	7,289.09	7,653.54	8,036.22	8,438.02	8,859.92	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
399		Hourly	42.1576	44.2654	46.4787	48.8026	51.2427	
399		Monthly	7,307.31	7,672.67	8,056.31	8,459.12	8,882.07	
400		Hourly	42.2630	44.3761	46.5949	48.9246	51.3708	
400		Monthly	7,325.58	7,691.86	8,076.45	8,480.27	8,904.28	
401		Hourly	42.3686	44.4871	46.7114	49.0469	51.4993	
401		Monthly	7,343.89	7,711.09	8,096.64	8,501.47	8,926.54	
402		Hourly	42.4745	44.5982	46.8282	49.1695	51.6280	
402		Monthly	7,362.25	7,730.36	8,116.88	8,522.72	8,948.85	
403	GIS Specialist III							IBEW
403		Hourly	42.5807	44.7098	46.9452	49.2925	51.7571	
403		Monthly	7,380.66	7,749.69	8,137.17	8,544.03	8,971.23	
404		Hourly	42.6872	44.8215	47.0626	49.4157	51.8864	
404		Monthly	7,399.11	7,769.06	8,157.52	8,565.39	8,993.65	
405		Hourly	42.7939	44.9336	47.1803	49.5392	52.0162	
405		Monthly	7,417.61	7,788.49	8,177.91	8,586.80	9,016.14	
406		Hourly	42.9009	45.0459	47.2982	49.6631	52.1462	
406		Monthly	7,436.15	7,807.96	8,198.35	8,608.27	9,038.68	
407		Hourly	43.0081	45.1585	47.4164	49.7873	52.2766	
407		Monthly	7,454.74	7,827.48	8,218.85	8,629.79	9,061.28	
408		Hourly	43.1157	45.2714	47.5350	49.9117	52.4073	
408		Monthly	7,473.38	7,847.05	8,239.40	8,651.36	9,083.93	
409		Hourly	43.2234	45.3846	47.6538	50.0365	52.5383	
409		Monthly	7,492.06	7,866.66	8,260.00	8,672.99	9,106.64	
410	Building Plan Engineer							IBEW
410	Senior Instrument Technician							IBEW
410		Hourly	43.3315	45.4981	47.7730	50.1616	52.6697	

City of Vallejo
 Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
410		Monthly	7,510.79	7,886.33	8,280.65	8,694.68	9,129.41	
411		Hourly	43.4398	45.6118	47.8924	50.2870	52.8013	
411		Monthly	7,529.57	7,906.05	8,301.35	8,716.41	9,152.23	
412		Hourly	43.5484	45.7258	48.0121	50.4127	52.9333	
412		Monthly	7,548.39	7,925.81	8,322.10	8,738.20	9,175.11	
413	Water Treatment Plant Operator							IBEW
413		Hourly	43.6573	45.8402	48.1322	50.5388	53.0657	
413		Monthly	7,567.26	7,945.63	8,342.91	8,760.05	9,198.05	
414		Hourly	43.7664	45.9548	48.2525	50.6651	53.1983	
414		Monthly	7,586.18	7,965.49	8,363.76	8,781.95	9,221.04	
415		Hourly	43.8759	46.0696	48.3731	50.7917	53.3313	
415		Monthly	7,605.15	7,985.40	8,384.67	8,803.90	9,244.09	
416		Hourly	43.9855	46.1848	48.4940	50.9187	53.4646	
416		Monthly	7,624.16	8,005.37	8,405.63	8,825.91	9,267.20	
417		Hourly	44.0955	46.3003	48.6153	51.0460	53.5983	
417		Monthly	7,643.22	8,025.38	8,426.65	8,847.98	9,290.37	
418	Administrative Analyst II							CAMP
418	Personnel Analyst II							CAMP
418	HRIS Analyst	Hourly	44.2058	46.4160	48.7368	51.1737	53.7323	
418		Monthly	7,662.33	8,045.44	8,447.71	8,870.10	9,313.60	
419		Hourly	44.3162	46.5321	48.8586	51.3016	53.8666	
419		Monthly	7,681.48	8,065.56	8,468.83	8,892.27	9,336.88	
420		Hourly	44.4271	46.6484	48.9808	51.4298	54.0013	
420		Monthly	7,700.69	8,085.72	8,490.01	8,914.50	9,360.22	
421		Hourly	44.5381	46.7650	49.1033	51.5584	54.1363	
421		Monthly	7,719.94	8,105.94	8,511.23	8,936.79	9,383.63	

City of Vallejo
 Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
422		Hourly	44.6495	46.8819	49.2260	51.6873	54.2716	
422		Monthly	7,739.24	8,126.20	8,532.51	8,959.13	9,407.08	
423		Hourly	44.7611	46.9992	49.3491	51.8165	54.4073	
423		Monthly	7,758.59	8,146.52	8,553.84	8,981.53	9,430.60	
424		Hourly	44.8730	47.1166	49.4725	51.9460	54.5433	
424		Monthly	7,777.98	8,166.88	8,575.23	9,003.98	9,454.18	
425		Hourly	44.9852	47.2344	49.5961	52.0759	54.6797	
425		Monthly	7,797.43	8,187.30	8,596.66	9,026.49	9,477.81	
426		Hourly	45.0976	47.3525	49.7201	52.2061	54.8164	
426		Monthly	7,816.92	8,207.77	8,618.15	9,049.06	9,501.51	
427		Hourly	45.2104	47.4709	49.8444	52.3366	54.9534	
427		Monthly	7,836.47	8,228.29	8,639.70	9,071.68	9,525.26	
428	Marina Manager							CAMP
428	Network Administrator							CAMP
428		Hourly	45.3234	47.5896	49.9690	52.4675	55.0908	
428		Monthly	7,856.06	8,248.86	8,661.30	9,094.36	9,549.08	
429		Hourly	45.4367	47.7085	50.0939	52.5987	55.2286	
429		Monthly	7,875.70	8,269.48	8,682.95	9,117.10	9,572.95	
430		Hourly	45.5503	47.8278	50.2192	52.7301	55.3666	
430		Monthly	7,895.39	8,290.15	8,704.66	9,139.89	9,596.88	
431		Hourly	45.6642	47.9474	50.3447	52.8620	55.5050	
431		Monthly	7,915.12	8,310.88	8,726.42	9,162.74	9,620.87	
432		Hourly	45.7783	48.0673	50.4706	52.9941	55.6438	
432		Monthly	7,934.91	8,331.66	8,748.24	9,185.65	9,644.92	
433	Advanced Water Treatment Plant Operator							IBEW
433		Hourly	45.8928	48.1874	50.5968	53.1266	55.7829	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
433		Monthly	7,954.75	8,352.49	8,770.11	9,208.61	9,669.04	
434		Hourly	46.0075	48.3079	50.7233	53.2594	55.9224	
434		Monthly	7,974.64	8,373.37	8,792.03	9,231.63	9,693.21	
435		Hourly	46.1225	48.4287	50.8501	53.3926	56.0622	
435		Monthly	7,994.57	8,394.30	8,814.01	9,254.71	9,717.44	
436		Hourly	46.2378	48.5498	50.9772	53.5261	56.2023	
436		Monthly	8,014.56	8,415.29	8,836.05	9,277.85	9,741.74	
437		Hourly	46.3535	48.6711	51.1047	53.6598	56.3428	
437		Monthly	8,034.60	8,436.32	8,858.14	9,301.04	9,766.09	
438	Communications Manager							CAMP
438	Deputy City Attorney I							CAMP
438		Hourly	46.4693	48.7928	51.2324	53.7940	56.4837	
438		Monthly	8,054.68	8,457.42	8,880.28	9,324.30	9,790.51	
439		Hourly	46.5855	48.9148	51.3605	53.9285	56.6249	
439		Monthly	8,074.82	8,478.56	8,902.49	9,347.61	9,814.98	
440		Hourly	46.7020	49.0371	51.4889	54.0633	56.7665	
440		Monthly	8,095.01	8,499.76	8,924.74	9,370.98	9,839.52	
441		Hourly	46.8187	49.1597	51.6176	54.1985	56.9084	
441		Monthly	8,115.24	8,521.01	8,947.05	9,394.40	9,864.12	
442	Associate Civil Engineer							IBEW
442	Building Inspection Supervisor							IBEW
442	Plan Check Engineer							IBEW
442		Hourly	46.9358	49.2826	51.7467	54.3340	57.0507	
442		Monthly	8,135.53	8,542.31	8,969.42	9,417.89	9,888.78	
443		Hourly	47.0531	49.4057	51.8760	54.4698	57.1933	
443		Monthly	8,155.87	8,563.66	8,991.84	9,441.43	9,913.50	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
444		Hourly	47.1707	49.5293	52.0057	54.6060	57.3362	
444		Monthly	8,176.26	8,585.07	9,014.32	9,465.04	9,938.28	
445		Hourly	47.2887	49.6531	52.1357	54.7425	57.4796	
445		Monthly	8,196.70	8,606.54	9,036.86	9,488.70	9,963.13	
446		Hourly	47.4069	49.7772	52.2661	54.8793	57.6233	
446		Monthly	8,217.19	8,628.05	9,059.45	9,512.42	9,988.04	
447		Hourly	47.5254	49.9017	52.3967	55.0165	57.7674	
447		Monthly	8,237.74	8,649.62	9,082.10	9,536.20	10,013.01	
448	Laboratory Supervisor							CAMP
448	Landscape Maintenance Manager							CAMP
448	Police Record Manager							CAMP
448		Hourly	47.6442	50.0264	52.5278	55.1541	57.9118	
448		Monthly	8,258.33	8,671.25	9,104.81	9,560.04	10,038.04	
449		Hourly	47.7633	50.1515	52.6591	55.2920	58.0566	
449		Monthly	8,278.98	8,692.92	9,127.57	9,583.94	10,063.14	
450		Hourly	47.8827	50.2769	52.7907	55.4302	58.2017	
450		Monthly	8,299.67	8,714.66	9,150.39	9,607.90	10,088.29	
451	Senior Community Development Analyst							IBEW
451		Hourly	48.0024	50.4025	52.9227	55.5688	58.3472	
451		Monthly	8,320.42	8,736.44	9,173.26	9,631.92	10,113.51	
452		Hourly	48.1224	50.5285	53.0550	55.7077	58.4931	
452		Monthly	8,341.22	8,758.28	9,196.20	9,656.00	10,138.80	
453		Hourly	48.2428	50.6549	53.1876	55.8470	58.6393	
453		Monthly	8,362.08	8,780.18	9,219.19	9,680.14	10,164.15	
454		Hourly	48.3633	50.7815	53.3206	55.9866	58.7859	
454		Monthly	8,382.98	8,802.13	9,242.23	9,704.34	10,189.56	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
455		Hourly	48.4843	50.9085	53.4539	56.1265	58.9329	
455		Monthly	8,403.94	8,824.14	9,265.34	9,728.60	10,215.03	
456		Hourly	48.6055	51.0358	53.5875	56.2669	59.0802	
456		Monthly	8,424.95	8,846.20	9,288.50	9,752.93	10,240.57	
457		Hourly	48.7270	51.1633	53.7215	56.4076	59.2279	
457		Monthly	8,446.01	8,868.31	9,311.72	9,777.31	10,266.17	
458	Assistant Water Distribution Superintendent							CAMP
458	Development Permit Coordinator							CAMP
458	Fleet Manager							CAMP
458	Senior Planner							CAMP
458		Hourly	48.8488	51.2912	53.8558	56.5486	59.3759	
458		Monthly	8,467.13	8,890.48	9,335.00	9,801.75	10,291.83	
459		Hourly	48.9709	51.4195	53.9904	56.6900	59.5244	
459		Monthly	8,488.29	8,912.71	9,358.34	9,826.26	10,317.56	
460		Hourly	49.0933	51.5480	54.1254	56.8317	59.6732	
460		Monthly	8,509.51	8,934.99	9,381.74	9,850.82	10,343.36	
461		Hourly	49.2161	51.6769	54.2607	56.9738	59.8224	
461		Monthly	8,530.79	8,957.33	9,405.19	9,875.45	10,369.22	
462		Hourly	49.3392	51.8061	54.3963	57.1162	59.9720	
462		Monthly	8,552.12	8,979.72	9,428.70	9,900.14	10,395.14	
463		Hourly	49.4625	51.9356	54.5324	57.2590	60.1219	
463		Monthly	8,573.50	9,002.17	9,452.28	9,924.89	10,421.13	
464		Hourly	49.5861	52.0655	54.6687	57.4021	60.2722	
464		Monthly	8,594.93	9,024.68	9,475.91	9,949.70	10,447.18	
465		Hourly	49.7101	52.1956	54.8054	57.5456	60.4229	
465		Monthly	8,616.42	9,047.24	9,499.60	9,974.57	10,473.30	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
466	Plant Maintenance Supervisor							CAMP
466		Hourly	49.8344	52.3261	54.9424	57.6895	60.5739	
466		Monthly	8,637.96	9,069.86	9,523.35	9,999.51	10,499.48	
467	Housing Project Developer							CAMP
467	Purchasing Manager							CAMP
467	Senior Personnel Analyst							CAMP
467		Hourly	49.9589	52.4569	55.0797	57.8337	60.7254	
467		Monthly	8,659.55	9,092.53	9,547.15	10,024.51	10,525.73	
468		Hourly	50.0838	52.5880	55.2174	57.9783	60.8772	
468		Monthly	8,681.20	9,115.26	9,571.02	10,049.57	10,552.04	
469		Hourly	50.2090	52.7195	55.3555	58.1232	61.0293	
469		Monthly	8,702.90	9,138.05	9,594.95	10,074.69	10,578.42	
470		Hourly	50.3346	52.8513	55.4939	58.2685	61.1819	
470		Monthly	8,724.66	9,160.89	9,618.94	10,099.88	10,604.87	
471		Hourly	50.4604	52.9835	55.6326	58.4142	61.3349	
471		Monthly	8,746.47	9,183.80	9,642.98	10,125.13	10,631.38	
472	Water Treatment Plant Supervisor							IBEW
472	Water Treatment Regulatory Compliance Officer							IBEW
472		Hourly	50.5866	53.1159	55.7717	58.5602	61.4882	
472		Monthly	8,768.34	9,206.76	9,667.09	10,150.44	10,657.96	
473		Hourly	50.7130	53.2487	55.9111	58.7067	61.6420	
473		Monthly	8,790.26	9,229.77	9,691.26	10,175.82	10,684.61	
474		Hourly	50.8398	53.3818	56.0509	58.8534	61.7961	
474		Monthly	8,812.24	9,252.85	9,715.49	10,201.26	10,711.32	
475		Hourly	50.9669	53.5153	56.1910	59.0005	61.9505	
475		Monthly	8,834.27	9,275.98	9,739.78	10,226.76	10,738.09	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
476		Hourly	51.0943	53.6491	56.3315	59.1481	62.1054	
476		Monthly	8,856.35	9,299.17	9,764.13	10,252.33	10,764.94	
477	Asset Manager							CAMP
477	Assistant Maintenance Superintendent	Hourly	51.2221	53.7832	56.4723	59.2959	62.2607	CAMP
477		Monthly	8,878.49	9,322.42	9,788.54	10,277.96	10,791.85	
478		Hourly	51.3501	53.9176	56.6135	59.4441	62.4163	
478		Monthly	8,900.69	9,345.72	9,813.01	10,303.65	10,818.83	
479		Hourly	51.4785	54.0524	56.7550	59.5928	62.5724	
479		Monthly	8,922.94	9,369.09	9,837.54	10,329.41	10,845.88	
480		Hourly	51.6072	54.1876	56.8969	59.7418	62.7288	
480		Monthly	8,945.25	9,392.51	9,862.13	10,355.24	10,872.99	
481		Hourly	51.7362	54.3230	57.0392	59.8911	62.8857	
481		Monthly	8,967.61	9,415.99	9,886.79	10,381.13	10,900.18	
482	Senior Civil Engineer							IBEW
482		Hourly	51.8656	54.4588	57.1818	60.0408	63.0429	
482		Monthly	8,990.03	9,439.53	9,911.51	10,407.08	10,927.43	
483		Hourly	51.9953	54.5950	57.3247	60.1910	63.2005	
483		Monthly	9,012.51	9,463.13	9,936.28	10,433.10	10,954.75	
484		Hourly	52.1252	54.7315	57.4681	60.3414	63.3584	
484		Monthly	9,035.04	9,486.79	9,961.13	10,459.18	10,982.13	
485		Hourly	52.2555	54.8683	57.6117	60.4923	63.5169	
485		Monthly	9,057.62	9,510.51	9,986.03	10,485.33	11,009.59	
486		Hourly	52.3862	55.0055	57.7557	60.6435	63.6756	
486		Monthly	9,080.27	9,534.28	10,010.99	10,511.54	11,037.11	
487	Accounting Manager							CAMP
487	Administrative Manager							CAMP

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
487	Auditor Controller							CAMP
487	Environmental Services Manager							CAMP
487	Finance Manager							CAMP
487	Information Systems Manager							CAMP
487	IT Project Manager							CAMP
487	Water Finance Manager	Hourly	52.5171	55.1430	57.9001	60.7951	63.8348	CAMP
487		Monthly	9,102.97	9,558.12	10,036.02	10,537.82	11,064.70	
488		Hourly	52.6484	55.2808	58.0449	60.9471	63.9944	
488		Monthly	9,125.73	9,582.01	10,061.11	10,564.16	11,092.37	
489		Hourly	52.7800	55.4191	58.1900	61.0994	64.1544	
489		Monthly	9,148.54	9,605.97	10,086.26	10,590.57	11,120.10	
490		Hourly	52.9120	55.5576	58.3355	61.2522	64.3148	
490		Monthly	9,171.41	9,629.98	10,111.48	10,617.05	11,147.90	
491		Hourly	53.0443	55.6965	58.4813	61.4053	64.4756	
491		Monthly	9,194.34	9,654.06	10,136.76	10,643.59	11,175.77	
492		Hourly	53.1769	55.8357	58.6275	61.5588	64.6368	
492		Monthly	9,217.33	9,678.19	10,162.10	10,670.20	11,203.71	
493		Hourly	53.3098	55.9753	58.7741	61.7128	64.7984	
493		Monthly	9,240.37	9,702.39	10,187.51	10,696.88	11,231.72	
494		Hourly	53.4431	56.1152	58.9210	61.8670	64.9604	
494		Monthly	9,263.47	9,726.64	10,212.97	10,723.62	11,259.80	
495		Hourly	53.5767	56.2555	59.0683	62.0217	65.1227	
495		Monthly	9,286.63	9,750.96	10,238.51	10,750.43	11,287.94	
496		Hourly	53.7107	56.3962	59.2160	62.1767	65.2855	
496		Monthly	9,309.85	9,775.34	10,264.10	10,777.30	11,316.16	
497	Building Inspection Manager							CAMP

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
497	Deputy City Attorney II							CAMP
497	Economic Development Program Manager							CAMP
497	Principal Planner							CAMP
497	Real Property and Leasing Manager							CAMP
497	Water Distribution Superintendent							CAMP
497	Water Quality Manager							CAMP
497	Water Superintendent Facilities							CAMP
497		Hourly	53.8449	56.5372	59.3640	62.3322	65.4488	
497		Monthly	9,333.12	9,799.78	10,289.76	10,804.25	11,344.45	
498		Hourly	53.9795	56.6785	59.5124	62.4880	65.6124	
498		Monthly	9,356.45	9,824.28	10,315.49	10,831.26	11,372.82	
499		Hourly	54.1145	56.8202	59.6612	62.6443	65.7764	
499		Monthly	9,379.85	9,848.84	10,341.28	10,858.34	11,401.25	
500		Hourly	54.2498	56.9623	59.8104	62.8008	65.9409	
500		Monthly	9,403.29	9,873.46	10,367.13	10,885.48	11,429.75	
501		Hourly	54.3854	57.1047	59.9599	62.9579	66.1058	
501		Monthly	9,426.80	9,898.14	10,393.05	10,912.70	11,458.33	
502		Hourly	54.5214	57.2474	60.1098	63.1153	66.2710	
502		Monthly	9,450.37	9,922.89	10,419.03	10,939.98	11,486.97	
503		Hourly	54.6577	57.3906	60.2601	63.2731	66.4367	
503		Monthly	9,474.00	9,947.70	10,445.08	10,967.33	11,515.69	
504		Hourly	54.7943	57.5340	60.4107	63.4313	66.6028	
504		Monthly	9,497.68	9,972.56	10,471.19	10,994.75	11,544.48	
505		Hourly	54.9313	57.6779	60.5618	63.5898	66.7693	
505		Monthly	9,521.43	9,997.50	10,497.37	11,022.23	11,573.34	
506		Hourly	55.0686	57.8221	60.7131	63.7488	66.9362	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
506		Monthly	9,545.23	10,022.49	10,523.61	11,049.79	11,602.27	
507	Assistant Water Superintendent-Treatment							CAMP
507		Hourly	55.2063	57.9666	60.8649	63.9081	67.1035	
507		Monthly	9,569.09	10,047.55	10,549.92	11,077.41	11,631.28	
508		Hourly	55.3443	58.1115	61.0171	64.0679	67.2713	
508		Monthly	9,593.01	10,072.66	10,576.30	11,105.11	11,660.36	
509		Hourly	55.4827	58.2568	61.1697	64.2281	67.4395	
509		Monthly	9,617.00	10,097.85	10,602.74	11,132.87	11,689.51	
510		Hourly	55.6214	58.4024	61.3225	64.3887	67.6081	
510		Monthly	9,641.04	10,123.09	10,629.24	11,160.70	11,718.73	
511		Hourly	55.7604	58.5485	61.4759	64.5496	67.7771	
511		Monthly	9,665.14	10,148.40	10,655.82	11,188.60	11,748.03	
512		Hourly	55.8998	58.6948	61.6296	64.7110	67.9465	
512		Monthly	9,689.30	10,173.77	10,682.46	11,216.58	11,777.40	
513		Hourly	56.0396	58.8415	61.7836	64.8728	68.1164	
513		Monthly	9,713.53	10,199.20	10,709.16	11,244.62	11,806.84	
514		Hourly	56.1797	58.9887	61.9381	65.0350	68.2867	
514		Monthly	9,737.81	10,224.70	10,735.93	11,272.73	11,836.36	
515		Hourly	56.3202	59.1361	62.0929	65.1976	68.4574	
515		Monthly	9,762.16	10,250.26	10,762.77	11,300.91	11,865.95	
516		Hourly	56.4609	59.2840	62.2482	65.3605	68.6285	
516		Monthly	9,786.56	10,275.89	10,789.68	11,329.16	11,895.61	
517	City Clerk							Unrep
517		Hourly	56.6021	59.4322	62.4038	65.5239	68.8001	
517		Monthly	9,811.03	10,301.58	10,816.66	11,357.48	11,925.35	
518		Hourly	56.7436	59.5808	62.5598	65.6878	68.9721	

City of Vallejo
 Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
518		Monthly	9,835.56	10,327.33	10,843.70	11,385.88	11,955.17	
519		Hourly	56.8854	59.7297	62.7162	65.8520	69.1445	
519		Monthly	9,860.14	10,353.15	10,870.81	11,414.34	11,985.05	
520	Traffic Engineer							IBEW
520		Hourly	57.0277	59.8790	62.8730	66.0166	69.3174	
520		Monthly	9,884.80	10,379.03	10,897.98	11,442.88	12,015.02	
521		Hourly	57.1703	60.0287	63.0302	66.1817	69.4907	
521		Monthly	9,909.51	10,404.98	10,925.23	11,471.49	12,045.05	
522		Hourly	57.3132	60.1788	63.1877	66.3471	69.6644	
522		Monthly	9,934.28	10,430.99	10,952.54	11,500.17	12,075.17	
523		Hourly	57.4565	60.3293	63.3457	66.5130	69.8386	
523		Monthly	9,959.12	10,457.07	10,979.92	11,528.92	12,105.36	
524		Hourly	57.6001	60.4801	63.5041	66.6793	70.0132	
524		Monthly	9,984.01	10,483.21	11,007.37	11,557.74	12,135.62	
525		Hourly	57.7441	60.6313	63.6628	66.8459	70.1882	
525		Monthly	10,008.97	10,509.42	11,034.89	11,586.63	12,165.96	
526	Communications and Public Information Officer							Unrep
526	Employee Relations Manager							Unrep
526	Human Resources Program Manager							Unrep
526	Organizational Development Manager	Hourly	57.8885	60.7829	63.8220	67.0131	70.3637	Unrep
526		Monthly	10,034.00	10,535.70	11,062.48	11,615.60	12,196.37	
527	Fire Prevention Manager							CAMP
527		Hourly	58.0332	60.9348	63.9815	67.1806	70.5396	
527		Monthly	10,059.08	10,562.04	11,090.13	11,644.64	12,226.86	
528		Hourly	58.1783	61.0872	64.1415	67.3486	70.7159	
528		Monthly	10,084.23	10,588.44	11,117.86	11,673.75	12,257.43	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
529	Deputy Finance Director							Unrep
529		Hourly	58.3237	61.2399	64.3018	67.5169	70.8927	
529		Monthly	10,109.44	10,614.91	11,145.65	11,702.93	12,288.07	
530		Hourly	58.4695	61.3930	64.4626	67.6857	71.0699	
530		Monthly	10,134.71	10,641.45	11,173.52	11,732.19	12,318.79	
531		Hourly	58.6157	61.5464	64.6238	67.8549	71.2476	
531		Monthly	10,160.05	10,668.05	11,201.45	11,761.52	12,349.59	
532		Hourly	58.7622	61.7003	64.7853	68.0246	71.4258	
532		Monthly	10,185.45	10,694.72	11,229.46	11,790.93	12,380.47	
533		Hourly	58.9091	61.8546	64.9473	68.1946	71.6043	
533		Monthly	10,210.91	10,721.46	11,257.53	11,820.40	12,411.42	
534		Hourly	59.0564	62.0092	65.1096	68.3651	71.7833	
534		Monthly	10,236.44	10,748.26	11,285.67	11,849.95	12,442.44	
535		Hourly	59.2040	62.1642	65.2724	68.5360	71.9628	
535		Monthly	10,262.03	10,775.13	11,313.89	11,879.58	12,473.55	
536		Hourly	59.3521	62.3196	65.4356	68.7074	72.1427	
536		Monthly	10,287.69	10,802.07	11,342.17	11,909.28	12,504.73	
537	Economic Development Manager							CAMP
537		Hourly	59.5004	62.4755	65.5992	68.8791	72.3231	
537		Monthly	10,313.41	10,829.08	11,370.53	11,939.05	12,536.00	
538		Hourly	59.6492	62.6316	65.7632	69.0513	72.5039	
538		Monthly	10,339.19	10,856.15	11,398.95	11,968.90	12,567.34	
539		Hourly	59.7983	62.7882	65.9276	69.2240	72.6852	
539		Monthly	10,365.04	10,883.29	11,427.45	11,998.82	12,598.76	
540		Hourly	59.9478	62.9452	66.0924	69.3970	72.8668	
540		Monthly	10,390.95	10,910.50	11,456.02	12,028.82	12,630.25	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
541		Hourly	60.0977	63.1025	66.2577	69.5705	73.0490	
541		Monthly	10,416.93	10,937.77	11,484.66	12,058.89	12,661.83	
542		Hourly	60.2479	63.2603	66.4233	69.7445	73.2316	
542		Monthly	10,442.97	10,965.12	11,513.37	12,089.04	12,693.48	
543		Hourly	60.3985	63.4184	66.5894	69.9188	73.4147	
543		Monthly	10,469.08	10,992.53	11,542.16	12,119.26	12,725.22	
544		Hourly	60.5495	63.5770	66.7558	70.0936	73.5983	
544		Monthly	10,495.25	11,020.01	11,571.01	12,149.56	12,757.03	
545		Hourly	60.7009	63.7359	66.9227	70.2688	73.7822	
545		Monthly	10,521.49	11,047.56	11,599.94	12,179.93	12,788.92	
546		Hourly	60.8526	63.8953	67.0900	70.4445	73.9667	
546		Monthly	10,547.79	11,075.18	11,628.94	12,210.38	12,820.89	
547	Planning Manager							CAMP
547		Hourly	61.0048	64.0550	67.2578	70.6206	74.1516	
547		Monthly	10,574.16	11,102.87	11,658.01	12,240.91	12,852.95	
548		Hourly	61.1573	64.2152	67.4259	70.7972	74.3370	
548		Monthly	10,600.60	11,130.63	11,687.16	12,271.51	12,885.08	
549		Hourly	61.3102	64.3757	67.5944	70.9742	74.5228	
549		Monthly	10,627.10	11,158.45	11,716.37	12,302.19	12,917.29	
550		Hourly	61.4635	64.5366	67.7634	71.1516	74.7091	
550		Monthly	10,653.67	11,186.35	11,745.66	12,332.94	12,949.58	
551		Hourly	61.6171	64.6980	67.9329	71.3295	74.8959	
551		Monthly	10,680.30	11,214.32	11,775.03	12,363.78	12,981.96	
552	Assistant City Attorney I							Unrep
552	Assistant to the City Manager							Unrep
552		Hourly	61.7712	64.8597	68.1027	71.5078	75.0831	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
552		Monthly	10,707.00	11,242.35	11,804.47	12,394.69	13,014.41	
553		Hourly	61.9256	65.0219	68.2730	71.6866	75.2709	
553		Monthly	10,733.77	11,270.46	11,833.98	12,425.67	13,046.95	
554		Hourly	62.0804	65.1844	68.4436	71.8658	75.4591	
554		Monthly	10,760.60	11,298.63	11,863.56	12,456.74	13,079.57	
555		Hourly	62.2356	65.3474	68.6147	72.0455	75.6477	
555		Monthly	10,787.51	11,326.88	11,893.22	12,487.88	13,112.27	
556		Hourly	62.3912	65.5108	68.7863	72.2256	75.8368	
556		Monthly	10,814.47	11,355.20	11,922.95	12,519.10	13,145.05	
557	Housing and Community Development Program Manager							CAMP
557	Risk Manager/Safety Officer							Unrep
557	Transportation Program Superintendent							CAMP
557		Hourly	62.5472	65.6746	68.9582	72.4062	76.0264	
557		Monthly	10,841.51	11,383.59	11,952.76	12,550.40	13,177.91	
558		Hourly	62.7035	65.8387	69.1306	72.5871	76.2164	
558		Monthly	10,868.61	11,412.04	11,982.64	12,581.77	13,210.85	
559		Hourly	62.8603	66.0033	69.3035	72.7686	76.4070	
559		Monthly	10,895.79	11,440.57	12,012.60	12,613.23	13,243.88	
560		Hourly	63.0175	66.1683	69.4767	72.9505	76.5980	
560		Monthly	10,923.03	11,469.18	12,042.63	12,644.76	13,276.99	
561		Hourly	63.1750	66.3338	69.6504	73.1329	76.7895	
561		Monthly	10,950.33	11,497.85	12,072.74	12,676.37	13,310.18	
562		Hourly	63.3329	66.4996	69.8245	73.3157	76.9815	
562		Monthly	10,977.71	11,526.59	12,102.92	12,708.06	13,343.46	
563		Hourly	63.4913	66.6658	69.9991	73.4990	77.1740	
563		Monthly	11,005.15	11,555.41	12,133.18	12,739.83	13,376.82	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
564		Hourly	63.6500	66.8325	70.1741	73.6828	77.3669	
564		Monthly	11,032.67	11,584.30	12,163.51	12,771.68	13,410.26	
565		Hourly	63.8091	66.9996	70.3495	73.8670	77.5603	
565		Monthly	11,060.25	11,613.26	12,193.92	12,803.61	13,443.78	
566		Hourly	63.9687	67.1671	70.5254	74.0517	77.7542	
566		Monthly	11,087.90	11,642.29	12,224.40	12,835.62	13,477.39	
567		Hourly	64.1286	67.3350	70.7017	74.2368	77.9486	
567		Monthly	11,115.62	11,671.40	12,254.96	12,867.71	13,511.09	
568		Hourly	64.2889	67.5033	70.8785	74.4224	78.1435	
568		Monthly	11,143.41	11,700.58	12,285.60	12,899.88	13,544.87	
569		Hourly	64.4496	67.6721	71.0557	74.6084	78.3388	
569		Monthly	11,171.27	11,729.83	12,316.32	12,932.13	13,578.73	
570		Hourly	64.6107	67.8413	71.2333	74.7950	78.5346	
570		Monthly	11,199.19	11,759.15	12,347.11	12,964.46	13,612.67	
571		Hourly	64.7723	68.0109	71.4114	74.9819	78.7310	
571		Monthly	11,227.19	11,788.55	12,377.97	12,996.87	13,646.71	
572		Hourly	64.9342	68.1809	71.5899	75.1694	78.9278	
572		Monthly	11,255.26	11,818.02	12,408.92	13,029.36	13,680.82	
573		Hourly	65.0965	68.3514	71.7689	75.3573	79.1251	
573		Monthly	11,283.40	11,847.57	12,439.94	13,061.94	13,715.02	
574		Hourly	65.2593	68.5223	71.9483	75.5457	79.3229	
574		Monthly	11,311.61	11,877.19	12,471.04	13,094.59	13,749.31	
575		Hourly	65.4224	68.6935	72.1282	75.7346	79.5213	
575		Monthly	11,339.88	11,906.88	12,502.22	13,127.33	13,783.69	
576	Assistant Finance Director							Unrep
576	Assistant Human Resources Director							Unrep

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
576	Assistant Public Works Director - Maintenance							UNREP
576	Employee and Labor Relations Officer							Unrep
576	Water Engineering Manager	Hourly	65.5859	68.8653	72.3085	75.9239	79.7201	CAMP
576		Monthly	11,368.23	11,936.65	12,533.48	13,160.14	13,818.15	
577		Hourly	65.7500	69.0374	72.4893	76.1138	79.9194	
577		Monthly	11,396.66	11,966.49	12,564.81	13,193.05	13,852.69	
578		Hourly	65.9143	69.2100	72.6705	76.3040	80.1192	
578		Monthly	11,425.15	11,996.40	12,596.22	13,226.03	13,887.32	
579		Hourly	66.0791	69.3831	72.8522	76.4948	80.3195	
579		Monthly	11,453.71	12,026.40	12,627.71	13,259.09	13,922.04	
580		Hourly	66.2443	69.5565	73.0343	76.6860	80.5203	
580		Monthly	11,482.34	12,056.46	12,659.28	13,292.24	13,956.85	
581		Hourly	66.4099	69.7304	73.2169	76.8777	80.7216	
581		Monthly	11,511.05	12,086.60	12,690.93	13,325.47	13,991.74	
582		Hourly	66.5759	69.9047	73.4000	77.0699	80.9234	
582		Monthly	11,539.83	12,116.82	12,722.66	13,358.78	14,026.72	
583		Hourly	66.7424	70.0795	73.5834	77.2626	81.1257	
583		Monthly	11,568.68	12,147.11	12,754.46	13,392.18	14,061.78	
584		Hourly	66.9092	70.2547	73.7674	77.4557	81.3285	
584		Monthly	11,597.60	12,177.48	12,786.35	13,425.66	14,096.94	
585		Hourly	67.0765	70.4303	73.9518	77.6494	81.5318	
585		Monthly	11,626.59	12,207.92	12,818.31	13,459.23	14,132.18	
586	Chief Building Official							CAMP
586		Hourly	67.2442	70.6064	74.1367	77.8435	81.7356	
586		Monthly	11,655.66	12,238.44	12,850.36	13,492.87	14,167.51	
587		Hourly	67.4123	70.7829	74.3221	78.0381	81.9400	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
587		Monthly	11,684.80	12,269.04	12,882.49	13,526.61	14,202.93	
588		Hourly	67.5808	70.9599	74.5078	78.2332	82.1448	
588		Monthly	11,714.01	12,299.71	12,914.69	13,560.42	14,238.44	
589		Hourly	67.7498	71.1373	74.6941	78.4288	82.3502	
589		Monthly	11,743.30	12,330.46	12,946.98	13,594.32	14,274.03	
590		Hourly	67.9191	71.3151	74.8809	78.6249	82.5561	
590		Monthly	11,772.65	12,361.29	12,979.35	13,628.31	14,309.72	
591		Hourly	68.0890	71.4934	75.0681	78.8214	82.7624	
591		Monthly	11,802.09	12,392.19	13,011.80	13,662.38	14,345.49	
592		Hourly	68.2592	71.6721	75.2557	79.0185	82.9694	
592		Monthly	11,831.59	12,423.17	13,044.32	13,696.54	14,381.36	
593		Hourly	68.4298	71.8513	75.4439	79.2160	83.1768	
593		Monthly	11,861.17	12,454.23	13,076.94	13,730.78	14,417.31	
594	Water Operations Manager							Unrep
594		Hourly	68.6009	72.0309	75.6325	79.4141	83.3847	
594		Monthly	11,890.82	12,485.36	13,109.63	13,765.11	14,453.35	
595		Hourly	68.7724	72.2110	75.8215	79.6126	83.5932	
595		Monthly	11,920.55	12,516.58	13,142.40	13,799.52	14,489.49	
596	Assistant City Attorney I							CAMP
596		Hourly	68.9443	72.3916	76.0111	79.8117	83.8022	
596		Monthly	11,950.35	12,547.87	13,175.26	13,834.02	14,525.71	
597		Hourly	69.1167	72.5725	76.2012	80.0112	84.0117	
597		Monthly	11,980.23	12,579.24	13,208.20	13,868.60	14,562.02	
598		Hourly	69.2895	72.7540	76.3917	80.2112	84.2217	
598		Monthly	12,010.18	12,610.69	13,241.22	13,903.27	14,598.43	
599		Hourly	69.4627	72.9358	76.5826	80.4117	84.4323	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
599		Monthly	12,040.20	12,642.21	13,274.32	13,938.03	14,634.93	
600		Hourly	69.6363	73.1182	76.7741	80.6128	84.6433	
600		Monthly	12,070.30	12,673.82	13,307.51	13,972.88	14,671.51	
601		Hourly	69.8105	73.3010	76.9660	80.8143	84.8549	
601		Monthly	12,100.48	12,705.50	13,340.77	14,007.81	14,708.19	
602		Hourly	69.9850	73.4843	77.1584	81.0163	85.0671	
602		Monthly	12,130.73	12,737.27	13,374.13	14,042.83	14,744.96	
603		Hourly	70.1600	73.6679	77.3513	81.2189	85.2797	
603		Monthly	12,161.06	12,769.11	13,407.56	14,077.94	14,781.82	
604		Hourly	70.3353	73.8521	77.5447	81.4219	85.4930	
604		Monthly	12,191.46	12,801.03	13,441.08	14,113.13	14,818.78	
605		Hourly	70.5112	74.0368	77.7385	81.6254	85.7067	
605		Monthly	12,221.94	12,833.04	13,474.68	14,148.41	14,855.83	
606		Hourly	70.6874	74.2218	77.9329	81.8295	85.9210	
606		Monthly	12,252.49	12,865.12	13,508.37	14,183.78	14,892.97	
607		Hourly	70.8642	74.4074	78.1277	82.0341	86.1358	
607		Monthly	12,283.12	12,897.28	13,542.14	14,219.24	14,930.20	
608		Hourly	71.0413	74.5934	78.3231	82.2392	86.3511	
608		Monthly	12,313.83	12,929.52	13,576.00	14,254.79	14,967.52	
609		Hourly	71.2190	74.7799	78.5189	82.4448	86.5670	
609		Monthly	12,344.62	12,961.85	13,609.94	14,290.43	15,004.94	
610		Hourly	71.3970	74.9668	78.7152	82.6509	86.7834	
610		Monthly	12,375.48	12,994.25	13,643.96	14,326.15	15,042.45	
611		Hourly	71.5755	75.1543	78.9119	82.8575	87.0003	
611		Monthly	12,406.42	13,026.74	13,678.07	14,361.97	15,080.06	
612		Hourly	71.7544	75.3421	79.1093	83.0646	87.2178	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
612		Monthly	12,437.43	13,059.30	13,712.27	14,397.87	15,117.76	
613		Hourly	71.9338	75.5305	79.3070	83.2723	87.4359	
613		Monthly	12,468.53	13,091.95	13,746.55	14,433.87	15,155.56	
614		Hourly	72.1137	75.7193	79.5053	83.4805	87.6545	
614		Monthly	12,499.70	13,124.68	13,780.91	14,469.95	15,193.44	
615		Hourly	72.2939	75.9086	79.7041	83.6892	87.8736	
615		Monthly	12,530.95	13,157.49	13,815.37	14,506.13	15,231.43	
616		Hourly	72.4746	76.0984	79.9033	83.8984	88.0933	
616		Monthly	12,562.27	13,190.39	13,849.90	14,542.39	15,269.51	
617		Hourly	72.6558	76.2886	80.1031	84.1082	88.3135	
617		Monthly	12,593.68	13,223.36	13,884.53	14,578.75	15,307.68	
618		Hourly	72.8375	76.4793	80.3033	84.3185	88.5343	
618		Monthly	12,625.16	13,256.42	13,919.24	14,615.20	15,345.95	
619		Hourly	73.0196	76.6705	80.5041	84.5293	88.7556	
619		Monthly	12,656.73	13,289.56	13,954.04	14,651.74	15,384.31	
620		Hourly	73.2021	76.8623	80.7053	84.7405	88.9775	
620		Monthly	12,688.37	13,322.79	13,988.92	14,688.36	15,422.77	
621		Hourly	73.3851	77.0544	80.9071	84.9524	89.2000	
621		Monthly	12,720.09	13,356.09	14,023.90	14,725.09	15,461.33	
622		Hourly	73.5686	77.2470	81.1093	85.1648	89.4230	
622		Monthly	12,751.89	13,389.48	14,058.95	14,761.90	15,499.99	
623		Hourly	73.7525	77.4402	81.3121	85.3777	89.6466	
623		Monthly	12,783.77	13,422.96	14,094.10	14,798.80	15,538.74	
624		Hourly	73.9369	77.6338	81.5154	85.5912	89.8707	
624		Monthly	12,815.73	13,456.52	14,129.34	14,835.80	15,577.58	
625		Hourly	74.1218	77.8278	81.7192	85.8051	90.0954	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
625		Monthly	12,847.77	13,490.16	14,164.66	14,872.89	15,616.53	
626		Hourly	74.3071	78.0224	81.9235	86.0196	90.3206	
626		Monthly	12,879.89	13,523.88	14,200.07	14,910.07	15,655.57	
627		Hourly	74.4928	78.2174	82.1283	86.2347	90.5464	
627		Monthly	12,912.09	13,557.69	14,235.57	14,947.35	15,694.71	
628		Hourly	74.6791	78.4130	82.3336	86.4503	90.7727	
628		Monthly	12,944.37	13,591.59	14,271.16	14,984.72	15,733.94	
629		Hourly	74.8658	78.6091	82.5395	86.6664	90.9997	
629		Monthly	12,976.73	13,625.57	14,306.84	15,022.18	15,773.28	
630		Hourly	75.0529	78.8056	82.7458	86.8831	91.2272	
630		Monthly	13,009.17	13,659.63	14,342.61	15,059.73	15,812.71	
631		Hourly	75.2405	79.0026	82.9527	87.1003	91.4552	
631		Monthly	13,041.69	13,693.78	14,378.46	15,097.38	15,852.24	
632	Deputy Fire Chief							Unrep
632		Hourly	75.4287	79.2001	83.1601	87.3181	91.6839	
632		Monthly	13,074.30	13,728.01	14,414.41	15,135.13	15,891.87	
633		Hourly	75.6172	79.3981	83.3680	87.5363	91.9131	
633		Monthly	13,106.98	13,762.33	14,450.45	15,172.96	15,931.60	
634		Hourly	75.8063	79.5966	83.5764	87.7552	92.1429	
634		Monthly	13,139.75	13,796.74	14,486.57	15,210.90	15,971.43	
635		Hourly	75.9958	79.7956	83.7853	87.9745	92.3732	
635		Monthly	13,172.60	13,831.23	14,522.79	15,248.92	16,011.36	
636	Assistant City Attorney II							CAMP
636	Assistant Public Works Director - City Engineer							UNREP
636	Chief Innovation Officer							Unrep
636	Finance Director							Unrep

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
636	Human Resources Director							Unrep
636	Information and Technology Director							Unrep
636	Planning and Development Services Director							Unrep
636	Public Works Director							Unrep
636	Sr Advisor to CM							UNREP
636	Water Utilities Director							Unrep
636		Hourly	76.1858	79.9951	83.9948	88.1945	92.6042	
636		Monthly	13,205.53	13,865.81	14,559.09	15,287.04	16,051.39	
637		Hourly	76.3763	80.1950	84.2048	88.4150	92.8357	
637		Monthly	13,238.55	13,900.47	14,595.49	15,325.26	16,091.52	
638	Assistant City Attorney II							Unrep
638		Hourly	76.5672	80.3955	84.4153	88.6360	93.0678	
638		Monthly	13,271.64	13,935.22	14,631.98	15,363.58	16,131.75	
639		Hourly	76.7586	80.5965	84.6263	88.8576	93.3005	
639		Monthly	13,304.82	13,970.06	14,668.56	15,401.98	16,172.08	
640		Hourly	76.9505	80.7980	84.8379	89.0798	93.5337	
640		Monthly	13,338.08	14,004.99	14,705.23	15,440.49	16,212.51	
641		Hourly	77.1429	81.0000	85.0500	89.3024	93.7675	
641		Monthly	13,371.43	14,040.00	14,742.00	15,479.09	16,253.04	
642		Hourly	77.3357	81.2025	85.2626	89.5257	94.0019	
642		Monthly	13,404.86	14,075.10	14,778.85	15,517.79	16,293.67	
643		Hourly	77.5291	81.4055	85.4758	89.7495	94.2369	
643		Monthly	13,438.37	14,110.29	14,815.80	15,556.58	16,334.40	
644		Hourly	77.7229	81.6090	85.6895	89.9739	94.4725	
644		Monthly	13,471.97	14,145.56	14,852.84	15,595.47	16,375.24	
645		Hourly	77.9172	81.8131	85.9037	90.1988	94.7087	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
645		Monthly	13,505.65	14,180.93	14,889.97	15,634.46	16,416.18	
646		Hourly	78.1120	82.0176	86.1184	90.4243	94.9455	
646		Monthly	13,539.41	14,216.38	14,927.19	15,673.55	16,457.22	
647		Hourly	78.3073	82.2226	86.3337	90.6504	95.1828	
647		Monthly	13,573.26	14,251.92	14,964.51	15,712.73	16,498.36	
648		Hourly	78.5030	82.4282	86.5495	90.8770	95.4208	
648		Monthly	13,607.19	14,287.55	15,001.92	15,752.01	16,539.61	
649		Hourly	78.6993	82.6343	86.7659	91.1042	95.6594	
649		Monthly	13,641.21	14,323.27	15,039.43	15,791.39	16,580.96	
650		Hourly	78.8960	82.8408	86.9829	91.3319	95.8985	
650		Monthly	13,675.31	14,359.08	15,077.03	15,830.87	16,622.41	
651		Hourly	79.0933	83.0480	87.2003	91.5603	96.1382	
651		Monthly	13,709.50	14,394.98	15,114.72	15,870.45	16,663.96	
652		Hourly	79.2910	83.2555	87.4183	91.7892	96.3786	
652		Monthly	13,743.77	14,430.96	15,152.51	15,910.13	16,705.62	
653		Hourly	79.4892	83.4637	87.6369	92.0187	96.6196	
653		Monthly	13,778.13	14,467.04	15,190.39	15,949.90	16,747.39	
654		Hourly	79.6880	83.6724	87.8559	92.2487	96.8611	
654		Monthly	13,812.58	14,503.21	15,228.36	15,989.78	16,789.26	
655		Hourly	79.8872	83.8816	88.0756	92.4793	97.1033	
655		Monthly	13,847.11	14,539.47	15,266.43	16,029.75	16,831.23	
656		Hourly	80.0869	84.0912	88.2958	92.7106	97.3460	
656		Monthly	13,881.73	14,575.81	15,304.60	16,069.83	16,873.31	
657		Hourly	80.2871	84.3014	88.5165	92.9423	97.5894	
657		Monthly	13,916.43	14,612.25	15,342.86	16,110.00	16,915.49	
658		Hourly	80.4878	84.5122	88.7378	93.1747	97.8333	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
658		Monthly	13,951.22	14,648.78	15,381.22	16,150.28	16,957.78	
659		Hourly	80.6890	84.7235	88.9596	93.4076	98.0779	
659		Monthly	13,986.10	14,685.41	15,419.67	16,190.65	17,000.17	
660		Hourly	80.8908	84.9353	89.1820	93.6411	98.3232	
660		Monthly	14,021.07	14,722.12	15,458.22	16,231.13	17,042.68	
661		Hourly	81.0930	85.1477	89.4050	93.8753	98.5689	
661		Monthly	14,056.12	14,758.93	15,496.87	16,271.71	17,085.28	
662		Hourly	81.2957	85.3605	89.6285	94.1099	98.8154	
662		Monthly	14,091.26	14,795.82	15,535.61	16,312.38	17,128.00	
663		Hourly	81.4990	85.5739	89.8526	94.3452	99.0624	
663		Monthly	14,126.49	14,832.81	15,574.45	16,353.17	17,170.82	
664		Hourly	81.7027	85.7878	90.0772	94.5811	99.3100	
664		Monthly	14,161.80	14,869.89	15,613.38	16,394.05	17,213.74	
665		Hourly	81.9070	86.0023	90.3024	94.8175	99.5583	
665		Monthly	14,197.21	14,907.07	15,652.42	16,435.03	17,256.78	
666		Hourly	82.1117	86.2173	90.5282	95.0545	99.8072	
666		Monthly	14,232.70	14,944.34	15,691.55	16,476.12	17,299.92	
667		Hourly	82.3170	86.4329	90.7545	95.2922	100.0568	
667		Monthly	14,268.28	14,981.70	15,730.78	16,517.31	17,343.17	
668	Chief Assistant City Attorney							Unrep
668		Hourly	82.5228	86.6489	90.9813	95.5304	100.3069	
668		Monthly	14,303.95	15,019.15	15,770.10	16,558.60	17,386.53	
669		Hourly	82.7291	86.8656	91.2088	95.7692	100.5576	
669		Monthly	14,339.71	15,056.70	15,809.53	16,600.00	17,429.99	
670		Hourly	82.9359	87.0827	91.4368	96.0087	100.8091	
670		Monthly	14,375.56	15,094.34	15,849.05	16,641.50	17,473.57	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
671		Hourly	83.1433	87.3005	91.6655	96.2487	101.0611	
671		Monthly	14,411.50	15,132.08	15,888.68	16,683.11	17,517.25	
672		Hourly	83.3511	87.5187	91.8946	96.4893	101.3137	
672		Monthly	14,447.53	15,169.91	15,928.40	16,724.81	17,561.04	
673		Hourly	83.5595	87.7375	92.1243	96.7305	101.5670	
673		Monthly	14,483.65	15,207.83	15,968.22	16,766.62	17,604.95	
674		Hourly	83.7684	87.9568	92.3547	96.9723	101.8209	
674		Monthly	14,519.86	15,245.85	16,008.14	16,808.54	17,648.96	
675		Hourly	83.9778	88.1768	92.5855	97.2148	102.0755	
675		Monthly	14,556.16	15,283.97	16,048.16	16,850.56	17,693.08	
676		Hourly	84.1878	88.3972	92.8170	97.4578	102.3306	
676		Monthly	14,592.55	15,322.18	16,088.28	16,892.69	17,737.31	
677		Hourly	84.3983	88.6182	93.0490	97.7015	102.5865	
677		Monthly	14,629.03	15,360.48	16,128.50	16,934.92	17,781.66	
678		Hourly	84.6092	88.8397	93.2817	97.9457	102.8429	
678		Monthly	14,665.60	15,398.88	16,168.82	16,977.26	17,826.11	
679		Hourly	84.8208	89.0618	93.5148	98.1906	103.1001	
679		Monthly	14,702.27	15,437.38	16,209.24	17,019.70	17,870.68	
680		Hourly	85.0328	89.2844	93.7487	98.4361	103.3578	
680		Monthly	14,739.02	15,475.97	16,249.77	17,062.25	17,915.35	
681		Hourly	85.2454	89.5077	93.9830	98.6822	103.6162	
681		Monthly	14,775.87	15,514.66	16,290.39	17,104.91	17,960.14	
682		Hourly	85.4585	89.7314	94.2180	98.9289	103.8752	
682		Monthly	14,812.81	15,553.45	16,331.12	17,147.67	18,005.04	
683		Hourly	85.6722	89.9558	94.4536	99.1762	104.1350	
683		Monthly	14,849.84	15,592.33	16,371.95	17,190.54	18,050.06	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
684		Hourly	85.8864	90.1806	94.6897	99.4241	104.3953	
684		Monthly	14,886.97	15,631.31	16,412.88	17,233.51	18,095.18	
685		Hourly	86.1010	90.4061	94.9264	99.6727	104.6563	
685		Monthly	14,924.18	15,670.39	16,453.91	17,276.60	18,140.42	
686		Hourly	86.3163	90.6321	95.1637	99.9219	104.9179	
686		Monthly	14,961.49	15,709.57	16,495.04	17,319.79	18,185.77	
687		Hourly	86.5321	90.8587	95.4016	100.1717	105.1802	
687		Monthly	14,998.90	15,748.84	16,536.28	17,363.09	18,231.23	
688		Hourly	86.7485	91.0858	95.6401	100.4221	105.4431	
688		Monthly	15,036.40	15,788.21	16,577.62	17,406.50	18,276.81	
689		Hourly	86.9653	91.3136	95.8792	100.6731	105.7067	
689		Monthly	15,073.99	15,827.69	16,619.06	17,450.01	18,322.50	
690		Hourly	87.1827	91.5418	96.1189	100.9248	105.9710	
690		Monthly	15,111.67	15,867.25	16,660.61	17,493.64	18,368.31	
691		Hourly	87.4007	91.7707	96.3592	101.1771	106.2359	
691		Monthly	15,149.45	15,906.92	16,702.26	17,537.37	18,414.23	
692		Hourly	87.6192	92.0001	96.6001	101.4301	106.5016	
692		Monthly	15,187.32	15,946.69	16,744.02	17,581.22	18,460.27	
693		Hourly	87.8382	92.2302	96.8416	101.6837	106.7678	
693		Monthly	15,225.29	15,986.56	16,785.88	17,625.17	18,506.42	
694		Hourly	88.0578	92.4607	97.0837	101.9379	107.0347	
694		Monthly	15,263.36	16,026.52	16,827.84	17,669.23	18,552.68	
695	Assistant City Manager							Unrep
695	Fire Chief							Unrep
695		Hourly	88.2779	92.6919	97.3264	102.1927	107.3023	
695		Monthly	15,301.51	16,066.59	16,869.91	17,713.40	18,599.07	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
696		Hourly	88.4987	92.9236	97.5698	102.4482	107.5705	
696		Monthly	15,339.77	16,106.76	16,912.09	17,757.69	18,645.56	
697		Hourly	88.7199	93.1559	97.8137	102.7043	107.8395	
697		Monthly	15,378.12	16,147.02	16,954.37	17,802.08	18,692.18	
698		Hourly	88.9417	93.3888	98.0582	102.9611	108.1091	
698		Monthly	15,416.56	16,187.39	16,996.75	17,846.59	18,738.91	
699		Hourly	89.1640	93.6223	98.3034	103.2185	108.3793	
699		Monthly	15,455.10	16,227.86	17,039.25	17,891.20	18,785.75	
700		Hourly	89.3870	93.8563	98.5491	103.4765	108.6503	
700		Monthly	15,493.74	16,268.43	17,081.84	17,935.93	18,832.72	
701		Hourly	89.6105	94.0910	98.7955	103.7352	108.9219	
701		Monthly	15,532.48	16,309.10	17,124.55	17,980.77	18,879.80	
702		Hourly	89.8345	94.3262	99.0425	103.9945	109.1942	
702		Monthly	15,571.31	16,349.87	17,167.36	18,025.72	18,927.00	
703		Hourly	90.0591	94.5620	99.2901	104.2546	109.4672	
703		Monthly	15,610.24	16,390.75	17,210.28	18,070.79	18,974.32	
704		Hourly	90.2842	94.7984	99.5383	104.5152	109.7409	
704		Monthly	15,649.26	16,431.72	17,253.30	18,115.96	19,021.75	
705		Hourly	90.5099	95.0354	99.7872	104.7764	110.0153	
705		Monthly	15,688.38	16,472.80	17,296.44	18,161.25	19,069.31	
706		Hourly	90.7362	95.2730	100.0366	105.0384	110.2903	
706		Monthly	15,727.61	16,513.98	17,339.68	18,206.66	19,116.98	
707		Hourly	90.9630	95.5112	100.2867	105.3010	110.5660	
707		Monthly	15,766.92	16,555.27	17,383.03	18,252.17	19,164.77	
708		Hourly	91.1904	95.7500	100.5374	105.5643	110.8424	
708		Monthly	15,806.34	16,596.66	17,426.49	18,297.81	19,212.69	

City of Vallejo
 Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
709		Hourly	91.4184	95.9893	100.7888	105.8282	111.1195	
709		Monthly	15,845.86	16,638.15	17,470.05	18,343.55	19,260.72	
710	Deputy Police Chief							Unrep
710		Hourly	91.6469	96.2293	101.0408	106.0928	111.3973	
710		Monthly	15,885.47	16,679.75	17,513.73	18,389.41	19,308.87	
711		Hourly	91.8761	96.4698	101.2933	106.3580	111.6758	
711		Monthly	15,925.19	16,721.44	17,557.51	18,435.38	19,357.14	
712		Hourly	92.1058	96.7111	101.5466	106.6239	111.9550	
712		Monthly	15,965.00	16,763.25	17,601.41	18,481.47	19,405.53	
713		Hourly	92.3360	96.9528	101.8004	106.8904	112.2349	
713		Monthly	16,004.91	16,805.16	17,645.41	18,527.67	19,454.05	
714		Hourly	92.5668	97.1952	102.0549	107.1576	112.5155	
714		Monthly	16,044.92	16,847.17	17,689.52	18,573.99	19,502.68	
715		Hourly	92.7983	97.4382	102.3101	107.4256	112.7968	
715		Monthly	16,085.04	16,889.29	17,733.75	18,620.43	19,551.44	
716		Hourly	93.0303	97.6818	102.5658	107.6941	113.0788	
716		Monthly	16,125.25	16,931.51	17,778.08	18,666.98	19,600.32	
717		Hourly	93.2628	97.9260	102.8223	107.9634	113.3615	
717		Monthly	16,165.56	16,973.84	17,822.53	18,713.65	19,649.32	
718		Hourly	93.4960	98.1708	103.0793	108.2333	113.6448	
718		Monthly	16,205.98	17,016.27	17,867.08	18,760.43	19,698.44	
719		Hourly	93.7298	98.4162	103.3370	108.5038	113.9290	
719		Monthly	16,246.49	17,058.81	17,911.75	18,807.33	19,747.69	
720		Hourly	93.9641	98.6623	103.5954	108.7751	114.2138	
720		Monthly	16,287.11	17,101.46	17,956.53	18,854.35	19,797.06	
721		Hourly	94.1990	98.9089	103.8543	109.0471	114.4993	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
721		Monthly	16,327.82	17,144.21	18,001.42	18,901.49	19,846.55	
722		Hourly	94.4345	99.1562	104.1140	109.3197	114.7856	
722		Monthly	16,368.64	17,187.08	18,046.42	18,948.74	19,896.17	
723		Hourly	94.6706	99.4041	104.3743	109.5929	115.0726	
723		Monthly	16,409.57	17,230.04	18,091.54	18,996.11	19,945.91	
724		Hourly	94.9073	99.6526	104.6352	109.8669	115.3602	
724		Monthly	16,450.59	17,273.12	18,136.77	19,043.60	19,995.77	
725		Hourly	95.1445	99.9017	104.8968	110.1416	115.6486	
725		Monthly	16,491.72	17,316.30	18,182.11	19,091.21	20,045.76	
726		Hourly	95.3824	100.1515	105.1591	110.4170	115.9378	
726		Monthly	16,532.95	17,359.59	18,227.57	19,138.94	20,095.88	
727		Hourly	95.6208	100.4019	105.4220	110.6930	116.2276	
727		Monthly	16,574.28	17,402.99	18,273.14	19,186.79	20,146.12	
728		Hourly	95.8599	100.6529	105.6855	110.9697	116.5182	
728		Monthly	16,615.71	17,446.50	18,318.82	19,234.75	20,196.48	
729		Hourly	96.0995	100.9045	105.9497	111.2472	116.8094	
729		Monthly	16,657.25	17,490.11	18,364.62	19,282.84	20,246.97	
730		Hourly	96.3398	101.1568	106.2146	111.5253	117.1015	
730		Monthly	16,698.90	17,533.84	18,410.53	19,331.05	20,297.59	
731		Hourly	96.5806	101.4096	106.4801	111.8041	117.3942	
731		Monthly	16,740.64	17,577.67	18,456.55	19,379.38	20,348.33	
732		Hourly	96.8221	101.6632	106.7463	112.0836	117.6877	
732		Monthly	16,782.49	17,621.62	18,502.69	19,427.82	20,399.20	
733		Hourly	97.0641	101.9173	107.0132	112.3638	117.9819	
733		Monthly	16,824.45	17,665.67	18,548.95	19,476.39	20,450.20	
734		Hourly	97.3068	102.1722	107.2807	112.6447	118.2769	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
734		Monthly	16,866.51	17,709.84	18,595.32	19,525.08	20,501.33	
735		Hourly	97.5501	102.4276	107.5489	112.9263	118.5726	
735		Monthly	16,908.68	17,754.11	18,641.81	19,573.90	20,552.58	
736		Hourly	97.7939	102.6837	107.8178	113.2086	118.8690	
736		Monthly	16,950.95	17,798.50	18,688.42	19,622.83	20,603.96	
737		Hourly	98.0384	102.9403	108.0873	113.4917	119.1662	
737		Monthly	16,993.33	17,842.99	18,735.14	19,671.89	20,655.47	
738		Hourly	98.2835	103.1977	108.3576	113.7754	119.4641	
738		Monthly	17,035.81	17,887.60	18,781.98	19,721.07	20,707.11	
739		Hourly	98.5292	103.4557	108.6284	114.0598	119.7628	
739		Monthly	17,078.40	17,932.32	18,828.93	19,770.37	20,758.88	
740		Hourly	98.7756	103.7143	108.9000	114.3450	120.0622	
740		Monthly	17,121.10	17,977.15	18,876.00	19,819.80	20,810.78	
741		Hourly	99.0225	103.9736	109.1723	114.6309	120.3623	
741		Monthly	17,163.90	18,022.09	18,923.19	19,869.35	20,862.80	
742		Hourly	99.2701	104.2336	109.4452	114.9174	120.6632	
742		Monthly	17,206.81	18,067.15	18,970.50	19,919.02	20,914.96	
743		Hourly	99.5183	104.4942	109.7188	115.2047	120.9649	
743		Monthly	17,249.83	18,112.32	19,017.93	19,968.82	20,967.25	
744		Hourly	99.7670	104.7554	109.9931	115.4927	121.2673	
744		Monthly	17,292.95	18,157.60	19,065.47	20,018.74	21,019.67	
745		Hourly	100.0164	105.0173	110.2681	115.7815	121.5704	
745		Monthly	17,336.18	18,202.99	19,113.14	20,068.79	21,072.21	
746		Hourly	100.2665	105.2798	110.5438	116.0709	121.8744	
746		Monthly	17,379.52	18,248.50	19,160.92	20,118.96	21,124.90	
747		Hourly	100.5171	105.5430	110.8201	116.3611	122.1791	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
747		Monthly	17,422.97	18,294.12	19,208.82	20,169.26	21,177.71	
748		Hourly	100.7684	105.8068	111.0972	116.6520	122.4845	
748		Monthly	17,466.53	18,339.85	19,256.84	20,219.68	21,230.65	
749		Hourly	101.0204	106.0713	111.3749	116.9436	122.7908	
749		Monthly	17,510.20	18,385.70	19,304.98	20,270.23	21,283.73	
750		Hourly	101.2729	106.3366	111.6534	117.2360	123.0977	
750		Monthly	17,553.97	18,431.67	19,353.25	20,320.90	21,336.94	
751		Hourly	101.5261	106.6024	111.9325	117.5291	123.4055	
751		Monthly	17,597.86	18,477.75	19,401.63	20,371.71	21,390.28	
752		Hourly	101.7799	106.8689	112.2123	117.8229	123.7140	
752		Monthly	17,641.85	18,523.94	19,450.13	20,422.64	21,443.76	
753		Hourly	102.0344	107.1361	112.4928	118.1174	124.0232	
753		Monthly	17,685.96	18,570.25	19,498.76	20,473.69	21,497.36	
754		Hourly	102.2894	107.4039	112.7741	118.4128	124.3333	
754		Monthly	17,730.17	18,616.68	19,547.51	20,524.88	21,551.11	
755		Hourly	102.5452	107.6724	113.0560	118.7088	124.6442	
755		Monthly	17,774.50	18,663.22	19,596.37	20,576.19	21,604.99	
756		Hourly	102.8015	107.9416	113.3387	119.0056	124.9558	
756		Monthly	17,818.93	18,709.88	19,645.37	20,627.63	21,659.00	
757		Hourly	103.0585	108.2114	113.6220	119.3031	125.2682	
757		Monthly	17,863.48	18,756.65	19,694.48	20,679.20	21,713.15	
758		Hourly	103.3162	108.4820	113.9061	119.6013	125.5813	
758		Monthly	17,908.14	18,803.54	19,743.72	20,730.90	21,767.43	
759		Hourly	103.5745	108.7532	114.1908	119.9003	125.8953	
759		Monthly	17,952.91	18,850.55	19,793.07	20,782.72	21,821.85	
760		Hourly	103.8334	109.0251	114.4763	120.2001	126.2100	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
760		Monthly	17,997.79	18,897.68	19,842.56	20,834.68	21,876.40	
761		Hourly	104.0930	109.2976	114.7625	120.5006	126.5255	
761		Monthly	18,042.78	18,944.92	19,892.16	20,886.77	21,931.09	
762		Hourly	104.3532	109.5709	115.0494	120.8018	126.8418	
762		Monthly	18,087.89	18,992.29	19,941.89	20,938.98	21,985.92	
763		Hourly	104.6141	109.8448	115.3370	121.1038	127.1590	
763		Monthly	18,133.11	19,039.77	19,991.75	20,991.33	22,040.89	
764		Hourly	104.8756	110.1194	115.6254	121.4066	127.4769	
764		Monthly	18,178.44	19,087.37	20,041.73	21,043.81	22,095.99	
765		Hourly	105.1378	110.3947	115.9144	121.7101	127.7956	
765		Monthly	18,223.89	19,135.08	20,091.83	21,096.42	22,151.23	
766		Hourly	105.4007	110.6707	116.2042	122.0144	128.1151	
766		Monthly	18,269.45	19,182.92	20,142.06	21,149.16	22,206.61	
767		Hourly	105.6642	110.9474	116.4947	122.3194	128.4353	
767		Monthly	18,315.12	19,230.88	20,192.42	21,202.03	22,262.12	
768		Hourly	105.9283	111.2248	116.7860	122.6252	128.7564	
768		Monthly	18,360.91	19,278.96	20,242.90	21,255.04	22,317.78	
769		Hourly	106.1931	111.5028	117.0779	122.9318	129.0783	
769		Monthly	18,406.81	19,327.15	20,293.51	21,308.18	22,373.57	
770		Hourly	106.4586	111.7816	117.3706	123.2391	129.4010	
770		Monthly	18,452.83	19,375.47	20,344.24	21,361.45	22,429.51	
771		Hourly	106.7248	112.0610	117.6640	123.5472	129.7245	
771		Monthly	18,498.96	19,423.91	20,395.10	21,414.85	22,485.58	
772		Hourly	106.9916	112.3412	117.9582	123.8561	130.0488	
772		Monthly	18,545.21	19,472.47	20,446.09	21,468.39	22,541.79	
773		Hourly	107.2591	112.6220	118.2531	124.1657	130.3739	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
773		Monthly	18,591.57	19,521.15	20,497.20	21,522.06	22,598.15	
774		Hourly	107.5272	112.9036	118.5488	124.4761	130.6998	
774		Monthly	18,638.05	19,569.95	20,548.45	21,575.86	22,654.64	
775	Police Chief							Unrep
775		Hourly	107.7961	113.1858	118.8451	124.7873	131.0266	
775		Monthly	18,684.65	19,618.88	20,599.82	21,629.80	22,711.28	
776		Hourly	108.0655	113.4688	119.1422	125.0993	131.3542	
776		Monthly	18,731.36	19,667.93	20,651.32	21,683.88	22,768.06	
777		Hourly	108.3357	113.7525	119.4400	125.4121	131.6826	
777		Monthly	18,778.19	19,717.10	20,702.94	21,738.09	22,824.98	
778		Hourly	108.6065	114.0369	119.7387	125.7256	132.0118	
778		Monthly	18,825.13	19,766.39	20,754.70	21,792.43	22,882.04	
779		Hourly	108.8781	114.3219	120.0380	126.0399	132.3418	
779		Monthly	18,872.20	19,815.80	20,806.59	21,846.91	22,939.25	
780		Hourly	109.1503	114.6077	120.3381	126.3550	132.6726	
780		Monthly	18,919.38	19,865.34	20,858.61	21,901.53	22,996.59	
781		Hourly	109.4231	114.8943	120.6389	126.6708	133.0044	
781		Monthly	18,966.67	19,915.01	20,910.75	21,956.28	23,054.09	
782		Hourly	109.6967	115.1815	120.9406	126.9875	133.3368	
782		Monthly	19,014.09	19,964.79	20,963.03	22,011.17	23,111.72	
783		Hourly	109.9709	115.4695	121.2429	127.3050	133.6702	
783		Monthly	19,061.63	20,014.71	21,015.44	22,066.20	23,169.50	
784		Hourly	110.2458	115.7581	121.5460	127.6233	134.0043	
784		Monthly	19,109.28	20,064.74	21,067.97	22,121.37	23,227.42	
785		Hourly	110.5214	116.0476	121.8498	127.9423	134.3394	
785		Monthly	19,157.05	20,114.91	21,120.64	22,176.67	23,285.49	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
786		Hourly	110.7978	116.3376	122.1545	128.2622	134.6753	
786		Monthly	19,204.95	20,165.19	21,173.45	22,232.11	23,343.71	
787		Hourly	111.0748	116.6285	122.4599	128.5828	135.0119	
787		Monthly	19,252.96	20,215.61	21,226.38	22,287.69	23,402.07	
788		Hourly	111.3524	116.9200	122.7661	128.9043	135.3494	
788		Monthly	19,301.09	20,266.14	21,279.45	22,343.41	23,460.57	
789		Hourly	111.6308	117.2124	123.0729	129.2266	135.6878	
789		Monthly	19,349.34	20,316.81	21,332.64	22,399.27	23,519.22	
790		Hourly	111.9099	117.5054	123.3807	129.5496	136.0270	
790		Monthly	19,397.72	20,367.60	21,385.98	22,455.27	23,578.02	
791		Hourly	112.1897	117.7992	123.6891	129.8735	136.3671	
791		Monthly	19,446.21	20,418.52	21,439.44	22,511.41	23,636.97	
792		Hourly	112.4702	118.0937	123.9983	130.1982	136.7080	
792		Monthly	19,494.83	20,469.57	21,493.04	22,567.69	23,696.06	
793		Hourly	112.7513	118.3889	124.3083	130.5237	137.0498	
793		Monthly	19,543.56	20,520.74	21,546.77	22,624.11	23,755.30	
794		Hourly	113.0332	118.6848	124.6191	130.8500	137.3924	
794		Monthly	19,592.42	20,572.04	21,600.64	22,680.67	23,814.69	
795		Hourly	113.3158	118.9816	124.9306	131.1771	137.7359	
795		Monthly	19,641.40	20,623.47	21,654.64	22,737.37	23,874.22	
796		Hourly	113.5991	119.2790	125.2430	131.5051	138.0803	
796		Monthly	19,690.51	20,675.03	21,708.78	22,794.21	23,933.91	
797		Hourly	113.8831	119.5772	125.5561	131.8338	138.4254	
797		Monthly	19,739.73	20,726.72	21,763.05	22,851.20	23,993.74	
798		Hourly	114.1678	119.8762	125.8700	132.1634	138.7715	
798		Monthly	19,789.08	20,778.54	21,817.46	22,908.32	24,053.73	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
799		Hourly	114.4532	120.1758	126.1846	132.4938	139.1184	
799		Monthly	19,838.56	20,830.48	21,872.00	22,965.59	24,113.86	
800		Hourly	114.7393	120.4763	126.5001	132.8251	139.4663	
800		Monthly	19,888.15	20,882.56	21,926.68	23,023.01	24,174.15	
801		Hourly	115.0262	120.7775	126.8163	133.1571	139.8149	
801		Monthly	19,937.87	20,934.77	21,981.50	23,080.57	24,234.58	
802		Hourly	115.3138	121.0794	127.1334	133.4900	140.1644	
802		Monthly	19,987.72	20,987.10	22,036.45	23,138.27	24,295.17	
803		Hourly	115.6021	121.3821	127.4512	133.8237	140.5149	
803		Monthly	20,037.69	21,039.57	22,091.54	23,196.11	24,355.91	
804		Hourly	115.8910	121.6856	127.7698	134.1583	140.8662	
804		Monthly	20,087.78	21,092.17	22,146.77	23,254.10	24,416.80	
805		Hourly	116.1808	121.9898	128.0893	134.4937	141.2183	
805		Monthly	20,138.00	21,144.90	22,202.14	23,312.24	24,477.84	
806		Hourly	116.4713	122.2948	128.4095	134.8299	141.5713	
806		Monthly	20,188.35	21,197.76	22,257.64	23,370.52	24,539.03	
807		Hourly	116.7624	122.6005	128.7305	135.1670	141.9253	
807		Monthly	20,238.82	21,250.76	22,313.29	23,428.95	24,600.38	
808		Hourly	117.0543	122.9070	129.0523	135.5049	142.2801	
808		Monthly	20,289.41	21,303.88	22,369.07	23,487.52	24,661.88	
809		Hourly	117.3470	123.2143	129.3749	135.8437	142.6358	
809		Monthly	20,340.14	21,357.14	22,424.99	23,546.24	24,723.54	
810		Hourly	117.6403	123.5223	129.6984	136.1833	142.9923	
810		Monthly	20,390.99	21,410.54	22,481.06	23,605.10	24,785.34	
811		Hourly	117.9344	123.8311	130.0227	136.5238	143.3499	
811		Monthly	20,441.96	21,464.06	22,537.26	23,664.12	24,847.31	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
812		Hourly	118.2293	124.1407	130.3477	136.8651	143.7083	
812		Monthly	20,493.07	21,517.72	22,593.60	23,723.28	24,909.43	
813		Hourly	118.5248	124.4511	130.6736	137.2072	144.0675	
813		Monthly	20,544.30	21,571.52	22,650.09	23,782.58	24,971.70	
814		Hourly	118.8211	124.7622	131.0003	137.5502	144.4277	
814		Monthly	20,595.66	21,625.44	22,706.71	23,842.04	25,034.13	
815		Hourly	119.1182	125.0741	131.3278	137.8941	144.7887	
815		Monthly	20,647.15	21,679.51	22,763.48	23,901.65	25,096.71	
816		Hourly	119.4160	125.3868	131.6561	138.2388	145.1507	
816		Monthly	20,698.77	21,733.71	22,820.39	23,961.40	25,159.46	
817		Hourly	119.7145	125.7002	131.9852	138.5844	145.5136	
817		Monthly	20,750.52	21,788.04	22,877.44	24,021.30	25,222.35	
818		Hourly	120.0138	126.0145	132.3152	138.9309	145.8774	
818		Monthly	20,802.39	21,842.51	22,934.63	24,081.36	25,285.41	
819		Hourly	120.3138	126.3295	132.6460	139.2782	146.2420	
819		Monthly	20,854.40	21,897.12	22,991.97	24,141.56	25,348.62	
820		Hourly	120.6147	126.6453	132.9776	139.6264	146.6077	
820		Monthly	20,906.54	21,951.86	23,049.45	24,201.91	25,412.00	
821		Hourly	120.9162	126.9620	133.3100	139.9755	146.9742	
821		Monthly	20,958.80	22,006.74	23,107.07	24,262.42	25,475.53	
822		Hourly	121.2185	127.2794	133.6433	140.3254	147.3416	
822		Monthly	21,011.20	22,061.76	23,164.84	24,323.07	25,539.21	
823		Hourly	121.5215	127.5976	133.9774	140.6762	147.7100	
823		Monthly	21,063.73	22,116.91	23,222.75	24,383.88	25,603.06	
824		Hourly	121.8253	127.9165	134.3124	141.0279	148.0793	
824		Monthly	21,116.39	22,172.20	23,280.81	24,444.84	25,667.07	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
825		Hourly	122.1299	128.2363	134.6481	141.3805	148.4495	
825		Monthly	21,169.18	22,227.63	23,339.01	24,505.95	25,731.24	
826		Hourly	122.4352	128.5569	134.9848	141.7340	148.8206	
826		Monthly	21,222.10	22,283.20	23,397.36	24,567.22	25,795.57	
827		Hourly	122.7413	128.8783	135.3222	142.0883	149.1927	
827		Monthly	21,275.16	22,338.91	23,455.85	24,628.64	25,860.06	
828		Hourly	123.0481	129.2005	135.6605	142.4435	149.5656	
828		Monthly	21,328.34	22,394.76	23,514.49	24,690.21	25,924.71	
829		Hourly	123.3557	129.5236	135.9997	142.7996	149.9395	
829		Monthly	21,381.66	22,450.75	23,573.28	24,751.93	25,989.52	
830		Hourly	123.6642	129.8473	136.3397	143.1566	150.3144	
830		Monthly	21,435.12	22,506.87	23,632.21	24,813.81	26,054.49	
831		Hourly	123.9733	130.1720	136.6805	143.5145	150.6902	
831		Monthly	21,488.71	22,563.14	23,691.29	24,875.85	26,119.63	
832		Hourly	124.2833	130.4974	137.0222	143.8733	151.0669	
832		Monthly	21,542.43	22,619.55	23,750.52	24,938.04	26,184.93	
833		Hourly	124.5939	130.8237	137.3648	144.2330	151.4446	
833		Monthly	21,596.28	22,676.10	23,809.89	25,000.38	26,250.39	
834		Hourly	124.9054	131.1507	137.7082	144.5935	151.8231	
834		Monthly	21,650.27	22,732.79	23,869.42	25,062.88	26,316.01	
835		Hourly	125.2177	131.4786	138.0524	144.9550	152.2027	
835		Monthly	21,704.40	22,789.62	23,929.09	25,125.54	26,381.80	
836		Hourly	125.5307	131.8073	138.3976	145.3174	152.5832	
836		Monthly	21,758.66	22,846.59	23,988.92	25,188.35	26,447.76	
837		Hourly	125.8446	132.1368	138.7436	145.6808	152.9647	
837		Monthly	21,813.06	22,903.71	24,048.89	25,251.33	26,513.88	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
838		Hourly	126.1592	132.4671	139.0904	146.0449	153.3471	
838		Monthly	21,867.59	22,960.97	24,109.01	25,314.45	26,580.16	
839		Hourly	126.4746	132.7983	139.4382	146.4100	153.7304	
839		Monthly	21,922.26	23,018.37	24,169.28	25,377.74	26,646.61	
840		Hourly	126.7908	133.1303	139.7868	146.7760	154.1148	
840		Monthly	21,977.07	23,075.92	24,229.71	25,441.18	26,713.23	
841		Hourly	127.1078	133.4631	140.1362	147.1430	154.5001	
841		Monthly	22,032.01	23,133.61	24,290.28	25,504.79	26,780.01	
842		Hourly	127.4255	133.7968	140.4866	147.5109	154.8863	
842		Monthly	22,087.09	23,191.44	24,351.01	25,568.55	26,846.96	
843		Hourly	127.7441	134.1313	140.8378	147.8796	155.2735	
843		Monthly	22,142.31	23,249.42	24,411.88	25,632.47	26,914.08	
844		Hourly	128.0634	134.4666	141.1899	148.2493	155.6618	
844		Monthly	22,197.66	23,307.54	24,472.91	25,696.55	26,981.37	
845		Hourly	128.3836	134.8028	141.5429	148.6199	156.0509	
845		Monthly	22,253.16	23,365.81	24,534.10	25,760.79	27,048.82	
846		Hourly	128.7046	135.1398	141.8967	148.9915	156.4410	
846		Monthly	22,308.79	23,424.23	24,595.43	25,825.20	27,116.44	
847		Hourly	129.0263	135.4776	142.2515	149.3640	156.8321	
847		Monthly	22,364.56	23,482.79	24,656.92	25,889.76	27,184.23	
848		Hourly	129.3489	135.8163	142.6071	149.7374	157.2242	
848		Monthly	22,420.47	23,541.49	24,718.56	25,954.48	27,252.19	
849		Hourly	129.6722	136.1559	142.9636	150.1118	157.6172	
849		Monthly	22,476.52	23,600.35	24,780.36	26,019.37	27,320.32	
850		Hourly	129.9964	136.4963	143.3210	150.4870	158.0113	
850		Monthly	22,532.71	23,659.35	24,842.31	26,084.42	27,388.62	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
851		Hourly	130.3214	136.8375	143.6793	150.8633	158.4063	
851		Monthly	22,589.05	23,718.50	24,904.41	26,149.63	27,457.10	
852		Hourly	130.6472	137.1796	144.0385	151.2404	158.8023	
852		Monthly	22,645.52	23,777.79	24,966.68	26,215.00	27,525.74	
853		Hourly	130.9738	137.5225	144.3986	151.6185	159.1993	
853		Monthly	22,702.13	23,837.24	25,029.09	26,280.54	27,594.55	
854		Hourly	131.3013	137.8663	144.7596	151.9975	159.5973	
854		Monthly	22,758.89	23,896.83	25,091.66	26,346.24	27,663.54	
855		Hourly	131.6295	138.2110	145.1215	152.3776	159.9963	
855		Monthly	22,815.78	23,956.57	25,154.39	26,412.11	27,732.70	
856		Hourly	131.9586	138.5565	145.4843	152.7585	160.3963	
856		Monthly	22,872.82	24,016.46	25,217.28	26,478.14	27,802.03	
857		Hourly	132.2885	138.9029	145.8480	153.1404	160.7973	
857		Monthly	22,930.01	24,076.51	25,280.32	26,544.33	27,871.53	
858		Hourly	132.6192	139.2502	146.2126	153.5232	161.1993	
858		Monthly	22,987.33	24,136.70	25,343.52	26,610.69	27,941.21	
859		Hourly	132.9508	139.5983	146.5782	153.9070	161.6023	
859		Monthly	23,044.80	24,197.04	25,406.88	26,677.22	28,011.07	
860		Hourly	133.2831	139.9473	146.9446	154.2918	162.0063	
860		Monthly	23,102.41	24,257.53	25,470.40	26,743.91	28,081.09	
861		Hourly	133.6164	140.2971	147.3120	154.6775	162.4113	
861		Monthly	23,160.17	24,318.17	25,534.08	26,810.77	28,151.30	
862		Hourly	133.9504	140.6479	147.6803	155.0642	162.8174	
862		Monthly	23,218.07	24,378.97	25,597.91	26,877.80	28,221.68	
863		Hourly	134.2853	140.9995	148.0495	155.4519	163.2244	
863		Monthly	23,276.11	24,439.92	25,661.91	26,944.99	28,292.23	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
864		Hourly	134.6210	141.3520	148.4196	155.8405	163.6325	
864		Monthly	23,334.30	24,501.02	25,726.06	27,012.36	28,362.96	
865		Hourly	134.9575	141.7054	148.7907	156.2301	164.0416	
865		Monthly	23,392.64	24,562.27	25,790.38	27,079.89	28,433.87	
866		Hourly	135.2949	142.0597	149.1626	156.6207	164.4516	
866		Monthly	23,451.12	24,623.68	25,854.85	27,147.59	28,504.95	
867		Hourly	135.6332	142.4148	149.5355	157.0123	164.8628	
867		Monthly	23,509.75	24,685.23	25,919.49	27,215.46	28,576.21	
868		Hourly	135.9722	142.7709	149.9094	157.4048	165.2750	
868		Monthly	23,568.52	24,746.95	25,984.29	27,283.49	28,647.66	
869		Hourly	136.3122	143.1278	150.2841	157.7983	165.6881	
869		Monthly	23,627.44	24,808.82	26,049.25	27,351.70	28,719.27	
870		Hourly	136.6529	143.4856	150.6598	158.1928	166.1023	
870		Monthly	23,686.51	24,870.84	26,114.37	27,420.08	28,791.07	
871		Hourly	136.9946	143.8443	151.0365	158.5883	166.5176	
871		Monthly	23,745.73	24,933.01	26,179.66	27,488.63	28,863.05	
872		Hourly	137.3371	144.2039	151.4141	158.9847	166.9339	
872		Monthly	23,805.09	24,995.35	26,245.11	27,557.35	28,935.21	
873		Hourly	137.6804	144.5644	151.7926	159.3822	167.3513	
873		Monthly	23,864.61	25,057.83	26,310.72	27,626.25	29,007.55	
874		Hourly	138.0246	144.9258	152.1721	159.7806	167.7696	
874		Monthly	23,924.27	25,120.48	26,376.50	27,695.31	29,080.06	
875		Hourly	138.3697	145.2882	152.5525	160.1801	168.1890	
875		Monthly	23,984.08	25,183.28	26,442.44	27,764.55	29,152.76	
876		Hourly	138.7156	145.6514	152.9339	160.5805	168.6095	
876		Monthly	24,044.04	25,246.24	26,508.54	27,833.96	29,225.65	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
877		Hourly	139.0624	146.0155	153.3162	160.9820	169.0310	
877		Monthly	24,104.15	25,309.35	26,574.81	27,903.55	29,298.71	
878		Hourly	139.4101	146.3806	153.6995	161.3845	169.4536	
878		Monthly	24,164.41	25,372.63	26,641.25	27,973.31	29,371.96	
879		Hourly	139.7586	146.7465	154.0838	161.7879	169.8773	
879		Monthly	24,224.82	25,436.06	26,707.86	28,043.24	29,445.39	
880		Hourly	140.1080	147.1134	154.4690	162.1924	170.3019	
880		Monthly	24,285.38	25,499.65	26,774.62	28,113.35	29,519.00	
881		Hourly	140.4583	147.4812	154.8552	162.5979	170.7277	
881		Monthly	24,346.10	25,563.40	26,841.56	28,183.63	29,592.80	
882		Hourly	140.8094	147.8499	155.2423	163.0044	171.1545	
882		Monthly	24,406.96	25,627.31	26,908.67	28,254.09	29,666.78	
883		Hourly	141.1614	148.2195	155.6304	163.4119	171.5824	
883		Monthly	24,467.98	25,691.38	26,975.94	28,324.73	29,740.95	
884		Hourly	141.5143	148.5900	156.0195	163.8204	172.0113	
884		Monthly	24,529.15	25,755.60	27,043.38	28,395.54	29,815.30	
885		Hourly	141.8681	148.9615	156.4096	164.2300	172.4414	
885		Monthly	24,590.47	25,819.99	27,110.99	28,466.53	29,889.84	
886		Hourly	142.2228	149.3339	156.8005	164.6405	172.8725	
886		Monthly	24,651.95	25,884.54	27,178.76	28,537.69	29,964.56	
887		Hourly	142.5783	149.7072	157.1926	165.0522	173.3046	
887		Monthly	24,713.58	25,949.25	27,246.71	28,609.04	30,039.47	
888		Hourly	142.9348	150.0815	157.5856	165.4648	173.7379	
888		Monthly	24,775.36	26,014.13	27,314.83	28,680.56	30,114.57	
889		Hourly	143.2921	150.4567	157.9795	165.8784	174.1723	
889		Monthly	24,837.30	26,079.16	27,383.11	28,752.26	30,189.86	

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
890		Hourly	143.6503	150.8328	158.3744	166.2931	174.6077	
890		Monthly	24,899.39	26,144.36	27,451.57	28,824.14	30,265.33	
891		Hourly	144.0095	151.2099	158.7704	166.7088	175.0442	
891		Monthly	24,961.64	26,209.72	27,520.20	28,896.20	30,341.00	
892		Hourly	144.3695	151.5880	159.1673	167.1256	175.4818	
892		Monthly	25,024.05	26,275.25	27,589.00	28,968.44	30,416.85	
893		Hourly	144.7304	151.9669	159.5652	167.5434	175.9205	
893		Monthly	25,086.61	26,340.93	27,657.97	29,040.86	30,492.89	
894		Hourly	145.0922	152.3469	159.9642	167.9623	176.3603	
894		Monthly	25,149.32	26,406.79	27,727.12	29,113.47	30,569.12	
895		Hourly	145.4550	152.7277	160.3641	168.3822	176.8013	
895		Monthly	25,212.20	26,472.80	27,796.44	29,186.25	30,645.55	
896		Hourly	145.8186	153.1096	160.7650	168.8032	177.2432	
896		Monthly	25,275.23	26,538.99	27,865.93	29,259.22	30,722.16	
897		Hourly	146.1831	153.4923	161.1669	169.2252	177.6864	
897		Monthly	25,338.41	26,605.33	27,935.59	29,332.36	30,798.97	
898		Hourly	146.5486	153.8761	161.5698	169.6482	178.1305	
898		Monthly	25,401.76	26,671.85	28,005.43	29,405.69	30,875.96	
899		Hourly	146.9150	154.2608	161.9737	170.0724	178.5759	
899		Monthly	25,465.26	26,738.53	28,075.44	29,479.21	30,953.15	
900		Hourly	147.2823	154.6464	162.3786	170.4976	179.0223	
900		Monthly	25,528.93	26,805.37	28,145.63	29,552.91	31,030.54	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M01		Hourly	15.6060	16.3863	17.2056	18.0659	18.9692	
M01		Monthly	2,705.04	2,840.29	2,982.31	3,131.42	3,287.99	
M02		Hourly	15.6450	16.4273	17.2486	18.1111	19.0166	
M02		Monthly	2,711.80	2,847.39	2,989.76	3,139.25	3,296.21	
M03		Hourly	15.6841	16.4683	17.2918	18.1563	19.0641	
M03		Monthly	2,718.58	2,854.51	2,997.24	3,147.10	3,304.45	
M04		Hourly	15.7233	16.5095	17.3350	18.2017	19.1118	
M04		Monthly	2,725.38	2,861.65	3,004.73	3,154.96	3,312.71	
M05		Hourly	15.7626	16.5508	17.3783	18.2472	19.1596	
M05		Monthly	2,732.19	2,868.80	3,012.24	3,162.85	3,320.99	
M06		Hourly	15.8020	16.5921	17.4218	18.2928	19.2075	
M06		Monthly	2,739.02	2,875.97	3,019.77	3,170.76	3,329.30	
M07		Hourly	15.8416	16.6336	17.4653	18.3386	19.2555	
M07		Monthly	2,745.87	2,883.16	3,027.32	3,178.69	3,337.62	
M08		Hourly	15.8811	16.6752	17.5090	18.3844	19.3036	
M08		Monthly	2,752.73	2,890.37	3,034.89	3,186.63	3,345.96	
M09		Hourly	15.9209	16.7169	17.5528	18.4304	19.3519	
M09		Monthly	2,759.62	2,897.60	3,042.48	3,194.60	3,354.33	
M10		Hourly	15.9607	16.7587	17.5966	18.4765	19.4003	
M10		Monthly	2,766.52	2,904.84	3,050.08	3,202.59	3,362.71	
M11		Hourly	16.0006	16.8006	17.6406	18.5226	19.4488	
M11		Monthly	2,773.43	2,912.10	3,057.71	3,210.59	3,371.12	
M12		Hourly	16.0406	16.8426	17.6847	18.5690	19.4974	
M12		Monthly	2,780.37	2,919.38	3,065.35	3,218.62	3,379.55	
M13		Hourly	16.0807	16.8847	17.7290	18.6154	19.5462	
M13		Monthly	2,787.32	2,926.68	3,073.02	3,226.67	3,388.00	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M14		Hourly	16.1208	16.9269	17.7733	18.6619	19.5950	
M14		Monthly	2,794.28	2,934.00	3,080.70	3,234.73	3,396.47	
M15		Hourly	16.1612	16.9692	17.8177	18.7086	19.6440	
M15		Monthly	2,801.27	2,941.33	3,088.40	3,242.82	3,404.96	
M16		Hourly	16.2016	17.0117	17.8622	18.7554	19.6931	
M16		Monthly	2,808.27	2,948.69	3,096.12	3,250.93	3,413.47	
M17		Hourly	16.2421	17.0542	17.9069	18.8022	19.7423	
M17		Monthly	2,815.29	2,956.06	3,103.86	3,259.05	3,422.00	
M18		Hourly	16.2827	17.0968	17.9517	18.8492	19.7917	
M18		Monthly	2,822.33	2,963.45	3,111.62	3,267.20	3,430.56	
M19		Hourly	16.3234	17.1396	17.9965	18.8964	19.8412	
M19		Monthly	2,829.39	2,970.86	3,119.40	3,275.37	3,439.14	
M20		Hourly	16.3642	17.1824	18.0415	18.9436	19.8908	
M20		Monthly	2,836.46	2,978.29	3,127.20	3,283.56	3,447.73	
M21		Hourly	16.4051	17.2254	18.0867	18.9910	19.9405	
M21		Monthly	2,843.55	2,985.73	3,135.02	3,291.77	3,456.35	
M22		Hourly	16.4461	17.2685	18.1318	19.0385	19.9903	
M22		Monthly	2,850.66	2,993.20	3,142.85	3,300.00	3,464.99	
M23		Hourly	16.4873	17.3116	18.1772	19.0861	20.0403	
M23		Monthly	2,857.79	3,000.68	3,150.71	3,308.25	3,473.66	
M24		Hourly	16.5284	17.3549	18.2226	19.1338	20.0904	
M24		Monthly	2,864.93	3,008.18	3,158.59	3,316.52	3,482.34	
M25		Hourly	16.5698	17.3983	18.2682	19.1816	20.1407	
M25		Monthly	2,872.10	3,015.70	3,166.48	3,324.81	3,491.05	
M26		Hourly	16.6112	17.4418	18.3138	19.2295	20.1910	
M26		Monthly	2,879.28	3,023.24	3,174.40	3,333.12	3,499.77	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M27		Hourly	16.6527	17.4854	18.3597	19.2776	20.2415	
M27		Monthly	2,886.47	3,030.80	3,182.34	3,341.45	3,508.52	
M28		Hourly	16.6944	17.5291	18.4055	19.3258	20.2921	
M28		Monthly	2,893.69	3,038.37	3,190.29	3,349.81	3,517.30	
M29		Hourly	16.7361	17.5729	18.4516	19.3741	20.3428	
M29		Monthly	2,900.92	3,045.97	3,198.27	3,358.18	3,526.09	
M30		Hourly	16.7780	17.6169	18.4977	19.4226	20.3937	
M30		Monthly	2,908.18	3,053.59	3,206.26	3,366.58	3,534.90	
M31		Hourly	16.8199	17.6609	18.5439	19.4711	20.4447	
M31		Monthly	2,915.45	3,061.22	3,214.28	3,374.99	3,543.74	
M32		Hourly	16.8620	17.7050	18.5903	19.5198	20.4958	
M32		Monthly	2,922.74	3,068.87	3,222.32	3,383.43	3,552.60	
M33		Hourly	16.9041	17.7493	18.6368	19.5686	20.5470	
M33		Monthly	2,930.04	3,076.54	3,230.37	3,391.89	3,561.48	
M34		Hourly	16.9464	17.7937	18.6834	19.6175	20.5984	
M34		Monthly	2,937.37	3,084.24	3,238.45	3,400.37	3,570.39	
M35		Hourly	16.9887	17.8382	18.7300	19.6666	20.6499	
M35		Monthly	2,944.71	3,091.95	3,246.54	3,408.87	3,579.31	
M36		Hourly	17.0312	17.8828	18.7769	19.7157	20.7015	
M36		Monthly	2,952.07	3,099.68	3,254.66	3,417.39	3,588.26	
M37		Hourly	17.0738	17.9275	18.8238	19.7650	20.7533	
M37		Monthly	2,959.45	3,107.43	3,262.80	3,425.93	3,597.23	
M38		Hourly	17.1164	17.9723	18.8709	19.8144	20.8051	
M38		Monthly	2,966.85	3,115.19	3,270.95	3,434.50	3,606.22	
M39		Hourly	17.1593	18.0172	18.9181	19.8640	20.8572	
M39		Monthly	2,974.27	3,122.98	3,279.13	3,443.09	3,615.24	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M40		Hourly	17.2021	18.0623	18.9654	19.9136	20.9093	
M40		Monthly	2,981.70	3,130.79	3,287.33	3,451.69	3,624.28	
M41		Hourly	17.2452	18.1074	19.0128	19.9634	20.9616	
M41		Monthly	2,989.16	3,138.62	3,295.55	3,460.32	3,633.34	
M42		Hourly	17.2883	18.1527	19.0603	20.0133	21.0140	
M42		Monthly	2,996.63	3,146.46	3,303.79	3,468.97	3,642.42	
M43		Hourly	17.3315	18.1981	19.1080	20.0634	21.0665	
M43		Monthly	3,004.12	3,154.33	3,312.05	3,477.65	3,651.53	
M44		Hourly	17.3748	18.2436	19.1558	20.1135	21.1192	
M44		Monthly	3,011.63	3,162.22	3,320.33	3,486.34	3,660.66	
M45		Hourly	17.4182	18.2892	19.2036	20.1638	21.1720	
M45		Monthly	3,019.16	3,170.12	3,328.63	3,495.06	3,669.81	
M46		Hourly	17.4618	18.3349	19.2516	20.2142	21.2249	
M46		Monthly	3,026.71	3,178.05	3,336.95	3,503.79	3,678.98	
M47		Hourly	17.5055	18.3807	19.2998	20.2647	21.2780	
M47		Monthly	3,034.28	3,185.99	3,345.29	3,512.55	3,688.18	
M48		Hourly	17.5492	18.4267	19.3480	20.3154	21.3312	
M48		Monthly	3,041.86	3,193.96	3,353.65	3,521.33	3,697.40	
M49		Hourly	17.5931	18.4727	19.3964	20.3662	21.3845	
M49		Monthly	3,049.47	3,201.94	3,362.04	3,530.14	3,706.64	
M50		Hourly	17.6371	18.5189	19.4448	20.4171	21.4379	
M50		Monthly	3,057.09	3,209.95	3,370.44	3,538.96	3,715.91	
M51		Hourly	17.6811	18.5652	19.4935	20.4681	21.4915	
M51		Monthly	3,064.73	3,217.97	3,378.87	3,547.81	3,725.20	
M52		Hourly	17.7254	18.6117	19.5422	20.5193	21.5453	
M52		Monthly	3,072.40	3,226.02	3,387.32	3,556.68	3,734.51	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M53		Hourly	17.7697	18.6582	19.5910	20.5706	21.5991	
M53		Monthly	3,080.08	3,234.08	3,395.78	3,565.57	3,743.85	
M54		Hourly	17.8141	18.7048	19.6400	20.6221	21.6531	
M54		Monthly	3,087.78	3,242.17	3,404.27	3,574.49	3,753.21	
M55		Hourly	17.8587	18.7516	19.6891	20.6736	21.7073	
M55		Monthly	3,095.50	3,250.27	3,412.78	3,583.42	3,762.59	
M56		Hourly	17.9033	18.7985	19.7384	20.7253	21.7615	
M56		Monthly	3,103.24	3,258.40	3,421.32	3,592.38	3,772.00	
M57		Hourly	17.9480	18.8454	19.7877	20.7771	21.8159	
M57		Monthly	3,110.99	3,266.54	3,429.87	3,601.36	3,781.43	
M58		Hourly	17.9929	18.8926	19.8372	20.8291	21.8705	
M58		Monthly	3,118.77	3,274.71	3,438.44	3,610.37	3,790.88	
M59		Hourly	18.0379	18.9398	19.8868	20.8811	21.9252	
M59		Monthly	3,126.57	3,282.90	3,447.04	3,619.39	3,800.36	
M60		Hourly	18.0830	18.9871	19.9365	20.9333	21.9800	
M60		Monthly	3,134.38	3,291.10	3,455.66	3,628.44	3,809.86	
M61		Hourly	18.1282	19.0346	19.9863	20.9856	22.0349	
M61		Monthly	3,142.22	3,299.33	3,464.30	3,637.51	3,819.38	
M62		Hourly	18.1735	19.0822	20.0363	21.0381	22.0900	
M62		Monthly	3,150.08	3,307.58	3,472.96	3,646.60	3,828.93	
M63		Hourly	18.2189	19.1299	20.0864	21.0907	22.1453	
M63		Monthly	3,157.95	3,315.85	3,481.64	3,655.72	3,838.51	
M64		Hourly	18.2645	19.1777	20.1366	21.1434	22.2006	
M64		Monthly	3,165.85	3,324.14	3,490.34	3,664.86	3,848.10	
M65		Hourly	18.3102	19.2257	20.1869	21.1963	22.2561	
M65		Monthly	3,173.76	3,332.45	3,499.07	3,674.02	3,857.72	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M66		Hourly	18.3559	19.2737	20.2374	21.2493	22.3118	
M66		Monthly	3,181.69	3,340.78	3,507.82	3,683.21	3,867.37	
M67	Administrative Clerk I							IBEW
M67	Cashier Clerk							IBEW
M67		Hourly	18.4018	19.3219	20.2880	21.3024	22.3675	
M67		Monthly	3,189.65	3,349.13	3,516.59	3,692.42	3,877.03	
M68		Hourly	18.4478	19.3702	20.3387	21.3557	22.4234	
M68		Monthly	3,197.62	3,357.50	3,525.38	3,701.65	3,886.73	
M69		Hourly	18.4940	19.4187	20.3896	21.4090	22.4795	
M69		Monthly	3,205.62	3,365.90	3,534.19	3,710.90	3,896.44	
M70		Hourly	18.5402	19.4672	20.4406	21.4626	22.5357	
M70		Monthly	3,213.63	3,374.31	3,543.03	3,720.18	3,906.18	
M71		Hourly	18.5866	19.5159	20.4917	21.5162	22.5920	
M71		Monthly	3,221.67	3,382.75	3,551.89	3,729.48	3,915.95	
M72		Hourly	18.6330	19.5647	20.5429	21.5700	22.6485	
M72		Monthly	3,229.72	3,391.21	3,560.77	3,738.80	3,925.74	
M73		Hourly	18.6796	19.6135	20.5943	21.6239	22.7051	
M73		Monthly	3,237.79	3,399.68	3,569.67	3,748.15	3,935.55	
M74		Hourly	18.7263	19.6626	20.6457	21.6780	22.7619	
M74		Monthly	3,245.89	3,408.18	3,578.59	3,757.52	3,945.39	
M75		Hourly	18.7731	19.7117	20.6973	21.7322	22.8188	
M75		Monthly	3,254.00	3,416.70	3,587.54	3,766.91	3,955.26	
M76		Hourly	18.8200	19.7611	20.7491	21.7865	22.8759	
M76		Monthly	3,262.14	3,425.25	3,596.51	3,776.33	3,965.15	
M77		Hourly	18.8671	19.8104	20.8010	21.8410	22.9330	
M77		Monthly	3,270.29	3,433.81	3,605.50	3,785.77	3,975.06	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M78		Hourly	18.9143	19.8599	20.8529	21.8956	22.9904	
M78		Monthly	3,278.47	3,442.39	3,614.51	3,795.24	3,985.00	
M79		Hourly	18.9616	19.9096	20.9051	21.9503	23.0478	
M79		Monthly	3,286.67	3,451.00	3,623.55	3,804.72	3,994.96	
M80		Hourly	19.0089	19.9594	20.9574	22.0052	23.1055	
M80		Monthly	3,294.88	3,459.63	3,632.61	3,814.24	4,004.95	
M81		Hourly	19.0565	20.0093	21.0098	22.0602	23.1632	
M81		Monthly	3,303.12	3,468.28	3,641.69	3,823.77	4,014.96	
M82		Hourly	19.1041	20.0593	21.0623	22.1154	23.2212	
M82		Monthly	3,311.38	3,476.95	3,650.79	3,833.33	4,025.00	
M83		Hourly	19.1519	20.1095	21.1149	22.1706	23.2792	
M83		Monthly	3,319.66	3,485.64	3,659.92	3,842.91	4,035.06	
M84		Hourly	19.1997	20.1597	21.1677	22.2261	23.3374	
M84		Monthly	3,327.95	3,494.35	3,669.07	3,852.52	4,045.15	
M85		Hourly	19.2477	20.2101	21.2206	22.2816	23.3957	
M85		Monthly	3,336.27	3,503.09	3,678.24	3,862.15	4,055.26	
M86		Hourly	19.2958	20.2607	21.2737	22.3374	23.4542	
M86		Monthly	3,344.61	3,511.85	3,687.44	3,871.81	4,065.40	
M87		Hourly	19.3441	20.3113	21.3269	22.3932	23.5128	
M87		Monthly	3,352.98	3,520.63	3,696.66	3,881.49	4,075.56	
M88		Hourly	19.3925	20.3621	21.3802	22.4492	23.5716	
M88		Monthly	3,361.36	3,529.43	3,705.90	3,891.19	4,085.75	
M89		Hourly	19.4409	20.4130	21.4336	22.5053	23.6305	
M89		Monthly	3,369.76	3,538.25	3,715.16	3,900.92	4,095.96	
M90		Hourly	19.4896	20.4640	21.4872	22.5616	23.6896	
M90		Monthly	3,378.19	3,547.10	3,724.45	3,910.67	4,106.20	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M91		Hourly	19.5383	20.5152	21.5409	22.6180	23.7489	
M91		Monthly	3,386.63	3,555.96	3,733.76	3,920.45	4,116.47	
M92		Hourly	19.5871	20.5664	21.5948	22.6745	23.8082	
M92		Monthly	3,395.10	3,564.85	3,743.10	3,930.25	4,126.76	
M93		Hourly	19.6361	20.6179	21.6488	22.7312	23.8678	
M93		Monthly	3,403.59	3,573.77	3,752.45	3,940.07	4,137.08	
M94		Hourly	19.6852	20.6694	21.7029	22.7880	23.9274	
M94		Monthly	3,412.10	3,582.70	3,761.83	3,949.92	4,147.42	
M95		Hourly	19.7344	20.7211	21.7572	22.8450	23.9873	
M95		Monthly	3,420.63	3,591.66	3,771.24	3,959.80	4,157.79	
M96		Hourly	19.7837	20.7729	21.8116	22.9021	24.0472	
M96		Monthly	3,429.18	3,600.64	3,780.67	3,969.70	4,168.18	
M97		Hourly	19.8332	20.8248	21.8661	22.9593	24.1073	
M97		Monthly	3,437.75	3,609.64	3,790.12	3,979.62	4,178.60	
M98		Hourly	19.8827	20.8769	21.9207	23.0168	24.1676	
M98		Monthly	3,446.34	3,618.66	3,799.59	3,989.57	4,189.05	
M99		Hourly	19.9325	20.9291	21.9755	23.0743	24.2280	
M99		Monthly	3,454.96	3,627.71	3,809.09	3,999.55	4,199.52	
N00		Hourly	19.9823	20.9814	22.0305	23.1320	24.2886	
N00		Monthly	3,463.60	3,636.78	3,818.62	4,009.55	4,210.02	
N01		Hourly	20.0323	21.0339	22.0855	23.1898	24.3493	
N01		Monthly	3,472.26	3,645.87	3,828.16	4,019.57	4,220.55	
N02		Hourly	20.0823	21.0864	22.1408	23.2478	24.4102	
N02		Monthly	3,480.94	3,654.98	3,837.73	4,029.62	4,231.10	
N03		Hourly	20.1325	21.1392	22.1961	23.3059	24.4712	
N03		Monthly	3,489.64	3,664.12	3,847.33	4,039.69	4,241.67	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N04		Hourly	20.1828	21.1920	22.2516	23.3642	24.5324	
N04		Monthly	3,498.36	3,673.28	3,856.95	4,049.79	4,252.28	
N05		Hourly	20.2333	21.2450	22.3073	23.4226	24.5937	
N05		Monthly	3,507.11	3,682.47	3,866.59	4,059.92	4,262.91	
N06	Accounting Clerk I							IBEW
N06	Administrative Clerk II							IBEW
N06		Hourly	20.2839	21.2981	22.3630	23.4812	24.6552	
N06		Monthly	3,515.88	3,691.67	3,876.25	4,070.07	4,273.57	
N07		Hourly	20.3346	21.3513	22.4189	23.5398	24.7168	
N07		Monthly	3,524.67	3,700.90	3,885.95	4,080.24	4,284.25	
N08		Hourly	20.3855	21.4047	22.4750	23.5987	24.7786	
N08		Monthly	3,533.48	3,710.15	3,895.66	4,090.44	4,294.96	
N09		Hourly	20.4364	21.4583	22.5312	23.6577	24.8406	
N09		Monthly	3,542.31	3,719.43	3,905.40	4,100.67	4,305.70	
N10		Hourly	20.4875	21.5119	22.5875	23.7168	24.9027	
N10		Monthly	3,551.17	3,728.73	3,915.16	4,110.92	4,316.46	
N11		Hourly	20.5388	21.5657	22.6439	23.7762	24.9649	
N11		Monthly	3,560.05	3,738.05	3,924.95	4,121.20	4,327.25	
N12		Hourly	20.5901	21.6196	22.7005	23.8356	25.0273	
N12		Monthly	3,568.95	3,747.39	3,934.76	4,131.50	4,338.07	
N13		Hourly	20.6416	21.6736	22.7573	23.8952	25.0899	
N13		Monthly	3,577.87	3,756.76	3,944.60	4,141.83	4,348.92	
N14		Hourly	20.6931	21.7278	22.8142	23.9549	25.1526	
N14		Monthly	3,586.81	3,766.15	3,954.46	4,152.18	4,359.79	
N15		Hourly	20.7449	21.7821	22.8713	24.0148	25.2155	
N16		Monthly	3,595.78	3,775.57	3,964.35	4,162.56	4,370.69	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N16		Hourly	20.7968	21.8366	22.9284	24.0748	25.2786	
N16		Monthly	3,604.77	3,785.01	3,974.26	4,172.97	4,381.62	
N17		Hourly	20.8487	21.8912	22.9857	24.1350	25.3418	
N17		Monthly	3,613.78	3,794.47	3,984.19	4,183.40	4,392.57	
N18		Hourly	20.9009	21.9459	23.0432	24.1953	25.4051	
N18		Monthly	3,622.82	3,803.96	3,994.15	4,193.86	4,403.55	
N19		Hourly	20.9531	22.0008	23.1008	24.2559	25.4686	
N19		Monthly	3,631.87	3,813.47	4,004.14	4,204.35	4,414.56	
N20	Administrative Clerk I Conf							CAMP
N20		Hourly	21.0055	22.0558	23.1586	24.3165	25.5323	
N20		Monthly	3,640.95	3,823.00	4,014.15	4,214.86	4,425.60	
N21		Hourly	21.0580	22.1109	23.2165	24.3773	25.5961	
N21		Monthly	3,650.06	3,832.56	4,024.19	4,225.39	4,436.66	
N22		Hourly	21.1107	22.1662	23.2745	24.4382	25.6601	
N22		Monthly	3,659.18	3,842.14	4,034.25	4,235.96	4,447.75	
N23		Hourly	21.1634	22.2216	23.3327	24.4993	25.7243	
N23		Monthly	3,668.33	3,851.75	4,044.33	4,246.55	4,458.87	
N24		Hourly	21.2163	22.2771	23.3910	24.5605	25.7886	
N24		Monthly	3,677.50	3,861.37	4,054.44	4,257.16	4,470.02	
N25		Hourly	21.2694	22.3329	23.4495	24.6220	25.8530	
N25		Monthly	3,686.69	3,871.03	4,064.58	4,267.81	4,481.19	
N26		Hourly	21.3226	22.3887	23.5081	24.6835	25.9177	
N26		Monthly	3,695.91	3,880.71	4,074.74	4,278.48	4,492.40	
N27		Hourly	21.3759	22.4447	23.5669	24.7452	25.9825	
N27		Monthly	3,705.15	3,890.41	4,084.93	4,289.17	4,503.63	
N28		Hourly	21.4293	22.5008	23.6258	24.8071	26.0474	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N28		Monthly	3,714.41	3,900.13	4,095.14	4,299.89	4,514.89	
N29		Hourly	21.4829	22.5570	23.6849	24.8691	26.1125	
N29		Monthly	3,723.70	3,909.88	4,105.38	4,310.64	4,526.17	
N30		Hourly	21.5366	22.6134	23.7441	24.9313	26.1778	
N30		Monthly	3,733.01	3,919.66	4,115.64	4,321.42	4,537.49	
N31		Hourly	21.5904	22.6700	23.8034	24.9936	26.2433	
N31		Monthly	3,742.34	3,929.46	4,125.93	4,332.22	4,548.83	
N32		Hourly	21.6444	22.7266	23.8629	25.0561	26.3089	
N32		Monthly	3,751.70	3,939.28	4,136.24	4,343.06	4,560.21	
N33		Hourly	21.6985	22.7834	23.9226	25.1187	26.3747	
N33		Monthly	3,761.08	3,949.13	4,146.59	4,353.91	4,571.61	
N34		Hourly	21.7528	22.8404	23.9824	25.1815	26.4406	
N34		Monthly	3,770.48	3,959.00	4,156.95	4,364.80	4,583.04	
N35		Hourly	21.8071	22.8975	24.0423	25.2445	26.5067	
N35		Monthly	3,779.90	3,968.90	4,167.34	4,375.71	4,594.49	
N36	Bridge Operator							IBEW
N36	Police Clerk							IBEW
N36		Hourly	21.8616	22.9547	24.1025	25.3076	26.5730	
N36		Monthly	3,789.35	3,978.82	4,177.76	4,386.65	4,605.98	
N37		Hourly	21.9163	23.0121	24.1628	25.3709	26.6394	
N37		Monthly	3,798.83	3,988.77	4,188.21	4,397.62	4,617.49	
N38		Hourly	21.9711	23.0697	24.2232	25.4343	26.7060	
N38		Monthly	3,808.32	3,998.74	4,198.68	4,408.61	4,629.04	
N39		Hourly	22.0261	23.1273	24.2837	25.4979	26.7728	
N39		Monthly	3,817.85	4,008.74	4,209.17	4,419.63	4,640.61	
N40		Hourly	22.0811	23.1852	24.3444	25.5616	26.8397	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N40		Monthly	3,827.39	4,018.76	4,219.70	4,430.68	4,652.21	
N41		Hourly	22.1363	23.2431	24.4053	25.6255	26.9068	
N41		Monthly	3,836.96	4,028.81	4,230.25	4,441.76	4,663.84	
N42		Hourly	22.1916	23.3012	24.4663	25.6896	26.9740	
N42		Monthly	3,846.55	4,038.88	4,240.82	4,452.86	4,675.50	
N43		Hourly	22.2471	23.3595	24.5274	25.7538	27.0415	
N43		Monthly	3,856.17	4,048.98	4,251.42	4,463.99	4,687.19	
N44		Hourly	22.3028	23.4179	24.5888	25.8182	27.1091	
N44		Monthly	3,865.81	4,059.10	4,262.05	4,475.15	4,698.91	
N45		Hourly	22.3585	23.4764	24.6503	25.8827	27.1769	
N45		Monthly	3,875.47	4,069.25	4,272.71	4,486.34	4,710.66	
N46	Accounting Clerk II							IBEW
N46	Customer Service Representative							IBEW
N46	Marina Maintenance Attendant							IBEW
N46	Marina Office Attendant							IBEW
N46		Hourly	22.4144	23.5351	24.7119	25.9475	27.2448	
N46		Monthly	3,885.16	4,079.42	4,283.39	4,497.56	4,722.43	
N47		Hourly	22.4704	23.5940	24.7737	26.0123	27.3129	
N47		Monthly	3,894.87	4,089.62	4,294.10	4,508.80	4,734.24	
N48		Hourly	22.5266	23.6529	24.8356	26.0773	27.3812	
N48		Monthly	3,904.61	4,099.84	4,304.83	4,520.07	4,746.07	
N49		Hourly	22.5829	23.7121	24.8977	26.1425	27.4497	
N49		Monthly	3,914.37	4,110.09	4,315.60	4,531.37	4,757.94	
N50		Hourly	22.6394	23.7714	24.9599	26.2079	27.5183	
N50		Monthly	3,924.16	4,120.37	4,326.38	4,542.70	4,769.83	
N51		Hourly	22.6960	23.8308	25.0223	26.2734	27.5871	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N51		Monthly	3,933.97	4,130.67	4,337.20	4,554.06	4,781.76	
N52		Hourly	22.7527	23.8903	25.0848	26.3391	27.6560	
N52		Monthly	3,943.80	4,140.99	4,348.04	4,565.44	4,793.71	
N53		Hourly	22.8096	23.9501	25.1476	26.4050	27.7252	
N53		Monthly	3,953.66	4,151.35	4,358.91	4,576.86	4,805.70	
N54		Hourly	22.8666	24.0100	25.2104	26.4710	27.7945	
N54		Monthly	3,963.55	4,161.73	4,369.81	4,588.30	4,817.71	
N55		Hourly	22.9238	24.0700	25.2735	26.5371	27.8640	
N55		Monthly	3,973.46	4,172.13	4,380.74	4,599.77	4,829.76	
N56	Maintenance Worker I							IBEW
N56	Secretary							IBEW
N56		Hourly	22.9811	24.1302	25.3367	26.6035	27.9336	
N56		Monthly	3,983.39	4,182.56	4,391.69	4,611.27	4,841.83	
N57		Hourly	23.0386	24.1905	25.4000	26.6700	28.0035	
N57		Monthly	3,993.35	4,193.02	4,402.67	4,622.80	4,853.94	
N58		Hourly	23.0961	24.2510	25.4635	26.7366	28.0735	
N58		Monthly	4,003.33	4,203.50	4,413.67	4,634.35	4,866.07	
N59	Administrative Clerk II Conf							CAMP
N59		Hourly	23.1539	24.3116	25.5272	26.8035	28.1437	
N59		Monthly	4,013.34	4,214.01	4,424.71	4,645.94	4,878.24	
N60		Hourly	23.2118	24.3723	25.5910	26.8705	28.2140	
N60		Monthly	4,023.37	4,224.54	4,435.77	4,657.56	4,890.43	
N61		Hourly	23.2698	24.4333	25.6550	26.9377	28.2846	
N61		Monthly	4,033.43	4,235.10	4,446.86	4,669.20	4,902.66	
N62		Hourly	23.3280	24.4944	25.7191	27.0050	28.3553	
N62		Monthly	4,043.52	4,245.69	4,457.98	4,680.87	4,914.91	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N63		Hourly	23.3863	24.5556	25.7834	27.0725	28.4262	
N63		Monthly	4,053.62	4,256.31	4,469.12	4,692.57	4,927.20	
N64		Hourly	23.4448	24.6170	25.8478	27.1403	28.4972	
N64		Monthly	4,063.76	4,266.95	4,480.29	4,704.31	4,939.52	
N65		Hourly	23.5034	24.6785	25.9124	27.2081	28.5685	
N65		Monthly	4,073.92	4,277.61	4,491.49	4,716.07	4,951.87	
N66	Meter Reader							IBEW
N66	Parts Specialist							IBEW
N66	Water Maintenance Worker I							IBEW
N66		Hourly	23.5621	24.7403	25.9772	27.2761	28.6399	
N66		Monthly	4,084.10	4,288.31	4,502.72	4,727.86	4,964.25	
N67		Hourly	23.6210	24.8021	26.0422	27.3443	28.7115	
N67		Monthly	4,094.31	4,299.03	4,513.98	4,739.68	4,976.66	
N68	Housing Specialist I							IBEW
N68		Hourly	23.6801	24.8641	26.1073	27.4127	28.7833	
N68		Monthly	4,104.55	4,309.78	4,525.26	4,751.53	4,989.10	
N69		Hourly	23.7393	24.9263	26.1726	27.4812	28.8552	
N69		Monthly	4,114.81	4,320.55	4,536.58	4,763.40	5,001.57	
N70		Hourly	23.7987	24.9886	26.2380	27.5499	28.9274	
N70		Monthly	4,125.10	4,331.35	4,547.92	4,775.31	5,014.08	
N71		Hourly	23.8581	25.0510	26.3036	27.6188	28.9997	
N71		Monthly	4,135.41	4,342.18	4,559.29	4,787.25	5,026.61	
N72		Hourly	23.9178	25.1137	26.3694	27.6878	29.0722	
N72		Monthly	4,145.75	4,353.04	4,570.69	4,799.22	5,039.18	
N73		Hourly	23.9776	25.1765	26.4353	27.7570	29.1449	
N73		Monthly	4,156.11	4,363.92	4,582.11	4,811.22	5,051.78	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N74		Hourly	24.0375	25.2394	26.5014	27.8264	29.2178	
N74		Monthly	4,166.50	4,374.83	4,593.57	4,823.25	5,064.41	
N75	Building Maintenance Worker I							IBEW
N75	Warehouse Specialist							IBEW
N75	Public Works Maintenance Worker II							IBEW
N75		Hourly	24.0976	25.3025	26.5676	27.8960	29.2908	
N75		Monthly	4,176.92	4,385.77	4,605.05	4,835.30	5,077.07	
N76		Hourly	24.1578	25.3658	26.6341	27.9657	29.3640	
N76		Monthly	4,187.36	4,396.73	4,616.57	4,847.39	5,089.76	
N77		Hourly	24.2183	25.4292	26.7006	28.0356	29.4374	
N77		Monthly	4,197.83	4,407.72	4,628.11	4,859.51	5,102.48	
N78		Hourly	24.2788	25.4927	26.7674	28.1057	29.5110	
N78		Monthly	4,208.32	4,418.74	4,639.68	4,871.66	5,115.24	
N79		Hourly	24.3395	25.5565	26.8343	28.1760	29.5848	
N79		Monthly	4,218.85	4,429.79	4,651.28	4,883.84	5,128.03	
N80		Hourly	24.4003	25.6203	26.9014	28.2464	29.6588	
N80		Monthly	4,229.39	4,440.86	4,662.91	4,896.05	5,140.85	
N81		Hourly	24.4614	25.6844	26.9686	28.3171	29.7329	
N81		Monthly	4,239.97	4,451.96	4,674.56	4,908.29	5,153.70	
N82		Hourly	24.5225	25.7486	27.0361	28.3878	29.8072	
N82		Monthly	4,250.57	4,463.09	4,686.25	4,920.56	5,166.58	
N83		Hourly	24.5838	25.8130	27.1036	28.4588	29.8817	
N83		Monthly	4,261.19	4,474.25	4,697.96	4,932.86	5,179.50	
N84		Hourly	24.6453	25.8775	27.1714	28.5299	29.9564	
N84		Monthly	4,271.85	4,485.44	4,709.71	4,945.19	5,192.45	
N85	Reservoir Keeper I							IBEW

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N85	Public Works Maintenance Worker IIA							IBEW
N85	Senior Customer Service Representative							IBEW
N85	Water Treatment Plant Operator Trainee I							IBEW
N85		Hourly	24.7068	25.9422	27.2393	28.6013	30.0313	
N85		Monthly	4,282.52	4,496.65	4,721.48	4,957.56	5,205.43	
N86		Hourly	24.7686	26.0071	27.3074	28.6728	30.1064	
N86		Monthly	4,293.23	4,507.89	4,733.29	4,969.95	5,218.44	
N87		Hourly	24.8305	26.0721	27.3757	28.7444	30.1817	
N87		Monthly	4,303.96	4,519.16	4,745.12	4,982.37	5,231.49	
N88		Hourly	24.8926	26.1373	27.4441	28.8163	30.2571	
N88		Monthly	4,314.72	4,530.46	4,756.98	4,994.83	5,244.57	
N89	Senior Administrative Clerk Conf							CAMP
N89		Hourly	24.9549	26.2026	27.5128	28.8884	30.3328	
N89		Monthly	4,325.51	4,541.79	4,768.88	5,007.32	5,257.68	
N90		Hourly	25.0172	26.2681	27.5815	28.9606	30.4086	
N90		Monthly	4,336.32	4,553.14	4,780.80	5,019.84	5,270.83	
N91		Hourly	25.0798	26.3338	27.6505	29.0330	30.4846	
N91		Monthly	4,347.17	4,564.52	4,792.75	5,032.38	5,284.00	
N92		Hourly	25.1425	26.3997	27.7196	29.1056	30.5608	
N92		Monthly	4,358.03	4,575.94	4,804.73	5,044.97	5,297.21	
N93		Hourly	25.2054	26.4657	27.7889	29.1783	30.6373	
N93		Monthly	4,368.93	4,587.38	4,816.74	5,057.58	5,310.46	
N94		Hourly	25.2684	26.5318	27.8584	29.2513	30.7138	
N94		Monthly	4,379.85	4,598.84	4,828.79	5,070.22	5,323.73	
N95	Maintenance Worker II							IBEW
N95		Hourly	25.3315	26.5981	27.9280	29.3244	30.7906	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N95		Monthly	4,390.80	4,610.34	4,840.86	5,082.90	5,337.04	
N96		Hourly	25.3949	26.6646	27.9978	29.3978	30.8676	
N96		Monthly	4,401.78	4,621.87	4,852.96	5,095.61	5,350.38	
N97		Hourly	25.4583	26.7313	28.0678	29.4712	30.9448	
N97		Monthly	4,412.78	4,633.42	4,865.09	5,108.34	5,363.76	
N98		Hourly	25.5220	26.7981	28.1380	29.5449	31.0221	
N98		Monthly	4,423.81	4,645.00	4,877.25	5,121.11	5,377.17	
N99		Hourly	25.5858	26.8651	28.2084	29.6188	31.0997	
N99		Monthly	4,434.87	4,656.62	4,889.45	5,133.92	5,390.61	
200		Hourly	25.6498	26.9323	28.2789	29.6928	31.1774	
200		Monthly	4,445.96	4,668.26	4,901.67	5,146.75	5,404.09	
201		Hourly	25.7139	26.9996	28.3496	29.7670	31.2554	
201		Monthly	4,457.08	4,679.93	4,913.93	5,159.62	5,417.60	
202		Hourly	25.7782	27.0671	28.4204	29.8415	31.3335	
202		Monthly	4,468.22	4,691.63	4,926.21	5,172.52	5,431.14	
203		Hourly	25.8426	27.1348	28.4915	29.9161	31.4118	
203		Monthly	4,479.39	4,703.36	4,938.53	5,185.45	5,444.72	
204		Hourly	25.9073	27.2026	28.5627	29.9908	31.4904	
204		Monthly	4,490.59	4,715.12	4,950.87	5,198.41	5,458.33	
205	Equipment Mechanic I							IBEW
205	Senior Meter Reader							IBEW
205	Utility Field Representative							IBEW
205	Water Maintenance Worker II							IBEW
205		Hourly	25.9720	27.2706	28.6341	30.0658	31.5691	
205		Monthly	4,501.81	4,726.90	4,963.25	5,211.41	5,471.98	
206		Hourly	26.0369	27.3388	28.7057	30.1410	31.6480	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
206		Monthly	4,513.07	4,738.72	4,975.66	5,224.44	5,485.66	
207	Housing Specialist II							IBEW
207		Hourly	26.1020	27.4071	28.7775	30.2163	31.7271	
207		Monthly	4,524.35	4,750.57	4,988.10	5,237.50	5,499.37	
208		Hourly	26.1673	27.4757	28.8494	30.2919	31.8065	
208		Monthly	4,535.66	4,762.45	5,000.57	5,250.59	5,513.12	
209		Hourly	26.2327	27.5443	28.9216	30.3676	31.8860	
209		Monthly	4,547.00	4,774.35	5,013.07	5,263.72	5,526.90	
210		Hourly	26.2983	27.6132	28.9938	30.4435	31.9657	
210		Monthly	4,558.37	4,786.29	5,025.60	5,276.88	5,540.72	
211		Hourly	26.3640	27.6822	29.0663	30.5196	32.0456	
211		Monthly	4,569.76	4,798.25	5,038.16	5,290.07	5,554.57	
212		Hourly	26.4299	27.7514	29.1390	30.5960	32.1257	
212		Monthly	4,581.19	4,810.25	5,050.76	5,303.30	5,568.46	
213		Hourly	26.4960	27.8208	29.2119	30.6724	32.2060	
213		Monthly	4,592.64	4,822.27	5,063.39	5,316.55	5,582.38	
214		Hourly	26.5622	27.8904	29.2849	30.7491	32.2866	
214		Monthly	4,604.12	4,834.33	5,076.05	5,329.85	5,596.34	
215	Building Maintenance Worker II							IBEW
215	Executive Secretary							IBEW
215	IS Support Technician I							IBEW
215	Senior Public Works Maintenance Worker							IBEW
215		Hourly	26.6286	27.9601	29.3581	30.8260	32.3673	
215		Monthly	4,615.63	4,846.42	5,088.74	5,343.17	5,610.33	
216		Hourly	26.6952	28.0300	29.4315	30.9031	32.4482	
216		Monthly	4,627.17	4,858.53	5,101.46	5,356.53	5,624.35	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
217		Hourly	26.7620	28.1001	29.5051	30.9803	32.5293	
217		Monthly	4,638.74	4,870.68	5,114.21	5,369.92	5,638.41	
218		Hourly	26.8289	28.1703	29.5788	31.0577	32.6106	
218		Monthly	4,650.34	4,882.85	5,127.00	5,383.34	5,652.51	
219		Hourly	26.8959	28.2407	29.6528	31.1354	32.6922	
219		Monthly	4,661.96	4,895.06	5,139.81	5,396.80	5,666.64	
220		Hourly	26.9632	28.3113	29.7269	31.2132	32.7739	
220		Monthly	4,673.62	4,907.30	5,152.66	5,410.29	5,680.81	
221		Hourly	27.0306	28.3821	29.8013	31.2913	32.8558	
221		Monthly	4,685.30	4,919.57	5,165.55	5,423.82	5,695.01	
222		Hourly	27.0982	28.4531	29.8757	31.3695	32.9380	
222		Monthly	4,697.02	4,931.87	5,178.46	5,437.38	5,709.25	
223		Hourly	27.1659	28.5242	29.9504	31.4479	33.0203	
223		Monthly	4,708.76	4,944.20	5,191.41	5,450.97	5,723.52	
224		Hourly	27.2338	28.5955	30.0253	31.5265	33.1029	
224		Monthly	4,720.53	4,956.56	5,204.38	5,464.60	5,737.83	
225	Building Permit Technician I							IBEW
225	Planning Technician							IBEW
225	Police Assistant							IBEW
225	Reservoir Keeper II							IBEW
225	Water Treatment Plant Operator Trainee II							IBEW
225		Hourly	27.3019	28.6670	30.1003	31.6053	33.1856	
225		Monthly	4,732.33	4,968.95	5,217.39	5,478.26	5,752.17	
226		Hourly	27.3702	28.7387	30.1756	31.6844	33.2686	
226		Monthly	4,744.16	4,981.37	5,230.44	5,491.96	5,766.55	
227		Hourly	27.4386	28.8105	30.2510	31.7636	33.3518	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
227		Monthly	4,756.02	4,993.82	5,243.51	5,505.69	5,780.97	
228	Communications Operator I							IBEW
228		Hourly	27.5072	28.8826	30.3267	31.8430	33.4351	
228		Monthly	4,767.91	5,006.31	5,256.62	5,519.45	5,795.42	
229		Hourly	27.5759	28.9547	30.4025	31.9226	33.5187	
229		Monthly	4,779.83	5,018.82	5,269.76	5,533.25	5,809.91	
230		Hourly	27.6449	29.0271	30.4785	32.0024	33.6025	
230		Monthly	4,791.78	5,031.37	5,282.94	5,547.08	5,824.44	
231		Hourly	27.7140	29.0997	30.5547	32.0824	33.6865	
231		Monthly	4,803.76	5,043.95	5,296.15	5,560.95	5,839.00	
232		Hourly	27.7833	29.1725	30.6311	32.1626	33.7707	
232		Monthly	4,815.77	5,056.56	5,309.39	5,574.85	5,853.59	
233		Hourly	27.8528	29.2454	30.7077	32.2430	33.8552	
233		Monthly	4,827.81	5,069.20	5,322.66	5,588.79	5,868.23	
234		Hourly	27.9224	29.3185	30.7844	32.3236	33.9398	
234		Monthly	4,839.88	5,081.87	5,335.97	5,602.76	5,882.90	
235	Engineering Technician I							IBEW
235	Heavy Equipment Operator							IBEW
235	Meter Mechanic							IBEW
235	Senior Housing Specialist							IBEW
235	Warehouse Supervisor							IBEW
235	Water Distribution Technician							IBEW
235		Hourly	27.9922	29.3918	30.8614	32.4044	34.0247	
235		Monthly	4,851.98	5,094.58	5,349.31	5,616.77	5,897.61	
236		Hourly	28.0622	29.4653	30.9385	32.4854	34.1097	
236		Monthly	4,864.11	5,107.32	5,362.68	5,630.81	5,912.35	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
237		Hourly	28.1323	29.5389	31.0159	32.5667	34.1950	
237		Monthly	4,876.27	5,120.08	5,376.09	5,644.89	5,927.13	
238		Hourly	28.2027	29.6128	31.0934	32.6481	34.2805	
238		Monthly	4,888.46	5,132.88	5,389.53	5,659.00	5,941.95	
239		Hourly	28.2732	29.6868	31.1712	32.7297	34.3662	
239		Monthly	4,900.68	5,145.72	5,403.00	5,673.15	5,956.80	
240		Hourly	28.3438	29.7610	31.2491	32.8115	34.4521	
240		Monthly	4,912.93	5,158.58	5,416.51	5,687.33	5,971.70	
241		Hourly	28.4147	29.8355	31.3272	32.8936	34.5382	
241		Monthly	4,925.22	5,171.48	5,430.05	5,701.55	5,986.62	
242		Hourly	28.4858	29.9101	31.4055	32.9758	34.6246	
242		Monthly	4,937.53	5,184.41	5,443.62	5,715.80	6,001.59	
243		Hourly	28.5569	29.9848	31.4840	33.0582	34.7112	
243		Monthly	4,949.87	5,197.37	5,457.23	5,730.09	6,016.60	
244	Equipment Mechanic II							IBEW
244		Hourly	28.6284	30.0598	31.5628	33.1409	34.7979	
244		Monthly	4,962.25	5,210.36	5,470.88	5,744.42	6,031.64	
245		Hourly	28.6999	30.1349	31.6416	33.2237	34.8849	
245		Monthly	4,974.65	5,223.39	5,484.55	5,758.78	6,046.72	
246		Hourly	28.7717	30.2102	31.7208	33.3068	34.9721	
246		Monthly	4,987.09	5,236.44	5,498.27	5,773.18	6,061.83	
247		Hourly	28.8436	30.2858	31.8001	33.3901	35.0596	
247		Monthly	4,999.56	5,249.54	5,512.01	5,787.61	6,076.99	
248		Hourly	28.9157	30.3615	31.8796	33.4735	35.1472	
248		Monthly	5,012.06	5,262.66	5,525.79	5,802.08	6,092.18	
249		Hourly	28.9880	30.4374	31.9593	33.5572	35.2351	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
249		Monthly	5,024.59	5,275.82	5,539.61	5,816.58	6,107.41	
250		Hourly	29.0605	30.5135	32.0391	33.6411	35.3232	
250		Monthly	5,037.15	5,289.01	5,553.45	5,831.12	6,122.68	
251		Hourly	29.1331	30.5898	32.1193	33.7252	35.4115	
251		Monthly	5,049.74	5,302.23	5,567.34	5,845.70	6,137.99	
252		Hourly	29.2060	30.6662	32.1996	33.8095	35.5000	
252		Monthly	5,062.37	5,315.48	5,581.26	5,860.32	6,153.33	
253		Hourly	29.2790	30.7429	32.2801	33.8941	35.5887	
253		Monthly	5,075.02	5,328.77	5,595.21	5,874.97	6,168.71	
254	Accounting Technician							IBEW
254	Building Permit Technician II							IBEW
254	IS Support Technician II							IBEW
254	Senior Building Maintenance Worker							IBEW
254	Traffic and Lighting Technician I							IBEW
254		Hourly	29.3522	30.8198	32.3608	33.9788	35.6777	
254		Monthly	5,087.71	5,342.09	5,609.20	5,889.66	6,184.14	
255		Hourly	29.4256	30.8968	32.4417	34.0637	35.7669	
255		Monthly	5,100.43	5,355.45	5,623.22	5,904.38	6,199.60	
256		Hourly	29.4991	30.9741	32.5228	34.1489	35.8563	
256		Monthly	5,113.18	5,368.84	5,637.28	5,919.14	6,215.10	
257		Hourly	29.5728	31.0515	32.6041	34.2343	35.9459	
257		Monthly	5,125.96	5,382.26	5,651.37	5,933.94	6,230.63	
258		Hourly	29.6468	31.1292	32.6856	34.3198	36.0358	
258		Monthly	5,138.78	5,395.72	5,665.50	5,948.77	6,246.21	
259		Hourly	29.7209	31.2069	32.7673	34.4056	36.1259	
259		Monthly	5,151.62	5,409.20	5,679.66	5,963.64	6,261.82	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
260	Legal Secretary							CAMP
260	Personnel Technician							CAMP
260		Hourly	29.7952	31.2850	32.8492	34.4916	36.2162	
260		Monthly	5,164.50	5,422.73	5,693.86	5,978.55	6,277.48	
261		Hourly	29.8697	31.3632	32.9313	34.5779	36.3068	
261		Monthly	5,177.41	5,436.28	5,708.10	5,993.50	6,293.17	
262		Hourly	29.9444	31.4416	33.0137	34.6643	36.3976	
262		Monthly	5,190.36	5,449.88	5,722.37	6,008.48	6,308.91	
263		Hourly	30.0192	31.5202	33.0962	34.7510	36.4885	
263		Monthly	5,203.33	5,463.50	5,736.67	6,023.51	6,324.68	
264	Code Enforcement Officer							IBEW
264	Customer Service Supervisor							IBEW
264	Senior Police Assistant							IBEW
264		Hourly	30.0943	31.5990	33.1790	34.8378	36.5798	
264		Monthly	5,216.34	5,477.16	5,751.02	6,038.56	6,340.49	
265		Hourly	30.1695	31.6780	33.2619	34.9250	36.6712	
265		Monthly	5,229.38	5,490.85	5,765.39	6,053.66	6,356.34	
266		Hourly	30.2450	31.7572	33.3451	35.0123	36.7629	
266		Monthly	5,242.46	5,504.58	5,779.81	6,068.79	6,372.23	
267		Hourly	30.3205	31.8366	33.4284	35.0998	36.8548	
267		Monthly	5,255.56	5,518.34	5,794.26	6,083.97	6,388.16	
268		Hourly	30.3963	31.9162	33.5120	35.1876	36.9469	
268		Monthly	5,268.70	5,532.14	5,808.74	6,099.18	6,404.13	
269		Hourly	30.4723	31.9960	33.5957	35.2755	37.0393	
269		Monthly	5,281.87	5,545.97	5,823.26	6,114.42	6,420.14	
270		Hourly	30.5485	32.0759	33.6797	35.3637	37.1319	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
270		Monthly	5,295.08	5,559.83	5,837.82	6,129.71	6,436.19	
271	Communications Operator II							IBEW
271		Hourly	30.6249	32.1561	33.7640	35.4521	37.2247	
271		Monthly	5,308.32	5,573.73	5,852.42	6,145.03	6,452.28	
272		Hourly	30.7015	32.2366	33.8484	35.5408	37.3178	
272		Monthly	5,321.59	5,587.67	5,867.05	6,160.40	6,468.41	
273		Hourly	30.7782	32.3171	33.9330	35.6296	37.4111	
273		Monthly	5,334.89	5,601.63	5,881.72	6,175.80	6,484.59	
274	Electrician							IBEW
274	Senior Equipment Mechanic							IBEW
274	Senior Meter Mechanic							IBEW
274	Senior Water Distribution Technician							IBEW
274		Hourly	30.8552	32.3979	34.0178	35.7187	37.5046	
274		Monthly	5,348.23	5,615.64	5,896.42	6,191.24	6,500.80	
275		Hourly	30.9323	32.4789	34.1028	35.8080	37.5984	
275		Monthly	5,361.60	5,629.68	5,911.16	6,206.72	6,517.05	
276		Hourly	31.0096	32.5601	34.1881	35.8975	37.6923	
276		Monthly	5,375.00	5,643.75	5,925.94	6,222.23	6,533.34	
277		Hourly	31.0872	32.6415	34.2736	35.9873	37.7866	
277		Monthly	5,388.44	5,657.86	5,940.75	6,237.79	6,549.68	
278		Hourly	31.1649	32.7231	34.3593	36.0772	37.8811	
278		Monthly	5,401.91	5,672.01	5,955.61	6,253.38	6,566.05	
279		Hourly	31.2428	32.8049	34.4451	36.1674	37.9757	
279		Monthly	5,415.42	5,686.19	5,970.49	6,269.02	6,582.46	
280		Hourly	31.3209	32.8869	34.5313	36.2578	38.0707	
280		Monthly	5,428.95	5,700.40	5,985.42	6,284.69	6,598.92	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
281	Laboratory Analyst I							IBEW
281		Hourly	31.3992	32.9691	34.6176	36.3485	38.1659	
281		Monthly	5,442.53	5,714.65	6,000.38	6,300.40	6,615.42	
282		Hourly	31.4777	33.0516	34.7041	36.4393	38.2613	
282		Monthly	5,456.13	5,728.94	6,015.38	6,316.15	6,631.96	
283		Hourly	31.5564	33.1342	34.7909	36.5304	38.3570	
283		Monthly	5,469.77	5,743.26	6,030.42	6,331.94	6,648.54	
284	Building Supervisor							IBEW
284		Hourly	31.6353	33.2170	34.8779	36.6218	38.4528	
284		Monthly	5,483.45	5,757.62	6,045.50	6,347.77	6,665.16	
285		Hourly	31.7144	33.3001	34.9651	36.7133	38.5490	
285		Monthly	5,497.16	5,772.01	6,060.61	6,363.64	6,681.82	
286		Hourly	31.7937	33.3833	35.0525	36.8051	38.6454	
286		Monthly	5,510.90	5,786.44	6,075.76	6,379.55	6,698.53	
287		Hourly	31.8732	33.4668	35.1401	36.8971	38.7419	
287		Monthly	5,524.68	5,800.91	6,090.95	6,395.50	6,715.27	
288		Hourly	31.9528	33.5504	35.2280	36.9894	38.8388	
288		Monthly	5,538.49	5,815.41	6,106.18	6,411.49	6,732.06	
289		Hourly	32.0327	33.6343	35.3161	37.0818	38.9359	
289		Monthly	5,552.33	5,829.95	6,121.45	6,427.52	6,748.89	
290		Hourly	32.1128	33.7184	35.4043	37.1746	39.0332	
290		Monthly	5,566.21	5,844.53	6,136.75	6,443.59	6,765.76	
291		Hourly	32.1931	33.8027	35.4928	37.2674	39.1308	
291		Monthly	5,580.13	5,859.14	6,152.09	6,459.69	6,782.68	
292		Hourly	32.2735	33.8872	35.5816	37.3606	39.2286	
292		Monthly	5,594.08	5,873.78	6,167.47	6,475.84	6,799.63	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
293		Hourly	32.3543	33.9719	35.6705	37.4540	39.3267	
293		Monthly	5,608.07	5,888.47	6,182.89	6,492.03	6,816.63	
294	Assistant Planner							IBEW
294	Traffic and Lighting Technician II							IBEW
294		Hourly	32.4351	34.0569	35.7597	37.5477	39.4250	
294		Monthly	5,622.09	5,903.19	6,198.35	6,508.26	6,833.67	
295		Hourly	32.5162	34.1420	35.8491	37.6415	39.5236	
295		Monthly	5,636.14	5,917.95	6,213.84	6,524.53	6,850.76	
296		Hourly	32.5975	34.2273	35.9387	37.7357	39.6224	
296		Monthly	5,650.23	5,932.74	6,229.38	6,540.85	6,867.89	
297		Hourly	32.6790	34.3129	36.0286	37.8300	39.7215	
297		Monthly	5,664.36	5,947.57	6,244.95	6,557.20	6,885.06	
298		Hourly	32.7607	34.3987	36.1186	37.9246	39.8208	
298		Monthly	5,678.52	5,962.44	6,260.56	6,573.59	6,902.27	
299	Contracts and Records Technician							CAMP
299	Executive Secretary Conf							CAMP
299		Hourly	32.8426	34.4847	36.2090	38.0193	39.9203	
299		Monthly	5,692.71	5,977.35	6,276.22	6,590.02	6,919.52	
300		Hourly	32.9247	34.5709	36.2995	38.1144	40.0201	
300		Monthly	5,706.95	5,992.29	6,291.91	6,606.50	6,936.82	
301		Hourly	33.0070	34.6573	36.3902	38.2097	40.1202	
301		Monthly	5,721.21	6,007.27	6,307.64	6,623.02	6,954.16	
302		Hourly	33.0895	34.7440	36.4812	38.3052	40.2205	
302		Monthly	5,735.52	6,022.29	6,323.41	6,639.57	6,971.55	
303		Hourly	33.1723	34.8309	36.5724	38.4010	40.3210	
303		Monthly	5,749.86	6,037.35	6,339.21	6,656.17	6,988.98	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
304	Building Inspector I							IBEW
304	Engineering Technician II							IBEW
304	Fire Prevention Inspector							IBEW
304	Housing Specialist Supervisor							IBEW
304		Hourly	33.2552	34.9179	36.6638	38.4970	40.4218	
304		Monthly	5,764.23	6,052.44	6,355.06	6,672.81	7,006.45	
305		Hourly	33.3383	35.0052	36.7555	38.5932	40.5229	
305		Monthly	5,778.64	6,067.57	6,370.95	6,689.49	7,023.97	
306		Hourly	33.4217	35.0927	36.8474	38.6897	40.6242	
306		Monthly	5,793.09	6,082.74	6,386.88	6,706.22	7,041.53	
307		Hourly	33.5052	35.1805	36.9395	38.7864	40.7258	
307		Monthly	5,807.57	6,097.95	6,402.84	6,722.98	7,059.13	
308		Hourly	33.5890	35.2684	37.0318	38.8834	40.8276	
308		Monthly	5,822.09	6,113.19	6,418.85	6,739.79	7,076.78	
309		Hourly	33.6729	35.3566	37.1244	38.9806	40.9296	
309		Monthly	5,836.64	6,128.48	6,434.90	6,756.64	7,094.47	
310	Utility Mechanic I							IBEW
310		Hourly	33.7572	35.4450	37.2173	39.0781	41.0320	
310		Monthly	5,851.24	6,143.80	6,450.99	6,773.53	7,112.21	
311		Hourly	33.8415	35.5336	37.3103	39.1758	41.1346	
311		Monthly	5,865.86	6,159.16	6,467.11	6,790.47	7,129.99	
312	Executive Assistant to the Mayor							Unrep
312		Hourly	33.9261	35.6224	37.4035	39.2737	41.2374	
312		Monthly	5,880.53	6,174.55	6,483.28	6,807.44	7,147.81	
313		Hourly	34.0109	35.7115	37.4971	39.3719	41.3405	
313		Monthly	5,895.23	6,189.99	6,499.49	6,824.46	7,165.68	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
314	IS Services Specialist							IBEW
314		Hourly	34.0960	35.8008	37.5908	39.4703	41.4438	
314		Monthly	5,909.97	6,205.47	6,515.74	6,841.52	7,183.60	
315		Hourly	34.1812	35.8903	37.6848	39.5690	41.5474	
315		Monthly	5,924.74	6,220.98	6,532.03	6,858.63	7,201.55	
316		Hourly	34.2666	35.9800	37.7790	39.6679	41.6513	
316		Monthly	5,939.55	6,236.53	6,548.36	6,875.77	7,219.56	
317		Hourly	34.3523	36.0699	37.8734	39.7671	41.7554	
317		Monthly	5,954.40	6,252.12	6,564.73	6,892.96	7,237.61	
318		Hourly	34.4382	36.1601	37.9681	39.8665	41.8598	
318		Monthly	5,969.29	6,267.75	6,581.14	6,910.19	7,255.70	
319		Hourly	34.5243	36.2505	38.0630	39.9662	41.9645	
319		Monthly	5,984.21	6,283.42	6,597.59	6,927.47	7,273.84	
320		Hourly	34.6106	36.3411	38.1582	40.0661	42.0694	
320		Monthly	5,999.17	6,299.13	6,614.09	6,944.79	7,292.03	
321		Hourly	34.6971	36.4320	38.2536	40.1663	42.1746	
321		Monthly	6,014.17	6,314.88	6,630.62	6,962.15	7,310.26	
322		Hourly	34.7839	36.5231	38.3492	40.2667	42.2800	
322		Monthly	6,029.21	6,330.67	6,647.20	6,979.56	7,328.53	
323	Laboratory Analyst II							IBEW
323		Hourly	34.8708	36.6144	38.4451	40.3674	42.3857	
323		Monthly	6,044.28	6,346.49	6,663.82	6,997.01	7,346.85	
324	Crime Analyst							IBEW
324	GIS Specialist I							IBEW
324		Hourly	34.9580	36.7059	38.5412	40.4683	42.4917	
324		Monthly	6,059.39	6,362.36	6,680.48	7,014.50	7,365.22	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
325		Hourly	35.0454	36.7977	38.6376	40.5694	42.5979	
325		Monthly	6,074.54	6,378.26	6,697.18	7,032.03	7,383.63	
326		Hourly	35.1330	36.8897	38.7342	40.6708	42.7044	
326		Monthly	6,089.72	6,394.21	6,713.92	7,049.61	7,402.09	
327		Hourly	35.2209	36.9819	38.8310	40.7725	42.8112	
327		Monthly	6,104.95	6,410.20	6,730.71	7,067.24	7,420.60	
328		Hourly	35.3089	37.0743	38.9281	40.8745	42.9182	
328		Monthly	6,120.21	6,426.22	6,747.53	7,084.91	7,439.15	
329	Police Records Supervisor							IBEW
329		Hourly	35.3972	37.1671	39.0254	40.9767	43.0255	
329		Monthly	6,135.51	6,442.29	6,764.40	7,102.62	7,457.75	
330	Accountant							IBEW
330	Instrument Technician I							IBEW
330		Hourly	35.4857	37.2599	39.1229	41.0791	43.1330	
330		Monthly	6,150.85	6,458.39	6,781.31	7,120.37	7,476.39	
331	Marina Supervisor							IBEW
331	Public Works Supervisor							IBEW
331		Hourly	35.5744	37.3531	39.2208	41.1818	43.2408	
331		Monthly	6,166.23	6,474.54	6,798.27	7,138.18	7,495.08	
332		Hourly	35.6633	37.4465	39.3188	41.2847	43.3490	
332		Monthly	6,181.64	6,490.73	6,815.26	7,156.02	7,513.82	
333	Equipment Maintenance Supervisor							IBEW
333	Landscape Inspector							IBEW
333	Landscape Supervisor							IBEW
333		Hourly	35.7525	37.5401	39.4171	41.3879	43.4573	
333		Monthly	6,197.10	6,506.95	6,832.30	7,173.91	7,532.60	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
334	Associate Planner							IBEW
334	Building Inspector II							IBEW
334		Hourly	35.8419	37.6340	39.5157	41.4914	43.5660	
334		Monthly	6,212.59	6,523.22	6,849.38	7,191.85	7,551.44	
335		Hourly	35.9315	37.7281	39.6144	41.5952	43.6749	
335		Monthly	6,228.12	6,539.53	6,866.50	7,209.83	7,570.31	
336		Hourly	36.0213	37.8224	39.7135	41.6991	43.7841	
336		Monthly	6,243.69	6,555.88	6,883.67	7,227.85	7,589.24	
337		Hourly	36.1113	37.9169	39.8128	41.8034	43.8935	
337		Monthly	6,259.30	6,572.27	6,900.88	7,245.92	7,608.21	
338		Hourly	36.2016	38.0117	39.9123	41.9079	44.0033	
338		Monthly	6,274.95	6,588.70	6,918.13	7,264.03	7,627.23	
339	Deputy City Clerk							CAMP
339		Hourly	36.2922	38.1068	40.0121	42.0126	44.1133	
339		Monthly	6,290.64	6,605.17	6,935.43	7,282.19	7,646.30	
340		Hourly	36.3828	38.2020	40.1121	42.1177	44.2236	
340		Monthly	6,306.36	6,621.68	6,952.76	7,300.40	7,665.42	
341		Hourly	36.4738	38.2975	40.2124	42.2230	44.3341	
341		Monthly	6,322.13	6,638.24	6,970.15	7,318.65	7,684.58	
342	Communications Supervisor							IBEW
342		Hourly	36.5650	38.3933	40.3129	42.3286	44.4449	
342		Monthly	6,337.93	6,654.83	6,987.57	7,336.95	7,703.79	
343	Senior Engineering Technician							IBEW
343		Hourly	36.6564	38.4893	40.4137	42.4344	44.5561	
343		Monthly	6,353.78	6,671.47	7,005.04	7,355.29	7,723.05	
344		Hourly	36.7480	38.5855	40.5147	42.5405	44.6675	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
344		Monthly	6,369.66	6,688.15	7,022.55	7,373.68	7,742.36	
345		Hourly	36.8399	38.6819	40.6160	42.6468	44.7792	
345		Monthly	6,385.59	6,704.87	7,040.11	7,392.11	7,761.72	
346		Hourly	36.9320	38.7786	40.7176	42.7534	44.8911	
346		Monthly	6,401.55	6,721.63	7,057.71	7,410.59	7,781.12	
347		Hourly	37.0244	38.8756	40.8193	42.8603	45.0033	
347		Monthly	6,417.56	6,738.43	7,075.35	7,429.12	7,800.57	
348		Hourly	37.1169	38.9728	40.9214	42.9674	45.1158	
348		Monthly	6,433.60	6,755.28	7,093.04	7,447.69	7,820.07	
349		Hourly	37.2097	39.0702	41.0237	43.0749	45.2286	
349		Monthly	6,449.68	6,772.17	7,110.78	7,466.31	7,839.62	
350		Hourly	37.3028	39.1679	41.1263	43.1826	45.3417	
350		Monthly	6,465.81	6,789.10	7,128.55	7,484.98	7,859.22	
351		Hourly	37.3960	39.2658	41.2291	43.2905	45.4550	
351		Monthly	6,481.97	6,806.07	7,146.37	7,503.69	7,878.87	
352	Utility Mechanic II							IBEW
352		Hourly	37.4895	39.3640	41.3322	43.3988	45.5687	
352		Monthly	6,498.18	6,823.09	7,164.24	7,522.45	7,898.57	
353		Hourly	37.5832	39.4623	41.4355	43.5072	45.6826	
353		Monthly	6,514.42	6,840.14	7,182.15	7,541.25	7,918.31	
354		Hourly	37.6772	39.5610	41.5391	43.6160	45.7968	
354		Monthly	6,530.71	6,857.24	7,200.11	7,560.11	7,938.11	
355		Hourly	37.7714	39.6599	41.6429	43.7251	45.9113	
355		Monthly	6,547.04	6,874.39	7,218.11	7,579.01	7,957.96	
356		Hourly	37.8658	39.7591	41.7470	43.8344	46.0261	
356		Monthly	6,563.40	6,891.57	7,236.15	7,597.96	7,977.85	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
357		Hourly	37.9604	39.8585	41.8514	43.9439	46.1412	
357		Monthly	6,579.81	6,908.80	7,254.24	7,616.95	7,997.80	
358	Administrative Analyst I							CAMP
358	Community and Volunteer Coordinator							CAMP
358	Paralegal							CAMP
358	Personnel Analyst I							CAMP
358		Hourly	38.0553	39.9581	41.9560	44.0538	46.2565	
358		Monthly	6,596.26	6,926.07	7,272.38	7,635.99	8,017.79	
359		Hourly	38.1505	40.0580	42.0609	44.1639	46.3721	
359		Monthly	6,612.75	6,943.39	7,290.56	7,655.08	8,037.83	
360		Hourly	38.2458	40.1582	42.1660	44.2743	46.4881	
360		Monthly	6,629.28	6,960.75	7,308.78	7,674.22	8,057.93	
361		Hourly	38.3415	40.2586	42.2715	44.3851	46.6043	
361		Monthly	6,645.86	6,978.15	7,327.06	7,693.41	8,078.07	
362	Utility Supervisor							IBEW
362	Water Quality Analyst							IBEW
362		Hourly	38.4373	40.3592	42.3771	44.4960	46.7208	
362		Monthly	6,662.47	6,995.60	7,345.37	7,712.64	8,098.27	
363	GIS Specialist II							IBEW
363	Senior Building Inspector							IBEW
363		Hourly	38.5334	40.4601	42.4831	44.6072	46.8376	
363		Monthly	6,679.13	7,013.08	7,363.74	7,731.92	8,118.51	
364		Hourly	38.6298	40.5613	42.5893	44.7188	46.9547	
364		Monthly	6,695.83	7,030.62	7,382.15	7,751.25	8,138.81	
365	Community Development Analyst I							IBEW
365		Hourly	38.7264	40.6626	42.6958	44.8306	47.0721	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
365		Monthly	6,712.57	7,048.19	7,400.60	7,770.63	8,159.16	
366		Hourly	38.8232	40.7643	42.8025	44.9427	47.1898	
366		Monthly	6,729.35	7,065.81	7,419.10	7,790.06	8,179.56	
367		Hourly	38.9202	40.8662	42.9095	45.0550	47.3077	
367		Monthly	6,746.17	7,083.48	7,437.65	7,809.53	8,200.00	
368		Hourly	39.0175	40.9684	43.0168	45.1677	47.4260	
368		Monthly	6,763.04	7,101.19	7,456.25	7,829.06	8,220.50	
369		Hourly	39.1150	41.0708	43.1244	45.2806	47.5446	
369		Monthly	6,779.94	7,118.94	7,474.89	7,848.63	8,241.06	
370		Hourly	39.2128	41.1735	43.2321	45.3938	47.6634	
370		Monthly	6,796.89	7,136.74	7,493.57	7,868.25	8,261.66	
371		Hourly	39.3109	41.2764	43.3403	45.5072	47.7826	
371		Monthly	6,813.89	7,154.58	7,512.31	7,887.92	8,282.31	
372	Instrument Technician II							IBEW
372	Senior Landscape Inspector							IBEW
372		Hourly	39.4092	41.3796	43.4486	45.6210	47.9020	
372		Monthly	6,830.92	7,172.47	7,531.09	7,907.64	8,303.02	
373	Senior Code Enforcement Officer							IBEW
373		Hourly	39.5077	41.4831	43.5572	45.7351	48.0218	
373		Monthly	6,848.00	7,190.40	7,549.92	7,927.41	8,323.78	
374		Hourly	39.6065	41.5868	43.6661	45.8494	48.1419	
374		Monthly	6,865.12	7,208.37	7,568.79	7,947.23	8,344.59	
375		Hourly	39.7055	41.6907	43.7753	45.9640	48.2622	
375		Monthly	6,882.28	7,226.39	7,587.71	7,967.10	8,365.45	
376		Hourly	39.8048	41.7950	43.8847	46.0789	48.3828	
376		Monthly	6,899.49	7,244.46	7,606.68	7,987.01	8,386.36	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
377		Hourly	39.9042	41.8994	43.9944	46.1941	48.5038	
377		Monthly	6,916.73	7,262.57	7,625.70	8,006.98	8,407.33	
378		Hourly	40.0040	42.0042	44.1044	46.3096	48.6250	
378		Monthly	6,934.03	7,280.73	7,644.76	8,027.00	8,428.34	
379		Hourly	40.1040	42.1092	44.2146	46.4254	48.7467	
379		Monthly	6,951.36	7,298.93	7,663.87	8,047.07	8,449.42	
380		Hourly	40.2043	42.2145	44.3252	46.5414	48.8685	
380		Monthly	6,968.74	7,317.18	7,683.03	8,067.18	8,470.54	
381		Hourly	40.3048	42.3200	44.4360	46.6578	48.9907	
381		Monthly	6,986.16	7,335.47	7,702.24	8,087.35	8,491.72	
382		Hourly	40.4056	42.4258	44.5471	46.7744	49.1131	
382		Monthly	7,003.63	7,353.81	7,721.50	8,107.57	8,512.94	
383	Assistant Engineer							IBEW
383	Forensic Analyst	Hourly	40.5066	42.5319	44.6585	46.8914	49.2359	IBEW
383		Monthly	7,021.14	7,372.19	7,740.80	8,127.84	8,534.23	
384		Hourly	40.6078	42.6382	44.7701	47.0086	49.3590	
384		Monthly	7,038.69	7,390.62	7,760.15	8,148.16	8,555.56	
385		Hourly	40.7094	42.7448	44.8820	47.1261	49.4824	
385		Monthly	7,056.29	7,409.10	7,779.55	8,168.53	8,576.95	
386		Hourly	40.8111	42.8517	44.9942	47.2439	49.6061	
386		Monthly	7,073.93	7,427.62	7,799.00	8,188.95	8,598.39	
387		Hourly	40.9131	42.9588	45.1067	47.3620	49.7301	
387		Monthly	7,091.61	7,446.19	7,818.50	8,209.42	8,619.89	
388	Media Services Specialist							CAMP
388		Hourly	41.0154	43.0662	45.2195	47.4805	49.8545	
388		Monthly	7,109.34	7,464.81	7,838.05	8,229.95	8,641.44	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
389		Hourly	41.1179	43.1739	45.3325	47.5992	49.9791	
389		Monthly	7,127.11	7,483.47	7,857.64	8,250.52	8,663.04	
390	Payroll Supervisor							IBEW
390	Senior Accountant							IBEW
390		Hourly	41.2208	43.2818	45.4459	47.7182	50.1040	
390		Monthly	7,144.93	7,502.18	7,877.29	8,271.15	8,684.70	
391	Senior Utility Mechanic							IBEW
391		Hourly	41.3238	43.3900	45.5595	47.8374	50.2293	
391		Monthly	7,162.79	7,520.93	7,896.98	8,291.82	8,706.41	
392		Hourly	41.4271	43.4985	45.6734	47.9570	50.3549	
392		Monthly	7,180.70	7,539.74	7,916.72	8,312.55	8,728.18	
393		Hourly	41.5307	43.6073	45.7876	48.0770	50.4808	
393		Monthly	7,198.65	7,558.59	7,936.51	8,333.34	8,750.00	
394		Hourly	41.6345	43.7162	45.9020	48.1971	50.6069	
394		Monthly	7,216.65	7,577.48	7,956.35	8,354.17	8,771.87	
395		Hourly	41.7386	43.8256	46.0168	48.3176	50.7335	
395		Monthly	7,234.69	7,596.43	7,976.24	8,375.05	8,793.80	
396		Hourly	41.8430	43.9351	46.1319	48.4384	50.8603	
396		Monthly	7,252.78	7,615.42	7,996.19	8,395.99	8,815.79	
397		Hourly	41.9476	44.0449	46.2472	48.5595	50.9875	
397		Monthly	7,270.91	7,634.45	8,016.18	8,416.98	8,837.83	
398	Executive Assistant to the City Manager							Unrep
398	Law Office Supervisor							Unrep
398		Hourly	42.0524	44.1550	46.3628	48.6809	51.1149	
398		Monthly	7,289.09	7,653.54	8,036.22	8,438.02	8,859.92	
399		Hourly	42.1576	44.2654	46.4787	48.8026	51.2427	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
399		Monthly	7,307.31	7,672.67	8,056.31	8,459.12	8,882.07	
400		Hourly	42.2630	44.3761	46.5949	48.9246	51.3708	
400		Monthly	7,325.58	7,691.86	8,076.45	8,480.27	8,904.28	
401		Hourly	42.3686	44.4871	46.7114	49.0469	51.4993	
401		Monthly	7,343.89	7,711.09	8,096.64	8,501.47	8,926.54	
402		Hourly	42.4745	44.5982	46.8282	49.1695	51.6280	
402		Monthly	7,362.25	7,730.36	8,116.88	8,522.72	8,948.85	
403	GIS Specialist III							IBEW
403		Hourly	42.5807	44.7098	46.9452	49.2925	51.7571	
403		Monthly	7,380.66	7,749.69	8,137.17	8,544.03	8,971.23	
404	Community Development Analyst II							IBEW
404		Hourly	42.6872	44.8215	47.0626	49.4157	51.8864	
404		Monthly	7,399.11	7,769.06	8,157.52	8,565.39	8,993.65	
405		Hourly	42.7939	44.9336	47.1803	49.5392	52.0162	
405		Monthly	7,417.61	7,788.49	8,177.91	8,586.80	9,016.14	
406		Hourly	42.9009	45.0459	47.2982	49.6631	52.1462	
406		Monthly	7,436.15	7,807.96	8,198.35	8,608.27	9,038.68	
407		Hourly	43.0081	45.1585	47.4164	49.7873	52.2766	
407		Monthly	7,454.74	7,827.48	8,218.85	8,629.79	9,061.28	
408		Hourly	43.1157	45.2714	47.5350	49.9117	52.4073	
408		Monthly	7,473.38	7,847.05	8,239.40	8,651.36	9,083.93	
409		Hourly	43.2234	45.3846	47.6538	50.0365	52.5383	
409		Monthly	7,492.06	7,866.66	8,260.00	8,672.99	9,106.64	
410	Senior Instrument Technician							IBEW
410		Hourly	43.3315	45.4981	47.7730	50.1616	52.6697	
410		Monthly	7,510.79	7,886.33	8,280.65	8,694.68	9,129.41	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
411		Hourly	43.4398	45.6118	47.8924	50.2870	52.8013	
411		Monthly	7,529.57	7,906.05	8,301.35	8,716.41	9,152.23	
412		Hourly	43.5484	45.7258	48.0121	50.4127	52.9333	
412		Monthly	7,548.39	7,925.81	8,322.10	8,738.20	9,175.11	
413	Water Treatment Plant Operator							IBEW
413		Hourly	43.6573	45.8402	48.1322	50.5388	53.0657	
413		Monthly	7,567.26	7,945.63	8,342.91	8,760.05	9,198.05	
414		Hourly	43.7664	45.9548	48.2525	50.6651	53.1983	
414		Monthly	7,586.18	7,965.49	8,363.76	8,781.95	9,221.04	
415		Hourly	43.8759	46.0696	48.3731	50.7917	53.3313	
415		Monthly	7,605.15	7,985.40	8,384.67	8,803.90	9,244.09	
416		Hourly	43.9855	46.1848	48.4940	50.9187	53.4646	
416		Monthly	7,624.16	8,005.37	8,405.63	8,825.91	9,267.20	
417		Hourly	44.0955	46.3003	48.6153	51.0460	53.5983	
417		Monthly	7,643.22	8,025.38	8,426.65	8,847.98	9,290.37	
418	Administrative Analyst II							CAMP
418	Personnel Analyst II							CAMP
418	HRIS Analyst	Hourly	44.2058	46.4160	48.7368	51.1737	53.7323	
418		Monthly	7,662.33	8,045.44	8,447.71	8,870.10	9,313.60	
419		Hourly	44.3162	46.5321	48.8586	51.3016	53.8666	
419		Monthly	7,681.48	8,065.56	8,468.83	8,892.27	9,336.88	
420		Hourly	44.4271	46.6484	48.9808	51.4298	54.0013	
420		Monthly	7,700.69	8,085.72	8,490.01	8,914.50	9,360.22	
421		Hourly	44.5381	46.7650	49.1033	51.5584	54.1363	
421		Monthly	7,719.94	8,105.94	8,511.23	8,936.79	9,383.63	
422		Hourly	44.6495	46.8819	49.2260	51.6873	54.2716	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
422		Monthly	7,739.24	8,126.20	8,532.51	8,959.13	9,407.08	
423	Building Plan Engineer							IBEW
423		Hourly	44.7611	46.9992	49.3491	51.8165	54.4073	
423		Monthly	7,758.59	8,146.52	8,553.84	8,981.53	9,430.60	
424		Hourly	44.8730	47.1166	49.4725	51.9460	54.5433	
424		Monthly	7,777.98	8,166.88	8,575.23	9,003.98	9,454.18	
425		Hourly	44.9852	47.2344	49.5961	52.0759	54.6797	
425		Monthly	7,797.43	8,187.30	8,596.66	9,026.49	9,477.81	
426		Hourly	45.0976	47.3525	49.7201	52.2061	54.8164	
426		Monthly	7,816.92	8,207.77	8,618.15	9,049.06	9,501.51	
427		Hourly	45.2104	47.4709	49.8444	52.3366	54.9534	
427		Monthly	7,836.47	8,228.29	8,639.70	9,071.68	9,525.26	
428	Marina Manager							CAMP
428	Network Administrator							CAMP
428		Hourly	45.3234	47.5896	49.9690	52.4675	55.0908	
428		Monthly	7,856.06	8,248.86	8,661.30	9,094.36	9,549.08	
429		Hourly	45.4367	47.7085	50.0939	52.5987	55.2286	
429		Monthly	7,875.70	8,269.48	8,682.95	9,117.10	9,572.95	
430		Hourly	45.5503	47.8278	50.2192	52.7301	55.3666	
430		Monthly	7,895.39	8,290.15	8,704.66	9,139.89	9,596.88	
431		Hourly	45.6642	47.9474	50.3447	52.8620	55.5050	
431		Monthly	7,915.12	8,310.88	8,726.42	9,162.74	9,620.87	
432		Hourly	45.7783	48.0673	50.4706	52.9941	55.6438	
432		Monthly	7,934.91	8,331.66	8,748.24	9,185.65	9,644.92	
433	Advanced Water Treatment Plant Operator							IBEW
433		Hourly	45.8928	48.1874	50.5968	53.1266	55.7829	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
433		Monthly	7,954.75	8,352.49	8,770.11	9,208.61	9,669.04	
434		Hourly	46.0075	48.3079	50.7233	53.2594	55.9224	
434		Monthly	7,974.64	8,373.37	8,792.03	9,231.63	9,693.21	
435		Hourly	46.1225	48.4287	50.8501	53.3926	56.0622	
435		Monthly	7,994.57	8,394.30	8,814.01	9,254.71	9,717.44	
436		Hourly	46.2378	48.5498	50.9772	53.5261	56.2023	
436		Monthly	8,014.56	8,415.29	8,836.05	9,277.85	9,741.74	
437		Hourly	46.3535	48.6711	51.1047	53.6598	56.3428	
437		Monthly	8,034.60	8,436.32	8,858.14	9,301.04	9,766.09	
438	Communications Manager							CAMP
438		Hourly	46.4693	48.7928	51.2324	53.7940	56.4837	
438		Monthly	8,054.68	8,457.42	8,880.28	9,324.30	9,790.51	
439		Hourly	46.5855	48.9148	51.3605	53.9285	56.6249	
439		Monthly	8,074.82	8,478.56	8,902.49	9,347.61	9,814.98	
440		Hourly	46.7020	49.0371	51.4889	54.0633	56.7665	
440		Monthly	8,095.01	8,499.76	8,924.74	9,370.98	9,839.52	
441	Deputy City Attorney I							CAMP
441		Hourly	46.8187	49.1597	51.6176	54.1985	56.9084	
441		Monthly	8,115.24	8,521.01	8,947.05	9,394.40	9,864.12	
442	Associate Civil Engineer							IBEW
442	Building Inspection Supervisor							IBEW
442	Plan Check Engineer							IBEW
442		Hourly	46.9358	49.2826	51.7467	54.3340	57.0507	
442		Monthly	8,135.53	8,542.31	8,969.42	9,417.89	9,888.78	
443		Hourly	47.0531	49.4057	51.8760	54.4698	57.1933	
443		Monthly	8,155.87	8,563.66	8,991.84	9,441.43	9,913.50	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
444		Hourly	47.1707	49.5293	52.0057	54.6060	57.3362	
444		Monthly	8,176.26	8,585.07	9,014.32	9,465.04	9,938.28	
445		Hourly	47.2887	49.6531	52.1357	54.7425	57.4796	
445		Monthly	8,196.70	8,606.54	9,036.86	9,488.70	9,963.13	
446		Hourly	47.4069	49.7772	52.2661	54.8793	57.6233	
446		Monthly	8,217.19	8,628.05	9,059.45	9,512.42	9,988.04	
447		Hourly	47.5254	49.9017	52.3967	55.0165	57.7674	
447		Monthly	8,237.74	8,649.62	9,082.10	9,536.20	10,013.01	
448	Laboratory Supervisor							CAMP
448	Landscape Maintenance Manager							CAMP
448	Police Record Manager							CAMP
448		Hourly	47.6442	50.0264	52.5278	55.1541	57.9118	
448		Monthly	8,258.33	8,671.25	9,104.81	9,560.04	10,038.04	
449		Hourly	47.7633	50.1515	52.6591	55.2920	58.0566	
449		Monthly	8,278.98	8,692.92	9,127.57	9,583.94	10,063.14	
450		Hourly	47.8827	50.2769	52.7907	55.4302	58.2017	
450		Monthly	8,299.67	8,714.66	9,150.39	9,607.90	10,088.29	
451		Hourly	48.0024	50.4025	52.9227	55.5688	58.3472	
451		Monthly	8,320.42	8,736.44	9,173.26	9,631.92	10,113.51	
452		Hourly	48.1224	50.5285	53.0550	55.7077	58.4931	
452		Monthly	8,341.22	8,758.28	9,196.20	9,656.00	10,138.80	
453		Hourly	48.2428	50.6549	53.1876	55.8470	58.6393	
453		Monthly	8,362.08	8,780.18	9,219.19	9,680.14	10,164.15	
454		Hourly	48.3633	50.7815	53.3206	55.9866	58.7859	
454		Monthly	8,382.98	8,802.13	9,242.23	9,704.34	10,189.56	
455		Hourly	48.4843	50.9085	53.4539	56.1265	58.9329	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
455		Monthly	8,403.94	8,824.14	9,265.34	9,728.60	10,215.03	
456		Hourly	48.6055	51.0358	53.5875	56.2669	59.0802	
456		Monthly	8,424.95	8,846.20	9,288.50	9,752.93	10,240.57	
457		Hourly	48.7270	51.1633	53.7215	56.4076	59.2279	
457		Monthly	8,446.01	8,868.31	9,311.72	9,777.31	10,266.17	
458	Assistant Water Distribution Superintendent							CAMP
458	Development Permit Coordinator							CAMP
458	Fleet Manager							CAMP
458	Senior Planner							CAMP
458		Hourly	48.8488	51.2912	53.8558	56.5486	59.3759	
458		Monthly	8,467.13	8,890.48	9,335.00	9,801.75	10,291.83	
459		Hourly	48.9709	51.4195	53.9904	56.6900	59.5244	
459		Monthly	8,488.29	8,912.71	9,358.34	9,826.26	10,317.56	
460		Hourly	49.0933	51.5480	54.1254	56.8317	59.6732	
460		Monthly	8,509.51	8,934.99	9,381.74	9,850.82	10,343.36	
461		Hourly	49.2161	51.6769	54.2607	56.9738	59.8224	
461		Monthly	8,530.79	8,957.33	9,405.19	9,875.45	10,369.22	
462		Hourly	49.3392	51.8061	54.3963	57.1162	59.9720	
462		Monthly	8,552.12	8,979.72	9,428.70	9,900.14	10,395.14	
463		Hourly	49.4625	51.9356	54.5324	57.2590	60.1219	
463		Monthly	8,573.50	9,002.17	9,452.28	9,924.89	10,421.13	
464	Senior Community Development Analyst							IBEW
464		Hourly	49.5861	52.0655	54.6687	57.4021	60.2722	
464		Monthly	8,594.93	9,024.68	9,475.91	9,949.70	10,447.18	
465		Hourly	49.7101	52.1956	54.8054	57.5456	60.4229	
465		Monthly	8,616.42	9,047.24	9,499.60	9,974.57	10,473.30	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
466	Plant Maintenance Supervisor							CAMP
466		Hourly	49.8344	52.3261	54.9424	57.6895	60.5739	
466		Monthly	8,637.96	9,069.86	9,523.35	9,999.51	10,499.48	
467	Housing Project Developer							CAMP
467	Purchasing Manager							CAMP
467	Senior Personnel Analyst							CAMP
467		Hourly	49.9589	52.4569	55.0797	57.8337	60.7254	
467		Monthly	8,659.55	9,092.53	9,547.15	10,024.51	10,525.73	
468		Hourly	50.0838	52.5880	55.2174	57.9783	60.8772	
468		Monthly	8,681.20	9,115.26	9,571.02	10,049.57	10,552.04	
469		Hourly	50.2090	52.7195	55.3555	58.1232	61.0293	
469		Monthly	8,702.90	9,138.05	9,594.95	10,074.69	10,578.42	
470		Hourly	50.3346	52.8513	55.4939	58.2685	61.1819	
470		Monthly	8,724.66	9,160.89	9,618.94	10,099.88	10,604.87	
471		Hourly	50.4604	52.9835	55.6326	58.4142	61.3349	
471		Monthly	8,746.47	9,183.80	9,642.98	10,125.13	10,631.38	
472	Water Treatment Plant Supervisor							IBEW
472	Water Treatment Regulatory Compliance Officer							IBEW
472		Hourly	50.5866	53.1159	55.7717	58.5602	61.4882	
472		Monthly	8,768.34	9,206.76	9,667.09	10,150.44	10,657.96	
473		Hourly	50.7130	53.2487	55.9111	58.7067	61.6420	
473		Monthly	8,790.26	9,229.77	9,691.26	10,175.82	10,684.61	
474		Hourly	50.8398	53.3818	56.0509	58.8534	61.7961	
474		Monthly	8,812.24	9,252.85	9,715.49	10,201.26	10,711.32	
475		Hourly	50.9669	53.5153	56.1910	59.0005	61.9505	
475		Monthly	8,834.27	9,275.98	9,739.78	10,226.76	10,738.09	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
476		Hourly	51.0943	53.6491	56.3315	59.1481	62.1054	
476		Monthly	8,856.35	9,299.17	9,764.13	10,252.33	10,764.94	
477	Asset Manager							CAMP
477	Assistant Maintenance Superintendent	Hourly	51.2221	53.7832	56.4723	59.2959	62.2607	CAMP
477		Monthly	8,878.49	9,322.42	9,788.54	10,277.96	10,791.85	
478		Hourly	51.3501	53.9176	56.6135	59.4441	62.4163	
478		Monthly	8,900.69	9,345.72	9,813.01	10,303.65	10,818.83	
479		Hourly	51.4785	54.0524	56.7550	59.5928	62.5724	
479		Monthly	8,922.94	9,369.09	9,837.54	10,329.41	10,845.88	
480		Hourly	51.6072	54.1876	56.8969	59.7418	62.7288	
480		Monthly	8,945.25	9,392.51	9,862.13	10,355.24	10,872.99	
481		Hourly	51.7362	54.3230	57.0392	59.8911	62.8857	
481		Monthly	8,967.61	9,415.99	9,886.79	10,381.13	10,900.18	
482	Senior Civil Engineer							IBEW
482		Hourly	51.8656	54.4588	57.1818	60.0408	63.0429	
482		Monthly	8,990.03	9,439.53	9,911.51	10,407.08	10,927.43	
483		Hourly	51.9953	54.5950	57.3247	60.1910	63.2005	
483		Monthly	9,012.51	9,463.13	9,936.28	10,433.10	10,954.75	
484		Hourly	52.1252	54.7315	57.4681	60.3414	63.3584	
484		Monthly	9,035.04	9,486.79	9,961.13	10,459.18	10,982.13	
485		Hourly	52.2555	54.8683	57.6117	60.4923	63.5169	
485		Monthly	9,057.62	9,510.51	9,986.03	10,485.33	11,009.59	
486		Hourly	52.3862	55.0055	57.7557	60.6435	63.6756	
486		Monthly	9,080.27	9,534.28	10,010.99	10,511.54	11,037.11	
487	Accounting Manager							CAMP
487	Administrative Manager							CAMP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
487	Auditor Controller							CAMP
487	Environmental Services Manager							CAMP
487	Finance Manager							CAMP
487	Information Systems Manager							CAMP
487	IT Project Manager							CAMP
487	Water Finance Manager	Hourly	52.5171	55.1430	57.9001	60.7951	63.8348	CAMP
487		Monthly	9,102.97	9,558.12	10,036.02	10,537.82	11,064.70	
488		Hourly	52.6484	55.2808	58.0449	60.9471	63.9944	
488		Monthly	9,125.73	9,582.01	10,061.11	10,564.16	11,092.37	
489		Hourly	52.7800	55.4191	58.1900	61.0994	64.1544	
489		Monthly	9,148.54	9,605.97	10,086.26	10,590.57	11,120.10	
490		Hourly	52.9120	55.5576	58.3355	61.2522	64.3148	
490		Monthly	9,171.41	9,629.98	10,111.48	10,617.05	11,147.90	
491		Hourly	53.0443	55.6965	58.4813	61.4053	64.4756	
491		Monthly	9,194.34	9,654.06	10,136.76	10,643.59	11,175.77	
492		Hourly	53.1769	55.8357	58.6275	61.5588	64.6368	
492		Monthly	9,217.33	9,678.19	10,162.10	10,670.20	11,203.71	
493		Hourly	53.3098	55.9753	58.7741	61.7128	64.7984	
493		Monthly	9,240.37	9,702.39	10,187.51	10,696.88	11,231.72	
494		Hourly	53.4431	56.1152	58.9210	61.8670	64.9604	
494		Monthly	9,263.47	9,726.64	10,212.97	10,723.62	11,259.80	
495		Hourly	53.5767	56.2555	59.0683	62.0217	65.1227	
495		Monthly	9,286.63	9,750.96	10,238.51	10,750.43	11,287.94	
496		Hourly	53.7107	56.3962	59.2160	62.1767	65.2855	
496		Monthly	9,309.85	9,775.34	10,264.10	10,777.30	11,316.16	
497	Building Inspection Manager							CAMP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
497	Economic Development Program Manager							CAMP
497	Principal Planner							CAMP
497	Real Property and Leasing Manager							CAMP
497	Water Distribution Superintendent							CAMP
497	Water Quality Manager							CAMP
497	Water Superintendent Facilities							CAMP
497		Hourly	53.8449	56.5372	59.3640	62.3322	65.4488	
497		Monthly	9,333.12	9,799.78	10,289.76	10,804.25	11,344.45	
498		Hourly	53.9795	56.6785	59.5124	62.4880	65.6124	
498		Monthly	9,356.45	9,824.28	10,315.49	10,831.26	11,372.82	
499		Hourly	54.1145	56.8202	59.6612	62.6443	65.7764	
499		Monthly	9,379.85	9,848.84	10,341.28	10,858.34	11,401.25	
500		Hourly	54.2498	56.9623	59.8104	62.8008	65.9409	
500		Monthly	9,403.29	9,873.46	10,367.13	10,885.48	11,429.75	
501	Deputy City Attorney II							CAMP
501		Hourly	54.3854	57.1047	59.9599	62.9579	66.1058	
501		Monthly	9,426.80	9,898.14	10,393.05	10,912.70	11,458.33	
502		Hourly	54.5214	57.2474	60.1098	63.1153	66.2710	
502		Monthly	9,450.37	9,922.89	10,419.03	10,939.98	11,486.97	
503		Hourly	54.6577	57.3906	60.2601	63.2731	66.4367	
503		Monthly	9,474.00	9,947.70	10,445.08	10,967.33	11,515.69	
504		Hourly	54.7943	57.5340	60.4107	63.4313	66.6028	
504		Monthly	9,497.68	9,972.56	10,471.19	10,994.75	11,544.48	
505		Hourly	54.9313	57.6779	60.5618	63.5898	66.7693	
505		Monthly	9,521.43	9,997.50	10,497.37	11,022.23	11,573.34	
506		Hourly	55.0686	57.8221	60.7131	63.7488	66.9362	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
506		Monthly	9,545.23	10,022.49	10,523.61	11,049.79	11,602.27	
507	Assistant Water Superintendent-Treatment							CAMP
507		Hourly	55.2063	57.9666	60.8649	63.9081	67.1035	
507		Monthly	9,569.09	10,047.55	10,549.92	11,077.41	11,631.28	
508		Hourly	55.3443	58.1115	61.0171	64.0679	67.2713	
508		Monthly	9,593.01	10,072.66	10,576.30	11,105.11	11,660.36	
509		Hourly	55.4827	58.2568	61.1697	64.2281	67.4395	
509		Monthly	9,617.00	10,097.85	10,602.74	11,132.87	11,689.51	
510		Hourly	55.6214	58.4024	61.3225	64.3887	67.6081	
510		Monthly	9,641.04	10,123.09	10,629.24	11,160.70	11,718.73	
511		Hourly	55.7604	58.5485	61.4759	64.5496	67.7771	
511		Monthly	9,665.14	10,148.40	10,655.82	11,188.60	11,748.03	
512		Hourly	55.8998	58.6948	61.6296	64.7110	67.9465	
512		Monthly	9,689.30	10,173.77	10,682.46	11,216.58	11,777.40	
513		Hourly	56.0396	58.8415	61.7836	64.8728	68.1164	
513		Monthly	9,713.53	10,199.20	10,709.16	11,244.62	11,806.84	
514		Hourly	56.1797	58.9887	61.9381	65.0350	68.2867	
514		Monthly	9,737.81	10,224.70	10,735.93	11,272.73	11,836.36	
515		Hourly	56.3202	59.1361	62.0929	65.1976	68.4574	
515		Monthly	9,762.16	10,250.26	10,762.77	11,300.91	11,865.95	
516		Hourly	56.4609	59.2840	62.2482	65.3605	68.6285	
516		Monthly	9,786.56	10,275.89	10,789.68	11,329.16	11,895.61	
517	City Clerk							Unrep
517		Hourly	56.6021	59.4322	62.4038	65.5239	68.8001	
517		Monthly	9,811.03	10,301.58	10,816.66	11,357.48	11,925.35	
518		Hourly	56.7436	59.5808	62.5598	65.6878	68.9721	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
518		Monthly	9,835.56	10,327.33	10,843.70	11,385.88	11,955.17	
519		Hourly	56.8854	59.7297	62.7162	65.8520	69.1445	
519		Monthly	9,860.14	10,353.15	10,870.81	11,414.34	11,985.05	
520	Traffic Engineer							IBEW
520		Hourly	57.0277	59.8790	62.8730	66.0166	69.3174	
520		Monthly	9,884.80	10,379.03	10,897.98	11,442.88	12,015.02	
521		Hourly	57.1703	60.0287	63.0302	66.1817	69.4907	
521		Monthly	9,909.51	10,404.98	10,925.23	11,471.49	12,045.05	
522		Hourly	57.3132	60.1788	63.1877	66.3471	69.6644	
522		Monthly	9,934.28	10,430.99	10,952.54	11,500.17	12,075.17	
523		Hourly	57.4565	60.3293	63.3457	66.5130	69.8386	
523		Monthly	9,959.12	10,457.07	10,979.92	11,528.92	12,105.36	
524		Hourly	57.6001	60.4801	63.5041	66.6793	70.0132	
524		Monthly	9,984.01	10,483.21	11,007.37	11,557.74	12,135.62	
525		Hourly	57.7441	60.6313	63.6628	66.8459	70.1882	
525		Monthly	10,008.97	10,509.42	11,034.89	11,586.63	12,165.96	
526		Hourly	57.8885	60.7829	63.8220	67.0131	70.3637	
526		Monthly	10,034.00	10,535.70	11,062.48	11,615.60	12,196.37	
527	Fire Prevention Manager							CAMP
527		Hourly	58.0332	60.9348	63.9815	67.1806	70.5396	
527		Monthly	10,059.08	10,562.04	11,090.13	11,644.64	12,226.86	
528		Hourly	58.1783	61.0872	64.1415	67.3486	70.7159	
528		Monthly	10,084.23	10,588.44	11,117.86	11,673.75	12,257.43	
529	Deputy Finance Director							Unrep
529		Hourly	58.3237	61.2399	64.3018	67.5169	70.8927	
529		Monthly	10,109.44	10,614.91	11,145.65	11,702.93	12,288.07	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
530		Hourly	58.4695	61.3930	64.4626	67.6857	71.0699	
530		Monthly	10,134.71	10,641.45	11,173.52	11,732.19	12,318.79	
531		Hourly	58.6157	61.5464	64.6238	67.8549	71.2476	
531		Monthly	10,160.05	10,668.05	11,201.45	11,761.52	12,349.59	
532		Hourly	58.7622	61.7003	64.7853	68.0246	71.4258	
532		Monthly	10,185.45	10,694.72	11,229.46	11,790.93	12,380.47	
533		Hourly	58.9091	61.8546	64.9473	68.1946	71.6043	
533		Monthly	10,210.91	10,721.46	11,257.53	11,820.40	12,411.42	
534		Hourly	59.0564	62.0092	65.1096	68.3651	71.7833	
534		Monthly	10,236.44	10,748.26	11,285.67	11,849.95	12,442.44	
535		Hourly	59.2040	62.1642	65.2724	68.5360	71.9628	
535		Monthly	10,262.03	10,775.13	11,313.89	11,879.58	12,473.55	
536		Hourly	59.3521	62.3196	65.4356	68.7074	72.1427	
536		Monthly	10,287.69	10,802.07	11,342.17	11,909.28	12,504.73	
537	Economic Development Manager							CAMP
537		Hourly	59.5004	62.4755	65.5992	68.8791	72.3231	
537		Monthly	10,313.41	10,829.08	11,370.53	11,939.05	12,536.00	
538		Hourly	59.6492	62.6316	65.7632	69.0513	72.5039	
538		Monthly	10,339.19	10,856.15	11,398.95	11,968.90	12,567.34	
539	Communications and Public Information Officer							Unrep
539	Employee Relations Manager							Unrep
539	Human Resources Program Manager							Unrep
539	Organizational Development Manager	Hourly	59.7983	62.7882	65.9276	69.2240	72.6852	Unrep
539		Monthly	10,365.04	10,883.29	11,427.45	11,998.82	12,598.76	
540		Hourly	59.9478	62.9452	66.0924	69.3970	72.8668	
540		Monthly	10,390.95	10,910.50	11,456.02	12,028.82	12,630.25	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
541		Hourly	60.0977	63.1025	66.2577	69.5705	73.0490	
541		Monthly	10,416.93	10,937.77	11,484.66	12,058.89	12,661.83	
542		Hourly	60.2479	63.2603	66.4233	69.7445	73.2316	
542		Monthly	10,442.97	10,965.12	11,513.37	12,089.04	12,693.48	
543		Hourly	60.3985	63.4184	66.5894	69.9188	73.4147	
543		Monthly	10,469.08	10,992.53	11,542.16	12,119.26	12,725.22	
544		Hourly	60.5495	63.5770	66.7558	70.0936	73.5983	
544		Monthly	10,495.25	11,020.01	11,571.01	12,149.56	12,757.03	
545		Hourly	60.7009	63.7359	66.9227	70.2688	73.7822	
545		Monthly	10,521.49	11,047.56	11,599.94	12,179.93	12,788.92	
546		Hourly	60.8526	63.8953	67.0900	70.4445	73.9667	
546		Monthly	10,547.79	11,075.18	11,628.94	12,210.38	12,820.89	
547	Planning Manager							CAMP
547		Hourly	61.0048	64.0550	67.2578	70.6206	74.1516	
547		Monthly	10,574.16	11,102.87	11,658.01	12,240.91	12,852.95	
548		Hourly	61.1573	64.2152	67.4259	70.7972	74.3370	
548		Monthly	10,600.60	11,130.63	11,687.16	12,271.51	12,885.08	
549		Hourly	61.3102	64.3757	67.5944	70.9742	74.5228	
549		Monthly	10,627.10	11,158.45	11,716.37	12,302.19	12,917.29	
550		Hourly	61.4635	64.5366	67.7634	71.1516	74.7091	
550		Monthly	10,653.67	11,186.35	11,745.66	12,332.94	12,949.58	
551		Hourly	61.6171	64.6980	67.9329	71.3295	74.8959	
551		Monthly	10,680.30	11,214.32	11,775.03	12,363.78	12,981.96	
552		Hourly	61.7712	64.8597	68.1027	71.5078	75.0831	
552		Monthly	10,707.00	11,242.35	11,804.47	12,394.69	13,014.41	
553		Hourly	61.9256	65.0219	68.2730	71.6866	75.2709	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
553		Monthly	10,733.77	11,270.46	11,833.98	12,425.67	13,046.95	
554		Hourly	62.0804	65.1844	68.4436	71.8658	75.4591	
554		Monthly	10,760.60	11,298.63	11,863.56	12,456.74	13,079.57	
555	Assistant City Attorney I							Unrep
555		Hourly	62.2356	65.3474	68.6147	72.0455	75.6477	
555		Monthly	10,787.51	11,326.88	11,893.22	12,487.88	13,112.27	
556		Hourly	62.3912	65.5108	68.7863	72.2256	75.8368	
556		Monthly	10,814.47	11,355.20	11,922.95	12,519.10	13,145.05	
557	Housing and Community Development Program Manager							CAMP
557	Risk Manager/Safety Officer							Unrep
557	Transportation Program Superintendent							CAMP
557		Hourly	62.5472	65.6746	68.9582	72.4062	76.0264	
557		Monthly	10,841.51	11,383.59	11,952.76	12,550.40	13,177.91	
558		Hourly	62.7035	65.8387	69.1306	72.5871	76.2164	
558		Monthly	10,868.61	11,412.04	11,982.64	12,581.77	13,210.85	
559		Hourly	62.8603	66.0033	69.3035	72.7686	76.4070	
559		Monthly	10,895.79	11,440.57	12,012.60	12,613.23	13,243.88	
560		Hourly	63.0175	66.1683	69.4767	72.9505	76.5980	
560		Monthly	10,923.03	11,469.18	12,042.63	12,644.76	13,276.99	
561		Hourly	63.1750	66.3338	69.6504	73.1329	76.7895	
561		Monthly	10,950.33	11,497.85	12,072.74	12,676.37	13,310.18	
562		Hourly	63.3329	66.4996	69.8245	73.3157	76.9815	
562		Monthly	10,977.71	11,526.59	12,102.92	12,708.06	13,343.46	
563		Hourly	63.4913	66.6658	69.9991	73.4990	77.1740	
563		Monthly	11,005.15	11,555.41	12,133.18	12,739.83	13,376.82	
564		Hourly	63.6500	66.8325	70.1741	73.6828	77.3669	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
564		Monthly	11,032.67	11,584.30	12,163.51	12,771.68	13,410.26	
565	Assistant to the City Manager							Unrep
565		Hourly	63.8091	66.9996	70.3495	73.8670	77.5603	
565		Monthly	11,060.25	11,613.26	12,193.92	12,803.61	13,443.78	
566		Hourly	63.9687	67.1671	70.5254	74.0517	77.7542	
566		Monthly	11,087.90	11,642.29	12,224.40	12,835.62	13,477.39	
567		Hourly	64.1286	67.3350	70.7017	74.2368	77.9486	
567		Monthly	11,115.62	11,671.40	12,254.96	12,867.71	13,511.09	
568		Hourly	64.2889	67.5033	70.8785	74.4224	78.1435	
568		Monthly	11,143.41	11,700.58	12,285.60	12,899.88	13,544.87	
569		Hourly	64.4496	67.6721	71.0557	74.6084	78.3388	
569		Monthly	11,171.27	11,729.83	12,316.32	12,932.13	13,578.73	
570		Hourly	64.6107	67.8413	71.2333	74.7950	78.5346	
570		Monthly	11,199.19	11,759.15	12,347.11	12,964.46	13,612.67	
571		Hourly	64.7723	68.0109	71.4114	74.9819	78.7310	
571		Monthly	11,227.19	11,788.55	12,377.97	12,996.87	13,646.71	
572		Hourly	64.9342	68.1809	71.5899	75.1694	78.9278	
572		Monthly	11,255.26	11,818.02	12,408.92	13,029.36	13,680.82	
573		Hourly	65.0965	68.3514	71.7689	75.3573	79.1251	
573		Monthly	11,283.40	11,847.57	12,439.94	13,061.94	13,715.02	
574		Hourly	65.2593	68.5223	71.9483	75.5457	79.3229	
574		Monthly	11,311.61	11,877.19	12,471.04	13,094.59	13,749.31	
575		Hourly	65.4224	68.6935	72.1282	75.7346	79.5213	
575		Monthly	11,339.88	11,906.88	12,502.22	13,127.33	13,783.69	
576	Assistant Finance Director							Unrep
576	Assistant Human Resources Director							Unrep

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
576	Assistant Public Works Director - Maintenance							Unrep
576	Employee and Labor Relations Officer							Unrep
576	Water Engineering Manager	Hourly	65.5859	68.8653	72.3085	75.9239	79.7201	CAMP
576		Monthly	11,368.23	11,936.65	12,533.48	13,160.14	13,818.15	
577		Hourly	65.7500	69.0374	72.4893	76.1138	79.9194	
577		Monthly	11,396.66	11,966.49	12,564.81	13,193.05	13,852.69	
578		Hourly	65.9143	69.2100	72.6705	76.3040	80.1192	
578		Monthly	11,425.15	11,996.40	12,596.22	13,226.03	13,887.32	
579		Hourly	66.0791	69.3831	72.8522	76.4948	80.3195	
579		Monthly	11,453.71	12,026.40	12,627.71	13,259.09	13,922.04	
580		Hourly	66.2443	69.5565	73.0343	76.6860	80.5203	
580		Monthly	11,482.34	12,056.46	12,659.28	13,292.24	13,956.85	
581		Hourly	66.4099	69.7304	73.2169	76.8777	80.7216	
581		Monthly	11,511.05	12,086.60	12,690.93	13,325.47	13,991.74	
582		Hourly	66.5759	69.9047	73.4000	77.0699	80.9234	
582		Monthly	11,539.83	12,116.82	12,722.66	13,358.78	14,026.72	
583		Hourly	66.7424	70.0795	73.5834	77.2626	81.1257	
583		Monthly	11,568.68	12,147.11	12,754.46	13,392.18	14,061.78	
584		Hourly	66.9092	70.2547	73.7674	77.4557	81.3285	
584		Monthly	11,597.60	12,177.48	12,786.35	13,425.66	14,096.94	
585		Hourly	67.0765	70.4303	73.9518	77.6494	81.5318	
585		Monthly	11,626.59	12,207.92	12,818.31	13,459.23	14,132.18	
586	Chief Building Official							CAMP
586		Hourly	67.2442	70.6064	74.1367	77.8435	81.7356	
586		Monthly	11,655.66	12,238.44	12,850.36	13,492.87	14,167.51	
587		Hourly	67.4123	70.7829	74.3221	78.0381	81.9400	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
587		Monthly	11,684.80	12,269.04	12,882.49	13,526.61	14,202.93	
588		Hourly	67.5808	70.9599	74.5078	78.2332	82.1448	
588		Monthly	11,714.01	12,299.71	12,914.69	13,560.42	14,238.44	
589		Hourly	67.7498	71.1373	74.6941	78.4288	82.3502	
589		Monthly	11,743.30	12,330.46	12,946.98	13,594.32	14,274.03	
590		Hourly	67.9191	71.3151	74.8809	78.6249	82.5561	
590		Monthly	11,772.65	12,361.29	12,979.35	13,628.31	14,309.72	
591		Hourly	68.0890	71.4934	75.0681	78.8214	82.7624	
591		Monthly	11,802.09	12,392.19	13,011.80	13,662.38	14,345.49	
592		Hourly	68.2592	71.6721	75.2557	79.0185	82.9694	
592		Monthly	11,831.59	12,423.17	13,044.32	13,696.54	14,381.36	
593		Hourly	68.4298	71.8513	75.4439	79.2160	83.1768	
593		Monthly	11,861.17	12,454.23	13,076.94	13,730.78	14,417.31	
594	Water Operations Manager							Unrep
594		Hourly	68.6009	72.0309	75.6325	79.4141	83.3847	
594		Monthly	11,890.82	12,485.36	13,109.63	13,765.11	14,453.35	
595		Hourly	68.7724	72.2110	75.8215	79.6126	83.5932	
595		Monthly	11,920.55	12,516.58	13,142.40	13,799.52	14,489.49	
596		Hourly	68.9443	72.3916	76.0111	79.8117	83.8022	
596		Monthly	11,950.35	12,547.87	13,175.26	13,834.02	14,525.71	
597		Hourly	69.1167	72.5725	76.2012	80.0112	84.0117	
597		Monthly	11,980.23	12,579.24	13,208.20	13,868.60	14,562.02	
598		Hourly	69.2895	72.7540	76.3917	80.2112	84.2217	
598		Monthly	12,010.18	12,610.69	13,241.22	13,903.27	14,598.43	
599		Hourly	69.4627	72.9358	76.5826	80.4117	84.4323	
599		Monthly	12,040.20	12,642.21	13,274.32	13,938.03	14,634.93	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
600	Assistant City Attorney I							CAMP
600		Hourly	69.6363	73.1182	76.7741	80.6128	84.6433	
600		Monthly	12,070.30	12,673.82	13,307.51	13,972.88	14,671.51	
601		Hourly	69.8105	73.3010	76.9660	80.8143	84.8549	
601		Monthly	12,100.48	12,705.50	13,340.77	14,007.81	14,708.19	
602		Hourly	69.9850	73.4843	77.1584	81.0163	85.0671	
602		Monthly	12,130.73	12,737.27	13,374.13	14,042.83	14,744.96	
603		Hourly	70.1600	73.6679	77.3513	81.2189	85.2797	
603		Monthly	12,161.06	12,769.11	13,407.56	14,077.94	14,781.82	
604		Hourly	70.3353	73.8521	77.5447	81.4219	85.4930	
604		Monthly	12,191.46	12,801.03	13,441.08	14,113.13	14,818.78	
605		Hourly	70.5112	74.0368	77.7385	81.6254	85.7067	
605		Monthly	12,221.94	12,833.04	13,474.68	14,148.41	14,855.83	
606		Hourly	70.6874	74.2218	77.9329	81.8295	85.9210	
606		Monthly	12,252.49	12,865.12	13,508.37	14,183.78	14,892.97	
607		Hourly	70.8642	74.4074	78.1277	82.0341	86.1358	
607		Monthly	12,283.12	12,897.28	13,542.14	14,219.24	14,930.20	
608		Hourly	71.0413	74.5934	78.3231	82.2392	86.3511	
608		Monthly	12,313.83	12,929.52	13,576.00	14,254.79	14,967.52	
609		Hourly	71.2190	74.7799	78.5189	82.4448	86.5670	
609		Monthly	12,344.62	12,961.85	13,609.94	14,290.43	15,004.94	
610		Hourly	71.3970	74.9668	78.7152	82.6509	86.7834	
610		Monthly	12,375.48	12,994.25	13,643.96	14,326.15	15,042.45	
611		Hourly	71.5755	75.1543	78.9119	82.8575	87.0003	
611		Monthly	12,406.42	13,026.74	13,678.07	14,361.97	15,080.06	
612		Hourly	71.7544	75.3421	79.1093	83.0646	87.2178	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
612		Monthly	12,437.43	13,059.30	13,712.27	14,397.87	15,117.76	
613		Hourly	71.9338	75.5305	79.3070	83.2723	87.4359	
613		Monthly	12,468.53	13,091.95	13,746.55	14,433.87	15,155.56	
614		Hourly	72.1137	75.7193	79.5053	83.4805	87.6545	
614		Monthly	12,499.70	13,124.68	13,780.91	14,469.95	15,193.44	
615		Hourly	72.2939	75.9086	79.7041	83.6892	87.8736	
615		Monthly	12,530.95	13,157.49	13,815.37	14,506.13	15,231.43	
616		Hourly	72.4746	76.0984	79.9033	83.8984	88.0933	
616		Monthly	12,562.27	13,190.39	13,849.90	14,542.39	15,269.51	
617		Hourly	72.6558	76.2886	80.1031	84.1082	88.3135	
617		Monthly	12,593.68	13,223.36	13,884.53	14,578.75	15,307.68	
618		Hourly	72.8375	76.4793	80.3033	84.3185	88.5343	
618		Monthly	12,625.16	13,256.42	13,919.24	14,615.20	15,345.95	
619		Hourly	73.0196	76.6705	80.5041	84.5293	88.7556	
619		Monthly	12,656.73	13,289.56	13,954.04	14,651.74	15,384.31	
620		Hourly	73.2021	76.8623	80.7053	84.7405	88.9775	
620		Monthly	12,688.37	13,322.79	13,988.92	14,688.36	15,422.77	
621		Hourly	73.3851	77.0544	80.9071	84.9524	89.2000	
621		Monthly	12,720.09	13,356.09	14,023.90	14,725.09	15,461.33	
622		Hourly	73.5686	77.2470	81.1093	85.1648	89.4230	
622		Monthly	12,751.89	13,389.48	14,058.95	14,761.90	15,499.99	
623		Hourly	73.7525	77.4402	81.3121	85.3777	89.6466	
623		Monthly	12,783.77	13,422.96	14,094.10	14,798.80	15,538.74	
624		Hourly	73.9369	77.6338	81.5154	85.5912	89.8707	
624		Monthly	12,815.73	13,456.52	14,129.34	14,835.80	15,577.58	
625		Hourly	74.1218	77.8278	81.7192	85.8051	90.0954	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
625		Monthly	12,847.77	13,490.16	14,164.66	14,872.89	15,616.53	
626		Hourly	74.3071	78.0224	81.9235	86.0196	90.3206	
626		Monthly	12,879.89	13,523.88	14,200.07	14,910.07	15,655.57	
627		Hourly	74.4928	78.2174	82.1283	86.2347	90.5464	
627		Monthly	12,912.09	13,557.69	14,235.57	14,947.35	15,694.71	
628		Hourly	74.6791	78.4130	82.3336	86.4503	90.7727	
628		Monthly	12,944.37	13,591.59	14,271.16	14,984.72	15,733.94	
629		Hourly	74.8658	78.6091	82.5395	86.6664	90.9997	
629		Monthly	12,976.73	13,625.57	14,306.84	15,022.18	15,773.28	
630		Hourly	75.0529	78.8056	82.7458	86.8831	91.2272	
630		Monthly	13,009.17	13,659.63	14,342.61	15,059.73	15,812.71	
631		Hourly	75.2405	79.0026	82.9527	87.1003	91.4552	
631		Monthly	13,041.69	13,693.78	14,378.46	15,097.38	15,852.24	
632	Deputy Fire Chief							Unrep
632		Hourly	75.4287	79.2001	83.1601	87.3181	91.6839	
632		Monthly	13,074.30	13,728.01	14,414.41	15,135.13	15,891.87	
633		Hourly	75.6172	79.3981	83.3680	87.5363	91.9131	
633		Monthly	13,106.98	13,762.33	14,450.45	15,172.96	15,931.60	
634		Hourly	75.8063	79.5966	83.5764	87.7552	92.1429	
634		Monthly	13,139.75	13,796.74	14,486.57	15,210.90	15,971.43	
635		Hourly	75.9958	79.7956	83.7853	87.9745	92.3732	
635		Monthly	13,172.60	13,831.23	14,522.79	15,248.92	16,011.36	
636	Assistant Public Works Director - City Engineer							Unrep
636	Chief Innovation Officer							Unrep
636	Finance Director							Unrep
636	Human Resources Director							Unrep

Jan 2023
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
636	Information and Technology Director							Unrep
636	Planning and Development Services Director							Unrep
636	Public Works Director							Unrep
636	Sr Advisor to CM							UNREP
636	Water Utilities Director							Unrep
636		Hourly	76.1858	79.9951	83.9948	88.1945	92.6042	
636		Monthly	13,205.53	13,865.81	14,559.09	15,287.04	16,051.39	
637		Hourly	76.3763	80.1950	84.2048	88.4150	92.8357	
637		Monthly	13,238.55	13,900.47	14,595.49	15,325.26	16,091.52	
638		Hourly	76.5672	80.3955	84.4153	88.6360	93.0678	
638		Monthly	13,271.64	13,935.22	14,631.98	15,363.58	16,131.75	
639	Assistant City Attorney II							CAMP
639		Hourly	76.7586	80.5965	84.6263	88.8576	93.3005	
639		Monthly	13,304.82	13,970.06	14,668.56	15,401.98	16,172.08	
640		Hourly	76.9505	80.7980	84.8379	89.0798	93.5337	
640		Monthly	13,338.08	14,004.99	14,705.23	15,440.49	16,212.51	
641	Assistant City Attorney II							Unrep
641		Hourly	77.1429	81.0000	85.0500	89.3024	93.7675	
641		Monthly	13,371.43	14,040.00	14,742.00	15,479.09	16,253.04	
642		Hourly	77.3357	81.2025	85.2626	89.5257	94.0019	
642		Monthly	13,404.86	14,075.10	14,778.85	15,517.79	16,293.67	
643		Hourly	77.5291	81.4055	85.4758	89.7495	94.2369	
643		Monthly	13,438.37	14,110.29	14,815.80	15,556.58	16,334.40	
644		Hourly	77.7229	81.6090	85.6895	89.9739	94.4725	
644		Monthly	13,471.97	14,145.56	14,852.84	15,595.47	16,375.24	
645		Hourly	77.9172	81.8131	85.9037	90.1988	94.7087	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
645		Monthly	13,505.65	14,180.93	14,889.97	15,634.46	16,416.18	
646		Hourly	78.1120	82.0176	86.1184	90.4243	94.9455	
646		Monthly	13,539.41	14,216.38	14,927.19	15,673.55	16,457.22	
647		Hourly	78.3073	82.2226	86.3337	90.6504	95.1828	
647		Monthly	13,573.26	14,251.92	14,964.51	15,712.73	16,498.36	
648		Hourly	78.5030	82.4282	86.5495	90.8770	95.4208	
648		Monthly	13,607.19	14,287.55	15,001.92	15,752.01	16,539.61	
649		Hourly	78.6993	82.6343	86.7659	91.1042	95.6594	
649		Monthly	13,641.21	14,323.27	15,039.43	15,791.39	16,580.96	
650		Hourly	78.8960	82.8408	86.9829	91.3319	95.8985	
650		Monthly	13,675.31	14,359.08	15,077.03	15,830.87	16,622.41	
651		Hourly	79.0933	83.0480	87.2003	91.5603	96.1382	
651		Monthly	13,709.50	14,394.98	15,114.72	15,870.45	16,663.96	
652		Hourly	79.2910	83.2555	87.4183	91.7892	96.3786	
652		Monthly	13,743.77	14,430.96	15,152.51	15,910.13	16,705.62	
653		Hourly	79.4892	83.4637	87.6369	92.0187	96.6196	
653		Monthly	13,778.13	14,467.04	15,190.39	15,949.90	16,747.39	
654		Hourly	79.6880	83.6724	87.8559	92.2487	96.8611	
654		Monthly	13,812.58	14,503.21	15,228.36	15,989.78	16,789.26	
655		Hourly	79.8872	83.8816	88.0756	92.4793	97.1033	
655		Monthly	13,847.11	14,539.47	15,266.43	16,029.75	16,831.23	
656		Hourly	80.0869	84.0912	88.2958	92.7106	97.3460	
656		Monthly	13,881.73	14,575.81	15,304.60	16,069.83	16,873.31	
657		Hourly	80.2871	84.3014	88.5165	92.9423	97.5894	
657		Monthly	13,916.43	14,612.25	15,342.86	16,110.00	16,915.49	
658		Hourly	80.4878	84.5122	88.7378	93.1747	97.8333	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
658		Monthly	13,951.22	14,648.78	15,381.22	16,150.28	16,957.78	
659		Hourly	80.6890	84.7235	88.9596	93.4076	98.0779	
659		Monthly	13,986.10	14,685.41	15,419.67	16,190.65	17,000.17	
660		Hourly	80.8908	84.9353	89.1820	93.6411	98.3232	
660		Monthly	14,021.07	14,722.12	15,458.22	16,231.13	17,042.68	
661		Hourly	81.0930	85.1477	89.4050	93.8753	98.5689	
661		Monthly	14,056.12	14,758.93	15,496.87	16,271.71	17,085.28	
662		Hourly	81.2957	85.3605	89.6285	94.1099	98.8154	
662		Monthly	14,091.26	14,795.82	15,535.61	16,312.38	17,128.00	
663		Hourly	81.4990	85.5739	89.8526	94.3452	99.0624	
663		Monthly	14,126.49	14,832.81	15,574.45	16,353.17	17,170.82	
664		Hourly	81.7027	85.7878	90.0772	94.5811	99.3100	
664		Monthly	14,161.80	14,869.89	15,613.38	16,394.05	17,213.74	
665		Hourly	81.9070	86.0023	90.3024	94.8175	99.5583	
665		Monthly	14,197.21	14,907.07	15,652.42	16,435.03	17,256.78	
666		Hourly	82.1117	86.2173	90.5282	95.0545	99.8072	
666		Monthly	14,232.70	14,944.34	15,691.55	16,476.12	17,299.92	
667		Hourly	82.3170	86.4329	90.7545	95.2922	100.0568	
667		Monthly	14,268.28	14,981.70	15,730.78	16,517.31	17,343.17	
668		Hourly	82.5228	86.6489	90.9813	95.5304	100.3069	
668		Monthly	14,303.95	15,019.15	15,770.10	16,558.60	17,386.53	
669		Hourly	82.7291	86.8656	91.2088	95.7692	100.5576	
669		Monthly	14,339.71	15,056.70	15,809.53	16,600.00	17,429.99	
670		Hourly	82.9359	87.0827	91.4368	96.0087	100.8091	
670		Monthly	14,375.56	15,094.34	15,849.05	16,641.50	17,473.57	
671		Hourly	83.1433	87.3005	91.6655	96.2487	101.0611	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
671		Monthly	14,411.50	15,132.08	15,888.68	16,683.11	17,517.25	
672	Chief Assistant City Attorney							Unrep
672		Hourly	83.3511	87.5187	91.8946	96.4893	101.3137	
672		Monthly	14,447.53	15,169.91	15,928.40	16,724.81	17,561.04	
673		Hourly	83.5595	87.7375	92.1243	96.7305	101.5670	
673		Monthly	14,483.65	15,207.83	15,968.22	16,766.62	17,604.95	
674		Hourly	83.7684	87.9568	92.3547	96.9723	101.8209	
674		Monthly	14,519.86	15,245.85	16,008.14	16,808.54	17,648.96	
675		Hourly	83.9778	88.1768	92.5855	97.2148	102.0755	
675		Monthly	14,556.16	15,283.97	16,048.16	16,850.56	17,693.08	
676		Hourly	84.1878	88.3972	92.8170	97.4578	102.3306	
676		Monthly	14,592.55	15,322.18	16,088.28	16,892.69	17,737.31	
677		Hourly	84.3983	88.6182	93.0490	97.7015	102.5865	
677		Monthly	14,629.03	15,360.48	16,128.50	16,934.92	17,781.66	
678		Hourly	84.6092	88.8397	93.2817	97.9457	102.8429	
678		Monthly	14,665.60	15,398.88	16,168.82	16,977.26	17,826.11	
679		Hourly	84.8208	89.0618	93.5148	98.1906	103.1001	
679		Monthly	14,702.27	15,437.38	16,209.24	17,019.70	17,870.68	
680		Hourly	85.0328	89.2844	93.7487	98.4361	103.3578	
680		Monthly	14,739.02	15,475.97	16,249.77	17,062.25	17,915.35	
681		Hourly	85.2454	89.5077	93.9830	98.6822	103.6162	
681		Monthly	14,775.87	15,514.66	16,290.39	17,104.91	17,960.14	
682		Hourly	85.4585	89.7314	94.2180	98.9289	103.8752	
682		Monthly	14,812.81	15,553.45	16,331.12	17,147.67	18,005.04	
683		Hourly	85.6722	89.9558	94.4536	99.1762	104.1350	
683		Monthly	14,849.84	15,592.33	16,371.95	17,190.54	18,050.06	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
684		Hourly	85.8864	90.1806	94.6897	99.4241	104.3953	
684		Monthly	14,886.97	15,631.31	16,412.88	17,233.51	18,095.18	
685		Hourly	86.1010	90.4061	94.9264	99.6727	104.6563	
685		Monthly	14,924.18	15,670.39	16,453.91	17,276.60	18,140.42	
686		Hourly	86.3163	90.6321	95.1637	99.9219	104.9179	
686		Monthly	14,961.49	15,709.57	16,495.04	17,319.79	18,185.77	
687		Hourly	86.5321	90.8587	95.4016	100.1717	105.1802	
687		Monthly	14,998.90	15,748.84	16,536.28	17,363.09	18,231.23	
688		Hourly	86.7485	91.0858	95.6401	100.4221	105.4431	
688		Monthly	15,036.40	15,788.21	16,577.62	17,406.50	18,276.81	
689		Hourly	86.9653	91.3136	95.8792	100.6731	105.7067	
689		Monthly	15,073.99	15,827.69	16,619.06	17,450.01	18,322.50	
690		Hourly	87.1827	91.5418	96.1189	100.9248	105.9710	
690		Monthly	15,111.67	15,867.25	16,660.61	17,493.64	18,368.31	
691		Hourly	87.4007	91.7707	96.3592	101.1771	106.2359	
691		Monthly	15,149.45	15,906.92	16,702.26	17,537.37	18,414.23	
692		Hourly	87.6192	92.0001	96.6001	101.4301	106.5016	
692		Monthly	15,187.32	15,946.69	16,744.02	17,581.22	18,460.27	
693		Hourly	87.8382	92.2302	96.8416	101.6837	106.7678	
693		Monthly	15,225.29	15,986.56	16,785.88	17,625.17	18,506.42	
694		Hourly	88.0578	92.4607	97.0837	101.9379	107.0347	
694		Monthly	15,263.36	16,026.52	16,827.84	17,669.23	18,552.68	
695	Assistant City Manager							Unrep
695	Fire Chief							Unrep
695		Hourly	88.2779	92.6919	97.3264	102.1927	107.3023	
695		Monthly	15,301.51	16,066.59	16,869.91	17,713.40	18,599.07	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
696		Hourly	88.4987	92.9236	97.5698	102.4482	107.5705	
696		Monthly	15,339.77	16,106.76	16,912.09	17,757.69	18,645.56	
697		Hourly	88.7199	93.1559	97.8137	102.7043	107.8395	
697		Monthly	15,378.12	16,147.02	16,954.37	17,802.08	18,692.18	
698		Hourly	88.9417	93.3888	98.0582	102.9611	108.1091	
698		Monthly	15,416.56	16,187.39	16,996.75	17,846.59	18,738.91	
699		Hourly	89.1640	93.6223	98.3034	103.2185	108.3793	
699		Monthly	15,455.10	16,227.86	17,039.25	17,891.20	18,785.75	
700		Hourly	89.3870	93.8563	98.5491	103.4765	108.6503	
700		Monthly	15,493.74	16,268.43	17,081.84	17,935.93	18,832.72	
701		Hourly	89.6105	94.0910	98.7955	103.7352	108.9219	
701		Monthly	15,532.48	16,309.10	17,124.55	17,980.77	18,879.80	
702		Hourly	89.8345	94.3262	99.0425	103.9945	109.1942	
702		Monthly	15,571.31	16,349.87	17,167.36	18,025.72	18,927.00	
703		Hourly	90.0591	94.5620	99.2901	104.2546	109.4672	
703		Monthly	15,610.24	16,390.75	17,210.28	18,070.79	18,974.32	
704		Hourly	90.2842	94.7984	99.5383	104.5152	109.7409	
704		Monthly	15,649.26	16,431.72	17,253.30	18,115.96	19,021.75	
705		Hourly	90.5099	95.0354	99.7872	104.7764	110.0153	
705		Monthly	15,688.38	16,472.80	17,296.44	18,161.25	19,069.31	
706		Hourly	90.7362	95.2730	100.0366	105.0384	110.2903	
706		Monthly	15,727.61	16,513.98	17,339.68	18,206.66	19,116.98	
707		Hourly	90.9630	95.5112	100.2867	105.3010	110.5660	
707		Monthly	15,766.92	16,555.27	17,383.03	18,252.17	19,164.77	
708		Hourly	91.1904	95.7500	100.5374	105.5643	110.8424	
708		Monthly	15,806.34	16,596.66	17,426.49	18,297.81	19,212.69	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
709		Hourly	91.4184	95.9893	100.7888	105.8282	111.1195	
709		Monthly	15,845.86	16,638.15	17,470.05	18,343.55	19,260.72	
710	Deputy Police Chief							Unrep
710		Hourly	91.6469	96.2293	101.0408	106.0928	111.3973	
710		Monthly	15,885.47	16,679.75	17,513.73	18,389.41	19,308.87	
711		Hourly	91.8761	96.4698	101.2933	106.3580	111.6758	
711		Monthly	15,925.19	16,721.44	17,557.51	18,435.38	19,357.14	
712		Hourly	92.1058	96.7111	101.5466	106.6239	111.9550	
712		Monthly	15,965.00	16,763.25	17,601.41	18,481.47	19,405.53	
713		Hourly	92.3360	96.9528	101.8004	106.8904	112.2349	
713		Monthly	16,004.91	16,805.16	17,645.41	18,527.67	19,454.05	
714		Hourly	92.5668	97.1952	102.0549	107.1576	112.5155	
714		Monthly	16,044.92	16,847.17	17,689.52	18,573.99	19,502.68	
715		Hourly	92.7983	97.4382	102.3101	107.4256	112.7968	
715		Monthly	16,085.04	16,889.29	17,733.75	18,620.43	19,551.44	
716		Hourly	93.0303	97.6818	102.5658	107.6941	113.0788	
716		Monthly	16,125.25	16,931.51	17,778.08	18,666.98	19,600.32	
717		Hourly	93.2628	97.9260	102.8223	107.9634	113.3615	
717		Monthly	16,165.56	16,973.84	17,822.53	18,713.65	19,649.32	
718		Hourly	93.4960	98.1708	103.0793	108.2333	113.6448	
718		Monthly	16,205.98	17,016.27	17,867.08	18,760.43	19,698.44	
719		Hourly	93.7298	98.4162	103.3370	108.5038	113.9290	
719		Monthly	16,246.49	17,058.81	17,911.75	18,807.33	19,747.69	
720		Hourly	93.9641	98.6623	103.5954	108.7751	114.2138	
720		Monthly	16,287.11	17,101.46	17,956.53	18,854.35	19,797.06	
721		Hourly	94.1990	98.9089	103.8543	109.0471	114.4993	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
721		Monthly	16,327.82	17,144.21	18,001.42	18,901.49	19,846.55	
722		Hourly	94.4345	99.1562	104.1140	109.3197	114.7856	
722		Monthly	16,368.64	17,187.08	18,046.42	18,948.74	19,896.17	
723		Hourly	94.6706	99.4041	104.3743	109.5929	115.0726	
723		Monthly	16,409.57	17,230.04	18,091.54	18,996.11	19,945.91	
724		Hourly	94.9073	99.6526	104.6352	109.8669	115.3602	
724		Monthly	16,450.59	17,273.12	18,136.77	19,043.60	19,995.77	
725		Hourly	95.1445	99.9017	104.8968	110.1416	115.6486	
725		Monthly	16,491.72	17,316.30	18,182.11	19,091.21	20,045.76	
726		Hourly	95.3824	100.1515	105.1591	110.4170	115.9378	
726		Monthly	16,532.95	17,359.59	18,227.57	19,138.94	20,095.88	
727		Hourly	95.6208	100.4019	105.4220	110.6930	116.2276	
727		Monthly	16,574.28	17,402.99	18,273.14	19,186.79	20,146.12	
728		Hourly	95.8599	100.6529	105.6855	110.9697	116.5182	
728		Monthly	16,615.71	17,446.50	18,318.82	19,234.75	20,196.48	
729		Hourly	96.0995	100.9045	105.9497	111.2472	116.8094	
729		Monthly	16,657.25	17,490.11	18,364.62	19,282.84	20,246.97	
730		Hourly	96.3398	101.1568	106.2146	111.5253	117.1015	
730		Monthly	16,698.90	17,533.84	18,410.53	19,331.05	20,297.59	
731		Hourly	96.5806	101.4096	106.4801	111.8041	117.3942	
731		Monthly	16,740.64	17,577.67	18,456.55	19,379.38	20,348.33	
732		Hourly	96.8221	101.6632	106.7463	112.0836	117.6877	
732		Monthly	16,782.49	17,621.62	18,502.69	19,427.82	20,399.20	
733		Hourly	97.0641	101.9173	107.0132	112.3638	117.9819	
733		Monthly	16,824.45	17,665.67	18,548.95	19,476.39	20,450.20	
734		Hourly	97.3068	102.1722	107.2807	112.6447	118.2769	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
734		Monthly	16,866.51	17,709.84	18,595.32	19,525.08	20,501.33	
735		Hourly	97.5501	102.4276	107.5489	112.9263	118.5726	
735		Monthly	16,908.68	17,754.11	18,641.81	19,573.90	20,552.58	
736		Hourly	97.7939	102.6837	107.8178	113.2086	118.8690	
736		Monthly	16,950.95	17,798.50	18,688.42	19,622.83	20,603.96	
737		Hourly	98.0384	102.9403	108.0873	113.4917	119.1662	
737		Monthly	16,993.33	17,842.99	18,735.14	19,671.89	20,655.47	
738		Hourly	98.2835	103.1977	108.3576	113.7754	119.4641	
738		Monthly	17,035.81	17,887.60	18,781.98	19,721.07	20,707.11	
739		Hourly	98.5292	103.4557	108.6284	114.0598	119.7628	
739		Monthly	17,078.40	17,932.32	18,828.93	19,770.37	20,758.88	
740		Hourly	98.7756	103.7143	108.9000	114.3450	120.0622	
740		Monthly	17,121.10	17,977.15	18,876.00	19,819.80	20,810.78	
741		Hourly	99.0225	103.9736	109.1723	114.6309	120.3623	
741		Monthly	17,163.90	18,022.09	18,923.19	19,869.35	20,862.80	
742		Hourly	99.2701	104.2336	109.4452	114.9174	120.6632	
742		Monthly	17,206.81	18,067.15	18,970.50	19,919.02	20,914.96	
743		Hourly	99.5183	104.4942	109.7188	115.2047	120.9649	
743		Monthly	17,249.83	18,112.32	19,017.93	19,968.82	20,967.25	
744		Hourly	99.7670	104.7554	109.9931	115.4927	121.2673	
744		Monthly	17,292.95	18,157.60	19,065.47	20,018.74	21,019.67	
745		Hourly	100.0164	105.0173	110.2681	115.7815	121.5704	
745		Monthly	17,336.18	18,202.99	19,113.14	20,068.79	21,072.21	
746		Hourly	100.2665	105.2798	110.5438	116.0709	121.8744	
746		Monthly	17,379.52	18,248.50	19,160.92	20,118.96	21,124.90	
747		Hourly	100.5171	105.5430	110.8201	116.3611	122.1791	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
747		Monthly	17,422.97	18,294.12	19,208.82	20,169.26	21,177.71	
748		Hourly	100.7684	105.8068	111.0972	116.6520	122.4845	
748		Monthly	17,466.53	18,339.85	19,256.84	20,219.68	21,230.65	
749		Hourly	101.0204	106.0713	111.3749	116.9436	122.7908	
749		Monthly	17,510.20	18,385.70	19,304.98	20,270.23	21,283.73	
750		Hourly	101.2729	106.3366	111.6534	117.2360	123.0977	
750		Monthly	17,553.97	18,431.67	19,353.25	20,320.90	21,336.94	
751		Hourly	101.5261	106.6024	111.9325	117.5291	123.4055	
751		Monthly	17,597.86	18,477.75	19,401.63	20,371.71	21,390.28	
752		Hourly	101.7799	106.8689	112.2123	117.8229	123.7140	
752		Monthly	17,641.85	18,523.94	19,450.13	20,422.64	21,443.76	
753		Hourly	102.0344	107.1361	112.4928	118.1174	124.0232	
753		Monthly	17,685.96	18,570.25	19,498.76	20,473.69	21,497.36	
754		Hourly	102.2894	107.4039	112.7741	118.4128	124.3333	
754		Monthly	17,730.17	18,616.68	19,547.51	20,524.88	21,551.11	
755		Hourly	102.5452	107.6724	113.0560	118.7088	124.6442	
755		Monthly	17,774.50	18,663.22	19,596.37	20,576.19	21,604.99	
756		Hourly	102.8015	107.9416	113.3387	119.0056	124.9558	
756		Monthly	17,818.93	18,709.88	19,645.37	20,627.63	21,659.00	
757		Hourly	103.0585	108.2114	113.6220	119.3031	125.2682	
757		Monthly	17,863.48	18,756.65	19,694.48	20,679.20	21,713.15	
758		Hourly	103.3162	108.4820	113.9061	119.6013	125.5813	
758		Monthly	17,908.14	18,803.54	19,743.72	20,730.90	21,767.43	
759		Hourly	103.5745	108.7532	114.1908	119.9003	125.8953	
759		Monthly	17,952.91	18,850.55	19,793.07	20,782.72	21,821.85	
760		Hourly	103.8334	109.0251	114.4763	120.2001	126.2100	

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
760		Monthly	17,997.79	18,897.68	19,842.56	20,834.68	21,876.40	
761		Hourly	104.0930	109.2976	114.7625	120.5006	126.5255	
761		Monthly	18,042.78	18,944.92	19,892.16	20,886.77	21,931.09	
762		Hourly	104.3532	109.5709	115.0494	120.8018	126.8418	
762		Monthly	18,087.89	18,992.29	19,941.89	20,938.98	21,985.92	
763		Hourly	104.6141	109.8448	115.3370	121.1038	127.1590	
763		Monthly	18,133.11	19,039.77	19,991.75	20,991.33	22,040.89	
764		Hourly	104.8756	110.1194	115.6254	121.4066	127.4769	
764		Monthly	18,178.44	19,087.37	20,041.73	21,043.81	22,095.99	
765		Hourly	105.1378	110.3947	115.9144	121.7101	127.7956	
765		Monthly	18,223.89	19,135.08	20,091.83	21,096.42	22,151.23	
766		Hourly	105.4007	110.6707	116.2042	122.0144	128.1151	
766		Monthly	18,269.45	19,182.92	20,142.06	21,149.16	22,206.61	
767		Hourly	105.6642	110.9474	116.4947	122.3194	128.4353	
767		Monthly	18,315.12	19,230.88	20,192.42	21,202.03	22,262.12	
768		Hourly	105.9283	111.2248	116.7860	122.6252	128.7564	
768		Monthly	18,360.91	19,278.96	20,242.90	21,255.04	22,317.78	
769		Hourly	106.1931	111.5028	117.0779	122.9318	129.0783	
769		Monthly	18,406.81	19,327.15	20,293.51	21,308.18	22,373.57	
770		Hourly	106.4586	111.7816	117.3706	123.2391	129.4010	
770		Monthly	18,452.83	19,375.47	20,344.24	21,361.45	22,429.51	
771		Hourly	106.7248	112.0610	117.6640	123.5472	129.7245	
771		Monthly	18,498.96	19,423.91	20,395.10	21,414.85	22,485.58	
772		Hourly	106.9916	112.3412	117.9582	123.8561	130.0488	
772		Monthly	18,545.21	19,472.47	20,446.09	21,468.39	22,541.79	
773		Hourly	107.2591	112.6220	118.2531	124.1657	130.3739	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
773		Monthly	18,591.57	19,521.15	20,497.20	21,522.06	22,598.15	
774		Hourly	107.5272	112.9036	118.5488	124.4761	130.6998	
774		Monthly	18,638.05	19,569.95	20,548.45	21,575.86	22,654.64	
775	Police Chief							Unrep
775		Hourly	107.7961	113.1858	118.8451	124.7873	131.0266	
775		Monthly	18,684.65	19,618.88	20,599.82	21,629.80	22,711.28	
776		Hourly	108.0655	113.4688	119.1422	125.0993	131.3542	
776		Monthly	18,731.36	19,667.93	20,651.32	21,683.88	22,768.06	
777		Hourly	108.3357	113.7525	119.4400	125.4121	131.6826	
777		Monthly	18,778.19	19,717.10	20,702.94	21,738.09	22,824.98	
778		Hourly	108.6065	114.0369	119.7387	125.7256	132.0118	
778		Monthly	18,825.13	19,766.39	20,754.70	21,792.43	22,882.04	
779		Hourly	108.8781	114.3219	120.0380	126.0399	132.3418	
779		Monthly	18,872.20	19,815.80	20,806.59	21,846.91	22,939.25	
780		Hourly	109.1503	114.6077	120.3381	126.3550	132.6726	
780		Monthly	18,919.38	19,865.34	20,858.61	21,901.53	22,996.59	
781		Hourly	109.4231	114.8943	120.6389	126.6708	133.0044	
781		Monthly	18,966.67	19,915.01	20,910.75	21,956.28	23,054.09	
782		Hourly	109.6967	115.1815	120.9406	126.9875	133.3368	
782		Monthly	19,014.09	19,964.79	20,963.03	22,011.17	23,111.72	
783		Hourly	109.9709	115.4695	121.2429	127.3050	133.6702	
783		Monthly	19,061.63	20,014.71	21,015.44	22,066.20	23,169.50	
784		Hourly	110.2458	115.7581	121.5460	127.6233	134.0043	
784		Monthly	19,109.28	20,064.74	21,067.97	22,121.37	23,227.42	
785		Hourly	110.5214	116.0476	121.8498	127.9423	134.3394	
785		Monthly	19,157.05	20,114.91	21,120.64	22,176.67	23,285.49	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
786		Hourly	110.7978	116.3376	122.1545	128.2622	134.6753	
786		Monthly	19,204.95	20,165.19	21,173.45	22,232.11	23,343.71	
787		Hourly	111.0748	116.6285	122.4599	128.5828	135.0119	
787		Monthly	19,252.96	20,215.61	21,226.38	22,287.69	23,402.07	
788		Hourly	111.3524	116.9200	122.7661	128.9043	135.3494	
788		Monthly	19,301.09	20,266.14	21,279.45	22,343.41	23,460.57	
789		Hourly	111.6308	117.2124	123.0729	129.2266	135.6878	
789		Monthly	19,349.34	20,316.81	21,332.64	22,399.27	23,519.22	
790		Hourly	111.9099	117.5054	123.3807	129.5496	136.0270	
790		Monthly	19,397.72	20,367.60	21,385.98	22,455.27	23,578.02	
791		Hourly	112.1897	117.7992	123.6891	129.8735	136.3671	
791		Monthly	19,446.21	20,418.52	21,439.44	22,511.41	23,636.97	
792		Hourly	112.4702	118.0937	123.9983	130.1982	136.7080	
792		Monthly	19,494.83	20,469.57	21,493.04	22,567.69	23,696.06	
793		Hourly	112.7513	118.3889	124.3083	130.5237	137.0498	
793		Monthly	19,543.56	20,520.74	21,546.77	22,624.11	23,755.30	
794		Hourly	113.0332	118.6848	124.6191	130.8500	137.3924	
794		Monthly	19,592.42	20,572.04	21,600.64	22,680.67	23,814.69	
795		Hourly	113.3158	118.9816	124.9306	131.1771	137.7359	
795		Monthly	19,641.40	20,623.47	21,654.64	22,737.37	23,874.22	
796		Hourly	113.5991	119.2790	125.2430	131.5051	138.0803	
796		Monthly	19,690.51	20,675.03	21,708.78	22,794.21	23,933.91	
797		Hourly	113.8831	119.5772	125.5561	131.8338	138.4254	
797		Monthly	19,739.73	20,726.72	21,763.05	22,851.20	23,993.74	
798		Hourly	114.1678	119.8762	125.8700	132.1634	138.7715	
798		Monthly	19,789.08	20,778.54	21,817.46	22,908.32	24,053.73	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
799		Hourly	114.4532	120.1758	126.1846	132.4938	139.1184	
799		Monthly	19,838.56	20,830.48	21,872.00	22,965.59	24,113.86	
800		Hourly	114.7393	120.4763	126.5001	132.8251	139.4663	
800		Monthly	19,888.15	20,882.56	21,926.68	23,023.01	24,174.15	
801		Hourly	115.0262	120.7775	126.8163	133.1571	139.8149	
801		Monthly	19,937.87	20,934.77	21,981.50	23,080.57	24,234.58	
802		Hourly	115.3138	121.0794	127.1334	133.4900	140.1644	
802		Monthly	19,987.72	20,987.10	22,036.45	23,138.27	24,295.17	
803		Hourly	115.6021	121.3821	127.4512	133.8237	140.5149	
803		Monthly	20,037.69	21,039.57	22,091.54	23,196.11	24,355.91	
804		Hourly	115.8910	121.6856	127.7698	134.1583	140.8662	
804		Monthly	20,087.78	21,092.17	22,146.77	23,254.10	24,416.80	
805		Hourly	116.1808	121.9898	128.0893	134.4937	141.2183	
805		Monthly	20,138.00	21,144.90	22,202.14	23,312.24	24,477.84	
806		Hourly	116.4713	122.2948	128.4095	134.8299	141.5713	
806		Monthly	20,188.35	21,197.76	22,257.64	23,370.52	24,539.03	
807		Hourly	116.7624	122.6005	128.7305	135.1670	141.9253	
807		Monthly	20,238.82	21,250.76	22,313.29	23,428.95	24,600.38	
808		Hourly	117.0543	122.9070	129.0523	135.5049	142.2801	
808		Monthly	20,289.41	21,303.88	22,369.07	23,487.52	24,661.88	
809		Hourly	117.3470	123.2143	129.3749	135.8437	142.6358	
809		Monthly	20,340.14	21,357.14	22,424.99	23,546.24	24,723.54	
810		Hourly	117.6403	123.5223	129.6984	136.1833	142.9923	
810		Monthly	20,390.99	21,410.54	22,481.06	23,605.10	24,785.34	
811		Hourly	117.9344	123.8311	130.0227	136.5238	143.3499	
811		Monthly	20,441.96	21,464.06	22,537.26	23,664.12	24,847.31	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
812		Hourly	118.2293	124.1407	130.3477	136.8651	143.7083	
812		Monthly	20,493.07	21,517.72	22,593.60	23,723.28	24,909.43	
813		Hourly	118.5248	124.4511	130.6736	137.2072	144.0675	
813		Monthly	20,544.30	21,571.52	22,650.09	23,782.58	24,971.70	
814		Hourly	118.8211	124.7622	131.0003	137.5502	144.4277	
814		Monthly	20,595.66	21,625.44	22,706.71	23,842.04	25,034.13	
815		Hourly	119.1182	125.0741	131.3278	137.8941	144.7887	
815		Monthly	20,647.15	21,679.51	22,763.48	23,901.65	25,096.71	
816		Hourly	119.4160	125.3868	131.6561	138.2388	145.1507	
816		Monthly	20,698.77	21,733.71	22,820.39	23,961.40	25,159.46	
817		Hourly	119.7145	125.7002	131.9852	138.5844	145.5136	
817		Monthly	20,750.52	21,788.04	22,877.44	24,021.30	25,222.35	
818		Hourly	120.0138	126.0145	132.3152	138.9309	145.8774	
818		Monthly	20,802.39	21,842.51	22,934.63	24,081.36	25,285.41	
819		Hourly	120.3138	126.3295	132.6460	139.2782	146.2420	
819		Monthly	20,854.40	21,897.12	22,991.97	24,141.56	25,348.62	
820		Hourly	120.6147	126.6453	132.9776	139.6264	146.6077	
820		Monthly	20,906.54	21,951.86	23,049.45	24,201.91	25,412.00	
821		Hourly	120.9162	126.9620	133.3100	139.9755	146.9742	
821		Monthly	20,958.80	22,006.74	23,107.07	24,262.42	25,475.53	
822		Hourly	121.2185	127.2794	133.6433	140.3254	147.3416	
822		Monthly	21,011.20	22,061.76	23,164.84	24,323.07	25,539.21	
823		Hourly	121.5215	127.5976	133.9774	140.6762	147.7100	
823		Monthly	21,063.73	22,116.91	23,222.75	24,383.88	25,603.06	
824		Hourly	121.8253	127.9165	134.3124	141.0279	148.0793	
824		Monthly	21,116.39	22,172.20	23,280.81	24,444.84	25,667.07	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
825		Hourly	122.1299	128.2363	134.6481	141.3805	148.4495	
825		Monthly	21,169.18	22,227.63	23,339.01	24,505.95	25,731.24	
826		Hourly	122.4352	128.5569	134.9848	141.7340	148.8206	
826		Monthly	21,222.10	22,283.20	23,397.36	24,567.22	25,795.57	
827		Hourly	122.7413	128.8783	135.3222	142.0883	149.1927	
827		Monthly	21,275.16	22,338.91	23,455.85	24,628.64	25,860.06	
828		Hourly	123.0481	129.2005	135.6605	142.4435	149.5656	
828		Monthly	21,328.34	22,394.76	23,514.49	24,690.21	25,924.71	
829		Hourly	123.3557	129.5236	135.9997	142.7996	149.9395	
829		Monthly	21,381.66	22,450.75	23,573.28	24,751.93	25,989.52	
830		Hourly	123.6642	129.8473	136.3397	143.1566	150.3144	
830		Monthly	21,435.12	22,506.87	23,632.21	24,813.81	26,054.49	
831		Hourly	123.9733	130.1720	136.6805	143.5145	150.6902	
831		Monthly	21,488.71	22,563.14	23,691.29	24,875.85	26,119.63	
832		Hourly	124.2833	130.4974	137.0222	143.8733	151.0669	
832		Monthly	21,542.43	22,619.55	23,750.52	24,938.04	26,184.93	
833		Hourly	124.5939	130.8237	137.3648	144.2330	151.4446	
833		Monthly	21,596.28	22,676.10	23,809.89	25,000.38	26,250.39	
834		Hourly	124.9054	131.1507	137.7082	144.5935	151.8231	
834		Monthly	21,650.27	22,732.79	23,869.42	25,062.88	26,316.01	
835		Hourly	125.2177	131.4786	138.0524	144.9550	152.2027	
835		Monthly	21,704.40	22,789.62	23,929.09	25,125.54	26,381.80	
836		Hourly	125.5307	131.8073	138.3976	145.3174	152.5832	
836		Monthly	21,758.66	22,846.59	23,988.92	25,188.35	26,447.76	
837		Hourly	125.8446	132.1368	138.7436	145.6808	152.9647	
837		Monthly	21,813.06	22,903.71	24,048.89	25,251.33	26,513.88	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
838		Hourly	126.1592	132.4671	139.0904	146.0449	153.3471	
838		Monthly	21,867.59	22,960.97	24,109.01	25,314.45	26,580.16	
839		Hourly	126.4746	132.7983	139.4382	146.4100	153.7304	
839		Monthly	21,922.26	23,018.37	24,169.28	25,377.74	26,646.61	
840		Hourly	126.7908	133.1303	139.7868	146.7760	154.1148	
840		Monthly	21,977.07	23,075.92	24,229.71	25,441.18	26,713.23	
841		Hourly	127.1078	133.4631	140.1362	147.1430	154.5001	
841		Monthly	22,032.01	23,133.61	24,290.28	25,504.79	26,780.01	
842		Hourly	127.4255	133.7968	140.4866	147.5109	154.8863	
842		Monthly	22,087.09	23,191.44	24,351.01	25,568.55	26,846.96	
843		Hourly	127.7441	134.1313	140.8378	147.8796	155.2735	
843		Monthly	22,142.31	23,249.42	24,411.88	25,632.47	26,914.08	
844		Hourly	128.0634	134.4666	141.1899	148.2493	155.6618	
844		Monthly	22,197.66	23,307.54	24,472.91	25,696.55	26,981.37	
845		Hourly	128.3836	134.8028	141.5429	148.6199	156.0509	
845		Monthly	22,253.16	23,365.81	24,534.10	25,760.79	27,048.82	
846		Hourly	128.7046	135.1398	141.8967	148.9915	156.4410	
846		Monthly	22,308.79	23,424.23	24,595.43	25,825.20	27,116.44	
847		Hourly	129.0263	135.4776	142.2515	149.3640	156.8321	
847		Monthly	22,364.56	23,482.79	24,656.92	25,889.76	27,184.23	
848		Hourly	129.3489	135.8163	142.6071	149.7374	157.2242	
848		Monthly	22,420.47	23,541.49	24,718.56	25,954.48	27,252.19	
849		Hourly	129.6722	136.1559	142.9636	150.1118	157.6172	
849		Monthly	22,476.52	23,600.35	24,780.36	26,019.37	27,320.32	
850		Hourly	129.9964	136.4963	143.3210	150.4870	158.0113	
850		Monthly	22,532.71	23,659.35	24,842.31	26,084.42	27,388.62	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
851		Hourly	130.3214	136.8375	143.6793	150.8633	158.4063	
851		Monthly	22,589.05	23,718.50	24,904.41	26,149.63	27,457.10	
852		Hourly	130.6472	137.1796	144.0385	151.2404	158.8023	
852		Monthly	22,645.52	23,777.79	24,966.68	26,215.00	27,525.74	
853		Hourly	130.9738	137.5225	144.3986	151.6185	159.1993	
853		Monthly	22,702.13	23,837.24	25,029.09	26,280.54	27,594.55	
854		Hourly	131.3013	137.8663	144.7596	151.9975	159.5973	
854		Monthly	22,758.89	23,896.83	25,091.66	26,346.24	27,663.54	
855		Hourly	131.6295	138.2110	145.1215	152.3776	159.9963	
855		Monthly	22,815.78	23,956.57	25,154.39	26,412.11	27,732.70	
856		Hourly	131.9586	138.5565	145.4843	152.7585	160.3963	
856		Monthly	22,872.82	24,016.46	25,217.28	26,478.14	27,802.03	
857		Hourly	132.2885	138.9029	145.8480	153.1404	160.7973	
857		Monthly	22,930.01	24,076.51	25,280.32	26,544.33	27,871.53	
858		Hourly	132.6192	139.2502	146.2126	153.5232	161.1993	
858		Monthly	22,987.33	24,136.70	25,343.52	26,610.69	27,941.21	
859		Hourly	132.9508	139.5983	146.5782	153.9070	161.6023	
859		Monthly	23,044.80	24,197.04	25,406.88	26,677.22	28,011.07	
860		Hourly	133.2831	139.9473	146.9446	154.2918	162.0063	
860		Monthly	23,102.41	24,257.53	25,470.40	26,743.91	28,081.09	
861		Hourly	133.6164	140.2971	147.3120	154.6775	162.4113	
861		Monthly	23,160.17	24,318.17	25,534.08	26,810.77	28,151.30	
862		Hourly	133.9504	140.6479	147.6803	155.0642	162.8174	
862		Monthly	23,218.07	24,378.97	25,597.91	26,877.80	28,221.68	
863		Hourly	134.2853	140.9995	148.0495	155.4519	163.2244	
863		Monthly	23,276.11	24,439.92	25,661.91	26,944.99	28,292.23	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
864		Hourly	134.6210	141.3520	148.4196	155.8405	163.6325	
864		Monthly	23,334.30	24,501.02	25,726.06	27,012.36	28,362.96	
865		Hourly	134.9575	141.7054	148.7907	156.2301	164.0416	
865		Monthly	23,392.64	24,562.27	25,790.38	27,079.89	28,433.87	
866		Hourly	135.2949	142.0597	149.1626	156.6207	164.4516	
866		Monthly	23,451.12	24,623.68	25,854.85	27,147.59	28,504.95	
867		Hourly	135.6332	142.4148	149.5355	157.0123	164.8628	
867		Monthly	23,509.75	24,685.23	25,919.49	27,215.46	28,576.21	
868		Hourly	135.9722	142.7709	149.9094	157.4048	165.2750	
868		Monthly	23,568.52	24,746.95	25,984.29	27,283.49	28,647.66	
869		Hourly	136.3122	143.1278	150.2841	157.7983	165.6881	
869		Monthly	23,627.44	24,808.82	26,049.25	27,351.70	28,719.27	
870		Hourly	136.6529	143.4856	150.6598	158.1928	166.1023	
870		Monthly	23,686.51	24,870.84	26,114.37	27,420.08	28,791.07	
871		Hourly	136.9946	143.8443	151.0365	158.5883	166.5176	
871		Monthly	23,745.73	24,933.01	26,179.66	27,488.63	28,863.05	
872		Hourly	137.3371	144.2039	151.4141	158.9847	166.9339	
872		Monthly	23,805.09	24,995.35	26,245.11	27,557.35	28,935.21	
873		Hourly	137.6804	144.5644	151.7926	159.3822	167.3513	
873		Monthly	23,864.61	25,057.83	26,310.72	27,626.25	29,007.55	
874		Hourly	138.0246	144.9258	152.1721	159.7806	167.7696	
874		Monthly	23,924.27	25,120.48	26,376.50	27,695.31	29,080.06	
875		Hourly	138.3697	145.2882	152.5525	160.1801	168.1890	
875		Monthly	23,984.08	25,183.28	26,442.44	27,764.55	29,152.76	
876		Hourly	138.7156	145.6514	152.9339	160.5805	168.6095	
876		Monthly	24,044.04	25,246.24	26,508.54	27,833.96	29,225.65	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
877		Hourly	139.0624	146.0155	153.3162	160.9820	169.0310	
877		Monthly	24,104.15	25,309.35	26,574.81	27,903.55	29,298.71	
878		Hourly	139.4101	146.3806	153.6995	161.3845	169.4536	
878		Monthly	24,164.41	25,372.63	26,641.25	27,973.31	29,371.96	
879		Hourly	139.7586	146.7465	154.0838	161.7879	169.8773	
879		Monthly	24,224.82	25,436.06	26,707.86	28,043.24	29,445.39	
880		Hourly	140.1080	147.1134	154.4690	162.1924	170.3019	
880		Monthly	24,285.38	25,499.65	26,774.62	28,113.35	29,519.00	
881		Hourly	140.4583	147.4812	154.8552	162.5979	170.7277	
881		Monthly	24,346.10	25,563.40	26,841.56	28,183.63	29,592.80	
882		Hourly	140.8094	147.8499	155.2423	163.0044	171.1545	
882		Monthly	24,406.96	25,627.31	26,908.67	28,254.09	29,666.78	
883		Hourly	141.1614	148.2195	155.6304	163.4119	171.5824	
883		Monthly	24,467.98	25,691.38	26,975.94	28,324.73	29,740.95	
884		Hourly	141.5143	148.5900	156.0195	163.8204	172.0113	
884		Monthly	24,529.15	25,755.60	27,043.38	28,395.54	29,815.30	
885		Hourly	141.8681	148.9615	156.4096	164.2300	172.4414	
885		Monthly	24,590.47	25,819.99	27,110.99	28,466.53	29,889.84	
886		Hourly	142.2228	149.3339	156.8005	164.6405	172.8725	
886		Monthly	24,651.95	25,884.54	27,178.76	28,537.69	29,964.56	
887		Hourly	142.5783	149.7072	157.1926	165.0522	173.3046	
887		Monthly	24,713.58	25,949.25	27,246.71	28,609.04	30,039.47	
888		Hourly	142.9348	150.0815	157.5856	165.4648	173.7379	
888		Monthly	24,775.36	26,014.13	27,314.83	28,680.56	30,114.57	
889		Hourly	143.2921	150.4567	157.9795	165.8784	174.1723	
889		Monthly	24,837.30	26,079.16	27,383.11	28,752.26	30,189.86	

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
890		Hourly	143.6503	150.8328	158.3744	166.2931	174.6077	
890		Monthly	24,899.39	26,144.36	27,451.57	28,824.14	30,265.33	
891		Hourly	144.0095	151.2099	158.7704	166.7088	175.0442	
891		Monthly	24,961.64	26,209.72	27,520.20	28,896.20	30,341.00	
892		Hourly	144.3695	151.5880	159.1673	167.1256	175.4818	
892		Monthly	25,024.05	26,275.25	27,589.00	28,968.44	30,416.85	
893		Hourly	144.7304	151.9669	159.5652	167.5434	175.9205	
893		Monthly	25,086.61	26,340.93	27,657.97	29,040.86	30,492.89	
894		Hourly	145.0922	152.3469	159.9642	167.9623	176.3603	
894		Monthly	25,149.32	26,406.79	27,727.12	29,113.47	30,569.12	
895		Hourly	145.4550	152.7277	160.3641	168.3822	176.8013	
895		Monthly	25,212.20	26,472.80	27,796.44	29,186.25	30,645.55	
896		Hourly	145.8186	153.1096	160.7650	168.8032	177.2432	
896		Monthly	25,275.23	26,538.99	27,865.93	29,259.22	30,722.16	
897		Hourly	146.1831	153.4923	161.1669	169.2252	177.6864	
897		Monthly	25,338.41	26,605.33	27,935.59	29,332.36	30,798.97	
898		Hourly	146.5486	153.8761	161.5698	169.6482	178.1305	
898		Monthly	25,401.76	26,671.85	28,005.43	29,405.69	30,875.96	
899		Hourly	146.9150	154.2608	161.9737	170.0724	178.5759	
899		Monthly	25,465.26	26,738.53	28,075.44	29,479.21	30,953.15	
900		Hourly	147.2823	154.6464	162.3786	170.4976	179.0223	
900		Monthly	25,528.93	26,805.37	28,145.63	29,552.91	31,030.54	

CITY OF VALLEJO							
IAFF		4.0%	Increase				
SALARY RANGES							
Effective April 23, 2022							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	Fire Fighter (56.3 Hour Week)						
F00	BASE	Hourly	30.7103	32.2458	33.8580	35.5510	37.3286
		Bi-weekly	3,457.98	3,630.88	3,812.41	4,003.04	4,203.20
		Monthly	7,492.29	7,866.90	8,260.22	8,673.26	9,106.93
		Annual	89,907.47	94,402.80	99,122.68	104,079.11	109,283.21
F01	Edu 1	Hourly	31.7851	33.3744	35.0431	36.7952	38.6350
		Bi-weekly	3,579.00	3,757.96	3,945.85	4,143.14	4,350.30
		Monthly	7,754.51	8,142.24	8,549.35	8,976.80	9,425.65
		Annual	93,054.06	97,706.89	102,592.18	107,721.63	113,107.83
F02	Edu 1 + Emt	Hourly	33.3206	34.9866	36.7360	38.5728	40.5014
		Bi-weekly	3,751.90	3,939.49	4,136.47	4,343.30	4,560.46
		Monthly	8,129.12	8,535.56	8,962.36	9,410.48	9,880.99
		Annual	97,549.39	102,426.77	107,548.31	112,925.73	118,571.90
F03	Edu 1 + Para	Hourly	34.8562	36.5990	38.4288	40.3503	42.3678
	st Engineer & Capt.)	Bi-weekly	3,924.81	4,121.05	4,327.08	4,543.44	4,770.61
		Monthly	8,503.75	8,928.94	9,375.35	9,844.13	10,336.33
		Annual	102,045.01	107,147.23	112,504.15	118,129.54	124,035.97
F04	Edu 1 + Haz	Hourly	33.3206	34.9866	36.7360	38.5728	40.5014
		Bi-weekly	3,751.90	3,939.49	4,136.47	4,343.30	4,560.46
		Monthly	8,129.12	8,535.56	8,962.36	9,410.48	9,880.99
		Annual	97,549.39	102,426.77	107,548.31	112,925.73	118,571.90
F07	Edu 1 + Biling	Hourly	32.0922	33.6968	35.3817	37.1508	39.0083
		Bi-weekly	3,613.58	3,794.26	3,983.98	4,183.18	4,392.33
		Monthly	7,829.43	8,220.90	8,631.96	9,063.56	9,516.73
		Annual	93,953.12	98,650.75	103,583.46	108,762.68	114,200.70
F08	Educ 1 + Emt + Haz	Hourly	34.8562	36.5990	38.4288	40.3503	42.3678
		Bi-weekly	3,924.81	4,121.05	4,327.08	4,543.44	4,770.61
		Monthly	8,503.75	8,928.94	9,375.35	9,844.13	10,336.33
		Annual	102,045.01	107,147.23	112,504.15	118,129.54	124,035.97
F11	Educ 1 + Emt + Biling	Hourly	33.6277	35.3091	37.0745	38.9283	40.8748
		Bi-weekly	3,786.48	3,975.80	4,174.59	4,383.33	4,602.50
		Monthly	8,204.04	8,614.24	9,044.94	9,497.21	9,972.09
		Annual	98,448.45	103,370.92	108,539.31	113,966.49	119,665.06
F12	Educ 1 + Para + Haz	Hourly	36.3917	38.2113	40.1218	42.1279	44.2343
	st Engineer & Capt.)	Bi-weekly	4,097.71	4,302.59	4,517.71	4,743.60	4,980.78
		Monthly	8,878.36	9,322.28	9,788.38	10,277.80	10,791.70
		Annual	106,540.34	111,867.40	117,460.58	123,333.64	129,500.34
F13	Educ 1 + Para + Biling	Hourly	35.1633	36.9214	38.7676	40.7059	42.7412
	st Engineer & Capt.)	Bi-weekly	3,959.39	4,157.35	4,365.23	4,583.48	4,812.66

		Monthly	8,578.67	9,007.59	9,458.00	9,930.88	10,427.43
		Annual	102,944.08	108,091.09	113,496.03	119,170.59	125,129.14
F16	Educ 1 + Haz + Biling	Hourly	33.6277	35.3091	37.0745	38.9283	40.8748
		Bi-weekly	3,786.48	3,975.80	4,174.59	4,383.33	4,602.50
		Monthly	8,204.04	8,614.24	9,044.94	9,497.21	9,972.09
		Annual	98,448.45	103,370.92	108,539.31	113,966.49	119,665.06
F21	Educ 1 + Emt + Haz + Biling	Hourly	35.1633	36.9214	38.7676	40.7059	42.7412
		Bi-weekly	3,959.39	4,157.35	4,365.23	4,583.48	4,812.66
		Monthly	8,578.67	9,007.59	9,458.00	9,930.88	10,427.43
		Annual	102,944.08	108,091.09	113,496.03	119,170.59	125,129.14
	Fire Fighter (56.3 Hour Week)						
F26	Educ 2	Hourly	32.2458	33.8580	35.5510	37.3286	39.1950
		Bi-weekly	3,630.88	3,812.41	4,003.04	4,203.20	4,413.36
		Monthly	7,866.90	8,260.22	8,673.26	9,106.93	9,562.27
		Annual	94,402.80	99,122.68	104,079.11	109,283.21	114,747.28
F27	Educ 2 + Emt	Hourly	33.7813	35.4703	37.2439	39.1061	41.0614
		Bi-weekly	3,803.77	3,993.96	4,193.66	4,403.35	4,623.51
		Monthly	8,241.51	8,653.57	9,086.27	9,540.59	10,017.61
		Annual	98,898.13	103,842.85	109,035.24	114,487.02	120,211.35
F28	Educ 2 + Para	Hourly	35.3168	37.0827	38.9369	40.8836	42.9278
at Engineer & Capt.)		Bi-weekly	3,976.67	4,175.51	4,384.29	4,603.49	4,833.67
		Monthly	8,616.12	9,046.94	9,499.31	9,974.24	10,472.95
		Annual	103,393.46	108,563.31	113,991.67	119,690.83	125,675.43
F29	Educ 2 + Haz	Hourly	33.7813	35.4703	37.2439	39.1061	41.0614
		Bi-weekly	3,803.77	3,993.96	4,193.66	4,403.35	4,623.51
		Monthly	8,241.51	8,653.57	9,086.27	9,540.59	10,017.61
		Annual	98,898.13	103,842.85	109,035.24	114,487.02	120,211.35
F32	Educ 2 + Biling	Hourly	32.5529	34.1805	35.8896	37.6840	39.5683
		Bi-weekly	3,665.46	3,848.72	4,041.17	4,243.22	4,455.39
		Monthly	7,941.82	8,338.90	8,755.87	9,193.64	9,653.35
		Annual	95,301.87	100,066.83	105,070.39	110,323.68	115,840.16
F33	Educ 2 + Emt + Haz	Hourly	35.3168	37.0827	38.9369	40.8836	42.9278
		Bi-weekly	3,976.67	4,175.51	4,384.29	4,603.49	4,833.67
		Monthly	8,616.12	9,046.94	9,499.31	9,974.24	10,472.95
		Annual	103,393.46	108,563.31	113,991.67	119,690.83	125,675.43
F36	Educ 2 + Emt + Biling	Hourly	34.0884	35.7928	37.5825	39.4616	41.4347
		Bi-weekly	3,838.35	4,030.27	4,231.79	4,443.38	4,665.55
		Monthly	8,316.43	8,732.25	9,168.88	9,627.32	10,108.69
		Annual	99,797.20	104,787.00	110,026.53	115,527.78	121,304.23
F37	Educ 2 + Para + Haz	Hourly	36.8524	38.6950	40.6297	42.6612	44.7943
at Engineer & Capt.)		Bi-weekly	4,149.58	4,357.06	4,574.90	4,803.65	5,043.84
		Monthly	8,990.76	9,440.29	9,912.29	10,407.91	10,928.32
		Annual	107,889.09	113,283.48	118,947.51	124,894.93	131,139.79
F38	Educ 2 + Para + Biling	Hourly	35.6238	37.4052	39.2754	41.2391	43.3011

it Engineer & Capt.)		Bi-weekly	4,011.24	4,211.83	4,422.41	4,643.52	4,875.70
		Monthly	8,691.02	9,125.62	9,581.89	10,060.97	10,564.03
		Annual	104,292.24	109,507.46	114,982.66	120,731.59	126,768.30
F41	Educ 2 + Haz + Biling	Hourly	34.0884	35.7928	37.5825	39.4616	41.4347
		Bi-weekly	3,838.35	4,030.27	4,231.79	4,443.38	4,665.55
		Monthly	8,316.43	8,732.25	9,168.88	9,627.32	10,108.69
		Annual	99,797.20	104,787.00	110,026.53	115,527.78	121,304.23
F46	Educ 2 + EMT + Haz + Biling	Hourly	35.6238	37.4052	39.2754	41.2391	43.3011
		Bi-weekly	4,011.24	4,211.83	4,422.41	4,643.52	4,875.70
		Monthly	8,691.02	9,125.62	9,581.89	10,060.97	10,564.03
		Annual	104,292.24	109,507.46	114,982.66	120,731.59	126,768.30
F51	Emt	Hourly	32.2458	33.8580	35.5510	37.3286	39.1950
		Bi-weekly	3,630.88	3,812.41	4,003.04	4,203.20	4,413.36
		Monthly	7,866.90	8,260.22	8,673.26	9,106.93	9,562.27
		Annual	94,402.80	99,122.68	104,079.11	109,283.21	114,747.28
	Fire Fighter (56.3 Hour Week)						
F52	Emt + Haz	Hourly	33.7813	35.4703	37.2439	39.1061	41.0614
		Bi-weekly	3,803.77	3,993.96	4,193.66	4,403.35	4,623.51
		Monthly	8,241.51	8,653.57	9,086.27	9,540.59	10,017.61
		Annual	98,898.13	103,842.85	109,035.24	114,487.02	120,211.35
F55	Emt + Biling	Hourly	32.5529	34.1805	35.8896	37.6840	39.5683
		Bi-weekly	3,665.46	3,848.72	4,041.17	4,243.22	4,455.39
		Monthly	7,941.82	8,338.90	8,755.87	9,193.64	9,653.35
		Annual	95,301.87	100,066.83	105,070.39	110,323.68	115,840.16
F58	Emt + Haz + Biling	Hourly	34.0884	35.7928	37.5825	39.4616	41.4347
		Bi-weekly	3,838.35	4,030.27	4,231.79	4,443.38	4,665.55
		Monthly	8,316.43	8,732.25	9,168.88	9,627.32	10,108.69
		Annual	99,797.20	104,787.00	110,026.53	115,527.78	121,304.23
F63	Para	Hourly	33.7813	35.4703	37.2439	39.1061	41.0614
		Bi-weekly	3,803.77	3,993.96	4,193.66	4,403.35	4,623.51
		Monthly	8,241.51	8,653.57	9,086.27	9,540.59	10,017.61
		Annual	98,898.13	103,842.85	109,035.24	114,487.02	120,211.35
F64	Para + Haz	Hourly	35.3168	37.0827	38.9369	40.8836	42.9278
		Bi-weekly	3,976.67	4,175.51	4,384.29	4,603.49	4,833.67
		Monthly	8,616.12	9,046.94	9,499.31	9,974.24	10,472.95
		Annual	103,393.46	108,563.31	113,991.67	119,690.83	125,675.43
F65	Para + Biling	Hourly	34.0884	35.7928	37.5825	39.4616	41.4347
		Bi-weekly	3,838.35	4,030.27	4,231.79	4,443.38	4,665.55
		Monthly	8,316.43	8,732.25	9,168.88	9,627.32	10,108.69
		Annual	99,797.20	104,787.00	110,026.53	115,527.78	121,304.23
F66	Para + Haz + Biling	Hourly	35.6238	37.4052	39.2754	41.2391	43.3011
		Bi-weekly	4,011.24	4,211.83	4,422.41	4,643.52	4,875.70
		Monthly	8,691.02	9,125.62	9,581.89	10,060.97	10,564.03
		Annual	104,292.24	109,507.46	114,982.66	120,731.59	126,768.30

F67	Haz	Hourly	32.2458	33.8580	35.5510	37.3286	39.1950
		Bi-weekly	3,630.88	3,812.41	4,003.04	4,203.20	4,413.36
		Monthly	7,866.90	8,260.22	8,673.26	9,106.93	9,562.27
		Annual	94,402.80	99,122.68	104,079.11	109,283.21	114,747.28
F70	Haz + Biling	Hourly	32.5529	34.1805	35.8896	37.6840	39.5683
		Bi-weekly	3,665.46	3,848.72	4,041.17	4,243.22	4,455.39
		Monthly	7,941.82	8,338.90	8,755.87	9,193.64	9,653.35
		Annual	95,301.87	100,066.83	105,070.39	110,323.68	115,840.16
F77	Biling	Hourly	31.0174	32.5682	34.1967	35.9064	37.7018
		Bi-weekly	3,492.56	3,667.18	3,850.55	4,043.06	4,245.22
		Monthly	7,567.21	7,945.56	8,342.86	8,759.97	9,197.98
		Annual	90,806.54	95,346.66	100,114.26	105,119.58	110,375.79
	Fire Fighter (40 Hour Week)						
G00	BASE	Hourly	43.2247	45.3860	47.6552	50.0380	52.5400
		Bi-weekly	3,457.98	3,630.88	3,812.42	4,003.04	4,203.20
		Monthly	7,492.28	7,866.91	8,260.24	8,673.25	9,106.93
		Annual	89,907.38	94,402.88	99,122.82	104,079.04	109,283.20
G01	Edu 1	Hourly	44.7376	46.9744	49.3232	51.7894	54.3788
		Bi-weekly	3,579.01	3,757.95	3,945.86	4,143.15	4,350.30
		Monthly	7,754.52	8,142.23	8,549.36	8,976.83	9,425.66
		Annual	93,054.21	97,706.75	102,592.26	107,721.95	113,107.90
	Fire Fighter (40 Hour Week)						
G02	Edu 1 + Emt	Hourly	46.8989	49.2438	51.7060	54.2912	57.0058
		Bi-weekly	3,751.91	3,939.50	4,136.48	4,343.30	4,560.46
		Monthly	8,129.14	8,535.59	8,962.37	9,410.48	9,881.01
		Annual	97,549.71	102,427.10	107,548.48	112,925.70	118,572.06
G03	Edu 1 + Para	Hourly	49.0600	51.5131	54.0886	56.7932	59.6328
at Engineer & Capt.)		Bi-weekly	3,924.80	4,121.05	4,327.09	4,543.46	4,770.62
		Monthly	8,503.73	8,928.94	9,375.36	9,844.16	10,336.35
		Annual	102,044.80	107,147.25	112,504.29	118,129.86	124,036.22
G04	Edu 1 + Haz	Hourly	46.8989	49.2438	51.7060	54.2912	57.0058
		Bi-weekly	3,751.91	3,939.50	4,136.48	4,343.30	4,560.46
		Monthly	8,129.14	8,535.59	8,962.37	9,410.48	9,881.01
		Annual	97,549.71	102,427.10	107,548.48	112,925.70	118,572.06
G05	Educ Incent 1 & Bi-lingual 1%	Hourly	45.1698	47.4284	49.7998	52.2896	54.9043
		Bi-weekly	3,613.58	3,794.27	3,983.98	4,183.17	4,392.34
		Monthly	7,829.43	8,220.92	8,631.97	9,063.53	9,516.75
		Annual	93,953.18	98,651.07	103,583.58	108,762.37	114,200.94
G06	Educ 1 + Emt + Haz	Hourly	49.0600	51.5131	54.0886	56.7932	59.6328
		Bi-weekly	3,924.80	4,121.05	4,327.09	4,543.46	4,770.62
		Monthly	8,503.73	8,928.94	9,375.36	9,844.16	10,336.35
		Annual	102,044.80	107,147.25	112,504.29	118,129.86	124,036.22
G07	Educ 1 + Emt + Biling	Hourly	47.3310	49.6976	52.1825	54.7917	57.5312
		Bi-weekly	3,786.48	3,975.81	4,174.60	4,383.34	4,602.50
		Monthly	8,204.04	8,614.25	9,044.97	9,497.23	9,972.08
		Annual	98,448.48	103,371.01	108,539.60	113,966.74	119,664.90

G08	Educ 1 + Para + Haz	Hourly	51.2212	53.7824	56.4715	59.2950	62.2598
at Engineer & Capt.)		Bi-weekly	4,097.70	4,302.59	4,517.72	4,743.60	4,980.78
		Monthly	8,878.34	9,322.28	9,788.39	10,277.80	10,791.70
		Annual	106,540.10	111,867.39	117,460.72	123,333.60	129,500.38
G09	Educ 1 + Haz + Biling	Hourly	47.3310	49.6976	52.1825	54.7917	57.5312
		Bi-weekly	3,786.48	3,975.81	4,174.60	4,383.34	4,602.50
		Monthly	8,204.04	8,614.25	9,044.97	9,497.23	9,972.08
		Annual	98,448.48	103,371.01	108,539.60	113,966.74	119,664.90
G10	Educ 1 + Emt + Haz + Biling	Hourly	49.4924	51.9668	54.5653	57.2935	60.1582
		Bi-weekly	3,959.39	4,157.34	4,365.22	4,583.48	4,812.66
		Monthly	8,578.68	9,007.58	9,457.99	9,930.87	10,427.42
		Annual	102,944.19	108,090.94	113,495.82	119,170.48	125,129.06
G11	Educ 2	Hourly	45.3860	47.6552	50.0380	52.5400	55.1669
		Bi-weekly	3,630.88	3,812.42	4,003.04	4,203.20	4,413.35
		Monthly	7,866.91	8,260.24	8,673.25	9,106.93	9,562.26
		Annual	94,402.88	99,122.82	104,079.04	109,283.20	114,747.15
G12	Educ 2 + Emt	Hourly	47.5471	49.9245	52.4208	55.0418	57.7939
		Bi-weekly	3,803.77	3,993.96	4,193.66	4,403.34	4,623.51
		Monthly	8,241.50	8,653.58	9,086.27	9,540.58	10,017.61
		Annual	98,897.97	103,842.96	109,035.26	114,486.94	120,211.31
G13	Educ 2 + Para	Hourly	49.7085	52.1939	54.8035	57.5437	60.4209
at Engineer & Capt.)		Bi-weekly	3,976.68	4,175.51	4,384.28	4,603.50	4,833.67
		Monthly	8,616.14	9,046.94	9,499.27	9,974.24	10,472.96
		Annual	103,393.68	108,563.31	113,991.28	119,690.90	125,675.47
	Fire Fighter (40 Hour Week)						
G14	Educ 2 + Haz	Hourly	47.5471	49.9245	52.4208	55.0418	57.7939
		Bi-weekly	3,803.77	3,993.96	4,193.66	4,403.34	4,623.51
		Monthly	8,241.50	8,653.58	9,086.27	9,540.58	10,017.61
		Annual	98,897.97	103,842.96	109,035.26	114,486.94	120,211.31
G15	Educ 2 + Biling	Hourly	45.8181	48.1092	50.5146	53.0402	55.6923
		Bi-weekly	3,665.45	3,848.74	4,041.17	4,243.22	4,455.38
		Monthly	7,941.80	8,338.93	8,755.86	9,193.64	9,653.33
		Annual	95,301.65	100,067.14	105,070.37	110,323.62	115,839.98
G16	Educ 2 + Emt + Haz	Hourly	49.7085	52.1939	54.8035	57.5437	60.4209
		Bi-weekly	3,976.68	4,175.51	4,384.28	4,603.50	4,833.67
		Monthly	8,616.14	9,046.94	9,499.27	9,974.24	10,472.96
		Annual	103,393.68	108,563.31	113,991.28	119,690.90	125,675.47
G17	Educ 2 + Emt + Biling	Hourly	47.9795	50.3784	52.8973	55.5422	58.3194
		Bi-weekly	3,838.36	4,030.27	4,231.78	4,443.38	4,665.55
		Monthly	8,316.45	8,732.26	9,168.87	9,627.32	10,108.70
		Annual	99,797.36	104,787.07	110,026.38	115,527.78	121,304.35
G18	Educ 2 + Para + Haz	Hourly	51.8697	54.4631	57.1864	60.0455	63.0479
at Engineer & Capt.)		Bi-weekly	4,149.58	4,357.05	4,574.91	4,803.64	5,043.83
		Monthly	8,990.75	9,440.27	9,912.31	10,407.89	10,928.30

		Annual	107,888.98	113,283.25	118,947.71	124,894.64	131,139.63
G19	Educ 2 + Para + Biling	Hourly	50.1407	52.6477	55.2802	58.0442	60.9463
		Bi-weekly	4,011.26	4,211.82	4,422.42	4,643.54	4,875.70
		Monthly	8,691.06	9,125.60	9,581.90	10,061.00	10,564.03
		Annual	104,292.66	109,507.22	114,982.82	120,731.94	126,768.30
G20	Educ 2 + Haz + Biling	Hourly	47.9795	50.3784	52.8973	55.5422	58.3194
		Bi-weekly	3,838.36	4,030.27	4,231.78	4,443.38	4,665.55
		Monthly	8,316.45	8,732.26	9,168.87	9,627.32	10,108.70
		Annual	99,797.36	104,787.07	110,026.38	115,527.78	121,304.35
G21	Educ 2 + EMT + Haz + Biling	Hourly	50.1407	52.6477	55.2802	58.0442	60.9463
		Bi-weekly	4,011.26	4,211.82	4,422.42	4,643.54	4,875.70
		Monthly	8,691.06	9,125.60	9,581.90	10,061.00	10,564.03
		Annual	104,292.66	109,507.22	114,982.82	120,731.94	126,768.30
G22	Emt	Hourly	45.3860	47.6552	50.0380	52.5400	55.1669
		Bi-weekly	3,630.88	3,812.42	4,003.04	4,203.20	4,413.35
		Monthly	7,866.91	8,260.24	8,673.25	9,106.93	9,562.26
		Annual	94,402.88	99,122.82	104,079.04	109,283.20	114,747.15
G23	Emt + Haz	Hourly	47.5471	49.9245	52.4208	55.0418	57.7939
		Bi-weekly	3,803.77	3,993.96	4,193.66	4,403.34	4,623.51
		Monthly	8,241.50	8,653.58	9,086.27	9,540.58	10,017.61
		Annual	98,897.97	103,842.96	109,035.26	114,486.94	120,211.31
G24	Emt + Biling	Hourly	45.8181	48.1092	50.5146	53.0402	55.6923
		Bi-weekly	3,665.45	3,848.74	4,041.17	4,243.22	4,455.38
		Monthly	7,941.80	8,338.93	8,755.86	9,193.64	9,653.33
		Annual	95,301.65	100,067.14	105,070.37	110,323.62	115,839.98
G25	Emt + Haz + Biling	Hourly	47.9795	50.3784	52.8973	55.5422	58.3194
		Bi-weekly	3,838.36	4,030.27	4,231.78	4,443.38	4,665.55
		Monthly	8,316.45	8,732.26	9,168.87	9,627.32	10,108.70
		Annual	99,797.36	104,787.07	110,026.38	115,527.78	121,304.35
	Fire Fighter (40 Hour Week)						
G26	Para	Hourly	47.5471	49.9245	52.4208	55.0418	57.7939
		Bi-weekly	3,803.77	3,993.96	4,193.66	4,403.34	4,623.51
		Monthly	8,241.50	8,653.58	9,086.27	9,540.58	10,017.61
		Annual	98,897.97	103,842.96	109,035.26	114,486.94	120,211.31
G27	Para + Haz	Hourly	49.7085	52.1939	54.8035	57.5437	60.4209
		Bi-weekly	3,976.68	4,175.51	4,384.28	4,603.50	4,833.67
		Monthly	8,616.14	9,046.94	9,499.27	9,974.24	10,472.96
		Annual	103,393.68	108,563.31	113,991.28	119,690.90	125,675.47
G28	Para + Biling	Hourly	47.9795	50.3784	52.8973	55.5422	58.3194
		Bi-weekly	3,838.36	4,030.27	4,231.78	4,443.38	4,665.55
		Monthly	8,316.45	8,732.26	9,168.87	9,627.32	10,108.70
		Annual	99,797.36	104,787.07	110,026.38	115,527.78	121,304.35
G29	Para + Haz + Biling	Hourly	50.1407	52.6477	55.2802	58.0442	60.9463
		Bi-weekly	4,011.26	4,211.82	4,422.42	4,643.54	4,875.70

		Monthly	8,691.06	9,125.60	9,581.90	10,061.00	10,564.03
		Annual	104,292.66	109,507.22	114,982.82	120,731.94	126,768.30
G30	Haz	Hourly	45.3859	47.6553	50.0380	52.5399	55.1669
		Bi-weekly	3,630.87	3,812.42	4,003.04	4,203.19	4,413.35
		Monthly	7,866.89	8,260.25	8,673.25	9,106.92	9,562.26
		Annual	94,402.67	99,123.02	104,079.04	109,282.99	114,747.15
G31	Haz + Biling	Hourly	45.8182	48.1092	50.5146	53.0403	55.6923
		Bi-weekly	3,665.46	3,848.74	4,041.17	4,243.22	4,455.38
		Monthly	7,941.82	8,338.93	8,755.86	9,193.65	9,653.33
		Annual	95,301.86	100,067.14	105,070.37	110,323.82	115,839.98
G32	Bi-lingual - 1% of Base	Hourly	43.6569	45.8398	48.1318	50.5384	53.0653
		Bi-weekly	3,492.55	3,667.18	3,850.54	4,043.07	4,245.22
		Monthly	7,567.20	7,945.57	8,342.85	8,759.99	9,197.99
		Annual	90,806.35	95,346.78	100,114.14	105,119.87	110,375.82
	Fire Engineer (56.3 Hour Week)						
H00	BASE	Hourly	33.4730	35.1466	36.9040	38.7492	40.6867
		Bi-weekly	3,769.06	3,957.51	4,155.39	4,363.16	4,581.32
		Monthly	8,166.30	8,574.60	9,003.35	9,453.51	9,926.20
		Annual	97,995.55	102,895.19	108,040.15	113,442.16	119,114.38
H01	Edu 1	Hourly	34.6446	36.3767	38.1957	40.1054	42.1106
		Bi-weekly	3,900.98	4,096.02	4,300.84	4,515.87	4,741.65
		Monthly	8,452.13	8,874.70	9,318.48	9,784.38	10,273.58
		Annual	101,425.53	106,496.43	111,821.73	117,412.57	123,282.99
H02	Edu 1 + Emt	Hourly	36.3182	38.1341	40.0408	42.0428	44.1450
		Bi-weekly	4,089.43	4,293.90	4,508.59	4,734.02	4,970.73
		Monthly	8,860.43	9,303.45	9,768.62	10,257.04	10,769.91
		Annual	106,325.16	111,641.39	117,223.45	123,084.50	129,238.90
H03	Edu 1 + Haz	Hourly	36.3182	38.1341	40.0408	42.0428	44.1450
		Bi-weekly	4,089.43	4,293.90	4,508.59	4,734.02	4,970.73
		Monthly	8,860.43	9,303.45	9,768.62	10,257.04	10,769.91
		Annual	106,325.16	111,641.39	117,223.45	123,084.50	129,238.90
H04	Edu 1 + Para	Hourly	37.1549	39.0127	40.9634	43.0116	45.1621
neer & Capt. only)		Bi-weekly	4,183.64	4,392.83	4,612.48	4,843.11	5,085.25
		Monthly	9,064.56	9,517.80	9,993.70	10,493.40	11,018.05
		Annual	108,774.69	114,213.58	119,924.45	125,920.76	132,216.56
	Fire Engineer (56.3 Hour Week)						
H06	Educ Incent 1 & Bi-lingual 1%	Hourly	34.9793	36.7281	38.5647	40.4929	42.5175
		Bi-weekly	3,938.67	4,135.58	4,342.39	4,559.50	4,787.47
		Monthly	8,533.78	8,960.43	9,408.50	9,878.92	10,372.85
		Annual	102,405.40	107,525.19	112,902.02	118,547.01	124,474.23
H07	Educ 1 + Emt + Haz	Hourly	37.9918	39.8914	41.8860	43.9804	46.1793
		Bi-weekly	4,277.88	4,491.77	4,716.36	4,952.19	5,199.79
		Monthly	9,268.73	9,732.17	10,218.79	10,729.75	11,266.21
		Annual	111,224.79	116,786.06	122,625.45	128,757.02	135,194.52
H10	Educ 1 + Emt + Biling	Hourly	36.6529	38.4855	40.4098	42.4303	44.5518

		Bi-weekly	4,127.12	4,333.47	4,550.14	4,777.65	5,016.53
		Monthly	8,942.09	9,389.18	9,858.64	10,351.58	10,869.15
		Annual	107,305.03	112,670.15	118,303.73	124,218.95	130,429.85
H11	Educ 1 + Para + Haz	Hourly	38.8286	40.7701	42.8086	44.9491	47.1964
	neer & Capt. only)	Bi-weekly	4,372.10	4,590.71	4,820.25	5,061.27	5,314.31
		Monthly	9,472.88	9,946.55	10,443.87	10,966.08	11,514.35
		Annual	113,674.61	119,358.54	125,326.46	131,592.99	138,172.18
H12	Educ 1 + Para + Biling	Hourly	37.4897	39.3643	41.3325	43.3991	45.5690
	neer & Capt. only)	Bi-weekly	4,221.34	4,432.42	4,654.04	4,886.74	5,131.07
		Monthly	9,146.24	9,603.58	10,083.75	10,587.93	11,117.32
		Annual	109,754.85	115,242.92	121,005.03	127,055.21	133,407.80
H13	Educ 1 + Haz + Biling	Hourly	36.6529	38.4855	40.4098	42.4303	44.5518
		Bi-weekly	4,127.12	4,333.47	4,550.14	4,777.65	5,016.53
		Monthly	8,942.09	9,389.18	9,858.64	10,351.58	10,869.15
		Annual	107,305.03	112,670.15	118,303.73	124,218.95	130,429.85
H14	Educ 1 + Long 1 + Biling	Hourly	36.6529	38.4855	40.4098	42.4303	44.5518
		Bi-weekly	4,127.12	4,333.47	4,550.14	4,777.65	5,016.53
		Monthly	8,942.09	9,389.18	9,858.64	10,351.58	10,869.15
		Annual	107,305.03	112,670.15	118,303.73	124,218.95	130,429.85
H15	Educ 1 + Long 2 + Biling	Hourly	38.3266	40.2429	42.2550	44.3678	46.5862
		Bi-weekly	4,315.58	4,531.35	4,757.91	4,995.81	5,245.61
		Monthly	9,350.41	9,817.93	10,308.81	10,824.26	11,365.48
		Annual	112,204.95	117,815.11	123,705.74	129,891.17	136,385.76
H18	Educ 1 + Emt + Haz + Biling	Hourly	38.3265	40.2428	42.2551	44.3679	46.5862
		Bi-weekly	4,315.56	4,531.34	4,757.92	4,995.83	5,245.61
		Monthly	9,350.39	9,817.90	10,308.84	10,824.29	11,365.48
		Annual	112,204.66	117,814.82	123,706.03	129,891.46	136,385.76
H19	Educ 1 + Para + Haz + Biling	Hourly	39.1634	41.1215	43.1777	45.3365	47.6034
	neer & Capt. only)	Bi-weekly	4,409.80	4,630.28	4,861.81	5,104.89	5,360.14
		Monthly	9,554.56	10,032.28	10,533.92	11,060.60	11,613.64
		Annual	114,654.77	120,387.30	126,407.03	132,727.14	139,363.71
H23	Educ 2	Hourly	35.1466	36.9040	38.7492	40.6867	42.7209
		Bi-weekly	3,957.51	4,155.39	4,363.16	4,581.32	4,810.37
		Monthly	8,574.60	9,003.35	9,453.51	9,926.20	10,422.48
		Annual	102,895.19	108,040.15	113,442.16	119,114.38	125,069.71
H24	Educ 2 + Emt	Hourly	36.8203	38.6613	40.5944	42.6241	44.7554
		Bi-weekly	4,145.97	4,353.26	4,570.93	4,799.47	5,039.46
		Monthly	8,982.93	9,432.07	9,903.68	10,398.86	10,918.83
		Annual	107,795.11	113,184.82	118,844.17	124,786.32	131,025.91
	Fire Engineer (56.3 Hour Week)						
H25	Educ 2 + Haz	Hourly	36.8203	38.6613	40.5944	42.6241	44.7554
		Bi-weekly	4,145.97	4,353.26	4,570.93	4,799.47	5,039.46
		Monthly	8,982.93	9,432.07	9,903.68	10,398.86	10,918.83
		Annual	107,795.11	113,184.82	118,844.17	124,786.32	131,025.91

H26	Educ 2 + Para	Hourly	37.6572	39.5400	41.5170	43.5928	45.7724
neer & Capt. only)		Bi-weekly	4,240.20	4,452.20	4,674.81	4,908.55	5,153.97
		Monthly	9,187.10	9,646.44	10,128.76	10,635.19	11,166.94
		Annual	110,245.22	115,757.30	121,545.17	127,622.28	134,003.28
H28	Educ 2 + Biling	Hourly	35.4814	37.2554	39.1182	41.0742	43.1278
		Bi-weekly	3,995.21	4,194.96	4,404.71	4,624.95	4,856.19
		Monthly	8,656.28	9,089.08	9,543.54	10,020.74	10,521.75
		Annual	103,875.35	109,068.91	114,522.44	120,248.83	126,260.95
H29	Educ 2 + Emt + Haz	Hourly	38.4939	40.4186	42.4396	44.5616	46.7896
		Bi-weekly	4,334.41	4,551.13	4,778.70	5,017.64	5,268.51
		Monthly	9,391.23	9,860.79	10,353.85	10,871.55	11,415.10
		Annual	112,694.74	118,329.49	124,246.17	130,458.54	136,981.23
H30	Educ 2 + Para + Haz	Hourly	39.3307	41.2973	43.3622	45.5303	47.8067
neer & Capt. only)		Bi-weekly	4,428.64	4,650.08	4,882.58	5,126.71	5,383.03
		Monthly	9,595.38	10,075.17	10,578.93	11,107.88	11,663.24
		Annual	115,144.56	120,901.98	126,947.18	133,294.51	139,958.89
H32	Educ 2 + Emt + Biling	Hourly	37.1549	39.0127	40.9634	43.0116	45.1621
		Bi-weekly	4,183.64	4,392.83	4,612.48	4,843.11	5,085.25
		Monthly	9,064.56	9,517.80	9,993.70	10,493.40	11,018.05
		Annual	108,774.69	114,213.58	119,924.45	125,920.76	132,216.56
H33	Educ 2 + Para + Biling	Hourly	37.9918	39.8914	41.8860	43.9804	46.1793
neer & Capt. only)		Bi-weekly	4,277.88	4,491.77	4,716.36	4,952.19	5,199.79
		Monthly	9,268.73	9,732.17	10,218.79	10,729.75	11,266.21
		Annual	111,224.79	116,786.06	122,625.45	128,757.02	135,194.52
H35	Educ 2 + Haz + Biling	Hourly	37.1549	39.0127	40.9634	43.0116	45.1621
		Bi-weekly	4,183.64	4,392.83	4,612.48	4,843.11	5,085.25
		Monthly	9,064.56	9,517.80	9,993.70	10,493.40	11,018.05
		Annual	108,774.69	114,213.58	119,924.45	125,920.76	132,216.56
H36	Educ 2 + Long 1 + Biling	Hourly	37.1550	39.0128	40.9634	43.0116	45.1621
		Bi-weekly	4,183.65	4,392.84	4,612.48	4,843.11	5,085.25
		Monthly	9,064.58	9,517.82	9,993.70	10,493.40	11,018.05
		Annual	108,774.98	114,213.87	119,924.45	125,920.76	132,216.56
H37	Educ 2 + Long 2 + Biling	Hourly	38.8286	40.7701	42.8086	44.9490	47.1964
		Bi-weekly	4,372.10	4,590.71	4,820.25	5,061.26	5,314.31
		Monthly	9,472.88	9,946.55	10,443.87	10,966.06	11,514.35
		Annual	113,674.61	119,358.54	125,326.46	131,592.69	138,172.18
H40	Educ 2 + EMT + Haz + Biling	Hourly	38.8286	40.7701	42.8086	44.9491	47.1964
		Bi-weekly	4,372.10	4,590.71	4,820.25	5,061.27	5,314.31
		Monthly	9,472.88	9,946.55	10,443.87	10,966.08	11,514.35
		Annual	113,674.61	119,358.54	125,326.46	131,592.99	138,172.18
H41	Educ 2 + Para + Haz + Biling	Hourly	39.6655	41.6487	43.7313	45.9178	48.2137
neer & Capt. only)		Bi-weekly	4,466.34	4,689.64	4,924.14	5,170.34	5,428.86
		Monthly	9,677.06	10,160.89	10,668.98	11,202.41	11,762.54
		Annual	116,124.72	121,930.73	128,027.75	134,428.95	141,150.43

	Fire Engineer (56.3 Hour Week)						
H45	Emt	Hourly	35.1466	36.9040	38.7492	40.6867	42.7209
		Bi-weekly	3,957.51	4,155.39	4,363.16	4,581.32	4,810.37
		Monthly	8,574.60	9,003.35	9,453.51	9,926.20	10,422.48
		Annual	102,895.19	108,040.15	113,442.16	119,114.38	125,069.71
H46	Emt + Haz	Hourly	36.8203	38.6613	40.5944	42.6241	44.7554
		Bi-weekly	4,145.97	4,353.26	4,570.93	4,799.47	5,039.46
		Monthly	8,982.93	9,432.07	9,903.68	10,398.86	10,918.83
		Annual	107,795.11	113,184.82	118,844.17	124,786.32	131,025.91
H49	Emt + Biling	Hourly	35.4814	37.2554	39.1182	41.0742	43.1278
		Bi-weekly	3,995.21	4,194.96	4,404.71	4,624.95	4,856.19
		Monthly	8,656.28	9,089.08	9,543.54	10,020.74	10,521.75
		Annual	103,875.35	109,068.91	114,522.44	120,248.83	126,260.95
H52	Emt + Haz + Biling	Hourly	37.1549	39.0127	40.9634	43.0116	45.1621
		Bi-weekly	4,183.64	4,392.83	4,612.48	4,843.11	5,085.25
		Monthly	9,064.56	9,517.80	9,993.70	10,493.40	11,018.05
		Annual	108,774.69	114,213.58	119,924.45	125,920.76	132,216.56
H53	Para	Hourly	35.9834	37.7826	39.6718	41.6554	43.7381
			4,051.73	4,254.32	4,467.04	4,690.40	4,924.91
			8,778.75	9,217.70	9,678.60	10,162.53	10,670.64
			105,345.00	110,612.34	116,143.16	121,950.35	128,047.66
H54	Para + Haz	Hourly	37.6570	39.5400	41.5169	43.5927	45.7725
			4,240.18	4,452.20	4,674.80	4,908.54	5,153.98
			9,187.05	9,646.44	10,128.74	10,635.17	11,166.96
			110,244.63	115,757.30	121,544.88	127,621.99	134,003.57
H55	Para + Biling	Hourly	36.3182	38.1341	40.0408	42.0428	44.1450
			4,089.43	4,293.90	4,508.59	4,734.02	4,970.73
			8,860.43	9,303.45	9,768.62	10,257.04	10,769.91
			106,325.16	111,641.39	117,223.45	123,084.50	129,238.90
H56	Para + Haz + Biling	Hourly	37.9918	39.8914	41.8860	43.9804	46.1793
			4,277.88	4,491.77	4,716.36	4,952.19	5,199.79
			9,268.73	9,732.17	10,218.79	10,729.75	11,266.21
			111,224.79	116,786.06	122,625.45	128,757.02	135,194.52
H57	Haz	Hourly	35.1466	36.9040	38.7492	40.6867	42.7209
		Bi-weekly	3,957.51	4,155.39	4,363.16	4,581.32	4,810.37
		Monthly	8,574.60	9,003.35	9,453.51	9,926.20	10,422.48
		Annual	102,895.19	108,040.15	113,442.16	119,114.38	125,069.71
H60	Haz + Biling	Hourly	35.4814	37.2554	39.1182	41.0742	43.1278
		Bi-weekly	3,995.21	4,194.96	4,404.71	4,624.95	4,856.19
		Monthly	8,656.28	9,089.08	9,543.54	10,020.74	10,521.75
		Annual	103,875.35	109,068.91	114,522.44	120,248.83	126,260.95
H67	Bi-lingual - 1% of Base	Hourly	33.8077	35.4980	37.2731	39.1367	41.0935
		Bi-weekly	3,806.75	3,997.07	4,196.95	4,406.79	4,627.13
		Monthly	8,247.95	8,660.33	9,093.39	9,548.05	10,025.44

		Annual	98,975.42	103,923.94	109,120.73	114,576.60	120,305.33
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I00	BASE	Hourly	37.3774	39.2462	41.2084	43.2689	45.4324
		Bi-weekly	4,208.70	4,419.12	4,640.07	4,872.08	5,115.69
		Monthly	9,118.84	9,574.77	10,053.48	10,556.17	11,083.99
		Annual	109,426.08	114,897.18	120,641.71	126,674.03	133,007.89
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I01	Edu 1	Hourly	38.6855	40.6198	42.6508	44.7834	47.0226
		Bi-weekly	4,355.99	4,573.79	4,802.48	5,042.61	5,294.74
		Monthly	9,437.97	9,909.88	10,405.37	10,925.66	11,471.95
		Annual	113,255.67	118,918.53	124,864.48	131,107.88	137,663.36
I02	Edu 1 + Emt	Hourly	40.5545	42.5822	44.7113	46.9467	49.2941
		Bi-weekly	4,566.44	4,794.76	5,034.49	5,286.20	5,550.52
		Monthly	9,893.95	10,388.64	10,908.07	11,453.43	12,026.12
		Annual	118,727.35	124,663.65	130,896.80	137,441.16	144,313.41
I03	Edu 1 + Haz	Hourly	40.5545	42.5822	44.7113	46.9467	49.2941
		Bi-weekly	4,566.44	4,794.76	5,034.49	5,286.20	5,550.52
		Monthly	9,893.95	10,388.64	10,908.07	11,453.43	12,026.12
		Annual	118,727.35	124,663.65	130,896.80	137,441.16	144,313.41
I04	Edu 1 + Para	Hourly	41.4888	43.5633	45.7414	48.0286	50.4300
	neer & Capt. only)	Bi-weekly	4,671.64	4,905.23	5,150.48	5,408.02	5,678.42
		Monthly	10,121.88	10,627.99	11,159.38	11,717.38	12,303.24
		Annual	121,462.61	127,535.92	133,912.52	140,608.53	147,638.87
I06	Educ Incent 1 & Bi-lingual 1%	Hourly	39.0593	41.0122	43.0629	45.2160	47.4768
		Bi-weekly	4,398.08	4,617.97	4,848.88	5,091.32	5,345.89
		Monthly	9,529.17	10,005.61	10,505.91	11,031.20	11,582.76
		Annual	114,350.01	120,067.32	126,070.95	132,374.36	138,993.08
I07	Educ 1 + Emt + Haz	Hourly	42.4233	44.5444	46.7716	49.1103	51.5658
		Bi-weekly	4,776.86	5,015.70	5,266.48	5,529.82	5,806.31
		Monthly	10,349.87	10,867.35	11,410.71	11,981.28	12,580.34
		Annual	124,198.45	130,408.19	136,928.54	143,775.31	150,964.04
I08	Educ 1 + Para + Haz	Hourly	43.3577	45.5256	47.8018	50.1920	52.7016
	neer & Capt. only)	Bi-weekly	4,882.08	5,126.18	5,382.48	5,651.62	5,934.20
		Monthly	10,577.83	11,106.73	11,662.05	12,245.18	12,857.43
		Annual	126,934.00	133,280.75	139,944.55	146,942.10	154,289.20
I10	Educ 1 + Emt + Biling	Hourly	40.9282	42.9747	45.1233	47.3795	49.7484
		Bi-weekly	4,608.52	4,838.95	5,080.88	5,334.93	5,601.67
		Monthly	9,985.12	10,484.39	11,008.58	11,559.02	12,136.95
		Annual	119,821.40	125,812.73	132,102.97	138,708.22	145,643.42
I11	Educ 1 + Para + Biling	Hourly	41.8626	43.9558	46.1535	48.4613	50.8842
	neer & Capt. only)	Bi-weekly	4,713.73	4,949.42	5,196.88	5,456.74	5,729.56
		Monthly	10,213.08	10,723.75	11,259.92	11,822.94	12,414.05
		Annual	122,556.95	128,685.00	135,118.99	141,875.30	148,968.58

I13	Educ 1 + Haz + Biling	Hourly	40.9282	42.9747	45.1233	47.3795	49.7484
		Bi-weekly	4,608.52	4,838.95	5,080.88	5,334.93	5,601.67
		Monthly	9,985.12	10,484.39	11,008.58	11,559.02	12,136.95
		Annual	119,821.40	125,812.73	132,102.97	138,708.22	145,643.42
I15	Educ 1 + Para + Haz + Biling	Hourly	43.7315	45.9181	48.2140	50.6247	53.1559
eer & Capt. only)		Bi-weekly	4,924.17	5,170.38	5,428.90	5,700.34	5,985.35
		Monthly	10,669.03	11,202.49	11,762.61	12,350.74	12,968.27
		Annual	128,028.34	134,429.83	141,151.31	148,208.87	155,619.21
I16	Educ 1 + Para + Long 1 + Biling	Hourly	43.7315	45.9181	48.2140	50.6247	53.1559
eer & Capt. only)		Bi-weekly	4,924.17	5,170.38	5,428.90	5,700.34	5,985.35
		Monthly	10,669.03	11,202.49	11,762.61	12,350.74	12,968.27
		Annual	128,028.34	134,429.83	141,151.31	148,208.87	155,619.21
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I17	Educ 1 + Para + Long 2 + Biling	Hourly	45.6004	47.8804	50.2743	52.7880	55.4275
eer & Capt. only)		Bi-weekly	5,134.61	5,391.33	5,660.89	5,943.93	6,241.14
		Monthly	11,124.98	11,681.22	12,265.25	12,878.51	13,522.46
		Annual	133,499.73	140,174.66	147,183.04	154,542.15	162,269.55
I18	Educ 1 + Emt + Haz + Biling	Hourly	42.7970	44.9369	47.1838	49.5429	52.0201
		Bi-weekly	4,818.94	5,059.89	5,312.90	5,578.53	5,857.46
		Monthly	10,441.04	10,963.11	11,511.27	12,086.82	12,691.17
		Annual	125,292.50	131,557.27	138,135.29	145,041.79	152,294.04
I19	Educ 1 + Emt + Long 1 + Biling	Hourly	42.7970	44.9369	47.1838	49.5429	52.0201
		Bi-weekly	4,818.94	5,059.89	5,312.90	5,578.53	5,857.46
		Monthly	10,441.04	10,963.11	11,511.27	12,086.82	12,691.17
		Annual	125,292.50	131,557.27	138,135.29	145,041.79	152,294.04
I20	Educ 1 + Emt + Long 2 + Biling	Hourly	44.6659	46.8992	49.2442	51.7064	54.2917
		Bi-weekly	5,029.38	5,280.85	5,544.90	5,822.14	6,113.25
		Monthly	10,896.99	11,441.84	12,013.94	12,614.64	13,245.37
		Annual	130,763.89	137,302.10	144,167.32	151,375.66	158,944.38
I23	Educ 2	Hourly	39.2462	41.2084	43.2689	45.4324	47.7040
		Bi-weekly	4,419.12	4,640.07	4,872.08	5,115.69	5,371.47
		Monthly	9,574.77	10,053.48	10,556.17	11,083.99	11,638.19
		Annual	114,897.18	120,641.71	126,674.03	133,007.89	139,658.23
I24	Educ 2 + Emt	Hourly	41.1150	43.1708	45.3293	47.5958	49.9756
		Bi-weekly	4,629.55	4,861.03	5,104.08	5,359.29	5,627.25
		Monthly	10,030.69	10,532.24	11,058.84	11,611.79	12,192.38
		Annual	120,368.27	126,386.83	132,706.06	139,341.46	146,308.57
I25	Educ 2 + Haz	Hourly	41.1150	43.1708	45.3293	47.5958	49.9756
		Bi-weekly	4,629.55	4,861.03	5,104.08	5,359.29	5,627.25
		Monthly	10,030.69	10,532.24	11,058.84	11,611.79	12,192.38
		Annual	120,368.27	126,386.83	132,706.06	139,341.46	146,308.57
I26	Educ 2 + Para	Hourly	42.0495	44.1520	46.3596	48.6776	51.1114
eer & Capt. only)		Bi-weekly	4,734.77	4,971.52	5,220.09	5,481.10	5,755.14

		Monthly	10,258.68	10,771.62	11,310.20	11,875.71	12,469.48
		Annual	123,104.12	129,259.40	135,722.36	142,508.54	149,633.73
I28	Educ 2 + Biling	Hourly	39.6200	41.6009	43.6810	45.8650	48.1583
		Bi-weekly	4,461.21	4,684.26	4,918.48	5,164.40	5,422.62
		Monthly	9,665.96	10,149.23	10,656.71	11,189.53	11,749.02
		Annual	115,991.51	121,790.79	127,880.50	134,274.37	140,988.24
I29	Educ 2 + Emt + Haz	Hourly	42.9840	45.1331	47.3898	49.7593	52.2473
		Bi-weekly	4,840.00	5,081.99	5,336.09	5,602.90	5,883.05
		Monthly	10,486.66	11,010.97	11,561.53	12,139.61	12,746.60
		Annual	125,839.96	132,131.66	138,738.38	145,675.33	152,959.20
I30	Educ 2 + Para + Haz	Hourly	43.9184	46.1142	48.4200	50.8409	53.3831
neer & Capt. only)		Bi-weekly	4,945.21	5,192.46	5,452.09	5,724.69	6,010.94
		Monthly	10,714.63	11,250.33	11,812.87	12,403.49	13,023.70
		Annual	128,575.51	135,003.93	141,754.39	148,841.82	156,284.36
I32	Educ 2 + Emt + Biling	Hourly	41.4888	43.5633	45.7414	48.0286	50.4300
		Bi-weekly	4,671.64	4,905.23	5,150.48	5,408.02	5,678.42
		Monthly	10,121.88	10,627.99	11,159.38	11,717.38	12,303.24
		Annual	121,462.61	127,535.92	133,912.52	140,608.53	147,638.87
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I33	Educ 2 + Para + Biling	Hourly	42.4233	44.5444	46.7716	49.1103	51.5658
neer & Capt. only)		Bi-weekly	4,776.86	5,015.70	5,266.48	5,529.82	5,806.31
		Monthly	10,349.87	10,867.35	11,410.71	11,981.28	12,580.34
		Annual	124,198.45	130,408.19	136,928.54	143,775.31	150,964.04
I35	Educ 2 + Haz + Biling	Hourly	41.4888	43.5633	45.7414	48.0286	50.4300
		Bi-weekly	4,671.64	4,905.23	5,150.48	5,408.02	5,678.42
		Monthly	10,121.88	10,627.99	11,159.38	11,717.38	12,303.24
		Annual	121,462.61	127,535.92	133,912.52	140,608.53	147,638.87
I40	Educ 2 + EMT + Haz + Biling	Hourly	43.3577	45.5256	47.8018	50.1920	52.7016
		Bi-weekly	4,882.08	5,126.18	5,382.48	5,651.62	5,934.20
		Monthly	10,577.83	11,106.73	11,662.05	12,245.18	12,857.43
		Annual	126,934.00	133,280.75	139,944.55	146,942.10	154,289.20
I41	Educ 2 + Para + Haz + Biling	Hourly	44.2921	46.5067	48.8321	51.2737	53.8374
neer & Capt. only)		Bi-weekly	4,987.29	5,236.65	5,498.49	5,773.42	6,062.09
		Monthly	10,805.80	11,346.08	11,913.41	12,509.07	13,134.53
		Annual	129,669.55	136,153.01	142,960.86	150,108.88	157,614.37
I45	Emt	Hourly	39.2462	41.2084	43.2689	45.4324	47.7040
		Bi-weekly	4,419.12	4,640.07	4,872.08	5,115.69	5,371.47
		Monthly	9,574.77	10,053.48	10,556.17	11,083.99	11,638.19
		Annual	114,897.18	120,641.71	126,674.03	133,007.89	139,658.23
I46	Emt + Haz	Hourly	41.1150	43.1708	45.3293	47.5958	49.9756
		Bi-weekly	4,629.55	4,861.03	5,104.08	5,359.29	5,627.25
		Monthly	10,030.69	10,532.24	11,058.84	11,611.79	12,192.38
		Annual	120,368.27	126,386.83	132,706.06	139,341.46	146,308.57

I49	Emt + Biling	Hourly	39.6200	41.6009	43.6810	45.8650	48.1583
		Bi-weekly	4,461.21	4,684.26	4,918.48	5,164.40	5,422.62
		Monthly	9,665.96	10,149.23	10,656.71	11,189.53	11,749.02
		Annual	115,991.51	121,790.79	127,880.50	134,274.37	140,988.24
I52	Emt + Haz + Biling	Hourly	41.4887	43.5633	45.7414	48.0286	50.4300
		Bi-weekly	4,671.63	4,905.23	5,150.48	5,408.02	5,678.42
		Monthly	10,121.86	10,627.99	11,159.38	11,717.38	12,303.24
		Annual	121,462.32	127,535.92	133,912.52	140,608.53	147,638.87
I53	Para	Hourly	40.1806	42.1897	44.2991	46.5141	48.8399
		Bi-weekly	4,524.34	4,750.56	4,988.08	5,237.49	5,499.37
		Monthly	9,802.73	10,292.88	10,807.50	11,347.89	11,915.31
		Annual	117,632.72	123,514.57	129,690.05	136,174.68	142,983.69
I54	Para + Haz	Hourly	42.0495	44.1520	46.3596	48.6776	51.1114
		Bi-weekly	4,734.77	4,971.52	5,220.09	5,481.10	5,755.14
		Monthly	10,258.68	10,771.62	11,310.20	11,875.71	12,469.48
		Annual	123,104.12	129,259.40	135,722.36	142,508.54	149,633.73
I55	Para + Biling	Hourly	40.5545	42.5822	44.7113	46.9467	49.2941
		Bi-weekly	4,566.44	4,794.76	5,034.49	5,286.20	5,550.52
		Monthly	9,893.95	10,388.64	10,908.07	11,453.43	12,026.12
		Annual	118,727.35	124,663.65	130,896.80	137,441.16	144,313.41
I56	Para + Haz + Biling	Hourly	42.4233	44.5444	46.7716	49.1103	51.5658
		Bi-weekly	4,776.86	5,015.70	5,266.48	5,529.82	5,806.31
		Monthly	10,349.87	10,867.35	11,410.71	11,981.28	12,580.34
		Annual	124,198.45	130,408.19	136,928.54	143,775.31	150,964.04
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I57	Haz	Hourly	39.2462	41.2084	43.2689	45.4324	47.7040
		Bi-weekly	4,419.12	4,640.07	4,872.08	5,115.69	5,371.47
		Monthly	9,574.77	10,053.48	10,556.17	11,083.99	11,638.19
		Annual	114,897.18	120,641.71	126,674.03	133,007.89	139,658.23
I60	Haz + Biling	Hourly	39.6200	41.6009	43.6810	45.8650	48.1583
		Bi-weekly	4,461.21	4,684.26	4,918.48	5,164.40	5,422.62
		Monthly	9,665.96	10,149.23	10,656.71	11,189.53	11,749.02
		Annual	115,991.51	121,790.79	127,880.50	134,274.37	140,988.24
I67	Bi-lingual - 1% of Base	Hourly	37.7511	39.6387	41.6206	43.7016	45.8867
		Bi-weekly	4,250.77	4,463.32	4,686.48	4,920.80	5,166.84
		Monthly	9,210.01	9,670.52	10,154.04	10,661.73	11,194.83
		Annual	110,520.12	116,046.26	121,848.47	127,940.80	134,337.90
	Fire Captain (40 Hour Week) Fire Prevention Inspector Paramedic Coord/Training Off						
J00	BASE	Hourly	52.6086	55.2390	58.0009	60.9009	63.9462
		Bi-weekly	4,208.69	4,419.12	4,640.07	4,872.07	5,115.70
		Monthly	9,118.82	9,574.76	10,053.49	10,556.16	11,084.01
		Annual	109,425.89	114,897.12	120,641.87	126,673.87	133,008.10

J01	Edu 1	Hourly	54.4499	57.1724	60.0311	63.0326	66.1841
		Bi-weekly	4,355.99	4,573.79	4,802.49	5,042.61	5,294.73
		Monthly	9,437.98	9,909.88	10,405.39	10,925.65	11,471.91
		Annual	113,255.79	118,918.59	124,864.69	131,107.81	137,662.93
J02	Edu 1 + Emt	Hourly	57.0803	59.9344	62.9311	66.0776	69.3815
		Bi-weekly	4,566.42	4,794.75	5,034.49	5,286.21	5,550.52
		Monthly	9,893.92	10,388.63	10,908.06	11,453.45	12,026.13
		Annual	118,727.02	124,663.55	130,896.69	137,441.41	144,313.52
J03	Edu 1 + Haz	Hourly	57.0803	59.9344	62.9311	66.0776	69.3815
		Bi-weekly	4,566.42	4,794.75	5,034.49	5,286.21	5,550.52
		Monthly	9,893.92	10,388.63	10,908.06	11,453.45	12,026.13
		Annual	118,727.02	124,663.55	130,896.69	137,441.41	144,313.52
J04	Edu 1 + Para	Hourly	58.3956	61.3153	64.3811	67.6002	70.9802
	neer & Capt. only)	Bi-weekly	4,671.65	4,905.22	5,150.49	5,408.02	5,678.42
		Monthly	10,121.90	10,627.99	11,159.39	11,717.37	12,303.24
		Annual	121,462.85	127,535.82	133,912.69	140,608.42	147,638.82
J06	Educ Incent 1 & Bi-lingual 1%	Hourly	54.9760	57.7248	60.6110	63.6417	66.8236
		Bi-weekly	4,398.08	4,617.98	4,848.88	5,091.34	5,345.89
		Monthly	9,529.17	10,005.63	10,505.91	11,031.23	11,582.76
		Annual	114,350.08	120,067.58	126,070.88	132,374.74	138,993.09
J07	Educ 1 + Emt + Haz	Hourly	59.7108	62.6963	65.8312	69.1227	72.5789
		Bi-weekly	4,776.86	5,015.70	5,266.50	5,529.82	5,806.31
		Monthly	10,349.87	10,867.36	11,410.74	11,981.27	12,580.34
		Annual	124,198.46	130,408.30	136,928.90	143,775.22	150,964.11
J08	Educ 1 + Para + Haz	Hourly	61.0260	64.0772	67.2811	70.6452	74.1774
	neer & Capt. only)	Bi-weekly	4,882.08	5,126.18	5,382.49	5,651.62	5,934.19
		Monthly	10,577.84	11,106.72	11,662.06	12,245.17	12,857.42
		Annual	126,934.08	133,280.58	139,944.69	146,942.02	154,288.99
	Fire Captain (40 Hour Week)						
	Fire Prevention Inspector						
	Paramedic Coord/Training Off						
J10	Educ 1 + Emt + Biling	Hourly	57.6064	60.4867	63.5110	66.6867	70.0210
		Bi-weekly	4,608.51	4,838.94	5,080.88	5,334.94	5,601.68
		Monthly	9,985.11	10,484.36	11,008.57	11,559.03	12,136.97
		Annual	119,821.31	125,812.34	132,102.88	138,708.34	145,643.68
J11	Educ 1 + Para + Biling	Hourly	58.9216	61.8677	64.9611	68.2092	71.6196
	neer & Capt. only)	Bi-weekly	4,713.73	4,949.42	5,196.89	5,456.74	5,729.57
		Monthly	10,213.08	10,723.74	11,259.92	11,822.93	12,414.06
		Annual	122,556.93	128,684.82	135,119.09	141,875.14	148,968.77
J13	Educ 1 + Haz + Biling	Hourly	57.6064	60.4867	63.5110	66.6867	70.0210
		Bi-weekly	4,608.51	4,838.94	5,080.88	5,334.94	5,601.68
		Monthly	9,985.11	10,484.36	11,008.57	11,559.03	12,136.97
		Annual	119,821.31	125,812.34	132,102.88	138,708.34	145,643.68
J18	Educ 1 + Emt + Haz + Biling	Hourly	60.2368	63.2487	66.4111	69.7317	73.2182
		Bi-weekly	4,818.94	5,059.90	5,312.89	5,578.54	5,857.46

		Monthly	10,441.05	10,963.11	11,511.26	12,086.83	12,691.16
		Annual	125,292.54	131,557.30	138,135.09	145,041.94	152,293.86
J19	Educ 1 + Para + Haz + Biling	Hourly	61.5521	64.6297	67.8611	71.2542	74.8169
	neer & Capt. only)	Bi-weekly	4,924.17	5,170.38	5,428.89	5,700.34	5,985.35
		Monthly	10,669.03	11,202.48	11,762.59	12,350.73	12,968.26
		Annual	128,028.37	134,429.78	141,151.09	148,208.74	155,619.15
J23	Educ 2	Hourly	55.2390	58.0009	60.9009	63.9462	67.1433
		Bi-weekly	4,419.12	4,640.07	4,872.07	5,115.70	5,371.46
		Monthly	9,574.76	10,053.49	10,556.16	11,084.01	11,638.17
		Annual	114,897.12	120,641.87	126,673.87	133,008.10	139,658.06
J24	Educ 2 + Emt	Hourly	57.8694	60.7629	63.8010	66.9912	70.3407
		Bi-weekly	4,629.55	4,861.03	5,104.08	5,359.30	5,627.26
		Monthly	10,030.70	10,532.24	11,058.84	11,611.81	12,192.39
		Annual	120,368.35	126,386.83	132,706.08	139,341.70	146,308.66
J25	Educ 2 + Haz	Hourly	57.8694	60.7629	63.8010	66.9912	70.3407
		Bi-weekly	4,629.55	4,861.03	5,104.08	5,359.30	5,627.26
		Monthly	10,030.70	10,532.24	11,058.84	11,611.81	12,192.39
		Annual	120,368.35	126,386.83	132,706.08	139,341.70	146,308.66
J26	Educ 2 + Para	Hourly	59.1846	62.1440	65.2512	68.5136	71.9394
	neer & Capt. only)	Bi-weekly	4,734.77	4,971.52	5,220.10	5,481.09	5,755.15
		Monthly	10,258.66	10,771.63	11,310.21	11,875.69	12,469.50
		Annual	123,103.97	129,259.52	135,722.50	142,508.29	149,633.95
J28	Educ 2 + Biling	Hourly	55.7651	58.5534	61.4811	64.5551	67.7828
		Bi-weekly	4,461.21	4,684.27	4,918.49	5,164.41	5,422.62
		Monthly	9,665.95	10,149.26	10,656.72	11,189.55	11,749.02
		Annual	115,991.41	121,791.07	127,880.69	134,274.61	140,988.22
J29	Educ 2 + Emt + Haz	Hourly	60.4999	63.5250	66.7011	70.0362	73.5380
		Bi-weekly	4,839.99	5,082.00	5,336.09	5,602.90	5,883.04
		Monthly	10,486.65	11,011.00	11,561.52	12,139.61	12,746.59
		Annual	125,839.79	132,132.00	138,738.29	145,675.30	152,959.04
J30	Educ 2 + Para + Haz	Hourly	61.8151	64.9059	68.1512	71.5588	75.1366
	neer & Capt. only)	Bi-weekly	4,945.21	5,192.47	5,452.10	5,724.70	6,010.93
		Monthly	10,714.62	11,250.36	11,812.88	12,403.53	13,023.68
		Annual	128,575.41	135,004.27	141,754.50	148,842.30	156,284.13
	Fire Captain (40 Hour Week)						
	Fire Prevention Inspector						
	Paramedic Coord/Training Off						
J32	Educ 2 + Emt + Biling	Hourly	58.3956	61.3153	64.3811	67.6002	70.9802
		Bi-weekly	4,671.65	4,905.22	5,150.49	5,408.02	5,678.42
		Monthly	10,121.90	10,627.99	11,159.39	11,717.37	12,303.24
		Annual	121,462.85	127,535.82	133,912.69	140,608.42	147,638.82
J33	Educ 2 + Para + Biling	Hourly	59.7108	62.6963	65.8312	69.1227	72.5789
	neer & Capt. only)	Bi-weekly	4,776.86	5,015.70	5,266.50	5,529.82	5,806.31
		Monthly	10,349.87	10,867.36	11,410.74	11,981.27	12,580.34
		Annual	124,198.46	130,408.30	136,928.90	143,775.22	150,964.11

J35	Educ 2 + Haz + Biling	Hourly	58.3956	61.3153	64.3811	67.6002	70.9802
		Bi-weekly	4,671.65	4,905.22	5,150.49	5,408.02	5,678.42
		Monthly	10,121.90	10,627.99	11,159.39	11,717.37	12,303.24
		Annual	121,462.85	127,535.82	133,912.69	140,608.42	147,638.82
J40	Educ 2 + EMT + Haz + Biling	Hourly	61.0260	64.0772	67.2811	70.6452	74.1774
		Bi-weekly	4,882.08	5,126.18	5,382.49	5,651.62	5,934.19
		Monthly	10,577.84	11,106.72	11,662.06	12,245.17	12,857.42
		Annual	126,934.08	133,280.58	139,944.69	146,942.02	154,288.99
J41	Educ 2 + Para + Haz + Biling	Hourly	62.3412	65.4582	68.7311	72.1677	75.7761
reer & Capt. only)		Bi-weekly	4,987.30	5,236.66	5,498.49	5,773.42	6,062.09
		Monthly	10,805.81	11,346.09	11,913.39	12,509.07	13,134.52
		Annual	129,669.70	136,153.06	142,960.69	150,108.82	157,614.29
J45	Emt	Hourly	55.2390	58.0009	60.9009	63.9462	67.1433
		Bi-weekly	4,419.12	4,640.07	4,872.07	5,115.70	5,371.46
		Monthly	9,574.76	10,053.49	10,556.16	11,084.01	11,638.17
		Annual	114,897.12	120,641.87	126,673.87	133,008.10	139,658.06
J46	Emt + Haz	Hourly	57.8694	60.7629	63.8010	66.9912	70.3407
		Bi-weekly	4,629.55	4,861.03	5,104.08	5,359.30	5,627.26
		Monthly	10,030.70	10,532.24	11,058.84	11,611.81	12,192.39
		Annual	120,368.35	126,386.83	132,706.08	139,341.70	146,308.66
J49	Emt + Biling	Hourly	55.7651	58.5534	61.4811	64.5551	67.7828
		Bi-weekly	4,461.21	4,684.27	4,918.49	5,164.41	5,422.62
		Monthly	9,665.95	10,149.26	10,656.72	11,189.55	11,749.02
		Annual	115,991.41	121,791.07	127,880.69	134,274.61	140,988.22
J52	Emt + Haz + Biling	Hourly	58.3956	61.3153	64.3811	67.6002	70.9802
		Bi-weekly	4,671.65	4,905.22	5,150.49	5,408.02	5,678.42
		Monthly	10,121.90	10,627.99	11,159.39	11,717.37	12,303.24
		Annual	121,462.85	127,535.82	133,912.69	140,608.42	147,638.82
J53	Para	Hourly	56.5543	59.3820	62.3510	65.4686	68.7420
		Bi-weekly	4,524.34	4,750.56	4,988.08	5,237.49	5,499.36
		Monthly	9,802.75	10,292.88	10,807.51	11,347.89	11,915.28
		Annual	117,632.94	123,514.56	129,690.08	136,174.69	142,983.36
J54	Para + Haz	Hourly	59.1846	62.1440	65.2512	68.5136	71.9394
		Bi-weekly	4,734.77	4,971.52	5,220.10	5,481.09	5,755.15
		Monthly	10,258.66	10,771.63	11,310.21	11,875.69	12,469.50
		Annual	123,103.97	129,259.52	135,722.50	142,508.29	149,633.95
J55	Para + Biling	Hourly	57.0803	59.9344	62.9311	66.0776	69.3815
		Bi-weekly	4,566.42	4,794.75	5,034.49	5,286.21	5,550.52
		Monthly	9,893.92	10,388.63	10,908.06	11,453.45	12,026.13
		Annual	118,727.02	124,663.55	130,896.69	137,441.41	144,313.52
	Fire Captain (40 Hour Week)						
	Fire Prevention Inspector						
	Paramedic Coord/Training Off						
J56	Para + Haz + Biling	Hourly	59.7108	62.6963	65.8312	69.1227	72.5789

		Bi-weekly	4,776.86	5,015.70	5,266.50	5,529.82	5,806.31
		Monthly	10,349.87	10,867.36	11,410.74	11,981.27	12,580.34
		Annual	124,198.46	130,408.30	136,928.90	143,775.22	150,964.11
J57	Haz	Hourly	55.2390	58.0012	60.9010	63.9462	67.1433
		Bi-weekly	4,419.12	4,640.10	4,872.08	5,115.70	5,371.46
		Monthly	9,574.76	10,053.54	10,556.17	11,084.01	11,638.17
		Annual	114,897.12	120,642.50	126,674.08	133,008.10	139,658.06
J60	Haz + Biling	Hourly	55.7651	58.5534	61.4811	64.5551	67.7828
		Bi-weekly	4,461.21	4,684.27	4,918.49	5,164.41	5,422.62
		Monthly	9,665.95	10,149.26	10,656.72	11,189.55	11,749.02
		Annual	115,991.41	121,791.07	127,880.69	134,274.61	140,988.22
J67	Bi-lingual - 1% of Base	Hourly	53.1346	55.7914	58.5810	61.5100	64.5855
		Bi-weekly	4,250.77	4,463.31	4,686.48	4,920.80	5,166.84
		Monthly	9,210.00	9,670.51	10,154.04	10,661.73	11,194.82
		Annual	110,519.97	116,046.11	121,848.48	127,940.80	134,337.84
	Batt/Div Chief (56.3 Hour Week)						
K00	BASE	Hourly	44.8530	47.0958	49.4505	51.9230	54.5192
		Bi-weekly	5,050.45	5,302.99	5,568.13	5,846.53	6,138.86
		Monthly	10,942.64	11,489.81	12,064.27	12,667.48	13,300.87
		Annual	131,311.64	137,877.66	144,771.28	152,009.77	159,610.41
K01	Edu 1	Hourly	46.4230	48.7442	51.1813	53.7403	56.4274
		Bi-weekly	5,227.23	5,488.60	5,763.01	6,051.16	6,353.73
		Monthly	11,325.66	11,891.96	12,486.53	13,110.84	13,766.41
		Annual	135,907.97	142,703.52	149,838.37	157,330.10	165,196.86
K02	Edu 1 + Emt	Hourly	48.6657	51.0988	53.6538	56.3365	59.1533
		Bi-weekly	5,479.76	5,753.72	6,041.42	6,343.49	6,660.66
		Monthly	11,872.81	12,466.40	13,089.74	13,744.23	14,431.43
		Annual	142,473.70	149,596.85	157,076.86	164,930.74	173,177.20
K03	Edu 1 + Haz	Hourly	48.6657	51.0988	53.6538	56.3365	59.1533
		Bi-weekly	5,479.76	5,753.72	6,041.42	6,343.49	6,660.66
		Monthly	11,872.81	12,466.40	13,089.74	13,744.23	14,431.43
		Annual	142,473.70	149,596.85	157,076.86	164,930.74	173,177.20
K06	Educ Incent 1 & Bi-lingual 1%	Hourly	46.8716	49.2151	51.6758	54.2596	56.9726
		Bi-weekly	5,277.74	5,541.62	5,818.70	6,109.63	6,415.11
		Monthly	11,435.11	12,006.84	12,607.17	13,237.53	13,899.42
		Annual	137,221.30	144,082.13	151,286.07	158,850.40	166,792.98
K07	Educ 1 + Emt + Haz	Hourly	50.9082	53.4537	56.1264	58.9326	61.8794
		Bi-weekly	5,732.26	6,018.89	6,319.83	6,635.81	6,967.62
		Monthly	12,419.90	13,040.92	13,692.97	14,377.59	15,096.51
		Annual	149,038.85	156,491.05	164,315.65	172,531.08	181,158.13
K10	Educ 1 + Emt + Biling	Hourly	49.1141	51.5699	54.1483	56.8558	59.6985
		Bi-weekly	5,530.25	5,806.77	6,097.10	6,401.96	6,722.05
		Monthly	11,982.20	12,581.34	13,210.38	13,870.92	14,564.44
		Annual	143,786.44	150,976.04	158,524.56	166,451.04	174,773.33

K13	Educ 1 + Haz + Biling	Hourly	49.1141	51.5699	54.1483	56.8558	59.6985
		Bi-weekly	5,530.25	5,806.77	6,097.10	6,401.96	6,722.05
		Monthly	11,982.20	12,581.34	13,210.38	13,870.92	14,564.44
		Annual	143,786.44	150,976.04	158,524.56	166,451.04	174,773.33
	Batt/Div Chief (56.3 Hour Week)						
K18	Educ 1 + Emt + Haz + Biling	Hourly	51.3568	53.9246	56.6209	59.4519	62.4245
		Bi-weekly	5,782.78	6,071.91	6,375.51	6,694.28	7,029.00
		Monthly	12,529.35	13,155.81	13,813.61	14,504.28	15,229.50
		Annual	150,352.17	157,869.66	165,763.35	174,051.38	182,753.97
K23	Educ 2	Hourly	47.0958	49.4505	51.9230	54.5192	57.2452
		Bi-weekly	5,302.99	5,568.13	5,846.53	6,138.86	6,445.81
		Monthly	11,489.81	12,064.27	12,667.48	13,300.87	13,965.92
		Annual	137,877.66	144,771.28	152,009.77	159,610.41	167,591.05
K24	Educ 2 + Emt	Hourly	49.3384	51.8053	54.3955	57.1154	59.9711
		Bi-weekly	5,555.50	5,833.28	6,124.93	6,431.19	6,752.75
		Monthly	12,036.93	12,638.77	13,270.69	13,934.25	14,630.95
		Annual	144,443.10	151,665.20	159,248.27	167,211.05	175,571.39
K25	Educ 2 + Haz	Hourly	49.3384	51.8053	54.3955	57.1154	59.9711
		Bi-weekly	5,555.50	5,833.28	6,124.93	6,431.19	6,752.75
		Monthly	12,036.93	12,638.77	13,270.69	13,934.25	14,630.95
		Annual	144,443.10	151,665.20	159,248.27	167,211.05	175,571.39
K28	Educ 2 + Biling	Hourly	47.5442	49.9215	52.4176	55.0385	57.7904
		Bi-weekly	5,353.48	5,621.16	5,902.22	6,197.34	6,507.20
		Monthly	11,599.20	12,179.18	12,788.15	13,427.56	14,098.93
		Annual	139,190.40	146,150.18	153,457.77	161,130.71	169,187.18
K29	Educ 2 + Emt + Haz	Hourly	51.5811	54.1601	56.8681	59.7115	62.6971
		Bi-weekly	5,808.03	6,098.43	6,403.35	6,723.51	7,059.69
		Monthly	12,584.07	13,213.26	13,873.92	14,567.62	15,296.00
		Annual	151,008.83	158,559.11	166,487.05	174,811.39	183,552.03
K32	Educ 2 + Emt + Biling	Hourly	49.7870	52.2762	54.8901	57.6345	60.5162
		Bi-weekly	5,606.02	5,886.30	6,180.63	6,489.64	6,814.12
		Monthly	12,146.37	12,753.65	13,391.36	14,060.90	14,763.94
		Annual	145,756.42	153,043.80	160,696.26	168,730.76	177,167.23
K35	Educ 2 + Haz + Biling	Hourly	49.7870	52.2762	54.8901	57.6345	60.5162
		Bi-weekly	5,606.02	5,886.30	6,180.63	6,489.64	6,814.12
		Monthly	12,146.37	12,753.65	13,391.36	14,060.90	14,763.94
		Annual	145,756.42	153,043.80	160,696.26	168,730.76	177,167.23
K40	Educ 2 + EMT + Haz + Biling	Hourly	52.0296	54.6311	57.3627	60.2307	63.2423
		Bi-weekly	5,858.53	6,151.46	6,459.04	6,781.98	7,121.08
		Monthly	12,693.49	13,328.17	13,994.59	14,694.28	15,429.01
		Annual	152,321.86	159,938.01	167,935.04	176,331.40	185,148.16
K45	Emt	Hourly	47.0958	49.4505	51.9230	54.5192	57.2452
		Bi-weekly	5,302.99	5,568.13	5,846.53	6,138.86	6,445.81
		Monthly	11,489.81	12,064.27	12,667.48	13,300.87	13,965.92
		Annual	137,877.66	144,771.28	152,009.77	159,610.41	167,591.05

K46	Emt + Haz	Hourly	49.3384	51.8053	54.3955	57.1154	59.9711
		Bi-weekly	5,555.50	5,833.28	6,124.93	6,431.19	6,752.75
		Monthly	12,036.93	12,638.77	13,270.69	13,934.25	14,630.95
		Annual	144,443.10	151,665.20	159,248.27	167,211.05	175,571.39
K49	Emt + Biling	Hourly	47.5442	49.9215	52.4176	55.0385	57.7904
		Bi-weekly	5,353.48	5,621.16	5,902.22	6,197.34	6,507.20
		Monthly	11,599.20	12,179.18	12,788.15	13,427.56	14,098.93
		Annual	139,190.40	146,150.18	153,457.77	161,130.71	169,187.18
	Batt/Div Chief (56.3 Hour Week)						
K52	Emt + Haz + Biling	Hourly	49.7870	52.2762	54.8901	57.6345	60.5162
		Bi-weekly	5,606.02	5,886.30	6,180.63	6,489.64	6,814.12
		Monthly	12,146.37	12,753.65	13,391.36	14,060.90	14,763.94
		Annual	145,756.42	153,043.80	160,696.26	168,730.76	177,167.23
K57	Haz	Hourly	47.0958	49.4505	51.9230	54.5192	57.2452
		Bi-weekly	5,302.99	5,568.13	5,846.53	6,138.86	6,445.81
		Monthly	11,489.81	12,064.27	12,667.48	13,300.87	13,965.92
		Annual	137,877.66	144,771.28	152,009.77	159,610.41	167,591.05
K60	Haz + Biling	Hourly	47.5442	49.9215	52.4176	55.0385	57.7904
		Bi-weekly	5,353.48	5,621.16	5,902.22	6,197.34	6,507.20
		Monthly	11,599.20	12,179.18	12,788.15	13,427.56	14,098.93
		Annual	139,190.40	146,150.18	153,457.77	161,130.71	169,187.18
K67	Bi-lingual - 1% of Base	Hourly	45.3016	47.5667	49.9451	52.4423	55.0645
		Bi-weekly	5,100.96	5,356.01	5,623.82	5,905.00	6,200.26
		Monthly	11,052.08	11,604.69	12,184.94	12,794.17	13,433.90
		Annual	132,624.96	139,256.27	146,219.27	153,530.08	161,206.83
	Batt/Div Chief (40 Hour Week)						
L00	BASE	Hourly	63.1307	66.2873	69.6017	73.0817	76.7358
		Bi-weekly	5,050.46	5,302.98	5,568.14	5,846.54	6,138.86
		Monthly	10,942.66	11,489.80	12,064.30	12,667.50	13,300.87
		Annual	131,311.86	137,877.58	144,771.54	152,009.94	159,610.46
L01	Edu 1	Hourly	65.3403	68.6073	72.0377	75.6396	79.4216
		Bi-weekly	5,227.22	5,488.58	5,763.02	6,051.17	6,353.73
		Monthly	11,325.65	11,891.93	12,486.54	13,110.86	13,766.41
		Annual	135,907.82	142,703.18	149,838.42	157,330.37	165,196.93
L02	Edu 1 + Emt	Hourly	68.4968	71.9217	75.5177	79.2937	83.2583
		Bi-weekly	5,479.74	5,753.74	6,041.42	6,343.50	6,660.66
		Monthly	11,872.78	12,466.43	13,089.74	13,744.24	14,431.44
		Annual	142,473.34	149,597.14	157,076.82	164,930.90	173,177.26
L03	Edu 1 + Haz	Hourly	68.4968	71.9217	75.5177	79.2937	83.2583
		Bi-weekly	5,479.74	5,753.74	6,041.42	6,343.50	6,660.66
		Monthly	11,872.78	12,466.43	13,089.74	13,744.24	14,431.44
		Annual	142,473.34	149,597.14	157,076.82	164,930.90	173,177.26
L06	Educ 1 & Bilin	Hourly	65.9716	69.2702	72.7338	76.3703	80.1889
		Bi-weekly	5,277.73	5,541.62	5,818.70	6,109.62	6,415.11

		Monthly	11,435.08	12,006.84	12,607.19	13,237.52	13,899.41
		Annual	137,220.93	144,082.02	151,286.30	158,850.22	166,792.91
L07	Educ 1 + Emt + Haz	Hourly	71.6534	75.2361	78.9979	82.9477	87.0951
		Bi-weekly	5,732.27	6,018.89	6,319.83	6,635.82	6,967.61
		Monthly	12,419.92	13,040.92	13,692.97	14,377.60	15,096.48
		Annual	149,039.07	156,491.09	164,315.63	172,531.22	181,157.81
L10	Educ 1 + Emt + Biling	Hourly	69.1282	72.5845	76.2138	80.0245	84.0258
		Bi-weekly	5,530.26	5,806.76	6,097.10	6,401.96	6,722.06
		Monthly	11,982.22	12,581.31	13,210.39	13,870.91	14,564.47
		Annual	143,786.66	150,975.76	158,524.70	166,450.96	174,773.66
L13	Educ 1 + Haz + Biling	Hourly	69.1282	72.5845	76.2138	80.0245	84.0258
		Bi-weekly	5,530.26	5,806.76	6,097.10	6,401.96	6,722.06
		Monthly	11,982.22	12,581.31	13,210.39	13,870.91	14,564.47
		Annual	143,786.66	150,975.76	158,524.70	166,450.96	174,773.66
	Batt/Div Chief (40 Hour Week)						
L18	Educ 1 + Emt + Haz + Biling	Hourly	72.2847	75.8989	79.6938	83.6786	87.8624
		Bi-weekly	5,782.78	6,071.91	6,375.50	6,694.29	7,028.99
		Monthly	12,529.35	13,155.81	13,813.59	14,504.29	15,229.48
		Annual	150,352.18	157,869.71	165,763.10	174,051.49	182,753.79
L23	Educ 2	Hourly	66.2873	69.6017	73.0817	76.7358	80.5726
		Bi-weekly	5,302.98	5,568.14	5,846.54	6,138.86	6,445.81
		Monthly	11,489.80	12,064.30	12,667.50	13,300.87	13,965.92
		Annual	137,877.58	144,771.54	152,009.94	159,610.46	167,591.01
L24	Educ 2 + Emt	Hourly	69.4438	72.9160	76.5618	80.3899	84.4094
		Bi-weekly	5,555.50	5,833.28	6,124.94	6,431.19	6,752.75
		Monthly	12,036.93	12,638.77	13,270.71	13,934.25	14,630.96
		Annual	144,443.10	151,665.28	159,248.54	167,210.99	175,571.55
L25	Educ 2 + Haz	Hourly	69.4438	72.9160	76.5618	80.3898	84.4093
		Bi-weekly	5,555.50	5,833.28	6,124.94	6,431.18	6,752.74
		Monthly	12,036.93	12,638.77	13,270.71	13,934.23	14,630.95
		Annual	144,443.10	151,665.28	159,248.54	167,210.78	175,571.34
L28	Educ 2 + Biling	Hourly	66.9186	70.2645	73.7777	77.4666	81.3399
		Bi-weekly	5,353.49	5,621.16	5,902.22	6,197.33	6,507.19
		Monthly	11,599.22	12,179.18	12,788.14	13,427.54	14,098.92
		Annual	139,190.69	146,150.16	153,457.62	161,130.53	169,186.99
L29	Educ 2 + Emt + Haz	Hourly	72.6004	76.2303	80.0418	84.0441	88.2462
		Bi-weekly	5,808.03	6,098.42	6,403.34	6,723.53	7,059.70
		Monthly	12,584.07	13,213.25	13,873.91	14,567.64	15,296.01
		Annual	151,008.83	158,559.02	166,486.94	174,811.73	183,552.10
L32	Educ 2 + Emt + Biling	Hourly	70.0751	73.5789	77.2579	81.1207	85.1767
		Bi-weekly	5,606.01	5,886.31	6,180.63	6,489.66	6,814.14
		Monthly	12,146.35	12,753.68	13,391.37	14,060.92	14,763.96
		Annual	145,756.21	153,044.11	160,696.43	168,731.06	177,167.54
L35	Educ 2 + Haz + Biling	Hourly	70.0751	73.5789	77.2579	81.1207	85.1767

		Bi-weekly	5,606.01	5,886.31	6,180.63	6,489.66	6,814.14
		Monthly	12,146.35	12,753.68	13,391.37	14,060.92	14,763.96
		Annual	145,756.21	153,044.11	160,696.43	168,731.06	177,167.54
L40	Educ 2 + EMT + Haz + Biling	Hourly	73.2317	76.8932	80.7379	84.7748	89.0135
		Bi-weekly	5,858.54	6,151.46	6,459.03	6,781.98	7,121.08
		Monthly	12,693.50	13,328.16	13,994.57	14,694.30	15,429.01
		Annual	152,321.94	159,937.86	167,934.83	176,331.58	185,148.08
L45	Emt	Hourly	66.2873	69.6017	73.0817	76.7358	80.5726
		Bi-weekly	5,302.98	5,568.14	5,846.54	6,138.86	6,445.81
		Monthly	11,489.80	12,064.30	12,667.50	13,300.87	13,965.92
		Annual	137,877.58	144,771.54	152,009.94	159,610.46	167,591.01
L46	Emt + Haz	Hourly	69.4438	72.9160	76.5618	80.3898	84.4093
		Bi-weekly	5,555.50	5,833.28	6,124.94	6,431.18	6,752.74
		Monthly	12,036.93	12,638.77	13,270.71	13,934.23	14,630.95
		Annual	144,443.10	151,665.28	159,248.54	167,210.78	175,571.34
L49	Emt + Biling	Hourly	66.9186	70.2645	73.7777	77.4666	81.3399
		Bi-weekly	5,353.49	5,621.16	5,902.22	6,197.33	6,507.19
		Monthly	11,599.22	12,179.18	12,788.14	13,427.54	14,098.92
		Annual	139,190.69	146,150.16	153,457.62	161,130.53	169,186.99
	Batt/Div Chief (40 Hour Week)						
L52	Emt + Haz + Biling	Hourly	70.0751	73.5789	77.2579	81.1207	85.1767
		Bi-weekly	5,606.01	5,886.31	6,180.63	6,489.66	6,814.14
		Monthly	12,146.35	12,753.68	13,391.37	14,060.92	14,763.96
		Annual	145,756.21	153,044.11	160,696.43	168,731.06	177,167.54
L57	Haz	Hourly	66.2873	69.6017	73.0817	76.7358	80.5726
		Bi-weekly	5,302.98	5,568.14	5,846.54	6,138.86	6,445.81
		Monthly	11,489.80	12,064.30	12,667.50	13,300.87	13,965.92
		Annual	137,877.58	144,771.54	152,009.94	159,610.46	167,591.01
L60	Haz + Biling	Hourly	66.9186	70.2645	73.7777	77.4666	81.3399
		Bi-weekly	5,353.49	5,621.16	5,902.22	6,197.33	6,507.19
		Monthly	11,599.22	12,179.18	12,788.14	13,427.54	14,098.92
		Annual	139,190.69	146,150.16	153,457.62	161,130.53	169,186.99
L67	Bi-lingual - 1% of Base	Hourly	63.7621	66.9501	70.2977	73.8125	77.5032
		Bi-weekly	5,100.97	5,356.01	5,623.82	5,905.00	6,200.26
		Monthly	11,052.10	11,604.68	12,184.94	12,794.17	13,433.89
		Annual	132,625.17	139,256.21	146,219.22	153,530.00	161,206.66

CITY OF VALLEJO							
IAFF		4.0%	Increase				
SALARY RANGES							
Effective April 23, 2024							
Range		Entry					Maximum
Number	Classification Title	Step 1	Step 2	Step 3	Step 4	Step 5	
	Fire Fighter (56.3 Hour Week)						
F00	BASE	Hourly	31.9387	33.5356	35.2123	36.9730	38.8217
		Bi-weekly	3,596.30	3,776.11	3,964.90	4,163.16	4,371.32
		Monthly	7,791.98	8,181.57	8,590.63	9,020.18	9,471.20
		Annual	93,503.74	98,178.82	103,087.53	108,242.15	113,654.41
F01	Edu 1	Hourly	33.0565	34.7094	36.4448	38.2670	40.1804
		Bi-weekly	3,722.16	3,908.28	4,103.68	4,308.86	4,524.31
		Monthly	8,064.68	8,467.94	8,891.32	9,335.87	9,802.68
		Annual	96,776.21	101,615.24	106,695.80	112,030.47	117,632.14
F02	Edu 1 + Emt	Hourly	34.6534	36.3861	38.2054	40.1157	42.1215
		Bi-weekly	3,901.97	4,097.07	4,301.93	4,517.03	4,742.88
		Monthly	8,454.27	8,877.00	9,320.84	9,786.89	10,276.24
		Annual	101,451.29	106,523.95	111,850.13	117,442.72	123,314.90
F03	Edu 1 + Para	Hourly	36.2504	38.0630	39.9660	41.9643	44.0625
it Engineer & Capt.)		Bi-weekly	4,081.80	4,285.89	4,500.17	4,725.18	4,961.44
		Monthly	8,843.89	9,286.10	9,750.37	10,237.89	10,749.78
		Annual	106,126.67	111,433.24	117,004.46	122,854.68	128,997.38
F04	Edu 1 + Haz	Hourly	34.6534	36.3861	38.2054	40.1157	42.1215
		Bi-weekly	3,901.97	4,097.07	4,301.93	4,517.03	4,742.88
		Monthly	8,454.27	8,877.00	9,320.84	9,786.89	10,276.24
		Annual	101,451.29	106,523.95	111,850.13	117,442.72	123,314.90
F07	Edu 1 + Biling	Hourly	33.3759	35.0447	36.7970	38.6368	40.5686
		Bi-weekly	3,758.13	3,946.03	4,143.34	4,350.50	4,568.02
		Monthly	8,142.61	8,549.74	8,977.24	9,426.09	9,897.39
		Annual	97,711.28	102,596.86	107,726.90	113,113.10	118,768.63
F08	Educ 1 + Emt + Haz	Hourly	36.2504	38.0630	39.9660	41.9643	44.0625
		Bi-weekly	4,081.80	4,285.89	4,500.17	4,725.18	4,961.44
		Monthly	8,843.89	9,286.10	9,750.37	10,237.89	10,749.78
		Annual	106,126.67	111,433.24	117,004.46	122,854.68	128,997.38
F11	Educ 1 + Emt + Biling	Hourly	34.9728	36.7215	38.5575	40.4854	42.5098
		Bi-weekly	3,937.94	4,134.84	4,341.57	4,558.66	4,786.60
		Monthly	8,532.20	8,958.82	9,406.75	9,877.09	10,370.97
		Annual	102,386.37	107,505.86	112,880.94	118,525.06	124,451.69
F12	Educ 1 + Para + Haz	Hourly	37.8474	39.7398	41.7267	43.8130	46.0037
it Engineer & Capt.)		Bi-weekly	4,261.62	4,474.70	4,698.43	4,933.34	5,180.02
		Monthly	9,233.50	9,695.19	10,179.92	10,688.91	11,223.37
		Annual	110,802.05	116,342.24	122,159.09	128,266.94	134,680.43
F13	Educ 1 + Para + Biling	Hourly	36.5698	38.3983	40.3183	42.3341	44.4508
it Engineer & Capt.)		Bi-weekly	4,117.76	4,323.65	4,539.84	4,766.82	5,005.16
		Monthly	8,921.81	9,367.91	9,836.32	10,328.11	10,844.51

		Annual	107,061.75	112,414.86	118,035.86	123,937.31	130,134.16
F16	Educ 1 + Haz + Biling	Hourly	34.9728	36.7215	38.5575	40.4854	42.5098
		Bi-weekly	3,937.94	4,134.84	4,341.57	4,558.66	4,786.60
		Monthly	8,532.20	8,958.82	9,406.75	9,877.09	10,370.97
		Annual	102,386.37	107,505.86	112,880.94	118,525.06	124,451.69
F21	Educ 1 + Emt + Haz + Biling	Hourly	36.5698	38.3983	40.3183	42.3341	44.4508
		Bi-weekly	4,117.76	4,323.65	4,539.84	4,766.82	5,005.16
		Monthly	8,921.81	9,367.91	9,836.32	10,328.11	10,844.51
		Annual	107,061.75	112,414.86	118,035.86	123,937.31	130,134.16
	Fire Fighter (56.3 Hour Week)						
F26	Educ 2	Hourly	33.5356	35.2123	36.9730	38.8217	40.7628
		Bi-weekly	3,776.11	3,964.90	4,163.16	4,371.32	4,589.89
		Monthly	8,181.57	8,590.63	9,020.18	9,471.20	9,944.76
		Annual	98,178.82	103,087.53	108,242.15	113,654.41	119,337.17
F27	Educ 2 + Emt	Hourly	35.1326	36.8891	38.7337	40.6703	42.7039
		Bi-weekly	3,955.93	4,153.71	4,361.41	4,579.48	4,808.46
		Monthly	8,571.18	8,999.71	9,449.73	9,922.20	10,418.33
		Annual	102,854.20	107,996.53	113,396.78	119,066.37	125,019.94
F28	Educ 2 + Para	Hourly	36.7295	38.5660	40.4944	42.5189	44.6449
it Engineer & Capt.)		Bi-weekly	4,135.74	4,342.53	4,559.67	4,787.63	5,027.02
		Monthly	8,960.77	9,408.82	9,879.28	10,373.19	10,891.87
		Annual	107,529.28	112,905.82	118,551.41	124,478.33	130,702.41
F29	Educ 2 + Haz	Hourly	35.1326	36.8891	38.7337	40.6703	42.7039
		Bi-weekly	3,955.93	4,153.71	4,361.41	4,579.48	4,808.46
		Monthly	8,571.18	8,999.71	9,449.73	9,922.20	10,418.33
		Annual	102,854.20	107,996.53	113,396.78	119,066.37	125,019.94
F32	Educ 2 + Biling	Hourly	33.8550	35.5477	37.3252	39.1914	41.1510
		Bi-weekly	3,812.07	4,002.67	4,202.82	4,412.95	4,633.60
		Monthly	8,259.49	8,672.45	9,106.11	9,561.40	10,039.47
		Annual	99,113.90	104,069.45	109,273.26	114,736.74	120,473.67
F33	Educ 2 + Emt + Haz	Hourly	36.7295	38.5660	40.4944	42.5189	44.6449
		Bi-weekly	4,135.74	4,342.53	4,559.67	4,787.63	5,027.02
		Monthly	8,960.77	9,408.82	9,879.28	10,373.19	10,891.87
		Annual	107,529.28	112,905.82	118,551.41	124,478.33	130,702.41
F36	Educ 2 + Emt + Biling	Hourly	35.4519	37.2245	39.0858	41.0401	43.0921
		Bi-weekly	3,991.88	4,191.48	4,401.06	4,621.12	4,852.17
		Monthly	8,649.08	9,081.54	9,535.63	10,012.42	10,513.04
		Annual	103,788.98	108,978.45	114,427.59	120,149.00	126,156.43
F37	Educ 2 + Para + Haz	Hourly	38.3265	40.2428	42.2549	44.3676	46.5861
it Engineer & Capt.)		Bi-weekly	4,315.56	4,531.34	4,757.90	4,995.79	5,245.59
		Monthly	9,350.39	9,817.90	10,308.79	10,824.22	11,365.46
		Annual	112,204.66	117,814.82	123,705.45	129,890.59	136,385.47
F38	Educ 2 + Para + Biling	Hourly	37.0488	38.9014	40.8464	42.8887	45.0331
it Engineer & Capt.)		Bi-weekly	4,171.69	4,380.30	4,599.30	4,829.27	5,070.73
		Monthly	9,038.67	9,490.65	9,965.16	10,463.41	10,986.58

		Annual	108,464.07	113,887.74	119,581.92	125,560.96	131,838.90
F41	Educ 2 + Haz + Biling	Hourly	35.4519	37.2245	39.0858	41.0401	43.0921
		Bi-weekly	3,991.88	4,191.48	4,401.06	4,621.12	4,852.17
		Monthly	8,649.08	9,081.54	9,535.63	10,012.42	10,513.04
		Annual	103,788.98	108,978.45	114,427.59	120,149.00	126,156.43
F46	Educ 2 + EMT + Haz + Biling	Hourly	37.0488	38.9014	40.8464	42.8887	45.0331
		Bi-weekly	4,171.69	4,380.30	4,599.30	4,829.27	5,070.73
		Monthly	9,038.67	9,490.65	9,965.16	10,463.41	10,986.58
		Annual	108,464.07	113,887.74	119,581.92	125,560.96	131,838.90
F51	Emt	Hourly	33.5356	35.2123	36.9730	38.8217	40.7628
		Bi-weekly	3,776.11	3,964.90	4,163.16	4,371.32	4,589.89
		Monthly	8,181.57	8,590.63	9,020.18	9,471.20	9,944.76
		Annual	98,178.82	103,087.53	108,242.15	113,654.41	119,337.17
	Fire Fighter (56.3 Hour Week)						
F52	Emt + Haz	Hourly	35.1326	36.8891	38.7337	40.6703	42.7039
		Bi-weekly	3,955.93	4,153.71	4,361.41	4,579.48	4,808.46
		Monthly	8,571.18	8,999.71	9,449.73	9,922.20	10,418.33
		Annual	102,854.20	107,996.53	113,396.78	119,066.37	125,019.94
F55	Emt + Biling	Hourly	33.8550	35.5477	37.3252	39.1914	41.1510
		Bi-weekly	3,812.07	4,002.67	4,202.82	4,412.95	4,633.60
		Monthly	8,259.49	8,672.45	9,106.11	9,561.40	10,039.47
		Annual	99,113.90	104,069.45	109,273.26	114,736.74	120,473.67
F58	Emt + Haz + Biling	Hourly	35.4519	37.2245	39.0858	41.0401	43.0921
		Bi-weekly	3,991.88	4,191.48	4,401.06	4,621.12	4,852.17
		Monthly	8,649.08	9,081.54	9,535.63	10,012.42	10,513.04
		Annual	103,788.98	108,978.45	114,427.59	120,149.00	126,156.43
F63	Para	Hourly	35.1326	36.8891	38.7337	40.6703	42.7039
		Bi-weekly	3,955.93	4,153.71	4,361.41	4,579.48	4,808.46
		Monthly	8,571.18	8,999.71	9,449.73	9,922.20	10,418.33
		Annual	102,854.20	107,996.53	113,396.78	119,066.37	125,019.94
F64	Para + Haz	Hourly	36.7295	38.5660	40.4944	42.5189	44.6449
		Bi-weekly	4,135.74	4,342.53	4,559.67	4,787.63	5,027.02
		Monthly	8,960.77	9,408.82	9,879.28	10,373.19	10,891.87
		Annual	107,529.28	112,905.82	118,551.41	124,478.33	130,702.41
F65	Para + Biling	Hourly	35.4519	37.2245	39.0858	41.0401	43.0921
		Bi-weekly	3,991.88	4,191.48	4,401.06	4,621.12	4,852.17
		Monthly	8,649.08	9,081.54	9,535.63	10,012.42	10,513.04
		Annual	103,788.98	108,978.45	114,427.59	120,149.00	126,156.43
F66	Para + Haz + Biling	Hourly	37.0488	38.9014	40.8464	42.8887	45.0331
		Bi-weekly	4,171.69	4,380.30	4,599.30	4,829.27	5,070.73
		Monthly	9,038.67	9,490.65	9,965.16	10,463.41	10,986.58
		Annual	108,464.07	113,887.74	119,581.92	125,560.96	131,838.90
F67	Haz	Hourly	33.5356	35.2123	36.9730	38.8217	40.7628
		Bi-weekly	3,776.11	3,964.90	4,163.16	4,371.32	4,589.89
		Monthly	8,181.57	8,590.63	9,020.18	9,471.20	9,944.76

		Annual	98,178.82	103,087.53	108,242.15	113,654.41	119,337.17
F70	Haz + Biling	Hourly	33.8550	35.5477	37.3252	39.1914	41.1510
		Bi-weekly	3,812.07	4,002.67	4,202.82	4,412.95	4,633.60
		Monthly	8,259.49	8,672.45	9,106.11	9,561.40	10,039.47
		Annual	99,113.90	104,069.45	109,273.26	114,736.74	120,473.67
F77	Biling	Hourly	32.2581	33.8709	35.5646	37.3427	39.2099
		Bi-weekly	3,632.26	3,813.86	4,004.57	4,204.79	4,415.03
		Monthly	7,869.90	8,263.37	8,676.58	9,110.37	9,565.91
		Annual	94,438.81	99,160.45	104,118.92	109,324.49	114,790.90
	Fire Fighter (40 Hour Week)						
G00	BASE	Hourly	44.9537	47.2014	49.5614	52.0395	54.6416
		Bi-weekly	3,596.30	3,776.11	3,964.91	4,163.16	4,371.33
		Monthly	7,791.98	8,181.58	8,590.64	9,020.18	9,471.21
		Annual	93,503.70	98,178.91	103,087.71	108,242.16	113,654.53
G01	Edu 1	Hourly	46.5271	48.8534	51.2961	53.8610	56.5540
		Bi-weekly	3,722.17	3,908.27	4,103.69	4,308.88	4,524.32
		Monthly	8,064.70	8,467.92	8,891.32	9,335.91	9,802.69
		Annual	96,776.37	101,615.07	106,695.89	112,030.88	117,632.32
	Fire Fighter (40 Hour Week)						
G02	Edu 1 + Emt	Hourly	48.7749	51.2136	53.7742	56.4628	59.2860
		Bi-weekly	3,901.99	4,097.09	4,301.94	4,517.02	4,742.88
		Monthly	8,454.32	8,877.02	9,320.86	9,786.89	10,276.24
		Annual	101,451.79	106,524.29	111,850.34	117,442.62	123,314.88
G03	Edu 1 + Para	Hourly	51.0224	53.5736	56.2521	59.0649	62.0181
it Engineer & Capt.)		Bi-weekly	4,081.79	4,285.89	4,500.17	4,725.19	4,961.45
		Monthly	8,843.88	9,286.09	9,750.36	10,237.92	10,749.80
		Annual	106,126.59	111,433.09	117,004.37	122,854.99	128,997.65
G04	Edu 1 + Haz	Hourly	48.7749	51.2136	53.7742	56.4628	59.2860
		Bi-weekly	3,901.99	4,097.09	4,301.94	4,517.02	4,742.88
		Monthly	8,454.32	8,877.02	9,320.86	9,786.89	10,276.24
		Annual	101,451.79	106,524.29	111,850.34	117,442.62	123,314.88
G05	Educ Incent 1 & Bi-lingual 1%	Hourly	46.9766	49.3255	51.7918	54.3812	57.1005
		Bi-weekly	3,758.13	3,946.04	4,143.34	4,350.50	4,568.04
		Monthly	8,142.61	8,549.75	8,977.25	9,426.08	9,897.42
		Annual	97,711.33	102,597.04	107,726.94	113,112.90	118,769.04
G06	Educ 1 + Emt + Haz	Hourly	51.0224	53.5736	56.2521	59.0649	62.0181
		Bi-weekly	4,081.79	4,285.89	4,500.17	4,725.19	4,961.45
		Monthly	8,843.88	9,286.09	9,750.36	10,237.92	10,749.80
		Annual	106,126.59	111,433.09	117,004.37	122,854.99	128,997.65
G07	Educ 1 + Emt + Biling	Hourly	49.2242	51.6855	54.2698	56.9834	59.8324
		Bi-weekly	3,937.94	4,134.84	4,341.58	4,558.67	4,786.59
		Monthly	8,532.20	8,958.82	9,406.77	9,877.12	10,370.95
		Annual	102,386.34	107,505.84	112,881.18	118,525.47	124,451.39
G08	Educ 1 + Para + Haz	Hourly	53.2700	55.9337	58.7304	61.6668	64.7502
it Engineer & Capt.)		Bi-weekly	4,261.60	4,474.70	4,698.43	4,933.34	5,180.02
		Monthly	9,233.47	9,695.18	10,179.94	10,688.91	11,223.37

		Annual	110,801.60	116,342.10	122,159.23	128,266.94	134,680.42
G09	Educ 1 + Haz + Biling	Hourly	49.2242	51.6855	54.2698	56.9834	59.8324
		Bi-weekly	3,937.94	4,134.84	4,341.58	4,558.67	4,786.59
		Monthly	8,532.20	8,958.82	9,406.77	9,877.12	10,370.95
		Annual	102,386.34	107,505.84	112,881.18	118,525.47	124,451.39
G10	Educ 1 + Emt + Haz + Biling	Hourly	51.4721	54.0455	56.7479	59.5852	62.5645
		Bi-weekly	4,117.77	4,323.64	4,539.83	4,766.82	5,005.16
		Monthly	8,921.83	9,367.89	9,836.30	10,328.10	10,844.51
		Annual	107,061.97	112,414.64	118,035.63	123,937.22	130,134.16
G11	Educ 2	Hourly	47.2014	49.5614	52.0395	54.6416	57.3736
		Bi-weekly	3,776.11	3,964.91	4,163.16	4,371.33	4,589.89
		Monthly	8,181.58	8,590.64	9,020.18	9,471.21	9,944.76
		Annual	98,178.91	103,087.71	108,242.16	113,654.53	119,337.09
G12	Educ 2 + Emt	Hourly	49.4490	51.9215	54.5176	57.2435	60.1057
		Bi-weekly	3,955.92	4,153.72	4,361.41	4,579.48	4,808.46
		Monthly	8,571.16	8,999.73	9,449.72	9,922.21	10,418.32
		Annual	102,853.92	107,996.72	113,396.61	119,066.48	125,019.86
G13	Educ 2 + Para	Hourly	51.6968	54.2817	56.9956	59.8454	62.8377
it Engineer & Capt.)		Bi-weekly	4,135.74	4,342.54	4,559.65	4,787.63	5,027.02
		Monthly	8,960.78	9,408.83	9,879.24	10,373.20	10,891.87
		Annual	107,529.34	112,905.94	118,550.85	124,478.43	130,702.42
	Fire Fighter (40 Hour Week)						
G14	Educ 2 + Haz	Hourly	49.4490	51.9215	54.5176	57.2435	60.1057
		Bi-weekly	3,955.92	4,153.72	4,361.41	4,579.48	4,808.46
		Monthly	8,571.16	8,999.73	9,449.72	9,922.21	10,418.32
		Annual	102,853.92	107,996.72	113,396.61	119,066.48	125,019.86
G15	Educ 2 + Biling	Hourly	47.6508	50.0336	52.5352	55.1618	57.9200
		Bi-weekly	3,812.06	4,002.69	4,202.82	4,412.94	4,633.60
		Monthly	8,259.47	8,672.49	9,106.10	9,561.38	10,039.47
		Annual	99,113.66	104,069.89	109,273.22	114,736.54	120,473.60
G16	Educ 2 + Emt + Haz	Hourly	51.6968	54.2817	56.9956	59.8454	62.8377
		Bi-weekly	4,135.74	4,342.54	4,559.65	4,787.63	5,027.02
		Monthly	8,960.78	9,408.83	9,879.24	10,373.20	10,891.87
		Annual	107,529.34	112,905.94	118,550.85	124,478.43	130,702.42
G17	Educ 2 + Emt + Biling	Hourly	49.8987	52.3935	55.0132	57.7639	60.6522
		Bi-weekly	3,991.90	4,191.48	4,401.06	4,621.11	4,852.18
		Monthly	8,649.11	9,081.54	9,535.62	10,012.41	10,513.05
		Annual	103,789.30	108,978.48	114,427.46	120,148.91	126,156.58
G18	Educ 2 + Para + Haz	Hourly	53.9445	56.6416	59.4739	62.4473	65.5698
it Engineer & Capt.)		Bi-weekly	4,315.56	4,531.33	4,757.91	4,995.78	5,245.58
		Monthly	9,350.38	9,817.88	10,308.81	10,824.20	11,365.43
		Annual	112,204.56	117,814.53	123,705.71	129,890.38	136,385.18
G19	Educ 2 + Para + Biling	Hourly	52.1463	54.7536	57.4914	60.3660	63.3842
it Engineer & Capt.)		Bi-weekly	4,171.70	4,380.29	4,599.31	4,829.28	5,070.74
		Monthly	9,038.69	9,490.62	9,965.18	10,463.44	10,986.60

		Annual	108,464.30	113,887.49	119,582.11	125,561.28	131,839.14
G20	Educ 2 + Haz + Biling	Hourly	49.8987	52.3935	55.0132	57.7639	60.6522
		Bi-weekly	3,991.90	4,191.48	4,401.06	4,621.11	4,852.18
		Monthly	8,649.11	9,081.54	9,535.62	10,012.41	10,513.05
		Annual	103,789.30	108,978.48	114,427.46	120,148.91	126,156.58
G21	Educ 2 + EMT + Haz + Biling	Hourly	52.1463	54.7536	57.4914	60.3660	63.3842
		Bi-weekly	4,171.70	4,380.29	4,599.31	4,829.28	5,070.74
		Monthly	9,038.69	9,490.62	9,965.18	10,463.44	10,986.60
		Annual	108,464.30	113,887.49	119,582.11	125,561.28	131,839.14
G22	Emt	Hourly	47.2014	49.5614	52.0395	54.6416	57.3736
		Bi-weekly	3,776.11	3,964.91	4,163.16	4,371.33	4,589.89
		Monthly	8,181.58	8,590.64	9,020.18	9,471.21	9,944.76
		Annual	98,178.91	103,087.71	108,242.16	113,654.53	119,337.09
G23	Emt + Haz	Hourly	49.4490	51.9215	54.5176	57.2435	60.1057
		Bi-weekly	3,955.92	4,153.72	4,361.41	4,579.48	4,808.46
		Monthly	8,571.16	8,999.73	9,449.72	9,922.21	10,418.32
		Annual	102,853.92	107,996.72	113,396.61	119,066.48	125,019.86
G24	Emt + Biling	Hourly	47.6508	50.0336	52.5352	55.1618	57.9200
		Bi-weekly	3,812.06	4,002.69	4,202.82	4,412.94	4,633.60
		Monthly	8,259.47	8,672.49	9,106.10	9,561.38	10,039.47
		Annual	99,113.66	104,069.89	109,273.22	114,736.54	120,473.60
G25	Emt + Haz + Biling	Hourly	49.8987	52.3935	55.0132	57.7639	60.6522
		Bi-weekly	3,991.90	4,191.48	4,401.06	4,621.11	4,852.18
		Monthly	8,649.11	9,081.54	9,535.62	10,012.41	10,513.05
		Annual	103,789.30	108,978.48	114,427.46	120,148.91	126,156.58
	Fire Fighter (40 Hour Week)						
G26	Para	Hourly	49.4490	51.9215	54.5176	57.2435	60.1057
		Bi-weekly	3,955.92	4,153.72	4,361.41	4,579.48	4,808.46
		Monthly	8,571.16	8,999.73	9,449.72	9,922.21	10,418.32
		Annual	102,853.92	107,996.72	113,396.61	119,066.48	125,019.86
G27	Para + Haz	Hourly	51.6968	54.2817	56.9956	59.8454	62.8377
		Bi-weekly	4,135.74	4,342.54	4,559.65	4,787.63	5,027.02
		Monthly	8,960.78	9,408.83	9,879.24	10,373.20	10,891.87
		Annual	107,529.34	112,905.94	118,550.85	124,478.43	130,702.42
G28	Para + Biling	Hourly	49.8987	52.3935	55.0132	57.7639	60.6522
		Bi-weekly	3,991.90	4,191.48	4,401.06	4,621.11	4,852.18
		Monthly	8,649.11	9,081.54	9,535.62	10,012.41	10,513.05
		Annual	103,789.30	108,978.48	114,427.46	120,148.91	126,156.58
G29	Para + Haz + Biling	Hourly	52.1463	54.7536	57.4914	60.3660	63.3842
		Bi-weekly	4,171.70	4,380.29	4,599.31	4,829.28	5,070.74
		Monthly	9,038.69	9,490.62	9,965.18	10,463.44	10,986.60
		Annual	108,464.30	113,887.49	119,582.11	125,561.28	131,839.14
G30	Haz	Hourly	47.2013	49.5615	52.0395	54.6415	57.3736
		Bi-weekly	3,776.10	3,964.92	4,163.16	4,371.32	4,589.89
		Monthly	8,181.56	8,590.66	9,020.18	9,471.19	9,944.76

		Annual	98,178.70	103,087.92	108,242.16	113,654.32	119,337.09
G31	Haz + Biling	Hourly	47.6509	50.0336	52.5352	55.1619	57.9200
		Bi-weekly	3,812.07	4,002.69	4,202.82	4,412.95	4,633.60
		Monthly	8,259.49	8,672.49	9,106.10	9,561.40	10,039.47
		Annual	99,113.87	104,069.89	109,273.22	114,736.75	120,473.60
G32	Bi-lingual - 1% of Base	Hourly	45.4032	47.6734	50.0571	52.5599	55.1879
		Bi-weekly	3,632.26	3,813.87	4,004.57	4,204.79	4,415.03
		Monthly	7,869.89	8,263.39	8,676.56	9,110.38	9,565.90
		Annual	94,438.66	99,160.67	104,118.77	109,324.59	114,790.83
	Fire Engineer (56.3 Hour Week)						
H00	BASE	Hourly	34.8119	36.5525	38.3802	40.2992	42.3142
		Bi-weekly	3,919.82	4,115.81	4,321.61	4,537.69	4,764.58
		Monthly	8,492.94	8,917.59	9,363.49	9,831.66	10,323.25
		Annual	101,915.32	107,011.10	112,361.87	117,979.94	123,879.05
H01	Edu 1	Hourly	36.0304	37.8318	39.7235	41.7096	43.7950
		Bi-weekly	4,057.02	4,259.86	4,472.87	4,696.50	4,931.32
		Monthly	8,790.22	9,229.70	9,691.21	10,175.75	10,684.52
		Annual	105,482.60	110,756.38	116,294.52	122,109.02	128,214.24
H02	Edu 1 + Emt	Hourly	37.7709	39.6595	41.6424	43.7245	45.9108
		Bi-weekly	4,253.00	4,465.66	4,688.93	4,923.38	5,169.56
		Monthly	9,214.84	9,675.60	10,159.36	10,667.32	11,200.71
		Annual	110,578.09	116,107.15	121,912.29	128,007.85	134,408.46
H03	Edu 1 + Haz	Hourly	37.7709	39.6595	41.6424	43.7245	45.9108
		Bi-weekly	4,253.00	4,465.66	4,688.93	4,923.38	5,169.56
		Monthly	9,214.84	9,675.60	10,159.36	10,667.32	11,200.71
		Annual	110,578.09	116,107.15	121,912.29	128,007.85	134,408.46
H04	Edu 1 + Para	Hourly	38.6411	40.5732	42.6019	44.7321	46.9686
	eer & Capt. only)	Bi-weekly	4,350.99	4,568.54	4,796.97	5,036.83	5,288.66
		Monthly	9,427.14	9,898.51	10,393.44	10,913.14	11,458.77
		Annual	113,125.68	118,782.10	124,721.32	130,957.70	137,505.27
	Fire Engineer (56.3 Hour Week)						
H06	Educ Incent 1 & Bi-lingual 1%	Hourly	36.3785	38.1972	40.1073	42.1126	44.2182
		Bi-weekly	4,096.22	4,301.00	4,516.08	4,741.88	4,978.97
		Monthly	8,875.14	9,318.84	9,784.84	10,274.07	10,787.77
		Annual	106,501.70	111,826.12	117,418.13	123,288.85	129,453.20
H07	Educ 1 + Emt + Haz	Hourly	39.5115	41.4871	43.5614	45.7396	48.0265
		Bi-weekly	4,448.99	4,671.45	4,905.01	5,150.28	5,407.78
		Monthly	9,639.49	10,121.47	10,627.53	11,158.94	11,716.87
		Annual	115,673.87	121,457.63	127,530.35	133,907.25	140,602.38
H10	Educ 1 + Emt + Biling	Hourly	38.1190	40.0249	42.0262	44.1275	46.3339
		Bi-weekly	4,292.20	4,506.80	4,732.15	4,968.76	5,217.20
		Monthly	9,299.77	9,764.74	10,252.99	10,765.64	11,303.93
		Annual	111,597.18	117,176.90	123,035.90	129,187.67	135,647.13
H11	Educ 1 + Para + Haz	Hourly	40.3817	42.4009	44.5209	46.7471	49.0843
	eer & Capt. only)	Bi-weekly	4,546.98	4,774.34	5,013.05	5,263.72	5,526.89
		Monthly	9,851.79	10,344.41	10,861.62	11,404.73	11,974.93

		Annual	118,221.46	124,132.87	130,339.39	136,856.81	143,699.20
H12	Educ 1 + Para + Biling	Hourly	38.9893	40.9389	42.9858	45.1351	47.3918
		Bi-weekly	4,390.20	4,609.72	4,840.20	5,082.21	5,336.32
		Monthly	9,512.09	9,987.73	10,487.10	11,011.46	11,562.02
		Annual	114,145.07	119,852.72	125,845.23	132,137.52	138,744.23
H13	Educ 1 + Haz + Biling	Hourly	38.1190	40.0249	42.0262	44.1275	46.3339
		Bi-weekly	4,292.20	4,506.80	4,732.15	4,968.76	5,217.20
		Monthly	9,299.77	9,764.74	10,252.99	10,765.64	11,303.93
		Annual	111,597.18	117,176.90	123,035.90	129,187.67	135,647.13
H14	Educ 1 + Long 1 + Biling	Hourly	38.1190	40.0249	42.0262	44.1275	46.3339
		Bi-weekly	4,292.20	4,506.80	4,732.15	4,968.76	5,217.20
		Monthly	9,299.77	9,764.74	10,252.99	10,765.64	11,303.93
		Annual	111,597.18	117,176.90	123,035.90	129,187.67	135,647.13
H15	Educ 1 + Long 2 + Biling	Hourly	39.8597	41.8526	43.9452	46.1425	48.4496
		Bi-weekly	4,488.20	4,712.60	4,948.23	5,195.65	5,455.42
		Monthly	9,724.44	10,210.64	10,721.16	11,257.23	11,820.09
		Annual	116,693.26	122,527.67	128,653.97	135,086.78	141,841.05
H18	Educ 1 + Emt + Haz + Biling	Hourly	39.8596	41.8525	43.9453	46.1426	48.4496
		Bi-weekly	4,488.19	4,712.59	4,948.24	5,195.66	5,455.42
		Monthly	9,724.41	10,210.62	10,721.19	11,257.26	11,820.09
		Annual	116,692.96	122,527.38	128,654.26	135,087.08	141,841.05
H19	Educ 1 + Para + Haz + Biling	Hourly	40.7299	42.7664	44.9048	47.1500	49.5075
		Bi-weekly	4,586.19	4,815.50	5,056.28	5,309.09	5,574.54
		Monthly	9,936.74	10,433.58	10,955.27	11,503.03	12,078.18
		Annual	119,240.86	125,202.91	131,463.29	138,036.34	144,938.16
H23	Educ 2	Hourly	36.5525	38.3802	40.2992	42.3142	44.4297
		Bi-weekly	4,115.81	4,321.61	4,537.69	4,764.58	5,002.78
		Monthly	8,917.59	9,363.49	9,831.66	10,323.25	10,839.37
		Annual	107,011.10	112,361.87	117,979.94	123,879.05	130,072.39
H24	Educ 2 + Emt	Hourly	38.2931	40.2078	42.2182	44.3291	46.5456
		Bi-weekly	4,311.80	4,527.40	4,753.77	4,991.46	5,241.03
		Monthly	9,342.24	9,809.36	10,299.83	10,814.82	11,355.58
		Annual	112,106.88	117,712.36	123,598.00	129,777.87	136,266.90
	Fire Engineer (56.3 Hour Week)						
H25	Educ 2 + Haz	Hourly	38.2931	40.2078	42.2182	44.3291	46.5456
		Bi-weekly	4,311.80	4,527.40	4,753.77	4,991.46	5,241.03
		Monthly	9,342.24	9,809.36	10,299.83	10,814.82	11,355.58
		Annual	112,106.88	117,712.36	123,598.00	129,777.87	136,266.90
H26	Educ 2 + Para	Hourly	39.1635	41.1216	43.1777	45.3365	47.6033
		Bi-weekly	4,409.81	4,630.29	4,861.81	5,104.89	5,360.13
		Monthly	9,554.59	10,032.30	10,533.92	11,060.60	11,613.62
		Annual	114,655.06	120,387.60	126,407.03	132,727.14	139,363.42
H28	Educ 2 + Biling	Hourly	36.9007	38.7456	40.6829	42.7172	44.8529
		Bi-weekly	4,155.02	4,362.75	4,580.89	4,809.96	5,050.44
		Monthly	9,002.54	9,452.64	9,925.27	10,421.57	10,942.61

		Annual	108,030.49	113,431.62	119,103.26	125,058.87	131,311.35
H29	Educ 2 + Emt + Haz	Hourly	40.0337	42.0353	44.1372	46.3441	48.6612
		Bi-weekly	4,507.79	4,733.17	4,969.85	5,218.35	5,479.25
		Monthly	9,766.89	10,255.21	10,768.01	11,306.42	11,871.71
		Annual	117,202.66	123,062.54	129,216.07	135,676.99	142,460.53
H30	Educ 2 + Para + Haz	Hourly	40.9039	42.9492	45.0967	47.3515	49.7190
neer & Capt. only)		Bi-weekly	4,605.78	4,836.08	5,077.89	5,331.78	5,598.36
		Monthly	9,979.19	10,478.17	11,002.09	11,552.19	12,129.78
		Annual	119,750.26	125,738.08	132,025.10	138,626.25	145,557.34
H32	Educ 2 + Emt + Biling	Hourly	38.6411	40.5732	42.6019	44.7321	46.9686
		Bi-weekly	4,350.99	4,568.54	4,796.97	5,036.83	5,288.66
		Monthly	9,427.14	9,898.51	10,393.44	10,913.14	11,458.77
		Annual	113,125.68	118,782.10	124,721.32	130,957.70	137,505.27
H33	Educ 2 + Para + Biling	Hourly	39.5115	41.4871	43.5614	45.7396	48.0265
neer & Capt. only)		Bi-weekly	4,448.99	4,671.45	4,905.01	5,150.28	5,407.78
		Monthly	9,639.49	10,121.47	10,627.53	11,158.94	11,716.87
		Annual	115,673.87	121,457.63	127,530.35	133,907.25	140,602.38
H35	Educ 2 + Haz + Biling	Hourly	38.6411	40.5732	42.6019	44.7321	46.9686
		Bi-weekly	4,350.99	4,568.54	4,796.97	5,036.83	5,288.66
		Monthly	9,427.14	9,898.51	10,393.44	10,913.14	11,458.77
		Annual	113,125.68	118,782.10	124,721.32	130,957.70	137,505.27
H36	Educ 2 + Long 1 + Biling	Hourly	38.6412	40.5733	42.6019	44.7321	46.9686
		Bi-weekly	4,351.00	4,568.55	4,796.97	5,036.83	5,288.66
		Monthly	9,427.17	9,898.53	10,393.44	10,913.14	11,458.77
		Annual	113,125.98	118,782.39	124,721.32	130,957.70	137,505.27
H37	Educ 2 + Long 2 + Biling	Hourly	40.3817	42.4009	44.5209	46.7470	49.0843
		Bi-weekly	4,546.98	4,774.34	5,013.05	5,263.71	5,526.89
		Monthly	9,851.79	10,344.41	10,861.62	11,404.71	11,974.93
		Annual	118,221.46	124,132.87	130,339.39	136,856.52	143,699.20
H40	Educ 2 + EMT + Haz + Biling	Hourly	40.3817	42.4009	44.5209	46.7471	49.0843
		Bi-weekly	4,546.98	4,774.34	5,013.05	5,263.72	5,526.89
		Monthly	9,851.79	10,344.41	10,861.62	11,404.73	11,974.93
		Annual	118,221.46	124,132.87	130,339.39	136,856.81	143,699.20
H41	Educ 2 + Para + Haz + Biling	Hourly	41.2521	43.3146	45.4806	47.7545	50.1422
neer & Capt. only)		Bi-weekly	4,644.99	4,877.22	5,121.12	5,377.16	5,646.01
		Monthly	10,064.14	10,567.32	11,095.75	11,650.51	12,233.03
		Annual	120,769.65	126,807.82	133,149.00	139,806.07	146,796.30
	Fire Engineer (56.3 Hour Week)						
H45	Emt	Hourly	36.5525	38.3802	40.2992	42.3142	44.4297
		Bi-weekly	4,115.81	4,321.61	4,537.69	4,764.58	5,002.78
		Monthly	8,917.59	9,363.49	9,831.66	10,323.25	10,839.37
		Annual	107,011.10	112,361.87	117,979.94	123,879.05	130,072.39
H46	Emt + Haz	Hourly	38.2931	40.2078	42.2182	44.3291	46.5456
		Bi-weekly	4,311.80	4,527.40	4,753.77	4,991.46	5,241.03
		Monthly	9,342.24	9,809.36	10,299.83	10,814.82	11,355.58

		Annual	112,106.88	117,712.36	123,598.00	129,777.87	136,266.90
H49	Emt + Biling	Hourly	36.9007	38.7456	40.6829	42.7172	44.8529
		Bi-weekly	4,155.02	4,362.75	4,580.89	4,809.96	5,050.44
		Monthly	9,002.54	9,452.64	9,925.27	10,421.57	10,942.61
		Annual	108,030.49	113,431.62	119,103.26	125,058.87	131,311.35
H52	Emt + Haz + Biling	Hourly	38.6411	40.5732	42.6019	44.7321	46.9686
		Bi-weekly	4,350.99	4,568.54	4,796.97	5,036.83	5,288.66
		Monthly	9,427.14	9,898.51	10,393.44	10,913.14	11,458.77
		Annual	113,125.68	118,782.10	124,721.32	130,957.70	137,505.27
H53	Para	Hourly	37.4227	39.2939	41.2587	43.3216	45.4876
			4,213.80	4,424.49	4,645.73	4,878.01	5,121.90
			9,129.89	9,586.40	10,065.75	10,569.03	11,097.46
			109,558.70	115,036.82	120,788.97	126,828.32	133,169.50
H54	Para + Haz	Hourly	39.1633	41.1216	43.1776	45.3364	47.6034
			4,409.79	4,630.29	4,861.80	5,104.88	5,360.14
			9,554.54	10,032.30	10,533.90	11,060.57	11,613.64
			114,654.48	120,387.60	126,406.74	132,726.84	139,363.71
H55	Para + Biling	Hourly	37.7709	39.6595	41.6424	43.7245	45.9108
			4,253.00	4,465.66	4,688.93	4,923.38	5,169.56
			9,214.84	9,675.60	10,159.36	10,667.32	11,200.71
			110,578.09	116,107.15	121,912.29	128,007.85	134,408.46
H56	Para + Haz + Biling	Hourly	39.5115	41.4871	43.5614	45.7396	48.0265
			4,448.99	4,671.45	4,905.01	5,150.28	5,407.78
			9,639.49	10,121.47	10,627.53	11,158.94	11,716.87
			115,673.87	121,457.63	127,530.35	133,907.25	140,602.38
H57	Haz	Hourly	36.5525	38.3802	40.2992	42.3142	44.4297
		Bi-weekly	4,115.81	4,321.61	4,537.69	4,764.58	5,002.78
		Monthly	8,917.59	9,363.49	9,831.66	10,323.25	10,839.37
		Annual	107,011.10	112,361.87	117,979.94	123,879.05	130,072.39
H60	Haz + Biling	Hourly	36.9007	38.7456	40.6829	42.7172	44.8529
		Bi-weekly	4,155.02	4,362.75	4,580.89	4,809.96	5,050.44
		Monthly	9,002.54	9,452.64	9,925.27	10,421.57	10,942.61
		Annual	108,030.49	113,431.62	119,103.26	125,058.87	131,311.35
H67	Bi-lingual - 1% of Base	Hourly	35.1600	36.9179	38.7640	40.7022	42.7372
		Bi-weekly	3,959.02	4,156.96	4,364.83	4,583.07	4,812.21
		Monthly	8,577.87	9,006.74	9,457.12	9,929.98	10,426.45
		Annual	102,934.42	108,080.84	113,485.49	119,159.76	125,117.43
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I00	BASE	Hourly	38.8725	40.8160	42.8567	44.9997	47.2497
		Bi-weekly	4,377.04	4,595.88	4,825.66	5,066.97	5,320.32
		Monthly	9,483.59	9,957.74	10,455.61	10,978.43	11,527.35
		Annual	113,803.13	119,492.92	125,467.27	131,741.12	138,328.22
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						

I01	Edu 1	Hourly	40.2329	42.2446	44.3568	46.5747	48.9035
		Bi-weekly	4,530.22	4,756.74	4,994.58	5,244.31	5,506.53
		Monthly	9,815.49	10,306.27	10,821.58	11,362.67	11,930.82
		Annual	117,785.84	123,675.29	129,858.97	136,352.09	143,169.89
I02	Edu 1 + Emt	Hourly	42.1767	44.2855	46.4998	48.8246	51.2659
		Bi-weekly	4,749.10	4,986.55	5,235.88	5,497.65	5,772.54
		Monthly	10,289.71	10,804.19	11,344.40	11,911.58	12,507.17
		Annual	123,476.51	129,650.23	136,132.81	142,938.90	150,086.05
I03	Edu 1 + Haz	Hourly	42.1767	44.2855	46.4998	48.8246	51.2659
		Bi-weekly	4,749.10	4,986.55	5,235.88	5,497.65	5,772.54
		Monthly	10,289.71	10,804.19	11,344.40	11,911.58	12,507.17
		Annual	123,476.51	129,650.23	136,132.81	142,938.90	150,086.05
I04	Edu 1 + Para	Hourly	43.1484	45.3058	47.5711	49.9497	52.4472
eer & Capt. only)		Bi-weekly	4,858.51	5,101.43	5,356.51	5,624.34	5,905.55
		Monthly	10,526.77	11,053.11	11,605.76	12,186.06	12,795.37
		Annual	126,321.26	132,637.26	139,269.15	146,232.74	153,544.42
I06	Educ Incent 1 & Bi-lingual 1%	Hourly	40.6217	42.6527	44.7854	47.0246	49.3759
		Bi-weekly	4,574.00	4,802.69	5,042.84	5,294.97	5,559.73
		Monthly	9,910.34	10,405.84	10,926.15	11,472.44	12,046.07
		Annual	118,924.09	124,870.04	131,113.74	137,669.22	144,552.88
I07	Educ 1 + Emt + Haz	Hourly	44.1202	46.3262	48.6425	51.0747	53.6284
		Bi-weekly	4,967.93	5,216.33	5,477.15	5,751.01	6,038.56
		Monthly	10,763.86	11,302.05	11,867.15	12,460.52	13,083.54
		Annual	129,166.30	135,624.58	142,405.78	149,526.29	157,002.50
I08	Educ 1 + Para + Haz	Hourly	45.0920	47.3466	49.7139	52.1997	54.8097
eer & Capt. only)		Bi-weekly	5,077.36	5,331.23	5,597.79	5,877.69	6,171.57
		Monthly	11,000.95	11,550.99	12,128.53	12,734.99	13,371.74
		Annual	132,011.34	138,611.91	145,542.41	152,819.84	160,460.88
I10	Educ 1 + Emt + Biling	Hourly	42.5653	44.6937	46.9282	49.2747	51.7383
		Bi-weekly	4,792.85	5,032.51	5,284.12	5,548.33	5,825.73
		Monthly	10,384.51	10,903.77	11,448.92	12,021.38	12,622.42
		Annual	124,614.17	130,845.28	137,387.00	144,256.61	151,469.05
I11	Educ 1 + Para + Biling	Hourly	43.5371	45.7140	47.9996	50.3998	52.9196
eer & Capt. only)		Bi-weekly	4,902.28	5,147.40	5,404.75	5,675.02	5,958.75
		Monthly	10,621.60	11,152.69	11,710.30	12,295.87	12,910.62
		Annual	127,459.21	133,832.31	140,523.63	147,550.45	154,927.42
I13	Educ 1 + Haz + Biling	Hourly	42.5653	44.6937	46.9282	49.2747	51.7383
		Bi-weekly	4,792.85	5,032.51	5,284.12	5,548.33	5,825.73
		Monthly	10,384.51	10,903.77	11,448.92	12,021.38	12,622.42
		Annual	124,614.17	130,845.28	137,387.00	144,256.61	151,469.05
I15	Educ 1 + Para + Haz + Biling	Hourly	45.4808	47.7548	50.1426	52.6497	55.2821
eer & Capt. only)		Bi-weekly	5,121.14	5,377.19	5,646.06	5,928.36	6,224.76
		Monthly	11,095.80	11,650.58	12,233.12	12,844.77	13,486.99
		Annual	133,149.59	139,806.95	146,797.48	154,137.26	161,843.88

I16	Educ 1 + Para + Long 1 + Biling	Hourly	45.4808	47.7548	50.1426	52.6497	55.2821
eer & Capt. only)		Bi-weekly	5,121.14	5,377.19	5,646.06	5,928.36	6,224.76
		Monthly	11,095.80	11,650.58	12,233.12	12,844.77	13,486.99
		Annual	133,149.59	139,806.95	146,797.48	154,137.26	161,843.88
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I17	Educ 1 + Para + Long 2 + Biling	Hourly	47.4244	49.7956	52.2853	54.8995	57.6446
eer & Capt. only)		Bi-weekly	5,339.99	5,606.98	5,887.32	6,181.68	6,490.78
		Monthly	11,569.97	12,148.47	12,755.87	13,393.65	14,063.36
		Annual	138,839.67	145,781.60	153,070.44	160,723.78	168,760.33
I18	Educ 1 + Emt + Haz + Biling	Hourly	44.5089	46.7344	49.0712	51.5246	54.1009
		Bi-weekly	5,011.70	5,262.29	5,525.42	5,801.67	6,091.76
		Monthly	10,858.69	11,401.64	11,971.74	12,570.29	13,198.82
		Annual	130,304.26	136,819.63	143,660.85	150,843.42	158,385.79
I19	Educ 1 + Emt + Long 1 + Biling	Hourly	44.5089	46.7344	49.0712	51.5246	54.1009
		Bi-weekly	5,011.70	5,262.29	5,525.42	5,801.67	6,091.76
		Monthly	10,858.69	11,401.64	11,971.74	12,570.29	13,198.82
		Annual	130,304.26	136,819.63	143,660.85	150,843.42	158,385.79
I20	Educ 1 + Emt + Long 2 + Biling	Hourly	46.4525	48.7752	51.2140	53.7747	56.4634
		Bi-weekly	5,230.55	5,492.09	5,766.70	6,055.03	6,357.78
		Monthly	11,332.86	11,899.52	12,494.51	13,119.23	13,775.19
		Annual	135,994.34	142,794.28	149,934.11	157,430.81	165,302.25
I23	Educ 2	Hourly	40.8160	42.8567	44.9997	47.2497	49.6122
		Bi-weekly	4,595.88	4,825.66	5,066.97	5,320.32	5,586.33
		Monthly	9,957.74	10,455.61	10,978.43	11,527.35	12,103.72
		Annual	119,492.92	125,467.27	131,741.12	138,328.22	145,244.68
I24	Educ 2 + Emt	Hourly	42.7596	44.8976	47.1425	49.4996	51.9746
		Bi-weekly	4,814.73	5,055.47	5,308.25	5,573.65	5,852.34
		Monthly	10,431.92	10,953.52	11,501.20	12,076.25	12,680.07
		Annual	125,183.00	131,442.21	138,014.38	144,915.03	152,160.84
I25	Educ 2 + Haz	Hourly	42.7596	44.8976	47.1425	49.4996	51.9746
		Bi-weekly	4,814.73	5,055.47	5,308.25	5,573.65	5,852.34
		Monthly	10,431.92	10,953.52	11,501.20	12,076.25	12,680.07
		Annual	125,183.00	131,442.21	138,014.38	144,915.03	152,160.84
I26	Educ 2 + Para	Hourly	43.7315	45.9181	48.2140	50.6247	53.1559
eer & Capt. only)		Bi-weekly	4,924.17	5,170.38	5,428.90	5,700.34	5,985.35
		Monthly	10,669.03	11,202.49	11,762.61	12,350.74	12,968.27
		Annual	128,028.34	134,429.83	141,151.31	148,208.87	155,619.21
I28	Educ 2 + Biling	Hourly	41.2048	43.2649	45.4282	47.6996	50.0846
		Bi-weekly	4,639.66	4,871.63	5,115.22	5,370.97	5,639.53
		Monthly	10,052.60	10,555.19	11,082.97	11,637.11	12,218.97
		Annual	120,631.17	126,662.32	132,995.60	139,645.35	146,627.67
I29	Educ 2 + Emt + Haz	Hourly	44.7034	46.9384	49.2854	51.7497	54.3372
		Bi-weekly	5,033.60	5,285.26	5,549.54	5,827.02	6,118.37
		Monthly	10,906.14	11,451.41	12,024.00	12,625.20	13,256.47
		Annual	130,873.67	137,416.86	144,287.94	151,502.42	159,077.59

I30	Educ 2 + Para + Haz	Hourly	45.6751	47.9588	50.3568	52.8745	55.5184
eer & Capt. only)		Bi-weekly	5,143.02	5,400.16	5,670.18	5,953.67	6,251.37
		Monthly	11,143.20	11,700.35	12,285.38	12,899.62	13,544.64
		Annual	133,718.42	140,404.18	147,424.57	154,795.39	162,535.67
I32	Educ 2 + Emt + Biling	Hourly	43.1484	45.3058	47.5711	49.9497	52.4472
		Bi-weekly	4,858.51	5,101.43	5,356.51	5,624.34	5,905.55
		Monthly	10,526.77	11,053.11	11,605.76	12,186.06	12,795.37
		Annual	126,321.26	132,637.26	139,269.15	146,232.74	153,544.42
	Fire Captain (56.3 Hour Week)						
	Paramedic Coord/Training Off						
I33	Educ 2 + Para + Biling	Hourly	44.1202	46.3262	48.6425	51.0747	53.6284
eer & Capt. only)		Bi-weekly	4,967.93	5,216.33	5,477.15	5,751.01	6,038.56
		Monthly	10,763.86	11,302.05	11,867.15	12,460.52	13,083.54
		Annual	129,166.30	135,624.58	142,405.78	149,526.29	157,002.50
I35	Educ 2 + Haz + Biling	Hourly	43.1484	45.3058	47.5711	49.9497	52.4472
		Bi-weekly	4,858.51	5,101.43	5,356.51	5,624.34	5,905.55
		Monthly	10,526.77	11,053.11	11,605.76	12,186.06	12,795.37
		Annual	126,321.26	132,637.26	139,269.15	146,232.74	153,544.42
I40	Educ 2 + EMT + Haz + Biling	Hourly	45.0920	47.3466	49.7139	52.1997	54.8097
		Bi-weekly	5,077.36	5,331.23	5,597.79	5,877.69	6,171.57
		Monthly	11,000.95	11,550.99	12,128.53	12,734.99	13,371.74
		Annual	132,011.34	138,611.91	145,542.41	152,819.84	160,460.88
I41	Educ 2 + Para + Haz + Biling	Hourly	46.0638	48.3670	50.7854	53.3246	55.9909
eer & Capt. only)		Bi-weekly	5,186.78	5,446.12	5,718.44	6,004.35	6,304.58
		Monthly	11,238.03	11,799.94	12,389.95	13,009.43	13,659.91
		Annual	134,856.38	141,599.23	148,679.34	156,113.10	163,918.96
I45	Emt	Hourly	40.8160	42.8567	44.9997	47.2497	49.6122
		Bi-weekly	4,595.88	4,825.66	5,066.97	5,320.32	5,586.33
		Monthly	9,957.74	10,455.61	10,978.43	11,527.35	12,103.72
		Annual	119,492.92	125,467.27	131,741.12	138,328.22	145,244.68
I46	Emt + Haz	Hourly	42.7596	44.8976	47.1425	49.4996	51.9746
		Bi-weekly	4,814.73	5,055.47	5,308.25	5,573.65	5,852.34
		Monthly	10,431.92	10,953.52	11,501.20	12,076.25	12,680.07
		Annual	125,183.00	131,442.21	138,014.38	144,915.03	152,160.84
I49	Emt + Biling	Hourly	41.2048	43.2649	45.4282	47.6996	50.0846
		Bi-weekly	4,639.66	4,871.63	5,115.22	5,370.97	5,639.53
		Monthly	10,052.60	10,555.19	11,082.97	11,637.11	12,218.97
		Annual	120,631.17	126,662.32	132,995.60	139,645.35	146,627.67
I52	Emt + Haz + Biling	Hourly	43.1482	45.3058	47.5711	49.9497	52.4472
		Bi-weekly	4,858.49	5,101.43	5,356.51	5,624.34	5,905.55
		Monthly	10,526.72	11,053.11	11,605.76	12,186.06	12,795.37
		Annual	126,320.67	132,637.26	139,269.15	146,232.74	153,544.42
I53	Para	Hourly	41.7878	43.8773	46.0711	48.3747	50.7935
		Bi-weekly	4,705.31	4,940.58	5,187.61	5,446.99	5,719.35
		Monthly	10,194.83	10,704.60	11,239.81	11,801.81	12,391.92

		Annual	122,337.96	128,455.18	134,877.75	141,621.77	148,703.05
I54	Para + Haz	Hourly	43.7315	45.9181	48.2140	50.6247	53.1559
		Bi-weekly	4,924.17	5,170.38	5,428.90	5,700.34	5,985.35
		Monthly	10,669.03	11,202.49	11,762.61	12,350.74	12,968.27
		Annual	128,028.34	134,429.83	141,151.31	148,208.87	155,619.21
I55	Para + Biling	Hourly	42.1767	44.2855	46.4998	48.8246	51.2659
		Bi-weekly	4,749.10	4,986.55	5,235.88	5,497.65	5,772.54
		Monthly	10,289.71	10,804.19	11,344.40	11,911.58	12,507.17
		Annual	123,476.51	129,650.23	136,132.81	142,938.90	150,086.05
I56	Para + Haz + Biling	Hourly	44.1202	46.3262	48.6425	51.0747	53.6284
		Bi-weekly	4,967.93	5,216.33	5,477.15	5,751.01	6,038.56
		Monthly	10,763.86	11,302.05	11,867.15	12,460.52	13,083.54
		Annual	129,166.30	135,624.58	142,405.78	149,526.29	157,002.50
	Fire Captain (56.3 Hour Week) Paramedic Coord/Training Off						
I57	Haz	Hourly	40.8160	42.8567	44.9997	47.2497	49.6122
		Bi-weekly	4,595.88	4,825.66	5,066.97	5,320.32	5,586.33
		Monthly	9,957.74	10,455.61	10,978.43	11,527.35	12,103.72
		Annual	119,492.92	125,467.27	131,741.12	138,328.22	145,244.68
I60	Haz + Biling	Hourly	41.2048	43.2649	45.4282	47.6996	50.0846
		Bi-weekly	4,639.66	4,871.63	5,115.22	5,370.97	5,639.53
		Monthly	10,052.60	10,555.19	11,082.97	11,637.11	12,218.97
		Annual	120,631.17	126,662.32	132,995.60	139,645.35	146,627.67
I67	Bi-lingual - 1% of Base	Hourly	39.2611	41.2242	43.2854	45.4497	47.7222
		Bi-weekly	4,420.80	4,641.84	4,873.94	5,117.64	5,373.52
		Monthly	9,578.40	10,057.33	10,560.20	11,088.21	11,642.63
		Annual	114,940.80	120,687.97	126,722.34	133,058.54	139,711.51
	Fire Captain (40 Hour Week) Paramedic Coord/Training Off						
J00	BASE	Hourly	54.7129	57.4486	60.3209	63.3369	66.5040
		Bi-weekly	4,377.03	4,595.89	4,825.67	5,066.95	5,320.32
		Monthly	9,483.57	9,957.76	10,455.62	10,978.40	11,527.36
		Annual	113,802.83	119,493.09	125,467.47	131,740.75	138,328.32
J01	Edu 1	Hourly	56.6279	59.4593	62.4323	65.5539	68.8315
		Bi-weekly	4,530.23	4,756.74	4,994.58	5,244.31	5,506.52
		Monthly	9,815.50	10,306.28	10,821.60	11,362.68	11,930.79
		Annual	117,786.03	123,675.34	129,859.18	136,352.11	143,169.52
J02	Edu 1 + Emt	Hourly	59.3635	62.3318	65.4483	68.7207	72.1568
		Bi-weekly	4,749.08	4,986.54	5,235.86	5,497.66	5,772.54
		Monthly	10,289.67	10,804.18	11,344.37	11,911.59	12,507.18
		Annual	123,476.08	129,650.14	136,132.46	142,939.06	150,086.14
J03	Edu 1 + Haz	Hourly	59.3635	62.3318	65.4483	68.7207	72.1568
		Bi-weekly	4,749.08	4,986.54	5,235.86	5,497.66	5,772.54
		Monthly	10,289.67	10,804.18	11,344.37	11,911.59	12,507.18
		Annual	123,476.08	129,650.14	136,132.46	142,939.06	150,086.14

J04	Edu 1 + Para	Hourly	60.7314	63.7679	66.9563	70.3042	73.8194
neer & Capt. only)		Bi-weekly	4,858.51	5,101.43	5,356.50	5,624.34	5,905.55
		Monthly	10,526.78	11,053.10	11,605.76	12,186.06	12,795.36
		Annual	126,321.31	132,637.23	139,269.10	146,232.74	153,544.35
J06	Educ Incent 1 & Bi-lingual 1%	Hourly	57.1750	60.0338	63.0354	66.1874	69.4965
		Bi-weekly	4,574.00	4,802.70	5,042.83	5,294.99	5,559.72
		Monthly	9,910.33	10,405.86	10,926.14	11,472.48	12,046.06
		Annual	118,924.00	124,870.30	131,113.63	137,669.79	144,552.72
J07	Educ 1 + Emt + Haz	Hourly	62.0992	65.2042	68.4644	71.8876	75.4821
		Bi-weekly	4,967.94	5,216.34	5,477.15	5,751.01	6,038.57
		Monthly	10,763.86	11,302.06	11,867.16	12,460.52	13,083.56
		Annual	129,166.34	135,624.74	142,405.95	149,526.21	157,002.77
J08	Educ 1 + Para + Haz	Hourly	63.4670	66.6403	69.9723	73.4710	77.1445
neer & Capt. only)		Bi-weekly	5,077.36	5,331.22	5,597.78	5,877.68	6,171.56
		Monthly	11,000.95	11,550.99	12,128.53	12,734.97	13,371.71
		Annual	132,011.36	138,611.82	145,542.38	152,819.68	160,460.56
	Fire Captain (40 Hour Week) Paramedic Coord/Training Off						
J10	Educ 1 + Emt + Biling	Hourly	59.9107	62.9062	66.0514	69.3542	72.8218
		Bi-weekly	4,792.86	5,032.50	5,284.11	5,548.34	5,825.74
		Monthly	10,384.52	10,903.74	11,448.91	12,021.40	12,622.45
		Annual	124,614.26	130,844.90	137,386.91	144,256.74	151,469.34
J11	Educ 1 + Para + Biling	Hourly	61.2785	64.3424	67.5595	70.9376	74.4844
neer & Capt. only)		Bi-weekly	4,902.28	5,147.39	5,404.76	5,675.01	5,958.75
		Monthly	10,621.61	11,152.68	11,710.31	12,295.85	12,910.63
		Annual	127,459.28	133,832.19	140,523.76	147,550.21	154,927.55
J13	Educ 1 + Haz + Biling	Hourly	59.9107	62.9062	66.0514	69.3542	72.8218
		Bi-weekly	4,792.86	5,032.50	5,284.11	5,548.34	5,825.74
		Monthly	10,384.52	10,903.74	11,448.91	12,021.40	12,622.45
		Annual	124,614.26	130,844.90	137,386.91	144,256.74	151,469.34
J18	Educ 1 + Emt + Haz + Biling	Hourly	62.6463	65.7786	69.0675	72.5210	76.1469
		Bi-weekly	5,011.70	5,262.29	5,525.40	5,801.68	6,091.75
		Monthly	10,858.69	11,401.62	11,971.70	12,570.31	13,198.80
		Annual	130,304.30	136,819.49	143,660.40	150,843.68	158,385.55
J19	Educ 1 + Para + Haz + Biling	Hourly	64.0142	67.2149	70.5755	74.1044	77.8096
neer & Capt. only)		Bi-weekly	5,121.14	5,377.19	5,646.04	5,928.35	6,224.77
		Monthly	11,095.80	11,650.58	12,233.09	12,844.76	13,487.00
		Annual	133,149.54	139,806.99	146,797.04	154,137.15	161,843.97
J23	Educ 2	Hourly	57.4486	60.3209	63.3369	66.5040	69.8290
		Bi-weekly	4,595.89	4,825.67	5,066.95	5,320.32	5,586.32
		Monthly	9,957.76	10,455.62	10,978.40	11,527.36	12,103.69
		Annual	119,493.09	125,467.47	131,740.75	138,328.32	145,244.32
J24	Educ 2 + Emt	Hourly	60.1842	63.1934	66.3530	69.6708	73.1543
		Bi-weekly	4,814.74	5,055.47	5,308.24	5,573.66	5,852.34
		Monthly	10,431.93	10,953.52	11,501.19	12,076.27	12,680.08
		Annual	125,183.14	131,442.27	138,014.24	144,915.26	152,160.94

J25	Educ 2 + Haz	Hourly	60.1842	63.1934	66.3530	69.6708	73.1543
		Bi-weekly	4,814.74	5,055.47	5,308.24	5,573.66	5,852.34
		Monthly	10,431.93	10,953.52	11,501.19	12,076.27	12,680.08
		Annual	125,183.14	131,442.27	138,014.24	144,915.26	152,160.94
J26	Educ 2 + Para	Hourly	61.5520	64.6298	67.8612	71.2541	74.8170
neer & Capt. only)		Bi-weekly	4,924.16	5,170.38	5,428.90	5,700.33	5,985.36
		Monthly	10,669.01	11,202.50	11,762.61	12,350.71	12,968.28
		Annual	128,028.16	134,429.98	141,151.30	148,208.53	155,619.36
J28	Educ 2 + Biling	Hourly	57.9957	60.8955	63.9403	67.1373	70.4941
		Bi-weekly	4,639.66	4,871.64	5,115.22	5,370.98	5,639.53
		Monthly	10,052.59	10,555.22	11,082.99	11,637.13	12,218.98
		Annual	120,631.06	126,662.64	132,995.82	139,645.58	146,627.73
J29	Educ 2 + Emt + Haz	Hourly	62.9199	66.0660	69.3691	72.8376	76.4795
		Bi-weekly	5,033.59	5,285.28	5,549.53	5,827.01	6,118.36
		Monthly	10,906.12	11,451.44	12,023.98	12,625.18	13,256.45
		Annual	130,873.39	137,417.28	144,287.73	151,502.21	159,077.36
J30	Educ 2 + Para + Haz	Hourly	64.2877	67.5021	70.8772	74.4212	78.1421
neer & Capt. only)		Bi-weekly	5,143.02	5,400.17	5,670.18	5,953.70	6,251.37
		Monthly	11,143.20	11,700.36	12,285.38	12,899.68	13,544.63
		Annual	133,718.42	140,404.37	147,424.58	154,796.10	162,535.57
	Fire Captain (40 Hour Week)						
	Paramedic Coord/Training Off						
J32	Educ 2 + Emt + Biling	Hourly	60.7314	63.7679	66.9563	70.3042	73.8194
		Bi-weekly	4,858.51	5,101.43	5,356.50	5,624.34	5,905.55
		Monthly	10,526.78	11,053.10	11,605.76	12,186.06	12,795.36
		Annual	126,321.31	132,637.23	139,269.10	146,232.74	153,544.35
J33	Educ 2 + Para + Biling	Hourly	62.0992	65.2042	68.4644	71.8876	75.4821
neer & Capt. only)		Bi-weekly	4,967.94	5,216.34	5,477.15	5,751.01	6,038.57
		Monthly	10,763.86	11,302.06	11,867.16	12,460.52	13,083.56
		Annual	129,166.34	135,624.74	142,405.95	149,526.21	157,002.77
J35	Educ 2 + Haz + Biling	Hourly	60.7314	63.7679	66.9563	70.3042	73.8194
		Bi-weekly	4,858.51	5,101.43	5,356.50	5,624.34	5,905.55
		Monthly	10,526.78	11,053.10	11,605.76	12,186.06	12,795.36
		Annual	126,321.31	132,637.23	139,269.10	146,232.74	153,544.35
J40	Educ 2 + EMT + Haz + Biling	Hourly	63.4670	66.6403	69.9723	73.4710	77.1445
		Bi-weekly	5,077.36	5,331.22	5,597.78	5,877.68	6,171.56
		Monthly	11,000.95	11,550.99	12,128.53	12,734.97	13,371.71
		Annual	132,011.36	138,611.82	145,542.38	152,819.68	160,460.56
J41	Educ 2 + Para + Haz + Biling	Hourly	64.8348	68.0765	71.4803	75.0544	78.8071
neer & Capt. only)		Bi-weekly	5,186.78	5,446.12	5,718.42	6,004.35	6,304.57
		Monthly	11,238.03	11,799.93	12,389.92	13,009.43	13,659.90
		Annual	134,856.38	141,599.12	148,679.02	156,113.15	163,918.77
J45	Emt	Hourly	57.4486	60.3209	63.3369	66.5040	69.8290
		Bi-weekly	4,595.89	4,825.67	5,066.95	5,320.32	5,586.32
		Monthly	9,957.76	10,455.62	10,978.40	11,527.36	12,103.69

		Annual	119,493.09	125,467.47	131,740.75	138,328.32	145,244.32
J46	Emt + Haz	Hourly	60.1842	63.1934	66.3530	69.6708	73.1543
		Bi-weekly	4,814.74	5,055.47	5,308.24	5,573.66	5,852.34
		Monthly	10,431.93	10,953.52	11,501.19	12,076.27	12,680.08
		Annual	125,183.14	131,442.27	138,014.24	144,915.26	152,160.94
J49	Emt + Biling	Hourly	57.9957	60.8955	63.9403	67.1373	70.4941
		Bi-weekly	4,639.66	4,871.64	5,115.22	5,370.98	5,639.53
		Monthly	10,052.59	10,555.22	11,082.99	11,637.13	12,218.98
		Annual	120,631.06	126,662.64	132,995.82	139,645.58	146,627.73
J52	Emt + Haz + Biling	Hourly	60.7314	63.7679	66.9563	70.3042	73.8194
		Bi-weekly	4,858.51	5,101.43	5,356.50	5,624.34	5,905.55
		Monthly	10,526.78	11,053.10	11,605.76	12,186.06	12,795.36
		Annual	126,321.31	132,637.23	139,269.10	146,232.74	153,544.35
J53	Para	Hourly	58.8165	61.7573	64.8450	68.0873	71.4917
		Bi-weekly	4,705.32	4,940.58	5,187.60	5,446.98	5,719.34
		Monthly	10,194.86	10,704.60	11,239.80	11,801.80	12,391.90
		Annual	122,338.32	128,455.18	134,877.60	141,621.58	148,702.74
J54	Para + Haz	Hourly	61.5520	64.6298	67.8612	71.2541	74.8170
		Bi-weekly	4,924.16	5,170.38	5,428.90	5,700.33	5,985.36
		Monthly	10,669.01	11,202.50	11,762.61	12,350.71	12,968.28
		Annual	128,028.16	134,429.98	141,151.30	148,208.53	155,619.36
J55	Para + Biling	Hourly	59.3635	62.3318	65.4483	68.7207	72.1568
		Bi-weekly	4,749.08	4,986.54	5,235.86	5,497.66	5,772.54
		Monthly	10,289.67	10,804.18	11,344.37	11,911.59	12,507.18
		Annual	123,476.08	129,650.14	136,132.46	142,939.06	150,086.14
	Fire Captain (40 Hour Week) Paramedic Coord/Training Off						
J56	Para + Haz + Biling	Hourly	62.0992	65.2042	68.4644	71.8876	75.4821
		Bi-weekly	4,967.94	5,216.34	5,477.15	5,751.01	6,038.57
		Monthly	10,763.86	11,302.06	11,867.16	12,460.52	13,083.56
		Annual	129,166.34	135,624.74	142,405.95	149,526.21	157,002.77
J57	Haz	Hourly	57.4486	60.3212	63.3370	66.5040	69.8290
		Bi-weekly	4,595.89	4,825.70	5,066.96	5,320.32	5,586.32
		Monthly	9,957.76	10,455.68	10,978.41	11,527.36	12,103.69
		Annual	119,493.09	125,468.10	131,740.96	138,328.32	145,244.32
J60	Haz + Biling	Hourly	57.9957	60.8955	63.9403	67.1373	70.4941
		Bi-weekly	4,639.66	4,871.64	5,115.22	5,370.98	5,639.53
		Monthly	10,052.59	10,555.22	11,082.99	11,637.13	12,218.98
		Annual	120,631.06	126,662.64	132,995.82	139,645.58	146,627.73
J67	Bi-lingual - 1% of Base	Hourly	55.2600	58.0231	60.9242	63.9704	67.1689
		Bi-weekly	4,420.80	4,641.85	4,873.94	5,117.63	5,373.51
		Monthly	9,578.40	10,057.34	10,560.20	11,088.20	11,642.61
		Annual	114,940.80	120,688.05	126,722.34	133,058.43	139,711.31
	Batt/Div Chief (56.3 Hour Week)						
K00	BASE	Hourly	46.6471	48.9796	51.4285	53.9999	56.7000
		Bi-weekly	5,252.46	5,515.10	5,790.85	6,080.39	6,384.42

		Monthly	11,380.34	11,949.39	12,546.84	13,174.18	13,832.91
		Annual	136,564.05	143,392.68	150,562.08	158,090.11	165,994.92
K01	Edu 1	Hourly	48.2799	50.6940	53.2286	55.8899	58.6845
		Bi-weekly	5,436.32	5,708.14	5,993.54	6,293.20	6,607.87
		Monthly	11,778.69	12,367.65	12,986.00	13,635.27	14,317.06
		Annual	141,344.24	148,411.75	155,832.05	163,623.27	171,804.74
K02	Edu 1 + Emt	Hourly	50.6123	53.1428	55.8000	58.5900	61.5194
		Bi-weekly	5,698.94	5,983.88	6,283.08	6,597.23	6,927.08
		Monthly	12,347.71	12,965.07	13,613.34	14,294.01	15,008.68
		Annual	148,172.57	155,580.86	163,360.08	171,528.08	180,104.20
K03	Edu 1 + Haz	Hourly	50.6123	53.1428	55.8000	58.5900	61.5194
		Bi-weekly	5,698.94	5,983.88	6,283.08	6,597.23	6,927.08
		Monthly	12,347.71	12,965.07	13,613.34	14,294.01	15,008.68
		Annual	148,172.57	155,580.86	163,360.08	171,528.08	180,104.20
K06	Educ Incent 1 & Bi-lingual 1%	Hourly	48.7465	51.1837	53.7428	56.4300	59.2515
		Bi-weekly	5,488.86	5,763.28	6,051.44	6,354.02	6,671.72
		Monthly	11,892.52	12,487.12	13,111.45	13,767.04	14,455.39
		Annual	142,710.25	149,845.40	157,337.42	165,204.47	173,464.69
K07	Educ 1 + Emt + Haz	Hourly	52.9445	55.5918	58.3715	61.2899	64.3546
		Bi-weekly	5,961.55	6,259.64	6,572.63	6,901.24	7,246.33
		Monthly	12,916.69	13,562.55	14,240.70	14,952.69	15,700.38
		Annual	155,000.32	162,750.55	170,888.40	179,432.31	188,404.53
K10	Educ 1 + Emt + Biling	Hourly	51.0787	53.6327	56.3142	59.1300	62.0864
		Bi-weekly	5,751.46	6,039.04	6,340.98	6,658.04	6,990.93
		Monthly	12,461.50	13,084.59	13,738.79	14,425.75	15,147.01
		Annual	149,538.00	157,015.09	164,865.45	173,108.99	181,764.14
K13	Educ 1 + Haz + Biling	Hourly	51.0787	53.6327	56.3142	59.1300	62.0864
		Bi-weekly	5,751.46	6,039.04	6,340.98	6,658.04	6,990.93
		Monthly	12,461.50	13,084.59	13,738.79	14,425.75	15,147.01
		Annual	149,538.00	157,015.09	164,865.45	173,108.99	181,764.14
	Batt/Div Chief (56.3 Hour Week)						
K18	Educ 1 + Emt + Haz + Biling	Hourly	53.4111	56.0816	58.8857	61.8300	64.9215
		Bi-weekly	6,014.09	6,314.79	6,630.53	6,962.06	7,310.16
		Monthly	13,030.53	13,682.04	14,366.15	15,084.46	15,838.68
		Annual	156,366.34	164,184.49	172,393.78	181,013.51	190,064.18
K23	Educ 2	Hourly	48.9796	51.4285	53.9999	56.7000	59.5350
		Bi-weekly	5,515.10	5,790.85	6,080.39	6,384.42	6,703.64
		Monthly	11,949.39	12,546.84	13,174.18	13,832.91	14,524.56
		Annual	143,392.68	150,562.08	158,090.11	165,994.92	174,294.67
K24	Educ 2 + Emt	Hourly	51.3119	53.8775	56.5713	59.4000	62.3699
		Bi-weekly	5,777.72	6,066.61	6,369.93	6,688.44	7,022.85
		Monthly	12,518.39	13,144.31	13,801.51	14,491.62	15,216.18
		Annual	150,220.72	157,731.77	165,618.14	173,899.44	182,594.12
K25	Educ 2 + Haz	Hourly	51.3119	53.8775	56.5713	59.4000	62.3699
		Bi-weekly	5,777.72	6,066.61	6,369.93	6,688.44	7,022.85

		Monthly	12,518.39	13,144.31	13,801.51	14,491.62	15,216.18
		Annual	150,220.72	157,731.77	165,618.14	173,899.44	182,594.12
K28	Educ 2 + Biling	Hourly	49.4460	51.9184	54.5143	57.2400	60.1020
		Bi-weekly	5,567.62	5,846.01	6,138.31	6,445.22	6,767.49
		Monthly	12,063.18	12,666.36	13,299.67	13,964.65	14,662.89
		Annual	144,758.11	151,996.31	159,596.06	167,575.82	175,954.62
K29	Educ 2 + Emt + Haz	Hourly	53.6443	56.3265	59.1428	62.1000	65.2050
		Bi-weekly	6,040.35	6,342.36	6,659.48	6,992.46	7,342.08
		Monthly	13,087.42	13,741.79	14,428.87	15,150.33	15,907.85
		Annual	157,049.05	164,901.46	173,146.46	181,803.96	190,894.16
K32	Educ 2 + Emt + Biling	Hourly	51.7785	54.3672	57.0857	59.9399	62.9368
		Bi-weekly	5,830.26	6,121.75	6,427.85	6,749.23	7,086.68
		Monthly	12,632.23	13,263.78	13,927.01	14,623.34	15,354.48
		Annual	151,586.74	159,165.41	167,124.10	175,480.05	184,253.78
K35	Educ 2 + Haz + Biling	Hourly	51.7785	54.3672	57.0857	59.9399	62.9368
		Bi-weekly	5,830.26	6,121.75	6,427.85	6,749.23	7,086.68
		Monthly	12,632.23	13,263.78	13,927.01	14,623.34	15,354.48
		Annual	151,586.74	159,165.41	167,124.10	175,480.05	184,253.78
K40	Educ 2 + EMT + Haz + Biling	Hourly	54.1108	56.8163	59.6572	62.6399	65.7720
		Bi-weekly	6,092.88	6,397.52	6,717.40	7,053.25	7,405.93
		Monthly	13,201.23	13,861.28	14,554.37	15,282.05	16,046.18
		Annual	158,414.78	166,335.40	174,652.42	183,384.57	192,554.11
K45	Emt	Hourly	48.9796	51.4285	53.9999	56.7000	59.5350
		Bi-weekly	5,515.10	5,790.85	6,080.39	6,384.42	6,703.64
		Monthly	11,949.39	12,546.84	13,174.18	13,832.91	14,524.56
		Annual	143,392.68	150,562.08	158,090.11	165,994.92	174,294.67
K46	Emt + Haz	Hourly	51.3119	53.8775	56.5713	59.4000	62.3699
		Bi-weekly	5,777.72	6,066.61	6,369.93	6,688.44	7,022.85
		Monthly	12,518.39	13,144.31	13,801.51	14,491.62	15,216.18
		Annual	150,220.72	157,731.77	165,618.14	173,899.44	182,594.12
K49	Emt + Biling	Hourly	49.4460	51.9184	54.5143	57.2400	60.1020
		Bi-weekly	5,567.62	5,846.01	6,138.31	6,445.22	6,767.49
		Monthly	12,063.18	12,666.36	13,299.67	13,964.65	14,662.89
		Annual	144,758.11	151,996.31	159,596.06	167,575.82	175,954.62
	Batt/Div Chief (56.3 Hour Week)						
K52	Emt + Haz + Biling	Hourly	51.7785	54.3672	57.0857	59.9399	62.9368
		Bi-weekly	5,830.26	6,121.75	6,427.85	6,749.23	7,086.68
		Monthly	12,632.23	13,263.78	13,927.01	14,623.34	15,354.48
		Annual	151,586.74	159,165.41	167,124.10	175,480.05	184,253.78
K57	Haz	Hourly	48.9796	51.4285	53.9999	56.7000	59.5350
		Bi-weekly	5,515.10	5,790.85	6,080.39	6,384.42	6,703.64
		Monthly	11,949.39	12,546.84	13,174.18	13,832.91	14,524.56
		Annual	143,392.68	150,562.08	158,090.11	165,994.92	174,294.67
K60	Haz + Biling	Hourly	49.4460	51.9184	54.5143	57.2400	60.1020
		Bi-weekly	5,567.62	5,846.01	6,138.31	6,445.22	6,767.49

		Monthly	12,063.18	12,666.36	13,299.67	13,964.65	14,662.89
		Annual	144,758.11	151,996.31	159,596.06	167,575.82	175,954.62
K67	Bi-lingual - 1% of Base	Hourly	47.1137	49.4694	51.9429	54.5400	57.2671
		Bi-weekly	5,305.00	5,570.25	5,848.77	6,141.20	6,448.28
		Monthly	11,494.17	12,068.89	12,672.34	13,305.94	13,971.26
		Annual	137,930.07	144,826.62	152,068.03	159,671.30	167,655.16
	Batt/Div Chief (40 Hour Week)						
L00	BASE	Hourly	65.6559	68.9388	72.3858	76.0050	79.8052
		Bi-weekly	5,252.47	5,515.10	5,790.86	6,080.40	6,384.42
		Monthly	11,380.36	11,949.39	12,546.87	13,174.20	13,832.90
		Annual	136,564.27	143,392.70	150,562.46	158,090.40	165,994.82
L01	Edu 1	Hourly	67.9539	71.3516	74.9192	78.6652	82.5985
		Bi-weekly	5,436.31	5,708.13	5,993.54	6,293.22	6,607.88
		Monthly	11,778.68	12,367.61	12,986.00	13,635.30	14,317.07
		Annual	141,344.11	148,411.33	155,831.94	163,623.62	171,804.88
L02	Edu 1 + Emt	Hourly	71.2367	74.7986	78.5384	82.4654	86.5886
		Bi-weekly	5,698.94	5,983.89	6,283.07	6,597.23	6,927.09
		Monthly	12,347.70	12,965.09	13,613.32	14,294.00	15,008.69
		Annual	148,172.34	155,581.09	163,359.87	171,528.03	180,104.29
L03	Edu 1 + Haz	Hourly	71.2367	74.7986	78.5384	82.4654	86.5886
		Bi-weekly	5,698.94	5,983.89	6,283.07	6,597.23	6,927.09
		Monthly	12,347.70	12,965.09	13,613.32	14,294.00	15,008.69
		Annual	148,172.34	155,581.09	163,359.87	171,528.03	180,104.29
L06	Educ 1 & Bilin	Hourly	68.6105	72.0410	75.6432	79.4251	83.3965
		Bi-weekly	5,488.84	5,763.28	6,051.46	6,354.01	6,671.72
		Monthly	11,892.49	12,487.11	13,111.49	13,767.02	14,455.39
		Annual	142,709.84	149,845.28	157,337.86	165,204.21	173,464.72
L07	Educ 1 + Emt + Haz	Hourly	74.5195	78.2455	82.1578	86.2656	90.5789
		Bi-weekly	5,961.56	6,259.64	6,572.62	6,901.25	7,246.31
		Monthly	12,916.71	13,562.55	14,240.69	14,952.70	15,700.34
		Annual	155,000.56	162,750.64	170,888.22	179,432.45	188,404.11
L10	Educ 1 + Emt + Biling	Hourly	71.8933	75.4879	79.2624	83.2255	87.3868
		Bi-weekly	5,751.46	6,039.03	6,340.99	6,658.04	6,990.94
		Monthly	12,461.51	13,084.57	13,738.82	14,425.75	15,147.05
		Annual	149,538.06	157,014.83	164,865.79	173,109.04	181,764.54
L13	Educ 1 + Haz + Biling	Hourly	71.8933	75.4879	79.2624	83.2255	87.3868
		Bi-weekly	5,751.46	6,039.03	6,340.99	6,658.04	6,990.94
		Monthly	12,461.51	13,084.57	13,738.82	14,425.75	15,147.05
		Annual	149,538.06	157,014.83	164,865.79	173,109.04	181,764.54
	Batt/Div Chief (40 Hour Week)						
L18	Educ 1 + Emt + Haz + Biling	Hourly	75.1761	78.9349	82.8816	87.0257	91.3769
		Bi-weekly	6,014.09	6,314.79	6,630.53	6,962.06	7,310.15
		Monthly	13,030.52	13,682.05	14,366.14	15,084.46	15,838.66
		Annual	156,366.29	164,184.59	172,393.73	181,013.46	190,063.95
L23	Educ 2	Hourly	68.9388	72.3858	76.0050	79.8052	83.7955

		Bi-weekly	5,515.10	5,790.86	6,080.40	6,384.42	6,703.64
		Monthly	11,949.39	12,546.87	13,174.20	13,832.90	14,524.55
		Annual	143,392.70	150,562.46	158,090.40	165,994.82	174,294.64
L24	Educ 2 + Emt	Hourly	72.2216	75.8326	79.6243	83.6055	87.7858
		Bi-weekly	5,777.73	6,066.61	6,369.94	6,688.44	7,022.86
		Monthly	12,518.41	13,144.32	13,801.55	14,491.62	15,216.21
		Annual	150,220.93	157,731.81	165,618.54	173,899.44	182,594.46
L25	Educ 2 + Haz	Hourly	72.2216	75.8326	79.6243	83.6054	87.7857
		Bi-weekly	5,777.73	6,066.61	6,369.94	6,688.43	7,022.86
		Monthly	12,518.41	13,144.32	13,801.55	14,491.60	15,216.19
		Annual	150,220.93	157,731.81	165,618.54	173,899.23	182,594.26
L28	Educ 2 + Biling	Hourly	69.5953	73.0751	76.7288	80.5653	84.5935
		Bi-weekly	5,567.62	5,846.01	6,138.30	6,445.22	6,767.48
		Monthly	12,063.19	12,666.35	13,299.66	13,964.65	14,662.87
		Annual	144,758.22	151,996.21	159,595.90	167,575.82	175,954.48
L29	Educ 2 + Emt + Haz	Hourly	75.5044	79.2795	83.2435	87.4059	91.7760
		Bi-weekly	6,040.35	6,342.36	6,659.48	6,992.47	7,342.08
		Monthly	13,087.43	13,741.78	14,428.87	15,150.36	15,907.84
		Annual	157,049.15	164,901.36	173,146.48	181,804.27	190,894.08
L32	Educ 2 + Emt + Biling	Hourly	72.8781	76.5221	80.3482	84.3655	88.5838
		Bi-weekly	5,830.25	6,121.77	6,427.86	6,749.24	7,086.70
		Monthly	12,632.20	13,263.83	13,927.02	14,623.35	15,354.53
		Annual	151,586.45	159,165.97	167,124.26	175,480.24	184,254.30
L35	Educ 2 + Haz + Biling	Hourly	72.8781	76.5221	80.3482	84.3655	88.5838
		Bi-weekly	5,830.25	6,121.77	6,427.86	6,749.24	7,086.70
		Monthly	12,632.20	13,263.83	13,927.02	14,623.35	15,354.53
		Annual	151,586.45	159,165.97	167,124.26	175,480.24	184,254.30
L40	Educ 2 + EMT + Haz + Biling	Hourly	76.1610	79.9689	83.9674	88.1658	92.5740
		Bi-weekly	6,092.88	6,397.51	6,717.39	7,053.26	7,405.92
		Monthly	13,201.24	13,861.28	14,554.35	15,282.07	16,046.16
		Annual	158,414.88	166,335.31	174,652.19	183,384.86	192,553.92
L45	Emt	Hourly	68.9388	72.3858	76.0050	79.8052	83.7955
		Bi-weekly	5,515.10	5,790.86	6,080.40	6,384.42	6,703.64
		Monthly	11,949.39	12,546.87	13,174.20	13,832.90	14,524.55
		Annual	143,392.70	150,562.46	158,090.40	165,994.82	174,294.64
L46	Emt + Haz	Hourly	72.2216	75.8326	79.6243	83.6054	87.7857
		Bi-weekly	5,777.73	6,066.61	6,369.94	6,688.43	7,022.86
		Monthly	12,518.41	13,144.32	13,801.55	14,491.60	15,216.19
		Annual	150,220.93	157,731.81	165,618.54	173,899.23	182,594.26
L49	Emt + Biling	Hourly	69.5953	73.0751	76.7288	80.5653	84.5935
		Bi-weekly	5,567.62	5,846.01	6,138.30	6,445.22	6,767.48
		Monthly	12,063.19	12,666.35	13,299.66	13,964.65	14,662.87
		Annual	144,758.22	151,996.21	159,595.90	167,575.82	175,954.48
	Batt/Div Chief (40 Hour Week)						
L52	Emt + Haz + Biling	Hourly	72.8781	76.5221	80.3482	84.3655	88.5838

		Bi-weekly	5,830.25	6,121.77	6,427.86	6,749.24	7,086.70
		Monthly	12,632.20	13,263.83	13,927.02	14,623.35	15,354.53
		Annual	151,586.45	159,165.97	167,124.26	175,480.24	184,254.30
L57	Haz	Hourly	68.9388	72.3858	76.0050	79.8052	83.7955
		Bi-weekly	5,515.10	5,790.86	6,080.40	6,384.42	6,703.64
		Monthly	11,949.39	12,546.87	13,174.20	13,832.90	14,524.55
		Annual	143,392.70	150,562.46	158,090.40	165,994.82	174,294.64
L60	Haz + Biling	Hourly	69.5953	73.0751	76.7288	80.5653	84.5935
		Bi-weekly	5,567.62	5,846.01	6,138.30	6,445.22	6,767.48
		Monthly	12,063.19	12,666.35	13,299.66	13,964.65	14,662.87
		Annual	144,758.22	151,996.21	159,595.90	167,575.82	175,954.48
L67	Bi-lingual - 1% of Base	Hourly	66.3126	69.6281	73.1096	76.7650	80.6033
		Bi-weekly	5,305.01	5,570.25	5,848.77	6,141.20	6,448.26
		Monthly	11,494.18	12,068.87	12,672.33	13,305.93	13,971.24
		Annual	137,930.21	144,826.45	152,067.97	159,671.20	167,654.86

CITY OF VALLEJO								
VPOA								
Salary Ranges								
Effective July 4, 2020								
Range			Entry					Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	POLICE OFFICER							
P00	BASE	Hourly	42.2783	44.3922	46.6118	48.9424	51.3895	53.9590
		Bi-weekly	3,382.26	3,551.38	3,728.94	3,915.39	4,111.16	4,316.72
		Monthly	7,328.23	7,694.65	8,079.38	8,483.35	8,907.52	9,352.89
		Annual	87,938.81	92,335.75	96,952.54	101,800.17	106,890.20	112,234.71
P01	Edu. 1	Hourly	43.5466	45.7240	48.0102	50.4107	52.9312	55.5778
		Bi-weekly	3,483.73	3,657.92	3,840.82	4,032.86	4,234.50	4,446.22
		Monthly	7,548.08	7,925.49	8,321.76	8,737.85	9,174.75	9,633.48
		Annual	90,576.98	95,105.83	99,861.12	104,854.18	110,096.97	115,601.82
P02	Edu. 1 + MC	Hourly	44.6036	46.8338	49.1754	51.6342	54.2159	56.9267
		Bi-weekly	3,568.29	3,746.70	3,934.03	4,130.74	4,337.27	4,554.14
		Monthly	7,731.29	8,117.85	8,523.74	8,949.93	9,397.42	9,867.30
		Annual	92,775.45	97,414.22	102,284.93	107,399.18	112,769.09	118,407.55
P03	Edu. 1 + Swat	Hourly	43.9694	46.1679	48.4763	50.9001	53.4451	56.1174
		Bi-weekly	3,517.55	3,693.43	3,878.10	4,072.01	4,275.61	4,489.39
		Monthly	7,621.36	8,002.43	8,402.55	8,822.68	9,263.82	9,727.01
		Annual	91,456.37	96,029.19	100,830.65	105,872.18	111,165.82	116,724.11
P04	Edu. 1 + Long 1	Hourly	45.6605	47.9436	50.3407	52.8578	55.5007	58.2757
		Bi-weekly	3,652.84	3,835.49	4,027.26	4,228.62	4,440.06	4,662.06
		Monthly	7,914.49	8,310.22	8,725.73	9,162.02	9,620.12	10,101.13
		Annual	94,973.91	99,722.61	104,708.74	109,944.18	115,441.44	121,213.51
P05	Edu. 1 + Long 2	Hourly	47.7745	50.1632	52.6713	55.3049	58.0701	60.9737
		Bi-weekly	3,821.96	4,013.06	4,213.70	4,424.39	4,645.61	4,877.89
		Monthly	8,280.91	8,694.95	9,129.70	9,586.18	10,065.49	10,568.77
		Annual	99,370.86	104,339.40	109,556.37	115,034.19	120,785.90	126,825.20
P06	Edu. 1 + Biling	Hourly	43.9694	46.1679	48.4763	50.9001	53.4451	56.1174
		Bi-weekly	3,517.55	3,693.43	3,878.10	4,072.01	4,275.61	4,489.39
		Monthly	7,621.36	8,002.43	8,402.55	8,822.68	9,263.82	9,727.01
		Annual	91,456.37	96,029.19	100,830.65	105,872.18	111,165.82	116,724.11
P07	Edu. 1 + MC + Swat	Hourly	45.0264	47.2777	49.6416	52.1236	54.7298	57.4663
		Bi-weekly	3,602.11	3,782.22	3,971.33	4,169.89	4,378.38	4,597.30
		Monthly	7,804.57	8,194.80	8,604.54	9,034.77	9,486.50	9,960.82
		Annual	93,654.84	98,337.58	103,254.46	108,417.18	113,837.94	119,529.84
P08	Edu. 1 + MC + Long 1	Hourly	46.7175	49.0534	51.5060	54.0813	56.7854	59.6246
		Bi-weekly	3,737.40	3,924.27	4,120.48	4,326.50	4,542.83	4,769.97
		Monthly	8,097.70	8,502.58	8,927.71	9,374.10	9,842.80	10,334.94
		Annual	97,172.39	102,031.01	107,132.56	112,489.19	118,113.56	124,019.24
P09	Edu. 1 + MC + Long 2	Hourly	48.8314	51.2730	53.8366	56.5285	59.3549	62.3227
		Bi-weekly	3,906.51	4,101.84	4,306.93	4,522.28	4,748.39	4,985.81
		Monthly	8,464.11	8,887.32	9,331.68	9,798.27	10,288.19	10,802.60
		Annual	101,569.33	106,647.80	111,980.19	117,579.20	123,458.24	129,631.16
P10	Edu. 1 + MC + Biling	Hourly	45.0264	47.2777	49.6416	52.1236	54.7298	57.4663
		Bi-weekly	3,602.11	3,782.22	3,971.33	4,169.89	4,378.38	4,597.30
		Monthly	7,804.57	8,194.80	8,604.54	9,034.77	9,486.50	9,960.82
		Annual	93,654.84	98,337.58	103,254.46	108,417.18	113,837.94	119,529.84
	POLICE OFFICER							
P11	Edu. 1 + Swat + Long 1	Hourly	46.0833	48.3875	50.8069	53.3472	56.0146	58.8153

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Bi-weekly	3,686.66	3,871.00	4,064.55	4,267.78	4,481.16	4,705.22
		Monthly	7,987.78	8,387.17	8,806.52	9,246.85	9,709.19	10,194.65
		Annual	95,853.31	100,645.98	105,678.28	110,962.19	116,510.28	122,335.80
P12	Edu. 1 + Swat + Long 2	Hourly	48.1972	50.6071	53.1375	55.7943	58.5840	61.5132
		Bi-weekly	3,855.78	4,048.57	4,251.00	4,463.54	4,686.72	4,921.06
		Monthly	8,354.19	8,771.90	9,210.49	9,671.02	10,154.56	10,662.29
		Annual	100,250.25	105,262.76	110,525.90	116,052.19	121,854.75	127,947.49
P13	Edu. 1 + Swat + Biling	Hourly	44.3922	46.6118	48.9424	51.3895	53.9590	56.6569
		Bi-weekly	3,551.38	3,728.94	3,915.39	4,111.16	4,316.72	4,532.55
		Monthly	7,694.65	8,079.38	8,483.35	8,907.52	9,352.89	9,820.53
		Annual	92,335.75	96,952.54	101,800.17	106,890.18	112,234.67	117,846.40
P14	Edu. 1 + Long 1 + Biling	Hourly	46.0833	48.3875	50.8069	53.3472	56.0146	58.8153
		Bi-weekly	3,686.66	3,871.00	4,064.55	4,267.78	4,481.16	4,705.22
		Monthly	7,987.78	8,387.17	8,806.52	9,246.85	9,709.19	10,194.65
		Annual	95,853.31	100,645.98	105,678.28	110,962.19	116,510.28	122,335.80
	POLICE OFFICER							
P15	Edu. 1 + Long 2 + Biling	Hourly	48.1972	50.6071	53.1375	55.7943	58.5840	61.5132
		Bi-weekly	3,855.78	4,048.57	4,251.00	4,463.54	4,686.72	4,921.06
		Monthly	8,354.19	8,771.90	9,210.49	9,671.02	10,154.56	10,662.29
		Annual	100,250.25	105,262.76	110,525.90	116,052.19	121,854.75	127,947.49
P16	Edu. 1 + MC + Swat + Long 1	Hourly	47.1403	49.4973	51.9722	54.5708	57.2993	60.1643
		Bi-weekly	3,771.22	3,959.78	4,157.78	4,365.66	4,583.95	4,813.14
		Monthly	8,170.98	8,579.53	9,008.51	9,458.93	9,931.89	10,428.48
		Annual	98,051.78	102,954.37	108,102.09	113,507.19	119,182.63	125,141.76
P17	Edu. 1 + MC + Swat + Long 2	Hourly	49.2542	51.7169	54.3027	57.0179	59.8688	62.8622
		Bi-weekly	3,940.34	4,137.35	4,344.22	4,561.43	4,789.50	5,028.98
		Monthly	8,537.39	8,964.26	9,412.48	9,883.10	10,377.26	10,896.12
		Annual	102,448.71	107,571.15	112,949.71	118,597.20	124,527.09	130,753.45
P18	Edu. 1 + MC + Swat + Biling	Hourly	45.4491	47.7216	50.1077	52.6131	55.2438	58.0059
		Bi-weekly	3,635.93	3,817.73	4,008.62	4,209.05	4,419.50	4,640.48
		Monthly	7,877.85	8,271.74	8,685.33	9,119.60	9,575.58	10,054.36
		Annual	94,534.22	99,260.93	104,223.98	109,435.18	114,907.01	120,652.36
P19	Edu. 1 + Swat + Long 1 + Biling	Hourly	46.5061	48.8314	51.2730	53.8366	56.5284	59.3549
		Bi-weekly	3,720.49	3,906.51	4,101.84	4,306.93	4,522.27	4,748.39
		Monthly	8,061.06	8,464.11	8,887.32	9,331.68	9,798.26	10,288.17
		Annual	96,732.70	101,569.33	106,647.80	111,980.19	117,579.13	123,458.09
P20	Edu. 1 + Swat + Long 2 + Biling	Hourly	48.6200	51.0510	53.6036	56.2838	59.0980	62.0529
		Bi-weekly	3,889.60	4,084.08	4,288.29	4,502.70	4,727.84	4,964.23
		Monthly	8,427.47	8,848.84	9,291.29	9,755.85	10,243.65	10,755.83
		Annual	101,129.64	106,186.12	111,495.43	117,070.20	122,923.82	129,070.01
P21	Edu. 2	Hourly	44.3922	46.6118	48.9424	51.3895	53.9590	56.6569
		Bi-weekly	3,551.38	3,728.94	3,915.39	4,111.16	4,316.72	4,532.55
		Monthly	7,694.65	8,079.38	8,483.35	8,907.52	9,352.89	9,820.53
		Annual	92,335.75	96,952.54	101,800.17	106,890.18	112,234.67	117,846.40
	POLICE OFFICER							
P22	Edu. 2 + MC	Hourly	45.4491	47.7216	50.1077	52.6131	55.2438	58.0059
		Bi-weekly	3,635.93	3,817.73	4,008.62	4,209.05	4,419.50	4,640.48
		Monthly	7,877.85	8,271.74	8,685.33	9,119.60	9,575.58	10,054.36
		Annual	94,534.22	99,260.93	104,223.98	109,435.18	114,907.01	120,652.36
P23	Edu. 2 + Swat	Hourly	44.8150	47.0557	49.4085	51.8789	54.4728	57.1965
		Bi-weekly	3,585.20	3,764.46	3,952.68	4,150.31	4,357.83	4,575.72

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Monthly	7,767.93	8,156.33	8,564.14	8,992.35	9,441.96	9,914.06
		Annual	93,215.14	97,875.90	102,769.70	107,908.18	113,303.52	118,968.69
P24	Edu. 2 + Long 1	Hourly	46.5061	48.8314	51.2730	53.8366	56.5284	59.3549
		Bi-weekly	3,720.49	3,906.51	4,101.84	4,306.93	4,522.27	4,748.39
		Monthly	8,061.06	8,464.11	8,887.32	9,331.68	9,798.26	10,288.17
		Annual	96,732.70	101,569.33	106,647.80	111,980.19	117,579.13	123,458.09
P25	Edu. 2 + Long 2	Hourly	48.6200	51.0510	53.6036	56.2838	59.0980	62.0529
		Bi-weekly	3,889.60	4,084.08	4,288.29	4,502.70	4,727.84	4,964.23
		Monthly	8,427.47	8,848.84	9,291.29	9,755.85	10,243.65	10,755.83
		Annual	101,129.64	106,186.12	111,495.43	117,070.20	122,923.82	129,070.01
P26	Edu. 2 + Biling	Hourly	44.8150	47.0557	49.4085	51.8789	54.4728	57.1965
		Bi-weekly	3,585.20	3,764.46	3,952.68	4,150.31	4,357.83	4,575.72
		Monthly	7,767.93	8,156.33	8,564.14	8,992.35	9,441.96	9,914.06
		Annual	93,215.14	97,875.90	102,769.70	107,908.18	113,303.52	118,968.69
P27	Edu. 2 + MC + Swat	Hourly	45.8719	48.1655	50.5738	53.1025	55.7576	58.5455
		Bi-weekly	3,669.75	3,853.24	4,045.90	4,248.20	4,460.61	4,683.64
		Monthly	7,951.13	8,348.69	8,766.13	9,204.43	9,664.66	10,147.89
		Annual	95,413.61	100,184.29	105,193.50	110,453.18	115,975.86	121,774.65
P28	Edu. 2 + MC + Long 1	Hourly	47.5631	49.9412	52.4383	55.0602	57.8132	60.7039
		Bi-weekly	3,805.05	3,995.30	4,195.06	4,404.82	4,625.06	4,856.31
		Monthly	8,244.26	8,656.48	9,089.30	9,543.77	10,020.96	10,522.00
		Annual	98,931.16	103,877.72	109,071.61	114,525.19	120,251.48	126,264.05
P29	Edu. 2 + MC + Long 2	Hourly	49.6770	52.1608	54.7689	57.5073	60.3827	63.4018
		Bi-weekly	3,974.16	4,172.86	4,381.51	4,600.58	4,830.61	5,072.14
		Monthly	8,610.68	9,041.21	9,493.27	9,967.93	10,466.33	10,989.65
		Annual	103,328.10	108,494.51	113,919.24	119,615.20	125,595.94	131,875.74
P30	Edu. 2 + MC + Biling	Hourly	45.8719	48.1655	50.5738	53.1025	55.7576	58.5455
		Bi-weekly	3,669.75	3,853.24	4,045.90	4,248.20	4,460.61	4,683.64
		Monthly	7,951.13	8,348.69	8,766.13	9,204.43	9,664.66	10,147.89
		Annual	95,413.61	100,184.29	105,193.50	110,453.18	115,975.86	121,774.65
P31	Edu. 2 + Swat + Long 1	Hourly	46.9289	49.2753	51.7391	54.3261	57.0424	59.8945
		Bi-weekly	3,754.31	3,942.02	4,139.13	4,346.09	4,563.39	4,791.56
		Monthly	8,134.34	8,541.06	8,968.11	9,416.52	9,887.35	10,381.72
		Annual	97,612.09	102,492.69	107,617.32	112,998.19	118,648.20	124,580.61
P32	Edu. 2 + Swat + Long 2	Hourly	49.0428	51.4949	54.0697	56.7732	59.6119	62.5925
		Bi-weekly	3,923.42	4,119.59	4,325.58	4,541.86	4,768.95	5,007.40
		Monthly	8,500.75	8,925.79	9,372.08	9,840.68	10,332.72	10,849.36
		Annual	102,009.03	107,109.48	112,464.95	118,088.20	123,992.67	130,192.30
	POLICE OFFICER							
P33	Edu. 2 + Swat + Biling	Hourly	45.2378	47.4996	49.8746	52.3684	54.9868	57.7362
		Bi-weekly	3,619.02	3,799.97	3,989.97	4,189.47	4,398.95	4,618.89
		Monthly	7,841.21	8,233.27	8,644.94	9,077.18	9,531.05	10,007.60
		Annual	94,094.53	98,799.26	103,739.22	108,926.18	114,372.59	120,091.21
P34	Edu. 2 + Long 1 + Biling	Hourly	46.9289	49.2753	51.7391	54.3261	57.0424	59.8945
		Bi-weekly	3,754.31	3,942.02	4,139.13	4,346.09	4,563.39	4,791.56
		Monthly	8,134.34	8,541.06	8,968.11	9,416.52	9,887.35	10,381.72
		Annual	97,612.09	102,492.69	107,617.32	112,998.19	118,648.20	124,580.61
P35	Edu. 2 + Long 2 + Biling	Hourly	49.0428	51.4949	54.0697	56.7732	59.6119	62.5925
		Bi-weekly	3,923.42	4,119.59	4,325.58	4,541.86	4,768.95	5,007.40
		Monthly	8,500.75	8,925.79	9,372.08	9,840.68	10,332.72	10,849.36

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Annual	102,009.03	107,109.48	112,464.95	118,088.20	123,992.67	130,192.30
P36	Edu. 2 + MC + Swat + Long 1	Hourly	47.9858	50.3851	52.9044	55.5496	58.3271	61.2434
		Bi-weekly	3,838.86	4,030.81	4,232.35	4,443.97	4,666.17	4,899.47
		Monthly	8,317.55	8,733.42	9,170.09	9,628.60	10,110.03	10,615.53
		Annual	99,810.55	104,801.08	110,041.13	115,543.19	121,320.33	127,386.34
P37	Edu. 2 + MC + Swat + Long 2	Hourly	50.0998	52.6047	55.2350	57.9967	60.8965	63.9414
		Bi-weekly	4,007.98	4,208.38	4,418.80	4,639.74	4,871.72	5,115.31
		Monthly	8,683.96	9,118.16	9,574.06	10,052.77	10,555.40	11,083.17
		Annual	104,207.50	109,417.87	114,888.76	120,633.20	126,664.79	132,998.03
P38	Edu. 2 + MC + Swat + Biling	Hourly	46.2947	48.6095	51.0399	53.5919	56.2715	59.0851
		Bi-weekly	3,703.58	3,888.76	4,083.19	4,287.35	4,501.72	4,726.81
		Monthly	8,024.42	8,425.64	8,846.92	9,289.27	9,753.73	10,241.41
		Annual	96,293.01	101,107.66	106,163.04	111,471.19	117,044.71	122,896.95
P39	Edu. 2 + Swat + Long 1 + Biling	Hourly	47.3517	49.7193	52.2052	54.8155	57.5563	60.4341
		Bi-weekly	3,788.14	3,977.54	4,176.42	4,385.24	4,604.50	4,834.73
		Monthly	8,207.62	8,618.00	9,048.90	9,501.35	9,976.42	10,475.24
		Annual	98,491.48	103,416.05	108,586.85	114,016.19	119,717.05	125,702.90
P40	Edu. 2 + Swat + Long 2 + Biling	Hourly	49.4656	51.9389	54.5358	57.2626	60.1257	63.1320
		Bi-weekly	3,957.25	4,155.11	4,362.86	4,581.01	4,810.06	5,050.56
		Monthly	8,574.04	9,002.74	9,452.87	9,925.52	10,421.79	10,942.88
		Annual	102,888.42	108,032.84	113,434.48	119,106.20	125,061.52	131,314.59
P41	MC	Hourly	43.3352	45.5020	47.7771	50.1659	52.6742	55.3079
		Bi-weekly	3,466.82	3,640.16	3,822.17	4,013.27	4,213.94	4,424.63
		Monthly	7,511.44	7,887.01	8,281.36	8,695.43	9,130.19	9,586.70
		Annual	90,137.28	94,644.14	99,376.35	104,345.17	109,562.33	115,040.44
P42	MC + Swat	Hourly	43.7580	45.9459	48.2432	50.6554	53.1882	55.8476
		Bi-Weekly	3,500.64	3,675.67	3,859.46	4,052.43	4,255.05	4,467.81
		Monthly	7,584.72	7,963.96	8,362.16	8,780.27	9,219.28	9,680.25
		Annual	91,016.68	95,567.51	100,345.89	105,363.18	110,631.39	116,162.96
P43	MC + Long 1	Hourly	45.4491	47.7216	50.1077	52.6131	55.2438	58.0059
		Bi-Weekly	3,635.93	3,817.73	4,008.62	4,209.05	4,419.50	4,640.48
		Monthly	7,877.85	8,271.74	8,685.33	9,119.60	9,575.58	10,054.36
		Annual	94,534.22	99,260.93	104,223.98	109,435.18	114,907.01	120,652.36
	POLICE OFFICER							
P44	MC + Long 2	Hourly	47.5631	49.9412	52.4383	55.0602	57.8132	60.7039
		Bi-Weekly	3,805.05	3,995.30	4,195.06	4,404.82	4,625.06	4,856.31
		Monthly	8,244.26	8,656.48	9,089.30	9,543.77	10,020.96	10,522.00
		Annual	98,931.16	103,877.72	109,071.61	114,525.19	120,251.48	126,264.05
P45	MC + Biling	Hourly	43.7580	45.9459	48.2432	50.6554	53.1882	55.8476
		Bi-Weekly	3,500.64	3,675.67	3,859.46	4,052.43	4,255.05	4,467.81
		Monthly	7,584.72	7,963.96	8,362.16	8,780.27	9,219.28	9,680.25
		Annual	91,016.68	95,567.51	100,345.89	105,363.18	110,631.39	116,162.96
P46	MC + Swat + Long 1	Hourly	45.8719	48.1655	50.5738	53.1025	55.7576	58.5455
		Bi-Weekly	3,669.75	3,853.24	4,045.90	4,248.20	4,460.61	4,683.64
		Monthly	7,951.13	8,348.69	8,766.13	9,204.43	9,664.66	10,147.89
		Annual	95,413.61	100,184.29	105,193.50	110,453.18	115,975.86	121,774.65
P47	MC + Swat + Long 2	Hourly	47.9858	50.3851	52.9044	55.5496	58.3271	61.2434
		Bi-Weekly	3,838.86	4,030.81	4,232.35	4,443.97	4,666.17	4,899.47
		Monthly	8,317.55	8,733.42	9,170.09	9,628.60	10,110.03	10,615.53
		Annual	99,810.55	104,801.08	110,041.13	115,543.19	121,320.33	127,386.34

<i>Range Number</i>	<i>Classification Title</i>		<i>Entry Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Maximum Step 6</i>
P48	MC + Swat + Biling	Hourly	44.1808	46.3898	48.7093	51.1448	53.7020	56.3871
		Bi-Weekly	3,534.46	3,711.18	3,896.74	4,091.58	4,296.16	4,510.97
		Monthly	7,658.01	8,040.91	8,442.95	8,865.10	9,308.35	9,773.77
		Annual	91,896.07	96,490.87	101,315.41	106,381.18	111,700.24	117,285.26
P49	MC + Long 1 + Biling	Hourly	45.8719	48.1655	50.5738	53.1025	55.7576	58.5455
		Bi-Weekly	3,669.75	3,853.24	4,045.90	4,248.20	4,460.61	4,683.64
		Monthly	7,951.13	8,348.69	8,766.13	9,204.43	9,664.66	10,147.89
		Annual	95,413.61	100,184.29	105,193.50	110,453.18	115,975.86	121,774.65
P50	MC + Long 2 + Biling	Hourly	47.9858	50.3851	52.9044	55.5496	58.3271	61.2434
		Bi-Weekly	3,838.86	4,030.81	4,232.35	4,443.97	4,666.17	4,899.47
		Monthly	8,317.55	8,733.42	9,170.09	9,628.60	10,110.03	10,615.53
		Annual	99,810.55	104,801.08	110,041.13	115,543.19	121,320.33	127,386.34
P51	MC + Swat + Long 1 + Biling	Hourly	46.2947	48.6095	51.0399	53.5919	56.2715	59.0851
		Bi-Weekly	3,703.58	3,888.76	4,083.19	4,287.35	4,501.72	4,726.81
		Monthly	8,024.42	8,425.64	8,846.92	9,289.27	9,753.73	10,241.41
		Annual	96,293.01	101,107.66	106,163.04	111,471.19	117,044.71	122,896.95
P52	MC + Swat + Long 2 + Biling	Hourly	48.4086	50.8291	53.3705	56.0390	58.8410	61.7830
		Bi-Weekly	3,872.69	4,066.33	4,269.64	4,483.12	4,707.28	4,942.64
		Monthly	8,390.83	8,810.37	9,250.89	9,713.43	10,199.10	10,709.05
		Annual	100,689.94	105,724.44	111,010.66	116,561.19	122,389.18	128,508.63
P53	Swat	Hourly	42.7011	44.8361	47.0779	49.4318	51.9034	54.4986
		Bi-weekly	3,416.09	3,586.89	3,766.23	3,954.54	4,152.27	4,359.88
		Monthly	7,401.52	7,771.59	8,160.17	8,568.18	8,996.59	9,446.42
		Annual	88,818.20	93,259.11	97,922.07	102,818.17	107,959.05	113,357.00
P54	Swat + Long 1	Hourly	44.8150	47.0557	49.4085	51.8789	54.4728	57.1965
		Bi-Weekly	3,585.20	3,764.46	3,952.68	4,150.31	4,357.83	4,575.72
		Monthly	7,767.93	8,156.33	8,564.14	8,992.35	9,441.96	9,914.06
		Annual	93,215.14	97,875.90	102,769.70	107,908.18	113,303.52	118,968.69
	POLICE OFFICER							
P55	Swat + Long 2	Hourly	46.9289	49.2753	51.7391	54.3261	57.0424	59.8945
		Bi-Weekly	3,754.31	3,942.02	4,139.13	4,346.09	4,563.39	4,791.56
		Monthly	8,134.34	8,541.06	8,968.11	9,416.52	9,887.35	10,381.72
		Annual	97,612.09	102,492.69	107,617.32	112,998.19	118,648.20	124,580.61
P56	Swat + Biling	Hourly	43.1238	45.2800	47.5440	49.9212	52.4173	55.0381
		Bi-Weekly	3,449.90	3,622.40	3,803.52	3,993.70	4,193.38	4,403.05
		Monthly	7,474.80	7,848.54	8,240.97	8,653.01	9,085.66	9,539.94
		Annual	89,697.59	94,182.47	98,891.59	103,836.17	109,027.90	114,479.30
P57	Swat + Long 1 + Biling	Hourly	45.2378	47.4996	49.8746	52.3684	54.9868	57.7362
		Bi-Weekly	3,619.02	3,799.97	3,989.97	4,189.47	4,398.95	4,618.89
		Monthly	7,841.21	8,233.27	8,644.94	9,077.18	9,531.05	10,007.60
		Annual	94,094.53	98,799.26	103,739.22	108,926.18	114,372.59	120,091.21
P58	Swat + Long 2 + Biling	Hourly	47.3517	49.7193	52.2052	54.8155	57.5563	60.4341
		Bi-Weekly	3,788.14	3,977.54	4,176.42	4,385.24	4,604.50	4,834.73
		Monthly	8,207.62	8,618.00	9,048.90	9,501.35	9,976.42	10,475.24
		Annual	98,491.48	103,416.05	108,586.85	114,016.19	119,717.05	125,702.90
P59	Long 1	Hourly	44.3922	46.6118	48.9424	51.3895	53.9590	56.6569
		Bi-weekly	3,551.38	3,728.94	3,915.39	4,111.16	4,316.72	4,532.55
		Monthly	7,694.65	8,079.38	8,483.35	8,907.52	9,352.89	9,820.53
		Annual	92,335.75	96,952.54	101,800.17	106,890.18	112,234.67	117,846.40

<i>Range Number</i>	<i>Classification Title</i>		<i>Entry Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Maximum Step 6</i>
P60	Long 1 + Biling	Hourly	44.8150	47.0557	49.4085	51.8789	54.4728	57.1965
		Bi-Weekly	3,585.20	3,764.46	3,952.68	4,150.31	4,357.83	4,575.72
		Monthly	7,767.93	8,156.33	8,564.14	8,992.35	9,441.96	9,914.06
		Annual	93,215.14	97,875.90	102,769.70	107,908.18	113,303.52	118,968.69
P61	Long 2	Hourly	46.5061	48.8314	51.2730	53.8366	56.5284	59.3549
		Bi-weekly	3,720.49	3,906.51	4,101.84	4,306.93	4,522.27	4,748.39
		Monthly	8,061.06	8,464.11	8,887.32	9,331.68	9,798.26	10,288.17
		Annual	96,732.70	101,569.33	106,647.80	111,980.19	117,579.13	123,458.09
P62	Long 2 + Biling	Hourly	46.9289	49.2753	51.7391	54.3261	57.0424	59.8945
		Bi-Weekly	3,754.31	3,942.02	4,139.13	4,346.09	4,563.39	4,791.56
		Monthly	8,134.34	8,541.06	8,968.11	9,416.52	9,887.35	10,381.72
		Annual	97,612.09	102,492.69	107,617.32	112,998.19	118,648.20	124,580.61
P63	Biling	Hourly	42.7011	44.8361	47.0779	49.4318	51.9034	54.4986
		Bi-weekly	3,416.09	3,586.89	3,766.23	3,954.54	4,152.27	4,359.88
		Monthly	7,401.52	7,771.59	8,160.17	8,568.18	8,996.59	9,446.42
		Annual	88,818.20	93,259.11	97,922.07	102,818.17	107,959.05	113,357.00
	CORPORAL							
R00	BASE	Hourly				52.3685	54.9869	57.7363
		Bi-weekly				4,189.48	4,398.95	4,618.90
		Monthly				9,077.21	9,531.07	10,007.62
		Annual				108,926.56	114,372.80	120,091.44
R01	Edu. 1	Hourly				53.9395	56.6365	59.4683
		Bi-weekly				4,315.16	4,530.92	4,757.46
		Monthly				9,349.52	9,816.99	10,307.84
		Annual				112,194.26	117,803.87	123,694.06
R02	Edu. 1 + MC	Hourly				55.2487	58.0111	60.9117
		Bi-weekly				4,419.90	4,640.89	4,872.94
		Monthly				9,576.44	10,055.26	10,558.03
		Annual				114,917.28	120,663.16	126,696.32
R03	Edu. 1 + Swat	Hourly				54.4633	57.1865	60.0458
		Bi-weekly				4,357.06	4,574.92	4,803.66
		Monthly				9,440.30	9,912.32	10,407.94
		Annual				113,283.64	118,947.85	124,895.24
R04	Edu. 1 + Long 1	Hourly				56.5580	59.3859	62.3552
		Bi-weekly				4,524.64	4,750.87	4,988.42
		Monthly				9,803.39	10,293.56	10,808.23
		Annual				117,640.72	123,522.67	129,698.81
R05	Edu. 1 + Long 2	Hourly				59.1763	62.1351	65.2419
		Bi-weekly				4,734.10	4,970.81	5,219.35
		Monthly				10,257.23	10,770.09	11,308.59
		Annual				123,086.75	129,241.04	135,703.09
R06	Edu. 1 + Biling	Hourly				54.4633	57.1865	60.0458
		Bi-weekly				4,357.06	4,574.92	4,803.66
		Monthly				9,440.30	9,912.32	10,407.94
		Annual				113,283.64	118,947.85	124,895.24
R07	Edu. 1 + MC + Swat	Hourly				55.7724	58.5610	61.4891
		Bi-weekly				4,461.79	4,684.88	4,919.13
		Monthly				9,667.22	10,150.58	10,658.11
		Annual				116,006.65	121,806.92	127,897.27
R08	Edu. 1 + MC + Long 1	Hourly				57.8671	60.7605	63.7985

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Bi-weekly				4,629.37	4,860.84	5,103.88
		Monthly				10,030.29	10,531.81	11,058.40
		Annual				120,363.52	126,381.75	132,700.83
R09	Edu. 1 + MC + Long 2	Hourly				60.4855	63.5098	66.6853
		Bi-weekly				4,838.84	5,080.78	5,334.82
		Monthly				10,484.15	11,008.36	11,558.78
		Annual				125,809.76	132,100.33	138,705.35
R10	Edu. 1 + MC + Biling	Hourly				55.7724	58.5610	61.4891
		Bi-weekly				4,461.79	4,684.88	4,919.13
		Monthly				9,667.22	10,150.58	10,658.11
		Annual				116,006.65	121,806.92	127,897.27
	CORPORAL							
R11	Edu. 1 + Swat + Long 1	Hourly				57.0818	59.9359	62.9327
		Bi-weekly				4,566.54	4,794.87	5,034.61
		Monthly				9,894.18	10,388.89	10,908.33
		Annual				118,730.10	124,666.65	130,899.98
R12	Edu. 1 + Swat + Long 2	Hourly				59.7001	62.6851	65.8194
		Bi-weekly				4,776.01	5,014.81	5,265.55
		Monthly				10,348.01	10,865.42	11,408.69
		Annual				124,176.12	130,385.02	136,904.27
R13	Edu. 1 + Swat + Biling	Hourly				54.9869	57.7362	60.6231
		Bi-weekly				4,398.95	4,618.90	4,849.84
		Monthly				9,531.07	10,007.62	10,508.00
		Annual				114,372.80	120,091.39	126,095.96
R14	Edu. 1 + Long 1 + Biling	Hourly				57.0818	59.9359	62.9327
		Bi-weekly				4,566.54	4,794.87	5,034.61
		Monthly				9,894.18	10,388.89	10,908.33
		Annual				118,730.10	124,666.65	130,899.98
R15	Edu. 1 + Long 2 + Biling	Hourly				59.7001	62.6851	65.8194
		Bi-weekly				4,776.01	5,014.81	5,265.55
		Monthly				10,348.01	10,865.42	11,408.69
		Annual				124,176.12	130,385.02	136,904.27
R16	Edu. 1 + MC + Swat + Long 1	Hourly				58.3910	61.3106	64.3761
		Bi-weekly				4,671.28	4,904.84	5,150.09
		Monthly				10,121.11	10,627.16	11,158.52
		Annual				121,453.33	127,525.94	133,902.24
R17	Edu. 1 + MC + Swat + Long 2	Hourly				61.0092	64.0597	67.2626
		Bi-weekly				4,880.74	5,124.77	5,381.01
		Monthly				10,574.93	11,103.67	11,658.86
		Annual				126,899.14	133,244.09	139,906.30
R18	Edu. 1 + MC + Swat + Biling	Hourly				56.2961	59.1109	62.0665
		Bi-weekly				4,503.69	4,728.87	4,965.32
		Monthly				9,757.99	10,245.89	10,758.18
		Annual				117,095.82	122,950.68	129,098.22
R19	Edu. 1 + Swat + Long 1 + Biling	Hourly				60.2239	63.2351	66.3968
		Bi-weekly				4,817.91	5,058.81	5,311.75
		Monthly				10,438.81	10,960.75	11,508.79
		Annual				125,265.72	131,529.00	138,105.45
R20	Edu. 1 + Swat + Long 2 + Biling	Hourly				57.6053	60.4856	63.5098
		Bi-weekly				4,608.42	4,838.85	5,080.79

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Monthly				9,984.92	10,484.16	11,008.37
		Annual				119,819.04	125,809.98	132,100.47
R21	Edu. 2	Hourly				54.9869	57.7362	60.6231
		Bi-weekly				4,398.95	4,618.90	4,849.84
		Monthly				9,531.07	10,007.62	10,508.00
		Annual				114,372.80	120,091.39	126,095.96
	CORPORAL							
R22	Edu. 2 + MC	Hourly				56.2961	59.1109	62.0665
		Bi-weekly				4,503.69	4,728.87	4,965.32
		Monthly				9,757.99	10,245.89	10,758.18
		Annual				117,095.82	122,950.68	129,098.22
R23	Edu. 2 + Swat	Hourly				55.5106	58.2861	61.2004
		Bi-weekly				4,440.85	4,662.89	4,896.03
		Monthly				9,621.83	10,102.93	10,608.08
		Annual				115,461.96	121,235.15	127,296.91
R24	Edu. 2 + Long 1	Hourly				57.6053	60.4856	63.5098
		Bi-weekly				4,608.42	4,838.85	5,080.79
		Monthly				9,984.92	10,484.16	11,008.37
		Annual				119,819.04	125,809.98	132,100.47
R25	Edu. 2 + Long 2	Hourly				60.2239	63.2351	66.3968
		Bi-weekly				4,817.91	5,058.81	5,311.75
		Monthly				10,438.81	10,960.75	11,508.79
		Annual				125,265.72	131,529.00	138,105.45
R26	Edu. 2 + Biling	Hourly				55.5106	58.2861	61.2004
		Bi-weekly				4,440.85	4,662.89	4,896.03
		Monthly				9,621.83	10,102.93	10,608.08
		Annual				115,461.96	121,235.15	127,296.91
R27	Edu. 2 + MC + Swat	Hourly				56.8197	59.6607	62.6437
		Bi-weekly				4,545.58	4,772.85	5,011.50
		Monthly				9,848.75	10,341.19	10,858.24
		Annual				118,184.98	124,094.22	130,298.94
R28	Edu. 2 + MC + Long 1	Hourly				58.9145	61.8602	64.9532
		Bi-weekly				4,713.16	4,948.82	5,196.26
		Monthly				10,211.84	10,722.44	11,258.56
		Annual				122,542.06	128,669.27	135,102.73
R29	Edu. 2 + MC + Long 2	Hourly				61.5329	64.6095	67.8400
		Bi-weekly				4,922.63	5,168.76	5,427.20
		Monthly				10,665.71	11,198.99	11,758.94
		Annual				127,988.52	134,387.85	141,107.25
R30	Edu. 2 + MC + Biling	Hourly				56.8197	59.6607	62.6437
		Bi-weekly				4,545.58	4,772.85	5,011.50
		Monthly				9,848.75	10,341.19	10,858.24
		Annual				118,184.98	124,094.22	130,298.94
R31	Edu. 2 + Swat + Long 1	Hourly				58.1289	61.0353	64.0871
		Bi-weekly				4,650.31	4,882.83	5,126.97
		Monthly				10,075.68	10,579.46	11,108.43
		Annual				120,908.21	126,953.52	133,301.19
R32	Edu. 2 + Swat + Long 2	Hourly				60.7473	63.7847	66.9739
		Bi-weekly				4,859.78	5,102.77	5,357.91
		Monthly				10,529.54	11,056.01	11,608.81

<i>Range Number</i>	<i>Classification Title</i>		<i>Entry Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Maximum Step 6</i>
		Annual				126,354.45	132,672.10	139,305.71
	CORPORAL							
R33	Edu. 2 + Swat + Biling	Hourly				56.0343	58.8360	61.7778
		Bi-weekly				4,482.74	4,706.88	4,942.23
		Monthly				9,712.61	10,198.24	10,708.15
		Annual				116,551.34	122,378.91	128,497.86
R34	Edu. 2 + Long 1 + Biling	Hourly				58.1289	61.0353	64.0871
		Bi-weekly				4,650.31	4,882.83	5,126.97
		Monthly				10,075.68	10,579.46	11,108.43
		Annual				120,908.21	126,953.52	133,301.19
R35	Edu. 2 + Long 2 + Biling	Hourly				60.7473	63.7847	66.9739
		Bi-weekly				4,859.78	5,102.77	5,357.91
		Monthly				10,529.54	11,056.01	11,608.81
		Annual				126,354.45	132,672.10	139,305.71
R36	Edu. 2 + MC + Swat + Long 1	Hourly				59.4381	62.4100	65.5305
		Bi-weekly				4,755.05	4,992.80	5,242.44
		Monthly				10,302.60	10,817.73	11,358.62
		Annual				123,631.22	129,812.81	136,303.45
R37	Edu. 2 + MC + Swat + Long 2	Hourly				62.0567	65.1595	68.4175
		Bi-weekly				4,964.54	5,212.76	5,473.40
		Monthly				10,756.49	11,294.32	11,859.04
		Annual				129,077.89	135,531.83	142,308.42
R38	Edu. 2 + MC + Swat + Biling	Hourly				57.3435	60.2107	63.2212
		Bi-weekly				4,587.48	4,816.85	5,057.70
		Monthly				9,939.55	10,436.52	10,958.34
		Annual				119,274.57	125,238.20	131,500.11
R39	Edu. 2 + Swat + Long 1 + Biling	Hourly				58.6528	61.5854	64.6647
		Bi-weekly				4,692.22	4,926.84	5,173.18
		Monthly				10,166.48	10,674.81	11,208.55
		Annual				121,997.80	128,097.72	134,502.60
R40	Edu. 2 + Swat + Long 2 + Biling	Hourly				61.2712	64.3348	67.5515
		Bi-weekly				4,901.70	5,146.78	5,404.12
		Monthly				10,620.34	11,151.36	11,708.93
		Annual				127,444.04	133,816.30	140,507.12
R41	MC	Hourly				53.6777	56.3616	59.1797
		Bi-weekly				4,294.22	4,508.93	4,734.37
		Monthly				9,304.13	9,769.34	10,257.81
		Annual				111,649.57	117,232.10	123,093.70
R42	MC + Swat	Hourly				54.2014	56.9115	59.7570
		Bi-Weekly				4,336.11	4,552.92	4,780.56
		Monthly				9,394.91	9,864.65	10,357.89
		Annual				112,738.95	118,375.86	124,294.65
R43	MC + Long 1	Hourly				56.2961	59.1109	62.0665
		Bi-Weekly				4,503.69	4,728.87	4,965.32
		Monthly				9,757.99	10,245.89	10,758.18
		Annual				117,095.82	122,950.68	129,098.22
	CORPORAL							
R44	MC + Long 2	Hourly				58.9145	61.8602	64.9532
		Bi-Weekly				4,713.16	4,948.82	5,196.26
		Monthly				10,211.84	10,722.44	11,258.56
		Annual				122,542.06	128,669.27	135,102.73

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
R45	MC + Biling	Hourly				54,2014	56.9115	59.7570
		Bi-Weekly				4,336.11	4,552.92	4,780.56
		Monthly				9,394.91	9,864.65	10,357.89
		Annual				112,738.95	118,375.86	124,294.65
R46	MC + Swat + Long 1	Hourly				56.8197	59.6607	62.6437
		Bi-Weekly				4,545.58	4,772.85	5,011.50
		Monthly				9,848.75	10,341.19	10,858.24
		Annual				118,184.98	124,094.22	130,298.94
R47	MC + Swat + Long 2	Hourly				59.4381	62.4100	65.5305
		Bi-Weekly				4,755.05	4,992.80	5,242.44
		Monthly				10,302.60	10,817.73	11,358.62
		Annual				123,631.22	129,812.81	136,303.45
R48	MC + Swat + Biling	Hourly				54.7251	57.4614	60.3344
		Bi-Weekly				4,378.01	4,596.91	4,826.75
		Monthly				9,485.68	9,959.97	10,457.97
		Annual				113,828.11	119,519.62	125,495.60
R49	MC + Long 1 + Biling	Hourly				56.8197	59.6607	62.6437
		Bi-Weekly				4,545.58	4,772.85	5,011.50
		Monthly				9,848.75	10,341.19	10,858.24
		Annual				118,184.98	124,094.22	130,298.94
R50	MC + Long 2 + Biling	Hourly				59.4381	62.4100	65.5305
		Bi-Weekly				4,755.05	4,992.80	5,242.44
		Monthly				10,302.60	10,817.73	11,358.62
		Annual				123,631.22	129,812.81	136,303.45
R51	MC + Swat + Long 1 + Biling	Hourly				57.3435	60.2107	63.2212
		Bi-Weekly				4,587.48	4,816.85	5,057.70
		Monthly				9,939.55	10,436.52	10,958.34
		Annual				119,274.57	125,238.20	131,500.11
R52	MC + Swat + Long 2 + Biling	Hourly				59.9620	62.9601	66.1081
		Bi-Weekly				4,796.96	5,036.81	5,288.65
		Monthly				10,393.42	10,913.08	11,458.74
		Annual				124,721.03	130,957.01	137,504.86
R53	Swat	Hourly				52.8922	55.5368	58.3137
		Bi-weekly				4,231.38	4,442.94	4,665.09
		Monthly				9,167.98	9,626.38	10,107.70
		Annual				110,015.72	115,516.56	121,292.39
R54	Swat + Long 1	Hourly				55.5106	58.2861	61.2004
		Bi-Weekly				4,440.85	4,662.89	4,896.03
		Monthly				9,621.83	10,102.93	10,608.08
		Annual				115,461.96	121,235.15	127,296.91
	CORPORAL							
R55	Swat + Long 2	Hourly				58.1289	61.0353	64.0871
		Bi-Weekly				4,650.31	4,882.83	5,126.97
		Monthly				10,075.68	10,579.46	11,108.43
		Annual				120,908.21	126,953.52	133,301.19
R56	Swat + Biling	Hourly				53.4159	56.0867	58.8910
		Bi-Weekly				4,273.27	4,486.94	4,711.28
		Monthly				9,258.76	9,721.69	10,207.78
		Annual				111,105.10	116,660.33	122,493.34

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
R57	Swat + Long 1 + Biling	Hourly				56.0343	58.8360	61.7778
		Bi-Weekly				4,482.74	4,706.88	4,942.23
		Monthly				9,712.61	10,198.24	10,708.15
		Annual				116,551.34	122,378.91	128,497.86
R58	Swat + Long 2 + Biling	Hourly				58.6528	61.5854	64.6647
		Bi-Weekly				4,692.22	4,926.84	5,173.18
		Monthly				10,166.48	10,674.81	11,208.55
		Annual				121,997.80	128,097.72	134,502.60
R59	Long 1	Hourly				54.9869	57.7362	60.6231
		Bi-weekly				4,398.95	4,618.90	4,849.84
		Monthly				9,531.07	10,007.62	10,508.00
		Annual				114,372.80	120,091.39	126,095.96
R60	Biling + Long 1	Hourly				55.5106	58.2861	61.2004
		Bi-Weekly				4,440.85	4,662.89	4,896.03
		Monthly				9,621.83	10,102.93	10,608.08
		Annual				115,461.96	121,235.15	127,296.91
R61	Long 2	Hourly				57.6053	60.4856	63.5098
		Bi-weekly				4,608.42	4,838.85	5,080.79
		Monthly				9,984.92	10,484.16	11,008.37
		Annual				119,819.04	125,809.98	132,100.47
R62	Biling + Long 2	Hourly				55.5106	58.2861	61.2004
		Bi-Weekly				4,440.85	4,662.89	4,896.03
		Monthly				9,621.83	10,102.93	10,608.08
		Annual				115,461.96	121,235.15	127,296.91
R63	Biling	Hourly				52.8922	55.5368	58.3137
		Bi-weekly				4,231.38	4,442.94	4,665.09
		Monthly				9,167.98	9,626.38	10,107.70
		Annual				110,015.72	115,516.56	121,292.39
	Police Sergeant							
T00	BASE	Hourly	50.7035	53.2387	55.9006	58.6956	61.6304	64.7119
		Bi-weekly	4,056.28	4,259.10	4,472.05	4,695.65	4,930.43	5,176.95
		Monthly	8,788.61	9,228.04	9,689.44	10,173.91	10,682.60	11,216.73
		Annual	105,463.27	110,736.43	116,273.25	122,086.91	128,191.19	134,600.75
T01	Edu. 1	Hourly	52.2246	54.8358	57.5776	60.4565	63.4793	66.6533
		Bi-weekly	4,177.97	4,386.86	4,606.21	4,836.52	5,078.35	5,332.26
		Monthly	9,052.26	9,504.88	9,980.12	10,479.13	11,003.08	11,553.24
		Annual	108,627.16	114,058.52	119,761.45	125,749.52	132,037.00	138,638.85
T02	Edu. 1 + MC	Hourly	53.4922	56.1668	58.9751	61.9239	65.0201	68.2711
		Bi-weekly	4,279.38	4,493.34	4,718.01	4,953.91	5,201.61	5,461.69
		Monthly	9,271.98	9,735.58	10,222.36	10,733.47	11,270.15	11,833.66
		Annual	111,263.74	116,826.93	122,668.28	128,801.69	135,241.80	142,003.89
T03	Edu. 1 + Swat	Hourly	52.7316	55.3682	58.1366	61.0435	64.0957	67.3005
		Bi-weekly	4,218.53	4,429.46	4,650.93	4,883.48	5,127.65	5,384.04
		Monthly	9,140.15	9,597.16	10,077.02	10,580.87	11,109.92	11,665.41
		Annual	109,681.80	115,165.89	120,924.18	126,970.39	133,319.00	139,984.95
T04	Edu. 1 + Long 1	Hourly	54.7598	57.4978	60.3726	63.3913	66.5609	69.8889
		Bi-weekly	4,380.78	4,599.82	4,829.81	5,071.30	5,324.87	5,591.11
		Monthly	9,491.69	9,966.28	10,464.59	10,987.82	11,537.22	12,114.08
		Annual	113,900.31	119,595.33	125,575.10	131,853.86	138,446.60	145,368.93

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
T05	Edu. 1 + Long 2	Hourly	57.2949	60.1597	63.1677	66.3261	69.6424	73.1245
		Bi-weekly	4,583.59	4,812.78	5,053.42	5,306.09	5,571.39	5,849.96
		Monthly	9,931.12	10,427.68	10,949.06	11,496.52	12,071.35	12,674.92
		Annual	119,173.49	125,132.16	131,388.77	137,958.21	144,856.20	152,099.01
T06	Edu. 1 + Biling	Hourly	52.7316	55.3682	58.1366	61.0435	64.0957	67.3005
		Bi-weekly	4,218.53	4,429.46	4,650.93	4,883.48	5,127.65	5,384.04
		Monthly	9,140.15	9,597.16	10,077.02	10,580.87	11,109.92	11,665.41
		Annual	109,681.80	115,165.89	120,924.18	126,970.39	133,319.00	139,984.95
T07	Edu. 1 + MC + Swat	Hourly	53.9992	56.6992	59.5341	62.5108	65.6363	68.9182
		Bi-weekly	4,319.94	4,535.94	4,762.73	5,000.86	5,250.91	5,513.45
		Monthly	9,359.87	9,827.86	10,319.25	10,835.21	11,376.97	11,945.81
		Annual	112,318.38	117,934.30	123,831.01	130,022.56	136,523.59	143,349.77
T08	Edu. 1 + MC + Long 1	Hourly	56.0274	58.8287	61.7702	64.8587	68.1016	71.5067
		Bi-weekly	4,482.19	4,706.30	4,941.62	5,188.70	5,448.13	5,720.54
		Monthly	9,711.41	10,196.98	10,706.83	11,242.17	11,804.28	12,394.50
		Annual	116,536.90	122,363.75	128,481.94	134,906.04	141,651.40	148,733.97
T09	Edu. 1 + MC + Long 2	Hourly	58.5625	61.4907	64.5652	67.7935	71.1832	74.7423
		Bi-weekly	4,685.00	4,919.26	5,165.22	5,423.48	5,694.65	5,979.39
		Monthly	10,150.84	10,658.38	11,191.30	11,750.87	12,338.42	12,955.34
		Annual	121,810.07	127,900.57	134,295.60	141,010.38	148,061.00	155,464.05
T10	Edu. 1 + MC + Biling	Hourly	53.9992	56.6992	59.5341	62.5108	65.6363	68.9182
		Bi-weekly	4,319.94	4,535.94	4,762.73	5,000.86	5,250.91	5,513.45
		Monthly	9,359.87	9,827.86	10,319.25	10,835.21	11,376.97	11,945.81
		Annual	112,318.38	117,934.30	123,831.01	130,022.56	136,523.59	143,349.77
T11	Edu. 1 + Swat + Long 1	Hourly	55.2668	58.0301	60.9317	63.9782	67.1771	70.5360
		Bi-weekly	4,421.34	4,642.41	4,874.54	5,118.26	5,374.17	5,642.88
		Monthly	9,579.58	10,058.56	10,561.49	11,089.56	11,644.03	12,226.23
		Annual	114,954.95	120,702.70	126,737.84	133,074.73	139,728.39	146,714.81
	Police Sergeant							
T12	Edu. 1 + Swat + Long 2	Hourly	57.8020	60.6921	63.7267	66.9130	70.2587	73.7716
		Bi-weekly	4,624.16	4,855.37	5,098.14	5,353.04	5,620.69	5,901.73
		Monthly	10,019.01	10,519.96	11,045.96	11,598.26	12,178.17	12,787.07
		Annual	120,228.11	126,239.52	132,551.50	139,179.08	146,137.99	153,444.89
T13	Edu. 1 + Swat + Biling	Hourly	53.2387	55.9006	58.6956	61.6304	64.7119	67.9475
		Bi-weekly	4,259.10	4,472.05	4,695.65	4,930.43	5,176.95	5,435.80
		Monthly	9,228.04	9,689.44	10,173.91	10,682.61	11,216.73	11,777.57
		Annual	110,736.43	116,273.25	122,086.91	128,191.26	134,600.79	141,330.83
T14	Edu. 1 + Long 1 + Biling	Hourly	55.2668	58.0301	60.9317	63.9782	67.1771	70.5360
		Bi-weekly	4,421.34	4,642.41	4,874.54	5,118.26	5,374.17	5,642.88
		Monthly	9,579.58	10,058.56	10,561.49	11,089.56	11,644.03	12,226.23
		Annual	114,954.95	120,702.70	126,737.84	133,074.73	139,728.39	146,714.81
T15	Edu. 1 + Long 2 + Biling	Hourly	57.8020	60.6921	63.7267	66.9130	70.2587	73.7716
		Bi-weekly	4,624.16	4,855.37	5,098.14	5,353.04	5,620.69	5,901.73
		Monthly	10,019.01	10,519.96	11,045.96	11,598.26	12,178.17	12,787.07
		Annual	120,228.11	126,239.52	132,551.50	139,179.08	146,137.99	153,444.89
T16	Edu. 1 + MC + Swat + Long 1	Hourly	56.5344	59.3611	62.3292	65.4456	68.7179	72.1538
		Bi-weekly	4,522.75	4,748.89	4,986.34	5,235.65	5,497.43	5,772.30
		Monthly	9,799.29	10,289.26	10,803.72	11,343.91	11,911.10	12,506.65
		Annual	117,591.53	123,471.11	129,644.67	136,126.90	142,933.19	150,079.85
T17	Edu. 1 + MC + Swat + Long 2	Hourly	59.0696	62.0230	65.1242	68.3804	71.7994	75.3894

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Bi-weekly	4,725.57	4,961.84	5,209.94	5,470.43	5,743.95	6,031.15
		Monthly	10,238.73	10,750.66	11,288.19	11,852.60	12,445.23	13,067.49
		Annual	122,864.70	129,007.93	135,458.33	142,231.25	149,342.79	156,809.93
T18	Edu. 1 + MC + Swat + Biling	Hourly	54.5063	57.2316	60.0931	63.0978	66.2527	69.5653
		Bi-weekly	4,360.50	4,578.53	4,807.45	5,047.82	5,300.22	5,565.23
		Monthly	9,447.75	9,920.14	10,416.15	10,936.95	11,483.80	12,057.99
		Annual	113,373.01	119,041.66	124,993.74	131,243.43	137,805.60	144,695.87
T19	Edu. 1 + Swat + Long 1 + Biling	Hourly	55.7738	58.5625	61.4907	64.5652	67.7935	71.1831
		Bi-weekly	4,461.90	4,685.00	4,919.26	5,165.22	5,423.48	5,694.65
		Monthly	9,667.47	10,150.84	10,658.38	11,191.30	11,750.87	12,338.41
		Annual	116,009.59	121,810.07	127,900.57	134,295.60	141,010.40	148,060.92
T20	Edu. 1 + Swat + Long 2 + Biling	Hourly	58.3090	61.2245	64.2857	67.5000	70.8750	74.4188
		Bi-weekly	4,664.72	4,897.96	5,142.86	5,400.00	5,670.00	5,953.50
		Monthly	10,106.90	10,612.24	11,142.85	11,700.00	12,285.00	12,899.25
		Annual	121,282.76	127,346.90	133,714.24	140,399.95	147,420.00	154,791.00
T21	Edu. 2	Hourly	53.2387	55.9006	58.6956	61.6304	64.7119	67.9475
		Bi-weekly	4,259.10	4,472.05	4,695.65	4,930.43	5,176.95	5,435.80
		Monthly	9,228.04	9,689.44	10,173.91	10,682.61	11,216.73	11,777.57
		Annual	110,736.43	116,273.25	122,086.91	128,191.26	134,600.79	141,330.83
	POLICE SERGEANT							
T22	Edu. 2 + MC	Hourly	54.5063	57.2316	60.0931	63.0978	66.2527	69.5653
		Bi-weekly	4,360.50	4,578.53	4,807.45	5,047.82	5,300.22	5,565.23
		Monthly	9,447.75	9,920.14	10,416.15	10,936.95	11,483.80	12,057.99
		Annual	113,373.01	119,041.66	124,993.74	131,243.43	137,805.60	144,695.87
T23	Edu. 2 + Swat	Hourly	53.7457	56.4330	59.2546	62.2174	65.3283	68.5947
		Bi-weekly	4,299.66	4,514.64	4,740.37	4,977.39	5,226.26	5,487.57
		Monthly	9,315.92	9,781.72	10,270.80	10,784.34	11,323.57	11,889.75
		Annual	111,791.06	117,380.61	123,249.64	129,412.12	135,882.80	142,676.94
T24	Edu. 2 + Long 1	Hourly	55.7738	58.5625	61.4907	64.5652	67.7935	71.1831
		Bi-weekly	4,461.90	4,685.00	4,919.26	5,165.22	5,423.48	5,694.65
		Monthly	9,667.47	10,150.84	10,658.38	11,191.30	11,750.87	12,338.41
		Annual	116,009.59	121,810.07	127,900.57	134,295.60	141,010.40	148,060.92
T25	Edu. 2 + Long 2	Hourly	58.3090	61.2245	64.2857	67.5000	70.8750	74.4188
		Bi-weekly	4,664.72	4,897.96	5,142.86	5,400.00	5,670.00	5,953.50
		Monthly	10,106.90	10,612.24	11,142.85	11,700.00	12,285.00	12,899.25
		Annual	121,282.76	127,346.90	133,714.24	140,399.95	147,420.00	154,791.00
T26	Edu. 2 + Biling	Hourly	53.7457	56.4330	59.2546	62.2174	65.3283	68.5947
		Bi-weekly	4,299.66	4,514.64	4,740.37	4,977.39	5,226.26	5,487.57
		Monthly	9,315.92	9,781.72	10,270.80	10,784.34	11,323.57	11,889.75
		Annual	111,791.06	117,380.61	123,249.64	129,412.12	135,882.80	142,676.94
T27	Edu. 2 + MC + Swat	Hourly	55.0133	57.7640	60.6522	63.6848	66.8690	70.2125
		Bi-weekly	4,401.06	4,621.12	4,852.18	5,094.78	5,349.52	5,617.00
		Monthly	9,535.64	10,012.42	10,513.04	11,038.69	11,590.63	12,170.17
		Annual	114,427.65	120,149.03	126,156.48	132,464.30	139,087.60	146,041.98
T28	Edu. 2 + MC + Long 1	Hourly	57.0414	59.8935	62.8882	66.0326	69.3342	72.8009
		Bi-weekly	4,563.31	4,791.48	5,031.06	5,282.61	5,546.74	5,824.08
		Monthly	9,887.18	10,381.54	10,900.62	11,445.65	12,017.93	12,618.83
		Annual	118,646.17	124,578.48	130,807.40	137,347.77	144,215.20	151,425.96
T29	Edu. 2 + MC + Long 2	Hourly	59.5766	62.5554	65.6832	68.9674	72.4158	76.0366
		Bi-weekly	4,766.13	5,004.43	5,254.66	5,517.39	5,793.26	6,082.92

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Monthly	10,326.61	10,842.94	11,385.09	11,954.34	12,552.07	13,179.67
		Annual	123,919.33	130,115.30	136,621.07	143,452.12	150,624.80	158,156.04
T30	Edu. 2 + MC + Biling	Hourly	55.0133	57.7640	60.6522	63.6848	66.8690	70.2125
		Bi-weekly	4,401.06	4,621.12	4,852.18	5,094.78	5,349.52	5,617.00
		Monthly	9,535.64	10,012.42	10,513.04	11,038.69	11,590.63	12,170.17
		Annual	114,427.65	120,149.03	126,156.48	132,464.30	139,087.60	146,041.98
T31	Edu. 2 + Swat + Long 1	Hourly	56.2809	59.0949	62.0497	65.1521	68.4097	71.8302
		Bi-weekly	4,502.47	4,727.59	4,963.98	5,212.17	5,472.78	5,746.42
		Monthly	9,755.35	10,243.12	10,755.28	11,293.04	11,857.68	12,450.57
		Annual	117,064.22	122,917.43	129,063.30	135,516.47	142,292.19	149,406.80
T32	Edu. 2 + Swat + Long 2	Hourly	58.8161	61.7569	64.8447	68.0869	71.4912	75.0658
		Bi-weekly	4,705.29	4,940.55	5,187.58	5,446.95	5,719.30	6,005.26
		Monthly	10,194.78	10,704.52	11,239.75	11,801.74	12,391.82	13,011.41
		Annual	122,337.39	128,454.26	134,876.97	141,620.82	148,701.79	156,136.88
	POLICE SERGEANT							
T33	Edu. 2 + Swat + Biling	Hourly	54.2527	56.9654	59.8136	62.8043	65.9445	69.2417
		Bi-weekly	4,340.22	4,557.23	4,785.09	5,024.34	5,275.56	5,539.34
		Monthly	9,403.81	9,874.00	10,367.70	10,886.08	11,430.38	12,001.90
		Annual	112,845.69	118,487.97	124,412.37	130,632.99	137,164.59	144,022.82
T34	Edu. 2 + Long 1 + Biling	Hourly	56.2809	59.0949	62.0497	65.1521	68.4097	71.8302
		Bi-weekly	4,502.47	4,727.59	4,963.98	5,212.17	5,472.78	5,746.42
		Monthly	9,755.35	10,243.12	10,755.28	11,293.04	11,857.68	12,450.57
		Annual	117,064.22	122,917.43	129,063.30	135,516.47	142,292.19	149,406.80
T35	Edu. 2 + Long 2 + Biling	Hourly	58.8161	61.7569	64.8447	68.0869	71.4912	75.0658
		Bi-weekly	4,705.29	4,940.55	5,187.58	5,446.95	5,719.30	6,005.26
		Monthly	10,194.78	10,704.52	11,239.75	11,801.74	12,391.82	13,011.41
		Annual	122,337.39	128,454.26	134,876.97	141,620.82	148,701.79	156,136.88
T36	Edu. 2 + MC + Swat + Long 1	Hourly	57.5485	60.4259	63.4472	66.6195	69.9505	73.4480
		Bi-weekly	4,603.88	4,834.07	5,075.78	5,329.56	5,596.04	5,875.84
		Monthly	9,975.07	10,473.82	10,997.51	11,547.39	12,124.75	12,730.99
		Annual	119,700.80	125,685.84	131,970.13	138,568.64	145,496.99	152,771.84
T37	Edu. 2 + MC + Swat + Long 2	Hourly	60.0836	63.0878	66.2422	69.5543	73.0320	76.6836
		Bi-weekly	4,806.69	5,047.02	5,299.38	5,564.34	5,842.56	6,134.69
		Monthly	10,414.50	10,935.22	11,481.98	12,056.08	12,658.88	13,291.83
		Annual	124,973.97	131,222.67	137,783.80	144,672.99	151,906.59	159,501.92
T38	Edu. 2 + MC + Swat + Biling	Hourly	55.5203	58.2963	61.2112	64.2717	67.4853	70.8595
		Bi-weekly	4,441.62	4,663.70	4,896.90	5,141.74	5,398.82	5,668.76
		Monthly	9,623.52	10,104.70	10,609.93	11,140.43	11,697.45	12,282.32
		Annual	115,482.28	121,256.39	127,319.21	133,685.17	140,369.39	147,387.86
T39	Edu. 2 + Swat + Long 1 + Biling	Hourly	56.7879	59.6273	62.6087	65.7391	69.0261	72.4774
		Bi-weekly	4,543.03	4,770.18	5,008.70	5,259.13	5,522.08	5,798.19
		Monthly	9,843.24	10,335.40	10,852.17	11,394.78	11,964.52	12,562.74
		Annual	118,118.86	124,024.80	130,226.04	136,737.34	143,574.19	150,752.90
T40	Edu. 2 + Swat + Long 2 + Biling	Hourly	59.3231	62.2892	65.4037	68.6739	72.1076	75.7130
		Bi-weekly	4,745.85	4,983.14	5,232.30	5,493.91	5,768.61	6,057.04
		Monthly	10,282.67	10,796.80	11,336.64	11,903.47	12,498.65	13,123.58
		Annual	123,392.02	129,561.62	136,039.70	142,841.68	149,983.80	157,482.99
T41	MC	Hourly	51.9711	54.5696	57.2981	60.1630	63.1712	66.3297
		Bi-weekly	4,157.69	4,365.57	4,583.85	4,813.04	5,053.69	5,306.38
		Monthly	9,008.32	9,458.74	9,931.67	10,428.26	10,949.67	11,497.15

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Annual	108,099.85	113,504.84	119,180.08	125,139.08	131,395.99	137,965.79
T42	MC + Swat	Hourly	52.4781	55.1020	57.8571	60.7500	63.7875	66.9769
		Bi-Weekly	4,198.25	4,408.16	4,628.57	4,860.00	5,103.00	5,358.15
		Monthly	9,096.21	9,551.02	10,028.57	10,530.00	11,056.50	11,609.33
		Annual	109,154.48	114,612.20	120,342.81	126,359.95	132,678.00	139,311.90
T43	MC + Long 1	Hourly	54.5063	57.2316	60.0931	63.0978	66.2527	69.5653
		Bi-Weekly	4,360.50	4,578.53	4,807.45	5,047.82	5,300.22	5,565.23
		Monthly	9,447.75	9,920.14	10,416.15	10,936.95	11,483.80	12,057.99
		Annual	113,373.01	119,041.66	124,993.74	131,243.43	137,805.60	144,695.87
T44	MC + Long 2	Hourly	57.0414	59.8935	62.8882	66.0326	69.3342	72.8009
		Bi-Weekly	4,563.31	4,791.48	5,031.06	5,282.61	5,546.74	5,824.08
		Monthly	9,887.18	10,381.54	10,900.62	11,445.65	12,017.93	12,618.83
		Annual	118,646.17	124,578.48	130,807.40	137,347.77	144,215.20	151,425.96
	Police Sergeant							
T45	MC + Biling	Hourly	52.4781	55.1020	57.8571	60.7500	63.7875	66.9769
		Bi-Weekly	4,198.25	4,408.16	4,628.57	4,860.00	5,103.00	5,358.15
		Monthly	9,096.21	9,551.02	10,028.57	10,530.00	11,056.50	11,609.33
		Annual	109,154.48	114,612.20	120,342.81	126,359.95	132,678.00	139,311.90
T46	MC + Swat + Long 1	Hourly	55.0133	57.7640	60.6522	63.6848	66.8690	70.2125
		Bi-Weekly	4,401.06	4,621.12	4,852.18	5,094.78	5,349.52	5,617.00
		Monthly	9,535.64	10,012.42	10,513.04	11,038.69	11,590.63	12,170.17
		Annual	114,427.65	120,149.03	126,156.48	132,464.30	139,087.60	146,041.98
T47	MC + Swat + Long 2	Hourly	57.5485	60.4259	63.4472	66.6195	69.9505	73.4480
		Bi-Weekly	4,603.88	4,834.07	5,075.78	5,329.56	5,596.04	5,875.84
		Monthly	9,975.07	10,473.82	10,997.51	11,547.39	12,124.75	12,730.99
		Annual	119,700.80	125,685.84	131,970.13	138,568.64	145,496.99	152,771.84
T48	MC + Swat + Biling	Hourly	52.9851	55.6344	58.4161	61.3369	64.4037	67.6239
		Bi-Weekly	4,238.81	4,450.75	4,673.29	4,906.95	5,152.30	5,409.91
		Monthly	9,184.09	9,643.30	10,125.46	10,631.74	11,163.32	11,721.48
		Annual	110,209.10	115,719.56	121,505.54	127,580.82	133,959.79	140,657.78
T49	MC + Long 1 + Biling	Hourly	55.0133	57.7640	60.6522	63.6848	66.8690	70.2125
		Bi-Weekly	4,401.06	4,621.12	4,852.18	5,094.78	5,349.52	5,617.00
		Monthly	9,535.64	10,012.42	10,513.04	11,038.69	11,590.63	12,170.17
		Annual	114,427.65	120,149.03	126,156.48	132,464.30	139,087.60	146,041.98
T50	MC + Long 2 + Biling	Hourly	57.5485	60.4259	63.4472	66.6195	69.9505	73.4480
		Bi-Weekly	4,603.88	4,834.07	5,075.78	5,329.56	5,596.04	5,875.84
		Monthly	9,975.07	10,473.82	10,997.51	11,547.39	12,124.75	12,730.99
		Annual	119,700.80	125,685.84	131,970.13	138,568.64	145,496.99	152,771.84
T51	MC + Swat + Long 1 + Biling	Hourly	55.5203	58.2963	61.2112	64.2717	67.4853	70.8595
		Bi-Weekly	4,441.62	4,663.70	4,896.90	5,141.74	5,398.82	5,668.76
		Monthly	9,623.52	10,104.70	10,609.93	11,140.43	11,697.45	12,282.32
		Annual	115,482.28	121,256.39	127,319.21	133,685.17	140,369.39	147,387.86
T52	MC + Swat + Long 2 + Biling	Hourly	58.0555	60.9583	64.0062	67.2065	70.5668	74.0952
		Bi-Weekly	4,644.44	4,876.66	5,120.50	5,376.52	5,645.35	5,927.61
		Monthly	10,062.95	10,566.10	11,094.41	11,649.13	12,231.58	12,843.16
		Annual	120,755.44	126,793.21	133,132.87	139,789.51	146,779.00	154,117.95
T53	Swat	Hourly	51.2105	53.7711	56.4596	59.2826	62.2467	65.3591
		Bi-weekly	4,096.84	4,301.69	4,516.77	4,742.61	4,979.74	5,228.73
		Monthly	8,876.49	9,320.32	9,786.33	10,275.65	10,789.43	11,328.90
		Annual	106,517.90	111,843.79	117,435.98	123,307.78	129,473.20	135,946.86

<i>Range Number</i>	<i>Classification Title</i>		<i>Entry Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Maximum Step 6</i>
T54	Swat + Long 1	Hourly	53.7457	56.4330	59.2546	62.2174	65.3283	68.5947
		Bi-Weekly	4,299.66	4,514.64	4,740.37	4,977.39	5,226.26	5,487.57
		Monthly	9,315.92	9,781.72	10,270.80	10,784.34	11,323.57	11,889.75
		Annual	111,791.06	117,380.61	123,249.64	129,412.12	135,882.80	142,676.94
	POLICE SERGEANT							
T55	Swat + Long 2	Hourly	56.2809	59.0949	62.0497	65.1521	68.4097	71.8302
		Bi-Weekly	4,502.47	4,727.59	4,963.98	5,212.17	5,472.78	5,746.42
		Monthly	9,755.35	10,243.12	10,755.28	11,293.04	11,857.68	12,450.57
		Annual	117,064.22	122,917.43	129,063.30	135,516.47	142,292.19	149,406.80
T56	Swat + Biling	Hourly	51.7176	54.3034	57.0186	59.8695	62.8630	66.0061
		Bi-Weekly	4,137.41	4,344.27	4,561.49	4,789.56	5,029.04	5,280.49
		Monthly	8,964.38	9,412.60	9,883.23	10,377.39	10,896.25	11,441.06
		Annual	107,572.52	112,951.15	118,598.71	124,528.65	130,754.99	137,292.74
T57	Swat + Long 1 + Biling	Hourly	54.2527	56.9654	59.8136	62.8043	65.9445	69.2417
		Bi-Weekly	4,340.22	4,557.23	4,785.09	5,024.34	5,275.56	5,539.34
		Monthly	9,403.81	9,874.00	10,367.70	10,886.08	11,430.38	12,001.90
		Annual	112,845.69	118,487.97	124,412.37	130,632.99	137,164.59	144,022.82
T58	Swat + Long 2 + Biling	Hourly	56.7879	59.6273	62.6087	65.7391	69.0261	72.4774
		Bi-Weekly	4,543.03	4,770.18	5,008.70	5,259.13	5,522.08	5,798.19
		Monthly	9,843.24	10,335.40	10,852.17	11,394.78	11,964.52	12,562.74
		Annual	118,118.86	124,024.80	130,226.04	136,737.34	143,574.19	150,752.90
T59	Long 1	Hourly	53.2387	55.9006	58.6956	61.6304	64.7119	67.9475
		Bi-weekly	4,259.10	4,472.05	4,695.65	4,930.43	5,176.95	5,435.80
		Monthly	9,228.04	9,689.44	10,173.91	10,682.61	11,216.73	11,777.57
		Annual	110,736.43	116,273.25	122,086.91	128,191.26	134,600.79	141,330.83
T60	Biling + Long 1	Hourly	53.7457	56.4330	59.2546	62.2174	65.3283	68.5947
		Bi-Weekly	4,299.66	4,514.64	4,740.37	4,977.39	5,226.26	5,487.57
		Monthly	9,315.92	9,781.72	10,270.80	10,784.34	11,323.57	11,889.75
		Annual	111,791.06	117,380.61	123,249.64	129,412.12	135,882.80	142,676.94
T61	Long 2	Hourly	55.7738	58.5625	61.4907	64.5652	67.7935	71.1831
		Bi-weekly	4,461.90	4,685.00	4,919.26	5,165.22	5,423.48	5,694.65
		Monthly	9,667.47	10,150.84	10,658.38	11,191.30	11,750.87	12,338.41
		Annual	116,009.59	121,810.07	127,900.57	134,295.60	141,010.40	148,060.92
T62	Biling + Long 2	Hourly	56.2809	59.0949	62.0497	65.1521	68.4097	71.8302
		Bi-Weekly	4,502.47	4,727.59	4,963.98	5,212.17	5,472.78	5,746.42
		Monthly	9,755.35	10,243.12	10,755.28	11,293.04	11,857.68	12,450.57
		Annual	117,064.22	122,917.43	129,063.30	135,516.47	142,292.19	149,406.80
T63	Biling	Hourly	51.2105	53.7711	56.4596	59.2826	62.2467	65.3591
		Bi-weekly	4,096.84	4,301.69	4,516.77	4,742.61	4,979.74	5,228.73
		Monthly	8,876.49	9,320.32	9,786.33	10,275.65	10,789.43	11,328.90
		Annual	106,517.90	111,843.79	117,435.98	123,307.78	129,473.20	135,946.86
	POLICE LIEUTENANT							
V00	BASE		60.3751	63.3939	66.5636	69.8918	73.3864	77.0557
			4,830.01	5,071.51	5,325.09	5,591.34	5,870.91	6,164.46
			10,465.03	10,988.28	11,537.69	12,114.58	12,720.31	13,356.32
			125,580.30	131,859.32	138,452.29	145,374.90	152,643.69	160,275.88
V01	Edu. 1	Hourly	62.1864	65.2957	68.5605	71.9885	75.5879	79.3673
		Bi-weekly	4,974.91	5,223.66	5,484.84	5,759.08	6,047.03	6,349.39
		Monthly	10,778.98	11,317.93	11,883.82	12,478.01	13,101.91	13,757.00
		Annual	129,347.71	135,815.10	142,605.86	149,736.15	157,222.88	165,084.03

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
V02	Edu. 1 + MC	Hourly	63.6958	66.8806	70.2246	73.7358	77.4226	81.2937
		Bi-weekly	5,095.66	5,350.45	5,617.97	5,898.86	6,193.81	6,503.50
		Monthly	11,040.60	11,592.63	12,172.26	12,780.88	13,419.92	14,090.91
		Annual	132,487.22	139,111.58	146,067.16	153,370.52	161,038.99	169,090.94
V03	Edu. 1 + Swat	Hourly	62.7902	65.9297	69.2261	72.6875	76.3219	80.1380
		Bi-weekly	5,023.22	5,274.38	5,538.09	5,815.00	6,105.75	6,411.04
		Monthly	10,883.63	11,427.81	11,999.20	12,599.16	13,229.13	13,890.58
		Annual	130,603.52	137,133.70	143,990.38	151,189.90	158,749.50	166,686.98
V04	Edu. 1 + Long 1	Hourly	65.2052	68.4654	71.8887	75.4831	79.2573	83.2201
		Bi-weekly	5,216.42	5,477.23	5,751.10	6,038.65	6,340.58	6,657.61
		Monthly	11,302.23	11,867.34	12,460.71	13,083.74	13,737.92	14,424.82
		Annual	135,626.73	142,408.07	149,528.47	157,004.89	164,855.09	173,097.84
V05	Edu. 1 + Long 2	Hourly	68.2239	71.6351	75.2169	78.9777	82.9266	87.0729
		Bi-weekly	5,457.91	5,730.81	6,017.35	6,318.22	6,634.13	6,965.83
		Monthly	11,825.48	12,416.75	13,037.59	13,689.47	14,373.94	15,092.64
		Annual	141,905.75	149,001.04	156,451.09	164,273.64	172,487.30	181,111.66
V06	Edu. 1 + Biling	Hourly	62.7902	65.9297	69.2261	72.6875	76.3219	80.1380
		Bi-weekly	5,023.22	5,274.38	5,538.09	5,815.00	6,105.75	6,411.04
		Monthly	10,883.63	11,427.81	11,999.20	12,599.16	13,229.13	13,890.58
		Annual	130,603.52	137,133.70	143,990.38	151,189.90	158,749.50	166,686.98
V07	Edu. 1 + MC + Swat	Hourly	64.2995	67.5145	70.8902	74.4347	78.1564	82.0643
		Bi-weekly	5,143.96	5,401.16	5,671.22	5,954.78	6,252.51	6,565.14
		Monthly	11,145.25	11,702.52	12,287.64	12,902.02	13,547.12	14,224.47
		Annual	133,743.03	140,430.18	147,451.69	154,824.27	162,565.38	170,693.65
V08	Edu. 1 + MC + Long 1	Hourly	66.7145	70.0503	73.5528	77.2304	81.0919	85.1465
		Bi-weekly	5,337.16	5,604.02	5,884.22	6,178.43	6,487.35	6,811.72
		Monthly	11,563.85	12,142.05	12,749.15	13,386.61	14,055.93	14,758.73
		Annual	138,766.23	145,704.54	152,989.77	160,639.26	168,671.19	177,104.75
V09	Edu. 1 + MC + Long 2	Hourly	69.7333	73.2200	76.8810	80.7250	84.7613	88.9993
		Bi-weekly	5,578.66	5,857.60	6,150.48	6,458.00	6,780.90	7,119.95
		Monthly	12,087.10	12,691.46	13,326.03	13,992.33	14,691.95	15,426.55
		Annual	145,045.25	152,297.51	159,912.39	167,908.01	176,303.40	185,118.57
V10	Edu. 1 + MC + Biling	Hourly	64.2995	67.5145	70.8902	74.4347	78.1564	82.0643
		Bi-weekly	5,143.96	5,401.16	5,671.22	5,954.78	6,252.51	6,565.14
		Monthly	11,145.25	11,702.52	12,287.64	12,902.02	13,547.12	14,224.47
		Annual	133,743.03	140,430.18	147,451.69	154,824.27	162,565.38	170,693.65
	POLICE LIEUTENANT							
V11	Edu. 1 + Swat + Long 1	Hourly	65.8089	69.0994	72.5543	76.1820	79.9911	83.9907
		Bi-weekly	5,264.71	5,527.95	5,804.34	6,094.56	6,399.29	6,719.25
		Monthly	11,406.88	11,977.22	12,576.08	13,204.89	13,865.12	14,558.38
		Annual	136,882.53	143,726.66	150,912.99	158,458.64	166,381.49	174,700.56
V12	Edu. 1 + Swat + Long 2	Hourly	68.8277	72.2691	75.8825	79.6766	83.6604	87.8435
		Bi-weekly	5,506.22	5,781.53	6,070.60	6,374.13	6,692.83	7,027.48
		Monthly	11,930.13	12,526.64	13,152.97	13,810.62	14,501.14	15,226.20
		Annual	143,161.55	150,319.63	157,835.61	165,727.39	174,013.69	182,714.38
V13	Edu. 1 + Swat + Biling	Hourly	63.3939	66.5636	69.8918	73.3864	77.0557	80.9085
		Bi-weekly	5,071.51	5,325.09	5,591.34	5,870.91	6,164.46	6,472.68
		Monthly	10,988.28	11,537.69	12,114.58	12,720.30	13,356.32	14,024.14
		Annual	131,859.32	138,452.29	145,374.90	152,643.65	160,275.90	168,289.69
V14	Edu. 1 + Long 1 + Biling	Hourly	65.8089	69.0994	72.5543	76.1820	79.9911	83.9907

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Bi-weekly	5,264.71	5,527.95	5,804.34	6,094.56	6,399.29	6,719.25
		Monthly	11,406.88	11,977.22	12,576.08	13,204.89	13,865.12	14,558.38
		Annual	136,882.53	143,726.66	150,912.99	158,458.64	166,381.49	174,700.56
V15	Edu. 1 + Long 2 + Biling	Hourly	68.8277	72.2691	75.8825	79.6766	83.6604	87.8435
		Bi-weekly	5,506.22	5,781.53	6,070.60	6,374.13	6,692.83	7,027.48
		Monthly	11,930.13	12,526.64	13,152.97	13,810.62	14,501.14	15,226.20
		Annual	143,161.55	150,319.63	157,835.61	165,727.39	174,013.69	182,714.38
V16	Edu. 1 + MC + Swat + Long 1	Hourly	67.3183	70.6842	74.2184	77.9293	81.8258	85.9171
		Bi-weekly	5,385.46	5,654.74	5,937.47	6,234.34	6,546.06	6,873.36
		Monthly	11,668.50	12,251.93	12,864.53	13,507.75	14,183.13	14,892.29
		Annual	140,022.04	147,023.14	154,374.30	162,093.01	170,197.59	178,707.47
V17	Edu. 1 + MC + Swat + Long 2	Hourly	70.3370	73.8539	77.5466	81.4239	85.4951	89.7698
		Bi-weekly	5,626.96	5,908.31	6,203.73	6,513.91	6,839.61	7,181.59
		Monthly	12,191.75	12,801.34	13,441.41	14,113.48	14,819.15	15,560.11
		Annual	146,301.05	153,616.10	161,296.91	169,361.76	177,829.80	186,721.29
V18	Edu. 1 + MC + Swat + Biling	Hourly	64.9033	68.1484	71.5559	75.1337	78.8904	82.8349
		Bi-weekly	5,192.26	5,451.87	5,724.47	6,010.70	6,311.23	6,626.79
		Monthly	11,249.90	11,812.40	12,403.02	13,023.17	13,674.33	14,358.05
		Annual	134,998.83	141,748.77	148,836.21	156,278.02	164,092.00	172,296.60
V19	Edu. 1 + Swat + Long 1 + Biling	Hourly	66.4127	69.7333	73.2200	76.8810	80.7251	84.7613
		Bi-weekly	5,313.02	5,578.66	5,857.60	6,150.48	6,458.00	6,780.90
		Monthly	11,511.53	12,087.10	12,691.46	13,326.03	13,992.34	14,691.96
		Annual	138,138.33	145,045.25	152,297.51	159,912.39	167,908.10	176,303.51
V20	Edu. 1 + Swat + Long 2 + Biling	Hourly	69.4314	72.9030	76.5481	80.3755	84.3943	88.6140
		Bi-weekly	5,554.51	5,832.24	6,123.85	6,430.04	6,751.54	7,089.12
		Monthly	12,034.78	12,636.52	13,268.34	13,931.76	14,628.34	15,359.76
		Annual	144,417.35	151,638.22	159,220.13	167,181.14	175,540.09	184,317.10
V21	Edu. 2	Hourly	63.3939	66.5636	69.8918	73.3864	77.0557	80.9085
		Bi-weekly	5,071.51	5,325.09	5,591.34	5,870.91	6,164.46	6,472.68
		Monthly	10,988.28	11,537.69	12,114.58	12,720.30	13,356.32	14,024.14
		Annual	131,859.32	138,452.29	145,374.90	152,643.65	160,275.90	168,289.69
	POLICE LIEUTENANT							
V22	Edu. 2 + MC	Hourly	64.9033	68.1484	71.5559	75.1337	78.8904	82.8349
		Bi-weekly	5,192.26	5,451.87	5,724.47	6,010.70	6,311.23	6,626.79
		Monthly	11,249.90	11,812.40	12,403.02	13,023.17	13,674.33	14,358.05
		Annual	134,998.83	141,748.77	148,836.21	156,278.02	164,092.00	172,296.60
V23	Edu. 2 + Swat	Hourly	63.9977	67.1975	70.5574	74.0853	77.7896	81.6790
		Bi-weekly	5,119.82	5,375.80	5,644.59	5,926.82	6,223.17	6,534.32
		Monthly	11,092.93	11,647.57	12,229.95	12,841.45	13,483.52	14,157.70
		Annual	133,115.12	139,770.88	146,759.42	154,097.39	161,802.30	169,892.41
V24	Edu. 2 + Long 1	Hourly	66.4127	69.7333	73.2200	76.8810	80.7251	84.7613
		Bi-weekly	5,313.02	5,578.66	5,857.60	6,150.48	6,458.00	6,780.90
		Monthly	11,511.53	12,087.10	12,691.46	13,326.03	13,992.34	14,691.96
		Annual	138,138.33	145,045.25	152,297.51	159,912.39	167,908.10	176,303.51
V25	Edu. 2 + Long 2	Hourly	69.4314	72.9030	76.5481	80.3755	84.3943	88.6140
		Bi-weekly	5,554.51	5,832.24	6,123.85	6,430.04	6,751.54	7,089.12
		Monthly	12,034.78	12,636.52	13,268.34	13,931.76	14,628.34	15,359.76
		Annual	144,417.35	151,638.22	159,220.13	167,181.14	175,540.09	184,317.10
V26	Edu. 2 + Biling	Hourly	63.9977	67.1975	70.5574	74.0853	77.7896	81.6790
		Bi-weekly	5,119.82	5,375.80	5,644.59	5,926.82	6,223.17	6,534.32

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Monthly	11,092.93	11,647.57	12,229.95	12,841.45	13,483.52	14,157.70
		Annual	133,115.12	139,770.88	146,759.42	154,097.39	161,802.30	169,892.41
V27	Edu. 2 + MC + Swat	Hourly	65.5070	68.7824	72.2215	75.8326	79.6242	83.6054
		Bi-weekly	5,240.56	5,502.59	5,777.72	6,066.61	6,369.94	6,688.44
		Monthly	11,354.55	11,922.28	12,518.39	13,144.31	13,801.53	14,491.61
		Annual	136,254.63	143,067.36	150,220.73	157,731.77	165,618.40	173,899.32
V28	Edu. 2 + MC + Long 1	Hourly	67.9220	71.3181	74.8840	78.6283	82.5597	86.6877
		Bi-weekly	5,433.76	5,705.45	5,990.72	6,290.26	6,604.78	6,935.02
		Monthly	11,773.15	12,361.81	12,979.90	13,628.90	14,310.35	15,025.87
		Annual	141,277.84	148,341.73	155,758.82	163,546.76	171,724.21	180,310.42
V29	Edu. 2 + MC + Long 2	Hourly	70.9408	74.4878	78.2122	82.1228	86.2289	90.5404
		Bi-weekly	5,675.26	5,959.02	6,256.98	6,569.82	6,898.32	7,243.23
		Monthly	12,296.41	12,911.23	13,556.79	14,234.63	14,946.35	15,693.67
		Annual	147,556.86	154,934.70	162,681.44	170,815.51	179,356.20	188,324.00
V30	Edu. 2 + MC + Biling	Hourly	65.5070	68.7824	72.2215	75.8326	79.6242	83.6054
		Bi-weekly	5,240.56	5,502.59	5,777.72	6,066.61	6,369.94	6,688.44
		Monthly	11,354.55	11,922.28	12,518.39	13,144.31	13,801.53	14,491.61
		Annual	136,254.63	143,067.36	150,220.73	157,731.77	165,618.40	173,899.32
V31	Edu. 2 + Swat + Long 1	Hourly	67.0164	70.3672	73.8856	77.5799	81.4589	85.5318
		Bi-weekly	5,361.31	5,629.38	5,910.85	6,206.39	6,516.71	6,842.55
		Monthly	11,616.18	12,196.99	12,806.84	13,447.18	14,119.54	14,825.52
		Annual	139,394.14	146,363.85	153,682.04	161,366.14	169,434.50	177,906.23
V32	Edu. 2 + Swat + Long 2	Hourly	70.0352	73.5369	77.2138	81.0745	85.1282	89.3846
		Bi-weekly	5,602.82	5,882.95	6,177.10	6,485.96	6,810.26	7,150.77
		Monthly	12,139.43	12,746.40	13,383.72	14,052.91	14,755.56	15,493.34
		Annual	145,673.15	152,956.81	160,604.65	168,634.88	177,066.71	185,920.04
	POLICE LIEUTENANT							
V33	Edu. 2 + Swat + Biling	Hourly	64.6014	67.8315	71.2230	74.7842	78.5234	82.4496
		Bi-weekly	5,168.11	5,426.52	5,697.84	5,982.74	6,281.87	6,595.97
		Monthly	11,197.58	11,757.46	12,345.33	12,962.60	13,610.72	14,291.26
		Annual	134,370.92	141,089.47	148,143.94	155,551.14	163,328.69	171,495.13
V34	Edu. 2 + Long 1 + Biling	Hourly	67.0164	70.3672	73.8856	77.5799	81.4589	85.5318
		Bi-weekly	5,361.31	5,629.38	5,910.85	6,206.39	6,516.71	6,842.55
		Monthly	11,616.18	12,196.99	12,806.84	13,447.18	14,119.54	14,825.52
		Annual	139,394.14	146,363.85	153,682.04	161,366.14	169,434.50	177,906.23
V35	Edu. 2 + Long 2 + Biling	Hourly	70.0352	73.5369	77.2138	81.0745	85.1282	89.3846
		Bi-weekly	5,602.82	5,882.95	6,177.10	6,485.96	6,810.26	7,150.77
		Monthly	12,139.43	12,746.40	13,383.72	14,052.91	14,755.56	15,493.34
		Annual	145,673.15	152,956.81	160,604.65	168,634.88	177,066.71	185,920.04
V36	Edu. 2 + MC + Swat + Long 1	Hourly	68.5258	71.9521	75.5497	79.3272	83.2936	87.4582
		Bi-weekly	5,482.06	5,756.17	6,043.98	6,346.18	6,663.48	6,996.66
		Monthly	11,877.80	12,471.69	13,095.28	13,750.04	14,437.55	15,159.43
		Annual	142,533.64	149,660.32	157,143.34	165,000.51	173,250.60	181,913.14
V37	Edu. 2 + MC + Swat + Long 2	Hourly	71.5446	75.1218	78.8779	82.8218	86.9629	91.3110
		Bi-weekly	5,723.57	6,009.74	6,310.23	6,625.74	6,957.03	7,304.88
		Monthly	12,401.06	13,021.11	13,672.16	14,355.77	15,073.57	15,827.25
		Annual	148,812.67	156,253.30	164,065.96	172,269.26	180,882.81	189,926.95
V38	Edu. 2 + MC + Swat + Biling	Hourly	66.1108	69.4163	72.8871	76.5315	80.3581	84.3760
		Bi-weekly	5,288.86	5,553.30	5,830.97	6,122.52	6,428.65	6,750.08
		Monthly	11,459.20	12,032.16	12,633.77	13,265.46	13,928.73	14,625.17

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Annual	137,510.44	144,385.96	151,605.26	159,185.52	167,144.80	175,502.04
V39	Edu. 2 + Swat + Long 1 + Biling	Hourly	67.6202	71.0012	74.5512	78.2788	82.1927	86.3024
		Bi-weekly	5,409.62	5,680.10	5,964.10	6,262.30	6,575.42	6,904.19
		Monthly	11,720.83	12,306.87	12,922.21	13,568.32	14,246.74	14,959.08
		Annual	140,649.94	147,682.44	155,066.56	162,819.89	170,960.90	179,508.94
V40	Edu. 2 + Swat + Long 2 + Biling	Hourly	70.6389	74.1709	77.8794	81.7734	85.8621	90.1552
		Bi-weekly	5,651.11	5,933.67	6,230.35	6,541.87	6,868.97	7,212.41
		Monthly	12,244.08	12,856.28	13,499.10	14,174.05	14,882.76	15,626.90
		Annual	146,928.95	154,275.40	161,989.17	170,088.63	178,593.11	187,522.76
V41	MC	Hourly	61.8845	64.9788	68.2277	71.6391	75.2211	78.9821
		Bi-weekly	4,950.76	5,198.30	5,458.22	5,731.13	6,017.68	6,318.57
		Monthly	10,726.65	11,262.98	11,826.13	12,417.44	13,038.32	13,690.23
		Annual	128,719.81	135,155.80	141,913.59	149,009.27	156,459.79	164,282.78
V42	MC + Swat	Hourly	62.4883	65.6127	68.8933	72.3380	75.9549	79.7526
		Bi-Weekly	4,999.06	5,249.02	5,511.46	5,787.04	6,076.39	6,380.21
		Monthly	10,831.30	11,372.87	11,941.51	12,538.59	13,165.52	13,823.79
		Annual	129,975.61	136,474.39	143,298.11	150,463.02	157,986.19	165,885.50
V43	MC + Long 1	Hourly	64.9033	68.1484	71.5559	75.1337	78.8904	82.8349
		Bi-Weekly	5,192.26	5,451.87	5,724.47	6,010.70	6,311.23	6,626.79
		Monthly	11,249.90	11,812.40	12,403.02	13,023.17	13,674.33	14,358.05
		Annual	134,998.83	141,748.77	148,836.21	156,278.02	164,092.00	172,296.60
	POLICE LIEUTENANT							
V44	MC + Long 2	Hourly	67.9220	71.3181	74.8840	78.6283	82.5597	86.6877
		Bi-Weekly	5,433.76	5,705.45	5,990.72	6,290.26	6,604.78	6,935.02
		Monthly	11,773.15	12,361.81	12,979.90	13,628.90	14,310.35	15,025.87
		Annual	141,277.84	148,341.73	155,758.82	163,546.76	171,724.21	180,310.42
V45	MC + Biling	Hourly	62.4883	65.6127	68.8933	72.3380	75.9549	79.7526
		Bi-Weekly	4,999.06	5,249.02	5,511.46	5,787.04	6,076.39	6,380.21
		Monthly	10,831.30	11,372.87	11,941.51	12,538.59	13,165.52	13,823.79
		Annual	129,975.61	136,474.39	143,298.11	150,463.02	157,986.19	165,885.50
V46	MC + Swat + Long 1	Hourly	65.5070	68.7824	72.2215	75.8326	79.6242	83.6054
		Bi-Weekly	5,240.56	5,502.59	5,777.72	6,066.61	6,369.94	6,688.44
		Monthly	11,354.55	11,922.28	12,518.39	13,144.31	13,801.53	14,491.61
		Annual	136,254.63	143,067.36	150,220.73	157,731.77	165,618.40	173,899.32
V47	MC + Swat + Long 2	Hourly	68.5258	71.9521	75.5497	79.3272	83.2936	87.4582
		Bi-Weekly	5,482.06	5,756.17	6,043.98	6,346.18	6,663.48	6,996.66
		Monthly	11,877.80	12,471.69	13,095.28	13,750.04	14,437.55	15,159.43
		Annual	142,533.64	149,660.32	157,143.34	165,000.51	173,250.60	181,913.14
V48	MC + Swat + Biling	Hourly	63.0920	66.2466	69.5590	73.0369	76.6887	80.5232
		Bi-Weekly	5,047.36	5,299.73	5,564.72	5,842.95	6,135.10	6,441.85
		Monthly	10,935.95	11,482.75	12,056.89	12,659.73	13,292.72	13,957.35
		Annual	131,231.42	137,792.99	144,682.64	151,916.77	159,512.59	167,488.22
V49	MC + Long 1 + Biling	Hourly	65.5070	68.7824	72.2215	75.8326	79.6242	83.6054
		Bi-Weekly	5,240.56	5,502.59	5,777.72	6,066.61	6,369.94	6,688.44
		Monthly	11,354.55	11,922.28	12,518.39	13,144.31	13,801.53	14,491.61
		Annual	136,254.63	143,067.36	150,220.73	157,731.77	165,618.40	173,899.32
V50	MC + Long 2 + Biling	Hourly	68.5258	71.9521	75.5497	79.3272	83.2936	87.4582
		Bi-Weekly	5,482.06	5,756.17	6,043.98	6,346.18	6,663.48	6,996.66
		Monthly	11,877.80	12,471.69	13,095.28	13,750.04	14,437.55	15,159.43
		Annual	142,533.64	149,660.32	157,143.34	165,000.51	173,250.60	181,913.14

<i>Range Number</i>	<i>Classification Title</i>		<i>Entry Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Maximum Step 6</i>
V51	MC + Swat + Long 1 + Biling	Hourly	66.1108	69.4163	72.8871	76.5315	80.3581	84.3760
		Bi-Weekly	5,288.86	5,553.30	5,830.97	6,122.52	6,428.65	6,750.08
		Monthly	11,459.20	12,032.16	12,633.77	13,265.46	13,928.73	14,625.17
		Annual	137,510.44	144,385.96	151,605.26	159,185.52	167,144.80	175,502.04
V52	MC + Swat + Long 2 + Biling	Hourly	69.1295	72.5860	76.2153	80.0261	84.0274	88.2288
		Bi-Weekly	5,530.36	5,806.88	6,097.22	6,402.09	6,722.19	7,058.30
		Monthly	11,982.45	12,581.58	13,210.66	13,871.19	14,564.75	15,292.99
		Annual	143,789.45	150,978.92	158,527.87	166,454.26	174,777.00	183,515.85
V53	Swat	Hourly	60.9789	64.0278	67.2292	70.5907	74.1202	77.8262
		Bi-weekly	4,878.31	5,122.22	5,378.34	5,647.26	5,929.62	6,226.10
		Monthly	10,569.68	11,098.16	11,653.07	12,235.72	12,847.51	13,489.88
		Annual	126,836.10	133,177.91	139,836.81	146,828.65	154,170.09	161,878.59
V54	Swat + Long 1	Hourly	63.9977	67.1975	70.5574	74.0853	77.7896	81.6790
		Bi-Weekly	5,119.82	5,375.80	5,644.59	5,926.82	6,223.17	6,534.32
		Monthly	11,092.93	11,647.57	12,229.95	12,841.45	13,483.52	14,157.70
		Annual	133,115.12	139,770.88	146,759.42	154,097.39	161,802.30	169,892.41
	POLICE LIEUTENANT							
V55	Swat + Long 2	Hourly	67.0164	70.3672	73.8856	77.5799	81.4589	85.5318
		Bi-Weekly	5,361.31	5,629.38	5,910.85	6,206.39	6,516.71	6,842.55
		Monthly	11,616.18	12,196.99	12,806.84	13,447.18	14,119.54	14,825.52
		Annual	139,394.14	146,363.85	153,682.04	161,366.14	169,434.50	177,906.23
V56	Swat + Biling	Hourly	61.5826	64.6618	67.8949	71.2896	74.8541	78.5968
		Bi-Weekly	4,926.61	5,172.94	5,431.59	5,703.17	5,988.33	6,287.74
		Monthly	10,674.33	11,208.04	11,768.44	12,356.87	12,974.71	13,623.44
		Annual	128,091.90	134,496.50	141,221.33	148,282.40	155,696.49	163,481.31
V57	Swat + Long 1 + Biling	Hourly	64.6014	67.8315	71.2230	74.7842	78.5234	82.4496
		Bi-Weekly	5,168.11	5,426.52	5,697.84	5,982.74	6,281.87	6,595.97
		Monthly	11,197.58	11,757.46	12,345.33	12,962.60	13,610.72	14,291.26
		Annual	134,370.92	141,089.47	148,143.94	155,551.14	163,328.69	171,495.13
V58	Swat + Long 2 + Biling	Hourly	67.6202	71.0012	74.5512	78.2788	82.1927	86.3024
		Bi-Weekly	5,409.62	5,680.10	5,964.10	6,262.30	6,575.42	6,904.19
		Monthly	11,720.83	12,306.87	12,922.21	13,568.32	14,246.74	14,959.08
		Annual	140,649.94	147,682.44	155,066.56	162,819.89	170,960.90	179,508.94
V59	Long 1	Hourly	63.3939	66.5636	69.8918	73.3864	77.0557	80.9085
		Bi-weekly	5,071.51	5,325.09	5,591.34	5,870.91	6,164.46	6,472.68
		Monthly	10,988.28	11,537.69	12,114.58	12,720.30	13,356.32	14,024.14
		Annual	131,859.32	138,452.29	145,374.90	152,643.65	160,275.90	168,289.69
V60	Biling + Long 1	Hourly	63.9977	67.1975	70.5574	74.0853	77.7896	81.6790
		Bi-Weekly	5,119.82	5,375.80	5,644.59	5,926.82	6,223.17	6,534.32
		Monthly	11,092.93	11,647.57	12,229.95	12,841.45	13,483.52	14,157.70
		Annual	133,115.12	139,770.88	146,759.42	154,097.39	161,802.30	169,892.41
V61	Long 2	Hourly	66.4127	69.7333	73.2200	76.8810	80.7251	84.7613
		Bi-weekly	5,313.02	5,578.66	5,857.60	6,150.48	6,458.00	6,780.90
		Monthly	11,511.53	12,087.10	12,691.46	13,326.03	13,992.34	14,691.96
		Annual	138,138.33	145,045.25	152,297.51	159,912.39	167,908.10	176,303.51
V62	Biling + Long 2	Hourly	67.0164	70.3672	73.8856	77.5799	81.4589	85.5318
		Bi-Weekly	5,361.31	5,629.38	5,910.85	6,206.39	6,516.71	6,842.55
		Monthly	11,616.18	12,196.99	12,806.84	13,447.18	14,119.54	14,825.52
		Annual	139,394.14	146,363.85	153,682.04	161,366.14	169,434.50	177,906.23

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
V63	Biling	Hourly	60.9789	64.0278	67.2292	70.5907	74.1202	77.8262
		Bi-weekly	4,878.31	5,122.22	5,378.34	5,647.26	5,929.62	6,226.10
		Monthly	10,569.68	11,098.16	11,653.07	12,235.72	12,847.51	13,489.88
		Annual	126,836.10	133,177.91	139,836.81	146,828.65	154,170.09	161,878.59
V64	Edu. 2 + MC + Long 1+ Biling	Hourly	68.5258	71.9521	75.5497	79.3272	83.2936	87.4582
		Bi-weekly	5,482.06	5,756.17	6,043.98	6,346.18	6,663.48	6,996.66
		Monthly	11,877.80	12,471.69	13,095.28	13,750.04	14,437.55	15,159.43
		Annual	142,533.64	149,660.32	157,143.34	165,000.51	173,250.60	181,913.14
V65	Edu. 2 + MC + Long 2+Biling	Hourly	71.5446	75.1218	78.8779	82.8218	86.9629	91.3110
		Bi-weekly	5,723.57	6,009.74	6,310.23	6,625.74	6,957.03	7,304.88
		Monthly	12,401.06	13,021.11	13,672.16	14,355.77	15,073.57	15,827.25
		Annual	148,812.67	156,253.30	164,065.96	172,269.26	180,882.81	189,926.95
	POLICE CAPTAIN							
W00	BASE	Hourly	70.9595	74.5075	78.2329	82.1445	86.2517	90.5643
		Bi-weekly	5,676.76	5,960.60	6,258.63	6,571.56	6,900.14	7,245.14
		Monthly	12,299.66	12,914.64	13,560.37	14,238.39	14,950.30	15,697.81
		Annual	147,595.86	154,975.65	162,724.43	170,860.65	179,403.59	188,373.77
W01	Edu. 1	Hourly	73.0883	76.7427	80.5799	84.6089	88.8393	93.2813
		Bi-weekly	5,847.06	6,139.42	6,446.39	6,768.71	7,107.15	7,462.50
		Monthly	12,668.64	13,302.08	13,967.18	14,665.54	15,398.82	16,168.76
		Annual	152,023.72	159,624.91	167,606.16	175,986.47	184,785.84	194,025.13
W02	Edu. 1 + MC	Hourly	74.8623	78.6054	82.5357	86.6625	90.9956	95.5454
		Bi-weekly	5,988.98	6,288.43	6,602.86	6,933.00	7,279.65	7,643.63
		Monthly	12,976.14	13,624.94	14,306.19	15,021.50	15,772.58	16,561.20
		Annual	155,713.63	163,499.31	171,674.28	180,257.99	189,270.90	198,734.45
W03	Edu. 1 + Swat	Hourly	73.7979	77.4878	81.3622	85.4303	89.7018	94.1869
		Bi-weekly	5,903.83	6,199.02	6,508.98	6,834.42	7,176.15	7,534.95
		Monthly	12,791.64	13,431.22	14,102.78	14,807.92	15,548.31	16,325.73
		Annual	153,499.70	161,174.68	169,233.41	177,695.08	186,579.78	195,908.76
W04	Edu. 1 + Long 1	Hourly	76.6363	80.4681	84.4915	88.7161	93.1519	97.8095
		Bi-weekly	6,130.90	6,437.45	6,759.32	7,097.29	7,452.15	7,824.76
		Monthly	13,283.63	13,947.81	14,645.20	15,377.46	16,146.33	16,953.65
		Annual	159,403.52	167,373.70	175,742.38	184,529.50	193,755.96	203,443.76
W05	Edu. 1 + Long 2	Hourly	80.1843	84.1935	88.4032	92.8233	97.4645	102.3377
		Bi-weekly	6,414.74	6,735.48	7,072.26	7,425.86	7,797.16	8,187.02
		Monthly	13,898.61	14,593.54	15,323.22	16,089.38	16,893.84	17,738.53
		Annual	166,783.31	175,122.48	183,878.60	193,072.53	202,726.09	212,862.39
W06	Edu. 1 + Biling	Hourly	73.7979	77.4878	81.3622	85.4303	89.7018	94.1869
		Bi-weekly	5,903.83	6,199.02	6,508.98	6,834.42	7,176.15	7,534.95
		Monthly	12,791.64	13,431.22	14,102.78	14,807.92	15,548.31	16,325.73
		Annual	153,499.70	161,174.68	169,233.41	177,695.08	186,579.78	195,908.76
W07	Edu. 1 + MC + Swat	Hourly	75.5719	79.3505	83.3180	87.4839	91.8581	96.4510
		Bi-weekly	6,045.75	6,348.04	6,665.44	6,998.71	7,348.65	7,716.08
		Monthly	13,099.13	13,754.09	14,441.79	15,163.88	15,922.07	16,718.17
		Annual	157,189.58	165,049.06	173,301.51	181,966.59	191,064.84	200,618.08
W08	Edu. 1 + MC + Long 1	Hourly	78.4103	82.3308	86.4474	90.7697	95.3082	100.0736
		Bi-weekly	6,272.82	6,586.46	6,915.79	7,261.58	7,624.65	8,005.89
		Monthly	13,591.12	14,270.68	14,984.21	15,733.42	16,520.09	17,346.09
		Annual	163,093.43	171,248.10	179,810.50	188,801.02	198,241.02	208,153.08
W09	Edu. 1 + MC + Long 2	Hourly	81.9583	86.0562	90.3590	94.8769	99.6207	104.6018

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Bi-weekly	6,556.66	6,884.50	7,228.72	7,590.15	7,969.66	8,368.14
		Monthly	14,206.10	14,916.41	15,662.23	16,445.34	17,267.60	18,130.98
		Annual	170,473.21	178,996.87	187,946.71	197,344.05	207,211.15	217,571.71
W10	Edu. 1 + MC + Biling	Hourly	75.5719	79.3505	83.3180	87.4839	91.8581	96.4510
		Bi-weekly	6,045.75	6,348.04	6,665.44	6,998.71	7,348.65	7,716.08
		Monthly	13,099.13	13,754.09	14,441.79	15,163.88	15,922.07	16,718.17
		Annual	157,189.58	165,049.06	173,301.51	181,966.59	191,064.84	200,618.08
	POLICE CAPTAIN							
W11	Edu. 1 + Swat + Long 1	Hourly	77.3459	81.2132	85.2739	89.5376	94.0145	98.7152
		Bi-weekly	6,187.67	6,497.06	6,821.91	7,163.01	7,521.16	7,897.22
		Monthly	13,406.62	14,076.96	14,780.80	15,519.84	16,295.84	17,110.64
		Annual	160,879.49	168,923.46	177,369.63	186,238.11	195,550.12	205,327.62
W12	Edu. 1 + Swat + Long 2	Hourly	80.8939	84.9386	89.1855	93.6448	98.3270	103.2434
		Bi-weekly	6,471.51	6,795.09	7,134.84	7,491.58	7,866.16	8,259.47
		Monthly	14,021.61	14,722.69	15,458.82	16,231.76	17,043.35	17,895.52
		Annual	168,259.28	176,672.24	185,505.85	194,781.14	204,520.24	214,746.26
W13	Edu. 1 + Swat + Biling	Hourly	74.5075	78.2329	82.1445	86.2518	90.5644	95.0926
		Bi-weekly	5,960.60	6,258.63	6,571.56	6,900.14	7,245.15	7,607.41
		Monthly	12,914.64	13,560.37	14,238.39	14,950.31	15,697.83	16,482.72
		Annual	154,975.65	162,724.43	170,860.65	179,403.68	188,373.93	197,792.63
W14	Edu. 1 + Long 1 + Biling	Hourly	77.3459	81.2132	85.2739	89.5376	94.0145	98.7152
		Bi-weekly	6,187.67	6,497.06	6,821.91	7,163.01	7,521.16	7,897.22
		Monthly	13,406.62	14,076.96	14,780.80	15,519.84	16,295.84	17,110.64
		Annual	160,879.49	168,923.46	177,369.63	186,238.11	195,550.12	205,327.62
W15	Edu. 1 + Long 2 + Biling	Hourly	80.8939	84.9386	89.1855	93.6448	98.3270	103.2434
		Bi-weekly	6,471.51	6,795.09	7,134.84	7,491.58	7,866.16	8,259.47
		Monthly	14,021.61	14,722.69	15,458.82	16,231.76	17,043.35	17,895.52
		Annual	168,259.28	176,672.24	185,505.85	194,781.14	204,520.24	214,746.26
W16	Edu. 1 + MC + Swat + Long 1	Hourly	79.1199	83.0759	87.2297	91.5912	96.1708	100.9793
		Bi-weekly	6,329.59	6,646.07	6,978.38	7,327.30	7,693.66	8,078.34
		Monthly	13,714.11	14,399.82	15,119.81	15,875.80	16,669.60	17,503.08
		Annual	164,569.37	172,797.84	181,437.73	190,509.62	200,035.18	210,036.94
W17	Edu. 1 + MC + Swat + Long 2	Hourly	82.6679	86.8013	91.1413	95.6984	100.4833	105.5075
		Bi-weekly	6,613.43	6,944.10	7,291.30	7,655.87	8,038.67	8,440.60
		Monthly	14,329.10	15,045.55	15,797.83	16,587.72	17,417.11	18,287.96
		Annual	171,949.17	180,546.63	189,573.96	199,052.66	209,005.31	219,455.57
W18	Edu. 1 + MC + Swat + Biling	Hourly	76.2815	80.0956	84.1004	88.3054	92.7207	97.3567
		Bi-weekly	6,102.52	6,407.65	6,728.03	7,064.43	7,417.65	7,788.54
		Monthly	13,222.13	13,883.24	14,577.40	15,306.27	16,071.58	16,875.16
		Annual	158,665.54	166,598.82	174,928.76	183,675.20	192,858.99	202,501.94
W19	Edu. 1 + Swat + Long 1 + Biling	Hourly	78.0555	81.9583	86.0562	90.3590	94.8770	99.6208
		Bi-weekly	6,244.44	6,556.66	6,884.50	7,228.72	7,590.16	7,969.66
		Monthly	13,529.62	14,206.10	14,916.41	15,662.23	16,445.34	17,267.60
		Annual	162,355.45	170,473.22	178,996.88	187,946.72	197,344.06	207,211.26
W20	Edu. 1 + Swat + Long 2 + Biling	Hourly	81.6035	85.6837	89.9678	94.4662	99.1895	104.1490
		Bi-weekly	6,528.28	6,854.70	7,197.42	7,557.30	7,935.16	8,331.92
		Monthly	14,144.60	14,851.83	15,594.43	16,374.15	17,192.85	18,052.49
		Annual	169,735.24	178,222.00	187,133.10	196,489.75	206,314.18	216,629.89
W21	Edu. 2	Hourly	74.5075	78.2329	82.1445	86.2518	90.5644	95.0926
		Bi-weekly	5,960.60	6,258.63	6,571.56	6,900.14	7,245.15	7,607.41

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
		Monthly	12,914.64	13,560.37	14,238.39	14,950.31	15,697.83	16,482.72
		Annual	154,975.65	162,724.43	170,860.65	179,403.68	188,373.93	197,792.63
	POLICE CAPTAIN							
W22	Edu. 2 + MC	Hourly	76.2815	80.0956	84.1004	88.3054	92.7207	97.3567
		Bi-weekly	6,102.52	6,407.65	6,728.03	7,064.43	7,417.65	7,788.54
		Monthly	13,222.13	13,883.24	14,577.40	15,306.27	16,071.58	16,875.16
		Annual	158,665.54	166,598.82	174,928.76	183,675.20	192,858.99	202,501.94
W23	Edu. 2 + Swat	Hourly	75.2171	78.9780	82.9269	87.0732	91.4269	95.9982
		Bi-weekly	6,017.37	6,318.24	6,634.15	6,965.86	7,314.15	7,679.86
		Monthly	13,037.63	13,689.52	14,373.99	15,092.69	15,847.32	16,639.69
		Annual	156,451.61	164,274.19	172,487.90	181,112.29	190,167.87	199,676.26
W24	Edu. 2 + Long 1	Hourly	78.0555	81.9583	86.0562	90.3590	94.8770	99.6208
		Bi-weekly	6,244.44	6,556.66	6,884.50	7,228.72	7,590.16	7,969.66
		Monthly	13,529.62	14,206.10	14,916.41	15,662.23	16,445.34	17,267.60
		Annual	162,355.45	170,473.22	178,996.88	187,946.72	197,344.06	207,211.26
W25	Edu. 2 + Long 2	Hourly	81.6035	85.6837	89.9678	94.4662	99.1895	104.1490
		Bi-weekly	6,528.28	6,854.70	7,197.42	7,557.30	7,935.16	8,331.92
		Monthly	14,144.60	14,851.83	15,594.43	16,374.15	17,192.85	18,052.49
		Annual	169,735.24	178,222.00	187,133.10	196,489.75	206,314.18	216,629.89
W26	Edu. 2 + Biling	Hourly	75.2171	78.9780	82.9269	87.0732	91.4269	95.9982
		Bi-weekly	6,017.37	6,318.24	6,634.15	6,965.86	7,314.15	7,679.86
		Monthly	13,037.63	13,689.52	14,373.99	15,092.69	15,847.32	16,639.69
		Annual	156,451.61	164,274.19	172,487.90	181,112.29	190,167.87	199,676.26
W27	Edu. 2 + MC + Swat	Hourly	76.9911	80.8407	84.8827	89.1268	93.5831	98.2623
		Bi-weekly	6,159.29	6,467.26	6,790.62	7,130.14	7,486.65	7,860.98
		Monthly	13,345.13	14,012.38	14,713.00	15,448.65	16,221.08	17,032.13
		Annual	160,141.50	168,148.58	176,556.01	185,383.81	194,652.93	204,385.58
W28	Edu. 2 + MC + Long 1	Hourly	79.8295	83.8210	88.0120	92.4126	97.0332	101.8849
		Bi-weekly	6,386.36	6,705.68	7,040.96	7,393.01	7,762.66	8,150.79
		Monthly	13,837.11	14,528.97	15,255.42	16,018.19	16,819.09	17,660.05
		Annual	166,045.33	174,347.60	183,064.98	192,218.23	201,829.12	211,920.57
W29	Edu. 2 + MC + Long 2	Hourly	83.3775	87.5463	91.9237	96.5198	101.3458	106.4131
		Bi-weekly	6,670.20	7,003.70	7,353.90	7,721.58	8,107.66	8,513.05
		Monthly	14,452.09	15,174.70	15,933.43	16,730.11	17,566.60	18,444.93
		Annual	173,425.12	182,096.38	191,201.20	200,761.26	210,799.24	221,339.21
W30	Edu. 2 + MC + Biling	Hourly	76.9911	80.8407	84.8827	89.1268	93.5831	98.2623
		Bi-weekly	6,159.29	6,467.26	6,790.62	7,130.14	7,486.65	7,860.98
		Monthly	13,345.13	14,012.38	14,713.00	15,448.65	16,221.08	17,032.13
		Annual	160,141.50	168,148.58	176,556.01	185,383.81	194,652.93	204,385.58
W31	Edu. 2 + Swat + Long 1	Hourly	78.7651	82.7033	86.8385	91.1804	95.7394	100.5264
		Bi-weekly	6,301.21	6,616.26	6,947.08	7,294.43	7,659.15	8,042.11
		Monthly	13,652.62	14,335.25	15,052.01	15,804.61	16,594.83	17,424.57
		Annual	163,831.39	172,022.96	180,624.11	189,655.32	199,137.99	209,094.89
W32	Edu. 2 + Swat + Long 2	Hourly	82.3131	86.4287	90.7502	95.2877	100.0521	105.0547
		Bi-weekly	6,585.05	6,914.30	7,260.02	7,623.02	8,004.17	8,404.38
		Monthly	14,267.60	14,980.98	15,730.03	16,516.53	17,342.36	18,209.48
		Annual	171,211.18	179,771.74	188,760.33	198,198.35	208,108.34	218,513.75
W33	Edu. 2 + Swat + Biling	Hourly	75.9267	79.7230	83.7092	87.8947	92.2894	96.9039
		Bi-weekly	6,074.14	6,377.84	6,696.74	7,031.58	7,383.15	7,752.31
		Monthly	13,160.63	13,818.66	14,509.60	15,235.08	15,996.84	16,796.68

<i>Range Number</i>	<i>Classification Title</i>		<i>Entry Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Maximum Step 6</i>
		Annual	157,927.56	165,823.94	174,115.14	182,820.90	191,962.02	201,560.13
	POLICE CAPTAIN							
W34	Edu. 2 + Long 1 + Biling	Hourly	78.7651	82.7033	86.8385	91.1804	95.7394	100.5264
		Bi-weekly	6,301.21	6,616.26	6,947.08	7,294.43	7,659.15	8,042.11
		Monthly	13,652.62	14,335.25	15,052.01	15,804.61	16,594.83	17,424.57
		Annual	163,831.39	172,022.96	180,624.11	189,655.32	199,137.99	209,094.89
W35	Edu. 2 + Long 2 + Biling	Hourly	82.3131	86.4287	90.7502	95.2877	100.0521	105.0547
		Bi-weekly	6,585.05	6,914.30	7,260.02	7,623.02	8,004.17	8,404.38
		Monthly	14,267.60	14,980.98	15,730.03	16,516.53	17,342.36	18,209.48
		Annual	171,211.18	179,771.74	188,760.33	198,198.35	208,108.34	218,513.75
W36	Edu. 2 + MC + Swat + Long 1	Hourly	80.5391	84.5660	88.7943	93.2341	97.8958	102.7906
		Bi-weekly	6,443.13	6,765.28	7,103.54	7,458.73	7,831.66	8,223.25
		Monthly	13,960.11	14,658.11	15,391.02	16,160.57	16,968.61	17,817.04
		Annual	167,521.30	175,897.36	184,692.23	193,926.84	203,623.27	213,804.44
W37	Edu. 2 + MC + Swat + Long 2	Hourly	84.0871	88.2914	92.7060	97.3413	102.2084	107.3188
		Bi-weekly	6,726.97	7,063.31	7,416.48	7,787.30	8,176.67	8,585.50
		Monthly	14,575.09	15,303.85	16,069.04	16,872.49	17,716.12	18,601.92
		Annual	174,901.09	183,646.14	192,828.45	202,469.87	212,593.40	223,223.07
W38	Edu. 2 + MC + Swat + Biling	Hourly	77.7007	81.5857	85.6650	89.9483	94.4457	99.1680
		Bi-weekly	6,216.06	6,526.86	6,853.20	7,195.86	7,555.66	7,933.44
		Monthly	13,468.12	14,141.53	14,848.60	15,591.03	16,370.59	17,189.12
		Annual	161,617.46	169,698.33	178,183.25	187,092.41	196,447.09	206,269.44
W39	Edu. 2 + Swat + Long 1 + Biling	Hourly	79.4747	83.4484	87.6208	92.0019	96.6020	101.4321
		Bi-weekly	6,357.98	6,675.87	7,009.66	7,360.15	7,728.16	8,114.57
		Monthly	13,775.61	14,464.39	15,187.61	15,946.99	16,744.35	17,581.56
		Annual	165,307.35	173,572.72	182,251.36	191,363.93	200,932.15	210,978.76
W40	Edu. 2 + Swat + Long 2 + Biling	Hourly	83.0227	87.1738	91.5325	96.1091	100.9146	105.9603
		Bi-weekly	6,641.82	6,973.90	7,322.60	7,688.73	8,073.16	8,476.82
		Monthly	14,390.60	15,110.13	15,865.63	16,658.91	17,491.86	18,366.45
		Annual	172,687.14	181,321.50	190,387.58	199,906.96	209,902.27	220,397.39
W41	MC	Hourly	72.7335	76.3702	80.1887	84.1982	88.4081	92.8285
		Bi-weekly	5,818.68	6,109.62	6,415.10	6,735.86	7,072.65	7,426.28
		Monthly	12,607.15	13,237.50	13,899.38	14,594.35	15,324.07	16,090.28
		Annual	151,285.75	158,850.04	166,792.54	175,132.17	183,888.87	193,083.31
W42	MC + Swat	Hourly	73.4431	77.1153	80.9710	85.0196	89.2706	93.7341
		Bi-Weekly	5,875.45	6,169.22	6,477.68	6,801.57	7,141.65	7,498.73
		Monthly	12,730.14	13,366.65	14,034.98	14,736.73	15,473.57	16,247.25
		Annual	152,761.70	160,399.79	168,419.78	176,840.77	185,682.81	194,966.95
W43	MC + Long 1	Hourly	76.2815	80.0956	84.1004	88.3054	92.7207	97.3567
		Bi-Weekly	6,102.52	6,407.65	6,728.03	7,064.43	7,417.65	7,788.54
		Monthly	13,222.13	13,883.24	14,577.40	15,306.27	16,071.58	16,875.16
		Annual	158,665.54	166,598.82	174,928.76	183,675.20	192,858.99	202,501.94
W44	MC + Long 2	Hourly	79.8295	83.8210	88.0120	92.4126	97.0332	101.8849
		Bi-Weekly	6,386.36	6,705.68	7,040.96	7,393.01	7,762.66	8,150.79
		Monthly	13,837.11	14,528.97	15,255.42	16,018.19	16,819.09	17,660.05
		Annual	166,045.33	174,347.60	183,064.98	192,218.23	201,829.12	211,920.57
	POLICE CAPTAIN							
W45	MC + Biling	Hourly	73.4431	77.1153	80.9710	85.0196	89.2706	93.7341
		Bi-Weekly	5,875.45	6,169.22	6,477.68	6,801.57	7,141.65	7,498.73
		Monthly	12,730.14	13,366.65	14,034.98	14,736.73	15,473.57	16,247.25
		Annual	152,761.70	160,399.79	168,419.78	176,840.77	185,682.81	194,966.95

Range Number	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
W46	MC + Swat + Long 1	Hourly	76.9911	80.8407	84.8827	89.1268	93.5831	98.2623
		Bi-Weekly	6,159.29	6,467.26	6,790.62	7,130.14	7,486.65	7,860.98
		Monthly	13,345.13	14,012.38	14,713.00	15,448.65	16,221.08	17,032.13
		Annual	160,141.50	168,148.58	176,556.01	185,383.81	194,652.93	204,385.58
W47	MC + Swat + Long 2	Hourly	80.5391	84.5660	88.7943	93.2341	97.8958	102.7906
		Bi-Weekly	6,443.13	6,765.28	7,103.54	7,458.73	7,831.66	8,223.25
		Monthly	13,960.11	14,658.11	15,391.02	16,160.57	16,968.61	17,817.04
		Annual	167,521.30	175,897.36	184,692.23	193,926.84	203,623.27	213,804.44
W48	MC + Swat + Biling	Hourly	74.1527	77.8604	81.7534	85.8410	90.1331	94.6397
		Bi-Weekly	5,932.22	6,228.83	6,540.27	6,867.28	7,210.64	7,571.18
		Monthly	12,853.14	13,495.80	14,170.59	14,879.12	15,623.06	16,404.22
		Annual	154,237.67	161,949.55	170,047.03	178,549.38	187,476.74	196,850.58
W49	MC + Long 1 + Biling	Hourly	76.9911	80.8407	84.8827	89.1268	93.5831	98.2623
		Bi-Weekly	6,159.29	6,467.26	6,790.62	7,130.14	7,486.65	7,860.98
		Monthly	13,345.13	14,012.38	14,713.00	15,448.65	16,221.08	17,032.13
		Annual	160,141.50	168,148.58	176,556.01	185,383.81	194,652.93	204,385.58
W50	MC + Long 2 + Biling	Hourly	80.5391	84.5660	88.7943	93.2341	97.8958	102.7906
		Bi-Weekly	6,443.13	6,765.28	7,103.54	7,458.73	7,831.66	8,223.25
		Monthly	13,960.11	14,658.11	15,391.02	16,160.57	16,968.61	17,817.04
		Annual	167,521.30	175,897.36	184,692.23	193,926.84	203,623.27	213,804.44
W51	MC + Swat + Long 1 + Biling	Hourly	77.7007	81.5857	85.6650	89.9483	94.4457	99.1680
		Bi-Weekly	6,216.06	6,526.86	6,853.20	7,195.86	7,555.66	7,933.44
		Monthly	13,468.12	14,141.53	14,848.60	15,591.03	16,370.59	17,189.12
		Annual	161,617.46	169,698.33	178,183.25	187,092.41	196,447.09	206,269.44
W52	MC + Swat + Long 2 + Biling	Hourly	81.2487	85.3111	89.5767	94.0555	98.7583	103.6962
		Bi-Weekly	6,499.90	6,824.89	7,166.14	7,524.44	7,900.66	8,295.70
		Monthly	14,083.10	14,787.26	15,526.62	16,302.95	17,118.10	17,974.01
		Annual	168,997.25	177,447.11	186,319.47	195,635.44	205,417.21	215,688.07
W53	Swat	Hourly	71.6691	75.2526	79.0152	82.9660	87.1143	91.4700
		Bi-weekly	5,733.53	6,020.21	6,321.22	6,637.28	6,969.14	7,317.60
		Monthly	12,422.65	13,043.78	13,695.97	14,380.77	15,099.81	15,854.80
		Annual	149,071.82	156,525.41	164,351.68	172,569.26	181,197.74	190,257.63
W54	Swat + Long 1	Hourly	75.2171	78.9780	82.9269	87.0732	91.4269	95.9982
		Bi-Weekly	6,017.37	6,318.24	6,634.15	6,965.86	7,314.15	7,679.86
		Monthly	13,037.63	13,689.52	14,373.99	15,092.69	15,847.32	16,639.69
		Annual	156,451.61	164,274.19	172,487.90	181,112.29	190,167.87	199,676.26
W55	Swat + Long 2	Hourly	78.7651	82.7033	86.8385	91.1804	95.7394	100.5264
		Bi-Weekly	6,301.21	6,616.26	6,947.08	7,294.43	7,659.15	8,042.11
		Monthly	13,652.62	14,335.25	15,052.01	15,804.61	16,594.83	17,424.57
		Annual	163,831.39	172,022.96	180,624.11	189,655.32	199,137.99	209,094.89
W56	Swat + Biling	Hourly	72.3787	75.9977	79.7976	83.7874	87.9768	92.3756
		Bi-Weekly	5,790.30	6,079.82	6,383.81	6,702.99	7,038.14	7,390.05
		Monthly	12,545.65	13,172.93	13,831.58	14,523.16	15,249.31	16,011.77
		Annual	150,547.76	158,075.15	165,978.91	174,277.86	182,991.68	192,141.27
	POLICE CAPTAIN							
W57	Swat + Long 1 + Biling	Hourly	75.9267	79.7230	83.7092	87.8947	92.2894	96.9039
		Bi-Weekly	6,074.14	6,377.84	6,696.74	7,031.58	7,383.15	7,752.31
		Monthly	13,160.63	13,818.66	14,509.60	15,235.08	15,996.84	16,796.68
		Annual	157,927.56	165,823.94	174,115.14	182,820.90	191,962.02	201,560.13

<i>Range</i>			<i>Entry</i>					<i>Maximum</i>
<i>Number</i>	<i>Classification Title</i>		<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
W58	Swat + Long 2 + Biling	Hourly	79.4747	83.4484	87.6208	92.0019	96.6020	101.4321
		Bi-Weekly	6,357.98	6,675.87	7,009.66	7,360.15	7,728.16	8,114.57
		Monthly	13,775.61	14,464.39	15,187.61	15,946.99	16,744.35	17,581.56
		Annual	165,307.35	173,572.72	182,251.36	191,363.93	200,932.15	210,978.76
W59	Long 1	Hourly	74.5075	78.2329	82.1445	86.2518	90.5644	95.0926
		Bi-weekly	5,960.60	6,258.63	6,571.56	6,900.14	7,245.15	7,607.41
		Monthly	12,914.64	13,560.37	14,238.39	14,950.31	15,697.83	16,482.72
		Annual	154,975.65	162,724.43	170,860.65	179,403.68	188,373.93	197,792.63
W60	Biling + Long 1	Hourly	75.2171	78.9780	82.9269	87.0732	91.4269	95.9982
		Bi-Weekly	6,017.37	6,318.24	6,634.15	6,965.86	7,314.15	7,679.86
		Monthly	13,037.63	13,689.52	14,373.99	15,092.69	15,847.32	16,639.69
		Annual	156,451.61	164,274.19	172,487.90	181,112.29	190,167.87	199,676.26
W61	Long 2	Hourly	78.0555	81.9583	86.0562	90.3590	94.8770	99.6208
		Bi-weekly	6,244.44	6,556.66	6,884.50	7,228.72	7,590.16	7,969.66
		Monthly	13,529.62	14,206.10	14,916.41	15,662.23	16,445.34	17,267.60
		Annual	162,355.45	170,473.22	178,996.88	187,946.72	197,344.06	207,211.26
W62	Biling + Long 2	Hourly	78.7651	82.7033	86.8385	91.1804	95.7394	100.5264
		Bi-Weekly	6,301.21	6,616.26	6,947.08	7,294.43	7,659.15	8,042.11
		Monthly	13,652.62	14,335.25	15,052.01	15,804.61	16,594.83	17,424.57
		Annual	163,831.39	172,022.96	180,624.11	189,655.32	199,137.99	209,094.89
W63	Biling	Hourly	71.6691	75.2526	79.0152	82.9660	87.1143	91.4700
		Bi-weekly	5,733.53	6,020.21	6,321.22	6,637.28	6,969.14	7,317.60
		Monthly	12,422.65	13,043.78	13,695.97	14,380.77	15,099.81	15,854.80
		Annual	149,071.82	156,525.41	164,351.68	172,569.26	181,197.74	190,257.63
W64	Edu. 2 + MC + Long 1 + Biling	Hourly	80.5391	84.5660	88.7943	93.2341	97.8958	102.7906
		Bi-weekly	6,443.13	6,765.28	7,103.54	7,458.73	7,831.66	8,223.25
		Monthly	13,960.11	14,658.11	15,391.02	16,160.57	16,968.61	17,817.04
		Annual	167,521.30	175,897.36	184,692.23	193,926.84	203,623.27	213,804.44
W65	Edu. 2 + MC + Long 2 + Biling	Hourly	84.0871	88.2914	92.7060	97.3413	102.2084	107.3188
		Bi-weekly	6,726.97	7,063.31	7,416.48	7,787.30	8,176.67	8,585.50
		Monthly	14,575.09	15,303.85	16,069.04	16,872.49	17,716.12	18,601.92
		Annual	174,901.09	183,646.14	192,828.45	202,469.87	212,593.40	223,223.07

City of Vallejo
FY 2022-2023 Personnel Summary
Changes from 5-13-22

		<u>FY 22-23</u>
	<u>Group</u>	<u>Proposed Addendum</u>
<u>General Fund</u>		
Public Works		
Maintenance Worker I/II	IBEW	(1.00)
<u>Corporation Shop Fund</u>		
Public Works		
Equipment Mechanic II	IBEW	1.00
Total, Final Adjustments		-

RESOLUTION NO. 22-103 N.C.**AUTHORIZING THE CITY MANAGER TO PURCHASE CITY VEHICLES AND EQUIPMENT
SCHEDULED AND FUNDED FOR REPLACEMENT IN FISCAL YEAR 2022-23**

WHEREAS, the Public Works Maintenance Division is responsible for maintaining a comprehensive Fleet Equipment Replacement Program designed to manage the fleet for all City departments; and

WHEREAS, the Maintenance Division Fleet branch is responsible for ordering vehicles, modifying vehicles with specialized equipment, and delivering fully equipped and operational vehicles to City departments; and

WHEREAS, in order to expedite the process of replacing aging, damaged, and/or obsolete vehicles and equipment that are scheduled, funded, and approved for replacement, on February 9, 2016 Staff recommended and City Council approved the action of conducting one-time approvals each fiscal year for the purchase of vehicles and equipment scheduled to be replaced in said fiscal year; and

WHEREAS, fleet units will be purchased through either cooperative purchasing programs (such as Sourcewell and National Purchasing Partners), State of California Department of General Services contracts, piggy-back contracts, or resulting contracts from a City of Vallejo Requests for Quotes (RFQ), all of which meet City of Vallejo competitive purchasing process requirements; and

WHEREAS, when possible, electric or hybrid units will be purchased; and

WHEREAS, it has been determined the following units will be replaced/purchased in Fiscal Year 2022-23:

General Fund:

Department/Division	Unit	Description	Estimated Cost	Expected Purchase Contract
FD-FIRE SUPP	244	F550 SD	\$ 100,000	CLP
PD-CODE ENFORCE	518	FORD 150	\$ 45,000	State
PD-OPS	104	CROWN VIC	\$ 42,000	State
PD-OPS	106	FORD CV	\$ 50,000	State
PD-OPS	109	CROWN VIC	\$ 42,000	State
PD-OPS	126	FORD INTERCEPT	\$ 42,000	State
PD-OPS	128	FORD CV	\$ 50,000	State
PD-OPS	129	FORD INTERCEPT	\$ 42,000	State
PD-OPS	188	CROWN VIC	\$ 42,000	State
PUBLIC WORKS	327	FORD F350	\$ 55,000	State
PUBLIC WORKS	328	PATCH TRUCK	\$ 40,000	RFQ
PUBLIC WORKS	342	FORD F350	\$ 60,000	State

PUBLIC WORKS	517	FORD ESCAPE	\$ 35,000	State
PUBLIC WORKS	527	FORD ESCAPE	\$ 40,000	State
PUBLIC WORKS	535	FORD EXPLORER	\$ 45,000	State
PUBLIC WORKS	TBD-GT1	10 WHEEL DUMP TRUCK	\$ 35,000	Sourcewell
PUBLIC WORKS	TBD-PW1	FRONT END LOADER	\$ 150,000	Sourcewell
GENERAL FUND UNITS	ACCESSORIES & CONTINGENCY		\$ 229,690	

Total General Fund \$ 1,144,690

Other Funds:

<u>Department/Division</u>	<u>Unit</u>	<u>Description</u>	<u>Estimated Cost</u>	<u>Expected Purchase Contract</u>
GAS TAX	328	PATCH TRUCK	\$ 160,000	RFQ
GAS TAX	TBD-GT1	TEN WHEEL DUMP TRUCK	\$	140,000
Sourcewell				
GAS TAX	TBD-GT2	GRINDER	\$ 30,000	Sourcewell
Total Other Funds			\$ 330,000	

Water Fund:

<u>Department/Division</u>	<u>Unit</u>	<u>Description</u>	<u>Estimated Cost</u>	<u>Expected Purchase Contract</u>
WATER-ADMIN	400	FORD ESCAPE	\$ 30,000	State
WATER-DIST-METERS	409	FORD F250 SD	\$ 45,000	State
WATER-DIST-REPAIRS	425	FORD F450	\$ 95,000	State
WATER-PURIFICATION	437	FORD ESCAPE	\$ 32,000	State
WATER-BILLING	440	FORD RANGER	\$ 35,000	State
WATER-ADMIN	530	FORD F150 SUPER CAB	\$ 35,000	State
Total Water Fund			\$ 272,000	

WHEREAS, the amount shown above for Fire unit 244 is the first year payment due for the approximately \$500,000 purchase that will be financed with Community Leasing Partners (CLP), a division of Community First National Bank, over a five year period; and

WHEREAS, units 328 and TBD-GT1 are funded 20% by General Funds and 80% by Gas Tax Funds, and therefore are listed twice; and

NOW, THEREFORE BE IT RESOLVED that the City Council hereby authorizes the City Manager to purchase fleet vehicles and equipment in Fiscal Year 2022-23 in an amount not to exceed \$1,746,690.

BE IT FURTHER RESOLVED fleet accessories shall be purchased with approved Fiscal Year 2022-23 Fleet Replacement budget from Lehr and, due to staffing shortages, outfitting of units may also be performed by Lehr, for a total cost not to exceed \$165,000; and

BE IT FURTHER RESOLVED ballistic panels for Police units shall be purchased with approved Fiscal Year 2022-23 Fleet Replacement budget from Angel Armor at a cost not to exceed \$25,000; and

BE IT FURTHER RESOLVED that purchases of vehicles and equipment through the Fleet Replacement Fund (#502) in excess of the above amount will be presented to City Council for approval.

BE IT FURTHER RESOLVED that all prior year unspent appropriations for vehicles and equipment purchases from Replacement Fund (#502) are hereby continued and carried over to FY 2022-23.

BE IT FURTHER RESOLVED that any remaining balance of funds shall remain in the Fleet Equipment Replacement Fund (#502) pending further direction from the City Council.

Adopted by the City Council of the City of Vallejo at a regular meeting held on June 14, 2022 with the following vote:

AYES: Mayor McConnell, Vice Mayor Verder-Aliga, Councilmembers Dew, Loera-Diaz and Miessner
NOES: Councilmember Arriola
ABSENT: Councilmember Brown
ABSTAIN: None

DocuSigned by:

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ROBERT H. MCCONNELL, MAYOR

ATTEST:

DocuSigned by:

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DAWN G. ABRAHAMSON, CITY CLERK

RESOLUTION NO. 22-102 N.C.

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VALLEJO
APPROVING THE FISCAL YEAR 2022-2023
BLUE ROCK SPRINGS GOLF COURSE FEE AND CHARGES SCHEDULE**

WHEREAS, the City Council has considered the report and recommendations of the City Manager on the proposed Fiscal Year 2022-2023 Blue Rock Springs Golf Course Schedule of Fees and Charges as set forth in **Exhibit 1** to this Resolution and has determined that the report is both fair and appropriate; and

WHEREAS, the City Council conducted a public hearing on June 14, 2022, at which time any and all members of the public were afforded an opportunity to express their views:

NOW, THEREFORE BE IT RESOLVED, that the City Council hereby approves the Fiscal Year 2022-2023 Blue Rock Springs Golf Course Fee and Charges Schedule as set forth in **Exhibit 1** to this Resolution, which fee schedule shall be effective July 1, 2022.

Adopted by the City Council of the City of Vallejo at a regular meeting held on June 14, 2022 with the following vote:

AYES: Mayor McConnell, Vice Mayor Verder-Aliga, Councilmembers Dew, Loera-Diaz and Miessner
NOES: Councilmember Arriola
ABSENT: Councilmember Brown
ABSTAIN: None

DocuSigned by:

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ROBERT H. MCCONNELL, MAYOR

ATTEST:

DocuSigned by:

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DAWN G. ABRAHAMSON, CITY CLERK

ATTACHMENT D

EXHIBIT 1

Blue Rock Springs Golf Course
FY 2022-2023 Proposed Schedule of Fees

Fee Description	Adopted FY 2021-2022 Fees	Proposed FY 2022-2023 Fees
Weekday Greens Fees Only		
Full Daily-18	\$ 32.00	\$ 34.00
Senior -18	\$ 26.00	\$ 27.00
Twilight	\$ 22.00	\$ 24.00
Super Twilight	\$ 16.00	\$ 18.00
Senior Discount Card	\$ 11.00	\$ 11.00
Junior(17 & Under)	\$ 15.00	\$ 15.00
Junior (NCGA Youth on Course)	\$ 5.00	\$ 5.00
Ladies 9-Hole League	\$ 15.00	\$ 15.00
Business League	\$ 14.00	\$ 14.00
Replay w/Cart	\$ 20.00	\$ 20.00
Professional Courtesy Fee	\$ 20.00	\$ 20.00
Tournament-18	\$ 32.00	\$ 34.00
Tournament Senior-18	\$ 32.00	\$ 34.00
High School Golf Team (per season)*	\$ 500.00	\$ 500.00
*includes range balls, practices and matches		
Weekend Green Fees Only		
Full Daily-18	\$ 45.00	\$ 47.00
Senior -18	\$ 45.00	\$ 47.00
Twilight	\$ 28.00	\$ 30.00
Super Twilight	\$ 21.00	\$ 23.00
Senior Member West Course	\$ 11.00	\$ 12.00
Junior (17 & Under)	\$ 15.00	\$ 15.00
Junior (NCGA Youth on Course)	\$ 5.00 after 12 pm	\$ 5.00 after 12 pm
Replay w/Cart	\$ 25.00	\$ 25.00
Annual Member (East Before 12pm)	\$ -	\$ -
Tournament-18	\$ 45.00	\$ 47.00
Cart Fees per Cart (2 people)		
18-Hole Cart	\$ 30.00	\$ 30.00
Senior Cart	\$ 20.00	\$ 20.00
Twilight/Super Twilight	\$ 24.00	\$ 24.00
Tournament Cart	\$ 30.00	\$ 30.00
Member in Private Cart Rider	\$ 16.00	\$ 16.00
Non-Member Private Cart Rider	\$ 24.00	\$ 24.00
Membership Fees (Includes Membership, NCGA Handicap Fee, Vallejo GC Fee)		
Annual-Single	\$ 1,730.00	\$ 1,780.00
Annual-Couple	\$ 2,595.00	\$ 2,645.00
Annual-Senior Single	\$ 1,295.00	\$ 1,335.00
Annual-Senior Couple	\$ 1,945.00	\$ 2,000.00
Annual-Surviving Spouse	\$ 755.00	\$ 775.00
Senior Discount Card (9 holes)*	\$ 60.00	\$ 60.00
Member Cart/Trail Fees		
Cart Storage-Gas	\$ 350.00	\$ 360.00
Cart Storage-Electric	\$ 405.00	\$ 415.00
Private Cart Trail Fee	\$ 215.00	\$ 220.00
Fleet Cart Trail Fee	\$ 905.00	\$ 930.00
Trailer-In Cart Fee	\$ 135.00	\$ 140.00

*Rates only available to grandfathered group displaced when local 9-hole Joe Mortara Golf Course closed in 2014.

Note: To the extent necessary, the golf course may discount approved rates to increased demand and overall revenue.

Golf Range

Per Token

Junior YOC Token

Bucket - Small

Bucket - Medium

Bucket - Large

Discount Range Card - Small

Discount Range Card - Medium

Discount Range Card - Large

\$	5.00	\$	6.00
\$	9.00	\$	10.00
\$	12.00	\$	13.00
\$	25.00	\$	25.00
\$	50.00	\$	50.00
\$	100.00	\$	100.00

RESOLUTION NO. 22-082 N.C.

**A RESOLUTION OF THE CITY COUCNIL OF THE CITY OF VALLEJO
ESTABLISHING THE FISCAL YEAR 2022-23 GANN APPROPRIATIONS LIMIT
AT \$167,991,471 AND CERTIFYING THAT FISCAL YEAR 2022-2023
APPROPRIATIONS THAT ARE SUBJECT TO THE APPROPRIATIONS LIMIT DO
NOT EXCEED THE APPROPRIATIONS LIMIT**

WHEREAS, Article XIIB of the California State Constitution, adopted as Proposition 4 (the “Gann Initiative”) by the voters of California on November 6, 1979, as expanded by Proposition 111, prohibits, with certain exceptions, the annual appropriations subject to limitation of any governmental entity from exceeding the base year appropriations except by a formula which adjusts the limit for changes in population and cost-of-living; and

WHEREAS, the Appropriations Limit for Fiscal Year 2022-2023 is calculated to be \$167,991,471, as determined by applying a change factor of 1.06926210 to the Fiscal Year 2021-2022 Appropriations Limit of \$157,109,722; with such change factor comprised of the change in California per capita personal income of 7.55% and the annual population change for the County of Solano as of January 1, 2022 showing a decrease of 0.58%, (as provided by the State Department of Finance); and

WHEREAS, the Fiscal Year 2022-2023 appropriations subject to the Appropriations Limit have been determined to be \$99,824,432, such amount being \$68,167,039, below the Appropriations Limit; and

WHEREAS, the documentation for the Appropriations Limit and appropriations subject to the Appropriations Limit for Fiscal Year 2022-2023 is on file in the Finance Department.

NOW, THEREFORE, BE IT RESOLVED that the City Council hereby adopts an Appropriations Limit of \$167,991,471, for Fiscal Year 2022-2023, and certifies that the budgeted appropriations subject to the Appropriations Limit for Fiscal Year 2022-2023 do not exceed such Appropriations Limit.

Adopted by the City Council of the City of Vallejo at a regular meeting held on May 24, 2022 with the following vote:

AYES: Mayor McConnell, Vice Mayor Verder-Aliga, Councilmembers Arriola, Brown, Dew, Loera-Diaz and Miessner
NOES: None
ABSENT: None
ABSTAIN: None

DocuSigned by:

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ROBERT H. MCCONNELL, MAYOR

ATTEST:

DocuSigned by:

1489DDA8895D425...
DAWN G. ABRAHAMSON, CITY CLERK